

Town of Dedham

FY16 Proposed Budget

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James A. MacDonald, Chairman
Michael L. Butler, Vice-Chairman
Dennis J. Guilfoyle
Dennis J. Teehan, Jr.



TOWN OF DEDHAM
Board of Selectmen

DEDHAM TOWN HALL
26 BRYANT STREET
P.O. BOX 306
DEDHAM, MA 02027

James A. Kern
Town Manager

TEL (781) 751-9100
FAX (781) 751-9109
TDD (781) 326-4946

Nancy A. Baker
Assistant Town Manager

WEB SITE
www.dedham-ma.gov

February 20, 2015

Dedham Board of Selectmen and Dedham Finance Committee Members
26 Bryant Street
Dedham, MA 02026

Dear Honorable Board Members,

I am pleased to present the Fiscal Year 2016 Proposed Budget. As you all know, my participation in the preparation of this budget came very soon after my appointment as Town Manager in November of last year. As such, the contributions of the department heads, Finance Department Staff and Assistant Town Manager Nancy Baker were critical to the process and very much appreciated.

As we continue through the process of formulating this year's budget, our objective should be to balance the need to maintain the progress Dedham has made in recent years meeting the financial needs of the community in a way that addresses all of the obligations of operating town government, including the various pension costs, infrastructure projects, health insurance costs, and operating costs, while striving to minimize the impact on the tax levy.

In recent years, Dedham has made significant changes to its approach to financial planning that will carry forward and serve it in good stead for the future. The creation of the Robin Reyes Fund and the dedicated funding stream from local option taxes puts the town in a position to address the last remaining deficiency in its infrastructure, that of replacing municipal buildings. The pavement management system and the commitment to significant funding for the repair and maintenance of roads and sidewalks has resulted in a street inventory that, although not yet completely up to our long range objective, is in well above average condition, something that is evident in the very severe winter we are experiencing. Finally, the commitment to initiate and fund the long term obligations for Other Post Employment Benefits (OPEB) addresses a long standing gap in municipal government financial management. As you know, Dedham has made that commitment earlier than most other communities in the Commonwealth, a decision that will make fulfilling the cost more manageable in the long run.

Budget Highlights:

Position Changes:

There are no position increases that would be eligible for benefits such as health insurance or pension benefits.

Deputy Police Chief Position Upgrade

I have supported the Chief's proposal to create a Deputy Police Chief Position. The position would be offset by a corresponding reduction in the number of funded Sergeant positions. The configuration would go from 4 Lieutenants and 8 Sergeants to 1 Deputy Chief, 4 Lieutenants and 7 Sergeants. The creation of the Deputy Chief was one of the recommendations of the MRI study concluded in 2012. The town voted in the May Town Meeting of 2013 to pursue special legislation to create the position of Deputy Chief, which would not be subject to civil service or collective bargaining. The special legislation was signed and passed in September of 2014.

The benefits of the upgrade are potentially many, including:

- The present Executive Officer, one of the 4 Lieutenants, is a Shift Commander which significantly reduces his exposure to shifts other than his own.
- The present staffing assignment in which the Executive Officer is a member of the Superior Officers Collective Bargaining Unit creates a problematic balance between the chain of command and union membership.
- Greater symmetry in the assignment of Lieutenants.

The position would serve on a contract basis similar to the Chief of Police and it is recommended by the Chief that the position be filled from within the department.

Increase of the Town Nurse from a three day week to five days

The fourth day would come from a shift of \$10,000 of the \$15,000 presently allocated in the FY15 budget to the Town Manager's budget to initiate the town's participation in the local regional Substance Abuse Coalition. This is the continuation of the effort begun last year to address the very serious increase in overdose episodes from various substances.

In addition, I am supporting the Health Agent's request to fund another day to bring the position to full time. There is a demonstrable need for additional support in inspection services, primarily in the area of food inspections with the recent increase in businesses that require the various food inspections. The position is already receiving full benefits as it is over 1000 hours a year.

Addition of Seasonal Employees in Park and Recreation

I am supporting the Park and Recreation Commission's request for an increase in seasonal employees along with a commensurate increase in maintenance supplies to provide greater resources for improving the maintenance of school and town fields used by various

leagues on a regular basis. We have begun a process with representatives from Dedham Schools and the Park and Recreation Commission to more comprehensively address the field maintenance requirements in town.

Position Upgrade in Library

I am supporting the request of the Library Board of Trustees to upgrade the Administrative Assistant position to Assistant Director/Administration. This comes subsequent to the incumbent completing her certification program and completes a process in the works for several years.

Education Budgets:

As you all know, this is the first annual budget for Superintendent Mike Welch and Assistant Superintendent Sam Rippin. I would like to express my appreciation for the very clear and organized presentation of the Dedham School Budget. I look forward to working with them to meet the needs of the Dedham School Community in the years ahead.

I am recommending an appropriation of \$34,741,422 for the Dedham Education Budget. When combined with the recommendation of \$3,561,748 for the School portion of the Facilities appropriation, the total comes to \$38,303,170. This represents an increase of \$1,463,910 or 3.97%. This is an increase of \$350,742, or 0.95% over a level service budget including contractual and statutory requirements. The two major components of the increase are the first year of a four year phase-in of full day kindergarten (\$125,000) and an additional day in the staff calendar, increasing the number to 183 days (\$125,000).

The Blue Hills Regional Technical School has requested a budget increase from \$1,410,353 to \$1,470, 353, an increase of \$60,000 or 4.25%. This is based on an anticipated increase from 77 students to 80 students.

Norfolk County Agricultural School is level funded.

Health Insurance:

Dedham continues to belong to the West Suburban Health Group for the provision of health insurance for all employees except school retirees. The Health Group blended increase in the plan rates for FY16 is 12.75%, with a high of 14% and a low of 8%. Dedham's employee use distribution results in a projected increase of \$1,163,969, or 13.56%. This is an area of concern going forward and will be the focus of an evaluation of the various options available to the town in the procurement and configuration of health insurance coverage.

Pension and OPEB:

The projected pension assessment is \$4,531,244, an increase of \$424,011 or 10.3%.

This budget continues to fully fund the Other Post Employment Benefits (OPEB) funding plan at \$1,473,816. This is a reduction of 12% from FY15. The OPEB budget has been segregated from the Employee Benefits budget as suggested by the outside audit.

Other Budget Increases of Note:

I am supporting the following requests from the Human Resource Director:

- \$10,000 to initiate an Employee Recognition Program.
- \$9,500 for a Compensation Evaluation.

I have included an increase of \$37,369, or 2.23% in the Town Facilities Budget. The largest component of the increase is the need for contracted HVAC services above what can be provided by the staff as presently constituted.

The Legal budget has been increased by \$34,450 to roughly the level of FY14 in anticipation of additional legal services related to the Municipal Campus project.

The Streetlight proposed budget has been increased by \$86,000, or 34%. \$30,000 is an estimate of the anticipated increase in the cost of electricity. The remainder is the expected cost of completing the final two sectors of an eight sector project to replace sodium vapor lights with more efficient LED lights. There is a possibility that a large portion or all of that expenditure will be funded by a Green Communities Grant, for which the town is applying.

Information Technology Study

I have not included the possible changes that might result from the recommendations from the Information Technology Study being conducted by Centric Consulting. Based on my discussions with them, I expect to propose a personnel roster within the Finance Department that does not increase the FTEs. I will submit and present that segment of the budget as soon as is practicable after receiving the study results.

Capital Plan:

I have included a Capital Plan that will be altered as necessary as the input from the Capital Expenditure Committee is received after their deliberations, which are scheduled for February 25.

Operating Capital will no longer be listed in each department but instead be aggregated in one line item in the budget. This should allow the year-to-year comparison of operating budgets to be easier and cleaner. For comparison purposes, the Operating Capital budget for FY15 was \$1,757,172. The proposed expenditure for FY16 is 2,355,034.

As we continue through this budget generation process, my first in Dedham, I would like to thank all those who have participated in the process so far, and look forward to working with the Board of Selectmen, Capital Expenditure Committee, Finance Committee and Town Meeting Members to create the best plan for the future of Dedham.

Sincerely,

Jim Kern
Town Manager

FY2016 SOURCES & USES OF FUNDS

The Dedham Town Charter requires the Town Manager to submit a balanced budget recommendation to the Board of Selectmen and Finance Committee for their review and consideration. Massachusetts General Laws require that every community's budget be balanced, with revenues equal to expenditures. The Sources and Uses of Funds chart illustrates the Town's anticipated revenues (Sources) and expenditures (Uses) for the fiscal year.

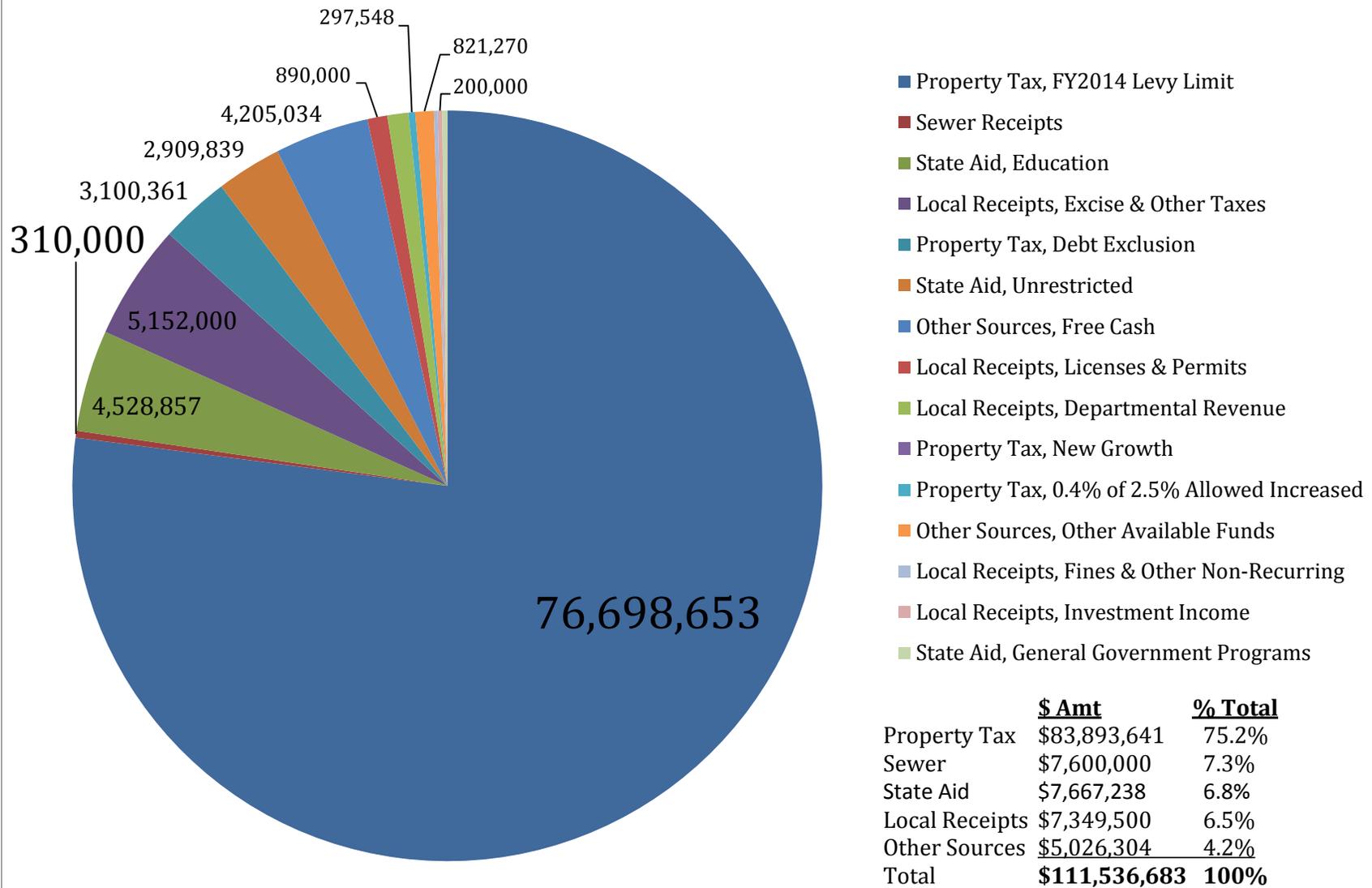
Sources of Funds consist primarily of property and excise taxes, departmental revenue, state aid, and sewer receipts. **Uses of Funds** consist primarily of the Town departments' operating budgets, capital expenditures, special articles, and state assessments.

The Town Manager presents his budget proposals to the Board of Selectmen in late February or early March. The Finance Committee holds hearings in March and April to evaluate the proposed budget, and the Committee's budget recommendation is presented to the Town's Legislative Body at the Annual Town Meeting in May.

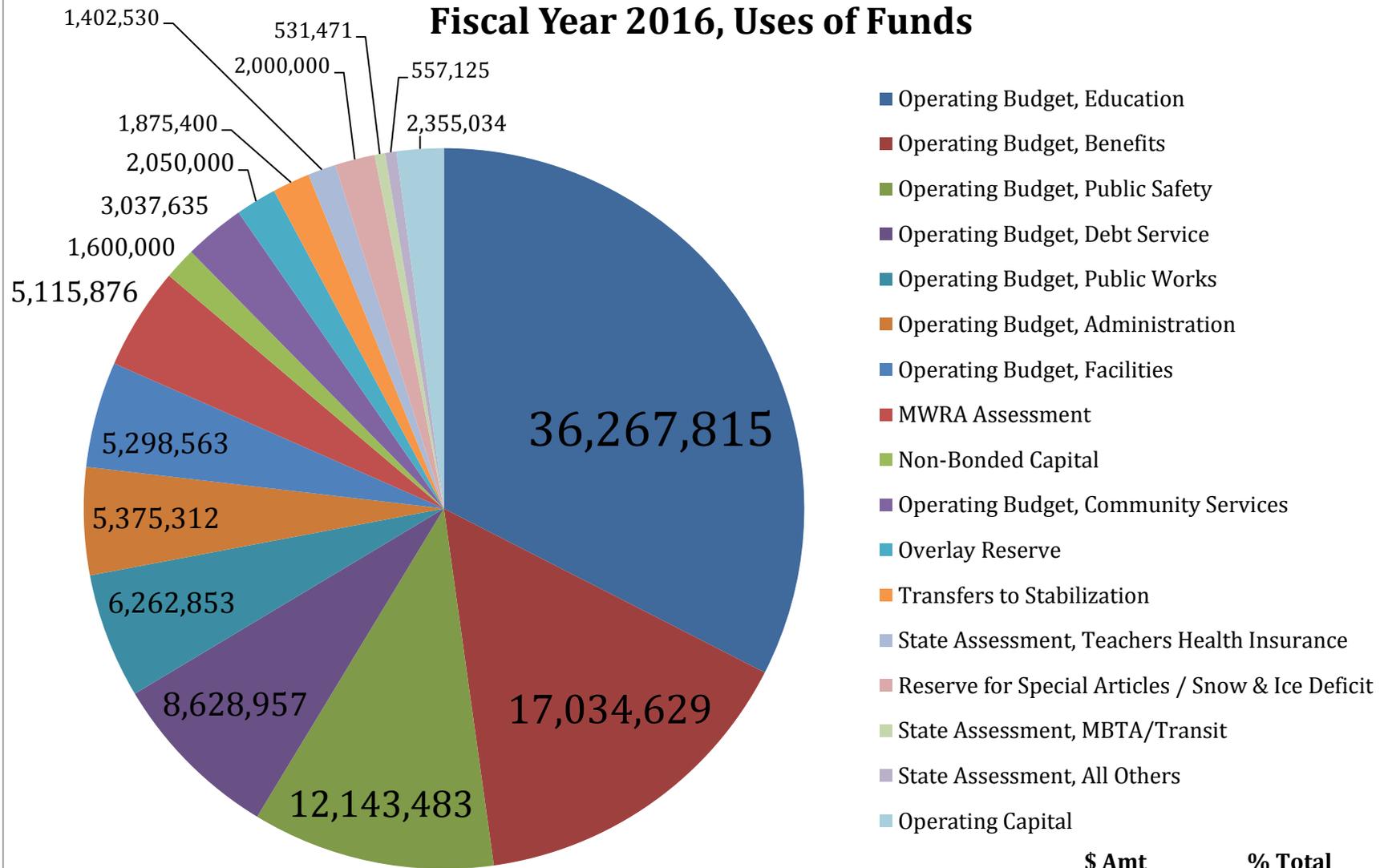
REVENUES	FY2012 Actual	FY2013 Actual	FY2014 Actual	FY2015 Budget	FY2016 Proposed
PROPERTY TAXES					
Prior Year Levy Limit	68,099,488	71,008,352	73,915,450	76,698,653	79,745,732
Amended New Growth	-	10,228	-	-	-
2.5% Increase	1,702,487	1,775,465	1,847,886	1,917,466	1,993,643
New Growth	1,206,377	1,121,405	1,198,803	1,129,613	750,000
New Growth Adjustment	-	-	(263,486)	-	-
Override	-	-	-	-	-
Subtotal	71,008,352	73,915,450	76,698,653	79,745,732	82,489,375
Debt Exclusion	3,753,295	3,742,766	3,654,036	3,320,267	3,100,361
Levy Capacity (Unused)	-	-	(479,008)	(2,794,913)	(1,696,095)
Other Adjustment	(250,790)	(21,948)	-	-	-
PROPERTY TAX LEVY	74,510,857	77,636,268	79,873,681	80,271,086	83,893,641
LOCAL RECEIPTS					
Excise & Other Taxes	4,795,772	4,469,351	6,247,828	4,922,373	5,152,000
Motor Vehicle & Boat Excise	2,564,801	2,167,773	3,417,682	2,875,000	2,700,000
Tax Liens & Deferred Taxes	-	-	200,981	-	-
Local Option Room Occupancy Tax	1,054,932	1,104,535	1,187,574	1,207,019	1,200,000
Local Option Meals Tax	803,528	825,156	828,669	420,354	825,000
Penalty & Interest On Taxes	345,562	344,787	585,142	400,000	400,000
Payment In Lieu of Taxes	26,949	27,100	27,780	20,000	27,000
Departmental Revenue	1,035,088	1,080,751	999,929	770,000	940,000
Transfer Station & Stack Rentals	263,555	298,616	310,618	200,000	275,000
Medicaid Reimbursement	293,311	274,333	148,271	100,000	150,000
Health Department Fees	107,720	103,810	107,296	150,000	105,000
Police & Fire Details	77,673	77,861	75,193	35,000	75,000
Cemetery Fees	92,135	81,685	87,785	85,000	85,000
Other Departmental Revenue	200,694	244,446	270,766	200,000	250,000
Licenses & Permits	968,456	1,012,208	910,973	865,000	890,000
Building Permits & Inspections	741,120	768,350	647,896	625,000	650,000
Alcoholic Beverage Licenses	127,867	123,444	123,887	125,000	125,000
Fire Permits	44,331	49,240	42,726	45,000	45,000
Street Openings & Sewer Permits	22,055	28,088	13,730	30,000	30,000
Dog Permits	16,295	23,477	15,075	20,000	20,000
Other Licenses & Permits	16,788	19,609	67,659	20,000	20,000
Investment Income	344,161	150,132	209,876	150,000	200,000
Fines & Forfeits	156,348	163,100	151,455	130,000	142,500
RMV Fines Imposed By Court	141,056	141,486	130,408	115,000	120,000
Parking Fines	15,292	12,282	13,020	5,000	12,500
All Other Fines & Forfeits	-	9,332	8,028	10,000	10,000
All Other Misc / Non-Recurring	67,675	4,853	128,423	100,836	25,000
LOCAL RECEIPTS	7,367,500	6,880,395	8,648,483	6,938,209	7,349,500
STATE AID					
Education Aid	3,701,136	3,917,589	4,164,510	4,356,366	4,528,857
Chapter 70	3,651,265	3,890,648	4,128,349	4,312,268	4,484,759
Charter Tuition Reimbursement	34,411	10,917	20,071	27,679	27,679
School Lunch	15,460	16,024	16,090	16,419	16,419
Unrestricted General Municipal Aid	2,565,951	2,765,940	2,781,897	2,909,839	2,909,839
General Govt Programs & Offsets	207,498	226,595	203,434	223,342	228,542
Exemptions	143,409	139,302	130,474	134,800	140,000
Veterans Benefits	43,498	67,371	52,942	61,208	61,208
Public Libraries	20,591	19,922	20,018	27,334	27,334
Police Career Incentive	-	-	-	-	-
STATE AID	6,474,585	6,910,124	7,149,841	7,489,547	7,667,238
OTHER SOURCES					
Sewer Receipts	7,333,925	7,619,071	7,613,174	7,600,000	7,600,000
Free Cash	2,031,815	2,240,295	1,624,916	2,628,101	4,205,034
Other Available Funds	379,272	632,073	211,000	310,000	310,000
Robyn Reyes Stabilization	-	-	-	59,097	511,270
Mitigation Stabilization	722,802	334,454	-	-	-
OTHER SOURCES	10,467,814	10,825,893	9,449,090	10,597,198	12,626,304
TOTAL REVENUE	98,820,756	102,252,679	105,121,095	105,296,040	111,536,683

EXPENSES	FY2012 Actual	FY2013 Actual	FY2014 Actual	FY2015 Budget	FY 2016 Proposed
OPERATING BUDGET					
Administrative Services	4,368,084	4,263,471	4,253,723	5,398,759	5,375,312
Community Services	2,655,272	2,626,696	2,766,080	2,966,229	3,037,635
Debt Service	8,698,763	8,838,817	8,475,397	8,316,483	8,628,957
Education	33,390,870	31,899,110	31,991,697	33,384,288	34,741,422
Blue Hills & Norfolk County Agricultural	890,650	966,376	1,026,834	1,466,393	1,526,393
Employee Benefits	13,755,352	14,091,708	14,274,424	15,149,446	17,034,629
Facilities	-	4,034,813	4,012,072	5,154,418	5,298,563
Public Safety	11,093,685	10,971,676	11,438,434	12,097,806	12,143,483
Public Works	5,307,983	6,211,801	6,742,927	6,150,505	6,262,853
Operating Capital	-	-	-	1,757,172	2,355,034
OPERATING EXPENSES	80,160,660	83,904,469	84,981,588	91,841,500	96,404,280
LOCAL ASSESSMENTS					
Non-Bonded Capital	2,990,700	4,026,495	1,376,547	1,600,000	1,600,000
Overlay Reserve	2,805,000	2,575,947	2,275,432	2,166,652	2,050,000
Reserve for Special Articles	769,685	705,363	29,854	7,566	150,000
Transfer to Robin Reyes Fund	1,155,172	1,193,334	611,054	1,027,373	1,625,400
Transfer to General Stabilization	722,802	334,454	-	500,000	250,000
MWRA Assessment	4,809,110	4,918,346	4,924,268	5,028,656	5,115,876
Snow & Ice Deficit	-	570,000	700,500	650,500	1,850,000
LOCAL ASSESSMENTS	13,252,469	14,323,939	9,917,655	10,980,747	12,641,276
STATE ASSESSMENTS (NON-DISCRETIONARY)					
Retired Teachers Health Insurance	1,357,280	1,380,182	1,392,520	1,397,499	1,402,530
MBTA/Transit Assessment	498,691	522,543	528,210	531,471	531,471
County Assessment	191,997	196,797	200,840	205,861	211,008
Charter School Sending Tuition	151,224	106,270	161,654	180,075	181,128
Mosquito Control	57,414	59,148	62,096	63,859	65,673
School Choice Sending Tuition	15,000	15,000	13,400	13,250	13,250
RMV Non-Renewal Surcharge	31,640	29,820	21,660	21,660	21,660
Air Pollution	7,987	8,198	8,484	8,464	8,464
Metropolitan Area Planning Council	7,373	7,604	7,794	7,901	12,191
Special Education & Offsets Against Receipts	38,203	37,602	36,467	43,753	43,753
STATE ASSESSMENTS	2,356,809	2,363,164	2,433,125	2,473,793	2,491,127
TOTAL EXPENSES	95,769,938	100,591,571	97,332,368	105,296,040	111,536,683

Fiscal Year 2016, Sources of Funds



Fiscal Year 2016, Uses of Funds



	<u>\$ Amt</u>	<u>% Total</u>
Operating Budget	\$99,920,157	89.6%
Local Assessments	\$8,527,930	7.6%
State Assessments	<u>\$3,088,596</u>	<u>2.8%</u>
Total	\$111,536,683	100%

FY2016 REVENUE ESTIMATES

Revenues

- Tax Levy
 - Property Taxes
 - Motor Vehicle and Boat Excise Taxes
 - Local Option Taxes
- Departmental Revenue
- State Aid
- Sewer Enterprise Fund

Total revenues for FY2016 are estimated to be \$111,536,683. These revenues are derived from local taxation of real estate, personal property, hotel and restaurant services; departmental charges and fees; State Aid; and sewer receipts.

Tax Levy

The Town's primary source of revenue is local taxation, of which the largest component is the property tax. Local taxes also include excise and local option taxes.

Property Taxes

FY2016 property tax revenues are estimated to be \$83,893,641 or 75.2% of total revenues. This includes an estimated \$750,000 in new growth, which is the increased of value in the tax base that is not the result of revaluation, such as new property developments and improvements.

Property tax revenues also include \$3,100,361 in debt exclusion, which is voter-approved increase in the property tax for certain debt service costs. In FY2016, this includes the following debt exclusions:

Project	Issue Date	Issue Amount	Final Payment	FY2016 Payment
Sewer	12/15/2000		2016	117,875
Land Acquisition, Manor Estate	12/15/2001		2022	131,650
Sewer	6/15/2003	2,172,000	2023	141,553
Middle School Construction	6/1/2005	10,000,000	2025	696,750
Conservation Land Acquisition	11/1/2006	3,750,000	2021	313,500
Middle School Construction	10/15/2007	4,000,000	2027	305,498
Avery Elementary School Construction	5/15/2010	3,400,000	2030	255,638
Turf Performance Fields	5/15/2010	2,000,000	2030	150,375
Avery Elementary School Construction	6/15/2011	5,000,000	2031	401,563
Turf Performance Fields	6/15/2011	1,100,000	2026	105,875
Avery Elementary School Construction	5/15/2012	3,870,000	2032	283,688
Avery Elementary School Construction	8/21/2014	934,455	2034	79,450
Sewer	2/1/2005		2018	116,946
				3,100,361

Motor Vehicle and Boat Excise Taxes

Motor vehicle and boat excise taxes are a lesser source of the Town's local tax revenues. FY2016 excise tax revenues are estimated to be \$2,700,000 or 2.4%

of total revenues.

Option Taxes

Option taxes are the Town's third source of local tax revenues. In November 2009, Town Meeting voted to impose a local excise tax of 0.75% on restaurant meals, and to increase the excise tax on hotel and motel room occupancy from 4% to 6%. That Town Meeting also created a Special Purpose Stabilization Fund for capital facilities, since renamed the Robin Reyes Fund, into which these new revenues have been transferred at each Town Meeting since.

For FY2016, these revenues are estimated to be \$2,025,000 or 1.8% of total revenues. This represents an increase of 2% from FY2014 meals tax revenues, and level revenue from the room occupancy tax. Of this amount, \$1,625,400 is budgeted as an expense to transfer into the Robin Reyes Fund, including an additional 1% of the full 6% room occupancy tax.

History of Option Tax Revenues Transferred to Robin Reyes Fund

Distrib. Date	Period Covered	Local Meals Tax (.75%)	Room Occupancy Tax (2% thru FY14 then 3% for FY15)	Total
3/31/10	January-February 2010	\$ 53,691.62	\$ 26,672.00	\$ 80,363.62
6/30/10	March-May 2010	\$ 181,343.74	\$ 59,756.67	\$ 241,100.41
7/31/10	June 2010	\$ 65,709.24		\$ 65,709.24
9/30/10	June-August 2010	\$ 137,657.50	\$ 89,559.46	\$ 227,216.96
12/31/10	September-November 2010	\$ 185,636.13	\$ 99,031.35	\$ 284,667.48
3/31/11	December 2010-February 2011	\$ 183,591.45	\$ 59,586.61	\$ 243,178.06
6/30/11	March-May 2011	\$ 190,229.63	\$ 67,030.91	\$ 257,260.54
9/30/11	June-August 2011	\$ 210,254.00	\$ 106,207.00	\$ 316,461.00
12/31/11	September-November 2011	\$ 194,602.62	\$ 115,574.99	\$ 310,177.61
3/31/12	December 2011-February 2012	\$ 208,442.00	\$ 62,831.00	\$ 271,273.00
6/30/12	March-May 2012	\$ 202,975.00	\$ 69,556.00	\$ 272,531.00
9/30/12	June-August 2012	\$ 213,672.49	\$ 117,247.58	\$ 330,920.07
12/31/12	September-November 2012	\$ 199,916.57	\$ 113,702.04	\$ 313,618.61
3/31/13	December 2012 - February 2013	\$ 202,899.69	\$ 67,672.58	\$ 270,572.27
6/30/13	March-May 2013	\$ 196,849.60	\$ 77,792.83	\$ 274,642.43
9/30/13	June-August 2013	\$ 218,853.79	\$ 117,558.02	\$ 336,411.81
12/31/13	September-November 2013	\$ 210,131.80	\$ 127,496.86	\$ 337,628.66
3/31/14	December 2013-February 2014	\$ 195,482.23	\$ 68,673.80	\$ 264,156.03
6/30/14	March-May 2014	\$ 204,201.03	\$ 82,121.21	\$ 286,322.24
9/30/14	June-August 2014	\$ 224,183.56	\$ 201,404.70	\$ 425,588.26
12/31/14	September-November 2014	\$ -	\$ -	\$ -
3/31/15	December 2014-February 2015	\$ -	\$ -	\$ -
6/30/15	March-May 2015	\$ -	\$ -	\$ -
		\$ 3,680,323.69	\$ 1,729,475.60	\$ 5,409,799.29

Other Taxes

The Town's fourth source of local tax revenues come from penalty and interest on delinquent taxes, and payment in lieu of taxes (PILOT) from exempt entities. For FY2016, penalty and interest on taxes are projected to be \$500,000. Each year, the Massachusetts Institute of Technology contributes a PILOT of \$27,000 to the Town for its property at the Endicott House.

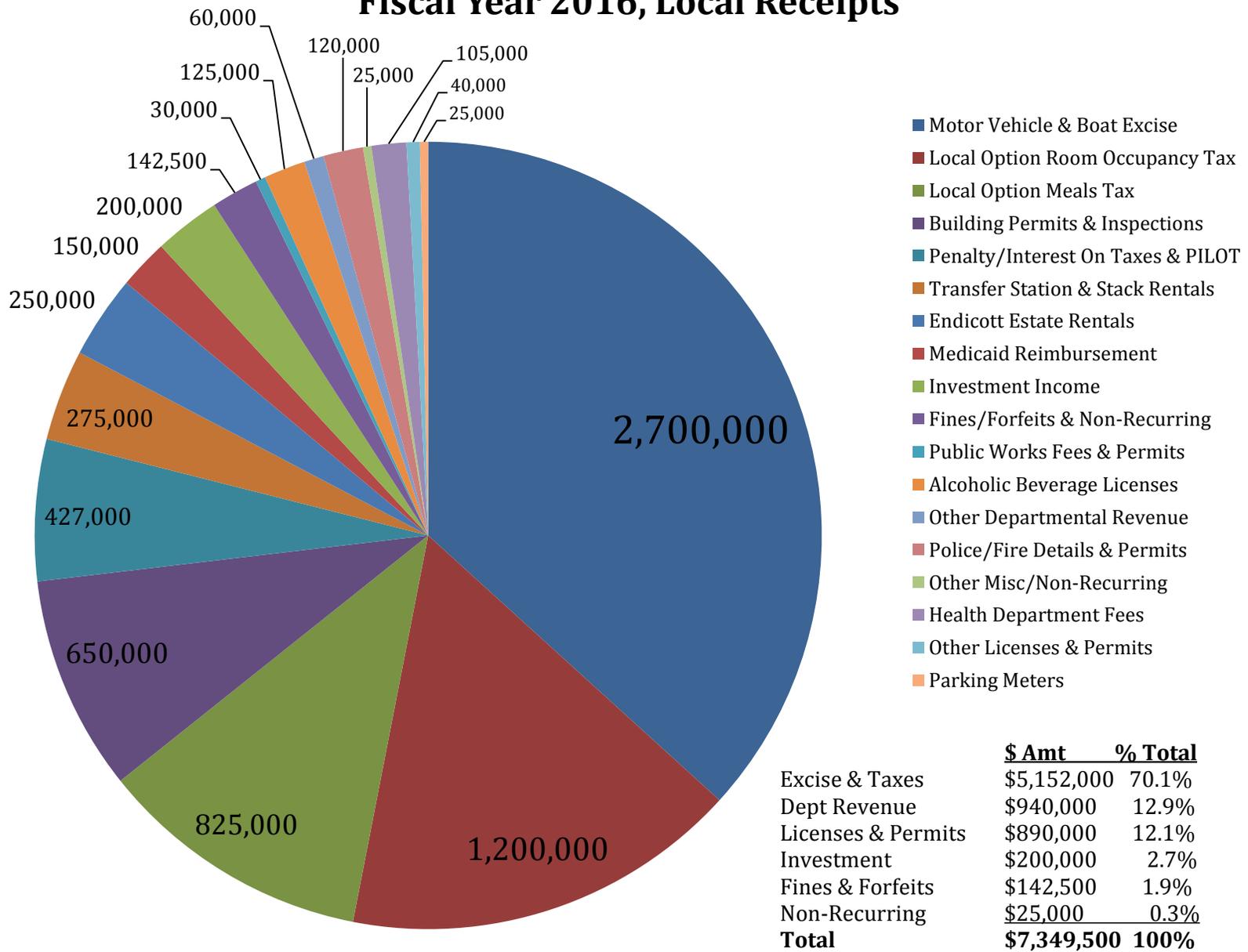
Departmental Revenue

A secondary source of the Town's revenue is departmental receipts for services, licenses, and permits. This includes charges for licenses and permits, fees, rental revenue, and investment income.

FY2016 departmental revenues are estimated to be \$2,197,500 or 1.97% of total revenues. This includes:

- Building permits and inspections, \$650,000;
- Transfer station and stack rentals, \$275,000;
- Medicaid reimbursements, \$150,000;
- Investment income, \$200,000;
- Fines and forfeits, \$142,500;
- Alcoholic beverage licenses, \$125,000;
- Police and Fire details and permits, \$120,000;
- Public Works fees and permits, \$115,000; and
- Board of Health fees, \$105,000;
- Departmental Revenue, \$250,000; and
- Dog Permits, \$20,000.

Fiscal Year 2016, Local Receipts



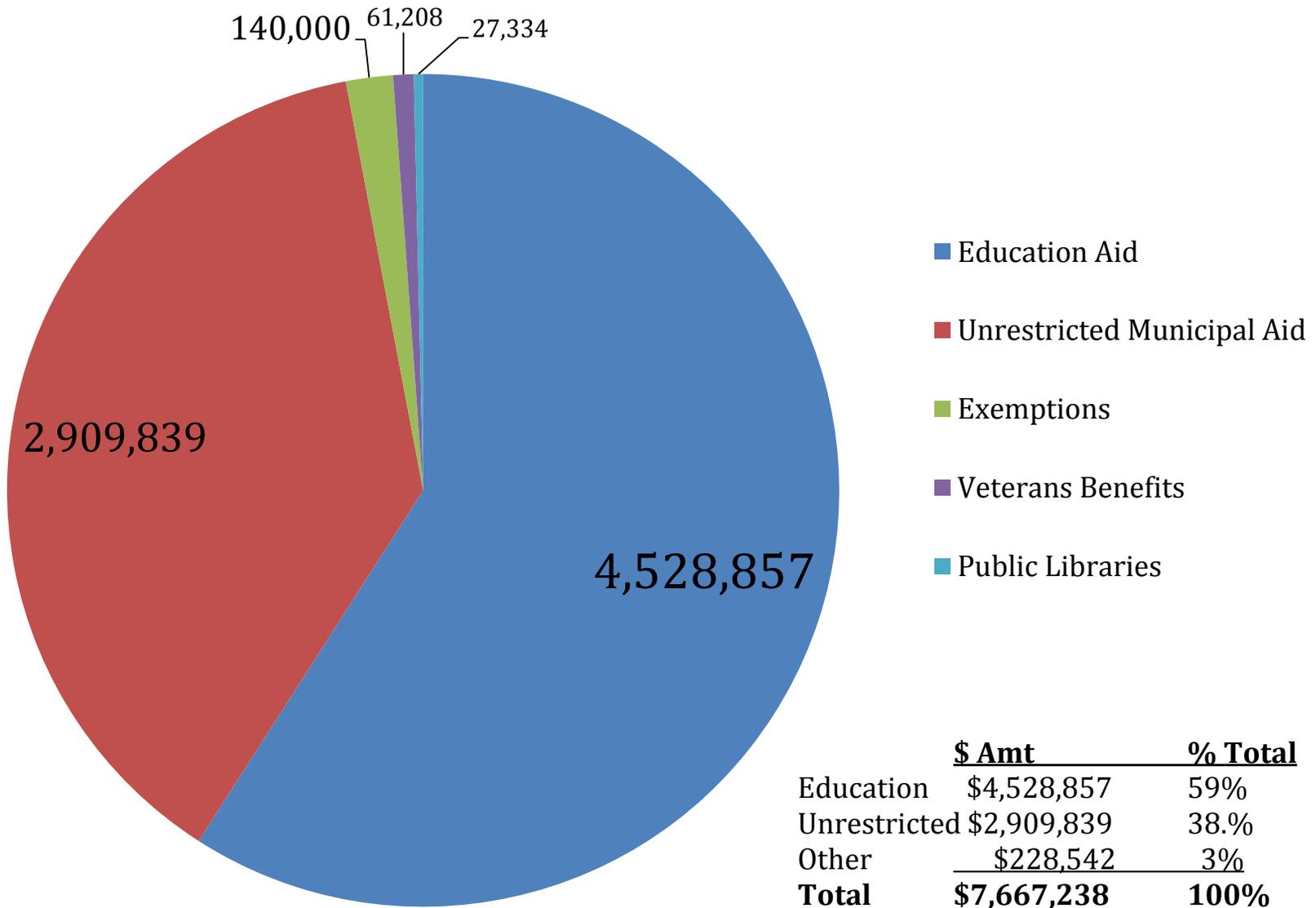
State Aid

The Town's third significant source of revenue is State Aid, some of which is restricted for certain uses. The Governor has not yet proposed a FY2016 budget as of the date of this document; as such the amounts estimated for FY2016 were largely unchanged.

Local aid estimates as of February 2015 are below:

	FY2015	FY 2016
STATE AID	BUDGET	ESTIMATE
Education	4,356,366	4,484,759
Unrestricted	2,909,839	2,909,839
Government Programs		
Exemptions	134,800	140,000
Veterans Benefits	61,208	61,208
Public Libraries	27,334	27,334
	7,489,547	7,623,140

Fiscal Year 2016, State Aid Components



Sewer Enterprise Fund

The Town's fourth significant source of revenue is from sewer use. In May 2009, Town Meeting voted to establish a Sewer Enterprise Fund to account for the financial activities of the Town's sewer system as an integrated business enterprise, separate from other departmental operations. Previously, sewer activities had been accounted for across numerous departments and accounts, such as Public Works, Engineering, MWRA, debt, capital projects, and special revenues. Enterprise fund accounting enables the Town to account for service costs in order to set the sewer rate.

The fund's revenues are received through sewer billing and fees, and offset the costs of operating and maintaining the system and its infrastructure. Any surplus balance generated is allowed to remain in the fund.

FY2016 sewer revenues are estimated at \$7,600,000 or 6.6% of total revenues. Sewer revenues will offset the cost of the Town's MWRA assessment of \$5,115,876, capital improvements of \$1,607,500, and other operating costs.

As a result of the Inflow and Infiltration project that the Engineering department initiated in 2006, Dedham's sewer system has moved from the second leakiest system in the MWRA district to the 25th, which has enabled the Town to maintain a level sewer rate. Rates are projected to remain unchanged in FY2016.

FY2016 EXPENDITURE RECOMMENDATIONS

Expenditures

- Operating Budget
 - Administrative Services
 - Facilities Maintenance & Operations
 - Public Safety
 - Public Works
 - Education
 - Community Services
 - Debt Service
 - Employee Benefits
- Capital Improvement Plan
- Special Articles & Assessments
 - MWRA Assessment
 - Overlay Reserve
 - State Assessments
 - Transfers to Stabilization
 - Certification of Property Values

FY2016 recommended expenses consist of departmental operating budgets, capital expenditures, special articles, and state assessments.

Operating Budget

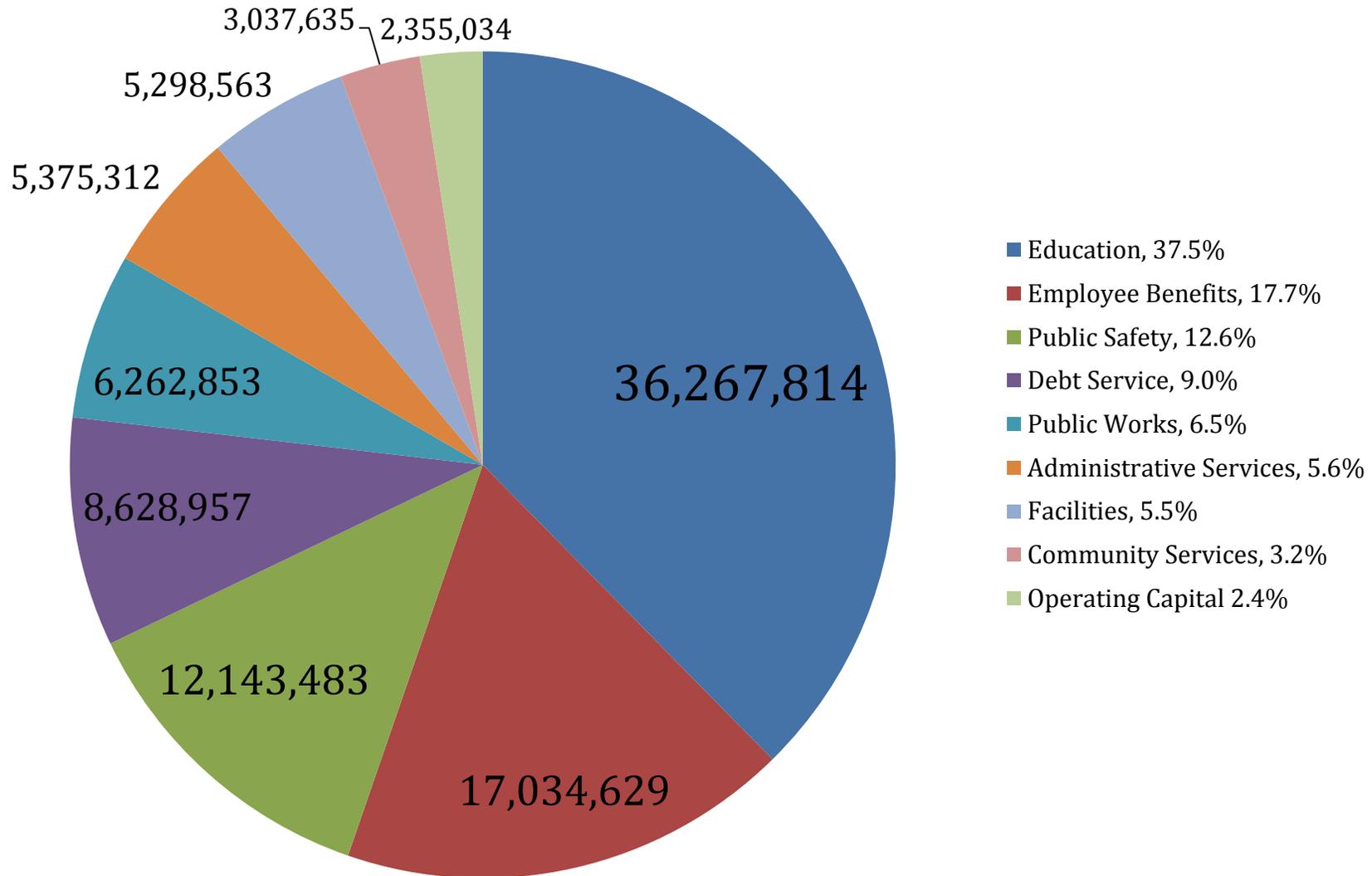
The operating budget is the largest category of the Town’s annual expenditures. Total recommended operating budget expenditures for FY2016 are \$96,404,280, an increase from FY2015 of \$4,562,782 or 4.97%.

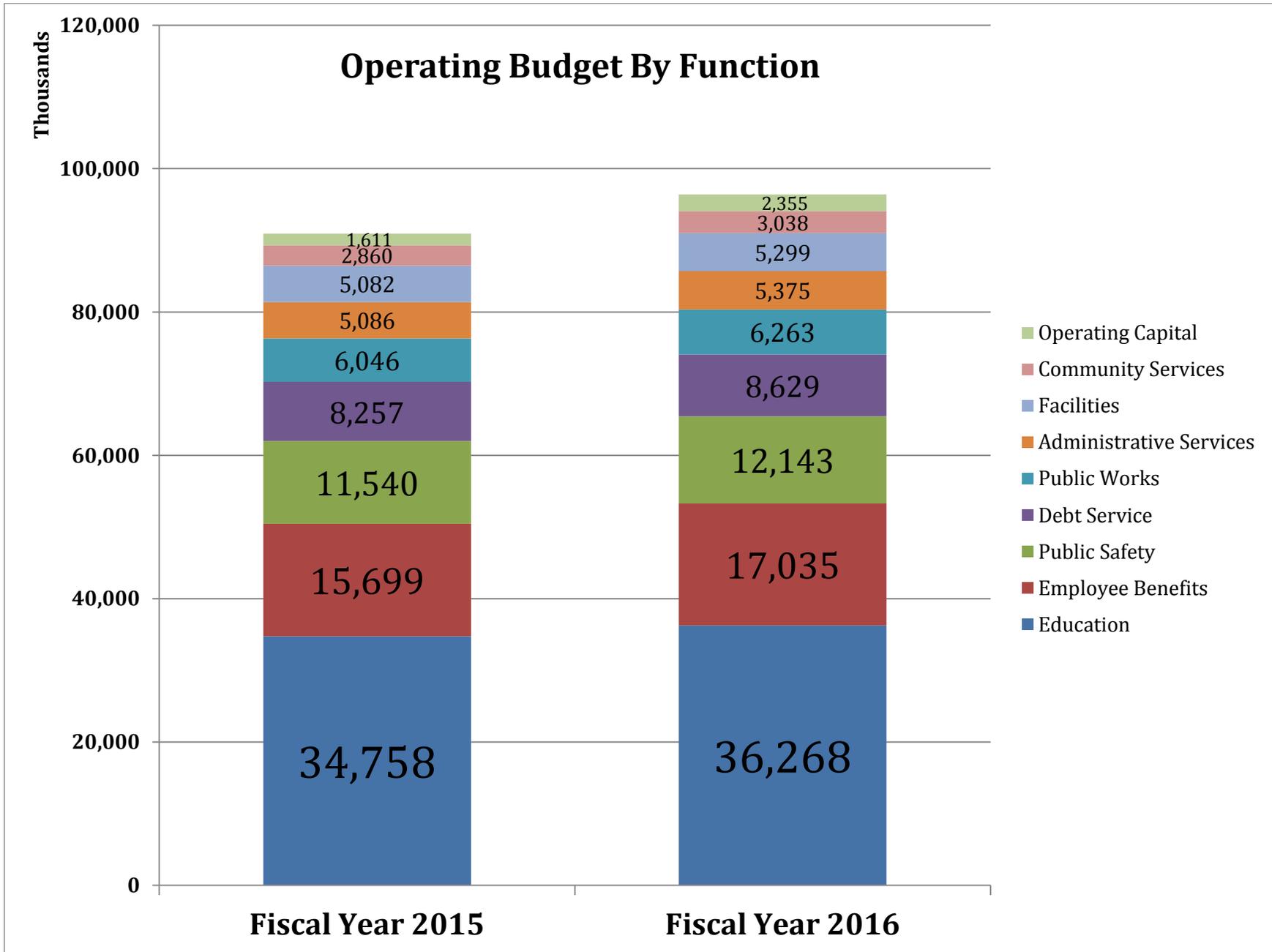
The goal this fiscal year is to maintain current service levels. To accomplish this, some adjustments are necessary as we struggle with less predictable line items such as

The operating budget includes the following recommendations by function:

	FY 2015	FY 2016	\$ Change	% Change
Education	34,850,682	36,267,814	1,417,132	4.07%
Public Safety	12,097,806	12,143,483	45,677	0.38%
Benefits	15,149,446	17,034,629	1,885,183	12.44%
Debt Service	8,316,483	8,628,957	312,474	3.76%
Public Works	6,150,505	6,262,853	112,348	1.83%
Administration	5,398,759	5,375,312	(23,447)	-0.43%
Facilities	5,154,418	5,298,563	144,145	2.80%
Community Services	2,966,229	3,037,635	71,406	2.41%
Operating Capital	1,757,172	2,355,034	597,862	34.02%
	91,841,500	96,404,280	4,562,780	4.97%

Fiscal Year 2016, Expenditures By Function





GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQ	FY16 TM RECO	CHANGE	%
Board of Selectmen/Town Manager								
Personnel Services	355,559	358,893	362,530	380,221	404,784	404,784	24,563	6.460%
Purchase of Services	26,469	26,605	32,408	76,345	45,345	45,345	(31,000)	-40.605%
Supplies	2,084	570	566	600	600	600	0	0.000%
Other Charges & Expenses	23,961	24,821	24,271	13,465	13,659	13,659	194	1.441%
Annual Town Audit	60,000	84,000	51,934	75,000	70,000	70,000	(5,000)	-6.667%
SNARC	5,750	5,750	5,750	5,750	5,750	5,750	0	0.000%
Bus Service	75,000	99,740	22,083	150,000	116,657	116,657	(33,343)	-22.229%
Property & Liability Insurance	604,671	669,708	710,979	850,657	850,000	850,000	(657)	-0.077%
DEPARTMENT TOTAL	1,153,494	1,270,086	1,210,521	1,552,038	1,506,795	1,506,795	(45,243)	-2.915%
Finance								
Personnel Services	996,829	966,062	918,172	836,974	1,018,502	1,018,502	181,528	21.689%
Purchase of Services	332,818	442,912	479,676	683,155	506,440	506,440	(176,715)	-25.867%
Supplies	36,480	35,053	28,090	50,000	35,000	35,000	(15,000)	-30.000%
Other Charges & Expenses	3,522	13,060	16,695	8,704	9,211	9,211	507	5.825%
Prior Year Bills	0	62,132	1,511	497	0	0	(497)	-100.000%
DEPARTMENT TOTAL	1,369,650	1,519,218	1,444,143	1,579,330	1,569,153	1,569,153	(10,177)	-0.644%
Finance Committee								
Personnel Services	40,631	0	0	0	0	0	0	0.000%
Purchase of Services	4,324	5,030	6,935	4,820	4,820	4,820	0	0.000%
Supplies	273	123	130	150	150	150	0	0.000%
Other Charges & Expenses	641	598	363	673	673	673	0	0.000%
Reserve Fund	0	0	0	486,924	500,000	500,000	13,076	2.685%
DEPARTMENT TOTAL	45,869	5,751	7,428	492,567	505,643	505,643	13,076	2.655%
Central Purchasing								
Central Overtime & Sick	71,417	56,537	47,585	85,663	55,000	55,000	(30,663)	-35.795%
Purchase of Services	439,173	960	13,237	1,000	1,000	1,000	0	0.000%
Central Postage	96,017	98,352	56,600	87,431	84,931	84,931	(2,500)	-2.859%
Supplies	1,367	25,633	31,458	36,420	39,920	39,920	3,500	9.610%
Non-Capital Equipment	43,884	51,678	24,854	58,000	26,000	26,000	(32,000)	-55.172%
DEPARTMENT TOTAL	651,859	233,159	173,735	268,514	206,851	206,851	(61,663)	-22.965%

Board of Assessors								
Personnel Services	298,339	304,017	328,879	309,002	318,920	318,920	9,918	3.210%
Substitutes	6,525	1,440	0	0	0	0	0	0.000%
Purchase of Services	1,066	0	0	2,300	2,300	2,300	0	0.000%
Supplies	2,339	0	0	1,100	1,250	1,250	150	13.636%
Other Charges & Expenses	4,866	4,310	7,713	5,838	5,932	5,932	94	1.610%
DEPARTMENT TOTAL	313,135	309,767	336,592	318,240	328,402	328,402	10,162	3.193%
Legal								
Purchase of Services	172,658	252,647	278,421	215,550	250,000	250,000	34,450	15.982%
Litigation & Damages	5,151	5,636	1,000	25,000	25,000	25,000	0	0.000%
DEPARTMENT TOTAL	177,809	258,283	279,421	240,550	275,000	275,000	34,450	14.321%
Human Resources								
Personnel Services	0	0	134,695	169,039	211,072	169,737	698	0.413%
Purchase of Services	0	0	5,860	26,600	52,900	52,900	26,300	98.872%
Other Charges & Expenses	0	0	827	4,191	4,341	4,341	150	3.579%
DEPARTMENT TOTAL	0	0	141,382	199,830	268,313	226,978	27,148	13.586%
Town Clerk								
Personnel Services	226,783	224,395	233,997	244,798	249,275	249,275	4,477	1.829%
Purchase of Services	49,936	91,354	36,349	68,264	56,238	56,238	(12,026)	-17.617%
Supplies	2,393	737	747	750	750	750	0	0.000%
Other Charges & Expenses	1,065	1,207	1,253	1,450	1,450	1,450	0	0.000%
DEPARTMENT TOTAL	280,177	317,693	272,346	315,262	307,713	307,713	(7,549)	-2.395%
Conservation Commisson								
Personnel Services	32,860	33,066	48,430	51,268	92,481	92,481	41,213	80.387%
Purchase of Services	24,122	27,544	19,607	37,917	2,500	2,500	(35,417)	-93.407%
Supplies	749	0	0	0	0	0	0	0.000%
Other Charges & Expenses	874	970	2,270	2,710	2,730	2,730	20	0.738%
DEPARTMENT TOTAL	58,605	61,580	70,306	91,895	97,711	97,711	5,816	6.329%
Environmental								
Personnel Services	71,678	74,638	81,711	82,927	83,239	83,239	312	0.376%
Purchase of Services	610	1,160	6,500	11,521	12,597	12,597	1,076	9.339%
Supplies	360	306	0	0	0	0	0	0.000%
Other Charges & Expenses	1,811	1,328	949	1,186	2,869	1,486	300	25.295%
DEPARTMENT TOTAL	74,460	77,432	89,159	95,634	98,705	97,322	1,688	1.765%

Planning Board								
Personnel Services	117,203	120,818	130,966	137,925	145,311	145,311	7,386	5.355%
Purchase of Services	13,771	4,646	9,747	11,000	6,500	6,500	(4,500)	-40.909%
Supplies	1,335	0	0	0	0	0	0	0.000%
Other Charges & Expenses	676	75	270	1,282	1,230	1,230	(52)	-4.056%
DEPARTMENT TOTAL	132,985	125,539	140,982	150,207	153,041	153,041	2,834	1.887%
Economic Development								
Personnel Services	74,148	76,560	79,873	81,392	81,703	81,703	311	0.382%
Purchase of Services	0	0	0	300	10,300	10,300	10,000	3333.333%
Other Charges & Expenses	7,893	8,405	7,834	13,000	8,700	8,700	(4,300)	-33.077%
DEPARTMENT TOTAL	82,041	84,965	87,707	94,692	100,703	100,703	6,011	6.348%
Facilities - Town Buildings								
Personnel Services	0	207,493	195,852	227,549	226,508	226,508	(1,041)	-0.457%
Substitutes/Overtime	0	0	14,974	32,640	32,784	32,784	144	0.441%
Utilities	0	461,846	350,561	746,302	730,382	730,382	(15,920)	-2.133%
Telephone	0	124,513	130,255	129,173	154,683	154,683	25,510	19.749%
Purchase of Services	14,602	163,902	301,258	466,484	490,317	490,317	23,833	5.109%
Supplies	11,280	20,597	49,299	76,034	80,330	80,330	4,296	5.650%
Other Charges & Expenses	0		1,137	1,264	1,811	1,811	547	43.275%
DEPARTMENT TOTAL	25,882	978,351	1,043,336	1,679,446	1,716,815	1,716,815	37,369	2.225%
Facilities - School Buildings								
Personnel Services	1,300,217	1,457,475	1,421,987	1,626,005	1,610,308	1,610,308	(15,697)	-0.965%
Substitutes/Overtime	30,559	58,045	41,081	100,467	100,467	100,467	0	0.000%
Utilities	0	1,034,851	1,010,717	1,274,000	1,406,312	1,340,156	66,156	5.193%
Telephone	0	38,781	33,149	42,800	42,800	42,800	0	0.000%
Purchase of Services	0	282,174	277,480	237,000	345,109	306,517	69,517	29.332%
Supplies	0	172,620	166,923	172,200	159,000	159,000	(13,200)	-7.666%
Other Charges & Expenses	0	2,516		2,500	2,500	2,500	0	0.000%
DEPARTMENT TOTAL	1,330,776	3,046,462	2,951,337	3,454,972	3,666,496	3,561,748	106,776	3.091%
Building Planning & Construction Committee								
Purchase of Services	2,118	10,000	17,399	20,000	20,000	20,000	0	0.000%
DEPARTMENT TOTAL	2,118	10,000	17,399	20,000	20,000	20,000	0	0.000%

Police								
Personnel Services	4,417,613	4,239,156	4,533,663	4,864,613	4,942,778	4,942,778	78,165	1.607%
Overtime	489,444	548,492	543,611	607,807	586,510	586,510	(21,297)	-3.504%
Purchase of Services	100,361	69,785	70,152	96,589	90,836	90,836	(5,753)	-5.956%
Supplies	227,216	199,971	224,537	171,586	143,842	143,842	(27,744)	-16.169%
Other Charges & Expenses	25,379	23,219	24,471	15,297	14,905	14,905	(392)	-2.563%
Canine Control, combined FY14	54,880	57,722		0	0	0	0	0.000%
DEPARTMENT TOTAL	5,314,893	5,138,345	5,396,434	5,755,892	5,778,871	5,778,871	22,979	0.399%
Fire								
Personnel Services	4,078,145	3,946,477	4,165,058	4,446,012	4,555,842	4,555,842	109,830	2.470%
Overtime	562,462	782,333	695,650	628,177	547,360	547,360	(80,817)	-12.865%
Purchase of Services	72,709	28,151	56,109	168,350	147,350	147,350	(21,000)	-12.474%
Supplies	109,449	115,977	91,322	56,752	64,343	64,343	7,591	13.375%
Other Charges & Expenses	5,942	5,586	6,706	8,610	9,535	9,535	925	10.743%
DEPARTMENTAL TOTAL	4,828,707	4,878,524	5,014,845	5,307,901	5,324,430	5,324,430	16,529	0.311%
Dispatch								
Personnel Services	461,591	461,649	485,631	497,091	498,937	498,937	1,846	0.371%
Overtime & Substitutes	69,000	69,000	68,537	69,000	69,000	69,000	0	0.000%
Purchase of Services	5,750	5,525	18,906	27,475	27,475	27,475	0	0.000%
Supplies	4,819	4,683	4,173	0	0	0	0	0.000%
Other Charges & Expenses	75	0	0	75	75	75	0	0.000%
DEPARTMENT TOTAL	541,235	540,856	577,247	593,641	595,487	595,487	1,846	0.311%
Building								
Personnel Services	363,213	368,073	400,017	408,782	419,580	419,580	10,798	2.642%
Overtime & Substitutes	3,020	3,829	7,022	12,800	6,000	6,000	(6,800)	-53.125%
Supplies	977	528	1,152	525	525	525	0	0.000%
Other Charges & Expenses	23,745	23,985	24,357	1,910	1,910	1,910	0	0.000%
DEPARTMENT TOTAL	390,955	396,415	432,548	424,017	428,015	428,015	3,998	0.943%
Sealer of Weights & Measures								
Personnel Services	0	0	0	10,000	10,000	10,000	0	0.000%
Purchase of Services	14,000	14,000	14,000	0	0	0	0	0.000%
Supplies	0	0	0	2,000	2,000	2,000	0	0.000%
Other Charges & Expenses	0	0	0	0	325	325	325	0.000%
DEPARTMENT TOTAL	14,000	14,000	14,000	12,000	12,325	12,325	325	2.708%

Civil Preparedness								
Purchase of Services	1,314	1,350	1,215	1,395	1,395	1,395	0	0.000%
Supplies	2,582	2,135	2,144	2,760	2,760	2,760	0	0.000%
Other Charges & Expenses	0	50	0	200	200	200	0	0.000%
DEPARTMENT TOTAL	3,896	3,536	3,359	4,355	4,355	4,355	0	0.000%
Education								
Dedham Public Schools	32,060,094	31,899,110	31,991,697	33,384,288	34,779,272	34,741,422	1,357,134	4.065%
Blue Hills Regional School District	842,650	910,376	973,390	1,410,353	1,470,353	1,470,353	60,000	6.164%
Norfolk Agricultural School	48,000	56,000	53,444	56,040	56,040	56,040	0	0.000%
DEPARTMENT TOTAL	32,950,744	32,865,486	33,018,531	34,850,681	36,305,665	36,267,815	1,417,134	4.066%
Engineering								
Personnel Services	382,924	393,091	418,382	439,422	436,383	436,383	(3,039)	-0.692%
Purchase of Services	72,504	35,094	71,052	77,087	79,605	79,605	2,518	3.266%
Supplies	11,405	18,913	8,023	23,200	22,325	22,325	(875)	-3.772%
Other Charges & Expenses	1,636	2,744	3,136	8,762	10,927	10,927	2,165	24.709%
DEPARTMENT TOTAL	468,468	449,842	500,592	548,471	549,240	549,240	769	0.140%
Public Works								
Personnel Services	1,387,628	1,408,276	1,532,783	1,601,217	1,601,977	1,601,977	760	0.047%
Overtime	157,901	155,308	145,010	169,777	160,000	160,000	(9,777)	-5.759%
Purchase of Services	470,455	469,174	700,738	670,500	668,326	664,720	(5,780)	-0.862%
Supplies	205,159	248,382	281,227	281,040	266,960	266,960	(14,080)	-5.010%
Other Charges & Expenses	3,586	1,525	3,133	1,500	5,300	5,300	3,800	253.333%
DEPARTMENT TOTAL	2,224,729	2,282,665	2,662,891	2,724,034	2,702,563	2,698,957	(25,077)	-0.921%
Snow and Ice								
Snow and Ice Removal	340,000	1,118,940	1,284,874	650,000	700,000	700,000	50,000	7.692%
DEPARTMENT TOTAL	340,000	1,118,940	1,284,874	650,000	700,000	700,000	50,000	7.692%
Street Lighting								
Nstar Streetlighting	232,477	249,238	203,810	76,500	150,000	150,000	73,500	96.078%
AECOM LED Streetlighting Projects				100,000	113,156	113,156	13,156	13.156%
Coviello/Bell Traffic Signal Repairs				50,000	50,000	50,000	0	0.000%
Visionaire Roadway LX LED fixtures				23,500	23,500	23,500	0	0.000%
DEPARTMENT TOTAL	232,477	249,238	203,810	250,000	336,656	336,656	86,656	34.662%

Rubbish and Recycling								
Rubbish & Recycling Contract	2,038,146	2,107,700	2,075,988	1,950,000	1,950,000	1,950,000	0	0.000%
Supplies	4,163	3,417	14,773	28,000	28,000	28,000	0	0.000%
DEPARTMENT TOTAL	2,042,309	2,111,117	2,090,760	1,978,000	1,978,000	1,978,000	0	0.000%
Board of Health								
Personnel Services	208,685	213,579	232,991	248,982	303,360	278,964	29,982	12.042%
Purchase of Services	976	724	2,273	3,600	3,600	3,600	0	0.000%
Supplies	1,522	940	409	840	840	840	0	0.000%
Other Charges & Expenses	10,479	10,583	11,027	1,960	2,168	2,168	208	10.612%
Hazardous Waste Collection	5,836	7,740	8,829	9,243	9,043	9,043	30,190	326.626%
DEPARTMENT TOTAL	227,498	233,566	255,529	264,625	319,011	294,615	60,380	22.817%
Council on Aging								
Personnel Services	200,465	203,841	214,384	224,221	217,569	217,569	(6,652)	-2.967%
Purchase of Services	933	1,059	1,854	1,865	1,865	1,865	0	0.000%
Supplies	5,906	4,485	6,950	5,900	5,540	5,540	(360)	-6.102%
Other Charges & Expenses	275	455	40	1,324	1,325	1,325	1	0.076%
DEPARTMENT TOTAL	207,580	209,840	223,228	233,310	226,299	226,299	(7,011)	-3.005%
Youth Commission								
Personnel Services	194,104	232,475	248,409	265,239	267,417	267,417	2,178	0.821%
Purchase of Services	2,171	1,796	2,517	2,975	2,975	2,975	0	0.000%
Supplies	1,070	1,621	756	1,221	1,221	1,221	0	0.000%
Other Charges & Expenses	5,697	6,300	6,660	360	1,860	1,860	1,500	416.667%
DEPARTMENT TOTAL	203,042	242,192	258,342	269,795	273,473	273,473	3,678	1.363%
Veterans Services								
Personnel Services	84,996	94,196	94,064	87,558	91,464	91,464	3,906	4.461%
Purchase of Services	1,411	1,179	1,555	5,000	5,000	5,000	0	0.000%
Supplies	1,009	88	229	300	300	300	0	0.000%
Memorial Day Program	5,494	5,421	4,809	5,700	6,000	6,000	300	5.263%
Other Charges & Expenses	297	2,999	2,744	3,365	3,414	3,414	49	1.456%
Veterans Benefits	65,558	72,840	87,241	112,400	112,400	112,400	0	0.000%
DEPARTMENT TOTAL	158,766	176,723	190,643	214,323	218,578	218,578	4,255	1.985%

Library								
Personnel Services	757,905	730,199	776,568	850,527	870,169	851,875	1,348	0.158%
Overtime & Substitutes	3,183	10,095	10,093	11,672	11,000	11,000	(672)	-5.757%
Purchase of Services	53,559	65,674	66,438	66,569	66,569	66,569	0	0.000%
Supplies	17,524	21,797	16,865	15,865	15,865	15,865	0	0.000%
Books, Periodicals & Bindings	133,908	154,223	156,898	160,290	171,061	171,061	10,771	6.720%
Other Charges & Expenses	8,390	9,409	11,004	6,900	6,900	6,900	0	0.000%
DEPARTMENT TOTAL	974,470	991,397	1,037,866	1,111,823	1,141,564	1,123,270	11,447	1.030%
Parks & Recreation								
Personnel Services	512,272	514,754	526,396	533,862	574,324	574,324	40,462	7.579%
Overtime & Substitutes	8,787	8,990	7,728	9,546	9,500	9,500	(46)	-0.482%
Purchase of Services	45,130	32,640	35,101	70,500	45,500	45,500	(25,000)	-35.461%
Supplies	93,070	101,538	97,192	87,863	95,125	95,125	7,262	8.265%
Other Charges & Expenses	4,500	4,555	4,500	371	375	375	4	1.078%
DEPARTMENT TOTAL	663,760	662,476	670,917	702,142	724,824	724,824	22,682	3.230%
Endicott Estate								
Personnel Services	168,048	87,461	99,645	133,177	139,505	139,505	6,328	4.752%
Purchase of Services	29,269	8,993	10,007	15,415	15,505	15,505	90	0.584%
Supplies	11,438	3,024	2,873	4,144	4,091	4,091	(53)	-1.279%
Other Charges & Expenses	377	0	730	1,175	1,175	1,175	0	0.000%
DEPARTMENT TOTAL	209,132	99,478	113,255	153,911	160,276	160,276	6,365	4.136%
Cultural & Rec Programs								
Civic Pride	4,725	4,725	10,000	10,000	10,000	10,000	0	0.000%
Cultural Council	6,300	6,300	6,300	6,300	6,300	6,300	0	0.000%
DEPARTMENT TOTAL	11,025	11,025	16,300	16,300	16,300	16,300	0	0.000%
Debt Service								
Principal & Interest On Debt	6,743,611	6,826,820	6,643,690	6,472,283	6,722,471	6,722,471	250,188	3.866%
Interest On Long-Term Debt	1,936,111	1,916,385	1,826,228	1,780,985	1,843,486	1,843,486	62,501	3.509%
Interest On Short-Term Debt	19,041	95,612	5,479	63,215	63,000	63,000	(215)	-0.340%
DEPARTMENT TOTAL	8,698,763	8,838,817	8,475,397	8,316,483	8,628,957	8,628,957	312,474	3.757%

Employee Benefits								
Pensions, Contributory	3,351,191	3,459,643	3,928,166	4,107,233	4,531,244	4,531,244	424,011	10.324%
Insurance & Hospitalization	9,090,045	8,259,863	8,000,270	8,585,037	9,749,006	9,749,006	1,163,969	13.558%
OPEB	670,000	1,729,000	1,700,000	1,674,110	1,473,816	1,473,816	(200,294)	-11.964%
Medicare Tax	577,099	603,779	624,832	698,566	726,063	726,063	27,497	3.936%
Unemployment Payments	42,333	23,823	8,911	50,000	50,000	50,000	0	0.000%
Pensions, Non-Contributory	24,684	15,600	12,246	15,000	15,000	15,000	0	0.000%
Bargaining Reserve	0	0	0	0	470,000	470,000	470,000	0.000%
Deferred Compensation	0	0	0	19,500	19,500	19,500	0	0.000%
DEPARTMENT TOTAL	13,755,352	14,091,708	14,274,424	15,149,446	17,034,629	17,034,629	1,885,183	12.444%
Total All Departments	80,160,661	83,904,470	84,981,587	90,084,327	94,280,858	94,049,246	3,995,309	4.435%

FULL-TIME EQUIVALENT EMPLOYEES

The recommended FY2016 operating budget includes funding for 771.3 full-time equivalent employees, an increase of 4.4 from the FY2015.

The Board of Health reflects an increase from .6 FTE to 1.0 FTE for the nurse position.

Education staffing reflects an increase of four FTE, allocated to Human Resources (1.0), special education teaching position (1.0), elementary school teaching position (1.0) and an IT technician (1.0).

	FY2012	FY2013	FY2014	FY2015	FY2016
Education*	496.7	502.0	491.6	492.6	496.6
Public Safety	140.5	138.0	140.0	141.0	141.0
Community Services	39.3	38.8	37.9	39.1	39.5
Administration	34.8	34.8	34.0	34.7	34.7
Facilities**	29.0	31.5	31.5	31.5	31.5
Public Works	27.0	27.0	27.0	28.0	28.0
	767.3	772.1	762.0	766.9	771.3

*Excluding Facilities Staff

**Town & School Facilities Staff

DEPARTMENT	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
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TOWN MANAGER

Town Manager	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Town Manager	1.0	1.0	1.0	1.0	1.0	1.0
Assistant to Administration	1.0	1.0	1.0	1.0	1.0	1.0
Administrative Assistant II	1.0	1.0	1.0	1.0	1.0	1.0
	4.0	4.0	4.0	4.0	4.0	4.0

FINANCE DEPARTMENT

Director of Finance	1.0	1.0	1.0	1.0	1.0	1.0
Deputy Director of Finance	1.0	1.0	0.0	0.0	0.0	0.0
Treasurer/Collector	0.0	0.0	1.0	1.0	1.0	1.0
Assistant Director of Finance	1.0	1.0	1.0	1.0	1.0	1.0
Town Accountant	0.0	0.0	1.0	1.0	1.0	1.0
Director of Technology	1.0	1.0	1.0	1.0	1.0	1.0
Asst Director of Technology	1.0	1.0	1.0	1.0	1.0	1.0
Financial Analyst	0.0	1.0	1.0	1.0	1.0	1.0
Assistant Treasurer	1.0	1.0	1.0	1.0	1.0	1.0
Accounting Supervisor	1.0	1.0	0.0	0.0	0.0	0.0
Senior Accounting Clerk	2.0	2.0	2.0	2.0	2.0	2.0
Senior Admin Clerk	1.0	1.0	0.0	0.0	0.0	0.0
Senior Tax Clerk	4.0	4.0	3.0	3.0	3.0	3.0
Payroll Coordinator	1.0	1.0	1.0	1.0	1.0	1.0
Benefits Coordinator	1.0	1.0	0.0	0.0	0.0	0.0
	16.0	17.0	14.0	14.0	14.0	14.0

FINANCE COMMITTEE

Budget Assistant	1.0	0.0	0.0	0.0	0.0	0.0
	1.0	0.0	0.0	0.0	0.0	0.0

BOARD OF ASSESSORS

Director of Assessing	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Director of Assessing	1.0	1.0	1.0	1.0	1.0	1.0
Assessing Specialist	3.0	3.0	3.0	3.0	3.0	3.0
	5.0	5.0	5.0	5.0	5.0	5.0

HUMAN RESOURCES

Human Resources Director	0.0	0.0	1.0	1.0	1.0	1.0
Benefits Coordinator	0.0	0.0	1.0	1.0	1.0	1.0
Administrative Assistant II	0.0	0.0	0.0	0.2	1.0	0.2
	0.0	0.0	2.0	2.2	3.0	2.2

TOWN CLERK

Town Clerk	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Town Clerk	1.0	1.0	1.0	1.0	1.0	1.0
Administrative Assistant II	2.0	2.0	2.0	2.0	2.0	2.0
	4.0	4.0	4.0	4.0	4.0	4.0

CONSERVATION COMMISSION

Conservation Agent	0.0	0.0	0.0	0.5	0.5	0.5
Administrative Assistant II	0.8	0.8	0.0	0.0	0.0	0.0
Administrative & Social Media Coordinator	0.0	0.0	1.0	1.0	1.0	1.0
	0.8	0.8	1.0	1.5	1.5	1.5

ENVIRONMENTAL

Environmental Coordinator	1.0	1.0	1.0	1.0	1.0	1.0
	1.0	1.0	1.0	1.0	1.0	1.0

PLANNING BOARD

Town Planner	1.0	1.0	1.0	1.0	1.0	1.0
Administrative Assistant I	1.0	1.0	1.0	1.0	1.0	1.0
	2.0	2.0	2.0	2.0	2.0	2.0

ECONOMIC DEVELOPMENT

Director of Economic Development	1.0	1.0	1.0	1.0	1.0	1.0
	1.0	1.0	1.0	1.0	1.0	1.0

CENTRAL FACILITIES - TOWN

Facilities Manager	0.5	0.0	0.0	0.0	0.0	0.0
Custodians	1.0	3.0	3.0	3.0	3.0	3.0
Assistant Custodians	0.5	0.5	0.5	0.5	0.5	0.5
	2.0	3.5	3.5	3.5	3.5	3.5

CENTRAL FACILITIES - SCHOOL

Facilities Director	1.0	1.0	1.0	1.0	1.0	1.0
Assistand to Director	1.0	1.0	1.0	1.0	1.0	1.0
Maintenence Personnel	4.0	4.0	4.0	4.0	4.0	4.0
Custodians	21.0	22.0	22.0	22.0	22.0	22.0
	27.0	28.0	28.0	28.0	28.0	28.0

POLICE

Police Chief	1.0	1.0	1.0	1.0	1.0	1.0
Deputy Chief	0.0	0.0	0.0	0.0	1.0	1.0
Lieutenant	4.0	4.0	4.0	4.0	4.0	4.0
Sergeant	9.0	9.0	9.0	9.0	8.0	8.0
Police Officer	46.0	46.0	46.0	46.0	46.0	46.0
Canine Control Officer	1.0	0.0	1.0	0.0	0.0	0.0
Animal Control Officer	0.0	0.0	0.0	1.0	1.0	1.0
Administrative Assistant	2.0	2.0	2.0	2.0	2.0	2.0
Custodian	1.5	0.0	0.0	0.0	0.0	0.0
	64.5	62.0	63.0	63.0	63.0	63.0

FIRE

Fire Chief	1.0	1.0	1.0	1.0	1.0	1.0
Deputy	4.0	4.0	4.0	4.0	4.0	4.0
Lieutenant	9.0	9.0	13.0	13.0	13.0	13.0
Firefighter-Mechanic	1.0	1.0	0.0	0.0	0.0	0.0
Firefighter	45.0	45.0	43.0	44.0	48.0	44.0
Administrative Assistant I	1.0	1.0	1.0	1.0	1.0	1.0
	61.0	61.0	62.0	63.0	67.0	63.0

DISPATCH

Dispatch Supervisor	1.0	1.0	1.0	1.0	1.0	1.0
Civilian Dispatcher	8.0	8.0	8.0	8.0	8.0	8.0
	9.0	9.0	9.0	9.0	9.0	9.0

BUILDING

Building Commissioner	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Building Inspector	1.0	1.0	1.0	1.0	1.0	1.0
Code Enforcement Officer	1.0	1.0	1.0	1.0	1.0	1.0
Electrical Inspector	1.0	1.0	1.0	1.0	1.0	1.0
Plumbing & Gas Inspector	1.0	1.0	1.0	1.0	1.0	1.0
Senior Clerk	0.0	0.0	1.0	1.0	1.0	1.0
Administrative Assistant I	1.0	1.0	0.0	0.0	0.0	0.0
	6.0	6.0	6.0	6.0	6.0	6.0

PUBLIC WORKS

Director of Public Works	1.0	1.0	1.0	1.0	1.0	1.0
Highway Superintendent	1.0	1.0	1.0	1.0	1.0	1.0
Cemetery Superintendent	1.0	1.0	1.0	1.0	1.0	1.0
Working Foreman	5.0	5.0	5.0	5.0	5.0	5.0
Motor Equipment Repairman	1.0	1.0	1.0	2.0	2.0	2.0
Special Motor Equipment Oper	12.0	12.0	12.0	12.0	11.0	11.0
Heavy Motor Equipment Oper	0.0	0.0	0.0	0.0	1.0	1.0
Administrative Assistant I	1.0	1.0	1.0	1.0	1.0	1.0
	22.0	22.0	22.0	23.0	23.0	23.0

INFRASTRUCTURE ENGINEERING

Town Engineer	1.0	1.0	1.0	1.0	1.0	1.0
Infrastructure Engineer	1.0	1.0	1.0	1.0	1.0	1.0
Field Engineer	1.0	1.0	1.0	1.0	1.0	1.0
GIS Manager	1.0	1.0	1.0	1.0	1.0	1.0
Administrative Assistant I	1.0	1.0	1.0	1.0	1.0	1.0
	5.0	5.0	5.0	5.0	5.0	5.0

BOARD OF HEALTH

Health Director	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Health Director	1.0	1.0	1.0	1.0	1.0	1.0
Public Health Nurse	0.6	0.6	0.6	0.6	1.0	1.0
Environmental Inspector	0.0	0.0	0.0	0.0	1.0	0.0
Administrative Assistant II	1.0	1.0	1.0	1.0	1.0	1.0
	3.6	3.6	3.6	3.6	5.0	4.0

COUNCIL ON AGING

Council On Aging Director	1.0	1.0	1.0	1.0	1.0	1.0
Assistant to Director	1.0	1.0	1.0	1.0	1.0	1.0
Outreach Worker	1.0	1.0	1.0	1.0	1.0	1.0
Van Driver	0.90	0.90	0.75	0.75	0.75	0.75
	3.90	3.90	3.75	3.75	3.75	3.75

YOUTH COMMISSION

Youth Commission Director	1.0	1.0	1.0	1.0	1.0	1.0
Youth Services Counselor	1.0	1.0	1.0	1.0	1.0	1.0
Youth Coordinator	1.0	1.0	1.0	1.0	1.0	1.0
Administrative Assistant II	1.0	1.0	1.0	1.0	1.0	1.0
	4.0	4.0	4.0	4.0	4.0	4.0

VETERANS SERVICES

Veterans Agent / Procurement Officer	1.0	1.0	0.0	0.0	0.0	0.0
Veterans Services Officer	0.0	0.0	1.0	1.0	1.0	1.0
Administrative Assistant II	1.0	1.0	1.0	0.8	0.8	0.8
	2.0	2.0	2.0	1.8	1.8	1.8

LIBRARY

Library Director	1.0	1.0	1.0	1.0	1.0	1.0
Technical Services Librarian	1.0	1.0	1.0	1.0	1.0	1.0
Children's Librarian	1.0	1.0	1.0	1.0	1.0	1.0
Supervis., Branch/Community	0.0	0.0	0.0	0.0	0.0	1.0
Children's / Branch Librarian	0.0	0.0	0.0	1.0	1.0	0.0
Reference Librarian	2.0	2.0	2.0	1.0	1.0	1.0
Circulation Supervisor	1.0	1.0	1.0	1.0	1.0	1.0
Library Assistant	6.1	6.1	6.1	6.53	7.0	6.53
Lib Asst/IT Support Specialist	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Assistant I	1.0	1.0	1.0	1.0	0.0	1.0
Asst Director, Administration	0.0	0.0	0.0	0.0	1.0	0.0
Custodian	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Custodian	1.0	1.0	1.0	1.0	1.0	1.0
	15.1	15.1	15.1	15.53	16.0	15.53

PARKS & RECREATION

Parks & Recreation Director	1.0	1.0	1.0	1.0	1.0	1.0
Asst Parks & Rec Director	0.5	1.0	1.0	1.0	1.0	1.0
Swimming Pool Director	1.0	1.0	1.0	1.0	1.0	1.0
Working Foreman	1.0	1.0	1.0	1.0	1.0	1.0
Special Motor Equipment Oper	3.0	3.0	3.0	3.0	3.0	3.0
Administrative Assistant I	1.0	1.0	1.0	1.0	1.0	1.0
	7.5	8.0	8.0	8.0	8.0	8.0

ENDICOTT ESTATE

Endicott Estate Director	0.0	0.0	1.0	1.0	1.0	1.0
Endicott Estate Manager	1.0	1.0	0.0	0.0	0.0	0.0
Event Planner	0.0	0.0	0.0	1.0	1.0	1.0
Event Coordinator	0.0	0.0	0.4	0.4	0.4	0.4
Caretaker	1.0	0.0	0.0	0.0	0.0	0.0
Security Guard	1.2	1.2	0.0	0.0	0.0	0.0
	3.2	2.2	1.4	2.4	2.4	2.4

270.56 270.06 270.38 274.31 280.98 274.71

Town Departments	241.56	238.56	238.88	242.81	249.48	243.21
Facilities Department	29.0	31.5	31.5	31.5	31.5	31.5
School Department	496.7	502	491.6	492.6	496.6	496.6
	767.26	772.06	761.98	766.91	777.58	771.31

COMPARATIVE DATA

Population	
Shrewsbury	36,309
Natick	35,214
Needham	29,736
North Andover	29,217
Norwood	28,951
Saugus	27,735
Wakefield	26,080
Marshfield	25,509
Dedham	25,299
Walpole	24,818
Stoneham	21,734
Westwood	14,876

Income Per Capita	
Westwood	89,407
Needham	87,232
North Andover	54,611
Natick	47,566
Shrewsbury	44,619
Dedham	43,117
Walpole	42,409
Marshfield	40,413
Wakefield	38,221
Stoneham	35,867
Norwood	33,976
Saugus	28,607

EQV Per Capital	FY15	FY14	% Change
Needham	277,242	281,849	-1.6%
Westwood	250,698	253,270	-1.0%
Natick	194,815	199,265	-2.2%
Marshfield	177,977	180,130	-1.2%
Dedham	170,856	172,549	-1.0%
Walpole	161,667	164,971	-2.0%
Norwood	160,517	161,516	-0.6%
Wakefield	158,698	163,033	-2.7%
North Andover	156,435	156,821	-0.2%
Stoneham	144,375	145,507	-0.8%
Shrewsbury	140,561	142,413	-1.3%
Saugus	138,018	141,698	-2.6%

FY15 Tax Levy	
Needham	113,303,760
Natick	96,530,612
Dedham	80,271,086
Shrewsbury	65,297,962
North Andover	65,031,997
Norwood	64,940,591
Wakefield	62,400,320
Walpole	62,171,235
Westwood	61,991,050
Saugus	58,232,350
Marshfield	57,397,789
Stoneham	44,639,678

FY15 New Growth	
Needham	3,922,530
Saugus	1,585,111
Westwood	1,535,114
Wakefield	1,383,621
Dedham	1,129,613
Natick	1,128,804
Walpole	1,022,010
Norwood	868,525
North Andover	793,341
Shrewsbury	680,268
Marshfield	632,485
Stoneham	397,628

Levy / Revenue	FY15	FY14	% Change
Dedham	77.6%	75.6%	2.6%
Westwood	75.4%	77.5%	-2.7%
Needham	68.3%	72.6%	-5.9%
Walpole	67.3%	66.4%	1.4%
Saugus	66.3%	66.6%	-0.5%
North Andover	66.2%	66.6%	-0.6%
Natick	65.8%	65.7%	0.2%
Wakefield	65.3%	65.1%	0.3%
Stoneham	60.5%	61.1%	-1.0%
Marshfield	58.9%	59.9%	-1.7%
Shrewsbury	51.6%	54.3%	-5.0%
Norwood	38.8%	37.5%	3.5%

Most Recent Free Cash	
Wakefield	8,491,969
Dedham	8,184,818
Walpole	7,326,015
Needham	6,207,875
Natick	6,832,003
Shrewsbury	5,580,257
North Andover	5,407,340
Westwood	4,502,878
Norwood	3,349,180
Saugus	2,044,431
Stoneham	1,138,074
Marshfield	200,288

Most Recent Stabilization	
Natick	11,550,753
Dedham	5,923,803
Needham	4,665,095
North Andover	3,794,642
Westwood	2,651,292
Wakefield	2,635,482
Stoneham	2,340,833
Norwood	2,297,525
Marshfield	2,273,921
Walpole	1,827,245
Saugus	1,743,096
Shrewsbury	443,028

Net State Aid	FY15	FY14	% Change
Shrewsbury	25,385,557	20,129,573	20.7%
Marshfield	17,486,672	15,405,049	11.9%
Natick	12,852,023	10,837,328	15.7%
Needham	10,661,337	8,327,792	21.9%
Walpole	10,114,242	8,824,501	12.8%
Norwood	10,088,933	8,502,673	15.7%
North Andover	10,055,623	8,280,996	17.6%
Wakefield	9,741,627	7,040,741	27.7%
Saugus	9,361,434	5,837,905	37.6%
Stoneham	8,590,511	5,731,588	33.3%
Dedham	7,489,547	4,735,361	36.8%
Westwood	6,912,331	4,733,457	31.5%

TOWN MANAGER - 120

BUDGET SUMMARY

Department Mission, Programs, and Services

The Town Manager is the Chief Administrative Officer for the Town. Appointed by the Board of Selectmen, the Town Manager is responsible for all day to day operations of the Town that the Dedham Home Rule Charter places under his authority. These duties include: efficient administration of town functions and activities; appointing certain department heads, commissions, boards and committees; administration of the Town's personnel system; negotiating collective bargaining agreements with Town employee unions; jurisdiction over the rental and use of Town facilities; preparing and presenting the annual operating and capital budgets; and serving as the Town's chief procurement officer.

The Town Manager's office consists of the Town Manager, Assistant Town Manager, Assistant to Administration, and Administrative Assistant.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Town Manager	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Town Manager	1.0	1.0	1.0	1.0	1.0	1.0
Assistant to Administration	1.0	1.0	1.0	1.0	1.0	1.0
Administrative Assistant II	1.0	1.0	1.0	1.0	1.0	1.0
	4.0	4.0	4.0	4.0	4.0	4.0

Significant Changes From FY14

The position of Town Administrator was changed to Town Manager. Accordingly, The position of Assistant Town Administrator was changed to Assistant Town Administrator.

