

**Town of Arlington  
Massachusetts**

**Report of the  
Finance Committee**



**ANNUAL TOWN MEETING  
Monday, April 25, 2016**

**SPECIAL TOWN MEETING  
Wednesday, April 27, 2016**



# THE FINANCE COMMITTEE

ALLAN TOSTI, *Chairman*

RICHARD C. FANNING, *Vice Chairman*  
CHARLES T. FOSKETT, *Vice Chairman*

ALAN JONES, *Vice Chairman*  
PETER B. HOWARD, *Secretary*

PRECINCT	TERM ENDS	PRECINCT	TERM ENDS
1 JOHN J. DEYST, JR.	2016	11 THOMAS CACCAVARO JR.	2017
2 STEPHEN W. DECOURCEY	2016	12 DARREL HARMER	2018
3 ALLAN TOSTI	2018	13 PAUL BAYER	2016
4 JEANANNE M. RUSSELL	2017	14 ALAN JONES	2016
5 MARY MARGARET FRANCLEMONT	2017	15 RICHARD C. FANNING	2018
6 CAROLYN WHITE	2016	16 WILLIAM KELLAR	2017
7 JONATHAN WALLACH	2016	17 GRANT GIBIAN	2018
8 CHARLES T. FOSKETT	2016	18 ROHIT K. DUVADIE	2016
9 BRIAN BECK	2018	19 CHRISTINE DESHLER	2018
10 PETER B. HOWARD	2017	20 DEAN CARMAN	2017
		21 DAVID MCKENNA	2018

GLORIA TURKALL  
*Executive Secretary*

The Finance Committee was established by vote of the Town over a century ago on March 7, 1895. Article 33 provided for the selection of a "committee of twenty-one", which would consider all articles in the warrant involving an appropriation of money and "make report thereof in print, with their estimates and recommendations for final action of the town....."

Arlington's Finance Committee, however, was not the first in the state. According to the Massachusetts Finance Committee Handbook, "The Finance Committee's beginning was the action of a group of citizens of Quincy in 1870, who created themselves a committee to restore financial order." In 1910, the legislature required finance committees for every town "whose valuation for the purposes of apportioning the state tax exceeds one million dollars." Chapter 39, Section 16, also provided that any other town may "by by-law provide for the election or the appointment and duties of appropriation, advisory or finance committees, who shall consider any or all municipal questions for the purpose of making reports or recommendations to the town...."

In Arlington, the duties and responsibilities of the Finance Committee are stated in the Town Manager Act, Sections 31-35, and in the Bylaws, Title I, Article 7. Finance Committee members must be registered voters of the town. They are appointed by a three-member committee composed of the Moderator, the chairman of the Finance Committee and the chairman of the Board of Trust Fund Commissioners.

Under Section 4 of Article 7 of Title I of the Bylaws, the Finance Committee "shall consider all articles contained in any warrant except articles on zoning...and those articles which do not require or request an appropriation of money...said committee shall make recommendations, and shall report in print, if possible at or prior to each town meeting, but the omission of said committee so to consider, recommend and/or report shall not affect the validity of any vote or other action at any town meeting. The committee shall also make such general suggestions, criticisms and recommendations, as it may deem expedient. Nothing contained in this section shall preclude the Committee from considering, if it sees fit, articles which do not require or request an appropriation of money."

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## GLOSSARY

**AVAILABLE FUNDS** -- See Unencumbered Funds

**CHERRY SHEET** – A formerly, cherry-colored form showing state and county charges and reimbursement to the Town as certified by the State Director of Accounts.

**ENTERPRISE FUNDS** -- Funds that account for all revenues and expenditures for services and allow surpluses to be used to reduce user fees for the services or to pay for capital improvements. Each fund has an independent budget. Losses are made up from the Town’s general fund. Presently, Arlington has enterprise funds for Council on Aging Transportation, Recreation, Veterans’ Memorial Rink, Water & Sewer and Youth Services.

**FISCAL YEAR** -- July 1 through June 30.

**FREE CASH** -- See Unencumbered Funds.

**OVERLAY** -- Funds set aside to cover abatements and exemptions. The amount is determined by the Board of Assessors.

**OVERLAY RESERVE** -- Unused accumulated amount of Overlay for previous years that is not required to be held in a specific Overlay account for a given year. Once released by the Board of Assessors, the funds may be used for any municipal purpose.

**RESERVE FUND** -- A fund established by the Annual Town Meeting. It is under control of the Finance Committee, which may authorize transfers for extraordinary or unforeseen expenditures. The fund may be composed of an appropriation of not more than 5% of the tax levy for the preceding year.

**STABILIZATION FUND** -- A special account created to provide a reserve for municipal expenditures. Transfers into and out of these funds require a 2/3 vote of Town Meeting.

**SURPLUS REVENUE** -- The total amount of cash, accounts receivable, and other current assets that exceed liabilities and reserves.

**UNENCUMBERED FUNDS** -- The amount of surplus revenue, minus uncollected taxes of prior years. Unencumbered funds must be certified by the State Bureau of Accounts before they can be used. This is also known as Free Cash or Available Funds.

## **REPORT OF THE CHAIR OF THE FINANCE COMMITTEE**

The Town is now entering the sixth year since the last tax override in 2011. The plan has worked well not only because of the successful override and the caps on Town spending, but also because of the successful implementation of the legislation allowing towns to enter the State Group Insurance Commission (“GIC”) to cover their employee health insurance.

The main goal for the last few years has been to delay and reduce the size of the deficit and the required tax limit override that would be needed to maintain services. However, the continued school enrollment increases have continued to impact the school budget. To deal with this, the Long Term Planning Committee and the Finance Committee is proposing to leave the school general fund allowable increase at 3.5%, the special education increase at 7% and have modified the enrollment increase allowance. For the last several years the allowance for increased students was 25% of the per pupil cost as determined by the State. This has been increased to 35% and the change has been made retroactive to fiscal year 2014. This will allow for a 6.4% increase in the school appropriation. The Town budgets will be held to a 3.25% increase. See Appendix D for a breakdown of projected revenue and expenditures. Because of decreased projections in some expenses and larger free cash balances the first deficit is still projected to be in fiscal year 2021, but unless state aid increases at a higher level, more will have to be done in the future to reduce that projected deficit.

Under this policy, the Finance Committee, in cooperation with other Town officials, proceeded to move ahead with the fiscal year 2017 budget. Both the Town Manager and School Superintendent presented budgets within the limits agreed to by the Long Term Planning Committee as described above. Our initial revenue projections were based upon levels agreed to by various Town officials and local aid as recommended by the Governor and modified by the House Ways and Means Committee. The Finance Committee has been working since mid January reviewing budgets and warrant articles and examining the revenue projections for next year. We waited until the House Ways and Means Committee reported their recommendations on April 13<sup>th</sup>, fine tuned the numbers, and went to print with the Finance Committee Report making it available to you as soon as possible.

We have thoroughly reviewed all of the budgets, continued to fund the long term stabilization fund and the Other Post Employment Benefits Fund (OPEB). We have been concerned about continuing deficits in the snow and ice budget, which have occurred despite our increases to the budget over the last 10 years and increases in the Town’s reserve fund. This year because of the reduced levels of snow and ice, we are proposing a significant transition. In past years we have allowed in the budget process and long term plan for \$500,000 to cover snow and ice deficits from the current year in the tax rate for the next year (see row I in Appendix D in this report). Because we will not have such deficits this year, we are instead increasing the reserve fund by approximately that amount to cover snow and ice deficits next year. The result is that we will be paying current year expenditures with current year revenues instead of rolling deficits. We are also recommending another increase in the snow and ice budget by \$75,000 to reinforce the situation for next year. We are also recommending the addition of funds to the Override Stabilization Fund as promised to the voters to postpone the need for future tax increases, and continuing to monitor revenues and expenditures to keep future budgets balanced.

Besides the impact on the operating budget, the enrollment increases are having a substantial impact on the capital budget. As increases in the number of students uses up spare classrooms and projections show continuing increase over the next 5-10 years, additional school space must be created. Modular classrooms approved by Town Meeting in January will help in the short term, but hard decisions will need to be made at this and future Town Meetings regarding the middle school, Thompson and Hardy elementary schools and the High School. In addition to the local projects, we will need to decide on the proposed Minuteman Regional Vocational School rebuild. Most of these solutions will be expensive and beyond the ability of the capital budget to absorb without additional revenues. The Board of Selectmen, School Committee, Permanent Town Building Committee and the Finance Committee are all working through the School Enrollment Task Force on proposed solutions. But they will require debt exclusions to fund.

In closing, we need to emphasize the importance of controlling appropriations in the fiscal year 2017 budget. In the fall of 2015, when we last issued Town bonds, the Town maintained its high AAA rating from Standard and Poor's, which rates the Town's bonds. We accomplished this because we have a multi-year revenue and expenditure plan, a capital plan with strong support from Town Meeting, a strong reserve position and continued funding of the retiree health insurance fund. We cannot use any more of the Town's reserves without jeopardizing the Town's future financial condition and forcing an override sooner than currently projected. The voters must know that the Town can control expenditures and maintain a balanced budget. We need to continue to utilize conservative financial practices if we are to maintain our high credit rating, which lowers interest costs for future bonding and keeps faith with our promise to the voters.

As in past years, we ask for your support in keeping the budgets balanced. We have allocated revenues as prudently and fairly as possible. Proposed increases must be balanced by reductions elsewhere. As always, we are available to answer any questions you may have.

Respectfully submitted,

Allan Tosti, Chair  
Arlington Finance Committee

**The Finance Committee recommends passages of the following votes:**

*(Unless otherwise indicated, the following recommendations were by unanimous votes: any exceptions are noted in parentheses following the text of the recommended vote. The Chairman votes only when the recommendation of the Finance Committee will be affected.)*

**ARTICLES 2-33 The Redevelopment Board and Board of Selectmen will report on these articles.**

**ARTICLE 34 POSITIONS RECLASSIFICATION**

To see if the Town will vote to make additions, deletions and/or modifications to the Classification and Pay Plan, appropriate a sum of money to fund same if necessary, determine how the money will be raised and expended; or take any action related thereto.

(Inserted at the request of the Town Manager and the Director of Human Resources)

**VOTED: That the Classification Plan, as established by Title 1, Article 6, Section 1, Schedule A of the By-Laws, be and hereby is amended as follows:**

**2016 Town Meeting Request – Positions Reclassification**

**1. By reclassifying the following positions:**

- A. Principal Clerk & Secretary-Weatherization, OA4 to OA5          FTE1**  
Planning and Community Development
- B. Legal Secretary, OA5 to OA6    FTE .5429         \$2,051**  
Legal Department
- C. Admin. Assistant – Claims Coordinator, ATP5 to ATP6         FTE1                     \$1,171**  
Legal Department,
- D. Director of Planning and Development, M3 to M2                 FTE1**  
Planning and Community Development
- E. Wire Inspector/Supt. Of Wires, ATP11 to ATP8                    FTE1**  
Inspectional Services
- F. Dispatcher – DPW, MC4 to MC5                                         FTE1**  
Public Works

**and to fund the \$3,222 appropriation as indicated above, said sum to be raised by general tax and included in the budgets of the departments affected.**

**2. By adding the following positions:**

- A. Teen Services Librarian, L2**  
Library

- B. Assistant Claims Coordinator , OA6  
Legal Department**
  
- C. Domestic Violence and Community  
Resource Specialist - AYCC, ATP7  
Health and Human Services**
  
- D. After School Program Director, ATP3  
Recreation**
  
- E. Assistant After School Program Director, ATP2  
Recreation**
  
- F. Preschool Director, ATP3  
Recreation**
  
- G. Principal Account Clerk/Cashier - Treasurer, OA3  
Treasurer & Collector**
  
- H. Technology Librarian, L2  
Library**
  
- 3. By deleting the following positions:**
  - A. Legal Secretary , OA5  
Legal Department**
  - B. Systems Analyst, ATP9  
Information Technology**
  
  - C. Management Analyst, ATP7  
Treasurer & Collector**
  
  - D. Principal Cashier/Clerk – Treasurer, OA1  
Treasurer & Collector**
  
  - E. Principal Account Clerk/Bookkeeper – Treasurer, OA3  
Treasurer & Collector**



**ARTICLE 35**

**APPROPRIATION/TOWN BUDGETS**

To see if the Town will vote to make appropriations to defray Town obligations, liabilities, outlay and expenses and especially for or relating to all or any of the boards, departments, purposes and matters hereinafter mentioned, and to provide for the disposal of motor vehicles and other personal property belonging to the Town, determine how the money shall be raised and expended; or take any action related thereto: Finance Committee, Board of Selectmen, Town Manager, Human Resources, Comptroller, Information Technology, Town Treasurer and Collector of Taxes, Assessors, Legal and Workers’ Compensation, Town Clerk, Registrars, Planning and Community Development, Redevelopment Board, Parking, Zoning Board of Appeals, Public Works, Cemeteries, Community Safety, School Department, Libraries, Human Services, Insurance, Non-Contributory Pensions, Contributory Pensions, Town Debt and Interest, Reserve Fund, and/or any other Town Departments, Boards, Commissions or Committees, Water and Sewer Enterprise Fund, Recreation Enterprise Fund, Council on Aging Transportation Enterprise Fund, Veterans’ Memorial Rink Enterprise Fund, and Youth Services Enterprise Fund.

(Inserted by the Board of Selectmen and at the request of the Town Manager)

**See Appendix B Below.**

**ARTICLE 36**

**CAPITAL BUDGET**

To see if the Town will vote to appropriate a sum of money to defray the expense of purchasing, leasing, or bonding of capital equipment, infrastructure, buildings or other projects of the Town or to acquire real property for municipal purposes; to appropriate a sum of money to fund previously incurred or future Town debt, to acquire land for said projects where necessary by purchase, eminent domain taking or otherwise, determine how the money shall be raised including the possibility of borrowing any or all of the same, or the transfer of funds from any previous appropriation, determine how such money shall be expended, or take any action related thereto.

(Inserted by the Board of Selectmen, and at the request of the  
Town Manager and the Capital Planning Committee)

**VOTED: (1) That the sum of \$11,192,533 be and hereby is appropriated for various capital projects and equipment as shown below, and expended under the direction of the Town Manager, said sum to be raised by general tax:**

Item	Amount	Project	Department
1.	\$ 5,200	Photocopier lease	BOARD OF SELECTMEN
2.	\$ 3,000	Photocopier	COMMUNITY SAFETY - FIRE SERVICES
3.	\$ 6,000	AVL Automatic Vehicle Location System	COMMUNITY SAFETY - POLICE SERVICES
4.	\$ 15,000	Bullet Proof Vest Program	COMMUNITY SAFETY - POLICE SERVICES
5.	\$ 4,500	Laser Radar	COMMUNITY SAFETY - POLICE SERVICES
6.	\$ 25,000	License Plate Reader	COMMUNITY SAFETY - POLICE SERVICES
7.	\$ 6,000	Photocopier	COMMUNITY SAFETY - POLICE SERVICES
8.	\$ 14,000	Radio Upgrade/Replacement Program	COMMUNITY SAFETY - POLICE SERVICES
9.	\$ 131,000	Vehicle Replacement Program	COMMUNITY SAFETY - POLICE SERVICES
10.	\$ 2,800	AYCC Photocopier	HEALTH & HUMAN SERVICES
11.	\$ 35,000	Medical Record Software - AYCC	HEALTH & HUMAN SERVICES
12.	\$ 10,000	Whittemore Robbins House - Kitchen Plans	HEALTH & HUMAN SERVICES
13.	\$ 20,000	Building Security Elements	INFORMATION TECHNOLOGY
14.	\$ 35,000	Department needs assessment- consultant	INFORMATION TECHNOLOGY
15.	\$ 5,000	Photocopier lease	INSPECTIONS
16.	\$ 25,000	Replace 2006 Toyota Matrix	INSPECTIONS
17.	\$ 5,000	Photocopier	LEGAL/WORKERS' COMPENSATION
18.	\$ 3,000	Elevator Cab Refurbish	LIBRARY
19.	\$ 5,100	PC Vend Printing/Photocopier Project	LIBRARY
20.	\$ 3,000	Roof drainage - external	LIBRARY
21.	\$ 8,000	Install Wall Mount AC Unit - 2nd Floor Conference Room	PLANNING
22.	\$ 20,000	MGR - Dallin Library Exterior Painting	PLANNING
23.	\$ 20,000	MGR - Parmenter - Roof Replacement & Gutter Repairs	PLANNING
24.	\$ 2,500	Photocopier/Equipment	PLANNING
25.	\$ 6,000	Upgrade large format printer	PLANNING
26.	\$ 25,000	Roadway Consulting Services	PUBLIC WORKS ADMINISTRATION
27.	\$ 25,000	Roadway Consulting Services	PUBLIC WORKS ENGINEERING DIVISION
28.	\$ 30,000	Utility Vehicle	PUBLIC WORKS ENGINEERING DIVISION
29.	\$ 350,000	Roadway Reconstruction	PUBLIC WORKS HIGHWAY DIVISION
30.	\$ 441,525	Roadway Reconstruction Override 2011	PUBLIC WORKS HIGHWAY DIVISION
31.	\$ 500,000	Sidewalks and Curbstones	PUBLIC WORKS HIGHWAY DIVISION
32.	\$ 5,000	Small equipment	PUBLIC WORKS HIGHWAY DIVISION
33.	\$ 12,000	Snow Plow - (1 per 2 yr.)	PUBLIC WORKS HIGHWAY DIVISION
34.	\$ 80,000	Tree Chipper	PUBLIC WORKS NATURAL RESOURCES DIVISION
35.	\$ 100,000	Town Hall - Renovations	PUBLIC WORKS PROPERTIES DIVISION
36.	\$ 35,000	Feasibility Study	RECREATION
37.	\$ 90,000	Dry erase boards, High School	SCHOOLS
38.	\$ 45,000	Dry erase boards, Ottoson	SCHOOLS
39.	\$ 30,000	Exterior Door Replacement AHS	SCHOOLS
40.	\$ 120,000	Photocopier Lease Program	SCHOOLS
41.	\$ 20,000	Replace retaining wall Ottoson	SCHOOLS
42.	\$ 115,000	Track Replacement AHS	SCHOOLS
43.	\$ 15,000	Electric Vehicle Charging Station	TOWN MANAGER
44.	\$ 5,000	Photocopier	TOWN MANAGER
45.	\$ 5,000	Website Enhancements	TOWN MANAGER
46.	\$ 6,000	Photocopier	TREASURER
	<b>\$ 2,469,625</b>		<b>Acquisitions Total</b>
	\$ 10,754,911	Prior Debt Service	
	\$ 266,516	New Debt Service	
	\$ (92,483)	Less Adjustment for Rink Enterprise Funds	
	\$ (50,250)	Less adjustment for Ambulance Revolving Fund	
	\$ (486,460)	Less Capital Carry Forward	
	\$ (241,726)	Less Antennae Funds	
	\$ (57,265)	Less Urban Renewal Fund	
	\$ (686,442)	Less Enterprise Fund Debt Svc Approp.	
	\$ (683,893)	Less MWRA Loan Payments	
	<b>\$ 11,192,533</b>		<b>Grand Total</b>

