



## **WARRANT**

For

### **Annual Town Meeting**

April 6, 2024

9:00 a.m.

Hamilton-Wenham Regional High School  
Auditorium

### **Annual Town Election**

April 11, 2024

7:00 a.m. – 8:00 p.m.

Hamilton-Wenham Recreation Gymnasium

## **Town By-Laws**

### **CHAPTER II**

#### **RULES AND PROCEDURE OF TOWN MEETINGS**

**SECTION 1.** All articles in the warrant shall be taken up in the order of their arrangement, unless otherwise decided by a two-thirds vote, except that unanimous consent shall be required for inclusion of an Article in a "Consent Motion" group of Articles that will be taken up by the meeting for voting on the group.

**SECTION 2.** In case of motions to amend, or to fill out blanks, the one expressing the largest sum or the longest time shall be put first, and an affirmative vote thereon shall be a negative vote on any smaller sum or shorter time.

**SECTION 3.** The report of a committee shall be deemed properly before a meeting if a request for its acceptance is included in an article of the warrant and a copy is published in the Special Report or is filed with the Town Clerk fifteen days prior to the meeting. A vote to accept a final report shall discharge the committee but shall not be equivalent to a vote to carry out its recommendations. A vote on recommendations included in a committee report shall only be in order under an article to that effect in the warrant. A vote to accept a report of progress shall continue the committee under its original authority unless otherwise specified.

**SECTION 4.** If an article of the Warrant has once been acted upon and disposed of, it shall not be again considered at the meeting except by a two-thirds vote.

**SECTION 5.** No money shall be appropriated from the Stabilization Fund except by a 2/3 vote at a Town Meeting.

**SECTION 6.** Only registered voters of the Town shall be admitted and entitled to vote at any Annual or Special meeting provided that upon prior request the Moderator may admit to the meeting persons who are not registered voters and in his discretion may permit them to speak on a subject. Any person so permitted to speak at a meeting shall announce his full name and address to the meeting.

**SECTION 7.** Motions at Town Meeting shall be made orally, but the Moderator may require any motion also to be submitted in writing. Unless otherwise directed thereby the Moderator shall appoint all committees created by the vote of the Town.

**SECTION 8.** The conduct of all Town Meetings not prescribed by law or by the foregoing rules shall be determined by the rules of practice contained in the most current edition of Town Meeting Time, A Handbook of Parliamentary Law.

**SECTION 9.** On matters requiring a two-thirds vote, either by statute or these By-Laws, a count need not be taken and the vote need not be recorded unless the vote declared is immediately questioned by seven or more voters as provided in General Laws, Chapter 39, Section 15.

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ESSEX, SS

**TO THE CONSTABLE OF THE TOWN OF HAMILTON:**

**GREETINGS:**

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Hamilton qualified to vote in election and town affairs, to meet at the Hamilton-Wenham Regional High School Auditorium, 775 Bay Road in said town, on Saturday, the sixth day of April, in the year Two Thousand Twenty-four (April 6, 2024) at nine o'clock in the morning (9:00 a.m.), then and there to act on the following articles.

**SECTION 1: ELECTIONS, REPORTS, PROCEDURES**

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| <b>ARTICLE 2024/4 1-1</b><br><br><i>Election of Officers</i>       | <p>To elect the following Town and School District Officers at the Annual Town Election on Thursday, April 11, 2024 from 7:00 a.m. to 8:00 p.m. at the Hamilton-Wenham Recreation Gymnasium, located at 16 Union Street, Hamilton, Massachusetts.</p> <ul style="list-style-type: none"><li><input type="checkbox"/> Town Moderator for one year</li><li><input type="checkbox"/> Two members of the Select Board for three years</li><li><input type="checkbox"/> One member of the Board of Assessors for three years</li><li><input type="checkbox"/> Two members of the Planning Board for three years</li><li><input type="checkbox"/> One member of the Housing Authority for five years</li><li><input type="checkbox"/> Two Hamilton-Wenham Public Library Trustees (at large) for three years</li><li><input type="checkbox"/> One member of the Hamilton-Wenham Regional School Committee for two years (unexpired term)</li><li><input type="checkbox"/> Two members of the Hamilton-Wenham Regional School Committee for three years</li></ul> |
| <b>ARTICLE 2024/4 1-2</b><br><br><i>Reports</i>                    | <p>To hear reports of Town Officers and selected committees and to take action thereon or relative thereto. Reports will appear in the Town Report for Fiscal Year 2023 and be posted to the Town of Hamilton website.</p>   |
| <b>ARTICLE 2024/4 1-3</b><br><br><i>Article for Consent Motion</i> | <p>To see if the Town will consolidate in one consent motion containing the motions for those articles that, in the opinion of the Moderator, are not controversial and can be passed without debate, or take any action thereon or relative thereto.</p> <p>Expected Consent Motion to include articles: ARTICLES 2-1, 2-5, 2-6, 2-7, 2-8, 2-12, 2-16 and 3-2.</p>  |

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## SECTION 2: FINANCIAL ACTIONS

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| <p><b>ARTICLE 2024/4 2-1</b></p> <p><i>Compensation/<br/>Classification Table</i></p> | <p>To see if the Town will amend the Personnel Bylaw by adopting changes to the classification and compensation table as set forth in Appendix A, or take any action thereon or relative thereto.</p> <p>[The Proposed Compensation/Classification Table appears as <b>Appendix A</b> to the 2024 Appendix Book.]</p> <p><b><i>Brief Summary:</i></b> <i>The Classification/Compensation table reflects a cost of living increase for settled contracts and non-union employees. Collective Bargaining Agreements under negotiation are identified as such and do not reflect any cost of living increases. Anticipated increases are currently budgeted in a salary reserve account to accommodate for prospective increases for unsettled union contracts.</i></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>The tax rate impact of this article is reflected in Article 2-3, the Town budget article, as the Classification/Compensation Table is only one part of a formula used to determine the various wages and salaries contained within the Town budget.</i></p> <p><b><i>The Select Board (4-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p> |
| <p><b>ARTICLE 2024/4 2-2</b></p> <p><i>Prior Year Bills</i></p>                       | <p>To see if the Town will raise and appropriate, transfer from available funds, or borrow pursuant to any applicable statute, a sum of money to pay any unpaid bills incurred in prior years, or take any action thereon or relative thereto. <i>(Expected request \$0.00 at present)</i></p> <p><i>A 4/5 vote is required to approve this article.</i></p> <p><b><i>Brief Summary:</i></b> <i>This article provides for payment of prior year bills which were not submitted or processed prior to the fiscal year ending on June 30, 2023. As of March 5, 2024, the Town had not received any such invoices. If the Town does not receive any invoices from FY2023 prior to Town Meeting, this article will be passed over.</i></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>Payment of these bills will have no effect on the tax rate.</i></p> <p><b><i>The Select Board (4-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p>   |

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| <p><b>ARTICLE 2024/4 2-3</b></p> <p><i>General Town<br/>Departmental<br/>Appropriations</i></p> | <p>To see if the Town will raise and appropriate, or transfer from available funds, a sum of money to defray the expenses of schools and all other Town expenses for the Fiscal Year beginning July 1, 2024, or take any action thereon or relative thereto. (<i>Expected requests Town - \$14,986,402 and all educational expenses, including HWRSD and ENSATSD - \$25,240,225</i>)</p> <p>[The proposed budget appears as <b>Appendix B</b> to the 2024 Appendix Book.]<br/>[The approved school budget appears as <b>Appendix C</b> to the 2024 Appendix Book.]</p> <p><b><i>Brief Summary:</i></b> <i>This article is to approve the general operating budget for the Town and Schools, which totals \$40,226,627. The total FY25 budget represents an increase of 7.84% over FY24. This article does not include the portions of the Town or School budgets that are funded in separate warrant articles.</i></p> <p><i>The HWRSD budget request represents an increase of total school spending of \$2,388,873 an increase of 7.47% or \$1,724,374 for Hamilton. The Hamilton increase includes the adjustment for the enrollment shift.</i></p> <p><i>The ENSATSD budget represents an increase in total school spending of \$2,873,617– an increase of 38.67% or \$118,901 for Hamilton. The Hamilton increase includes the adjustment for the enrollment shift.</i></p> <p><b><i>The Select Board recommends (5-0) favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p> |
| <p><b>ARTICLE 2024/4 2-4</b></p> <p><i>Capital Expenditures</i></p>                             | <p>To see if the Town will raise and appropriate, borrow or transfer from available funds a sum of money for the purpose of funding capital expenditures and further, to authorize the Town Manager to administer and expend funds from said accounts, or take any action thereon or relative thereto. (<i>Expected request \$1,360,788</i>)</p> <p><b><i>Brief Summary:</i></b> <i>This article would provide funds for various projects contained within the Fiscal Year 2025 Capital Projects Plan.</i></p> <p>[Please refer to <b>Appendix D</b> to the 2024 Appendix Book.]</p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>None. It is expected that Free Cash and surplus overlay funds will be utilized for these appropriations; therefore, this should have no impact on the FY2025 tax rate.</i></p> <p><b><i>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p>  |
| <p><b>ARTICLE 2024/4 2-5</b></p> <p><i>Water Enterprise<br/>Budget</i></p>                      | <p>To see if the Town will approve the FY2025 Water Enterprise Budget, as set forth in Appendix E, or take any action thereon or relative thereto. (<i>Expected request \$2,319,978</i>)</p>  |

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|   | <p>[The proposed budget appears as <b>Appendix E</b> to the 2024 Appendix Book.]</p> <p><b>Brief Summary:</b> <i>The FY25 operating budget for the Water Enterprise represents an increase of \$34,275 or 1.50%. Retained earnings were not used to balance the budget this year.</i></p> <p><b>Fiscal Year 2025 Tax Rate Impact:</b> <i>The Water Department is supported by water fees; adoption of the budget will not impact the tax rate.</i></p> <p><b>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</b></p>   |
| <p><b>ARTICLE 2024/4 2-6</b></p> <p><i>Annual Financial Actions</i></p>         | <p>To see if the Town will authorize the following financial actions, or take any action thereon or relative thereto.</p> <ul style="list-style-type: none"> <li>A. To transfer \$2,000 from the Cemetery Sale of Lots and Graves Fund to the General Fund to be used for cemetery purposes;</li> <li>B. To transfer \$503,647 from the Water Enterprise Fund to the General Fund to be used for indirect expenses;</li> <li>C. To transfer \$6,351.21 from the interest of the Clark Fund to the Conservation Trust fund for conservation related expenses.</li> </ul> <p><b>Brief Summary:</b> <i>This article occurs annually as part of the budget process.</i></p> <p><b>Fiscal Year 2025 Tax Rate Impact:</b> <i>The proposed transfers will <b>reduce</b> the estimated tax rate by approximately \$0.19 per \$1,000 assessed valuation, or \$154 tax assessment on the average home valued at \$798,000.</i></p> <p><b>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</b></p>   |
| <p><b>ARTICLE 2024/4 2-7</b></p> <p><i>Hamilton Development Corporation</i></p> | <p>To see if the Town will raise and appropriate the sum of \$58,000 to the Hamilton Development Corporation, or take any action thereon or relative thereto. (Expected request is \$58,000)</p> <p><b>Brief Summary:</b> <i>At the 2010 Annual Town Meeting, the Town accepted the provisions of M.G.L. c.64L, Section 2(a) to impose a local meals excise tax. At the same meeting, the Town approved that such funds were to be used for the purpose of supporting economic development in the downtown commercially zoned district.</i></p> <p><b>Fiscal Year 2025 Tax Rate Impact:</b> <i>None. The Meals tax is paid by residents of other towns as well as our own to restaurants and collected by the Commonwealth, per Mass General Law. The amounts collected are returned in their entirety to the Town exclusively for the benefit of downtown economic development and this warrant article transfers those funds to the Hamilton Development Corporation for that purpose.</i></p> <p><b>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</b></p> |

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| <p><b>ARTICLE 2024/4 2-8</b></p> <p><i>OPEB Trust Fund</i></p>             | <p>To see if the Town will transfer \$125,000 from Free Cash for the purpose of funding the Other Post-Employment Benefits (OPEB) Liability Trust Fund, or take any action thereon or relative thereto.</p> <p><b><i>Brief Summary:</i></b> <i>This article proposes to appropriate \$125,000 towards the Town’s unfunded liability for health and life insurance benefits of both current and future retired employees. Appropriations for this liability were first made at the 2010 Annual Town Meeting. Governmental Accounting Standards requires all local governments to account for other post-employment benefits (OPEB) using an accrual methodology over participants’ active working career. The Town’s most recent actuarial study (as of July 1, 2022) indicated that the Town had an actuarially determined unfunded liability of approximately \$5.9 million. The Town has already set aside approximately \$1,198,272 for this long-term liability.</i></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>None, as it is anticipated that the funds will come from Free Cash.</i></p> <p><b><i>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p>   |
| <p><b>ARTICLE 2024/4 2-9</b></p> <p><i>Stabilization Fund</i></p>          | <p>To see if the Town will transfer \$82,781 from Free Cash to the General Stabilization Fund, or take any action thereon or relative thereto. (<i>Expected request is \$82,781</i>)</p> <p><b><i>Brief Summary:</i></b> <i>This article requests an appropriation to be added to the Stabilization Fund. This fund may be used for any purpose in the future, but requires a vote of Town Meeting in order to transfer and spend any of these funds. The Town has approved a policy to maintain a minimum balance of 5% of the current general fund operating budget in its general stabilization fund and to annually appropriate a minimum of 5% of general fund operating revenues to this fund until the target minimum balance is met. The requested amount represents .02% of the general fund operating revenues. The Town has already set aside approximately \$2,021,451 to this fund, representing 4.98% of general fund operating revenues.</i></p> <p><i>A 2/3 vote is required to approve this Article pursuant to Chapter II, Section 5 of the Town’s General Bylaws.</i></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>None, as it is anticipated that the funds will come from Free Cash.</i></p> <p><b><i>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p> |
| <p><b>ARTICLE 2024/4 2-10</b></p> <p><i>Capital Stabilization Fund</i></p> | <p>To see if the Town will transfer \$235,000 from Free Cash to the Capital Stabilization Fund, or take any action thereon or relative thereto. (<i>Expected request is \$235,000</i>)</p>  |



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|  | <p><b>Brief Summary:</b> <i>This article requests an appropriation to be added to the Capital Stabilization Fund.</i></p> <p><i>A 2/3 vote is required to approve this Article pursuant to Chapter II, Section 5 of the Town's General Bylaws.</i></p> <p><b>Fiscal Year 2025 Tax Rate Impact:</b> <i>None, as it is anticipated that the funds will come from Free Cash.</i></p> <p><b>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</b></p>   |
| <p><b>ARTICLE 2024/4 2-11</b></p> <p><i>Town Center Comprehensive Plan</i></p> | <p>To see if the Town will transfer from Free Cash the sum of \$125,000 to fund a Town Center Comprehensive Plan, including all incidental and related costs, or take any action thereon or relative thereto. <i>(Expected request is 125,000)</i></p> <p><b>Brief Summary:</b> <i>This article seeks funding for a comprehensive plan for the Town Center area.</i></p> <p><b>Fiscal Year 2025 Tax Rate Impact:</b> <i>None, as it is anticipated that the funds will come from Free Cash.</i></p> <p><b>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</b></p>   |
| <p><b>ARTICLE 2024/4 2-12</b></p> <p><i>Community Preservation Budget</i></p>  | <p>To see if the Town will act on the Report of the Community Preservation Committee on the Fiscal Year 2025 Community Preservation Budget and specified other projects and appropriate or reserve for later appropriation monies from community preservation fund annual revenues, specific reserves or other available funds for the administrative expenses of the Community Preservation Committee, the payment of debt service, the undertaking of community preservation projects and all other necessary and proper expenses for the year, as set forth in Appendix F, or take any action thereon or relative thereto.</p> <p>[The Budget appears in <b>Appendix F</b> of the 2024 Appendix Book.]</p> <p><b>Brief Summary:</b> <i>The Community Preservation Budget supports many requests made by different groups and organizations each year. Please refer to Warrant Appendices for list of projects.</i></p> <p><b>Fiscal Year 2025 Tax Rate Impact:</b> <i>The Community Preservation Budget is funded from a 2% surcharge on to the property tax plus State matching funds. This is noted as a separate line item on your tax bill.</i></p> <p><b>The Select Board recommends favorable action (4-0). The CPC recommends favorable action (6-0). The Finance and Advisory Committee (4-0) recommends favorable action.</b></p> |

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| <p><b>ARTICLE 2024/4 2-13</b></p> <p><i>Community<br/>Preservation –<br/>Affordable Housing<br/>Trust</i></p> | <p>To see if the Town will vote, pursuant to G.L. c.44B, to appropriate \$310,945.00 from the Community Preservation Fund Community Housing Reserve Fund Account and \$189,055.00 from the Community Preservation Unreserved Fund Balance, for a total appropriation of \$500,000, to the Hamilton Affordable Housing Trust as a grant for the purpose of supporting development projects that will lead to the creation of affordable housing, and further, to authorize the Select Board to enter into a Grant Agreement with the Hamilton Affordable Housing Trust setting the terms for such grant, including a requirement that the owners of any dwellings subsequently receiving any of these appropriated monies from the Trust grant to the Town or Hamilton Affordable Housing Trust an Affordable Housing Restriction in said dwellings, and that such requirement be included in any grant agreement involving these funds; and further, to authorize the Select Board to accept such restrictions; or take any action thereon or relative thereto.</p> <p><b><i>Brief Summary:</i></b> <i>This article seeks to allocate Community Preservation Act funds for the purpose of aiding the development of Affordable Housing in the community.</i></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>The Community Preservation Budget is allocated from a 2% surcharge on to the property tax plus State matching funds. This is noted as a separate line item on your tax bill.</i></p> <p><b><i>The Select Board (5-0) recommends favorable action. The CPC (6-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p> |
| <p><b>ARTICLE 2024/4 2-14</b></p> <p><i>Community<br/>Preservation –<br/>Housing Production<br/>Plan</i></p>  | <p>To see if the Town will vote, pursuant to G.L. c.44B, to appropriate \$40,000 from the Community Preservation Fund Unreserved Fund Balance for the purpose of funding a Housing Production Plan, including all incidental and related costs; any funds from this appropriation remaining unspent after April 6, 2026 will be returned to the Community Preservation fund only after a vote by the Community Preservation Committee determining that it is unlikely the remaining appropriated funds will need to be spent to this effect, or take any action thereon or relative thereto.</p> <p><b><i>Brief Summary:</i></b> <i>This article seeks to allocate funds set aside in the Community Preservation Fund Undesignated Reserve Fund Account for the purpose of funding a Housing Production Plan.</i></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>The Community Preservation Budget is allocated from a 2% surcharge on to the property tax plus State matching funds. This is noted as a separate line item on your tax bill.</i></p> <p><b><i>The Select Board (5-0) recommends favorable action. The CPC (6-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p>  |

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| <p><b>ARTICLE 2024/4 2-15</b></p> <p><i>Community Preservation – Antique Fire Truck Building</i></p> | <p>To see if the Town will vote, pursuant to G.L. c.44B, to appropriate \$150,000 from the Community Preservation Fund Unreserved Fund Balance for the purpose of funding the design and construction of a building to store Chemical Engine No. 1, a historic Model-T fire apparatus, including all incidental and related costs; any funds from this appropriation remaining unspent after April 6, 2026 will be returned to the Community Preservation fund only after a vote by the Community Preservation Committee determining that it is unlikely the remaining appropriated funds will need to be spent to this effect, or take any action thereon or relative thereto.</p> <p><b><i>Brief Summary:</i></b> <i>This article seeks to allocate funds set aside in the Community Preservation Fund Undesignated Reserve Fund Account for the purpose of funding the design and construction of a building to house Chemical Engine No. 1, a historic, antique Model-T fire apparatus, which was the first fire truck owned by the Town.</i></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>The Community Preservation Budget is allocated from a 2% surcharge on to the property tax plus State matching funds. This is noted as a separate line item on your tax bill.</i></p> <p><b><i>The Select Board (5-0) recommends favorable action. The CPC (6-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p> |
| <p><b>ARTICLE 2024/4 2-16</b></p> <p><i>Opioid Special Revenue Fund</i></p>                          | <p>To see if the Town will vote in accordance with the provisions of Chapter 77 of the Acts of 2023 to transfer the sum of \$6,577.56 from Free Cash, the amount equivalent to that received by the Town for settlements of the nationwide opioid litigation matters, to a Special Opioid Revenue Fund approved by the Director of Accounts pursuant to said Chapter 77, which fund may be expended without further appropriation for all of the purposes allowed by law, including those outlined in applicable opioid litigation settlement documents; or take any action thereon or relative thereto.</p> <p><b><i>Brief Summary:</i></b> <i>This article seeks to allocate funds paid to the Town as settlements in the opioid litigation matters to a special revenue account in accordance with Chapter 77 of the Acts of 2023. The funds can only be expended for the specific purposes set forth in the settlement agreements.</i></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>None.</i></p> <p><b><i>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p>  |

### SECTION 3: OTHER APPROPRIATIONS AND ACTIONS

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| <p><b>ARTICLE 2024/4 3-1</b></p> <p><i>Resolution – State Flag and Seal</i></p>   | <p>To see if the Town will vote to approve the resolution in support of changing the state flag and seal of the Commonwealth of Massachusetts set forth in Appendix G, or take any action thereon or relative thereto.</p> <p>[The proposed resolution appears in <b>Appendix G</b> of the 2024 Appendix Book.]</p> <p><b><i>Brief Summary:</i></b> <i>This article seeks Town Meeting’s approval of a resolution in support of changing the state flag and seal of the Commonwealth of Massachusetts.</i></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>None.</i></p> <p><b><i>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p>   |
| <p><b>ARTICLE 2023/4 3-2</b></p> <p><i>Acceptance of G.L. c.32, §4(2)(b)</i></p>  | <p>To see if the Town will vote to accept the provisions of G.L. c.32, §4(2)(b), which allows call firefighters and reserve police officers who subsequently become permanent members of the Fire Department or Police Department, and thus members of the Essex Regional Retirement System, to buyback and be credited for more than the five (5) years of service allowed by statute, or take any action thereon or relative thereto.</p> <p><b><i>Brief Summary:</i></b> <i>This article seeks to accept the provisions of G.L. c.32, §4(2)(b), which allows call firefighters and reserve police officers who subsequently become permanent members of the Fire Department or Police Department, and thus members of the Essex Regional Retirement System, to buyback and be credited for more than the five (5) years of service authorized by statute.</i></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>None.</i></p> <p><b><i>The Select Board (5-0) recommends favorable action. The Finance and Advisory Committee (4-0) recommends favorable action.</i></b></p> |
| <p><b>ARTICLE 2024/4 3-3</b></p> <p><i>Citizens’ Petition – Resolution on Use of Artificial Turf at HWRSD Athletic Fields Project</i></p> | <p>To see if the Town will vote that it does not support the use of artificial turf for the proposed Hamilton-Wenham Regional High School athletic improvements project and therefore instructs the Hamilton representatives to the Regional School Committee to inform the Regional School Committee of the Town’s position, and if the representatives are given the opportunity to vote on the matter, that the representatives announce the Town’s wishes expressed above, or take any action thereon or relative thereto.</p> <p><b><i>Brief Summary:</i></b> <i>This article seeks a vote on whether Town Meeting supports the use of artificial turf at the Hamilton Wenham Regional High School athletic fields.</i></p>  |

