

Hanover Advisory Committee
550 Hanover Street
Hanover, MA 02339
Meeting Minutes
Wednesday, March 23, 2016

Opening:

The meeting was opened at 7:00 p.m. by Chris Martin, Chairman.

Committee Attendees:

Chris Martin	Brandon Freeman
Jerry O’Hearn	Sandra Hayes
Wayne Moores	Joan Port-Farwell
Edward Hickey	Emmanuel Dockter
Angela Blanchard	

Other Attendees:

Janine Smith, Director of Finance
Robert Cole, Hanover Assessor
Robyn Mitton, Council on Aging
Carol Mattes, Council on Aging
Dick Farwell, Council on Aging
Claire Flynn, Council on Aging
Thelma Litchfield, Council on Aging
Lorraine Welsh – Hanover Library Director
Elaine Shea, Hanover Library Trustee
Joan Thomas, Hanover Library Trustee
Emily Blampied, Hanover Library Trustee
Karen Lynch, Administrator-Hanover Visiting Nurses
Art Cuervels, Hanover Parks & Recreation Supervisor
April Manupelli, Chairman-Hanover Parks & Recreation

Approval of Minutes

Joan Port-Farwell made a motion to accept the minutes from *March 16, 2016*. This was seconded by Emmanuel Dockter. Angela Blanchard abstained as she was not in attendance at the March 16th meeting. The remaining Committee members were in favor and the motion passed.

Chairman Chris and Vice Chairman Edward Hickey will meet with Town Manager Troy Clarkson at 7 AM on Thursday, March 31st to discuss budget updates. All Advisory Committee members are welcome to attend.

Robert Cole – Hanover Assessor

Robert Cole discussed with the Committee in detail the Sales Analysis completed each year to determine Hanover property assessments. He explained that each home is separated by classification and style. He uses the months from January to June to complete the sales analysis. He further stated that they look to have 90-100% of the house value as the assessment and that Hanover assumes an average number of 95-96% of that value. The information is sent to the state, which then approves the information. Mr. Cole stated that he is working on 32 abatements out of 5,000 parcels – which indicate that our assessing function is 99% correct. He stated the tax rate itself has a bigger effect than the

valuations. Assessments are done 3 months before the tax rate is established. The values are set in August and the tax rate is set in October. A discussion has had about the overlay accounts which date back to 2010. The accounts are used for abatements and the monies can be used for other funding at the discretion of the Board of Selectman. There must be some form of overlay accounts in place as the funds may be needed from time to time for state appellate tax board cases. This year, the Town Manager Troy Clarkson will be requesting \$200,000 is released from the overlay accounts to fund stabilization. Joan Port Farwell suggested the Mr. Clarkson ask for \$500,000 for the stabilization fund as there are ample overlay funds to support that. After Committee discussion, Joan Port Farwell made a motion to request that Mr. Clarkson ask for \$400,000 in overlay funds. This was seconded by Jerry O'Hearn. All were in favor and the motion passed.

Tony Marino – Asst. Town Manager, Director of Community Services

Tony Marino discussed/presented to the Committee updates on various town departments.

Council on Aging

Robyn Mitton of the Council on Aging reported the Senior Center continues to be well utilized and offers many programs to the Town's seniors. Ms. Mitton reports that the volunteers save the Town thousands of dollars and most of the programming would be impossible without their input. They are extremely successful in their outreach efforts, and the Shine Counselor alone has been able to assist Hanover's seniors is \$66,000 in medical insurance savings. The art and educational programs are in high demand, and so space constraints are becoming an issue. She said the COA is working on a 5 year plan to address some of the issues facing the COA in the future. Additional programs for people approaching senior status are being looked at.

Hanover Public Library

Hanover Library Director Lorraine Welsh reports all is operating well in our Town Library. Ms. Welsh feels the budget is in good shape, and the trustees are happy with the library condition. They are presently working with Bob Murray, Hanover Facilities Director, on painting plan and the possibility of scheduling the work in phases to reduce overall disruption. Additionally, new carpeting in the children's library is being discussed.

Hanover Visiting Nurses

Karen Lynch discussed with the Committee a slight budget increase due to the hiring of Angela Powers, RN as a part time nurse to assist with the caseload. Ms. Lynch stated they are currently managing 257 cases and work alongside the South Shore VNA. They were fortunate enough to have an unpaid Fisher College intern from September to January that assisted in creation of a brochure of VNA services and writing policies. Hanover VNA staff will be participating in an Alzheimer's Caregivers Conference on April 27th and the upcoming employee health fair at Hanover High School. In 2015, the Hanover VNA provided \$17,950 in food assistance gift cards, parks & recreation scholarships and assistance for elders and families.

Hanover Parks & Recreation

This is the first year that the Parks & Recreation budget is part of the Community Services budget. Art Cuervels and April Manupelli discussed the plans to bring in revenue from the use of the Forge Park Field. Future plans include baseball tournaments and corporate outings. They are currently in the process of developing a Memorandum of Understanding with HYAA that will outline the field scheduling and funding expected from HYAA. These "rules of use" will maximize field availability for scheduling events with other parties. Tom Burke from HYAA has been working closely with Parks & Recreation to get the agreement finalized. This agreement could also possibly address the management of the concession stands. Summer registration for Parks & Recreation is underway, and they will be working with the Hanover Schools Enrichment program this summer so that children may attend both programs.

Art Cuervels reports the South Shore Vo-Tech crew has done an outstanding job building the new bandstand. They are in the process of ending the lease for the Parks & Recreation trailer at Sylvester Field.

Veterans Services

Tony Marino discussed Veterans Services. Sandra Hayes and Angela Blanchard are the Advisory Committee's liaisons to the Community Services budget and had sent Mr. Marino our questions prior to the meeting. Mr. Marino was able to respond in writing, and the answers were provided to Committee members prior to the presentation. Mr. Marino reported we presently have 24 veterans collecting benefits. He believes the number will change to 28 shortly. The Veterans Agent works 19.5 hours per week as he is shared with the Town of Duxbury. Outreach continues, and Mr. Marino welcomes any suggestions on how we can reach out further to our veterans.

General Discussion

Edward Hickey gave a brief update on his conversation with Fire Chief Jeffery Blanchard regarding the purchase of the command vehicle per the Fleet Replacement Schedule. While the initial process looked at a \$60,000 cost for the vehicle, other choices have become available for \$50,000 that the Chief feels will suit the department. A brief discussion was held over the cost of purchasing the vehicle vs. purchasing and equipping the vehicle. It was agreed that Chief Blanchard will further expand on the subject when the Advisory Committee visits Fire Headquarters on Saturday, March 26th.

Next Meeting

The next scheduled meeting is on Wednesday, March 30th at 7pm. The Community Preservation Committee and CPC article petitioners will be attending.

Adjournment

Angela Blanchard made a motion to adjourn the meeting. The motion was seconded by Edward Hickey. All were in favor and the meeting adjourned at 9:24 pm.

Commonwealth of Massachusetts

Town of Hanover

Warrant for **Annual** Town Meeting

Plymouth, SS

Greetings: To any Constable of the Town of Hanover in said County.

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said town who are qualified to vote in Elections and Town Affairs to meet in the Hanover High School, 287 CEDAR STREET, HANOVER, on

MONDAY THE 2nd DAY OF MAY, 2016 AT 7:30 P.M.



Pursuant to the Americans with Disabilities Act, the Town will make every effort to assure that Town Meeting is accessible to individuals with disabilities. Should any assistance be desired in this regard, please contact the Board of Selectmen's Office at (781) 826-5000 ext. 1084.

INDEX OF ARTICLES FOR ANNUAL TOWN MEETING – 2016		
ARTICLE #	ISSUE	SUBMITTED BY
1	Accept Reports in Annual Town Report	Advisory Committee
2	Hear/Accept Reports of Committees & State Officials	Advisory Committee
3	Authorize Treasurer to Accept Trust Funds	Treasurer-Collector/Finance Director
4	Authorize Treasurer to Dispose of Tax Title Land	Treasurer-Collector/Board of Selectmen
5	Enter into Compensating Balance Agreements	Treasurer-Collector
6	Assume Liability to Allow State DEP Work	Board of Selectmen
7	Set Pay for Elective Officers	Advisory Committee/Town Manager
8	School Sick Leave Buyback Fund	Advisory Committee/Town Manager
9	Town Sick Leave Buyback Fund	Advisory Committee/Town Manager
10	Appropriate CPC Revenues for FY2017	Community Preservation Committee
11	Establish Revolving Fund – Library	Board of Selectmen/Town Manager
12	Revolving Fund Authorizations	Finance Director
13	General Fund Operating Budget	Advisory Committee/Town Manager
14	Water Enterprise Budget	Advisory Committee/Town Manager
15	Special Education Expenses	Town Manager/School Committee
16	School Department Medicaid Reimbursements	Board of Selectmen
17	Appropriate Funds – Buildings Insurance Fund	Town Manager
18	Public Safety Employee Training	Town Manager
19	Purchase Police Department Vehicles	Chief of Police/Town Manager
20	Appropriate Funds – Fire Pumping Engine	Fire Chief/Town Manager
21	Appropriate Funds – Fire Command Vehicle	Fire Chief/Town Manager
22	Create Turf Field Stabilization Fund	Facilities Engineering Manager/Finance Director
23	Appropriate Funds – Wood Chipper	Town Manager/Director of Public Works
24	Appropriate Funds – Gasoline & Diesel Pumps	Town Manager/Director of Public Works
25	Appropriate Funds – Large Dump Truck	Town Manager/Director of Public Works
26	Appropriate Funds – Vacuum Sweeper Truck	Town Manager/Director of Public Works
27	Appropriate Funds – Crane Utility Truck	Town Manager/Director of Public Works
28	Appropriate Funds – Stormwater Management	Town Manager/Director of Public Works
29	Appropriate Funds – Water Treatment Plants	Town Manager/Director of Public Works
30	Appropriate Funds – Water Mains	Town Manager/Director of Public Works
31	Appropriate Funds – Union Street Standpipe	Town Manager/Director of Public Works
32	Appropriate Funds – One Ton Dump Truck	Facilities Engineering Manager/Town Manager
33	Appropriate Funds – John Curtis Library Restoration	Facilities Engineering Manager/Town Manager
34	Appropriate Funds – Replace Carpets Town Hall	Facilities Engineering Manager/Town Manager
35	Appropriate Funds – Cedar School Flooring	Facilities Engineering Manager/Town Manager
36	Appropriate Funds – Tractor/Snow Blower	Facilities Engineering Manager/Town

		Manager
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37	Abandon/Sell Elm Street Land	Board of Selectmen
38	Dog License Fee – MGL Chapter 140, § 139	Town Clerk
39	Appropriate Funds – Voting Machines	Finance Director/Town Manager
40	Appropriate Funds - Technology Upgrades	Director of Technology
41	Amend Sign Bylaw – Digital Message Boards	Director of Community Services/Town Planner
42	Amend Zoning Bylaw 10.110 (R)	Director of Community Services/Town Planner
43	Appropriate Funds – Affordable Housing Trust	CPC/Affordable Housing Trust
44	Appropriate Funds – Open Space Plan	CPC/Open Space Committee
45	Appropriate Funds – Foundation Wall Stetson House Barn	CPC/Historical Commission/Facilities Engineering Manager
46	Appropriate Funds – Trails	CPC/Open Space Committee
47	Appropriate Funds – Roll of Honor Restoration	CPC/Historical Commission
48	Appropriate Funds – Veterans Honor Garden	CPC/Veterans Memorial Committee
49	Additional Liquor License	Board of Selectmen
50	All Alcohol Beverage License-Twins Convenience Store	Petition
51	Accept Chapter 90 Road Grant Monies	Board of Selectmen/Town Manager/ Director of Public Works
52	Accept Streets–Trailside Lane & Meadow Drive	Director of Public Works
53	Accept Street – Sunset Point	Director of Public Works
	Election	

ARTICLES FOR **ANNUAL** TOWN MEETING WARRANT
Monday, May 2, 2016

ARTICLE 1. ACCEPT REPORTS IN ANNUAL TOWN REPORT

To see if the Town will vote to accept the reports of the Officers and Committees as printed in the Annual Town Report, or take any other action relative thereto.

Advisory Committee

ARTICLE 2. HEAR/ACCEPT REPORTS OF COMMITTEES & STATE OFFICIALS

To see if the Town will vote to hear reports of the Committees and State Officials and act thereon, or take any other action relative thereto.

Advisory Committee

ARTICLE 3. AUTHORIZE TREASURER TO ACCEPT TRUST FUNDS

To see if the Town will vote to authorize its Treasurer to accept such trust funds as may be placed in his or her hands during the Fiscal Year ending June 30, 2017, or take any other action relative thereto.

Treasurer/Collector
Finance Director

ARTICLE 4. AUTHORIZE TREASURER TO DISPOSE OF TAX TITLE LAND

To see if the Town will vote to authorize its Treasurer, with the approval of the Board of Selectmen, to dispose of such parcels of real estate as may have been, or may be taken by the Town under Tax Title foreclosure proceedings, or take any other action relative thereto.

Treasurer/Collector
Board of Selectmen

ARTICLE 5. ENTER INTO COMPENSATING BALANCE AGREEMENTS

To see if the Town will vote to authorize its Treasurer/Collector to enter into compensating balance agreements for the Fiscal Year ending June 30, 2017, pursuant to Chapter 44, Section 53F of the Massachusetts General Laws, or take any other action relative thereto.

Treasurer/Collector

ARTICLE 6. ASSUME LIABILITY TO ALLOW STATE DEP WORK

To see if the Town will vote to assume liability in the manner provided by Section 29 and 29A of Chapter 91 of the Massachusetts General Laws, as most recently amended, for all damages that may be incurred by work to be performed by the Department of Environmental Protection, or take any other action relative thereto.

Board of Selectmen

ARTICLE 7. SET PAY FOR ELECTIVE OFFICERS

To see if the Town will vote to fix the pay of its elective officers as required by law as follows, or take any other action relative thereto.

Town Clerk: \$60,180.00 annually
Moderator: \$100 for Annual Town Meeting
\$100 for Special Town Meeting

Advisory Committee
Town Manager

ARTICLE 8. SCHOOL SICK LEAVE BUYBACK FUND

To see if the Town will vote to raise and appropriate, or appropriate from available funds, a sum of money to the School Sick Leave Buyback Fund, or take any other action relative thereto.

Advisory Committee
Town Manager

ARTICLE 9. TOWN SICK LEAVE BUYBACK FUND

To see if the Town will vote to raise and appropriate, or appropriate from available funds, a sum of money to the Town Sick Leave Buyback Fund, or take any other action relative thereto.

Advisory Committee
Town Manager

ARTICLE 10. APPROPRIATE CPC REVENUES FOR FY2017

To see if the Town will vote as recommended by the Community Preservation Committee to appropriate the Town's Community Preservation Revenues for Fiscal Year 2017 as follows:

- I. 10% of the said revenues to be set aside for future appropriation for open space (other than open space for recreational use);
- II. 10% of the said revenues to be set aside for future appropriation for historic resources;
- III. 10% of the said revenues to be set aside for future appropriation for community housing;
- IV. 5% of the said revenues to be set aside for administrative expenses; and
- V. the remainder of said revenues to be set aside for future appropriation for any purposes permissible under the Community Preservation Act, Chapter 44B;

said funds to be expended for the purposes stated herein within the scope proposed and approved by the Community Preservation Committee and for the purposes approved by this Town Meeting, by the Town Manager, or take any other action relative thereto.

Community Preservation Committee

ARTICLE 11. ESTABLISH REVOLVING FUND – LIBRARY

To see if the Town will vote to accept the provisions of Massachusetts General Laws, Chapter 44, Section 53E½, or any other enabling statute to establish and define the terms of a revolving fund for the John B. Curtis Library for funds collected, or take any other action relative thereto.

Board of Selectmen
Town Manager

ARTICLE 12. REVOLVING FUND AUTHORIZATIONS

To see if the Town will vote to establish revolving funds for certain Town departments under the provisions of MGL c.44, §53E1/2 for the fiscal year beginning July 1, 2016, with specific receipts credited to each fund, the purposes for which each fund may be spent, and the maximum amount that may be spent from each fund for FY2017 as follows, or take any other action relative thereto:

Revolving Funds Chapter 44, Section 53E1/2 FY17 Revolving Fund Requests				
Spending Authority	Revolving Fund	Revenue Source	Use of Fund	FY17 Authorized Spending Limit
Community Services Director	Recreation Fund*	Program Fees	Expenditures may include salaries, benefits, facility and all those in support of programs	
Community Services Director	GATRA	Fees related to transportation program	Expenditures may include salaries, benefits, facility and all those in support of programs	
Community Services Director	Forge Pond Park	Fees related to programs	Expenditures may include salaries, benefits, facility and all those in support of programs	
Town Manager	Cable Services	Fees related to cable license agreements	Expenditures may include salaries, benefits, facility and all those in support of PEG access and programs	
Community Services Director	Flu Clinic	Receipts from Medicare/Medicaid billing	Expenditures may include salaries, benefits, facility and all those in support of programs	
Community Services Director	Library	Late Fines	Expenditures may include salaries, benefits, facility and all those in support of programs	

* Special legislation was approved to allow for the creation of the Recreation Fund to allow for the spending limit to exceed the threshold of 1% of the amount raised by taxation for the Town in FY17.

Finance Director

ARTICLE 13. GENERAL FUND OPERATING BUDGET

To see if the Town will vote to appropriate \$56,073,671 for a total General Fund Operating Budget, to provide for a reserve fund and to defray the expenses of the Town, and for the purposes listed in the budget document, and to meet said appropriation transfer the sum of \$65,000 from the Cemetery Graves & Foundations account, and transfer the sum of \$10,000 from the Sale of Cemetery Lots account, and transfer the sum of \$39,810 from the Title V Betterment Program, and transfer the sum of \$915,295 from the Ambulance Receipt Reserved account and raise \$55,043,566 from the 2017 Tax Levy, or take any other action relative thereto.

<i>Summary of Vote</i>	
General Government:	
Salaries	\$ 251,892
Expenses	\$ 218,900
Finance Department:	
Salaries	\$ 767,361
Expenses	\$ 199,207
Community Services:	
Salaries	\$ 1,439,804
Expenses	\$ 468,257
Police:	
Salaries	\$ 3,389,731
Expenses	\$ 245,107
Fire:	
Salaries	\$ 2,607,595
Expenses	\$ 269,084
Hanover Public Schools	\$ 25,765,115
Other Education - South Shore Vocational	\$ 794,915
Public Works:	
Salaries	\$ 1,229,619
Expenses	\$ 1,355,098
Facilities:	
Salaries	\$ 1,940,354
Expenses	\$ 1,862,332
Snow & Ice	\$ 387,000
Debt	\$ 5,474,530
Town Wide Expenses	\$ 7,217,770
Transfers	\$ 190,000
Total General Fund Operating Budget	\$ 56,073,671

Free Cash	\$ -
Indirect Costs	\$ -
Cemetery Graves & Foundations	\$ 65,000
Sale of Cemetery Lots	\$ 10,000
Title V Receipts Reserved Account	\$ 39,810
Ambulance Receipt Reserved Account	\$ 915,295
<i>Less Total Transfers</i>	\$ 1,030,105
To be raised by the 2017 Tax Levy	\$ 55,043,566

Advisory Committee
Town Manager

ARTICLE 14. WATER ENTERPRISE BUDGET

To see if the Town will vote to appropriate \$3,292,774 from Water Enterprise receipts to defray Water Enterprise direct costs and that \$358,739 as appropriated in the General Fund Operating Budget, be used for Water indirect costs, all to fund the total costs of operations of the Water Enterprise as follows, or take any other action relative thereto.

