

**Town of Arlington
Massachusetts**

**Report of the
Finance Committee**



ANNUAL TOWN MEETING
Monday, April 27, 2020
(Postponed to June 15, 2020)

THE FINANCE COMMITTEE
ALLAN TOSTI, *Chairman*

CHRISTINE DESHLER, *Vice Chairman*
CHARLES T. FOSKETT, *Vice Chairman*

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

PRECINCT	TERM ENDS	PRECINCT	TERM ENDS
1 GRANT GIBIAN	2020	11 SHAILEEN CRAWFORD POKRESS	2020
2 SHANE BLUNDELL	2022	12 DARREL HARMER	2021
3 JOHN ELLIS	2021	13 JOHN J. DEYST, JR.	2022
4 CAROLYN WHITE	2020	14 ALAN JONES	2022
5 MARY MARGARET FRANCLEMONT	2020	15 ANNIE LACOURT	2021
6 ARIF PADARIA	2022	16 WILLIAM KELLAR	2020
7 JONATHAN WALLACH	2022	17 ALLAN TOSTI	2021
8 CHARLES T. FOSKETT	2022	18 GEORGE KOCUR	2020
9 BRIAN BECK	2021	19 CHRISTINE DESHLER	2021
10 PETER B. HOWARD	2020	20 DEAN CARMAN	2020
		21 DAVID MCKENNA	2021

ELIZABETH DIGGINS
Executive Secretary

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

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

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

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

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TABLE OF CONTENTS

The Finance Committee	1
Glossary	2
Report of the Chair of the Finance Committee	3
Recommendations -- Articles Annual Town Meeting	5
Recommendations – Budgets	Appendix B
Summary of Finance Committee Recommendations	Appendix C
Five Year Revenue and Expenditure Projection	Appendix D
List of Proposed Budget Changes	Appendix E

GLOSSARY

AVAILABLE FUNDS -- See Unencumbered Funds

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

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

FISCAL YEAR -- July 1 through June 30.

FREE CASH -- See Unencumbered Funds.

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

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

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

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

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

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

REPORT OF THE CHAIR OF THE FINANCE COMMITTEE

This budget season started out as a fairly normal process. The Town was entering the second fiscal year since the override in 2019. The Long Term Planning Committee had been meeting throughout the fall and into the winter to review the revenue numbers and plan budget goals in line with the promises made to the citizens in June's override campaign. The main goal was to reduce the size of the deficit and the tax limit override that would be needed to maintain services in fiscal 2024 and beyond. The Governor's budget (House 1) provided a substantial increase in local aid which would be set aside toward this goal. The plan was to continue the school general fund allowable increase at 3.5%, the special education increase at 7% and the student growth allowance increase to 50% of the per student cost as determined by the State. The other Town budgets would be limited to a 3.25% increase. This allowed for an 6.44% increase in the school appropriation.

Under this policy, the Finance Committee, in cooperation with other Town officials, proceeded to move ahead with the fiscal year 2021 budget. Both the Town Manager and School Superintendent presented budgets within the limits agreed to by the Long-Term Planning Committee as described above. The Finance Committee had been working since mid-January reviewing budgets and warrant articles and examining the revenue projections for next year. We finished our work in mid-March and were ready to finalize numbers and go to print when the world as we know it came to an end.

Everything basically froze while officials at all levels of government tried to tackle the medical and financial challenges presented by the worldwide pandemic. After three months, we still do not know the size of the financial impact of the covid-19 pandemic and will probably not know for several more months, if then. Both the Commonwealth and the Town have taken substantial revenue hits. Town officials working through the Long Range Planning Committee and the Finance Committee decided it was better to move ahead with the budgets and other financial articles and present the most reasonable case possible to you at this Town Meeting rather than rely on 1/12 budgets. They also decided to move ahead with some reductions in planned expenditures, rather than proceed as planned with hiring new employees who would have to be laid off 6 months later. There may have to be more reductions in the fall. We simply don't know how deep they will have to be. The target reduction was set at 10% of the proposed increase based upon the Governor's January budget. Both the town and school budgets will still have substantial increases, just not quite as much. We have also made some cuts in various warrant articles where appropriate, and utilized reserves to lessen the impact. At the recommendation of the Town Manager, we are looking at a 15% reduction in state aid from those amounts recommended by the Governor in January. This required a substantial transfer from the Override Stabilization Fund to balance the total budget. The changes are listed in Appendix E. Those changes have been used in the Five Year plan in Appendix D.

We have thoroughly reviewed all the budgets and kept them within the guidelines agreed to by all parties in the Long-Range Planning Committee. We have continued to fund the Other Post-Employment Benefits Fund (OPEB) to protect our credit rating and provide for the Town's long-term financial health. We continue to maintain the snow and ice budget and the reserve fund to prevent snow and ice deficits. As you can see from Appendix D1, the Override Stabilization funds will be drawn down quickly over the next few years, and if we cannot keep the size of that override to a reasonable level, we will risk losing everything.

In closing, we need to emphasize the importance of controlling appropriations in the fiscal year 2021 budget. In the fall of 2019, when we last issued Town bonds, the Town maintained its high AAA rating from Standard and Poor's, which rates the Town's bonds. We accomplished this because we have a multi-year revenue and expenditure plan, a capital plan with strong support from Town Meeting, a strong reserve position and continued funding of the retiree health insurance fund. We cannot use any more of the Town's reserves without jeopardizing the Town's future financial condition. The voters must know that the Town can control expenditures. We need to continue to utilize conservative financial practices if we are to maintain our high credit rating, which lowers interest costs for future bonding and keeps faith with our promise to the voters.

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

Respectfully submitted,

Allan Tosti, Chair
Arlington Finance Committee

1. **By adding the following positions:**
 - A. **Program Supervisor SEIU-7
Recreation**
 - B. **Coordinator of Diversity Equity and Inclusion – MTP8
Health and Human Services**
 - C. **Grants Administrator – SEIU 10
Planning and Community Development**
 - D. **Grants Accountant – OA5
Planning and Community Development**
 - E. **Technical Resource Administrator – MTP7
Planning and Community Development**
 - F. **Record Keeper – OA4
Inspectional Services**
 - G. **Homeless Outreach Worker – MTP5
Police**
 - H. **Medical Reserve Coordinator – MTP6
Health and Human Services**
 - I. **Manager of Enterprise Applications – SEIU11
Information Technology**
 - J. **Workers Compensation Claims Coordinator – MTP6
Legal**
 - K. **IT Manager- Library L4
Libraries**
 - L. **Receptionist/Program Assistant – OA3
Health and Human Services**

2. **By deleting the following positions:**
 - A. **Supervisor of Recreation SEIU-7
Recreation**
 - B. **Director of Housing and Disability – Weatherization – SEIU10
Planning and Community Development**
 - C. **Principal Clerk & Secretary – Weatherization – OA5
Planning and Community Development**
 - D. **Technical Resource Administrator – SEIU7
Planning and Community Development**
 - E. **Zoning Assistant – OA4
Inspectional Services**
 - F. **Outreach Worker – Police MTP2
Police**
 - G. **Production Coordinator/Computer Operator- SEIU11
Information Technology**
 - H. **Administrative Assistant/Claims Coordinator- MTP6
Legal**
 - I. **Social Worker II – COA MTP5
Health and Human Services**
 - J. **Head of Technology L3
Libraries**

ARTICLE 49

COLLECTIVE BARGAINING

To see if the Town will vote to fund any fiscal items in the event that any are contained in collective bargaining agreements between the Town and the following named collective bargaining units, and to fund for non-union, M Schedule, and elected officials’ salaries or fringe benefits, determine how the money shall be raised and expended; or take any action related thereto:

- A. Local 680, American Federation of State, County and Municipal Employees;
- B. Service Employees International Union;
- C. Robbins Library Professional Association;
- D. Local 1297, International Association of Firefighters;
- E. Arlington Police Patrol Officers’ Association (formerly Arlington Patrolmen’s Association);
- F. Arlington Ranking Police Officers’ Association;
- G. M Schedule and non-union employees; and
- H. Full-time elected officials.

(Inserted at the request of the Town Manager)

VOTED: That the sum of \$251,000 is hereby appropriated, to be set aside for funding future collective bargaining agreements, said sum to be raised by general taxes and said sum shall not be expended without a future vote of Town Meeting.

COMMENT: Negotiations are still in process with one Town union. If a settlement is achieved before the end of Town Meeting, the Finance Committee will bring that settlement before the meeting.

ARTICLES 50 and 51

The Select Board will report on these Articles.

ARTICLE 52

ENDORSEMENT OF PARKING BENEFIT DISTRICT EXPENDITURES

To see if the Town will vote to endorse the Parking Benefit District operating and capital expenditures for Fiscal Year 2021 prepared by the Town Manager and the Select Board consistent with the Town Bylaws; or take any action related thereto.

(Inserted at the request of the Town Manager)

VOTED: That the Town does hereby endorse the following expenditures from the Parking Fund:

Projected Fiscal Year 2021 Meter Revenue	\$525,000
Offset to Parking Budget 13	\$ 37,176
Offset to Parking Enforcement Budget 19	\$ 66,827
Parking Meter Operations	\$225,013
Center and Plaza Improvements	\$175,000
Projected Fiscal Year 2021 Expenditures	\$504,016

Available balance from Fiscal 2021 for other Center Improvements \$20,984

ARTICLE 53

APPROPRIATION/TOWN BUDGETS

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

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

See Appendix B below

ARTICLE 54

CAPITAL BUDGET

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

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

VOTED:

(1) That the sum of \$1,116,048.95 is hereby transferred from amounts previously appropriated and borrowed under the following warrant articles and for the purposes set forth below:

Amount to be Transferred	Warrant Article	Meeting Date	Original Purpose
\$3,802.83	30	5/14/2014	RFID Project Library
\$31,150.00	24	4/29/2015	Purchase IT Equipment Inspectors
\$4,368.95	24	4/29/2015	Library Heating/Cooling Water
\$25,000.00	24	4/29/2015	Gibbs School Onsite Drainage
\$0.85	24	4/29/2015	Regrade Bishop Parking Lot
\$21,520.63	24	4/29/2015	Improve Peirce Field
\$42.92	24	4/29/2015	Magnolia Playground
\$73,129.62	24	4/29/2015	Phase 3 Community Safety
\$97,372.05	4	1/25/2016	Stratton Building
\$1,051.13	36	5/16/2016	Playground Menotomy Pre-School
\$1.00	36	5/16/2016	Menotomy Preschool Renovation
\$269.80	36	5/16/2016	1 ton Utility Truck w/Gatelift
\$41,026.86	34	5/3/2017	Fire Engine
\$209,145.51	34	5/3/2017	Hardy Capacity Expansion
\$93,317.12	34	5/3/2017	Gibbs School Renovation
\$34,237.35	30	4/25/2018	Bus #103 77 Passenger
\$21,704.20	30	4/25/2018	Ottoson School HVAC
\$14,322.00	30	4/25/2018	Bus #107 53 Passenger
\$0.50	30	4/25/2018	Hardy Playground
\$59,912.00	58	5/8/2019	4WD Truck with Sander
\$731,375.32			<i>Subtotal</i>
\$384,673.63	3	10/19/2016	Thompson School Expansion
\$1,116,048.95			TOTAL

which amounts are no longer needed to complete the projects for which they were initially borrowed, to pay costs of the following:

Sidewalk and Ramp Construction	\$200,763.32
Whittemore Robbins Cupola & Roof	\$ 80,700.00
Dallin Roof	\$ 40,000.00
Parmenter HVAC Upgrade	\$100,000.00
Community Center Construction	\$250,000.00
Dump Truck w-Plow	\$ 59,912.00
Subtotal	\$731,375.32
Arlington High School – Exempt	\$384,673.63
Reduce other exempt borrowing	
Total	\$1,116,048.95

as permitted by Chapter 44, Section 20 of the General Laws.

(2) That the sum of \$4,329,512 be and hereby is appropriated for various capital projects and equipment as shown below, and expended under the direction of the Town Manager, \$4,311,512 of said sum to be raised by general tax and \$18,000 from the Sale of Assets:

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Item	Amount	Project	Department
1	\$25,000	HVAC replacement - Dallin Library	FACILITIES
2	\$100,000	HVAC upgrades - Parmenter	FACILITIES
3	\$40,000	Roof replacement - Dallin Library	FACILITIES
4	\$25,000	Firefighter Protective Gear	FIRE
5	\$10,000	Furniture - Park Circle / Highland	FIRE
6	\$10,000	Convert property & restaurant files to electronic format	HEALTH & HUMAN SERVICES
7	\$80,700	Whittemore Robbins House - Cupola and slate roof	HEALTH & HUMAN SERVICES
8	\$16,397	Human Resources Applicant Tracking and On-boarding	HUMAN RESORUCES
9	\$10,000	Conference Room Presentation Technology Program	INFORMATION TECHNOLOGY
10	\$40,000	School - Admin Computers and Peripherals	INFORMATION TECHNOLOGY
11	\$20,000	School - Network Infrastructure	INFORMATION TECHNOLOGY
12	\$400,000	School - Replacement academic PC's district wide	INFORMATION TECHNOLOGY
13	\$40,000	School - Software Licensing	INFORMATION TECHNOLOGY
14	\$60,000	Town Microcomputer Program	INFORMATION TECHNOLOGY
15	\$50,000	Town Software Upgrades & Standardization	INFORMATION TECHNOLOGY
16	\$51,698	MLN Equipment Schedule	LIBRARY
17	\$25,000	Bike Rack Installation	PLANNING
18	\$250,000	Senior Center/Central School Renovation	PLANNING
19	\$50,000	Townwide ADA accessibility upgrades	PLANNING
20	\$135,000	Vehicle Replacement Program	POLICE
21	\$30,000	Utility Vehicle (Engineering 1)	PUBLIC WORKS ENGINEERING
22	\$68,000	1 Ton Dump Truck w-Plow-Sander	PUBLIC WORKS HIGHWAY
23	\$67,000	33,000 GVW Dump Truck w-Plow	PUBLIC WORKS HIGHWAY
24	\$200,000	Accessibility Improvements (Override 2019)	PUBLIC WORKS HIGHWAY
25	\$550,000	Roadway Reconstruction	PUBLIC WORKS HIGHWAY
26	\$487,360	Roadway Reconstruction Override 2011	PUBLIC WORKS HIGHWAY
27	\$17,500	Sander Body	PUBLIC WORKS HIGHWAY
28	\$65,000	Sidewalk Ramp Installation	PUBLIC WORKS HIGHWAY
29	\$550,000	Sidewalks and Curbstones	PUBLIC WORKS HIGHWAY
30	\$12,000	Snow Plow Replacement	PUBLIC WORKS HIGHWAY
31	\$60,000	Traffic Signal Maint & Upgrades	PUBLIC WORKS MOTOR REPAIR
32	\$51,435	Photocopier Replacement Program	PURCHASING
33	\$50,000	ADA Study Implementation Program	RECREATION
34	\$10,000	Feasibility Study	RECREATION
35	\$25,000	Boiler replacement - Jefferson Cutter	REDEVELOPMENT BOARD
36	\$37,500	Interior finish upgrades - Jefferson Cutter	REDEVELOPMENT BOARD
37	\$46,922	Interior repairs - 23 Maple Street	REDEVELOPMENT BOARD
38	\$35,000	Bishop School Painting	SCHOOLS
39	\$13,000	Custodial Equipment	SCHOOLS
40	\$20,000	Energy Efficiency Projects	SCHOOLS
41	\$50,000	Facilities Vehicle Replacement	SCHOOLS
42	\$50,000	Ottoson Exterior Step Work	SCHOOLS
43	\$30,000	Ottoson Lift	SCHOOLS
44	\$120,000	Photocopier Lease Program	SCHOOLS
45	\$100,000	Security Updates	SCHOOLS
46	\$40,000	Van #105 - 8 Passenger Explorer	SCHOOLS
47	\$45,000	Van #112 - Athletics Van	SCHOOLS
48	\$60,000	Window Screens in Schools	SCHOOLS
	\$4,329,512	Cash Total	

