

**Selected Operating Expenses and Equipment Detail  
Fiscal Year 2019**

**Personnel Board**

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510900	Professional Improvement	\$16,000	\$16,000
	Funding for various professional improvement opportunities	\$16,000	\$16,000
<b>Personnel Board OpEx</b>			
540140	Books Periodicals Subs	\$100	\$100
<b>Personnel Board OpEx</b>		<b>\$16,100</b>	<b>\$16,100</b>
510400	New Salary Schedules	\$327,500	\$405,665
<b>Personnel Board SepAp</b>			
520260	Class & Compensation Study PAT	\$5,000	\$5,000
	To be held on account in the event an outside consultant is required.	\$5,000	\$5,000
<b>Personnel Board SepAp</b>			
570000	Other Charges & Expend	\$0	\$47,000
<b>Personnel Board SepAp</b>		<b>\$332,500</b>	<b>\$457,665</b>
<b>Personnel Board</b>		<b>\$348,600</b>	<b>\$473,765</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time		\$8,750	\$8,750
		James F. Kane - Selectmen	\$1,750	\$1,750
<b>Selectmen PEA</b>		Beth Casavant - Selectmen	\$1,750	\$1,750
		Moira Miller - Selectmen	\$1,750	\$1,750
		Maurice M. DePalo - Selectmen	\$1,750	\$1,750
		John Lebeaux - Selectmen	\$1,750	\$1,750
			<b>\$8,750</b>	<b>\$8,750</b>
510010	S & W - Full Time		\$1,400	\$1,400
		Board Meetings	\$1,400	\$1,400
<b>Selectmen S&amp;C</b>			<b>\$1,400</b>	<b>\$1,400</b>
520040	Utility - Telephone		\$100	\$100
		Office Telephone for 12 months	\$100	\$100
<b>Selectmen OpEx</b>				
520100	Advertising & Binding		\$1,250	\$1,250
		Advertising for 12 Months	\$1,250	\$1,250
<b>Selectmen OpEx</b>				
540150	Print Postage Stationary		\$300	\$300
		Print Postage Stationary for 12 Months	\$300	\$300
<b>Selectmen OpEx</b>				
540220	Office Supplies		\$500	\$500
		BoS Office Supplies for 12 Months	\$500	\$500
<b>Selectmen OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570010	Car Allowance/Mileage		\$1,750	\$1,750
		5 Selectmen - \$350 per year	\$1,750	\$1,750
<b>Selectmen OpEx</b>				
570020	Dues & Memberships		\$5,550	\$5,550
		Professional Association Dues and Membership of the Office	\$5,550	\$5,550
<b>Selectmen OpEx</b>				
570030	Travel		\$1,400	\$1,400
		BoS In State Travel for 12 Months	\$1,400	\$1,400
<b>Selectmen OpEx</b>				
			<b>\$10,850</b>	<b>\$10,850</b>
			<b>\$0</b>	<b>\$0</b>
			<b>\$0</b>	<b>\$0</b>
<b>Selectmen</b>			<b>\$21,000</b>	<b>\$21,000</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time		\$180,000	\$180,000
		MIZIKAR KEVIN TOWN MANAGER	\$180,000	\$180,000
<b>Manager PEA</b>			<b>\$180,000</b>	<b>\$180,000</b>
510010	S & W - Full Time		\$91,798	\$91,798
		CLEMMY VALERIE	\$28,354	\$28,354
<b>Manager S&amp;C</b>		SNOWDON III DAVID	\$49,564	\$49,564
		CLEMMY VALERIE	\$13,880	\$13,880
			<b>\$91,798</b>	<b>\$91,798</b>
510010	S & W - Full Time		\$165,311	\$165,311
		ASSISTANT TO TOWN MANAGER Kristen Las, Assistant Town Manager & Economic Development Coordinator	\$60,454	\$60,454
<b>Manager Other</b>			<b>\$104,857</b>	<b>\$104,857</b>
510100	Longevity		\$125	\$125
		LAS KRISTEN	\$125	\$125
<b>Manager Other</b>			<b>\$165,436</b>	<b>\$165,436</b>
520040	Utility - Telephone		\$2,900	\$2,900
		Two cell phone reimbursements: Town Manager \$100/mo Asst. Town Manager \$52/mo Data Plan iPad \$40/mo. Office Phones	\$2,900	\$2,900
<b>Manager OpEx</b>				
520100	Advertising & Binding		\$800	\$800
		General advertising	\$800	\$800
<b>Manager OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540150	Print Postage Stationary		\$150	\$150
		General postage & stationary	\$150	\$150
<b>Manager OpEx</b>				
540220	Office Supplies		\$500	\$500
		General office supplies	\$500	\$500
<b>Manager OpEx</b>				
570010	Car Allowance/Mileage		\$4,500	\$4,500
		Vehicle allowance TM \$300, ATM \$75	\$4,500	\$4,500
<b>Manager OpEx</b>		Kristen Las - Assistant Town Manager Car allowance \$50.00 per month	\$0	\$0
570020	Dues & Memberships		\$2,850	\$2,850
		Professional Organization Dues	\$2,850	\$2,850
<b>Manager OpEx</b>				
570030	Travel		\$4,505	\$4,505
		Travel expenses for Conferences and Training Events	\$4,505	\$4,505
<b>Manager OpEx</b>				
570180	Other - Not Classified		\$0	\$3,607
<b>Manager OpEx</b>				
			<b>\$16,205</b>	<b>\$19,812</b>
<b>Town Manager</b>			<b>\$453,439</b>	<b>\$457,046</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510020	S & W - Part Time		\$500	\$500
<b>Finance Committee S&amp;C</b>			<b>\$500</b>	<b>\$500</b>
570020	Dues & Memberships		\$335	\$335
<b>Finance Committee OpEx</b>				
570030	Travel		\$125	\$125
<b>Finance Committee OpEx</b>				
570180	Other - Not Classified		\$500	\$500
<b>Finance Committee OpEx</b>			<b>\$960</b>	<b>\$960</b>
570200	Reserve Fund		\$280,000	\$233,000
		Amounts Expended Last Five Fiscal Years: FY 2017 - \$247,534, FY 2016 - \$87,486.58, FY 2015 - \$69,953; FY 2014 - \$144,943; FY 2013 - \$146,869;	\$280,000	\$233,000
<b>Finance Committee SepAp</b>			<b>\$280,000</b>	<b>\$233,000</b>
<b>Finance Committee</b>			<b>\$281,460</b>	<b>\$234,460</b>

<u>Line Item Description</u>		<u>Explanation</u>		<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time			\$94,227	\$94,227
		THOMPSON	MARY	\$94,227	\$94,227
<b>Accountant PEA</b>					
510100	Longevity			\$400	\$400
		THOMPSON TOWN ACCOUNTANT	MARY	\$400	\$400
<b>Accountant PEA</b>				<b>\$94,627</b>	<b>\$94,627</b>
510010	S & W - Full Time			\$104,774	\$104,774
		LI	ZHIMIN	\$57,974	\$57,974
<b>Accountant S&amp;C</b>					
		GOODNEY ADMIN ASSISTANT II	BONNIE	\$46,800	\$46,800
510100	Longevity			\$550	\$550
		GOODNEY ADMIN ASSISTANT II	BONNIE	\$300	\$300
<b>Accountant S&amp;C</b>					
		LI	ZHIMIN	\$250	\$250
				<b>\$105,324</b>	<b>\$105,324</b>
520040	Utility - Telephone			\$552	\$552
		Monthly Phone Charges		\$240	\$240
<b>Accountant OpEx</b>					
		THOMPSON	MARY	\$312	\$312
520100	Advertising & Binding			\$100	\$100
		Advertising		\$100	\$100
<b>Accountant OpEx</b>					
540220	Office Supplies			\$625	\$625
		OFFICE SUPPLIES		\$625	\$625
<b>Accountant OpEx</b>					

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570010	Car Allowance/Mileage		\$400	\$400
		Travel to Conferences and Training	\$400	\$400
<b>Accountant OpEx</b>				
570020	Dues & Memberships		\$185	\$185
		ANNUAL DUES - MMA&AA MET	\$80	\$80
<b>Accountant OpEx</b>				
		ANNUAL DUES - MMA&AA AL	\$45	\$45
		ANNUAL DUES - MGFOA MET	\$60	\$60
570030	Travel		\$2,245	\$2,245
		FALL CONFERENCE - Registration	\$100	\$100
<b>Accountant OpEx</b>				
		ANNUAL EDUCATION PROGRAM	\$355	\$355
		SUMMER CONFERENCE- Registration & Meals	\$250	\$250
		Various One-Day Seminars	\$100	\$100
		Hotel for Education Program	\$390	\$390
		NESGFOA Conference - Maine	\$900	\$900
		NESGFOA - Registration	\$150	\$150
			<b>\$4,107</b>	<b>\$4,107</b>
			<b>\$0</b>	<b>\$0</b>
520230	Town Audit		\$31,000	\$31,000
		AUDIT	\$31,000	\$31,000
<b>Accountant SepAp</b>				
			<b>\$31,000</b>	<b>\$31,000</b>
<b>Accountant</b>				
			<b>\$235,057</b>	<b>\$235,057</b>



<u>Line Item Description</u>		<u>Explanation</u>		<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time			\$94,227	\$94,227
		REIDY	CHRISTOPHER	\$94,227	\$94,227
		PRINCIPAL ASSESSOR			
<b>Assessor PEA</b>		REIDY	CHRISTOPHER	\$0	\$0
510020	S & W - Part Time			\$3,000	\$3,000
		HOWE	ALICIA	\$1,500	\$1,500
		ASSESSOR			
<b>Assessor PEA</b>		BRODEUR	TODD	\$1,500	\$1,500
510100	Longevity			\$200	\$200
		REIDY	CHRISTOPHER	\$200	\$200
<b>Assessor PEA</b>				<b>\$97,427</b>	<b>\$97,427</b>
510010	S & W - Full Time			\$141,179	\$141,179
		TOWNSEND	HELEN	\$28,080	\$28,080
<b>Assessor S&amp;C</b>		TOWNSEND	HELEN	\$23,189	\$23,189
		TRAN	CUONG	\$6,203	\$6,203
		TRAN	CUONG	\$41,664	\$41,664
		AMES	LINDSAY	\$42,042	\$42,042
510100	Longevity			\$250	\$250
		TOWNSEND	HELEN	\$125	\$125
<b>Assessor S&amp;C</b>		AMES	LINDSAY	\$125	\$125
				<b>\$141,429</b>	<b>\$141,429</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510020	S & W - Part Time		\$34,784	\$34,784
		WALSH THOMAS	\$17,392	\$17,392
<b>Assessor Other</b>		MEASURE & LISTER THOMPSON RUTH MEASURE & LISTER	\$17,392	\$17,392
		MEASURE & LISTER MEASURE & LISTER		
			<b>\$34,784</b>	<b>\$34,784</b>
520040	Utility - Telephone		\$1,100	\$1,100
		Local Telephone Service	\$1,100	\$1,100
<b>Assessor OpEx</b>				
520080	R & M - Equipment		\$250	\$250
		Office equip repair - phones - camera - laser	\$250	\$250
<b>Assessor OpEx</b>				
520100	Advertising & Binding		\$250	\$250
		Deeds and recording of liens.	\$250	\$250
<b>Assessor OpEx</b>				
520120	Data Processing		\$225	\$225
		To make a backup data base	\$225	\$225
<b>Assessor OpEx</b>				
520130	Professional Services		\$40,000	\$40,000
		Professional review + consulting for abatement hearing for ATB	\$40,000	\$40,000
<b>Assessor OpEx</b>				
540140	Books Periodicals Subs		\$400	\$400
		Professional ogranization subscriptions	\$400	\$400
<b>Assessor OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540150	Print Postage Stationary		\$1,000	\$1,000
		Mailings for income and expense requests and for sales verification letters required by the DOR	\$1,000	\$1,000
<b>Assessor OpEx</b>				
540220	Office Supplies		\$1,000	\$1,000
		Office supplies	\$1,000	\$1,000
<b>Assessor OpEx</b>				
570010	Car Allowance/Mileage		\$7,200	\$7,200
		Vehicle Allowance Assesor \$300 /month	\$3,600	\$3,600
<b>Assessor OpEx</b>		Vehicle Allowance Lister \$90/month Walsh, Thompson	\$1,080	\$1,080
		Vehicle Allowance Lister \$120/month Townsend, Helen	\$1,440	\$1,440
		Vehicle Allowance Lister \$90/month Anderson, Ruth	\$1,080	\$1,080
570020	Dues & Memberships		\$1,000	\$1,000
		IAAO, MAAO, NRAA, MASS CHAPT IAAO, SPA, Appraisal Institute	\$1,000	\$1,000
<b>Assessor OpEx</b>				
570030	Travel		\$3,900	\$3,900
		Schools and meetings required 2 classes MAAO for C Tran + L ames \$350 each, mileage \$230 total	\$3,900	\$3,900
<b>Assessor OpEx</b>			<b>\$56,325</b>	<b>\$56,325</b>
580010	Office Equipment		\$100	\$100
<b>Assessor Equip</b>			<b>\$100</b>	<b>\$100</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520240	RE/Pers Prop Discover		\$10,500	\$10,500
		Personal Property Revaluation and Discovery annual fee - \$1,500 ( increase of \$500) and 9,000 for cyclical.	\$10,500	\$10,500
<b>Assessor SepAp</b>		Commerical Property Revaluation	\$0	\$0
		Residential Proerpty Revaluation	\$0	\$0
			<b>\$10,500</b>	<b>\$10,500</b>
<b>Assessor</b>			<b>\$340,564</b>	<b>\$340,564</b>

<u>Line Item Description</u>		<u>Explanation</u>		<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time			\$91,168	\$91,168
		GAUDET	LAURIE	\$67,974	\$67,974
	<b>Treasurer PEA</b>	GAUDET	LAURIE	\$23,194	\$23,194
510140	Stipends			\$500	\$500
		GAUDET	LAURIE	\$500	\$500
	<b>Treasurer PEA</b>			<b>\$91,668</b>	<b>\$91,668</b>
510010	S & W - Full Time			\$227,164	\$227,164
		BERGER	KAREN	\$42,042	\$42,042
	<b>Treasurer S&amp;C</b>	FAVREAU	AMANDA	\$42,042	\$42,042
		REDMOND	PAUL	\$57,974	\$57,974
		Adjustment		\$0	\$0
		RICCIARDI	WENDY	\$39,253	\$39,253
		RICCIARDI	WENDY	\$8,356	\$8,356
		STENMAN	JUSTINE	\$22,101	\$22,101
		STENMAN	JUSTINE	\$15,397	\$15,397
510100	Longevity			\$125	\$125
		BERGER	KAREN	\$125	\$125
	<b>Treasurer S&amp;C</b>			<b>\$227,289</b>	<b>\$227,289</b>
520040	Utility - Telephone			\$1,400	\$1,400
		Telephone Reimb-Light Dept		\$1,400	\$1,400
	<b>Treasurer OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520130	Professional Services		\$37,000	\$37,000
		General Services	\$37,000	\$37,000
		Lock box services	\$0	\$0
<b>Treasurer OpEx</b>				
540140	Books Periodicals Subs		\$300	\$300
		VERIBANC Bank Rating Service	\$300	\$300
<b>Treasurer OpEx</b>				
540150	Print Postage Stationary		\$5,900	\$5,900
		Check stock; MICR Toner; YRLY Tax forms; Envelopes	\$5,900	\$5,900
<b>Treasurer OpEx</b>				
540220	Office Supplies		\$2,500	\$2,500
		General Office supplies	\$2,500	\$2,500
<b>Treasurer OpEx</b>				
570010	Car Allowance/Mileage		\$1,440	\$1,440
		Monthly stipend; Treas & Asst @ \$60/mon	\$1,440	\$1,440
<b>Treasurer OpEx</b>				
570020	Dues & Memberships		\$577	\$577
		MCTA; WORC CTY ASSN; MGOFA	\$577	\$577
<b>Treasurer OpEx</b>				
570030	Travel		\$3,500	\$3,500
		meetings & conferences	\$3,500	\$3,500
<b>Treasurer OpEx</b>				

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		\$52,617	\$52,617
		\$0	\$0
570700	Clearing & Sale Tax Title	\$30,000	\$30,000
	Tax Takings; Legal; Land Court; Adv Costs	\$30,000	\$30,000
<b>Treasurer SepAp</b>		<b>\$30,000</b>	<b>\$30,000</b>
<b>Treasurer &amp; Collector</b>		<b>\$401,574</b>	<b>\$401,574</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
			\$0	\$0
520130	Professional Services		\$150,000	\$150,000
		Based on expenditures to date whereby we are spending approx. \$12,500 per month.	\$150,000	\$150,000
<b>Town Counsel OpEx</b>				
520220	Services-Not Classified		\$900	\$900
<b>Town Counsel OpEx</b>				
570020	Dues & Memberships		\$300	\$300
<b>Town Counsel OpEx</b>				
570180	Other - Not Classified		\$3,000	\$3,000
		Funds expenses incurred by other professionals and may include filing fees and other expenses	\$3,000	\$3,000
<b>Town Counsel OpEx</b>			<b>\$154,200</b>	<b>\$154,200</b>
<b>Town Counsel</b>			<b>\$154,200</b>	<b>\$154,200</b>



<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510310	Employee Assist Program	\$4,000	\$4,000
<b>Operating Support SepAp</b>			
510330	Grp Health & Life Ins	\$11,260,000	\$11,080,000
<b>Operating Support SepAp</b>			
510340	Medicare Employer Match	\$1,005,000	\$1,005,000
	Estimate	\$1,005,000	\$1,005,000
<b>Operating Support SepAp</b>	Fund Medicare expenses associated with additional employees Special Town Election Override 6-3-14	\$0	\$0
510380	Unemployment Compensation	\$100,000	\$98,000
<b>Operating Support SepAp</b>			
520080	R & M - Equipment	\$10,421	\$10,421
<b>Operating Support SepAp</b>			
540020	Oil & Fuel	\$345,000	\$345,000
	Oil & Fuel Costs estimated	\$345,000	\$345,000
<b>Operating Support SepAp</b>			
540150	Print Postage Stationary	\$117,000	\$107,000

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
<b>Operating Support SepAp</b>		Print Postage/Stationary - Treasurer and Collector Bill Mailings Town Mail/Postage includes machine rental Town Hall Breakroom Copier Town Hall Copy Paper Engineering Copier New Postage Meter/Machine	\$117,000	\$107,000
		Printing of Real Estate and Personal Property, Motor Vehicle Tax Bills and Water/Sewer Bills	\$0	\$0
570220	Memorial Day		\$5,500	\$5,500
<b>Operating Support SepAp</b>				
570230	General Insurance		\$825,375	\$842,294
		Estimate General Insurance	\$825,375	\$842,294
<b>Operating Support SepAp</b>				
572030	MIS Support		\$858,465	\$808,465
<b>Operating Support SepAp</b>				
580370	Telecom & Network Equipment		\$44,000	\$44,000
		Maintenance cost on phone system plus necessary system improvements	\$44,000	\$44,000
<b>Operating Support SepAp</b>			<b>\$14,574,761</b>	<b>\$14,349,680</b>
<b>Operating Support</b>			<b>\$14,574,761</b>	<b>\$14,349,680</b>

<u>Line Item Description</u>		<u>Explanation</u>		<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time			\$85,288	\$85,288
		WRIGHT	SANDRA	\$85,288	\$85,288
<b>Town Clerk PEA</b>					
510100	Longevity			\$400	\$400
		WRIGHT TOWN CLERK	SANDRA	\$400	\$400
<b>Town Clerk PEA</b>				<b>\$85,688</b>	<b>\$85,688</b>
510010	S & W - Full Time			\$69,167	\$69,167
		THOMAS	SHARYN	\$48,146	\$48,146
<b>Town Clerk S&amp;C</b>					
		BOWERS	MICHELE	\$21,021	\$21,021
510090	Overtime			\$1,000	\$1,000
		Overtime for Census		\$1,000	\$1,000
<b>Town Clerk S&amp;C</b>					
510100	Longevity			\$263	\$263
		THOMAS	SHARYN	\$63	\$63
<b>Town Clerk S&amp;C</b>					
		BOWERS	MICHELE	\$200	\$200
				<b>\$70,429</b>	<b>\$70,429</b>
520040	Utility - Telephone			\$800	\$800
		Telephone		\$800	\$800
<b>Town Clerk OpEx</b>					
520080	R & M - Equipment			\$150	\$150
		R & M - time stamp annual contract		\$150	\$150
<b>Town Clerk OpEx</b>					

