



# *Town of GREENFIELD Budget 2016*





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# MESSAGE FROM THE MAYOR



MAYOR TO COUNCIL  
FY Budget 2015  
April 2015

REVENUES & EXPENDITURES  
DEPARTMENTAL REQUESTS  
FUTURE SUSTAINABILITY  
PROPERTY TAX IMPACT

Madame President, Councilors, tax payers and residents of Greenfield, I appreciate the opportunity to present a balanced Greenfield Operating Budget for Fiscal Year 2015 for your review and comment.

As is custom for the process of creating municipal budgets in the first quarter, the actual state revenues and assessments are not released until late in the second quarter. With just the Governors Budget recommendations (House 1) to build on, our emphasis is primarily based on estimates of past revenues and expenditures, analysis of departmental requests both actual and for growth, future sustainability, contractual obligations and impact on the property tax bill.

We have concluded that our base revenues from the state and local receipts will not decrease, and in fact, have confidently raised our local revenue estimates. However, we understand that state assessments are subject to change and various departments may be impacted by the continued negotiations between the legislature and Governor. We are equally confident that our expenditures are controlled with several line items fixed and committed. Some demonstrate a savings moving forward and others with increases. This early process lays the foundation for constructing the operating budget.

Our town department leaders have submitted their budgets that include calculated automatic step base pay raises. In addition, if collective bargaining annual pay increases have been ratified, then those have been calculated as well. We have reclassified some departmental expenditures (postage, trash) to a central service account for efficiency purposes and control. After departmental budget submissions, further discussions with leaders were scheduled for verification and review.

Several departments requesting funds for growth were reviewed further for compatibility with the town's overall plan for sustainability and priority. For example, the Accounting department requires funding dedicated for the conversion of our town software to MUNIS, an accepted municipal finance and efficiency protocol currently used by dozens of cities and towns in Massachusetts. The Greenfield Technology Department requires funding for staff, platform conversion, licenses, and preparation for creating a Municipal Light Plant. The Police department requires funding to stabilize the officer force and restructured wage and organizational changes.

The school department requires additional funding to provide for administration positions to include increasing the part-time HR person to full time and hiring an assistant Superintendent/Curriculum Director. The town will provide, with Council approval, over \$1,000,000 for capital improvements in energy upgrades, roofs, classrooms and administrative relocation this fiscal year.

To further support the stability of the school department and offer a buffer from unpredictable costs, I will propose to the Council a \$200,000 transfer from General Stabilization in this Fiscal Year to allow the department to “pay forward” student tuition expenses for the first quarter of FY 2016.

In future budget preparation, we will revisit the well planned and innovative proposals by departments not funded this year. It is imperative we maintain our momentum and assist with the introduction of new programs and ideas by our department leaders.

With Council approval we have created the Contractual Stabilization account. The purpose was to demonstrate our genuine concern and legitimate stance for negotiated salaries and wages for the municipal employee and to have funds available. We have provided monies to that account annually for future negotiated contracts. This will not change and we plan to provide funds again this year to Capital, Building Maintenance and General Stabilization as well.

The municipal employee and the collective bargaining units have partnered with us over the past 6 years. If you recall, we had annual increases of zero during the loss of revenues that totaled 29% and we have not regenerated those revenues yet. It is this partnership that facilitated our rebuilding of town government, allowed for innovative initiatives that created savings and efficiencies and restored pride and faith in government and our community.

Of course, without the property tax, we would be hard-pressed to offer this slight growth budget. The reality is that our depressed real estate valuations, from 2008, have now only shown signs of recovery. Once again, in this budget, we have not used 2 ½ levy funds and have elected to provide \$1,350,000 from the General Stabilization account to reduce the tax rate. The combination of the two exceeds the increase over the FY 2015 adopted budget. When the discussion of the FY 2014 certified free cash of \$3,200,000 occurred during the past six months, I stated that it was beneficial for the community to provide relief for taxpayers in the FY 2016 budget. We can do that now. And, our goal will be to adjust the real estate tax downward, whether it is by pennies or dollars.

Again, for the fifth consecutive year, there will be no increase in the water fee or the sewer fee for FY2016

To conclude, I believe we are in agreement that this budget is only our guide. We will continue to look for savings and efficiencies and earnestly work for increased revenues. As always, we will report back to the Council and, of course, I am available to meet with any councilor anytime for any topic. Our department leaders will provide any documents or rationale for their respective areas of responsibility as well.

I thank you for your time as Councilors and for your attention.

Respectfully Submitted,

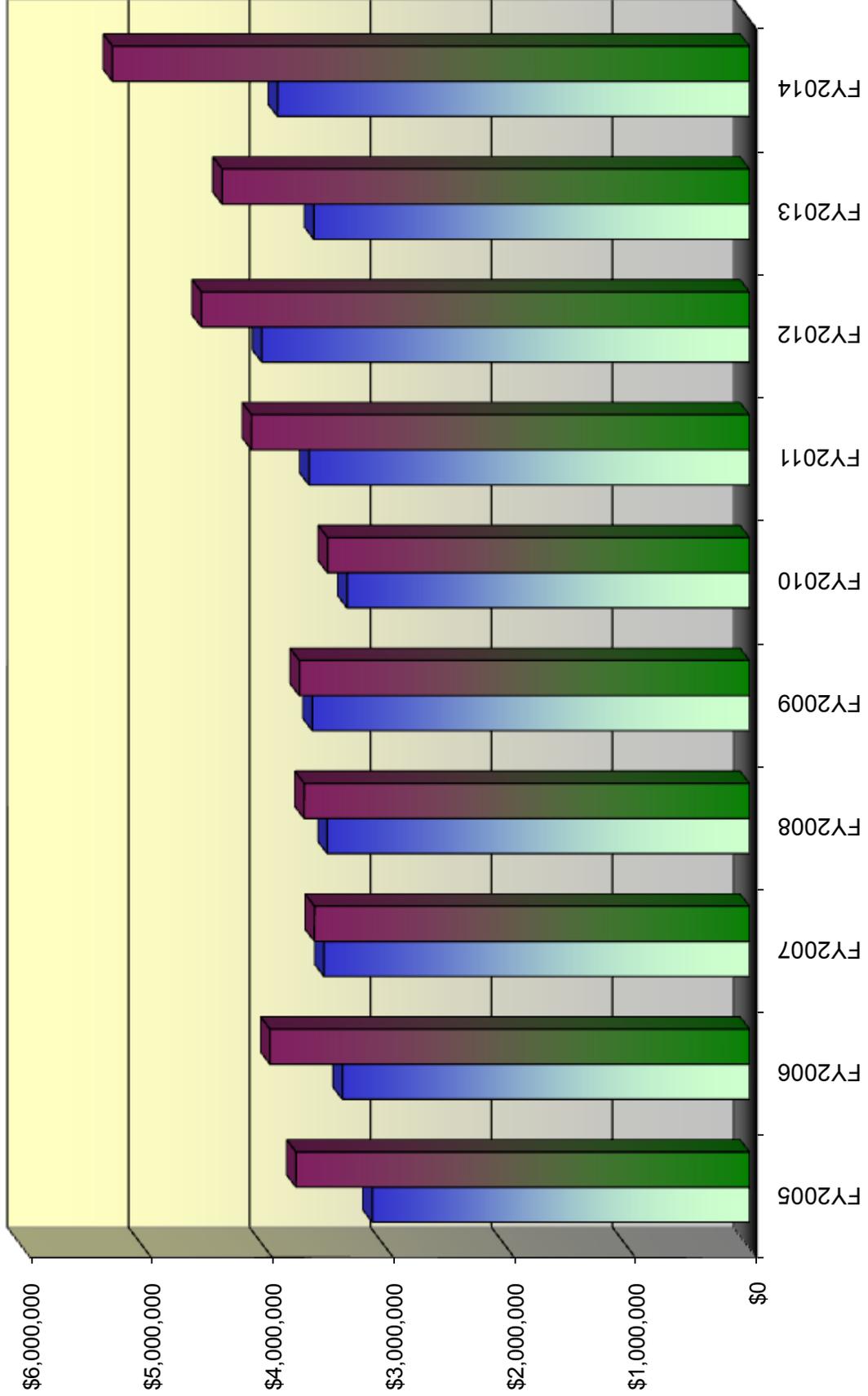
William Martin  
Mayor



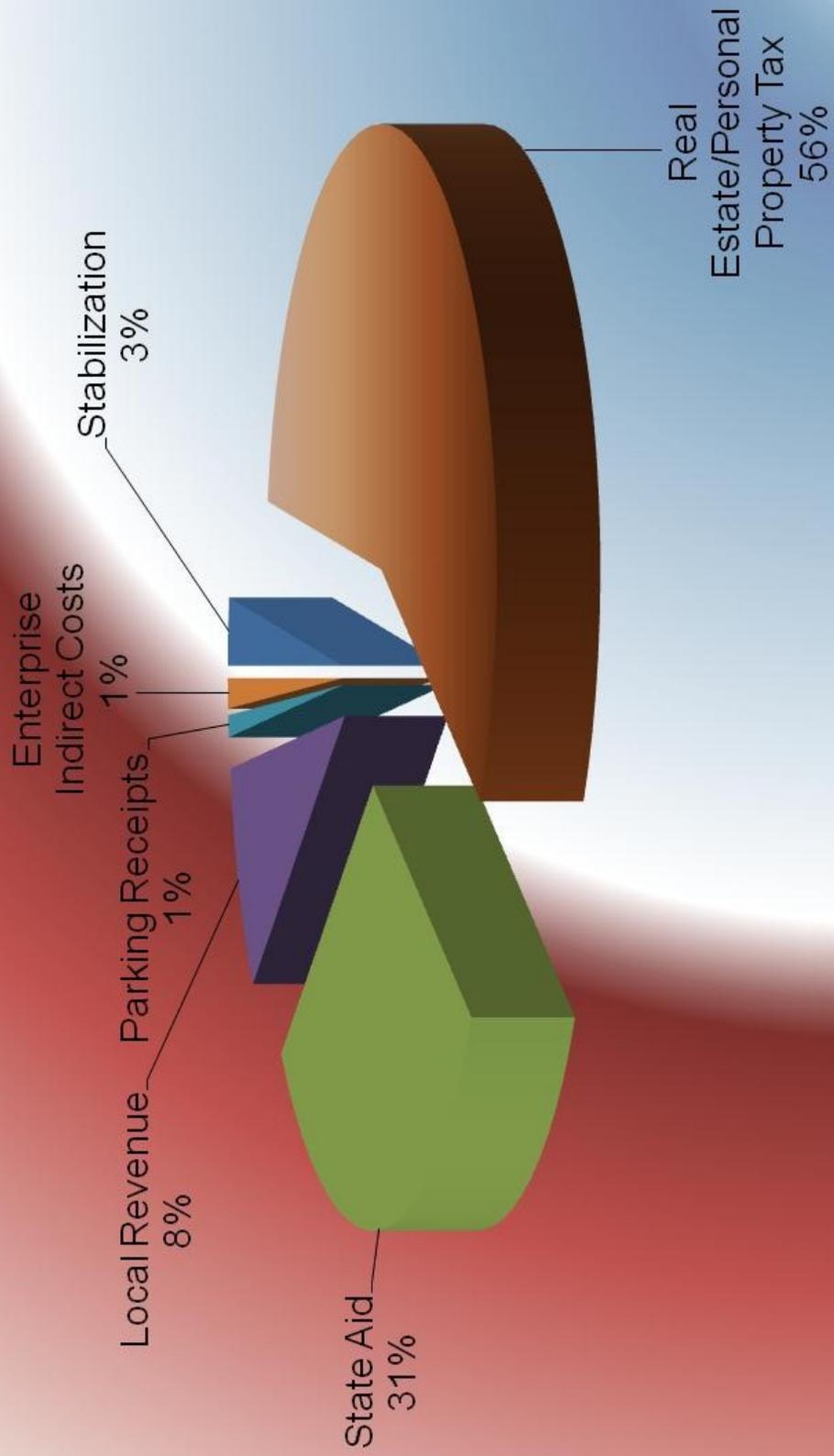
# REVENUES



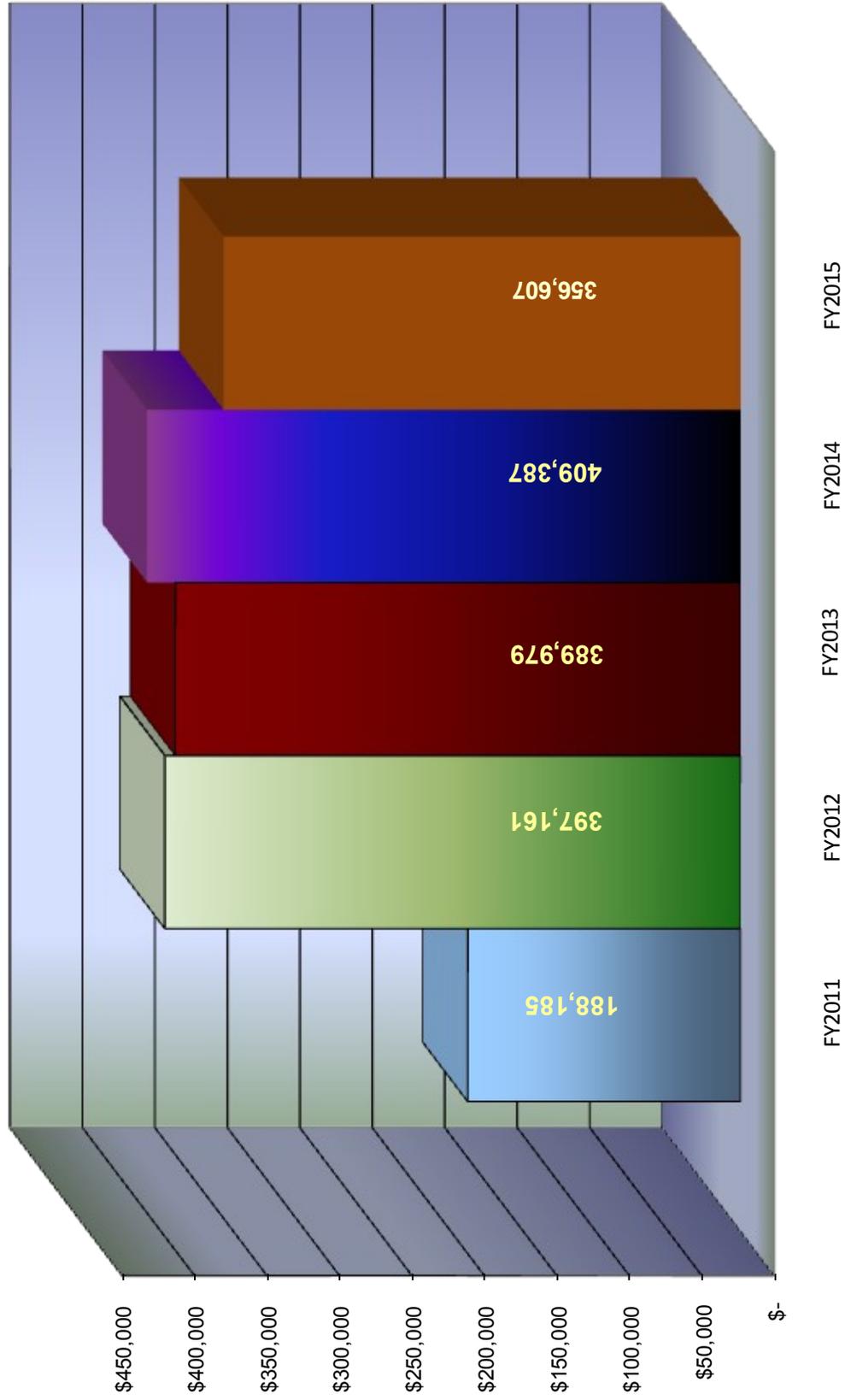
# Local Receipts - Estimated vs Actual



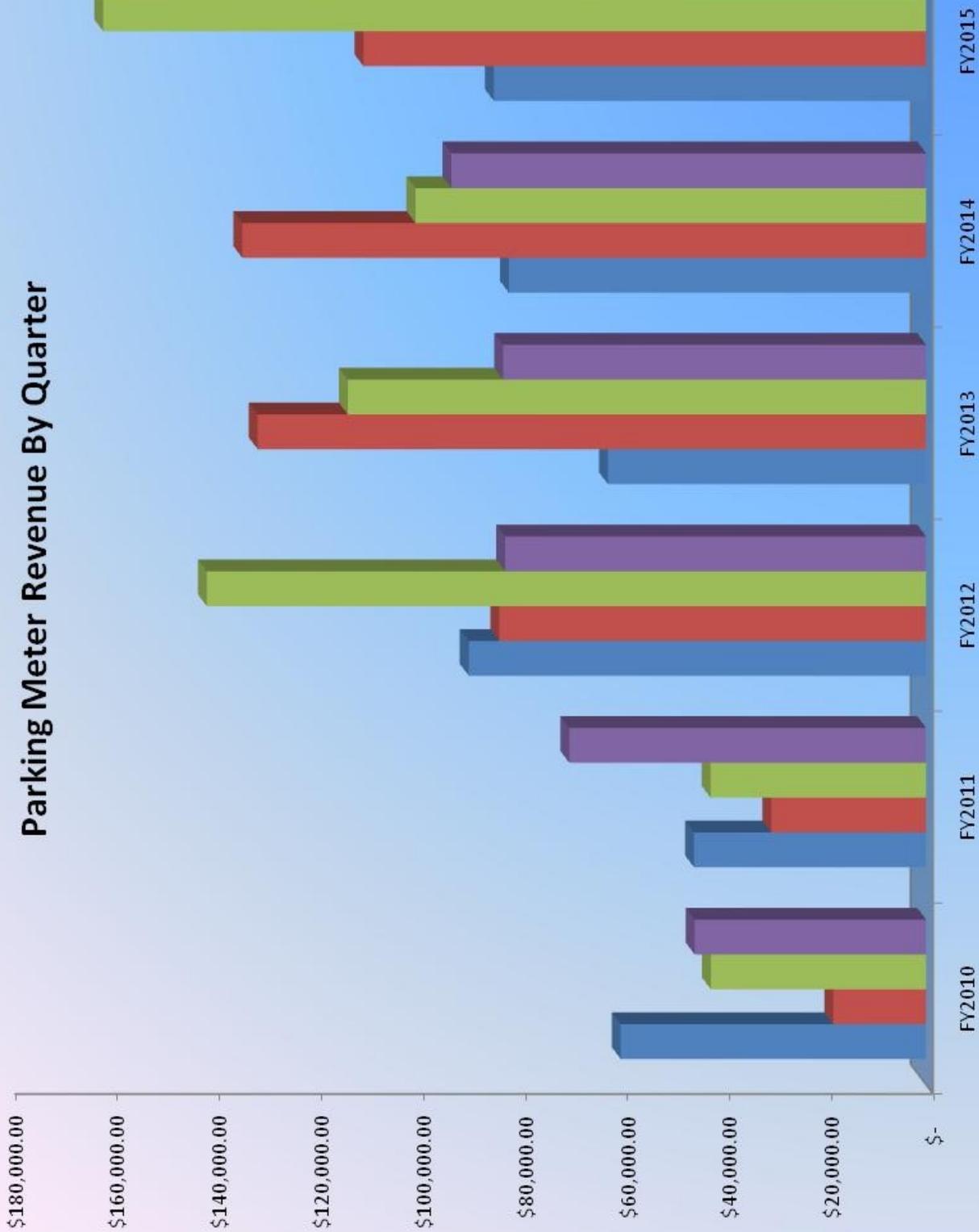
# Revenue Sources FY2016



# Parking Meter Revenue



# Parking Meter Revenue By Quarter

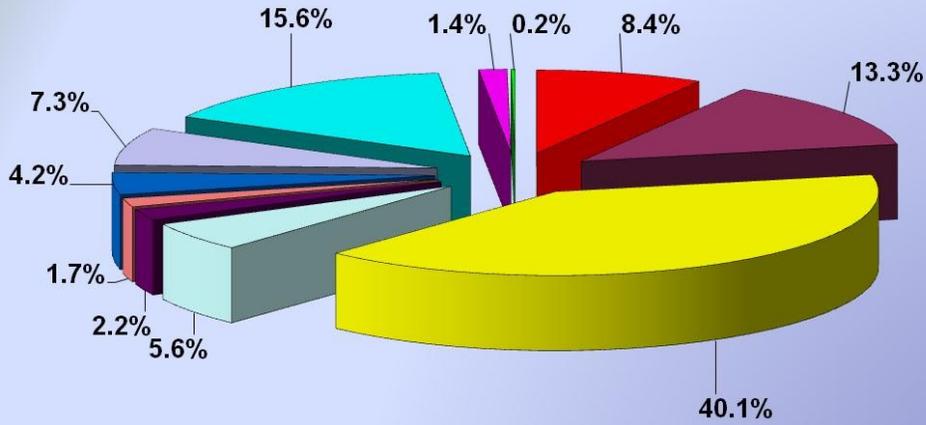




# BUDGET OVERVIEW



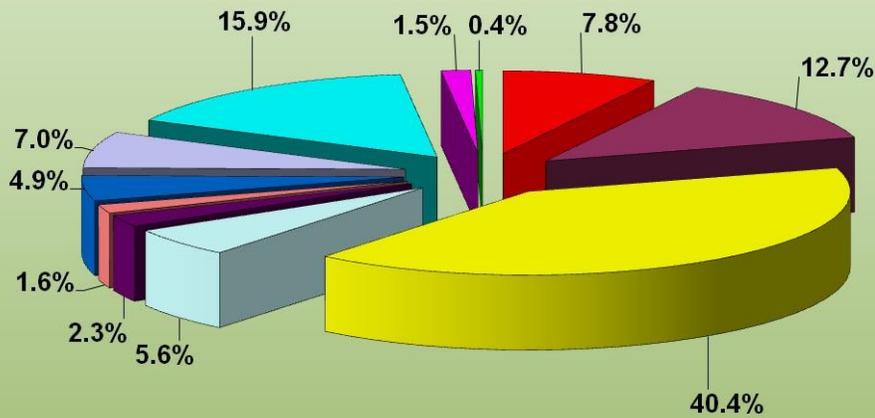
### General Fund Budget FY16



- General Govt   ■ Public Safety   ■ Education   □ Public Works   ■ Human Services   ■ Culture & Rec
- Debt Service   □ Retirement   ■ Employee Ins   ■ Liability Ins   ■ Misc.

Section	FY 2015	FY 2016
General Govt	3,506,315	3,908,055
Public Safety	5,704,130	6,201,125
Education	18,218,830	18,662,695
Public Works	2,524,910	2,613,000
Human Services	1,043,660	1,021,455
Culture & Rec	739,700	778,375
Debt Service	2,200,000	1,965,000
Retirement	3,174,100	3,373,525
Employee Ins	7,150,000	7,250,000
Liability Ins	665,000	652,000
Misc.	160,900	90,650
	45,087,545	46,515,880

### General Fund Budget FY15



- General Govt   ■ Public Safety   ■ Education   □ Public Works   ■ Human Services   ■ Culture & Rec
- Debt Service   □ Retirement   ■ Employee Ins   ■ Liability Ins   ■ Misc.

**FISCAL YEAR 2014  
GENERAL FUND  
BUDGET RECAP**

	FISCAL YEAR 2013	FISCAL YEAR 2014	FISCAL YEAR 2015	FISCAL YEAR 2016	FISCAL YEAR 2016	% INC/DEC
	TAX RECAP	TAX RECAP	TAX RECAP	Requests	Mayor	
<b>APPROPRIATIONS:</b>						
OPERATING BUDGET	41,533,283	42,856,205	43,818,251	45,904,318	45,191,090	3.13%
PROP. 2 <sup>1/2</sup> EXEMPT DEBT SERVICE	915,177	919,627	1,269,294	1,324,790	1,324,790	4.37%
TOTAL OPERATING BUDGET	42,448,460	43,775,832	45,087,545	47,229,108	46,515,880	3.17%
SPECIAL ORDERS	0	28,699	0	0	0	
SPECIAL COUNCIL VOTES						
TOTAL APPROPRIATIONS	42,448,460	43,804,531	45,087,545	47,229,108	46,515,880	3.17%
<b>OTHER AMOUNTS TO BE RAISED:</b>						
CURRENT YEAR OVERLAY	266,604	282,696	287,455	290,000	290,000	0.89%
OVERLAY DEFICIT (PRIOR YEARS)	32,599	51,664	24,422	25,000	25,000	2.37%
SNOW & ICE DEFICIT	0	0	0	0	100,000	
STATE ASSESSMENTS	234,409	242,320	239,408	261,360	275,000	14.87%
STATE QUALIFIED DEBT			2,157,150	2,223,396	2,223,400	3.07%
SCHOOL CHOICE SENDING TUITION	2,149,486	2,259,509	2,284,531	2,199,691	2,200,000	-3.70%
CHARTER SCHOOL SENDING TUITION	1,380,103	1,397,197	1,274,106	1,313,559	1,313,600	3.10%
TOTAL OTHER AMOUNTS TO BE RAISED	4,063,201	4,233,386	6,267,072	6,313,006	6,427,000	2.55%
<b>TOTAL AMOUNT TO BE RAISED</b>	<b>46,511,661</b>	<b>48,037,917</b>	<b>51,354,617</b>	<b>53,542,114</b>	<b>52,942,880</b>	<b>3.09%</b>
<b>ESTIMATED RECEIPTS:</b>						
CHERRY SHEET RECEIPTS	14,038,937	15,435,476	15,502,971	15,594,342	15,500,000	-0.02%
MASS. SCHOOL BUILDING AUTHORITY	924,760	921,580	921,580	921,580	921,580	0.00%
SEWER ENTERPRISE INDIRECT COSTS	290,766	262,780	303,718	303,700	307,200	1.15%
WATER ENTERPRISE INDIRECT COSTS	269,505	270,290	285,322	285,300	272,600	-4.46%
LOCAL ESTIMATED RECEIPTS	3,200,000	3,500,000	3,675,000	3,875,000	4,050,000	10.20%
PAY AS YOU THROW FEES	400,000	400,000	425,000	390,000	400,000	-5.88%
PARKING METER RECEIPTS	150,000	325,000	400,000	350,000	420,000	5.00%
TOTAL ESTIMATED RECEIPTS	19,273,968	21,115,126	21,513,591	21,719,922	21,871,380	1.66%
<b>OTHER AVAILABLE FUNDS:</b>						
TRANSFERRED FROM OTHER FUNDS						
OVERLAY SURPLUS						
STABILIZATION FUND	225,500	0	0	0	1,300,000	
FREE CASH TO REDUCE THE TAX RATE	0					
FREE CASH						
TOTAL OTHER AVAILABLE FUNDS	225,500	0	0	0	1,300,000	
<b>TOTAL REVENUES &amp; AVAILABLE FUNDS</b>	<b>19,499,468</b>	<b>21,115,126</b>	<b>21,513,591</b>	<b>21,719,922</b>	<b>23,171,380</b>	<b>7.71%</b>
<b>TOTAL TAX LEVY</b>	<b>27,012,193</b>	<b>26,922,791</b>	<b>29,841,026</b>	<b>31,822,192</b>	<b>29,771,500</b>	<b>-0.23%</b>
TOTAL TOWN VALUATION	1,303,677,248	1,310,957,697	1,320,117,556	1,320,117,556	1,329,000,000	0.67%
TAX RATE	20.72	20.54	22.60	24.11	22.40	
<b>LEVY LIMIT CALCULATION:</b>						
LEVY ALLOWED FOR PRIOR FISCAL YEAR	26,091,220	27,042,849	27,979,293	29,088,818	29,388,818	
2 <sup>1/2</sup> % PROPERTY TAX INCREASE	652,281	676,071	699,482	0	0	
NEW GROWTH.....	299,348	260,373	410,042	300,000	400,000	
LEVY LIMIT	27,042,849	27,979,293	29,088,818	29,388,818	29,788,818	
DEBT EXCLUDABLE FROM PROP. 2 <sup>1/2</sup>	(9,583)	(35,203)	1,269,294	1,324,790	1,324,790	
MAXIMUM ALLOWABLE LEVY LIMIT	27,033,266	27,944,090	30,358,112	30,713,608	31,113,608	
<b>UNDER/(OVER) ALLOWABLE LEVY LIMIT</b>	<b>21,073</b>	<b>1,021,300</b>	<b>517,085</b>	<b>(1,108,584)</b>	<b>1,342,108</b>	

DEPARTMENTS	FISCAL YEAR	FISCAL YEAR	FISCAL YEAR	FISCAL YEAR	\$ INC / DEC
	2014	2015	2016	2016	
	ADOPTED	MAYOR	REQUESTED	MAYOR	
<b>LEGISLATIVE</b>					
TOWN COUNCIL					
SALARY & WAGES	39,730	39,730	40,000	40,000	0.68%
EXPENDITURES	2,850	9,600	9,400	9,400	-2.08%
TOTAL TOWN COUNCIL	42,580	49,330	49,400	49,400	0.14%
<b>TOTAL LEGISLATIVE</b>	42,580	49,330	49,400	49,400	0.14%
<b>EXECUTIVE</b>					
MAYOR					
SALARY & WAGES	161,820	161,820	165,866	165,025	1.98%
EXPENDITURES	10,100	13,600	13,600	13,300	-2.21%
TOTAL MAYOR	171,920	175,420	179,466	178,325	1.66%
ASSISTANT TO THE MAYOR ECON. DEVELOP. & MARKET.					
SALARY & WAGES	56,880	56,880	75,000	75,000	31.86%
EXPENDITURES	17,400	17,400	1,000	12,000	-31.03%
TOTAL ASSIST TO THE MAYOR	74,280	74,280	76,000	87,000	17.12%
<b>TOTAL EXECUTIVE</b>	246,200	249,700	255,466	265,325	6.26%
<b>FINANCIAL ADMINISTRATION</b>					
RESERVE FUND	150,000	100,000	150,000	100,000	0.00%
ACCOUNTING					
SALARY & WAGES	139,800	141,970	142,850	142,820	0.60%
EXPENDITURES	28,995	30,350	146,700	136,700	350.41%
TOTAL ACCOUNTING	168,795	172,320	289,550	279,520	62.21%
INDEPENDENT TOWN AUDIT	38,500	39,000	48,000	44,000	12.82%
ASSESSORS					
SALARY & WAGES	94,000	98,400	93,200	93,200	-5.28%
EXPENDITURES	66,350	74,050	75,950	75,950	2.57%
TOTAL ASSESSORS	160,350	172,450	169,150	169,150	-1.91%
FINANCE DEPARTMENT					
SALARY & WAGES	85,260	88,200	99,500	99,500	12.81%
EXPENDITURES	10,700	8,840	2,850	2,850	-67.76%
TOTAL FINANCE	95,960	97,040	102,350	102,350	5.47%

TREASURER/COLLECTOR					
SALARY & WAGES	220,000	223,000	216,500	218,600	-1.97%
EXPENDITURES	61,400	90,700	54,450	55,950	-38.31%
TOTAL TREASURER/COLL	281,400	313,700	270,950	274,550	-12.48%
TAX TITLE	66,000	75,000	75,000	75,000	0.00%
<b>TOTAL FIN ADMIN</b>	<b>961,005</b>	<b>969,510</b>	<b>1,105,000</b>	<b>1,044,570</b>	<b>7.74%</b>

#### OPERATIONS SUPPORT

##### LEGAL

LABOR LEGAL SVCS	60,000	60,000	63,000	63,000	5.00%
TOWN ATTY SVCS	50,000	50,000	70,000	70,000	40.00%
TOTAL LEGAL	110,000	110,000	133,000	133,000	20.91%

##### HUMAN RESOURCES OFFICE

SALARY & WAGES	145,000	151,455	169,950	169,950	12.21%
EXPENDITURES	31,620	31,600	31,000	31,000	-1.90%
TOTAL HUMAN RESOURCES	176,620	183,055	200,950	200,950	9.78%

##### MANAGEMENT INFORMATION SYS.

SALARY & WAGES	85,000	90,000	172,000	170,000	88.89%
EXPENDITURES	42,500	135,000	250,000	255,000	88.89%
TOTAL MANAGEMENT INFO.	127,500	225,000	422,000	425,000	88.89%

<b>TOTAL OP SUPP</b>	<b>414,120</b>	<b>518,055</b>	<b>755,950</b>	<b>758,950</b>	<b>46.50%</b>
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#### LICENSING & REGISTRATION

##### TOWN CLERK

SALARY & WAGES	140,230	143,000	145,750	145,750	1.92%
EXPENDITURES	5,260	7,560	6,560	6,560	-13.23%
TOTAL TOWN CLERK	145,490	150,560	152,310	152,310	1.16%

##### ELECTIONS

SALARY & WAGES	20,600	20,000	20,000	20,000	0.00%
EXPENDITURES	15,000	23,000	19,600	19,600	-14.78%
TOTAL ELECTIONS	35,600	43,000	39,600	39,600	-7.91%

##### BOARD OF REGISTRARS

SALARY & WAGES	3,500	3,500	3,500	3,500	0.00%
EXPENDITURES	11,500	12,050	5,550	5,550	-53.94%
TOTAL BOARD OF REGISTRA	15,000	15,550	9,050	9,050	-41.80%

##### LICENSING COMMISSION

SALARY & WAGES	25,520	26,030	38,300	27,000	3.73%
EXPENDITURES	2,300	2,500	1,750	1,750	-30.00%
TOTAL LICENSING COMMISS	27,820	28,530	40,050	28,750	0.77%

<b>TOTAL LIC &amp; REG</b>	<b>223,910</b>	<b>237,640</b>	<b>241,010</b>	<b>229,710</b>	<b>-3.34%</b>
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**LAND USE & DEVELOPMENT**

CONSERVATION COMM	1,400	1,400	900	900	-35.71%
PLANNING BOARD	1,000	1,000	800	800	-20.00%
ZONING BOARD OF APPEALS	1,000	1,000	600	600	-40.00%
PLANNING & COMM. DEVELOPMENT					
SALARY & WAGES	138,100	105,000	106,450	106,450	1.38%
EXPENDITURES	11,650	21,850	21,350	21,350	-2.29%
TOTAL PLAN. & COMM. DEVI	149,750	126,850	127,800	127,800	0.75%
GREENFIELD REDEV AUTH.	3,100	2,500	-	-	-100.00%
<b>TOTAL LAND USE &amp; DEV</b>	<b>156,250</b>	<b>132,750</b>	<b>130,100</b>	<b>130,100</b>	<b>-2.00%</b>

**CENTRAL SERVICES**

CENTRAL SERVICES					
EXPENDITURES			100,000	80,000	
TOTAL CENTRAL SERVICES	-	-	100,000	80,000	
CENTRAL MAINT					
SALARY & WAGES	394,326	389,455	395,650	395,650	1.59%
EXPENDITURES	1,107,174	132,875	138,200	105,700	-20.45%
TOTAL CENTRAL MAINTENA	1,501,500	522,330	533,850	501,350	-4.02%
ENERGY DEPT					
SALARY & WAGES	-	42,000	73,650	73,700	75.48%
EXPENDITURES	-	785,000	973,200	774,950	-1.28%
TOTAL ENERGY		827,000	1,046,850	848,650	2.62%
<b>TOTAL OTHER</b>					
<b>GENERAL GOV'T</b>	<b>1,501,500</b>	<b>1,349,330</b>	<b>1,680,700</b>	<b>1,430,000</b>	<b>5.98%</b>

**PUBLIC SAFETY**

POLICE					
SALARY & WAGES	2,432,150	2,422,015	2,907,685	2,851,320	17.73%
EXPENDITURES	260,550	377,100	338,000	306,805	-18.64%
TOTAL POLICE	2,692,700	2,799,115	3,245,685	3,158,125	12.83%
PARKING ENFORCEMENT					
SALARY & WAGES	63,500	61,350	72,000	72,000	17.36%
EXPENDITURES	46,000	69,000	62,500	75,000	8.70%
	109,500	130,350	134,500	147,000	12.77%