(3) That the sum of \$13,434,308 be and hereby is appropriated for debt service of the Town, and expended under the direction of the Town Manager, \$11,583,948 to be raised by general tax and \$1,850,360 from the transfers as shown below

General Fund Debt		
Non-Exempt, Prior	\$ 6,327,284	
Non-Exempt, New	\$ 138,114	
<i>Non-Exempt Debt Subtotal</i>		\$ 6,465,398
Exempt Debt		\$ 6,968,910
Total General Fund Debt Appropriation		\$ 13,434,308
Transfers and other sources: Non-Exempt Debt		
Ambulance Fund	\$ 37,235	
Antenna Fund	\$ 284,027	
Urban Renewal Fund	\$ 47,344	
Capital Carryforwards	\$ 1,097,080	
<i>Transfers and other sources Subtotal</i>		\$ 1,465,686
<i>Net General Fund Non-Exempt Debt Expense</i>		\$ 4,999,712
Transfers and other sources: Exempt Debt		
Thompson School	\$ 384,674	
<i>Net General Fund Exempt Debt Expense</i>		\$ 6,584,236
Net General Fund Debt Expense Total		\$ 11,583,948
(Total GF Exempt and Non-Exempt Debt, less Transfers and other sources)		

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

Item	Amount	Project	Department
1	\$15,000	Van Replacement Program	COUNCIL ON AGING TRANSPORTATION ENTERPRISE FUND
2	\$127,072	Whittemore Park upgrades	PLANNING
3	\$50,000	Townwide ADA accessibility upgrades	PLANNING
4	\$10,000	Headstone Cleaning & Repair	PUBLIC WORKS CEMETERY
5	\$77,000	33,000 GVW Dump Truck w-Plow	PUBLIC WORKS HIGHWAY
6	\$94,912	44,000 GVW, 4WD Truck w-Sander	PUBLIC WORKS HIGHWAY
7	\$750,000	Chapter 90 Roadway	PUBLIC WORKS HIGHWAY
8	\$125,000	Install Sidewalk Ramps - CDBG	PUBLIC WORKS HIGHWAY
9	\$250,000	Drainage Rehab - Regulatory Compliance (Ch-308)	PUBLIC WORKS WATER/SEWER DIVISION
10	\$100,000	Hydrant and Valve replacement program	PUBLIC WORKS WATER/SEWER DIVISION
11	\$900,000	Sewer System Rehabilitation	PUBLIC WORKS WATER/SEWER DIVISION
12	\$47,000	Utility Truck (Water/Sewer 1)	PUBLIC WORKS WATER/SEWER DIVISION
13	\$30,000	Utility Vehicle (Water/Sewer 1)	PUBLIC WORKS WATER/SEWER DIVISION
14	\$1,400,000	Water System Rehabilitation	PUBLIC WORKS WATER/SEWER DIVISION
15	\$40,000	Multi-Space Parking Meter Replacement	TREASURER/COLLECTOR
	\$4,015,984	Total	

- (5) That the sum of \$3,458,650 be and hereby is appropriated for extraordinary repairs to public facilities, acquisition of land and the purchase and installation of equipment and for costs incidental and related thereto as follows:**

Item	Amount	Project	Department
1	\$100,000	Building exterior repairs - Parmenter	FACILITIES
2	\$300,000	Town Hall - Renovations	FACILITIES
3	\$302,000	Rescue Ambulance replacing 2013 Ford Horton	FIRE
4	\$515,000	Whittemore Robbins Cottage	HEALTH & HUMAN SERVICES
5	\$90,000	44,000 GVW, 4WD Truck w-Sander	PUBLIC WORKS HIGHWAY
6	\$110,000	Backhoe-Loader - 1.5 CY	PUBLIC WORKS HIGHWAY
7	\$180,000	Boom-Dump-Chip Truck	PUBLIC WORKS NATURAL RESOURCES
8	\$350,000	Reservoir Improvements Phase II Supplement	RECREATION
9	\$150,000	Bleacher Lift	RINK
10	\$571,900	Hardy Playground Supplemental	SCHOOL
11	\$220,000	Ottoson Elevator	SCHOOL
12	\$300,000	Ottoson HVAC Rooftop Unit	SCHOOL
13	\$269,750	Peirce Playground Renovations	SCHOOL
	\$3,458,650	Total	

and that the Treasurer, with the approval of the Select Board, is hereby authorized to borrow not exceeding the sum of \$3,458,650 under and pursuant to Chapter 44 Sections 7 and 8 of the Massachusetts General Laws and any other enabling authority (requires a 2/3 vote), and to issue bonds or notes of the Town therefor, said sum to be expended under the direction of the Town Manager.

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

(9) That any premium received by the Town upon the sale of any bonds or notes approved by this vote, less any such premium applied to the payment of the costs of issuance of such bonds or notes, may be applied to the payment of costs approved by this vote in accordance with Chapter 44, Section 20 of the General Laws, thereby reducing the amount authorized to be borrowed to pay such costs by a like amount.

ARTICLE 55

**RESCIND OR REAPPROPRIATE BORROWING
AUTHORIZATIONS FROM PRIOR YEARS**

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

(Inserted at the request of the Town Treasurer)

VOTED: That the Town hereby rescinds \$1,275,000 in the following individual amounts that have been authorized to be borrowed, but which are no longer needed for the purposes for which they were initially approved:

Unissued Amount	Date of Approval	Warrant Article	Statute	Original Purpose
\$150,000	5/8/19	58	44, 7 (1)	Veteran's Memorial Rink Boiler
\$125,000	5/8/19	58	44, 7 (1)	Landscaping at Bishop School
\$1,000,000	1/25/16	3	44, 7 (9)	Stratton School Renovation

ARTICLE 56

To see if the Town will vote (i) to appropriate \$2,967,000, representing a portion of the net premium received upon the sale of the Town's \$66,190,000 General Obligation Municipal Purpose Loan of 2019 Bonds dated December 4, 2019, to pay a \$2,967,000 portion of the cost of the Arlington High School Construction/Reconstruction project authorized in the amount of \$290,851,820 by a vote of the Town passed April 29, 2019 (Article 1), excluded from the limitations of Proposition 2 1/2, so called, on June 11, 2019 (Question 1), thereby reducing the amount authorized to be borrowed for such project by a like amount and (ii) supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of capital projects to provide that, in accordance with Chapter 44, Section 20 of the General Laws, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bond or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied.

(Inserted at the request of the Town Treasurer)

VOTED: That the Town appropriate \$2,967,000, representing a portion of the net premium received upon the sale of the Town's \$66,190,000 General Obligation Municipal Purpose Loan of 2019 Bonds dated December 4, 2019, to pay a \$2,967,000 portion of the cost of the Arlington High School Construction/Reconstruction project authorized in the amount of \$290,851,820 by a vote of the Town passed April 29, 2019 (Article 1), excluded from the limitations of Proposition 2 ½, so called, on June 11, 2019 (Question 1), thereby reducing the amount authorized to be borrowed for such project by a like amount and (ii) supplement each prior vote of the Town that authorizes the borrowing of money to pay costs of capital projects to provide that, in accordance with Chapter 44, Section 20 of the General Laws, the premium received by the Town upon the sale of any bonds or notes thereunder, less any such premium applied to the payment of the costs of issuance of such bond or notes, may be applied to pay project costs and the amount authorized to be borrowed for each such project shall be reduced by the amount of any such premium so applied.

ARTICLE 57

**APPROPRIATION/TRANSPORTATION
INFRASTRUCTURE FUND**

To see if the Town will vote to appropriate \$34,279.30 received by the Town from the Commonwealth Transportation Infrastructure Fund to address the impact of transportation network services on municipal roads, bridges and other transportation infrastructure or any other public purpose substantially related to the operation of transportation network services in the Town including, but not limited to, the Complete Streets Program, accepted by Town Meeting on May 4, 2015, established in Massachusetts General Laws Chapter 90I, Section 1 and other programs that support alternative modes of transportation; or take any action related thereto.

(Inserted at the request of the Town Manager)

VOTED: That the Town appropriate the sum of \$34,279.30 received by the Town from the Commonwealth Transportation Infrastructure Fund to address the impact of transportation network services on municipal roads, bridges and other transportation infrastructure or any other public purpose substantially related to the operation of transportation network services in the Town including, but not limited to, the Complete Streets Program, accepted by Town Meeting on May 4, 2015, established in Massachusetts General Laws Chapter 90I, Section 1 and other programs that support alternative modes of transportation.

COMMENT: Monies from this Fund, together with monies from the Parking District Fund, will be used for the rehabilitation and/or replacement of center sidewalks.

ARTICLE 58

APPROPRIATION/PEG ACCESS BUDGET

To see if the Town will vote to appropriate or transfer a sum or sums of money for the support of public, educational, and/or governmental (“PEG”) access cable television services, said sum or sums to be provided for by the cable franchise agreements and cable licensing fees, detailed in an operational cost, building expenses, and capital expense budget, and expended under the direction of the Town Manager; or take any action related thereto.

(Inserted at the request of the Town Manager)

VOTED: That the Town appropriate the cable revenues projected for the next fiscal year as follows for fiscal year 2021:

Revenue Cable Fees	\$798,000
Cable Capital	\$125,285
Misc. Income	<u>\$5,000</u>
Total	\$928,735

Expenses Salaries	\$608,700
Expenses	\$185,035
Capital	<u>\$135,000</u>
Total	\$928,735

COMMENT: These are funds which formerly were transferred directly from the cable providers to the cable access network(ACMI). However, the State has issued new rules requiring these funds to be appropriated through Town Meeting.

ARTICLE 59

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

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

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

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

accept and expend in addition to the foregoing appropriation any grants that may become available from the Massachusetts Water Resources Authority or other sources.

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

ARTICLE 60 **APPROPRIATION/FINANCING OF CONSTRUCTION OR RECONSTRUCTION OF WATER MAINS AND WATER FACILITIES**

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

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

VOTED: **That the sum of \$1,300,000 be and hereby is appropriated for the purpose of financing the construction or reconstruction of water mains and water facilities, including costs incidental and related thereto; that to raise this appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow \$1,300,000 under and pursuant to Chapter 44, Section 8, of the General Laws, as amended, or any other enabling authority and to issue bonds or notes of the Town therefor; and that the Board of Selectmen and the Town Manager be and hereby are authorized to enter into any agreements they determine to be necessary in connection with the project and its financing and are further authorized to accept and expend in addition to the foregoing appropriation any grants that may become available from the Massachusetts Water Resources Authority or other sources.**

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

ARTICLE 61 **APPROPRIATION/MINUTEMAN REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL AND OUT OF DISTRICT VOCATIONAL PLACEMENTS**

To see if the Town will vote to appropriate a sum of money for the purpose of paying the Town's apportioned share of the operating and maintenance costs, including capital costs, tuition, and all of Arlington's other obligations under the Minuteman Regional School District Agreement for the Minuteman Regional Vocational Technical High School, as well as paying the tuition for all other out of district vocational education placements, determine how the money shall be raised and expended; or take any action related thereto.

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

VOTED: That the sum of \$6,113,371 be and hereby is appropriated for the purpose of paying the Town's apportioned share of the operating and maintenance costs, including capital costs, of the Minuteman Regional Vocational Technical High School District Budget; said sum to be raised by general tax and expended under the direction of the Minuteman Regional Vocational High School Committee.

ARTICLE 62 APPROPRIATION/COMMITTEES AND COMMISSIONS

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

(Inserted at the request of the Town Manager)

VOTED: That the sum of \$93,835 be and hereby is appropriated to be expended by the following commissions, committees, and boards in the amounts indicated:

A. Arlington Historical Commission – \$2,660

B. Historic District Commissions – \$5,100

(Avon Place Historic District Commission, Broadway Historic District Commission, Central Street Historic District commission, Jason/Gray Historic District Commission, Russell Historic District Commission, Pleasant Street Historic District Commission and Mount Gilboa/Crescent Hill Historic District Commission)

C. Capital Planning Committee – \$0

D. Commission on Disability – \$25,000

E. Recycling Committee – \$3,000

F. Human Rights Commission – \$7,500

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

- H. Envision Arlington - \$3,000**
- I. Transportation Advisory Committee - \$2,000**
- J. Scenic By-Way - \$2,000**
- K. Open Space Committee - \$300**
- L. LGBTQIA + Rainbow Commission - \$4,000**
- K. Arlington Commission on Arts and Culture - \$30,000**

(This appropriation will also fund Public Arts, Poet Laureate and Arlington Alive activities at the discretion and under the supervision of the Arlington Commission on Arts and Culture. The Commission will also be raising additional funds from their various activities).

Said sums to be raised by general tax and expended under the direction of the various commissions, committees and boards. All consultant services shall be supervised under the direction of the Town Manager.

ARTICLE 63 APPROPRIATION/TOWN CELEBRATIONS AND EVENTS

To see if the Town will vote to appropriate a sum or sums of money to be expended under the direction of the Town Manager for the following celebrations and memorials, determine how the money shall be raised and expended; or take any action related thereto: Memorial Day Observation and the Patriots’ Day Celebration Display of American Flags on Massachusetts Avenue Placing of American Flags on the Graves of Veterans Town Day Celebration Veterans’ Day Parade
(Inserted at the request of the Town Manager)

VOTED: The sum of \$15,167 be and hereby is appropriated for the following celebrations and memorials in the amounts indicated:

- A. Patriots’ Day Celebration, Veteran’s Day Parade and the Memorial Day Observation - \$5,667**
- B. Display of American Flags on Massachusetts Avenue - \$0**
- C. Placing of American Flags on the Graves of Veterans - \$4,500**
- D. Town Day Celebration - \$0**

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

ARTICLE 64 APPROPRIATION/MISCELLANEOUS

To see if the Town will vote the following: Legal Defense – To appropriate a sum of money to replenish the Legal Defense Fund established under Article 13, Section 5 of Title 1 of the Town Bylaws, Indemnification of Medical Costs, to appropriate a sum of money in accordance with the

provisions of Chapter 41, Section 100B of the General Laws, to indemnify certain retired Police Officers and Firefighters for all reasonable medical and surgical expenses which they incurred, determine how the money will be raised and expended; or take any action related thereto.

(Inserted at the request of the Town Manager)

VOTED: The sum of \$10,666 be and hereby is appropriated for the following purposes:

A. Legal Defense - To appropriate a sum of money to replenish the Legal Defense Fund established under Article 13 of Title I of the Town By-Laws - \$0

B. Indemnification of Medical Costs – \$10,666

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

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

ARTICLE 65

APPROPRIATION/WATER BODIES FUND

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

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

VOTED: That the sum of \$45,000 be and hereby is appropriated to the Water Bodies Fund for the purpose of testing, maintaining, treating and oversight of the Town's water bodies. Said sum to be raised by the general taxes and expended under the direction of the Town Manager.

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

ARTICLE 66

VOTE/COMMUNITY PRESERVATION PLAN

To see if the Town will accept, receive, or resolve to endorse the Community Preservation Plan adopted by the Community Preservation Act Committee; or take any action related thereto.

(Inserted at the request of the Community Preservation Act Committees)

VOTED: No report at this time.

COMMENT: The long term plan for the Community Preservation Committee has not been completed. When it is completed and reviewed, the Finance Committee will make a recommendation to the Town Meeting.