Significant Changes Requested for FY16

Budget Summary

GENERAL FUND EXPENSE	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$355,559.03	\$358,892.68	\$362,530.27	\$380,221.00	\$404,783.80	\$404,784.00
Purchase of Services	\$26,468.61	\$26,604.77	\$32,407.65	\$76,345.00	\$45,345.00	\$45,345.00
Supplies	\$2,084.08	\$569.76	\$566.12	\$600.00	\$600.00	\$600.00
Other Charges & Expenses	\$23,960.75	\$24,820.65	\$24,271.08	\$13,465.00	\$13,659.00	\$13,659.00
Annual Town Audit	\$60,000.00	\$84,000.00	\$51,934.00	\$75,000.00	\$70,000.00	\$70,000.00
SNARC	\$5,750.00	\$5,750.00	\$5,750.00	\$5,750.00	\$5,750.00	\$5,750.00
Bus Service	\$75,000.00	\$99,740.00	\$22,082.74	\$150,000.00	\$116,657.00	\$116,657.00
Property & Liability Insurance	\$604,671.23	\$669,708.28	\$710,979.18	\$850,657.00	\$850,000.00	\$850,000.00
TOTAL	\$1,153,493.70	\$1,270,086.14	\$1,210,521.04	\$1,552,038.00	\$1,506,794.80	\$1,506,795.00

GENERAL FUND REVENUE	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 ESTIMATE
Charges for Services	\$279,444.29	\$298,662.46	\$314,612.24	\$200,000.00	\$0.00
Licenses and Permits	\$158,685.00	\$151,988.00	\$145,347.00	\$125,000.00	\$0.00
Other Financing Sources	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$438,129.29	\$450,650.46	\$459,959.24	\$325,000.00	\$0.00

TOWN MANAGER PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	
BOARD OF SELECTMEN																			
5110-122	Board of Selectmen	Chair	N/A	N/A	0.0	N/A	\$0.00	0.0	\$818.00	\$0.00	\$818.00	0.0	N/A	\$0.00	0.0	\$818.00	\$0.00	\$818.00	\$818.00
5110-122	Board of Selectmen	Members	N/A	N/A	0.0	N/A	\$0.00	0.0	\$2,072.00	\$0.00	\$2,072.00	0.0	N/A	\$0.00	0.0	\$2,072.00	\$0.00	\$2,072.00	\$2,072.00
Subtotal					0.0				\$2,890.00	\$0.00	\$2,890.00	0.0				\$2,890.00	\$0.00	\$2,890.00	\$2,890.00
TOWN MANAGER																			
5110-123	Town Manager	Kern	N/A	N/A	1.0	N/A	\$6,513.41	16.0	\$104,214.56	\$0.00	\$104,215.00	1.0	N/A	\$6,513.41	An	\$170,000.00	\$0.00	\$170,000.00	\$170,000.00
5196	Deferred Compensation		N/A	N/A	0.0	N/A	\$229.89	16.0	\$3,678.24	\$0.00	\$3,678.24	0.0	N/A	\$229.00	26.2	\$5,999.80	\$0.00	\$5,999.80	\$6,000.00
Subtotal					1.0				\$107,892.80	\$0.00	\$107,893.24	1.0				\$175,999.80	\$0.00	\$175,999.80	\$176,000.00
MANAGEMENT																			
5110-124	Asst Town Manager	Baker	M-7	N/A															
5110-124	Asst Town Manager	Baker	M-7	N/A	1.0	7	\$3,912.47	26.1	\$102,115.47	\$390.00	\$102,506.00	1.0	7	\$3,912.47	26.2	\$102,506.71	\$0.00	\$102,507.00	\$102,507.00
Subtotal					1.0				\$102,115.47	\$390.00	\$102,506.00	1.0				\$102,506.71	\$0.00	\$102,507.00	\$102,507.00
MANAGEMENT SUPPORT																			
5110-128	Assistant to Administration	Rizzo	MS-5	N/A	1.0	7	\$2,305.50	26.1	\$60,173.55	\$390.00	\$60,564.00	1.0	7	\$2,305.50	26.2	\$60,404.10	\$0.00	\$60,405.00	\$60,405.00
Subtotal					1.0				\$60,173.55	\$390.00	\$60,564.00	1.0				\$60,404.10	\$0.00	\$60,405.00	\$60,405.00
ADMINISTRATIVE																			
5110-129	Admin Assistant II	LaBrecque	SS-2	N/A	1.0	7	\$1,860.73	26.1	\$48,565.05	\$230.00	\$48,796.00	1.0	7	\$1,860.73	26.2	\$48,751.13	\$230.00	\$48,982.00	\$48,982.00
Subtotal					1.0				\$48,565.05	\$230.00	\$48,796.00	1.0				\$48,751.13	\$230.00	\$48,982.00	\$48,982.00
OTHER PERSONNEL SERVICES																			
5122	Wages, Per Diem	Per Diem	N/A	N/A	0.0	N/A	\$76.63	26.1	\$2,000.00	\$0.00	\$2,000.00	0.0	N/A	\$76.34	26.2	\$2,000.00	\$0.00	\$2,000.00	\$2,000.00
Subtotal					0.0				\$2,000.00	\$0.00	\$2,000.00	0.0				\$2,000.00	\$0.00	\$2,000.00	\$2,000.00
CONTRACTUAL ALLOWANCES																			
5192	Car Allowance	Kern	N/A	N/A	0.0	N/A	\$750.00	12.0	\$7,500.00	\$0.00	\$7,500.00	0.0	N/A	\$400.00	12.0	\$4,800.00	\$0.00	\$4,800.00	\$4,800.00
5194	Disability Insurance	Kern	N/A	N/A	0.0	N/A	\$0.00	12.0	\$4,000.00	\$0.00	\$4,000.00	0.0	N/A	\$183.33	12.0	\$2,199.96	\$0.00	\$2,200.00	\$2,200.00
5195	Tuition Reimbursement	Town Hall	N/A	N/A	0.0	N/A	\$0.00	8.0	\$2,000.00	\$0.00	\$2,000.00	0.0	N/A	\$250.00	20.0	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00
Subtotal					0.0				\$13,500.00	\$0.00	\$13,500.00	0.0				\$11,999.96	\$0.00	\$12,000.00	\$12,000.00
TOTAL PERSONNEL SERVICES					4.0				\$337,136.87	\$1,010.00	\$338,149.24	4.0				\$404,551.70	\$230.00	\$404,783.80	\$404,784.00

TOWN MANAGER PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5195	Tuition Reimbursement	\$715.00	\$500.00	\$0.00	\$0.00			move to Personnel
5301	Professional/Technical	\$0.00	\$4,175.00	\$0.00	\$46,000.00	\$15,000.00	\$15,000.00	
5315	Pre-employment Physicals	\$1,595.00	\$940.00					
5306	Advertising	\$7,610.60	\$4,757.60	\$6,048.50	\$4,950.00	\$4,950.00	\$4,950.00	
5343	Printing	\$1,748.01	\$1,432.17	\$11,559.15	\$10,595.00	\$10,595.00	\$10,595.00	
5349	Emergency Notification	\$14,800.00	\$14,800.00	\$14,800.00	\$14,800.00	\$14,800.00	\$14,800.00	
		\$26,468.61	\$26,604.77	\$32,407.65	\$76,345.00	\$45,345.00	\$45,345.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5301	Professional/Technical							
	Substance Abuse Coalition		\$15,000.00	1.00	1.00	\$5,000.00	\$5,000.00	Pilot project, costs to cover outreach, education, and meetings
	Performance management, project-based services		\$2,000.00	3.00	3.00	\$0.00	\$0.00	Collins Center for Performance Management, UMass Boston
	Records Management Program		\$10,000.00	0.00	1.00	\$10,000.00	\$10,000.00	Transferred from Operating Capital
Account Subtotal						\$15,000.00	\$15,000.00	
5306	Advertising							
	Special Town Meeting Warrant	Town Meeting	\$1,500.00	1.00	1.00	\$1,500.00	\$1,500.00	
	Annual Town Meeting Warrant	Town Meeting	\$3,000.00	1.00	1.00	\$3,000.00	\$3,000.00	
	Legal notices and RFPs	Management	\$75.00	6.00	6.00	\$450.00	\$450.00	
Account Subtotal						\$4,950.00	\$4,950.00	
5343	Printing							
	Business cards	Management	\$40.00	8.00	8.00	\$320.00	\$320.00	
	Engravings	Ceremonial	\$55.00	5.00	5.00	\$275.00	\$275.00	
	Town Report	Town Report	\$5,000.00	1.00	1.00	\$5,000.00	\$5,000.00	
	Charter update	Legislative	\$0.00	1.00	1.00	\$0.00	\$0.00	
	Charter codification	Legislative	\$5,000.00	1.00	1.00	\$5,000.00	\$5,000.00	
Account Subtotal						\$10,595.00	\$10,595.00	
5349	Emergency Notification							
	Emergency Notification System	Emergency	\$14,800.00	1.00	1.00	\$14,800.00	\$14,800.00	Code Red
Account Subtotal						\$14,800.00	\$14,800.00	

TOWN MANAGER SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$2,084.08	\$0.00	\$0.00	\$0.00			Moved to Central Purchasing
5429	Office Supplies, Specialized	\$0.00	\$569.76	\$566.12	\$600.00	\$600.00	\$600.00	
		\$2,084.08	\$569.76	\$566.12	\$600.00	\$600.00	\$600.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5429	Office Supplies, Specialized							
	Proclamations and awards	Ceremonial	\$60.00	6.00	6.00	\$360.00	\$360.00	
	Plaques	Ceremonial	\$20.00	12.00	12.00	\$240.00	\$240.00	
Account Subtotal						\$600.00	\$600.00	

TOWN MANAGER OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5195	Tuition Reimbursement	\$0.00	\$0.00	\$1,425.00	\$0.00			Moved to Personnel Services
5305	Meetings & Conferences	\$3,396.26	\$3,847.66	\$3,597.06	\$5,010.00	\$5,010.00	\$5,010.00	
5580	Publications & Subscriptions	\$0.00	\$0.00	\$0.00	\$0.00			
5710	Travel			\$6,340.00	\$0.00			
5720	Contractual Allowances	\$11,500.00	\$11,394.02					Moved to Personnel Services
5730	Dues & Memberships	\$9,064.49	\$9,578.97	\$9,172.98	\$8,455.00	\$8,649.00	\$8,649.00	
5190-197	Life Insurance			\$3,736.04				
		\$23,960.75	\$24,820.65	\$24,271.08	\$13,465.00	\$13,659.00	\$13,659.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305		Meetings & Conferences						
	ICMA annual conference registration	Management	\$700.00	2.00	2.00	\$1,400.00	\$1,400.00	
	ICMA annual conference hotel	Management	\$500.00	2.00	2.00	\$1,000.00	\$1,000.00	
	ICMA annual conference travel	Management	\$400.00	2.00	2.00	\$800.00	\$800.00	
	ICMA annual conference expenses	Management	\$100.00	1.00	1.00	\$100.00	\$100.00	
	MMA annual conference	Management	\$150.00	5.00	5.00	\$750.00	\$750.00	
	MMA monthly meetings	Management	\$30.00	12.00	12.00	\$360.00	\$360.00	
	MMMA meetings	Management	\$50.00	2.00	2.00	\$100.00	\$100.00	
	State House	Legislative	\$50.00	10.00	10.00	\$500.00	\$500.00	
		Account Subtotal				\$5,010.00	\$5,010.00	
5730		Dues & Memberships						
	ICMA, Town Manager	Management	\$1,408.00	1.00	1.00	\$1,408.00	\$1,408.00	
	ICMA, Assistant Town Manager	Management	\$820.06	1.00	1.00	\$821.00	\$821.00	
	MMMA, Town Manager	Management	\$220.00	1.00	1.00	\$220.00	\$220.00	
	MMMA, Assistant Town Manager	Management	\$150.00	1.00	1.00	\$150.00	\$150.00	
	MMA Town Membership	Management	\$6,000.00	1.00	1.00	\$6,000.00	\$6,000.00	
	Municipal Licensing	Management	\$50.00	1.00	1.00	\$50.00	\$50.00	
		Account Subtotal				\$8,649.00	\$8,649.00	

TOWN MANAGER ANNUAL TOWN AUDIT

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5310	Audit Services	\$60,000.00	\$84,000.00	\$51,934.00	\$75,000.00	\$70,000.00	\$70,000.00	
		\$60,000.00	\$84,000.00	\$51,934.00	\$75,000.00	\$70,000.00	\$70,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5310	Audit Services							
	Annual audit	Audit	\$65,000.00	1.00	1.00	\$65,000.00	\$65,000.00	
	DESE School EOY	Audit	\$5,000.00	1.00	1.00	\$5,000.00	\$5,000.00	
Account Subtotal						\$70,000.00	\$70,000.00	

TOWN MANAGER SNARC

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5390	SNARC	\$5,750.00	\$5,750.00	\$5,750.00	\$5,750.00	\$5,750.00	\$5,750.00	
		\$5,750.00	\$5,750.00	\$5,750.00	\$5,750.00	\$5,750.00	\$5,750.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5390	SNARC							
	SNARC contribution	Community	\$5,750.00	1.00	1.00	\$5,750.00	\$5,750.00	
Account Subtotal						\$5,750.00	\$5,750.00	

TOWN MANAGER BUS SERVICE

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY123ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5391	Bus Service	\$75,000.00	\$99,740.00	\$22,082.74	\$150,000.00	\$116,657.00	\$116,657.00	
		\$75,000.00	\$99,740.00	\$22,082.74	\$150,000.00	\$116,657.00	\$116,657.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5391	Bus Service							
	Bus service contract	Bus Service	\$116,657.00	1.00	1.00	\$116,657.00	\$116,657.00	
Account Subtotal						\$116,657.00	\$116,657.00	

TOWN MANAGER LIABILITY PROPERTY INSURANCE

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5741	Umbrella Liability	\$19,348.00	\$16,055.00	\$19,821.00	\$18,721.00	\$18,721.00	\$18,721.00	
5742	Public Officials Liability	\$21,191.00	\$21,582.75	\$20,704.65	\$23,539.00	\$23,539.00	\$23,539.00	
5743	School Officials Liability	\$16,644.00	\$6,875.00	\$6,984.00	\$8,017.00	\$8,017.00	\$8,017.00	
5744	Police Liability	\$7,776.00	\$8,104.00	\$8,323.00	\$9,450.00	\$9,450.00	\$9,450.00	
5745	Automobile Liability	\$59,090.00	\$66,900.00	\$95,385.00	\$76,770.00	\$76,770.00	\$76,770.00	
5746	General Liability	\$30,966.00	\$35,196.00	\$40,172.00	\$41,039.00	\$41,039.00	\$41,039.00	
5747	Building / Equipment	\$92,439.00	\$118,638.00	\$130,138.00	\$138,333.00	\$138,333.00	\$138,333.00	
5748	Workers Comp	\$346,692.23	\$392,139.53	\$389,451.53	\$534,788.00	\$534,131.00	\$534,131.00	
5749	Administration Fees	\$10,525.00	\$4,218.00	\$0.00	\$0.00	\$0.00	\$0.00	
		\$604,671.23	\$669,708.28	\$710,979.18	\$850,657.00	\$850,000.00	\$850,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5741	Umbrella Liability							
	Existing coverage	Insurance	\$1.00	\$17,660.50	\$17,660.50	\$17,661.00	\$17,661.00	
	Rate increase	Insurance	6%	\$1,059.63	1,059.63	\$1,060.00	\$1,060.00	
				Account Subtotal		\$18,721.00	\$18,721.00	
5742	Public Officials Liability							
	Existing coverage	Insurance	\$1.00	\$22,206.00	\$22,206.00	\$22,206.00	\$22,206.00	
	Rate increase	Insurance	6%	\$1,332.36	1,332.36	\$1,333.00	\$1,333.00	
				Account Subtotal		\$23,539.00	\$23,539.00	
5743	School Officials Liability							
	Existing coverage	Insurance	\$1.00	\$7,563.00	\$7,563.00	\$7,563.00	\$7,563.00	
	Rate increase	Insurance	6%	\$453.78	453.78	\$454.00	\$454.00	
				Account Subtotal		\$8,017.00	\$8,017.00	
5744	Police Liability							
	Existing coverage	Insurance	\$1.00	\$8,915.00	\$8,915.00	\$8,915.00	\$8,915.00	
	Rate increase	Insurance	6%	\$534.90	534.90	\$535.00	\$535.00	
				Account Subtotal		\$9,450.00	\$9,450.00	
5745	Automobile Liability							
	Existing coverage	Insurance	\$1.00	\$72,424.00	\$72,424.00	\$72,424.00	\$72,424.00	
	Rate increase	Insurance	6%	\$4,345.44	4,345.44	\$4,346.00	\$4,346.00	
				Account Subtotal		\$76,770.00	\$76,770.00	
5746	General Liability							
	Existing coverage	Insurance	\$1.00	\$38,716.00	\$38,716.00	\$38,716.00	\$38,716.00	
	Rate increase	Insurance	6%	\$2,322.96	2,322.96	\$2,323.00	\$2,323.00	
				Account Subtotal		\$41,039.00	\$41,039.00	
5747	Building / Equipment							
	Existing coverage	Insurance	\$1.00	\$130,502.00	\$130,502.00	\$130,502.00	\$130,502.00	
	Rate increase	Insurance	6%	\$7,830.12	7,830.12	\$7,831.00	\$7,831.00	
				Account Subtotal		\$138,333.00	\$138,333.00	
5748	Workers Comp							
	Existing coverage	Insurance	\$1.00	\$433,131.00	\$433,131.00	\$433,131.00	\$433,131.00	
	Rate increase	Insurance	\$1.00	\$100,000.00	100,000.00	\$100,000.00	\$100,000.00	
	Safety committee	Insurance	\$1,000.00	\$1.00	1.00	\$1,000.00	\$1,000.00	
				Account Subtotal		\$534,131.00	\$534,131.00	
5749	Administration Fees							
	Existing coverage	Insurance	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	
				Account Subtotal		\$0.00	\$0.00	

FINANCE DEPARTMENT - 130 BUDGET SUMMARY

Department Mission, Programs, and Services

The Finance Department is responsible for the overall financial management of the Town. The department manages the daily administration of the Town's finances, and serves in an advisory capacity to the Board of Selectmen, Finance Committee, Capital Expenditures Committee, Financial Policies Committee, and other boards and committees on financial matters as needed. In addition, the department is responsible for coordinating the Town's compliance with state and federal financial reporting requirements.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY15 TM RECOMMEND
Director of Finance	1.0	1.0	1.0	1.0	1.0	1.0
Deputy Director of Finance	1.0	1.0	0.0	0.0	0.0	0.0
Treasurer/Collector	0.0	0.0	1.0	1.0	1.0	1.0
Assistant Director of Finance	1.0	1.0	1.0	1.0	1.0	1.0
Town Accountant	0.0	0.0	1.0	1.0	1.0	1.0
Director of Technology	1.0	1.0	1.0	1.0	1.0	1.0
Asst Director of Technology	1.0	1.0	1.0	1.0	1.0	1.0
Financial Analyst	0.0	1.0	1.0	1.0	1.0	1.0
Assistant Treasurer	1.0	1.0	1.0	1.0	1.0	1.0
Accounting Supervisor	1.0	1.0	0.0	0.0	0.0	0.0
Senior Accounting Clerk	2.0	2.0	2.0	2.0	2.0	2.0
Senior Admin Clerk	1.0	1.0	0.0	0.0	0.0	0.0
Senior Tax Clerk	4.0	4.0	3.0	3.0	3.0	3.0
Payroll Coordinator	1.0	1.0	1.0	1.0	1.0	1.0
Benefits Coordinator	1.0	1.0	0.0	0.0	0.0	0.0
	16.0	17.0	14.0	14.0	14.0	14.0

Significant Changes Requested for FY16

Ongoing Projects and Initiatives

Explanation of Increase or Decrease Associated with Maintaining Service Level.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$996,829.27	\$966,061.57	\$918,171.70	\$836,974.00	\$1,018,502.00	\$1,018,502.00
Purchase of Services	\$332,818.26	\$442,911.64	\$479,675.50	\$683,155.00	\$506,440.00	\$506,440.00
Supplies	\$36,480.42	\$35,052.63	\$28,089.72	\$50,000.00	\$35,000.00	\$35,000.00
Other Charges & Expenses	\$3,522.11	\$13,060.18	\$16,694.74	\$8,704.00	\$9,211.00	\$9,211.00
Prior Year Bills	\$0.00	\$62,131.61	\$1,510.97	\$497.40	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$1,369,650.06	\$1,519,217.63	\$1,444,142.63	\$1,579,330.40	\$1,569,153.00	\$1,569,153.00

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 ESTIMATE
Taxes and Excises	\$75,831,523.02	\$79,063,779.27	\$83,053,666.28	\$83,546,085.58	\$0.00
Charges for Services	\$77,719.53	\$503,629.52	\$109,148.00	\$220,000.00	\$0.00
State Revenue	\$2,765,940.00	\$2,737,372.23	\$2,781,897.00	\$2,909,839.00	\$0.00
Miscellaneous Revenue	\$340,980.86	\$242,704.65	\$209,277.48	\$150,000.00	\$0.00
Other Financing Sources	\$63,154.61	\$3,347.10	\$0.00	\$0.00	\$0.00
TOTAL	\$79,079,318.02	\$82,550,832.77	\$86,153,988.76	\$86,825,924.58	\$0.00

FINANCE DEPARTMENT PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND	
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL		
DIRECTOR OF FINANCE																				
5110-133	Director of Finance		N/A	N/A	1.0	N/A	\$940.69	26.1	\$24,458.00	\$0.00	\$24,553.00	1.0	N/A	\$4,961.83	26.2	\$129,999.95	\$0.00	\$130,000.00	\$130,000.00	
5196	Deferred Compensation		N/A	N/A	0.0	N/A	\$211.54	26.0	\$5,500.00	\$0.00	\$5,500.00	0.0	N/A	\$211.54	26.2	\$5,500.00	\$0.00	\$5,500.00	\$5,500.00	
Subtotal					1.0				\$29,958.00	\$0.00	\$30,053.00	1.0				\$135,499.95	\$0.00	\$135,500.00	\$135,500.00	
MANAGEMENT STAFF																				
5110-134	Treasurer/Collector	Lepardo	M-8	7/1	1.0	7	\$4,061.21	26.1	\$105,997.58	\$0.00	\$105,998.00	1.0	7	\$4,061.21	26.2	\$106,403.70	\$0.00	\$106,404.00	\$106,404.00	
5110-135	Town Accountant	Shaw	M-4	7/1	1.0	3	\$2,723.39	26.1	\$71,080.48	\$0.00	\$71,081.00	1.0	4	\$2,817.11	26.2	\$73,808.28	\$0.00	\$73,809.00	\$73,809.00	
5110-136	Asst Director of Finance	Ralph	M-5	N/A	1.0	7	\$3,425.69	26.1	\$89,410.51	\$0.00	\$89,411.00	1.0	7	\$3,425.69	26.2	\$89,753.08	\$0.00	\$89,754.00	\$89,754.00	
5110-137	Budget Office	Vacant	M-4	7/1	1.0	2	\$2,632.91	26.1	\$68,718.95	\$0.00	\$68,719.00	1.0	3	\$2,723.39	26.2	\$71,352.82	\$0.00	\$71,353.00	\$71,353.00	
5110-155	Director of Technology	Barnes	M-4	N/A	1.0	7	\$3,118.42	26.1	\$81,390.76	\$230.00	\$81,621.00	1.0	7	\$3,118.42	26.2	\$81,702.60	\$0.00	\$81,703.00	\$81,703.00	
5110-156	Asst Technology Director	Vacant	M-2	N/A	1.0	7		26.1				1.0	7	\$2,495.26	26.2	\$65,375.81	\$0.00	\$65,376.00	\$65,376.00	
Subtotal					6.0				\$416,598.28	\$230.00	\$416,830.00	6.0				\$488,396.30	\$0.00	\$488,399.00	\$488,399.00	
TECHNICAL STAFF																				
5110-147	Assistant Town Treasurer	Bowse	TS-3	N/A	1.0	7	\$2,430.00	26.1	\$63,423.00	\$390.00	\$63,813.00	1.0	7	\$2,430.00	26.2	\$63,666.00	\$390.00	\$64,056.00	\$64,056.00	
5110-149	Payroll Coordinator	Munchbach	TS-2	7/1	1.0	5	\$2,109.75	26.1	\$55,064.48	\$0.00	\$55,065.00	1.0	6	\$2,182.50	26.2	\$57,181.50	\$150.00	\$57,332.00	\$57,332.00	
5110-149	Senior Tax Clerk	Craven	TS-1	N/A	1.0	7	\$2,101.50	26.1	\$54,849.15	\$150.00	\$55,000.00	1.0	7	\$2,101.50	26.2	\$55,059.30	\$150.00	\$55,210.00	\$55,210.00	
5110-149	Senior Tax Clerk	Matar	TS-1	7/1	1.0	4	\$1,896.75	26.10	\$49,505.18	\$0.00	\$49,506.00	1.0	5	\$1,962.00	26.20	\$51,404.40	\$0.00	\$51,405.00	\$51,405.00	
5110-149	Senior Tax Clerk	Valton	TS-1	1/1	1.0	2	\$1,770.00	13.05	\$23,098.50	\$0.00	\$23,099.00	1.0	3	\$1,830.75	13.10	\$23,982.83	\$0.00	\$23,983.00	\$23,983.00	
5110-149	Senior Tax Clerk	Valton	TS-1	1/1	1.0	1	\$1,709.25	13.05	\$22,305.71	\$0.00	\$22,306.00	1.0	2	\$1,770.00	13.10	\$23,187.00	\$0.00	\$23,187.00	\$23,187.00	
5110-149	Senior Accounting Clerk	Dukas	TS-1	N/A	1.0	7	\$2,101.50	26.1	\$54,849.15	\$310.00	\$55,160.00	1.0	7	\$2,101.50	26.2	\$55,059.30	\$310.00	\$55,370.00	\$55,370.00	
5110-149	Senior Accounting Clerk	MacDonald	TS-1	7/1	1.0	6	\$2,033.25	26.1	\$53,067.83	\$0.00	\$53,068.00	1.0	7	\$2,101.50	26.2	\$55,059.30	\$0.00	\$55,060.00	\$55,060.00	
Subtotal					7.0				\$376,162.99	\$850.00	\$377,017.00	7.0				\$384,599.63	\$1,000.00	\$385,603.00	\$385,603.00	
OTHER PERSONNEL SERVICES																				
5123	Seasonal				0.0	N/A	\$714.28	7.0	\$4,999.96	\$0.00	\$5,000.00	0.0	N/A	\$0.00	0.0	\$0.00	\$0.00	\$0.00	\$0.00	
5192	Car Allowance	Barnes			0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00	
5192	Car Allowance				0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00	
Adjustment - Salaries																				
Subtotal					0.0				\$13,999.96	\$0.00	\$13,074.00	0.0				\$9,000.00	\$0.00	\$9,000.00	\$9,000.00	
TOTAL PERSONNEL SERVICES					14.0				\$836,719.23	\$1,080.00	\$836,974.00	14.0				\$1,017,495.87	\$1,000.00	\$1,018,502.00	\$1,018,502.00	

FINANCE DEPARTMENT PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5300-130	Payroll	\$28,462.26	\$33,999.04	\$29,705.44	\$34,800.00	\$34,800.00	\$34,800.00	
5300-131	Lock Box	\$6,462.44	\$9,380.64	\$7,897.93	\$12,000.00	\$12,000.00	\$12,000.00	
5300-132	Certification of Notes	\$799.00	\$0.00	\$1,309.55	\$1,500.00	\$1,500.00	\$1,500.00	
5300-133	Tax Lien	\$4,547.00	\$1,403.00	\$22,710.79	\$30,338.00	\$2,338.00	\$2,338.00	
5300-134	Bank Service Fees	\$2,154.47	\$2,961.23	\$6,121.89	\$3,000.00	\$3,000.00	\$3,000.00	
5300-136	Dedham Water Tapes	\$3,921.90	\$6,540.25	\$5,251.25	\$5,300.00	\$5,300.00	\$5,300.00	
5300-155	Software Support	\$86,850.93	\$199,260.76					
5300-156	Hardware Support	\$70,728.14	\$74,754.64					
5300-157	Network/Server Support	\$79,282.70	\$22,860.16					
5316	Technology Support	\$0.00	\$0.00	\$343,949.67	\$413,107.00			
5301	Professional/Technical	\$34,588.67	\$88,781.17	\$62,718.98	\$169,110.00	\$2,350.00	\$2,350.00	
5311	Training	\$6,020.75	\$2,970.75	\$10.00	\$14,000.00	\$14,000.00	\$14,000.00	
5780	Staff Reimbursements	\$9,000.00	\$0.00	\$0.00	\$0.00			Moved to Car Allowance-Personnel
		\$332,818.26	\$442,911.64	\$479,675.50	\$683,155.00	\$506,440.00	\$506,440.00	

Account Number	Item	Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5300-130	Payroll							
	Monthly payroll service	Payroll	\$2,900.00	12.00	12.00	\$34,800.00	\$34,800.00	Harper's
						Account Subtotal	\$34,800.00	
5300-131	Lock Box							
	Monthly lock box collections	Collections	\$1,000.00	12.00	12.00	\$12,000.00	\$12,000.00	
						Account Subtotal	\$12,000.00	
5300-132	Certification of Notes							
	Short-term borrowings	Treasury	\$1,500.00	1.00	1.00	\$1,500.00	\$1,500.00	
						Account Subtotal	\$1,500.00	
5300-133	Tax Lien							
	Recording, per taking	Collections	\$76.00	14.00	14.00	\$1,064.00	\$1,064.00	
	Legal notice, per taking	Collections	\$91.00	14.00	14.00	\$1,274.00	\$1,274.00	
	Legal research, 10hrs per, \$200/hr	Collections	\$2,000.00	25.00	25.00	\$0.00	\$0.00	Put 50K TT Legal in separate article
						Account Subtotal	\$2,338.00	
5300-134	Bank Service Fees							
	Payroll account services, monthly	Treasury	\$250.00	12.00	12.00	\$3,000.00	\$3,000.00	Citizens Bank
						Account Subtotal	\$3,000.00	
5300-136	Dedham Water Tapes							
	Sewer billing reports, quarterly	Sewer	\$1,325.00	4.00	4.00	\$5,300.00	\$5,300.00	
						Account Subtotal	\$5,300.00	
5301	Professional/Technical							
	OPEB/Health ins. actuarial services		\$150.00	0.00	0.00	\$0.00	\$0.00	Next FY17
	Continuing Disclosure		\$150.00	50.00	50.00	\$1,500.00	\$1,500.00	UniBank
	Distinguished Budget Award review		\$850.00	1.00	1.00	\$850.00	\$850.00	GFOA
						Account Subtotal	\$2,350.00	
5311	Training							
	IT training, cloud storage	Technology	\$3,000.00	2.00	2.00	\$6,000.00	\$6,000.00	VMWare
	IT training, network	Technology	\$3,000.00	1.00	1.00	\$3,000.00	\$3,000.00	Hewlett Packard
	IT training, software	Technology	\$5,000.00	1.00	1.00	\$5,000.00	\$5,000.00	Various Dept Trainings
						Account Subtotal	\$14,000.00	
5316	Technology Support							
	Software Support							
	Accounting software services, hourly	Accounting	\$546.27	100.00	100.00	\$54,627.00	\$54,627.00	New World Systems-Licences
	Finance revenue software license	Collections	\$10,000.00	1.00	1.00	\$11,000.00	\$11,000.00	CDS-Licences
	Finance revenue software, service	Collections	\$30,000.00	1.00	1.00	\$37,000.00	\$37,000.00	CDS-Processing/Printing
	Fixed asset tracking software	Accounting	\$1,000.00	1.00	1.00	\$1,000.00	\$1,000.00	Softright
	CAMA database software maint.	Assessing	\$6,200.00	1.00	1.00	\$6,200.00	\$6,200.00	Vision Appraisal
	Assessors web hosting service	Assessing	\$2,700.00	1.00	1.00	\$2,700.00	\$2,700.00	Vision Appraisal
	Registry of Deeds imaging service	Assessing	\$1,500.00	1.00	1.00	\$1,500.00	\$1,500.00	Brown Tech
	Building lic./permit software, quarterly	Inspections	\$5,028.00	4.00	4.00	\$20,112.00	\$20,112.00	Energov
	Dispatch computer-aided dispatch	Dispatch	\$2,300.00	1.00	1.00	\$2,300.00	\$2,300.00	X Mobile
	Fire computer-aided dispatch service	Dispatch	\$2,500.00	1.00	1.00	\$2,500.00	\$2,500.00	Symposium
	Fire database	Emergency	\$1,515.00	1.00	1.00	\$1,515.00	\$1,515.00	Firehouse
	Fire fleet maintenance	Emergency	\$700.00	1.00	1.00	\$700.00	\$700.00	ManagerPlus
	Police reporting software licenses	Police	\$20,000.00	1.00	1.00	\$20,000.00	\$20,000.00	Pamet, Tactical Technologies
	Police reporting software support	Police	\$6,000.00	1.00	1.00	\$6,000.00	\$6,000.00	Pamet
	GIS mapping service	GIS	\$4,000.00	1.00	1.00	\$4,000.00	\$4,000.00	ArcGIS
	GIS mobile applications	GIS/DPW/Facil	\$52,800.00	1.00	1.00	\$52,800.00	\$52,800.00	Cartograph
	Remote email service	Technology	\$3,600.00	1.00	1.00	\$3,600.00	\$3,600.00	Zimbra
	Computer security software packages	Technology	\$8,000.00	2.00	2.00	\$16,000.00	\$16,000.00	Symantec
	Computer backup software	Technology	\$825.00	10.00	10.00	\$8,250.00	\$8,250.00	Veeam
	Database reporting software license	Technology	\$1,850.00	1.00	1.00	\$1,850.00	\$1,850.00	Crystal Reports
	Software program licenses	Technology	\$5,610.00	1.00	1.00	\$5,610.00	\$5,610.00	VMWare
	Software program licenses	Technology	\$10,500.00	1.00	1.00	\$10,500.00	\$10,500.00	Acrobat
	Software program licenses	Technology	\$500.00	10.00	10.00	\$5,000.00	\$5,000.00	Miscellaneous programs
	iPad data plan	Technology	\$649.00	12.00	12.00	\$7,788.00	\$7,788.00	AT&T Mobility
	Mobile data terminal licenses	Technology	\$380.00	5.00	5.00	\$1,900.00	\$1,900.00	Netmotion
	Remote meeting software support	Technology	\$1,800.00	1.00	1.00	\$1,800.00	\$1,800.00	Citrix
	Remote meeting software services	Technology	\$250.00	6.00	6.00	\$2,250.00	\$2,250.00	Citrix
						Subtotal	\$288,502.00	

FINANCE DEPARTMENT PURCHASE OF SERVICES

Hardware Support							
Copier and printer monthly service	Technology	\$2,250.00	12.00	12.00	\$32,000.00	\$32,000.00	Page After Page
Apple computer support	Technology	\$12,500.00	1.00	1.00	\$12,500.00	\$12,500.00	Joint Venture membership/Service
Apple computer support	Technology	\$99.00	18.00	18.00	\$1,782.00	\$1,782.00	Mobile device warranties
Internet support and backup	Technology	\$800.00	12.00	12.00	\$5,778.00	\$5,778.00	RCN (Comcast backup-no charge)
Police help desk 24/7 support	Police	\$1,350.00	12.00	12.00	\$16,200.00	\$16,200.00	HubTech
				Subtotal	\$68,260.00	\$68,260.00	
Network/Server Support							
Town-wide Network Support	Technology	\$1,200.00	12.00	12.00	\$14,400.00	\$14,400.00	HubTech
Network support services	Technology	\$4,000.00	2.00	2.00	\$8,000.00	\$8,000.00	Integritys Comm Group
Server offsite backup	Technology	\$41,850.00	1.00	1.00	\$41,850.00	\$41,850.00	Zetta
Server support	Technology	\$1,000.00	6.00	6.00	\$6,000.00	\$6,000.00	Hewlett Packard
Web support and hosting, monthly	Technology	\$175.00	12.00	12.00	\$2,100.00	\$2,100.00	GetFused
Web support and hosting services	Technology	\$250.00	6.00	6.00	\$1,500.00	\$1,500.00	GetFused
Web support and hosting, monthly	Technology	\$45.00	12.00	12.00	\$540.00	\$540.00	LaneChange
				Subtotal	\$74,390.00	\$74,390.00	
				Account Subtotal	\$431,152.00	\$431,152.00	

FINANCE DEPARTMENT SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$8,636.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Purchasing
5601	Technology Supplies	\$27,844.18	\$35,052.63	\$28,089.72	\$50,000.00	\$35,000.00	\$35,000.00	
		\$36,480.42	\$35,052.63	\$28,089.72	\$50,000.00	\$35,000.00	\$35,000.00	

ACCOUNT DETAIL		Program	Unit	Qty.	Qty.	Amount	Amount	Notes
Number	Item	/ Service	Cost	Request	Recom.	Request	Recom.	
5601	Technology Supplies							
	Peripherals per desktop	Technology	\$75.00	100.00	100.00	\$7,500.00	\$7,500.00	130 desktops, 4-year replacement schedule
	Peripherals per desktop replacement	Technology	\$150.00	30.00	30.00	\$4,500.00	\$4,500.00	
	Peripherals per mobile device	Technology	\$75.00	15.00	15.00	\$1,125.00	\$1,125.00	20 mobile devices, 4-year replacement schedule
	Peripherals per mobile replacements	Technology	\$150.00	5.00	5.00	\$750.00	\$750.00	
	Server mount and rack replacements	Technology	\$750.00	4.00	4.00	\$3,000.00	\$3,000.00	
	Wireless/network system equipment	Technology	\$50.00	50.00	50.00	\$2,500.00	\$2,500.00	
	Miscellaneous supplies	Technology	\$1.00	10,625.00	10,625.00	\$10,625.00	\$10,625.00	
	Software Programs	Technology	\$1.00	5,000.00	5,000.00	\$5,000.00	\$5,000.00	
				Account Subtotal		\$35,000.00	\$35,000.00	

FINANCE DEPARTMENT OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5192	Car Allowance	\$0.00	\$9,000.00	\$7,875.00	\$0.00			Moved to Personnel Services
5305	Meetings & Conferences	\$1,209.23	\$1,666.11	\$5,148.45	\$3,845.00	\$4,210.00	\$4,210.00	
5710	Travel Expenses	\$254.13	\$839.07	\$1,434.29	\$2,154.00	\$2,296.00	\$2,296.00	
5730	Dues & Memberships	\$850.00	\$1,555.00	\$1,095.00	\$905.00	\$905.00	\$905.00	
5785	Surety Bond	\$1,208.75	\$0.00	\$1,142.00	\$1,800.00	\$1,800.00	\$1,800.00	
		\$3,522.11	\$13,060.18	\$16,694.74	\$8,704.00	\$9,211.00	\$9,211.00	

ACCOUNT DETAIL		Program	Unit	Qty.	Qty.	Amount	Amount	Notes
Number	Item	/ Service	Cost	Request	Recom.	Request	Recom.	
5305	Meetings & Conferences							
	Mass Muni Auditors & Accts	Accounting	\$100.00	1.00	1.00	\$100.00	\$100.00	
	Mass Muni Auditors & Accts	Accounting	\$50.00	6.00	6.00	\$300.00	\$300.00	
	Mass Muni Auditors & Accts	Accounting	\$600.00	1.00	1.00	\$600.00	\$600.00	
	Mass Govt Financial Officers Assn	Finance	\$25.00	6.00	6.00	\$150.00	\$150.00	
	Norfolk Cty Muni Finance Officers Assn	Accounting	\$25.00	4.00	4.00	\$100.00	\$100.00	
	Norfolk Cty Muni Finance Officers Assn	Treasury	\$25.00	4.00	4.00	\$100.00	\$100.00	
	Norfolk Cty Muni Finance Officers Assn	Collections	\$25.00	4.00	4.00	\$100.00	\$100.00	
	Mass Collector/Treasurer Assn	Treasury/Collect	\$25.00	10.00	10.00	\$250.00	\$250.00	
	Mass Collector/Treasurer Assn School	Treasury	\$90.00	2.00	2.00	\$180.00	\$180.00	
	Mass Collector/Treasurer Assn School	Collections	\$90.00	2.00	2.00	\$180.00	\$180.00	
	Assn Town Finance Committees	Budget	\$50.00	1.00	1.00	\$50.00	\$50.00	
	Mass Municipal Assn	Finance	\$150.00	2.00	2.00	\$300.00	\$300.00	
	Mass Municipal Assn	Budget	\$150.00	1.00	1.00	\$150.00	\$150.00	
	Mass Certified Public Procurement	Budget	\$450.00	3.00	3.00	\$1,350.00	\$1,350.00	
	Mass Govt Information Systems Assn	Technology	\$30.00	10.00	10.00	\$300.00	\$300.00	
		Account Subtotal				\$4,210.00	\$4,210.00	
5710	Travel Expenses							
	Mass Collector/Treasurer Assn expenses	Treasury	\$400.00	1.50	1.50	\$600.00	\$600.00	
	Mass Collector/Treasurer Assn expenses	Collections	\$400.00	1.50	1.50	\$600.00	\$600.00	
	Mass Collector/Treasurer Assn travel	Treasury	\$0.575	300.00	300.00	\$173.00	\$173.00	
	Mass Collector/Treasurer Assn travel	Collections	\$0.575	300.00	300.00	\$173.00	\$173.00	
	Mass Muni Auditors & Accts travel	Accounting	\$0.575	300.00	300.00	\$173.00	\$173.00	
	Local travel	Finance	\$0.575	400.00	400.00	\$230.00	\$230.00	
	StatNet	Budget	\$0.575	240.00	240.00	\$138.00	\$138.00	
	Mass Municipal Assn	Budget	\$0.575	30.00	30.00	\$18.00	\$18.00	
	Division of Capital Asset Mgmt	Budget	\$0.575	150.00	150.00	\$87.00	\$87.00	MCPPO trainings
	Assn Town Finance Committees	Budget	\$0.575	60.00	60.00	\$35.00	\$35.00	Annual conference
	Local travel	Budget	\$0.575	120.00	120.00	\$69.00	\$69.00	
		Account Subtotal				\$2,296.00	\$2,296.00	
5730	Dues & Memberships							
	Mass Municipal Auditors & Accountants	Accounting	\$80.00	2.00	2.00	\$160.00	\$160.00	
	Mass Govt Financial Officers Assn	Accounting	\$60.00	2.00	2.00	\$120.00	\$120.00	
	Mass Govt Financial Officers Assn	Treasury	\$60.00	1.00	1.00	\$60.00	\$60.00	
	Norfolk Cty Muni Finance Officers Assn	Accounting	\$25.00	2.00	2.00	\$50.00	\$50.00	
	Norfolk Cty Muni Finance Officers Assn	Treasury	\$25.00	1.00	1.00	\$25.00	\$25.00	
	Plym/Norf Cty Auditors & Accountants	Accounting	\$30.00	1.00	1.00	\$30.00	\$30.00	
	Mass Collector/Treasurer Assn	Treasury	\$180.00	1.00	1.00	\$180.00	\$180.00	
	Mass Collector/Treasurer Assn	Collections	\$90.00	2.00	2.00	\$180.00	\$180.00	
	Mass Govt Information Systems Assn	Technology	\$100.00	1.00	1.00	\$100.00	\$100.00	
		Account Subtotal				\$905.00	\$905.00	
5785	Surety Bond							
	Finance Director, \$10,000	Accounting	\$200.00	1.00	1.00	\$200.00	\$200.00	
	Treasurer/Collector, \$250,000	Treasury	\$800.00	1.00	1.00	\$800.00	\$800.00	
	Assistant Director, \$62,500	Collections	\$400.00	1.00	1.00	\$400.00	\$400.00	
	Assistant Treasurer, \$62,500	Treasury	\$400.00	1.00	1.00	\$400.00	\$400.00	
		Account Subtotal				\$1,800.00	\$1,800.00	

FINANCE COMMITTEE - 131

BUDGET SUMMARY

Department Mission, Programs, and Services

The Finance Committee has oversight responsibility for all of the Town's municipal financial matters, as well as other statutory authority granted to them by Town By-Law. The Committee's primary responsibility is to make recommendations on financial matters to Town Meeting, which includes the Town's annual operating and capital budgets. The committee's budget preparation entails a review of expenses and payroll for all departments. In addition, the committee works with the Capital Expenditures Committee in the preparation of the Town's annual Capital Improvement Plan.

The Finance Committee's advisory role extends to financial management, financial policy, and financial planning. In addition, the Committee can authorize transfers during the fiscal year from the Reserve Fund, for "extraordinary and unforeseen" expenditures.

The Committee consists of nine members: one from each of the Town's seven precincts, and two members at large. Committee members are appointed by the Town Moderator for three-year terms.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Budget Assistant	1.0	0.0	0.0	0.0	0.0	0.0
	1.0	0.0	0.0	0.0	0.0	0.0

Significant Changes Requested for FY16

Ongoing Projects and Initiatives

Explanation of Increase or Decrease Associated with Maintaining Service Level.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$40,631.07	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Purchase of Services	\$4,324.00	\$5,029.66	\$6,935.00	\$4,820.00	\$4,820.00	\$4,820.00
Supplies	\$272.92	\$123.00	\$130.00	\$150.00	\$150.00	\$150.00
Other Charges & Expenses	\$641.19	\$598.00	\$363.00	\$673.00	\$673.00	\$673.00
Reserve Fund	\$0.00	\$0.00	\$0.00	\$486,924.00	\$500,000.00	\$500,000.00
TOTAL	\$45,869.18	\$5,750.66	\$7,428.00	\$492,567.00	\$505,643.00	\$505,643.00

FINANCE COMMITTEE PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5343	Printing	\$4,324.00	\$5,029.66	\$6,835.00	\$4,820.00	\$4,820.00	\$4,820.00	
	Prof/Tech Town Meeting/Committees			\$100.00	\$0.00			
		\$4,324.00	\$5,029.66	\$6,935.00	\$4,820.00	\$4,820.00	\$4,820.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5343	Printing							
	Annual Town Meeting books	Town Meeting	\$4.75	500.00	500.00	\$2,375.00	\$2,375.00	
	Special Town Meeting books	Town Meeting	\$4.75	500.00	500.00	\$2,375.00	\$2,375.00	
	Delivery of Town Meeting books	Town Meeting	\$35.00	2.00	2.00	\$70.00	\$70.00	
	Advertise Town Meeting	Town Meeting	\$1.00	0.00	0.00	\$0.00	\$0.00	
Account Subtotal						\$4,820.00	\$4,820.00	

FINANCE COMMITTEE SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$272.92	\$0.00	\$0.00	\$0.00			Moved to Central Purchasing
5580	Town Moderator's Supplies	\$0.00	\$123.00	\$130.00	\$150.00	\$150.00	\$150.00	
		\$272.92	\$123.00	\$130.00	\$150.00	\$150.00	\$150.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5580	Town Moderator's Supplies							
	Mass. Moderator's Association	Town Meeting	\$20.00	1.00	1.00	\$20.00	\$20.00	
	Town Meeting supplies	Town Meeting	\$10.00	13.00	13.00	\$130.00	\$130.00	
Account Subtotal						\$150.00	\$150.00	

FINANCE COMMITTEE OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$373.19	\$330.00	\$90.00	\$405.00	\$405.00	\$405.00	
5730	Dues & Memberships	\$268.00	\$268.00	\$273.00	\$268.00	\$268.00	\$268.00	
		\$641.19	\$598.00	\$363.00	\$673.00	\$673.00	\$673.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Amount
5305	Meetings & Conferences							
Assn of Town Finance Committees	Professional Development		\$45.00	9.00	9.00	\$405.00	\$405.00	
Account Subtotal						\$405.00	\$405.00	
5730	Dues & Memberships							
Assn of Town Finance Committees	Professional Development		\$1.00	268.00	268.00	\$268.00	\$268.00	
Account Subtotal						\$268.00	\$268.00	

FINANCE COMMITTEE RESERVE FUND

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5783	Reserve Fund	\$0.00	\$0.00	\$0.00	\$486,924.00	\$500,000.00	\$500,000.00	
		\$0.00	\$0.00	\$0.00	\$486,924.00	\$500,000.00	\$500,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Amount
5783	Reserve Fund							
	Percent of FY14 budget		\$102,007,526	0.49%	0.49%	\$500,000.00	\$500,000.00	
					Account Subtotal	\$500,000.00	\$500,000.00	

CENTRAL PURCHASING - 138 BUDGET SUMMARY

Department Mission, Programs, and Services

Central Purchasing is a non-staffed budget, managed by the Town Manager, Finance, and Facilities departments. The budget includes funds for the Town Hall bargaining unit's overtime and sick incentive, postage and office supplies for all Town departments, and the Public Service Recognition Committee's annual ceremony.

Significant Changes Requested for FY16

Central Overtime and Sick has been adjusted to reflect recent trends after several years of unusually high numbers of committees/meetings

Ongoing Projects and Initiatives

Explanation of Increase or Decrease Associated with Maintaining Service Level.

See Above.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Central Overtime & Sick	\$71,417.24	\$56,536.50	\$47,585.17	\$85,663.00	\$55,000.00	\$55,000.00
Purchase of Services	\$439,172.93	\$959.77	\$13,237.22	\$1,000.00	\$1,000.00	\$1,000.00
Central Postage	\$96,017.40	\$98,351.70	\$56,600.34	\$87,431.00	\$84,931.00	\$84,931.00
Supplies	\$1,367.40	\$25,633.33	\$31,458.00	\$36,420.00	\$39,920.00	\$39,920.00
Non-Capital Equipment	\$43,883.75	\$51,677.50	\$24,854.21	\$58,000.00	\$26,000.00	\$26,000.00
TOTAL	\$651,858.72	\$233,158.80	\$173,734.94	\$268,514.00	\$206,851.00	\$206,851.00

CENTRAL PURCHASING CENTRAL OVERTIME AND SICK LEAVE

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5130	Overtime	\$42,565.56	\$47,580.30	\$29,583.57	\$65,663.00	\$40,000.00	\$40,000.00	
5194	Sick Leave Incentive	\$28,851.68	\$8,956.20	\$18,001.60	\$20,000.00	\$15,000.00	\$15,000.00	
		\$71,417.24	\$56,536.50	\$47,585.17	\$85,663.00	\$55,000.00	\$55,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Amount
5130	Overtime							
	Board of Selectmen		\$44.76	100.00	100.00	\$4,476.00	\$4,476.00	
	Finance Committee meetings		\$36.98	63.00	63.00	\$2,330.00	\$2,330.00	
	Finance Committee warrant hearings		\$36.98	24.00	24.00	\$888.00	\$888.00	
	Finance Committee budget hearing		\$36.98	8.00	8.00	\$296.00	\$296.00	
	Capital Expenditure Committee meetings		\$36.98	18.00	18.00	\$666.00	\$666.00	
	Quarterly tax bills		\$39.62	150.00	150.00	\$5,943.00	\$5,943.00	
	OPEB and retirement		\$42.62	10.00	10.00	\$427.00	\$427.00	
	Open enrollment		\$42.62	24.00	24.00	\$1,023.00	\$1,023.00	
	Town Clerk staff, elections		\$41.30	24.00	24.00	\$992.00	\$992.00	
	Town Clerk staff, Town Meeting		\$41.30	40.00	40.00	\$1,652.00	\$1,652.00	
	Conservation Commission meetings		\$36.98	48.00	48.00	\$1,775.00	\$1,775.00	
	Planning Board meetings		\$37.70	60.00	60.00	\$2,262.00	\$2,262.00	
	Master Plan Committee meetings		\$37.70	30.00	30.00	\$1,131.00	\$1,131.00	
	Zoning Board of Appeals meetings		\$37.70	48.00	48.00	\$1,810.00	\$1,810.00	
	Design Review Advisory Board meetings		\$37.70	54.00	54.00	\$2,036.00	\$2,036.00	
	Police administrative projects		\$37.70	8.00	8.00	\$302.00	\$302.00	
	Police management support projects		\$41.82	24.00	24.00	\$1,004.00	\$1,004.00	
	Animal control		\$38.31	70.00	70.00	\$2,682.00	\$2,682.00	
	Building inspectors		\$45.80	20.00	20.00	\$916.00	\$916.00	
	Board of Health meetings		\$37.70	18.00	18.00	\$679.00	\$679.00	
	Board of Health inspections		\$45.80	50.00	50.00	\$2,290.00	\$2,290.00	
	Parks & Rec Commission meetings		\$32.85	48.00	48.00	\$1,577.00	\$1,577.00	
	Miscellaneous coverage and support		\$39.62	75.00	75.00	\$2,843.00	\$2,843.00	
						Account Subtotal	\$40,000.00	\$40,000.00
5194	Sick Leave Incentive							
	Quarterly payments		\$100.00	150.00	150.00	\$15,000.00	\$15,000.00	
						\$0.00	\$0.00	
						Account Subtotal	\$15,000.00	\$15,000.00

CENTRAL PURCHASING CENTRAL POSTAGE

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5345	Central Postage	\$96,017.40	\$98,351.70	\$56,600.34	\$87,431.00	\$84,931.00	\$84,931.00	
		\$96,017.40	\$98,351.70	\$56,600.34	\$87,431.00	\$84,931.00	\$84,931.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5345	Central Postage							
	Census mailing	Census	\$0.49	14,500.00	14,500.00	\$7,105.00	\$7,105.00	
	Property tax/Sewer bills	Collections	\$0.49	81,632.65	81,632.65	\$40,000.00	\$40,000.00	
	Annual Town Meeting books	Town Meeting	\$0.21	300.00	300.00	\$63.00	\$63.00	
	Special Town Meeting books	Town Meeting	\$0.21	300.00	300.00	\$63.00	\$63.00	
	Vendor checks and W-2s	Administration	\$0.49	13,265.30	13,265.30	\$6,500.00	\$6,500.00	
	Courier service	Administration	\$75.00	250.00	250.00	\$18,750.00	\$18,750.00	
	Bulk mail permit renewal	Administration	\$200.00	1.00	1.00	\$200.00	\$200.00	
	Miscellaneous communication	Administration	\$0.49	25,000.00	25,000.00	\$12,250.00	\$12,250.00	
				Account Subtotal		\$84,931.00	\$84,931.00	

CENTRAL PURCHASING SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$1,367.40	\$25,633.33	\$26,791.82	\$14,500.00	\$18,000.00	\$18,000.00	Transfer from Police, Parks & Rec
5421	Paper			\$3,018.37	\$8,000.00	\$8,000.00	\$8,000.00	Transfer from Police, Parks & Rec
5424	Ink & Toner			\$1,037.75	\$8,000.00	\$8,000.00	\$8,000.00	Transfer from Police, Parks & Rec
5429	Office Supplies, Specialized			\$0.00	\$2,500.00	\$2,500.00	\$2,500.00	
5490	Food & Food Supplies			\$610.06	\$3,120.00	\$3,120.00	\$3,120.00	Transfer from Police, Fire, DPW
5500	Medical Supplies			\$0.00	\$300.00	\$300.00	\$300.00	
		\$1,367.40	\$25,633.33	\$31,458.00	\$36,420.00	\$39,920.00	\$39,920.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5420	Office Supplies, General							
	Envelopes	Administration	\$0.05	20,000.00	20,000.00	\$1,000.00	\$1,000.00	
	Envelopes	Collections	\$0.05	120,000.00	120,000.00	\$6,000.00	\$6,000.00	
	Small office equipment	Administration	\$20.00	50.00	50.00	\$1,000.00	\$1,000.00	
	Miscellaneous consumable	Administration	\$10.00	1,000.00	1,000.00	\$10,000.00	\$10,000.00	
						Account Subtotal	\$18,000.00	\$18,000.00
5421	Paper							
	Copy paper, 8.5x11	Administration	\$28.00	240.00	240.00	\$6,720.00	\$6,720.00	Increased for Police, Parks & Rec
	Copy paper, 8.5x14	Administration	\$34.00	12.00	12.00	\$408.00	\$408.00	
	Copy paper, 11x14	Administration	\$48.25	5.00	5.00	\$242.00	\$242.00	
	Bonded paper, 8.5x11	Administration	\$30.00	6.00	6.00	\$180.00	\$180.00	
	Colored paper, 8.5x11	Administration	\$30.00	15.00	15.00	\$450.00	\$450.00	Increased for Parks & Rec
						Account Subtotal	\$8,000.00	\$8,000.00
5424	Ink & Toner							
	High-yield black, Selectmen	Administration	\$75.00	10.00	10.00	\$750.00	\$750.00	
	High-yield black, Finance	Administration	\$150.00	4.00	4.00	\$600.00	\$600.00	
	High-yield black, Payroll	Administration	\$75.00	1.00	1.00	\$75.00	\$75.00	
	High-yield black, Assessors	Administration	\$150.00	2.00	2.00	\$300.00	\$300.00	
	High-yield black, Town Clerk	Administration	\$150.00	2.00	2.00	\$300.00	\$300.00	
	High-yield black, Building	Administration	\$75.00	2.00	2.00	\$150.00	\$150.00	
	High-yield black, Public Works	Administration	\$200.00	6.00	6.00	\$1,200.00	\$1,200.00	
	High-yield black, Public Works	Administration	\$150.00	6.00	6.00	\$900.00	\$900.00	
	High-yield black, Council On Aging	Administration	\$75.00	2.00	2.00	\$150.00	\$150.00	
	High-yield black, Parks & Recreation	Administration	\$75.00	3.00	3.00	\$225.00	\$225.00	
	High-yield black, Endicott Estate	Administration	\$150.00	2.00	2.00	\$300.00	\$300.00	
	High-yield color, Selectmen	Administration	\$175.00	2.00	2.00	\$350.00	\$350.00	
	High-yield color, Finance	Administration	\$175.00	2.00	2.00	\$350.00	\$350.00	
	High-yield color, Assessors	Administration	\$175.00	1.00	1.00	\$175.00	\$175.00	
	High-yield color, Town Clerk	Administration	\$175.00	1.00	1.00	\$175.00	\$175.00	
	High-yield color, Public Works	Administration	\$175.00	2.00	2.00	\$350.00	\$350.00	
	High-yield color, Public Works	Administration	\$250.00	3.00	3.00	\$750.00	\$750.00	
	Desktop black, Treasurer	Administration	\$30.00	3.00	3.00	\$90.00	\$90.00	
	Desktop black, Collectors	Administration	\$30.00	3.00	3.00	\$90.00	\$90.00	
	Desktop black, Technology	Administration	\$30.00	3.00	3.00	\$90.00	\$90.00	
	Desktop black, Assessors	Administration	\$30.00	1.00	1.00	\$30.00	\$30.00	
	Desktop black, Human Resources	Administration	\$30.00	2.00	2.00	\$60.00	\$60.00	
	Desktop black, Conservation	Administration	\$30.00	1.00	1.00	\$30.00	\$30.00	
	Desktop black, Planning	Administration	\$30.00	2.00	2.00	\$60.00	\$60.00	
	Desktop black, Building	Administration	\$30.00	3.00	3.00	\$90.00	\$90.00	
	Desktop black, Health	Administration	\$30.00	3.00	3.00	\$90.00	\$90.00	
	Desktop black, Youth	Administration	\$30.00	1.00	1.00	\$30.00	\$30.00	
	Desktop black, Veterans	Administration	\$30.00	1.00	1.00	\$30.00	\$30.00	
	Desktop color, Conservation	Administration	\$50.00	1.00	1.00	\$50.00	\$50.00	
	Desktop color, Health	Administration	\$50.00	1.00	1.00	\$50.00	\$50.00	
	Desktop color, Veterans	Administration	\$50.00	1.00	1.00	\$50.00	\$50.00	
	Fax: Selectmen	Administration	\$20.00	1.00	1.00	\$20.00	\$20.00	
	Fax: Finance	Administration	\$20.00	1.00	1.00	\$20.00	\$20.00	
	Fax: Planning	Administration	\$20.00	1.00	1.00	\$20.00	\$20.00	
						Account Subtotal	\$8,000.00	\$8,000.00
5429	Office Supplies, Specialized							
	Deposit bags	Collections	\$50.00	50.00	50.00	\$2,500.00	\$2,500.00	
						Account Subtotal	\$2,500.00	\$2,500.00
5490	Food & Food Supplies							
	Bottled water, Police		\$60.00	12.00	12.00	\$720.00	\$720.00	
	Bottled water, Fire		\$60.00	12.00	12.00	\$720.00	\$720.00	
	Bottled water, Public Works		\$60.00	12.00	12.00	\$720.00	\$720.00	
	Bottled water, Parks & Recreation		\$60.00	12.00	12.00	\$720.00	\$720.00	Restoration from Zero-Based Budget process
	Quarterly tax billing staff supplies	Collections	\$60.00	4.00	4.00	\$240.00	\$240.00	
						Account Subtotal	\$3,120.00	\$3,120.00
5500	Medical Supplies							
	Public Works, quarterly restocking		\$75.00	4.00	4.00	\$300.00	\$300.00	
						Account Subtotal	\$300.00	\$300.00

CENTRAL PURCHASING NON-CAPITAL EQUIPMENT

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5850	New Equipment	\$43,883.75	\$34,183.05	\$9,439.73	\$6,350.00	\$3,000.00	\$3,000.00	
5870	Replacement Equipment	\$0.00	\$17,494.45	\$15,414.48	\$51,650.00	\$23,000.00	\$23,000.00	
		\$43,883.75	\$51,677.50	\$24,854.21	\$58,000.00	\$26,000.00	\$26,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5850	New Equipment							
	Office Equipment		\$300.00	10.00	10.00	\$3,000.00	\$3,000.00	
						Account Subtotal	\$3,000.00	
5870	Replacement Equipment							
	Office equipment-Fire		\$200.00	5.00	5.00	\$1,000.00	\$1,000.00	Chairs
	Office equipment		\$200.00	110.00	110.00	\$22,000.00	\$22,000.00	
						Account Subtotal	\$23,000.00	

BOARD OF ASSESSORS - 141

BUDGET SUMMARY

Department Mission, Programs, and Services

The role of the Board of Assessors and department staff is defined by the Massachusetts General Laws. The primary responsibility of the department is to value all real and personal property within the Town in order to fairly assess taxes. Additional responsibilities include: reviewing property sales; annual analysis for value adjustments; preparation for triennial certification of property values by the Department of Revenue; inspections of properties issued building permits to establish new growth for the levy limit on property tax; fixing the annual tax levy to set the tax rate; processing applications for abatements and exemptions; and other statutory and regulatory requirement standards of the Department of Revenue, Division of Local Services.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Director of Assessing	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Director of Assessing	1.0	1.0	1.0	1.0	1.0	1.0
Assessing Specialist	3.0	3.0	3.0	3.0	3.0	3.0
	5.0	5.0	5.0	5.0	5.0	5.0

Significant Changes Requested for FY16

Ongoing Projects and Initiatives

Explanation of Increase or Decrease Associated with Maintaining Service Level.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$298,338.74	\$304,016.86	\$328,878.76	\$309,002.00	\$318,920.00	\$318,920.00
Substitutes	\$6,525.10	\$1,440.08	\$0.00	\$0.00	\$0.00	\$0.00
Purchase of Services	\$1,066.20	\$0.00	\$0.00	\$2,300.00	\$2,300.00	\$2,300.00
Supplies	\$2,339.17	\$0.00	\$0.00	\$1,100.00	\$1,250.00	\$1,250.00
Other Charges & Expenses	\$4,865.93	\$4,310.33	\$7,712.94	\$5,838.00	\$5,932.00	\$5,932.00
TOTAL	\$313,135.14	\$309,767.27	\$336,591.70	\$318,240.00	\$328,402.00	\$328,402.00

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ESTIMATE	FY16 ESTIMATE
Taxes and Excises	\$26,949.00	\$27,100.00	\$27,780.00	\$20,000.00	\$0.00
Charges for Services	\$481.00	\$694.00	\$1,293.90	\$600.00	\$0.00
State Revenue	\$525,380.00	\$42,168.00	\$130,474.00	\$134,800.00	\$0.00
TOTAL	\$552,810.00	\$69,962.00	\$159,547.90	\$155,400.00	\$0.00

BOARD OF ASSESSORS PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	
BOARD OF ASSESSORS																			
5110-141	Board of Assessors	Board	N/A	N/A	0.0	N/A	\$0.00	0.0	\$6,900.00	\$0.00	\$6,900.00	0.0	N/A	\$0.00	0.0	\$6,900.00	\$0.00	\$6,900.00	\$6,900.00
Subtotal					0.0				\$6,900.00	\$0.00	\$6,900.00	0.0				\$6,900.00	\$0.00	\$6,900.00	\$6,900.00
MANAGEMENT STAFF																			
5110-142	Director of Assessments	Henderson	M-5	7/1	1.0	2	\$0.00	13.1	\$0.00	\$0.00	\$66,807.00	1.0	3	\$2,991.15	26.2	\$78,368.13	\$0.00	\$78,369.00	\$78,369.00
Subtotal					1.0				\$0.00	\$0.00	\$66,807.00	1.0				\$78,368.13	\$0.00	\$78,369.00	\$78,369.00
TECHNICAL STAFF																			
5110-143	Assessing Specialist	Koons	TS-2	N/A	1.0	7	\$2,260.50	26.1	\$58,999.05	\$390.00	\$59,390.00	1.0	7	\$2,260.50	26.2	\$59,225.10	\$390.00	\$59,616.00	\$59,616.00
5110-143	Assessing Specialist	D'Olimpio	TS-2	1/1	1.0	6	\$2,182.50	13.05	\$28,481.63	\$0.00	\$28,482.00	1.0	7	\$2,260.50	13.10	\$29,612.55	\$0.00	\$29,613.00	\$29,613.00
					5	\$2,109.75	13.05	\$27,532.24	\$0.00	\$27,543.00	6		\$2,182.50	13.10	\$28,590.75	\$150.00	\$28,741.00	\$28,741.00	
5110-143	Assessing Specialist	Albani	TS-2	7/1	1.0	2	\$1,968.75	26.1	\$51,384.38	\$230.00	\$51,615.00	1.0	3	\$2,039.25	26.2	\$53,428.35	\$230.00	\$53,659.00	\$53,659.00
5110-144	Assistant Director		TS-3	1/1	1.0	7	\$2,891.57	13.1	\$37,879.50	\$0.00	\$63,415.00	1.0	1	\$1,976.25	13.1	\$25,888.88	\$0.00	\$25,889.00	\$25,889.00
Subtotal					4.0				\$204,276.79	\$620.00	\$230,445.00	4.0				\$223,528.58	\$770.00	\$224,301.00	\$224,301.00
CONTRACTUAL ALLOWANCES																			
5192	Car Allowance	D'Olimpio			0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$0.00	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00
Subtotal											\$0.00							\$4,500.00	\$4,500.00
OTHER PERSONNEL SERVICES																			
5192	Car Allowance	Henderson			0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00
5193	License Renewal	Henderson			0.0	N/A	\$350.00	1.0	\$350.00	\$0.00	\$350.00	0.0	N/A	\$350.00	1.0	\$350.00	\$0.00	\$350.00	\$350.00
5193	License Renewal	D'Olimpio			0.0	N/A	\$0.00	12.0	\$0.00	\$0.00	\$0.00	0.0	N/A	\$0.00	1.0	\$0.00	\$0.00	\$0.00	\$0.00
Subtotal											\$4,850.00							\$4,850.00	\$4,850.00
TOTAL PERSONNEL SERVICES					5.0				\$215,851.79	\$620.00	\$309,002.00	5.0				\$313,471.71	\$770.00	\$318,920.00	\$318,920.00

BOARD OF ASSESSORS SUBSTITUTES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5121	Substitutes	\$6,525.10	\$1,440.08	\$0.00	\$0.00	\$0.00	\$0.00	
		\$6,525.10	\$1,440.08	\$0.00	\$0.00	\$0.00	\$0.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5121	Substitutes							
Account Subtotal						\$0.00	\$0.00	

BOARD OF ASSESSORS PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5271	Rent/Lease Equipment	\$991.20	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Facilities
5311	Training	\$0.00	\$0.00	\$0.00	\$900.00	\$900.00	\$900.00	
5343	Printing	\$0.00	\$0.00	\$0.00	\$1,400.00	\$1,400.00	\$1,400.00	
		\$991.20	\$0.00	\$0.00	\$2,300.00	\$2,300.00	\$2,300.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5311	Training							
	DOR Course 101: Assessment Administr., Law, Procedure & Valuation		\$450.00	1.00	1.00	\$450.00	\$450.00	Newly elected Board member
			\$450.00	1.00	1.00	\$450.00	\$450.00	New department staff training
						Account Subtotal	\$900.00	\$900.00
5343	Printing							
	Commitment Book		\$400.00	1.00	1.00	\$400.00	\$400.00	
	Printing counter maps		\$250.00	4.00	4.00	\$1,000.00	\$1,000.00	
						Account Subtotal	\$1,400.00	\$1,400.00

BOARD OF ASSESSORS SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$2,339.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Purchasing
5580	Valuation Handbook	\$0.00	\$0.00	\$0.00	\$1,100.00	\$1,100.00	\$1,100.00	
5586	Protective Shoes	\$0.00	\$0.00	\$0.00	\$0.00	\$150.00	\$150.00	
		\$2,339.17	\$0.00	\$0.00	\$1,100.00	\$1,250.00	\$1,250.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5580	Valuation Handbook							
	Residential book of costs		\$500.00	1.00	1.00	\$500.00	\$500.00	
	Commercial valuation handbook		\$600.00	1.00	1.00	\$600.00	\$600.00	
Account Subtotal						\$1,100.00	\$1,100.00	
5586	Protective Shoes							
	Protective Shoes, Field Assessor		\$150.00	1.00	0.00	\$150.00	\$150.00	
Account Subtotal						\$150.00	\$150.00	

BOARD OF ASSESSORS OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5192	Car Allowance	\$0.00	\$0.00	\$4,125.00	\$0.00	\$0.00	\$0.00	Moved to Personnel Services
5193	License Renewal	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	Moved to Personnel Services
5305	Meetings & Conferences	\$1,370.00	\$861.00	\$515.00	\$1,690.00	\$1,690.00	\$1,690.00	
5580	Valuation Handbook	\$75.00	\$544.20	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Supplies
5710	Travel Expenses	\$2,332.73	\$1,887.98	\$2,164.99	\$3,500.00	\$3,594.00	\$3,594.00	
5730	Dues & Memberships	\$776.20	\$664.95	\$250.00	\$250.00	\$250.00	\$250.00	
5735	Publications & Subscriptions	\$312.00	\$352.20	\$657.95	\$398.00	\$398.00	\$398.00	
		\$4,865.93	\$4,310.33	\$7,712.94	\$5,838.00	\$5,932.00	\$5,932.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	Norfolk/Suffolk County Assessors Assn		\$35.00	6.00	6.00	\$210.00	\$210.00	
	MAAO annual summer conference		\$300.00	1.00	1.00	\$300.00	\$300.00	
	MAAO annual spring conference		\$300.00	1.00	1.00	\$300.00	\$300.00	
	MAAO winter meeting		\$60.00	3.00	3.00	\$180.00	\$180.00	
	MAAO annual conference expenses		\$700.00	1.00	1.00	\$700.00	\$700.00	
						Account Subtotal	\$1,690.00	\$1,690.00
5710	Travel Expenses							
	Local mileage, field inspector (Current level of in-house inspections)		\$0.575	3,571.20	3,571.20	\$2,054.00	\$2,054.00	Average 300 miles/month
	Local mileage, addl field inspections (Increased in-house inspections)		\$0.575	2,678.00	2,678.00	\$1,540.00	\$1,540.00	Projected average of 225 miles/month
						Account Subtotal	\$3,594.00	\$3,594.00
5730	Dues & Memberships							
	Mass Assn of Assessing Officers		\$150.00	1.00	1.00	\$150.00	\$150.00	
	Norfolk/Suffolk County Assessors Assn		\$100.00	1.00	1.00	\$100.00	\$100.00	
						Account Subtotal	\$250.00	\$250.00
5735	Publications & Subscriptions							
	MLS quarterly subscription		\$87.00	4.00	4.00	\$348.00	\$348.00	
	Registry of Deeds copies		\$0.05	1,000.00	1,000.00	\$50.00	\$50.00	
						Account Subtotal	\$398.00	\$398.00

LEGAL - 151

BUDGET SUMMARY

Department Mission, Programs, and Services

The Legal budget is managed by the Board of Selectmen. Per the Town By-laws, the Selectmen appoint qualified Town Counsel to an annual one-year term. Town Counsel represents the Town in any legal proceedings it may be a part of, including prosecution and defense, and the preparation and approval of contracts, bonds, deeds, and other legal instruments. Town Counsel is also available to advise Town officers, boards, and committees on their respective legal matters.

Significant Changes From FY14

Significant Changes Requested for FY16

The Legal budget has been increased to the level of FY14 in anticipation of additional legal services related to the Municipal Campus.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Purchase of Services	\$172,657.63	\$252,647.06	\$278,420.80	\$215,550.00	\$250,000.00	\$250,000.00
Litigation & Damages	\$5,151.31	\$5,635.74	\$1,000.00	\$25,000.00	\$25,000.00	\$25,000.00
TOTAL	\$177,808.94	\$258,282.80	\$279,420.80	\$240,550.00	\$275,000.00	\$275,000.00

LEGAL PURCHASE OF SERVICES

ACCT NUMBER	5300-151	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5300-151	Town Counsel	\$126,116.80	\$216,554.24	\$210,320.14	\$142,500.00	\$200,000.00	\$200,000.00	
5300-152	Special TC/Litigation	\$18,999.64	\$36,092.82	\$67,710.66	\$48,050.00	\$50,000.00	\$50,000.00	
5300-153	Settlements	\$27,541.19	\$0.00	\$390.00	\$25,000.00	\$0.00	\$0.00	
		\$172,657.63	\$252,647.06	\$278,420.80	\$215,550.00	\$250,000.00	\$250,000.00	

LEGAL LITIGATION AND DAMAGES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5760	Judgments	\$5,151.31	\$5,635.74	\$1,000.00	\$25,000.00	\$25,000.00	\$25,000.00	
		\$5,151.31	\$5,635.74	\$1,000.00	\$25,000.00	\$25,000.00	\$25,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5760	Judgments							
	Damages & claims	Legal	\$1.00	25,000.00	25,000.00	\$25,000.00	\$25,000.00	
						\$0.00	\$0.00	
Account Subtotal						\$25,000.00	\$25,000.00	

HUMAN RESOURCES - 152

BUDGET SUMMARY

Department Mission, Programs, and Services

Human Resources is responsible for the management of employee compensation, benefits, employee relations/labor relations, recruiting and compliance as it relates to employment. We are here to assist employees with problem resolution, to work with managers supporting them in optimizing the employees' work experience and to suggest changes that would benefit both the Town and the employees overall. The HR function can and strives to improve morale and the environment for all Town Employees by introducing new programs, benefits and practices.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Human Resources Director	0.0	0.0	1.1	1.0	1.0	1.0
Benefits Coordinator	0.0	0.0	1.1	1.0	1.0	1.0
Administrative Assistant II	0.0	0.0	0.0	0.2	1.0	0.2
	0.0	0.0	2.2	2.2	3.0	2.2

Significant Changes From FY15

The Town's Human Resources department was established in Fiscal Year 2014, and Dedham's first Human Resources Director was hired in September, 2013. The department's first initiatives have included: review of all Town employees' classification and compensation; developing a Human Resources Information System (HRIS), a database for employees and employment information; developing a pilot performance evaluation program with the Engineering Department; reviewing the Town's employee benefits package; assisting in labor negotiations; and addressing regular issues related to personnel management with all Town departments.

In order to increase the value to the Town, HR requires additional funding for software for performance appraisals, Wellness initiatives and administrative support. With the additional responsibilities of leading the Safety Program, the Wellness Program and supporting a new HR Manager in the school department, the HR Director needs someone who can do the administrative work as people increasingly call upon her to resolve employee related issues, research needed information and continually respond to both Town and employee needs.

Significant Changes Requested for FY16

The department is requesting funding to continue some of the new initiatives recently implemented: Wellness program, employee trainings; compensation comparative analysis and the implementation of a system for performance evaluation.

To address the department's request for additional administrative support staff, HR is requesting that a full time person who can readily assist within the department be approved. This position will fully support the following functions of the Human Resources department: maintenance of the HRIS, personnel files, and job descriptions; leave of absence tracking and coordination; new hire processing (i.e., CORI, reference checks, employment verification, recruitment scheduling, and correspondence); and additional administrative functions, such as administering I-9s and coordinating workplace injury medical care. In addition, this person would be groomed to do some recruiting as well as event planning.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$0.00	\$0.00	\$134,694.79	\$169,039.00	\$211,072.00	\$169,737.00
Purchase of Services	\$0.00	\$0.00	\$5,860.41	\$26,600.00	\$52,900.00	\$52,900.00
Other Charges & Expenses	\$0.00	\$0.00	\$827.27	\$4,191.00	\$4,341.00	\$4,341.00
TOTAL	\$0.00	\$0.00	\$141,382.47	\$199,830.00	\$268,313.00	\$226,978.00

HUMAN RESOURCES PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	
MANAGEMENT STAFF																			
5110-152	Human Resources Director	Johnson	M-7	7/1	1.0	7	\$3,912.47	26.1	\$102,115.47	\$0.00	\$102,116.00	1.0	7	\$3,912.47	26.2	\$102,506.71	\$0.00	\$102,507.00	\$102,507.00
Subtotal					1.0				\$102,115.47	\$0.00	\$102,116.00	1.0				\$102,506.71	\$0.00	\$102,507.00	\$102,507.00
TECHNICAL STAFF																			
5110-154	Benefits Coordinator	Deegan	TS-2	N/A	1.0	7	\$2,260.50	26.1	\$58,999.05	\$310.00	\$59,310.00	1.0	7	\$2,260.50	26.2	\$59,225.10	\$390.00	\$59,616.00	\$59,616.00
Subtotal					1.0				\$58,999.05	\$310.00	\$59,310.00	1.0				\$59,225.10	\$390.00	\$59,616.00	\$59,616.00
SUPPORT STAFF																			
5110-159	Admin. Assistant I	New Hire	SS-3	N/A	0.0	N/A	\$0.00	26.1	\$0.00	\$0.00	\$0.00	1.0	1	\$1,868.25	26.2	\$48,948.15	\$0.00	\$48,949.00	\$0.00
5110-159	Admin. Assistant	New Hire	SS-2	N/A	0.2	N/A	\$290.54	13.05	\$3,791.55	\$0.00	\$3,792.00	1.0	2	\$290.54	13.10	\$3,806.07	\$0.00	\$0.00	\$3,807.00
							\$290.54	13.05	\$3,791.55	\$0.00	\$3,792.00		1	\$290.54	13.10	\$3,806.07	\$0.00	\$0.00	\$3,807.00
Adjustment -Salary										\$29.00									
Subtotal					0.2				\$7,583.09	\$0.00	\$7,613.00	1.0				\$56,560.30	\$0.00	\$48,949.00	\$7,614.00
TOTAL PERSONNEL SERVICES					2.2				\$168,697.61	\$310.00	\$169,039.00	3.0				\$218,292.11	\$390.00	\$211,072.00	\$169,737.00

HUMAN RESOURCES PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5301	Professional/Technical	\$0.00	\$0.00	\$1,257.50	\$15,000.00	\$37,600.00	\$37,600.00	
5306	Advertising	\$0.00	\$0.00	\$245.00	\$2,050.00	\$2,050.00	\$2,050.00	
5315	Pre-Employment Physicals	\$0.00	\$0.00	\$3,252.94	\$1,950.00	\$2,400.00	\$2,400.00	
5317	Drug Testing	\$0.00	\$0.00	\$0.00	\$4,000.00	\$7,250.00	\$7,250.00	
5343	Printing	\$0.00	\$0.00	\$1,104.97	\$3,600.00	\$3,600.00	\$3,600.00	
		\$0.00	\$0.00	\$5,860.41	\$26,600.00	\$52,900.00	\$52,900.00	

ACCOUNT DETAIL		Program	Unit	Qty.	Qty.	Amount	Amount	
Number	Item	/ Service	Cost	Request	Recom.	Request	Recom.	Notes
5301	Professional/Technical							
	HRIS module, monthly support		\$250.00	12.00	12.00	\$3,000.00	\$3,000.00	Harper's Payroll
	Training		\$250.00	10.00	10.00	\$2,500.00	\$2,500.00	MS Office, skills
	Recognition program		\$135.15	74.00	74.00	\$10,000.00	\$10,000.00	event(s) and tokens of appreciation
	Compensation Consulting work		\$9,500.00	1.00	1.00	\$9,500.00	\$9,500.00	
	Airbo (Wellness system)		\$2,600.00	1.00	1.00	\$2,600.00	\$2,600.00	maybe reimbursed by WSHG
	Performance evaluation software		\$5,000.00	1.00	1.00	\$5,000.00	\$5,000.00	
	Performance evaluation implementation		\$100.00	50.00	50.00	\$5,000.00	\$5,000.00	
						Account Subtotal	\$37,600.00	\$37,600.00
5306	Advertising							
	Recruitment postings online		\$250.00	5.00	5.00	\$1,250.00	\$1,250.00	Mass Municipal Association
	Classified ad space, annual payment		\$800.00	1.00	1.00	\$800.00	\$800.00	Boston Globe, Boston.com, LinkedIn
						Account Subtotal	\$2,050.00	\$2,050.00
5315	Pre-Employment Physicals							
	Pre-employment physicals		\$160.00	15.00	15.00	\$2,400.00	\$2,400.00	
						Account Subtotal	\$2,400.00	\$2,400.00
5317	Drug Testing							
	Random drug testing		\$150.00	15.00	15.00	\$2,250.00	\$2,250.00	
	Drug testing for cause, 24-hr		\$150.00	5.00	5.00	\$750.00	\$750.00	Moved from Parks & Recreation and Public Works
	DPW summer help pre-employment drug testing		\$150.00	25.00	25.00	\$3,750.00	\$3,750.00	Moved from DPW
	Fire drug testing program		\$500.00	0.00	1.00	\$500.00	\$500.00	Moved from Fire Department
						Account Subtotal	\$7,250.00	\$7,250.00
5343	Printing							
	Employment law postings, per location		\$300.00	10.00	10.00	\$3,000.00	\$3,000.00	Volume rate. \$500/ea individually
	Participation incentives, Wellness		\$50.00	8.00	8.00	\$400.00	\$400.00	
	Participation incentives, open enrollmt		\$50.00	4.00	4.00	\$200.00	\$200.00	
						Account Subtotal	\$3,600.00	\$3,600.00

HUMAN RESOURCES OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$0.00	\$0.00	\$90.00	\$2,100.00	\$2,100.00	\$2,100.00	
5710	Travel Expenses	\$0.00	\$0.00	\$292.27	\$1,656.00	\$1,656.00	\$1,656.00	
5730	Dues & Memberships	\$0.00	\$0.00	\$445.00	\$435.00	\$585.00	\$585.00	
		\$0.00	\$0.00	\$827.27	\$4,191.00	\$4,341.00	\$4,341.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	Mass Municipal Assn, annual conference		\$150.00	1.00	1.00	\$150.00	\$150.00	
	Mass Municipal Personnel Assn meetings		\$100.00	12.00	12.00	\$1,200.00	\$1,200.00	
	HR labor conference registration		\$750.00	1.00	1.00	\$750.00	\$750.00	
Account Subtotal						\$2,100.00	\$2,100.00	
5710	Travel Expenses							
	Mass Municipal Assn, annual conference		\$50.00	1.00	1.00	\$50.00	\$50.00	
	Mass Municipal Personnel Assn meetings		\$0.56	720.00	720.00	\$404.00	\$404.00	
	HR labor conference airfare		\$400.00	1.00	1.00	\$400.00	\$400.00	
	HR labor conference hotel, expenses		\$600.00	1.00	1.00	\$600.00	\$600.00	
	Local travel		\$0.56	360.00	360.00	\$202.00	\$202.00	
Account Subtotal						\$1,656.00	\$1,656.00	
5730	Dues & Memberships							
	Mass Municipal Personnel Assn		\$250.00	1.00	1.00	\$250.00	\$250.00	
	IPMA-HR		\$150.00	1.00	1.00	\$150.00	\$150.00	
	Society for HR Management		\$185.00	1.00	1.00	\$185.00	\$185.00	
Account Subtotal						\$585.00	\$585.00	

TOWN CLERK - 161 BUDGET SUMMARY

Department Mission, Programs, and Services

The mission of the Town Clerk's office is to consistently provide the best customer service possible. Our department is dedicated to keeping up with all cutting edge technology and to use this information to better communicate with the public and other Town departments. We will continue to use the Town's website as a valuable tool to reach out to the community. We will also continue to acquire grants and reimbursements from state agencies when available.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Town Clerk	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Town Clerk	1.0	1.0	1.0	1.0	1.0	1.0
Administrative Assistant II	2.0	2.0	2.0	2.0	2.0	2.0
	4.0	4.0	4.0	4.0	4.0	4.0

Significant Changes From FY14

The Town Clerk's office has updated the new software programs that was purchased which has made transactions in the office much more efficient in streamlining customer service. The programs include dog license, business certificates, raffle permits, underground storage, and ethics commission requirements. The Town Clerk's office has implemented the record management inventory database that is now has been approved throughout Town Hall. We have also continued to budget money for the preservation of our historic records and have worked with it on better

Significant Changes Requested for FY16

The town clerks will be conducting two elections for the FY 2016 year. The Presidential pre-primary will be held in March of 2016 and the annual town election will be held April 9th, 2016. The Clerks office will be applying for State and Federal reimbursement for the primary election. We have a capital request for 8 new voting machines and 24 new voting booths which need replacement for then FY 16 election cycle. I have also requested an \$25 per poll worker increase in pay, the last increase was implemented in 2006. The increase would meet the requirements of the

Budget Summary

GENERAL FUND EXPENSES	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$226,783.22	\$224,395.48	\$233,997.47	\$244,798.00	\$249,275.00	\$249,275.00
Purchase of Services	\$49,935.85	\$91,353.73	\$36,348.71	\$68,264.00	\$56,238.00	\$56,238.00
Supplies	\$2,392.83	\$736.87	\$746.84	\$750.00	\$750.00	\$750.00
Other Charges & Expenses	\$1,064.89	\$1,207.00	\$1,252.97	\$1,450.00	\$1,450.00	\$1,450.00
TOTAL	\$280,176.79	\$317,693.08	\$272,345.99	\$315,262.00	\$307,713.00	\$307,713.00

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET5	FY16 ESTIMATE
Charges for Services	\$38,696.50	\$36,637.50	\$38,114.50	\$36,150.00	\$0.00
Licenses and Permits	\$20,085.00	\$21,732.00	\$19,190.00	\$20,075.00	\$0.00
State Revenue					
Fines and Forfeits	\$3,610.00	\$905.00	\$660.00	\$1,850.00	\$0.00
TOTAL	\$62,391.50	\$59,274.50	\$57,964.50	\$58,075.00	\$0.00

TOWN CLERK PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND			
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL				
TOWN CLERK																						
5110-161	Town Clerk	Munchbach	M-5	N/A	1.0	7	\$3,425.69	26.1	\$89,410.51			\$89,411.00			1.0	7	\$3,425.69	26.2	\$89,753.08	\$0.00	\$89,754.00	\$89,754.00
5191-161	Certification Stipend		N/A	N/A	0.0	N/A	\$0.00	0.0	\$1,000.00	\$0.00	\$1,000.00	0.0	N/A	\$0.00	0.0	\$1,000.00	\$0.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	
Subtotal					1.0				\$90,410.51	\$0.00	\$90,411.00	1.0				\$90,753.08	\$0.00	\$90,754.00	\$90,754.00			
BOARD OF REGISTRARS																						
5110-163	Board of Registrars		N/A	N/A	0.0	N/A	\$0.00	0.0	\$5,600.00	\$0.00	\$5,600.00	0.0	N/A	\$466.67	12.0	\$5,600.00	\$0.00	\$5,600.00	\$0.00	\$5,600.00	\$5,600.00	
Subtotal					0.0				\$5,600.00	\$0.00	\$5,600.00	0.0				\$5,600.00	\$0.00	\$5,600.00	\$5,600.00			
TECHNICAL STAFF																						
5110-165	Assistant Town Clerk	Morse	TS-3	1/1	1.0	4	\$2,191.50	13.05	\$28,599.08	\$0.00	\$28,600.00	1.0	5	\$2,267.25	13.10	\$29,700.98	\$0.00	\$29,701.00	\$29,701.00			
Subtotal					1.0	3	\$2,116.50	13.05	\$27,620.33	\$0.00	\$27,621.00	1.0	4	\$2,191.50	13.10	\$28,708.65	\$0.00	\$28,709.00	\$28,709.00			
Subtotal					1.0				\$56,219.40	\$0.00	\$56,221.00	1.0				\$58,409.63	\$0.00	\$58,410.00	\$58,410.00			
SUPPORT STAFF																						
5110-168	Admin. Assistant II	McMillan	SS-2	7/1	1.0	4	\$1,677.75	26.1	\$43,789.28	\$0.00	\$43,790.00	1.0	5	\$1,738.50	26.2	\$45,548.70	\$0.00	\$45,549.00	\$45,549.00			
5110-168	Admin. Assistant II	Niland	SS-2	7/1	1.0	7	\$1,860.00	26.1	\$48,546.00	\$230.00	\$48,776.00	1.0	7	\$1,860.00	26.2	\$48,732.00	\$230.00	\$48,962.00	\$48,962.00			
Subtotal					2.0				\$92,335.28	\$230.00	\$92,566.00	2.0				\$94,280.70	\$230.00	\$94,511.00	\$94,511.00			
TOTAL PERSONNEL SERVICES					4.0				\$244,565.18	\$230.00	\$244,798.00	4.0				\$249,043.40	\$230.00	\$249,275.00	\$249,275.00			

TOWN CLERK PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12	FY13	FY14 Actuals	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5300-161	Ballot Services	\$17,608.36	\$14,891.16	\$12,214.09	\$13,733.00	\$11,447.00	\$11,447.00	
5300-162	Stenographer	\$1,441.45	\$2,583.65	\$2,063.50	\$1,500.00	\$1,500.00	\$1,500.00	
5300-163	Binding	\$1,573.00	\$1,812.00	\$3,387.00	\$3,025.00	\$3,025.00	\$3,025.00	
5300-164	Audio	\$962.50	\$210.00	\$135.00	\$500.00	\$500.00	\$500.00	
5245	Equipment Repair	\$1,600.00	\$1,600.00	\$1,600.00	\$1,700.00	\$1,700.00	\$1,700.00	
5306	Advertising	\$1,780.00	\$7,025.00	\$0.00	\$0.00			
5343	Printing	\$680.91	\$682.00	\$745.96	\$3,937.00	\$4,242.00	\$4,242.00	
5344	Census Mailing	\$2,270.52	\$2,248.52	\$2,981.38	\$4,086.00	\$4,086.00	\$4,086.00	
5396	Police Details, Elections	\$10,449.11	\$20,699.57	\$4,607.10	\$15,960.00	\$10,640.00	\$10,640.00	
5397	Police Details, Town Meeting	\$0.00	\$597.52	\$1,164.68	\$1,248.00	\$1,248.00	\$1,248.00	
5398	Poll Workers	\$11,570.00	\$39,004.31	\$7,450.00	\$22,575.00	\$17,850.00	\$17,850.00	
		\$49,935.85	\$91,353.73	\$36,348.71	\$68,264.00	\$56,238.00	\$56,238.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5300-161	Ballot Services							
	Ballots		\$0.25	18,000.00	18,000.00	\$4,500.00	\$4,500.00	
	Memory cards and programming		\$285.75	16.00	16.00	\$4,572.00	\$4,572.00	Eight per election, two elections
	Election machines service		\$475.00	5.00	5.00	\$2,375.00	\$2,375.00	Auto Mark
						Account Subtotal	\$11,447.00	\$11,447.00
5300-162	Stenographer							
	Spring Town Meeting, service fee		\$250.00	1.00	1.00	\$250.00	\$250.00	
	Spring Town Mtg, transcription per page		\$5.00	125.00	125.00	\$625.00	\$625.00	
	Fall Town Meeting, service fee		\$250.00	1.00	1.00	\$250.00	\$250.00	
	Fall Town Mtg, transcription per page		\$5.00	75.00	75.00	\$375.00	\$375.00	
						Account Subtotal	\$1,500.00	\$1,500.00
5300-163	Binding							
	Vital record books		\$175.00	3.00	3.00	\$525.00	\$525.00	
	Historical preservation		\$900.00	2.00	2.00	\$1,800.00	\$1,800.00	
	Street Listing books		\$10.00	70.00	70.00	\$700.00	\$700.00	
						Account Subtotal	\$3,025.00	\$3,025.00
5300-164	Audio							
	Spring Town Meeting, service fee		\$250.00	1.00	1.00	\$250.00	\$250.00	
	Fall Town Meeting, service fee		\$250.00	1.00	1.00	\$250.00	\$250.00	
						Account Subtotal	\$500.00	\$500.00
5245	Equipment Repair							
	Annual maintenance agreement		\$200.00	8.00	8.00	\$1,600.00	\$1,600.00	AccuVote election machines
	Services & repairs		\$100.00	1.00	1.00	\$100.00	\$100.00	
						Account Subtotal	\$1,700.00	\$1,700.00
5306	Advertising							
	Legal notices		\$1,000.00	0.00	0.00	\$0.00	\$0.00	
						Account Subtotal	\$0.00	\$0.00
5343	Printing							
	Spring Town Meeting postcards		\$1.10	280.00	280.00	\$308.00	\$308.00	
	Spring Town Meeting postage		\$0.23	273.00	273.00	\$63.00	\$63.00	
	Fall Town Meeting postcards		\$1.10	280.00	280.00	\$308.00	\$308.00	
	Fall Town Meeting postage		\$0.23	273.00	273.00	\$63.00	\$63.00	
	General Code By-Laws		\$3,500.00	1.00	1.00	\$3,500.00	\$3,500.00	Moved from Selectmen
						Account Subtotal	\$4,242.00	\$4,242.00
5344	Census Mailing							
	Census forms		\$0.22	9,529.00	9,529.00	\$2,097.00	\$2,097.00	
	Envelopes		\$0.05	9,529.00	9,529.00	\$477.00	\$477.00	
	Return envelopes		\$0.05	9,529.00	9,529.00	\$477.00	\$477.00	
	Second census mailing		\$0.23	4,500.00	4,500.00	\$1,035.00	\$1,035.00	
						Account Subtotal	\$4,086.00	\$4,086.00
5396	Police Details, Elections							
	Presidential Pre-primary		\$665.00	8.00	8.00	\$5,320.00	\$5,320.00	
	State election		\$665.00	8.00	8.00	\$0.00	\$0.00	7 precincts, 1 shift commander, 17 hours coverage per election
	Annual town election		\$665.00	8.00	8.00	\$5,320.00	\$5,320.00	
						Account Subtotal	\$10,640.00	\$10,640.00
5397	Police Details, Town Meeting							
	Spring Town Meeting		\$624.00	1.00	1.00	\$624.00	\$624.00	
	Fall Town Meeting		\$624.00	1.00	1.00	\$624.00	\$624.00	
						Account Subtotal	\$1,248.00	\$1,248.00
5398	Poll Workers							
	Election wardens		\$200.00	14.00	14.00	\$2,800.00	\$2,800.00	
	Election asst wardens		\$175.00	14.00	14.00	\$2,450.00	\$2,450.00	1 per precinct, per election;
	Election clerk		\$150.00	14.00	14.00	\$2,100.00	\$2,100.00	2 elections
	Election asst clerk		\$150.00	14.00	14.00	\$2,100.00	\$2,100.00	
	Election poll workers		\$150.00	56.00	56.00	\$8,400.00	\$8,400.00	4 per precinct, per election;
						Account Subtotal	\$17,850.00	\$17,850.00

TOWN CLERK SUPPLIES

ACCT NUMBER	ACCT NAME	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General		\$0.00		\$0.00			Moved to Central Purchasing
5421	Bonded Paper	\$2,392.83	\$445.87		\$0.00			Moved to Central Purchasing
5429	Office Supplies, Specialized		\$291.00	\$746.84	\$750.00	\$750.00	\$750.00	
		\$2,392.83	\$736.87	\$746.84	\$750.00	\$750.00	\$750.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5429	Office Supplies, Specialized							
	Specialty voter cards		\$1.00	120.00	120.00	\$120.00	\$120.00	
	Election markers / sleeves		\$1.00	140.00	140.00	\$140.00	\$140.00	
	Specialty vital cards		\$1.00	140.00	140.00	\$140.00	\$140.00	
	Dog tags		\$1.00	350.00	350.00	\$350.00	\$350.00	
Account Subtotal						\$750.00	\$750.00	

TOWN CLERK OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$484.89	\$642.00	\$ 414.00	\$900.00	\$900.00	\$900.00	
5730	Dues & Memberships	\$580.00	\$565.00	\$ 838.97	\$550.00	\$550.00	\$550.00	
		\$1,064.89	\$1,207.00	\$1,252.97	\$1,450.00	\$1,450.00	\$1,450.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	Mass Town Clerks Assn meetings		\$50.00	4.00	4.00	\$200.00	\$200.00	
	Mass Town Clerks Assn mileage		\$0.56	0.00	0.00	\$0.00	\$0.00	Town Clerk - Falmouth
	Mass Town Clerks Assn mileage		\$0.56	90.00	90.00	\$51.00	\$51.00	Asst Town Clerk - Falmouth
	Mass Town Clerks Assn mileage		\$0.56	0.00	0.00	\$0.00	\$0.00	Town Clerk - Hancock
	Mass Town Clerks Assn mileage		\$0.56	180.00	180.00	\$101.00	\$101.00	Asst Town Clerk - Hancock
	Mass Town Clerks Assn lodging		\$150.00	1.00	1.00	\$150.00	\$150.00	Hancock
	New England Town Clerks Assn mtgs		\$50.00	4.00	4.00	\$200.00	\$200.00	
	New England Town Clerks Assn mileage		\$0.56	0.00	0.00	\$0.00	\$0.00	Town Clerk - Sturbridge
	New England Town Clerks Assn mileage		\$0.56	85.00	85.00	\$48.00	\$48.00	Asst Town Clerk - Sturbridge
	New England Town Clerks Assn lodging		\$150.00	1.00	1.00	\$150.00	\$150.00	
						Account Subtotal	\$900.00	\$900.00
5730	Dues & Memberships							
	Mass Town Clerks Assn		\$100.00	2.00	2.00	\$200.00	\$200.00	
	New England Town Clerks Assn		\$20.00	2.00	2.00	\$40.00	\$40.00	
	Intl Institute of Municipal Clerks		\$270.00	1.00	1.00	\$270.00	\$270.00	
	Tri-Valley Town Clerks Assn		\$25.00	1.00	1.00	\$25.00	\$25.00	Town Clerk
	Tri-Valley Town Clerks Assn		\$15.00	1.00	1.00	\$15.00	\$15.00	Asst Town Clerk
						Account Subtotal	\$550.00	\$550.00

CONSERVATION COMMISSION - 171 BUDGET SUMMARY

Department Mission, Programs, and Services

The Conservation Commission consists of seven members appointed by the Board of Selectmen to three-year terms. The Commission is responsible for ensuring compliance with the Massachusetts Wetlands Protection Act and the local Wetlands Protection and Stormwater Management By-laws. The Commission oversees the permitting process for projects under these regulations.

Department Staffing

Full-Time Equivalent Employees

Position	FY112	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Conservation Agent	0.0	0.0	0.0	0.5	0.5	0.5
Administrative Assistant II	0.8	0.8	1.0	0.0	0.0	0.0
Administrative & Social Media Coordinator	0.0	0.0	0.0	1.0	1.0	1.0
	0.8	0.8	1.0	1.5	1.5	1.5

Significant Changes From FY14

Conservation Agent went from a 1099 consultant to a Town of Dedham part-time employee on Oct. 6, 2014.

Significant Changes Requested for FY16

See above. Hourly rate for Conservation Agent remains the same as FY15.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$32,860.36	\$33,065.55	\$48,429.74	\$51,268.00	\$92,481.00	\$92,481.00
Purchase of Services	\$24,122.08	\$27,544.00	\$19,606.56	\$37,917.00	\$2,500.00	\$2,500.00
Supplies	\$749.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other Charges & Expenses	\$874.00	\$970.40	\$2,270.19	\$2,710.00	\$2,730.00	\$2,730.00
TOTAL	\$58,605.44	\$61,579.95	\$70,306.49	\$91,895.00	\$97,711.00	\$97,711.00

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 ESTIMATE
Charges for Services	\$120.00	\$4,656.54	\$25,946.18	\$24,000.00	\$24,000.00
TOTAL	\$120.00	\$4,656.54	\$25,946.18	\$24,000.00	\$24,000.00

CONSERVATION COMMISSION PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY15 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	
TECHNICAL STAFF																			
5110-174	Administrative & Social Media Coordinator	Bazinet	TS-1	7/1	1.0	5	\$1,962.00	26.1	\$51,202.00	\$0.00	\$51,202.00	1.0	6	\$2,033.25	26.2	\$53,271.15	\$0.00	\$53,272.00	\$53,272.00
5110-175	Conservation Agent	O'Connell										0.5	N/A	\$1,494.00	26.2	\$39,142.80	\$0.00	\$39,143.00	\$39,143.00
Subtotal					1.0				\$51,202.00	\$0.00	\$51,202.00	1.5				\$92,413.95	\$0.00	\$92,415.00	\$92,415.00
OTHER PERSONNEL SERVICES																			
5193	License Renewal	O'Connell	N/A		0.0	N/A	\$66.00	1.0	\$66.00	\$0.00	\$66.00	0.0	N/A	\$66.00	1.0	\$66.00	\$0.00	\$66.00	\$66.00
Subtotal									\$66.00	\$0.00	\$66.00	0.0				\$66.00	\$0.00	\$66.00	\$66.00
TOTAL PERSONNEL SERVICES					1.0				\$51,268.00	\$0.00	\$51,268.00	1.5				\$92,479.95	\$0.00	\$92,481.00	\$92,481.00

CONSERVATION COMMISSION PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5301	Professional/Technical	\$24,122.08	\$27,544.00	\$19,606.56	\$37,917.00	\$2,500.00	\$2,500.00	Moved Agent to Personnel
		\$24,122.08	\$27,544.00	\$19,606.56	\$37,917.00	\$2,500.00	\$2,500.00	

ACCOUNT DETAIL		Program	Unit	Qty.	Qty.	Amount	Amount	Notes
Number	Item	/ Service	Cost	Request	Recom.	Request	Recom.	
5301	Professional/Technical							
	Update Fee Structure	Wetlands/Storm	\$1.00			\$2,500.00	\$2,500.00	The Con Com chairman would like to hire a consultant to review Dedham's wetland and stormwater filing fee structures
Account Subtotal						\$2,500.00	\$2,500.00	

CONSERVATION COMMISSION OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5193	License Renewal	\$0.00	\$66.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Personnel Services
5305	Meetings & Conferences	\$426.00	\$383.40	\$1,241.19	\$1,310.00	\$1,310.00	\$1,310.00	
5580	Publications & Subscriptions	\$0.00	\$0.00	\$0.00	\$0.00	\$20.00	\$20.00	
5730	Dues & Memberships	\$448.00	\$521.00	\$1,029.00	\$1,400.00	\$1,400.00	\$1,400.00	
		\$874.00	\$970.40	\$2,270.19	\$2,710.00	\$2,730.00	\$2,730.00	

ACCOUNT DETAIL		Program	Unit	Qty.	Qty.	Amount	Amount	Notes
Number	Item	/ Service	Cost	Request	Recom.	Request	Recom.	
5305	Meetings & Conferences							
Mass Assn Conservation Commissions	Administration		\$75.00	2.00	2.00	\$150.00	\$150.00	MACC conferences
Mass Assn Conservation Commissions	Administration		\$80.00	2.00	2.00	\$160.00	\$160.00	Board trainings
American Society Landscape Architects	Stormwater		\$1,000.00	1.00	1.00	\$1,000.00	\$1,000.00	
						Account Subtotal	\$1,310.00	\$1,310.00
5580	Publications & Subscriptions							
MACC Handbook Subscriptions	Wetlands		\$20.00	1.00	1.00	\$20.00	\$20.00	
						Account Subtotal	\$20.00	\$20.00
5730	Dues & Memberships							
Mass Assn Conservation Commissions	Administration		\$600.00	1.00	1.00	\$600.00	\$600.00	
Assn of Mass Wetland Scientists	Wetlands		\$100.00	1.00	1.00	\$100.00	\$100.00	
American Society Landscape Architects	Stormwater		\$700.00	1.00	1.00	\$700.00	\$700.00	
						Account Subtotal	\$1,400.00	\$1,400.00

ENVIRONMENTAL - 173 BUDGET SUMMARY

Department Mission, Programs, and Services

The mission of the Environmental Department is to protect the Town's natural resources and create a sustainable Dedham by actively engaging residents and businesses in understanding environmental issues affecting the community. The Department's environmental priorities include promoting access to Dedham's conservation lands, rivers, ponds and brooks, improving the Town's recycling rate, and putting Dedham on the map as one of the greenest communities in the Commonwealth.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Environmental Coordinator	1.0	1.0	1.0	1.0	1.0	1.0
	1.0	1.0	1.0	1.0	1.0	1.0

Significant Changes Requested for FY16

Since the last budget cycle membership dues for the Urban Sustainability Directors Network have increased from \$100 to \$400. I was able to get a scholarship of \$300 for 2015 dues since my budget had yet to reflect this increase in dues obligations. Going forward, however I will need to increase my budget for membership dues to \$400. Meetings and Conferences and Travel Expenses have also increased to account for the American Trails Conference. The request for this budget cycle includes travel to and from the conference, hotel and registration fee. The other conferences that I attend through the New England Municipal Sustainability Network (NEMSN) are covered through funding sources negotiated on behalf of the attendees. Due to the popularity of Dedham Trails Day, the Water Trail event budget has increased to accommodate printing of additional Dedham Trails hats and t-shirts. Other items such as police detail etc are still reflected in this number.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$71,678.43	\$74,637.92	\$81,710.51	\$82,927.00	\$83,239.00	\$83,239.00
Purchase of Services	\$610.33	\$1,160.00	\$6,500.15	\$11,521.00	\$12,597.00	\$12,597.00
Supplies	\$360.44	\$305.80	\$0.00	\$0.00	\$0.00	\$0.00
Other Charges & Expenses	\$1,327.64	\$1,327.64	\$948.77	\$1,186.00	\$2,869.00	\$1,486.00
TOTAL	\$73,976.84	\$77,431.36	\$89,159.43	\$95,634.00	\$98,705.00	\$97,322.00

ENVIRONMENTAL PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY15 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	
MANAGEMENT																			
5110-173	Environmental Coordinator	LeClair	M-4	N/A	1.0	7	\$3,118.42	26.1	\$81,390.76		\$81,391.00	1.0	7	\$3,118.42	26.2	\$81,702.60	\$0.00	\$81,703.00	\$81,703.00
Subtotal					1.0				\$81,390.76	\$0.00	\$81,391.00	1.0				\$81,702.60	\$0.00	\$81,703.00	\$81,703.00
OTHER PERSONNEL																			
5125	Intern	Intern	N/A	N/A	0.0	N/A	\$384.00	4.0	\$1,536.00	\$0.00	\$1,536.00	0.0	N/A	\$384.00	4.0	\$1,536.00	\$0.00	\$1,536.00	\$1,536.00
Subtotal					0.0				\$1,536.00	\$0.00	\$1,536.00	0.0				\$1,536.00	\$0.00	\$1,536.00	\$1,536.00
TOTAL PERSONNEL SERVICES					1.0				\$82,926.76	\$0.00	\$82,927.00	1.0				\$83,238.60	\$0.00	\$83,239.00	\$83,239.00

ENVIRONMENTAL PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5260	Grounds Maintenance	\$0.00	\$0.00	\$4,976.70	\$1,000.00	\$1,000.00	\$1,000.00	
5343	Printing	\$610.33	\$1,160.00	\$1,494.56	\$0.00	\$0.00	\$0.00	Moved to Programs
5352	Program Activities	\$0.00	\$0.00	\$28.89	\$10,521.00	\$11,597.00	\$11,597.00	
		\$610.33	\$1,160.00	\$6,500.15	\$11,521.00	\$12,597.00	\$12,597.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5350	Program Activities							
	Water Trail event	Environmental	\$1.00	1,500.00	1,500.00	\$2,496.00	\$2,496.00	
						\$0.00	\$0.00	
Account Subtotal						\$2,496.00	\$2,496.00	
5351	Sustainability Programs							
	Recycling event, shredding	Sustainability	\$700.00	2.00	2.00	\$1,400.00	\$1,400.00	
	Recycling event, textiles	Sustainability	\$300.00	2.00	2.00	\$600.00	\$600.00	
	Recycling event, metals	Sustainability	\$300.00	2.00	2.00	\$600.00	\$600.00	
	Recycling event, styrofoam	Sustainability	\$250.00	3.00	3.00	\$750.00	\$750.00	
	Garden program	Sustainability	\$1.00	3,491.00	3,491.00	\$3,491.00	\$3,491.00	
	Green Fair supplies and services	Sustainability	\$1.00	1,000.00	1,000.00	\$1,000.00	\$1,000.00	
	Flyers, posters, print ads various events	Sustainability	\$210.00	6.00	6.00	\$1,260.00	\$1,260.00	
Account Subtotal						\$9,101.00	\$9,101.00	

ENVIRONMENTAL SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$3.29	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Purchasing
5429	Office Supplies, Specialized	\$357.15	\$305.80	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Rubbish & Recycling
		\$360.44	\$305.80	\$0.00	\$0.00	\$0.00	\$0.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
Account Subtotal						\$0.00	\$0.00	

ENVIRONMENTAL OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$264.00	\$110.00	\$165.00	\$165.00	\$1,548.00	\$165.00	
5580	Publications & Subscriptions	\$178.71	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
5710	Travel Expenses	\$768.49	\$617.64	\$583.77	\$921.00	\$921.00	\$921.00	
5730	Dues & Memberships	\$600.00	\$600.00	\$200.00	\$100.00	\$400.00	\$400.00	USDN
		\$1,811.20	\$1,327.64	\$948.77	\$1,186.00	\$2,869.00	\$1,486.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	Environmental Business Council	Management	\$25.00	4.00	4.00	\$100.00	\$100.00	
	Sustainable Communities conference	Management	\$65.00	1.00	1.00	\$65.00	\$65.00	
	American Trails International Trails Symposium			1.00	1.00	\$1,383.00	\$0.00	\$378 hotel stay 3 nights, \$505 flight, \$500 conference
						Account Subtotal	\$1,548.00	\$165.00
5710	Travel Expenses							
	NEMSN quarterly meetings	Management	\$0.56	80.00	80.00	\$45.00	\$45.00	Boston
	NEMSN quarterly meetings, parking	Management	\$30.00	4.00	4.00	\$120.00	\$120.00	
	NEMSN annual conf.	Management	\$0.56	275.00	275.00	\$154.00	\$154.00	Provincetown
	NEMSN annual conf. daily expenses	Management	\$50.00	3.00	3.00	\$150.00	\$150.00	
	Mass Municipal Energy Group	Management	\$0.56	105.00	105.00	\$59.00	\$59.00	Wilmington
	Recycling conferences	Management	\$0.56	180.00	180.00	\$101.00	\$101.00	Statewide
	Dept Env Protection meetings	Management	\$0.56	80.00	80.00	\$45.00	\$45.00	Statewide
	DOER meetings, conferences	Management	\$0.56	80.00	80.00	\$45.00	\$45.00	Statewide
	Local travel	Management	\$0.56	360.00	360.00	\$202.00	\$202.00	
						Account Subtotal	\$921.00	\$921.00
5730	Dues & Memberships							
	Urban Sustainability Directors Network	Management	\$400.00	1.00	1.00	\$400.00	\$400.00	
	New England Muni Sustainability Netwk	Management	\$0.00	1.00	1.00	\$0.00	\$0.00	
						Account Subtotal	\$400.00	\$400.00

PLANNING BOARD - 175

BUDGET SUMMARY

Department Mission, Programs, and Services

The Planning Department handles all aspects of the permitting process for residential and commercial projects that go before the Planning Board, Zoning Board of Appeals, and Design Review Advisory Board, as well as short-term and long-range planning initiatives of the Town.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Town Planner	1.0	1.0	1.0	1.0	1.0	1.0
Administrative Assistant I	1.0	1.0	1.0	1.0	1.0	1.0
	2.0	2.0	2.0	2.0	2.0	2.0

Significant Changes Requested for FY16

Move 3,000 from Purchase of Service to Personnel for an Intern

Ongoing Projects and Initiatives:

The Planning and Zoning Department handles all aspects of the permitting process for residential and commercial projects that go before the Planning Board, Zoning Board of Appeals and Design Review Advisory Board. Permitting involves decision writing, scheduling hearings, coordinating review of plans between developers and applicable town departments and outside consultants who review plans on behalf of the Town. A very important part of the permitting process is fielding and meeting with residents who may be affected by various projects. As the economy is improving the amount of inquiries about potential redevelopment of various locations has increased, helping people understand the permitting process and the expectation of the Town is a very important part of inquiry process. This has been a significant increase since FY2014. I've put in a request for an intern to help with some of the long range planning projects because balancing permitting and long range planning is getting more challenging. We did make progress on some of the initiatives from last year. Working with the East Dedham Revitalization Committee and the Planning Board there is a zoning proposal to further advance the Arts Overlay Zoning District, to create efficiencies and manage the permitting process there are some administrative changes to the zoning bylaws regarding permitting, another significant project was an overhaul of the Sign Code which is on the warrant as well. A couple of larger projects took considerable time was the recruitment of MS Walker Company and permitting of General Dynamics at Rustcraft Road. The new bus shuttle to be launched in April took time to analysis the existing bus route, development of bus stops to maximize ridership, send out an RFP and hire a new company. Some additional work was done on the feasibility of the Dedham Greenway. This spring a transit oriented development study for the Research Development Office District Zoning District will kick off. This study will generate most likely will set forth additional recommendations. At the same time further work needs to be done on revising the parking space requirements in the zoning bylaws, as well as, development of housing choices based on the 2014 Housing Study by Northeastern University and the 2009 Master Plan.