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|   | <p><b><i>Fiscal Year 2025 Tax Rate Impact: None.</i></b></p> <p><b><i>The Select Board (5-0) voted to not make any recommendation regarding this article. The Finance and Advisory Committee (4-0) voted to not make any recommendation regarding this article.</i></b></p>  |
| <p><b>ARTICLE 2024/4 3-4</b></p> <p><i>Citizens’ Petition –<br/>Amend Vote to<br/>Appropriate Funds for<br/>the HWRSD Athletic<br/>Fields Project</i></p> | <p>To see if the Town will vote to amend the vote<sup>1</sup> under Article 2023/4: 5-2 of the Warrant for the 2023 Annual Town Meeting by striking the period at the end thereof and by inserting thereafter the following:</p> <p>“; and provided further that the design, construction, reconstruction, and improvements shall not include or contain artificial turf.”</p> <p>or take any action thereon or relative thereto.</p> <p><b><i>Brief Summary: This article seeks to amend the vote taken at the 2023 Annual Town Meeting to approve a debt authorized by the Hamilton Wenham Regional School Committee to fund the athletic fields project by prohibiting the use of artificial turf.</i></b></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact: None.</i></b></p> <p><b><i>The Select Board (5-0) recommends <u>unfavorable</u> action. The Finance and Advisory Committee (4-0) voted to not make any recommendation regarding this article.</i></b></p> |
| <p><b>ARTICLE 2024/4 3-5</b></p> <p><i>Citizens’ Petition –<br/>General Bylaw<br/>Amendment<br/>Moratorium on<br/>Artificial Turf Fields</i></p>          | <p>To see if the Town will vote to amend the general by-laws to add a new by-law captioned “Moratorium on Artificial Turf” that imposes a three-year moratorium on the construction of artificial turf on all public land within the Town, including without limitation land leased or owned by the Town or the Hamilton Wenham Regional School District, as follows:</p> <p>The use of artificial turf on athletic playing fields entails myriad public health and safety, environmental, and climate concerns. Hamilton must carefully evaluate whether such use, even privately funded, is consonant with Hamilton’s athletic needs, the health and safety of its children, residents in</p>  |

<sup>1</sup> That the Town approve the debt authorized by the Hamilton Wenham Regional School Committee (“School Committee”) in the amount of Fifteen Million Dollars (\$15,000,000) for the purpose of designing, constructing, reconstructing, making improvements to and equipping the athletic and recreational facilities located at the Hamilton Wenham Regional High School, 775 Bay Road, Hamilton, MA including the payment of all costs incidental or related thereto; provided, however, that the vote taking hereunder shall be expressly contingent upon approval by the voters of the Town at an election to exclude from the limits imposed by Proposition 2 ½, the amounts needed to pay for the Town’s allocated share of the principal and interest on such debt, and further, that the expenditure of funds authorized to be borrowed hereunder shall be reduced by any grants or gifts received for such purposes and by any other amount or amounts that the School Committee may, from time to time, appropriate from the District Capital Stabilization Fund, including, but not limited to the \$1,690,000 the School Committee has indicated will be earmarked for the project in FY 2024.

|  |   |
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|  | <p>general, and the environment. This moratorium allows the Town the opportunity (a) to examine the extent to which artificial turf is injurious to public health and safety, the environment, and the climate compared to natural grass solutions, and (b) to determine if natural grass solutions based on the use of the latest techniques for grass field construction and organic maintenance create viable alternatives for Hamilton. “Artificial turf” means any of various artificial, synthetic or partially synthetic carpet-like materials made to resemble grass, including the infill and lines, used as a surface for athletics, sports or other recreational activities. The Town of Hamilton shall neither install nor authorize or allow the installation of artificial turf on any public land within the town, including with limitation land leased or owned by the Town or the Hamilton Wenham Regional School District for a period of three years from the effective date of this moratorium.</p> <p>or take any action thereon or relative thereto.</p> <p><b><i>Brief Summary:</i></b> <i>This article seeks to adopt a General Bylaw imposing a three (3) year moratorium on the authorization and installation of artificial turf fields on any public land in the Town, including land owned or leased by the HWRSD.</i></p> <p><b><i>Fiscal Year 2025 Tax Rate Impact:</i></b> <i>None.</i></p> <p><b><i>The Select Board (4-1) voted to not make any recommendation regarding this article. The Finance and Advisory Committee (4-0) voted to not make any recommendation regarding this article.</i></b></p> |
|--|---|

### **ADJOURNMENT**

Given under our hands this 25 day of  
March, 2024.

**HAMILTON SELECT BOARD**

  
Shawn M. Farrell, Chair

  
Caroline Q. Beaulieu

  
Thomas B. Myers

  
William A. Olson

  
William W. Wilson

Hamilton, Massachusetts

I have this day served this warrant as directed by Chapter 1, Section 1b of the Town By-laws.

\_\_\_\_\_  
Constable, Town of Hamilton

\_\_\_\_\_  
Date

905638/HAML/0001



# **APPENDIX A** **COMPENSATION / CLASSIFICATION TABLE** **FISCAL YEAR 2025**

## **Wage Grid**

*Note # = See footnote - end of Compensation Table*

| <b>Exempt Positions</b> |  | <b>Steps</b>  |               |               |               |               |               |               |               |
|-------------------------|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| <b>Grade</b>            |  | <b>I</b>      | <b>II</b>     | <b>III</b>    | <b>IV</b>     | <b>V</b>      | <b>VI</b>     | <b>VII</b>    | <b>VIII</b>   |
| 22                      | Director of Public Works (40 Hrs.)             | \$ 124,948.51 | \$ 127,447.48 | \$ 129,996.43 | \$ 132,596.36 | \$ 135,248.29 | \$ 137,953.25 | \$ 140,712.32 | \$ 143,526.56 |
| 21                      | Director of Planning & Development (40 Hrs.)   | \$ 114,615.07 | \$ 116,897.04 | \$ 119,243.59 | \$ 121,633.20 | \$ 124,065.86 | \$ 126,541.58 | \$ 129,081.89 | \$ 131,663.53 |
| 20                      | Assistant DPW Director (40Hrs.)                | \$ 107,581.97 | \$ 109,733.60 | \$ 111,928.27 | \$ 114,166.84 | \$ 116,450.18 | \$ 118,779.18 | \$ 121,154.77 | \$ 123,577.86 |
| 18                      | Town Accountant (40 Hrs.)                      | \$ 98,124.62  | \$ 100,083.67 | \$ 102,085.78 | \$ 104,130.94 | \$ 106,219.15 | \$ 108,350.42 | \$ 110,524.75 | \$ 112,735.25 |
| 10                      | Human Resources Director (40 Hrs.)             | \$ 98,124.62  | \$ 100,083.67 | \$ 102,085.78 | \$ 104,130.94 | \$ 106,219.15 | \$ 108,350.42 | \$ 110,524.75 | \$ 112,735.25 |
| 10                      | Building Commissioner (40 Hrs.)                | \$ 98,124.62  | \$ 100,083.67 | \$ 102,085.78 | \$ 104,130.94 | \$ 106,219.15 | \$ 108,350.42 | \$ 110,524.75 | \$ 112,735.25 |
| 10                      | Director of Assessors (40 Hrs.)                | \$ 98,124.62  | \$ 100,083.67 | \$ 102,085.78 | \$ 104,130.94 | \$ 106,219.15 | \$ 108,350.42 | \$ 110,524.75 | \$ 112,735.25 |
| 1                       | Treasurer-Collector (40 Hrs.)                  | \$ 98,124.62  | \$ 100,083.67 | \$ 102,085.78 | \$ 104,130.94 | \$ 106,219.15 | \$ 108,350.42 | \$ 110,524.75 | \$ 112,735.25 |
| 18                      | Director of Health & Human Services (24 Hrs.)  | \$ 58,874.77  | \$ 60,050.20  | \$ 61,251.47  | \$ 62,478.56  | \$ 63,731.49  | \$ 65,010.25  | \$ 66,314.85  | \$ 67,641.15  |
| 10                      | Recreation Director (40 Hrs.)                  | \$ 92,161.37  | \$ 94,012.78  | \$ 95,885.71  | \$ 97,801.70  | \$ 99,760.75  | \$ 101,762.86 | \$ 103,808.02 | \$ 105,884.17 |
| 1                       | Town Clerk (Elected - Salary based on 40 Hrs.) | \$ 89,427.31  | \$ 91,214.14  | \$ 93,044.02  | \$ 94,895.42  | \$ 96,789.89  | \$ 98,727.41  | \$ 100,707.98 | \$ 102,722.14 |
| 13                      | Director of Health & Human Services (40 Hrs.)  | \$ 84,432.82  | \$ 86,112.00  | \$ 87,834.24  | \$ 89,599.54  | \$ 91,386.36  | \$ 93,216.24  | \$ 95,089.18  | \$ 96,990.96  |
| 10                      | Conservation Agent (40 Hrs.)                   | \$ 78,187.20  | \$ 79,747.20  | \$ 81,348.80  | \$ 82,971.20  | \$ 84,656.00  | \$ 86,340.80  | \$ 88,067.20  | \$ 89,835.20  |
| 12                      | Patton Homestead Director (25 Hrs.)            | \$ 43,719.00  | \$ 44,590.00  | \$ 45,487.00  | \$ 46,397.00  | \$ 47,320.00  | \$ 48,269.00  | \$ 49,231.00  | \$ 50,219.00  |

## **Hourly Positions**

|              |   | <b>Steps</b> |           |            |           |          |           |            |             |
|--------------|---|--------------|-----------|------------|-----------|----------|-----------|------------|-------------|
| <b>Grade</b> |   | <b>I</b>     | <b>II</b> | <b>III</b> | <b>IV</b> | <b>V</b> | <b>VI</b> | <b>VII</b> | <b>VIII</b> |
|              | Public Health Nurse (19 Hrs.)                         | \$ 60.00     |           |            |           |          |           |            |             |
| 11           | Sealer of Weights & Measures (<19 Hrs.)               | \$ 35.99     | \$ 36.71  | \$ 37.44   | \$ 38.19  | \$ 38.95 | \$ 39.73  | \$ 40.53   | \$ 41.34    |
| 10           | Asst. to the Town Manager/CPA Coordinator (37.5 Hrs.) | \$ 33.63     | \$ 34.30  | \$ 34.99   | \$ 35.69  | \$ 36.40 | \$ 37.13  | \$ 37.87   | \$ 38.63    |
| 7            | Energy Manager (<19 Hrs.)                             | \$ 33.63     | \$ 34.30  | \$ 34.99   | \$ 35.69  | \$ 36.40 | \$ 37.13  | \$ 37.87   | \$ 38.63    |
| 10           | Assistant Treasurer/Collector (40 Hrs.)               | \$ 33.63     | \$ 34.30  | \$ 34.99   | \$ 35.69  | \$ 36.40 | \$ 37.13  | \$ 37.87   | \$ 38.63    |
| 10           | Assistant Assessor (40 Hrs.)                          | \$ 33.63     | \$ 34.30  | \$ 34.99   | \$ 35.69  | \$ 36.40 | \$ 37.13  | \$ 37.87   | \$ 38.63    |
| 10           | Grants & Communication Coordinator (24 Hrs.)          | \$ 33.63     | \$ 34.30  | \$ 34.99   | \$ 35.69  | \$ 36.40 | \$ 37.13  | \$ 37.87   | \$ 38.63    |
| 8            | Health Inspector (<19 Hrs.)                           | \$ -         | \$ -      | \$ 29.91   | \$ 30.51  | \$ 31.12 | \$ 31.74  | \$ 32.37   | \$ 33.03    |
| 8            | Reserve Patrolman                                     | \$ 29.91     | \$ 30.51  | \$ 31.12   |           |          |           |            |             |
| 7            | Information/Media Specialist (<19 Hrs.)               | \$ 26.60     | \$ 27.13  | \$ 27.67   | \$ 28.23  | \$ 28.79 | \$ 29.37  | \$ 29.96   | \$ 30.55    |
| 7            | Social Services Specialists (<19 Hrs.)                | \$ 26.60     | \$ 27.13  | \$ 27.67   | \$ 28.23  | \$ 28.79 | \$ 29.37  | \$ 29.96   | \$ 30.55    |
| 7            | Emergency Center Dispatcher (P/T)                     | \$ 26.60     | \$ 27.13  | \$ 27.67   |           |          |           |            |             |
| 4            | Clerk/Typist (<19 Hrs.)                               | \$ 18.37     | \$ 18.74  | \$ 19.11   | \$ 19.50  | \$ 19.89 | \$ 20.28  | \$ 20.69   | \$ 21.10    |
|              | Matron  | \$ 21.68     | \$ 22.99  | \$ 24.36   | \$ 25.82  |          |           |            |             |

## **Collective Bargaining Unions - Hourly Compensation Tables Established by Labor Unit Contract**

### **Administrative Assistant Union**

| <b>7/1/24 - (existing contract expires 6/30/27)</b> |                          | <b>Steps</b> |           |            |           |          |           |            |             |
|---|--------------------------|--------------|-----------|------------|-----------|----------|-----------|------------|-------------|
| <b>Grade</b>  |                          | <b>I</b>     | <b>II</b> | <b>III</b> | <b>IV</b> | <b>V</b> | <b>VI</b> | <b>VII</b> | <b>VIII</b> |
| 6   | Administrative Assistant | \$ 25.94     | \$ 26.45  | \$ 26.98   | \$ 27.52  | \$ 28.07 | \$ 28.64  | \$ 29.21   | \$ 29.79    |
| 7   | Administrative Assistant | \$ 26.87     | \$ 27.41  | \$ 27.95   | \$ 28.51  | \$ 29.08 | \$ 29.67  | \$ 30.26   | \$ 30.86    |
| 8   | Administrative Assistant | \$ 27.83     | \$ 28.39  | \$ 28.96   | \$ 29.54  | \$ 30.13 | \$ 30.73  | \$ 31.34   | \$ 31.97    |

### **FY25 DPW Union**

| <b>7/1/24 (existing contract expires 6/30/27)</b> |                                  | <b>Steps</b> |           |            |           |          |           |            |             |
|---|----------------------------------|--------------|-----------|------------|-----------|----------|-----------|------------|-------------|
| <b>Grade</b>                                      |                                  | <b>I</b>     | <b>II</b> | <b>III</b> | <b>IV</b> | <b>V</b> | <b>VI</b> | <b>VII</b> | <b>VIII</b> |
| 12  | Supervisor                       | \$ 37.59     | \$ 38.34  | \$ 39.11   | \$ 39.89  | \$ 40.70 | \$ 41.51  | \$ 42.34   | \$ 43.19    |
| 9   | Foreman                          | \$ 31.42     | \$ 32.05  | \$ 32.70   | \$ 33.35  | \$ 34.01 | \$ 34.69  | \$ 35.39   | \$ 36.09    |
| 9   | Utility Plant Operator-Primary   | \$ 31.42     | \$ 32.05  | \$ 32.70   | \$ 33.35  | \$ 34.01 | \$ 34.69  | \$ 35.39   | \$ 36.09    |
| 8   | Utility Plant Operator-Secondary | \$ 29.91     | \$ 30.51  | \$ 31.12   | \$ 31.74  | \$ 32.38 | \$ 33.02  | \$ 33.69   | \$ 34.36    |
| 8   | Jr. Mechanic                     | \$ 29.91     | \$ 30.51  | \$ 31.12   | \$ 31.74  | \$ 32.38 | \$ 33.02  | \$ 33.69   | \$ 34.36    |
| 7   | Heavy Equipment Operator         | \$ 26.60     | \$ 27.13  | \$ 27.67   | \$ 28.21  | \$ 28.78 | \$ 29.36  | \$ 29.95   | \$ 30.55    |
| 6   | Truck Driver/Laborer             | \$ 25.70     | \$ 26.22  | \$ 26.74   | \$ 27.28  | \$ 27.83 | \$ 28.39  | \$ 28.96   | \$ 29.54    |
| 6   | Building Custodian               | \$ 25.70     | \$ 26.22  | \$ 26.74   | \$ 27.28  | \$ 27.83 | \$ 28.39  | \$ 28.96   | \$ 29.54    |

### **Firefighter Union**

| <b>7/1/24 (existing contract expires 6/30/27)</b> |                                | <b>Steps</b> |           |            |           |          |           |            |             |
|---|--------------------------------|--------------|-----------|------------|-----------|----------|-----------|------------|-------------|
| <b>Grade</b>                                      |                                | <b>I</b>     | <b>II</b> | <b>III</b> | <b>IV</b> | <b>V</b> | <b>VI</b> | <b>VII</b> | <b>VIII</b> |
|   | Firefighter/EMT                | \$ 31.57     | \$ 32.20  | \$ 32.84   | \$ 33.50  | \$ 34.17 | \$ 34.85  | \$ 35.55   | \$ 36.26    |
|   | Senior Firefighter/EMT         | \$ 31.89     | \$ 32.53  | \$ 33.18   | \$ 33.84  | \$ 34.52 | \$ 35.21  | \$ 35.91   | \$ 36.63    |
|   | Lieutenant/EMT                 | \$ 36.99     | \$ 37.73  | \$ 38.49   | \$ 39.26  | \$ 40.04 | \$ 40.84  | \$ 41.66   | \$ 42.49    |
|   | Captain/EMT                    | \$ 43.35     | \$ 44.21  | \$ 45.10   | \$ 46.00  | \$ 46.92 | \$ 47.86  | \$ 48.81   | \$ 49.79    |
|   | Lieutenant/Fire Prevention/EMT | \$ 39.11     | \$ 39.89  | \$ 40.69   | \$ 41.51  | \$ 42.34 | \$ 43.18  | \$ 44.05   | \$ 44.93    |
|   | Captain/Fire Prevention/EMT    | \$ 45.47     | \$ 46.38  | \$ 47.30   | \$ 48.25  | \$ 49.22 | \$ 50.20  | \$ 51.20   | \$ 52.23    |
|   | On-Call Stipend (per night)    | \$ 25.00     |           |            |           |          |           |            |             |



**APPENDIX A**  
**COMPENSATION / CLASSIFICATION TABLE**  
**FISCAL YEAR 2025**

| <b>Police Union</b> |  |          |          |          |          |          |          |
|---------------------|--|----------|----------|----------|----------|----------|----------|
|                     | 7/1/24 (existing contract expires 6/30/27) |          |          |          |          |          |          |
|                     | PATROLMAN                                  | Steps    |          |          |          |          |          |
|                     |  | I        | II       | III      | IV       | V        | VI       |
|                     | Upon completion of years of service        | 0        | 2 yrs.   | 4 yrs.   | 6 yrs.   | 8 yrs.   | 10 yrs.  |
|                     | Employees Hired Prior to 7/1/2010          |          |          |          |          |          |          |
| 1, 3                | W/O College Degree                         | \$ 30.26 | \$ 31.39 | \$ 32.19 | \$ 32.95 | \$ 33.75 | \$ 35.00 |
| 1, 3                | BA/BS                                      | \$ 36.33 | \$ 37.67 | \$ 38.62 | \$ 39.54 | \$ 40.50 | \$ 42.01 |
| 1, 3                | MA/MS                                      | \$ 37.85 | \$ 39.25 | \$ 40.24 | \$ 41.19 | \$ 42.18 | \$ 43.75 |
|                     | Employees Hired After 7/1/2010             |          |          |          |          |          |          |
| 1, 3                | W/O College Degree                         | \$ 30.26 | \$ 31.39 | \$ 32.19 | \$ 32.95 | \$ 33.75 | \$ 35.00 |
| 1, 3                | BA/BS                                      | \$ 33.31 | \$ 34.54 | \$ 35.41 | \$ 36.26 | \$ 37.13 | \$ 38.51 |
| 1, 3                | MA/MS                                      | \$ 37.85 | \$ 39.25 | \$ 40.24 | \$ 41.19 | \$ 42.18 | \$ 43.75 |

|  |                                     |          |          |          |          |          |          |
|--|-------------------------------------|----------|----------|----------|----------|----------|----------|
|  | SERGEANT                            | Steps    |          |          |          |          |          |
|  |                                     | I        | II       | III      | IV       | V        | VI       |
|  | Upon completion of years of service | 0        | 2 yrs.   | 4 yrs.   | 6 yrs.   | 8 yrs.   | 10 yrs.  |
|  | Employees Hired Prior to 7/1/2010   |          |          |          |          |          |          |
|  | BA/BS                               | \$ 42.87 | \$ 44.45 | \$ 45.57 | \$ 46.66 | \$ 47.79 | \$ 49.57 |
|  | MA/MS                               | \$ 44.66 | \$ 46.32 | \$ 47.48 | \$ 48.60 | \$ 49.77 | \$ 51.63 |
|  | Employees Hired After 7/1/2010      |          |          |          |          |          |          |
|  | BA/BS                               | \$ 39.31 | \$ 40.76 | \$ 41.78 | \$ 42.79 | \$ 43.81 | \$ 45.44 |
|  | MA/MS                               | \$ 44.66 | \$ 46.32 | \$ 47.48 | \$ 48.60 | \$ 49.77 | \$ 51.63 |

|  |                                     |          |          |          |          |          |          |
|--|-------------------------------------|----------|----------|----------|----------|----------|----------|
|  | LIEUTENANT                          | Steps    |          |          |          |          |          |
|  |                                     | I        | II       | III      | IV       | V        | VI       |
|  | Upon completion of years of service | 0        | 2 yrs.   | 4 yrs.   | 6 yrs.   | 8 yrs.   | 10 yrs.  |
|  | Employees Hired Prior to 7/1/2010   |          |          |          |          |          |          |
|  | BA/BS                               | \$ 47.16 | \$ 48.90 | \$ 50.13 | \$ 51.33 | \$ 52.57 | \$ 54.53 |
|  | MA/MS                               | \$ 49.13 | \$ 50.95 | \$ 52.23 | \$ 53.46 | \$ 54.75 | \$ 56.79 |
|  | Employees Hired After 7/1/2010      |          |          |          |          |          |          |
|  | BA/BS                               | \$ 43.24 | \$ 44.84 | \$ 45.96 | \$ 47.07 | \$ 48.19 | \$ 49.98 |
|  | MA/MS                               | \$ 49.13 | \$ 50.95 | \$ 52.23 | \$ 53.46 | \$ 54.75 | \$ 56.79 |

| <b>Police &amp; Fire Signal Operator Union - Hourly Compensation table established by Union Contract.</b> |  |          |          |          |          |          |          |          |          |
|---|--|----------|----------|----------|----------|----------|----------|----------|----------|
|   | 7/1/24 (existing contract expires 6/30/27) |          |          |          |          |          |          |          |          |
|   |  | Steps    |          |          |          |          |          |          |          |
|   |  | I        | II       | III      | IV       | V        | VI       | VII      | VIII     |
| 4   | Grade 7 Dispatcher                         | \$ 26.61 | \$ 27.15 | \$ 27.69 | \$ 28.23 | \$ 28.80 | \$ 29.38 | \$ 29.96 | \$ 30.56 |

