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Elizabeth J. Kazinskas

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WARD 4 COUNCILLOR

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CITY OF GARDNER
MASSACHUSETTS 01440-2630

OFFICE OF THE
CITY COUNCIL



November 17, 2022

CITY COUNCIL INFORMAL MEETING

Date: Monday, November 21, 2022
Time: 6:00 P.M.
Location: City Council Chambers, Room 219, City Hall

AGENDA

- 10781** – An Act Relative to Establish a Special Act Charter Drafting Committee. (*In the City Council and Referred to Committee of the Whole 9/7/2022; More Time 9/19/2022; Removed from Calendar 10/03/2022 and Return to Calendar on 11/21/22*)
- 10835** – An Order to Raise and Appropriate \$166,127.00 for the Various Departments for the Salary and Labor Budget for the Fiscal Year Beginning July 1, 2022, to June 30, 2023. (*In the City Council and Referred to Finance Committee 11/7/2022*)
- 10836** – An Order to Raise and Appropriate \$84,000.00 for the Various Departments for Operating Expenditure Budget for the Fiscal Year Beginning July 1, 2022, to June 30, 2023. (*In the City Council and Referred to Finance Committee 11/7/2022*)
- 10837** – A Measure Authorizing \$106,594.44 for Prior Year Salary Expenditures. (*Finance Committee*)
- 10847** – An Order Transferring \$10,000.00 from Sewer Surplus/Retained Earnings to Sewer Department Salary Expenditures.
- 10848** – An Order Transferring \$10,000.00 from Water Surplus/Retained Earnings to Water Department Salary Expenditures.
- 10842** – A Communication from the Mayor Regarding the FY2023 Supplemental Budget Proposal. (*In the City Council and Referred to Committee of the Whole 11/7/2022*)

CITY COUNCIL OF GARDNER

Elizabeth J. Kazinskas

ELIZABETH J. KAZINSKAS

Council President

NOTICE: *Items listed on the Council Calendar are those reasonably anticipated by the Council President to be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.*



City of Gardner - Executive Department
Mayor Michael J. Nicholson

RECEIVED

2022 SEP -1 PM 2:15

CITY CLERK'S OFFICE
GARDNER, MA

August 23, 2022

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant St
Gardner, MA 01440

RE: An Act to Establish a Special Act Charter Drafting Committee

Dear Madam President and Councilors,

The current City Charter was originally drafted ninety-nine (99) years ago, and aside from a few small changes, has remained largely the same over the course of the last century.

In both a spirit of collaboration between the branches of the City's government and a spirit of looking forward, I am asking that the City Council vote to establish a Special Act Charter Drafting Committee to review our City Charter and submit proposed amendments in order to keep the business of the City's government up to date in modern times.

As we approach the document's 100th anniversary on January 1st of this year, I believe it would be prudent to update the Charter to ensure the operations of the City's government are meeting the needs of a modern municipality.

While I fully believe the structure of the City's Mayor-Council form of government works well and fits what this City needs, I do believe that some of the systems and operational aspects of the existing charter could be updated.

Over the past 100 years, our world as a whole has gone through a Great Depression, two World Wars, the Cold War, and a global pandemic. Since the current document was enacted, man has landed on the moon, the airplane was invented, the Berlin Wall was constructed and torn down, the Civil Rights Act was adopted, citizens between the ages of 18 and 21 were given the right to vote, and eighteen (18) individuals have held the office of President of the United States.

In all of the aforementioned events, the world changed and adapted to meet the times - as we as a City must also do. A lot has changed over the past century, and as we move forward to a stronger tomorrow, we must make sure this City has all of the tools and processes it needs to be successful in dealing with the obstacles, issues, and opportunities that were not yet even dreamt of when the current Charter was penned in 1921 and enacted in 1923.

Respectfully,

Michael J. Nicholson
Mayor, City of Gardner

**AN ACT TO ESTABLISH A
SPECIAL ACT CHARTER DRAFTING COMMITTEE**

BE IT VOTED BY THE CITY COUNCIL AS FOLLOWS:

- Section 1: That there be established a Special Act Charter Drafting Committee consisting of three members to be appointed by the Mayor and confirmed by two-thirds vote of the City Council. Said Committee shall draft a Special Act Charter for the City for submission to the General Court and placement on the municipal general election ballot.
- Section 2: The Committee shall meet in open session, hold public hearings, and shall submit its draft Special Act to the City Council for its consideration.
- Section 3: Upon final action on the draft Special Act Charter by the City Council, the Special Act Charter Drafting Committee shall be dissolved.



City of Gardner – *Executive Department*

Mayor Michael J. Nicholson

September 27, 2022

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors

Gardner City Hall, Rm 121
95 Pleasant St
Gardner, MA 01440

RE: Follow Up Regarding *Item #19781: An Act Relative to Establishing a Special Act Charter Drafting Committee*

Dear Madam President and Councilors,

At the City Council Meeting of September 7, 2022, the question was raised as to what potential changes the Administration thought could be looked into and updated in the existing charter.

I believe, and what is outlined in the General Laws is that is the purview of the charter review committee themselves. However, I do respect the question concerning whether or not there is merit in creating a committee to review the Charter or not. With that said, I think to facilitate the practical considerations of this process, I should elucidate the Council with respect to the suggestions I intend to make in order for that question to be more thoroughly answered, at least concerning my intentions.

As such, I have outlined the issues and updates that I believe should be reviewed in the City Charter as it exists today.

However, I feel the need to reiterate that the question currently before the City Council is whether or not to create the committee to review the charter, and **NOT** on the items I have listed below. The committee, if created may, in the end, look at any, all, none, or other sections of the Charter in their process, and the items listed below are just the items I believe merit consideration.

Furthermore, the question was asked as to the number of members of the Committee. The initial proposal only had the minimum number required for a committee as a way to begin the conversation. I do believe that adding additional members appointed by the City Council or the Council President would allow for a more thorough, vetted, and collaborative process. However, I would caution that a committee too large in size may also hinder the work and quality of the final product. Furthermore, as you will see in your review of my suggestions, I have consolidated the work that was done years ago, by the review committee, the City Council, and the outside consultant to focus on what I believe were then areas of greatest and clearest consensus. Therefore I believe this can be a more concise and expedient process.

Respectfully Submitted,


Michael J. Nicholson

Mayor, City of Gardner

PROPOSED AMENDMENTS FOR CONSIDERATION BY CHARTER REVIEW COMMITTEE

In the event that the Special Act Charter Drafting Committee is created by vote of the City Council, the Administration plans to submit the following suggestions to the Committee for their review.

Additions are coded in green

Deletions are coded in red in ~~strike print~~

Proposed Amendment 1:

Current Section:

SECTION 4. There shall be a mayor, elected by and from the qualified voters of the city, who shall be the chief executive officer of the city. He shall hold office for the term of two years from the first Monday in January following his election and until his successor is elected and qualified.

Proposed Amendment:

SECTION 4. There shall be a mayor, elected by and from the qualified voters of the city, who shall be the chief executive officer of the city. He shall hold office for the term of two years from the first Monday in January following his election and until his successor is elected and qualified. **In the event that first Monday falls on a legal holiday, the term shall begin on the following day, and shall continue until a successor has been qualified.**

Reasoning:

The current Charter requires that the current terms of office for all City elected officials begin on the first Monday in January regardless of whether the first Monday in January is New Years Day or not. This has lead to times where City Hall has had to been open on New Years Day so that the oath of office could be administered by the City Clerk, and leaves times when some elected officials have had to take their oaths of office at different times due to family commitments on the holiday.

This would fix that by moving the date to the day after the holiday, similar to other portions of the Charter, such as the schedule of meetings for the City Council.

This proposed change was originally included in the proposal submitted by the 2015 Charter Review Committee.

Proposed Amendment 2:

Current Section:

SECTION 5. The Legislative powers of the city shall be vested in a city council. The city council shall be composed of not less than eleven members, of whom one shall be elected from each ward by and from the qualified voters of that ward, and the remaining members shall be elected at large by and from the qualified voters of the city. One of its members shall be elected annually by the council as its president. (At the first regular city election after acceptance of this act the councilors elected from each ward shall serve for one year and those elected at large for two years, from the first Monday in January following their election and until their successors are elected and qualified. (Deleted by Ch. 332 of the Acts of 1936). At each regular city election thereafter, their respective successors shall be elected to serve for two years. If the number of wards shall be increased, as provided in section two, the number of councilors shall also be increased, so that the number of councilors elected at large shall always exceed by one the number elected by wards.

Proposed Changes:

SECTION 5. **THE CITY COUNCIL**

- A) The Legislative powers of the city shall be vested in a city council.
- B) The city council shall be composed of not less than eleven members, of whom one shall be elected from each ward by and from the qualified voters of that ward, and the remaining members shall be elected at large by and from the qualified voters of the city.
- C) One of its members shall be elected **annually** by the council as its president.
- ~~D) (At the first regular city election after acceptance of this act the councilors elected from each ward shall serve for one year and those elected at large for two years, from the first Monday in January following their election and until their successors are elected and qualified. (Deleted by Ch. 332 of the Acts of 1936).~~
- E) At each regular city election ~~thereafter, their respective successors~~ city councilors shall be elected to serve for two years. If the number of wards shall be increased, as provided in section two, the number of councilors shall also be increased, so that the number of councilors elected at large shall always exceed by one the number elected by wards.

Reasoning:

Formatting change for ease of access and understanding of information.

c) This change would remove the term of office for the Council President from the City Charter, but the Rules of the City Council would still apply to the President's election. Whereas the Charter is silent on electing a president after the year has started, in the event of a resignation as president or loss of confidence by the Council, but the Rules of the City Council due address those concerns, I believe the procedures for electing the president are more suited for the Rules of the Council rather than the Charter.

D and E) Subsection D applies to the 1925 City election and this section was deleted from the City Charter by Chapter 332 of the Acts of 1936 but never removed from the document. The Amendment to subsection E is made to coincide with the removal of subsection D.

PROPOSED AMENDMENT 3:

Current Section:

SECTION 6. All heads of departments and members of municipal boards, except the school committee, the city clerk, city treasurer, city auditor and city collector of taxes, officers whose election is provided for by this act and officials appointed by the governor, shall be appointed by the mayor, subject to confirmation by the city council; but the city solicitor shall be appointed by the mayor, without confirmation by the city council.

Proposed Amendment:

SECTION 6. **APPOINTMENTS**

- a) All heads of departments and members of municipal boards, except the school committee, the city clerk, city treasurer, city auditor and city collector of taxes, officers whose election is provided for by this act and officials appointed by the governor, shall be appointed by the mayor, subject to confirmation by the city council;
- b) ~~but the city solicitor~~ All members of the Law Department shall be appointed by the mayor, without confirmation by the city council.

Reasoning:

Formatting change for ease of access and understanding to information.

B) Places the Assistant City Solicitor position in the same appointment process as the City Solicitor, in keeping with the current spirit of the Charter of the Law Department reporting directly to the Mayor.

PROPOSED AMENDMENT 4:

Current Section:

SECTION 9. The city clerk, city treasurer, city auditor and city collector of taxes shall be elected by the city council for terms of three years and may be removed at any time by a two- thirds vote of the city council.

Proposed Amendment:

SECTION 9. The city clerk, city treasurer, city auditor and city collector of taxes shall be elected by the city council for terms of three years and may be removed at any time by a two- thirds vote of the city council. The person so removed shall 15 receive a copy of the reasons for removal and may, if desired, to contest the same before 16 the city council and may be represented by counsel at the hearing.

Reasoning:

This amendment was proposed in the amendment to the City Charter proposed by the City Council in 2016.

PROPOSED AMENDMENT 5:

Current Section:

SECTION 11. The mayor shall receive for this services such salary as the city council by ordinance shall determine and he shall receive no other compensation from the city. His salary shall not be increased or diminished during the term for which he is elected.

The council may, by a two thirds vote of all its members, taken by a call of the yeas and nays, establish a salary for its members. Such salary may be reduced but no increase therein shall be made to take effect during the year in which the increase is voted. (As amended by Chapter 184 of the Acts of 1939 and Compilation of City Ordinance No. 40.)

Proposed Amendment:

SECTION 11. The mayor shall receive for ~~this~~ their services such salary as the city council by ordinance passed by majority vote shall determine and he shall receive no other compensation from the city. His salary shall not be increased or diminished during the term for which he is elected.

The council may, by majority vote of all its members, taken by a call of the yeas and nays, establish a salary for its members. Such salary may be reduced but no increase therein shall be made to take effect during the year in which the increase is voted. ~~(As amended by Chapter 184 of the Acts of 1939 and Compilation of City Ordinance No. 40.)~~

Reasoning:

The first proposal – “this services” to “their services” – appears to have been a typographical error.

The vote threshold is a suggestion that follows what other cities have adopted.

Lastly, removing the statutory reference that was adopted in 1939

PROPOSED AMENDMENT 6:Current Section:

SECTION 12. On the fourth Tuesday preceding every regular and special city election at which any officer mentioned in this act is to be elected, there shall be held a preliminary election for the purpose of nominating candidates for such offices as, under the provisions of this act, are to be filled at such election. Voters qualified to vote at a regular city election shall be qualified to vote at a preliminary election. No special election for mayor or any officer shall be held after the expiration of forty days from the calling of the preliminary election. (See also G.L. Chap. 54 sec. 103A as amended).

Proposed Amendment:

SECTION 12. On the ~~fourth~~ seventh Tuesday preceding every regular and special city election at which any officer mentioned in this act is to be elected, there shall be held a preliminary election for the purpose of nominating candidates for such offices as, under the provisions of this act, are to be filled at such election. Voters qualified to vote at a regular city election shall be qualified to vote at a

preliminary election. No special election for mayor or any officer shall be held after the expiration of forty days from the calling of the preliminary election. ~~(See also G.L. Chap. 54 sec. 103A as amended).~~

Reasoning:

This amendment was proposed in the amendment to the City Charter proposed by the City Council in 2016.

I would also agree with this due to all of the statutory changes regarding elections that have been adopted by the legislature in the last three years.

PROPOSED AMENDMENT 7:

Current Section:

SECTION 23. On the first Monday in January the mayor-elect and the councilors-elect shall meet and be sworn to the faithful discharge of their duties. The oath may be administered by the city clerk or by any justice of the peace, and a certificate that the oath has been taken shall be entered on the journal of the city council. At any meeting thereafter the oath may be administered, in the presence of the city council, to the mayor, or to any councilor absent from the meeting on the first Monday in January.

Proposed Amendment:

SECTION 23: On the first Monday in January or on the following day whenever said first Monday shall also be New Year's Day, the mayor-elect and the councilors-elect shall meet and be sworn to the faithful discharge of their duties. The oath may be administered by the city clerk or by any justice of the peace, and a certificate that the oath has been taken shall be entered on the journal of the city council. At any meeting no more than sixty (60) days thereafter the oath may be administered, in the presence of the city council, to any councilor absent from the meeting on the first Monday in January. The Council may, upon a two-thirds vote extend the period of time in which a councilor-elect has to take the oath of office up to ninety (90) additional days. If the mayor-elect fails to take the office as set forth herein, the office of Mayor shall be filled pursuant to Section 32. If the mayor-elect continues in his or her failure to take the oath of office for a period of six (6) months after the first Monday in January, the office shall be deemed vacant and thereafter filled in accordance with Section 32.

Reasoning:

This amendment was proposed in the amendment to the City Charter proposed by the City Council in 2016.

PROPOSED AMENDMENT 8:

Current Section:

SECTION 25. The city council may at any time request from the mayor specific information upon any municipal matter within its jurisdiction, and may request his presence to answer written questions relating thereto at a meeting to be held not earlier than one week after the date of the receipt by the mayor of said questions. The mayor shall personally, or through a head of a department or a member of a board, attend such meeting and publicly answer all such questions. The person so attending shall not be obliged to answer questions relating to any other matter. The mayor at any time may attend and address the city council in person, or through the head of a department or a member of a board, upon any subject. The council, or any committee thereof duly authorized by the council so to do, may investigate the financial transactions of any office or department of the city government, and the official acts and conduct of any official, and, by similar investigations, may secure information upon any matter.

Proposed Amendment:

SECTION 25. The city council may, **by majority vote**, at any time request from the mayor specific information upon any municipal matter within its jurisdiction, and may request his presence to answer written questions relating thereto at a meeting to be held not earlier than one week after the date of the receipt by the mayor of said questions. The mayor shall personally, or through a head of a department or a member of a board, attend such meeting and publicly answer all such questions. The person so attending shall not be obliged to answer questions relating to any other matter. The mayor at any time may attend and address the city council in person, or through the head of a department or a member of a board, upon any subject. The council, or any committee thereof duly authorized by the council so to do, may investigate the financial transactions of any office or department of the city government, and the official acts and conduct of any official, and, by similar investigations, may secure information upon any matter.

Reasoning:

The proposed amendment seeks to clarify the procedure listed in Section 25 for the City Council issuing a specific information request of the Executive.

PROPOSED AMENDMENT 9:

Current Section:

SECTION 26. No ordinance shall be passed finally on the date on which it is introduced, except in cases of special emergency involving the health or safety of the people or their property.

No ordinance shall be regarded as an emergency measure unless the emergency is defined and declared in a preamble thereto separately voted on and receiving the affirmative vote of two thirds of the members of the city council.

No ordinance making a grant, renewal or extension, whatever its kind or nature, of any franchise or special privilege shall be passed as an emergency measure, and except as provided in sections seventy and seventy-one of chapter one hundred and sixty-four of the General Laws and in chapter one hundred and sixty-six thereof, no such grant, renewal or extension shall be made otherwise than by ordinance.

Proposed Amendment:

SECTION 26. No ordinance shall be passed finally on the date on which it is introduced, except in cases of special emergency ~~involving the health or safety of the people or their property.~~

No ordinance shall be regarded as an emergency measure unless the emergency is defined and declared in a preamble thereto separately voted on and receiving the affirmative vote of two thirds of the members of the city council.

No ordinance making a grant, renewal or extension, whatever its kind or nature, of any franchise or special privilege shall be passed as an emergency measure, and except as provided in sections seventy and seventy-one of chapter one hundred and sixty-four of the General Laws and in chapter one hundred and sixty-six thereof, no such grant, renewal or extension shall be made otherwise than by ordinance.

Reasoning:

Allowing greater flexibility in what can be deemed an emergency, since the City Council must vote to approve emergency designation by two-thirds vote anyway.

PROPOSED AMENDMENT 10:Current Section:

SECTION 29. Every proposed ordinance, except emergency measures, as hereinbefore defined, shall at least ten days before its final passage, be published in full in at least one newspaper of the city, and in any additional manner that may be provided by ordinance.

After final passage, it shall, in the same manner as before, again be published once, as amended and completed, except in the case of an emergency ordinance which may be passed as hereinbefore provided and which shall take effect on its passage, and shall so be published at the earliest practicable moment. (Section 29 is given as amended by Chapter 65 of the Acts of 1935.)

Proposed Amendment:

SECTION 29. Every proposed ordinance, except emergency measures, as hereinbefore defined, shall at least ten days before its final passage, be published ~~in full~~ in summary in at least one newspaper of the city, and in any additional manner that may be provided by ordinance.

After final passage, it shall, in the same manner as before, again be published once, as amended and completed, in summary, except in the case of an emergency ordinance which may be passed as hereinbefore provided and which shall take effect on its passage, and shall so be published at the earliest practicable moment. ~~(Section 29 is given as amended by Chapter 65 of the Acts of 1935.)~~

Reasoning:

This amendment was originally suggested by the City Clerk's Office during the 2016 City Charter review as a means to save on publication costs for the publications of ordinances, particularly those of longer length- like the annual compensation schedule ordinance.

PROPOSED AMENDMENT 11:

Current Section:

SECTION 30. Every order, ordinance, resolution and vote relative to the affairs of the city, adopted or passed by the city council, shall be presented to the mayor for his approval. If he approves it he shall sign it; if he disapproves it he shall return it, with his objections in writing, to the city council, which shall enter his objections at large on its records, and again consider it. If the city council, notwithstanding such disapproval of the mayor, shall again pass such order, ordinance, resolution or vote by a two thirds vote of all the members of the city council, it shall then be in force, but such vote shall not be taken for seven days after its return to the city council. Every such order, ordinance, resolution or vote shall be in force if it is not returned by the mayor within ten days after it was presented to him. This section shall not apply to budgets submitted under section thirty-two of chapter forty-four of the General Laws or to appropriations by the city council under section thirty-three of said chapter.

Proposed Amendment:

SECTION 30. Every order, ordinance, resolution and vote relative to the affairs of the city, adopted or passed by the city council, shall be presented to the mayor for his approval. If he approves it he shall sign it; if he disapproves it he shall return it, with his objections in writing, to the city council, which shall enter his objections at large on its records, and again consider it. **The mayor may also submit proposed amendments and revisions to measures presented for signature by the City Council, which the City Council may consider to amend the measure and send it back to the Mayor for signature.** If the city council, notwithstanding such disapproval of the mayor, shall again pass such order, ordinance, resolution or vote **unamended as originally presented** by a two thirds vote of all the members of the city council, it shall then be in force, but such vote shall not be taken for seven days after its return to the city council. Every such order, ordinance, resolution or vote shall be in force if it is not returned by the mayor within ten days after it was presented to him. This section shall not apply to budgets submitted ~~under section thirty-two of chapter forty-four of the General Laws~~ or to appropriations by the city council ~~under section thirty-three of said chapter.~~ Pursuant to the provisions of the General Laws.

Reasoning:

This is a change that some communities in the Commonwealth have begun to adopt following the procedures of the Executive and Legislature at the Commonwealth level.

This gives all proposed measures that have been voted on by the City Council one final chance for consideration and collaboration between the branches of government for compromise rather than the current system of just adoption, "veto," or "veto overrides" (disapproval and vote over disapproval).

By doing so, it allows for greater deliberation in order to truly get the best final result for the City's residents.

The final amendment removes the references to specific sections of the General Laws of the Commonwealth, as those could change with any amendments adopted by the General Court.