<b>DISPATCH CENTER</b>						
SALARY & WAGES	481,900	505,760	613,050	552,050	9.15%	
EXPENDITURES	7,500	6,500	6,500	6,500	0.00%	
<b>TOTAL DISPATCH CENTER</b>	<b>489,400</b>	<b>512,260</b>	<b>619,550</b>	<b>558,550</b>	<b>9.04%</b>	
<b>FIRE</b>						
SALARY & WAGES	1,753,040	1,746,220	1,927,600	1,781,700	2.03%	
EXPENDITURES	140,360	202,935	272,375	225,400	11.07%	
CAPITAL	-	-	-	-		
<b>TOTAL FIRE</b>	<b>1,893,400</b>	<b>1,949,155</b>	<b>2,199,975</b>	<b>2,007,100</b>	<b>2.97%</b>	
<b>BUILDING INSPECTOR</b>						
SALARY & WAGES	143,000	163,800	165,300	165,300	0.92%	
EXPENDITURES	11,250	11,250	11,500	11,500	2.22%	
<b>TOTAL BUILDING INSPECTOR</b>	<b>154,250</b>	<b>175,050</b>	<b>176,800</b>	<b>176,800</b>	<b>1.00%</b>	
PLUMBING & WIRE INSPECTOR	60,100	62,500	75,100	75,100	20.16%	
SEALER OF WGTHTS & MSRS	11,000	11,000	11,000	11,000	0.00%	
ANIMAL INSPECTOR	3,200	3,200	3,200	3,200	0.00%	
<b>CIVIL DEFENSE</b>						
SALARY & WAGES	9,500	9,500	9,500	6,000	-36.84%	
EXPENDITURES	9,500	9,500	15,750	15,750	65.79%	
<b>TOTAL CIVIL DEFENSE</b>	<b>19,000</b>	<b>19,000</b>	<b>25,250</b>	<b>21,750</b>	<b>14.47%</b>	
<b>ANIMAL CONTROL OFFICE</b>						
SALARY & WAGES	39,430	40,000	43,600	40,000	0.00%	
EXPENDITURES	2,500	2,500	2,500	2,500	0.00%	
<b>TOTAL ANIMAL CONTROL</b>	<b>41,930</b>	<b>42,500</b>	<b>46,100</b>	<b>42,500</b>	<b>0.00%</b>	
<b>TOTAL PUBLIC SAFETY</b>	<b>5,474,480</b>	<b>5,704,130</b>	<b>6,537,160</b>	<b>6,201,125</b>	<b>8.71%</b>	
<b>EDUCATION</b>						
GREENFIELD PUBLIC SCHOOLS	16,540,000	17,015,800	17,526,274	17,526,275	3.00%	
FRANKLIN TECH	1,001,507	1,184,760	1,136,417	1,136,420	-4.08%	
SMITH VOCATIONAL	-	18,270	-	-	-100.00%	
<b>TOTAL REGIONAL SCHOOLS</b>	<b>1,001,507</b>	<b>1,203,030</b>	<b>1,136,417</b>	<b>1,136,420</b>	<b>-5.54%</b>	
<b>TOTAL EDUCATION</b>	<b>17,541,507</b>	<b>18,218,830</b>	<b>18,662,691</b>	<b>18,662,695</b>	<b>2.44%</b>	
<b>PUBLIC WORKS</b>						
<b>OPERATING BUDGET</b>						
SALARY & WAGES	1,260,000	1,365,810	1,408,300	1,408,300	3.11%	
EXPENDITURES	550,000	607,100	613,200	613,200	1.00%	
<b>TOTAL OPERATING BUDGET</b>	<b>1,810,000</b>	<b>1,972,910</b>	<b>2,021,500</b>	<b>2,021,500</b>	<b>2.46%</b>	

SNOW & ICE REMOVAL					
SALARY & WAGES	74,500	74,500	76,500	76,500	2.68%
EXPENDITURES	125,500	125,500	143,500	143,500	14.34%
TOTAL SNOW REMOVAL	200,000	200,000	220,000	220,000	10.00%
<b>TOTAL PUBLIC WORKS</b>	<b>2,010,000</b>	<b>2,172,910</b>	<b>2,241,500</b>	<b>2,241,500</b>	<b>3.16%</b>

**OTHER D. P. W. RELATED EXPENSES**

STREET CLEANING	60,000	60,000	60,000	60,000	0.00%
TRASH DISPOSAL FEES	322,000	292,000	292,000	292,000	0.00%
CEMETERIES		0	19,500	19,500	
<b>TOTAL OTHER D. P. W.</b>	<b>382,000</b>	<b>352,000</b>	<b>371,500</b>	<b>371,500</b>	<b>5.54%</b>

**HUMAN SERVICES**

HEALTH INSPECTION SERVICE					
SALARY & WAGES	146,000	146,725	202,400	154,070	5.01%
EXPENDITURES	6,350	6,850	7,350	6,800	-0.73%
TOTAL HEALTH INSPECTION	152,350	153,575	209,750	160,870	4.75%

COUNCIL ON AGING

SALARY & WAGES	114,820	127,350	176,700	133,200	4.59%
EXPENDITURES	11,735	11,935	12,600	10,885	-8.80%
TOTAL COUNCIL ON AGING	126,555	139,285	189,300	144,085	3.45%

VETERANS' SERVICES

SALARY & WAGES	91,500	91,000	161,500	161,500	77.47%
EXPENDITURES	625,000	656,800	552,600	552,600	-15.86%
TOTAL VETERANS' SVCS	716,500	747,800	714,100	714,100	-4.51%

DOMESTIC VIOLENCE PREV	1,000	1,000	900	900	-10.00%
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HUMAN RIGHTS COMM	1,000	1,000	700	700	-30.00%
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DISABILITY ACCESS COMM	1,000	1,000	800	800	-20.00%
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<b>TOTAL HUMAN SERVICES</b>	<b>998,405</b>	<b>1,043,660</b>	<b>1,115,550</b>	<b>1,021,455</b>	<b>-2.13%</b>
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**CULTURE & RECREATION**

LIBRARY

SALARY & WAGES	514,500	530,500	539,306	539,300	1.66%
EXPENDITURES	100,000	101,200	115,800	108,275	6.99%
TOTAL LIBRARY	614,500	631,700	655,106	647,575	2.51%

RECREATION

SALARY & WAGES	92,000	107,000	153,000	130,000	21.50%
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EXPENDITURES	-	-	-	-	
TOTAL RECREATION	92,000	107,000	153,000	130,000	21.50%
HISTORICAL COMMISSION	1,000	1,000	800	800	-20.00%
<b>TOTAL CULTURE &amp; REC</b>	<b>707,500</b>	<b>739,700</b>	<b>808,906</b>	<b>778,375</b>	<b>5.23%</b>
<b>DEBT SERVICE</b>					
BONDED DEBT PRINCIPAL	2,039,000	1,855,000	1,695,000	1,695,000	-8.63%
BONDED DEBT INTEREST	363,000	320,000	235,000	235,000	-26.56%
SHORT TERM INTEREST	85,000	25,000	50,000	35,000	40.00%
<b>TOTAL DEBT SERVICE</b>	<b>2,487,000</b>	<b>2,200,000</b>	<b>1,980,000</b>	<b>1,965,000</b>	<b>-10.00%</b>
<b>MISCELLANEOUS</b>					
FRCOG CORE ASSESSMENTS	104,900	110,900	90,650	90,650	-18.26%
CONTRIBUTORY RETIREMEN	2,998,375	3,144,100	3,342,525	3,342,525	6.31%
NON-CONTRIBUTORY RETIRI	29,800	30,000	31,000	31,000	3.33%
WORKER'S COMPENSATION	230,000	225,000	225,000	225,000	0.00%
UNEMPLOYMENT COMP	100,000	100,000	100,000	100,000	0.00%
EMPLOYEES' HEALTH INS	6,285,000	6,650,000	6,615,000	6,700,000	0.75%
EMPLOYEES' LIFE INS	61,000	65,000	70,000	70,000	7.69%
POST EMP BENEFITS	75,000	50,000	-	-	-100.00%
MEDICARE MATCH	330,000	335,000	380,000	380,000	13.43%
LIABILITY INSURANCES	415,300	440,000	440,000	427,000	-2.95%
A. K. WARNER TRUST FUND	-	-	-	-	
JENNIE L. BASCOMB TRUST	-	-	-	-	
<b>TOTAL MISCELLANEOUS</b>	<b>10,629,375</b>	<b>11,150,000</b>	<b>11,294,175</b>	<b>11,366,175</b>	<b>1.94%</b>
<b>TOTAL OPERATING</b>	<b>43,775,832</b>	<b>45,087,545</b>	<b>47,229,108</b>	<b>46,515,880</b>	<b>3.17%</b>



# GENERAL GOVERNMENT



## LEGISLATIVE

The Town Council Budget falls under the Legislative Category. There is one full-time Council Clerk in the budget. The expenditure budget covers the costs of council business including affording councilors the opportunity to attend meetings, seminars and trainings as provided in Chapter 158 of the Greenfield Code.

In FY16, all council seats will stand for election to align terms with charter changes approved in June of 2014. In FY17, the full impact of Chapter 158 will take effect as stipends are paid to Councilors and School Committee members.



## EXECUTIVE

Budgets included under Executive include the Mayor and the Assistant to the Mayor for Economic Development.

### Mayor

The wage lines for the Mayor's budget reflect the application of Chapter 30 §2 of the Greenfield Code by which the Mayor's salary may be increased by the lesser of the average increase including any COLA or Step in pay for the same fiscal year negotiated with all bargaining units within the City of Greenfield, or five (5) percent of the Mayor's salary for the prior fiscal year. The Mayor's salary line is increased by 2.0%. The Mayor's office staff wages are increased also by 2%. Expenses are essentially level funded as postage has been moved to another account. The final budget reflects a 1.66% increase.

### Assistant to the Mayor for Economic Development and Marketing

The Economic Development budget has been increased to allow for personnel to deal with immediate and ongoing projects such as the development or redevelopment of the parking garage, the Bendix property and the Lunt property. Additional personnel would address asset management, vacant properties, and future development projects. In the expense line, some funds are budgeted for consulting services and purchase of service.



<b>Town Council</b>
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.111.5111.0000	Sal & Wages -Full Time	39,930.00	39,730.00	24,347.46	40,000.00	40,000.00
0100.111.5130.0000	Overtime	0.00	0.00	232.20	0.00	0.00
	<b>Total Wages</b>	<b>39,930.00</b>	<b>39,730.00</b>	<b>24,579.66</b>	<b>40,000.00</b>	<b>40,000.00</b>
0100.111.5344.0000	Postage	200.00	200.00	25.40	0.00	0.00
0100.111.5345.0000	Advertising	1,000.00	1,250.00	575.40	1,250.00	1,250.00
0100.111.5421.0000	Various Office Supplies	1,650.00	1,650.00	758.01	1,650.00	1,650.00
0100.111.5711.0000	Meetings, Seminars	0.00	5,850.00	345.00	5,850.00	5,850.00
0100.111.5712.0000	Mileage Reimbursement	0.00	650.00	83.45	650.00	650.00
	<b>Total Ordinary Expenses</b>	<b>2,850.00</b>	<b>9,600.00</b>	<b>1,787.26</b>	<b>9,400.00</b>	<b>9,400.00</b>
	<b>Total Town Council</b>	<b>42,780.00</b>	<b>49,330.00</b>	<b>26,366.92</b>	<b>49,400.00</b>	<b>49,400.00</b>

<b>Mayor</b>
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Account Number	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.120.5110.0000	Mayor Salary	74,620.00	74,620.00	29,848.00	76,112.40	76,115.00
0100.120.5111.0000	Perm Salary & Wages Full Time	87,200.00	87,200.00	35,527.32	88,910.00	88,910.00
	<b>Total Wages</b>	<b>161,820.00</b>	<b>161,820.00</b>	<b>65,375.32</b>	<b>165,022.40</b>	<b>165,025.00</b>
0100.120.5200.0000	Purchase Of Service	1,000.00	1,500.00	27.14	1,500.00	1,500.00
0100.120.5341.0000	Telephone Mayor	1,000.00	1,200.00	369.41	1,200.00	1,200.00
0100.120.5344.0000	Postage	300.00	300.00	153.33	0.00	0.00
0100.120.5345.0000	Mayor Advertising	600.00	600.00	629.16	600.00	600.00
0100.120.5421.0000	Office Supplies	2,000.00	2,500.00	230.49	2,500.00	2,500.00
0100.120.5711.0000	Meetings & Seminars	1,200.00	2,500.00	453.23	2,500.00	2,500.00
0100.120.5733.0000	Dues & Memberships	4,000.00	5,000.00	3,902.80	5,000.00	5,000.00
	<b>Total Ordinary Expenses</b>	<b>10,100.00</b>	<b>13,600.00</b>	<b>5,765.56</b>	<b>13,300.00</b>	<b>13,300.00</b>
	<b>Total Mayor</b>	<b>171,920.00</b>	<b>175,420.00</b>	<b>71,140.88</b>	<b>178,322.40</b>	<b>178,325.00</b>

**Economic  
Development**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.125.5111.0000	Full Time Wages	56,880.00	56,880.00	23,155.54	75,000.00	75,000.00
	Total Wages	56,880.00	56,880.00	23,155.54	75,000.00	75,000.00
0100.125.5200.0000	Purchase Of Service	16,000.00	16,000.00	0.00	500.00	11,650.00
0100.125.5341.0000	Telephones	200.00	200.00	72.16	150.00	0.00
0100.125.5344.0000	Postage	200.00	200.00	0.00	0.00	0.00
0100.125.5421.0000	Office Supplies	800.00	800.00	0.69	150.00	150.00
0100.125.5711.0000	Meetings & Seminars	200.00	200.00	0.00	200.00	200.00
	Total Ordinary Expenses	17,400.00	17,400.00	72.85	1,000.00	12,000.00
	Total Economic Dev	74,280.00	74,280.00	23,228.39	76,000.00	87,000.00





# MUNICIPAL FINANCE



## FINANCE DEPARTMENTS

Section 6-3 of the Home Rule Charter established a Department of Municipal Finance having responsibility for all fiscal and financial activities of the Town. The departments under the umbrella of the Finance Department include Accounting, Assessor, Treasurer-Collector, and Procurement as the Finance Director also serves as the Chief Procurement Officer for the Town. For budgeting purposes, the Reserve Fund, Town Independent Audit, and Tax Title are also included.

### Reserve Fund

The Reserve Fund budget remains at \$100,000 which we feel will be adequate for FY16.

### Accounting

As part of the Master Technology Plan introduced by the Mayor in 2013-14, the Town has purchased MUNIS<sup>®</sup> Software, an Enterprise Resource Planning (ERP) software system. It is cloud based business process management software that will give us the ability to use a system of integrated applications to manage the town processes and automate many back office functions related to technology, services and human resources. It will allow us to integrate processes that are currently using disconnected systems. We will realize a cost savings over time as we convert each separate function to the new SAAS ERP software by eliminating annual support assessments, streamlining processes, reduction of technology hardware, and improving management of our assets. The conversion costs of approximately \$134,000 are in the Accounting Budget.

### Assessor

The Assessors' budget actually reflects a decrease due to a change in personnel. Minimal increases in the expenditure lines will allow for increases in leasing and support for assessment software and schooling.

### Finance Director

The Finance Director and Procurement Offices are included in this budget. Some expenses, especially those related to borrowing, have been transferred to the Treasurer's budget.

### Treasurer-Collector

The Treasurer's budget reflects a sizeable reduction in the expense line particularly. Potage expense has been centralized for most departments under Central Services. In addition, replacement of furniture and fixtures was accomplished in FY15. Some of the legacy software programs have been eliminated through MUNIS<sup>®</sup> and the balance will be eliminated by the end of FY16. The Treasurer has also controlled costs by monitoring bank fees and switching accounts to fee-free banks.

### Tax Title

The Tax Title balances have been greatly reduced over the past seven years due to the diligence of the Treasurer and the Tax Title Attorney. The legal fees as well as filing, auction and advertising fees are included in the account.

### Town Audit

The FY2016 Audit budget will be increasing by about 12% due to new auditing requirements per GASB 67/68 related to the Retirement System. The Auditors are now required to audit the information prepared by the Retirement System's actuary.

**Reserve Fund**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.132.5781.0000	Reserve Fund Transfers	150,000.00	150,000.00	1,591.25	150,000.00	100,000.00

**Finance Dept**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.134.5111.0000	Finance Director Salary	85,260.00	88,200.00	62,779.20	99,500.00	99,500.00
	Total Wages	85,260.00	88,200.00	62,779.20	99,500.00	99,500.00
0100.134.5319.0000	Bond Issue Expense	6,100.00	5,000.00	0.00	0.00	0.00
0100.134.5321.0000	Schooling	1,000.00	1,000.00	510.00	750.00	750.00
0100.134.5341.0000	Telephone	0.00	240.00	0.00	500.00	500.00
0100.134.5421.0000	Office Supplies	750.00	750.00	707.47	800.00	800.00
0100.134.5711.0000	Meetings/Seminars	500.00	500.00	50.00	100.00	100.00
0100.134.5712.0000	Mileage Reimbursement	750.00	750.00	46.00	200.00	200.00
0100.134.5733.0000	Dues/Memberships	600.00	600.00	410.00	500.00	500.00
	Total Ordinary Expenses	9,700.00	8,840.00	1,723.47	2,850.00	2,850.00
	Total Finance Director	94,960.00	97,040.00	64,502.67	102,350.00	102,350.00

**Accounting**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.135.5111.0000	Perm Sal Wages Full Time	139,800.00	141,970.00	90,265.88	142,820.00	142,820.00
0100.135.5122.0000	Temp Wages	0.00	0.00	1,967.50	0.00	0.00
0100.135.5130.0000	Accounting Overtime	0.00	0.00	0.00	0.00	0.00
	Total Wages	139,800.00	141,970.00	92,233.38	142,820.00	142,820.00
0100.135.5245.0000	Accounting/payroll Sftwr Maint	27,195.00	28,550.00	28,544.74	0.00	0.00
0100.135.5313.0000	Management Consulting	0.00	60,000.00	41,104.77	135,000.00	135,000.00
0100.135.5321.0000	Accounting School	250.00	250.00	290.00	300.00	300.00
0100.135.5344.0000	Postage	100.00	100.00	35.34	0.00	0.00
0100.135.5421.0000	Various Office Supplies	1,000.00	1,000.00	679.66	1,000.00	1,000.00
0100.135.5711.0000	Meetings, Seminars & Training	250.00	250.00	50.00	200.00	200.00
0100.135.5712.0000	Mileage Reimbursement	100.00	100.00	19.18	100.00	100.00
0100.135.5733.0000	Dues & Memberships	100.00	100.00	90.00	100.00	100.00
	Total Ordinary Expenses	28,995.00	90,350.00	70,813.69	136,700.00	136,700.00
	Total Accounting	168,795.00	232,320.00	163,047.07	279,520.00	279,520.00

**Town Audit**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.136.5301.0000	Auditing	38,500.00	39,000.00	29,600.00	44,000.00	44,000.00

**Assessors**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.141.5111.0000	Perm Sal Wages Full Time	88,600.00	93,000.00	54,645.03	87,800.00	87,800.00
0100.141.5113.0000	Elect Offs Sal & Wages	5,400.00	5,400.00	3,600.00	5,400.00	5,400.00
	<b>Total Wages</b>	<b>94,000.00</b>	<b>98,400.00</b>	<b>58,245.03</b>	<b>93,200.00</b>	<b>93,200.00</b>
0100.141.5243.0000	Off. Equip. & Furnishings	200.00	500.00	0.00	500.00	500.00
0100.141.5245.0000	Software Lease & Support	12,750.00	13,200.00	13,380.46	15,000.00	15,000.00
0100.141.5302.0000	Legal	1,500.00	1,000.00	0.00	1,000.00	1,000.00
0100.141.5312.0000	Property Assessments	49,000.00	55,000.00	27,500.00	55,000.00	55,000.00
0100.141.5318.0000	Recording	1,000.00	1,000.00	619.00	1,300.00	1,300.00
0100.141.5321.0000	Tuition - Assessors Schl.	600.00	600.00	504.70	1,100.00	1,100.00
0100.141.5341.0000	Telephone	0.00	0.00	304.44	500.00	500.00
0100.141.5344.0000	Postage	1,200.00	1,200.00	1,029.40	0.00	0.00
0100.141.5345.0000	Advertising	0.00	200.00	0.00	200.00	200.00
0100.141.5421.0000	Various Office Supplies	700.00	800.00	730.26	700.00	700.00
0100.141.5556.0000	Magazine & Newspaper Subs	200.00	200.00	230.30	250.00	250.00
0100.141.5711.0000	Meetings, Seminar	150.00	150.00	144.00	150.00	150.00
0100.141.5712.0000	Mileage Reimbursement	0.00	0.00	0.00	50.00	50.00
0100.141.5733.0000	Dues & Memberships	250.00	200.00	50.00	200.00	200.00
0100.141.5820.0000	Software Purchase	15,000.00	0.00	0.00	0.00	0.00
	<b>Total Ordinary Expenses</b>	<b>82,550.00</b>	<b>74,050.00</b>	<b>44,492.56</b>	<b>75,950.00</b>	<b>75,950.00</b>
	<b>Total Assessors</b>	<b>176,550.00</b>	<b>172,450.00</b>	<b>102,737.59</b>	<b>169,150.00</b>	<b>169,150.00</b>

<b>Treasurer</b>
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.145.5111.0000	Perm Sal Wages Full Time	179,000.00	182,000.00	114,307.72	183,600.00	183,600.00
0100.145.5112.0000	Perm Sal Wages Part Time	41,000.00	41,000.00	25,738.20	41,000.00	35,000.00
0100.145.5122.0000	Temp. Part Time	0.00	0.00	0.00	0.00	0.00
	<b>Total Wages</b>	<b>220,000.00</b>	<b>223,000.00</b>	<b>140,045.92</b>	<b>224,600.00</b>	<b>218,600.00</b>
0100.145.5243.0000	Off. Equip. & Furnishings	1,350.00	14,450.00	6,880.99	10,000.00	10,000.00
0100.145.5254.0000	Software-Repairs/maint	19,500.00	20,300.00	15,553.00	16,500.00	16,500.00
0100.145.5309.0000	Bank Services	19,800.00	21,200.00	7,510.78	10,000.00	10,000.00
0100.145.5318.0000	Reg. Of Motor Vehicle Fee	0.00	100.00	110.88	200.00	200.00
0100.145.5319.0000	Bond Issue Expense	0.00	0.00	0.00	5,000.00	5,000.00
0100.145.5321.0000	Schooling	300.00	200.00	90.00	300.00	300.00
0100.145.5343.0000	Printing	3,000.00	4,000.00	7,269.31	8,500.00	8,500.00
0100.145.5344.0000	Postage	27,000.00	25,000.00	14,257.82	0.00	0.00
0100.145.5421.0000	Paper, Stationery, Etc.	5,000.00	5,000.00	1,535.20	5,000.00	5,000.00
0100.145.5711.0000	Meetings,Seminars	100.00	100.00	0.00	100.00	100.00
0100.145.5712.0000	Mileage Reimb.	150.00	150.00	134.20	150.00	150.00
0100.145.5733.0000	Dues & Memberships	200.00	200.00	110.00	200.00	200.00
	<b>Total Ordinary Expenses</b>	<b>76,400.00</b>	<b>90,700.00</b>	<b>53,452.18</b>	<b>55,950.00</b>	<b>55,950.00</b>
	<b>Total Treasurer</b>	<b>296,400.00</b>	<b>313,700.00</b>	<b>193,498.10</b>	<b>280,550.00</b>	<b>274,550.00</b>

<b>Tax Title</b>
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.158.5112.0000	Temp Wages Partime	0.00	0.00	0.00	0.00	0.00
0100.158.5200.0000	Property Maint Tax Possession	0.00	0.00	376.47	0.00	0.00
0100.158.5317.0000	Tax Title Legal Expenses	65,875.00	54,000.00	28,167.83	54,000.00	54,000.00
0100.158.5318.0000	Tax Title Filing Expenses	21,000.00	21,000.00	(1,168.44)	21,000.00	21,000.00
	<b>Total Tax Title</b>	<b>86,875.00</b>	<b>75,000.00</b>	<b>27,375.86</b>	<b>75,000.00</b>	<b>75,000.00</b>

# OPERATIONS SUPPORT



## OPERATIONS SUPPORT

Operations Support includes Legal, Human Resources, and the Greenfield Technology Department.

### Legal

The legal budget includes Labor Legal Services as well as Town Attorney Services.

The Labor Line is additionally broken down by Labor Relations and Bargaining and Special Litigation. There is a 9% increase in the Special Litigation line as there are several ongoing Superior Court cases that are not expected to settle until FY16.

The Town Attorney line covers general counsel services related to municipal law that are provided by Sullivan, Hayes, and Quinn. This covers the majority of the issues that arise as well as ordinance and charter issues. The budget has been increased in this line in anticipation of the need for additional services associated with development specifically.

### Human Resources

The Human Resources Department provides generalist personnel / labor relations services to the Mayor, Town Departments, and individual employees. The staff includes a full-time Director, a full-time HR Generalist, and a full-time HR Assistant.

Services include responsibility for or assistance in: outreach, recruitment, selection, appointment, promotion, discipline and separation of employees; position classification and job descriptions, wage and salary classification and administration, contract administration, affirmative action/EEO compliance and Sexual Harassment Officer, benefits administration, assist in or are responsible for insurance contracts negotiation and benefit monitoring (life, dental, health, workers compensation and injured on duty); employee orientation, training and development; collective bargaining and civil service administration, labor and employee relations, grievance and discrimination complaint administration, Worker's Compensation and Injured On Duty administration, performance appraisal administration, public/media relations, unemployment administration, DOT/CDL testing administration, personnel file record keeping and retention, federal and state statutory compliance; and policy development, implementation, monitoring and enforcement; Flexible Spending Accounts (FSA), Health Reimbursement Accounts (HRA) and Benefits Administration for all town and school employees regarding health, life and dental insurance and FSA/HRA terminations, enrollments, changes, qualifying events and problem solving including employee information and counseling.

### Greenfield Technology Department

For the past eleven years, the Town has worked without a true technology department relying on consultants and outside sources for assistance. Concerns over security and network stability coupled with the need for technological efficiencies have caused us to reestablish a full technology department, the Greenfield Technology Department (GTD). To date we have a full-time Information Technology Manager and a full-time IT Support Specialist. They are currently reworking the Town's network from the ground up and will continue to do so into FY16 with the assistance of another full-time IT Support Specialist. They have coordinated the installation of a VoIP phone system and currently are assisting in the implementation of the new MUNIS<sup>®</sup> software, working out plans to migrate a good part of our work to the cloud, and rolling out new desktop and portable units with new security software to approximately 85% of town offices.

For FY16, the majority of all expenses relative to IT hardware and some software will be moved to the GTD budget. In addition, the department will have a pivotal role in the proposed implementation of the Municipal Telecommunications Department under the Municipal Light Plant legislation.



**Legal Labor**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.150.5200.0000	Labor Relations & Bargain	32,000.00	28,000.00	12,654.20	28,000.00	28,000.00
0100.150.5305.0000	Labor Special Litigation	42,000.00	32,000.00	29,351.81	35,000.00	35,000.00
	<b>Total Legal Labor</b>	<b>74,000.00</b>	<b>60,000.00</b>	<b>42,006.01</b>	<b>63,000.00</b>	<b>63,000.00</b>

**Legal Town**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.151.5302.0000	Town Attorney Services	66,000.00	50,000.00	44,755.51	70,000.00	70,000.00
	<b>Total Legal Town</b>	<b>66,000.00</b>	<b>50,000.00</b>	<b>44,755.51</b>	<b>70,000.00</b>	<b>70,000.00</b>



<b>Human Resources</b>
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.152.5111.0000	Full Time Salary	145,000.00	151,455.00	101,935.00	169,944.00	169,950.00
0100.152.5122.0000	Temp Sal Wages Part Time	0.00	0.00	0.00	0.00	0.00
0100.152.5167.0000	Unused Vacation Buyback	0.00	0.00	0.00	0.00	0.00
	<b>Total Wages</b>	<b>145,000.00</b>	<b>151,455.00</b>	<b>101,935.00</b>	<b>169,944.00</b>	<b>169,950.00</b>
0100.152.5200.0000	Purchase Of Service	17,720.00	17,000.00	12,601.55	17,000.00	17,000.00
0100.152.5344.0000	Postage	500.00	600.00	549.88	0.00	0.00
0100.152.5345.0000	Advertising, Printing	8,600.00	8,500.00	13,689.34	10,000.00	10,000.00
0100.152.5421.0000	Office Supplies	800.00	1,500.00	1,346.71	1,500.00	1,500.00
0100.152.5425.0000	Office Equipment, Furnishings	1,250.00	1,250.00	89.99	1,250.00	1,250.00
0100.152.5711.0000	Meetings, Seminars	350.00	350.00	60.00	350.00	350.00
0100.152.5712.0000	Mileage Reimbursement	300.00	300.00	115.10	300.00	300.00
0100.152.5733.0000	Dues & Memberships	2,100.00	2,100.00	625.00	600.00	600.00
	<b>Total Ordinary Expenses</b>	<b>31,620.00</b>	<b>31,600.00</b>	<b>29,077.57</b>	<b>31,000.00</b>	<b>31,000.00</b>
	<b>Total Human Resources</b>	<b>176,620.00</b>	<b>183,055.00</b>	<b>131,012.57</b>	<b>200,944.00</b>	<b>200,950.00</b>

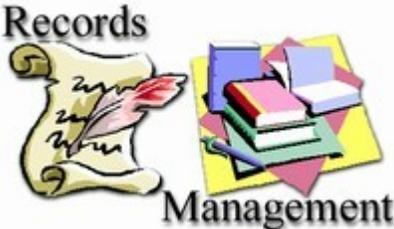
<b>Greenfield Technology Dept</b>
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.155.5111.0000	Perm Salary & Wages Full Time	0.00	50,000.00	6,490.00	170,000.00	170,000.00
0100.155.5112.0000	Perm Salary & Wages Part Time	0.00	40,000.00	0.00	0.00	0.00
0100.155.5122.0000	Temp.salaries/part-Time	85,000.00	0.00	0.00	0.00	0.00
	<b>Total Wages</b>	<b>85,000.00</b>	<b>90,000.00</b>	<b>6,490.00</b>	<b>170,000.00</b>	<b>170,000.00</b>
0100.155.5244.0000	Equipment Repairs & Maint	0.00	0.00	773.85	2,500.00	2,500.00
0100.155.5254.0000	Software Maintenance	0.00	0.00	125.00	2,500.00	2,500.00
0100.155.5313.0000	Management Consulting	85,000.00	117,500.00	105,912.50	100,000.00	100,000.00
0100.155.5314.0000	Website	7,500.00	10,000.00	4,995.00	10,000.00	10,000.00
0100.155.5342.0000	Data Proc. Comm. Lines	0.00	2,500.00	22,212.79	90,000.00	90,000.00
0100.155.5421.0000	Office Supplies	0.00	0.00	0.00	750.00	750.00
0100.155.5423.0000	Computer Software	0.00	2,500.00	840.33	1,750.00	1,750.00
0100.155.5858.0000	Purchase Computer Hardware	10,000.00	2,500.00	481.24	25,000.00	25,000.00
0100.155.5859.0000	Purchase Computer Software	0.00	0.00	0.00	22,500.00	22,500.00
	<b>Total Ordinary Expenses</b>	<b>102,500.00</b>	<b>135,000.00</b>	<b>135,340.71</b>	<b>255,000.00</b>	<b>255,000.00</b>
	<b>Total GTD</b>	<b>187,500.00</b>	<b>225,000.00</b>	<b>141,830.71</b>	<b>425,000.00</b>	<b>425,000.00</b>



# LICENSING & REGISTRATION





## LICENSING AND REGISTRATION

Licensing and Registration includes the Town Clerk, Elections, the Board of Registrars, and the Licensing Commission.

### Town Clerk

The Town Clerk budget is essentially level funded at the bottom line. The increase in salary and wages represents a contractual increase and longevity payment. Expenses are lower as postage has been transferred to the Central Services budget.

### Elections

There will be three (3) elections in FY16, a Town Preliminary in September, the Town election in November, and the Presidential primary in March. This budget will cover the costs of the poll workers as well as the programming of voting machines, printing of ballots and other expenses related to the elections.

### Board of Registrars

The Registrars' budget is also level funded at bottom line. The postage line has been moved to the Central Services budget.

### Licensing Commission

The budget for the Licensing Commission covers the salary of their part-time administrative assistant and the expenses needed to issue licenses for approximately fifty license types. The salary line reflects a longevity payment. The expenses are reduced by the postage account which has been transferred to the Central Service budget.

**Town Clerk**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.161.5111.0000	Perm Sal Wages Full Time	122,230.00	143,000.00	86,548.50	145,757.04	145,800.00
0100.161.5112.0000	Permanent Part-Time Wages	18,000.00	0.00	729.90	0.00	0.00
0100.161.5130.0000	Overtime	0.00	0.00	0.00	0.00	0.00
0100.161.5166.0000	Unused Sick Leave Buy-Back	0.00	0.00	0.00	0.00	0.00
0100.161.5167.0000	Unused Vacation Buy Back	0.00	0.00	0.00	0.00	0.00
	<b>Total Wages</b>	<b>140,230.00</b>	<b>143,000.00</b>	<b>87,278.40</b>	<b>145,757.04</b>	<b>145,800.00</b>
0100.161.5243.0000	Office Equip & Furnishing	1,000.00	1,000.00	0.00	1,000.00	1,000.00
0100.161.5307.0000	Book Binding	850.00	1,000.00	105.00	1,000.00	1,000.00
0100.161.5344.0000	Postage	300.00	1,000.00	434.55	0.00	0.00
0100.161.5421.0000	Paper, Stat, Forms, Etc.	2,000.00	2,000.00	1,326.95	2,000.00	2,000.00
0100.161.5711.0000	Meetings, Seminar	600.00	2,000.00	1,028.00	2,000.00	2,000.00
0100.161.5712.0000	Mile Reimb.	150.00	200.00	206.85	200.00	200.00
0100.161.5733.0000	Dues & Memberships	360.00	360.00	515.00	360.00	360.00
	<b>Total Ordinary Expenses</b>	<b>5,260.00</b>	<b>7,560.00</b>	<b>3,616.35</b>	<b>6,560.00</b>	<b>6,560.00</b>
	<b>Total Town Clerk</b>	<b>145,490.00</b>	<b>150,560.00</b>	<b>90,894.75</b>	<b>152,317.04</b>	<b>152,360.00</b>

**Elections**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.162.5120.0000	Temp Sal Wages Full Time	0.00	0.00	0.00	0.00	0.00
0100.162.5122.0000	Temp Sal Wages Part Time	19,600.00	19,000.00	0.00	19,000.00	19,000.00
0100.162.5130.0000	Overtime	1,000.00	1,000.00	1,067.63	1,000.00	1,000.00
	<b>Total Wages</b>	<b>20,600.00</b>	<b>20,000.00</b>	<b>1,067.63</b>	<b>20,000.00</b>	<b>20,000.00</b>
0100.162.5200.0000	Purchase Of Service	5,000.00	8,000.00	7,300.74	8,000.00	8,000.00
0100.162.5230.0000	Transportation	1,000.00	1,000.00	0.00	1,000.00	1,000.00
0100.162.5291.0000	Custodial Serv. Contracts	2,100.00	2,100.00	0.00	2,100.00	2,100.00
0100.162.5343.0000	Printing	4,500.00	6,000.00	0.00	6,000.00	6,000.00
0100.162.5344.0000	Postage	1,400.00	3,400.00	431.29	0.00	0.00
0100.162.5421.0000	Paper, Stat, Forms, Etc.	1,000.00	2,500.00	930.65	2,500.00	2,500.00
	<b>Total Ordinary Expenses</b>	<b>15,000.00</b>	<b>23,000.00</b>	<b>8,662.68</b>	<b>19,600.00</b>	<b>19,600.00</b>
	<b>Total Elections</b>	<b>35,600.00</b>	<b>43,000.00</b>	<b>9,730.31</b>	<b>39,600.00</b>	<b>39,600.00</b>

## Registrars

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.163.5112.0000	Perm Sal Wages Part Time	3,500.00	3,500.00	1,400.00	3,500.00	3,500.00
	Total Wages	3,500.00	3,500.00	1,400.00	3,500.00	3,500.00
0100.163.5319.0000	Street Lists	4,500.00	4,500.00	3,643.09	4,500.00	4,500.00
0100.163.5343.0000	Printing	0.00	0.00	0.00	0.00	0.00
0100.163.5344.0000	Postage	5,950.00	6,500.00	4,854.53	0.00	0.00
0100.163.5421.0000	Paper, Stat, Forms Etc.	500.00	500.00	41.20	500.00	500.00
0100.163.5711.0000	Meetings, Seminar	500.00	500.00	0.00	500.00	500.00
0100.163.5712.0000	Mileage Reimb.	50.00	50.00	0.00	50.00	50.00
	Total Ordinary Expenses	11,500.00	12,050.00	8,538.82	5,550.00	5,550.00
	Total Registrar	15,000.00	15,550.00	9,938.82	9,050.00	9,050.00

## Licensing

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.165.5112.0000	Perm Wages, Part-Time	25,520.00	26,030.00	10,270.00	38,330.00	27,000.00
	Total Wages	25,520.00	26,030.00	10,270.00	38,330.00	27,000.00
0100.165.5343.0000	Printing	450.00	450.00	0.00	450.00	450.00
0100.165.5344.0000	Licensing Postage	750.00	750.00	315.06	0.00	0.00
0100.165.5345.0000	Advertising	600.00	450.00	250.00	450.00	450.00
0100.165.5421.0000	Office Supplies	500.00	650.00	260.79	650.00	650.00
0100.165.5712.0000	Mileage	0.00	150.00	0.00	150.00	150.00
0100.165.5733.0000	Dues and Memberships	0.00	50.00	0.00	50.00	50.00
	Total Ordinary Expenses	2,300.00	2,500.00	825.85	1,750.00	1,750.00
	Total Licensing	27,820.00	28,530.00	11,095.85	40,080.00	28,750.00



# LAND USE & DEVELOPMENT



## LAND USE AND DEVELOPMENT

Land Use and Development includes the Office of Planning and Community Development as well as its associated boards and commissions, the Conservation Commission, the Planning Board, and the Zoning Board of Appeals.

