APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2023

Wage Grid

Note # = See footnote - end of Compensation Table

Exempt Positions

Note #	Grade	Steps	I	II	III	IV	V	VI	VII	VIII
2	21	Chief of Fire (40 Hrs)	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40	124,716.80
2	21	Chief of Police (40 Hrs)	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40	124,716.80
2	21	Director of Finance (40 Hrs)	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40	124,716.80
	21	Director of Public Works (40 Hrs)	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40	124,716.80
	21	Director of Planning & Development (40 Hrs)	108,576.00	110,739.20	112,944.00	115,211.20	117,520.00	119,870.40	122,262.40	124,716.80
	18	Human Resources Director (40 Hrs)	92,955.20	94,806.40	96,699.20	98,633.60	100,609.60	102,627.20	104,686.40	106,787.20
	18	Building Commissioner (40 Hrs)	92,955.20	94,806.40	96,699.20	98,633.60	100,609.60	102,627.20	104,686.40	106,787.20
	18	Director of Health & Human Services (24 Hrs)	55,773.12	56,883.84	58,019.52	59,180.16	60,365.76	61,576.32	62,811.84	64,072.32
	16*	Town Clerk (Elected - Salary based on 40 Hrs)	84,718.40	86,403.20	88,129.60	89,897.60	91,686.40	93,516.80	95,388.80	97,302.40
	16	Assistant DPW Director (40Hrs)	84,718.40	86,403.20	88,129.60	89,897.60	91,686.40	93,516.80	95,388.80	97,302.40
	15	Recreation Director (40 Hrs)	81,993.60	83,636.80	85,300.80	87,006.40	88,753.60	90,521.60	92,331.20	94,182.40
1	14	Director of Assessors (37.5 Hrs)	75,738.00	77,259.00	78,799.50	80,379.00	81,978.00	83,616.00	85,293.00	86,989.50
1	14	Treasurer-Collector (37.5 Hrs)	75,738.00	77,259.00	78,799.50	80,379.00	81,978.00	83,616.00	85,293.00	86,989.50
	13	Council on Aging Director (40 Hrs)	79,976.00	81,577.60	83,200.00	84,864.00	86,569.60	88,296.00	90,064.00	91,873.60
	10	Patton Homestead Director (25 Hrs)	40,599.00	41,405.00	42,237.00	43,082.00	43,940.00	44,824.00	45,721.00	45,721.00

**Positions indicated with an * have been reclassified*

Hourly Positions

Grade	Steps	I	II	III	IV	V	VI	VII	VIII
	Public Health Nurse (19 Hrs)	45.00							
14*	Asst. Town Accountant/Finance Director (37.5 Hr	38.84	39.62	40.41	41.22	42.04	42.88	43.74	44.61
12	Chief Appraiser (10 Hrs)	35.61	36.32	37.05	37.79	38.55	39.32	40.11	40.91
11	Sealer of Weights & Measures (<19 Hrs)	34.09	34.77	35.47	36.18	36.90	37.64	38.39	39.16
10	Asst. to the Town Manager/CPA Coordinator (37.	31.85	32.49	33.14	33.80	34.48	35.17	35.87	36.59
10	Conservation Coordinator (19 Hrs)	31.85	32.49	33.14	33.80	34.48	35.17	35.87	36.59
7 10	Energy Manager (<19 Hrs)	31.85	32.49	33.14	33.80	34.48	35.17	35.87	36.59
9	Assistant Treasurer/Collector (37.5 Hrs)	29.76	30.36	30.97	31.59	32.22	32.86	33.52	34.19
9	Assistant Assessor (40 Hrs)	29.76	30.36	30.97	31.59	32.22	32.86	33.52	34.19
8	Fire Equipment Mechanic (<19 Hrs)	28.33	28.90	29.48	30.07	30.67	31.28	31.91	32.55
8	Reserve Patrolman	28.33	28.90	29.48					
7	Accounting Assistant (15.5 Hrs)	25.20	25.70	26.21	26.73	27.26	27.81	28.37	28.94
7	Facilities Maintenance Technician (40 Hrs)	25.20	25.70	26.21	26.73	27.26	27.81	28.37	28.94
7	Information/Media Specialist (<19 Hrs)	25.20	25.70	26.21	26.73	27.26	27.81	28.37	28.94
7	Social Services Specialists (<19 Hrs)	25.20	25.70	26.21	26.73	27.26	27.81	28.37	28.94
7	Emergency Center Dispatcher *(P/T)*	25.20	25.70	26.21					
4	Clerk/Typist (<19 Hrs)	17.40	17.75	18.11	18.47	18.84	19.22	19.60	19.99
4	Custodian (<19 Hrs)	17.40	17.75	18.11	18.47	18.84	19.22	19.60	19.99
	Matron	20.95	22.21	23.54	24.95				

**Positions indicated with an * have been reclassified*

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2023

Under Negotiations

Collective Bargaining Unions

Administrative Assistant Union *- Hourly Compensation table established by Union Contract.*

	7/1/19 - (existing agreement expires 6/30/22)								
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
6	Administrative Assistants	23.97	24.45	24.94	25.44	25.95	26.47	27.00	27.54
7	Administrative Assistants	24.83	25.33	25.84	26.36	26.89	27.43	27.98	28.54

Grades 6 & 7 are based on the Administrative Union Contract wage grid

DPW Union *- Hourly Compensation table established by Union Contract.*

	7/1/21 (existing agreement expires 6/30/24)								
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
9	Foreman	29.76	30.36	30.97	31.59	32.22	32.86	33.52	34.19
9	Mechanic	29.76	30.36	30.97	31.59	32.22	32.86	33.52	34.19
9	Plant Operator-Primary	29.76	30.36	30.97	31.59	32.22	32.86	33.52	34.19
7	Heavy Equipment Operator	25.20	25.70	26.21	26.73	27.26	27.81	28.37	28.94
6	Truck Driver/Laborer	24.34	24.83	25.33	25.84	26.36	26.89	27.43	27.98

Under Negotiations

Firefighter Union *- Hourly Compensation table established by Union Contract.*

	7/1/19 (existing agreement expires 6/30/22)								
Grade	Steps	I	II	III	IV	V	VI	VII	VIII
8	Firefighter/EMT	27.77	28.33	28.90	29.48	30.07	30.67	31.28	31.91
11	FF/Lieutenant-Inspector	33.42	34.09	34.77	35.47	36.18	36.90	37.64	38.39
13	FF/Captain-Inspector	37.70	38.45	39.22	40.00	40.80	41.62	42.45	43.30
	EMT Certification Stipend *(Bi-weekly)*	130.00							
	On-Call Stipend *(per night)*	25.00							

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2023

Under Negotiations

	Police Union *- Hourly Compensation table established by Union Contract.*							
	7/1/19 (existing agreement expires 6/30/22)							
	PATROLMAN							
	Steps	I	II	III	IV	V	VI	
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.	
	Employees Hired Prior to 7/1/2010							
1, 3	W/O College Degree	28.04	29.08	29.82	30.53	31.26	32.43	
1, 3	BA/BS	33.66	34.90	35.77	36.63	37.52	38.92	
1, 3	MA/MS	35.07	36.36	37.27	38.16	39.07	40.53	
	Employees Hired After 7/1/2010							
1, 3	W/O College Degree	28.04	29.08	29.82	30.53	31.26	32.43	
1, 3	BA/BS	30.85	32.00	32.80	33.59	34.39	35.68	
1, 3	MA/MS	35.07	36.36	37.27	38.16	39.07	40.53	