Personal Services	\$ 1,502,608
Other Expenses	\$ 1,246,315
Debt Service	\$ 543,851
Appropriate for Direct Costs	\$ 3,292,774
Indirect Costs - Reimburse General Fund for Shared Expenses	\$ 358,739
Total Cost - Water Enterprise	\$ 3,651,513

Advisory Committee
Town Manager

ARTICLE 15. SPECIAL EDUCATION EXPENSES

To see if the Town will vote to appropriate a sum of money for School Special Education Expenses to be expended by the School Committee for this purpose, or take any other action relative thereto.

Town Manager
School Committee

ARTICLE 16. SCHOOL DEPARTMENT MEDICAID REIMBURSEMENTS

To see if the Town will vote to raise and appropriate, or transfer a sum of money from available funds to fund a contract to assist the School Department in recovering Medicaid reimbursements, or take any other action relative thereto.

Board of Selectmen

ARTICLE 17. APPROPRIATE FUNDS - BUILDINGS INSURANCE FUND

To see if the Town will vote to raise and appropriate, or appropriate from available funds a sum of money to the Municipal Buildings Insurance Fund, or take any other action relative thereto.

Town Manager

ARTICLE 18. PUBLIC SAFETY EMPLOYEE TRAINING

To see if the Town will vote to raise and appropriate or appropriate from available funds a sum of money, for public safety employee training, or take any other action relative thereto.

Town Manager

ARTICLE 19. PURCHASE POLICE DEPARTMENT VEHICLES

To see if the Town will vote to raise and appropriate, appropriate from undesignated fund balance, or borrow in accordance with Massachusetts General Laws, or any other enabling act, the sum of \$118,612.00 or another sum, to the Public Safety Vehicle Account authorized under Article #32 of the 1983 Annual Town Meeting. The amount will be for the purchase, lease, or lease purchase and equipping of two marked police vehicles and one unmarked police vehicle and to authorize related trade-ins or to be sold by sealed bid, said funds to be expended at the direction of the Town Manager, or take any other action relative thereto.

Chief of Police
Town Manager

ARTICLE 20. APPROPRIATE FUNDS – FIRE PUMPING ENGINE

To see if the Town will vote to raise and appropriate, appropriate from the undesignated fund balance or borrow in accordance with Massachusetts General Laws or any other enabling act, the sum of \$220,000 or another sum, to refurbish a 1997 Fire Pumping Engine. Said funds to be expended at the direction of the Town Manager and the Fire Chief, or take any other action relative thereto.

Fire Chief
Town Manager

ARTICLE 21. APPROPRIATE FUNDS – FIRE COMMAND VEHICLE

To see if the Town will vote to raise and appropriate, appropriate from the undesignated fund balance or borrow in accordance with Massachusetts General Laws or any other enabling act, the sum of \$60,000 or another sum, to purchase and equip a Fire Command Vehicle. Said funds to be expended at the direction of the Town Manager and the Fire Chief, or take any other action relative thereto.

Fire Chief
Town Manager

ARTICLE 22. CREATE TURF FIELD STABILIZATION FUND

To see if the Town will vote to establish under Chapter 40, Section 5B of the Massachusetts General Laws, a Turf Field Stabilization Fund for the purpose of receiving funds from Turf Field usage charges and other sources, said fund to be used exclusively to defray the cost of the eventual replacement of the Turf Field sports surface materials, or take any other action relative thereto.

Facilities Engineering Manager
Finance Director

ARTICLE 23. APPROPRIATE FUNDS – WOOD CHIPPER

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$40,000, or another sum, to purchase and equip a wood chipper, said purchase and equipping to be done at the direction of the Town Manager who is authorized to sell or make appropriate trade-ins, or take any other action relative thereto.

Town Manager
Director of Public Works

ARTICLE 24. APPROPRIATE FUNDS – GASOLINE & DIESEL PUMPS

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$60,000, or another sum, to purchase, equip, and install gasoline and diesel pumps and related equipment at the Ames Way Highway Garage, said purchase, installation and equipping to be done at the direction of the Town Manager, or take any other action relative thereto.

Town Manager
Director of Public Works

ARTICLE 25. APPROPRIATE FUNDS – LARGE DUMP TRUCK

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$190,000, or another sum, to purchase and equip a large dump truck, said purchase and equipping to be done at the direction of the Town Manager who is authorized to sell or make appropriate trade-ins, or take any other action relative thereto.

Town Manager
Director of Public Works

ARTICLE 26. APPROPRIATE FUNDS – VACUUM SWEEPER TRUCK

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$250,000, or another sum, to purchase and equip a vacuum sweeper truck, said purchase and equipping to be done at the direction of the Town Manager who is authorized to sell or make appropriate trade-ins, or take any other action relative thereto.

Town Manager
Director of Public Works

ARTICLE 27. APPROPRIATE FUNDS – CRANE UTILITY TRUCK

To see if the Town will vote to appropriate from Water Revenues, appropriate from available undesignated Water Revenue Balances, appropriate from available funds, re-appropriate from the unexpended balances of previous Town Meeting articles, and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$135,000, or another sum, to purchase and equip a crane utility truck, said purchase and equipping to be done at the direction of the Town Manager who is authorized to sell or make appropriate trade-ins, or take any other action relative thereto.

Town Manager
Director of Public Works

ARTICLE 28. APPROPRIATE FUNDS – STORMWATER MANAGEMENT

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$80,000, or another sum, to perform stormwater management mapping, engineering services, environmental testing, and related field work to meet the Town's obligations under the Stormwater Phase II program of the Federal Clean Water Act, said work to be done at the direction of the Town Manager, or take any other action relative thereto.

Town Manager
Director of Public Works

ARTICLE 29. APPROPRIATE FUNDS – WATER TREATMENT PLANTS

To see if the Town will vote to appropriate from Water Revenues, appropriate from available undesignated Water Revenue Balances, appropriate from available funds, re-appropriate from the unexpended balances of previous Town Meeting articles, and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$1,400,000, or another sum, to modify the Pond Street Water Treatment Plant, Beal Water Treatment Plant, Broadway Water Treatment Plant, Old and New Union Street Standpipes, and Walnut Hill Standpipe to reduce disinfection byproducts below Federal Tier 2 levels, said work to be done at the direction of the Town Manager, or take any other action relative thereto.

Town Manager
Director of Public Works

ARTICLE 30. APPROPRIATE FUNDS – WATER MAINS

To see if the Town will vote to appropriate from Water Revenues, appropriate from available undesignated Water Revenue Balances, appropriate from available funds, re-appropriate from the unexpended balances of previous Town Meeting articles, and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$200,000, or another sum, to replace and or reinforce the existing water main on Plain Street from Hanover Street to Circuit Street with a 12-inch water main, said work to be done at the direction of the Town Manager and Director of Public Works, who are authorized to apply for and accept any Federal or State assistance that may be available, or take any other action relative thereto.

Town Manager
Director of Public Works

ARTICLE 31. APPROPRIATE FUNDS – UNION STREET STANDPIPE

To see if the Town will vote to appropriate from Water Revenues, appropriate from available undesignated Water Revenue Balances, appropriate from available funds, re-appropriate from the unexpended balances of previous Town Meeting articles, and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$500,000, or another sum, to perform maintenance to the interior and or exterior of the large 2.0 million gallon Union Street standpipe, said work to be done at the direction of the Town Manager and Director of Public Works, who are authorized to apply for and accept any Federal or State assistance that may be available, or take any other action relative thereto.

Town Manager
Director of Public Works

ARTICLE 32. APPROPRIATE FUNDS – ONE TON DUMP TRUCK

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$75,000, or another sum, to purchase and equip a one-ton dump truck, said purchase and equipping to be done at the direction of the Town Manager, or take any other action relative thereto.

Facilities Engineering Manager
Town Manager

ARTICLE 33. APPROPRIATE FUNDS - JOHN CURTIS LIBRARY – RESTORATION

To see if the Town will vote to raise and appropriate, appropriate from available funds, or borrow in accordance with Massachusetts General Laws or any other enabling act, the sum of \$45,000 or any other sum, for Phase 1 (Children’s Library) of a finishes renewal project at the John Curtis Library, involving carpet replacement, wall repairs and repainting, woodwork refinishing, and miscellaneous repairs, or take any other action relative thereto.

Facilities Engineering Manager
Town Manager

ARTICLE 34. APPROPRIATE FUNDS – REPLACE CARPETS – TOWN HALL

To see if the Town will vote to raise and appropriate, appropriate from available funds, or borrow in accordance with Massachusetts General Laws or any other enabling act, the sum of \$33,000 or any other sum, to replace existing carpets at Town Hall, or take any other action relative thereto.

Facilities Engineering Manager
Town Manager

ARTICLE 35. APPROPRIATE FUNDS - CEDAR SCHOOL FLOORING

To see if the Town will vote to raise and appropriate, appropriate from available funds, or borrow in accordance with Massachusetts General Laws or any other enabling act, the sum of \$260,000 or any other sum, to remove carpet in 35 rooms, abate/remove vinyl asbestos floor tile; and install new vinyl composition floor tile at Cedar Elementary School, or take any other action relative thereto.

Facilities Engineering Manager

Town Manager

ARTICLE 36. APPROPRIATE FUNDS – TRACTOR/SNOW BLOWER

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$22,600, or another sum, to purchase and equip a Kubota 26 HP ROPS Tractor/Snow Blower for the snow removal and sanding on the High School Campus Sidewalks, said purchase and equipping to be done at the direction of the Town Manager, or take any other action relative thereto.

Facilities Engineering Manager
Town Manager

ARTICLE 37. ABANDON/SELL ELM STREET LAND

To see if the Town will vote to authorize the Board of Selectmen to abandon, sell or otherwise convey a parcel of land on Elm Street, or take any other action relative thereto.

Board of Selectmen

ARTICLE 38. DOG LICENSE FEE – MGL CHAPTER 140, § 139

To see if the Town will vote to accept the provision of Massachusetts General Laws Chapter 140, Section 139 that reads'...No fee shall be charged for a license for a dog owned by a person aged 70 years or owner in a city or town that accepts this provision', or take any other action relevant thereto."

Town Clerk

ARTICLE 39. APPROPRIATE FUNDS – VOTING MACHINES

To see if the Town will vote to raise and appropriate, appropriate from available funds and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$32,000, or another sum, to purchase five (5) optical scanning vote tabulators to replace the Town's existing voting machines, said purchase to be done at the direction of the Town Manager, or take any other action relative thereto.

Finance Director
Town Manager

ARTICLE 40. APPROPRIATE FUNDS - TECHNOLOGY UPGRADES

To see if the Town will vote to raise and appropriate, from undesignated fund balance or borrow in accordance with Massachusetts General Laws or any other enabling act, the sum of \$100,000 or any other sum, to upgrade or replace obsolete hardware including, but not limited to, firewalls, switches, wireless access points, servers, desktops and laptops, or take any other action relative thereto.

Director of Technology

ARTICLE 41. AMEND SIGN BYLAW – DIGITAL MESSAGE BOARDS

To see if the Town will vote to amend the Sign Bylaw for the Town in the manner described below, or take any other action relative thereto:

Definition:

3.10 Digital Message Board:

Computerized programmable electronic visual communication devices used for the advertisement purposes for good and services, specially manufactured for the outside environment.

Article 5: Amend the Hanover Sign Bylaw, Section 5.1.1 Digital Message Boards, by adding following:

To be inserted as Section 5.1.1:

5.1.1 Digital Message Boards:

Notwithstanding the above provision and upon applying for and the granting of a Special Permit by the Planning Board acting as the as Special Permit Granting Authority, Digital Message Board signs are allowed in Commercial, Business, and Planned Shopping Center districts. Elements to be reviewed and regulated in allowing a Special Permit shall include, but not limited to the following:

- (a) Digital Message Boards can only display goods and services available at the petitioner's place of business.
- (b) There shall be only one (1) Digital Message Board allowed per property.
- (c) Digital Message Boards shall display static images only.
- (d) Digital Message Boards may change their static images no more than once every fifteen minutes (15) as a free standing, monument, or wall sign. In addressing this issue, the Planning Board may review sight distances and speed limits on surrounding roads.
- (e) Transitions from one static image to the next shall appear instantaneously without the appearance of flashing, animation or movement of any kind.
- (f) The background of any Digital Message Board shall remain a consistent color and intensity from one message to the next.
- (g) Such sign shall come equipped with automatic dimming technology that automatically adjusts the sign's brightness based on ambient light conditions.
- (h) No electronic message center sign shall exceed a brightness level of 3.0 foot candles above ambient light as measured using a foot candle meter and a distance of 50 feet from the display.
- (i) Digital Message Boards shall meet the dimensional requirements outlined in Article 7.2.b. and Article 7.2.c of the Sign Bylaw.
- (j) During a public safety event, the petitioner shall make the Digital Message Board accessible to the Town of Hanover's public safety departments.

Landscaping: The area surrounding the base of all freestanding and monument Digital Message Boards shall be attractively landscaped. Landscaping shall include low shrubbery, flowers or other such plantings that will not exceed one and half (1 ½) feet in height. These plantings will serve to obscure the supporting structure of the sign, while adding to overall appearance of the property.

Site Plan Approval: All Digital Message Board signs shall be included as an element of all Site Plan Approval applications Section 10 of the Hanover Zoning Bylaws. The application shall include the location, size, and height of all signs existing and proposed on the property. Applicants may be required to document signs on adjacent property if the Planning Board determines the circumstances warrant such review to reach an informed decision.

Director of Community Services
Town Planner

ARTICLE 42. AMEND ZONING BYLAW 10.110 (R)

To see if the Town will vote to amend the Zoning Bylaw for the Town in the manner described below, or take any other action relative thereto:

Amend the Hanover Zoning Bylaw, Section 10.110 (Site Plan Approval), by replacing the existing language with the following:

~~R. — Provision for lighting and illumination of the site;~~

To be inserted as Section 10.110 R.

R. Location, dimension, height and characteristics of all proposed signs permitted through the Sign Bylaw, including the use of Digital Message Boards outlined in Section 5.1.1 of the Sign Bylaw.

Director of Community Services
Town Planner

ARTICLE 43. APPROPRIATE FUNDS – AFFORDABLE HOUSING TRUST

To see if the Town will vote, pursuant to Massachusetts General Laws (M.G.L.) Chapter 44B (Community Preservation), and the Hanover General Bylaws, Section 4-19, to appropriate a sum of \$110,091 dollars U.S., from the Community Housing Reserve Fund to be transferred to the Hanover Affordable Housing Trust to provide for the creation and preservation of affordable housing in Hanover, said funds to be expended for the purposes stated herein within the scope proposed and approved by the Community Preservation Committee and for the purposes approved by this Town Meeting, by the Town Manager, or take any other action relative thereto.

Community Preservation Committee
Affordable Housing Trust

ARTICLE 44. APPROPRIATE FUNDS – OPEN SPACE PLAN

To see if the Town will vote, pursuant to Massachusetts General Laws (M.G.L.) Chapter 44B (Community Preservation), and the Hanover General Bylaws, Section 4-19, to appropriate \$20,000 U.S. dollars, from the Town's Community Preservation Fund (CPF) to "conduct a Town of Hanover Open Space Plan 2016-2021, which will be directed with the Metropolitan Area Planning Council (MAPC), to promote better networks and public spaces in the Town of Hanover." Within the scope approved by the Community Preservation Committee, and for the purposes approved by this Town Meeting, said funds to be expended for the purposes stated

herein by the Town Manager, under the direction of the Community Preservation Committee, or take any other action relative thereto.

Community Preservation Committee
Open Space Committee

ARTICLE 45. APPROPRIATE FUNDS – FOUNDATION WALL STETSON HOUSE BARN

To see if the Town will vote, pursuant to Massachusetts General Laws (M.G.L.) Chapter 44B (Community Preservation), and the Hanover General Bylaws, Section 4-19, to appropriate \$10,000 U.S. dollars from the Town's Community Preservation Fund (CPF) to "repair the foundation wall of the Stetson House Barn, which is in a poor condition due to the expansions from the extreme weather conditions." Within the scope approved by the Community Preservation Committee, and for the purposes approved by this Town Meeting, said funds to be expended for the purposes stated herein by the Town Manager, under the direction of the Community Preservation Committee, or take any other action relative thereto.

Community Preservation Committee
Historical Commission
Facilities Engineering Manager

ARTICLE 46. APPROPRIATE FUNDS – TRAILS

To see if the Town will vote, pursuant to Massachusetts General Laws (M.G.L.) Chapter 44B (Community Preservation), and the Hanover General Bylaws, Section 4-19, to appropriate \$9,200 U.S. dollars, from the Town's Community Preservation Fund (CPF) "for the expansion and improvement of trails to increase the visibility with improved signs and restoration work to reconnect the path to the Hanover community," within the scope approved by the Community Preservation Committee, and for the purposes approved by this Town Meeting, said funds to be expended for the purposes stated herein by the Town Manager, under the direction of the Community Preservation Committee, or take any other action relative thereto.

Community Preservation Committee
Open Space Committee

ARTICLE 47. APPROPRIATE FUNDS – ROLL OF HONOR RESTORATION

To see if the Town will vote, pursuant to Massachusetts General Laws (M.G.L.) Chapter 44B (Community Preservation), and the Hanover General Bylaws, Section 4-19, to appropriate \$8,960 U.S. dollars, from the Town's Community Preservation Fund (CPF) to "both restore the World War II Honor Roll plaque from 1946 and to further preserve the plaque for the future." Within the scope approved by the Community Preservation Committee, and for the purposes approved by this Town Meeting, said funds to be expended for the purposes stated herein by the Town Manager, under the direction of the Community Preservation Committee, or take any other action relative thereto.

Community Preservation Committee
Historical Commission

ARTICLE 48. APPROPRIATE FUNDS – VETERANS HONOR GARDEN

To see if the Town will vote, Pursuant to Massachusetts General Laws (M.G.L.) Chapter 44B (Community Preservation), and the Hanover General Bylaws, Section 4-19, to appropriate \$50,000 U.S. dollars, from the Town's Community Preservation Fund (CPF) to "add the landscaping including walkaways, lightings, grading and plantings to the current development of the Hanover Veterans Honor Garden (Map 46 Lot 43)", Within the scope approved by the Community Preservation Committee, and for the purposes approved by this Town Meeting, said funds to be expended for the purposes stated herein by the Town Manager, under the direction of the Community Preservation Committee, or take any other action relative thereto.

Community Preservation Committee
Veterans Memorial Committee

ARTICLE 49. ADDITIONAL LIQUOR LICENSE

To see if the Town will authorize, but not require the Board of Selectmen to petition the Great and General Court of the Commonwealth to enact special legislation to authorize the licensing authority of the Town to issue an additional license for the sale of all alcoholic beverages not to be drunk on the premises pursuant to Section 15 of Chapter 138 of the General Laws to Thomas J. Powers and/or James J. Powers for the site located at 1344 Washington Street, Hanover, or take any other action relative thereto.

