

TOWN OF GROTON FINANCE COMMITTEE/BOARD OF SELECTMEN

*Wednesday, March 15th, 2017 – 7:00 pm
Groton Town Hall, 2nd Floor Meeting Room
173 Main St, Groton, MA*

Present for Finance Committee: G. Green (Chair), R. Hargraves (Vice Chair), D. Manugian, B. Robertson, L. Leonard, A. Prest

Absent: J. Sjoberg

Also Present: M. Haddad (Town Manager), M. Hartnett (Treasurer/Tax Collector), A. Eliot (BOS), J. Degen (BOS), V. Abraham (Library Director), M. Gerath (Library Trustee), N. Wilder (Library Trustee), C. Sartini (Groton Herald)

Documents available at the meeting: FY18 Proposed Operating Budget (revised as of 3/15/17)
Tax Levy Calculation FY18 (revised as of 3/15/17)
Debt Schedule Scenarios
Reserve Fund Transfer Requests (Park Commission & Sr. Center Site Review)
Draft of Line Item Transfers for Town Meeting
Pepperell SRF Payment Warrant Request (Mr. A. Prest)

Mr. Green called the meeting of the Finance Committee to order at 7:01 p.m.

Approval of Minutes:

On a motion by Mr. Robertson, seconded by Mr. Manugian, the Finance Committee voted unanimously to approve and release the open session meeting minutes of 03/07/17 as amended. The Vote: 6-0-0

On a motion by Mr. Robertson, seconded by Mr. Hargraves, the Finance Committee voted unanimously to approve but not release the executive session meeting minutes of 03/07/17 as drafted.
The Vote: 6-0-0

FY18 Funding for Pepperell SRF: Mr. Haddad explained that the Town has intermittently funded an annual portion (\$27,000) of the 2006 Pepperell plant upgrade based on a verbal agreement between Town and Sewer Enterprise officials. This agreement was never taken to Town Meeting as it was not actual debt service to Groton. For FY18, the Sewer Commissioners originally agreed to pay the Town's portion, but then later reversed that vote, requiring the Town to fund the \$27,000 within the operating budget. Mr.

Prest provided a written summary of his position (see attached document), and would like to see an article on the Town Meeting warrant to codify this agreement going forward. This debt will not retire until 2026, therefore the total remaining expense to Groton is \$243,000. Mr. Haddad noted that the BOS have expressed some reluctance to re-open the warrant at this late date. One BOS member suggested that the \$27,000 be paid by the town in FY18, and added to the warrant for the FY19 budget cycle. Alternatively, the FinCom can introduce an amendment to the FY18 budget on the floor of the upcoming Town Meeting. The group briefly discussed formatting this as a separate motion under General Government. Mr. Manugian would like to see a written agreement between the Town and the Sewer Commission negotiated and signed prior to taking any vote at Town Meeting. Mr. Haddad argued that the Pepperell upgrade expense should be considered an Enterprise expense, pointing out that Town buildings are all billed for their quarterly sewer usage. Mr. Robertson countered that the cost of the plant upgrade should be considered as separate from sewer rates, and the Town has been acting inappropriately by not honoring the 2006 agreement. Mr. Manugian noted that the intergovernmental charges for the Sewer Enterprise have increased by a comparable amount for FY18. Mr. Haddad confirmed that all the Enterprises have agreed to a new standardized indirect cost policy for next year.

Mr. Prest moved that the BOS add an article to the Spring Town Meeting Warrant that requests approval for the Town to cover the remaining 9 years on the Pepperell Bond at a cost to the Town of \$243,000. Ms. Leonard seconded. During further discussion, Mr. Manugian said he was concerned about opening the warrant in order to add an article that might impact the Town's relationship with the Sewer Enterprise. He reiterated his suggestion to negotiate an agreement with both sides in advance of Town Meeting. **The motion failed to carry. The Vote: 2-4-0 (Ms. Leonard, and Mr. Prest voted in favor, Mr. Green, Mr. Manugian, Mr. Robertson and Mr. Hargraves voted against this motion).**

FY18 Budget Update: Mr. Haddad listed the latest additions to the budget:

- \$27,000 for the Pepperell Plant Upgrade SRF
- \$25,000 for Sargisson Beach Lifeguards
- \$90,000 for GDRSD Assessment
- \$132,300 for Debt (BAN) pay down (funded from Free Cash)
- \$73,000 for the Fire Department Call Incentive Pilot (reclassified from Free Cash to Taxation)

These changes leave the budget with \$121,348 of unexpended tax capacity.

Library Sunday Hours: Mr. Gerath explained that providing Sunday hours from September through May would add \$9,390 to the Library wage budget for FY18. However, this would be offset by a cut in the Books & Materials expense line of \$8,725, for a net cost of only \$665. He pointed out that while the net effect seems like an insubstantial sum, he was concerned about the impact to wages. Also, if the Town ever required that these hours be removed, the Library would have to restore the Books & Materials budget in order to retain its certification. Mr. Gerath stressed that the Library Trustees haven't officially voted this issue, but he is confident that they would support this change. Mr. Robertson agreed that funding Sunday hours adds to the rate of growth in the most unsustainable line in Groton's operating budget (wages). Ms. Leonard asked whether the addition of Sunday hours would result in higher benefit

costs. Mr. Gerath replied that there would be no increases to benefit charges as a result of Sunday hours. Mr. Haddad noted that the UTC would drop to \$120,683 with this budget amendment.

On a motion by Mr. Prest, seconded by Ms. Leonard, the Finance Committee voted unanimously to support the request to add Sunday open hours (September through May) to the Library Budget for FY18 as presented (Library Wages to increase \$9,390 and Library Expenses to decrease \$8,725 for a net budget increase of \$665). The Vote: 6-0-0

Mr. Robertson asked for a breakdown of the changes to the debt service line. Mr. Haddad distributed the various debt scenario plans currently under consideration (see document attached), specifying his recommendation for a hybrid approach that blends Plans B and C. He explained that the original budget for short-term interest was \$71,000. An addition of approximately \$9,900 was necessary due to a recent Federal Reserve rate increase. Subsequently, the Town was advised by Bond Counsel of required principal payments on the Lost Lake Fire Protection and Public Safety Radio BANS of \$112,000. This brings the total short-term debt service to \$192,900. Mr. Haddad is recommending an additional principal payment of \$132,300 be made (funded with Free Cash), resulting in a final short-term debt budget in FY18 of \$325,200. Utilizing Free Cash in this way is appropriate as it would be considered a one-time draw-down only done in those years when sufficient Free Cash is likely to be available.

On a motion by Mr. Hargraves, seconded by Ms. Leonard, the Finance Committee voted unanimously to support an additional short-term principal payment for FY18 of \$132,300 to be funded from Free Cash. The Vote: 6-0-0

The group discussed the GDRSD voted budget. Mr. Haddad noted that the School Committee added \$90,000 to Groton's assessment (above the Superintendent's recommendation) so as to address certain priority needs. Ms. Leonard pointed out that Superintendent Ryan's original budget had resulted in a budget deficit for Dunstable in the amount of \$112,000. The revision voted by the School Committee adds an additional \$26,000 to that deficit, with no clear agreement among Dunstable officials on how to resolve this. Mr. Green would like it clearly understood that Groton included \$750,000 for GDRSD in FY18 as a placeholder only so as to have a balanced budget proposal by December 31. He added that while the enrollment shift hurt Dunstable this year, it could reverse itself next year and cause a spike in Groton's assessment. Mr. Haddad feels that because one-time capital items were included in the GDRSD budget for FY18, there will be enough cushion should the enrollment distribution shift again next year. Mr. Green countered that other capital items are likely to come up in the interim that would also add to Groton's assessment. The group discussed the possibility of voting the GDRSD budget in two distinct motions in both Towns; this idea was ultimately rejected. While no vote was taken, there was a general consensus among the members to support the operating assessment of \$19,108,378.