	SERGEANT						
	Steps	I	II	III	IV	V	VI
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.
	Employees Hired Prior to 7/1/2010						
	BA/BS	39.72	41.18	42.21	43.22	44.27	45.93
	MA/MS	41.38	42.90	43.98	45.03	46.10	47.83
	Employees Hired After 7/1/2010						
	BA/BS	36.40	37.76	38.70	39.64	40.58	42.10
	MA/MS	41.38	42.90	43.98	45.03	46.10	47.83

	LIEUTENANT						
	Steps	I	II	III	IV	V	VI
	Upon completion of years of service	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.
	Employees Hired Prior to 7/1/2010						
	BA/BS	43.08	44.67	45.69	46.89	48.03	49.82
	MA/MS	44.89	46.54	47.71	48.84	50.01	51.88
	Employees Hired After 7/1/2010						
	BA/BS	39.49	40.96	41.98	43.00	44.02	45.67
	MA/MS	44.89	46.54	47.71	48.84	50.01	51.88

	Police & Fire Signal Operator Union *- Hourly Compensation table established by Union Contract.*									
	7/1/21 (existing agreement expires 6/30/24)									
	Grade	Steps	I	II	III	IV	V	VI	VII	VIII
4	7	Dispatcher	25.20	25.71	26.22	26.74	27.27	27.81	28.37	28.93

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2023

Other Municipal Positions

	Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
	Town Manager	149,297.40
	Finance Director	123,420.00
	Chief of Police	164,605.93
	Chief of Fire	129,997.98
	Selectmen/Chairman	3,225
	Board of Assessors/Chairman	2,936
	Selectmen/Members	2,852
	Board of Assessors/Members	2,193
	Board of Appeals/Chairman	1,681
	Board of Health/Chairman	873
	Board of Health/Members	495

Call Firefighters Rank	Hourly Wage	5%
Deputy Chief	31.03	32.58
Captain	28.74	30.18
Lieutenant	26.44	27.76
Senior Firefighter (7.5% Increase)	24.69	25.93
Firefighter w/ CPR 1st Responder	22.97	24.12
Probationary Firefighter	19.54	n/a
On-Call Stipend (per night)	25.00	

	Professional Stipends	Annual Rate
5	Animal Control Officer/Inspector	13,250
8	Procurement Stipend	7,500
9	Meeting Stipend	4,156
	Animal Pick-Up (Deceased)	2,400
	Wildlife Officer	2,400
	Call Fire Deputy Chief	1,500
	EMT Certification (Police Officers)	1,750
	Harbormaster	1,200
	Professional Certifications	1,000
	Call Fire Captain	750
	Call Fire Training Officer	500
	Accreditation Stipend (Police)	750

Occasional Help	Range of Compensation	
Registrar of Voters (annually)	400.00	
Seasonal Employee	14.25	24.00
	Jul/Dec 2022	Jan/Jun 2023
Poll Worker	14.25	15.00
Warden (Elections/Registration)	15.25	16.00
Senior Work-Off Program	14.25	15.00

Legend Notes

1 Position also receives either a "Professional Stipend" or additional compensation for certification. See M.G.L. Ch. 41, Sec. 19K & 108P.
2 Differs from Wage Grid table; see "Other Municipal Positions" section for additional information.
3 Shift differential is 7% for Evening and 9% for Midnight shift.
4 Shift differential is 5% for Evening and 7% for Midnight shift.
5 Position is shared with the Town of Manchester-by-the-Sea; 50% cost sharing.
6 Position funded through the Community Preservation Act Fund and Affordable Housing Trust.
7 Position is shared with the Town of Wenham and HWRSD; cost sharing in accordance with contract/approved hours.
8 Procurement stipend for DPW Director
9 Assistant to the Town Manager/Community Preservation Coordinator

APPENDIX B
FY2023 GENERAL FUND PROJECTED BUDGET

	FY2020 ACTUALS	FY2021 BUDGET	FY2022 BUDGET	FY2023 REQUEST	FY22/23 BUDGET $ Change	FY22/23 BUDGET % Change
GENERAL GOVERNMENT						
122 Selectmen						
Personnel Expenses	39,862.97	38,555.27	42,539.17	43,613.40	1,074.23	2.53%
Operating Expenses	-	4,800.00	3,300.00	4,800.00	1,500.00	45.45%
Total Selectmen	39,862.97	43,355.27	45,839.17	48,413.40	2,574.23	5.62%
123 Town Manager						
Personnel Expenses	202,539.34	299,064.34	213,959.38	218,676.18	4,716.80	2.20%
Operating Expenses	93,433.74	250,814.36	102,484.00	125,275.00	22,791.00	22.24%
Total Town Manager	295,973.08	549,878.70	316,443.38	343,951.18	27,507.80	8.69%
132 Fin Com/Reserve						
Expenses	180.00	425.00	425.00	425.00	-	0.00%
Reserve Fund	-	61,558.52	100,000.00	100,000.00	-	0.00%
Total Fin Com	180.00	61,983.52	100,425.00	100,425.00	-	0.00%
135 Finance/IT Dept						
Personnel Expenses	238,720.68	213,523.28	225,409.99	236,663.92	11,253.93	4.99%
Operating Expenses	174,857.81	184,895.55	197,613.35	245,205.61	47,592.26	24.08%
Capital Expenses	1,906.95	3,500.00	3,500.00	3,500.00	-	0.00%
Total Finance/IT Dept	415,485.44	401,918.83	426,523.34	485,369.53	58,846.19	13.80%
141 Assessor						
Personnel Expenses	149,959.72	165,955.72	184,080.02	174,128.40	(9,951.62)	-5.41%
Operating Expenses	3,745.31	17,691.00	16,091.00	30,645.00	14,554.00	90.45%
Total Assessor	153,705.03	183,646.72	200,171.02	204,773.40	4,602.38	2.30%
145 Treasurer/Collector						
Personnel Expenses	144,545.78	185,494.68	191,480.20	199,742.00	8,261.80	4.31%
Operating Expenses	38,290.29	47,385.00	47,750.00	49,150.00	1,400.00	2.93%
Total Treasurer/Collector	182,836.07	232,879.68	239,230.20	248,892.00	9,661.80	4.04%
151 Town Counsel						
Retainer	80,604.55	84,000.00	84,000.00	84,000.00	-	0.00%
Expenses	32,885.40	42,000.00	42,000.00	42,000.00	-	0.00%
Total Town Counsel	113,489.95	126,000.00	126,000.00	126,000.00	-	0.00%
152 Human Resources						
Personnel Expenses	-	-	92,955.20	96,699.20	3,744.00	4.03%
Operating Expenses	-	-	1,808.00	1,808.00	-	0.00%
Total Human Resources	-	-	94,763.20	98,507.20	3,744.00	3.95%
161 Town Clerk						
Personnel Expenses	83,612.26	124,446.50	127,586.28	141,509.42	13,923.14	10.91%
Operating Expenses	12,657.74	21,458.00	15,442.00	18,943.00	3,501.00	22.67%
Total Town Clerk	96,270.00	145,904.50	143,028.28	160,452.42	17,424.14	12.18%
162 Elections & Registration						
Personnel Expenses	10,399.77	34,351.35	11,762.80	22,792.70	11,029.90	93.77%
Operating Expenses	14,352.25	31,520.00	20,570.00	26,209.00	5,639.00	27.41%
Total Elections & Registration	24,752.02	65,871.35	32,332.80	49,001.70	16,668.90	51.55%
171 Conservation Commission						
Personnel Expenses	29,321.15	30,612.31	31,844.19	32,292.74	448.55	1.41%
Operating Expenses	861.39	1,425.00	1,425.00	2,425.00	1,000.00	70.18%
Total Conservation Commission	30,182.54	32,037.31	33,269.19	34,717.74	1,448.55	4.35%
172 Planning						

