

**Town of Arlington
Massachusetts**

**Report of the
Finance Committee**



**ANNUAL TOWN MEETING
Monday, April 25, 2022**

THE FINANCE COMMITTEE

CHARLES T. FOSKETT, *Chair*

CHRISTINE DESHLER, *Vice Chair*

ALAN JONES, *Vice Chair*

DEAN CARMAN, *Vice Chair*

Precinct		Term Ends	Precinct		Term Ends
1	GRANT GIBIAN	2022	11	SHAILEEN CRAWFORD POKRESS	2023
2	SHANE BLUNDELL	2022	12	DARREL HARMER	2024
3	JOHN ELLIS	2024	13	ANNIE LACOURT	2022
4	MICHAIAH HEALY	2022	14	ALAN JONES	2022
5	BRIAN BECK	2023	15	GEORGE KOCUR	2024
6	ARIF PADARIA	2022	16	WILLIAM KELLAR	2023
7	VACANT	2022	17	ALLAN TOSTI	2024
8	SOPHIE MIGLIAZZO	2022	18	WANDA NASCIMENTO	2022
9	JONATHAN WALLACH	2024	19	CHRISTINE DESHLER	2024
10	CHARLES T. FOSKETT	2023	20	DEAN CARMAN	2023
			21	DAVID MCKENNA	2024
	TARA BRADLEY				
	Executive Secretary				

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

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

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

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

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GLOSSARY

AVAILABLE FUNDS -- See Unencumbered Funds

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

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

FISCAL YEAR -- July 1 through June 30.

FREE CASH -- See Unencumbered Funds.

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

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

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

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

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

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

REPORT OF THE CHAIR OF THE FINANCE COMMITTEE

Since the 2021 Annual Town Meeting we have been amid some significant leadership changes in Arlington. First, it is a pleasure to welcome Dr. Elizabeth Homan as the Superintendent of Arlington Public Schools, a position which she assumed last July. The FY23 budget is already seeing the impact of her energy and vision.

On March 1st, our long serving Town Manager, Adam Chapdelaine, announced that he would be leaving his position on June 17th. Adam served beginning in 2010 as Deputy Town Manager, followed by his service since 2012 as Town Manager. His dedication to the town, his professionalism and his leadership have been outstanding, and I have found it both a pleasure and an honor to work with him. I'm sure you will join me in wishing him the best of success in his future endeavors.

In another leadership transition, Dr. Edward Bouquillon has announced his retirement as Superintendent of Minuteman Regional Vocational Technical High School, a regional district of which Arlington is a member. During his tenure Dr. Bouquillon has renewed and strengthened Minuteman academically, organizationally, and physically, with the latter culminating in the completion of the new Minutemen high school facility on time and within budget. All the Towns in the district, along with his students and their parents, are benefitting from his accomplishments.

The Pandemic

After a difficult 2020 year, the arrival of multiple vaccines has helped us all return to a somewhat more normal life. Municipal and school offices are now open, and students have returned to in-classroom learning, although not without emotional and intellectual scars inflicted by a long period of stressful remote learning. APS has instituted specific programs to help students recover from these stresses. Despite recurring waves of infection from Covid “variants” life is moving on.

Finance Committee Organizational Activities

Changes in precinct boundaries, following the 2020 Census results, has changed the make-up and organization of the Finance Committee, but we have been successful in recruiting new members, and at this time only Precinct 7 is without representation. Liz Diggins, our former Executive Secretary, resigned to take a full-time position at Arlington Public Schools. We all thank her for her many years of outstanding service. Tara Bradley joined as our new Executive Secretary last fall and is energetically filling that role. Peter Howard, who served as the Finance Committee representative from Precinct 10 for more than two decades, retired this year. Peter also was our Recording Secretary, a role now assumed by Tara Bradley. The Committee is grateful to Peter for his many years of outstanding contribution. John Deyst and Mary Margaret Franclemont, each of whom have served on the Finance Committee for more than twenty years, also retired this year. Their expertise, energy and dedication will be missed and the Committee thanks them for their long service and contribution.

The Finance Committee’s IT Working Group, led by Annie LaCourt, continues to support our activity on Office 365 SharePoint. The Operations Research Working Group, led by Al Tosti, has undertaken an analysis of Arlington’s Waste Disposal and Recycling operations, especially considering Arlington’s new contract for collection and disposal. This is reported in Appendix E. Over three years including all costs, the Town’s recycling activities reduce the total cost by an average of \$221,000 per year, a run-rate that saves \$1.1 million over five years. Recycling pays. The Finance Committee’s Policy Working Group, led by Christine Deshler, has just published the Arlington Finance Committee Handbook which documents the details of the Finance Committee’s operations. It is available in the Finance Committee section of the Town website [Finance Committee | Town of Arlington \(arlingtonma.gov\)](https://www.arlingtonma.gov/finance-committee).

The Fiscal 2023 Budget, New Revenues, But Still a Big Override Coming

After Town Manager Adam Chapdelaine prepared his budget message to the Select Board in January, the Finance Committee began its budget review process and review of Town Meeting warrants. This year’s budget is within forecasts of the previous Five-Year plan. The current Five-Year Plan is Appendix D in this Finance Committee Report. A comparison of the FY 23 Budget changes with respect to FY 22 can be helpful in understanding our position and future trends. These Five-Year Plans and budget data are prepared in the office of Arlington’s Finance Director and Deputy Town Manager, Sandy Pooler and Financial Analyst Julie Wayman.

Table 1 Revenues

Revenues	Actual FY 2022	Plan FY 2023	Dollar Change	Percent Change
1 State Aid	23,529,766	24,923,804	1,394,038	5.92%
2 ARPA	0	5,000,000	5,000,000	-
3 Local Receipts	8,873,350	9,225,900	352,550	3.97%
4 Free Cash	5,659,184	5,539,215	(119,969)	-2.12%
5 Overlay Reserve Surplus	400,000	650,000	250,000	62.50%
6 Property Tax	142,948,226	148,700,283	5,752,057	4.02%
7 Override Stabilization Fund	6,248,581	3,046,038	(3,202,543)	-51.25%
8 TOTAL REVENUES	187,659,107	197,085,239	9,426,132	5.02%
9 Less Exempt Revenues & MWRA & Other	(12,068,373)	(13,848,433)	(1,780,060)	14.75%
10 Less Override Stabilization Fund	(6,248,581)	(3,046,038)	3,202,543	-51.25%
11 Collected Non-Exempt Revenue	169,342,153	180,190,768	10,848,615	6.41%

In Table I above, we can see that FY 21 State Aid (Line 1) is expected to increase by almost \$1.4 million over FY 22. In addition, Arlington received \$34 million in ARPA funding, of which \$10 million will be taken as municipal revenue over two years (the balance is used for other permitted public and private community purposes, but not municipal budgets). Subtracting Exempt Revenue (outside of the limits of Proposition 2½) and funds the Town transfers from the Override Stabilization Fund leaves the revenues collected from taxes, state and federal aid, and surplus reserves. The increase is \$10.8 million \$5.8 million of which is from increased taxes, and \$6.4 million is from state and federal transfers. These increased state and federal transfers have allowed the Town to reduce the withdrawal from the Override Stabilization Fund by \$3.2 million compared to the prior year, thus delaying the timing of the next required override.

Table 2 Education Budget

Expenses	Actual FY 2022	Plan FY 2023	Dollar Change	Percent Change
12 Arlington Public Schools				
13 One Time COVID impact		970,000		
14 School Additions	1,030,000	1,030,000	0	0.00%
15 General Education Costs	52,809,670	55,724,058	2,914,388	5.52%
16 Special Education Costs	26,264,964	28,103,511	1,838,547	7.00%
18 Growth Factor	0	(1,379,700)	(1,379,700)	-
19 Net School Budget	80,104,634	84,447,869	4,343,235	5.42%

The FY 23 School Budget increases 5.42%, or \$4.3 million. Line 13, One-time Covid impact, are funds transferred by the Town to support the School’s efforts to mitigate the academic, social and emotional setbacks students underwent through two years of pandemic impacted learning. These funds became available via ARPA. There will be additional funds in FY 24 and FY 25, but it is anticipated that mitigation funding will not be required after that. Line 14, School Additions, refers to funds committed to APS as part of the 2019 override. The Town has long had a practice of increasing the School Budget by 50% of the State-certified educational cost per pupil applied to the increase in student population (line 18); the purpose is to recognize the variable costs associated with increased student population. This practice is “elastic”, that is, a decrease in population results in decreases in the base budget. The negative \$1.4 million in Line 18 recognizes the pandemic induced drop in Arlington’s student population.

Table 3 Minuteman

Expenses	Actual FY 2022	Plan FY 2023	Dollar Change	Percent Change
20 Minuteman				
21 Minuteman Operating & Capital	5,184,582	6,208,487	1,023,905	19.75%
22 Minuteman Exempt Capital	1,610,964	1,739,452	128,488	7.98%
23 Total Minuteman Assessment	6,795,546	7,947,939	1,152,393	16.96%

Minuteman operating increases (Line 21) arise from more Arlington students being enrolled in the newly completed Minuteman High School. Line 22 is exempt debt service for the new high school building; it is exempt and does not contribute to the structural deficit.

Table 4 Town Budgets

Expenses	Actual FY 2022	Plan FY 2023	Dollar Change	Percent Change
24 Town Personnel Services	30,232,896	31,337,702	1,104,806	3.65%
25 Town Expenses	11,522,254	11,839,451	317,197	2.75%
26 Enterprise Fund/Other	(2,916,046)	(3,200,418)	(284,372)	9.75%
27 Net Town Budget	38,839,104	39,976,735	1,137,631	2.93%
28 MWRA Debt Shift	1,845,727	0	(1,845,727)	-100.00%

Net Town Expenses have increased 2.93%. The change in the Debt Shift is a result of a Select Board policy to phase it out due to changes in Federal tax law.

Table 5 Capital Expenses

Expenses	Actual FY 2022	Plan FY 2023	Dollar Change	Percent Change
29 Capital budget				
30 Exempt Debt Service	8,689,591	12,129,702	3,440,111	39.59%
31 Non-Exempt Service	7,347,230	7,071,175	(276,055)	-3.76%
32 Cash	3,959,297	3,426,277	(533,020)	-13.46%
33 Offsets/Capital Carry Forward	(1,692,329)	(677,260)	1,015,069	-59.98%
34 Total Capital	18,303,789	21,949,894	3,646,105	19.92%

Most of the increase in capital expenses is in Line 30, Exempt Debt Service. This increase is primarily due to the new Arlington High School project, and as it is exempt, it does not affect the structural deficit.

Table 6 "Fixed" and Other Expenses

Other Costs (Benefits, State Assessments, Reserves, etc.)				
35 Pensions	12,635,573	13,367,833	732,260	5.80%
36 Insurance	20,212,725	21,772,313	1,559,588	7.72%
37 State Assessments	3,694,772	3,859,291	164,519	4.45%
39 Overlay Reserve	691,296	600,000	(91,296)	-13.21%
40 Reserve Fund	1,720,145	1,753,178	33,033	1.92%
41 Court Judgments/Symmes	667,450	100,000	(567,450)	-85.02%
42 Warrant Articles	1,054,291	1,310,188	255,897	24.27%
43 Override Stabilization Fund	1,094,055	0	(1,094,055)	-100.00%
Total Other	41,770,307	42,762,803	992,496	2.38%

Table 6 shows various other expenses, some large, such as Pensions, Insurance and State Assessments. These categories are to some degree beyond the day-to-day control of Town and School management. However, every time we increase our personnel count, we increase the cost of pensions and insurance. The FY 22 increase in the Reserve Fund was due to the addition of the Student Population Growth funding to that account. In fact, the \$1.094 million was not used because the student population did not increase. This amount will be transferred to the Override Stabilization Fund at this year's Special Town Meeting and will be applied to FY 23 Revenues.

Table 7 The Bottom Line: Grand Total Expenses and Operating Deficit

Non-Exempt Summary	Actual FY 2022	Plan FY 2023	Dollar Change	Percent Change
44 Total Collected Non-Exempt Revenue	169,342,153	180,190,768	10,848,615	6.41%
45 Total Non-exempt Expense	175,512,825	183,216,086	7,703,261	4.39%
46 State Recap Adjustments	77,909	20,720	(57,189)	-73.41%
47 Surplus (Deficit) Exclusive of Override Funds	(6,248,581)	(3,046,038)	3,202,543	-51.25%

Table 7 is the bottom-line impact. In FY 23, the forecast non-exempt deficit is down by more than 50% from FY 22. This is principally due to increased revenue from ARPA funds. Arlington is still spending substantially beyond its means. The current Five-Year Plan in Appendix D projects this deficit to be (\$7.4 million) in FY 25, despite a \$9.2 million withdrawal from the Override Stabilization Fund. ARPA Funding has shifted the timing of the next override and

affected its initial impact, but it is “one-time” funding, it will be exhausted, and it has not reduced our expense rate. This deficit grows to (\$20.2 million) in FY 2025. Depending on how long the next override is expected to fund the Town at current spending rates, the amount could be \$17 million to \$25 million.

The Finance Committee is recommending a balanced budget, with Total Revenues and Total expenses each equal to \$197,385,239 summarized in Appendix C.

A New Planning Proposal

Arlington’s Long Range Planning process has been from one viewpoint, a success. It has provided fiscal stability that we lacked in the early 2000’s, avoiding the threat of annual overrides inflicting on both Town and School staff the anxiety of job insecurity, and allowing elected Town and School officials, executive leadership and department heads an orderly environment for planning and delivering Town services. From another viewpoint, the process has become problematic, demanding more frequent and/or larger overrides. This arises from an underlying principle in the planning process that allows the assumption of a long-term spending rate that is higher than the annual taxes that are collected in a given year. The plan assumes that Town budgets can grow at 3.25% per year, and that School budgets can grow at 3.5% per year for general education and 7% per year for Special Education.

Arlington has a new Superintendent of Schools and later this year will have a new Town Manager. Perhaps this is an opportunity to re-think our planning approach. One path might be to start off with a buffer reserve from the upcoming override. Then, in the plan for each fiscal year, allow the budget in an upcoming fiscal year to grow only by as much as the revenue collection increase of the prior year, comprising the increase in base non-exempt tax revenue growth, new building tax growth, local receipts growth and growth in state aid (Chapter 70 and Unrestricted Government Aid) or a planned number, whichever is lower. This growth will have been previously collected and be in a reserve fund, thus the increase is already funded. Arlington might have two exceptions to this restriction, student population growth and increases in health insurance, which could be addressed by overrides when necessary. An approach like this would require focus on efficiency by both Town and School management and could mitigate the much discussed “Structural Deficit”.

Respectfully submitted,

Charles T. Foskett, Chair
Arlington Finance Committee

Appendix A. Warrant Articles

The Finance Committee recommends passage of the following votes:

(Unless otherwise indicated, the following recommendations were by unanimous votes: any exceptions are noted in parentheses following the text of the recommended vote. The vote code is: number of yes votes-number of no votes-number of abstentions. The Chair votes only when the recommendation of the Finance Committee will be affected.)

ARTICLES 1-45 The Redevelopment Board and the Select Board will report on these Articles.

ARTICLE 9

BYLAW AMDENDMENT/ACHIEVING NET ZERO GREENHOUSE GAS EMISSIONS FROM TOWN FACILITIES CONSISTENT WITH THE TOWN OF ARLINGTON'S NET ZERO ACTION PLAN

To see if the Town will vote to update and replace Title I Article 16, Section 4 (“LEED”) to effectuate a policy of eliminating greenhouse gas emissions from municipal buildings consistent with the Town’s Net Zero Action Plan; or take any action related thereto.

(Inserted by the Clean Energy Future Committee)

VOTED: The Finance Committee supports the no action recommendation of the Select Board.