Mr. Haddad said that while private donations had funded lifeguards at Sargisson's Beach in FY16, he is doubtful that this approach will be successful again in FY17. He recommends letting Town Meeting vote on this line item. Mr. Robertson agreed saying that when finances allow, the residents deserve to be able to vote in those items that they clearly want and enjoy. This does not have to be considered a priority every year and can be pulled when there is insufficient revenue to support it. Mr. Hargraves believes strongly that if the Country Club swimming pool is funded (benefitting only those who can pay the fees),

then the beach should be funded for those families who cannot afford to swim at the Club. Mr. Green noted that this line item is not sustainable from a growth perspective, and is furthermore always the first line cut during lean years. However, he agreed that the Town should fund it when possible.

On a motion by Mr. Hargraves, seconded by Mr. Manugian, the Finance Committee voted unanimously to support the addition of \$25,000 to the FY18 Water Safety Budget to fund lifeguards for Sargisson's Beach. The Vote: 6-0-0

Mr. Haddad recommended that the Fire Department Call Incentive Pilot Program be funded from taxation rather than from Free Cash. When the time comes to prepare the FY19 budget, there will not yet be sufficient data available upon which to measure the results of this program. Therefore, if it is funded through taxation in FY18, there will be a seamless transition in FY19 should the decision be made to retain the line item. Mr. Robertson would like clarification of the success metrics provided by Chief McCurdy. He proposed quarterly summaries of the number of call hours paid. This should be compared to the hours paid prior to inception of the Pilot. If more hours are paid after the Pilot is put in place, then it can be assumed that service provision has increased, and therefore revenue is likely to have increased as well. If, on the other hand, call hours paid do not increase with this program, then the assumption is that we are only paying more for the same level of service previously provided, and the program is not successful.

On a motion by Mr. Hargraves, seconded by Ms. Leonard, the Finance Committee voted unanimously to support funding \$73,000 for the Fire Department Call Incentive Pilot Program from taxation for FY18. The Vote: 6-0-0

The group briefly discussed the benefit of contributing an additional \$200,000 to the OPEB Trust Fund for FY18. Ms. Dufresne learned from the actuarial service that the key to reducing (or preventing growth) of the OPEB liability lies in the choice of discount rate, which is in turn based on the plan's funding and investment policy. OPEB funding tied to a designated OPEB Trust (rather than General Fund reserves) permits larger interest rate assumptions over the long term. The larger the balance in the irrevocable trust, the higher the assumed interest rate (7% or 8% versus 3% or 4% for underfunded plans). Mr. Robertson suggested deferring this decision until the fall Town Meeting.

Mr. Manugian would like to see a comparison of the original December FY18 budget proposal alongside the final updated proposal (as discussed this evening) for those lines that have been changed. Mr. Haddad agreed to provide that information.

Line Item Transfers: Mr. Haddad distributed the first draft of the proposed budget line item transfers for Town Meeting (see attached). Of particular note, he mentioned that the \$1,700 for Lost Lake Engineering is required to close out the ESS contract, the Charter Committee is looking for \$6,500 in order to fund their legal advertisements and pay a clerk to take minutes, the Fire Department has experienced higher than normal overtime expenses and may need an additional \$31,294 for wages, and \$25,000 is needed to construct a secondary egress for the Senior Center. This is considered a safety issue and is therefore being addressed right away. On a positive note, the Fire Department is requesting an additional \$19,200 to purchase turn-out gear for an unusually large recruitment class. Most of these transfers will be funded

from Dispatch Wages if a projected surplus cannot be transferred from another line within the same department. \$137,144 is currently identified for transfer at the upcoming Town Meeting.

Reserve Fund Transfer Requests: Mr. Haddad commended the hard work and thorough attention paid by the committee working to advance the new Senior Center project. During the course of their research, there were two additional sites identified for which the architect should perform a layout plan in order for the committee to provide a strong report to Town Meeting. This additional architectural work is expected to cost \$2,200, and the committee has asked that this be funded with a Reserve Fund transfer.

On a motion by Ms. Leonard, seconded by Mr. Manugian, the Finance Committee voted unanimously to transfer \$2,200 from the Reserve Fund to Town Manager's Expenses for FY17. The Vote: 6-0-0

Mr. Haddad noted that a large tree in the Town Field is threatening to fall and damage a nearby home. The estimated cost to remove this tree (\$3,300) is largely due to the need to rent a crane. After a brief discussion, the Finance Committee advised that the Park Commission take down the tree with money currently available in their appropriation (\$33,000), and resubmit their request for a Reserve Fund transfer later in the fiscal year should they run short of funds.

Mr. Green asked the members to continue to think about how they wish to participate in the writing of the Finance Committee's Budget Message for Town Meeting.

Mr. Green officially adjourned the meeting at 8:45 p.m.

Respectfully submitted,

Patricia Dufresne, Recording Secretary

Patricia DuFresne

From: Mark Haddad
Sent: Monday, March 13, 2017 10:19 AM
To: Gary Green (ggreen@freetobegreen.com)
Cc: Patricia DuFresne
Subject: FW: Request to Add Article to Spring Town Warrant

Importance: High

Can we add this to your agenda Wednesday night in advance of the Selectmen taking it up on March 20th?

From: Arthur L. Prest [mailto:prest@prest.biz]
Sent: Friday, March 10, 2017 1:00 PM
To: Josh Degen-Home
Cc: Mark Haddad
Subject: Request to Add Article to Spring Town Warrant
Importance: High

I am requesting that the Selectmen Reopen the 2017 Spring Town Warrant to add an Article regarding the \$27,000 per year for the "assessment" to the Town of Groton Municipal Government from the Groton Sewer Commission for the Town of Pepperell's 2006 Waste Water Treatment Plant Upgrade.

The best that I can determine is that the agreement for the Municipal Government to pay 50% of the total of \$54,000 for said plant upgrade was never voted on by a Town Meeting.

Here are the facts:

1. The plant upgrade was done in 2006.
2. The Pepperell bond for the said upgrade extends through FY2026 (9 more years)
3. The cost for the municipal government through FY2026 will be \$243,000
4. The "agreement" for the municipal government to pay the Enterprise Fund for half of the cost of an upgrade that only benefits those who can have a sewer connection
5. The agreement for the municipal government was never approved at a Town Meeting
6. The "agreement" apparently resulted from an agreement made by the Selectmen with the Sewer Commission in 2006
7. As far as I can determine the "agreement" was never codified beyond the agreement (verbal?) between the Selectmen and the Sewer Commissioners and maybe the Finance Committee
8. Over the last 12 years (i.e., since 2016), the Sewer Commission has covered the total \$54,000 assessment for 8 of those years without having to raise rates. And they have the funds to cover the total assessment in FY2018 without raising rates.
9. It is anticipated that there will be new Pepperell Waste Water Treatment Plant Upgrade required within the next two years. The past "agreement" will likely be used as a precedent to have the Town to pay for half of such an upgrade in the future.