ARTICLE 67

APPROPRIATION/COMMUNITY PRESERVATION FUND

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

(Inserted at the request of the Community Preservation Committee)

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

ARTICLE 68

APPROPRIATION/HARRY BARBER COMMUNITY SERVICE PROGRAM

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

(Inserted at the request of the Council on Aging)

VOTED: That No Action be taken under this article.

COMMENT: This program provides the opportunity for senior citizens to provide service in various Town departments in exchange for payment, which they can use to help with taxes or rent. We are recommending that this program be suspended for one year until it can be implemented safely.

ARTICLE 69

APPROPRIATION/BIKE SHARE INFRASTRUCTURE

To see if the Town will vote to appropriate a sum of money for the purpose of developing a bike share infrastructure, including, but not limited to joining a regional bike share network, to determine how the money will be raised and expended; or take any action related thereto.

(Inserted at the request of the Town Manager)

VOTED: That the sum of \$20,000 be and hereby is appropriated to develop a bike share infrastructure, including, but not limited to joining a regional bike share network. Said sum to be raised general tax and expended under the direction of the Town Manager. (13-4)

COMMENT: The joining of the bike share program by the Town will cost a onetime fee of \$100,000, but \$80,000 of this will be paid from a State grant. If the program is successful over the next three years, the Town can continue at no additional cost. If the program is not successful, the Town can withdraw at no additional cost. Unlike the Lime bike program, this system will have parking stations and the bikes will be able to be used in neighboring municipalities, include the City of Boston.

ARTICLE 70 **APPROPRIATION/OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND**

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

(Inserted at the request of the Contributory Retirement Board)

VOTED: That the Town takes the following actions:

- a. appropriates into said Other Post-Employment Benefits Fund (OPEB), authorized by Chapter 161 of the Acts of 2005, the sum of \$481,532 representing that amount of money that is the difference between the previously established base amount of \$500,000 and the fiscal 2021 appropriation for the non-contributory pension obligation; said sum to be raised by the general tax.
- b. appropriates into said fund the sum of \$155,000 representing the increased share of retiree HMO contributions as voted by the Board of Selectmen on November 6, 2006; said sum to be raised by the general tax.
- c. appropriates into said fund the sum of \$300,000 to be transferred from the remaining balance in the health benefit trust fund.

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

ARTICLE 71

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

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

(Inserted at the request of the Contributory Retirement Board)

VOTED: That the sum of \$0 be and hereby is appropriated to implement the provisions of Chapter 32 of Massachusetts General Laws Section 90A, 90C, 90D and 90E, pursuant to which the Town pays up to fifty percent of the maximum salary as set forth in the Compensation and Pay Plan for the position formerly held by retired employees with twenty-five or more years of service to the Town and those employees who retired under an Accidental Disability; provided, however, that no one who retires after May 1, 2010 shall be eligible under this vote unless they qualify for at least a fifty percent pension, without this vote, upon their retirement. This adjustment to be paid to those who qualify, and administered in accordance with prior practice and understanding relating to the retirement allowance of said retirees; said sum to be expended under the direction of the Retirement Board. (15-0-1)

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

ARTICLE 72

LOCAL OPTION TAXES

To see if the Town will vote to accept any local option taxes or other revenue raising options, which are made available to cities and towns through enactments of the legislature, by state regulation or court action; or take any action related thereto.

(Inserted at the request of the Finance Committee)

VOTED: That no action be taken under this article.

COMMENT: There is no legislation or regulation available for adoption under this article.

ARTICLE 73

APPROPRIATION/OVERLAY RESERVE

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

(Inserted at the request of the Finance Committee)

VOTED: That the sum of \$400,000 be and hereby is appropriated, to be transferred from Overlay Reserve Surplus Accounts of previous fiscal years, said sum to be utilized in the determination of the tax rate.

ARTICLE 74

TRANSFER OF FUNDS/CEMETERY

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

(Inserted at the request of the Finance Committee)

VOTED: That the Town transfers \$150,000 to the Cemetery Commissioners for the care of Town cemeteries and \$10,000 to the Capital Budget for headstone cleaning and repair, said sums to be taken from the Perpetual Care Fund.

ARTICLE 75

USE OF FREE CASH

To see if the Town will vote to authorize the taking of a sum of money voted for appropriations heretofore made at the Town Meeting under the Warrant and not voted to be borrowed from available funds in the Treasury, and authorize the Assessors to use free cash in the Treasury to that amount in the determination of the tax rate for the Fiscal Year beginning July 1, 2019; or take any action related thereto.

(Inserted at the request of the Finance Committee)

VOTED: That the sum of \$5,901,388 be taken from available funds in the treasury, and that the Board of Assessors is instructed to use said amount in the determination of the tax rate.

ARTICLE 76

APPROPRIATION/LONG TERM STABILIZATION FUND

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

(Inserted at the request of the Finance Committee)

VOTED: That No Action be taken under this article.

COMMENT: The Finance Committee recommends that this appropriation be suspended for one year until the financial position of the Town is stabilized.

ARTICLE 77 APPROPRIATION/FISCAL STABILITY STABILIZATION FUND

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

(Inserted at the request of the Finance Committee)

VOTED: That the sum of \$2,024,197 be and hereby is appropriated from the Fiscal Stability Stabilization Fund, and that the Board of Assessors is instructed to use said amount in the determination of the tax rate.

ARTICLES 78 -83 The Select Board will report on these articles.

APPENDIX B
Fiscal Year 2021 Budgets

The Finance Committee recommends that the sums be appropriated to defray obligations, outlays, and expenses for the Fiscal Year ending June 30, 2021 to be raised by general tax except as otherwise specifically voted, and expended.

Individual Sub-Budgets to be voted separately.

FY 2019 Personnel Services accounts do not include salary increases voted under a separate warrant article. FY 2020 & 2021 amounts include current salary increases for both years.

Stipends and clothing allowances are taxable as income and were moved to the salary accounts in FY 2020.

1 Finance Committee	2018	2019	2020	2021	\$ change	% change
Personnel Services	7,800	8,050	8,150	8,201	51	0.63%
Expenses	2,500	2,500	2,500	2,500	0	0.00%
TAXATION TOTAL	10,300	10,550	10,650	10,701	51	0.48%
	-17.58%	2.43%	0.95%	0.48%		
Detail of Personnel Services:						
Executive Secretary	4,750	5,000	5,100	5,151	51	1.00%
Chair	650	650	650	1,000	350	53.85%
Vice-chairs (3)	1,200	1,200	1,200	1,500	300	25.00%
Recording Secretary	400	400	400	550	150	37.50%
Other members (16)	800	800	800	0	(800)	-100.00%
TOTAL PERSONNEL SERVICES	7,800	8,050	8,150	8,201	51	0.63%
2 Select Board	2018	2019	2020	2021	\$ change	% change
Personnel Services	279,184	327,189	390,627	465,690	75,063	19.22%
Expenses	156,086	255,465	124,450	125,370	920	0.74%
APPROPRIATION TOTAL	435,270	582,654	515,077	591,060	75,983	14.75%
Water/Sewer Enterprise Fund	(28,446)	(25,636)	(34,317)	(30,337)	3,980	-11.60%
TAXATION TOTAL	406,824	557,018	480,760	560,723	79,963	16.63%
	-11.35%	36.92%	-13.69%	16.63%		
a. Administration and Licensing						
Personnel Services	259,096	279,979	296,201	304,499	8,298	2.80%
Expenses	22,050	22,050	22,150	22,550	400	1.81%
Water/Sewer Enterprise Fund	(28,446)	(25,636)	(34,317)	(30,337)	3,980	-11.60%
TOTAL	252,700	276,393	284,034	296,712	12,678	4.46%
Detail of Personnel Services:						
Board Administrator (inc. night stipend)	89,207	89,207	103,396	106,930	3,534	3.42%
Office Manager	67,951	67,951	70,696	71,403	707	1.00%
Administrative Assistant	56,769	54,714	57,993	59,652	1,659	2.86%
Principal Clerk & Typist (.5,1,1,1)	23,994	47,046	42,246	44,267	2,021	4.78%
Longevity	5,675	5,561	6,370	6,747	377	5.92%
SUB TOTAL	243,596	264,479	280,701	288,999	8,298	2.96%
Chair	3,500	3,500	3,500	3,500	0	0.00%
Members (4)	12,000	12,000	12,000	12,000	0	0.00%
TOTAL PERSONNEL SERVICES	259,096	279,979	296,201	304,499	8,298	2.80%
b. Elections and Town Meeting						
Personnel Services *	20,088	47,210	94,426	161,191	66,765	70.71%
Expenses *	52,536	151,915	24,300	24,820	520	2.14%
TOTAL	72,624	199,125	118,726	186,011	67,285	56.67%
c. Printing Town Reports **						
	3,500	3,500	0	0	0	
d. Accounting and Auditing						
	78,000	78,000	78,000	78,000	0	0.00%
* 3 elections in FY 2021, poll workers pay moved from Expenses to Personnel Services						
** moved to Town Manager's Expenses in FY 2020						

APPENDIX B
Fiscal Year 2021 Budgets

3 Town Manager	2018	2019	2020	2021	\$ change	% change
Personnel Services	778,758	789,814	822,262	900,493	78,231	9.51%
Expenses *	33,500	42,500	53,000	55,200	2,200	4.15%
APPROPRIATION TOTAL	812,258	832,314	875,262	955,693	80,431	9.19%
Water/Sewer Enterprise Fund	(147,869)	(155,220)	(159,052)	(167,259)	(8,207)	5.16%
CPA Offsets	(34,468)	(35,354)	(36,721)	(37,088)	(367)	1.00%
TAXATION TOTAL	629,921	641,740	679,489	751,346	71,857	10.58%
	-3.95%	1.88%	5.88%	10.58%		
Detail of Personnel Services:						
Town Manager	205,571	209,682	210,969	213,078	2,109	1.00%
Deputy Town Manager - Finances	128,888	131,388	139,145	145,536	6,391	4.59%
Assistant Town Manager - Operations	102,614	103,114	109,729	0	(109,729)	-100.00%
Deputy Town Manager - Operations	0	0	0	137,860	137,860	
Purchasing Officer	94,183	94,182	97,987	98,967	980	1.00%
Exec Sec'y/Admin Ass't	60,178	62,435	67,393	70,619	3,226	4.79%
Management analyst	69,725	71,008	73,877	74,616	739	1.00%
Public Information Officer (.69,.69,.69,1)	69,105	69,104	71,896	105,896	34,000	47.29%
BASE SALARY + STEPS	730,264	740,913	770,996	846,572	75,576	9.80%
Longevity	4,369	4,776	6,635	9,103	2,468	37.20%
Other benefits	44,125	44,125	44,631	44,818	187	0.42%
TOTAL PERSONNEL SERVICES	778,758	789,814	822,262	900,493	78,231	9.51%
* printing of town reports (\$3,500) moved from Select Board budget in FY 2020						

4 Human Resources	2018	2019	2020	2021	\$ change	% change
Personnel Services	276,394	291,628	306,790	326,741	19,951	6.50%
Expenses	56,450	56,450	56,450	56,450	0	0.00%
APPROPRIATION TOTAL	332,844	348,078	363,240	383,191	19,951	5.49%
Water/Sewer Enterprise Fund	(15,806)	(16,065)	(16,800)	(17,532)	(732)	4.36%
TAXATION TOTAL	317,038	332,013	346,440	365,659	19,219	5.55%
	1.54%	4.72%	4.35%	5.55%		
Detail of Human Resources:						
Director of Human Resources	116,315	118,815	125,834	127,092	1,258	1.00%
Asst Dir & Benefits Admins (2.5,2.5,2.5,2.8)	154,726	167,460	174,723	191,894	17,171	9.83%
BASE SALARY + STEPS	271,041	286,275	300,557	318,986	18,429	6.13%
Longevity	5,353	5,353	6,233	7,755	1,522	24.42%
TOTAL PERSONNEL SERVICES	276,394	291,628	306,790	326,741	19,951	6.50%

5 Information Technology	2018	2019	2020	2021	\$ change	% change
Personnel Services	685,202	665,111	699,665	703,264	3,599	0.51%
Expenses	318,153	433,775	409,853	563,003	153,150	37.37%
APPROPRIATION TOTAL	1,003,355	1,098,886	1,109,518	1,266,267	156,749	14.13%
Water/Sewer Enterprise Fund	(161,319)	(181,714)	(199,015)	(200,940)	(1,925)	0.97%
TAXATION TOTAL	842,036	917,172	910,503	1,065,327	154,824	17.00%
	51.25%	8.92%	-0.73%	17.00%		
Detail of Personnel Services:						
Director of Information Technology	134,010	141,535	149,702	153,699	3,997	2.67%
Asst Director of Information Technology	86,977	93,623	104,848	105,896	1,048	1.00%
Production Coordinator	100,613	100,613	91,172	92,084	912	1.00%
Senior Programmer	74,564	74,563	79,127	79,918	791	1.00%
MUNIS Systems Analyst	81,017	87,207	97,987	98,967	980	1.00%
Systems Analyst / Director GIS	94,183	94,182	97,987	98,967	980	1.00%
Technical Planner / GIS Coordinator (.3,0,0,0)	41,362				0	
IT Admin Assistant	58,542	58,541	61,738	62,539	801	1.30%
BASE SALARY + STEPS	671,268	650,263	682,561	692,070	9,509	1.39%
Overtime	1,000	1,000	1,000	1,000	0	0.00%
Longevity	12,934	13,848	15,679	9,769	(5,910)	-37.69%
Stipends			425	425		
TOTAL PERSONNEL SERVICES	685,202	665,111	699,665	703,264	3,599	0.51%

APPENDIX B
Fiscal Year 2021 Budgets

6 Comptroller	2018	2019	2020	2021	\$ change	% change
Personnel Services	315,456	328,326	342,941	349,389	6,448	1.88%
Expenses *	99,697	29,697	27,600	27,600	0	0.00%
APPROPRIATION TOTAL	415,153	358,023	370,541	376,989	6,448	1.74%
Water/Sewer Enterprise Fund	(39,097)	(38,745)	(29,943)	(30,990)	(1,047)	3.50%
TAXATION TOTAL	376,056	319,278	340,598	345,999	5,401	1.59%
	-1.50%	-15.10%	6.68%	1.59%		
Detail of Personnel Services:						
Comptroller	131,050	131,050	130,560	134,366	3,806	2.92%
Assistant Comptroller	74,564	79,873	84,761	85,609	848	1.00%
Junior Accountant	51,375	49,165	58,291	59,058	767	1.32%
Principal Account Clerk	42,433	49,165	54,283	55,010	727	1.34%
Mail stipend		2,080	2,160	2,160	0	0.00%
BASE SALARY + STEPS	299,422	311,333	330,055	336,203	6,148	1.86%
Other benefits & stipends	6,000	6,000	600	850	250	41.67%
Part time and overtime	5,000	5,000	6,000	6,000	0	0.00%
Longevity	5,034	5,993	6,286	6,336	50	0.80%
TOTAL PERSONNEL SERVICES	315,456	328,326	342,941	349,389	6,448	1.88%