**(2) That the various capital projects and equipment purchases shown below shall be undertaken and financed by grants or other funds as shown below, such grants to be expended under the direction of the Town Manager.**

<b>Item</b>	<b>Amount</b>	<b>Project</b>	<b>Department</b>
1.	\$15,000	Van Replacement Program	COUNCIL ON AGING TRANSPORTATION ENTERPRISE FUND
2.	\$10,000	Headstone Cleaning & Repair	PUBLIC WORKS CEMETERY DIVISION
3.	\$750,000	Chapter 90 Roadway	PUBLIC WORKS HIGHWAY DIVISION
4.	\$125,000	Install Sidewalk Ramps - CDBG	PUBLIC WORKS HIGHWAY DIVISION
5.	\$150,000	Drainage Rehab-Regulatory Compliance (Ch-308)	PUBLIC WORKS WATER/SEWER DIVISION
6.	\$100,000	Hydrant and Valve replacement program	PUBLIC WORKS WATER/SEWER DIVISION
7.	\$65,000	Mini Excavator	PUBLIC WORKS WATER/SEWER DIVISION
8.	\$900,000	Sewer System Rehabilitation	PUBLIC WORKS WATER/SEWER DIVISION
9.	\$5,000	Small equipment	PUBLIC WORKS WATER/SEWER DIVISION
10.	\$1,200,000	Water System Rehabilitation	PUBLIC WORKS WATER/SEWER DIVISION
11.	\$10,000	ARB - Installation of 2 Security Cameras (2nd Floor)	REDEVELOPMENT BOARD
	<b>\$3,330,000</b>		<b>Grand Total</b>

**(3) That the sum of \$4,830,794 be and hereby is appropriated for extraordinary repairs to public facilities, acquisition of land and the purchase and installation of equipment and for costs incidental and related thereto as follows:**

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Item	Amount	Project	Department	Statutory Citation Chap 44, Sec ( ), or any Enabling Authority
1.	\$ 1,200,000	Ladder 1 #1009 Tower Unit	COMMUNITY SAFETY - FIRE SERVICES	7(9)
2.	\$ 87,000	MUNIS - New/Updated Software Options	COMPROLLER	7(28&29)
3.	\$ 30,000	IT/Comptroller Department Alarm System	INFORMATION TECHNOLOGY	7(3A&22)
4.	\$ 200,000	Replacement of Receivables Package	INFORMATION TECHNOLOGY	7(28&29)
5.	\$ 419,000	SCHOOL - Replacement academic PC's district wide	INFORMATION TECHNOLOGY	7(28&29)
6.	\$ 40,000	School - Software Licensing	INFORMATION TECHNOLOGY	7(28&29)
7.	\$ 40,000	School Dept. Admin Computers	INFORMATION TECHNOLOGY	7(28&29)
8.	\$ 50,000	School Network Infrastructure	INFORMATION TECHNOLOGY	7(28&29)
9.	\$ 30,000	Town Network Infrastructure - Wireless Coverage	INFORMATION TECHNOLOGY	7(28&29)
10.	\$ 50,000	Town Software Upgrades & Standardization	INFORMATION TECHNOLOGY	7(28&29)
11.	\$ 60,000	Town-Microcomputer Program	INFORMATION TECHNOLOGY	7(28&29)
12.	\$ 32,000	MLN Computer Project	LIBRARY	7(28&29)
13.	\$ 20,000	Gateway Project Phase 2 & 3	PLANNING	7(3A&22)
14.	\$ 45,000	1 Ton Truck	PUBLIC WORKS CEMETERY DIVISION	7(9)
15.	\$ 50,000	Cemetery Chapel/Garage Rehab	PUBLIC WORKS CEMETERY DIVISION	7(3A&22)
16.	\$ 250,000	Bridge Replacement Design Mystic/Mill Brook	PUBLIC WORKS ENGINEERING DIVISION	7(22)
17.	\$ 65,000	1 Ton Dump Truck	PUBLIC WORKS HIGHWAY DIVISION	7(9)
18.	\$ 65,000	1 Ton Dump Truck w/Plow/Sander	PUBLIC WORKS HIGHWAY DIVISION	7(9)
19.	\$ 47,000	1 Ton Utility w/Gate Lift	PUBLIC WORKS HIGHWAY DIVISION	7(9)
20.	\$ 162,000	4WD Truck w/Sander, 44,000 GVW	PUBLIC WORKS HIGHWAY DIVISION	7(9)
21.	\$ 175,000	4WD Truck w/Sander, 44,000 GVW (w/dump body)	PUBLIC WORKS HIGHWAY DIVISION	7(9)
22.	\$ 65,000	Install Sidewalk Ramps	PUBLIC WORKS HIGHWAY DIVISION	7(9)
23.	\$ 17,000	Sander Body	PUBLIC WORKS HIGHWAY DIVISION	7(9)
24.	\$ 50,000	Traffic Signal Maint & Upgrades	PUBLIC WORKS HIGHWAY DIVISION	7(14)
25.	\$ 1,000,000	DPW Facility - Architectural Design	PUBLIC WORKS PROPERTIES DIVISION	7(3A&22)
26.	\$ 50,000	DPW Facility Oversight of Design/Construction	PUBLIC WORKS PROPERTIES DIVISION	7(3A&22)
27.	\$ 50,000	ADA Study Implementation Program	RECREATION	7(25)
28.	\$ 90,000	ARB - 23 Maple Entrance exterior steps & railing	REDEVELOPMENT BOARD	7(3A&22)
29.	\$ 95,000	Bus #106 - 53 passenger	SCHOOLS	7(9)
30.	\$ 794	Stratton Building Improvements	SCHOOLS	7(3A&22)
31.	\$ 125,000	Menotomy Preschool renovation	SCHOOLS	7(3A&22)
32.	\$ 125,000	Purchase Snow Cat	SCHOOLS	7(9)
33.	\$ 46,000	Replace Menotomy Preschool playground	SCHOOLS	7(25)
	<b>\$4,830,794</b>		<b>Grand Total</b>	

And that the Treasurer, with the approval of the Board of Selectman, is hereby authorized to borrow not exceeding the sum of \$4,830,794 under and pursuant to the statutes cited above, and any other enabling authority, and to issue bonds or notes of the Town therefor, said sum to be expended under the direction of the Town Manager. (requires a 2/3 vote)

- (4) That the Town Manager is authorized and directed to apply for and accept any further federal, state or other grants that may be available for any one or more of the foregoing projects and equipment.
- (5) Notwithstanding the foregoing, in the event that monies are not expended for the purposes delineated above then the Comptroller is authorized and directed not to transfer these excess funds to available funds, but said funds shall remain and be accounted for in the warrant article pending further vote of the Town Meeting, except as otherwise provided by law, and,
- (6) That any amounts appropriated under Section (3) above for a particular purpose under a specified section of Chapter 44 and not needed for such purpose may be expended by the Town Manager, with the approval of the Capital Planning

**Committee, for any other purpose listed in Section (3) above under the same section of Chapter 44.**

**ARTICLE 37**

**RESCIND BORROWING AUTHORIZATIONS  
FROM PRIOR YEARS**

To see if the Town will vote to rescind the authority to borrow, from prior years' authorizations, the amounts remaining with regard to any numbered prior Annual and/or Special Town Meeting Warrant Articles; or take any action related thereto.

(Inserted at the request of the Town Treasurer)

**VOTED: That the Town hereby rescinds \$192,996 in the following individual amounts that have been authorized to be borrowed, but which are no longer needed for the purposes for which they were initially approved:**

<u>Amount Rescinded</u>	<u>Date of Approval, Article, Statute</u>	<u>Project</u>
\$191,941	5/16/2011 5 7(3A) & 70B	Thompson Elementary (School)
505	5/14/2014 30 7(3A)	Community Safety Building Renovation
200	5/14/2014 30 7(28) & 7(29)	MLN Computer Project (Library)
350	4/29/2015 24 7(28) & 7(29)	Replacement Academic PC (School)

**COMMENT:** These rescissions are from previously authorized borrowings for projects which have been completed and which amounts are unissued debt that is no longer required.

**ARTICLE 38**

**APPROPRIATION/MUGAR PROPERTY  
APPLICATION REVIEWS**

To see if the Town will appropriate or transfer a sum of money to fund support of the review and/or comment of any application or request for approval to the Town or the Commonwealth of Massachusetts for or accessory or otherwise related to the construction of residential dwelling units off of Dorothy Road in Arlington, Massachusetts (otherwise known as the “Thorndike Place” or the “Mugar Property”), including payment of legal, consultant, expert, and technical review fees in furtherance of such review and/or comment, and any legal actions reasonably arising there from permissible under law; or take any action related thereto.

(Inserted at the request of the Town Manager)

**VOTED: That the sum of \$25,000 be and hereby is appropriated for the purpose of supporting the Zoning Board of Appeals and Conservation Commission’s efforts to minimize the impact of the proposed Mugar development. (11-4)**

**COMMENT:** The Finance Committee supports the Town in its policy of preventing the imposition of large unwanted development in its neighborhoods and wetlands. However, we are concerned about the possible cost of long term

litigation and urge the Town's management to limit the litigations costs for this project to an amount the Town can afford.

**ARTICLE 39**

**APPROPRIATION/PUBLIC ART**

To see if the Town will appropriate a sum of money to fund the selection, acquisition, maintenance, and placement of public art at multiple locations in Arlington, said sum to be raised by the general tax and expended under the direction of the Town Manager; or take any action related thereto.

(Inserted at the request of the Town Manager)

**VOTED: That no action be taken under this article. (9-6)**

**COMMENT:** Last year the Finance Committee recommended \$15,000 be raised to fund the process of selecting and placing of public art along Massachusetts Avenue in East Arlington. However, we also stated that the funds for the purchase of the art should be raised from private parties. With the many demands on the Town's limited resources, we continue to recommend that we look to the private sector for the purchase of these pieces of art.

**ARTICLE 40**

**APPROPRIATION/CAPITAL BUDGET/SCHOOL CAPACITY EXPANSION**

To see if the Town will vote to appropriate a sum of money for capacity expansion, temporary or permanent, at any of the Town's school buildings, determine how the money shall be raised and expended, including the possibility of borrowing all or some of same; or take any action related thereto.

(Inserted at the request of Steve Liggett and ten registered voters)

**VOTED: The Finance Committee will report on this article at Town Meeting.**

**COMMENT:** At the time of printing, the Finance Committee is waiting for a recommendation from the School Enrollment Task Force.

**ARTICLE 41**

**APPROPRIATION/FINANCING OF CONSTRUCTION OR RECONSTRUCTION OF SEWERS AND SEWERAGE FACILITIES**

To see if the Town will vote to appropriate a sum of money for the purpose of financing the construction or reconstruction of sewers and sewerage facilities for inflow/infiltration reduction or system rehabilitation, including costs incidental and related thereto, and to determine how the appropriation shall be raised or expended, including the possibility of borrowing all or some of same; or take any action related thereto.

(Inserted at the request of the Town Manager and the Director of Public Works)

**VOTED:** That the sum of \$800,000 be and hereby is appropriated for the purpose of financing the construction or reconstruction of sewers and sewerage facilities, inflow/infiltration reduction or system rehabilitation, including costs incidental and related thereto; that to raise this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow \$800,000 under and pursuant to Chapter 44, Section 7, of the General Laws, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor; and that the Board of Selectmen and the Town Manager be and hereby are authorized to enter into any agreements they determine to be necessary in connection with the project and its financing and are further authorized to accept and expend in addition to the foregoing appropriation any grants that may become available from the Massachusetts Water Resources Authority or other sources.

**COMMENT:** This authorization allows the Town to receive an interest free loan from the MWRA and issue municipal debt in support of capital construction projects. (requires a 2/3 vote)

**ARTICLE 42** **APPROPRIATION/FINANCING OF CONSTRUCTION OR RECONSTRUCTION OF WATER MAINS AND WATER FACILITIES**

To see if the Town will vote to appropriate a sum of money for the purpose of financing the construction or reconstruction of water mains and water facilities, including costs incidental and related thereto, and to determine how the appropriation shall be raised and expended including the possibility of borrowing all or some of same; or take any action related thereto.

(Inserted at the request of the Town Manager and the Director of Public Works)

**VOTED:** That the sum of \$1,100,000 be and hereby is appropriated for the purpose of financing the construction or reconstruction of water mains and water facilities, including costs incidental and related thereto; that to raise this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow \$1,100,000 under and pursuant to Chapter 44, Section 8, of the General Laws, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor; and that the Board of Selectmen and the Town Manager be and hereby are authorized to enter into any agreements they determine to be necessary in connection with the project and its financing and are further authorized to accept and expend in addition to the foregoing appropriation any grants that may become available from the Massachusetts Water Resources Authority or other sources.

COMMENT: This authorization allows the Town to receive an interest free loan from the MWRA and issue municipal debt in support of capital construction projects. **(requires a 2/3 vote)**

**ARTICLE 43** **APPROPRIATION/MINUTEMAN REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL**

To see if the Town will vote to appropriate a sum of money for the purpose of paying the Town's apportioned share of the operating and maintenance costs, including capital costs, of the Minuteman Regional Vocational Technical High School, determine how the money shall be raised and expended; or take any action related thereto.

(Inserted at the request of Minuteman Regional Vocational School District Committee)

**VOTED:** **That the sum of \$3,649,349 be and hereby is appropriated for the purpose of paying the Town's apportioned share of the operating and maintenance costs, including capital costs, of the Minuteman Regional Vocational Technical High School District Budget; said sum to be raised by general tax and expended under the direction of the Minuteman Regional Vocational High School Committee.**

**ARTICLE 44** **APPROPRIATION/COMMITTEES AND COMMISSIONS**

To see if the Town will vote to appropriate a sum or sums of money to be expended under the direction of various committees, commissions, and boards of the Town, determine how the money shall be raised; provided that any funds appropriated hereunder shall remain under the jurisdiction of said entities until expended at their direction, unless otherwise appropriated by the Town Meeting; the entities included hereunder, without limitation, are: Arlington Historical Commission, Arlington Recycling Committee, Avon Place Historic District Commission, Broadway Historic District Commission, Central Street Historic District Commission, Mt. Gilboa/Crescent Hill Historic District Commission, Jason/Gray Historic District Commission, Pleasant Street Historic District Commission, Russell Historic District Commission, Conservation Commission, Capital Planning Committee, Commission on Disability, Personnel Board, Public Memorial Committee, Human Rights Commission, Arlington Committee on Tourism and Economic Development, Vision 2020, Transportation Advisory Committee, Arlington Commission on Arts and Culture, and any other Town Committee or Commission; or take any action related thereto.

(Inserted at the request of the Town Manager)

**VOTED:** **That the sum of \$29,835 be and hereby is appropriated to be expended by the following commissions, committees, and boards in the amounts indicated:**

**A. Arlington Historical Commission – \$2,160**

**B. Historic District Commissions – \$5,100**

**(Avon Place Historic District Commission, Broadway Historic District Commission, Central Street Historic District commission, Jason/Gray Historic District Commission, Russell Historic District Commission,**



**Pleasant Street Historic District Commission and Mount Gilboa/Crescent Hill Historic District Commission)**

**C. Capital Planning Committee – \$0**

**D. Commission on Disability – \$3,000**

**E. Recycling Committee – \$3,000**

**F. Human Rights Commission – \$4,500**

**G. Arlington Tourism and Economic Development Committee - \$4,275**

**H. Vision 2020 - \$3,800 (16-1)**

**I. Transportation Advisory Committee - \$0**

**J. Arlington Commission on Arts and Culture - \$4,000**

**Said sums to be raised by general tax and expended under the direction of the various commissions, committees and boards.**

#### **ARTICLE 45**

#### **APPROPRIATION/TOWN CELEBRATIONS**

To see if the Town will vote to appropriate a sum or sums of money to be expended under the direction of the Town Manager for the following celebrations and memorials, determine how the money shall be raised and expended; or take any action related thereto:

Veterans' Day Parade

Memorial Day Observation and the Patriots' Day Celebration

Display of American Flags on Massachusetts Avenue

Placing of American Flags on the Graves of Veterans

(Inserted at the request of the Town Manager)

**VOTED: The sum of \$10,167 be and hereby is appropriated for the following celebrations and memorials in the amounts indicated:**

**A. Veterans' Day Parade, Memorial Day Observation and the Patriots' Day Celebration. - \$5,667**

**B. 2016 Town Day Celebration - \$0**

**C. Display of American Flags on Massachusetts Avenue - \$0**

**D. Placing of American Flags on the Graves of Veterans - \$4,500**

**Said sum to be raised by general tax and expended under the direction of the Town Manager.**

#### **ARTICLE 46**

#### **APPROPRIATION/MISCELLANEOUS**

To see if the Town will vote the following:

Legal Defense – To appropriate a sum of money to replenish the Legal Defense Fund established under Article 13, Section 5 of Title 1 of the Town Bylaws, Out-Of-State Travel – To appropriate a sum of money for expenses incurred outside the Commonwealth and as described in the General Laws, Chapter 40, Section 5, Paragraph 34, said appropriation to be expended under the direction of the Board of Selectmen and the Town Manager, Indemnification of Medical Costs, to appropriate a sum of money in accordance with the provisions of Chapter 41, Section 100B of

the General Laws, to indemnify certain retired Police Officers and Firefighters for all reasonable medical and surgical expenses which they incurred, determine how the money will be raised and expended; or take any action related thereto.

(Inserted at the request of the Town Manager)

**VOTED:**                    **The sum of \$8,500 be and hereby is appropriated for the following purposes:**

- A. Legal Defense - To appropriate a sum of money to replenish the Legal Defense Fund established under Article 13 of Title I of the Town By-Laws - \$0**
- B. Indemnification of Medical Costs – \$8,500**

**(To indemnify certain retired Police Officers and Firefighters for all reasonable medical and surgical expenses which they incurred during the previous calendar year that are the proximate result of the disability for which they were retired; and to defray the expenses of the Medical Panel required by law; provided, incurred expenses shall be considered for indemnification thereunder except only those such as are excess over covered benefits of any plan of Hospital, Surgical or other coverage which the retiree has or had available to him, either directly or through a member of his immediate family, which benefits shall be considered primary, and which must be disclosed by such plan, or by the physician, hospital or other medical personnel or facility with or without the consent of the retiree.)**

**Said sums to be raised by general tax and expended under the direction of the Town Manager.**

**ARTICLE 47**

**APPROPRIATION/WATER BODIES FUND**

To see if the Town will vote to appropriate up to \$50,000 to the Town’s Water Bodies Fund for the maintenance, treatment, and oversight of all the Town’s water bodies, said sum to be raised by the general tax and expended under the direction of the Town Manager, who will also report to Town Meeting on the status of the fund; or take any action related thereto.