I suggest that we have a Spring Town Meeting Article that requests Spring Town Meeting approval for the Town to cover the remaining 9 years left on the Pepperell Bond at a cost to the Town of \$243,000.

Thanks, Art

Art Prest

8 Weymisset Road
Groton, MA 01450
Email: prest@prest.biz
Telephone: 978-448-2384
Mobile: 240-401-5240

PROPOSED LINE ITEM TRANSFERS FOR THE 2017 SPRING TOWN MEETING

FUNDING NEEDED

Line Item Number	Account	Amount Needed	Reason
1023	Board of Selectmen - Engineering/Consultant	\$ 1,700	Lost Lake Engineering Study
1060	Board of Assessors - Salaries	\$ 450	Longevity Payment to Principal Assessor
1182	Postage/Town Hall - Expenses	\$ 6,500	Charter Committee Expenses
1250	Mechanical Inspectors - Salaries	\$ 6,000	Increase in Inspections
1311	Fire Department - Wages	\$ 31,294	FMLA and Overtime Expense
1312	Fire Department - Expenses	\$ 19,200	Turn out gear for additional recruits
1502	Highway Department - Expenses	\$ 10,000	Various Issues
1542	Municipal Buildings - Minor Capital	\$ 25,000	Senior Center Secondary Egress
1702	Country Club - Expenses	\$ 22,000	Various Issues
1703	Country Club - Minor Capital	\$ 15,000	Fix Fire Code Issue in Function Hall
	TOTAL	\$ 137,144	

FUNDING FROM

1062	Board of Assessor - Expenses	450
1080	Town Counsel - Expenses	15,000
1120	GIS Committee - Expenses	5,000
1162	Insurance Expense - 111F Deductible	5,000
1181	Postage Town Hall - Telephone Expense	6,500
1370	Police/Fire Communications - Wages	73,194
1501	Highway - Wages	10,000
1701	Country Club - Wages	22,000
	TOTAL	137,144

REQUEST FOR TRANSFER FROM THE RESERVE FUND

(To be submitted in triplicate)

Date 3-13-17

Advisory Board
Town of Groton

Gentlemen:

Request is hereby made for the following transfer from the Reserve Fund in accordance with Chapter 40, Section 6, of the Massachusetts General Laws:

1. Amount requested:

2,200.00

2. To be transferred to:

TOWN MANAGER EXPENSES
(give name of appropriation)

3. Present balance in said appropriation:

2.093

4. The amount requested will be used for (give specific purpose):

TO PERFORM CONCEPTUAL SITE PLANS FOR TWO ADDITIONAL SITES UNDER REVIEW BY THE TOWN MEETING SENIOR CENTER REVIEW COMMITTEE. THIS WILL BE USED TO PROVIDE CONCEPTUAL SITE PLANS FOR THE GELD SITE AND FARMERS RDW SITE.

5. This expenditure is extraordinary and/or unforeseen for the following reasons: THE COMMITTEE'S ORIGINAL CHARGE WAS TO REVIEW PREVIOUS WORK. AS THE COMMITTEE EXPANDED ITS REVIEW, MORE SITES CAME UNDER REVIEW. THIS EXPENDITURE IS EXTRAORDINARY DUE TO THE THOROUGHNESS OF THE REVIEW.

Officer or Department Head

Action of Advisory Board

Date of Meeting Number Present and Voting

Transfer voted in the sum of \$

Transfer disapproved

Chairman Advisory Board

Request must be made and transfer voted before any expenditure in excess of appropriation is incurred.

REQUEST FOR TRANSFER FROM THE RESERVE FUND

(To be submitted in triplicate)

Date 3-15-17

Advisory Board
Town of Groton

Gentlemen:

Request is hereby made for the following transfer from the Reserve Fund in accordance with Chapter 40, Section 6, of the Massachusetts General Laws:

1. Amount requested:

\$ 3300.00

2. To be transferred to:

PARIL EXPENSES
(give name of appropriation)

3. Present balance in said appropriation:


\$ 33,203

4. The amount requested will be used for (give specific purpose):

REMOVAL OF A TREE ON PARY PROPERTY
THAT IS A DANGER TO A NEARBY HOME.

5. This expenditure is extraordinary and/or unforeseen for the following reasons:

THE TREE IS ROTTED AND NEEDS TO BE
REMOVED ASAP


Officer or Department Head

Action of Advisory Board

Date of Meeting Number Present and Voting

Transfer voted in the sum of \$

Transfer disapproved

.....
Chairman Advisory Board

Request must be made and transfer voted before any expenditure in excess of appropriation is incurred.



Groton Fire Department

Fire ~ EMS ~ Rescue

"Together We Serve the Community"

45 Farmers Row
Groton, Massachusetts 01450
Tel: (978) 448-6333



To: Mark Haddad

From: Steele McCurdy

Date: 3/10/2017

Re: On-call Standby

Per the request of the finance committee I have put together the cost and anticipated benefit of providing an on-call standby rate to EMT's and a fire officer each night. This pilot program will cost about \$73,058 in Fy 2018. On-call standby pay or annual stipends are not uncommon in Massachusetts Fire Departments. Many fire departments employ either an hourly standby rate (ranges \$3-\$8 per hour) or other fixed dollar stipends.

The proposal currently asks for \$25 dollars per 6 hour shift for EMT's or about \$54,000 annually. Each night there are (6), 6 hour EMT shifts; (3) 6p-12a and (3) 12a-6a, filled on a voluntary basis. These voluntary shifts currently are not compensated, but do require EMT's to remain in town and available for any calls that occur. As we have previously discussed, the developing issue that has prompted this request is a lack of EMS coverage. While this issue is not new, the availability of EMTs to cover calls has resulted in serious delays in service and some lost revenue. In any given month about 33% of the EMS shifts are not covered by a minimum of two EMT's as required the Department of Public Health. A deeper look into shifts reveals the actual number being closer to 40% if additional vacancies occur. This means that 40% of the time I cannot guarantee an ambulance will be able to respond to an emergency. Fortunately, our dedicated EMT's will often respond to calls even when not signed up for a shift, but responses can be significantly delayed. In 2016, we were unable to respond to 13 EMS calls resulting in an even more significant delay in service and a loss of approximately \$17,732. Even with that loss, the total EMS revenue for 2016 increased by \$32,000 or approximately 11% over 2015.

By adding the standby rate for up to 3 EMT's, it is hoped that we will reduce our open EMS shifts by at least 10% and that we can utilize this incentive to recruit 2-4 new on-call EMT's to the department.

With firefighters and EMT's needing to balance work, home and the fire department, we often find ourselves limited on personnel available for calls. This trend is a national trend that has been causing a serious strain on on-call and volunteer organizations. Groton is certainly not immune to this trend with a majority of personnel working outside of Groton with long commutes. With a call force of 40 firefighters and EMT's, personnel need to make up sleep, family time etc when called out. This has a



Groton Fire Department

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compounding effect on the department as a call today may result in the unavailability of personnel tomorrow.