### Planning and Community Development

Under the Home Rule Charter, the Department of Planning and Development is responsible for the coordination of all the planning and development related activities of the Town. These responsibilities include but are not limited to the coordination of all land acquisition and land management proposals, economic development planning, the preparation of a comprehensive or master plan and maintenance of a centralized source of records, reports, statistical data and other planning and development related materials. Also under its umbrella are GIS Mapping and the Community Development Block Grant Program.

In January 2014, a new Sustainable Master Plan was presented. This was a culmination of many community forums and meetings and represents a road map for the government to refer to going forward. The Planning Department played a pivotal role in the master plan process.

Planning Department staff includes a full-time director, full-time Community Development Director, a Building Rehabilitation Specialist, and a full-time Conservation Agent.

### Conservation Commission

The Greenfield Conservation Commission was established to protect the Town's natural resources. The Commission is responsible for environmental planning, accepting gifts of land and money for conservation purposes, acquiring grant money for town acquisition of open space, advising other Town boards on environmental concerns, and administering the Massachusetts Wetlands Protection Act. The commission consists of seven members, five (5) members and two (2) alternates. The budget affords training and meetings, advertising, and dues.

### Planning Board

The Planning Board has as its role long range planning and reviewing, deciding and making recommendations on development proposals. Its seven (7) members, five (5) full and two (2) alternates are fully involved in the master plan, resource plans, discussions involving Zoning Ordinances, and the review of special permits. In addition, they adopt and administer local subdivision regulations and review and approve subdivisions of land and project site plans.

### Zoning Board of Appeals

The Zoning Board of Appeals issues special permits, special permits for signage and variances under the Zoning Ordinance. In addition it hears petitions for administrative appeals from decisions made by the Building Inspector and the Planning Board. The board consists of seven members, five (5) members and two (2) alternates. The budget affords training and meetings, and advertising.



**Conservation  
Commission**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.171.5200.0000	Purchase Of Service	150.00	150.00	0.00	150.00	150.00
0100.171.5344.0000	Postage	500.00	500.00	298.12	500.00	0.00
0100.171.5345.0000	Advertising	50.00	50.00	0.00	50.00	50.00
0100.171.5711.0000	Meetings/seminars/training	500.00	500.00	220.00	500.00	500.00
0100.171.5733.0000	Dues & Memberships	200.00	200.00	237.00	200.00	200.00
	Total Conservation Commission	1,400.00	1,400.00	755.12	1,400.00	900.00

**Planning Board**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.175.5344.0000	Postage	400.00	400.00	(75.66)	400.00	0.00
0100.175.5345.0000	Advertising	300.00	300.00	(75.00)	300.00	300.00
0100.175.5711.0000	Meetings, Seminars	200.00	200.00	145.00	200.00	200.00
0100.175.5712.0000	Mileage Reimbursement	0.00	0.00	0.00	200.00	200.00
0100.175.5733.0000	Dues & Memberships	100.00	100.00	0.00	100.00	100.00
	Total Planning Board	1,000.00	1,000.00	(5.66)	1,200.00	800.00

**Zoning Board of  
Appeals**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.176.5344.0000	Postage	800.00	800.00	1,188.69	800.00	0.00
0100.176.5345.0000	Advertising	200.00	200.00	906.60	600.00	600.00
	Total ZBA	1,000.00	1,000.00	2,095.29	1,400.00	600.00

**Planning Dept**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.177.5111.0000	Perm Sal Wages Full Time	138,100.00	105,000.00	66,451.73	106,438.93	106,450.00
	Total Wages	138,100.00	105,000.00	66,451.73	106,438.93	106,450.00
0100.177.5200.0000	Purchase Of Services	4,500.00	4,200.00	3,861.06	1,450.00	1,450.00
0100.177.5243.0000	Repairs/maint Off. Equip.	200.00	200.00	159.39	400.00	400.00
0100.177.5245.0000	Computer Maintenance	3,150.00	3,250.00	2,778.00	2,800.00	2,800.00
0100.177.5270.0000	Rent	0.00	5,200.00	3,168.75	5,200.00	5,200.00
0100.177.5313.0000	Planning -Consulting Services	0.00	0.00	840.00	3,000.00	3,000.00
0100.177.5341.0000	Telephone Service	600.00	600.00	321.29	600.00	600.00
0100.177.5343.0000	Printing	100.00	100.00	674.73	100.00	100.00
0100.177.5344.0000	Postage	250.00	250.00	159.63	0.00	0.00
0100.177.5345.0000	Advertising	750.00	5,750.00	0.00	5,000.00	5,000.00
0100.177.5422.0000	Copy Machine & Supplies	500.00	500.00	308.34	500.00	500.00
0100.177.5425.0000	Computer Supplies	100.00	100.00	0.00	100.00	100.00
0100.177.5556.0000	Magazine & Newspaper Subs	100.00	100.00	0.00	100.00	100.00
0100.177.5711.0000	Meetings,Seminars	750.00	850.00	339.12	1,000.00	1,000.00
0100.177.5712.0000	Mile Reimb.	250.00	350.00	208.85	600.00	600.00
0100.177.5733.0000	Dues And Memberships	400.00	400.00	405.00	500.00	500.00
	Total Ordinary Expenses	11,650.00	21,850.00	13,224.16	21,350.00	21,350.00
	Total Planning Dept	149,750.00	126,850.00	79,675.89	127,788.93	127,800.00

**Greenfield  
Redevelopment**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.183.5330.0000	Purchase of Service Property Survey	2,100.00	1,500.00	0.00	1,500.00	1,500.00
0100.183.5344.0000	Postage	500.00	500.00	0.00	500.00	0.00
0100.183.5421.0000	Office Supplies	500.00	500.00	0.00	500.00	500.00
	Total Greenfield Redevelopment	3,100.00	2,500.00	0.00	2,500.00	2,000.00



# CENTRAL SERVICES



## CENTRAL SERVICES

Departments under Other General Government include Central Maintenance, Energy, and a new department, Central Services.

### Central Services

The Central Service Department was created in the FY16 budget to consolidate line items that were common to all departments like telephone charges, postage, copier leases and supplies, and trash disposal. There are some exceptions but for the most part these charges were simply removed from existing budgets and moved dollar for dollar to Central Services so you may see decreases in some departments. There will still be an accounting by department but the overall cost is consolidated.

### Central Maintenance

Central Maintenance continues to evolve from its inception in FY2011. In addition to the full-time Director, the skilled labor staff includes two full-time electricians, a full-time plumber, and a full-time HVAC technician. The skilled labor force provides services to all town and school buildings. In addition, four (4) full-time custodians covering seven (7) town buildings are included in this budget.

### Energy

The Energy and Sustainability Department was created on July 1, 2014 with a mission to increase the energy efficiency of Town owned properties and develop and implement clean and renewable energy projects to achieve Green Community goals, the community's vision for *Sustainable Greenfield*, and to expand Greenfield's prominence as a leader in sustainability. Of equal significance is the financial benefit of the Department's efforts. Current projects will save the Town money in the short and long term as well as bring grant money and utility incentives into the Town. In Fiscal Year 2015, the Energy and Sustainability Department was awarded over \$620,000 in grants and technical assistance and an additional \$290,000 in utility incentives to perform energy upgrades and implement other innovative projects that will be completed in FY2015 and 2016.

In addition to the projects that directly impact municipal buildings and operations, Greenfield unveiled two prominent initiatives in FY 2015 to benefit residents and business owners: the Greenfield Solar Challenge and the Greenfield Community Light and Power Program. In order to administer all the projects and initiatives of the Department, Laurie DiDonato, part-time Energy and Sustainability Assistant was hired in January 2015 to assist Carole Collins, Manager of the Department.

One focus of the Energy and Sustainability Department is to monitor all energy consumption of Town owned properties. This includes tracking accounts to ensure that energy upgrades deliver

the promised savings. The attached budget reflects the proposed expenses of all energy accounts for FY 2016 and takes into account completed energy upgrades. Net metering credits from the Town's Solar Farm are expected to reduce electricity bills by \$250,000-300,000 in FY 2016. The following lists the projects completed or largely completed in Fiscal Year 2015.

### **Projects in Fiscal Year 2015**

- **Greenfield Solar Challenge:** This successful Town program brought solar power to Greenfield at a great price. By purchasing all residential and commercial solar system installations together, everyone enjoyed increased savings. Over 60 contracts have been signed to date resulting in over 500 kilowatts of solar photovoltaic installations on residences and businesses across Town. This is a twelvefold increase over solar PV installations in 2013.
- **Greenfield Community Light and Power Municipal Aggregation Program:** Greenfield Community Light and Power program rolled out on January 1<sup>st</sup> and provides 100% green electricity to eligible Greenfield electricity customers for less than WMECO's basic price.
- **Green Communities Grant Competitive Grant Award:** Greenfield was awarded \$199,754 to implement energy upgrades to the Green River School and to retrofit all town street lighting with energy saving LEDs. The Town also leveraged an additional \$298,304 in utility incentives to complete almost \$500,000 of energy saving and great projects. The upgrades are expected to save the Town close to \$70,000 in annual energy costs.
- **\$367,310 High School Resiliency Grant:** As part of a new Community Clean Energy Resiliency Initiative to help communities better prepare to continue providing critical community services during extended power outages, Greenfield was awarded funding for battery storage to complement a proposed 207kW solar PV installation at its new LEED certified high school. This facility is identified as a community shelter and the new capacity can serve the community in a central location.
- **Sustainable Greenfield Implementation Committee:** This committee comprised of Town staff and Mayor-appointed citizens is tasked with coordinating the implementation of the Sustainable Master Plan. Since the Master Plan's unveiling in early 2014, 36 strategies of the Master Plan have either been completed or are in progress.
- **Solar Farm II:** A 1.0-1.5 MW solar array is expected to be developed in 2015 on the Mill Brook well field. The Town has been awarded a Owner's Agent Technical Assistance grant develop the site to be of optimal benefit to the community, including evaluating the site for community shared solar.

**Central Services**

Account	Account Description	FY15 Budget	FY15 Expenses	FY15 Balance	FY16 Request	FY16 Approved
0100.191.5252	Postage Machine	49,250.00	34,662.07	14,587.93	49,000.00	49,000.00
0100.191.5274	Copy Machines	9,000.00	3,431.61	5,568.39	15,000.00	15,000.00
0100.191.5296	Trash Bags	0.00	2,020.00	(2,020.00)	4,500.00	4,500.00
0100.191.5341	Telephone/Communications	3,000.00	686.22	2,313.78	5,000.00	5,000.00
0100.191.5438	Copy Machine Paper Supplies	2,200.00	6,265.95	(4,065.95)	6,500.00	6,500.00
	<b>Total Central Services</b>	<b>63,450.00</b>	<b>47,065.85</b>	<b>16,384.15</b>	<b>80,000.00</b>	<b>80,000.00</b>



I included a female worker for my female cohorts on the Council

**Central Maintenance**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.192.5110.1192	Wages Administration	57,500.00	57,500.00	35,985.89	62,338.00	58,795.00
0100.192.5111.1192	Wages - Skilled Labor Electrical	100,288.00	102,000.00	66,549.80	105,924.00	105,925.00
0100.192.5112.1192	Wages - Skilled Labor Mechanical	85,725.00	87,060.00	45,763.69	91,125.00	91,125.00
0100.192.5113.1192	Wages - Custodian	140,096.00	136,635.00	85,570.32	136,032.00	136,035.00
0100.192.5114.1192	Wages - Clerical	2,038.00	0.00	338.44	0.00	0.00
0100.192.5129.1192	Longevity Pay	679.00	730.00	0.00	730.00	730.00
0100.192.5130.1192	Overtime	8,000.00	5,530.00	1,887.03	3,000.00	3,000.00
0100.192.5167.1192	Unused Vacation Buyback	0.00	0.00	2,004.35	0.00	0.00
	<b>Total Wages CM</b>	<b>394,326.00</b>	<b>389,455.00</b>	<b>238,099.52</b>	<b>399,149.00</b>	<b>395,610.00</b>

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.192.5241.1192	Street Lights - Cont Service	10,000.00	5,000.00	2,050.00	3,600.00	3,600.00
0100.192.5242.1190	CM - Cont services/Equip Rental	2,160.00	23,000.00	11,948.90	43,620.00	32,000.00
0100.192.5242.1192	Traffic Signals - Cont Service	3,000.00	3,000.00	4,753.50	3,000.00	3,000.00
0100.192.5242.1193	114 Main - Cont Services	0.00	1,000.00	997.51	0.00	0.00
0100.192.5242.1194	Misc Town Bldgs - Cont Services	2,661.00	1,000.00	1,865.10	0.00	0.00
0100.192.5242.1195	Generators - Cont Services	4,000.00	1,000.00	616.87	3,200.00	3,200.00
0100.192.5242.1210	Police Dept - Cont Services	0.00	1,200.00	35.76	0.00	0.00
0100.192.5242.1220	Fire Dept - Cont Services	0.00	1,200.00	643.14	0.00	0.00
0100.192.5242.1421	DPW Yard - Cont Services	0.00	1,375.00	0.00	0.00	0.00
0100.192.5242.1435	Transfer Station - Cont Services	0.00	350.00	0.00	0.00	0.00
0100.192.5242.1542	20 Sanderson -Cont Services	3,000.00	2,000.00	3,695.00	5,000.00	5,000.00
0100.192.5242.1610	Library -Cont Services	0.00	2,500.00	2,623.00	1,000.00	1,000.00
0100.192.5242.3340	School Bldgs - Cont Services	0.00	3,000.00	7,431.67	31,500.00	15,000.00
0100.192.5246.1192	Town Hall - Cont Services	6,000.00	4,950.00	5,852.35	0.00	0.00
0100.192.5252.1192	Town Hall - Postage Machine	9,000.00	7,000.00	4,641.00	0.00	0.00
0100.192.5274.1192	Town Hall - Copy Machines	11,000.00	9,000.00	5,348.07	0.00	0.00
0100.192.5293.1192	Town Hall - Trash Disposal	1,200.00	500.00	311.39	600.00	0.00
0100.192.5341.1190	CM - Telephone/Communications	3,500.00	3,000.00	1,172.27	0.00	0.00
0100.192.5341.1192	Town Hall - Telephones	18,000.00	18,000.00	12,842.92	0.00	0.00
0100.192.5344.1190	Postage	0.00	0.00	0.96	0.00	0.00
0100.192.5421.1192	Office Supplies	1,200.00	500.00	284.02	0.00	0.00
0100.192.5437.1192	Town Hall - Materials	5,000.00	500.00	2,016.05	2,000.00	2,000.00
0100.192.5437.1193	114 Main - Materials	0.00	200.00	40.47	200.00	200.00
0100.192.5437.1194	Misc Town Bldgs - Materials	1,000.00	1,000.00	4,183.63	2,000.00	2,000.00
0100.192.5437.1195	Generators - Materials/Parts	1,000.00	3,000.00	0.00	500.00	500.00
0100.192.5437.1464	Street Lights - Materials	0.00	3,000.00	1,924.70	1,000.00	1,000.00
0100.192.5437.1542	20 Sanderson - Materials	5,000.00	500.00	659.47	500.00	500.00
0100.192.5438.1192	Copy Machine Paper Supplies	2,200.00	2,200.00	5,630.28	0.00	0.00
0100.192.5439.1192	Town Hall - Maint Supplies	6,000.00	0.00	76.43	0.00	0.00
0100.192.5440.1192	Traffic Signals - Materials	2,000.00	1,000.00	688.36	5,000.00	5,000.00
0100.192.5451.1192	Town Hall - Cleaning Supples	0.00	1,000.00	1,371.67	1,500.00	1,500.00
0100.192.5451.1210	Police Dept - Cleaning Supplies	0.00	1,000.00	935.00	1,200.00	1,200.00
0100.192.5451.1541	COA - Cleaning Supplies	0.00	500.00	253.93	600.00	600.00
0100.192.5451.1542	20 Sanderson St - Cleaning Supplies	0.00	800.00	421.65	600.00	600.00
0100.192.5451.1610	Library - Cleaning Supplies	0.00	1,000.00	420.30	1,000.00	1,000.00
0100.192.5482.1192	Vehicles - Fuel	3,200.00	3,000.00	1,981.78	3,000.00	3,000.00
0100.192.5485.1192	Vehicle Maintenance - Parts/Luve	2,000.00	500.00	156.00	500.00	500.00
0100.192.5532.1192	CM - Materials/tools/equipment	8,000.00	15,000.00	9,081.68	12,000.00	12,000.00
0100.192.5710.1192	Personnel Services - Clothing Allowance	4,800.00	4,800.00	4,200.00	4,800.00	4,500.00
0100.192.5711.1192	Personnel Services - Tuition	900.00	4,000.00	200.00	5,000.00	5,000.00
0100.192.5712.1192	Personnel Services - Licenses	600.00	500.00	0.00	800.00	800.00
0100.192.5713.1192	Travel/Mileage Reimbursement	500.00	800.00	964.87	1,000.00	1,000.00
0100.192.5820.1192	Capital Improvements Town Hall	0.00	0.00	0.00	0.00	0.00
0100.192.5820.3317	Vets Field Bathroom	4,200.00	0.00	0.00	0.00	0.00
0100.192.5820.3340	Capital Improvements School Bldgs	0.00	0.00	0.00	0.00	0.00
0100.192.5850.1610	Library Repairs	0.00	0.00	0.00	0.00	0.00
0100.192.5858.1192	Computer Hardware	2,000.00	0.00	0.00	0.00	0.00
	Total Ordinary Expenses CM	123,121.00	132,875.00	102,319.70	134,720.00	105,700.00
	Total Central Maintenance	517,447.00	522,330.00	340,419.22	533,869.00	501,310.00



Energy
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.197.5111.0000	Perm Sal & Wages Full Time	0.00	32,000.00	25,981.10	44,460.00	44,500.00
0100.197.5112.0000	Perm Sal & Wages Part Time	0.00	40,000.00	6,030.72	28,181.00	28,200.00
0100.197.5122.0000	Temp Part-Time Wages	0.00	0.00	4,301.25	0.00	1,000.00
	Total Wages	0.00	72,000.00	36,313.07	72,641.00	73,700.00
0100.197.5211.1192	Elec - Town Hall/Petty Plain Rd	21,000.00	12,000.00	3,488.11	16,000.00	16,000.00
0100.197.5211.1193	Electricity - 114 Main Street	0.00	5,000.00	2,867.83	5,600.00	5,600.00
0100.197.5211.1210	Elec - Police Station	27,700.00	16,100.00	6,392.59	33,750.00	33,750.00
0100.197.5211.1220	Elec - Fire Station	15,500.00	15,000.00	6,647.11	17,000.00	17,000.00
0100.197.5211.1421	Elec - Town Yard	13,500.00	13,000.00	6,706.17	13,000.00	13,000.00
0100.197.5211.1435	Elec - Transfer Station & Biofilter	12,000.00	12,000.00	4,814.44	12,000.00	12,000.00
0100.197.5211.1464	Elec - Street Lights	72,813.00	50,000.00	233.50	63,000.00	63,000.00
0100.197.5211.1465	Elec - Traffic Signals	16,000.00	18,000.00	10,598.41	21,500.00	21,500.00
0100.197.5211.1466	Elec - DL (Decorative Lights)	15,000.00	14,000.00	7,004.23	22,750.00	22,750.00
0100.197.5211.1467	Elec - OSL (Other Space Lights)	5,000.00	4,500.00	2,153.66	6,100.00	6,100.00
0100.197.5211.1541	Elec - Senior Center	11,000.00	10,000.00	3,687.26	10,000.00	10,000.00
0100.197.5211.1542	Elec - 20 Sanderson St	10,000.00	9,500.00	4,034.02	7,000.00	7,000.00
0100.197.5211.1543	Elec - Veterans Center	0.00	0.00	634.46	1,500.00	1,500.00
0100.197.5211.1610	Elec - Library	16,500.00	16,000.00	7,837.73	15,000.00	15,000.00
0100.197.5211.1630	Elec - Nash Mill Rd/Pool	600.00	2,500.00	2,228.16	2,000.00	2,000.00
0100.197.5211.1650	Elec - Solar Farm	26,419.64	20,000.00	11,627.47	25,000.00	25,000.00
0100.197.5211.3303	Elec - Fed St School	35,000.00	25,000.00	3,903.78	40,000.00	40,000.00
0100.197.5211.3304	Elec - Four Corners School	18,000.00	22,000.00	6,259.96	28,000.00	28,000.00
0100.197.5211.3305	Elec - Green River School	12,000.00	13,000.00	6,425.48	15,000.00	15,000.00
0100.197.5211.3306	Elec - No Parish School	14,000.00	12,000.00	5,303.35	12,000.00	12,000.00
0100.197.5211.3308	Elec - Newton Sch & Modules	24,000.00	18,000.00	5,965.88	28,500.00	28,500.00
0100.197.5211.3311	Elec - Middle School	90,000.00	55,000.00	8,336.85	87,000.00	87,000.00
0100.197.5211.3312	Elec - High School/PSS	80,000.00	65,000.00	44,679.78	70,000.00	70,000.00
0100.197.5211.3317	Elec - Vets Field House	2,000.00	1,200.00	607.05	1,500.00	1,500.00
0100.197.5211.3341	Elec - Davis Sch Admin	14,000.00	14,000.00	5,604.55	11,500.00	11,500.00
0100.197.5212.1192	Oil - Town Hall/Clock/Petty Pl	13,000.00	0.00	0.00	0.00	0.00
0100.197.5212.1220	Oil - Fire Station	5,000.00	6,000.00	4,979.92	13,000.00	13,000.00
0100.197.5212.1435	Oil - Transfer Station	0.00	0.00	0.00	3,000.00	3,000.00
0100.197.5212.1542	Oil - 20 Sanderson St	10,000.00	0.00	0.00	0.00	0.00
0100.197.5212.3312	Heating Oil - High School	50,000.00	0.00	0.00	0.00	0.00
0100.197.5212.3317	Oil - Vets Field House	2,000.00	2,000.00	7,369.26	7,000.00	7,000.00
0100.197.5212.3341	Oil - School Admin Bldg	30,000.00	40,000.00	20,984.36	40,000.00	40,000.00
0100.197.5213.1192	NG - Town Hall	0.00	6,000.00	2,329.81	6,000.00	6,000.00
0100.197.5213.1210	NG - Police Station	7,000.00	8,000.00	3,102.64	8,000.00	8,000.00
0100.197.5213.1220	NG - Fire Station	2,000.00	1,200.00	598.48	2,000.00	2,000.00
0100.197.5213.1421	NG - Town Yard	12,000.00	11,000.00	4,433.92	14,000.00	14,000.00
0100.197.5213.1435	NG - Transfer Station	4,000.00	7,500.00	3,384.75	7,500.00	7,500.00
0100.197.5213.1542	NG - 20 Sanderson St	0.00	4,000.00	2,035.00	4,000.00	4,000.00
0100.197.5213.1610	NG - Library	8,000.00	6,000.00	2,667.15	8,000.00	8,000.00
0100.197.5213.3303	NG - Federal St School	40,000.00	30,000.00	9,963.29	32,000.00	32,000.00
0100.197.5213.3304	NG - Four Corners School	30,000.00	15,000.00	5,137.17	16,000.00	16,000.00
0100.197.5213.3305	NG - Green River	28,000.00	17,500.00	9,779.08	17,500.00	17,500.00
0100.197.5213.3306	NG - No Parish School	15,000.00	11,000.00	4,153.16	14,000.00	14,000.00
0100.197.5213.3308	NG - Newton School	20,000.00	14,000.00	4,356.17	14,000.00	14,000.00
0100.197.5213.3311	NG - Middle School	45,000.00	45,000.00	15,452.62	47,000.00	47,000.00
0100.197.5213.3312	NG - High School	105,000.00	115,000.00	24,932.08	150,000.00	150,000.00
0100.197.5214.1220	Wood Pellets - Fire Station	8,000.00	3,000.00	5,038.79	3,000.00	3,000.00
0100.197.5421.0000	Various Office Supplies	0.00	0.00	0.00	4,000.00	4,000.00
0100.197.5712.0000	Mileage Reimbursement	0.00	0.00	107.20	250.00	250.00
	Total Ordinary Expenses	986,032.64	785,000.00	298,846.68	974,950.00	974,950.00
	Solar credits					200,000.00
	Total Energy	986,032.64	857,000.00	335,159.75	1,047,591.00	848,650.00



# PUBLIC SAFETY



## PUBLIC SAFETY

Included in the Public Safety category are the Police, Fire and Civil Defense, Dispatch, Parking Enforcement, Building, Plumbing and Wiring Inspections, Weights and Measures, Animal Inspector and Animal Control.

### Police

The Police budget for FY16 seems to reflect a sizeable increase in salary and wages but the result of a lengthy negotiation with the unions allows the Chief to change the schedule within the department and ultimately create nearly 4500 hours of additional police productivity. Increasing police presence in the community, keeping citizens and officers safe along with increasing production have been primary goals for the department since in late 2014. By removing the 5 day on, 3 day off schedule and implementing the 4 day on, 2 day off schedule, each officer will be contributing 15 more 8 hours shifts each. This ultimately affects 33 officers. These hours will be an enormous benefit to the department and the City and will ultimately result in decreased overtime.

As part of the FY16 budget, a full time dedicated Downtown Officer will be in place. This officer will be also on the 4 day on, 2 day off schedule which will put him in downtown 6 out of every 8 days, where before it would have only been 5 of every 8. Along with the scheduling change, there will be an hourly change. The Downtown Officer's hours will be more in line with the high volume times of day for the Main Street area. This officer will have a sub-station location on Main Street adding extra visibility and accessibility. This sub-station will have a computer, printer, and additional items the officer will need on a daily basis which will allow the officer to remain in the downtown area during the work day.

### Fire and Civil Defense

The Fire department budget represents an increase of just below 3%. Salary and wage lines reflect minimal increases representing steps as negotiations are ongoing. Expenditures are increasing by about 10% to reflect trends for the last few years in maintenance and supplies.

The Civil Defense budget for FY16 is basically level funded although parts of this budget are funded through Vermont Yankee funds which may be eliminated in the spring of 2016.

### Emergency Dispatch

Emergency Dispatch reflects an increase of 10.54% which is predominately steps and longevity as negotiations are just starting. This budget is funded partially through an Emergency 911 Grant worth \$50,000-\$70,000 annually.

### Parking Enforcement

Funding for this budget comes from parking revenues which are transferred every year to offset expenses to the budget. For FY16, parking funds will cover this budget as well as the cost of repaving the parking lot behind the town hall. The current staffing in Parking Enforcement is 1 full-time officer and 2 part-time officers.

### Inspections

The Building Inspector's budget is essentially level funded. As of FY15, a part-time inspector was added to the staff to augment the work of the full-time Inspector of Building and full-time Local Inspector.

Plumbing and Wiring inspections are handled by staff from the Regional Council of Governments. The assessment from the FRCOG has increased this year as the volume of permits from Greenfield has increased.

### Animal Inspector

Every municipality in the Commonwealth is required to have an Animal Inspector whose duties include rabies control in the domestic animal population, as well as barn inspections. The Animal Inspector may also be called to assist with domestic animal disease quarantines in the event of an outbreak. Currently the responsibility is handled by the Health Department. This line item covers a stipend paid to the Health Inspector to assume this function.

### Animal Control Officer

In FY14, Greenfield and the Towns of Montague and Deerfield entered into a regional agreement to share the services of the Animal Control Officer. The program has been very successful and the agreement was renewed through the end of FY16. Greenfield is the lead community and actually employs the ACO. The agreement spells out the number of hours he is scheduled to work for each town along with a breakdown of his salary and benefit costs. This budget covers Greenfield's share of costs.

<b>Police</b>
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.210.5111.0000	Perm Sal Wages Full Time	1,727,466.00	1,878,732.00	1,174,162.31	2,192,490.00	2,192,490.00
0100.210.5122.0000	Temp Sal Wages Part Time	54,491.00	54,500.00	13,867.77	54,500.00	54,500.00
0100.210.5129.0000	Longevity Pay	17,277.00	19,484.00	11,585.53	21,240.00	21,240.00
0100.210.5130.0000	Overtime	120,000.00	120,000.00	87,195.36	100,000.00	100,000.00
0100.210.5132.0000	Court Overtime	50,000.00	50,000.00	12,124.01	25,000.00	25,000.00
0100.210.5136.0000	Training Overtime	57,303.00	58,550.00	17,730.90	40,000.00	40,000.00
0100.210.5140.0000	Differential	28,971.00	30,015.00	12,291.40	22,710.00	22,710.00
0100.210.5141.0000	O. I. C.	0.00	0.00	0.00	0.00	0.00
0100.210.5142.0000	Detective Stipends	4,000.00	4,000.00	1,226.87	4,000.00	4,000.00
0100.210.5143.0000	F.T.O. Pay	12,000.00	12,000.00	1,717.65	6,000.00	6,000.00
0100.210.5152.0000	Holiday	72,461.00	89,028.00	58,153.12	86,850.00	86,850.00
0100.210.5161.0000	Career Incentive	251,642.00	300,506.00	159,078.51	298,530.00	298,530.00
0100.210.5166.0000	Sick Time Buy-Back	0.00	0.00	6,037.80	0.00	0.00
0100.210.5167.0000	Unused Vacation Buy-Back	0.00	0.00	10,959.82	0.00	0.00
0100.210.5168.0000	Time Bank	36,539.00	62,500.00	23,996.71	0.00	0.00
	<b>Total Wages</b>	<b>2,432,150.00</b>	<b>2,679,315.00</b>	<b>1,590,127.76</b>	<b>2,851,320.00</b>	<b>2,851,320.00</b>
0100.210.5200.0000	Purchased Services	0.00	0.00	3,250.00	0.00	0.00
0100.210.5241.0000	Repairs Maint Police Station	2,150.00	3,000.00	5,983.25	3,000.00	3,000.00
0100.210.5242.0000	Vehicle Repairs Maintenance	15,000.00	25,000.00	4,182.50	15,000.00	15,000.00
0100.210.5243.0000	Repairs Maint Off Equipmt	7,000.00	7,000.00	7,031.17	7,000.00	7,000.00
0100.210.5244.0000	Rprs Maint Voice Comm	2,800.00	2,800.00	418.00	2,800.00	2,800.00
0100.210.5245.0000	Repairs Maint Radio Equip	18,000.00	7,000.00	5,237.18	7,000.00	7,000.00
0100.210.5246.0000	Repairs Maint HVAC	5,800.00	5,800.00	1,465.64	0.00	0.00
0100.210.5247.0000	Rprs Maint Computers	16,000.00	30,000.00	20,139.94	10,000.00	10,000.00
0100.210.5293.0000	Police Trash Disposal	1,500.00	1,500.00	735.00	0.00	0.00
0100.210.5321.0000	Schooling Tuition	21,000.00	21,000.00	3,887.35	15,000.00	15,000.00
0100.210.5322.0000	Academy Training	0.00	6,000.00	6,000.00	6,000.00	6,000.00
0100.210.5325.0000	Academy Physicals	0.00	8,800.00	2,540.00	6,000.00	6,000.00
0100.210.5341.0000	Telephone	21,000.00	23,000.00	14,315.50	13,000.00	13,000.00
0100.210.5342.0000	Internet	0.00	3,700.00	1,582.92	0.00	0.00
0100.210.5343.0000	Printing	4,000.00	3,000.00	310.20	3,000.00	3,000.00
0100.210.5344.0000	Postage	1,300.00	1,500.00	761.43	0.00	0.00
0100.210.5345.0000	Advertising	0.00	0.00	126.00	0.00	0.00
0100.210.5348.0000	L.e.a.p.s. Maint Chsb/telephon	2,500.00	2,500.00	0.00	2,500.00	2,500.00
0100.210.5384.0000	Range Allowance - Ammo	0.00	8,000.00	4,451.20	0.00	0.00
0100.210.5385.0000	Range Allowance	5,250.00	5,250.00	4,350.00	4,950.00	4,950.00
0100.210.5421.0000	Paper,Stat,Forms, Etc.	5,500.00	7,500.00	7,994.35	7,500.00	7,500.00
0100.210.5423.0000	Bldg. & Maint. Supplies	8,000.00	6,000.00	813.33	6,000.00	6,000.00
0100.210.5482.0000	No Lead Gasoline	44,000.00	54,000.00	25,664.42	54,000.00	54,000.00
0100.210.5554.0000	Uniform & Other Clothing	55,000.00	36,000.00	28,045.45	35,400.00	35,400.00
0100.210.5556.0000	Uniform Expenses	0.00	2,500.00	44.97	2,500.00	2,500.00
0100.210.5557.0000	Vehicle Accessories	0.00	2,500.00	2,122.18	2,500.00	2,500.00
0100.210.5558.0000	Various Accessories	20,000.00	7,500.00	1,848.82	7,500.00	7,500.00
0100.210.5563.0000	Prisoners Meals	750.00	750.00	2.39	250.00	250.00
0100.210.5711.0000	Meetings,Seminars	4,000.00	4,000.00	196.98	4,000.00	4,000.00
0100.210.5712.0000	Mileage Reimb.	0.00	500.00	181.56	500.00	500.00
0100.210.5733.0000	Dues And Memberships	0.00	3,000.00	2,030.00	3,000.00	3,000.00
0100.210.5850.0000	Equipment Purchase	0.00	11,000.00	2,342.62	11,000.00	11,000.00
0100.210.5870.0000	Cruiser Leases	0.00	77,000.00	77,404.76	77,405.00	77,405.00
	<b>Total Ordinary Expenses</b>	<b>260,550.00</b>	<b>377,100.00</b>	<b>235,459.11</b>	<b>306,805.00</b>	<b>306,805.00</b>
	<b>Total Police</b>	<b>2,692,700.00</b>	<b>3,056,415.00</b>	<b>1,825,586.87</b>	<b>3,158,125.00</b>	<b>3,158,125.00</b>

**Parking**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.212.5111.0000	Sal.& Wages Perm. Full Time	49,000.00	36,850.00	22,622.86	36,900.00	72,000.00
0100.212.5112.0000	Parking Perm Part Time Wages	14,500.00	24,500.00	12,645.40	35,000.00	0.00
	<b>Total Wages</b>	<b>63,500.00</b>	<b>61,350.00</b>	<b>35,268.26</b>	<b>71,900.00</b>	<b>72,000.00</b>
0100.212.5247.0000	Parking Meters - Contracted Services	4,000.00	17,591.25	16,845.22	24,500.00	24,500.00
0100.212.5309.0000	Parking Meters- Bank Fees	3,500.00	4,000.00	0.00	0.00	0.00
0100.212.5339.0000	Parking Tickets	36,000.00	36,000.00	11,372.47	27,500.00	27,500.00
0100.212.5344.0000	Postage	0.00	0.00	90.68	0.00	0.00
0100.212.5534.0000	Parking Meters - Materials	17,500.00	12,000.00	7,908.54	21,000.00	21,000.00
0100.212.5554.0000	Uniform & Other Clothing	0.00	1,000.00	469.99	2,000.00	2,000.00
	<b>Total Ordinary Expenses</b>	<b>61,000.00</b>	<b>70,591.25</b>	<b>36,686.90</b>	<b>75,000.00</b>	<b>75,000.00</b>
	<b>Total Parking</b>	<b>124,500.00</b>	<b>131,941.25</b>	<b>71,955.16</b>	<b>146,900.00</b>	<b>147,000.00</b>