Board of Selectmen

ARTICLE 50. ALL ALCOHOL BEVERAGE LICENSE-TWINS CONVENIENCE STORE

To see if the Town of Hanover will vote to petition the Great and General Court of the Commonwealth of Massachusetts to seek Special Legislation authorizing the Town of Hanover to Convert the currently issued Chapter 138, Section 12 Wine and Malt Beverage License not to be drunk on the premises held by HSK Crop. dba Twin's Convenience Store, 124 Rockland Street to a Chapter 138, Section 15 All Alcohol Beverage License not to be drunk on the premises to be held by HSK Corp. dba Twin's Convenience Store provided that such license be issued through the usual licensing process administered by the local licensing authority.

By Petition: Hunha Lee
Allen A. Prescott
Todd Parent
Robert O'Neil
Kasey Flaherty

ARTICLE 51. ACCEPT CHAPTER 90 ROAD GRANT MONIES

To see if the Town will vote to authorize the Board of Selectmen and the Town Manager to accept such sums of money as may be distributed by the Commonwealth of Massachusetts through the Chapter 90 highway grant program, so-called, funds to be expended by the Town Manager in accordance with the guidelines and requirements of the Massachusetts Highway Department, or take any other action relative thereto.

Board of Selectmen
Town Manager

Director of Public Works

ARTICLE 52. ACCEPT STREETS – TRAILSIDE LANE & MEADOW DRIVE

To see if the Town will vote to accept the following streets as public ways, or take any other action relative thereto:

Trailside Lane: The entire length of Trailside Lane, as shown on a plan entitled “River Path Roadway as-built Trailside Lane and Meadow Drive Hanover, MA” prepared by Hoyt Land Surveying, dated October 22, 2014, Revised October 23, 2015, a copy of which is on file in the office of the Hanover Department of Public Works.

Meadow Drive: The entire length of Meadow Drive, as shown on a plan entitled “River Path Roadway as-built Trailside Lane and Meadow Drive Hanover, MA” prepared by Hoyt Land Surveying, dated October 22, 2014, Revised October 23, 2015, a copy of which is on file in the office of the Hanover Department of Public Works.

Director of Public Works

ARTICLE 53. ACCEPT STREET – SUNSET POINT

To see if the Town will vote to accept the following streets as public ways, or take any other action relative thereto:

Sunset Point: The entire length of Sunset Point, as shown on a plan entitled “As Built Acceptance Plan of Sunset Point, Hanover, Mass” prepared by Keefe Associates, dated May 15, 2015, a copy of which is on file in the office of the Hanover Department of Public Works.

Director of Public Works

NOTICE FOR THE ELECTION OF OFFICERS
Hanover High School, 287 Cedar Street
On **SATURDAY, THE 7TH OF MAY 2016**
Then and there to act on the following:

To bring in their votes for each of the following:

- For at term of five years: One Planning Board Member
- For a term of three years: One Board of Assessors Member
One Board of Health Member
One Board of Public Works Member
One Planning Board member
One Board of Selectmen Member
One School Committee Member
One Trustee of the Public Library
One Town Clerk
- For a term of one year: One Town Moderator

Polls open from 8 A.M. to 6 P.M., unless otherwise ordered by the Town.
And you are hereby ordered to serve this Warrant posting attested copies thereof seven days at least before the time of said meeting.

Given under our hands this 21st day of March, 2016.

BOARD OF SELECTMEN

Brian E. Barthelmes, Chairman _____

Susan M. Setterland, Vice-Chair _____

Joseph R. Salvucci _____

Robert S. O'Rourke _____

David R. Delaney _____

_____, Constable Posted this ____ day of April, 2016

Commonwealth of Massachusetts

Town of Hanover

Warrant for *Special Town Meeting*

Plymouth, SS

Greetings: To any Constable of the Town of Hanover in said County

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said town who are qualified to vote in Elections and Town Affairs to meet in the Hanover High School, 287 CEDAR STREET, HANOVER, on

MONDAY THE 2nd DAY OF MAY 2016 AT 7:00 P.M.



Pursuant to the Americans with Disabilities Act, the Town will make every effort to assure that Town Meeting is accessible to individuals with disabilities. Should any assistance be desired in this regard, please contact the Board of Selectmen's Office at (781) 826-5000 ext. 1084.

INDEX OF ARTICLES FOR SPECIAL TOWN MEETING – 2016		
ARTICLE #	ISSUE	SUBMITTED BY
1	Payment of Prior Year Expenditures	Finance Director
2	Rescind Completed Projects Borrowing Authorizations	Finance Director
3	Transfer Meals Tax To OPEB Trust Fund	Finance Director
4	Appropriate Funds – Water Master Plan	Town Manager/Director of Public Works
5	Appropriate Funds – Pond Street Water Treatment Plant	Town Manager/Director of Public Works
6	Appropriate Funds – South Shore Community Action Council	Petition
7	Transfer Funds - Overlay Reserve To Stabilization Fund	Town Manager/Finance Director
8	Fund South Shore Vo-Tech High School	Town Manager
9	Amend Senior Work-Off Program	Board of Selectmen/Town Manager
10	Amend Veterans' Work-Off Program	Board of Selectmen/Town Manager
11	Dispose of Property at 624 Circuit Street	Board of Selectmen

ARTICLES FOR *SPECIAL* TOWN MEETING WARRANT

Monday, May 2, 2016

ARTICLE 1. PAYMENT OF PRIOR YEAR EXPENDITURES

To see if the Town will vote to appropriate a sum(s) of money or transfer from any available funds, or to transfer from other accounts, to pay such accounts as may be presented against the Town for which an appropriation does not exist, or take any other action relative thereto.

Health Express \$248.83
Health Express \$ 98.77

Finance Director

ARTICLE 2. RESCIND COMPLETED PROJECTS BORROWING AUTHORIZATIONS

To see if the Town will vote to rescind the following borrowing authorizations for projects completed under budget or no longer needed, as stated below, or take any other action relative thereto.

Purpose	Date of Vote	Article #	Amount Authorized	Issued/Retired/Rescinded	Unissued 6/30/15
High School Building Construction	9/8/2018	6	59,877,000	49,543,483	10,333,517
Road Construction	5/2/2011	46	8,500,000	7,785,000	715,000
				Total	11,048,517

Finance Director

ARTICLE 3. TRANSFER MEALS TAX TO OPEB TRUST FUND

To see if the Town will vote to transfer the meals tax funds collected to the OPEB Trust Fund for the Fiscal Year 2016, or take any other action relative thereto.

Finance Director

ARTICLE 4. APPROPRIATE FUNDS – WATER MASTER PLAN

To see if the Town will vote to appropriate from Water Revenues, appropriate from available undesignated Water Revenue Balances, appropriate from available funds, re-appropriate from the unexpended balances of previous Town Meeting articles, and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$100,000, or another sum, to update the water master plan, said work to be done at the direction of the Town Manager and Director of Public Works, who are authorized to apply for and accept any Federal or State assistance that may be available, or take any other action relative thereto.

Town Manager
Director of Public Works

ARTICLE 5. APPROPRIATE FUNDS – POND STREET WATER TREATMENT PLANT

To see if the Town will vote to appropriate from Water Revenues, appropriate from available undesignated Water Revenue Balances, appropriate from available funds, re-appropriate from the unexpended balances of previous Town Meeting articles, and/or borrow in accordance with Chapter 44 of the Massachusetts General Laws the sum of \$200,000, or another sum, to replace the residuals withdrawal system at the Pond Street Water Treatment Plant as required by the Massachusetts Department of Environmental Protection, said work to be done at the direction of the Town Manager, who are authorized to apply for and accept any Federal or State assistance that may be available, or to take any other action relative thereto.

Town Manager
Director of Public Works

ARTICLE 6. APPROPRIATE FUNDS – SOUTH SHORE COMMUNITY ACTION COUNCIL

South Shore Community Action Council, Inc. is requesting that the Town of Hanover vote to raise and appropriate or transfer from available funds the sum of Five Thousand (\$5,000.00) Dollars to South Shore Community Actions, Inc. for services to low-income families and elderly residents in the Town of Hanover, or take any other actions relative thereto.

By Petition: Maureen Cooke
Nancy Funder
Carol Mattes
Mary E. Laurie
Marilyn DeBoer

ARTICLE 7. TRANSFER FUNDS - OVERLAY RESERVE TO STABILIZATION FUND

To see if the Town will vote to transfer \$200,000 from the Overlay Reserve to the Stabilization Fund, or take any other action relative thereto.

Town Manager
Finance Director

ARTICLE 8. FUND SOUTH SHORE VO-TECH HIGH SCHOOL

To see if the Town will vote to fund the South Shore Vocational Technical High School for Fiscal Year 2016, or take any other action relative thereto.

Town Manager

ARTICLE 9. AMEND SENIOR WORK-OFF PROGRAM

To see if the Town will vote to amend the Senior Work-Off Program hourly wage to 125 hours, or take any other action relative thereto.

Board of Selectmen
Town Manager

ARTICLE 10. AMEND VETERANS' WORK-OFF PROGRAM

To see if the Town will vote to amend the Veterans' Work-Off Program hourly wage to 125 hours, or take any other action relative thereto.

Board of Selectmen
Town Manager

ARTICLE 11. DISPOSE OF PROPERTY AT 624 CIRCUIT STREET

To see if the Town will vote to transfer control of the property at 624 Circuit Street from the Parks and Recreation Committee to the Board of Selectmen, and authorize the Board of Selectmen to dispose of said property on such terms as the Board, in its discretion, determine to be in the best interest of the Town, or take any other action relative thereto.

Board of Selectmen

And you are hereby ordered to serve this Warrant posting attested copies thereof fourteen days, at least, before the time of said meeting.

Given under our hands this 21st day of March 2016.

BOARD OF SELECTMEN

Brian E. Barthelmes, Chairman _____

Susan M. Setterland, Vice-Chair _____

Joseph R. Salvucci _____

Robert S. O'Rourke _____

David R. Delaney _____

_____, Constable

Posted this ____ day of April, 2016

Outstanding Town Meeting Articles

Dept	New Account	Description	Use of Funds	Town Meeting	Article #	Original Appropriation	Current Balance	Source of Funds	Close Y/N
DPW	01-425-127-5241	CEMETERY ENGINEERING	To expand and develop 5 acres of land at Hanover Center cemetery.	ATM 2003	50	15,000.00	6,130.50	Cemetery Capital Improvement	
DPW	01-425-128-5241	CEMETERY FENCE	To install fencing of Hanover Center cemetery.	ATM 2003	51	45,000.00	10,994.02	Cemetery Capital Improvement	
DPW	01-410-100-5312	RT #53 ENGINEERING & DESIGN	To pay for the engineering and design of Route 53.	ATM 2003	54	135,000.00	-	Route 53 Mitigation Fund	
FACILITIES	01-670-5230	STETSON HOUSE FUND YR #11	To be used for improvements, maintenance, and repairs to building and property at 514 Hanover St.	ATM 2007	19	1,000.00	859.83	Raise & Appropriate	
FACILITIES	01-670-129-5230	STETSON HOUSE FUND YR #12	To be used for improvements, maintenance, and repairs to building and property at 514 Hanover St.	ATM 2008	16	1,000.00	1,000.00	Raise & Appropriate	
FACILITIES	01-670-125-5230	STETSON HOUSE FUND YR #13	To be used for improvements, maintenance, and repairs to building and property at 514 Hanover St.	ATM 2009	28	1,000.00	1,000.00	Raise & Appropriate	
FACILITIES	01-220-102-5820	FIRE HEADQUARTERS HVAC	To conduct a needs assessment of HVAC systems at Fire Headquarters.	ATM 2009	43	10,000.00	10,000.00	Free Cash	
FIRE	01-220-109-5870	SQUAD VEHICLE	To purchase and equip an all wheel drive Squad emergency response vehicle.	ATM 2012	18	175,000.00	1,314.43	Free Cash	Y
FACILITIES	01-192-112-5820	MS TILE ABATEMENT	To remove carpets, abate tile, install moisture barrier system and replace tile in downstairs rooms and common areas at the MS.	ATM 2012	23	490,000.00	159,384.02	Free Cash	
FACILITIES	01-610-113-5820	LIBRARY SNOWGUARDS	To install snow guards on Library roof.	ATM 2012	25	20,000.00	1,200.00	Free Cash	
FACILITIES	01-192-116-5820	MS SMOKE DOORS	To install smoke doors at MS that will be tied into the fire alarm system to include purchasing, repair, replacement, disposal, installation and related costs.	ATM 2012	28	35,000.00	15,340.75	Free Cash	
FIRE	01-220-122-5820	PURCHASE AMBULANCE	To purchase and equip an ambulance.	ATM 2012	30	185,000.00	1,461.36	Ambulance Receipts	Y
POLICE/FIRE	01-122-117-5725	PUBLIC SAFETY TRAINING	To be used for public safety training.	ATM 2012	31	20,000.00	-	Free Cash & Ambulance Receipts	
POLICE	01-210-431-5867	DUTY WEAPONS/AMMO	To purchase current issue replacement duty weapons and ammunition.	ATM 2013	21	41,000.00	1,707.08	Free Cash	
SCHOOL	01-122-436-5304	SCHOOL MEDICAID	To fund contract to assist Town in recovering Medicaid reimbursements.	ATM 2013	32	7,500.00	-	Free Cash	
POLICE/FIRE	01-122-446-5725	PUBLIC SAFETY TRAINING	Public safety employee training.	ATM 2013	42	20,000.00	-	Free Cash	
SCHOOL	01-320-5780-9017-25	SPED EXPENSES	To be used for SPED expenses.	ATM 2014	17	500,000.00	-	Free Cash	
SCHOOL	01-300-5780-9018-25	SCHOOL MEDICAID	To fund contract to assist Town in recovering Medicaid reimbursements.	ATM 2014	18	7,500.00	1,990.00	Free Cash	
FIRE	01-220-5725-9020-25	PUBLIC SAFETY TRAINING	To provide public safety training	ATM 2014	20	15,000.00	-	Free Cash	
POLICE	01-210-5725-9020-25	PUBLIC SAFETY TRAINING	To provide public safety training	ATM 2014	20	15,000.00	-	Free Cash	
FIRE	01-220-5782-9031-25	PORTABLE LIGHT TOWER	To purchase portable light tower and related costs	ATM 2014	31	9,000.00	652.00	Free Cash	Y
DPW	01-421-5319-9042-25	AMES WAY NEEDS STUDY	To conduct a needs assessment of the DPW facility	ATM 2014	42	45,000.00	45,000.00	Free Cash	
FIRE	01-220-5319-9049-25	N. HANOVER FIRE STATION STUDY	To conduct a study to determine need and potential physical footprint of new satellite station.	ATM 2014	49	10,000.00	-	Free Cash	
FACILITIES	01-192-5865-9053-25	REPLACE FIRE ALARM - TOWN HALL	Replace fire alarm system at town hall and related costs	ATM 2014	53	18,000.00	18,000.00	Free Cash	
SCHOOL	01-11-300-1450-9058-25	TOWN HALL TECHNOLOGY UPDATES	Techonology updates for town hall	ATM 2014	58	14,617.00	-	Free Cash	
SELECTMEN	01-122-5780-9014-26	SOUTH SHORE COMMUNITY ACTION	For services provided to low-income families and elderly residents of Hanover	STM 2015	14	5,000.00	5,000.00	Free Cash	
SELECTMEN	01-122-5850-9007-26	RADIO INFRASTRUCTURE	To repair and replace public safety radio transmission infrastructure	STM 2015	7	115,000.00	16,395.65	Free Cash	
FACILITIES	01-192-5230-9029-26	STETSON HOUSE ELECTRICAL UPGRADE	To replace electric panel/breakers and upgrade electric service	ATM 2015	29	10,000.00	9,195.30	Free Cash	
FACILITIES	01-192-5230-9033-26	REPAIR CURTAIN WALL LIBRARY	To repair window curtain wall and repair water damaged area of interior sides of wall.	ATM 2015	33	30,000.00	30,000.00	Free Cash	
FACILITIES	01-192-5865-9031-26	TOWN HALL SECURITY SYSTEM	To install a building security system in Town Hall - burglar alarm, motion sensors, videa cameras.	ATM 2015	31	35,000.00	35,000.00	Free Cash	
POLICE	01-210-5725-9018-26	PUBLIC SAFETY TRAINING	For public safety training.	ATM 2015	18	15,000.00	13,138.75	Free Cash	
FIRE	01-220-5311-9037-26	FIRE SUBSTATION ARCHITECT DESIGN	To develop architectural design to include revised plans, elevations, site plans, building renderings, material selections and prelim structural write up and estimate.	ATM 2015	37	44,000.00	39,463.32	Free Cash	
FIRE	01-220-5725-9018-26	PUBLIC SAFETY TRAINING	For public safety training.	ATM 2015	18	15,000.00	10,377.42	Free Cash	
TECHNOLOGY	01-300-1450-9038-26	TECHNOLOGY UPGRADES	To upgrade/replace hardware, firewalls, switches, wireless access points, servers, desktops and laptops	ATM 2015	38	100,000.00	14,454.77	Free Cash	
SCHOOL	01-300-5780-9017-26	MEDICAID SERVICES	To assist in recovering Medicaid reimbursements	ATM 2015	17	7,500.00	6,956.00	Free Cash	
SCHOOL	01-320-5780-9014-26	SPED EXPENSES	To be used for SPED expenses.	ATM 2015	14	500,000.00	5,817.15	Free Cash	
SCHOOL	01-39-310-5780-9015-26	VISION 20/20 MATH	To fund materials, supplies, equipment for implementation of new Math curriculum.	ATM 2015	15	600,000.00	67,163.57	Free Cash	
PARKS & REC	01-630-5319-9040-26	VETERANS HONOR GARDEN	To be used for Committee to study design of garden.	ATM 2015	40	25,000.00	23,311.75	Free Cash	
DPW	01-421-133-5310	WASTEWATER STUDY	To further study, including hydrogeological investigation, preliminary design and project costs as recommended in 10/11/12 Strategic Wastewater Planning Report.	STM 2013	8	150,000.00	56,602.85	Free Cash	
FACILITIES	01-192-134-5865	ACCESS CONTROL SYSTEMS	Installation of electronic access control systems and related equipment at Cedar, Center, Sylvester, Middle and Salmond Building.	STM 2013	9	120,000.00	-	Free Cash	
FACILITIES	01-192-5319-9051-25	HEARING ROOM IMPROVEMENTS				25,000.00	25,000.00	Cable Revolving	
							633,910.52		
* Funds not to be returned to Treasury except by vote of Town Meeting.									