PROPOSED AMENDMENT 12:

Current Section:

SECTION 31. The civil service laws shall not apply to the appointment of the mayor's secretaries nor of stenographers, clerks, telephone operators and messengers connected with his office, and the mayor may remove such appointees without a hearing and without making a statement of the cause for their removal.

Proposed Amendment:

SECTION 31. The civil service laws shall not apply to the appointment of any position within the mayor's office, and the mayor may remove such appointees without a hearing and without making a statement of the cause for their removal.

Reasoning:

This amendment was proposed in the amendment to the City Charter proposed by the City Council in 2016.

PROPOSED AMENDMENT 13:

Current Section:

SECTION 32. If a vacancy occurs in the office of mayor before the last six months of the term of office, the city council shall order an election to fill the same for the unexpired term; and if such vacancy occurs in the office of the mayor in the last six months of said term, the president of the city council shall succeed thereto for the unexpired term.

If a vacancy occurs in the position of councilor at large, the city council shall appoint the person who received the seventh highest vote total for the position of councilor at large during the most recent municipal election to fill the vacancy for the unexpired term, if the person is willing to serve, then to the eighth and so on until a person is appointed.

If a vacancy occurs in the position of ward councilor, the city council shall appoint the person from the same ward who received the next highest vote total in the most recent municipal election to fill the vacancy for the unexpired term, except that if there was not another candidate for the ward councilor position, then the city council, by a majority vote, may elect a resident of the same ward to fill the vacancy for the unexpired term.

If the Mayor is absent or unable from any cause temporarily to perform his duties, or if his office is vacant during the first eighteen months of his term, his duties shall be performed by the president of the city council. The person upon whom such duties shall devolve shall be called “acting mayor”, and he shall possess the powers of mayor only in matters not admitting of delay, but shall have no power to make permanent appointments.

Should an appointive officer of the city be temporarily unable for any cause to perform his duties, the mayor or the city council, whichever has the power of original appointment, may make a temporary appointment of some person to act until the official shall resume his duties. (Section 32 is given as amended by Chap.590 Acts of 1975.)

Proposed Amendment:

SECTION 32. If a vacancy occurs in the office of mayor before the last ~~six~~ twelve months of the term of office, the city council shall order an election to fill the same for the unexpired term; and if such vacancy occurs in the office of the mayor in the last ~~six~~ twelve months of said term, the president of the city council shall succeed thereto for the unexpired term.

If a vacancy occurs in the position of councilor at large, the city council by a majority vote, shall elect a resident of the City at large to fill the vacancy for the unexpired term. ~~appoint the person who received the seventh highest vote total for the position of councilor at large during the most recent municipal election to fill the vacancy for the unexpired term, if the person is willing to serve, then to the eighth and so on until a person is appointed.~~

If a vacancy occurs in the position of ward councilor, the city council ~~shall appoint the person from the same ward who received the next highest vote total in the most recent municipal election to fill the vacancy for the unexpired term, except that if there was not another candidate for the ward councilor position, then the city council,~~ by a majority vote, ~~may~~ shall elect a resident of the same ward to fill the vacancy for the unexpired term.

If the Mayor is absent or unable from any cause temporarily to perform his duties, or if his office is vacant during the first ~~eighteen~~ twelve months of his term, his duties shall be performed by the president of the city council. The person upon whom such duties shall devolve shall be called “acting mayor”, and he shall possess the powers of mayor ~~only in matters not admitting of delay~~, but shall have no power to make permanent appointments or removal from city service unless the disability or absence of the mayor shall extend beyond sixty (60) days nor shall an acting mayor approve or disapprove of any measure adopted by the city council unless the time within which the mayor must act would expire before the return of the mayor. In the event that the office of Mayor shall be vacated due to resignation or death prior to the end of the term, the acting mayor shall be entitled to the compensation as city council president in addition to ninety-percent (90%) the current rate of compensation of the mayor.

Should an appointive officer of the city be temporarily unable for any cause to perform his duties, the mayor or the city council, whichever has the power of original appointment, may make a temporary appointment of some person to act until the official shall resume his duties. ~~(Section 32 is given as amended by Chap.590 Acts of 1975.)~~

Reasoning:

Mayoral Special Election and Acting Mayor Timeline:

Elections are quite costly for the City and the requirements that have recently been put on elections by recent changes to the General Laws have only expanded the requirements for elections.

If someone holding the position of Mayor were to resign on January 1st in an odd numbered year, the earliest a preliminary election could be called would likely be in Mid-March, around the same time that nomination papers would be issued by the City Clerk's Office for the regular city election that same year- and that's with a January 1st resignation. The timeline only pushes closer as the year progresses.

Under the current system, between preliminary elections and final elections, there could be four (4) elections within the same calendar year for the same position, each with a cost of approximately \$15,000.

This proposed amendment allows the Acting Mayor to serve for the last year of the term to let the final decision be made by the voters during the regularly scheduled biennial City election. This would help keep elections consistent for the voters, as historical data in the City of Gardner shows that more voters turn out in regularly scheduled elections than in special elections, and help keep costs and excess procedures down for the City during these periods.

Powers of the Acting Mayor:

A lot has changed in how the City operates and functions since this section of the City Charter was drafted a century ago.

The phrase "in matters not admitting of delay," really constricts City operations that require mayoral consent and approval when there is a period with an Acting Mayor. Whether the current timeline changes or stays the same, only being able to conduct "matters not admitting of delay," can cause confusion as to what can and cannot be done and can hinder the City's progress.

The proposed amendment gives the Acting Mayor the powers of Mayor except in specific cases with procedures on how to proceed when those exceptions arise.

While most periods with an acting mayor are anomalies, the purpose of the City Charter is to protect the City when anomalies arise and to ensure that the City has the resources and tools necessary to care and serve the City's residents.

Compensation of the Acting Mayor:

This mirrors, in spirit, the legislation that the City proposed to the Legislature as a home rule petition when the City had an acting mayor in the spring of 2020.

Under the current system, the Council President is only entitled to the compensation they receive as Council President, even if they are serving in an Acting Mayor capacity. As such, it really limits whether someone is able to truly serve the City with the attention that the position of mayor deserves in providing executive functions and oversight, unless a person is either unemployed or retired.

Procedure for filling a vacancy in the City Council:

The current charter is silent on how to fill a vacancy in the position of City Councilor At-Large if there is no 7th candidate.

The proposed amendments unifies the methods of filling vacancies that exist in the City Council and School Committee.

Removal of Statutory Reference

Removing statutory reference and amendment note

PROPOSED AMENDMENT 14:

Current Section:

SECTION 33. It shall be unlawful for the mayor or for a member of the city council or school committee or for any officer or employee of the city, directly or indirectly, to make a contract with the city, or to receive any commission, discount, bonus, gift, contribution, or reward from or any share in the profits of any person or corporation, making or performing such a contract, unless the mayor, such member, officer or employee, immediately upon learning of the existence of such contract, or that such a contract is proposed, shall notify in writing the mayor, city council or school committee of the nature of his interest in such contract, and shall abstain from doing any official act on behalf of the city in reference thereto. In case of such interest on the part of an officer whose duty it is to sign the contract on behalf of the city, the contract may be signed by any other officer of the city duly authorized thereto by the mayor, or if the mayor has such interest, by the city clerk, provided,

however, that when a contractor with the city is a corporation or a voluntary stock association, the ownership of less than five per cent of the stock or shares actually issued shall not be considered, as involving an interest in the contract within the meaning of this section, and such ownership shall not affect the validity of the contract unless the owner of such stock or shares is also an officer or agent of the corporation or association, or solicits or takes part in the making of the contract.

A violation of this section shall render the contract in respect to which such violation occurs voidable at the option of the city. Any person violating the provisions of this section shall be punished by a fine of not more than one thousand dollars, or by imprisonment for not more than one year, or by both such fine and imprisonment.

Proposed Amendment:

Deletion of Section in its entirety

Reasoning:

This amendment was proposed in the amendment to the City Charter proposed by the City Council in 2016.

This section currently conflicts with the General Laws procurement requirements.

PROPOSED AMENDMENT 15:

Current Section:

SECTION 34. No contract for construction work or for the purchase of apparatus, supplies or material, whether the same shall be for repairs or original construction, the estimated cost of which amounts to or exceeds four thousand dollars (see compilation of ordinances no. 52, see also G.L. Chap. 40, sec. 4G as amended), except in cases of special emergency involving the health or safety of the people or their property, shall be awarded unless proposals for the same shall have been invited by advertisements in at least one newspaper published in the city once a week for at least two consecutive weeks, the last publication to be at least one week before the time specified for the opening of said proposals. Such advertisements shall state the time and place where plans and specifications of the proposed work or supplies may be had and the time and place for opening the proposals in answer to said advertisements, and shall reserve to the city the right to reject any or all of such proposals. All such proposals shall be opened in public. No bill or contract shall be split or divided for the purpose of evading any provision of this act. (Section 34 is given as amended by Chapter 16 of the Acts of 1934), and again amended by Chapter 191 of the Acts of 1960, sec.1).

Proposed Amendment:

Deletion of Section in its entirety

Reasoning:

This amendment was proposed in the amendment to the City Charter proposed by the City Council in 2016.

This section currently conflicts with the General Laws procurement requirements.

PROPOSED AMENDMENT 16:

Current Section:

SECTION 35. All contracts made by any department, board or commission in which the amount involved is one thousand dollars or more shall be in writing, and no such contract shall be deemed to have been made or executed until the approval of the mayor and of the department or board making the contract is affixed thereto. Any contract made as aforesaid may be required to be accompanied by a bond with sureties satisfactory to the board of officials having the matter in

charge, or by a deposit of money, certified check or other security conditioned on the faithful performance thereof, and such bonds or other securities shall be deposited with the city treasurer until the contract has in all respects been carried out; and no such contract shall be altered except by a written agreement of the contractor, the sureties on his bond, and the officer, department or board making the contract, with the approval of the mayor affixed thereto. (Section 35 is given as amended by Chapter 191 of the Acts of 1960, section 2.)

Proposed Amendment:

Deletion of Section in its entirety

Reasoning:

This section currently conflicts with the General Laws procurement requirements.

It also severely complicates procedures for City Departments as it requires a written contract signed by the Mayor and a vendor for all contracts for an amount exceeding \$1,000.

By means of example, under the current system, if the School Department wants to purchase pencils for every student currently enrolled in our schools from WB Mason, and the bill comes to \$1,284 (based on current pricing on WB Mason's website). A written contract would need to be executed between WB Mason and the Mayor.

\$1,000 was a lot different in 1923 in terms of purchasing power than it is today. When adjusted for inflation, \$1,000 in 1923 was worth the equivalent of \$17,319.94 in today's purchasing power.

Chapter 30B of the General Laws currently governs all aspects covered by this section of the City Charter and requires mayoral signature on a contract for all purchases over \$10,000.

PROPOSED AMENDMENT 17:

Current Section:

SECTION 37. The school committee shall consist of the mayor, who shall be chairman, and six persons who shall be elected at large from the registered voters of the city. At the biennial municipal election to be held in the year nineteen hundred and ninety-one there shall be elected three persons to serve for two years and three persons to serve for four years. At each biennial election thereafter there shall be elected three persons to serve for the term of four years. (*Section 37 is given as amended by Chapter 290 of the Acts of 1989, section 1*). NOTE: For provisions with respect to election of members to and powers and duties of the Montachusett Regional Vocational Technical School District Committee, see Chapter 560 of the Acts of 1964 and Chapter 543 of the Acts of 1965).

Proposed Amendment:

SECTION 37. The school committee shall consist of the mayor, or their designee, who shall be chairman, and six persons who shall be elected at large from the registered voters of the city. ~~At the biennial municipal election to be held in the year nineteen hundred and ninety one there shall be elected three persons to serve for two years and three persons to serve for four years. At each biennial election thereafter there shall be elected three persons to serve for the term of four years. (Section 37 is given as amended by Chapter 290 of the Acts of 1989, section 1). NOTE: For provisions with respect to election of members to and powers and duties of the Montachusett Regional Vocational Technical School District Committee, see Chapter 560 of the Acts of 1964 and Chapter 543 of the Acts of 1965).~~

Reasoning:

This allows and gives the Mayor the option to designate someone to serve as the Chair of the School Committee.

Furthermore it removes all references to an election that has already passed and statutory references which could change overtime by vote of the General Court.

PROPSOED AMENDMENT 18:

Current Section:

SECTION 42. All meetings of the school committee shall be open to the public, except that when requested by not less than four members of the committee, any particular meeting shall be private. The vote on any particular measure shall be by the call of yeas and nays, when it is so requested by not less than two members of the committee.

Proposed Amendment:

Deletion of Section in its entirety.

Reasoning:

This section blatantly conflicts the Commonwealth's open meeting law.

PROPOSED AMENDMENT 19:

Current Section:

SECTION 43. If a vacancy occurs in the school committee by failure to elect, or otherwise, the city council and the remaining members of the school committee shall meet in joint convention and elect a suitable person to fill the vacancy until the next regular city election. The mayor, if present, shall preside at the convention.

Proposed amendment:

SECTION 43: On the first Monday in January the school committee members -elect shall appear before the city council and be sworn to the faithful discharge of their duties. The oath may be

administered by the city clerk or by any justice of the peace. At any meeting no more than sixty (60) days thereafter the oath may be administered in the presence of the school committee, to any school committee member-elect absent from the meeting on the first Monday in January. The school committee may, upon a two thirds vote extend the period of time in which a school committee member-elect has to take the oath of office up to ninety (90) additional days. If a vacancy occurs in the school committee by failure to elect, or otherwise, the city council and the remaining members of the school committee shall meet in joint convention and elect a suitable person to fill the vacancy until the next regular city election. The mayor, if present, shall preside at the convention.

Reasoning:

This amendment was proposed in the amendment to the City Charter proposed by the City Council in 2016.

PROPOSED AMENDMENT 20:

Current Section:

SECTION 51. The ballots used in voting upon such proposed measure shall state the nature of the measure in terms sufficient to show the substance thereof. No measure shall go into effect unless it receives the affirmative votes of at least a third of the whole number of registered voters.

Proposed Amendment:

Deletion of section in its entirety

Reasoning:

This amendment was proposed in the amendment to the City Charter proposed by the City Council in 2016.

This section is currently in conflict with the General Laws of the Commonwealth.

SUGGESTED AREAS OF FURTHER REVIEW

I believe the following sections should be reviewed to see whether they should remain in the Charter, be deleted, or amended to meet current operations, though their current placement in the charter does not provide any substantial detriment to current operations even if the language is outdated.

SUGGESTED AREA OF REVIEW 1:

Sections 1 through three of the City Charter deal with how the Selectmen of the Town of Gardner in 2022 shall call for elections and oversee the transition from a Town form of government to a City form.

SUGGESTED AREA OF REVIEW 2:

Section 7 of the City Charter gives the specific language that must be used by the Mayor when making appointments of individuals to City offices. While the language certainly works, I believe that defining specific language that must be used on appointment certificates can somewhat restrict the Office of Mayor in some cases or cause the mayor to appoint someone who may not truly fit the required wording based on how you interpret the language.

I can firmly stand behind every appointment I have made during my tenures as Mayor in Gardner for the past two years, and believe each one of them to have been the best for the jobs that they were appointed to. However, the Charter should look to the position, not the person, and the “what ifs” that may arise in the operations of the City’s government in order to ensure that the City’s governing document can insulate the City from any issues that may arise when anomalies occur.

SUGGESTED AREA OF REVIEW 3:

Section 13 of the City Charter gives an example of what a nomination form should look like “in substantial form.” I personally believe that examples such as this do not belong in a document like a Charter, since they one provide date references to the nineteen hundreds and as the language of the charter states, could differ in some ways from what is printed.

The same can be said with the language provided by the City Charter regarding the “PETITION ACCOMPANYING STATEMENT OF CANDIDATE”- which title in and of itself can be though to be grammatically incorrect as currently printed in the Charter.

SUGGESTED AREA OF REVIEW 4:

Section 14 of the City Charter provides language for the official primary ballot, which for the same reasons listed in Suggested Area of Review 3, I believe should be discussed as to whether or not that should remain in the charter. These types of documents are largely governed by regulations issued by the Secretary of the Commonwealth’s office and would be covered without Charterial reference.

SUGGESTED AREA OF REVIEW 5:

Section 22 of the City Charter relates to the municipal election of 1937 and states that all elections after that under the current system, except for the current way school committee members are elected.

I believe this should be looked at to clean up the language and provide for the current system by which the school committee is elected.

This section is also in conflict with Chapter 290 of the Acts of 1989 which staggered the terms of those on the School Committee.

SUGGESTED AREA OF REVIEW 6:

Section 24 of the City Charter can be interpreted, in some ways, to be in conflict with the Conflict of Interest and Ethics laws of the Commonwealth.

Furthermore, it states that all “motions, resolutions, and ordinances,” need a majority vote of all members of the City Council. I believe it may be worth discussing whether the majority vote should be considered of all members of the City Council versus those present and voting, as is allowed under certain circumstances of the General Laws.

SUGGESTED AREA OF REVIEW 7:

In the event the Committee issues formal recommendations for amending the City Charter, Section 53 would have to be amended to provide for new language for the citizens on the ballot for when the proposed amendments are voted on.

SUGGESTED AREA OF REVIEW 8:

As stated in some of the previous items, I believe that any statutory references should be removed from the document as those references could change at any time by vote of the General Court and thus could cause confusing or conflicting language in the current charter.

SUGGESTED AREA OF REVIEW 9:

All references to personnel in the charter are male, as was the way with legislative drafting in 1923, only 4 years after women received the right to vote through the 19th Amendment.

I would suggest that the Committee review changing these references throughout the document to make the document more inclusive as several women have held elective and appointed office in the City’s history since the Charter was first adopted.

SUGGESTED AREA OF REVIEW 10:

The following Session Laws were originally proposed by the 2015 Charter Review Committee to be included in new Charter legislation to be repealed in order to bring the Charter and its amendments in line with current practice and current state law.

- Chapter 16 of the Acts of 1934
 - o Required that all City Contracts valued over \$500 be advertised in a newspaper of general circulation in the City
 - This is now in conflict and covered by MGL c.30B
- Chapter 65 of the Acts of 1935
 - o Required that all ordinances be advertised in a newspaper of general circulation in the City
 - Currently governed by the General Laws following the Municipal Modernization Act of 2016

- Also stated that ballot initiatives be placed on the ballot if twelve percent (12%) of the voters in an election.
 - This is governed by State Law and is in conflict with the language in the Charter itself which requires 8% for a general election or 20% for a special election. I believe the committee should determine how this adopted statute relates to the language and how to proceed with that matter.
- Chapter 111 of the Acts of 1947
 - This set the Mayor's salary at \$4,000 per year and the City Council Salary at \$500
 - While this is no longer in practice, it was never repealed.
- Chapter 184 of the Acts of 1939
 - This set the Mayor's salary at \$2,500 per year and the City Council Salary at \$300
 - While this is no longer in practice, it was never repealed.
- Chapter 191 of the Acts of 1960
 - Confirmed that all purchases over \$1,000 must be made through a contract in writing
 - Currently covered by MGL c.30B
- Chapter 34 of the Acts of 1975
 - Set the School Committee temporarily to 2 year terms and required that the membership of the school committee be one representative from each ward of the City.
 - Not current practice but never repealed
 - In conflict with Chapter 290 of the Acts of 1989 which set the term for school committee members to 4 year terms and all members as at large candidates.
- Chapter 206 of the Acts of 1975 and Chapter 590 of the Acts of 1975
 - Set the procedures to fill vacancies in elected office
 - Later adopted as regular language into the City Charter but never repealed
- Chapter 150 of the Acts of 2011
 - A ward councilor who no longer resides in their respective ward following constitutionally required redistricting after the federal census is allowed to finish their term representing their former ward until the winners of the next election take office.
 - I believe the committee should review adding this language into the Charter itself rather than just through a session law that the General Court adopted.



City of Gardner - *Executive Department*
Mayor Michael J. Nicholson

RECEIVED
2022 NOV -3 PM 12:43
CITY CLERK'S OFFICE
GARDNER, MA

October 30, 2022

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant St
Gardner, MA 01440

RE: An Order To Raise And Appropriate A Sum Of Money For The Various Departments For The Salary And Labor Budget For The Fiscal Year Beginning July 1, 2022 To June 30, 2023

Dear Madam President and Councilors,

The attached money order is associated with all salary expenditures associated with the Fiscal Year 2023 Supplemental Budget Request.

The explanation of the items listed in this money order can be found in the narrative document of the Fiscal Year 2023 Supplemental Budget.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE VARIOUS DEPARTMENTS FOR THE SALARY AND LABOR BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2022 TO JUNE 30, 2023.

ORDERED:

To raise and appropriate for the expense of the City of Gardner for the Fiscal Year beginning July 1, 2022 to June 30, 2023 sums as designated below for the expenditures of the various departments, Salary and Labor budgets, in the amount of ONE HUNDREAD AND SIXTY-SIX THOUSAND ONE HUNDRED TWENTY-SEVEN DOLLARS 00/100 (\$166,127.00):

Fire Dept	Salaries & Wages	\$77,430.36
Ambulance Dept	Salaries & Wages	\$48,696.64
BOH Dept	Food/Housing Insp Salary	\$25,000.00
Police Dept	DV Advocate Salary	\$15,000.00



City of Gardner - *Executive Department*
Mayor Michael J. Nicholson

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2022 NOV -3 PM 12:43
CITY CLERK'S OFFICE
GARDNER, MA

October 30, 2022

Hon. Elizabeth J. Kazinskas, Council President
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Gardner City Hall, Rm 121
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Gardner, MA 01440

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Dear Madam President and Councilors,

The attached money order is associated with all salary expenditures associated with the Fiscal Year 2023 Supplemental Budget Request.

The explanation of the items listed in this money order can be found in the narrative document of the Fiscal Year 2023 Supplemental Budget.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE VARIOUS DEPARTMENT FOR OPERATING EXPENDITURE BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2022 TO JUNE 30, 2023.