Explanation of Increase or Decrease Associated with Maintaining Service Level.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	117,203.04	120,818.08	130,966.22	137,925.00	145,311.00	145,311.00
Purchase of Services	13,771.40	4,646.24	9,746.69	11,000.00	6,500.00	6,500.00
Supplies	1,334.97	-	-	-	-	-
Other Charges & Expenses	675.60	75.00	269.54	1,282.00	1,230.00	1,230.00
TOTAL	\$ 132,985.01	\$ 125,539.32	\$ 140,982.45	\$ 150,207.00	\$ 153,041.00	\$ 153,041.00

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ESTIMATE	FY16 ESTIMATE
Charges for Services	\$8,870.25	\$67,010.33	\$12,891.81	\$40,000.00	\$0.00
Miscellaneous Revenue	\$7,700.00	\$4,710.00	\$7,310.00	\$0.00	\$0.00
TOTAL	\$16,570.25	\$71,720.33	\$20,201.81	\$40,000.00	\$0.00

PLANNING BOARD PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	
MANAGEMENT																			
5110-175	Town Planner	McCarthy	M-5	7/1	1.0	6	\$3,311.42	26.1	\$86,428.06	\$0.00	\$86,429.00	1.0	7	\$3,425.69	26.2	\$89,753.08	\$0.00	\$89,754.00	\$89,754.00
Subtotal					1.0				\$86,428.06	\$0.00	\$86,429.00	1.0				\$89,753.08	\$0.00	\$89,754.00	\$89,754.00
SUPPORT STAFF																			
5110-177	Admin. Assistant I	Webster	SS-3	1/1	1.0	7	\$2,000.25	13.05	\$26,103.26	\$150.00	\$26,254.00	1.0	7	\$2,000.25	26.2	\$52,406.55	\$150.00	\$52,557.00	\$52,557.00
						6	\$1,934.25	13.05	\$25,241.96		\$25,242.00								
INTERN																			
	Intern	N/A	N/A	N/A	N/A	N/A	\$0.00	0.00	\$0.00	N/A	\$0.00	N/A	N/A	\$375.00	8.0	\$3,000.00	N/A	\$3,000.00	\$3,000.00
Subtotal					1.0				\$51,345.23	\$150.00	\$51,496.00	1.0				\$55,406.55	\$150.00	\$55,557.00	\$55,557.00
TOTAL PERSONNEL SERVICES					2.0				\$137,773.29	\$150.00	\$137,925.00	2.0				\$145,159.63	\$150.00	\$145,311.00	\$145,311.00

PLANNING BOARD PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5301	Professional/Technical	\$6,170.00	\$3,828.84	\$7,421.69	\$6,500.00	\$3,500.00	\$3,500.00	Moved 3,000 to Personnel for Intern
5306	Advertising	\$5,286.40	\$817.40	\$2,325.00	\$4,000.00	\$3,000.00	\$3,000.00	
5343	Printing	\$2,315.00	\$0.00	\$0.00	\$500.00	\$0.00	\$0.00	
		\$13,771.40	\$4,646.24	\$9,746.69	\$11,000.00	\$6,500.00	\$6,500.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5301	Professional/Technical							
	By-law update, parking	Planning	\$3,000.00	0.00	0.00	\$0.00	\$0.00	
	By-law update, zoning clusters	Planning	\$3,500.00	1.00	1.00	\$3,500.00	\$3,500.00	
	By-law update, housing	Planning	\$500.00	0.00	0.00	\$0.00	\$0.00	
						Account Subtotal	\$3,500.00	\$3,500.00
5306	Advertising							
	Annual Town Meeting articles	Town Meeting	\$1,500.00	2.00	2.00	\$1,500.00	\$1,500.00	
	Special Town Meeting articles	Town Meeting	\$500.00	2.00	2.00	\$1,500.00	\$1,500.00	
						Account Subtotal	\$3,000.00	\$3,000.00
5343	Printing							
	Housing plan	Planning	\$5.00	0.00	100.00	\$0.00	\$0.00	
						Account Subtotal	\$0.00	\$0.00

PLANNING BOARD OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$0.00	\$0.00	\$0.00	\$100.00	\$100.00	\$100.00	
5710	Travel Expenses	\$300.30	\$0.00	\$0.00	\$427.00	\$300.00	\$300.00	
5730	Dues & Memberships	\$375.30	\$75.00	\$85.00	\$555.00	\$80.00	\$80.00	
5735	Publications & Subscriptions	\$0.00	\$0.00	\$184.54	\$200.00	\$750.00	\$750.00	
		\$675.60	\$75.00	\$269.54	\$1,282.00	\$1,230.00	\$1,230.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	Dept Housing & Community Developmt		\$50.00	2.00	2.00	\$100.00	\$100.00	
Account Subtotal						\$100.00	\$100.00	
5710	Travel Expenses							
	Mass Assn of Planning Directors		\$0.575	240.00	240.00	\$100.00	\$100.00	
	Local projects		\$0.575	520.00	520.00	\$200.00	\$200.00	
Account Subtotal						\$300.00	\$300.00	
5730	Dues & Memberships							
	Mass Assn of Planning Directors		\$75.00	1.00	1.00	\$80.00	\$80.00	
	APA town membership		\$260.00	1.00	1.00	\$0.00	\$0.00	
	APA certified planner dues		\$145.00	1.00	1.00	\$0.00	\$0.00	
	APA state chapter dues		\$75.00	1.00	1.00	\$0.00	\$0.00	
Account Subtotal						\$80.00	\$80.00	
5735	Publications & Subscriptions							
	Handbook of Land Use & Planning Law		\$200.00	1.00	1.00	\$300.00	\$300.00	
	Advertisement for Public Hearings					\$450.00	\$450.00	
Account Subtotal						\$750.00	\$750.00	

ECONOMIC DEVELOPMENT - 182

BUDGET SUMMARY

Department Mission, Programs, and Services

The role of the department is to explore the range of economic development tools available to the Town, and to provide the information and resources, and foster the public-private partnerships necessary for Dedham to effectively and strategically manage economic growth for sustainable development.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Director of Economic Development	1.0	1.0	1.0	1.0	1.0	1.0
	1.0	1.0	1.0	1.0	1.0	1.0

Significant Changes From FY13

Significant Changes Requested for FY15

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$74,148	\$76,560	\$79,873	\$81,392	\$81,703	\$81,703
Purchase of Services	\$0	\$0	\$0	\$300	\$10,300	\$10,300
Other Charges & Expenses	\$7,893	\$8,405	\$7,834	\$13,000	\$8,700	\$8,700
TOTAL	\$82,041	\$84,965	\$87,707	\$94,692	\$100,703	\$100,703

ECONOMIC DEVELOPMENT PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2014 BUDGET							FY 2015 BUDGET REQUEST							FY15 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	
MANAGEMENT																			
5110-182	Director of Economic Development	O'Connell	M-4	N/A	1.0	7	\$3,118.42	26.1	\$81,390.76	\$0.00	\$81,391.00	1.0	7	\$3,118.42	26.2	\$81,702.60	\$0.00	\$81,703.00	\$81,703.00
				Subtotal	1.0				\$81,390.76	\$0.00	\$81,391.00	1.0				\$81,702.60	\$0.00	\$81,703.00	\$81,703.00
TOTAL PERSONNEL SERVICES					1.0				\$81,390.76	\$0.00	\$81,391.00	1.0				\$81,702.60	\$0.00	\$81,703.00	\$81,703.00

ECONOMIC DEVELOPMENT PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5301	Professional/Technical	\$0.00	\$0.00	\$0.00	\$0.00	\$10,000.00	\$10,000.00	
5343	Printing	\$0.00	\$0.00	\$0.00	\$300.00	\$300.00	\$300.00	
		\$0.00	\$0.00	\$0.00	\$300.00	\$10,300.00	\$10,300.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5301	Professional/Technical							
	East Dedham Square Redesign		\$10,000.00	1.00	1.00	\$10,000.00	\$10,000.00	
Account Subtotal						\$10,000.00	\$10,000.00	
5343	Printing							
	Print expenses brochure	Business	\$1.00	300.00	300.00	\$300.00	\$300.00	
Account Subtotal						\$300.00	\$300.00	

ECONOMIC DEVELOPMENT OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$803.00	\$1,043.64	\$1,189.50	\$1,350.00	\$1,350.00	\$1,350.00	
5710	Travel Expenses	\$511.62	\$623.81	\$251.66	\$700.00	\$700.00	\$700.00	
5730	Dues & Memberships	\$210.00	\$210.00	\$225.00	\$410.00	\$410.00	\$410.00	
5731	Neponset Valley Chamber	\$5,897.00	\$6,230.00	\$6,100.00	\$10,400.00	\$6,100.00	\$6,100.00	
5735	Publications & Subscriptions	\$471.40	\$297.38	\$68.00	\$140.00	\$140.00	\$140.00	
		\$7,893.02	\$8,404.83	\$7,834.16	\$13,000.00	\$8,700.00	\$8,700.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	Mass Economic Development Council	Regional	\$250.00	1.00	1.00	\$250.00	\$250.00	
	Metropolitan Area Planning Council	Regional	\$200.00	1.00	1.00	\$200.00	\$200.00	
	Neponset Valley Chamber of Commerce	Regional	\$50.00	3.00	3.00	\$150.00	\$150.00	
	Other various	Regional	\$750.00	1.00	1.00	\$750.00	\$750.00	
						Account Subtotal	\$1,350.00	\$1,350.00
5710	Travel Expenses							
	Conference airfare and expenses	Management	\$599.00	1.00	1.00	\$599.00	\$599.00	
	Local mileage	Management	\$0.56	180.00	180.00	\$101.00	\$101.00	
						Account Subtotal	\$700.00	\$700.00
5730	Dues & Memberships							
	Mass Economic Development Council	Regional	\$210.00	1.00	1.00	\$210.00	\$210.00	
	New England Developers Assn							
	National Civic League	Community	\$200.00	1.00	1.00	\$200.00	\$200.00	
						Account Subtotal	\$410.00	\$410.00
5731	Neponset Valley Chamber							
	Regional working group contribution	Regional	\$6,100.00	1.00	1.00	\$6,100.00	\$6,100.00	
						Account Subtotal	\$6,100.00	\$6,100.00
5735	Publications & Subscriptions							
	Print & online white papers	Business	\$35.00	4.00	4.00	\$140.00	\$140.00	
						Account Subtotal	\$140.00	\$140.00

CENTRAL FACILITIES - 192

MUNICIPAL BUILDINGS BUDGET SUMMARY

Department Mission, Programs, and Services

The Facilities and Maintenance Department is focused on three core values: safety, cleanliness and comfort with efficiency. We provide custodial and maintenance services to 15 Town buildings and 8 School Buildings. We strive to maintain and improve the condition of all twenty three buildings in the Town of Dedham with a custodial staff of twenty nine (29) employees and a maintenance trades staff of four (4) employees.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Facilities Clerk - NEW						
Custodians	0.0	3.0	3.0	3.0	3.0	3.0
Assistant Custodians	0.0	0.5	0.5	0.5	0.5	0.5
	0.0	3.5	3.5	3.5	3.5	3.5

Significant Changes Requested for FY16

We are requesting an overall 2.95% increase in our Facilities Operating Budget. As we have locked in our electricity supply rate for 2014-2016, we still will experience a 25% increase in our expenses for the Utility line item. The Telephone line item is being increased due to additional charges from Carousel for our VOIP system and CodeRed for our 911 system. We need to increase our Purchase of Services line item for HVAC PM and emergency service needs. In order to support certifications and licenses for our Facilities staff, we are requesting to increase our training budget.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$0	\$207,493	\$195,852	\$227,549	\$226,508	\$226,508
Substitutes/Overtime	\$0	\$0	\$14,974	\$32,640	\$32,784	\$32,784
Utilities	\$0	\$461,846	\$350,561	\$746,302	\$730,382	\$730,382
Telephone	\$0	\$124,513	\$130,255	\$129,173	\$154,683	\$154,683
Purchase of Services	\$0	\$163,902	\$301,258	\$466,484	\$490,317	\$490,317
Supplies	\$0	\$20,597	\$49,299	\$76,034	\$80,330	\$80,330
Other Charges & Expenses	\$0	\$0	\$1,137	\$1,264	\$1,811	\$1,811
TOTAL	\$0	\$978,351	\$1,043,335	\$1,679,446	\$1,716,815	\$1,716,815

CENTRAL FACILITIES - MUNICIPAL BUILDINGS PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND	
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL		
MANAGEMENT																				
	Facilities Director				Budgeted in Central Facilities, School Department							Budgeted in Central Facilities, School Department								
Subtotal					0.0				\$0.00	\$0.00	\$0.00	0.0					\$0.00	\$0.00	\$0.00	\$0.00
CUSTODIAL STAFF																				
	Custodian	Fitzhenry	FS-3	N/A	1.0	7	\$2,000.25	26.1	\$52,206.53	\$470.00	\$52,677.00	1.0	7	\$2,000.25	26.2	\$52,406.55	\$470.00	\$52,877.00	\$52,877.00	
	Custodian	McDonough	FS-3	N/A	1.0	7	\$2,000.25	26.1	\$52,206.53	\$390.00	\$52,597.00	1.0	7	\$2,000.25	26.2	\$52,406.55	\$390.00	\$52,797.00	\$52,797.00	
	Custodian	Waishek	FS-3	N/A	1.0	7	\$2,000.25	26.1	\$52,206.53	\$230.00	\$52,437.00	1.0	7	\$2,000.25	26.2	\$52,406.55	\$230.00	\$52,637.00	\$52,637.00	
	Assistant Custodian	Carew	FS-2	N/A	0.5	7	\$992.00	26.1	\$25,891.20	\$230.00	\$26,122.00	0.5	7	\$992.00	26.2	\$25,990.40	\$230.00	\$26,221.00	\$26,221.00	
	Assistant Custodian	Per Diem	FS-2	N/A	0.0	N/A	\$876.75	26.1	\$22,883.18	\$0.00	\$22,884.00	0.0	N/A	\$904.80	26.2	\$23,705.76	\$0.00	\$23,706.00	\$23,706.00	
	Assistant Custodian	Per Diem	FS-2	N/A	0.0	N/A	\$369.38	26.1	\$9,640.82	\$0.00	\$9,641.00	0.0	N/A	\$403.80	26.2	\$10,579.56	\$0.00	\$10,580.00	\$10,580.00	
	Assistant Custodian	Per Diem	FS-2	N/A	0.0	N/A	\$381.94	13.05	\$4,984.32	\$0.00	\$4,985.00	0.0	N/A	\$201.90	13.10	\$2,644.89	\$0.00	\$2,645.00	\$2,645.00	
	Assistant Custodian	Per Diem	FS-2	N/A	0.0	N/A	\$369.38	13.05	\$4,820.41	\$0.00	\$4,821.00	0.0	N/A	\$201.90	13.10	\$2,644.89	\$0.00	\$2,645.00	\$2,645.00	
Subtotal					3.5				\$224,839.49	\$1,320.00	\$226,164.00	3.5				\$222,785.15	\$1,320.00	\$224,108.00	\$224,108.00	
CONTRACTUAL ALLOWANCES																				
	Uniform Allowance	Custodians	N/A	N/A	0.0	N/A	\$100.00	4.0	\$400.00	\$0.00	\$400.00	0.0	N/A	\$100.00	4.0	\$400.00	\$0.00	\$400.00	\$400.00	
	Protective Clothing	Custodians	N/A	N/A	0.0	N/A	\$350.00	4.0	\$1,400.00	\$0.00	\$1,400.00	0.0	N/A	\$350.00	4.0	\$1,400.00	\$0.00	\$1,400.00	\$1,400.00	
	Protective Shoes	Custodians	N/A	N/A	0.0	N/A	\$150.00	4.0	\$600.00	\$0.00	\$600.00	0.0	N/A	\$150.00	4.0	\$600.00	\$0.00	\$600.00	\$600.00	
Subtotal					0.0				\$2,400.00	\$0.00	\$2,400.00	0.0				\$2,400.00	\$0.00	\$2,400.00	\$2,400.00	
Adjustment - Salaries											-\$1,015.00									
TOTAL PERSONNEL SERVICES					3.5				\$227,239.49	\$1,320.00	\$227,549.00	3.5				\$225,185.15	\$1,320.00	\$226,508.00	\$226,508.00	

CENTRAL FACILITIES - MUNICIPAL BUILDINGS SUBSTITUTES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5121	Substitutes, Custodial	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Seasonal, Custodial
5121	Substitutes, Maintenance	\$0.00	\$0.00	\$14,973.67	\$32,640.00	\$9,184.00	\$9,184.00	Overtime for Maintenance Staff
5121	Seasonal, Custodial	\$0.00	\$0.00	\$0.00	\$0.00	\$13,200.00	\$13,200.00	Summer Custodial
5121	Seasonal, Maintenance	\$0.00	\$0.00	\$0.00	\$0.00	\$10,400.00	\$10,400.00	Trades Apprentice
		\$0.00	\$0.00	\$14,973.67	\$32,640.00	\$32,784.00	\$32,784.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5121	Overtime, Maintenance							
	Maintenance emergencies, hourly		\$45.92	200.00	200.00	\$9,184.00	\$9,184.00	\$45.92/hr. x 200 hours
Account Subtotal						\$9,184.00	\$9,184.00	
5121	Seasonal, Custodial							
	Summer Seasonal workers	Custodial	\$3,300.00	4.00	4.00	\$13,200.00	\$13,200.00	\$11/hr, 30 hrs/wk, 10 wks
Account Subtotal						\$13,200.00	\$13,200.00	
5121	Seasonal, Maintenance							
	Trades apprentice	Maintenance	\$10,400.00	1.00	1.00	\$10,400.00	\$10,400.00	\$12.50/hr, 16 hrs/wk, 52 wks
Account Subtotal						\$10,400.00	\$10,400.00	

CENTRAL FACILITIES - MUNICIPAL BUILDINGS UTILITIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5211	Utilities, Electricity	\$0.00	\$301,411.65	\$222,244.60	\$330,000.00	\$370,943.00	\$370,943.00	Rate increase \$40,493
5220	Utilities, Heat	\$0.00	\$160,434.84	\$115,869.44	\$330,420.00	\$330,420.00	\$330,420.00	
5229	ESCO Rate Increase (Town)	\$0.00	\$0.00	\$0.00	\$56,863.00	\$0.00	\$0.00	Removed 5229 funds
5229	ESCO Rate Increase (School)	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	
5232	Utilities, Water	\$0.00	\$0.00	\$12,446.73	\$29,019.00	\$29,019.00	\$29,019.00	Transferred from Services
		\$0.00	\$461,846.49	\$350,560.77	\$746,302.00	\$730,382.00	\$730,382.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5211	Utilities, Electricity		K/Wh					
	Town Hall		\$0.275	120,000.00	120,000.00	\$33,000.00	\$33,000.00	Supply Rate increase from
	Police Station		\$0.275	160,000.00	160,000.00	\$44,000.00	\$44,000.00	\$0.0799 to \$0.0995 or 25%
	Fire Station, Main		\$0.275	75,000.00	75,000.00	\$20,625.00	\$20,625.00	December 2014 to December 2016
	Fire Station, East Dedham		\$0.275	25,000.00	25,000.00	\$6,875.00	\$6,875.00	\$40,943 due to rate increase
	Public Works building and garage		\$0.275	122,400.00	122,400.00	\$33,660.00	\$33,660.00	
	DPW pump		\$0.275	12,000.00	12,000.00	\$3,300.00	\$3,300.00	
	Brookdale Cemetery		\$0.275	13,500.00	13,500.00	\$3,713.00	\$3,713.00	
	Library, Main branch		\$0.275	56,000.00	56,000.00	\$15,400.00	\$15,400.00	
	Pool		\$0.275	275,000.00	275,000.00	\$75,625.00	\$75,625.00	
	Dolan Center		\$0.275	65,000.00	65,000.00	\$17,875.00	\$17,875.00	
	Endicott Estate and Endicott Library		\$0.275	80,000.00	80,000.00	\$22,000.00	\$22,000.00	
	Traditions		\$0.275	16,000.00	16,000.00	\$4,400.00	\$4,400.00	
	Rustcraft concession stand		\$0.275	24,000.00	24,000.00	\$6,600.00	\$6,600.00	
	434 Washington St		\$0.275	12,000.00	12,000.00	\$3,300.00	\$3,300.00	
	Legacy Place pump		\$0.275	102,000.00	102,000.00	\$28,050.00	\$28,050.00	
	Providence Hwy signal		\$0.275	36,000.00	36,000.00	\$9,900.00	\$9,900.00	
	Dedham Square signals		\$0.275	42,000.00	42,000.00	\$11,550.00	\$11,550.00	
	Rte 1 rotary and signals		\$0.275	24,000.00	24,000.00	\$6,600.00	\$6,600.00	
	Eastbrook/Washington signal		\$0.275	12,000.00	12,000.00	\$3,300.00	\$3,300.00	
	Bussey/Colburn signal		\$0.275	12,000.00	12,000.00	\$3,300.00	\$3,300.00	
	Other traffic signals and pumps		\$0.275	64,980.00	64,980.00	\$17,870.00	\$17,870.00	
						\$370,943.00	\$370,943.00	
5220	Utilities, Heat		Kbtu					
	Town Hall		\$1.90	60,000.00	60,000.00	\$114,000.00	\$114,000.00	Gas supply rate \$6.79/decatherm
	Police Station		\$1.90	7,000.00	7,000.00	\$13,300.00	\$13,300.00	June 2013 to June 2016
	Fire Station, Main		\$1.90	8,500.00	8,500.00	\$16,150.00	\$16,150.00	no increase needed
	Fire Station, East Dedham		\$1.90	6,500.00	6,500.00	\$12,350.00	\$12,350.00	
	Public Works building		\$1.90	11,000.00	11,000.00	\$20,900.00	\$20,900.00	
	Public Works garage		\$1.90	33,000.00	33,000.00	\$62,700.00	\$62,700.00	
	Library, Main branch		\$1.90	5,000.00	5,000.00	\$9,500.00	\$9,500.00	
	Endicott Library		\$1.90	6,000.00	6,000.00	\$11,400.00	\$11,400.00	
	Pool		\$1.90	12,000.00	12,000.00	\$22,800.00	\$22,800.00	
	Parks & Recreation garage		\$1.90	300.00	300.00	\$570.00	\$570.00	
	Endicott Estate		\$1.90	16,000.00	16,000.00	\$30,400.00	\$30,400.00	
	Brookdale Cemetery		\$1.90	4,000.00	4,000.00	\$7,600.00	\$7,600.00	
	Dolan Center (propane, gallons)		\$1.75	5,000.00	5,000.00	\$8,750.00	\$8,750.00	
						\$330,420.00	\$330,420.00	
5229	ESCO Rate Increase (Town)							
	FY16 3% ESCO utility rate, Town		0.0%	0.00	0.00	\$0.00	\$0.00	
						\$0.00	\$0.00	
5229	ESCO Rate Increase (School)							
	FY16 3% ESCO utility rate, School		0.0%	0.00	0.00	\$0.00	\$0.00	
						\$0.00	\$0.00	
5232	Utilities, Water		Cubic feet					
	Town Hall		\$0.225	3,750.00	3,750.00	\$844.00	\$844.00	
	Police Station		\$0.225	12,500.00	12,500.00	\$2,813.00	\$2,813.00	
	Fire Station, Main		\$0.225	6,250.00	6,250.00	\$1,407.00	\$1,407.00	
	Fire Station, East Dedham		\$0.225	6,250.00	6,250.00	\$1,407.00	\$1,407.00	
	Public Works building and garage		\$0.225	12,500.00	12,500.00	\$2,813.00	\$2,813.00	
	Brookdale Cemetery		\$0.225	1,250.00	1,250.00	\$282.00	\$282.00	
	Library, Main branch		\$0.225	2,500.00	2,500.00	\$563.00	\$563.00	
	Dolan Center		\$0.225	2,500.00	2,500.00	\$563.00	\$563.00	
	Pool		\$0.225	50,000.00	50,000.00	\$11,250.00	\$11,250.00	
	Endicott Estate		\$0.225	12,500.00	12,500.00	\$2,813.00	\$2,813.00	
	Endicott Library		\$0.225	1,250.00	1,250.00	\$282.00	\$282.00	
	Reserve for rate increase		\$0.025	111,250.00	111,250.00	\$2,782.00	\$2,782.00	
	Annual meter tests		\$100.00	12.00	12.00	\$1,200.00	\$1,200.00	
						\$29,019.00	\$29,019.00	

CENTRAL FACILITIES - MUNICIPAL BUILDINGS TELEPHONE

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5341	Telephone	\$0.00	\$124,512.94	\$130,254.94	\$129,173.00	\$154,683.00	\$154,683.00	
		\$0.00	\$124,512.94	\$130,254.94	\$129,173.00	\$154,683.00	\$154,683.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5341	Telephone							
	Landline service, monthly		\$4,000.00	12.00	12.00	\$48,000.00	\$48,000.00	Verizon
	Wireless service, monthly		\$5,000.00	12.00	12.00	\$60,000.00	\$60,000.00	Verizon - increased from \$4,000 to \$5,000; deleted Metropolitan net \$0
	Phone system switch, monthly lease		\$564.36	12.00	12.00	\$6,773.00	\$6,773.00	Hewlett Packard
	Emergency service, monthly		\$100.00	12.00	12.00	\$1,200.00	\$1,200.00	911 Etc
	Telephone service, monthly		\$600.00	12.00	12.00	\$7,200.00	\$7,200.00	AT&T
	Telephone service, monthly		\$500.00	12.00	12.00	\$6,000.00	\$6,000.00	Sprint
	Code Red		\$14,800.00	1.00	1.00	\$14,800.00	\$14,800.00	Emergency Communications
	VOIP annual contract		\$10,710.00	1.00	1.00	\$10,710.00	\$10,710.00	Carousel- Annual Service
Account Subtotal						\$154,683.00	\$154,683.00	

CENTRAL FACILITIES - MUNICIPAL BUILDINGS PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5232	Utilities, Water	\$0.00	\$6,930.22	\$0.00	\$0.00			Moved to Utilities
5245	Equipment Repair/Maint	\$0.00	\$0.00	\$0.00	\$34,870.00	\$34,870.00	\$34,870.00	
5250	Electrical Repair/Maint	\$0.00	\$7,210.33	\$14,304.60	\$45,000.00	\$45,000.00	\$45,000.00	
5251	HVAC Repair/Maint	\$0.00	\$6,952.94	\$26,772.20	\$18,050.00	\$48,050.00	\$48,050.00	
5252	Plumbing Repair/Maint	\$0.00	\$965.15	\$5,910.87	\$5,100.00	\$15,000.00	\$15,000.00	
5253	Carpentry Repair/Maint	\$0.00	\$1,520.00	\$10,159.38	\$10,000.00	\$12,500.00	\$12,500.00	
5254	Building Repair/Maint	\$0.00	\$140,323.68	\$0.00	\$123,800.00	\$123,800.00	\$123,800.00	
5255	Grounds Repair/Maint	\$0.00	\$0.00	\$0.00	\$26,694.00	\$28,634.00	\$28,634.00	
5259	Service Contracts	\$0.00	\$0.00	\$18,992.47	\$19,170.00	\$19,170.00	\$19,170.00	
5301	Professional/Technical	\$0.00	\$0.00	\$225,508.89	\$111,600.00	\$109,253.00	\$109,253.00	
5311	Trainings & Certifications	\$0.00	\$0.00	\$0.00	\$2,200.00	\$9,040.00	\$9,040.00	
5351	Parking Meters	\$0.00	\$0.00	\$0.00	\$70,000.00	\$45,000.00	\$45,000.00	Transferred from Public Works
		\$0.00	\$163,902.32	\$301,648.41	\$466,484.00	\$490,317.00	\$490,317.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5245	Equipment Repair/Maint							
	Copy machine lease, Finance Dept		\$150.00	12.00	12.00	\$1,800.00	\$1,800.00	Moved from Central Purchasing
	Copy machine lease, Town Hall		\$250.00	12.00	12.00	\$3,000.00	\$3,000.00	
	Copy machine lease, Assessors		\$248.99	12.00	12.00	\$2,988.00	\$2,988.00	New machines, cost transferred from Central Purchasing
	Copy machine lease, Town Clerk		\$248.99	12.00	12.00	\$2,988.00	\$2,988.00	
	Copy machine leases, Police		\$177.00	12.00	12.00	\$2,124.00	\$2,124.00	
	Copy machine, anticipated increase		\$30.00	5.00	5.00	\$150.00	\$150.00	Moved from Police; Lease expires 1/31/15
	Copy machine, quarterly service fees		\$270.00	4.00	4.00	\$1,080.00	\$1,080.00	
	Copy machine, toner shipping		\$6.95	12.00	12.00	\$84.00	\$84.00	
	Copy machine service, Building Dept		\$15.00	12.00	0.00	\$0.00	\$0.00	Moved from Central Purchasing; Plan to lease new machine in FY15
	Copy machine lease, Building Dept		\$248.99	0.00	12.00	\$2,988.00	\$2,988.00	
	Copy machine lease, Public Works		\$300.43	12.00	12.00	\$3,606.00	\$3,606.00	Moved from Public Works
	Copy machine lease, Council on Aging		\$79.68	12.00	12.00	\$957.00	\$957.00	Moved from Central Purchasing
	Copy machine lease, Endicott Estate		\$30.00	4.00	4.00	\$120.00	\$120.00	Moved from Endicott Estate
	Postage machine lease, Town Hall		\$2,650.00	4.00	4.00	\$10,600.00	\$10,600.00	
	Defibrillator service, Endicott Estate		\$285.00	2.00	2.00	\$570.00	\$570.00	Physio Control LifePak 500
	Fire extinguisher inspections		\$165.00	11.00	11.00	\$1,815.00	\$1,815.00	\$65 inspection plus replacements
	Account Subtotal					\$34,870.00	\$34,870.00	
5250	Electrical Repair/Maint							
	Panel upgrade, Town buildings		\$5,000.00	5.00	5.00	\$25,000.00	\$25,000.00	
	Panel upgrade, School buildings		\$5,000.00	4.00	4.00	\$20,000.00	\$20,000.00	
	Account Subtotal					\$45,000.00	\$45,000.00	
5251	HVAC Repair/Maint							
	Steam trap survey and inspection		\$1,500.00	5.00	5.00	\$7,500.00	\$7,500.00	
	Boiler water and chemical treatments		\$125.00	30.00	30.00	\$3,750.00	\$3,750.00	
	Boiler cleanup service, summer		\$600.00	8.00	8.00	\$4,800.00	\$4,800.00	
	Rooftop unit service, pool		\$1,000.00	2.00	2.00	\$2,000.00	\$2,000.00	
	Emergency services, Town buildings		\$1,000.00	30.00	30.00	\$30,000.00	\$30,000.00	HVAC Tech vacancy- 2 service calls/building
	Account Subtotal					\$48,050.00	\$48,050.00	
5252	Plumbing Repair/Maint							
	Emergency services, Town buildings		\$1,000.00	15.00	15.00	\$15,000.00	\$15,000.00	
	Account Subtotal					\$15,000.00	\$15,000.00	
5253	Carpentry Repair/Maint							
	ADA compliance projects		\$2,500.00	2.00	2.00	\$5,000.00	\$5,000.00	
	Miscellaneous projects		\$2,500.00	2.00	2.00	\$5,000.00	\$5,000.00	
	Keyroom project		\$2,500.00	1.00	1.00	\$2,500.00	\$2,500.00	
	Account Subtotal					\$12,500.00	\$12,500.00	
5254	Building Repair/Maint							
	Elevator, Town Hall service calls		\$2,500.00	2.00	2.00	\$5,000.00	\$5,000.00	
	Cleaning service, DPW Offices		\$800.00	52.00	52.00	\$41,600.00	\$41,600.00	
	Cleaning service, Brookdale Offices		\$400.00	52.00	52.00	\$20,800.00	\$20,800.00	
	Cleaning service, Dolan Center		\$400.00	39.00	39.00	\$15,600.00	\$15,600.00	
	Cleaning service, Dolan Center		\$800.00	12.00	12.00	\$9,600.00	\$9,600.00	
	Cleaning service, Endicott Estate		\$600.00	52.00	52.00	\$31,200.00	\$31,200.00	
	Account Subtotal					\$123,800.00	\$123,800.00	
5255	Grounds Repair/Maint							
	Goose control, Brookdale Cemetery		\$435.00	10.00	10.00	\$4,350.00	\$4,350.00	Moved from Public Works
	Goose control, Parks		\$1,300.00	10.00	10.00	\$13,000.00	\$13,000.00	Moved from Parks & Recreation
	Goose control, Endicott Estate		\$50.00	52.00	52.00	\$2,600.00	\$2,600.00	
	Pest control, Main Fire Station		\$98.00	12.00	12.00	\$1,176.00	\$1,176.00	
	Pest control, East Dedham Fire Station		\$88.00	12.00	12.00	\$1,056.00	\$1,056.00	
	Pest control, Public Works		\$100.00	12.00	12.00	\$1,200.00	\$1,200.00	
	Pest control, Main Library Branch		\$158.00	12.00	12.00	\$1,896.00	\$1,896.00	
	Pest control, Endicott Library Branch		\$118.00	12.00	12.00	\$1,416.00	\$1,416.00	
	Fertilizer/Lawn Care, Endicott Estate		\$970.00	2.00	2.00	\$1,940.00	\$1,940.00	Fertilizer/Weed & Grub Control
	Account Subtotal					\$28,634.00	\$28,634.00	

CENTRAL FACILITIES - MUNICIPAL BUILDINGS PURCHASE OF SERVICES

5259	Service Contracts							
Generators (3), annual testing		\$250.00	3.00	3.00	\$750.00	\$750.00		
Generators (3), monthly inspections		\$150.00	36.00	36.00	\$5,400.00	\$5,400.00		
Elevator, Town Hall, monthly service		\$83.33	12.00	12.00	\$1,000.00	\$1,000.00		
Elevator, Town Hall, annual inspection		\$1,250.00	1.00	1.00	\$1,250.00	\$1,250.00		
Handicap lift, Dolan, annual inspection		\$1,000.00	1.00	1.00	\$1,000.00	\$1,000.00		
Handicap lift, Dolan, state safety test		\$390.00	1.00	1.00	\$390.00	\$390.00		
Fire alarm testing, Town Hall		\$1,250.00	2.00	2.00	\$2,500.00	\$2,500.00		
Fire alarm testing, Pool		\$1,250.00	2.00	2.00	\$2,500.00	\$2,500.00		
Fire alarm testing, Endicott Estate		\$1,500.00	2.00	2.00	\$3,000.00	\$3,000.00		
Security alarm, Town Hall		\$30.00	12.00	12.00	\$360.00	\$360.00		
Security alarm, Public Works		\$30.00	12.00	12.00	\$360.00	\$360.00		
Security alarm, Dolan Center		\$30.00	12.00	12.00	\$360.00	\$360.00		
Security alarm, Endicott Estate		\$75.00	4.00	4.00	\$300.00	\$300.00		
Account Subtotal					\$19,170.00	\$19,170.00		
5301	Professional/Technical							
Consulting, energy management systems		\$125.00	174.00	174.00	\$21,750.00	\$21,750.00	Meter Engineering - alarms/energy usage reviews	
Consulting, architectural		\$120.00	100.00	100.00	\$12,000.00	\$12,000.00		
Consulting, CAD layout and design		\$120.00	60.00	60.00	\$7,200.00	\$7,200.00		
Equipment warranties, ESCO		\$53,592.00	1.00	1.00	\$53,592.00	\$53,592.00	Siemens \$38,592 + \$15,000 performance verification	
Project stamps		\$500.00	6.00	6.00	\$3,000.00	\$3,000.00		
Records storage		\$500.00	12.00	12.00	\$6,000.00	\$6,000.00	Record Keeper	
Bid advertisements & legal notices		\$50.00	8.00	8.00	\$400.00	\$400.00		
Maintenance Work Order systems		\$5,311.00	1.00	1.00	\$5,311.00	\$5,311.00	School Dude Maintenance/Utility Direct annual fees	
Account Subtotal					\$109,253.00	\$109,253.00		
5311	Trainings & Certifications							
OSHA, electrical		\$500.00	1.00	1.00	\$500.00	\$500.00	Annual 40-hr certification	
OSHA, HVAC		\$500.00	1.00	1.00	\$500.00	\$500.00	Annual 40-hr certification	
OSHA, plumbing		\$500.00	1.00	1.00	\$500.00	\$500.00	Annual 40-hr certification	
OSHA, carpentry		\$500.00	1.00	1.00	\$500.00	\$500.00	Annual 40-hr certification	
Asbestos removal - LEA certification		\$250.00	1.00	1.00	\$250.00	\$250.00	Bi-annual 10-hr certification	
Energy Manager Certification		\$1,500.00	1.00	1.00	\$1,500.00	\$1,500.00	Every 3 years continuing education	
Siemens EMS Workstation Operation		\$1,995.00	2.00	2.00	\$3,990.00	\$3,990.00	New hire training for Director & HVAC Tech	
Maintenance/Utility Direct training		\$1,300.00	1.00	1.00	\$1,300.00	\$1,300.00	Work Order system & Utility training	
Account Subtotal					\$9,040.00	\$9,040.00		
5351	Parking Meters							
Extended warranty		\$25,000.00	1.00	1.00	\$25,000.00	\$25,000.00	ITS Service Contract (reduced from \$50,000)	
Software services		\$650.00	12.00	12.00	\$7,800.00	\$7,800.00	Integrated Technical Systems	
Credit card services		\$175.00	12.00	12.00	\$2,100.00	\$2,100.00	Mobile Payment Processing Syst.	
Wireless data service		\$450.00	12.00	12.00	\$5,400.00	\$5,400.00	Verizon Wireless	
Enforcement software		\$2,500.00	1.00	1.00	\$2,500.00	\$2,500.00		
Pay station repair materials		\$200.00	11.00	11.00	\$2,200.00	\$2,200.00	items not covered in contract such as modems	
Account Subtotal					\$45,000.00	\$45,000.00		

CENTRAL FACILITIES - MUNICIPAL BUILDINGS SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5431	Tools & Small Equipment	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00	\$2,000.00	
5432	Maintenance Supplies	\$0.00	\$0.00	\$24,884.49	\$24,721.00	\$24,721.00	\$24,721.00	
5433	Paint	\$0.00	\$1,416.43	\$0.00	\$2,000.00	\$2,000.00	\$2,000.00	
5450	Custodial Supplies	\$0.00	\$19,180.35	\$18,398.16	\$37,238.00	\$37,238.00	\$37,238.00	
5460	Grounds Supplies	\$0.00	\$0.00	\$39.99	\$3,200.00	\$3,200.00	\$3,200.00	
5481	Vehicle Fuels & Oil	\$0.00	\$0.00	\$677.31	\$3,225.00	\$6,033.00	\$6,033.00	
5484	Vehicle Tire			\$0.00	\$500.00			
5485	Vehicle Parts/Supplies	\$0.00	\$0.00	\$4,532.00	\$2,337.00	\$4,145.00	\$4,145.00	
5580	Publications & Subscriptions	\$0.00	\$0.00	\$404.60	\$813.00	\$993.00	\$993.00	
5584	Uniforms	\$0.00	\$0.00	\$362.45	\$0.00			Moved to Personnel Services
5585	Protective Clothing	\$0.00	\$0.00	\$404.48	\$0.00			Moved to Personnel Services
5586	Protective Shoes	\$0.00	\$0.00	\$0.00	\$0.00			Moved to Personnel Services
		\$0.00	\$20,596.78	\$49,703.48	\$76,034.00	\$80,330.00	\$80,330.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5431	Tools & Small Equipment							
	Custodial equipment		\$40.00	25.00	25.00	\$1,000.00	\$1,000.00	
	Maintenance equipment		\$40.00	25.00	25.00	\$1,000.00	\$1,000.00	
						Account Subtotal	\$2,000.00	\$2,000.00
5432	Maintenance Supplies		Cost/sqft	Square Feet				
	Town Hall		\$0.10	17,744.00	17,744.00	\$1,775.00	\$1,775.00	
	Police Station		\$0.10	14,821.00	14,821.00	\$1,483.00	\$1,483.00	
	Main Fire Station		\$0.10	11,956.00	11,956.00	\$1,196.00	\$1,196.00	
	East Dedham Fire Station		\$0.10	6,092.00	6,092.00	\$610.00	\$610.00	
	Public Works Offices		\$0.10	18,267.00	18,267.00	\$1,827.00	\$1,827.00	
	Main Library Branch		\$0.10	17,546.00	17,546.00	\$1,755.00	\$1,755.00	
	Endicott Library Branch		\$0.10	4,276.00	4,276.00	\$428.00	\$428.00	
	Dolan Center		\$0.10	8,902.00	8,902.00	\$891.00	\$891.00	
	Mucciaccio Pool		\$0.20	11,744.00	11,744.00	\$2,349.00	\$2,349.00	
	Endicott Estate		\$0.25	25,228.00	25,228.00	\$6,307.00	\$6,307.00	
	Fluorescent bulb replacements		\$3.00	250.00	250.00	\$750.00	\$750.00	500 total, 2-year replacement
	Fluorescent ballast replacements		\$40.00	100.00	100.00	\$4,000.00	\$4,000.00	500 total, 5-year replacement
	HID exterior light replacements		\$30.00	25.00	25.00	\$750.00	\$750.00	50 total, 2-year replacement
	HID ballast replacements		\$60.00	10.00	10.00	\$600.00	\$600.00	50 total, 5-year replacement
						Account Subtotal	\$24,721.00	\$24,721.00
5433	Paint							
	Paint, gallons		\$25.00	75.00	75.00	\$1,875.00	\$1,875.00	
	Paint supplies		\$12.50	10.00	10.00	\$125.00	\$125.00	
						Account Subtotal	\$2,000.00	\$2,000.00
5450	Custodial Supplies		Cost/sqft	Square Feet				
	Town Hall		\$0.20	17,744.00	17,744.00	\$3,549.00	\$3,549.00	
	Police Station		\$0.20	14,821.00	14,821.00	\$2,965.00	\$2,965.00	
	Main Fire Station		\$0.20	11,956.00	11,956.00	\$2,392.00	\$2,392.00	
	East Dedham Fire Station		\$0.20	6,092.00	6,092.00	\$1,219.00	\$1,219.00	
	Public Works Offices		\$0.20	18,267.00	18,267.00	\$3,654.00	\$3,654.00	
	Main Library Branch		\$0.20	17,546.00	17,546.00	\$3,510.00	\$3,510.00	
	Endicott Library Branch		\$0.20	4,276.00	4,276.00	\$856.00	\$856.00	
	Dolan Center		\$0.20	8,902.00	8,902.00	\$1,781.00	\$1,781.00	
	Mucciaccio Pool		\$0.40	11,744.00	11,744.00	\$4,698.00	\$4,698.00	
	Endicott Estate		\$0.50	25,228.00	25,228.00	\$12,614.00	\$12,614.00	
						Account Subtotal	\$37,238.00	\$37,238.00
5460	Grounds Supplies							
	Mower bags		\$4.00	50.00	50.00	\$200.00	\$200.00	
	Trees, Mulch Town Hall		\$200.00	5.00	5.00	\$1,000.00	\$1,000.00	
	Trees, Mulch Main Library		\$200.00	5.00	5.00	\$1,000.00	\$1,000.00	
	Trees, Mulch Endicott Library		\$200.00	5.00	5.00	\$1,000.00	\$1,000.00	
						Account Subtotal	\$3,200.00	\$3,200.00
5481	Vehicle Fuels & Oil							
	Fuel, unleaded (Town Hall mower)		\$2.75	30.00	30.00	\$83.00	\$83.00	
	Fuel, unleaded (5 vehicles, 1 fill/mo)		\$2.75	1,800.00	1,800.00	\$4,950.00	\$4,950.00	5 vehicles 360 gallons/vehicle
	Oil change		\$50.00	20.00	20.00	\$1,000.00	\$1,000.00	5 vehicles 4 times per year
						Account Subtotal	\$6,033.00	\$6,033.00
5485	Vehicle Parts/Supplies							
	Tire replacements		\$125.00	6.00	6.00	\$750.00	\$750.00	based on 5 vehicles in Department
	Vehicle cleaning, detail		\$125.00	6.00	6.00	\$750.00	\$750.00	
	Preventive maintenance		\$500.00	5.00	5.00	\$2,500.00	\$2,500.00	
	Inspections		\$29.00	5.00	5.00	\$145.00	\$145.00	
						Account Subtotal	\$4,145.00	\$4,145.00
5580	Publications & Subscriptions							
	Mass. Building Code		\$200.00	0.00	1.00	\$200.00	\$200.00	Transferred from Other Charges
	RS Means cost data book	Electrical	\$196.95	0.00	1.00	\$197.00	\$197.00	Transferred from Other Charges
	RS Means cost data book	Plumbing	\$194.95	0.00	1.00	\$195.00	\$195.00	Transferred from Other Charges
	RS Means cost data book	Carpentry	\$194.95	0.00	1.00	\$195.00	\$195.00	Transferred from Other Charges
	RS Means cost data book	Procurement	\$205.95	0.00	1.00	\$206.00	\$206.00	Transferred from Other Charges
						Account Subtotal	\$993.00	\$993.00

CENTRAL FACILITIES - MUNICIPAL BUILDINGS OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$0.00	\$0.00	\$312.80	\$160.00	\$400.00	\$400.00	
5710	Travel Expenses	\$0.00	\$0.00	\$0.00	\$204.00	\$521.00	\$521.00	
5730	Dues & Memberships	\$0.00	\$0.00	\$420.00	\$900.00	\$890.00	\$890.00	
		\$0.00	\$0.00	\$732.80	\$1,264.00	\$1,811.00	\$1,811.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	Seminar	Electrical	\$100.00	1.00	1.00	\$100.00	\$100.00	
	Seminar	HVAC	\$100.00	1.00	1.00	\$100.00	\$100.00	
	Seminar	Plumbing	\$100.00	1.00	1.00	\$100.00	\$100.00	
	Seminar	Carpentry	\$100.00	1.00	1.00	\$100.00	\$100.00	
Account Subtotal						\$400.00	\$400.00	
5580	Publications & Subscriptions							
	Mass Building Code		\$200.00	1.00	1.00	\$200.00	\$200.00	Transfer to Supplies
	RS Means cost data book	Electrical	\$196.95	1.00	1.00	\$197.00	\$197.00	Transfer to Supplies
	RS Means cost data book	Plumbing	\$194.95	1.00	1.00	\$195.00	\$195.00	Transfer to Supplies
	RS Means cost data book	Carpentry	\$194.95	1.00	1.00	\$195.00	\$195.00	Transfer to Supplies
	RS Means cost data book	Procurement	\$205.95	1.00	1.00	\$206.00	\$206.00	Transfer to Supplies
Account Subtotal						\$993.00	\$993.00	
5710	Travel Expenses							
	Intl Facilities Mgmt Assn		\$0.575	60.00	60.00	\$35.00	\$35.00	1 meeting per year
	Mass. Municipal Assoc.		\$0.575	300.00	300.00	\$173.00	\$173.00	5 meetings per year
	Assoc. of Energy Engineers		\$0.575	300.00	300.00	\$173.00	\$173.00	5 meetings per year
	Seminar		\$0.575	60.00	60.00	\$35.00	\$35.00	
	Seminar		\$0.575	60.00	60.00	\$35.00	\$35.00	
	Seminar		\$0.575	60.00	60.00	\$35.00	\$35.00	
	Seminar		\$0.575	60.00	60.00	\$35.00	\$35.00	
Account Subtotal						\$521.00	\$521.00	
5730	Dues & Memberships							
	Intl Facilities Mgmt Assn		\$450.00	1.00	1.00	\$450.00	\$450.00	
	Mass. Municipal Assoc.		\$250.00	1.00	1.00	\$250.00	\$250.00	
	Assoc. of Energy Engineers		\$190.00	1.00	1.00	\$190.00	\$190.00	
Account Subtotal						\$890.00	\$890.00	

BUILDING, PLANNING, AND CONSTRUCTION COMMITTEE - 198 BUDGET SUMMARY

Department Mission, Programs, and Services

The Building, Planning & Construction Committee is a seven-member board, appointed by the Town Manager. Per the Town By-laws, the Committee includes one member of the Planning Board, a registered professional engineer or architect, an attorney admitted to practice in Massachusetts, a person employed in the construction industry, and three other members. The Committee is responsible for surveying the growth and building needs of the Town and the physical condition of all Town buildings.

Significant Changes From FY14

Significant Changes Requested for FY16

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Purchase of Services	\$2,118.00	\$10,000.00	\$17,398.80	\$20,361.20	\$20,000.00	\$20,000.00
TOTAL	\$2,118.00	\$10,000.00	\$17,398.80	\$20,361.20	\$20,000.00	\$20,000.00

BUILDING, PLANNING, AND CONSTRUCTION COMMITTEE

PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5301	Professional/Technical	\$2,118.00	\$10,000.00	\$17,398.80	\$20,361.20	\$20,000.00	\$20,000.00	
		\$2,118.00	\$10,000.00	\$17,398.80	\$20,361.20	\$20,000.00	\$20,000.00	

POLICE DEPARTMENT - 210

BUDGET SUMMARY

Department Mission, Programs, and Services

The primary purpose of the Dedham Police Department is to provide for the safety and security of all members of the Community and to protect property. The majority of our time is spent working in partnership with the law-abiding members of our Community, providing assistance in various forms and dealing with various quality of life issues.

It is the responsibility of the Dedham Police Department to preserve life, maintain public peace and protect property. The Dedham Police Department strives to meet this responsibility by effectively delivering a variety of police services and to add value by providing a variety of community services.

The Dedham Police Department provides public safety management, uniformed patrol, criminal investigation, school and community outreach, court prosecution, traffic, prisoner monitoring and animal control services. The service delivery provided is supported by a variety of administrative services.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Police Chief	1.0	1.0	1.0	1.0	1.0	1.0
Deputy Chief	0.0	0.0	0.0	0.0	1.0	1.0
Lieutenant	4.0	4.0	4.0	4.0	4.0	4.0
Sergeant	9.0	9.0	9.0	9.0	8.0	8.0
Police Officer	46.0	46.0	46.0	46.0	46.0	46.0
Canine Control Officer	1.0	1.0	1.0	0.0	0.0	0.0
Animal Control Officer	0.0	0.0	0.0	1.0	1.0	1.0
Administrative Assistant	2.0	2.0	2.0	2.0	2.0	2.0
Custodian	1.5	0.0	0.0	0.0	0.0	0.0
	64.5	63.0	63.0	63.0	63.0	63.0

POLICE DEPARTMENT - 210

BUDGET SUMMARY

Significant Changes From FY15

During FY2015: A second detective was assigned to a federal task force investigating organized crime and drug enforcement.

Significant Changes Requested for FY16

The Police Department's FY16 budget request includes funding requests to further implement some recommendations included in the Municipal Resources public safety study. The most significant proposed change is the conversion of a supervisor to a Deputy Chief. The creation of a Deputy Chief position outside of the requirements of Civil Service was approved via Special Legislation during 2014. A Deputy Chief would allow for the restructuring of the Police Department based on a basic division of labor between line and staff functions, a clear chain of command, a workable span of management and unity of command. Funding for additional supervisor training, inclusion of a second employee at the Mass. Police Accreditation Conference, a job task analysis for each job title in order to clarify the tasks and requisite skills and abilities needed by department personnel in order to facilitate further evolution toward a community policing model along with a request for funding to complete another community survey is included.

Funding is being requested to continue to employ the services of John Guilfoil Public Relations in order to promote the Department in a positive manner. This service is also helpful in the event of a critical incident which draws increased media attention.

The second of the Departments speed display signs with data counting capabilities and wireless connectivity has exceeded the initial SmartApp contract. Funding is included to maintain the software connectivity and enhanced warranty for this equipment.

During December of 2014, the Department began carrying Narcan in patrol cruisers. Funding is requested to maintain a supply of this drug in order to combat the opiate epidemic.

The Oleoresin Capsicum (O.C.) Spray carried by officers is due for replacement. Funding to purchase new spray for each officer is included.

A second officer was added to the regional SWAT team. SWAT team members train with their firearms each month. Funding for additional ammunitions is included.

Funding for Plymouth County cooperative bids related to both vehicle and equipment purchases is included. Vehicle bids have been changed to require annual buy in. The equipment bid includes multiple year membership and buy in is due during FY16. Any Town Department can purchase under these bids so long as one Department has bought in.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	4,417,613	4,239,156	4,533,663	4,864,613	4,942,778	4,942,778
Overtime	489,444	548,492	543,611	607,807	586,510	586,510
Purchase of Services	100,361	69,785	70,152	96,589	90,836	90,836
Supplies	227,216	199,971	224,537	171,586	143,842	143,842
Other Charges & Expenses	25,379	23,219	24,471	15,297	14,905	14,905
Canine Control, combined FY14	54,880	57,722		0	0	0
	5,314,893	5,138,345	5,396,434	5,755,892	5,778,871	5,778,871

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 ESTIMATE
Charges for Services	98,273	10,640	99,994	35,000	0
State Revenue	28,568	0		0	0
Fines and Forfeits	15,292	24,259	15,715	15,000	0
	142,132	34,899	115,709	50,000	0

POLICE DEPARTMENT - 210
PERSONNEL SERVICES

FY 2015 BUDGET																						
ACCT	TITLE	NAME	CODE	STEP DATE	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	HOLIDAY	NIGHT DIFF.	SPEC. RATE	EMT	PRIMARY EDU. INC.	DEFIB	IDENTI-KIT	PHOTO	PRINT	CLO-THING	SEI	WAGES TOTAL
CHIEF OF POLICE																						
5110-210	Police Chief	D'Entremont	N/A	N/A	1.0	N/A	\$5,917.72	26.1	\$154,452.49	\$310.00	\$5,899.63	\$0.00	\$0.00	\$0.00	\$27,996.43	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188,659.00
					1.0				\$154,452.49	\$310.00	\$5,899.63	\$0.00	\$0.00	\$0.00	\$27,996.43	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$188,659.00
SUPERIOR OFFICERS																						
5110-212	Lieutenant	Paschal	N/A	N/A	1.0	MAX	\$3,248.00	26.1	\$84,772.80	\$470.00	\$4,742.21	\$2,608.43	\$0.00	\$0.00	\$22,503.94	\$1,505.77	\$0.00	\$0.00	\$0.00	\$1,129.33	\$0.00	\$117,732.48
5110-212	Lieutenant	Nedder	N/A	N/A	1.0	MAX	\$3,248.00	26.1	\$84,772.80	\$310.00	\$4,869.26	\$0.00	\$5,019.03	\$0.00	\$23,106.85	\$1,505.77	\$0.00	\$0.00	\$0.00	\$1,129.33	\$0.00	\$120,713.04
5110-212	Lieutenant	Black	N/A	N/A	1.0	MAX	\$3,248.00	26.1	\$84,772.80	\$470.00	\$4,832.19	\$2,608.43	\$0.00	\$1,204.78	\$22,930.94	\$1,505.77	\$0.00	\$502.16	\$0.00	\$1,129.33	\$0.00	\$119,956.40
5110-212	Lieutenant	Boyle	N/A	N/A	1.0	MAX	\$3,248.00	26.1	\$84,772.80	\$390.00	\$4,805.68	\$2,608.43	\$0.00	\$1,204.78	\$22,805.14	\$1,505.77	\$0.00	\$0.00	\$0.00	\$1,129.33	\$0.00	\$119,221.92
5110-212	Sergeant	Keane	N/A	N/A	1.0	MAX	\$2,592.80	26.1	\$67,672.08	\$550.00	\$3,878.27	\$2,103.66	\$0.00	\$1,204.78	\$18,404.15	\$1,505.77	\$0.00	\$0.00	\$0.00	\$1,129.33	\$0.00	\$96,448.04
5110-212	Sergeant	TapSELL	N/A	N/A	1.0	MAX	\$2,592.80	26.1	\$67,672.08	\$630.00	\$3,875.74	\$5,825.52	\$0.00	\$0.00	\$15,326.96	\$1,505.77	\$0.00	\$0.00	\$502.16	\$1,129.33	\$0.00	\$96,467.56
5110-212	Sergeant	Clements	N/A	N/A	1.0	MAX	\$2,592.80	26.1	\$67,672.08	\$470.00	\$3,850.44	\$5,825.52	\$0.00	\$0.00	\$15,226.74	\$1,505.77	\$0.00	\$0.00	\$0.00	\$1,129.33	\$0.00	\$95,679.88
5110-212	Sergeant	Buckley	N/A	N/A	1.0	MAX	\$2,592.80	26.1	\$67,672.08	\$390.00	\$3,857.37	\$0.00	\$1,204.78	\$1,204.78	\$18,304.97	\$1,505.77	\$0.00	\$502.16	\$0.00	\$1,129.33	\$0.00	\$95,771.24
5110-212	Sergeant	Feeley	N/A	N/A	1.0	MAX	\$2,592.80	26.1	\$67,672.08	\$550.00	\$3,931.07	\$2,103.66	\$1,003.81	\$1,204.78	\$18,654.71	\$1,505.77	\$0.00	\$0.00	\$0.00	\$1,129.33	\$0.00	\$97,755.20
5110-212	Sergeant	Neilson	N/A	N/A	1.0	MAX	\$2,592.80	26.1	\$67,672.08	\$390.00	\$3,867.71	\$2,103.66	\$0.00	\$0.00	\$18,354.04	\$1,505.77	\$502.16	\$502.16	\$0.00	\$1,129.33	\$0.00	\$96,026.92
5110-212	Sergeant	McMillan	N/A	N/A	1.0	MAX	\$2,592.80	26.1	\$67,672.08	\$310.00	\$3,830.86	\$0.00	\$1,204.78	\$1,204.78	\$18,179.17	\$1,505.77	\$0.00	\$0.00	\$0.00	\$1,129.33	\$0.00	\$95,036.76
5110-212	Sergeant	Concannon	N/A	N/A	1.0	MAX	\$2,592.80	26.1	\$67,672.08	\$230.00	\$4,010.82	\$5,825.52	\$0.00	\$0.00	\$19,033.16	\$1,505.77	\$0.00	\$0.00	\$0.00	\$1,129.33	\$0.00	\$99,406.68
5110-212	Sergeant	Connolly	N/A	N/A	1.0	MAX	\$2,592.80	26.1	\$67,672.08	\$230.00	\$3,616.69	\$0.00	\$0.00	\$1,204.78	\$14,302.28	\$1,505.77	\$0.00	\$0.00	\$0.00	\$1,129.33	\$0.00	\$89,660.92
					13.0				\$948,139.92	\$5,390.00	\$53,968.31	\$31,612.84	\$8,432.39	\$8,433.43	\$247,133.07	\$19,575.00	\$502.16	\$1,506.49	\$502.16	\$14,681.25	\$0.00	\$1,339,878.00
PATROL OFFICERS																						
5110-213	Patrol Officer	Matthies	N/A		1.0	MAX	\$2,062.40	21.1	\$43,516.64	\$550.00	\$2,688.60	\$0.00	\$811.51	\$0.00	\$11,345.89	\$1,055.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$59,967.64
5110-213	Patrol Officer	Panciooco	N/A	N/A	1.0	MAX	\$2,062.40	5.0	\$10,312.00	\$0.00	\$2,769.98	\$325.00	\$192.30	\$0.00	\$2,769.80	\$250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,126.08
5110-213	Patrol Officer	Doherty	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$470.00	\$3,152.05	\$4,698.00	\$0.00	\$0.00	\$14,957.91	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$78,411.60
5110-213	Patrol Officer	Chambers	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$470.00	\$2,912.25	\$1,696.50	\$752.72	\$0.00	\$11,516.36	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$72,481.48
5110-213	Patrol Officer	Barrett	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$390.00	\$2,993.98	\$1,696.50	\$0.00	\$0.00	\$14,207.80	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$74,421.92
5110-213	Patrol Officer	Walsh	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$310.00	\$3,010.37	\$0.00	\$1,003.81	\$1,003.81	\$14,285.57	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$74,747.20
5110-213	Patrol Officer	Wilds	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$310.00	\$3,046.78	\$1,696.50	\$0.00	\$1,003.81	\$14,458.36	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$75,649.08
5110-213	Patrol Officer	Crump	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$310.00	\$2,681.14	\$1,696.50	\$1,003.81	\$0.00	\$5,783.24	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$66,608.32
5110-213	Patrol Officer	Pucci	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$3,025.99	\$4,698.00	\$0.00	\$0.00	\$11,966.33	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$75,053.96
5110-213	Patrol Officer	Mahoney	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$2,437.49	\$1,696.50	\$1,003.81	\$0.00	\$0.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$60,501.44
5110-213	Patrol Officer	Porro	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$3,010.70	\$3,393.00	\$1,003.81	\$0.00	\$11,906.30	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$74,677.44
5110-213	Patrol Officer	Peterson	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$2,924.90	\$1,696.50	\$1,003.81	\$0.00	\$11,567.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$72,555.84
5110-213	Patrol Officer	Porro	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$2,959.99	\$3,393.00	\$0.00	\$0.00	\$11,705.33	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$73,421.96
5110-213	Patrol Officer	O'Sullivan	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$2,924.90	\$1,696.50	\$1,003.81	\$0.00	\$11,567.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$72,555.84
5110-213	Patrol Officer	Flint	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$310.00	\$2,395.14	\$1,696.50	\$0.00	\$0.00	\$0.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$59,535.28
5110-213	Patrol Officer	Doyle	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$2,924.90	\$1,696.50	\$1,003.81	\$0.00	\$11,567.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$72,555.84
5110-213	Patrol Officer	Duchini	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$2,788.39	\$0.00	\$0.00	\$0.00	\$11,026.73	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$69,178.76
5110-213	Patrol Officer	Driscoll	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$3,152.05	\$4,698.00	\$0.00	\$0.00	\$14,957.91	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$78,171.60
5110-213	Patrol Officer	Pucci, R.	N/A		1.0	MAX	\$2,062.40	21.1	\$43,516.64	\$230.00	\$2,365.90	\$0.00	\$811.51	\$0.00	\$4,538.19	\$1,055.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$52,517.23
5110-213	Patrol Officer	Nolan	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$2,323.64	\$0.00	\$0.00	\$0.00	\$0.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$57,687.28
5110-213	Patrol Officer	McMillan	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$2,395.14	\$1,696.50	\$0.00	\$0.00	\$0.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$59,455.28
5110-213	Patrol Officer	Cady	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$230.00	\$2,993.98	\$1,696.50	\$0.00	\$0.00	\$14,207.80	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$74,261.92
5110-213	Patrol Officer	Schoener	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$150.00	\$2,395.14	\$1,696.50	\$0.00	\$0.00	\$0.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$59,375.28
5110-213	Patrol Officer	Cawley	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$150.00	\$2,993.98	\$1,696.50	\$0.00	\$0.00	\$14,207.80	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$74,181.92
5110-213	Patrol Officer	Cronin	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$150.00	\$2,997.06	\$0.00	\$1,756.53	\$0.00	\$14,222.41	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$74,259.64
5110-213	Patrol Officer	Miranda	N/A	N/A	1.0	MAX	\$2,062.40	26.1	\$53,828.64	\$150.00	\$2,788.39	\$0.00	\$0.00	\$0.00	\$11,026.73	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$69,098.76
5110-213	Patrol Officer	Ellis	N/A		1.0	MAX	\$2,062.40	5.1	\$10,518.24	\$150.00	\$229.24	\$918.00	\$0.00	\$0.00	\$0.00	\$255.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$12,070.48
5110-213	Patrol Officer	Blake	N/A		1.0	6	\$1,983.20	21.0	\$41,647.20	\$0.00	\$2,213.20	\$3,780.00	\$0.00	\$0.00	\$0.00	\$1,050.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$48,690.40
5110-213	Patrol Officer	McCarthy	N/A		1.0	5	\$1,983.20	21.1	\$41,845.52	\$150.00	\$1,952.55	\$2,874.88	\$0.00	\$0.00	\$0.00	\$1,055.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$47,877.95
5110-213	Patrol Officer	Lemanski	N/A		1.0	5	\$1,916.00	5.0	\$9,580.00	\$0.00	\$420.46	\$681.25	\$0.00	\$0.00	\$0.00	\$250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$10,931.71
5110-213	Patrol Officer	Ellis, J.	N/A																			

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PERSONNEL SERVICES

5110-213	Patrol Officer	Gonski	N/A		1.0	3	\$1,788.80	16.6	\$29,694.08	\$0.00	\$1,386.91	\$2,365.50	\$0.00	\$0.00	\$0.00	\$830.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,000.00	\$39,276.49
						2	\$1,704.00	9.5	\$16,188.00	\$0.00	\$758.60	\$1,353.75	\$0.00	\$0.00	\$0.00	\$475.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,775.35
5110-213	Patrol Officer	Sullivan	N/A		1.0	3	\$1,788.80	0.7	\$1,252.16	\$0.00	\$0.00	\$126.00	\$0.00	\$0.00	\$0.00	\$35.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,413.16
						2	\$1,704.00	25.4	\$43,281.60	\$0.00	\$2,127.40	\$4,572.00	\$0.00	\$0.00	\$0.00	\$1,270.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$51,251.00
5110-213	Patrol Officer	Colarusso	N/A		1.0	3	\$1,788.80	0.7	\$1,252.16	\$0.00	\$0.00	\$91.00	\$0.00	\$0.00	\$0.00	\$35.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,000.00	\$6,378.16
						2	\$1,704.00	25.4	\$43,281.60	\$0.00	\$2,072.40	\$3,302.00	\$0.00	\$0.00	\$0.00	\$1,270.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$49,926.00
5110-213	Patrol Officer	Feeley, Jr.	N/A		1.0	3	\$1,788.80	0.7	\$1,252.16	\$0.00	\$0.00	\$91.00	\$0.00	\$0.00	\$0.00	\$35.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,378.16
						2	\$1,704.00	25.4	\$43,281.60	\$0.00	\$2,072.40	\$3,302.00	\$0.00	\$0.00	\$0.00	\$1,270.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$49,926.00
5110-213	Patrol Officer	Munchbach	N/A		1.0	2	\$1,704.00	21.0	\$35,784.00	\$0.00	\$1,695.60	\$2,730.00	\$0.00	\$0.00	\$0.00	\$1,050.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,000.00	\$46,259.60
						1	\$1,653.60	5.1	\$8,433.36	\$0.00	\$366.72	\$663.00	\$0.00	\$0.00	\$0.00	\$255.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,718.08
						2	\$1,704.00	8.2	\$13,972.80	\$0.00	\$376.80	\$1,066.00	\$0.00	\$0.00	\$0.00	\$410.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,500.00	\$23,325.60
5110-213	Patrol Officer	Roberts	N/A		1.0	1	\$1,653.60	16.4	\$27,119.04	\$0.00	\$1,466.88	\$2,132.00	\$0.00	\$0.00	\$0.00	\$820.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$31,537.92
						1	\$1,653.60	1.5	\$2,480.40	\$0.00	\$165.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,645.76
						2	\$1,704.00	8.2	\$13,972.80	\$0.00	\$376.80	\$1,066.00	\$0.00	\$0.00	\$0.00	\$410.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$15,825.60
5110-213	Patrol Officer	Rinn	N/A		1.0	1	\$1,653.60	16.4	\$27,119.04	\$0.00	\$1,466.88	\$2,132.00	\$0.00	\$0.00	\$0.00	\$820.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$31,537.92
						1	\$1,653.60	1.5	\$2,480.40	\$0.00	\$165.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,645.76
5110-213	Patrol Officer	Vacant	N/A		1.0	1	\$1,653.60	26.1	\$43,158.96	\$0.00	\$2,016.96	\$3,393.00	\$0.00	\$0.00	\$0.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$49,873.92
5110-213	Patrol Officer	Vacant	N/A		1.0	1	\$1,653.60	26.1	\$43,158.96	\$0.00	\$2,016.96	\$3,393.00	\$0.00	\$0.00	\$0.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$54,873.92
5110-213	Patrol Officer	Vacant	N/A		1.0	1	\$1,653.60	26.1	\$43,158.96	\$0.00	\$2,016.96	\$3,393.00	\$0.00	\$0.00	\$0.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$49,873.92
5110-213	Patrol Officer	Vacant	N/A		1.0	1	\$1,653.60	26.1	\$43,158.96	\$0.00	\$2,016.96	\$3,393.00	\$0.00	\$0.00	\$0.00	\$1,305.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$54,873.92
						Subtotal	46.0		\$2,329,296.88	\$7,630.00	\$117,448.55	\$117,677.38	\$11,844.70	\$2,007.61	\$267,352.63	\$59,880.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,000.00	\$2,963,138.00
CIVILIAN PERSONNEL																									
5110-219	Admin. Assistant I	Camerano	MS	N/A	1.0	4	\$2,154.00	26.1	\$56,219.40	\$230.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$56,449.40
5110-219	Admin. Assistant I	Hodgdon	SS-3	N/A	1.0	6	\$1,934.25	26.1	\$50,483.93	\$390.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50,873.93
5110-292	Animal Control Off.	Tracy	TS-1	N/A	1.0	4	\$1,896.75	26.1	\$49,505.18	\$230.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$49,735.18
						Subtotal	3.0		\$156,208.50	\$850.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$157,059.00
OTHER PERSONNEL																									
	Prison Monitors	N/A	N/A	N/A	0.0		\$153.26	26.1	\$4,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,000.00
	Sick Leave Incentive	N/A	N/A	N/A	0.0		\$19.16	26.1	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$500.00
						Subtotal	0.0		\$4,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,500.00
TOTAL PERSONNEL SERVICES							63.0		\$3,592,598.00	\$14,180.00	\$177,317.00	\$149,291.00	\$20,278.00	\$10,442.00	\$542,483.00	\$79,455.00	\$503.00	\$1,507.00	\$503.00	\$14,682.00	\$50,000.00	\$4,653,234.00			

POLICE DEPARTMENT
PERSONNEL SERVICES

FY 2016 BUDGET																											
ACCT	TITLE	NAME	STEP	CODE	DATE	FTE	STEP	BL-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	HOLIDAY	NIGHT DIFF.	SPEC. RATE	EMT	PRIMARY EDU. INC.	DEFIB	IDENTI-KIT	PHOTO	PRINT	CLO-THING	SEI	WAGES TOTAL	MANAGER RECOMMEND			
CHIEF OF POLICE																											
5110-210	Police Chief	D'Entremont	N/A	N/A	N/A	1.0	N/A	\$4,731.80	26.2	\$123,973.16	\$390.00	\$6,506.28	\$0.00	\$0.00	\$0.00	\$30,993.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$161,862.99	\$161,863		
Subtotal						1.0			0	\$123,973.16	\$390.00	\$6,506.28	\$0.00	\$0.00	\$0.00	\$30,993.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$161,863.00	\$161,863		
SUPERIOR OFFICERS																											
5110-212	Lieutenant		1	N/A	N/A	1.0	MAX	\$3,446.40	26.2	\$90,295.68	\$550.00	\$5,015.01	\$2,618.43	\$0.00	\$0.00	\$23,889.68	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$125,013.99	\$125,014		
5110-212	Lieutenant		2	N/A	N/A	1.0	MAX	\$3,446.40	26.2	\$90,295.68	\$310.00	\$5,184.52	\$5,847.84	\$0.00	\$0.00	\$24,697.17	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$128,980.40	\$128,980	
5110-212	Lieutenant		3	N/A	N/A	1.0	MAX	\$3,446.40	26.2	\$90,295.68	\$470.00	\$5,104.99	\$2,618.43	\$0.00	\$1,209.39	\$24,318.32	\$1,511.54	\$0.00	\$504.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$127,166.09	\$127,166	
5110-212	Lieutenant		4	N/A	N/A	1.0	MAX	\$3,446.40	26.2	\$90,295.68	\$390.00	\$5,078.48	\$2,618.43	\$0.00	\$1,209.39	\$24,192.03	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$126,429.20	\$126,429	
5110-212	Sergeant		1	N/A	N/A	1.0	MAX	\$2,750.40	26.2	\$72,060.48	\$550.00	\$4,094.97	\$2,111.72	\$0.00	\$1,209.39	\$19,506.95	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$102,178.70	\$102,179	
5110-212	Sergeant		2	N/A	N/A	1.0	MAX	\$2,750.40	26.2	\$72,060.48	\$470.00	\$4,058.45	\$5,847.84	\$0.00	\$0.00	\$16,110.90	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$101,192.87	\$101,193	
5110-212	Sergeant		3	N/A	N/A	1.0	MAX	\$2,750.40	26.2	\$72,060.48	\$390.00	\$4,074.07	\$0.00	\$1,209.39	\$1,209.39	\$19,407.39	\$1,511.54	\$0.00	\$504.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$101,500.00	\$101,500	
5110-212	Sergeant		4	N/A	N/A	1.0	MAX	\$2,750.40	26.2	\$72,060.48	\$550.00	\$4,147.77	\$2,111.72	\$1,007.65	\$1,209.39	\$19,758.47	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$103,490.67	\$103,491	
5110-212	Sergeant		5	N/A	N/A	1.0	MAX	\$2,750.40	26.2	\$72,060.48	\$390.00	\$4,084.41	\$2,111.72	\$0.00	\$0.00	\$19,456.64	\$1,511.54	\$504.09	\$504.09	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$101,756.62	\$101,757	
5110-212	Sergeant		6	N/A	N/A	1.0	MAX	\$2,750.40	26.2	\$72,060.48	\$390.00	\$4,047.56	\$0.00	\$1,209.39	\$1,209.39	\$19,281.10	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100,843.12	\$100,843	
5110-2121	Sergeant		7	N/A	N/A	1.0	MIN	\$2,478.56	8.9	\$24,478.56	\$0.00	\$768.64	\$1,986.48	\$0.00	\$0.00	\$6,840.90	\$513.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$34,973.13	\$34,973	
5110-2121	Sergeant		8	N/A	N/A	1.0	MIN	\$2,484.80	17.3	\$42,987.04	\$0.00	\$1,160.08	\$3,861.36	\$0.00	\$0.00	\$12,148.75	\$998.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$67,903.87	\$67,904	
5110-212	Sergeant		8	N/A	N/A	1.0	MAX	\$2,750.40	26.2	\$72,060.48	\$230.00	\$3,984.09	\$0.00	\$0.00	\$1,209.39	\$18,978.76	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$99,107.91	\$98,889	
5110-212	Open Position Deputy Chief	Open	N/A	N/A	N/A	1.0	MAX	\$4,100.00	26.2	\$107,420.00	\$0.00	\$5,637.50	\$0.00	\$0.00	\$0.00	\$26,855.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$139,912.50	\$139,913	
Adjustment to compare																											
Subtotal						13.0			340.6	\$1,040,491.68	\$4,690.00	\$58,440.54	\$31,733.96	\$3,426.44	\$8,465.74	\$260,223.53	\$18,138.46	\$504.09	\$1,512.26	\$0.00	\$13,603.85	\$0.00	\$0.00	\$0.00	\$1,441,230.55	\$1,441,231	
PATROL OFFICERS																											
5110-213	Patrol Officer	Matthies	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$550.00	\$3,178.34	\$1,703.00	\$0.00	\$0.00	\$15,140.46	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$79,429.89	\$79,430	
5110-213	Patrol Officer	Panciocco	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$550.00	\$3,336.41	\$4,716.00	\$0.00	\$0.00	\$15,893.44	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$83,353.95	\$83,354	
5110-213	Patrol Officer	Ocherty	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$470.00	\$3,089.24	\$1,703.00	\$755.61	\$0.00	\$12,263.17	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$77,139.12	\$77,139
5110-213	Patrol Officer	Chambers	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$470.00	\$2,542.65	\$1,703.00	\$0.00	\$0.00	\$0.00	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$63,573.75	\$63,574
5110-213	Patrol Officer	Barrett	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$390.00	\$3,178.34	\$1,703.00	\$0.00	\$0.00	\$15,140.46	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$79,269.89	\$79,270
5110-213	Detective	Walsh	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$390.00	\$3,194.73	\$0.00	\$1,007.65	\$1,007.65	\$15,218.53	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$79,676.66	\$79,677
5110-213	Patrol Officer	Wilds	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$310.00	\$3,284.05	\$1,703.00	\$1,007.65	\$1,007.65	\$15,644.02	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$81,814.47	\$81,814
5110-213	Patrol Officer	Crump	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$310.00	\$2,764.85	\$0.00	\$1,007.65	\$0.00	\$5,986.70	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$68,927.30	\$68,927
5110-213	Patrol Officer	Pucci, M.	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$310.00	\$3,051.18	\$1,703.00	\$0.00	\$0.00	\$12,112.26	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$76,034.54	\$76,035
5110-213	Detective	Mahonney	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$310.00	\$2,513.50	\$0.00	\$1,007.65	\$0.00	\$0.00	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$62,689.25	\$62,689
5110-213	Detective	Porro, R.	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$310.00	\$3,187.80	\$3,406.00	\$1,007.65	\$0.00	\$12,654.60	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$79,424.15	\$79,424
5110-213	Patrol Officer	Peterson	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$310.00	\$3,102.00	\$1,703.00	\$1,007.65	\$0.00	\$12,314.00	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$77,294.75	\$77,295
5110-213	Patrol Officer	Porro, S.	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$310.00	\$3,136.98	\$3,406.00	\$0.00	\$0.00	\$12,452.86	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$78,163.94	\$78,164
5110-213	Patrol Officer	O'Sullivan	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$230.00	\$3,051.18	\$1,703.00	\$0.00	\$0.00	\$12,112.26	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$75,954.54	\$75,955
5110-213	Patrol Officer	Flint	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$310.00	\$2,542.65	\$1,703.00	\$0.00	\$0.00	\$0.00	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$63,413.75	\$63,414
5110-213	Detective	Doyle	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$230.00	\$3,016.20	\$0.00	\$1,007.65	\$0.00	\$11,973.40	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$75,085.35	\$75,085
5110-213	Patrol Officer	Duchini	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$230.00	\$2,965.38	\$0.00	\$0.00	\$0.00	\$11,771.66	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$73,825.14	\$73,825
5110-213	Patrol Officer	Driscoll	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$230.00	\$3,336.41	\$4,716.00	\$0.00	\$0.00	\$15,893.44	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$83,033.95	\$83,034
5110-213	Juvenile Officer					1.0	PATMAX	\$2,188.80	21.2	\$46,402.56	\$230.00	\$2,513.50	\$0.00	\$815.35	\$0.00	\$4,844.20	\$1,223.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$56,028.69	\$56,029
		Pucci, R.	N/A			1.0	PATMAX	\$2,188.80	5.0	\$10,944.00	\$0.00	\$258.50	\$325.00	\$0.00	\$0.00	\$1,175.00	\$288.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,183.26	\$13,183
5110-213	Patrol Officer	Nolan	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$230.00	\$2,542.65	\$1,703.00	\$0.00	\$0.00	\$0.00	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$63,333.75	\$63,334
5110-213	Patrol Officer	Cady	N/A	N/A	N/A	1.0	PATMAX	\$2,188.80	26.2	\$57,346.56	\$230.00	\$3,336.41	\$4,716.00	\$0.00	\$0.00	\$15,893.44	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$83,033.95	\$83,034
5110-213	School Resource Officer					1.0	PATMAX	\$2,188.80	21.2																		

**POLICE DEPARTMENT
PERSONNEL SERVICES**

5110-213	Patrol Officer	Open McMillan	N/A	N/A	1.0	PATST2	\$1,808.00	7.2	\$13,017.60	\$0.00	\$399.14	\$936.00	\$0.00	\$0.00	\$0.00	\$415.38	\$0.00	\$0.00	\$0.00	\$0.00	\$5,500.00	\$20,268.12	\$20,268	
						PATST1	\$1,755.20	19.0	\$33,348.80	\$0.00	\$1,748.61	\$2,470.00	\$0.00	\$0.00	\$0.00	\$1,096.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$38,663.56	\$38,664
5110-213	Patrol Officer	Open Roberts	N/A	N/A	1.0	PATST1	\$1,755.20	26.2	\$45,986.24	\$0.00	\$2,137.19	\$3,406.00	\$0.00	\$0.00	\$0.00	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$53,040.97	\$53,041	
5110-213	Patrol Officer	Open Schoener	N/A	N/A	1.0	PATST1	\$1,755.20	26.2	\$45,986.24	\$0.00	\$2,137.19	\$3,406.00	\$0.00	\$0.00	\$0.00	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,500.00	\$58,540.97	\$58,541
5110-213	Patrol Officer	Open Miranda	N/A	N/A	1.0	PATST1	\$1,755.20	26.2	\$45,986.24	\$0.00	\$2,179.54	\$3,406.00	\$1,007.65	\$0.00	\$0.00	\$1,511.54	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$54,090.97	\$54,091
					Subtotal			46.0	1205.2	\$2,504,188.32	\$8,570.00	\$124,663.41	\$108,460.50	\$13,905.39	\$2,015.30	\$272,311.34	\$69,530.77	\$0.00	\$0.00	\$0.00	\$0.00	\$68,500.00	\$3,172,146.00	\$3,172,146
CIVILIAN PERSONNEL																								
									0															
5110-219	Admin. Assistant I	Camerano	MS	N/A	1.0	6	\$2,226.76	26.2	\$58,341.11	\$230.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$58,571.11	\$58,571	
5110-219	Admin. Assistant I	Hodgdon	SS-3	N/A	1.0	7	\$2,000.25	26.2	\$52,406.55	\$230.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$52,636.55	\$52,637	
5110-292	Animal Control Officer	Tracy	TS-1	N/A	1.0	5	\$1,962.00	13.2	\$25,898.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$25,898.40	\$25,898	
						6	\$2,033.26	13.0	\$26,432.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$26,432.38	\$26,432
					Subtotal			3.0	78.6	\$163,078.44	\$460.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$163,539.00	\$163,538
OTHER PERSONNEL																								
	Prison Monitors	N/A	N/A	N/A	0.0		\$16.00	250.0	\$4,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,000.00	\$4,000	
					Subtotal				\$4,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,000.00	\$4,000
CONTRACTUAL ALLOWANCES																								
5197	Uniforms-Contractual						\$975.00	46.0	\$44,850.00															
5197	Uniforms-Contractual						\$1,125.00	2.0	\$2,250.00															
5197	Cleaning Allowance-Contractual						\$375.00	60.0	\$22,500.00															
5197	Uniforms (Promotions) - Contractual						\$300.00	2.0	\$600.00															
5198	Protective Clothing-Contractual						\$350.00	1.0	\$350.00															
5199	Protective Shoes-Contractual						\$150.00	1.0	\$150.00															
5171	Wellness Fitness Reimbursements-Contractual						\$300.00	20.0	\$6,000.00															
5194-210	Wellness Sick Leave Incentive Qtr 1-3-Contractual						\$100.00	38.0	\$3,800.00															
5194-210	Wellness Sick Leave Incentive Qtr 4-Contractual						\$3,000.00	1.0	\$3,000.00															
					Subtotal			0.0	\$83,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
TOTAL PERSONNEL SERVICES																								
					63.0				\$3,919,232.00	\$14,110.00	\$189,611.00	\$140,195.00	\$17,332.00	\$10,482.00	\$563,529.00	\$87,670.00	\$505.00	\$1,513.00	\$0.00	\$13,604.00	\$68,500.00	\$4,942,778.00	\$4,942,778	

POLICE DEPARTMENT

OVERTIME AND SUBSTITUTES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
0	Substitutes	\$552.86	\$3,444.30	\$462.53	\$0.00			Moved to General OT
5130	General Overtime	\$363,247.42	\$326,029.78	\$353,572.55	\$372,985.00	\$369,440.00	\$369,440.00	
0	Training	\$60,847.40	\$60,821.86	\$65,102.11	\$74,294.00	\$72,342.00	\$72,342.00	
0	Court	\$64,796.14	\$61,861.73	\$49,752.65	\$73,056.00	\$72,728.00	\$72,728.00	
0	FLSA	\$0.00	\$96,334.45	\$74,721.07	\$68,972.00	\$72,000.00	\$72,000.00	10/19/2012 pay period began
		\$489,443.82	\$548,492.12	\$543,610.91	\$589,307.00	\$586,510.00	\$586,510.00	

ACCOUNT DETAIL		Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item						
5130	General Overtime						
	Administrative	\$51.90	89.50		\$4,645.00	\$4,645.00	
	Community Policing	\$51.90	255.01		\$13,235.00	\$13,235.00	
	Extra Coverage	\$51.90	56.90		\$2,954.00	\$2,954.00	
	Incident	\$51.90	120.78		\$6,269.00	\$6,269.00	
	Investigation	\$51.90	941.40		\$48,859.00	\$48,859.00	
	Patrol Shift Coverage	\$51.90	3,191.46		\$165,635.00	\$165,635.00	
	Reports/Arrest	\$51.90	67.02		\$3,479.00	\$3,479.00	
	Supervisor Shift Coverage	\$51.90	1,614.63		\$83,799.00	\$83,799.00	
	Traffic	\$51.90	235.11		\$12,203.00	\$12,203.00	
	Outside PD Assistance	\$51.90	489.72		\$25,417.00	\$25,417.00	
	Detective Shift Coverage	\$51.90	3.79		\$197.00	\$197.00	
	Firearm/Meter/Vehicle Maint	\$51.90	8.68		\$451.00	\$451.00	
	Xmas Holiday Pay	\$2,296.85	1.00		\$2,297.00	\$2,297.00	
					Account Subtotal	\$369,440.00	\$367,143.00
	Training						
	In Service Lt/Sgt	\$72.48	156.00		\$11,308.00	\$11,308.00	
	In Service Patrol	\$45.04	552.00		\$24,862.00	\$24,862.00	
	Firearms Lt/Sgt	\$72.48	104.00		\$7,539.00	\$7,539.00	
	Firearms Patrol	\$45.04	368.00		\$16,575.00	\$16,575.00	
	Specialized Lt/Sgt	\$72.48	52.00		\$3,770.00	\$3,770.00	
	Specialized Patrol	\$45.04	184.00		\$8,288.00	\$8,288.00	
					Account Subtotal	\$72,342.00	\$72,342.00
	Court						
	Lt/Sgt	\$72.48	221.93		\$16,086.00	\$16,086.00	
	Patrol	\$45.04	1,257.61		\$56,642.00	\$56,642.00	
					Account Subtotal	\$72,728.00	\$72,728.00
	FLSA						
	Town Detail OT Pay	\$72,000.00	1.00		\$72,000.00	\$72,000.00	1.5 yr avg: \$2,590.54 per pay period
					\$0.00	\$0.00	
					\$0.00	\$0.00	
					\$0.00	\$0.00	
					\$0.00	\$0.00	
					Account Subtotal	\$72,000.00	\$72,000.00

POLICE DEPARTMENT PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FT16 REQUEST	FY16 TM RECOMMEND	NOTES
5232	Utilities, Water	\$1,103.23		\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Facilities
5242	Vehicle Repair	\$25,128.80	\$28,918.65	\$25,210.96	\$27,777.00	\$28,730.00	\$28,730.00	
5245	Equipment Repair	\$5,285.32	\$7,410.45	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Facilities
5249	Miscellaneous Repair	\$19,547.64	\$4,185.75	\$3,367.71	\$4,800.00	\$6,000.00	\$6,000.00	
5250	Electrical	\$375.00		\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Facilities
5251	HVAC	\$1,752.98		\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Facilities
5251	Air conditioning	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Facilities
5252	Plumbing	\$1,743.95		\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Facilities
5271	Rent/Lease Equipment	\$3,155.30	\$3,052.59	\$2,951.35	\$0.00	\$0.00	\$0.00	Moved to Central Facilities
5300-154	Pre-Employment Physicals	\$0.00		\$1,642.54	\$2,850.00	\$3,000.00	\$3,000.00	
5300-155	Identi-Kit License	\$408.00	\$408.00	\$408.00	\$0.00	\$0.00	\$0.00	
5300-211	Radar Calibration	\$1,257.50	\$1,100.00	\$1,226.00	\$1,330.00	\$1,450.00	\$1,450.00	
5300-212	Photo Processing	\$130.99		\$121.96	\$120.00	\$125.00	\$125.00	
5300-296	Kennel Fees	\$0.00		\$6,000.00	\$6,000.00	\$6,000.00	\$6,000.00	
5311	Training	\$26,371.11	\$20,822.64	\$21,792.00	\$25,697.00	\$27,595.00	\$27,595.00	
5313	Medical Services	\$13,010.83	\$2,920.56	\$5,630.41	\$3,931.00	\$4,550.00	\$4,550.00	
5342	Postage	\$359.00	\$669.90	\$1,004.95	\$784.00	\$798.00	\$798.00	
5340-340	Communication Printing			-\$296.55				
5343	Printing	\$731.70	\$296.55	\$1,092.57	\$300.00	\$300.00	\$300.00	
53XX	Professional Services					\$12,288.00	\$12,288.00	
		\$100,361.35	\$69,785.09	\$70,151.90	\$73,589.00	\$90,836.00	\$90,836.00	

ACCOUNT DETAIL		Unit	Qty.	Qty.	Amount	Amount	
Number	Item	Cost	Request	Recom.	Request	Recom.	Notes
5242	Vehicle Repair						
	Vehicle car washes	\$4.00	400		\$1,600.00	\$1,600.00	\$1 price inc
	MA required vehicle inspections	\$35.00	23		\$805.00	\$805.00	\$6 increase
	Motorcycle maintenance/repair per unit	\$450.00	3.5		\$1,575.00	\$1,575.00	
	Vehicle Detailing per unit	\$100.00	10.0		\$1,000.00	\$1,000.00	Appearance = 1st level in use of force contium
	Vehicle repair/main. per unit	\$1,150.00	20		\$23,000.00	\$23,000.00	
	Speed Trailer Repair/maintenance	\$250.00	2		\$500.00	\$500.00	
	Mountain Bikes	\$50.00	5		\$250.00	\$250.00	
				Account Subtotal	\$28,730.00	\$27,980.00	
5249	Miscellaneous Repair						
	Document Shredding	\$750.00	1.00		\$750.00	\$750.00	Records purging
	Fire extinguisher maintenance	\$400.00	1.00		\$400.00	\$400.00	
	Misc: bio-hazard clean ups, minor repairs, door locks, window treatments, etc.	\$1,700.00	1.00		\$1,700.00	\$1,700.00	
	Flags	\$75.00	2.00		\$150.00	\$150.00	
	Traffic Suite and Maintenance Agreement	\$1,500.00	2.00		\$3,000.00	\$3,000.00	8/1 renew date for both signs, both signs now beyond original warranty
				Account Subtotal	\$6,000.00	\$6,000.00	
5271	Rent/Lease Equipment						
	Copier/color printer lease	\$177.00	0.00		\$0.00	\$0.00	Lease expires 1/31/2015
	New lease anticipated increase	\$30.00	0.00		\$0.00	\$0.00	
	Quarterly overuse fees	\$270.00	0.00		\$0.00	\$0.00	
	Toner Shipping	\$6.95	0.00		\$0.00	\$0.00	
				Account Subtotal	\$0.00	\$0.00	
5300-154	Pre-Employment Physicals						
	Medical screening, new hires w/ drug screen	\$550.00	3.00		\$1,650.00	\$1,650.00	
	Psychological screening, new hires	\$450.00	3.00		\$1,350.00	\$1,350.00	
				Account Subtotal	\$3,000.00	\$3,000.00	
5300-155	Identi-Kit License						
	Software support license				\$0.00	\$0.00	Eliminated.
					\$0.00	\$0.00	
				Account Subtotal	\$0.00	\$0.00	
5300-211	Radar Calibration						
	Radar unit calibration	\$50.00	16.00		\$800.00	\$800.00	
	Laser unit calibration	\$75.00	6.00		\$450.00	\$450.00	
	Misc. repairs and adjustments	\$200.00	1.00		\$200.00	\$200.00	
				Account Subtotal	\$1,450.00	\$1,250.00	
5300-212	Photo Processing						
	Photo processing services	\$125.00	1.00		\$125.00	\$125.00	
				Account Subtotal	\$125.00	\$125.00	
5300-296	Kennel Fees						
	Annual kennel fee	\$6,000.00	1.00		\$6,000.00	\$6,000.00	
					\$0.00	\$0.00	
				Account Subtotal	\$6,000.00	\$6,000.00	

POLICE DEPARTMENT PURCHASE OF SERVICES

5311	Training						
	Recruit tuition	\$3,000.00	3.00		\$9,000.00	\$9,000.00	\$500 per recruit increase.
	IACP Conference	\$350.00	1.00		\$350.00	\$350.00	
	Accreditation Conference	\$275.00	2.00		\$550.00	\$550.00	Add 2nd person
	Mass Assoc of Crime Analysts	\$350.00	1.00		\$350.00	\$350.00	
	Supervisors Liability	\$359.00	4.00		\$1,436.00	\$1,436.00	MRI Reccommendation
	Firearms range safety off training	\$750.00	2.00		\$1,500.00	\$1,500.00	
	Firearms legal update	\$149.00	2.00		\$298.00	\$298.00	
	Roger William Command Training	\$1,600.00	1.00		\$1,600.00	\$1,600.00	New Sergeant
	Roger Williams Mid-Management Course	\$1,750.00	1.00		\$1,750.00	\$1,750.00	MRI Reccommendation
	Domestic Violence Training	\$149.00	2.00		\$298.00	\$298.00	Scheft
	Pre-employment background investigations	\$415.00	2.00		\$830.00	\$830.00	
	MPI Training Courses (various topics)	\$149.00	10.00		\$1,490.00	\$1,490.00	
	Latent Fingerprint Recovery	\$480.00	2.00		\$960.00	\$960.00	
	Detective Clinic	\$395.00	2.00		\$790.00	\$790.00	Rogers
	Law Enforcement Photography	\$375.00	2.00		\$750.00	\$750.00	
	MSSAA annual conference	\$150.00	3.00		\$450.00	\$450.00	
	Juvenile legal update	\$100.00	3.00		\$300.00	\$300.00	
	Auxiliary Officer In Service training	\$125.00	3.00		\$375.00	\$375.00	
	PACE Drug Interdiction course	\$200.00	4.00		\$800.00	\$800.00	
	Narcotic Enforcement Officer conference	\$300.00	2.00		\$600.00	\$600.00	
	Property and Evidence Room Training	\$169.00	1.00		\$169.00	\$169.00	
	Active Shooter Training	\$250.00	2.00		\$500.00	\$500.00	
	Budget Training	\$299.00	1.00		\$299.00	\$299.00	
	Microsoft Office Training	\$100.00	4.00		\$400.00	\$400.00	
	Management training, Command Series Exec. Dev.	\$1,750.00	1.00		\$1,750.00	\$1,750.00	Dep. Chief
				Account Subtotal	\$27,595.00	\$27,595.00	
5313	Medical Services						
	Officers injured on Duty, MGL C41s111f	\$3,500.00	1.00		\$3,500.00	\$3,500.00	
	Drug testing - contractual	\$70.00	12.00		\$840.00	\$840.00	
	Drug testing - contractual alcohol	\$35.00	6.00		\$210.00	\$210.00	
				Account Subtotal	\$4,550.00	\$4,550.00	
5342	Postage						
	Pre-stamped envelopes (box of 500)	\$286.20	2.00		\$573.00	\$573.00	
	Certified mail, postage	\$225.00	1.00		\$225.00	\$225.00	
				Account Subtotal	\$798.00	\$798.00	
5343	Printing						
	3-part motor vehicle crash info forms	\$0.25	1,200.00		\$300.00	\$300.00	
				Account Subtotal	\$300.00	\$300.00	
53XX	Professional Services						
	John Guilfoil Public Relations	\$399.00	12.00		\$4,788.00	\$4,788.00	PR Firm
	Job Task Analysis	\$300.00	25.00		\$7,500.00	\$7,500.00	Per Public Safety Study, recommendation 8.10
				Account Subtotal	\$12,288.00	\$12,288.00	

POLICE DEPARTMENT SUPPLIES

5580-211 Officers Equipment							
Recognition Award	\$225.00	1.00		\$225.00	\$225.00		
Traffic Cones 18"	\$13.00	30.00		\$390.00	\$390.00		
Traffic Cones 28"	\$20.00	30.00		\$600.00	\$600.00		
Portable Stop Signs	\$150.00	2.00		\$300.00	\$300.00		10 on hand (1 with cracked hinge)
First Aid/AED Supplies	\$1,600.00	1.00		\$1,600.00	\$1,600.00		New: Narcan being carried.
Nasal Naloxone	\$37.00	25.00		\$925.00	\$925.00		Fallon 2013: 26 doses, DPD 1 month: 5 doses, Price inc from \$17 to \$36
Gloves	\$105.00	8.00		\$840.00	\$840.00		
Prisoner Property Bags (100)	\$38.50	4.00		\$154.00	\$154.00		
Evidence Bags (9x12, qty 100)	\$35.50	3.00		\$107.00	\$107.00		
Evidence Bags (5x3x10, qty 100)	\$21.00	3.00		\$63.00	\$63.00		
Evidence Bags (paper 12x17.5x7, qty 100)	\$37.00	3.00		\$111.00	\$111.00		
Evidence Bags (12x15, qty 100)	\$47.60	3.00		\$143.00	\$143.00		
Evidence Bags (16x12x35, qty 50)	\$70.00	1.00		\$70.00	\$70.00		
Drug Test Kits	\$50.00	18.00		\$900.00	\$900.00		
ID Ribbons	\$115.00	1.00		\$115.00	\$115.00		Solicitor and employee ID's.
ID Card Lanyards with holder (100)	\$126.00	1.00		\$126.00	\$126.00		
Police Standard ID Cards	\$15.00	12.00		\$180.00	\$180.00		price inc from \$9.50
Oleoresin Capsicum (O.C.) Spray	\$10.00	75.00		\$750.00	\$750.00		Current sprays 5 years old.
Misc	\$300.00	1.00		\$300.00	\$300.00		Pressure decreases over time
Breath Test Supplies	\$100.00	1.00		\$100.00	\$100.00		Simulator cylinder
Animal Control Supplies, leashes, gloves, blanket	\$200.00	1.00		\$200.00	\$200.00		
				Account Subtotal	\$8,199.00	\$8,199.00	
5580-212 Ammunition & Firearms							
Firearms Training Ammunition-frangible (1000)	\$492.00	4.00		\$1,968.00	\$1,968.00		Frangible for steel and recruit
Firearms Training Ammunition (1000)	\$321.00	23.00		\$7,383.00	\$7,383.00		Inc by 4 for Metro LEC Officers
Firearms Street Ammunition (1000)	\$458.00	2.00		\$916.00	\$916.00		
Shotgun Buckshot (250)	\$119.00	8.00		\$952.00	\$952.00		
Shotgun Slug (250)	\$149.00	1.00		\$149.00	\$149.00		
Rifle Training Rounds (900)	\$300.00	12.00		\$3,600.00	\$3,600.00		Inc by 5 for Metro LEC Officers
Rifle Street Rounds (900)	\$400.00	1.00		\$400.00	\$400.00		
Simunitions Training rounds (1000)	\$515.00	3.00		\$1,545.00	\$1,545.00		
Simunition Instructor Rounds (1000)	\$572.00	1.00		\$572.00	\$572.00		
Simunitions Training rounds (1000)	\$660.00	2.00		\$1,320.00	\$1,320.00		Inc by 2 for Metro LEC Officers
				Account Subtotal	\$18,805.00	\$18,805.00	
5580-213 Firing Range Supplies							
Qualification targets (25)	\$10.00	20.00		\$200.00	\$200.00		
Wood frames	\$125.00	1.00		\$125.00	\$125.00		
Staples	\$30.00	1.00		\$30.00	\$30.00		
					\$0.00	\$0.00	
				Account Subtotal	\$355.00	\$355.00	
5580-214 Radio/Walkie-Talkie							
Portable Radio Batteries	\$75.90	30.00		\$2,277.00	\$2,277.00		
Cruiser Speaker Microphones	\$75.00	8.00		\$600.00	\$600.00		
				\$0.00	\$0.00		
				\$0.00	\$0.00		
				\$0.00	\$0.00		
				Account Subtotal	\$2,877.00	\$2,877.00	
5580-215 Photo Equipment							
Digital Camera	\$125.00	2.00		\$250.00	\$250.00		Cameras in cruisers are aging.
				\$0.00	\$0.00		
				\$0.00	\$0.00		
				\$0.00	\$0.00		
				\$0.00	\$0.00		
				Account Subtotal	\$250.00	\$250.00	
5580-216 Parking Meter Supplies							
				\$0.00	\$0.00		All expenses to be paid from
				\$0.00	\$0.00		revolving account.
				\$0.00	\$0.00		
				\$0.00	\$0.00		
				\$0.00	\$0.00		
				Account Subtotal	\$0.00	\$0.00	