**Dispatch**

Account	Account	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.213.5110.0000	Dispatch Longevity	1,345.00	0.00	560.28	2,340.00	2,350.00
0100.213.5111.0000	Dispatch Salary & Wages	417,638.00	388,675.00	292,810.31	486,468.42	416,000.00
0100.213.5112.0000	Dispatcher Part Time Wages	27,088.00	36,860.00	2,823.42	36,488.44	20,000.00
0100.213.5129.0000	Longevity Pay	0.00	1,560.00	880.44	1,500.00	1,500.00
0100.213.5130.0000	Dispatch Overtime	78,000.00	43,000.00	32,575.23	50,000.00	50,000.00
0100.213.5136.0000	Dispatch Training Overtime	5,000.00	5,000.00	2,498.00	5,000.00	5,000.00
0100.213.5140.0000	Shift Differencial-Dispatch	9,438.00	12,575.00	6,431.15	12,727.60	12,800.00
0100.213.5152.0000	Holiday-Dispatch Ctr	24,391.00	18,090.00	14,633.42	18,531.92	18,550.00
0100.213.5167.0000	Unused Vacation Buy-Back	0.00	0.00	987.50	0.00	0.00
		<b>562,900.00</b>	<b>505,760.00</b>	<b>354,199.75</b>	<b>613,056.38</b>	<b>526,200.00</b>
0100.213.5243.0000	Routine Equipment Replacement	1,000.00	1,000.00	0.00	1,000.00	1,000.00
0100.213.5421.0000	Office Supplies	500.00	500.00	0.00	500.00	500.00
0100.213.5554.0000	Dispatch Clothing & Uniforms	6,000.00	1,500.00	1,098.79	1,500.00	1,500.00
0100.213.5556.0000	Dispatch Uniforms	0.00	1,500.00	1,356.60	1,500.00	1,500.00
0100.213.5712.0000	Mileage Reimbursement	0.00	2,000.00	269.93	2,000.00	2,000.00
		<b>7,500.00</b>	<b>6,500.00</b>	<b>2,725.32</b>	<b>6,500.00</b>	<b>6,500.00</b>
		<b>570,400.00</b>	<b>512,260.00</b>	<b>356,925.07</b>	<b>619,556.38</b>	<b>532,700.00</b>

Fire
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Request Revised	FY16 Approved
0100.220.5111.0000	Perm Sal Wages Full Time	1,420,312.58	1,400,458.00	891,947.06	1,539,298.71	1,429,657.30	1,429,658.00
0100.220.5112.0000	Perm Sal Wages Part Time	22,501.00	22,501.00	5,741.00	22,501.00	22,501.00	18,000.00
0100.220.5129.0000	Longevity Pay	14,470.00	13,040.00	6,686.88	12,020.30	10,512.55	10,513.00
0100.220.5130.0000	Overtime Fire Dept	107,750.00	117,750.00	67,434.64	115,750.00	160,750.00	116,000.00
0100.220.5132.0000	Overtime Traffic Signal Maint	1,000.00	0.00	0.00	0.00	0.00	0.00
0100.220.5136.0000	Training Overtime	0.00	0.00	0.00	34,000.00	34,000.00	15,000.00
0100.220.5141.0000	O.I.C. Pay	4,964.00	4,964.00	28.32	4,964.00	4,964.00	4,000.00
0100.220.5152.0000	Holiday Pay	68,763.00	66,069.00	45,647.83	69,625.82	63,849.83	63,849.00
0100.220.5155.0000	E.M.T. Pay	41,147.00	40,516.00	26,910.95	51,252.44	48,580.02	48,580.00
0100.220.5157.0000	Standby Pay	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00
0100.220.5161.0000	Incentive Pay	48,714.00	48,932.00	31,474.19	55,982.44	56,592.31	56,600.00
0100.220.5163.0000	Clothing Allowance Payroll	16,950.00	17,600.00	16,225.60	19,700.00	17,600.00	17,000.00
0100.220.5166.0000	Unused Sick Buyback	0.00	6,961.00	0.00	0.00	0.00	0.00
0100.220.5167.0000	Unused Vacation Buyback	0.00	4,929.00	1,282.66	0.00	0.00	0.00
	Total Wages	1,749,071.58	1,746,220.00	1,095,879.13	1,927,594.71	1,851,507.01	1,781,700.00
0100.220.5200.0000	Purchased Services	0.00	0.00	0.00	0.00	0.00	0.00
0100.220.5240.0000	Repair & Maint. To Pers Equip.	0.00	0.00	0.00	2,000.00	2,000.00	2,000.00
0100.220.5241.0000	Buildings Grounds Maint	10,000.00	10,000.00	6,176.04	12,000.00	6,000.00	6,000.00
0100.220.5242.0000	Vehicles Rpr & Maintenance Fire	15,500.00	15,500.00	16,819.25	30,000.00	27,000.00	27,000.00
0100.220.5243.0000	Office Equipment	525.00	525.00	516.60	2,200.00	1,500.00	1,500.00
0100.220.5244.0000	Building Maintenance Supplies	0.00	0.00	0.00	4,800.00	4,500.00	4,500.00
0100.220.5245.0000	Software Maintenance	2,625.00	5,200.00	3,419.82	8,500.00	7,500.00	8,500.00
0100.220.5246.0000	Statistical Analyst	0.00	0.00	3,250.00	7,500.00	0.00	0.00
0100.220.5251.0000	Maintenance Pagers Radios	12,000.00	12,000.00	8,573.19	7,000.00	6,000.00	7,000.00
0100.220.5293.0000	Trash Disposal Fire Dept	545.00	545.00	0.00	545.00	0.00	0.00
0100.220.5305.0000	Medical Physicals	0.00	0.00	0.00	0.00	0.00	0.00
0100.220.5321.0000	Schooling/Training	12,000.00	12,000.00	19,160.45	9,000.00	9,000.00	9,000.00
0100.220.5341.0000	Telephone/ IT Connections	9,000.00	9,000.00	5,947.82	10,500.00	7,000.00	7,000.00
0100.220.5344.0000	Postage	300.00	300.00	151.47	500.00	0.00	0.00
0100.220.5350.0000	Health and Wellness	1,400.00	1,400.00	3,561.37	5,600.00	3,500.00	5,000.00
0100.220.5421.0000	Office Supplies Fire Dept	3,500.00	3,500.00	2,310.28	2,100.00	2,000.00	2,000.00
0100.220.5422.0000	Haz-Mat Supplies	0.00	0.00	0.00	5,100.00	2,500.00	2,500.00
0100.220.5482.0000	Gasoline Fire Dept	6,500.00	6,500.00	2,778.15	21,800.00	19,800.00	21,800.00
0100.220.5483.0000	Diesel Fuel Fire Dept	15,300.00	15,300.00	7,308.11	0.00	0.00	0.00
0100.220.5487.0000	Batteries	4,000.00	4,000.00	432.51	4,000.00	4,000.00	4,000.00
0100.220.5491.0000	Multi-Alarm Expenses	1,000.00	1,000.00	188.97	1,000.00	1,000.00	1,000.00
0100.220.5503.0000	Medical Supplies	4,500.00	4,500.00	5,196.98	4,500.00	4,500.00	4,500.00
0100.220.5551.0000	Firefighting Equipment	22,208.00	22,208.00	3,886.97	17,208.00	17,000.00	17,000.00
0100.220.5554.0000	Uniforms Clothing Reimb	1,257.00	1,257.00	474.40	1,500.00	1,500.00	1,500.00
0100.220.5555.0000	Fire Prevention	500.00	500.00	290.90	500.00	500.00	500.00
0100.220.5556.0000	Repair & Maint. Of FF Equipment	0.00	0.00	0.00	10,400.00	10,000.00	5,000.00
0100.220.5558.0000	Personal Fire Equipment	14,000.00	14,000.00	10,759.85	28,000.00	14,000.00	14,000.00
0100.220.5560.0000	Radio Purchase	0.00	0.00	0.00	9,500.00	9,500.00	9,500.00
0100.220.5711.0000	Meetings Seminars Conferences	600.00	600.00	222.92	1,600.00	1,600.00	1,600.00
0100.220.5712.0000	Mileage Reimbursement.	200.00	200.00	70.50	1,000.00	1,000.00	400.00
0100.220.5715.0000	EMT Certification	1,800.00	1,800.00	1,180.00	2,170.00	2,170.00	1,200.00
0100.220.5733.0000	Dues And Memberships	1,100.00	1,100.00	891.50	1,849.00	1,400.00	1,400.00
0100.220.5874.0000	Fire Truck Lease	0.00	60,000.00	0.00	60,000.00	60,000.00	60,000.00
	Total Ordinary Expenses	140,360.00	202,935.00	103,568.05	272,372.00	226,470.00	225,400.00
	Total Fire	1,889,431.58	1,949,155.00	1,199,447.18	2,199,966.71	2,077,977.01	2,007,100.00

**Civil Defense**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.291.5112.0000	Perm Sal Wages Part Time	9,500.00	9,500.00	3,260.00	9,500.00	6,000.00
	Total Wages	9,500.00	9,500.00	3,260.00	9,500.00	9,500.00
0100.291.5200.0000	Purch of Service Civil Defense	9,250.00	9,250.00	9,518.72	9,500.00	9,500.00
0100.291.5251.0000	Town Wide Radio Maint.	0.00	0.00	0.00	6,000.00	2,500.00
0100.291.5341.0000	Telephone	250.00	250.00	5.42	250.00	0.00
	Total Ordinary Expenses	9,500.00	9,500.00	9,524.14	15,750.00	12,000.00
	Total Civil Defense	19,000.00	19,000.00	12,784.14	25,250.00	21,500.00

**Inspections**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.241.5111.0000	Perm Sal Wages Full Time	143,000.00	143,000.00	90,001.90	144,000.00	144,000.00
0100.241.5112.0000	Perm Sal Wages Part Time	20,000.00	20,800.00	11,694.78	21,300.00	21,300.00
0100.241.5122.0000	Temp Sal Wages Part Time	0.00	0.00	256.25	0.00	0.00
	Total Wages	163,000.00	163,800.00	101,952.93	165,300.00	165,300.00
0100.241.5200.0000	Purchased Services	0.00	200.00	55.76	200.00	200.00
0100.241.5341.0000	Telephone	1,000.00	1,100.00	576.88	1,100.00	1,100.00
0100.241.5343.0000	Printing	500.00	700.00	211.86	700.00	700.00
0100.241.5344.0000	Postage	1,000.00	1,100.00	778.49	1,100.00	100.00
0100.241.5345.0000	Advertising	150.00	150.00	0.00	0.00	0.00
0100.241.5391.0000	Property Board/Secure/Demo	5,000.00	4,200.00	13.49	4,200.00	4,200.00
0100.241.5421.0000	Paper, Stat, Forms, Etc.	1,500.00	1,500.00	572.09	1,500.00	1,500.00
0100.241.5554.0000	Uniforms & Other Clothing	500.00	600.00	159.89	600.00	600.00
0100.241.5711.0000	Meetings, Seminars	1,100.00	1,100.00	962.40	1,500.00	1,500.00
0100.241.5733.0000	Dues And Memberships	500.00	600.00	365.00	600.00	600.00
	Total Ordinary Expenses	11,250.00	11,250.00	3,695.86	11,500.00	10,500.00
	Total Building Inspections	174,250.00	175,050.00	105,648.79	176,800.00	175,800.00



**Weights & Measures**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.244.5200.0000	Purchase Of Service	11,000.00	11,000.00	9,000.00	11,000.00	11,000.00

**FRCOG Inspection Program**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.246.5200.0000	FCCOG Inspection Prog	60,100.00	62,500.00	46,863.75	75,100.00	75,100.00

**Animal Inspection**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.249.5112.0000	Animal Inspection Stipend	3,200.00	3,200.00	1,876.97	3,200.00	3,200.00
	Total Wages	3,200.00	3,200.00	1,876.97	3,200.00	3,200.00
0100.249.5316.0000	Animal Consultant/Inspection	0.00	0.00	(12.30)	0.00	0.00
	Total Ordinary Expenses	0.00	0.00	0.00	0.00	0.00
	Total Animal Inspection	3,200.00	3,200.00	1,876.97	3,200.00	3,200.00

**Animal Control Officer**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.292.5111.0000	Animal Control Officer	36,930.00	40,000.00	10,926.82	43,600.00	40,000.00
	Total Wages	36,930.00	40,000.00	10,926.82	43,600.00	40,000.00
0100.292.5341.0000	Cell Phone	0.00	0.00	304.44	0.00	0.00
0100.292.5421.0000	Supplies	2,500.00	2,500.00	(591.18)	2,500.00	2,500.00
	Total Ordinary Expenses	2,500.00	2,500.00	(286.74)	2,500.00	2,500.00
	Total Animal Control Officer	39,430.00	42,500.00	10,640.08	46,100.00	42,500.00



# EDUCATION



### 300 Greenfield Public Schools

Cost Center	FY14 Budget Adopted	FY15 Budget Adopted	FY16 Budget Request	\$\$ Increase	FY16 Budget Mayor's
303 Federal Street	1,024,858	1,039,531	1,118,270	78,739	
304 Four Corners	840,629	924,920	941,858	16,938	
306 North Parish	260,623	284,119	297,176	13,057	
308 Newton School	949,497	1,021,010	1,144,854	123,844	
310 Green River School	53,654	268,275	261,968	(6,307)	
311 Middle School	2,340,062	2,222,127	2,333,602	111,475	
312 High School	2,395,666	2,454,541	2,585,064	130,523	
313 Poet Seat/Life Programs	211,865	142,932	136,245	(6,687)	
314 High School Electives	250,000	250,000	250,000	-	
315 Extracurricular MS	11,529	11,529	11,529	-	
316 Extracurricular HS	37,501	37,501	37,501	-	
318 English Language Learners	215,456	224,483	248,672	24,189	
321 Athletics MS	26,300	21,300	23,800	2,500	
322 Athletics HS	180,925	189,701	196,701	7,000	
325 Substitutes Total	254,500	290,501	302,347	11,846	
326 Nursing Total	290,281	284,033	293,144	9,111	
327 Superintendent's Office	200,245	209,150	276,250	67,100	
328 Technology	528,080	574,340	606,758	32,418	
329 Curriculum and Instruction	285,614	300,615	315,615	15,000	
331 System-wide Non-Instr	197,142	199,143	219,642	20,499	
332 Special Education	3,558,181	3,628,652	3,872,691	244,039	
333 Section 504	14,103	14,103	14,103	-	
334 Custodial/Maintenance	483,831	485,703	494,039	8,336	
335 Transportation	986,500	1,149,513	1,300,391	150,878	
336 Contract Obligations	655,011	498,631	498,631	-	
340 School Committee	49,200	50,700	50,700	-	
341 Business Administration	238,747	238,747	252,437	13,690	
<b>TOTAL</b>	<b>16,540,000</b>	<b>17,015,800</b>	<b>18,083,988</b>	<b>1,068,188</b>	<b>17,525,800</b> <b>510,000</b>

**TOWN OF GREENFIELD  
GENERAL FUND TOWN-SIDE SCHOOL COSTS**

	FY14 ACTUAL	FY15 BUDGETED	FY16 BUDGETED
District Student Enrollment	1673	1700	1720
Per Pupil Administrative Cost Average	105.65	107.75	107.75
<b>General Admin. Serv. (students x avg. cost)</b>	<b>176,752</b>	<b>183,175</b>	<b>185,330</b>
D.P.W. Charges (water & sewage usage, mowing,	191,012	142,934	150,003
Central Maintenance (svc &	781,187	800,000	815,000
Insurances:			
Commercial Package	43,505	35,408	39,850
Umbrella Liability	988	1,895	2,133
Vehicle	12,014	12,201	13,731
Boiler & Machinery	3,148	3,211	3,614
School Board	5,775	9,483	10,673
Total Insurances	65,430	62,198	70,000
<b>Total Oper. And Maint. Of Plant-Other Exp.</b>	<b>1,037,629</b>	<b>1,005,132</b>	<b>1,035,003</b>
<b>Employer Retirement Contributions</b>	<b>876,507</b>	<b>960,000</b>	<b>1,021,462</b>
Insurance for Active Employees:			
Health & Life Insurance	2,572,113	2,559,680	2,575,800
Workers' Compensation	128,731	136,284	155,000
Unemployment Compensation	100,000	100,000	100,000
FICA (Medicare)	191,500	237,500	256,000
<b>Total Insurance for Active Employees:</b>	<b>2,992,344</b>	<b>3,033,464</b>	<b>3,086,800</b>
<b>School Retirees Health &amp; Life Insurance</b>	<b>919,496</b>	<b>930,000</b>	<b>962,000</b>
<b>Short Term Interest-BANs</b>	<b>40,000</b>	<b>25,000</b>	<b>25,000</b>
School Construction Principal	709,000	1,280,000	1,264,000
School Construction Interest	172,700	983,261	973,537
Other Principal	362,000	368,000	269,000
Other Interest	62,900	72,700	48,230
<b>Net School Spending Debt. Serv.</b>	<b>1,306,600</b>	<b>2,703,961</b>	<b>2,554,767</b>
<b>Total Town-Side School Costs</b>	<b>7,349,328</b>	<b>8,840,732</b>	<b>8,870,362</b>
School General Fund Special Articles			
School Operating Budget	16,540,000	17,015,800	17,525,800
<b>Grand Total Greenfield Public Schools</b>	<b>23,889,328</b>	<b>25,856,532</b>	<b>26,396,162</b>
Regional School Assessment	1,001,507	1,203,030	1,136,420
School Choice Sending Tuition	2,259,509	2,284,531	2,200,000
Charter School Sending Tuition	1,397,197	1,274,106	1,313,600
Special Education Assessment	40,312	29,656	41,926
<b>TOTAL EDUCATION EXPENSES</b>	<b>28,587,853</b>	<b>30,647,855</b>	<b>31,088,108</b>
General Fund Interest Revenue	2,500	-	
Chapter 70	11,932,187	11,983,812	12,024,772
Transportation	-	-	
School Construction	924,760	921,580	921,580
Medicaid Reimbursements	275,000	275,000	250,000
Charter School Reimbursement	171,339	124,090	164,787
<b>TOTAL SCHOOL RELATED REVENUE</b>	<b>13,305,786</b>	<b>13,304,482</b>	<b>13,361,139</b>

# FRANKLIN COUNTY TECHNICAL SCHOOL

## FY 2016 ANNUAL ASSESSMENTS (Statutory Assessment Method)

TOWN	Oct. 1, 2014 Enrollment	FY 2016 Rate	MINIMUM CONTRIBUTION	TRANSPORTATION (Net of State Aid)	Above Net School Spending	E & D CREDIT	LOCAL ASSESSMENT	Assessment Per Pupil
BERNARDSTON	21	4.3933%	\$191,612	\$13,082	\$45,592	(\$2,197)	\$248,089	\$11,814
BUCKLAND	10	2.0921%	\$117,907	\$6,229	\$21,711	(\$1,046)	\$144,801	\$14,480
COLRAIN	23	4.8117%	\$228,882	\$14,328	\$49,934	(\$2,406)	\$290,738	\$12,641
CONWAY	5	1.0460%	\$67,195	\$3,115	\$10,855	(\$523)	\$80,642	\$16,128
DEERFIELD	15	3.1381%	\$217,950	\$9,344	\$32,566	(\$1,569)	\$258,291	\$17,219
ERVING	31	6.4854%	\$412,980	\$19,311	\$67,303	(\$3,243)	\$496,351	\$16,011
GILL	5	1.0460%	\$48,964	\$3,115	\$10,855	(\$523)	\$62,411	\$12,482
GREENFIELD	113	23.6402%	\$832,515	\$70,393	\$245,329	(\$11,820)	\$1,136,417	\$10,057
HEATH	7	1.4644%	\$54,211	\$4,361	\$15,197	(\$732)	\$73,037	\$10,434
LEYDEN	12	2.5105%	\$160,835	\$7,475	\$26,053	(\$1,255)	\$193,108	\$16,092
MONTAGUE	70	14.6444%	\$572,357	\$43,606	\$151,974	(\$7,322)	\$760,615	\$10,866
NEW SALEM	8	1.6736%	\$66,633	\$4,984	\$17,368	(\$837)	\$88,148	\$11,019
NORTHFIELD	39	8.1590%	\$402,668	\$24,295	\$84,671	(\$4,079)	\$507,555	\$13,014
ORANGE	79	16.5272%	\$364,732	\$49,213	\$171,513	(\$8,264)	\$577,194	\$7,306
SHELBURNE	5	1.0460%	\$60,848	\$3,115	\$10,855	(\$523)	\$74,295	\$14,859
SUNDERLAND	10	2.0921%	\$131,512	\$6,229	\$21,711	(\$1,046)	\$158,406	\$15,841
WARWICK	8	1.6736%	\$75,220	\$4,984	\$17,368	(\$837)	\$96,735	\$12,092
WENDELL	9	1.8828%	\$89,052	\$5,607	\$19,539	(\$941)	\$113,257	\$12,584
WHATELY	8	1.6736%	\$108,395	\$4,984	\$17,368	(\$837)	\$129,910	\$16,239
<b>TOTAL</b>	<b>478</b>	<b>100%</b>	<b>\$4,204,468</b>	<b>\$297,770</b>	<b>\$1,037,762</b>	<b>(\$50,000.00)</b>	<b>\$5,490,000</b>	<b>\$11,485</b>

## FRANKLIN COUNTY TECHNICAL SCHOOL

### ANNUAL OPERATING ASSESSMENTS - 4 YEAR TREND

Town	Enrollment					Enrollment %				FY 13 Assessment	FY 14 Assessment	FY 15 Assessment	FY 16 Assessment	Assessment Change	Enrollment Change
	Oct-11	Oct-12	Oct-13	Oct-14		FY 13	FY 14	FY 15	FY 16						
BERNARDSTON	11	14	20	21		2.35%	2.97%	4.20%	4.39%	\$113,056	\$156,336	\$231,964	\$248,089	6.95%	5.00%
BUCKLAND	16	14	9	10		3.41%	2.97%	1.89%	2.09%	\$168,424	\$162,556	\$117,747	\$144,801	22.98%	11.11%
COLRAIN	19	20	23	23		4.05%	4.24%	4.83%	4.81%	\$213,854	\$237,220	\$273,547	\$290,738	6.28%	0.00%
CONWAY	8	9	7	5		1.71%	1.91%	1.47%	1.05%	\$114,179	\$135,275	\$106,259	\$80,642	-24.11%	-28.57%
DEERFIELD	21	20	21	16		4.48%	4.24%	4.41%	3.35%	\$305,779	\$305,302	\$332,849	\$258,291	-22.40%	-23.81%
ERVING	19	20	24	31		4.05%	4.24%	5.04%	6.49%	\$297,076	\$305,302	\$380,833	\$496,351	30.33%	29.17%
GILL	14	12	8	5		2.99%	2.54%	1.68%	1.05%	\$143,902	\$129,926	\$96,620	\$62,411	-35.41%	-37.50%
GREENFIELD	125	108	123	113		26.65%	22.88%	25.84%	23.64%	\$1,180,368	\$1,001,508	\$1,184,760	\$1,136,417	-4.08%	-8.13%
HEATH	7	2	4	7		1.49%	0.42%	0.84%	1.46%	\$76,192	\$19,943	\$41,533	\$73,037	75.85%	75.00%
LEYDEN	4	8	7	12		0.85%	1.69%	1.47%	2.51%	\$63,088	\$122,121	\$115,536	\$193,108	67.14%	71.43%
MONTAGUE	75	73	67	70		15.99%	15.47%	14.08%	14.64%	\$737,865	\$731,659	\$682,601	\$760,615	11.43%	4.48%
NEW SALEM	8	9	9	8		1.71%	1.91%	1.89%	1.67%	\$79,917	\$90,858	\$93,009	\$88,148	-5.23%	-11.11%
NORTHFIELD	24	28	33	39		5.12%	5.93%	6.93%	8.16%	\$252,083	\$315,843	\$395,363	\$507,555	28.38%	18.18%
ORANGE	64	82	71	79		13.65%	17.37%	14.92%	16.53%	\$421,448	\$560,649	\$497,731	\$577,194	15.97%	11.27%
SHELburne	14	13	11	5		2.99%	2.75%	2.31%	1.05%	\$178,963	\$172,483	\$159,170	\$74,295	-53.32%	-54.55%
SUNDERLAND	15	13	9	10		3.20%	2.75%	1.89%	2.09%	\$219,934	\$198,446	\$136,045	\$158,406	16.44%	11.11%
WARWICK	10	10	12	7		2.13%	2.12%	2.52%	1.46%	\$96,522	\$105,391	\$128,851	\$96,735	-24.93%	-41.67%
WENDELL	5	8	9	9		1.07%	1.69%	1.89%	1.88%	\$60,959	\$104,700	\$121,144	\$113,257	-6.51%	0.00%
WHATLEY	10	9	9	8		2.13%	1.91%	1.89%	1.67%	\$135,202	\$124,763	\$133,732	\$129,910	-2.86%	-11.11%
<b>TOTAL</b>	<b>469</b>	<b>472</b>	<b>476</b>	<b>478</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>\$4,858,811</b>	<b>\$4,980,281</b>	<b>\$5,229,295</b>	<b>\$5,490,000</b>		



**Technical Schools**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.399.5651.0000	Franklin Co Tech School	1,001,507.00	1,184,760.00	592,380.00	1,136,417.00	1,136,420.00
0100.399.5652.0000	Smith Vocational School	12,500.00	18,270.00	0.00	0.00	0.00
		1,014,007.00	1,203,030.00	592,380.00	1,136,417.00	1,136,420.00





# PUBLIC WORKS





## PUBLIC WORKS

The DPW will be working on several changes starting this year. One of our top priorities is to develop a real 5 year capital plan. We have started by hiring BETA engineering to develop a pavement management. This will identify and prioritize the roads that need work and specify what work should be completed. We have also hired Tighe and Bond to do a hydraulic model of our water system and complete a capital assessment of our capital items such as pump stations, water pumping stations, tanks, and water mains. A similar program will be completed in house for our waste water system. Our drainage system needs significant work primarily; the Maple Brook culvert repairs and the storm water phase 4 regulations. The city has several other projects such as Nash's Road Bridge replacement, Wisdom Way, multiple recreational projects and Wiley Brook Dam to mention a few. It is my intent as the DPW Director to have a published 5 year plan by the end of the summer.

Operationally we will be implementing better inventory control. There will be less material on site and as a department we will implement some Just in Time concepts to reduce our on hand inventory. We will also be auctioning off a considerable amount of junk and scrap. Our winter operations have changed in that we are using pure salt with no sand. This is the smart way to treat your roads. If you pre-treat the road surfaces, calibrate the sanders, and apply liquid additives such as calcium or magnesium you use significantly less salt and no sand.

We are proposing that you change your water meters to a fix radio read system instead of a touch pad system. The savings are significant. We are also looking at a vehicle replacement plan which will change vehicles out on a schedule. This plan will look at downsizing some vehicles, altering some vehicle type, and possibly eliminating some vehicles.

We also intend to upgrade our information management. Currently we are updating all of our CAD drawings, scanning a lot of our old plans and beginning to look at scanning and categorizing our old field notes. Our work order system will be upgraded to include the supervisors utilizing GPS, GIS and WI- FI capable I Pads.

All of these changes are designed to make the DPW far more efficient and effective in the near future.

**Department of Public Works**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.411.5111.0000	Perm Sal Wages Full Time	258,100.00	263,294.00	169,008.32	264,113.26	264,115.00
0100.411.5130.0000	Overtime	300.00	300.00	0.00	300.00	300.00
	<b>Total Wages</b>	<b>258,400.00</b>	<b>263,594.00</b>	<b>169,008.32</b>	<b>264,413.26</b>	<b>264,415.00</b>
0100.411.5243.0000	Office Contracted Services	4,000.00	3,500.00	2,185.59	3,500.00	3,500.00
0100.411.5303.0000	Engineering Contracted Services	4,000.00	4,000.00	630.00	3,000.00	3,000.00
0100.411.5321.0000	Tuition	1,200.00	1,200.00	200.00	1,200.00	1,200.00
0100.411.5341.0000	Telephone	0.00	400.00	3,576.24	1,800.00	1,800.00
0100.411.5344.0000	Postage	1,500.00	1,500.00	891.94	1,000.00	0.00
0100.411.5532.0000	Engineering-Materials	6,500.00	6,500.00	2,586.94	6,000.00	6,000.00
0100.411.5533.0000	Materials DPW Office	9,500.00	9,500.00	7,277.27	9,500.00	9,500.00
0100.411.5559.0000	Personnel Licenses	300.00	400.00	0.00	400.00	400.00
0100.411.5712.0000	Travel and Mileage Reimbursement	300.00	400.00	271.00	400.00	400.00
0100.411.5733.0000	Memberships Dues Subscriptions	700.00	700.00	0.00	700.00	700.00
	<b>Total Ordinary Expenses</b>	<b>28,000.00</b>	<b>28,100.00</b>	<b>17,618.98</b>	<b>27,500.00</b>	<b>26,500.00</b>
	<b>Total DPW Admin &amp; Engineering</b>	<b>286,400.00</b>	<b>291,694.00</b>	<b>186,627.30</b>	<b>291,913.26</b>	<b>290,915.00</b>
0100.421.5241.0000	Yard Bldg-Ctrct Services	20,000.00	20,000.00	12,174.44	20,000.00	20,000.00
0100.421.5246.0000	Drug Testing	2,500.00	3,000.00	2,535.22	3,000.00	3,000.00
0100.421.5293.0000	Yard Trash Disposal	1,000.00	500.00	0.00	500.00	0.00
0100.421.5341.0000	Yard Communications	7,500.00	7,000.00	1,954.01	5,000.00	5,000.00
0100.421.5439.0000	Yard Materials	19,000.00	20,000.00	13,939.22	20,000.00	20,000.00
	<b>Total DPW Town Yard</b>	<b>50,000.00</b>	<b>50,500.00</b>	<b>30,602.89</b>	<b>48,500.00</b>	<b>48,000.00</b>
0100.422.5111.0000	Perm Sal Wages Full Time	136,400.00	<b>176,870.00</b>	100,240.15	211,783.72	211,785.00
0100.422.5120.0000	Temp Sal Wages Full Time	3,800.00	4,000.00	2,080.00	4,400.00	4,400.00
0100.422.5130.0000	Overtime	3,000.00	3,000.00	392.89	2,500.00	2,500.00
0100.422.5166.0000	Unused Sick Leave Buy-Back (All GF)	5,000.00	0.00	0.00	0.00	0.00
	<b>Total Wages</b>	<b>148,200.00</b>	<b>183,870.00</b>	<b>102,713.04</b>	<b>218,683.72</b>	<b>218,685.00</b>
0100.422.5246.0000	Highways-Contracted Services	8,000.00	8,000.00	1,260.00	7,000.00	7,000.00
0100.422.5321.0000	Tuition	200.00	300.00	200.00	300.00	300.00
0100.422.5532.0000	Highway-Materials	30,000.00	30,000.00	13,390.75	30,000.00	30,000.00
0100.422.5533.0000	Materials Sidewalks	1,500.00	3,500.00	1,565.94	3,500.00	3,500.00
0100.422.5554.0000	Clothing Allowance	2,400.00	2,400.00	768.03	2,400.00	2,400.00
0100.422.5559.0000	Personnel Licences	300.00	500.00	450.00	500.00	500.00
	<b>Total Ordinary Expenses</b>	<b>42,400.00</b>	<b>44,700.00</b>	<b>17,634.72</b>	<b>43,700.00</b>	<b>43,700.00</b>
	<b>Total DPW Highway Division</b>	<b>190,600.00</b>	<b>228,570.00</b>	<b>120,347.76</b>	<b>262,383.72</b>	<b>262,385.00</b>
0100.425.5111.0000	Perm Sal Wages Full Time	86,200.00	86,168.00	54,223.68	86,500.00	86,500.00
0100.425.5120.0000	Temp Sal Wages Full Time	3,800.00	4,000.00	1,947.00	4,600.00	4,600.00
0100.425.5130.0000	Overtime	6,500.00	6,500.00	3,910.58	6,500.00	6,500.00
	<b>Total Wages</b>	<b>96,500.00</b>	<b>96,668.00</b>	<b>60,081.26</b>	<b>97,600.00</b>	<b>97,600.00</b>
0100.425.5247.0000	Parking Lots-Contract Services	0.00	0.00	0.00	0.00	0.00
0100.425.5248.0000	Traffic Marking-Contract Srvcs	19,000.00	19,000.00	0.00	20,000.00	20,000.00
0100.425.5532.0000	Traffic Marking-Materials	12,500.00	13,500.00	4,189.76	14,500.00	14,500.00
0100.425.5533.0000	Materials Traffic Signs	11,500.00	10,500.00	6,296.66	10,000.00	10,000.00
0100.425.5534.0000	Parking Meters-Materials	500.00	0.00	155.00	0.00	0.00
0100.425.5554.0000	Clothing Allowance	600.00	600.00	243.76	700.00	700.00
0100.425.5559.0000	Personnel Licenses	200.00	300.00	0.00	300.00	300.00
	<b>Total Ordinary Expenses</b>	<b>44,300.00</b>	<b>43,900.00</b>	<b>10,885.18</b>	<b>45,500.00</b>	<b>45,500.00</b>
	<b>Total DPW Traffic Division</b>	<b>140,800.00</b>	<b>140,568.00</b>	<b>70,966.44</b>	<b>143,100.00</b>	<b>143,100.00</b>

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.429.5111.0000	Perm Sal Wages Full Time	228,000.00	234,547.00	145,643.62	237,000.00	237,000.00
0100.429.5130.0000	Overtime	5,500.00	5,500.00	2,066.49	5,500.00	5,500.00
	<b>Total Wages</b>	<b>233,500.00</b>	<b>240,047.00</b>	<b>147,710.11</b>	<b>242,500.00</b>	<b>242,500.00</b>
0100.429.5242.0000	Vehicle Maint Contract Service	6,500.00	6,500.00	4,417.50	7,000.00	7,000.00
0100.429.5321.0000	Tuition	1,200.00	1,800.00	2,035.49	2,000.00	2,000.00
0100.429.5482.0000	Gasoline-DPW/Hi/Bldg/Insp/Assess	29,000.00	<b>45,000.00</b>	60,759.82	45,000.00	45,000.00
0100.429.5483.0000	Diesel-DPW/Hwy/Parks/Traf/Eng/VM	15,000.00	20,000.00	35,973.45	20,000.00	20,000.00
0100.429.5484.0000	Vehicle Maint-Lubricants	9,500.00	10,000.00	8,909.83	11,000.00	11,000.00
0100.429.5485.0000	Vehicle Parts	83,000.00	83,000.00	96,210.66	85,000.00	85,000.00
0100.429.5554.0000	Clothing Allowance	8,500.00	8,500.00	7,237.87	10,000.00	10,000.00
0100.429.5559.0000	Personnel Licenses	700.00	1,800.00	915.00	2,000.00	2,000.00
0100.429.5561.0000	Tool Allowance	2,700.00	2,700.00	1,800.00	1,800.00	1,800.00
	<b>Total Ordinary Expenses</b>	<b>156,100.00</b>	<b>179,300.00</b>	<b>218,259.62</b>	<b>183,800.00</b>	<b>183,800.00</b>
	<b>Total DPW Service Division</b>	<b>389,600.00</b>	<b>419,347.00</b>	<b>365,969.73</b>	<b>426,300.00</b>	<b>426,300.00</b>
0100.431.5246.0000	Landfill-Contracted Services	22,000.00	20,000.00	6,442.60	20,000.00	20,000.00
0100.431.5532.0000	Landfill-Materials	400.00	400.00	0.00	200.00	200.00
	<b>Total DPW Landfill</b>	<b>22,400.00</b>	<b>20,400.00</b>	<b>6,442.60</b>	<b>20,200.00</b>	<b>20,200.00</b>
0100.433.5111.0000	Perm Sal Wages Full Time	198,000.00	198,902.00	125,087.72	204,000.00	204,000.00
0100.433.5120.0000	Temp Sal Wages Full Time	3,800.00	3,800.00	2,132.00	3,000.00	3,000.00
0100.433.5130.0000	Overtime	15,000.00	20,000.00	11,995.50	20,000.00	20,000.00
	<b>Total Wages</b>	<b>216,800.00</b>	<b>222,702.00</b>	<b>139,215.22</b>	<b>227,000.00</b>	<b>227,000.00</b>
0100.433.5321.0000	Tuition	300.00	700.00	600.00	800.00	800.00
0100.433.5482.0000	Gas Fuel Waste Collection	5,000.00	5,000.00	663.50	5,000.00	5,000.00
0100.433.5483.0000	Diesel Fuel Waste Collection	75,000.00	75,000.00	39,346.52	75,000.00	75,000.00
0100.433.5532.0000	Waste/Recycle/compost-Materials	2,000.00	3,000.00	662.60	3,000.00	3,000.00
0100.433.5533.0000	Materials Composting	4,500.00	3,500.00	1,880.00	3,500.00	3,500.00
0100.433.5534.0000	Recycling Composting	0.00	0.00	0.00	0.00	0.00
0100.433.5554.0000	Clothing Allowance	6,800.00	6,600.00	4,022.84	6,600.00	6,600.00
0100.433.5559.0000	Personnel Licenses	500.00	600.00	630.00	800.00	800.00
	<b>Total Ordinary Expenses</b>	<b>94,100.00</b>	<b>94,400.00</b>	<b>47,805.46</b>	<b>94,700.00</b>	<b>94,700.00</b>
	<b>Total DPW Waste Collection</b>	<b>310,900.00</b>	<b>317,102.00</b>	<b>187,020.68</b>	<b>321,700.00</b>	<b>321,700.00</b>
0100.435.5246.0000	Transfer Station Contracted Services	15,000.00	<b>36,100.00</b>	26,956.85	36,100.00	36,100.00
0100.435.5297.0000	Trans Sta Hazard Waste Cont Serv	5,500.00	5,000.00	4,650.90	6,000.00	6,000.00
0100.435.5341.0000	Transfer Station Communications	1,100.00	1,000.00	639.60	1,000.00	1,000.00
0100.435.5535.0000	Transfer Station Hazardous Materials	1,000.00	500.00	41.38	1,200.00	1,200.00
0100.435.5538.0000	Transfer Station Materials	14,000.00	14,000.00	11,977.85	15,000.00	15,000.00
	<b>Total DPW Transfer Station</b>	<b>36,600.00</b>	<b>56,600.00</b>	<b>44,266.58</b>	<b>59,300.00</b>	<b>59,300.00</b>