ORDERED:

To raise and appropriate for the expense of the City of Gardner for the Fiscal Year beginning July 1, 2022 to June 30, 2023 sums as designated below for the expenditures of the Various departments, Operating Expenditure budget, in the amount of EIGHTY-FOUR THOUSAND DOLLARS 00/100 (\$84,000.00):

DPW Dept	Energy & Electric Expense	\$ 6,000.00
DPW Dept	Vehicle Fuel Expense	75,000.00
Comm Dev Dept	Professional Development Expense	3,000.00



City of Gardner - *Executive Department*

Mayor Michael J. Nicholson

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2022 NOV -3 PM 12:43

CITY CLERK'S OFFICE
GARDNER, MA

October 30, 2022

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant St
Gardner, MA 01440

RE: A Measure Authorizing Payment for Prior Year Salary Expenditures

Dear Madam President and Councilors,

The attached money order is associated with the retroactive pay from Fiscal Year 2022 associated with the new collective bargaining agreement between the City of Gardner and the Gardner Firefighters Local 2215, affiliated with the International Association of Firefighters A.F.L. - C.I.O. C.L.C.

The explanation of the items listed in this money order can be found in the narrative document of the Fiscal Year 2023 Supplemental Budget.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

AUTHORIZING PAYMENT OF PRIOR YEAR SALARY EXPENDITURE

ORDERED: To authorize payment of prior year FIRE&AMB DEPT salary expenditures account for prior year, as follows:

FY2022	CAPTAINS SALARY & WAGES	\$ 3,473.60
FY2022	PRIVATES SALARY & WAGES	39,759.89
FY2022	LIEUTENANTS SAL & WAGES	14,876.44
FY2022	OVERTIME	21,576.55
FY2022	HOLIDAY PAY	5,520.33
FY2022	COLLATERAL JOB PAY	2,769.75
FY2022	EDUCATIONAL INCENTIVE	438.47
FY2022	SICK LEAVE INCENTIVE	17.90
FY2022	TERMINATION LEAVE	1,673.51
FY2022	AMBULANCE SERV STIPEND	16,488.00
	TOTAL	\$106,594.44



City of Gardner - *Executive Department*
Mayor Michael J. Nicholson

November 16, 2022

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant St
Gardner, MA 01440

RE: Supplemental Budget – Sewer Enterprise Account

Dear Madam President and Councilors,

Attached please find a money order associated with the FY2023 Supplemental Budget Proposal for the Sewer Enterprise Account.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

RECEIVED
2022 NOV 17 AM 11:28
CITY CLERK'S OFFICE
GARDNER, MA

AN ORDER REQUESTING A TRANSFER FROM SEWER
SURPLUS/RETAINED EARNINGS TO SEWER DEPT SALARY EXPENDITURES.

ORDERED:

That there be and is hereby transfer the sum of Ten Thousand Dollars and 00/100
(\$10,000.00) from Sewer Surplus/Retained Earnings to Sewer Salary Expenditures as
follow:

SEWER GIS SALARY EXPENDITURE	\$10,000.00
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**City of Gardner - *Executive Department*****Mayor Michael J. Nicholson**

November 16, 2022

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant St
Gardner, MA 01440

RECEIVED
2022 NOV 17 AM 11:28
CITY CLERK'S OFFICE
GARDNER, MA

RE: Supplemental Budget – Water Enterprise Account

Dear Madam President and Councilors,

Attached please find a money order associated with the FY2023 Supplemental Budget Proposal for the Water Enterprise Account.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

AN ORDER REQUESTING A TRANSFER FROM WATER
SURPLUS/RETAINED EARNINGS TO WATER DEPT SALARY EXPENDITURES.

ORDERED:

That there be and is hereby transfer the sum of Ten Thousand Dollars and 00/100
(\$10,000.00) from Water Surplus/Retained Earnings to Water Salary Expenditures as
follow:

WATER GIS SALARY EXPENDITURE

\$10,000.00



City of Gardner - Executive Department
Mayor Michael J. Nicholson

October 18, 2022

Hon. Elizabeth J. Kazinskas, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant St
Gardner, MA 01440

RE: FY2023 Supplemental Budget Request

Dear Madam President and Councilors,

As you are aware, under the Code of Massachusetts Regulations and the General Laws, a municipality may submit a supplemental budget request to appropriate unobligated funds from local receipts, new growth, and local taxation, up and until the tax rate is set for the upcoming calendar year.

As stated in my previous correspondence to the City Council, new growth was certified on October 18, 2022 at \$415,336.00. When the FY2023 budget was adopted in June of 2022, the administration had budgeted for \$250,000, thus leaving the City with an additional \$165,336.00 in available revenue.

Furthermore, when the City Council adopted the budget at the meeting of June 22, 2022, the City Council voted to reduce the budget by \$84,581.04, which is currently listed as available City Revenue as well.

This leaves the City with a total of \$249,917.04 available to be appropriated for supplemental budget.

The documentation attached to this correspondence all relate to the Administration's supplemental budget request that has been submitted for the City Council's review and consideration.

Relationship to the Tax Rate and Available Tax Levy/Excess Levy Capacity:

As I had previously stated at the June 22, 2022 meeting of the City Council, the amount of available funds, if not appropriated would make a negligible difference in the tax rate and how much residents would be saving if not appropriated. If the approximately \$250,000 in revenue was used to reduce the tax rate, with a current average single family home value in Gardner being certified at \$286,640, this would only save the average tax payer in the City approximately \$45.86 per year.

RECEIVED
2022 NOV -3 PM 12:12
CITY CLERK'S OFFICE
GARDNER, MA

Furthermore, understanding the financial hardships that many of our residents are facing due to inflation, even with this supplemental budget request, the City is still largely under our Tax Levy Ceiling by an additional 1.5%.

As you may be aware, per the provisions of Proposition 2 ½ as voted on by the voters of the Commonwealth in 1980, any year that a municipality does not increase taxes the full 2.5% allowed by law, they retain the difference in available excess levy capacity without the need of an override vote by the voters of the municipality.

Since Gardner did not increase local taxation the full 2.5% as allowed by law in recent years, Gardner has an excess capacity of an additional 1.5% in funds that the Administration is not looking to utilize, thus keeping us well below the amounts that we are able to increase taxes for the current fiscal year.

GENERAL FUND SUPPLEMENTAL BUDGET REQUESTS

Fire Department Union Contract

At the June 22, 2022 meeting of the City Council, the Council voted to reduce certain salary line items from the Fire and Ambulance budgets due to the fact that collective bargaining negotiations were still ongoing.

Those negotiations have concluded, and a copy of the new contract is attached.

The attached money orders reflect the negotiated increases for the department.

Vehicle Fuel

It is no secret that over the past year, current inflationary trends have hit the fuel market quite significantly. According to the Federal Bureau of Transportation Statistics, between January 2022 and June 2022, the price of regular motor gasoline rose 49% and the price of diesel fuel rose almost 55%.

The attached \$75,000 request in increased funds for the DPW Fuel account, which pays for fuel used by all city vehicles, is being requested at the recommendation of Director Arnold to meet the forecasted need for the City's overall fleet from now through the end of the fiscal year.

Energy and Utilities

According to the United States Energy Information Administration, energy and utility costs in the United States have risen an average of 8% between 2021 and 2022. This trend has certainly hit the City in its energy and utility costs for our public buildings as well.

The attached request for an additional \$6,000 in funding to cover these costs is based off of forecasting done by Director Arnold to get us through to the end of the fiscal year based on current market trends.

Board of Health Full Time Housing & Food Inspector

Gardner has seen quite a large increase in demand for food and housing inspections over the last few years, and that trend is largely expected to increase.

The Massachusetts State Sanitary Code requires that food establishments be inspected regularly twice a year, and then as needed for any new openings, special events, or investigations of food borne illnesses. Gardner currently issues 130 licenses to establishments that would fall under these requirements.

Furthermore, the State Sanitary Code requires the health department to inspect housing complaints for tenants throughout the City to make sure they are being given adequate housing that meets minimum state standards. The demand for these has increased largely in recent years as well.

All of this is on top of the recent re-vamping of the City's nuisance code, which gave larger inspection and enforcement authority to the health and building departments to prevent public health and safety problems from occurring with properties across the City.

In the last ten (10) months, over a dozen buildings in Downtown alone have changed hands. These plans include approximately 175 newly constructed or currently vacant soon to be renovated apartment units, 46 commercial and office spaces, and up to 4 new restaurants, thus largely increasing the purview of what the Health Department would have authority over.

In order to be a thriving, growing, and economically stable community, we must be ready to meet the needs of our future development while still maintaining an adequate standard of care for the situations the City is currently dealing with. Our current staffing at the Health Department is not sufficient to meet the needs of our existing inspection obligations as it is. This additional staff member would help us catch up to where we need to be and help give us the capacity needed for the future growth we anticipate.

This request for \$25,000 would cover a full-time inspector to work from January through the end of the fiscal year. A request for the full amount will be included in FY 2024 Budget process.

Police Department Part-Time Domestic Violence Advocate

The Gardner Police Department has recently seen an increase in the number of domestic violence calls that they have been responding to on every shift, every day of the week. However, while we see these numbers, these are just the instances in which a 9-1-1 call has been made, and is only a small snap shot of the full issue that is facing several of our residents in the City.

Several years ago, the Gardner Police Department had a Domestic Violence Advocate who was tasked with assisting the victims of domestic violence in navigating court forms, protection order

processes, and finding ways to remove themselves from the harmful and dangerous situations they are going through. This was cut from the budget in the early 2000s.

Since then, the City has been working with the Gardner Domestic Violence Taskforce, the Voices of Truth, and the Spanish American Center to assist victims through these processes.

There are currently over forty (40) Gardner residents who are receiving services from these organizations for this purpose, with the majority of them having to travel to Leominster to the Spanish-American Center for support.

This request for \$15,000 would be to hire a part-time advocate at the Gardner Police Department who would work nineteen (19) hours per week from now to the end of the fiscal year. If the Administration feels the position is being utilized effectively and is seeing a lot of work being done, funding for the full year will be included in the FY2024 budget proposal.

Please note that Deputy Chief Maroni has applied for the City to receive funding for this purpose from the Violence Against Women Act (VAWA), however, we will not hear back from this grant application for some time and even if we were awarded the grant, this amount would be close to what the city would be required to provide for a matching portion, as the grant would pay for a full time position.

Community Development Professional Development and Travel

With the recent large increase in development efforts in the City, I have been encouraging our staff in the Department of Community Development and Planning to attend different professional development events to learn about new opportunities for funding and partnerships, increase our marketing efforts, and see what other municipalities around the Commonwealth and country are doing that could be replicated here.

For the last decade, the Professional Development line item in the Community Development budget has been level funded. As such, with the increased participation in professional development efforts by the department, the budget is close to being fully depleted.

I am requesting an additional \$3,000 be added to this department's professional development line item in order to get the department through the end of the fiscal year.

There will be an increase in this line item reflected in the FY2024 budget cycle as well.

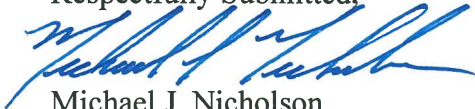
ENTERPRISE FUND SUPPLEMENTAL BUDGET

Geographic Information Systems Coordinator Additional Duties

Director Dane Arnold of the Department of Public Works and City Engineer Robert Oliva have requested that additional duties be assigned to the City's GIS Coordinator position to assist in the operations of the City's water and sewer departments.

This request is to appropriate \$10,000 from each the water enterprise account and the sewer enterprise account in order to compensate the position for these additional duties. An updated job description is included in this packet of information.

Respectfully Submitted,



Michael J. Nicholson
Mayor, City of Gardner

Supplemental Budget Money Orders

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE VARIOUS DEPARTMENTS FOR THE SALARY AND LABOR BUDGET FOR THE FISCAL YEAR BEGINNING JULY 1, 2022 TO JUNE 30, 2023.

ORDERED:

To raise and appropriate for the expense of the City of Gardner for the Fiscal Year beginning July 1, 2022 to June 30, 2023 sums as designated below for the expenditures of the various departments, Salary and Labor budgets, in the amount of ONE HUNDREAD AND SIXTY-SIX THOUSAND ONE HUNDRED TWENTY-SEVEN DOLLARS 00/100 (\$166,127.00):

Fire Dept	Salaries & Wages	\$77,430.36
Ambulance Dept	Salaries & Wages	\$48,696.64
BOH Dept	Food/Housing Insp Salary	\$25,000.00
Police Dept	DV Advocate Salary	\$15,000.00

AN ORDER TO RAISE AND APPROPRIATE A SUM OF MONEY FOR THE
VARIOUS DEPARTMENT FOR OPERATING EXPENDITURE BUDGET FOR THE
FISCAL YEAR BEGINNING JULY 1, 2022 TO JUNE 30, 2023.

ORDERED:

To raise and appropriate for the expense of the City of Gardner for the Fiscal Year
beginning July 1, 2022 to June 30, 2023 sums as designated below for the expenditures of
the Various departments, Operating Expenditure budget, in the amount of EIGHTY-
FOUR THOUSAND DOLLARS 00/100 (\$84,000.00):

DPW Dept	Energy & Electric Expense	\$ 6,000.00
DPW Dept	Vehicle Fuel Expense	75,000.00
Comm Dev Dept	Professional Development Expense	3,000.00

*Money Order for Fire Department Union
Retroactive Pay related to new Union Contract
included in Supplemental Budget*

AUTHORIZING PAYMENT OF PRIOR YEAR SALARY EXPENDITURE

ORDERED: To authorize payment of prior year FIRE&AMB DEPT salary expenditures account for prior year, as follows:

FY2022	CAPTAINS SALARY & WAGES	\$ 3,473.60
FY2022	PRIVATES SALARY & WAGES	39,759.89
FY2022	LIEUTENANTS SAL & WAGES	14,876.44
FY2022	OVERTIME	21,576.55
FY2022	HOLIDAY PAY	5,520.33
FY2022	COLLATERAL JOB PAY	2,769.75
FY2022	EDUCATIONAL INCENTIVE	438.47
FY2022	SICK LEAVE INCENTIVE	17.90
FY2022	TERMINATION LEAVE	1,673.51
FY2022	AMBULANCE SERV STIPEND	16,488.00
	TOTAL	\$106,594.44

*Fire Department
Union Contract*

*Memorandum of Agreement Outlining
Negotiated Changes to Union Contract*

MEMORANDUM OF AGREEMENT

By and Between

City of Gardner

And

The Gardner Firefighters Local 2215, affiliated with the International Association of Firefighters A.F.L. - C.I.O. C.L.C.

By execution of this Agreement, the City of Gardner (the "City") and the Gardner Firefighters Local 2215 (the "Union") agree that all terms and conditions of the Union and City July 1, 2018 through June 30, 2021 Collective Bargaining Agreement as amended by the following shall remain in full effect for the duration as provided in both Paragraph one below and in Article XXXIV of the Collective Bargaining Agreement.

City's Proposals:

1. The duration of this contract shall be from July 1, 2021 through midnight on June 30, 2023.
2. There will be wage increases as follows:

2% increase for the July 1, 2021 to June 30, 2022 (FY22) contract period.

2% increase for the July 1, 2022 to June 30, 2023 (FY23) contract period.

(See Attachment A – Wage Schedule).

3. For the period commencing July 1, 2021, the City agrees to increase between steps as follows of the wage schedule as follows:

Firefighter:

The difference between Step 3 and Step 4 shall increase from 4% to 4.5%

The difference between Step 4 and Step 5 shall increase from 4% to 4.5%

The difference between Step 5 and Step 6 shall increase from 4% to 4.5%

The difference between Step 6 and Step 7 shall increase from 4% to 4.5%

The difference between Step 7 and Step 8 shall increase from 4% to 4.5%

Lieutenant/Captain:

The difference between Step 1 and Step 2 shall increase from 4% to 4.5%

The difference between Step 2 and Step 3 shall increase from 4% to 4.5%

The difference between Step 3 and Step 4 shall increase from 4% to 4.5%

The difference between Step 4 and Step 5 shall increase from 4% to 4.5%

The difference between Step 5 and Step 6 shall increase from 4% to 4.5%

4. For the period commencing July 1, 2022, the City agrees to increase between steps as follows of the wage schedule as follows:

Firefighter:

The difference between Step 3 and Step 4 shall increase from 4.5% to 5%

The difference between Step 4 and Step 5 shall increase from 4.5% to 5%

The difference between Step 5 and Step 6 shall increase from 4.5% to 5%
 The difference between Step 6 and Step 7 shall increase from 4.5% to 5%
 The difference between Step 7 and Step 8 shall increase from 4.5% to 5%

Lieutenant/Captain:

The difference between Step 1 and Step 2 shall increase from 4.5% to 5%
 The difference between Step 2 and Step 3 shall increase from 4.5% to 5%
 The difference between Step 3 and Step 4 shall increase from 4.5% to 5%
 The difference between Step 4 and Step 5 shall increase from 4.5% to 5%
 The difference between Step 5 and Step 6 shall increase from 4.5% to 5%

5. **ARTICLE 9 – Overtime**

Make the following changes effective upon execution of the contract:

Section 2. Whenever a bargaining unit employee is called back to work after having completed his assigned work and left his/her place of employment before his/her next regularly scheduled starting time, he/she shall be paid the overtime rate for all hours worked on such recall and will be guaranteed a minimum of ~~three (3)~~ **four (4)** hours of pay at such rate. **Bargaining unit members that respond to recalls for mutual aid calls, working fires and/or other major incidents will be paid double time and will be guaranteed a minimum of four (4) hours of pay at such rate.** Except if the call back is after 6:59 a.m., then a bargaining unit employee scheduled to work the next shift, being called back shall only be paid one and one half (1 ½) hours of overtime.

Add the following:

Section 7. Pre-scheduled overtime (overtime called out a week in advance) shall be offered to all bargaining unit members inclusive of those absent due to vacation, personal, sick or sick leave incentive (unless identified herein, no other time off will be included for the purpose of this paragraph). A refusal to accept overtime by a bargaining unit member absent for any of the reasons identified, will not be marked as such. Acceptance of overtime by a bargaining unit member absent for any of the reasons identified, will be marked as accepted.

6. **ARTICLE 21 – Holidays**

Section 1. All bargaining unit employees shall receive an additional days pay for each of the following ~~eleven (11)~~ **twelve (12)** holidays in addition to their basic compensation: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Patriots Day, Memorial Day, **Juneteenth**, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day.

For the purpose of this Article the term, "an additional days pay" shall be defined as ~~1/11th of ten and fifteen hundredths (10.15%)~~ **as 1/12th of eleven and seven hundred twenty-five thousandths (11.0725%)** of his/her annual base pay.

Memorandum of Agreement
 Firefighter 2021-2023 Contract
 Page | 3

~~Example: Employee A earns \$488.14 per week or 25,383.28 per year.~~

~~Then: $\$25,383.28 \times 10.15\% = \$2,575.40$ (11 Holidays) or 234.22 per Holiday.~~

~~If employee A on August 15 now makes \$545.22 per week or 28,351.44 per year.~~

~~Then: $\$25,383.28 \times 10.15\% = 2,576.40 / 11$ Holidays times 5 Holidays = \$1,171.09~~

~~$\$28,351.44 \times 10.15\% = 2,877.67 / 11$ Holidays times 6 Holidays = \$1,569.64~~

~~In June the employee would receive \$1,171.09 and at the December payment the employee would receive \$1,569.64.~~

Example: *Employee A earns \$488.14 per week or \$25,383.28 per year

Then: $\$25,383.28 \times 11.0725\% = \$2,810.57$ (12 Holidays) or \$234.22 per Holiday

*If Employee A on July 1st now makes \$545.22 per week or \$28,351.44 per year

Then: $\$25,383.28 \times 11.0725\% = \$2,810.57$ (12 Holidays) x 6 Holidays = \$1,405.32

$\$28,351.44 \times 11.0725\% = \$3,139.22$ (12 Holidays) x 6 Holidays = \$1,569.66

In June the employee would receive \$1,405.32 and at the December payment the employee would receive \$1,569.66.

~~Holiday pay shall be paid in a lump sum, five (5) days payable the last pay period in June and six (6) days payable the first pay period in December of each year.~~

Holiday pay will be paid in two lump sum payments of six (6) days, the last pay period on June and the first pay period in December with the acknowledgement that any firefighter who leaves prior to December 25th, he/she will reimburse the City the payment for that holiday.

7. ARTICLE 22 – Sick Leave

Add the following language as the sixth (6th) paragraph:

In the case where an employee has an approved FMLA leave for the birth of a child, the employee will be authorized to use sick time should he/she elect for the first three (3) weeks following the birth of the child to allow for the provision of care to the parent recovering from childbirth. This time may be extended upon request and the approval of the Mayor in the event of unforeseen medical circumstances requiring additional time for the care of the parent recovering from childbirth or for the child occurs.

Make the following changes:

Sick Leave Incentive

All bargaining unit employees who do not use sick leave shall be granted ~~personal~~ **sick leave incentive time** without loss of pay up to four (4) days per calendar year cumulative to nine (9) days in accordance with the following:

Bargaining unit employees shall be granted 1/3 of a day (4 hours) of ~~personal~~ sick leave incentive time without loss of pay for each calendar month during which they do not report out sick.

Bargaining unit employees who have earned ~~personal days~~ sick leave incentive time off for non-use of sick leave may at their discretion have the option of receiving a days pay in lieu of a ~~personal days~~ sick leave incentive day off. A day's pay shall be 1/4 of a bargaining unit employee's basic weekly salary.

Bargaining unit employees will be given an opportunity at the beginning of each quarter to either accumulate or receive compensation for ~~personal days~~ sick leave incentive days earned in the previous quarter only. Bargaining Unit Employees shall be paid any time earned in excess of nine (9) days allowable accumulation.

8. **ARTICLE 23 – Personal Days**

All bargaining unit employees, with the exception of temporary employees, shall be granted three (3) personal days per calendar year.

Effective January 1, 2023, all bargaining unit employees, with the exception of temporary employees, shall be granted ~~three (3)~~ four (4) personal days per calendar year.