(Inserted at the request of the Vision 2020 Standing Committee and its Spy Pond and Reservoir Task Groups, and the Arlington Conservation Commission)

**VOTED:**                    **That the sum of \$50,000 be and hereby is appropriated to the Water Bodies Fund for the purpose of testing, maintaining, treating and oversight of the Town’s water bodies. Said sum to be raised by the general taxes and expended under the direction of the Town Manager.**

**COMMENT:**                    The Water Bodies Fund, established by special legislation in 2008, is used for periodic testing, treatment, maintenance and oversight of the town's water bodies. The fund receives private donations as well as public appropriations. The current use is for treatment to reduce growth of

invasive plants at Spy Pond, the Arlington Reservoir and Hills Pond, as well as studies at McClennen Park.

**ARTICLE 48**

**APPROPRIATION/HARRY BARBER  
COMMUNITY SERVICE PROGRAM**

To see if the Town will vote to appropriate the sum of \$7,500.00 for the Harry Barber Community Service Program for the Council on Aging, to determine how the money will be raised and expended; or take any action related thereto.

(Inserted at the request of the Council on Aging)

**VOTED: That the sum of \$7,500 be and hereby is appropriated for the purpose of conducting the Harry Barber Community Service Program; said sum to be raised by general tax and expended under the direction of the Town Manager.**

**COMMENT:** This program provides the opportunity for senior citizens to provide service in various Town departments in exchange for payment, which they can use to help with taxes and rent.

**ARTICLE 49**

**APPROPRIATION/PENSION ADJUSTMENT FOR FORMER  
TWENTY-FIVE YEAR/ACCIDENTAL DISABILITY EMPLOYEES**

To see if the Town will vote to appropriate a sum of money to implement the provisions of Chapter 32 of Massachusetts General Laws Section 90A, 90C, 90D and 90E, pursuant to which the Town pays up to fifty percent of the maximum salary as set forth in the Compensation and Pay Plan for the position formerly held by retired employees with twenty-five or more years of service to the Town and those employees who retired under an Accidental Disability; provided, however, that no one who retires after May 1, 2010 shall be eligible under this vote unless they qualify for at least a fifty percent pension, without this vote upon their retirement; this adjustment to be paid to those who qualify and administered in accordance with prior practice and understanding relating to the retirement allowance of said retirees; determine how the money shall be raised and expended; or take any action related thereto.

(Inserted at the request of the Contributory Retirement Board)

**VOTED: That the sum of \$0 be and hereby is appropriated to implement the provisions of Chapter 32 of Massachusetts General Laws Section 90A, 90C, 90D and 90E, pursuant to which the Town pays up to fifty percent of the maximum salary as set forth in the Compensation and Pay Plan for the position formerly held by retired employees with twenty-five or more years of service to the Town and those employees who retired under an Accidental Disability; provided, however, that no one who retires after May 1, 2010 shall be eligible under this vote unless they qualify for at least a fifty percent pension, without this vote, upon their retirement. This adjustment to be paid to those who qualify, and administered in accordance with prior practice and understanding relating to the retirement allowance of said retirees; said sum to be expended under the direction of the Retirement Board.**

COMMENT: This vote, which is required annually, allows the Retirement Board to ensure that retired employees will not drop below 50% of the current salary of the position they held as an active Town employee.

**ARTICLE 50** **APPROPRIATION/OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND**

To see if the Town will vote to accept into the Other Post-Employment Benefits (OPEB) Trust Fund, established by Chapter 161 of the Acts of 2005, an appropriation of funds and/or the transfer of additional monies that the Town may deem advisable from other sources, including any monies previously deposited into any of the Town's stabilization funds for this purpose, in order to administer and fund its OPEB obligation as described in the said Chapter 161 of the Acts of 2005; determine how the monies shall be raised and expended; or take any action related thereto.

(Inserted at the request of the Contributory Retirement Board)

**VOTED:** **That the Town takes the following actions:**

- (a) **appropriates into said Other Post-Employment Benefits Fund (OPEB), authorized by Chapter 161 of the Acts of 2005, the sum of \$413,000 representing that amount of money that is the difference between the previously established base amount of \$500,000 and the fiscal 2017 appropriation for the non-contributory pension obligation; said sum to be raised by the general tax;**
- (b) **appropriates into said fund the sum of \$155,000 representing the increased share of retiree HMO contributions as voted by the Board of Selectmen on November 6, 2006; said sum to be raised by the general tax.**
- (c) **appropriates into said fund the sum of \$300,000 to be transferred from the remaining balance in the health benefit trust fund.**

COMMENT: These recommendations continue the program to fund the unfunded liability for retiree health insurance.

**ARTICLE 51** **APPROPRIATION/LONG TERM STABILIZATION FUND**

To see if the Town will make an appropriation to the Long Term Stabilization Fund in accordance with the provisions of the General Laws, Chapter 40, Section 5B, as amended, or other appropriate provisions of law, determine how the money shall be raised and expended; or take any action related thereto.

(Inserted at the request of the Finance Committee)

**VOTED:** That the sum of \$100,000 be and hereby is appropriated to the Long Term Stabilization Fund, said sum to be raised by general tax.

**COMMENT:** The Finance Committee recommends that we appropriate a yearly sum in this account for the foreseeable future to both protect the financial position of the Town and reinforce the Town's bond rating.

**ARTICLE 52** **APPROPRIATION/OVERLAY RESERVE**  
To see if the Town will vote to appropriate a sum of money from previous years overlay reserve surplus accounts, determine to what purpose this appropriation shall be made; or take any action related thereto.

(Inserted at the request of the Finance Committee)

**VOTED:** That the sum of \$200,000 be and hereby is appropriated, to be transferred from Overlay Reserve Surplus Accounts of previous fiscal years, said sum to be utilized in the determination of the tax rate.

**ARTICLE 53** **TRANSFER OF FUNDS/SPECIAL EDUCATION STABILIZATION FUND**

To see if the Town will vote to transfer a sum of money between the Special Education Stabilization Fund and the Arlington Public Schools in accordance with the provisions of the General Laws, Chapter 40, Section 5B, as amended, or other appropriate provisions of law; determine how much money should be transferred into or out of such Stabilization Fund; or take any action related thereto.

(Inserted at the request of the Arlington School Committee)

**VOTED:** That the sum of \$\_\_\_\_\_ be and hereby is appropriated to the Special Education Stabilization Fund, said sum to be transferred from the Arlington Public Schools fiscal year 2016 budget: said fund is established in accordance with the provisions of the General Laws, Chapter 40, Section 5B, as amended, or other appropriate provisions of law.

**COMMENT:** This appropriation and transfer will help the school system prepare for unanticipated increases in its special education budget. Any transfers to future school budgets will need to be approved by the Town Meeting. Any funds appropriated in this article will be in addition to those in Article 2 in the Special Town Meeting.

**ARTICLE 54** **TRANSFER OF FUNDS/CEMETERY**

To see if the Town will vote to transfer a sum of money to the Cemetery Commissioners for the improvement of Town cemeteries, said sum shall be taken from the Mt. Pleasant Cemetery "Sale of Lots and Graves or Perpetual Care Funds"; or take any action related thereto.

(Inserted at the request of the Finance Committee)

**VOTED:** That the Town transfers \$150,000 to the Cemetery Commissioners for the care of Town cemeteries and \$10,000 to the Capital Budget for

**headstone cleaning and repair, said \$150,000 to the Cemetery Commissioners shall be taken from the Perpetual Care Fund; and \$10,000 to the Capital Budget from the Sale of Lots and Graves.**

**ARTICLE 55**

**USE OF FREE CASH**

To see if the Town will vote to authorize the taking of a sum of money voted for appropriations heretofore made at the Town Meeting under the Warrant and not voted to be borrowed from available funds in the Treasury, and authorize the Assessors to use free cash in the Treasury to that amount in the determination of the tax rate for the Fiscal Year beginning July 1, 2016; or take any action related thereto.

(Inserted at the request of the Finance Committee)

**VOTED: That the sum of \$4,537,299 be taken from available funds in the treasury, and that the Board of Assessors is instructed to use said amount in the determination of the tax rate.**

**ARTICLE 56**

**APPROPRIATION/FISCAL STABILITY STABILIZATION FUND**

To see if the Town will make an appropriation to or from the Fiscal Stability Stabilization Fund created under Article 65 of the 2005 Annual Town Meeting or any other enabling action of Town Meeting in accordance with the provisions of the General Laws, Chapter 40, Section 5B, as amended, or other appropriate provisions of law, determine how the money shall be raised and expended; or take any action related thereto.

(Inserted at the request of the Finance Committee)

**VOTED: That the sum of \$2,521,036 be appropriated to the Fiscal Stability Stabilization Fund, said sum to be raised by general tax and expended under the direction of future town meetings.**

**ARTICLE 57**

**APPROPRIATION/COMMUNITY PRESERVATION FUND**

To see if the Town will vote to make appropriations from the Community Preservation Fund for eligible community preservation projects; for community preservation reserve accounts for historic preservation, open space and recreation, and affordable housing; for Community Preservation Committee administrative expenses or other eligible expenses; or take any action related thereto.

(Inserted at the request of the Community Preservation Committee)

**VOTED: That the Finance Committee supports all the projects recommended by the Community Preservation Committee.**

**SPECIAL TOWN MEETING**  
**Wednesday, April 27, 2016**

**ARTICLE 1** **AMENDMENTS TO FY2016 BUDGETS**

To see if the Town will vote to revise various FY2016 appropriations previously voted by the 2015 Annual Town Meeting; or take any action related thereto.

(Inserted at the request of the Town Manager)

**VOTED:** **That no action be taken under this article.**

**COMMENT:** No amendments are needed for 2016 budgets.

**ARTICLE 2** **TRANSFER OF FUNDS/SPECIAL EDUCATION  
STABILIZATION FUND**

To see if the Town will vote to transfer a sum of money between the Special Education Stabilization Fund and the Arlington Public Schools in accordance with the Provisions of the General Laws, Chapter 40, Section 5B, as amended, or other appropriate provisions of law; determine how much money should be transferred into or out of such Stabilization Fund; or take any action related thereto.

(Inserted at the request of the Arlington School Committee)

**VOTED:** **That the sum of \$200,000 be and hereby is appropriated to the Special Education Stabilization Fund, said sum to be transferred from the Arlington Public Schools fiscal year 2016 budget: said fund is established in accordance with the provisions of the General Laws, Chapter 40, Section 5B, as amended, or other appropriate provisions of law.**

**COMMENT:** This appropriation and transfer will help the school system prepare for unanticipated increases in its special education budget. Any transfers to future school budgets will need to be approved by the Town Meeting.

**ARTICLE 3** **CAPITAL BUDGET/SCHOOL CAPACITY EXPANSION**

To see if the Town will vote to appropriate a sum of money for either the design or construction of capacity expansion, temporary or permanent, at any of the Town's school buildings, determine how the money shall be raised and expended, including the possibility of borrowing all or some of same; or take any action related thereto.

(Inserted at the request of the Town Manager and the Capital Planning Committee)

**VOTED:** **The Finance Committee will report on this article at Town Meeting.**

**COMMENT:** At the time of printing, the Finance Committee is waiting for a recommendation from the School Enrollment Task Force.

**ARTICLE 4 CAPITAL BUDGET/STRATTON SCHOOL RENOVATION**

To see if the Town will vote to appropriate a sum of money for renovations to the Stratton School, determine how the money shall be raised and expended, including the possibility of borrowing all or some of same; or take any action related thereto.

(Inserted at the request of the Town Manager and the Capital Planning Committee)

**VOTED: That no action be taken on this article.**

**COMMENT:** The construction bids for the Stratton School all came within budget.

**ARTICLE 5 CAPITAL BUDGET/ARLINGTON HIGH SCHOOL FEASIBILITY STUDY - MSBA**

To see if the Town will vote to appropriate, borrow, or transfer from available funds, an amount of money to be expended under the direction of the Arlington High School Building Committee for an Arlington High School Project Feasibility Study, Arlington High School, located at 869 Massachusetts Avenue, Arlington, MA, for which feasibility study the Town may be eligible for a grant from the Massachusetts School Building Authority. The MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town incurs in connection with the feasibility study in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town.

(Inserted at the request of the Town Manager)

**VOTED: That the Town appropriate the amount of Two Million (2,000,000) Dollars for the purpose of paying costs of the Arlington High School Project Feasibility Study (“Feasibility Study”), for Arlington High School located at 869 Massachusetts Avenue, Arlington, MA, including the payment of all costs incidental or related thereto, and for which the Town of Arlington may be eligible for a grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended under the direction of the School Building Committee. To meet this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount under and pursuant to M.G.L. Chapter 44 Section 7, or pursuant to any other enabling authority. The Town acknowledges that the MSBA’s grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any costs the Town incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the Town and further provided that the appropriation hereunder shall be subject to and contingent upon an affirmative vote of the Town to exempt the amounts required for the payment of interest and principal on said borrowing from the limitations on taxes imposed by M.G.L. 59, Section 21C (Proposition 2½), and that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Feasibility Study Agreement that may be executed between the Town and the MSBA.**



**ARTICLE 6**

**MINUTEMAN REGIONAL VOCATIONAL TECHNICAL  
SCHOOL: BOND AUTHORIZATION FOR MINUTEMAN  
SCHOOL CONSTRUCTION**

To see if the Town will vote to approve debt authorized by vote of the Minuteman Regional Vocational Technical School District for the purpose of paying Arlington's apportioned capital costs for the construction of a new Regional Vocational Technical School building in Lincoln Massachusetts, the design for which having been approved by the Regional School Committee, said sum to be expended at the direction of the Minuteman School Building Committee; or take any action related thereto.

(Inserted at the request of the Town Manager)

**VOTED:                   The Finance Committee will report on this article at Town Meeting.**

**COMMENT:**           At the time of the printing of this report, the Minuteman special task force had not yet completed its recommendations.



**APPENDIX B  
Fiscal Year 2017 Budgets**

The Finance Committee recommends that the sums be appropriated to defray obligations, outlays, and expenses for the Fiscal Year ending June 30, 2017 to be raised by general tax except as otherwise specifically voted, and expended;

Individual Sub-Budgets to be voted separately.

<b>1 Finance Committee</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	9,156	9,324	9,861	9,997	136	1.38%
Expenses	2,500	2,500	2,345	2,500	155	6.61%
<b>TOTAL</b>	<b>11,656</b>	<b>11,824</b>	<b>12,206</b>	<b>12,497</b>	<b>291</b>	<b>2.38%</b>
	1.54%	1.44%	3.23%	2.38%		
Detail of Personnel Services:						
Executive Secretary	6,106	6,274	6,811	6,947	136	2.00%
Fincom members (21)	3,050	3,050	3,050	3,050	0	0.00%
<b>TOTAL PERSONNEL SERVICES</b>	<b>9,156</b>	<b>9,324</b>	<b>9,861</b>	<b>9,997</b>	<b>136</b>	<b>1.38%</b>
<b>2 Board of Selectmen</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	262,090	273,642	268,203	297,412	29,209	10.89%
Expenses	128,535	175,625	140,890	185,570	44,680	31.71%
<b>SUB TOTAL</b>	<b>390,625</b>	<b>449,267</b>	<b>409,093</b>	<b>482,982</b>		
Water/Sewer Enterprise Fund	(24,143)	(23,007)	(26,461)	(24,094)	2,367	-8.95%
<b>TOTAL</b>	<b>366,482</b>	<b>426,260</b>	<b>382,632</b>	<b>458,888</b>	<b>76,256</b>	<b>19.93%</b>
	-7.10%	16.31%	-10.24%	19.93%		
<b>a. Administration and Licensing</b>						
Personnel Services	227,610	239,162	239,983	252,982	12,999	5.42%
Expenses	20,600	20,600	20,850	20,850	0	0.00%
Water/Sewer Enterprise Fund	(24,143)	(23,007)	(26,461)	(24,094)		
Out of State Travel	0	0	0	0	0	
<b>TOTAL</b>	<b>224,067</b>	<b>236,755</b>	<b>234,372</b>	<b>249,738</b>	<b>15,366</b>	<b>6.56%</b>
Detail of Personnel Services:						
Board Administrator (inc. night stipend)	81,978	84,177	84,177	87,497	3,320	3.94%
Office Manager	62,317	64,031	64,031	66,618	2,587	4.04%
Administrative Assistant	43,147	48,413	48,413	55,655	7,242	14.96%
Principal Clerk & Typist (PT)	19,869	21,977	22,799	22,037	(762)	-3.34%
Longevity	4,799	5,064	5,063	5,675	612	12.09%
<b>SUB TOTAL</b>	<b>212,110</b>	<b>223,662</b>	<b>224,483</b>	<b>237,482</b>	<b>12,999</b>	<b>5.79%</b>
Chairman	3,500	3,500	3,500	3,500	0	0.00%
Members (4)	12,000	12,000	12,000	12,000	0	0.00%
<b>TOTAL PERSONNEL SERVICES</b>	<b>227,610</b>	<b>239,162</b>	<b>239,983</b>	<b>252,982</b>	<b>12,999</b>	<b>5.42%</b>
<b>b. Elections and Town Meeting</b>						
Personnel Services	34,480	34,480	28,220	44,430	16,210	57.44%
Expenses	49,435	96,525	59,540	98,220	38,680	64.96%
State reimbursement for state elections	0	0	0	0		
<b>TOTAL</b>	<b>83,915</b>	<b>131,005</b>	<b>87,760</b>	<b>142,650</b>	<b>54,890</b>	<b>62.55%</b>
<b>c. Printing Town Reports</b>						
	3,500	3,500	3,500	3,500	0	0.00%
<b>d. Accounting and Auditing</b>						
	55,000	55,000	57,000	63,000	6,000	10.53%

**APPENDIX B  
Fiscal Year 2017 Budgets**

<b>3 Town Manager</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	541,963	567,850	583,940	740,294	156,354	26.78%
Expenses	33,500	33,500	33,500	33,500	0	0.00%
SUB TOTAL	575,463	601,350	617,440	773,794	156,354	25.32%
Water/Sewer Enterprise Fund	(100,503)	(109,969)	(114,916)	(117,991)	(3,075)	2.68%
TOTAL	<b>474,960</b>	<b>491,381</b>	<b>502,524</b>	<b>655,803</b>	153,279	30.50%
	7.19%	3.46%	2.27%	30.50%		
<u>Detail of Personnel Services:</u>						
Town Manager	161,160	164,383	168,832	201,540	32,708	19.37%
Deputy Town Manager	106,439	114,163	116,163	122,400	6,237	5.37%
Assistant Town Manager				91,640		
Purchasing Officer	86,375	88,750	88,750	92,336	3,586	4.04%
Exec Sec'y/Admin Ass't	65,122	66,913	66,913	55,817	(11,096)	-16.58%
Management analyst	50,328	56,708	57,750	62,337	4,587	7.94%
Public Information Officer (1 PT)	61,075	65,107	65,107	67,749	2,642	4.06%
BASE SALARY + STEPS	530,499	556,024	563,515	693,819	130,304	23.12%
Longevity	1,406	1,606	3,295	2,706	(589)	-17.88%
Other benefits	10,058	10,220	17,130	43,769	26,639	155.51%
TOTAL PERSONNEL SERVICES	541,963	567,850	583,940	740,294	156,354	26.78%