POLICE DEPARTMENT SUPPLIES

5583 Publications & Subscriptions							
Website Host Fee	\$182.50	1.00		\$183.00		\$183.00	www.dedhampolice.org , includes domain and hosting
TLO Data Base	\$10.00	12.00		\$120.00		\$120.00	Public Recrods Database
Lexis Nexis	\$135.00	12.00		\$1,620.00		\$1,620.00	Public Recrods Database
Criminal Law Book (LE Dimensions)	\$75.00	2.00		\$150.00		\$150.00	Shift Cmdr. And Det's
Criminal Procedure Book (LE Dimensions)	\$75.00	2.00		\$150.00		\$150.00	Shift Cmdr. And Det's
Motor Vehicle Law Book (LE Dimendions)	\$58.00	2.00		\$116.00		\$116.00	Shift Cmdr. And Det's
Juvenile Law Book (LE Dimesnsions)	\$55.00	5.00		\$275.00		\$275.00	Shift Cmdr., Det's Juv Off and SRO.
Drug Cases Manual (LE Dimensions)	\$58.00	1.00		\$58.00		\$58.00	Det's
Survey Software	\$300.00	1.00		\$300.00		\$300.00	Survey Methods to conduct community survey. 1 yr. Subscription
Prosecutor's Guide	\$95.00	1.00		\$95.00		\$95.00	
			Account Subtotal	\$3,067.00		\$3,067.00	

POLICE DEPARTMENT OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5171	Wellness Program	\$12,387.87	\$9,245.30	\$9,460.77	\$0.00	\$0.00	\$0.00	Moved to Personnel Services
5305	Meeting & Conferences	\$2,462.68	\$0.00	\$0.00	\$0.00			
5583	Publications & Subscriptions	\$2,133.57	\$2,311.60	\$2,622.65				Moved to Supplies
5710	Travel Expenses	\$0.00	\$2,342.14	\$2,150.22	\$3,400.00	\$4,175.00	\$4,175.00	
5730	Dues & Memberships	\$8,395.00	\$9,320.00	\$10,237.50	\$9,830.00	\$10,730.00	\$10,730.00	
		\$25,379.12	\$23,219.04	\$24,471.14	\$13,230.00	\$14,905.00	\$14,905.00	

ACCOUNT DETAIL		Unit	Qty.	Qty.	Amount	Amount	
Number	Item	Cost	Request	Recom.	Request	Recom.	Notes
5171	Wellness Program						
	Fitness Reimbursements	\$300.00			\$0.00	\$0.00	Moved to personnel control group
	Sick Leave Incentive Qtr 1-3	\$100.00			\$0.00	\$0.00	Moved to personnel control group
	Sick Leave Incentive Qtr 4	\$3,000.00			\$0.00	\$0.00	Moved to personnel control group
					\$0.00	\$0.00	
					Account Subtotal	\$0.00	
5305	Meeting & Conferences						
					\$0.00	\$0.00	
					\$0.00	\$0.00	
					\$0.00	\$0.00	
					\$0.00	\$0.00	
					\$0.00	\$0.00	
					Account Subtotal	\$0.00	
5710	Travel Expenses						
	IACP Conf., Chicago, IL Oct 24-27, 2015	\$1,550.00	1.00		\$1,550.00	\$1,550.00	
	Mass. Accreditation Conf.	\$525.00	2.00		\$1,050.00	\$1,050.00	add 2nd participant
	Pamet National Meeting	\$525.00	1.00		\$525.00	\$525.00	
	Mass Assn of Crime Analyst Conf (Cape Cod)	\$800.00	1.00		\$800.00	\$800.00	
	Fast Lane Tolls	\$50.00	1.00		\$50.00	\$50.00	
	Parking Fees	\$200.00	1.00		\$200.00	\$200.00	
					Account Subtotal	\$4,175.00	
5730	Dues & Memberships						
	Metropolitan Law Enforcement Council	\$3,500.00	1.00		\$3,500.00	\$3,500.00	
	South Suburban Police Institute	\$1,000.00	1.00		\$1,000.00	\$1,000.00	
	Norfolk County Chiefs of Police	\$300.00	1.00		\$300.00	\$300.00	
	International Association of Chiefs of Police	\$150.00	2.00		\$300.00	\$300.00	
	Greater Boston Police Council-BAPER	\$2,000.00	1.00		\$2,000.00	\$2,000.00	
	Nespin	\$200.00	1.00		\$200.00	\$200.00	
	Massachusetts Police Accreditation	\$1,250.00	1.00		\$1,250.00	\$1,250.00	
	Massachusetts Chiefs of Police	\$1,170.00	1.00		\$1,170.00	\$1,170.00	
	High Technology Crime Investigation Assoc.	\$80.00	1.00		\$80.00	\$80.00	
	New England Assoc. of Chiefs of Police	\$60.00	1.00		\$60.00	\$60.00	Disc. Course at RWU w/ membership
	Mass LE Firearms Instructors and Armorers	\$30.00	1.00		\$30.00	\$30.00	
	Pamet User Group	\$250.00	1.00		\$250.00	\$250.00	
	Mass Assn of Crime Analyst	\$40.00	1.00		\$40.00	\$40.00	
	Animal Control Association	\$50.00	1.00		\$50.00	\$50.00	
	Plymouth County Vehicle Bid	\$200.00	1.00		\$200.00	\$200.00	Any town department can purchase under bid
	Plymouth County Equipment Bid	\$300.00	1.00		\$300.00	\$300.00	Any town department can purchase under bid
					Account Subtotal	\$10,730.00	

FIRE DEPARTMENT - 220 BUDGET SUMMARY FY16 / Current Staffing

Department Mission, Programs, and Services

The members of the Dedham Fire Department are committed to serving the community by protecting life, property and the environment. Our mission is to provide the highest level of prevention, education, emergency medical and fire services to all those who live, work and visit the Town of Dedham.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Fire Chief	1.0	1.0	1.0	1.0	1.0	1.0
Deputy	4.0	4.0	4.0	4.0	4.0	4.0
Lieutenant	9.0	9.0	13.0	13.0	13.0	13.0
Firefighter-Mechanic	1.0	1.0	0.0	0.0	0.0	0.0
Firefighter	45.0	45.0	43.0	44.0	44.0	44.0
Administrative Assistant I	1.0	1.0	1.0	1.0	1.0	1.0
	61.0	61.0	62.0	63.0	63.0	63.0

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 BUDGET	FY15 Budget	FY16 Request	FY16 TM RECOMMEND
Personnel Services	4,078,145	3,946,477	4,165,058	4,446,012	4,555,842	4,555,842
Overtime	562,462	782,333	695,650	628,177	547,360	547,360
Purchase of Services	72,709	28,151	56,109	168,350	147,350	147,350
Supplies	109,449	115,977	91,322	56,752	64,343	64,343
Other Charges & Expenses	5,942	5,586	6,706	8,610	9,535	9,535
TOTAL	4,828,707	4,878,524	5,014,845	5,307,901	5,324,430	5,324,430

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 BUDGET	FY15 ESTIMATE	FY16 ESTIMATE
Fire Alarm Box Reimbursement				21,600	21,600
Charges for Services	2,720	1,923	2,111	2,500	2,500
Licenses and Permits	44,331	31,740	42,726	40,000	40,000
TOTAL	47,051	33,663	44,837	64,100	64,100

OTHER REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ESTIMATE	FY16 ESTIMATE
Federal Grants		1,500	1,500	1,500	0
State Grants		1,500	0	9,435	4,900
Revolving Funds		38,789	8,723	0	0
TOTAL		41,789	10,223	10,935	4,900

FIRE DEPARTMENT PERSONNEL SERVICES: FY2016

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2016 BUDGET												FY16 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	EPI-PEN / DEFIB	HOLIDAY	CREDIT PAY	EMT BONUS	WAGES TOTAL		
FIRE CHIEF																	
5110-221	Fire Chief					N/A	\$5,480.77	26.2	\$143,596.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$143,596.17	\$143,596.17	
5110-196	Deferred Comp	Spillane, W.	200	N/A	1.0	N/A	\$115.38	26.2	\$3,022.96						\$3,022.96	\$3,022.96	
					Subtotal	1.0	\$5,596.15		\$146,619.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$146,619.13	\$146,619.13	
DEPUTIES																	
5110-222	Deputy	Beltis, D.	100	N/A	1.0	MAX	\$3,355.80	26.2	\$87,921.96	\$630.00	\$1,500.00	\$4,820.53	\$2,880.00	\$2,400.00	\$100,153.00	\$100,153.00	
5110-222	Deputy	Fontaine	100	N/A	1.0	MAX	\$3,355.80	26.2	\$87,921.96	\$550.00	\$1,500.00	\$4,820.53	\$0.00	\$2,400.00	\$97,193.00	\$97,193.00	
5110-222	Deputy	Radosta	100	N/A	1.0	MAX	\$3,355.80	26.2	\$87,921.96	\$390.00	\$1,500.00	\$4,820.53	\$4,275.00	\$2,400.00	\$101,308.00	\$101,308.00	
5110-222	Deputy	Neilan	100	N/A	1.0	MAX	\$3,355.80	26.2	\$87,921.96	\$470.00	\$1,500.00	\$4,820.53	\$0.00	\$2,400.00	\$97,113.00	\$97,113.00	
					Subtotal	4.0			\$351,687.84	\$2,040.00	\$6,000.00	\$19,282.12	\$7,155.00	\$9,600.00	\$395,767.00	\$395,767.00	
LIEUTENANTS																	
5110-222	Lieutenant	Loconte	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$470.00	\$1,500.00	\$3,925.35	\$1,620.00	\$2,400.00	\$80,782.00	\$80,782.00	
5110-222	Lieutenant	Lynch, S.	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$310.00	\$1,500.00	\$3,925.35	\$0.00	\$2,400.00	\$79,002.00	\$79,002.00	
5110-222	Lieutenant	Berry	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$310.00	\$1,500.00	\$3,925.35	\$5,265.00	\$2,400.00	\$84,267.00	\$84,267.00	
5110-222	Lieutenant	McGraw	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$230.00	\$1,500.00	\$3,925.35	\$3,510.00	\$2,400.00	\$82,432.00	\$82,432.00	
5110-222	Lieutenant	Walsh	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$310.00	\$1,500.00	\$3,925.35	\$1,485.00	\$2,400.00	\$80,487.00	\$80,487.00	
5110-222	Lieutenant	Krug	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$470.00	\$1,500.00	\$3,925.35	\$0.00	\$2,400.00	\$79,162.00	\$79,162.00	
5110-222	Lieutenant	Huff	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$150.00	\$1,500.00	\$3,925.35	\$945.00	\$2,400.00	\$79,787.00	\$79,787.00	
5110-222	Lieutenant	Staunton	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$230.00	\$1,500.00	\$3,925.35	\$3,510.00	\$2,400.00	\$82,432.00	\$82,432.00	
5110-222	Lieutenant	Gleason, J.	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$150.00	\$1,500.00	\$3,925.35	\$2,925.00	\$2,400.00	\$81,767.00	\$81,767.00	
5110-222	Lieutenant	McElhinney	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$310.00	\$1,500.00	\$3,925.35	\$3,735.00	\$2,400.00	\$82,737.00	\$82,737.00	
5110-222	Lieutenant	DeVincent	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$390.00	\$1,500.00	\$3,925.35	\$0.00	\$2,400.00	\$79,082.00	\$79,082.00	
5110-222	Lieutenant	Lessard	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$550.00	\$1,500.00	\$3,925.35	\$2,430.00	\$2,400.00	\$81,672.00	\$81,672.00	
5110-222	Lieutenant	Bowler	25.02	N/A	1.0	MAX	\$2,704.80	26.2	\$70,865.76	\$550.00	\$1,500.00	\$3,925.35	\$0.00	\$2,400.00	\$79,242.00	\$79,242.00	
					Subtotal	13.0			\$921,254.88	\$4,430.00	\$19,500.00	\$51,029.55	\$25,425.00	\$31,200.00	\$1,052,851.00	\$1,052,851.00	
FIREFIGHTERS																	
5110-223	Firefighter	Bradbury, J.	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$550.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,811.00	\$64,811.00	
5110-223	Firefighter	Bradbury, K.	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$470.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,731.00	\$64,731.00	
5110-223	Firefighter	Howard	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$470.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,731.00	\$64,731.00	
5110-223	Firefighter	Boncek	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$470.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,731.00	\$64,731.00	
5110-223	Firefighter	Savi	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$470.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,731.00	\$64,731.00	
5110-223	Firefighter	Spillane, R.	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$470.00	\$1,500.00	\$3,078.90	\$0.00	\$0.00	\$62,204.00	\$62,204.00	
5110-223	Firefighter	Loewen	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$470.00	\$1,500.00	\$3,078.90	\$0.00	\$0.00	\$62,204.00	\$62,204.00	
5110-223	Firefighter	Pike	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$470.00	\$1,500.00	\$3,078.90	\$0.00	\$0.00	\$62,204.00	\$62,204.00	
5110-223	Firefighter	Burke	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$550.00	\$1,500.00	\$3,078.90	\$2,700.00	\$0.00	\$64,984.00	\$64,984.00	
5110-223	Firefighter	Raftery	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$470.00	\$1,500.00	\$3,078.90	\$0.00	\$0.00	\$62,204.00	\$62,204.00	
5110-223	Firefighter	Chin	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$470.00	\$1,500.00	\$3,078.90	\$0.00	\$0.00	\$62,204.00	\$62,204.00	
5110-223	Firefighter	McLeish	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$470.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,731.00	\$64,731.00	
5110-223	Firefighter	Grealy	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$390.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,651.00	\$64,651.00	
5110-223	Firefighter	Clark	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$390.00	\$1,500.00	\$3,078.90	\$0.00	\$0.00	\$62,124.00	\$62,124.00	
5110-223	Firefighter	Finneran	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$310.00	\$1,500.00	\$3,205.84	\$3,510.00	\$2,400.00	\$68,081.00	\$68,081.00	
5110-223	Firefighter	Doherty	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$310.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,571.00	\$64,571.00	
5110-223	Firefighter	Georgilas	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$310.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,571.00	\$64,571.00	
5110-223	Firefighter	MacDougall	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$310.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,571.00	\$64,571.00	
5110-223	Firefighter	Sayers	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$310.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,571.00	\$64,571.00	
5110-223	Firefighter	Murray	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$310.00	\$1,500.00	\$3,205.84	\$3,015.00	\$2,400.00	\$67,586.00	\$67,586.00	
5110-223	Firefighter	Haire	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$310.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,571.00	\$64,571.00	
5110-223	Firefighter	Swyers	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$230.00	\$1,500.00	\$3,205.84	\$3,510.00	\$2,400.00	\$68,001.00	\$68,001.00	
5110-223	Firefighter	Morrison	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$230.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,491.00	\$64,491.00	
5110-223	Firefighter	DeFelice	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$230.00	\$1,500.00	\$3,205.84	\$540.00	\$2,400.00	\$65,031.00	\$65,031.00	
5110-223	Firefighter	Paige	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$230.00	\$1,500.00	\$3,205.84	\$3,150.00	\$2,400.00	\$67,641.00	\$67,641.00	
5110-223	Firefighter	Whoriskey	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$230.00	\$1,500.00	\$3,205.84	\$6,525.00	\$2,400.00	\$71,016.00	\$71,016.00	
5110-223	Firefighter	Dugan	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$150.00	\$1,500.00	\$3,205.84	\$1,890.00	\$2,400.00	\$66,301.00	\$66,301.00	
5110-223	Firefighter	Blaney, Ja.	10.02	N/A	1.0	MAX	\$2,181.48	26.2	\$57,154.78	\$150.00	\$1,500.00	\$3,205.84	\$0.00	\$2,400.00	\$64,411.00	\$64,411.00	

FIRE DEPARTMENT OVERTIME

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5130-220	General Overtime			\$625,402.00	\$553,897.00	\$469,365.00	\$469,365.00	
5130-225	Mutual Aid	\$514,338.89	\$737,816.85	\$13,979.00	\$17,844.00	\$18,996.00	\$18,996.00	
5130-226	Fire Prevention			\$10,607.00	\$10,628.00	\$11,726.00	\$11,726.00	
5130-221	Training	\$17,584.95	\$18,265.55	\$7,218.00	\$7,979.00	\$8,450.00	\$8,450.00	
5130-222	Fire Alarm Maintenance	\$30,538.57	\$26,251.06	\$34,168.00	\$37,829.00	\$38,823.00	\$38,823.00	
		\$562,462.41	\$782,333.46	\$691,374.00	\$628,177.00	\$547,360.00	\$547,360.00	

ACCOUNT DETAIL		Unit Cost	Qty. Request	Qty. Recom.	FY15 Budget	FY16 Request	Amount Recommend	Notes
Number	Item							
5130-220	General Overtime							
	Sick and vacation, coverage per PP					\$448,157.00	\$448,157.00	
	Prior year sick and vacation coverage	\$21,222.11	26.10		\$553,897.07			FY15 Budget adjusted for raises
	Vehicle repair, Firefighter/Mechanic	\$50.98	416.00		\$0.00	\$21,208.00	\$21,208.00	8 hrs per week
					\$553,897.00	\$469,365.00	\$469,365.00	
5130-221	Training							
	Hazmat, Firefighters	\$41.63	48.00		\$1,763.00	\$1,999.00	\$1,999.00	
	Hazmat, Lieutenants	\$50.98	24.00		\$1,093.00	\$1,224.00	\$1,224.00	
	Hazmat, Deputies	\$62.60	16.00		\$904.00	\$1,002.00	\$1,002.00	
	Rapid intervention, Firefighters	\$41.63	48.00		\$1,763.00	\$1,999.00	\$1,999.00	
	Rapid intervention, Lieutenants	\$50.98	24.00		\$1,093.00	\$1,224.00	\$1,224.00	
	Rapid intervention, Deputies	\$62.60	16.00		\$904.00	\$1,002.00	\$1,002.00	
					\$7,979.00	\$8,450.00	\$8,450.00	
5130-222	Fire Alarm Maintenance							
	Routine maintenance per pay period	\$1,481.76	26.20		\$35,650.00	\$38,823.00	\$38,823.00	8 hrs x 2 per week x 2 person
					\$0.00	\$0.00	\$0.00	
					\$37,829.00	\$38,823.00	\$38,823.00	
5130-225	Mutual Aid							
	4-hour minimum, 3 Firefighters	\$499.56	24.00		\$11,990.00	\$11,990.00	\$11,990.00	
	4-hour minimum, 1 Officer	\$203.92	24.00		\$4,895.00	\$4,895.00	\$4,895.00	
	12-hour event, 3 Firefighters	\$1,498.68	1.00		\$1,499.00	\$1,499.00	\$1,499.00	
	12-hour event, 1 Officer	\$611.76	1.00		\$612.00	\$612.00	\$612.00	
					\$18,996.00	\$18,996.00	\$18,996.00	
5130-226	Fire Prevention							
	School education programs	\$50.98	30.00		\$911.00	\$1,530.00	\$1,530.00	
	Building inspections	\$50.98	200.00		\$9,105.00	\$10,196.00	\$10,196.00	
					\$10,628.00	\$11,726.00	\$11,726.00	

FIRE DEPARTMENT PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 BUDGET	FY15 BUDGET	FY16 Request	FY16 TM RECOMMEND	NOTES
5232	Utilities, Water	\$1,430.72	\$0.00	\$0.00	\$0.00			Moved to Central Facilities
5242	Vehicle Repair	\$28,812.57	\$0.00	\$0.00	\$69,500.00	\$84,500.00	\$84,500.00	additional vendor costs
5245	Equipment Repair	\$320.00	\$728.50	\$4,200.00	\$5,250.00	\$5,250.00	\$5,250.00	
5246	Pump & Ladder Testing	\$0.00	\$2,465.00	\$3,320.00	\$3,400.00	\$3,400.00	\$3,400.00	
5251	Heating Repair	\$1,463.91	\$0.00	\$0.00	\$0.00			Moved to Central Facilities
5251	Air Conditioning Repair	\$0.00	\$0.00	\$0.00	\$0.00			Moved to Central Facilities
5252	Plumbing Repair	\$779.00	\$0.00	\$0.00	\$0.00			Moved to Central Facilities
5254	Building Repair	\$11,545.52	\$0.00	\$0.00	\$0.00			Moved to Central Facilities
5311	Training	\$5,048.47	-\$140.00	\$20,700.00	\$27,700.00	\$27,700.00	\$27,700.00	
5313	Medical Services	\$22,272.78	\$25,097.11	\$23,000.00	\$21,000.00	\$25,000.00	\$25,000.00	
5314	Alarm / Security Services	\$1,024.90	\$0.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	
5342	Postage	\$11.36	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Purchasing
		\$72,709.23	\$28,150.61	\$52,720.00	\$128,350.00	\$147,350.00	\$147,350.00	

ACCOUNT DETAIL		Unit Cost	Qty. Request	Qty. Recom.	FY15 Budget	Amount Request	Amount Recommend	Notes
Number	Item							
5242	Vehicle Repair							
	Preventive maintenance, apparatus	\$4,400.00	6.00	0.00	\$26,400.00	\$26,400.00	\$26,400.00	Dealership service agreement
	Preventive maintenance, squad	\$1,000.00	1.00	0.00	\$1,000.00	\$1,000.00	\$1,000.00	Hourly service & parts \$85/hr
	Preventive maintenance, alarm truck	\$500.00	2.00	0.00	\$1,000.00	\$1,000.00	\$1,000.00	Hourly service & parts \$85/hr
	Preventive maintenance, vehicles	\$300.00	3.00	0.00	\$900.00	\$900.00	\$900.00	Hourly service & parts \$85/hr
	Preventive maintenance, boat	\$200.00	1.00	0.00	\$200.00	\$200.00	\$200.00	Hourly service & parts \$85/hr
	Additional vehicle repairs	\$8,000.00	10.00	0.00	\$40,000.00	\$55,000.00	\$55,000.00	Vendor EVT service \$110/hr
					\$69,500.00	\$84,500.00	\$84,500.00	
5245	Equipment Repair							
	Hydraulic rescue tools	\$300.00	4.00	0.00	\$1,200.00	\$1,200.00	\$1,200.00	
	SCBA gear	\$100.00	10.00	0.00	\$1,000.00	\$1,000.00	\$1,000.00	
	Thermal imaging cameras	\$800.00	2.00	0.00	\$1,600.00	\$1,600.00	\$1,600.00	
	Gas meter calibration	\$1,000.00	1.00	0.00	\$1,000.00	\$1,000.00	\$1,000.00	
	Protective clothing maint. supplies	\$30.00	15.00	0.00	\$450.00	\$450.00	\$450.00	
					\$5,250.00	\$5,250.00	\$5,250.00	
5246	Pump & Ladder Testing							
	Pump testing, per engine	\$300.00	4.00	0.00	\$1,200.00	\$1,200.00	\$1,200.00	
	Ladder testing, per ladder truck	\$1,100.00	2.00	0.00	\$2,200.00	\$2,200.00	\$2,200.00	
					\$3,400.00	\$3,400.00	\$3,400.00	
5311	Training							
	HazMat operations training	\$5,000.00	1.00	0.00	\$5,000.00	\$5,000.00	\$5,000.00	
	Rapid Intervention Team training	\$5,000.00	1.00	0.00	\$5,000.00	\$5,000.00	\$5,000.00	
	EMS trainings, monthly	\$350.00	12.00	0.00	\$4,200.00	\$4,200.00	\$4,200.00	
	EMT certifications	\$1,500.00	9.00	0.00	\$13,500.00	\$13,500.00	\$13,500.00	
					\$27,700.00	\$27,700.00	\$27,700.00	
5313	Medical Services							
	Injured on duty, medical bills	\$1,000.00	10.00	0.00	\$6,000.00	\$10,000.00	\$10,000.00	additional IOD costs
	Injured on duty, ambulance	\$2,760.00	2.00	0.00	\$5,520.00	\$5,520.00	\$5,520.00	
	Independent medical exams	\$1,500.00	2.00	0.00	\$3,000.00	\$3,000.00	\$3,000.00	
	Medical oxygen, monthly service	\$40.00	12.00	0.00	\$480.00	\$480.00	\$480.00	
	Pre-employment medical exams	\$600.00	6.00	0.00	\$3,600.00	\$3,600.00	\$3,600.00	
	Pre-employment psychological exams	\$400.00	6.00	0.00	\$2,400.00	\$2,400.00	\$2,400.00	
					\$21,000.00	\$25,000.00	\$25,000.00	
5314	Alarm / Security Services							
	Fire alarm box repair services	\$150.00	10.00	0.00	\$1,500.00	\$1,500.00	\$1,500.00	
					\$1,500.00	\$1,500.00	\$1,500.00	

FIRE DEPARTMENT SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 BUDGET	FY15 BUDGET	FY16 Request	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$798.26	\$859.93	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Purchasing
5429	Office Supplies, Specialized	\$106.60	\$178.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Purchasing
5431	Tools & Small Equipment	\$4,188.40	\$4,528.51	\$4,100.00	\$4,500.00	\$4,500.00	\$4,500.00	
5432	Maintenance Supplies	\$945.46	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Facilities
5450	Custodial Supplies	\$3,601.72	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Facilities
5460	Grounds Supplies	\$340.36	\$322.13	\$400.00	\$500.00	\$500.00	\$500.00	
5481	Vehicle Fuels & Oils	\$28,922.26	\$31,758.97	\$31,085.00	\$31,492.00	\$28,432.50	\$28,432.50	
5485	Vehicle Parts/Supplies	\$31,890.78	\$38,650.46	\$0.00	\$12,600.00	\$12,600.00	\$12,600.00	
5500	Medical Supplies	\$4,690.57	\$3,177.60	\$4,500.00	\$6,360.00	\$6,960.00	\$6,960.00	
5510	Educational Supplies	\$0.00	\$0.00	\$950.00	\$2,950.00	\$3,000.00	\$3,000.00	
5580-220	Uniforms	\$29,585.42	\$28,666.71	\$39,850.00	\$39,575.00	\$0.00	\$0.00	Moved to personnel-contractual
5580-221	Apparatus Equipment	\$0.00	\$0.00	\$2,400.00	\$2,400.00	\$2,400.00	\$2,400.00	
5580-222	Protective Clothing	\$354.00	\$5,577.58	\$12,000.00	\$0.00	\$0.00	\$0.00	In-house laundering
5580-223	Alarm Supplies	\$4,024.93	\$2,256.88	\$5,950.00	\$5,950.00	\$5,950.00	\$5,950.00	
		\$109,448.76	\$115,976.77	\$101,235.00	\$106,327.00	\$64,342.50	\$64,342.50	

ACCOUNT DETAIL		Unit Cost	Qty. Request	Qty. Recom.	FY15 Budget	Amount Request	Amount Recommend	Notes
5431	Tools & Small Equipment							
Engine 2		\$700.00	1.00	0.00	\$700.00	\$700.00	\$700.00	
Engine 3		\$700.00	1.00	0.00	\$700.00	\$700.00	\$700.00	
Engine 4		\$700.00	1.00	0.00	\$700.00	\$700.00	\$700.00	
Engine 5		\$700.00	1.00	0.00	\$700.00	\$700.00	\$700.00	
Ladder 1		\$750.00	1.00	0.00	\$750.00	\$750.00	\$750.00	
Ladder 2		\$750.00	1.00	0.00	\$750.00	\$750.00	\$750.00	
Boat		\$100.00	1.00	0.00	\$100.00	\$100.00	\$100.00	
Squad Cars		\$100.00	1.00	0.00	\$100.00	\$100.00	\$100.00	
					\$4,500.00	\$4,500.00	\$4,500.00	
5460	Grounds Supplies							
Main Station equipment		\$50.00	5.00	0.00	\$250.00	\$250.00	\$250.00	
East Dedham Station equipment		\$50.00	5.00	0.00	\$250.00	\$250.00	\$250.00	
					\$500.00	\$500.00	\$500.00	
5481	Vehicle Fuels & Oils							
Diesel fuel, engines		\$3.25	5,200.00	0.00	\$22,464.00	\$16,900.00	\$16,900.00	avg. 100 gal. week
Diesel fuel, ladders		\$3.25	1,560.00	0.00	\$7,488.00	\$5,070.00	\$5,070.00	avg. 30 gal. week
Unleaded fuel, department vehicles		\$2.75	1,820.00	0.00	\$1,050.00	\$5,005.00	\$5,005.00	avg. 35 gal. week
Unleaded fuel, pick up truck		\$2.75	260.00	0.00	\$210.00	\$715.00	\$715.00	avg. 5 gal. week
Unleaded fuel, fire alarm truck		\$2.75	260.00	0.00	\$210.00	\$715.00	\$715.00	avg. 5 gal. week
Unleaded fuel, boat		\$2.75	10.00	0.00	\$70.00	\$27.50	\$27.50	
					\$31,492.00	\$28,432.50	\$28,432.50	
5485	Vehicle Parts/Supplies							
Tires, Engine 2		\$5,000.00	0.00	0.00	\$5,000.00	\$0.00	\$0.00	
Tires, Engine 3		\$5,000.00	1.00	0.00	\$0.00	\$5,000.00	\$5,000.00	
Tires, Engine 4		\$5,000.00	0.00	0.00	\$5,000.00	\$0.00	\$0.00	
Tires, Engine 5		\$5,000.00	1.00	0.00	\$0.00	\$5,000.00	\$5,000.00	
Tires, Ladder 1		\$5,000.00	0.00	0.00	\$0.00	\$0.00	\$0.00	
Tires, Ladder 2		\$5,000.00	0.00	0.00	\$0.00	\$0.00	\$0.00	
Tires, Squad Cars		\$800.00	1.00	0.00	\$800.00	\$800.00	\$800.00	
Preventive maintenance		\$50.00	20.00	0.00	\$1,000.00	\$1,000.00	\$1,000.00	
Chemical spill coverage		\$8.00	100.00	0.00	\$800.00	\$800.00	\$800.00	Speedy Dry
					\$12,600.00	\$12,600.00	\$12,600.00	
5500	Medical Supplies							
First aid supplies, monthly refill		\$250.00	12.00	0.00	\$2,400.00	\$3,000.00	\$3,000.00	narcan increase
Rubber gloves, case of 100		\$165.00	24.00	0.00	\$3,960.00	\$3,960.00	\$3,960.00	
					\$6,360.00	\$6,960.00	\$6,960.00	
5510	Educational Supplies							
Approved Fire Science course materials		\$100.00	20.00	0.00	\$1,700.00	\$2,000.00	\$2,000.00	
Fire Academy recruit course materials		\$125.00	8.00	0.00	\$1,250.00	\$1,000.00	\$1,000.00	
					\$2,950.00	\$3,000.00	\$3,000.00	
5580-220	Uniforms							
Firefighters allowance		\$500.00	44.00	0.00	\$22,000.00	\$22,000.00	\$22,000.00	
Officers allowance		\$575.00	17.00	0.00	\$9,775.00	\$9,775.00	\$9,775.00	
Fire Chief allowance		\$1,125.00	1.00	0.00	\$0.00	\$1,125.00	\$1,125.00	
Promotion upgrade, Lieutenants		\$100.00	4.00	0.00	\$200.00	\$400.00	\$400.00	
Promotion upgrade, Deputies		\$200.00	2.00	0.00	\$400.00	\$400.00	\$400.00	moved to personnel \$39,700
Dress uniform, new hires		\$600.00	4.00	0.00	\$2,400.00	\$2,400.00	\$2,400.00	
Dress uniform, promotions		\$600.00	6.00	0.00	\$2,400.00	\$3,600.00	\$3,600.00	
					\$37,175.00	\$39,700.00	\$39,700.00	
5580-221	Apparatus Equipment							
Extinguisher refills		\$100.00	16.00	0.00	\$1,600.00	\$1,600.00	\$1,600.00	
Extinguisher inspections		\$100.00	8.00	0.00	\$800.00	\$800.00	\$800.00	
					\$2,400.00	\$2,400.00	\$2,400.00	
5580-223	Alarm Supplies							
Electrical supplies, per alarm repair		\$100.00	25.00	0.00	\$2,500.00	\$2,500.00	\$2,500.00	
Electrical wire spool, per foot		\$0.69	5,000.00	0.00	\$3,450.00	\$3,450.00	\$3,450.00	
					\$5,950.00	\$5,950.00	\$5,950.00	

FIRE DEPARTMENT OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 BUDGET	FY15 BUDGET	FY16 Request	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$889.23	\$775.20	\$860.00	\$1,800.00	\$1,800.00	\$1,800.00	
5580	Periodicals	\$0.00	\$377.65	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Publications & Subscrip.
5730	Dues & Memberships	\$1,200.38	\$839.00	\$1,200.00	\$1,600.00	\$1,900.00	\$1,900.00	
5735	Publications and Subscriptions	\$351.95	\$93.95	\$1,500.00	\$1,710.00	\$2,335.00	\$2,335.00	
5787	Metro Fee	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00	
5788	County Hazmat Fee	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	
		\$5,941.56	\$5,585.80	\$7,060.00	\$8,610.00	\$9,535.00	\$9,535.00	

ACCOUNT DETAIL		Unit Cost	Qty. Request	Qty. Recom.	FY15 Budget	Amount Request	Amount Recommend	Notes
Number	Item							
5305	Meetings & Conferences							
	National Fire Prevention Assn	\$25.00	4.00	0.00	\$100.00	\$100.00	\$100.00	
	Metro Fire Chiefs	\$25.00	6.00	0.00	\$150.00	\$150.00	\$150.00	
	Norfolk County Fire Chiefs	\$25.00	12.00	0.00	\$300.00	\$300.00	\$300.00	
	Fire Chiefs Assn of Massachusetts	\$25.00	6.00	0.00	\$150.00	\$150.00	\$150.00	
	Fire prevention meetings	\$25.00	12.00	0.00	\$300.00	\$300.00	\$300.00	
	Internatl Assn of Fire Chiefs convention	\$800.00	1.00	0.00	\$800.00	\$800.00	\$800.00	
					\$1,800.00	\$1,800.00	\$1,800.00	
5730	Dues & Memberships							
	National Fire Prevention Assn	\$400.00	1.00	0.00	\$400.00	\$400.00	\$400.00	
	Norfolk County Fire Chiefs	\$550.00	1.00	0.00	\$400.00	\$550.00	\$550.00	fee increase
	Fire Chiefs Assn of Massachusetts	\$400.00	1.00	0.00	\$400.00	\$400.00	\$400.00	
	Arson Investigators Association	\$150.00	1.00	0.00	\$0.00	\$150.00	\$150.00	annual fee
	Internatl Assn of Fire Chiefs	\$400.00	1.00	0.00	\$400.00	\$400.00	\$400.00	
					\$1,600.00	\$1,900.00	\$1,900.00	
5735	Publications and Subscriptions							
	Subscriptions	\$35.00	6.00	0.00	\$210.00	\$210.00	\$210.00	
	NFPA codes and standards	\$1,500.00	1.00	0.00	\$1,500.00	\$1,500.00	\$1,500.00	
	Awards and Plaques	\$125.00	5.00	0.00	\$0.00	\$625.00	\$625.00	annual and retirement awards
					\$1,710.00	\$2,335.00	\$1,710.00	
5787	Metro Fee							
	Mutual aid agreement fee (metrofire)	\$2,500.00	1.00	0.00	\$2,500.00	\$2,500.00	\$2,500.00	
					\$0.00	\$0.00	\$0.00	
					\$2,500.00	\$2,500.00	\$2,500.00	
5788	County Hazmat Fee							
	Regional resources fee (westwood)	\$1,000.00	1.00	0.00	\$1,000.00	\$1,000.00	\$1,000.00	
					\$0.00	\$0.00	\$0.00	
					\$1,000.00	\$1,000.00	\$1,000.00	

CENTRAL DISPATCH - 235 BUDGET SUMMARY

Department Mission, Programs, and Services

Dispatch is a public safety division that supports the Police and Fire Departments. The department members are certified E-911 operators.

In addition to the department's operating budget, Dispatch receives reimbursement and grants from the Federal government and Commonwealth that support its employees' required trainings and the department's workstations and furniture.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Dispatch Supervisor	1.0	1.0	1.0	1.0	1.0	1.0
Civilian Dispatcher	8.0	8.0	8.0	8.0	8.0	8.0
	9.0	9.0	9.0	9.0	9.0	9.0

Significant Changes Requested for FY16

Ongoing Projects and Initiatives

Explanation of Increase or Decrease Associated with Maintaining Service Level.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	461,591	461,649	485,631	497,091	498,937	498,937
Overtime & Substitutes	69,000	69,000	68,537	69,000	69,000	69,000
Purchase of Services	5,750	5,525	18,906	27,475	27,475	27,475
Supplies	4,819	4,683	4,173	0	0	0
Other Charges & Expenses	75	0	0	75	75	75
TOTAL	541,235	540,856	577,247	593,641	595,487	595,487

CENTRAL DISPATCH PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET											
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	NIGHT RATE	DEFIB	HOLIDAY	CLOTHING ALLOW.	WAGES TOTAL	
DISPATCH SUPERVISOR																
5110-235	Dispatch Supervisor	Ellis	PS-3	N/A	1.0	7	\$2,269.60	26.1	\$59,236.56	\$400.00	\$0.00	\$250.00	\$2,496.56	\$450.00	\$62,833.12	
Subtotal					1.0				\$59,236.56	\$400.00	\$0.00	\$250.00	\$2,496.56	\$450.00	\$62,834.00	
CIVILIAN DISPATCHERS																
5110-236	Civilian Dispatcher	Durkin	PS-2	N/A	1.0	7	\$1,893.60	26.1	\$49,422.96	\$275.00	\$0.00	\$250.00	\$2,082.96	\$450.00	\$52,480.92	
5110-236	Civilian Dispatcher	Reilly	PS-2	N/A	1.0	7	\$1,893.60	26.1	\$49,422.96	\$500.00	\$0.00	\$250.00	\$2,082.96	\$450.00	\$52,705.92	
5110-236	Civilian Dispatcher	Gagliard	PS-2	N/A	1.0	7	\$1,896.60	26.1	\$49,501.26	\$400.00	\$2,296.80	\$250.00	\$2,086.26	\$450.00	\$54,984.32	
5110-236	Civilian Dispatcher	O'Neill	PS-2	N/A	1.0	7	\$1,893.60	26.1	\$49,422.96	\$275.00	\$2,610.00	\$250.00	\$2,082.96	\$450.00	\$55,090.92	
5110-236	Civilian Dispatcher	McCarthy	PS-2	N/A	1.0	7	\$1,893.60	26.1	\$49,422.96	\$275.00	\$2,610.00	\$250.00	\$2,082.96	\$450.00	\$55,090.92	
5110-236	Civilian Dispatcher	Bettucchi	PS-2	N/A	1.0	7	\$1,893.60	26.1	\$49,422.96	\$275.00	\$2,296.80	\$250.00	\$2,082.96	\$450.00	\$54,777.72	
5110-236	Civilian Dispatcher	Sulinski	PS-2	N/A	1.0	7	\$1,893.60	26.1	\$49,422.96	\$400.00	\$2,610.00	\$250.00	\$2,082.96	\$450.00	\$55,215.92	
5110-236	Civilian Dispatcher	Curran	PS-2	7/1	1.0	3	\$1,650.40	26.1	\$43,075.44	\$0.00	\$2,296.80	\$250.00	\$1,815.44	\$450.00	\$47,887.68	
Adjustments									\$1,461.98				\$61.98	\$4,500.00	\$6,023.00	
Subtotal					8.0				\$390,576.44	\$2,400.00	\$14,720.40	\$2,000.00	\$16,461.44	\$8,100.00	\$434,257.32	
TOTAL PERSONNEL SERVICES					9.0				\$449,813.00	\$2,800.00	\$14,720.40	\$2,250.00	\$18,958.00	\$8,550.00	\$497,091.00	

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2016 BUDGET REQUEST											FY16 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	NIGHT RATE	DEFIB	HOLIDAY	CLOTHING ALLOW.	WAGES TOTAL	
DISPATCH SUPERVISOR																
5110-235	Dispatch Supervisor	Ellis	PS-3	N/A	1.0	7	\$2,269.60	26.2	\$59,463.52	\$400.00	\$0.00	\$250.00	\$2,496.56	\$450.00	\$63,060.08	\$63,061.00
Subtotal					1.0				\$59,463.52	\$400.00	\$0.00	\$250.00	\$2,496.56	\$450.00	\$63,061.00	\$63,061.00
CIVILIAN DISPATCHERS																
5110-236	Civilian Dispatcher	Durkin	PS-2	N/A	1.0	7	\$1,893.60	26.2	\$49,612.32	\$275.00	\$0.00	\$250.00	\$2,082.96	\$450.00	\$52,671.00	\$52,671.00
5110-236	Civilian Dispatcher	Reilly	PS-2	N/A	1.0	7	\$1,893.60	26.2	\$49,612.32	\$500.00	\$0.00	\$250.00	\$2,082.96	\$450.00	\$52,896.00	\$52,896.00
5110-236	Civilian Dispatcher	Gagliard	PS-2	N/A	1.0	7	\$1,893.60	26.2	\$49,612.32	\$500.00	\$2,305.60	\$250.00	\$2,082.96	\$450.00	\$55,201.00	\$55,201.00
5110-236	Civilian Dispatcher	O'Neill	PS-2	N/A	1.0	7	\$1,893.60	26.2	\$49,612.32	\$275.00	\$2,620.00	\$250.00	\$2,082.96	\$450.00	\$55,291.00	\$55,291.00
5110-236	Civilian Dispatcher	McCarthy	PS-2	N/A	1.0	7	\$1,893.60	26.2	\$49,612.32	\$275.00	\$2,620.00	\$250.00	\$2,082.96	\$450.00	\$55,291.00	\$55,291.00
5110-236	Civilian Dispatcher	Bettucchi	PS-2	N/A	1.0	7	\$1,893.60	26.2	\$49,612.32	\$275.00	\$2,305.60	\$250.00	\$2,082.96	\$450.00	\$54,976.00	\$54,976.00
5110-236	Civilian Dispatcher	Sulinski	PS-2	N/A	1.0	7	\$1,893.60	26.2	\$49,612.32	\$400.00	\$2,620.00	\$250.00	\$2,082.96	\$450.00	\$55,416.00	\$55,416.00
5110-236	Civilian Dispatcher	Curran	PS-2	7/1	1.0	4	\$1,708.00	26.2	\$44,749.60	\$0.00	\$2,305.60	\$250.00	\$1,878.80	\$450.00	\$49,634.00	\$49,634.00
Subtotal					8.0				\$392,035.84	\$2,500.00	\$14,776.80	\$2,000.00	\$16,459.52	\$3,600.00	\$431,376.00	\$431,376.00
CONTRACTUAL ALLOWANCES																
	Uniform Allowance		N/A	N/A	0.0	N/A	\$450.00	10.0	\$4,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,500.00	\$4,500.00
Subtotal					0.0				\$4,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,500.00	\$4,500.00
TOTAL PERSONNEL SERVICES					9.0				\$455,999.36	\$2,900.00	\$14,776.80	\$2,250.00	\$18,956.08	\$4,050.00	\$498,936.54	\$498,937.00

CENTRAL DISPATCH OVERTIME AND SUBSTITUTES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5121	Substitutes	\$9,000.00	\$9,000.00	\$0.00	\$7,316.00	\$7,316.00	\$7,316.00	
5130	Overtime	\$60,000.00	\$60,000.00	\$68,537.00	\$61,684.00	\$61,684.00	\$61,684.00	
		\$69,000.00	\$69,000.00	\$68,537.00	\$69,000.00	\$69,000.00	\$69,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5121	Substitutes							
	Sick coverage	Dispatch	\$33.47	1,080.00	1,080.00	\$36,143.00	\$36,143.00	15 sick days per employee
	E911 grant offset	Dispatch	-\$1.00	28,827.00	28,827.00	-\$28,827.00	-\$28,827.00	
Account Subtotal						\$7,316.00	\$7,316.00	
5130	Overtime							
	Vacation coverage	Dispatch	\$33.47	1,480.00	1,480.00	\$49,529.00	\$49,529.00	37 weeks vacation
	Personal coverage	Dispatch	\$33.47	216.00	216.00	\$7,229.00	\$7,229.00	3 working days per employee
	Training, Civilian Dispatchers	Dispatch	\$33.47	128.00	128.00	\$4,284.00	\$4,284.00	State 911 Dept Reg 560 CMR 5.04
	Training, Dispatch Supervisor	Dispatch	\$40.10	16.00	16.00	\$642.00	\$642.00	State 911 Dept Reg 560 CMR 5.04
Account Subtotal						\$61,684.00	\$61,684.00	

CENTRAL DISPATCH PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5245	Equipment Repair	\$225.00	\$0.00	\$0.00	\$0.00			Moved portion to Facilities
		\$5,525.00	\$5,525.00	\$16,975.58	\$27,475.00	\$27,475.00	\$27,475.00	Radio equipment maintenance
		\$5,750.00	\$5,525.00	\$5,525.00	\$27,475.00	\$27,475.00	\$27,475.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5245	Equipment Repair			Monthly service				
	XTL 2500 mobile radios (10)	Police	\$102.50	12.00	12.00	\$1,230.00	\$1,230.00	
	XTL 2500 mobile radios (9)	Police	\$78.75	12.00	12.00	\$945.00	\$945.00	Warranties end, 9 months service
	CDM1550LS Plus (2)	Police	\$18.00	12.00	12.00	\$216.00	\$216.00	Mobile warranties expired
	XTS 2500 portable radios (60)	Police	\$540.00	12.00	12.00	\$6,480.00	\$6,480.00	Portable warranties expired
	XTS 2500 portable radios (10)	Police	\$90.00	0.00	0.00	\$0.00	\$0.00	Under warranty
	Motorola HT1000 portable radios (10)	Auxiliary	\$90.00	0.00	0.00	\$0.00	\$0.00	
	Quantar repeater, jail (1)	Fire	\$84.50	12.00	12.00	\$1,014.00	\$1,014.00	
	Quantar repeater, school backup (1)	Fire	\$84.50	12.00	12.00	\$1,014.00	\$1,014.00	
	Quantar repeater, housing (1)	Fire	\$84.50	12.00	12.00	\$1,014.00	\$1,014.00	
	Quantar repeater, Capen (1)	Fire	\$84.50	12.00	12.00	\$1,014.00	\$1,014.00	
	JPS comparator (1)	Fire	\$20.00	12.00	12.00	\$240.00	\$240.00	
	Signal Voter Modules (4)	Fire	\$16.00	12.00	12.00	\$192.00	\$192.00	
	CDM750 FX1 stations (2)	Fire	\$40.00	12.00	12.00	\$480.00	\$480.00	
	XTS2500 1.5 portable radios (18)	Fire	\$197.10	12.00	12.00	\$2,366.00	\$2,366.00	Portable warranties expired
	XTS2500 1.5 portable radios (18)	Fire	\$85.50	12.00	12.00	\$1,026.00	\$1,026.00	Portable warranties expire 4/16
	XTS2500 2.0 portable radios (6)	Fire	\$28.50	12.00	12.00	\$342.00	\$342.00	Portable warranties expire 4/16
	Impress gang chargers (4)	Fire	\$24.00	12.00	12.00	\$288.00	\$288.00	
	XTL5000 console (1)	Fire	\$20.00	12.00	12.00	\$240.00	\$240.00	
	Zetron model 26 (1)	Fire	\$45.00	12.00	12.00	\$540.00	\$540.00	
	Zetron model 6 (2)	Fire	\$40.00	12.00	12.00	\$480.00	\$480.00	
	MCS2000 FX1 stations (2)	Fire	\$400.00	1.00	1.00	\$400.00	\$400.00	Time and materials estimate
	MCS2000 crossband repeater (1)	Fire	\$400.00	1.00	1.00	\$400.00	\$400.00	Time and materials estimate
	MCS2000 mobile radios (12)	Fire	\$400.00	1.00	1.00	\$400.00	\$400.00	Time and materials estimate
	MCC5500 operating positions (3)	Dispatch	\$255.00	12.00	12.00	\$3,060.00	\$3,060.00	
	Quantar main repeater (1)	Dispatch	\$92.50	12.00	12.00	\$1,110.00	\$1,110.00	
	Quantar standby repeater (1)	Dispatch	\$92.50	12.00	12.00	\$1,110.00	\$1,110.00	
	Quantar satellite receiver (1)	Dispatch	\$29.50	12.00	12.00	\$354.00	\$354.00	
	JPS comparator (1)	Dispatch	\$25.00	12.00	12.00	\$300.00	\$300.00	
	Signal voter modules	Dispatch	\$9.15	12.00	12.00	\$110.00	\$110.00	
	BAPER control station (1)	Dispatch	\$92.50	12.00	12.00	\$1,110.00	\$1,110.00	
Account Subtotal						\$27,475.00	\$27,475.00	

CENTRAL DISPATCH SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$647.09	\$643.94	\$436.32	\$0.00	\$0.00	\$0.00	Moved to Central Purchasing
5584	Uniforms	\$4,364.15	\$4,174.96	\$4,246.31	\$0.00	\$0.00	\$0.00	Moved to Personnel Services
		\$5,011.24	\$4,818.90	\$4,682.63	\$0.00	\$0.00	\$0.00	

CENTRAL DISPATCH OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5730	Dues & Memberships	\$75.00	\$0.00	\$0.00	\$75.00	\$75.00	\$75.00	
		\$75.00	\$0.00	\$0.00	\$75.00	\$75.00	\$75.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5730	Dues & Memberships							
	Mass Communication Supervisors Assn	Dispatch	\$75.00	1.00	1.00	\$75.00	\$75.00	
						\$0.00	\$0.00	
Account Subtotal						\$75.00	\$75.00	

BUILDING DEPARTMENT - 240 BUDGET SUMMARY

Department Mission, Programs, and Services

The Building Department is responsible for the enforcement of the State Building, Electrical, and Plumbing Codes, as well as local By-laws pertaining to building code, wiring code, sign code, and zoning. The department investigates complaints and conducts periodic safety inspections of buildings and construction sites, as well as annual inspection of all places of assembly. In addition, the department reviews plans to ensure requirements are met prior to issuing permits for building, electrical, plumbing, or gas fitting projects.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Building Commissioner	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Building Inspector	1.0	1.0	1.0	1.0	1.0	1.0
Code Enforcement Officer	1.0	1.0	1.0	1.0	1.0	1.0
Electrical Inspector	1.0	1.0	1.0	1.0	1.0	1.0
Plumbing & Gas Inspector	1.0	1.0	1.0	1.0	1.0	1.0
Senior Clerk	0.0	0.0	1.0	1.0	1.0	1.0
Administrative Assistant I	1.0	1.0	0.0	0.0	0.0	0.0
	6.0	6.0	6.0	6.0	6.0	6.0

Significant Changes From FY14

There have been no significant changes.

Significant Changes Requested for FY16

There are no significant changes requested.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	363,213	368,073	400,017	408,782	419,580	419,580
Overtime & Substitutes	3,020	3,829	7,022	12,800	6,000	6,000
Supplies	977	528	1,152	525	525	525
Other Charges & Expenses	23,745	23,985	24,357	1,910	1,910	1,910
TOTAL	390,955	396,415	432,548	424,017	428,015	428,015

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 ESTIMATE
Charges for Services	30	202	0	0	0
Licenses and Permits	746,115	768,350	647,896	625,000	0
Fines and Forfeits	0	0	0	0	0
TOTAL	746,145	768,553	647,896	625,000	0

BUILDING DEPARTMENT PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY15 TOWN MANAGER RECOMMEND	
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL		
MANAGEMENT																				
5110-240	Building Commissioner	Cimeno	M-5	N/A	1.0	7	\$3,425.69	26.1	\$89,410.51	\$0.00	\$89,411.00	1.0	7	\$3,425.69	26.2	\$89,753.08	\$0.00	\$89,754.00	\$89,754.00	
Subtotal					1.0				\$89,410.51	\$0.00	\$89,411.00	1.0				\$89,753.08	\$0.00	\$89,754.00	\$89,754.00	
TECHNICAL STAFF																				
5110-241	Asst Building Inspector	Johnson	TS-3	N/A	1.0	7	\$2,430.00	26.1	\$63,423.00	\$150.00	\$63,573.00	1.0	7	\$2,430.00	26.2	\$63,666.00	\$150.00	\$63,816.00	\$63,816.00	
5110-242	Plumbing/Gas Inspector	Provost	TS-3	7/1	1.0	6	\$2,346.00	13.05	\$30,615.30	\$0.00	\$30,616.00	1.0	7	\$2,430.00	26.2	\$63,666.00	\$150.00	\$63,816.00	\$63,816.00	
5110-245	Electrical Inspector	Delliacono	TS-3	7/1	1.0	5	\$2,267.25	13.0	\$29,474.25	\$0.00	\$29,475.00	1.0	6	\$2,346.00	26.2	\$61,465.20	\$0.00	\$61,466.00	\$61,466.00	
5110-247	Code Enforcement Officer	Sullivan	TS-3	7/1	1.0	7	\$2,430.00	26.1	\$63,423.00	\$150.00	\$63,573.00	1.0	7	\$2,430.00	26.2	\$63,666.00	\$150.00	\$63,816.00	\$63,816.00	
5110-249	Senior Clerk	Capone	TS-1	7/1	1.0	5	\$1,962.00	26.1	\$51,208.20	\$310.00	\$51,519.00	1.0	6	\$2,033.25	26.2	\$53,271.15	\$390.00	\$53,662.00	\$53,662.00	
Subtotal					5.0				\$269,855.25	\$760.00	\$270,618.00	5.0				\$305,734.35	\$840.00	\$306,576.00	\$306,576.00	
OTHER PERSONNEL SERVICES																				
5192	Car Allowance	Cimeno			0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00	
	Protective Shoes	Cimeno			0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	\$150.00	
Subtotal					0.0				\$4,650.00	\$0.00	\$4,650.00	0.0				\$4,650.00	\$0.00	\$4,650.00	\$4,650.00	
CONTRACTUAL ALLOWANCES																				
5192	Car Allowance	Johnson			0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00	
	Protective Shoes	Johnson			0.0	N/A	\$150.00	0.0	\$150.00	\$0.00	\$150.00	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	\$150.00	
5192	Car Allowance	Provost			0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00	
	Protective Shoes	Provost			0.0	N/A	\$150.00	0.0	\$150.00	\$0.00	\$150.00	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	\$150.00	
5192	Car Allowance	Delliacono			0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00	
	Protective Shoes	Delliacono			0.0	N/A	\$150.00	0.0	\$150.00	\$0.00	\$150.00	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	\$150.00	
5192	Car Allowance	Sullivan			0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00	
	Protective Shoes	Sullivan			0.0	N/A	\$150.00	0.0	\$150.00	\$0.00	\$150.00	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	\$150.00	
Adjustment - Salaries																				
Subtotal					0.0				\$18,600.00	\$0.00	\$44,103.00	0.0				\$18,600.00	\$0.00	\$18,600.00	\$18,600.00	
TOTAL PERSONNEL SERVICES					6.0				\$382,515.76	\$760.00	\$408,782.00	6.0				\$418,737.43	\$840.00	\$419,580.00	\$419,580.00	

BUILDING DEPARTMENT OVERTIME AND SUBSTITUTES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5121	Substitutes	\$3,020.00	\$3,829.00	\$7,021.96	\$12,800.00	\$6,000.00	\$6,000.00	
		\$3,020.00	\$3,829.00	\$7,021.96	\$12,800.00	\$6,000.00	\$6,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5121	Substitutes							
	Electrical inspections, \$25/ea, avg 4/day		\$100.00	30.00	30.00	\$3,000.00	\$3,000.00	
	Plumbing inspections, \$25/ea, avg 4/day		\$100.00	30.00	30.00	\$3,000.00	\$3,000.00	
Account Subtotal						\$6,000.00	\$6,000.00	

BUILDING DEPARTMENT SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$495.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Purchasing
5584	Uniforms	\$0.00	\$0.00	\$305.87	\$525.00	\$525.00	\$525.00	
5585	Protective Clothing	\$0.00	\$0.00	\$474.40	\$0.00	\$0.00	\$0.00	
5586	Protective Shoes	\$481.52	\$527.61	\$371.98	\$0.00	\$0.00	\$0.00	Moved to Personnel Services
		\$977.15	\$527.61	\$1,152.25	\$525.00	\$525.00	\$525.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5584	Uniforms							
	Winter shirts, Commissioner		\$35.00	3.00	3.00	\$105.00	\$105.00	
	Winter shirts, Asst Inspector		\$35.00	3.00	3.00	\$105.00	\$105.00	
	Winter shirts, Code Enforcement		\$35.00	3.00	3.00	\$105.00	\$105.00	
	Winter shirts, Electrical Inspector		\$35.00	3.00	3.00	\$105.00	\$105.00	
	Winter shirts, Plumbing Inspector		\$35.00	3.00	3.00	\$105.00	\$105.00	
Account Subtotal						\$525.00	\$525.00	
5585	Protective Clothing							
	Jackets, Commissioner		\$100.00	0.00	0.00	\$0.00	\$0.00	
	Jackets, Asst Inspector		\$100.00	0.00	0.00	\$0.00	\$0.00	
	Jackets, Code Enforcement		\$100.00	0.00	0.00	\$0.00	\$0.00	
	Jackets, Electrical Inspector		\$100.00	0.00	0.00	\$0.00	\$0.00	
	Jackets, Plumbing Inspector		\$100.00	0.00	0.00	\$0.00	\$0.00	
Account Subtotal						\$0.00	\$0.00	

BUILDING DEPARTMENT OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5192	Car Allowance	\$0.00	\$22,500.00	\$22,500.00	\$0.00	\$0.00	\$0.00	Moved to Personnel Services
5305	Meetings & Conferences	\$980.00	\$1,065.00	\$1,090.00	\$1,335.00	\$1,335.00	\$1,335.00	
5710	Travel Expenses	\$22,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
5730	Dues & Memberships	\$265.00	\$420.00	\$365.00	\$425.00	\$425.00	\$425.00	
5735	Publications & Subscriptions	\$0.00	\$0.00	\$401.92	\$150.00	\$150.00	\$150.00	
		\$23,745.00	\$23,985.00	\$24,356.92	\$1,910.00	\$1,910.00	\$1,910.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	SE Mass Building Officers Assn meetings		\$30.00	20.00	20.00	\$600.00	\$600.00	
	SE Mass Building Officers Assn seminars		\$160.00	1.00	1.00	\$160.00	\$160.00	
	Mass Electrical Inspectors Assn		\$25.00	9.00	9.00	\$225.00	\$225.00	
	NE Plumbing, Gas & Mechanical Inspectors Assn		\$100.00	2.00	2.00	\$200.00	\$200.00	
			\$25.00	6.00	6.00	\$150.00	\$150.00	
						Account Subtotal	\$1,335.00	\$1,335.00
5730	Dues & Memberships							
	SE Mass Building Officers Assn		\$70.00	3.00	3.00	\$210.00	\$210.00	
	Mass Electrical Inspectors Assn		\$30.00	1.00	1.00	\$30.00	\$30.00	
	NE Plumbing, Gas & Mechanical Inspectors Assn		\$30.00	2.00	2.00	\$60.00	\$60.00	
	International Code Council		\$125.00	1.00	1.00	\$125.00	\$125.00	
						Account Subtotal	\$425.00	\$425.00
5735	Publications & Subscriptions							
	State building code book		\$150.00	0.00	0.00	\$0.00	\$0.00	
	Electrical code book		\$125.00	0.00	0.00	\$0.00	\$0.00	NFPA code book
	Electrical code book		\$150.00	0.00	0.00	\$0.00	\$0.00	NFPA, code handbook
	Plumbing code book		\$150.00	1.00	1.00	\$150.00	\$150.00	
						Account Subtotal	\$150.00	\$150.00

SEALER OF WEIGHTS AND MEASURES - 244 BUDGET SUMMARY

Department Mission, Programs, and Services

The Sealer of Weights and Measures is a non-staffed department. The function of the sealer is to enforce Chapter 98 of the Massachusetts General Laws, through the testing and inspection of weighing and measuring devices used in commercial sales.

Significant Changes From FY14

None.

Significant Changes Requested for FY16

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	0	0	0	10,000	10,000	10,000
Purchase of Services	14,000	14,000	14,000	0	0	0
Supplies	0	0	0	2,000	2,000	2,000
Other Charges & Expenses	0	0	0	0	325	325
TOTAL	14,000	14,000	14,000	12,000	12,325	12,325

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY156 ESTIMATE
Charges for Services	0	0	0	0	0
TOTAL	0	0	0	0	0

SEALER OF WEIGHTS AND MEASURES PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	
OTHER PERSONNEL																			
5120-244	Sealer Weights & Measures		N/A	N/A	0.0	N/A	\$383.14	26.1	\$10,000.00	\$0.00	\$10,000.00	0.0	N/A	\$381.68	26.2	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00
Subtotal					0.0				\$10,000.00	\$0.00	\$10,000.00	0.0				\$10,000.00	\$0.00	\$10,000.00	\$10,000.00
TOTAL PERSONNEL SERVICES					0.0				\$10,000.00	\$0.00	\$10,000.00	0.0				\$10,000.00	\$0.00	\$10,000.00	\$10,000.00

DEPARTMENT NOTES: Bi-weekly rate based on Building Inspector's overtime rate, average of 12.5 hours per pay period.

SEALER OF WEIGHTS AND MEASURES

PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5301	Professional/Technical	\$14,000.00	\$14,000.00	\$14,000.00	\$0.00	\$0.00	\$0.00	moved to Personnel
		\$14,000.00	\$14,000.00	\$14,000.00	\$0.00	\$0.00	\$0.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5301	Professional/Technical					\$0.00	\$0.00	
						\$0.00	\$0.00	
Account Subtotal						\$0.00	\$0.00	

SEALER OF WEIGHTS AND MEASURES SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5580	Office Supplies	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00	\$2,000.00	
		\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00	\$2,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5580	Office Supplies							
	Tools/Supplies					\$2,000.00	\$2,000.00	
						\$0.00	\$0.00	
Account Subtotal						\$2,000.00	\$2,000.00	

SEALER OF WEIGHTS AND MEASURES

OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$360.00	\$0.00	\$0.00	\$0.00	\$325.00	\$325.00	
	Publications & Subscriptions	\$65.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
5710	Travel	\$800.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
		\$1,225.00	\$0.00	\$0.00	\$0.00	\$325.00	\$325.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5305	Meetings & Conferences							
	Various Association/Trainings		\$325.00	1.00	1.00	\$325.00	\$325.00	
						\$0.00	\$0.00	
						\$325.00	\$325.00	
5580	Publications & Subscriptions					\$0.00	\$0.00	
						\$0.00	\$0.00	
						\$0.00	\$0.00	
5710	Travel					\$0.00	\$0.00	
						\$0.00	\$0.00	
						\$0.00	\$0.00	

CIVIL PREPAREDNESS -291 BUDGET SUMMARY

Department Mission, Programs, and Services

The Civil Preparedness Agency is an unstaffed department, which assists the Police and Fire Departments by maintaining the equipment necessary for emergency shelter, security, and communication during natural disasters. Anthony Zollo, a Town Constable, oversees the department's budget.

Significant Changes From FY14

None.

Significant Changes Requested for FY16

None.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Purchase of Services	1,314	1,350	1,215	1,395	1,395	1,395
Supplies	2,582	2,135	2,144	2,760	2,760	2,760
Other Charges & Expenses	0	50	0	200	200	200
TOTAL	3,896	3,536	3,359	4,355	4,355	4,355

CIVIL PREPAREDNESS PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5242	Vehicle Repair	\$773.80	\$798.63	\$720.69	\$845.00	\$845.00	\$845.00	
5245	Equipment Repair	\$539.70	\$551.78	\$494.80	\$550.00	\$550.00	\$550.00	
		\$1,313.50	\$1,350.41	\$1,215.49	\$1,395.00	\$1,395.00	\$1,395.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5242	Vehicle Repair							
	Preventive maintenance		\$50.00	5.00	5.00	\$250.00	\$250.00	
	Inspection		\$29.00	5.00	5.00	\$145.00	\$145.00	
	Repairs		\$450.00	1.00	1.00	\$450.00	\$450.00	
Account Subtotal						\$845.00	\$845.00	
5245	Equipment Repair							
	Communications equipment		\$50.00	5.00	5.00	\$250.00	\$250.00	
	Technology & cameras		\$100.00	3.00	3.00	\$300.00	\$300.00	
Account Subtotal						\$550.00	\$550.00	

CIVIL PREPAREDNESS SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$73.83	\$0.00	\$0.00	\$0.00			Moved to Central Purchasing
5481	Vehicle Fuel Unleaded	\$243.44	\$491.62	\$326.23	\$490.00	\$490.00	\$490.00	
5485	Vehicle Parts/Supplies	\$269.84	\$194.95	\$139.95	\$270.00	\$270.00	\$270.00	
5580	Disaster Supplies	\$602.21	\$50.95	\$287.60	\$600.00	\$600.00	\$600.00	
5584	Uniforms	\$1,392.89	\$1,397.57	\$1,389.76	\$1,400.00	\$1,400.00	\$1,400.00	
		\$2,582.21	\$2,135.09	\$2,143.54	\$2,760.00	\$2,760.00	\$2,760.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5481	Vehicle Fuel Unleaded							
	Fuel		\$3.50	140.00	140.00	\$490.00	\$490.00	
Account Subtotal						\$490.00	\$490.00	
5485	Vehicle Parts/Supplies							
	Batteries		\$150.00	1.00	1.00	\$150.00	\$150.00	
	Vehicle parts		\$40.00	3.00	3.00	\$120.00	\$120.00	
Account Subtotal						\$270.00	\$270.00	
5580	Disaster Supplies							
	Disaster supplies		\$50.00	12.00	12.00	\$600.00	\$600.00	
Account Subtotal						\$600.00	\$600.00	
5584	Uniforms							
	Uniforms		\$175.00	8.00	8.00	\$1,400.00	\$1,400.00	
Account Subtotal						\$1,400.00	\$1,400.00	

CIVIL PREPAREDNESS OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5730	Dues & Memberships	\$0.00	\$50.00	\$0.00	\$200.00	\$200.00	\$200.00	
		\$0.00	\$50.00	\$0.00	\$200.00	\$200.00	\$200.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5730	Dues & Memberships							
Mass Assn Emerg Mgt Professionals		Fire Prep.	\$100.00	1.00	1.00	\$100.00	\$100.00	
Mass Assn Emerg Mgt Professionals		Police Prep.	\$100.00	1.00	1.00	\$100.00	\$100.00	
Account Subtotal						\$200.00	\$200.00	

CIVIL PREPAREDNESS -291 BUDGET SUMMARY

Department Mission, Programs, and Services

The Civil Preparedness Agency is an unstaffed department, which assists the Police and Fire Departments by maintaining the equipment necessary for emergency shelter, security, and communication during natural disasters. Anthony Zollo, a Town Constable, oversees the department's budget.

Significant Changes From FY14

None.

Significant Changes Requested for FY16

None.

Budget Summary

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TOTAL	3,896	3,536	3,359	4,355	4,355	4,355

CIVIL PREPAREDNESS PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5242	Vehicle Repair	\$773.80	\$798.63	\$720.69	\$845.00	\$845.00	\$845.00	
5245	Equipment Repair	\$539.70	\$551.78	\$494.80	\$550.00	\$550.00	\$550.00	
		\$1,313.50	\$1,350.41	\$1,215.49	\$1,395.00	\$1,395.00	\$1,395.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5242	Vehicle Repair							
	Preventive maintenance		\$50.00	5.00	5.00	\$250.00	\$250.00	
	Inspection		\$29.00	5.00	5.00	\$145.00	\$145.00	
	Repairs		\$450.00	1.00	1.00	\$450.00	\$450.00	
Account Subtotal						\$845.00	\$845.00	
5245	Equipment Repair							
	Communications equipment		\$50.00	5.00	5.00	\$250.00	\$250.00	
	Technology & cameras		\$100.00	3.00	3.00	\$300.00	\$300.00	
Account Subtotal						\$550.00	\$550.00	

CIVIL PREPAREDNESS SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$73.83	\$0.00	\$0.00	\$0.00			Moved to Central Purchasing
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5485	Vehicle Parts/Supplies	\$269.84	\$194.95	\$139.95	\$270.00	\$270.00	\$270.00	
5580	Disaster Supplies	\$602.21	\$50.95	\$287.60	\$600.00	\$600.00	\$600.00	
5584	Uniforms	\$1,392.89	\$1,397.57	\$1,389.76	\$1,400.00	\$1,400.00	\$1,400.00	
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Number	Item							
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Account Subtotal						\$490.00	\$490.00	
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	Batteries		\$150.00	1.00	1.00	\$150.00	\$150.00	
	Vehicle parts		\$40.00	3.00	3.00	\$120.00	\$120.00	
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	Disaster supplies		\$50.00	12.00	12.00	\$600.00	\$600.00	
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5730	Dues & Memberships	\$0.00	\$50.00	\$0.00	\$200.00	\$200.00	\$200.00	
		\$0.00	\$50.00	\$0.00	\$200.00	\$200.00	\$200.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5730	Dues & Memberships							
Mass Assn Emerg Mgt Professionals		Fire Prep.	\$100.00	1.00	1.00	\$100.00	\$100.00	
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ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
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Number	Item							
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	Batteries		\$150.00	1.00	1.00	\$150.00	\$150.00	
	Vehicle parts		\$40.00	3.00	3.00	\$120.00	\$120.00	
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CIVIL PREPAREDNESS OTHER CHARGES AND EXPENSES

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		\$0.00	\$50.00	\$0.00	\$200.00	\$200.00	\$200.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
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Mass Assn Emerg Mgt Professionals		Police Prep.	\$100.00	1.00	1.00	\$100.00	\$100.00	
Account Subtotal						\$200.00	\$200.00	

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- FY 16 Budget Guidelines & Assumptions
- FY 16 Budget Changes
- FY 16 Budget History
- FY 16 Budget Drivers
- FY 16 Budget Breakdown
- FY 16 Salary Breakdown
- FY 16 Special Education Circuit Breaker Payment History
- FY 16 Elementary Class Sizes
- FY 16 Total FTEs

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- FY 16 Payroll Summary
- FY 16 Individual Salaries

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FY15 Summary.....Tab 4

- Payroll
- Non Payroll

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FY 16

**GENERAL
INFORMATION**

- ✱ **October 1-30, 2014**
 - Assistant Superintendent for Business & Finance reviews the Capital Budget with the Superintendent and the Administrative Team
- ✱ **October 15, 2014**
 - School Committee adopts the FY16 budget calendar
- ✱ **November 25, 2014**
 - Budget Sub Committee reviews Capital Budget
- ✱ **December 1, 2014**
 - Assistant Superintendent for Business & Finance distributes FY16 budget spreadsheet to Principals & Department Chairs
- ✱ **December 1-15, 2014**
 - Assistant Superintendent for Business & Finance and the Superintendent meet with all Principals and Department Chairs to identify staffing needs and non-staffing expenses
- ✱ **December 17, 2014**
 - School Committee votes to approve the FY16-FY20 Capital Budget
- ✱ **January 6, 2015**
 - Assistant Superintendent for Business & Finance presents FY16 Budget recommendation to the Budget Sub-Committee
- ✱ **January 21, 2015**
 - Public Hearing on the FY16 Budget
- ✱ **February 4, 2015**
 - School Committee adopts FY16 Budget
- ✱ **TBA**
 - FY16 Presentation to Finance Committee
- ✱ **May 20, 2015**
 - Annual Town Meeting

Dedham Public Schools
Home of America's First Tax-Supported Free Public School

Michael J. Welch
Superintendent
Tel. No. (781) 310-1011
Fax No. (781) 320-0193

Samuel A. Rippin
*Assistant Superintendent
for Business and Finance*
Tel. No. (781) 310-1023
Fax No. (781) 320-8913



Cynthia A. Kelly, Ed.D.
Assistant Superintendent
Tel. No. (781) 310-1020
Fax No. (781) 320-8798

Kathy E. Gaudreau
Director of Special Education
Tel. No. (781) 310-1025
Fax No. (781) 320-8798

To: Dedham School Committee
From: Michael J. Welch, Superintendent
Date: January 12, 2015
Re: FY2016 DPS Operating Budget Executive Summary

I am pleased to present to the Dedham School Committee my Superintendent's Proposed FY2016 Operating Budget on January 14, 2015.

In summary, the FY2016 DPS Operating Budget inclusive of Facilities and Maintenance totals \$39,049,570, or a 6.00% increase over FY2015 budget currently at \$36,839,260.

You will see our budget priorities expressed in our proposals below. These proposals, coupled with an improved collaborative culture across the school district, will create the climate needed for significant gains in student achievement in the future. In the past few years public educators across the Commonwealth have been overwhelmed with significant mandates and requirements that have siphoned away many hours of important teacher training. While the demands for accountability in student performance have ratcheted upward, classroom teachers continue to welcome and include students that have more complicated needs. While we cannot ignore these legislative demands we must respond to the increased complexity of teaching with high-quality teacher training, proven evidence-based and easily accessible curricula, and increased student support and intervention at earlier ages in order for ALL students to have an opportunity to achieve at high levels.

Our focus for the future of the Dedham Public Schools is to set the stage for improved student achievement for ALL students, and that begins with the youngest members of our educational community. The goal of free full day Kindergarten will offer an equal starting point for all students. The advantages of full-day kindergarten are well established, and our goal is to make access to these advantages uniform for all Dedham students. Over 30% of Dedham students are only attending Kindergarten for half the school day, and this deficit creates an achievement gap that lasts for years. More than 260 communities in Massachusetts currently offer free full day kindergarten, and in order for the Dedham Public Schools to responsibly attain this goal we will phase this plan into our operating budget over the course of the next four years. The benefits of this decision will pay dividends in the form of improved student preparation and achievement for years to come. **This budget request supports the reduction of the current \$3,500 tuition by \$1,000 to \$2,500 for the 2015-2016 school year; thereby making this program more accessible to Dedham families.**

As we focus on the district's youngest students to obtain more consistent, full-day, quality instruction, we are also investing significant resources in upgrading the capacity of our core instructional faculty

across the entire school system. High quality, evidence-based training for our teaching force will require additional time and resources. Improved capacity at the classroom level will result in greater skills and teacher confidence when working with the needs of a more complex student population in the future. These needed resources are reflected in our increases in professional development time and our focus on curriculum development. All students deserve access to an evidence-based, rigorous, and well articulated curriculum that will require additional time to research, develop, and implement across all classrooms in the district.

More importantly, the most valuable aspect of our future growth as a district will be in the establishment of a more collaborative culture throughout the school system. The expectation that teachers will observe and learn from other teachers both within and outside the school district (as modeled by our *"Instructional Rounds"* piloted this fall at the administrative level) will require a cadre of competent substitutes to free up teachers to observe each other and reflect on their craft. The on-going *Aspiring Leader's Academy* continues to grow the "culture of team" and models the expectation of continuous teacher reflection, growth, and improvement.

Our District Leadership Team has been working hard to pull together all aspects of the district to focus on improvement in our core areas of student learning. This FY16 Superintendent's Proposed Budget will provide the necessary ingredients for improved performance for the next generation of Dedham students. I appreciate your support as we move this agenda forward.

Revised 2-11-15 FY16 Budget Proposal For School Committee

		Original 1/9/15	Original 1/9/15	Original 1/9/15
Approved		Superintendent's	Supt. Requested	Requested FY16
FY15 Budget		FY16 Request	FY16 Increase	Increase over FY15
\$36,839,260		\$39,049,570	\$2,210,310	6.00%

Level Service Required Increases		Net FY16	Net FY16	Net FY16
		Total	Increase	% Increase
1	Steps/Lane Increases for current employees	\$37,631,272	\$792,012	2.15%
2	1.0 FTE Special Education Teacher DMS	\$37,681,272	\$842,012	2.29%
3	1.0 FTE ELL Teacher (District-Wide)	\$37,731,272	\$892,012	2.42%
4	1.0 FTE HR Manager	\$37,801,272	\$962,012	2.61%
5	Electricity Increase	\$37,867,428	\$1,028,168	2.79%
6	OOD Transportation net of CB FY16 increase	\$37,952,428	\$1,113,168	3.02%
		Net FY16	Net FY16	Net FY16
		Total	Increase	% Increase
FY16 District Initiatives				
1	Full Day Kindergarten (1st phase of 4-year reduction to free)	\$125,000	\$1,238,168	3.36%
2	183rd required P.D. day for teachers	\$125,000	\$1,363,168	3.70%
3	Completion of Everyday Math Curriculum adoption K-5	\$100,000	\$1,463,168	3.97%
4	Increase substitute teachers district wide	\$72,900	\$1,536,068	4.17%
5	PD budget increase	\$40,000	\$1,576,068	4.28%
6	1.0 FTE IT Technician	\$40,000	\$1,616,068	4.39%
7	Siemens Contract for Controls	\$38,592	\$1,654,660	4.49%

Approved FY15 Budget	\$36,839,260	Superintendent's FY16 Request	\$39,049,570	Supt. Requested FY16 Increase	\$2,210,310	Requested FY16 Increase over FY15	6.00%
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FY16 "Level Service" Budget Inclusions:	Amount
1. 1.0 FTE Special Education Teacher DMS	\$50,000
2. 1.0 FTE ELL Teacher (District-Wide)	\$50,000
3. 1.0 FTE HR Manager	\$70,000
4. Electricity increase	\$66,156
5. OOD Transportation net of CB FY16 increase	\$85,000
Total =	\$321,156

Already included in "Level Service" FY16 Request

Leadership Team Proposed Reductions From Superintendent's Proposed FY16 Budget

Suggested Reduction	Reduction Amount	Cumulative Total Reduction	FY16 Budget	Net Total FY16 Budget	FY16 Increase	Net Total FY16 Net	Percent Increase	Approved FY15 Budget
1. 2.0 FTE Nurses	\$100,000	\$100,000	\$38,949,570	\$38,949,570	\$2,110,310	\$2,110,310	5.73%	\$36,839,260
2. 1.0 FTE Art Teacher DHS	\$50,000	\$150,000	\$38,899,570	\$38,899,570	\$2,060,310	\$2,060,310	5.59%	\$36,839,260
3. 1.0 FTE Instructional Assistant at Riverdale	\$20,000	\$170,000	\$38,879,570	\$38,879,570	\$2,040,310	\$2,040,310	5.54%	\$36,839,260
4. Custodial supplies	\$10,000	\$180,000	\$38,869,570	\$38,869,570	\$2,030,310	\$2,030,310	5.51%	\$36,839,260
1. Four I project expenses	\$25,000	\$25,000	\$38,844,570	\$38,844,570	\$2,005,310	\$2,005,310	5.44%	\$36,839,260
2. Reduce PD Budget Increase (33% decrease from proposed)	\$25,000	\$50,000	\$38,819,570	\$38,819,570	\$1,980,310	\$1,980,310	5.38%	\$36,839,260
3. Subs Reduction (26.4% decrease from proposed)	\$40,000	\$90,000	\$38,779,570	\$38,779,570	\$1,940,310	\$1,940,310	5.27%	\$36,839,260
4. 2.0 FTE Avery Classroom Teachers	\$100,000	\$190,000	\$38,679,570	\$38,679,570	\$1,840,310	\$1,840,310	5.00%	\$36,839,260
1. 1.0 FTE Asst. Principal Avery	\$90,000	\$90,000	\$38,589,570	\$38,589,570	\$1,750,310	\$1,750,310	4.75%	\$36,839,260
2. 6 Team Leaders DMS @ \$1,000 each	\$6,000	\$96,000	\$38,583,570	\$38,583,570	\$1,744,310	\$1,744,310	4.73%	\$36,839,260
3. Subs Reduction (25% additional decrease from proposed)	\$38,300	\$134,300	\$38,545,270	\$38,545,270	\$1,706,010	\$1,706,010	4.63%	\$36,839,260
4. K-5 Elementary Treasures Libraries	\$30,000	\$164,300	\$38,515,270	\$38,515,270	\$1,676,010	\$1,676,010	4.55%	\$36,839,260
5. Grounds supplies	\$10,000	\$174,300	\$38,505,270	\$38,505,270	\$1,666,010	\$1,666,010	4.52%	\$36,839,260
6. Custodial Uniforms increase	\$1,350	\$175,650	\$38,503,920	\$38,503,920	\$1,664,660	\$1,664,660	4.52%	\$36,839,260
7. Reduce Proposed PD Budget Increase (additional 13.3% reduction)	\$10,000	\$185,650	\$38,493,920	\$38,493,920	\$1,654,660	\$1,654,660	4.49%	\$36,839,260
1. Siemens Contract for Controls	\$38,592	\$38,592	\$38,455,328	\$38,455,328	\$1,616,068	\$1,616,068	4.39%	\$36,839,260
2. Eliminate Completion of Everyday Math Curriculum adoption K-5	\$100,000	\$138,592	\$38,355,328	\$38,355,328	\$1,516,068	\$1,516,068	4.12%	\$36,839,260
3. Subs Reduction (27% additional decrease from proposed)	\$40,750	\$179,342	\$38,314,578	\$38,314,578	\$1,475,318	\$1,475,318	4.00%	\$36,839,260
0.5% Reduction								
0.5% Reduction								
0.5% Reduction								

What Remains Included In FY16 Budget @4.00% Increase	Amount	Cumulative Total
BEYOND Listed "Level Services" Increases:		
1. 1.0 FTE IT Technician	\$40,000	\$40,000
2. 183rd required P.D. day for teachers	\$125,000	\$165,000
3. Increase to daily subs district wide	\$32,150	\$197,150
4. PD budget increase	\$40,000	\$237,150
5. Full Day Kindergarten (1st phase of 4-year reduction to free)	\$125,000	\$362,150

The budget is developed with certain assumptions and priorities established by the School Committee.

The budget reflects the assumption that the School District will meet all federal, state, and locally mandated programs and requirements.

- ✱ Level funding of Chapter 70 by the state
- ✱ Begin a four year (FY16-FY19) transition to free all-day Kindergarten
- ✱ Develop a budget that adequately funds utilities increases for FY16
- ✱ Develop a budget that adequately funds regular and special education programs and services
- ✱ Programs and services supported by fees/tuition/donations/private grants will continue to require this outside funding
- ✱ Continue to identify efficiencies that provide services in more cost-effective ways
- ✱ Ensure all legal mandates are met
- ✱ Support the recruitment, hiring and retention of high quality teachers, support staff and administrators
- ✱ Provide adequate classroom supplies, equipment, and professional development opportunities to support all educational programs
- ✱ Fund curriculum initiatives and student assessments
- ✱ Continue to improve student achievement in ELA, mathematics and science
- ✱ Assess and improve all programs (ELL and Special Education)
- ✱ Develop a District Improvement Plan linked to data analysis from various sources

Required Obligations

1. **Special Education Out-of-District Tuition (State Mandated):** No change in out-of-district tuition for private and collaborative schools.

FY16 Projected	\$4,293,564.00
Circuit Breaker	\$1,120,000.00
Total	⇒ <u>\$3,173,564.00</u>

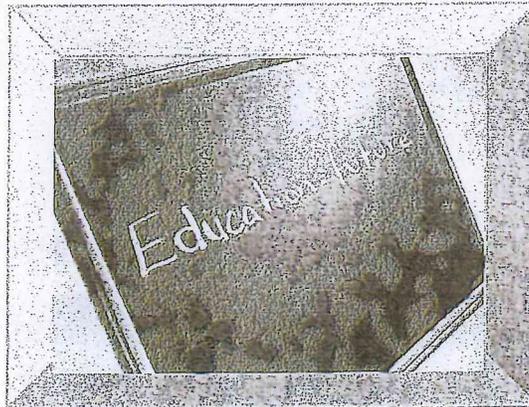
2. **Special Education Transportation:** An increase of \$85,000.00 in In-District services and Transportation.

3. **Non-Personnel:** An increase of \$ 567,648.00

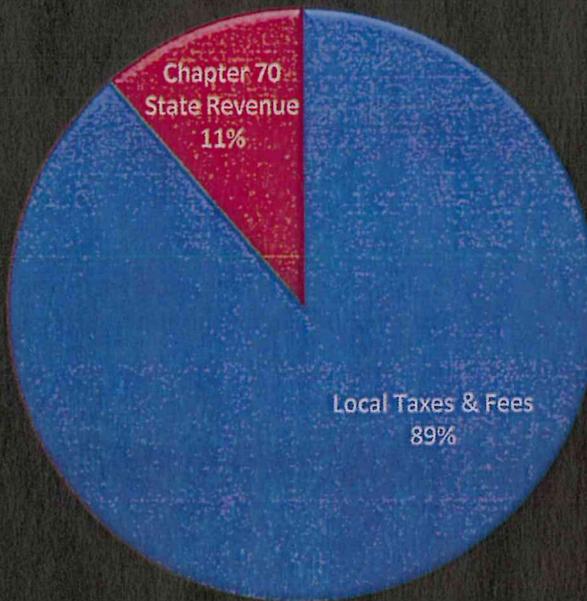
- Phase I Free ADK \$ 125,000.00
- 183rd day for teachers \$ 125,000.00
- Increase daily subs \$ 72,900.00
- Supplies & Materials \$ 100,000.00
- Administrative Services \$ 40,000.00
- Maintenance and Operation \$ 104,748.00

4. **Personnel:**

- 4 New Positions totaling \$ 210,000.00
- Contractual Obligations of \$792,012.00



School Committee FY 16 Operating Budget Revenue Breakdown



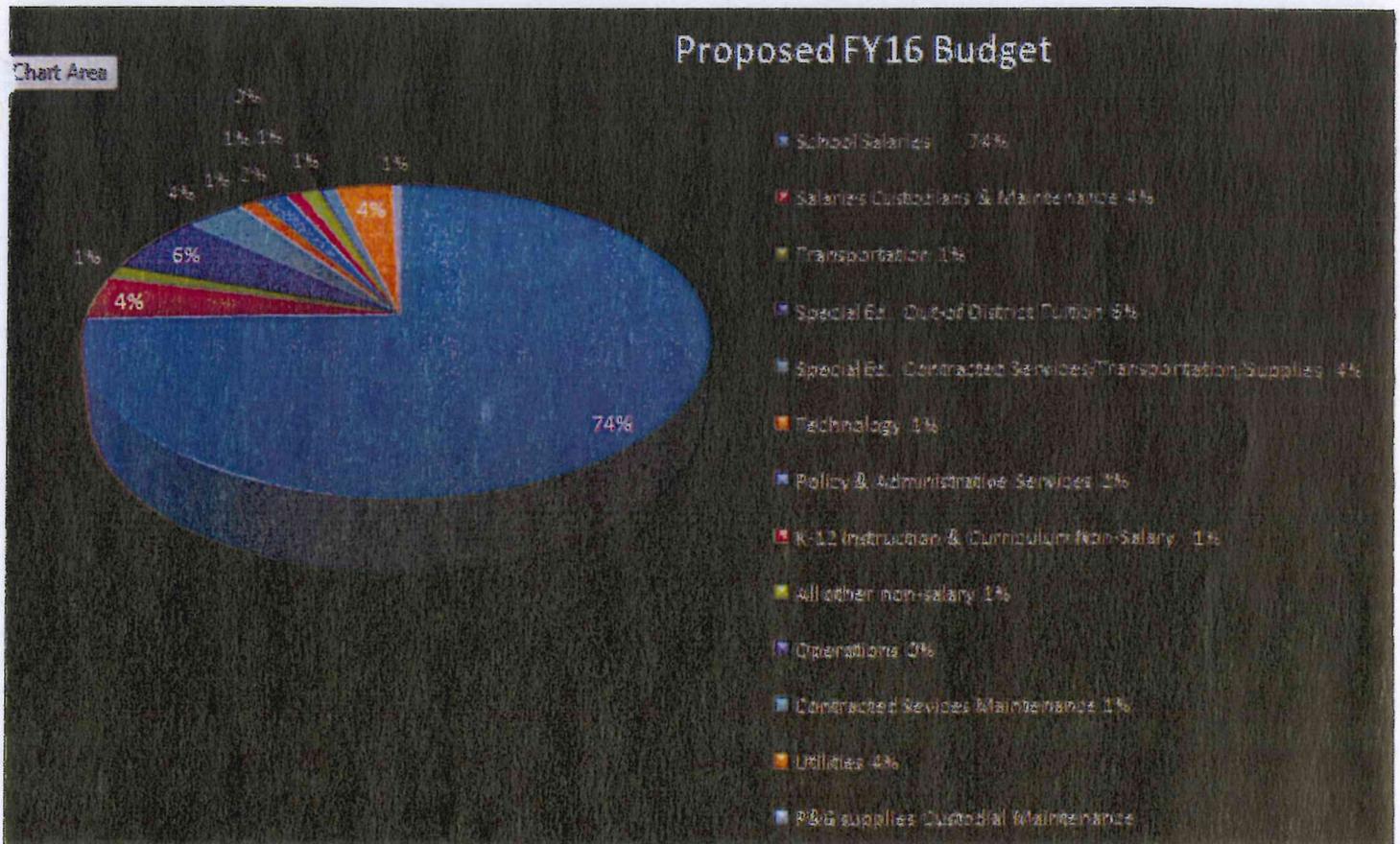
	FY08 Budget	FY09 Budget	FY10 Budget	FY11 Budget	FY12 Budget	FY13 Budget	FY14 Budget	FY15 Budget	FY16 Request
District Enrollment									
Enrollment	2944	2959	2968	2952	2925	2851	2884	2884	2788
Increase/Decrease from prior year	-7	15	9	-16	-27	-74	33	0	-96
% increase/Decrease	-0.24%	0.51%	0.30%	-0.54%	-0.91%	-2.53%	1.16%	0.00%	-3.33%
Budget									
Approved Budget	30,100,000.00	31,860,000.00	31,876,500.00	32,591,500.00	33,562,670.00	35,232,155.00	35,926,524.00	36,839,260.00	38,493,920.00
Increase from prior year	2,105,234.00	1,760,000.00	16,500.00	715,000.00	971,170.00	1,669,485.00	694,369.00	912,736.00	1,654,660.00
% increase	7.52%	5.85%	0.05%	2.24%	2.98%	4.97%	1.97%	2.54%	4.49%
ARRA/Federal Stimulus Grant									
Special Education ARRA Funds	-	-	533,353.00	532,299.00	-	-	-	-	-
Early Childhood ARRA Funds	-	-	20,732.00	20,732.00	-	-	-	-	-
SFSF Funds	-	413,907.00	-	19,497.00	-	-	-	-	-
Title I ARRA Funds	-	-	86,063.00	135,720.00	-	-	-	-	-
Educational Jobs Grant	-	-	-	47,562.00	227,922.00	-	-	-	-
Total ARRA Grants	-	413,907.00	640,148.00	755,810.00	227,922.00	-	-	-	-
Circuit Breaker Reimbursement	680,886.00	888,780.00	709,987.00	658,749.00	1,089,683.00	1,161,763.00	1,317,904.00	1,085,000.00	1,120,000.00
Increase/Decrease from prior year	23,584.00	207,894.00	(178,793.00)	(51,238.00)	430,934.00	72,080.00	156,141.00	(232,904.00)	35,000.00
% of reimbursement	75%	72%	40%	40%	65%	70%	75%	70%	70%
Total Operating Budget	30,780,886.00	33,162,687.00	33,226,635.00	34,006,059.00	34,880,275.00	36,393,918.00	37,244,428.00	37,924,260.00	39,613,920.00
Increase from prior year	2,128,818.00	2,381,801.00	63,948.00	779,424.00	874,216.00	1,513,643.00	850,510.00	679,832.00	1,689,660.00
% increase	7.43%	7.74%	0.19%	2.35%	2.57%	4.34%	2.34%	1.83%	4.46%
*Data for FY14 is as of October 1st									
*FY07 enrollment 2951									

Final FY 15 Budget	36,830,260.00
Proposed FY16 Budget	39,049,570.00
Increase (\$)	2,219,310.00
Increase (%)	6.00%

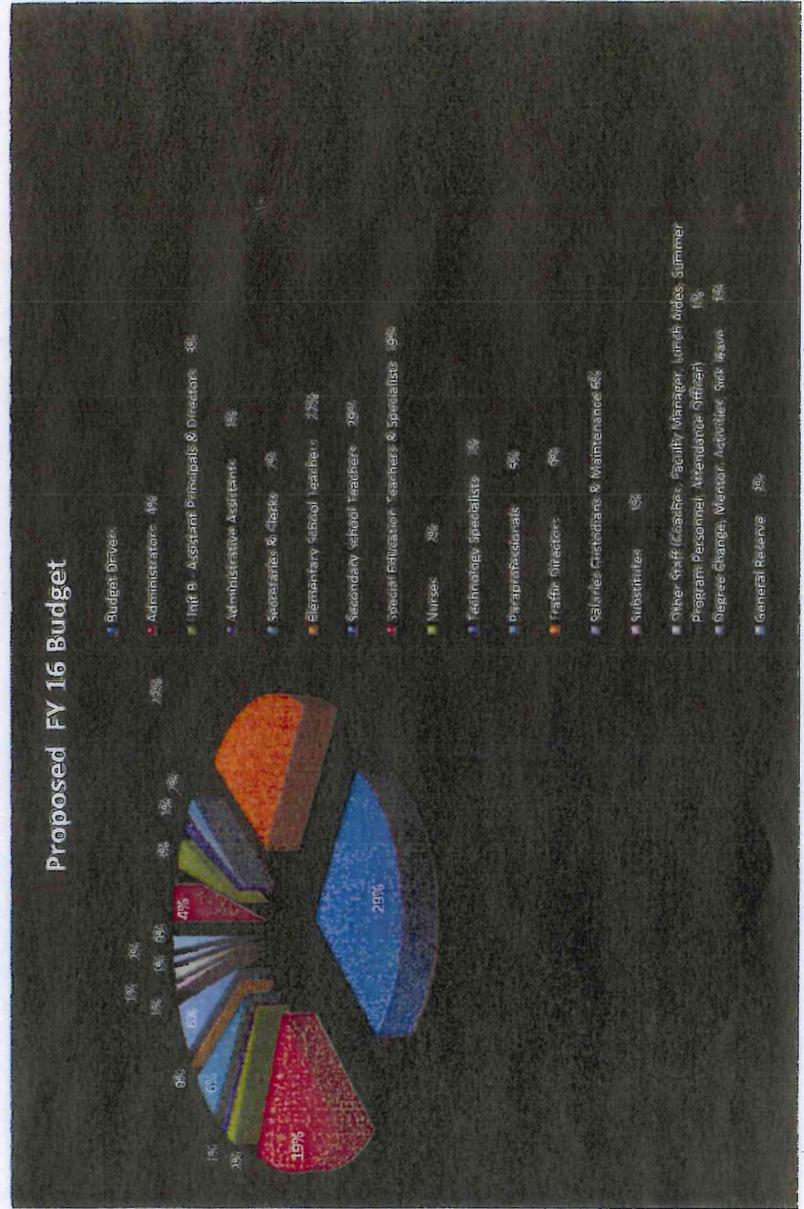
Budget Drivers	FY15 Budget	Proposed FY16 Budget	Percent of Total Budget	Incremental Change (\$)	Incremental Change (%)
Salaries	\$27,303,207.00	\$28,663,785.00	79%	1,360,578.00	4.98%
Operations	\$98,450.00	\$98,450.00	0%	0.00	-2%
Transportation	\$514,500.00	\$514,500.00	1%	0.00	0%
Special Ed. Out-of-District Tuition	\$3,324,688.00	\$3,223,565.00	10%	(101,123.00)	-3%
Special Ed. Contracted Services	\$260,662.00	\$266,000.00	1%	5,338.00	2%
Special Ed. Transportation	\$980,000.00	\$1,065,000.00	3%	85,000.00	8.57%
Special Ed. Supplies, Material, Equipment	\$69,600.00	\$69,600.00	0%	0.00	11%
Instructional Technology	\$344,745.00	\$344,745.00	1%	0.00	0%
Computer Administration	\$100,630.00	\$100,630.00	0%	0.00	0%
Student Services (Guidance, Nurse)	\$30,850.00	\$30,850.00	0%	0.00	0%
Policy & Administrative Services	\$527,000.00	\$527,000.00	2%	0.00	0%
Unemployment Insurance	\$53,000.00	\$53,000.00	0%	0.00	0%
Contracted Service - Connect Ed	\$10,000.00	\$10,000.00	0%	0.00	0%
Systemwide Textbooks-Replacement	\$75,000.00	\$75,000.00	0%	0.00	0%
High School Supplies, Materials, Equipment	\$65,200.00	\$85,200.00	0%	20,000.00	0%
Middle School Supplies, Materials, Equipment	\$40,000.00	\$40,000.00	0%	0.00	0%
Elementary Schools Supplies, Materials, Equipment	\$160,000.00	\$160,000.00	0%	0.00	0%
Athletic Program	\$101,000.00	\$101,000.00	0%	0.00	0%
K-12 Instruction & Curriculum Non-Salary	\$220,087.00	\$219,987.00	1%	(100.00)	0%
Total	\$33,384,288.00	\$35,462,416.00	100%	2,078,128.00	6.22%

Budget Drivers	FY15 Budget	Proposed FY16 Budget	Percent of Total Budget	Incremental Change (\$)	Incremental Change (%)
Salaries Custodians & Maintenance	\$1,707,922.00	\$1,715,356.00	48%	7,434.00	0.44%
Operations and Maintenance Non-Salary	\$271,250.00	\$309,842.00	9%	38,592.00	4.4%
Electricity	\$685,000.00	\$751,156.00	21%	66,156.00	-0.7%
Heat	\$550,000.00	\$550,000.00	15%	0.00	0.9%
Water	\$39,000.00	\$39,000.00	1%	0.00	14.7%
Telephone	\$42,800.00	\$42,800.00	1%	0.00	0.0%
P&G supplies Custodial	\$66,000.00	\$76,000.00	2%	10,000.00	3.1%
P&G supplies Maintenance	\$93,000.00	\$103,000.00	3%	10,000.00	-1.6%
Total	\$3,454,972.00	\$3,587,154.00	100%	132,182.00	3.82%

Budget Drivers	Proposed FY16 Budget	Percent of Total Budget
School Salaries 74%	\$29,069,546.00	74%
Salaries Custodians & Maintenance 4%	\$1,710,775.00	4%
Transportation 1%	\$514,500.00	1%
Special Ed. Out-of District Tuition 6%	\$2,402,319.00	6%
Special Ed. Contracted Services/Transportation/Supplies 4%	\$1,400,600.00	4%
Technology 1%	\$445,375.00	1%
Policy & Administrative Services 2%	\$740,000.00	2%
K-12 Instruction & Curriculum Non-Salary 1%	\$373,007.00	1%
All other non-salary 1%	\$422,050.00	1%
Operations 0%	\$96,450.00	0%
Contracted Services Maintenance 1%	\$311,642.00	1%
Utilities 4%	\$1,382,956.00	4%
P&G supplies Custodial Maintenance	\$180,350.00	0%
Total	\$39,049,570.00	100%



Budget Drivers	Proposed FY16 Budget	Percent of Total Budget	FTE FY16	Percent of Total FTE
Administrators 4%	\$1,280,601.00	4%	10.50	2.26%
Unit B - Assistant Principals & Directors 3%	\$972,296.00	3%	9.80	2.11%
Administrative Assistants 1%	\$358,637.00	1%	5.00	1.08%
Secretaries & Clerks 2%	\$336,289.00	2%	15.00	3.23%
Elementary School Teachers 22%	\$5,879,546.00	22%	86.40	18.62%
Secondary School Teachers 29%	\$8,539,381.00	29%	112.40	24.22%
Special Education Teachers & Specialists 19%	\$5,546,936.00	19%	74.40	16.03%
Nurses 2%	\$515,019.00	2%	7.00	1.51%
Technology Specialists 1%	\$299,775.00	1%	6.00	1.29%
Paraprofessionals 6%	\$1,770,472.00	6%	93.50	20.15%
Traffic Directors 0%	\$104,559.00	0%	18.00	3.45%
Salaries Custodians & Maintenance 6%	\$1,710,775.00	6%	28.00	6.03%
Substitutes 1%	\$229,616.00	1%		
Other Staff (Coaches, Faculty Manager, Lunch Aides, Summer Program Personnel, Attendance Officer) 1%	\$392,249.00	1%		
Degree Change, Mentor, Activities, Sick leave 1%	\$254,717.00	1%		
General Reserve 2%	\$510,272.00	2%		
Total	\$29,803,441.00	100%	464.00	100%