APPENDIX B
FY2023 GENERAL FUND PROJECTED BUDGET

	FY2020 ACTUALS	FY2021 BUDGET	FY2022 BUDGET	FY2023 REQUEST	FY22/23 BUDGET $ Change	FY22/23 BUDGET % Change
Personnel Expenses	116,150.91	119,982.09	121,587.55	128,576.99	6,989.44	5.75%
Operating Expenses	12,488.84	15,450.00	4,700.00	5,700.00	1,000.00	21.28%
Total Planning	128,639.75	135,432.09	126,287.55	134,276.99	7,989.44	6.33%
174 Chebacco Woods					-	
Operating Expenses	1,275.59	2,500.00	2,500.00	2,500.00	-	0.00%
Total Chebacco Woods	1,275.59	2,500.00	2,500.00	2,500.00	-	0.00%
192 Facilities						
Personnel Expenses	72,121.11	84,499.40	83,881.09	75,030.99	(8,850.10)	-10.55%
Operating Expenses	185,537.13	173,563.75	191,506.25	184,451.17	(7,055.08)	-3.68%
Capital Expenses					-	
Total Facilities	257,658.24	258,063.15	275,387.34	259,482.16	(15,905.18)	-5.78%
Subtotal General Government	1,740,310.68	2,239,471.12	2,162,200.47	2,296,762.72	134,562.25	6.22%
PUBLIC SAFETY						
210 Police Department						
Personnel Expenses	1,517,127.24	1,698,435.72	1,725,238.74	1,735,570.86	10,332.12	0.60%
Operating Expenses	92,059.02	111,445.00	124,262.25	132,703.25	8,441.00	6.79%
Capital Expenses	14,284.12	-	18,980.05	18,980.05	-	0.00%
Total Police Department	1,623,470.38	1,809,880.72	1,868,481.04	1,887,254.16	18,773.12	1.00%
233 Emergency Report Center						
Personnel Expenses	290,548.85	312,149.52	316,408.12	323,589.00	7,180.88	2.27%
Operating Expenses	38,956.05	41,044.75	46,215.00	46,215.00	-	0.00%
Capital Expenses	-	-	-		-	
Total Emergency Report Center	329,504.90	353,194.27	362,623.12	369,804.00	7,180.88	1.98%
220 Fire Department						
Personnel Expenses	596,667.98	674,124.47	723,784.41	734,211.28	10,426.87	1.44%
Operating Expenses	96,589.22	97,465.01	103,133.05	109,358.28	6,225.23	6.04%
Capital Expenses	89,626.83	83,944.76	111,702.52	111,702.52	-	0.00%
Total Fire Department	782,884.03	855,534.24	938,619.98	955,272.08	16,652.10	1.77%
241 Inspectional Services						
Personnel Expenses	52,365.72	55,920.78	187,214.22	197,540.03	10,325.81	5.52%
Operating Expenses	-	2,700.00	9,050.00	9,050.00	-	0.00%
Assessment	105,033.00	129,413.00	-	-		
Total Inspectional Services	157,398.72	188,033.78	196,264.22	206,590.03	10,325.81	5.26%
291 Emergency Management						
Personnel Expenses			-		-	
Operating Expenses	839.78	21,100.00	21,100.00	21,100.00	-	0.00%
Total Emergency Management	839.78	21,100.00	21,100.00	21,100.00	-	0.00%
292 Animal Control						
Personnel Expenses	33,779.87	33,930.00	33,930.00	33,930.00	-	0.00%
Operating Expenses	267.44	1,850.00	1,850.00	1,850.00	-	0.00%
Total Animal Control	34,047.31	35,780.00	35,780.00	35,780.00	-	0.00%
919 Street Lights						
Personnel Expenses					-	
Operating Expenses	16,854.47	27,000.00	27,000.00	27,000.00	-	0.00%
Total Street Lights	16,854.47	27,000.00	27,000.00	27,000.00	-	0.00%
Subtotal Public Safety	2,944,999.59	3,290,523.01	3,449,868.36	3,502,800.27	52,931.91	1.53%
					-	

APPENDIX B
FY2023 GENERAL FUND PROJECTED BUDGET

	FY2020 ACTUALS	FY2021 BUDGET	FY2022 BUDGET	FY2023 REQUEST	FY22/23 BUDGET $ Change	FY22/23 BUDGET % Change
DEPARTMENT OF PUBLIC WORKS						
421 Public Works						
Personnel Expenses	233,379.69	255,367.15	265,163.38	281,366.86	16,203.48	6.11%
Operating Expenses	37,447.00	28,300.00	27,100.00	27,100.00	-	0.00%
Total Public Works	270,826.69	283,667.15	292,263.38	308,466.86	16,203.48	5.54%
422 Highway						
Personnel Expenses	196,922.42	227,890.06	245,103.46	261,710.34	16,606.88	6.78%
Operating Expenses	154,593.39	126,400.00	155,400.00	215,400.00	60,000.00	38.61%
Capital Expenses	-	-	-	-	-	0.00%
Total Highway	351,515.81	354,290.06	400,503.46	477,110.34	76,606.88	19.13%
423 Snow & Ice						
Personnel Expenses	59,035.15	89,175.00	89,175.00	96,910.00	7,735.00	8.67%
Operating Expenses	102,087.20	179,250.00	179,250.00	179,250.00	-	0.00%
Total Snow & Ice	161,122.35	268,425.00	268,425.00	276,160.00	7,735.00	2.88%
425 Vehicle Maintenance						
Personnel Expenses	89,439.19	99,526.47	64,237.68	89,462.42	25,224.74	39.27%
Operating Expenses	43,204.59	68,637.50	66,150.00	75,032.47	8,882.47	13.43%
Total Vehicle Maintenance	132,643.78	168,163.97	130,387.68	164,494.89	34,107.21	26.16%
429 Cemetery						
Personnel Expenses	81,388.31	75,605.32	90,705.64	153,126.56	62,420.92	68.82%
Operating Expenses	6,962.12	10,000.00	10,000.00	10,000.00	-	0.00%
Total Cemetery	88,350.43	85,605.32	100,705.64	163,126.56	62,420.92	61.98%
433 Waste, Recycling & Landfill						
Personnel Expenses	3,796.75	5,400.53	5,545.94	5,747.15	201.21	3.63%
Operating Expenses	754,156.12	773,650.00	800,980.00	773,980.00	(27,000.00)	-3.37%
Enterprise Subsidy	-	-	-			
Prior Year Deficit	-	-	-		-	
Total Waste, Recycling & Landfill	757,952.87	779,050.53	806,525.94	779,727.15	(26,798.79)	-3.32%
423 Vehicle Maintenance						
Personnel Expenses						
Operating Expenses						
Total Vehicle Maintenance			-			
650 Parks & Fields						
Personnel Expenses	57,924.35	58,484.26	72,922.10	75,440.14	2,518.04	3.45%
Operating Expenses	8,656.31	5,150.00	5,150.00	5,150.00	-	0.00%
Capital Expenses	-	-	-		-	
Total Parks & Fields	66,580.66	63,634.26	78,072.10	80,590.14	2,518.04	3.23%
651 HWRSD Fields & Grounds						
Personnel Expenses	-	-	-			
Operating Expenses	-	-	-			
Total HWRSD Fields & Grounds	-	-	-			
Subtotal Public Works	**1,828,992.59**	**2,002,836.29**	**2,076,883.20**	**2,249,675.94**	**172,792.74**	**8.32%**
HEALTH & HUMAN SERVICES						
511 Public Health Dept						
Personnel Expenses	126,069.83	81,270.12	125,090.12	129,190.34	4,100.22	3.28%
Operating Expenses	3,569.46	19,235.00	32,110.00	41,000.00	8,890.00	27.69%
Total Public Health Dept	129,639.29	100,505.12	157,200.12	170,190.34	12,990.22	8.26%