<b>4 Human Resources</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	244,881	255,288	259,451	271,027	11,576	4.46%
Expenses	36,450	56,450	56,450	56,450	0	0.00%
SUB TOTAL	281,331	311,738	315,901	327,477	11,576	3.66%
Water/Sewer Enterprise Fund	(12,870)	(13,578)	(15,046)	(15,247)	(201)	1.34%
TOTAL	<b>268,461</b>	<b>298,160</b>	<b>300,855</b>	<b>312,230</b>	11,375	3.78%
	3.56%	11.06%	0.90%	3.78%		
<u>Detail of Human Resources:</u>						
Director of Human Resources	98,276	103,798	105,799	109,915	4,116	3.89%
Assistant, Technician, Administrator (2.5)	142,656	147,384	148,220	155,109	6,889	4.65%
BASE SALARY + STEPS	240,931	251,181	254,019	265,024	11,005	4.33%
Longevity	3,949	4,106	5,432	6,003	571	10.51%
TOTAL PERSONNEL SERVICES	244,881	255,288	259,451	271,027	11,576	4.46%

<b>5 Information Technology</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	605,715	631,364	636,832	669,490	32,658	5.13%
Expenses	183,349	186,105	206,353	221,253	14,900	7.22%
SUB TOTAL	789,064	817,469	843,185	890,743	47,558	5.64%
Water/Sewer Enterprise Fund	(119,921)	(135,904)	(148,048)	(152,706)	(4,658)	3.15%
TOTAL	<b>669,143</b>	<b>681,565</b>	<b>695,137</b>	<b>738,037</b>	42,900	6.17%
	19.19%	1.86%	1.99%	6.17%		
<u>Detail of Personnel Services:</u>						
Director of Information Technology	116,618	122,822	124,823	131,382	6,559	5.25%
Mgr of Software Development	101,230	104,014	104,014	108,216	4,202	4.04%
Production Coordinator	92,272	94,809	94,810	98,640	3,830	4.04%
Senior Programmer	68,382	70,263	70,263	73,101	2,838	4.04%
Programmer	59,638	66,499	68,993	73,101	4,108	5.95%
Technical Planner / GIS Coordinator (1 PT)	36,450	17,450	18,104	19,638	1,534	
Systems Analyst / Director GIS	65,277	88,752	88,750	92,336	3,586	4.04%
Data Processing Admin Ass't	50,650	52,042	52,042	57,393	5,351	10.28%
BASE SALARY + STEPS	590,517	616,651	621,799	653,807	32,008	5.15%
Overtime	1,000	1,000	1,000	1,000	0	0.00%
Longevity	14,198	13,715	14,033	14,683	650	4.63%
Other benefits						
TOTAL PERSONNEL SERVICES	605,715	631,364	636,832	669,490	32,658	5.13%

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<b>6 Comptroller</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	342,757	352,799	353,372	364,504	11,132	3.15%
Expenses	107,375	107,375	107,375	102,972	(4,403)	-4.10%
SUB TOTAL	450,132	460,174	460,747	467,476	6,729	1.46%
Water/Sewer Enterprise Fund	(37,540)	(37,646)	(38,486)	(38,534)	(48)	0.12%
TOTAL	<b>412,592</b>	<b>422,528</b>	<b>422,261</b>	<b>428,942</b>	6,681	1.58%
	-3.39%	2.41%	-0.06%	1.58%		
<u>Detail of Personnel Services:</u>						
Comptroller	127,900	131,282	131,282	126,480	(4,802)	-3.66%
Assistant Comptroller (inc. MUNIS stipend)	68,382	70,263	70,263	78,101	7,838	11.16%
Junior Accountant (inc. courier stipend)	47,242	48,541	49,066	52,598	3,532	7.20%
Principal Account Clerk	45,089	46,329	46,329	48,201	1,872	4.04%
Telephone Operator (2 PT)	44,547	45,295	45,345	47,178	1,833	4.04%
BASE SALARY + STEPS	333,159	341,709	342,285	352,558	10,273	3.00%
Overtime	0	0	0	6,000	6,000	
Longevity	9,597	11,089	11,087	5,946	(5,141)	-46.37%
TOTAL PERSONNEL SERVICES	342,757	352,799	353,372	364,504	11,132	3.15%

<b>7 Treasurer-Collector</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	591,025	616,453	616,992	621,357	4,365	0.71%
Expenses	127,375	140,875	146,873	151,011	4,138	2.82%
Out-of-State Travel	3,000	3,000	3,000	3,000	0	0.00%
SUB TOTAL	721,400	760,328	766,865	775,368	8,503	1.11%
Water/Sewer Enterprise Fund	(72,345)	(85,293)	(105,610)	(106,518)	(908)	0.86%
TOTAL	<b>649,055</b>	<b>675,035</b>	<b>661,255</b>	<b>668,850</b>	7,595	1.15%
	5.92%	4.00%	-2.04%	1.15%		
<u>Detail of Personnel Services:</u>						
Treasurer	97,666	100,353	100,353	104,407	4,054	4.04%
Deputy Treasurer	69,362	71,269	75,327	82,808	7,481	9.93%
Management Analyst	66,823	69,923	56,066	0	(56,066)	-100.00%
Clerical (8)	331,163	339,804	341,340	397,354	56,014	16.41%
BASE SALARY + STEPS	565,014	581,349	573,086	584,569	11,483	2.00%
Overtime	5,000	15,000	22,000	15,000	(7,000)	-31.82%
Deputy Tax Collection Fees	15,000	15,000	15,000	15,000	0	0.00%
Longevity	6,011	5,104	6,906	6,788	(118)	-1.71%
TOTAL PERSONNEL SERVICES	591,025	616,453	616,992	621,357	4,365	0.71%

<b>8 Postage</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	31,279	31,279	31,393	32,648	1,255	4.00%
Expenses	174,523	179,269	179,279	179,531	252	0.14%
SUB TOTAL	205,802	210,548	210,672	212,179	1,507	0.72%
Water/Sewer Enterprise Fund	(35,292)	(35,588)	(36,409)	(36,431)	(22)	0.06%
TOTAL	<b>170,510</b>	<b>174,960</b>	<b>174,263</b>	<b>175,748</b>	1,485	0.85%
	-0.97%	2.61%	-0.40%	0.85%		
<u>Detail of Personnel Services:</u>						
Output Media Handler	31,064	31,064	31,064	32,319	1,255	4.04%
BASE SALARY + STEPS	31,064	31,064	31,064	32,319	1,255	4.04%
Overtime	0	0	0	0	0	
Longevity	215	215	329	329	0	0.00%
TOTAL PERSONNEL SERVICES	31,279	31,279	31,393	32,648	1,255	4.00%

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<b>9 Board of Assessors</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	246,761	248,107	250,798	266,246	15,448	6.16%
Expenses	26,700	26,700	26,700	31,648	4,948	18.53%
<b>TOTAL</b>	<b>273,461</b>	<b>274,807</b>	<b>277,498</b>	<b>297,894</b>	<b>20,396</b>	<b>7.35%</b>
	2.93%	0.49%	0.98%	7.35%		
<u>Detail of Personnel Services:</u>						
Director of Assessments	92,274	97,183	94,811	98,641	3,830	4.04%
Office Manager	52,813	56,300	58,411	63,050	4,639	7.94%
Data Collector	53,689	45,061	46,753	50,466	3,713	7.94%
Sr. Clerk Typist	31,485	33,563	34,823	37,589	2,766	7.94%
Board Members (3)	14,700	14,700	14,700	14,700	0	0.00%
<b>BASE SALARY + STEPS</b>	<b>244,961</b>	<b>246,807</b>	<b>249,498</b>	<b>264,446</b>	<b>14,948</b>	<b>5.99%</b>
Overtime	1,000	1,000	1,000	1,000	0	0.00%
Longevity	800	300	300	800	500	166.67%
Unused salary reserve						
<b>TOTAL PERSONNEL SERVICES</b>	<b>246,761</b>	<b>248,107</b>	<b>250,798</b>	<b>266,246</b>	<b>15,448</b>	<b>6.16%</b>

<b>10 Legal</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	415,777	412,675	424,350	452,506	28,156	6.64%
Expenses - Legal	138,350	138,350	135,002	135,002	0	0.00%
<b>SUB TOTAL</b>	<b>554,127</b>	<b>551,025</b>	<b>559,352</b>	<b>587,508</b>	<b>28,156</b>	<b>5.03%</b>
Water/Sewer Enterprise Fund	(100,781)	(106,258)	(105,663)	(107,260)	(1,597)	1.51%
<b>TOTAL</b>	<b>453,346</b>	<b>444,767</b>	<b>453,689</b>	<b>480,248</b>	<b>26,559</b>	<b>5.85%</b>
	2.54%	-1.89%	2.01%	5.85%		
<u>Detail of Personnel Services:</u>						
Town Counsel	126,976	114,163	116,163	122,856	6,693	5.76%
Benefits Atty./Workers' Compensation Agent	135,190	138,909	145,855	153,520	7,665	5.26%
Safety coordinator	64,025	65,787	65,787	69,945	4,158	6.32%
Legal Secretaries (1 + 1 PT)	80,456	85,770	88,000	96,959	8,959	10.18%
<b>BASE SALARY + STEPS</b>	<b>406,647</b>	<b>404,629</b>	<b>415,805</b>	<b>443,280</b>	<b>27,475</b>	<b>6.61%</b>
Longevity	9,130	8,046	8,545	9,226	681	7.97%
<b>TOTAL PERSONNEL SERVICES</b>	<b>415,777</b>	<b>412,675</b>	<b>424,350</b>	<b>452,506</b>	<b>28,156</b>	<b>6.64%</b>

<b>11 Town Clerk</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	225,559	233,467	234,468	243,956	9,488	4.05%
Expenses	27,600	28,860	28,860	28,860	0	0.00%
<b>TOTAL</b>	<b>253,159</b>	<b>262,327</b>	<b>263,328</b>	<b>272,816</b>	<b>9,488</b>	<b>3.60%</b>
	3.60%	3.62%	0.38%	3.60%		
<u>Detail of Personnel Services:</u>						
Town Clerk	85,112	87,453	87,453	90,986	3,533	4.04%
Ass't Town Clerk	49,512	52,781	53,753	55,925	2,172	4.04%
Other Clerks (2)	75,694	77,776	77,776	80,918	3,142	4.04%
Registrar of Voters (1 PT)	5,000	5,000	5,000	5,000	0	0.00%
<b>BASE SALARY + STEPS</b>	<b>215,318</b>	<b>223,010</b>	<b>223,982</b>	<b>232,829</b>	<b>8,847</b>	<b>3.95%</b>
Overtime	3,500	3,500	3,500	3,500	0	0.00%
Longevity	6,741	6,957	6,986	7,627	641	9.18%
<b>TOTAL PERSONNEL SERVICES</b>	<b>225,559</b>	<b>233,467</b>	<b>234,468</b>	<b>243,956</b>	<b>9,488</b>	<b>4.05%</b>

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<b>12 Board of Registrars</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	42,590	44,114	47,035	52,307	5,272	11.21%
Expenses	13,550	13,550	13,550	13,550	0	0.00%
<b>TOTAL</b>	<b>56,140</b>	<b>57,664</b>	<b>60,585</b>	<b>65,857</b>	<b>5,272</b>	<b>8.70%</b>
	3.71%	2.71%	5.07%	8.70%		
<u>Detail of Personnel Services:</u>						
Registrar	1,500	1,500	1,500	1,500	0	0.00%
Registrars of Voters (3 PT)	1,500	1,500	1,500	1,500	0	0.00%
Moderator	500	500	500	500	0	0.00%
Assistant Registrar of Voters	37,240	38,264	41,185	46,457	5,272	12.80%
Election tech support	150	150	150	150	0	0.00%
<b>BASE SALARY + STEPS</b>	<b>40,890</b>	<b>41,914</b>	<b>44,835</b>	<b>50,107</b>	<b>5,272</b>	<b>11.76%</b>
Overtime	1,700	2,200	2,200	2,200	0	0.00%
Longevity	0	0	0	0	0	
<b>TOTAL PERSONNEL SERVICES</b>	<b>42,590</b>	<b>44,114</b>	<b>47,035</b>	<b>52,307</b>	<b>5,272</b>	<b>11.21%</b>

  

<b>13 Parking</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	83,978	86,231	85,899	88,953	3,054	3.56%
Expenses	28,935	28,935	28,935	41,080	12,145	41.97%
<b>TOTAL</b>	<b>112,913</b>	<b>115,166</b>	<b>114,834</b>	<b>130,033</b>	<b>15,199</b>	<b>13.24%</b>
	1.40%	2.00%	-0.29%	13.24%		
<u>Detail of Personnel Services:</u>						
Parking Clerk	19,761	20,300	19,968	20,435	467	2.34%
Data Input Operator/Clerk	62,317	64,031	64,031	66,618	2,587	4.04%
<b>BASE SALARY + STEPS</b>	<b>82,078</b>	<b>84,331</b>	<b>83,999</b>	<b>87,053</b>	<b>3,054</b>	<b>3.64%</b>
Overtime	1,000	1,000	1,000	1,000	0	0.00%
Longevity	900	900	900	900	0	0.00%
Unused salary reserve						
<b>TOTAL PERSONNEL SERVICES</b>	<b>83,978</b>	<b>86,231</b>	<b>85,899</b>	<b>88,953</b>	<b>3,054</b>	<b>3.56%</b>

  

<b>14 Planning &amp; Community Development</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	421,552	459,373	478,161	479,778	1,617	0.34%
Expenses	16,200	24,585	25,215	24,185	(1,030)	-4.08%
<b>SUB TOTAL</b>	<b>437,752</b>	<b>483,958</b>	<b>503,376</b>	<b>503,963</b>	<b>587</b>	<b>0.12%</b>
Central School Allocation	(25,325)	(22,459)	(23,738)	(25,151)	(1,413)	5.95%
Conservation Comm. Fees & Fines Account	(5,000)	(3,000)	(3,000)	(3,202)	(202)	6.73%
CDBG Planner *	(40,000)	(39,266)	(42,908)	(44,850)	(1,942)	4.53%
CDGB Affordable Housing	(4,059)	(6,280)	(10,000)	(12,121)		
HOME Fund (grants & private donations)	(10,000)	(10,000)	(8,000)	(8,000)	0	0.00%
<b>TOTAL</b>	<b>353,368</b>	<b>402,953</b>	<b>415,730</b>	<b>410,639</b>	<b>(5,091)</b>	<b>-1.22%</b>
	-3.64%	14.03%	3.17%	-1.22%		
<u>Detail of Personnel Services:</u>						
Director	112,463	118,445	120,445	103,440	(17,005)	-14.12%
Ass't Director			88,750	92,336		0.00%
Economic Dev't Coordinator	71,854	83,997	87,147	92,336	5,189	5.95%
Senior Planner / Director of Housing	75,451	77,526			0	
Conservation Commission Administrator	29,768	44,162	43,969	45,947	1,978	4.50%
Technical Planner (1 PT)	17,749	23,266	24,139	26,056	1,917	7.94%
Planner *	62,317	64,031	64,031	66,618	2,587	4.04%
Administrative Aide	50,650	45,761	47,476	51,245	3,769	7.94%
<b>BASE SALARY + STEPS</b>	<b>420,252</b>	<b>457,188</b>	<b>475,957</b>	<b>477,978</b>	<b>2,021</b>	<b>0.42%</b>
Longevity	1,300	2,185	2,204	1,800	(404)	-18.33%
Unused salary reserve						
<b>TOTAL PERSONNEL SERVICES</b>	<b>421,552</b>	<b>459,373</b>	<b>478,161</b>	<b>479,778</b>	<b>1,617</b>	<b>0.34%</b>

\* Position partially funded through Community Development Block Grant funds

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<b>15 Redevelopment Board</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
<b>a. Redevelopment Board Expenses</b>	10,800	10,800	10,800	10,800	0	0.00%
TOTAL	<b>10,800</b>	<b>10,800</b>	<b>10,800</b>	<b>10,800</b>	0	0.00%
	0.00%	0.00%	0.00%	0.00%		
<b>b. Rental Property Expenses *</b>						
Personnel Services	59,818	61,107	61,536	63,576	2,040	3.32%
Purchase of Services						
Gibbs Expenses	200,510	200,510	200,510	185,210	(15,300)	-7.63%
Parmenter Expenses	15,000	15,000	15,000	15,000	0	0.00%
Crosby Expenses (sold in 2012)	0	0	0	0	0	
Dallin Library Expenses	5,000	5,000	5,000	5,000	0	0.00%
SUB TOTAL	280,328	281,617	282,046	268,786	(13,260)	-4.70%
Central School offset	(27,259)	(27,903)	(28,118)	(29,138)	(1,020)	3.63%
TOTAL	<b>253,069</b>	<b>253,714</b>	<b>253,928</b>	<b>239,648</b>	(14,280)	-5.62%
	-0.04%	0.25%	0.08%	-5.62%		
Detail of Personnel Services:						
Building Craftsman	54,518	55,807	56,236	58,276	2,040	3.63%
BASE SALARY + STEPS	54,518	55,807	56,236	58,276	2,040	3.63%
Overtime	5,000	5,000	5,000	5,000	0	0.00%
Longevity	300	300	300	300	0	0.00%
Unused salary reserve						
TOTAL PERSONNEL SERVICES	59,818	61,107	61,536	63,576	2,040	3.32%
<b>Rental Property Revenues</b>						
Gibbs Revenue	286,225	320,000	326,400	340,380		
Parmenter Revenue	192,158	206,000	210,120	223,155		
Dallin Revenue	45,120	45,000	45,000	45,000		
Total Rental Properties Revenues	523,503	571,000	581,520	608,535		
Rental Properties Revenues less Expenses *	270,434	317,286	327,592	368,887		
* Rental Property expenses do not include capital, management personel in Town Manager's budget, indirect personnel expenses, or depreciation.						