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520100	Advertising & Binding		\$1,000	\$1,000
		Binding Town Records	\$1,000	\$1,000
<b>Town Clerk OpEx</b>				
540150	Print Postage Stationary		\$1,000	\$1,000
		Dog tags and Hooks	\$500	\$500
<b>Town Clerk OpEx</b>		Envelopes, Bonded paper for vital records Archieval paper for vital records	\$500	\$500
540220	Office Supplies		\$1,600	\$1,600
			\$400	\$400
<b>Town Clerk OpEx</b>		Miscellaneous: manila envelopes, pendaflex folders Binders: Birth, Death, Marriage Records	\$700	\$700
		Plastic sleeves: Vital records	\$500	\$500
570010	Car Allowance/Mileage		\$500	\$500
			\$500	\$500
<b>Town Clerk OpEx</b>		State, County Meetings		
570020	Dues & Memberships		\$780	\$780
		Worc. County Town Clerks Assoc.	\$50	\$50
<b>Town Clerk OpEx</b>		Mass. Town Clerks Assoc.	\$350	\$350
		International Institute of Municipal Clerks	\$300	\$300
		N.E. Town Clerks Assoc.	\$80	\$80
570030	Travel		\$1,750	\$1,750
		Mass. Town Clerk's Conferences Worcester County Meetings	\$1,750	\$1,750
<b>Town Clerk OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570040	Insurance & Bonds		\$100	\$100
		Town Clerk Performance Bond	\$100	\$100
<b>Town Clerk OpEx</b>			<b>\$7,680</b>	<b>\$7,680</b>
			<b>\$0</b>	<b>\$0</b>
<b>Town Clerk</b>			<b>\$163,797</b>	<b>\$163,797</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510020	S & W - Part Time		\$2,500	\$2,500
		REGISTRAR OF VOTERS	\$1,000	\$1,000
<b>Election PEA</b>		REGISTRAR OF VOTERS	\$500	\$500
		REGISTRAR OF VOTERS	\$500	\$500
		Registrars of Voters	\$500	\$500
			<b>\$2,500</b>	<b>\$2,500</b>
510010	S & W - Full Time		\$21,021	\$21,021
		Adjustment	\$0	\$0
<b>Election S&amp;C</b>		BOWERS MICHELE	\$21,021	\$21,021
510020	S & W - Part Time		\$19,514	\$19,514
		THOMPSON KATHLEEN	\$14,779	\$14,779
<b>Election S&amp;C</b>		THOMPSON KATHLEEN	\$4,735	\$4,735
510030	S & W - Temporary		\$41,116	\$41,116
		3 Elections - State Primary, State Election, Annual Town Election	\$34,843	\$34,843
<b>Election S&amp;C</b>		Precinct Warden additional stipend	\$900	\$900
		Precinct Clerk additional stipend	\$750	\$750
		Town Meeting Tellers - 5 sessions	\$311	\$311
		Clerk for 20 hrs. per week for 10 weeks for Census Processing at \$21.56/hr.	\$4,312	\$4,312
			<b>\$81,651</b>	<b>\$81,651</b>
510030	S & W - Temporary		\$20,700	\$20,700

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
<b>Election Other</b>		Police Officers - 3 elections State Primary State Election Annual Town Election	\$17,664	\$17,664
		Coolidge School Security Police Officer -3 elections State Primary State Election Annual Town Election	\$1,518	\$1,518
		Spring Street School Security Police Officer -3 elections State Primary State Election Annual Town Election	\$1,518	\$1,518
			<b>\$20,700</b>	<b>\$20,700</b>
	520080	R & M - Equipment	\$3,300	\$3,300
		Maintenance Contract -11 Accu-vote voting machines @300.00 per voting machine	\$3,300	\$3,300
	<b>Election OpEx</b>			
	520100	Advertising & Binding	\$100	\$100
		Advertising for Early Voting	\$100	\$100
	<b>Election OpEx</b>			
520130	Professional Services	\$17,950	\$17,950	
<b>Election OpEx</b>		Coding Accu-Vote voting machines - State Primary	\$2,000	\$2,000
		Coding Accu-Vote Voting Machines November State Election	\$2,000	\$2,000
		Coding Accu-Vote Voting Machines Annual Town Election	\$2,750	\$2,750
		Coding AutoMark Handicapped Voting Machines Annual Town Election	\$2,700	\$2,700
		Ballot Printing - Annual Town Election	\$7,000	\$7,000
		SAC Hall rental fee \$500/election	\$1,500	\$1,500
	540150	Print Postage Stationary	\$24,350	\$24,350

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		Acknowledgment Envelopes, mailings to Town Meeting Members	\$350	\$350
<b>Election OpEx</b>		Printing of Voter Confirmation Notices	\$500	\$500
		Census - programming, forms & postage	\$12,000	\$12,000
		Census forms & postage for 2nd mailing	\$5,000	\$5,000
		Postage for Voter Confirmation Notices - approximately 1,500	\$1,500	\$1,500
		Printing Street Listing	\$5,000	\$5,000
<hr/>				
540220	Office Supplies		\$1,200	\$1,200
		Precinct Supplies - Tabulator tapes, Ballot marking pens, etc.	\$350	\$350
<b>Election OpEx</b>		Laser Printer Cartridge, Facsimile stamps, Miscellaneous	\$350	\$350
		Ink cartridges for AutoMark Voting Machines and Accu-Vote Voting Machines	\$500	\$500
			<b>\$46,900</b>	<b>\$46,900</b>
			<b>\$0</b>	<b>\$0</b>
<b>Elections &amp; Registrations</b>			<b>\$151,751</b>	<b>\$151,751</b>



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
			\$0	\$0
540140	Books Periodicals Subs		\$350	\$350
		Books, Magazines, Newsletters MACC, MA DEP Reporter	\$350	\$350
<b>Conservation OpEx</b>				
540220	Office Supplies		\$250	\$250
		Office Supplies	\$250	\$250
<b>Conservation OpEx</b>				
570010	Car Allowance/Mileage		\$300	\$300
		Mileage for Site Inspections	\$300	\$300
<b>Conservation OpEx</b>				
570020	Dues & Memberships		\$800	\$800
		Mass. Assoc. of Conserv. Commissioners	\$800	\$800
<b>Conservation OpEx</b>				
570030	Travel		\$200	\$200
		Meetings	\$200	\$200
<b>Conservation OpEx</b>				
			<b>\$1,900</b>	<b>\$1,900</b>
			<b>\$0</b>	<b>\$0</b>
<b>Conservation Commission</b>			<b>\$1,900</b>	<b>\$1,900</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time		\$67,000	\$67,000
		CAHILL                  BERNARD	\$67,000	\$67,000
<b>Plan/EcoDev PEA</b>			<b>\$67,000</b>	<b>\$67,000</b>
			<b>\$0</b>	<b>\$0</b>
520040	Utility - Telephone		\$240	\$240
		SELCO telephone for office	\$240	\$240
<b>Plan/EcoDev OpEx</b>				
520100	Advertising & Binding		\$300	\$300
		Advertising for various RFP's and legal ads	\$300	\$300
<b>Plan/EcoDev OpEx</b>				
540140	Books Periodicals Subs		\$100	\$100
		Planning related publications for further education	\$100	\$100
<b>Plan/EcoDev OpEx</b>				
540150	Print Postage Stationary		\$100	\$100
		Monthly postage for various mailings	\$100	\$100
<b>Plan/EcoDev OpEx</b>				
540220	Office Supplies		\$300	\$300
		Various office supplies, pens, paper, calendars, etc.	\$300	\$300
<b>Plan/EcoDev OpEx</b>				
570010	Car Allowance/Mileage		\$300	\$300
		Mileage for Town Planner and Assistant Planner	\$300	\$300
<b>Plan/EcoDev OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570020	Dues & Memberships		\$690	\$690
		Town Planner and Assistant Town Planner APA Dues	\$690	\$690
		Town Planner Massachusetts Association of Planning Directors		
<b>Plan/EcoDev OpEx</b>				
570030	Travel		\$650	\$650
		Various conferences and workshops	\$650	\$650
<b>Plan/EcoDev OpEx</b>			<b>\$2,680</b>	<b>\$2,680</b>
<b>Plan/EcoDev</b>			<b>\$69,680</b>	<b>\$69,680</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510020	S & W - Part Time		\$1,000	\$1,000
		5 Planning Board Member Stipends	\$1,000	\$1,000
<b>Planning Board PEA</b>			<b>\$1,000</b>	<b>\$1,000</b>
			<b>\$0</b>	<b>\$0</b>
520100	Advertising & Binding		\$300	\$300
		T& G Advertising for Legal ads and RFP's, Binding	\$300	\$300
<b>Planning Board OpEx</b>				
540140	Books Periodicals Subs		\$100	\$100
		Books, Magazines, Newsletters, etc.	\$100	\$100
<b>Planning Board OpEx</b>				
540150	Print Postage Stationary		\$100	\$100
		Printing, Postage, Stationary	\$100	\$100
<b>Planning Board OpEx</b>				
540220	Office Supplies		\$100	\$100
		Planning Board Operating Expense (5W)	\$100	\$100
<b>Planning Board OpEx</b>				
570010	Car Allowance/Mileage		\$50	\$50
		Car Allowance/Mileage	\$50	\$50
<b>Planning Board OpEx</b>				
570020	Dues & Memberships		\$50	\$50
		Dues, Memberships for Board Members	\$50	\$50
<b>Planning Board OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570030	Travel		\$300	\$300
		Meetings, Conferences, Travel for Board members	\$300	\$300
	<b>Planning Board OpEx</b>		<b>\$1,000</b>	<b>\$1,000</b>
			<b>\$0</b>	<b>\$0</b>
	<b>Planning Board</b>		<b>\$2,000</b>	<b>\$2,000</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510020	S & W - Part Time		\$1,750	\$1,750
		Salary Expenses As Necessary for Zoning Board meeting and preparation of minutes	\$1,750	\$1,750
<b>Appeals Board S&amp;C</b>				
		ZBA Administrative Staff - Kelly Leheay - A3 step E 12 meetings per year x 2.5 x 24.00 hours per meeting regular time = \$720.00. 12 meetings per year minimum .5 hour OT = \$216.00		
		Please be advised that the ZBA planning staff is paid from account 141403 Chris McGoldrick to Staff ZBA meetings paid from 141403 account.	\$0	\$0
			<b>\$1,750</b>	<b>\$1,750</b>
540150	Print Postage Stationary		\$650	\$650
		Purchase of stationery and envelopes for mailing of notices and decisions.	\$650	\$650
<b>Appeals Board OpEx</b>				
540220	Office Supplies		\$250	\$250
		Purchase of folders, stamps, tapes, nameplates, etc.	\$250	\$250
<b>Appeals Board OpEx</b>				
570020	Dues & Memberships		\$250	\$250
		Dues & Memberships for Board Members	\$250	\$250
<b>Appeals Board OpEx</b>				
570030	Travel		\$500	\$500
		professional educational meetings for board members	\$500	\$500
<b>Appeals Board OpEx</b>			<b>\$1,650</b>	<b>\$1,650</b>
<b>Board of Appeals</b>			<b>\$3,400</b>	<b>\$3,400</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time		\$104,049	\$104,049
		COX ROBERT SUPERINTENDENT PUBLIC BUILDING	\$104,049	\$104,049
	<b>Public Buildings PEA</b>	Adj	\$0	\$0
		COX ROBERT	\$0	\$0
510100	Longevity		\$400	\$400
		COX ROBERT SUPERINTENDENT PUBLIC BUILDING	\$400	\$400
	<b>Public Buildings PEA</b>		<b>\$104,449</b>	<b>\$104,449</b>
510010	S & W - Full Time		\$46,800	\$46,800
		HEMMERDINGER KARIN ADMIN ASSISTANT II	\$23,400	\$23,400
	<b>Public Buildings S&amp;C</b>	JONES NANCY	\$23,400	\$23,400
		Adjustment	\$0	\$0
510100	Longevity		\$300	\$300
		HEMMERDINGER KARIN ADMIN ASSISTANT II	\$200	\$200
	<b>Public Buildings S&amp;C</b>	JONES NANCY	\$100	\$100
			<b>\$47,100</b>	<b>\$47,100</b>
510010	S & W - Full Time		\$1,002,294	\$1,002,294
	<b>Public Buildings Other</b>			
510020	S & W - Part Time		\$20,719	\$20,719
	<b>Public Buildings Other</b>			

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510090	Overtime		\$45,000	\$45,000
<b>Public Buildings Other</b>				
510100	Longevity		\$2,950	\$2,950
		MILMORE JOHN	\$200	\$200
		JUNIOR BUILDING CUSTODIAN II		
		BULLARD LEO	\$300	\$300
		ASST PUB BLDGS SUPERINTENDENT		
		POE DAVID	\$250	\$250
		SENIOR CUSTODIAN II		
		FOX PAUL	\$400	\$400
		BUILDING MAINTENANCE CRAFTSMAN		
		MARENCO ROBERT	\$300	\$300
		MAINTENANCE CRAFTSMAN CARPENTE		
		ANDERSON BRUCE	\$400	\$400
		SENIOR BUILDING CUSTODIAN I		
		PUTELIS ALLAN	\$400	\$400
		SENIOR BUILDING CUSTODIAN III		
		MALONEY MICHAEL	\$125	\$125
		SR. BLDG. CUSTODIAN I		
		KRISTI BALDINO	\$125	\$125
		SR. BLDG. CUSTODIAN I		
		MARK HOLYOAK	\$125	\$125
		BLDG. MAINT. CRAFTSMAN/FILL IN CUSTODIAN		
		ARTHUR ROSE JR.	\$200	\$200
		JR. BLDG. CUSTODIAN II		
		JAMES WHITTEMORE	\$125	\$125
		JR. BLDG. CUSTODIAN II		
510240	Standby Pay		\$15,000	\$15,000
		Standby for nights, weekend and holiday building trouble calls.	\$15,000	\$15,000
<b>Public Buildings Other</b>			<b>\$1,085,962</b>	<b>\$1,085,962</b>
520010	Utility - Electricity		\$715,000	\$715,000
<b>Public Buildings OpEx</b>				



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520020	Utility - Natural Gas		\$219,000	\$219,000
<b>Public Buildings OpEx</b>				
520040	Utility - Telephone		\$2,000	\$2,000
		Spent \$ 1,715.34 in FY 17.	\$2,000	\$2,000
<b>Public Buildings OpEx</b>				
520060	Utility - Water		\$51,500	\$51,500
<b>Public Buildings OpEx</b>				
520070	Utility - Sewer		\$16,000	\$16,000
<b>Public Buildings OpEx</b>				
520080	R & M - Equipment		\$7,500	\$7,500
<b>Public Buildings OpEx</b>				
520090	R & M - Building		\$220,000	\$220,000
<b>Public Buildings OpEx</b>				
520100	Advertising & Binding		\$1,000	\$1,000
		This is the same as FY 18 request.	\$1,000	\$1,000
<b>Public Buildings OpEx</b>				
520110	Hospital & Medical		\$250	\$250
		Same as FY 2018.	\$250	\$250
<b>Public Buildings OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520130	Professional Services		\$892,000	\$875,000
<b>Public Buildings OpEx</b>				
520140	Rental of Equipment		\$1,500	\$1,500
		Rental of aerial lift.	\$1,500	\$1,500
<b>Public Buildings OpEx</b>				
520220	Services-Not Classified		\$5,000	\$5,000
		Includes rental for Donahue Rowing Ctr for High School Rowing @ 4,000.00.	\$5,000	\$5,000
<b>Public Buildings OpEx</b>				
520530	Parker Rd -Beal West Rental		\$32,760	\$32,760
		Rent for FY 2018 was \$ 32,760.	\$32,760	\$32,760
<b>Public Buildings OpEx</b>				
540010	Automotive		\$8,500	\$8,500
		Spent \$ 4,104.11 as of 12/1/2017.	\$8,500	\$8,500
<b>Public Buildings OpEx</b>				
540030	Building		\$105,000	\$105,000
<b>Public Buildings OpEx</b>				
540100	Seed, Loam & Fertilizer		\$1,500	\$1,500
		Requesting the same as FY18	\$1,500	\$1,500
<b>Public Buildings OpEx</b>				
540120	Clothing & Uniforms		\$9,750	\$9,750

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
<b>Public Buildings OpEx</b>	Employee uniform allowance covers pants and shoes. Building Dept. buys tee shirts, collared shirts and outer sweat shirts and coats.	\$3,000	\$3,000
	FOX PAUL	\$375	\$375
	BUILDING MAINTENANCE CRAFTSMAN		
	MARENGO ROBERT	\$375	\$375
	MAINTENANCE CRAFTSMAN CARPENTE		
	MILMORE JOHN	\$375	\$375
	JUNIOR BUILDING CUSTODIAN II		
	POE DAVID	\$375	\$375
	SENIOR CUSTODIAN II		
	PUTELIS ALLAN	\$375	\$375
	SENIOR BUILDING CUSTODIAN III		
	HOLYOAK MARK	\$375	\$375
	BUILDING MAINT. CRAFTSMAN/FILL-IN CUSTODIAN		
	BALDINO KRISTI	\$375	\$375
	SENIOR BUILDING CUSTODIAN I		
	WHITTEMORE JAMES	\$375	\$375
	JUNIOR BUILDING CUSTODIAN II		
	MALONEY MICHAEL	\$375	\$375
	BISHOP ERNEST	\$375	\$375
	MAINT. CRAFTSMAN / ELECTRICIAN		
	ALFREDO OLIVEIRA	\$188	\$188
	JUNIOR CUSTODIAN I / LUNCH DUTY		
	FORD JOYCE	\$188	\$188
	JUNIOR CUSTODIAN I / LUNCH DUTY		
	VACANT	\$375	\$375
	SENIOR CUSTODIAN II - SHERWOOD		
	ESPOSITO ROBERT	\$375	\$375
	SENIOR BUILDING CUSTODIAN I		
	ROSE ARTHUR JR	\$375	\$375
	JUNIOR BUILDING CUSTODIAN II		
KUDITCHAR SAMMY	\$375	\$375	
SENIOR BUILDING CUSTODIAN I			
PERRON TRAVIS	\$375	\$375	
JUNIOR BUILDING CUSTODIAN II			
MANZI JOEL	\$375	\$375	
BUILDING MAINT CRAFTSMAN/PLUMBER			
ANDERSON BRUCE	\$375	\$375	
SENIOR BLDG CUSTODIAN I			
540150 Print Postage Stationary		\$400	\$400
	Same as FY 2018.	\$400	\$400

**Public Buildings OpEx**

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540190	Custodial Supplies		\$8,000	\$8,000
		Spent \$ 6,059.79 in FY 17.	\$8,000	\$8,000
<b>Public Buildings OpEx</b>				
540220	Office Supplies		\$300	\$300
		Request the same as FY18.	\$300	\$300
<b>Public Buildings OpEx</b>				
540230	Supplies - Not Classified		\$200	\$200
		Request the same as FY18.	\$200	\$200
<b>Public Buildings OpEx</b>				
540240	Small Tools & Misc Equip		\$4,000	\$4,000
		Requesting the same as FY 18.	\$4,000	\$4,000
<b>Public Buildings OpEx</b>				
570020	Dues & Memberships		\$275	\$275
		Mass Facilities Administrators Assoc. annual membership fees.	\$275	\$275
<b>Public Buildings OpEx</b>				
570030	Travel		\$1,000	\$1,000
		Training	\$1,000	\$1,000
<b>Public Buildings OpEx</b>				
570080	Inspection Fees		\$6,875	\$6,875
<b>Public Buildings OpEx</b>				
570180	Other - Not Classified		\$200	\$200
		Requesting the same as FY 18.	\$200	\$200
<b>Public Buildings OpEx</b>			<b>\$2,309,510</b>	<b>\$2,292,510</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
580070	Electrical & Mechanical		\$3,750	\$3,750
<b>Public Buildings Equip</b>			<b>\$3,750</b>	<b>\$3,750</b>
585120	Major Building Repairs		\$273,100	\$290,100
<b>Public Buildings SepAp</b>			<b>\$273,100</b>	<b>\$290,100</b>
<b>Public Buildings</b>			<b>\$3,823,872</b>	<b>\$3,823,872</b>

<u>Line Item Description</u>		<u>Explanation</u>		<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time			\$114,067	\$114,067
		HESTER	JAMES	\$114,067	\$114,067
<b>Police PEA</b>					
510040	Holiday			\$2,632	\$2,632
		POLICE CHIEF		\$2,632	\$2,632
<b>Police PEA</b>					
510100	Longevity			\$400	\$400
		HESTER	JAMES	\$400	\$400
		POLICE CHIEF			
<b>Police PEA</b>					
				<b>\$117,100</b>	<b>\$117,100</b>
510010	S & W - Full Time			\$262,965	\$262,965
		PEASE	LEONA	\$49,374	\$49,374
<b>Police S&amp;C</b>					
		PAQUETTE	SUSAN	\$49,374	\$49,374
		MITCHELL	SUSAN	\$42,042	\$42,042
		FAHEY	CYNTHIA	\$42,042	\$42,042
		RUBY	ELIZABETH	\$42,042	\$42,042
		PROUTY	SAMANTHA	\$8,926	\$8,926
		PROUTY	SAMANTHA	\$29,166	\$29,166
		Adjustment		\$0	\$0
510100	Longevity			\$1,000	\$1,000

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
<b>Police S&amp;C</b>		MITCHELL SUSAN ADMIN ASSISTANT I	\$300	\$300
		PAQUETTE SUSAN ADMIN ASSISTANT I	\$250	\$250
		PEASE LEONA ANIMAL CONTROL OFFICER	\$250	\$250
		FAHEY CYNTHIA ADMIN ASSISTANT I	\$200	\$200
			<b>\$263,965</b>	<b>\$263,965</b>
	510010	S & W - Full Time	\$3,484,050	\$3,428,669

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
<b>Police Other</b>	MCCARTHY	JOSEPH	\$83,179	\$83,179
	ANDERSON	KEVIN	\$83,179	\$83,179
	LONCHIADIS	JAMES	\$83,179	\$83,179
	PRATT	ALFRED	\$72,342	\$72,342
	CAPPUCCI	MICHAEL	\$72,342	\$72,342
	O'CONNOR	MICHAEL	\$72,342	\$72,342
	HOLMQUIST	RANDOLPH	\$72,342	\$72,342
	PERNA	NICHOLAS	\$72,342	\$72,342
	DEMERS	CHRISTOPHER	\$72,342	\$72,342
	CAMERON	ADAM	\$72,342	\$72,342
	CAPALBO	PETER	\$30,721	\$30,721
	CAPALBO	PETER	\$30,550	\$30,550
	HESTER	MARK	\$30,721	\$30,721
	HESTER	MARK	\$30,550	\$30,550
	SCANLON	VINCENT	\$30,721	\$30,721
	SCANLON	VINCENT	\$30,550	\$30,550
	WNEK	DANIEL	\$30,721	\$30,721
	WNEK	DANIEL	\$30,550	\$30,550
	MENTZER	SCOTT	\$30,721	\$30,721
	MENTZER	SCOTT	\$30,550	\$30,550
BELANGER	GARY	\$30,721	\$30,721	
BELANGER	GARY	\$30,550	\$30,550	
BROWN	PAUL	\$30,721	\$30,721	
BROWN	PAUL	\$30,550	\$30,550	