7 Treasurer-Collector	2018	2019	2020	2021	\$ change	% change
Personnel Services	633,401	612,876	675,356	664,314	(11,042)	-1.63%
Expenses	156,063	162,063	159,663	163,663	4,000	2.51%
Out-of-State Travel	3,000	3,000	3,000	3,000	0	0.00%
APPROPRIATION TOTAL	792,464	777,939	838,019	830,977	(7,042)	-0.84%
Water/Sewer Enterprise Fund	(107,699)	(110,073)	(108,056)	(116,401)	(8,345)	7.72%
TAXATION TOTAL	684,765	667,866	729,963	714,576	(15,387)	-2.11%
	2.38%	-2.47%	9.30%	-2.11%		
Detail of Personnel Services:						
Treasurer	106,496	50,000	119,800	123,498	3,698	3.09%
Deputy Treasurer	86,048	87,631	87,631	92,084	4,453	5.08%
Clerical (8)	405,557	414,913	427,739	418,827	(8,912)	-2.08%
BASE SALARY + STEPS	598,101	552,544	635,170	634,409	(761)	-0.12%
Overtime	15,000	15,000	15,000	15,000	0	0.00%
Deputy Tax Collector Wages	15,000	15,000	15,000	5,000	(10,000)	-66.67%
Out-of-grade pay	0	25,732	0	0	0	
Stipends (training)			3,400	3,400	0	0.00%
Longevity	5,300	4,600	6,786	6,505	(281)	-4.14%
TOTAL PERSONNEL SERVICES	633,401	612,876	675,356	664,314	(11,042)	-1.63%

8 Postage	2018	2019	2020	2021	\$ change	% change
Personnel Services	31,245	31,245	33,265	33,847	582	1.75%
Expenses	179,583	179,583	190,883	190,883	0	0.00%
APPROPRIATION TOTAL	210,828	210,828	224,148	224,730	582	0.26%
Water/Sewer Enterprise Fund	(36,691)	(36,457)	(36,457)	(38,761)	(2,304)	6.32%
TAXATION TOTAL	174,137	174,371	187,691	185,969	(1,722)	-0.92%
	-0.92%	0.13%	7.64%	-0.92%		
Detail of Personnel Services:						
Output Media Handler (.66)	30,916	30,916	32,711	33,160	449	1.37%
BASE SALARY + STEPS	30,916	30,916	32,711	33,160	449	1.37%
Stipends			225	225	0	0.00%
Longevity	329	329	329	462	133	40.43%
TOTAL PERSONNEL SERVICES	31,245	31,245	33,265	33,847	582	1.75%

APPENDIX B
Fiscal Year 2021 Budgets

9 Board of Assessors	2018	2019	2020	2021	\$ change	% change
Personnel Services	281,059	287,053	298,723	308,615	9,892	3.31%
Expenses	32,648	32,648	33,248	33,248	0	0.00%
TAXATION TOTAL	313,707	319,701	331,971	341,863	9,892	2.98%
	5.31%	1.91%	3.84%	2.98%		
Detail of Personnel Services:						
Director of Assessments	104,654	107,154	113,932	117,571	3,639	3.19%
Office Manager	66,723	66,723	71,528	72,427	899	1.26%
Data Collector	53,405	55,407	60,222	62,539	2,317	3.85%
Sr. Clerk Typist	39,777	41,269	34,427	37,427	3,000	8.71%
Board Members (3)	14,700	14,700	14,700	14,700	0	0.00%
BASE SALARY + STEPS	279,259	285,253	294,809	304,664	9,855	3.34%
Overtime	1,000	1,000	1,000	1,000	0	0.00%
Longevity	800	800	1,639	1,676	37	2.26%
Stipends			1,275	1,275	0	0.00%
TOTAL PERSONNEL SERVICES	281,059	287,053	298,723	308,615	9,892	3.31%

10 Legal	2018	2019	2020	2021	\$ change	% change
Personnel Services	462,242	468,548	476,875	467,157	(9,718)	-2.04%
Expenses	135,002	135,002	136,665	136,665	0	0.00%
APPROPRIATION TOTAL	597,244	603,550	613,540	603,822	(9,718)	-1.58%
Water/Sewer Enterprise Fund	(112,659)	(114,526)	(115,736)	(117,651)	(1,915)	1.65%
TAXATION TOTAL	484,585	489,024	497,804	486,171	(11,633)	-2.34%
	0.90%	0.92%	1.80%	-2.34%		
Detail of Personnel Services:						
Town Counsel	127,314	129,814	137,506	143,881	6,375	4.64%
Benefits Atty./Workers' Compensation Agent	156,410	156,410	162,365	140,000	(22,365)	-13.77%
Asst Admin/Claims Coordinator	72,509	72,509	63,761	66,815	3,054	4.79%
Paralegals Asst Claims Coordinator	96,638	99,145	103,700	114,322	10,622	10.24%
BASE SALARY + STEPS	452,871	457,878	467,332	465,018	(2,314)	-0.50%
Longevity	9,371	10,670	9,543	2,139	(7,404)	-77.59%
TOTAL PERSONNEL SERVICES	462,242	468,548	476,875	467,157	(9,718)	-2.04%

11 Town Clerk	2018	2019	2020	2021	\$ change	% change
Personnel Services	248,466	237,859	248,875	238,959	(9,916)	-3.98%
Expenses	28,860	28,860	28,260	29,260	1,000	3.54%
TAXATION TOTAL	277,326	266,719	277,135	268,219	(8,916)	-3.22%
	1.65%	-3.82%	3.91%	-3.22%		
Detail of Personnel Services:						
Town Clerk	92,806	92,806	96,555	97,521	966	1.00%
Ass't Town Clerk	57,044	57,044	60,536	61,141	605	1.00%
Other Clerks (2)	82,538	76,886	79,485	73,501	(5,984)	-7.53%
Registrar of Voters (.23,0,0,0)	5,000	0	0	0	0	0.00%
BASE SALARY + STEPS	237,388	226,736	236,576	232,163	(4,413)	-1.87%
Overtime	3,500	3,500	3,500	3,500	0	0.00%
Stipends			850	850	0	0.00%
Longevity	7,578	7,623	7,949	2,446	(5,503)	-69.23%
TOTAL PERSONNEL SERVICES	248,466	237,859	248,875	238,959	(9,916)	-3.98%

12 Board of Registrars	2018	2019	2020	2021	\$ change	% change
Personnel Services	55,316	55,615	58,858	59,562	704	1.20%
Expenses	13,550	13,550	13,250	13,250	0	0.00%
TOTAL	68,866	69,165	72,108	72,812	704	0.98%
	4.57%	0.43%	4.26%	0.98%		
Detail of Personnel Services:						
Registrar of Voters	1,500	1,500	1,500	1,500	0	0.00%
Registrars of Voters (3 PT)	1,500	1,500	1,500	1,500	0	0.00%
Moderator	500	500	500	500	0	0.00%
Assistant Registrar of Voters	49,166	49,165	51,983	52,687	704	1.35%
Election tech support	150	450	150	150	0	0.00%
BASE SALARY + STEPS	52,816	53,115	55,633	56,337	704	1.27%
Overtime	2,200	2,200	2,500	2,500	0	0.00%
Stipends			425	425	0	0.00%
Longevity	300	300	300	300	0	0.00%
TOTAL PERSONNEL SERVICES	55,316	55,615	58,858	59,562	704	1.20%

APPENDIX B
Fiscal Year 2021 Budgets

13 Parking	2018	2019	2020	2021	\$ change	% change
Personnel Services	91,695	70,551	74,553	74,352	(201)	-0.27%
Expenses	41,080	52,380	20,780	20,780	0	0.00%
APPROPRIATION TOTAL	132,775	122,931	95,333	95,132	(201)	-0.21%
Parking meter offset	(45,848)	(46,576)	(36,314)	(37,176)	(862)	2.37%
TAXATION TOTAL	86,927	76,355	59,019	57,956	(1,063)	-1.80%
	-33.15%	-12.16%	-22.70%	-1.80%		
Detail of Personnel Services:						
Parking Clerk	20,844	0	0	0	0	
Data Input Operator/Clerk	67,951	67,951	71,528	72,427	899	1.26%
BASE SALARY + STEPS	88,795	67,951	71,528	72,427	899	1.26%
Overtime	1,000	1,000	1,000	1,000	0	0.00%
Longevity	900	1,100	1,100		(1,100)	-100.00%
Parking meter stipend	1,000	500	500	500	0	0.00%
Stipends			425	425	0	0.00%
TOTAL PERSONNEL SERVICES	91,695	70,551	74,553	74,352	(201)	-0.27%

14 Planning & Community Development	2018	2019	2020	2021	\$ change	% change
Personnel Services	536,993	616,322	649,825	678,337	28,512	4.39%
Expenses	28,695	25,195	27,830	27,821	(9)	-0.03%
APPROPRIATION TOTAL	565,688	641,517	677,655	706,158	28,503	4.21%
Central School Allocation	(23,403)	(25,403)	(24,348)	(10,000)	14,348	-58.93%
School Offset ***			(39,952)	(40,352)	(400)	1.00%
Conservation Comm. Fees & Fines Account	(4,971)	(4,971)	(4,971)	(6,932)	(1,961)	39.45%
CDBG Planner *	(40,000)	(40,000)	(40,000)	(40,000)	0	0.00%
CDGB Affordable Housing *	(12,335)	(12,335)	(12,335)	(12,335)	0	0.00%
HOME Fund (grants & private donations)	(5,000)	0	0	0	0	
TAXATION TOTAL	479,979	558,808	556,049	596,539	40,490	7.28%
	24.81%	16.42%	-0.49%	7.28%		
Detail of Personnel Services:						
Director	109,466	113,980	121,034	127,295	6,261	5.17%
Ass't Director	94,183	84,335	89,388	93,668	4,280	4.79%
Economic Dev't Coordinator	81,289	84,335	91,033	95,392	4,359	4.79%
Energy / Project Manager ***			79,904	80,703	799	1.00%
Environmental Planner	71,009	71,008	66,153	69,319	3,166	4.79%
Senior Planner *	74,025	76,801	71,548	74,975	3,427	4.79%
Senior Transportation Planner		78,089	81,244	85,133	3,889	4.79%
Administrative Assistant	46,806	48,560	48,696	51,027	2,331	4.79%
Building Craftsman **	59,215	59,214			0	
BASE SALARY + STEPS	535,993	616,322	649,000	677,512	28,512	4.39%
Longevity	1,000	0	0	0	0	
Stipends			825	825	0	0.00%
TOTAL PERSONNEL SERVICES	536,993	616,322	649,825	678,337	28,512	4.39%
* Position partially funded through Community Development Block Grant funds						
** Building Craftsman position moved from Planning to Facilities in FY 2020						
*** Energy / Project manager moved from Facilities to Planning in FY 2020, 1/2 paid by School Offset						

15 Redevelopment Board	2018	2019	2020	2021	\$ change	% change
Parmenter expenses *	15,000	15,000	0	0	0	
Dallin expenses *	5,000	5,000	0	0	0	
Other expenses	10,800	10,800	10,800	10,800	0	0.00%
TAXATION TOTAL	30,800	30,800	10,800	10,800	0	0.00%
	0.00%	0.00%	-64.94%	0.00%		

* Parmenter & Dallin Expenses moved to the Facilities budget in FY 2020.

APPENDIX B
Fiscal Year 2021 Budgets

16 Zoning Board of Appeals	2018	2019	2020	2021	\$ change	% change
Personnel Services	22,220	22,220	24,391	22,834	(1,557)	-6.38%
Expenses *	10,100	10,100	10,100	10,100	0	0.00%
TAXATION TOTAL	32,320	32,320	34,491	32,934	(1,557)	-4.51%
	29.74%	0.00%	6.72%	-4.51%		
Detail of Personnel Services:						
Principal Clerk & typist (.49)	22,220	22,220	24,391	22,834	(1,557)	-6.38%
BASE SALARY + STEPS	22,220	22,220	24,391	22,834	(1,557)	-6.38%
Longevity	0	0	0	0	0	
TOTAL PERSONNEL SERVICES	22,220	22,220	24,391	22,834	(1,557)	-6.38%
<i>* FY 2018-FY 2021 Expenses include \$6,000 for a stenographer related to Mugar hearings</i>						

17 Public Works	2018	2019	2020	2021	\$ change	% change
All Public Works						
Personnel Services	3,967,389	4,004,761	4,269,315	4,384,308	114,993	2.69%
Expenses	6,373,014	6,609,164	6,977,488	7,059,340	81,852	1.17%
APPROPRIATION TOTAL	10,340,403	10,613,925	11,246,803	11,443,648	196,845	1.75%
Water/Sewer Enterprise Fund	(1,016,222)	(1,038,667)	(1,047,356)	(1,143,987)	(96,631)	9.23%
Other offsets and transfers	(215,000)	(185,000)	(235,000)	(185,000)	50,000	-21.28%
TAXATION TOTAL	9,109,181	9,390,258	9,964,447	10,114,661	150,214	1.51%
	5.18%	3.09%	6.11%	1.51%		

For fiscal year 2021, the Director of Public Works is hereby authorized to transfer funds within this budget.

a. Public Works Administration	2018	2019	2020	2021	\$ change	% change
Personnel Services	459,626	459,662	481,717	523,220	41,503	8.62%
Expenses	23,400	21,900	20,600	20,600	0	0.00%
APPROPRIATION TOTAL	483,026	481,562	502,317	543,820	41,503	8.26%
Recycling fund offset	(15,000)	(35,000)	(35,000)	(35,000)	0	0.00%
Water/Sewer Enterprise Fund	(234,576)	(241,513)	(240,781)	(251,159)	(10,378)	4.31%
TAXATION TOTAL	233,450	205,049	226,536	257,661	31,125	13.74%
	1.48%	-12.17%	10.48%	13.74%		
Detail of Personnel Services:						
Director of Public Works	136,503	139,003	147,068	151,039	3,971	2.70%
Assistant Director of Public Works	94,183	94,182	97,987	98,967	980	1.00%
Recycling Coordinator (.86)	58,244	58,244	60,597	61,203	606	1.00%
Administrative Asst.	52,695	52,695	53,749	55,371	1,622	3.02%
Principal accounting clerk / bookkeeper	49,166	49,165	51,983	44,589	(7,394)	-14.22%
Principal clerk / stenographer	49,166	49,165	51,983	52,687	704	1.35%
Waste diversion & curbside enforcement				21,861	21,861	
School sustainability coordinator				20,123	20,123	
BASE SALARY + STEPS	439,957	442,454	463,367	505,840	42,473	9.17%
Longevity	6,949	6,953	6,420	5,850	(570)	-8.88%
Overtime & Out of Grade Pay	12,720	10,255	10,255	10,255	0	0.00%
Clothing allowance and stipends			1,675	1,275		
TOTAL PERSONNEL SERVICES	459,626	459,662	481,717	523,220	41,503	8.62%