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.438.5111.0000	Perm Sal Wages Full Time	287,000.00	<b>333,329.00</b>	195,794.59	334,000.00	334,000.00
0100.438.5120.0000	Temp Sal Wages Full Time	7,600.00	13,600.00	8,053.52	13,600.00	13,600.00
0100.438.5130.0000	Overtime	12,000.00	12,000.00	1,935.93	10,500.00	10,500.00
0100.438.5166.0000	Unused Sick Time Buy-Back	0.00	0.00	0.00	0.00	0.00
0100.438.5167.0000	Unused Vacation Time Buy-Back	0.00	0.00	9,941.70	0.00	0.00
	<b>Total Wages</b>	<b>306,600.00</b>	<b>358,929.00</b>	<b>215,725.74</b>	<b>358,100.00</b>	<b>358,100.00</b>
0100.438.5242.0000	Swim Area-Contracted Services	2,000.00	2,000.00	96.00	1,500.00	1,500.00
0100.438.5243.0000	Trees-Contracted Services	10,300.00	12,000.00	3,130.00	12,000.00	12,000.00
0100.438.5244.0000	Parks/public lands/bldgs-Cont Services	9,000.00	<b>19,000.00</b>	1,613.97	19,000.00	19,000.00
0100.438.5245.0000	School Grounds/Vets field-Cont Services	4,000.00	4,000.00	14.68	4,000.00	4,000.00
0100.438.5246.0000	Grounds - Lunt Field	0.00	0.00	298.02	300.00	300.00
0100.438.5321.0000	Tuition - Parks/Forestry	2,000.00	2,000.00	420.00	1,600.00	1,600.00
0100.438.5433.0000	Swim Area Materials	3,000.00	3,000.00	3,401.14	5,000.00	5,000.00
0100.438.5434.0000	School Grounds/Vets field-Materials	11,000.00	11,000.00	1,181.23	11,000.00	11,000.00
0100.438.5435.0000	Town Parks/Property-Materials	21,000.00	22,000.00	6,018.06	22,000.00	22,000.00
0100.438.5436.0000	Public Lands-Materials	0.00	0.00	75.09	400.00	400.00
0100.438.5437.0000	Trees-Materials	4,000.00	5,000.00	1,273.34	5,000.00	5,000.00
0100.438.5438.0000	Tennis Court-Materials	4,500.00	4,000.00	0.00	3,000.00	3,000.00
0100.438.5554.0000	Clothing Allowance Parks/Forestry	4,300.00	4,200.00	2,396.21	4,200.00	4,200.00
0100.438.5559.0000	Personnel Licenses - Parks/Forestry	1,000.00	1,000.00	575.00	1,000.00	1,000.00
0100.438.5820.0000	Vets Field Building	0.00	0.00	0.00	0.00	0.00
	<b>Total Ordinary Expenses</b>	<b>76,100.00</b>	<b>89,200.00</b>	<b>20,492.74</b>	<b>90,000.00</b>	<b>90,000.00</b>
	<b>Total DPW Parks</b>	<b>382,700.00</b>	<b>448,129.00</b>	<b>236,218.48</b>	<b>448,100.00</b>	<b>448,100.00</b>
0100.460.5130.0000	Overtime - Snow & Ice	65,000.00	65,000.00	69,430.00	67,000.00	67,000.00
0100.460.5157.0000	Standby-Snow & Ice	9,500.00	9,500.00	2,260.00	9,500.00	9,500.00
	<b>Total Wages</b>	<b>74,500.00</b>	<b>74,500.00</b>	<b>71,690.00</b>	<b>76,500.00</b>	<b>76,500.00</b>
0100.460.5482.0000	Fuel - gasoline - Snow & Ice	3,000.00	3,000.00	0.00	3,000.00	3,000.00
0100.460.5483.0000	Fuel - diesel - Snow & Ice	12,000.00	12,000.00	0.00	12,000.00	12,000.00
0100.460.5485.0000	Veh Main parts - Snow & Ice	34,500.00	34,500.00	15,978.60	35,000.00	35,000.00
0100.460.5531.0000	Chemicals - Ice band	5,000.00	5,000.00	0.00	9,000.00	9,000.00
0100.460.5532.0000	Materials - Snow & Ice	1,000.00	1,000.00	1,159.90	6,000.00	6,000.00
0100.460.5533.0000	Materials - Salt	60,000.00	60,000.00	80,324.75	70,500.00	70,500.00
0100.460.5534.0000	Materials - Sand	10,000.00	10,000.00	15,475.59	8,000.00	8,000.00
	<b>Total Ordinary Expenses</b>	<b>125,500.00</b>	<b>125,500.00</b>	<b>112,938.84</b>	<b>143,500.00</b>	<b>143,500.00</b>
	<b>Total DPW Snow &amp; Ice Removal</b>	<b>200,000.00</b>	<b>200,000.00</b>	<b>184,628.84</b>	<b>220,000.00</b>	<b>220,000.00</b>
0100.467.5295.0000	Street Cleaning-Contract Serv	60,000.00	60,000.00	2,900.00	60,000.00	60,000.00
	<b>Total Street Cleaning</b>	<b>60,000.00</b>	<b>60,000.00</b>	<b>2,900.00</b>	<b>60,000.00</b>	<b>60,000.00</b>
0100.470.5296.0000	Trash Disposal Fees	310,000.00	280,000.00	129,127.39	280,000.00	280,000.00
0100.470.5400.0000	Trash Disposal-Supplies	12,000.00	12,000.00	6,350.00	12,000.00	12,000.00
	<b>Total DPW Trash Disposal</b>	<b>322,000.00</b>	<b>292,000.00</b>	<b>135,477.39</b>	<b>292,000.00</b>	<b>292,000.00</b>
0100.491.5240.0000	Grounds - Cemetery	0.00	<b>15,000.00</b>	7,380.00	15,000.00	15,000.00
0100.491.5460.0000	Materials, supplies - Cemetery	0.00	<b>4,500.00</b>	72.70	4,500.00	4,500.00
	<b>Total DPW Trash Disposal</b>	<b>0.00</b>	<b>19,500.00</b>	<b>7,452.70</b>	<b>19,500.00</b>	<b>19,500.00</b>
	<b>Total DPW</b>	<b>2,392,000.00</b>	<b>2,544,410.00</b>	<b>1,578,921.39</b>	<b>2,612,996.98</b>	<b>2,611,500.00</b>

# HUMAN SERVICES



## HUMAN SERVICES

The Human Services departments include Health Inspection Services, the Council on Aging, Veterans' Services as well as the Mayor's Task Force on Domestic Violence, Human Rights Commission, and the Disability Access Commission.

### Health Inspection Services

The Health Department has experienced rapid growth over the past several years in mandated responsibilities and resident/customer demand. The current staff includes the Public Health Director, one full-time Health Inspector, a part-time Public Health Nurse, and a part-time Administrative Clerk, and the Animal Control Officer. While the Director and Inspector concentrate on inspections and every aspect of housing complaints and regulations, the Public Health Nurse continues to build a strong and resilient Public Health Nursing Program through which we address communicable disease issues, immunizations, community outreach and education workshops; offering of clinics, and integration into emergency preparedness.

### Council on Aging

Greenfield is home to 4,070 residents age 60<sup>+</sup> (2010 census), and our staff of a full-time director, full-time activities director, full-time Office manager, and part-time Volunteer Coordinator serves over 1,500 of them. Our clients include a variety of elder citizens. We serve age 55<sup>+</sup> and baby boomers, the fastest growing segment of our service population. "Senior-seniors", age 80<sup>+</sup>, remain active at the Senior Center with many in their 90's.

At 7,000 sq ft, the Senior Center facility is too small for the size of our community, and poorly configured for the 21<sup>st</sup> Century. The layout is primarily open concept which causes noise, confidentiality/ privacy concerns. The COA is leases on a month-to-month basis from an adjacent privately owned apartment complex. We have no control over external factors which impact our participants, particularly ice/snow removal and parking restrictions. We are extremely grateful that the Mayor has advanced plans for a new facility.

### Veterans' Services

Approved by the Greenfield City Council on August 20, 2014, the new Upper Pioneer Valley Veterans' Services District comes into being in FY16 when twenty-five other Franklin County towns will join Greenfield and Leyden. M.G.L. Ch115 staffing levels for the combined district population require two additional full-time Veterans' Services Officers who will be hired by this summer. The district towns will be assessed in the amount of \$115,285 to cover direct and indirect costs of operating the new district.

### Mayor's Task Force Against Domestic Violence

The Mayor's Task Force Against Domestic Violence was formed to raise awareness about domestic and sexual violence in Greenfield and to advise the mayor on those subjects. It consists of seven (7) members including representatives from the Northwest District Attorney's office,

NELCWIT, the Greenfield Police Department, Town Council, the Mayor's office and several residents. The budget provides some funding for communications and special projects such as White Ribbon Day.

#### Human Rights Commission

The Human Rights Commission consists of nine (9) members whose mission is to work toward enhancing the quality of life in Greenfield through promoting understanding, appreciation and respect. The Commission believes that all citizens of the community have the right to be treated with dignity, respect, fairness, impartiality and justice without regard to race, color, national origin, ancestry, gender, sexual orientation, age, religion or disability. The budget provides some funding for communications and special projects.

#### Commission on Disability Access

By local acceptance of M.G.L. Ch. 40 §8J in June of 1994, Greenfield approved the establishment of the Commission on Disability Access. It consists of seven (7) members and its charge includes researching local problems of people with disabilities, advising and assisting municipal officials and employees in ensuring compliance with state and federal laws and regulations that affect people with disabilities, reviewing and making recommendations about policies, procedures, services, activities and facilities of departments, boards and agencies of said city or town as they affect people with disabilities and providing information, referrals, guidance and technical assistance to individuals, public agencies, businesses and organizations in all matters pertaining to disability. Their budget provides some funding for communications and special projects.

Health Dept
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.511.5111.0000	Perm Sal Wages Full Time	107,500.00	108,000.00	63,211.93	109,570.00	109,570.00
0100.511.5112.0000	Perm Sal Wages Part Time	41,000.00	38,725.00	31,215.95	92,810.00	44,500.00
0100.511.5167.0000	Unused Vacation Buy-Back	0.00	0.00	831.38	0.00	0.00
	Total Wages	148,500.00	146,725.00	95,259.26	202,380.00	154,070.00
0100.511.5200.0000	Purchase Of Service	250.00	250.00	161.06	250.00	300.00
0100.511.5341.0000	Pagers/telephone	0.00	500.00	239.94	1,000.00	1,000.00
0100.511.5344.0000	Postage	1,000.00	1,000.00	955.62	700.00	100.00
0100.511.5421.0000	Paper, Stat, Forms, Etc.	2,100.00	2,100.00	541.93	2,100.00	2,100.00
0100.511.5503.0000	Nursing Medical Supplies	1,000.00	1,000.00	442.74	1,000.00	1,000.00
0100.511.5711.0000	Meetings, Seminars	1,500.00	1,500.00	1,731.90	1,800.00	1,800.00
0100.511.5733.0000	Dues And Memberships	500.00	500.00	335.00	500.00	500.00
	Total Ordinary Expenses	6,350.00	6,850.00	4,408.19	7,350.00	6,800.00
	Total Health	154,850.00	153,575.00	99,667.45	209,730.00	160,870.00

Council on Aging
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.541.5111.0000	Perm Sal Wages Full Time	55,250.00	55,250.00	36,222.64	57,707.62	57,707.62
0100.541.5112.0000	Perm Sal Wages Part Time	59,570.00	72,100.00	48,015.97	75,491.62	75,491.38
	Total Wages	114,820.00	127,350.00	84,238.61	133,199.24	133,199.00
0100.541.5241.0000	Repairs/maint Bldgs & Bld	1,000.00	500.00	408.06	500.00	500.00
0100.541.5243.0000	Repair/maint Office Equip	500.00	500.00	186.70	500.00	500.00
0100.541.5271.0000	Rent - Weldon Center	6,000.00	6,000.00	4,000.00	6,000.00	6,000.00
0100.541.5319.0000	Fire Inspections	200.00	200.00	0.00	200.00	200.00
0100.541.5341.0000	Telephone	1,400.00	1,600.00	1,109.16	2,000.00	1,150.00
0100.541.5343.0000	Printing	185.00	185.00	156.49	185.00	185.00
0100.541.5344.0000	Postage	400.00	400.00	392.00	400.00	0.00
0100.541.5421.0000	Paper, Stat, Forms, Etc.	300.00	300.00	226.02	300.00	300.00
0100.541.5425.0000	Computer Supplies	150.00	150.00	576.76	1,000.00	250.00
0100.541.5451.0000	Cleaning Supplies	500.00	500.00	0.00	300.00	300.00
0100.541.5453.0000	Various Paper Products	300.00	300.00	33.84	200.00	200.00
0100.541.5552.0000	Rec Program Supplies	200.00	600.00	196.84	600.00	600.00
0100.541.5711.0000	Meetings, Seminars	150.00	150.00	0.00	150.00	150.00
0100.541.5712.0000	Mileage Reimb.	200.00	300.00	130.74	300.00	300.00
0100.541.5733.0000	Dues And Memberships	250.00	250.00	186.00	250.00	250.00
	Total Ordinary Expenses	11,735.00	11,935.00	7,602.61	12,885.00	10,885.00
	Total COA	126,555.00	139,285.00	91,841.22	146,084.24	144,084.00

Veterans
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.543.5111.0000	Perm Sal Wages Full Time	74,000.00	91,000.00	57,421.64	161,500.00	161,500.00
0100.543.5112.0000	Perm Wages, Part-Time	17,500.00	0.00	0.00	0.00	0.00
0100.543.5122.0000	Temp Wages Partime	0.00	0.00	0.00	0.00	0.00
	Total Wages	91,500.00	91,000.00	57,421.64	161,500.00	161,500.00
0100.543.5243.0000	Repairs/maint Off Equip.	200.00	2,700.00	406.29	2,000.00	2,000.00
0100.543.5270.0000	Rent - 294 Main Street	0.00	15,600.00	6,500.00	15,600.00	15,600.00
0100.543.5341.0000	Telephone	0.00	600.00	0.00	3,000.00	3,000.00
0100.543.5343.0000	Printing	200.00	200.00	0.00	250.00	250.00
0100.543.5344.0000	Postage-Veterans	300.00	300.00	243.18	0.00	0.00
0100.543.5453.0000	Various Paper Products	200.00	400.00	1,021.38	1,000.00	1,000.00
0100.543.5531.0000	Police Outside Detail	1,500.00	1,500.00	601.28	1,200.00	1,200.00
0100.543.5562.0000	Veterans Grave Markings	4,000.00	4,200.00	4,101.11	4,000.00	4,000.00
0100.543.5711.0000	Meetings Seminars Conf Vets	1,000.00	800.00	100.00	600.00	600.00
0100.543.5712.0000	Mileage Reimb Vets	400.00	400.00	200.00	3,500.00	3,500.00
0100.543.5733.0000	Dues Memberships Vets	60.00	100.00	85.00	120.00	120.00
0100.543.5771.0000	Vets Bene: Ordinary Allow	419,040.00	430,000.00	190,556.27	338,330.00	338,330.00
0100.543.5772.0000	Vets Bene: Fuel Allowance	100,000.00	108,000.00	58,497.14	102,000.00	102,000.00
0100.543.5773.0000	Vets Bene: Medical Benefits	15,000.00	13,000.00	5,335.42	14,000.00	14,000.00
0100.543.5774.0000	Vets Bene: Burial Allowance	8,000.00	8,000.00	1,521.35	6,000.00	6,000.00
0100.543.5775.0000	Vets Benefits: Dental	1,000.00	1,000.00	71.00	1,000.00	1,000.00
0100.543.5776.0000	Vets Benefits: Misc	74,100.00	70,000.00	25,287.81	60,000.00	60,000.00
	Total Ordinary Benefits	625,000.00	656,800.00	294,527.23	552,600.00	552,600.00
	Total Veterans	716,500.00	747,800.00	351,948.87	714,100.00	714,100.00

**Humans Rights  
Commission**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.544.5200.0000	Purchase of Service	500.00	500.00	0.00	500.00	500.00
0100.544.5344.0000	Postage	100.00	100.00	6.96	100.00	0.00
0100.544.5345.0000	Advertising	400.00	400.00	0.00	400.00	400.00
0100.544.5400.0000	Supplies	0.00	0.00	0.00	0.00	0.00
	<b>Total Human Rights Comm</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>6.96</b>	<b>1,000.00</b>	<b>900.00</b>

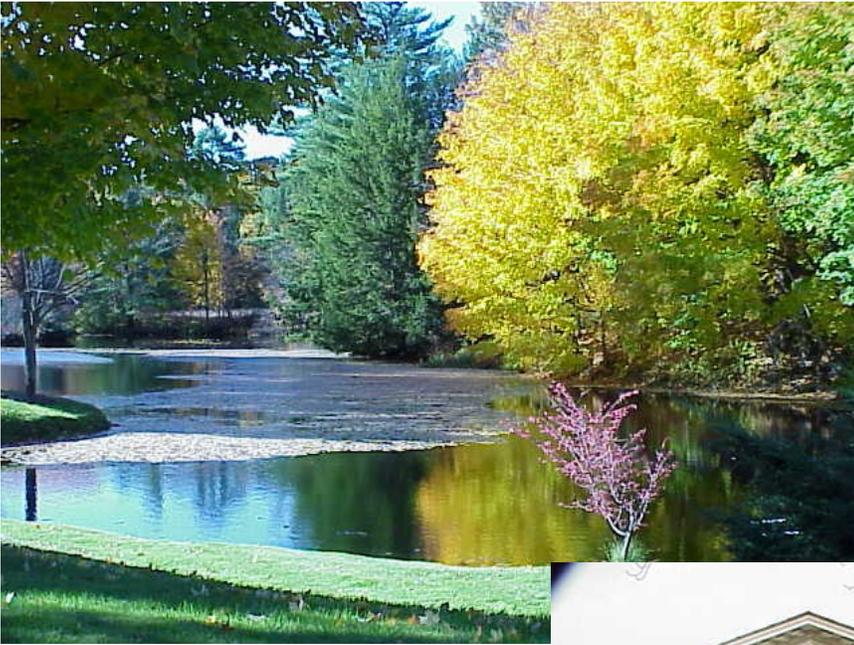
**Disability Access  
Commission**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.545.5313.0000	Printing-Disability Access Comm	200.00	200.00	0.00	200.00	200.00
0100.545.5344.0000	Postage Disability Access Comm	300.00	300.00	6.48	300.00	0.00
0100.545.5421.0000	Office Supplies-Dis Acc Comm	250.00	250.00	53.46	250.00	250.00
0100.545.5711.0000	Meetings-Training Disability Access Comm	250.00	250.00	0.00	250.00	250.00
	<b>Total Disability Access Commission</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>59.94</b>	<b>1,000.00</b>	<b>700.00</b>

**Domestic Violence  
Prevention**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.546.5200.0000	Domestic Violence Prevention	500.00	500.00	100.00	500.00	500.00
0100.546.5344.0000	Postage Domestic Violence Prevention	200.00	200.00	0.00	200.00	0.00
0100.546.5400.0000	Supplies-Domestic Violence	200.00	200.00	25.61	200.00	200.00
0100.546.5421.0000	DVFG Office Supplies	100.00	100.00	0.00	100.00	100.00
	<b>Total Prevention of Domestic Violence</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>125.61</b>	<b>1,000.00</b>	<b>800.00</b>

# CULTURE & RECREATION



## CULTURE AND RECREATION

Culture and Recreation Departments include the Greenfield Public Library, Recreation, and the Historical Commission.

### Library

The Library budget is crafted with the Municipal Allocation Requirement from the state library commission in mind. That is, the Library will not have to apply for a waiver and is in full compliance with State Aid requirements. Overall the budget reflects a 2.00% increase.

As with the Senior Center, a new public library was identified as a main initiative under the Master Plan. A Planning and Design Grant was awarded in June of 2014, and the process is moving forward. An Owner's Project Manager will be hired this spring, and by mid-summer, the schedule calls for the hiring of a designer to assist in the location and design of a new facility.

### Recreation

The Recreation budget for FY16 reflects the addition of additional personnel to assist the full-time Director and full-time Program Supervisor. This position will not only assist with the increased workload, it will also help to generate additional revenue, which will help to offset increased operating expenses not currently funded through the General Fund such as regular office expenses like phones, copier, software licenses, etc. In addition, increased revenue for the revolving account will assist in future investments for our community that the capital fund cannot always support like portable generators, bike racks, benches, etc.

Beginning in the next few months, the Department will be heavily engaged in the PARC Grant redevelopment of Green River Park, as well as coordination with the Dog Park Foundation. The final stages and wrap up of our Splash Pad Project will also be completed. We hope to be coordinating the installation of the Newton Playground and two pieces of the Greenfield Middle School playground equipment as well. With these park developments including the dog park, pavilion, pickle ball courts, splash pad, as well as our mobile stage unit, there will be multiple new facilities to schedule for rentals and coordinate. The additional staff person will help us facilitate and manage the established programs, new office demands, and future program and event development. We already have a list of new potential revenue generating programs and tournaments.

### Historical Commission

The Historical Commission acts under M.G.L. Chapter 40 §8D as the preservation planning arm of local government to identify, preserve and develop Greenfield's historic assets. The commission consists of seven (7) members. The budget affords supplies, printing and special projects.

Library
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.610.5111.0000	Perm Sal Wages Full Time	439,235.00	482,300.00	283,195.24	452,066.00	452,069.00
0100.610.5112.0000	Perm Sal Wages Part Time	68,917.00	42,700.00	33,227.99	79,306.00	79,306.00
0100.610.5122.0000	Temp Sal Wages Part Time	4,082.00	4,000.00	6,096.18	4,000.00	4,000.00
0100.610.5130.0000	Overtime	0.00	0.00	613.64	1,500.00	1,500.00
0100.610.5140.0000	Differential	2,266.00	1,500.00	875.63	1,500.00	1,500.00
0100.610.5167.0000	Unused Vacation Buy-Back	0.00	0.00	886.25	3,000.00	3,000.00
	Total Wages	514,500.00	530,500.00	324,894.93	541,372.00	541,375.00
0100.610.5241.0000	Repairs/maint Building/grnds	14,500.00	6,000.00	6,378.12	6,775.00	6,775.00
0100.610.5243.0000	Repairs Maint Off Equip.	500.00	500.00	0.00	500.00	500.00
0100.610.5293.0000	Library Trash Disposal	1,500.00	1,000.00	260.00	1,000.00	0.00
0100.610.5341.0000	Telephone	2,000.00	2,000.00	1,129.19	2,000.00	0.00
0100.610.5342.0000	C/W MARS	30,000.00	30,000.00	27,994.34	30,000.00	30,000.00
0100.610.5344.0000	Postage	650.00	700.00	0.48	500.00	0.00
0100.610.5345.0000	Advertising	1,000.00	1,000.00	130.38	1,000.00	1,000.00
0100.610.5422.0000	Copy Machine Supplies	6,000.00	4,000.00	1,881.00	4,000.00	0.00
0100.610.5451.0000	Cleaning Supplies	4,350.00	1,000.00	202.23	1,000.00	1,000.00
0100.610.5515.0000	Audio Visual Materials	10,000.00	15,000.00	21,811.81	20,000.00	20,000.00
0100.610.5516.0000	Books And Processing	20,000.00	25,000.00	20,004.57	30,000.00	30,000.00
0100.610.5556.0000	Magazine & Newspapers Subs	10,000.00	9,000.00	4,802.38	10,000.00	10,000.00
0100.610.5557.0000	Library Supplies	9,000.00	6,000.00	6,006.30	9,000.00	9,000.00
	Total Ordinary Expenses	109,500.00	101,200.00	90,600.80	115,775.00	108,275.00
	Total Library	624,000.00	631,700.00	415,495.73	657,147.00	649,650.00

<b>Recreation</b>
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.630.5111.0000	Perm Sal Wages Full Time	92,000.00	97,000.00	61,508.20	134,500.00	130,000.00
0100.630.5112.0000	Perm Sal Wages Part Time	0.00	10,000.00	0.00	0.00	0.00
0100.630.5122.0000	Temp Sal Wages Part Time	0.00	0.00	0.00	18,500.00	0.00
	Total Wages	92,000.00	107,000.00	61,508.20	153,000.00	130,000.00
0100.630.5200.0000	Purchase Of Services	0.00	0.00	0.00	0.00	0.00
0100.630.5341.0000	Recreation Telephone	0.00	0.00	0.00	0.00	0.00
0100.630.5344.0000	Postage	0.00	0.00	0.00	0.00	0.00
	Total Ordinary Expenses	0.00	0.00	0.00	0.00	0.00
	Total Recreation	92,000.00	107,000.00	61,508.20	153,000.00	130,000.00

<b>Historical Commission</b>
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.660.5200.0000	Hist Comm Purch of Service	500.00	500.00	0.00	500.00	500.00
0100.660.5344.0000	Postage-Historical Commission	150.00	150.00	0.00	150.00	0.00
0100.660.5400.0000	Historical Comm Supplies	150.00	150.00	0.00	100.00	100.00
0100.660.5421.0000	Office Supplies-Hist Comm	200.00	200.00	0.00	200.00	200.00
	Total Historic Commission	1,000.00	1,000.00	0.00	950.00	800.00



# DEBT SERVICE

<b>Debt Service</b>
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.710.5901.0000	State Qualified Bond of 2014	0.00	0.00	0.00	0.00	0.00
0100.710.5906.0000	Multi-Purpose Loan of 2005	186,000.00	135,000.00	132,000.00	110,000.00	110,000.00
0100.710.5909.0000	Multi-Purpose Loan of 2009	325,000.00	264,000.00	264,000.00	209,000.00	209,000.00
0100.710.5910.0000	Multi Purpose Loan of 2000	82,000.00	34,000.00	34,000.00	19,000.00	19,000.00
0100.710.5912.0000	Multi-Purpose Loan of 2012	577,000.00	522,000.00	522,000.00	472,000.00	472,000.00
0100.710.5914.0000	Multi-Purpose Loan of 1999	170,000.00	170,000.00	170,000.00	170,000.00	170,000.00
0100.710.5916.0000	Middle School Project MPL 00	709,000.00	730,000.00	730,000.00	714,000.00	715,000.00
	Total Debt Service	2,049,000.00	1,855,000.00	1,852,000.00	1,694,000.00	1,695,000.00
0100.751.5901.0000	State Qualified Bond of 2014	0.00	0.00	0.00	0.00	0.00
0100.751.5902.0000	Multi-Purpose Loan of 2012	72,500.00	72,500.00	62,612.25	52,173.00	52,200.00
0100.751.5906.0000	Interest Multi-Purpose 2005	29,000.00	31,000.00	12,148.75	17,818.00	17,855.00
0100.751.5909.0000	Multi-Purpose Loan of 2009	50,000.00	50,000.00	21,843.75	35,795.00	35,795.00
0100.751.5910.0000	Multi-Purpose Loan of 2000	6,500.00	3,600.00	2,117.50	2,495.00	2,500.00
0100.751.5916.0000	Middle School Project MPL 00	175,000.00	140,400.00	77,481.25	111,483.00	111,500.00
0100.751.5923.0000	Multi-Purpose Loan of 1999	30,000.00	22,500.00	13,033.75	15,145.00	15,150.00
	Total Debt Interest	363,000.00	320,000.00	189,237.25	234,909.00	235,000.00
0100.752.5925.0000	Interest On Notes Payable	75,000.00	35,000.00	0.00	35,000.00	35,000.00
	Total Short Term Interest	75,000.00	35,000.00	0.00	35,000.00	35,000.00

# MISCELLANEOUS

## MISCELLANEOUS

Miscellaneous Expenses include primarily fixed costs for the Town, especially those related to employee benefits.

### Contributory Retirement

The Town of Greenfield belongs to the Greenfield Contributory Retirement System along with the Greenfield Housing Authority and the Franklin County Technical School. By far the largest participant in the system, the Town contributes over 89% of the total appropriation which is for municipal employees and non-professional school employees. For FY16, the appropriation totals \$3,342,528, an increase of \$198,434. Town employees account for 68% of the appropriation (\$2,272,919) and non-professional school employees account for 32% (\$1,069,609).

### Non-Contributory Retirement

Non-contributory retirees are not members of the contributory retirement systems and are not eligible for benefits paid for through the pension fund. Most were career public employees, who are veterans and who worked prior to July 1, 1939, or were municipal employees hired prior to the adoption of the contributory pension system. In Greenfield there are two whose annual benefits total \$30,893.49.

### Workers' Compensation

Workers' compensation is a system of compensation for work-related injuries or death, paid for by employer compensation insurance contributions. The budget for FY16 is not increased.

### Unemployment Compensation

This line item represents an amount of funds to move into the Unemployment Compensation Trust from which in turn we pay unemployment claims. It does not necessarily represent the actual cost for the given year.

### Employee Health Insurance

While we were able to negotiate with Health New England for no increase for the active and retiree participants in those plans, there will be an increase in the Medicare Extension Plan with United American for those retirees who are Medicare eligible. The total premium reflects an increase of \$85,000 or .75%.

### Employee Life Insurance

The town currently pays the full annual premium for a \$10,000 term life policy for approximately 535 benefit eligible active employees. In addition, the Town contributes 60% of the annual premium for retirees.

### Other Post Employment Benefits

In December 2013, the Council voted to establish an OPEB trust and monies have been deposited to the trust since that time. For FY16, our expectation is that more money will be available through Free Cash than the operating budget and thus the Mayor has opted to vote money to the trust that way.

### Medicare Match

All employers are required to withhold Medicare taxes 1.45% from their employees' wages (wages, salaries, commissions, bonuses, etc.) and to match the amounts withheld under the Federal Insurance Contributions Act (FICA). We have not been particularly accurate in our estimates for this line in the past few years as it increases as salaries increase and as new employees are hired and older non-FICA eligible employees leave. The budget for FY16 is increased hopefully to avoid any deficits.

### Liability Insurances

The Town has its insurance through the Massachusetts Interlocal Insurance Association, a non-profit organization incorporated to provide insurance services to the cities, towns and other governmental entities in Massachusetts that are members of the Mass Municipal Association.

Eleven different insurances make up the Liability Insurance Account. They are:

- Public official and employee liability
- Police and Fire Indemnification
- School Committee Liability
- Law Enforcement Liability
- Employee Bonds
- Comprehensive General Liability
- Commercial Property Liability
- Business Automobile Liability
- Inland Marine Liability
- Boiler and Machinery Liability
- Excess Liability

We have been able to help control the costs of these insurances by conducting numerous trainings and following sound practices as promoted by MIAA. The FY16 budget is down approximately 3% over FY15.