<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
WARWICK	KEVIN	\$30,721	\$30,721
WARWICK	KEVIN	\$30,550	\$30,550
CHYSNA	CHAD	\$30,721	\$30,721
CHYSNA	CHAD	\$30,550	\$30,550
VALLIERE	SHAWN	\$30,721	\$30,721
VALLIERE	SHAWN	\$30,550	\$30,550
FINACOM	TIMOTHY	\$30,721	\$30,721
FINACOM	TIMOTHY	\$30,550	\$30,550
PALMATIER	JASON	\$30,721	\$30,721
PALMATIER	JASON	\$30,550	\$30,550
NAPOLITANO	LAWRENCE	\$30,721	\$30,721
NAPOLITANO	LAWRENCE	\$30,550	\$30,550
CHARTRAND	R RYAN	\$30,721	\$30,721
CHARTRAND	R RYAN	\$30,550	\$30,550
MCGINNIS	MICHAEL	\$30,721	\$30,721
MCGINNIS	MICHAEL	\$30,550	\$30,550
THIBODEAU	BRIAN	\$30,721	\$30,721
THIBODEAU	BRIAN	\$30,550	\$30,550
FAUCHER	DAVID	\$30,721	\$30,721
FAUCHER	DAVID	\$30,550	\$30,550
PITRO	JOHN	\$30,721	\$30,721
PITRO	JOHN	\$30,550	\$30,550
CHARLAND	TIMOTHY	\$30,339	\$30,339
CHARLAND	TIMOTHY	\$30,174	\$30,174

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
CRONIN	DANIEL	\$30,339	\$30,339
CRONIN	DANIEL	\$30,174	\$30,174
CAVISTON	KEVIN	\$30,339	\$30,339
CAVISTON	KEVIN	\$30,174	\$30,174
CAOLA	MATTHEW	\$30,339	\$30,339
CAOLA	MATTHEW	\$30,174	\$30,174
VITOLS	MICHAEL	\$30,339	\$30,339
VITOLS	MICHAEL	\$30,174	\$30,174
SKLUT	MARK	\$30,339	\$30,339
SKLUT	MARK	\$30,174	\$30,174
AMATO	KYLE	\$30,339	\$30,339
AMATO	KYLE	\$30,174	\$30,174
SKLUT	BRIAN	\$30,339	\$30,339
SKLUT	BRIAN	\$30,174	\$30,174
WESTER	BRETT	\$30,339	\$30,339
WESTER	BRETT	\$30,174	\$30,174
ABBASCIA	CHRISTOPHER	\$30,339	\$30,339
ABBASCIA	CHRISTOPHER	\$30,174	\$30,174
MCNIFF	PAUL	\$30,339	\$30,339
MCNIFF	PAUL	\$30,174	\$30,174
BROWNELL	ALICIA	\$16,187	\$16,187
BROWNELL	ALICIA	\$13,433	\$13,433
BROWNELL	ALICIA	\$30,174	\$30,174
BRADLEY	RYAN	\$16,187	\$16,187

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
BRADLEY	RYAN	\$13,433	\$13,433
BRADLEY	RYAN	\$30,174	\$30,174
VANBEEKOM	COREY	\$16,187	\$16,187
VANBEEKOM	COREY	\$13,433	\$13,433
VANBEEKOM	COREY	\$30,174	\$30,174
WILHELMY	JOSEPH	\$16,187	\$16,187
WILHELMY	JOSEPH	\$13,433	\$13,433
WILHELMY	JOSEPH	\$30,174	\$30,174
GABRIELE	ANTHONY	\$29,048	\$29,048
GABRIELE	ANTHONY	\$28,893	\$28,893
VACANT (1) PATROLMAN		\$55,711	\$55,711
VACANT (2) PATROLMAN		\$55,711	\$55,711
MROCZEK	CAITLIN	\$55,381	\$55,381
FAIRBANKS	LAURIE	\$48,160	\$48,160
REKEMEYER	JOHN	\$48,160	\$48,160
HERRERA	VICTORIA	\$48,160	\$48,160
LAWSON	DAVID	\$17,732	\$17,732
LAWSON	DAVID	\$29,637	\$29,637
ANDREWS	TREVOR	\$46,103	\$46,103
LAMBKIN	CIARA	\$14,425	\$14,425
LAMBKIN	CIARA	\$31,031	\$31,031
BERGE	KIMBERLY	\$20,873	\$20,873
BERGE	KIMBERLY	\$24,292	\$24,292
ANDING	TAYLOR	\$28,001	\$28,001

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		ANDING TAYLOR	\$16,845	\$16,845
		STIPENDS FOR DETECTIVES & SUP OFFICERS	\$11,500	\$11,500
		6 SUPERIOR OFFICERS \$1250. each		
		4 DETECTIVE PATROLMAN \$1000.each		
		Budget Adjustment	\$0	\$0
		Stipends (10)	\$0	\$0
		Patrol Officer Position 37	\$55,381	\$55,381
		Patrol Officer 38	\$55,381	\$0
<hr/>				
510040	Holiday		\$188,180	\$188,180
		3 Lieutenants on 11 Holidays each	\$13,918	\$13,918
	<b>Police Other</b>	7 Sergeants 11 Holidays each	\$28,239	\$28,239
		36 Patrol Officer 11 Holiday each	\$121,194	\$121,194
		8 Dispatchers 11 Holidays each	\$24,830	\$24,830
		Budget Adjustment	\$0	\$0
<hr/>				
510050	Vacation		\$80,000	\$80,000
		overtime for vacation fill ins	\$80,000	\$80,000
<hr/>				
	<b>Police Other</b>			
510060	Sick Leave		\$65,000	\$65,000
		overtime fill in for sick leave	\$65,000	\$65,000
<hr/>				
	<b>Police Other</b>			
510100	Longevity		\$8,575	\$8,575

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
<b>Police Other</b>	ANDERSON KEVIN	\$300	\$300
	MCCARTHY JOSEPH POLICE LIEUTENANT	\$300	\$300
	LONCHIADIS JAMES	\$300	\$300
	O'CONNOR MICHAEL	\$350	\$350
	CAPPUCCI MICHAEL	\$300	\$300
	DEMERS CHRISTOPHER	\$125	\$125
	PRATT ALFRED POLICE SERGEANT	\$350	\$350
	HOLMQUIST RANDOLPH	\$200	\$200
	PERNA NICHOLAS	\$200	\$200
	WNEK DANIEL	\$300	\$300
	PATROLMAN CHARTRAND R RYAN	\$200	\$200
	PATROLMAN PALMATIER JASON	\$200	\$200
	PATROLMAN WARWICK KEVIN	\$250	\$250
	PATROLMAN BELANGER GARY	\$300	\$300
	PATROLMAN SCANLON VINCENT	\$350	\$350
	PATROLMAN NAPOLITANO LAWRENCE	\$200	\$200
	PATROLMAN BROWN PAUL	\$250	\$250
	PATROLMAN HESTER MARK	\$350	\$350
	PATROLMAN CHYSNA CHAD	\$250	\$250
	PATROLMAN FINACOM TIMOTHY	\$250	\$250
PATROLMAN VALLIERE SHAWN	\$200	\$200	
PATROLMAN CAPALBO PETER	\$350	\$350	
PATROLMAN MENTZER SCOTT	\$300	\$300	

<u>Line Item Description</u>		<u>Explanation</u>		<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		CRONIN	DANIEL	\$200	\$200
		FAUCHER	DAVID	\$200	\$200
		MCGINNIS	MICHAEL	\$200	\$200
		PATROLMAN			
		THIBODEAU	BRIAN	\$200	\$200
		PATROLMAN			
		PITRO	JOHN	\$200	\$200
		AMATO	KYLE	\$125	\$125
		CAVISTON	KEVIN	\$125	\$125
		MCNIFF	PAUL	\$125	\$125
		MROCZEK	CAITLIN	\$200	\$200
		SENIOR DISPATCHER			
		SKLUT	MARK	\$125	\$125
		VITOLS	MICHAEL	\$125	\$125
		FAIRBANKS	LAURIE	\$200	\$200
		DISPATCHER			
		CAMERON	ADAM	\$125	\$125
		CAOLA	MATTHEW	\$125	\$125
		CHARLAND	TIMOTHY	\$125	\$125
510160	Extra Duty			\$240,000	\$240,000
<b>Police Other</b>					
510180	Master Patrolmen Incentive			\$3,400	\$3,400
		SCANLON	VINCENT	\$3,400	\$3,400

**Police Other**

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510190	Education Incentive		\$412,328	\$412,328
		HESTER JAMES POLICE CHIEF	\$28,517	\$28,517
<b>Police Other</b>		PRATT ALFRED POLICE SERGEANT	\$0	\$0
		MCCARTHY JOSEPH POLICE LIEUTENANT 25%	\$20,797	\$20,797
		PERNA NICHOLAS	\$14,467	\$14,467
		ANDERSON KEVIN	\$16,638	\$16,638
		HESTER MARK PATROLMAN	\$0	\$0
		LONCHIADIS JAMES	\$20,797	\$20,797
		WNEK DANIEL PATROLMAN	\$0	\$0
		O'CONNOR MICHAEL	\$14,467	\$14,467
		CAPALBO PETER PATROLMAN	\$0	\$0
		DEMERS CHRISTOPHER PATROLMAN	\$18,084	\$18,084
		CAPPUCCI MICHAEL	\$14,467	\$14,467
		BROWN PAUL PATROLMAN	\$0	\$0
		BELANGER GARY PATROLMAN	\$0	\$0
		WARWICK KEVIN PATROLMAN	\$0	\$0
		MENTZER SCOTT PATROLMAN	\$0	\$0
		CAOLA MATTHEW	\$12,000	\$12,000
		VALLIERE SHAWN PATROLMAN	\$0	\$0
		CHARTRAND R RYAN PATROLMAN	\$0	\$0
		HOLMQUIST RANDOLPH	\$14,467	\$14,467
		THIBODEAU BRIAN PATROLMAN	\$0	\$0
		PATROLMAN FINACOM BACHELORS DEGREE 20%	\$12,254	\$12,254

**Line Item Description**

**Explanation**

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PATROLMAN PITRO BACHELORS DEGREE 20%		\$12,254	\$12,254
PATROLMAN NAPOLITANO MASTERS DEGREE 25%		\$15,317	\$15,317
PERNA	NICHOLAS	\$0	\$0
CHARLAND	TIMOTHY	\$6,052	\$6,052
CAMERON ADAM PATROLMAN		\$10,000	\$10,000
FAUCHER DAVID PATROLMAN NEW PROGRAM		\$10,000	\$10,000
CRONIN	DANIEL	\$10,000	\$10,000
SKLUT	MARK	\$10,000	\$10,000
VITOLS	MICHAEL	\$10,000	\$10,000
BELANGER	GARY	\$6,127	\$6,127
BROWN	PAUL	\$12,254	\$12,254
CAPALBO	PETER	\$6,127	\$6,127
CHARTRAND	R RYAN	\$12,254	\$12,254
HESTER	MARK	\$15,317	\$15,317
MENTZER	SCOTT	\$12,254	\$12,254
PRATT	ALFRED	\$14,467	\$14,467
THIBODEAU	BRIAN	\$12,254	\$12,254
VALLIERE	SHAWN	\$12,254	\$12,254
WARWICK	KEVIN	\$6,127	\$6,127
WNEK	DANIEL	\$15,317	\$15,317
ABBASCIA	CHRISTOPHER	\$8,000	\$8,000
SKLUT	BRIAN	\$9,000	\$9,000



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510200	Night Shift Differential		\$51,000	\$51,000
		NIGHT SHIFT DIFFERENTIAL	\$0	\$0
<b>Police Other</b>		NIGHT DIFFERENTIAL	\$51,000	\$51,000
			<b>\$4,532,534</b>	<b>\$4,477,153</b>
520040	Utility - Telephone		\$26,000	\$26,000
		Telephone	\$26,000	\$26,000
<b>Police OpEx</b>		CDMA Service (cell) and networ	\$0	\$0
520080	R & M - Equipment		\$46,000	\$46,000
		R&M Equipment	\$46,000	\$46,000
<b>Police OpEx</b>				
520100	Advertising & Binding		\$500	\$500
<b>Police OpEx</b>				
520110	Hospital & Medical		\$1,500	\$1,500
<b>Police OpEx</b>				
520120	Data Processing		\$1,500	\$1,500
		Parking Ticket Processing	\$1,500	\$1,500
<b>Police OpEx</b>				
520130	Professional Services		\$5,000	\$5,000
		MEDICAL/PSYCH EXAM FOR NEW EMPLOYEES	\$5,000	\$5,000
<b>Police OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520140	Rental of Equipment		\$500	\$500
<b>Police OpEx</b>				
520170	Dog Disposal		\$250	\$250
		DISPOSAL OF DOGS	\$250	\$250
<b>Police OpEx</b>				
520200	Board of Dogs		\$1,500	\$1,500
<b>Police OpEx</b>				
520220	Services-Not Classified		\$2,500	\$2,500
		Funding for K-9 Program	\$0	\$0
<b>Police OpEx</b>				
540010	Automotive		\$50,000	\$50,000
		VEHICLE MAINTENANCE AND REPAIR	\$50,000	\$50,000
<b>Police OpEx</b>				
540110	Public Safety		\$40,000	\$40,000
		Budget Adjustment	\$0	\$0
<b>Police OpEx</b>				
540120	Clothing & Uniforms		\$75,000	\$75,000

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		CLOTHING ALLOWANCE, SWORN	\$55,000	\$55,000
<b>Police OpEx</b>		CLOTHING, DISPATCHERS	\$11,900	\$11,900
		CLEANING ALLOWANCE SUPERVISORS	\$2,500	\$2,500
		CLEANING ALLOWANCE PATROLMEN	\$4,250	\$4,250
		OTHER UNIFORM ITEMS	\$1,350	\$1,350
		CLEANING ALLOWANCE DISPATCHERS	\$0	\$0
540140	Books Periodicals Subs		\$500	\$500
		MISCELLANEOUS	\$500	\$500
<b>Police OpEx</b>				
540150	Print Postage Stationary		\$2,000	\$2,000
<b>Police OpEx</b>				
540170	Medical & Dental		\$2,500	\$2,500
		Various Medical Expenses	\$2,500	\$2,500
<b>Police OpEx</b>				
540190	Custodial Supplies		\$5,000	\$5,000
<b>Police OpEx</b>				
540200	Educational Supplies		\$500	\$500
<b>Police OpEx</b>				
540220	Office Supplies		\$10,000	\$10,000

**Police OpEx**

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540230	Supplies - Not Classified	\$1,000	\$1,000
<b>Police OpEx</b>			
540240	Small Tools & Misc Equip	\$300	\$300
<b>Police OpEx</b>			
570010	Car Allowance/Mileage	\$500	\$500
<b>Police OpEx</b>			
570020	Dues & Memberships	\$2,500	\$2,500
<b>Police OpEx</b>			
570030	Travel	\$1,500	\$1,500
<b>Police OpEx</b>			
570090	Damage Claims Reimbs	\$1,000	\$1,000
<b>Police OpEx</b>			
570180	Other - Not Classified	\$3,500	\$3,500
<b>Police OpEx</b>			

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570760	Training		\$15,000	\$15,000
		EMPLOYEE TRAINING	\$15,000	\$15,000
<b>Police OpEx</b>		SHOOTING DECISION MAKING TRAINING	\$0	\$0
			<b>\$296,050</b>	<b>\$296,050</b>
580010	Office Equipment		\$1,000	\$1,000
		Office Equipment as Needed	\$1,000	\$1,000
<b>Police Equip</b>				
580060	Radio Equipment		\$10,000	\$10,000
		REPLACEMENT RADIOS & EQUIPMENT	\$10,000	\$10,000
<b>Police Equip</b>				
580070	Electrical & Mechanical		\$16,000	\$16,000
		Electrical and Mechanical Police Equipment	\$16,000	\$16,000
<b>Police Equip</b>		Allowance if necessary to fund (3) MDT replacements for new marked cruisers. Includes all installation costs including brackets.	\$0	\$0
581030	New Officer Equipment		\$14,000	\$14,000
		New Officer Equipment	\$14,000	\$14,000
<b>Police Equip</b>			<b>\$41,000</b>	<b>\$41,000</b>
<b>Police</b>			<b>\$5,250,649</b>	<b>\$5,195,268</b>

<u>Line Item Description</u>		<u>Explanation</u>		<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time			\$208,294	\$208,294
		VUONA FIRE CHIEF CARD	JAMES	\$114,067	\$114,067
<b>Fire PEA</b>			BRUCE	\$94,227	\$94,227
510040	Holiday			\$3,205	\$3,205
		FIRE CHIEF		\$1,755	\$1,755
<b>Fire PEA</b>		Deputy Fire Chief		\$1,450	\$1,450
510100	Longevity			\$750	\$750
		VUONA FIRE CHIEF CARD	JAMES	\$300	\$300
<b>Fire PEA</b>			BRUCE	\$450	\$450
				<b>\$212,248</b>	<b>\$212,248</b>
510010	S & W - Full Time			\$46,976	\$46,976
		DROHAN	MICHELLE	\$46,976	\$46,976
<b>Fire S&amp;C</b>		Adjustment		\$0	\$0
510100	Longevity			\$125	\$125
		DROHAN	MICHELLE	\$125	\$125
<b>Fire S&amp;C</b>				<b>\$47,101</b>	<b>\$47,101</b>
510010	S & W - Full Time			\$2,294,007	\$2,294,007

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
	COLBY                      SETH	\$74,006	\$74,006
<b>Fire Other</b>	FIRE CAPTAIN - A. Roy	\$74,006	\$74,006
	FIRE CAPT S. LAWLOR	\$74,006	\$74,006
	LUDOVICO                      FRANK	\$74,006	\$74,006
	FIREFIGHTER - BOWLES	\$62,573	\$62,573
	FIREFIGHTER - H. COLBY III	\$62,573	\$62,573
	FIREFIGHTER - FULGINITI	\$62,573	\$62,573
	FIREFIGHTER - HODGERNEY	\$62,573	\$62,573
	FIREFIGHTER - LJUNGGREN	\$62,573	\$62,573
	FIREFIGHTER - J. MILOSZ	\$62,573	\$62,573
	FIREFIGHTER - PALUMBO	\$62,573	\$62,573
	FIREFIGHTER - PAVONE	\$62,573	\$62,573
	FIREFIGHTER - PIGNATARO	\$62,573	\$62,573
	FIREFIGHTER - QUIRION	\$62,573	\$62,573
	FIREFIGHTER - ROURKE	\$62,573	\$62,573
	FIREFIGHTER - RYZEWSKI	\$62,573	\$62,573
	FIREFIGHTER - TOWNER	\$62,573	\$62,573
	FIREFIGHTER - TURNER	\$62,573	\$62,573
	FIREFIGHTER - VINCEQUERE	\$62,573	\$62,573
	FIREFIGHTER - K. WEIGOLD	\$62,573	\$62,573
	FIREFIGHTER - PARMENTER	\$62,573	\$62,573
	FIREFIGHTER - WARREN JR	\$62,573	\$62,573
	FIREFIGHTER - S WEIGOLD	\$62,573	\$62,573
	GREEN                      SHAWN FIREFIGHTER	\$62,573	\$62,573

**Line Item Description**

**Explanation**

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FIREFIGHTER - R. AHERN	\$62,573	\$62,573
FIREFIGHTER M. GUARINO	\$62,573	\$62,573
FIREFIGHTER D. LODOWSKY	\$62,573	\$62,573
FIREFIGHTER S. MCNIFF	\$62,573	\$62,573
FIREFIGHTER D. MUNTZ	\$62,573	\$62,573
FIREFIGHTER T. SCHOFIELD	\$62,573	\$62,573
FIREFIGHTER S. SIMPSON	\$62,573	\$62,573
FIREFIGHTER B. GERBER	\$62,573	\$62,573
FIREFIGHTER - M. BOROWIEC	\$62,573	\$62,573
FIREFIGHTER - NEW HIRE #1	\$0	\$0
FIREFIGHTER - NEW HIRE #2	\$0	\$0
FIREFIGHTER - NEW HIRE #3	\$0	\$0
FIREFIGHTER - NEW HIRE #4	\$0	\$0
PROMOTION FROM PRIVATE TO LIEUTENANT	\$0	\$0
PROMOTION FROM PRIVATE TO LIEUTENANT	\$0	\$0
PROMOTION FROM PRIVATE TO LIEUTENANT	\$0	\$0
PROMOTION FROM PRIVATE TO LIEUTENANT	\$0	\$0
O'NEILL            PATRICK	\$50,739	\$50,739
O'NEILL            PATRICK	\$9,590	\$9,590
ZACK                JAMES	\$47,754	\$47,754
ZACK                JAMES	\$12,706	\$12,706
FIRE FIGHTER - New Hire #5	\$0	\$0
FIRE FIGHTER - New Hire #6	\$0	\$0
FIRE FIGHTER - New Hire #7	\$0	\$0



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		FIRE FIGHTER - New Hire #8	\$0	\$0
		FF GARRITY	\$62,573	\$62,573
510040	Holiday		\$128,186	\$128,186
		FIRE CAPTAINS HOLIDAY PAY	\$16,304	\$16,304
<b>Fire Other</b>		FIREFIGHTERS HOLIDAY PAY	\$111,882	\$111,882
		HOLIDAY PAY - NEW HIRE FIREFIGHTERS	\$0	\$0
		Budget Adjustment	\$0	\$0
510050	Vacation		\$178,632	\$178,632
		Captains Vacation Expense	\$42,143	\$42,143
<b>Fire Other</b>		FIREFIGHTERS VACATION EXPENSE	\$136,489	\$136,489
		Budget Adjustment	\$0	\$0
510060	Sick Leave		\$75,019	\$75,019
		CAPTAINS SICK LEAVE EXPENSE	\$10,536	\$10,536
<b>Fire Other</b>		FIREFIGHTERS SICK LEAVE EXPENSE	\$64,483	\$64,483
		Budget Adjustment	\$0	\$0
510100	Longevity		\$6,975	\$6,975