**APPENDIX A**  
**COMPENSATION / CLASSIFICATION TABLE**  
**FISCAL YEAR 2025**

**Other Municipal Positions**

| Elected/Appointed Positions<br>(MGL 41 s.108 & 108A) | Annual Salary |
|--|---------------|
| Town Manager   | \$ 157,613.27 |
| Finance Director                                     | \$ 144,900.00 |
| Chief of Police                                      | \$ 175,054.39 |
| Chief of Fire  | \$ 137,238.85 |
| Police Captain                                       | \$ 139,352.63 |
| Deputy Fire Chief                                    | \$ 124,200.00 |
| Select Board/Chair                                   | \$ 3,225.00   |
| Board of Assessors/Chair                             | \$ 2,936.00   |
| Select Board/Members                                 | \$ 2,852.00   |
| Board of Assessors/Members                           | \$ 2,193.00   |
| Board of Appeals/Chair                               | \$ 1,681.00   |
| Board of Health/Chair                                | \$ 873.00     |
| Board of Health/Members                              | \$ 495.00     |

| Professional Stipends                       | Annual Amount |
|---|---------------|
| Animal Control Officer/Inspector            | \$ 14,000.00  |
| Procurement Stipend                         | \$ 7,500.00   |
| Meeting Stipend                             | \$ 4,380.00   |
| Animal Pick-Up (Deceased)                   | \$ 2,400.00   |
| Wildlife Officer                            | \$ 2,400.00   |
| Elections Stipend                           | \$ 2,000.00   |
| Harbormaster                                | \$ 1,200.00   |
| Professional Certifications                 | \$ 1,000.00   |
| Police EMT Certification (Police)           | \$ 1,750.00   |
| Police Accreditation Stipend (Police)       | \$ 1,200.00   |
| Fire EMT Stipend (Fire)                     | \$ 3,900.00   |
| Fire Emergency Manager Stipend (Fire Chief) | \$ 5,000.00   |
| Fire Call Fire Captain                      | \$ 750.00     |
| Fire Full-time Call Fire Training Officer   | \$ 500.00     |
| DPW Snow Stipend (17 Wks.)                  | \$ 210.00     |
| DPW Sand Stipend (17 Wks.)                  | \$ 210.00     |
| DPW On-Call Stipend (17 Wks.)               | \$ 50.00      |
| DPW On-Call Stipend (35 Wks.)               | \$ 175.00     |
| DPW License Stipend                         | \$ 750.00     |
| DPW Active Water Emergency Stipend          | \$ 100.00     |

| Call Firefighters                 | Hourly Wage | Certified 5% |
|-----------------------------------|-------------|--------------|
| Rank                              |             |              |
| Captain                           | \$ 30.34    | \$ 31.85     |
| Lieutenant                        | \$ 27.90    | \$ 29.30     |
| Firefighter I & II/EMT            | \$ 24.25    | \$ 25.46     |
| Firefighter w/ CPR 1st. Responder | \$ 23.77    | \$ 24.96     |
| On-Call Stipend (per night)       | \$ 25.00    |              |

| Occasional Help                 | Wage              |
|---------------------------------|-------------------|
| Registrar of Voters (annually)  | \$ 400.00         |
| Seasonal Employee               | \$15.00 - \$28.00 |
|                                 |                   |
|                                 |                   |
|                                 | CY2024            |
|                                 |                   |
| Poll Worker                     | \$ 15.00          |
| Warden (Elections/Registration) | \$ 16.00          |
|                                 |                   |
| Senior Work-Off Program         | \$ 15.00          |

**Legend Notes**

- 1 Position also receives either a "Professional Stipend" or additional compensation for certification. See MGL 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
- 10 Position is part of an Intermunicipal Contract with other communities

**APPENDIX B**  
**TOWN OF HAMILTON**  
**FY2025 GENERAL FUND PROJECTED BUDGET**

**GENERAL GOVERNMENT**

| <b>122</b> | <b>SELECT BOARD</b>                           | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|------------|---|------------------------|------------------------|--------------------------|--------------------------|------------------|-----------------|
|            | PERSONNEL EXPENSES                            | \$ 38,522              | \$ 29,615              | \$ 44,467                | \$ 44,467                | \$ -             | 0.00%           |
|            | OPERATING EXPENSES                            | \$ 291                 | \$ 73                  | \$ 4,800                 | \$ 4,800                 | \$ -             | 0.00%           |
|            | <b>TOTAL SELECT BOARD</b>                     | <b>\$ 38,813</b>       | <b>\$ 29,688</b>       | <b>\$ 49,267</b>         | <b>\$ 49,267</b>         | <b>\$ -</b>      | <b>0.00%</b>    |
| <b>123</b> | <b>TOWN MANAGER</b>                           | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|            | PERSONNEL EXPENSES                            | \$ 207,788             | \$ 213,916             | \$ 224,389               | \$ 266,389               | \$ 42,000        | 18.72%          |
|            | OPERATING EXPENSES                            | \$ 197,144             | \$ 189,911             | \$ 129,817               | \$ 132,854               | \$ 3,037         | 2.34%           |
|            | <b>TOTAL TOWN MANAGER</b>                     | <b>\$ 404,932</b>      | <b>\$ 403,826</b>      | <b>\$ 354,206</b>        | <b>\$ 399,243</b>        | <b>\$ 45,037</b> | <b>12.71%</b>   |
| <b>132</b> | <b>FINANCE COMMITTEE</b>                      | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|            | EXPENSES                                      | \$ 180                 | \$ 184                 | \$ 425                   | \$ 435                   | \$ 10            | 2.35%           |
|            | ANNUAL RESERVE FUND                           | \$ -                   | \$ -                   | \$ 100,000               | \$ 100,000               | \$ -             | 0.00%           |
|            | <b>TOTAL FINANCE &amp; ADVISORY COMMITTEE</b> | <b>\$ 180</b>          | <b>\$ 184</b>          | <b>\$ 100,425</b>        | <b>\$ 100,435</b>        | <b>\$ 10</b>     | <b>0.01%</b>    |
| <b>135</b> | <b>FINANCE DIRECTOR/TOWN ACCOUNTANT</b>       | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|            | PERSONNEL EXPENSES                            | \$ 209,316             | \$ 221,811             | \$ 236,690               | \$ 236,690               | \$ -             | 0.00%           |
|            | OPERATING EXPENSES                            | \$ 182,589             | \$ 216,468             | \$ 256,539               | \$ 285,143               | \$ 28,604        | 11.15%          |
|            | CAPITAL EXPENSES                              | \$ 3,587               | \$ 530                 | \$ 3,500                 | \$ 12,000                | \$ 8,500         | 0.00%           |
|            | <b>TOTAL FINANCE DIRECTOR/TOWN ACCOUNTANT</b> | <b>\$ 395,492</b>      | <b>\$ 438,808</b>      | <b>\$ 496,729</b>        | <b>\$ 533,833</b>        | <b>\$ 37,104</b> | <b>7.47%</b>    |
| <b>141</b> | <b>ASSESSORS</b>                              | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|            | PERSONNEL EXPENSES                            | \$ 74,388              | \$ 150,910             | \$ 181,381               | \$ 181,381               | \$ -             | 0.00%           |
|            | OPERATING EXPENSES                            | \$ 35,337              | \$ 25,463              | \$ 30,645                | \$ 30,645                | \$ -             | 0.00%           |
|            | <b>TOTAL ASSESSORS</b>                        | <b>\$ 109,725</b>      | <b>\$ 176,373</b>      | <b>\$ 212,026</b>        | <b>\$ 212,026</b>        | <b>\$ -</b>      | <b>0.00%</b>    |
| <b>145</b> | <b>TREASURER/COLLECTOR</b>                    | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|            | PERSONNEL EXPENSES                            | \$ 189,963             | \$ 203,209             | \$ 226,740               | \$ 226,740               | \$ -             | 0.00%           |
|            | OPERATING EXPENSES                            | \$ 35,325              | \$ 45,685              | \$ 51,700                | \$ 55,150                | \$ 3,450         | 6.67%           |
|            | <b>TOTAL TREASURER/COLLECTOR</b>              | <b>\$ 225,288</b>      | <b>\$ 248,895</b>      | <b>\$ 278,440</b>        | <b>\$ 281,890</b>        | <b>\$ 3,450</b>  | <b>1.24%</b>    |
| <b>151</b> | <b>TOWN COUNSEL</b>                           | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|            | LEGAL RETAINER                                | \$ 77,589              | \$ 84,594              | \$ 84,000                | \$ 104,000               | \$ 20,000        | 23.81%          |
|            | LEGAL EXPENSES                                | \$ 38,734              | \$ 91,700              | \$ 42,000                | \$ 42,000                | \$ -             | 0.00%           |
|            | <b>TOTAL TOWN COUNSEL</b>                     | <b>\$ 116,322</b>      | <b>\$ 176,294</b>      | <b>\$ 126,000</b>        | <b>\$ 146,000</b>        | <b>\$ 20,000</b> | <b>15.87%</b>   |
| <b>152</b> | <b>HUMAN RESOURCES</b>                        | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|            | PERSONNEL EXPENSES                            | \$ 92,243              | \$ 96,699              | \$ 100,610               | \$ 100,610               | \$ -             | 0.00%           |
|            | OPERATING EXPENSES                            | \$ 390                 | \$ 488                 | \$ 1,808                 | \$ 6,808                 | \$ 5,000         | 276.55%         |
|            | <b>TOTAL HUMAN RESOURCES</b>                  | <b>\$ 92,633</b>       | <b>\$ 97,187</b>       | <b>\$ 102,418</b>        | <b>\$ 107,418</b>        | <b>\$ 5,000</b>  | <b>4.88%</b>    |

**APPENDIX B**  
**TOWN OF HAMILTON**  
**FY2025 GENERAL FUND PROJECTED BUDGET**

|                                 |  | 2022         | 2023         | 2024         | 2025         |            |          |
|---------------------------------|--|--------------|--------------|--------------|--------------|------------|----------|
|                                 |  | ACTUAL       | ACTUAL       | ORIG BUD     | DEPT REQ     | \$ Change  | % Change |
| 161                             | <b>TOWN CLERK</b>                              |              |              |              |              |            |          |
|                                 | PERSONNEL EXPENSES                             | \$ 126,030   | \$ 144,732   | \$ 152,424   | \$ 153,424   | \$ 1,000   | 0.66%    |
|                                 | OPERATING EXPENSES                             | \$ 14,778    | \$ 18,213    | \$ 18,448    | \$ 16,617    | \$ (1,831) | -9.93%   |
|                                 | <b>TOTAL TOWN CLERK</b>                        | \$ 140,808   | \$ 162,945   | \$ 170,872   | \$ 170,041   | \$ (831)   | -0.49%   |
|                                 |  |              |              |              |              |            |          |
|                                 |  | 2022         | 2023         | 2024         | 2025         |            |          |
|                                 |  | ACTUAL       | ACTUAL       | ORIG BUD     | DEPT REQ     | \$ Change  | % Change |
| 162                             | <b>ELECTION &amp; REGISTRATION</b>             |              |              |              |              |            |          |
|                                 | PERSONNEL EXPENSES                             | \$ 7,411     | \$ 11,397    | \$ 12,535    | \$ 18,333    | \$ 5,798   | 46.25%   |
|                                 | OPERATING EXPENSES                             | \$ 19,694    | \$ 27,121    | \$ 23,350    | \$ 31,130    | \$ 7,780   | 33.32%   |
|                                 | <b>TOTAL ELECTION &amp; REGISTRATION</b>       | \$ 27,104    | \$ 38,519    | \$ 35,885    | \$ 49,463    | \$ 13,578  | 37.84%   |
|                                 |  |              |              |              |              |            |          |
|                                 |  | 2022         | 2023         | 2024         | 2025         |            |          |
|                                 |  | ACTUAL       | ACTUAL       | ORIG BUD     | DEPT REQ     | \$ Change  | % Change |
| 171                             | <b>CONSERVATION COMMISSION</b>                 |              |              |              |              |            |          |
|                                 | PERSONNEL EXPENSES                             | \$ 30,805    | \$ 29,098    | \$ 33,595    | \$ 77,250    | \$ 43,655  | 129.94%  |
|                                 | OPERATING EXPENSES                             | \$ 1,341     | \$ 1,575     | \$ 2,425     | \$ 2,425     | \$ -       | 0.00%    |
|                                 | <b>TOTAL CONSERVATION COMMISSION</b>           | \$ 32,146    | \$ 30,673    | \$ 36,020    | \$ 79,675    | \$ 43,655  | 121.20%  |
|                                 |  |              |              |              |              |            |          |
|                                 |  | 2022         | 2023         | 2024         | 2025         |            |          |
|                                 |  | ACTUAL       | ACTUAL       | ORIG BUD     | DEPT REQ     | \$ Change  | % Change |
| 172                             | <b>PLANNING DEPARTMENT</b>                     |              |              |              |              |            |          |
|                                 | PERSONNEL EXPENSES                             | \$ 123,744   | \$ 126,335   | \$ 131,071   | \$ 191,071   | \$ 60,000  | 45.78%   |
|                                 | OPERATING EXPENSES                             | \$ 1,179     | \$ 11,744    | \$ 5,700     | \$ 5,700     | \$ (0)     | 0.00%    |
|                                 | <b>TOTAL PLANNING DEPARTMENT</b>               | \$ 124,924   | \$ 138,079   | \$ 136,771   | \$ 196,771   | \$ 60,000  | 43.87%   |
|                                 |  |              |              |              |              |            |          |
|                                 |  | 2022         | 2023         | 2024         | 2025         |            |          |
|                                 |  | ACTUAL       | ACTUAL       | ORIG BUD     | DEPT REQ     | \$ Change  | % Change |
| 174                             | <b>CHEBACCO WOODS</b>                          |              |              |              |              |            |          |
|                                 | OPERATING EXPENSES                             | \$ 2,400     | \$ 225       | \$ 2,500     | \$ 2,500     | \$ -       | 0.00%    |
|                                 | <b>TOTAL CHEBACCO WOODS</b>                    | \$ 2,400     | \$ 225       | \$ 2,500     | \$ 2,500     | \$ -       | 0.00%    |
|                                 |  |              |              |              |              |            |          |
|                                 |  | 2022         | 2023         | 2024         | 2025         |            |          |
|                                 |  | ACTUAL       | ACTUAL       | ORIG BUD     | DEPT REQ     | \$ Change  | % Change |
| 192                             | <b>PUBLIC BUILDING &amp; MAINTENANCE</b>       |              |              |              |              |            |          |
|                                 | PERSONNEL EXPENSES                             | \$ 51,105    | \$ 63,189    | \$ 75,989    | \$ 75,989    | \$ -       | 0.00%    |
|                                 | OPERATING EXPENSES                             | \$ 249,012   | \$ 260,716   | \$ 201,151   | \$ 227,151   | \$ 26,000  | 12.93%   |
|                                 | CAPITAL EXPENSES                               | \$ -         | \$ -         | \$ -         | \$ -         | \$ -       | 0.00%    |
|                                 | <b>TOTAL PUBLIC BUILDING &amp; MAINTENANCE</b> | \$ 300,117   | \$ 323,905   | \$ 277,140   | \$ 303,140   | \$ 26,000  | 9.38%    |
|                                 |  |              |              |              |              |            |          |
| <b>PERSONNEL</b>                |  | \$ 1,151,315 | \$ 1,290,913 | \$ 1,419,891 | \$ 1,572,343 | \$ 152,453 | 10.74%   |
| <b>OPERATING</b>                |  | \$ 859,569   | \$ 974,689   | \$ 958,809   | \$ 1,059,358 | \$ 100,550 | 10.49%   |
| <b>TOTAL GENERAL GOVERNMENT</b> |  | \$ 2,010,884 | \$ 2,265,602 | \$ 2,378,699 | \$ 2,631,702 | \$ 253,012 | 10.64%   |

**APPENDIX B**  
**TOWN OF HAMILTON**  
**FY2025 GENERAL FUND PROJECTED BUDGET**

**PUBLIC SAFETY**

| <b>210</b> | <b>POLICE</b>                            | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b>   | <b>% Change</b> |
|------------|--|------------------------|------------------------|--------------------------|--------------------------|--------------------|-----------------|
|            | PERSONNEL EXPENSES                       | \$ 1,654,287           | \$ 1,775,477           | \$ 1,943,724             | \$ 2,091,395             | \$ 147,671         | 7.60%           |
|            | OPERATING EXPENSES                       | \$ 123,973             | \$ 125,814             | \$ 129,008               | \$ 139,878               | \$ 10,870          | 8.43%           |
|            | CAPITAL EXPENSES                         | \$ 18,980              | \$ 18,980              | \$ 18,980                | \$ 25,086                | \$ 6,106           | 32.17%          |
|            | <b>TOTAL POLICE</b>                      | <b>\$ 1,797,240</b>    | <b>\$ 1,920,271</b>    | <b>\$ 2,091,712</b>      | <b>\$ 2,256,359</b>      | <b>\$ 164,647</b>  | <b>7.87%</b>    |
| <b>233</b> | <b>EMERGENCY OPERATIONS CENTER</b>       | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b>   | <b>% Change</b> |
|            | PERSONNEL EXPENSES                       | \$ 322,008             | \$ 319,915             | \$ 335,018               | \$ 335,018               | \$ -               | 0.00%           |
|            | OPERATING EXPENSES                       | \$ 42,648              | \$ 46,121              | \$ 47,515                | \$ 50,756                | \$ 3,241           | 6.82%           |
|            | CAPITAL EXPENSES                         | \$ -                   | \$ -                   | \$ -                     | \$ -                     | \$ -               | 0.00%           |
|            | <b>TOTAL EMERGENCY OPERATIONS CENTER</b> | <b>\$ 364,656</b>      | <b>\$ 366,035</b>      | <b>\$ 382,533</b>        | <b>\$ 385,774</b>        | <b>\$ 3,241</b>    | <b>0.85%</b>    |
| <b>220</b> | <b>FIRE DEPARTMENT</b>                   | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b>   | <b>% Change</b> |
|            | PERSONNEL EXPENSES                       | \$ 702,342             | \$ 738,029             | \$ 915,347               | \$ 915,347               | \$ -               | 0.00%           |
|            | OPERATING EXPENSES                       | \$ 102,892             | \$ 102,522             | \$ 113,852               | \$ 125,549               | \$ 11,697          | 10.27%          |
|            | CAPITAL EXPENSES                         | \$ 111,712             | \$ 118,431             | \$ 111,712               | \$ 111,712               | \$ -               | 0.00%           |
|            | <b>TOTAL FIRE DEPARTMENT</b>             | <b>\$ 916,945</b>      | <b>\$ 958,982</b>      | <b>\$ 1,140,910</b>      | <b>\$ 1,152,607</b>      | <b>\$ 11,697</b>   | <b>1.03%</b>    |
| <b>241</b> | <b>INSPECTIONAL EXPENSES</b>             | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b>   | <b>% Change</b> |
|            | PERSONNEL EXPENSES                       | \$ 194,622             | \$ 205,697             | \$ 212,571               | \$ 212,571               | \$ -               | 0.00%           |
|            | OPERATING EXPENSES                       | \$ 898                 | \$ 2,796               | \$ 6,550                 | \$ 20,409                | \$ 13,859          | 211.59%         |
|            | CAPITAL EXPENSES                         | \$ -                   | \$ -                   | \$ -                     | \$ -                     | \$ -               | 0.00%           |
|            | <b>TOTAL INSPECTIONAL EXPENSES</b>       | <b>\$ 195,519</b>      | <b>\$ 208,494</b>      | <b>\$ 219,121</b>        | <b>\$ 232,980</b>        | <b>\$ 13,859</b>   | <b>6.32%</b>    |
| <b>291</b> | <b>EMERGENCY MANAGEMENT DEPT</b>         | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b>   | <b>% Change</b> |
|            | PERSONNEL EXPENSES                       | \$ -                   | \$ -                   | \$ -                     | \$ -                     | \$ -               | -               |
|            | OPERATING EXPENSES                       | \$ 8,433               | \$ 1,024               | \$ 21,100                | \$ 1,100                 | \$ (20,000)        | -94.79%         |
|            | <b>TOTAL EMERGENCY MANAGEMENT DEPT</b>   | <b>\$ 8,433</b>        | <b>\$ 1,024</b>        | <b>\$ 21,100</b>         | <b>\$ 1,100</b>          | <b>\$ (20,000)</b> | <b>-94.79%</b>  |
| <b>292</b> | <b>ANIMAL CONTROL</b>                    | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b>   | <b>% Change</b> |
|            | PERSONNEL EXPENSES                       | \$ 32,665              | \$ 33,780              | \$ 35,430                | \$ 35,930                | \$ 500             | 1.41%           |
|            | OPERATING EXPENSES                       | \$ 105                 | \$ 463                 | \$ 1,850                 | \$ 1,850                 | \$ -               | 0.00%           |
|            | <b>TOTAL ANIMAL CONTROL</b>              | <b>\$ 32,770</b>       | <b>\$ 34,243</b>       | <b>\$ 37,280</b>         | <b>\$ 37,780</b>         | <b>\$ 500</b>      | <b>1.34%</b>    |
| <b>919</b> | <b>ENERGY</b>                            | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b>   | <b>% Change</b> |
|            | PERSONNEL EXPENSES                       | \$ -                   | \$ -                   | \$ -                     | \$ -                     | \$ -               | 0.00%           |
|            | OPERATING EXPENSES                       | \$ 29,595              | \$ 28,563              | \$ 29,000                | \$ 29,000                | \$ -               | 0.00%           |
|            | <b>TOTAL ENERGY</b>                      | <b>\$ 29,595</b>       | <b>\$ 28,563</b>       | <b>\$ 29,000</b>         | <b>\$ 29,000</b>         | <b>\$ -</b>        | <b>0.00%</b>    |
|            | <b>PERSONNEL</b>                         | <b>\$ 2,905,924</b>    | <b>\$ 3,072,898</b>    | <b>\$ 3,442,089</b>      | <b>\$ 3,590,261</b>      | <b>\$ 148,171</b>  | <b>4.30%</b>    |
|            | <b>OPERATING</b>                         | <b>\$ 439,234</b>      | <b>\$ 444,714</b>      | <b>\$ 479,566</b>        | <b>\$ 505,339</b>        | <b>\$ 25,773</b>   | <b>5.37%</b>    |
|            | <b>TOTAL PUBLIC SAFETY</b>               | <b>\$ 3,345,159</b>    | <b>\$ 3,517,612</b>    | <b>\$ 3,921,655</b>      | <b>\$ 4,095,600</b>      | <b>\$ 173,945</b>  | <b>4.44%</b>    |