**FRCOG  
Assesments**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.820.5621.0000	FRCOG Regional Services Assess	60,191.00	61,700.00	46,271.25	84,894.00	84,900.00
0100.820.5622.0000	FRCOG Statutory Assessment	44,709.00	49,200.00	26,171.75	5,734.00	5,750.00
	<b>Total FRCOG Assesments</b>	<b>104,900.00</b>	<b>110,900.00</b>	<b>72,443.00</b>	<b>90,628.00</b>	<b>90,650.00</b>

**Contributory  
Retirement**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.911.5185.0000	Contributory Retirement	2,998,375.00	3,144,100.00	2,730,693.48	3,342,528.00	3,342,525.00
0100.911.5344.0000	Postage	0.00	0.00	0.00	0.00	0.00
	<b>Total Contr Retirement</b>	<b>2,998,375.00</b>	<b>3,144,100.00</b>	<b>2,730,693.48</b>	<b>3,342,528.00</b>	<b>3,342,525.00</b>

**Workers Comp  
Insurance**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.912.5740.0000	Workers Comp Insurance	230,000.00	225,000.00	223,400.50	225,000.00	225,000.00

**Unemployment**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.913.5964.0000	Unemployment Fund Budget Trans	100,000.00	100,000.00	100,000.00	100,000.00	100,000.00

**Employee Health Insurance**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.914.5171.0000	PPO Health Insurance	250,000.00	250,000.00	145,160.66	250,000.00	250,000.00
0100.914.5177.0000	HMO Health New England	4,791,500.00	5,150,000.00	3,276,620.86	5,250,000.00	5,250,000.00
0100.914.5179.0000	Medicare Health Insurance	260,000.00	265,000.00	270,046.64	280,000.00	280,000.00
0100.914.5181.0000	Retiree Supplemental Hlth Ins	850,000.00	860,000.00	626,682.13	895,000.00	915,000.00
0100.914.5182.0000	Employee Reimbursements	25,000.00	25,000.00	0.00	0.00	0.00
0100.914.5184.0000	FSA	0.00	10,000.00	1,095.00	5,000.00	5,000.00
	<b>Total Employee Health Ins</b>	<b>6,176,500.00</b>	<b>6,560,000.00</b>	<b>4,319,605.29</b>	<b>6,680,000.00</b>	<b>6,700,000.00</b>

**Employee Life Insurance**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.915.5172.0000	Life Insurance Boston Mutual	69,500.00	65,000.00	46,412.91	70,000.00	70,000.00
	<b>Total Life Insurance</b>	<b>69,500.00</b>	<b>65,000.00</b>	<b>46,412.91</b>	<b>70,000.00</b>	<b>70,000.00</b>

**Medicare Insurance**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.916.5181.0000	Medicare Town Match	347,500.00	350,000.00	236,465.21	380,000.00	380,000.00

**Non-Contributory Retirement**

Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.917.5189.0000	Non Contributory Pension School	29,500.00	30,000.00	20,035.68	30,900.00	31,000.00
0100.917.5344.0000	Postage Retirement	300.00	0.00	615.30	0.00	0.00
		<b>29,800.00</b>	<b>30,000.00</b>	<b>20,650.98</b>	<b>30,900.00</b>	<b>31,000.00</b>

<b>Liability Insurance</b>
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Account	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
0100.940.5741.0000	Public Officials & Employees	45,000.00	44,000.00	35,910.00	40,000.00	36,000.00
0100.940.5742.0000	Police & Fire Indemnification	111,000.00	120,000.00	121,664.75	120,000.00	120,000.00
0100.940.5743.0000	Comp General Liability Ins	57,000.00	56,000.00	63,985.60	65,000.00	65,000.00
0100.940.5744.0000	Business Auto Liability Ins	95,500.00	85,000.00	70,042.00	80,000.00	72,000.00
0100.940.5745.0000	School Board Liability Ins	14,600.00	14,600.00	9,103.54	11,000.00	10,000.00
0100.940.5746.0000	Excess Liability Coverage	20,500.00	20,000.00	10,025.00	15,000.00	15,000.00
0100.940.5747.0000	Boiler & Machinery Coverage	0.00	5,000.00	4,698.00	5,000.00	5,000.00
0100.940.5748.0000	Commercial Property Liab Ins	69,000.00	60,000.00	52,046.00	58,000.00	58,000.00
0100.940.5749.0000	Law Enforcement Liability Ins	11,500.00	11,400.00	21,814.00	22,000.00	22,000.00
0100.940.5750.0000	Employee Bonds	2,200.00	2,000.00	1,271.00	2,000.00	2,000.00
0100.940.5751.0000	Inland Marine Liability Ins	0.00	22,000.00	20,422.00	22,000.00	22,000.00
	Total Liability Insurance	426,300.00	440,000.00	410,981.89	440,000.00	427,000.00

# SEWER ENTERPRISE

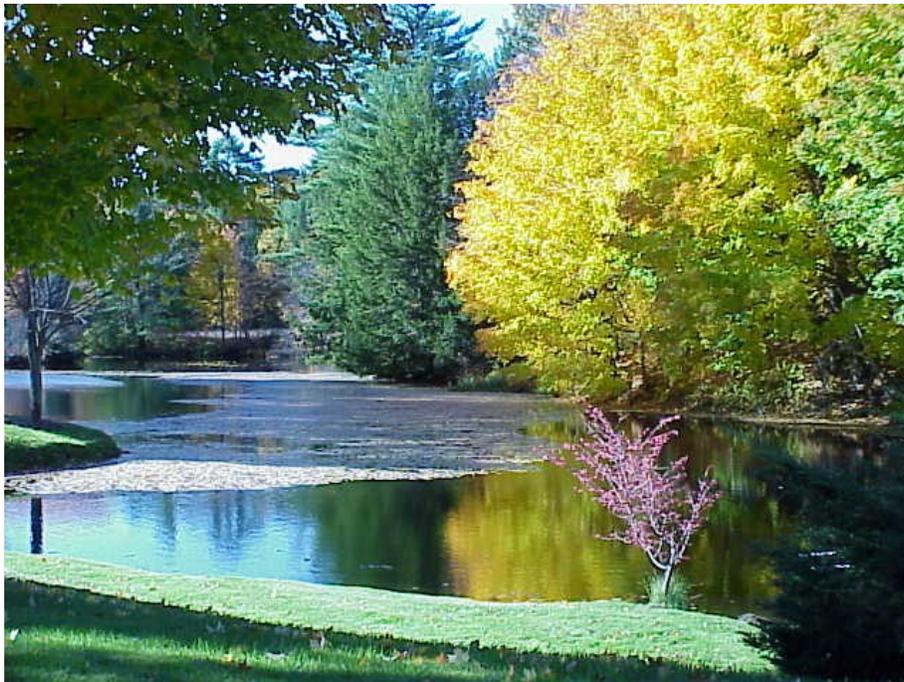


Account Number	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
6000.411.5111.0000	Sewer Ent Salary Wages	237,000.00	240,000.00	94,520.84	242,448.25	242,448.25
6000.429.5111.0000	Sewer Ent Salary Wages	43,500.00	49,283.00	19,670.16	50,000.00	50,000.00
6000.429.5130.0000	Overtime Vehicle Maint	500.00	500.00	35.45	350.00	350.00
6000.440.5111.0000	Perm/full Time Wages	0.00	0.00	0.00	0.00	0.00
6000.440.5130.0000	Overtime-Collection	0.00	0.00	0.00	0.00	0.00
6000.440.5157.0000	Standby Collection	0.00	0.00	0.00	0.00	0.00
6000.440.5111.0000	Perm/full Time Wages	293,700.00	285,655.00	108,367.24	0.00	0.00
6000.440.5120.0000	Temporary Full Time	0.00	0.00	0.00	0.00	0.00
6000.440.5130.0000	Overtime-Collection	24,000.00	24,000.00	7,667.08	24,000.00	24,000.00
6000.440.5157.0000	Standby Collection	19,000.00	19,000.00	7,875.00	19,000.00	19,000.00
6000.440.5166.0000	Unused Sick Leave Buy-Back	0.00	0.00	0.00	0.00	0.00
6000.440.5167.0000	Unused Vacation Buy-Back	0.00	0.00	0.00	0.00	0.00
6000.449.5111.0000	Perm/full Time Wages	125,000.00	125,600.00	40,999.72	122,000.00	122,000.00
6000.449.5120.0000	Temporary Full Time	3,800.00	3,800.00	380.00	3,800.00	3,800.00
6000.449.5130.0000	Overtime-Sewer Treatment	22,000.00	22,000.00	6,846.79	22,000.00	22,000.00
6000.449.5157.0000	Standby-Sewer Treatment	9,700.00	9,700.00	1,920.00	9,000.00	9,000.00
6000.449.5164.0000	Car Allowance	0.00	0.00	0.00	0.00	0.00
	Total Wages	778,200.00	779,538.00	288,282.28	492,598.25	492,598.25
6000.145.5319.0000	Bank Service Charges	8,000.00	7,000.00	7,000.00	7,000.00	7,000.00
6000.429.5242.0000	Swr Veh Maint Cont Serv	6,500.00	6,500.00	1,625.00	6,500.00	6,500.00
6000.429.5482.0000	Sewer Gasoline	19,000.00	19,000.00	2,180.90	19,000.00	19,000.00
6000.429.5483.0000	Diesel Fuel Sewer Enterprise	32,000.00	32,000.00	14,938.86	30,000.00	30,000.00
6000.429.5484.0000	Sewer Veh Maint Lubricants	3,000.00	3,000.00	750.00	3,000.00	3,000.00
6000.429.5485.0000	Sewer Veh Maint Parts	40,000.00	40,000.00	10,000.00	40,000.00	40,000.00
6000.440.5246.0000	Sewer Mains-Contract Services	2,000.00	2,000.00	5,782.07	4,000.00	4,000.00
6000.440.5247.0000	Sewer Service-Contract Service	25,000.00	25,000.00	10,651.94	22,000.00	22,000.00
6000.440.5321.0000	Tuition-Sewer Collection	500.00	1,500.00	0.00	1,500.00	1,500.00
6000.440.5532.0000	Sewer Mains - Materials	35,000.00	35,000.00	14,778.88	35,000.00	35,000.00
6000.440.5533.0000	Materials Sewer Manholes	1,500.00	1,500.00	3,152.65	3,000.00	3,000.00
6000.440.5534.0000	Sewer Ser - Materials	26,000.00	26,000.00	9,850.29	25,000.00	25,000.00
6000.440.5535.0000	Flow Meters	1,000.00	1,000.00	0.00	1,000.00	1,000.00
6000.440.5554.0000	Pers. Ser -Clothing Allow	3,000.00	3,600.00	3,160.00	4,700.00	4,700.00
6000.440.5559.0000	Licenses-Sewer Collection	500.00	750.00	850.00	1,200.00	1,200.00
6000.440.5840.0000	Sump Pump I & I	0.00	20,000.00	3,490.00	20,000.00	20,000.00
6000.440.5841.0000	Drain Line Repair	0.00	0.00	4,178.10	5,000.00	5,000.00
6000.440.5845.0000	Sewer Service Cleanout Program	0.00	0.00	5,087.72	5,000.00	5,000.00
6000.443.5211.0000	Sewer Pump Station-Electricity	5,000.00	6000.443.5211. Sewer Pump St		5,000.00	5,000.00
6000.443.5213.0000	Sewer Pump Stat Propane Gas	800.00	6000.443.5213. Sewer Pump St		500.00	500.00
6000.443.5246.0000	Sewer Pump Sta-Cntr Service	1,500.00	6000.443.5246. Sewer Pump St		1,500.00	1,500.00
6000.443.5532.0000	Sewer Pump Station-Materials	2,500.00	6000.443.5532. Sewer Pump St		784.97	784.97
6000.449.5211.0000	WPCF Electricity	145,000.00	135,000.00	50,763.31	140,000.00	140,000.00
6000.449.5212.0000	WPCF Heating Oil	13,000.00	13,000.00	0.00	13,000.00	13,000.00
6000.449.5213.0000	WPCF LP Gas	100.00	100.00	0.00	100.00	100.00
6000.449.5246.0000	WPCF Contacted Serv	16,000.00	16,000.00	5,069.36	16,000.00	16,000.00
6000.449.5247.0000	WPCF Lab-Cont Serv	6,500.00	6,500.00	1,389.00	6,500.00	6,500.00
6000.449.5248.0000	Sludge Disposal Contract Serv	195,000.00	195,000.00	40,607.96	195,000.00	195,000.00
6000.449.5293.0000	Sewer Plant Trash Disposal	200.00	200.00	0.00	100.00	100.00
6000.449.5321.0000	WPCF Tuition	3,000.00	4,000.00	1,170.00	4,000.00	4,000.00
6000.449.5341.0000	WPCF Communications	11,000.00	11,500.00	964.02	10,000.00	10,000.00
6000.449.5531.0000	WPCF Chemicals	12,000.00	14,000.00	6,017.04	14,000.00	14,000.00
6000.449.5532.0000	WPCF Materials	55,000.00	55,000.00	11,604.07	52,000.00	52,000.00
6000.449.5533.0000	Materials WPCF Lab	7,000.00	7,000.00	2,908.98	7,500.00	7,500.00
6000.449.5534.0000	Sludge Disposal-Materials	0.00	0.00	0.00	0.00	0.00
6000.449.5536.0000	WPCF Tools	0.00	0.00	0.00	0.00	0.00
6000.449.5554.0000	Clothing Allow Uniforms	6,500.00	6,500.00	4,205.92	7,500.00	7,500.00
6000.449.5559.0000	WPCF Licenses	800.00	1,000.00	310.00	1,000.00	1,000.00
	Total Ordinary Expenses	683,900.00	688,650.00	222,486.07	707,384.97	707,384.97

Account Number	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
6000.710.5906.0000	WPCP Upgrade-MWPAT Loan	358,000.00	388,000.00	376,006.02	389,827.00	389,827.00
6000.710.5907.0000	Sewer Principal MPL 2005	15,000.00	16,000.00	16,000.00	14,000.00	14,000.00
6000.710.5908.0000	General	0.00	0.00	0.00	0.00	0.00
6000.710.5908.2012	Sewer Principal MPL 2012	88,000.00	81,000.00	0.00	71,000.00	71,000.00
6000.710.5908.2014	Sewer Principal MPL 2014	0.00	25,000.00	0.00	25,000.00	25,000.00
6000.710.5909.0000	Multi-Purpose Loan of 2009	25,000.00	26,000.00	0.00	26,000.00	26,000.00
6000.710.5910.0000	Sewer II SRF Portion	29,000.00	32,000.00	0.00	0.00	0.00
6000.710.5914.0000	High St Swr Line-MPL 1999	0.00	0.00	0.00	0.00	0.00
6000.710.5925.0000	Sewer Projects - MPL 2014 Out	0.00	47,500.00	0.00	13,425.00	13,425.00
6000.710.5950.0000	FEMA Repairs	0.00	15,000.00	0.00	0.00	0.00
6000.751.5908.0000	General	0.00	13,000.00	0.00	0.00	0.00
6000.751.5908.2012	Sewer Project - MPL 2012	15,000.00	0.00	6,451.50	11,283.00	11,283.00
6000.751.5908.2014	Sewer Project - MPL 2014	0.00	0.00	0.00	0.00	0.00
6000.751.5909.0000	Multi-Purpose Loan of 2009	9,375.00	8,900.00	0.00	8,280.00	8,280.00
6000.751.5916.0000	WPCP Upgrade-MWPAT Loan	48,000.00	32,000.00	0.00	18,531.00	18,531.00
6000.751.5917.0000	Sewer Interest-MPL 2005	3,700.00	3,000.00	1,645.00	2,370.00	2,370.00
6000.751.5920.0000	Sewer II SRF Portion	1,100.00	800.00	452.10	0.00	0.00
6000.751.5923.0000	Multi-Purpose Loan of 1999	0.00	0.00	0.00	0.00	0.00
6000.751.5925.0000	Sewer Projects - MPL 2014-Out	0.00	13,663.13	0.00	0.00	0.00
6000.751.5950.0000	FEMA Repairs	0.00	2,200.00	0.00	0.00	0.00
6000.752.5925.0000	Temporary Interest	7,000.00	5,000.00	0.00	5,000.00	5,000.00
	Total Debt Service	599,175.00	709,063.13	400,554.62	584,716.00	584,716.00
6000.991.5961.0000	Indrct Cost/worker Comp-Trans	6,785.00	17,293.00	4,323.25	17,293.00	17,293.00
6000.991.5962.0000	Indirect Cost/health Ins-Trans	119,130.00	142,525.00	35,631.25	142,525.00	142,525.00
6000.991.5963.0000	Indirect Cost/life Ins-Trans	1,280.00	1,476.00	369.00	1,476.00	1,476.00
6000.991.5964.0000	Indirect Cost/retirement-Trans	62,930.00	65,973.00	16,493.25	65,973.00	65,973.00
6000.991.5965.0000	Indirect Costs/other Dpt-Trans	61,400.00	65,148.00	16,287.00	65,148.00	65,148.00
6000.991.5966.0000	Indirect Cost-Medicare Match	11,255.00	11,303.00	2,825.75	11,303.00	11,303.00
	Total Indirects	262,780.00	303,718.00	75,929.50	303,718.00	303,718.00
	<b>Total Sewer Fund</b>	<b>2,324,055.00</b>	<b>2,480,969.13</b>	<b>987,252.47</b>	<b>2,088,417.22</b>	<b>2,088,417.22</b>



# WATER ENTERPRISE



Account Number	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
6100.411.5111.0000	Admin & Engineering Wages	150,000.00	152,700.00	56,955.45	159,000.00	159,000.00
6100.411.5130.0000	Overtime	325.00	325.00	0.00	325.00	325.00
6100.429.5111.0000	Water Fund Salaries	49,300.00	43,527.00	16,789.76	44,000.00	44,000.00
6100.429.5130.0000	Overtime	650.00	650.00	272.44	650.00	650.00
6100.452.5111.0000	Perm Salary/Wages Full Time	329,700.00	324,937.00	125,050.48	325,000.00	325,000.00
6100.452.5120.0000	Temp Salary/Wages Full Time	7,600.00	7,600.00	3,961.50	9,360.00	9,360.00
6100.452.5130.0000	Overtime	9,000.00	9,000.00	3,572.74	9,000.00	9,000.00
6100.452.5157.0000	On Call Standby	9,700.00	9,700.00	3,740.00	10,000.00	10,000.00
6100.452.5166.0000	Unused Accrued Time Buyback	30,000.00	10,000.00	0.00	0.00	0.00
6100.452.5167.0000	Unused Vacation Buy-Back	0.00	0.00	625.08	0.00	0.00
6100.454.5111.0000	Perm Salary & Wages Full Time	90,700.00	94,440.00	37,614.72	97,000.00	97,000.00
6100.454.5130.0000	Overtime	13,000.00	13,000.00	6,389.90	13,000.00	13,000.00
6100.454.5157.0000	Standby	5,000.00	5,000.00	1,985.00	5,000.00	5,000.00
	Total Wages	694,975.00	670,879.00	256,957.07	672,335.00	672,335.00
6100.429.5242.0000	Water-Vehicle Maint Cont Serv	6,500.00	6,500.00	1,625.00	6,500.00	6,500.00
6100.429.5482.0000	Water-No Lead Gasoline	26,000.00	26,000.00	4,228.33	23,000.00	23,000.00
6100.429.5483.0000	Diesel Fuel Water Enterprise	6,000.00	6,000.00	2,065.91	7,000.00	7,000.00
6100.429.5484.0000	Water-Vehicle Maint Lubricants	3,000.00	3,000.00	750.00	3,000.00	3,000.00
6100.429.5485.0000	Water-Vehicle Maint Parts	40,000.00	40,000.00	10,000.00	40,000.00	40,000.00
6100.452.5211.0000	Water Main Heaters Electricity	1,400.00	1,400.00	208.35	1,400.00	1,400.00
6100.452.5246.0000	Water Main Contracted Services	3,000.00	3,000.00	344.00	2,500.00	2,500.00
6100.452.5247.0000	Water Services Contracted Services	1,500.00	1,500.00	112.19	1,500.00	1,500.00
6100.452.5306.0000	Water/Sewer Billing Data	7,500.00	11,600.00	8,555.26	12,000.00	12,000.00
6100.452.5321.0000	Personnel Services-Tuition	2,800.00	3,500.00	3,320.00	4,000.00	4,000.00
6100.452.5532.0000	Water Mains-Materials & Tools	24,000.00	24,000.00	8,244.87	24,000.00	24,000.00
6100.452.5533.0000	Materials Fire Hydrants	18,000.00	18,000.00	4,942.50	18,000.00	18,000.00
6100.452.5534.0000	Water Services-Materials	35,000.00	35,000.00	6,153.80	32,000.00	32,000.00
6100.452.5535.0000	Water Meters-Materials	10,500.00	10,500.00	5,824.51	10,500.00	10,500.00
6100.452.5554.0000	Personnel Services-Clothin Allowance	5,500.00	5,400.00	3,760.00	6,000.00	6,000.00
6100.452.5559.0000	Personnel Services Licenses	1,600.00	2,000.00	1,059.00	1,800.00	1,800.00
6100.453.5210.0000	Green River Plant Electricity	34,000.00	38,000.00	23,292.91	38,000.00	38,000.00
6100.453.5211.0000	Adams Hill Tank/Pump Electricity	6,300.00	6,300.00	1,194.70	6,200.00	6,200.00
6100.453.5213.0000	Green River Plant Gas	2,000.00	2,000.00	0.00	2,000.00	2,000.00
6100.453.5246.0000	Green River Pump-Contract Service	1,500.00	5,000.00	0.00	5,000.00	5,000.00
6100.453.5247.0000	Adams Hill Tank Pump-Contr Service	1,000.00	1,000.00	3,790.00	2,000.00	2,000.00
6100.453.5346.0000	Adams Hill Tank Pump Communications	1,400.00	1,400.00	138.92	1,000.00	1,000.00
6100.453.5532.0000	Green River Pumpstation-Materials	2,500.00	2,500.00	18.42	2,200.00	2,200.00
6100.453.5533.0000	Materials Adams Hill Tank Pump	1,000.00	1,000.00	943.08	1,600.00	1,600.00
6100.454.5210.0000	Millbrook Wells Electricity	30,000.00	32,000.00	8,951.24	34,000.00	34,000.00
6100.454.5211.0000	Oak Hill Filter Plant Electricity	5,800.00	5,800.00	1,384.46	5,500.00	5,500.00
6100.454.5212.0000	Rocky Mt Tank Electricity	1,800.00	1,800.00	430.24	2,500.00	2,500.00
6100.454.5213.0000	Millbrook Wells Gas	2,300.00	2,000.00	0.00	2,000.00	2,000.00
6100.454.5214.0000	Oak Hill Filter Plant Gas	2,800.00	2,800.00	0.00	2,800.00	2,800.00
6100.454.5215.0000	Rocky Mt Tank-Gas	200.00	200.00	0.00	200.00	200.00
6100.454.5246.0000	Leyden Glen Reservoir-Cont Service	3,500.00	3,500.00	0.00	3,500.00	3,500.00
6100.454.5247.0000	Millbrook Wells-Contract Service	8,000.00	8,000.00	0.00	7,000.00	7,000.00
6100.454.5248.0000	Oak Hill Filterplant-Contract Service	8,000.00	8,000.00	1,680.80	7,000.00	7,000.00
6100.454.5250.0000	Laboratory-Contract Service	5,000.00	13,100.00	1,098.00	13,000.00	13,000.00
6100.454.5304.0000	Leyden Glen Reservoir-Taxes	5,300.00	12,000.00	31.66	12,000.00	12,000.00
6100.454.5341.0000	Millbrook Wells-Communications	4,500.00	5,000.00	464.64	5,000.00	5,000.00
6100.454.5342.0000	Oak Hill Filter Plant-Communications	2,000.00	2,500.00	869.60	2,500.00	2,500.00
6100.454.5531.0000	Millbrook Wells-Chemicals	12,000.00	12,000.00	2,109.18	13,000.00	13,000.00
6100.454.5532.0000	Oak Hill Filter Plant-Chemicals	8,500.00	8,500.00	4,410.00	8,500.00	8,500.00
6100.454.5533.0000	Materials Leyden Glen Reservoir	300.00	300.00	0.00	300.00	300.00
6100.454.5534.0000	Millbrook Wells-Materials	8,500.00	8,500.00	2,583.88	8,500.00	8,500.00
6100.454.5535.0000	Oak Hill Filter Plant-Materials	10,000.00	10,000.00	900.99	12,000.00	12,000.00
6100.454.5536.0000	Rocky Mt Water Tank-Materials	800.00	800.00	397.87	1,200.00	1,200.00
6100.454.5537.0000	Laboratory Materials	7,500.00	7,500.00	2,293.85	7,500.00	7,500.00
	Total Ordinary Expenses	333,330.00	398,900.00	118,178.16	399,200.00	399,200.00

Account Number	Account Description	FY14 Budget	FY15 Budget	FY15 Expenses	FY16 Request	FY16 Approved
6100.710.5904.0000	Water Fund Projects-MPL 2000	154,000.00	156,000.00	156,000.00	152,000.00	152,000.00
6100.710.5908.2012	Water Principal MPL 2012	92,000.00	72,000.00	0.00	62,000.00	62,000.00
6100.710.5908.2014	Water Principal MPL 2014	0.00	18,000.00	0.00	20,000.00	20,000.00
6100.710.5909.0000	Multi-Purpose Loan of 2009	10,000.00	5,000.00	0.00	5,000.00	5,000.00
6100.710.5919.0000	Water Fund Projects-MPL 2005	14,000.00	13,000.00	12,000.00	16,000.00	16,000.00
6100.710.5920.0000	Water Fund Projects - MPL 2013	0.00	20,000.00	0.00	0.00	0.00
6100.710.5950.0000	FEMA Repairs - 25% GR Dam	0.00	27,500.00	0.00	0.00	0.00
6100.751.5904.0000	Water Fund Projects-MPL 2000	40,800.00	35,000.00	18,438.75	27,598.00	27,598.00
6100.751.5908.2012	Water Interest-MPL 2012	10000	8,000.00	3,842.50	6,245.00	6,245.00
6100.751.5908.2014	Water Interest-MPL 2014	0	8,773.80	0.00	8,562.50	8,562.50
6100.751.5909.0000	Multi-Purpose Loan of 2009	1,900.00	1,800.00	0.00	1,625.00	1,625.00
6100.751.5910.0000	Water Fund Projects-MPL 2005	4,250.00	3,750.00	1,931.25	3,063.00	3,063.00
6100.751.5920.0000	Water Fund Projects - MPL 2013	0.00	1,000.00	0.00	0.00	0.00
6100.751.5950.0000	FEMA Repairs - 25% GR Dam	0.00	1,500.00	0.00	0.00	0.00
6100.752.5925.0000	Water Fund Temporary Interest	10,000.00	5,000.00	0.00	5,000.00	5,000.00
	<b>Total Debt Service</b>	<b>336,950.00</b>	<b>376,323.80</b>	<b>192,212.50</b>	<b>307,093.50</b>	<b>307,093.50</b>
6100.991.5961.0000	Indirect Cost Transfer-Workers Comp	5,655.00	19,392.00	984.50	19,392.00	19,392.00
6100.991.5962.0000	Indirect Cost Transfer-Health Insurance	135,880.00	132,265.00	33,505.75	132,265.00	132,265.00
6100.991.5963.0000	Indirect Cost Transfer-Life Insurance	1,480.00	1,378.00	224.00	1,378.00	1,378.00
6100.991.5964.0000	Indirect Cost Transfer-Retirement	55,775.00	57,411.00	14,172.75	57,411.00	57,411.00
6100.991.5965.0000	Indirect Cost Transfer-Other Departments	61,400.00	65,148.00	16,006.75	65,148.00	65,148.00
6100.991.5966.0000	Indirect Cost Transfer-Medicare	10,100.00	9,728.00	2,482.50	9,728.00	9,728.00
	<b>Total Indirects</b>	<b>270,290.00</b>	<b>285,322.00</b>	<b>67,376.25</b>	<b>285,322.00</b>	<b>285,322.00</b>
	<b>Total Water Fund</b>	<b>1,671,015.00</b>	<b>1,731,424.80</b>	<b>634,723.98</b>	<b>1,663,950.50</b>	<b>1,663,950.50</b>



# Employee Wages

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Abbey, Dorothy Mae	S Cafe Worker	6,862.41	0.00	6,862.41
Abrahamson, Daniel E	S Substitute	1,086.87	0.00	1,086.87
Abramson, Valerie B	S Teacher Gr 2	63,509.21	18,095.26	81,604.47
Adams, Charles L	S Custodian	34,226.14	0.00	34,226.14
Adams, Susan M	S Paraprofessional SPED	15,647.12	6,239.36	21,886.48
Adgate, James F	S Driver CDL	13,986.38	0.00	13,986.38
Allan, Pamela G	T Library Assistant	1,451.24	0.00	1,451.24
Allis, Diane E	S Paraprofession Elem	19,448.16	6,239.36	25,687.52
Ames, John R	S Custodian	40,559.36	13,052.52	53,611.88
Ames, Mark A	S Driver 7D	15,552.39	0.00	15,552.39
Anderson, Daniel F	S Speech Therapist	63,771.00	18,095.26	81,866.26
Anderson, Susan B	S Substitute	952.75	0.00	952.75
Andrews, Barbara A	S Crossing Guards	1,374.77	0.00	1,374.77
Antes, Elizabeth	S Paraprofessi PreSch	7,696.79	0.00	7,696.79
Arabia, Jonnie V	S Driver 7D	22,435.52	6,239.36	28,674.88
Arsenault, Brenda M	S Cafe Worker	17,140.56	16,659.28	33,799.84
Arvidson, Ingrid A	S Substitute	148.00	0.00	148.00
Atherton, Megan A	T Seasonal	2,255.82	0.00	2,255.82
Avery, Jennifer	S Substitute	5,949.03	0.00	5,949.03
Avery, Michael L	S Crossing Guards	4,413.53	0.00	4,413.53
Ayrapetyan, Vera	S Payroll Clerk	5,725.33	0.00	5,725.33
Bahna-Outman, Tara S	S Paraprofession Elem	802.90	0.00	802.90
Baiardi, Charlene	T Building Inspector	241.06	0.00	241.06
Bailey, Gerard A	T Library Assistant	635.30	0.00	635.30
Bailey, Kate	S Teacher SCI	39,132.19	18,095.26	57,227.45
Baird, Kerry	S Substitute Nurse	1,823.16	0.00	1,823.16
Baj, Michelle	S Teacher Gr 4	17,038.50	2,611.00	19,649.50
Baker, Allen M	T Firefighter	43,950.48	3,106.16	47,056.64
Baker, Arthur D	T Public Works Director	89,779.79	5,194.96	94,974.75
Baker, Vicki G	T Admin Assistant	30,946.28	0.00	30,946.28
Baldwin, Bonnie L	S Admin Asst FT 12 mos	40,439.40	13,052.52	53,491.92
Ball, Sheldon	S Substitute	3,456.56	0.00	3,456.56
Balzarini, Joanne H	S Substitute	3,024.40	0.00	3,024.40
Barisano, Maureen A	S Teacher K	47,685.93	18,095.26	65,781.19
Barrows, Kathryn K	S Teacher SPED	28,945.26	10,522.86	39,468.12
Barry, Shannon	S Psychologist	826.95	0.00	826.95
Bartak, Zachary E	T Seasonal	3,487.50	0.00	3,487.50
Bassett, Joseph A	T Lead Mechanic	50,886.12	6,239.36	57,125.48
Bayer, Lucas J	S Substitute	2,125.77	0.00	2,125.77
Bazyk, William J	S Dir of SPED Services	94,507.23	7,150.00	101,657.23
Beauregard, David J	S Teacher SPED	33,561.82	6,239.36	39,801.18
Beausoleil, Elizabeth A	S Substitute	8,317.11	0.00	8,317.11
Becklo, Paul J	T Assistant Foreman	57,695.69	18,095.72	75,791.41
Bednarski, Melissa J	S Nurse	36,367.30	17,377.27	53,744.57
Bednarski Mahon, Elizabeth A	S Teacher SPED	67,880.56	18,095.26	85,975.82
Behan, Ryan H	T Equipment Operator	32,356.87	0.00	32,356.87
Bell, Paula M	S Teacher K	6,434.80	0.00	6,434.80
Bell-Upp, Dorinda C	S Substitute	1,008.25	0.00	1,008.25
Bellany, Carolyn R	T Volunteer Coordinator	4,359.01	0.00	4,359.01
Bellucci, Lynne M	T Dispatcher (Per Diem)	3,884.42	0.00	3,884.42
Bennett, Brenda L	S Teacher Gr 3	53,415.16	6,780.10	60,195.26
Bennett, Judith	S Substitute	64.75	0.00	64.75
Benson, Meredith J	S Substitute	1,187.36	0.00	1,187.36
Beres, Julie A	S Paraprofessional K	17,690.53	18,095.26	35,785.79
Bergman, Elizabeth Carroll	S Substitute	194.25	0.00	194.25

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Bernier, Carla A	S Speech Language Patholo	19,737.18	0.00	19,737.18
Berry, Estate of Phyllis K	S Admin Asst CO	35,544.00	6,239.36	41,783.36
Bevacqua, Sandra J	S Admin Asst FT 10 mos	27,495.64	0.00	27,495.64
Bevacqua, Thomas J	S Teacher SS	72,222.42	18,095.26	90,317.68
Bissonnette, Michael D	T Director	9,641.52	0.00	9,641.52
Bitters, Joan E	S Admin Asst Food Serv	35,282.58	18,095.26	53,377.84
Bitters, Katherine E	S Secretary Office of the	1,017.46	0.00	1,017.46
Bitzer, James E	T Fire Call Force	1,520.00	0.00	1,520.00
Blanchard, Jeremy J	S Network Technician	41,250.08	18,095.26	59,345.34
Blanchard, Kathleen M	S Tutor	6,067.50	0.00	6,067.50
Blanchard, Ramona J	S Cafe Cook or Helper	26,247.44	16,829.08	43,076.52
Boosahda, Laurie-Beth	S Teacher MATH	70,166.98	18,095.26	88,262.24
Borton, Tamblyn	S Substitute	2,653.94	0.00	2,653.94
Boschen, Jonathan A	S Substitute	64.75	0.00	64.75
Bourassa, Kylee M	S Paraprofessional Ready Rm	6,249.24	2,611.00	8,860.24
Bourgoin, Mallory L	S Paraprofessi PreSch	1,051.28	0.00	1,051.28
Bowersox, Andrew Lee	S Teacher SCI	69,324.82	0.00	69,324.82
Boyden, Amy L	S Paraprofessi PreSch	12,012.36	0.00	12,012.36
Boyden, Jeanne L	T Admin Assistant	10,645.16	0.00	10,645.16
Boyer, Ellen R	T Library Director	62,566.75	6,239.36	68,806.11
Bozek, Michael H	T Property Tax Work-Off	1,000.00	0.00	1,000.00
Braccia, Elizabeth J	T Town Accountant	69,033.08	6,239.36	75,272.44
Braden, Nicole	S Paraprofession Elem	13,469.20	0.00	13,469.20
Bradley, Maureen L	S Paraprofessional SPED	15,949.88	0.00	15,949.88
Brandl, Joshua S	T Seasonal	3,688.90	0.00	3,688.90
Braziel, Ashley L	S Secretary Office of the	25,035.71	0.00	25,035.71
Breiwick, Bonnie J	S Paraprofessional K	18,917.89	0.00	18,917.89
Bricker, Benjamin R	T Equipment Operator	38,611.26	0.00	38,611.26
Bricker, Mary Ellen	S Teacher ELL	38,311.32	18,095.26	56,406.58
Brook, Richard S Jr	T Police Officer	70,403.18	18,095.72	88,498.90
Brook, Robert M	T Seasonal	1,816.23	0.00	1,816.23
Brooks, Mary	S Substitute	1,026.75	0.00	1,026.75
Broussard, Robert L	S Teacher SPED	47,871.97	18,095.26	65,967.23
Brown, Eileen F	S Teacher K	49,276.78	2,510.00	51,786.78
Brown, Jessica H	S Teacher Gr 1	54,095.81	13,052.52	67,148.33
Brulotte, Susan E	S Driver 7D	0.01	-495.16	-495.15
Brzezinski, Kaylee A	S Substitute	129.50	0.00	129.50
Buchanan, Jane M	T Library Borrower Svcs	47,452.42	6,239.36	53,691.78
Buchanan, Patrick F	T Police Officer	87,645.65	0.00	87,645.65
Budrawich, Lisa A	S Nurse	61,954.24	6,239.36	68,193.60
Burdeau, Debra M	S Paraprofessi PreSch	7,283.21	2,611.00	9,894.21
Burdick, Nathan P	S Teacher Gr 6	59,000.08	4,699.80	63,699.88
Burge, Joseph L Jr	T Lieutenant	99,353.61	12,652.24	112,005.85
Burke, Bonnie E	S Reading Specialist	29,581.93	10,522.86	40,104.79
Butynski, Jane M	S Paraprofession Elem	2,750.63	0.00	2,750.63
Butynski, Jay R	T Police Officer	40,804.31	2,611.00	43,415.31
Byrne, Matthew B	T Seasonal	2,829.45	0.00	2,829.45
Byron, Susan C	S Substitute	928.01	0.00	928.01
Cachat, Michael J Jr	T Firefighter	51,040.69	6,239.36	57,280.05
Cadran, Mark R	T Fire Call Force	556.00	0.00	556.00
Letourneau, Jennifer M	S Paraprofessional HS	14,172.69	0.00	14,172.69
Caloon, June	S Substitute	5,651.62	0.00	5,651.62
Caloon, Melissa A	S Teacher Gr 6	50,215.08	6,239.36	56,454.44
Campbell, Brian D	S Teacher ENG	35,451.47	6,239.36	41,690.83
Campbell, Carolyn	S Substitute	55.50	0.00	55.50

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Campbell, Cecile M	S Teacher MS	57,113.00	6,239.36	63,352.36
Campbell, Sara E	T Engineering Superintend	66,090.96	6,239.36	72,330.32
Campbell-Nelson, Samuel J	T Operations Technician	40,562.75	6,239.36	46,802.11
Caplice, Timothy P	S Coach	2,402.22	0.00	2,402.22
Cappella, Rachel M	T Reserve Police Officer	150.55	0.00	150.55
Cardaropoli, William E	S Custodian	36,989.34	0.00	36,989.34
Carrier, Eva	T Registrar	647.48	0.00	647.48
Carrion, Crystal A	S Afterschool Program	2,321.75	0.00	2,321.75
Carriveau, Michael Charles	S Teacher SS	53,272.01	6,239.36	59,511.37
Carson, Robert B	S Driver CDL	17,873.50	13,052.52	30,926.02
Carter, Krizia L	S Coach	2,689.90	0.00	2,689.90
Cassidy, John T	S Teacher SS	34,378.14	2,583.96	36,962.10
Casterline, Heather M	S Cafe Worker	7,172.11	0.00	7,172.11
Cecala, Lisa S	S State Data Manager	51,370.78	5,978.26	57,349.04
Chabot, Francis W	S Bus Monitor	6,012.18	0.00	6,012.18
Chaffee, Jillian D.	S Substitute	237.04	0.00	237.04
Channing, Cynthia F	S Paraprofessional SPED	11,407.54	7,493.90	18,901.44
Chapman, Cathy-Ann W	S Teacher Gr 6	44,064.71	3,628.36	47,693.07
Charboneau, Amy F	S Building Monitor	8,590.95	0.00	8,590.95
Chase, Steven G	T Dispatcher	14,845.14	7,572.60	22,417.74
Chaudhri, Tahir M	S Paraprofessional SPED	7,664.94	0.00	7,664.94
Chaudhri, Yasmeen M	S Paraprofessional HS	18,276.08	0.00	18,276.08
Chevalier, Steven D	T Plumber	23,906.59	8,739.20	32,645.79
Childs, Deborah H	S Speech Therapist	36,841.19	1,200.00	38,041.19
Chimi, Joseph A	S Teacher MATH	12,652.56	5,462.10	18,114.66
Chornyak, Suzanne L	S Admin Asst FT 12 mos	36,856.92	13,052.52	49,909.44
Church, Colleen M	S Substitute	1,099.20	0.00	1,099.20
Claine, Carol J	S Cafe Worker	19,454.48	6,239.36	25,693.84
Clark, Christina M	S Teacher ART	54,715.49	6,239.36	60,954.85
Clark, John T	T Police Officer	88,741.99	13,052.32	101,794.31
Clarke, Samuel H	T Water Apprentice	11,063.00	5,462.01	16,525.01
Clemons, Hope	S Crossing Guards	1,592.85	0.00	1,592.85
Clifford, Cynthia	T Technical Svc Librarian	49,430.00	9,429.52	58,859.52
Cloutier, Ann-Mary	S Teacher Gr 2	32,005.51	10,522.86	42,528.37
Cloutier, Tara J	S Teacher World Lang	74,795.69	18,095.26	92,890.95
Cocco, Kandra L	S Paraprofessional SPED	17,967.35	6,239.36	24,206.71
Cohen, Abbey	S Substitute	53.77	0.00	53.77
Coletta, Rebecca H	T Executive Assistant	43,391.52	13,052.32	56,443.84
Collins, Alyssa J	S Teacher SPED	53,404.14	18,095.26	71,499.40
Collins, Carole J	T Manager	34,855.90	13,052.32	47,908.22
Collins, Judith L	T Admin Assistant	35,334.00	6,239.36	41,573.36
Collins, Shannon M	S Teacher SPED	54,964.14	390.00	55,354.14
Collis, Linda D	S Paraprofessional SPED	22,065.08	18,095.26	40,160.34
Colon, Carlos Omar	S Substitute	1,174.25	0.00	1,174.25
Conant, Nancy F	S Tutor	3,917.50	0.00	3,917.50
Connelley, Alice	T Grants Administrator	54,639.00	13,052.32	67,691.32
Connolly, Charlyn F	S Substitute	10,487.38	0.00	10,487.38
Conway, Peter W	S Coach	6,127.00	0.00	6,127.00
Cook, Matthew J	T Firefighter	43,594.75	5,744.20	49,338.95
Cooley, Alexander S	T Firefighter	48,497.33	4,150.56	52,647.89
Corrinet, Philip J	S Substitute	323.75	0.00	323.75
Cote, Scott A	T Board of Assessors	2,775.00	0.00	2,775.00
Coulombe, Michael	T Operations Technician	57,773.80	18,095.72	75,869.52
Cowan, Lorie J	T Admin Assistant	42,433.68	13,052.32	55,486.00
Creek, Tracy M	S Teacher HS	43,722.07	11,351.34	55,073.41