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
Fire Other	FIREFIGHTER	\$300	\$300
	FIREFIGHTER	\$300	\$300
	FIREFIGHTER	\$400	\$400
	FIREFIGHTER	\$350	\$350
	FIREFIGHTER	\$300	\$300
	FIREFIGHTER	\$400	\$400
	FIREFIGHTER	\$250	\$250
	FIRE CAPTAIN	\$250	\$250
	FIREFIGHTER	\$250	\$250
	FIREFIGHTER	\$250	\$250
	FIREFIGHTER	\$250	\$250
	FIREFIGHTER	\$250	\$250
	FIREFIGHTER	\$200	\$200
	FIRE CAPTAIN	\$300	\$300
	FIREFIGHTER	\$200	\$200
	FIREFIGHTER	\$200	\$200
	FIREFIGHTER	\$200	\$200
	FIREFIGHTER	\$200	\$200
	FIREFIGHTER	\$200	\$200
	FIREFIGHTER	\$200	\$200
	FIRE CAPTAIN	\$200	\$200
	FIREFIGHTER	\$200	\$200
	FIREFIGHTER	\$125	\$125

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
	FIREFIGHTER		\$125	\$125
	FIREFIGHTER		\$125	\$125
	AHERN	RORY	\$125	\$125
	GUARINO	MICHAEL	\$125	\$125
	MUNTZ	DAVID	\$125	\$125
	SIMPSON	SEAN	\$125	\$125
	FIREFIGHTER Thomas Schofield		\$125	\$125
	FIREFIGHTER Sean McNiff		\$125	\$125
510110	Work Incentive Program		\$9,590	\$9,590
		Payment of one week's pay for no sick days.	\$9,590	\$9,590
<b>Fire Other</b>				
510160	Extra Duty		\$141,746	\$141,746

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
<b>Fire Other</b>		FIRE CAPTAINS - MEETINGS / ADMINISTRATIVE 8 MTGS X 4 HRS X 4 CAPTS = 128 avg \$54.8737/hr 7023.83 4 HR ADMIN X 12 mo X 4 CAPT = 192 avg \$54.8737/hr 10,535.75	\$17,560	\$17,560
		CAPTAINS CALLBACK FOR INCIDENTS 54.8737 Hr	\$7,408	\$7,408
		CAPTAINS 100 HOURS SCHOOLING @ 54.8737/HR	\$5,487	\$5,487
		FIREFIGHTERS CALLBACKS	\$42,989	\$42,989
		FIREFIGHTERS MISC EXTRA DUTY 36 MEN X 20 HRS	\$32,242	\$32,242
		SAFE PROGRAM COSTS - EDUCUCATION IN SCHOOLS	\$3,582	\$3,582
		STAFF MECHANIC - MAINT ON TRUCKS	\$28,000	\$28,000
		Budget Adjustment	\$0	\$0
		FIREFIGHTERS 100 HOURS SCHOOLING @ 44.78/HR	\$4,478	\$4,478
	510170	Call Men	\$16,620	\$16,620
<b>Fire Other</b>		CALL FF EXPENSE	\$16,620	\$16,620
		CALL FF EXPENSE	\$0	\$0
		Budget adjustment Town Manager	\$0	\$0
510190	Education Incentive	\$87,999	\$87,999	

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
<b>Fire Other</b>		FIREFIGHTER GARRITY	\$500	\$500
		FIREFIGHTER HODGERNEY	\$240	\$240
		FIREFIGHTER LJUNGGREN	\$360	\$360
		CAPT. FIREFIGHER LUDOVICO	\$500	\$500
		CAPTAIN LAWLOR - MASTERS DEGREE (14.5%)	\$10,520	\$10,520
		FIREFIGHTER PIGNATARO	\$500	\$500
		CHIEF VUONA Masters 14.5% of salary	\$15,965	\$15,965
		FIREFIGHTER BOWLES 7% of salary	\$4,294	\$4,294
		CAPT S. COLBY Bachelors 12% of salary	\$8,707	\$8,707
		CAPTAIN ROY 7% ASSOCIATES	\$5,079	\$5,079
		FIREFIGHTER SCHOFIELD 14.5% MASTERS	\$8,895	\$8,895
		FIREFIGHTER SIMPSON 7% ASSOCIATES	\$4,294	\$4,294
		FIREFIGHTER S. WEIGOLD 7% ASSOCIATES	\$4,294	\$4,294
		MUNTZ                      DAVID	\$8,895	\$8,895
		Deputy Card Ass. 7% K. WEIGOLD 7%	\$6,367 \$4,294	\$6,367 \$4,294
	PALUMBO 7%	\$4,294	\$4,294	
510210	Medical Training		\$16,120	\$16,120
<b>Fire Other</b>		FIREFIGHTERS MEDICAL TRAINING 10 hrs X32 MEN 320x \$43.5150	\$13,925	\$13,925
		FIRE CAPTAINS 10 HOURS EACH X 4 CAPTAINS 40x\$54.8737	\$2,195	\$2,195
		Budget Adjustment	\$0	\$0

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510220	Compensatory Time		\$17,622	\$17,622
		CAPTAINS -	\$3,292	\$3,292
		3 DETAILS (5 HR MAX) PER CAPT = 3 X 4 = 12 Details 274.37 x12=		
<b>Fire Other</b>		FIREFIGHTERS -	\$14,330	\$14,330
		2 DETAILS (5 HR MAX) PER FF = 2 X 32=64 DETAILS		
		64 x 223.90		
		Budget Adjustment	\$0	\$0
510600	Other Salaries		\$14,400	\$14,400
		EMT STIPEND (\$800)	\$14,400	\$14,400
		18 FIREFIGHTERS		
<b>Fire Other</b>				
510940	Training Stipend		\$32,243	\$32,243
		CAPTAINS TRAINING	\$4,390	\$4,390
<b>Fire Other</b>		FIREFIGHTERS TRAINING	\$27,853	\$27,853
		Budget Adjustment	\$0	\$0
			<b>\$3,019,158</b>	<b>\$3,019,158</b>
520040	Utility - Telephone		\$11,500	\$11,500
		Fire Dept Share of telephone/utility	\$11,500	\$11,500
<b>Fire OpEx</b>		911 Phone and I Am Responding Fees	\$0	\$0
		Wireless Access Points for Trucks and Ipads	\$0	\$0
		Emer tel line lease fees 845-4561	\$0	\$0
		FIRE CHIEF CELL PHONE ALLOWANCE	\$0	\$0
		Budget Adjustment	\$0	\$0
520080	R & M - Equipment		\$47,000	\$47,000

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		open account for repairing equipment as needed	\$47,000	\$47,000
<b>Fire OpEx</b>		test ladders for UL approval	\$0	\$0
		Test SCBA for compliance	\$0	\$0
		36 packs @ approx \$150/pk	\$0	\$0
		Spring replacement & repair for all trucks	\$0	\$0
		TOWER ANNUAL CERTIFICATION MAINTENANCE	\$0	\$0
		Budget adjustment Town Manager	\$0	\$0
		Tire replacements for trucks as needed	\$0	\$0
520100	Advertising & Binding		\$100	\$100
		bid advertising etc	\$100	\$100
<b>Fire OpEx</b>				
520110	Hospital & Medical		\$1,000	\$1,000
		FIREFIGHTER new hire empl physicals and Phsys eval	\$1,000	\$1,000
<b>Fire OpEx</b>				
520120	Data Processing		\$7,000	\$7,000
		Firepoint & Truck Maint SW, Increased Product Support Costs	\$7,000	\$7,000
<b>Fire OpEx</b>		paper and other supplies copie	\$0	\$0
		Budget Adjustment	\$0	\$0
520125	Insurance Deductable		\$250	\$250
		Hospital & Medical Expenses	\$250	\$250
<b>Fire OpEx</b>				
520130	Professional Services		\$10,000	\$10,000

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		medical training, record keeping, Town EMS Med Dir Fees	\$10,000	\$10,000
<b>Fire OpEx</b>		rental on oxygen cylinders used in cascade system	\$0	\$0
		Consultants and Nutrition Consultant	\$0	\$0
		Budget Adjustment	\$0	\$0
520220	Services-Not Classified		\$4,000	\$4,000
		Misc services.	\$4,000	\$4,000
<b>Fire OpEx</b>		Gas meters & parts.		
		Budget Adjustment	\$0	\$0
540010	Automotive		\$52,500	\$52,500
		Batteries, filters, parts for trucks.	\$52,500	\$52,500
<b>Fire OpEx</b>		Bulk oil, special lub oils, hydraulic oil, misc. grease and air dryer cartridges	\$0	\$0
		Replacement strobes & LED lighting for all trucks	\$0	\$0
		Unanticipated unnamed repairs, parts for trucks	\$0	\$0
		Nuts,bolts, shop supplies	\$0	\$0
		Special tools for truck work		
		Budget adjustment Town Manager	\$0	\$0
540030	Building		\$1,500	\$1,500
		General Materials	\$1,500	\$1,500
<b>Fire OpEx</b>				
540060	Salt & Chemicals		\$500	\$500
		Speedy dry in bulk	\$500	\$500
<b>Fire OpEx</b>		Ice melt for yards	\$0	\$0
540110	Public Safety		\$9,500	\$9,500



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		Medical supplies, N95 Masks, BSI Equip, Narcan & oxygen for first responder	\$9,500	\$9,500
<b>Fire OpEx</b>		Bulk oxygen purchases for first responder program	\$0	\$0
		Budget Adjustment	\$0	\$0
540120	Clothing & Uniforms		\$35,100	\$35,100
		Contract requirement	\$30,600	\$30,600
<b>Fire OpEx</b>		Cleaning allowance	\$4,500	\$4,500
		Additional Equipment Needed	\$0	\$0
		Callmen uniforms & equipment	\$0	\$0
		Required Dress Uniforms	\$0	\$0
		Budget Adjustment	\$0	\$0
540140	Books Periodicals Subs		\$3,000	\$3,000
		NFPA Journal, Firehouse, Fire Engineering, Fire Chief periodicals/mags, NFPA Codes book, textbooks	\$3,000	\$3,000
<b>Fire OpEx</b>		Latest textbooks, videos, lesson plans	\$0	\$0
		Budget Adjustment	\$0	\$0
540150	Print Postage Stationary		\$1,811	\$1,811
		printing permits, cards, envelopes, incident slips, stationery, photos, etc.	\$1,811	\$1,811
<b>Fire OpEx</b>				
540170	Medical & Dental		\$2,000	\$2,000
		Physicals, deductibles, misc medical charges	\$2,000	\$2,000
<b>Fire OpEx</b>				
540180	Textbooks		\$1,500	\$1,500
		Textbooks for NPFA required classes.	\$1,500	\$1,500
<b>Fire OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540190	Custodial Supplies		\$6,000	\$6,000
		Cleaning and custodial supplies for all 3 bldgs	\$6,000	\$6,000
<b>Fire OpEx</b>		Budget Adjustment	\$0	\$0
540220	Office Supplies		\$3,000	\$3,000
		General Office Supplies	\$3,000	\$3,000
<b>Fire OpEx</b>		Budget Adjustment	\$0	\$0
540230	Supplies - Not Classified		\$838	\$838
		Supplies - Not Classified	\$838	\$838
<b>Fire OpEx</b>				
540240	Small Tools & Misc Equip		\$7,978	\$7,978
		Continued upgrades for small tools, nozzles, hoses for all stations	\$7,978	\$7,978
<b>Fire OpEx</b>		Special tool purchases for mechanic	\$0	\$0
		Budget Adjustment	\$0	\$0
570010	Car Allowance/Mileage		\$4,000	\$4,000
		FIRE CHIEF	\$4,000	\$4,000
<b>Fire OpEx</b>				
570020	Dues & Memberships		\$6,500	\$6,500

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		NFPA, IAAI, Fire Chief and Deputy Chief, Dues for Monthly & Yearly Meetings	\$6,500	\$6,500
<b>Fire OpEx</b>		Fire Chief Assn Ma dues	\$0	\$0
		Essex County Fire Chief Assn	\$0	\$0
		Mass Fire District 14 Association dues	\$0	\$0
		Mass Fire District 7 Associate Member Dues	\$0	\$0
		Budget Adjustment	\$0	\$0
570030	Travel		\$1,500	\$1,500
		ACADEMY MILEAGE	\$1,500	\$1,500
<b>Fire OpEx</b>				
570180	Other - Not Classified		\$700	\$700
		Misc Expenses - Not Classified	\$700	\$700
<b>Fire OpEx</b>			<b>\$218,778</b>	<b>\$218,778</b>
580060	Radio Equipment		\$17,000	\$17,000
		Radios.	\$17,000	\$17,000
<b>Fire Equip</b>		Replacement for main fire department transmit repeater at Masonic Hill	\$0	\$0
580120	Equip - Not Classified		\$40,000	\$40,000
		Turnout Gear and Purchase of necessary NEW equipment - ff's & callmen \$3,800K each set	\$40,000	\$40,000
<b>Fire Equip</b>		Budget Adjustment	\$0	\$0
			<b>\$57,000</b>	<b>\$57,000</b>
<b>Fire</b>			<b>\$3,554,285</b>	<b>\$3,554,285</b>

<u>Line Item Description</u>		<u>Explanation</u>		<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time			\$94,227	\$94,227
		SHEEHAN	PATRICIA	\$94,227	\$94,227
		BUILDING INSPECTOR			
	<b>Building Inspector PEA</b>	SHEEHAN	PATRICIA	\$0	\$0
510100	Longevity			\$300	\$300
		SHEEHAN	PATRICIA	\$300	\$300
		BUILDING INSPECTOR			
	<b>Building Inspector PEA</b>			<b>\$94,527</b>	<b>\$94,527</b>
510010	S & W - Full Time			\$86,034	\$46,800
		STOCKWELL	KERRY	\$23,400	\$23,400
		Adjustment		\$0	\$0
	<b>Building Inspector S&amp;C</b>	LEAHY	KELLY	\$23,400	\$23,400
		New Position		\$39,234	\$0
		DH Requested Administrative Assistant			
		A-3 Step A			
510100	Longevity			\$63	\$63
		STOCKWELL	KERRY	\$63	\$63
	<b>Building Inspector S&amp;C</b>			<b>\$86,097</b>	<b>\$46,863</b>
510010	S & W - Full Time			\$166,023	\$169,799
		REILLY	JOSEPH	\$61,152	\$61,152
		Assistant full time building inspector (1/2)		\$53,586	\$56,004
		PT-3 step C		\$51,285	\$52,643
		Assistant Building Inspector 2/2			
		ASSISTANT BUILDING INSPECTOR		<b>\$166,023</b>	<b>\$169,799</b>

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520040	Utility - Telephone	\$2,832	\$3,456
	cell phone reimbursement	\$2,832	\$3,456
<b>Building Inspector OpEx</b>	building commissioner \$52/month assistant building inspector \$52/month assistant building inspector 2 - \$52/month assitant plumbing and gas inspector \$52/month total cell phone \$208/month x 12 months = \$2,496 plus office phone bill \$80/month x 12 months = \$960 total: \$3,456		
520130	Professional Services	\$1,000	\$1,000
	professional services for engineering and consulting	\$1,000	\$1,000
<b>Building Inspector OpEx</b>	engineer for board of survey per building code		
540140	Books Periodicals Subs	\$2,000	\$2,000
	Purchase of Bldg. Code Books and related information.	\$2,000	\$2,000
<b>Building Inspector OpEx</b>			
540150	Print Postage Stationary	\$650	\$650
	Purchase of stationery, envelopes, etc. and the printing of permit applications	\$650	\$650
<b>Building Inspector OpEx</b>			
540220	Office Supplies	\$500	\$500
	Purchase of various office supplies such as tape, folders, labels, etc.	\$500	\$500
<b>Building Inspector OpEx</b>			
570010	Car Allowance/Mileage	\$10,800	\$14,400
	Building commissioner \$300/month assistant building inspector \$300/month assistant building inspector 2 \$300/month plumbing and gas inspector \$300/month total = \$1,200/month x 12 months = \$14,400	\$10,800	\$14,400
<b>Building Inspector OpEx</b>	Budget Adjustment	\$0	\$0

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570020	Dues & Memberships		\$500	\$500
		Dues for ICC, Mass. Bldg. Inspt. Assoc., Dist. Mtgs. and NFPA	\$500	\$500
<b>Building Inspector OpEx</b>				
570030	Travel		\$1,000	\$1,000
		Registration fees for building inspector training to maintain state required certification	\$1,000	\$1,000
		building code education		
<b>Building Inspector OpEx</b>				
570080	Inspection Fees		\$20,000	\$20,000
		contractor services: Plumbing & Gas inspections, consulting, (MGL Chapter 30B Section 3)	\$20,000	\$20,000
		Plan Review Consultant		
		Inspection Consultant		
<b>Building Inspector OpEx</b>			<b>\$39,282</b>	<b>\$43,506</b>
			<b>\$0</b>	<b>\$0</b>
<b>Building Inspector</b>			<b>\$385,928</b>	<b>\$354,694</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510140	Stipends		\$7,200	\$6,600
<b>Sealer PEA</b>			<b>\$7,200</b>	<b>\$6,600</b>
570030	Travel		\$300	\$300
		Same as last year	\$300	\$300
<b>Sealer OpEx</b>				
570180	Other - Not Classified		\$500	\$500
		Same as last year	\$500	\$500
<b>Sealer OpEx</b>			<b>\$800</b>	<b>\$800</b>
<b>Weights &amp; Measures</b>			<b>\$8,000</b>	<b>\$7,400</b>

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510020	S & W - Part Time	\$1,700	\$1,700
<b>Emergency Mgmt Agency PEA</b>		<b>\$1,700</b>	<b>\$1,700</b>
520040	Utility - Telephone	\$550	\$550
<b>Emergency Mgmt Agency OpEx</b>			
570180	Other - Not Classified	\$480	\$480
<b>Emergency Mgmt Agency OpEx</b>		<b>\$1,030</b>	<b>\$1,030</b>
580060	Radio Equipment	\$9,460	\$9,460
<b>Emergency Mgmt Agency Equip</b>		<b>\$9,460</b>	<b>\$9,460</b>
<b>Emergency Mgmt Agency</b>		<b>\$12,190</b>	<b>\$12,190</b>



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510140	Stipends		\$500	\$500
		TREE WARDEN- FORESTRY	\$500	\$500
<b>Forestry Other</b>			<b>\$500</b>	<b>\$500</b>
520080	R & M - Equipment		\$500	\$500
		Same as last year	\$500	\$500
<b>Forestry OpEx</b>				
520100	Advertising & Binding		\$100	\$100
		Same as last year	\$100	\$100
<b>Forestry OpEx</b>				
520160	Removal Tree Trim, Rubbish		\$80,000	\$75,000
		REMOVAL AND TRIMMING OF TREES--	\$80,000	\$75,000
<b>Forestry OpEx</b>				
540010	Automotive		\$300	\$300
		Same as last year	\$300	\$300
<b>Forestry OpEx</b>				
540100	Seed, Loam & Fertilizer		\$500	\$500
		Same as last year	\$500	\$500
<b>Forestry OpEx</b>				
540140	Books Periodicals Subs		\$50	\$50
		Same as last year	\$50	\$50
<b>Forestry OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540240	Small Tools & Misc Equip		\$750	\$750
		Same as last year	\$750	\$750
<b>Forestry OpEx</b>				
570020	Dues & Memberships		\$125	\$125
		Same as last year	\$125	\$125
<b>Forestry OpEx</b>				
570030	Travel		\$250	\$250
		Same as last year	\$250	\$250
<b>Forestry OpEx</b>				
570180	Other - Not Classified		\$200	\$200
		Same as last year	\$200	\$200
<b>Forestry OpEx</b>				
			<b>\$82,775</b>	<b>\$77,775</b>
<b>Forestry</b>				
			<b>\$83,275</b>	<b>\$78,275</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510350	Pensions & Annuities - Contrib		\$5,674,609	\$5,674,609
		PENSIONS & ANNUITIES-CONTRIBUTIONS SHA \$129,914 LIGHT \$241,952 CABLE \$246,722	\$5,674,609	\$5,674,609
	<b>Retirement SepAp</b>		<b>\$5,674,609</b>	<b>\$5,674,609</b>
	<b>Retirement</b>		<b>\$5,674,609</b>	<b>\$5,674,609</b>

<u>Line Item Description</u>		<u>Explanation</u>		<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time			\$114,067	\$114,067
		HOWLAND	JEFFREY	\$114,067	\$114,067
	<b>Engineer PEA</b>	HOWLAND	JEFFREY	\$0	\$0
510100	Longevity			\$125	\$125
	<b>Engineer PEA</b>			<b>\$114,192</b>	<b>\$114,192</b>
510010	S & W - Full Time			\$28,080	\$28,080
		REBOVICH	ANNETTE	\$28,080	\$28,080
	<b>Engineer S&amp;C</b>	ADMIN ASSISTANT II			
		Budget Adjust - Planning Board Fees		\$0	\$0
		Adjustment		\$0	\$0
510100	Longevity			\$300	\$300
		REBOVICH	ANNETTE	\$300	\$300
	<b>Engineer S&amp;C</b>	ADMIN ASSISTANT II		<b>\$28,380</b>	<b>\$28,380</b>
510010	S & W - Full Time			\$468,217	\$468,217