ADMINISTRATION

APPENDIX B
Fiscal Year 2021 Budgets

E N G I N E R I N G	b. Engineering						
	Personnel Services	322,064	327,148	352,150	359,118	6,968	1.98%
	Expenses *	18,900	18,900	83,500	92,407	8,907	10.67%
	APPROPRIATION TOTAL	340,964	346,048	435,650	451,525	15,875	3.64%
	Water/Sewer Enterprise Fund	(213,151)	(211,398)	(214,550)	(270,103)	(55,553)	25.89%
	TAXATION TOTAL	127,813	134,650	221,100	181,422	(39,678)	-17.95%
		1.75%	5.35%	64.20%	-17.95%		
	Detail of Personnel Services:						
	Town Engineer	109,846	109,845	114,283	115,426	1,143	1.00%
	Assistant Town Engineer	74,026	76,802	87,876	92,084	4,208	4.79%
Jr. Engineer	71,009	71,008	74,708	75,639	931	1.25%	
Jr. Engineer	61,583	63,893	68,633	69,319	686	1.00%	
BASE SALARY + STEPS	316,464	321,548	345,500	352,468	6,968	2.02%	
Longevity	1,800	1,800	1,800	1,800	0	0.00%	
Overtime	3,800	3,800	3,800	3,800	0	0.00%	
Clothing allowance			1,050	1,050			
TOTAL PERSONNEL SERVICES	322,064	327,148	352,150	359,118	6,968	1.98%	
	<i>* includes \$60,000 for mobility improvements starting in FY 2020</i>						
C E M E T E R I E S	c. Cemeteries						
	Personnel Services	252,189	249,903	266,895	269,001	2,106	0.79%
	Expenses	207,700	153,600	202,500	162,500	(40,000)	-19.75%
	APPROPRIATION TOTAL	459,889	403,503	469,395	431,501	(37,894)	-8.07%
	Transfer from cemetery funds article	(200,000)	(150,000)	(200,000)	(150,000)	50,000	-25.00%
	TAXATION TOTAL	259,889	253,503	269,395	281,501	12,106	4.49%
		2.58%	-2.46%	6.27%	4.49%		
	Detail of Personnel Services:						
	Supervisor	74,564	74,563	79,127	79,918	791	1.00%
	Working Foreman	57,517	57,517	61,246	61,826	580	0.95%
Motor Equip. Operator	44,724	45,594	49,686	49,026	(660)	-1.33%	
Principal clerk	47,046	47,046	49,778	50,460	682	1.37%	
BASE SALARY + STEPS	223,851	224,720	239,837	241,230	1,393	0.58%	
Longevity	4,783	4,983	4,983	5,196	213	4.27%	
Overtime , Doubletime & Out of Grade Pay	23,555	20,200	20,600	21,100	500	2.43%	
Stipends and clothing allowance			1,475	1,475			
TOTAL PERSONNEL SERVICES	252,189	249,903	266,895	269,001	2,106	1%	
N A T U R A L R E S O U R C E S	d. Natural Resources						
	Personnel Services	1,054,529	1,091,681	1,163,402	1,182,858	19,456	1.67%
	Expenses	455,300	485,000	544,000	549,000	5,000	0.92%
	APPROPRIATION TOTAL	1,509,829	1,576,681	1,707,402	1,731,858	24,456	1.43%
	Field maintenance	50,000	50,000	50,000	50,000	0	0.00%
	TAXATION TOTAL	1,559,829	1,626,681	1,757,402	1,781,858	24,456	1.39%
		5.52%	4.29%	8.04%	1.39%		
	Detail of Personnel Services:						
	Operations Manager						
	Forestry Supervisor	74,564	74,563	79,127	79,918	791	1.00%
Parks Maintenance Supervisor	74,564	74,563	77,575	78,351	776	1.00%	
Working Foreman / Tree Climber	57,517	57,517	63,048	63,642	594	0.94%	
Working Foreman / Laborer (2,1,1,1)	112,200	57,517	61,246	61,826	580	0.95%	
Motor Equip. Operator (4,4,4,2)	196,526	200,110	216,643	113,461	(103,182)	-47.63%	
Park Maintenance Craftsman (2,3,3,5)	93,245	149,689	160,449	272,164	111,715	69.63%	
Tree Climber (3)	154,371	160,989	163,320	168,731	5,411	3.31%	
Tree Warden	42,813	64,674	69,920	73,779	3,859		
Laborer (3)	127,204	130,385	140,863	139,041	(1,822)	-1.29%	
BASE SALARY + STEPS	933,004	970,007	1,032,187	1,050,913	18,726	1.81%	
Longevity	9,975	10,174	9,165	6,300	(2,865)	-31.26%	
Overtime, Doubletime & Out of Grade Pay	111,550	111,500	114,300	117,770	3,470	3.04%	
Clothing allowance			7,750	7,875			
TOTAL PERSONNEL SERVICES	1,054,529	1,091,681	1,163,402	1,182,858	19,456	1.67%	

APPENDIX B
Fiscal Year 2021 Budgets

e. Sanitation/Highway Division (inc snow & ice)							
	Highway salaries	1,445,352	1,467,352	1,565,205	1,606,465	41,260	2.64%
	Highway expenses	643,275	602,500	608,000	623,000	15,000	0.0
	APPROPRIATION TOTAL	2,088,627	2,069,852	2,173,205	2,229,465	56,260	2.59%
	Water/Sewer Enterprise Fund	(402,358)	(417,725)	(413,970)	(434,641)	(20,671)	4.99%
	Highway total	1,686,269	1,652,127	1,759,235	1,794,824	35,589	2.02%
	Sanitation expenses (detail below)	3,547,256	3,715,751	3,889,875	3,972,820	82,945	2.13%
	Removal of Ice & Snow *	1,140,708	1,172,013	1,172,013	1,172,013	0	0.00%
	TAXATION TOTAL	6,374,233	6,539,891	6,821,123	6,939,657	118,534	1.74%
		6.02%	2.60%	4.30%	1.74%		
Detail of Personnel Services:							
H	Operations Manager	94,641	94,640	100,433	101,437	1,004	1.00%
I	Sup. of Highway/Water/Sewer	79,874	79,873	83,099	83,930	831	1.00%
G	Fuel depot stipend	3,000	3,000	3,000	3,000	0	0.00%
H	Working Foreman Highway (2)	118,430	118,428	126,096	127,284	1,188	0.94%
W	Working Foreman / Mason	55,056	57,515	61,246	61,826	580	0.95%
A	Licensed Mason	47,302	51,121	55,607	56,167	560	1.01%
Y	Motor Equipment Operator (12)	646,684	593,139	631,533	645,773	14,240	2.25%
S	Crane Operator		55,056	58,688	59,257	569	0.97%
	Working Foreman / Painter	57,517	57,517	61,246	61,826	580	0.95%
	Carpenter	52,129	52,128	55,607	56,167	560	1.01%
	Dispatcher	52,129	52,128	55,607	56,167	560	1.01%
	Laborer / Watchman	44,300	44,300	47,412	47,920	508	1.07%
	Temporary/Seasonal Laborers	35,450	45,000	46,250	65,000	18,750	40.54%
	BASE SALARY + STEPS	1,286,512	1,303,847	1,385,821	1,425,754	39,933	2.88%
	Longevity	12,585	13,885	15,769	15,936	167	1.06%
	Overtime, Double-Time & Out of Grade Pay	146,255	149,620	153,365	153,750	385	0.25%
	Clothing allowance			10,250	11,025		
	TOTAL PERSONNEL SERVICES	1,445,352	1,467,352	1,565,205	1,606,465	41,260	2.64%
Sanitation expenses							
S	Curbside collection	2,373,775	2,421,251	2,469,675	2,569,070	99,395	4.02%
A	Rubbish Disposal (tip fee)	870,481	925,000	948,200	981,750	33,550	3.54%
N	Yard waste disposal	123,000	107,000	107,000	107,000	0	0.00%
I	Solid Fill Disposal	145,000	180,000	180,000	180,000	0	0.00%
T	Recycling **		50,000	50,000	50,000	0	0.00%
A	Food scrap diversion program ***			100,000	50,000	(50,000)	-50.00%
T	Hazardous Waste (collection & disposal)	35,000	32,500	35,000	35,000	0	0.00%
I	TOTAL SANITATION EXPENSES	3,547,256	3,715,751	3,889,875	3,972,820	82,945	2.13%
O	<i>* Snow & ice is budgeted at approximately 80% of the 10-year average of expenditures</i>						
N	<i>** The increasing cost of state-mandated recycling is included starting in FY 2019</i>						
	<i>*** New program to remove compostable garbage from the waste stream</i>						
f. Motor Equipment Repair							
M	Personnel Services	433,629	409,015	439,946	443,646	3,700	0.84%
T	Expenses	126,475	184,500	187,000	187,000	0	0.00%
R	APPROPRIATION TOTAL	560,104	593,515	626,946	630,646	3,700	0.59%
	Water/Sewer Enterprise Fund	(166,137)	(168,031)	(178,055)	(188,084)	(10,029)	5.63%
E	TAXATION TOTAL	393,967	425,484	448,891	442,562	(6,329)	-1.41%
Q		0.85%	8.00%	5.50%	-1.41%		
U	Detail of Personnel Services:						
I	Supervisor of Motor Equip. Repair	69,272	74,563	78,351	79,135	784	1.00%
P	Working Foreman Motor Equip. Repair	59,215	59,214	63,048	63,642	594	0.94%
	Motor Equipment Repairman (4)	225,719	225,656	244,984	247,304	2,320	0.95%
	BASE SALARY + STEPS	354,206	359,433	386,381	390,081	3,700	0.96%
R	Longevity	2,972	4,482	4,865	4,865	0	0.00%
E	Overtime & Out of Grade Pay	76,451	45,100	46,075	46,075	0	0.00%
P	Clothing allowance			2,625	2,625	0	0.00%
	TOTAL PERSONNEL SERVICES	433,629	409,015	439,946	443,646	3,700	0.84%

APPENDIX B
Fiscal Year 2021 Budgets

S T R E E T L I G H T I N G	g. Street lighting, traffic signals	2018	2019	2020	2021	\$ change	% change
	Street lighting - maintenance	20,000	25,000	25,000	35,000	10,000	40.00%
	Street lighting - energy	80,000	80,000	80,000	80,000	0	0.00%
	Traffic signals - maintenance	30,000	75,000	90,000	90,000	0	0.00%
	Traffic signals - energy	30,000	25,000	25,000	25,000	0	0.00%
	TAXATION TOTAL	160,000	205,000	220,000	230,000	10,000	4.55%
		-5.88%	28.13%	7.32%	4.55%		

18 Facilities	2018	2019	2020	2021	\$ change	% change
Personnel Services	424,599	463,457	462,049	489,787	27,738	6.00%
Expenses *	406,414	346,244	395,044	425,044	30,000	7.59%
APPROPRIATION TOTAL	831,013	809,701	857,093	914,831	57,738	6.74%
Salary offsets	(135,387)	(140,875)	(104,581)	(106,133)	(1,552)	1.48%
TAXATION TOTAL	695,626	668,826	752,512	808,698	56,186	7.47%
	20.33%	-3.85%	12.51%	7.47%		
Detail of Personnel Services:						
Director of Facilities	127,314	127,314	130,083	136,350	6,267	4.82%
Energy Manager **	71,350	76,801			0	
Building Craftsman ***			63,048	63,642	594	0.94%
Sr. Building Custodian	50,282	50,282	53,658	54,204	546	1.02%
Administrative Assistant	71,009	71,008	73,877	74,616	739	1.00%
Custodian	48,310	50,282	53,658	54,204	546	1.02%
Sr. Building Custodian (.6)	30,169	30,169	27,579	41,272	13,693	49.65%
Saturday Custodian (.23)	11,565	11,565	12,341	12,467	126	1.02%
BASE SALARY + STEPS	409,999	417,421	414,243	436,755	22,512	5.43%
Overtime	12,500	43,556	43,556	43,556	0	0.00%
Clothing allowance			1,450	1,450		
Auto allowance				4,826		
Longevity	2,100	2,480	2,800	3,200	400	14.29%
TOTAL PERSONNEL SERVICES	424,599	463,457	462,049	489,787	27,738	6.00%
* <i>Dallin and Parmenter expenses moved from Redevelopment Board budget in FY 2020</i>						
** <i>Energy Manager transferred to Planning in FY 2020</i>						
*** <i>Building Craftsman position moved from Planning to Facilities in FY 2020</i>						

APPENDIX B
Fiscal Year 2021 Budgets

19 Police Services	2018	2019	2020	2021	\$ change	% change
Personnel Services	7,511,906	7,494,520	7,592,073	7,804,505	212,432	2.80%
Expenses	702,970	720,070	713,070	714,070	1,000	0.14%
APPROPRIATION TOTAL	8,214,876	8,214,590	8,305,143	8,518,575	213,432	2.57%
Parking meter offset	(56,437)	(57,624)	(64,575)	(66,827)		
TAXATION TOTAL	8,158,439	8,156,966	8,240,568	8,451,748	211,180	2.56%
	2.33%	-0.02%	1.02%	2.56%		
Detail of Personnel Services						
Police Chief	184,464	184,464	168,823	171,902	3,079	1.82%
Captains (3)	371,676	371,676	368,067	398,139	30,072	8.17%
Lieutenants (6)	671,991	671,993	675,260	714,239	38,979	5.77%
Sergeants (9)	823,686	823,286	825,509	879,542	54,033	6.55%
Patrol Officers (49)	3,457,076	3,423,223	3,397,757	3,440,085	42,328	1.25%
Parking Control Officers (2.65,2.65, 2.8,2.8)	112,177	114,897	129,165	132,978	3,813	2.95%
Administrative Assistant	65,029	58,231	61,719	64,673	2,954	4.79%
Principal Clerk	47,046	51,375	54,283	55,010	727	1.34%
Senior Clerk (.71)	29,478	29,478	30,012	30,439	427	1.42%
Detention Attendant/Spec Projects Clerk (1.6)	75,505	77,229	85,473	86,622	1,149	1.34%
Animal Control Officer	47,225	48,995	50,975	51,485	510	1.00%
Social Workers (.5, .5, 1, 1)	32,021	32,021	66,629	69,819	3,190	4.79%
Communications Supervisor	71,354	71,354	74,236	74,236	0	0.00%
Dispatchers (9)	479,063	483,242	509,076	509,076	0	0.00%
SALARIES AND OTHER BENEFITS	6,467,791	6,441,464	6,496,983	6,678,245	181,262	2.79%
Longevity	138,343	147,283	144,725	173,870	29,145	20.14%
Overtime	617,100	617,100	629,442	629,442	0	0.00%
Minuteman Bikeway Patrol	15,606	15,606	21,018	21,018	0	0.00%
Holiday pay	218,140	218,140	222,503	222,503	0	0.00%
School Credits	5,100	5,100	5,100	5,100	0	0.00%
Court Time	36,414	36,414	37,142	37,142	0	0.00%
Differential / out of grade pay	3,315	3,315	3,382	3,382	0	0.00%
Accreditation stipend	7,344	7,344	7,344	7,344	0	0.00%
Emergency dispatch stipend	2,754	2,754	2,809	2,809	0	0.00%
Stipends *			21,625	23,650	2,025	9.36%
TOTAL PERSONNEL SERVICES	7,511,906	7,494,519	7,592,073	7,804,505	212,432	2.80%
* in FY 2020 this item was moved from Expenses to Stipends						

APPENDIX B
Fiscal Year 2021 Budgets

20 Fire Services	2018	2019	2020	2021	\$ change	% change
Personnel Services	7,019,122	7,027,729	7,450,346	7,545,625	95,279	1.28%
Expenses	439,900	439,900	415,800	420,400	4,600	1.11%
APPROPRIATION TOTAL	7,459,022	7,467,629	7,866,146	7,966,025	99,879	1.27%
Ambulance revolving fund offset	(172,934)	(200,121)	(209,504)	(211,296)	(1,792)	
TAXATION TOTAL	7,286,088	7,267,508	7,656,642	7,754,729	98,087	1.28%
	2.45%	-0.26%	5.35%	1.28%		
Detail of Personnel Services						
Fire Chief	160,376	163,583	170,389	153,674	(16,715)	-9.81%
Chief Officer (5)	498,950	498,955	530,517	540,840	10,323	1.95%
Captain (7)	607,418	607,425	643,616	652,880	9,264	1.44%
Lieutenant (15)	1,131,840	1,131,840	1,196,620	1,133,534	(63,086)	-5.27%
Firefighter (50)	3,153,072	3,155,657	3,319,429	3,437,148	117,719	3.55%
Office Manager	56,768	64,715	68,161	69,026	865	1.27%
Emergency Management Stipend			6,000	6,000	0	0.00%
Master Mechanic	77,173	77,173	81,896	82,715	819	1.00%
Motor Equipment Repairman	57,738	57,512	61,246	61,826	580	0.95%
BASE SALARY + STEPS	5,743,335	5,756,860	6,077,874	6,137,643	59,769	0.98%
Longevity	160,759	152,840	164,710	155,996	(8,714)	-5.29%
Weekend Differential *	47,831	47,831	0	0	0	
Overtime	464,464	464,464	473,753	478,491	4,738	1.00%
Holiday pay	177,824	177,824	185,008	186,858	1,850	1.00%
Vacation, personal time, double time	109,916	119,916	122,313	123,537	1,224	1.00%
School Credits	177,315	167,315	189,583	191,562	1,979	1.04%
EMT/Defibrillator Pay	122,179	125,179	203,255	234,188	30,933	15.22%
Stipends	6,000	6,000	24,350	27,850	3,500	14.37%
Captains Working as Chief Officers	9,500	9,500	9,500	9,500	0	0.00%
TOTAL PERSONNEL SERVICES	7,019,122	7,027,728	7,450,345	7,545,625	95,280	1.28%
<i>* The weekend differential is no longer included in the contract</i>						