The duty officer is one of the Lieutenants or Captains on the department that is responsible for any fire calls or non-emergent incidents that occur. The duty officer often handles less serious calls without the need for additional firefighters. This often results in a significant savings as we are paying for a single person rather than 6-10 firefighters to handle a call. Duty officer shifts run from 6p-6a and would be \$50 for the night or \$18,250 annually. Duty officers handle non-billable calls therefore there is no offset in revenue.

Part of the nightly coverage includes having an officer available for calls. Like the EMS shift, the duty officer position often has holes in coverage requiring dispatch to make additional phone calls or call out available firefighters. When these delays occur minor issues can develop into bigger incidents or we end up paying a large group of people instead of one.

Having an officer on duty guarantees an experienced person will respond to an emergency and provide supervision to ensure that the incident is properly handled. The savings is estimated at about \$2,600 annually for calls handled by the duty officer alone.

This pilot program will last for one year. The success of the program will be based on the following criteria that will not include cost offsets or revenue generation:

- 10% reduction in open EMS shifts

- Recruit or train 4 more on-call EMT's

- An officer on-call 100% of night shifts to provide supervision

It should be noted that we will only have a 6 month sample of data to judge the program off of since it will begin July 1 and budget presentations will likely occur in January or February. For that reason, while response time is generally a good indicator of performance, it is sometimes misleading over a shorter duration. While I would like to see a decrease in response times, there are too many factors such as locations of the calls, time of year and weather that can skew the data in either direction.

TOWN OF GROTON

FISCAL YEAR 2018

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
<u>GENERAL GOVERNMENT</u>								
<u>MODERATOR</u>								
1000	Salaries	\$ 65	\$ 65	\$ 65	\$ 65	\$ 65	\$ 65	0.00%
1001	Expenses	\$ 21	\$ 19	\$ 80	\$ 80	\$ 80	\$ 80	0.00%
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DEPARTMENTAL TOTAL		\$ 86	\$ 84	\$ 145	\$ 145	\$ 145	\$ 145	0.00%
<u>BOARD OF SELECTMEN</u>								
1020	Salaries	\$ 3,950	\$ 3,891	\$ -	\$ -	\$ -	\$ -	0.00%
1021	Wages	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1022	Expenses	\$ 1,976	\$ 6,284	\$ 2,000	\$ 3,000	\$ 3,000	\$ 3,000	50.00%
1023	Engineering/Consultant	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1024	Minor Capital	\$ -	\$ 26,717	\$ -	\$ 27,000	\$ -	\$ 27,000	0.00%
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DEPARTMENTAL TOTAL		\$ 5,926	\$ 36,892	\$ 2,000	\$ 30,000	\$ 3,000	\$ 30,000	1400.00%
<u>TOWN MANAGER</u>								
1030	Salaries	\$ 183,649	\$ 188,596	\$ 197,572	\$ 204,592	\$ 204,592	\$ 204,592	3.55%
1031	Wages	\$ 84,452	\$ 95,178	\$ 102,646	\$ 106,780	\$ 106,780	\$ 106,780	4.03%
1032	Expenses	\$ 3,300	\$ 3,800	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	0.00%
1033	Engineering/Consultant	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1034	Performance Evaluations	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
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DEPARTMENTAL TOTAL		\$ 271,401	\$ 287,574	\$ 304,218	\$ 315,372	\$ 315,372	\$ 315,372	3.57%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
FINANCE COMMITTEE								
1040	Expenses	\$	\$	210 \$	210 \$	210 \$	210 \$	0.00%
1041	Reserve Fund	\$	97,604 \$	150,000 \$	150,000 \$	150,000 \$	150,000 \$	0.00%
DEPARTMENTAL TOTAL								
		\$	97,604 \$	150,210 \$	150,210 \$	150,210 \$	150,210 \$	0.00%
TOWN ACCOUNTANT								
1050	Salaries	\$	73,064 \$	84,833 \$	87,395 \$	87,395 \$	87,395 \$	3.02%
1051	Wages	\$	37,816 \$	42,360 \$	44,067 \$	44,067 \$	44,067 \$	4.03%
1052	Expenses	\$	33,037 \$	30,975 \$	31,185 \$	31,185 \$	31,185 \$	0.68%
DEPARTMENTAL TOTAL								
		\$	143,917 \$	158,168 \$	162,647 \$	162,647 \$	162,647 \$	2.83%
BOARD OF ASSESSORS								
1060	Salaries	\$	83,246 \$	84,875 \$	85,325 \$	85,325 \$	85,325 \$	0.53%
1061	Wages	\$	87,704 \$	50,974 \$	52,782 \$	52,782 \$	52,782 \$	3.55%
1062	Expenses	\$	13,576 \$	29,135 \$	23,235 \$	23,235 \$	23,235 \$	-20.25%
1063	Legal Expense	\$	- \$	- \$	- \$	- \$	- \$	0.00%
DEPARTMENTAL TOTAL								
		\$	184,526 \$	164,984 \$	161,342 \$	161,342 \$	161,342 \$	-2.21%
TREASURER/TAX COLLECTOR								
1070	Salaries	\$	79,273 \$	82,476 \$	84,966 \$	84,966 \$	84,966 \$	1.00%
1071	Wages	\$	96,280 \$	97,406 \$	104,658 \$	104,658 \$	104,658 \$	0.40%
1072	Expenses	\$	18,554 \$	20,266 \$	22,855 \$	22,855 \$	22,855 \$	0.00%
1073	Tax Title	\$	4,366 \$	4,038 \$	4,500 \$	4,500 \$	4,500 \$	0.00%
1074	Bond Cost	\$	2,500 \$	3,000 \$	5,000 \$	5,000 \$	5,000 \$	0.00%
DEPARTMENTAL TOTAL								
		\$	200,973 \$	207,186 \$	221,979 \$	221,979 \$	221,979 \$	0.57%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
TOWN COUNSEL								
1080	Expenses	\$ 101,333	\$ 60,269	\$ 90,000	\$ 90,000	\$ 90,000	\$ 90,000	0.00%
DEPARTMENTAL TOTAL								
		\$ 101,333	\$ 60,269	\$ 90,000	\$ 90,000	\$ 90,000	\$ 90,000	0.00%
HUMAN RESOURCES								
1090	Salary	\$ 68,560	\$ 70,359	\$ 73,202	\$ 75,412	\$ 75,412	\$ 75,412	3.02%
1091	Expenses	\$ 6,703	\$ 7,491	\$ 9,550	\$ 9,550	\$ 9,550	\$ 9,550	0.00%
DEPARTMENTAL TOTAL								
		\$ 75,264	\$ 77,850	\$ 82,752	\$ 84,962	\$ 84,962	\$ 84,962	2.67%
INFORMATION TECHNOLOGY								
1100	Salary	\$ 117,974	\$ 122,698	\$ 100,814	\$ 104,888	\$ 104,888	\$ 104,888	4.04%
1101	Wages	\$ 48,737	\$ 47,286	\$ 47,753	\$ 47,753	\$ 47,753	\$ 47,753	0.00%
1102	Expenses	\$ 23,789	\$ 23,336	\$ 24,800	\$ 24,800	\$ 24,800	\$ 24,800	0.00%
DEPARTMENTAL TOTAL								
		\$ 190,499	\$ 193,320	\$ 173,367	\$ 177,441	\$ 177,441	\$ 177,441	2.35%
GIS STEERING COMMITTEE								
1120	Expenses	\$ 6,016	\$ 2,051	\$ 15,100	\$ 15,100	\$ 15,100	\$ 15,100	0.00%
DEPARTMENTAL TOTAL								
		\$ 6,016	\$ 2,051	\$ 15,100	\$ 15,100	\$ 15,100	\$ 15,100	0.00%
TOWN CLERK								
1130	Salaries	\$ 71,649	\$ 74,544	\$ 77,556	\$ 80,689	\$ 80,689	\$ 80,689	4.04%
1131	Wages	\$ 48,161	\$ 50,992	\$ 54,536	\$ 54,589	\$ 54,589	\$ 54,589	0.10%
1132	Expenses	\$ 7,875	\$ 9,175	\$ 11,655	\$ 15,515	\$ 11,515	\$ 11,515	-1.20%
1133	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL								
		\$ 127,685	\$ 134,711	\$ 143,747	\$ 150,793	\$ 146,793	\$ 146,793	2.12%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
ELECTIONS & BOARD OF REGISTRARS								
1140	Stipend	\$ 8,914	\$ 11,472	\$ 11,656	\$ 5,408	\$ 5,408	\$ 5,408	-53.60%
1141	Expenses	\$ 9,794	\$ 12,046	\$ 10,620	\$ 6,831	\$ 6,831	\$ 6,831	-35.68%
1142	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL		\$ 18,708	\$ 23,518	\$ 22,276	\$ 12,239	\$ 12,239	\$ 12,239	-45.06%
STREET LISTINGS								
1150	Expenses	\$ 5,489	\$ 4,081	\$ 6,000	\$ 6,250	\$ 6,250	\$ 6,250	4.17%
DEPARTMENTAL TOTAL		\$ 5,489	\$ 4,081	\$ 6,000	\$ 6,250	\$ 6,250	\$ 6,250	4.17%
INSURANCE & BONDING								
1160	Insurance & Bonding	\$ 142,864	\$ 181,075	\$ 200,000	\$ 222,000	\$ 222,000	\$ 222,000	11.00%
1161	Insurance Deductible Reserve - Liability	\$ 5,649	\$ 3,145	\$ 12,000	\$ 12,000	\$ 12,000	\$ 12,000	0.00%
1162	Insurance Deductible Reserve - 111F	\$ 3,310	\$ 9,642	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	0.00%
DEPARTMENTAL TOTAL		\$ 151,823	\$ 193,862	\$ 237,000	\$ 259,000	\$ 259,000	\$ 259,000	9.28%
TOWN REPORT								
1170	Expenses	\$ 1,400	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	0.00%
DEPARTMENTAL TOTAL		\$ 1,400	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	0.00%