9. **ARTICLE 36 - Training/Fire Prevention Officer (Lieutenant)**

Amend as follows:

- a. ***In the event of a vacancy in this position, This position it will be bid on in the same manner and under the same guidelines as the Department Collateral jobs as outlined in Article 16, however, the officer currently holding the position will have first right of refusal. assignment to this position shall be permanent until such time as the assigned Lieutenant requests to be voluntarily removed from the position or his/her employment with the City of Gardner ends.***
- b. ***Unless an emergency circumstance exists, a request to voluntarily resign from this assignment (exclusive of full-time employment as a firefighter) shall be made thirty (30) days in advance of effective date of the resignation. The Officer leaving the position shall assume the last assignment of the Officer accepting the position as a result of the resignation.***
- b- c. Should this position become permanently vacant this position must be filled.

10. **Specialty Pay**

Effective upon the execution of the contract, bargaining unit members having specialized certifications in Technical Rescue, Hazmat, Fire Investigation, Fire Prevention or SAFE, will receive a \$50.00 per week stipend. Receipt of these stipends will be governed by the following requirements:

- Must provide proof of certification.
- Maintain the required certification.
- Be an active member of the team utilizing the certification.

Effective upon the execution of the contract, bargaining unit members with the appropriate proof of certification in a language other than English, which must be one utilized to communicate with members of the community (language must be of beneficial use to the department), will receive a \$50.00 per week stipend.

11. *ARTICLE 38 – Miscellaneous*

Make the following change effective July 1, 2022:

Section 5. Military Leave:

~~Permanent full-time employees who are enlisted in the military (i.e., Marine Corps., Army, Navy, National Guards) are eligible to receive seventeen (17) days annually for the purpose of training, which will be referred to as "Military Benefit Time." These days shall only be used for those days an eligible employee is regularly scheduled to work. Eligible employees shall receive their regular base pay rate for these benefit days. This benefit will not accrue. Benefit time not utilized at the end of each year will not carry over to the following year. Upon discharge from their respective military unit employees previously eligible for this benefit will no longer receive this benefit. This benefit time will not be used for active duty.~~

Permanent full-time employees who are enlisted in the military (i.e., Marine Corps., Army, Navy, National Guards, etc.) are eligible for the benefits for training and/or active duty as defined in MGL, c. 33, §59, which will be referred to as, non-cumulative "Military Benefit Time."

- A. Training days shall only be used for those days an eligible employee is regularly scheduled to work. Eligible employees shall receive their regular base pay rate for these benefit days. This benefit will not accrue. Benefit time not utilized at the end of each year will not carry over to the following year. Upon discharge from their respective military unit employees previously eligible for this benefit will no longer receive this benefit. This benefit time will not be used for active duty.
- B. For active-duty purposes, when eligible for continued pay as defined by MGL, c. 33, §59, the eligible employee shall provide the Human Resources Department with the amount that he/she is paid by either the United States or the Commonwealth for military service performed during the same pay period.

Add the following section:

Section 10: Coaching - Bargaining unit members who are qualified through education and training are eligible to apply for and be hired as athletic coaches for the City of Gardner School Department. Coaching duties will be performed on the bargaining unit member's own time and will not conflict with his/her regular work schedule. Compensation will be a stipend set and paid for by the School Department.

12. **ARTICLE 41 – Ambulance**

Section 6: Bargaining unit members assigned to the Ambulance will receive a stipend of ~~one dollar (\$1.00)~~ two dollars (\$2.00) per hour for all hours worked in such assignment. The stipend will not be paid to bargaining unit members on any type of leave. If earned when working overtime, the stipend will only be added to the overtime pay rate otherwise due.

Effective upon the execution of the contract, the overtime language will change as follows:

“If earned when working overtime, the stipend will be added to the base rate for the overtime calculation.”

13. **ARTICLE 42 – Re-Opener**

Eliminate this Article.

~~The bargaining unit can demand to re-open wages if any other City bargaining unit, with the exception of the School Department bargaining units, should receive an across the board wage increase for FY 2015. Negotiations can be re-opened for wage purposes only.~~

14. All references to Call Fire Fighters will be eliminated from the Contract.

15. ***City agrees that some form of COVID compensation will be paid to all first responders who were employed by the City of Gardner for the period commencing 03/01/2020 and ending 12/31/2020, the amount to be determined after a full review of the available ARPA funds.***

In witness whereof, the parties hereto cause this instrument to be executed in their names and on their behalves by the duly authorized representatives thereto this _____ day of _____, 2022.

CITY OF GARDNER

GARDNER FIRE FIGHTERS UNION
 – LOCAL 2215

 Michael Nicholson, Mayor

 Jeffrey Chartier, President

 Kenneth Chase, Vice President

 Matthew Phillips, Secretary - Treasurer

*Current (Expired) Contract being
amended through negotiations*

BETWEEN

THE CITY OF GARDNER

and the

**GARDNER FIRE FIGHTERS
Local 2215**

DURATION

JULY 1, 2018 – JUNE 30, 2021

TABLE OF CONTENTS

PREAMBLE		1
ARTICLE 1	Recognition & Scope	1
	Section 1 - Recognition	1
	Section 2 - a. Scope	1
	b. Severability	1
	c. Authority	1
ARTICLE 2	Employee Rights & Representation	2
ARTICLE 3	Insurance & Hospitalization	3
	Section 1 - Insurance Options	3
ARTICLE 4	Agency Service Fee or Union Security	4
ARTICLE 5	Union Dues	4
ARTICLE 6	Wages	4
ARTICLE 7	Grievance Procedure	4
	Election of Remedies	6
	Arbitration	6
ARTICLE 8	Hours of Work and Work Schedule	7
ARTICLE 9	Overtime	8
ARTICLE 10	Seniority	9
ARTICLE 11	Vacancies	10
ARTICLE 12	Group Assignments and Shift Transfers	10
ARTICLE 13	Fire Watch Duty & Fire Details	10
	A. Fire Watch Duty	10
	B. Fire Details	11
ARTICLE 14	Selection of Employees for Provisional and Temporary Appointment	12
ARTICLE 15	Working out of Grade	12

ARTICLE 16	Collateral Jobs	13
ARTICLE 17	Employees Injured in Line of Duty	14
ARTICLE 18	Uniform and Clothing Allowance	15
ARTICLE 19	Bulletin Boards	15
ARTICLE 20	Vacations	16
ARTICLE 21	Holidays	18
ARTICLE 22	Sick Leave	19
	Retirement Notice	20
	Sick Leave Incentive	21
ARTICLE 23	Personal Days	22
ARTICLE 24	Court Leave	23
ARTICLE 25	Bereavement Leave	23
ARTICLE 26	Educational Incentive Program	24
ARTICLE 27	Health and Safety	25
ARTICLE 28	Training	26
ARTICLE 29	Mutual Aid Call In	27
ARTICLE 30	Manning of Apparatus	27
ARTICLE 31	Stability of Agreement	27
ARTICLE 32	No Strikes	28
ARTICLE 33	Bargaining During the Contract	28
ARTICLE 34	Duration	28
ARTICLE 35	Expiration	28

ARTICLE 36	Training/Fire Prevention Officer (Lieutenant)	29
ARTICLE 37	Drug and Alcohol Testing	29
ARTICLE 38	Miscellaneous	29
	Section 1 - New Hire & Academy	29
	Section 2 - Applicability of Civil Service	30
	Section 3 - Physical Fitness Program	30
	Section 4 - Dispatch	31
	Section 5 - Military Leave	31
	Section 6 - New Employees	31
	Section 7 - Fire Officer Training	31
	Section 8 - Meals Allowance	31
	Section 9 - Personnel Files	32
ARTICLE 39	Procedures For Injured Leave/Return to Work	32
ARTICLE 40	Modified Duty For Return to Work	33
ARTICLE 41	Ambulance	35
ARTICLE 42	Re-Opener	36
APPENDIX "A"	Wage Schedule w/ EMT Rating Wage Schedule w/out EMT Rating	

PREAMBLE

This AGREEMENT is entered into by the CITY OF GARDNER hereinafter referred to as the "Employer" or the "City", and the GARDNER FIREFIGHTERS LOCAL 2215, affiliated with the INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS A.F.L. - C.I.O. C.L.C., hereinafter referred to as the "Union".

ARTICLE 1 - Recognition and Scope

Section 1. Recognition The City hereby recognizes the Union as the exclusive representative for the purpose of collective bargaining with respect to wages, rates of pay, hours of employment, standards of productivity and performance, and any other terms or conditions of employment for all fire fighters, lieutenants, and captains, excluding the Chief of the Department, any other employees of the department who are not classified as a fire fighter, Lieutenant, Captain and all other employees of the City.

Section 2.

a. Scope The Agreement includes all of the agreements reached by the parties respecting matters pertaining to wages, hours and other terms of employment of bargaining unit employees covered by this Contract; however, any matter not mentioned in this Contract, any matter for which specific directions are not set forth herein, or any matter mentioned or reserved to the City or the Department Head in Paragraph (c) Section 2 of Article I shall not be subject to the Grievance and Arbitration Procedure provided in this Contract.

b. Severability If any provision of this Contract or any application of this Contract to any bargaining unit employees covered by the terms of this Contract shall be found contrary to law by a Court of competent and final jurisdiction, such provision or application shall have affect only to the extent permitted by law, and all other provisions or applications of this Contract shall continue in full force and effect.

The invalidation of any such provision or application of any such Article by such Court shall be sufficient cause for the parties to meet and renegotiate such provision or application.

c. Authority Except to the extent that there is contained in the Agreement an express and specific provision to the contrary, the City retains, whether exercised or not, all of the authority, powers, rights, jurisdiction and responsibility provided by the laws of the Commonwealth of Massachusetts to such City for the control, direction and management of the City and its work force.

ARTICLE 2 - Employee Rights and Representation

Section 1. The employer agrees not to discharge, discriminate, interfere with, restrain or coerce any bargaining unit employee because of his/her lawful exercise of the rights set forth in Section 2 of Chapter 150E of the General Law.

Section 2. The Employer agrees that it will not discriminate against, interfere with or coerce against any bargaining unit employee because such bargaining unit employee gives testimony, or takes part in grievance procedure or hearings, negotiations or conferences for or in behalf of the Union or any bargaining unit employee.

Section 3. The members of the Union's bargaining committee limited to three persons who are scheduled to work a tour of duty during collective bargaining negotiations shall be granted time necessary without loss of pay or benefits for all meetings between the City, its agents or representatives and the Union for the purpose of negotiating the terms of the Contract or any supplements thereto.

Section 4. No more than three (3) Union officials designated in advance by the Union to the City shall, during the life of this Contract, be granted time necessary during working hours to process and settle grievances, provided, that such persons shall first request permission from the Chief. Permission may be withheld by the Chief because of operating requirements, but such permission may not be withheld for more than twenty-four (24) hours.

Section 5. No more than two (2) Union members shall be allowed to attend, without loss of pay, no more than two (2) Union conventions or seminars annually.

Section 6. The Union shall inform the City and Department in writing of any changes in the roster of elected officers of the Union, bargaining committee, and stewards.

Section 7. Time necessary, without loss of pay or benefit, shall be granted to an elected officer of the Union if he/she is scheduled to work a tour of duty during hearings before the State Labor Relations Commission or before an Arbitrator and/or if he/she is in receipt of a subpoena from the court of the Commonwealth, on matters related to the negotiations or enforcement of the Agreement between the City and the Union.

ARTICLE 3 - Insurance and Hospitalization

Section 1. Each bargaining unit employee will be offered participation in the City sponsored health, dental and basic life insurance plans. Currently the City offers the HMO Blue New England and Blue Care Elect plans of Blue Cross & Blue Shield.

The City and employees enrolled in the health, dental and/or life insurance plans will share the cost of all premium charges. The premium charges will be paid for as follows:

	<u>City</u>	<u>Employee</u>
Blue Cross Blue Shield HMO Blue New England	75%	25%
Blue Cross Blue Shield – Blue Care Elect Plan	50%	50%
Blue Cross Blue Shield Dental Plan	75%	25%
Basic Life Insurance (\$10,000 City offered plan)	75%	25%

For those bargaining unit employees who elect to include their spouse and/or unmarried dependent children until the age of 19 or if a full time student, as specified by the dental plan and/or their spouse or children until the age of 26, as specified by the health insurance, in the City sponsored health and/or dental plans. The premium charges will be paid for as follows:

	<u>City</u>	<u>Employee</u>
Blue Cross Blue Shield HMO Blue New England	75%	25%
Blue Cross Blue Shield – Blue Care Elect Plan	50%	50%
Blue Cross Blue Shield Dental Plan	75%	25%

Those bargaining unit employees enrolled in health, dental, and/or life insurance plans may also elect participation in the City's Section 125 Cafeteria plan for the premiums of the health, dental, and/or life insurance plans.

Any claim for payment under said policy shall not be subject to the Grievance and Arbitration Procedures of this Contract.

If the City wishes to change or add plans offered to collective bargaining unit members, it will present such changes or additions to the Insurance Advisory Committee. The Insurance Advisory Committee will evaluate such requests and shall then present their findings to their union membership and a vote shall be taken to determine whether or not the membership wishes to make the requested change or addition. The City will offer the approved changes to all bargaining units, if and only if 2/3 of the City's bargaining units vote to do so.

ARTICLE 4 - Agency Service Fee or Union Security

All bargaining unit employees covered by this Agreement shall be required as a condition of employment to make payment on or after the 30th day following the beginning of such employment or the effective date of this Agreement, whichever is later, of an Agency Service Fee to the Union. Such Agency Service Fee shall be in the amount allowed by law.

At the election of the bargaining unit employee, said Agency Service Fee may be deducted from his/her wages upon presentation to the City of a signed authorization. Said authorization may be canceled by sixty (60) days written notice to the City. A bargaining unit employee who does not authorize the City to make weekly payroll deductions as provided herein shall make the Agency Service Fee payment to the Union Treasurer.

ARTICLE 5 - Union Dues

The Union dues of bargaining unit employees covered by this Agreement shall be deducted each week from the wages of each bargaining unit employee who has signed an authorization form provided by the Union and presented to the Treasurer of the City in accordance with the provisions of Section 17A of Chapter 180 of the General Laws as amended.

The Treasurer shall transmit all dues deducted in an up-to-date listing from the payroll of all bargaining unit employees, to the Treasurer of Local 2215.

ARTICLE 6 - Wages

Wages shall be paid in accordance with Appendix "A" and attached thereto and made a part thereof.

Newly hired firefighters who at the time of hire have successfully completed the full time Massachusetts Recruit Academy and have worked for at least one full year with another municipality as a full time firefighter/EMT (NOT an on-call firefighter) shall commence employment at Step 2 of the Wage Schedule.

ARTICLE 7 - Grievance Procedure

Complaints, disputes or controversies which arise between one or more bargaining unit employees and the Employer and/or his/her agent, concerning the application or

interpretation of the terms of this AGREEMENT, are defined as grievances and may be processed as a Grievance under this Article.

Grievances shall be processed as follows:

Step 1. The bargaining unit employee, with or without his/her steward, shall present the grievance orally to the Captain or other Officer on duty at the time of the incident, within five (5) working days of its occurrence. The Captain or Officer shall attempt to adjust the grievance informally. A settlement of the dispute at this level shall not establish precedent for the resolution of other similar problems between the bargaining unit employee and his Officer or elsewhere throughout the City. In the event that the grievance involved a monetary issue or seeks monetary compensation then Step One (1) shall be bypassed and the grievance shall proceed to Step Two (2) within five (5) working days of the occurrence. "Working Days" shall not include Saturdays or Sundays for the purpose of this paragraph.

Step 2. If a grievance is not settled at Step 1, it may be presented to the Chief of the Fire Department or his/her designated representative, provided that it is reduced to writing, signed by the aggrieved bargaining unit employee or bargaining unit employees and/or the authorized representative of the Union, and presented to the Chief of the Department within ten (10) working days after the occurrence of the grievance. A meeting between the Chief of the Department and/or his/her designated representative and the Grievance Committee of the Union and the aggrieved bargaining unit employee or bargaining unit employees, shall be held within five (5) working days after the receipt of the Chief of the Department of the written grievance. The Fire Chief and/or his/her designee shall attempt to resolve the grievance to the satisfaction of the parties involved. The Chief shall give a written response within ten (10) working days of the grievance meeting.

A grievance on behalf of any Officer within the bargaining unit may be presented initially at Step 2, provided that it is reduced to writing and is presented to the Chief of the Department within five (5) calendar days of its occurrence.

Step 3. If the grievance is not resolved at Step 2, the Union may present the grievance to the Mayor of the City or his/her designated representative; provided however, that the grievance has been presented in writing five (5) working days following the date of response from the Chief of the Fire Department. The Mayor or his/her designated representative shall meet with the Grievance Committee to discuss and attempt to resolve the grievance, and shall give a written response within 30 days of the receipt of grievance by the Mayor or his/her designated representative.

ELECTION OF REMEDIES

Where a bargaining unit employee has received a written statement from the EMPLOYER in accordance with Massachusetts General Laws, Chapter 31, Section 43 and 48G in a case involving suspension, dismissal, removal or termination of employment; the bargaining unit employee must make an election in accordance with Section 8, Chapter 150E of the General Laws within seven (7) days after the receipt of said written statement or an adverse decision from the City Retirement Board pursuant to Section 16 of Chapter 32, of his choice of remedies; that is, either the grievance procedure under this contract or the procedures in accordance with Chapter 31 and Chapter 32 of the General Laws. The bargaining unit employee shall make such election in writing and submit it to the Chief of the Fire Department. If the bargaining unit employee elects Arbitration the arbitrator shall be chosen and conducted by the terms of this contract.

ARBITRATION

Any grievance which alleges a violation of the Contract by the EMPLOYER and/or his/her agent which has not been resolved at the Step 3 level in the Grievance Procedure within thirty (30) days from the date of presentation at Step 3 level, may be submitted by the Union to arbitration. Such submission to arbitration must be made within thirty (30) days after the expiration of the thirty (30) days referred to herein. Within the aforesaid thirty (30) day period, written notice of said submission must be given to the EMPLOYER by the UNION, by the delivery in hand, or by mail, postage prepaid. The arbitrator shall be selected by mutual agreement of the parties hereto. If the parties fail to agree on a selection in the first instance, the American Arbitration Association shall be requested to provide a panel of arbitrators from which a selection shall be made in accordance with the applicable rules of the said American Arbitration Association. Expenses for the Arbitrator's services shall be shared equally by the parties.

The arbitrator's award shall be in writing and shall set forth his/her findings of fact, reasoning and conclusion. It shall be submitted to the EMPLOYER and the UNION. It shall be final and binding upon the EMPLOYER, the UNION and the aggrieved bargaining unit employee to the extent permissible by law.

The Arbitrator shall be without power to add to or subtract from the language of this Agreement; or to make a decision or an award which violates the case law of Massachusetts Supreme Judicial Court, or the statutory law of the Commonwealth, excluding, however, those laws referred to in Section 7 of Chapter 150E which provisions are applicable to fire fighters and to the extent that the contract provisions prevail over

them. The Arbitrator will be without power or authority to render an award concerning any matter which is excluded from the Grievance and Arbitration Procedure of this Contract. The decision of the Arbitrator will be final and binding except for review and confirmation as provided by the provisions of Chapter 150C of the General Laws.

Written submission of grievances at Step 2 shall be given in not less than triplicate on forms to be agreed upon jointly, and shall be signed by the representative of the UNION filing the grievance. If a grievance is adjusted at any step of the grievance procedure, the adjustment shall be noted on the grievance form and shall be signed by the Employer's representative and the Union representative reaching the adjustment. At any step of the grievance procedure where no adjustment is reached, the grievance form shall bear a notation that the grievance is unsettled and be signed by the Employer's representative and the Union representative then handling the grievance and shall be referred to the next step in the grievance procedure as provided herein.

If at the end of the ten (10) days next following either the occurrence of any grievance or the date of first knowledge of its occurrence by any bargaining unit employee affected by it, whichever is later, the grievance shall not have been presented at Step 1 and/or Step 2 of the procedure set forth herein, the grievance shall be deemed to have been waived. Furthermore, any grievance in process under such procedure shall also be deemed to have been waived if the action required to process the said grievance to the next step in the procedure shall not have been taken within the time specified therefore in Step 2.

ARTICLE 8 - Hours of Duty and Work Schedule

Section 1. The employer agrees to regulate the hours of duty of all bargaining unit employees so that the average weekly hours of duty, other than hours during which such bargaining unit employees may be summoned or kept on duty because of conflagration in the City of Gardner, shall not exceed forty-two (42) in number.

The work schedule for bargaining unit employees of the Department shall be a consecutive shift of twenty-four (24) hours. In addition, the work schedule shall be scheduled as follows: one 24 hour shift of work on and three 24 hour shifts (for a total of 72 hours) off. A twenty-four (24) hour shift will constitute two (2) days in reference to overtime, vacation days, sick leave, personal leave and bereavement leave for time accrual and use purposes. One half (1/2) of a twenty-four (24) hour shift will consist of a ten (10) hour day (8:00 AM – 6:00 PM) or fourteen (14) hour night (6:00 PM – 8:00 AM) for overtime and personal leave for scheduling purposes.

Section 2. The work week of the Captain shall be set by the Chief of the Department. The work week shall be four (4) or five (5) days excluding Saturday and Sunday and shall not exceed forty-two (42) hours.

Section 3. There shall be a shift commander (Lieutenant) on duty at all times. The sixth Lieutenant shall be working in Fire Prevention and shall not be scheduled to work as shift commander, unless a shift commander is on vacation or extended sick or injured leave of three working days or more, then the sixth Lieutenant may be scheduled as a shift commander.

ARTICLE 9 - Overtime

Section 1. Whenever any bargaining unit employee is requested by the Chief of the Department or an Officer in charge; is required to work in excess of his/her regularly assigned work week or work schedule, the bargaining unit employee, by this Agreement, shall be paid at the rate of 1 1/2 times his/her hourly rate of pay for work in excess of his/her regularly assigned tour of duty as assigned by the Chief of the Department. Overtime will be calculated at a minimum of fifteen (15) minute increments.