<b>16 Zoning Board of Appeals</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	17,130	17,265	17,912	20,812	2,900	16.19%
Expenses	4,100	4,100	4,100	4,100	0	0.00%
TOTAL	<b>21,230</b>	<b>21,365</b>	<b>22,012</b>	<b>24,912</b>	2,900	13.17%
	17.42%	0.64%	3.03%	13.17%		
Detail of Personnel Services:						
Principal Clerk & typist (1 PT)	17,130	17,265	17,912	20,812	2,900	16.19%
BASE SALARY + STEPS	17,130	17,265	17,912	20,812	2,900	16.19%
Longevity	0	0	0	0	0	
TOTAL PERSONNEL SERVICES	17,130	17,265	17,912	20,812	2,900	16.19%



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<b>17 Public Works</b>		<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
<b>All Public Works</b>							
	Personnel Services	3,660,829	3,805,182	3,740,453	3,848,046	107,593	2.88%
	Expenses	5,791,100	6,014,985	5,765,798	5,982,610	216,812	3.76%
	<b>SUB TOTAL</b>	<b>9,451,929</b>	<b>9,820,167</b>	<b>9,506,251</b>	<b>9,830,656</b>	<b>324,405</b>	<b>3.41%</b>
	Water/Sewer Enterprise Fund	(936,956)	(1,000,384)	(1,045,715)	(1,005,376)	40,339	-3.86%
	Other offsets and transfers	(161,865)	(176,718)	(165,000)	(165,000)	0	
	<b>TOTAL</b>	<b>8,353,108</b>	<b>8,643,065</b>	<b>8,295,536</b>	<b>8,660,280</b>	<b>364,744</b>	<b>4.40%</b>
		5.97%	3.47%	-4.02%	4.40%		
<b>For fiscal year 2017, the Director of Public Works is hereby authorized to transfer funds within this budget.</b>							
<b>a. Public Works Administration</b>							
	Personnel Services	469,151	514,415	424,796	445,752	20,956	4.93%
	Expenses	23,400	23,400	23,400	23,400	0	0.00%
	<b>SUB TOTAL</b>	<b>492,551</b>	<b>537,815</b>	<b>448,196</b>	<b>469,152</b>	<b>20,956</b>	<b>4.68%</b>
	Recycling fund offset	0	(12,663)	(15,000)	(15,000)		
	Bedford share of energy manager *	(11,865)	(14,055)				
	Water/Sewer Enterprise Fund	(226,609)	(246,276)	(268,908)	(224,098)	44,810	-16.66%
	<b>TOTAL</b>	<b>254,077</b>	<b>264,821</b>	<b>164,288</b>	<b>230,054</b>	<b>65,766</b>	<b>40.03%</b>
		9.20%	4.23%	-37.96%	40.03%		
Detail of Personnel Services:							
	Director of Public Works	116,618	122,822	124,823	131,865	7,042	5.64%
	Assistant Director of Public Works	86,375	88,750	88,750	92,336	3,586	4.04%
	Office Manager				0		
	Recycling Coordinator (1 PT)	28,963	51,880	51,942	56,069	4,127	7.95%
	Administrative Asst.	48,326	49,655	49,655	51,661	2,006	4.04%
	Energy manager *	35,594	43,907		0		
	Sr. Building Custodian	46,291	47,565		0		
	Principal accounting clerk / bookkeeper	45,089	46,329	46,329	48,201	1,872	4.04%
	Principal clerk / stenographer	45,089	46,329	46,329	48,201	1,872	4.04%
	<b>BASE SALARY + STEPS</b>	<b>452,345</b>	<b>497,237</b>	<b>407,828</b>	<b>428,333</b>	<b>20,505</b>	<b>5.03%</b>
	Longevity	4,666	4,729	4,248	4,699	451	10.62%
	Overtime & Out of Grade Pay	12,140	12,449	12,720	12,720	0	0.00%
	Unused salary reserve						
	<b>TOTAL PERSONNEL SERVICES</b>	<b>469,151</b>	<b>514,415</b>	<b>424,796</b>	<b>445,752</b>	<b>20,956</b>	<b>4.93%</b>
<b>b. Engineering</b>							
	Personnel Services	304,295	322,314	328,007	324,892	(3,115)	-0.95%
	Expenses	14,300	13,900	23,900	18,900	(5,000)	-20.92%
	<b>SUB TOTAL</b>	<b>318,595</b>	<b>336,214</b>	<b>351,907</b>	<b>343,792</b>	<b>(8,115)</b>	<b>-2.31%</b>
	Water/Sewer Enterprise Fund	(181,145)	(197,529)	(208,453)	(218,182)	(9,729)	4.67%
	Warrant Article Charges	0	0	0	0		
	<b>TOTAL</b>	<b>137,450</b>	<b>138,685</b>	<b>143,454</b>	<b>125,610</b>	<b>(17,844)</b>	<b>-12.44%</b>
		14.09%	0.90%	3.44%	-12.44%		
Detail of Personnel Services:							
	Town Engineer	95,345	101,639	103,510	107,692	4,182	4.04%
	Assistant Town Engineer	63,377	71,236	73,906	78,370		
	Jr. Engineer	65,122	66,913	66,913	69,616	2,703	4.04%
	Jr. Engineer	73,253	75,267	75,267	63,814	(11,453)	-15.22%
	<b>BASE SALARY + STEPS</b>	<b>297,097</b>	<b>315,055</b>	<b>319,596</b>	<b>319,492</b>	<b>(104)</b>	<b>-0.03%</b>
	Longevity	3,498	3,559	4,611	1,600	(3,011)	-65.30%
	Overtime	3,700	3,700	3,800	3,800	0	0.00%
	Unused salary reserve						
	<b>TOTAL PERSONNEL SERVICES</b>	<b>304,295</b>	<b>322,314</b>	<b>328,007</b>	<b>324,892</b>	<b>(3,115)</b>	<b>-0.95%</b>

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C E M E T E R I E S	<b>c. Cemeteries</b>							
	Personnel Services	218,825	225,313	239,343	245,660	6,317	2.64%	
	Expenses	155,800	155,500	157,700	157,700	0	0.00%	
	SUB TOTAL	374,625	380,813	397,043	403,360	6,317	1.59%	
	Transfer from cemetery funds article	(150,000)	(150,000)	(150,000)	(150,000)	0	0.00%	
		<b>224,625</b>	<b>230,813</b>	<b>247,043</b>	<b>253,360</b>	6,317	2.56%	
		3.25%	2.75%	7.03%	2.56%			
	Detail of Personnel Services:							
	Supervisor	68,382	70,263	70,263	73,101	2,838	4.04%	
	Working Foreman	52,952	54,414	54,622	56,606	1,984	3.63%	
Motor Equip. Operator	28,097	29,085	42,863	42,282	(581)	-1.36%		
Principal clerk	43,146	44,333	44,332	46,123	1,791	4.04%		
BASE SALARY + STEPS	192,577	198,095	212,080	218,112	6,032	2.84%		
Longevity	2,738	3,708	3,708	3,993	285	7.69%		
Overtime , Doubletime & Out of Grade Pay	23,510	23,510	23,555	23,555	0	0.00%		
Unused salary reserve								
TOTAL PERSONNEL SERVICES	218,825	225,313	239,343	245,660	6,317	3%		
P R O P E R T I E S	<b>d. Properties &amp; Natural Resources</b>							
	Personnel Services	960,609	985,681	994,081	1,029,391	35,310	3.55%	
	Expenses	275,400	276,650	282,900	398,900	116,000	41.00%	
	SUB TOTAL	1,236,009	1,262,331	1,276,981	1,428,291			
	Property expenses *	262,700	259,925			0		
	Field maintenance	40,000	40,000	50,000	50,000	0	0.00%	
	TOTAL	<b>1,538,709</b>	<b>1,562,256</b>	<b>1,326,981</b>	<b>1,478,291</b>	151,310	11.40%	
		3.77%	1.53%	-15.06%	11.40%			
	Detail of Personnel Services:							
	Forestry Supervisor	68,382	70,263	70,263	73,101	2,838	4.04%	
& Parks Maintenance Supervisor	68,382	70,263	70,263	73,101	2,838	4.04%		
Working Foreman	52,952	54,414	54,622	56,606	1,984	3.63%		
N Working Foreman / Laborer (1)(2)(2)(2)	52,952	101,979	106,770	110,493	3,723	3.49%		
A Motor Equip. Operator (5)(5)(4)(4)	230,474	231,707	191,345	198,883	7,538	3.94%		
T Park Maintenance Craftsman (3)(2)(2)(2)	138,810	87,963	91,815	95,088	3,273	3.56%		
R Tree Climber (3)	129,893	139,685	138,147	148,102	9,955	7.21%		
E Tree Warden	0	0	41,092	42,752	1,660			
S Ground Maint Workers (3)	117,734	121,084	119,955	124,425	4,470	3.73%		
BASE SALARY + STEPS	859,579	877,358	884,272	922,551	38,279	4.33%		
Longevity	11,255	11,824	11,124	8,155	(2,969)	-26.69%		
Overtime, Doubletime & Out of Grade Pay	89,775	96,499	98,685	98,685	0	0.00%		
Unused salary reserve								
TOTAL PERSONNEL SERVICES	960,609	985,681	994,081	1,029,391	35,310	3.55%		

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<b>e. Sanitation/Highway Division</b>							
	Highway salaries	1,297,258	1,334,785	1,328,468	1,369,990	41,522	3.13%
	Highway expenses	700,100	700,100	671,300	641,800	(29,500)	(0.0)
	<b>SUB TOTAL</b>	<b>1,997,358</b>	<b>2,034,885</b>	<b>1,999,768</b>	<b>2,011,790</b>	<b>12,022</b>	<b>0.60%</b>
	Water/Sewer Enterprise Fund	(380,554)	(399,472)	(406,977)	(399,954)	7,023	-1.73%
	Highway total	1,616,804	1,635,413	1,592,791	1,611,836		
	Sanitation expenses (detail below)	3,228,700	3,443,560	3,410,048	3,479,480	69,432	2.04%
	Removal of Ice & Snow	724,000	771,000	846,000	921,000	75,000	8.87%
	<b>SUB TOTAL</b>	<b>5,569,504</b>	<b>5,849,973</b>	<b>5,848,839</b>	<b>6,012,316</b>	<b>163,477</b>	<b>2.80%</b>
	<b>TOTAL</b>	<b>5,569,504</b>	<b>5,849,973</b>	<b>5,848,839</b>	<b>6,012,316</b>	<b>163,477</b>	<b>2.80%</b>
		8.13%	5.04%	-0.02%	2.80%		
Detail of Personnel Services:							
H I G H W A Y S	Operations Manager	86,795	89,182	89,182	92,785	3,603	4.04%
	Tree warden stipend	5,000	5,000	5,000	0	(5,000)	-100.00%
	Sup. of Highway/Water/Sewer	73,253	75,267	75,267	78,308	3,041	4.04%
	Fuel depot stipend	3,000	3,000	3,000	3,000	0	0.00%
	Ass't Supervisor of Highway						
	Public Works Foreman						
	Working Foreman Highway (2)	109,036	112,044	112,472	116,552	4,080	3.63%
	Working Foreman / Mason	50,655	52,075	52,274	54,184	1,910	3.65%
	Licensed Mason	48,024	49,319	49,508	45,623	(3,885)	-7.85%
	Motor Equipment Operator (12)	550,335	567,483	556,722	587,605	30,883	5.55%
	Working Foreman / Painter	52,952	54,414	54,622	56,606	1,984	3.63%
	Carpenter	48,024	49,319	49,508	51,302	1,794	3.62%
	Dispatcher	46,270	47,565	47,747	49,486	1,739	3.64%
	Laborer / Watchman	40,758	42,531	42,067	43,597	1,530	3.64%
	Temporary/Seasonal Laborers	35,450	35,450	35,450	35,450	0	0.00%
	<b>BASE SALARY + STEPS</b>	<b>1,149,552</b>	<b>1,182,651</b>	<b>1,172,819</b>	<b>1,214,498</b>	<b>41,679</b>	<b>3.55%</b>
	Longevity	15,906	16,710	16,809	13,167	(3,642)	-21.67%
	Overtime, Double-Time & Out of Grade Pay	131,800	135,424	138,840	142,325	3,485	2.51%
	Unused salary reserve						
		<b>TOTAL PERSONNEL SERVICES</b>	<b>1,297,258</b>	<b>1,334,785</b>	<b>1,328,468</b>	<b>1,369,990</b>	<b>41,522</b>
S A N I T A T I O N	Sanitation expenses						
	Curbside collection	2,193,000	2,236,860	2,281,598	2,327,230	45,632	2.00%
	Rubbish Disposal (tip fee)	918,000	925,000	828,450	849,250	20,800	2.51%
	Yard waste disposal ***	130,000	130,000	120,000	123,000		
	Solid Fill Disposal	119,700	119,700	145,000	145,000	0	0.00%
	Hazardous Waste (collection & disposal)	32,000	32,000	35,000	35,000	0	0.00%
	<b>SUB TOTAL (collection &amp; disposal)</b>	<b>3,392,700</b>	<b>3,443,560</b>	<b>3,410,048</b>	<b>3,479,480</b>	<b>69,432</b>	<b>2.04%</b>
	Transfer from Tip Fee Stab. Fund	(164,000)	0	0	0	0	
Recycling Grant	0	0	0	0			
	<b>TOTAL SANITATION EXPENSES</b>	<b>3,228,700</b>	<b>3,443,560</b>	<b>3,410,048</b>	<b>3,479,480</b>	<b>69,432</b>	<b>2.04%</b>
<b>f. Motor Equipment Repair</b>							
M T R  E Q U I P	Personnel Services	410,691	422,674	425,758	432,361	6,603	1.55%
	Expenses	113,000	115,250	118,050	121,430	3,380	2.86%
	<b>SUB TOTAL</b>	<b>523,691</b>	<b>537,924</b>	<b>543,808</b>	<b>553,791</b>	<b>9,983</b>	<b>1.84%</b>
	Water/Sewer Enterprise Fund	(148,648)	(157,107)	(161,377)	(163,142)	(1,765)	1.09%
	<b>TOTAL</b>	<b>375,043</b>	<b>380,817</b>	<b>382,431</b>	<b>390,649</b>	<b>8,218</b>	<b>2.15%</b>
		3.69%	1.54%	0.42%	2.15%		
Detail of Personnel Services:							
I P  R E P	Supervisor of Motor Equip. Repair	68,382	70,263	70,263	73,102	2,839	4.04%
	Working Foreman Motor Equip. Repair	54,518	56,022	56,236	58,276	2,040	3.63%
	Motor Equipment Repairman (4)	205,920	213,522	216,392	217,946	1,554	0.72%
	<b>BASE SALARY + STEPS</b>	<b>328,820</b>	<b>339,807</b>	<b>342,891</b>	<b>349,324</b>	<b>6,433</b>	<b>1.88%</b>
	Longevity	5,420	6,416	6,416	6,586	170	2.65%
	Overtime & Out of Grade Pay	76,451	76,451	76,451	76,451	0	0.00%
	Unused salary reserve						
	<b>TOTAL PERSONNEL SERVICES</b>	<b>410,691</b>	<b>422,674</b>	<b>425,758</b>	<b>432,361</b>	<b>6,603</b>	<b>1.55%</b>

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<b>g. Street lighting, traffic signals</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Street lighting - maintenance	20,000	20,000	20,000	20,000	0	0.00%
Street lighting - energy	120,000	100,000	100,000	90,000	(10,000)	-10.00%
Traffic signals - maintenance	30,700	30,700	30,000	30,000	0	0.00%
Traffic signals - energy	43,000	35,000	32,500	30,000	(2,500)	-7.69%
Fire alarms systems - maintenance **	40,000	30,000	0	0	0	
<b>TOTAL</b>	<b>253,700</b>	<b>215,700</b>	<b>182,500</b>	<b>170,000</b>	<b>(12,500)</b>	<b>-6.85%</b>
	<b>-19.89%</b>	<b>-14.98%</b>	<b>-15.39%</b>	<b>-6.85%</b>		

\* Sr. Building Custodian, Energy Manager, and Property expenses moved to the Facilities Department in FY 2016

\*\* Fire alarm system maintenance was moved to the Fire budget in FY 2016.

\*\*\* Yard waste disposal is not a new expense, but has been split from trash disposal for clarity.

<b>18 Facilities *</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services			162,615	402,017	239,402	147.22%
Expenses			263,000	306,374	43,374	16.49%
Bedford inter-municipal offset (Energy Manager)			(20,000)		20,000	
School energy offset			(10,000)	(130,296)	(120,296)	
<b>TOTAL</b>			<b>395,615</b>	<b>578,095</b>	<b>182,480</b>	<b>46.13%</b>
				<b>46.13%</b>		
<b>Detail of Personnel Services:</b>						
Director of Facilities *			51,736	122,856	71,120	137.47%
Energy Manager (1 PT)(1 FT) *			59,932	70,120	10,188	17.00%
Sr. Building Custodian			47,747	49,486	1,739	3.64%
Administrative Assistant *				69,616	69,616	
Custodian **				45,727	45,727	
Sr. Building Custodian (1 PT) ***				29,691	29,691	
Saturday Custodian (1 PT) ***				10,001	10,001	
<b>BASE SALARY + STEPS</b>			<b>159,415</b>	<b>397,497</b>	<b>238,082</b>	<b>149.35%</b>
Overtime			2,500	2,500	0	0.00%
Longevity			700	2,020	1,320	188.57%
<b>TOTAL PERSONNEL SERVICES</b>			<b>162,615</b>	<b>402,017</b>	<b>239,402</b>	<b>147.22%</b>

\* The Facilities Department was created in FY 2016. The Director, Energy Manager and Administrative Assistant were funded 50% in the School Budget in FY 2016, and 50% through a transfer of funds in FY 2017.