LINE	DEPARTMENT/DESCRIPTION	FY 2016 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
POSTAGE/TOWN HALL EXPENSES								
1180	Expenses	\$	52,323	\$	55,000	\$	55,000	0.00%
1181	Telephone Expenses	\$	41,713	\$	40,000	\$	40,000	0.00%
1182	Office Supplies	\$	15,512	\$	17,000	\$	17,000	0.00%
DEPARTMENTAL TOTAL								
		\$	109,548	\$	112,000	\$	112,000	-4.27%
TOTAL GENERAL GOVERNMENT								
		\$	1,692,197	\$	1,889,183	\$	1,919,980	3.06%

LAND USE DEPARTMENTS

CONSERVATION COMMISSION								
1200	Salary	\$	61,384	\$	66,118	\$	68,789	4.04%
1201	Wages	\$	-	\$	-	\$	-	0.00%
1202	Expenses	\$	4,323	\$	6,679	\$	6,699	0.30%
1203	Engineering & Legal	\$	-	\$	-	\$	-	0.00%
1204	Minor Capital	\$	-	\$	-	\$	-	0.00%
DEPARTMENTAL TOTAL								
		\$	65,707	\$	72,797	\$	75,488	3.70%
PLANNING BOARD								
1210	Salaries	\$	80,788	\$	80,580	\$	82,192	2.00%
1211	Wages	\$	-	\$	-	\$	-	0.00%
1212	Expenses	\$	7,178	\$	7,500	\$	7,850	4.67%
1213	M.R.P.C. Assessment	\$	3,160	\$	3,403	\$	3,488	2.50%
1214	Legal Budget	\$	-	\$	-	\$	-	0.00%
DEPARTMENTAL TOTAL								
		\$	91,126	\$	91,483	\$	93,530	2.24%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
ZONING BOARD OF APPEALS								
1220	Wages	\$ 18,255	\$ 18,455	\$ 18,823	\$ 19,285	\$ 19,285	\$ 19,285	2.45%
1221	Expenses	\$ 986	\$ 1,027	\$ 1,700	\$ 1,700	\$ 1,700	\$ 1,700	0.00%
DEPARTMENTAL TOTAL		\$ 19,241	\$ 19,482	\$ 20,523	\$ 20,985	\$ 20,985	\$ 20,985	2.25%
HISTORIC DISTRICT COMMISSION								
1230	Wages	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1231	Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
BUILDING INSPECTOR								
1240	Salaries	\$ 79,273	\$ 80,858	\$ 82,475	\$ 84,966	\$ 84,966	\$ 84,966	3.02%
1241	Wages	\$ 60,282	\$ 58,904	\$ 60,174	\$ 61,636	\$ 61,636	\$ 61,636	2.43%
1242	Expenses	\$ 2,870	\$ 1,950	\$ 5,000	\$ 5,000	\$ 3,500	\$ 3,500	-30.00%
1243	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL		\$ 142,426	\$ 141,712	\$ 147,649	\$ 151,602	\$ 150,102	\$ 150,102	1.66%
MECHANICAL INSPECTOR								
1250	Fee Salaries	\$ 27,156	\$ 31,860	\$ 30,000	\$ 34,000	\$ 30,000	\$ 30,000	0.00%
1251	Expenses	\$ 3,326	\$ 3,253	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	0.00%
DEPARTMENTAL TOTAL		\$ 30,482	\$ 35,113	\$ 35,000	\$ 39,000	\$ 35,000	\$ 35,000	0.00%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
EARTH REMOVAL INSPECTOR								
1260	Stipend	\$ -	\$ -	1,500 \$	1,500 \$	1,500 \$	1,500 \$	0.00%
1261	Expenses	\$ 95	68 \$	100 \$	100 \$	100 \$	100 \$	0.00%
1262	Minor Capital		\$ -	- \$	- \$	- \$	- \$	0.00%
DEPARTMENTAL TOTAL		\$ 95	\$ 68	1,600 \$	1,600 \$	1,600 \$	1,600 \$	0.00%
BOARD OF HEALTH								
1270	Wages	\$ -	\$ -	- \$	- \$	- \$	- \$	0.00%
1271	Expenses	\$ 787	673 \$	1,000 \$	1,000 \$	1,000 \$	1,000 \$	0.00%
1272	Nursing Services	\$ -	- \$	10,787 \$	11,325 \$	11,325 \$	11,325 \$	4.99%
1273	Nashoba Health District	\$ 31,943	41,221 \$	23,636 \$	36,145 \$	24,818 \$	24,818 \$	5.00%
1274	Mental Health	\$ -	8,000 \$	8,000 \$	8,000 \$	8,000 \$	8,000 \$	0.00%
1275	Eng/Consult/Landfill Monitoring	\$ 10,000	8,621 \$	10,000 \$	10,000 \$	10,000 \$	10,000 \$	0.00%
DEPARTMENTAL TOTAL		\$ 42,730	\$ 58,515	53,423 \$	66,470 \$	55,143 \$	55,143 \$	3.22%
SEALER OF WEIGHTS & MEASURES								
1280	Fee Salaries	\$ 2,870	1,840 \$	3,000 \$	3,000 \$	3,000 \$	3,000 \$	0.00%
1281	Expenses	\$ 29	30 \$	100 \$	100 \$	100 \$	100 \$	0.00%
DEPARTMENTAL TOTAL		\$ 2,899	\$ 1,870	3,100 \$	3,100 \$	3,100 \$	3,100 \$	0.00%
TOTAL LAND USE DEPARTMENTS		\$ 394,704	\$ 429,075	425,575 \$	451,775 \$	434,948 \$	434,948 \$	2.20%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
PROTECTION OF PERSONS AND PROPERTY								
POLICE DEPARTMENT								
1300	Salaries	\$ 283,340	\$ 311,278	\$ 316,010	\$ 320,822	\$ 320,822	\$ 320,822	1.52%
1301	Wages	\$ 1,489,613	\$ 1,637,811	\$ 1,643,942	\$ 1,666,539	\$ 1,666,539	\$ 1,666,539	1.37%
1302	Expenses	\$ 173,239	\$ 227,571	\$ 192,647	\$ 192,449	\$ 192,449	\$ 192,449	-0.10%
1303	Lease or Purchase of Cruisers	\$ 3,960	\$ 3,960	\$ 4,000	\$ 4,000	\$ 4,000	\$ 4,000	0.00%
1304	PS Building (Expenses)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1305	Minor Capital	\$ 10,000	\$ 11,985	\$ 20,000	\$ 29,600	\$ 20,000	\$ 20,000	0.00%
DEPARTMENTAL TOTAL		\$ 1,960,153	\$ 2,192,605	\$ 2,176,599	\$ 2,213,410	\$ 2,203,810	\$ 2,203,810	1.25%
FIRE DEPARTMENT								
1310	Salaries	\$ 102,182	\$ 98,880	\$ 102,792	\$ 106,945	\$ 106,945	\$ 106,945	4.04%
1311	Wages	\$ 680,094	\$ 683,740	\$ 708,243	\$ 734,332	\$ 734,332	\$ 734,332	3.68%
1312	Expenses	\$ 144,267	\$ 154,381	\$ 168,000	\$ 172,300	\$ 168,300	\$ 168,300	0.18%
DEPARTMENTAL TOTAL		\$ 926,543	\$ 937,001	\$ 979,035	\$ 1,013,577	\$ 1,009,577	\$ 1,009,577	3.12%
GROTON WATER FIRE PROTECTION								
1320	West Groton Water District	\$ -	\$ -	\$ 1	\$ 1	\$ 1	\$ 1	0.00%
1321	Groton Water Department	\$ -	\$ -	\$ 1	\$ 1	\$ 1	\$ 1	0.00%
DEPARTMENTAL TOTAL		\$ -	\$ -	\$ 2	\$ 2	\$ 2	\$ 2	0.00%
ANIMAL INSPECTOR								
1330	Salary	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	0.00%
1331	Expenses	\$ 400	\$ 130	\$ 400	\$ 400	\$ 400	\$ 400	0.00%