Outstanding Water Enterprise Articles

New Account	Description	Use of Funds	Town Meeting	Article #	Original Appropriation	Current Balance	Source of Funds	Close Y/N
60-451-552-5850	BROADWAY PLANT	To construct a new water treatment plant at Broadway Well Field.	ATM 2003	45	5,700,000.00	-	\$500k Retained Earnings & \$5.2M Borrowing	
60-451-553-5850	WATER EQUIPMENT	To purchase new water treatment equipment and recommended i	ATM 2004	34	60,000.00	-	Retained Earnings	
60-452-556-5850	WINTER ST. FACILITY	To purchase and renovate a building at 219 Winter St. to be used as Water Department garage and costs incidental and related thereto.	ATM 2005	42	975,000.00	65,552.56	\$150k Retained Earnings & \$825k Borrowing	
60-918-5145	WATER SICKLEAVE BUYBACKS	To fund water sickleave buyback fund.	ATM 2006	12	71,500.00	3,568.83	Retained Earnings	
60-452-557-5800	STORMWATER/GIS MAPPING	To perform stormwater management planning and land use mapping as required by Federal Clean Water Act.	ATM 2006	58	50,000.00	50,000.00	Retained Earnings	
60-452-562-5850	SCHOOL ST. TANK REMOVAL	To disassemble the School Street water tank.	ATM 2008	25	140,000.00	-	Retained Earnings	
60-451-570-5850	POND ST. FILTER MEDIA	To purchase and replace the filter media at Pond St.	ATM 2010	52	60,000.00	-	Retained Earnings	
60-450-566-5870	WATER SERVICE VAN	To purchase water service van.	ATM 2012	21	25,000.00	-	Retained Earnings	
60-452-5850-9004-26	REPLACE/REINFORCE WATER MAINS	To replace/reinforce existing water mains.	STM 2015	4	300,000.00	287,593.00	Old Borrowings	
60-451-5850-9003-26	WATER QUALITY	To improve water quality on Main St. north of Walnut St. including relocation of water services, relocation/replacement of valves/hydrants/water mains and related work.	STM 2015	3	60,000.00	15,012.61	Retained Earnings	
60-451-571-5850	MTBE TESTING & CLEANUP	To create a fund for testing and cleanup of MTBE and other contaminants that have found and or may find their way into the Town's water supply. Proceeds were originally from class action settlement. Any other proceeds from lawsuit should go into this fund.	ATM 2012	17	505,437.00	17,029.36	General Fund Free Cash	
						438,756.36		
* Funds not to be returned to Treasury except by vote of Town Meeting.								

122 - SELECTMEN'S OFFICE											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-122-5110	Clarkson, Troy	Town Manager	Salary	1.00	\$ 127,501	1.00	\$ 131,424	1.00	\$ 135,367	\$ 3,943	2.91%
01-122-5110	Clarkson, Troy	Town Manager	Stipend	-	\$ 4,800	-	\$ 5,400	-	\$ 5,561	\$ 161	2.90%
01-122-5110	Clarkson, Troy	Town Manager	Perform Bonus	-	\$ -	-	\$ -	-	\$ -	\$ -	#DIV/0!
TOTAL	01-122-5110 Salaries - Appointed Officials			1.00	\$ 132,301	1.00	\$ 136,824	1.00	\$ 140,928	\$ 4,104	2.91%
01-122-5113	Former Employee	Administrative Asst.	Hourly	1.00	\$ 40,651	1.00	\$ 41,464	-	\$ -	\$ (41,464)	#DIV/0!
01-122-5113	Lee, Ann	Administrative Asst.	Hourly	1.00	\$ 52,051	1.00	\$ 62,000	1.00	\$ 64,669	\$ 2,669	4.13%
01-122-5113	Tierney, Janet	Administrative Asst.	Hourly	-	\$ -	-	\$ -	1.00	\$ 38,795	\$ 38,795	100.00%
TOTAL	01-122-5113 Salaries - Clerical			2.00	\$ 40,651	2.00	\$ 41,464	2.00	\$ 103,464	\$ 62,000	59.92%
01-122-5149	Clarkson, Troy	Town Manager	Perform Bonus	-	\$ -	-	\$ -	-	\$ 7,500	\$ 7,500	100.00%
TOTAL	01-122-5149 Other Pay			-	\$ -	-	\$ -	-	\$ 7,500	\$ 7,500	100.00%

131 - ADVISORY COMMITTEE											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-131-5113	Former Employee	Administrative Asst.	Hourly	0.50	\$ 3,750	-	\$ -	-	\$ -	\$ -	
01-131-5113	Coleman, Irene	Administrative Asst.	Hourly	-	\$ -	0.50	\$ 3,750	0.50	\$ 4,058	\$ 308	
TOTAL	01-131-5113 Salaries - Clerical			0.50	\$ 3,750	0.50	\$ 3,750	0.50	\$ 4,058	\$ 308	

133 - ACCOUNTING											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-133-5110	Smith, Janine	Director of Finance	Salary	1.00	\$ 96,900	1.00	\$ 50,407	-	\$ -	\$ (50,407)	
01-133-5110	Stevens, Chelsea	Act Town Accountant	Salary	1.00	\$ 60,000	1.00	\$ 61,200	1.00	\$ 64,669	\$ 3,469	5.36%
TOTAL	01-133-5110 Salaries - Appointed Officials			2.00	\$ 156,900	2.00	\$ 111,607	1.00	\$ 64,669	\$ (46,938)	0.00%
01-133-5113	Mohn, Dorothy	Secretary/AP Clerk	Hourly	1.00	\$ 40,669	1.00	\$ 41,632	1.00	\$ -	\$ (41,632)	
01-133-5113	Mohn, Dorothy	Secretary/AP Clerk	Service Award	-	\$ 1,100	-	\$ 1,100	-	\$ -	\$ (1,100)	
01-133-5113	Vacant	Sr. Clerk -PO	Hourly	-	\$ -	-	\$ -	1.00	\$ 35,024	\$ 35,024	100.00%
TOTAL	01-133-5113 Salaries - Clerical			1.00	\$ 41,769	1.00	\$ 42,732	2.00	\$ 35,024	\$ (7,708)	0.00%
01-133-5148	Vacant	Sr. Clerk -PO	Stipend	-	\$ -	-	\$ -	-	\$ 2,000	\$ 2,000	100.00%
TOTAL	01-133-5148 Stipends			-	\$ -	-	\$ -	-	\$ 2,000	\$ 2,000	100.00%

*Secretary/AP Clerk FTE is counted in this office, however the salary funds remain in the Water Enterprise budget.

141 - ASSESSORS											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-141-5110	Cole, Robert	Assessor/Appraiser	Salary	1.00	\$ 69,838	-	\$ -	1.00	\$ 78,986	\$ 78,986	100.00%
01-141-5110	Vacant	Director of Assessing	Salary	-	\$ -	1.00	\$ 75,000	-	\$ -	\$ -	
TOTAL	01-141-5110 Salaries - Appointed Officials			1.00	\$ 69,838	1.00	\$ 75,000	1.00	\$ 78,986	\$ 3,986	5.05%
01-141-5113	Boidi, Elaine	Sr. Clerk	Hourly	1.00	\$ 28,837	1.00	\$ 37,494	1.00	\$ 41,345	\$ 3,851	9.31%
TOTAL	01-141-5113 Salaries - Clerical			1.00	\$ 28,837	1.00	\$ 37,494	1.00	\$ 41,345	\$ 3,851	9.31%
01-141-5148	Boidi, Elaine	Sr. Clerk	Stipend	-	\$ -	-	\$ -	-	\$ 2,000	\$ 2,000	100.00%
TOTAL	01-141-5148 Stipends			-	\$ -	-	\$ -	-	\$ 2,000	\$ 2,000	100.00%

145 - TREASURER/COLLECTOR

Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-145-5110	Lowry, Gayle	Asst. to Treas/Coll	Salary	1.00	\$ 65,850	1.00	\$ 67,167	1.00	\$ 51,138	\$ (16,029)	-31.34%
01-145-5110	Smith, Janine	Director of Finance	Salary	-	\$ -	-	\$ 50,407	1.00	\$ 103,839	\$ 53,432	51.46%
01-145-5110	Vacant	Treasurer/Collector	Salary	1.00	\$ 63,041	-	\$ -	-	\$ -	\$ -	
TOTAL	01-145-5110 Salaries - Appointed Officials			2.00	\$ 128,891	1.00	\$ 117,574	2.00	\$ 154,977	\$ 37,403	24.13%
01-145-5113	Coogan, Margaret	Administrative Asst.	Salary	1.00	\$ 41,812	1.00	\$ 42,648	-	\$ -	\$ (42,648)	
01-145-5113	Sullivan, Holly	Senior Deputy Coll	Salary	1.00	\$ 39,482	1.00	\$ 41,076	1.00	\$ 43,893	\$ 2,817	6.42%
01-145-5113	Former Employee	Sr. Clerk	Salary	-	\$ -	-	\$ -	-	\$ -	\$ -	
01-145-5113	Svoboda, Jane M	Sr. Clerk	Salary	1.00	\$ 38,386	1.00	\$ 39,936	-	\$ -	\$ (39,936)	
01-145-5113	Cotter, Sheila	Sr. Clerk	Salary	-	\$ -	-	\$ -	1.00	\$ 42,742	\$ 42,742	100.00%
01-145-5113	New Hire	Administrative Asst.	Salary	-	\$ -	-	\$ -	1.00	\$ 34,585	\$ 34,585	100.00%
01-145-5113	Vacant	Sr. Clerk - Water	Salary	-	\$ -	-	\$ -	1.00	\$ -	\$ -	
TOTAL	01-145-5113 Salaries - Clerical			3.00	\$ 119,680	3.00	\$ 123,660	4.00	\$ 121,220	\$ (2,440)	-2.01%
01-145-5148	Sullivan, Holly	Senior Deputy Coll	Stipend	-	\$ -	-	\$ -	-	\$ 2,000	\$ 2,000	100.00%
01-145-5148	Cotter, Sheila	Sr. Clerk	Stipend	-	\$ -	-	\$ -	-	\$ 2,000	\$ 2,000	100.00%
TOTAL	01-145-5148 Stipends			-	\$ -	-	\$ -	-	\$ 4,000	\$ 4,000	100.00%

*Senior Clerk - Water FTE is counted in this office, however the salary funds remain in the Water Enterprise budget.

The clerical salaries presented in the budget document are short \$7,352.

148 - PAYROLL/BENEFITS											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-148-5110	Smith, Janine	Director of Finance	Salary						\$ 9,000	\$ 9,000	100.00%
01-148-5110	Keefe, Lisa	Payroll/Benefits Supervisor	Salary					1.00	\$ 42,488	\$ 42,488	100.00%
01-148-5110	Barresi, Audrey	Benefits Specialist	Salary					1.00	\$ 27,810	\$ 27,810	100.00%
01-148-5110	Feeney, Lisa	Payroll Assistant	Salary					1.00	\$ 24,720	\$ 24,720	100.00%
TOTAL	01-148-5110 Salaries - Appointed Officials			-	\$ -	-	\$ -	3.00	\$ 104,018	\$ 104,018	100.00%

* All salaries are split 50/50 with School Department for FY17.

161 - TOWN CLERK

Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-161-5111	Harder-Bernier, Cathy	Town Clerk	Salary	1.00	\$ 54,564	1.00	\$ 56,769	1.00	\$ 60,180	\$ 3,411	5.67%
TOTAL	01-161-5111 Salaries - Elected Officials			1.00	\$ 54,564	1.00	\$ 56,769	1.00	\$ 60,180	\$ 3,411	5.67%
01-161-5113	Former Employee	Asst. Town Clerk	Salary	1.00	\$ 38,550	1.00	\$ 40,092	-	\$ -	\$ (40,092)	
01-161-5113	Former Employee	Asst. Town Clerk	Service	-	\$ 895	-	\$ 930	-	\$ -	\$ (930)	
01-161-5113	Coogan, Meg	Administrative Asst.		-	\$ -	-	\$ -	1.00	\$ 45,757	\$ 45,757	100.00%
TOTAL	01-161-5113 Salaries - Clerical			1.00	\$ 39,445	1.00	\$ 41,022	1.00	\$ 45,757	\$ 4,735	10.35%

163 - REGISTRARS

Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-163-5112	Disabato, Katherine	Registrar of Voters	Hourly	0.50	\$ 6,143	0.50	\$ 6,274	0.50	\$ 9,666	\$ 3,392	35.09%
01-163-5112	Ferguson, Pamela	Registrar of Voters	Hourly	0.50	\$ 7,518	0.50	\$ 7,460	0.50	\$ 9,667	\$ 2,207	22.83%
01-163-5112	Goldthwait, Nancy	Senior Registrar	Hourly	0.50	\$ 9,339	0.50	\$ 9,266	0.50	\$ 9,667	\$ 401	4.15%
TOTAL	01-163-5112 Salaries - Appointed Officials PT			1.50	\$ 23,000	1.50	\$ 23,000	1.50	\$ 29,000	\$ 6,000	20.69%

192 - FACILITIES											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-192-5110	Cuervels, Arthur	Project Manager	Salary	0.34	\$ 18,998	0.34	\$ 19,452	0.34	\$ 20,567	\$ 1,115	5.42%
01-192-5110	Murray, Robert	Facilities Manager	Salary	1.00	\$ 95,675	1.00	\$ 97,589	1.00	\$ 107,010	\$ 9,421	8.80%
01-192-5110	Peterson, Gerald	Deputy Sup - Facilities	Salary	1.00	\$ 76,500	1.00	\$ 81,530	1.00	\$ 86,472	\$ 4,942	5.72%
TOTAL	01-192-5110 Salaries - Appointed Officials			2.34	\$ 191,173	2.34	\$ 198,571	2.34	\$ 214,049	\$ 15,478	7.23%
01-192-5113	Former Employee	Temporary Assistant	Hourly	1.00	\$ 38,203	1.00	\$ 39,119	-	\$ -	\$ (39,119)	
01-192-5113	Minichino, Lauren	Temporary Assistant	Hourly	-	\$ -	-	\$ -	0.30	\$ 12,095	\$ 12,095	100.00%
01-192-5113	Koslowsky, Teresa	Administrative Asst.	Salary	-	\$ -	-	\$ -	1.00	\$ 48,174	\$ 48,174	100.00%
TOTAL	01-192-5113 Salaries - Clerical			1.00	\$ 38,203	1.00	\$ 39,119	1.30	\$ 60,269	\$ 21,150	35.09%
01-192-5114	Botelho, Jeff	Skilled Maint Worker	Hourly	1.00	\$ 50,488	1.00	\$ 51,708	1.00	\$ 52,534	\$ 826	1.57%
01-192-5114	Botelho, Jeff	Skilled Maint Worker	Hoisting	-	\$ 700	-	\$ 700	-	\$ 700	\$ -	0.00%
01-192-5114	Coviello, Christopher	Custodial Foreman	Hourly	1.00	\$ 57,984	1.00	\$ 59,380	1.00	\$ 60,322	\$ 942	1.56%
01-192-5114	Larue, Albert	Skilled Maint Worker	Hourly	1.00	\$ 50,488	1.00	\$ 51,708	1.00	\$ 52,534	\$ 826	1.57%
01-192-5114	Larue, Albert	Skilled Maint Worker	Service Award	-	\$ 1,800	-	\$ 1,800	-	\$ 1,800	\$ -	0.00%
01-192-5114	Ruzzo, Steven	Skilled Maint Worker	Hourly	1.00	\$ 50,488	1.00	\$ 51,708	1.00	\$ 52,534	\$ 826	1.57%
01-192-5114	Ruzzo, Steven	Skilled Maint Worker	Service Award	-	\$ 700	-	\$ 700	-	\$ 700	\$ -	0.00%
01-192-5114	Wright, John	Maintenance Foreman	Hourly	1.00	\$ 57,984	1.00	\$ 59,380	1.00	\$ 60,322	\$ 942	1.56%
01-192-5114	Wright, John	Maintenance Foreman	Service Award	-	\$ 900	-	\$ 900	-	\$ 900	\$ -	0.00%
TOTAL	01-192-5114 Salaries - Perm FT			5.00	\$ 271,532	5.00	\$ 277,984	5.00	\$ 282,346	\$ 4,362	1.54%
01-192-5115-11	Rice, Mark	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 49,611	\$ 795	1.60%
01-192-5115-11	Golemme, Brian	Custodian	Hourly	-	\$ -	-	\$ -	-	\$ 20,763	\$ 20,763	
TOTAL	01-192-5115-11 Salaries Custodian - Town Hall			1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 70,374	\$ 21,558	30.63%
01-192-5115-21	McDonnell, Nicholas	Custodian	Hourly	0.10	\$ 4,575	0.10	\$ 4,882	-	\$ -	\$ (4,882)	
01-192-5115-21	Siegel, Peter	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,815	1.00	\$ 49,611	\$ 796	
01-192-5115-21	Siegel, Peter	Custodian	Service Award	-	\$ 900	-	\$ 900	-	\$ 900	\$ -	0.00%
TOTAL	01-192-5115-21 Salaries Custodian - Police Station			1.10	\$ 53,144	1.10	\$ 54,597	1.00	\$ 50,511	\$ (4,086)	-8.09%
01-192-5115-32	Blinstrub, Thomas	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 49,611	\$ 795	1.60%
01-192-5115-32	Blinstrub, Thomas	Custodian	Service Award	-	\$ 1,800	-	\$ 1,800	-	\$ 1,800	\$ -	0.00%
01-192-5115-32	Mayott, Michael	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 49,611	\$ 795	1.60%
01-192-5115-32	Mayott, Michael	Custodian	Service Award	-	\$ 1,100	-	\$ 1,100	-	\$ 1,100	\$ -	0.00%
01-192-5115-32	White, Frederick	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 49,611	\$ 795	1.60%
01-192-5115-32	White, Frederick	Custodian	Service Award	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
TOTAL	01-192-5115-32 Salaries Custodian - Cedar School			3.00	\$ 149,007	3.00	\$ 152,448	3.00	\$ 154,833	\$ 2,385	1.54%
01-192-5115-33	Blythe, Justin	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	-	\$ -	\$ (48,816)	
01-192-5115-33	Brown, Leonard	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	-	\$ -	\$ (48,816)	
01-192-5115-33	Brown, Leonard	Custodian	Service Award	-	\$ 900	-	\$ 900	-	\$ -	\$ (900)	
01-192-5115-33	Leslie, Mark	Custodian	Hourly	-	\$ -	-	\$ -	1.00	\$ 49,611	\$ 49,611	100.00%
01-192-5115-33	Leslie, Mark	Custodian	Service Award	-	\$ -	-	\$ -	-	\$ 1,800	\$ -	
01-192-5115-33	Tripp, Howard	Custodian	Hourly	-	\$ -	-	\$ -	1.00	\$ 49,611	\$ 49,611	100.00%
01-192-5115-33	Tripp, Howard	Custodian	Service Award	-	\$ -	-	\$ -	-	\$ 1,800	\$ 1,800	100.00%
01-192-5115-33	Mancuso, Richard	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 49,611	\$ 795	1.60%
01-192-5115-33	Mancuso, Richard	Custodian	Service Award	-	\$ 1,100	-	\$ 1,100	-	\$ 1,100	\$ -	0.00%
TOTAL	01-192-5115-33 Salaries Custodian - Center School			3.00	\$ 145,007	3.00	\$ 148,448	3.00	\$ 153,533	\$ 5,085	3.31%