ARTICLE 24

HOME RULE LEGISLATION/FINANCIAL ESTIMATES AND BUDGET DOCUMENTS

To see if the Town will vote to authorize and request the Select Board to file Home Rule Legislation to amend the Town Manager Act sections 31 (Estimates of Expenditures) and/or 32 (Preparation of and Annual Budget and Final Budget) so as to afford additional time for the Town Manager to submit, and the Select Board and Finance Committee to consider financial estimates and budget documents required by such sections; or take any action related thereto.

(Inserted by the Select Board)

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

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ARTICLE 46

BYLAW AMENDMENT/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 Fiscal Year 2023 as follows:

2023 PEG Access Budget	Amount
Revenues	
Total operating revenue anticipated from cable providers:	\$692,621
Total capital revenue anticipated from cable providers:	\$113,076
Misc. Income (including membership dues, workshops interest & donations):	\$3,580
Total Revenues	\$809,277
Total Operating Expenses (including salaries and taxes)	
Salaries and Taxes:	\$505,557
Expenses:	\$190,640
Capital:	\$113,076
Total Expenses	\$809,273

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

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ARTICLE 47

**ENDORSEMENT OF PARKING BENEFITS
DISTRICT EXPENDITURES**

To see if the Town will vote to endorse the Parking Benefit District operating and capital expenditures for Fiscal Year 2023 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 2023 Meter Revenue	\$309,260
Offset to Parking Budget 13	\$36,564
Offset to Parking Enforcement Budget 19	\$67,384
Parking Meter Operations	\$183,592
Center and Plaza Improvements	\$200,000
Projected Fiscal Year 2023 Expenditures	\$487,540

COMMENT: The balance will be made up from fund balance from the prior fiscal year.

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ARTICLE 48

POSITIONS RECLASSIFICATION

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

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

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

1. By reclassifying the following positions:

A. Administrative Assistant – Planning and C.D. AFSCME OA6 to ATP4 FTE 1 \$1,644
Planning and Community Development

B. Principal Clerk - COA AFSCME OA4 to ATP4 FTE 1 \$1,839
Council On Aging/Health and Human Services

C. Energy and Project Manager MTP8 to MTP11 FTE 1
Planning and Community Development

D. HVAC Technician AFSCME ATP4 to ATP7 FTE 1
Facilities

E. Watchman/Laborer MC1 to MC4 FTE 1
Public Works

F. Recycling Coordinator – MTP5 to MTP7 FTE .85 \$897
Public Works

G. Assistant Director of Human Resources MTP8 to MTP9 FTE 1 \$2,847
Human Resources

H. Park Maintenance Supervisor SEIU7 to SEIU8 FTE 1 \$2,769
Public Works

I. Electrician MC8 to ATP5 FTE 2
Facilities

J. Plumber MC8 to ATP5 FTE 1
Facilities

Reclassification Appropriation Total: \$9,996

2. By adding the following positions:

A. Office Manager – Planning and C. D. AFSCME ATP4

Planning and Community Development

B. Office Manager – COA OA4 to AFCSME ATP4
Council on Aging

C. Sustainability Manager MTP11
Planning and Community Development

D. Lead HVAC Technician AFSCME ATP7
Facilities

E. Public Works Dispatcher MC4
Public Works

F. Recycling/Zero Waste Coordinator MTP7
Public Works

G. Parking and Collections Manager AFSCME ATP5
Treasurer

H. Director of GIS/Project Manager MTP12
Information Technology

I. Add Waste Compliance Inspector MTP1
Public Works

J. Mental Health Clinician – AYCC MTP7
Arlington Youth Consultation Center/Health and Human Services

K. Water and Sewer Account Manager SEIU ATP5 FTE 1 \$2,002
Public Works

L. Senior Building Custodian – Grounds MC6
Facilities

M. Public Health Nursing Manager MTP10 FTE 1 \$2,662
Health and Human Services

New Position Appropriation Total: \$4,664

And to fund the \$14,660 appropriation as indicated above, said sum to be raised by general tax and included in the budgets of the departments affected.

3. By deleting the following positions:

A. Administrative Assistant – Planning and Community Development AFSCME OA6

Planning and Community Development

B. Principal Clerk – AFSCME OA4
Council On Aging/Health and Human Services

C. Energy and Project Manager MTP8
Planning and Community Development

D. HVAC Technician AFSCME ATP4

E. Watchman/Laborer MC1
Public Works

F. Recycling Coordinator MTP5
Public Works

G. Office Manager –Treasurer (Data Input) AFSCME ATP5
Treasurer & Collector

H. Systems Analyst/Director of GIS MTP12
Information Technology

I. Medical Reserve Coordinator MTP6
Health and Human Services

J. L1 Adult Services/Tech Services Librarian
Libraries

K. Assistant Director – Recreation MTP9
Recreation

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 \$1,323,572 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 several Town unions. If a settlement is achieved before the end of Town Meeting, the Finance Committee will bring that settlement before the meeting.

ARTICLE 50

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 51

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 \$24,537.45 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
\$1,207.56	58	5/6/19	Voting Machines
\$1,125.92	30	4/25/18	Building Security Updates
\$2,124.33	36	5/16/16	School Bus #106
\$20,000.00	36	5/16/16	Gateway Project Phases 2 & 3
\$79.64	24	4/29/15	Robbins House Replace HVAC
\$24,537.45			

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

Amount	New Purpose
\$ 24,537.45	Clerk’s Office Election Poll Pads

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

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(2) That the sum of \$3,426,277 be and hereby is appropriated for various capital projects and equipment as shown below, and expended under the direction of the Town Manager, \$3,425,331 of said sum to be raised by general tax and \$946 from the Sale of Assets:

Item	Amount	Project	Department
1	\$ 29,480	Election Poll Pads	CLERK
2	\$ 25,000	Firefighter Protective Gear	FIRE
3	\$ 22,000	Bullet Proof Vest Program	POLICE
4	\$ 35,000	Fingerprint Machines Livescan	POLICE
5	\$ 140,000	Vehicle Replacement Program	POLICE
6	\$ 75,000	Town Hall - Renovations	FACILITIES
7	\$ 400,000	School - Replacement Academic PC's District Wide	IT
8	\$ 40,000	School - Software Licensing	IT
9	\$ 50,000	Town Software Upgrades & Standardization	IT
10	\$ 40,000	School - Admin Computers and Peripherals	IT
11	\$ 60,000	Town Microcomputer Program	IT
12	\$ 80,000	School - Network Infrastructure	IT
13	\$ 79,719	MLN Equipment Schedule	LIBRARY
14	\$ 25,000	Bike Rack Installation	PLANNING
15	\$ 100,000	Townwide ADA accessibility upgrades	PLANNING
16	\$ 50,000	Design and engineering consultants	PLANNING
17	\$ 25,000	Roadway Consulting Services	ENGINEERING
18	\$ 17,500	Sander Body	PUBLIC WORKS HIGHWAY
19	\$ 12,000	Snow Plow Replacement	PUBLIC WORKS HIGHWAY
20	\$ 60,000	Traffic Signal Upgrades	PUBLIC WORKS HIGHWAY
21	\$ 350,000	Roadway Reconstruction	PUBLIC WORKS HIGHWAY
22	\$ 512,033	Roadway Reconstruction Override 2011	PUBLIC WORKS HIGHWAY
23	\$ 300,000	Sidewalks and Curbstones	PUBLIC WORKS HIGHWAY
24	\$ 65,000	Sidewalk Ramp Installation	PUBLIC WORKS HIGHWAY
25	\$ 210,125	Accessibility Improvements (Override 2019)	PUBLIC WORKS HIGHWAY
26	\$ 60,000	Tree Chipper	PUBLIC WORKS NATURAL RESOURCES
27	\$ 7,500	Mower Trailer	PUBLIC WORKS NATURAL RESOURCES
26	\$ 65,920	Photocopier Replacement Program	PURCHASING
27	\$ 50,000	ADA Study Implementation Program	RECREATION
28	\$ 10,000	Feasibility Study	RECREATION
29	\$ 75,000	Playground Audit and Safety Improvements	RECREATION
30	\$ 100,000	All Schools - Security Updates	SCHOOLS
31	\$ 120,000	All Schools - Photocopier Lease Program	SCHOOLS
32	\$ 10,000	All Schools - Ceiling Tile Replacement	SCHOOLS
33	\$ 50,000	Brackett School Victaulic Fittings	SCHOOLS
34	\$ 75,000	Big Belly Solar-Powered Trash Compactors	TOWN MANAGER
	\$ 3,426,277	Cash Total	

(3) That the sum of \$19,144,620 be and hereby is appropriated for debt service of the Town, and expended under the direction of the Town Manager, \$18,524,562 of said sum to be raised by general tax and \$94,231 from the Ambulance Fund, \$198,584 from the Antenna Fund, \$25,000 from the Parking Fund, \$44,144 from the Urban Renewal Fund, and \$258,099 from capital carryforwards for a total of \$620,058 to be raised by transfers and capital carry forwards:

General Fund Debt Service		
Non-Exempt, Prior	\$	6,906,168
Non-Exempt, New	\$	97,600
Rink Debt subsidized by General Fund	\$	11,150
Non-Exempt Debt Service Subtotal		\$ 7,014,918
Exempt Debt Service		\$ 12,129,702
Total General Fund Debt Service Appropriation		\$ 19,144,620
<i>LESS: Transfers and other sources: Non-Exempt Debt</i>		
<i>Ambulance Fund</i>	\$	94,231
<i>Antenna Fund</i>	\$	198,584
<i>Parking Fund</i>	\$	25,000
<i>Urban Renewal Fund</i>	\$	44,144
<i>Capital Carryforwards</i>	\$	258,099
<i>LESS: Transfers and other sources Subtotal</i>		\$ 620,058
Net General Fund Non-Exempt Debt Service Expense		\$ 6,394,860
Transfers and other sources: Exempt Debt Service		
Net General Fund Exempt Debt Service Expense		\$ 12,129,702
NET General Fund Debt Service Expense Total		\$ 18,524,562
(Total GF Exempt & Non-Exempt Debt Service, less Transfers & 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	\$ 32,000	Parking Control Vehicle(s)	POLICE
2	\$ 15,000	Van Replacement Program	COUNCIL ON AGING TRANSPORTATION
3	\$ 10,000	Headstone Cleaning & Repair	PUBLIC WORKS CEMETERY DIVISION
	\$ 750,000	Chapter 90 Roadway	PUBLIC WORKS HIGHWAY DIVISION
	\$ 125,000	Install Sidewalk Ramps - CDBG	PUBLIC WORKS HIGHWAY DIVISION
4	\$ 110,000	Compressor Truck	PUBLIC WORKS WATER/SEWER DIVISION
5	\$ 14,500	Mini-Excavator Trailer	PUBLIC WORKS WATER/SEWER DIVISION
6	\$ 100,000	Hydrant and Valve replacement program	PUBLIC WORKS WATER/SEWER DIVISION
	\$ 900,000	Sewer System Rehabilitation	PUBLIC WORKS WATER/SEWER DIVISION
	\$ 1,400,000	Water System Rehabilitation	PUBLIC WORKS WATER/SEWER DIVISION
7	\$ 350,000	Drainage Rehab - Regulatory Compliance (Ch-308)	PUBLIC WORKS WATER/SEWER DIVISION
	\$ 3,806,500	Total	

(5) That the sum of \$2,252,100 be and hereby is appropriated for extraordinary repairs to public facilities, acquisition of land and the purchase and installation of equipment and for costs incidental and related thereto as follows:

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Item	Amount	Project	Department
1	\$ 144,000	Replace vehicle #1015 and #1016	FIRE
2	\$ 126,000	Zetron Upgrade	FIRE
3	\$ 697,000	Engine Pumper to Replace #1025.	FIRE
4	\$ 120,000	Boiler Replacement	POLICE
5	\$ 135,000	Backhoe	PUBLIC WORKS CEMETERY
6	\$ 100,000	Fork Lift	PUBLIC WORKS HIGHWAY
7	\$ 250,100	Street Sweeper	PUBLIC WORKS HIGHWAY
8	\$ 100,000	Gibbs School Drainage Repairs	SCHOOLS
9	\$ 100,000	Peirce School Additional Classrooms	SCHOOLS
10	\$ 80,000	Brackett School Playground Renovation	SCHOOLS
11	\$ 400,000	Hardy School Roof Replacement	SCHOOLS
	\$ 2,252,100	Total	

and that the Treasurer, with the approval of the Select Board, is hereby authorized to borrow not exceeding the sum of \$2,252,100 under and pursuant to M.G.L. Chapter 44 (requires a 2/3 vote), and any other enabling authority, and to issue bonds or notes of the Town therefor, said sum to be expended under the direction of the Town Manager.

- (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 52

AMENDMENTS TO FY22 BUDGETS

To see if the Town will vote to appropriate and or transfer funds between the FY2022 budget and appropriations and the long-term stabilization fund, as previously voted upon by the 2021 Annual Town Meeting, or take any action related thereto.

(Inserted at the request of the Town Treasurer)

VOTED: That no action be taken under this article.

COMMENT: Action under this article will be taken in the Special Town Meeting.

ARTICLE 53

**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 Select Board, 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 Select Board 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 54

**APPROPRIATION/FINANCING OF CONSTRUCTION
OR RECONSTRUCTION OF WATER
MAINS AND WATERFACILITIES**

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 Select Board, 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 Select Board 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 55

**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 \$7,947,939 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 56

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, Beautification Committee, 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 \$103,675 be and hereby is appropriated to be expended by the following commissions, committees, and boards in the amounts indicated:

A. Arlington Historical Commission – \$5,000

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

(Under state law, the Town is authorized to allocate to the Disability Commission all fines collected by the Town for Handicap Parking violations. Since FY20, the Town has appropriated \$25k per year to the Disability Commission, an amount approximately equal to the fines collected by the Town for Handicap Parking violations in FY19. This \$25k appropriation is in lieu of the Town allocating such fines to the Disability Commission as it is authorized to do pursuant to MGL c. 40, Sec. 22G. The Disability Commission has used the majority of its appropriations since FY20 on repairs to Town Hall to improve accessibility, software to improve the accessibility of the Town website, and for ADA and MCAD training for Town staff. The Finance Committee has offered to provide a liaison the

Disability Commission to assist with planning, and any budgeting questions and/or questions related to potential expenses under the Town's 2020 ADA Transition Plan.)

E. Zero Waste 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

M. Arlington Commission on Arts and Culture - \$35,000

(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).

N. Council on Aging Harry Barber Community Service Program - \$7,500

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.

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ARTICLE 57

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 - \$5,000**

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

ARTICLE 58

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 \$10,941 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 – \$10,941**

(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. (12-0-1)

ARTICLE 59

**APPROPRIATION/TRANSPORTATION
INFRASTRUCTURE FUND**

To see if the Town will vote to appropriate a sum of money 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 \$13,807.20 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 sidewalks and other safety improvements in the Chestnut Street and Mystic Street areas.

ARTICLE 60

APPROPRIATION/BLUEBIKES

To see if the Town will vote to appropriate \$100,000 for the support of “BLUEBikes” operations, including storage, relocation, and maintenance of bicycles and docking stations, and a pilot program assisting income-eligible users with bicycle access, 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 Department of Planning and Community Development)

VOTED: That the sum of \$100,000 be and hereby is appropriated for the support of “BLUEBikes” operations, including storage, relocation, and maintenance of bicycles and docking stations, and a pilot program assisting income-eligible users with bicycle access, including costs incidental and related thereto; said sum to be raised by general tax and expended under the direction of the Town Manager. (11-5)

COMMENT: The majority of the committee were persuaded that this is an appropriate investment in an important mode of transportation that serves as an alternative to cars and fits in with the town's effort to combat climate change. The request is for funds to support the continuation of the Blue Bike program and expand the number of bikes and locations. Although the current program has seen extensive use, the 10k or so trips taken don't reach the volume necessary to eliminate all cost to the town. This request is for funds to subsidize ridership for the next two years. At the end of that two years, the program will be evaluated again. The expectation is that, with additional bikes available, the program will meet the trip threshold required to eliminate the cost to the town under the contract with Lyft subsidiary Motivate. In any case, this is a onetime allocation and not a permanent increase in the budget.