DEPARTMENTAL TOTAL		\$ 2,482	\$ 2,212	\$ 2,482	\$ 2,482	\$ 2,482	\$ 2,482	0.00%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
ANIMAL CONTROL OFFICER								
1340	Salary	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	\$ 2,082	0.00%
1341	Expenses	\$ 400	\$ -	\$ 400	\$ 400	\$ 400	\$ 400	0.00%
DEPARTMENTAL TOTAL								
		\$ 2,482	\$ 2,082	\$ 2,482	\$ 2,482	\$ 2,482	\$ 2,482	0.00%
EMERGENCY MANAGEMENT AGENCY								
1350	Salary	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1351	Expenses	\$ 13,000	\$ 13,300	\$ 15,000	\$ 12,750	\$ 12,750	\$ 12,750	-15.00%
1352	Minor Capital	\$ -	\$ -	\$ -	\$ 18,500	\$ 18,500	\$ 18,500	0.00%
DEPARTMENTAL TOTAL								
		\$ 13,000	\$ 13,300	\$ 15,000	\$ 31,250	\$ 31,250	\$ 31,250	108.33%
DOG OFFICER								
1360	Salary	\$ 10,400	\$ 13,973	\$ 13,973	\$ 13,973	\$ 13,973	\$ 13,973	0.00%
1361	Expenses	\$ 3,398	\$ 3,425	\$ 4,250	\$ 4,000	\$ 4,000	\$ 4,000	-5.88%
DEPARTMENTAL TOTAL								
		\$ 13,798	\$ 17,398	\$ 18,223	\$ 17,973	\$ 17,973	\$ 17,973	-1.37%
POLICE & FIRE COMMUNICATIONS								
1370	Wages	\$ 238,299	\$ 264,775	\$ 465,742	\$ 480,247	\$ 480,247	\$ 480,247	3.11%
1371	Expenses	\$ 13,315	\$ 14,230	\$ 18,250	\$ 18,250	\$ 18,250	\$ 18,250	0.00%
1372	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL								
		\$ 251,614	\$ 279,005	\$ 483,992	\$ 498,497	\$ 498,497	\$ 498,497	3.00%
TOTAL PROTECTION OF PERSONS AND PROPERTY								
		\$ 3,170,072	\$ 3,443,603	\$ 3,677,815	\$ 3,779,673	\$ 3,766,073	\$ 3,766,073	2.40%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
<u>REGIONAL SCHOOL DISTRICT BUDGETS</u>								
<u>NASHOBA VALLEY REGIONAL TECHNICAL HIGH SCHOOL</u>								
1400	Operating Expenses	\$ 572,775	\$ 596,609	\$ 570,080	\$ 607,520	\$ 611,524	\$ 607,520	6.57%
DEPARTMENTAL TOTAL		\$ 572,775	\$ 596,609	\$ 570,080	\$ 607,520	\$ 611,524	\$ 607,520	6.57%
<u>GROTON-DUNSTABLE REGIONAL SCHOOL DISTRICT</u>								
1410	Operating Expenses	\$ 17,756,023	\$ 18,266,196	\$ 18,399,093	\$ 19,108,378	\$ 19,149,093	\$ 19,108,378	3.85%
1411	Debt Service, Excluded	\$ -	\$ -	\$ 1,086,471	\$ 1,077,059	\$ 1,077,059	\$ 1,077,059	-0.87%
1412	Debt Service, Unexcluded	\$ -	\$ -	\$ 57,103	\$ 59,835	\$ 59,835	\$ 59,835	0.00%
1413	Out of District Placement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL		\$ 17,756,023	\$ 18,266,196	\$ 19,542,667	\$ 20,245,272	\$ 20,285,987	\$ 20,245,272	3.60%
TOTAL SCHOOLS		\$ 18,328,798	\$ 18,862,805	\$ 20,112,747	\$ 20,852,792	\$ 20,897,511	\$ 20,852,792	3.68%
<u>DEPARTMENT OF PUBLIC WORKS</u>								
<u>HIGHWAY DEPARTMENT</u>								
1500	Salaries	\$ 92,809	\$ 96,498	\$ 99,851	\$ 103,824	\$ 103,824	\$ 103,824	3.98%
1501	Wages	\$ 586,754	\$ 597,818	\$ 636,865	\$ 656,020	\$ 656,020	\$ 656,020	3.17%
1502	Expense	\$ 153,744	\$ 133,700	\$ 134,300	\$ 134,300	\$ 134,300	\$ 134,300	0.00%
1503	Highway Maintenance	\$ 85,677	\$ 84,970	\$ 95,000	\$ 90,000	\$ 90,000	\$ 90,000	-5.26%
1504	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL		\$ 918,984	\$ 912,986	\$ 965,006	\$ 984,144	\$ 984,144	\$ 984,144	1.98%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
STREET LIGHTS								
1510	Expenses	\$ 17,800	\$ 12,500	\$ 20,000	\$ 15,000	\$ 15,000	\$ 15,000	-25.00%
DEPARTMENTAL TOTAL		\$ 17,800	\$ 12,500	\$ 20,000	\$ 15,000	\$ 15,000	\$ 15,000	-25.00%
SNOW AND ICE								
1520	Expenses	\$ 191,452	\$ 98,714	\$ 165,000	\$ 165,000	\$ 165,000	\$ 165,000	0.00%
1521	Overtime	\$ 356,192	\$ 266,267	\$ 140,000	\$ 140,000	\$ 140,000	\$ 140,000	0.00%
1522	Hired Equipment	\$ 111,742	\$ 54,436	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000	0.00%
DEPARTMENTAL TOTAL		\$ 659,387	\$ 419,417	\$ 340,000	\$ 340,000	\$ 340,000	\$ 340,000	0.00%
TREE WARDEN BUDGET								
1530	Salary	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1531	Expenses	\$ 1,691	\$ 2,349	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	0.00%
1532	Trees	\$ -	\$ -	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	0.00%
1533	Tree Work	\$ 15,127	\$ 10,258	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	0.00%
DEPARTMENTAL TOTAL		\$ 16,818	\$ 12,607	\$ 14,500	\$ 14,500	\$ 14,500	\$ 14,500	0.00%
MUNICIPAL BUILDING AND PROPERTY MAINTENANCE								
1540	Wages	\$ 81,072	\$ 86,266	\$ 87,252	\$ 90,325	\$ 90,325	\$ 90,325	3.52%
1541	Expenses	\$ 283,793	\$ 273,295	\$ 280,850	\$ 280,850	\$ 280,850	\$ 280,850	0.00%
1542	Minor Capital	\$ 17,530	\$ 20,000	\$ 20,000	\$ 50,000	\$ 25,000	\$ 25,000	25.00%
DEPARTMENTAL TOTAL		\$ 382,395	\$ 379,561	\$ 388,102	\$ 421,175	\$ 396,175	\$ 396,175	2.08%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
SOLID WASTE DISPOSAL								
1550	Wages	\$ 110,970	\$ 114,399	\$ 123,051	\$ 128,236	\$ 128,236	\$ 128,236	4.21%
1551	Expenses	\$ 52,907	\$ 50,684	\$ 54,486	\$ 54,486	\$ 54,486	\$ 54,486	0.00%
1552	Tipping Fees	\$ 122,318	\$ 133,857	\$ 130,000	\$ 130,000	\$ 130,000	\$ 130,000	0.00%
1553	North Central SW Coop	\$ 5,850	\$ 5,850	\$ 5,850	\$ 5,850	\$ 5,850	\$ 5,850	0.00%
1554	Minor Capital	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL		\$ 297,045	\$ 304,790	\$ 318,387	\$ 318,572	\$ 318,572	\$ 318,572	0.06%