**APPENDIX B**  
**TOWN OF HAMILTON**  
**FY2025 GENERAL FUND PROJECTED BUDGET**

**DEPARTMENT OF PUBLIC WORKS**

| <b>421</b>                              | <b>DEPARTMENT OF PUBLIC WORKS</b>                   | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|---|---|------------------------|------------------------|--------------------------|--------------------------|------------------|-----------------|
|   | PERSONNEL EXPENSES                                  | \$ 271,907             | \$ 283,538             | \$ 296,936               | \$ 296,936               | \$ -             | 0.00%           |
|   | OPERATING EXPENSES                                  | \$ 22,057              | \$ 16,820              | \$ 27,100                | \$ 32,700                | \$ 5,600         | 100.00%         |
|   | CAPITAL EXPENSES                                    | \$ -                   | \$ -                   | \$ -                     | \$ 10,000                | \$ 10,000        | 100.00%         |
|   | <b>TOTAL DEPARTMENT OF PUBLIC WORKS</b>             | <b>\$ 293,964</b>      | <b>\$ 300,358</b>      | <b>\$ 324,036</b>        | <b>\$ 339,636</b>        | <b>\$ 15,600</b> | <b>4.81%</b>    |
|   |   |                        |                        |                          |                          |                  |                 |
| <b>422</b>                              | <b>HIGHWAY</b>                                      | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|   | PERSONNEL EXPENSES                                  | \$ 225,348             | \$ 209,880             | \$ 273,288               | \$ 273,288               | \$ -             | 0.00%           |
|   | OPERATING EXPENSES                                  | \$ 134,333             | \$ 163,588             | \$ 221,400               | \$ 236,900               | \$ 15,500        | 7.00%           |
|   | <b>TOTAL HIGHWAY</b>                                | <b>\$ 359,680</b>      | <b>\$ 373,468</b>      | <b>\$ 494,688</b>        | <b>\$ 510,188</b>        | <b>\$ 15,500</b> | <b>3.13%</b>    |
|   |   |                        |                        |                          |                          |                  |                 |
| <b>423</b>                              | <b>SNOW REMOVAL</b>                                 | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|   | PERSONNEL EXPENSES                                  | \$ 84,470              | \$ 78,196              | \$ 100,410               | \$ 100,410               | \$ -             | 0.00%           |
|   | OPERATING EXPENSES                                  | \$ 162,544             | \$ 172,878             | \$ 179,250               | \$ 179,250               | \$ -             | 0.00%           |
|   | <b>TOTAL SNOW REMOVAL</b>                           | <b>\$ 247,014</b>      | <b>\$ 251,074</b>      | <b>\$ 279,660</b>        | <b>\$ 279,660</b>        | <b>\$ -</b>      | <b>0.00%</b>    |
|   |   |                        |                        |                          |                          |                  |                 |
| <b>425</b>                              | <b>VEHICLE MAINTENANCE</b>                          | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|   | PERSONNEL EXPENSES                                  | \$ 67,338              | \$ 70,292              | \$ 94,695                | \$ 94,695                | \$ -             | 0.00%           |
|   | OPERATING EXPENSES                                  | \$ 85,177              | \$ 104,043             | \$ 79,532                | \$ 84,532                | \$ 5,000         | 6.29%           |
|   | <b>TOTAL VEHICLE MAINTENANCE</b>                    | <b>\$ 152,515</b>      | <b>\$ 174,335</b>      | <b>\$ 174,228</b>        | <b>\$ 179,228</b>        | <b>\$ 5,000</b>  | <b>2.87%</b>    |
|   |   |                        |                        |                          |                          |                  |                 |
| <b>429</b>                              | <b>CEMETERY</b>                                     | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|   | PERSONNEL EXPENSES                                  | \$ 98,395              | \$ 139,848             | \$ 155,627               | \$ 155,627               | \$ -             | 0.00%           |
|   | OPERATING EXPENSES                                  | \$ 11,702              | \$ 12,136              | \$ 13,000                | \$ 13,000                | \$ -             | 0.00%           |
|   | <b>TOTAL CEMETERY</b>                               | <b>\$ 110,097</b>      | <b>\$ 151,984</b>      | <b>\$ 168,627</b>        | <b>\$ 168,627</b>        | <b>\$ -</b>      | <b>0.00%</b>    |
|   |   |                        |                        |                          |                          |                  |                 |
| <b>433</b>                              | <b>SANITATION - WASTE, RECYCLING &amp; LANDFILL</b> | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|   | PERSONNEL EXPENSES                                  | \$ 4,750               | \$ 4,947               | \$ 5,747                 | \$ 5,747                 | \$ -             | 0.00%           |
|   | OPERATING EXPENSES                                  | \$ 651,726             | \$ 806,021             | \$ 802,190               | \$ 833,610               | \$ 31,420        | 3.92%           |
|   | <b>TOTAL SANITATION</b>                             | <b>\$ 656,476</b>      | <b>\$ 810,968</b>      | <b>\$ 807,937</b>        | <b>\$ 839,357</b>        | <b>\$ 31,420</b> | <b>3.89%</b>    |
|   |   |                        |                        |                          |                          |                  |                 |
| <b>650</b>                              | <b>PARK, FIELDS AND GROUNDS</b>                     | <b>2022<br/>ACTUAL</b> | <b>2023<br/>ACTUAL</b> | <b>2024<br/>ORIG BUD</b> | <b>2025<br/>DEPT REQ</b> | <b>\$ Change</b> | <b>% Change</b> |
|   | PERSONNEL EXPENSES                                  | \$ 69,161              | \$ 85,252              | \$ 76,660                | \$ 76,660                | \$ -             | 0.00%           |
|   | OPERATING EXPENSES                                  | \$ 11,069              | \$ 4,509               | \$ 5,150                 | \$ 5,150                 | \$ -             | 0.00%           |
|   | <b>TOTAL PARK, FIELDS AND GROUNDS</b>               | <b>\$ 80,230</b>       | <b>\$ 89,761</b>       | <b>\$ 81,810</b>         | <b>\$ 81,810</b>         | <b>\$ -</b>      | <b>0.00%</b>    |
|   |   |                        |                        |                          |                          |                  |                 |
| <b>PERSONNEL</b>                        |   | <b>\$ 821,368</b>      | <b>\$ 871,954</b>      | <b>\$ 1,003,363</b>      | <b>\$ 1,003,363</b>      | <b>\$ -</b>      | <b>0.00%</b>    |
| <b>OPERATING</b>                        |   | <b>\$ 1,078,608</b>    | <b>\$ 1,279,995</b>    | <b>\$ 1,327,622</b>      | <b>\$ 1,395,142</b>      | <b>\$ 67,520</b> | <b>5.09%</b>    |
| <b>TOTAL DEPARTMENT OF PUBLIC WORKS</b> |   | <b>\$ 1,899,976</b>    | <b>\$ 2,151,948</b>    | <b>\$ 2,330,985</b>      | <b>\$ 2,398,505</b>      | <b>\$ 67,520</b> | <b>2.90%</b>    |

**APPENDIX B**  
**TOWN OF HAMILTON**  
**FY2025 GENERAL FUND PROJECTED BUDGET**

**HEALTH AND HUMAN EXPENSES**

| 511 | HEALTH DEPARTMENT              | 2022<br>ACTUAL    | 2023<br>ACTUAL    | 2024<br>ORIG BUD  | 2025<br>DEPT REQ  | \$ Change      | % Change      |
|-----|--------------------------------|-------------------|-------------------|-------------------|-------------------|----------------|---------------|
|     | PERSONNEL EXPENSES             | \$ 91,532         | \$ 105,262        | \$ 139,538        | \$ 139,538        | \$ -           | 0.00%         |
|     | OPERATING EXPENSES             | \$ 31,510         | \$ 36,443         | \$ 43,050         | \$ 43,010         | \$ (40)        | -0.09%        |
|     | <b>TOTAL HEALTH DEPARTMENT</b> | <b>\$ 123,041</b> | <b>\$ 141,705</b> | <b>\$ 182,588</b> | <b>\$ 182,548</b> | <b>\$ (40)</b> | <b>-0.02%</b> |

| 541 | COUNCIL ON AGING              | 2022<br>ACTUAL   | 2023<br>ACTUAL    | 2024<br>ORIG BUD  | 2025<br>DEPT REQ  | \$ Change       | % Change     |
|-----|-------------------------------|------------------|-------------------|-------------------|-------------------|-----------------|--------------|
|     | PERSONNEL EXPENSES            | \$ 47,606        | \$ 87,420         | \$ 109,404        | \$ 109,404        | \$ -            | 0.00%        |
|     | OPERATING EXPENSES            | \$ 36,981        | \$ 24,845         | \$ 25,950         | \$ 27,200         | \$ 1,250        | 4.82%        |
|     | <b>TOTAL COUNCIL ON AGING</b> | <b>\$ 84,587</b> | <b>\$ 112,265</b> | <b>\$ 135,354</b> | <b>\$ 136,604</b> | <b>\$ 1,250</b> | <b>0.92%</b> |

| 543 | VETERANS BENEFITS              | 2022<br>ACTUAL   | 2023<br>ACTUAL   | 2024<br>ORIG BUD | 2025<br>DEPT REQ | \$ Change       | % Change      |
|-----|--------------------------------|------------------|------------------|------------------|------------------|-----------------|---------------|
|     | OPERATING EXPENSES             | \$ 30,930        | \$ 36,028        | \$ 35,000        | \$ 40,000        | \$ 5,000        | 14.29%        |
|     | VETERAN ADMINISTRATION FEE     | \$ 15,000        | \$ 15,000        | \$ 17,250        | \$ 20,000        | \$ 2,750        | 15.94%        |
|     | <b>TOTAL VETERANS BENEFITS</b> | <b>\$ 45,930</b> | <b>\$ 51,028</b> | <b>\$ 52,250</b> | <b>\$ 60,000</b> | <b>\$ 7,750</b> | <b>14.83%</b> |

|  |  |                   |                   |                   |                   |                 |              |
|--|--|-------------------|-------------------|-------------------|-------------------|-----------------|--------------|
|  | PERSONNEL                              | \$ 139,137        | \$ 192,683        | \$ 248,942        | \$ 248,942        | \$ -            | 0.00%        |
|  | OPERATING                              | \$ 114,421        | \$ 112,316        | \$ 121,250        | \$ 130,210        | \$ 8,960        | 7.39%        |
|  | <b>TOTAL HEALTH AND HUMAN EXPENSES</b> | <b>\$ 253,559</b> | <b>\$ 304,998</b> | <b>\$ 370,192</b> | <b>\$ 379,152</b> | <b>\$ 8,960</b> | <b>2.42%</b> |

**CULTURE & RECREATION**

| 610 | LIBRARY              | 2022<br>ACTUAL    | 2023<br>ACTUAL    | 2024<br>ORIG BUD  | 2025<br>DEPT REQ  | \$ Change        | % Change     |
|-----|----------------------|-------------------|-------------------|-------------------|-------------------|------------------|--------------|
|     | STATE CONTRIBUTION   | \$ 16,886         | \$ 17,679         | \$ 14,223         | \$ 18,562         | \$ 4,340         | 30.51%       |
|     | ASSESSMENT           | \$ 823,895        | \$ 863,647        | \$ 890,250        | \$ 916,957        | \$ 26,707        | 3.00%        |
|     | INDIRECT COSTS       | \$ 27,095         | \$ -              | \$ 29,805         | \$ 29,805         | \$ -             | 0.00%        |
|     | <b>TOTAL LIBRARY</b> | <b>\$ 867,877</b> | <b>\$ 881,325</b> | <b>\$ 934,277</b> | <b>\$ 965,325</b> | <b>\$ 31,047</b> | <b>3.32%</b> |

| 630 | RECREATION              | 2022<br>ACTUAL    | 2023<br>ACTUAL    | 2024<br>ORIG BUD  | 2025<br>DEPT REQ  | \$ Change     | % Change     |
|-----|-------------------------|-------------------|-------------------|-------------------|-------------------|---------------|--------------|
|     | PERSONNEL EXPENSES      | \$ 142,307        | \$ 150,467        | \$ 203,432        | \$ 203,432        | \$ -          | 0.00%        |
|     | OPERATING EXPENSES      | \$ 21,386         | \$ 29,411         | \$ 20,150         | \$ 21,050         | \$ 900        | 4.47%        |
|     | <b>TOTAL RECREATION</b> | <b>\$ 163,693</b> | <b>\$ 179,879</b> | <b>\$ 223,582</b> | <b>\$ 224,482</b> | <b>\$ 900</b> | <b>0.40%</b> |

|  |                                       |                     |                     |                     |                     |                  |              |
|--|---------------------------------------|---------------------|---------------------|---------------------|---------------------|------------------|--------------|
|  | PERSONNEL                             | \$ 142,307          | \$ 150,467          | \$ 203,432          | \$ 203,432          | \$ -             | 0.00%        |
|  | OPERATING                             | \$ 889,263          | \$ 910,736          | \$ 954,427          | \$ 986,375          | \$ 31,947        | 3.35%        |
|  | <b>TOTAL CULTURE &amp; RECREATION</b> | <b>\$ 1,031,569</b> | <b>\$ 1,061,204</b> | <b>\$ 1,157,859</b> | <b>\$ 1,189,806</b> | <b>\$ 31,947</b> | <b>2.76%</b> |

**APPENDIX B  
TOWN OF HAMILTON  
FY2025 GENERAL FUND PROJECTED BUDGET**

**UNCLASSIFIED**

|     |                                 | 2022                | 2023                | 2024                | 2025                |                   |              |
|-----|---------------------------------|---------------------|---------------------|---------------------|---------------------|-------------------|--------------|
|     | UNCLASSIFIED                    | ACTUAL              | ACTUAL              | ORIG BUD            | DEPT REQ            | \$ Change         | % Change     |
| 148 | Salary Reserve                  | \$ -                | \$ -                | \$ 84,447           | \$ 465,000          | \$ 380,553        | 450.64%      |
| 149 | (1) Capital Spending            | \$ 239,130          | \$ 1,345,424        | \$ 2,206,050        | \$ 1,610,788        | \$ (595,262)      | -26.98%      |
| 692 | Celebrations                    | \$ 12,112           | \$ 13,852           | \$ 12,950           | \$ 14,598           | \$ 1,648          | 12.72%       |
| 722 | Debt Service                    | \$ 638,675          | \$ 581,121          | \$ 737,937          | \$ 585,410          | \$ (152,527)      | -20.67%      |
| 820 | State Assessment                | \$ 246,830          | \$ 241,936          | \$ 249,569          | \$ 252,495          | \$ 2,926          | 1.17%        |
| 911 | Retirement Fund                 | \$ 1,163,009        | \$ 1,231,493        | \$ 1,232,873        | \$ 1,462,523        | \$ 229,650        | 18.63%       |
| 913 | Unemployment Compensation       | \$ -                | \$ 4,492            | \$ 50,000           | \$ 35,000           | \$ (15,000)       | -30.00%      |
| 914 | Group Health Life Insurance     | \$ 745,811          | \$ 874,168          | \$ 980,872          | \$ 1,047,139        | \$ 66,267         | 6.76%        |
| 916 | P & C Insurance                 | \$ 256,005          | \$ 281,836          | \$ 316,421          | \$ 343,047          | \$ 26,626         | 8.41%        |
| 917 | Medicare Tax                    | \$ 68,197           | \$ 78,609           | \$ 79,905           | \$ 86,425           | \$ 6,520          | 8.16%        |
| 992 | (5) Transfer to Special Revenue | \$ -                | \$ 75,000           | \$ -                | \$ 235,000          | \$ 235,000        | 0.00%        |
| 995 | Transfer to Enterprise          | \$ -                | \$ 63,500           | \$ -                | \$ -                | \$ -              | 0.00%        |
| 996 | (3) Transfer to OPEB            | \$ 125,000          | \$ 125,000          | \$ 125,000          | \$ 125,000          | \$ -              | 0.00%        |
| 996 | (4) Transfer to Stabilization   | \$ 346,036          | \$ 20,000           | \$ 57,541           | \$ 82,781           | \$ 25,240         | 43.86%       |
| 997 | (2) Transfer to HDC             | \$ 66,051           | \$ 55,000           | \$ 58,000           | \$ 58,000           | \$ -              | 0.00%        |
| 172 | (6) Form-Based Zoning           | \$ -                | \$ -                | \$ -                | \$ 125,000          | \$ 125,000        | 0.00%        |
|     | <b>TOTAL UNCLASSIFIED</b>       | <b>\$ 3,906,855</b> | <b>\$ 4,991,432</b> | <b>\$ 6,191,565</b> | <b>\$ 6,528,206</b> | <b>\$ 336,641</b> | <b>5.44%</b> |

**EDUCATION**

|     |                        | 2022                 | 2023                 | 2024                 | 2025                 |                     |              |
|-----|------------------------|----------------------|----------------------|----------------------|----------------------|---------------------|--------------|
|     | EDUCATION              | ACTUAL               | ACTUAL               | ORIG BUD             | DEPT REQ             | \$ Change           | % Change     |
| 300 | HWRSD Assessment       | \$ 21,131,336        | \$ 21,839,706        | \$ 22,694,537        | \$ 23,375,176        | \$ 680,639          | 3.00%        |
|     | ENSATSD Assessment     | \$ 259,623           | \$ 290,037           | \$ 280,883           | \$ 402,150           | \$ 121,267          | 43.17%       |
|     | ENSATSD Debt Service   | \$ 25,546            | \$ 26,575            | \$ 26,575            | \$ 24,209            | \$ (2,366)          | -8.90%       |
|     | HWRSD Debt Service     | \$ 370,848           | \$ 371,606           | \$ 394,955           | \$ 1,438,690         | \$ 1,043,735        | 264.27%      |
|     | <b>TOTAL EDUCATION</b> | <b>\$ 21,787,353</b> | <b>\$ 22,527,924</b> | <b>\$ 23,396,950</b> | <b>\$ 25,240,225</b> | <b>\$ 1,843,275</b> | <b>7.88%</b> |

|                           |                      |                      |                      |                      |                     |              |
|---------------------------|----------------------|----------------------|----------------------|----------------------|---------------------|--------------|
| <b>TOTAL GENERAL FUND</b> | <b>\$ 34,235,354</b> | <b>\$ 36,820,721</b> | <b>\$ 39,747,906</b> | <b>\$ 42,463,196</b> | <b>\$ 2,715,300</b> | <b>6.83%</b> |
|---------------------------|----------------------|----------------------|----------------------|----------------------|---------------------|--------------|

|                       |   |                      |                      |
|-----------------------|---|----------------------|----------------------|
| <b>ART 2024/4 2-3</b> | <b>General Town Departmental Appropriations</b> | <b>\$ 37,301,315</b> | <b>\$ 40,226,627</b> |
| ART 2024/4 2-4        | Capital Expenditures                            | \$ 2,206,050         | \$ 1,360,788 (1)     |
| ART 2024/4 2-7        | Hamilton Development Corporation                | \$ 58,000            | \$ 58,000 (2)        |
| ART 2024/4 2-8        | OPEB Trust Fund                                 | \$ 125,000           | \$ 125,000 (3)       |
| ART 2024/4 2-9        | Stabilization Fund                              | \$ 57,541            | \$ 82,781 (4)        |
| ART 2024/4 2-10       | Capital Stabilization Fund                      | \$ -                 | \$ 235,000 (5)       |
| ART 2024/4 2-12       | Town Center Comprehensive Plan                  | \$ -                 | \$ 125,000 (6)       |
|                       | ARPA Capital Spending - Previously Approved     | \$ -                 | \$ 250,000 (1)       |
|                       | <b>Total General Fund</b>                       | <b>\$ 39,747,906</b> | <b>\$ 42,463,196</b> |



# Appendix C

## Hamilton-Wenham Regional School District

### FY2025 Budget



## HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT

Hamilton-Wenham RSD FY25 Tentative Budget  
Passed by School Committee on January 4, 2024  
School District Treasurer's  
Certification for Member Towns

I, Kevin Merz Hamilton-Wenham Regional School District's District Treasurer here do certify the FY25 Tentative Budget passed by the School Committee on January 4, 2024.

  
Treasurer Signature

Member Town Certification of Receipt

Date Received by Member Town

|  | FY24                 | FY25                 | Increase \$         | Increase %   |
|--|----------------------|----------------------|---------------------|--------------|
| <b><u>Hamilton</u></b>                             |                      |                      |                     |              |
| Operating Budget After Offsets and Revenue Sources | \$ 22,694,537        | \$ 23,375,176        | \$ 680,639          | 3.00%        |
| Debt Service                                       | \$ 394,954           | \$ 1,438,689         | \$ 1,043,735        | 264.27%      |
| <b>Hamilton Combined Total</b>                     | <b>\$ 23,089,491</b> | <b>\$ 24,813,865</b> | <b>\$ 1,724,374</b> | <b>7.47%</b> |
| <b><u>Wenham</u></b>                               |                      |                      |                     |              |
| Operating Budget After Offsets and Revenue Sources | \$ 11,576,887        | \$ 11,886,818        | \$ 309,931          | 2.68%        |
| Debt Service                                       | \$ 201,473           | \$ 731,607           | \$ 530,134          | 263.13%      |
| <b>Wenham Combined Total</b>                       | <b>\$ 11,778,360</b> | <b>\$ 12,618,425</b> | <b>\$ 840,065</b>   | <b>7.13%</b> |
| <b><u>Total</u></b>                                |                      |                      |                     |              |
| Operating Budget After Offsets and Revenue Sources | \$ 34,271,424        | \$ 35,261,995        | \$ 990,571          | 2.89%        |
| Debt Service                                       | \$ 596,427           | \$ 2,170,296         | \$ 1,573,869        | 263.88%      |
| <b>Combined Assessment</b>                         | <b>\$ 34,867,851</b> | <b>\$ 37,432,290</b> | <b>\$ 2,564,439</b> | <b>7.35%</b> |

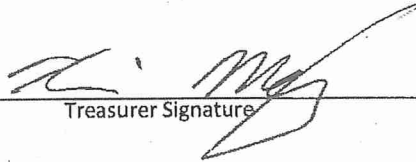


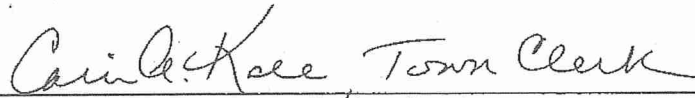
# HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT

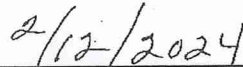
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TOWN CLERK  
HAMILTON, MA  
FEB 11: 18

Hamilton-Wenham RSD FY25 Final Budget  
Passed by School Committee on February 8, 2024  
School District Treasurer's  
Certification for Member Towns

I, Kevin Merz Hamilton-Wenham Regional School District's District Treasurer here do certify the  
FY25 Final Budget passed by the School Committee on February 8, 2024.