Fiscal Year	Net Claim	Reimbursement Amount	CB Relief	% of Claim	Number of Students
FY03	\$0.00	\$0.00		0.00%	45
FY04	\$957,089.00	\$243,319.00		25.40%	51
FY05	\$938,596.00	\$703,951.00		75.00%	62
FY06	\$773,415.00	\$580,061.00		75.00%	66
FY07	\$876,403.00	\$657,302.00		75.00%	67
FY08	\$907,848.00	\$680,886.00	\$264,281.00	75.00%	72
FY09	\$1,234,417.00	\$888,780.24	\$282,121.00	72.00%	74
FY10	\$1,774,968.00	\$709,987.20		40.00%	73
FY11	\$1,646,872.00	\$658,748.80		40.00%	65
FY12	\$1,676,438.00	\$1,089,683.00		65.00%	63
FY13	\$1,659,668.00	\$1,161,763.00		70.00%	64
FY14	\$1,757,204.00	\$1,317,907.00		75.00%	65
FY15	\$1,614,809.00	\$1,211,107.00		75.00%	54
FY16 Projection	\$1,600,000.00	\$1,120,000.00		70.00%	54

Fiscal Year	In District	Out of District	Total Students
FY03	491	45	536
FY04	505	51	556
FY05	534	62	596
FY06	553	66	619
FY07	538	67	605
FY08	561	72	633
FY09	550	74	624
FY10	538	73	611
FY11	531	65	596
FY12	521	63	584
FY13	533	64	597
FY14	533	65	598
FY15	487	57	544
FY16 Projection	487	57	544

Dedham Public Schools Staffing Comparisons FY12-FY16					FY16
	FY 12	FY 13	FY 14	FY 15	FY 16
POSITION	Budget	Budget	Budget	Budget	Projection
Superintendent	1.00	1.00	1.00	1.00	1.00
Assistant Superintendent	1.00	1.00	1.00	1.00	1.00
Assistant to Sup't - Business	1.00	1.00	1.00	1.00	1.00
Director of SPED / Pupil Services	1.00	1.00	1.00	1.00	1.00
Director Technology	0.60	0.60	0.60	0.60	0.60
Principal	6.50	6.50	6.50	6.50	6.50
Assistant Principal	3.00	3.00	3.00	3.00	3.00
Director Athletics	1.00	1.00	1.00	1.00	1.00
Director Guidance	1.00	1.00	1.00	1.00	1.00
Director Art & Music	0.60	0.60	0.60	0.60	0.60
Dept. Head, K-12	0.60	0.60	0.60	0.60	0.60
Dept. Head, 6-12	3.00	3.00	3.00	3.00	3.00
Subtotal	20.30	20.30	20.30	20.30	20.30
Kindergarten	5.00	5.50	5.50	6.00	6.00
Grade 1-5	58.00	53.50	53.50	54.50	54.50
Computer Education	6.40	6.40	6.40	5.40	5.40
English	14.40	15.40	15.40	15.40	15.40
Math	17.00	18.00	18.80	19.00	19.00
Science	16.00	16.40	16.40	16.40	16.40
Social Studies	14.40	14.40	14.40	14.40	14.40
ESL	4.10	5.10	5.10	5.20	5.20
Industrial Technology	3.40	3.00	3.00	3.00	3.00
Art	7.00	7.00	7.00	7.00	7.00
Music	5.50	5.50	5.40	5.80	5.80
Health & Phys.Ed	9.30	9.30	9.30	9.30	9.30
Reading	11.00	12.40	12.40	12.40	12.40
World Language	12.00	12.00	12.00	12.00	12.00
Subtotal	183.50	183.90	184.60	185.80	185.80

Dedham Public Schools Staffing Comparisons FY12-FY16					FY16
SPED Coordinators	1.00	1.00	1.00	2.00	2.00
SPED Out-of-district Coordinator	0.70	0.70	0.70	0.70	0.70
SPED Teaching	39.10	41.60	41.60	43.60	43.60
Speech/Therapeutic/Behavioral Programs	7.00	7.00	7.00	10.70	10.70
OT/PT	0.80	0.80	0.80	1.80	1.80
Adj. Counselor	6.00	6.00	6.00	7.00	7.00
Psychologist	4.00	4.00	5.00	5.00	5.00
Alternative Program	2.80	2.60	2.60	3.60	3.60
Subtotal	61.40	63.70	64.70	74.40	74.40
Tech. Trainer	1.00	1.00	1.00	1.00	1.00
Library/Media Specialist	6.00	6.00	6.00	6.00	6.00
Guidance Counselor	6.00	6.00	6.00	6.00	6.00
Subtotal	13.00	13.00	13.00	13.00	13.00
Nurses	7.00	7.00	7.00	7.00	7.00
TOTALS	285.20	287.90	289.60	300.50	300.50
Admin. Assistants	4.00	4.00	4.00	4.00	4.00
Secre./Clerks	6.00	6.00	6.00	6.00	6.00
Secre./Clerks, 10 mos, 35 hrs	6.50	5.50	5.50	6.00	6.00
Accountant	1.00	1.00	1.00	1.00	1.00
Payroll, 12 mos, 28 hrs	1.00	1.00	1.00	1.00	1.00
Finance Clerk	1.00	1.00	1.00	1.00	1.00
Substitute Coordinator, 10 mos, 20 hrs	1.00	1.00	1.00	1.00	1.00
Subtotal	20.50	19.50	19.50	20.00	20.00

Dedham Public Schools Staffing Comparisons FY12-FY16					FY16
Teacher Assistants, 10 mos, 35 hrs	4.00	4.00	4.00	4.00	4.00
Regular Aides, 10 mos	7.00	7.00	7.00	7.00	7.00
Special Ed Aides, 10 mos	81.50	89.10	80.85	80.50	80.50
Occupational Therapist, 10 mos	1.00	1.00	0.00	0.00	0.00
Library Assistant, 10 mos, 30 hrs	1.00	1.00	2.00	2.00	2.00
Library Assistant, 10 mos, 20 hrs	1.00	1.00	0.00	0.00	0.00
Subtotal	95.50	103.10	93.85	93.50	93.50
Computer Technician	2.00	2.00	2.00	2.00	2.00
Network Technician	1.00	1.00	1.00	1.00	1.00
Tech Help Desk, 10 mos	3.00	3.00	3.00	3.00	3.00
Subtotal	6.00	6.00	6.00	6.00	6.00
Director of Facilities/Maintenance	1.00	1.00	1.00	1.00	1.00
Procurement/Adm.Asst-Facilities	1.00	1.00	1.00	1.00	1.00
Maintenance Personnel	4.00	4.00	4.00	4.00	4.00
Custodian (Head)	1.00	1.00	1.00	2.00	2.00
Custodians	20.00	21.00	21.00	20.00	20.00
Traffic Director, 10 mos, 8+hrs/wk	3.00	4.00	4.00	6.00	6.00
Traffic Director, 10 mos, 7.5 hrs/wk	11.00	11.00	11.00	10.00	10.00
Subtotal	41.00	43.00	43.00	44.00	44.00
TOTALS	163.00	171.60	162.35	163.50	163.50

Dedham Public Schools Staffing Comparisons FY12-FY16					FY16
Principal	0.50	0.50	0.50	0.50	0.50
Full-Day Kindergarten Teaching	2.50	3.00	3.00	2.50	2.50
Nurses	1.00	1.00	1.00	1.00	1.00
Childcare Supervisors	2.00	1.00	1.00	1.00	1.00
Secre./Clerk, 10 mos, 35 hrs	1.00	0.00	0.00	0.00	0.00
Secre./Clerk, 12 mos, 35 hrs	0.00	1.00	1.00	1.00	1.00
Custodians	1.50	1.50	1.50	1.50	1.50
Library Assistant, 10 mos, 20 hrs	1.00	1.00	1.00	1.00	1.00
Instructional Aides, 10 mos	6.00	5.00	5.00	3.00	3.00
Childcare Aides, 10 mos	7.00	7.00	7.00	6.00	6.00
Subtotal-ECEC Revolving	22.50	21.00	21.00	17.50	17.50
School Lunch Director	1.00	1.00	1.00	1.00	1.00
Secre./Clerk, 10 mos, 35 hrs	1.00	1.00	1.00	1.00	1.00
Lunch Workers	28.00	31.00	31.00	31.00	31.00
Subtotal-Sch.Lunch Revolving	30.00	33.00	33.00	33.00	33.00
SPED 240 Grant - Coordinator - Secondary	1.00	1.00	1.00	0.00	0.00
SPED 240 Grant -Teaching	3.00	3.00	3.00	0.00	0.00
SPED 240 Grant - Speech Therapist	2.70	2.70	2.70	0.00	0.00
SPED 240 Grant - Adj. Counselor	1.00	1.00	1.00	0.00	0.00
SPED 240 Grant - OT/PT	0.80	0.80	1.00	0.00	0.00
SPED 240 Grant-Clerk 10mos, 35 hrs	1.00	1.00	1.00	1.00	1.00
SPED 240 Grant - Aides, 10 mos, 30 hrs	5.00	3.00	0.00	0.00	0.00
Title I Grant - Teaching	3.00	3.00	3.00	3.00	3.00
Early Ch'ld 262 Grant - Speech Therap.	1.00	1.00	1.00	1.00	1.00
Education Jobs Fund Grant - teaching	2.50	0.00	0.00	0.00	0.00
Education Jobs Fund Grant - aide	2.00	0.00	0.00	0.00	0.00
Subtotal-Grants Funded	23.00	16.50	13.70	5.00	5.00
TOTALS	75.50	70.50	67.70	55.50	55.50
GRAND TOTALS	523.70	530.00	519.65	519.50	519.50

FY 16

**PROJECTED
PAYROLL**

FY 2015-2016 BUDGET PROJECTION						
PERSONNEL						
DEDHAM PUBLIC SCHOOLS						
	Base Salary	Step Inc.	% Inc.	Stipend	Longevity	Total Projection
Superintendent	168,000.00	-				168,000.00
Assistant Superintendent	139,129.00			-		139,129.00
SPED Director	121,857.00			-		121,857.00
Ass't to Sup't - Business	125,000.00			-		125,000.00
Principals	726,615.50			-	-	726,615.50
Unit B - Directors	958,090.00			12,806.10	1,400.00	972,296.10
Admin. Assts	346,244.50			7,553.40	4,840.00	358,637.90
Secr. & Clerks	611,999.00	-		12,000.00	12,300.00	636,299.00
Specialists	299,775.40					299,775.40
Math Coaches	58,345.24					58,345.24
Unit A - Teachers	20,173,819.30	359,729.20		72,572.00	102,940.00	20,709,060.50
Nurses	502,444.69	-		8,570.00	5,300.00	516,314.69
Degree Change	107,705.00					107,705.00
Mentor Stipends	34,051.00					34,051.00
Aides - Instructional	1,743,770.66	-	34,875.36	-	12,150.00	1,790,796.02
Substitutes	229,616.00					229,616.00
Coaches	300,658.00					300,658.00
Extracurricular Activities	96,315.00					96,315.00
Traffic Directors	103,177.66				1,375.00	104,552.66
Attendance Officer	1,827.00					1,827.00
Bus Aides	20,172.00					20,172.00
SPED Summer Program	56,085.00					56,085.00
Sick Leave Buy Back	16,646.00					16,646.00
General Reserve	502,611.44					502,611.44
	27,443,954.39	359,729.20	34,875.36	113,501.50	140,305.00	28,092,365.45
					FY15 Budget:	27,363,207.00
					Increase Amt:	729,158.45
					Increase % :	2.66%
FY 2015-2016 BUDGET PROJECTION						
FACILITY & MAINTENANCE						
	Base Salary	Step Inc.	% Inc.	Stipend	Longevity	Total Projection
Director of Facilities +	116,725.00			-		116,725.00
Facilities & Procurement	62,903.00				1,100.00	64,003.00
Maintenance Personnels	254,698.08				700.00	255,398.08
Custodians	1,079,066.42	3,764.82		6,240.00	11,900.00	1,100,971.00
Summer Maintenance	10,244.00					10,244.00
Cust. Overtime	63,967.00					63,967.00
Maint. Overtime	50,000.00					50,000.00
USP Overtime	16,500.00					16,500.00
General Reserve	32,967.00					32,967.00
	1,687,070.50	3,764.82	-	6,240.00	13,700.00	1,710,775.00
					FY15 Budget:	1,707,922.00
					Increase Amt:	2,853.00
					Increase % :	0.17%
PAYROLL GRAND TOTAL:						29,803,140.00

UNIT A TEACHERS BUDGET											
NWS Account#	FTE	LAST NAME	FIRST NAME	FY 2015 STEP	FY 2015 BASE	Step Increase AMOUNT	2.0% After Step	FY 2016 SALARY	FY 2016 Longevity	FY 2016 Stipend	TOTAL
001-30-304-128-1-5110-317-2305	1	PEPIN	SUSAN	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00		94,263.00
001-30-304-128-1-5110-317-2305	1	ROUSE	DANIEL	D max	94,001.00	-	1,880.02	95,881.00	1,300.00		97,181.00
001-30-305-128-1-5110-317-2305	1	GRANT	ANN	M+30 max	85,447.00	-	1,708.94	87,156.00			87,156.00
001-30-305-128-1-5110-317-2305	1	PIERCE	CHRISTIAN	B max	72,600.00	-	1,452.00	74,052.00			74,052.00
001-30-305-128-1-5110-317-2305	1	SIMMONS	ROSEMARY	B max	72,600.00	-	1,452.00	74,052.00	1,300.00		75,352.00
001-30-315-128-1-5110-317-2305	1	FOLEY	JUDITH	M 8	66,489.00	3,602.00	1,401.82	71,493.00		12,045.00	71,493.00
001-30-315-130-1-5110-317-2315	0.4	SAWYER	ELIZABETH	M max	31,894.40	-	637.89	32,532.50			44,577.50
001-30-304-130-1-5110-317-2305	0.6	SAWYER	ELIZABETH	M max	47,841.60	-	956.83	48,798.40			48,798.40
001-30-304-130-1-5110-317-2305	1	MARVEL	EMILY	M 2	52,579.00	2,044.00	1,092.46	55,715.00			55,715.00
001-30-304-130-1-5110-317-2305	1	CARTEN	KATHLEEN R	M+30 max	85,447.00	-	1,708.94	87,156.00			87,156.00
001-30-304-130-1-5110-317-2305	1	DEARBORN	KATHLEEN	M 11	73,547.00	1,786.00	1,506.66	76,840.00			76,840.00
001-30-304-130-1-5110-317-2305	1	GLEASON	MacLEAN KATELYN	M 7	64,417.00	2,072.00	1,329.78	67,819.00			67,819.00
001-30-304-130-1-5110-317-2305	1	MARGOLIS	CAROL	M max	79,736.00	-	1,594.72	81,331.00			81,331.00
001-30-304-130-1-5110-317-2305	1	NILSEN	JEFFREY A	M max	78,599.00	1,137.00	1,594.72	81,331.00			81,331.00
001-30-304-130-1-5110-317-2305	1	ROCHA	PATRICIA	M 5	58,674.00	3,671.00	1,246.90	63,592.00			63,592.00
001-30-304-130-1-5110-317-2305	1	SCHULTZ	KELLY O'LEARY	M max	79,736.00	-	1,594.72	81,331.00			81,331.00
001-30-304-130-1-5110-317-2305	1	YOUNG	MOLLIE	M+30 11	76,363.00	2,619.00	1,579.64	80,562.00	return FY16 ?		80,562.00
001-30-304-130-1-5110-317-2305	0	ZAMBITO	MELISSA	B 6	-	-	-	-	Molly Young returns		-
001-30-305-130-1-5110-317-2305	1	FRENCH	LESLIE	M max	79,736.00	-	1,594.72	81,331.00			81,331.00
001-30-305-130-1-5110-317-2305	1	HEGARTY	ELIZABETH	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00		94,263.00
001-30-305-130-1-5110-317-2305	1	HUFF (WEBER)	REBECCA	M+30 12	78,982.00	1,922.00	1,618.08	82,522.00			82,522.00
001-30-305-130-1-5110-317-2305	1	McLEOD	POLLY	M max	79,736.00	-	1,594.72	81,331.00			81,331.00
001-30-305-130-1-5110-317-2305	1	MURRAY (ANDERSON)	PAMELA	M max	79,736.00	-	1,594.72	81,331.00	1,300.00		82,631.00
001-30-305-130-1-5110-317-2305	1	PATTERSON	ANDREW C.	M 12	75,333.00	3,266.00	1,571.98	80,171.00			80,171.00
001-30-305-135-1-5110-317-231C	1	CUMMINGS	MAI-LINH	M max	79,736.00	-	1,594.72	81,331.00			81,331.00
001-30-305-135-1-5110-317-231C	1	LYONS	SUSAN M	M+30 max	85,447.00	-	1,708.94	87,156.00	1,400.00		88,556.00
001-30-305-135-1-5110-317-231C	1	SALSMAN	SARAH	B 2	47,508.00	1,526.00	980.68	50,015.00	0.4 repl. J. Esty		50,015.00
001-30-305-135-1-5110-317-231C	1	TAPPLY	SARAH	M 12	75,333.00	3,266.00	1,571.98	80,171.00			80,171.00
001-30-305-135-1-5110-317-231C	1	UNGER (ECKENSBERGER)	MEGAN	M+30 max	84,308.00	1,139.00	1,708.94	87,156.00			87,156.00
001-30-306-135-1-5110-317-231C	1	BIGGAR	CHERYLE	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00		94,263.00
001-30-306-135-1-5110-317-231C	1	SCARSCIOTTI	CHERYL	M max	79,736.00	-	1,594.72	81,331.00	1,300.00		82,631.00

NWS Account#	FTE	LAST NAME	FIRST NAME	FY 2015 STEP	FY 2015 BASE	Step Increase AMOUNT	2.0% After Step	FY 2016		FY 2016 Stipend	TOTAL
								SALARY	Longevity		
001-30-307-135-1-5110-317-2310	1	PATTS	LAUREN	M 10	71,111.00	2,436.00	1,470.94	75,018.00			75,018.00
001-30-307-135-1-5110-317-2310	1	SHEVORY (DUGAN)	MAURA	M+30 max	84,308.00	1,139.00	1,708.94	87,156.00	1,300.00		88,456.00
001-30-308-135-1-5110-317-2310	1	CANNON	KRISTEN	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00		94,263.00
001-30-308-135-1-5110-317-2310	1	MANCINELLI (GONZALEZ)	JANINE	M max	78,599.00	1,137.00	1,594.72	81,331.00			81,331.00
001-30-308-135-1-5110-317-2310	1	SHEA	LAUREN	M+30 10	75,263.00	1,100.00	1,527.26	77,890.00			77,890.00
001-30-309-135-1-5110-317-2310	1	FINDLEY (FOLEY)	SHANNON	M+30 11	76,363.00	2,619.00	1,579.64	80,562.00			80,562.00
001-30-304-132-1-5110-317-2310	1	MacKENZIE SLEEMAN	KAREN	M 7	64,417.00	2,072.00	1,329.78	67,819.00			67,819.00
001-30-305-132-1-5110-317-2310	1	PETERSEN	BROOKE	M 2	52,579.00	2,044.00	1,092.46	55,715.00			55,715.00
001-30-306-132-1-5110-317-2310	0.5	FITZGERALD	COLLEEN	M 6	31,172.50	1,036.00	644.17	32,852.70			32,852.70
001-30-306-132-1-5110-317-2310	1	TOCHKA	ALEXIS	M 7	64,417.00	2,072.00	1,329.78	67,819.00			67,819.00
001-30-307-132-1-5110-317-2310	0.5	WEIDENAAR	SHARON	B 8	30,137.00	1,676.00	636.26	32,449.00			32,449.00
001-30-308-132-1-5110-317-2310	0.5	WEIDENAAR	SHARON	B 8	30,137.00	1,676.00	636.26	32,449.00			32,449.00
001-30-310-132-1-5110-317-2310	0.7	ROBINS	JENNIFER	M 8	46,542.30	2,521.40	981.27	50,045.00			50,045.00
001-30-306-120-1-5110-317-2305	1	DARCHE	KATHARINE	B 2	47,508.00	1,526.00	980.68	50,015.00			50,015.00
001-30-306-120-1-5110-317-2305	1	DINEEN-SERPIS	HEIDI	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00		94,263.00
001-30-306-120-1-5110-317-2305	1	FOLLEN (ROBILLARD)	SARA	M 7	64,417.00	2,072.00	1,329.78	67,819.00			67,819.00
001-30-306-120-1-5110-317-2305	0.5	TWOMEY (HAUSMAN)	SARAH	M 9	35,045.50	510.00	711.11	36,266.60			36,266.60
001-30-306-120-1-5110-317-2305	1	KIEFFNER (FRICKER)	ALLISON	M+30 max	84,308.00	1,139.00	1,708.94	87,156.00			87,156.00
001-30-306-120-1-5110-317-2305	1	LUONGO	MICHELLE	M 6	62,345.00	2,072.00	1,288.34	65,705.00			65,705.00
001-30-306-120-1-5110-317-2305	1	MacLEAN	MARY N	M max	79,736.00	-	1,594.72	81,331.00	1,300.00		82,631.00
001-30-306-120-1-5110-317-2305	1	MAREGNI	KAREN	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00		94,263.00
001-30-306-120-1-5110-317-2305	1	MERRITT	SARAH	M+30 max	85,447.00	-	1,708.94	87,156.00	1,400.00		88,556.00
001-30-306-120-1-5110-317-2305	1	MURPHY (REAGAN)	ANNE	M 10	71,111.00	2,436.00	1,470.94	75,018.00			75,018.00
001-30-306-120-1-5110-317-2305	1	PARIS	EDWARD	M 9	70,091.00	1,020.00	1,422.22	72,533.00			72,533.00
001-30-306-120-1-5110-317-2305	1	RYAN	KATHRYN	M 5	58,674.00	3,671.00	1,246.90	63,592.00			63,592.00
001-30-306-120-1-5110-317-2305	1	SAVI	NICOLE	M 3	54,623.00	2,023.00	1,132.92	57,779.00			57,779.00
001-30-306-120-1-5110-317-2305	1	STIPO	JACQUELINE	M 2	52,579.00	2,044.00	1,092.46	55,715.00			55,715.00
001-30-307-120-1-5110-317-2305	1	BALFOUR	JENNIFER	M max	79,736.00	-	1,594.72	81,331.00	1,300.00		82,631.00
001-30-307-120-1-5110-317-2305	1	BRISCOE (CALABRE)	MAUREEN	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00		88,456.00
001-30-307-120-1-5110-317-2305	1	BRYANT (DUNNE)	KERRI	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00		94,263.00
001-30-307-120-1-5110-317-2305	1	COCHRANE	AUBREY	M 10	71,111.00	2,436.00	1,470.94	75,018.00			75,018.00
001-30-307-120-1-5110-317-2305	1	CRONIN	GREGORY	M max	79,736.00	-	1,594.72	81,331.00	1,500.00		82,831.00
001-30-307-120-1-5110-317-2305	1	CROWLEY	JESSICA	B 2	47,508.00	1,526.00	980.68	50,015.00			50,015.00

NWS Account#	FTE	LAST NAME	FIRST NAME	FY 2015 STEP	FY 2015 BASE	Step Increase 2.0%		FY 2016 SALARY	FY 2016 Longevity	FY 2016 Stipend	TOTAL
						AMOUNT	After Step				
001-30-307-120-1-5110-317-2305	1	DELLELO	THERESA A	M+60 max	91,140.00	-	1,822.80	92,963.00	1,400.00		94,363.00
001-30-307-120-1-5110-317-2305	1	DIETZEL	AMANDA	M 5	58,674.00	3,671.00	1,246.90	63,592.00			63,592.00
001-30-307-120-1-5110-317-2305	1	FLANAGAN (CUMMIN)	SUSAN	M+30 11	76,363.00	2,619.00	1,579.64	80,562.00			80,562.00
001-30-307-120-1-5110-317-2305	1	KILLGOAR	JULIE ELLEN	M max	79,736.00	-	1,594.72	81,331.00			81,331.00
001-30-307-120-1-5110-317-2305	1	MAGNACCA	LISA	M 10	71,111.00	2,436.00	1,470.94	75,018.00			75,018.00
001-30-307-120-1-5110-317-2305	1	MAHONEY (OLSON)	KRISTIN M	M max	78,599.00	1,137.00	1,594.72	81,331.00			81,331.00
001-30-307-120-1-5110-317-2305	1	MUCCI (HAMILTON)	STACY	M+30 max	84,308.00	1,139.00	1,708.94	87,156.00			87,156.00
001-30-307-120-1-5110-317-2305	1	RIDGWAY	JULIA	B 9	63,626.00	924.00	1,291.00	65,841.00			65,841.00
001-30-307-120-1-5110-317-2305	1	SHAH (PACE)	ALLISON	M 9	70,091.00	1,020.00	1,422.22	72,533.00			72,533.00
001-30-307-120-1-5110-317-2305	1	TOOMEY	KENNETH R	M+30 max	85,447.00	-	1,708.94	87,156.00	1,400.00		88,556.00
001-30-308-120-1-5110-317-2305	1	ATKINSON (FONTANA)	STACEY	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00		94,263.00
001-30-308-120-1-5110-317-2305	1	CAWLEY (SCANLON)	STACEY	M+30 max	84,308.00	1,139.00	1,708.94	87,156.00			87,156.00
001-30-308-120-1-5110-317-2305	1	DELENDECK	LINDA M	M+60 14	86,459.00	3,544.00	1,800.06	91,803.00			91,803.00
001-30-308-120-1-5110-317-2305	1	DELONG	MEGHAN	M 6	62,345.00	2,072.00	1,288.34	65,705.00			65,705.00
001-30-308-120-1-5110-317-2305	1	DENNEHY	PATRICIA	M+60 max	91,140.00	-	1,822.80	92,963.00	1,600.00		94,563.00
001-30-308-120-1-5110-317-2305	1	GRACEFFA (KRUG)	HEIDI A.	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00		94,263.00
001-30-308-120-1-5110-317-2305	1	ONEILL	KELLY ANN	M 2	52,579.00	2,044.00	1,092.46	55,715.00			55,715.00
001-30-308-120-1-5110-317-2305	1	MCMANEE (JAMISON)	RACHAEL	M 11	73,547.00	1,786.00	1,506.66	76,840.00			76,840.00
001-30-308-120-1-5110-317-2305	1	MORRILL	NANCY E	M max	79,736.00	-	1,594.72	81,331.00	1,300.00		82,631.00
001-30-308-120-1-5110-317-2305	1	NICKLEY	JUDY	M 6	62,345.00	2,072.00	1,288.34	65,705.00			65,705.00
001-30-308-120-1-5110-317-2305	1	NIHILL (BURNS)	HEIDI A	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00		88,456.00
001-30-308-120-1-5110-317-2305	1	O'BRIEN (THOMAS)	KERRIN A	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00		88,456.00
001-30-308-120-1-5110-317-2305	1	STEC	CHRISTINE	M+60 13	84,399.00	2,060.00	1,729.18	88,188.00			88,188.00
001-30-308-120-1-5110-317-2305	1	TAVALONE	ELIZABETH	M 12	75,333.00	3,266.00	1,571.98	80,171.00			80,171.00
001-30-308-120-1-5110-317-2305	1	WARD	DOREEN	M max	79,736.00	-	1,594.72	81,331.00	1,300.00		82,631.00
001-30-308-120-1-5110-317-2305	1	KIRBY	KERRI	M 2	52,579.00	2,044.00	1,092.46	55,715.00			55,715.00
001-30-308-120-1-5110-317-2305	1	COSTELLO	BERNADETTE	M max	79,736.00	-	1,594.72	81,331.00	1,300.00		82,631.00
001-30-308-120-1-5110-317-2305	1	CUMMINGS	CHRISTINE	M+60 max	91,140.00	-	1,822.80	92,963.00	1,400.00		94,363.00
001-30-308-120-1-5110-317-2305	1	JENKINS	KRISTY	M 11	73,547.00	1,786.00	1,506.66	76,840.00			76,840.00
001-30-308-120-1-5110-317-2305	1	KELLY	BARBARA A	M+60 max	91,140.00	-	1,822.80	92,963.00	1,700.00		94,663.00
001-30-308-120-1-5110-317-2305	1	MacDOUGALL	ALLISON S	M max	79,736.00	-	1,594.72	81,331.00			81,331.00
001-30-308-120-1-5110-317-2305	1	MAGGIO	MELISSA	B 2	47,508.00	1,526.00	980.68	50,015.00			50,015.00
001-30-308-120-1-5110-317-2305	1	MOISE	JESSICA	M 7	64,417.00	2,072.00	1,329.78	67,819.00			67,819.00

NWS Account#	FTE	LAST NAME	FIRST NAME	FY 2015 STEP	FY 2015 BASE	Step Increase AMOUNT	2.0% After Step	FY 2016 SALARY	FY 2016 Longevity	FY 2016 Stipend	TOTAL
001-30-309-120-1-5110-317-2305	1	PIAZZA	JUDITH A	M+60 max	91,140.00	-	1,822.80	92,963.00	1,600.00		94,563.00
001-30-309-120-1-5110-317-2305	1	ZAHKA	ALEXANDRA	M 3	54,623.00	2,023.00	1,132.92	57,779.00			57,779.00
001-30-310-120-1-5110-317-2305	1	CORNETTA	ERIKA	B 2	47,508.00	1,526.00	980.68	50,015.00			50,015.00
001-30-310-120-1-5110-317-2305	0.5	HUTTON	EMILY BUCHBIND	M 11	36,773.50	893.00	753.33	38,419.80			38,419.80
001-30-310-120-1-5110-317-2305	0.5	LABOISSONNIERE	AMY	M max	39,868.00	-	797.36	40,665.00	1,300.00		41,965.00
001-30-310-120-1-5110-317-2305	0.5	LYNCH	MARIE	M max	39,868.00	-	797.36	40,665.00	1,300.00		41,965.00
001-30-310-120-1-5110-317-2305	1	MORRISON	JULIE HOBAN	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00		94,263.00
001-30-310-120-1-5110-317-2305	1	O'CONNOR	JANICE	M 11	73,547.00	1,786.00	1,506.66	76,840.00			76,840.00
001-30-310-120-1-5110-317-2305	1	WAGTOWICZ (CHILS)	JENNIFER	M 5	58,674.00	3,671.00	1,246.90	63,592.00			63,592.00
001-30-310-120-1-5110-317-2305	0.5	WILDS	MARGARET	M max	39,868.00	-	797.36	40,665.00	1,300.00		41,965.00
001-30-315-139-1-5110/5191-317	0.4	CARNEY	MARK	M max	31,894.40	-	637.89	32,532.30		8,505.00	41,037.30
001-30-304-139-1-5110-317-2305	0.6	CARNEY	MARK	M max	47,841.60	-	956.83	48,798.00	1,300.00		50,098.00
001-30-304-139-1-5110-317-2305	1	CURRIVAN	JENNIFER	M 6	62,345.00	2,072.00	1,288.34	65,705.00	1,300.00		65,705.00
001-30-304-139-1-5110-317-2305	1	McGUIRE	JAY	B max	72,600.00	-	1,452.00	74,052.00	1,300.00		75,352.00
001-30-304-139-1-5110-317-2305	1	SCHIAVO	JILLIAN	M 12	75,333.00	3,266.00	1,571.98	80,171.00			80,171.00
001-30-305-139-1-5110-317-2305	1	ADAMS	STEPHANIE	M 8	66,489.00	3,602.00	1,401.82	71,493.00			71,493.00
001-30-305-139-1-5110-317-2305	1	COATES	RHONDA J	B max	72,600.00	-	1,452.00	74,052.00	1,400.00		75,452.00
001-30-305-139-1-5110-317-2305	1	McLEISH	THOMAS	B max	71,462.00	1,138.00	1,452.00	74,052.00			74,052.00
001-30-306-139-1-5110-317-2305	0.4	CAREY	DAVID	M+30 9	28,755.20	1,350.00	602.10	30,707.30			30,707.30
001-30-307-139-1-5110-317-2305	0.5	LETOURNEAU (WILS)	ASHLEY	M 10	35,555.50	1,218.00	735.47	37,509.00			37,509.00
001-30-308-139-1-5110-317-2305	0.4	CAREY	DAVID	M+30 9	28,755.20	1,350.00	602.10	30,707.30			30,707.30
001-30-308-139-1-5110-317-2305	0.4	MADDEN	MARIE	M 10	28,444.40	974.40	588.38	30,007.20			30,007.20
001-30-309-139-1-5110-317-2305	0.2	CAREY	DAVID	M+30 9	14,377.60	675.00	301.05	15,353.70			15,353.70
001-30-309-139-1-5110-317-2305	0.5	LETOURNEAU (WILS)	ASHLEY	M 10	35,555.50	1,218.00	735.47	37,509.00			37,509.00
001-30-310-139-1-5110-317-2305	0.5	MADDEN	MARIE	M 10	35,555.50	1,218.00	735.47	37,509.00			37,509.00
001-30-304-143-1-5110-317-2305	1	HALLUSKA	DAVID W	M max	79,796.00	-	1,594.72	81,331.00			81,331.00
001-30-304-143-1-5110-317-2305	1	LEIGHTON	JAMES	M+60 max	91,140.00	-	1,822.80	92,963.00			92,963.00
001-30-304-143-1-5110-317-2305	1	SCULLY-ROSE	SUE N	M+30 max	84,308.00	1,139.00	1,708.94	87,156.00			87,156.00
001-30-315-144-1-5110-317-2315	0.4	HOLLORAN (DUNLE)	KRISTINE	M+30 13	32,361.60	1,361.60	674.46	34,397.70		10,956.00	45,353.70
001-30-304-144-1-5110-317-2305	0.6	HOLLORAN (DUNLE)	KRISTINE	M+30 13	48,542.40	2,042.40	1,011.70	51,596.50			51,596.50
001-30-304-144-1-5110-317-2305	1	BASQUE	KATHLEEN	M 6	62,345.00	2,072.00	1,288.34	65,705.00			65,705.00
001-30-304-144-1-5110-317-2305	1	RAHILL (EISENHUT)	ERIKA	M 10	71,111.00	2,436.00	1,470.94	75,018.00			75,018.00
001-30-304-144-1-5110-317-2305	1	KANOPKIN	SUSAN	M max	79,796.00	-	1,594.72	81,331.00	1,300.00		82,631.00

NWS Account#	FTE	LAST NAME	FIRST NAME	FY 2015 STEP	FY 2015 BASE	Step Increase		FY 2016 SALARY	FY 2016 Longevity	FY 2016 Stipend	TOTAL
						AMOUNT	After/Step				
001-30-304-144-1-5110-317-2305	1	LEONE (BATISTA)	ELISABET	M max	78,599.00	1,137.00	1,594.72	81,331.00			81,331.00
001-30-304-144-1-5110-317-2305	1	KATZ	ARIEL	M 7	64,417.00	2,072.00	1,329.78	67,819.00			67,819.00
001-30-304-144-1-5110-317-2305	0.6	SMITH 0.6	BARBARA	M max	47,841.60	-	956.83	48,798.40			48,798.40
001-30-304-144-1-5110-317-2305	1	WHITCOMB (SPIES)	KATHLEEN	M 9	70,091.00	1,020.00	1,422.22	72,533.00			72,533.00
001-30-304-144-1-5110-317-2305	1	SULLIVAN	JILLIAN	B 2	47,508.00	1,526.00	980.68	50,015.00			50,015.00
001-30-304-144-1-5110-317-2305	1	YUEN	DANIELLE	M 4	56,646.00	2,028.00	1,173.48	59,847.00			59,847.00
001-30-305-144-1-5110-317-2305	1	CARLSON	HILARY	M max	79,736.00	-	1,594.72	81,331.00			81,331.00
001-30-305-144-1-5110-317-2305	1	NOEL (DOWNES)	CAROLYNNE	M 8	66,489.00	3,602.00	1,401.82	71,493.00			71,493.00
001-30-305-144-1-5110-317-2305	1	GILBERT	AMY	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00		88,456.00
001-30-305-144-1-5110-317-2305	1	GUTIERREZ	JULIETTE	M 10	71,111.00	2,436.00	1,470.94	75,018.00			75,018.00
001-30-305-144-1-5110-317-2305	1	McCABE	BRIAN	M 7	64,417.00	2,072.00	1,329.78	67,819.00			67,819.00
001-30-305-144-1-5110-317-2305	1	NIGOHOSIAN	MARTA M	B max	72,600.00	-	1,452.00	74,052.00	1,400.00		75,452.00
001-30-305-144-1-5110-317-2305	1	PODOLSKI	ANDREW	M+30 11	76,363.00	2,619.00	1,579.64	80,562.00			80,562.00
001-30-305-144-1-5110-317-2305	1	PODOLSKI	ANNE	M max	79,736.00	-	1,594.72	81,331.00	1,300.00		82,631.00
001-30-306-144-1-5110-317-2310	1	O'NEILL	BONNIE	M+30 max	85,311.00	-	1,706.25	87,017.00			87,017.00
001-30-315-144-1-5110-317-2310	1	HAWKINS	JENNIFER	B max	68,371.00	-	1,367.42	69,738.00			69,738.00
001-30-304-146-1-5110-317-2305	1	DOLAN	AMY	B 3	49,034.00	1,517.00	1,011.02	51,562.00			51,562.00
001-30-304-146-1-5110-317-2305	1	O'SULLIVAN	MAUREEN	M max	79,736.00	-	1,594.72	81,331.00	1,300.00		82,631.00
001-30-305-146-1-5110-317-2305	1	DUNDULIS (DEMPSE)	SARAH	M 5	58,674.00	3,671.00	1,246.90	63,592.00			63,592.00
001-30-305-146-1-5110-317-2305	1	TRACEY	ARLENE J	M max	79,736.00	-	1,594.72	81,331.00	1,500.00		82,831.00
001-30-306-146-1-5110-317-2305	0.6	PRATA (ROACH)	KRISTIN M	M+30 max	51,268.20	-	1,025.36	52,293.60	650.00		52,943.60
001-30-307-146-1-5110-317-2305	0.6	ALTONE	SARAH	M 6	37,407.00	1,243.20	773.00	39,423.00			39,423.00
001-30-308-146-1-5110-317-2305	0.4	ALTONE	SARAH	M 6	24,938.00	828.80	515.34	26,282.00			26,282.00
001-30-308-146-1-5110-317-2305	0.2	PRATA (ROACH)	KRISTIN M	M+30 max	17,089.40	-	341.79	17,431.20	650.00		18,081.20
001-30-309-146-1-5110-317-2305	0.4	CASTONGUAY	BRIDGET MARIE	M 7	25,766.80	828.80	531.91	27,128.00			27,128.00
001-30-310-146-1-5110-317-2305	0.6	CASTONGUAY	BRIDGET MARIE	M 7	38,650.20	1,243.20	797.87	40,691.00			40,691.00
001-30-304-147-1-5110-317-2305	0.6	NICHOLSON	WILLIAM	M+30 11	45,817.80	1,571.40	947.78	48,337.00			48,337.00
001-30-305-147-1-5110-317-2305	1	DANIELS	JEFFREY	M 4	56,646.00	2,028.00	1,173.48	59,847.00			59,847.00
001-30-305-147-1-5110-317-2305	1	TAYLOR	JEFF	M+30 max	84,368.00	1,139.00	1,708.94	87,156.00			87,156.00
001-30-306-147-1-5110-317-2305	0.4	BIGELOW	BRYAN	M 10	28,444.40	974.40	588.38	30,007.00			30,007.00
001-30-308-147-1-5110-317-2305	0.6	BIGELOW	BRYAN	M 10	42,666.60	1,461.60	882.56	45,011.00			45,011.00
001-30-306-147-1-5110-317-2305	0.3	PRICE	MARIA	M 3	16,366.80	606.80	339.88	17,334.00			17,334.00
001-30-307-147-1-5110-317-2305	0.7	PRICE	MARIA	M 3	38,236.10	1,416.10	793.04	40,445.00			40,445.00

NWS Account#	FTE	LAST NAME	FIRST NAME	FY 2015 STEP	FY 2015 BASE	Step Increase AMOUNT	2.0% After Step	FY 2016		FY 2016 Longevity	FY 2016 Stipend	TOTAL
								SALARY				
001-30-309-147-1-5110-317-2305	0.4	KIRBY	HEATHER	M max	31,894.40	-	637.89	32,532.50	520.00			33,052.50
001-30-310-147-1-5110-317-2305	0.6	KIRBY	HEATHER	M max	47,841.60	-	956.83	48,798.40	780.00			49,578.40
001-30-304-148-1-5110-317-2305	0.4	KOBIERSKI	LINDA	D max	37,600.40	-	752.01	38,352.40		10,683.00		49,035.40
001-30-304-148-1-5110-317-2305	0.6	KOBIERSKI	LINDA	D max	56,400.60	-	1,128.01	57,528.60	1,300.00			58,828.60
001-30-304-148-1-5110-317-2305	1	BRAGAN	AMANDA	B 7	58,214.00	2,060.00	1,205.48	61,479.00				61,479.00
001-30-304-148-1-5110-317-2305	1	CARROLL	TESS	M 3	54,623.00	2,023.00	1,132.92	57,779.00				57,779.00
001-30-304-148-1-5110-317-2305	1	CARUCCI	CHRISTOPHER	M max	79,736.00	-	1,594.72	81,331.00				81,331.00
001-30-304-148-1-5110-317-2305	1	CASALI (LOGUE)	CHRISTINE	B 7	58,214.00	2,060.00	1,205.48	61,479.00				61,479.00
001-30-304-148-1-5110-317-2305	1	NORRMAN	MARK	M 9	70,091.00	1,020.00	1,422.22	72,533.00				72,533.00
001-30-304-148-1-5110-317-2305	1	PETTEY	CAROLYN	D 13	87,122.00	2,127.00	1,784.98	91,034.00				91,034.00
001-30-304-148-1-5110-317-2305	1	SAMP	LYNDA M	M max	79,736.00	-	1,594.72	81,331.00	1,300.00			82,631.00
001-30-304-148-1-5110-317-2305	1	SPRINGER	FREDERICK H	M max	79,736.00	-	1,594.72	81,331.00				81,331.00
001-30-305-148-1-5110-317-2305	1	BELGE	MARY	M max	79,736.00	-	1,594.72	81,331.00				81,331.00
001-30-305-148-1-5110-317-2305	1	DAIGNEAUL	JENNIFER	M 4	56,646.00	2,028.00	1,173.48	59,847.00				59,847.00
001-30-305-148-1-5110-317-2305	1	CHRISTOPHER	JULIA	M 2	52,579.00	2,044.00	1,092.46	55,715.00				55,715.00
001-30-305-148-1-5110-317-2305	1	COUGHLIN	ELISE	M 4	56,646.00	2,028.00	1,173.48	59,847.00				59,847.00
001-30-305-148-1-5110-317-2305	1	LACKNER (JONES)	KAREN E	M max	79,736.00	-	1,594.72	81,331.00				81,331.00
001-30-305-148-1-5110-317-2305	1	MACHINIST	ALICE	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00			94,263.00
001-30-305-148-1-5110-317-2305	1	PAGNOTTA (WHALE)	SHELLY	M+60 12	81,593.00	2,806.00	1,687.98	86,087.00				86,087.00
001-30-315-149-1-5110-317-2315	0.4	MORTON	ANDREW	M max	31,894.40	-	637.89	32,532.50		10,139.00		42,671.50
001-30-304-149-1-5110-317-2305	0.6	MORTON	ANDREW	M max	47,841.60	-	956.83	48,798.40				48,798.40
001-30-304-149-1-5110-317-2305	1	COMEAU	KEITH	M 12	75,333.00	3,266.00	1,571.98	80,171.00				80,171.00
001-30-304-149-1-5110-317-2305	1	DUDLEY	RACHEL	D max	92,863.00	1,138.00	1,880.02	95,881.00				95,881.00
001-30-304-149-1-5110-317-2305	1	DWYER	TIMOTHY	M+60 max	90,003.00	1,137.00	1,822.80	92,963.00	1,300.00			94,263.00
001-30-304-149-1-5110-317-2305	1	LYDON	KEVIN	M+30 12	78,982.00	1,922.00	1,618.08	82,522.00				82,522.00
001-30-304-149-1-5110-317-2305	1	MASTROIANNI-LYDON	AWMY	M+30 12	78,982.00	1,922.00	1,618.08	82,522.00				82,522.00
001-30-304-149-1-5110-317-2305	1	MacDONALD	STEPHEN	M 2	52,579.00	2,044.00	1,092.46	55,715.00				55,715.00
001-30-304-149-1-5110-317-2305	1	MELOSKI	DEIRDRE	B max	72,600.00	-	1,452.00	74,052.00	1,700.00			75,752.00
001-30-304-149-1-5110-317-2305	1	SPIRO (LUGAS)	MICHELE	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00			88,456.00
001-30-304-149-1-5110-317-2305	1	TUCCI (BRITT)	LAURA TERRY	M 9	70,091.00	1,020.00	1,422.22	72,533.00				72,533.00
001-30-305-149-1-5110-317-2305	1	KING	DANIEL	M 11	73,547.00	1,786.00	1,506.66	76,840.00				76,840.00
001-30-305-149-1-5110-317-2305	1	LeCLAIR (WALLIN)	LISA	M 11	73,547.00	1,786.00	1,506.66	76,840.00				76,840.00
001-30-305-149-1-5110-317-2305	1	MEGAN	DANIEL	M max	79,736.00	-	1,594.72	81,331.00	1,300.00			82,631.00

NWS Account#	FTE	LAST NAME	FIRST NAME	FY 2015 STEP	FY 2015 BASE	Step Increase AMOUNT	2.0% After Step	FY 2016		FY 2016 Longevity	FY 2016 Stipend	TOTAL
								SALARY				
001-30-305-149-1-5110-317-230E	1	RANDALL (FARRAR)	KIMBERLY	M max	79,736.00	-	1,594.72	81,331.00				81,331.00
001-30-305-149-1-5110-317-230E	1	SAVERY (THOMPSON)	LAUREN	M 6	62,345.00	2,072.00	1,288.34	65,705.00				65,705.00
001-30-305-149-1-5110-317-230E	1	WARREN	MICHAEL D	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00			88,456.00
001-30-315-153-1-5110-317-231E	0.4	GUIFARRO (REILLY)	ALISON M	M+30 max	33,723.20	455.60	683.58	34,862.00			9,594.00	44,456.00
001-30-304-153-1-5110-317-230E	0.6	GUIFARRO (REILLY)	ALISON M	M+30 max	50,584.80	683.40	1,025.36	52,294.00				52,294.00
001-30-304-153-1-5110-317-230E	1	CASTILLO	LESUE	B max	72,600.00	-	1,452.00	74,052.00				74,052.00
001-30-304-153-1-5110-317-230E	1	HELLMAN	ELIZABETH	M 6	62,345.00	2,072.00	1,288.34	65,705.00				65,705.00
001-30-304-153-1-5110-317-230E	1	KIEWLIZC	KATHERINE E	B 2	47,508.00	1,526.00	980.68	50,015.00				50,015.00
001-30-304-153-1-5110-317-230E	1	MAGNAN (LOTHROP)	MAUREEN	M 9	70,091.00	1,020.00	1,422.22	72,533.00				72,533.00
001-30-304-153-1-5110-317-230E	1	PRIETO	NANCY	M+30 4	59,184.00	2,028.00	1,224.24	62,436.00				62,436.00
001-30-304-153-1-5110-317-230E	0.6	ROY	SABRINA	B 2	28,504.80	915.60	588.41	30,009.00				30,009.00
001-30-305-153-1-5110-317-230E	1	FARRELL	CHRISTINE	M max	79,736.00	-	1,594.72	81,331.00	1,300.00			82,631.00
001-30-305-153-1-5110-317-230E	1	FARRY	ANNIE	M 9	70,091.00	1,020.00	1,422.22	72,533.00				72,533.00
001-30-305-153-1-5110-317-230E	1	GAMEL	CHRISTINA	M 10	71,111.00	2,436.00	1,470.94	75,018.00				75,018.00
001-30-305-153-1-5110-317-230E	1	HOSMER	DANIEL	M 8	66,489.00	3,602.00	1,401.82	71,493.00				71,493.00
001-30-305-153-1-5110-317-230E	1	NADEAU	CHRISTOPHER	M 11	73,547.00	1,786.00	1,506.66	76,840.00				76,840.00
001-30-305-153-1-5110-317-230E	1	SUTTON	ARIELLE F	M 7	64,417.00	2,072.00	1,329.78	67,819.00				67,819.00
001-30-304-265-1-5110-317-271C	1	ANDREW (BENEVIDE)	ANDREA J	M+30 12	78,982.00	1,922.00	1,618.08	82,522.00				82,522.00
001-30-304-265-1-5110-317-271C	1	SINGER	MICHELLE	M 7	64,417.00	2,072.00	1,329.78	67,819.00			2,130.00	69,949.00
001-30-304-265-1-5110-317-271C	1	GEARY	TIMOTHY	M max	79,736.00	-	1,594.72	81,331.00	1,300.00			84,761.00
001-30-304-265-1-5110-317-271C	1	McGRANN	CYNTHIA	M max	79,736.00	-	1,594.72	81,331.00			2,130.00	83,461.00
001-30-305-265-1-5110-317-271C	1	PEDERSEN (FRITZ)	ELIZABETH	M 10	71,111.00	2,436.00	1,470.94	75,018.00			2,130.00	77,148.00
001-30-305-265-1-5110-317-271C	1	QUARANTO	KEVIN	M max	79,736.00	-	1,594.72	81,331.00			2,130.00	83,461.00
001-30-304-280-1-5110-317-234C	1	JOHNSON	ALICE	M max	79,736.00	-	1,594.72	81,331.00				81,331.00
001-30-305-280-1-5110-317-234C	1	LECHAN	ARIANNA	M 6	62,345.00	2,072.00	1,288.34	65,705.00				65,705.00
001-30-306-280-1-5110-317-234C	1	GARLAND	WENDY	M+30 11	76,363.00	2,619.00	1,579.64	80,562.00				80,562.00
001-30-307-280-1-5110-317-234C	1	TANNETTA	MAUREEN	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00			88,456.00
001-30-308-280-1-5110-317-234C	1	DePORTER (DeWit)	KATIE	M 7	64,417.00	2,072.00	1,329.78	67,819.00				67,819.00
001-30-309-280-1-5110-317-234C	1	IMAYYASI	INGRID	M+30 6	64,937.00	2,072.00	1,340.18	66,349.00				66,349.00
001-30-304-358-1-5110-317-231C	1	BALL (CHASE)	MEGGIN	M+30 8	69,070.00	2,818.00	1,437.76	73,326.00				73,326.00
001-30-304-358-1-5110-317-231C	1	HARRINGTON	CAITLIN	B 7	58,214.00	2,060.00	1,205.48	61,479.00				61,479.00
001-30-304-358-1-5110-317-231C	1	MEGAN (SUGRUE)	KATHLEEN M	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00			94,263.00
001-30-304-358-1-5110-317-231C	0.6	REGONJINSKI	JOSEPH J	B 10	38,730.00	1,323.00	801.06	40,854.10				40,854.10

NWS Account#	FTE	LAST NAME	FIRST NAME	FY 2015 STEP	FY 2015 BASE	Step Increase AMOUNT	2.0% After Step	FY 2016		FY 2016 Longevity	FY 2016 Stipend	TOTAL
								SALARY				
001-30-304-355-1-5110-317-231C	1	AMATO	ELIZABETH	M+30 7	67,009.00	2,061.00	1,381.40	70,451.00				70,451.00
001-30-304-355-1-5110-317-231C	1	ARMSTRONG	MEGHAN	M 9	70,091.00	1,020.00	1,422.22	72,533.00				72,533.00
001-30-304-355-1-5110-317-231C	1	BRUNSTROM	BETH-ANN	M+30 9	71,888.00	3,375.00	1,505.26	76,768.00				76,768.00
001-30-304-355-1-5110-317-231C	1	CITRON	DIANE	B 7	58,214.00	2,060.00	1,205.48	61,479.00				61,479.00
001-30-304-355-1-5110-317-231C	1	CONNOLLY (O'CALL)	STACEY	M max	79,736.00	-	1,594.72	81,331.00	1,300.00			82,631.00
001-30-304-355-1-5110-317-231C	1	WESCHROB	WILLIAM S	M max	79,736.00	-	1,594.72	81,331.00				81,331.00
001-30-304-355-1-5110-317-232C	0	HUNT	JENNIFER	M 7	-	-	-	-	filling in for D.Simon 1 yr			-
001-30-304-355-1-5110-317-232C	1	SIMON	DOUGLAS	M max	79,736.00	-	1,594.72	81,331.00	1,300.00			82,631.00
001-30-304-355-1-5110-317-271C	1	MONAGHAN	MICHAEL	M max	79,736.00	-	1,594.72	81,331.00				81,331.00
001-30-304-355-1-5110-317-280C	1	VAIL	ELIZABETH	M+30 6	64,937.00	2,072.00	1,340.18	68,349.00				68,349.00
001-30-304-355-1-5110-317-280C	1	WEAGRAFF	ASHLEY	M+30 6	64,937.00	2,072.00	1,340.18	68,349.00				68,349.00
001-30-305-355-1-5110-317-231C	1	BRADLEY	SAMANTHA	M+30 10	75,263.00	1,100.00	1,527.26	77,890.00				77,890.00
001-30-305-355-1-5110-317-231C	1	BUTTERS (CRONIN)	LAUREN M.	M+60 13	84,399.00	2,060.00	1,729.18	88,188.00				88,188.00
001-30-305-355-1-5110-317-231C	1	BYRNE	MARY C	M 9	70,091.00	1,020.00	1,422.22	72,533.00				72,533.00
001-30-305-355-1-5110-317-231C	1	CALDWELL	JENNA	M 4	56,646.00	2,028.00	1,173.48	59,847.00				59,847.00
001-30-305-355-1-5110-317-231C	1	COPPOLA	MICHAEL	B max	72,600.00	-	1,452.00	74,052.00	1,400.00			75,452.00
001-30-305-355-1-5110-317-231C	1	CRONIN	PATRICIA	M max	79,736.00	-	1,594.72	81,331.00	1,500.00			82,831.00
001-30-305-355-1-5110-317-231C	1	GILLIS	EILEEN M.	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00			88,456.00
001-30-305-355-1-5110-317-231C	1	JORDAN	COLLEEN	M+30 max	85,447.00	-	1,708.94	87,156.00				87,156.00
001-30-305-355-1-5110-317-231C	1	RYAN (McLAUGHLIN)	EILEEN	M max	78,599.00	1,137.00	1,594.72	81,331.00				81,331.00
001-30-305-355-1-5110-317-232C	1	BERNSTEIN	SHARON	M+30 max	85,447.00	-	1,708.94	87,156.00	1,400.00			88,556.00
001-30-305-355-1-5110-317-271C	0.5	MITCHELL (AVERY)	KRISTEN L	M 5	29,337.00	1,835.50	623.45	31,796.00				31,796.00
001-30-305-355-1-5110-317-280C	1	HERBST	CHRISTIE	M+30 2	55,126.00	2,030.00	1,143.12	58,299.00				58,299.00
001-30-305-355-1-5110-317-280C	1	BURKE (KNIGHT)	ALISON	M+30 3	57,156.00	2,028.00	1,183.68	60,368.00				60,368.00
001-30-306-355-1-5110-317-231C	1	ANDREWS	LARA	M+30 5	61,212.00	3,725.00	1,298.74	66,236.00				66,236.00
001-30-306-355-1-5110-317-231C	0.5	BAUN	PHILIP	M 5	29,337.00	1,835.50	623.45	31,796.00				31,796.00
001-30-306-355-1-5110-317-231C	1	CANTY (JOYCE)	MICHELLE	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00			94,263.00
001-30-306-355-1-5110-317-231C	0.5	TWOMEY (HAUSMAN)	SARAH	M 9	35,045.50	510.00	711.11	36,266.60				36,266.60
001-30-306-355-1-5110-317-231C	1	HOYT	STEPHANIE	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00			88,456.00
001-30-306-355-1-5110-317-231C	1	JARMUSIK (TEDESCO)	ALISSA	M 5	58,674.00	3,671.00	1,246.90	63,592.00				63,592.00
001-30-306-355-1-5110-317-231C	1	MANCINELLI	LOUIS	M 10	71,111.00	2,436.00	1,470.94	75,018.00				75,018.00
001-30-306-355-1-5110-317-231C	1	MARTINO	ERIN	M 9	70,091.00	1,020.00	1,422.22	72,533.00				72,533.00
001-30-306-355-1-5110-317-231C	1	MOISE	JULIE	M 3	54,623.00	2,023.00	1,132.92	57,779.00				57,779.00

NWS Account#	FTE	LAST NAME	FIRST NAME	FY 2015		Step Increase		FY 2016		FY 2016		TOTAL
				STEP	BASE	AMOUNT	2.0% After Step	SALARY	Longevity	Stipend		
001-30-306-355-1-5110-317-232C	1	NOONAN	MARY	M max	79,736.00	-	1,594.72	81,331.00	1,400.00			82,731.00
001-30-306-355-1-5110-317-232C	0.7	IWAUGH	MICHELLE	M+30 max	59,812.90	-	1,196.26	61,009.20	910.00			61,919.20
001-30-306-355-1-5110-317-271C	1	WELCH	KELLY	M+30 max	85,447.00	-	1,708.94	87,156.00				87,156.00
001-30-306-355-1-5110-317-271C	1	WHITE	ELIZABETH	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00			88,456.00
001-30-307-355-1-5110-317-231C	0.5	BAUN	PHILIP	M 5	29,337.00	1,835.50	623.45	31,172.50				31,172.50
001-30-307-355-1-5110-317-231C	1	BEARFIELD	PATRICIA	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00			88,456.00
001-30-307-355-1-5110-317-231C	1	CARUSO (LOUGHRA	ELISABETH	M 10	71,111.00	2,436.00	1,470.94	75,018.00				75,018.00
001-30-307-355-1-5110-317-231C	1	SPADONI	NICOLE	M 4	56,646.00	2,028.00	1,173.48	59,847.00				59,847.00
001-30-307-355-1-5110-317-231C	1	ST. CLAIR (DIMASCIO	CYNTHIA	M 11	73,547.00	1,786.00	1,506.66	76,840.00				76,840.00
001-30-307-355-1-5110-317-232C	1	BLEHM	KAITLIN	M 6	62,345.00	2,072.00	1,288.34	65,705.00				65,705.00
001-30-307-355-1-5110-317-271C	1	FAHEY (CHMURA)	KERRI	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00			94,263.00
001-30-308-355-1-5110-317-231C	1	BURKE	KATHLEEN	B 3	49,034.00	1,517.00	1,011.02	51,562.00				51,562.00
001-30-308-355-1-5110-317-231C	1	FINNERTY (RUDOLP	HEATHER	M+30 13	80,904.00	3,404.00	1,686.16	85,994.00				85,994.00
001-30-308-355-1-5110-317-231C	1	HUME (JOHNSTON)	ANDREA	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00			94,263.00
001-30-308-355-1-5110-317-231C	1	IWALSH	MEGHAN	M+30 13	80,904.00	3,404.00	1,686.16	85,994.00				85,994.00
001-30-308-355-1-5110-317-232C	1	ALVES (MILLS)	JENNIFER M	M+30 11	76,363.00	2,619.00	1,579.64	80,562.00				80,562.00
001-30-308-355-1-5110-317-271C	1	COLTIN	ALEXANDRA	M+30 7	67,009.00	2,061.00	1,381.40	70,451.00				70,451.00
001-30-309-355-1-5110-317-231C	1	HICKEY	JOHN S	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00			88,456.00
001-30-309-355-1-5110-317-231C	0.5	O'LEARY-BARLOW	CHRISTINE	B 10	32,275.00	1,102.50	667.55	34,045.00				34,045.00
001-30-309-355-1-5110-317-231C	1	SCHLUSSEL	JENNIFER	M+60 6	67,521.00	2,067.00	1,391.76	70,980.00				70,980.00
001-30-309-355-1-5110-317-232C	1	STANTON	LISA	B 9	63,626.00	924.00	1,291.00	65,841.00				65,841.00
001-30-309-355-1-5110-317-232C	1	ROUGEAU	MARIA	M 2	52,579.00	2,044.00	1,092.46	55,715.00				55,715.00
001-30-309-355-1-5110-317-231C	1	GOLDBERG-SHEEHY	ELAINE	M+60 max	91,140.00	-	1,822.80	92,963.00	1,300.00			94,263.00
001-30-310-355-1-5110-317-231C	0.5	BEAN	JENNIFER	M 7	32,208.50	1,036.00	664.89	33,909.30				33,909.30
001-30-310-355-1-5110-317-231C	0.6	BOENSEL (EAVES)	SUSAN	B max	43,560.00	-	871.20	44,431.20	780.00			45,211.20
001-30-310-355-1-5110-317-231C	0.5	GUIDOBONI	JENNIFER	M max	39,868.00	-	797.36	40,665.00	750.00			41,415.00
001-30-310-355-1-5110-317-231C	1	JOYCE	MARY F	D max	94,001.00	-	1,880.02	95,881.00	1,300.00			97,181.00
001-30-310-355-1-5110-317-231C	1	KANT (SWANTON)	LYNETTE	M 11	73,547.00	1,786.00	1,506.66	76,840.00				76,840.00
001-30-310-355-1-5110-317-231C	1	KELLEY	ERIN	B 2	47,508.00	1,526.00	980.68	50,015.00				50,015.00
001-30-310-355-1-5110-317-231C	1	LALLY	JULIE	M+60 10	77,066.00	3,351.00	1,608.34	82,025.00				82,025.00
001-30-310-355-1-5110-317-231C	1	SACOCO	MAUREEN	M+30 max	85,447.00	-	1,708.94	87,156.00	1,300.00			88,456.00
001-30-310-355-1-5110-317-231C	1	SCHOFIELD	KELLY	M 8	66,489.00	3,602.00	1,401.82	71,493.00				71,493.00
001-30-310-355-1-5110-317-232C	1	BRADLEY	CAROLYN	M 8	66,489.00	3,602.00	1,401.82	71,493.00				71,493.00

NWS Account#	FTE	LAST NAME	FIRST NAME	FY 2015 STEP	FY 2015 BASE	Step Increase AMOUNT	2.0% After Step	FY 2016 SALARY	FY 2016 Longevity	FY 2016 Stipend	TOTAL
001-30-310-355-1-5110-317-232C	1	BRANAGAN	KATHY	M 6	62,345.00	2,072.00	1,288.34	65,705.00			65,705.00
001-30-310-355-1-5110-317-232C	0.8	LYDON	LAUREN	B max	58,080.00	-	1,161.60	59,241.60			59,241.60
001-30-310-355-1-5110-317-232C	1	ROCHE (GROSS)	KATHRYN A	M+60 max	90,003.00	1,137.00	1,822.80	92,963.00			92,963.00
001-30-310-355-1-5110-317-271C	0.5	CALLAHAN	JENNIFER	M 8	33,244.50	1,801.00	700.91	35,746.40			35,746.40
001-30-315-355-1-5110-317-231C	1	SOUZA	KRISTIN	M+30 9	71,888.00	3,375.00	1,505.26	76,768.00			76,768.00
001-30-315-355-1-5110-317-280C	1	BASTABLE	LINDSAY	M+30 3	57,156.00	2,028.00	1,183.68	60,368.00			60,368.00
001-30-315-355-1-5110-317-232C	1	AMENDOLA	CHIARA A	M3+40 days	59,759.40	2,139.40	1,237.96	63,136.00			63,136.00
001-30-315-355-1-5110-317-232C	1	BESSETTE	SHEILA	M+30-max+40s	87,934.00	-	1,758.68	89,693.00			89,693.00
001-30-315-355-1-5110-317-231E	0.7	BECKER	MEREDITH	M+60-max	75,615.00	-	1,512.30	77,127.00			77,127.00
TOTAL - Teachers					20,173,819.30	359,729.20	410,670.96	20,944,232.40	1,02,940.00	72,572.00	21,119,744.40
001-30-315-275-1-5110-321-320C	1	ANTONUCCIO	MARIA	DN step max	72,600.00	-	1,452.00	74,052.00	1,300.00	1,000.00	76,352.00
001-30-315-275-1-5110-321-320C	extra 3	ANTONUCCIO	MARIA	extra 3 days	1,196.70	-	23.93	1,220.60			1,220.60
001-30-315-275-1-5110-321-320C	1	BENNETT	SHEILA	DN step max	72,600.00	-	1,452.00	74,052.00		1,000.00	75,052.00
001-30-315-275-1-5110-321-320C	extra 3	BENNETT	SHEILA	extra 3 days	1,196.70	-	23.93	1,220.60			1,220.60
001-30-315-275-1-5110-321-320C	1	BYRNE	JUDY	RN step max	71,308.00	-	1,426.16	72,734.00	1,300.00		74,034.00
001-30-315-275-1-5110-321-320C	extra 3	BYRNE	JUDY	extra 3 days	1,175.40	-	23.51	1,198.90			1,198.90
001-30-315-275-1-5110-321-320C	1	HEALY	SUSAN	DN step max	72,600.00	-	1,452.00	74,052.00		1,000.00	75,052.00
001-30-315-275-1-5110-321-320C	extra 3	HEALY	SUSAN	extra 3 days	1,196.70	-	23.93	1,220.60			1,220.60
001-30-315-275-1-5110-321-320C	1	KELLEY	GAIL	DN step max	72,600.00	-	1,452.00	74,052.00	1,300.00	5,570.00	80,922.00
001-30-315-275-1-5110-321-320C	extra 3	KELLEY	GAIL	extra 3 days	1,196.70	-	23.93	1,220.60			1,220.60
001-30-315-275-1-5110-321-320C	1	KELLY	GERALDINE	RN step max	71,308.00	-	1,426.16	72,734.00	1,400.00		74,134.00
001-30-315-275-1-5110-321-320C	extra 3	KELLY	GERALDINE	extra 3 days	1,175.40	-	23.51	1,198.90			1,198.90
001-30-315-275-1-5110-321-320C	1	McMANUS	KRISTIE	DN step 2	47,508.00	-	950.16	48,458.00			48,458.00
001-30-315-275-1-5110-321-320C	extra 3	McMANUS	KRISTIE	extra 3 days	783.09	-	15.66	798.80			798.80
001-30-315-275-1-5120-321-320C		Substitutes for Nurses			9,000.00	-	-	9,000.00			9,000.00
001-30-315-275-1-5300-321-320C		PAQUETT Dc.	VINCENT		5,000.00	-	-	5,000.00			5,000.00
Total - Nurses					502,444.69	-	9,768.86	512,213.00	5,300.00	6,570.00	526,083.00

NWS Account#	FTE	LAST NAME	FIRST NAME	FY 2015 STEP	FY 2015 BASE	Step Increase AMOUNT	2.0% After Step	FY 2016 SALARY	FY 2016 Longevity	FY 2016 Stipend	TOTAL
GRANTS / REVOLVING											
104-30-015-305-5110-512-2305	1	DISANDRO	MARY	Title I	43,786.50	-	875.73	44,898.00			44,898.00
104-30-015-305-5110-512-2305	1	HANLEY	MAUREEN	Title I	43,786.50	-	875.73	44,898.00			44,898.00
104-30-015-305-5110-512-2305	1	MACK	PIA	Title I	43,786.50	-	875.73	44,898.00			44,898.00
356-30-310-120-5110-317-2305	0.5	FITZGERALD	COLLEEN	M 6	31,172.50	1,036.00	644.17	32,852.70			32,852.70
356-30-310-120-5110-317-2305	0.5	HUTTON	EMILY BUCHBIND	M 11	36,773.50	893.00	753.33	38,419.80			38,419.80
356-30-310-120-5110-317-2305	0.5	LABOISSONNIERE	AMY	M max	39,868.00	-	797.36	40,665.00			40,665.00
356-30-310-120-5110-317-2305	0.5	LYNCH	MARIE	M max	39,868.00	-	797.36	40,665.00			40,665.00
356-30-310-120-5110-317-2305	0.5	WILDS	MARGARET	M max	39,868.00	-	797.36	40,665.00			40,665.00
356-30-310-275-5110-321-3200	1	LAURINO	CAROLYN	RN step 6	55,115.00	-	1,102.30	56,217.00			56,217.00
356-30-310-275-5110-321-3200	extra 3	LAURINO	CAROLYN	extra 3 days	908.49	-	18.17	926.70			926.70
TOTAL					19,981,801.89	721,387.40	848,416.92	43,297,996.00	216,480.00	162,284.00	43,676,760.00

SALARIES BUDGET FY 2015-2016 (excluding unit A)										
NWS Account#	FTE	Last Name	First Name	Steps	Longevity	Stipend	Base Sal.	Step Inc.	%	Budget Projection FY 2015-16
Central Office										
001-30-301-530-1-5110-311-1210	1	WELCH	MICHAEL				168,000.00		3,360.00	171,360.00
001-30-301-530-1-5110-312-1220	1	KELLY	CYNTHIA				135,129.00		2,702.58	137,831.58
001-30-315-530-1-5120-319-2357	Mentor	KELLY	CYNTHIA			4,000.00			-	4,000.00
001-30-301-355-1-5110-314-2110	1	GAUDREAU	KATHY				121,857.00		2,437.14	124,294.14
001-30-301-530-1-5110-313-1410	1	RIPPIN	SAMUEL				125,000.00		2,500.00	127,500.00
TOTAL							549,986.00		10,999.72	560,985.72
Principals										
001-30-304-530-1-5110-315-2210	1	MCCARTHY	RONALD				127,524.50		2,550.50	130,075.00
001-30-305-530-1-5110-315-2210	1	GATELY	BEBRA				119,292.00		2,386.00	121,678.00
001-30-306-530-1-5110-315-2210	1	SULLIVAN	CLARE		Title grant	4,000.00	106,591.00		2,132.00	108,723.00
001-30-307-530-1-5110-315-2210	1	BANIOS	PHILIP				105,575.00		2,111.50	107,686.50
001-30-308-530-1-5110-315-2210	1	ARMSTRONG	HOLLI				112,133.00		2,242.50	114,375.50
001-30-309-530-1-5110-315-2210	1	CONWAY	KATE		450/day per diem		103,000.00		-	103,000.00
001-30-310-530-1-5110-315-2210	0.5	SULLIVAN	PAUL				52,500.00		1,050.00	53,550.00
356-30-310-530-5110-315-2210	0.5	SULLIVAN	PAUL				52,500.00		1,050.00	53,550.00
TOTAL						4,000.00	726,615.50		12,472.50	739,088.00
Admin Assistants										
001-30-301-530-1-5110/5190/5140-	1	JACOBS	PAULA		1,190.00		65,562.00		1,311.24	68,063.24
001-30-301-530-1-5190-326-1110	stipend	JACOBS	PAULA			3,182.60			63.65	3,246.25
001-30-301-530-1-5110/5140-326-1	1	NEILL	PAMELA		1,190.00		65,693.00		1,313.86	68,196.86
001-30-301-355-1-5191-326-2110	stipend	NEILL	PAMELA			4,370.80			87.42	4,458.22
001-30-301-355-1-5110/5140-326-2	1	SANDBORG	VALERIE		1,190.00		55,727.50		1,114.55	58,032.05
001-30-301-530-1-5110/5140-326-1	1	SUN	LINA		1,270.00		109,262.00		2,185.24	112,717.24
001-30-301-530-1-5110-326-1410	1	CULLEN	VIRGINIA (Ginger)				50,000.00		1,000.00	51,000.00
TOTAL					4,840.00	7,553.40	346,244.50		7,075.96	365,713.86

NWS Account#	FTE	Last Name	First Name	Steps	Longevity	Stipend	Base Sal.	Step Inc.	%	FY 2015-16
SPECIALISTS										
001-30-315-227-1-5110-331-1450	1	DEWAR	MICHAEL				94,479.00		1,889.58	96,368.58
001-30-315-227-1-5110-331-1450	1	SPEARS	JOHN				60,765.00		1,215.30	61,980.30
001-30-315-227-1-5110-331-1450	1	TUCKER	ROBERT				50,000.00		1,000.00	51,000.00
001-30-315-227-1-5110-331-1450	1	CONTE	IVA	23.26	Tech. 8hrs/day		41,870.66		837.41	42,708.07
001-30-315-227-1-5110-331-1450	1	BOWEN	TIM	20.69	Tech. 7hrs/day		28,666.00		573.32	29,239.32
001-30-315-227-1-5110-331-1450	1	RASMUSSEN	JOANNE	20.69	Tech. 6hrs/day		23,994.74		479.89	24,474.63
001-30-315-144-1-5110-331-2310	1	CLEMENT	NANCY	46/hr FY15			41,400.04		828.00	42,228.04
001-30-309-144-1-5110-331-2310	1	TURNER	SUSAN	26.15/hr FY15			16,945.20		338.90	17,284.10
TOTAL							358,120.64		7,162.40	365,283.04
Unit B										
									%	
001-30-304-290-1-5120-338-3520	1	BOLDUC	JEFFREY			12,806.10	101,039.00		2,020.80	115,865.90
001-30-304-265-1-5110-316-2710	1	COFFEY-McCORMIL	JO-ANNE				94,960.00		1,899.20	96,859.20
001-30-315-128-1-5110/5140-316-1	1	LANGENHORST	DON		1,400.00		124,369.50		2,487.40	128,256.90
001-30-315-210-1-5110-316-3510	1	TRAIATER	STEPHEN				102,429.50		2,048.60	104,478.10
001-30-304-530-1-5110-316-2210	1	FORREST	JAMES				104,255.50		2,085.10	106,340.60
001-30-304-530-1-5110-316-2210	1	Repl. Susan Fontecchio					105,000.00		-	105,000.00
001-30-305-530-1-5110-316-2210	1	FRACZEK	MARGO				103,146.50		2,062.90	105,209.40
001-30-315-355-1-5110-316-2110	1	GOLDSTEIN-FRADI	MARJORIE				111,445.00		2,228.90	113,673.90
001-30-315-355-1-5110-316-2110	1	MULDOON	AMY				111,445.00		2,228.90	113,673.90
TOTAL					1,400.00	12,806.10	958,090.00		17,061.80	989,357.90
SECRE. & CLERKS										
									%	
001-30-301-530-1-5110/5140-328-1	1	PETTIPAW	GAIL	c1a step 5	1,190.00		45,564.48		911.29	47,665.77
001-30-301-530-1-5110/5140-328-1	0.8	WHITE	TRACY	c3 step 4	1,110.00		39,370.24		787.40	41,267.64
001-30-304-530-1-5110-328-3520	stipend	HS STUDENT ACTIVITIES					3,862.00		77.24	3,939.24
001-30-304-120-1-5110/5140-328-2	1	KENNEY	KATHLEEN	44 c2 step 5	1,190.00		41,204.46		824.09	43,218.55
001-30-304-120-1-5110/5140-328-2	1	CATINELLA	MARYBETH	44 c2 step 5	1,270.00		41,204.46		824.09	43,298.55
001-30-301-530-1-5191-328-1410	stipend	MURRAY	KATIE	stipend		8,000.00			160.00	8,160.00
001-30-304-120-1-5110-328-2210	1	RAGHUNATHAN	(MIRA) MRIDULA	c4 step 4			45,849.96		917.00	46,766.96
001-30-304-265-1-5110/5140-328-2	1	GOYETTE	ANN	c4 step 5	1,430.00		48,696.18		973.92	51,100.10

NWS Account#	FTE	Last Name	First Name	Steps	Longevity	Stipend	Base Sal.	Step Inc.	%	FY 2015-16
001-30-304-530-1-5110-328-2210	1	MALLOF	AMY	c4 step 4			45,849.96		917.00	46,766.96
001-30-305-120-1-5110/5140-328-2	1	KERRIGAN	CARMEL	c4 step 5	1,190.00		48,696.18		973.92	50,860.10
001-30-305-265/355-1-5110-328-27	1	SCHAUB	CATHERINE	c4 step 4	1,110.00		45,849.96		917.00	47,876.96
001-30-305-530-1-5110/5140-328-2	1	TIMMONS	KATHLEEN	c4 step 4	1,190.00		45,849.96		917.00	47,956.96
001-30-306-530-1-5110/5140-328-2	1	GIANOPOULOS	ROSE 44	c2 step 5	1,430.00		41,204.46		824.09	43,458.55
001-30-307-530-1-5110/5140-328-2	1	COCCHI	CHRISTY	c2 step 4			38,796.12		775.92	39,572.04
001-30-308-530-1-5110/5140-328-2	1	BOUDROW	JEANNE 44	c2 step 5	1,190.00		41,204.46		824.09	43,218.55
001-30-301-355-1-5191-328-2110	stipend	BOUDROW	JEANNE	e-spnd		4,000.00			-	4,000.00
001-30-309-530-1-5110-328-2210	1	MARTIN	AVA 44	c2 step 4			38,796.12		775.92	39,572.04
	13.8				12,300.00	12,000.00	611,999.00		12,399.97	648,998.97
SUBSTITUTES										
001-30-304-120-1-5120-334-2325		HS Subs Reg.					56,302.00		1,126.04	57,428.04
001-30-305-120-1-5120-334-2325		MS Subs Reg.					42,789.00		855.78	43,644.78
001-30-306-120-1-5120-334-2325		Avery Subs Reg.					26,654.00		533.08	27,187.08
001-30-307-120-1-5120-334-2325		Greenlodge Subs Reg.					26,654.00		533.08	27,187.08
001-30-308-120-1-5120-334-2325		Oakdale Subs Reg.					26,654.00		533.08	27,187.08
001-30-309-120-1-5120-334-2325		Riverdale Subs Reg.					26,654.00		533.08	27,187.08
001-30-310-120-1-5120-334-2325		ECEC Subs Reg.					23,909.00		478.18	24,387.18
TOTAL							229,616.00		4,592.32	234,208.32
FY 2016 projected for 195 days (including two snows days)										
Teacher Assistants										
001-30-306-120-1-5110-332-2330	1	POWERS	DANA	TA			25,664.60		513.29	26,177.89
001-30-307-120-1-5110/5140-332-2	1	TORCHIO	MARY	TA		425.00	25,664.60		513.29	26,602.89
001-30-308-120-1-5110-332-2330	1	TEEHAN	JULIE	TA			25,664.60		513.29	26,177.89
001-30-309-120-1-5110-332-2330	1	EDWARDS	HOLLAND	TA			25,664.60		513.29	26,177.89
Classroom Aides										
001-30-304-280-1-5110/5140-332-2	1	CLINTON	ELLEN	15.05	60	525.00	17,608.50		352.17	18,485.67
001-30-305-280-1-5110/5140-332-2	1	MCDONOUGH	LISA	15.05	60		17,608.50		352.17	17,960.67
001-30-310-120-1-5110/5140-332-2	1	ARMSTRONG	LYNNORA	17.51	55	425.00	18,993.98		379.88	19,798.86
001-30-310-120-1-5110-332-2330	0.6	BARDEEN	MARY E	15.05	35		10,271.63		205.43	10,477.06

NWS Account#	FTE	Last Name	First Name	Steps	Longevity	Stipend	Base Sal.	Step Inc.	%	FY 2015-16
001-30-310-120-1-5110/5140-332-2	1	LAMBRECHT	CYNTHIA	15.05	55	525.00	17,608.50		352.17	18,485.67
001-30-310-120-1-5110/5140-332-2	1	McGUIRE	LILLIAN	15.05	55	625.00	17,608.50		352.17	18,585.67
001-30-310-120-1-5110/5140-332-2	1	SHRUHAN	PAUL	15.05	55	525.00	17,608.50		352.17	18,485.67
001-30-310-120-1-5110/5140-332-2	1	SULLIVAN	CHRISTINE	15.05	55	625.00	17,608.50		352.17	18,585.67
001-30-310-120-1-5110/5140-332-2	1	VERROCCHI	EILEEN	15.05	55	525.00	17,608.50		352.17	18,485.67
SPED Aides										
001-30-310-355-1-5110-332-2330	0.5	BEAN	JENNIFER	17.51	25	0.5 Unit A	8,633.63		172.67	8,806.30
001-30-310-355-1-5110-332-2330	1	BEAUDOIN	ASHLEIGH	15.05	55		17,608.50		352.17	17,960.67
001-30-310-355-1-5110-332-2330	1	DALEY	LAUREN	15.05	55		17,608.50		352.17	17,960.67
001-30-310-355-1-5110-332-2330	1	DELANEY	DIANE	15.05	60		17,608.50		352.17	17,960.67
001-30-310-355-1-5110-332-2330	1	DIMARTINO	DONNA	15.05	55	425.00	16,141.13		322.82	16,888.95
001-30-310-355-1-5110-332-2330	1	GILARDE	DENISE	15.05	55		16,141.13		322.82	16,463.95
001-30-310-355-1-5110/5140-332-2	1	HARRINGTON	SHARON	15.05	55	525.00	16,141.13		322.82	16,988.95
001-30-310-355-1-5110-332-2330	1	KARAM	SALIMA	15.05	55	425.00	16,141.13		322.82	16,888.95
001-30-310-355-1-5110-332-2330	1	McGONAGLE	KATHLEEN	15.05	55		16,141.13		322.82	16,463.95
001-30-310-355-1-5110-332-2330	1	NOLAN	MARJORIE	15.05	55		16,141.13		322.82	16,463.95
001-30-310-355-1-5110-332-2330	1	TIGLIANIDIS	AMY	15.05	55		16,141.13		322.82	16,463.95
001-30-310-355-1-5110-332-2330	1	WILLIAMS	ALLISON	17.51	55		18,993.98		379.88	19,373.86
001-30-304-355-1-5110-332-2330	1	ATKINSON	CHRISTOPHER	15.05	60	HS-Alt.	17,608.50		352.17	17,960.67
001-30-304-355-1-5110-332-2330	1	GORMAN	KATHERINE	17.51	60	HS-Alt.	20,720.70		414.41	21,135.11
001-30-304-355-1-5110-332-2330	1	LEONARD	KEVIN	17.51	60	HS-Alt.	20,720.70		414.41	21,135.11
001-30-304-355-1-5110-332-2330	1	SCHAUB	SUZANNE	15.05	60	HS-Alt.	17,608.50		352.17	17,960.67
001-30-304-355-1-5110-332-2330	1	CALDERONE	TERESA	15.05	60		17,608.50		352.17	17,960.67
001-30-304-355-1-5110-332-2330	1	FOLEY	MARIE	17.51	60		20,720.70		414.41	21,135.11
001-30-304-355-1-5110-332-2330	1	FRAIOLI	CHRISTOPHER	15.05	60		17,608.50		352.17	17,960.67
001-30-304-355-1-5110-332-2330	1	GALVIN	JAYNE	15.05	60	start: 12/22/14	17,608.50		352.17	17,960.67
001-30-304-355-1-5110-332-2330	1	O'CONNELL	JOHN	15.05	60		17,608.50		352.17	17,960.67
001-30-304-355-1-5110-332-2330	1	SEVIG	LEE	17.51	60		20,720.70		414.41	21,135.11
001-30-304-355-1-5110-332-2330	1	THEOBALD	MERRILL	15.05	60		17,608.50		352.17	17,960.67
001-30-305-355-1-5110-332-2330	1	BROWN-PORACK	JENNIFER	15.05	60		17,608.50		352.17	17,960.67
001-30-305-355-1-5110/5140-332-2	1	DEMERS	CAROLYN	15.05	60	425.00	17,608.50		352.17	18,385.67
001-30-305-355-1-5110-332-2330	1	DOHERTY	ANN MARIE	17.51	60		20,720.70		414.41	21,135.11

NWS Account#	FTE	Last Name	First Name	Steps	Longevity	Stipend	Base Sal.	Step inc.	%	FY 2015-16
001-30-305-355-1-5110-332-2330	1	FONTAINE	PATRICK	15.05	60		17,608.50		352.17	17,960.67
001-30-305-355-1-5110-332-2330	1	KILEY	KEVIN	17.51	60		20,720.70		414.41	21,135.11
001-30-305-355-1-5110-332-2330	1	KOFFMAN	JESSIE	15.05	60		17,608.50		352.17	17,960.67
001-30-305-355-1-5110-332-2330	1	KUNDY	NANCY	15.05	60	returned 12/15/14	17,608.50		352.17	17,960.67
001-30-305-355-1-5110-332-2330	1	LANNQUIST	ERIC	15.05	60		17,608.50		352.17	17,960.67
001-30-305-355-1-5110-332-2330	1	MackIN	MARYANN	15.05	60		17,608.50		352.17	17,960.67
001-30-305-355-1-5110/5140-332-2	1	MAHONEY	MARY	15.05	60	425.00	17,608.50		352.17	18,385.67
001-30-305-355-1-5110-332-2330	1	McCLAIN	KATHLEEN	17.51	60		20,720.70		414.41	21,135.11
001-30-305-355-1-5110-332-2330	1	MELTZER	JANE	17.51	60		20,720.70		414.41	21,135.11
001-30-305-355-1-5110-332-2330	1	MULCAHY	STEPHEN	17.51	60		20,720.70		414.41	21,135.11
001-30-305-355-1-5110-332-2330	1	MURPHY	KEVIN	17.51	60		20,720.70		414.41	21,135.11
001-30-305-355-1-5110-332-2330	1	O'CONNOR	BRENDAN J	17.51	60		20,720.70		414.41	21,135.11
001-30-305-355-1-5110-332-2330	1	PODOLSKI	KEVIN	17.51	60		20,720.70		414.41	21,135.11
001-30-305-355-1-5110-332-2330	on WC	ROSSETTI	JOANNE	15.05	60	on lv FY15	17,608.50		352.17	17,960.67
001-30-305-355-1-5110-332-2330	1	VARANO	ADRIANA	15.05	60		17,608.50		352.17	17,960.67
001-30-306-355-1-5110-332-2330	1	CHABOUDY	LISA B	17.51	60		20,720.70		414.41	21,135.11
001-30-306-355-1-5110-332-2330	1	CORCORAN	JULIE	15.05	55		16,141.13		322.82	16,463.95
001-30-306-355-1-5110-332-2330	1	CORLISS	PATRICK	17.51	60		20,720.70		414.41	21,135.11
001-30-306-355-1-5110-332-2330	1	DEROMA	MICHELLE	15.05	60		17,608.50		352.17	17,960.67
001-30-306-355-1-5110-332-2330	1	DILLEY	KYLE	15.05	60		17,608.50		352.17	17,960.67
001-30-306-355-1-5110-332-2330	1	DONOVAN	CAROL	17.51	50		17,267.25		345.35	17,612.60
001-30-306-355-1-5110/5140-332-2	1	DONOVAN	JOAN	15.05	50	425.00	14,673.75		293.48	15,392.23
001-30-306-355-1-5110-332-2330	1	DOYLE	JENNIFER	17.51	60		20,720.70		414.41	21,135.11
001-30-306-355-1-5110-332-2330	1	EDGEETTE	HANNAH	15.05	60		17,608.50		352.17	17,960.67
001-30-306-355-1-5110-332-2330	1	FAY	LAUREN	17.51	50		17,267.25		345.35	17,612.60
001-30-306-355-1-5110-332-2330	1	FELDMAN	ROSELLE	15.05	50		14,673.75		293.48	14,967.23
001-30-306-355-1-5110/5140-332-2	1	FISH	CHERYL	15.05	50	425.00	14,673.75		293.48	15,392.23
001-30-306-355-1-5110/5140-332-2	1	MURPHY	DEBRA	15.05	50	425.00	14,673.75		293.48	15,392.23
001-30-306-355-1-5110-332-2330	1	NOVAK	SARAH	17.51	60		20,720.70		414.41	21,135.11
001-30-306-355-1-5110/5140-332-2	1	PHINNEY	LAURIE	15.05	60	425.00	17,608.50		352.17	18,385.67
001-30-306-355-1-5110-332-2330	1	SIMON	STACEY	15.05	60		17,608.50		352.17	17,960.67
001-30-306-355-1-5110/5140-332-2	1	WALSH	ELIZABETH	15.05	50	475.00	14,673.75		293.48	15,442.23

NWS Account#	FTE	Last Name	First Name	Steps	Longevity	Stipend	Base Sal.	Step Inc.	%	FY 2015-16
001-30-307-355-1-5110-332-2330	1	BLANCHETTE	BREANA	17.51	50		17,267.25		345.35	17,612.60
001-30-307-355-1-5110-332-2330	1	CONDON	ELIZABETH	17.51	60		20,720.70		414.41	21,135.11
001-30-307-355-1-5110-332-2330	1	CONSTANZO	JOHN	17.51	60	start: 1/5/15	20,720.70		414.41	21,135.11
001-30-307-355-1-5110-332-2330	1	GIANNANGELO	KAREN	17.51	50		17,267.25		345.35	17,612.60
001-30-307-355-1-5110/5140-332-2	1	HARRISON	SHIRLEY	17.51	60	425.00	20,720.70		414.41	21,560.11
001-30-307-355-1-5110-332-2330	1	KELLY	PAMELA	17.51	50		17,267.25		345.35	17,612.60
001-30-307-355-1-5110/5140-332-2	1	LATORELLA	JOETTE	15.05	60	475.00	17,608.50		352.17	18,435.67
001-30-307-355-1-5110-332-2330	1	LAYNE	SOPHIA	17.51	60		20,720.70		414.41	21,135.11
001-30-307-355-1-5110/5140-332-2	1	MORTALI	CYNTHIA	15.05	60	425.00	17,608.50		352.17	18,385.67
001-30-307-355-1-5110-332-2330	1	REAGAN	MARGARET	17.51	60		20,720.70		414.41	21,135.11
001-30-308-355-1-5110-332-2330	1	BLANCHARD	MICHELLE	17.51	60		20,720.70		414.41	21,135.11
001-30-308-355-1-5110/5140-332-2	1	CAMPAGNA	JOAN	15.05	60	525.00	17,608.50		352.17	18,485.67
001-30-308-355-1-5110-332-2330	1	LARSON	ANDREA	17.51	60		20,720.70		414.41	21,135.11
001-30-308-355-1-5110/5140-332-2	1	MOWLES	LUCILLE	15.05	50	425.00	14,673.75		293.48	15,392.23
001-30-308-355-1-5110-332-2330	1	PARIS	KAITLYN	15.05	50		14,673.75		293.48	14,967.23
001-30-308-355-1-5110-332-2330	1	PHINNEY	AMY	17.51	60		20,720.70		414.41	21,135.11
001-30-309-355-1-5110-332-2330	1	ABOU-HAMAD	CLAUDIA	15.05	50		14,673.75		293.48	14,967.23
001-30-309-355-1-5110-332-2330	1	AHERN	ERIN	15.05	60		17,608.50		352.17	17,960.67
001-30-309-355-1-5110-332-2330	1	CARUSO	HEATHER	15.05	60		17,608.50		352.17	17,960.67
001-30-309-355-1-5110/5140-332-2	1	COBB	CLAIRE	15.05	60	425.00	17,608.50		352.17	18,385.67
001-30-309-355-1-5110-332-2330	1	CONNERTON	KELLY	15.05	50		14,673.75		293.48	14,967.23
001-30-309-355-1-5110-332-2330	1	MERCURI	LISA	17.51	60		20,720.70		414.41	21,135.11
001-30-309-355-1-5110/5140-332-2	1	MCGIBBON	GINNY	17.51	50	425.00	17,267.25		345.35	18,037.60
001-30-309-355-1-5110-332-2330	1	SANCES	PAUL	15.05	60		17,608.50		352.17	17,960.67
001-30-309-355-1-5110/5140-332-2	1	VICENTE	PAMELA	15.05	60	425.00	14,673.75		293.48	15,392.23
TOTAL	93.10					12,150.00	1,743,770.66		34,875.36	1,790,796.02
LUNCH-AIDES									%	
001-30-306-430-1-5120-343-3400		Avery					5,043.00		100.86	5,143.86
001-30-307-430-1-5120-343-3400		Greenlodge	(two aides for each school, working one hour				5,043.00		100.86	5,143.86
001-30-308-430-1-5120-343-3400		Oakdale	per day for 180 days at the rate of \$12.55/hr)				5,043.00		100.86	5,143.86
001-30-309-430-1-5120-343-3400		Riverdale					5,043.00		100.86	5,143.86

NWS Account#	FTE	Last Name	First Name	Steps	Longevity	Stipend	Base Sal.	Step Inc.	%	FY 2015-16
TOTAL							20,172.00		403.44	20,575.44
TRAFFIC DIRECTORS 15.83/hr									%	
001-30-315-430-1-5110-355-5550	1	ANDRE	DIANNA	7.5/wk			4,986.45		99.73	5,086.18
001-30-315-430-1-5110-355-5550	sub	BONNER	MARTHA	sub			580.00		11.60	591.60
001-30-315-430-1-5110-355-5550	sub	CAREW	ROBIN	sub Town			580.00		11.60	591.60
001-30-315-430-1-5110/5140-355-5	1	DENNEHY	PATRICIA	7.5/wk	200.00		4,986.45		99.73	5,286.18
001-30-315-430-1-5110-355-5550	1	DESMOND	ROBERT	7.5/wk			4,986.45		99.73	5,086.18
001-30-315-430-1-5110-355-5550	1	DINEEN	LINDA	10/wk			6,648.60		132.97	6,781.57
001-30-315-430-1-5110/5140-355-5	1	DONOVAN	CAROL	8.75/wk	175.00		5,817.53		116.35	6,108.88
001-30-315-430-1-5110-355-5550	1	FOLEY	RAY	10/wk			6,648.60		132.97	6,781.57
001-30-315-430-1-5110-355-5550	sub	FONTANA	HELENA	sub			580.00		11.60	591.60
001-30-315-430-1-5110-355-5550	1	HOLMES	LESTER	7.5/wk			4,986.45		99.73	5,086.18
001-30-315-430-1-5110/5140-355-5	1	KING	BARBARA	16.25/wk	150.00		10,803.98		216.08	11,170.06
001-30-315-430-1-5110/5140-355-5	1	KOWALCZYK	DONNA	7.5/wk	150.00		4,986.45		99.73	5,236.18
001-30-315-430-1-5110/5140-355-5	1	LECLAIR	LORRAINE	15.75/wk	300.00		10,471.55	630.00	209.43	11,610.98
001-30-315-430-1-5110/5140-355-5	1	LEONARD	MAUREEN	7.5/wk	150.00		4,986.45		99.73	5,236.18
001-30-315-430-1-5110-355-5550	1	MULVEY	BETH	7.5/wk			4,986.45		99.73	5,086.18
001-30-315-430-1-5110-355-5550	1	O'CONNOR	DAWN	7.5/wk			4,986.45		99.73	5,086.18
001-30-315-430-1-5110/5140-355-5	1	POCH	SANDRA	15/wk	250.00		9,972.90		199.46	10,422.36
001-30-315-430-1-5110-355-5550	1	PRENDERGAST	DOM	7.5/wk			4,986.45		99.73	5,086.18
001-30-315-430-1-5110-355-5550	sub	SUGRUE	MARY	10/wk			580.00		11.60	591.60
001-30-315-430-1-5110-355-5550	1	SWEENEY	LINDA	7.5/wk			4,986.45		99.73	5,086.18
TOTAL	16				1,375.00		102,547.66	630.00	2,050.96	106,603.62
001-30-315-430-1-5110-356-3100		MATTHIES	FRED		Attendance Officer		1,827.00			1,827.00
001-30-315-210-1-5120-335-3510		Coaches					300,658.00		6,013.16	306,671.16
001-30-315-210-1-5110-336-3510		Faculty Manager					6,398.00		128.00	6,526.00
001-30-304-290-1-5120-338-3520		H.S.	EXTRACURRICULAR				57,729.00		1,155.00	58,884.00
001-30-305-290-1-5120-338-3520		M.S.	EXTRACURRICULAR				24,045.00		481.00	24,526.00

NWS Account#	FTE	Last Name	First Name	Steps	Longevity	Stipend	Base Sal.	Step Inc.	%	FY 2015-16
001-30-315-290-1-5120-338-3520		Elem.	EXTRACURRICULAR				8,143.00		163.00	8,306.00
TOTAL							96,315.00		1,927.00	98,242.00
001-30-315-355-1-5120-341-2310		SPED Summer Prog.					56,085.00		-	56,085.00
001-30-315-530-1-5110-319-2357		Mentor Stipends					34,051.00		-	34,051.00
001-30-315-530-1-5110-318-1210		Degree Change - Unit A					107,705.00		-	107,705.00
001-30-315-530-1-5170-351-5100		Sick Leave Buy Back					16,646.00		-	16,646.00
001-30-301-530-1-5110-390-1210		General Reserve					-			-
REVOLVING									%	
359-30-315-430-5110-354-3300	stipend	ROCHE	CAROL A	Bus coord.		7,600.00			152.00	7,752.00
351-30-315-430-5110-340-3400	1	JOHNSON	JEANNE				66,707.00		1,334.14	68,041.14
351-30-315-430-5110/5140-328-3400	1	O'LEARY	LAURA	step 4		1,110.00			775.92	40,682.04
356-30-310-530-5110-328-2210	1	HICKS 4	AMY	step 4			42,463.46	3,386.50	917.00	46,766.96
356-30-310-120-5110-329-2315	1	AVERY	JoANNE	33.5hrs/wk			26,130.00		522.60	26,652.60
356-30-310-430-5110-435-4110	0.5	NORTON	JAMES	step 5	0.5 Avery		25,137.19		502.74	25,639.93
356-30-310-430-5110/5140-435-4111	1	GATELY	JAMES	step 5		600.00	50,274.38		1,005.49	51,879.87
356-30-310-120-5110/5140-332-234	0.67	ONEILL	KAREN	15.78	40	525.00	12,308.40		246.17	13,079.57
356-30-310-120-5110-332-2330	1	CURRISTIN	DEIDRE	15.05	55		16,141.13		322.82	16,463.95
356-30-310-120-5110-332-2330	1	FAHY	JULIE	15.05	55		16,141.13		322.82	16,463.95
356-30-310-120-5110/5140-332-233	1	HUTCHINSON	MARGARET	15.05	55	425.00	16,141.13		322.82	16,888.95
356-30-310-120-5120-333-2330	CC	McMURTRY	BRENDA	15.05	50		14,673.75		293.48	14,967.23
356-30-310-120-5120/5140-333-233	CC	WARSHOFSKY	CHERYL	15.05	50	425.00	14,673.75		293.48	15,392.23
356-30-310-120-5120/5140-333-233	CC	ZEOGAS	THERESA	15.05	50	425.00	14,673.75		293.48	15,392.23
GRANTS										
102-30-015-240-5110/5140-443-231	1	SULLIVAN	PATRICIA	44 c2b step 5	11 years	1,270.00	41,204.46		824.09	43,298.55

NWS Account#	FTE	Last Name	First Name	Steps	Longevity	Stipend	Base Sal.	Step Inc.	%	FY 2015-16
FACILITIES/MAINT.										
001-192-301-430-1-5110-431-1410	1	MORONEY	DENISE				116,725.00		2,334.50	TOWN
001-192-301-430-1-5110-432-1410	1	LAZDOWSKY	ROGER				62,903.00		4,597.00	119,059.50
001-192-301-430-1-5140-432-1410	long.	LAZDOWSKY	ROGER		1,100.00					67,500.00
MAINTENANCE PERSONNEL										
001-192-315-430-1-5110-433-4220	1	ABDALLAH	JAMES	step 6	repl. Dave Overko		63,674.52		1,273.00	64,947.52
001-192-315-430-1-5110-433-4220	1	ALTANBOUR	NEDAL	step 6			63,674.52		1,273.00	64,947.52
001-192-315-430-1-5110-433-4220	1	Repl. Richard Coppola	STEVEN	step 6 ?			63,674.52		1,273.00	64,947.52
001-192-315-430-1-5110-433-4220	1	MacDONALD	STEVEN	step 6			63,674.52		1,273.00	64,947.52
001-192-315-430-1-5140-433-4220	long.	MacDONALD	STEVEN	long.	700.00					700.00
TOTAL							254,698.08		5,092.00	260,490.08
CUSTODIANS										
001-192-301-430-1-5110-435-4110	extra hrs	Regular extra hours								
001-192-304-430-1-5110-435-4110	1	DONAHUE	BRIAN	step 4 - 5		04/01/16	47,174.54	688.38	968.00	49,373.92
001-192-304-430-1-5110-435-4110	1	DOWNEY	SCOTT	HS senior			54,551.64		1,091.00	55,642.64
001-192-304-430-1-5110-435-4110	long.	DOWNEY	SCOTT	long.	800.00					800.00
001-192-304-430-1-5110-435-4110	1	KAVANAGH	EDWARD	step 5			50,274.38		1,005.00	51,279.38
001-192-304-430-1-5140-435-4110	long.	KAVANAGH	EDWARD	long.	900.00					900.00
001-192-304-430-1-5110-435-4110	1	McCANN	RICHARD	step 5			50,274.38		1,005.00	51,279.38
001-192-304-430-1-5110-435-4110	1	WALMSLEY	LOUISE	step 5			50,274.38		1,005.00	51,279.38
001-192-304-430-1-5140-435-4110	long.	WALMSLEY	LOUISE	long.	1,000.00					1,000.00
001-192-309-430-1-5110-435-4110	1	ZARTHAR	JOSEPH	step 1 - 2		10/20/15	44,082.22	834.66	898.00	45,814.88
001-192-304-430-1-5110-435-4110	1	ZARTHAR	RENEE	step 2		07/01/15	44,082.22	1,205.62	906.00	46,193.84
001-192-305-430-1-5110-435-4110	1	EVANS	THOMAS	step 5			50,274.38		1,005.00	51,279.38
001-192-305-430-1-5140-435-4110	long.	EVANS	THOMAS	long.	600.00					600.00
001-192-305-430-1-5110-435-4110	1	FOLEY	ROBERT	step 5			50,274.38		1,005.00	51,279.38
001-192-305-430-1-5140-435-4110	long.	FOLEY	ROBERT	long.	800.00					800.00
001-192-305-430-1-5110-435-4110	1	KALTSUNAS	PETER	step 5			50,274.38		1,005.00	51,279.38
001-192-305-430-1-5140-435-4110	long.	KALTSUNAS	PETER	long.	600.00					600.00
001-192-305-430-1-5110-435-4110	1	LAZDOWSKY	DONALD	MS senior			54,551.64		1,091.00	55,642.64