\*\* transferred from the Police budget

\*\*\* transferred from the Library budget

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<b>19 Community Safety</b>		<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
<b>a. Police Services</b>							
	Personnel Services	6,599,872	6,850,912	6,901,763	7,284,625	382,862	5.55%
	Expenses	599,450	653,650	664,200	687,950	23,750	3.58%
		<b>7,199,322</b>	<b>7,504,562</b>	<b>7,565,963</b>	<b>7,972,575</b>	406,612	5.37%
		15.58%	4.24%	0.82%	5.37%		
Detail of Personnel Services							
	Police Chief	148,190	156,032	168,735	178,396	9,661	5.73%
	Captains (3)	329,646	338,703	338,700	364,383	25,683	7.58%
	Lieutenants (6)	604,309	618,750	618,749	656,657	37,908	6.13%
P	Sergeants (9)	743,570	626,900	611,099	643,726	32,627	5.34%
O	Patrolmen (47)(47)(47)(49)	3,000,929	3,296,100	3,296,474	3,520,334	223,860	6.79%
L	Parking Control Officers (1 FT + 2 PT)	94,269	96,338	96,065	100,487	4,422	4.60%
I	Administrative Assistant	57,483	61,278	61,278	63,754	2,476	4.04%
C	Principal Clerk	38,634	41,185	42,730	46,123	3,393	7.94%
E	Senior Clerk (1 PT)	27,038	27,782	27,782	28,726	944	3.40%
	Detention Attendant/Clerk (2 PT)	63,205	66,336	67,783	69,655	1,872	2.76%
S	Animal Control Officer	52,062	46,169	47,900	51,704	3,804	7.94%
E	Custodian	39,547	40,633	41,627		(41,627)	-100.00%
R	Communications Supervisor	65,437	67,237	67,237	69,954	2,717	4.04%
V	Dispatchers (9)	437,374	447,449	456,665	473,581	16,916	3.70%
I	SALARIES AND OTHER BENEFITS	5,701,693	5,930,892	5,942,824	6,267,480	324,656	5.46%
C	Longevity	108,985	116,946	129,275	124,492	(4,783)	-3.70%
E	Overtime	533,771	547,651	547,651	605,000	57,349	10.47%
S	Minuteman Bikeway Patrol			15,000	15,300		
	Holiday pay	204,973	204,973	213,863	218,140	4,277	2.00%
	School Credits	5,000	5,000	5,000	5,100	100	2.00%
	Court Time	35,000	35,000	35,000	35,700	700	2.00%
	Differential / out of grade pay	3,250	3,250	3,250	3,315	65	2.00%
	Accreditation stipend	7,200	7,200	7,200	7,344	144	2.00%
	Emergency dispatch stipend			2,700	2,754	54	
	Unused salary reserve	0	0	0	0	0	
	<b>TOTAL PERSONNEL SERVICES</b>	<b>6,599,872</b>	<b>6,850,912</b>	<b>6,901,763</b>	<b>7,284,625</b>	<b>382,862</b>	<b>5.55%</b>

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<b>b. Fire Services</b>							
	Personnel Services	6,160,311	6,425,916	6,440,528	6,841,598	401,070	6.23%
	Expenses	400,550	391,050	388,650	439,900	51,250	13.19%
	Fire alarm system maintenance			30,000	0	(30,000)	
	<b>SUB TOTAL</b>	<b>6,560,861</b>	<b>6,816,966</b>	<b>6,859,178</b>	<b>7,281,498</b>	<b>422,320</b>	<b>6.16%</b>
	Ambulance revolving fund offset	(131,415)	(131,415)	(166,218)	(169,542)	(3,324)	
	<b>TOTAL</b>	<b>6,429,446</b>	<b>6,685,551</b>	<b>6,692,960</b>	<b>7,111,956</b>	<b>418,996</b>	<b>6.26%</b>
		9.74%	3.98%	0.11%	6.26%		
<b>Detail of Personnel Services</b>							
F	Fire Chief	125,248	131,750	133,751	141,155		
R	Chief Officer (5)	441,105	452,980	452,980	489,165	36,185	7.99%
E	Captain (6)(7)(7)(7)	460,704	551,985	551,985	595,511	43,526	7.89%
	Lieutenant (15)	1,002,735	1,029,705	1,029,705	1,109,639	79,934	7.76%
S	Firefighter (50)	2,872,733	2,962,950	2,962,950	3,077,834	114,884	3.88%
E	Administrative Assistant	52,062	53,494	53,494	55,655	2,161	4.04%
R	Master Mechanic	68,382	70,263	70,263	75,660	5,397	7.68%
V	Motor Equipment Repairman	52,749	54,413	54,622	56,606	1,984	3.63%
I	<b>BASE SALARY + STEPS</b>	<b>5,075,718</b>	<b>5,307,540</b>	<b>5,309,750</b>	<b>5,601,225</b>	<b>291,475</b>	<b>5.49%</b>
C	Longevity	135,219	140,898	136,142	149,414	13,272	9.75%
E	Weekend Differential	44,460	44,460	44,460	47,047	2,587	5.82%
S	Overtime	425,917	437,630	437,630	455,310	17,680	4.04%
	Holiday pay	139,138	142,964	150,486	174,337	23,851	15.85%
	Vacation, personal time, double time	79,388	81,572	89,053	107,760	18,707	21.01%
	School Credits	148,971	153,017	155,172	170,867	15,695	10.11%
	EMT/Defibrillator Pay	96,000	102,335	102,335	120,138	17,803	17.40%
	Emergency management stipend	6,000	6,000	6,000	6,000	0	0.00%
	Captains Working as Chief Officers	9,500	9,500	9,500	9,500	0	0.00%
	Unused salary reserve / FY12 Retro					0	
	<b>TOTAL PERSONNEL SERVICES</b>	<b>6,160,311</b>	<b>6,425,916</b>	<b>6,440,528</b>	<b>6,841,598</b>	<b>401,070</b>	<b>6.23%</b>

<b>20 Inspections</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	391,096	404,455	407,262	406,426	(836)	-0.21%
Symmes inspections						
Expenses	12,000	12,000	12,000	12,000	0	0.00%
<b>SUB TOTAL</b>	<b>403,096</b>	<b>416,455</b>	<b>419,262</b>	<b>418,426</b>	<b>(836)</b>	<b>-0.20%</b>
<b>TOTAL</b>	<b>403,096</b>	<b>416,455</b>	<b>419,262</b>	<b>418,426</b>	<b>(836)</b>	<b>-0.20%</b>
	-6.39%	3.31%	0.67%	-0.20%		
<b>Detail of Personnel Services:</b>						
Director of Inspectional Services	106,155	111,802	113,803	120,401	6,598	5.80%
Wire Inspector	80,366	82,576	82,576	64,119	(18,457)	-22.35%
Plumbing & Gas Inspector	70,775	72,721	72,722	75,660	2,938	4.04%
Local Building Inspector	68,382	70,263	70,263	73,102	2,839	4.04%
Zoning Assistant	45,089	46,329	46,329	48,201	1,872	4.04%
<b>BASE SALARY + STEPS</b>	<b>370,767</b>	<b>383,691</b>	<b>385,693</b>	<b>381,483</b>	<b>(4,210)</b>	<b>-1.09%</b>
Longevity	12,329	12,764	13,569	8,943	(4,626)	-34.09%
Overtime & Temp Salaries and Wages	8,000	8,000	8,000	16,000	8,000	100.00%
<b>TOTAL PERSONNEL SERVICES</b>	<b>391,096</b>	<b>404,455</b>	<b>407,262</b>	<b>406,426</b>	<b>(836)</b>	<b>-0.21%</b>

**APPENDIX B  
Fiscal Year 2017 Budgets**

<b>21 Education *</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
a. Instructional Service Programs	24,159,609	25,808,350	26,874,139	30,332,066	3,457,927	12.87%
b. Special Education & Pupil Services	8,752,336	9,528,935	9,631,765	10,875,798	1,244,033	12.92%
c. Instructional Support Programs	1,362,709	1,429,534	1,445,367	1,445,418	51	0.00%
d. Management Services	2,539,065	2,629,116	4,708,146	2,978,173	(1,729,973)	-36.74%
e. Operation/Maintenance Programs	5,394,783	5,169,844	4,735,301	5,177,691	442,390	9.34%
f. Student Out of Dist Tuition & Trans	5,466,611	6,164,189	6,179,396	6,192,187	12,791	0.21%
<b>TOTAL</b>	<b>47,675,113</b>	<b>50,729,968</b>	<b>53,574,114</b>	<b>57,001,333</b>	<b>3,427,219</b>	<b>6.40%</b>
	4.51%	6.41%	5.61%	6.40%		

*\* These appropriations do not include other funds which go directly to the schools without appropriation.*

<b>22 Libraries</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Personnel Services	1,516,656	1,620,984	1,678,690	1,753,737	75,047	4.47%
Expenses	596,380	589,580	563,080	537,580	(25,500)	-4.53%
<b>SUB TOTAL</b>	<b>2,113,036</b>	<b>2,210,564</b>	<b>2,241,770</b>	<b>2,291,317</b>	<b>49,547</b>	<b>2.21%</b>
Friends of Fox offset		(23,699)	(24,705)	(25,200)	(495)	2.00%
<b>TOTAL</b>	<b>2,113,036</b>	<b>2,186,865</b>	<b>2,217,065</b>	<b>2,266,117</b>	<b>49,052</b>	<b>2.21%</b>
	1.25%	3.49%	1.38%	2.21%		
<u>Detail of Personnel Services:</u>						
Library Director	93,265	99,423	99,423	105,344	5,921	5.96%
Ass't Director/Head of Adult Services	69,217	73,787	76,554	76,768	214	0.28%
Head of Adult Services					0	
Ass't Director					0	
Head of Children's Services	68,407	70,288	70,288	73,128	2,840	4.04%
Head of Technical Services	61,076	62,756	62,755	65,290	2,535	4.04%
Head of Circulation	59,349	60,982	60,982	63,446	2,464	4.04%
Branch Librarian/Technical Librarian (2)	121,120	126,482	128,589	132,688	4,099	3.19%
Adult Service Librarians (2 + 5 PT)	306,736	274,006	274,971	335,668	60,697	22.07%
Children's Librarian (1 PT)(2 PT)(3 PT)(3 PT)	11,055	72,015	98,188	96,071	(2,117)	-2.16%
Senior Library Ass'ts (8 + 3 PT)	443,168	447,646	450,485	471,752	21,267	4.72%
Library Ass'ts (8 PT)	101,967	111,083	111,450	117,126	5,676	5.09%
Principal Clerk/Bookkeeper	42,191	43,351	44,975	52,188	7,213	16.04%
Senior Clerk Typist (1 PT)	18,924	19,444	19,444	20,230	786	4.04%
Custodians (2 PT) *	37,500	38,540	38,649	0	(38,649)	-100.00%
Pages (PT)	55,744	55,744	66,195	66,195	0	0.00%
<b>BASE SALARY + STEPS</b>	<b>1,489,719</b>	<b>1,555,547</b>	<b>1,602,948</b>	<b>1,675,895</b>	<b>72,947</b>	<b>4.55%</b>
Overtime	15,000	53,500	63,500	63,500	0	0.00%
Night Time Differential	1,257	1,257	1,142	1,142	0	0.00%
Longevity	10,680	10,680	11,100	13,200	2,100	18.92%
Unused salary reserve						
<b>TOTAL PERSONNEL SERVICES</b>	<b>1,516,656</b>	<b>1,620,984</b>	<b>1,678,690</b>	<b>1,753,737</b>	<b>75,047</b>	<b>4.47%</b>

*\* Library custodians transferred to Facilities Department*

**APPENDIX B  
Fiscal Year 2017 Budgets**

<b>23 Health &amp; Human Services</b>		<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
<b>All Health and Human Services</b>							
	Personnel Services	558,580	584,143	596,589	629,604	33,015	5.53%
	Expenses	308,969	327,579	409,377	425,377	16,000	3.91%
	<b>TOTAL</b>	<b>867,549</b>	<b>911,722</b>	<b>1,005,966</b>	<b>1,054,981</b>	49,015	4.87%
		1.42%	5.09%	10.34%	4.87%		
<b>a. Health and Human Services Administration</b>							
	Personnel Services	312,771	328,879	340,174	356,809	16,635	4.89%
	Expenses	25,490	31,300	32,300	32,800	500	1.55%
	<b>TOTAL</b>	<b>338,261</b>	<b>360,179</b>	<b>372,474</b>	<b>389,609</b>	17,135	4.60%
		5.45%	6.48%	3.41%	4.60%		
Detail of Personnel Services:							
A D M I N	Director of Health and Human Services	98,555	103,849	105,799	112,073	6,274	5.93%
	Health Compliance Inspector	70,435	72,372	72,372	75,296	2,924	4.04%
	Office Manager - Health and Human Services	44,871	46,106	46,393	50,440	4,047	8.72%
	Public Health Nurse	28,310	28,949	28,949	26,481	(2,468)	-8.53%
	Health Comp Officer / Sealer (1 PT) *	7,122	7,318	7,318	7,464	146	2.00%
	Health Comp Officer	55,801	59,486	67,397	72,748	5,351	7.94%
	<b>BASE SALARY + STEPS</b>	<b>305,094</b>	<b>318,080</b>	<b>328,228</b>	<b>344,502</b>	16,274	4.96%
	Overtime	5,000	7,500	7,500	7,500		
	Longevity	2,677	3,299	4,446	4,807	361	8.12%
	Unused salary reserve						
<b>TOTAL PERSONNEL SERVICES</b>	<b>312,771</b>	<b>328,879</b>	<b>340,174</b>	<b>356,809</b>	16,635	4.89%	
* Position now shared with the Town of Belmont							
<b>b. Veterans' Services</b>							
	Personnel Services	63,874	59,774	56,574	61,065	4,491	7.94%
	Expenses	3,539	3,539	3,577	3,577		
	Veteran's aid & assistance	275,000	288,000	360,000	375,000	15,000	4.17%
	<b>TOTAL</b>	<b>342,413</b>	<b>351,313</b>	<b>420,151</b>	<b>439,642</b>	19,491	4.64%
		0.27%	2.60%	19.59%	4.64%		
	State reimbursements (cherry sheet)	(207,767)	(225,800)	(268,556)	(268,556)		
Detail of Personnel Services:							
V E T E R A N S	Director of Veterans' Services	62,621	59,774	56,574	61,065	4,491	7.94%
	<b>BASE SALARY + STEPS</b>	<b>62,621</b>	<b>59,774</b>	<b>56,574</b>	<b>61,065</b>	4,491	7.94%
	Longevity	1,253	0	0	0	0	
	<b>TOTAL PERSONNEL SERVICES</b>	<b>63,874</b>	<b>59,774</b>	<b>56,574</b>	<b>61,065</b>	4,491	7.94%
75% of veterans's aid & assistance reimbursed by state.							
<b>c. Council on Aging</b>							
	Personnel Services	181,935	195,490	199,841	211,730	11,889	5.95%
	Expenses	4,940	4,740	13,500	14,000	500	3.70%
	<b>TOTAL</b>	<b>186,875</b>	<b>200,230</b>	<b>213,341</b>	<b>225,730</b>	12,389	5.81%
		-3.25%	7.15%	6.55%	5.81%		
Detail of Personnel Services:							
C O A	Executive Secretary	70,662	75,327	78,152	84,361	6,209	7.94%
	Social Worker (2 PT) *	58,262	60,894	61,753	64,968	3,215	5.21%
	Principal Clerk & Secretary (1 PT)	39,936	46,329	46,329	48,201	1,872	4.04%
	Nurse *	12,075	11,740	12,407	12,800	393	3.17%
	<b>BASE SALARY + STEPS</b>	<b>180,935</b>	<b>194,290</b>	<b>198,641</b>	<b>210,330</b>	11,689	5.88%
	Longevity	1,000	1,200	1,200	1,400	200	16.67%
Unused salary reserve							
<b>TOTAL PERSONNEL SERVICES</b>	<b>181,935</b>	<b>195,490</b>	<b>199,841</b>	<b>211,730</b>	11,889	5.95%	
* Represents the Town portion only. These positions are partially funded by State and other grants.							



**APPENDIX B  
Fiscal Year 2017 Budgets**

<b>24 Retirement</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
a Contributory Pensions	9,008,899	9,571,203	10,098,704	10,659,672	560,968	5.55%
Water/Sewer Offset	(955,990)	(1,014,958)	(1,045,463)	(1,104,890)	(59,427)	5.68%
b Non-Contributory Pensions	107,123	87,123	87,000	87,000	0	0.00%
<b>TOTAL</b>	<b>8,160,032</b>	<b>8,643,368</b>	<b>9,140,241</b>	<b>9,641,782</b>	<b>501,541</b>	<b>5.49%</b>
	5.83%	5.92%	5.75%	5.49%		

<b>25 Insurance</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
Total insurance costs (health + other - offsets)	<b>14,739,366</b>	<b>15,406,731</b>	<b>16,359,582</b>	<b>16,920,564</b>	560,982	3.43%
	-2.42%	4.53%	6.18%	3.43%		
<b>For fiscal year 2017 , the Town Manager is hereby authorized to transfer funds within this budget.</b>						
Group Health *					0	
Group Insurance Commission *	13,407,935	13,573,204	14,472,394	15,105,907	633,513	4.38%
Medicare payroll tax	825,000	974,723	974,723	1,100,000	125,277	12.85%
Flexible Benefit Plan / Health Reimbursement Ac	50,800	50,800	103,248	83,368	(19,880)	-19.25%
Employee health mitigation fund ***	200,000	200,000	200,000	0	(200,000)	-100.00%
Medicare	25,000	18,000	18,000	18,000	0	0.00%
Opt-out program	205,997	233,996	245,995	245,995	0	0.00%
<b>TOTAL GROUP HEALTH</b>	<b>14,714,732</b>	<b>15,050,723</b>	<b>16,014,360</b>	<b>16,553,270</b>	<b>738,910</b>	<b>4.61%</b>
Health Insurance Trust Fund **	(300,000)				0	
Recreation Enterprise Fund	(51,086)	(55,804)	(53,144)	(60,519)	(7,375)	13.88%
Ed Burns Arena Enterprise Fund	(51,000)	(51,405)	(58,776)	(63,598)	(4,822)	8.20%
Early retirees reinsurance program					0	
Contributory retirement	(33,978)	(33,865)	(36,735)	(41,620)	(4,885)	13.30%
Water/Sewer Enterprise Fund	(584,302)	(552,918)	(564,756)	(575,602)	(10,846)	1.92%
<b>TOTAL OFFSETS</b>	<b>(1,020,366)</b>	<b>(693,992)</b>	<b>(713,411)</b>	<b>(741,339)</b>	<b>(27,928)</b>	<b>3.91%</b>
<b>NET GROUP HEALTH</b>	<b>13,694,366</b>	<b>14,356,731</b>	<b>15,300,949</b>	<b>15,811,931</b>	<b>710,982</b>	<b>4.65%</b>
	-2.60%	4.84%	6.58%	3.34%		
Group Life	55,000	55,000	63,633	63,633	0	0.00%
Liability insurance	50,000	55,000	55,000	55,000	0	0.00%
Indemnity insurance	270,625	270,625	270,625	270,625	0	0.00%
Unemployment insurance	200,000	200,000	200,000	200,000	0	0.00%
Workers' Compensation	490,000	490,000	490,000	540,000	50,000	10.20%
<b>TOTAL OTHER INSURANCE</b>	<b>1,065,625</b>	<b>1,070,625</b>	<b>1,079,258</b>	<b>1,129,258</b>	<b>50,000</b>	<b>4.63%</b>
Municipal Building Trust Fund	(20,625)	(20,625)	(20,625)	(20,625)	0	0.00%
<b>NET OTHER INSURANCE</b>	<b>1,045,000</b>	<b>1,050,000</b>	<b>1,058,633</b>	<b>1,108,633</b>	<b>50,000</b>	<b>4.72%</b>

Note: Group health insurance was transferred to the Massachusetts Group Insurance Commission (GIC) in FY2012.

\* All funds required to be paid for post employment benefits shall be transferred by the Comptroller, as needed, from this budget to the OPEB account established by Chapter 161 of the Acts of 2005 and Article 44 of the 2008 Annual Town Meeting for the purpose of paying OPEB costs from said fund.

\*\* one-time distribution from pre-GIC health insurance trust fund.