  
Treasurer Signature

  
Member Town Certification of Receipt

  
Date Received by Member Town

|  | FY24                 | FY25                 | Increase \$         | Increase %   |
|--|----------------------|----------------------|---------------------|--------------|
| <b>Hamilton</b>                                    |                      |                      |                     |              |
| Operating Budget After Offsets and Revenue Sources | \$ 22,694,537        | \$ 23,376,462        | \$ 681,925          | 3.00%        |
| Debt Service After Offsets and Revenue Sources     | \$ 394,954           | \$ 1,321,020         | \$ 926,066          | 234.47%      |
| <b>Hamilton Combined Total</b>                     | <b>\$ 23,089,491</b> | <b>\$ 24,697,482</b> | <b>\$ 1,607,991</b> | <b>6.96%</b> |
| <b>Wenham</b>                                      |                      |                      |                     |              |
| Operating Budget After Offsets and Revenue Sources | \$ 11,576,887        | \$ 11,887,472        | \$ 310,585          | 2.68%        |
| Debt Service After Offsets and Revenue Sources     | \$ 201,473           | \$ 671,769           | \$ 470,296          | 233.43%      |
| <b>Wenham Combined Total</b>                       | <b>\$ 11,778,360</b> | <b>\$ 12,559,242</b> | <b>\$ 780,882</b>   | <b>6.63%</b> |
| <b>Total</b>                                       |                      |                      |                     |              |
| Operating Budget After Offsets and Revenue Sources | \$ 34,271,424        | \$ 35,263,935        | \$ 992,511          | 2.90%        |
| Debt Service After Offsets and Revenue Sources     | \$ 596,427           | \$ 1,992,789         | \$ 1,396,362        | 234.12%      |
| <b>Combined Assessment</b>                         | <b>\$ 34,867,851</b> | <b>\$ 37,256,724</b> | <b>\$ 2,388,873</b> | <b>6.85%</b> |

| FY25 Final Operating Budget Calculation              |                         |                         |                         |                         |                      |                         |                         |                     |                |
|--|-------------------------|-------------------------|-------------------------|-------------------------|----------------------|-------------------------|-------------------------|---------------------|----------------|
| General Fund Operating Overview                      |                         |                         |                         |                         |                      |                         |                         |                     |                |
|  | FY21 ACT                | FY22 BUD                | FY22 ACT                | FY23 BUD                | FY23 ACT             | FY24 BUD                | FY25 BUD                | \$ Difference       | %              |
| Operating Expense - Gross, before offsets & Overlays | \$ 34,181,172           | \$ 38,738,975           | \$ 36,461,481           | \$ 42,859,392           | \$ 40,808,912        | \$ 44,071,344           | \$ 44,569,320           | \$ 497,976          | 1.13%          |
| Operating Offsets                                    |                         |                         |                         |                         |                      |                         |                         |                     |                |
|  | FY21 ACT                | FY22 BUD                | FY22 ACT                | FY23 BUD                | FY23 ACT             | FY24 BUD                | FY25 BUD                | \$ Difference       | %              |
| <i>Recurring Offsets</i>                             |                         |                         |                         |                         |                      |                         |                         |                     |                |
| School Choice  | \$ 350,819              | \$ 399,500              | \$ 505,621              | \$ 385,000              | \$ 486,796           | \$ 365,000              | \$ 335,000              | \$ (30,000)         | -8.22%         |
| Preschool Tuition                                    | \$ 6,716                | \$ 75,740               | \$ 44,259               | \$ 84,407               | \$ -                 | \$ 87,960               | \$ 117,000              | \$ 29,040           | 33.02%         |
| Special Education Tuition In                         | \$ -                    | \$ -                    | \$ -                    | \$ -                    | \$ -                 | \$ -                    | \$ 40,000               | \$ 40,000           | 0.00%          |
| Facilities Rental                                    | \$ -                    | \$ 2,000                | \$ 2,000                | \$ 2,000                | \$ -                 | \$ 2,000                | \$ 2,000                | \$ -                | 0.00%          |
| Special Ed Grants                                    | \$ 379,595              | \$ 392,747              | \$ 442,977              | \$ 470,095              | \$ 518,157           | \$ 470,095              | \$ 480,095              | \$ 10,000           | 2.13%          |
| ESSER Grants   | \$ -                    | \$ -                    | \$ 135,839              | \$ 147,226              | \$ 173,207           | \$ -                    | \$ -                    | \$ -                | 0.00%          |
| Title I  | \$ -                    | \$ -                    | \$ 66,360               | \$ 65,522               | \$ 142,070           | \$ 65,522               | \$ 64,190               | \$ (1,332)          | -2.03%         |
| Circuit Breaker Offset                               | \$ 377,745              | \$ 934,096              | \$ 1,177,434            | \$ 1,038,894            | \$ 1,311,169         | \$ 1,224,339            | \$ 1,352,357            | \$ 128,018          | 10.46%         |
| Regional Transportation Revolving Fund               | \$ -                    | \$ -                    | \$ -                    | \$ -                    | \$ -                 | \$ 425,000              | \$ 455,198              | \$ 30,198           | 7.11%          |
| <b>Total Offsets</b>                                 | <b>\$ 1,114,875</b>     | <b>\$ 1,804,083</b>     | <b>\$ 2,374,490</b>     | <b>\$ 2,193,144</b>     | <b>\$ 2,631,399</b>  | <b>\$ 2,639,916</b>     | <b>\$ 2,845,840</b>     | <b>\$ 205,924</b>   | <b>7.80%</b>   |
| General Fund After Offsets                           |                         |                         |                         |                         |                      |                         |                         |                     |                |
|  | FY21 ACT                | FY22 BUD                | FY22 ACT                | FY23 BUD                | FY23 ACT             | FY24 BUD                | FY25 BUD                | \$ Difference       | %              |
| Operating Expense - Gross, after offsets & Overlays  | \$ 33,066,297           | \$ 36,934,892           | \$ 34,086,991           | \$ 40,666,248           | \$ 38,177,513        | \$ 41,431,428           | \$ 41,723,480           | \$ 292,052          | 0.70%          |
| Operating Funding Sources                            |                         |                         |                         |                         |                      |                         |                         |                     |                |
|  | FY21 ACT                | FY22 BUD                | FY22 ACT                | FY23 BUD                | FY23 ACT             | FY24 BUD                | FY25 BUD                | \$ Difference       | %              |
| <i>Revenues</i>                                      |                         |                         |                         |                         |                      |                         |                         |                     |                |
| Chapter 70-Base Aid                                  | \$ 3,742,189            | \$ 3,715,561            | \$ 3,791,389            | \$ 3,742,189            | \$ 3,889,489         | \$ 3,889,489            | \$ 4,019,168            | \$ 129,679          | 3.33%          |
| State Transportation                                 | \$ 332,124              | \$ 372,065              | \$ 373,446              | \$ 382,323              | \$ 545,080           | \$ -                    | \$ -                    | \$ -                | 0.00%          |
| Charter School Reimbursement                         | \$ -                    | \$ -                    | \$ -                    | \$ -                    | \$ -                 | \$ -                    | \$ -                    | \$ -                | 0.00%          |
| Medicaid Reimbursement                               | \$ 59,064               | \$ 45,000               | \$ 244,998              | \$ 45,000               | \$ 118,983           | \$ 95,000               | \$ 105,000              | \$ 10,000           | 10.53%         |
| Interest Income                                      | \$ 3,070                | \$ 10,000               | \$ 1,982                | \$ 3,070                | \$ 182,010           | \$ 3,070                | \$ 33,070               | \$ 30,000           | 977.36%        |
| Prior Year Unexpended Encumbrances                   | \$ 144,178              | \$ -                    | \$ 102,635              | \$ -                    | \$ 102,567           | \$ -                    | \$ -                    | \$ -                | 0.00%          |
| E-Rate   | \$ -                    | \$ -                    | \$ -                    | \$ -                    | \$ 67,518            | \$ -                    | \$ -                    | \$ -                | 0.00%          |
| Other Income   | \$ 44,108               | \$ -                    | \$ 33,281               | \$ -                    | \$ 56,846            | \$ -                    | \$ -                    | \$ -                | 0.00%          |
| <b>Total Revenues</b>                                | <b>\$ 4,324,732</b>     | <b>\$ 4,142,627</b>     | <b>\$ 4,547,730</b>     | <b>\$ 4,172,582</b>     | <b>\$ 4,962,492</b>  | <b>\$ 3,987,559</b>     | <b>\$ 4,157,238</b>     | <b>\$ 169,679</b>   | <b>4.26%</b>   |
| <i>Transfers In From Other Funds</i>                 |                         |                         |                         |                         |                      |                         |                         |                     |                |
| Excess and Deficiency Returned                       | \$ 217,329              | \$ -                    | \$ -                    | \$ 774,620              | \$ 774,620           | \$ 773,064              | \$ 773,064              | \$ -                | 0.00%          |
| Excess and Deficiency Offset by Expenses             | \$ -                    | \$ -                    | \$ -                    | \$ 2,325,000            | \$ 2,325,000         | \$ 2,399,382            | \$ 1,529,244            | \$ (870,138)        | -36.27%        |
| <b>Total Transfers</b>                               | <b>\$ 217,329</b>       | <b>\$ -</b>             | <b>\$ -</b>             | <b>\$ 3,099,620</b>     | <b>\$ 3,099,620</b>  | <b>\$ 3,172,446</b>     | <b>\$ 2,302,308</b>     | <b>\$ (870,138)</b> | <b>-27.43%</b> |
| <b>Total Funding Sources</b>                         | <b>\$ 4,542,061</b>     | <b>\$ 4,142,627</b>     | <b>\$ 4,547,730</b>     | <b>\$ 7,272,202</b>     | <b>\$ 8,062,112</b>  | <b>\$ 7,160,005</b>     | <b>\$ 6,459,546</b>     | <b>\$ (700,459)</b> | <b>-9.78%</b>  |
| <b>NET OPERATING BUDGET</b>                          | <b>\$ 28,524,236</b>    | <b>\$ 32,792,265</b>    | <b>\$ 29,539,262</b>    | <b>\$ 33,394,046</b>    | <b>\$ 30,115,400</b> | <b>\$ 34,271,424</b>    | <b>\$ 35,263,935</b>    | <b>\$ 992,511</b>   | <b>2.90%</b>   |
| Calculation of Individual Town Assessments           |                         |                         |                         |                         |                      |                         |                         |                     |                |
|  | FY21 ACT                | FY22 BUD                | FY22 ACT                | FY23 BUD                | FY23 ACT             | FY24 BUD                | FY25 BUD                | \$ Difference       | %              |
| Town of Hamilton                                     |                         | \$ 21,131,336           |                         | \$ 21,839,706           |                      | \$ 22,694,537           | \$ 23,376,462           |                     |                |
| Capital Debt Assessment "Shift"                      |                         | \$ -                    |                         | \$ -                    |                      | \$ -                    | \$ -                    |                     |                |
| Net Operating Assessment                             | \$ 20,227,834<br>63.86% | \$ 21,131,336<br>64.44% | \$ 21,131,336<br>64.44% | \$ 21,839,706<br>65.40% | \$ 21,839,706        | \$ 22,694,537<br>66.22% | \$ 23,376,462<br>66.29% | \$ 681,925          | 3.00%          |
| Town of Wenham                                       |                         | \$ 11,660,930           |                         | \$ 11,554,340           |                      | \$ 11,576,887           | \$ 11,887,472           |                     |                |
| Capital Debt Assessment "Shift"                      |                         | \$ -                    |                         | \$ -                    |                      | \$ -                    | \$ -                    |                     |                |
| Net Operating Assessment                             | \$ 11,447,446<br>36.14% | \$ 11,660,930<br>35.56% | \$ 11,660,930<br>35.56% | \$ 11,554,340<br>34.60% | \$ 11,554,340        | \$ 11,576,887<br>33.78% | \$ 11,887,472<br>33.71% | \$ 310,585          | 2.68%          |

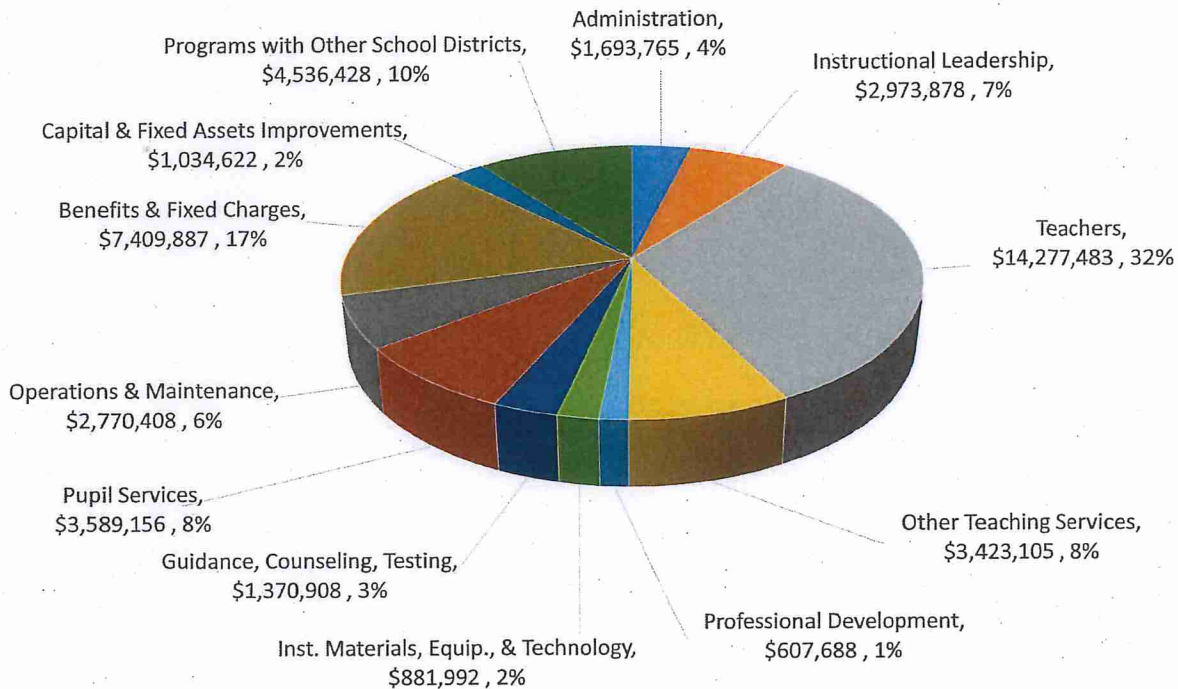


## Operating Expenditures by DESE Categories

The following pages outline the breakdown of the District's General Operating Expenses (before offsets) by the Massachusetts Department of Elementary and Secondary Education (DESE) categories. The chart below shows the year-over-year change per DESE category, while the graph describes the percentages of the total operating budget that is spent in each DESE category.

| Summary<br>by DESE Category           | FY21<br>Actuals      | FY22<br>FTE   | FY22<br>Budget       | FY22<br>Actuals      | FY23<br>FTE   | FY23<br>Budget    | FY23<br>Actuals      | FY24<br>FTE   | FY24<br>Budget       | FY25<br>FTE   | FY25<br>Budget       | FTE           | Change YoY<br>\$  | %            |
|---------------------------------------|----------------------|---------------|----------------------|----------------------|---------------|-------------------|----------------------|---------------|----------------------|---------------|----------------------|---------------|-------------------|--------------|
| Administration                        | \$ 1,063,926         | 7.47          | \$ 1,383,565         | \$ 1,149,272         | 7.84          | 1,462,438         | \$ 1,315,390         | 8.04          | \$ 1,564,488         | 8.09          | \$ 1,693,765         | 0.05          | \$ 129,277        | 8.26%        |
| Instructional Leadership              | \$ 2,344,429         | 26.27         | \$ 2,618,506         | \$ 2,526,613         | 26.25         | 2,761,992         | \$ 2,600,142         | 25.73         | \$ 2,721,311         | 26.76         | \$ 2,973,878         | 1.03          | \$ 252,567        | 9.28%        |
| Teachers                              | \$ 12,679,496        | 153.70        | \$ 13,183,707        | \$ 13,140,067        | 157.60        | 13,931,127        | \$ 13,558,644        | 153.60        | \$ 14,065,389        | 151.10        | \$ 14,277,483        | (2.50)        | \$ 212,094        | 1.51%        |
| Other Teaching Services               | \$ 2,631,831         | 68.08         | \$ 3,014,610         | \$ 2,877,674         | 73.85         | 3,278,704         | \$ 2,903,616         | 67.98         | \$ 3,175,103         | 65.02         | \$ 3,423,105         | (2.96)        | \$ 248,001        | 7.81%        |
| Professional Development              | \$ 129,123           | 3.60          | \$ 636,021           | \$ 506,540           | 3.50          | 640,177           | \$ 506,504           | 3.50          | \$ 629,362           | 3.50          | \$ 607,688           | -             | \$ (21,674)       | -3.44%       |
| Inst. Materials, Equip., & Technology | \$ 746,209           | -             | \$ 854,757           | \$ 771,114           | -             | 961,543           | \$ 1,126,369         | -             | \$ 847,106           | -             | \$ 881,992           | -             | \$ 34,886         | 4.12%        |
| Guidance, Counseling, Testing         | \$ 1,095,612         | 13.78         | \$ 1,147,345         | \$ 1,247,127         | 16.78         | 1,481,901         | \$ 1,416,744         | 15.78         | \$ 1,459,404         | 13.78         | \$ 1,370,908         | (2.00)        | \$ (88,496)       | -6.06%       |
| Pupil Services                        | \$ 2,287,046         | 8.97          | \$ 2,864,857         | \$ 2,682,409         | 9.74          | 3,035,501         | \$ 2,997,856         | 9.25          | \$ 3,609,330         | 9.50          | \$ 3,589,156         | 0.25          | \$ (20,174)       | -0.56%       |
| Operations & Maintenance              | \$ 2,207,181         | 16.25         | \$ 2,366,101         | \$ 2,759,241         | 16.25         | 2,900,639         | \$ 2,806,122         | 16.25         | \$ 2,848,878         | 16.25         | \$ 2,770,408         | -             | \$ (78,470)       | -2.75%       |
| Benefits & Fixed Charges              | \$ 4,806,832         | 0.86          | \$ 5,927,024         | \$ 4,918,405         | 0.86          | 8,146,280         | \$ 7,256,466         | 0.86          | \$ 6,282,809         | 0.52          | \$ 7,409,887         | (0.34)        | \$ 1,127,078      | 17.94%       |
| Capital & Fixed Assets Improvements   | \$ 96,774            | -             | \$ -                 | \$ 183,195           | -             | -                 | \$ 375,092           | -             | \$ 2,273,287         | -             | \$ 1,034,622         | -             | \$ (1,238,665)    | -54.49%      |
| Programs with Other School Districts  | \$ 4,092,713         | -             | \$ 4,742,482         | \$ 3,699,826         | -             | 4,259,090         | \$ 3,945,967         | -             | \$ 4,594,877         | -             | \$ 4,536,428         | -             | \$ (58,449)       | -1.27%       |
| <b>Grand Total</b>                    | <b>\$ 34,181,172</b> | <b>298.98</b> | <b>\$ 38,738,975</b> | <b>\$ 36,461,481</b> | <b>312.67</b> | <b>42,859,392</b> | <b>\$ 40,808,912</b> | <b>300.99</b> | <b>\$ 44,071,344</b> | <b>294.52</b> | <b>\$ 44,569,320</b> | <b>(6.47)</b> | <b>\$ 497,976</b> | <b>1.13%</b> |

### FY25 BUDGET EXPENDITURES BY DESE CATEGORY

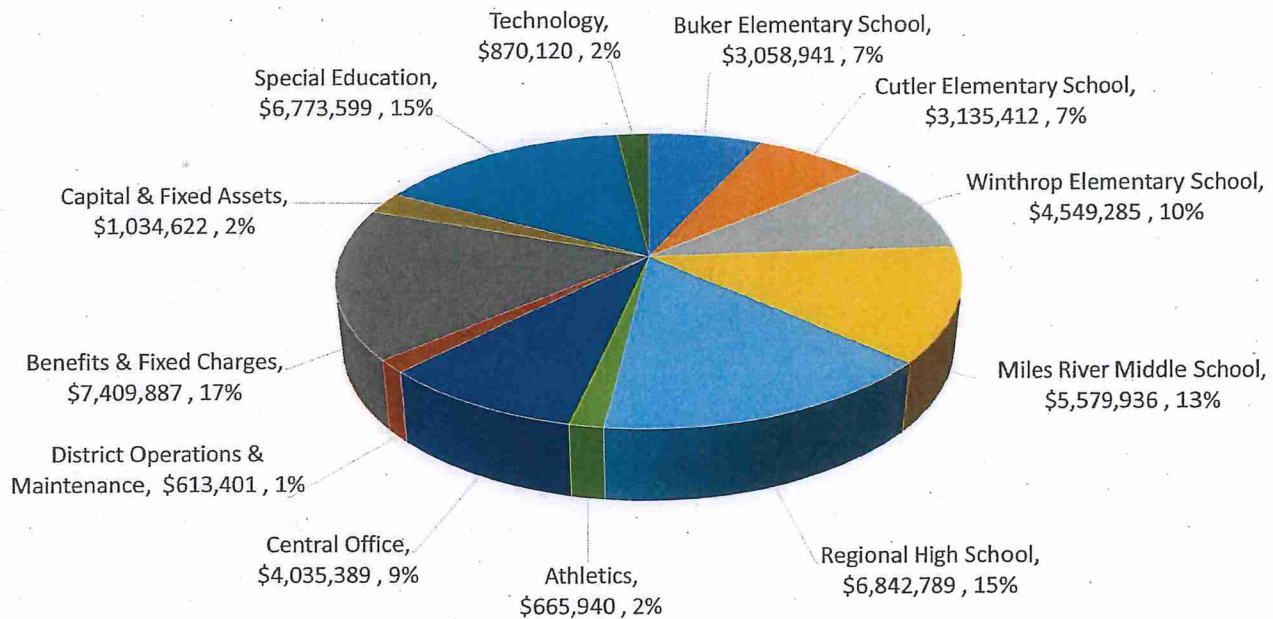


## Operating Expenditures by School Site

The table below totals the budget of each school or program that makes up the General Operating Expenses (before offsets). The "Expenditure by School Site and Support Program" chart below shows the year-over-year change in each area, while the graph describes the percentages of the total operating budget that is spent in each area.