ARTICLE 61

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 \$15,000 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 62

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. (9-0-6)

ARTICLE 63

**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: The Finance Committee has voted favorable action on this expenditure and included it in Article 56.

ARTICLE 64

**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. An amount of \$0 is voted so that funds may be expended under this article from available sources without further appropriation.

ARTICLE 65

APPROPRIATION/DESIGN STANDARDS

To see if the Town will vote to appropriate or transfer a sum of money to fund development of design standards to enhance the economic vitality of Massachusetts Avenue and Broadway through attractive and consistent design in alignment with the Arlington Master Plan, including payment of consultant fees in furtherance of the process; or take any action related thereto.

(Inserted at the request of the Redevelopment Board)

VOTED: That the sum of \$50,000 be and hereby is appropriated for the purpose of funding development of design standards to enhance the economic vitality of Massachusetts Avenue and Broadway through attractive and consistent design in alignment with the Arlington Master Plan, including payment of consultant fees in furtherance of the process; said sum to be raised by general tax and expended under the direction of the Town Manager. (9-7-1)

ARTICLE 66

LOCAL OPTIONS TAX

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: No such local option taxes are available.

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ARTICLE 67

**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, for investment and expenses the sum of \$500,000 representing that amount of money that was previously appropriated for the Non-Contributory Pension when this funding program started; 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 Select Board 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.**

(15-0-1)

COMMENT: These recommendations continue the program to fund the unfunded liability for retiree health insurance. The total unfunded OPEB liability as of June 30, 2021 was \$264,518,341. The total amount in the trust fund as of December 31, 2021 was \$22,680,059. The yearly management expenses are approximately \$43,000.

ARTICLE 68

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 \$180,000 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 69

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 \$650,000 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 70

APPROPRIATION/LONG TERM STABILIZATION FUND

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

(Inserted at the request of the Finance Committee)

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

COMMENT: The Finance Committee recommends that we appropriate a yearly sum in this account for the foreseeable future to both protect the financial position of the Town and reinforce the Town’s bond rating. Last year this was suspended because of uncertainties of the pandemic, but it is now being resumed.

ARTICLE 71

USE OF FREE CASH

To see if the Town will vote to authorize the taking of a sum of money voted for appropriations theretofore 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 \$5,539,215 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.

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ARTICLE 72

**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 \$2,946,037 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. (Requires 2/3 Vote)

ARTICLES 73 – 77 The Select Board will report on these articles.

APPENDIX B
Fiscal Year 2023 Budgets

The Finance Committee recommends that the sums be appropriated to defray obligations, outlays, and expenses for the Fiscal Year ending June 30, *Individual Sub-Budgets to be voted separately. Finance Committee votes which were not unanimous are notated (yes-no-abstain).* Stipends and clothing allowances are taxable as income and were moved to the salary accounts in FY 2020.

1 Finance Committee	2020	2021	2022	2023	\$ change	% change
Personnel Services	8,150	8,201	8,201	8,238	37	0.45%
Expenses	2,500	2,500	2,945	3,495	550	18.68%
TAXATION TOTAL	10,650	10,701	11,146	11,733	587	5.27%
	0.95%	0.48%	4.16%	5.27%		
Detail of Personnel Services:						
Executive Secretary* (.2)	5,100	5,151	5,151	5,738	587	11.40%
Chair	650	1,000	1,000	1,000	0	0.00%
Vice-chairs (3)	1,200	1,500	1,500	1,500	0	0.00%
Recording Secretary *	400	550	550	0	(550)	-100.00%
Other members (16)	800	0	0	0	0	
TOTAL PERSONNEL SERVICES	8,150	8,201	8,201	8,238	37	0.45%
<i>* The Executive Secretary is also the Recording Secretary in FY 2023</i>						

2 Select Board	2020	2021	2022	2023	\$ change	% change
Personnel Services	390,627	465,690	356,692	311,517	(45,175)	-12.66%
Expenses	124,450	125,370	124,160	100,550	(23,610)	-19.02%
APPROPRIATION TOTAL	515,077	591,060	480,852	412,067	(68,785)	-14.30%
Water & Sewer Ent. Fund offset	(34,317)	(30,337)	(34,812)	(24,025)	10,787	-30.99%
TAXATION TOTAL	480,760	560,723	446,040	388,042	(57,998)	-13.00%
	-13.14%	16.63%	-20.45%	-13.00%		
a. Administration and Licensing						
Personnel Services	296,201	304,499	307,359	311,517	4,158	1.35%
Expenses	22,150	22,550	22,550	22,550	0	0.00%
Water & Sewer Ent. Fund offset	(34,317)	(30,337)	(34,812)	(24,025)	10,787	-30.99%
TOTAL	284,034	296,712	295,097	310,042	14,945	5.06%
Detail of Personnel Services:						
Board Administrator (inc. night stipend)	103,396	106,930	108,930	112,534	3,604	3.31%
Office Manager	70,696	71,403	71,403	72,474	1,071	1.50%
Administrative Assistant	57,993	59,652	59,652	59,451	(201)	-0.34%
Principal Clerk & Typist	42,246	44,267	45,927	44,931	(996)	-2.17%
Longevity	6,370	6,747	5,947	6,627	680	11.43%
SUB TOTAL	280,701	288,999	291,859	296,017	4,158	1.42%
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	296,201	304,499	307,359	311,517	4,158	1.35%
b. Elections and Town Meeting *						
Personnel Services *	94,426	161,191	49,333	<i>see</i>		0.00%
Expenses *	24,300	24,820	23,610	<i>Clerk's</i>		0.00%
State reimbursement for state elections	0	0	0	<i>Budget</i>		
TOTAL	118,726	186,011	72,943			0.00%
c. Accounting and Auditing						
	78,000	78,000	78,000	78,000	0	0.00%
<i>* Elections moved to Clerk's budget in FY 2023</i>						

**APPENDIX B
Fiscal Year 2023 Budgets**

3 Town Manager (16-0-1)	2020	2021	2022	2023	\$ change	% change
Personnel Services	822,262	900,493	910,850	921,342	10,492	1.15%
Expenses *	53,000	55,200	63,552	63,552	0	0.00%
APPROPRIATION TOTAL	875,262	955,693	974,402	984,894	10,492	1.08%
Water & Sewer Ent. Fund offset	(159,052)	(167,259)	(182,629)	(186,205)	(3,576)	1.96%
CPA Offsets	(36,721)	(37,088)	(43,554)	(44,609)	(1,055)	2.42%
TAXATION TOTAL	679,489	751,346	748,219	754,080	5,861	0.78%
	5.88%	10.58%	-0.42%	0.78%		
Detail of Personnel Services:						
Town Manager	210,969	213,078	214,383	233,897	19,514	9.10%
Deputy Town Manager - Finances	139,145	145,536	147,536	151,719	4,183	2.84%
Assistant Town Manager - Operations	109,729	0	0	0	0	
Deputy Town Manager - Operations	0	137,860	139,860	143,928	4,068	2.91%
Purchasing Officer	97,987	98,967	98,967	100,452	1,485	1.50%
Exec Sec'y / Admin Ass't	67,393	70,619	73,267	75,735	2,468	3.37%
Management Analyst	73,877	74,616	74,616	75,735	1,119	1.50%
Public Information Officer (.69,.69,1,1)	71,896	105,896	105,896	107,484	1,588	1.50%
Records Access Coordinator		0	0	0		
BASE SALARY + STEPS	770,996	846,572	854,525	888,950	34,425	4.03%
Longevity	6,635	9,103	11,360	7,396	(3,964)	-34.89%
Other benefits **	44,631	44,818	44,965	24,996	(19,969)	-44.41%
TOTAL PERSONNEL SERVICES	822,262	900,493	910,850	921,342	10,492	1.15%
* printing of town reports (\$3,500) moved from Select Board budget in FY 2020						
** no housing stipend in new contract						

4 Human Resources	2020	2021	2022	2023	\$ change	% change
Personnel Services	306,790	326,741	326,741	326,328	(413)	-0.13%
Expenses	56,450	56,450	56,450	56,450	0	0.00%
APPROPRIATION TOTAL	363,240	383,191	383,191	382,778	(413)	-0.11%
Water & Sewer Ent. Fund offset	(16,800)	(17,532)	(18,495)	(18,495)	0	0.00%
TAXATION TOTAL	346,440	365,659	364,696	364,283	(413)	-0.11%
	4.35%	5.55%	-0.26%	-0.11%		
Detail of Human Resources:						
Director of Human Resources	125,834	127,092	127,092	128,998	1,906	1.50%
Asst Dir & Benefits Admins (2.5,2.8,2.8,2.8)	174,723	191,894	191,894	189,480	(2,414)	-1.26%
BASE SALARY + STEPS	300,557	318,986	318,986	318,478	(508)	-0.16%
Longevity	6,233	7,755	7,755	7,850	95	1.23%
TOTAL PERSONNEL SERVICES	306,790	326,741	326,741	326,328	(413)	-0.13%

5 Information Technology	2020	2021	2022	2023	\$ change	% change
Personnel Services	699,665	703,264	698,926	701,019	2,093	0.30%
Expenses	409,853	563,003	624,213	639,213	15,000	2.40%
APPROPRIATION TOTAL	1,109,518	1,266,267	1,323,139	1,340,232	17,093	1.29%
Water & Sewer Ent. Fund offset	(199,015)	(200,940)	(229,328)	(239,628)	(10,300)	4.49%
TAXATION TOTAL	910,503	1,065,327	1,093,811	1,100,604	6,793	0.62%
	-0.73%	17.00%	2.67%	0.62%		
Detail of Personnel Services:						
Chief Information Officer	149,702	153,699	153,699	157,222	3,523	2.29%
Asst Director of Information Technology	104,848	105,896	105,896	107,484	1,588	1.50%
Production Coordinator	91,172	92,084	90,420	93,005	2,585	2.86%
Senior Programmer	79,127	79,918	79,918	81,928	2,010	2.52%
MUNIS Systems Analyst	97,987	98,967	98,967	100,452	1,485	1.50%
Systems Analyst / Director GIS *	97,987	98,967	98,967	89,948	(9,019)	-9.11%
IT Administrative Assistant	61,738	62,539	62,539	62,539	0	0.00%
BASE SALARY + STEPS	682,561	692,070	690,406	692,578	2,172	0.31%
Overtime	1,000	1,000	1,000	1,000	0	0.00%
Longevity	15,679	9,769	7,095	7,016	(79)	-1.11%
Stipends	425	425	425	425		
TOTAL PERSONNEL SERVICES	699,665	703,264	698,926	701,019	2,093	0.30%
* Director GIS moved to Public Works Administration budget						

**APPENDIX B
Fiscal Year 2023 Budgets**

6 Comptroller	2020	2021	2022	2023	\$ change	% change
Personnel Services	342,941	349,389	349,230	339,896	(9,334)	-2.67%
Expenses	27,600	27,600	27,600	27,600	0	0.00%
APPROPRIATION TOTAL	370,541	376,989	376,830	367,496	(9,334)	-2.48%
Water & Sewer Ent. Fund offset	(29,943)	(30,990)	(31,529)	(31,516)	13	-0.04%
TAXATION TOTAL	340,598	345,999	345,301	335,980	(9,321)	-2.70%
	6.68%	1.59%	-0.20%	-2.70%		
Detail of Personnel Services:						
Comptroller	130,560	134,366	136,366	140,381	4,015	2.94%
Assistant Comptroller	84,761	85,609	85,609	83,238	(2,371)	-2.77%
Senior Accountant	58,291	59,058	59,058	49,183	(9,875)	-16.72%
Principal Account Clerk / Bookkeeper	54,283	55,010	55,010	55,010	0	0.00%
Mail stipend	2,160	2,160	0	0	0	
BASE SALARY + STEPS	330,055	336,203	336,043	327,812	(8,231)	-2.45%
Other benefits & stipends	600	850	850	850	0	0.00%
Part time and overtime	6,000	6,000	6,000	6,000	0	0.00%
Longevity	6,286	6,336	6,337	5,234	(1,103)	-17.41%
TOTAL PERSONNEL SERVICES	342,941	349,389	349,230	339,896	(9,334)	-2.67%

7 Treasurer-Collector	2020	2021	2022	2023	\$ change	% change
Personnel Services	675,356	664,314	672,516	653,219	(19,297)	-2.87%
Expenses	159,663	163,663	164,663	164,663	0	0.00%
Out-of-State Travel	3,000	3,000	2,000	2,000	0	0.00%
APPROPRIATION TOTAL	838,019	830,977	839,179	819,882	(19,297)	-2.30%
Water & Sewer Ent. Fund offset	(108,056)	(116,401)	(115,423)	(116,562)	(1,139)	0.99%
TAXATION TOTAL	729,963	714,576	723,756	703,320	(20,436)	-2.82%
	13.68%	-2.11%	1.28%	-2.82%		
Detail of Personnel Services:						
Treasurer	119,800	123,498	125,498	129,350	3,852	3.07%
Deputy Treasurer	87,631	92,084	92,084	86,399	(5,685)	-6.17%
Clerical (8)	427,739	418,827	431,309	422,170	(9,139)	-2.12%
BASE SALARY + STEPS	635,170	634,409	648,891	637,919	(10,972)	-1.69%
Overtime	15,000	15,000	10,000	10,000	0	0.00%
Deputy Tax Collector Wages	15,000	5,000	3,000	0	(3,000)	-100.00%
Stipends (training)	3,400	3,400	3,400	3,400	0	0.00%
Longevity	6,786	6,505	7,225	1,900	(5,325)	-73.70%
TOTAL PERSONNEL SERVICES	675,356	664,314	672,516	653,219	(19,297)	-2.87%

8 Postage	2020	2021	2022	2023	\$ change	% change
Personnel Services	33,265	33,847	33,847	36,473	2,626	7.76%
Expenses	190,883	190,883	190,883	188,257	(2,626)	-1.38%
APPROPRIATION TOTAL	224,148	224,730	224,730	224,730	0	0.00%
Water & Sewer Ent. Fund offset	(36,457)	(38,761)	(38,861)	(38,861)	0	0.00%
TAXATION TOTAL	187,691	185,969	185,869	185,869	0	0.00%
	7.64%	-0.92%	-0.05%	0.00%		
Detail of Personnel Services:						
Output Media Handler (.66)	32,711	33,160	33,160	33,160	0	0.00%
BASE SALARY + STEPS	32,711	33,160	33,160	33,160	0	0.00%
Stipends	225	225	225	225	0	0.00%
Auto allowance *				2,626	2,626	
Longevity	329	462	462	462	0	0.00%
TOTAL PERSONNEL SERVICES	33,265	33,847	33,847	36,473	2,626	7.76%
<i>* Auto allowance moved from Expenses line</i>						

APPENDIX B
Fiscal Year 2023 Budgets

9 Board of Assessors	2020	2021	2022	2023	\$ change	% change
Personnel Services	298,723	308,615	311,837	291,393	(20,444)	-6.56%
Expenses	33,248	33,248	33,248	32,248	(1,000)	-3.01%
TAXATION TOTAL	331,971	341,863	345,085	323,641	(21,444)	-6.21%
	3.84%	2.98%	0.94%	-6.21%		
Detail of Personnel Services:						
Director of Assessments	113,932	117,571	119,571	97,892	(21,679)	-18.13%
Office Manager	71,528	72,427	72,427	72,427	0	0.00%
Data Collector	60,222	62,539	62,539	62,539	0	0.00%
Sr. Clerk Typist	34,427	37,427	38,129	39,560	1,431	3.75%
Board Members (3)	14,700	14,700	14,700	14,700	0	0.00%
BASE SALARY + STEPS	294,809	304,664	307,366	287,118	(20,248)	-6.59%
Overtime	1,000	1,000	1,000	1,000	0	0.00%
Longevity	1,639	1,676	2,196	1,000	(1,196)	-54.46%
Auto allowance *				1,000	1,000	
Stipends	1,275	1,275	1,275	1,275	0	0.00%
TOTAL PERSONNEL SERVICES	298,723	308,615	311,837	291,393	(20,444)	-6.56%
<i>* Auto allowance moved from Expenses line</i>						