PARKS DEPARTMENT								
1560	Wages	\$ 2,321	\$ 2,541	\$ 2,659	\$ 2,659	\$ 2,659	\$ 2,659	0.00%
1561	Expenses	\$ 48,540	\$ 62,902	\$ 65,759	\$ 71,759	\$ 65,759	\$ 65,759	0.00%
DEPARTMENTAL TOTAL		\$ 50,861	\$ 65,443	\$ 68,418	\$ 74,418	\$ 68,418	\$ 68,418	0.00%

TOTAL DEPARTMENT OF PUBLIC WORKS		\$ 2,343,290	\$ 2,107,304	\$ 2,114,413	\$ 2,167,809	\$ 2,136,809	\$ 2,136,809	1.06%
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LIBRARY AND CITIZEN SERVICES

COUNCIL ON AGING								
1600	Salaries	\$ 66,586	\$ 68,597	\$ 70,669	\$ 73,524	\$ 73,524	\$ 73,524	0.00%
1601	Wages	\$ 44,852	\$ 54,426	\$ 67,423	\$ 69,809	\$ 69,809	\$ 69,809	3.54%
1602	Expenses	\$ 7,553	\$ 10,732	\$ 8,454	\$ 8,454	\$ 8,454	\$ 8,454	0.00%
1603	Minor Capital	\$ 1,495	\$ 2,500	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL		\$ 120,486	\$ 136,255	\$ 146,546	\$ 151,787	\$ 151,787	\$ 151,787	3.58%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
SENIOR CENTER VAN								
1610	Wages	\$ 41,125	\$ 43,699	\$ 58,318	\$ 59,892	\$ 59,892	\$ 59,892	2.70%
1611	Expenses	\$ 9,565	\$ 8,124	\$ 17,673	\$ 17,673	\$ 17,673	\$ 17,673	0.00%
DEPARTMENTAL TOTAL		\$ 50,690	\$ 51,823	\$ 75,991	\$ 77,565	\$ 77,565	\$ 77,565	2.07%
VETERAN'S SERVICE OFFICER								
1620	Salary	\$ 3,484	\$ 3,484	\$ 3,485	\$ 3,485	\$ 3,485	\$ 3,485	0.00%
1621	Expenses	\$ 266	\$ 59	\$ 650	\$ 600	\$ 600	\$ 600	-7.69%
1622	Veterans' Benefits	\$ 43,824	\$ 33,681	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	0.00%
1623	Minor Capital	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENT TOTAL		\$ 47,574	\$ 37,224	\$ 54,135	\$ 54,085	\$ 54,085	\$ 54,085	-0.09%
GRAVES REGISTRATION								
1630	Salary/Stipend	\$ 250	\$ 250	\$ 250	\$ 250	\$ 250	\$ 250	0.00%
1631	Expenses	\$ 660	\$ 60	\$ 760	\$ 760	\$ 760	\$ 760	0.00%
DEPARTMENTAL TOTAL		\$ 910	\$ 310	\$ 1,010	\$ 1,010	\$ 1,010	\$ 1,010	0.00%
CARE OF VETERAN GRAVES								
1640	Contract Expenses	\$ 1,550	\$ 1,550	\$ 1,550	\$ 1,550	\$ 1,550	\$ 1,550	0.00%
DEPARTMENTAL TOTAL		\$ 1,550	\$ 1,550	\$ 1,550	\$ 1,550	\$ 1,550	\$ 1,550	0.00%
OLD BURYING GROUND COMMITTEE								
1650	Expenses	\$ 700	\$ 700	\$ 800	\$ 800	\$ 800	\$ 800	0.00%
DEPARTMENTAL TOTAL		\$ 700	\$ 700	\$ 800	\$ 800	\$ 800	\$ 800	0.00%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
LIBRARY								
1660	Salary	\$ 334,800	\$ 346,391	\$ 357,628	\$ 367,248	\$ 367,248	\$ 367,248	2.69%
1661	Wages	\$ 277,752	\$ 284,245	\$ 294,867	\$ 316,472	\$ 307,062	\$ 316,472	7.33%
1662	Expenses	\$ 194,106	\$ 199,054	\$ 206,217	\$ 209,208	\$ 204,346	\$ 195,821	-5.14%
1663	Minor Capital	\$ -	\$ 12,700	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL		\$ 806,659	\$ 842,390	\$ 858,712	\$ 892,928	\$ 878,676	\$ 879,341	2.40%
COMMEMORATIONS & CELEBRATIONS								
1670	Expenses	\$ 464	\$ 464	\$ 500	\$ 500	\$ 500	\$ 500	0.00%
1671	Fireworks	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL		\$ 464	\$ 464	\$ 500	\$ 500	\$ 500	\$ 500	0.00%
WATER SAFETY								
1680	Wages	\$ 1,420	\$ 1,836	\$ 2,640	\$ 2,640	\$ 2,640	\$ 2,640	0.00%
1681	Expenses and Minor Capital	\$ 13,880	\$ 24,514	\$ -	\$ 27,989	\$ 2,732	\$ 27,989	0.00%
1682	Property Maint. & Improvements	\$ 5,287	\$ -	\$ 9,000	\$ 9,000	\$ 9,000	\$ 9,000	0.00%