APPENDIX B
FY2023 GENERAL FUND PROJECTED BUDGET

	FY2020 ACTUALS	FY2021 BUDGET	FY2022 BUDGET	FY2023 REQUEST	FY22/23 BUDGET $ Change	FY22/23 BUDGET % Change
541 Council on Aging						
Personnel Expenses	79,894.45	89,270.12	90,070.49	92,579.66	2,509.17	2.79%
Operating Expenses	34,384.56	34,286.16	29,361.16	25,700.00	(3,661.16)	-12.47%
Total Council on Aging	114,279.01	123,556.28	119,431.65	118,279.66	(1,151.99)	-0.96%
543 Veterans Benefits						
Operating Expenses	30,031.68	35,000.00	35,000.00	35,000.00	-	0.00%
Administration Fee	35,851.55	15,000.00	15,000.00	15,000.00	-	0.00%
Total Veterans Benefits	65,883.23	50,000.00	50,000.00	50,000.00	-	0.00%
Subtotal Health & Human Services	**309,801.53**	**274,061.40**	**326,631.77**	**338,470.00**	**11,838.23**	**3.62%**
CULTURE & RECREATION						
610 Library						
Assessment	843,339.60	879,299.26	823,895.09	864,320.00	40,424.91	4.91%
Indirect Costs	25,141.21	31,262.34	27,095.47	29,805.02	2,709.55	10.00%
State contribution	12,762.94	12,314.00	12,929.70	14,222.67	1,292.97	10.00%
Total Library	881,243.75	922,875.60	863,920.26	908,347.69	44,427.43	5.14%
620 Elder Van Program						
Operating Expenses			-			
Total Elder Van Program			-			
630 Recreation						
Personnel Expenses	132,096.71	136,752.30	142,297.98	146,949.43	4,651.45	3.27%
Operating Expenses	22,232.10	23,176.94	24,150.00	26,950.00	2,800.00	11.59%
Total Recreation	154,328.81	159,929.24	166,447.98	173,899.43	7,451.45	4.48%
Subtotal Culture & Recreation	**1,035,572.56**	**1,082,804.84**	**1,030,368.24**	**1,082,247.12**	**51,878.88**	**5.03%**
UNCLASSIFIED						
148 Salary Reserve	-	7,691.00	54,854.85	111,295.85	56,441.00	102.89%
149 Capital Spending	318,462.28	415,000.00	338,638.00	550,905.00	212,267.00	62.68%
692 Celebrations	1,407.50	12,950.00	12,950.00	12,950.00	-	0.00%
722 Debt Service	912,753.18	669,000.35	714,418.77	591,661.00	(122,757.77)	-17.18%
820 State Assessments	247,245.00	250,232.55	252,384.68	259,551.74	7,167.06	2.84%
911 Retirement	987,370.00	1,072,029.00	1,183,676.00	1,253,377.00	69,701.00	5.89%
913 Unemployment	35.61	48,820.00	47,640.00	50,000.00	2,360.00	4.95%
914 Health & Life Insurance	782,328.81	960,350.00	986,004.00	945,704.81	(40,299.19)	-4.09%
916 Other Insurance	231,968.75	256,721.00	272,216.00	304,591.40	32,375.40	11.89%
917 Medicare Tax	58,607.80	74,259.34	79,904.77	79,904.77	(0.00)	0.00%
992 Transfer to Special Revenue	90,739.94	91,391.75	-	75,000.00	75,000.00	0.00%
996 Transfer to OPEB	125,000.00	125,000.00	125,000.00	125,000.00	-	0.00%
996 Transfer to Stabilization	321,087.00	247,757.00	346,035.87	20,000.00	(326,035.87)	-94.22%
996 Transfer to Capital Stabilizatic	503,023.00	907,592.00	-	-	-	
997 Transfer to Agency - HDC	74,880.00	50,000.00	66,051.00	55,000.00	(11,051.00)	-16.73%
Subtotal Unclassified	**4,654,908.87**	**5,188,793.99**	**4,479,773.94**	**4,434,941.57**	**(44,832.37)**	**-1.00%**
SCHOOLS						
300 Schools						
HWRSD Assessment	18,686,626.00	20,227,833.00	21,131,336.00	21,839,706.00	708,370.00	3.35%
ENSATSD Assessment	183,462.00	229,890.00	259,623.00	281,806.00	22,183.00	8.54%
HWRSD Debt Service	255,156.95	263,904.00	370,848.00	373,885.00	3,037.00	0.82%
ENSATSD Debt Service	19,903.00	23,634.00	25,546.00	34,806.00	9,260.00	36.25%
Total Schools	**19,145,147.95**	**20,745,261.00**	**21,787,353.00**	**22,530,203.00**	**742,850.00**	**3.41%**

APPENDIX B
FY2023 GENERAL FUND PROJECTED BUDGET

	FY2020 ACTUALS	FY2021 BUDGET	FY2022 BUDGET	FY2023 REQUEST	FY22/23 BUDGET $ Change	FY22/23 BUDGET % Change
TOTAL GENERAL FUND	31,659,733.77	34,823,751.65	35,313,078.98	36,435,100.62	1,122,021.64	3.18%

*The following Expenses will be *funded* in separate individual articles, and are therefore *not* contained in the main budget article 2-3, which totals $35,609,196

Article	Purpose	Amount
2-4	Capital Expenditures	$550,905
2-7	Hamilton Development Corp. Transfer	$55,000
2-8	OPEB Trust Fund Transfer	$125,000
2-9	Patton Homestead Budget	$75,000
2-10	Stabilization Fund Transfer	$20,000
	TOTAL	$825,905

APPENDIX B1
Town Debt Service (excluding CPA and Water) for Fiscal Year 2023

	FY2020 Actuals	FY2021 Actual	FY2022 Budget	FY23 Budget	$ Change	% Change
DEBT SERVICE						
Interest/Issuance Costs						
Public Safety Bldg	55,500	44,200	33,000	21,800	(11,200)	-25.3%
ESCO	750	-	-	-	-	
Library	3,300	-	-	-	-	
Water (Town)	4,950	-	-	-	-	
Ladder/Pumper Truck	17,500	15,400	13,300	10,500	(2,800)	-18.2%
Landfill Capping	28,158	25,458	22,908	19,508	(3,400)	-13.4%
Landfill Closure	2,200	1,400	700	-	(700)	-50.0%
Chebacco Road Paving	15,395	31,171	27,920	27,920	-	0.0%
Town Hall Project	-	-	68,000		(68,000)	
Short-term (bond anticipation notes)	-	16,371	13,591	11,933	(1,658)	-10.1%
Total Interest/Issuance Costs	$ 127,753	$ 134,000	$ 179,419	$ 91,661	$ (87,758)	-65.5%
Principal						
Public Safety Bldg	285,000	280,000	280,000	280,000	-	0.0%
ESCO	25,000	-	-	-	-	
Library	110,000	-	-	-	-	
Water (Town)	165,000	-	-	-	-	
Ladder/Pumper Truck	70,000	70,000	70,000	70,000	-	0.0%
Landfill Capping	90,000	85,000	85,000	85,000	-	0.0%
Landfill Closure	40,000	35,000	35,000	-	(35,000)	-100.0%
Chebacco Road Paving	-	65,000	65,000	65,000	-	0.0%
Total Principal	$ 785,000	$ 535,000	$ 535,000	$ 500,000	$ (35,000)	-6.5%
TOTAL DEBT SERVICE (EXCLUDING SCHOOL DEBT)	$ 912,753	$ 669,000	$ 714,419	$ 591,661	$ (122,758)	-13.1%
School Debt (Principal & Interest)						
Middle/High School	-	-	-	-	-	
Cutler Roof/Other	83,777	81,709	80,614	83,172	2,558	3.1%
Buker & Winthrop Boilers & Windows	73,623	76,824	76,297	76,191	(106)	-0.1%
Winthrop School Fire Suppression	97,756	95,792	84,331	84,569	238	0.2%
FY21 Capital Projects	-	-	129,606	129,953	347	
ENSATSD	19,903	23,634	25,546	34,806	9,260	39.2%
Short-term (bond anticipation notes)	-	9,579	-	-	-	0.0%
Total School Debt	$ 275,059	$ 287,538	$ 396,394	$ 408,691	$ 12,297	4.3%
TOTAL DEBT SERVICE	$ 1,187,812	$ 956,538	$ 1,110,813	$ 1,000,352	$ (110,461)	-11.5%