10 Legal	2020	2021	2022	2023	\$ change	% change
Personnel Services	476,875	467,157	450,314	466,454	16,140	3.58%
Expenses	136,665	136,665	136,665	136,665	0	0.00%
APPROPRIATION TOTAL	613,540	603,822	586,979	603,119	16,140	2.75%
Water & Sewer Ent. Fund offset	(115,736)	(117,651)	(115,788)	(112,558)	3,230	-2.79%
TAXATION TOTAL	497,804	486,171	471,191	490,561	19,370	4.11%
	1.80%	-2.34%	-3.08%	4.11%		
Detail of Personnel Services:						
Town Counsel	137,506	143,881	145,881	150,039	4,158	2.85%
Benefits Atty./ Workers' Compensation Agent	162,365	140,000	117,144	122,901	5,757	4.91%
Asst Admin / Claims Coordinator	63,761	66,815	69,319	72,997	3,678	5.31%
Paralegals & Asst Claims Coordinator (2)	103,700	114,322	115,811	118,317	2,506	2.16%
BASE SALARY + STEPS	467,332	465,018	448,155	464,254	16,099	3.59%
Longevity	9,543	2,139	2,159	2,200	41	1.90%
TOTAL PERSONNEL SERVICES	476,875	467,157	450,314	466,454	16,140	3.58%

11 Town Clerk (16-0-1)	2020	2021	2022	2023	\$ change	% change
Personnel Services	248,875	238,959	241,716	438,194	196,478	81.28%
Expenses	28,260	29,260	29,260	81,060	51,800	177.03%
TAXATION TOTAL	277,135	268,219	270,976	519,254	248,278	91.62%
	3.91%	-3.22%	1.03%	91.62%		
a. Town Clerk's Office						
Personnel Services	248,875	238,959	241,716	256,199	14,483	5.99%
Expenses	28,260	29,260	29,260	17,310	(11,950)	-40.84%
TOTAL	277,135	268,219	270,976	273,509	2,533	0.93%
Detail of Personnel Services:						
Town Clerk	96,555	97,521	97,521	98,984	1,463	1.50%
Ass't Town Clerk	60,536	61,141	61,141	62,679	1,538	2.52%
Other Clerks (2)	79,485	73,501	76,258	87,052	10,794	14.15%
BASE SALARY + STEPS	236,576	232,163	234,920	248,715	13,795	5.87%
Overtime	3,500	3,500	3,500	3,500	0	0.00%
Stipends	850	850	850	850	0	0.00%
Longevity	7,949	2,446	2,446	3,134	688	28.13%
TOTAL PERSONNEL SERVICES	248,875	238,959	241,716	256,199	14,483	5.99%
b. Elections and Town Meeting *, **						
Personnel Services *, **		see		181,995	132,662	
Expenses *, **		Select Board		63,750	40,140	
State reimbursement for state elections ***		Budget		0	0	
TOTAL	118,726	186,011	72,943	245,745	172,802	236.90%
<i>* Elections moved to Clerk's budget in FY 2023</i>						
<i>** Three elections in FY 2023 (local, state primary, state & national)</i>						
<i>*** For state mandated additional expenses</i>						

APPENDIX B
Fiscal Year 2023 Budgets

12 Board of Registrars	2020	2021	2022	2023	\$ change	% change
Personnel Services	58,858	59,562	59,762	59,612	(150)	-0.25%
Expenses	13,250	13,250	13,250	15,250	2,000	15.09%
TOTAL	72,108	72,812	73,012	74,862	1,850	2.53%
	4.26%	0.98%	0.27%	2.53%		
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	51,983	52,687	52,687	52,687	0	0.00%
Election tech support	150	150	150	150	0	0.00%
BASE SALARY + STEPS	55,633	56,337	56,337	56,337	0	0.00%
Overtime	2,500	2,500	2,500	2,500	0	0.00%
Stipends	425	425	425	425	0	0.00%
Longevity	300	300	500	500	0	0.00%
TOTAL PERSONNEL SERVICES	58,858	59,562	59,762	59,762	0	0.00%

13 Parking	2020	2021	2022	2023	\$ change	% change
Personnel Services	74,553	74,352	74,552	74,552	0	0.00%
Expenses	20,780	20,780	20,780	20,780	0	0.00%
APPROPRIATION TOTAL	95,333	95,132	95,332	95,332	0	0.00%
Parking meter offset	(36,314)	(37,176)	(37,276)	(36,564)	712	-1.91%
TAXATION TOTAL	59,019	57,956	58,056	58,768	712	1.23%
	-22.70%	-1.80%	0.17%	1.23%		
Detail of Personnel Services:						
Data Input Operator / Clerk	71,528	72,427	72,427	72,427	0	0.00%
BASE SALARY + STEPS	71,528	72,427	72,427	72,427	0	0.00%
Overtime	1,000	1,000	1,000	1,000	0	0.00%
Longevity	1,100		700	700	0	0.00%
Parking meter stipend	0	0	0	0	0	
Stipends	925	925	425	425	0	0.00%
TOTAL PERSONNEL SERVICES	74,553	74,352	74,552	74,552	0	0.00%

14 Planning & Community Development (17-2-0)	2020	2021	2022	2023	\$ change	% change
Personnel Services	649,825	678,337	699,731	781,248	81,517	11.65%
Expenses	27,830	27,821	27,821	35,021	7,200	25.88%
APPROPRIATION TOTAL	677,655	706,158	727,552	816,269	88,717	12.19%
Central School Allocation	(24,348)	(10,000)	(10,000)	(10,000)	0	0.00%
School offset *	(39,952)	(40,352)	(40,352)	(42,425)	(2,073)	5.14%
Conservation Comm. Fees & Fines Account	(4,971)	(6,932)	(7,192)	(7,036)	156	-2.17%
CDBG Planning Offset	(40,000)	(40,000)	(40,000)	(53,702)	(13,702)	34.26%
CDBG Administrator offset **				(71,918)		
CDBG Affordable Housing ***	(12,335)	(12,335)	(12,335)		12,335	-100.00%
HOME Fund (grants & private donations)	0	0	0	0	0	
TAXATION TOTAL	556,049	596,539	617,673	631,188	13,515	2.19%
	11.30%	7.28%	3.54%	2.19%		
Detail of Personnel Services:						
Director	121,034	127,295	129,295	133,204	3,909	3.02%
Ass't Director	89,388	93,668	97,180	100,452	3,272	3.37%
Economic Dev't Coordinator	91,033	95,392	98,967	100,452	1,485	1.50%
Energy / Project Manager *	79,904	80,703	80,703	84,848	4,145	5.14%
Environmental Planner	66,153	69,319	71,918	70,359	(1,559)	-2.17%
Senior Planner	71,548	74,975	77,784	69,420	(8,364)	-10.75%
Senior Transportation Planner	81,244	85,133	88,325	93,012	4,687	5.31%
Office Manager	48,696	51,027	52,941	54,926	1,985	3.75%
CDBG Administrator *				71,918	71,918	
BASE SALARY + STEPS	649,000	677,512	697,113	778,591	81,478	11.69%
Longevity	0	0	1,793	1,832	39	2.18%
Stipends	825	825	825	825	0	0.00%
TOTAL PERSONNEL SERVICES	649,825	678,337	699,731	781,248	81,517	11.65%

* Position 1/2 funded through school offset

** Position previously not listed because it is funded through CDBG. Now included with corresponding offset

*** CDBG Affordable Housing offset rolled into CDBG Planning Offset in FY 2023

**APPENDIX B
Fiscal Year 2023 Budgets**

15 Redevelopment Board	2020	2021	2022	2023	\$ change	% change
Parmenter expenses *	0	0	0	0	0	
Dallin expenses *	0	0	0	0	0	
Other expenses	10,800	10,800	10,800	10,800	0	0.00%
TAXATION TOTAL	10,800	10,800	10,800	10,800	0	0.00%
	-64.94%	0.00%	0.00%	0.00%		

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

16 Zoning Board of Appeals	2020	2021	2022	2023	\$ change	% change
Personnel Services	24,391	22,834	22,834	53,400	30,566	133.86%
Expenses *	10,100	10,100	10,300	10,300	0	0.00%
TAXATION TOTAL	34,491	32,934	33,134	63,700	30,566	92.25%
	6.72%	-4.51%	0.61%	92.25%		
Detail of Personnel Services:						
Principal Clerk & typist (.49,.49,.49,.89)	24,391	22,834	22,834	53,400	30,566	133.86%
BASE SALARY + STEPS	24,391	22,834	22,834	53,400	30,566	133.86%
Longevity	0	0	0	0	0	
TOTAL PERSONNEL SERVICES	24,391	22,834	22,834	53,400	30,566	133.86%

* FY 2018-FY 2022 Expenses include \$6,000 for a stenographer related to Mugar hearings

17 Public Works	2020	2021	2022	2023	\$ change	% change
All Public Works						
Personnel Services	4,269,315	4,266,538	4,221,599	4,445,138	223,539	5.30%
Expenses	6,977,488	7,059,340	7,109,288	7,424,825	315,537	4.44%
APPROPRIATION TOTAL	11,246,803	11,325,878	11,330,887	11,869,963	539,076	4.76%
Water & Sewer Ent. Fund offset	(1,047,356)	(1,143,987)	(1,186,943)	(1,179,751)	7,192	-0.61%
Other offsets and transfers	(235,000)	(185,000)	(185,000)	(215,000)	(30,000)	16.22%
TAXATION TOTAL	9,964,447	9,996,891	9,958,944	10,475,212	516,268	5.18%
	6.11%	0.33%	-0.38%	5.18%		
For fiscal year 2023, the Director of Public Works is hereby authorized to transfer funds within this budget.						
a. Public Works Administration						
Personnel Services	481,717	523,220	507,674	594,933	87,259	17.19%
Expenses	20,600	20,600	20,600	20,600	0	0.00%
APPROPRIATION TOTAL	502,317	543,820	528,274	615,533	87,259	16.52%
Recycling fund offset	(35,000)	(35,000)	(35,000)	(35,000)	0	0.00%
Water & Sewer Ent. Fund offset	(240,781)	(251,159)	(271,910)	(264,137)	7,773	-2.86%
TAXATION TOTAL	226,536	257,661	221,364	316,396	95,032	42.93%
	10.48%	13.74%	-14.09%	42.93%		
Detail of Personnel Services:						
Director of Public Works	147,068	151,039	153,039	157,260	4,221	2.76%
Assistant Director of Public Works	97,987	98,967	98,967	100,452	1,485	1.50%
Recycling Coordinator (.86)	60,597	61,203	61,203	62,121	918	1.50%
Administrative Assistant	53,749	55,371	55,371	55,371	0	0.00%
Principal Accounting Clerk / Bookkeeper	51,983	44,589	47,126	48,894	1,768	3.75%
Principal Clerk / Stenographer	51,983	52,687	52,687	46,259	(6,428)	-12.20%
Waste diversion & curbside enforcement		21,861	21,861	27,495	5,634	
School Sustainability Coordinator		20,123			0	
Syestms Analyst / Director GIS *				77,633		
BASE SALARY + STEPS	463,367	505,840	490,254	575,485	85,231	17.39%
Longevity	6,420	5,850	5,890	7,918	2,028	34.43%
Overtime & out-of-grade pay	10,255	10,255	10,255	10,255	0	0.00%
Clothing allowance and stipends	1,675	1,275	1,275	1,275		
TOTAL PERSONNEL SERVICES	481,717	523,220	507,674	594,933	87,259	17.19%

* Director GIS moved from Information Technology

**APPENDIX B
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ENGINEERING	b. Engineering							
	Personnel Services	352,150	359,118	355,319	360,396	5,077	1.43%	
	Expenses *	83,500	92,407	88,500	88,500	0	0.00%	
	APPROPRIATION TOTAL	435,650	451,525	443,819	448,896	5,077	1.14%	
	Water & Sewer Ent. Fund offset	(214,550)	(270,103)	(279,946)	(275,168)	4,778	-1.71%	
	TAXATION TOTAL	221,100	181,422	163,873	173,728	9,855	6.01%	
		64.20%	-17.95%	-9.67%	6.01%			
	Detail of Personnel Services:							
	Town Engineer	114,283	115,426	115,426	117,157	1,731	1.50%	
	Assistant Town Engineer	87,876	92,084	92,084	93,005	921	1.00%	
Jr. Engineer	74,708	75,639	75,639	75,639	0	0.00%		
Jr. Engineer	68,633	69,319	64,399	66,815	2,416	3.75%		
BASE SALARY + STEPS	345,500	352,468	347,548	352,616	5,068	1.46%		
Longevity	1,800	1,800	2,921	2,930	9	0.31%		
Overtime	3,800	3,800	3,800	3,800	0	0.00%		
Clothing allowance	1,050	1,050	1,050	1,050				
TOTAL PERSONNEL SERVICES	352,150	359,118	355,319	360,396	5,077	1.43%		
* includes \$60,000 for mobility improvements starting in FY 2020								
CEMETERY	c. Cemetery							
	Personnel Services	266,895	269,001	272,180	271,310	(870)	-0.32%	
	Expenses	202,500	162,500	162,500	192,500	30,000	18.46%	
	APPROPRIATION TOTAL	469,395	431,501	434,680	463,810	29,130	6.70%	
	Transfer from Cemetery Fund (see Article 73)	(200,000)	(150,000)	(150,000)	(180,000)	(30,000)	20.00%	
	TAXATION TOTAL	269,395	281,501	284,680	283,810	(870)	-0.31%	
		6.27%	4.49%	1.13%	-0.31%			
	Detail of Personnel Services:							
	Supervisor	79,127	79,918	79,918	81,928	2,010	2.52%	
	Working Foreman	61,246	61,826	61,826	61,826	0	0.00%	
Motor Equip. Operator	49,686	49,026	50,947	47,168	(3,779)	-7.42%		
Principal Clerk	49,778	50,460	50,460	50,460	0	0.00%		
BASE SALARY + STEPS	239,837	241,230	243,151	241,382	(1,769)	-0.73%		
Longevity	4,983	5,196	5,397	6,296	899	16.66%		
Overtime, double-time & out-of-grade pay	20,600	21,100	22,157	22,157	0	0.00%		
Stipends and clothing allowance	1,475	1,475	1,475	1,475				
TOTAL PERSONNEL SERVICES	266,895	269,001	272,180	271,310	-870	0%		
NATURAL RESOURCES	d. Natural Resources (inc. field maintenance)							
	Personnel Services	1,163,402	1,065,088	1,071,799	1,197,760	125,961	11.75%	
	Expenses	544,000	549,000	549,000	549,000	0	0.00%	
	APPROPRIATION TOTAL	1,707,402	1,614,088	1,620,799	1,746,760	125,961	7.77%	
	Field maintenance	50,000	50,000	50,000	60,000	10,000	20.00%	
	TAXATION TOTAL	1,757,402	1,664,088	1,670,799	1,806,760	135,961	8.14%	
		8.04%	-5.31%	0.40%	8.14%			
	Detail of Personnel Services:							
	Operations Manager							
	Forestry Supervisor	79,127	79,918	79,918	81,928	2,010	2.52%	
Parks Maintenance Supervisor	77,575	78,351	78,351	79,135	784	1.00%		
Working Foreman / Tree Climber	63,048	63,642	63,642	63,642	0	0.00%		
Working Foreman / Laborer	61,246	61,826	61,826	61,826	0	0.00%		
Motor Equip. Operator (4,4,2,2)	216,643	113,461	113,461	113,461	0	0.00%		
Park Maintenance Craftsman (3,3,5,5)	160,449	272,164	275,421	272,164	(3,257)	-1.18%		
Tree Climber (3)	163,320	168,731	164,859	166,663	1,804	1.09%		
Tree Warden	69,920	73,779	75,639	75,735	96	0.13%		
Laborer (3)	140,863	139,041	139,908	143,760	3,852	2.75%		
BASE SALARY + STEPS	1,032,187	1,050,913	1,053,025	1,058,314	5,289	0.50%		
Longevity	9,165	6,300	10,899	11,268	369	3.39%		
Overtime, double-time & out-of-grade pay	114,300	0	0	120,303	120,303			
Clothing allowance	7,750	7,875	7,875	7,875				
TOTAL PERSONNEL SERVICES	1,163,402	1,065,088	1,071,799	1,197,760	125,961	11.75%		