192 - FACILITIES											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-192-5115-34	Hook, Jason	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 49,611	\$ 795	1.60%
01-192-5115-34	Hook, Jason	Custodian	Service Award	-	\$ 900	-	\$ 900	-	\$ 900	\$ -	0.00%
01-192-5115-34	Brown, Leonard	Custodian	Hourly	-	\$ -	-	\$ -	1.00	\$ 49,611	\$ 49,611	100.00%
01-192-5115-34	Brown, Leonard	Custodian	Service Award	-	\$ -	-	\$ -	-	\$ 1,100	\$ 1,100	100.00%
01-192-5115-34	Priestley, Christian	Custodian	Hourly	0.75	\$ 35,752	0.75	\$ 36,612	-	\$ -	\$ (36,612)	
01-192-5115-34	Priestley, Christian	Custodian	Service Award	-	\$ 675	-	\$ 675	-	\$ -	\$ (675)	
TOTAL	01-192-5115-34 Salaries Custodian - Sylvester School			1.75	\$ 84,996	1.75	\$ 87,003	2.00	\$ 101,222	\$ 14,219	14.05%
01-192-5115-35	Kinsman, Scott	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 49,611	\$ 795	1.60%
01-192-5115-35	Kinsman, Scott	Custodian	Service Award	-	\$ 1,100	-	\$ 1,100	-	\$ 1,800	\$ 700	38.89%
01-192-5115-35	MacMackin, William	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,815	1.00	\$ 49,611	\$ 796	1.60%
01-192-5115-35	MacMackin, William	Custodian	Service Award	-	\$ 1,100	-	\$ 1,100	-	\$ 1,100	\$ -	0.00%
01-192-5115-35	Berry, Michael	Custodian	Hourly	-	\$ -	-	\$ -	1.00	\$ 49,611	\$ 49,611	100.00%
01-192-5115-35	Blythe, Justin	Custodian	Hourly	-	\$ -	-	\$ -	1.00	\$ 49,611	\$ 49,611	100.00%
01-192-5115-35	Priestley, Christian	Custodian	Hourly	-	\$ -	-	\$ -	1.00	\$ 49,611	\$ 49,611	100.00%
01-192-5115-35	Murphy, Stephen	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	-	\$ -	\$ (48,816)	
01-192-5115-35	Tripp, Howard	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	-	\$ -	\$ (48,816)	
01-192-5115-35	Tripp, Howard	Custodian	Service Award	-	\$ 1,800	-	\$ 1,800	-	\$ -	\$ (1,800)	
TOTAL	01-192-5115-35 Salaries Custodian - Middle School			4.00	\$ 194,676	4.00	\$ 199,263	5.00	\$ 250,955	\$ 51,692	20.60%
01-192-5115-36	Berry, Michael	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	-	\$ -	\$ (48,816)	
01-192-5115-36	Berry, Michael	Custodian	Service Award	-	\$ 900	-	\$ 900	-	\$ -	\$ (900)	
01-192-5115-36	Brown, Robert	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 49,611	\$ 795	1.60%
01-192-5115-36	Hook, Robert	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 49,611	\$ 795	1.60%
01-192-5115-36	Hook, Robert	Custodian	Service Award	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
01-192-5115-36	Leslie, Mark	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	-	\$ -	\$ (48,816)	
01-192-5115-36	Leslie, Mark	Custodian	Service Award	-	\$ 1,100	-	\$ 1,100	-	\$ -	\$ (1,100)	
01-192-5115-36	Moore, Scott	Custodian	Hourly	-	\$ -	-	\$ -	1.00	\$ 48,337	\$ 48,337	100.00%
01-192-5115-36	Moore, Scott	Custodian	Service Award	-	\$ -	-	\$ -	-	\$ 900	\$ 900	100.00%
01-192-5115-36	Murphy, Stephen	Custodian	Hourly	-	\$ -	-	\$ -	1.00	\$ 49,611	\$ 49,611	100.00%
01-192-5115-36	Murphy, Stephen	Custodian	Hourly	-	\$ -	-	\$ -	-	\$ 900	\$ 900	100.00%
01-192-5115-36	Vacant	Custodian	Hourly	0.20	\$ 8,790	0.20	\$ 9,000	0.20	\$ 9,145	\$ 145	1.59%
01-192-5115-36	Whealan, William	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 49,611	\$ 795	1.60%
01-192-5115-36	Whealan, William	Custodian	Service Award	-	\$ 1,100	-	\$ 1,100	-	\$ 1,100	\$ -	0.00%
TOTAL	01-192-5115-36 Salaries Custodian - High School			5.20	\$ 253,335	5.20	\$ 259,280	5.20	\$ 261,926	\$ 2,646	1.01%
01-192-5115-37	Ennis, Steven	Custodian	Hourly	1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 49,611	\$ 795	1.60%
01-192-5115-37	Ennis, Steven	Custodian	Service Award	-	\$ -	-	\$ -	-	\$ 900	\$ 900	100.00%
TOTAL	01-192-5115-37 Salaries Custodian - Salmond School			1.00	\$ 47,669	1.00	\$ 48,816	1.00	\$ 50,511	\$ 1,695	3.36%
01-192-5115-51	Golemme, Brian	Custodian	Hourly	0.60	\$ 28,601	0.60	\$ 29,290	1.00	\$ 29,766	\$ 476	1.60%
01-192-5115-51	Golemme, Brian	Custodian	Service Award	-	\$ 1,080	-	\$ 1,808	-	\$ 1,380	\$ (428)	-31.01%
TOTAL	01-192-5115-51 Salaries Custodian - Senior Center			0.60	\$ 29,681	0.60	\$ 31,098	1.00	\$ 31,146	\$ 48	0.15%
01-192-5115-61	Alexander, Alfred	Custodian	Hourly	0.23	\$ 10,726	0.23	\$ 10,983	0.34	\$ 11,162	\$ 179	1.60%
01-192-5115-61	Deyoung, Tracy	Custodian	Hourly	0.30	\$ 14,301	0.30	\$ 14,645	0.34	\$ 14,883	\$ 238	1.60%
01-192-5115-61	Deyoung, Tracy	Custodian	Service Award	-	\$ 330	-	\$ 330	-	\$ 330	\$ -	0.00%

192 - FACILITIES											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-192-5115-61	Najarian, Jeffrey	Custodian	Hourly	0.30	\$ 14,301	0.30	\$ 14,645	0.34	\$ 11,162	\$ (3,483)	-31.20%
TOTAL	01-192-5115-61 Salaries Custodian - Library			0.83	\$ 39,658	0.83	\$ 40,603	1.02	\$ 37,537	\$ (3,066)	-8.17%
01-192-5148	Rodday, Lauren	Media Specialist	Stipend	-	\$ 3,500	-	\$ 3,500	-	\$ -	\$ (3,500)	
TOTAL	01-192-5148 Stipends			-	\$ 3,500	-	\$ 3,500	-	\$ -	\$ (3,500)	

The appointed officials line item is lower in the Town Manager's budget due to a salary increase for the Facilities Engineering Manager. The permanent full-time line item represented in the budget includes a service award that is not yet due to the employee. The Middle School custodian line item is represented differently than in the budget. Scott Moore has been relocated to the high school. The HS custodial line item has a service award in the budget that is not yet due to the employee. The Library custodial line item has a different amount in the budget for an employee service award than the budget document.

210 - POLICE											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-210-5110	Sweeney, Walter	Police Chief	Salary	1.00	\$ 106,590	1.00	\$ 109,788	1.00	\$ 113,082	\$ 3,294	2.91%
01-210-5110	Sweeney, Walter	Police Chief	Education		\$ 26,648		\$ 27,447		\$ 28,271	\$ 824	2.91%
01-210-5110	Sweeney, Walter	Police Chief	Holiday		\$ 4,492		\$ 4,606		\$ 4,744	\$ 138	2.91%
01-210-5110	Nihan, Gregory	Lieutenant	Salary	1.00	\$ 79,509	1.00	\$ 81,100	1.00	\$ 83,533	\$ 2,433	2.91%
01-210-5110	Nihan, Gregory	Lieutenant	Education		\$ 15,902		\$ 16,220		\$ 20,883	\$ 4,663	22.33%
01-210-5110	Nihan, Gregory	Lieutenant	Holiday		\$ 3,588		\$ 3,659		\$ 3,769	\$ 110	2.92%
01-210-5110	Metivier, Brian	Lieutenant	Salary	1.00	\$ 76,959	1.00	\$ 78,498	1.00	\$ 80,853	\$ 2,355	2.91%
01-210-5110	Metivier, Brian	Lieutenant	Education		\$ 19,240		\$ 19,625		\$ 20,212	\$ 587	2.90%
01-210-5110	Metivier, Brian	Lieutenant	Holiday		\$ 2,800		\$ 2,856		\$ 2,942	\$ 86	2.92%
TOTAL	01-210-5110 Salaries - Appointed Officials			3.00	\$ 335,728	3.00	\$ 343,799	3.00	\$ 358,289	\$ 14,490	4.04%
01-210-5113	Vozzella, Annmarie	Secretary	Salary					1.00	\$ 37,668	\$ 37,668	
01-210-5113	Vozzella, Annmarie	Secretary	Stipend					-	\$ 2,000	\$ 2,000	
01-210-5113	Former Employee	Secretary	Salary	1.00	\$ 39,153	1.00	\$ 40,097			\$ (40,097)	
01-210-5113	Former Employee	Secretary	Service Award		\$ 600		\$ 600			\$ (600)	
01-210-5113	Johnson, Michelle	Executive Admin Asst.	Salary	1.00	\$ 47,018	1.00	\$ 48,399	1.00	\$ 53,182	\$ 4,783	
TOTAL	01-210-5113 Salaries - Clerical			2.00	\$ 86,771	2.00	\$ 89,096	2.00	\$ 92,850	\$ 3,754	4.04%
01-210-5114	Abban, Jonathan	Detective	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Abban, Jonathan	Detective	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Abban, Jonathan	Detective	Longevity		\$ 650		\$ 850		\$ 900	\$ 50	5.56%
01-210-5114	Abban, Jonathan	Detective	Stipend		\$ 500		\$ 500		\$ 500	\$ -	0.00%
01-210-5114	Braun, Andrew	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Braun, Andrew	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Braun, Andrew	Officer	Longevity		\$ 200		\$ 250		\$ 300	\$ 50	16.67%
01-210-5114	Braun, Andrew	Officer	Stipend		\$ -		\$ -		\$ 500	\$ 500	100.00%
01-210-5114	Bucca, Michael	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050			\$ (57,050)	
01-210-5114	Bucca, Michael	Officer	Training		\$ 1,300		\$ 1,300			\$ (1,300)	
01-210-5114	Bucca, Michael	Officer	Longevity		\$ 200		\$ 250			\$ (250)	
01-210-5114	Buzalsky, Karl	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Buzalsky, Karl	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Buzalsky, Karl	Officer	Longevity		\$ 650		\$ 700		\$ 750	\$ 50	6.67%
01-210-5114	Buzalsky, Karl	Officer	Stipend		\$ 500		\$ 500		\$ 500	\$ -	0.00%
01-210-5114	Carney, Andrew	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Carney, Andrew	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Carney, Andrew	Officer	Longevity		\$ -		\$ -		\$ 300	\$ 300	100.00%
01-210-5114	Chambers, Thomas	Officer	Salary	1.00	\$ 57,893	1.00	\$ 58,762	1.00	\$ 57,906	\$ (856)	-1.48%
01-210-5114	Chambers, Thomas	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Chambers, Thomas	Officer	Longevity		\$ 1,100		\$ 1,200		\$ 1,300	\$ 100	7.69%
01-210-5114	Chambers, Thomas	Officer	Vacation		\$ 1,155		\$ 1,169		\$ 1,159	\$ (10)	-0.86%
01-210-5114	Crowley, Mark	Officer	Salary		\$ -	1.00	\$ 51,023	1.00	\$ 57,906	\$ 6,883	11.89%

210 - POLICE											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-210-5114	Crowley, Mark	Officer	Training		\$ -		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Doyle, Shaun	Officer	Salary		\$ -	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Doyle, Shaun	Officer	Training		\$ -		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Doyle, Shaun	Officer	Longevity		\$ -		\$ 350		\$ 400	\$ 50	12.50%
01-210-5114	Haidul, Matthew	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050			\$ (57,050)	
01-210-5114	Haidul, Matthew	Officer	Training		\$ 1,300		\$ 1,300			\$ (1,300)	
01-210-5114	Hansen, Dana	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Hansen, Dana	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Hansen, Dana	Officer	Longevity		\$ 200		\$ 250		\$ 300	\$ 50	16.67%
01-210-5114	Hayes, Thomas	Officer	Salary		\$ -	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Hayes, Thomas	Officer	Training		\$ -		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Hill, Adam	Officer	Salary		\$ -		\$ -	1.00	\$ 51,788	\$ 51,788	100.00%
01-210-5114	Hill, Adam	Officer	Training		\$ -		\$ -		\$ 1,300	\$ 1,300	100.00%
01-210-5114	Kane, Timothy	Sergeant	Salary	1.00	\$ 64,499	1.00	\$ 65,466	1.00	\$ 66,448	\$ 982	1.48%
01-210-5114	Kane, Timothy	Sergeant	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Kane, Timothy	Sergeant	Longevity		\$ 300		\$ 350		\$ 750	\$ 400	53.33%
01-210-5114	Kane, Timothy	Sergeant	Stipend		\$ -		\$ -		\$ 500	\$ 500	100.00%
01-210-5114	Lucas, David	Officer	Salary		\$ -		\$ -	1.00	\$ 49,715	\$ 49,715	100.00%
01-210-5114	Lucas, David	Officer	Training		\$ -		\$ -		\$ 1,300	\$ 1,300	100.00%
01-210-5114	Mackenzie, Sean	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Mackenzie, Sean	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Mackenzie, Sean	Officer	Longevity		\$ -		\$ -		\$ 300	\$ 300	100.00%
01-210-5114	Metivier, Kristin	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Metivier, Kristin	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Metivier, Kristin	Officer	Longevity		\$ 300		\$ 350		\$ 400	\$ 50	12.50%
01-210-5114	Metivier, Kristin	Officer	Stipend		\$ 500		\$ 500		\$ 500	\$ -	0.00%
01-210-5114	McKeever, Michael	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	McKeever, Michael	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	McKeever, Michael	Officer	Longevity		\$ 650		\$ 850		\$ 900	\$ 50	5.56%
01-210-5114	Moar, Stephen	Officer/Detective	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Moar, Stephen	Officer/Detective	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Moar, Stephen	Officer/Detective	Longevity		\$ 650		\$ 850		\$ 900	\$ 50	5.56%
01-210-5114	Moar, Stephen	Officer/Detective	Stipend		\$ 500		\$ 500		\$ 500	\$ -	0.00%
01-210-5114	New Hire	Officer	Salary	1.00	\$ 50,269	1.00	\$ 48,980	1.00	\$ 49,715	\$ 735	1.48%
01-210-5114	New Hire	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Owens, John Sr.	Detective	Salary	1.00	\$ -	-	\$ -	-	\$ -	\$ -	
01-210-5114	Owens, John Jr.	Sergeant	Salary	1.00	\$ 64,499	1.00	\$ 65,466			\$ (65,466)	
01-210-5114	Owens, John Jr.	Sergeant	Training		\$ 1,300		\$ 1,300			\$ (1,300)	
01-210-5114	Owens, John Jr.	Sergeant	Longevity		\$ 300		\$ 350			\$ (350)	

210 - POLICE											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-210-5114	Owens, John Jr.	Sergeant	Stipend		\$ 500		\$ 500			\$ (500)	
01-210-5114	New Hire	Sergeant	Salary		\$ -		\$ -	1.00	\$ 66,448	\$ 66,448	100.00%
01-210-5114	New Hire	Sergeant	Training		\$ -		\$ -		\$ 1,300	\$ 1,300	100.00%
01-210-5114	New Hire	Sergeant	Longevity		\$ -		\$ -		\$ 1,300	\$ 1,300	100.00%
01-210-5114	New Hire	Sergeant	Vacation		\$ -		\$ -		\$ 1,323	\$ 1,323	100.00%
01-210-5114	Pollock, Michael	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Pollock, Michael	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Pollock, Michael	Officer	Longevity		\$ 300		\$ 350		\$ 750	\$ 400	53.33%
01-210-5114	Pollock, Michael	Officer	Stipend		\$ 500		\$ 500		\$ 500	\$ -	0.00%
01-210-5114	Richards, Derek	Sergeant	Salary	1.00	\$ 64,499	1.00	\$ 65,466	1.00	\$ 66,448	\$ 982	1.48%
01-210-5114	Richards, Derek	Sergeant	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Richards, Derek	Sergeant	Longevity		\$ 300		\$ 350		\$ 400	\$ 50	12.50%
01-210-5114	Salvucci, Daniel	Sergeant	Salary	1.00	\$ 64,499	1.00	\$ 67,430	1.00	\$ 68,442	\$ 1,012	1.48%
01-210-5114	Salvucci, Daniel	Sergeant	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Salvucci, Daniel	Sergeant	Longevity		\$ 1,100		\$ 1,200		\$ 1,300	\$ 100	7.69%
01-210-5114	Salvucci, Daniel	Sergeant	Stipend		\$ 3,000		\$ 3,000		\$ 3,000	\$ -	0.00%
01-210-5114	Salvucci, Daniel	Sergeant	Vacation		\$ 1,339		\$ 1,392		\$ 1,418	\$ 26	1.83%
01-210-5114	Smith, James	Sergeant	Salary	1.00	\$ 64,499	1.00	\$ 65,466	1.00	\$ 66,448	\$ 982	1.48%
01-210-5114	Smith, James	Sergeant	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Smith, James	Sergeant	Longevity		\$ 300		\$ 350		\$ 400	\$ 50	12.50%
01-210-5114	Wells, Erin	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Wells, Erin	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Wells, Erin	Officer	Longevity		\$ 200		\$ 250		\$ 400	\$ 150	37.50%
01-210-5114	Wells, Erin	Officer	Stipend		\$ 500		\$ 500		\$ 500	\$ -	0.00%
01-210-5114	Torino, Paul	Officer	Salary	1.00	\$ -	-	\$ -	-	\$ -	\$ -	
01-210-5114	Tyrie, David	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Tyrie, David	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Tyrie, David	Officer	Longevity		\$ 1,100		\$ 1,200		\$ 1,300	\$ 100	7.69%
01-210-5114	Tyrie, David	Officer	Vacation		\$ 1,123		\$ 1,136		\$ 1,159	\$ 23	1.98%
01-210-5114	Voelkel, John	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Voelkel, John	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Voelkel, John	Officer	Longevity		\$ 650		\$ 700		\$ 750	\$ 50	6.67%
01-210-5114	Voelkel, John	Officer	Stipend		\$ 500		\$ 500		\$ -	\$ (500)	
01-210-5114	Watson, David	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Watson, David	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Watson, David	Officer	Longevity		\$ 200		\$ 250		\$ 400	\$ 150	37.50%
01-210-5114	Zemotel, David	Officer	Salary	1.00	\$ 56,207	1.00	\$ 57,050	1.00	\$ 57,906	\$ 856	1.48%
01-210-5114	Zemotel, David	Officer	Training		\$ 1,300		\$ 1,300		\$ 1,300	\$ -	0.00%
01-210-5114	Zemotel, David	Officer	Longevity		\$ 1,100		\$ 1,200		\$ 1,300	\$ 100	7.69%