APPENDIX C

HAMILTON-WENHAM
REGIONAL SCHOOL DISTRICT

Superintendent's Final FY23 Budget Recommendation
Combined Operating & Debt Service Town Assessments
As of February 10, 2022

	FY22	FY23	Increase $	Increase %
Hamilton				
Operating Budget After Offsets and Revenue Sources	$ 21,131,336	$ 21,839,706	$ 708,370	3.35%
Debt Service	$ 370,848	$ 373,885	$ 3,037	0.82%
Hamilton Combined Total	$ 21,502,184	$ 22,213,591	$ 711,407	3.31%
Wenham				
Operating Budget After Offsets and Revenue Sources	$ 11,660,930	$ 11,554,340	$ (106,590)	-0.91%
Debt Service	$ 204,646	$ 197,805	$ (6,841)	-3.34%
Wenham Combined Total	$ 11,865,575	$ 11,752,145	$ (113,431)	-0.96%
Total				
Operating Budget After Offsets and Revenue Sources	$ 32,792,265	$ 33,394,046	$ 601,781	1.84%
Debt Service	$ 575,494	$ 571,690	$ (3,804)	-0.66%
Combined Assessment	**$ 33,367,759**	**$ 33,965,736**	**$ 597,977**	**1.79%**

Final FY23 Operating Budget Calculation

General Fund Operating Overview	FY19 ACT	FY20 ACT	FY21 BUD	FY21 ACT	FY22 BUD	FY23 BUD	$ Difference	%
Operating Expense - Gross, before offsets & Overlays	$ 33,330,038	$ 35,372,286	$ 37,023,572	$ 34,181,172	$ 38,738,975	$ 42,859,392	$ 4,120,417	10.64%

Operating Offsets	FY19 ACT	FY20 ACT	FY21 BUD	FY21 ACT	FY22 BUD	FY23 BUD	$ Difference	%
Recurring Offsets								
School Choice	$ 265,000	$ 385,000	$ 476,360	$ 350,819	$ 399,500	$ 385,000	$ (14,500)	-3.63%
Preschool Tuition	$ 84,407	$ 94,445	$ 95,607	$ 6,716	$ 75,740	$ 84,407	$ 8,667	11.44%
Facilities Rental	$ 2,000	$ -	$ 2,000	$ -	$ 2,000	$ 2,000	$ -	0.00%
Special Ed Grants	$ -	$ 406,287	$ 366,747	$ 379,595	$ 392,747	$ 470,095	$ 77,348	19.69%
ESSER Grants	$ -	$ -	$ -	$ -	$ -	$ 147,226	$ 147,226	#DIV/0!
Title I	$ -	$ -	$ -	$ -	$ -	$ 65,522	$ 65,522	#DIV/0!
Circuit Breaker Offset	$ 1,094,160	$ 1,102,223	$ 776,000	$ 377,745	$ 934,096	$ 1,038,894	$ 104,798	11.22%
Total Offsets	**$ 1,445,567**	**$ 1,987,955**	**$ 1,716,714**	**$ 1,114,875**	**$ 1,804,083**	**$ 2,193,144**	**$ 389,061**	**21.57%**

General Fund After Offsets	FY19 ACT	FY20 ACT	FY21 BUD	FY21 ACT	FY22 BUD	FY23 BUD	$ Difference	%
Operating Expense - Gross, after offsets & Overlays	$ 31,884,471	$ 33,384,331	$ 35,306,858	$ 33,066,297	$ 36,934,892	$ 40,666,248	$ 3,731,356	10.10%

Operating Funding Sources	FY19 ACT	FY20 ACT	FY21 BUD	FY21 ACT	FY22 BUD	FY23 BUD	$ Difference	%
Revenues								
Chapter 70-Base Aid	$ 3,687,076	$ 3,714,665	$ 2,969,125	$ 3,742,189	$ 3,715,561	$ 3,742,189	$ 26,628	0.72%
State Transportation	$ 330,837	$ 385,868	$ 332,124	$ 332,124	$ 372,065	$ 382,323	$ 10,258	2.76%
Charter School Reimbursement	$ 13,726	$ 1,542	$ -	$ -	$ -	$ -	$ -	#DIV/0!
Medicaid Reimbursement	$ 171,954	$ 88,455	$ 95,000	$ 59,064	$ 45,000	$ 45,000	$ -	0.00%
Interest Income	$ 25,631	$ 19,661	$ 18,000	$ 3,070	$ 10,000	$ 3,070	$ (6,931)	-69.31%
Prior Year Unexpended Encumbrances	$ 90,982	$ 26,108	$ -	$ 144,178	$ -	$ -	$ -	#DIV/0!
Other Income	$ 6,167	$ 3,372	$ -	$ 44,108	$ -	$ -	$ -	#DIV/0!
Total Revenues	$ 4,326,372	$ 4,239,671	$ 3,414,249	$ 4,324,732	$ 4,142,627	$ 4,172,582	$ 29,955	0.72%
Transfers In From Other Funds								
Excess and Deficiency	$ 347,218	$ 147,396	$ 217,329	$ 217,329	$ -	$ 3,099,620	$ 3,099,620	#DIV/0!
Other Revolving Accounts	$ 12,662	$ -	$ -	$ -	$ -	$ -	$ -	#DIV/0!
Total Transfers	$ 359,880	$ 147,396	$ 217,329	$ 217,329	$ -	$ 3,099,620	$ 3,099,620	#DIV/0!
Total Funding Sources	**$ 4,686,252**	**$ 4,387,067**	**$ 3,631,578**	**$ 4,542,061**	**$ 4,142,627**	**$ 7,272,202**	**$ 3,129,575**	**75.55%**
NET OPERATING BUDGET	**$ 27,198,218**	**$ 28,997,264**	**$ 31,675,280**	**$ 28,524,236**	**$ 32,792,265**	**$ 33,394,046**	**$ 601,781**	**1.84%**