**APPENDIX B
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e. Sanitation/Highway Div. (inc. snow & ice)

Personnel Services	1,565,205	1,606,465	1,614,642	1,572,569	(42,073)	-2.61%
Expenses	608,000	623,000	638,000	653,000	15,000	0.0
APPROPRIATION TOTAL	2,173,205	2,229,465	2,252,642	2,225,569	(27,073)	-1.20%
Water & Sewer Ent. Fund offset	(413,970)	(434,641)	(445,893)	(450,528)	(4,635)	1.04%
Highway total	1,759,235	1,794,824	1,806,749	1,775,041	(31,708)	-1.75%
Sanitation expenses (detail below)	3,889,875	3,972,820	4,011,675	4,272,212	260,537	6.49%
Removal of ice & snow *	1,172,013	1,172,013	1,172,013	1,172,013	0	0.00%
TAXATION TOTAL	6,821,123	6,939,657	6,990,437	7,219,266	228,829	3.27%
	4.30%	1.74%	0.73%	3.27%		

Detail of Personnel Services:

Operations Manager	100,433	101,437	101,437	103,988	2,551	2.51%
Sup. of Highway/Water/Sewer	83,099	83,930	83,930	87,762	3,832	4.57%
Fuel depot stipend	3,000	3,000	3,000	3,000	0	0.00%
Working Foreman Highway (2)	126,096	127,284	127,284	127,284	0	0.00%
Working Foreman / Mason	61,246	61,826	61,826	61,826	0	0.00%
Licensed Mason	55,607	56,167	56,167	56,167	0	0.00%
Motor Equipment Operator (12)	631,533	645,773	650,576	607,993	(42,583)	-6.55%
Crane Operator	58,688	59,257	59,257	59,257	0	0.00%
Working Foreman / Painter	61,246	61,826	61,826	61,826	0	0.00%
Carpenter	55,607	56,167	56,167	56,167	0	0.00%
Dispatcher	55,607	56,167	56,167	56,167	0	0.00%
Laborer / Watchman	47,412	47,920	47,920	41,551	(6,369)	-13.29%
Temporary/Seasonal Laborers	46,250	65,000	65,000	65,000	0	0.00%
BASE SALARY + STEPS	1,385,821	1,425,754	1,430,557	1,387,988	(42,569)	-2.98%
Longevity	15,769	15,936	15,436	15,932	496	3.21%
Overtime, double-time & out-of-grade pay	153,365	153,750	157,624	157,624	0	0.00%
Clothing allowance	10,250	11,025	11,025	11,025	0	0.00%
TOTAL PERSONNEL SERVICES	1,565,205	1,606,465	1,614,642	1,572,569	(42,073)	-2.61%

Sanitation expenses

Curbside collection	2,469,675	2,569,070	2,569,450	2,800,000	230,550	8.97%
Rubbish Disposal (tip fee)	948,200	981,750	1,012,225	1,037,212	24,987	2.47%
Yard waste disposal	107,000	107,000	115,000	115,000	0	0.00%
Solid Fill Disposal	180,000	180,000	180,000	180,000	0	0.00%
Recycling	50,000	50,000	50,000	50,000	0	0.00%
Food scrap diversion program **	100,000	50,000	50,000	50,000	0	0.00%
Hazardous Waste (collection & disposal)	35,000	35,000	35,000	40,000	5,000	14.29%
TOTAL SANITATION EXPENSES	3,889,875	3,972,820	4,011,675	4,272,212	260,537	6.49%

* Snow & ice is budgeted at approximately 80% of the 10-year average of expenditures

** New program to remove compostable garbage from the waste stream

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M T R E Q U I P R E P L I G H T I	f. Motor Equipment Repair						
	Personnel Services	439,946	443,646	399,985	448,170	48,185	12.05%
	Expenses	187,000	187,000	187,000	187,000	0	0.00%
	APPROPRIATION TOTAL	626,946	630,646	586,985	635,170	48,185	8.21%
	Water & Sewer Ent. Fund offset	(178,055)	(188,084)	(189,194)	(189,918)	(724)	0.38%
	TAXATION TOTAL	448,891	442,562	397,791	445,252	47,461	11.93%
		5.50%	-1.41%	-10.12%	11.93%		
	Detail of Personnel Services:						
	Supervisor of Motor Equip. Repair	78,351	79,135	79,918	81,928	2,010	2.52%
	Working Foreman Motor Equip. Repair	63,048	63,642	63,642	63,642	0	0.00%
Motor Equipment Repairman (4)	244,984	247,304	247,304	247,304	0	0.00%	
BASE SALARY + STEPS	386,381	390,081	390,864	392,874	2,010	0.51%	
Longevity	4,865	4,865	6,496	6,596	100	1.54%	
Overtime & out-of-grade pay	46,075	46,075	0	46,075	46,075		
Clothing allowance	2,625	2,625	2,625	2,625	0	0.00%	
TOTAL PERSONNEL SERVICES	439,946	443,646	399,985	448,170	48,185	12.05%	
g. Street lighting, traffic signals							
Street lighting - maintenance	25,000	35,000	35,000	35,000	0	0.00%	
Street lighting - energy	80,000	80,000	80,000	80,000	0	0.00%	
Traffic signals - maintenance	90,000	90,000	90,000	90,000	0	0.00%	
Traffic signals - energy	25,000	25,000	25,000	25,000	0	0.00%	
TAXATION TOTAL	220,000	230,000	230,000	230,000	0	0.00%	
	7.32%	4.55%	0.00%	0.00%			

18 Facilities						
Personnel Services	2020	2021	2022	2023	\$ change	% change
Expenses	462,049	489,787	496,263	489,151	(7,112)	-1.43%
APPROPRIATION TOTAL	395,044	425,044	425,044	484,044	59,000	13.88%
Salary offsets	(104,581)	(106,133)	(108,458)	(104,761)	3,697	-3.41%
TAXATION TOTAL	752,512	808,698	812,849	868,434	55,585	6.84%
	27.11%	7.47%	0.51%	6.84%		
Detail of Personnel Services:						
Director of Facilities	130,083	136,350	141,000	141,000	0	0.00%
Building Craftsman	63,048	63,642	63,642	63,642	0	0.00%
Sr. Building Custodian	53,658	54,204	54,204	54,204	0	0.00%
Administrative Assistant	73,877	74,616	74,616	69,022	(5,594)	-7.50%
Custodian	53,658	54,204	54,204	54,204	0	0.00%
Sr. Building Custodian (.6,.88,.88,.88)	27,579	41,272	42,898	42,258	(640)	-1.49%
Saturday Custodian (.23)	12,341	12,467	12,467	12,389	(78)	-0.63%
BASE SALARY + STEPS	414,243	436,755	443,031	436,719	(6,312)	-1.42%
Overtime	43,556	43,556	43,556	43,556	0	0.00%
Clothing allowance	1,450	1,450	1,450	1,450	0	0.00%
Auto allowance		4,826	4,826	4,826		
Longevity	2,800	3,200	3,400	2,600	(800)	-23.53%
TOTAL PERSONNEL SERVICES	462,049	489,787	496,263	489,151	(7,112)	-1.43%

**APPENDIX B
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19 Police Services (16-1-0)	2020	2021	2022	2023	\$ change	% change
Personnel Services	7,592,073	7,804,505	8,053,973	8,160,655	106,682	1.32%
Expenses **	713,070	714,070	754,050	726,050	(28,000)	-3.71%
APPROPRIATION TOTAL	8,305,143	8,518,575	8,808,023	8,886,705	78,682	0.89%
Parking meter offset	(64,575)	(66,827)	(67,384)	(67,384)	0	0.00%
TAXATION TOTAL	8,240,568	8,451,748	8,740,639	8,819,321	78,682	0.90%
	1.02%	2.56%	3.42%	0.90%		
Detail of Personnel Services						
Police Chief	168,823	171,902	184,900	184,900	0	0.00%
Captains (3)	368,067	398,139	398,139	396,876	(1,263)	-0.32%
Lieutenants (6)	675,260	714,239	714,304	712,558	(1,746)	-0.24%
Sergeants (9)	825,509	879,542	875,631	849,342	(26,289)	-3.00%
Patrol Officers (49)	3,397,757	3,440,085	3,650,534	3,788,750	138,216	3.79%
Parking Control Officers (2.65, 2.8,2.8,2.8)	129,165	132,978	132,978	132,978	0	0.00%
Administrative Assistant	61,719	64,673	67,099	69,017	1,918	2.86%
Principal Clerk	54,283	55,010	55,010	55,010	0	0.00%
Senior Clerk (.71.71.71,.69)	30,012	30,439	30,439	30,439	0	0.00%
Detention Attendant/Spec Projects Clerk (1.6)	85,473	86,622	86,622	86,622	0	0.00%
Animal Control Officer	50,975	51,485	53,415	63,173	9,758	18.27%
Social Workers (1,1,75,.75)	66,629	69,819	60,512	47,086	(13,426)	-22.19%
Communications Supervisor	74,236	74,236	74,978	75,728	750	1.00%
Dispatchers (9)	509,076	509,076	506,797	512,435	5,638	1.11%
SALARIES AND OTHER BENEFITS	6,496,983	6,678,245	6,891,358	7,004,914	113,556	1.65%
Longevity	144,725	173,870	176,900	170,026	(6,874)	-3.89%
Overtime	629,442	629,442	659,167	659,167	0	0.00%
Minuteman Bikeway Patrol	21,018	21,018	21,018	21,018	0	0.00%
Holiday pay	222,503	222,503	222,503	222,503	0	0.00%
School Credits	5,100	5,100	5,100	5,100	0	0.00%
Court Time	37,142	37,142	37,142	37,142	0	0.00%
Differential & out-of-grade pay	3,382	3,382	3,382	3,382	0	0.00%
Accreditation stipend	7,344	7,344	7,344	7,344	0	0.00%
Emergency dispatch stipend	2,809	2,809	2,809	2,809	0	0.00%
Stipends	21,625	23,650	23,650	23,650	0	0.00%
Clothing allowance *			3,600	3,600		
TOTAL PERSONNEL SERVICES	7,592,073	7,804,505	8,053,973	8,160,655	106,682	1.32%
* in FY 2020 this item was moved from Expenses to Stipends						
* new in FY 2022						
** includes increase to purchase body cameras & support in FY 2022						

**APPENDIX B
Fiscal Year 2023 Budgets**

20 Fire Services	2020	2021	2022	2023	\$ change	% change
Personnel Services	7,450,346	7,545,625	7,517,039	7,530,039	13,000	0.17%
Expenses	415,800	420,400	437,400	427,400	(10,000)	-2.29%
APPROPRIATION TOTAL	7,866,146	7,966,025	7,954,439	7,957,439	3,000	0.04%
Ambulance Revolving Fund offset	(209,504)	(211,296)	(211,296)	(213,234)	(1,938)	
TAXATION TOTAL	7,656,642	7,754,729	7,743,143	7,744,205	1,062	0.01%
	6.05%	1.28%	-0.15%	0.01%		
Detail of Personnel Services						
Fire Chief	170,389	153,674	153,151	160,229	7,078	4.62%
Chief Officer (5)	530,517	540,840	540,840	540,840	0	0.00%
Captain (7)	643,616	652,880	655,166	655,166	0	0.00%
Lieutenant (15)	1,196,620	1,133,534	1,218,626	1,218,626	0	0.00%
Firefighter (50)	3,319,429	3,437,148	3,331,423	3,331,423	0	0.00%
Office Manager	68,161	69,026	69,026	69,026	0	0.00%
Emergency Management Stipend	6,000	6,000	6,000	6,000	0	0.00%
Master Mechanic	81,896	82,715	82,715	84,795	2,080	2.51%
Motor Equipment Repairman	61,246	61,826	61,826	61,826	0	0.00%
BASE SALARY + STEPS	6,077,874	6,137,643	6,118,773	6,127,931	9,158	0.15%
Longevity	164,710	155,996	148,469	153,230	4,761	3.21%
Overtime	473,753	478,491	478,491	473,781	(4,710)	-0.98%
Holiday pay	185,008	186,858	186,858	186,858	0	0.00%
Vacation, personal time, double time	122,313	123,537	123,537	123,537	0	0.00%
School Credits	189,583	191,562	191,698	194,416	2,718	1.42%
EMT Pay	203,255	234,188	234,263	234,386	123	0.05%
Stipends	24,350	27,850	25,450	26,400	950	3.73%
Captains working as Chief Officers	9,500	9,500	9,500	9,500	0	0.00%
TOTAL PERSONNEL SERVICES	7,450,345	7,545,625	7,517,039	7,530,039	13,000	0.17%

21 Inspections	2020	2021	2022	2023	\$ change	% change
Personnel Services	505,042	519,048	527,414	483,872	(43,542)	-8.26%
Expenses	15,200	15,200	15,200	15,200	0	0.00%
TAXATION TOTAL	520,242	534,248	542,614	499,072	(43,542)	-8.02%
	4.89%	2.69%	1.57%	-8.02%		
Detail of Personnel Services:						
Director of Inspectional Services	134,901	138,750	140,750	106,466	(34,284)	-24.36%
Wire Inspector	75,991	79,628	81,093	81,904	811	1.00%
Plumbing & Gas Inspector	80,290	81,093	81,093	73,342	(7,751)	-9.56%
Building Inspector (2,1.6,1.6,1.5)	142,970	116,049	119,801	117,666	(2,135)	-1.78%
Zoning Assistant	51,983	52,687	52,687	52,687	0	0.00%
Principal Clerk & Typist		31,720	31,720	37,562	5,842	
BASE SALARY + STEPS	486,135	499,927	507,144	469,627	(37,517)	-7.40%
Longevity	9,857	10,071	11,220	3,195	(8,025)	-71.52%
Stipends and clothing allowance	1,050	1,050	1,050	1,050	0	0.00%
Temporary workers	4,000	4,000	4,000	6,000	2,000	50.00%
Overtime	4,000	4,000	4,000	4,000	0	0.00%
TOTAL PERSONNEL SERVICES	505,042	519,048	527,414	483,872	(43,542)	-8.26%

22 Education (17-3-0)	2020	2021	2022	2023	\$ change	% change
a. Instructional Service Programs	39,094,712	41,802,198		48,642,028	48,642,028	
b. Special Education & Pupil Services	13,338,148	15,378,124		17,211,483	17,211,483	
c. Instructional Support Programs	1,831,932	1,935,284		3,570,185	3,570,185	
d. Management Services	2,951,232	3,093,131		2,481,776	2,481,776	
e. Operation / Maintenance Programs	6,012,334	6,718,896		7,938,338	7,938,338	
f. Student Out of Dist Tuition & Trans	7,598,781	6,642,898		4,604,060	4,604,060	
TAXATION TOTAL *	70,827,139	75,570,531	80,104,634	84,447,869	4,343,235	5.42%
	6.90%	6.70%	6.00%	5.42%		