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		CASTAGNA WALTER	\$68,827	\$68,827
<b>Engineer Other</b>		STONE BRADFORD	\$72,613	\$72,613
		RAHMATI JONATHAN	\$85,259	\$85,259
		MCCULLEN DANIEL	\$80,829	\$80,829
		THAI VINCENT	\$40,008	\$40,008
		THAI VINCENT	\$30,721	\$30,721
		Budget Adjustment - Conservation Commission Fees	\$0	\$0
		Assistant Town Engineer	\$0	\$0
		THAI VINCENT JUNIOR CIVIL ENGINEER/COMPLIANCE	\$0	\$0
		TRUMAN ANDREW	\$89,960	\$89,960
		Budget adjustment - New Engineer Grade 9 Step E		
510100	Longevity		\$1,450	\$1,450
		CASTAGNA WALTER	\$400	\$400
<b>Engineer Other</b>		MCCULLEN DANIEL	\$400	\$400
		RAHMATI JONATHAN	\$350	\$350
		STONE BRADFORD JUNIOR CIVIL ENG CON/PLANNER	\$300	\$300
			<b>\$469,667</b>	<b>\$469,667</b>
520040	Utility - Telephone		\$1,440	\$1,440
		Telephone	\$1,440	\$1,440
<b>Engineer OpEx</b>		Cell Phone service - Jeff Howland	\$0	\$0
520080	R & M - Equipment		\$4,500	\$4,500
		Cover costs to keep various engineering department equipment under repair and in good order	\$4,500	\$4,500
<b>Engineer OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520100	Advertising & Binding		\$500	\$500
		Tax Map Books, Binding	\$500	\$500
<b>Engineer OpEx</b>				
520130	Professional Services		\$3,000	\$3,000
<b>Engineer OpEx</b>				
520220	Services-Not Classified		\$150	\$150
		Registry of Deeds, etc.	\$150	\$150
<b>Engineer OpEx</b>				
540010	Automotive		\$3,500	\$3,500
		Automotive - tires, mufflers, shocks, air & oil, filters, anti-freeze, etc.	\$3,500	\$3,500
<b>Engineer OpEx</b>				
540140	Books Periodicals Subs		\$250	\$250
		Books, Magazines, Newsletters	\$250	\$250
		Civil Engineering Ref. Book		
<b>Engineer OpEx</b>				
540150	Print Postage Stationary		\$1,000	\$1,000
		Postage and Printing of Contracts, business cards, letterhead, envelopes, etc., Toner Cartridges	\$1,000	\$1,000
<b>Engineer OpEx</b>				
540220	Office Supplies		\$1,500	\$1,500
		Office Supplies	\$1,500	\$1,500
<b>Engineer OpEx</b>				
540230	Supplies - Not Classified		\$1,000	\$1,000
		Surveying Supplies	\$1,000	\$1,000
<b>Engineer OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540240	Small Tools & Misc Equip		\$350	\$350
		Small Tool Expenses & Miscellaneous equipment and supplies to maintain stormwater testing kits	\$350	\$350
<b>Engineer OpEx</b>				
570010	Car Allowance/Mileage		\$3,000	\$3,000
		Car Allowance - Town Engineer (\$200/month)	\$3,000	\$3,000
<b>Engineer OpEx</b>		Mileage for GIS position for meetings, training etc.	\$0	\$0
570020	Dues & Memberships		\$700	\$700
		APWA - Town Engineer	\$700	\$700
		MALSCE - Surveyor		
<b>Engineer OpEx</b>		American Public Works Assoc.	\$0	\$0
		URISA - for GIS position	\$0	\$0
		NSPS	\$0	\$0
		NSPS Registrations (2 @ \$80.00)	\$0	\$0
		MALSCE	\$0	\$0
570030	Travel		\$1,500	\$1,500
		Various conferences/seminars	\$1,500	\$1,500
<b>Engineer OpEx</b>				
570080	Inspection Fees		\$105	\$105
		Inspection Fee - 3 vehicles @ \$35	\$105	\$105
<b>Engineer OpEx</b>				
			<b>\$22,495</b>	<b>\$22,495</b>
580010	Office Equipment		\$2,500	\$2,500
		Cabinet for storage of stormwater test kits that includes chemical reagents	\$2,500	\$2,500
<b>Engineer Equip</b>		Engineering Software	\$0	\$0
			<b>\$2,500</b>	<b>\$2,500</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570750	Storm Water Management Study		\$16,733	\$16,733
		Storm Water Management	\$16,733	\$16,733
<b>Engineering SepAp</b>			<b>\$16,733</b>	<b>\$16,733</b>
			<b>\$0</b>	<b>\$0</b>
<b>Engineer</b>			<b>\$653,967</b>	<b>\$653,967</b>



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time		\$94,227	\$94,227
		KNIPE JOHN SUPERINTENDENT HIGHWAYS	\$94,227	\$94,227
<b>Highway PEA</b>		Adj	\$0	\$0
		KNIPE JOHN	\$0	\$0
510100	Longevity		\$450	\$450
		KNIPE JOHN SUPERINTENDENT HIGHWAYS	\$450	\$450
<b>Highway PEA</b>			<b>\$94,677</b>	<b>\$94,677</b>
510010	S & W - Full Time		\$46,800	\$46,800
		HEMMERDINGER KARIN ADMIN ASSISTANT II	\$23,400	\$23,400
<b>Highway S&amp;C</b>		JONES NANCY	\$23,400	\$23,400
		Adjustment	\$0	\$0
510100	Longevity		\$300	\$300
		HEMMERDINGER KARIN ADMIN ASSISTANT II	\$200	\$200
<b>Highway S&amp;C</b>		JONES NANCY	\$100	\$100
			<b>\$47,100</b>	<b>\$47,100</b>
510010	S & W - Full Time		\$548,703	\$548,703

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
Highway Other	SPECIAL EQUIPMENT OPERATOR NEW POSITION	\$0	\$0
	SPECIAL EQUIPMENT OPERATOR	\$0	\$0
	SPECIAL EQUIPMENT OPERATOR NEW POSITION	\$0	\$0
	SPECIAL EQUIPMENT OPERATOR	\$0	\$0
	SPECIAL EQUIPMENT OPERATOR NEW POSITION	\$0	\$0
	SPECIAL EQUIPMENT OPERATOR	\$0	\$0
	SPECIAL EQUIPMENT OPERATOR NEW POSITION	\$0	\$0
	SPECIAL EQUIPMENT OPERATOR	\$0	\$0
	REPEKTA NICHOLAS	\$65,229	\$65,229
	SPECIAL MOTOR EQUIPMENT OPERAT		
	LIBBEY JAMES	\$61,838	\$61,838
	FOREMAN EQUIP REPAIR WORKING		
	HAYES EDMOND	\$26,284	\$26,284
	SPECIAL MOTOR EQUIPMENT OPERAT		
	HAYES EDMOND	\$26,141	\$26,141
	RENAUD JOHN	\$26,284	\$26,284
	SPECIAL MOTOR EQUIPMENT OPERAT		
	RENAUD JOHN	\$26,141	\$26,141
MORIN CHAD	\$26,284	\$26,284	
SPECIAL MOTOR EQUIPMENT OPERAT			
MORIN CHAD	\$26,141	\$26,141	
BIGWOOD JOHN	\$26,284	\$26,284	
BIGWOOD JOHN	\$26,141	\$26,141	
KIMBALL JOEL	\$27,583	\$27,583	
KIMBALL JOEL	\$27,431	\$27,431	
RUPOLO, MICHAEL	\$26,284	\$26,284	
HVY.MTR.EQUIP.OPERATOR			
EMP#46592			
RUPOLO MICHAEL	\$26,141	\$26,141	
BEALL TIMOTHY	\$26,284	\$26,284	

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		BEALL TIMOTHY	\$26,141	\$26,141
		LYONS BENJAMIN	\$8,680	\$8,680
		LYONS BENJAMIN	\$17,255	\$17,255
		LYONS BENJAMIN	\$26,141	\$26,141
510030	S & W - Temporary		\$30,000	\$30,000
		per diem employees: 1-summer part-time (mowing, etc.) 4-winter (snowplowing)	\$30,000	\$30,000
<b>Highway Other</b>				
510090	Overtime		\$163,200	\$163,200
		Increase storm related & salary increase	\$163,200	\$163,200
<b>Highway Other</b>				
510100	Longevity		\$1,425	\$1,425
		LIBBEY JAMES	\$350	\$350
		FOREMAN EQUIP REPAIR WORKING		
		HAYES EDMOND	\$250	\$250
<b>Highway Other</b>				
		REPEKTA NICHOLAS	\$200	\$200
		MORIN CHAD	\$125	\$125
		RENAUD JOHN	\$125	\$125
		RUPOLO MICHAEL	\$125	\$125
		BIGWOOD JOHN	\$125	\$125
		BEALL TIMOTHY	\$0	\$0
		KIMBALL JOEL	\$125	\$125
			<b>\$743,328</b>	<b>\$743,328</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520010	Utility - Electricity		\$21,000	\$21,000
		Same as last year	\$21,000	\$21,000
<b>Highway OpEx</b>				
520020	Utility - Natural Gas		\$15,000	\$15,000
		Same as last year	\$15,000	\$15,000
<b>Highway OpEx</b>				
520040	Utility - Telephone		\$7,000	\$7,000
		Same as last year	\$7,000	\$7,000
<b>Highway OpEx</b>				
520060	Utility - Water		\$400	\$400
		Same as last year	\$400	\$400
<b>Highway OpEx</b>				
520070	Utility - Sewer		\$250	\$250
		Same as last year	\$250	\$250
<b>Highway OpEx</b>				
520080	R & M - Equipment		\$50,000	\$50,000
<b>Highway OpEx</b>				
520090	R & M - Building		\$20,000	\$20,000
		Same as last year	\$20,000	\$20,000
<b>Highway OpEx</b>				
520100	Advertising & Binding		\$1,000	\$1,000
		Same as last year	\$1,000	\$1,000

**Highway OpEx**

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520110	Hospital & Medical		\$500	\$500
		Same as last year	\$500	\$500
<b>Highway OpEx</b>				
520130	Professional Services		\$45,000	\$45,000
<b>Highway OpEx</b>				
520140	Rental of Equipment		\$379,000	\$379,000
<b>Highway OpEx</b>				
520180	Asphalt&Bit Contractors		\$80,000	\$80,000
		Same as last year	\$80,000	\$80,000
<b>Highway OpEx</b>				
540010	Automotive		\$175,000	\$175,000
<b>Highway OpEx</b>				
540030	Building		\$12,000	\$12,000
		Same as last year	\$12,000	\$12,000
<b>Highway OpEx</b>				
540050	Sand, Stone & Gravel		\$40,000	\$40,000
<b>Highway OpEx</b>				
540060	Salt & Chemicals		\$375,000	\$375,000
		Same as last year	\$375,000	\$375,000

Highway OpEx

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540070	Asphalt & Bit Materials		\$30,000	\$30,000
		Same as last year	\$30,000	\$30,000
<b>Highway OpEx</b>				
540080	Pipe Fittings		\$10,000	\$10,000
		Same as last year	\$10,000	\$10,000
<b>Highway OpEx</b>				
540100	Seed, Loam & Fertilizer		\$500	\$500
		Same as last year	\$500	\$500
<b>Highway OpEx</b>				
540110	Public Safety		\$17,000	\$17,000
		Same as last year	\$17,000	\$17,000
<b>Highway OpEx</b>				
540120	Clothing & Uniforms		\$13,618	\$13,618
		level funding	\$13,618	\$13,618
<b>Highway OpEx</b>				
540140	Books Periodicals Subs		\$200	\$200
		Same as last year	\$200	\$200
<b>Highway OpEx</b>				
540150	Print Postage Stationary		\$200	\$200
		Same as last year	\$200	\$200
<b>Highway OpEx</b>				
540170	Medical & Dental		\$1,500	\$1,500
		Same as last year	\$1,500	\$1,500
<b>Highway OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540190	Custodial Supplies		\$1,500	\$1,500
		Same as last year	\$1,500	\$1,500
<b>Highway OpEx</b>				
540220	Office Supplies		\$500	\$500
		Same as last year	\$500	\$500
<b>Highway OpEx</b>				
540230	Supplies - Not Classified		\$100	\$100
		Same as last year	\$100	\$100
<b>Highway OpEx</b>				
540240	Small Tools & Misc Equip		\$10,000	\$10,000
		Same as last year	\$10,000	\$10,000
<b>Highway OpEx</b>				
570020	Dues & Memberships		\$850	\$850
		Same as last year	\$850	\$850
<b>Highway OpEx</b>				
570030	Travel		\$1,200	\$1,200
		Same as last year	\$1,200	\$1,200
<b>Highway OpEx</b>				
570080	Inspection Fees		\$3,200	\$3,200
		Same as last year	\$3,200	\$3,200
<b>Highway OpEx</b>				
570090	Damage Claims Reimbs		\$2,500	\$2,500
		unforeseen town property damages	\$2,500	\$2,500

Highway OpEx

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570180	Other - Not Classified		\$3,000	\$3,000
		Same as last year	\$3,000	\$3,000
<b>Highway OpEx</b>			<b>\$1,317,018</b>	<b>\$1,317,018</b>
580070	Electrical & Mechanical		\$20,000	\$20,000
		loader, bucket attachment	\$20,000	\$20,000
<b>Highway Equip</b>			<b>\$20,000</b>	<b>\$20,000</b>
			<b>\$0</b>	<b>\$0</b>
<b>Highway</b>			<b>\$2,222,123</b>	<b>\$2,222,123</b>



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520010	Utility - Electricity		\$150,000	\$147,000
	<b>Street Lighting OpEx</b>		<b>\$150,000</b>	<b>\$147,000</b>
	<b>Street Lighting</b>		<b>\$150,000</b>	<b>\$147,000</b>

Analysis of Flow - WWTP  
December 2017

	Westborough			Shrewsbury			Hopkinton			Total		Shrewsbury Deviation to Total Change	Westborough Deviation to Total Change
	MGD	Change	% of Flow	MGD	Change	% of Flow	MGD	Change	% of Flow	MGD	Change	MGD	
FY 2010	2.370		34.55%	4.130		60.20%	0.360		5.25%	6.860			
FY 2011	2.020	-14.77%	34.53%	3.550	-14.04%	60.68%	0.280	-22.22%	4.79%	5.850	-14.72%	0.028	-0.001
FY 2012	2.162	7.03%	35.17%	3.730	5.07%	60.67%	0.256	-8.57%	4.16%	6.148	5.09%	-0.001	0.039
FY 2013	2.027	-6.24%	35.63%	3.438	-7.83%	60.43%	0.224	-12.50%	3.94%	5.689	-7.47%	-0.014	0.026
FY 2014	1.954	-3.60%	36.02%	3.236	-5.88%	59.65%	0.235	4.91%	4.33%	5.425	-4.64%	-0.042	0.021
FY 2015	2.011	2.92%	37.62%	3.086	-4.64%	57.74%	0.248	5.53%	4.64%	5.345	-1.47%	-0.102	0.086
FY 2016	1.865	-7.26%	36.70%	2.965	-3.92%	58.34%	0.252	1.61%	4.96%	5.082	-4.92%	0.031	-0.047
FY 2017	1.955	4.83%	34.97%	3.366	13.52%	60.20%	0.270	7.14%	4.83%	5.591	10.02%	0.104	-0.097

<u>Line Item Description</u>		<u>Explanation</u>		<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time			\$51,821	\$51,821
		TOZESKI	ROBERT	\$51,821	\$51,821
<b>Sewer PEA</b>					
510100	Longevity			\$175	\$175
		TOZESKI	ROBERT	\$175	\$175
<b>Sewer PEA</b>					
				<b>\$51,996</b>	<b>\$51,996</b>
510010	S & W - Full Time			\$66,290	\$66,290
		BUDZINSKI	MARY	\$23,400	\$23,400
<b>Sewer S&amp;C</b>		HORNE	SHARON	\$23,400	\$23,400
		Jennifer Wright Administrative Assistant A-2 Adjustment		\$19,490	\$19,490
				\$0	\$0
510100	Longevity			\$325	\$325
		BUDZINSKI	MARY	\$150	\$150
<b>Sewer S&amp;C</b>		HORNE	SHARON	\$175	\$175
				<b>\$66,615</b>	<b>\$66,615</b>
510010	S & W - Full Time			\$322,590	\$280,585

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		LEONE LAWRENCE	\$53,152	\$53,152
<b>Sewer Other</b>		OLSON STEPHEN	\$53,152	\$53,152
		DECILLIS JOHN	\$34,414	\$34,414
		LEE JOHN	\$53,152	\$53,152
		GALLAGHER PAUL	\$32,978	\$32,978
		WRIGHT COLIN	\$48,536	\$48,536
		MAINTENANCE CRAFTSMAN SEWER		
		W-6B - W-6C NEW POSITION	\$47,205	\$0
		MAINTENANCE CRAFTSMAN SEWER		
		W-6 New Working Foreman Position	\$0	\$5,200
510030	S & W - Temporary		\$5,318	\$5,318
		SUMMER LABORER	\$5,318	\$5,318
<b>Sewer Other</b>		M-7 12WKS		
		\$11.08 /HR		
510090	Overtime		\$70,000	\$70,000
		BUDGETED OVERTIME FOR CALL TIME COVERAGE AND OTHER SYSTEM PROBLEMS THROUGHOUT THE YEAR	\$70,000	\$70,000
<b>Sewer Other</b>				
510100	Longevity		\$1,275	\$1,275

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
<b>Sewer Other</b>		Lawrence Leone Maintenance Craftsman W-6	\$350	\$350
		Stephen Olson Maintenance Craftsman W-6	\$200	\$200
		John Lee Maintenance Craftsman W-6	\$125	\$125
		John Decillis Junior Civil Engineer PT-4	\$400	\$400
		Paul Gallagher Foreman PT-3	\$200	\$200
			<b>\$399,184</b>	<b>\$357,179</b>
520010	Utility - Electricity		\$170,000	\$170,000
		Electrical costs for 37 pump stations plus rate increase from the Light Department	\$170,000	\$170,000
<b>Sewer OpEx</b>				
520020	Utility - Natural Gas		\$5,000	\$5,000
		Eight pumping stations use natural gas	\$5,000	\$5,000
<b>Sewer OpEx</b>				
520040	Utility - Telephone		\$8,000	\$8,000
		Town Hall and South St yard phone charges @ \$250/month. Start of transition of a portion of the sewer stations over the Town cable network for communications. More stations to be transferred this year.	\$8,000	\$8,000
<b>Sewer OpEx</b>				
520080	R & M - Equipment		\$170,000	\$170,000
		Additional stations requiring more maintenance work. Pump repair work and replacements.	\$170,000	\$170,000
<b>Sewer OpEx</b>				
520140	Rental of Equipment		\$3,000	\$3,000
		Rental containers for material collection from the main sewer stations for transport to E. L. Harvey Landfill disposal in Westborough.	\$3,000	\$3,000
<b>Sewer OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520150	R & M - Public Property		\$5,000	\$5,000
		Tree trimmings at the sewer stations and various buildings	\$5,000	\$5,000
<b>Sewer OpEx</b>				
540010	Automotive		\$15,000	\$15,000
		Preventative maintenance program has been expanded for the vehicles	\$15,000	\$15,000
<b>Sewer OpEx</b>				
540020	Oil & Fuel		\$2,500	\$2,500
		Diesel fuel for the Maple & Rolfe Ave. Jordan Pond and Harvey Place stations	\$2,500	\$2,500
<b>Sewer OpEx</b>				
540060	Salt & Chemicals		\$87,500	\$87,500
		Adding bioxide @ Rolfe Ave and Arrowwood Dr. stations for odor and corrosion control \$2.40gal* 60gal/day* 365 = \$52,500 \$2.40/gal* 40gal/day* 365 = \$35,000	\$87,500	\$87,500
<b>Sewer OpEx</b>				
540080	Pipe Fittings		\$20,500	\$20,500
		Piping and various parts used throughout the collection system	\$20,500	\$20,500
<b>Sewer OpEx</b>				
540120	Clothing & Uniforms		\$3,500	\$3,500
		Four men @ \$560 each -clothing allowance/Allow \$560 for 5th person. Various other weather and environmental gear throughout the year.	\$3,500	\$3,500
<b>Sewer OpEx</b>				
540140	Books Periodicals Subs		\$500	\$500
		Training books and materials for wastewater certification exam	\$500	\$500
<b>Sewer OpEx</b>				
540190	Custodial Supplies		\$7,000	\$7,000
		Cleaning supplies for the stations and degreasers for the station wet wells	\$7,000	\$7,000
<b>Sewer OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540240	Small Tools & Misc Equip		\$8,500	\$8,500
		Equipment for trucks and job sites	\$8,500	\$8,500
<b>Sewer OpEx</b>				
540330	Pump Parts & Maintenance		\$22,000	\$22,000
		Inventory of pump seals-bearings and other miscellaneous station parts	\$22,000	\$22,000
<b>Sewer OpEx</b>				
570020	Dues & Memberships		\$1,000	\$1,000
		Costs to cover wastewater licenses for personnel	\$1,000	\$1,000
<b>Sewer OpEx</b>				
570030	Travel		\$2,000	\$2,000
		Wastewater meetings or seminars and classes	\$2,000	\$2,000
<b>Sewer OpEx</b>				
570090	Damage Claims Reimbs		\$35,000	\$35,000
		Damage claims from sewer backups. larger amount due to no longer funded from the insurance account	\$35,000	\$35,000
<b>Sewer OpEx</b>				
			<b>\$566,000</b>	<b>\$566,000</b>
			<b>\$0</b>	<b>\$0</b>
<b>Sewer SepAp</b>				
569910	Upper Blackstone District		\$85,000	\$85,000
		Payment for Goddard Park -Ek court properties for Worcester and Upper Blackstone. Increase from the City of Worcester and increased usage at the new Table Talk facility on Bowditch Dr and new treatment plant This is essentially a pass through account.	\$85,000	\$85,000
<b>Sewer SepAp</b>				
569920	Westboro Treatment Plant		\$4,441,321	\$4,441,321
		60.222% of WWTP O&M Presently for FY 2018 = \$2,340,606.47 60.222% of WWTP Capital Cost FY 2018 = \$1,783,270.29 Present FY2018 = \$4,123,877.06 Add 6.88 % increase FY 2019 \$4,441,321	\$4,441,321	\$4,441,321
<b>Sewer SepAp</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
569950	Grafton Sewer Department		\$20,000	\$20,000
		Pass through sewer cost for the State Street Bank ,Alltec facilities and Columbia Gaslocated in Shrewsbury but serviced by the Grafton Sewer Department. We are reimbursed by the property owners for their quarterly sewer expenses.	\$20,000	\$20,000
	<b>Sewer SepAp</b>		<b>\$4,546,321</b>	<b>\$4,546,321</b>
	<b>Sewer</b>		<b>\$5,630,116</b>	<b>\$5,588,111</b>