210 - POLICE											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-210-5114	Zemotel, David	Officer	Vacation		\$ 1,123		\$ 1,137		\$ 1,159	\$ 22	1.90%
TOTAL	01-210-5114 Salaries - Perm FT			26.00	\$ 1,439,566	27.00	\$ 1,631,393	27.00	\$ 1,649,784	\$ 18,391	1.11%
01-210-5142	Abban, Jonathan	Detective	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Braun, Andrew	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Bucca, Michael	Officer	Holiday		\$ 2,369		\$ 2,395		\$ -	\$ (2,395)	
01-210-5142	Buzalsky, Karl	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Carney, Andrew	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Chambers, Thomas	Officer	Holiday		\$ 2,440		\$ 2,467		\$ 2,440	\$ (27)	-1.11%
01-210-5142	Crowley, Mark	Officer	Holiday		\$ -		\$ 2,142		\$ 2,440	\$ 298	12.21%
01-210-5142	Doyle, Shaun	Officer	Holiday		\$ -		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Haidul, Matthew	Officer	Holiday		\$ 2,369		\$ 2,395		\$ -	\$ (2,395)	
01-210-5142	Hansen, Dana	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Hayes, Thomas	Officer	Holiday		\$ -		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Hill, Adam	Officer	Holiday		\$ -		\$ -		\$ 2,183	\$ 2,183	100.00%
01-210-5142	Kane, Timothy	Sergeant	Holiday		\$ 2,718		\$ 2,750		\$ 2,800	\$ 50	1.79%
01-210-5142	Lucas, David	Officer	Holiday		\$ -		\$ -		\$ 2,095	\$ 2,095	100.00%
01-210-5142	Mackenzie, Sean	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Metivier, Kristin	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	McKeever, Michael	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Moar, Stephen	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	New Hire	Officer	Holiday		\$ 2,119		\$ 2,056		\$ 2,095	\$ 39	1.86%
01-210-5142	Owens, John Jr.	Sergeant	Holiday		\$ 2,718		\$ 2,750		\$ -	\$ (2,750)	
01-210-5142	New Hire	Sergeant	Holiday		\$ -		\$ -		\$ 2,800	\$ 2,800	100.00%
01-210-5142	Pollock, Michael	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Richards, Derek	Sergeant	Holiday		\$ 2,718		\$ 2,750		\$ 2,800	\$ 50	1.79%
01-210-5142	Salvucci, Daniel	Sergeant	Holiday		\$ 2,718		\$ 2,831		\$ 2,885	\$ 54	1.87%
01-210-5142	Smith, James	Sergeant	Holiday		\$ 2,718		\$ 2,750		\$ 2,800	\$ 50	1.79%
01-210-5142	Wells, Erin	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Tyrie, David	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Voelkel, John	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Watson, David	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
01-210-5142	Zemotel, David	Officer	Holiday		\$ 2,369		\$ 2,395		\$ 2,440	\$ 45	1.84%
TOTAL	01-210-5142 Holiday Pay				\$ 58,422		\$ 66,001		\$ 66,818	\$ 817	1.22%
01-210-5143	Abban, Jonathan	Detective	Education		\$ 14,664		\$ 14,925		\$ 15,152	\$ 227	1.50%
01-210-5143	Buzalsky, Karl	Officer	Education		\$ 11,731		\$ 11,910		\$ 12,091	\$ 181	1.50%
01-210-5143	Carney, Andrew	Officer	Education		\$ 11,501		\$ 11,670		\$ 11,901	\$ 231	1.94%
01-210-5143	Chambers, Thomas	Officer	Education		\$ 12,059		\$ 12,252		\$ 12,101	\$ (151)	-1.25%
01-210-5143	Doyle, Shaun	Officer	Education		\$ -		\$ 800		\$ 800	\$ -	0.00%
01-210-5143	Hansen, Dana	Officer	Education		\$ 11,541		\$ 11,720		\$ 11,901	\$ 181	1.52%

210 - POLICE											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-210-5143	Hayes, Thomas	Officer	Education		\$ -		\$ 11,670		\$ 11,841	\$ 171	1.44%
01-210-5143	Hill, Adam	Officer	Education		\$ -		\$ -		\$ 13,272	\$ 13,272	100.00%
01-210-5143	Kane, Timothy	Sergeant	Education		\$ 13,220		\$ 13,423		\$ 13,800	\$ 377	2.73%
01-210-5143	Lucas, David	Officer	Education		\$ -		\$ -		\$ 800	\$ 800	100.00%
01-210-5143	Metivier, Kristin	Officer	Education		\$ 11,661		\$ 11,840		\$ 12,021	\$ 181	1.51%
01-210-5143	McKeever, Michael	Officer	Education		\$ 11,631		\$ 11,840		\$ 12,021	\$ 181	1.51%
01-210-5143	Moar, Stephen	Officer	Education		\$ 11,731		\$ 11,940		\$ 12,121	\$ 181	1.49%
01-210-5143	New Hire	Officer	Education		\$ -		\$ -		\$ 800	\$ 800	100.00%
01-210-5143	New Sergeant	Sergeant	Education		\$ -		\$ -		\$ 17,262	\$ 17,262	100.00%
01-210-5143	Richards, Derek	Sergeant	Education		\$ 13,220		\$ 13,423		\$ 13,630	\$ 207	1.52%
01-210-5143	Salvucci, Daniel	Sergeant	Education		\$ 17,475		\$ 18,233		\$ 18,511	\$ 278	1.50%
01-210-5143	Smith, James	Sergeant	Education		\$ 13,220		\$ 13,423		\$ 13,630	\$ 207	1.52%
01-210-5143	Tyrie, David	Officer	Education		\$ 5,861		\$ 5,955		\$ 6,051	\$ 96	1.59%
01-210-5143	Voelkel, John	Officer	Education		\$ 11,731		\$ 11,910		\$ 11,991	\$ 81	0.68%
01-210-5143	Zemotel, David	Officer	Education		\$ 14,652		\$ 14,888		\$ -	\$ (14,888)	
TOTAL	01-210-5143 Education				\$ 185,898		\$ 201,822		\$ 221,697	\$ 19,875	8.96%

220 - FIRE											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-220-5110	Blanchard, Jeffrey	Fire Chief	Salary	1.00	\$ 121,712	1.00	\$ 125,363	1.00	\$ 129,124	\$ 3,761	2.91%
01-220-5110	Blanchard, Jeffrey	Fire Chief	Vacation	-	\$ -	-	\$ -	-	\$ 7,065	\$ 7,065	100.00%
01-220-5110	Former Employee	Deputy Fire Chief	Salary	1.00	\$ 102,292	1.00	\$ 106,090	-	\$ -	\$ (106,090)	
01-220-5110	Provisional	Deputy Fire Chief	Salary	-	\$ -	-	\$ -	1.00	\$ 110,561	\$ 110,561	100.00%
TOTAL	01-220-5110 Salaries - Appointed Officials			2.00	\$ 224,004	2.00	\$ 231,453	2.00	\$ 246,750	\$ 15,297	6.20%
01-220-5113	Burke, Julie	Executive Assistant	Salary	1.00	\$ 46,515	1.00	\$ 47,910	1.00	\$ 49,347	\$ 1,437	2.91%
TOTAL	01-220-5113 Salaries - Clerical			1.00	\$ 46,515	1.00	\$ 47,910	1.00	\$ 49,347	\$ 1,437	2.91%
01-220-5114	Acorn, Jeffrey	Firefighter	Salary	1.00	\$ 64,838	1.00	\$ 66,251	1.00	\$ 70,838	\$ 4,587	6.48%
01-220-5114	Alfis, Martin	Captain	Salary	1.00	\$ 72,960	1.00	\$ 74,298	1.00	\$ 76,163	\$ 1,865	2.45%
01-220-5114	Allen, Dana	Firefighter	Salary	1.00	\$ 66,631	1.00	\$ 68,044	1.00	\$ 69,481	\$ 1,437	2.07%
01-220-5114	Azizian, Christopher	Firefighter	Salary	1.00	\$ 66,731	1.00	\$ 68,144	1.00	\$ 69,981	\$ 1,837	2.62%
01-220-5114	Barron, Eric	Firefighter	Salary	1.00	\$ 63,067	1.00	\$ 64,401	1.00	\$ 65,757	\$ 1,356	2.06%
01-220-5114	Blakeman, Shayne	Firefighter	Salary	1.00	\$ 58,793	1.00	\$ 64,001	1.00	\$ 64,001	\$ -	0.00%
01-220-5114	Cavallaro, Jason	Captain	Salary	1.00	\$ 76,110	1.00	\$ 77,298	1.00	\$ 82,313	\$ 5,015	6.09%
01-220-5114	Cleary, Jospeh	Firefighter	Salary	1.00	\$ 66,731	1.00	\$ 68,144	1.00	\$ 69,581	\$ 1,437	2.07%
01-220-5114	Deacetis, Gino	Captain	Salary	1.00	\$ 72,960	1.00	\$ 74,548	1.00	\$ 76,163	\$ 1,615	2.12%
01-220-5114	Earle, John	Firefighter	Salary	1.00	\$ 66,631	1.00	\$ 68,044	1.00	\$ 69,581	\$ 1,537	2.21%
01-220-5114	Freeman, Frederick	Firefighter	Salary	1.00	\$ 69,381	1.00	\$ 70,794	1.00	\$ 72,231	\$ 1,437	1.99%
01-220-5114	Hawes, Gregory	Firefighter	Salary	1.00	\$ 58,793	1.00	\$ 64,001	1.00	\$ 69,481	\$ 5,480	7.89%
01-220-5114	Johnson, Eric	Firefighter	Salary	1.00	\$ 67,131	1.00	\$ 71,644	1.00	\$ 69,981	\$ (1,663)	-2.38%
01-220-5114	Kenney, Robert	Captain	Salary	1.00	\$ 73,998	1.00	\$ 77,698	1.00	\$ 79,563	\$ 1,865	2.34%
01-220-5114	Kirley, Timothy	Firefighter	Salary	1.00	\$ 67,081	1.00	\$ 68,244	1.00	\$ 69,931	\$ 1,687	2.41%
01-220-5114	Marciello, Michael	Firefighter	Salary	1.00	\$ 66,631	1.00	\$ 68,044	1.00	\$ 69,481	\$ 1,437	2.07%
01-220-5114	Pacella, Joseph	Firefighter	Salary	1.00	\$ 66,631	1.00	\$ 68,044	1.00	\$ 69,481	\$ 1,437	2.07%
01-220-5114	Pratt, Christopher	Firefighter	Salary	1.00	\$ 62,667	1.00	\$ 68,044	1.00	\$ 69,481	\$ 1,437	2.07%
01-220-5114	Reed, Justin	Captain	Salary	1.00	\$ 66,731	1.00	\$ 68,144	1.00	\$ 78,163	\$ 10,019	12.82%
01-220-5114	Roddick, Brian	Firefighter	Salary	1.00	\$ 58,793	1.00	\$ 64,001	1.00	\$ 64,001	\$ -	0.00%
01-220-5114	Salvucci, Richard	Firefighter	Salary	1.00	\$ 67,381	1.00	\$ 68,794	1.00	\$ 70,231	\$ 1,437	2.05%
01-220-5114	Sciara, Stephen	Firefighter	Salary	1.00	\$ 63,491	1.00	\$ 64,001	-	\$ -	\$ (64,001)	#DIV/0!
01-220-5114	Shaw, Michael	Firefighter	Salary	-	\$ -	-	\$ -	1.00	\$ 60,050	\$ 60,050	100.00%
01-220-5114	Pelletier, Jonathan	Firefighter	Salary	-	\$ -	-	\$ -	1.00	\$ 60,050	\$ 60,050	100.00%
01-220-5114	Vacant	Captain	Salary	1.00	\$ 73,998	1.00	\$ 77,698	-	\$ -		
TOTAL	01-220-5114 Salaries - Perm FT			23.00	\$ 1,538,159	23.00	\$ 1,592,324	23.00	\$ 1,615,984	\$ 23,660	1.46%
01-220-5142	Acorn, Jeffrey	Firefighter	Holiday	-	\$ 3,904	-	\$ 3,989	-	\$ 4,265	\$ 276	6.47%
01-220-5142	Alfis, Martin	Captain	Holiday	-	\$ 4,393	-	\$ 4,473	-	\$ 4,586	\$ 113	2.46%
01-220-5142	Allen, Dana	Firefighter	Holiday	-	\$ 4,012	-	\$ 4,097	-	\$ 4,183	\$ 86	2.06%
01-220-5142	Azizian, Christopher	Firefighter	Holiday	-	\$ 4,018	-	\$ 4,103	-	\$ 4,213	\$ 110	2.62%
01-220-5142	Barron, Eric	Firefighter	Holiday	-	\$ 3,797	-	\$ 3,877	-	\$ 3,959	\$ 82	2.07%
01-220-5142	Blakeman, Shayne	Firefighter	Holiday	-	\$ 3,540	-	\$ 3,853	-	\$ 3,853	\$ 0	0.01%

220 - FIRE											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-220-5142	Cavallaro, Jason	Captain	Holiday	-	\$ 4,582	-	\$ 4,654	-	\$ 4,956	\$ 302	6.09%
01-220-5142	Cleary, Jospeh	Firefighter	Holiday	-	\$ 4,018	-	\$ 4,103	-	\$ 4,189	\$ 86	2.06%
01-220-5142	Deacetis, Gino	Captain	Holiday	-	\$ 4,393	-	\$ 4,488	-	\$ 4,586	\$ 98	2.13%
01-220-5142	Earle, John	Firefighter	Holiday	-	\$ 4,012	-	\$ 4,097	-	\$ 4,189	\$ 92	2.20%
01-220-5142	Freeman, Frederick	Firefighter	Holiday	-	\$ 4,117	-	\$ 4,262	-	\$ 4,349	\$ 87	2.00%
01-220-5142	Hawes, Gregory	Firefighter	Holiday	-	\$ 3,540	-	\$ 3,853	-	\$ 4,183	\$ 330	7.90%
01-220-5142	Johnson, Eric	Firefighter	Holiday	-	\$ -	-	\$ -	-	\$ -	\$ -	0.00%
01-220-5142	Kenney, Robert	Captain	Holiday	-	\$ 4,455	-	\$ 4,678	-	\$ 4,790	\$ 112	2.34%
01-220-5142	Kirley, Timothy	Firefighter	Holiday	-	\$ 4,038	-	\$ 4,109	-	\$ 4,210	\$ 101	2.41%
01-220-5142	Marciello, Michael	Firefighter	Holiday	-	\$ 4,011	-	\$ 4,097	-	\$ 4,183	\$ 86	2.06%
01-220-5142	Pacella, Joseph	Firefighter	Holiday	-	\$ 4,012	-	\$ 4,097	-	\$ 4,183	\$ 86	2.06%
01-220-5142	Pratt, Christopher	Firefighter	Holiday	-	\$ 3,773	-	\$ 4,097	-	\$ 4,183	\$ 86	2.06%
01-220-5142	Reed, Justin	Firefighter	Holiday	-	\$ 4,018	-	\$ 4,103	-	\$ 4,586	\$ 483	10.52%
01-220-5142	Roddick, Brian	Firefighter	Holiday	-	\$ -	-	\$ -	-	\$ 3,853	\$ 3,853	100.00%
01-220-5142	Salvucci, Richard	Firefighter	Holiday	-	\$ 4,057	-	\$ 4,142	-	\$ 4,228	\$ 86	2.04%
01-220-5142	Sciara, Stephen	Firefighter	Holiday	-	\$ 3,823	-	\$ 3,853	-	\$ -	\$ (3,853)	0.00%
01-220-5142	Shaw, Michael	Firefighter	Holiday	-	\$ -	-	\$ -	-	\$ 3,615	\$ 3,615	100.00%
01-220-5142	Vacant	Captain	Holiday	-	\$ -	-	\$ -	-	\$ -	\$ -	0.00%
TOTAL	01-220-5142 Holiday Pay				\$ 80,513		\$ 83,025		\$ 89,346	\$ 6,321	7.07%
01-220-5143	Alfis, Martin	Captain	Education	-	\$ -	-	\$ 200	-	\$ 200	\$ -	0.00%
01-220-5143	Cavallaro, Jason	Captain	Education	-	\$ 9,200	-	\$ 9,662	-	\$ 10,289	\$ 627	6.09%
01-220-5143	Cleary, Jospeh	Firefighter	Education	-	\$ 200	-	\$ 400	-	\$ 400	\$ -	0.00%
01-220-5143	Earle, John	Firefighter	Education	-	\$ 3,235	-	\$ 6,804	-	\$ 6,958	\$ 154	2.21%
01-220-5143	Freeman, Frederick	Firefighter	Education	-	\$ 6,719	-	\$ 7,079	-	\$ 7,223	\$ 144	1.99%
01-220-5143	Hawes, Gregory	Firefighter	Education	-	\$ -	-	\$ 3,200	-	\$ 6,498	\$ 3,298	0.00%
01-220-5143	Johnson, Eric	Firefighter	Education	-	\$ 3,260	-	\$ 3,582	-	\$ 3,549	\$ (33)	-0.93%
01-220-5143	Kenney, Robert	Captain	Education	-	\$ 3,700	-	\$ 3,885	-	\$ 3,978	\$ 93	2.34%
01-220-5143	Salvucci, Richard	Firefighter	Education	-	\$ 3,272	-	\$ 3,440	-	\$ 3,512	\$ 72	2.05%
01-220-5143	Shaw, Michael	Firefighter	Education	-	\$ -	-	\$ -	-	\$ 600	\$ 600	100.00%
01-220-5143	Vacant	Captain	Education	-	\$ 3,700	-	\$ 3,885	-	\$ -	\$ (3,885)	0.00%
TOTAL	01-220-5143 Education				\$ 33,286		\$ 42,137		\$ 43,207	\$ 1,070	2.48%

255 - MUNICIPAL INSPECTIONS											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-255-5110	Ceurvels, Arthur	Project Manager	Hourly	0.33	\$ 19,000	0.33	\$ 19,649	0.33	\$ 20,161	\$ 512	2.54%
01-255-5110	Funder, Nancy	Food Inspector	Hourly	0.50	\$ 14,070	0.50	\$ 14,664	0.50	\$ 15,102	\$ 438	2.90%
01-255-5110	Laidler, William	Electrical Inspector	Hourly	0.50	\$ 28,052	0.50	\$ 29,018	0.50	\$ 29,784	\$ 766	2.57%
01-255-5110	Marino, Anthony	Director Comm Svcs.	Salary	1.00	\$ 74,898	1.00	\$ 77,146	1.00	\$ 79,461	\$ 2,315	2.91%
01-255-5110	Matchak, Peter	Town Planner	Salary	1.00	\$ 40,037	1.00	\$ 41,396	1.00	\$ 22,282	\$ (19,114)	-85.78%
01-255-5110	New Hire	Computer Support	Salary	-	\$ -	1.00	\$ 34,846	-	\$ -	\$ (34,846)	
01-255-5110	Barrett, William	Computer Support	Salary	-	\$ -	-	\$ -	1.00	\$ 38,367	\$ 38,367	100.00%
01-255-5110	O'Rourke, Robert	Sealer	Hourly	0.50	\$ 7,285	0.50	\$ 8,000	0.50	\$ 8,250	\$ 250	3.03%
01-255-5110	Stack, Joseph	Building Official	Salary	1.00	\$ 62,000	1.00	\$ 63,860	1.00	\$ 66,281	\$ 2,421	3.65%
01-255-5110	Stewart, Robert	Alt. Electrical Insp.	Hourly	0.50	\$ 1,226	0.50	\$ 1,180	0.50	\$ 1,300	\$ 120	9.23%
01-255-5110	Stewart, William	Alt. Gas/Plumb Insp.	Hourly	0.50	\$ 1,120	0.50	\$ 1,129	0.50	\$ 1,165	\$ 36	3.09%
01-255-5110	Vacant	Health Agent	Salary	1.00	\$ 50,243	1.00	\$ 50,435	-	\$ -	\$ (50,435)	
01-255-5110	Walkey, Amy	Conservation Agent	Salary	1.00	\$ 63,000	1.00	\$ 64,890	1.00	\$ 66,842	\$ 1,952	2.92%
01-255-5110	Young, Gary	Gas/Plumb Inspector	Hourly	0.50	\$ 24,616	0.50	\$ 25,457	0.50	\$ 26,114	\$ 657	2.52%
TOTAL	01-255-5110 Salaries - Appointed Officials			8.33	\$ 385,547	9.33	\$ 431,670	8.33	\$ 375,109	\$ (56,561)	-15.08%
01-255-5113	Burgio, Lorraine	Passport/Licensing	Hourly	1.00	\$ 47,000	1.00	\$ 48,032	1.00	\$ 49,274	\$ 1,242	2.52%
01-255-5113	Connelly, Suzanne	Executive Admin Asst.	Hourly	1.00	\$ 44,670	1.00	\$ 46,180	1.00	\$ 51,352	\$ 5,172	10.07%
01-255-5113	Dixon, Kimberly	Asst. Health Agent	Hourly	1.00	\$ 42,440	1.00	\$ 44,016	1.00	\$ 49,329	\$ 5,313	10.77%
01-255-5113	Former Employee	Assistant Town Planner	Salary	-	\$ -	-	\$ -	-	\$ -	\$ -	
01-255-5113	Cho, Heidi	Assttiant Planner	Salary	-	\$ -	-	\$ -	1.00	\$ 46,650	\$ 46,650	100.00%
01-255-5113	Limplough, Heather	Assistant Town Planner	Salary	1.00	\$ 42,000	1.00	\$ 43,282	-	\$ -	\$ (43,282)	
01-255-5113	MacFarlane, Sandra	Asst. Conservation Agt.	Hourly	1.00	\$ 44,780	1.00	\$ 46,320	1.00	\$ 53,479	\$ 7,159	13.39%
01-255-5113	O'Connor, Joanne	Pt Admin Asst.	Hourly	-	\$ -	-	\$ -	0.50	\$ 27,025	\$ 27,025	100.00%
TOTAL	01-255-5113 Salaries - Clerical			5.00	\$ 220,890	5.00	\$ 227,830	5.50	\$ 277,109	\$ 49,279	17.78%
01-255-5121	Funder, Nancy	Public Health Nurse	Hourly	0.50	\$ 16,572	0.50	\$ 17,219	0.50	\$ 21,197	\$ 3,978	18.77%
TOTAL	01-255-5121 Salaries - Temp Employees			0.50	\$ 16,572	0.50	\$ 17,219	0.50	\$ 21,197	\$ 3,978	18.77%

Town Planner salary reduced in Town Manager budget by \$1,620. The FY17 FTE count are off by 0.50 compared to the budget document due to the health agent not being used and instead filling a PT administrative position.