21 Inspections	2018	2019	2020	2021	\$ change	% change
Personnel Services	480,066	483,994	505,042	519,048	14,006	2.77%
Expenses	12,000	12,000	15,200	15,200	0	0.00%
TAXATION TOTAL	492,066	495,994	520,242	534,248	14,006	2.69%
	17.60%	0.80%	4.89%	2.69%		
Detail of Personnel Services:						
Director of Inspectional Services	124,810	127,310	134,901	138,750	3,849	2.85%
Wire Inspector	67,856	70,401	75,991	79,628	3,637	4.79%
Plumbing & Gas Inspector	77,174	77,173	80,290	81,093	803	1.00%
Building Inspector (2,2,2,1.6)	138,919	138,917	142,970	116,049	(26,921)	-18.83%
Zoning Assistant	49,166	49,166	51,983	52,687	704	1.35%
Principal Clerk & Typist				31,720	31,720	
BASE SALARY + STEPS	457,925	462,967	486,135	499,927	13,792	2.84%
Longevity	10,141	9,028	9,857	10,071	214	2.17%
Stipends and clothing allowance			1,050	1,050	0	0.00%
Temporary workers			4,000	4,000	0	0.00%
Overtime	12,000	12,000	4,000	4,000	0	0.00%
TOTAL PERSONNEL SERVICES	480,066	483,994	505,042	519,048	14,006	2.77%

APPENDIX B
Fiscal Year 2021 Budgets

22 Education *	2018	2019	2020	2021	\$ change	% change
a. Instructional Service Programs	32,472,327	35,641,438	39,094,712	41,802,198	2,707,486	6.93%
b. Special Education & Pupil Services	12,185,280	12,998,061	13,338,148	15,378,124	2,039,976	15.29%
c. Instructional Support Programs	1,661,305	1,627,374	1,831,932	1,935,284	103,352	5.64%
d. Management Services	2,573,824	2,863,411	2,951,232	3,093,131	141,899	4.81%
e. Operation/Maintenance Programs	5,320,982	5,867,114	6,012,334	6,718,896	706,562	11.75%
f. Student Out of Dist Tuition & Trans	6,714,767	7,255,624	7,598,781	6,642,898	(955,883)	-12.58%
TAXATION TOTAL	60,928,485	66,253,022	70,827,139	75,570,531	4,743,392	6.70%
	6.89%	8.74%	6.90%	6.70%		

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

23 Libraries	2018	2019	2020	2021	\$ change	% change
Personnel Services	1,841,856	1,889,117	1,984,238	2,048,445	64,207	3.24%
Expenses	537,580	537,580	538,880	538,880	0	0.00%
APPROPRIATION TOTAL	2,379,436	2,426,697	2,523,118	2,587,325	64,207	2.54%
Friends of Fox offset	(25,200)	(25,200)	(25,200)	(25,200)	0	0.00%
TAXATION TOTAL	2,354,236	2,401,497	2,497,918	2,562,125	64,207	2.57%
	3.89%	2.01%	4.02%	2.57%		
Detail of Personnel Services:						
Library Director	113,480	115,980	123,114	126,845	3,731	3.03%
Ass't Director/Head of Adult Services	81,240	84,286	76,230	79,483	3,253	4.27%
Head of Children's Services	74,591	74,590	81,094	81,499	405	0.50%
Head of Technical Services	66,597	67,926	71,179	74,218	3,039	4.27%
Head of Circulation	64,715	53,835	58,110	60,892	2,782	4.79%
Branch Librarian/Technical Librarian (2,2,2,2.5)	137,623	135,414	148,555	187,888	39,333	26.48%
Adult Service Librarians (5.2,4.7,5.7,5)	350,001	334,086	354,804	318,146	(36,658)	-10.33%
Children's Librarian (2.11,3.11,3.11,4.11)	119,887	178,574	192,114	249,011	56,897	29.62%
Senior Library Ass'ts (9.6)	484,437	487,784	495,500	504,742	9,242	1.87%
Library Assistants & Intern (3.1, 3.3,3.6,3.6)	120,757	128,654	146,142	149,352	3,210	2.20%
Principal Clerk/Bookkeeper	55,228	55,228	58,291	59,058	767	1.32%
Senior Clerk Typist (.5,.5,.5,0)	20,635	20,635	21,468	0	(21,468)	-100.00%
Pages (PT)	76,648	76,648	76,648	76,648	0	0.00%
BASE SALARY + STEPS	1,765,839	1,813,640	1,903,249	1,967,783	64,534	3.39%
Overtime	60,000	60,000	60,000	60,000	0	0.00%
Night Time Differential	1,142	1,142	1,142	1,142	0	0.00%
Longevity	14,875	14,335	14,772	14,445	(327)	-2.21%
Stipends and clothing allowance			5,075	5,075	0	0.00%
TOTAL PERSONNEL SERVICES	1,841,856	1,889,117	1,984,238	2,048,445	64,207	3.24%

APPENDIX B
Fiscal Year 2021 Budgets

24 Health & Human Services		2018	2019	2020	2021	\$ change	% change
All Health and Human Services							
	Personnel Services	743,767	771,466	932,430	1,020,387	87,957	9.43%
	Expenses	449,277	467,968	456,168	524,668	68,500	15.02%
	TAXATION TOTAL	1,193,044	1,239,434	1,388,598	1,545,055	156,457	11.27%
		13.09%	3.89%	12.03%	11.27%		
a. Health and Human Services Administration							
	Personnel Services	425,891	431,759	574,570	624,434	49,864	8.68%
	Expenses *	49,700	98,200	109,200	153,200	44,000	40.29%
	TAXATION TOTAL	475,591	529,959	683,770	777,634	93,864	13.73%
		22.07%	11.43%	29.02%	13.73%		
Detail of Personnel Services:							
	Director of Health and Human Services	116,315	118,815	125,834	127,092	1,258	1.00%
	Public Health Director	69,766	69,766	72,584	91,637	19,053	26.25%
A	Administrative Assistant	49,166	49,165	58,291	59,058	767	1.32%
D	Health Compliance Officer	76,802	71,350	77,014	80,703	3,689	4.79%
M	Health Comp Officer / Sealer (.11) **	7,766	7,766	8,080	8,160	80	0.99%
I	Health Compliance Inspector	61,728	66,444	71,721	75,155	3,434	4.79%
N	Public Health Nurse	32,419	36,204	37,667	38,043	376	1.00%
	Mgr of Diversity, Equity & Inclusion			55,170	72,263	17,093	30.98%
	Program Coordinator - AYHSC (0,0, .75, .75)			55,675	58,338	2,663	4.78%
	BASE SALARY + STEPS	413,962	419,510	562,035	610,450	48,415	8.61%
	Overtime	7,500	7,500	7,500	7,500	0	0.00%
	Longevity	4,430	4,750	5,035	6,484	1,449	28.78%
	TOTAL PERSONNEL SERVICES	425,891	431,759	574,570	624,434	49,864	8.68%
* Increase in FY 2021 due to need for additional mosquito and rodent control, plus increased rents							
** Position now shared with the Town of Belmont							
b. Veterans' Services							
	Personnel Services	64,623	70,064	74,950	75,728	778	1.04%
V	Expenses	3,577	5,268	5,268	5,268	0	0.00%
E	Veteran's aid & assistance *	375,000	335,000	300,000	300,000	0	0.00%
T	TAXATION TOTAL	443,200	410,332	380,218	380,996	778	0.20%
E		0.81%	-7.42%	-7.34%	0.20%		
Detail of Personnel Services:							
	Director of Veterans' Services	64,623	70,064	74,236	74,978	742	1.00%
A	BASE SALARY + STEPS	64,623	70,064	74,236	74,978	742	1.00%
N	Longevity	0	0	714	750	36	5.04%
S	TOTAL PERSONNEL SERVICES	64,623	70,064	74,950	75,728	778	1.04%
* 75% of veterans's aid & assistance reimbursed by state.							
c. Council on Aging							
	Personnel Services	253,253	269,643	282,910	320,225	37,315	13.19%
	Expenses	21,000	29,500	41,700	66,200	24,500	58.75%
	TAXATION TOTAL	274,253	299,143	324,610	386,425	61,815	19.04%
		21.50%	9.08%	8.51%	19.04%		
Detail of Personnel Services:							
	Executive Director	87,631	87,631	91,172	82,453	(8,719)	-9.56%
C	Social Worker (1.34, 1.54, 1.54, 1.54)	94,432	108,021	112,605	113,731	1,126	1.00%
O	Principal Clerk & Secretary	42,433	44,023	47,518	49,794	2,276	4.79%
A	Nurse (.17, .17, .17, .8) *	13,057	12,060	11,822	53,708	41,886	354.31%
	Receptionist (.5)	14,500	16,545	17,859	18,714	855	4.79%
	BASE SALARY + STEPS	252,053	268,280	280,976	318,400	37,424	13.32%
	Longevity	1,200	1,363	1,509	1,400	(109)	-7.22%
	Stipends			425	425	0	0.00%
	TOTAL PERSONNEL SERVICES	253,253	269,643	282,910	320,225	37,315	13.19%
* Represents the Town portion only. These positions are partially funded by State and other grants.							

APPENDIX B
Fiscal Year 2021 Budgets

25 Retirement	2018	2019	2020	2021	\$ change	% change
a Contributory Pensions	11,268,183	11,887,479	12,543,872	13,246,911	703,039	5.60%
b Non-Contributory Pensions	55,322	18,018	18,468	18,468	0	0.00%
APPROPRIATION TOTAL	11,323,505	11,905,497	12,562,340	13,265,379	703,039	5.60%
Water/Sewer Offset	(1,181,770)	(1,139,952)	(1,206,394)	(1,344,140)	(137,746)	11.42%
TAXATION TOTAL	10,141,735	10,765,545	11,355,946	11,921,239	565,293	4.98%
	5.19%	6.15%	5.48%	4.98%		

26 Insurance	2018	2019	2020	2021	\$ change	% change
Total insurance costs (health + other - offsets)	17,239,561	17,159,100	17,891,836	18,858,788	966,952	5.40%
	1.89%	-0.47%	4.27%	5.40%		
<i>For FY 2021 , the Town Manager is hereby authorized to transfer funds within this budget.</i>						
Group Insurance Commission *	15,351,035	15,020,788	15,859,137	16,762,497	903,360	5.70%
Medicare payroll tax	1,155,000	1,364,821	1,358,923	1,415,143	56,220	4.14%
Flexible Benefit Plan	83,368	75,000	33,000	38,880	5,880	17.82%
Medicare penalty	18,000	18,000	18,000	18,000	0	0.00%
Opt-out program	221,996	215,996	217,996	219,997	2,001	0.92%
TOTAL GROUP HEALTH	16,829,399	16,694,605	17,487,056	18,454,517	965,460	5.52%
Recreation Enterprise Fund	(33,836)	(50,070)	(73,402)	(65,161)	8,241	-11.23%
Ed Burns Arena Enterprise Fund	(47,438)	(48,530)	(19,347)	(34,605)	(15,258)	78.86%
Contributory Retirement	(42,039)	(41,998)	(41,693)	(42,993)	(1,300)	3.12%
Water/Sewer Enterprise Fund	(561,976)	(530,358)	(568,826)	(565,330)	3,496	-0.61%
TOTAL OFFSETS	(685,289)	(670,956)	(703,268)	(708,089)	(4,821)	0.69%
NET GROUP HEALTH	16,144,110	16,023,649	16,783,788	17,746,428	960,639	5.72%
	2.10%	-0.75%	4.74%	5.74%		
Group Life	63,633	63,633	86,230	90,542	4,312	5.00%
Liability insurance	55,000	55,000	55,000	55,000	0	0.00%
Indemnity insurance	297,443	297,443	297,443	297,443	0	0.00%
Unemployment insurance	200,000	200,000	150,000	150,000	0	0.00%
Workers' Compensation	500,000	540,000	540,000	540,000	0	0.00%
TOTAL OTHER INSURANCE	1,116,076	1,156,076	1,128,673	1,132,985	4,312	0.38%
Municipal Building Trust Fund	(20,625)	(20,625)	(20,625)	(20,625)	0	0.00%
NET OTHER INSURANCE	1,095,451	1,135,451	1,108,048	1,112,360	4,312	0.39%
<i>* All funds required to be paid for post employment benefits shall be transferred by the Comptroller, as needed, from this budget to the OPEB account established by Chapter 161 of the Acts of 2005 and Article 44 of the 2008 Annual Town Meeting for the purpose of paying OPEB costs from said fund.</i>						

27 Reserve Fund	2018*	2019*	2020*	2021*	\$ change	% change
TAXATION TOTAL	1,506,440	1,553,287	1,604,584	1,556,724	(47,860)	-2.98%
	2.83%	3.11%	3.30%	-2.98%		
<i>* The Finance Committee recommends a policy of dedicating 1% of the non-exempt budget to the Reserve Fund. This will allow the Reserve Fund to cover snow and ice deficits for each year without requiring these to be raised on the next year's tax levy.</i>						