NWS Account#	FTE	Last Name	First Name	Steps	Longevity	Stipend	Base Sal.	Step Inc.	%	FY 2015-16
001-192-305-430-1-5140-435-4110	long.	LAZDOWSKY	DONALD	long.	1,000.00					
001-192-305-430-1-5110-435-4110	1	MUCCIACCIO	THOMAS	step 5		50,274.38			1,005.00	1,000.00
001-192-305-430-1-5140-435-4110	long.	MUCCIACCIO	THOMAS	long.	600.00					51,279.38
001-192-305-430-1-5110-435-4110	1	QUINLAN	WILLIAM	step 5		50,274.38			1,005.00	600.00
001-192-305-430-1-5140-435-4110	long.	QUINLAN	WILLIAM	long.	800.00					51,279.38
001-192-306-430-1-5110-435-4110	1	BEGIN	KEITH	Step 5		50,274.38			1,005.00	800.00
001-192-306-430-1-5140-435-4110	long.	BEGIN	KEITH	long.	600.00					51,279.38
001-192-306-430-1-5110-435-4110	0.5	NORTON	JAMES	step 5	0.5 ECEC	25,137.19			503.00	600.00
001-192-306-430-1-5140-435-4110	long.	NORTON	JAMES	long.	600.00					25,640.19
001-192-306-430-1-5110-435-4110	1	ROGERS	THOMAS	step 5		50,274.38			1,005.00	600.00
001-192-306-430-1-5140-435-4110	long.	ROGERS	THOMAS	long.	600.00					51,279.38
001-192-306-430-1-5191-435-4110	stipend	ROGERS	THOMAS	stipend		2,080.00				600.00
001-192-307-430-1-5110-435-4110	1	BEGIN	JOAN	step 5		50,274.38			1,005.00	2,080.00
001-192-307-430-1-5140-435-4110	long.	BEGIN	JOAN	long.	600.00					51,279.38
001-192-307-430-1-5110-435-4110	1	FEELY, JR.	JOSEPH J.	step 5		50,274.38			1,005.00	600.00
001-192-307-430-1-5140-435-4110	long.	FEELY, JR.	JOSEPH J.	long.	1,100.00					51,279.38
001-192-307-430-1-5191-435-4110	stipend	FEELY, JR.	JOSEPH J.	stipend		2,080.00				1,100.00
001-192-308-430-1-5110-435-4110	1	JENKINS	PAUL	step 5		50,274.38			1,005.00	2,080.00
001-192-308-430-1-5140-435-4110	long.	JENKINS	PAUL	long.	700.00					51,279.38
001-192-308-430-1-5110-435-4110	1	RADZIKOWSKI	PAUL	step 5		50,274.38			1,005.00	700.00
001-192-308-430-1-5140-435-4110	long.	RADZIKOWSKI	PAUL	long.	600.00					51,279.38
001-192-308-430-1-5191-435-4110	stipend	RADZIKOWSKI	PAUL	stipend		2,080.00				600.00
001-192-309-430-1-5110-435-4110	1	PIMENTEL	SUSAN	step 4 - 5		04/01/16	47,717.54	688.38	968.00	2,080.00
001-192-309-430-1-5110-435-4110	0.5	BEGIN	DARYL 0.5	step 1 - 2		11/24/15	22,041.11	347.78	448.00	49,373.92
TOTAL	25				11,900.00	6,240.00	1,079,066.42	3,764.82	20,943.00	1,121,914.24
001-192-315-430-1-5120-439-4210		Summer Maint.					10,244.00			10,244.00
001-192-315-430-1-5130-436-4110		Regular Overtime - Custodian					63,967.00			63,967.00
001-192-315-430-1-5130-436-4220		Regular Overtime - Maint.					50,000.00			50,000.00
001-192-315-430-1-5130-437-4110		USP Overtime					16,500.00			16,500.00
001-192-315-430-1-5130-435-4000		General Reserve for % increase								

NonUn

NWS Account#	FTE	Last Name	First Name	Steps	Longevity	Stipend	Base Sal.	Step Inc.	%	FY 2015-16
TOTAL FACILITIES PROJECTION:										
										1,710,774.82

FY 16

NON-

PERSONNEL

FY 2015-2016												
		FUND	DEPT	SCH.	PROG.	TOWN ACCT	LINE ITEM	STATE	FY15 APPROVED	FY16 PROJ.		
DEDHAM PUBLIC SCHOOLS												
Contracted Service - Stipends	Oakdale	001	30	308	120	5190	804	2357	3,000.00	3,000.00		
Contracted Service - Other	Oakdale	001	30	308	120	5190	804	2210	1,000.00	1,000.00		
TOTAL									35,100.00	35,100.00		
Riverdale - Kate Conway												
General Supplies	Riverdale	001	30	309	120	5510	605	2430	15,000.00	15,000.00		
Postage	Riverdale	001	30	309	120	5342	615	2210	1,000.00	1,000.00		
Books & Related Materials	Riverdale	001	30	309	120	5422	645	2410	7,000.00	7,000.00		
Testing	Riverdale	001	30	309	120	5510	685	2720	1,000.00	1,000.00		
Travel	Riverdale	001	30	309	120	5710	696	2210	500.00	500.00		
Professional Development	Riverdale	001	30	309	120	5510	706	2210	1,600.00	1,600.00		
Contracted Service - Stipends	Riverdale	001	30	309	120	5190	804	2357	3,000.00	3,000.00		
Contracted Service - Other	Riverdale	001	30	309	120	5190	804	2210	1,000.00	1,000.00		
TOTAL									30,100.00	30,100.00		
Early Childhood Education - Paul Sullivan												
General Supplies	Kindergarten	001	30	310	120	5510	605	2430	9,500.00	9,500.00		
Postage	Kindergarten	001	30	310	120	5342	615	2210	500.00	500.00		
Books & Related Materials	Kindergarten	001	30	310	120	5422	645	2410	2,000.00	2,000.00		
Testing	Kindergarten	001	30	310	120	5510	685	2720	2,500.00	2,500.00		
Travel	Kindergarten	001	30	310	120	5710	696	2210	500.00	500.00		
Professional Development	Kindergarten	001	30	310	120	5510	706	2210	1,600.00	1,600.00		
TOTAL									16,600.00	16,600.00		
Computer Education 6-12 - Don Langenhorst												
General Supplies	HS	001	30	304	128	5510	605	2430	3,510.00	3,510.00		
Books & Related Materials	MS	001	30	305	128	5510	605	2430	2,060.00	2,060.00		
Software Licenses	HS	001	30	304	128	5423	645	2415	1,517.00	1,517.00		
	HS	001	30	304	128	5600	654	2455	6,527.00	6,527.00		
	MS	001	30	305	128	5600	654	2455	2,528.00	2,528.00		

FY 2015-2016		FUND	DEPT	SCH.	PROG.	TOWN ACCT	LINE ITEM	STATE	FY15 APPROVED	FY16 PROJ.
	DEDHAM PUBLIC SCHOOLS									
	TOTAL								16,142.00	16,142.00
	Instructional Technology - Don Langenhorst									
	General Supplies	001	30	315	129	5510	605	2430	51,324.00	51,324.00
	Computer Replacement	001	30	315	129	5851	815	2451	43,150.00	43,150.00
	Equip. Repairs & Maint.	001	30	315	129	5240	656	4230	47,460.00	47,460.00
	Professional Development	001	30	315	129	5129	704	2357	5,825.00	5,825.00
	Software Licenses	001	30	315	129	5600	654	2455	129,117.00	129,117.00
	Contracted Services - T-1 Lease, etc.	001	30	315	129	5600	804	1450	67,869.00	67,869.00
	TOTAL								344,745.00	344,745.00
	English Department - Elizabeth Sawyer									
	General Supplies	001	30	304	130	5510	605	2430	3,000.00	3,000.00
	Newspaper Mirror	001	30	305	130	5510	605	2430	1,700.00	1,700.00
	Contracted Service	001	30	304	130	5510	745	2430	7,000.00	7,000.00
	TOTAL								14,700.00	14,700.00
	After School Enrichment - Cindy Kelly									
	General Supplies	001	30	315	133	5510	605	2430	3,500.00	3,500.00
	Contracted Serv.- Stipends	001	30	315	133	5190	804	2330	20,000.00	20,000.00
	TOTAL								23,500.00	23,500.00
	English as a Second Language - Cindy Kelly									
	General Supplies	001	30	315	132	5510	605	2430	300.00	300.00
	Books & Related Materials	001	30	315	132	5422	645	2410	1,500.00	1,500.00
	Testing	001	30	315	132	5510	685	2720	200.00	200.00
	Professional Development	001	30	315	132	5510	706	2357	400.00	400.00
	Contracted Serv.- Tutoring	001	30	315	132	5190	804	2330	24,000.00	24,000.00
	TOTAL								26,400.00	26,400.00

FY 2015-2016												
DEDHAM PUBLIC SCHOOLS												
		FUND	DEPT	SCH.	PROG.	TOWN ACCT	LINE ITEM	STATE	FY15 APPROVED	FY16 PROJ.		
Science Math K-5 - Cindy Kelly												
General Supplies		001	30	315	131	5510	605	2430	5,000.00			5,000.00
Books & Related Materials	Avery	001	30	306	131	5422	645	2410	2,000.00			2,000.00
Books & Related Materials	Greenlodge	001	30	307	131	5422	645	2410	2,000.00			2,000.00
Books & Related Materials	Oakdale	001	30	308	131	5422	645	2410	2,000.00			2,000.00
Books & Related Materials	Riverdale	001	30	309	131	5422	645	2410	2,000.00			2,000.00
Books & Related Materials	ECEC	001	30	310	131	5422	645	2410	2,000.00			2,000.00
TOTAL									15,000.00			15,000.00
Reading Avery - Cheryl Biggar												
General Supplies	Avery	001	30	306	135	5510	605	2430	300.00			300.00
Books & Related Materials	Avery	001	30	306	135	5423	645	2415	2,200.00			2,200.00
TOTAL									2,500.00			2,500.00
Reading Greenlodge - Maura Shevory												
General Supplies	Greenlodge	001	30	307	135	5510	605	2430	500.00			500.00
Books & Related Materials	Greenlodge	001	30	307	135	5423	645	2415	1,900.00			1,900.00
TOTAL									2,400.00			2,400.00
Reading Oakdale - Janine Mancinelli												
General Supplies	Oakdale	001	30	308	135	5510	605	2430	500.00			500.00
Books & Related Materials	Oakdale	001	30	308	135	5423	645	2415	2,200.00			2,200.00
TOTAL									2,700.00			2,700.00
Reading Riverdale - Shannon Findley												
General Supplies	Riverdale	001	30	309	135	5510	605	2430	300.00			300.00
Books & Related Materials	Riverdale	001	30	309	135	5423	645	2415	1,900.00			1,900.00
TOTAL									2,200.00			2,200.00

FY 2015-2016											FY15 APPROVED	FY16 PROJ.
DEDHAM PUBLIC SCHOOLS												
Health & Phys. Education - Mark Carney												
General Supplies	High Sch	001	30	304	139	5510	605	2430	550.00		550.00	550.00
	Systemwide	001	30	315	139	5510	605	2430	1,500.00		1,500.00	1,500.00
Books & Related Materials	Systemwide	001	30	315	139	5423	645	2415	565.00		565.00	565.00
TOTAL									2,615.00		2,615.00	2,615.00
TV & Video - Don Langenhorst												
General Supplies	High Sch	001	30	304	142	5510	605	2430	1,100.00		1,100.00	1,100.00
Books & Related Materials	High Sch	001	30	304	142	5423	645	2415	400.00		400.00	400.00
Instruc. Equipments	High Sch	001	30	304	142	5510	655	2420	1,000.00		1,000.00	1,000.00
Equip. Repairs & Maint.	High Sch	001	30	304	142	5240	656	4230	1,000.00		1,000.00	1,000.00
TOTAL									3,500.00		3,500.00	3,500.00
Industrial Tech. - Don Langenhorst												
General Supplies	High Sch	001	30	304	143	5510	605	2430	6,000.00		6,000.00	6,000.00
Books & Related Materials	High Sch	001	30	304	143	5423	645	2415	400.00		400.00	400.00
Instruc. Equipments	High Sch	001	30	304	143	5510	655	2420	3,645.00		3,645.00	3,645.00
Equip. Repairs & Maint.	High Sch	001	30	304	143	5240	656	4230	1,285.00		1,285.00	1,285.00
TOTAL									11,330.00		11,330.00	11,330.00
Math Department - Kristine Holloran												
General Supplies	High Sch	001	30	304	144	5510	605	2430	2,000.00		2,000.00	2,000.00
Textbooks & Related Materials	Middle Sch	001	30	305	144	5510	605	2430	500.00		500.00	500.00
	High Sch	001	30	304	144	5422	645	2410	3,000.00		3,000.00	3,000.00
	Middle Sch	001	30	305	144	5422	645	2410	2,500.00		2,500.00	2,500.00
Testing	High Sch	001	30	304	144	5510	685	2720	400.00		400.00	400.00
	Middle Sch	001	30	305	144	5510	685	2720	400.00		400.00	400.00
TOTAL									8,800.00		8,800.00	8,800.00
Art Department - Jeffrey Bolduc												

FY 2015-2016												
DEDHAM PUBLIC SCHOOLS												
				FUND	DEPT	SCH.	PROG.	TOWN ACCT	LINE ITEM	STATE	FY15 APPROVED	FY16 PROJ.
Instruc. Equipments	High Sch	001	30	304	148	5510	655	2420	1,000.00	1,000.00	1,000.00	1,000.00
Equip. Repairs & Maint.	Middle Sch	001	30	305	148	5510	655	2420	1,500.00	1,500.00	1,500.00	1,500.00
Prof. Development - Other	High Sch	001	30	304	148	5240	656	4230	1,800.00	1,800.00	1,800.00	1,800.00
TOTAL	High Sch	001	30	304	148	5510	706	2357	600.00	600.00	600.00	600.00
									20,900.00	20,900.00	20,900.00	20,900.00
Social Studies - Andrew Morton												
General Supplies	High Sch	001	30	304	149	5510	605	2430	1,000.00	1,000.00	1,000.00	1,000.00
Textbooks & Related Materials	Middle Sch	001	30	305	149	5510	605	2430	750.00	750.00	750.00	750.00
	High Sch	001	30	304	149	5422	645	2410	1,600.00	1,600.00	1,600.00	1,600.00
	Middle Sch	001	30	305	149	5422	645	2410	500.00	500.00	500.00	500.00
Student Government Day	High Sch	001	30	304	149	5510	765	2430	1,000.00	1,000.00	1,000.00	1,000.00
Mock Trial Competition	High Sch	001	30	304	149	5510	766	2440	300.00	300.00	300.00	300.00
TOTAL									5,150.00	5,150.00	5,150.00	5,150.00
World Language - Alison Guifarro												
General Supplies	High Sch	001	30	304	153	5510	605	2430	1,850.00	1,850.00	1,850.00	1,850.00
Textbooks & Related Materials	Middle Sch	001	30	305	153	5510	605	2430	850.00	850.00	850.00	850.00
Instruc. Equipments	High Sch	001	30	304	153	5422	645	2410	1,000.00	1,000.00	1,000.00	1,000.00
	High Sch	001	30	304	153	5510	655	2420	1,000.00	1,000.00	1,000.00	1,000.00
	Middle Sch	001	30	305	153	5510	655	2420	650.00	650.00	650.00	650.00
Equip. Repairs & Maint.	High Sch	001	30	304	153	5240	656	4230	800.00	800.00	800.00	800.00
	Middle Sch	001	30	305	153	5240	656	4230	400.00	400.00	400.00	400.00
Testing	High Sch	001	30	304	153	5510	685	2720	350.00	350.00	350.00	350.00
Prof. Development	High Sch	001	30	304	153	5510	706	2357	1,250.00	1,250.00	1,250.00	1,250.00
Other Misc.- Subscriptions, etc.	High Sch	001	30	304	153	5730	796	2415	350.00	350.00	350.00	350.00
TOTAL	Middle Sch	001	30	305	153	5730	796	2415	1,000.00	1,000.00	1,000.00	1,000.00
									9,500.00	9,500.00	9,500.00	9,500.00
Athletic Program - Steve Traister												

FY 2015-2016												
DEDHAM PUBLIC SCHOOLS												
	FUND	DEPT	SCH.	PROG.	TOWN ACCT	LINE ITEM	STATE	FY15 APPROVED	FY16 PROJ.			
	001	30	305	265	5510	605	2710	500.00	500.00			
Testing	001	30	304	265	5510	685	2720	9,000.00	9,000.00			
	001	30	305	265	5510	685	2720	8,000.00	8,000.00			
Prof. Development	001	30	304	265	5510	706	2357	850.00	850.00			
	001	30	305	265	5510	706	2357	500.00	500.00			
Other Misc. - A.C.E.S. Info. Etc.	001	30	304	265	5730	796	2710	1,500.00	1,500.00			
TOTAL								21,350.00	21,350.00			
Health Services - Gail Kelly												
General Supplies	001	30	315	275	5500	605	3200	3,000.00	3,000.00			
Office Supplies & Equipments	001	30	315	275	5500	665	3200	4,000.00	4,000.00			
Equip. Repairs & Maint.	001	30	315	275	5500	656	3200	500.00	500.00			
Prof. Development - Stipends	001	30	315	275	5129	704	3200	500.00	500.00			
Prof. Development - Other	001	30	315	275	5500	706	3200	1,500.00	1,500.00			
TOTAL								9,500.00	9,500.00			
Media/Library H.S. - Alice Johnson												
General Supplies	001	30	304	280	5423	605	2430	500.00	500.00			
Books & Library Resource	001	30	304	280	5423	645	2415	6,250.00	6,250.00			
Other Misc. - Dues, Subscriptions	001	30	304	280	5730	796	2415	750.00	750.00			
TOTAL								7,500.00	7,500.00			
Media/Library M.S. - Arianna Lechan												
General Supplies	001	30	305	280	5423	605	2430	600.00	600.00			
Books & Library Resource	001	30	305	280	5423	645	2415	6,250.00	6,250.00			
Brainwaves - Magazine	001	30	305	280	5510	775	2415	600.00	600.00			
Other Misc. - Dues, Subscriptions	001	30	305	280	5730	796	2415	500.00	500.00			
TOTAL								7,950.00	7,950.00			
Media/Library - Wendy Garland												

FY 2015-2016												
		FUND	DEPT	SCH.	PROG.	TOWN ACCT	LINE ITEM	STATE	FY15 APPROVED	FY16 PROJ.		
DEDHAM PUBLIC SCHOOLS												
General Supplies	Avery	001	30	306	280	5423	605	2430	100.00	100.00		
Books & Library Resource	Avery	001	30	306	280	5423	645	2415	1,350.00	1,350.00		
TOTAL									1,450.00	1,450.00		
Media/Library - Maureen Tannetta												
General Supplies	Greenlodge	001	30	307	280	5423	605	2430	100.00	100.00		
Books & Library Resource	Greenlodge	001	30	307	280	5423	645	2415	1,650.00	1,650.00		
TOTAL									1,750.00	1,750.00		
Media/Library - Katie DePorter (DeWit)												
General Supplies	Oakdale	001	30	308	280	5423	605	2430	300.00	300.00		
Books & Library Resource	Oakdale	001	30	308	280	5423	645	2415	1,650.00	1,650.00		
TOTAL									1,950.00	1,950.00		
Media/Library - Ingrid Mayyasi												
General Supplies	Riverdale	001	30	309	280	5423	605	2430	100.00	100.00		
Books & Library Resource	Riverdale	001	30	309	280	5423	645	2415	1,350.00	1,350.00		
TOTAL									1,450.00	1,450.00		
Special Education - Kathy Gaudreau												
Chapter 504												
Instruc. Equipments	Systemwide	001	30	315	350	5510	655	2420	3,000.00	3,000.00		
Contracted Services - Tutors	Systemwide	001	30	315	350	5190	813	2330	5,000.00	5,000.00		
TOTAL									8,000.00	8,000.00		
Special Needs - Ch766												
General Supplies	High Sch	001	30	304	355	5512	605	2430	2,000.00	2,000.00		
General Supplies	Middle Sch	001	30	305	355	5512	605	2430	2,000.00	2,000.00		
General Supplies	Avery	001	30	306	355	5512	605	2430	2,000.00	2,000.00		
General Supplies	Greenlodge	001	30	307	355	5512	605	2430	2,000.00	2,000.00		

FY 2015-2016												
		FUND	DEPT	SCH.	PROG.	TOWN ACCT	LINE ITEM	STATE	FY15 APPROVED	FY16 PROJ.		
DEDHAM PUBLIC SCHOOLS												
Transportation		001	30	315	355	5330	834	3300	980,000.00	980,000.00		
Tuition - Other District Schools in Mass.		001	30	315	355	5320	819	9100	50,000.00	50,000.00		
Tuition - Private Schools		001	30	315	355	5320	819	9300	1,051,157.00	1,051,157.00		
Tuition - Collaboratives		001	30	315	355	5320	819	9400	1,301,162.00	1,301,162.00		
TOTAL									3,686,719.00	3,686,719.00		
SPED Bridges & Voc. Program												
General Supplies		001	30	304	357	5512	605	2430	1,000.00	1,000.00		
Bridges Tutoring		001	30	304	357	5190	813	2330	15,000.00	15,000.00		
Bridges - Transportation		001	30	304	357	5330	834	3300	4,000.00	4,000.00		
TOTAL									20,000.00	20,000.00		
SPED Alternative Program												
General Supplies		001	30	304	358	5512	605	2430	900.00	900.00		
Textbooks & Materials		001	30	304	358	5422	645	2410	-	-		
Instruc. Equipments		001	30	304	358	5512	655	2420	1,000.00	1,000.00		
Testing		001	30	304	358	5512	685	2720	800.00	800.00		
Field Trips		001	30	304	358	5512	686	2440	500.00	500.00		
TOTAL									3,200.00	3,200.00		
Operations Services - Sam Rippin												
Equipment - Copier Lease		001	30	315	430	5270	904	5300	80,000.00	80,000.00		
Maint. Contract - Copiers		001	30	315	430	5240	914	4230	10,000.00	10,000.00		
Equipment Repairs & Maint.		001	30	315	430	5240	656	4230	5,000.00	5,000.00		
Travel - Attendance Officer		001	30	315	430	5710	696	3100	450.00	450.00		
Transportation		001	30	315	430	5330	834	3300	399,500.00	399,500.00		
Transportation Subsidy		001	30	315	430	5330	845	3300	25,000.00	25,000.00		
Transportation - Medical		001	30	315	430	5330	844	3300	30,000.00	30,000.00		
Transportation - homeless		001	30	315	430	5330	834	3300	60,000.00	60,000.00		
Uniforms - Traffic Directors		001	30	315	430	5170	886	5550	1,000.00	1,000.00		

FY 2015-2016										
	FUND	DEPT	SCH.	PROG.	TOWN ACCT	LINE ITEM	STATE	FY15 APPROVED	FY16 PROJ.	
DEDHAM PUBLIC SCHOOLS										
TOTAL								610,950.00	610,950.00	
Policy & Admin. Services - Mike Welch										
Office Supplies & Equip.- Supt	001	30	301	530	5420	665	1210	16,000.00	16,000.00	
Office Supplies & Equip.- Business	001	30	301	530	5420	665	1410	5,000.00	5,000.00	
Postage	001	30	301	530	5342	615	1210	5,000.00	5,000.00	
Advertising - Supt	001	30	301	530	5231	666	1210	45,000.00	45,000.00	
Advertising - Business	001	30	301	530	5231	666	1410	5,000.00	5,000.00	
Systemwide Textbooks-Replacement	001	30	315	530	5422	645	2410	75,000.00	75,000.00	
Insurance Premium - HS Football	001	30	304	530	5750	676	5260	2,200.00	2,200.00	
Connect Ed. Services	001	30	315	530	5340	764	1210	10,000.00	10,000.00	
Travel - Supt	001	30	301	530	5710	696	1210	1,500.00	1,500.00	
Travel - Asst Supt Curri.	001	30	301	530	5710	696	1220	800.00	800.00	
Travel - Business	001	30	301	530	5710	696	1410	800.00	800.00	
Prof. Dev. - Central Stipends	001	30	301	530	5129	704	1210	7,000.00	7,000.00	
Prof. Dev. - Central Other	001	30	301	530	5510	706	1210	35,000.00	35,000.00	
Prof. Dev. - Unit B Stipends	001	30	301	530	5129	704	2351	5,500.00	5,500.00	
Prof. Dev. - Unit B Other	001	30	301	530	5510	706	2351	5,000.00	5,000.00	
Prof. Dev. - Systemwide - Stipends	001	30	315	530	5129	704	2357	40,000.00	40,000.00	
Prof. Dev. - Systemwide - Supplies	001	30	315	530	5510	705	2357	9,000.00	9,000.00	
Prof. Dev. - Systemwide - Other	001	30	315	530	5510	706	2357	100,000.00	100,000.00	
Research & Development	001	30	301	530	5510	715	1210	25,000.00	25,000.00	
Tuition Reimbursement	001	30	315	530	5190	784	2357	60,000.00	60,000.00	
Tuition ABE	001	30	301	530	5190	786	1210	1,000.00	1,000.00	
Legal Services	001	30	301	530	5296	714	1430	85,000.00	85,000.00	
TEC Membership	001	30	301	530	5730	716	1210	26,000.00	26,000.00	
Dues & Subscriptions - Supt	001	30	301	530	5730	726	1210	20,000.00	20,000.00	
Dues & Subscriptions - Asst Supt	001	30	301	530	5730	726	1220	2,000.00	2,000.00	
Dues & Subscriptions - Business Affairs	001	30	301	530	5730	726	1410	2,000.00	2,000.00	
Dues & Subscriptions - Principals	001	30	301	530	5730	726	2210	15,000.00	15,000.00	

FY 2015-2016										
	FUND	DEPT	SCH.	PROG.	TOWN ACCT	LINE ITEM	STATE	FY15 APPROVED	FY16 PROJ.	
DEDHAM PUBLIC SCHOOLS										
School Committee	001	30	301	530	5730	776	1110	8,200.00	8,200.00	
Unemployment Insurance	001	30	315	530	5170	794	5200	53,000.00	53,000.00	
TOTAL								665,000.00	665,000.00	
Non-Payroll Total:								6,081,081.00	6,081,081.00	
								6,081,081.00		

FY15 Budget:

Increase/Decrease:

% Increase

Facilities & Maintenance - Denise Moroney										
Electricity	001	192	304	430	5210	854	4130	265,000.00	265,000.00	
Electricity	001	192	305	430	5210	854	4130	185,000.00	185,000.00	
Electricity	001	192	306	430	5210	854	4130	95,000.00	95,000.00	
Electricity	001	192	307	430	5210	854	4130	55,000.00	55,000.00	
Electricity	001	192	308	430	5210	854	4130	55,000.00	55,000.00	
Electricity	001	192	309	430	5210	854	4130	30,000.00	30,000.00	
Heat	001	192	304	430	5210	864	4120	200,000.00	200,000.00	
Heat	001	192	305	430	5210	864	4120	120,000.00	120,000.00	
Heat	001	192	306	430	5210	864	4120	50,000.00	50,000.00	
Heat	001	192	307	430	5210	864	4120	40,000.00	40,000.00	
Heat	001	192	308	430	5210	864	4120	65,000.00	65,000.00	
Heat	001	192	309	430	5210	864	4120	50,000.00	50,000.00	
Water	001	192	310	430	5210	864	4120	25,000.00	25,000.00	
Water	001	192	304	430	5230	884	4130	12,000.00	12,000.00	
Water	001	192	305	430	5230	884	4130	10,000.00	10,000.00	
Water	001	192	306	430	5230	884	4130	7,000.00	7,000.00	
Water	001	192	307	430	5230	884	4130	3,000.00	3,000.00	
Water	001	192	308	430	5230	884	4130	4,000.00	4,000.00	
Water	001	192	309	430	5230	884	4130	3,000.00	3,000.00	
Telephone	001	192	301	430	5341	874	4130	22,000.00	22,000.00	

FY 16

SUMMARY

**DEDHAM PUBLIC SCHOOLS
FY16 BUDGET PROJECTION**

CATEGORY	FY15 BUDGET	FY16 BUDGET PROJECTION	FY16 vs. FY15 \$	%
PERSONNEL				
REGULAR INSTRUCTION	15,007,998.00	15,331,756.00	323,758	2.16%
SPECIAL EDUCATION	7,358,697.00	7,485,492.00	126,795	1.72%
INSTRUCTIONAL SUPPORT OPERATIONS	2,405,243.00	2,717,322.00	312,079	12.97%
POLICY & ADMINISTRATION	126,576.00	129,006.00	2,430	1.92%
SUB-TOTAL PERSONNEL	27,303,207.00	28,092,366.00	789,159	2.89%
NON-PERSONNEL				
REGULAR EDUCATION	827,682.00	827,682.00	-	0.00%
SPECIAL EDUCATION	3,717,919.00	3,717,919.00	-	0.00%
INSTRUCTIONAL SUPPORT OPERATIONS	259,530.00	259,530.00	-	0.00%
TRANSPORTATION SUBSIDY:	585,950.00	585,950.00	-	0.00%
POLICY & ADMINISTRATION	25,000.00	25,000.00	-	0.00%
SUB-TOTAL	665,000.00	665,000.00	-	0.00%
TOTAL	6,081,081.00	6,081,081.00	-	0.00%
	33,384,288.00	34,173,447.00	789,159.00	

FACILITIES & MAINTENANCE

PERSONNEL				
Salaries Facilities, Custodians & Maintenance	1,707,922.00	1,710,775.00	2,853	0.17%
NON-PERSONNEL				
Electricity	685,000.00	685,000.00	-	0.00%
Heat	550,000.00	550,000.00	-	0.00%
Water	39,000.00	39,000.00	-	0.00%
Telephone	42,800.00	42,800.00	-	0.00%
P&G supplies Custodial	66,000.00	66,000.00	-	0.00%
P&G supplies Maintenance	93,000.00	93,000.00	-	0.00%
Other Operations and Maintenance	271,250.00	271,250.00	-	0.00%
TOTAL	1,747,050.00	1,747,050.00	-	0.00%
	3,454,972.00	3,457,825.00	2,853.00	0.08%

TOTAL PERSONNEL:
TOTAL NON-PERSONNEL:
GRAND TOTAL FY16 PROJECTION:

	29,011,129	29,803,141	792,012	2.73%
	7,828,131	7,828,131	-	0.00%
	36,839,260.00	37,631,272.00	792,012	2.15%

ADD:

Personnel

1.0 FTE HR Manager
1.0 FTE SPED Teacher DMS
1.0 FTE ELL Teacher
1.0 FET IT Technician

70,000
50,000
50,000
40,000

Total Personnel Increase:

210,000

FY16 Request after addl personnel

36,839,260

1,002,012

2.72%

Non-Personnel (Additions to Force)

Electricity
FDK phase in over 4 years
OOD Transportation net of CB FY16 increase
Add 183rd day for Teachers
Add daily subs district wide
Completion Everyday Math adoption K-5
PD Budget Increase
Siemens Contract for Controls

66,156
125,000
85,000
125,000
72,900
100,000
40,000
38,592

Total Non-Personnel increase:

652,648

FY16 Request in Totality:

36,839,260

1,654,660

4.49%

BLUE HILLS/ NORFOLK AGRICULTURAL - 310 340 BUDGET SUMMARY

Department Mission, Programs, and Services

Blue Hills Regional Technical School's mission is to continue its history of academic achievement, technical training and character development through a curriculum which emphasizes the integration of cutting-edge technical programs and challenging academic courses, enabling its students to become competent, caring and productive people in a diverse and changing world.

The Norfolk County Agricultural High School uniquely provides an academic and agricultural science vocational experience, with hands-on learning for passionate students from diverse communities. Supported by an inclusive community, students are prepared for college, work, or public service in their chosen career path. Students leave with the skills and confidence to succeed in all future endeavors.

Significant Changes Requested for FY16

Ongoing Projects and Initiatives

Explanation of Increase or Decrease Associated with Maintaining Service Level.

Sending enrollment increase of 3 students from 77 to 80 to BluHills Regional School.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Blue Hills Regional	\$842,650.00	\$910,376.00	\$973,390.00	\$1,410,353.00	\$1,470,353.00	\$1,470,353.00
Norfolk County Agricultural	\$48,000.00	\$56,000.00	\$53,444.00	\$56,040.00	\$56,040.00	\$56,040.00
TOTAL	\$890,650.00	\$966,376.00	\$1,026,834.00	\$1,466,393.00	\$1,526,393.00	\$1,526,393.00

BLUE HILLS/ NORFOLK AGRICULTURAL BUDGET SUMMARY

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5695	Blue Hills	\$842,650.00	\$910,376.00	\$973,390.00	\$1,410,353.00	\$1,470,353.00	\$1,470,353.00	
		\$842,650.00	\$910,376.00	\$973,390.00	\$1,410,353.00	\$1,470,353.00	\$1,470,353.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5695	Blue Hills							
	Blue Hills Regional Technical		\$1,470,353.00	1.00	1.00	\$1,470,353.00	\$1,470,353.00	
Account Subtotal						\$1,470,353.00	\$1,470,353.00	

BLUE HILLS/ NORFOLK AGRICULTURAL BUDGET SUMMARY

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5696	Norfolk Agricultural	\$48,000.00	\$56,000.00	\$53,444.00	\$56,040.00	\$56,040.00	\$56,040.00	
		\$48,000.00	\$56,000.00	\$53,444.00	\$56,040.00	\$56,040.00	\$56,040.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5696	Norfolk Agricultural							
	Norfolk Agricultural					\$56,040.00	\$56,040.00	
						\$0.00	\$0.00	
Account Subtotal						\$56,040.00	\$56,040.00	

INFRASTRUCTURE ENGINEERING - 410

BUDGET SUMMARY

Department Mission, Programs, and Services

The Engineering Department provides technical support to residents, contractors, consultants, and other Town departments, boards, and agencies regarding the installation and development of roads, sewers, drains, and buildings. Some of the typical responsibilities of the Engineering Department involve the design and field engineering, permitting, review, and inspection of sewers, drainage systems, culverts, roads and bridges. A primary ongoing goal of the department is the reduction of extraneous water or inflow and infiltration (I/I) which enters the Town's collection system, to extend the system's service life through preventative maintenance.

The department also maintains the Town's GIS system for infrastructure data, as well as survey information collected with AutoCAD, ArcGIS, and various engineering design software programs.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Town Engineer	1.0	1.0	1.0	1.0	1.0	1.0
Infrastructure Engineer	1.0	1.0	1.0	1.0	1.0	1.0
Field Engineer	1.0	1.0	1.0	1.0	1.0	1.0
GIS Manager	1.0	1.0	1.0	1.0	1.0	1.0
Administrative Assistant I	1.0	1.0	1.0	1.0	1.0	1.0
	5.0	5.0	5.0	5.0	5.0	5.0

Ongoing Projects and Initiatives

- Dedham Square Improvement Project
- Inflow & Infiltration Project
- Private Ways
- Bussey Street and Rustcraft Road/Elm Street Transportation Improvement Project
- Sewer Fats, Oil and Grease Detection
- Pavement Management
- Work Order/Asset Management for DPW
- Public Web/Mobile GIS
- Storm Drainage Improvements/Inspections

Explanation of Increase or Decrease Associated with Maintaining Service Level

- Vehicle Repair went up \$18 dollars due reflect the increased cost of annual state vehicle inspections.
- Professional/Technical is up from FY15 due to the increase in yearly costs for GIS software maintenance and licensing
- Advertising is up \$500 due to consolidating the Printing & Advertising accounts.
- Vehicle Fuel is down \$1,150 to reflect the projected lower yearly unit cost for fuel along with reduction in overall mileage traveled.
- Meetings & Conferences is up \$2,000 for the inclusion of attending out-of-state conference.
- Dues & memberships are up due to an increase in dues for the APWA.
- Replacement Technology is down \$7,500 due to only needing to replace one computer workstation.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$382,923.54	\$393,090.69	\$418,381.94	\$439,422.00	\$436,383.00	\$436,383.00
Purchase of Services	\$72,503.61	\$35,094.24	\$71,051.67	\$77,087.00	\$79,605.00	\$79,605.00
Supplies	\$11,405.37	\$18,912.87	\$8,022.70	\$23,200.00	\$22,325.00	\$22,325.00
Other Charges & Expenses	\$1,635.56	\$2,744.27	\$3,135.94	\$8,762.00	\$10,927.00	\$10,927.00
TOTAL	\$468,468.08	\$449,842.07	\$500,592.25	\$548,471.00	\$549,240.00	\$549,240.00

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 ESTIMATE
Charges for Services	\$120.00	\$50.00	\$4,450.00	\$0.00	\$0.00
TOTAL	\$120.00	\$50.00	\$4,450.00	\$0.00	\$0.00

INFRASTRUCTURE ENGINEERING PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND	
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL		
MANAGEMENT																				
5110-410	Town Engineer	Mammone	M-8	N/A	1.0	7	\$4,061.21	26.1	\$105,997.58	\$0.00	\$105,998.00	1.0	7	\$4,061.21	26.2	\$106,403.70	\$106,404.00	\$106,404.00		
5110-410	Infrastructure Engineer	Finnigan	M-5	7/1	1.0	6	\$3,214.97	1.0	\$3,214.97	\$0.00	\$3,215.00									
5110-411	Infrastructure Engineer	Buttermore	M-5	1/1								1.0	5	\$3,200.98	13.1	\$41,932.84	\$41,933.00	\$41,933.00		
													6	\$3,311.42	13.1	\$43,379.60	\$43,380.00	\$43,380.00		
5110-412	GIS Manager	Scott	M-4	N/A	1.0	7	\$3,118.42	26.1	\$81,390.76	\$0.00	\$81,391.00	1.0	7	\$3,118.42	26.2	\$81,702.60	\$81,703.00	\$81,703.00		
5110-413	Project Engineer	Lawrence	M-3	N/A	1.0	7	\$2,789.19	26.1	\$72,797.86	\$0.00	\$72,798.00	1.0	7	\$2,789.19	26.2	\$73,076.78	\$73,077.00	\$73,077.00		
Subtotal					4.0				\$263,401.17	\$0.00	\$263,402.00	4.0				\$346,495.52	\$0.00	\$346,497.00	\$346,497.00	
ADMINISTRATIVE ASSISTANTS																				
5110-421	Administrative Assistant I	Brown	AA-1	N/A	1.0	4	\$1,116.80	52.2	\$58,296.96	\$555.00	\$58,852.00	1.0	4	\$1,116.80	52.4	\$58,520.32	\$645.00	\$59,166.00	\$59,166.00	
Subtotal					1.0				\$58,296.96	\$555.00	\$58,852.00	1.0				\$58,520.32	\$645.00	\$59,166.00	\$59,166.00	
OTHER PERSONNEL SERVICES																				
5125	Engineering Intern		N/A	N/A	0.0	N/A	\$1,280.00	12.0	\$15,360.00	\$0.00	\$15,360.00	0.0	N/A	\$1,280.00	12.0	\$15,360.00	\$0.00	\$15,360.00	\$15,360.00	
5125	GIS Intern		N/A	N/A	0.0	N/A	\$1,280.00	12.0	\$15,360.00	\$0.00	\$15,360.00	0.0	N/A	\$1,280.00	12.0	\$15,360.00	\$0.00	\$15,360.00	\$15,360.00	
5193	License Renewal	Mammone	N/A	N/A	0.0	N/A	\$125.00	0.0	\$125.00	\$0.00	\$125.00	0.0	N/A	\$150.00	0.0	\$0.00	\$0.00	\$0.00	\$0.00	
5193	License Renewal	Buttermore	N/A	N/A	0.0	N/A	\$125.00	0.0	\$125.00	\$0.00	\$125.00	0.0	N/A	\$150.00	0.0	\$0.00	\$0.00	\$0.00	\$0.00	
Subtotal					0.0				\$30,970.00	\$0.00	\$30,970.00	0.0				\$30,720.00	\$0.00	\$30,720.00	\$30,720.00	
Adjustment - Salaries																			\$86,198.00	
TOTAL PERSONNEL SERVICES					5.0				\$352,668.13	\$555.00	\$439,422.00	5.0				\$435,735.84	\$645.00	\$436,383.00	\$436,383.00	

INFRASTRUCTURE ENGINEERING PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5242	Vehicle Repair	\$1,227.52	\$0.00	\$1,451.75	\$3,587.00	\$3,605.00	\$3,605.00	
5245	Equipment Repair	\$340.92	\$682.08	\$287.94	\$750.00	\$750.00	\$750.00	
5301	Professional/Technical	\$70,000.00	\$33,654.62	\$68,951.32	\$40,000.00	\$73,500.00	\$73,500.00	
5306	Advertising	\$210.00	\$250.00	\$341.61	\$1,250.00	\$1,750.00	\$1,750.00	
5316	Technology/Support	\$0.00			\$31,000.00			
5343	Printing	\$725.17	\$507.54	\$0.00	\$500.00			
5293	Materials Disposal			\$19.05				
		\$72,503.61	\$35,094.24	\$71,051.67	\$77,087.00	\$79,605.00	\$79,605.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5242	Vehicle Repair							
	Preventive maintenance, per vehicle		\$200.00	3.00	3.00	\$600.00	\$600.00	
	Inspection, per vehicle		\$35.00	3.00	3.00	\$105.00	\$105.00	
	Cleaning		\$10.00	40.00	40.00	\$400.00	\$400.00	
	Tires		\$125.00	8.00	8.00	\$1,000.00	\$1,000.00	
	Maintenance, per vehicle		\$500.00	3.00	3.00	\$1,500.00	\$1,500.00	
						Account Subtotal	\$3,605.00	\$3,605.00
5245	Equipment Repair							
	Surveying equipment recalibration		\$275.00	1.00	1.00	\$275.00	\$275.00	
	Plotter maintenance service		\$200.00	1.00	1.00	\$200.00	\$200.00	
	Radar maintenance service		\$275.00	1.00	1.00	\$275.00	\$275.00	
						Account Subtotal	\$750.00	\$750.00
5301	Professional/Technical							
	GIS software		\$25,000.00	1.00	1.00	\$27,000.00	\$27,000.00	
	Transoft Solutions License Renewal		\$1,500.00	1.00	1.00	\$1,500.00	\$1,500.00	
	AutoCAD license		\$7,500.00	0.00	0.00	\$0.00	\$0.00	3 year agreement. Expires 9/1/17.
	Engineering project services		\$1.00	45,000.00	45,000.00	\$45,000.00	\$45,000.00	
						Account Subtotal	\$73,500.00	\$73,500.00
5306	Advertising							
	Advertise RFPs		\$75.00	10.00	10.00	\$750.00	\$750.00	
	Project certified mailings		\$50.00	10.00	10.00	\$500.00	\$500.00	
	Printing		\$250.00	2.00	2.00	\$500.00	\$500.00	
						Account Subtotal	\$1,750.00	\$1,750.00

INFRASTRUCTURE ENGINEERING SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$599.95	\$0.00	\$1,157.80	\$0.00			Moved to Central Purchasing
5429	Office Supplies, Specialized	\$727.27	\$750.00	\$0.00	\$1,200.00	\$1,200.00	\$1,200.00	
5481	Vehicle Fuel Unleaded	\$4,739.89	\$3,263.62	\$2,185.97	\$5,000.00	\$4,125.00	\$4,125.00	
5580	Field Equipment	\$4,914.44	\$13,997.37	\$4,095.51	\$16,000.00	\$16,000.00	\$16,000.00	
5585	Protective Clothing	\$423.82	\$901.88	\$583.42	\$1,000.00	\$1,000.00	\$1,000.00	
		\$11,405.37	\$18,912.87	\$8,022.70	\$23,200.00	\$22,325.00	\$22,325.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5429	Office Supplies, Specialized							
	Plotter paper rolls		\$100.00	6.00	6.00	\$600.00	\$600.00	
	Plotter ink cartridges		\$50.00	12.00	12.00	\$600.00	\$600.00	
						Account Subtotal	\$1,200.00	\$1,200.00
5481	Vehicle Fuel Unleaded							
	Fuel, per gallon		\$2.75	1,500.00	1,500.00	\$4,125.00	\$4,125.00	
						Account Subtotal	\$4,125.00	\$4,125.00
5580	Field Equipment							
	Mechanical tools		\$100.00	10.00	10.00	\$1,000.00	\$1,000.00	
	Water test kits		\$100.00	10.00	10.00	\$1,000.00	\$1,000.00	
	Traffic equipment		\$500.00	10.00	10.00	\$5,000.00	\$5,000.00	
	Sewer System Bacteria additives		\$100.00	20.00	20.00	\$2,000.00	\$2,000.00	
	Survey equipment		\$500.00	10.00	10.00	\$5,000.00	\$5,000.00	
	Expendable equipment		\$20.00	100.00	100.00	\$2,000.00	\$2,000.00	
						Account Subtotal	\$16,000.00	\$16,000.00
5585	Protective Clothing							
	Field gear		\$50.00	11.00	11.00	\$550.00	\$550.00	
	Protective shoes		\$150.00	3.00	3.00	\$450.00	\$450.00	
						Account Subtotal	\$1,000.00	\$1,000.00

INFRASTRUCTURE ENGINEERING OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5193	License Renewal	\$96.00	\$0.00	\$150.00	\$0.00			Moved to Personnel Services
5305	Meetings & Conferences	\$1,279.56	\$2,224.27	\$959.70	\$5,150.00	\$7,150.00	\$7,150.00	
5710	Travel Expenses	\$0.00	\$135.00	\$50.74	\$202.00	\$207.00	\$207.00	
5730	Dues & Memberships	\$260.00	\$385.00	\$1,975.50	\$3,410.00	\$3,570.00	\$3,570.00	
		\$1,635.56	\$2,744.27	\$3,135.94	\$8,762.00	\$10,927.00	\$10,927.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	New England Water Environment Assn		\$300.00	3.00	3.00	\$900.00	\$900.00	
	Bay State Roads Program		\$50.00	9.00	9.00	\$450.00	\$450.00	
	ESRI GIS bi-annual meeting		\$2,000.00	0.00	0.00	\$0.00	\$0.00	Went in FY15
	Out-of-State Conference		\$4,000.00	1.00	1.00	\$4,000.00	\$4,000.00	
	American Society of Civil Engineers		\$300.00	3.00	3.00	\$900.00	\$900.00	
	Boston Society of Civil Engineers		\$300.00	3.00	3.00	\$900.00	\$900.00	
Account Subtotal						\$7,150.00	\$7,150.00	
5710	Travel Expenses							
	GIS meetings		\$0.575	360	360	\$207.00	\$207.00	
Account Subtotal						\$207.00	\$207.00	
5730	Dues & Memberships							
	American Society of Civil Engineers		\$350.00	3.00	3.00	\$1,050.00	\$1,050.00	
	American Public Works Assn		\$260.00	2.00	2.00	\$520.00	\$520.00	
	GIS Association		\$200.00	1.00	1.00	\$200.00	\$200.00	
	Institute of Traffic Engineers		\$300.00	1.00	1.00	\$300.00	\$300.00	
	Mass Coalition for Water Resources Stewardship		\$1,500.00	1.00	1.00	\$1,500.00	\$1,500.00	
Account Subtotal						\$3,570.00	\$3,570.00	

PUBLIC WORKS - 420

BUDGET SUMMARY

Department Mission, Programs, and Services

The Department of Public Works is responsible for the operation and maintenance of the Town's infrastructure in the areas of streets, sidewalks, sanitary sewers, storm drains, public shade trees, certain Town-owned buildings and land, and components of the Town's motor fleet. The DPW is also responsible for the Town's active cemetery (Brookdale) and inactive cemeteries (Village and Baby).

The Director acts as Tree Warden, Cemetery Manager, and is also an ex-officio member of the Cemetery Advisory Committee, Civic Pride Committee and Traffic Committee. In addition, the department consists of six divisions:

- Administration: Responsible for budget management, accounts payable and accounts receivable, payroll administration, workers compensation administration, answering phones and routing inquiries and complaints, DPW dispatch, and assisting the Director in the supervision of the Town's curbside rubbish removal, recycling, and yard waste programs, streetlights, Traffic Signals, Street Opening Permits and coordinating with Utility Companies.
- Highway: Responsible for elements of road maintenance such as snow and ice control, roadway and sidewalk patching and repairs, street sweeping, and traffic control signs.
- Sewer: Responsible for maintenance and repair of the Town's sanitary sewer and storm drainage systems.
- Forestry: Responsible for the Town's street shade trees, and other vegetation and land management activities.
- Cemetery: The Cemetery Superintendent is responsible for day to day operations and oversight of the Town's Cemeteries.
- Fleet Maintenance: Responsible for maintenance and repairs all of the department's motorized fleet, equipment, and tools, as well as the motor

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Director of Public Works	1.0	1.0	1.0	1.0	1.0	1.0
Highway Superintendent	1.0	1.0	1.0	1.0	1.0	1.0
Cemetery Superintendent	1.0	1.0	1.0	1.0	1.0	1.0
Working Foreman	5.0	5.0	5.0	5.0	5.0	5.0
Motor Equipment Repairman	1.0	1.0	1.0	2.0	2.0	2.0
Special Motor Equipment Oper	12.0	12.0	12.0	12.0	11.0	11.0
Heavy Motor Equipment Oper	0.0	0.0	0.0	0.0	1.0	1.0
Administrative Assistant I	1.0	1.0	1.0	1.0	1.0	1.0
	22.0	22.0	22.0	23.0	23.0	23.0

Significant Changes Requested for FY16

Ongoing Projects and Initiatives

Explanation of Increase or Decrease Associated with Maintaining Service Level.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$1,387,627.93	\$1,408,276.00	\$1,532,783.46	\$1,601,217.00	\$1,601,977.00	\$1,601,977.00
Overtime	\$157,900.99	\$155,307.54	\$145,010.37	\$169,777.00	\$160,000.00	\$160,000.00
Purchase of Services	\$470,454.80	\$469,174.27	\$700,737.65	\$670,500.00	\$668,326.00	\$664,720.00
Supplies	\$205,159.44	\$248,381.83	\$281,227.29	\$281,040.00	\$266,960.00	\$266,960.00
Other Charges & Expenses	\$3,586.00	\$1,525.00	\$3,132.50	\$1,500.00	\$5,300.00	\$5,300.00
TOTAL	\$2,224,729.16	\$2,282,664.64	\$2,662,891.27	\$2,724,034.00	\$2,702,563.00	\$2,698,957.00

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 ESTIMATE
Charges for Services	\$114,387.00	\$100,526.00	\$106,755.20	\$115,000.00	\$0.00
Licenses and Permits	\$22,055.00	\$3,500.00	\$4,215.00	\$0.00	\$0.00
TOTAL	\$136,442.00	\$104,026.00	\$110,970.20	\$115,000.00	\$0.00

PUBLIC WORKS PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND	
					FTE	STEP	PPER RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL		
MANAGEMENT																				
5110-420	Director of Public Works	Flanagan	M-8	N/A	1.0	7	\$4,061.20	26.1	\$105,997.32	\$0.00	\$105,998.00	1.0	7	\$4,061.20	26.2	\$106,403.44	\$0.00	\$106,404.00	\$106,404.00	
5191-420	Weather Stipend		N/A	N/A	0.0	N/A	\$384.62	26.0	\$10,000.00	\$0.00	\$10,000.00	0.0	N/A	\$381.68	26.2	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00	
Subtotal					1.0				\$115,997.32	\$0.00	\$115,998.00	1.0				\$116,403.44	\$0.00	\$116,404.00	\$116,404.00	
ADMINISTRATIVE ASSISTANTS																				
5110-421	Admin. Assistant I	Comperchio	AA-1	N/A	1.0	4	\$1,116.80	52.2	\$58,296.96	\$735.00	\$59,032.00	1.0	4	\$1,116.80	52.4	\$58,520.32	\$825.00	\$59,346.00	\$59,346.00	
Subtotal					1.0				\$58,296.96	\$735.00	\$59,032.00	1.0				\$58,520.32	\$825.00	\$59,346.00	\$59,346.00	
OPERATIONS																				
5110-422	Highway Superintendent	Wagner	LCG	N/A	1.0	4	\$2,743.20	26.1	\$71,597.52	\$825.00	\$72,423.00	1.0	4	\$2,743.20	26.2	\$71,871.84	\$825.00	\$72,697.00	\$72,697.00	
5110-422	Cemetery Superintendent	Tobin	LCG	N/A	1.0	4	\$2,743.20	26.1	\$71,597.52	\$555.00	\$72,153.00	1.0	4	\$2,743.20	26.2	\$71,871.84	\$555.00	\$72,427.00	\$72,427.00	
5110-422	Working Foreman	Capone	LCC	N/A	1.0	4	\$1,265.20	52.2	\$66,043.44	\$645.00	\$66,689.00	1.0	4	\$1,265.20	52.4	\$66,296.48	\$645.00	\$66,942.00	\$66,942.00	
5110-422	Working Foreman	Fitzhenry	LCC	N/A	1.0	4	\$1,265.20	52.2	\$66,043.44	\$825.00	\$66,869.00	1.0	4	\$1,265.20	52.4	\$66,296.48	\$825.00	\$67,122.00	\$67,122.00	
5110-422	Working Foreman	Baker, R.	LCC	N/A	1.0	4	\$1,265.20	52.2	\$66,043.44	\$645.00	\$66,689.00	1.0	4	\$1,265.20	52.4	\$66,296.48	\$645.00	\$66,942.00	\$66,942.00	
5110-422	Working Foreman	Draheim	LCC	N/A	1.0	4	\$1,265.20	52.2	\$66,043.44	\$465.00	\$66,509.00	1.0	4	\$1,265.20	52.4	\$66,296.48	\$555.00	\$66,852.00	\$66,852.00	
5110-422	Working Foreman	Haugh	LCC	N/A	1.0	4	\$1,265.20	52.2	\$66,043.44	\$555.00	\$66,599.00	1.0	4	\$1,265.20	52.4	\$66,296.48	\$555.00	\$66,852.00	\$66,852.00	
5110-422	Motor Equipment Repair	Gillette	LCR	N/A	1.0	4	\$1,160.00	52.2	\$60,552.00	\$375.00	\$60,927.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$465.00	\$61,249.00	\$61,249.00	
5110-422	Motor Equipment Repair	Black	LCR	N/A	1.0	4	\$1,160.00	52.2	\$60,552.00	\$375.00	\$60,927.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$375.00	\$61,159.00	\$61,159.00	
5110-422	SMEO - I	Walsh	LCR	N/A	1.0	3	\$1,126.00	52.2	\$58,777.20	\$0.00	\$58,778.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$0.00	\$60,784.00	\$60,784.00	
5110-422	SMEO - I	Fay	LCR	N/A	1.0	4	\$1,160.00	52.2	\$60,552.00	\$465.00	\$61,017.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$465.00	\$61,249.00	\$61,249.00	
5110-422	SMEO - I	Morse, P.	LCR	N/A	1.0	4	\$1,160.00	52.2	\$60,552.00	\$465.00	\$61,017.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$555.00	\$61,339.00	\$61,339.00	
5110-422	SMEO - I	Murphy	LCR	N/A	1.0	4	\$1,160.00	52.2	\$60,552.00	\$375.00	\$60,927.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$465.00	\$61,249.00	\$61,249.00	
5110-422	SMEO - I	Sousa	LCR	N/A	1.0	4	\$1,160.00	52.2	\$60,552.00	\$375.00	\$60,927.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$375.00	\$61,159.00	\$61,159.00	
5110-422	SMEO - I	Stewart	LCR	N/A	1.0	4	\$1,160.00	52.2	\$60,552.00	\$375.00	\$60,927.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$465.00	\$61,249.00	\$61,249.00	
5110-422	SMEO - I	Wagner, Jr.	LCR	N/A	1.0	4	\$1,160.00	52.2	\$60,552.00	\$375.00	\$60,927.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$375.00	\$61,159.00	\$61,159.00	
5110-422	SMEO - I	Baker, J.	LCR	N/A	1.0	4	\$1,160.00	52.2	\$60,552.00	\$0.00	\$60,552.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$375.00	\$61,159.00	\$61,159.00	
5110-422	SMEO - I	Clark	LCR	N/A	1.0	4	\$1,160.00	52.2	\$60,552.00	\$0.00	\$60,552.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$375.00	\$61,159.00	\$61,159.00	
5110-422	SMEO - I	Curran	LCR	7/1	1.0	3	\$1,126.00	52.2	\$58,777.20	\$0.00	\$58,778.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$0.00	\$60,784.00	\$60,784.00	
5110-422	SMEO - I	Donahue	LCR	7/1	1.0	3	\$1,126.00	52.2	\$58,777.20	\$0.00	\$58,778.00	1.0	4	\$1,160.00	52.4	\$60,784.00	\$0.00	\$60,784.00	\$60,784.00	
5110-422	HME0	Blackmon	LCR	7/1	1.0	3	\$985.60	52.2	\$51,448.32	\$0.00	\$51,449.00	1.0	4	\$1,015.60	52.4	\$53,217.44	\$0.00	\$53,218.00	\$53,218.00	
Subtotal					21.0				\$1,306,712.16	\$7,695.00	\$1,314,414.00	21.0				\$1,318,635.52	\$8,895.00	\$1,327,534.00	\$1,327,534.00	
SEASONAL WORKERS																				
5123	Seasonal Workers	Seasonal	N/A	N/A	0.0	N/A	\$448.80	12.0	\$5,385.60	\$0.00	\$5,386.00	0.0	N/A	\$462.26	12.0	\$5,547.12	\$0.00	\$5,548.00	\$5,548.00	
5123	Seasonal Workers	Seasonal	N/A	N/A	0.0	N/A	\$448.80	12.0	\$5,385.60	\$0.00	\$5,386.00	0.0	N/A	\$462.26	12.0	\$5,547.12	\$0.00	\$5,548.00	\$5,548.00	
5123	Seasonal Workers	Seasonal	N/A	N/A	0.0	N/A	\$448.80	12.0	\$5,385.60	\$0.00	\$5,386.00	0.0	N/A	\$462.26	12.0	\$5,547.12	\$0.00	\$5,548.00	\$5,548.00	
5123	Seasonal Workers	Seasonal	N/A	N/A	0.0	N/A	\$448.80	12.0	\$5,385.60	\$0.00	\$5,386.00	0.0	N/A	\$462.26	12.0	\$5,547.12	\$0.00	\$5,548.00	\$5,548.00	
5123	Seasonal Workers	Seasonal	N/A	N/A	0.0	N/A	\$448.80	12.0	\$5,385.60	\$0.00	\$5,386.00	0.0	N/A	\$462.26	12.0	\$5,547.12	\$0.00	\$5,548.00	\$5,548.00	
5123	Seasonal Workers	Seasonal	N/A	N/A	0.0	N/A	\$448.80	12.0	\$5,385.60	\$0.00	\$5,386.00	0.0	N/A	\$462.26	12.0	\$5,547.12	\$0.00	\$5,548.00	\$5,548.00	
5123	Seasonal Workers	Seasonal	N/A	N/A	0.0	N/A	\$448.80	12.0	\$5,385.60	\$0.00	\$5,386.00	0.0	N/A	\$462.26	12.0	\$5,547.12	\$0.00	\$5,548.00	\$5,548.00	
5123	Seasonal Workers	Seasonal	N/A	N/A	0.0	N/A	\$448.80	12.0	\$5,385.60	\$0.00	\$5,386.00	0.0	N/A	\$462.26	12.0	\$5,547.12	\$0.00	\$5,548.00	\$5,548.00	
5123	Seasonal Workers	Seasonal	N/A	N/A	0.0	N/A	\$448.80	12.0	\$5,385.60	\$0.00	\$5,386.00	0.0	N/A	\$462.26	12.0	\$5,547.12	\$0.00	\$5,548.00	\$5,548.00	
5123	Seasonal Workers	Seasonal	N/A	N/A	0.0	N/A	\$448.80	12.0	\$5,385.60	\$0.00	\$5,386.00	0.0	N/A	\$462.26	12.0	\$5,547.12	\$0.00	\$5,548.00	\$5,548.00	
5123	Seasonal Workers	Seasonal	N/A	N/A	0.0	N/A	\$448.80	12.0	\$5,385.60	\$0.00	\$5,386.00	0.0	N/A	\$462.26	12.0	\$5,547.12	\$0.00	\$5,548.00	\$5,548.00	
Subtotal					0.0				\$64,627.20	\$0.00	\$64,632.00	0.0				\$66,565.44	\$0.00	\$66,576.00	\$66,576.00	
CONTRACTUAL ALLOWANCES																				
5190-191	Uniform Replacements						\$400.00	21.0	\$8,400.00		\$8,400.00				21.0	\$400.00		\$8,400.00	\$8,400.00	
5190-198	Pagers	Dir., Unit B					\$288.00	52.2	\$15,033.60	\$0.00	\$15,034.00			\$288.00	52.4	\$15,091.20	\$0.00	\$15,092.00	\$15,092.00	
5193	License Renewal	Various					\$3,600.00	1.0	\$3,600.00	\$0.00	\$3,600.00			\$6,000.00	1.0	\$6,000.00	\$0.00	\$6,000.00	\$6,000.00	
	Protective Shoes	Unit A & B					\$125.00	21.0	\$2,625.00	\$0.00	\$2,625.00			\$125.00	21.0	\$2,625.00	\$0.00	\$2,625.00	\$2,625.00	
Adjustment Salary																				
Subtotal					0.0				\$29,658.60	\$0.00	\$47,141.00	0.0				\$24,116.20	\$0.00	\$32,117.00	\$32,117.00	
TOTAL PERSONNEL SERVICES					23.0				\$1,575,292.24	\$8,430.00	\$1,601,217.00	23.0				\$1,584,240.92	\$9,720.00	\$1,601,977.00	\$1,601,977.00	

PUBLIC WORKS OVERTIME

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5130	Overtime	\$157,900.99	\$155,307.54	\$145,010.37	\$169,777.00	\$160,000.00	\$160,000.00	
		\$157,900.99	\$155,307.54	\$145,010.37	\$169,777.00	\$160,000.00	\$160,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5130	Overtime							
	Overtime, callbacks	Highway	\$41.39	3,120.00	3,120.00	\$129,122.00	\$129,122.00	
	Double time, Sunday callbacks	Highway	\$55.18	520.00	520.00	\$28,694.00	\$28,694.00	
	Standby time, hourly	Highway	\$48.00	45.50	45.50	\$2,184.00	\$2,184.00	
Account Subtotal						\$160,000.00	\$160,000.00	

PUBLIC WORKS PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5232	Utilities, Water	\$6,036.03	\$0.00	\$0.00	\$0.00	\$0.00		Moved to Central Facilities
5242	Vehicle Repair	\$102,554.51	\$100,749.50	\$125,132.25	\$110,000.00	\$110,000.00	\$110,000.00	
5245	Equipment Repair	\$6,504.34	\$3,953.93	\$8,032.39	\$4,500.00	\$4,500.00	\$4,500.00	
5249	Miscellaneous Repair	\$19,468.81	\$1,244.00	\$3,162.24	\$0.00	\$0.00	\$0.00	Moved to Grounds Maintenance
5260	Grounds Maintenance	\$14,541.45	\$24,400.00	\$23,997.49	\$45,000.00	\$45,000.00	\$45,000.00	
5261	Tree Maintenance	\$24,675.00	\$22,175.00	\$52,825.00	\$25,000.00	\$30,000.00	\$30,000.00	More Trees and maint
5265	Traffic Signal Repair	\$7,327.79	\$20,837.25	\$19,440.50	\$16,000.00	\$20,000.00	\$20,000.00	Rate inc, replace equip
5266	Pipeline Flushing	\$16,038.76	\$18,594.50	\$24,481.00	\$20,000.00	\$20,000.00	\$20,000.00	
5267	Pump Station	\$121,905.25	\$129,280.16	\$172,281.85	\$215,000.00	\$215,000.00	\$215,000.00	
5271	Rent/Lease Equipment	\$38,063.90	\$20,078.01	\$46,764.67	\$50,000.00	\$53,606.00	\$50,000.00	
5280	Pavement Marking	\$13,445.09	\$2,703.35	\$29,041.38	\$20,000.00	\$22,000.00	\$22,000.00	
5306	Advertising	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Professional/Technical
5313	Medical Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Central Purchasing
5341	Wireless Communication	\$0.00	\$1,356.94	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Equipment Maintenance
5343	Printing	\$609.30	\$64.25	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Professional/Technical
5345	Postage	\$183.43	\$180.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Professional/Technical
5293	Materials Disposal	\$65,903.86	\$97,875.13	\$110,793.24	\$125,000.00	\$125,000.00	\$125,000.00	
5301	Professional/Technical	\$22,041.28	\$19,329.80	\$58,889.92	\$5,000.00	\$13,220.00	\$13,220.00	
5351	Parking Meters	\$0.00	\$0.00	\$13,333.24	\$25,000.00	\$0.00	\$0.00	Moved to Central Facilities
5395	Police Details	\$11,156.00	\$6,352.45	\$12,562.48	\$10,000.00	\$10,000.00	\$10,000.00	
		\$470,454.80	\$469,174.27	\$700,737.65	\$670,500.00	\$668,326.00	\$664,720.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5242	Vehicle Repair							
	Dump trucks (10)	Highway	\$5,000.00	12.00	12.00	\$60,000.00	\$60,000.00	
	Sewer flusher (1)	Sewer	\$5,000.00	1.00	1.00	\$5,000.00	\$5,000.00	
	Backhoe (1)	Highway	\$5,000.00	1.00	1.00	\$5,000.00	\$5,000.00	
	Salters/sanders (4)	Highway	\$3,000.00	3.00	3.00	\$9,000.00	\$9,000.00	
	Dump trucks, small (3)	Highway	\$2,500.00	3.00	3.00	\$7,500.00	\$7,500.00	
	Sweepers (3)	Highway	\$2,500.00	2.00	2.00	\$5,000.00	\$5,000.00	
	Hooklifts (3)	Highway	\$2,500.00	2.00	2.00	\$5,000.00	\$5,000.00	
	Loaders (2)	Highway	\$2,500.00	2.00	2.00	\$5,000.00	\$5,000.00	
	Tractor (1)	Highway	\$2,500.00	1.00	1.00	\$2,500.00	\$2,500.00	
	Flatbed, Box, Utility trucks (3)	Highway	\$1,500.00	3.00	3.00	\$4,500.00	\$4,500.00	
	Pickup trucks (2)	Highway	\$500.00	1.00	1.00	\$500.00	\$500.00	
	Vans (1 DPW, 1 Council On Aging)	Highway	\$500.00	2.00	2.00	\$1,000.00	\$1,000.00	
						Account Subtotal	\$110,000.00	
5245	Equipment Repair							
	Trailers (6)	Highway	\$1,000.00	1.00	1.00	\$1,000.00	\$1,000.00	
	Paint machine trailer (1)	Highway	\$500.00	1.00	1.00	\$500.00	\$500.00	
	Chippers (2)	Highway	\$500.00	2.00	2.00	\$1,000.00	\$1,000.00	
	Compressors (2)	Highway	\$500.00	1.00	1.00	\$500.00	\$500.00	
	Roller (1)	Highway	\$500.00	1.00	1.00	\$500.00	\$500.00	
	Pothole patch (1)	Highway	\$500.00	1.00	1.00	\$500.00	\$500.00	
	Other equipment (blowers, mowers, etc.)	Highway	\$100.00	5.00	5.00	\$500.00	\$500.00	
						Account Subtotal	\$4,500.00	
5260	Grounds Maintenance							
	Roads ground maintenance services	Highway	\$2,500.00	15.00	15.00	\$37,500.00	\$37,500.00	
	Brookdale Cemetery landscaping	Cemetery	\$5,000.00	1.00	1.00	\$5,000.00	\$5,000.00	
	Village Cemetery landscaping	Cemetery	\$2,500.00	1.00	1.00	\$2,500.00	\$2,500.00	
						Account Subtotal	\$45,000.00	
5261	Tree Maintenance							
	Roads tree maintenance service	Forestry	\$2,500.00	6.00	6.00	\$15,000.00	\$15,000.00	Tree City USA minimum standard \$2
	Cemetery tree maintenance service	Forestry	\$2,500.00	6.00	6.00	\$15,000.00	\$15,000.00	per capita forestry budget.
						Account Subtotal	\$30,000.00	
5265	Traffic Signal Repair							
	Traffic signal maintenance projects	Highway	\$3,000.00	6.00	6.00	\$18,000.00	\$18,000.00	
	Controller box repair/replacement	Highway	\$1,000.00	2.00	2.00	\$2,000.00	\$2,000.00	
						Account Subtotal	\$20,000.00	
5266	Pipeline Flushing							
	Sanitary sewer & drain projects to maintain NPDES compliance	Stormwater	\$2,500.00	8.00	8.00	\$20,000.00	\$20,000.00	
						Account Subtotal	\$20,000.00	
5267	Pump Station							
	Inspectional services		\$8,000.00	5.00	5.00	\$40,000.00	\$40,000.00	
	Equipment rentals		\$1,500.00	25.00	25.00	\$37,500.00	\$37,500.00	
	Maintenance and repair services		\$1,000.00	10.00	10.00	\$10,000.00	\$10,000.00	
	On-call hourly service		\$85.00	1,500.00	1,500.00	\$127,500.00	\$127,500.00	
						Account Subtotal	\$215,000.00	
5271	Rent/Lease Equipment							
	Road and sidewalk equipment	Highway	\$2,000.00	20.00	20.00	\$40,000.00	\$40,000.00	
	Cemetery heavy equipment rental	Cemetery	\$1,000.00	10.00	10.00	\$10,000.00	\$10,000.00	
	Copier lease		\$300.43	12.00		\$3,606.00	\$0.00	Move to Central Purchasing
						Account Subtotal	\$53,606.00	

PUBLIC WORKS PURCHASE OF SERVICES

5280	Pavement Marking							
	Paint supplies & equipment		\$200.00	5.00	5.00	\$1,000.00	\$1,000.00	
	Marking services, crosswalk markings		\$1.50	12,000.00	12,000.00	\$18,000.00	\$18,000.00	
	Marking services, arrow markings		\$100.00	10.00	10.00	\$1,000.00	\$1,000.00	
	Marking services, lettering		\$200.00	10.00	10.00	\$2,000.00	\$2,000.00	\$37.50/letter, "School", "Only" etc
						Account Subtotal	\$22,000.00	\$22,000.00
5293	Materials Disposal							
	Highway materials disposal services	Highway	\$5,000.00	25.00	25.00	\$125,000.00	\$125,000.00	
						Account Subtotal	\$125,000.00	\$125,000.00
5301	Professional/Technical							
	Work order system monthly support		\$0.00	0.00	0.00	\$0.00	\$0.00	Cartegraph-moved to IT
	Work order system services		\$1,000.00	3.00	3.00	\$3,000.00	\$3,000.00	
	Work order system upgrade		\$0.00	0.00	0.00	\$0.00	\$0.00	Cartegraph-moved to IT
	Bid advertisements & monthly services		\$500.00	10.00	10.00	\$5,000.00	\$5,000.00	
	Goose control, Brookdale Cemetery		\$435.00	12.00	12.00	\$5,220.00	\$5,220.00	
						Account Subtotal	\$13,220.00	\$13,220.00
5395	Police Details							
	Police detail shifts	Highway	\$168.00	59.52	59.52	\$10,000.00	\$10,000.00	
						Account Subtotal	\$10,000.00	\$10,000.00

PUBLIC WORKS SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$5,611.88	\$209.63	\$0.00	\$0.00			Moved to Central Purchasing
5431	Tools & Small Equipment	\$30,507.21	\$35,247.87	\$38,347.54	\$35,000.00	\$35,000.00	\$35,000.00	
5450	Custodial Supplies	\$3,661.89	\$252.62	\$0.00	\$0.00			Moved to Central Facilities
5460	Grounds Supplies	\$16,417.41	\$17,513.71	\$27,946.00	\$20,000.00	\$25,000.00	\$25,000.00	
5461	Loam	\$5,864.00	\$4,925.46	\$0.00	\$0.00			Moved to Grounds Supplies
5481	Vehicle Fuel Unleaded	\$81,036.33	\$83,976.19	\$76,251.55	\$5,040.00			
5482	Vehicle Fuel Diesel			\$5,324.96	\$96,000.00	\$86,960.00	\$86,960.00	
5483	Vehicle Oils			\$3,456.97	\$5,000.00			
5484	Vehicle Tire			\$539.00	\$0.00			
5485	Vehicle Parts/Supplies	\$0.00	\$0.00	\$36,043.36	\$0.00			Return to Fire Dept
5500	Medical Supplies	\$624.64	\$382.89	\$0.00	\$0.00			Moved to Central Purchasing
5531	Paving Materials	\$25,500.24	\$66,134.16	\$32,776.44	\$75,000.00	\$75,000.00	\$75,000.00	
5540	Signs & Markers	\$21,455.19	\$18,977.68	\$21,005.22	\$20,000.00	\$20,000.00	\$20,000.00	
5545	Cemetery Supplies	\$7,364.92	\$6,623.21	\$6,626.75	\$10,000.00	\$10,000.00	\$10,000.00	
5550	Bricks, Blocks, Mortar	\$2,037.50	\$8,094.17	\$21,773.21	\$10,000.00	\$10,000.00	\$10,000.00	
5585	Protective Clothing	\$3,459.30	\$3,537.87	\$9,639.39	\$5,000.00	\$5,000.00	\$5,000.00	
5586	Protective Shoes	\$1,618.93	\$2,506.37	\$1,496.90	\$0.00	\$0.00	\$0.00	Moved to Personnel Services
		\$205,159.44	\$248,381.83	\$281,227.29	\$281,040.00	\$266,960.00	\$266,960.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5431	Tools & Small Equipment							
	Highway equipment	Highway	\$200.00	125.00	125.00	\$25,000.00	\$25,000.00	
	Cemetery equipment	Cemetery	\$100.00	50.00	50.00	\$5,000.00	\$5,000.00	
	Forestry equipment	Forestry	\$200.00	25.00	25.00	\$5,000.00	\$5,000.00	
						Account Subtotal	\$35,000.00	
5460	Grounds Supplies							
	Heavy equipment and rentals	Highway	\$100.00	200.00	200.00	\$20,000.00	\$20,000.00	
	Grounds maintenance equipment	Cemetery	\$100.00	50.00	50.00	\$5,000.00	\$5,000.00	Blowers, planting, compost
						Account Subtotal	\$25,000.00	
5481	Vehicle Fuel							
	Fuel, unleaded, gallons	Highway	\$2.75	1,440.00	1,440.00	\$3,960.00	\$3,960.00	Average 120 gallons/month
	Fuel, diesel, gallons	Highway	\$3.25	24,000.00	24,000.00	\$78,000.00	\$78,000.00	Average 2,000 gallons/month
	Various fluids, 55 gallon	Highway	\$1,000.00	5.00	5.00	\$5,000.00	\$5,000.00	Coolant, differential, engine oil, transmission, et al.
						Account Subtotal	\$86,960.00	
5531	Paving Materials							
	Asphalt cold patch, tons	Highway	\$110.00	250.00	250.00	\$27,500.00	\$27,500.00	
	Asphalt hot mix, tons	Highway	\$55.00	500.00	500.00	\$27,500.00	\$27,500.00	
	Gravel, tons	Highway	\$20.00	500.00	500.00	\$10,000.00	\$10,000.00	
	Contingency for rate fluctuation	Highway	\$1.00	10,000.00	10,000.00	\$10,000.00	\$10,000.00	
						Account Subtotal	\$75,000.00	
5540	Signs & Markers							
	Regulatory sign replacements	Highway	\$500.00	40.00	40.00	\$20,000.00	\$20,000.00	
						Account Subtotal	\$20,000.00	
5545	Cemetery Supplies							
	Memorial Day program	Cemetery	\$1.00	8,000.00	8,000.00	\$8,000.00	\$8,000.00	Ground supplies, urns, foundations
	Consumable equipment, daily use	Cemetery	\$20.00	100.00	100.00	\$2,000.00	\$2,000.00	
						Account Subtotal	\$10,000.00	
5550	Bricks, Blocks, Mortar							
	Sewer & drain materials	Sewer	\$50.00	100.00	100.00	\$5,000.00	\$5,000.00	
	Masonry materials	Highway	\$50.00	100.00	100.00	\$5,000.00	\$5,000.00	
						Account Subtotal	\$10,000.00	
5585	Protective Clothing							
	Chemical safety gear	Highway	\$50.00	40.00	40.00	\$2,000.00	\$2,000.00	
	Rain gear	Highway	\$40.00	50.00	50.00	\$2,000.00	\$2,000.00	
	Protective clothing	Highway	\$50.00	20.00	20.00	\$1,000.00	\$1,000.00	
						Account Subtotal	\$5,000.00	

PUBLIC WORKS OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5193	License Renewal	\$810.00	\$60.00	\$702.50	\$0.00	\$0.00	\$0.00	
5580	Publications & Subscriptions	\$0.00	\$0.00	\$0.00	\$300.00	\$300.00	\$300.00	Moved from Dues & Memberships
5730	Conferences - Dues	\$2,776.00	\$1,465.00	\$2,430.00	\$1,200.00	\$5,000.00	\$5,000.00	Paving Conference
		\$3,586.00	\$1,525.00	\$3,132.50	\$1,500.00	\$5,300.00	\$5,300.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5193	License Renewal							
	CDL, Hoisting Operator Licenses	Highway	\$120.00	16.00	0.00	\$0.00	\$0.00	CDL \$30/ea, Hydraulic \$90/ea
	CDL test fees	Highway	\$10.00	8.00	0.00	\$0.00	\$0.00	Moved to Personnel
Account Subtotal						\$0.00	\$0.00	
5580	Publications & Subscriptions							
	Monthly weather service	Highway	\$25.00	12.00	12.00	\$300.00	\$300.00	
Account Subtotal						\$300.00	\$300.00	
5730	Dues & Memberships							
	Norfolk Bristol Middlesex Highway Assn	Highway	\$40.00	4.00	4.00	\$160.00	\$160.00	
	Northeast American Public Works Assn	Highway	\$150.00	1.00	1.00	\$150.00	\$150.00	
	American Waterworks Assn	Sewer	\$100.00	1.00	1.00	\$100.00	\$100.00	
	Northeast Wastewater Assn	Sewer	\$150.00	1.00	1.00	\$150.00	\$150.00	
	Mass Waterworks Assn	Sewer	\$100.00	1.00	1.00	\$100.00	\$100.00	
	Assn Fleet Maintenance Supervisors	Fleet	\$35.00	4.00	4.00	\$140.00	\$140.00	
	Mass Cemetery Assn	Cemetery	\$100.00	2.00	2.00	\$200.00	\$200.00	
	NES Turf Managers Assn	Cemetery	\$50.00	1.00	1.00	\$50.00	\$50.00	
	Safety Meeting Outlines	Highway	\$300.00	0.00	0.00	\$0.00	\$0.00	
	Mass Tree Wardens Assn	Forestry	\$75.00	1.00	1.00	\$75.00	\$75.00	
	Intl Transportation Engineers Assn	Highway	\$75.00	1.00	1.00	\$75.00	\$75.00	
	Paving Conference	Highway	\$3,800.00	1.00	1.00	\$3,800.00	\$3,800.00	
Account Subtotal						\$5,000.00	\$5,000.00	

SNOW AND ICE - 423

BUDGET SUMMARY

Department Mission, Programs, and Services

The Snow & Ice budget is managed by the Public Works department. The budget includes funds for snow and ice removal, road supplies such as salt and sand, and the maintenance and repair of vehicles and equipment used in snow removal operations.

Significant Changes From FY13

The Town continued to experience heavy snowstorms in FY2014 as it did the year prior. Starting the year with a budget of \$600,000, the Board of Selectmen approved additional transfers of \$700,500 to cover the Snow & Ice deficit, for a total FY2014 budget of \$1,300,500.

Significant Changes Requested for FY15

In keeping with the Town's commitment to its rating agency of increasing the annual Snow & Ice budget to reflect the full anticipated costs of the service, an increase of \$150,000 was requested for FY2015. The recommended funding increase of \$50,000 was reduced from the request as part of the Finance Committee and Town Manager's efforts to achieve a total budget increase of 1.7%.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Public Works Snow and Ice Removal	\$340,000.00	\$1,118,939.95	\$1,284,873.78	\$650,000.00	\$700,000.00	\$700,000.00
TOTAL	\$340,000.00	\$1,118,939.95	\$1,284,873.78	\$650,000.00	\$700,000.00	\$700,000.00

SNOW AND ICE SNOW AND ICE REMOVAL

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5242-423	Vehicle Repair/Maintenance Snow & Ice	\$17,844.36	\$58,319.86	\$44,246.49	\$24,000.00	\$24,000.00	\$24,000.00	
5271-423	Rent/Lease Equipment	\$0.00	\$0.00	\$0.00	\$40,000.00	\$40,000.00	\$40,000.00	
5300-423	Prof/Tech Snow & Ice	\$0.00	\$0.00	\$14,560.60	\$52,934.00	\$52,934.00	\$52,934.00	
5130-423	Overtime Snow & Ice	\$87,962.21	\$230,114.63	\$291,923.52	\$156,106.00	\$156,106.00	\$156,106.00	
5292-423	Snow Plowing & Removal	\$115,511.17	\$631,578.40	\$573,938.06	\$208,000.00	\$233,000.00	\$233,000.00	
5532-423	Snow & Ice Snow Removal Supplies			\$282,355.40	\$124,960.00	\$149,960.00	\$149,960.00	
5292-426	Snow Damage	\$11,802.20	\$4,629.71	\$0.00	\$0.00	\$0.00	\$0.00	
5292-462	Salt	\$74,649.38	\$152,842.78	\$0.00	\$0.00	\$0.00	\$0.00	
5292-463	Sand	\$520.00	\$1,319.50	\$0.00	\$0.00	\$0.00	\$0.00	
5482-423	Vehicle Fuel Diesel Snow & Ice	\$19,682.42	\$40,135.07	\$42,523.73	\$32,000.00	\$32,000.00	\$32,000.00	
5485-423	Vehicle Parts/Supplies Snow & Ice	\$11,738.26	\$0.00	\$35,325.98	\$12,000.00	\$12,000.00	\$12,000.00	
5292-490	Meal Monies	\$290.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Overtime
		\$340,000.00	\$1,118,939.95	\$1,284,873.78	\$650,000.00	\$700,000.00	\$700,000.00	

STREET LIGHTING - 424 BUDGET SUMMARY

Department Mission, Programs, and Services

The Street Lighting budget is managed by the Facilities and Public Works departments. The budget includes funds for the utilities to operate the Town's street lights.

Significant Changes From FY14

Significant Changes Requested for FY16

Due to anticipated increases in energy costs, the Town Manager's budget recommendation reflects an increase of \$56,656 over the prior year's budget.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Street Lighting	\$232,476.83	\$249,237.55	\$203,809.61	\$250,000.00	\$336,656.00	\$336,656.00
Operating Capital	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$232,476.83	\$249,237.55	\$203,809.61	\$250,000.00	\$336,656.00	\$336,656.00

STREET LIGHTING

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5383	Street Lighting	\$232,476.83	\$249,237.55	\$203,809.61	\$250,000.00	\$336,656.00	\$336,656.00	
5855	Operating Capital	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
		\$232,476.83	\$249,237.55	\$203,809.61	\$250,000.00	\$336,656.00	\$336,656.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5383	Street Lighting							
	Nstar Streetlighting		\$12.00	10,000.00	10,000.00	\$150,000.00	\$150,000.00	
	AECOM LED Streetlighting Projects		\$1.00	113,156.00	113,156.00	\$113,156.00	\$113,156.00	
	Coviello/Bell Traffic Signal Repairs		\$1.00	50,000.00	50,000.00	\$50,000.00	\$50,000.00	
	Visionaire Roadway LX LED fixtures		\$1.00	23,500.00	23,500.00	\$23,500.00	\$23,500.00	
Account Subtotal						\$336,656.00	\$336,656.00	
5871	Operating Capital							
Account Subtotal						\$0.00	\$0.00	

RUBBISH AND RECYCLING - 430 BUDGET SUMMARY

Department Mission, Programs, and Services

The Rubbish & Recycling budget is managed by the Public Works department. The budget includes funds for the Town's contracted service for rubbish disposal and recycling, and for the residential equipment associated with the program.

Significant Changes From FY14

Significant Changes Requested for FY16

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Rubbish & Recycling Contract	\$2,038,146.39	\$2,107,699.92	\$2,075,987.55	\$1,950,000.00	\$1,950,000.00	\$1,950,000.00
Supplies	\$4,163.00	\$3,416.75	\$14,772.50	\$28,000.00	\$28,000.00	\$28,000.00
TOTAL	\$2,042,309.39	\$2,111,116.67	\$2,090,760.05	\$1,978,000.00	\$1,978,000.00	\$1,978,000.00

RUBBISH AND RECYCLING RUBBISH AND RECYCLING CONTRACT

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5291	Rubbish/Recycling Contract	\$2,038,146.39	\$2,107,699.92	\$2,075,987.55	\$1,950,000.00	\$1,950,000.00	\$1,950,000.00	
		\$2,038,146.39	\$2,107,699.92	\$2,075,987.55	\$1,950,000.00	\$1,950,000.00	\$1,950,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5291	Rubbish/Recycling Contract							
Collection of solid waste, lump sum	7/1-12/31/14	\$547,200.00	0.50	0.50	\$273,600.00	\$273,600.00		Waste Management contract, 2014-2019; base costs and collection estimates, 7/1/14-6/30/15
	1/1-6/30/15	\$563,616.00	0.50	0.50	\$281,808.00	\$281,808.00		
Recyclable collections, lump sum	7/1-12/31/14	\$321,600.00	0.50	0.50	\$160,800.00	\$160,800.00		
	1/1-6/30/15	\$331,248.00	0.50	0.50	\$165,624.00	\$165,624.00		
Leaf and yard waste collection, 35 weeks	7/1-12/31/14	\$7,385.00	17.50	17.50	\$129,238.00	\$129,238.00		
	1/1-6/30/15	\$7,606.00	17.50	17.50	\$133,105.00	\$133,105.00		
Recyclable collections, lump sum	7/1-12/31/14	\$7,385.00	0.50	0.50	\$3,693.00	\$3,693.00		
	1/1-6/30/15	\$7,606.00	0.50	0.50	\$3,803.00	\$3,803.00		
White goods collections	7/1-12/31/14	\$25.00	7,500.00	7,500.00	\$187,500.00	\$187,500.00		
	1/1-6/30/15	\$25.75	7,500.00	7,500.00	\$193,125.00	\$193,125.00		
Burnable bulk collections	7/1-12/31/14	\$20.00	7,500.00	7,500.00	\$150,000.00	\$150,000.00		
	1/1-6/30/15	\$20.60	7,500.00	7,500.00	\$154,500.00	\$154,500.00		
Cathode ray tube collections	7/1-12/31/14	\$25.00	1,000.00	1,000.00	\$25,000.00	\$25,000.00		
	1/1-6/30/15	\$25.75	1,000.00	1,000.00	\$25,750.00	\$25,750.00		
Reserve for increased collections		\$1.00	62,454.00	62,454.00	\$62,454.00	\$62,454.00		
Account Subtotal						\$1,950,000.00	\$1,950,000.00	

RUBBISH AND RECYCLING SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5510	Educational Supplies	\$0.00	\$3,416.75	\$0.00	\$0.00	\$0.00	\$0.00	
5560	Rubbish & Recycling Supplies	\$4,163.00	\$0.00	\$14,772.50	\$28,000.00	\$28,000.00	\$28,000.00	
		\$4,163.00	\$3,416.75	\$14,772.50	\$28,000.00	\$28,000.00	\$28,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5510	Educational Supplies					\$0.00	\$0.00	
						\$0.00	\$0.00	
Account Subtotal						\$0.00	\$0.00	
5560	Rubbish & Recycling Supplies							
	Toter replacements		\$55.00	400.00	400.00	\$22,000.00	\$22,000.00	
	Monthly trash cart, dumpster service		\$500.00	12.00	12.00	\$6,000.00	\$6,000.00	
Account Subtotal						\$28,000.00	\$28,000.00	

BOARD OF HEALTH - 510 BUDGET SUMMARY

Department Mission, Programs, and Services

The mission of the Board of Health is to promote physical and mental health, and to prevent disease, illness, injury, and disability. The department conducts regular health programs (bi-monthly blood pressure clinics, seasonal flu clinics, weight loss programs) and inspections (residential, food and retail, septic installation, pools, camps, tattoo parlor, tobacco, and indoor air quality), and responds to various nuisance complaints such as trash, odor, and noise.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Health Director	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Health Director	1.0	1.0	1.0	1.0	1.0	1.0
Public Health Nurse	0.6	0.6	0.6	0.6	1.0	0.6
Animal Inspector	0.0	0.0	0.0	0.0	0.0	0.0
Environmental Inspector	0.0	0.0	0.0	0.0	1.0	0.0
Administrative Assistant II	1.0	1.0	1.0	1.0	1.0	1.0
	3.6	3.6	3.6	3.6	5.0	3.6

Significant Changes From FY14

Significant Changes Requested for FY16

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$208,684.58	\$213,579.45	\$232,990.94	\$248,982.00	\$303,360.00	\$278,964.00
Purchase of Services	\$976.37	\$723.54	\$2,273.11	\$3,600.00	\$3,600.00	\$3,600.00
Supplies	\$1,521.91	\$939.79	\$409.21	\$840.00	\$840.00	\$840.00
Other Charges & Expenses	\$10,479.07	\$10,582.95	\$11,027.08	\$1,960.00	\$2,168.00	\$2,168.00
Hazardous Waste Collection	\$5,836.00	\$7,740.00	\$8,828.88	\$9,243.00	\$9,043.00	\$9,043.00
TOTAL	\$227,497.93	\$233,565.73	\$255,529.22	\$264,625.00	\$319,011.00	\$294,615.00

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 ESTIMATE
Charges for Services	\$107,719.50	\$103,809.75	\$107,296.25	\$150,000.00	\$0.00
TOTAL	\$107,719.50	\$103,809.75	\$107,296.25	\$150,000.00	\$0.00

BOARD OF HEALTH PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMENDATION				
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	FTE	BUDGET			
BOARD OF HEALTH																							
5110-512	Board of Health	Members	N/A	N/A	0.0	N/A	\$0.00	26.1	\$1,050.00	\$0.00	\$1,050.00	0.0	N/A	\$0.00	26.2	\$350.00	\$350.00	\$350.00	0.0	\$350.00			
Subtotal					0.0				\$1,050.00	\$0.00	\$1,050.00	0.0					\$350.00	\$0.00	\$350.00	0.0	\$350.00		
MANAGEMENT																							
5110-511	Health Director	Cardinale	M-5	7/1	1.0	7	\$3,425.69	26.1	\$89,410.51	\$310.00	\$89,721.00	1.0	7	\$3,425.69	26.2	\$89,753.08	\$0.00	\$89,754.00	1.0	\$89,754.00			
Subtotal					1.0				\$89,410.51	\$310.00	\$89,721.00	1.0					\$89,753.08	\$0.00	\$89,754.00	1.0	\$89,754.00		
TECHNICAL STAFF																							
5110-513	Assistant Health Director	Flanagan	TS-3	1/1	1.0	7	\$2,430.00	13.05	\$31,711.50	\$150.00	\$31,862.00	1.0	7	\$2,430.00	26.2	\$63,666.00	\$150.00	\$63,816.00	1.0	\$63,816.00			
5110-514	Animal Inspector		N/A	N/A	0.0	N/A	\$537.50	2.0	\$1,075.00	\$0.00	\$1,075.00	0.0	N/A	\$537.50	2.0	\$1,075.00	\$0.00	\$1,075.00	0.0	\$1,075.00			
5110-515	Environmental Inspector		TS-3	N/A	0.0	N/A	\$0.00	0.0	\$0.00	\$0.00	\$0.00	0.5		\$931.13	26.2	\$24,395.48	\$0.00	\$24,396.00	0.0	\$0.00			
5110-522	Public Health Nurse		TS-3	7/1	0.6	4	\$1,753.20	20.5	\$35,940.60	\$0.00	\$35,941.00	0.0	5	\$2,267.25	26.2	\$59,401.25	\$0.00	\$59,402.00	0.0	\$59,402.00			
Subtotal					1.6				\$68,727.10	\$150.00	\$68,878.00	1.5					\$148,537.73	\$150.00	\$148,689.00	1.0	\$124,293.00		
SUPPORT STAFF																							
5110-519	Admin. Assistant I	Conway	SS-3	N/A	1.0	7	\$2,000.25	26.1	\$52,206.53	\$150.00	\$52,357.00	1.0	7	\$2,000.25	26.2	\$52,406.55	\$150.00	\$52,557.00	1.0	\$52,557.00			
Subtotal					1.0				\$52,206.53	\$150.00	\$52,357.00	1.0					\$52,406.55	\$150.00	\$52,557.00	1.0	\$52,557.00		
CONTRACTUAL ALLOWANCES																							
5192	Car Allowance	Cardinale	N/A	N/A	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	\$4,500.00			
5192	Car Allowance	Flanagan	N/A	N/A	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	0.0	\$4,500.00			
	Uniform	Flanagan	N/A	N/A	0.0	N/A	\$700.00	1.0	\$700.00	\$0.00	\$700.00	0.0	N/A	\$350.00	1.0	\$350.00	\$0.00	\$350.00	0.0	\$350.00			
	Uniform	2 staff	N/A	N/A	0.0	N/A	\$0.00	0.0	\$0.00	\$0.00	\$0.00	0.0	N/A	\$700.00	1.0	\$700.00	\$0.00	\$700.00	0.0	\$700.00			
	Protective Shoes	3 staff	N/A	N/A	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	0.0	N/A	\$450.00	1.0	\$450.00	\$0.00	\$450.00	0.0	\$450.00			
Subtotal					0.0				\$9,850.00	\$0.00	\$9,850.00	0.0					\$10,500.00	\$0.00	\$10,500.00	0.0	\$10,500.00		
OTHER PERSONNEL SERVICES																							
5193	License Renewals		N/A	N/A	0.0	N/A	\$1,510.00	1.0	\$1,510.00	\$0.00	\$1,510.00	0.0	N/A	\$1,510.00	1.0	\$1,510.00	\$0.00	\$1,510.00	0.0	\$1,510.00			
Subtotal					0.0				\$1,510.00	\$0.00	\$1,510.00	0.0					\$1,510.00	\$0.00	\$1,510.00	0.0	\$1,510.00		
TOTAL PERSONNEL SERVICES									3.6				\$222,754.13	\$610.00	\$223,366.00	3.5			\$303,057.35	\$300.00	\$303,360.00	3.0	\$278,964.00

Contractual Allowances and Other Personnel Services transferred from Supplies and Other Charges & Expenses. See Other Charges & Expenses for detailed License Renewal Schedule.