| Summary<br>By Site & Support Program | FY21<br>Actuals      | FY22<br>FTE   | FY22<br>Budget       | FY22<br>Actuals      | FY23<br>FTE   | FY23<br>Budget    | FY23<br>Actuals      | FY24<br>FTE   | FY24<br>Budget       | FY25<br>FTE   | FY25<br>Budget       | FTE           | Change YoY<br>\$  | %            |
|--------------------------------------|----------------------|---------------|----------------------|----------------------|---------------|-------------------|----------------------|---------------|----------------------|---------------|----------------------|---------------|-------------------|--------------|
| Buker Elementary School              | \$ 2,279,142         | 32.84         | \$ 2,401,019         | \$ 2,467,205         | 36.07         | 2,645,733         | \$ 2,536,890         | 36.37         | \$ 2,868,181         | 38.62         | \$ 3,058,941         | 2.25          | \$ 190,760        | 6.65%        |
| Cutler Elementary School             | \$ 2,711,678         | 41.39         | \$ 2,890,214         | \$ 2,737,552         | 41.54         | 2,906,665         | \$ 2,785,772         | 40.68         | \$ 3,107,688         | 37.44         | \$ 3,135,412         | (3.25)        | \$ 27,723         | 0.89%        |
| Winthrop Elementary School           | \$ 3,558,534         | 60.13         | \$ 3,866,855         | \$ 3,925,115         | 62.84         | 4,204,907         | \$ 3,940,237         | 59.14         | \$ 4,205,911         | 61.79         | \$ 4,549,285         | 2.65          | \$ 343,374        | 8.16%        |
| Miles River Middle School            | \$ 4,304,894         | 54.48         | \$ 4,800,861         | \$ 4,916,814         | 58.58         | 5,298,337         | \$ 5,085,694         | 56.06         | \$ 5,245,847         | 55.81         | \$ 5,579,936         | (0.25)        | \$ 334,089        | 6.37%        |
| Regional High School                 | \$ 6,065,656         | 71.18         | \$ 6,433,942         | \$ 6,499,775         | 73.48         | 6,872,307         | \$ 6,588,758         | 69.68         | \$ 6,865,633         | 67.23         | \$ 6,842,789         | (2.45)        | \$ (22,844)       | -0.33%       |
| Athletics                            | \$ 343,450           | 1.75          | \$ 460,633           | \$ 426,795           | 1.75          | 529,967           | \$ 482,262           | 1.75          | \$ 594,813           | 2.00          | \$ 665,940           | 0.25          | \$ 71,127         | 11.96%       |
| Central Office                       | \$ 2,912,579         | 12.65         | \$ 3,516,031         | \$ 3,105,997         | 13.26         | 3,749,943         | \$ 3,487,055         | 13.76         | \$ 3,972,792         | 11.86         | \$ 4,035,389         | (1.90)        | \$ 62,597         | 1.58%        |
| District Operations & Maintenance    | \$ 431,792           | 3.25          | \$ 516,208           | \$ 598,871           | 3.25          | 906,614           | \$ 766,202           | 3.25          | \$ 584,884           | 3.25          | \$ 613,401           | -             | \$ 28,517         | 4.88%        |
| Benefits & Fixed Charges             | \$ 4,806,832         | 0.86          | \$ 5,927,024         | \$ 4,918,405         | 0.86          | 8,146,280         | \$ 7,256,466         | 0.86          | \$ 6,282,809         | 0.52          | \$ 7,409,887         | (0.34)        | \$ 1,127,078      | 17.94%       |
| Capital & Fixed Assets               | \$ 96,774            | -             | \$ -                 | \$ 183,195           | -             | -                 | \$ 375,092           | -             | \$ 2,273,287         | -             | \$ 1,034,622         | -             | \$ (1,238,665)    | -54.49%      |
| Special Education                    | \$ 5,814,049         | 13.44         | \$ 6,977,781         | \$ 5,762,244         | 14.04         | 6,565,714         | \$ 6,219,193         | 12.44         | \$ 7,128,682         | 10.00         | \$ 6,773,599         | (2.44)        | \$ (355,083)      | -4.98%       |
| Technology                           | \$ 855,794           | 7.00          | \$ 948,408           | \$ 919,513           | 7.00          | 1,032,926         | \$ 1,285,290         | 7.00          | \$ 940,817           | 6.00          | \$ 870,120           | (1.00)        | \$ (70,697)       | -7.51%       |
| <b>District Totals</b>               | <b>\$ 34,181,172</b> | <b>298.98</b> | <b>\$ 38,738,975</b> | <b>\$ 36,461,481</b> | <b>312.67</b> | <b>42,859,392</b> | <b>\$ 40,808,912</b> | <b>300.99</b> | <b>\$ 44,071,344</b> | <b>294.52</b> | <b>\$ 44,569,320</b> | <b>(6.47)</b> | <b>\$ 497,976</b> | <b>1.13%</b> |

### FY25 BUDGET EXPENDITURES BY SITE AND SUPPORT SYSTEM





## Capital Financing Expenses and Assessment - Summary

Total Capital Debt Service Expenses for FY25 are \$2,066,694. This amount is the total of the amounts required to service the bonds issued to finance school renovation projects completed in the summer of 2013 (\$126,100), the debt service for the bond to finance the Buker Boiler and Winthrop Boiler and Window projects (\$122,600), and the debt service for the BAN to finance the Winthrop Sprinkler Project (\$133,909), and the debt service for the BAN to finance the various FY21 Capital Projects (\$207,478). In addition to these debt service projects which were all included in the previous budget cycle (FY24 Budget), is the debt service for the Cutler Feasibility Study & the Athletic Complex Project. FY25 represents the first budget cycle that includes payments for these two projects. Combined, expenses for FY25 relating to the Cutler Feasibility Study & the Athletic Complex Project total \$1,476,607 which is nearly triple the previous year's total debt service budget.

Currently, debt service is assessed in the same manner as our operating budget, 66.29% Hamilton and 33.71% Wenham. Hamilton's share of the total amount after offsets and revenues is \$1,321,020 and of this amount, \$1,209,702 was voted as a debt exclusion outside of the levy and proposition 2 ½ while \$111,318 is included in proposition 2 ½ as they were not voted as debt exclusions. Wenham's share is \$671,769, all of which has been approved as debt exclusions outside of proposition 2 ½.

| FY25 Final Debt Service Budget Detail |                     |                   |                     |                     |                   |
|---------------------------------------|---------------------|-------------------|---------------------|---------------------|-------------------|
| FY25 Debt Service Budget              |                     |                   |                     |                     |                   |
|                                       |                     |                   |                     | 66.29%              | 33.71%            |
|                                       | Principal           | Interest          | Total               | Hamilton Share      | Wenham Share      |
| Cutler Roof & Summer 2013 Projects    | \$ 105,000          | \$ 21,100         | \$ 126,100          | \$ 83,592           | \$ 42,508         |
| Buker Boiler & Winthrop Boiler/Glass  | \$ 105,000          | \$ 17,600         | \$ 122,600          | \$ 81,272           | \$ 41,328         |
| Winthrop Sprinkler System             | \$ 125,000          | \$ 8,909          | \$ 133,909          | \$ 88,768           | \$ 45,141         |
| FY21 Capital Projects                 | \$ 191,600          | \$ 15,878         | \$ 207,478          | \$ 137,537          | \$ 69,941         |
| Cutler Feasibility Study              | \$ -                | \$ 41,438         | \$ 41,438           | \$ 27,469           | \$ 13,969         |
| Athletic Complex                      | \$ 1,000,000        | \$ 435,169        | \$ 1,435,169        | \$ 951,374          | \$ 483,795        |
| <b>Net Assessment</b>                 | <b>\$ 1,526,600</b> | <b>\$ 540,094</b> | <b>\$ 2,066,694</b> | <b>\$ 1,370,011</b> | <b>\$ 696,683</b> |
| FY24 Debt Service Budget              |                     |                   |                     |                     |                   |
|                                       |                     |                   |                     | 66.22%              | 33.78%            |
|                                       | Principal           | Interest          | Total               | Hamilton Share      | Wenham Share      |
| Cutler Roof & Summer 2013 Projects    | \$ 100,000          | \$ 24,175         | \$ 124,175          | \$ 82,229           | \$ 41,946         |
| Buker Boiler & Winthrop Boiler/Glass  | \$ 95,000           | \$ 19,600         | \$ 114,600          | \$ 75,888           | \$ 38,712         |
| Winthrop Sprinkler System             | \$ 125,000          | \$ 15,258         | \$ 140,258          | \$ 92,879           | \$ 47,379         |
| FY21 Capital Projects                 | \$ 191,600          | \$ 25,794         | \$ 217,394          | \$ 143,959          | \$ 73,436         |
| Cutler Feasibility Study              | \$ -                | \$ -              | \$ -                | \$ -                | \$ -              |
| Athletic Complex                      | \$ -                | \$ -              | \$ -                | \$ -                | \$ -              |
| <b>Net Assessment</b>                 | <b>\$ 511,600</b>   | <b>\$ 84,827</b>  | <b>\$ 596,427</b>   | <b>\$ 394,954</b>   | <b>\$ 201,473</b> |
| Debt Service Budget Change YoY        |                     |                   |                     |                     |                   |
|                                       | Principal           | Interest          | Total               | Hamilton Share      | Wenham Share      |
| Cutler Roof & Summer 2013 Projects    | \$ 5,000            | \$ (3,075)        | \$ 1,925            | \$ 1,363            | \$ 562            |
| Buker Boiler & Winthrop Boiler/Glass  | \$ 10,000           | \$ (2,000)        | \$ 8,000            | \$ 5,383            | \$ 2,617          |
| Winthrop Sprinkler System             | \$ -                | \$ (6,349)        | \$ (6,349)          | \$ (4,110)          | \$ (2,238)        |
| FY21 Capital Projects                 | \$ -                | \$ (9,916)        | \$ (9,916)          | \$ (6,421)          | \$ (3,495)        |
| Cutler Feasibility Study              | \$ -                | \$ 41,438         | \$ 41,438           | \$ 27,469           | \$ 13,969         |
| Athletic Complex                      | \$ 1,000,000        | \$ 435,169        | \$ 1,435,169        | \$ 951,374          | \$ 483,795        |
| <b>Net Assessment</b>                 | <b>\$ 1,015,000</b> | <b>\$ 455,267</b> | <b>\$ 1,470,267</b> | <b>\$ 975,057</b>   | <b>\$ 495,210</b> |

**Appendix D  
CAPITAL BUDGET**

**FY25 Capital Plan - Summary**

**Suggested Funding Source and Cost**

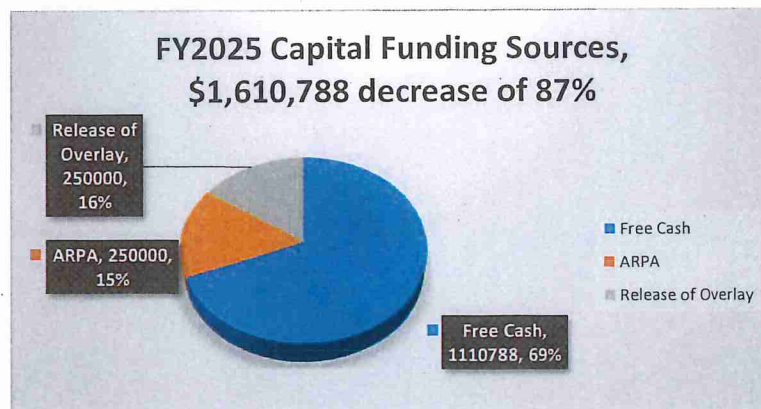
| Project:   | Cost                | Free Cash           | ARPA        | Overlay Release   | Total               |
|--|---------------------|---------------------|-------------|-------------------|---------------------|
| DPW - Snow Blower with Attachment                  | \$ 210,000          | \$ 210,000          |             |                   | \$ 210,000          |
| DPW - 2015 Chevy 2500 Pickup Truck                 | \$ 80,200           | \$ 80,200           |             |                   | \$ 80,200           |
| DPW - 2011 GMC Dump Truck                          | \$ 95,000           | \$ 95,000           |             |                   | \$ 95,000           |
| DPW - 2013 International Sander                    | \$ 220,000          | \$ 220,000          |             |                   | \$ 220,000          |
| Highway - Roads and Sidewalk Repairs               | \$ 250,000          |                     |             | \$ 250,000        | \$ 250,000          |
| Facilities - PSB HVAC/Upgrades                     | \$ 50,000           | \$ 50,000           |             |                   | \$ 50,000           |
| Facilities - Fuel Facility Canopy/Fire Suppression | \$ 167,000          | \$ 167,000          |             |                   | \$ 167,000          |
| Recreation - HVAC Replacement                      | \$ 163,125          | \$ 163,125          |             |                   | \$ 163,125          |
| Library - Exterior Paint & Shingle Repair          | \$ 55,463           | \$ 55,463           |             |                   | \$ 55,463           |
| Police - SUV Cruiser                               | \$ 70,000           | \$ 70,000           |             |                   | \$ 70,000           |
| <b>Total by Category</b>                           | <b>\$ 1,360,788</b> | <b>\$ 1,110,788</b> | <b>\$ -</b> | <b>\$ 250,000</b> | <b>\$ 1,360,788</b> |

**FY24 Capital Plan - Remaining**

**Funding Source and Cost**

| Project:                             | Cost              | Free Cash   | ARPA              | Overlay Release | Total             |
|--------------------------------------|-------------------|-------------|-------------------|-----------------|-------------------|
| Highway - Sidewalks*                 | \$ 250,000        |             | \$ 250,000        |                 | \$ 250,000        |
| Patton Park Master Plan - Phase One* | \$ 100,000        |             | \$ 100,000        |                 | \$ 100,000        |
| <b>Total by Category</b>             | <b>\$ 350,000</b> | <b>\$ -</b> | <b>\$ 350,000</b> |                 | <b>\$ 350,000</b> |

\*From FY2024 Capital Plan - to be authorized by Select Board



## APPENDIX E

### Water Enterprise Summary

|                                       | FY22<br>Actual      | FY23<br>Actual      | FY24<br>Budget      | FY25<br>Budget      | FY25<br>\$ Change | FY25<br>% Change |
|---------------------------------------|---------------------|---------------------|---------------------|---------------------|-------------------|------------------|
| <i>Use of Funds:</i>                  |                     |                     |                     |                     |                   |                  |
| Permanent Wages                       | \$ 357,085          | \$ 349,497          | \$ 427,386          | \$ 457,827          | \$ 30,441         | 7.12%            |
| Contract Services                     | \$ 224,871          | \$ 189,901          | \$ 258,100          | \$ 262,600          | \$ 4,500          | 1.74%            |
| Professional Services                 | \$ 76,913           | \$ 62,406           | \$ 73,700           | \$ 79,700           | \$ 6,000          | 8.14%            |
| Equipment Supplies                    | \$ 12,007           | \$ 16,902           | \$ 21,420           | \$ 21,420           | \$ -              | 0.00%            |
| Water Supplies                        | \$ 31,579           | \$ 43,543           | \$ 50,800           | \$ 55,800           | \$ 5,000          | 9.84%            |
| Misc Expenses                         | \$ 9,450            | \$ 3,245            | \$ 19,900           | \$ 19,900           | \$ -              | 0.00%            |
| Debt Service                          | \$ 746,540          | \$ 723,889          | \$ 842,084          | \$ 842,084          | \$ -              | 0.00%            |
| Operating Capital                     | \$ 30,000           | \$ 142,775          | \$ 135,000          | \$ 77,000           | \$ (58,000)       | -42.96%          |
| Indirect Costs                        | \$ 403,833          | \$ 447,893          | \$ 457,313          | \$ 503,647          | \$ 46,334         | 10.13%           |
| Prior Year Encumbrance                | \$ 1,507            | \$ 11,608           | \$ -                | \$ -                | \$ -              | 0.00%            |
| <b>Total Use of Funds</b>             | <b>\$ 1,893,784</b> | <b>\$ 1,991,661</b> | <b>\$ 2,285,703</b> | <b>\$ 2,319,978</b> | <b>\$ 34,275</b>  | <b>1.50%</b>     |
| Beginning Fund Balance                | \$ 1,257,700        | \$ 1,257,000        | \$ 1,466,177        | \$ 1,466,177        | \$ -              | 0.00%            |
| <b>Net Income/(Loss)</b>              | <b>\$ 241,863</b>   | <b>\$ 478,550</b>   | <b>\$ -</b>         | <b>\$ -</b>         | <b>\$ -</b>       | <b>0.00%</b>     |
| <b>Retained Earnings</b>              | <b>\$ (242,565)</b> | <b>\$ (269,373)</b> | <b>\$ -</b>         | <b>\$ -</b>         | <b>\$ -</b>       | <b>0.00%</b>     |
| Ending Fund Balance                   | \$ 1,257,000        | \$ 1,466,177        | \$ 1,466,177        | \$ 1,466,177        | \$ -              | 0.00%            |
| FB - Reserved for Encumbrances        | \$ 12,246           | \$ 15,260           |                     |                     | \$ -              | 0.00%            |
| FB - Reserved for Expenditures        | \$ 269,373          | \$ 105,000          |                     |                     | \$ -              | 0.00%            |
| FB - Reserved for Cont Appropriations | \$ 45,000           | \$ 145,725          |                     |                     | \$ -              | 0.00%            |
| <b>Unreserved Fund Balance</b>        | <b>\$ 930,381</b>   | <b>\$ 1,200,192</b> | <b>\$ 1,466,177</b> | <b>\$ 1,466,177</b> | <b>\$ -</b>       | <b>0.00%</b>     |
|                                       |                     |                     | <i>projected</i>    | <i>projected</i>    |                   |                  |



**Appendix F**  
**COMMUNITY PRESERVATION COMMITTEE BUDGET**

\*Total projected FY25 CPA Tax Collected = \$603,902

**Article 2024/4 2-13**

1) Administration - Expense

To appropriate \$30,195.12 of FY25 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 \$103,800 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) Transfers

To transfer \$11,000 from the Community Preservation Unreserved Fund Balance to the Community Housing Reserve and \$11,000 from the Community Preservation Unreserved Fund Balance to the Historic Preservation Reserve

4) Historic Preservation – Project

To appropriate \$11,000 from the Historic Preservation Reserve and \$334,424.31 from the Community Preservation Unreserved Fund Balance, for a total appropriation of \$345,424.31, to fund the debt service for the Town Hall project. This bond will be paid in full in FY2043.

## Appendix G

### Resolution in Support of Changing the State Flag and Seal of Massachusetts

**Whereas** the history of the Commonwealth of Massachusetts is replete with instances of conflict between the European Colonists and the Native Nations of the region, who first extended the hand of friendship to the Colonists on their shores in 1620, and helped them to survive starvation during the settlers' first winters on their land;

**Whereas** members of the Native Nation for whom the Commonwealth of Massachusetts is named were ambushed and killed by Myles Standish, first commander of the Plymouth Colony, at Wessagusett (now Weymouth) in April of 1623, barely two years after the Pilgrims arrived;

**Whereas** the Colonial broadsword held by a white hand above the head of the Indigenous person on the Massachusetts Flag and Seal is modeled after Myles Standish's own broadsword, borrowed for that purpose from the Pilgrim Hall in Plymouth by the illustrator Edmund Garrett in 1884;

**Whereas** the belt binding the Native's cloak on the Flag and Seal is modeled after a belt worn by Metacomet, known to the English as King Philip, who was among the Indigenous leaders that resorted to a mutually destructive war in 1675-76 in defense of Native lands against Colonial encroachment;

**Whereas** the proportions of the body of the Indigenous person on the Flag and Seal were taken from the skeleton of an Indigenous person unearthed in Winthrop, the bow modeled after a bow taken from an Indigenous man shot and killed by a colonist in Sudbury in 1665, and the facial features taken from a photograph of an Ojibwe chief from Great Falls, Montana, considered by the illustrator to be a "fine specimen of an Indian," though not from Massachusetts;

**Whereas** the history of relations between Massachusetts since Colonial times and the Native Nations who continue to live within its borders includes the forced internment of thousands of so-called "praying Indians" on Deer Island, in Boston Harbor, where they died by the hundreds of exposure in the winter of 1675, the enslavement of Indigenous people in Boston, Bermuda, and the Caribbean Islands, the offering of 40 pounds sterling as bounty for the scalps of Indigenous men, women and children in Massachusetts beginning in 1686, increased to 100 pounds sterling for the scalps of Indigenous adult males by 1722, half that amount for Indigenous women and children;

**Whereas** Indigenous people were legally prohibited from even stepping foot into Boston from 1675 until 2004, when that Colonial law was finally repealed;

**Whereas** the 400th anniversary of the landing of the Colonists at Plymouth Plantation, which gave rise to the long chain of genocidal wars and deliberate government policies of cultural destruction against Native Nations of this continent, occurred in the year 2020, affording every citizen of the Commonwealth a chance to reflect upon this history and come to an appreciation of the need for better relations between the descendants of the Colonial immigrants and the Native Nations of the Commonwealth;

**Whereas** the land area now known as the Town of Hamilton shares a rich Native history with modern tribal Nations such as the Massachusett, the Abenaki, the Penacook and the Mi'kmaq, who inhabited this area long before the first colonial settlers arrived in 1638;

Now, therefore, **BE IT RESOLVED** that the Town of Hamilton hereby adopts this resolution in support of the work of the Special Commission on the Seal and Motto of the Commonwealth, established by a Resolve of the General Court in 2021 and appointed by the Governor to recommend changes to the

current flag and seal of Massachusetts, and **in support of a new flag and seal for the Commonwealth** that may better reflect our aspirations for harmonious and respectful relations between all people who now call Massachusetts home. The town clerk shall forward a copy of this resolution to Sen. Bruce Tarr and Rep. Kristin Kassner, and to Sen. Nick Collins and Rep. Antonio Cabral, co-chairs of the Joint Committee on State Administration, with the request that they support the work of the aforementioned Special Commission and advocate for a new flag and seal for the Commonwealth.