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

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23 Libraries	2020	2021	2022	2023	\$ change	% change
Personnel Services	1,984,238	2,048,445	2,130,989	2,141,051	10,062	0.47%
Expenses	538,880	538,880	538,880	517,880	(21,000)	-3.90%
APPROPRIATION TOTAL	2,523,118	2,587,325	2,669,869	2,658,931	(10,938)	-0.41%
Friends of Fox offset	(25,200)	(25,200)	(25,200)	(25,200)	0	0.00%
TAXATION TOTAL	2,497,918	2,562,125	2,644,669	2,633,731	(10,938)	-0.41%
	4.02%	2.57%	3.22%	-0.41%		
<u>Detail of Personnel Services:</u>						
Library Director	123,114	126,845	128,845	132,748	3,903	3.03%
Ass't Director/Head of Adult Services	76,230	79,483	83,495	86,626	3,131	3.75%
Head of Children's Services	81,094	81,499	82,518	82,518	0	0.00%
Head of Technical Services	71,179	74,218	75,146	75,146	0	0.00%
Head of Circulation	58,110	60,892	63,173	63,236	63	0.10%
Branch Librarian/Technical Librarian (2.2,2.5,2.5)	148,555	187,888	203,634	206,405	2,771	1.36%
Adult Service Librarians (5.2,4.7,5.7,5)	354,804	318,146	331,699	317,330	(14,369)	-4.33%
Children's Librarian (3.11,3.11,4.11,4.11)	192,114	249,011	258,751	258,210	(541)	-0.21%
Senior Library Ass'ts (9.6)	495,500	504,742	504,742	505,539	797	0.16%
Library Assistants & Intern (3.1, 3.3,3.6,3.6)	146,142	149,352	148,556	147,340	(1,216)	-0.82%
Office Manager	58,291	59,058	59,058	69,026	9,968	16.88%
Senior Clerk Typist (.5,.5,0,0)	21,468	0	0	0	0	0.00%
Pages (PT)	76,648	76,648	107,393	113,198	5,805	5.41%
BASE SALARY + STEPS	1,903,249	1,967,783	2,047,010	2,057,322	10,312	0.50%
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	14,772	14,445	17,762	17,512	(250)	-1.41%
Stipends and clothing allowance	5,075	5,075	5,075	5,075	0	0.00%
TOTAL PERSONNEL SERVICES	1,984,238	2,048,445	2,130,989	2,141,051	10,062	0.47%

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24 Health & Human Services		2020	2021	2022	2023	\$ change	% change
All Health and Human Services							
Personnel Services		932,430	1,020,387	1,299,645	1,482,784	183,139	14.09%
Expenses		456,168	524,668	544,968	550,448	5,480	1.01%
	APPROPRIATION TOTAL	1,388,598	1,545,055	1,844,613	2,033,232	188,619	10.23%
Total offsets (see below)		0	0	(174,191)	(360,984)	(186,793)	
	TAXATION TOTAL	1,388,598	1,545,055	1,670,422	1,672,248	1,826	0.11%
		12.03%	11.27%	8.11%	0.11%		
a. Health and Human Services Administration							
Personnel Services		574,570	624,434	742,757	785,115	42,358	5.70%
Expenses *		109,200	153,200	190,900	196,380	5,480	2.87%
	APPROPRIATION TOTAL	683,770	777,634	933,657	981,495	47,838	5.12%
	Medical Reserve Corp			(26,470)	0		
	ARPA, Public Health				(190,915)		
	Board of Health Fees Revolving Fund			(12,302)	0		
	Bureau of Substance Abuse			(20,176)	(19,738)		
	CARES Act funding			(63,692)	0		
	TAXATION TOTAL	683,770	777,634	811,017	770,842	(40,175)	-4.95%
		29.02%	13.73%	4.29%	-4.95%		
Detail of Personnel Services:							
	Director of Health and Human Services	125,834	127,092	127,092	142,930	15,838	12.46%
A	Public Health Director	72,584	91,637	91,637	107,484	15,847	17.29%
D	HHS Administrative Assistant	58,291	59,058	59,058	69,026	9,968	16.88%
M	Health Compliance Officer	77,014	80,703	80,703	81,914	1,211	1.50%
I	Health Comp Officer / Sealer & Weights (.11, .11, .26, 0)	8,080	8,160	18,361		(18,361)	-100.00%
N	Health Compliance Inspector	71,721	75,155	77,973	65,837	(12,136)	-15.56%
	Public Health Nurse (.47, .47, .8, 1)	37,667	38,043	64,562	81,914	17,352	26.88%
	Program Coordinator - AYHSC (.75, .75, 1, 1)	55,675	58,338	80,703	78,951	(1,752)	-2.17%
	Mgr of Diversity, Equity & Inclusion **	55,170	72,263			0	
	Public Health Nurse				73,347	73,347	
	Health Compliance Officer ***			64,864	67,295	2,431	3.75%
	Health Compliance Officer ***			62,520	0	(62,520)	-100.00%
	BASE SALARY + STEPS	562,035	610,450	727,473	768,698	41,225	5.67%
	Overtime	7,500	7,500	7,500	7,500	0	0.00%
	Longevity	5,035	6,484	6,484	7,617	1,133	17.47%
	Auto allowance			1,300	1,300	0	0.00%
	TOTAL PERSONNEL SERVICES	574,570	624,434	742,757	785,115	42,358	5.70%
<i>* Function moved from staff to contract services</i>							
<i>** Position moved to Director of Diversity, Equity & Inclusion</i>							
<i>*** COVID-related positions</i>							
b. Veterans' Services							
Personnel Services		74,950	75,728	75,728	76,485	757	1.00%
V	Expenses	5,268	5,268	11,268	11,268	0	0.00%
E	Veteran's aid & assistance *	300,000	300,000	240,000	240,000	0	0.00%
T							
E	TAXATION TOTAL	380,218	380,996	326,996	327,753	757	0.23%
R		-7.34%	0.20%	-14.17%	0.23%		
Detail of Personnel Services:							
A	Director of Veterans' Services	74,236	74,978	74,978	75,728	750	1.00%
N	BASE SALARY + STEPS	74,236	74,978	74,978	75,728	750	1.00%
S	Longevity	714	750	750	757	7	0.93%
	TOTAL PERSONNEL SERVICES	74,950	75,728	75,728	76,485	757	1.00%
<i>* 75% of veterans's aid & assistance is reimbursed by state.</i>							

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c. Council on Aging							
C	Personnel Services	282,910	320,225	379,599	433,990	54,391	14.33%
O	Expenses	41,700	66,200	64,800	64,800	0	0.00%
U	APPROPRIATION TOTAL	324,610	386,425	444,399	498,790	54,391	12.24%
N	Executive Office of Elder Affairs offset			(51,551)	(96,115)	(44,564)	
C	TAXATION TOTAL	324,610	386,425	392,848	402,675	9,827	2.50%
I		8.51%	19.04%	1.66%	2.50%		
L	Detail of Personnel Services:						
	Executive Director	91,172	82,453	80,964	84,838	3,874	4.78%
O	Social Worker (1.54,1.54,1.54, 2)	112,605	113,731	155,946	158,286	2,340	1.50%
N	Principal Clerk & Secretary	47,518	49,794	52,687	52,687	0	0.00%
A	Nurse (.17,,.8,.8,.86) *	11,822	53,708	55,722	62,869	7,147	12.83%
G	Receptionist (.5,.5,.5,1.6) **	17,859	18,714	30,355	71,042	40,687	134.04%
I	BASE SALARY + STEPS	280,976	318,400	375,674	429,722	54,048	14.39%
N	Longevity	1,509	1,400	2,100	2,443	343	16.33%
G	Stipends	425	425	425	425	0	0.00%
	Auto allowance			1,400	1,400		
	TOTAL PERSONNEL SERVICES	282,910	320,225	379,599	433,990	54,391	14.33%
	* Represents the Town portion only. This position are partially funded by State and other grants.						
	** Positions partially grant-funded, now included in budget with increased offset for visibility						
d.Diversity, Equity & Inclusion *							
	Personnel Services			101,561	187,194	85,633	84.32%
D	Expenses			38,000	38,000	0	0.00%
I	APPROPRIATION TOTAL			139,561	225,194	85,633	61.36%
V	ARPA Equity and Outreach offset				(54,216)		
E	TAXATION TOTAL			139,561	170,978	31,417	22.51%
R	Detail of Personnel Services:						
S	Div., Eq. & Inc. Director			77,598	78,762	1,164	1.50%
I	ADA Coordinator				54,216		
T	Community Outreach Coordinaror				54,216		
Y	Div., Eq. & Inc. Assistant			23,963		(23,963)	-100.00%
	BASE SALARY + STEPS	0	0	101,561	187,194	85,633	
	* New department in FY 2022. Director moved from Health & Human Services Administration.						

25 Retirement (17-0-1)	2020	2021	2022	2023	\$ change	% change
a Contributory Pensions	12,543,872	13,246,911	14,041,972	14,846,687	804,715	5.73%
b Non-Contributory Pensions *	18,468	18,468	19,367	0	(19,367)	-100.00%
APPROPRIATION TOTAL	12,562,340	13,265,379	14,061,339	14,846,687	785,348	5.59%
Water & Sewer Ent. Fund offset	(1,206,394)	(1,344,140)	(1,425,766)	(1,478,854)	(53,088)	3.72%
TAXATION TOTAL	11,355,946	11,921,239	12,635,573	13,367,833	732,260	5.80%
	5.48%	4.98%	5.99%	5.80%		

* The last recipient of a non-contributory pension has recently passed away.

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26 Insurance	2020	2021	2022	2023	\$ change	% change
Total insurance costs (health + other - offsets)	17,891,836	18,858,788	20,212,725	21,772,313	1,559,588	7.72%
	4.27%	5.40%	7.18%	7.72%		
For FY 2023 , the Town Manager is hereby authorized to transfer funds within this budget.						
Group Insurance Commission *	15,859,137	16,762,497	18,046,412	19,321,552	1,275,140	7.07%
Medicare payroll tax	1,358,923	1,415,143	1,490,992	1,659,715	168,723	11.32%
Flexible Benefit Plan	33,000	38,880	38,880	38,880	0	0.00%
Medicare penalty	18,000	18,000	15,000	15,000	0	0.00%
Employee mitigation **				50,000	50,000	
Opt-out program	217,996	219,997	217,996	205,996	(12,000)	-5.50%
TOTAL GROUP HEALTH	17,487,056	18,454,517	19,809,280	21,291,143	1,443,863	7.29%
Recreation Enterprise Fund	(73,402)	(65,161)	(54,189)	(65,980)	(11,791)	21.76%
Ed Burns Arena Enterprise Fund	(19,347)	(34,605)	(28,240)	(32,117)	(3,877)	13.73%
Contributory Retirement	(41,693)	(42,993)	(45,238)	(48,665)	(3,427)	7.58%
Water & Sewer Ent. Fund offset	(568,826)	(565,330)	(646,332)	(612,166)	34,166	-5.29%
TOTAL OFFSETS	(703,268)	(708,089)	(773,999)	(758,928)	15,071	-1.95%
NET GROUP HEALTH	16,783,788	17,746,428	19,035,281	20,532,215	1,496,934	7.86%
	4.74%	5.74%	7.26%	7.86%		
Group Life Insurance	86,230	90,542	95,069	99,823	4,754	5.00%
Liability Insurance	55,000	55,000	55,000	55,000	0	0.00%
Property Indemnity Insurance	297,443	297,443	358,000	375,900	17,900	5.00%
Unemployment Insurance	150,000	150,000	150,000	150,000	0	0.00%
Workers' Compensation Insurance	540,000	540,000	540,000	580,000	40,000	7.41%
TOTAL OTHER INSURANCE	1,128,673	1,132,985	1,198,069	1,260,723	62,654	5.23%
Municipal Building Trust Fund	(20,625)	(20,625)	(20,625)	(20,625)	0	0.00%
NET OTHER INSURANCE	1,108,048	1,112,360	1,177,444	1,240,098	62,654	5.32%
<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>						
<i>** Estimate of funds to help cover higher than expected "out of pocket" employee hospital expenses</i>						

27 Reserve Fund	2020*	2021*	2022*	2023*	\$ change	% change
Reserve Fund *	1,604,584	1,556,724	1,720,145	1,753,178	33,033	1.92%
School Reserve Fund **			1,094,055	0	(1,094,055)	-100.00%
TAXATION TOTAL	1,604,584	1,556,724	2,814,200	1,753,178	(1,061,022)	-37.70%
	3.30%	-2.98%	80.78%	-37.70%		

** 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.*

*** The School Reserve Fund was created for FY 2022 in case of unexpected enrollment growth.*

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A Water & Sewer Enterprise Fund	2020	2021	2022	2023	\$ change	% change
EXPENSES						
Personnel services	2,408,112	2,534,167	2,485,141	2,554,878	69,737	2.81%
Expenses	872,555	872,555	1,022,555	1,072,555	50,000	4.89%
MWRA Assessment	14,342,325	14,883,919	15,227,173	15,232,669	5,496	0.04%
Indirect charges	699,376	719,872	766,866	767,850	984	0.13%
Capital and debt	1,477,399	1,645,695	1,611,595	1,775,586	163,991	10.18%
Capital outlay and water main rehab	762,000	382,000	394,000	379,500	(14,500)	-3.68%
Health insurance	568,826	565,330	646,332	612,166	(34,166)	-5.29%
Retirement	1,206,394	1,344,140	1,425,766	1,478,994	53,228	3.73%
Workers compensation & unemployment	9,500	9,500	9,500	9,500	0	0.00%
TOTAL WATER & SEWER EXPENSES	22,346,487	22,957,178	23,588,928	23,883,698	294,770	1.25%
	4.73%	2.73%	2.75%	1.25%		
REVENUES						
User charges	16,199,396	18,895,221	21,372,698	23,193,698	1,821,000	8.52%
From general fund (debt shift) *	5,593,112	3,691,454	1,845,727	0	(1,845,727)	-100.00%
Liens	200,462	200,462	200,462	200,000	(462)	-0.23%
Interest & penalties	50,054	50,054	50,054	50,000	(54)	-0.11%
Connection fees	119,987	119,987	119,987	120,000	13	0.01%
User of retained earnings	183,476	0	0	320,000	320,000	
TOTAL WATER & SEWER REVENUES	22,346,487	22,957,178	23,588,928	23,883,698	294,770	1.25%
	4.73%	2.73%	2.75%	1.25%		
<i>* The debt shift to property taxes has been eliminated in FY 2023</i>						
FUND INCREASE (DECREASE)	0	0	0	0		
(Deficit to be funded through General Fund)						
<u>Water Distribution Expenses</u>						
MWRA assessment	5,390,060	5,618,325	5,984,120	5,698,095	(286,025)	-4.78%
Salaries and wages	1,333,231	1,363,079	1,270,247	1,347,176	76,929	6.06%
Health Insurance	284,413	282,665	323,166	306,083	(17,083)	-5.29%
Retirement	603,197	672,070	712,883	739,497	26,614	3.73%
Workers compensation & unemployment	2,000	2,000	2,000	2,000	0	0.00%
Stipends, clothing and cleaning allowance	27,525	27,100	27,950	27,950	0	0.00%
Indirect costs	349,688	359,936	383,433	383,925	492	0.13%
Maintenance, training, supplies	353,955	353,955	448,955	448,955	0	0.00%
Water main rehabilitation	100,000	100,000	100,000	100,000	0	0.00%
Debt service	1,068,650	1,209,063	1,196,113	1,385,165	189,052	15.81%
Capital outlay	562,000	182,000	194,000	179,500	(14,500)	-7.47%
TOTAL WATER DISTRIBUTION EXPENSES	10,074,719	10,170,193	10,642,867	10,618,346	(24,521)	-0.23%
<u>Sewer Collection Expenses</u>						
MWRA assessment	8,952,265	9,265,594	9,243,053	9,534,574	291,521	3.15%
Salaries and wages	523,678	571,994	593,472	589,876	(3,596)	-0.61%
Health Insurance	284,413	282,665	323,166	306,083	(17,083)	-5.29%
Retirement	603,197	672,070	712,883	739,497	26,614	3.73%
Workers compensation & unemployment	7,500	7,500	7,500	7,500	0	0.00%
Indirect costs	349,688	359,936	383,433	383,925	492	0.13%
Expenses	125,000	125,000	130,000	130,000	0	0.00%
Sewer rehab	100,000	100,000	100,000	100,000	0	0.00%
Debt service	408,749	436,632	415,482	390,421	(25,061)	-6.03%
TOTAL SEWER EXPENSES	11,354,490	11,821,391	11,908,989	12,181,876	272,887	2.29%
<u>Water & Sewer Properties Expenses</u>						
Salaries and wages	523,678	571,994	593,472	589,876	(3,596)	-0.61%
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	591,278	639,594	661,072	657,476	(3,596)	-0.54%
<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	250,000	250,000	300,000	350,000	50,000	16.67%
TOTAL STORM SEWER EXPENSES	326,000	326,000	376,000	426,000	50,000	13.30%