Overtime work opportunities to bargaining unit employees shall be distributed as equitably as possible to the bargaining unit employee of the corresponding rank held by the bargaining unit employee whose absence requires the need for such overtime work to be performed, if such bargaining unit employees are available.

Overtime work offered shall be considered as overtime work actually distributed for purposes of determining the equitable distribution of overtime notwithstanding the provisions of Section 6 of this ARTICLE.

Section 2. Whenever a bargaining unit employee is called back to work after having completed his assigned work and left his/her place of employment before his/her next regularly scheduled starting time, he/she shall be paid the overtime rate for all hours worked on such recall and will be guaranteed a minimum of three (3) hours of pay at such rate. Except if the call back is after 6:59 a.m., then a bargaining unit employee scheduled to work the next shift, being called back shall only be paid one and one half (1 ½) hours of overtime.

Section 3. There will be three lists posted in regards to overtime. The first list will be for a Regular Tour of Duty, which will be ten (10) hours or over. The second list will be for other than a Regular Tour of Duty, and will be for anything scheduled under ten hours; e.g., fire watch, mutual aid, etc. The third list will be for Private Function Details that are

required by the City as alternate compliance to M.G.L., c. 148, §26G ½ (sprinkler law for night clubs). The rate of pay for private function details shall be \$45.00 per hour.

Section 4. There will be no swapping or mutual agreements amongst any bargaining unit employees scheduled to work overtime under any circumstances.

Section 5. The Fire Captain shall be paid at the overtime rate for all hours spent training the call Fire Fighters when this time is not during his/her regular work schedule.

Section 6.a. Any bargaining unit employee returning to duty from any leave excluding any leave of absence, for any length of time, the overtime opportunities missed during his/her absence will be in effect.

b. It shall be the right of any bargaining unit employee to refuse, without loss of overtime opportunity, any overtime request (regular or other than ordinary) when that request results in a private or officer working two (2) consecutive tours of duty (two (2) consecutive twenty-four (24) hour shifts). These shifts can include a combination of regular tours, overtime tours or mutual agreements. A bargaining unit employee shall not work more than two (2) consecutive tours of duty (two (2) consecutive twenty-four (24) hour shifts), unless in the case of an emergency.

ARTICLE 10 - Seniority

Seniority as defined by the Civil Service Laws, Rules and Regulations shall be applicable for all Civil Service purposes.

Seniority for purposes of this Contract shall be defined as the length of service of a bargaining unit employee on a continuous basis with the Fire Department. For newly hired firefighters who have the same hire date, seniority shall be calculated in the following order:

- a. Candidates who are full time academy trained (are not required to attend the fire academy) and can start on the job training as a fire fighter/EMT on the first day of employment.
- b. Candidates with the highest civil service list rank/score.
- c. Firefighters who have the same civil service score, seniority will be determined by hire rank determined by the hiring panel, which consists of the Fire Chief, Fire Captain and Human Resources Director.

The Contract seniority will regulate, govern and be applicable to the bargaining unit employees in the distribution of Overtime Opportunities, the assignment of bargaining unit

employees for Fire Watch Duty, the bargaining unit employees selection of Vacation periods in the manner provided for in the Agreement and for bidding purposes according to the collateral job bid section of this agreement.

The Contract seniority list shall be prepared and posted on an appropriate bulletin board within thirty (30) days after the effective date of this Agreement and a copy shall be furnished to the Union.

ARTICLE 11 - Vacancies

All bargaining unit employees must be out for a period of 30 days due to injury leave, sick leave or leave of absence before he/she can be replaced with a temporary employee.

ARTICLE 12 - Group Assignments and Shift Transfers

Whenever a bargaining unit employee is required to change his/her group, he/she shall be given three (3) days advanced notice by the Chief of the Department or the Officer in charge of such change in his/her group. When transferring from one group to another group, a bargaining unit member will have at least one twenty-four hour shift off between switching groups.

Whenever bargaining unit employees are required to be transferred from one group to another they shall be transferred equally.

Bargaining unit employees returning from vacation will return to duty on the original group from which their vacation period started unless agreed upon by the bargaining unit employee and the union prior to the start of his/her vacation.

Bargaining unit employees scheduled for duty on the same group may be detailed as a temporary assignment for a bargaining unit employee scheduled for duty on the same group at a station other than the one in which he is regularly assigned to, for the purpose of replacing a bargaining unit employee of equal rank who is absent with pay due to sickness, injury, vacation, bereavement leave or for any other type of leave with pay.

ARTICLE 13 - Fire Watch Duty & Fire Details

A. Fire Watch Duty

When a permit to allow demolition burning or controlled burning is granted by the Chief of the Fire Department or any other person authorized to do so, to any person or firm

engaged in such burning, or whenever any person or organization is required to or seek the services of bargaining unit employees for Fire Watch Duty, such work shall be rotated by the Chief of the Department among those off-duty bargaining unit employees, selected in accordance with the Contract seniority list.

No assignment shall be made until the person or organization requesting service has agreed to pay the following rate: One and one-half times the regular rate of pay for a fire fighter for all hours of such work.

All details requiring fire apparatus; the first piece of apparatus will be manned by a minimum of 1 Lieutenant and 2 fire fighters, each additional piece of apparatus at the same detail will be manned by a minimum of 2 fire fighters.

B. Fire Details

Fire details shall be defined as any work performed for third parties. All such fire details shall be distributed as equally as possible among all bargaining unit members of the Gardner Fire Department by roster. Except in emergency situations notice of fire details shall be posted at least forty-eight (48) hours in advance. All bargaining unit employees shall be paid at a rate of \$45.00 per hour. Any detail lasting longer than eight (8) hours shall be paid at time and one half the regular detail rate of all hours after eight (8) hours.

Whenever a permit is issued by the City to a private contractor in accordance with M.G.L. c. 148 §26G1/2 for a public function requiring a fire detail, a regular bargaining unit member of the Gardner Fire Department will be required to be hired.

A specific detail call roster shall be established for the purposes of detail assignments. Detail records shall be updated every two (2) weeks and kept posted in an area open to bargaining unit employees' inspection.

All records used to compute details shall be made easily accessible for all members of the bargaining unit to see whether posted or upon request.

City will assign City Fire Department retirees to work fire details after all bargaining unit members are called. This may be accomplished through special legislation or the designation of retirees as special fire fighters.

Fire details shall not be deemed work for the purposes of overtime.

***ARTICLE 14 - Selection of Employees for Provisional
and Temporary Appointment***

Section 1.a. In the absence of a Civil Service Certification List for Lieutenant, a provisional or temporary promotion shall be made in accordance with the current contract seniority list. The selection shall be made from one of the three most senior firefighters willing to accept the appointment. If there are not three firefighters willing to accept the appointment, selection shall be made from those firefighters willing to accept.

b. In the absence of the Civil Service Certification List for Captain, a provisional or temporary promotion shall be made in accordance with the current contract seniority list. The selection shall be made from one of the three (3) most senior Lieutenants willing to accept the appointment. If there are not three (3) Lieutenants willing to accept the appointment, selection shall be made from those Lieutenants willing to accept.

c. If the Chief, in his discretion, reasonably and with just cause believes that an out of grade assignment made under the above paragraphs has not proven to be in the best interest of the Fire Department, he may reassign the bargaining unit employee to his former position and assign the next most senior qualified bargaining unit employee desiring such assignment.

ARTICLE 15 - Working out of Grade

a. When a bargaining unit employee is directed by the Chief, Captain or a Lieutenant to assume the duties of a higher rank than he/she presently holds, the employee shall be compensated at the rate of pay of the rank he/she is assuming.

This direction will take place in cases of emergency when an officer cannot be found to replace an absent officer, or when a senior officer will be absent and his/her responsibilities are assumed by a junior officer. The bargaining unit employee so directed shall be the senior most, immediately subordinate the position to be filled. If the officer being replaced is a shift officer, he/she shall be replaced by the senior most private on that shift willing to accept. The bargaining unit employee who assumes the position shall be paid for the actual time in such capacity.

b. The Captain shall receive the rate of pay of the Chief when the Chief is on vacation, injury leave, personal leave, sick leave, etc. for two or more consecutive working days. The Captain shall receive the daily rate of pay of the Chief, from the first day of absence, for the duration of the Chiefs' absence. In addition to his regular duties the Captain shall

perform the duties of the Chief and work the Chiefs' regular scheduled hours (Monday-Friday 8:00 am-4:30 pm).

ARTICLE 16 - Collateral Jobs

Any position created or work performed that is not part of the bargaining unit employee's regularly assigned duties on his/her regularly assigned shift will be reviewed by a Collateral Job Committee consisting of the Fire Chief, Fire Captain, a Union Representative and the Human Resources Director to determine if the new position will be defined as a Collateral Job. The decision of the Collateral Job Committee shall be final and binding and is not subject to Grievance Procedures as set forth herein. All hours worked on a Collateral Job in excess of a bargaining unit employee's regularly assigned work week shall be compensated at his/her overtime rate.

Job Vacancies: Subject to the provisions of this agreement, the following positions shall be filled by permanent full time non-probationary fire fighters. These jobs are: "Motor Officer", "Medical Officer", "Hazardous Materials Officer", "Safety Officer", "Fire Investigator", "Mechanic" and all other collateral jobs. Where qualifications are relatively equal, seniority shall prevail. Jobs shall be awarded provided employee meets the minimum qualifications to perform the job.

a. All job vacancies shall be posted for bid for a period of twenty one (21) days, including the day of posting. Jobs will be posted on Thursday and removed at the end of the business day, twenty one (21) days later. A job description and rate of pay will appear on all postings. Posting shall appear on all official Fire Department bulletin boards and also in close proximity to where pay checks are dispensed.

b. All permanent full time non-probationary fire fighters shall have the right to bid on all posted job vacancies except those who have successfully won a bid job and served in that position for a period less than one year. Employees who are assigned a job position due to the absence of bids will be permitted the opportunity to transfer out of the job position during the one year period. Inverse order of seniority among the non -bidders for a job position will be the sole standard used in making assignments to job positions for which there have been no bids.

c. Each employee submitting a job bid shall do so in writing by submitting two (2) copies of the department bid form to his/her supervisor. The supervisor will sign the forms returning one to the fire fighter and the second copy to the Fire Chief.

- d.* The Fire Chief shall award the job within ten (10) days from the date of expiration of the posted notice. Each employee who wins a job bid will be given the opportunity to obtain training necessary to do that job.
- e.* In the event no employee bids on a posted job, the Fire Chief will assign an employee in inverse order of seniority to that position. Employees who do not bid or employees who are assigned in accordance with this provision due to no bids will have no cause for a grievance.
- f.* Employees assigned or awarded positions pursuant to this procedure shall be given a trial period of one (1) year in which to prove they are capable of performing the duties of the new job in a satisfactory manner.
- g.* If the Fire Chief reasonably and with just cause believes an assignment in accordance with this article has not proved to be in the best interest of the Gardner Fire Department, the Fire Chief may reassign the employee to his/her former position and re-post for further bidding.
- h.* Beginning July 1, 2000, three (3) years from the next anniversary date of an employee's appointment to a collateral job, that collateral job shall be rebid. Thereafter each collateral job will be rebid on the third (3rd) anniversary date of appointment. The Chief may post a collateral job thirty (30) calendar days prior to the anniversary date to allow time for the selection process. The selection process contained in this Article shall be used for the rebid appointments.

ARTICLE 17 - Employees Injured in Line of Duty

Bargaining unit employees shall be protected as to the rights granted to them by the provisions of Chapter 41, Section 100 and Chapter 41, Section 111F of the General Laws.

Subject to the provisions of this Article, employees injured or becoming ill in the line of duty without fault of his or her own shall receive compensation in accordance with the provisions of C.41, s111F of the M.G.L., this Contract, and past practice. Incapacity from performance of duty attributed to heart, lung, or cardiovascular illness, cancer, or contagious disease will be presumed to have been incurred in the line of duty.

The provisions of C.41, s100 of the M.G.L will govern indemnification for medical and related expenses.

Any matter arising out of a claim pursuant to Section 100, shall not be subject to the Grievance and Arbitration procedure of this Contract.

ARTICLE 18 - Uniform and Clothing Allowance

Any fire fighter on his first day of permanent appointment shall be given one thousand one hundred and twenty-five dollars (\$1,125.00) for that first year. He shall then be given one thousand one hundred and twenty-five dollars (\$1,125.00) for the second year and each subsequent year. In the event that a uniform item (i.e., shirt, pants, etc...) change is required by the City, as approved by the Mayor, all costs incurred for said change shall be paid for by the City over and above the uniform and clothing allowance.

When a Private is permanently promoted to Lieutenant or Captain or a Lieutenant to Captain then in the year of appointment he/she shall receive an additional One Thousand dollars (\$1,000.00) to purchase his/her new uniform. Said payment shall be a one-time payment.

On the first day of temporary appointment a fire fighter shall be given three hundred dollars (\$300.00). The temporary fire fighter shall continue to receive three hundred dollars (\$300.00) each subsequent year of temporary appointment. On the first day of permanent appointment he/she shall be given the balance of the amount due to a new permanent employee.

Payment of the clothing allowance shall be made the last pay period in July of each year via a check to the individual fire fighter.

Uniform articles determined by the Fire Chief to have been destroyed or cannot be decontaminated as a result of actions performed in the line of duty shall be replaced by reimbursement from the city, if properly documented after the incident and upon the submission of receipts for uniform article replacement.

ARTICLE 19 - Bulletin Boards

The City shall provide bulletin board space in each of the respective fire stations located in the day room or kitchen area for the posting by the Union of notices concerning Union business activities.

ARTICLE 20 - Vacations

Section 1. All bargaining unit employees shall be granted an annual vacation without loss of pay as follows (Effective January 1, 2010):

After one (1) year and up through four (4) years, each bargaining unit employee shall be entitled to fourteen (14) working days.

After five (5) years and up through nine (9) years, each bargaining unit employee shall be entitled to Twenty (20) working days.

After ten (10) years and up through fourteen (14) years, each bargaining unit employee shall be entitled to Twenty-six (26) working days.

After fifteen (15) years each bargaining unit employee shall be entitled to twenty-eight (28) working days.

Section 2. Each year no later than November 1, the Chief of the Department shall cause to be posted a schedule based on the four platoon grouping of vacations which will be instituted during the following calendar year for all bargaining unit employees. Bargaining unit employees in their order of seniority within rank and classification shall be given the opportunity to select the vacation of their choice, except that each bargaining unit employee shall be limited to a vacation not to exceed two (2) weeks from June 1 through Labor Day on the first selection.

For the purpose of selecting vacation and the distribution of overtime, a fifth group to include all Lieutenants of the Department, with the exception of the Training/Fire Prevention Officer assigned under Article 36 for the purpose of selecting vacation time only, shall be formed. Lieutenants in their order of seniority within rank and classification shall be given the opportunity to select the vacation of their choice. Each selection shall begin with permanent Lieutenants according to time in rank and secondly by other than permanent Lieutenants by time in rank.

No more than one private and one officer in the same group will be allowed vacation on December 24 night shift and 25 both day and night shift.

When a change in rank occurs, bargaining unit employees shall be guaranteed their previously selected vacation, except when it creates a situation in which more than one private and one officer in the same group shall have vacation on December 24 night shift

and December 25 both day and night shift. In this case, the least senior bargaining unit employee within rank and classification shall be requested to re-select.

Section 3. Each year no later than October 1, the Chief of the Fire Department or officer in charge of scheduling shall realign each group on paper, according to Contract seniority and each member will pick his vacation in his respective group only.

When realigning group seniority for vacation selections, if two employees from the same group appear on the same seniority line, the employee who has been on that particular group the longest shall be the one to be transferred unless a valid reason is given to transfer the employee with less time on the group.

Each year the Group Seniority list shall be posted for a minimum of two weeks before commencing the vacation selection for the following year.

Section 4. The Fire Captain and the Training/Fire Prevention Officer assigned under Article 36 shall pick their vacation upon approval of the Chief of the Department.

Section 5. All vacations must be taken in the calendar year in which they are earned. However, a bargaining unit employee may carry over up to four (4) vacation days (two (2) twenty-four (24) hour shifts) to the next calendar year, providing the carry-over days do not result in two (2) bargaining unit employees on the same group being on vacation at the same time. Carry over vacation days shall not be picked on a bargaining unit employee's first vacation selection and will be selected after the completion of the current year's vacation selection process.

There shall be no additional carry-over of vacations except a carry-over shall be permitted if the bargaining unit employee is injured or sick, and it is a work related injury or illness, at the time his/her vacation was to be taken and it is not possible to reschedule the vacation within the calendar year by order of the Chief. A bargaining unit employee on sick leave must verify any sickness or injury, claimed pursuant to this paragraph, as disabling and must be verified by a physician's certificate at the bargaining unit employee's expense. If the Chief determines there are funds available, he may in his discretion, pay a bargaining unit employee his/her regular vacation pay in lieu of carrying the vacation time over into the next calendar year. The final decision as to payment shall be vested in the Chief and in the exercise of his/her discretion he/she shall not be subject to the grievance and arbitration procedures set forth in this Contract. Pay for a vacation day shall be computed as one fourth ($\frac{1}{4}$) of an employee's base weekly salary.

2018 – 2021

Section 6. If a bargaining unit employee is on vacation, then he/she will not be called in for duty until he/she has reported for his/her next regularly scheduled shift after vacation, unless a call in, is necessitated by an emergency or the unavailability of personnel available for duty. This clause shall not operate to prohibit a bargaining unit employee who is on vacation from voluntarily returning to duty in the event of an emergency.

Section 7. Upon death or retirement of a bargaining unit employee, he/she shall be compensated for any vacation he/she has earned but not taken. Such payment will be made either to the retired bargaining unit employee or in the case of death, to his/her designated beneficiary. If none, then to his/her estate.

Section 8. A twenty-four (24) hour shift shall be equivalent to two (2) days of vacation. Vacation time must be taken in full shift increments. However, in the event that an individual employee has one (1) day (one-half (1/2) of a shift) of vacation time remaining, he/she may take that day in a one-half (1/2) shift increment. Vacation shall continue to be scheduled in accordance with the established policy and procedure of the Fire Department.

Section 9: Upon termination, resignation or retirement the annual allotment of vacation time for the year in which the bargaining unit member's employment ends shall be prorated monthly from the date the bargaining unit member's employment ends. (Effective 07/01/2018)

ARTICLE 21 - Holidays

Section 1. All bargaining unit employees shall receive an additional days pay for each of the following eleven (11) holidays in addition to their basic compensation: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Patriots Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day.

For the purpose of this Article the term, "an additional days pay" shall be defined as 1/11th of ten and fifteen hundredths (10.15%) of his/her annual base pay.

Example: Employee A earns \$488.14 per week or 25,383.28 per year.

Then: $\$25,383.28 \times 10.15\% = \$2,575.40$ (11 Holidays) or 234.22 per Holiday.

If employee A on August 15 now makes \$545.22 per week or 28,351.44 per year.

Then: $\$25,383.28 \times 10.15\% = 2,576.40$ / 11 Holidays times 5 Holidays = \$1,171.09
 $\$28,351.44 \times 10.15\% = 2,877.67$ / 11 Holidays times 6 Holidays = \$ 1,569.64

In June the employee would receive \$1,171.09 and at the December payment the employee would receive \$1,569.64.

Holiday pay shall be paid in a lump sum, five (5) days payable the last pay period in June and six (6) days payable the first pay period in December of each year.

Section 2. Any other legal holiday declared by the State shall be included in this Article.

Section 3. Upon retirement or death of a bargaining unit employee, such bargaining unit employee shall be paid for any holiday he/she has worked in that year, provided such compensation has not already been made previously. It shall be paid either to the retired bargaining unit employee or in the case of death to his/her designated beneficiary. If none, then to his/her estate.

ARTICLE 22 - Sick Leave

Sick Leave shall be granted to all bargaining unit employees, except new bargaining unit employees, when entitled thereto, who while in the full time service of the City, are suffering from injury, illness or disability not connected with the performance of their department duties. They shall receive their full pay from the City during such injury, illness or disability but not to exceed the number of days of their accumulated sick leave.

All full-time bargaining unit employees shall earn twelve (12) sick days per year to be allotted on January 1st of each year. *(Commencing July 1, 2014)*

Newly hired employees shall earn sick leave at the rate of one day per month worked. Sick time will be credited to all newly hired employees the last day of each calendar month. New employees that start on or before the fifteenth of the month shall be credited with that month's sick leave accrual. In no event shall a new employee be eligible for more than twelve (12) days of sick leave per calendar year. On the first anniversary of the date of employment, they shall be credited with the difference between the number of days of sick leave they have earned up until such date, and twelve (12) sick leave days.

(Commencing July 1, 2014)

The number of sick leave days accumulated shall be given in writing to each bargaining unit employee on or before February 15, of each year, and shall contain only the accumulated days as of January 1 of the current year.

A doctors certificate at the expense of the bargaining unit employee may be required by the Department Head if a bargaining unit employee is absent from work for two (2) consecutive twenty-four (24) hour shifts or more at one time or if the Chief of the Department has reasonable cause to believe a bargaining unit employee may be abusing his/her sick leave (i.e., observes a pattern of sick time taken). In addition, if the Chief of

the Department has reasonable cause to believe a bargaining unit employee may be abusing his/her sick leave, he/she may require said bargaining unit employee to submit to an examination at the expense of the City by a physician designated by the City.

Upon termination, resignation or retirement the annual allotment of sick time for the year in which the bargaining unit member's employment ends shall be prorated monthly from the date the bargaining unit member's employment ends. (Effective 07/01/2018)

Retirement Notice (Effective July 1, 2015):

Payment for sick leave in the event of retirement and/or death shall remain as it exists in the Contract with the following exception:

Any bargaining unit member hired before July 1, 1999 who has accumulated sick leave upon the date of his/her retirement or the date of his/her death, he/she shall be granted sick leave pay for such accumulation according to the following formula: the first sixty (60) days actually accrued shall be at full pay. The remaining days shall be at fifty (50%) percent.