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time		\$51,821	\$51,821
		TOZESKI ROBERT SUPERINTENDENT WATER AND SEWER	\$51,821	\$51,821
<b>Water PEA</b>		TOZESKI ROBERT	\$0	\$0
510100	Longevity		\$175	\$175
		TOZESKI ROBERT SUPERINTENDENT WATER AND SEWER	\$175	\$175
<b>Water PEA</b>			<b>\$51,996</b>	<b>\$51,996</b>
510010	S & W - Full Time		\$66,290	\$66,290
		BUDZINSKI MARY ADMIN ASSISTANT II	\$23,400	\$23,400
<b>Water S&amp;C</b>		HORNE SHARON ADMIN ASSISTANT II	\$23,400	\$23,400
		Jennifer Wright Administrative Assistant II	\$19,490	\$19,490
		Adjustment	\$0	\$0
510100	Longevity		\$325	\$325
		BUDZINSKI MARY ADMIN ASSISTANT II	\$150	\$150
<b>Water S&amp;C</b>		HORNE SHARON ADMIN ASSISTANT II	\$175	\$175
			<b>\$66,615</b>	<b>\$66,615</b>
510010	S & W - Full Time		\$341,611	\$331,211

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		HUNTER ROGER	\$46,738	\$46,738
		METER READER		
<b>Water Other</b>		HUNTER ROGER	\$0	\$0
		AMBACH STEVEN	\$53,152	\$53,152
		MAINTENANCE CRAFTSMAN WAT SEWR		
		AMBACH STEVEN	\$0	\$0
		DECILLIS JOHN	\$34,414	\$34,414
		JUNIOR CIVIL ENGINEER		
		NOLLI RICHARD	\$53,152	\$53,152
		MAINT CRAFTSMEN BACKFLOW TESTR		
		NOLLI RICHARD	\$0	\$0
		GALLAGHER PAUL	\$32,978	\$32,978
		FOREMAN WATER AND SEWER		
		WALL ANDREW	\$53,152	\$53,152
		WALL ANDREW	\$0	\$0
		James Kelleher	\$52,424	\$52,424
		Maintenance Craftsmen Water and Sewer		
		W-6		
		Funding for requested creation of Working Foremen Positions (2) and increase for differential to current foreman position rate	\$15,600	\$5,200
510030	S & W - Temporary		\$5,318	\$5,318
		Seasonal Laborer - M-7	\$5,318	\$5,318
		\$11.08 / HR		
<b>Water Other</b>				
510090	Overtime		\$93,500	\$93,500
		Call time for weekends,holidays etc. Emergency repairs and other problems. Extra funding as we getting involved in additional system projects with adjustments for new contract agreement	\$93,500	\$93,500
<b>Water Other</b>				
510100	Longevity		\$2,350	\$2,350

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>	
<b>Water Other</b>		AMBACH STEVEN MAINTENANCE CRAFTSMAN WAT SEWR	\$350	\$350	
		JOHNSON STEPHEN WATER TREATMENT PLANT OPERATOR	\$350	\$350	
		FOX RICHARD PUMP STATION OPERATOR	\$400	\$400	
		DECILLIS JOHN JUNIOR CIVIL ENGINEER	\$400	\$400	
		NOLLI RICHARD MAINT CRAFTSMEN BACKFLOW TESTR	\$450	\$450	
		GALLAGHER PAUL FOREMAN WATER AND SEWER	\$400	\$400	
			<b>\$442,780</b>	<b>\$432,380</b>	
	<hr/>				
	520010	Utility - Electricity		\$175,000	\$175,000
<b>Water OpEx</b>					
<hr/>					
520020	Utility - Natural Gas		\$15,000	\$15,000	
		Natural Gas for South Street Yard, W.M.St. and Oak St. Boosters.	\$15,000	\$15,000	
<b>Water OpEx</b>					
<hr/>					
520040	Utility - Telephone		\$10,000	\$10,000	
		Charges for telephones and cable service for water treatment plant and distribution system monitoring	\$10,000	\$10,000	
<b>Water OpEx</b>					
<hr/>					
520080	R & M - Equipment		\$105,000	\$105,000	
		Contracted services involving electrical and mechanical work throughout the system.	\$105,000	\$105,000	
<b>Water OpEx</b>					
<hr/>					
520090	R & M - Building		\$15,000	\$15,000	
		Work throughout the year maintaining various building structures	\$15,000	\$15,000	
<b>Water OpEx</b>					

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520100	Advertising & Binding		\$4,000	\$4,000
		Increase in advertising costs for classified bids in the T&G and other legal requirements for advertisements	\$4,000	\$4,000
<b>Water OpEx</b>				
520130	Professional Services		\$135,000	\$135,000
		Increased lab analysis required by DEP and additional Poor Farm Brook stream testing required by our new water management permit. Additional testing for manganese and total and hexavalent chromium	\$135,000	\$135,000
<b>Water OpEx</b>		Water Conservation Program Expenses Program to focus on education, promotion	\$0	\$0
		Adding \$25,000 for Engineering and Compliance issues with the Water Management Act	\$0	\$0
520140	Rental of Equipment		\$3,000	\$3,000
<b>Water OpEx</b>				
520150	R & M - Public Property		\$30,000	\$30,000
		Various maintenance projects around the stations and tanks .	\$30,000	\$30,000
<b>Water OpEx</b>				
520220	Services-Not Classified		\$5,000	\$5,000
<b>Water OpEx</b>				
540010	Automotive		\$47,000	\$47,000
		We are doing more preventative maintenance on the vehicles plus some larger repair items on our older equipment	\$47,000	\$47,000
<b>Water OpEx</b>				
540020	Oil & Fuel		\$1,000	\$1,000
		Fifty gallon oil drums and other lubricants for vehicle maintenance	\$1,000	\$1,000
<b>Water OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540030	Building		\$10,000	\$10,000
		Various maintenance projects at pump station buildings and treatment plant	\$10,000	\$10,000
<b>Water OpEx</b>				
540050	Sand, Stone & Gravel		\$34,000	\$34,000
		Gravel for water repair work throughout Town. Some increases in the cost of materials.	\$34,000	\$34,000
<b>Water OpEx</b>				
540070	Asphalt & Bit Materials		\$50,000	\$50,000
		Increases in fuel costs reflecting in higher asphalt costs	\$50,000	\$50,000
<b>Water OpEx</b>				
540080	Pipe Fittings		\$100,000	\$100,000
		Expenditure for brass items, pipes and other related items. Significant cost increases in all brass items with no lead requirements in effect	\$100,000	\$100,000
<b>Water OpEx</b>				
540090	Water Meter Parts		\$9,000	\$9,000
		Costs for odd size meters we encounter in some larger installations	\$9,000	\$9,000
<b>Water OpEx</b>				
540100	Seed, Loam & Fertilizer		\$2,500	\$2,500
<b>Water OpEx</b>				
540110	Public Safety		\$2,000	\$2,000
		Miscellaneous items such as safety vests, cones etc.	\$2,000	\$2,000
<b>Water OpEx</b>				
540120	Clothing & Uniforms		\$4,500	\$4,500
		Clothing and boot cost of \$560 per man ( 6people) one w/uniform @ \$500 plus boots @\$150 including work coverall	\$4,500	\$4,500

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540140	Books Periodicals Subs		\$1,000	\$1,000
		Books for training and other related purposes	\$1,000	\$1,000
<b>Water OpEx</b>				
540150	Print Postage Stationary		\$12,000	\$12,000
		Postage for bills -cost of printing of annual water quality reports. Various water customer notices	\$12,000	\$12,000
<b>Water OpEx</b>				
540170	Medical & Dental		\$1,000	\$1,000
		Medical supplies for South St yard and pump stations	\$1,000	\$1,000
<b>Water OpEx</b>				
540190	Custodial Supplies		\$5,000	\$5,000
		Floor waxes and miscellaneous cleaners	\$5,000	\$5,000
<b>Water OpEx</b>				
540220	Office Supplies		\$4,500	\$4,500
<b>Water OpEx</b>				
540240	Small Tools & Misc Equip		\$28,000	\$28,000
		Tools for the trucks - various small electrical and mechanical components	\$28,000	\$28,000
<b>Water OpEx</b>				
540330	Pump Parts & Maintenance		\$6,500	\$6,500
		Cost of replacement pump parts for well sources and booster stations	\$6,500	\$6,500
<b>Water OpEx</b>				
570020	Dues & Memberships		\$2,500	\$2,500
		Professional organization memberships	\$2,500	\$2,500

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570030	Travel		\$8,000	\$8,000
		Cost of continuing education credits for certification license renewals. Classes for drinking water license testing	\$8,000	\$8,000
<b>Water OpEx</b>				
570080	Inspection Fees		\$500	\$500
		Increased inspection fees under the new state regulations	\$500	\$500
<b>Water OpEx</b>				
570090	Damage Claims Reimbs		\$1,000	\$1,000
		Damage claims throughout the year	\$1,000	\$1,000
<b>Water OpEx</b>				
570180	Other - Not Classified		\$8,500	\$8,500
		miscellaneous account for small job items such as paint,cleaning materials,etc.	\$8,500	\$8,500
<b>Water OpEx</b>				
570560	DEP Water Assessment		\$12,000	\$12,000
		State Dep Clean Water Drinking Act implementation costs of \$8.50/ million gallons of water pumped	\$12,000	\$12,000
<b>Water OpEx</b>				
			<b>\$847,500</b>	<b>\$847,500</b>
			<b>\$0</b>	<b>\$0</b>
510010	S & W - Full Time		\$125,660	\$125,660
		JOHNSON           STEPHEN	\$72,507	\$72,507
<b>Water SepAp</b>				
		JOHNSON           STEPHEN	\$0	\$0
		FOX                RICHARD	\$53,153	\$53,153
		FOX                RICHARD	\$0	\$0
		Adjustment	\$0	\$0

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510090	Overtime		\$29,000	\$29,000
		Overtime for weekend and holiday coverage	\$29,000	\$29,000
<b>Water SepAp</b>				
520020	Utility - Natural Gas		\$7,000	\$7,000
		Heating and generator run costs Estimated startup Oct 1. Adding \$1000 to natural gas to adjust	\$7,000	\$7,000
<b>Water SepAp</b>				
540060	Salt & Chemicals		\$734,000	\$734,000
		Electrical costs based on average of 6000/kwh/daily = \$300,000 plus anticipated \$35,000 additional cost with new filters and processes	\$335,000	\$335,000
<b>Water SepAp</b>				
			<b>\$895,660</b>	<b>\$895,660</b>
<b>Water</b>				
			<b>\$2,304,551</b>	<b>\$2,294,151</b>



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time		\$18,845	\$18,845
		CORNACCHIOLI SNELL ANGELA DIRECTOR PARKS AND RECREATION	\$18,845	\$18,845
	<b>Cemetery PEA</b>		<b>\$18,845</b>	<b>\$18,845</b>
510010	S & W - Full Time		\$9,000	\$9,000
		GILES JEAN ADMIN ASSISTANT II	\$9,000	\$9,000
	<b>Cemetery S&amp;C</b>	Adjustment	\$0	\$0
			<b>\$9,000</b>	<b>\$9,000</b>
510010	S & W - Full Time		\$32,614	\$32,614
		ESPOSITO KEVIN	\$32,614	\$32,614
	<b>Cemetery Other</b>	ESPOSITO KEVIN	\$0	\$0
510090	Overtime		\$2,500	\$2,500
		Overtime	\$2,500	\$2,500
	<b>Cemetery Other</b>		<b>\$35,114</b>	<b>\$35,114</b>
520810	Grounds Maintenance		\$39,000	\$39,000
		Ground maintenance and leaf cleanup	\$39,000	\$39,000
	<b>Cemetery OpEx</b>		<b>\$39,000</b>	<b>\$39,000</b>
			<b>\$0</b>	<b>\$0</b>
<b>Cemetery</b>			<b>\$101,960</b>	<b>\$101,960</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510020	S & W - Part Time		\$900	\$900
		Board of Health Members	\$900	\$900
<b>Health PEA</b>			<b>\$900</b>	<b>\$900</b>
510010	S & W - Full Time		\$46,800	\$46,800
		STOCKWELL                      KERRY	\$23,400	\$23,400
<b>Health S&amp;C</b>		LEAHY                              KELLY	\$23,400	\$23,400
510090	Overtime		\$1,750	\$1,750
		For the purposes of taking Board of Health Meeting Minutes for Public Meetings and/or Public Hearings that occur in the evening vs. daytime hours. Need to bill for meeting attendance.	\$1,750	\$1,750
<b>Health S&amp;C</b>				
510100	Longevity		\$63	\$63
		STOCKWELL                      KERRY	\$63	\$63
<b>Health S&amp;C</b>			<b>\$48,613</b>	<b>\$48,613</b>
			<b>\$0</b>	<b>\$0</b>
520040	Utility - Telephone		\$600	\$600
		Telephone service	\$600	\$600
<b>Health OpEx</b>				
520080	R & M - Equipment		\$100	\$100
		To repair office equipment	\$100	\$100
<b>Health OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520100	Advertising & Binding		\$300	\$300
		To publish notice of regualtor	\$300	\$300
<b>Health OpEx</b>				
520130	Professional Services		\$162,294	\$162,294
		Landfill engineering consultant	\$2,500	\$2,500
<b>Health OpEx</b>		Regionalized Public Health services	\$154,394	\$154,394
		Beaver Management, Special Waste Disposal	\$5,000	\$5,000
		Title V Consulting - Now part of the Inter-Municipal Agreement (IMA) with the City of Worcester	\$0	\$0
		Constable Services	\$400	\$400
<b>Health OpEx</b>				
540150	Print Postage Stationary		\$1,000	\$1,000
		Printing of Board of Health envelopes and to print any notice containing program changes.	\$1,000	\$1,000
<b>Health OpEx</b>				
540170	Medical & Dental		\$2,000	\$2,000
		Disposal of Sharps, lancets, syringes, EpiPens, and diabetic needles.	\$2,000	\$2,000
<b>Health OpEx</b>				
540220	Office Supplies		\$400	\$400
		General Office Supplies	\$400	\$400
<b>Health OpEx</b>				
540240	Small Tools & Misc Equip		\$500	\$500
		To purchase supplies for the stream sampling program and lake monitoring, and environmental monitoring.	\$500	\$500
<b>Health OpEx</b>				
570020	Dues & Memberships		\$200	\$200
		Board of Health memberships in MHOA, MEHA, and MAHB	\$200	\$200
<b>Health OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570030	Travel		\$200	\$200
		For the travel to professional meetings, trainings, and conferences.	\$200	\$200
<b>Health OpEx</b>			<b>\$167,594</b>	<b>\$167,594</b>
			<b>\$0</b>	<b>\$0</b>
			<b>\$0</b>	<b>\$0</b>
<b>Health</b>			<b>\$217,107</b>	<b>\$217,107</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time		\$85,288	\$85,288
		YAGER SHARON	\$85,288	\$85,288
<b>Council on Aging PEA</b>				
510100	Longevity		\$300	\$300
		YAGER SHARON DIRECTOR COUNCIL ON AGING	\$300	\$300
<b>Council on Aging PEA</b>			<b>\$85,588</b>	<b>\$85,588</b>
510010	S & W - Full Time		\$46,796	\$46,796
		WILLIS CYNTHIA ADMIN ASSISTANT I	\$46,796	\$46,796
<b>Council on Aging S&amp;C</b>			\$0	\$0
510020	S & W - Part Time		\$37,482	\$37,482
		RICE WALTER	\$20,180	\$20,180
<b>Council on Aging S&amp;C</b>			\$8,461	\$8,461
		Re-instate Assistant to Director Position Part Time beginning at A2, Step A \$18.08/hr		
		ADMIN ASSISTANT I Re-instate Assistant to the Director Position A2, Step B for 2nd half of fiscal year \$18.89/hr	\$8,841	\$8,841
		ADMIN ASSISTANT I		
510100	Longevity		\$300	\$300
		WILLIS CYNTHIA ADMIN ASSISTANT I	\$300	\$300
<b>Council on Aging S&amp;C</b>			<b>\$84,578</b>	<b>\$84,578</b>
510020	S & W - Part Time		\$74,266	\$74,266

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
<b>Council on Aging Other</b>		Van driver A: M-5 8.5 hours per week	\$7,037	\$7,037
		Van Driver B: M-5 Year 4 17 hours per week	\$15,488	\$15,488
		Van Driver C: M-5 17 hours per week	\$14,073	\$14,073
		Van Driver D: M-5 17 hours per week	\$14,073	\$14,073
		Van Driver E: M-5 17 hours per week	\$14,073	\$14,073
		Van Driver F: M-5 8.5 hours per week	\$7,037	\$7,037
		Meals on Wheels (MOW) Driver G: M-3 2 hours per week	\$1,243	\$1,243
		Meals on Wheels (MOW) Driver G: M-3 2 hours per week	\$1,243	\$1,243
		Budget Adjustment	\$0	\$0
<hr/>				
520040	Utility - Telephone		\$2,100	\$2,100
		Telephone	\$2,100	\$2,100
<b>Council on Aging OpEx</b>				
<hr/>				
520080	R & M - Equipment		\$738	\$738
		Xerox Maintenance Bill for copier purchased in 2017	\$738	\$738
<b>Council on Aging OpEx</b>				
<hr/>				
520100	Advertising & Binding		\$400	\$400
		ADVERTISING AND BINDING	\$400	\$400
<b>Council on Aging OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520110	Hospital & Medical		\$675	\$675
		Hospital & Medical	\$675	\$675
<b>Council on Aging OpEx</b>				
540140	Books Periodicals Subs		\$4,794	\$4,794
		Books, Periodicals and Subscriptions	\$4,794	\$4,794
<b>Council on Aging OpEx</b>		Budget Adjustment	\$0	\$0
540150	Print Postage Stationary		\$16,320	\$16,320
		This line item cover "Senior Edition" Newsletter printing	\$16,320	\$16,320
<b>Council on Aging OpEx</b>				
540220	Office Supplies		\$3,960	\$3,960
		Office Supplies	\$3,960	\$3,960
<b>Council on Aging OpEx</b>				
570010	Car Allowance/Mileage		\$7,124	\$7,124
		Car Allowance & Mileage	\$7,124	\$7,124
<b>Council on Aging OpEx</b>				
570020	Dues & Memberships		\$1,613	\$1,613
		Dues and memberships to Senior Center and related Organizations	\$1,613	\$1,613
<b>Council on Aging OpEx</b>				
570030	Travel		\$3,000	\$3,000
		In State Travel	\$3,000	\$3,000
<b>Council on Aging OpEx</b>				
			<b>\$40,724</b>	<b>\$40,724</b>

**Line Item Description**

**Explanation**

**DEPARTMENT  
REQUEST  
2019**

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**MANAGER  
RECOMMEND  
2019**

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**Council on Aging**

**\$285,156**

**\$285,156**



<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		\$0	\$0
		\$0	\$0
520040	Utility - Telephone	\$200	\$200
<b>Veterans Benefits OpEx</b>			
520570	Regional Veterans Assessment	\$46,125	\$46,125
	Assessment FY 2019 (Estimate Subject to Change) Paid Quarterly	\$46,125	\$46,125
<b>Veterans Benefits OpEx</b>			
540220	Office Supplies	\$200	\$200
<b>Veterans Benefits OpEx</b>			
570130	Veterans Benefits	\$157,550	\$156,000
	Veterans benefits paid per statute. - Subject to change depending on clients.	\$157,550	\$156,000
<b>Veterans Benefits OpEx</b>			
	Payment to Veterans living at Veterans Inc. for 15 Veterans @ \$467/month - 100% Reimbursement	\$0	\$0
	Payment to Veterans Inc. for 15 Veterans @ \$200/month - 100% Reimbursement	\$0	\$0
		<b>\$204,075</b>	<b>\$202,525</b>
<b>Veterans Benefits</b>		<b>\$204,075</b>	<b>\$202,525</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520000	Purchase of Services		\$500	\$500
	<b>Disability OpEx</b>		<b>\$500</b>	<b>\$500</b>
	<b>Commission on Disabilities</b>		<b>\$500</b>	<b>\$500</b>

<u>Line Item Description</u>		<u>Explanation</u>		<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time			\$103,651	\$103,651
		DOLAN	ELLEN	\$103,651	\$103,651
<b>Library PEA</b>					
510100	Longevity			\$200	\$300
		DOLAN	ELLEN	\$200	\$300
		LIBRARY DIRECTOR			
<b>Library PEA</b>				<b>\$103,851</b>	<b>\$103,951</b>
510010	S & W - Full Time			\$674,992	\$655,946
		MARTIN	SHARON	\$57,974	\$57,974
<b>Library S&amp;C</b>					
		RATHNAM	HARIPRIYA	\$68,075	\$68,075
		STARKIN	ROXANNE	\$54,951	\$54,951
		ZELLER	MICHAEL	\$54,951	\$54,951
		WENTWORTH	MELISSA	\$55,478	\$55,478
		HAYES-PANDEY	HEIDI	\$44,792	\$44,792
		BARRY	MARK	\$46,800	\$46,800
		MAYO	DEBORAH	\$46,800	\$46,800
		ALGER	DEBORAH	\$46,800	\$46,800
		BARBOUR	DANIEL	\$54,951	\$54,951
		HAGLUND	PATRICIA	\$57,974	\$57,974
		Adjustment		\$0	\$0
		MCKEON	CAITLIN	\$20,184	\$20,184
		MCKEON	CAITLIN	\$29,219	\$29,219
		Full Time Youth Services Library Assistant		\$36,046	\$17,000

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510020	S & W - Part Time		\$247,648	\$223,778
		XUE YINGDAN	\$19,968	\$19,968
<b>Library S&amp;C</b>		TYLOCK CINDY	\$23,712	\$23,712
		GANESH ANJANA	\$2,901	\$2,901
		GANESH ANJANA	\$14,885	\$14,885
		CHEN SHIWEN	\$23,712	\$23,712
		SINGH RASHMI	\$1,309	\$1,309
		SINGH RASHMI	\$22,344	\$22,344
		GANGARAJU VIJAYALAKSHMI	\$4,484	\$4,484
		GUNTHER NANCY	\$148	\$148
		GUNTHER NANCY	\$7,891	\$7,891
		COLLINS NOEL	\$23,712	\$23,712
		RYAN MARY CLARE	\$23,712	\$23,712
		KARAS DIANA	\$5,479	\$5,479
		KARAS DIANA	\$3,243	\$3,243
		BUDGE CHARLOTTE	\$12,915	\$12,915
		BUDGE CHARLOTTE	\$2,968	\$2,968
		MUSTARD SHARMA	\$23,712	\$23,712
		FALLON JUDY	\$4,484	\$4,484
		Part Time Reference Librarian	\$23,870	\$0
		Substitute Staffing	\$2,198	\$2,198
510030	S & W - Temporary		\$7,724	\$7,724