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B Recreation Enterprise Fund	2020	2021	2022	2023	\$ change	% change
EXPENSES						
Personnel Services	862,595	870,342	741,086	785,329	44,243	5.97%
Expenses	1,023,102	1,014,861	930,806	1,106,398	175,592	18.86%
Debt Service	0	49,000	49,000	0	(49,000)	-100.00%
TOTAL EXPENSES	1,885,697	1,934,203	1,720,892	1,891,727	170,835	9.93%
	5.57%	2.57%	-11.03%	9.93%		
REVENUES						
User fees and charges	1,872,697	1,821,203	1,714,392	1,878,727	164,335	9.59%
Other state revenue	13,000	13,000	6,500	13,000	6,500	100.00%
Use of retained earnings		100,000	0	0	0	
TOTAL REVENUES	1,885,697	1,934,203	1,720,892	1,891,727	170,835	9.93%
	5.57%	2.57%	-11.03%	9.93%		
FUND INCREASE (DECREASE)	0	0	0	0		
(Deficit to be funded through General Fund)						
<u>Personnel Services Detail</u>						
Director of Recreation (.8)	72,278	77,582	101,674	103,199	1,525	1.50%
Assistant Director (.8,.8,.8,0)	63,769	64,406			0	
Recreation Facilities Supervisor	72,069	75,519	68,892	63,453	(5,439)	-7.89%
Administrative Assistant (.5)	24,651	26,344	26,344	26,344	0	0.00%
Administrative Asst - Payroll (.8)	41,586	42,150	42,150	42,150	0	0.00%
Afterschool Program Director	50,975	53,415	55,418	58,355	2,937	5.30%
Asst Afterschool (.8.8,.8,1)	35,928	37,649	39,060	47,767	8,707	22.29%
Preschool Director	50,975	53,415	55,418	58,355	2,937	5.30%
Asst Preschool (.8,.8,.68,0)	33,378	24,171			0	
Asst. Facilities Coordinator (.2)	11,979	10,683	10,490	10,883	393	3.75%
SUB-TOTAL	457,587	465,334	399,446	410,506	11,060	2.77%
Temporary staff	178,000	178,000			0	
Reservoir staff	220,000	220,000			0	
Kids After School			106,000	109,180	3,180	3.00%
Summer program staff			169,600	184,913	15,313	9.03%
Reservoir beach			63,600	77,990	14,390	22.63%
Stipends	850	850	850	850	0	0.00%
Longevity	1,158	1,158	1,590	1,390	(200)	-12.58%
Overtime	5,000	5,000		500	500	
TOTAL PERSONNEL SERVICES	862,595	870,342	741,086	785,329	44,243	5.97%
<u>Operating Expenses Detail</u>						
Office Supplies	2,200	3,000	3,000	3,000	0	0.00%
Electricity	31,000	55,700	55,700	85,000	29,300	52.60%
Vehicle maintenance	1,000	500	500	250	(250)	-50.00%
Travel allowance	1,000	1,000	1,500	1,500	0	0.00%
Health Insurance	73,402	65,161	56,156	64,883	8,727	15.54%
Maintenance reserve	25,000	15,000	5,000	15,000	10,000	200.00%
Program and other expenses	889,500	923,500	857,950	936,765	78,815	9.19%
TOTAL OPERATING EXPENSES	1,023,102	1,063,861	979,806	1,106,398	126,592	12.92%

**APPENDIX B
Fiscal Year 2023 Budgets**

C Ed Burns Arena Enterprise Fund	2020	2021	2022	2023	\$ change	% change
EXPENSES						
Personnel Services	259,736	261,153	268,845	279,395	10,550	3.92%
Expenses	279,366	283,624	267,903	276,317	8,414	3.14%
Debt Service	101,278	58,881	56,256	56,256	0	0.00%
TOTAL EXPENSES	640,380	603,658	593,004	611,968	18,964	3.20%
	3.59%	-5.73%	-1.76%	3.20%		
REVENUES						
Public Skating	55,000	55,000	59,000	59,000	0	0.00%
Ice time	490,572	470,864	441,504	475,000	33,496	7.59%
Concession Stand	25,000	25,000	25,000	15,000	(10,000)	-40.00%
Capital & Miscellaneous	85,750	69,500	50,335	49,586	(749)	-1.49%
Use of retained earnings *			17,165	13,382		
TOTAL REVENUES	656,322	620,364	593,004	611,968	18,964	3.20%
	3.76%	-5.48%	-4.41%	3.20%		
FUND INCREASE (DECREASE)	15,942	16,706	0	0		
(Deficit to be funded through General Fund)						
<u>Personnel Services Detail</u>						
Director of Recreation (.2)	18,069	19,396	25,418	25,800	382	1.50%
Rink Facility Supervisor	72,069	75,519	78,351	79,135	784	1.00%
Administrative Assistant (.5)	24,651	26,344	26,344	26,344	0	0.00%
Administrative Asst - Payroll (.2)	10,397	10,537	10,537	10,537	0	0.00%
Asst. Facilities Coordinator (.8)	47,914	42,732	41,960	43,533	1,573	3.75%
SUB-TOTAL	173,101	174,528	182,610	185,349	2,739	1.50%
Temporary staff	78,000	78,000	78,000	85,020	7,020	9.00%
Longevity	610	600	210	1,001	791	376.67%
Stipends	525	525	525	525	0	0.00%
Overtime	7,500	7,500	7,500	7,500	0	0.00%
TOTAL PERSONNEL SERVICES	259,736	261,153	268,845	279,395	10,550	3.92%
<u>Operating Expenses Detail</u>						
Office Supplies	500	500			0	
Utilities (Electricity & Gas)	138,000	138,000	138,000	138,000	0	0.00%
Security	5,909	5,909	6,500	7,000	500	7.69%
Marketing	2,000	2,000	1,500	1,500	0	0.00%
Refrigeration contract	7,500	7,500	10,000	10,000	0	0.00%
Health Insurance	19,347	34,605	28,753	29,667	914	3.18%
Concession Stand	19,000	19,000	10,000	10,000	0	0.00%
DCR Lease Payment	13,100	13,100	13,100	13,100	0	0.00%
Equipment/Buildings/Grounds	46,500	46,500	46,500	50,000	3,500	7.53%
Repairs and Maintenance	25,000	14,000	10,000	10,000	0	0.00%
Otherwise Unclassified	2,510	2,510	3,550	7,050	3,500	98.59%
TOTAL OPERATING EXPENSES	279,366	283,624	267,903	276,317	8,414	3.14%
* Use of retained earnings broken out in 2022 for transparency						

**APPENDIX B
Fiscal Year 2023 Budgets**

D Council on Aging Trans. Enterprise Fund	2020	2021	2022	2023	\$ change	% change
EXPENSES						
Personnel Services	113,407	115,653	108,000	162,344	54,344	50.32%
Expenses	29,500	24,300	32,300	32,300	0	0.00%
TOTAL EXPENSES	142,907	139,953	140,300	194,644	54,344	38.73%
	59.31%	-2.07%	0.25%	38.73%		
REVENUES						
Dial-A-Ride-Taxi (DART) fees	6,000	6,000	8,500	8,500	0	0.00%
CDBG	36,500	36,500	31,540	85,000	53,460	169.50%
Vans	11,400	11,400	6,700	4,700	(2,000)	-29.85%
Donations	21,000	21,000	31,000	0	(31,000)	-100.00%
User of Retained Earnings	18,007	15,053	12,560	46,444	33,884	269.78%
General fund subsidy	50,000	50,000	50,000	50,000	0	0.00%
TOTAL REVENUES	142,907	139,953	140,300	194,644	54,344	38.73%
	59.31%	-2.07%	0.25%	38.73%		
FUND INCREASE (DECREASE)	0	0	0	0		
Personnel Services Detail						
Info & Referral Specialist (.8)	35,572	37,276	38,673	40,725	2,052	5.31%
Supervisor of Volunteers (0,0,0,.8)				52,292		
On call van driver	77,835	78,377	69,327	69,327	0	0.00%
BASE SALARY	113,407	115,653	108,000	162,344	54,344	50.32%
Longevity	0	0	0	0	0	
TOTAL PERSONNEL SERVICES	113,407	115,653	108,000	162,344	54,344	50.32%
* \$40,000 increase as part of 2019 override						

APPENDIX B
Fiscal Year 2023 Budgets

E Arlington Youth Counseling Ctr. Ent. Fund	2020	2021	2022	2023	\$ change	% change
EXPENSES						
Personnel Services	447,658	532,139	583,635	1,167,240	583,605	99.99%
Expenses *	292,700	295,700	320,500	50,500	(270,000)	-84.24%
TOTAL EXPENSES	740,358	827,839	904,135	1,217,740	313,605	34.69%
	13.55%	11.82%	9.22%	34.69%		
REVENUES						
Client Fees & insurance reimbursements	410,358	450,000	490,000	695,740	205,740	41.99%
School contracts	40,000	40,000	40,000	40,000	0	0.00%
Other state revenue (earmark from MA DMH)	160,000	175,000	175,000	175,000	0	0.00%
Intergovernmental (CDBG)	10,000	10,000	15,000	19,000	4,000	26.67%
General fund subsidy	120,000	120,000	120,000	120,000	0	0.00%
ARPA funds				100,000		
Use of retained earnings				68,000		
Gifts & Donations		32,839	64,135		(64,135)	-100.00%
TOTAL REVENUES	740,358	827,839	904,135	1,217,740	313,605	34.69%
	13.55%	11.82%	9.22%	34.69%		
FUND INCREASE (DECREASE)	0	0	0	0		
Personnel Services Detail						
Director of Youth Services	104,848	105,896	105,896	107,484	1,588	1.50%
Psychiatrist (1 PT)	7,280	7,280	0	0	0	
Psychiatric Nurse	45,500	45,500	99,180	123,500	24,320	24.52%
Psychologist (.86)	67,119	70,334	71,652	76,843	5,191	7.24%
Clinical Director	85,595	86,451	86,451	87,748	1,297	1.50%
Medical Record Clerk (.51)	26,760	27,028	27,028	27,433	405	1.50%
Asst. Clinical Director (.6)	47,942	48,422	48,422	49,148	726	1.50%
Admin Asst / Billing agent	60,289	63,173	65,545	69,026	3,481	5.31%
Community Resource Specialist (.8)		60,124	61,251		(61,251)	-100.00%
Mental Health Clinicians (7.5)				512,236		
Hourly Mental Health Clinicians				95,000		
Case Manager / Homeless Outreach (.25)		15,406	15,128	15,637	509	3.36%
BASE SALARY	445,333	529,614	580,553	1,164,055	583,502	100.51%
Longevity	1,900	2,100	2,657	2,760	103	3.88%
Stipends	425	425	425	425	0	0.00%
TOTAL PERSONNEL SERVICES	447,658	532,139	583,635	1,167,240	583,605	99.99%
Operating Expenses Detail						
Administrative fees	32,000	35,000	40,000	40,000	0	0.00%
Fee for service clinicians *	250,000	250,000	270,000		(270,000)	-100.00%
Professional licenses	500	500	500	500	0	0.00%
Office Supplies	4,200	4,200	4,000	4,000	0	0.00%
Car Allowance	0	0	0	0	0	
Unclassified	6,000	6,000	6,000	6,000	0	0.00%
TOTAL OPERATING EXPENSES	292,700	295,700	320,500	50,500	(270,000)	-84.24%
* Clinician salaries moved from Expenses to Personnel Services						

APPENDIX C
Summary of Finance Committee Recommendations
Fiscal Year 2023

REVENUES

PROPERTY TAX DETAIL

FY 2021 levy limit	130,879,853
+2.5%	3,271,996
New growth	700,000
Arlington High School	8,777,070
Dallin School	193,082
Gibbs School	1,901,100
Minuteman High School	1,739,452
Stratton School	511,575
Thompson School	746,875
Debt premium adjustment	(20,720)
MWRA debt (debt shift)	0
TOTAL FY 2022 PROPERTY TAX	148,700,283

LOCAL RECEIPTS DETAIL

Motor vehicle excise	4,545,900
Other excise - hotel	211,000
Other excise - meals	410,000
Marijuana	239,000
Penalties & interest	355,000
Payments in lieu of taxes (PILOT)	18,000
Fees	839,000
Rentals	118,000
Schools Medicare	100,000
Dept revenue - libraries	0
Dept revenue - cemeteries	250,000
Dept revenue - recreation	0
Other departmental revenue	225,000
Licenses and permits	1,705,000
Court fines	10,000
Special assessments	0
Fines and forfeits	0
Investment income	200,000
Medicare Part D	0
TOTAL LOCAL RECEIPTS	9,225,900

LOCAL AID ("CHERRY SHEET") DETAIL

RECEIPTS	
Education	
Chapter 70	15,893,365
Charter Tuition Assessment Reimbursement	123,610
Offset Receipts	
School Lunch Assistance	0
School Choice Receiving Tuition	0
Total Education	16,016,975
General Government	
Additional Assistance	0
Total unrestricted gen'l gov't (UGGA)	8,563,143
Annual Formula Local Aid	0
Veterans' Benefits	147,785
Exemptions: Vets, blind, Elderly, etc.	110,900
Offset Receipts	
Public Libraries	85,001
Total General Government	8,906,829
Total Estimated Receipts	24,923,804

ASSESSMENTS

Retired Employee's Health Insurance	0
Air Pollution Districts	19,782
Metropolitan Area Planning Council	25,864
RMV Non-Renewal Surcharge	12,140
Total Assess. & Charges	57,786
Transportation Authorities	
MBTA	3,208,065
Boston Metro. Transit District	744
Total MBTA Assessment	3,208,809
Annual Charges Against Receipts	
Special Education	22,180
Total Annual Charges	22,180
Tuition Assessments	
School Choice Sending Tuition	110,284
Charter School Sending Tuition	375,231
Total Tuition Assessments	485,515
Total Estimated Charges	3,774,290
NET LOCAL AID	21,149,514

APPROPRIATIONS

BUDGETS (Article 50)