Any bargaining unit member hired after June 30, 1999 who has accumulated sick leave shall not be entitled to remuneration for any sick leave upon their retirement, resignation, layoff or discharge,

Any bargaining unit member who has accumulated sick leave and provides the City with a minimum of six (6) months' notice of his/her retirement, will be granted sick leave pay for an additional eleven (11) days of actually accrued sick leave upon their retirement.

A day's pay shall be computed as 1/4 basic weekly salary on the date of his retirement or the date of his death. In the event of the death of the bargaining unit employee, such payment shall be made to the bargaining unit employee's designated beneficiary, or if none, to his estate.

A twenty-four (24) hour shift shall be equivalent to two (2) days of sick leave. Sick leave time must be taken in full shift increments, except that in the event a bargaining unit member calls in by 2:00 PM on the day he/she called out sick and informs the Fire Chief, or in the event, that he/she is not available, the shift Officer in charge that he/she can report to work for the second portion of the twenty-four (24) hour shift and he/she will report to duty no later than 6:00 PM, then the member can do so. Sick leave may also be taken in one-third (1/3) or one-half (1/2) day increments with the prior approval of the Fire Chief, or in the event, that he/she is not available, the shift Officer in charge.

Any bargaining unit employee claiming benefits under the injury leave or sick leave provisions of this Agreement shall submit to an examination at the expense of the City by a physician designated by the City. The City shall provide transportation or pay mileage for travel to required examinations at the Internal Revenue Service yearly optional standard mileage rate.

Bargaining unit employees may donate sick leave to another employee of the City of Gardner Fire Department who is in serious need (due to a serious illness or injury and that employee has utilized all of his/her available benefit time, including but not limited to: sick, personal and vacation time). The donated time shall be paid to the employee in need at that employee's rate of pay. Authorization of the donation of this time shall be at the sole discretion of the Mayor. Donated sick time shall not effect the earning of sick leave incentive time by the donating bargaining unit member.

Sick Leave Incentive

All bargaining unit employees who do not use sick leave shall be granted personal leave without loss of pay up to four (4) days per calendar year cumulative to nine (9) days in accordance with the following:

Bargaining unit employees shall be granted 1/3 of a day (4 hours) of personal leave without loss of pay for each calendar month during which they do not report out sick.

Bargaining unit employees who have earned personal days off for non-use of sick leave may at their discretion have the option of receiving a days pay in lieu of a personal day off. A days pay shall be 1/4 of a bargaining unit employee's basic weekly salary.

Bargaining unit employees will be given an opportunity at the beginning of each quarter to either accumulate or receive compensation for personal days earned in the previous quarter only. Bargaining Unit Employees shall be paid any time earned in excess of nine (9) days allowable accumulation.

Upon the death or retirement of a bargaining unit employee, he/she shall be compensated for any days earned, but not taken. Such payment shall be at the above rate and shall be made to either the bargaining unit employee or in the case of death; to his/her designated beneficiary, if none then to his/her estate.

ARTICLE 23 - Personal Days

All bargaining unit employees, with the exception of temporary employees, shall be granted three (3) personal days per calendar year. Temporary employees shall receive one (1) personal day for every four (4) months of service to be granted on the first day of the temporary employee's original appointment and every four months (4) thereafter for the duration of said temporary appointment. Personal days may not be accumulated. They shall be taken without loss of pay, not chargeable to sick leave or vacation leave, upon approval of the Chief of the Department who has been given twenty-four (24) hours notice, except in an emergency. No reason need be given when requesting a personal day, personal days shall be granted upon request, except in the event of a declared emergency.

In no event shall more than two bargaining unit employees on the same tour of duty be allowed to take a personal day, unless the Chief of the Fire Department gives his/her approval. In the event more than two (2) bargaining unit employees on the same tour of duty, request personal days, the days shall be granted to the first two bargaining unit employees to have made the requests, except in an emergency.

Personal days may be used by thirds: one-third ($1/3$, 4 hours), two-thirds ($2/3$, 8 hours) between 0800 and 2400 hours; or in full day increments on the day tour (0800 and 1800 hours) or the night tour (1800-0800 hours). Personal days may also be used in full shift (24 hours or 2 days) increments. Personal day segments (one or two thirds) can be used between 2200 and 0759 of the next day, only if coverage can be found.

Personal days shall not be granted on the days listed in ARTICLE 21, Holidays, December 24 night shift and December 31 night shift, unless it shall be deemed an emergency.

ARTICLE 27, Health and Safety, shall be applied to fill any manpower shortage as a result of granting a Personal Day to a bargaining unit employee.

A personal day shall be for the time period specified on the date the personal day has been granted. The employee shall be bypassed for overtime opportunities and shall not be recalled to duty except in cases of emergency or unless any bargaining unit employee voluntarily returns to duty for a working fire or other emergency as declared by the Chief.

Upon termination, resignation or retirement the annual allotment of personal days for the year in which the bargaining unit member's employment ends shall be prorated quarterly from the date the bargaining unit member's employment ends. (Effective 07/01/2018)

ARTICLE 24 - Court Leave

a. Any bargaining unit employee who is required to appear in court (other than jury duty), in a criminal or civil case on behalf of the Fire Department, at any time other than his regular duty hours, shall receive pay at the overtime rate for not less than four (4) hours.

b. Jury Pay The employer agrees to make up the difference in a bargaining unit employee's wages between a normal weeks pay and the compensation received for Jury Duty.

ARTICLE 25 - Bereavement Leave

A twenty-four (24) hour shift shall be equivalent to two (2) days of bereavement leave. Bereavement leave must be taken in full shift increments.

Section 1. In the event of a death in the immediate family of a bargaining unit employee, he/she will be granted leave with straight time pay for normally scheduled working hours, not to exceed two (2) consecutive working twenty-four (24) hour shifts, and such leave shall not be charged to sick leave or vacation leave.

The immediate family shall include spouse, parent, step-parent, parent of spouse, children, step children, brother, sister, step brother or sister, grandparents, grandchildren, or a person living in the immediate household of the employee.

Section 2. Bereavement leave of one (1) twenty-four (24) hour shift without loss of regular straight-time pay for normally scheduled working hours shall be granted per occurrence for the death of an employee's niece, nephew, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt or uncle and such leave shall not be charged to sick leave or vacation leave.

Bereavement leave must be taken at the time of the funeral. In the event that this time as it relates to a non-immediate family member falls in the middle of an individual employee's scheduled time off [i.e., the second day of his/her three days of scheduled time off (this does not include scheduled benefit time off such as vacation, personal or sick time)], said employee shall not be entitled to a bereavement day to be scheduled at a later date. This policy may only be modified under extenuating circumstances with prior approval of the Fire Chief.

Additional days may be taken and charged against the bargaining unit employee's personal days or may be taken non-consecutively with extenuating circumstances and prior approval of the Chief.

ARTICLE 26 - Educational Incentive Program

Effective July 1, 2014:

Full time bargaining unit members who have received a degree in Fire Science or Technology from an educational institution accredited by the New England Association of Colleges and Secondary Schools or by the board of higher education, however, under no circumstances shall said agency of board certify any program which grants credits for the following: life experience, courses taught by instructors lacking appropriate educational degrees by said board or agency, an courses lacking appropriate concentration on academic and scholarly research, shall be eligible to receive the following educational incentive:

1. Upon attaining an Associate's degree in Fire Science or Technology a bargaining unit member will receive two thousand dollars (\$2,000).
2. Upon attaining a Baccalaureate degree in Fire Science or Technology a bargaining unit member will receive four thousand dollars (\$4,000).
3. Upon attaining a Master's degree in Fire Science or Technology a bargaining unit member will receive six thousand dollars (\$6,000).

Effective June 30, 2021:

Full time bargaining unit members who have received a degree in Fire Science or Technology or other collegiate emergency services degree as certified by Fire and Emergency Services Higher Education ("FESHE") and approved by the Fire Chief and Mayor, from an educational institution accredited by the New England Association of Colleges and Secondary Schools or by the board of higher education or FESHE however, under no circumstances shall said agency of board certify any program which grants credits for the following: life experience, courses taught by instructors lacking appropriate educational degrees by said board or agency, an courses lacking appropriate concentration on academic and scholarly research, shall be eligible to receive the following educational incentive:

1. Upon attaining an Associate's degree in Fire Science or Technology or a FESHE certified emergency services Associate's degree a bargaining unit member will receive two thousand dollars (\$2,000).
2. Upon attaining a Baccalaureate degree in Fire Science or Technology or a

FESHE certified emergency services Baccalaureate degree a bargaining unit member will receive four thousand dollars (\$4,000).

3. Upon attaining a Master's degree in Fire Science or Technology or a FESHE certified emergency services Master's degree a bargaining unit member will receive six thousand dollars (\$6,000).

Upon receiving his/her degree, but no later than June 20th each bargaining unit employee will be responsible for providing a copy of his/her transcript and/or degree from their respective college and turning it in to the Office of the Chief of the Department.

Payment for such educational incentive shall be made by the City to the bargaining unit employee in a lump sum on the first pay period in July.

Bargaining unit employees who attend, with prior approval of the Chief, certified fire school courses or courses related to fire department operations; other than college courses, E.M.T. and Paramedic certification and re-certification courses, and who receives a certificate of completion or a department training form signed by the instructor, shall be entitled to the regular hourly rate of pay equivalent to the number of course hours.

The City shall pay or reimburse employees for the cost of E.M.T. and/or paramedic training certification or re-certification programs/courses. Payment is contingent upon the successful certification completion. Certificate of the completion shall be presented to the Chief.

ARTICLE 27 - Health and Safety

The City of Gardner agrees to maintain manpower in the Fire Department at such a level which recognizes the health and safety of the Citizens of Gardner and the members of the Gardner Fire Department.

No less than the following pieces of apparatus shall be manned by full-time fire fighters as follows:

CAR 2:	1 (one) Lieutenant, 1 (one) fire fighter
ENGINE 1:	2 (two) fire fighters
ENGINE 3:	2 (two) fire fighters
Tower 1:	2 (two) fire fighters

If for some reason any of the aforementioned pieces of apparatus is taken out of service, (e.g. breakdown, repairs, etc.) the Chief shall at his discretion utilize other unassigned pieces (e.g. Engine 2, Engine 4, Ladder 2, Truck 10) as its replacement.

From time to time it may become necessary for the officer in charge to dispatch equipment to the scene of either a life or property threatening emergency, or for in service inspections. The officer in charge shall at his/her discretion reassign any fire fighter to transport such necessary equipment, or to conduct such in service inspections.

In addition, no current bargaining unit employees will be reduced in rank or position as a result of this Agreement and that the City of Gardner will maintain as part of the force the current number of officers.

Both parties also agree that, if unprecedented or extraordinary State or Federal action, which substantially affects in an adverse manner, the ability of the City to appropriate or raise in the tax levy, sufficient funds to maintain the present levels of manpower and services in the City; then and only then shall reductions in force and manning levels of the Gardner Fire Department be allowed and then only according to the following procedure:

- (1) Personnel shall be laid off only after any one of the above-mentioned assigned pieces of apparatus is taken out of service by a 2/3 vote of the City Council.

ARTICLE 28 - Training

Each bargaining unit employee shall attend the training necessary to maintain cardiopulmonary resuscitation (CPR) certificate and any other training mandated by law.

- a.** Instruction shall be arranged by the City with reasonable notice, and without cost to the bargaining unit employees.
- b.** If bargaining unit employees are required to attend during off duty hours they shall be compensated at the overtime rate.
- c.** Bargaining unit employees that have the training necessary to satisfy the requirements of the law shall be exempt from training.
- d.** Members may participate in optional monthly group training on a weekday that the group is not assigned to work. Members will be compensated for not less than four (4) hours of regular pay, including setup and cleanup of training materials. Training type, date and time to be decided by the group members and the Training Officer, and approved by

2018 – 2021

the Fire Chief. Should the group participating in the training be recalled to duty, training hours will stop, and the members in attendance will begin receiving their regular overtime wage rate for the recall.

e. The City shall pay for bargaining unit members' cost for EMT training certification or re-certification programs/courses. The City shall provide all bargaining unit members the opportunity to participate in all required EMT re-certification programs/courses and required Ambulance training programs/courses while on duty. Bargaining unit members who, due to no fault of their own, cannot complete said re-certification and/or required training programs while on duty, shall be compensated at their hourly overtime rate for all course hours completed in said programs/courses. Payment is contingent upon the successful certification completion. Certificate of completion shall be presented to the Fire Chief.

ARTICLE 29 - Mutual Aid Call In

Whenever Mutual Aid is dispatched to another community, the Officer in charge shall immediately call in to duty the on-coming group. Called in bargaining unit employees shall be paid at the overtime rate for a minimum of three (3) hours. Except if the call back is after 6:59 a.m., then a bargaining unit employee scheduled to work the next shift, being called back shall only be paid one and one half (1 ½) hours of overtime.

When more than one piece of apparatus is dispatched mutual aid, the officer in charge shall determine if an additional group recall is necessary to provide adequate staffing.

ARTICLE 30 - Manning of Apparatus

In the temporary absence of a permanent fire fighter, the call fire fighters may drive/operate any available piece of fire equipment for which they are qualified and trained to operate. A committee consisting of the Fire Chief, Fire Captain, Training Officer and the Safety Committee shall determine and identify, by a majority vote, for each call fire fighter which piece(s) of equipment he/she is qualified and trained to operate.

ARTICLE 31 - Stability of Agreement

No amendment, alteration or variation of the terms or provisions of this Agreement shall bind the parties hereto, unless made and executed in writing by the parties hereto.

The failure of the Employer or the Union to insist, in any one or more situations, upon performance of any of the terms or provisions of this Agreement, shall not be considered

as a waiver or relinquishment of the right of the Employer or of the Union to future performance of any such terms or provisions, and the obligation of the Union and the members to such future performance shall continue.

ARTICLE 32 - No Strikes

During the period of this Agreement no bargaining unit employee or the Union, or its officers, agents or employees shall engage in, induce, or encourage any strike, work stoppage, slow-down or withholding of services by such bargaining unit employees or the Union.

ARTICLE 33 - Bargaining During the Contract

Each of the parties to this Agreement acknowledge that during the collective bargaining process which preceded the execution of this Contract, they each had the free opportunity to present any and all matters to be raised in the collective bargaining process.

Wherefore, from the date of the execution of this Agreement until the tenth day in January of 2021, neither party shall be required to negotiate any matter.

ARTICLE 34- Duration

This Agreement and its provisions shall be effective upon the date of execution and shall remain in full force and effect up to and including June 30, 2021. Either party may, no earlier than January 10, 2021, and no later than February 15, 2021, give written notice to the other of its desire to amend or revise this Agreement for the period to commence July 1, 2021. Within a reasonable period of time following the notification, the parties shall meet for the purpose of negotiating such amendments or modifications.

Either party may terminate this Agreement by such notice as is described above, any time, following the termination date set forth above by written notice.

ARTICLE 35 - Expiration

In the event the expiration date of this Agreement passes, it is recognized by both parties that this Agreement shall remain valid and in force until such time as a new Agreement is negotiated and signed by both parties.

ARTICLE 36 - Training/Fire Prevention Officer (Lieutenant)

- a. This position will be bid on in the same manner and under the same guidelines as the Department Collateral jobs as outlined in Article 16, however, the officer currently holding the position will have first right of refusal.
- b. Should this position become permanently vacant this position must be filled.
- c. Subject to the second sentence, the work week of the Training/Fire Prevention Officer shall be set by the Chief of the Department. The work week shall be four (4) or five (5) days excluding Saturday and Sunday and shall not exceed forty-two (42) hours.
- d. The Training/Fire Prevention Officer shall not be scheduled to work as shift commander, unless a shift commander is on extended sick or injured leave of three working days or more, then the Training/Fire Prevention Officer may be scheduled as a shift commander, but not for more than a thirty (30) day period of time.
- e. In the event that the Training/Fire Prevention Officer is out on leave, the position will not be filled unless the Chief of the Department determines that it is necessary.

ARTICLE 37 - Drug and Alcohol Testing

A Supervisor, with the approval of the Chief, may order a drug or alcohol test when there is documentation that a bargaining unit employee is, or has been, impaired or incapable of performing his or her assigned duties, or is displaying behavior which is inconsistent with previous performance. Refusal to undergo an ordered test is subject to disciplinary action. The contents of documentation shall be made available to the bargaining unit employee.

This Drug and Alcohol testing will become effective upon mutual agreement of a policy set forth by the bargaining unit of the Union, Local 2215 and the City of Gardner. This Article will become null and void if the policy is changed without the mutual consent of both parties.

ARTICLE 38 - Miscellaneous

Section 1. Any new employee hired as a permanent full time fire fighter, as a condition of employment for the City of Gardner shall successfully complete the next available class of recruit training at the Massachusetts Fire Fighting Academy.

New employees, who have not completed the recruit training at the Massachusetts Fire Fighting Academy, will work Monday-Friday 0800-1600 for an initial training period of at least four (4) weeks. The new employee may then be assigned to a group, but will not be considered part of the firefighting force until completing said recruit training.

Three (3) months from his/her date of hire, the Union and City will review the new recruit's performance to determine whether or not to include said recruit to be part of the firefighting force for the purpose of being eligible for regularly schedule overtime and/or to meet the minimum group requirements as defined in Article 27.

The City shall provide transportation or pay mileage for travel to required training at the Internal Revenue Service yearly optional standard mileage rate.

Section 2. All bargaining unit employees shall be appointed and promoted according to Civil Service rules and regulations.

Section 3. Physical Fitness Program: This program is voluntary. Any bargaining unit employee who successfully completes this program shall be entitled to a stipend not to exceed four hundred dollars (\$400.00) per fiscal year. A bargaining unit employee will be paid two hundred dollars (\$200.00) for each physical fitness test passed. Physical fitness tests will be offered in April and October each year. Payment for successful completion of the physical fitness program will be made in the month following the test. The test shall be taken on the bargaining unit member's own time, and he/she will not be compensated by the City for the time to take the physical fitness test. The City shall not be liable for an injury, which might occur during the performance of this test.

The test which is 85% of the national standards according to age, will consist of the following:

Lower back and Upper Body:

1. Sit –ups two (2) minutes - bent knee
2. Push – ups two (2) minutes – rest upwards
3. Dumbbell press

Male: 45 lbs. strong hand	Female: 35 lbs. strong hand
40 lbs. weak hand	30 lbs. weak hand
4. Bench Press

Male: 85% body weight – two (2) repetitions	
Female 65% body weight – two (2) repetitions	

Cardiovascular:

1. One and one half (1½) mile run.
 - 12.5 minutes – age 18 - 31
 - 13.5 minutes – age 32 – 50
 - 14.5 minutes – age 51 to retirement

The Chief will conduct the testing. With the approval of the Mayor, the Chief may designate an Officer of the department to conduct physical fitness testing.

Section 4. Dispatch:

Upon the granting of special municipal employment status:

- a. Firefighters who meet all 911 emergency dispatch training requirements shall be allowed to work shifts in the unified dispatch center as follows:
 - While on modified duty status at the firefighters regular hourly rate of pay.
 - Overtime shifts when available paid at the firefighter's overtime rate of pay.

Section 5. Military Leave: Permanent full-time employees who are enlisted in the military (i.e., Marine Corps., Army, Navy, National Guards) are eligible to receive seventeen (17) days annually for the purpose of training, which will be referred to as "Military Benefit Time." These days shall only be used for those days an eligible employee is regularly scheduled to work. Eligible employees shall receive their regular base pay rate for these benefit days. This benefit will not accrue. Benefit time not utilized at the end of each year will not carry over to the following year. Upon discharge from their respective military unit employees previously eligible for this benefit will no longer receive this benefit. This benefit time will not be used for active duty.

Section 6. New Employees: As of July 1, 2006 all newly hired fire fighters shall commence and successfully complete E.M.T. certification training during his/her probationary period and maintain said E.M.T. Certification as a condition of continued employment with the City. As of execution date of the 2008-2011 Contract, whenever a fire fighter is scheduled to work when he/she is scheduled to be at required E.M.T. training/testing, he/she shall be granted time off without loss of pay for such training/testing. This time off shall not be charged against the employee's benefit leave time (i.e., vacation time).

Section 7. Fire Officer Training: All newly promoted or hired fire officers either must have already attended or will attend within one (1) year of date of hire or promotion Fire Officer I training at the Massachusetts Fire Academy. Said fire officers must successfully complete the Fire Officer I training course or be subject to demotion. The City shall provide transportation or pay mileage for travel to required training at the Internal Revenue Service yearly optional standard mileage rate.

Section 8. Meals Allowance: Permanent full-time employees shall be provided with a daily meal allowance for attendance at required training and/or pre-approved (by the Chief

or his/her designee) schools or courses (other than college courses) which require five (5) or more hours of attendance (not including travel time) as follows:

Up to a maximum of* - Breakfast: \$5.00
Lunch: \$10.00
Dinner: \$15.00

(*Meal allowance can be combined for a maximum total of \$30.00 for a full day.)

Reimbursement is contingent upon the submission of meal receipts.

Section 9. Personnel Files: The maintenance and review of personnel files shall be conducted in accordance with Massachusetts General Law governing personnel file maintenance and review requirements.

Article 39 - Procedures For Injured Leave/ Return to Work

In an effort to insure fairness, provide for full recovery of injured employees and protect the rights of the bargaining unit members and the City of Gardner, these procedures and practices are hereby agreed to by the City and the Union.

It shall be the responsibility of the employee to assist in case management in the following ways:

- a. Employees shall promptly report all incidents of injury or illness while on duty, and shall provide an Accident Reporting and Treatment Form and any other documentation from his/her physician to substantiate the injury, to the Chief. While awaiting that documentation, an employee shall be placed on "injured on duty pending" status. Upon receipt by the Chief of the above documentation, he/she shall immediately review it and make a determination of whether the employee will be placed on injured on duty leave.
- b. During any period of injured on duty leave an employee shall be available for examinations by a City designated physician at intervals of not less than three months.
- c. If a question exists as to whether an employee is injured or incapacitated pursuant to this Article the employee shall provide to the City's physician a medical release.
- d. The employee shall engage only in activities allowed by the employee's physician as not to hinder his/her recovery.