292 - ANIMAL CONTROL											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-292-5110	Golemme, Brian	Animal Control Officer	Hourly	0.50	\$ 22,041	0.50	\$ 23,790	-	\$ -	\$ (23,790)	
01-292-5110	Golemme, Brian	Animal Control Officer	Service Award		\$ 954		\$ -		\$ -	\$ -	
TOTAL	01-292-5110 Salaries - Appointed Officials			0.50	\$ 22,995	0.50	\$ 23,790	-	\$ -	\$ (23,790)	

*The salary portion of the Animal Control budget is reflected in the Facilities budget beginning in FY17.

299 - COMMUNICATIONS											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-299-5114	Ardini, Leah	Dispatcher	Hourly	1.00	\$ 44,746	1.00	\$ 45,819	1.00	\$ 46,562	\$ 743	1.60%
01-299-5114	Ardini, Leah	Dispatcher	Service Award		\$ 605		\$ 608		\$ 606	\$ (2)	-0.33%
01-299-5114	Ardini, Leah	Dispatcher	Stipend		\$ -		\$ -		\$ 2,000	\$ 2,000	100.00%
01-299-5114	Barry, Christopher	Dispatcher	Hourly		\$ -		\$ -	1.00	\$ 27,924	\$ 27,924	100.00%
01-299-5114	Barry, Christopher	Dispatcher			\$ -		\$ -		\$ 13,508	\$ 13,508	100.00%
01-299-5114	Barry, Christopher	Dispatcher	Stipend		\$ -		\$ -		\$ 2,000	\$ 2,000	100.00%
01-299-5114	Barry, Kevin	Dispatcher	Hourly	1.00	\$ 40,361	1.00	\$ 42,565	1.00	\$ 46,562	\$ 3,997	8.58%
01-299-5114	Barry, Kevin	Dispatcher	Stipend		\$ -		\$ -		\$ 2,000	\$ 2,000	100.00%
01-299-5114	Bray, Daniel	Dispatcher	Hourly	1.00	\$ 38,482	1.00	\$ 38,986	1.00	\$ 41,173	\$ 2,187	5.31%
01-299-5114	Bray, Daniel	Dispatcher			\$ -		\$ 2,256		\$ 5,057	\$ 2,801	55.39%
01-299-5114	Bray, Daniel	Dispatcher	Stipend		\$ -		\$ -		\$ 2,000	\$ 2,000	100.00%
01-299-5114	Craig, Donna	Dispatcher	Hourly	1.00	\$ 44,746	1.00	\$ 45,819	1.00	\$ 46,562	\$ 743	1.60%
01-299-5114	Craig, Donna	Dispatcher	Service Award		\$ 1,441		\$ 1,446		\$ 1,802	\$ 356	19.76%
01-299-5114	Craig, Donna	Dispatcher	Stipend		\$ -		\$ -		\$ 2,000	\$ 2,000	100.00%
01-299-5114	Craig, Juliette	Dispatcher	Hourly	1.00	\$ 44,746		\$ 45,819				
01-299-5114	Craig, Juliette	Dispatcher	Service Award		\$ -		\$ 237				
01-299-5114	Grady, James	Asst. Dispatcher	Hourly	1.00	\$ 44,746	1.00	\$ 47,118	1.00	\$ 47,878	\$ 760	1.59%
01-299-5114	Grady, James	Asst. Dispatcher	Service Award		\$ -		\$ 608		\$ 606	\$ (2)	-0.33%
01-299-5114	Grady, James	Asst. Dispatcher	Stipend		\$ -				\$ 2,000	\$ 2,000	100.00%
01-299-5114	O'Brien, Christopher	Dispatcher	Hourly	1.00	\$ 36,495	1.00	\$ 41,447				
01-299-5114	O'Brien, Christopher	Dispatcher	Service		\$ 3,686		\$ 3,944				
01-299-5114	O'Rourke, Evan	Dispatcher	Hourly		\$ -		\$ -	1.00	\$ 41,367	\$ 41,367	100.00%
01-299-5114	O'Rourke, Evan	Dispatcher	Stipend		\$ -		\$ -		\$ 2,000	\$ 2,000	100.00%
01-299-5114	Short, Kevin	Dispatch Supervisor	Hourly	1.00	\$ 49,882	1.00	\$ 51,080	1.00	\$ 51,908	\$ 828	1.60%
01-299-5114	Short, Kevin	Dispatch Supervisor	Service Award		\$ 1,441		\$ 1,865		\$ 1,858	\$ (7)	-0.38%
01-299-5114	Short, Kevin	Dispatch Supervisor	Stipend		\$ 1,503		\$ 1,509		\$ 1,503	\$ (6)	-0.40%
01-299-5114	Short, Kevin	Dispatch Supervisor	Stipend		\$ -		\$ -		\$ 2,000	\$ 2,000	100.00%
TOTAL	01-299-5114 Salaries - Perm FT			8.00	\$ 352,880	7.00	\$ 371,126	8.00	\$ 390,876	\$ 19,750	5.05%
01-299-5120	Giroux, Joan	PT Dispatcher	Hourly	0.50	\$ 8,402	0.50	\$ 8,618	0.50	\$ 8,749	\$ 131	1.50%
01-299-5120	Giroux, Joan	PT Dispatcher	Service Award		\$ 180		\$ 181		\$ 288	\$ 107	37.15%
01-299-5120	Hayward, Thomas	PT Dispatcher	Hourly	0.50	\$ -	0.50	\$ 7,203	0.50	\$ 7,311	\$ 108	1.48%
TOTAL	01-299-5120 Salaries - Perm PT			1.00	\$ 8,582	1.00	\$ 16,002	1.00	\$ 16,348	\$ 346	2.12%

421 - DPW ADMIN											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-421-5110	Cuervels, Arthur	Project Manager	Salary	0.33	\$ 18,988	0.33	\$ 19,452	0.33	\$ 19,463	\$ 11	0.06%
01-421-5110	Diniak, Victor	DPW Director	Salary	1.00	\$ 57,300	1.00	\$ 58,446	1.00	\$ 59,620	\$ 1,174	1.97%
01-421-5110	Maclean, Curt	Deputy Sup - Field	Salary	1.00	\$ 89,551	1.00	\$ 91,342	1.00	\$ 95,004	\$ 3,662	3.85%
TOTAL	01-421-5110 Salaries - Appointed Officials			2.33	\$ 165,839	2.33	\$ 169,240	2.33	\$ 174,087	\$ 4,847	2.78%
01-421-5113	D'Andrea, Megan	Administrative Asst.	Hourly	1.00	\$ 40,669	1.00	\$ 41,632	1.00	\$ 43,361	\$ 1,729	3.99%
TOTAL	01-421-5113 Salaries - Clerical			1.00	\$ 40,669	1.00	\$ 41,632	1.00	\$ 43,361	\$ 1,729	3.99%
01-421-5148	Rodday, Lauren	Media Specialist	Stipend	-	\$ -	-	\$ -	-	\$ -	\$ -	0.00%
01-421-5148	Devine, Lauren	Media Specialist	Stipend	-	\$ 3,500	-	\$ 3,500	-	\$ 3,500	\$ -	0.00%
TOTAL	01-421-5148 Stipends			-	\$ 3,500	-	\$ 3,500	-	\$ 3,500	\$ -	0.00%

422 - DPW HIGHWAY											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-422-5114	Blythe, Gardner	Unskilled Equip	Hourly	1.00	\$ 49,402	1.00	\$ 50,577	1.00	\$ 51,378	\$ 801	1.56%
01-422-5114	Blythe, Gardner	Unskilled Equip	Service	-	\$ -	-	\$ -	-	\$ 900	\$ 900	100.00%
01-422-5114	Blythe, Gardner	Unskilled Equip	License	-	\$ 1,900	-	\$ 1,900	-	\$ 1,900	\$ -	0.00%
01-422-5114	Gokey, Shawn	Highway Foreman	Hourly	1.00	\$ 57,984	1.00	\$ 59,380	1.00	\$ 60,325	\$ 945	1.57%
01-422-5114	Gokey, Shawn	Highway Foreman	Service	-	\$ 2,300	-	\$ 2,300	-	\$ 3,090	\$ 790	25.57%
01-422-5114	Gokey, Shawn	Highway Foreman	License	-	\$ 1,900	-	\$ 1,900	-	\$ 1,900	\$ -	0.00%
01-422-5114	McCarthy, Kevin	Skilled Equip Oper.	Hourly	1.00	\$ 48,525	1.00	\$ 51,708	1.00	\$ 52,527	\$ 819	1.56%
01-422-5114	McCarthy, Kevin	Skilled Equip Oper.	License	-	\$ 1,900	-	\$ 1,900	-	\$ 1,900	\$ -	0.00%
01-422-5114	O'Connor, William	Skilled Equip Oper.	Hourly	1.00	\$ 50,488	1.00	\$ 51,708	1.00	\$ 52,527	\$ 819	1.56%
01-422-5114	O'Connor, William	Skilled Equip Oper.	License	-	\$ 1,900	-	\$ 1,900	-	\$ 1,900	\$ -	0.00%
01-422-5114	O'Connor, William	Skilled Equip Oper.	Service	-	\$ 900	-	\$ 900	-	\$ 1,100	\$ 200	18.18%
01-422-5114	Parfusmorse, Barry	Mechanic Foreman	Hourly	1.00	\$ 57,984	1.00	\$ 59,380	1.00	\$ 60,315	\$ 935	1.55%
01-422-5114	Parfusmorse, Barry	Mechanic Foreman	Class A	-	\$ 1,900	-	\$ 1,900	-	\$ 1,900	\$ -	0.00%
01-422-5114	Parfusmorse, Barry	Mechanic Foreman	Service	-	\$ 900	-	\$ 900	-	\$ 900	\$ -	0.00%
01-422-5114	Silva, Shawn	Unskilled Equip	Hourly	0.50	\$ 23,741	0.50	\$ 25,288	0.50	\$ 25,689	\$ 401	1.56%
01-422-5114	Silva, Shawn	Unskilled Equip	License	-	\$ 950	-	\$ 950	-	\$ 950	\$ -	0.00%
01-422-5114	Smith, David	Mechanic	Hourly	1.00	\$ 50,488	1.00	\$ 51,708	1.00	\$ 52,529	\$ 821	1.56%
01-422-5114	Smith, David	Mechanic	Service	-	\$ -	-	\$ -	-	\$ 900	\$ 900	100.00%
01-422-5114	Smith, David	Mechanic	Hoisting	-	\$ 1,300	-	\$ 1,300	-	\$ 1,300	\$ -	0.00%
TOTAL	01-422-5114 Salaries - Perm FT			6.50	\$ 354,462	6.50	\$ 365,599	6.50	\$ 373,930	\$ 8,331	2.23%

425 - DPW PUBLIC GROUNDS

Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-425-5114	Arnone, James	Skilled Equip Oper.	Hourly	1.00	\$ 50,488	1.00	\$ 51,708	1.00	\$ 52,534	\$ 826	1.57%
01-425-5114	Arnone, James	Skilled Equip Oper.	License	-	\$ 1,300	-	\$ 1,300	-	\$ 1,300	\$ -	0.00%
01-425-5114	Arnone, James	Skilled Equip Oper.	Service	-	\$ 1,800	-	\$ 1,800	-	\$ 1,800	\$ -	0.00%
01-425-5114	McNamara, Stephen	PG Foreman	Hourly	1.00	\$ 57,984	1.00	\$ 59,380	1.00	\$ 60,322	\$ 942	1.56%
01-425-5114	McNamara, Stephen	PG Foreman	License	-	\$ 1,300	-	\$ 1,300	-	\$ 1,300	\$ -	0.00%
01-425-5114	McNamara, Stephen	PG Foreman	Service	-	\$ 2,300	-	\$ 2,300	-	\$ 3,100	\$ 800	25.81%
01-425-5114	Moore, John	Unskilled Equip	Hourly	1.00	\$ 49,402	1.00	\$ 50,576	1.00	\$ 51,392	\$ 816	1.59%
01-425-5114	Moore, John	Unskilled Equip	Service	-	\$ -	-	\$ -	-	\$ 900	\$ 900	100.00%
01-425-5114	Moore, John	Unskilled Equip	License	-	\$ 1,300	-	\$ 1,300	-	\$ 1,300	\$ -	0.00%
01-425-5114	Olson, John	Cemetery Super	Hourly	1.00	\$ 55,917	1.00	\$ 57,242	1.00	\$ 52,534	\$ (4,708)	-8.96%
01-425-5114	Olson, John	Cemetery Super	License	-	\$ 1,900	-	\$ 1,900	-	\$ 1,300	\$ (600)	-46.15%
01-425-5114	Olson, John	Cemetery Super	Service	-	\$ 900	-	\$ 900	-	\$ 900	\$ -	0.00%
01-425-5114	Rogers, Bruce	Unskilled Equip	Hourly	1.00	\$ 49,403	1.00	\$ 50,576	1.00	\$ 51,386	\$ 810	1.58%
01-425-5114	Rogers, Bruce	Unskilled Equip	License	-	\$ 1,900	-	\$ 1,900	-	\$ 1,900	\$ -	0.00%
TOTAL	01-425-5114 Salaries - Perm FT			5.00	\$ 275,894	5.00	\$ 282,182	5.00	\$ 281,968	\$ (214)	-0.08%

433 - DPW TRANSFER STATION											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-433-5114	Former Employee	Foreman	Hourly	1.00	\$ 57,984	1.00	\$ 59,380	-	\$ -	\$ (59,380)	0.00%
01-433-5114	Former Employee	Foreman	Service	-	\$ 3,100	-	\$ 3,100	-	\$ -	\$ (3,100)	0.00%
01-433-5114	Former Employee	Foreman	License	-	\$ 1,900	-	\$ 1,900	-	\$ -	\$ (1,900)	0.00%
01-433-5114	Vacant	Foreman	Hourly	-	\$ -	-	\$ -	1.00	\$ 49,402	\$ 49,402	100.00%
01-433-5114	Vacant	Foreman	License	-	\$ -	-	\$ -	-	\$ 1,300	\$ 1,300	100.00%
01-433-5114	Keranske, John	Skilled Equip Oper.	Hourly	1.00	\$ 46,604	1.00	\$ 49,696	1.00	\$ 52,534	\$ 2,838	5.40%
01-433-5114	Keranske, John	Skilled Equip Oper.	License	-	\$ 1,900	-	\$ 1,900	-	\$ 1,900	\$ -	0.00%
01-433-5114	Storey, Kenneth	Truck Driver/Laborer	Hourly	1.00	\$ 41,718	1.00	\$ 44,519	1.00	\$ 58,178	\$ 13,659	23.48%
01-433-5114	Storey, Kenneth	Truck Driver/Laborer	License	-	\$ 1,900	-	\$ 1,900	-	\$ 1,900	\$ -	0.00%
TOTAL	01-433-5114 Salaries - Perm FT			3.00	\$ 155,106	3.00	\$ 162,395	3.00	\$ 165,214	\$ 2,819	1.71%
01-433-5120	Clancy, Vincent	Gate Attendant	Hourly	0.50	\$ 13,514	0.50	\$ 13,842	0.50	\$ 17,581	\$ 3,739	21.27%
01-433-5120	Clancy, Vincent	Gate Attendant	Service	-	\$ 1,240	-	\$ 1,240	-	\$ 1,550	\$ 310	20.00%
01-433-5120	Lord, Richard	Gate Attendant	Hourly	0.50	\$ 20,270	0.50	\$ 20,763	0.50	\$ 17,581	\$ (3,182)	-18.10%
01-433-5120	Lord, Richard	Gate Attendant	Service	-	\$ 660	-	\$ 660	-	\$ 550	\$ (110)	-20.00%
01-433-5120	Vacant	Laborer	Hourly	0.50	\$ 6,264	0.50	\$ 6,414	0.50	\$ 13,037	\$ 6,623	50.80%
TOTAL	01-433-5120 Salaries - Perm PT			1.50	\$ 41,948	1.50	\$ 42,919	1.50	\$ 50,299	\$ 7,380	14.67%
01-433-5141	Vacant	Foreman	Shift Diff	-	\$ 1,570	-	\$ 1,576	-	\$ 1,573	\$ (3)	-0.19%
01-433-5141	Keranske, John	Skilled Equip Oper.	Shift Diff	-	\$ 1,570	-	\$ 1,576	-	\$ 1,573	\$ (3)	-0.19%
01-433-5141	Lord, Richard	Gate Attendant	Shift Diff	-	\$ 1,570	-	\$ 1,576	-	\$ 1,573	\$ (3)	-0.19%
01-433-5141	Storey, Kenneth	Truck Driver/Laborer	Shift Diff	-	\$ 1,570	-	\$ 1,576	-	\$ 1,573	\$ (3)	-0.19%
TOTAL	01-433-5141 Salaries - Shift Differential			-	\$ 6,280	-	\$ 6,304	-	\$ 6,292	\$ (12)	-0.19%

450 - WATER											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
60-450-5110	Diniak, Victor	DPW Director	Salary	-	\$ 57,300	-	\$ 58,446	-	\$ 59,620	\$ 1,174	1.97%
60-450-5110	Merritt, Neal	Deputy Super - Water	Salary	1.00	\$ 86,700	1.00	\$ 88,434	1.00	\$ 91,090	\$ 2,656	2.92%
TOTAL	60-450-5110 Salaries - Appointed Officials			1.00	\$ 144,000	1.00	\$ 146,880	1.00	\$ 150,710	\$ 3,830	2.54%
60-450-5113	Allen, Lee Ann	Secretary	Hourly	1.00	\$ 40,670	1.00	\$ 41,632	1.00	\$ 42,295	\$ 663	1.57%
60-450-5113	Allen, Lee Ann	Secretary	Service	-	\$ 1,100	-	\$ 1,100	-	\$ 1,100	\$ -	0.00%
60-450-5113	Davis, Judith	Secretary	Hourly	1.00	\$ 40,670	1.00	\$ 41,632	1.00	\$ 42,295	\$ 663	1.57%
60-450-5113	Davis, Judith	Secretary	Service	-	\$ 1,800	-	\$ 1,800	-	\$ 1,800	\$ -	0.00%
60-450-5113	Mohn, Dorothy	Secretary	Hourly	1.00	\$ 40,670	1.00	\$ 41,632	1.00	\$ 42,295	\$ 663	1.57%
60-450-5113	Mohn, Dorothy	Secretary	Service	-	\$ 1,100	-	\$ 1,100	-	\$ 1,800	\$ 700	38.89%
TOTAL	60-450-5113 Salaries - Clerical			3.00	\$ 126,010	3.00	\$ 128,896	3.00	\$ 131,585	\$ 2,689	2.04%
60-450-5115	Laivo, William	Custodian	Hourly	0.50	\$ 23,835	0.50	\$ 24,408	0.50	\$ 25,044	\$ 636	2.54%
60-450-5115	Laivo, William	Custodian	Service	-	\$ 550	-	\$ 550	-	\$ 900	\$ 350	38.89%
TOTAL	60-450-5115 Salaries - Custodian PT			0.50	\$ 24,385	0.50	\$ 24,958	0.50	\$ 25,944	\$ 986	3.80%
60-450-5148	Rodday, Lauren	Media Specialist	Stipend	-	\$ 3,500	-	\$ 3,500	-	\$ 3,500	\$ -	0.00%
TOTAL	60-450-5148 Stipends			-	\$ 3,500	-	\$ 3,500	-	\$ 3,500	\$ -	0.00%

*Secretary - 1 FTE is counted in the Accounting office and 1 FTE is counted in the Treasurer/Collector office, however the salary funds remain in the Water Enterprise budget.