BOARD OF HEALTH PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5312	Crisis Services	\$140.00	\$54.73	\$0.00	\$500.00	\$500.00	\$500.00	
5313	Medical Services	\$278.33	\$130.51	\$39.93	\$500.00	\$500.00	\$500.00	
5316	Technology Support	\$0.00	\$0.00	\$1,700.00	\$2,000.00	\$2,000.00	\$2,000.00	
5343	Printing	\$558.04	\$538.30	\$533.18	\$600.00	\$600.00	\$600.00	
		\$976.37	\$723.54	\$2,273.11	\$3,600.00	\$3,600.00	\$3,600.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5312	Crisis Services							
	Animal intervention service	Animal	\$50.00	10.00	10.00	\$500.00	\$500.00	
Account Subtotal						\$500.00	\$500.00	
5313	Medical Services							
	Clinic equipment maintenance	Medical	\$250.00	2.00	2.00	\$500.00	\$500.00	
Account Subtotal						\$500.00	\$500.00	
5316	Technology Support							
	Licensing & inspections software	Inspections	\$166.67	12.00	12.00	\$2,000.00	\$2,000.00	MetVerse IS by Arvalogic
Account Subtotal						\$2,000.00	\$2,000.00	
5343	Printing							
	Permits	Inspections	\$0.50	600.00	600.00	\$300.00	\$300.00	
	Inspection forms	Inspections	\$0.50	600.00	600.00	\$300.00	\$300.00	
Account Subtotal						\$600.00	\$600.00	

BOARD OF HEALTH SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$983.96	\$631.42	\$0.00	\$0.00			Moved to Medical Supplies
5500	Medical/Inspectional Supplies	\$0.00	\$0.00	\$86.61	\$840.00	\$840.00	\$840.00	
5584	Uniforms	\$537.95	\$308.37	\$168.63	\$0.00			Moved to Personnel Services
5586	Protective Shoes	\$0.00	\$0.00	\$153.97	\$0.00			Moved to Personnel Services
		\$1,521.91	\$939.79	\$409.21	\$840.00	\$840.00	\$840.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5500	Medical/Inspectional Supplies							
	Laser thermometer	Medical	\$120.00	1.00	1.00	\$120.00	\$120.00	
	Thermometers	Medical	\$30.00	3.00	3.00	\$90.00	\$90.00	
	Dishwasher test strips	Inspections	\$100.00	4.00	4.00	\$400.00	\$400.00	
	Pool test kit	Inspections	\$180.00	1.00	1.00	\$180.00	\$180.00	
	Pool test chemicals	Inspections	\$50.00	1.00	1.00	\$50.00	\$50.00	
Account Subtotal						\$840.00	\$840.00	
5584	Uniforms							
	Uniform, Nurse	Medical	\$350.00	2.00	0.00	\$700.00	\$0.00	
	Uniform, Environmental Inspector	Inspections	\$350.00	2.00	0.00	\$700.00	\$0.00	
	Uniform, Asst Health Director	Inspections	\$350.00	1.00	0.00	\$350.00	\$0.00	
Account Subtotal						\$1,750.00	\$0.00	
5586	Protective Shoes							
	Shoes, Environmental Inspector	Inspections	\$150.00	2.00	0.00	\$300.00	\$0.00	
	Shoes, Asst Health Director	Inspections	\$150.00	1.00	0.00	\$150.00	\$0.00	
Account Subtotal						\$450.00	\$0.00	

BOARD OF HEALTH HAZARDOUS WASTE COLLECTION

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5786	Hazardous Waste Collection	\$5,836.00	\$7,740.00	\$8,828.88	\$9,243.00	\$9,043.00	\$9,043.00	
		\$5,836.00	\$7,740.00	\$8,828.88	\$9,243.00	\$9,043.00	\$9,043.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5786	Hazardous Waste Collection							
	Half car fee	Hazardous Waste	\$25.00	175.00	175.00	\$4,375.00	\$4,375.00	
	Full car fee	Hazardous Waste	\$45.00	100.00	100.00	\$4,500.00	\$4,500.00	
	Police detail, 4 hours	Hazardous Waste	\$42.00	4.00	4.00	\$168.00	\$168.00	
Account Subtotal						\$9,043.00	\$9,043.00	

BOARD OF HEALTH OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5192	Car Allowance	\$0.00	\$9,000.00	\$9,000.00	\$0.00			Moved to Personnel Services
5193	License Renewal	\$0.00	\$0.00	\$706.00	\$0.00			Moved to Personnel Services
5305	Meetings & Conferences	\$0.00	\$0.00	\$1,065.00	\$1,300.00	\$1,500.00	\$1,500.00	
5710	Travel Expenses	\$9,333.07	\$76.95	\$66.08	\$300.00	\$308.00	\$308.00	
5730	Dues & Memberships	\$1,146.00	\$1,506.00	\$190.00	\$360.00	\$360.00	\$360.00	
		\$10,479.07	\$10,582.95	\$11,027.08	\$1,960.00	\$2,168.00	\$2,168.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5192	Car Allowance							
	Monthly allowance, Health Director	Inspections	\$375.00			\$0.00	\$0.00	
	Monthly allowance, Asst Health Director	Inspections	\$375.00			\$0.00	\$0.00	
Account Subtotal						\$0.00	\$0.00	
5193	License Renewal							
	Registered sanitarian license	Inspections	\$90.00			\$0.00	\$0.00	Annual renewal
	Registered sanitarian continuing ed	Inspections	\$30.00			\$0.00	\$0.00	
	Soil evaluator & systems insp license	Inspections	\$120.00			\$0.00	\$0.00	3-year license, renewal in 2016
	Soil evaluator continuing ed	Inspections	\$30.00			\$0.00	\$0.00	
	Systems inspector continuing ed	Inspections	\$30.00			\$0.00	\$0.00	
	Certified pool operator (Director)	Inspections	\$310.00			\$0.00	\$0.00	5-year license, renewal in 2014
	Certified pool operator (Asst Director)	Inspections	\$310.00			\$0.00	\$0.00	5-year license, renewal in 2018
	Certified pool inspector	Inspections	\$0.00			\$0.00	\$0.00	
	Serve safe certification	Inspections	\$175.00			\$0.00	\$0.00	5-year license, renewal in 2019
	Healthy homes specialist	Inspections	\$85.00			\$0.00	\$0.00	2-year license, renewal in 2016
	Healthy homes continuing ed	Inspections	\$10.00			\$0.00	\$0.00	
	Certified food safety prof. license	Inspections	\$125.00			\$0.00	\$0.00	5-year license, renewal in 2016
	Certified food safety continuing ed	Inspections	\$10.00			\$0.00	\$0.00	
	Registered nurse license	Inspections	\$120.00			\$0.00	\$0.00	Annual renewal
Account Subtotal						\$0.00	\$0.00	
5305	Meetings & Conferences							
	Mass Health Officers Assn	Inspections	\$1,500.00	1.00	1.00	\$1,500.00	\$1,500.00	
Account Subtotal						\$1,500.00	\$1,500.00	
5710	Travel Expenses							
	Mileage reimbursement, Nurse	Medical	\$0.575	535.00	535.00	\$308.00	\$308.00	
Account Subtotal						\$308.00	\$308.00	
5730	Dues & Memberships							
	Mass Health Officers Assn	Inspections	\$60.00	2.00	2.00	\$120.00	\$120.00	
	Mass Environmental Health Assn	Inspections	\$25.00	2.00	2.00	\$50.00	\$50.00	
	National Environmental Health Assn	Inspections	\$95.00	2.00	2.00	\$190.00	\$190.00	
Account Subtotal						\$360.00	\$360.00	

COUNCIL ON AGING - 541

BUDGET SUMMARY

Department Mission, Programs, and Services

The Council on Aging is a department of the Town of Dedham, with a Board appointed by the Town Manager. The mission of the Council is to serve the citizens of Dedham aged sixty and over as follows:

- Assess and respond to their needs, issues, interests, and preferences;
- Design and implement programs and services that promote independence, well-being, safety, and dignity.
- Provide information and referrals about, and assist seniors to benefit from available resources; and
- Educate the community at large about the issues unique to older adults.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Council On Aging Director	1.0	1.0	1.0	1.0	1.0	1.0
Assistant to Director	1.0	1.0	1.0	1.0	1.0	1.0
Outreach Worker	1.0	1.0	1.0	1.0	1.0	1.0
Van Driver	0.75	0.75	0.75	0.75	0.75	0.75
	3.75	3.75	3.75	3.75	3.75	3.75

Significant Changes Requested for FY16

No Changes

Ongoing Projects and Initiatives

New Senior Center

Explanation of Increase or Decrease Associated with Maintaining Service Level.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$200,465.00	\$203,841.00	\$214,383.80	\$224,221.00	\$217,569.00	\$217,569.00
Purchase of Services	\$933.23	\$1,058.53	\$1,853.97	\$1,865.00	\$1,865.00	\$1,865.00
Supplies	\$5,906.45	\$4,485.27	\$6,950.37	\$5,900.00	\$5,540.00	\$5,540.00
Other Charges & Expenses	\$275.00	\$455.23	\$40.00	\$1,324.00	\$1,325.00	\$1,325.00
TOTAL	\$207,579.68	\$209,840.03	\$223,228.14	\$233,310.00	\$226,299.00	\$226,299.00

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 ESTIMATE
Charges for Services	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

COUNCIL ON AGING PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	
MANAGEMENT																			
5110-541	Council On Aging Director	Leventhal	M-4	7/1	1.0	7	\$3,118.42	26.1	\$81,390.76	\$0.00	\$81,391.00	1.0	7	\$3,118.42	26.2	\$81,702.60	\$0.00	\$81,703.00	\$81,703.00
Subtotal					1.0				\$81,390.76	\$0.00	\$81,391.00	1.0				\$81,702.60	\$0.00	\$81,703.00	\$81,703.00
TECHNICAL STAFF																			
5110-550	Outreach Worker	Allen	TS-3	N/A	1.0	7	\$2,430.00	26.1	\$63,423.00	\$150.00	\$63,573.00	1.0	7	\$2,430.00	26.2	\$63,666.00	\$230.00	\$63,896.00	\$63,896.00
Subtotal					1.0				\$63,423.00	\$150.00	\$63,573.00	1.0				\$63,666.00	\$230.00	\$63,896.00	\$63,896.00
SUPPORT STAFF																			
5110-549	Assistant to Director	Hodgdon	SS-2	7/1	0.5	6	\$1,878.00	13.0	\$24,414.00	\$0.00	\$24,414.00	0.0	0	\$0.00	26.2	\$0.00	\$0.00	\$0.00	\$0.00
5110-549	Assistant to Director	Renehan	SS-2	7/1	0.5	2	\$1,568.25	13.0	\$20,387.25	\$0.00	\$20,388.00	1.0	3	\$1,620.75	26.2	\$42,463.65	\$0.00	\$42,464.00	\$42,464.00
5110-551	Van Driver	Alderman	SS-1	7/1	0.75	2	\$1,088.64	26.1	\$28,413.50	\$0.00	\$28,414.00	0.75	3	\$1,126.16	26.2	\$29,505.39	\$0.00	\$29,506.00	\$29,506.00
Adjustment - salaries									\$6,043.48		\$6,041.00								
Subtotal					1.75				\$79,258.23	\$0.00	\$79,257.00	1.75				\$71,969.04	\$0.00	\$71,970.00	\$71,970.00
TOTAL PERSONNEL SERVICES					3.75				\$224,072.00	\$150.00	\$224,221.00	3.75				\$217,337.65	\$230.00	\$217,569.00	\$217,569.00

COUNCIL ON AGING PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5343	Printing	\$0.00	\$0.00	\$0.00	\$0.00			
5350	Program Activities	\$933.23	\$1,058.53	\$1,853.97	\$1,865.00	\$1,865.00	\$1,865.00	
		\$933.23	\$1,058.53	\$1,853.97	\$1,865.00	\$1,865.00	\$1,865.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5350	Program Activities							
	Over 90s event invitations	Programs	\$1.80	250.00	250.00	\$450.00	\$450.00	
	Over 90s event centerpieces	Programs	\$15.00	20.00	20.00	\$300.00	\$300.00	
	Over 90s event décor	Programs	\$50.00	1.00	1.00	\$50.00	\$50.00	
	Special presenters	Programs	\$200.00	3.00	3.00	\$600.00	\$600.00	
	Community presenters	Programs	\$0.00	9.00	9.00	\$0.00	\$0.00	
	Seasonal events	Programs	\$50.00	4.00	4.00	\$200.00	\$200.00	
	Gardening programs	Programs	\$50.00	2.00	2.00	\$100.00	\$100.00	
	DVD license	Programs	\$165.00	1.00	1.00	\$165.00	\$165.00	
Account Subtotal						\$1,865.00	\$1,865.00	

COUNCIL ON AGING SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$1,500.47	\$0.00	\$0.00	\$0.00			Moved to Central Purchasing
5481	Vehicle Fuel Unleaded	\$2,886.74	\$2,889.96	\$2,976.07	\$3,000.00	\$2,640.00	\$2,640.00	
5485	Vehicle Parts/Supplies	\$0.00	\$0.00	\$2,184.89	\$1,560.00	\$1,560.00	\$1,560.00	
5490	Food & Food Supplies	\$1,519.24	\$1,595.31	\$1,789.41	\$1,340.00	\$1,340.00	\$1,340.00	
		\$5,906.45	\$4,485.27	\$6,950.37	\$5,900.00	\$5,540.00	\$5,540.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5481	Vehicle Fuel Unleaded							
	Fuel, transportation program	Transportation	\$2.75	960.00	960.00	\$2,640.00	\$2,640.00	
Account Subtotal						\$2,640.00	\$2,640.00	
5485	Vehicle Parts/Supplies							
	Repairs	Transportation	\$500.00	2.00	2.00	\$1,000.00	\$1,000.00	
	Parts & supplies	Transportation	\$45.00	4.00	4.00	\$180.00	\$180.00	
	Oil changes	Transportation	\$40.00	8.00	8.00	\$320.00	\$320.00	
	Inspections	Transportation	\$30.00	2.00	2.00	\$60.00	\$60.00	
Account Subtotal						\$1,560.00	\$1,560.00	
5490	Food & Food Supplies							
	Over 90s event cake	Programs	\$100.00	1.00	1.00	\$100.00	\$100.00	
	VFW picnic	Programs	\$100.00	1.00	1.00	\$100.00	\$100.00	
	American Legion picnic	Programs	\$100.00	1.00	1.00	\$100.00	\$100.00	
	Luncheons	Programs	\$80.00	3.00	3.00	\$240.00	\$240.00	
	Host meetings	Management	\$25.00	8.00	8.00	\$200.00	\$200.00	
	Coffee	Programs	\$1.60	250.00	250.00	\$400.00	\$400.00	
	Water bubbler	Programs	\$16.67	12.00	12.00	\$200.00	\$200.00	
Account Subtotal						\$1,340.00	\$1,340.00	

COUNCIL ON AGING OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$0.00	\$219.00	\$40.00	\$300.00	\$300.00	\$300.00	
5710	Travel Expenses	\$0.00	\$0.00	\$0.00	\$68.00	\$69.00	\$69.00	
5730	Dues & Memberships	\$275.00	\$236.23	\$0.00	\$956.00	\$956.00	\$956.00	
		\$275.00	\$455.23	\$40.00	\$1,324.00	\$1,325.00	\$1,325.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5305	Meetings & Conferences							
	Employee trainings	Management	\$150.00	2.00	2.00	\$300.00	\$300.00	
Account Subtotal						\$300.00	\$300.00	
5710	Travel Expenses							
	Mass Council On Aging meetings	Management	\$0.575	120.00	120.00	\$69.00	\$69.00	
Account Subtotal						\$69.00	\$69.00	
5730	Dues & Memberships							
	Mass Council On Aging	Management	\$956.00	1.00	1.00	\$956.00	\$956.00	
Account Subtotal						\$956.00	\$956.00	

YOUTH COMMISSION - 542 BUDGET SUMMARY

Department Mission, Programs, and Services

The Dedham Youth Commission, in accordance with Chapter 40, Section 8E of the General Laws of the Commonwealth of Massachusetts, is established for the purpose of providing social, educational, recreational and health programs to the young people of Dedham. We provide daily, weekly, monthly and yearly services, programs and events to fulfill our mission. We partner and collaborate with all sectors of the Dedham community to achieve this mission (schools, businesses, town government, youth, parents, community groups, and other organizations). Free confidential individual and group counseling is available from our trained and committed licensed clinician.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Youth Commission Director	1.0	1.0	1.0	1.0	1.0	1.0
Youth Services Counselor	1.0	1.0	1.0	1.0	1.0	1.0
Youth Coordinator	1.0	1.0	1.0	1.0	1.0	1.0
Administrative Assistant II	1.0	1.0	1.0	1.0	1.0	1.0
	4.0	4.0	4.0	4.0	4.0	4.0

Significant Changes Requested for FY16

Ongoing Projects and Initiatives

Explanation of Increase or Decrease Associated with Maintaining Service Level.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$194,103.57	\$232,475.25	\$248,408.94	\$265,239.00	\$267,417.00	\$267,417.00
Purchase of Services	\$2,171.28	\$1,795.70	\$2,517.00	\$2,975.00	\$2,975.00	\$2,975.00
Supplies	\$1,070.21	\$1,620.74	\$756.09	\$1,221.00	\$1,221.00	\$1,221.00
Other Charges & Expenses	\$5,697.13	\$6,300.00	\$6,660.00	\$360.00	\$1,860.00	\$1,860.00
TOTAL	\$203,042.19	\$242,191.69	\$258,342.03	\$269,795.00	\$273,473.00	\$273,473.00

YOUTH COMMISSION PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP	DATE	FY 2015 BUDGET						FY 2016 BUDGET REQUEST						FY16 TOWN MANAGER RECOMMEND	
						FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES		LONG- EVITY
MANAGEMENT																			
5110-542	Youth Commission Director	Blaney	M-4	1/1	1.0	7	\$3,118.42	13.05	\$40,695.38	\$0.00	\$40,696.00	1.0	7	\$3,118.42	26.20	\$81,702.60	\$0.00	\$81,703.00	\$81,703.00
						6	\$3,014.52	13.05	\$39,339.49	\$0.00	\$39,340.00								
					Subtotal	1.0			\$80,034.87	\$0.00	\$80,036.00	1.0				\$81,702.60	\$0.00	\$81,703.00	\$81,703.00
TECHNICAL STAFF																			
5110-555	Youth Services Counselor	Osei-Mensah	TS-3	1/1	1.0	4	\$2,191.50	13.05	\$28,599.08	\$0.00	\$28,600.00	1.0	5	\$2,267.25	13.10	\$29,700.98	\$0.00	\$29,701.00	\$29,701.00
			TS-3	1/1	1.0	3	\$2,116.50	13.05	\$27,620.33	\$1.00	\$27,622.00		4	\$2,191.50	13.10	\$28,708.65	\$0.00	\$28,709.00	\$28,709.00
5110-555	Youth Coordinator	Cabral	TS-2	N/A	1.0	7	\$2,260.50	26.1	\$58,999.05	\$150.00	\$59,150.00	1.0	7	\$2,260.50	26.2	\$59,225.10	\$150.00	\$59,376.00	\$59,376.00
					Subtotal	3.0			\$115,218.45	\$151.00	\$115,372.00	2.0				\$117,634.73	\$150.00	\$117,786.00	\$117,786.00
SUPPORT STAFF																			
5110-549	Admin. Assistant II	Treacy	SS-2	N/A	1.0	7	\$1,860.00	26.1	\$48,546.00	\$230.00	\$48,776.00	1.0	7	\$1,860.00	26.2	\$48,732.00	\$230.00	\$48,962.00	\$48,962.00
					Subtotal	1.0			\$48,546.00	\$230.00	\$48,776.00	1.0				\$48,732.00	\$230.00	\$48,962.00	\$48,962.00
OTHER PERSONNEL SERVICES																			
5123	Summer Worker		N/A	N/A	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	\$750.00
5123	Summer Worker		N/A	N/A	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	\$750.00
5123	Summer Worker		N/A	N/A	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	\$750.00
5123	Summer Worker		N/A	N/A	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	\$750.00
5123	Summer Worker		N/A	N/A	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	\$750.00
5123	Summer Worker		N/A	N/A	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	\$750.00
5123	Summer Worker		N/A	N/A	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	\$750.00
5123	Summer Worker		N/A	N/A	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	\$750.00
5123	Summer Worker		N/A	N/A	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	N/A	N/A	\$150.00	5.0	\$750.00	\$0.00	\$750.00	\$750.00
5123	Youth Worker		N/A	N/A	N/A	N/A	\$240.00	26.1	\$6,264.00	\$0.00	\$6,264.00	N/A	N/A	\$180.00	26.2	\$4,716.00	\$0.00	\$4,716.00	\$4,716.00
5192	Car Allowance	Blaney	N/A	N/A	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	\$2,250.00
					Subtotal	0.0			\$16,014.00	\$0.00	\$16,014.00	0.0				\$14,466.00	\$0.00	\$14,466.00	\$14,466.00
CONTRACTUAL ALLOWANCES																			
5192	Car Allowance	Osei-Mensah			0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	\$2,250.00
5192	Car Allowance	Cabral			0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	\$2,250.00
	Adjustment - Salary								\$541.00		\$541.00								
					Subtotal	0.0			\$4,500.00	\$0.00	\$5,041.00	0.0				\$4,500.00	\$0.00	\$4,500.00	\$4,500.00
TOTAL PERSONNEL SERVICES						5.0			\$264,583.82	\$381.00	\$265,239.00	4.0				\$267,035.33	\$380.00	\$267,417.00	\$267,417.00

YOUTH COMMISSION PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5350	Program Activities	\$2,171.28	\$1,795.70	\$2,517.00	\$2,975.00	\$2,975.00	\$2,975.00	
		\$2,171.28	\$1,795.70	\$2,517.00	\$2,975.00	\$2,975.00	\$2,975.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5350	Program Activities							
	Mass Educational Opportunity Assn	College Prep	\$45.00	15.00	15.00	\$675.00	\$675.00	RISE
	Drug & alcohol prevention	Health	\$25.00	10.00	10.00	\$250.00	\$250.00	Veterans RD, You Lead
	College Bound conference	College Prep	\$25.00	10.00	10.00	\$250.00	\$250.00	
	Museum field trip	Social	\$15.00	10.00	10.00	\$150.00	\$150.00	
	Sport field trip	Social	\$15.00	10.00	10.00	\$150.00	\$150.00	
	Movie field trip	Social	\$15.00	10.00	10.00	\$150.00	\$150.00	
	Theater field trip	Social	\$15.00	10.00	10.00	\$150.00	\$150.00	BlueMan Group
	Career Day bus transportation	Career	\$300.00	1.00	1.00	\$300.00	\$300.00	Boston
	College Bound bus transportation	College Prep	\$300.00	1.00	1.00	\$300.00	\$300.00	Regis College
	RISE bus transportation	Social	\$300.00	1.00	1.00	\$300.00	\$300.00	Gunstock NH Zipling
	Meals for volunteer programs	Social	\$30.00	10.00	10.00	\$300.00	\$300.00	
Account Subtotal						\$2,975.00	\$2,975.00	

YOUTH COMMISSION SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$308.05	\$153.20	\$0.00	\$0.00			Moved to Central Purchasing
5481	Vehicle Fuel Unleaded	\$762.16	\$1,467.54	\$756.09	\$1,221.00	\$1,221.00	\$1,221.00	
5580	Program Supplies	\$0.00	\$0.00	\$0.00	\$0.00			
		\$1,070.21	\$1,620.74	\$756.09	\$1,221.00	\$1,221.00	\$1,221.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5481	Vehicle Fuel Unleaded							
	Fuel, unleaded		\$3.50	275.00	275.00	\$963.00	\$963.00	
	Oil changes		\$50.00	4.00	4.00	\$200.00	\$200.00	
	Inspection		\$29.00	2.00	2.00	\$58.00	\$58.00	
Account Subtotal						\$1,221.00	\$1,221.00	

YOUTH COMMISSION OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5192	Car Allowance	\$0.00	\$6,300.00	\$6,660.00	\$0.00			Moved to Personnel Services
5305	Conferences, Prof Dev	\$0.00	\$0.00	\$0.00	\$300.00	\$1,800.00	\$1,800.00	
5710	Travel Expenses	\$5,697.13	\$0.00	\$0.00	\$0.00			
5730	Dues & Memberships	\$0.00	\$0.00	\$0.00	\$60.00	\$60.00	\$60.00	
		\$5,697.13	\$6,300.00	\$6,660.00	\$360.00	\$1,860.00	\$1,860.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Conferences, Prof Dev							
	Mass Educational Opportunity Assn		\$75.00	4.00	4.00	\$300.00	\$300.00	
	Therapist Supervision/Trainings		\$75.00	20.00	20.00	\$1,500.00	\$1,500.00	For Youth Services Counselor
Account Subtotal						\$1,800.00	\$1,800.00	
5730	Dues & Memberships							
	Mass Educational Opportunity Assn		\$20.00	3.00	3.00	\$60.00	\$60.00	
Account Subtotal						\$60.00	\$60.00	

VETERANS SERVICES - 543 BUDGET SUMMARY

Department Mission, Programs, and Services

The department of Veteran's Services oversees the local administration of state and federal benefit programs available to eligible veterans and their dependents. The department provides outreach, counseling, service referral, application and eligibility determination, and informational assistance for benefit opportunities. State benefits are made available by the Massachusetts Department of Veterans Services, pursuant to Massachusetts General Laws, Chapter 115. Federal benefits are available through the the U.S. Veterans Administration. Benefits include: employment; service and non-service connected pensions; disability compensation; hospitalization; long term care; outpatient treatment; vocational rehabilitation; education; and others.

In addition, the department coordinates local events to honor and support the Town's past and present veterans, such as memorial activities and the annual Memorial Day event, and group trips for veterans to national monuments and tribute sites.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Veterans Agent / Procurement Officer	1.0	1.0	0.0	0.0	0.0	0.0
Veterans Services Officer	0.0	0.0	1.0	1.0	1.0	1.0
Administrative Assistant II	1.0	1.0	1.0	1.0	1.0	0.8
	2.0	2.0	2.0	2.0	2.0	1.8

Significant Changes Requested for FY16

Ongoing Projects and Initiatives

Explanation of Increase or Decrease Associated with Maintaining Service Level.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$104,468.82	\$84,995.65	\$94,064.05	\$87,558.00	\$91,464.00	\$91,464.00
Purchase of Services	\$1,411.28	\$1,178.98	\$1,554.73	\$5,000.00	\$5,000.00	\$5,000.00
Supplies	\$1,008.70	\$87.92	\$228.99	\$300.00	\$300.00	\$300.00
Memorial Day Program	\$5,494.27	\$5,421.21	\$4,809.47	\$5,700.00	\$6,000.00	\$6,000.00
Other Charges & Expenses	\$297.17	\$2,998.79	\$2,744.11	\$3,365.00	\$3,414.00	\$3,414.00
Veterans Benefits	\$65,558.45	\$72,839.65	\$87,241.41	\$112,400.00	\$112,400.00	\$112,400.00
TOTAL	\$178,238.69	\$167,522.20	\$190,642.76	\$214,323.00	\$218,578.00	\$218,578.00

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ESTIMATE	FY16 ESTIMATE
State Revenue	\$44,737.00	\$48,636.00	\$52,942.00	\$61,208.00	\$69,300.00
TOTAL	\$44,737.00	\$48,636.00	\$52,942.00	\$61,208.00	\$69,300.00

OTHER REVENUES

REVOLVING FUNDS	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ESTIMATE	FY16 ESTIMATE	NOTES
Veterans Revolving		\$928.00	\$400.00	\$400.00	\$400.00	Fund Balance a/o 06/30/14 is 1,328

VETERANS SERVICES PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	
MANAGEMENT																			
5110-543	Veterans Services Officer	Aitken	M-1	7/1	1.0	6	\$2,121.73	26.1	\$55,377.15	\$0.00	\$55,378.00	1.0	7	\$2,194.38	26.2	\$57,492.76	\$0.00	\$57,493.00	\$57,493.00
Subtotal					1.0				\$55,377.15	\$0.00	\$55,378.00	1.0				\$57,492.76	\$0.00	\$57,493.00	\$57,493.00
SUPPORT STAFF																			
5110-549	Admin. Assistant II	New Hire	FS-2	7/1	1.0	2	\$1,568.25	13.05	\$15,807.00	\$0.00	\$15,807.00								
5110-549	Admin. Assistant II	New Hire	SS-2	7/1	1	2	\$1,254.60	13.05	\$16,372.53	\$0.00	\$16,373.00	0.8	3	\$1,296.60	26.20	\$33,970.92	\$0.00	\$33,971.00	\$33,971.00
Subtotal					2.0				\$32,179.53	\$0.00	\$32,180.00	0.8				\$33,970.92	\$0.00	\$33,971.00	\$33,971.00
TOTAL PERSONNEL SERVICES					3.0				\$87,556.68	\$0.00	\$87,558.00	1.8				\$91,463.68	\$0.00	\$91,464.00	\$91,464.00

VETERANS SERVICES PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5301	Professional/Technical	\$1,411.28	\$1,178.98	\$1,554.73	\$5,000.00	\$5,000.00	\$5,000.00	
		\$1,411.28	\$1,178.98	\$1,554.73	\$5,000.00	\$5,000.00	\$5,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5301	Professional/Technical							
	Parking ticket contract	Parking Tickets	\$5,000.00	1.00	1.00	\$5,000.00	\$5,000.00	
Account Subtotal						\$5,000.00	\$5,000.00	

VETERANS SERVICES SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5429	Office Supplies, Specialized	\$1,008.70	\$87.92	\$228.99	\$300.00	\$300.00	\$300.00	
		\$1,008.70	\$87.92	\$228.99	\$300.00	\$300.00	\$300.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5429	Office Supplies, Specialized							
	Returning Home plaques	Ceremonies	\$75.00	3.00	3.00	\$225.00	\$225.00	
	Wreaths	Ceremonies	\$25.00	3.00	3.00	\$75.00	\$75.00	
Account Subtotal						\$300.00	\$300.00	

VETERANS SERVICES MEMORIAL DAY PROGRAM

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5393	Memorial Day Services	\$2,494.27	\$2,484.59	\$2,170.00	\$2,825.00	\$3,125.00	\$3,125.00	
5593	Memorial Day Supplies	\$3,000.00	\$2,936.62	\$2,639.47	\$2,875.00	\$2,875.00	\$2,875.00	
		\$5,494.27	\$5,421.21	\$4,809.47	\$5,700.00	\$6,000.00	\$6,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5393	Memorial Day Services							
	Catering	Ceremonies	\$1,600.00	1.00	1.00	\$1,600.00	\$1,600.00	
	Seating	Ceremonies	\$2.00	200.00	200.00	\$400.00	\$400.00	
	Wreaths	Ceremonies	\$100.00	7.00	4.00	\$700.00	\$700.00	Wreath replacements
	Wreaths for street signs	Ceremonies	\$25.00	17.00	17.00	\$425.00	\$425.00	Wreath replacements
Account Subtotal						\$3,125.00	\$3,125.00	
5593	Memorial Day Supplies							
	Flags and flagholders	Ceremonies	\$1.15	2,500.00	2,500.00	\$2,875.00	\$2,875.00	
Account Subtotal						\$2,875.00	\$2,875.00	

VETERANS SERVICES OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$297.17	\$998.94	\$445.00	\$365.00	\$365.00	\$365.00	
5710	Travel Expenses	\$0.00	\$1,999.85	\$2,299.11	\$3,000.00	\$3,049.00	\$3,049.00	
		\$297.17	\$2,998.79	\$2,744.11	\$3,365.00	\$3,414.00	\$3,414.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5305	Meetings & Conferences							
	Southeast Mass Veterans Assn	Veterans	\$20.00	4.00	4.00	\$80.00	\$80.00	Meetings
		Veterans	\$35.00	1.00	1.00	\$35.00	\$35.00	Membership
	Veteran Services Agents Assn	Veterans	\$50.00	1.00	1.00	\$50.00	\$50.00	
	Mass Veteran Service Officers Assn	Veterans	\$50.00	4.00	4.00	\$200.00	\$200.00	
Account Subtotal						\$365.00	\$365.00	
5710	Travel Expenses							
	Mass Veteran Service Officers Assn	Veterans	\$0.575	60	60	\$35.00	\$35.00	\$0.575/mile reimbursement
	Local travel	Veterans	\$0.575	3,850	3,850	\$2,214.00	\$2,214.00	Recommended increase to cover full mileage for local travel
	Lodging expenses	Veterans	\$300.00	2.00	2.00	\$600.00	\$600.00	
	Parking expenses	Veterans	\$20.00	10.00	10.00	\$200.00	\$200.00	Dept Veterans Affairs, State House
Account Subtotal						\$3,049.00	\$3,049.00	

VETERANS SERVICES VETERANS BENEFITS

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5770	Veterans Benefits	\$65,558.45	\$72,839.65	\$87,241.41	\$112,400.00	\$112,400.00	\$112,400.00	
		\$65,558.45	\$72,839.65	\$87,241.41	\$112,400.00	\$112,400.00	\$112,400.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5770	Veterans Benefits							
	Chapter 115 recipient benefits	Veterans	\$6,600.00	16	14	\$92,600.00	\$92,600.00	Avg monthly benefit \$550
	Chapter 115 new recipients	Veterans	\$6,600.00	3	3	\$19,800.00	\$19,800.00	Three additional recipients
Account Subtotal						\$112,400.00	\$112,400.00	

LIBRARY - 610 BUDGET SUMMARY

Department Mission, Programs, and Services

The Dedham Public Library provides services to fulfill the community's need for personal enrichment, the power of information, and the joy of reading. Our role is to share resources, inspire ideas, and enrich lives. The Dedham Public Library's mission is to be a safe, accessible, and inviting place conducive to learning, research, and enjoyment. We honor the past, embrace the future, and aspire to be the vibrant, integral heart of the community.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Library Director	1.0	1.0	1.0	1.0	1.0	1.0
Technical Services Librarian	1.0	1.0	1.0	1.0	1.0	1.0
Children's Librarian	1.0	1.0	1.0	1.0	1.0	1.0
Supervis., Branch/Community	0.0	0.0	0.0	0.0	0.0	1.0
Children's / Branch Librarian	0.0	0.0	0.0	1.0	1.0	0.0
Reference Librarian	2.0	2.0	2.0	1.0	1.0	1.0
Circulation Supervisor	1.0	1.0	1.0	1.0	1.0	1.0
Library Assistant	6.1	6.1	6.1	6.53	7.0	6.5
Lib Asst/IT Support Specialist	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Assistant I	1.0	1.0	1.0	1.0	0.0	1.0
Asst Director, Administration	0.0	0.0	0.0	0.0	1.0	0.0
Custodian	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Custodian	1.0	1.0	1.0	1.0	1.0	1.0
	15.1	15.1	15.1	15.53	16.0	15.53

increase of .47 FTE

Significant Changes From FY14

A full-time and a part-time library assistant retired in FY14. The Reference Librarian was transferred to the position of Supervisor Branch Services December 1, 2014. The Reference Librarian position was restructured to be a Technology and Adult Services Librarian position; the new librarian begins on February 2, 2015

Significant Changes Requested for FY16

The library is understaffed and needs additional professional and support staffing to provide basic services for the citizens of Dedham. We propose the following for FY16: (1) promote the library Administrative Assistant to the position of Assistant Director for Library Administration (she is in the process of being certified by the MA Board of Library Commissioners to qualify for a director of libraries in towns of 10,000 population and would be qualified to serve as an Assistant Director here in Dedham) this was approved by the Town Administrator in FY15 for implementation in FY16; (2) upgrade the part-time library assistant to full-time library assistant for technical services and Main Children's Department.

State mandated requirement: 15% of the total library must be allocated for library materials in order to continue our membership in the Minuteman Library Network, to qualify for State Aide, and to qualify for grant opportunities.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$757,905.19	\$730,199.46	\$776,568.26	\$850,527.00	\$870,168.85	\$851,874.70
Overtime & Substitutes	\$3,183.36	\$10,095.32	\$10,092.93	\$11,672.00	\$11,000.00	\$11,000.00
Purchase of Services	\$53,559.35	\$65,673.80	\$66,438.05	\$66,569.00	\$66,569.00	\$66,569.00
Supplies	\$17,524.27	\$21,796.64	\$16,865.00	\$15,865.00	\$15,865.00	\$15,865.00
Books, Periodicals & Bindings	\$133,907.68	\$154,222.86	\$156,897.68	\$160,290.00	\$171,061.00	\$171,061.00
Other Charges & Expenses	\$8,390.49	\$9,409.16	\$11,003.79	\$6,900.00	\$6,900.00	\$6,900.00
TOTAL	\$974,470.34	\$991,397.24	\$1,037,865.71	\$1,111,823.00	\$1,141,563.85	\$1,123,269.70

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ESTIMATE	FY16 ESTIMATE
State Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Fines and Forfeits	\$5,336.93	\$6,298.62	\$7,367.70	\$4,157.11	\$0.00
TOTAL	\$5,336.93	\$6,298.62	\$7,367.70	\$4,157.11	\$0.00

LIBRARY PERSONNEL SERVICES

		FY 2015 BUDGET										FY 2016 BUDGET REQUEST							FY 2016	
ACCT	TITLE	NAME	CODE	STEP	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	FTE	TA FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	MANAGER RECOMMEND
MANAGEMENT																				
5110-610	Library Director	Tricarico	N/A	2/13	1.0	N/A	\$3,307.69	26.1	\$86,330.77	\$0.00	\$86,331.00	1.0	1.0	N/A	\$3,358.78	26.2	\$88,000.00	\$0.00	\$88,000.00	\$88,000.00
Subtotal					1.0				\$86,330.77	\$0.00	\$86,331.00	1.0	1.0				\$88,000.00	\$0.00	\$88,000.00	\$88,000.00
PROFESSIONAL LIBRARIANS																				
5110-613	Technical Services Librarian	Suciu	PL	N/A	1.0	7	\$2,404.50	26.1	\$62,757.45	\$230.00	\$62,987.45	1.0	1.0	7	\$2,404.50	26.2	\$62,997.90	\$230.00	\$63,228.00	\$63,228.00
5110-613	Children's Librarian	Reilly	PL	N/A	1.0	7	\$2,404.50	26.1	\$62,757.45	\$310.00	\$63,067.45	1.0	1.0	7	\$2,404.50	26.2	\$62,997.90	\$310.00	\$63,308.00	\$63,308.00
5110-613	Supervisor Branch Services/ Com.Ser	Ingemi	PL	1/1	1.0	6	\$2,190.00	26.10	\$57,159.00	\$0.00	\$57,159.00	1.0	1.0	7	\$2,404.50	26.2	\$62,997.90	\$310.00	\$63,308.00	\$63,308.00
(formerly Children's/Branch																				
5110-613	Technology/Adult Services	Johnson	PL		1	3	\$2,095.50	11.00	\$23,050.50	\$0.00	\$23,050.50	1.0	1.0	3	\$2,095.50	26.2	\$54,483.00	\$0.00	\$54,483.00	\$54,483.00
(formerly Reference Librarian)																				
Subtotal					4.0				\$205,724.40	\$540.00	\$206,264.40	4.0	4.0				\$243,476.70	\$850.00	\$244,327.00	\$244,327.00
CIRCULATION SUPERVISOR																				
5110-614	Circulation Supervisor	Socci	CS	1/1	1.0	6	\$2,230.50	13.05	\$29,108.03	\$150.00	\$29,258.03	1.0	1.0	7	\$2,308.50	13.10	\$30,241.35	\$150.00	\$30,392.00	\$30,392.00
Subtotal					1.0	5	\$2,154.75	13.05	\$28,119.49	\$0.00	\$28,119.49	1.0	1.0	6	\$2,230.50	13.10	\$29,219.55	\$0.00	\$29,220.00	\$29,220.00
LIBRARY ASSISTANTS																				
5110-615	Library Assistant		LA	N/A	1.0	7	\$1,618.50	26.1	\$42,242.85	\$390.00	\$42,632.85	0.0	0.0	N/A	\$0.00	26.2	\$0.00	\$0.00	\$0.00	\$0.00
5110-615	Library Assistant	Leary	LA	N/A	1.0	7	\$1,718.25	26.1	\$44,846.33	\$310.00	\$45,156.33	1.0	1.0	7	\$1,718.25	26.2	\$45,018.15	\$390.00	\$45,409.00	\$45,409.00
5110-615	Library Assistant	Crowley	LA	N/A	1.0	7	\$1,718.25	26.1	\$44,846.33	\$230.00	\$45,076.33	1.0	1.0	7	\$1,718.25	26.2	\$45,018.15	\$310.00	\$45,329.00	\$45,329.00
5110-615	Library Assistant	Fadden	LA	N/A	1.0	7	\$1,718.25	26.1	\$44,846.33	\$310.00	\$45,156.33	1.0	1.0	7	\$1,718.25	26.2	\$45,018.15	\$310.00	\$45,329.00	\$45,329.00
5110-615	Library Assistant	McWhirk	LA	N/A	0.53	7	\$916.40	26.1	\$23,918.04	\$115.00	\$24,033.04	0.53	0.53	7	\$916.40	26.2	\$24,009.68	\$155.00	\$24,165.00	\$24,165.00
5110-615	Library Assistant	Connell	LA	7/1	1.0	5	\$1,603.50	26.1	\$41,851.35	\$150.00	\$42,001.35	1.0	1.0	6	\$1,659.00	26.2	\$43,465.80	\$150.00	\$43,616.00	\$43,616.00
(formerly Children's/Branch																				
5110-615	Library Assistant	Bowler	LA	1/1	1.0	2	\$1,446.00	13.05	\$18,870.30	\$0.00	\$18,870.30	1.0	1.0	3	\$1,496.25	13.10	\$19,600.88	\$0.00	\$19,601.00	\$19,601.00
(formerly Reference Librarian)																				
5110-615	Library Assistant	Dockham	LA	7/1	0.0	1	\$1,396.50	13.05	\$18,224.33	\$0.00	\$18,224.33	0.0	0.0	2	\$1,446.00	13.10	\$18,942.60	\$0.00	\$18,943.00	\$18,943.00
5110-615	Library Assistant		LA	7/1	0.0	N/A	\$0.00	26.1	\$0.00	\$0.00	\$0.00	0.47	0.47	1	\$698.25	26.2	\$18,294.15	\$0.00	\$18,294.15	\$0.00
Subtotal					6.5				\$311,765.34	\$1,505.00	\$313,271.00	7.0	7.0				\$297,252.76	\$1,315.00	\$298,571.35	\$280,277.20
LIBRARY PAGES																				
5110-618	Library Page - Main		N/A	N/A	N/A	N/A	\$270.00	26.1	\$7,047.00	\$0.00	\$7,047.00	N/A	N/A	N/A	\$285.00	26.2	\$7,467.00	\$0.00	\$7,467.00	\$7,467.00
5110-618	Library Page - Main		N/A	N/A	N/A	N/A	\$162.00	26.1	\$4,228.20	\$0.00	\$4,228.20	N/A	N/A	N/A	\$171.00	26.2	\$4,480.20	\$0.00	\$4,481.00	\$4,481.00
5110-618	Library Page - Endicott		N/A	N/A	N/A	N/A	\$216.00	26.1	\$5,637.60	\$0.00	\$5,637.60	N/A	N/A	N/A	\$228.00	26.2	\$5,973.60	\$0.00	\$5,974.00	\$5,974.00
5110-618	Library Page - Endicott		N/A	N/A	N/A	N/A	\$162.00	26.1	\$4,228.20	\$0.00	\$4,228.20	N/A	N/A	N/A	\$171.00	26.2	\$4,480.20	\$0.00	\$4,481.00	\$4,481.00
Subtotal									\$21,141.00	\$0.00	\$21,141.00						\$22,401.00	\$0.00	\$22,403.00	\$22,403.00
SUPPORT STAFF																				
5110-619	Admin. Assistant I	Shrewsbury	SS-3	7/1	1.0	5	\$1,868.25	26.1	\$48,761.33	\$0.00	\$48,761.33	1.0	1.0	6	\$1,934.25	26.2	\$50,677.35	\$0.00	\$50,677.35	\$50,677.35
5110-619	Asst.Dir.Administration	Shrewsbury	TS-2						Grade Increase					6	\$248.25	26.2	\$6,504.15	\$0.00	\$6,504.15	\$6,504.15
Subtotal					1.0				\$48,761.33	\$0.00	\$48,762.00	1.0	1.0				\$57,181.50	\$0.00	\$57,181.50	\$57,181.50
FACILITIES STAFF																				
5110-193	Custodian	Kieseling	FS-3	7/1	1.0	6	\$1,934.25	26.1	\$50,483.93	\$310.00	\$50,793.93	1.0	1.0	7	\$2,000.25	26.2	\$52,406.55	\$390.00	\$52,797.00	\$52,797.00
5110-193	Assistant Custodian	Podolski	FS-2	1/1	1.0	2	\$1,568.25	13.05	\$20,465.66	\$0.00	\$20,465.66	1.0	1.0	3	\$1,620.75	13.10	\$21,231.83	\$0.00	\$21,232.00	\$21,232.00
Subtotal					2.0				\$90,710.55	\$310.00	\$91,021.00	2.0	2.0				\$94,182.45	\$390.00	\$94,574.00	\$94,574.00
CONTRACTUAL ALLOWANCES																				
5192	Car Allowance	Kieseling	FS-3	N/A	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	0.0	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	\$2,250.00
5192	Car Allowance	Podolski	FS-2	N/A	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	0.0	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	\$2,250.00
	Clothing Stipend	Kieseling	FS-3	N/A	0.0	N/A	\$350.00	1.0	\$350.00	\$0.00	\$350.00	0.0	0.0	N/A	\$350.00	1.0	\$350.00	\$0.00	\$350.00	\$350.00
	Clothing Stipend	Podolski	FS-2	N/A	0.0	N/A	\$350.00	1.0	\$350.00	\$0.00	\$350.00	0.0	0.0	N/A	\$350.00	1.0	\$350.00	\$0.00	\$350.00	\$350.00
	Protective Shoes	Kieseling	FS-3	N/A	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	0.0	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	\$150.00
	Protective Shoes	Podolski	FS-2	N/A	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	0.0	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	\$150.00
Subtotal					0.0				\$5,500.00	\$0.00	\$5,500.00	0.0	0.0				\$5,500.00	\$0.00	\$5,500.00	\$5,500.00
Fy15 Budget Adjustment											\$20,858.60									
TOTAL PERSONNEL SERVICES					15.53				\$827,160.90	\$2,505.00	\$850,527.00	16.0	16.0				\$867,455.31	\$2,705.00	\$870,168.85	\$851,874.70

LIBRARY OVERTIME AND SUBSTITUTES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5121	Substitutes	\$3,183.36	\$10,095.32	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Overtime
5130	Overtime	\$0.00	\$0.00	\$10,092.93	\$11,672.00	\$11,000.00	\$11,000.00	
		\$3,183.36	\$10,095.32	\$10,092.93	\$11,672.00	\$11,000.00	\$11,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5130	Overtime							
	Coverage, Main branch		\$32.33	90.00	90.00	\$2,910.00	\$2,910.00	
	Coverage, Endicott branch		\$32.33	90.00	90.00	\$2,910.00	\$2,910.00	
	Children's program staffing		\$32.33	30.00	30.00	\$970.00	\$970.00	
	Custodial, close Main branch		\$35.07	90.00	90.00	\$3,157.00	\$3,157.00	
	Custodial, snow and emergency		\$35.07	30.00	30.00	\$1,053.00	\$1,053.00	
	Substitute librarian force		\$25.00	40.00	0.00	\$0.00	\$0.00	
Account Subtotal						\$11,000.00	\$11,000.00	

LIBRARY PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5271	Rent/Lease Equipment	\$0.00	\$6,774.53	\$12,272.63	\$12,307.00	\$12,307.00	\$12,307.00	
5301	Professional/Technical	\$0.00	\$2,722.27	\$9,202.45	\$9,015.00	\$9,015.00	\$9,015.00	
	Library Operations Services	\$7,354.24	\$0.00	\$0.00	\$0.00			Moved to Professional/Technical
5307	Minuteman Network	\$39,333.77	\$39,423.61	\$40,751.27	\$40,960.00	\$40,960.00	\$40,960.00	
5314	Alarm/Security Services	\$6,871.34	\$16,753.39	\$4,211.70	\$4,287.00	\$4,287.00	\$4,287.00	
5341	Telephone	\$0.00	\$0.00	\$0.00	\$0.00			Moved to Central Facilities
		\$53,559.35	\$65,673.80	\$66,438.05	\$66,569.00	\$66,569.00	\$66,569.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5271	Rent/Lease Equipment							
	Monthly lease, 3 copiers	Technical	\$525.56	12.00	12.00	\$6,307.00	\$6,307.00	
	Monthly lease, new copier	Technical	\$500.00	12.00	12.00	\$6,000.00	\$6,000.00	
Account Subtotal						\$12,307.00	\$12,307.00	
5301	Professional/Technical							
	Speakers & presenters	Children's	\$500.00	2.00	2.00	\$1,000.00	\$1,000.00	
	Speakers & lecturers	Adult	\$500.00	2.00	2.00	\$1,000.00	\$1,000.00	
	E-books database	Technical	\$4,015.00	1.00	1.00	\$4,015.00	\$4,015.00	
	Hardware replacement program	Technical	\$3,000.00	1.00	1.00	\$3,000.00	\$3,000.00	
Account Subtotal						\$9,015.00	\$9,015.00	
5307	Minuteman Network							
	Annual membership		\$40,960.00	1.00	1.00	\$40,960.00	\$40,960.00	
Account Subtotal						\$40,960.00	\$40,960.00	
5314	Alarm/Security Services							
	Biannual fire extinguisher test		\$1,851.00	2.00	2.00	\$3,702.00	\$3,702.00	
	Fire Dept alarm response		\$585.00	1.00	1.00	\$585.00	\$585.00	
Account Subtotal						\$4,287.00	\$4,287.00	

LIBRARY SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$17,524.27	\$20,721.40	\$6,380.43	\$4,500.00	\$2,200.00	\$2,200.00	
5421	Paper			\$898.54	\$915.00	\$915.00	\$915.00	
5490	Food & Food Supplies			\$50.00	\$4,050.00	\$4,050.00	\$4,050.00	
5510	Educational Supplies			\$3,381.30	\$3,400.00	\$3,400.00	\$3,400.00	
5580	Library Operations Materials			\$5,300.00	\$7,000.00	\$5,300.00	\$5,300.00	
5584	Uniforms	\$0.00	\$1,075.24	\$904.73	\$0.00	\$0.00	\$0.00	Moved to Personnel Services
		\$17,524.27	\$21,796.64	\$16,865.00	\$15,865.00	\$15,865.00	\$15,865.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5420	Office Supplies, General							
	Office equipment		\$50.00	10.00	10.00	\$500.00	\$500.00	
	Accu-cut molds and paper		\$300.00	5.00	5.00	\$1,500.00	\$1,500.00	
	Misc		\$20.00	10.00	10.00	\$200.00	\$200.00	
						Account Subtotal	\$2,200.00	\$2,200.00
5421	Paper							
	Copy paper, 8.5x11 box		\$26.00	12.00	12.00	\$312.00	\$312.00	
	Copy paper, 8.5x11 box		\$26.00	12.00	12.00	\$312.00	\$312.00	
	Copy paper, 11x14 box		\$50.00	3.00	3.00	\$150.00	\$150.00	
	Copy paper, 11x14 box		\$50.00	2.00	2.00	\$100.00	\$100.00	
	Colored paper, 8.5x11 box		\$41.00	1.00	1.00	\$41.00	\$41.00	
						Account Subtotal	\$915.00	\$915.00
5490	Food & Food Supplies							
	Seasonal programs, Main branch		\$150.00	4.00	4.00	\$600.00	\$600.00	
	Seasonal programs, Endicott branch		\$150.00	4.00	4.00	\$600.00	\$600.00	
	Holiday programs and events		\$150.00	9.00	9.00	\$1,350.00	\$1,350.00	
	Adult programs		\$150.00	10.00	10.00	\$1,500.00	\$1,500.00	
						Account Subtotal	\$4,050.00	\$4,050.00
5510	Educational Supplies							
	Arts & craft programs, Main branch		\$100.00	17.00	17.00	\$1,700.00	\$1,700.00	
	Arts & craft programs, Endicott branch		\$100.00	17.00	17.00	\$1,700.00	\$1,700.00	
						Account Subtotal	\$3,400.00	\$3,400.00
5580	Library Operations Materials							
	Bar code strips pkgs		\$750.00	2.00	2.00	\$1,500.00	\$1,500.00	
	Book covers pkgs		\$250.00	4.00	4.00	\$1,000.00	\$1,000.00	
	Library cards, pkg 10,000		\$300.00	1.00	1.00	\$300.00	\$300.00	
	Media covers pkgs		\$500.00	2.00	2.00	\$1,000.00	\$1,000.00	
	Security cases pkgs		\$20.00	50.00	50.00	\$1,000.00	\$1,000.00	
	Spine label rolls		\$50.00	10.00	10.00	\$500.00	\$500.00	
						Account Subtotal	\$5,300.00	\$5,300.00

LIBRARY BOOKS, PERIODICALS, AND BINDINGS

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5581-611	Books	\$133,907.68	\$110,703.13	\$92,493.72	\$114,585.00	\$125,356.00	\$125,356.00	The Massachusetts Board of Library Commissioners mandates that 15% of the total library budget must be allocated for library materials. If we do not comply with that regulation we will lose State Aid, membership in the Minuteman Network, and grant opportunities.
5581-612	Periodicals		\$15,312.26	\$20,468.25	\$11,000.00	\$11,000.00	\$11,000.00	The library's FY16 request of \$171,061 for library materials is 15% of the total library budget and complies with the state regulations.
5581-614	DVDs		\$16,482.37	\$15,187.47	\$12,000.00	\$12,000.00	\$12,000.00	
5581-615	E-Books		\$1,964.46	\$939.45	\$1,000.00	\$1,000.00	\$1,000.00	
5581-617	Audio		\$3,972.34	\$0.00	\$7,335.00	\$7,335.00	\$7,335.00	
5581-618	Databases		\$4,839.16	\$27,671.16	\$14,202.00	\$14,202.00	\$14,202.00	
5581-619	Other		\$949.14	\$137.63	\$168.00	\$168.00	\$168.00	
			\$133,907.68	\$154,222.86	\$156,897.68	\$160,290.00	\$171,061.00	\$171,061.00

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5581-611	Books							
	Books		\$50.00	2,235.00	2,235.00	\$125,356.00	\$125,356.00	
	Materials for required 15% of total		\$1.00	15,055.00	2,835.00			
						Account Subtotal	\$125,356.00	\$125,356.00
5581-612	Periodicals							
	Periodical collections		\$100.00	110.00	110.00	\$11,000.00	\$11,000.00	
						Account Subtotal	\$11,000.00	\$11,000.00
5581-614	DVDs							
	DVDs		\$40.00	300.00	300.00	\$12,000.00	\$12,000.00	
						Account Subtotal	\$12,000.00	\$12,000.00
5581-615	E-Books							
	E-book subscriptions		\$1,000.00	1.00	1.00	\$1,000.00	\$1,000.00	
						Account Subtotal	\$1,000.00	\$1,000.00
5581-617	Audio							
	CDs		\$15.00	289.00	289.00	\$4,335.00	\$4,335.00	
	Audio books		\$30.00	100.00	100.00	\$3,000.00	\$3,000.00	
						Account Subtotal	\$7,335.00	\$7,335.00
5581-618	Databases							
	American Genealogy		\$600.00	1.00	1.00	\$600.00	\$600.00	
	Ancestry		\$1,325.00	1.00	1.00	\$1,325.00	\$1,325.00	
	Cengage Collection		\$5,213.00	1.00	1.00	\$5,213.00	\$5,213.00	
	Consumer Checkbook		\$300.00	1.00	1.00	\$300.00	\$300.00	
	Daily News Transcript		\$2,470.00	1.00	1.00	\$2,470.00	\$2,470.00	
	Digital Sanborn Maps		\$550.00	1.00	1.00	\$550.00	\$550.00	
	Library Insight		\$1,044.00	1.00	1.00	\$1,044.00	\$1,044.00	
	Mango		\$1,600.00	1.00	1.00	\$1,600.00	\$1,600.00	
	National Biography		\$550.00	1.00	1.00	\$550.00	\$550.00	
	Oxford Dictionary		\$550.00	1.00	1.00	\$550.00	\$550.00	
						Account Subtotal	\$14,202.00	\$14,202.00
5581-619	Other							
	Realia (3-D objects)		\$8.00	21.00	21.00	\$168.00	\$168.00	
						Account Subtotal	\$168.00	\$168.00

LIBRARY OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5192	Car Allowance	\$0.00	\$4,200.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Personnel Services
5305	Meetings & Conferences	\$485.00	\$2,634.79	\$3,945.51	\$4,770.00	\$4,770.00	\$4,770.00	
5710	Travel Expenses	\$7,905.49	\$825.95	\$5,635.00	\$700.00	\$700.00	\$700.00	
5730	Dues & Memberships	\$0.00	\$1,748.42	\$1,423.28	\$1,430.00	\$1,430.00	\$1,430.00	
		\$8,390.49	\$9,409.16	\$11,003.79	\$6,900.00	\$6,900.00	\$6,900.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	American Library Assn		\$1,500.00	2.00	2.00	\$3,000.00	\$3,000.00	
	New England Library Assn		\$150.00	1.00	1.00	\$150.00	\$150.00	
	Mass Library Assn		\$150.00	5.00	5.00	\$750.00	\$750.00	
	Continuing Ed: Seminars		\$134.00	5.00	5.00	\$670.00	\$670.00	
	Continuing Ed: Skill Path		\$200.00	1.00	1.00	\$200.00	\$200.00	
						Account Subtotal	\$4,770.00	\$4,770.00
5710	Travel Expenses							
	Travel to workshops, 60 miles/mo		\$0.56	1,250.00	1,250.00	\$700.00	\$700.00	
						Account Subtotal	\$700.00	\$700.00
5730	Dues & Memberships							
	American Library Assn, Town		\$300.00	1.00	1.00	\$300.00	\$300.00	
	American Library Assn, Employees		\$185.00	3.00	3.00	\$555.00	\$555.00	
	New England Library Assn		\$75.00	1.00	1.00	\$75.00	\$75.00	
	Mass Library Assn		\$100.00	5.00	5.00	\$500.00	\$500.00	
						Account Subtotal	\$1,430.00	\$1,430.00

LIBRARY - 610 BUDGET SUMMARY

Department Mission, Programs, and Services

The Dedham Public Library provides services to fulfill the community's need for personal enrichment, the power of information, and the joy of reading. Our role is to share resources, inspire ideas, and enrich lives. The Dedham Public Library's mission is to be a safe, accessible, and inviting place conducive to learning, research, and enjoyment. We honor the past, embrace the future, and aspire to be the vibrant, integral heart of the community.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Library Director	1.0	1.0	1.0	1.0	1.0	1.0
Technical Services Librarian	1.0	1.0	1.0	1.0	1.0	1.0
Children's Librarian	1.0	1.0	1.0	1.0	1.0	1.0
Supervis., Branch/Community	0.0	0.0	0.0	0.0	0.0	1.0
Children's / Branch Librarian	0.0	0.0	0.0	1.0	1.0	0.0
Reference Librarian	2.0	2.0	2.0	1.0	1.0	1.0
Circulation Supervisor	1.0	1.0	1.0	1.0	1.0	1.0
Library Assistant	6.1	6.1	6.1	6.53	7.0	6.5
Lib Asst/IT Support Specialist	0.0	0.0	0.0	0.0	0.0	0.0
Administrative Assistant I	1.0	1.0	1.0	1.0	0.0	1.0
Asst Director, Administration	0.0	0.0	0.0	0.0	1.0	0.0
Custodian	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Custodian	1.0	1.0	1.0	1.0	1.0	1.0
	15.1	15.1	15.1	15.53	16.0	15.53

increase of .47 FTE

Significant Changes From FY14

A full-time and a part-time library assistant retired in FY14. The Reference Librarian was transferred to the position of Supervisor Branch Services December 1, 2014. The Reference Librarian position was restructured to be a Technology and Adult Services Librarian position; the new librarian begins on February 2, 2015

Significant Changes Requested for FY16

The library is understaffed and needs additional professional and support staffing to provide basic services for the citizens of Dedham. We propose the following for FY16: (1) promote the library Administrative Assistant to the position of Assistant Director for Library Administration (she is in the process of being certified by the MA Board of Library Commissioners to qualify for a director of libraries in towns of 10,000 population and would be qualified to serve as an Assistant Director here in Dedham) this was approved by the Town Administrator in FY15 for implementation in FY16; (2) upgrade the part-time library assistant to full-time library assistant for technical services and Main Children's Department.

State mandated requirement: 15% of the total library must be allocated for library materials in order to continue our membership in the Minuteman Library Network, to qualify for State Aide, and to qualify for grant opportunities.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$757,905.19	\$730,199.46	\$776,568.26	\$850,527.00	\$870,168.85	\$851,874.70
Overtime & Substitutes	\$3,183.36	\$10,095.32	\$10,092.93	\$11,672.00	\$11,000.00	\$11,000.00
Purchase of Services	\$53,559.35	\$65,673.80	\$66,438.05	\$66,569.00	\$66,569.00	\$66,569.00
Supplies	\$17,524.27	\$21,796.64	\$16,865.00	\$15,865.00	\$15,865.00	\$15,865.00
Books, Periodicals & Bindings	\$133,907.68	\$154,222.86	\$156,897.68	\$160,290.00	\$171,061.00	\$171,061.00
Other Charges & Expenses	\$8,390.49	\$9,409.16	\$11,003.79	\$6,900.00	\$6,900.00	\$6,900.00
TOTAL	\$974,470.34	\$991,397.24	\$1,037,865.71	\$1,111,823.00	\$1,141,563.85	\$1,123,269.70

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ESTIMATE	FY16 ESTIMATE
State Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Fines and Forfeits	\$5,336.93	\$6,298.62	\$7,367.70	\$4,157.11	\$0.00
TOTAL	\$5,336.93	\$6,298.62	\$7,367.70	\$4,157.11	\$0.00

LIBRARY PERSONNEL SERVICES

		FY 2015 BUDGET										FY 2016 BUDGET REQUEST							FY 2016	
ACCT	TITLE	NAME	CODE	DATE	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	FTE	TA FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG-EVITY	WAGES TOTAL	MANAGER RECOMMEND
MANAGEMENT																				
5110-610	Library Director	Tricarico	N/A	2/13	1.0	N/A	\$3,307.69	26.1	\$86,330.77	\$0.00	\$86,331.00	1.0	1.0	N/A	\$3,358.78	26.2	\$88,000.00	\$0.00	\$88,000.00	\$88,000.00
Subtotal					1.0				\$86,330.77	\$0.00	\$86,331.00	1.0	1.0				\$88,000.00	\$0.00	\$88,000.00	\$88,000.00
PROFESSIONAL LIBRARIANS																				
5110-613	Technical Services Librarian	Suciu	PL	N/A	1.0	7	\$2,404.50	26.1	\$62,757.45	\$230.00	\$62,987.45	1.0	1.0	7	\$2,404.50	26.2	\$62,997.90	\$230.00	\$63,228.00	\$63,228.00
5110-613	Children's Librarian	Reilly	PL	N/A	1.0	7	\$2,404.50	26.1	\$62,757.45	\$310.00	\$63,067.45	1.0	1.0	7	\$2,404.50	26.2	\$62,997.90	\$310.00	\$63,308.00	\$63,308.00
5110-613	Supervisor Branch Services/ Com.Ser	Ingemi	PL	1/1	1.0	6	\$2,190.00	26.10	\$57,159.00	\$0.00	\$57,159.00	1.0	1.0	7	\$2,404.50	26.2	\$62,997.90	\$310.00	\$63,308.00	\$63,308.00
(formerly Children's/Branch																				
5110-613	Technology/Adult Services	Johnson	PL		1	3	\$2,095.50	11.00	\$23,050.50	\$0.00	\$23,050.50	1.0	1.0	3	\$2,095.50	26.2	\$54,483.00	\$0.00	\$54,483.00	\$54,483.00
(formerly Reference Librarian)																				
Subtotal					4.0				\$205,724.40	\$540.00	\$206,264.40	4.0	4.0				\$243,476.70	\$850.00	\$244,327.00	\$244,327.00
CIRCULATION SUPERVISOR																				
5110-614	Circulation Supervisor	Socci	CS	1/1	1.0	6	\$2,230.50	13.05	\$29,108.03	\$150.00	\$29,258.03	1.0	1.0	7	\$2,308.50	13.10	\$30,241.35	\$150.00	\$30,392.00	\$30,392.00
Subtotal					1.0	5	\$2,154.75	13.05	\$28,119.49	\$0.00	\$28,119.49	1.0	1.0	6	\$2,230.50	13.10	\$29,219.55	\$0.00	\$29,220.00	\$29,220.00
LIBRARY ASSISTANTS																				
5110-615	Library Assistant		LA	N/A	1.0	7	\$1,618.50	26.1	\$42,242.85	\$390.00	\$42,632.85	0.0	0.0	N/A	\$0.00	26.2	\$0.00	\$0.00	\$0.00	\$0.00
5110-615	Library Assistant	Leary	LA	N/A	1.0	7	\$1,718.25	26.1	\$44,846.33	\$310.00	\$45,156.33	1.0	1.0	7	\$1,718.25	26.2	\$45,018.15	\$390.00	\$45,409.00	\$45,409.00
5110-615	Library Assistant	Crowley	LA	N/A	1.0	7	\$1,718.25	26.1	\$44,846.33	\$230.00	\$45,076.33	1.0	1.0	7	\$1,718.25	26.2	\$45,018.15	\$310.00	\$45,329.00	\$45,329.00
5110-615	Library Assistant	Fadden	LA	N/A	1.0	7	\$1,718.25	26.1	\$44,846.33	\$310.00	\$45,156.33	1.0	1.0	7	\$1,718.25	26.2	\$45,018.15	\$310.00	\$45,329.00	\$45,329.00
5110-615	Library Assistant	McWhirk	LA	N/A	0.53	7	\$916.40	26.1	\$23,918.04	\$115.00	\$24,033.04	0.53	0.53	7	\$916.40	26.2	\$24,009.68	\$155.00	\$24,165.00	\$24,165.00
5110-615	Library Assistant	Connell	LA	7/1	1.0	5	\$1,603.50	26.1	\$41,851.35	\$150.00	\$42,001.35	1.0	1.0	6	\$1,659.00	26.2	\$43,465.80	\$150.00	\$43,616.00	\$43,616.00
Subtotal					1.0	2	\$1,446.00	13.05	\$18,870.30	\$0.00	\$18,870.30	1.0	1.0	3	\$1,496.25	13.10	\$19,600.88	\$0.00	\$19,601.00	\$19,601.00
5110-615	Library Assistant	Bowler	LA	1/1	0.0	1	\$1,396.50	13.05	\$18,224.33	\$0.00	\$18,224.33	0.0	0.0	2	\$1,446.00	13.10	\$18,942.60	\$0.00	\$18,943.00	\$18,943.00
5110-615	Library Assistant	Dockham	LA	7/1	0.0	1	\$1,396.50	23.0	\$32,119.50	\$0.00	\$32,119.50	1	1.0	2	\$1,446.00	26.2	\$37,885.20	\$0.00	\$37,885.20	\$37,885.20
5110-615	Library Assistant		LA	7/1	0.0	N/A	\$0.00	26.1	\$0.00	\$0.00	\$0.00	0.47	0.47	1	\$698.25	26.2	\$18,294.15	\$0.00	\$18,294.15	\$0.00
Subtotal					6.5				\$311,765.34	\$1,505.00	\$313,271.00	7.0	7.0				\$297,252.76	\$1,315.00	\$298,571.35	\$280,277.20
LIBRARY PAGES																				
5110-618	Library Page - Main		N/A	N/A	N/A	N/A	\$270.00	26.1	\$7,047.00	\$0.00	\$7,047.00	N/A	N/A	N/A	\$285.00	26.2	\$7,467.00	\$0.00	\$7,467.00	\$7,467.00
5110-618	Library Page - Main		N/A	N/A	N/A	N/A	\$162.00	26.1	\$4,228.20	\$0.00	\$4,228.20	N/A	N/A	N/A	\$171.00	26.2	\$4,480.20	\$0.00	\$4,481.00	\$4,481.00
5110-618	Library Page - Endicott		N/A	N/A	N/A	N/A	\$216.00	26.1	\$5,637.60	\$0.00	\$5,637.60	N/A	N/A	N/A	\$228.00	26.2	\$5,973.60	\$0.00	\$5,974.00	\$5,974.00
5110-618	Library Page - Endicott		N/A	N/A	N/A	N/A	\$162.00	26.1	\$4,228.20	\$0.00	\$4,228.20	N/A	N/A	N/A	\$171.00	26.2	\$4,480.20	\$0.00	\$4,481.00	\$4,481.00
Subtotal									\$21,141.00	\$0.00	\$21,141.00						\$22,401.00	\$0.00	\$22,403.00	\$22,403.00
SUPPORT STAFF																				
5110-619	Admin. Assistant I	Shrewsbury	SS-3	7/1	1.0	5	\$1,868.25	26.1	\$48,761.33	\$0.00	\$48,761.33	1.0	1.0	6	\$1,934.25	26.2	\$50,677.35	\$0.00	\$50,677.35	\$50,677.35
5110-619	Asst.Dir.Administration	Shrewsbury	TS-2						Grade Increase					6	\$248.25	26.2	\$6,504.15	\$0.00	\$6,504.15	\$6,504.15
Subtotal					1.0				\$48,761.33	\$0.00	\$48,762.00	1.0	1.0				\$57,181.50	\$0.00	\$57,181.50	\$57,181.50
FACILITIES STAFF																				
5110-193	Custodian	Kieseling	FS-3	7/1	1.0	6	\$1,934.25	26.1	\$50,483.93	\$310.00	\$50,793.93	1.0	1.0	7	\$2,000.25	26.2	\$52,406.55	\$390.00	\$52,797.00	\$52,797.00
5110-193	Assistant Custodian	Podolski	FS-2	1/1	1.0	2	\$1,568.25	13.05	\$20,465.66	\$0.00	\$20,465.66	1.0	1.0	3	\$1,620.75	13.10	\$21,231.83	\$0.00	\$21,232.00	\$21,232.00
Subtotal					2.0				\$90,710.55	\$310.00	\$91,021.00	2.0	2.0				\$94,182.45	\$390.00	\$94,574.00	\$94,574.00
CONTRACTUAL ALLOWANCES																				
5192	Car Allowance	Kieseling	FS-3	N/A	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	0.0	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	\$2,250.00
5192	Car Allowance	Podolski	FS-2	N/A	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	0.0	0.0	N/A	\$187.50	12.0	\$2,250.00	\$0.00	\$2,250.00	\$2,250.00
	Clothing Stipend	Kieseling	FS-3	N/A	0.0	N/A	\$350.00	1.0	\$350.00	\$0.00	\$350.00	0.0	0.0	N/A	\$350.00	1.0	\$350.00	\$0.00	\$350.00	\$350.00
	Clothing Stipend	Podolski	FS-2	N/A	0.0	N/A	\$350.00	1.0	\$350.00	\$0.00	\$350.00	0.0	0.0	N/A	\$350.00	1.0	\$350.00	\$0.00	\$350.00	\$350.00
	Protective Shoes	Kieseling	FS-3	N/A	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	0.0	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	\$150.00
	Protective Shoes	Podolski	FS-2	N/A	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	0.0	0.0	N/A	\$150.00	1.0	\$150.00	\$0.00	\$150.00	\$150.00
Subtotal					0.0				\$5,500.00	\$0.00	\$5,500.00	0.0	0.0				\$5,500.00	\$0.00	\$5,500.00	\$5,500.00
Fy15 Budget Adjustment											\$20,858.60									
TOTAL PERSONNEL SERVICES					15.53				\$827,160.90	\$2,505.00	\$850,527.00	16.0	16.0				\$867,455.31	\$2,705.00	\$870,168.85	\$851,874.70

LIBRARY OVERTIME AND SUBSTITUTES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5121	Substitutes	\$3,183.36	\$10,095.32	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Overtime
5130	Overtime	\$0.00	\$0.00	\$10,092.93	\$11,672.00	\$11,000.00	\$11,000.00	
		\$3,183.36	\$10,095.32	\$10,092.93	\$11,672.00	\$11,000.00	\$11,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5130	Overtime							
	Coverage, Main branch		\$32.33	90.00	90.00	\$2,910.00	\$2,910.00	
	Coverage, Endicott branch		\$32.33	90.00	90.00	\$2,910.00	\$2,910.00	
	Children's program staffing		\$32.33	30.00	30.00	\$970.00	\$970.00	
	Custodial, close Main branch		\$35.07	90.00	90.00	\$3,157.00	\$3,157.00	
	Custodial, snow and emergency		\$35.07	30.00	30.00	\$1,053.00	\$1,053.00	
	Substitute librarian force		\$25.00	40.00	0.00	\$0.00	\$0.00	
Account Subtotal						\$11,000.00	\$11,000.00	

LIBRARY PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5271	Rent/Lease Equipment	\$0.00	\$6,774.53	\$12,272.63	\$12,307.00	\$12,307.00	\$12,307.00	
5301	Professional/Technical	\$0.00	\$2,722.27	\$9,202.45	\$9,015.00	\$9,015.00	\$9,015.00	
	Library Operations Services	\$7,354.24	\$0.00	\$0.00	\$0.00			Moved to Professional/Technical
5307	Minuteman Network	\$39,333.77	\$39,423.61	\$40,751.27	\$40,960.00	\$40,960.00	\$40,960.00	
5314	Alarm/Security Services	\$6,871.34	\$16,753.39	\$4,211.70	\$4,287.00	\$4,287.00	\$4,287.00	
5341	Telephone	\$0.00	\$0.00	\$0.00	\$0.00			Moved to Central Facilities
		\$53,559.35	\$65,673.80	\$66,438.05	\$66,569.00	\$66,569.00	\$66,569.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5271	Rent/Lease Equipment							
	Monthly lease, 3 copiers	Technical	\$525.56	12.00	12.00	\$6,307.00	\$6,307.00	
	Monthly lease, new copier	Technical	\$500.00	12.00	12.00	\$6,000.00	\$6,000.00	
Account Subtotal						\$12,307.00	\$12,307.00	
5301	Professional/Technical							
	Speakers & presenters	Children's	\$500.00	2.00	2.00	\$1,000.00	\$1,000.00	
	Speakers & lecturers	Adult	\$500.00	2.00	2.00	\$1,000.00	\$1,000.00	
	E-books database	Technical	\$4,015.00	1.00	1.00	\$4,015.00	\$4,015.00	
	Hardware replacement program	Technical	\$3,000.00	1.00	1.00	\$3,000.00	\$3,000.00	
Account Subtotal						\$9,015.00	\$9,015.00	
5307	Minuteman Network							
	Annual membership		\$40,960.00	1.00	1.00	\$40,960.00	\$40,960.00	
Account Subtotal						\$40,960.00	\$40,960.00	
5314	Alarm/Security Services							
	Biannual fire extinguisher test		\$1,851.00	2.00	2.00	\$3,702.00	\$3,702.00	
	Fire Dept alarm response		\$585.00	1.00	1.00	\$585.00	\$585.00	
Account Subtotal						\$4,287.00	\$4,287.00	

LIBRARY SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$17,524.27	\$20,721.40	\$6,380.43	\$4,500.00	\$2,200.00	\$2,200.00	
5421	Paper			\$898.54	\$915.00	\$915.00	\$915.00	
5490	Food & Food Supplies			\$50.00	\$4,050.00	\$4,050.00	\$4,050.00	
5510	Educational Supplies			\$3,381.30	\$3,400.00	\$3,400.00	\$3,400.00	
5580	Library Operations Materials			\$5,300.00	\$7,000.00	\$5,300.00	\$5,300.00	
5584	Uniforms	\$0.00	\$1,075.24	\$904.73	\$0.00	\$0.00	\$0.00	Moved to Personnel Services
		\$17,524.27	\$21,796.64	\$16,865.00	\$15,865.00	\$15,865.00	\$15,865.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5420	Office Supplies, General							
	Office equipment		\$50.00	10.00	10.00	\$500.00	\$500.00	
	Accu-cut molds and paper		\$300.00	5.00	5.00	\$1,500.00	\$1,500.00	
	Misc		\$20.00	10.00	10.00	\$200.00	\$200.00	
						Account Subtotal	\$2,200.00	\$2,200.00
5421	Paper							
	Copy paper, 8.5x11 box		\$26.00	12.00	12.00	\$312.00	\$312.00	
	Copy paper, 8.5x11 box		\$26.00	12.00	12.00	\$312.00	\$312.00	
	Copy paper, 11x14 box		\$50.00	3.00	3.00	\$150.00	\$150.00	
	Copy paper, 11x14 box		\$50.00	2.00	2.00	\$100.00	\$100.00	
	Colored paper, 8.5x11 box		\$41.00	1.00	1.00	\$41.00	\$41.00	
						Account Subtotal	\$915.00	\$915.00
5490	Food & Food Supplies							
	Seasonal programs, Main branch		\$150.00	4.00	4.00	\$600.00	\$600.00	
	Seasonal programs, Endicott branch		\$150.00	4.00	4.00	\$600.00	\$600.00	
	Holiday programs and events		\$150.00	9.00	9.00	\$1,350.00	\$1,350.00	
	Adult programs		\$150.00	10.00	10.00	\$1,500.00	\$1,500.00	
						Account Subtotal	\$4,050.00	\$4,050.00
5510	Educational Supplies							
	Arts & craft programs, Main branch		\$100.00	17.00	17.00	\$1,700.00	\$1,700.00	
	Arts & craft programs, Endicott branch		\$100.00	17.00	17.00	\$1,700.00	\$1,700.00	
						Account Subtotal	\$3,400.00	\$3,400.00
5580	Library Operations Materials							
	Bar code strips pkgs		\$750.00	2.00	2.00	\$1,500.00	\$1,500.00	
	Book covers pkgs		\$250.00	4.00	4.00	\$1,000.00	\$1,000.00	
	Library cards, pkg 10,000		\$300.00	1.00	1.00	\$300.00	\$300.00	
	Media covers pkgs		\$500.00	2.00	2.00	\$1,000.00	\$1,000.00	
	Security cases pkgs		\$20.00	50.00	50.00	\$1,000.00	\$1,000.00	
	Spine label rolls		\$50.00	10.00	10.00	\$500.00	\$500.00	
						Account Subtotal	\$5,300.00	\$5,300.00

LIBRARY BOOKS, PERIODICALS, AND BINDINGS

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5581-611	Books	\$133,907.68	\$110,703.13	\$92,493.72	\$114,585.00	\$125,356.00	\$125,356.00	The Massachusetts Board of Library Commissioners mandates that 15% of the total library budget must be allocated for library materials. If we do not comply with that regulation we will lose State Aid, membership in the Minuteman Network, and grant opportunities.
5581-612	Periodicals		\$15,312.26	\$20,468.25	\$11,000.00	\$11,000.00	\$11,000.00	The library's FY16 request of \$171,061 for library materials is 15% of the total library budget and complies with the state regulations.
5581-614	DVDs		\$16,482.37	\$15,187.47	\$12,000.00	\$12,000.00	\$12,000.00	
5581-615	E-Books		\$1,964.46	\$939.45	\$1,000.00	\$1,000.00	\$1,000.00	
5581-617	Audio		\$3,972.34	\$0.00	\$7,335.00	\$7,335.00	\$7,335.00	
5581-618	Databases		\$4,839.16	\$27,671.16	\$14,202.00	\$14,202.00	\$14,202.00	
5581-619	Other		\$949.14	\$137.63	\$168.00	\$168.00	\$168.00	
			\$133,907.68	\$154,222.86	\$156,897.68	\$160,290.00	\$171,061.00	\$171,061.00

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5581-611	Books							
	Books		\$50.00	2,235.00	2,235.00	\$125,356.00	\$125,356.00	
	Materials for required 15% of total		\$1.00	15,055.00	2,835.00			
						Account Subtotal	\$125,356.00	\$125,356.00
5581-612	Periodicals							
	Periodical collections		\$100.00	110.00	110.00	\$11,000.00	\$11,000.00	
						Account Subtotal	\$11,000.00	\$11,000.00
5581-614	DVDs							
	DVDs		\$40.00	300.00	300.00	\$12,000.00	\$12,000.00	
						Account Subtotal	\$12,000.00	\$12,000.00
5581-615	E-Books							
	E-book subscriptions		\$1,000.00	1.00	1.00	\$1,000.00	\$1,000.00	
						Account Subtotal	\$1,000.00	\$1,000.00
5581-617	Audio							
	CDs		\$15.00	289.00	289.00	\$4,335.00	\$4,335.00	
	Audio books		\$30.00	100.00	100.00	\$3,000.00	\$3,000.00	
						Account Subtotal	\$7,335.00	\$7,335.00
5581-618	Databases							
	American Genealogy		\$600.00	1.00	1.00	\$600.00	\$600.00	
	Ancestry		\$1,325.00	1.00	1.00	\$1,325.00	\$1,325.00	
	Cengage Collection		\$5,213.00	1.00	1.00	\$5,213.00	\$5,213.00	
	Consumer Checkbook		\$300.00	1.00	1.00	\$300.00	\$300.00	
	Daily News Transcript		\$2,470.00	1.00	1.00	\$2,470.00	\$2,470.00	
	Digital Sanborn Maps		\$550.00	1.00	1.00	\$550.00	\$550.00	
	Library Insight		\$1,044.00	1.00	1.00	\$1,044.00	\$1,044.00	
	Mango		\$1,600.00	1.00	1.00	\$1,600.00	\$1,600.00	
	National Biography		\$550.00	1.00	1.00	\$550.00	\$550.00	
	Oxford Dictionary		\$550.00	1.00	1.00	\$550.00	\$550.00	
						Account Subtotal	\$14,202.00	\$14,202.00
5581-619	Other							
	Realia (3-D objects)		\$8.00	21.00	21.00	\$168.00	\$168.00	
						Account Subtotal	\$168.00	\$168.00

LIBRARY OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5192	Car Allowance	\$0.00	\$4,200.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Personnel Services
5305	Meetings & Conferences	\$485.00	\$2,634.79	\$3,945.51	\$4,770.00	\$4,770.00	\$4,770.00	
5710	Travel Expenses	\$7,905.49	\$825.95	\$5,635.00	\$700.00	\$700.00	\$700.00	
5730	Dues & Memberships	\$0.00	\$1,748.42	\$1,423.28	\$1,430.00	\$1,430.00	\$1,430.00	
		\$8,390.49	\$9,409.16	\$11,003.79	\$6,900.00	\$6,900.00	\$6,900.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	American Library Assn		\$1,500.00	2.00	2.00	\$3,000.00	\$3,000.00	
	New England Library Assn		\$150.00	1.00	1.00	\$150.00	\$150.00	
	Mass Library Assn		\$150.00	5.00	5.00	\$750.00	\$750.00	
	Continuing Ed: Seminars		\$134.00	5.00	5.00	\$670.00	\$670.00	
	Continuing Ed: Skill Path		\$200.00	1.00	1.00	\$200.00	\$200.00	
Account Subtotal						\$4,770.00	\$4,770.00	
5710	Travel Expenses							
	Travel to workshops, 60 miles/mo		\$0.56	1,250.00	1,250.00	\$700.00	\$700.00	
Account Subtotal						\$700.00	\$700.00	
5730	Dues & Memberships							
	American Library Assn, Town		\$300.00	1.00	1.00	\$300.00	\$300.00	
	American Library Assn, Employees		\$185.00	3.00	3.00	\$555.00	\$555.00	
	New England Library Assn		\$75.00	1.00	1.00	\$75.00	\$75.00	
	Mass Library Assn		\$100.00	5.00	5.00	\$500.00	\$500.00	
Account Subtotal						\$1,430.00	\$1,430.00	

PARKS AND RECREATION -630 BUDGET SUMMARY

Department Mission, Programs, and Services

Parks & Recreation is a Town department, overseen by a five-member elected board. The department consists of the Parks & Recreation Director, Assistant Director, and Administrative Assistant, one Parks Working Foreman, three Special Motor Equipment Operators, the Pool Director, and 60-70 part-time seasonal workers. Approximately 45 acres of parks are under the department's care, and the department also maintains the Town's four elementary school fields. The department provides numerous seasonal recreation programs for all ages, as well as assisting with and coordinating annual local events such as Flag Day and Dedham Day.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Parks & Recreation Director	1.0	1.0	1.0	1.0	1.0	1.0
Asst Parks & Rec Director	1.0	0.5	1.0	1.0	1.0	1.0
Swimming Pool Director	1.0	1.0	1.0	1.0	1.0	1.0
Working Foreman	1.0	1.0	1.0	1.0	1.0	1.0
Special Motor Equipment Oper	3.0	3.0	3.0	3.0	3.0	3.0
Administrative Assistant I	1.0	1.0	1.0	1.0	1.0	1.0
	8.0	7.5	8.0	8.0	8.0	8.0

Significant Changes From FY15

Parks department is looking to increase the level of maintenance at school fields.. This would require increases in 2 line items. Seasonal park staff would need an additional 2.5 employees for 5-6 months. There would also need to be an approximate 10% increase in the park supplies line item. Currently the parks department actively maintains over 30 acres of athletic fields. The school fields are about 10 acres which is over a 30% increase. Other than school field increases other line items have remained the same as FY15.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$512,272.15	\$514,753.94	\$526,395.61	\$533,862.00	\$574,324.00	\$574,324.00
Overtime & Substitutes	\$8,787.43	\$8,989.68	\$7,728.41	\$9,546.00	\$9,500.00	\$9,500.00
Purchase of Services	\$45,130.33	\$32,639.63	\$35,100.51	\$70,500.00	\$45,500.00	\$45,500.00
Supplies	\$93,070.09	\$101,538.03	\$97,191.98	\$87,863.00	\$95,125.00	\$95,125.00
Other Charges & Expenses	\$4,500.00	\$4,555.00	\$4,500.00	\$371.00	\$375.00	\$375.00
TOTAL	\$663,760.00	\$662,476.28	\$670,916.51	\$702,142.00	\$724,824.00	\$724,824.00

GENERAL FUND REVENUES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 ESTIMATE	FY16 ESTIMATE
TOTAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

PARKS AND RECREATION PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND							
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL								
MANAGEMENT																										
5110-630	Parks & Recreation Director	Stanley	M-4	1/1	1.0	7	\$3,118.42	13.05	\$40,695.38	\$0.00	\$40,696.00	1.0														
						6	\$3,014.52	13.05	\$39,339.49	\$0.00	\$39,340.00	1.0	7	\$3,118.42	26.2	\$81,702.60	\$0.00	\$81,703.00	\$81,703.00							
5110-631	Assistant Parks & Recreation Director	Anderson	M-2	1/1	1.0	5	\$2,332.37	13.05	\$30,437.43	\$0.00	\$30,438.00	1.0	6	\$2,412.42	13.10	\$31,602.70	\$0.00	\$31,603.00	\$31,603.00							
						4	\$2,255.06	13.05	\$29,428.53	\$0.00	\$29,429.00	1.0	5	\$2,332.37	13.10	\$30,554.05	\$0.00	\$30,555.00	\$30,555.00							
	Recreation Revolving Fund Contribution																									
	Subtotal										2.0					\$139,900.83	\$0.00	\$100,347.00	2.0			\$143,859.35	\$0.00	\$98,861.00	\$98,861.00	
SUPPORT STAFF																										
5110-639	Admin. Assistant I	MacDonald	SS-3	1/1	1.0	4	\$1,805.25	13.05	\$23,558.51	\$0.00	\$23,559.00	1.0	5	\$1,868.25	13.10	\$24,474.08	\$0.00	\$24,475.00	\$24,475.00							
						3	\$1,743.00	13.05	\$22,746.15	\$0.00	\$22,747.00	1.0	4	\$1,805.25	13.10	\$23,648.78	\$0.00	\$23,649.00	\$23,649.00							
	Subtotal										1.0					\$46,304.66	\$0.00	\$46,306.00	1.0			\$48,122.85	\$0.00	\$48,124.00	\$48,124.00	
PARKS STAFF																										
5110-650	Working Foreman	Fitzgerald	III	N/A	1.0	6	\$2,440.69	26.1	\$63,702.01	\$735.00	\$64,438.00	1.0	6	\$2,440.69	26.2	\$63,946.08	\$835.00	\$64,782.00	\$64,782.00							
5110-650	SMEO	Maher	II	N/A	1.0	6	\$2,172.89	26.1	\$56,712.43	\$0.00	\$56,713.00	1.0	6	\$2,172.89	26.2	\$56,929.72	\$0.00	\$56,930.00	\$56,930.00							
5110-650	SMEO	Marchese	II	N/A	1.0	6	\$2,172.89	26.1	\$56,712.43	\$555.00	\$57,268.00	1.0	6	\$2,172.89	26.2	\$56,929.72	\$555.00	\$57,485.00	\$57,485.00							
5110-650	SMEO	Garlick	II	1/1	1.0	6	\$2,172.89	13.05	\$28,356.21	\$375.00	\$28,732.00	1.0	6	\$2,172.89	26.2	\$56,929.72	\$465.00	\$57,395.00	\$57,395.00							
						5	\$2,098.73	13.05	\$27,388.43	\$0.00	\$27,389.00	1.0				\$0.00	\$0.00	\$0.00	\$0.00							
	Subtotal										4.0		2098.73			\$232,871.51	\$1,665.00	\$234,540.00	4.0			\$234,735.23	\$1,855.00	\$236,592.00	\$236,592.00	
POOL STAFF																										
5110-641	Swimming Pool Director	Stallings	R14	N/A	1.0	N/A	\$985.60	26.1	\$25,724.16	\$0.00	\$25,725.00	1.0	N/A	\$1,232.00	26.2	\$32,278.40	\$0.00	\$32,279.00	\$32,279.00							
5120-641	Substitute Director	Various	R14	N/A	0.0	N/A	\$554.40	26.1	\$14,469.84	\$0.00	\$14,470.00	0.0	N/A	\$308.00	26.2	\$8,069.60	\$0.00	\$8,070.00	\$8,070.00							
	Subtotal										1.0					\$40,194.00	\$0.00	\$40,195.00	1.0			\$40,348.00	\$0.00	\$40,349.00	\$40,349.00	
OTHER PERSONNEL SERVICES																										
5123	Seasonal Parks Staff	Various	R1	N/A	N/A	N/A	\$9,145.00	6.0	\$54,870.00	\$0.00	\$54,870.00	N/A	N/A	\$9,145.00	8.5	\$77,732.50	\$0.00	\$77,733.00	\$77,733.00							
5123	Seasonal Recreation Staff	Various	R2-13	N/A	N/A	N/A	\$10,960.83	6.0	\$65,764.98	\$0.00	\$65,765.00	N/A	N/A	\$10,960.83	6.0	\$65,764.98	\$0.00	\$65,765.00	\$65,765.00							
5192	Car Allowance	Stanley	N/A	N/A	N/A	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	N/A	N/A	\$375.00	12.0	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00							
	Subtotal										0.0					\$125,134.98	\$0.00	\$125,135.00	0.0			\$147,997.48	\$0.00	\$147,998.00	\$147,998.00	
CONTRACTUAL ALLOWANCES																										
	Uniforms	Parks Unit	N/A	N/A	0.0	N/A	\$1,800.00	1.0	\$1,800.00	\$0.00	\$1,800.00	0.0	N/A	\$450.00	4.0	\$1,800.00	\$0.00	\$1,800.00	\$1,800.00							
	Protective Shoes	Parks Unit	N/A	N/A	0.0	N/A	\$600.00	1.0	\$600.00	\$0.00	\$600.00	0.0	N/A	\$150.00	4.0	\$600.00	\$0.00	\$600.00	\$600.00							
	Subtotal										0.0					\$2,400.00	\$0.00	\$2,400.00	0.0			\$2,400.00	\$0.00	\$2,400.00	\$2,400.00	
	Adjustment - Salaries																\$24,495.00									
	TOTAL PERSONNEL SERVICES										8.0						\$586,805.98	\$1,665.00	\$533,862.00	8.0			\$617,462.92	\$1,855.00	\$574,324.00	\$574,324.00

PARKS AND RECREATION OVERTIME AND SUBSTITUTES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5130	Overtime	\$5,360.08	\$8,989.68	\$7,728.41	\$9,546.00	\$9,500.00	\$9,500.00	
		\$8,787.43	\$8,989.68	\$7,728.41	\$9,546.00	\$9,500.00	\$9,500.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5130	Overtime							
	Dedham Day, Foreman		\$45.32	8.00	8.00	\$363.00	\$363.00	
	Dedham Day, SMEOs		\$40.35	24.00	24.00	\$969.00	\$969.00	
	Flag Day, Foreman		\$45.32	8.00	8.00	\$363.00	\$363.00	
	Flag Day, SMEOs		\$40.35	24.00	24.00	\$969.00	\$969.00	
	Weekend events, Foreman		\$45.32	44.00	44.00	\$1,994.00	\$1,994.00	
	Weekend events, SMEOs		\$40.35	120.00	120.00	\$4,842.00	\$4,842.00	
Account Subtotal						\$9,500.00	\$9,500.00	

PARKS AND RECREATION PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5230	Utilities, Water	\$6,353.33	\$2,958.62	\$2,975.79	\$3,000.00	\$3,000.00	\$3,000.00	
5242	Vehicle Repair/Maintenance	\$3,317.45	\$3,497.14	\$3,500.00	\$3,500.00	\$3,500.00	\$3,500.00	
5250	Electrical Repair	\$3,375.31	\$0.00	\$0.00	\$0.00			Moved to Central Facilities
5260	Grounds Repair/Maintenance	\$0.00	\$0.00	\$0.00	\$10,000.00	\$10,000.00	\$10,000.00	
5343	Printing	\$321.30	\$462.98	\$0.00	\$0.00			Moved to Office Supplies
5271	Rent/Lease Equipment	\$3,962.94	\$3,961.00	\$6,000.00	\$6,000.00	\$6,000.00	\$6,000.00	
5301	Professional/Technical	\$0.00	\$0.00	\$0.00	\$25,000.00	\$0.00	\$0.00	
5302-630	Master Plan				\$0.00			
5381	Transportation	\$12,800.00	\$6,759.89	\$7,739.72	\$8,000.00	\$8,000.00	\$8,000.00	
5594	Flag Day Parade	\$15,000.00	\$15,000.00	\$14,885.00	\$15,000.00	\$15,000.00	\$15,000.00	
		\$45,130.33	\$32,639.63	\$35,100.51	\$70,500.00	\$45,500.00	\$45,500.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5230	Utilities, Water							
	Gonzalez irrigation	Parks	\$1.00	2,800.00	2,800.00	\$2,800.00	\$2,800.00	
	Oakdale Common irrigation	Parks	\$1.00	200.00	200.00	\$200.00	\$200.00	
						Account Subtotal	\$3,000.00	\$3,000.00
5242	Vehicle Repair/Maintenance							
	Pickup trucks (5) and van (1)	Parks	\$500.00	4.00	4.00	\$2,000.00	\$2,000.00	
	Dump trucks (2)	Parks	\$500.00	1.00	1.00	\$500.00	\$500.00	
	Loaders (2)	Parks	\$500.00	1.00	1.00	\$500.00	\$500.00	
	Snow blower (1)	Parks	\$300.00	1.00	1.00	\$300.00	\$300.00	
	Ride mowers (2)	Parks	\$200.00	1.00	1.00	\$200.00	\$200.00	
						Account Subtotal	\$3,500.00	\$3,500.00
5260	Grounds Repair/Maintenance							
	Trail maintenance, Mill Pond	Parks	\$3,000.00	1.00	1.00	\$3,000.00	\$3,000.00	
	Trail maintenance, Environmental trails		\$3,000.00	1.00	1.00	\$3,000.00	\$3,000.00	
	Trail maintenance, School fields		\$4,000.00	1.00	1.00	\$4,000.00	\$4,000.00	
						Account Subtotal	\$10,000.00	\$10,000.00
5271	Rent/Lease Equipment							
	Bus rental for free programs	Recreation	\$6,000.00	1.00	1.00	\$6,000.00	\$6,000.00	
						\$0.00	\$0.00	
						Account Subtotal	\$6,000.00	\$6,000.00
5301	Professional/Technical							
						\$0.00	\$0.00	
						Account Subtotal	\$0.00	\$0.00
5381	Transportation							
	Van rental for summer programs	Recreation	\$400.00	20.00	20.00	\$8,000.00	\$8,000.00	
						\$0.00	\$0.00	
						Account Subtotal	\$8,000.00	\$8,000.00
5594	Flag Day Parade							
	Bands	Recreation	\$1,500.00	10.00	10.00	\$15,000.00	\$15,000.00	
						\$0.00	\$0.00	
						Account Subtotal	\$15,000.00	\$15,000.00

PARKS AND RECREATION SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General				\$0.00			
5421	Paper	\$2,907.71	\$2,417.34	\$3,823.01	\$0.00			
5450	Custodial Supplies				\$0.00			
5460	Grounds Supplies	\$89,817.38	\$97,070.69	\$71,199.84	\$68,000.00	\$95,125.00	\$95,125.00	
5481	Vehicle Fuel Unleaded	\$0.00	\$0.00	\$19,789.13	\$19,863.00			
5584	Uniforms	\$0.00	\$1,800.00	\$1,800.00	\$0.00			Moved to Personnel Services
5586	Protective Shoes	\$345.00	\$250.00	\$580.00	\$0.00			Moved to Personnel Services
		\$93,070.09	\$101,538.03	\$97,191.98	\$87,863.00	\$95,125.00	\$95,125.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5420	Office Supplies, General							
	Office equipment	Recreation	\$200.00	0.00	0.00	\$0.00	\$0.00	Move to Central Purchasing
	Miscellaneous supplies	Recreation	\$10.00	0.00	0.00	\$0.00	\$0.00	Move to Central Purchasing
	Brochures	Recreation	\$0.10	0.00	0.00	\$0.00	\$0.00	Move to Central Purchasing
	Envelopes	Recreation	\$0.06	0.00	0.00	\$0.00	\$0.00	Move to Central Purchasing
Account Subtotal						\$0.00	\$0.00	
5421	Paper							
	Copy paper, letter	Recreation	\$28.00	0.00	0.00	\$0.00	\$0.00	Move to Central Purchasing
	Copy paper, legal	Recreation	\$34.00	0.00	0.00	\$0.00	\$0.00	Move to Central Purchasing
	Colored paper, legal	Recreation	\$36.00	0.00	0.00	\$0.00	\$0.00	Move to Central Purchasing
Account Subtotal						\$0.00	\$0.00	
5450	Custodial Supplies							
	Custodial supplies, Dolan Center	Recreation	\$25.00	0.00	0.00	\$0.00	\$0.00	Move to Central Facilities
Account Subtotal						\$0.00	\$0.00	
5460	Grounds Supplies							
	Playground mulch	Parks	\$1,500.00	4.00	4.00	\$6,000.00	\$6,000.00	
	Seed, per pallet	Parks	\$3,200.00	4.00	4.00	\$12,800.00	\$12,800.00	
	Fertilizer, per pallet	Parks	\$875.00	14.00	14.00	\$12,250.00	\$12,250.00	
	Infield mix	Parks	\$50.00	180.00	180.00	\$9,000.00	\$9,000.00	
	Lime and paint	Parks	\$50.00	150.00	150.00	\$7,500.00	\$7,500.00	
	Tree removal	Parks	\$1,000.00	2.00	2.00	\$2,000.00	\$2,000.00	
	Grounds mechanical equipment	Parks	\$80.00	60.00	60.00	\$4,800.00	\$4,800.00	
	Irrigation system supplies	Parks	\$70.00	40.00	40.00	\$2,800.00	\$2,800.00	
	Parks mechanical equipment	Parks	\$50.00	50.00	50.00	\$2,500.00	\$2,500.00	
	Fencing materials	Parks	\$100.00	50.00	50.00	\$5,000.00	\$5,000.00	
	Flag replacements	Parks	\$100.00	10.00	10.00	\$1,000.00	\$1,000.00	
	Holiday park decorations	Parks	\$50.00	40.00	40.00	\$2,000.00	\$2,000.00	
	Skating rink	Parks	\$1,000.00	2.00	2.00	\$2,000.00	\$2,000.00	
	Plumbing and electrical equipment	Parks	\$50.00	100.00	100.00	\$5,000.00	\$5,000.00	
	Restroom equipment	Parks	\$20.00	20.00	20.00	\$400.00	\$400.00	
	Goose control, monthly service	Parks	\$1,300.00	0.00	0.00		\$0.00	Move to Central Facilities
	Fuel, unleaded	Parks	\$2.75	7,300.00	7,300.00	\$20,075.00	\$20,075.00	
Account Subtotal						\$95,125.00	\$95,125.00	

PARKS AND RECREATION OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5192	Car Allowance	\$0.00	\$4,500.00	\$4,500.00	\$0.00			Moved to Personnel Services
5710	Travel Expenses	\$4,500.00	\$0.00	\$0.00	\$146.00	\$150.00	\$150.00	
5730	Dues & Memberships	\$0.00	\$55.00	\$0.00	\$225.00	\$225.00	\$225.00	
		\$4,500.00	\$4,555.00	\$4,500.00	\$371.00	\$375.00	\$375.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5710	Travel Expenses							
	Local travel, Asst Director	Recreation	\$0.575	260.00	260.00	\$150.00	\$150.00	
						\$0.00	\$0.00	
Account Subtotal						\$150.00	\$150.00	
5730	Dues & Memberships							
	National Parks & Recreation Assn	Management	\$150.00	1.00	1.00	\$150.00	\$150.00	
	Mass Recreation & Parks Assn	Management	\$75.00	1.00	1.00	\$75.00	\$75.00	
Account Subtotal						\$225.00	\$225.00	

ENDICOTT ESTATE - 690 BUDGET SUMMARY

Department Mission, Programs, and Services

The Endicott Estate was built in 1904 by Henry Bradford Endicott on a 15 acre parcel. After the death of his adopted daughter Katherine, the Estate was willed to the Town of Dedham in 1967 to be used for "educational, civic, and recreational purposes." Today the property plays a vital role in the local community and beyond as a place for year-round recreation, weddings, corporate and private events, art shows, car shows, summer concerts, and movie filming. The Endicott Estate is listed on the National Register of Historic Places.

Department Staffing

Full-Time Equivalent Employees

Position	FY12	FY13	FY14	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Endicott Estate Director	0.0	0.0	1.0	1.0	1.0	1.0
Endicott Estate Manager	1.0	1.0	0.0	0.0	0.0	0.0
Event Planner	0.0	0.0	0.0	1.0	1.0	1.0
Event Coordinator	0.4	0.4	0.4	0.4	0.4	0.4
Caretaker	1.0	0.0	0.0	0.0	0.0	0.0
Security Guard	1.0	0.0	0.0	0.0	0.0	0.0
	3.4	1.4	1.4	2.4	2.4	2.4

Significant Changes From FY14

The addition of an event planner/coordinator position which supports efficient facility operations and event planning for events that take place at the Estate.