Calculation of Individual Town Assessments	FY19 ACT	FY20 ACT	FY21 BUD	FY21 ACT	FY22 BUD	FY23 BUD	$ Difference	%
Town of Hamilton			$ 20,227,834		$ 21,131,336	$ 21,839,706		
Capital Debt Assessment "Shift"			$ -		$ -	$ -		
Net Operating Assessment	$ 17,746,438	$ 18,686,426	$ 20,227,834	$ 20,227,834	$ 21,131,336	$ 21,839,706	$ 708,370	3.35%
	64.65%	64.05%	63.86%	63.86%	64.44%	65.40%		
Town of Wenham			$ 11,447,446		$ 11,660,930	$ 11,554,340		
Capital Debt Assessment "Shift"			$ -		$ -	$ -		
Net Operating Assessment	$ 9,708,859	$ 10,488,321	$ 11,447,446	$ 11,447,446	$ 11,660,930	$ 11,554,340	$ (106,590)	-0.91%
	35.35%	35.95%	36.14%	36.14%	35.56%	34.60%		

FY23 Debt Service Assessment Summary					
				65.40%	34.60%
	Principal	Interest	Total	Hamilton Share	Wenham Share
Cutler Roof & Summer 2013 Projects	$ 100,000	$ 27,175	$ 127,175	$ 83,172	$ 44,003
Buker Boiler & Winthrop Boiler/Glass	$ 95,000	$ 21,500	$ 116,500	$ 76,191	$ 40,309
Winthrop Sprinkler System	$ 125,000	$ 4,311	$ 129,311	$ 84,569	$ 44,741
FY21 Capital Projects	$ 191,600	$ 7,105	$ 198,705	$ 129,953	$ 68,752
Net Assessment			$ 571,690	$ 373,885	$ 197,805

Debt Service Assessment Calculation			
Calculation of Individual Town Assessments			
	Total	Hamilton Share	Wenham Share
Cutler Roof & Summer 2013 Projects			
100% Apportioned by Enrollment	$ 127,175	$ 83,172	$ 44,003
Enrollment			
10/1/2019	1,765	1,130	635
10/1/2020	1,630	1,072	558
10/1/2021	1,620	1,078	542
	5,015	3,280	1,735
		65.40%	34.60%
Buker Boiler & Winthrop Boiler/Glass Projects			
100% Apportioned by Enrollment	$ 116,500	$ 76,191	$ 40,309
Enrollment			
10/1/2019	1,765	1,130	635
10/1/2020	1,630	1,072	558
10/1/2021	1,620	1,078	542
	5,015	3,280	1,735
		65.40%	34.60%
Winthrop Sprinkler			
100% Apportioned by Enrollment	$ 129,311	$ 84,569	$ 44,741
Enrollment			
10/1/2019	1,765	1,130	635
10/1/2020	1,630	1,072	558
10/1/2021	1,620	1,078	542
	5,015	3,280	1,735
		65.40%	34.60%
FY21 Capital Projects			
100% Apportioned by Enrollment	$ 198,705	$ 129,953	$ 68,752
Enrollment			
10/1/2019	1,765	1,130	635
10/1/2020	1,630	1,072	558
10/1/2021	1,620	1,078	542
	5,015	3,280	1,735
		65.40%	34.60%

Summary by DESE Category	FY19 Actuals	FY20 Actuals	FY21 FTE	FY21 Budget	FY21 Actuals	FY22 FTE	FY22 Budget	FY23 FTE	FY23 Budget	Change FY22 $	To FY23 %
Administration	$ 1,097,981	$ 992,140	6.94	$ 1,229,833	$ 1,063,926	7.47	$ 1,383,565	7.84	$ 1,462,438	$ 78,872	5.70%
Instructional Leadership	$ 3,027,285	$ 2,954,380	26.17	$ 2,571,133	$ 2,344,429	26.27	$ 2,618,506	26.25	$ 2,761,992	$ 143,486	5.48%
Teachers	$ 12,240,941	$ 12,805,737	152.70	$ 12,973,972	$ 12,679,496	153.70	$ 13,183,707	157.60	$ 13,931,127	$ 747,420	5.67%
Other Teaching Services	$ 2,532,491	$ 2,482,888	59.90	$ 2,796,326	$ 2,631,831	68.08	$ 3,014,610	73.85	$ 3,278,704	$ 264,094	8.76%
Professional Development	$ 171,951	$ 138,886	-	$ 262,196	$ 129,123	3.60	$ 636,021	3.50	$ 640,177	$ 4,156	0.65%
Inst. Materials, Equip., & Technology	$ 870,461	$ 685,373	-	$ 872,397	$ 746,209	-	$ 854,757	-	$ 961,543	$ 106,787	12.49%
Guidance, Counseling, Testing	$ 1,118,011	$ 1,126,908	13.78	$ 1,141,839	$ 1,095,612	13.78	$ 1,147,345	16.78	$ 1,481,901	$ 334,555	29.16%
Pupil Services	$ 2,343,752	$ 2,473,423	8.97	$ 2,728,507	$ 2,287,046	8.97	$ 2,864,857	9.74	$ 3,035,501	$ 170,644	5.96%
Operations & Maintenance	$ 2,221,673	$ 2,071,927	15.25	$ 2,285,561	$ 2,207,181	16.25	$ 2,366,101	16.25	$ 2,900,639	$ 534,538	22.59%
Benefits & Fixed Charges	$ 4,206,515	$ 4,534,453	0.86	$ 5,399,815	$ 4,806,832	0.86	$ 5,927,024	0.86	$ 8,146,280	$ 2,219,257	37.44%
Capital & Fixed Assets Improvements	$ -	$ -	-	$ -	$ 96,774	-	$ -	-	$ -	$ -	#DIV/0!
Programs with Other School Districts	$ 3,498,978	$ 5,106,171	-	$ 4,761,992	$ 4,092,713	-	$ 4,742,482	-	$ 4,259,090	$ (483,392)	-10.19%
Grand Total	**$ 33,330,038**	**$ 35,372,286**	**284.56**	**$ 37,023,572**	**$ 34,181,172**	**298.98**	**$ 38,738,975**	**312.67**	**$ 42,859,392**	**$ 4,120,417**	**10.64%**

Summary By Site & Support Program	FY19 Actual	FY20 Actuals	FY21 FTE	FY21 Budget	FY21 Actuals	FY22 FTE	FY22 Budget	FY23 FTE	FY23 Budget	Change FY22 $	To FY23 %
Buker Elementary School	$ 2,220,140	$ 2,287,290	31.62	$ 2,389,099	$ 2,279,142	32.84	$ 2,401,019	36.07	$ 2,645,733	$ 244,714	10.19%
Cutler Elementary School	$ 2,730,842	$ 2,759,824	38.67	$ 2,831,852	$ 2,711,678	41.39	$ 2,890,214	41.54	$ 2,906,665	$ 16,451	0.57%
Winthrop Elementary School	$ 3,434,478	$ 3,628,235	56.91	$ 3,737,685	$ 3,558,534	60.13	$ 3,866,855	62.84	$ 4,204,907	$ 338,052	8.74%
Miles River Middle School	$ 4,384,171	$ 4,413,413	50.97	$ 4,460,423	$ 4,304,894	54.48	$ 4,800,861	58.58	$ 5,298,337	$ 497,476	10.36%
Regional High School	$ 6,164,288	$ 6,183,131	72.18	$ 6,480,886	$ 6,065,656	71.18	$ 6,433,942	73.48	$ 6,872,307	$ 438,365	6.81%
Athletics	$ 500,785	$ 424,499	1.75	$ 452,152	$ 343,450	1.75	$ 460,633	1.75	$ 529,967	$ 69,334	15.05%
Central Office	$ 2,843,761	$ 2,863,786	9.92	$ 3,014,550	$ 2,912,579	12.65	$ 3,516,031	13.26	$ 3,749,943	$ 233,911	6.65%
District Operations & Maintenance	$ 694,292	$ 571,160	2.25	$ 441,860	$ 431,792	3.25	$ 516,208	3.25	$ 906,614	$ 390,406	75.63%
Benefits & Fixed Charges	$ 4,206,515	$ 4,534,453	0.86	$ 5,399,815	$ 4,806,832	0.86	$ 5,927,024	0.86	$ 8,146,280	$ 2,219,257	37.44%
Capital & Fixed Assets	$ -	$ -	-	$ -	$ 96,774	-	$ -	-	$ -	$ -	#DIV/0!
Special Education	$ 5,284,501	$ 6,816,632	13.44	$ 6,940,620	$ 5,814,049	13.44	$ 6,977,781	14.04	$ 6,565,714	$ (412,067)	-5.91%
Technology	$ 866,264	$ 889,864	6.00	$ 874,629	$ 855,794	7.00	$ 948,408	7.00	$ 1,032,926	$ 84,518	8.91%
District Totals	$ 33,330,038	$ 35,372,286	284.56	$ 37,023,572	$ 34,181,172	298.98	$ 38,738,975	312.67	$ 42,859,392	$ 4,120,417	10.64%