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Cronen Townsend, Rachel H	S Teacher Technology	28,824.57	10,790.00	39,614.57
Crowningshield, Kim L	S Paraprofessional SPED	23,204.11	6,239.36	29,443.47
Crowningshield, Patrick A	T Fire Call Force	1,093.25	0.00	1,093.25
Cruz, Nataly	S Crossing Guards	455.09	0.00	455.09
Cruz, Raul	S Crossing Guards	739.53	0.00	739.53
Cummings, Andrea G	S Special Education Couns	26,149.05	0.00	26,149.05
Cummings, Carla V	S Bus Monitor	10,175.99	0.00	10,175.99
Cummings, David S	T Engineering Technician	38,408.86	4,672.76	43,081.62
Cummings, Rachel A	S Teacher Gr 5	17,141.64	2,611.00	19,752.64
Currie, Roy A	S Paraprofessional SPED	8,120.50	0.00	8,120.50
Currier, Timothy J	T Police Officer	4,501.00	0.00	4,501.00
Curtis, Marjorie K	T Asst Borrowers Svcs	40,942.19	0.00	40,942.19
D'Eramo, Julianne E	S Teacher Gr 4	32,214.00	5,483.78	37,697.78
Dalton, Krystle	S Teacher Gr 4	22,720.24	2,061.76	24,782.00
Dame, Kara	S Substitute	2,049.43	0.00	2,049.43
Dautruche, Vanessa	S Substitute	131.30	0.00	131.30
Davis, Deborah A	S Cafe Worker	16,610.93	0.00	16,610.93
Day, Todd	S Substitute	471.75	0.00	471.75
Dean, Allan R	S Coach	3,946.00	0.00	3,946.00
DeBoer, David E Jr	S Music Teacher	48,811.16	27,348.54	76,159.70
Degen, Erin Lee	S Teacher HS	55,805.33	0.00	55,805.33
DeHoyos, Lauren E	T Seasonal	3,519.84	0.00	3,519.84
Dejnak, Luke R	T Firefighter	62,336.05	6,239.36	68,575.41
Dekoschak, Gregory M	T Equipment Operator	38,533.64	17,695.64	56,229.28
Delaney, George G	T Plumber	1,468.80	0.00	1,468.80
Delgado, Jessica L	S Paraprofessional SPED	7,117.21	0.00	7,117.21
DeMeo, Shelly	S Guidance Couns	44,054.22	18,095.26	62,149.48
Demers, Robert M	S Maintenance	40,670.19	18,095.26	58,765.45
Dennett, Jocelyn R	T Seasonal	4,406.89	0.00	4,406.89
Dennett, Lawrence R	T Craftsman	53,234.35	18,095.72	71,330.07
Desorgher, Elizabeth A	S Teacher Gr 4	33,744.86	10,522.86	44,267.72
Devino, William P	T Retirement Board	3,000.00	0.00	3,000.00
DiCienzo, Laura	S Afterschool Program	66.60	0.00	66.60
Dickinson, Janet E	S Asst Sped Admin Gr 4-7	82,300.00	9,429.98	91,729.98
Dickinson, Lenora A	S Cafe Worker	4,493.93	0.00	4,493.93
Diefendorf, Gregg S	T Firefighter	51,477.76	6,239.36	57,717.12
Dipaolo, Denise	S Substitute	74.00	0.00	74.00
Dodd, Karen L	S Paraprofessional SPED	19,544.64	18,095.26	37,639.90
Dodge, Edward L Jr	T Equipment Operator	33,633.58	0.00	33,633.58
Dodge, Ethan C	T Seasonal	1,894.47	0.00	1,894.47
Dodge, Theresa D	S Teacher MS	68,493.44	0.00	68,493.44
Dodge, Todd M	T Sergeant	109,030.91	18,095.72	127,126.63
Doe, Christina S	S School Social Worker	32,289.50	2,583.96	34,873.46
Donais, Joshua A	S Bus Monitor Substitute	4,013.04	0.00	4,013.04
Donovan, Maureen A	S Safe Schools/Smart Sch	50,000.06	0.00	50,000.06
Dore, Emily	S Paraprofessi PreSch	5,769.64	0.00	5,769.64
Dorval, Jennifer	S Paraprofession Elem	2,185.48	0.00	2,185.48
Doton, Terry E	S Cafe Worker	2,508.72	0.00	2,508.72
Dow, Marjorie	S Occ Therapist Assistant	36,785.00	0.00	36,785.00
Dowd, Rachel D	S Paraprofessional HS	13,991.59	0.00	13,991.59
Downer, Diane M	S Paraprofessional SPED	19,227.76	18,095.26	37,323.02
Downer, Gary J	T Dispatcher	36,263.31	6,239.36	42,502.67
Doyle, Amber M	S Long Term Substitute	6,721.32	0.00	6,721.32
Drew, Douglas	S Bus Monitor	5,986.87	0.00	5,986.87
Drew, J Andrea A	S Paraprofessional SPED	25,062.61	17,154.44	42,217.05

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Ducharme, Mary G	S Teacher Gr 1	47,727.22	9,060.98	56,788.20
Duclos, Michael M Jr	T Seasonal	3,483.67	0.00	3,483.67
Duclos, Michael M	T Asst Field Supt	48,725.84	18,095.72	66,821.56
Duclos, Steven P Jr	T Seasonal	3,189.40	0.00	3,189.40
Dudley, Ann E	S Student Act. Fund Treas	2,262.00	0.00	2,262.00
Dull, Michael J	S Summer Program Teacher	874.12	0.00	874.12
Dunn, Kathleen M	T Activities Director	41,349.44	13,052.32	54,401.76
Dunnigan, Elizabeth G	T Dispatcher	21,682.65	3,655.40	25,338.05
DuSell, Lisa E	S Paraprofessional SPED	17,859.64	13,052.52	30,912.16
Eastman, Amy	S Paraprofessi PreSch	15,092.05	0.00	15,092.05
Eaton, Emily E	S Substitute	9,657.92	0.00	9,657.92
Eaton, Shannon J	S Teacher MS	51,880.81	1,615.00	53,495.81
Eisch, Andrew C	T Lieutenant	54,254.44	6,239.36	60,493.80
Elliot, Barbra Ann	S Cafe Worker	16,578.67	15,815.16	32,393.83
Elliott, Stuart F	S Teacher SPED	69,488.22	6,239.36	75,727.58
Ellis, Mallory	S Long Term Substitute	13,182.91	6,057.92	19,240.83
Ellis, Timothy J	S Substitute	13,611.04	0.00	13,611.04
Emerson, Roy A	S Coach	2,977.57	0.00	2,977.57
Emery, Charles H Jr	T Equipment Operator	33,883.48	18,095.72	51,979.20
Emery, Sarah E	T Dispatcher (Per Diem)	1,198.33	0.00	1,198.33
Encarnacao, Jeanne C	S Teacher Gr 2	68,417.98	13,052.52	81,470.50
Erickson, Marilyn J	S Nurse	30,311.29	6,239.36	36,550.65
Evans, Heather J	S Teacher MATH	34,282.99	6,554.52	40,837.51
Evans, Scott E	S Spanish Teacher	59,026.20	0.00	59,026.20
Faille, Lorraine G	S Crossing Guards	635.24	0.00	635.24
Fairbrother, Steven P	S Maintenance	42,371.40	6,239.36	48,610.76
Farber, Susan K	S SC Recording Secty	2,497.50	0.00	2,497.50
Farr-Marcum, Jasmine	S Afterschool Program	1,864.51	0.00	1,864.51
Farrell, Kevin James	S Substitute	7,023.95	0.00	7,023.95
Fasoli, Gina L	S Teacher ENG	81,910.22	18,095.26	100,005.48
Felton, Jeremy M	T Police Officer	43,659.73	10,523.12	54,182.85
Festinger, Donna S	S Paraprofession Elem	9,077.11	2,088.80	11,165.91
Finck, Austin Shaw	S Substitute	967.79	0.00	967.79
Finck, Carlene M	S Paraprofessional SPED	17,628.77	18,095.26	35,724.03
Fisher, Elizabeth H	S Teacher ELL	52,789.42	6,239.36	59,028.78
Fisher, Terry L	S Custodian	48,585.14	13,052.52	61,637.66
Fiske, Laura L	S Behavior Specialist	31,433.14	6,057.92	37,491.06
Fiske, Marianne L	T Retirement Admin	70,140.51	0.00	70,140.51
Fitzgerald, Richard P	S Cafe Worker	6,999.93	5,405.58	12,405.51
Fitzgerald, Siobhan L	S Guidance Couns	69,280.53	18,095.26	87,375.79
Fjeld, Hannah M	T Information Services	19,934.81	7,590.32	27,525.13
Fleury, Stephen S	S Custodian	35,622.71	18,095.26	53,717.97
Forrestall, Julia A	S Nurse	48,893.00	6,239.36	55,132.36
Fortin, Allison N	T Seasonal	2,323.60	0.00	2,323.60
Fortin, Kenneth C	S Building Monitor	26,075.00	0.00	26,075.00
Fox, John H	T Seasonal	328.15	0.00	328.15
Franklin, Ephraim K	T Seasonal	1,281.59	0.00	1,281.59
Frederick, Cheryl A	S Cafe Mgr	41,660.24	6,239.36	47,899.60
Fritz, Leonard C JR	T Equipment Operator	47,660.28	18,095.72	65,756.00
Fuller, Janice M	S Teacher Preschool	36,720.47	6,239.36	42,959.83
Funk, Aimee J	T Seasonal	450.47	0.00	450.47
Furgalack, Sarah L	S Teacher K	13,821.14	2,611.00	16,432.14
Gabry, Brianna	S Paraprofessional HS	4,164.31	0.00	4,164.31
Gadreault, Nicole M	S Admin Asst FT 10 mos	38,313.32	13,052.52	51,365.84
Gaffey, Donna M	S Cafe Worker	8,850.13	0.00	8,850.13

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Gaffigan, Thomas P	S Principal Associate	73,500.12	18,095.26	91,595.38
Gale, Jeanette E	S Driver CDL	20,296.00	6,239.36	26,535.36
Gamage, Keith W	T Prov Lieutenant	65,403.42	6,239.36	71,642.78
Gancz, Matthew P	S Teacher SCI	35,219.57	10,522.86	45,742.43
Garland, Patrick R	S Teacher ENG	53,914.65	0.00	53,914.65
Garlock, Nancy J	S Clinical Social Worker	54,359.60	17,300.00	71,659.60
Garmalo, Christopher N	T Assistant Mechanic	49,003.02	2,611.00	51,614.02
Garmalo, Kathleen H	T Admin Assistant	39,223.00	18,095.72	57,318.72
Garmalo, Nicholas J	T Rehab Specialist	45,594.38	0.00	45,594.38
Garvin, Andrew T	T Fire Captain	82,518.38	18,095.72	100,614.10
Gaudette, Karen A	S Teacher ART	59,716.98	6,239.36	65,956.34
Gavioli, Heather N	S Paraprofessional, ACES	15,073.83	3,916.50	18,990.33
Gaylord, Donna J	S Speech Pathologist	65,035.97	2,061.76	67,097.73
Gedmin, Rebecca Ann	S Paraprofessional MS	10,600.62	3,133.20	13,733.82
Germano, Rick	T Asst Building Inspector	42,930.68	0.00	42,930.68
Gibney, Jennifer M	S Teacher Gr 4	49,978.50	18,095.26	68,073.76
Giguere, Carol Marie	S Substitute	420.00	0.00	420.00
Gilbert, Megan E	T Police Officer	73,064.61	0.00	73,064.61
Gilman, Elizabeth A	S School Business Manager	105,000.00	6,239.36	111,239.36
Giurgiu, Calin D	T Animal Control Officer	39,669.77	18,095.72	57,765.49
Glabach, Claire A	S Teacher Preschool	39,813.28	6,239.36	46,052.64
Glabach, Jeffery A	T Laborer	16,173.42	9,087.12	25,260.54
Godin, Brian D	T Firefighter	46,346.55	6,239.36	52,585.91
Gonzalez, Gene	S Paraprofessional, ACES	6,732.89	2,088.80	8,821.69
Goodwin, Melodie L	S Principal Elem	87,929.96	9,429.98	97,359.94
Gordon, Laura A	T Police Officer	69,921.85	18,095.72	88,017.57
Gordon, William R	T Lieutenant	81,149.04	0.00	81,149.04
Gore, Samantha L	S Paraprofessional HS	13,481.05	6,239.36	19,720.41
Gosetti, Jerry D	S Building Monitor	23,821.81	0.00	23,821.81
Gouch, Cathy	S Paraprofessional MS	15,231.59	0.00	15,231.59
Gove, Michael S	T Fire Call Force	172.50	0.00	172.50
Graham, Pamela A	S Library Literacy Instr	9,367.78	2,061.76	11,429.54
Graves, John C	T Craftsman	50,574.08	18,095.72	68,669.80
Graves, Patricia A	S Payroll Personnel	46,713.61	13,052.52	59,766.13
Graves, Rian D	T Special Police Officer	18,110.50	0.00	18,110.50
Greaves, Janine M	T Office Manager	51,827.36	18,095.72	69,923.08
Greene, Christopher M	T Police Officer	85,019.72	18,095.72	103,115.44
Greene, Corey K	T Water Journeyman	43,093.94	0.00	43,093.94
Greene, Corey M	T Police Officer	7,998.12	3,029.04	11,027.16
Greene, Maria E	S Paraprofessi PreSch	16,160.47	18,095.26	34,255.73
Greene, Matthew M	S Teacher PE	27,205.28	0.00	27,205.28
Grimard, Tamara F	S Paraprofessional SPED	2,245.88	0.00	2,245.88
Grogan, Tamara H	S Teacher Foreign Lang	57,533.21	6,239.36	63,772.57
Gromacki, Jean K	S Substitute Nurse	7,047.00	0.00	7,047.00
Grover, Erika C	S Substitute	3,282.14	0.00	3,282.14
Guidaboni, Sara J	T Dispatcher	49,897.15	6,239.36	56,136.51
Guilbault, Cody P	T Police Officer	50,738.39	0.00	50,738.39
Guilbault, David F	T Police Chief	11,696.71	0.00	11,696.71
Guilbault, Shannon L	T Reserve Police Officer	1,188.00	0.00	1,188.00
Gutierrez, Rebecca M	S Teacher Gr 4	70,920.02	13,052.52	83,972.54
Gutkowski, Shannon C	S Paraprofessi PreSch	4,141.24	0.00	4,141.24
Hagar, Norma J	S Paraprofession Elem	26,764.04	13,052.52	39,816.56
Hager, Kaitland M	S Sped Teacher	36,014.59	0.00	36,014.59
Haigh, Robert H Jr	T Police Chief	117,153.82	15,354.60	132,508.42
Hakkinen, Emily K	S Teacher SPED	11,844.57	2,088.80	13,933.37

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Hale, Suzanne M	S Transitions Coordinator	20,767.86	18,095.26	38,863.12
Halkett, Gillian T	T Admin Clerk	30,767.68	18,095.72	48,863.40
Hall, Winfield S	T Volunteer Coordinator	10,334.44	1,578.40	11,912.84
Hallaran, Mary K	S Paraprofessi PreSch	14,533.43	2,583.96	17,117.39
Hampton, Jeffrey D	S Coach	3,074.70	0.00	3,074.70
Hansen, Jeffrey T	S Safe Schools/Smart Sch	3,986.75	0.00	3,986.75
Harcourt, Marianne L	S Volunteer Coordinator	18,665.64	0.00	18,665.64
Harper-Ewert, Jordana B	S Superintendent	67,500.03	3,133.20	70,633.23
Harris, Kelly M	T Dispatcher	55,931.97	0.00	55,931.97
Hartnett, Louise J	S Substitute	20,151.04	7,493.90	27,644.94
Haskins, Dawn M	S Paraprofessi PreSch	2,797.66	0.00	2,797.66
Haskins, Jason D	T Sergeant	71,450.70	18,095.72	89,546.42
Hastings, Diana	S Teacher Gr 4/5	49,622.40	20,967.22	70,589.62
Hatch, Cheavon	S Paraprofessi PreSch	1,449.47	0.00	1,449.47
Hawkins, Patricia A	S Paraprofessional SPED	16,840.73	12,652.44	29,493.17
Hawkins, Richard M	S Custodian, Float eves.	10,448.31	0.00	10,448.31
Hawkins, Rosemary	S Cafe Worker	16,468.37	18,095.26	34,563.63
Hayes, Amy L	S Substitute	659.85	0.00	659.85
Hayes, Jennifer A	S Teacher Gr 1	35,584.42	18,095.26	53,679.68
Heath, Lynne	S Custodian	8,735.66	1,539.56	10,275.22
Heathwaite, Kerry C	S School Social Worker	74,792.46	18,095.26	92,887.72
Helmus, Dennis L	T HR Director	70,637.76	6,239.36	76,877.12
Henry, Tracy L	S Teacher MATH	54,085.40	0.00	54,085.40
Herald, Forrest G	T Operations Technician	59,443.54	6,239.36	65,682.90
Herlihy, Kimberly A	S Teacher Reading	62,744.58	4,750.00	67,494.58
Herrett, Peter W	T Assistant Foreman	49,327.41	6,239.36	55,566.77
Herron, Jason W	T Mechanic	47,821.97	6,239.36	54,061.33
Hickey, John P	S Teacher PE	72,831.58	6,239.36	79,070.94
Hickey, Parker J	T Seasonal	3,152.40	0.00	3,152.40
Hickey, Steven C	T Dispatcher	53,160.72	13,052.32	66,213.04
Hildreth, Shari L	T Retirement Admin	1,857.05	0.00	1,857.05
Hillman, Sandra L	S Paraprofessional SPED	16,416.33	13,052.52	29,468.85
Hoad, Thomas R	S Substitute	129.50	0.00	129.50
Holley, Mark D	T WPCF Superintendent	63,432.29	13,052.32	76,484.61
Hollins, Susan D	S Superintendent	95,823.33	3,905.30	99,728.63
Hollows, Benjamin E	S Paraprofessional MS	12,201.91	0.00	12,201.91
Holmes, Diane M	T Admin Assistant	34,458.16	18,095.72	52,553.88
Holzberg, Carol S	S Tech Coord	78,468.00	13,052.52	91,520.52
Hopp, Kathryn	S Building Monitor	21,554.05	6,239.36	27,793.41
Horton, Jennie R	S Teacher Preschool	59,044.80	18,095.26	77,140.06
Houghton, Sara E	S Paraprofession Elem	14,446.41	6,239.36	20,685.77
Houle, Ashlee T	S Paraprofessional SPED	16,071.23	3,628.36	19,699.59
Howard, Cheryl R	S Teacher MATH	39,629.65	10,522.86	50,152.51
Howe, Adam R	T Master Mechanic	45,536.92	18,095.72	63,632.64
Huber, Leonard N	S Psychologist	65,775.21	6,239.36	72,014.57
Hudson, Garrett R	S Substitute	2,010.25	0.00	2,010.25
Hudyma, Peter J	T Custodian	36,027.40	6,239.36	42,266.76
Humphrey, Larry	S Crossing Guards	227.55	0.00	227.55
Humphrey, Randi	S Teacher MUSIC	25,970.19	912.00	26,882.19
Hunsicker, Peter E.	T Poll Worker	371.88	0.00	371.88
Hunter, Cynthia A	T Dispatcher (Per Diem)	8,342.77	0.00	8,342.77
Hunter, Sarah C	S Paraprofessional SPED	0.01	-742.74	-742.73
Hurd, Starr E	S Cafe Cook or Helper	17,508.29	18,095.26	35,603.55
Huston, Alexis	S Substitute	2,923.82	0.00	2,923.82
Huston, Eric P	S Substitute	97.12	0.00	97.12

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Hutchison, Andrew R	S Substitute	5,910.75	0.00	5,910.75
Hyde, David M	S Behaviorist	21,899.39	0.00	21,899.39
Hyndman, Suzan L	S Teacher SPED	66,282.00	522.20	66,804.20
Iacuesa, Carlene R	S Teacher Gr 3	75,942.00	13,052.52	88,994.52
Iken, Marie J	T Laboratory Manager	48,460.36	6,239.36	54,699.72
Irish, Donald L Jr	T Vermont Yankee	62.90	0.00	62.90
Irizarry, Katie D	S School Social Worker	16,999.29	0.00	16,999.29
Israeloff, Nora J	S School Adjustment Couns	47,732.57	18,095.26	65,827.83
Ivantchev, Lucia	S Interpreter/Tutor	29,363.40	18,095.26	47,458.66
Ivantchev, Victoria	S Substitute	1,382.31	0.00	1,382.31
Jacobs, Christian A	S Teacher SS	58,819.31	18,095.26	76,914.57
Jacobson, Zachary L	S Paraprofessional SPED	4,421.33	0.00	4,421.33
Jandrue, Robert P Jr	S Teacher Poet Seat	64,449.00	6,239.36	70,688.36
Jane, Stephen Fredrick	S Substitute	74.00	0.00	74.00
Jarvis, Edward F	T Prov Deputy Chief	72,072.40	6,239.36	78,311.76
Jarvis, Jeanne E	S Cafe Worker	14,586.60	0.00	14,586.60
Jason, James L	S Student Act. Fund Treas	5,370.00	0.00	5,370.00
Jenkins, Bonnie L	T Admin Assistant	32,541.23	6,239.36	38,780.59
Jenkins, Kelly M	T Program Supervisor	36,513.23	13,052.32	49,565.55
Jillson, Tracey S	T Seasonal	2,752.69	0.00	2,752.69
Johnson, Benjamin M	S Substitute	3,533.49	0.00	3,533.49
Johnson, Bernard A Jr	T Craftsman	40,146.74	6,239.36	46,386.10
Johnson, Beth M	T Admin Clerk	30,074.22	0.00	30,074.22
Johnson, Bonnie L	S Substitute Nurse	237.26	0.00	237.26
Johnson, Robert S	T Fire Call Force	850.00	0.00	850.00
Johnson, Sandra J	S Paraprofessional SPED	20,967.13	6,239.36	27,206.49
Johnston, Karen M	S PT	33,502.50	17,377.27	50,879.77
Jordan, Patricia L	T Property Tax Work-Off	500.00	0.00	500.00
Juels, Dara	S Paraprofessional SPED	3,408.37	0.00	3,408.37
Julian, Debra	S Substitute	13,742.74	0.00	13,742.74
Kaepfel, Linda M	S Paraprofession Elem	22,590.87	13,052.52	35,643.39
Kaepfel, Margaret E	T Admin Assistant	44,482.02	13,052.32	57,534.34
Kalinowski, Diane L	S Paraprofessional SPED	21,420.14	13,052.52	34,472.66
Kanzler, Diane	S Afterschool Program	2,064.62	0.00	2,064.62
Kaplan, Anne J	S Psychologist	57,775.34	18,095.26	75,870.60
Karras, Paul A	S Paraprofessional SPED	16,082.56	0.00	16,082.56
Kastanopolous, Ellen	T Project Coordinator	23,726.24	3,106.16	26,832.40
Keech, Shirley A	T Library Assistant	9,667.92	0.00	9,667.92
Keenan, Zoe H	T Information Services	26,765.34	0.00	26,765.34
Keir, John R	T Seasonal	3,410.23	0.00	3,410.23
Kelleher, Mark E	T Assistant Foreman	46,374.11	18,095.72	64,469.83
Kelleher, Tracey L	T Seasonal	5,168.67	0.00	5,168.67
Keller, Liesl A	S Accompanist	21,530.67	6,239.36	27,770.03
Kelly, Katie M	S Bus Monitor	12,043.10	0.00	12,043.10
Kelly, Marjorie L	T Finance Director	98,142.26	6,239.36	104,381.62
Kelsey, Maureen	S Paraprofessional SPED	16,832.85	2,611.00	19,443.85
Kelsey, Stephen D	S Cafe Worker	7,258.15	0.00	7,258.15
Kemp, David M	S Substitute	11,770.12	0.00	11,770.12
Kendall, Tami	S Bus Monitor Substitute	435.51	0.00	435.51
Kern, Debra	T Library Assistant	41.62	0.00	41.62
Khalsa, Dharam	S Teacher Reading	65,498.85	18,095.26	83,594.11
Killay, Colin P	T Equipment Operator	49,622.37	18,095.72	67,718.09
Kimball, Julia W	S Teacher Gr 2	64,842.49	18,095.26	82,937.75
Kimball, William R	T Firefighter	24,649.66	220.00	24,869.66
King, Barbara M	S Literacy Instructor	16,469.98	0.00	16,469.98

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Kinsmith, Kirsten V	S Teacher MATH	62,140.00	18,095.26	80,235.26
Kislyuk, Natasha M	S Paraprofessional SPED	17,344.01	4,699.80	22,043.81
Knaeble, Kathryn A	S Paraprofessional HS	2,351.73	1,017.36	3,369.09
Kolosewicz, Jami L	T Health Inspector	41,302.18	16,581.20	57,883.38
Komerzan, Domitry	S Technology Assistant	1,967.93	0.00	1,967.93
Komerzan, Victor A	T Plumber/HVAC Assistant	37,604.55	0.00	37,604.55
Kommel-Bernstein, Jeremy	T Dispatcher	39,871.77	3,628.36	43,500.13
Koonce, Lucien M	S Teacher ART	53,483.40	6,239.36	59,722.76
Korman, Alan J	S Substitute	64.52	0.00	64.52
Kostanski, Britney E	S Coach	2,498.42	0.00	2,498.42
Kostanski, Mary E	T Library Assistant	32,740.76	18,161.44	50,902.20
Kowacki, Christine J	S Substitute	41,074.14	8,682.84	49,756.98
Kratz, Jason A	T Police Officer	64,098.30	6,239.36	70,337.66
Kretzenger, Joanne	S Paraprofessional SPED	21,688.27	18,095.26	39,783.53
Krikorian, Lori	T Licensing Coordinator	17,745.00	6,239.36	23,984.36
Kuchieski, Angela E	S Paraprofessional SPED	12,756.00	0.00	12,756.00
Kuchieski, Michael J	S Teacher PE	73,847.00	18,095.26	91,942.26
Kuhn, Kendra M	S Nurse	31,139.44	13,052.52	44,191.96
Kumin, Robert P	S Out of District Coord	27,586.79	0.00	27,586.79
Kurtigian, Cindy	S Paraprofession Elem	5,141.50	2,088.80	7,230.30
LaBonte, Audrey M	T Executive Assistant	45,623.88	13,052.32	58,676.20
LaBreck, Kathleen M	S Teacher Gr 3	61,590.00	3,420.00	65,010.00
LaChance, Tammy	S Paraprofessional HS	16,474.01	0.00	16,474.01
Lagreze, Paul C	S Driver Substitute	410.70	0.00	410.70
Lal, Arianna S	S Teacher ENG	43,985.39	6,239.36	50,224.75
Lambert, Jillian Marie	S Teacher Gr 1	41,806.42	6,239.36	48,045.78
Lambert, Paula J	S Paraprofession Elem	8,906.01	0.00	8,906.01
Landry, Kiley S	S Substitute	588.15	0.00	588.15
Lanides, George J	S Principal Associate	76,740.81	18,095.26	94,836.07
Lapierre, Noah J	S Substitute	1,407.27	0.00	1,407.27
Lapierre, Zachary D	S Substitute	328.37	0.00	328.37
LaPointe, Garth Y	S Teacher MATH	17,407.65	10,522.86	27,930.51
Lapsertitis, James P	S Substitute	3,122.34	0.00	3,122.34
LaRoche, Nicole C	S Paraprofessional SPED	21,225.91	4,699.80	25,925.71
Lavin, Mark R	T Dispatcher	58,103.59	6,239.36	64,342.95
Lavoine, Paula J	S Teacher K	39,875.50	300.00	40,175.50
Leete, Robert W	T Plumber	2,645.36	2,401.42	5,046.78
Leger, Christiane S	S Technology Technician	18,782.79	0.00	18,782.79
Leger, Philip D	T Health Inspector	846.36	0.00	846.36
Leitl, Denise A	S Teacher Gr 2	25,454.61	45.00	25,499.61
Lemay, Ian T	T Seasonal	3,479.86	0.00	3,479.86
Lenois, Hannah V	S Paraprofessional SPED	15,641.04	18,095.26	33,736.30
Lenois, Robert A	T Craftsman	43,550.84	17,251.48	60,802.32
Leonard, Ian	S Substitute	32.37	0.00	32.37
Leonard, Mark A	S Teacher TECH ED IA	55,769.84	18,095.26	73,865.10
Lester, Pamela J	S Accounting Assistant	42,005.58	13,052.52	55,058.10
Letendre, Julie L	S Teacher Preschool	52,478.84	13,052.52	65,531.36
Letourneau, Diana M	T HR Generalist	45,024.16	18,095.72	63,119.88
Lewis, David E	T Registrar	446.99	0.00	446.99
Lewison, Thomas M	S Teacher Physics	17,120.16	0.00	17,120.16
Licata, Nicholas C	T Dispatcher	58,818.46	18,095.72	76,914.18
Link, Mary C	S Special Projects Dir	28,204.65	0.00	28,204.65
Little, Todd R	T Operations Technician	55,903.56	6,239.36	62,142.92
Lively, Brenda J	S Admin Asst FT 12 mos	38,380.92	18,095.26	56,476.18
Lively, Stephen G	T Seasonal	1,128.50	0.00	1,128.50

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Lively, Taylor J	S Long Term Substitute	2,910.71	0.00	2,910.71
Logan, Richard F	T Police Officer	10,669.08	18,095.72	28,764.80
Lombardi-Smith, Beth A	S Teacher Gr 6	19,979.79	5,462.10	25,441.89
Losier, Tiffany L	S RN	4,309.10	0.00	4,309.10
Loven, Charles A	T Veterans Agent	527.04	0.00	527.04
Lovett, Corey J	S Coach	2,921.15	0.00	2,921.15
Lovett, Rian Lively	S Teacher HS	39,244.65	2,583.96	41,828.61
Lueders, Loucinda A	S Driver 7D	19,581.00	6,239.36	25,820.36
Luippold, Donna L	S Crossing Guards	6,046.03	0.00	6,046.03
Lunt, Celeste A	S Behavior Specialist	44,776.56	18,095.26	62,871.82
Lunt, John	S Substitute	64.75	0.00	64.75
Lyons, Kathryn E	T Childrens Librarian	53,559.96	13,052.32	66,612.28
Macary, E Hope	T COA Director	57,851.76	18,095.72	75,947.48
Maccaffrey, Joseph	S Substitute	548.13	0.00	548.13
MacDonald, Kimberly A	T Admin Clerk	10,506.00	2,611.00	13,117.00
MacGregor, Florence Elizabeth	S Substitute	55.50	0.00	55.50
Mach-Otting, Carolyn	S Secretary	7,784.53	0.00	7,784.53
Mackin, Barbara A	S Tutor	1,943.75	0.00	1,943.75
Macleay, Dennis W	T Assistant Foreman	47,006.48	13,052.32	60,058.80
Maddern, Anne R	S Teacher SPED	73,057.40	6,239.36	79,296.76
Mallet, Michael J	T Mechanic	41,537.22	16,429.36	57,966.58
Malone, Phillip A Jr	T Special Police Officer	3,685.20	0.00	3,685.20
Marcanio, Gerald M	T Admin Assistant	40,392.30	13,052.32	53,444.62
Marchefka, Anna M	S Teacher Gr 4	48,603.50	6,239.36	54,842.86
Marcum, Catherine R	S Paraprofessi PreSch	15,434.50	6,239.36	21,673.86
Marie, Danielle F	T Manager	49,079.12	6,239.36	55,318.48
Marion Lapierre, Kathryn A	S Social Worker/Adj Couns	71,747.02	18,095.26	89,842.28
Markofski, Elizabeth L	S Music Teacher	29,598.98	2,583.96	32,182.94
Marks, Janet	S Driver Substitute	82.08	0.00	82.08
Marks-Sund, Patricia	S Spanish Teacher	32,642.92	6,239.36	38,882.28
Marold, Cathy L	S Paraprofession Elem	20,365.47	15,144.80	35,510.27
Marold, James M	S Substitute	4,498.74	0.00	4,498.74
Marscher, Nicholas S	S Substitute	805.92	0.00	805.92
Marshall, Samantha Jean	S Teacher SCI	5,058.93	0.00	5,058.93
Martin, Alberta M	S Teacher Title 1	8,578.35	0.00	8,578.35
Martin, Colleen S	S Nurse	2,192.71	0.00	2,192.71
Martin, Heather R	S Paraprofessional SPED	12,314.74	0.00	12,314.74
Martin, John R	T Firefighter	49,851.96	12,016.40	61,868.36
Martin, Leah E	S Paraprofessional SPED	22,326.33	5,483.10	27,809.43
Martin, Lukas J	S Teacher ENG	48,229.57	11,941.56	60,171.13
Martin, William F	T Mayor	69,023.24	0.00	69,023.24
Martineau, Alana J	S Teacher SPED	52,928.72	12,115.84	65,044.56
Mass, Angela J	S Teacher MATH	66,503.75	18,095.26	84,599.01
Massa, Addison L	T Dispatcher	46,271.42	13,052.32	59,323.74
Matherson, Sarah E	T Seasonal	1,777.72	0.00	1,777.72
Matysiewicz, Marilyn A	T Retirement Board	3,000.00	0.00	3,000.00
McCarthy, Cassandra M	S Afterschool Program	2,683.10	0.00	2,683.10
McCarthy, Linda J	T Parks Journeyman	42,530.45	6,239.36	48,769.81
McCarthy, Matthew D	T Fire Call Force	631.00	0.00	631.00
McCarthy, Scott D	T Sergeant	104,104.12	18,095.72	122,199.84
McCloud, Aaron A	T Police Officer	52,185.29	18,095.72	70,281.01
McColgan, Barry T	T Library Assistant	6,776.00	0.00	6,776.00
McColgan, Kara M	S Building Monitor	21,447.12	1,566.60	23,013.72
McComb, Breanne M	S Paraprofessional SPED	10,633.29	0.00	10,633.29
McConchie, Korina B	S Substitute	172.06	0.00	172.06