905638/HAML/0001

April 6, 2024

From: Hamilton Finance and Advisory Committee

**Commentary and Recommendations on the Warrant for:**

**ANNUAL TOWN MEETING**

Saturday April 6, 2024

Hamilton-Wenham Regional High School, Hamilton

To the Citizens of Hamilton:

Before each Annual Town Meeting and Special Town Meeting, the Finance and Advisory Committee (FINCOM) is asked to provide our recommendations and analysis regarding the warrant articles to be presented at Town Meeting for your deliberation and disposition. FINCOM's responsibility is to recommend the action we consider appropriate as to "any or all municipal questions." As citizens, you are entitled to consider and vote on all such questions presented to you on the town meeting warrant.

As Hamilton residents, we are fortunate to have retained the most direct and democratic form of governance--the town meeting. But that means that only those who attend will ultimately make these decisions. Too often, a small minority of citizens make decisions at town meeting that will affect all citizens. FINCOM encourages you to participate in the decision-making process by attending Town Meeting and voting on these important matters.

Please read this document in conjunction with the Warrant and the appropriate Appendices. Please refer to those documents for the wording of the articles, summaries, and fiscal impact as prepared by the Select Board (SB), Town Manager, Finance Director, and Town Counsel.

FINCOM urges all residents to consider that the Town and Schools are currently commencing execution of and discussion about a series of significant capital projects. These are: 1) The School Athletic Fields project, which was voted last year, will impact your tax bills in FY 2025, 2) A proposal to fund a new Elementary School project will come before the Hamilton voters in April 2025, 3) In 2026, the town is considering commencing upgrades to the downtown center and 4) the town's water infrastructure.

These items should not be viewed or decided on in a vacuum but must be considered in context with each other; what the funding sources will be as well as the cumulative effect on the tax rate. FINCOM will provide insight into the projected tax impact of these proposed projects during the Town meeting as well as posting the same information to the FINCOM website.

## **ARTICLES 2024/4 1-1 and 1-2**

These articles are self-explanatory and do not require additional comment.

## **ARTICLES 2024/4 1-3 Article for Consent Motion**

Certain of the articles described below and as listed in the Warrant will be consolidated into a single motion for approval. These articles include administrative and house-keeping matters, and similar issues that the SELECT BOARD (SB) considers to be uncontroversial. Consolidating those articles is efficient and streamlines the Town Meeting process. Any citizen may ask that any article be removed from the Consent Agenda and be discussed separately.

Expected Consent Motion to include articles: ARTICLES 2-1, 2-5, 2-6, 2-7, 2-8, 2-12, 2-16 and 3-2.

## **ARTICLE 2024/4 2-1 Compensation/Classification Table**

Article 2-1 proposes amendments to the Town's Personnel By-Law by adopting changes to the Classification and Compensation Table as set forth in Appendix A to the Warrant. Contract negotiations with five of the Town's unions have recently concluded. The changes are being made to reflect costs of the collective bargaining agreements and living increases for settled contracts and non-union employees. In addition to modified pay rates, the following changes are proposed:

1. Annual Cost of Living (COLA) increases for all positions is 3.5%.
2. Assistant DPW Director pay is increased from Grade 16, Step 7 to Grade 20 to reflect the responsibilities of the current position and ensure employee retention. As a result of the increased Grade, the employee will start at Step I versus Step VII, and will no longer receive an on-call stipend that he was receiving.
3. Additional Grades are added to DPW wage grid to facilitate advancement within the department.
4. Police Union Steps condensed from 20 years to 10 years. This addresses a long-standing discrepancy and brings the Police Union more in line with other unions, which have Steps based on 8 years.
5. Police Union differential tier is adjusted. Prior to FY25 a Lieutenant received a 28% increase over Patrolman for a corresponding position. Going forward the tiers will increase 18% from Patrolman to Sergeant for related position, and 10% from Sergeant to Lieutenant for a related position.

Continued increases in personnel spending by the Town will apply pressure on the Town's budget, including the potential for the need for a Proposition 2 ½ override. Nevertheless, the current changes are well supported and FINCOM advises that this Article be approved.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-1.**

**ARTICLE 2024/5 2-2 Prior Year Bills**

Each year-end, Town Management lets vendors know that bills must be submitted for payment. Occasionally vendors overlook the request or assume their bill is in process. When an invoice is too late to be paid in the current year's budget, a special request must be made at town meeting to fund the invoice.

As of March 22, 2024, there were no prior-year bills to be presented at Town Meeting for consideration.

**The Finance and Advisory Committee did not vote on Article 2-2.**

**ARTICLE 2024/4 2-3 General Town Departmental Appropriations**

Article 2-3 is the annual budget appropriation for your town government and Schools including both Hamilton Wenham Regional School District (HWRSD) and Essex North Shore Agricultural and Technical School. Please reference **Appendices B and C** of the Warrant.

The proposed FY25 budget reflects increases on both the Town and HWRSD prior-year spending while maintaining level services for both the Town and the School District. Total spending for the FY25 budget is \$42,463,196 which represents an increase of 6.83% over FY24. See **Appendix B** to the Warrant for more detail.

Article 2-3, the main budget article, seeks to appropriate \$40,226,627 of this total budget amount, which is an increase of 7.84% over the main budget article from last year. This article does not include the following amounts which, although included in the overall FY25 Budget set forth in **Appendix B** to the Warrant, are the subject of other Warrant Articles:

| <b><u>Article</u></b> | <b><u>Purpose</u></b>               | <b><u>Amount</u></b> |
|-----------------------|-------------------------------------|----------------------|
| 2-4                   | Capital Expenditures                | \$1,360,788          |
| 2-7                   | Hamilton Development Corp. Transfer | \$58,000             |
| 2-8                   | OPEB Trust Fund Transfer            | \$125,000            |
| 2-9                   | Stabilization Fund Transfer         | \$82,781             |
| 2-10                  | Capital Stabilization Fund Transfer | \$235,000            |
| 2-12                  | Town Center Comprehensive Plan      | \$125,000            |
|                       | <b>TOTAL</b>                        | <b>\$1,986,569</b>   |

As certain of these amounts will either come from Free Cash, American Rescue Plan Act funds, represent anticipated transfers from collected Meals Tax, and/or may be one-time in nature, they are not a true indication of town operational spending and/or will not affect the tax rate.

With respect to Article 2-3, on the Town side, the total operating budget is \$14,708,992, which is an increase of 10.2% over FY24. The increase in Town spending proposed for FY25 is primarily driven by increases in personnel expenses as a result of negotiations covered in our discussion of Article 2-1 along with an increase in FTEs of 1.5 (\$968,614 or 10.92% increase YoY). The increase in FTEs includes 0.5 in Town Managers office focused on securing grant opportunities for the town, a temporary 0.5 in Planning & Inspectional Services to allow for continuity planning of the current Director's retirement, and 0.5 in Conservation reflecting new shared agent with Manchester-by-the-Sea. The increase in conservation is offset by revenue the town receives from Manchester-by-the-Sea.

Overall, after excluding financial transfers, personnel accounts for 60.2% of the Town's operating budget, an increase from 57.5% last year. The Town's total personnel costs in FY25 will be \$9,839,428 which is a \$968,614 or 10.92% increase from FY24. This increase is driven by increases due to union and non-union contract negotiations (\$380,553 or 450.64% increase YoY). It is important to note that this percentage increase is misleading as the budgeting for contract changes is held in the Personal Contract Reserves line and not in the individual department lines. A more accurate view of contract changes is to look at Personnel Expenses across all departments excluding Retirement and Insurance which is \$7,083,340.14 in FY25 up 11% from FY24. Further if we convert this to a per FTE calculation the expense is \$112,433.97 up 8% from FY24. Our commentary on these changes is earlier in Article 2-1. For the purposes of this article given the outcome of contract negotiations we expect future changes to be closer to 3.5% a year per FTE. As Personnel is the largest budget line for the town, it is unlikely that the town can maintain future yearly budget increases under 3.0% without significant operational changes.

On the School District side, the assessment from HWRSD proposed for the FY25 Budget is \$24,697,482 which is 6.96% over FY24. Hamilton currently bears the burden of 66.29% of the HWRSD assessment which is an increase from 66.23% in the FY24 budget. The bulk of the increase in HWRSD assessment is tied to debt service with the operational budget increasing by 3.0% over FY24. The 3.0% increase is artificially reduced due to the use of Excess & Deficiency funds from past years' surplus to decrease the assessment; those surpluses will not always be available.

In addition, the Essex North Shore Agricultural and Technical School assessment and debt service were \$402,150 and \$24,209, respectively, which in the aggregate increase of \$118,901 or 38.7%. This increase is the result of an increase in Hamilton enrolment from 18 to 23 students.

The break-out of school spending is as follows:

|  | <u><b>FY24</b></u>  | <u><b>FY25</b></u>  | <u><b>Increase</b></u> | <u><b>%<br/>Change</b></u> |
|--|---------------------|---------------------|------------------------|----------------------------|
| HW Regional Schools (HWRSD)                                  | \$22,694,537        | \$23,375,176        | \$680,639              | 3.00%                      |
| HWRSD Debt Service   | \$394,955           | \$1,438,690         | \$1,043,735            | 264.27%                    |
| Essex North Shore Agricultural and Technical School (ENSATS) | \$280,883           | \$402,150           | \$121,267              | 43.17%                     |
| ENSATS Debt Service  | \$26,575            | \$24,209            | (\$2,366)              | -8.90%                     |
| <b>TOTAL</b>   | <b>\$23,396,950</b> | <b>\$25,240,225</b> | <b>\$1,843,275</b>     | <b>7.88%</b>               |

The primary drivers behind the increase in HWRSD assessment is Debt Service tied to the High School Fields Project which was approved at last year's town meeting. This Debt Service is outside of the Prop 2.5 limits on increase in taxes and is funded through this article.

From an operational budget perspective, the Regional School District has reduced FTEs from 300.99 in FY24 to 294.52 in FY25. This reduction is primarily from eliminating open positions that have gone unfilled over the last several years and will not result in a reduction in services that Students receive. These FTEs includes three in the Other Teaching Services line and two and a half teachers. While FTEs in these two lines have reduced by 5.5, total spending has increased by \$460,095. Specific to Teachers, HWRSD expense per FTE increased from \$91,571 to \$94,490 or a 3.2% increase. As Teachers are the largest budget line for HWRSD, it is unlikely that the district can maintain future yearly assessment increases under 3.0% without further significant operational changes.

As mentioned, the FY25 School District budget includes the use of Excess & Deficiency funds to cover \$2,302,308 in School District expenses and reduce the Assessment by \$773,064. The majority of the expenses covered are \$495,623 to the Districts Capital Stabilization Fund, \$315,000 for SMART Board Replacement, and \$225,000 for Equipment & Vehicle replacements.

Although the assessment grew at a reasonable rate, we are worried that future School Budgets are likely to grow at a significantly higher rate. Given the fiscal limitations of the Town (discussed below) higher rates of growth are not sustainable. While we are encouraged by the collaboration between the HWRSD School Committee, the Administration, and FINCOM, this level of collaboration will need to be sustained to avoid and/or limit the magnitude of future overrides.

Overall, while this article deals with authorizing the budgetary spending, implicit in the budget is the level of revenue the town expects to receive. Based on FY24 YTD, we expect local receipts to grow by 28.81%, driven primarily by increases in Motor Vehicle Tax and increased payments from other towns for shared services. However, it should be noted that



the vast majority of our revenue is from the tax levy assessed against town residents, which accounts for approximately 85% of the Town's revenue (and thereby funds 85% of the Town's total budget).

As a result, the latest projections anticipate that the Town's tax rate will decrease from \$16.56 to \$16.04. It is important to understand that both the current and final tax rate are subject to change as the assessed values of the properties in Town change. This year there was a Town-wide reevaluation which has increased assessed values. For example, the median-value home has increased from \$713K to \$798K. Therefore, instead of looking just at the tax rate it is useful to evaluate the change through the eyes of a median-value homeowner (\$798K valuation). This median homeowner will see their annual property taxes increase by \$992 in FY25 - from \$11,809 in FY24 to \$12,802 in FY25 - an increase of 8.4%.

There are limitations on the use of property taxes to fund the Town's budget. Proposition 2½ limits annual increases in the tax levy to 2.5% of the prior year plus new growth. If you want to spend beyond this level, it requires an override vote by the residents of the town. You are, however, allowed to "bank" spending/taxation below the limit for future years. As of the FY18 budget, the Town had over \$2.9M in excess levy capacity. However, spending in the last six years has resulted in this excess capacity being all but eliminated. We entered the FY25 with \$84,607K in excess capacity and are carrying forward \$0 for future years.

This leaves a razor-thin margin for avoiding an override in future years. First, we can't depend on E&D funds to be used to subsidize a portion of the HWRSD budget as is being done this year. Second, our Personnel expense at both the school district and the town will rise by 3.0% or higher without operational changes. Therefore, without excess capacity, it means in practical terms that annual cost increases cannot be greater than 2.5%, unless there is increased revenue from other sources or commercial or residential growth (there are also some exceptions, such as debt exclusions relating to projects like High School fields and future school facilities). For this reason, FINCOM recommends that spending by the Town and by the schools be controlled, and that the Town focus on revenue enhancements, including commercial development and new growth. We hope that the elementary school planning and new form-based zoning for town center will help pinpoint potential opportunities and tradeoffs in this regard.

The warning here is that future budget increases of greater than 2.5% will lead to a series of overrides or mandated spending cuts. FINCOM has developed a forecasting tool that allows it to analyze future impacts by looking at a variety of different assumptions and scenarios. Based on this tool, we anticipate that the FY26 budget will be extremely challenging and that a Prop 2½ override is almost inevitable.

Therefore, while we recommend approval of this budget, we must continue to practice discipline in all areas and strive to make our spending as efficient as possible.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-3.**

**ARTICLE 2024/4 2-4 Capital Expenditures**

Article 2-4 is the annual appropriation for capital expenditures for the Town. The FY2025 request of \$1,360,788 is discussed below and appears on Exhibit D. This list is the result of requests from department heads which are discussed with the Town's Capital Committee (CAPCOM) and are approved after deliberations among the CAPCOM, FINCOM and SB.

A brief discussion of each item appears below:

**1) DPW – Snow Blower with Attachment (\$210,000)**

**Rationale/Purpose of Spend:** The town currently has one sidewalk snow blowing machine. This new machine will also double as a lawn mower in the summer months.

**2) DPW – Chevy 2500 Pickup Truck (\$80,200)**

**Rationale/Purpose of Spend:** This new staff pick-up replaces a 2015 truck due to age and repair requirements.

**3) DPW – GMC Dump Truck (\$95,000)**

**Rationale/Purpose of Spend:** Replacement of a 2011 truck due to age and repair requirements. An existing 2015 DPW truck replaces the 2011 Truck in the Parks and Grounds Dept. The 2011 Truck will be traded in for little value.

**4) DPW – International Sander (\$220,000)**

**Rationale/Purpose of Spend:** Replacement of a 2013 sander due to age and repair requirements. This would replace the second 2013 sanding truck, the other one was replaced via the FY2024 budget. The existing sanding bed would be re-installed on the new truck.

**5) Highway - Road and Sidewalk Repairs (\$250,000)**

**Rationale/Purpose of Spend:** Although Ch. 90 provides a limited amount of funds for sidewalk and road repair, in FY2025 the CAPCOM has recommended continuing to fund additional road and sidewalk projects that will exceed the Ch. 90 budget.

**6) Facilities – Public Safety Building (PSB) HVAC / Upgrades (\$50,000)**

**Rationale/Purpose of Spend:** The HVAC system at the PSB needs replacement and upgrade. This is likely a temporary fix and will require additional funding in the future.

**7) Facilities – Fuel Facility Canopy / Fire Suppression (\$167,000)**

**Rationale/Purpose of Spend:** This item for the “Fuel Station” facility, provides funding in addition to the \$395,000 contained in the FY2024 capital budget. This will allow the facility to be completed and addresses any building code or Fire Department requirements.

**8) Recreation – HVAC Replacement (\$163,125)**

**Rationale/Purpose of Spend:** The building has two gas fired units that provide heat to the gymnasium only and both are original to the building. One is already not functioning, and the other is barely functioning and is well beyond its useful life expectancy. As part of this project, the engineer will design a new efficient system for the replacement of this equipment and ductwork. It is expected that the designer will also examine different types of systems, their energy efficiency, and the possible addition of air conditioning to the gymnasium. There has never been AC in the gymnasium, and the ability of the existing building envelope to enable air conditioning without causing condensation issues, will be explored.

**9) Library Exterior Paint & Shingle Repair (\$55,463)**

**Rationale/Purpose of Spend:** The is maintenance that has been deferred and is needed.

**10) Replace Police Patrol SUV (\$70,000)**

**Rationale/Purpose of Spend:** The replacement SUV is part of the Town’s gradual fleet replacement so that older vehicles with a lot of mileage get replaced on a regular basis. Generally, the plan calls for the purchase of a new fleet vehicle every year, with the occasional purchase of 2 vehicles.

FINCOM recommends that the Town approve spending on these items as there is a clear need for each and they are an appropriate expenditure of Town funds. The Capital Appropriation of \$1,360,788 contained in this article is lower than the request at last year’s Annual Town Meeting (\$3,011,050). By way of a reminder though, at the Special Town Meeting in November 2023, the town did approve usage of \$2,000,000 from Free Cash for renovation of the Town Hall. Please notice also on Exhibit D there are two items from the FY2024 capital plan, utilizing ARPA funds, that remain to be delivered.

The town ended FY2023 with \$ 6,232,880 in Free Cash. The chart below provides a recap/projection of free cash since the end of FY2023:

| <b>Article</b>                              | <b>Purpose</b>   | <b>Amount</b> |
|---|--|---------------|
|   | Free Cash Balance at FY2023 Year-End (June 2023)         | \$6,232,880   |
|   |  |               |
| <b>Special Town Meeting - November 2023</b> |  |               |
| 2-1   | Prior Year Bills   | (\$13,249)    |
| 2-3   | Town Hall Project  | (\$2,000,000) |
|   |  |               |
| <b>Annual Town Meeting - April 2024</b>     |  |               |
| 2-4   | Capital Expenditures (Less Overlay Release of \$250,000) | (\$1,110,788) |
| 2-8   | OPEB Trust Fund Transfer                                 | (\$125,000)   |
| 2-9   | Stabilization Fund Transfer                              | (\$82,781)    |
| 2-10  | Capital Stabilization Fund Transfer                      | (\$235,000)   |
| 2-11  | Town Center Comprehensive Plan                           | (\$125,000)   |
| 2-16  | Opioid Special Revenue Fund                              | (6,578)       |
|   |  |               |
|   | Free Cash Balance after STM 2023 & ATM 2024              | \$2,534,484   |
|   | <b>Estimated Reserve of 5% of Operating Budget</b>       | \$1,975,000   |
|   | <b>Current Excess over Desired Reserve</b>               | \$559,484     |

As a general rule, FINCOM does not recommend using free cash to fund expenses if those expenses are recurring and otherwise operational in nature. Eventually this practice would deplete the Town's free cash, vitally needed in uncertain times, and mask the true operational expenses of the Town. So long as enough free cash is or will be generated from the prior and/or current year's budget and the expenditures are one time in nature, we believe it to be prudent to use free cash for capital expenditures as opposed to depleting stabilization funds or appropriating and further negatively impacting the tax rate.

These capital expenditures will not impact the tax rate.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-4.**

#### **ARTICLE 2024/4 2-5 Water Enterprise Budget**

The Water Enterprise Budget is solely supported by the Water Enterprise Fund, which is funded by individual water bills. The SB generally reviews rates annually and in fact increased water rates in 2023. There are two ways to increase rates: through usage rates and through the flat rate infrastructure charge. As the name implies, the flat rate infrastructure is intended to match the amount spent on capital related to the water infrastructure that all water consumers benefit from. The increases are intended to cover

operating and debt service costs and to maintain reserves. Our financial policy with regard to the enterprise funds, requires the Town to “maintain a minimum reserve amount of 20% of the operation’s total budget.

The FINCOM finds this FY2025 budget to be controlled and reasonable. And although there is no tax impact on the town, the town residents should anticipate that there may be another water rate increase in the near future.

The Long-Term Capital Improvement plan of the town currently contains over \$10 Million of “Water” capital improvement in the FY2026 – FY2029 time frame. As the FINCOM mentioned in their 2024 Annual Report to the Town, over the coming year, we plan to undertake an assessment of the projected capital water projects and the necessary funding required to support those projects. Our goal is to partner with Town Management and the Capital Committee to review not only an appropriate long-term funding level to ensure critical infrastructure modifications are executed but also engage with stakeholders in ongoing discussions on water source location.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-5.**

#### **ARTICLE 2024/5 2-6 Annual Financial Actions**

Article 2-6 is an annual “house-keeping” exercise where the town transfers funds to the General Fund from two funds and, with respect to the Clark Property Fund, between funds:

- 1) \$2,000 is transferred from the Cemetery Sale of Lots and Graves Fund to the General Fund as an off-set to help repay the cemetery expenditures that come from the General Fund.
- 2) \$6,351.21 is to be transferred as an annual transfer of funds derived from the interest that has accumulated in the Clark Property Fund. The interest is transferred to the Conservation Fund annually.
- 3) \$503,647 is to be transferred from the Water Enterprise Fund to the General Fund to offset the indirect costs that are incurred on behalf of the Water Department. These indirect costs would include, for example, the time spent by Town employees when bills are paid for the Water Department, or collecting water payments, or any administrative or other work performed by non-water department employees, debt cost, health insurance, etc. The Massachusetts DOR recommends that these indirect costs be accounted for in order to know the full costs of providing water service to the Town. The Town is reimbursed for these indirect costs and with this information on indirect costs, the town can recover costs by relying on user fees, and to maintain revenue/retained earnings to use for debt service, operating and capital expenses.

As these transfers are between funds or effectively reimburse the Town's General Fund, the net effect of these transfers is to reduce the tax rate for citizens of Hamilton.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-6.**

#### **ARTICLE 2024/5 2-7 Hamilton Development Corporation**

The Hamilton Development Corporation (HDC) is a publicly chartered organization whose charge is to initiate, foster and support economic development in the Town's commercial district using public and private funding. Pursuant to Town Meeting vote, the HDC receives annual funding by application of meals tax revenue. Article 2-7 proposes to renew that funding for FY2025 at the same level as last year, \$58,000. There is a time lag between the receipt of meals tax by the Town and the related funding of the HDC as part of the annual budget process.