DEPARTMENTAL TOTAL		\$ 20,587	\$ 26,350	\$ 11,640	\$ 39,629	\$ 14,372	\$ 39,629	240.46%
WEED MANAGEMENT								
1690	Wages	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
1691	Expenses: Weed Harvester	\$ 4,000	\$ 4,000	\$ 7,000	\$ 7,000	\$ 7,000	\$ 7,000	0.00%
1692	Expenses: Great Lakes	\$ 1,745	\$ 17	\$ 2,385	\$ 2,385	\$ 2,385	\$ 2,385	0.00%
DEPARTMENTAL TOTAL		\$ 5,745	\$ 4,017	\$ 9,385	\$ 9,385	\$ 9,385	\$ 9,385	0.00%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
GROTON COUNTRY CLUB								
1700	Salary	\$ 78,192	\$ 129,180	\$ 137,750	\$ 143,285	\$ 143,285	\$ 143,285	4.02%
1701	Wages	\$ 148,766	\$ 140,006	\$ 135,456	\$ 113,881	\$ 113,881	\$ 113,881	-15.93%
1702	Expenses	\$ 328,712	\$ 129,120	\$ 131,555	\$ 122,454	\$ 122,454	\$ 122,454	-6.92%
1703	Minor Capital	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
DEPARTMENTAL TOTAL								
		\$ 560,669	\$ 398,306	\$ 404,761	\$ 379,620	\$ 379,620	\$ 379,620	-6.21%
TOTAL LIBRARY AND CITIZEN SERVICES								
		\$ 1,616,034	\$ 1,499,389	\$ 1,565,030	\$ 1,608,859	\$ 1,569,350	\$ 1,595,272	1.93%
DEBT SERVICE								
DEBT SERVICE								
2000	Long Term Debt - Principal Excluded	\$ 982,670	\$ 992,670	\$ 917,210	\$ 892,210	\$ 892,210	\$ 892,210	-2.73%
2001	Long Term Debt - Principal Non-Excluded	\$ -	\$ -	\$ 71,390	\$ 36,391	\$ 36,391	\$ 36,391	0.00%
2002	Long Term Debt - Interest - Excluded	\$ 311,453	\$ 265,920	\$ 230,998	\$ 205,609	\$ 205,609	\$ 205,609	-10.99%
2003	Long Term Debt - Interest - Non-Excluded	\$ -	\$ -	\$ 6,782	\$ 4,909	\$ 4,909	\$ 4,909	0.00%
2004	Short Term Debt - Principal - Town	\$ 110,000	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
2005	Short Term Debt - Interest - Town	\$ 1,158	\$ 9,113	\$ 56,333	\$ 325,200	\$ 71,000	\$ 325,200	0.00%
DEPARTMENTAL TOTAL								
		\$ 1,405,281	\$ 1,267,703	\$ 1,282,713	\$ 1,464,319	\$ 1,210,119	\$ 1,464,319	14.16%
TOTAL DEBT SERVICE								
		\$ 1,405,281	\$ 1,267,703	\$ 1,282,713	\$ 1,464,319	\$ 1,210,119	\$ 1,464,319	14.16%

LINE	DEPARTMENT/DESCRIPTION	FY 2015 ACTUAL	FY 2016 ACTUAL	FY 2017 APPROPRIATED	FY 2018 DEPARTMENT REQUEST	ORIGINAL FY 2018 TOWN MANAGER BUDGET	CURRENT FY 2018 TOWN MANAGER BUDGET	PERCENT CHANGE
EMPLOYEE BENEFITS								
EMPLOYEE BENEFITS								
GENERAL BENEFITS								
3000	County Retirement	\$ 1,560,704	\$ 1,737,842	\$ 1,844,224	\$ 2,076,143	\$ 1,966,279	\$ 1,966,279	6.62%
3001	State Retirement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
3002	Unemployment Compensation	\$ 40,635	\$ 21,551	\$ 41,140	\$ 41,140	\$ 41,140	\$ 41,140	0.00%
INSURANCE								
3010	Health Insurance/Employee Expenses	\$ 1,357,580	\$ 1,272,820	\$ 1,583,628	\$ 1,724,000	\$ 1,704,000	\$ 1,704,000	0.00%
3011	Life Insurance	\$ 2,123	\$ 2,415	\$ 3,160	\$ 3,160	\$ 3,160	\$ 3,160	7.60%
3012	Medicare/Social Security	\$ 109,583	\$ 116,860	\$ 120,360	\$ 127,931	\$ 127,931	\$ 127,931	0.00%
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DEPARTMENTAL TOTAL		\$ 3,070,625	\$ 3,151,488	\$ 3,592,512	\$ 3,972,374	\$ 3,842,510	\$ 3,842,510	6.96%
TOTAL EMPLOYEE BENEFITS		\$ 3,070,625	\$ 3,151,488	\$ 3,592,512	\$ 3,972,374	\$ 3,842,510	\$ 3,842,510	6.96%
GRAND TOTAL - TOWN BUDGET		\$ 32,021,001	\$ 32,519,594	\$ 34,659,988	\$ 36,248,580	\$ 35,777,299	\$ 36,039,702	3.98%