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		ADMIN ASSISTANT I STEP A-2 D	\$3,862	\$3,862
<b>Library S&amp;C</b>		ADMIN ASSISTANT I STEP A-2 D	\$3,862	\$3,862
510100	Longevity		\$1,863	\$1,863
		HAGLUND PATRICIA LIBRARY PROFESSIONAL ASSOCIATE	\$300	\$300
<b>Library S&amp;C</b>		MELISSA WENTWORTH CIRCULATION	\$125	\$125
		RATHNAM HARIPRIYA LIBRARY ASSOCIATE	\$200	\$200
		MUSTARD SHARMA ADMIN ASSISTANT I	\$125	\$125
		MAYO DEBORAH ADMIN ASSISTANT I	\$400	\$400
		BARBOUR, DANIEL YOUNG ADULT LIBRARIAN	\$200	\$200
		SHARON MARTIN CHILDREN'S	\$200	\$200
		Michael Zeller	\$125	\$125
		Roxanne Starkin	\$125	\$125
		Noel Collins	\$63	\$63
			<b>\$932,227</b>	<b>\$889,311</b>
510030	S & W - Temporary		\$55,988	\$30,014
		LIBRARY PAGES	\$30,014	\$30,014
<b>Library Other</b>		LIBRARY PAGE LIBRARY PAGE		
			<b>\$55,988</b>	<b>\$30,014</b>
520040	Utility - Telephone		\$3,500	\$3,500
<b>Library OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520080	R & M - Equipment		\$49,825	\$49,825
		REPAIR & MAINTENANCE EQUIPMENT (COMPUTER HARDWARE AND SOFTWARE)	\$49,825	\$49,825
<b>Library OpEx</b>				
520100	Advertising & Binding		\$500	\$500
		ADVERTISING AND BINDING	\$500	\$500
<b>Library OpEx</b>				
520130	Professional Services		\$52,149	\$52,149
		PROFESSIONAL AND TECHNICAL SERVICES LIBRARY	\$52,149	\$52,149
		PROGRAMING FOR CHILDREN/TEENS/ADULTS	\$0	\$0
<b>Library OpEx</b>				
520140	Rental of Equipment		\$500	\$500
		POSTAGE METER CONTRACT	\$500	\$500
		POSTAGE METER SUPPLIES	\$0	\$0
		POSTAGE METER CONTRACT/POSTAGE	\$0	\$0
		POSTAGE METER CONTRACT/POSTAGE	\$0	\$0
<b>Library OpEx</b>				
540010	Automotive		\$500	\$500
		OUTREACH SERVICES VEHICLE	\$500	\$500
<b>Library OpEx</b>				
540140	Books Periodicals Subs		\$155,000	\$155,000
		Budget Adjustment	\$0	\$0
<b>Library OpEx</b>				
540150	Print Postage Stationary		\$30,500	\$30,500
		POSTAGE	\$30,500	\$30,500
		Budget Adjustment	\$0	\$0
<b>Library OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540190	Custodial Supplies		\$9,000	\$9,000
		CUSTODIAL SUPPLIES	\$9,000	\$9,000
<b>Library OpEx</b>				
540200	Educational Supplies		\$1,300	\$1,300
		Educational Supplies	\$1,300	\$1,300
<b>Library OpEx</b>				
540220	Office Supplies		\$7,500	\$7,500
		Office Supplies	\$7,500	\$7,500
<b>Library OpEx</b>				
540270	Library Supplies		\$13,200	\$13,200
<b>Library OpEx</b>				
570010	Car Allowance/Mileage		\$2,000	\$2,000
		Mileage	\$2,000	\$2,000
<b>Library OpEx</b>				
570020	Dues & Memberships		\$1,900	\$1,900
		REGISTRATION FOR MEETINGS/WORKSHOPS/MEMBERSHIPS	\$1,900	\$1,900
<b>Library OpEx</b>				
570180	Other - Not Classified		\$2,500	\$2,500
		MEETINGS, WORKSHOPS AND VOLUNTEER RECOGNITION	\$2,500	\$2,500
<b>Library OpEx</b>				
			<b>\$329,874</b>	<b>\$329,874</b>
			<b>\$0</b>	<b>\$0</b>
<b>Library</b>			<b>\$1,421,940</b>	<b>\$1,353,150</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
510010	S & W - Full Time		\$75,381	\$75,381
		CORNACCHIOLI SNELL ANGELA DIRECTOR PARKS AND RECREATION	\$75,381	\$75,381
<b>Parks &amp; Recreation PEA</b>				
510020	S & W - Part Time		\$600	\$600
		PARK AND RECREATION COMMISSIONERS	\$600	\$600
<b>Parks &amp; Recreation PEA</b>				
510100	Longevity		\$250	\$250
		CORNACCHIOLI SNELL ANGELA DIRECTOR PARKS AND RECREATION	\$250	\$250
<b>Parks &amp; Recreation PEA</b>				
			<b>\$76,231</b>	<b>\$76,231</b>
510010	S & W - Full Time		\$9,000	\$9,000
		GILES JEAN	\$9,000	\$9,000
<b>Parks &amp; Recreation S&amp;C</b>				
510100	Longevity		\$350	\$350
		GILES JEAN	\$350	\$350
<b>Parks &amp; Recreation S&amp;C</b>				
			<b>\$9,350</b>	<b>\$9,350</b>
510010	S & W - Full Time		\$183,395	\$136,130



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
		PONTBRIAND RYAN	\$26,083	\$26,083
<b>Parks &amp; Recreation Other</b>		ESPOSITO KEVIN	\$32,614	\$32,614
		MARTINEZ WILLIAM	\$25,074	\$25,074
		MARTINEZ WILLIAM	\$21,340	\$21,340
		PONTBRIAND RYAN	\$622	\$622
		PONTBRIAND RYAN	\$26,343	\$26,343
		MARTINEZ WILLIAM	\$4,053	\$4,053
		Maintenance Craftsman W-6 New position requested for FY19	\$47,265	\$0
510030	S & W - Temporary		\$34,816	\$46,421
		Reduced from 4 part time laborers (M6) at 15.27 20 hours a week/38 weeks. Mid March- Mid November to 3 part time labors if additional full time position is funded. Reduction in this line is 11,605.20. 5th position to be funded by fees	\$34,816	\$46,421
<b>Parks &amp; Recreation Other</b>				
510090	Overtime		\$5,500	\$5,500
<b>Parks &amp; Recreation Other</b>				
510100	Longevity		\$375	\$375
		GRINDLE GARY RECREATION SUPERVISOR	\$250	\$250
<b>Parks &amp; Recreation Other</b>		Kevin Esposito	\$125	\$125
			<b>\$224,086</b>	<b>\$188,426</b>
520010	Utility - Electricity		\$4,000	\$4,000
<b>Parks &amp; Recreation OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520040	Utility - Telephone		\$2,700	\$2,700
<b>Parks &amp; Recreation OpEx</b>				
520060	Utility - Water		\$600	\$600
<b>Parks &amp; Recreation OpEx</b>				
520070	Utility - Sewer		\$125	\$125
<b>Parks &amp; Recreation OpEx</b>				
520080	R & M - Equipment		\$8,000	\$8,000
<b>Parks &amp; Recreation OpEx</b>				
520090	R & M - Building		\$3,700	\$3,700
		Misc R & M	\$3,700	\$3,700
<b>Parks &amp; Recreation OpEx</b>				
520100	Advertising & Binding		\$1,000	\$1,000
<b>Parks &amp; Recreation OpEx</b>				
520130	Professional Services		\$38,880	\$38,880
		Funding for contractors for mowing and leaf clean up at various locations.	\$38,000	\$38,000
<b>Parks &amp; Recreation OpEx</b>				
		Fire Station #3 Mowing	\$880	\$880

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520140	Rental of Equipment	\$625	\$625
<b>Parks &amp; Recreation OpEx</b>			
520150	R & M - Public Property	\$7,000	\$7,000
<b>Parks &amp; Recreation OpEx</b>			
520160	Removal Tree Trim, Rubbish	\$17,000	\$17,000
<b>Parks &amp; Recreation OpEx</b>			
520220	Services-Not Classified	\$500	\$500
	Misc services for parks	\$500	\$500
<b>Parks &amp; Recreation OpEx</b>			
540010	Automotive	\$5,000	\$5,000
<b>Parks &amp; Recreation OpEx</b>			
540050	Sand, Stone & Gravel	\$1,000	\$1,000
<b>Parks &amp; Recreation OpEx</b>			
540120	Clothing & Uniforms	\$2,000	\$2,000
	1Clothing and boot reimbursement for foreman	\$2,000	\$2,000
<b>Parks &amp; Recreation OpEx</b>			
	Clothing allowance -Per union contract	\$0	\$0
	Uniforms for seasonal employees	\$0	\$0

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
540170	Medical & Dental		\$500	\$500
<b>Parks &amp; Recreation OpEx</b>				
540190	Custodial Supplies		\$3,000	\$3,000
<b>Parks &amp; Recreation OpEx</b>				
540220	Office Supplies		\$800	\$800
<b>Parks &amp; Recreation OpEx</b>				
540230	Supplies - Not Classified		\$4,000	\$4,000
		Misc. Parks Supplies	\$4,000	\$4,000
<b>Parks &amp; Recreation OpEx</b>				
540240	Small Tools & Misc Equip		\$1,485	\$1,485
<b>Parks &amp; Recreation OpEx</b>				
570010	Car Allowance/Mileage		\$3,600	\$3,600
		Car Allowance	\$3,600	\$3,600
<b>Parks &amp; Recreation OpEx</b>				
570020	Dues & Memberships		\$570	\$570
<b>Parks &amp; Recreation OpEx</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
570030	Travel		\$1,000	\$1,000
<b>Parks &amp; Recreation OpEx</b>				
570080	Inspection Fees		\$550	\$550
		Inspection fees for trucks.	\$550	\$550
<b>Parks &amp; Recreation OpEx</b>				
570180	Other - Not Classified		\$700	\$700
		License renewals	\$700	\$700
<b>Parks &amp; Recreation OpEx</b>				
			<b>\$108,335</b>	<b>\$108,335</b>
580070	Electrical & Mechanical		\$1,000	\$1,000
		Routine replacement of small mowers/trimmers.	\$1,000	\$1,000
<b>Parks &amp; Recreation Equip</b>				
580120	Equip - Not Classified		\$5,000	\$0
<b>Parks &amp; Recreation Equip</b>				
580140	Playground Equipment		\$12,000	\$12,000
<b>Parks &amp; Recreation Equip</b>				
			<b>\$18,000</b>	<b>\$13,000</b>
510090	Overtime		\$3,300	\$3,300
		Overtime for High School	\$3,300	\$3,300
<b>Parks &amp; Recreation SepAp</b>				
		Overtime to work on school playgrounds	\$0	\$0

<u>Line Item Description</u>	<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
520130	Professional Services	\$11,000	\$11,000
<b>Parks &amp; Recreation SepAp</b>			
520450	Custodial Cafe and Police Serv	\$500	\$500
	Hire police details.	\$500	\$500
<b>Parks &amp; Recreation SepAp</b>			
571170	High School Fields	\$28,000	\$28,000
	Maintenance of High School fields	\$28,000	\$28,000
<b>Parks &amp; Recreation SepAp</b>			
571180	Other School Playfields	\$14,000	\$14,000
	School fields :Irrigation, maintenance	\$14,000	\$14,000
<b>Parks &amp; Recreation SepAp</b>			
580220	Fencing	\$10,000	\$10,000
<b>Parks &amp; Recreation SepAp</b>			
		<b>\$66,800</b>	<b>\$66,800</b>
<b>Parks &amp; Recreation</b>			
		<b>\$502,802</b>	<b>\$462,142</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
590030	Water		\$70,000	\$70,000
		YR 7-Water Bond-11/15/2012	\$70,000	\$70,000
<b>Long Term Debt Principal SepAp</b>				
590090	Open Space Land Acq		\$40,000	\$40,000
		YR 20-\$3 million Land Acq-Conservation Refunded 9/03/09	\$40,000	\$40,000
<b>Long Term Debt Principal SepAp</b>				
590100	High School Land Acq		\$110,000	\$110,000
		YR20-debt on \$2.4 million H.S. Land Acquisition; Refunded 09/03/09	\$110,000	\$110,000
<b>Long Term Debt Principal SepAp</b>				
590120	Title V Loan		\$15,100	\$15,100
		Loan 1-YR18 of 18-4,829.10; Loan 2-YR 15 of 18-5,541.00; Loan 3-YR 13 of 20-4,729.00	\$15,100	\$15,100
<b>Long Term Debt Principal SepAp</b>				
590130	Assabet River Consortium		\$24,410	\$24,410
		Loan#CW-00-24: YR18-14,039.68; Loan#CW-00-24-A-YR 9-10,806.70	\$10,808	\$10,808
		Assabet Consortium (2007) - Payment #2	\$13,602	\$13,602
<b>Long Term Debt Principal SepAp</b>				
590140	New High School Construction		\$2,925,000	\$2,925,000
		YR 17 of HS Construction; Advance Refunded 4/15/2010	\$2,925,000	\$2,925,000
<b>Long Term Debt Principal SepAp</b>				
590160	Open Space Land Acq (2)		\$105,000	\$105,000
		YR 17-last \$2mil-Land Acq-Open Space; Adv Refunded 04/15/2010	\$105,000	\$105,000
<b>Long Term Debt Principal SepAp</b>				
590190	Oak Street Middle Renovation		\$400,000	\$400,000
		YR 14-Oak MS Renovation of 2004; Bond Refunded 04/12/2013	\$400,000	\$400,000
<b>Long Term Debt Principal SepAp</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
590200	Parker Road Pre School		\$80,000	\$80,000
		YR14-Parker Rd PreSchool Bond of 2004; Refunded 4/12/2013	\$80,000	\$80,000
<b>Long Term Debt Principal SepAp</b>				
590220	Fire Facilities Project		\$380,000	\$380,000
		YR 10-Fire Facilities Project-2008	\$380,000	\$380,000
<b>Long Term Debt Principal SepAp</b>				
590240	Sherwood Middle School		\$1,000,000	\$1,000,000
		YR 7-Sherwood MS Bond-07/14/2011	\$1,000,000	\$1,000,000
<b>Long Term Debt Principal SepAp</b>				
590250	Land Acq - Credit Union		\$65,000	\$65,000
		YR 7-Land Acq-Credit Union Bldg-Bond of 07/13/11	\$65,000	\$65,000
<b>Long Term Debt Principal SepAp</b>				
590260	Land Acq - South St (Allen)		\$305,000	\$305,000
		YR 6-Land Acq-Allen Farm-Bond of 11/15/2012	\$305,000	\$305,000
<b>Long Term Debt Principal SepAp</b>				
590270	Sewer Interceptor		\$40,538	\$40,538
		CW Loan #CW-10-40 at 05/10/2013	\$40,538	\$40,538
<b>Long Term Debt Principal SepAp</b>				
590280	Spring St School		\$65,000	\$65,000
		YR 5 of \$635,000 bond for roof & windows-1/24/2014	\$65,000	\$65,000
<b>Long Term Debt Principal SepAp</b>				
590290	Centech Substation		\$300,000	\$300,000
		YR 5-\$6,000,000 bond for CenTech Substation	\$300,000	\$300,000



<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
590300	Sewer Intercept Ph 2&3		\$164,308	\$164,308
		LOAN#CW-12-20: YR 32; BONDED 1/07/2015; LOAN RESTRUCTURED 12/16/2016	\$164,308	\$164,308
<b>Long Term Debt Principal SepAp</b>				
590310	Library Building Project		\$534,000	\$534,000
		YR 2-LIBRARY BOND; DATED 07-28-2016; \$9,745,000.00 (\$490,000) & YR 1 Final Borrowing; Date 07-2017; \$569,000 (\$44,000)	\$534,000	\$534,000
<b>Long Term Debt Principal SepAp</b>				
590330	Paton/Spring HVAC		\$221,000	\$221,000
<b>Long Term Debt Principal SepAp</b>				
			<b>\$6,844,356</b>	<b>\$6,844,356</b>
<b>Long Term Debt Principal</b>				
			<b>\$6,844,356</b>	<b>\$6,844,356</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
590030	Water		\$5,900	\$5,900
		YR 6-Water Bond-\$681,000-11/15/2012	\$5,900	\$5,900
<b>Long Term Debt Interest SepAp</b>				
590090	Open Space Land Acq		\$1,300	\$1,300
		YR 20-\$3 million Land Acq-Conservation; Refunded 09/03/09	\$1,300	\$1,300
<b>Long Term Debt Interest SepAp</b>				
590100	High School Land Acq		\$3,575	\$3,575
		YR 20-\$2.4 million H.S. Land purchase; Refunded 09/03/09	\$3,575	\$3,575
<b>Long Term Debt Interest SepAp</b>				
590130	Assabet River Consortium		\$518	\$518
		YR 17-Interest due-MWPAT Loan: CW-00-24	\$518	\$518
<b>Long Term Debt Interest SepAp</b>				
590140	New High School Construction		\$508,875	\$508,875
		YR17-Interest-High School; Adv Refunded 04/15/2010	\$508,875	\$508,875
<b>Long Term Debt Interest SepAp</b>				
590160	Open Space Land Acq (2)		\$7,875	\$7,875
		YR17-Interest-Open Space-Land Acq of 2001; Advance Refunded 04/15/2010	\$7,875	\$7,875
<b>Long Term Debt Interest SepAp</b>				
590190	Oak Street Middle Renovation		\$36,580	\$36,580
		YR14-Interest-Oak MS Renovation 11/15/2004; Bond Refunded 04/12/2013	\$36,580	\$36,580
<b>Long Term Debt Interest SepAp</b>				
590200	Parker Road Pre School		\$1,400	\$1,400
		YR 14-Interest on Parker Rd PreSchool (2004); Bond Refunded 04/12/2013	\$1,400	\$1,400
<b>Long Term Debt Interest SepAp</b>				

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
590220	Fire Facilities Project		\$109,083	\$109,083
		YR11-Interest-Fire Facilities Project; 2008 Bond	\$109,083	\$109,083
<b>Long Term Debt Interest SepAp</b>				
590240	Sherwood Middle School		\$580,000	\$580,000
		YR 7-Interest-Sherwood MS Bond-07/14/2011	\$580,000	\$580,000
<b>Long Term Debt Interest SepAp</b>				
590250	Land Acq - Credit Union		\$10,725	\$10,725
		YR 7-Interest-Land Acq-Credit Union Bldg-7/14/11	\$10,725	\$10,725
<b>Long Term Debt Interest SepAp</b>				
590260	Land Acq - South St (Allen)		\$123,525	\$123,525
		YR 6-Interest-Allen Farm Land Acq-11/15/2012	\$123,525	\$123,525
<b>Long Term Debt Interest SepAp</b>				
590270	Sewer Interceptor		\$14,198	\$14,198
		Interest due-Loan #CW-10-40	\$14,198	\$14,198
<b>Long Term Debt Interest SepAp</b>				
590280	Spring St School		\$8,700	\$8,700
		YR 5-Interest-Spring St School Bond at 01/24/2014	\$8,700	\$8,700
<b>Long Term Debt Interest SepAp</b>				
590290	Centech Substation		\$144,600	\$144,600
		Yr5-Interest due-Centech Substation Bond-1/24/2014	\$144,600	\$144,600
<b>Long Term Debt Interest SepAp</b>				
590300	Sewer Intercept Ph 2&3		\$66,719	\$66,719
		Interest due-Loan #CW-12-20; Bonded 01/07/2015; Loan Restructured 12/16/2016 by Trust	\$66,719	\$66,719

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
590310	Library Building Project		\$322,054	\$322,054
		YR 2-Interest-Library Bond; 07/28/2016; \$9,745,000 (306,444) & YR 1 Interest Final Borrowing date 07-2017, \$569,000(15,610.00)	\$322,054	\$322,054
<b>Long Term Debt Interest SepAp</b>				
590330	Paton/Spring HVAC		\$88,265	\$88,265
		Possible interest only payment on \$3.5 Million	\$88,265	\$88,265
<b>Long Term Debt Interest SepAp</b>			<b>\$2,033,892</b>	<b>\$2,033,892</b>
<b>Long Term Debt Interest</b>			<b>\$2,033,892</b>	<b>\$2,033,892</b>

<u>Line Item Description</u>		<u>Explanation</u>	<u>DEPARTMENT REQUEST 2019</u>	<u>MANAGER RECOMMEND 2019</u>
590080	Anticipation Interest		\$26,250	\$26,250
		2,100,000.00 BAN INTEREST DUE 7/19/2018	\$26,250	\$26,250
<b>Short Term Debt Interest SepAp</b>			<b>\$26,250</b>	<b>\$26,250</b>
<b>Short Term Debt Interest</b>			<b>\$26,250</b>	<b>\$26,250</b>

**MIS Support  
Budget Explanation  
FY 2019**

**Ongoing Support, Repair, Operation & Maintenance** **Budget \$678,105**

For the ongoing support, repair, operation and maintenance of the existing MIS/IT infrastructure including service agreements and consumables Note that 50% of Director of IT salary is charged back to MIS Support. (paid in quarterly installments).

**New Initiatives** **Budget \$10,000**

\$2,500 for new tech support ticket system.

**New Equipment** **Budget \$120,360**

For the replacement of desktop computers, printers and other peripherals to be paid upon invoicing by SELCO.

**Prior Year Deficit/Surplus** **Budget (surplus) -\$0**

Each July there is a review of past fiscal year's incurred expenses and a "make up" fee is assessed by SELCO.