Article 40 - Modified Duty For Return To Work

There are injuries or illness, which may be sustained on or off the job, which may permit a bargaining unit member to perform certain modified, and job related duties which will improve the Department, provide meaningful work activities for the injured employee, and improve the employees' opportunity to achieve full psychological and physical recovery from the injury.

If after fifteen (15) calendar days, a firefighter out on injury leave is unable to return to full duty status, the Chief, after review with the individual employee and the Union, may assign an officer/firefighter who is recovering from a job related sickness or injury to modified duty. This shall be done after review by the employee's physician and the City's physician, who shall have approved such modified duty, after having been provided with a written job description of the modified duty assignment. If unable to agree, a third physician from the appropriate medical specialty, agreed to by the employee's and the City's physician, shall, if he/she deems necessary, examine the employee and make a determination which shall be binding on both parties. The City would pay the third physician.

Employees experiencing injury or illness in a non-duty status shall participate in a modified duty program subject to the conditions of this agreement.

A modified duty assignment may, by agreement of the Chief, the Union and the individual employee, begin prior to the normal fifteen (15) calendar day waiting period.

Once application for retirement is made, the employee shall return to his/her prior injury leave status or sick leave, whatever his/her status was prior to modified duty status. If the local retirement board denies his/her application, the employee shall return to modified duty only to fill the remainder of his/her one-year term and then shall revert to injury leave or sick leave, whatever his/her status was prior to modified duty status. (The one-year term shall not include that period of time that his/her application for retirement was pending.)

Employees on modified duty shall not be considered part of the fire suppression forces.

Benefits accruing to employees by law, Contract, and practice shall not be diminished by virtue of injured on duty or modified duty status.

In the event a bargaining unit member has a scheduled vacation during the course of time he/she is working on modified duty, although it is the preference of the City that the member utilize the vacation as scheduled, the member may request that he/she be allowed to reschedule vacation time. Said request shall be made to the Fire Chief or his designee and must be presented with a valid reason for said request (i.e., member has scheduled a vacation which involves physical abilities of which he/she is not capable of utilizing due to the circumstances upon which his/her modified duty status is based upon). Fire Chief shall not unreasonably withhold authorization. Future vacation rescheduling shall be conducted in such a manner so as to avoid causing any overtime costs to the Fire Department.

ARTICLE 41 – Ambulance

The City and the Union agreed to establishment of a Basic Life Support Ambulance (the “Ambulance”) to be operated by the City through the Fire Department and manned by Firefighter/EMTs who are bargaining unit members.

Section 1: The Ambulance, when available, will respond as a Fire Company to all first alarm assignments (building fires, box alarms, central station alarms, or other multiple company responses) and/or any incident the shift commander determines that additional manpower is required.

Section 2: There will be two (2) bargaining unit members assigned to the Ambulance at all times.

Section 3: The Captain and Lieutenants will not be assigned to the Ambulance.

Section 4: Fire Lieutenants may work the Ambulance. The procedure language regarding Lieutenants working the Ambulance will be included in Fire Department Procedure Manual.

Section 5: Staffing or manning requirements will not be reduced unless the Ambulance is taken out of service first.

Section 6: Bargaining unit members assigned to the Ambulance will receive a stipend of one dollar (\$1.00) per hour for all hours worked in such assignment. The stipend will not be paid to bargaining unit members on any type of leave. If earned when working overtime, the stipend will only be added to the overtime pay rate otherwise due.

The Chief will make modified duty assignments to minimize public contact and in any event no employee will be held responsible for failure to render emergency assistance when prevented from doing so by the condition necessitating the modified duty status.

Modified duty assignments shall be, so far as practical, particularized to the individual abilities and limitations of each employee so assigned.

Modified duty shall not include driving of fire suppression or rescue emergency vehicles.

The employee on modified duty shall be released by the Chief to attend physician appointments or therapy. Such requests for release shall not be unreasonably withheld.

Unless the employee is assigned to a group, work hours of modified duty assignments under this article shall be the same as the Fire Prevention Officer.

Employees on modified duty status shall be eligible for regular overtime opportunities as long as he/she is able to provide the appropriate supporting medical authorization and no more than one employee on modified duty status works on the same shift. Employees on modified duty status, with the appropriate supporting medical authorization, may return for duty for group callbacks and working fires to assume dispatch duties at fire headquarters.

The following list of modified duty assignments may be modified by mutual consent of both the City and the Union.

a. **MODIFIED DUTY ASSIGNMENTS**

1. Computer aided dispatch data entry.
2. Equipment inventory and condition reports.
3. Inspection reports data entry.
4. Handicapped occupancy identification.
5. Alarm system update reports.
6. Pre fire planning.
7. Assist Fire Prevention Officer (for the purpose of adding to but not replacing current position).
8. May be assigned to apparatus as per Contract to satisfy manning. His/her primary duties shall be dispatch when assigned to a group. He/she shall assume dispatch duties during any fire department response.

Nothing in this Article shall preclude an employee from returning to regular duty or from returning from injury leave or sick leave to modified duty on the advice of his/her own physician.

2018 - 2021

ARTICLE 42 - Re-Opener

The bargaining unit can demand to re-open wages if any other City bargaining unit, with the exception of the School Department bargaining units, should receive an across the board wage increase for FY 2015. Negotiations can be re-opened for wage purposes only.

IN WITNESS WHEREOF, the parties hereto cause this instrument to be executed in their names and on their behalfs by the duly authorize officers there to this 12th day of February, 2020.

CITY OF GARDNER


Elizabeth Kazinski, Acting
Mayor

**GARDNER FIRE FIGHTERS UNION
LOCAL 2215**


Jeremy Salo, President



Matthew Bettez, Vice President


Mark Bettez, Secretary - Treasurer

Approved as to form:


John Flick, City Solicitor

CITY AUDITOR:


John Richard
City Auditor who certifies, pursuant to Massachusetts General Law C.44, §31C, that the proposed expenditure is not in excess of the appropriation or the unexpended balance thereof and that the Mayor is authorized to sign this contract.

APPENDIX A
Firefighter's Wage Schedule
EMT Rates - 2018-2021

RANK		2% (AMB) 07/01/18	2.0% 07/01/18	3% (AMB) 07/01/19	2.0% 07/01/19	2.0% 07/01/20	06/30/21
Captain	Step 1	\$ 1,254.71	\$ 1,279.80	\$ 1,318.20	\$ 1,344.56	\$ 1,371.45	\$ 1,371.45
	Step 2	\$ 1,304.78	\$ 1,330.88	\$ 1,370.80	\$ 1,398.22	\$ 1,426.18	\$ 1,426.18
	(5 to 9 Yrs of Service)						
	Step 3	\$ 1,355.73	\$ 1,382.84	\$ 1,424.33	\$ 1,452.81	\$ 1,481.87	\$ 1,481.87
	(10 to 19 Yrs of Service)						
	Step 4	\$ 1,408.72	\$ 1,436.89	\$ 1,480.00	\$ 1,509.60	\$ 1,539.79	\$ 1,539.79
	(20 to 25 Yrs of Service)						
	Step 5	\$ 1,465.07	\$ 1,494.37	\$ 1,539.21	\$ 1,569.99	\$ 1,601.39	\$ 1,601.39
	(25 or more Yrs of Service)						
						\$ 1,665.45	\$ 1,665.45
						(25 or more Yrs of Service)	
Lieutenant	Step 1	\$ 1,158.72	\$ 1,181.89	\$ 1,217.35	\$ 1,241.70	\$ 1,266.53	\$ 1,266.53
	Step 2	\$ 1,205.13	\$ 1,229.24	\$ 1,266.11	\$ 1,291.44	\$ 1,317.26	\$ 1,317.26
	(5 to 9 Yrs of Service)						
	Step 3	\$ 1,252.54	\$ 1,277.60	\$ 1,315.92	\$ 1,342.24	\$ 1,369.09	\$ 1,369.09
	(10 to 19 Yrs of Service)						
	Step 4	\$ 1,301.85	\$ 1,327.89	\$ 1,367.73	\$ 1,395.08	\$ 1,422.98	\$ 1,422.98
	(20 to 25 Yrs of Service)						
	Step 5	\$ 1,353.93	\$ 1,381.01	\$ 1,422.44	\$ 1,450.88	\$ 1,479.90	\$ 1,479.90
	(25 or more Yrs of Service)						
						\$ 1,539.10	\$ 1,539.10
						(25 or more Yrs of Service)	
Private	Step 1	\$ 763.45	\$ 778.71	\$ 802.08	\$ 818.12	\$ 834.48	\$ 834.48
	Step 2	\$ 824.52	\$ 841.01	\$ 866.24	\$ 883.56	\$ 901.23	\$ 901.23
	Step 3	\$ 893.30	\$ 911.17	\$ 938.50	\$ 957.27	\$ 976.42	\$ 976.42
	Step 4	\$ 928.99	\$ 947.57	\$ 976.00	\$ 995.52	\$ 1,015.43	\$ 1,015.43
	(5 to 9 Yrs of Service)						
	Step 5	\$ 965.35	\$ 984.66	\$ 1,014.20	\$ 1,034.49	\$ 1,055.18	\$ 1,055.18
	(10 to 19 Yrs of Service)						
	Step 6	\$ 1,003.18	\$ 1,023.25	\$ 1,053.94	\$ 1,075.02	\$ 1,096.52	\$ 1,096.52
	(20 to 25 Yrs of Service)						
	Step 7	\$ 1,043.31	\$ 1,064.18	\$ 1,096.10	\$ 1,118.02	\$ 1,140.38	\$ 1,140.38
						\$ 1,186.00	\$ 1,186.00
						(25 or more Yrs of Service)	

APPENDIX A
Firefighter's Wage Schedule
No EMT Rates - 2018-2021

RANK		07/01/17	2.0% 07/01/18	2.0% 07/01/19	2.0% 07/01/20	06/30/21
Captain	Step 1	\$ 1,199.08	\$ 1,223.06	\$ 1,247.52	\$ 1,272.47	\$ 1,272.47
	Step 2	\$ 1,247.10	\$ 1,272.04	\$ 1,297.48	\$ 1,323.43	\$ 1,323.43
	(5 to 9 Yrs of Service)				(5 to 9 Yrs of Service)	
	Step 3	\$ 1,296.56	\$ 1,322.49	\$ 1,348.94	\$ 1,375.92	\$ 1,375.92
	(10 to 19 Yrs of Service)				(10 to 14 Yrs of Service)	
	Step 4	\$ 1,347.99	\$ 1,374.95	\$ 1,402.45	\$ 1,430.50	\$ 1,430.50
	(20 to 25 Yrs of Service)				(15 to 19 Yrs of Service)	
	Step 5	\$ 1,401.91	\$ 1,429.95	\$ 1,458.55	\$ 1,487.72	\$ 1,487.72
	(25 or more Yrs of Service)				(20 to 24 Yrs of Service)	
						\$ 1,547.23
					(25 or more Yrs of Service)	

Lieutenant						
	Step 1	\$ 1,105.91	\$ 1,128.03	\$ 1,150.59	\$ 1,173.60	\$ 1,173.60
	Step 2	\$ 1,150.59	\$ 1,173.60	\$ 1,197.07	\$ 1,221.02	\$ 1,221.02
	(5 to 9 Yrs of Service)				(5 to 9 Yrs of Service)	
	Step 3	\$ 1,196.61	\$ 1,220.54	\$ 1,244.95	\$ 1,269.85	\$ 1,269.85
	(10 to 19 Yrs of Service)				(10 to 14 Yrs of Service)	
	Step 4	\$ 1,244.47	\$ 1,269.36	\$ 1,294.75	\$ 1,320.64	\$ 1,320.64
	(20 to 25 Yrs of Service)				(15 to 19 Yrs of Service)	
	Step 5	\$ 1,294.25	\$ 1,320.14	\$ 1,346.54	\$ 1,373.47	\$ 1,373.47
	(25 or more Yrs of Service)				(20 to 24 Yrs of Service)	
						\$ 1,428.41
					(25 or more Yrs of Service)	

Private						
*1 Year between Step 1 & Step 2 and Step 2 & Step 3	Step 1	\$ 722.21	\$ 736.65	\$ 751.39	\$ 766.42	\$ 766.42
	Step 2	\$ 779.99	\$ 795.59	\$ 811.50	\$ 827.73	\$ 827.73
	Step 3	\$ 848.27	\$ 865.24	\$ 882.54	\$ 900.19	\$ 900.19
	Step 4	\$ 882.53	\$ 900.18	\$ 918.18	\$ 936.55	\$ 936.55
	(5 to 9 Yrs of Service)				(5 to 9 Yrs of Service)	
	Step 5	\$ 917.84	\$ 936.20	\$ 954.92	\$ 974.02	\$ 974.02
	(10 to 19 Yrs of Service)		\$ -		(10 to 14 Yrs of Service)	
	Step 6	\$ 954.55	\$ 973.64	\$ 993.11	\$ 1,012.98	\$ 1,012.98
	(20 to 25 Yrs of Service)				(15 to 19 Yrs of Service)	
	Step 7	\$ 992.73	\$ 1,012.58	\$ 1,032.84	\$ 1,053.49	\$ 1,053.49
	(25 or more Yrs of Service)				(20 to 24 Yrs of Service)	
						\$ 1,095.63
					(25 or more Yrs of Service)	

Vehicle Fuel

CITY OF GARDNER
Department of Public Works



Highway
Water
Sewer
Forestry
Parks/Playgrounds
Cemeteries

Dane E. Arnold, Director
50 Manca Drive
Gardner, MA 01440-2687
Telephone (978) 630-8195
darnold@gardner-ma.gov

Mayor Michael J. Nicholson
City Hall
95 Pleasant Street
Gardner, MA 01440

October 19, 2022

Dear Mayor Nicholson:

The Department of Public Works is requesting **\$80,000** from the **Available City Funds** to the **Vehicle Fuel** line item (**14421-52243**). This is an estimate of what may be needed for vehicle fuel for the Fiscal Year. This is only an estimate and is based on the City using approximately \$25,000 per month in fuel for the last three months (3). The Vehicle Fuel line item in the DPW's budget is for fuel for all City vehicles, including Police, Fire, School, City Hall, and DPW departments.

Again, this is an estimate based on \$25,000 per month x 12 months = \$300,000
The Vehicle Fuel line item in the DPW budget is currently funded at \$220,000 for FY2023. If fuel costs increase or average more than what they have over the past three (3) months, this deficit would be more.

If you have any questions on any of these requests, please do not hesitate to contact my office.

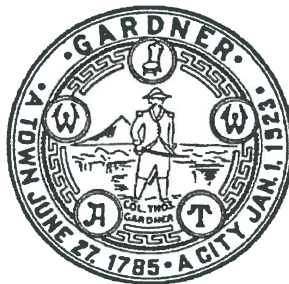
Sincerely

Dane E. Arnold, Director
Department of Public Works

Pc: Public Service Committee
John Richard, City Auditor

Energy and Utilities

CITY OF GARDNER
Department of Public Works



Highway
Water
Sewer
Forestry
Parks/Playgrounds
Cemeteries

Dane E. Arnold, Director
50 Manca Drive
Gardner, MA 01440-2687
Telephone (978) 630-8195
darnold@gardner-ma.gov

Mayor Michael J. Nicholson
City Hall
95 Pleasant Street
Gardner, MA 01440

October 19, 2022

Dear Mayor Nicholson:

The Department of Public Works is requesting **\$5,000** from the **Available City Funds** to the **Energy and Utilities** line item (14421-52110). This request is based on a nearly 60% increase forecasted in electricity and natural gas costs for the winter of 2022-2023. This is only an estimate.

If you have any questions on any of these requests, please do not hesitate to contact my office.

Sincerely

Dane E. Arnold, Director
Department of Public Works

Pc: Public Service Committee
John Richard, City Auditor

Board of Health Inspector



CITY OF GARDNER

10842



OFFICE OF THE
BOARD OF HEALTH ROOM 29, CITY HALL
GARDNER, MASSACHUSETTS 01440
(978) 630-4013
FAX (978) 632-4682

October 19, 2022

Mayor Michael J. Nicholson
Executive Department
Gardner City Hall
95 Pleasant St.
Gardner, MA 01440

RE: Request for BOH inspector funding

I am respectfully requesting an increase of funding to assist with inspectional services in the Health Department. I am requesting \$25,000 for an additional inspector in the department to assist with property and food inspections. As the demands of the department continue to grow an additional inspector is necessary to keep us in compliance with the required food inspection schedule and property/housing demands.

The volume of housing calls has increased drastically recently and the majority of the inspectors time has been dedicated to housing. The department is trying to keep food inspections current but due to the high volume of housing issues, we have recently only been able to complete complaint inspections or new opening inspections. There are over 130 food licenses in the city of Gardner and per state requirements these should be inspected twice a year (260 food inspections). The number of routine inspections required do not include any special events that occur in the City or any complaints or food borne illness investigation. As businesses continue to come into the City and housing increases, the number of inspections we need to complete is slowly but steadily increasing. We want to continue to keep everyone in the City safe and stay in compliance with our inspectional services so at this time we are requesting additional inspector funding to assist us in accomplishing this. Thank you for your consideration.

Sincerely,

Lauren Saunders
Director of Public Health

Police Department
Domestic Violence Advocate

**CITY OF GARDNER POLICE DEPARTMENT**

200 Main Street
Gardner, Massachusetts 01440
Phone: (978) 632-5600
Fax: (978) 632-9045



Eric P. McAvene
Chief of Police

October 24, 2022

The Honorable Michael J. Nicholson, Mayor
Gardner City Hall
95 Pleasant Street
Gardner, MA 01440

Re: Support for Domestic Violence Advocate

Dear Mayor,

Gardner, like many other communities, suffers from high rates of domestic violence. It has been an issue that has been front and center for the police department for years. On average, it is not uncommon for patrol officers to handle multiple domestic-related situations per shift, in addition to other service calls. In the past, officers have done follow ups after these type incidents but could only do so when regular calls permit.

A dedicated domestic violence advocate will be able to follow up and provide higher level victim resources in a more efficient manner. Helping a victim open a door for assistance is sometimes all that is needed to prevent a tragic situation. This is not a new program for Gardner. Gardner had a domestic advocate for much of the 1990's and early 2000's but lost the position due to budget constraints. This program will supplement other initiatives the Gardner Police Department are currently either providing or researching to provide soon. Such as, the Post Overdose Follow-up Program and Mental Health Advocate/Diversion Program.

This is a program that will provide much needed assistance to our community and one I am proud to support. Please feel free to contact me should you have any questions or concerns.

Very truly yours,

Eric P. McAvene
Chief of Police

**Commonwealth of Massachusetts Executive Office of Public Safety & Security
Guidelines for Specialized Domestic Violence Civilian Advocates in Police Departments**

A. EMPLOYMENT CRITERIA:

1. **Education:** *Minimum* of an Associate's Degree preferred. May be replaced by relevant work or volunteer experience, preferably a *minimum of one year* with a victim service program such as:
 - Battered women/rape crisis programs (Domestic Violence/Sexual Assault programs)
 - Certified batterer intervention programs
 - Victim witness assistance programs (District Attorney's offices or a post-conviction agency)
 - Other local victim service programs which specialize in rape crisis or domestic violence services
2. **Hiring Process:** Open posting with notices to victim service programs (see above list).
3. **Language/Cultural Background:** Advocate must possess strong communication skills (both written and oral). When appropriate, preference will be given to candidates who are bilingual/bicultural (reflective of population served).

B. TRAINING REQUIREMENTS:

1. It is imperative that civilian advocates within Police Departments be **well trained** in domestic violence/sexual assault issues particularly as they pertain to victims. Advocates must receive training (either before or after hire) by:
 - A newly funded VAWA Civilian Advocate in Police Department Training;
 - A certified SAFEPLAN Program;
 - A certified Department of Public Health Batterer Intervention Program;
 - A qualified Domestic Violence Victims service program;
 - Department of Social Services Domestic Violence Specialist Training;
 - Other training authorized in advance by the VAWA STOP Grant office; or
 - **Police departments are required to send a minimum of one veteran officer to a Domestic Violence or Sexual Assault specialized training sponsored by the Municipal Police Training Committee on an annual basis.**
2. Each Advocate must receive **orientation** to the department's organization and operation.
3. Opportunities must be provided to the Advocate to receive additional **annual on-going training**¹ (i.e., through District Attorney's Office, Dangerousness Assessment, High Risk Response Team Development, Office of the Attorney General, conferences, or SAFEPLAN).

C. SUPERVISION: Each Police Department hosting or hiring a civilian domestic violence/sexual assault advocate must designate an officer within that department to supervise the advocate.

- **The Supervisor's name** must be included in the grant application, including a description of the supervisor's background and training in domestic violence. Whenever possible, supervision should be provided by the department's specialized domestic violence officer.
- **Regularly scheduled technical assistance** must be provided for the advocate from a local domestic violence/sexual assault program.

D. JOB RESPONSIBILITIES: To assist police departments by providing emotional and support services to victims of domestic abuse, sexual assault, and stalking. Appropriate assistance to victims includes, but is not limited to, the following:

- Short-term victim support and crisis intervention;
- Safety planning and risk assessment;

¹ Funding for such trainings may be requested within VAWA grant application, or can be part of department's matching contribution.

- If the advocate is an employee of a Domestic Violence/Sexual Assault Program, the advocate's communications **MAY** have a higher degree of protection if they qualify under MGL, Ch. 233, § 20K.

J. REGIONAL COLLABORATION: A significant goal of VAWA funds is to encourage collaboration among different victim service providers, law enforcement agencies, district attorney offices, and community based partners. **Therefore, it is highly recommended that the police department form a collaborative relationship with the local domestic violence/sexual assault program to hire an advocate and participate in local domestic violence roundtables or meetings of such nature.**

A SIGNED MEMORANDUM OF AGREEMENT with the local domestic violence/sexual assault program must be provided with the application. If the civilian advocate to be hired is not an employee of the program, additional details *must be* addressed in the MOA, to include the role of the program in providing technical assistance to the advocate, and the guidelines for making referrals. The MOA must also outline the role for the police department's advocate in relation to the advocates from the domestic violence program and the District Attorney's Office.