Appendix D
TOWN OF HAMILTON 5 Year Capital Improvement Plan

Dept/Liaison	Funding	Proj ID#	Item	FY'23	FY'24	FY'25	FY'26	FY'27	Fy'23 thru Fy'27 Total
Vehicle									
		V-10	Trackless Machine (sidewalk plow)		$ 190,000				$ 190,000
		V-5	2006 John Deere Backhoe				$ 125,000		$ 125,000
		V-6	2001 John Deere Tractor			$ 28,375			$ 28,375
		V-11	John Deere Mower				$ 17,500		$ 17,500
		V-7	2002 John Deere Tractor				$ 28,375		$ 28,375
		V-9	(2) 2013 International Sanders		$ 350,000				$ 350,000
		sub total		$ -	$ 540,000	$ 28,375	$ 170,875	$ -	$ 739,250
Highways		Proj ID#		FY'23	FY'24	FY'25	FY'26	FY'27	Total
		H-3	Radio Systems Upgrade		$ 50,000				$ 50,000
	FC	H-1	Road and Sidewalk repairs	$ 150,000	$ 150,000	$ 150,000	$ 150,000	$ 150,000	$ 750,000
		sub total		$ 150,000	$ 200,000	$ 150,000	$ 150,000	$ 150,000	$ 800,000
Facilities		Proj ID#		FY'23	FY'24	FY'25	FY'26	FY'27	Total
		F-1	Fueling Facility		$ 750,000				$ 750,000
		F-8	Town Hall Construction		$ 4,000,000				$ 4,000,000
		F-9	PSB HVAC / Upgrades / condenser units		$ 30,000				$ 30,000
		F-10	DPW salt shed replacement				$ 25,000		$ 25,000
	FC	F-11	DPW Garage Roof (Bundle DPW)	$ 100,000					$ 100,000
	FC	F-12	DPW Garage Doors (Bundle DPW)	$ 75,000	$ -				$ 75,000
	FC	F-13	DPW Garage Heaters (Bundle DPW)	$ 50,000			$ -		$ 50,000
		F-16	PSB Roof Replacement	$ -		$ 230,000			$ 230,000
		sub total		$ 225,000	$ 4,780,000	$ 230,000	$ 25,000	$ -	$ 5,260,000
Water		Proj ID#		FY'23	FY'24	FY'25	FY'26	FY'27	Total
	FC	W-9	GIS Asset Management	$ 63,500	$ -				$ 63,500
		W-3	2013 GMC water Utility Vehicle w/Plow		$ 60,000				$ 60,000
		W-5	Phase 5 water System Improvements		$ 150,000	$ 2,000,000			$ 2,150,000
		W-6	Water Master Plan - Reservoirs			$ 200,000	$ 3,500,000	$ 3,500,000	$ 7,200,000
		W-7	Water Study						$ -
		sub total		$ 63,500	$ 210,000	$ 2,200,000	$ 3,500,000	$ 3,500,000	$ 9,473,500
Cemetery		Proj ID#		FY'23	FY'24	FY'25	FY'26	FY'27	Total
		C-1	Hurricane Leaf Blower		$ 12,000				$ 12,000
	PC	C-2	Cemetary Mowers		$ 15,000				$ 15,000
		sub total		$ -	$ 27,000	$ -	$ -	$ -	$ 27,000
Parks & Rec		Proj ID#		FY'23	FY'24	FY'25	FY'26	FY'27	Total
	CPC	PR-2	Playground equip - rec center						$ -
	CPC	PR-4	Patton Park Tennis Courts						$ -
	CPC	PR-8	Patton Park Master Plan and Improvements	$ 30,000					$ 30,000
	FC	PR-8	Patton Park Master Plan and Improvements		$ 150,000	$ -			$ 150,000
									$ -
		sub total		$ 30,000	$ 150,000	$ -	$ -	$ -	$ 180,000
Library		Proj ID#		FY'23	FY'24	FY'25	FY'26	FY'27	Total
*Regional	FC	L-1	Replace roof (library, Rec)	$ -					$ -
	FC	L-3	HVAC retrofit					$ 114,188	$ 114,188
	FC	L-4	IT infrastructure	$ 27,405					$ 27,405
	FC	L-5	Replace carpet on floors 1 and 2			$ 101,138			$ 101,138

FC	L-6	Security		$ 13,050				$ 13,050
FC	L-7	Paint exterior				$ 26,100	$ -	$ 26,100
	sub total		$ 27,405	$ 13,050	$ 101,138	$ 26,100	$ 114,188	$ 281,880

Police		Proj ID#		FY'23	FY'24	FY'25	FY'26	FY'27	Total
	FC	P-1	Patrol SUV (Fleet of 8)	$ 57,000	$ 58,000	$ 59,000	$ 59,000	$ 59,000	$ 292,000
									$ -
		sub total		$ 57,000	$ 58,000	$ 59,000	$ 59,000	$ 59,000	$ 292,000

Fire Dept		Proj ID#		FY'23	FY'24	FY'25	FY'26	FY'27	Total
	FC	F-3	Squad truck- Squad 5 (2006)						$ -
	D	F-4	Replace Engine 3 2004 (pumper truck)				650,000	$ -	$ 650,000
	FC	F-5	Mobile Cascade Unit		$100,000	$ -			$ 100,000
	D	F-9	Ambulance Service						$ -
		sub total		$ -	$ 100,000	$ -	$ 650,000	$ -	$ 750,000

ECO		Proj ID#		FY'23	FY'24	FY'25	FY'26	FY'27	Total
	FC	E-1	Upgrade ECO Repeaters	$ 28,000	$ -				$ 28,000
		sub total		$ 28,000	$ -	$ -			$ 28,000

Affordable Housing				FY'23	FY'24	FY'25	FY'26	FY'27	Total
									$ -
		sub total		$ -	$ -	$ -	$ -	$ -	$ -

Grand Total Town			$ 580,905	$ 6,078,050	$ 2,768,513	$ 4,580,975	$ 3,823,188	$ 17,831,630

				FY'23	FY'24	FY'25	FY'26	FY'27	Total
Schools			Combined Total	$ -	$ 3,258,000	$ 3,230,183	$ 2,844,683	$ 2,517,683	$ 11,850,548
Regional			Hamilton share @ 70%		$ 2,280,600	$ 2,261,128	$ 1,991,278	$ 1,762,378	$ 8,295,383
Total Total			TOTAL Town & School District	$ 580,905	$ 8,358,650	$ 5,029,640	$ 6,572,253	$ 5,585,565	$ 26,127,013