\*\*\* Fund is now fully-funded at \$1,000,000

<b>26 Reserve Fund</b>	<b>2014</b>	<b>2015</b>	<b>2016 *</b>	<b>2017 **</b>	<b>\$ change</b>	<b>% change</b>
<b>TOTAL</b>	<b>750,000</b>	<b>1,000,000</b>	<b>1,200,000</b>	<b>1,465,000</b>	<b>265,000</b>	<b>22.08%</b>
	11.94%	33.33%	20.00%	22.08%		

\* \$200,000 increase is reserve in FY 2016 for special education funding

\*\*The Finance Committee is recommending a policy of dedicating 1% of the budget to the Reserve Fund. This will allow the Reserve Fund to cover snow and ice deficits for each year without requiring these to be raised on the next year's tax levy.

**APPENDIX B  
Fiscal Year 2017 Budgets**

<b>A Water &amp; Sewer</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
<b>EXPENSES</b>						
Personnel Services	2,915,559	3,064,389	3,154,872	3,180,831	25,959	0.82%
Expenses	14,075,082	14,599,662	14,652,343	14,856,575	204,232	1.39%
Capital Outlay & Debt Service	2,035,790	2,154,178	1,971,159	1,936,935	(34,224)	-1.74%
<b>TOTAL EXPENSES</b>	<b>19,026,431</b>	<b>19,818,229</b>	<b>19,778,374</b>	<b>19,974,341</b>	195,967	0.99%
	2.69%	4.16%	-0.20%	0.99%		
<b>REVENUES</b>						
User Charges	12,380,172	13,954,027	13,954,027	13,954,027	0	0.00%
Shift of Debt to Tax Rate	5,593,112	5,593,112	5,593,112	5,593,112	0	0.00%
Use of Retained Earnings	741,194	0	0	105,892	105,892	
MWRA Loan	0	0	0	0	0	
Interest Income/Miscellaneous	127,540	131,365	131,365	131,365	0	0.00%
Real Estate Tax Liens	184,413	189,945	189,945	189,945	0	0.00%
<b>TOTAL REVENUES</b>	<b>19,026,431</b>	<b>19,868,449</b>	<b>19,868,449</b>	<b>19,974,341</b>	105,892	0.53%
	2.69%	4.43%	0.00%	0.53%		
<b>FUND INCREASE (DECREASE)</b>	<b>0</b>	<b>50,220</b>	<b>90,075</b>	<b>0</b>		
(Deficit to be funded through General Fund)						
<u>Personnel Services Detail</u>						
Administration	51,550	52,942	52,942	55,045	2,103	3.97%
Clerical	46,568	47,829	47,829	49,733	1,904	3.98%
Labor	1,851,951	1,939,160	1,973,821	1,961,663	(12,158)	-0.62%
<b>Total Wages</b>	<b>1,950,069</b>	<b>2,039,931</b>	<b>2,074,592</b>	<b>2,066,441</b>		
Retirement	955,990	1,014,958	1,070,780	1,104,890	34,110	3.19%
Unemployment Compensation	2,500	2,500	2,500	2,500	0	0.00%
Workers' compensation	7,000	7,000	7,000	7,000	0	0.00%
<b>TOTAL PERSONNEL SERVICES</b>	<b>2,915,559</b>	<b>3,064,389</b>	<b>3,154,872</b>	<b>3,180,831</b>	25,959	0.82%
<u>Water Operating Expenses Detail</u>						
Maintenance of Water Distribution System	361,700	361,700	366,000	366,000	0	0.00%
Maintenance of Plant	60,600	63,600	63,600	63,600	0	0.00%
M.W.R.A. Assessment	4,562,366	4,713,200	4,715,211	4,890,344	175,133	3.71%
Great Meadows	4,000	4,000	4,000	4,000	0	0.00%
<b>TOTAL WATER EXPENSES</b>	<b>4,988,666</b>	<b>5,142,500</b>	<b>5,148,811</b>	<b>5,323,944</b>	175,133	3.40%
<u>Sewer Operating Expenses Detail</u>						
Maintenance of Sanitary Sewer System	125,000	125,000	125,000	125,000	0	0.00%
Maintenance of Storm Sewer System	176,000	226,000	226,000	226,000	0	0.00%
M.W.R.A. Assessment	7,697,718	8,006,000	7,997,138	8,007,249	10,111	0.13%
<b>TOTAL SEWER EXPENSES</b>	<b>7,998,718</b>	<b>8,357,000</b>	<b>8,348,138</b>	<b>8,358,249</b>	10,111	0.12%
<u>Indirect Expenses</u>						
Indirect Charges	1,087,698	1,100,162	1,155,394	1,174,382	18,988	1.64%
Rates Uncollectable	0	0	0	0	0	
<b>TOTAL INDIRECT EXPENSES</b>	<b>1,087,698</b>	<b>1,100,162</b>	<b>1,155,394</b>	<b>1,174,382</b>	18,988	1.64%
<b>TOTAL EXPENSES</b>	<b>14,075,082</b>	<b>14,599,662</b>	<b>14,652,343</b>	<b>14,856,575</b>		

**APPENDIX B  
Fiscal Year 2017 Budgets**

<b>B Recreation</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
<b>EXPENSES</b>						
Personnel Services	275,914	290,336	300,529	336,527	35,998	11.98%
Operating Expenses	271,813	295,031	311,821	343,496	31,675	10.16%
Capital Outlay	0	0	0	0	0	
<b>TOTAL EXPENSES</b>	<b>547,727</b>	<b>585,367</b>	<b>612,350</b>	<b>680,023</b>	67,673	11.05%
	4.36%	6.87%	4.61%	11.05%		
<b>REVENUES</b>						
User Fees and Charges	533,000	572,200	598,000	664,660	66,660	11.15%
Miscellaneous	17,000	17,000	17,000	17,000	0	0.00%
<b>TOTAL REVENUES</b>	<b>550,000</b>	<b>589,200</b>	<b>615,000</b>	<b>681,660</b>	66,660	10.84%
	1.85%	7.13%	4.38%	10.84%		
<b>FUND INCREASE (DECREASE)</b>	<b>2,273</b>	<b>3,833</b>	<b>2,650</b>	<b>1,637</b>		
(Deficit to be funded through General Fund)						
<u>Personnel Services Detail</u>						
Director of Recreation (.5)	53,535	56,382	56,383	59,288	2,905	5.15%
Recreation Facilities Supervisor	64,719	68,993	56,338	60,811	4,473	7.94%
Principal Clerk-Stenographer (1 + 1 PT)	22,625	29,523	24,545	35,980	11,435	46.59%
Building Craftsman (.25)			10,699	11,131	432	4.04%
<b>SUB-TOTAL</b>	<b>140,879</b>	<b>154,898</b>	<b>147,965</b>	<b>167,210</b>	<b>19,245</b>	<b>13.01%</b>
Temporary staff	134,000	134,000	152,000	168,720	16,720	11.00%
Longevity	835	1,238	564	597	33	5.85%
Overtime	200	200	0	0	0	
<b>TOTAL PERSONNEL SERVICES</b>	<b>275,914</b>	<b>290,336</b>	<b>300,529</b>	<b>336,527</b>	<b>35,998</b>	<b>11.98%</b>
<u>Operating Expenses Detail</u>						
Office Supplies	1,900	1,900	1,900	1,900	0	0.00%
Utilities	28,000	28,000	28,000	30,000	2,000	7.14%
Vehicle maintenance	0	0	0	0	0	
Travel Allowance	1,677	1,677	1,677	1,677	0	0.00%
Health Insurance	51,086	55,804	53,144	60,519	7,375	13.88%
Maintenance reserve		25,000	27,500	27,500	0	
Recreation Programs	189,150	182,650	199,600	221,900	22,300	11.17%
<b>TOTAL OPERATING EXPENSES</b>	<b>271,813</b>	<b>295,031</b>	<b>311,821</b>	<b>343,496</b>	<b>31,675</b>	<b>10.16%</b>

**APPENDIX B  
Fiscal Year 2017 Budgets**

<b>C Ed Burns Arena</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
<b>EXPENSES</b>						
Personnel Services	260,623	273,418	265,255	287,507	22,252	8.39%
Operating Expenses	244,380	247,075	259,425	271,433	12,008	4.63%
Debt Service	83,000	83,000	83,000	83,000	0	0.00%
<b>TOTAL EXPENSES</b>	<b>588,003</b>	<b>603,493</b>	<b>607,680</b>	<b>641,940</b>	<b>34,260</b>	<b>5.64%</b>
	7.24%	2.63%	0.69%	5.64%		
<b>REVENUES</b>						
Public Skating	56,000	56,000	60,000	73,320	13,320	22.20%
Ice time	349,000	358,000	367,200	376,000	8,800	2.40%
Concession Stand	34,000	34,000	34,000	30,000	(4,000)	-11.76%
Capital & Miscellaneous	151,700	158,500	155,500	163,320	7,820	5.03%
<b>TOTAL REVENUES</b>	<b>590,700</b>	<b>606,500</b>	<b>616,700</b>	<b>642,640</b>	<b>25,940</b>	<b>4.21%</b>
	4.27%	2.67%	1.68%	4.21%		
<b>FUND INCREASE (DECREASE)</b>	<b>2,697</b>	<b>3,007</b>	<b>9,020</b>	<b>700</b>		
(Deficit to be funded through General Fund)						
<u>Personnel Services Detail</u>						
Administration						
Director of Recreation (.5)	53,535	56,382	56,383	59,288	2,905	5.15%
Rink Facility Supervisor	68,382	70,263	70,263	73,101	2,838	4.04%
Principal Clerk-Stenographer (1 + 1 PT)	22,625	29,523	24,545	24,103	(442)	-1.80%
Building Craftsman	52,063	53,494	42,795	44,524	1,729	4.04%
<b>SUB-TOTAL</b>	<b>196,605</b>	<b>209,662</b>	<b>193,986</b>	<b>201,016</b>	<b>7,030</b>	<b>3.62%</b>
Temporary staff	60,000	60,000	67,500	82,486	14,986	22.20%
Longevity	1,519	2,256	2,269	2,505	236	10.40%
Retirement & Overtime	2,500	1,500	1,500	1,500	0	0.00%
<b>TOTAL PERSONNEL SERVICES</b>	<b>260,623</b>	<b>273,418</b>	<b>265,255</b>	<b>287,507</b>	<b>22,252</b>	<b>8.39%</b>
<u>Operating Expenses Detail</u>						
Office Supplies	1,200	1,200	500	500	0	0.00%
Other Supplies	1,080	0	0	0	0	
Utilities (Electricity & Gas)	127,000	132,000	134,000	137,000	3,000	2.24%
Security	7,800	8,000	4,832	4,832	0	0.00%
Marketing	1,500	500	500	500	0	0.00%
Refrigeration contract	7,500	5,000	5,000	5,000	0	0.00%
Zamboni fuel and maintenance	4,200	1,305	2,200	2,200	0	0.00%
Liability Insurance	0	0	0	0	0	
Health Insurance	51,000	51,405	58,776	63,598	4,822	8.20%
Concession Stand	19,000	19,000	19,000	19,000	0	0.00%
DCR payment		6,065	6,167	0		
Otherwise Unclassified	24,100	22,600	28,450	38,803	10,353	36.39%
<b>TOTAL OPERATING EXPENSES</b>	<b>244,380</b>	<b>247,075</b>	<b>259,425</b>	<b>271,433</b>	<b>12,008</b>	<b>4.63%</b>

**APPENDIX B  
Fiscal Year 2017 Budgets**

<b>D Council on Aging Transportation</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
<b>EXPENSES</b>						
Personnel Services	79,929	81,654	82,014	74,880	(7,134)	-8.70%
Operating Expenses	41,371	41,371	44,400	28,120	(16,280)	-36.67%
Capital Outlay	0	0	0	0		
<b>TOTAL EXPENSES</b>	<b>121,300</b>	<b>123,025</b>	<b>126,414</b>	<b>103,000</b>	<b>(23,414)</b>	<b>-18.52%</b>
	12.75%	1.42%	2.75%	-18.52%		
<b>REVENUES</b>						
Transfer from CoA Reserve Fund	0	0	30,000	30,720	720	2.40%
Dial-A-Ride-Taxi (DART) fees	13,800	13,800	13,800	8,500	(5,300)	-38.41%
COA Contracts	40,000	40,000	40,000	40,000	0	0.00%
Vans	17,500	17,500	23,500	9,500	(14,000)	-59.57%
Other state revenue	0	0	0	0	0	
Donations	20,000	22,000	20,000	14,280	(5,720)	-28.60%
General fund subsidy	30,000	30,000	0	0		
<b>TOTAL REVENUES</b>	<b>121,300</b>	<b>123,300</b>	<b>127,300</b>	<b>103,000</b>	<b>(24,300)</b>	<b>-19.09%</b>
	12.73%	1.65%	3.24%	-19.09%		
<b>FUND INCREASE (DECREASE)</b>	<b>0</b>	<b>275</b>	<b>886</b>	<b>0</b>		<b>0.00%</b>
<u>Personnel Services Detail</u>						
Van driver	40,758	41,906	42,067	35,809	(6,258)	-14.88%
Info & Referral	28,271	29,048	29,047	30,221	1,174	4.04%
On call van driver	10,000	10,000	10,000	8,850	(1,150)	-11.50%
<b>BASE SALARY</b>	<b>79,029</b>	<b>80,954</b>	<b>81,114</b>	<b>74,880</b>	<b>(6,234)</b>	<b>-7.69%</b>
Longevity	900	700	900	0	(900)	-100.00%
<b>TOTAL PERSONNEL SERVICES</b>	<b>79,929</b>	<b>81,654</b>	<b>82,014</b>	<b>74,880</b>	<b>(7,134)</b>	<b>-8.70%</b>

**APPENDIX B  
Fiscal Year 2017 Budgets**

<b>E Youth Seviles</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>\$ change</b>	<b>% change</b>
<b>EXPENSES</b>						
Personnel Services	295,356	362,940	368,999	376,903	7,904	2.14%
Expenses	221,300	231,800	229,900	208,585	(21,315)	-9.27%
<b>TOTAL EXPENSES</b>	<b>516,656</b>	<b>594,740</b>	<b>598,899</b>	<b>585,488</b>	<b>(13,411)</b>	<b>-2.24%</b>
	6.70%	15.11%	0.70%	-2.24%		
<b>REVENUES</b>						
Client Fees & insurance reimbursements	288,262	292,000	288,000	318,000	30,000	10.42%
School contracts	40,000	60,000	52,000	64,000		
Gifts and donations	48,000	106,000	128,000	67,488	(60,512)	-47.28%
Intergovernmental (CDBG)	22,000	17,000	17,000	11,000	(6,000)	-35.29%
General fund subsidy	120,000	120,000	120,000	120,000	0	0.00%
Grant				5,000		
<b>TOTAL REVENUES</b>	<b>518,262</b>	<b>595,000</b>	<b>605,000</b>	<b>585,488</b>	<b>(19,512)</b>	<b>-3.23%</b>
	6.86%	14.81%	1.68%	-3.23%		
<b>FUND INCREASE (DECREASE)</b>	<b>1,606</b>	<b>260</b>	<b>6,101</b>	<b>0</b>		<b>0.00%</b>
<u>Personnel Services Detail</u>						
Director of Youth Services	79,978	82,177	82,177	85,497	3,320	4.04%
Psychiatrist (1 PT)	27,500	45,500	45,500	7,280	(38,220)	-84.00%
Psychiatric Nurse				39,000	39,000	
Psychologist (1 PT)	45,702	46,958	46,958	48,853	1,895	4.04%
Clinical Director	70,435	74,905	74,905	77,930	3,025	4.04%
Medical Record Clerk (1 PT)	16,496	18,081	20,920	23,428	2,508	11.99%
Asst. Clinical Director (1 PT)		37,567	38,976	42,072	3,096	7.94%
Billing agent (1 PT)	53,145	56,652	58,352	50,757	(7,595)	-13.02%
<b>BASE SALARY</b>	<b>293,256</b>	<b>361,840</b>	<b>367,788</b>	<b>374,817</b>	<b>7,029</b>	<b>1.91%</b>
Longevity	2,100	1,100	1,211	2,086	875	72.25%
<b>TOTAL PERSONNEL SERVICES</b>	<b>295,356</b>	<b>362,940</b>	<b>368,999</b>	<b>376,903</b>	<b>7,904</b>	<b>2.14%</b>
<u>Operating Expenses Detail</u>						
Administrative fees	18,000	5,000	6,000	6,000	0	0.00%
Management Consulting	0	0	0	0	0	
Fee for service clinicians	179,000	200,000	195,000	195,000	0	0.00%
Case manager	15,000	15,000	17,500	0		
Professional licenses	500	500	800	800		
Other purchased services	0	0	0	0		
Office Supplies	3,000	3,000	3,000	3,185	185	6.17%
Car Allowance	500	500	300	300	0	0.00%
Health Insurance & Retirement	0	0	0	0	0	
Unclassified	5,300	7,800	7,300	3,300	(4,000)	-54.79%
<b>TOTAL OPERATING EXPENSES</b>	<b>221,300</b>	<b>231,800</b>	<b>229,900</b>	<b>208,585</b>	<b>(21,315)</b>	<b>-9.27%</b>

**APPENDIX C**  
**Summary of Finance Committee Recommendations**  
**Fiscal Year 2017**

REVENUES	
<b>PROPERTY TAX DETAIL</b>	
FY 2016 levy limit	102,420,256
+2.5%	2,560,506
New growth	450,000
Community Preservation Act	1,500,000
Debt exclusions	2,518,645
Symmex debt exclusion (net of receipts)	0
less MSBA receipts	(1,615,913)
MWRA debt	5,593,112
<b>TOTAL PROPERTY TAX</b>	<b>113,426,606</b>

<b>SCHOOL CONSTRUCTION AID (MSBA)</b>	
Bishop	322,763
Brackett	347,518
Hardy	469,110
Peirce	476,522
<b>TOTAL EXEMPT RECEIPTS</b>	<b>1,615,913</b>
Ottoson (non-exempt)	858,861
<b>TOTAL EXEMPT RECEIPTS</b>	<b>2,474,774</b>

<b>LOCAL RECEIPTS DETAIL</b>	
Motor vehicle excise	4,075,000
Other excise - hotel	325,000
Other excise - meals	400,000
Penalties & interest	355,000
Payments in lieu of taxes	18,000
Fees	935,000
Rentals	649,000
Dept revenue - schools	100,000
Dept revenue - libraries	49,000
Dept revenue - cemeteries	265,000
Dept revenue - recreation	0
Other departmental revenue	200,000
Licenses and permits	1,505,000
Special assessments	0
Fines and forfeits	30,000
Investment income	65,000
Medicare Part D	0
<b>TOTAL LOCAL RECEIPTS</b>	<b>8,971,000</b>