**Total MIS Support Budget FY 2018 - \$808,465**

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**Telecom & Network Equipment  
Budget Explanation  
FY 2019**

<b>Item</b>	<b>Cost</b>
General repairs & replacement	\$13,000
Parker Core Switch (4 <sup>nd</sup> of 5 Payments)	\$13,316
Phone system controls upgrade (5 <sup>th</sup> of 5 payments)	\$17,245
<b>Total</b>	<b><u>\$43,561</u></b>

Classification	PROJ #	PROJECT NAME	TOWN Fiscal 2018-2019	TOWN Fiscal 2017-2018	Difference	SCHOOL Fiscal 2018-2019	Notes
Equipment Upgrades	JC006	Access Controls and Security Hardware	\$12,500.00	\$25,000.00	-\$12,500.00	\$0.00	Town Hall door access installation and upgrades as well as video surveillance installation. This project has been ongoing. This project has been combined with JC027
Equipment Upgrades	JC010	AeroHive Wireless Network	\$5,000.00	\$5,500.00	-\$500.00	\$0.00	To cover costs of additional hardware for wireless network expansion/replacement. This is consistent with the prior year's expenditures. 21 Town devices and 11 SELCO devices for a total of 33. Increase to help with replacement of End of Life Models.
Equipment Upgrades	JC014	IT MIS HW, SW and Peripherals	\$10,000.00	\$10,000.00	\$0.00	\$0.00	IT Dept Staff PC Upgrades; include hardware accessories & software. Test Hardware/Software when departments want new form factors looked at and demos may not be available. Video Adapters/Cables, projection solutions for our TVs and presentation areas. Cable management, Spare Power Adapters. These are all given out upon user request and once given out new adapters are ordered to keep in stock. This assists where time or funding for training not be available but troubleshooting in the moment may be needed. Conference Phone & Video Projection devices upgrade and replacement. May also be used for unplanned IT Purchases.
Equipment Upgrades	JC021	Server Related Equipment	\$5,000.00	\$10,000.00	-\$5,000.00	\$0.00	In order to maintain proper network connectivity, support, for Nutanix & StandAlone Servers at ideal speeds at the Town Hall & Parker Road, specific equipment is required. Previously this budget was dedicated to line cards but our infrastructure has changes and other types of networking equipment are needed now. This will be used for additional items such as KVMs as well. Suggestions will come from NOC for most if not all equipment. This would also assist NOC and the School Dept with any equipment running in the same areas.
Equipment Upgrades	JC037	NEW Voicemail Server Hardware Replacement	\$2,860.00	\$0.00	\$2,860.00	\$5,500.00	We are currently running our voicemail platform on outdated/out of warranty hardware. We are unable to virtualize this server due to the physical hardware connections required to run it. While software is up to date if this system fails we would be unable to easily service or replace components in this and would not get 100% vendor assistance to reload the software. This system services the Town, SELCO, PD and Schools. Without this system Schools cannot even receive calls to some of their buildings as it handles their call attendant/call tree. This cost would cover new hardware provided by the same vendor as the software to simplify support as well as 3 years of maintenance in case of hardware issues. If hardware were to fail we would only have to reach out to blackbox to get everything up and running again. This new hardware also covers us with redundancy until replacement parts come in.
Equipment Upgrades	JC991	NEW SPD ONLY CAR MDT UPGRADES	\$0.00	\$0.00	\$0.00	\$0.00	This covers the cost for new Mobile Desktop Terminals for any new vehicles purchased by SPD. Currently 3-4 cars are replaced on a 3 year cycle by the SPD. The MDTs require replacement on the same timeline due to hardware advancements as well as end of support/life for the existing Hardware and Software. This budget is based on 2017 quote of \$5500 per unit which includes mounting hardware and installation of each unit as well as embedded broadband hardware. <b>NOTE - As per the Town Manager, this item was removed, and will be included in the PD budget.</b>
Equipment Upgrades	JC998	TOWN ONLY HW SW	\$85,000.00	\$60,000.00	\$25,000.00	\$0.00	Town Purchases for all desktop hardware and software. Please note, this is the desktop replacement line. We broke out other areas costs.
New Initiatives	JC535	NEW TOWN HALL MAILROOM COPIER LEASE	\$0.00	\$0.00	\$0.00	\$0.00	The Town Hall Mailroom Copier is no longer serviceable by Toshiba. This is the last Town Managed copier of this brand. This budget is to replace this device with a leased Xerox unit similar to the other large scale copiers in the Town Hall.
New Initiatives	JC996	TOWN ONLY New Initiatives Misc	\$10,000.00	\$2,500.00	\$7,500.00	\$0.00	New Town Website Est \$40K; Additional ViewPermit consulting to bring other services online Est \$20K. MUST HAVE if no new staff; otherwise we can not pursue these initiatives. NOTE: As per the Town Manager, this item has been reduced to \$10,000. View Permit will be ongoing, and a website replacement/redesign will happen in a subsequent budget year.
Normal Operations	-	S & W, Benefits, Longevity, Etc.	\$245,000.00	\$245,000.00	\$0.00	\$0.00	Does not include the proposed increase for an additional staff Member
Normal Operations	JC035	NEW Spiceworks Database Migration	\$1,000.00	\$0.00	\$1,000.00	\$0.00	This would cover the cost for the labor to migrate the existing ticket database in Spiceworks to HappyFox if the HappyFox Ticketing Subscription is approved. This cost is for migrating over 10000 tickets.
Normal Operations	JC036	NEW Vmware Hypervisor Upgrade Assistance	\$1,750.00	\$0.00	\$1,750.00	\$0.00	This would cover the cost for this vendor to assist with the process of upgrading our Vmware hypervisors on our physical hosts. Currently we have 9 hosts. 4 run on esxi version 5.5 and 5 run on esxi version 6.0. The latest version is 6.5. For security and stability the latest updates are suggested and we should get all hosts on the same version if not the latest. With the vendor assistance I would be more comfortable potentially doing this on my own in the future.
Normal Operations	JC505	MANAGED PRINT SERVICES	\$18,000.00	\$14,400.00	\$3,600.00	\$0.00	Covers support/maintenance/supplies/supply shipping for all Town & SELCO printers. Selco runs 12 devices and Town runs 35. This determines 30/70 split. This does not cover printer replacements/upgrades. This does not cover School (unknown number) or SMC (2 devices) printing devices. These divisions have been advised to budget accordingly. Increase over last year, increased number of printers on the Town side, increased # of pages printed.
Normal Operations	JC507	MISC IT CONSULTING	\$5,000.00	\$5,000.00	\$0.00	\$0.00	Cost covers any extra work we need consultants to perform, outside of existing support contracts. This includes project proposals and engineering, weekend or over night maintenance. This also provides staff augmentation for project work for individual managers and IT projects over the course of the year. In the coming year, this also represents a number for any additional unforeseen need from the MUNIS consolidation project, and/or subsequent support or training. Also Includes Lyrus annual fees.
Normal Operations	JC517	IT TRAVEL & EDU	\$7,500.00	\$5,000.00	\$2,500.00	\$0.00	This covers travel, education, and training for IT staff to obtain relevant or required certifications or go to relevant Shows or Conferences in order to stay up to date on the latest technology that may need to be replaced, upgraded, or added to our current infrastructure.
Normal Operations	JC527	FORTINET TRAINING	\$1,900.00	\$1,900.00	\$0.00	\$9,500.00	Training for 12 people for the Fortinet appliances Shrewsbury owns. These appliances control our firewall protection, vpn access, bandwidth monitoring, web filtering. This may cover IT staff, HeadEnd, or School Staff.
Repairs & Maintenance	JC501	VMWARE SOFTWARE RENEWAL	\$10,000.00	\$10,000.00	\$0.00	\$0.00	This maintenance renewal ensure we are able to receive support and software upgrade for our VMware environment, which is the backbone of our enterprise data network. To be used after July 1st. This is lower from last year because we did not need as many features as we previously had.
Repairs & Maintenance	JC506	AEROHIVE SUPPORT & HARDWARE RENEWAL	\$2,640.00	\$5,600.00	-\$2,960.00	\$0.00	Covers ongoing maintenance costs of the AeroHive Hive Manager (Cloud management service). Covers 24/7 support via AeroHive). Cost has decreased as tracking for number of Town/SELCO Access Points is much more clearly defined between School and Library devices. 21 Town devices and 11 SELCO devices for a total of 33. This determines % of chargeback.
Repairs & Maintenance	JC509	ITRON MAINTENANCE RENEWAL	\$2,640.00	\$2,400.00	\$240.00	\$0.00	This covers the maintenance agreement for the Itron Meter Reading software AND hardware. Split 60/40 because Mobile Collector & respective hardware with vehicle mount used by SELCO are more expensive than Town Water Dept owned hardware. MVRS on site computer license cost is split 50/50. Refer to Contract number SC0000809 for SELCO and SC0001037 for Water Dept. Plan for this cost to increase at least 5% year/year. Increase in the last year due to Water Dept adding hardware, % has been adjusted accordingly from last year for this.

Classification	PROJ #	PROJECT NAME	TOWN Fiscal 2018-2019	TOWN Fiscal 2017-2018	Difference	SCHOOL Fiscal 2018-2019	Notes
Repairs & Maintenance	JC510	ADOBE VIP LICENSING RENEWAL	\$3,200.00	\$2,565.00	\$635.00	\$0.00	Licenses for Town and SELCO Adobe Acrobat Standard Licenses only. Acrobat Standard cost is \$132 a year per user, Creative Cloud is \$774 per year per user, and Creative Cloud with Adobe Stock is \$1105 a year per user. Percentages based on number of users in each division and type of license. Number of licenses are based on user request with dept head approval. Currently 30 total users. 24 Adobe Acrobat for Town, 3 Adobe Acrobat for SELCO, 2 Adobe CC for SELCO, and 2 Adobe CC with Stock for SELCO. Previous JC511 project combined increasing this project now that all licensing can be renewed at the same time.
Repairs & Maintenance	JC513	NUTANIX LEASE	\$37,500.00	\$37,500.00	\$0.00	\$0.00	4 Year lease for 5 year IT plan to run and maintain Nutanix NX-6060 hardware. Purchased originally in January 2014. Lease is 4 years. During 5th year (2019) this will be used to begin lease on new hardware for the following year.
Repairs & Maintenance	JC514	PHONE SYSTEM MAINTENANCE	\$4,000.00	\$8,000.00	-\$4,000.00	\$16,000.00	Annual phone maintenance agreement for town-wide PBX phone system & Voicemail Server. SELCO only UCB and Call recording covered under this as well. % allocations based on actual 2015 activity and readjusted in 2017 due to UCB and Call Recording maintenance added that was not previously accounted for. Also covers additional purchases that may be related to prerequisites for required upgrades to maintain support.
Repairs & Maintenance	JC515	AVAST MW AND CLOUDCARE RENEWAL	\$10,560.00	\$8,250.00	\$2,310.00	\$0.00	Maintenance cost for AVG Managed Workplace & CloudCare. Managed workplace allows remote assistance as well as automated maintenance and reporting to be done on all PCs on the network. Cost is based on number of computers/servers running the software. As the computing pool increases this will increase as well. \$27 per PC per year and \$63 per Server per year for managed workplace based on last years cost. \$8.00 per pc and server per year for Antivirus. As of 10/25/2017 - 88 Devices SELCO, 57 Devices SPD, 122 Devices Town. Percentages based on total devices per division. Total calculated based on anticipated increase to pool.
Repairs & Maintenance	JC516	GSuite Licensing Renewal	\$19,240.00	\$15,000.00	\$4,240.00	\$0.00	Licenses for Google and Backupify for all users who require email or GSuite Apps. This is calculated by number of users in each division. Backupify is to maintain and archive and to gain access to Google Apps Data other than email such as Google Drive or Calendar. 85 Licenses are for SELCO and remaining are Town. These accounts include service and automated accounts that require email addresses as well. G Suite Basic - 227 users @ \$4.17/user per month, Backupify - 239 users @ \$3.00/user per month, Google Drive Extra Storage - klas @ \$6.40/month, End user support and training - 227 users @ \$2.00/user per month. 1 Chrome Device Management License (HelpDesk) @ \$6.67/month.
Repairs & Maintenance	JC518	SOLARWINDS MONITORING RENEWAL	\$3,500.00	\$0.00	\$3,500.00	\$3,500.00	12 month renewal subscription for IPAM, SAM, and NPM. IPAM allows us to effectively assign device IP addresses without causing conflict with other existing devices we run. These can be devices such as servers, printers, computers, etc. Any longterm connected device that requires management besides an end user computer. IPAM also allows monitoring of the number of IP addresses in use so that we may add more if they are needed for extra devices. allows for more proactive troubleshooting when resolving/repairing server or always on computer systems. If a resource is failing or beginning to fail it can be caught at a threshold before the server goes down altogether. NPM allows for switch monitoring. Switch monitoring allows us to more securely manage network connections. Each switch port can be configured for separate or combined networks for security. Alternatively they can be configured for no access at all. More specific switch configuration requests can be made from the HeadEnd Team with the information provided. IT uses all 3 systems. HeadEnd/NOC use NPM and IPAM. School IT uses IPAM and SAM. Increase from combining with Projects JC518,519,520. Cost has increased due to combining Projects and School IPAM usage.
Repairs & Maintenance	JC521	LASTPASS SUBSCRIPTION RENEWAL	\$50.00	\$50.00	\$0.00	\$0.00	Licenses for IT department and Headend Users based upon request. Software allows users to securely manage and save passwords safely. Also allows password sharing for systems that only allow shared accounts with one place to update them. This promotes secure password generation reduces password reuse to major systems. Budgeted for 4 IT and 1 Headend user right now. \$16.80 a year per user.
Repairs & Maintenance	JC522	AUTODESK SUBSCRIPTION RENEWAL	\$2,025.00	\$0.00	\$2,025.00	\$0.00	This covers AutoDesk Software license renewals for (2) SELCO & (2) Town Engineering. AutoCad LT license are used by Cabletechs and Headend (4) users. AutoCad Map 3d is used by Electric Engineering (Jon.Malaver) & CableTech (Paul Pepka). AutoCad Infrastructure Design Suite is used by 2 Town Engineering users (DMcCullen, JRahmati). Licenses are based on user request. \$179 for each (4 SELCO) AutoCad LT License . \$775 each for (2 SELCO) AutoCad Map3d License. \$1011 for each of (2 Town) AutoCad IDS License.
Repairs & Maintenance	JC523	BARRACUDA SPAM FILTER RENEWAL	\$1,000.00	\$1,750.00	-\$750.00	\$1,000.00	This is our outbound mail relay for PD Exchange and Email from devices and Alerts for SELCO/Town/School. Cost based on last years renewals. This device handles spoofed/internal addresses like copier, alerts, noreply email addresses.
Repairs & Maintenance	JC524	BARRACUDA MESSAGE ARCHIVER RENEWAL	\$1,900.00	\$2,000.00	-\$100.00	\$1,900.00	Renewal maintenance and support for Archiver appliance that is needed to keep historical records of all incoming and outgoing emails for the organization. (This also includes the schools for approx. 7 years from 2016, they have since switched to Googled Vault for all new archiving). Cost based on last years quote+5% increase.
Repairs & Maintenance	JC525	TOWN HALL UPS MAINTENANCE RENEWAL	\$2,000.00	\$2,000.00	\$0.00	\$0.00	Town Hall UPS Renewal for 1 year. Cost based on last years invoice.
Repairs & Maintenance	JC526	SSL SECURITY CERTIFICATE RENEWAL	\$900.00	\$1,800.00	-\$900.00	\$0.00	Security certificates for shrewsburyma.gov and pd.shrewsburyma.gov must be renewed every year.
Repairs & Maintenance	JC529	NUTANIX 8035-G5 WARRANTY RENEWAL	\$10,000.00	\$8,800.00	\$1,200.00	\$2,500.00	Warranty and maintenance renewal for Nutanix NX-8035-G5 Cluster/Hardware for 1 year. Increase this year due to expansion of this Cluster by light dept in order to virtualize additional applications (Jon.Malaver added a fifth node).
Repairs & Maintenance	JC530	FUELMaster SUPPORT RENEWAL	\$1,250.00	\$750.00	\$500.00	\$0.00	Maintenance and Support Renewal for Fuel Pumps and Monitoring-Access Systems. This does not cover replacement hardware. This covers software support and troubleshooting hardware issues. Additionl updates to fuelmaster software are provided with this as well. Increase from last year due to being under-charged for previous years. We are billed per fuel pump and billing was corrected last year to include both pumps
Repairs & Maintenance	JC531	WEBSITE MAINTENANCE RENEWAL	\$10,300.00	\$8,000.00	\$2,300.00	\$0.00	Support/Maintenance Hosting for the Town website.
Repairs & Maintenance	JC532	NEW APPLE DEVICE MANAGEMENT	\$250.00	\$0.00	\$250.00	\$0.00	Annual maintenance renewal for our Apple Device Management System. This allows inventory/tracking of all Apple Devices running OSX and iOS. Currently Town and SELCO has devices managed by this system. Current number of managed devices is 11. Some previously deployed devices are not accounted for but will be added as they are replaced/upgraded.
Repairs & Maintenance	JC534	NEW HAPPYFOX TICKETING SUBSCRIPTION	\$2,250.00	\$0.00	\$2,250.00	\$0.00	This covers the cost of a replacement for our current SpiceWorks Ticketing System. IT heavily relies on this to track projects and requests for the organization as well as Reporting to look for trending issues. This new system would be hosted so no server would be required. It also would allow for building a knowledgebase and setting up reminders and auto-categorization so tickets are not lost or forgotten about.
Repairs & Maintenance	JC536	NEW ACCESS CONTROLS & SECURITY RENEWAL	\$1,500.00	\$0.00	\$1,500.00	\$0.00	This is for our Brivo (Door Access Controls) Subscription as well as supplies for this such as cards and keyfobs. This system manages Town Hall Access for everyone as well as the SELCO area of the Parker Road Preschool.



Classification	PROJ #	PROJECT NAME	TOWN Fiscal 2018-2019	TOWN Fiscal 2017-2018	Difference	SCHOOL Fiscal 2018-2019	Notes
Repairs & Maintenance	JC537	NEW GRANULAR APPLICATION DATA BACKUP	\$2,750.00	\$0.00	\$2,750.00	\$0.00	This is for granular backup of specific applications/servers such as the file server, Northstar Database and SELCO, Town, and PD File servers. Backing up with this application in addition to Nutanix Snapshots allows for granular restore of individual files or folders that may be lost or requested from someone. In some cases snapshots for these apps can be corrupted or not sufficient for the restore needs.
Repairs & Maintenance	JC992	ViewPermit RENEWAL	\$25,000.00	\$1,300.00	\$23,700.00	\$0.00	This is the cost to host and support the ViewPermit Permitting system currently used by Building & Health, Fire Dept, and soon other departments in town.
Repairs & Maintenance	JC993	TOWN ONLY VISION RENEWAL	\$8,500.00	\$8,000.00	\$500.00	\$0.00	Sys maintenance and licensing for the Vision Database. This is heavily used by the Assessor's & some of the Engineering Dept as it work in conjunction with the GIS Mapping Database. This also covers the cost to have this vendor host some of the GIS information online for the town and public access as well.
Repairs & Maintenance	JC994	TOWN ONLY MUNIS RENEWAL	\$235,000.00	\$225,000.00	\$10,000.00	\$0.00	This is the annual maintenance for the Town's Hosted Munis Instance. This software many critical functions of the organization such as Accounts Payable, Payroll, Budgeting, Cost Accounting. This cost has been pulled out of JC997 Town only R&M. This does not cover the SELCO hosted instance in any way.
Data Processing	JC528	FORTINET RENEWALS	\$0.00	\$0.00	\$0.00	\$15,500.00	Renewal for all Fortinet devices used and shared by School, Town, and SELCO. We currently have 2 Fortigate Firewall Devices, 1 FortiAnalyzer Reporting System, and 1 FortiAuthenticator. These systems combined protect our network from the majority of outside and inside security threats. This allows each user to authenticate on site and off site in order to gain network access with their domain/computer account. PLEASE NOTE - This cost is passed directly to the Schools.

Totals	FY 2018	FY 2017	Difference	School Total
Data Processing	\$0.00	\$0.00	\$0.00	\$15,500.00
Equipment Upgrades	\$120,360.00	\$110,500.00	\$9,860.00	\$5,500.00
New Initiatives	\$10,000.00	\$2,500.00	\$7,500.00	\$0.00
Normal Operations	\$280,150.00	\$271,300.00	\$8,850.00	\$9,500.00
Repairs & Maintenance	\$397,955.00	\$348,765.00	\$49,190.00	\$24,900.00
<b>All Categories</b>	<b>\$808,465.00</b>	<b>\$733,065.00</b>	<b>\$75,400.00</b>	<b>\$55,400.00</b>

NOTE - The increase is replacement costs of additional devices and increased per unit costs.  
NOTE - The increase is for consulting to correct data problems and roll out additional online services.  
NOTE - The increase represents staffing costs.  
NOTE - The increase represents increases in repairs and maintenance costs - mostly contract renewals at higher rates, and annual agreement increases

**MIS Support Budget Explanation**

Ongoing Support, Repair, Operations & Maintenance	\$678,105.00	For the ongoing support, repair, operation and maintenance of the existing MIS/IT infrastructure including service agreements and consumables
New Initiatives	\$10,000.00	\$2,500 for new tech support ticket system.
New Equipment	\$120,360.00	For the replacement of desktop computers, printers and other peripherals to be paid upon invoicing by SELCO.
Prior Year Deficit/Surplus	\$0.00	Each July there is a review of past fiscal year's incurred expenses and a "make up" fee is assessed by SELCO.
<b>TOTAL</b>	<b>\$808,465.00</b>	<b>MIS SUPPORT BUDGET</b>

Telecom & Network Equipment	\$13,000.00
Parker Core Switch (4nd of 5 Payments)	\$13,316.00
Phone system controls upgrade (5th of 5 payments)	\$17,245.00
<b>TOTAL</b>	<b>\$43,561.00</b>

**TELECOM & Network Equipment Budget Explanation**