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
McCoy, Clara	S Teacher MATH	29,696.47	7,590.42	37,286.89
McDonough, Kathleen A	S Teacher PE	48,075.96	6,239.36	54,315.32
McDowell, Anita M	S Consulting SPED Teacher	17,760.00	0.00	17,760.00
McGuinness, Lisa M	S Data Specialist	43,101.04	6,239.36	49,340.40
McHugh, Ann M	S Paraprofessional SPED	19,823.26	18,095.26	37,918.52
McIntyre, Rebecca J	S Substitute	172.29	0.00	172.29
McIver, Alison T	S Teacher Gr 2	45,568.51	3,655.40	49,223.91
McIver, Peter F	T Prov Lieutenant	64,599.38	18,095.72	82,695.10
McLane, Sheila J	S Paraprofessi PreSch	16,033.24	10,178.32	26,211.56
McNamara, Kaitlyn R	S Afterschool Program	2,825.85	0.00	2,825.85
McQuillan, Brendan M	T Equipment Operator	43,539.99	6,239.36	49,779.35
Melnik, Michelle M	S Payroll Clerk	6,247.78	0.00	6,247.78
Merritt, Heidi L	S Paraprofessi PreSch	17,616.86	0.00	17,616.86
Metzger, Jennifer Guedes	S School Social Worker	48,021.66	18,095.26	66,116.92
Mickiewicz, Jaclyn	S School Social Worker	43,756.94	18,095.26	61,852.20
Miller, Cori L	S Substitute	294.03	0.00	294.03
Miller, Kathleen M	T Tech Svc Librarian Asst	40,581.88	19,727.04	60,308.92
Miller, Lilieth D	S Paraprofession Elem	18,024.72	0.00	18,024.72
Miller, Melissa S	S Paraprofessi PreSch	5,674.58	5,979.42	11,654.00
Miller, Rebecca J	S Reading Specialist	28,462.50	0.00	28,462.50
Miner, Jacob R	T Summer Help	1,285.18	0.00	1,285.18
Miner, Rick R	S Teacher SPED	42,771.44	12,037.34	54,808.78
Minks, Leah J	S Paraprofession Elem	22,574.69	0.00	22,574.69
Misiun, Sandra L	T Parking Enforcement	35,856.76	13,052.32	48,909.08
Mitchell, Adam G	T Firefighter	50,432.35	6,239.36	56,671.71
Mitchell, Cathleen M	T Vermont Yankee	68.00	0.00	68.00
Mogelinski, Steven C	T Equipment Operator	41,831.70	6,239.36	48,071.06
Moore, Christy	T Recreation Director	60,493.68	6,239.36	66,733.04
Moore, Lisa A	S Teacher PE	66,116.00	0.00	66,116.00
Moreinis, Martin	S Teacher MS	5,505.12	0.00	5,505.12
Morgan, Joanne	S Teacher K	49,653.35	6,239.36	55,892.71
Morgan, Marcelle W	S Substitute	60.22	0.00	60.22
Morin, Alexander P	T Seasonal	3,029.51	0.00	3,029.51
Morin, James S	T Engineering Technician	47,088.54	16,581.20	63,669.74
Morrison, Brian C	S Paraprofessional HS	19,422.21	5,717.16	25,139.37
Morrissey, Angela H	S Paraprofessional SPED	13,230.80	0.00	13,230.80
Mosher, Tammy S	T Registrar	647.48	0.00	647.48
Mount, Elaine L	S Asst Dir of Student Ser	79,390.06	6,526.16	85,916.22
Mulcahy, John R	S Substitute	97.12	0.00	97.12
Munir, Muhammad I	T Seasonal	1,604.49	0.00	1,604.49
Murphy, Audrey D	T Chief Assessor	67,825.72	13,052.32	80,878.04
Murphy, Stephen J	T Library Assistant	11,321.14	0.00	11,321.14
Murphy-Davis, Karen D	S Teacher Gr 5	71,220.02	12,511.78	83,731.80
Muszynski, Terri L	S Bus Monitor	1,235.84	0.00	1,235.84
Myles, Ann M	S Paraprofessi PreSch	1,793.46	0.00	1,793.46
Nagy, Gabrielle E	S Teacher Gr 4/5	15,666.99	0.00	15,666.99
Naughton, Anne I	S Teacher Gr 2	49,736.22	6,239.36	55,975.58
Nee, Elizabeth	S Admin Asst PT	2,142.00	0.00	2,142.00
Nelson, Marybeth	S Bus Monitor	12,364.64	0.00	12,364.64
Newell, Heather E	T Dispatcher	46,468.19	0.00	46,468.19
Newell, Katherine E	T Seasonal	172.05	0.00	172.05
Newell, Paul S	T Asst Field Supt	62,232.60	18,095.72	80,328.32
Newell, Virginia R	S Tutor	7,775.00	0.00	7,775.00
Newman, Serena Lynn	S Substitute	1,623.96	0.00	1,623.96
Newton, John W	T Captain	24,842.00	0.00	24,842.00

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Nichols, Shannon M	S Paraprofessional SPED	23,503.04	16,407.02	39,910.06
Nicoll, Jennifer V	S Teacher HS	5,164.81	400.00	5,564.81
Niedbala, Joseph J	S Substitute	64.75	0.00	64.75
Niejadlik, Timothy D	T Veterans Agent	52,626.78	12,037.64	64,664.42
Norden, Saura	S Teacher Gr 4	15,438.70	0.00	15,438.70
Nosel, Christine R	S Grants	23,462.66	5,462.10	28,924.76
Novak, Bernard A	S Dir of Food Services	60,420.54	9,429.98	69,850.52
Nugent, Erin L	T Senior Account Clerk	31,161.07	18,095.72	49,256.79
O'Brien, Kara S	S Teacher SCI	34,542.62	18,095.26	52,637.88
Odle, Marsha J	T Dispatcher (Per Diem)	2,340.57	0.00	2,340.57
Olan, Jeancarlos A	S Substitute	3,495.35	0.00	3,495.35
Ortiz, Frances I	S Teacher ELL	61,241.25	13,052.52	74,293.77
Osborne, David D	T Equipment Operator	52,516.36	18,095.72	70,612.08
Osborne, Samantha K	S Substitute	15,720.37	2,336.38	18,056.75
Ouellette, Barbara A	S Teacher Reading	59,553.61	0.00	59,553.61
Ouimette, Kendra N	T Temporary Clerk	8,686.35	0.00	8,686.35
Ouimette, Linda M	S Driver 7D	22,978.35	0.00	22,978.35
Owen, Pamela E	S Nurse	40,109.06	0.00	40,109.06
Paddock, Margaret E	T Parking Enforcement	7,591.94	0.00	7,591.94
Padilla, Madeline	S Receptionist	12,327.25	0.00	12,327.25
Page, Allison E	S Substitute	18,034.11	0.00	18,034.11
Page, Lynne	T Library Assistant	3,832.51	0.00	3,832.51
Palmeri, Denise A	S Admin Asst FT 12 mos	36,846.61	6,239.36	43,085.97
Paris, Regis M	S Teacher Foreign Lang	8,191.66	2,611.00	10,802.66
Parker, Carol L	S Bus Monitor	1,368.08	0.00	1,368.08
Parker, Megan L	S Building Monitor	23,770.40	6,239.36	30,009.76
Parkinson, Andrew D	T Craftsman	1,295.20	757.26	2,052.46
Parody, Matthew D	T Firefighter	43,836.12	18,095.72	61,931.84
Parsons, Paula C	S Substitute	323.75	0.00	323.75
Pasterczyk, Samantha K	S Bus Monitor Substitute	6,550.87	0.00	6,550.87
Patenaude, Karin E	S Principal Associate 4/5	73,699.98	1,950.00	75,649.98
Paton, Andrew G	T Custodian	33,033.47	13,052.32	46,085.79
Paul, Ana M	S Teacher Gr 4/5	15,981.42	0.00	15,981.42
Paulin, Marcus K	T Police Officer	76,037.19	18,095.72	94,132.91
Pavlou, Katarina	S Paraprofession Elem	13,369.93	0.00	13,369.93
Payant, David A	T Police Officer	90,975.66	16,581.20	107,556.86
Pease, Judith M	S Paraprofession Elem	22,168.28	13,052.52	35,220.80
Peck, David L	T Seasonal	35.15	0.00	35.15
Pecoy, Melanie J	S Teacher Gr 2	16,378.00	1,400.00	17,778.00
Pederzini, Luigi D	T Craftsman	55,460.76	6,239.36	61,700.12
Pedigree, Sandra J	S Substitute Nurse	836.65	0.00	836.65
Peers, James Henry III	S Paraprofessional HS	3,679.60	0.00	3,679.60
Pelletier, Wendy L	S Paraprofessional SPED	19,052.06	18,095.26	37,147.32
Penna, Amy	S Substitute	192.52	0.00	192.52
Perkins, Anne	T Solar Coach	3,978.66	0.00	3,978.66
Perkins, Carol Elizabeth	S Tutor	4,925.00	0.00	4,925.00
Perna, Tarah B	S Teacher Preschool	18,920.40	18,094.25	37,014.65
Perry, Karen Lynn	S Substitute	2,415.66	0.00	2,415.66
Perry-Young, Susan M	S Cafe Worker	5,493.66	0.00	5,493.66
Peters, Joanne M	S Substitute	5,718.75	0.00	5,718.75
Petersen, Richard C	T Foreman	47,962.95	15,563.00	63,525.95
Peterson, Mary J	S Paraprofessional SPED	17,772.21	13,052.52	30,824.73
Petrin, Denise M	S Tutor	2,075.00	0.00	2,075.00
Petrin, Faythe H	S Substitute	183.16	0.00	183.16
Petrin, Jacqueline A	S Paraprofession Elem	22,471.81	6,239.36	28,711.17

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Petrin, Timothy W	T Fire Call Force	285.00	0.00	285.00
Pettengill, Samuel G	S Substitute	64.75	0.00	64.75
Phelps, Ethan S	T Fire Call Force	781.50	0.00	781.50
Phelps, Jesse E	T Provisional Captain	72,766.63	18,095.72	90,862.35
Phelps, Kyle W	T Fire Captain	78,991.39	18,095.72	97,087.11
Phillips, Christopher M	S Custodian	11,935.30	1,539.56	13,474.86
Phillips, Christopher S	T Custodian	36,848.08	18,095.72	54,943.80
Phillips, Dennis E	S Custodian	47,546.25	18,095.26	65,641.51
Phillips, Jason D	T Craftsman	44,565.24	18,095.72	62,660.96
Phillips, Matthew T	S Afterschool Program	658.48	0.00	658.48
Piekarski, Walter A Jr	T Craftsman	157.40	0.00	157.40
Pierce, Heather M	T Intern	1,243.20	0.00	1,243.20
Pinger, Jacki L	S Teacher Gr 4/5	55,236.94	13,052.52	68,289.46
Pitrat, Melissa L	S Teacher Gr 3	60,260.00	18,095.26	78,355.26
Plunke, Keith R	S Paraprofessional SPED	13,528.07	5,222.00	18,750.07
Podlenski, David M	T Parks Journeyman	45,539.36	6,239.36	51,778.72
Poirier, Benjamin J	T Seasonal	2,234.80	0.00	2,234.80
Pollock, Jessica M	S Librarian	51,850.64	18,095.26	69,945.90
Pollock, Maureen C	T Conservation Agent	41,583.36	6,239.36	47,822.72
Poremba, Lorraine C	S Cafe Worker	15,792.26	0.00	15,792.26
Porter, Molly R	S Music Teacher	14,291.34	432.00	14,723.34
Potter, Elizabeth J	S Teacher Gr 1	54,316.20	2,900.00	57,216.20
Pratt, Douglas F	S Driver 7D	13,606.51	0.00	13,606.51
Prolman, Lisa S	T Asst Library Director	51,949.88	18,095.72	70,045.60
Prondecki, Deborah C	S Substitute	1,050.00	0.00	1,050.00
Provencal, Lori Ann	S Admin Asst FT 10 mos	22,999.79	525.00	23,524.79
Provost, Elizabeth A	S Nurse	956.45	0.00	956.45
Pulizari, Thomas Jr	S Substitute	55.50	0.00	55.50
Purinton, Justin P	T Police Officer	44,115.90	0.00	44,115.90
Putnam, Caissie D	S Teacher Preschool	39,050.50	18,095.26	57,145.76
Putnam, Nancy C	S Principal Elem	87,045.41	13,052.52	100,097.93
Pyers, Robert W	T Econ Dev Administrator	57,251.32	6,239.36	63,490.68
Quinlan, Thomas F Jr	T Building Inspector	10,230.89	0.00	10,230.89
Ragoza, Nire O	T Fire Call Force	1,066.00	0.00	1,066.00
Ramage, Lisa S	S Teacher Technology	13,399.21	0.00	13,399.21
Ramos, Felix A	T Police Officer	48,407.87	17,695.64	66,103.51
Rancourt, Marguerite E	S Teacher Gr 3	60,532.21	18,095.26	78,627.47
Randall, Wendy J	T Library Assistant	2,688.13	0.00	2,688.13
Raskevitz, Paul D JR	T Asst Field Supt	55,346.63	0.00	55,346.63
Recore, Tabitha Jean	S Bus Monitor	8,805.00	0.00	8,805.00
Redington, Matthew T	S Substitute	194.25	0.00	194.25
Reed, Caitlin S	T Library Assistant	9,436.83	0.00	9,436.83
Rehorka, Michelle L	S Admin Asst FT 12 mos	40,344.00	18,095.26	58,439.26
Reid, Linda M	S Accounting Assistant	17,818.58	6,441.48	24,260.06
Reid, Mary Lou	S Tutor	4,283.90	0.00	4,283.90
Reinhold, Lucinda M	S Teacher SPED	61,666.00	18,095.26	79,761.26
Renaud, Angela R	S Paraprofessional HS	16,278.46	5,744.20	22,022.66
Renfrew, Carlos T	S Driver CDL	10,078.46	0.00	10,078.46
Reniewicz, Edward P IV	T Electrician	55,667.92	18,095.72	73,763.64
Rhayne, Thankful Kimberly	S Building Monitor	15,510.60	0.00	15,510.60
Rice, Betty L	T Retirement Board	3,000.00	0.00	3,000.00
Rice, David W	T Sergeant	100,776.81	18,095.72	118,872.53
Rice, Lauren	S Receptionist	7,738.78	0.00	7,738.78
Rice, Scott A	S Psychologist	54,336.00	18,095.26	72,431.26
Richards, Silvina	S Substitute	5,332.57	0.00	5,332.57

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Richardson, Kirsten A	S Paraprofessional SPED	16,031.23	7,493.90	23,525.13
Richardson, Kurt J	S Coach	3,736.06	0.00	3,736.06
Richardson, Monique	S Cafe Worker	4,548.34	0.00	4,548.34
Ricketts, Vanessa M	S Paraprofessional SPED	6,651.13	2,611.00	9,262.13
Rivers, Donna M	S Literacy Instructor	22,327.37	0.00	22,327.37
Robbins, Jessica L	S Teacher MATH	46,666.18	6,239.36	52,905.54
Roberts, Debra L	S Teacher Gr 6	68,840.24	6,239.36	75,079.60
Robinson, Benjamin	S Substitute	494.03	0.00	494.03
Robinson, Casey Lee	S Paraprofessional SPED	3,698.64	1,044.40	4,743.04
Robinson, Donald S Jr	T Police Outside (Ret)	14,197.00	0.00	14,197.00
Robinson, Glenn P	T Equipment Operator	41,918.27	15,585.04	57,503.31
Robinson, Isabel	S Substitute	689.22	0.00	689.22
Robinson, Miriam L	S Teacher ELL	49,320.93	18,095.26	67,416.19
Roche, Cynthia M	S Cafe Worker	19,471.62	6,239.36	25,710.98
Rockwood, Wayne B	T Assistant Foreman	55,666.66	13,052.32	68,718.98
Rode, James B	T Temp Sergeant	107,096.21	18,095.72	125,191.93
Rodriguez, Marisa P	S Paraprofessional SPED	8,946.99	0.00	8,946.99
Rogers, Timothy H	S Accompanist	6,048.03	0.00	6,048.03
Rose, Kelley J	S Bus Monitor	155.04	0.00	155.04
Rosewarne, Theodore J	S Cafe Worker	12,142.85	0.00	12,142.85
Roth, Jamila S	S Substitute	103.24	0.00	103.24
Rowell, Christopher J	T Police Officer	87,260.57	18,095.72	105,356.29
Rowell, Emily R	T Police Officer	47,181.97	6,239.36	53,421.33
Rowell, Kevin J	T Police Officer	91,741.50	6,239.36	97,980.86
Rucker, Gary H	S Library Literacy Instr	45,347.67	9,775.26	55,122.93
Ruggeri, Angela T	S Teacher SCI	44,960.32	6,239.36	51,199.68
Ruggeri, Joseph	T Board of Assessors	2,220.00	0.00	2,220.00
Russell, Christine E	S Teacher PE	55,903.00	18,095.26	73,998.26
Russell, Lindi M	S Spanish Teacher	24,330.01	7,572.40	31,902.41
Russo, Richard P	S Academic Support Coord	15,999.42	0.00	15,999.42
Sadlowski, Kristin L	S Accounting Assistant	38,000.04	6,239.36	44,239.40
Sadowski, Jeffrey A	S Teacher HS	47,706.72	18,095.26	65,801.98
Sakowicz, Steven H	T Equipment Operator	46,172.50	13,052.32	59,224.82
Sanders, Whitney DL	S Paraprofessi PreSch	13,230.11	0.00	13,230.11
Santana, Kiela B	S Cafe Worker	9,200.31	0.00	9,200.31
Saulnier, Margaret E	T Property Tax Work-Off	869.76	0.00	869.76
Sayer, Barry S	S Crossing Guards	3,817.74	0.00	3,817.74
Sayer, David	S Custodian	38,604.44	4,672.76	43,277.20
Scagel, Ann E	S Teacher K	28,758.07	4,150.56	32,908.63
Scala, Stephen M	T Equipment Operator	48,576.69	0.00	48,576.69
Schab, Joseph C	S Bus Monitor	15,227.67	0.00	15,227.67
Scheier, Julia D	S Paraprofessi PreSch	135.71	0.00	135.71
Schell, Beverly J	S Principal Elem	24,327.38	0.00	24,327.38
Schiff, Taryn R	S Paraprofessional SPED	3,631.31	0.00	3,631.31
Schmidt, Alan	S Custodial/Maintenance	10,387.25	0.00	10,387.25
Schmidt, Darren S	S Substitute	346.87	0.00	346.87
Schneider, Kendall W	T Fire Call Force	1,194.00	0.00	1,194.00
Schneider, Scott W	T Fire Call Force	1,066.50	0.00	1,066.50
Schneider, William H	T Fire Captain	68,381.91	0.00	68,381.91
Schropfer, Suzanne M	S Teacher SPED	45,927.78	13,052.52	58,980.30
Scopa, Thomas J	T Firefighter	51,863.58	18,095.72	69,959.30
Scotera, Maria E	S Music Teacher	62,758.93	18,095.26	80,854.19
Scott, Kathryn J	T Admin Assistant	39,306.85	16,659.72	55,966.57
Scott, Meghan	S Teacher MATH	42,494.63	6,239.36	48,733.99
Scott, Russell E	S Substitute	5,584.59	0.00	5,584.59

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Scuderi, Melanie A	S Paraprofessional LIFE	8,244.68	0.00	8,244.68
Seaman, Brian T	T Fire Call Force	856.50	0.00	856.50
Seaman, Charles C JR	T Vermont Yankee	62.90	0.00	62.90
Seaman, Clark M	T Captain	73,445.55	18,095.72	91,541.27
Seaman, Kurt W	T Prov Lieutenant	64,070.48	0.00	64,070.48
Seigel, Susan E	S Director of Grants & PD	21,914.48	2,326.82	24,241.30
Sena, Ryan G.	S Paraprofessi PreSch	1,664.83	0.00	1,664.83
Shattuck, Kerri Lynn	S Cafe Worker	14,031.97	13,052.52	27,084.49
Shaw, Maureen A	S Teacher HEALTH	12,569.01	0.00	12,569.01
Shea, Kevin L	S Substitute	251.87	0.00	251.87
Shea, Mark J	T Firefighter	6,895.80	5,979.56	12,875.36
Sherry, Pamela S	S Teacher Gr 2	48,584.66	6,239.36	54,824.02
Shippee-Hicks, Kimberly A	S Teacher Gr 4/5	30,769.82	75.00	30,844.82
Short, Joyce	S Paraprofessi PreSch	6,177.51	0.00	6,177.51
Shultz, Dyson D	T Property Tax Work-Off	1,000.00	0.00	1,000.00
Siano, Lindsay M	S Paraprofessi PreSch	10,633.81	7,572.40	18,206.21
Siano, Rose Marie	S Secretary	5,589.12	0.00	5,589.12
Sibilia, Mary	S Paraprofessional HS	15,875.51	6,239.36	22,114.87
Sibley, Christopher A	T Equipment Operator	43,568.67	18,095.72	61,664.39
Sibley, Sean P	T Fire Call Force	774.00	0.00	774.00
Sigsworth, Kenneth F	S Custodian	39,149.56	13,052.52	52,202.08
Silk, Tami L	S Admin Asst FT 10 mos	32,039.17	18,095.26	50,134.43
Silverman, Peter E	S Teacher SPED	3,660.80	0.00	3,660.80
Sinclair, Jesse J	S Transportation Coord	40,152.79	19,531.24	59,684.03
Sirum, Corrie L	S Paraprofession Elem	4,412.22	0.00	4,412.22
Skelton, Lindsay F	S Teacher K	39,868.28	18,095.26	57,963.54
Slowinski, Nicole A	S Reading Specialist	15,080.40	7,572.40	22,652.80
Small, James R	S Cafe Worker	8,364.66	0.00	8,364.66
Smiarowski, Penny J	S Admin Asst FT 10 mos	28,188.90	0.00	28,188.90
Smith, Charles R	S Custodian	34,288.10	6,239.36	40,527.46
Smith, Constance M	S Paraprofession Elem	19,175.85	13,052.04	32,227.89
Smith, Daniel K	T Firefighter	47,784.29	18,095.72	65,880.01
Smith, Karen C	S Teacher SPED	58,029.75	6,239.36	64,269.11
Smith, Linda H	S OT	60,526.25	18,095.26	78,621.51
Smith, Serena I	T Seasonal	2,478.67	0.00	2,478.67
Snow, Mark A	T Building Inspector	64,721.80	9,429.52	74,151.32
Sobel, Kelly A	S Bus Monitor Substitute	542.66	0.00	542.66
Socquet, Maryann	T Office Manager	38,735.56	6,239.36	44,974.92
Southwick, Kimberly E	S Paraprofessional SPED	6,768.69	0.00	6,768.69
Southwick, Renee E	S Speech Pathologist	69,281.17	6,239.36	75,520.53
Spencer, Tyson G	T Electrician	49,402.58	0.00	49,402.58
Spinale, Matthew	T Seasonal	7,520.03	0.00	7,520.03
Spritzer, Michael B	S Paraprofessal Ready Rm	11,100.36	0.00	11,100.36
Stafford, Susan	S Paraprofessional SPED	22,151.52	6,239.36	28,390.88
Staples-Love, Marsha L	T Property Tax Work-Off	500.00	0.00	500.00
Starliper, Kayle P	S Substitute	5,411.24	0.00	5,411.24
Stebbins, Martha	S Substitute	13,136.51	0.00	13,136.51
Steiner, Gary J	S Teacher MATH Applic	52,104.35	4,150.56	56,254.91
Steiner, James J	T Property Tax Work-Off	1,000.00	0.00	1,000.00
Stephaniv, Walter M	S Psychologist	12,045.49	2,128.32	14,173.81
Stevens, Amy L	S Substitute	23.66	0.00	23.66
Stevens, Christine M	S Teacher ART	16,806.21	5,462.10	22,268.31
Stone, Erik L	S Teacher Gr 3	66,763.61	18,095.26	84,858.87
Stotz, Frances K	T Retirement Board	2,775.00	0.00	2,775.00
Stout, Shane L	T Foreman	37,968.73	0.00	37,968.73

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Strader, William	S Library/Tech Teacher	9,198.02	0.00	9,198.02
Strahan, Robert A	T Fire Chief	91,614.44	18,095.72	109,710.16
Streeter, Joanne M	S Teacher Gr 4/5	51,186.92	9,429.98	60,616.90
Suchanek, Thomas	S Coach	4,499.00	0.00	4,499.00
Suhl, Margaret	S Driver CDL	19,124.52	0.00	19,124.52
Sullivan, Bryana	S Paraprofession Elem	4,337.40	0.00	4,337.40
Sullivan, Jeffrey E	T Equipment Operator	2,687.06	5,979.56	8,666.62
Sullivan, Patrick D	S Teacher SCI	54,746.94	6,239.36	60,986.30
Sullivan, Shannon C	S Custodial/Maintenance	35,524.75	0.00	35,524.75
Sullivan, Suzanne G	S Principal Elem	84,045.41	18,095.26	102,140.67
Sullivan, Terry-Ray L	T Assistant Foreman	11,053.60	5,405.52	16,459.12
Sumner, Chad M	T Police Officer	67,524.51	18,095.72	85,620.23
Sumner, John	S Substitute	87.87	0.00	87.87
Sustick, Michael O	S Teacher K	40,775.50	6,239.36	47,014.86
Svinis, Michael J	S Network Manager	58,204.52	6,239.36	64,443.88
Swain, Michael J	T Fire Call Force	2,650.00	0.00	2,650.00
Sweeney, Samantha L	S Teacher K	38,740.66	609.00	39,349.66
Swist, Jacqueline E	S Teacher K	70,095.02	13,052.52	83,147.54
Taggart, Jennifer K	S Teacher K	17,030.13	0.00	17,030.13
Taggart, Lydia A.F.	S Paraprofessi PreSch	2,647.22	0.00	2,647.22
Tashjian, Chase W	S Substitute	4,110.47	0.00	4,110.47
Tashjian, Gary A	S Principal MS	96,540.06	18,095.26	114,635.32
Tashjian, Tess A	S Paraprofessional SPED	16,432.02	0.00	16,432.02
Taylor, Audra M	S Paraprofessional SPED	6,846.82	2,088.80	8,935.62
Taylor, William S	T Firefighter	57,375.35	18,095.72	75,471.07
Templeton, Ariel M	S Teacher MUSIC	7,614.64	0.00	7,614.64
Teodorescu, Catalin	S Teacher MATH	45,113.64	0.00	45,113.64
Thayer, Erin K	S Coach	3,588.07	0.00	3,588.07
Thayer, Marjorie G	S Crossing Guards	1,915.18	0.00	1,915.18
Thayer, Scott M	S Coach	4,161.57	0.00	4,161.57
Theofanidis, Tarsis T	S Paraprofessional SPED	20,322.93	6,239.36	26,562.29
Thomas, Angelo L	S Long Term Substitute	30,219.92	6,775.91	36,995.83
Thompson, Susan D	T Temporary Clerk	3,137.59	0.00	3,137.59
Thompson, Tabetha M	S Substitute	852.54	0.00	852.54
Thorne, Laura J	T Admin Assistant	37,730.26	18,095.72	55,825.98
Thornton, Bonnie J	T Payroll Clerk	42,329.76	6,239.36	48,569.12
Thurston, Edwin R	T Firefighter	56,139.84	18,095.72	74,235.56
Thurston, Tony M	T Firefighter	41,506.12	0.00	41,506.12
Tiley, Linda	S Teacher Resource Rm	13,810.14	6,057.92	19,868.06
Ting, Kelson	T Police Officer	7,901.65	6,239.36	14,141.01
Tolman, Dana	T Meter Reader	56,373.73	6,239.36	62,613.09
Tomaus, Kathleen A	S Cafe Worker	16,304.67	18,095.26	34,399.93
Toomey, Jacob A	S Teacher ART	8,905.84	2,088.80	10,994.64
Toritto, Andrew J	T Seasonal	1,774.14	0.00	1,774.14
Toritto, Luke A	T Seasonal	1,683.48	0.00	1,683.48
Torres, Donna M	S Driver CDL	13,739.40	0.00	13,739.40
Tower, Phyllis V	S Afterschool Program	8,716.20	0.00	8,716.20
Tower, Rebecca M	S Admin Asst FT 10 mos	25,782.34	0.00	25,782.34
Tripp, Corissa E	S Teacher Literacy Tech	7,322.76	0.00	7,322.76
Tripp, Nathaniel A	S Personnel Asst to the S	47,440.00	18,095.26	65,535.26
Trueswell, William J	T Police Officer	61,798.74	18,095.72	79,894.46
Tucker, Brian L	S Teacher SS	26,261.28	2,611.00	28,872.28
Tuttle, Deborah J	T Town Clerk	61,370.47	13,052.32	74,422.79
Tuttle, Peter	S Custodian	45,928.39	6,239.36	52,167.75
Twarog, Alan J	T Engineering Technician	60,446.02	18,095.72	78,541.74

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Twarog, Eric G	T Director	62,455.96	6,239.36	68,695.32
Tyler, Linda L	S Paraprofessional SPED	19,929.85	0.00	19,929.85
Tyler, Lori J	T Library Assistant	12,254.09	0.00	12,254.09
Uchman, Nancy M	S Paraprofession Elem	24,963.56	11,341.86	36,305.42
Unaitis, Barbara J	S Teacher SPED	14,228.34	45.00	14,273.34
Urgin, Ivan A	T Fire Call Force	533.00	0.00	533.00
Urkiel, Keith A	S Custodian	17,372.34	4,177.60	21,549.94
Urkiel, Samuel A	T Engineering Technician	2,183.80	1,092.40	3,276.20
Valcarce, Maia Lee	S Teacher MATH	36,894.15	315.00	37,209.15
Valentine, Ann V	S Teacher Gr 5	80,415.33	18,095.26	98,510.59
Van Valkenburgh, James D JR	S Custodian	41,045.88	18,095.26	59,141.14
Van Zandt, Georgina	S Substitute	64.75	0.00	64.75
VanDelinder, George S	T Facilities Manager	56,404.96	13,052.32	69,457.28
Varner, Kelly A	T Collector Treasurer	65,156.81	6,239.36	71,396.17
Vega, Marilyn	S Building Monitor	22,499.97	0.00	22,499.97
Velez, Antonio R S	S Student Stage Hand	247.50	0.00	247.50
Victoria, Lindsey R	S Teacher ART	38,919.25	6,239.36	45,158.61
Vigil, Kay M	S Paraprofessional SPED	16,476.13	10,867.68	27,343.81
Vincour, Michael A	T Fire Call Force	1,004.30	0.00	1,004.30
Vishaway, Ellen	S Driver 7D	11,935.14	0.00	11,935.14
Voetsch, Nancy L	S Cafe Worker	5,762.13	517.95	6,280.08
Volpe, Cheryl A	T Public Health Nurse	29,690.82	1,436.00	31,126.82
Voss, Susan M	S Paraprofessi PreSch	8,504.18	0.00	8,504.18
Wade, Loreen A	S Bus Monitor	12,242.85	13,052.52	25,295.37
Wadleigh, Kathryn E	S Building Monitor	15,270.36	2,583.96	17,854.32
Waldron, Helen O	S Teacher Gr 3	65,513.50	522.20	66,035.70
Wallace, Joanne K	S Secretary Office of the	38,749.88	18,095.26	56,845.14
Wallace, Margaret G	S Paraprofessional SPED	7,703.09	0.00	7,703.09
Walsh, Ashley N	T Admin Assistant	16,457.04	0.00	16,457.04
Ward, Cameron	S Coach	1,442.07	0.00	1,442.07
Ward, Jasmine	T Admin Clerk	18,015.59	0.00	18,015.59
Warner, Marlo M II	T Field Supervisor	67,432.21	18,095.72	85,527.93
Warner, Miles H	S Tutor	555.00	0.00	555.00
Warren, Eugene M	S Custodian	38,163.75	13,052.52	51,216.27
Warren, Madeline D	S Substitute	215.07	0.00	215.07
Warren, Michelle R	S Teacher Gr 1	68,104.00	18,095.26	86,199.26
Wartel, Philip M	T Management Asst	44,697.38	0.00	44,697.38
Weeden, Karen L	S Paraprofessional SPED	21,725.84	5,744.20	27,470.04
Weeks, Taran N	T Seasonal	1,750.10	0.00	1,750.10
Weissman, Ruthanne	S Teacher Reading	67,766.85	13,052.52	80,819.37
Welch, Timothy R	S Behavior Specialist	34,698.09	3,889.46	38,587.55
Welcome, Ashtyn R	S Teacher SPED	38,730.25	0.00	38,730.25
Wells, Laurie J	S Cafe Worker	14,505.40	0.00	14,505.40
Wells, Nicholas M	T Seasonal	3,052.50	0.00	3,052.50
West, Margaret G	S Teacher Gr 5	38,947.00	10,522.86	49,469.86
West, Patricia J	T Police Officer	68,502.21	6,239.36	74,741.57
West, Scott C	T Police Officer	70,678.14	6,734.52	77,412.66
Westbrook, Brian L	S ELT Specialist	3,653.75	0.00	3,653.75
Westerling, Stephen C	T Sergeant	124,963.66	18,095.72	143,059.38
Wetherbee, Dell R	T Custodian	33,767.03	6,239.36	40,006.39
Wheeler, Austin L	S Cafe Worker	1,897.40	0.00	1,897.40
Wheeler, James D Jr	S Teacher MS	72,058.21	0.00	72,058.21
Wheeler, Jennifer L	S Secretary Office of the	16,153.73	8,211.89	24,365.62
White, Sarah R	S Wellness/Movement Teach	9,424.41	255.00	9,679.41
Whitney, John D	T Fire Captain	80,053.73	18,095.72	98,149.45

Name	Primary Job Title	Wages	Benefits	Total Gross Wages + Benefits
Wilkins, Catherine P	S Teacher SCI	70,435.32	0.00	70,435.32
Wilkins, Christopher J	S Paraprofessional SPED	53.77	0.00	53.77
Williams, Crystal L	S Paraprofessional K	6,198.88	0.00	6,198.88
Williams, Cynthia A	S Cafe Worker	18,717.72	13,052.52	31,770.24
Williams, Erin E	S Substitute	3,891.57	0.00	3,891.57
Williams, Kaitlyn R	S Substitute	697.64	0.00	697.64
Williams, Mark A	T Deputy Chief	92,265.92	18,095.72	110,361.64
Williams, Michael E	T Traffic Journeyman	39,688.20	13,052.32	52,740.52
Williams, Paul P	S Teacher ENG	60,312.27	18,095.26	78,407.53
Wilson, Gregory M	T Parking Enforcement	12,598.68	0.00	12,598.68
Wing, Deborah A	S Physical Therapy Asst	21,812.00	17,377.27	39,189.27
Winseck, Maureen T	T Town Clerk	21,675.56	1,035.92	22,711.48
Winston, Bharati E	S Teacher Gr 2	49,921.64	9,660.68	59,582.32
Wirt, Edward	S Paraprofessional HS	16,658.11	6,239.36	22,897.47
Witherell, Jami	S Teacher Gr 3	46,875.84	6,239.36	53,115.20
Witty, Ruth E	S Paraprofessional MS	14,036.60	18,095.26	32,131.86
Wolfson, Elizabeth B	S Teacher Gr 2	26,172.00	2,583.96	28,755.96
Wood, Dianne	S Cafe Worker	8,094.28	0.00	8,094.28
Wood, Gene W	S Driver 7D	6,466.33	0.00	6,466.33
Wood, Patricia F	S Teacher Reading	42,071.64	6,239.36	48,311.00
Woodcock, Donna M	S Principal HS	78,895.00	6,239.36	85,134.36
Woodruff, Rebecca D	S Substitute	5,783.24	0.00	5,783.24
Woolfrey, Melissa A	S Teacher Gr 1	49,171.64	0.00	49,171.64
Wynne, Leslie A	S Paraprofessional SPED	19,503.39	6,239.36	25,742.75
Wysocki, Elaine	S Cafe Mgr	32,475.31	4,169.10	36,644.41
Yalanis, Eleni D	S Summer Program Teacher	693.74	0.00	693.74
Yeager, Marissa F	S Paraprofessional SPED	12,712.44	0.00	12,712.44
Yelle, Gerald A	S Teacher ENG	55,849.08	300.00	56,149.08
York-Welcome, Tyler J	T Library Assistant	2,636.48	0.00	2,636.48
Young, Judith	T Property Tax Work-Off	500.00	0.00	500.00
Younger, Kara Lyn	S Paraprofessional HS	13,650.15	13,052.52	26,702.67
Zabko, Jesse R	T Dispatcher	3,999.50	0.00	3,999.50
Zabko, Loreen E	S Cafe Worker	13,994.58	0.00	13,994.58
Zabko, Nicole	T Public Health Director	66,321.84	18,095.72	84,417.56
Zagame, Alysandra L	S Coach	10,960.66	2,583.96	13,544.62
Zdrojkowski, Francis A	S Network Technician	37,458.37	0.00	37,458.37
Zilinski, Paul C Jr	T Operations Supervisor	58,785.05	12,652.24	71,437.29
Zimmerman, Brian D	T Equipment Operator	43,081.09	18,095.72	61,176.81
Zimmerman, Rebecca J	S Teacher Grade 7	25,281.93	5,630.92	30,912.85
Zimmerman, Roxanne	T Admin Assistant	35,334.00	13,052.32	48,386.32
Zraunig, Kelly D	S Speech Language Patholo	50,781.64	1,240.00	52,021.64
Zraunig, Leah M	T Seasonal	1,003.53	0.00	1,003.53
Zukowski, Gail V	T Asst Town Clerk	21,034.82	0.00	21,034.82
Zwisler, Erin	S Substitute LTS	5,633.92	1,044.40	6,678.32