Town Manager	
3 Town Manager (16-0-1)	754,080
4 Human Resources	364,283
5 Information Technology	1,100,604
6 Comptroller	335,980
7 Treasurer-Collector	703,320
8 Postage	185,869
9 Board of Assessors	323,641
10 Legal	490,561
14 Planning & Community Development (17-2-0)	631,188
15 Redevelopment Board	10,800
17 a. Public Works Administration	316,396
17 b. Engineering	173,728
17 c. Cemetery	283,810
17 d. Natural Resources (inc. field maintenance)	1,806,760
17 e. Sanitation/Highway Div. (inc. snow & ice)	7,219,266
17 f. Motor Equipment Repair	445,252
17 g. Street lighting, traffic signals	230,000
18 Facilities	868,434
19 Police Services (16-1-0)	8,819,321
20 Fire Services	7,744,205
21 Inspections	499,072
23 Libraries	2,633,731
24 a. Health and Human Services Administration	770,842
24 b. Veterans' Services	327,753
24 c. Council on Aging	402,675
24 d. Diversity, Equity & Inclusion	170,978
Total Town Manager	37,612,549
Select Board	
2 a. Administration and Licensing	310,042
2 c. Accounting and Auditing	78,000
13 Parking	58,768
16 Zoning Board of Appeals	63,700
Total Select Board	510,510
Town Clerk	
11 Town Clerk (16-0-1)	273,509
12 Board of Registrars	74,862
Total Town Clerk	348,371
Retirement (17-0-1)	
25 a. Contributory Pensions	13,367,833
25 b. Non-Contributory Pensions *	0
Total Pensions	13,367,833
26 Insurance	21,772,313
Fixed Budgets	
11 Elections & Town Meeting	245,745
27 Reserve Fund	1,753,178
Total Fixed Budgets	1,998,923
1 Finance Committee	11,733
22 Education (17-3-0)	84,447,869
Total Budgets (Article 50)	160,070,101

WARRANT ARTICLES

TOTAL BUDGETS	
50 Total Budgets	160,070,101
51 Capital Budget	21,949,893
OTHER WARRANT ARTICLES	
48 Positions reclassification	14,660
49 Collective Bargaining / Salary Reserve	1,323,572
52 Amendments to FY 2022 Budgets	0
55 Minuteman Regional School	7,947,939
56 "Harry Barber" Community Service program	7,500
56 Arlington Commission on Arts & Culture	35,000
56 Arlington Historical Commission	5,000
56 Disabilities Commission	25,000
56 Envision Arlington (was Vision 2020)	3,000
56 Historic District Commissions	5,100
56 Human Rights Commission	7,500
56 LGBTQIA+ Rainbow Commission	4,000
56 Open Space Committee	300
56 Scenic Byway	2,000
56 Tourism & Econ. Development	4,275
56 Transportation Advisory	2,000
56 Zero Waste Arlington (was Recycling)	3,000
57 Flags on graves of veterans	4,500
57 Town Day	5,000
57 Veteran's, Mem., Patriot's Day	5,667
58 Indemnification, medical costs	10,941
58 Legal defense fund	0
60 Blue Bikes	100,000
61 Water bodies (Cons Comm)	15,000
64 Pension adjustment	0
65 Design Standards	50,000
67 Retiree health insurance (OPEB)	955,000
70 Long term stabilization fund	100,000
TOTAL OTHER ARTICLES	10,635,954
TOTAL WARRANT ARTICLES	192,655,948

ENTERPRISE FUNDS

A. WATER & SEWER

Expenses	6,107,593
Capital	1,775,586
Assessment	15,232,669
Indirect charges	767,850
Total expenses	23,883,698
Total revenues	23,883,698
Net surplus (deficit)	0

B. RECREATION

Expenses	1,891,727
Capital	0
Total expenses	1,891,727
Total revenues	1,891,727
Net surplus (deficit)	0

C. ED BURNS ARENA

Expenses	555,712
Capital	56,256
Total expenses	611,968
Total revenues	611,968
Net surplus (deficit)	0

D. COUNCIL ON AGING TRANSPORTATION

Expenses	194,644
Total revenues	144,644
From general fund	50,000
Net surplus (deficit)	0

E. ARLINGTON YOUTH COUNCILING SVCS

Expenses	1,217,740
Total revenues	1,097,740
From general fund	120,000
Net surplus (deficit)	0

ENTERPRISE FUND SUMMARY

Budget	9,967,416
Capital	1,831,842
Assessment	15,232,669
Indirect charges	767,850
Total expenses	27,799,777
Total revenues	27,629,777
Total from general fund	170,000
Net surplus (deficit)	0

SUMMARY

SUMMARY OF 2023 REVENUES

Property Tax Levy (n/l Symmes)	148,700,283
Local Aid Receipts	24,923,804
ARPA	5,000,000
Local Receipts	9,225,900
Overlay Reserve Surplus (Art 69)	650,000
Fiscal Stability Fund (Article 72)	3,046,037
Health Claims Trust Fund	300,000
Use of Free Cash (Article 71)	5,539,215
TOTAL OF 2023 REVENUES	197,385,239

SUMMARY OF 2023 EXPENDITURES

Town Budgets (Article 50)	75,622,232
Education (17-3-0)	84,447,869
Capital Budget	21,949,893
Other warrant articles	2,688,015
Minuteman Regional School	7,947,939
Youth Services subsidy	120,000
C of A Trans subsidy	50,000
MWRA debt (debt shift)	0
MBTA assessment	3,208,809
Educ. & Library offset receipts	85,001
Charter/choice tuitions	485,515
Other state assessments	79,966
Reserve for court judgements	100,000
Symmes urban renewal	0
Snow & ice deficit	0
Overlay reserve (holdback)	600,000
Fiscal Stability Fund (Article 72)	0
TOTAL OF 2023 EXPENDITURES	197,385,239

2023 REVENUES LESS EXPENDITURES

	0
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APPENDIX D
Long Range Projection FY2022-FY2027

	FY 2022	FY 2023	Dollar Change	Percent Change	FY 2024	Dollar Change	FY 2025	Dollar Change	FY 2026	Dollar Change	FY 2027	Dollar Change
I REVENUE												
A. State Aid	23,529,766	24,923,804	1,394,038	5.92%	25,168,369	244,565	25,415,380	247,011	25,664,861	249,481	25,916,837	251,976
ARPA	0	5,000,000	5,000,000	-	5,000,000	0	0	(5,000,000)	0	0	0	0
B. Local Receipts	8,873,350	9,225,900	352,550	3.97%	9,578,450	352,550	9,703,450	125,000	9,803,450	100,000	9,903,450	100,000
C. Free Cash	5,659,184	5,539,215	(119,969)	-2.12%	4,701,610	(837,605)	4,701,610	0	4,701,610	0	4,701,610	0
D. Overlay Reserve Surplus	400,000	650,000	250,000	62.50%	400,000	(250,000)	200,000	(200,000)	200,000	0	200,000	0
E. Property Tax	142,948,226	148,700,283	5,752,057	4.02%	152,623,173	3,922,890	156,585,332	3,962,159	160,616,988	4,031,656	164,558,029	3,941,041
F. Override Stabilization Fund	6,248,581	3,046,037	(3,202,544)	-51.25%	7,362,341	4,316,304	9,213,088	1,850,747		(9,213,088)		
TOTAL REVENUES	187,659,107	197,085,239	9,426,132	5.02%	204,833,943	7,748,704	205,818,860	984,917	200,986,909	(4,831,951)	205,279,926	4,293,017
II APPROPRIATIONS												
One Time COVID impact		970,000			600,000		300,000					
A. School Additions	1,030,000	1,030,000	0	0.00%								
General Education Costs	52,809,670	55,724,058	2,914,388	5.52%	57,312,461	1,588,403	59,665,950	2,353,489	62,003,590	2,337,640	64,173,716	2,170,126
Special Education Costs	26,264,964	28,103,511	1,838,547	7.00%	30,070,757	1,967,246	32,175,710	2,104,953	34,428,010	2,252,300	36,837,971	2,409,961
Growth Factor	0	(1,379,700)	(1,379,700)	-	335,800	1,715,500	240,900	(94,900)	0	(240,900)	21,900	21,900
Net School Budget	80,104,634	84,447,869	4,343,235	5.42%	88,319,018	3,871,149	92,382,560	4,063,542	96,431,600	4,049,040	101,033,587	4,601,987
<u>Minuteman Operating & Capital</u>	5,184,582	6,208,487	1,023,905	19.75%	6,425,784	217,297	6,650,686	224,902	6,883,460	232,774	7,124,381	240,921
<u>Minuteman Exempt Capital</u>	1,610,964	1,739,452	128,488	7.98%	1,739,452	0	1,739,452	0	1,739,452	0	1,739,452	0
Town Personnel Services	30,232,896	31,337,702	1,104,806	3.65%	32,356,177	1,018,475	33,407,753	1,051,576	34,493,505	1,085,752	35,614,544	1,121,039
Town Expenses	11,522,254	11,839,451	317,197	2.75%	12,224,233	384,782	12,621,521	397,288	13,031,720	410,199	13,455,251	423,531
Enterprise Fund/Other	2,916,046	3,200,418	284,372	9.75%	3,304,432	104,014	3,411,826	107,394	3,522,710	110,884	3,637,198	114,488
Net Town Budget	38,839,104	39,976,735	1,137,631	2.93%	41,275,978	1,299,243	42,617,448	1,341,470	44,002,515	1,385,067	45,432,597	1,430,082
<u>MWRA Debt Shift</u>	1,845,727	0	(1,845,727)	-100.00%	0	0	0	0	0	0	0	0
B. Capital budget												
Exempt Debt Service	8,689,591	12,129,702	3,440,111	39.59%	12,028,956	(100,746)	11,917,651	(111,305)	11,824,004	(93,647)	11,586,563	(237,441)
Non-Exempt Service	7,347,230	7,071,175	(276,055)	-3.76%	6,904,475	(166,700)	6,988,314	83,839	7,963,943	975,629	7,309,888	(654,055)
Cash	3,959,297	3,426,277	(533,020)	-13.46%	3,685,432	259,155	4,080,547	395,115	3,508,868	(571,679)	4,545,830	1,036,962
Offsets/Capital Carry Forward	(1,692,329)	(677,260)	1,015,069	-59.98%	(402,736)	274,524	(382,797)	19,939	(339,496)	43,301	(291,485)	48,011
Total Capital	18,303,789	21,949,893	3,646,104	19.92%	22,216,127	266,234	22,603,715	387,588	22,957,319	353,604	23,150,796	193,477
C. Pensions	12,635,573	13,367,833	732,260	5.80%	14,103,064	735,231	14,878,733	775,669	15,697,063	818,330	16,560,401	863,338
D. Insurance	20,212,725	21,772,313	1,559,588	7.72%	22,986,258	1,213,945	24,245,519	1,259,261	25,518,409	1,272,890	26,863,206	1,344,797
E. State Assessments	3,694,772	3,859,291	164,519	4.45%	3,953,648	94,357	4,050,364	96,716	4,149,499	99,135	4,251,111	101,612
F. Overlay Reserve	691,296	600,000	(91,296)	-13.21%	600,000	0	800,000	200,000	600,000	(200,000)	600,000	0
G. Reserve Fund	1,720,145	1,753,178	33,033	1.92%	1,854,426	101,248	1,846,881	(7,545)	1,891,629	44,748	1,936,934	45,305
H. Court Judgments/Symmes	667,450	100,000	(567,450)	-85.02%	100,000	0	100,000	0	100,000	0	100,000	0
I. Warrant Articles	1,054,291	1,310,188	255,897	24.27%	1,260,188	(50,000)	1,310,188	50,000	1,260,188	(50,000)	1,310,188	50,000
J. Override Stabilization Fund	1,094,055	0	(1,094,055)	-100.00%	0	0	0	0	0	0	0	0
K. TOTAL APPROPRIATIONS	187,659,107	197,085,239	9,426,132	5.02%	204,833,943	7,748,704	213,225,546	8,391,603	221,231,134	8,005,588	230,102,653	8,871,519
L. BALANCE	0	0			0		(7,406,686)		(20,244,225)		(24,822,727)	
Free Cash	11,078,429	9,403,221			9,403,221		9,403,221		9,403,221		9,403,221	
Stabilization Fund	3,331,874	3,498,511			3,668,482		3,841,851		4,018,688		4,199,062	
Override Stabilization Fund***	19,621,467	16,575,430			9,213,089		1		1		1	
Municipal Bldg. Ins. Trust Fund	687,099	693,970			700,909		707,918		714,998		722,148	
TOTAL:	34,718,869	30,171,132			22,985,701		13,952,991		14,136,908		14,324,431	
% of General Fund Revenue	0	0			0		0		0		0	
	0	0			0		0		0		0	

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

Projected School Enrollment Growth FY 2022 - FY 2027

	FY 2022**	FY 2023*	FY 2024*	FY 2025*	FY 2026*	FY 2027*
Actual/Proj. Annual Growth	0	(189)	46	33	0	3
** Actual Growth - FY22 50% PPC of \$14,595 = \$7,297 X EG						
* Projected Growth - FY2023 through FY2027 Based on 50% of FY19 DESE Per Pupil Cost of \$14,601 = \$7,300 X Enrollment Growth						

Note: this Long Range Plan does not include the \$300,000 transferred from the Health Insurance Trust Fund to the OPEB Fund

APPENDIX E

TOWN OF ARLINGTON
WASTE DISPOSAL PROJECTION

02/28/2022
FILE:WASTEDISPOSAL

	FISCAL 2020	FISCAL 2021	PROJECTED FISCAL 2022	PROJECTED FISCAL 2023	PROJECTED FISCAL 2024	PROJECTED FISCAL 2025
DISPOSAL COSTS						
TIP FEE	\$ 69.54	\$ 77.00	\$ 79.39	\$ 81.35	\$ 84.39	\$ 87.00
TRASH TONAGE	12,211	12,480	12,750	12,750	12,500	12,500
TOTAL DISPOSAL COSTS	\$849,153	\$960,922	\$1,012,223	\$1,037,213	\$1,054,875	\$1,087,500
HAULING COST	2,263,868	2,309,145	2,569,450	2,800,000	2,884,000	2,970,520
TOTAL HAULING AND DISPOSAL COSTS	\$ 3,113,021	\$ 3,270,067	\$ 3,581,673	\$ 3,837,213	\$ 3,938,875	\$ 4,058,020
RECYCLING COSTS						
YARD WASTE	\$ 90,977	\$ 113,216	\$ 115,000	\$ 115,000	\$ 115,000	\$ 115,000
SOLID FILL	\$ 142,001	\$ 93,843	\$ 180,000	\$ 180,000	\$ 180,000	\$ 180,000
HAZARD WASTE	\$ 30,417	\$ 35,777	\$ 35,000	\$ 40,000	\$ 40,000	\$ 40,000
COMPOST	\$ 31,170	\$ 15,839	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000
REC. COOR.+ W.D. + BENEFITS(25%)	\$ 100,746	\$ 101,504	\$ 104,239	\$ 112,770	\$ 112,770	\$ 112,770
OTHER RECYCLING COSTS	\$ 44,641	\$ 50,468	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000
MINUS REVOLVING FUND OFFSET	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000
TOTAL RECYLCING COSTS	\$ 404,952	\$ 375,647	\$ 499,239	\$ 512,770	\$ 512,770	\$ 512,770
TONS OF WASTE RECYLED						
CURBSIDE RECYCLING	5272	5028	5028	5028	5028	5028
YARD WASTE	3045	3435	3435	3435	3435	3435
SOLID FILL	NA	NA	NA	NA	NA	NA
HAZARD WASTE	NA	NA	NA	NA	NA	NA
FOOD SCRAP TO COMPOST	207	70	70	70	70	70
OTHER RECYCLING	160	184	184	184	184	184
TOTAL TONS WASTE RECYCLED	8684	8717	8717	8717	8717	8717
RECYCLING DISPOSAL SAVINGS (TONS X TIP FEE)	\$ 603,885	\$ 671,209	\$ 692,043	\$ 709,128	\$ 735,628	\$ 758,379
RECYCLING COSTS (FROM ABOVE)	\$ 404,952	\$ 375,647	\$ 499,239	\$ 512,770	\$ 512,770	\$ 512,770
TOTAL RECYCLING SAVINGS(COSTS)	\$ 198,933	\$ 295,562	\$ 192,804	\$ 196,358	\$ 222,858	\$ 245,609

SOURCE: TOWN OF ARLINGTON FINANCE COMMITTEE.