As related in the HDC 2022 ANNUAL REPORT, "the enabling legislation gave the HDC specific authority to purchase, own, operate, lease property and expend funds within the commercial district for the economic vitality of the district." Accordingly, the HDC is empowered to "(m)aximize economic benefit to the town, which cannot be fully realized by the ordinary operations of private enterprise; (l)everage private investments and sources of public revenue; to retain existing enterprises, and attract new commercial, industrial or residential development; (r)edevelop rehabilitate, or rebuild unused, underused and undeveloped areas for commercial, industrial, residential, institutional and public facility purposes for which public funds may be expended for the good and welfare of the town and the commonwealth."

In prior FINCOM commentary, we acknowledged the HDC-Willow Street project's contribution to the tax base and affordable housing. In 2023, the HDC focused on a number of smaller projects such as a flashing signal at Asbury and Willow streets, improved wi-fi in the downtown area and the development of a pocket park near Railroad Ave. and 1A. In addition, the HDC submitted a comprehensive application for a \$5M grant for streetscape improvements in the downtown area to improve traffic patterns and make it more pedestrian and bicycle-friendly. Although the comprehensive grant was denied in late 2023 due to its size, the planning process was important and may still be gradually implemented as part of the Town's 5-year capital plan while additional grants and funding opportunities are sought. These improvements may be implemented separately or as part of potential future downtown developments related to the 3A zoning regulations, the Winthrop School site, etc.

While FINCOM recommends the application of meals tax revenue funding for another year, the Committee adds these cautionary remarks: given Hamilton's overwhelming reliance upon proceeds from the real estate tax to fund its fiscal needs, including its 60% share of the School District costs, and the certainty that such fiscal obligations will increase, with consequential increases to the property tax burden on citizens, there is a

foreseeable need to quickly expand the Town's commercial base and the tax revenue from such expansion; and these needs and objectives are squarely within the HDC's statutorily prescribed wheelhouse.

The Town can be helpful, by, for example, enlarging the area under the HDC's jurisdiction to include the Winthrop School / public safety lots and any property related to the Gordon Conwell Seminary grounds. But the bottom line requires the HDC to exercise its powers as above described in a concerted, energized manner to expand the commercial tax base; nothing less should be acceptable. Future deliberation regarding the efficacy of HDC efforts will be conducted in the foregoing context.

Although there is no real effect on the tax rate since this budgetary allocation is funded by the Meals Tax, due to the time lag between receipts and annual budgetary allocations, approval of this Article means that funds generated by the meals tax will not be applied to other budget categories, thus theoretically increasing the estimated tax rate by approximately \$0.02 per \$1,000 assessed valuation, or \$17 tax assessment on the average home valued at \$798,000.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-7.**

#### **ARTICLE 2024/5 2-8 OPEB Trust Fund**

Beginning with the 2010 Annual Town Meeting, FINCOM has recommended, and the Town Meetings have concurred, making annual contributions toward funding by accrual the Town's "Other Post-Employment Benefits" (OPEB) obligations. The most recent actuarial study estimated the unfunded liability to be approximately \$5.9 million. As a result of these annual contributions, the Town has already set aside approximately \$1,198,272 for this long-term liability. The \$125,000 sum requested by this Article reflects a continuing annual appropriation as calculated by periodic actuarial review.

As related by the Town's actuary, Odyssey Advisors, in its description of the accounting standard applicable to Town's OPEB Plan: "The philosophy behind the accounting standard is that these post-employment benefits are part of the compensation earned by employees in return for their services, and the cost of these benefits should be recognized while employees are providing those services, rather than after they have retired. This philosophy has already been applied for years to defined benefit pensions; and (the accounting standards) extend this practice to all other post-employment benefits" (p.8).

That same Plan description further relates that the annual required contribution of the Town "represents a level of funding that, if paid on an ongoing basis, is projected to cover normal cost (of OPEB obligations) each year and amortize any unfunded actuarial liabilities (or funding excess) over a period not to exceed 30 years" (p.25). There will be periodic actuarial assessments of the status of the Town's OPEB Plan, but we believe that the recommended \$125,000 contribution made pursuant to the 30-year amortization schedule may gradually increase to reflect future medical trends and costs.

Currently, retired employees choosing to participate in the benefit plan pay 45% of health insurance premium cost, 100% of dental coverage, and 25% of life insurance cost. Currently the Town's portion of these costs gets appropriated. It is anticipated that as the Trust Fund grows in value, eventually the Fund will be sufficient to satisfy current and future obligations.

It is anticipated that this contribution will come from the Town's free cash, which means the adoption of this Article will not affect the tax rate.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-8.**

#### **ARTICLE 2024/4 2-9 Stabilization Fund**

Based on the recommendations of the Finance Department, FINCOM and the SB, the Town adopted a Financial Reserves policy, the purpose of which is set forth below:

“To help the Town stabilize finances and maintain operations during difficult economic periods, this policy establishes prudent practices for appropriating to expending reserve funds. With well-planned sustainability, Hamilton can use its reserves to finance emergencies and other unforeseen needs, to hold money for specific future purposes, or in limited instances, to serve as revenue sources for the annual budget. Reserve balances and policies can also positively impact the Town's credit rating and consequently its long-term cost to fund major projects.”

This Article moves funds from existing Free Cash to the Stabilization Fund in accordance with that policy. As previously established, this fund requires a two-thirds (2/3) majority vote to move funds into, and a two-thirds (2/3) majority of Town Meeting voters to move funds out of the fund. Therefore, this money is protected from being used for anything other than a use favored by a two-thirds (2/3) majority of Town Meeting voters.

The Town's Financial Reserves policy states that the Town will endeavor to annually appropriate a minimum of 0.5% of the total General Fund operating revenues to the general stabilization fund until the target minimum of five percent (5%) of general fund operating budget is met. The Town has already set aside approximately \$2,021,451 to this fund, representing 4.98% of general fund operating revenues. The requested amount of \$82,781 represents 0.02% of the general fund operating revenues and will bring the Stabilization Fund to the target 5%. The expected request is anticipated to come from Certified Free Cash that the Town has at its disposal, so it will not impact the tax rate.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-9.**



## **ARTICLE 2024/5 2-10 Capital Stabilization Fund**

This Article moves funds from existing Free Cash to the Capital Stabilization Fund in accordance with the Stabilization Fund policy. As previously established, this fund requires a two-thirds (2/3) majority vote to move funds into, and a two-thirds (2/3) majority of Town Meeting voters to move funds out of the fund. Therefore, this money is protected from being used for anything other than a use favored by a two-thirds (2/3) majority of Town Meeting voters.

The financial policies establish the fund amount to be equal to the total annual asset depreciation of the Town, which this year is \$1.6 million. The request is to transfer \$235,000 to the Capital Stabilization Fund for use on future capital projects. This request is in line with the Town's financial policies and will move the Town to a better financial position to absorb future capital needs.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-10.**

## **ARTICLE 2024/4 2-11 Town Center Comprehensive Plan**

The purpose of this article is to fund (\$125,000) a planning and design project for the Hamilton Town Center. There are multiple drivers of this project:

- 1) **Winthrop Site Development** - If the Winthrop School site becomes available for development as the result of a new "combined" school potentially being built at the Cutler School site, the town desires to thoughtfully plan the future use of this site. A note to be considered is the Winthrop site will most likely fall within the "district" noted in #3 below as it is within a half-mile of the MBTA commuter rail station.
- 2) **Future Downtown Development** - The town desires to establish a plan to carefully guide future development of the "downtown" to both reflect and protect its "small town" feel and character while allowing for cohesive commercial and residential growth in the coming decades.
- 3) **State Mandate** - Hamilton is under a mandate (M.G.L. c. 40A, §3A, colloquially known as the MBTA Communities Law) to develop a zoning ordinance or bylaw which encourages the production of multi-family housing within a half-mile of an MBTA commuter rail station. Hamilton must establish a reasonable-sized (49 acres) "district" to comply with this ordinance.
- 4) **Safety Improvements** - As an outcome of public meetings regarding downtown improvements, residents have loudly asked for safety improvements (traffic calming, crosswalks, etc.) along Willow, Railroad & Asbury streets as well as

across the rest of downtown. As a result, the Hamilton Development Corporation (HDC) has articulated a Safety program to address such improvements and is committing \$25,000 to the funding of this article.

In March, a Request for Qualifications (RFQ) was issued by the Town of Hamilton to obtain the services of qualified licensed professional persons or firm, such as a certified planner with the American Institute of Certified Planners (AICP), professional engineer (PE), and/or or a Massachusetts licensed attorney, to study and formulate a comprehensive rezoning plan and to recommend changes to the Town's current zoning by-law.

If this article passes, the Town will select a vendor to work with and will utilize a "Form Based Code" (FBC) approach which will serve as the defining framework for the future design and development of its downtown commercial district and abutting public and residential properties.

The FINCOM supports the funding for this project to ensure the planning effort for the downtown is done by obtaining the services of qualified licensed professional persons or firms.

As highlighted above in the discussion for Articles 2-3 and 2-4 this will be funded from available Free Cash.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-11.**

#### **ARTICLE 2024/4 2-12 - Community Preservation Budget**

The Community Preservation Budget is funded from a 2% surcharge onto the property tax plus State matching funds. This is noted as a separate line item on your tax bill.

The CPC is charged with providing support to various town projects: historical, open space and community housing. For each fiscal year, the community must spend or reserve at least 10% of the annual revenues in the fund for each of the act's community preservation purposes: community housing, historic preservation, and open space. Annual administrative and operating expense appropriations may not exceed 5% of the year's estimated annual revenues. This article addresses the following line-items contained in Appendix F to the warrant:

| #             | Description   | Amount       |
|---------------|---|--------------|
| 1             | <b><u>Administration Expense</u></b><br>Appropriate from the FY25 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. | \$30,195.12  |
| 2             | <b><u>Open Space and Recreation - Project</u></b><br>Appropriate from the Community Preservation Fund Balance to fund the debt service for the Sagamore Hill conservation project. This bond will be paid in full in FY2032.  | \$103,800.00 |
| 3             | <b><u>Transfers</u></b>   |              |
| 3a            | Transfer from the Community Preservation Unreserved Fund Balance to the Community Housing Reserve   | \$11,000.00  |
| 3b            | Transfer from the Community Preservation Unreserved Fund Balance to the Historic Preservation Reserve   | \$11,000.00  |
|               | Total Transfers   | \$22,000.00  |
| 4             | <b><u>Historic Preservation – Town Hall Project</u></b>   |              |
| 4a            | Appropriate from the Historic Preservation Reserve  | \$11,000.00  |
| 4b            | Appropriate from the Community Preservation Unreserved Fund Balance   | \$334,424.31 |
| Total 4a & 4b | Total funding for the debt service for the Town Hall project. This bond will be paid in full in FY2043.   | \$345,424.31 |

The CPC budget is limited by the surcharge and State match. Given the amount of CPC spending in prior years, FINCOM encourages the continued accumulation of reserves for future larger projects.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-12.**

#### **ARTICLE 2024/4 2-13 - Community Preservation – Affordable Housing Trust**

This Article seeks to appropriate \$310,945 from the Community Housing Reserve Fund and \$189,055 from the Community Preservation Unreserved Fund Balance (for a total of \$500,000) to the Hamilton Affordable Housing Trust for the purpose of supporting the development of affordable housing in the community.

The Community Preservation Committee (CPC) unanimously approved this recommendation and believes that this appropriation will have a positive impact on the Town's affordable housing inventory. The funds will be used to support the development of Asbury Commons, a 45-unit affordable housing project located at 466 Asbury Street. The project will be entirely sustainable and will be available for households at or below 60% of the Area Median Income (AMI).

The Trust had initially requested \$1 million, but the CPC did not have sufficient funds to meet this request. Therefore, the Trust has agreed to remove \$250,000 from their own budget to support the project. The CPC believes that this demonstrates the Trust's commitment to the project and its importance to the community.

The project is expected to start in March 2025 and be completed and occupied by September 2026. Once completed, the project will bring the Town's affordable housing inventory to 5.6%. Harborlight Homes will be the developer, long-term owner, and manager of the property.

FINCOM believes that this project aligns with the Town's goals of increasing affordable housing and promoting sustainable development. The project will be financed through a grant from the Community Preservation Fund, and FINCOM believes that this is an appropriate use of these funds.

FINCOM further recommends that the Select Board enter into a Grant Agreement with the Hamilton Affordable Housing Trust setting the terms for such grant, including a requirement that the owners of any dwellings subsequently receiving any of these appropriated monies from the Trust grant to the Town an Affordable Housing Restriction in said dwellings, and that such requirement be included in any grant agreement involving these funds. FINCOM also recommends that the Select Board be authorized to accept such restrictions.

In conclusion, the FINCOM believes that this project is an important step towards increasing affordable housing inventory in the Town, promoting sustainable development, and meeting the needs of our community.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-13.**

#### **ARTICLE 2024/4 2-14 - Community Preservation – Housing Production Plan**

This Article seeks to appropriate \$40,000 from the Community Preservation Fund Undesignated Reserve Fund Account for the purpose of funding a Housing Production Plan.

The Community Preservation Committee (CPC) unanimously approved this recommendation and believes that this appropriation is necessary for the Town to maintain compliance with state requirements. The CPC is required by the state to maintain a Housing Production Plan, which shows the affordable housing in Hamilton and outlines plans to improve it. The plan must be updated every five years, and the burden of developing the plan falls on the Planning Department.

The CPC has paid for a consultant to help update the plan in the past, and the \$40,000 cost for this appropriation is for the same purpose. The last plan expires in May 2025, and it is important for the Town to have an up-to-date plan to ensure that it is meeting the affordable housing needs of its residents.

FINCOM believes that this appropriation is an appropriate use of the Community Preservation Fund, which is allocated from a 2% surcharge on the property tax plus state matching funds. The Fund is intended to be used for projects that benefit the community, and the Housing Production Plan is an important tool for ensuring that the Town is meeting the housing needs of all its residents.

In conclusion, FINCOM believes that this appropriation is necessary for the Town to maintain compliance with state requirements and to ensure that it is meeting the affordable housing needs of its residents.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-14.**

#### **ARTICLE 2024/4 2-15 - Community Preservation – Antique Fire Truck Building**

This seeks to appropriate \$150,000 from the Community Preservation Fund Undesignated Reserve Fund Account for the purpose of funding the design and construction of a building to store Chemical Engine No. 1, a historic Model-T fire apparatus.

The Community Preservation Committee (CPC) unanimously approved this recommendation and believes that this appropriation is a worthwhile investment in the Town's history and cultural heritage. The Model-T fire apparatus is a unique and valuable artifact that has been in the Town's possession since 2016, and it is important to have a proper facility to store and display it.

The CPC previously approved a grant in 2007 to fund the construction of this building, but the grant was never used. The CPC has now unanimously approved this new appropriation to fund the project, and FINCOM believes that this is an appropriate use of the Community Preservation Fund.

The building is planned to be constructed in 2025, and the CPC believes that this timeline is reasonable and appropriate. The CPC also believes that the estimated cost of \$150,000 is reasonable and that the project is well-planned and well-managed.

In conclusion, FINCOM believes that this appropriation is a worthwhile investment in the Town's history and cultural heritage.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-15.**

#### **ARTICLE 2024/4 2-16 – Opioid Special Revenue Fund**

This article establishes a Special Opioid Revenue Fund account to maintain funds received by the town relative to settlements in the national opioid litigation matters. To date the town has received \$6,577.56 which will be transferred to the new account. Additional funds received from the national settlements will be deposited to this account. These funds will be under the control of the Department of Health and be used for appropriate purposes allowed by law, including those outlined in applicable opioid litigation settlement documents.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 2-17.**

#### **ARTICLE 2024/4 3-1 State Seal and Flag**

This article seeks approval of a resolution in support of changing the state flag and seal of the Commonwealth of Massachusetts set forth in Appendix G.

The process of designing a new state flag, seal and motto has been underway for over 3 years. This resolution encourages the Secretary of the Commonwealth to complete the process and remove the imagery of colonial violence against Indigenous people.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 3-1.**

**ARTICLE 2024/4 3-2 Acceptance of G.L. c.32, §4(2)(b), relating to call firefighters and reserve police officers.**

This article seeks to accept the provisions of G.L. c.32, §4(2)(b), which allows call firefighters and reserve police officers who subsequently become permanent members of the Fire Department or Police Department, and thus members of the Essex Regional Retirement System, to buy back and be credited for more than the five (5) years of service towards their retirement.

This article could benefit firefighters or police officers who performed on call or reserve work prior to becoming permanent employees of those departments in the same town. Given the Town's use of call/reserve employees and hiring patterns, it will have limited practical application and will not burden the Town financially.

**The Finance and Advisory Committee recommends FAVORABLE ACTION (4-0) on Article 3-2.**

**Citizens' Petitions regarding the use of Artificial Turf at HWRSD Athletic Fields**

**ARTICLE 2024/4 3-3 - Citizens' Petition**

*– Resolution on Use of Artificial Turf at HWRSD Athletic Fields Project*

**ARTICLE 2024/4 3-4 - Citizens' Petition**

*– Amend Vote to Appropriate Funds for the HWRSD Athletic Fields Project*

**ARTICLE 2024/4 3-5 - Citizens' Petition**

*– General Bylaw Amendment Moratorium on Artificial Turf Fields*

The above noted 2024 Citizen's Petitions, 3-3, 3-4 and 3-5 refer to the previously approved (April 2023) **"Athletic Fields Project"** articles to upgrade the fields at the Hamilton-Wenham Regional High School / Middle School:

**Article 2023/4 2-13 Community Preservation - School Athletic Fields**

The "CPC" article (2023/4 2-13) for \$800,000 was presented for consideration and approved at the April 1, 2023, Annual Town Meeting (ATM - Votes: 347 in favor, 68 opposed).

**Article 2023/4 2-14 School Athletic Fields Project – Approval of Borrowing**

The "Approval of Borrowing" article (2023/4 2-14) for this \$15,000,000 project was presented for consideration and approved at both the April 1, 2023, Annual Town Meeting (ATM - Votes: 304 in favor, 92 opposed) and subsequently at the April 6, 2023, Annual Town Election (Votes: 814 in favor, 617 opposed).

In April 2023, the FINCOM recommended a "measured / go-slow" approach to the athletic fields project. We suggested to look across the school district and to spread out the

investment in a more equitable, staggered approach. Also, we felt that a more robust vetting of the environmental and safety concerns was required. These three 2024 articles present an opportunity for further discussion and engagement on the environmental concerns of the use of artificial turf and the dangers of PFAS.

As the FINCOM considered these 2024 ATM articles, we reviewed the discussion and materials on this subject from the April 2023 Annual Town Meeting (ATM). We were reminded of several key points which were covered during the ATM:

- The “CPC” funding article 2-13 of \$800,000 contained the following limitation:
  - *“The CPC funds would only be used for the purposes of funding a portion of the site preparation and drainage work and would not be used for the purchase or installation of any artificial turf, as set forth in the application approved by the CPC.”*
- Eric Tracy (School Superintendent ) spoke about PFAS contamination and the use of crumb rubber fill and the benefits of using alternative fills. A resident asked if the school district would commit to not using crumb rubber. Eric said the School District did not plan to use crumb rubber.
- Additionally, two residents expressed their concern about synthetic turf fields. One resident shared his concerns about synthetic turf fields, noting that Boston public schools had banned turf fields. Additionally, this resident warned voters about the potential chemicals that would impact generations to come. The second resident emphasized the concerns that had been identified.
- The “Approval of Borrowing” Article 2-14 of \$15,000,000 was approved by Hamilton voters at both the Annual Town Meeting (ATM) and the subsequent Annual Town election in April 2023. It is clear the subject of “artificial turf” was discussed during the ATM. This approval by voters provided the Hamilton-Wenham Regional School District (HWRSD) with the ability to secure funding for the project and to plan and execute the project. **The project is now in the hands of the HWRSD Administration and the HWRSD School Committee.**
- The FINCOM wishes to highlight several points with regards to the “Turf Field” project and urges the voters to be aware of and avail themselves of the referenced material noted below.
- After the April 2023 Annual Town Meeting and Election, the **Hamilton Board of Health** issued a statement in June 2023 (and an amendment in October 2023) regarding PFAS and the project. In their statement, the BOH offered guidance to the HWRSD regarding design and construction of the new athletic facilities and testing for PFAS.



- The BOH statement contained the following: *“As the Administration pursues this project, we urge the HWRSD to strongly consider the Hamilton Board of Health’s position on it, namely that the new athletic facilities should be designed and built without PFAS in any component, as confirmed with the most sensitive PFAS testing available. The Board bases this position on the latest medical/scientific evidence and legal/regulatory developments on PFAS, as documented below:* The BOH statement contains two references:
  1. A proposed “Act to Protect Massachusetts Public Health from PFAS.”
  2. A US EPA proposal regarding Limits on “Forever Chemicals”
- In their October addendum, the BOH clarified that they have NOT banned or prohibited the presence of PFAS in the proposed new athletic facilities. They went on to say the BOH “asks the School District in its selection of materials and constituents in the proposed new athletic facilities to specify PFAS content at or below currently available laboratory testing detection limits.”

The FINCOM does NOT possess any special insight or expertise regarding the subject of artificial turf. We have read the materials, studies and position pieces made available to all of us. We have listened to the recent dialog in Hamilton and Wenham on the topic. We feel that the fields and schools are due for an investment to upgrade both athletic and academic facilities. We support making an investment in a thoughtful and reasonable manner.

An important note is that Bond Counsel and Town Counsel have advised that these citizens petitions will either have no effect at all, or at a minimum will have no effect on the Athletic Fields project. FINCOM is unable to recommend voting in favor of ineffective Warrant Articles.

**The Finance and Advisory Committee has chosen not to make a recommendation with reference to the three petitions noted above. Rather, we simply urge the Hamilton-Wenham Regional School District and School Committee to engage in a thoughtful and inclusive planning and execution effort with regards to the Athletic Fields project with a heightened focus on the health and safety of all residents of Hamilton.**

Respectfully Submitted,

**Hamilton Finance and Advisory Committee**

John McGrath, Chair  
 Harry Philip, Vice Chair  
 Alex Rindels, Secretary  
 John Pruellage  
 Christina Schenk-Hargrove

*Please join us*

*Saturday, April 6, 2024*

**ANNUAL TOWN MEETING**

*Hamilton-Wenham Regional High School  
Auditorium*

*9:00 a.m.*

**DEMOCRACY IS NOT A SPECTATOR SPORT**

**Please bring this warrant with you to the Town Meeting.  
Thank you.**

*Visit our website at [www.hamiltonma.gov](http://www.hamiltonma.gov)*