<b>LOCAL AID ("CHERRY SHEET") DETAIL</b>	
<b>RECEIPTS</b>	
<b>Education</b>	
Chapter 70	11,012,669
Charter Tuition Assessment Reimbursement	76,900
<b>Offset Receipts</b>	
School Lunch Assistance	0
School Choice Receiving Tuition	0
<b>Total Education</b>	<b>11,089,569</b>
<b>General Government</b>	
Additional Assistance	0
Total unrestricted gen'l gov't	7,294,509
Annual Formula Local Aid	0
Veterans' Benefits	268,556
Exemptions: Vets, blind, Elderly, etc.	135,079
<b>Offset Receipts</b>	
Public Libraries	54,958
<b>Total General Government</b>	<b>7,753,102</b>
<b>Total Estimated Receipts</b>	<b>18,842,671</b>
Ch 70 add from SFSF	0
School Construction (MSBA, inc OMS)	2,474,774
<b>Local Aid Receipts inc MSBA</b>	<b>21,317,445</b>
<b>ASSESSMENTS</b>	
<b>State Assessments and Charges</b>	
Retired Employee's Health Insurance	0
Air Pollution Districts	16,051
Metropolitan Area Planning Council	22,328
RMV Non-Renewal Surcharge	50,040
<b>Total Assess. &amp; Charges</b>	<b>88,419</b>
<b>Transportation Authorities</b>	
MBTA	2,856,619
Boston Metro. Transit District	835
<b>Total MBTA Assessment</b>	<b>2,857,454</b>
<b>Annual Charges Against Receipts</b>	
Special Education	22,998
<b>Total Annual Charges</b>	<b>22,998</b>
<b>Tuition Assessments</b>	
School Choice Sending Tuition	21,400
Charter School Sending Tuition	176,041
<b>Total Tuition Assessments</b>	<b>197,441</b>
<b>Total Estimated Charges</b>	<b>3,166,312</b>
<b>NET LOCAL AID</b>	<b>15,676,359</b>

APPROPRIATIONS	
<b>BUDGETS (Article 35)</b>	
<b>Town Manager</b>	
3 Town Manager	655,803
4 Human Resources	312,230
5 Information Technology	738,037
10 Legal	480,248
14 Planning & Community Development	410,639
15 a. Redevelopment Board Expenses	10,800
15 b. Rental Property Expenses *	239,648
17 a. Public Works Administration	230,054
17 b. Engineering	125,610
17 c. Cemeteries	253,360
17 d. Properties & Natural Resources	1,478,291
17 e. Sanitation/Highway Division	6,012,316
17 f. Motor Equipment Repair	390,649
17 g. Street lighting, traffic signals	170,000
18 Facilities	578,095
19 a. Police Services	7,972,575
19 b. Fire Services	7,111,956
20 Inspections	418,426
22 Libraries	2,266,117
23 a. Health and Human Services Administration	389,609
23 b. Veterans' Services	439,642
23 c. Council on Aging	225,730
<b>Total Town Manager</b>	<b>30,909,835</b>
<b>Board of Selectmen</b>	
2 a. Administration and Licensing	249,738
2 c. Printing Town Reports	3,500
2 d. Accounting and Auditing	63,000
6 Comptroller	428,942
13 Parking	130,033
16 Zoning Board of Appeals	24,912
<b>Total Selectmen</b>	<b>900,125</b>
<b>Town Clerk</b>	
11 Town Clerk	272,816
12 Board of Registrars	65,857
<b>Total Town Clerk</b>	<b>338,673</b>
<b>Retirement</b>	
24 a Contributory Pensions	9,554,782
24 b Non-Contributory Pensions	87,000
<b>24 Total Pensions</b>	<b>9,641,782</b>
<b>Fixed Budgets</b>	
25 Insurance	16,920,564
8 Postage	175,748
2 b. Elections and Town Meeting	142,650
26 Reserve Fund	1,465,000
<b>Total Fixed Budgets</b>	<b>18,703,962</b>
1 Finance Committee	12,497
7 Treasurer-Collector	668,850
9 Board of Assessors	297,894
21 Education *	57,001,333
<b>TOTAL BUDGETS</b>	<b>118,474,951</b>

<b>WARRANT ARTICLES</b>	
<b>TOTAL BUDGETS</b>	
35 Total Budgets	118,474,951
36 Capital Budget (Art. 36)	11,192,533
<b>OTHER WARRANT ARTICLES</b>	
34 Positions reclassification	3,222
38 Mugar property application	25,000
39 Appropriation for public art	0
40 School capacity expansion	0
43 Minuteman Regional School	3,649,349
44 Arlington Commission on Arts & Culture	4,000
44 Commission on Disabilities	3,000
44 Broadway Historic District	5,100
44 Historical Commission	2,160
44 Human Rights Commission	4,500
44 Recycling Committee	3,000
44 Tourism & Econ. Development	4,275
44 Transportation Advisory	0
44 Vision 2020	3,800
45 Flags on graves of veterans	4,500
45 Veteran's, Mem., Patriot's Day	5,667
46 Indemnification, medical costs	8,500
46 Legal defense fund	0
47 Water bodies (Cons Comm)	50,000
48 "Harry Barber" Community Service program	7,500
50 Retiree health insurance (OPEB)	868,000
51 Long term stabilization fund	100,000
Revaluation	0
<b>TOTAL OTHER ARTICLES</b>	<b>4,751,573</b>
<b>TOTAL WARRANT ARTICLES</b>	<b>134,419,057</b>

ENTERPRISE FUNDS	
<b>A. WATER &amp; SEWER</b>	
Budget	3,965,431
Capital	1,936,935
Assessment	12,897,593
Indirect charges	1,174,382
Total expenses	19,974,341
Total revenues	19,974,341
<b>Net surplus (deficit)</b>	<b>0</b>

<b>B. RECREATION</b>	
Budget	680,023
Capital	0
Total expenses	680,023
Total revenues	681,660
<b>Net surplus (deficit)</b>	<b>1,637</b>

<b>C. ED BURNS ARENA</b>	
Budget	558,940
Capital	83,000
Total expenses	641,940
Total revenues	642,640
<b>Net surplus (deficit)</b>	<b>700</b>

<b>D. COUNCIL ON AGING TRANSPORTATION</b>	
Budget	103,000
Total revenues	103,000
From general fund	0
<b>Net surplus (deficit)</b>	<b>0</b>

<b>E. YOUTH SERVICES</b>	
Budget	585,488
Total revenues	465,488
From general fund	120,000
<b>Net surplus (deficit)</b>	<b>0</b>

<b>ENTERPRISE FUND SUMMARY</b>	
Budget	5,892,882
Capital	2,019,935
Assessment	12,897,593
Indirect charges	1,174,382
Total expenses	21,984,792
Total revenues	21,867,129
Total from general fund	120,000
<b>Net surplus (deficit)</b>	<b>2,337</b>

SUMMARY	
<b>FY 2017 SUMMARY OF REVENUES</b>	
Property Tax Levy (n/l Symmex)	113,426,606
Local Aid Receipts n/l MSBA	18,842,671
School Construction Aid (MSBA)	2,474,774
Local Receipts	8,971,000
Overlay reserve (Art 52)	200,000
Override stabilization fund	0
Health Claims Trust Fund (Art 50)	300,000
Use of free cash (Art 55)	4,537,299
<b>TOTAL FY 2017 REVENUES</b>	<b>148,752,350</b>

<b>SUMMARY OF FY 2017 EXPENDITURES</b>	
Town budgets	61,473,618
School budget	57,001,333
Capital plan	11,192,533
Warrant articles	1,102,224
Minuteman Regional School	3,649,349
Community Pres. Act (Art 57)	1,500,000
Youth Services subsidy	120,000
C of A Trans subsidy	0
MWRA debt service	5,593,112
MBTA assessment	2,857,454
Educ. & Library offset receipts	54,958
Charter/choice tuitions	197,441
Other state assessments	111,417
Reserve for court judgements	100,000
Symmex urban renewal	677,875
Snow & ice deficit	0
Overlay reserve	600,000
Override stabilization fund (Art 56)	2,521,036
<b>TOTAL FY 2017 EXPENDITURES</b>	<b>148,752,350</b>

<b>FY 2017 REVENUES LESS EXPENDITURES</b>	
	<b>0</b>

**APPENDIX D**  
**Long Range Projection 2016-2022**

	FY2016 Recap	FY 2017	Dollar Change	Percent Change	FY 2018	Dollar Change	Percent Change	FY 2019	Dollar Change	FY 2020	Dollar Change	FY 2021	Dollar Change	FY 2022	Dollar Change
<b>I REVENUE</b>															
A. State Aid	18,230,105	18,842,671	612,566	3.36%	19,196,250	353,579	1.88%	19,553,425.0	357,175	19,884,336	330,911	20,106,492	222,156	20,417,899	311,407
School Construction Aid	2,474,773	2,474,774	1	0.00%	1,615,915	(858,859)	-34.70%	476,523.0	(1,139,392)	476,523	0	476,523	0	0	(476,523)
B. Local Receipts	8,896,000	8,971,000	75,000	0.84%	9,046,000	75,000	0.84%	9,121,000.0	75,000	9,196,000	75,000	9,271,000	75,000	9,346,000	75,000
C. Free Cash	3,435,846	4,537,299	1,101,453	32.06%	2,264,103	(2,273,196)	-50.10%	2,264,103.0	0	2,264,103	0	2,264,103	0	2,264,103	0
D. Overlay Reserve Surplus	350,000	200,000	(150,000)	-42.86%	200,000	0	0.00%	200,000	0	200,000	0	200,000	0	200,000	0
E. Property Tax	108,977,901	111,926,606	2,948,705	2.71%	114,918,471	2,991,865	2.67%	118,192,550	3,274,079	121,373,232	3,180,682	124,627,031	3,253,799	127,940,207	3,313,176
F. Override Stabilization Fund					2,618,359			6,302,312		9,179,672		5,212,933			
<b>TOTAL REVENUES</b>	<b>142,364,625</b>	<b>146,952,350</b>	<b>4,587,725</b>	<b>3.22%</b>	<b>149,859,099</b>	<b>2,906,750</b>	<b>1.98%</b>	<b>156,109,913</b>	<b>6,250,814</b>	<b>162,573,866</b>	<b>6,463,953</b>	<b>162,158,082</b>	<b>(415,784)</b>	<b>160,168,208</b>	<b>(1,989,874)</b>
<b>II APPROPRIATIONS</b>															
A. Operating Budgets															
School	53,574,114	57,001,333	3,427,219		60,515,490	3,514,157		64,166,465	3,650,975	67,911,880	3,745,415	71,506,591	3,594,711	75,553,527	4,046,936
General Education Costs	34,572,590	36,331,252	1,758,662	5.09%	38,610,443	2,279,191	6.27%	40,890,857	2,280,414	43,217,905	2,327,048	45,541,079	2,323,174	47,599,541	2,058,462
Special Education Costs*	17,501,455	18,726,557	1,225,102	7.00%	20,037,415	1,310,859	7.00%	21,440,035	1,402,620	22,940,837	1,500,802	24,546,696	1,605,859	26,264,965	1,718,269
Kindergarten Fee Offset	970,000	970,000	0	0.00%	970,000	0	0.00%	970,000	0	970,000	0	970,000	0	970,000	0
Growth Factor	530,069	973,524	443,455	83.65%	897,631	367,562	42.52%	865,573	(31,058)	783,137	(82,436)	448,816	(334,321)	719,021	(265,295)
<b>Net School Budget</b>	<b>53,574,114</b>	<b>57,001,333</b>	<b>3,427,219</b>	<b>6.40%</b>	<b>60,515,490</b>	<b>3,514,157</b>	<b>6.17%</b>	<b>64,166,465</b>	<b>3,650,975</b>	<b>67,911,880</b>	<b>3,745,415</b>	<b>71,506,591</b>	<b>3,594,711</b>	<b>75,553,527</b>	<b>4,046,936</b>
Minuteman	4,010,950	3,649,349	(361,601)	-9.02%	3,777,076	127,727	3.50%	3,909,274	132,198	4,046,099	136,825	4,187,712	141,613	4,334,282	146,570
Town	24,990,292	25,796,486	806,194	3.23%	26,570,381	773,895	3.00%	27,367,492	797,111	28,188,517	821,025	29,034,172	845,655	29,905,197	871,025
Expenses	9,523,893	9,873,830	349,937	3.67%	10,170,045	296,215	3.00%	10,475,146	305,101	10,789,400	314,254	11,113,082	323,682	11,446,474	333,392
<b>Less Offsets:</b>															
Enterprise Fund/Other	2,138,041	2,247,194	109,153	5.11%	2,314,610	67,416	3.00%	2,384,048	69,438	2,455,569	71,521	2,529,237	73,668	2,605,114	75,877
<b>Net Town Budget</b>	<b>32,376,144</b>	<b>33,423,622</b>	<b>1,047,478</b>	<b>3.24%</b>	<b>34,425,816</b>	<b>1,002,194</b>	<b>3.00%</b>	<b>35,458,590</b>	<b>1,032,774</b>	<b>36,522,348</b>	<b>1,063,758</b>	<b>37,618,017</b>	<b>1,095,669</b>	<b>38,746,558</b>	<b>1,128,541</b>
MWRA Debt Shift	5,593,112	5,593,112	0	0.00%	5,593,112	0	0.00%	5,593,112	0	5,593,112	0	5,593,112	0	5,593,112	0
B. Capital budget															
Exempt Debt Service	2,635,325	2,518,645	(116,680)	-4.43%	2,409,917	(108,728)	-4.32%	1,376,498	(1,033,419)	1,320,729	(55,769)	1,246,829	(73,900)	668,104	(578,725)
Non-Exempt Service	6,770,886	7,132,448	361,562	5.34%	7,013,380	(119,068)	-1.67%	7,294,274	280,894	6,940,975	(353,299)	7,177,525	236,550	7,177,525	0
Cash	1,426,356	2,469,625	1,043,269	73.14%	1,467,595	(1,002,030)	-40.57%	1,622,177	154,582	1,910,679	288,502	1,745,960	(164,719)	1,404,679	(341,281)
Offets/Capital Carry Forward	(601,468)	(928,185)	(326,717)	-54.32%	(435,603)	(492,582)	-53.07%	(490,365)	(54,762)	(474,996)	(15,369)	(405,973)	(69,023)	(455,562)	(49,589)
<b>Total Capital</b>	<b>10,231,100</b>	<b>11,192,533</b>	<b>961,433</b>	<b>9.40%</b>	<b>10,455,289</b>	<b>(737,244)</b>	<b>-6.59%</b>	<b>9,802,584</b>	<b>(652,705)</b>	<b>9,697,387</b>	<b>(105,197)</b>	<b>9,764,341</b>	<b>66,954</b>	<b>8,794,746</b>	<b>(969,595)</b>
C. Pensions	9,140,241	9,641,782	501,541	5.49%	10,172,080	530,298	5.50%	10,731,544	559,464	11,321,779	590,235	11,944,477	622,698	12,601,423	656,946
D. Insurance	16,359,582	16,920,564	560,982	3.43%	17,980,501	1,059,938	6.26%	19,095,229	1,114,728	20,257,141	1,161,912	21,414,911	1,157,770	22,695,030	1,280,119
E. State Assessments	3,113,547	3,166,312	52,765	1.69%	3,245,470	79,158	2.50%	3,326,607	81,137	3,409,772	83,165	3,495,016	85,244	3,582,391	87,375
F. Offset Aid - Assistance to Libraries	54,299	54,958	659	1.21%	54,958	0	0.00%	54,958	0	54,958	0	54,958	0	54,958	0
G. Overlay Reserve	1,746,721	600,000	(1,146,721)	-65.65%	600,000	0	0.00%	800,000	200,000	600,000	(200,000)	600,000	0	800,000	200,000
H. Fixed Costs - Res. Fund & Elections	1,287,760	1,607,650	319,890	24.84%	1,522,407	(85,243)	-5.30%	1,598,076	75,669	1,583,942	(14,134)	1,669,451	85,510	1,651,682	(17,769)
I. Other Crt Jdgmnts/ Deficit/ symmes	1,156,606	777,875	(378,731)	-32.75%	778,338	463	0.06%	771,250	(7,088)	773,225	1,975	771,950	(1,275)	767,450	(4,500)
J. Warrant Articles	937,685	802,224	(135,461)	-14.45%	802,224	0	0.00%	802,224	0	802,224	0	802,224	0	802,224	0
K. Override Stabilization Fund	2,782,763	2,521,036	(261,727)	-9.41%	2,521,036	0	0.00%	2,521,036	0	2,521,036	0	2,521,036	0	2,521,036	0
L. <b>TOTAL APPROPRIATIONS</b>	<b>142,364,625</b>	<b>146,952,350</b>	<b>4,587,725</b>	<b>3.22%</b>	<b>149,922,761</b>	<b>2,970,414</b>	<b>2.02%</b>	<b>156,109,913</b>	<b>6,187,152</b>	<b>162,573,866</b>	<b>6,463,953</b>	<b>169,422,760</b>	<b>6,848,894</b>	<b>175,977,383</b>	<b>6,554,622</b>
<b>BALANCE</b>	<b>0</b>	<b>0</b>			<b>-63,662</b>			<b>0</b>		<b>0</b>		<b>(7,264,678)</b>		<b>(15,809,175)</b>	

<b>Reserve Balances</b>															
Free Cash	9,074,598	4,528,206			4,528,206			4,528,206		4,528,206		4,528,206		4,528,206	
Stabilization Fund	2,982,120	3,171,584			3,366,731			3,366,731		3,774,765		3,988,008		4,207,648	
Override Stabilization Fund	20,792,240	23,313,276			20,694,917			14,392,605		5,212,933		0		0	
Municipal Bldg Ins. Trust Fund	732,193	754,159			776,784			800,087		824,090		848,812		874,277	
<b>TOTAL:</b>	<b>33,581,151</b>	<b>31,767,224</b>			<b>29,366,637</b>			<b>23,288,631</b>		<b>14,339,994</b>		<b>9,365,026</b>		<b>9,610,131</b>	
% of General Fund Revenue	23.6%	21.6%			19.6%			14.9%		8.8%		5.8%		6.0%	

**The plan does not include any potential impacts of an Arlington Elementary, Middle, or High Schools or Minuteman Regional Vocational School Building Projects**

**The plan does not include any projected revenues or expenditures from the Community Preservation Act**

**Projected School Enrollment Growth FY 2016 - FY 2022**

	FY 2016**	FY 2017*	FY 2018*	FY 2019*	FY 2020*	FY 2021*	FY 2022*
<b>Actual/Proj. Annual Growth</b>	<b>169</b>	<b>84</b>	<b>196</b>	<b>189</b>	<b>171</b>	<b>98</b>	<b>157</b>
<b>** Actual Growth - Based on 25% of FY13 DESE Per Pupil Cost of \$12,546 = Growth Factor of \$3,136.50 X Enrollment Growth</b>							
<b>* Projected Growth- Based on 35% of FY14 DESE Per Pupil Cost of \$13,085 = \$4,579.75 X Enrollment Growth</b>							

Reserve Balances as of December 31, 2011

Free cash certified by DOR 9/19/2011

\*Plan projects SPED costs at 7%, actual appropriated amounts may be less.