APPENDIX B
Fiscal Year 2021 Budgets

A Water & Sewer	2018	2019	2020	2021	\$ change	% change
EXPENSES						
Personnel services	2,233,147	2,319,543	2,408,112	2,534,167	126,055	5.23%
Expenses	819,100	819,100	872,555	872,555	0	0.00%
MWRA Assessment	13,607,851	13,973,933	14,342,325	14,883,919	541,594	3.78%
Indirect charges	649,586	678,436	699,376	719,872	20,496	2.93%
Capital and debt	1,367,918	1,497,094	1,477,399	1,645,695	168,296	11.39%
Capital outlay and water main rehab	355,000	370,000	762,000	382,000	(380,000)	-49.87%
Health insurance	561,976	530,358	568,826	565,330	(3,496)	-0.61%
Retirement	1,181,770	1,139,952	1,206,394	1,344,140	137,746	11.42%
Workers compensation & unemployment	9,500	9,500	9,500	9,500	0	0.00%
TOTAL WATER & SEWER EXPENSES	20,785,848	21,337,916	22,346,487	22,957,178	610,691	2.73%
	4.06%	2.66%	4.73%	2.73%		
REVENUES						
User charges	14,612,125	15,374,301	16,199,396	18,895,221	2,695,825	16.64%
From general fund (debt shift)	5,593,112	5,593,112	5,593,112	3,691,454	(1,901,658)	-34.00%
Liens	234,552	0	200,462	200,462	0	0.00%
Interest & penalties	0	0	50,054	50,054	0	0.00%
Connection fees	163,020	170,041	119,987	119,987	0	0.00%
User of retained earnings	183,039	200,462	183,476	0	(183,476)	-100.00%
TOTAL WATER & SEWER REVENUES	20,785,848	21,337,916	22,346,487	22,957,178	610,691	2.73%
	4.06%	2.66%	4.73%	2.73%		
FUND INCREASE (DECREASE)	0	0	0	0		
(Deficit to be funded through General Fund)						
<u>Water Distribution Expenses</u>						
MWRA assessment	5,239,376	5,245,583	5,390,060	5,618,325	228,265	4.23%
Salaries and wages	1,190,796	1,255,275	1,333,231	1,363,079	29,848	2.24%
Health insurance	280,988	265,179	284,413	282,665	(1,748)	-0.61%
Retirement	590,885	569,976	603,197	672,070	68,873	11.42%
Workers compensation & unemployment	2,000	2,000	2,000	2,000	0	0.00%
Clothing and cleaning allowance	26,129	25,600	27,525	27,100	(425)	-1.54%
Indirect costs	324,793	339,218	349,688	359,936	10,248	2.93%
Maintenance, training, supplies	350,500	350,500	353,955	353,955	0	0.00%
Water main rehab	100,000	100,000	100,000	100,000	0	0.00%
Debt service	843,212	1,077,663	1,068,650	1,209,063	140,413	13.14%
Capital outlay	255,000	170,000	562,000	182,000	(380,000)	-67.62%
TOTAL WATER DISTRIBUTION EXPENSES	9,203,679	9,400,994	10,074,719	10,170,193	95,474	0.95%
<u>Sewer Collection Expenses</u>						
MWRA assessment	8,368,475	8,728,350	8,952,265	9,265,594	313,329	3.50%
Salaries and wages	508,111	519,334	523,678	571,994	48,316	9.23%
Health insurance	280,988	265,179	284,413	282,665	(1,748)	-0.61%
Retirement	590,885	569,976	603,197	672,070	68,873	11.42%
Workers compensation & unemployment	7,500	7,500	7,500	7,500	0	0.00%
Indirect costs	324,793	339,218	349,688	359,936	10,248	2.93%
Expenses	125,000	125,000	125,000	125,000	0	0.00%
Sewer rehab		100,000	100,000	100,000		
Debt service	524,706	419,431	408,749	436,632	27,883	6.82%
TOTAL SEWER EXPENSES	10,730,458	11,073,988	11,354,490	11,821,391	466,901	4.11%
<u>Water & Sewer Properties Expenses</u>						
Salaries and wages	508,111	519,334	523,678	571,994	48,316	9.23%
Heating fuel and electricity	63,600	63,600	63,600	63,600	0	0.00%
Great Meadows expenses	4,000	4,000	4,000	4,000	0	0.00%
TOTAL WATER & SEWER PROP. EXPENSES	575,711	586,934	591,278	639,594	48,316	8.17%
<u>Storm Sewers Collection System</u>						
Maintenance	71,000	71,000	71,000	71,000	0	0.00%
Storm sewer rehabilitation	5,000	5,000	5,000	5,000	0	0.00%
Supplies	200,000	200,000	250,000	250,000	0	0.00%
TOTAL STORM SEWER EXPENSES	276,000	276,000	326,000	326,000	0	0.00%

APPENDIX B
Fiscal Year 2021 Budgets

B Recreation *	2018	2019	2020	2021	\$ change	% change
EXPENSES						
Personnel Services	359,668	751,980	862,595	870,342	7,747	0.90%
Operating Expenses	279,686	1,034,170	1,023,102	1,014,861	(8,241)	-0.81%
Debt Service	0	0	0	49,000	49,000	
TOTAL EXPENSES **	639,354	1,786,150	1,885,697	1,934,203	48,506	2.57%
	-5.98%	179.37%	5.57%	2.57%		
REVENUES						
User Fees and Charges	634,152	1,773,150	1,872,697	1,821,203	(51,494)	-2.75%
Other State Revenue	17,000	13,000	13,000	13,000	0	0.00%
User of Retained Earnings				100,000		
TOTAL REVENUES **	651,152	1,786,150	1,885,697	1,934,203	48,506	2.57%
	-4.48%	174.31%	5.57%	2.57%		
FUND INCREASE (DECREASE)	11,798	0	0	0		
(Deficit to be funded through General Fund)						
<u>Personnel Services Detail</u>						
Director of Recreation (.8)	84,832	84,832	72,278	77,582	5,304	7.34%
Assistant Director (.8)		57,218	63,769	64,406	637	1.00%
Recreation Facilities Supervisor	64,355	66,768	72,069	75,519	3,450	4.79%
Administrative Assistant (.29,.5,.5,.5)	8,004	21,853	24,651	26,344	1,693	6.87%
Administrative Asst - Payroll (.68,.8,.8,.8)	30,835	37,637	41,586	42,150	564	1.36%
Afterschool Program Director		56,768	50,975	53,415	2,440	4.79%
Asst Afterschool (.8)		32,082	35,928	37,649	1,721	4.79%
Preschool Director		47,225	50,975	53,415	2,440	4.79%
Asst Preschool (0,.8,.8,.68)		30,922	33,378	24,171	(9,207)	-27.58%
Asst. Facilities Coordinator (.2)	11,354	11,354	11,979	10,683	(1,296)	-10.82%
SUB-TOTAL	199,381	446,660	457,587	465,334	7,747	1.69%
Temporary staff	160,000	140,000	178,000	178,000	0	0.00%
Reservoir staff		160,000	220,000	220,000	0	0.00%
Stipends			850	850	0	0.00%
Longevity	287	320	1,158	1,158	0	0.00%
Overtime	0	5,000	5,000	5,000	0	0.00%
TOTAL PERSONNEL SERVICES	359,668	751,980	862,595	870,342	7,747	0.90%
<u>Operating Expenses Detail</u>						
Office Supplies	2,000	2,000	2,200	3,000	800	36.36%
Electricity	30,000	30,000	31,000	55,700	24,700	79.68%
Vehicle maintenance	300	1,000	1,000	500	(500)	-50.00%
Travel Allowance	1,450	1,000	1,000	1,000	0	0.00%
Health Insurance	33,836	51,812	73,402	65,161	(8,241)	-11.23%
Maintenance reserve	20,000	25,000	25,000	15,000	(10,000)	-40.00%
Program and other expenses	192,100	925,100	889,500	923,500	34,000	3.82%
TOTAL OPERATING EXPENSES	279,686	1,035,912	1,023,102	1,063,861	40,759	3.98%
<i>* Prior to fiscal 2019, most of the salaries were paid from a revolving fund. State regulations now require these salaries to be shifted to the enterprise fund resulting in the substantial increase.</i>						

APPENDIX B
Fiscal Year 2021 Budgets

C Ed Burns Arena	2018	2019	2020	2021	\$ change	% change
EXPENSES						
Personnel Services	266,981	272,590	275,678	277,859	2,181	0.79%
Operating Expenses	259,588	277,340	279,366	283,624	4,258	1.52%
Debt Service	85,154	82,591	101,278	58,881	(42,397)	-41.86%
TOTAL EXPENSES	611,723	632,521	656,322	620,364	(35,958)	-5.48%
	-4.71%	3.40%	3.76%	-5.48%		
REVENUES						
Public Skating	52,000	52,000	55,000	55,000	0	0.00%
Ice time	365,560	496,521	490,572	470,864	(19,708)	-4.02%
Concession Stand	25,000	25,000	25,000	25,000	0	0.00%
Capital & Miscellaneous	156,654	59,000	85,750	69,500	(16,250)	-18.95%
TOTAL REVENUES	599,214	632,521	656,322	620,364	(35,958)	-5.48%
	-6.76%	5.56%	3.76%	-5.48%		
FUND INCREASE (DECREASE)	(12,509)	0	0	0		
(Deficit to be funded through General Fund)						
<u>Personnel Services Detail</u>						
Director of Recreation* (.2)	21,208	21,208	18,069	19,396	1,327	7.34%
Asst Director (0.,2.,2.,2)		14,305	15,942	16,706	764	4.79%
Rink Facility Supervisor	74,564	74,563	72,069	75,519	3,450	4.79%
Administrative Assistant (.19.,5.,5.,5)	8,004	21,459	24,651	26,344	1,693	6.87%
Administrative Asst - Payroll (.68.,2.,2.,2)	30,835	9,409	10,397	10,537	140	1.35%
Asst. Facilities Coordinator	45,415	45,414	47,914	42,732	(5,182)	-10.82%
SUB-TOTAL	180,026	186,358	189,043	191,234	2,191	1.16%
Temporary staff	80,000	76,500	78,000	78,000	0	0.00%
Longevity	1,955	2,232	610	600	(10)	-1.64%
Stipends			525	525	0	0.00%
Overtime	5,000	7,500	7,500	7,500	0	0.00%
TOTAL PERSONNEL SERVICES	266,981	272,590	275,678	277,859	2,181	0.79%
<u>Operating Expenses Detail</u>						
Office Supplies	500	500	500	500	0	0.00%
Utilities (Electricity & Gas)	127,000	135,000	138,000	138,000	0	0.00%
Security	4,900	5,000	5,909	5,909	0	0.00%
Marketing	500	2,000	2,000	2,000	0	0.00%
Refrigeration contract	6,000	7,500	7,500	7,500	0	0.00%
Zamboni fuel and maintenance	2,200	0	0	0	0	
Health Insurance	47,438	48,530	19,347	34,605	15,258	78.86%
Concession Stand	20,000	19,000	19,000	19,000	0	0.00%
DCR Lease Payment	13,100	13,100	13,100	13,100	0	0.00%
Equipment/Buildings/Grounds			46,500	46,500	0	0.00%
Repairs and Maintenance			25,000	14,000	(11,000)	-44.00%
Otherwise Unclassified	37,950	46,710	2,510	2,510	0	0.00%
TOTAL OPERATING EXPENSES	259,588	277,340	279,366	283,624	4,258	1.52%
<i>* Director of Recreation previously split 50/50 with Recreation, now split 20/80</i>						

APPENDIX B
Fiscal Year 2021 Budgets

D Council on Aging Transportation	2018	2019	2020	2021	\$ change	% change
EXPENSES						
Personnel Services	73,125	67,705	113,407	115,653	2,246	1.98%
Operating Expenses	26,210	22,000	29,500	24,300	(5,200)	-17.63%
TOTAL EXPENSES	99,335	89,705	142,907	139,953	(2,954)	-2.07%
	47.84%	-9.69%	59.31%	-2.07%		
REVENUES						
Dial-A-Ride-Taxi (DART) fees	8,500	6,000	6,000	6,000	0	0.00%
CDBG	34,000	36,500	36,500	36,500	0	0.00%
Vans	10,900	26,205	11,400	11,400	0	0.00%
Donations	19,500	21,000	21,000	21,000	0	0.00%
User of Retained Earnings	26,435	0	18,007	15,053	(2,954)	-16.40%
Transfer from General Fund	0	0	50,000	50,000	0	0.00%
TOTAL REVENUES	99,335	89,705	142,907	139,953	(2,954)	-2.07%
	-3.56%	-9.69%	59.31%	-2.07%		
FUND INCREASE (DECREASE)	0	0	0	0		
<u>Personnel Services Detail</u>						
Info & Referral	30,825	30,825	35,572	37,276	1,704	4.79%
On call van driver *	42,000	36,580	77,835	78,377	542	0.70%
BASE SALARY	72,825	67,405	113,407	115,653	2,246	1.98%
Longevity	300	300	0	0	0	
TOTAL PERSONNEL SERVICES	73,125	67,705	113,407	115,653	2,246	1.98%
* \$40,000 increase as part of 2019 override						

APPENDIX B
Fiscal Year 2021 Budgets

E Arlington Youth Counseling Center	2018	2019	2020	2021	\$ change	% change
EXPENSES						
Personnel Services	395,501	396,189	447,658	532,139	84,481	18.87%
Expenses	234,499	255,799	292,700	295,700	3,000	1.02%
TOTAL EXPENSES	630,000	651,988	740,358	827,839	87,481	11.82%
	7.60%	3.49%	13.55%	11.82%		
REVENUES						
Client Fees & insurance reimbursements	363,000	376,988	410,358	450,000	39,642	9.66%
School contracts	52,000	45,000	40,000	40,000	0	0.00%
Other state revenue (earmark from MA DMH)	90,000	105,000	160,000	175,000	15,000	9.38%
Intergovernmental (CDBG)	5,000	5,000	10,000	10,000	0	0.00%
General fund subsidy	120,000	120,000	120,000	120,000	0	0.00%
Gifts & Donations				32,839		
TOTAL REVENUES	630,000	651,988	740,358	827,839	87,481	11.82%
	7.60%	3.49%	13.55%	11.82%		
FUND INCREASE (DECREASE)	0	0	0	0		
<u>Personnel Services Detail</u>						
Director of Youth Services	87,207	87,207	104,848	105,896	1,048	1.00%
Psychiatrist (1 PT)	7,280	7,280	7,280	7,280	0	0.00%
Psychiatric Nurse	45,500	45,500	45,500	45,500	0	0.00%
Psychologist (.57,.57,.86,.86)	47,161	48,930	67,119	70,334	3,215	4.79%
Clinical Director	79,489	79,489	85,595	86,451	856	1.00%
Medical Record Clerk (.6,.51,.51,.51)	28,925	25,507	26,760	27,028	268	1.00%
Asst. Clinical Director (.6)	44,522	44,522	47,942	48,422	480	1.00%
Billing agent	53,836	55,854	60,289	63,173	2,884	4.78%
Community Resource Specialist (.8)				60,124		
Case Manager / Homeless Outreach (.25)				15,406		
BASE SALARY	393,921	394,289	445,333	529,614	84,281	18.93%
Longevity	1,580	1,900	1,900	2,100	200	10.53%
Stipends			425	425		
TOTAL PERSONNEL SERVICES	395,501	396,189	447,658	532,139	84,481	18.87%
<u>Operating Expenses Detail</u>						
Administrative fees	25,000	30,600	32,000	35,000	3,000	9.38%
Fee for service clinicians	200,000	215,000	250,000	250,000	0	0.00%
Professional licenses	800	800	500	500	0	0.00%
Office Supplies	4,099	4,099	4,200	4,200	0	0.00%
Car Allowance	300	300	0	0	0	
Unclassified	4,300	5,000	6,000	6,000	0	0.00%
TOTAL OPERATING EXPENSES	234,499	255,799	292,700	295,700	3,000	1.02%

APPENDIX C
Summary of Finance Committee Recommendations
Fiscal Year 2021

REVENUES

PROPERTY TAX DETAIL

FY 2020 levy limit	122,855,373
+2.5%	3,071,384
New growth	650,000
High school debt exclusion	2,853,980
Minuteman debt exclusion	1,279,014
Other town debt exclusions less MSBA receipts	4,114,930
MWRA debt	(476,523)
TOTAL PROPERTY TAX	138,039,612

SCHOOL CONSTRUCTION AID (MSBA)

Bishop	0
Brackett	0
Hardy	0
Peirce	476,523
TOTAL EXEMPT RECEIPTS	476,523
Ottoson (non-exempt)	0
TOTAL EXEMPT RECEIPTS	476,523

LOCAL RECEIPTS DETAIL

Motor vehicle excise	5,051,000
Other excise - hotel	425,000
Other excise - meals	425,000
Penalties & interest	355,000
Payments in lieu of taxes	18,000
Fees	889,000
Rentals	142,000
Dept revenue - schools	100,000
Dept revenue - libraries	0
Dept revenue - cemeteries	265,000
Dept revenue - recreation	0
Other departmental revenue	225,000
Licenses and permits	1,705,000
Special assessments	0
Fines and forfeits	30,000
Investment income	241,000
Medicare Part D	0
TOTAL LOCAL RECEIPTS	9,871,000