451 - WATER TREATMENT											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
60-451-5114	Dietlin, David	WTP Operator	Hourly	1.00	\$ 46,604	1.00	\$ 49,696	1.00	\$ 52,534	\$ 2,838	5.40%
60-451-5114	Dietlin, David	WTP Operator	License	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
60-451-5114	Farley, Robert	Unskilled Treat Plant	Hourly	1.00	\$ 49,402	1.00	\$ 50,577	1.00	\$ 51,386	\$ 809	1.57%
60-451-5114	Farley, Robert	Unskilled Treat Plant	Service	-	\$ 1,100	-	\$ 1,100	-	\$ 1,100	\$ -	0.00%
60-451-5114	Ferry, Anthony	Chief WTP Operator	Hourly	1.00	\$ 70,449	1.00	\$ 72,124	1.00	\$ 73,289	\$ 1,165	1.59%
60-451-5114	Ferry, Anthony	Chief WTP Operator	Service	-	\$ 900	-	\$ 900	-	\$ 1,100	\$ 200	18.18%
60-451-5114	Ferry, Anthony	Chief WTP Operator	License	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
60-451-5114	Kendrick, Scott	Chief WTP Operator	Hourly	1.00	\$ 70,499	1.00	\$ 72,124	1.00	\$ 73,289	\$ 1,165	1.59%
60-451-5114	Kendrick, Scott	Chief WTP Operator	Service	-	\$ 1,800	-	\$ 1,800	-	\$ 1,800	\$ -	0.00%
60-451-5114	Kendrick, Scott	Chief WTP Operator	License	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
60-451-5114	Lavangie, Todd	WTP Operator	Hourly	1.00	\$ 50,488	1.00	\$ 51,708	1.00	\$ 52,534	\$ 826	1.57%
60-451-5114	Lavangie, Todd	WTP Operator	Service	-	\$ 1,800	-	\$ 1,800	-	\$ 1,800	\$ -	0.00%
60-451-5114	Lavangie, Todd	WTP Operator	License	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
60-451-5114	Mills, Wendy	WTP Operator	Hourly	1.00	\$ 50,488	1.00	\$ 51,708	1.00	\$ 52,534	\$ 826	1.57%
60-451-5114	Mills, Wendy	WTP Operator	Service	-	\$ 900	-	\$ 900	-	\$ 900	\$ -	0.00%
60-451-5114	Mills, Wendy	WTP Operator	License	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
60-451-5114	Former Employee	WTP Operator	Hourly	1.00	\$ 50,488	1.00	\$ 51,708	-	\$ -	\$ (51,708)	0.00%
60-451-5114	Former Employee	WTP Operator	Service	-	\$ 3,100	-	\$ 3,100	-	\$ -	\$ (3,100)	0.00%
60-451-5114	Former Employee	WTP Operator	License	-	\$ 3,100	-	\$ 3,100	-	\$ -	\$ (3,100)	0.00%
60-451-5114	Vacant	WTP Operator	Hourly	-	\$ -	-	\$ -	1.00	\$ 50,488	\$ 50,488	100.00%
60-451-5114	Vacant	WTP Operator	License	-	\$ -	-	\$ -	-	\$ 3,100	\$ 3,100	100.00%
60-451-5114	Vacant	WTP Operator	Hourly	1.00	\$ 46,604	1.00	\$ 49,506	-	\$ -	\$ (49,506)	0.00%
60-451-5114	Vacant	WTP Operator	License	-	\$ 3,100	-	\$ 3,100	-	\$ -	\$ (3,100)	0.00%
60-451-5114	Reghitto, Michael	WTP Operator	Hourly	-	\$ -	-	\$ -	1.00	\$ 51,386	\$ 51,386	100.00%
60-451-5114	Reghitto, Michael	WTP Operator	License	-	\$ -	-	\$ -	-	\$ 2,300	\$ 2,300	100.00%
60-451-5114	Bergman, Sean	Unskilled Treat Plant	Hourly	-	\$ -	-	\$ -	1.00	\$ 49,402	\$ 49,402	100.00%
60-451-5114	Bergman, Sean	Unskilled Treat Plant	License	-	\$ -	-	\$ -	-	\$ 2,300	\$ 2,300	100.00%
TOTAL	60-451-5114 Salaries - Perm FT			8.00	\$ 466,322	8.00	\$ 480,451	9.00	\$ 536,742	\$ 56,291	10.49%
60-451-5121	Former Employee	WTP Operator	Hourly	0.20	\$ 10,098	0.20	\$ 10,342	-	\$ -	\$ (10,342)	0.00%
60-451-5121	Former Employee	WTP Operator	License	-	\$ 620	-	\$ 620	-	\$ -	\$ (620)	0.00%
60-451-5121	Former Employee	WTP Operator	Hourly	0.20	\$ 10,098	0.20	\$ 10,342	-	\$ -	\$ (10,342)	0.00%
60-451-5121	Former Employee	WTP Operator	License	-	\$ 620	-	\$ 620	-	\$ -	\$ (620)	0.00%
60-451-5121	Cohan, Joseph	WTP Operator	Hourly	-	\$ -	-	\$ -	0.20	\$ 12,846	\$ 12,846	100.00%
60-451-5121	Cardinal, Edward	WTP Operator	Hourly	-	\$ -	-	\$ -	0.20	\$ 12,846	\$ 12,846	100.00%
TOTAL	60-451-5121 Salaries - Temporary Employees			0.40	\$ 21,436	0.40	\$ 21,924	0.40	\$ 25,692	\$ 3,768	14.67%

452 - WATER DISTRIBUTION											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
60-452-5114	Carpenter, Daniel	Foreman	Hourly	1.00	\$ 55,917	1.00	\$ 59,380	1.00	\$ 60,322	\$ 942	1.56%
60-452-5114	Carpenter, Daniel	Foreman	Service	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
60-452-5114	Carpenter, Daniel	Foreman	License	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
60-452-5114	Chiarelli, Thomas	Truck Driver/Laborer	Hourly	1.00	\$ 43,472	1.00	\$ 45,987	1.00	\$ 46,709	\$ 722	1.55%
60-452-5114	Chiarelli, Thomas	Truck Driver/Laborer	License	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
60-452-5114	Coleman, Kevin	Skilled WD Mechanic	Hourly	1.00	\$ 50,488	1.00	\$ 51,708	1.00	\$ 52,534	\$ 826	1.57%
60-452-5114	Coleman, Kevin	Skilled WD Mechanic	Service	-	\$ 1,100	-	\$ 1,100	-	\$ 1,100	\$ -	0.00%
60-452-5114	Coleman, Kevin	Skilled WD Mechanic	License	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
60-452-5114	Conant, Robert	Skilled WD Mechanic	Hourly	1.00	\$ 50,488	1.00	\$ 51,708	1.00	\$ 52,534	\$ 826	1.57%
60-452-5114	Conant, Robert	Skilled WD Mechanic	Service	-	\$ 2,300	-	\$ 2,300	-	\$ 2,300	\$ -	0.00%
60-452-5114	Conant, Robert	Skilled WD Mechanic	License	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
60-452-5114	Flood, Adam	Unskilled WD	Hourly	1.00	\$ 49,402	1.00	\$ 50,576	1.00	\$ 52,534	\$ 1,958	3.73%
60-452-5114	Flood, Adam	Unskilled WD	License	-	\$ 3,100	-	\$ 3,100	-	\$ 3,100	\$ -	0.00%
60-452-5114	Gearce, Gerald	Skilled Equip Oper.	Hourly	1.00	\$ 48,525	1.00	\$ 51,708	1.00	\$ 52,534	\$ 826	1.57%
60-452-5114	Gearce, Gerald	Skilled Equip Oper.	License	-	\$ 1,900	-	\$ 1,900	-	\$ 1,900	\$ -	0.00%
60-452-5114	O'Connell, John	Truck Driver/Laborer	Hourly	1.00	\$ 41,718	1.00	\$ 44,519	1.00	\$ 46,709	\$ 2,190	4.69%
60-452-5114	O'Connell, John	Truck Driver/Laborer	License	-	\$ 1,300	-	\$ 1,300	-	\$ 1,300	\$ -	0.00%
60-452-5114	Silva, Shawn	Unskilled Equip	Hourly	0.50	\$ 23,741	0.50	\$ 25,288	0.50	\$ 51,386	\$ 26,098	50.79%
60-452-5114	Silva, Shawn	Unskilled Equip	License	-	\$ 1,900	-	\$ 1,900	-	\$ 1,900	\$ -	0.00%
TOTAL	60-452-5114 Salaries FT			7.50	\$ 390,851	7.50	\$ 407,974	7.50	\$ 442,362	\$ 34,388	7.77%

*Shawn Silva is 0.50 in Water and 0.50 in Highway.

522 - VISITING NURSE ASSOC.											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-522-5110	Lynch, Karen	Nurse Administrator	Salary	1.00	\$ 60,291	1.00	\$ 62,098	1.00	\$ 65,241	\$ 3,143	4.82%
01-522-5110	Marino, Anthony	Director Comm. Svcs.	Salary	-	\$ 10,700	-	\$ 11,022	-	\$ 11,352	\$ 330	2.91%
TOTAL	01-522-5110 Salaries - Appointed Officials			1.00	\$ 70,991	1.00	\$ 73,120	1.00	\$ 76,593	\$ 3,473	4.53%
01-522-5121	Funder, Nancy	Nurse	Hourly	0.50	\$ 13,238	0.50	\$ 13,722	0.50	\$ 14,136	\$ 414	2.93%
01-522-5121	Hynes, Donna	PT Admin Asst.	Hourly	0.50	\$ 8,716	0.50	\$ 8,974	0.50	\$ 9,241	\$ 267	2.89%
01-522-5121	Lehane, Ellen	Nurse	Hourly	0.50	\$ 7,955	0.50	\$ 8,193	0.50	\$ 8,438	\$ 245	2.90%
01-522-5121	Powers, Angela	Nurse	Hourly	-	\$ -	-	\$ -	0.50	\$ 11,960	\$ 11,960	100.00%
TOTAL	01-522-5121 Salaries - Temp Employees			1.50	\$ 29,909	1.50	\$ 30,889	2.00	\$ 43,775	\$ 12,886	29.44%

The total FTE count is correctly shown in this document and needs to be updated in the budget document.

541 - COUNCIL ON AGING

Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-541-5110	Lester, Nancy	Administrative Asst.	Hourly	1.00	\$ 37,271	1.00	\$ 42,788	1.00	\$ 44,105	\$ 1,317	2.99%
01-541-5110	Marino, Anthony	Director Comm. Svcs.	Salary	-	\$ 10,700	-	\$ 11,021	-	\$ 11,351	\$ 330	2.91%
01-541-5110	Mitton, Robyn	Director of COA	Salary	1.00	\$ 56,502	1.00	\$ 60,030	1.00	\$ 59,466	\$ (564)	-0.95%
01-541-5110	O'Brien Katherine	Outreach Coordinator	Hourly	-	\$ -	1.00	\$ 20,006	1.00	\$ 20,609	\$ 603	2.93%
01-541-5110	Vacant	Asst. Director COA	Salary	1.00	\$ 39,226	-	\$ -	-	\$ -	\$ -	
TOTAL	01-541-5110 Salaries - Appointed Officials			3.00	\$ 143,699	3.00	\$ 133,845	3.00	\$ 135,531	\$ 1,686	1.24%
01-541-5120	Slight, Teresa	Front Desk Admin		-	\$ -	0.50	\$ 16,861	0.50	\$ 22,851	\$ 5,990	26.21%
TOTAL	01-541-5120 Salaries - Perm PT			-	\$ -	0.50	\$ 16,861	0.50	\$ 22,851	\$ 5,990	26.21%

543 - VETERANS' SERVICES

Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-543-5110	Thorpe, Michael	Veterans' Director	Hourly	0.50	\$ 16,762	0.50	\$ 19,410	0.50	\$ 20,828	\$ 1,418	6.81%
TOTAL	01-541-5110 Salaries - Appointed Officials			0.50	\$ 16,762	0.50	\$ 19,410	0.50	\$ 20,828	\$ 1,418	6.81%

610 - JOHN CURTIS LIBRARY											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-610-5110	Marino, Anthony	Director Comm. Svcs.	Salary	-	\$ 10,700	-	\$ 11,021	-	\$ 11,351	\$ 330	2.91%
01-610-5110	Welsh, Lorraine	Library Director	Salary	1.00	\$ 73,473	1.00	\$ 75,677	1.00	\$ 77,947	\$ 2,270	2.91%
TOTAL	01-610-5110 Salaries - Appointed Officials			1.00	\$ 84,173	1.00	\$ 86,698	1.00	\$ 89,298	\$ 2,600	2.91%
01-610-5113	Campbell, Lynne	Childrens' Librarian	Salary	1.00	\$ 49,219	1.00	\$ 50,894	1.00	\$ 52,362	\$ 1,468	2.80%
01-610-5113	Colon, David	Reference Librarian	Hourly	0.50	\$ 24,816	0.50	\$ 22,466	1.00	\$ 39,527	\$ 17,061	43.16%
01-610-5113	Goodwin, Lynne	Staff Librarian	Salary	1.00	\$ 41,162	1.00	\$ 41,315	1.00	\$ 41,893	\$ 578	1.38%
01-610-5113	Goodwin, Lynne	Staff Librarian	Service	-	\$ -	-	\$ -	-	\$ 895	\$ 895	100.00%
01-610-5113	Kelly, Judith	Library Technician	Salary	1.00	\$ 40,048	1.00	\$ 40,198	1.00	\$ 40,742	\$ 544	1.34%
01-610-5113	Kelly, Judith	Library Technician	Service	-	\$ -	-	\$ -	-	\$ 895	\$ 895	100.00%
01-610-5113	Leonard, Mary	Library Technician	Salary	1.00	\$ 40,048	1.00	\$ 40,198	1.00	\$ 40,742	\$ 544	1.34%
01-610-5113	Leonard, Mary	Library Technician	Service	-	\$ -	-	\$ -	-	\$ 895	\$ 895	100.00%
TOTAL	01-610-5113 Salaries - Clerical			4.50	\$ 195,293	4.50	\$ 195,071	5.00	\$ 217,951	\$ 22,880	10.50%
01-610-5121	Marden, Julie	Library Assistant	Hourly	0.50	\$ 19,262	0.50	\$ 19,912	0.50	\$ 21,851	\$ 1,939	8.87%
01-610-5121	Mitchell, Julia	Library Assistant	Hourly	0.50	\$ 19,262	0.50	\$ 19,912	0.50	\$ 21,851	\$ 1,939	8.87%
01-610-5121	Pervane, Patricia	Library Assistant	Hourly	0.50	\$ 21,350	0.50	\$ 22,060	0.50	\$ 21,851	\$ (209)	-0.96%
01-610-5121	Pervane, Patricia	Library Assistant	Service	-	\$ -	-	\$ -	-	\$ 345	\$ 345	100.00%
01-610-5121	Vacant	Page	Hourly	0.50	\$ 5,593	-	\$ -	-	\$ -	\$ -	#DIV/0!
01-610-5121	Abottt, Megan	Page	Hourly	-	\$ -	0.50	\$ 7,232	0.50	\$ 7,344	\$ 112	1.53%
TOTAL	01-610-5121 Salaries - Temporary Employees			2.00	\$ 65,467	2.00	\$ 69,116	2.00	\$ 73,242	\$ 4,126	5.63%
01-610-5141	Goodwin, Lynne	Childrens' Librarian	Stipend	-	\$ -	-	\$ -	-	\$ 2,000	\$ 2,000	100.00%
01-610-5141	Kelly, Judith	Library Technician	Stipend	-	\$ -	-	\$ -	-	\$ 2,000	\$ 2,000	100.00%
01-610-5141	Marden, Julie	Library Assistant	Stipend	-	\$ -	-	\$ -	-	\$ 2,000	\$ 2,000	100.00%
01-610-5141	Mitchell, Julia	Library Assistant	Stipend	-	\$ -	-	\$ -	-	\$ 2,000	\$ 2,000	100.00%
01-610-5141	Pervane, Patricia	Library Assistant	Stipend	-	\$ -	-	\$ -	-	\$ 2,000	\$ 2,000	100.00%
TOTAL	01-610-5141 Stipends			-	\$ -	-	\$ -	-	\$ 10,000	\$ 10,000	100.00%

The budget includes an additional \$2,000 in stipends that is not needed.

630 - PARKS & RECREATION											
Account Number	Employee Name	Job Title	Earn Type	FY15		FY16		Proposed FY17		\$ Change	% Change
				FTE	Amount	FTE	Amount	FTE	Amount		
01-630-5110	Rodday, Lauren	Recreation Director	Salary	-	\$ -	-	\$ -	1.00	\$ 56,272	\$ 56,272	100.00%
TOTAL	01-630-5110 Salaries - Appointed Officials			-	\$ -	-	\$ -	1.00	\$ 56,272	\$ 56,272	100.00%
01-630-5120	Bellantoni, Lisa	Gate Keeper	Hourly	-	\$ -	-	\$ -	0.50	\$ 15,668	\$ 15,668	100.00%
TOTAL	01-630-5120 Salaries - Perm PT			-	\$ -	-	\$ -	0.50	\$ 15,668	\$ 15,668	100.00%