Regional departments will be split	Town total less Grants	$ 580,905

School Town split 70%
Does not include Carryover from FY'20

Priority	Funding		FY'23
1	FC	Free Cash	$ 550,905
2	OP	OpEx	$ -
3	SF	Stabilization Fund	$ -
4	D	Town Debt	$ -
	W	Water	$ -
	SC	School Debt	$ -
	CPC	CPC	$ 30,000
	GO	Grants/Outside Sources	$ -
	ARPA	Rescue plan act	$ -
	PC	perpetual Care	$ -
		TOTAL	$ 580,905

APPENDIX E
Water Enterprise Fund

	FY20 Actual	FY21 Actual	FY22 Budget	FY23 Projected	FY22/23 $ Change	% Change
Source of Funds:						
Usage Charges	1,622,896	1,957,055	1,700,000	1,700,000	-	0.0%
Penalty & Interest Charges	12,757	10,845	5,000	9,000	4,000	80.0%
Interest Income	9,281	1,199	4,000	4,000	-	0.0%
Water Lien	36,226	39,766	35,000	35,000	-	0.0%
Misc Income (backflow testing and water service applications)	13,636	21,693	5,500	5,500	-	0.0%
Subtotal Direct Revenues	*1,694,796*	*2,030,559*	*1,749,500*	*1,753,500*	*4,000*	*0.2%*
Retained Earnings	*217,684*	*327,280*	*242,565*	*269,373*	26,808	8.2%
Transfers from Other Funds			-		-	0.0%
Total Source of Funds	1,912,480	2,357,839	1,992,065	2,022,873	30,808	1.6%
Use of Funds:						
Permanent Wages	330,516	344,620	404,184	420,112	15,928	4.1%
Contract Services	175,780	196,375	195,100	198,600	3,500	1.8%
Professional Services	67,606	71,394	73,500	75,200	1,700	2.4%
Equipment Supplies	15,850	7,534	17,650	21,420	3,770	18.7%
Water Supplies	36,533	36,938	45,800	45,800	-	0.0%
Misc Expenses	3,953	9,513	20,400	19,900	(500)	-2.3%
Debt Service	603,760	753,898	801,598	763,948	(37,650)	-4.7%
Operating Capital	43,935	15,000	30,000	30,000	-	0.0%
Indirect Costs	*419,630*	381,653	403,833	447,893	44,060	11.5%
Prior Year Encumbrance	15,213	7,734	-	-	-	0.0%
Total Use of Funds	1,712,774	1,824,658	1,992,065	2,022,873	30,808	1.6%
Beginning Fund Balance	1,069,777	1,051,799	1,257,700	1,015,135	(242,565)	-23.1%
Net Income/(Loss)	199,706	533,181	-	-	-	0.0%
Retained Earnings	(217,684)	(327,280)	(242,565)	(269,373)	(26,808)	8.2%
Ending Fund Balance	*1,051,799*	*1,257,700*	*1,015,135*	*745,762*	*(269,373)*	*-37.2%*
FB - Reserved for Encumbrances	*7,734*	*1,507*	-	-	-	-
FB - Reserved for Expenditures	*327,280*	*242,565*	-	-	-	-
FB - Reserved for Cont Appropriations	-	*46,000*	-	-	-	-
Unreserved Fund Balance	716,785	968,628	1,015,135	745,762	(269,373)	-
			projected	*projected*		

APPENDIX F

Patton Homestead

	FY 18 Actual	FY 19 Actual	FY 20 Actual	FY 21 Budget	FY 22 Budget	FY 23 Request
Source of Funds:						
Rental Revenue	-	4,500	3,500	6,000	6,000	6,000
Event Revenue	-	340	2,415	20,000	10,000	30,000
Revenue from Inc.ubate					45,830	30,000
Earnings on Investments	203	512	249	-	-	
Non-Recurring Revenue	-	-	1,188	-	-	
Subtotal Direct Revenues	*203*	*5,352*	*7,353*	*26,000*	*61,830*	*66,000*
Unreserved Fund Balance	-	-	30,000	-	-	
Capital Reserves	-	-	-	-	70,000	
Transfer from General Fund	*35,811*	*90,011*	*86,343*	*90,571*	-	75,000
Total Source of Funds	36,014	95,363	123,696	116,571	131,830	141,000
Use of Funds						
Permanent Wages	-	21,337	59,208	40,902	42,558	41,941
Medicare	-	304	859	593	617	551
Utilities/Fuel Charges	524	11,092	10,620	13,000	15,000	15,000
Repair & Mtc Bldgs/Grds	393	13,845	5,306	6,000	11,100	11,100
Custodial Services	-	610	1,120	2,500	3,000	3,000
Legal Services	875	1,804	780	500	2,000	2,000
Consultative Services	1,538	8,000	-	500	1,500	1,500
Voice Data & Video Service	204	3,145	3,578	3,575	4,000	4,000
Advertising & Printing	-	-	52	1,000	1,000	10,000
Public Safety Details	-	236	480	-	-	
Office Expenses	-	2,131	67	500	500	500
HVAC/Elect/Plumbing	-	199	-	-	-	
Buildings & Groundskeeping	96	1,951	334	2,000	2,000	2,000
Travel	-	-	-	-	-	250
Dues/Books/Subscriptions	-	-	-	-	-	0
P&C Insurance	-	6,336	-	-	-	0
Other Expenses	-	-	400	1,000	1,000	1,000
Direct/Indirect Costs	-	12,923	42,176	44,501	39,021	-
Total Use of Funds	3,629	83,912	124,979	116,571	123,296	92,842
Beginning Fund Balance	-	32,385	43,836	12,553	-	-
Net Income/(Loss)	32,385	11,451	(1,283)	-	8,534	48,158
Unreserved Fund Balance	-	-	(30,000)	-	-	-
Ending Fund Balance	32,385	43,836	12,553	12,553	8,534	48,158
					projected	*projected*

Appendix G

COMMUNITY PRESERVATION COMMITTEE BUDGET

Article 2022/4 2-11

1) Administration - Expense

To appropriate $31,710 of FY23 Community Preservation Fund Revenues for administration costs including, but not limited to, annual Community Preservation Coalition membership fees, signs publicizing CPA projects and salary for part-time Community Preservation Coordinator.

2) Open Space and Recreation – Project

To appropriate $107,200 from the Community Preservation Unreserved Fund Balance to fund the debt service for the Sagamore Hill conservation project. This bond will be paid in full in FY2032.

3) Community Housing - Reserve

To reserve $65,000 from the Community Preservation Unreserved Fund Balance to the Community Housing Reserve.

4) Historic Preservation - Reserve

To reserve $65,000 from the Community Preservation Unreserved Fund Balance to the Historic Preservation Reserve.

5) Open Space and Recreation - Reserve

To reserve $65,000 from the Community Preservation Unreserved Fund Balance to the Open Space and Recreation Reserve.

Article 2022/4 2-12

Open Space and Recreation – Project

To appropriate $30,000 from the Community Preservation Open Space and Recreation Reserve Account to fund the Patton Park Master Plan.

Article 2022/4 2-13

Open Space and Recreation – Project

To appropriate $35,061.52 from the Community Preservation Open Space and Recreation Reserve Account and $114,938.48 from the Community Preservation Unreserved Fund Balance for a total of $150,000.00 to fund the Community House Centennial Square project.

Article 2022/4 2-14

Community Preservation – Transfers

To transfer the sum of $73,000 from the Community Preservation Unreserved Fund Balance to the Historic Preservation Reserve Account; and to transfer $8,000 from the Community Preservation Unreserved Fund Balance to the Community Housing Reserve Account.