LOCAL AID ("CHERRY SHEET") DETAIL

RECEIPTS	
Education	
Chapter 70	13,585,583
Charter Tuition Assessment Reimbursement	65,227
Offset Receipts	
School Lunch Assistance	0
School Choice Receiving Tuition	0
Total Education	13,650,810
General Government	
Additional Assistance	0
Total unrestricted gen'l gov't	7,039,381
Annual Formula Local Aid	0
Veterans' Benefits	181,416
Exemptions: Vets, blind, Elderly, etc.	121,028
Offset Receipts	
Public Libraries	50,663
Total General Government	7,392,488
Total Estimated Receipts	21,043,298
Ch 70 add from SFSF	0
School Construction (MSBA)	476,523
Local Aid Receipts inc MSBA	21,519,821
ASSESSMENTS	
State Assessments and Charges	
Retired Employee's Health Insurance	0
Air Pollution Districts	18,234
Metropolitan Area Planning Council	24,491
RMV Non-Renewal Surcharge	33,560
Total Assess. & Charges	76,285
Transportation Authorities	
MBTA	3,065,682
Boston Metro. Transit District	727
Total MBTA Assessment	3,066,409
Annual Charges Against Receipts	
Special Education	39,724
Total Annual Charges	39,724
Tuition Assessments	
School Choice Sending Tuition	44,288
Charter School Sending Tuition	224,612
Total Tuition Assessments	268,900
Total Estimated Charges	3,451,318
NET LOCAL AID	17,591,980

APPROPRIATIONS

BUDGETS (Article 53)

Town Manager	
3 Town Manager	751,346
4 Human Resources	365,659
5 Information Technology	1,065,327
6 Comptroller	345,999
7 Treasurer-Collector	714,576
9 Board of Assessors	341,863
10 Legal	486,171
14 Planning & Community Development	596,539
15 Redevelopment Board	10,800
17 a. Public Works Administration	257,661
17 b. Engineering	181,422
17 c. Cemeteries	281,501
17 d. Natural Resources	1,781,858
17 e. Sanitation/Highway Division (inc snow & ice)	6,939,657
17 f. Motor Equipment Repair	442,562
17 g. Street lighting, traffic signals	230,000
18 Facilities	808,698
19 Police Services	8,451,748
20 Fire Services	7,754,729
21 Inspections	534,248
23 Libraries	2,562,125
24 a. Health and Human Services Administration	777,634
24 b. Veterans' Services	380,996
24 c. Council on Aging	386,425
Total Town Manager	36,449,544
Select Board	
2 a. Administration and Licensing	296,712
2 d. Accounting and Auditing	78,000
13 Parking	57,956
16 Zoning Board of Appeals	32,934
Total Select Board	465,602
Town Clerk	
11 Town Clerk	268,219
12 Board of Registrars	72,812
Total Town Clerk	341,031
Retirement	
25 a Contributory Pensions	11,902,771
25 b Non-Contributory Pensions	18,468
Total Pensions	11,921,239
Fixed Budgets	
26 Insurance	18,858,788
8 Postage	185,969
2 b. Elections and Town Meeting	186,011
27 Reserve Fund	1,556,724
Total Fixed Budgets	20,787,492
1 Finance Committee	10,701
22 Education *	75,570,531
TOTAL BUDGETS (Art 53)	145,546,140
WARRANT ARTICLES	
TOTAL BUDGETS	
Total Budgets (Article 53)	145,546,140
Capital Budget (Article 54)	16,280,134
OTHER WARRANT ARTICLES	
48 Positions reclassification	18,788
49 Collective Bargaining	251,000
61 Minuteman Regional School	6,113,371
62 Arlington Historical Commission	2,660
62 Historic District Commissions	5,100
62 Capital Planning Committee	0
62 Disabilities Commission	25,000
62 Recycling Committee	3,000
62 Human Rights Commission	7,500
62 LGBTQIA+ Rainbow Commission	4,000
62 Tourism & Econ. Development	4,275
62 Envision Arlington (was Vision 2020)	3,000
62 Transportation Advisory	2,000
62 Scenic Byway	2,000
62 Arlington Commission on Arts & Culture	30,000
62 Open Space Committee	300
63 Town Day	0
63 Flags on graves of veterans	4,500
63 Veteran's, Mem., Patriot's Day	5,667
64 Indemnification, medical costs	10,666
64 Legal defense fund	0
65 Water bodies (Cons Comm)	45,000
68 "Harry Barber" Community Service program	0
69 Bikeshare infrastructure	20,000
70 Retiree health insurance (OPEB)	936,532
76 Long term stabilization fund	0
TOTAL OTHER ARTICLES	7,494,359
TOTAL WARRANT ARTICLES	169,320,633

ENTERPRISE FUNDS

A. WATER & SEWER

Expenses	5,707,692
Capital	1,645,695
Assessment	14,883,919
Indirect charges	719,872
Total expenses	22,957,178
Total revenues	22,957,178
Net surplus (deficit)	0

B. RECREATION

Expenses	1,885,203
Capital	49,000
Total expenses	1,934,203
Total revenues	1,934,203
Net surplus (deficit)	0

C. ED BURNS ARENA

Expenses	561,483
Capital	58,881
Total expenses	620,364
Total revenues	620,364
Net surplus (deficit)	0

D. COUNCIL ON AGING TRANSPORTATION

Expenses	139,953
Total revenues	89,953
From general fund	50,000
Net surplus (deficit)	0

E. ARLINGTON YOUTH COUNCILING SVCS

Expenses	827,839
Total revenues	707,839
From general fund	120,000
Net surplus (deficit)	0

ENTERPRISE FUND SUMMARY

Budget	9,122,170
Capital	1,753,576
Assessment	14,883,919
Indirect charges	719,872
Total expenses	26,479,537
Total revenues	26,309,537
Total from general fund	170,000
Net surplus (deficit)	0

SUMMARY

SUMMARY OF 2021 REVENUES

Property Tax Levy (n/l Symmes)	138,039,612
Local Aid Receipts n/l MSBA	21,043,298
School Construction Aid (MSBA)	476,523
Local Receipts	9,871,000
Overlay reserve surplus (Art 73)	400,000
Override stab. fund (Article 77)	2,024,197
Health Claims Trust Fund	300,000
Use of free cash (Article 75)	5,901,388
TOTAL OF 2021 REVENUES	178,056,018

SUMMARY OF 2021 EXPENDITURES

Town budgets (Article 53)	69,975,609
School budget (Article 53)	75,570,531
Capital plan (Article 54)	16,280,134
Warrant articles	1,380,988
Minuteman Regional School	6,113,371
Youth Services subsidy	120,000
C of A Trans subsidy	50,000
MWRA debt service	3,691,454
MBTA assessment	3,065,682
Educ. & Library offset receipts	50,663
Charter/choice tuitions	268,900
Other state assessments	116,736
Reserve for court judgements	100,000
Symmes urban renewal	671,950
Snow & ice deficit	0
Overlay reserve	600,000
Override stab. fund (Article 77)	0
TOTAL OF 2021 EXPENDITURE!	178,056,018

2021 REVENUES LESS EXPENDITURES

	0
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**APPENDIX D
Long Range Projection FY2021-FY2025**

	FY 2020	FY 2021	Dollar Change	Percent Change	FY 2022	Dollar Change	Percent Change	FY 2023	Change	FY 2024	Change	FY 2025	Change
REVENUE													
State Aid	22,481,187	21,043,298	(1,437,889)	-6.40%	21,249,548	206,250	0.98%	21,457,860	208,312	21,668,256	210,396	21,880,755	212,499
School Construction Aid	476,523	476,523	0	0.00%	0	(476,523)	-100.00%	0	0	0	0	0	0
Local Receipts	9,871,000	9,871,000	0	0.00%	9,871,000	0	0.00%	9,871,000	0	9,871,000	0	9,971,000	100,000
Free Cash	5,559,782	5,901,388	341,606	6.14%	3,839,266	(2,062,122)	-34.94%	3,839,266	0	3,839,266	0	3,839,266	0
Overlay Reserve Surplus	200,000	400,000	200,000	100.00%	400,000	0	0.00%	400,000	0	400,000	0	200,000	(200,000)
Property Tax	133,350,155	138,039,612	4,689,457	3.52%	139,777,071	1,737,459	1.26%	141,637,076	1,860,005	145,392,242	3,755,166	149,181,398	3,789,156
Override Stabilization Fund	0	2,024,197	2,024,197		9,283,299	7,259,102	358.62%	14,039,887	4,756,588	945,666	(13,094,221)	0	(945,666)
TOTAL REVENUES	171,938,647	177,756,018	5,817,371	3.38%	184,420,184	6,664,166	3.75%	191,245,089	6,824,905	182,116,430	(9,128,659)	185,072,419	2,955,989
APPROPRIATIONS													
School Additions	600,000	140,000			800,000			800,000					
General Education Costs	46,381,443	50,183,324	3,801,881	8.20%	52,809,670	2,626,346	5.23%	56,618,868	3,809,198	60,372,578	3,753,710	63,104,915	2,732,337
Special Education Costs	22,940,836	24,546,695	1,605,859	7.00%	26,264,964	1,718,269	7.00%	28,103,511	1,838,547	30,070,757	1,967,246	32,175,710	2,104,953
Growth Factor	1,504,860	700,512	(804,348)	-53.45%	1,094,550	394,038		912,125	(182,425)	598,354	(313,771)	707,809	109,455
Net School Budget	71,427,139	75,570,531	4,143,392	5.80%	80,969,184	5,398,653	7.14%	86,434,504	5,465,320	91,041,689	5,407,185	95,988,434	4,946,745
Minuteman Operating & Capital	4,271,730	4,834,357	562,627	13.17%	5,003,559	169,202	3.50%	5,178,684	175,125	5,359,938	181,254	5,547,536	187,598
Minuteman Exempt Capital	1,112,960	1,279,014	166,054	14.92%	1,279,014	0	0.00%	1,279,014	0	1,279,014	0	1,279,014	0
Town Personnel Services	28,552,372	29,203,669	651,297	2.28%	30,152,788	949,119	3.25%	31,132,754	979,966	32,144,569	1,011,815	1,011,815	0
Town Expenses	11,165,682	11,312,375	146,693	1.31%	11,680,027	367,652	3.25%	12,059,628	379,601	12,451,566	391,938	391,938	0
Enterprise Fund/Other	2,580,233	2,642,197	61,964	2.40%	2,728,068	85,871	3.25%	2,816,730	88,662	2,908,274	91,544	3,002,793	94,519
Net Town Budget	37,137,821	37,873,847	736,026	1.98%	39,104,747	1,230,900		40,375,652	1,270,905	41,687,861	1,312,209	43,042,716	1,354,855
MWRA Debt Shift	5,593,112	3,691,454	(1,901,658)	-34.00%	1,845,727	(1,845,727)	-50.00%	0	(1,845,727)	0	0	0	0
Capital budget													
Exempt Debt Service	4,321,873	6,968,910	2,647,037	61.25%	6,311,154	(657,756)	-9.44%	6,208,357	(102,797)	6,109,780	(98,577)	5,998,850	(110,930)
Non-Exempt Service	6,512,083	6,573,279	61,196	0.94%	7,433,825	860,546	13.09%	7,442,967	9,142	7,254,760	(188,207)	7,381,864	127,104
Cash	4,320,995	4,329,512	8,517	0.20%	3,254,837	(1,074,675)	-24.82%	3,007,689	(247,148)	3,502,859	495,170	3,997,841	494,982
Offsets/Capital Carry Forward	(1,958,907)	(1,591,567)	367,340	-18.75%	(1,299,345)	292,222	-18.36%	(494,881)	804,464	(461,111)	33,770	(524,337)	(63,226)
Total Capital	13,196,044	16,280,134	3,084,090	23.37%	15,700,471	(579,663)	-3.56%	16,164,132	463,661	16,406,288	242,156	16,854,218	447,930
Pensions	11,355,946	11,921,239	565,293	4.98%	12,636,513	715,274	6.00%	13,394,704	758,191	14,198,386	803,682	15,050,289	851,903
Insurance	17,891,836	18,858,788	966,952	5.40%	20,070,999	1,212,211	6.43%	21,315,728	1,244,729	22,564,093	1,248,365	23,906,521	1,342,428
State Assessments	3,470,201	3,501,981	31,780	0.92%	3,588,264	86,283	2.46%	3,676,704	88,440	3,767,355	90,651	3,860,272	92,917
Overlay Reserve	503,383	600,000	96,617	19.19%	800,000	200,000	33.33%	600,000	(200,000)	600,000	0	800,000	200,000
Reserve Fund	1,604,584	1,556,724	(47,860)	-2.98%	1,688,257	131,533	8.45%	1,709,968	21,711	1,750,610	40,642	1,790,736	40,126
Court Judgments/Symmes	1,012,514	771,950	(240,564)	-23.76%	767,450	(4,500)	-0.58%	100,000	(667,450)	100,000	0	100,000	0
Warrant Articles	1,186,867	1,015,999	(170,868)	-14.40%	965,999	(50,000)	-4.92%	1,015,999	50,000	965,999	(50,000)	915,999	(50,000)
Override Stabilization Fund	2,174,510	0			0			0		0		0	0
TOTAL APPROPRIATIONS	171,938,647	177,756,018	5,817,371	3.38%	184,420,184	6,664,166	3.75%	191,245,089	6,824,905	199,721,233	9,276,144	209,135,735	9,414,502
BALANCE	0	0			0			0		(17,604,803)		(24,063,316)	
Free Cash	11,802,775	7,678,532			7,678,532			7,678,532		7,678,532		0	0
Stabilization Fund	3,656,207	3,765,893			3,878,870			3,995,236		4,115,093		0	0
Override Stabilization Fund***	26,293,049	24,268,852			14,985,553			945,666		0		0	0
Municipal Bldg. Ins. Trust Fund	729,830	751,724			774,276			797,504		821,430		0	0
TOTAL:	42,481,860	36,465,001			27,317,231			13,416,938		12,615,054		0	0
% of General Fund Revenue	25%	21%			15%			7%		7%		0%	0%

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

Projected School Enrollment Growth FY 2020 - FY 2025

	FY 2020*	FY 2021*	FY 2022*	FY 2023*	FY 2024*	FY 2025*
Actual/Proj. Annual Growth	210	96	150	125	82	97
** Actual Growth - Based on 35% DESE Per Pupil Cost; FY14 of \$13,085 = G.F. of \$4,580 X Enrollment Growth, FY15 PPC \$13,383 = \$4,684 X E.G., FY16 PPC of \$13,984 = \$4,984 X E.G., and FY17 50% PPC of \$,1433 = \$7,166 X EG						
* Projected Growth - FY2021 through FY2025 Based on 50% of FY18 DESE Per Pupil Cost of \$14,594 = \$7,297 X Enrollment Growth						

APPENDIX E

FY2021 Budget Changes

Town Manager Original Increase (\$1,200,397)

Budget Number	Position	Amount
3	Records Access Coordinator	\$32,200
17(a)	Systems Innovation Manager	\$79,088
17 (b)	Permits Engineer	\$69,319
19	Police Officer (School Resource)	\$59,557
23	Senior Clerk and Typist	\$21,683
	Total	\$261,847

School Department Original Increase (\$4,603,392)

Administrative Salaries	\$52,500
Teacher and Professional Salaries	\$402,500
Other Expenses	\$5,000
Total	\$460,000

Warrant Articles

Article 62 Arts and Culture	\$5,000
Article 63 Town Day	\$5,000
Article 65 Water Bodies	\$10,000
Article 68 Harry Barber Program	\$7,500
Total	\$27,500

Use of Reserves

Reduced Appropriation

Budget 27 Reserve Fund (10%)	\$172,672
Article 76 Long Term Stab. Fund (100%)	\$100,000

Increased Use of Funds

Article 73 Overlay Surplus	\$200,000
Article 77 Override Stabilization Fund	\$2,024,197

Total **\$2,496,869**

Total Changes **\$3,246,216**