Significant Changes Requested for FY16

None.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Personnel Services	\$168,048.05	\$87,461.22	\$99,645.11	\$133,177.00	\$139,505.00	\$139,505.00
Purchase of Services	\$29,268.50	\$8,992.80	\$10,007.45	\$15,415.00	\$15,505.00	\$15,505.00
Supplies	\$11,438.32	\$3,023.70	\$2,872.91	\$4,144.00	\$4,091.00	\$4,091.00
Other Charges & Expenses	\$377.00	\$0.00	\$730.00	\$1,175.00	\$1,175.00	\$1,175.00
Operating Capital	\$0.00	\$0.00	\$0.00	\$0.00		
TOTAL	\$209,131.87	\$99,477.72	\$113,255.47	\$153,911.00	\$160,276.00	\$160,276.00

ENDICOTT ESTATE PERSONNEL SERVICES

ACCT	TITLE	NAME	CODE	STEP DATE	FY 2015 BUDGET							FY 2016 BUDGET REQUEST							FY16 TOWN MANAGER RECOMMEND	
					FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL	FTE	STEP	BI-WK RATE	PAY PERS	BASE WAGES	LONG- EVITY	WAGES TOTAL		
MANAGEMENT																				
5110-690	Endicott Estate Director	Perron	M-4	7/1	1.0	7	\$3,118.42	26.1	\$81,390.76	\$0.00	\$81,391.00	1.0	7	\$3,118.42	26.2	\$81,702.60	\$0.00	\$81,703.00	\$81,703.00	
Subtotal					1.0				\$81,390.76	\$0.00	\$81,391.00	1.0				\$81,702.60	\$0.00	\$81,703.00	\$81,703.00	
SUPPORT STAFF																				
5122	Event Planner	Shaw	SS-1	N/A	1.0	1	\$1,408.50	19.0	\$26,761.50	\$0.00	\$26,762.00	1.0	2	\$1,458.00	26.2	\$38,199.60	\$0.00	\$38,200.00	\$38,200.00	
Subtotal					1.0				\$26,761.50	\$0.00	\$26,762.00	1.0				\$38,199.60	\$0.00	\$38,200.00	\$38,200.00	
OTHER PERSONNEL SERVICES																				
5122	Event Support	Per Diem	N/A	N/A	0.43	N/A	\$748.16	26.1	\$19,526.98	\$0.00	\$19,527.00	0.4	N/A	\$748.16	26.2	\$19,601.79	\$0.00	\$19,602.00	\$19,602.00	
5122	Substitute	Per Diem	N/A	N/A	0.0	N/A	\$0.00	0.0	\$0.00	\$0.00	\$0.00	0.0	N/A	\$0.00	1.5	\$0.00	\$0.00	\$0.00	\$0.00	
Adjustment - Salaries																				
Subtotal					0.4				\$19,526.98	\$0.00	\$25,024.00	0.4				\$19,601.79	\$0.00	\$19,602.00	\$19,602.00	
TOTAL PERSONNEL SERVICES					2.4				\$127,679.24	\$0.00	\$133,177.00	2.4				\$139,504.00	\$0.00	\$139,505.00	\$139,505.00	

DEPARTMENT NOTES: Step increase for Event Planner position

ENDICOTT ESTATE OVERTIME AND SUBSTITUTES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5121	Substitutes	\$4,400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Moved to Per Diem
5130	Overtime	\$600.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
		\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5130	Overtime							
Account Subtotal						\$0.00	\$0.00	

ENDICOTT ESTATE PURCHASE OF SERVICES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5232	Utilities, Water	\$2,454.01	\$0.00	\$0.00	\$0.00			Moved to Central Facilities
5242	Vehicle Repair	\$0.00	\$295.95	\$0.00	\$0.00			Moved to Central Facilities
5245	Equipment Repair	\$0.00	\$179.90	\$976.65	\$760.00	\$760.00	\$760.00	
5249	Miscellaneous Repair	\$19,820.41	\$0.00	\$2,835.34	\$5,000.00	\$5,000.00	\$5,000.00	
5249	Repairs, Endicott Cottage	\$829.70	\$0.00	\$0.00	\$0.00			Moved to Central Facilities
5271	Rent/Lease Equipment	\$966.38	\$498.80	\$0.00	\$0.00			Purchased copy machine
5306	Advertising	\$4,716.00	\$5,100.65	\$5,475.90	\$8,799.00	\$8,889.00	\$8,889.00	
5343	Printing	\$482.00	\$2,917.50	\$719.56	\$856.00	\$856.00	\$856.00	
		\$29,268.50	\$8,992.80	\$10,007.45	\$15,415.00	\$15,505.00	\$15,505.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5245	Equipment Repair							
	Copy machine service		\$0.00	0.00	0.00	\$0.00	\$0.00	Move to Central Facilities
	Replace mower blades		\$400.00	9.00	9.00	\$360.00	\$360.00	
	Miscellaneous grounds equipment		\$100.00	4.00	4.00	\$400.00	\$400.00	
						\$760.00	\$760.00	
5249	Miscellaneous Repair							
	Clean foyer rug, ea/18mo		\$400.00	1.00	1.00	\$400.00	\$400.00	
	Clean Oriental rug, semiannual		\$500.00	1.00	1.00	\$500.00	\$500.00	
	Original restoration of interior detail (Lead glass, sconces, fixtures, etc)		\$1.00	2,500.00	2,500.00	\$2,500.00	\$2,500.00	Restoration for unfunded Operating Capital requests
	Ballroom floor, annual buff and seal		\$800.00	1.00	1.00	\$800.00	\$800.00	
	Music room floor, annual buff and seal		\$800.00	1.00	1.00	\$800.00	\$800.00	
						\$5,000.00	\$5,000.00	
5306	Advertising							
	Website maintenance		\$75.00	12.00	12.00	\$900.00	\$900.00	GetFused
	Website services, video hosting		\$300.00	2.00	2.00	\$600.00	\$600.00	GetFused/Hostway
	Wedding and bridal advertisement		\$2,697.00	1.00	1.00	\$2,697.00	\$2,697.00	The Knot
	Wedding and bridal advertisement		\$2,352.00	1.00	1.00	\$2,352.00	\$2,352.00	Wedding Wire
	Wedding and bridal advertisement		\$150.00	1.00	1.00	\$240.00	\$240.00	Premier
	Corporate advertisement		\$300.00	2.00	2.00	\$600.00	\$600.00	
	Bridal info brochures, per 1,000		\$16,000.00	0.00	0.00	\$0.00	\$0.00	
	Presentation folders, per 1,000		\$1,500.00	1.00	1.00	\$1,500.00	\$1,500.00	
						\$8,889.00	\$8,889.00	
5343	Printing							
	Printed promotional cards		\$1.00	800.00	800.00	\$800.00	\$800.00	
	Envelopes		\$0.07	800.00	800.00	\$56.00	\$56.00	
						\$856.00	\$856.00	

ENDICOTT ESTATE SUPPLIES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5420	Office Supplies, General	\$738.83	\$0.00	\$0.00	\$0.00			Moved to Central Purchasing
5450	Custodial Supplies	\$8,196.03	\$0.00	\$0.00	\$0.00			Moved to Central Facilities
5460	Grounds Supplies	\$1,656.45	\$0.00	\$998.88	\$1,444.00	\$1,484.00	\$1,484.00	
5481	Vehicle Fuel Unleaded	\$847.01	\$1,204.89	\$0.00	\$900.00	\$707.00	\$707.00	
5485	Vehicle Parts & Supplies	\$0.00	\$1,818.81	\$0.00	\$0.00			Moved to Central Facilities
5588	Furnishings	\$0.00	\$0.00	\$1,874.03	\$1,800.00	\$1,900.00	\$1,900.00	
		\$11,438.32	\$3,023.70	\$2,872.91	\$4,144.00	\$4,091.00	\$4,091.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5460	Grounds Supplies							
	Shrubbery at Gazebo/Barn		\$39.00	6.00	6.00	\$234.00	\$234.00	
	Flowers at sign		\$5.00	20.00	20.00	\$100.00	\$100.00	
	Flowers at flagpole		\$5.00	40.00	40.00	\$200.00	\$200.00	
	Flowers for urns		\$30.00	18.00	18.00	\$540.00	\$540.00	
	Flowers for porch		\$40.00	4.00	4.00	\$160.00	\$160.00	
	Mulch & crushed stone, delivery		\$250.00	1.00	1.00	\$250.00	\$250.00	
						\$1,484.00	\$1,484.00	
5481	Vehicle Fuel Unleaded							
	Pickup fills, regular operations		\$2.75	200.00	200.00	\$550.00	\$550.00	
	Pickup fills, snow storms		\$2.75	40.00	40.00	\$110.00	\$110.00	
	Equipment fuel		\$2.75	17.00	17.00	\$47.00	\$47.00	
						\$707.00	\$707.00	
5588	Furnishings							
	Tablecloths		\$20.00	10.00	10.00	\$200.00	\$200.00	
	Framed Artwork		\$150.00	1.00	1.00	\$150.00	\$150.00	Back staircase
	Holiday decoration		\$100.00	2.00	2.00	\$200.00	\$200.00	
	Conference room décor, 1/yr		\$200.00	1.00	1.00	\$200.00	\$200.00	
	Conference room drapes, 2/yr		\$100.00	4.00	4.00	\$400.00	\$400.00	
	Window seat cushion replacements		\$250.00	3.00	3.00	\$750.00	\$750.00	
						\$1,900.00	\$1,900.00	

ENDICOTT ESTATE OTHER CHARGES AND EXPENSES

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5305	Meetings & Conferences	\$0.00	\$0.00	\$55.00	\$500.00	\$500.00	\$500.00	
5730	Dues & Memberships	\$377.00	\$0.00	\$675.00	\$675.00	\$675.00	\$675.00	
5735	Publications & Subscriptions	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
		\$377.00	\$0.00	\$730.00	\$1,175.00	\$1,175.00	\$1,175.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5305	Meetings & Conferences							
	Intl Society of Event Specialists		\$50.00	5.00	5.00	\$250.00	\$250.00	
	Neponset Valley Chamber of Commerce		\$50.00	5.00	5.00	\$250.00	\$250.00	
						Account Subtotal	\$500.00	\$500.00
5730	Dues & Memberships							
	Gr.Boston Convention & Visitors Bureau		\$675.00	1.00	1.00	\$675.00	\$675.00	
	Boston Wedding Group		\$595.00	0.00	0.00	\$0.00	\$0.00	Hosting conference in lieu of dues
	Intl Society of Event Specialists		\$399.00	0.00	0.00	\$0.00	\$0.00	
						Account Subtotal	\$675.00	\$675.00

CIVIC PRIDE - 693 CULTURAL COUNCIL - 694 BUDGET SUMMARY

Department Mission, Programs, and Services

Significant Changes From FY14

Significant Changes Requested for FY16

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Civic Pride	\$4,725.00	\$4,725.00	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00
Cultural Council	\$6,300.00	\$6,300.00	\$6,300.00	\$6,300.00	\$6,300.00	\$6,300.00
TOTAL	\$11,025.00	\$11,025.00	\$16,300.00	\$16,300.00	\$16,300.00	\$16,300.00

CIVIC PRIDE -693

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5693	Civic Pride	\$4,725.00	\$4,725.00	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00	
		\$4,725.00	\$4,725.00	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5693	Civic Pride							
	Friends of Dedham Civic Pride		\$1.00	10,000.00	10,000.00	\$10,000.00	\$10,000.00	
						\$0.00	\$0.00	
Account Subtotal						\$10,000.00	\$10,000.00	

CULTURAL COUNCIL - 694

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5694	Cultural Council	\$6,300.00	\$6,300.00	\$6,300.00	\$6,300.00	\$6,300.00	\$6,300.00	
		\$6,300.00	\$6,300.00	\$6,300.00	\$6,300.00	\$6,300.00	\$6,300.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5694	Cultural Council							
	Town contribution		\$1.00	6,300.00	6,300.00	\$6,300.00	\$6,300.00	
						\$0.00	\$0.00	
Account Subtotal						\$6,300.00	\$6,300.00	

DEBT SERVICE - 710 BUDGET SUMMARY

Department Mission, Programs, and Services

The Debt Service budget is managed by the Finance Department. The budget includes funds for the scheduled debt service payments on all of its borrowings, and for interest on short-term borrowings the Town may issue for projects initiated during the year.

Significant Changes From FY15

In FY15, the final debt payments will be made for the following projects:

<u>Project</u>	<u>Issue Date</u>	<u>Issue Amount</u>	<u>FY15 Principal</u>	<u>FY15 Interest</u>
Road Repairs	June, 2005	2,000,000	200,000	7,000
Road Repairs	June, 2005	2,500,000	250,000	8,750
Greenlodge & Riverdale Boilers	June, 2005	450,000	45,000	1,575
Endicott Estate	June, 2005	750,000	75,000	2,625
Fire Truck, Engine 3	May, 2010	435,000	85,000	2,550
Oakdale School Boiler	May, 2010	230,000	45,000	1,350
High School Kitchen Equipment	May, 2010	120,000	20,000	600
Avery School Plans	Nov, 2010	110,000	20,000	600
MWRA Sewer	May, 2010	272,800	54,560	-
		6,867,800	794,560	25,050

Significant Changes Requested for FY16

The FY2016 debt budget reflects principal and interest payments on existing debt issues and newly authorized debt issued during FY2015. The Town plans to issue new debt in May of 2015 for the following authorized issues:

<u>Project</u>	<u>Issue Date</u>	<u>Issue Amount</u>	<u>FY16 Principal</u>	<u>FY16 Interest</u>
Software Licenses	May, 2015	289,000	64,000	8,670
Exterior Doors (School)	May, 2015	150,000	15,000	4,500
Ceilings (School)	May, 2015	300,000	30,000	9,000
Network/Infrastructure	May, 2015	128,270	28,270	3,848
Rustcraft Rd/Sidewalk Design	May, 2015	300,000	60,000	9,000
Roads Program	May, 2015	1,500,000	100,000	45,000
Sidewalk/Misc Repairs	May, 2015	400,000	40,000	12,000
Vehicles/Heavy Equipment	May, 2015	240,000	240,000	7,200
Fire Engine	May, 2015	500,000	100,000	15,000
ECEC Feasibility	May, 2015	348,000	-	3,900
Ames Property	May, 2015	1,900,000	95,000	71,250
		6,055,270	772,270	189,368

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Principal & Interest On Debt	\$6,743,611.20	\$6,826,820.07	\$6,643,690.32	\$6,472,283.00	\$6,722,471.00	\$6,722,471.00
Interest On Long-Term Debt	\$1,936,110.57	\$1,916,384.65	\$1,826,227.69	\$1,780,985.00	\$1,843,486.00	\$1,843,486.00
Interest On Short-Term Debt	\$19,040.89	\$95,612.22	\$5,478.50	\$63,215.00	\$63,000.00	\$63,000.00
TOTAL	\$8,698,762.66	\$8,838,816.94	\$8,475,396.51	\$8,316,483.00	\$8,628,957.00	\$8,628,957.00

DEBT SERVICE PRINCIPAL AND INTEREST ON DEBT

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5910	Principal On Debt	\$6,743,611.20	\$6,826,820.07	\$6,643,690.32	\$6,472,283.00	\$6,722,471.00	\$6,722,471.00	
5915	Interest On Long-Term Debt	\$1,936,110.57	\$1,916,384.65	\$1,826,227.69	\$1,721,888.00	\$1,843,486.00	\$1,843,486.00	
5925	Interest On Short-Term Debt	\$19,040.89	\$95,612.22	\$5,478.50	\$63,215.00	\$63,000.00	\$63,000.00	
		\$8,698,762.66	\$8,838,816.94	\$8,475,396.51	\$8,257,386.00	\$8,628,957.00	\$8,628,957.00	

ACCOUNT DETAIL		Issue Date	Issue Amount	FY Final Payment	Type	Amount Request	Amount Recom.	Notes
Number	Item							
5910	Principal On Debt							
MWPAT Title V Loan, Series 3		10/25/00	\$121,104.92	2019	Non-Excluded	\$6,726.26	\$6,726.26	
Sewer		12/15/00	\$1,765,000.00	2016	Excluded	\$115,000.00	\$115,000.00	
Land Acquisition, Manor Estate		12/15/01	\$2,000,000.00	2022	Excluded	\$100,000.00	\$100,000.00	
Sewer		6/15/03	\$2,172,000.00	2023	Excluded	\$110,000.00	\$110,000.00	
MWPAT, Series 4		2/1/05	\$2,038,194.86	2019	Non-Excluded	\$115,187.00	\$115,187.00	
MWPAT, Series 5		2/1/05	\$603,548.92	2020	Non-Excluded	\$31,802.00	\$31,802.00	
Middle School Construction		6/1/05	\$10,000,000.00	2025	Excluded	\$500,000.00	\$500,000.00	
Road Repairs		6/1/05	\$2,000,000.00	2015	Excluded	\$0.00	\$0.00	
Road Repairs		6/1/05	\$2,500,000.00	2015	Excluded	\$0.00	\$0.00	
Endicott Estate Repairs & Remodeling		6/1/05	\$750,000.00	2015	Non-Excluded	\$0.00	\$0.00	
Greenlodge & Riverdale School Boilers		6/1/05	\$450,000.00	2015	Non-Excluded	\$0.00	\$0.00	
Capen Center Roof		11/1/06	\$170,000.00	2017	Non-Excluded	\$15,000.00	\$15,000.00	
Land Acquisition, SMA Fathers		11/1/06	\$3,750,000.00	2022	Excluded	\$250,000.00	\$250,000.00	
Salt Shed		11/1/06	\$350,000.00	2017	Non-Excluded	\$35,000.00	\$35,000.00	
East Dedham Fire Station Repairs		11/1/06	\$120,000.00	2017	Non-Excluded	\$10,000.00	\$10,000.00	
Dedham HS Masonry Repairs		11/1/06	\$630,000.00	2022	Non-Excluded	\$40,000.00	\$40,000.00	
Department of Public Works Roof		11/1/06	\$300,000.00	2017	Non-Excluded	\$30,000.00	\$30,000.00	
Road Repairs		11/1/06	\$3,000,000.00	2016	Non-Excluded	\$330,000.00	\$330,000.00	
Road Repairs		11/1/06	\$1,000,000.00	2016	Non-Excluded	\$110,000.00	\$110,000.00	
Fairbanks Park Soccer Field Lights		11/1/06	\$100,000.00	2017	Non-Excluded	\$10,000.00	\$10,000.00	
Middle School Construction		10/15/07	\$4,000,000.00	2027	Excluded	\$210,000.00	\$210,000.00	
Endicott Estate Repairs & Remodeling		10/15/07	\$750,000.00	2018	Non-Excluded	\$75,000.00	\$75,000.00	
Central Fire Station Apparatus Floors		10/15/07	\$130,000.00	2018	Non-Excluded	\$13,000.00	\$13,000.00	
Greenlodge & Oakdale School Repairs		10/15/07	\$425,000.00	2018	Non-Excluded	\$40,000.00	\$40,000.00	
High School Offices, Admin Relocation		10/15/07	\$200,000.00	2018	Non-Excluded	\$20,000.00	\$20,000.00	
Town Hall Remodel		10/15/07	\$100,000.00	2018	Non-Excluded	\$10,000.00	\$10,000.00	
Town Hall HVAC		10/15/07	\$120,000.00	2018	Non-Excluded	\$12,000.00	\$12,000.00	
Road Repairs		10/15/07	\$900,000.00	2017	Non-Excluded	\$100,000.00	\$100,000.00	
High School Roof		11/1/08	\$750,000.00	2019	Non-Excluded	\$75,000.00	\$75,000.00	
Public Works Building Repairs		11/1/08	\$100,000.00	2019	Non-Excluded	\$10,000.00	\$10,000.00	
Roads & Sidewalks		11/1/08	\$1,000,000.00	2018	Non-Excluded	\$110,000.00	\$110,000.00	
Sewer Repairs, Nancy Rd/Zoar Ave		6/1/09	\$170,000.00	2019	Non-Excluded	\$15,000.00	\$15,000.00	
Land Acquisition, 347 High Street		6/1/09	\$675,000.00	2019	Non-Excluded	\$67,500.00	\$67,500.00	
East Dedham Fire Station Repairs		6/1/09	\$300,000.00	2019	Non-Excluded	\$30,000.00	\$30,000.00	
Elementary Schools Masonry Repairs		6/1/09	\$95,000.00	2019	Non-Excluded	\$10,000.00	\$10,000.00	
Town Hall HVAC		6/1/09	\$100,000.00	2019	Non-Excluded	\$10,000.00	\$10,000.00	
Roads & Sidewalks		6/1/09	\$750,000.00	2019	Non-Excluded	\$75,000.00	\$75,000.00	
Roads & Sidewalks		6/1/09	\$225,000.00	2019	Non-Excluded	\$22,500.00	\$22,500.00	
Roads & Sidewalks		6/1/09	\$1,500,000.00	2019	Non-Excluded	\$150,000.00	\$150,000.00	
Avery Elementary School Construction		5/15/10	\$3,400,000.00	2030	Excluded	\$170,000.00	\$170,000.00	
Turf Performance Fields		5/15/10	\$2,000,000.00	2030	Excluded	\$100,000.00	\$100,000.00	
Dexter School Roof Replacement		5/15/10	\$265,000.00	2020	Non-Excluded	\$25,000.00	\$25,000.00	
Road Repairs		5/15/10	\$1,500,000.00	2020	Non-Excluded	\$150,000.00	\$150,000.00	
Fire Truck, Replace Engine 3		5/15/10	\$435,000.00	2015	Non-Excluded	\$0.00	\$0.00	
Oakdale School Boiler		5/15/10	\$230,000.00	2015	Non-Excluded	\$0.00	\$0.00	
DHS Kitchen Equipment		5/15/10	\$120,000.00	2015	Non-Excluded	\$0.00	\$0.00	
Avery School Feasibility Study		11/15/10	\$110,000.00	2015	Non-Excluded	\$0.00	\$0.00	
MWRA Sewer		5/17/10	\$272,800.00	2015	Non-Excluded	\$0.00	\$0.00	
ESCO/Energy Bonds		6/15/11	\$8,000,000.00	2031	Non-Excluded	\$400,000.00	\$400,000.00	
Avery Elementary School Construction		6/15/11	\$5,000,000.00	2031	Excluded	\$250,000.00	\$250,000.00	
Dexter School Roof		6/15/11	\$225,000.00	2020	Non-Excluded	\$25,000.00	\$25,000.00	
Town Hall Municipal Solar Project		6/15/11	\$250,000.00	2020	Non-Excluded	\$25,000.00	\$25,000.00	
Roads & Sidewalks		6/15/11	\$2,000,000.00	2020	Non-Excluded	\$200,000.00	\$200,000.00	
Condon Park Parking Lot		6/15/11	\$35,000.00	2016	Non-Excluded	\$5,000.00	\$5,000.00	
Fire Truck, Refurbish Ladder 1		6/15/11	\$300,000.00	2016	Non-Excluded	\$60,000.00	\$60,000.00	
Turf Performance Fields		6/15/11	\$1,100,000.00	2026	Excluded	\$75,000.00	\$75,000.00	
Land Acquisition, 437 Washington St		5/15/12	\$425,000.00	2020	Non-Excluded	\$45,000.00	\$45,000.00	
Road Repairs		5/15/12	\$1,500,000.00	2020	Non-Excluded	\$150,000.00	\$150,000.00	
Sidewalks		5/15/12	\$350,000.00	2020	Non-Excluded	\$35,000.00	\$35,000.00	
Public Works Equipment		5/15/12	\$150,000.00	2017	Non-Excluded	\$30,000.00	\$30,000.00	
Avery Elementary School Construction		5/15/12	\$3,870,000.00	2032	Excluded	\$195,000.00	\$195,000.00	
MWRA Sewer		5/20/13	\$260,150.00	2018	Non-Excluded	\$52,030.00	\$52,030.00	
Riverdale Roof		6/15/13	\$106,000.00	2023	Non-Excluded	\$10,000.00	\$10,000.00	
Pool Roof		6/15/13	\$82,000.00	2018	Non-Excluded	\$15,000.00	\$15,000.00	

DEBT SERVICE PRINCIPAL AND INTEREST ON DEBT

Dedham Square	6/15/13	\$4,800,000.00	2028	Non-Excluded	\$320,000.00	\$320,000.00
Roads & Sidewalks	6/15/13	\$2,000,000.00	2028	Non-Excluded	\$135,000.00	\$135,000.00
DPW Motor Equipment Replacements	5/15/14	\$320,000.00	2019	Non-Excluded	\$65,000.00	\$65,000.00
Road Repairs	5/15/14	\$1,500,000.00	2029	Non-Excluded	\$100,000.00	\$100,000.00
Sidewalks & Miscellaneous Repairs	5/15/14	\$500,000.00	2029	Non-Excluded	\$35,000.00	\$35,000.00
DHS Rooftop Units	5/15/14	\$95,000.00	2019	Non-Excluded	\$20,000.00	\$20,000.00
Pool Rooftop Units	5/15/14	\$25,000.00	2017	Non-Excluded	\$10,000.00	\$10,000.00
Facilities Snow Removal Vehicle	5/15/14	\$40,000.00	2018	Non-Excluded	\$10,000.00	\$10,000.00
Old Avery School Boiler	5/15/14	\$125,000.00	2024	Non-Excluded	\$15,000.00	\$15,000.00
Dedham Square	5/15/14	\$1,006,000.00	2024	Non-Excluded	\$65,000.00	\$65,000.00
Brookdale Cemetery	5/15/14	\$25,000.00	2017	Non-Excluded	\$5,000.00	\$5,000.00
Striar Property	5/15/14	\$25,000.00	2024	Non-Excluded	\$10,000.00	\$10,000.00
Ames Land Purchase	8/21/14	\$935,455.00	2034	Non-Excluded	\$225,000.00	\$225,000.00
Avery School Construction	8/21/14	\$4,450,000.00	2034	Excluded	\$54,455.00	\$54,455.00
Projected Debt Service						
Software Licenses		\$289,000.00	2020	Non-Excluded	\$64,000.00	\$64,000.00
Exterior Doors		\$150,000.00	2025	Non-Excluded	\$15,000.00	\$15,000.00
Ceilings (School)		\$300,000.00	2025	Non-Excluded	\$30,000.00	\$30,000.00
Network/Infrastructure		\$128,270.00	2020	Non-Excluded	\$28,270.00	\$28,270.00
Rustcraft Rd/Sidewalk Design		\$300,000.00	2020	Non-Excluded	\$60,000.00	\$60,000.00
Roads Program		\$1,500,000.00	2030	Non-Excluded	\$100,000.00	\$100,000.00
Sidewalk/Misc Repairs		\$400,000.00	2025	Non-Excluded	\$40,000.00	\$40,000.00
Vehicles/Heavy Equip		\$240,000.00	2020	Non-Excluded	\$240,000.00	\$240,000.00
Fire Engine		\$500,000.00	2020	Non-Excluded	\$100,000.00	\$100,000.00
ECEC Feasibility		\$348,000.00		Non-Excluded	\$0.00	\$0.00
Ames Property		\$1,900,000.00	2035	Non-Excluded	\$95,000.00	\$95,000.00
Account Subtotal					\$6,722,471.00	\$6,722,471.00
5915	Interest On Long-Term Debt					
MWPAT Title V Loan, Series 3	10/25/00	\$121,104.92	2019	Non-Excluded	\$0.00	\$0.00
Sewer	12/15/00	\$1,765,000.00	2016	Excluded	\$2,875.00	\$2,875.00
Land Acquisition, Manor Estate	12/15/01	\$2,000,000.00	2022	Excluded	\$31,650.00	\$31,650.00
Sewer	6/15/03	\$2,172,000.00	2023	Excluded	\$31,553.00	\$31,553.00
MWPAT, Series 4	2/1/05	\$2,038,194.86	2019	Non-Excluded	\$5,474.00	\$5,474.00
MWPAT, Series 5	2/1/05	\$603,548.92	2020	Non-Excluded	\$2,735.00	\$2,735.00
Middle School Construction	6/1/05	\$10,000,000.00	2025	Excluded	\$196,750.00	\$196,750.00
Road Repairs	6/1/05	\$2,000,000.00	2015	Excluded	\$0.00	\$0.00
Road Repairs	6/1/05	\$2,500,000.00	2015	Excluded	\$0.00	\$0.00
Endicott Estate Repairs & Remodeling	6/1/05	\$750,000.00	2015	Non-Excluded	\$0.00	\$0.00
Greenlodge & Riverdale School Boilers	6/1/05	\$450,000.00	2015	Non-Excluded	\$0.00	\$0.00
Capen Center Roof	11/1/06	\$170,000.00	2017	Non-Excluded	\$840.00	\$840.00
Land Acquisition, SMA Fathers	11/1/06	\$3,750,000.00	2022	Excluded	\$63,500.00	\$63,500.00
Salt Shed	11/1/06	\$350,000.00	2017	Non-Excluded	\$1,960.00	\$1,960.00
East Dedham Fire Station Repairs	11/1/06	\$120,000.00	2017	Non-Excluded	\$560.00	\$560.00
Dedham HS Masonry Repairs	11/1/06	\$630,000.00	2022	Non-Excluded	\$10,160.00	\$10,160.00
Department of Public Works Roof	11/1/06	\$300,000.00	2017	Non-Excluded	\$1,680.00	\$1,680.00
Road Repairs	11/1/06	\$3,000,000.00	2016	Non-Excluded	\$6,105.00	\$6,105.00
Road Repairs	11/1/06	\$1,000,000.00	2016	Non-Excluded	\$2,035.00	\$2,035.00
Fairbanks Park Soccer Field Lights	11/1/06	\$100,000.00	2017	Non-Excluded	\$560.00	\$560.00
Middle School Construction	10/15/07	\$4,000,000.00	2027	Excluded	\$95,498.00	\$95,498.00
Endicott Estate Repairs & Remodeling	10/15/07	\$750,000.00	2018	Non-Excluded	\$7,219.00	\$7,219.00
Central Fire Station Apparatus Floors	10/15/07	\$130,000.00	2018	Non-Excluded	\$1,999.00	\$1,999.00
Greenlodge & Oakdale School Repairs	10/15/07	\$425,000.00	2018	Non-Excluded	\$3,850.00	\$3,850.00
High School Offices, Admin Relocation	10/15/07	\$200,000.00	2018	Non-Excluded	\$1,925.00	\$1,925.00
Town Hall Remodel	10/15/07	\$100,000.00	2018	Non-Excluded	\$963.00	\$963.00
Town Hall HVAC	10/15/07	\$120,000.00	2018	Non-Excluded	\$1,155.00	\$1,155.00
Road Repairs	10/15/07	\$900,000.00	2017	Non-Excluded	\$5,875.00	\$5,875.00
High School Roof	11/1/08	\$750,000.00	2019	Non-Excluded	\$11,625.00	\$11,625.00
Public Works Building Repairs	11/1/08	\$100,000.00	2019	Non-Excluded	\$1,550.00	\$1,550.00
Roads & Sidewalks	11/1/08	\$1,000,000.00	2018	Non-Excluded	\$19,085.00	\$19,085.00
Sewer Repairs, Nancy Rd/Zoar Ave	6/1/09	\$170,000.00	2019	Non-Excluded	\$1,613.00	\$1,613.00
Land Acquisition, 347 High Street	6/1/09	\$675,000.00	2019	Non-Excluded	\$7,256.00	\$7,256.00
East Dedham Fire Station Repairs	6/1/09	\$300,000.00	2019	Non-Excluded	\$3,225.00	\$3,225.00
Elementary Schools Masonry Repairs	6/1/09	\$95,000.00	2019	Non-Excluded	\$925.00	\$925.00
Town Hall HVAC	6/1/09	\$100,000.00	2019	Non-Excluded	\$1,075.00	\$1,075.00
Roads & Sidewalks	6/1/09	\$750,000.00	2019	Non-Excluded	\$8,063.00	\$8,063.00
Roads & Sidewalks	6/1/09	\$225,000.00	2019	Non-Excluded	\$2,419.00	\$2,419.00
Roads & Sidewalks	6/1/09	\$1,500,000.00	2019	Non-Excluded	\$16,125.00	\$16,125.00
Avery Elementary School Construction	5/15/10	\$3,400,000.00	2030	Excluded	\$85,638.00	\$85,638.00
Turf Performance Fields	5/15/10	\$2,000,000.00	2030	Excluded	\$50,375.00	\$50,375.00
Dexter School Roof Replacement	5/15/10	\$265,000.00	2020	Non-Excluded	\$3,438.00	\$3,438.00
Road Repairs	5/15/10	\$1,500,000.00	2020	Non-Excluded	\$20,625.00	\$20,625.00
Fire Truck, Replace Engine 3	5/15/10	\$435,000.00	2015	Non-Excluded	\$0.00	\$0.00
Oakdale School Boiler	5/15/10	\$230,000.00	2015	Non-Excluded	\$0.00	\$0.00
DHS Kitchen Equipment	5/15/10	\$120,000.00	2015	Non-Excluded	\$0.00	\$0.00

DEBT SERVICE PRINCIPAL AND INTEREST ON DEBT

Avery School Feasibility Study	11/15/10	\$110,000.00	2015	Non-Excluded	\$0.00	\$0.00
MWRA Sewer	5/17/10	\$272,800.00	2015	Non-Excluded	\$0.00	\$0.00
ESCO/Energy Bonds	6/15/11	\$8,000,000.00	2031	Non-Excluded	\$183,000.00	\$183,000.00
Avery Elementary School Construction	6/15/11	\$5,000,000.00	2031	Excluded	\$151,563.00	\$151,563.00
Dexter School Roof	6/15/11	\$225,000.00	2020	Non-Excluded	\$5,450.00	\$5,450.00
Town Hall Municipal Solar Project	6/15/11	\$250,000.00	2020	Non-Excluded	\$5,450.00	\$5,450.00
Roads & Sidewalks	6/15/11	\$2,000,000.00	2020	Non-Excluded	\$52,000.00	\$52,000.00
Condon Park Parking Lot	6/15/11	\$35,000.00	2016	Non-Excluded	\$250.00	\$250.00
Fire Truck, Refurbish Ladder 1	6/15/11	\$300,000.00	2016	Non-Excluded	\$3,000.00	\$3,000.00
Turf Performance Fields	6/15/11	\$1,100,000.00	2026	Excluded	\$30,875.00	\$30,875.00
Land Acquisition, 437 Washington St	5/15/12	\$425,000.00	2020	Non-Excluded	\$9,100.00	\$9,100.00
Road Repairs	5/15/12	\$1,500,000.00	2020	Non-Excluded	\$33,000.00	\$33,000.00
Sidewalks	5/15/12	\$350,000.00	2020	Non-Excluded	\$7,700.00	\$7,700.00
Public Works Equipment	5/15/12	\$150,000.00	2017	Non-Excluded	\$1,800.00	\$1,800.00
Avery Elementary School Construction	5/15/12	\$3,870,000.00	2032	Excluded	\$88,688.00	\$88,688.00
MWRA Sewer	5/20/13	\$260,150.00	2018	Non-Excluded	\$0.00	\$0.00
Riverdale Roof	6/15/13	\$106,000.00	2023	Non-Excluded	\$1,638.00	\$1,638.00
Pool Roof	6/15/13	\$82,000.00	2018	Non-Excluded	\$900.00	\$900.00
Dedham Square	6/15/13	\$4,800,000.00	2028	Non-Excluded	\$90,000.00	\$90,000.00
Roads & Sidewalks	6/15/13	\$2,000,000.00	2028	Non-Excluded	\$37,381.00	\$37,381.00
DPW Motor Equipment Replacements	5/15/14	\$320,000.00	2019	Non-Excluded	\$7,650.00	\$7,650.00
Road Repairs	5/15/14	\$1,500,000.00	2029	Non-Excluded	\$42,000.00	\$42,000.00
Sidewalks & Miscellaneous Repairs	5/15/14	\$500,000.00	2029	Non-Excluded	\$13,950.00	\$13,950.00
DHS Rooftop Units	5/15/14	\$95,000.00	2019	Non-Excluded	\$2,250.00	\$2,250.00
Pool Rooftop Units	5/15/14	\$25,000.00	2017	Non-Excluded	\$450.00	\$450.00
Facilities Snow Removal Vehicle	5/15/14	\$40,000.00	2018	Non-Excluded	\$900.00	\$900.00
Old Avery School Boiler	5/15/14	\$125,000.00	2024	Non-Excluded	\$3,300.00	\$3,300.00
Dedham Square	5/15/14	\$1,006,000.00	2024	Non-Excluded	\$26,250.00	\$26,250.00
Brookdale Cemetery	5/15/14	\$25,000.00	2017	Non-Excluded	\$150.00	\$150.00
Striar Property	5/15/14	\$25,000.00	2024	Non-Excluded	\$450.00	\$450.00
Ames Land Purchase	8/21/14	\$935,455.00	2034	Non-Excluded	\$120,020.00	\$120,020.00
Avery School Construction	8/21/14	\$4,450,000.00	2034	Excluded	\$24,995.00	\$24,995.00
Projected Debt Service						
Software Licenses		\$289,000.00	2020	Non-Excluded	\$8,670.00	\$8,670.00
Exterior Doors		\$150,000.00	2025	Non-Excluded	\$4,500.00	\$4,500.00
Ceilings (School)		\$300,000.00	2025	Non-Excluded	\$9,000.00	\$9,000.00
Network/Infrastructure		\$128,270.00	2020	Non-Excluded	\$3,848.00	\$3,848.00
Rustcraft Rd/Sidewalk Design		\$300,000.00	2020	Non-Excluded	\$9,000.00	\$9,000.00
Roads Program		\$1,500,000.00	2030	Non-Excluded	\$45,000.00	\$45,000.00
Sidewalk/Misc Repairs		\$400,000.00	2025	Non-Excluded	\$12,000.00	\$12,000.00
Vehicles/Heavy Equip		\$240,000.00	2020	Non-Excluded	\$7,200.00	\$7,200.00
Fire Engine		\$500,000.00	2020	Non-Excluded	\$15,000.00	\$15,000.00
ECEC Feasibility		\$348,000.00		Non-Excluded	\$3,900.00	\$3,900.00
Ames Property		\$1,900,000.00	2035	Non-Excluded	\$71,250.00	\$71,250.00
Account Subtotal					\$1,843,486.00	\$1,843,486.00
5925	Interest On Short-Term Debt					
Interest on short-term debt					\$63,000.00	\$63,000.00
					\$0.00	\$0.00
Account Subtotal					\$63,000.00	\$63,000.00

EMPLOYEE BENEFITS - 910 BUDGET SUMMARY

Department Mission, Programs, and Services

The Employee Benefits budget is managed by the Town Manager, Finance, and Human Resources departments. The budget includes funds for retired employees' pensions and health insurance, and for active employees' health insurance and fringe benefits such as unemployment payments and Medicare.

Significant Changes Requested for FY16

Ongoing Projects and Initiatives

Explanation of Increase or Decrease Associated with Maintaining Service Level.

Budget Summary

GENERAL FUND EXPENSES	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND
Pensions, Contributory	\$3,351,191.00	\$3,459,643.00	\$3,928,166.42	\$4,107,233.00	\$4,531,244.00	\$4,531,244.00
Insurance & Hospitalization	\$9,090,044.81	\$8,259,863.46	\$8,000,269.58	\$8,585,037.00	\$9,749,006.00	\$9,749,006.00
OPEB	\$670,000.00	\$1,729,000.00	\$1,700,000.00	\$1,674,110.00	\$1,473,816.00	\$1,473,816.00
Medicare Tax	\$577,099.28	\$603,778.85	\$624,832.12	\$698,566.00	\$726,063.00	\$726,063.00
Unemployment Payments	\$42,332.94	\$23,823.01	\$8,910.65	\$50,000.00	\$50,000.00	\$50,000.00
Pensions, Non-Contributory	\$24,683.78	\$15,599.68	\$12,245.59	\$15,000.00	\$15,000.00	\$15,000.00
Bargaining Reserve	\$0.00	\$0.00	\$0.00	\$0.00	\$470,000.00	\$470,000.00
Deferred Compensation	\$0.00	\$0.00	\$0.00	\$19,500.00	\$19,500.00	\$19,500.00
TOTAL	\$13,755,351.81	\$14,091,708.00	\$14,274,424.36	\$15,149,446.00	\$17,034,629.00	\$17,034,629.00

EMPLOYEE BENEFITS PENSIONS, CONTRIBUTORY

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5172	Pensions, Contributory	\$3,351,191.00	\$3,459,643.00	\$3,928,166.42	\$4,107,233.00	\$4,531,244.00	\$4,531,244.00	
5179	Pensions, Non-Contributory	\$24,683.78	\$15,599.68	\$12,245.59	\$15,000.00	\$15,000.00	\$15,000.00	
		\$3,375,874.78	\$3,475,242.68	\$3,940,412.01	\$4,122,233.00	\$4,546,244.00	\$4,546,244.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5172	Pensions, Contributory							
	Dedham Retirement Board		\$4,531,244.00	1.00	1.00	\$4,531,244.00	\$4,531,244.00	PERAC determination
Account Subtotal						\$4,531,244.00	\$4,531,244.00	
5179	Pensions, Non-Contributory							
	Retiree pension, grandfathered		\$15,000.00	1.00	1.00	\$15,000.00	\$15,000.00	
Account Subtotal						\$15,000.00	\$15,000.00	

EMPLOYEE BENEFITS UNEMPLOYMENT

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5173	Unemployment	\$42,332.94	\$23,823.01	\$8,910.65	\$50,000.00	\$50,000.00	\$50,000.00	
		\$42,332.94	\$23,823.01	\$8,910.65	\$50,000.00	\$50,000.00	\$50,000.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5173	Unemployment		\$50,000.00	1.00	1.00	\$50,000.00	\$50,000.00	
Account Subtotal						\$50,000.00	\$50,000.00	

EMPLOYEE BENEFITS INSURANCE AND HOSPITALIZATION

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5174	Health Insurance	\$9,090,044.81	\$7,750,418.46	\$8,000,269.58	\$8,520,237.00	\$9,684,206.00	\$9,684,206.00	
5175	Life Insurance				\$64,800.00	\$64,800.00	\$64,800.00	
5178	Healthcare Mitigation	\$0.00	\$509,445.00	\$0.00	\$0.00			
		\$9,090,044.81	\$8,259,863.46	\$8,000,269.58	\$8,585,037.00	\$9,749,006.00	\$9,749,006.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
5174	Health Insurance			Enrollment as of 1/8/15	Projected FY16 Enrollment			
80% Employer Contribution								
	Harvard Pilgrim, Family (\$1918/mo)		\$18,412.80	222.00	226.00	\$4,087,642.00	\$4,087,642.00	
	Harvard Pilgrim, Individual (\$736/mo)		\$7,065.60	114.00	114.00	\$805,479.00	\$805,479.00	
	Tufts, Family (2088/mo)		\$20,044.80	65.00	65.00	\$1,302,912.00	\$1,302,912.00	
	Tufts, Individual (\$797/mo)		\$7,651.20	34.00	34.00	\$260,141.00	\$260,141.00	
	Blue Cross, Family (\$2261/mo)		\$21,705.60	42.00	42.00	\$911,636.00	\$911,636.00	
	Blue Cross, Individual (\$843/mo)		\$8,092.80	31.00	31.00	\$250,877.00	\$250,877.00	
	Fallon Select, Family (\$1647/mo)		\$15,811.20	17.00	17.00	\$268,791.00	\$268,791.00	
	Fallon Select, Individual (\$611/mo)		\$5,865.60	13.00	13.00	\$76,253.00	\$76,253.00	
	Fallon Direct, Family (\$1531/mo)		\$14,697.60	0.00	0.00	\$0.00	\$0.00	
	Fallon Direct, Individual (\$570/mo)		\$5,472.00	3.00	3.00	\$16,416.00	\$16,416.00	
75% Employer Contribution (Public Works Units A&B, Town Administrator, Finance Director, Police Chief)								
	Harvard Pilgrim, Family (\$1918/mo)		\$17,262.00	13.00	13.00	\$224,406.00	\$224,406.00	
	Harvard Pilgrim, Individual (\$736/mo)		\$6,624.00	2.00	2.00	\$13,248.00	\$13,248.00	
	Tufts, Family (2088/mo)		\$18,792.00	3.00	3.00	\$56,376.00	\$56,376.00	
	Tufts, Individual (\$797/mo)		\$7,173.00	2.00	2.00	\$14,346.00	\$14,346.00	
	Blue Cross, Family (\$2261/mo)		\$20,349.00	0.00	0.00	\$0.00	\$0.00	
	Blue Cross, Individual (\$843/mo)		\$7,587.00	0.00	0.00	\$0.00	\$0.00	
	Fallon Select, Family (\$1647/mo)		\$14,823.00	1.00	1.00	\$14,823.00	\$14,823.00	
	Fallon Select, Individual (\$611/mo)		\$5,499.00	1.00	1.00	\$5,499.00	\$5,499.00	
	Fallon Direct, Family (\$1531/mo)		\$13,779.00	0.00	0.00	\$0.00	\$0.00	
	Fallon Direct, Individual (\$570/mo)		\$5,130.00	0.00	0.00	\$0.00	\$0.00	
85% Employer Contribution (School Aides)								
	Harvard Pilgrim, Family (\$1918/mo)		\$19,563.60	10.00	10.00	\$195,636.00	\$195,636.00	
	Harvard Pilgrim, Individual (\$736/mo)		\$7,507.20	5.00	5.00	\$37,536.00	\$37,536.00	
	Tufts, Family (2088/mo)		\$21,297.60	7.00	7.00	\$149,084.00	\$149,084.00	
	Tufts, Individual (\$797/mo)		\$8,129.40	4.00	4.00	\$32,518.00	\$32,518.00	
	Blue Cross, Family (\$2261/mo)		\$23,062.20	2.00	2.00	\$46,125.00	\$46,125.00	
	Blue Cross, Individual (\$843/mo)		\$8,598.60	0.00	0.00	\$0.00	\$0.00	
	Fallon Select, Family (\$1647/mo)		\$16,799.40	1.00	1.00	\$16,800.00	\$16,800.00	
	Fallon Select, Individual (\$611/mo)		\$6,232.20	0.00	0.00	\$0.00	\$0.00	
	Fallon Direct, Family (\$1531/mo)		\$15,616.20	0.00	0.00	\$0.00	\$0.00	
	Fallon Direct, Individual (\$570/mo)		\$5,814.00	0.00	0.00	\$0.00	\$0.00	
90% Employer Contribution (Grandfathered Retirees)								
	Harvard Pilgrim, Family (\$1918/mo)		\$20,714.40	6.00	6.00	\$124,287.00	\$124,287.00	
	Harvard Pilgrim, Individual (\$736/mo)		\$7,948.80	7.00	7.00	\$55,642.00	\$55,642.00	
	Tufts, Family (2088/mo)		\$22,550.40	0.00	0.00	\$0.00	\$0.00	
	Tufts, Individual (\$797/mo)		\$8,607.60	2.00	2.00	\$17,216.00	\$17,216.00	
	Blue Cross, Family (\$2261/mo)		\$24,418.80	6.00	6.00	\$146,513.00	\$146,513.00	
	Blue Cross, Individual (\$843/mo)		\$9,104.40	4.00	4.00	\$36,418.00	\$36,418.00	
	Fallon Select, Family (\$1647/mo)		\$17,787.60	0.00	0.00	\$0.00	\$0.00	
	Fallon Select, Individual (\$611/mo)		\$6,598.80	0.00	0.00	\$0.00	\$0.00	
	Fallon Direct, Family (\$1531/mo)		\$16,534.80	0.00	0.00	\$0.00	\$0.00	
	Fallon Direct, Individual (\$570/mo)		\$6,156.00	0.00	0.00	\$0.00	\$0.00	
50% Employer Contribution (Senior Plans)								
	Medex III (\$348.5/mo)		\$2,091.00	59.00	59.00	\$123,369.00	\$123,369.00	
	Managed Blue (\$303.02/mo)		\$1,818.12	2.00	2.00	\$3,637.00	\$3,637.00	
	Harvard Medical Enhanced (\$336.56/mo)		\$2,019.24	47.00	47.00	\$94,905.00	\$94,905.00	
	Tufts Medicare Plus (\$338.25/mo)		\$2,029.50	45.00	45.00	\$91,328.00	\$91,328.00	
	Tufts Medicare Preferred (\$268.55/mo)		\$1,611.30	93.00	93.00	\$149,851.00	\$149,851.00	
	Fallon Senior Plan (\$306.48/mo)		\$1,838.88	0.00	0.00	\$0.00	\$0.00	
100% Employer Contribution (Senior Plans)								
	Medex III (\$348.5/mo)		\$4,182.00	3.00	3.00	\$12,546.00	\$12,546.00	
	Managed Blue (\$303.02/mo)		\$3,636.24	0.00	0.00	\$0.00	\$0.00	
	Harvard Medical Enhanced (\$336.56/mo)		\$4,038.72	0.00	0.00	\$0.00	\$0.00	
	Tufts Medicare Plus (\$338.25/mo)		\$4,059.00	1.00	1.00	\$4,059.00	\$4,059.00	
	Tufts Medicare Preferred (\$268.55/mo)		\$3,222.60	4.00	4.00	\$12,891.00	\$12,891.00	
	Fallon Senior Plan (\$306.48/mo)		\$3,677.76	0.00	0.00	\$0.00	\$0.00	
Other Costs								
	HRA administration		\$25,000.00	1.00	1.00	\$25,000.00	\$25,000.00	
	Reserve for increased enrollment		\$0.00	0.00	0.00	\$0.00	\$0.00	
Account Subtotal						\$9,684,206.00	\$9,684,206.00	
5175	Life Insurance							
	Existing monthly premium		\$1,800.00	0.00	0.00	\$0.00	\$0.00	
	Increase burial benefit from \$5k to \$15k		\$5,400.00	12.00	12.00	\$64,800.00	\$64,800.00	
Account Subtotal						\$64,800.00	\$64,800.00	

EMPLOYEE BENEFITS

OPEB

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5176	OPEB	\$670,000.00	\$1,729,000.00	\$1,700,000.00	\$1,674,110.00	\$1,473,816.00	\$1,473,816.00	
		\$670,000.00	\$1,729,000.00	\$1,700,000.00	\$1,674,110.00	\$1,473,816.00	\$1,473,816.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5176	OPEB							
	Scheduled FY2016 payment of actuarial accrued OPEB liability		\$1,473,816.00	1.00	1.00	\$1,473,816.00	\$1,473,816.00	
			\$0.00	1.00	0.00	\$0.00	\$0.00	
Account Subtotal						\$1,473,816.00	\$1,473,816.00	

EMPLOYEE BENEFITS MEDICARE TAX

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5177	Medicare Tax	\$577,099.28	\$603,778.85	\$624,832.12	\$698,566.00	\$726,063.00	\$726,063.00	
		\$577,099.28	\$603,778.85	\$624,832.12	\$698,566.00	\$726,063.00	\$726,063.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5177	Medicare Tax							
	Salaries & Overtime, Town Departments		1.45%	\$19,590,107.00	\$19,590,107.00	\$284,057.00	\$284,057.00	est
	Retroactive Salaries & Overtime, Town		1.45%	\$0.00	\$0.00	\$0.00	\$0.00	
	Bargaining Reserve		1.45%	\$470,000.00	\$470,000.00	\$6,815.00	\$6,815.00	
	Salaries & Overtime, School Department		1.45%	\$30,013,141.00	\$30,013,141.00	\$435,191.00	\$435,191.00	est
Account Subtotal						\$726,063.00	\$726,063.00	

EMPLOYEE BENEFITS SALARY RESERVE

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5180	Bargaining Reserve	\$0.00	\$0.00	\$0.00	\$0.00	\$470,000.00	\$470,000.00	
		\$0.00	\$0.00	\$0.00	\$0.00	\$470,000.00	\$470,000.00	

ACCOUNT DETAIL						Amount Request	Amount Recom.	Notes
Number	Item							
5180	Bargaining Reserve			\$0.00	\$0.00	\$0.00	\$0.00	
				\$0.00	\$0.00	\$0.00	\$0.00	
							\$0.00	
							\$0.00	
				\$0.00	\$0.00	\$0.00	\$0.00	
FY16, Union Employees		\$0.00	3.0%	\$0.00	\$560,416.00	\$470,000.00	\$470,000.00	
Contractual Employees				\$55,000.00	\$55,000.00	\$0.00	\$0.00	
Reserve for Reclassifications						\$0.00	\$0.00	
Account Subtotal						\$470,000.00	\$470,000.00	

EMPLOYEE BENEFITS DEFERRED COMPENSATION

ACCT NUMBER	ACCT NAME	FY12 ACTUAL	FY13 ACTUAL	FY14 ACTUAL	FY15 BUDGET	FY16 REQUEST	FY16 TM RECOMMEND	NOTES
5178	Deferred Compensation	\$0.00	\$0.00	\$0.00	\$19,500.00	\$19,500.00	\$19,500.00	
		\$0.00	\$0.00	\$0.00	\$19,500.00	\$19,500.00	\$19,500.00	

ACCOUNT DETAIL		Program / Service	Unit Cost	Qty. Request	Qty. Recom.	Amount Request	Amount Recom.	Notes
Number	Item							
5181	Deferred Compensation							
	Employees 1-5 years service	Benefits	\$250.00	10.00	10.00	\$2,500.00	\$2,500.00	
	Employees 6-10 years service	Benefits	\$500.00	11.00	11.00	\$5,500.00	\$5,500.00	
	Employees 11-15 years service	Benefits	\$750.00	3.00	3.00	\$2,250.00	\$2,250.00	
	Employees 16-20 years service	Benefits	\$1,000.00	3.00	3.00	\$3,000.00	\$3,000.00	
	Employees 21-25 years service	Benefits	\$1,250.00	0.00	0.00	\$0.00	\$0.00	
	Employees 26-30 years service	Benefits	\$1,500.00	3.00	3.00	\$4,500.00	\$4,500.00	
	Employees 30+ years service	Benefits	\$1,750.00	1.00	1.00	\$1,750.00	\$1,750.00	
Account Subtotal						\$19,500.00	\$19,500.00	

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST SUMMARY
CAPITAL IMPROVEMENT PROGRAM FY2016-2020**

Department: TOWN CLERK							
# Project	Capital Ty	FY2016	FY2017	FY2018	FY2019	FY2020	Total
1 Election Voting Machine/Box		50,500					50,500
2 Election Voting Booths		23,814					23,814
		74,314	-	-	-	-	74,314

Department: ENVIRONMENT							
# Project	Capital Ty	FY2016	FY2017	FY2018	FY2019	FY2020	Total
1 Dedham Greenway		280,000	1,400,000				1,680,000
		280,000	1,400,000	-	-	-	1,680,000

Department: PLANNING							
# Project	Capital Ty	FY2016	FY2017	FY2018	FY2019	FY2020	Total
1 Open Space & Recreation Plan			25,000				25,000
2 Master Plan					125,000		125,000
		-	25,000	-	125,000	-	150,000

Department: POLICE							
# Project	Capital Ty	FY2016	FY2017	FY2018	FY2019	FY2020	Total
1 Software			50,000				50,000
2 Communications Equipment		19,417	6,225	21,581	94,162	114,337	255,722
3 Computer Hardware		2,833	21,600	10,800		2,833	38,066
4 Police Vehicles		165,692	165,692	207,692	165,692	165,692	870,460
5 Force Options				100,026	12,000		112,026
6 Specialized Equipment						14,000	14,000
7 Speed Measurement			9,300	6,200			15,500
		187,942	252,817	346,299	271,854	296,862	1,355,774

Department: FIRE DEPARTMENT							
# Project	Capital Ty	FY2016	FY2017	FY2018	FY2019	FY2020	Total
1 Engine & Ladder Replacements		825,000			525,000		1,350,000
2 Department Vehicles				40,000		80,000	120,000
3 Rescue Equipment		149,200	116,200	149,200	149,200	53,900	617,700
4 Truck Equipment		34,000	23,000	23,000	14,000	11,000	105,000
		1,008,200	139,200	212,200	688,200	144,900	2,192,700

Department: ENGINEERING							
# Project	Capital Ty	FY2016	FY2017	FY2018	FY2019	FY2020	Total
1 Engineering Computer Workstations		15,000			16,350	16,800	48,150
2 Design Rustcraft Rd/Elm St & Bussey St		325,000					325,000
3 ENG Department Vehicle		39,000		45,000			84,000
4 Inflow & Infiltration		1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	5,000,000
5 Colburn St Dam - Phase II Study		80,000					80,000
5a Colburn St Dam - Phase I Study		15,000					15,000
6 Violet Ave Drainage Improvement		1,700,000					1,700,000
7 ENG Field Equipment		40,000					40,000
8 Geographic Information System					100,000		100,000
8a Geographic Information System			30,000	30,000	100,000	30,000	190,000
9 IDDE - Wet Weather Sampling				75,000	130,000	140,000	345,000
		3,214,000	1,030,000	1,150,000	1,346,350	1,186,800	7,927,150

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST SUMMARY
CAPITAL IMPROVEMENT PROGRAM FY2016-2020**

Department: Public Works							
# Project	Capital Ty	FY2016	FY2017	FY2018	FY2019	FY2020	Total
1 Roads		1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	7,500,000
2 Sidewalks & Misc Repairs		500,000	500,000	500,000	500,000	500,000	2,500,000
3 Sewer Improvements		600,000	600,000	600,000	600,000	600,000	3,000,000
4 Motor Equipment		403,000	415,000	420,000	345,000	200,000	1,783,000
5 Brookdale Cemetery		25,000	25,000	25,000	25,000	25,000	125,000
6 Old Village Cemetery		25,000	25,000	25,000	25,000	25,000	125,000
7 Gateway to Manor Project		550,000					550,000
8 Draft MS4 Permit Requirements			75,000	75,000	75,000	75,000	300,000
		3,603,000	3,140,000	3,145,000	3,070,000	2,925,000	15,883,000

Department: PARKS & RECREATION							
# Project	Capital Ty	FY2016	FY2017	FY2018	FY2019	FY2020	Total
1 Park Remote Lighting		23,000					23,000
2 Replace Rustcraft Retaining Wall		110,000					110,000
3 New Dump Truck		77,460					77,460
4 Parks & Rec Equipment		31,000					31,000
5 Rider Mower		20,000					20,000
6 Field Improvements		20,000					20,000
7 Memorial Field irrigation			17,000				17,000
8 Kubota			40,000				40,000
9 Memorial Field fencing			100,000				100,000
# Dolan Center dance room floor and mirrors			10,000				10,000
# Fields Bleachers			25,000				25,000
# Diving Board				15,000			15,000
# Condon Park fencing				15,000			15,000
# Memorial Field (David) lighting/field renovation				80,000			80,000
# Turf field				250,000			250,000
# Portable skate rink				5,500			5,500
# Drain re-grout pool					15,000		15,000
# Wrestling mats					10,000		10,000
# Pickle ball court					45,000		45,000
# Soccer goals and nets					13,000		13,000
# Passenger van					40,000		40,000
# Pick up Truck						45,000	45,000
# Backstop replacements (2)						20,000	20,000
# Re-lamp rustcraft						4,000	4,000
# Storage trailer for Kayaks canoes						20,000	20,000
#							-
		281,460	192,000	365,500	123,000	89,000	1,050,960

Department: Facilities - Town Buildings							
# Project - Town	Capital Ty	FY2016	FY2017	FY2018	FY2019	FY2020	Total
1 Vehicle Replacement 1986 F350 dump & 1998 Ford F150		50,000	30,000				80,000
2 East Dedham Fire Steel Building		265,200					265,200
3 East Dedham Fire Rubber Tile flooring - 2nd floor		30,000					30,000
4 Pool Interior Renovations - doors, showers, sinks, toilets, pa		20,000	20,000	20,000			60,000
5 Youth Commissions Office Renovations		40,000					40,000
6 Dolan Parks & Rec Renovations - Balconies		11,250					11,250
7 Endicott Estate Repairs - FY16 Porch Repairs; FY17+ Paintin		40,000	90,000	90,000	90,000	90,000	400,000
8 Endicott Roof Replacement - FY16 Barn and FY17 Main Hou:		30,000	150,000				180,000
9 Endicott Exterior Lighting - FY16 sign and FY17 house perin		10,000	10,000				20,000
# Endicott Library Parking Lot & concrete sidewalk ADA requi		40,000					40,000
# Main & Endicott LIBRARY - Security/Access Control		30,000					30,000
# Main & Endicott LIBRARY - Interior Painting		35,000	10,000				45,000
# Police Interior Painting		20,000					20,000

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST SUMMARY
CAPITAL IMPROVEMENT PROGRAM FY2016-2020**

OTHER REQUESTS:							
1 Dolan Roof Replacement	50,000						
2 DPW Parking Lot Security Camera Surveillance	20,000						20,000
3 DPW Interior Renovations - Workstations and Offices	20,000	20,000	20,000	20,000	20,000	20,000	100,000
4 Main Library History Room Renovations	20,000						20,000
5 Main & Endicott Library Bathroom Renovations for ADA	35,000						35,000
6 Pool Window Replacements		200,000					200,000
7 Endicott Lawn Irrigation and Well		125,000					125,000
8 Endicott Library Carpet Replacement				21,380			21,380
9 Main Library Carpet Replacement			30,000	30,000			60,000
# Main Library Asbestos Floor Abatement		30,000	50,000				100,000
# Main Library Shade Replacement		35,000					35,000
# Main Library Fire Escape - Access improvements					40,000		40,000
# Main Library Stacks - door thresholds					25,000		25,000
# Endicott Fire Sprinklers - \$10/sq.ft.						252,280	252,280
# Endicott Fire Sprinklers - \$10/sq.ft.					42,760		42,760
# Library Fire Sprinklers - \$10/sq.ft./					175,460		175,460
Town Facilities Total	766,450	770,000	231,380	393,220	362,280	2,473,330	

Department: Facilities - School Buildings							
# Project - School	Capital Ty	FY2016	FY2017	FY2018	FY2019	FY2020	Total
1 DHS Underground Oil Storage Tank Removal		30,000					30,000
2 DHS Resurfacing parking lot/ADA to lower entrances		200,000					200,000
3 DHS NSTAR PCB Transformer removal/pad mount		150,000					150,000
4 School Security Surveillance/Access Control		50,000	50,000	50,000	50,000	50,000	250,000
5 DHS Guidance/Nurse Renovations		70,000					70,000
6 Middle School Re-commissioning Repairs		150,000					150,000
7 Bathroom Renovations - Partitions, Flooring, Fixtures		75,000	50,000	50,000	50,000	50,000	275,000
8 Elementary School Parking Lots Resurfacing/Crack n Seal		50,000	50,000	50,000	50,000	50,000	250,000
9 Shade Replacement Program		50,000	50,000	50,000	50,000	50,000	250,000
# Avery Gym Ventilation		25,000					25,000
# Asbestos Abatement Program for Floor Tiles in Schools		150,000	150,000	150,000	150,000	150,000	750,000
# Interior painting		50,000	50,000	50,000	50,000	50,000	250,000
							-
OTHER REQUESTS:							
1 Tennis Courts ADA Renovations			100,000				100,000
2 Exterior Doors Replacements			150,000	150,000			300,000
3 Ceiling Replacements			300,000	300,000			600,000
4 Riverdale/Greenlodge windows & interior Repairs			500,000	500,000			1,000,000
5 High School - Gyms wall repairs & padding			50,000				50,000
6 High School - Auditorium Lighting and Cooling					150,000		150,000
7 High School window Replacements					1,000,000	1,000,000	2,000,000
School Facilities Total		1,050,000	1,500,000	1,350,000	1,550,000	1,400,000	6,850,000

Department: SCHOOLS							
# Project	Capital Ty	FY2016	FY2017	FY2018	FY2019	FY2020	Total
1 Educational Technology - Computer Refresh		326,060	185,105	250,000	250,000	250,000	1,261,165
2 Video Distribution Replacement		140,000					140,000
3 VMWare Upgrade/San Storage Hardware Refresh			120,000				120,000
4 Backup System/Disaster Recovery Hardware Update				70,000			70,000
5 Interactive Boards/Projector Updates - Secondary schools				75,000			75,000
6 Wireless Update - all schools					150,000		150,000
7 Interactive Boards/Projector Updates - Elementary schools					75,000		75,000
8 Network Update						175,000	175,000
		466,060	305,105	395,000	400,000	425,000	2,066,165

TOTAL	10,931,426	8,754,122	7,195,379	7,967,624	6,829,842	41,703,393
Less Other Requests	145,000	1,560,000	1,071,380	1,453,220	1,272,280	5,501,880
CAPITAL IMPROVEMENT PLAN TOTAL	10,786,426	7,194,122	6,123,999	6,514,404	5,557,562	36,201,513

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department: Environment First FY Requested: 2016 Requested for FY: 2016
 Title of Request: Dedham Greenway Requested FY Priority: HIGH

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

The Dedham Greenway is a community-led effort to transform a 1.5 mile stretch of abandoned railway into a linear park and cultural greenway. The project will convert the abandoned railway into a pedestrian and bike path, with public art and community gardens, as well as connect adjacent neighborhoods to each other and to Boston. The cost of construction, as estimated by the Rails-to-Trails Conservancy, is \$1.4 million, which would be funded through grants. Design and engineering is difficult to get funded through grants, therefore I am requesting \$280,000 for design and engineering.

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services	280,000					280,000
Construction		1,400,000				1,400,000
Other						-
Subtotal						-
One-Time & Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal						-
Revenues						
Use Fees/Rentals						-
Grant Name		Multiple Grants				-
Grant Award		1,390,000				1,390,000
Reimbursement						-
Dedham Match		10,000				10,000
Subtotal 5 yr Request	280,000	10,000	0	0		290,000
Total FY 16 Request	280,000					280,000
Total Project Cost						1,680,000

Section 4. Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee
 Classify request as:

**CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request:

Department: Planning Board First FY Requested: 2015 Requested for FY: 2017
 Department of Request: Open Space & Recreation Plan Requested FY Priority: 1

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

The Open Space & Recreation section of the Town's comprehensive Master Plan was completed in 2010. The plan is valid for seven years, after which it will not be eligible to use in applications for grants related to open space. The plan identified the following eight long-term goals:

1. Continue efforts to plan for and develop the Manor Fields (formerly the Striar Property) site for recreational uses.
2. Continue to develop and complete a comprehensive open space inventory that identifies and ranks all parcels within the Town.
3. Develop and implement a plan to provide universal access to the Town's recreation facilities, parks, and trails.
4. Make the Open Space Committee more effective by clearly communicating its roles and responsibilities to the public, holding it accountable for its initiatives, and giving it a more visible role within Town government.
5. Encourage neighborhood associations and groups to take greater ownership and stewardship of neighborhood open spaces.
6. Establish a trail stewards group.
7. Continue efforts to develop a Town-wide trails system.

This study would address the eighth goal listed in the Master Plan.

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services		25,000	-			25,000
Construction						-
Other						-
Subtotal	-	25,000	-	-	-	25,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	-	(25,000)	-	-	-	(25,000)

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee

Classify request as: Operating Capital

TOWN OF BURLINGTON
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020

Section 1. Capital Project Request

Department of Request: Planning Board of Request Master Plan
 First FY Requested: 2015
 Requested for FY: 2019
 Requested FY Priority: 1

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

The Master Plan sets long-term goals for the Town in the areas of: land use and zoning; transportation; historic resources; natural resources; open space and recreation; housing; economic development; community services; facilities; and governance. The Master Plan was completed in April of 2009, and has a useful life of ten years. The Master Plan Implementation Committee is currently undertaking the 5 year update. The Planning Board would like to complete a comprehensive Master Plan in five years to build upon the present success of the project.

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services				125,000	-	125,000
Construction						-
Other						-
Subtotal	-	-	-	125,000	-	125,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	-	-	-	(125,000)	-	(125,000)

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee

Classify request as: Debt Capital

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2015-2019**

Section 1. Capital Project Request

Department: Police Department First FY Requested: Requested for FY: Requested FY Priority: 2
 Title of Request: Communications Equipment

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

Portable and mobile radios along with associated infrastructure support the operations of the Police Department. Each officer is issued a portable radio and each vehicle has a mobile radio installed. These radios enable officers to communicate with each other and Dedham Central Dispatch while they carry out their responsibilities on the street. The Department Purchases Motorola's public safety tier radios.

Several components of the Police Department's radio system are currently discontinued. Once a product is discontinued by Motorola, Motorola will provide support by making parts and service available for five (5) years. After this support time period lapses, Motorola will no longer guarantee parts availability. A lack of available parts could seriously impact the Police Department's ability to communicate with officers in the field.

The repeater models and a receiver model currently in service were discontinued during 2013. Replacement of these components is requested for FY2019.

All portable and all but one mobile radio models currently in service were discontinued on October 31, 2014. The existing inventory of portable and mobile radios is comprised of units of various ages. Replacement

Describe how the project would address legal requirements, if any:

N/A

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction						-
Other						-
Subtotal	19,417	6,225	21,581	94,162	114,337	255,722
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other (maintenance)						-
Subtotal						-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal						-
Net	(19,417)	(6,225)	(21,581)	(94,162)	(114,337)	(255,722)

Section 4. Equipment Detail (if applicable)

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
Portable Radios (28)	Various	Motorola HT1000	10-13 yrs.				Auxiliary Use - not supported
Portable Radios (5)	2006	Motorola XTS2500	10-13 yrs.	2016	2016	13,192	
Portable Radios (7)	2007	Motorola XTS2500	10-13 yrs.	2018	2018	18,468	
Portable Radios (10)	2009	Motorola XTS2500	10-13 yrs.	2021	2019	26,383	
Portable Radios (10)	2010	Motorola XTS2500	10-13 yrs.	2022	2019	26,383	
Portable Radios (28)	2011	Motorola XTS2500	10-13 yrs.	2023	2020	73,873	
Portable Radios (10)	2014	Motorola XTS2500	10-13 yrs.	2025		26,383	
Mobile Radios (1)	2002	Motorola XTL2500	10-13 yrs.	2012	2016	3,112	
Mobile Radios (1)	2006	Motorola XTL2500	10-13 yrs.	2016	2016	3,112	
Mobile Radios (2)	2007	Motorola XTL2500	10-13 yrs.	2017	2017	6,223	
Mobile Radios (1)	2008	Motorola XTL2500	10-13 yrs.	2018	2018	3,112	
Mobile Radios (1)	2009	Motorola XTL2500	10-13 yrs.	2019	2019	3,112	
Mobile Radios (2)	2010	Motorola XTL2500	10-13 yrs.	2020	2020	6,223	
Mobile Radios (11)	2011	Motorola XTL2500	10-13 yrs.	2020	2020	34,228	
Mobile Radios (1)	2015	Motorola APX6500	10-13 yrs.	2025		3,112	
Mobile Radios (2)	2010	Motorola CDM 1250	10-13 yrs.	2022		2,500	
Repeater (2)		Quantar	10	2019	2019	38,283	
Receiver (1)	2011	Astro TAC	10	2019	2019	9,000	
Dispatch Console (3)	2008	MCC5500	10	2021		130,000	
BAPERN Control Station (1)	2011		10	2024		35,000	

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2015-2019**

Section 1. Capital Project Request

Department Police Department First FY Requested Requested for FY
 Title of Request Computer Hardware Requested FY Priority 3

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

Request is for regular replacement of cruiser laptop computers. Cruiser laptop computers provide officers in police cruisers with the ability to query vehicle registrations and license numbers, obtain warrant and probation information, review and compose police reports and mastercards. Cruiser laptops increase officer safety by providing information which improves situational awareness. Officer time on the street is increased by being able to compose reports while in the cruiser. Available information improves officer productivity. FY16 request is to replace a laptop with a tablet. The tablet would be used by our motorcycle officers in accessing Registry of Motor Vehicle and Probation records while on the street. A tablet would be more conducive to use by a motorcycle officer as compared to a laptop computer. FY17 and FY18 requests are for laptop computers to be used in cruisers. FY20 would again be a tablet.

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction						-
Other	2,833	21,600	10,800		2,833	38,066
Subtotal	2,833	21,600	10,800	-	2,833	38,066
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(2,833)	(21,600)	(10,800)	-	(2,833)	(38,066)

Section 4. Equipment Detail (if applicable)

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
Laptop Computer	2012	Panasonic Toughbook	5	2017	2017	3,780	
Laptop Computer	2012	Panasonic Toughbook	5	2017	2017	3,780	
Laptop Computer	2012	Panasonic Toughbook	5	2017	2017	3,780	
Laptop Computer	2012	Panasonic Toughbook	5	2017	2017	3,780	
Laptop Computer	2009	Panasonic Toughbook	5	2014	2016	3,780	
Laptop Computer	2012	Panasonic Toughbook	5	2017	2017	3,780	
Laptop Computer	2012	Panasonic Toughbook	5	2017	2017	3,780	
Laptop Computer	2013	Panasonic Toughbook	5	2018	2018	3,780	
Laptop Computer	2013	Panasonic Toughbook	5	2018	2018	3,780	
Laptop Computer	2013	Panasonic Toughbook	5	2018	2018	3,780	
Laptop Computer	2009	Panasonic Toughbook	5	Out of Service			
Laptop Computer	2008	Panasonic Toughbook	5	Out of Service			
Laptop Computer	2005	Panasonic Toughbook	5	Out of Service			
Laptop Computer	2005	Panasonic Toughbook	5	Out of Service			
Laptop Computer	2008	Panasonic Toughbook	5	Out of Service			
Laptop Computer	2009	Panasonic Toughbook	5	Out of Service			
Laptop Computer	2008	Panasonic Toughbook	5	Out of Service			

**CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2015-2019**

Section 1. Capital Project Request

Department: Police Department First FY Requested: Requested for FY: 2016
 Title of Request: Police Vehicles Requested FY Priority: 1

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

FY16 Request is for regular scheduled replacement of police vehicles.
 Four (4) police package cruiser type vehicles to be traded in and replaced with four (4) new vehicles.

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction						-
Other (vehicles)	165,692	165,692	207,692	165,692	165,692	870,460
Subtotal	165,692	165,692	207,692	165,692	165,692	870,460
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In	16,000	16,000	24,000	16,000	16,000	88,000
Other						-
Subtotal	16,000	16,000	24,000	16,000	16,000	88,000
Net	(149,692)	(149,692)	(183,692)	(149,692)	(149,692)	(782,460)

Section 4. Equipment Detail (if applicable)

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
Police Cruiser	2012	Chevy Tahoe	5	2019	2018	41,423	
Police Cruiser	2014	Dodge Charger	5	2020	2019	41,423	
Police Cruiser	2012	Chevy Tahoe	5	2019	2019	41,423	
Police Cruiser	2014	Dodge Charger	5	2020	2020	41,423	
Police Cruiser	2010	Ford Crown Victoria	5	2016	2017	41,423	
Police Cruiser	2011	Ford Crown Victoria	5	2016	2016	41,423	
Police Cruiser	2013	Ford Taurus Intercept	6	2019	2019	41,423	
Police Cruiser	2013	Ford Intercept SUV	5	2019	2020	41,423	
Police Cruiser	2008	Ford Crown Victoria	7	2015	2016	41,423	
Police Cruiser	2014	Dodge Charger	7	2022		41,423	
Transport Van	2004	Ford Van	10	2014	2017		
Police Cruiser	2011	Ford Crown Victoria	5	2018	2017	41,423	
Police Cruiser	2010	Ford Taurus	7	2017	2018	41,423	
Police Cruiser	2010	Ford Crown Victoria	6	2016	2018	41,423	
Police Cruiser	2011	Ford Crown Victoria	5	2016	2017	41,423	
Police Cruiser	2013	Ford Taurus Intercept	6	2019	2019	41,423	
Police Cruiser	2008	Ford Crown Victoria	5	2014	2016	41,423	
Police Cruiser	2014	Dodge Charger	6	2021	2020	41,423	11/10/14 2015 model purchase in process
Police Cruiser	2010	Ford Pickup 4X4	6	2017	2018		
Police Cruiser	2011	Ford Crown Victoria	5	2016	2016	41,423	
Motor Cycle	2009	Harley Davidson	8	2017	2018	21,000	
Motor Cycle	2008	Harley Davidson	8	2016	2018	21,000	
Motor Cycle	2015	Harley Davidson	8	2023		21,000	
Radar Trailer	2010		10			10,000	
Radar Trailer	2012		10			10,000	
Pick Up Truck ACO	2013	Ford PF150 Pick Up	6	2020	2020	20,000	

Request Requested By (Signature) _____ Date _____

Capital Expenditures Committee
 Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2015-2019**

Section 1. Capital Project Request

Department Police Department First FY Requested 2015 Requested for FY 2018
 Title of Request Force Options Requested FY Priority 4

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

FY18: Request is to purchase less lethal force equipment for officers (Tasers). Less lethal options provide officers with another option in dealing with non-compliant subjects who present an immediate threat. The use of less lethal force options is generally limited to defensive situations where it is necessary:

1. In self-defense, or defense of another, against unlawful violence or attack to his person or property; or,
2. To overcome resistance to arrests, to conduct searches and seizures, and to prevent escapes from custody; or,
3. To preserve the peace, prevent the commission of offenses, or prevent suicide or self-inflicted injury;

Less lethal options increase safety for officers and citizens by providing an option which may be used under appropriate circumstances to de-escalate and bring under control dangerous situations.

FY19: Request is to replace aging patrol rifles. Officers train using patrol rifles each year. The number of rounds fired impacts the wear on this type of item.

Describe how the project would address legal requirements, if any:

All officers would be required to be trained on the equipment prior to being allowed to carry the equipment. An acceptable policy related to the less lethal equipment would be issued prior to the deployment of the equipment. Force options require periodic training updates.

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction						-
Other			100,026	12,000		112,026
Subtotal	-	-	100,026	12,000	-	112,026
One-Time and Future Operating Costs						
Personnel Services (instructor training)			750			750
Purchase of Services						
Supplies (training)			1,300	1,300	1,300	
Other						
Subtotal	-	-	2,050	1,300	1,300	4,650
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	-	-	(102,076)	(13,300)	(1,300)	(116,676)

Section 4. Equipment Detail (if applicable)

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
Firearms (65)	2008	S&W M&P 45	15	2020		38,400	
Rifles (7)	2002	Bushmaster M4	12	2014	2019	12,000	
Less lethal 40 MM launch (1)	2010	Defense Technology	12	2022		3,500	
Shotguns (7)		Remington 870	20			4,500	
Firearms (2)	2010	S&W 340 .38	15				

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee

Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2015-2019**

Section 1. Capital Project Request

Department
Title of Request

First FY Requested 2015

Requested for FY 2017
Requested FY Priority

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

Hand held speed measurement devices allow officer to confirm speeds of vehicles while conducting speed enforcement. Hand held devices are needed for our motorcycle officers and are also a benefit to cruiser officers in allowing them to better conceal a marked police vehicle and stand in an area with a clear view of traffic while conducting enforcement. Hand held units also provide cruiser officers with an opportunity to engage with citizens while they are outside of their vehicles.

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction						-
Other		9,300	6,200			15,500
Subtotal	-	9,300	6,200	-	-	15,500
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other	390	390	390	390	390	1,950
Subtotal	390	390	390	390	390	1,950
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(390)	(9,690)	(6,590)	(390)	(390)	(17,450)

Section 4. Equipment Detail (if applicable)

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
Speed Measurement	2001	Laser Technology LTI 20-20	12	2013	2017	3,100	
Speed Measurement	2004	Laser Technology LTI 20-20	12	2016	2018	3,100	
Speed Measurement	2001	Laser Technology LTI 20-20	12	2013	2017	3,100	
Speed Measurement	2002	Laser Technology LTI 20-20	12	2014	2017	3,100	
Speed Measurement	2006	Laser Technology LTI 20-20	12	2018	2018	3,100	
Speed Measurement	2009	Laser Technology Tru Speed	12	2021		3,100	

Project Requested By (Signature)

Date

Capital Expenditures Committee

Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department: Fire Department First FY Requested: 2016 Requested for FY: 2016
 Title of Request: Engine & Ladder Replacements Requested FY Priority: 1

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

Ladder 2 is a 1989 Seagrave 100 foot aerial truck that has been well used and maintained, but is no longer able to be tested and certified in accordance to NFPA 1911 and 1901. Ladder 2 does not meet the prescribed standards for several reasons, most notably it does not provide enclosed seating areas for all fire personnel and the aerial does not meet the current weight load requirements.

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition	825,000			525,000		1,350,000
Study/Design Services						-
Construction						-
Other						-
Subtotal	825,000	-	-	525,000	-	1,350,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(825,000)	-	-	(525,000)	-	(1,350,000)

Section 4. Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
Engine 2	2004	American LaFrance	15	2019	2019	525,000	
Engine 3	2009	Pierce Arrow	15	2024	2024	525,000	
Engine 4	1999	American LaFrance	15	2014	2015	500,000	completed
Engine 5 (spare)	1994	Emergency One	15	2009		n/a	
Ladder 1	1993	Emergency One	20	2013	2016	825,000	
Ladder 2 (spare)	1989	Seagrave	20	2009		n/a	

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee
 Classify request as: Debt Capital

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department Fire Department First FY Requested 2016 Requested for FY 2016
 Title of Request Department Vehicles Requested FY Priority 2

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

Due to the request for replacing all of the department's Self Contained Breathing Apparatus (SCBA), the priority to replace several vehicles has been shifted in an effort to off set the cost of the SCBA project.

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition	-	-	40,000	-	80,000	120,000
Study/Design Services						-
Construction						-
Other						-
Subtotal	-	-	40,000	-	80,000	120,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	-	-	(40,000)	-	(80,000)	(120,000)

Section 4. Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
Car 1 (Chief)	2013	Ford Explorer	5	2018	2018	40,000	
Car 2 (Deputy)	2015	Ford Expedition	5	2020	2020	45,000	
Car 3 (fire prevention)	2009	Ford Expedition	8			n/a	
Squad 1 (Brush truck)	2002	Ford F550	15	2017	2022	85,000	
Squad 2 (Pick Up)	2010	Ford F150	20	2020	2020	35,000	
Squad 3 (Special Ops)	1983	GMC	20	2003	2021	50,000	
Fire Alarm (Bucket truck)	1989	Ford		n/a	n/a	n/a	
Boat w/ motor, trailer	2005	Archilles	10	2015		20,000	

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee

Classify request as: Operating Capital

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department: Fire Department
 Date of Request: Rescue Equipment
 First FY Requested: 2016
 Requested for FY: 2016
 Requested FY Priority: 3

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

Modern motor vehicles are now constructed of high strength low alloy steel (HSLA) which older extrication tools have difficulty cutting through, thus making the extrication of victims more difficult and time consuming. It is being requested to replace these devices in order to provide more efficient and safe extrication operations.

The current Self Contained Breathing Apparatus (SCBA) harnesses were manufactured in 1996 and were due to be replaced in 2011. The current NFPA 1981 standard includes new safety recommendations regarding end-of-service time indicators and rapid intervention team air connections. Replacing these units shall improve firefighter safety while working in hazardous atmospheres. The request is to replace all of the department's SCBA units in FY2016 through a lease / purchase which would distribute payments through FY2019.

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition	149,200	116,200	149,200	149,200	53,900	617,700
Study/Design Services						-
Construction						-
Other						-
Subtotal	149,200	116,200	149,200	149,200	53,900	617,700
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Grants						-
Sale/Trade-in						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(149,200)	(116,200)	(149,200)	(149,200)	(53,900)	(617,700)

Section 4. Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
Extrication equipment	2008	Jaws of Life	6	2014	2016	35,000	
Extrication equipment	2010	Jaws of Life	6	2016	2018	35,000	
Extrication equipment	2011	Jaws of Life	6	2017	2019	35,000	
Protective clothing	2009	\$3,500 /ea. 8	6	2015	Annual	28,000	
SCBA bottles (80 total)	2000	\$700/ea, 50 bottles	15	2015	2015	35,000	completed
SCBA bottles	2005	\$700/ea, 30 bottles	15	2020	n/a	n/a	
SCBA harness units		40 units / 60 masks	15	Lease purchase	FY16, 17, 18, 19	76,300	gross cost \$305,200
Ice & water rescue suits		\$1,500/ea, 8	4		Annual	3,000	
Ice rescue sled		\$2,000/ea, 2	10		2017	2,000	
Gas detection meters	2013	\$2,000/ea, 8 meters	8	2021	2020	16,000	
Facemask canisters		\$350/ea, 6/yr	10		Annual	2,100	
Foam		\$120/ea, 40/yr			Annual	4,800	

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department Engineering First FY Requested 2015 Requested for FY 2016
 Title of Request Design - Rustcraft Rd/Elm St & I Requested FY Priority 2

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

See Attachment B

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services	325,000					325,000
Construction						-
Other						-
Subtotal	325,000	-	-	-	-	325,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(325,000)	-	-	-	-	(325,000)

Section 4. Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee
 Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department Engineering First FY Requested 2015 Requested for FY 2016
 Title of Request ENG Department Vehicle Requested FY Priority 3

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

See Attachment C

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction						-
Other	39,000		45,000			84,000
Subtotal	39,000	-	45,000	-	-	84,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In	1,000					1,000
Other						-
Subtotal	1,000	-	-	-	-	1,000
Net	(38,000)	-	(45,000)	-	-	(83,000)

Section 4. Equipment/Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
Sport Utility Vehicle	2006	Ford Explorer	10	2016	FY2016	39,000	
Sport Utility Vehicle	2008	Ford Expedition	10	2018	FY2018	45,000	
Sport Utility Vehicle	2013	Ford Explorer	10	2023	FY2023	47,200	

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs
							-

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department Engineering First FY Requested 2015 Requested for FY 2016
Title of Request Inflow & Infiltration Requested FY Priority 4

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

See Attachment D

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction						-
Other	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	5,000,000
Subtotal	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	5,000,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-in						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(1,000,000)	(1,000,000)	(1,000,000)	(1,000,000)	(1,000,000)	(5,000,000)

Section 4. Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee
Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department: Engineering First FY Requested: 2016 Requested for FY: 2016
 Title of Request: Colburn St. Dam - Phase I Study Requested FY Priority: 5

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

See Attachment E

Describe how the project would address legal requirements, if any:

The Town is required by the State's Office of Dam Safety to submit a Phase I inspections report every 5 years for Town owned dams that are classified as a significant hazard.

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services	15,000					15,000
Construction						-
Other						-
Subtotal	15,000	-	-	-	-	15,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(15,000)	-	-	-	-	(15,000)

Section 4. Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee
 Classify request as: _____

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department: Engineering First FY Requested: 2015 Requested for FY: 2019
 Title of Request: Geographic Information System Requested FY Priority: 8

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

See Attachment H

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction						-
Other				100,000		100,000
Subtotal	-	-	-	100,000	-	100,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	-	-	-	(100,000)	-	(100,000)

Section 4. Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee
 Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department: Engineering First FY Requested: 2015 Requested for FY: 2019
 Title of Request: Geographic Information System Requested FY Priority: 8a

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

See Attachment H

Describe how the project would address legal requirements, if any:

Should the EPA's draft MS4 permit become active, the Town would be required to report on its impervious coverage. The easiest way to meet this requirement will be with

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction						-
Other		30,000	30,000	100,000	30,000	190,000
Subtotal	-	30,000	30,000	100,000	30,000	190,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	-	(30,000)	(30,000)	(100,000)	(30,000)	(190,000)

Section 4. Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee
 Classify request as: _____

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2015-2019**

Section 1. Capital Project Request

Department Engineering First FY Requested 2016 Requested for FY 2018
 Title of Request IDDE - Wet weather sampling Requested FY Priority 9

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

See Attachment I

Describe how the project would address legal requirements, if any:

This task will be required to satisfy our MS4 permit obligations to the EPA should the draft permit become effective in FY2017.

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction						-
Other			75,000	130,000	140,000	345,000
Subtotal	-	-	75,000	130,000	140,000	345,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	-	-	(75,000)	(130,000)	(140,000)	(345,000)

Section 4: Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee
 Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1: Capital Project Request

Department: Public Works
 Title of Request: Roads
 First FY Requested: Requested for FY 2016
 Requested FY Priority: 1

Section 2: Description

Describe the project and how it would support your department's programs, services, or mission:

This item is to continue the Roads program.

Describe how the project would address legal requirements, if any:

Section 3: Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	7,500,000
Other						-
Subtotal	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	7,500,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Lease/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(1,500,000)	(1,500,000)	(1,500,000)	(1,500,000)	(1,500,000)	(7,500,000)

Section 4: Equipment/Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
				0			-
				0			-
				0			-
				0			-
				0			-
				0			-
				0			-
				0			-
				0			-
				0			-

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs
				0			-
				0			-
				0			-
				0			-
				0			-
				0			-
				0			-
				0			-
				0			-
				0			-

Project Requested By: *Joseph M. Hernandez*
 Date: *11/24/14*

Capital Expenditures Committee
 Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department: Public Works
 Type of Request: Sidewalk and Miscellaneous Repairs
 First FY Requested: 2016
 Requested for FY: 2016
 Requested FY Priority: 2

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:
 This item is to continue support of the miscellaneous repair of existing asphalt and concrete sidewalks as well as other areas within the public way.

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY 16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction	500,000	500,000	500,000	500,000	500,000	2,500,000
Other						-
Subtotal	500,000	500,000	500,000	500,000	500,000	2,500,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(500,000)	(500,000)	(500,000)	(500,000)	(500,000)	(2,500,000)

Section 4. Equipment/Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			

Virginia M. Henagan
 Project Requested By (Signature) 10/26/14
 Date

Capital Expenditures Committee
 Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1: Capital Project Request

Department of Request	Public Works Brookdale Cemetery	First FY Requested	Requested for FY 2016 Requested FY Priority 5
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Section 2: Description

Describe the project and how it would support your department's programs, services, or mission:

Continue improvements at the Brookdale Cemetery

Describe how the project would address legal requirements, if any:

Section 3: Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction	25,000	25,000	25,000	25,000	25,000	125,000
Other						-
Subtotal	25,000	25,000	25,000	25,000	25,000	125,000

One-Time and Future Operating Costs

Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-

Revenues

Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-

Section 4: Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			

Project Requested By: *[Signature]* Date: *11/27/17*

Capital Expenditures Committee
Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1: Capital Project Request

Department: Public Works First FY Requested: Requested for FY: 2016
 Name of Request: Gateway To Manor Requested FY Priority: 7

Section 2: Description

Describe the project and how it would support your department's programs, services, or mission:

Gateway to the Manor. This project is for vehicle and pedestrian improvements at the intersection of Hooper, Durham and Sprague St

Describe how the project would address legal requirements, if any:

Section 3: Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction	550,000					550,000
Other						-
Subtotal	550,000	-	-	-	-	550,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Trade-In						-
Subtotal	-	-	-	-	-	-
Net	(550,000)	-	-	-	-	(550,000)

Section 4: Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		
					0		

Project Requested By (Signature): *Joseph M. Flanagan* Date: *11/25/14*

Capital Expenditures Committee
 Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department: Public Works First FY Requested: Requested for FY: 2018
 Name of Request: Requested FY Priority: B

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

Stormwater improvements required by new MS4 Permit

Describe how the project would address legal requirements, if any:

Mandated by the EPA

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition						-
Study/Design Services						-
Construction		75,000	75,000	75,000	75,000	300,000
Other						-
Subtotal	-	75,000	75,000	75,000	75,000	300,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	-	(75,000)	(75,000)	(75,000)	(75,000)	(300,000)

Section 4. Equipment / Improvement Details

EQUIPMENT

Capital Inventory for Replacement	Year	Make & Model	Estimated Useful Life	FY Scheduled for Replacement	FY Requesting for Replacement	Replacement Cost	Prior FY Rental & Maintenance Costs
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			
				0			

Project Requested By: *Joseph M. Flanagan* Date: *11/21/14*

Capital Expenditures Committee
 Classify request as:

TOWN OF FAIRBANKS
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020

Section 1. Capital Project Request

Department Parks & Recreation First FY Requested 2016 Requested for FY 2016
 Title of Request Park Remote Lighting Requested FY Priority 1

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

FY15: Remote lighting and security systems for Condon, and Fairbanks Parks. The remote lighting at Memorial was installed and is working perfectly. We have much better control of who is using fields and for how long they have lights on. This capital request was partially funded last year. Based on results at Memorial we would like to complete the project.

Describe how the project would address legal requirements, if any:

Attachments?

Section 3. Estimated Financial Impact

Capital Costs	FY16	FY17	FY18	FY19	FY20	Total
Property/Land Acquisition	23,000					23,000
Study/Design Services						-
Construction						-
Other						-
Subtotal	23,000	-	-	-	-	23,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(23,000)	-	-	-	-	(23,000)

Section 4. Equipment / Improvement Details

IMPROVEMENTS

Capital Improvement for Update	Last Update	Location / Project Description	Estimated Useful Life	FY Scheduled for Update	FY Requesting for Update	Project Cost	Prior FY Rental & Maintenance Costs
Remote lighting system	N/A	Condon, Fairbanks	10	N/A	2015	20,000	-
							-
							-
							-
							-

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016
-2020**

Section 1. Capital Project Request

Department Parks & Recreation First FY Requested 2016 Requested for FY 2016
 Title of Request Replace ruscraft retaining wall Requested FY Priority 2

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

The retaining wall at Rustcraft field beside the soccer field is over 20 years old and is bowing in some areas. According to Town engineer it is not a safety concern at this point. We would like to replace the wall with stone slab wall approximately 4 feet high. This would also include removing all trees and regarding the embankment to create a grassy area for spectators. The DPW director has agreed to do a portion of the labor... Hlm and the engineer have estimated the costs at \$50,000 for the stone and another \$60,000 for removal of old wall, excavating, removal f trees and new fencing would be another \$60000
Confusing - NOT LOOK AT 2

Describe how the project would address legal requirements, if any:

*Need Additional information - materials ; Labor detail
 Need drawings of viewing Area w/ Fence.
 Needs to be more thought out*

Section 3. Estimated Financial Impact

Capital Costs	FY15	FY16	FY17	FY18	FY19	Total
Property/Land Acquisition						-
Study/Design Services	110,000					110,000
Construction						-
Other						-
Subtotal	110,000	-	-	-	-	110,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(110,000)	-	-	-	-	(110,000)

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee

Classify request as:

**CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department: Parks & Recreation
 Title of Request: New Dump Truck
 First FY Requested: 2016
 Requested for FY: 2016
 Requested FY Priority: 3

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

The current Dump truck is a 1999. This is used on a dally basis and repairs to current truck are getting very costly. Description and quote can be seen by clicking PDF below.

Describe how the project would address legal requirements, if any:

estimates were attached.

Section 3. Estimated Financial Impact

Capital Costs	FY15	FY16	FY17	FY18	FY19	Total
Property/Land Acquisition						
Study/Design Services						
Construction						
Other	75,000	77,460				152,460
Subtotal	75,000					75,000
One-Time and Future Operating Costs						
Personnel Services						
Purchase of Services						
Supplies						
Other						
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						
State/Federal Match/Reimburse						
Available Grants						
Sale/Trade-In						
Other						
Subtotal	-	-	-	-	-	-
Net	(75,000)					(75,000)

Section 4. Equipment / Improvement Details

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2015-
2020**

Section 1. Capital Project Request

Department Parks & Recreation First FY Requested 2016 Requested for FY 2016
 Title of Request Parks & Rec Equipment Requested FY Priority 4

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

Bundled item for improvements to parks. Fencing needs to be repaired/replaced at many parks. Churchill and Gonzalez are the priority. We also have backsops that need to be repaired. We have a section of artificial turf that needs to be repaired at Sugrue field. We also have scheduled for a slit seeder in our capital plan. 1. Fencing and backstops \$15,000 2. Repair of turf \$6,000 3. Slit seeder \$8,000
Slit seeder

Describe how the project would address legal requirements, if any:

All projects under \$10,000 split between fields. Operates for Capital

Section 3. Estimated Financial Impact

Capital Costs	FY15	FY16	FY17	FY18	FY19	Total
Property/Land Acquisition	31,000					
Study/Design Services						-
Construction						-
Other						-
Subtotal	31,000	-	-	-	-	31,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal	-	-	-	-	-	-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal	-	-	-	-	-	-
Net	(31,000)	-	-	-	-	(31,000)

Section 4. Equipment / Improvement Details

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee
 Classify request as:

**TOWN OF DEDHAM
CAPITAL PROJECT REQUEST
CAPITAL IMPROVEMENT PROGRAM, FY2016-2020**

Section 1. Capital Project Request

Department: Parks & Recreation First FY Requested: 2016 Requested for FY: 2020
 Title of Request: Rider mower Requested FY Priority: 5

Section 2. Description

Describe the project and how it would support your department's programs, services, or mission:

According to previous years capital plans we are scheduled for a new mower. The three we do have our in good condition respectively for their age. This item potentially could be moved to next year which is why it is lowest on our priority scale.

Describe how the project would address legal requirements, if any:

Section 3. Estimated Financial Impact

Capital Costs	FY15	FY16	FY17	FY18	FY19	Total
Property/Land Acquisition						-
Study/Design Services	20,000					20,000
Construction						-
Other						-
Subtotal	20,000	-	-	-	-	20,000
One-Time and Future Operating Costs						
Personnel Services						-
Purchase of Services						-
Supplies						-
Other						-
Subtotal						-
Revenues						
Use Fees/Rentals						-
State/Federal Match/Reimburse						-
Available Grants						-
Sale/Trade-In						-
Other						-
Subtotal						-
Net	(20,000)	-	-	-	-	(20,000)

Project Requested By (Signature) _____ Date _____

Capital Expenditures Committee
 Classify request as:

FY16-FY20 FUTURE CAPITAL PROJECTS - REVISED TOWN DRAFT 12/15/14

TOWN FACILITIES - PRIORITIES

	<u>FY2016</u>	<u>FY2017</u>	<u>FY2018</u>	<u>FY2019</u>	<u>FY2020</u>
1. Vehicle Replacement 1986 F350 dump & 1998 Ford F150	\$50,000	\$30,000			
2. East Dedham Fire Steel Building	\$265,200				
3. East Dedham Fire Rubber Tile flooring - 2nd floor	\$30,000				
4. Pool Interior Renovations - doors, showers, sinks, toilets, partitions	\$20,000	\$20,000	\$20,000		
5. Youth Commission Office Renovations	\$40,000				
6. Dolan Parks & Rec Renovations - Balconies	\$11,250				
7. Endicott Estate Repairs - FY16 Porch Repairs; FY17+ Painting	\$40,000	\$90,000	\$90,000	\$90,000	\$90,000
8. Endicott Roof Replacements - FY16 Barn and FY17 Main House	\$30,000	\$150,000			
9. Endicott Exterior Lighting - FY16 sign and FY17 house perimeter lighting	\$10,000	\$10,000			
10. Endicott Library Parking Lot & concrete sidewalk ADA requirements	\$40,000				
11. Main & Endicott LIBRARY - Security/Access Control	\$30,000				
12. Main & Endicott LIBRARY - Interior Painting	\$35,000	\$10,000			
13. Police Interior Painting	\$20,000				
Subtotal:	\$621,450				

OTHER REQUESTS:

	<u>FY2016</u>	<u>FY2017</u>	<u>FY2018</u>	<u>FY2019</u>	<u>FY2020</u>
Dolan Roof Replacement	\$50,000				
DPW Parking Lot Security Camera Surveillance	\$20,000				
DPW Interior Renovations - Workstations and Offices	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000
Main Library History Room renovations	\$20,000				
Main & Endicott Library Bathroom Renovations for ADA	\$35,000				
POOL Window Replacements		\$200,000			
Endicott Lawn Irrigation and Well		\$125,000			
Endicott Library Carpet replacement			\$21,380		
Main Library Carpet Replacement		\$30,000	\$30,000		
Main Library Asbestos Floor Abatement		\$50,000	\$50,000		
Main Library Shade Replacement		\$35,000			
Main Library Fire Escape - access improvements				\$40,000	
Main Library Stacks - door thresholds				\$25,000	
Endicott Fire Sprinklers - \$10/sq.ft.					\$252,280
Endicott Fire Sprinklers \$10/sq. ft.				\$42,760	
Library Fire Sprinklers \$10/sq. ft.				\$175,460	
TOWN FACILITIES DEPARTMENT TOTAL	\$766,450	\$770,000	\$231,380	\$393,220	\$362,280

Dedham Public Schools Capital Technology Plan 2016-2020 Estimates

Please note this is meant as discussion estimates of likely needs directly relating to educational technology affecting the classrooms. We are very active in the current IT study about to be conducted for the town and schools and are likely to gain additional insights based on this study.

FY 2016

Educational Technology – Computer Refresh ~~\$300,060~~ 324,000

Video Distribution Replacement \$140,000

Total ~~\$440,060~~

464,000

FY 2017

Educational Technology – Computer Refresh \$185,105

VMWare Upgrade / SAN Storage Hardware Refresh \$120,000

Total \$305,105

FY 2018

Educational Technology – Computer Refresh \$250,000

Backup System / Disaster Recovery Hardware Update \$70,000

Interactive Boards/Projector Updates - Secondary schools \$75,000

Total \$395,000

FY 2019

Educational Technology – Computer Refresh \$250,000

Wireless Update – all schools \$150,000; with likely net cost of \$75,000 (Erate supported)

Interactive Boards/Projector Updates – Elementary Schools \$75,000

Total \$400,000

FY 2020

Educational Technology – Computer Refresh \$250,000

Network Update - \$175,000

Total \$425,000

FY16-FY20 Revised Capital - School Projects

FY16-FY20 FUTURE CAPITAL PROJECTS - FINAL 12/4/14

FACILITIES - SCHOOLS	FY2016	FY2017	FY2018	FY2019	FY2020
1.DHS Underground Oil Storage Tank Removal	\$30,000				
2.DHS Resurfacing parking lot/ADA to lower entrances	\$200,000				
3.DHS NSTAR PCB Transformer removal/padmount	\$150,000				
4.School Security Surveillance/Access Control	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
5.DHS Guidance/Nurse Renovations	\$70,000				
6.Middle School Re-commissioning Repairs	\$150,000				
7.Bathroom Renovations - Partitions, Flooring, Fixtures	\$75,000	\$50,000	\$50,000	\$50,000	\$50,000
8.Elementary School Parking Lots Resurfacing/Crack n Seal	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
9.Shade Replacement Program	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
10.Avery Gym Ventilation	\$25,000				
11.Asbestos Abatement Program for Floor Tiles in Schools	\$150,000	\$150,000	\$150,000	\$150,000	\$150,000
12.Interior Painting	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
Tennis Courts ADA Renovations		\$100,000			
Exterior Door Replacements		\$150,000	\$150,000		
Ceiling Replacements		\$300,000	\$300,000		
Riverdale/Greenlodge windows & interior repairs		\$500,000	\$500,000		
High School - Gyms wall repairs & padding		\$50,000			
High School - Auditorium Lighting and Cooling				\$150,000	
High School Window Replacements				\$1,000,000	\$1,000,000
SCHOOL FACILITIES TOTAL	\$1,050,000	\$1,500,000	\$1,350,000	\$1,550,000	\$1,400,000