VOICES OF TRUTH

Empowering Healthy Relationships

To: Mayor Michael J. Nicholson
95 Pleasant Street
Gardner, MA 01440

Ref: Funding Request for a Police Department-Based Domestic Violence Advocate

Dear Mayor Nicholson,

Although it may be lengthy, this will serve the purpose of our community and be an asset to the Gardner Police Department in decreasing the workload for the officer while serving our community. Thank you for your consideration in this position.

Since domestic violence became recognized as a serious issue worthy of public attention and resources in the late 1970s, law enforcement agencies have come to play a significant role in our societal response. Although not all victims wish to seek justice through the judicial system, those who do have little choice but to go through their local police department to start the process. This means that the police serve as a critical connector to justice for victims and hold a substantial role in the successful prosecution of offenders. This is often a heavy burden as domestic violence cases are sensitive, complex, and time consuming. In recognition of these unique challenges, some law enforcement agencies have developed specialized domestic violence units. According to the National Institute of Justice (NIJ) Special Report police departments with specialized units achieve significantly higher rates of prosecution, conviction, and sentencing of violent offenders as compared to departments without specialized units. Funding a civilian domestic violence advocate based out of the police department would be an important first step towards developing a specialized response to domestic violence that will increase victim safety and offender accountability in our community. Below are some specific benefits of having an in-house domestic violence advocate:

INCREASED CAPACITY

- 24 hours following a police-involved incident of domestic violence is a critical period wherein an advocate can help the victim learn about domestic violence and the available community supports before the abuser has a chance to attempt to manipulate the victim into minimizing the incident and/or recanting their statements entirely thus hindering prosecution.



PO BOX 873
GARDNER, MA 01440

PHONE 978.230.6446
EMAIL contact@voicesoftruthcenter.org
WEBSITE www.voicesoftruthcenter.org

- Unlike police officers who have many other duties to attend to, an advocate would have the time to make that critical contact with victims and provide education and referrals. Ideally this education and information on available resources will help the victim to be less vulnerable to the abuser's manipulation.
- Additionally, advocates can address victims' needs that fall outside the purview of the police including shelter, health needs, food and other basic needs. Advocates can also assist directly with accessing needed resources including helping with applications for assistance, such as victim compensation funds.
- An in-house advocate can also help police officers themselves through providing education on the complicated dynamics of domestic violence and offering support in handling the inherent frustrations of working on domestic violence cases. Advocates can also help departments identify and obtain relevant professional training for staff.

BETTER COMMUNICATION WITH VICTIMS

- Sometimes law enforcement and victims speak different languages, and it can be hard for each side to understand the other. An advocate can bridge this divide by serving as a liaison between victims and the police to increase mutual understanding and ideally cooperation with investigations and prosecution.
- Advocates can take the necessary time to ensure victims understand their rights and the legal process, as well as the limits in that process.
- Advocates can provide emotional support when the legal system is unable to help further. This is a task officers often do not have the time to offer but providing this type of support can build trust with the victim and increase the likelihood of reporting future incidents.
- On-going supportive communication with the victims can also lead to learning more information that may be relevant to the investigation or prosecution.

IMPROVED OUTCOMES

- Increased capacity to support victims and better on-going communication with victims are not only beneficial for the reasons already described, but they also can improve outcomes on cases.
- Domestic violence victims often find themselves feeling hopeless and powerless to change their circumstances. Advocates can help victims realize they have options and support is available. Victims will be more likely to cooperate if they feel empowered and have trust that the process will be worthwhile.
- Advocates taking the time to explain the process to victims not only helps with buy in, it can also help the victim resist believing the abuser's lies and manipulations about how the system works.
- Increased evidence gathering is associated with higher rates of convictions (NIJ). Information or evidence being discovered through the advocates' relationship with the victim can bolster the likelihood of successful prosecution of the offender.
- According to the NIJ, specialized units are associated with increased victim cooperation with prosecution, higher victim reporting for re-assaults, and victims being more likely to leave the relationship sooner. Advocates support these outcomes.

Sources:

National District Attorneys Association. (2017). (rep.). *National Domestic Violence Prosecution Best Practices Guide*. Retrieved October 25, 2022, from <https://ndaa.org/wp-content/uploads/NDAA-DV-White-Paper-FINAL-revised-July-17-2017-1.pdf>.

Office of Justice Programs, Klein, A. R., & Rose, K., Practice implications of current domestic violence research: For law enforcement, prosecutors, and judges (2009). National Institute of Justice. Retrieved October 25, 2022, from <https://www.ojp.gov/pdffiles1/nij/225722.pdf>.

Warnken, H. (n.d.). *What Does the Data Tell Us About Law Enforcement-Based Victim Services?* Policechiefmagazine.org. Retrieved October 25, 2022, from <https://www.policechiefmagazine.org/what-does-the-data-tell-us/>

Thank you,

Bernice Richard

Bernice Richard

Voices of Truth, President



PO BOX 873
GARDNER, MA 01440

PHONE 978.230.6446
EMAIL contact@voicesoftruthcenter.org
WEBSITE www.voicesoftruthcenter.org

*Community Development and Planning
Professional Development and Travel*

Mayor

From: Trevor Beauregard
Sent: Monday, October 31, 2022 3:39 PM
To: Mayor
Subject: Professional Development and Travel Budget

Mayor,

As you are well aware, I encourage Community Development personnel to participate in workshops and conferences that will enhance their ability to perform their work. The Community Development Professional Development and Travel Account is below \$100 at this time. I respectfully request additional funds be placed in this account in order for Department personnel to continue to participate in professional development opportunities between now and June 30, 2023.

Thank you for your consideration,
Trevor

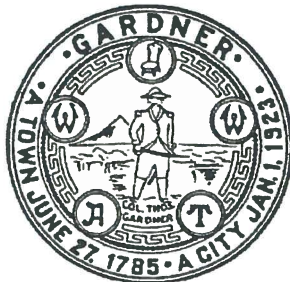
Trevor Beauregard
Director
Dept. Community Development and Planning
115 Pleasant Street
Gardner, MA 01440
978-630-4014, x2

Executive Director
Gardner Redevelopment Authority

*GIS Coordinator Increased Duties
Water/Sewer Enterprise Account*

CITY OF GARDNER
Department of Public Works

Highway
Water
Sewer
Forestry
Parks/Playgrounds
Cemeteries



Dane E. Arnold, Director
50 Manca Drive
Gardner, MA 01440-2687
Telephone (978) 630-8195
darnold@gardner-ma.gov

Mayor Nicholson and City Council Members
95 Pleasant Street
Gardner, MA 01440

October 19, 2022

Dear Mayor and City Council Members

As you are aware, the Department of Public Works and Engineering Department have been working together out of the newly constructed Administration Building at 50 Manca Drive. Since the merger, we have made some changes to try and increase efficiency and reduce operating costs. The most recent change was the elimination of the Senior Civil Engineers position with the salary of \$75,000 on July 1, 2022.

The intent was to place some of the responsibilities of Senior Civil Engineering position and merge them with the GIS Coordinator, who also works at the Administration Building with the City Engineer and DPW Director. This change would include an increase in job responsibilities, as outlined in the attached Job Description and a \$20,000 increase in salary. This ultimately equals a \$55,000 decrease in salaries between the two positions. The additional salary will be paid out of the Water and Sewer Enterprise Accounts and not affect the City's budget.

If you have any questions, please feel free to contact our office.

Dane Arnold, Director of Public Works

Rob Oliva, City Engineer

PC: Public Service Committee
John Richard

JOB DESCRIPTION

GIS Coordinator and DPW Assistant

Reporting to the City Engineer (Engineer) and assists the Director of Public Works (Director), this position plans, organizes, coordinates and participates in the development, maintenance, and implementation of the City's geographic information system (GIS), providing support to both the public and City departments on a wide variety of GIS related projects. Additionally, this position performs a variety of professional administrative and managerial duties aiding the Director and Engineer with a heavy emphasis on the Water and Sewer Division. The position requires coordination and implementation of a variety of Public Works projects. This position serves as a community liaison, staff liaison to various Departments and Commissions, and assists with community projects.

DUTIES AND RESPONSIBILITIES:

- Provides the administration of the GIS System. Plans directs and participates in the installation, administration and operation of the City's GIS system. Oversees software installation and updates.
- Performs complex cadastral and GIS data maintenance, manipulation, analysis extractions and generation assignments; performs data research, investigation and verification; performs record keeping and inventory. Develops and maintains data layers using GIS tools and relational databases. Performs detailed spatial analysis including buffering, zone consolidation, address matching and geocoding and boundary analysis.
- Develops maps and figures. Prepares plans, produces, maintains and updates a variety of maps drawings, plans and other graphic representatives displaying layers and attribute data from databases using cartographic techniques to represent spatial data.
- Maintains the accuracy of the GIS land-based information by interpreting and using traditional survey data. Maintains City Assessor's maps and database using commercial software.
- Administers interactive mapping website. Manages the City's online GIS mapping website for both public and internal use. Develops custom mapping applications as needed. Works with realtors and the general public to explain and assist on the use of the website.
- Provides interdepartmental support. Works with a variety of departments to develop and maintain specific GIS data layers, including Public Works, Community Development, Conservation, Building, Mayor, Engineering, Clerk, Assessor, Police and Fire.
- Provides engineering support as needed with field work and data retrieval related to stormwater, sewers and environmental issues.
- Assist in federal, state, and local permitting and compliance where applicable. Including but not limited to electronic filings and submissions and assisting in the

review and implementation of new or modified regulations within the relevant department.

- Attends staff and City meetings as required and makes recommendations of subjects under discussion; Staff liaison to boards and commissions as assigned.
- Completes routine administrative functions and special assignments by preparing detailed reports and analysis, identifying and recommending process improvements, and recommending alternatives.
- Manages water meter replacement.
- Prepare clear and concise reports, memoranda, directives and other forms of correspondence.
- Develop comprehensive plans from general instructions.
- Perform assigned administrative tasks with a minimum of supervision and with only general direction.
- Assist in the development and implementation of modernizing water and sewer technology and assisting DPW personnel with technical field projects such as utility location and equipment procurement.
- Work cohesively and communicate effectively with the Executive Department, City department directors and staff, state and federal officials, City Council members and the general public.
- Responsible for handling all other duties and responsibilities that may be required to maintain the efficiency of the Engineering Department and Department of Public Works, as assigned by the Engineer or Director.

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Routinely required to stand; walk; use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl
- Occasionally lift and/or move up to 50 pounds.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential job functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate. Extensive use of computers, video displays, keyboards, and adding machine. Employee will be around heavy equipment and construction sites.

SAFETY: Safety adherence of performance will be considered an important measure of employee performance evaluation. As such, the position must:

- Comply with established safe work rules.
- Serve as the Department's liaison to the Water and Sewer Division.

- Report all accidents and injuries immediately and cooperate in all accident and injury investigations, supplying full and complete information.
- Submit recommendations for Safety and efficiency, as well as report defective equipment and unsafe conditions.
- Know their exact duties in case of fire or catastrophe.
- Provide public protection from unsafe conditions and hazards.

QUALIFICATIONS:

- Bachelor of Science in relevant sciences (Geography, Computer Science, Planning, Civil Engineering)
- 3-5 years of progressively responsible supervisory, management, and Water/Sewer oversight preferred. An alternate combination of education, experience, and expertise will be considered.
- Ability to read, analyze, and interpret the most complex documents and plans. Ability to respond effectively to the most sensitive inquiries or complaints.
- Ability to work with mathematical concepts such as probability and statistical inference. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.
- Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical or diagram form and deal with several abstract and concrete variables.
- Ability to work effectively with other City Departments.
- Ability to communicate effectively with the general public as well as with City and Commonwealth officials.
- GIS concepts and analytical techniques, including computerized mapping and digital data conversion, database administration, manipulation and analysis. Knowledge of standard cartographic survey procedures; knowledge of general construction specifications and blueprints. Knowledge of GIS software tools and applications including but not limited to ArcGIS, ARGIS Server, and applications of MS Office Suite.

Annual Salary: \$75,000

COMPENSATION CLASS: G

*FY 2023 Budget as
Adopted by the
City Council on
June 21, 2022*

FY2023 BUDGET APPROVED AS OF JUNE 21, 2022									
Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL	
1	11111 CITY COUNCIL								
2	11111 51010 COUNCLORS SALARIES	\$ 79,693.50	\$ 76,641.00	\$ 69,643.75	\$ 83,967.00	\$ 83,967.00	\$ 83,967.00	\$ 83,967.00	
3	11111 51012 CLERK/ASST SAL & WAGES	\$ 3,566.92	\$ 3,554.83	\$ 3,261.93	\$ 4,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	
4	11111 51023 TEMP SALARY & WAGES	\$ -	\$ -	\$ -	\$ -	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	
5	11111 52050 MINOR EQUIPMENT	\$ 500.00	\$ 256.61	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	
6	11111 52150 COMMUNICATIONS	\$ 5,169.22	\$ 6,275.76	\$ 8,338.36	\$ 10,500.00	\$ 10,500.00	\$ 10,500.00	\$ 10,500.00	
7	11111 52170 PROFESSIONAL DEV & TRAVEL	\$ 389.36	\$ 529.93	\$ 503.06	\$ 2,585.00	\$ 2,900.00	\$ 2,585.00	\$ 2,585.00	
8	11111 52190 PROFESSIONAL SERVICES	\$ 262.50	\$ 970.09	\$ -	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	
9	11111 52230 OFFICE SUPPLIES	\$ 625.84	\$ 230.47	\$ 368.93	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	
10	11111 55010 GOVERNMENT PICTURE	\$ -	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	
11	11111 62050 ENCUMB MINOR EQUIPMENT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
12	11111 62150 ENCUMB COMMUNICATIONS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
13	11111 62190 ENCUMB PROFESSIONAL SERV	\$ 153.50	\$ -	\$ 868.21	\$ -	\$ -	\$ -	\$ -	
14	11111 62230 ENCUMB OFFICE SUPPLIES	\$ -	\$ -	\$ 527.42	\$ -	\$ -	\$ -	\$ -	
15	11111 65010 ENCUMB GOV PICTURE	\$ -	\$ -	\$ 1,215.00	\$ -	\$ -	\$ -	\$ -	
16	11111 68308 ENCUMB CC CHAMBER AUGMT EXP	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
17									
18	TOTAL CITY COUNCIL	\$ 90,360.84	\$ 88,438.69	\$ 84,726.66	\$ 105,552.00	\$ 109,367.00	\$ 109,052.00	\$ 109,052.00	
19									
20	11121 MAYOR								
21	11121 51010 MAYOR SALARY & WAGES	\$ 52,183.70	\$ 89,819.62	\$ 82,367.19	\$ 93,297.04	\$ 94,961.88	\$ 93,297.01	\$ 93,297.01	
22	11121 51011 EXECUTIVE AIDE SAL & WAGE	\$ -	\$ 47,579.28	\$ 48,567.03	\$ 54,534.63	\$ 56,062.82	\$ 55,518.56	\$ 55,518.56	
23	11121 51012 EXECUTIVE ASSIST SALARY & WAGE	\$ 47,948.94	\$ 48,660.84	\$ 44,360.98	\$ 49,812.70	\$ 51,207.64	\$ 50,710.48	\$ 50,710.48	
24	11121 51023 TEMP SALARY & WAGES	\$ -	\$ 1,523.60	\$ -	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	
25	11121 51460 LONGEVITY	\$ 150.00	\$ 180.00	\$ -	\$ 210.00	\$ 240.00	\$ 240.00	\$ 240.00	
26	11121 51551 TERMINATION LEAVE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
27	11121 52030 REPAIRS & MAINTENANCE	\$ -	\$ 169.99	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	
28	11121 52050 MINOR EQUIPMENT	\$ 31.47	\$ 699.99	\$ -	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	
29	11121 52150 COMMUNICATIONS	\$ 1,039.76	\$ 2,120.41	\$ 1,550.14	\$ 1,200.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	
30	11121 52151 TELECOMMUNICATIONS	\$ 1,138.59	\$ 1,163.57	\$ 990.02	\$ 3,650.00	\$ 3,650.00	\$ 3,650.00	\$ 3,650.00	
31	11121 52170 PROFESSIONAL DEV & TRAVEL	\$ 603.00	\$ 4,066.77	\$ 6,031.89	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	
32	11121 52190 PROFESSIONAL SERVICES	\$ 12,124.47	\$ 13,823.71	\$ 13,964.38	\$ 13,000.00	\$ 14,000.00	\$ 13,000.00	\$ 13,000.00	
33	11121 52230 OFFICE SUPPLIES	\$ 1,192.13	\$ 1,684.25	\$ 1,975.83	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	
34	11121 52240 VEHICLE SUPPLIES	\$ 35.00	\$ 264.09	\$ 432.93	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	
35	11121 55010 MAYOR'S PORTRAIT	\$ -	\$ 350.00	\$ 242.08	\$ 2,500.00	\$ 2,500.00	\$ 1,000.00	\$ 1,000.00	
36									
37	TOTAL MAYOR	\$ 116,447.06	\$ 212,106.12	\$ 200,482.47	\$ 226,104.37	\$ 233,022.34	\$ 227,816.05	\$ 227,816.05	
38									
39	11135 CITY AUDITOR								
40	11135 51010 DEPT HEAD SALARY & WAGES	\$ 81,951.89	\$ 83,168.55	\$ 75,820.78	\$ 85,137.21	\$ 89,651.12	\$ 89,651.12	\$ 89,651.12	
41	11135 51011 ASSISTANT SALARY & WAGES	\$ 46,657.00	\$ 45,084.96	\$ 45,398.24	\$ 51,098.08	\$ 56,915.22	\$ 57,120.04	\$ 52,120.04	
42	11135 51460 LONGEVITY	\$ -	\$ 690.00	\$ -	\$ 180.00	\$ 360.00	\$ 360.00	\$ 360.00	
43	11135 51551 TERMINATION LEAVE	\$ -	\$ 2,469.10	\$ -	\$ -	\$ -	\$ -	\$ -	
44	11135 52030 REPAIRS & MAINTENANCE	\$ -	\$ -	\$ -	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00	
45	11135 52050 MINOR EQUIPMENT	\$ 797.00	\$ 395.00	\$ -	\$ 200.00	\$ 200.00	\$ 100.00	\$ 100.00	
46	11135 52170 PROFESSIONAL DEV & TRAVEL	\$ 1,626.69	\$ 165.00	\$ 1,184.19	\$ 2,500.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	
47	11135 52190 PROFESSIONAL SERVICES	\$ 55,002.10	\$ 54,360.00	\$ 61,438.95	\$ 66,300.00	\$ 63,250.00	\$ 63,250.00	\$ 63,250.00	
48	11135 52230 OFFICE SUPPLIES	\$ 19.82	\$ 965.56	\$ 188.21	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	
49	11135 62190 ENCUMB PROFESSIONAL SERV	\$ -	\$ 3,000.00	\$ 5,045.00	\$ -	\$ -	\$ -	\$ -	
50									
51	TOTAL CITY AUDITOR	\$ 186,054.50	\$ 190,298.17	\$ 189,075.37	\$ 206,615.29	\$ 214,576.34	\$ 209,681.16	\$ 209,681.16	
52									
53	11138 PURCHASING								

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #			FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL
54	11138	51010	DEPT HEAD SALARY & WAGES	61,963.21	75,356.66	68,700.92	77,142.62	78,685.47	78,534.21
55	11138	51012	SENIOR ACCOUNT CLERK SAL & WAG	35,852.82	34,328.53	35,996.62	40,596.42	42,655.08	42,655.08
56	11138	51460	LONGEVITY	210.00	240.00	-	270.00	300.00	300.00
57	11138	51551	TERMINATION LEAVE	-	-	-	-	-	-
58	11138	52150	COMMUNICATIONS	484.75	696.50	415.54	700.00	500.00	500.00
59	11138	52151	TELECOMMUNICATIONS	767.73	697.88	414.90	740.00	500.00	700.00
60	11138	52170	PROFESSIONAL DEV & TRAVEL	1,346.03	2,226.60	817.79	2,000.00	2,500.00	2,500.00
61	11138	52190	PROFESSIONAL SERVICES	-	-	300.00	500.00	500.00	500.00
62	11138	52230	OFFICE SUPPLIES	1,004.78	901.48	726.20	1,100.00	1,000.00	1,000.00
63									
64	TOTAL	PURCHASING		101,609.32	114,449.65	107,371.97	123,049.04	126,689.29	126,689.29
65									
66	11141	ASSESSORS							
67	11141	51010	CHAIRMAN ASSESS SAL&WAGES	73,746.22	70,537.23	65,288.02	76,612.60	77,994.79	77,994.79
68	11141	51012	CLERK/ASST SAL & WAGES	11,852.01	23,874.03	26,988.11	36,652.20	38,504.82	38,504.82
69	11141	51014	BOARD & COMM SAL & WAGES	4,000.08	4,000.08	3,666.74	4,001.00	4,001.00	4,001.00
70	11141	51023	TEMP PROJ SALARY & WAGES	3,755.14	180.00	-	-	-	-
71	11141	51460	LONGEVITY	180.00	210.00	-	-	-	-
72	11141	51551	TERMINATION LEAVE	-	1,766.10	9,533.75	-	-	-
73	11141	52151	TELECOMMUNICATIONS	-	556.32	344.04	1,000.00	1,000.00	1,000.00
74	11141	52170	PROFESSIONAL DEV & TRAVEL	1,020.90	222.00	125.00	2,500.00	2,500.00	2,500.00
75	11141	52190	PROFESSIONAL SERVICES	261.00	87.00	980.88	2,500.00	2,500.00	2,500.00
76	11141	52230	OFFICE SUPPLIES	1,244.49	549.24	1,203.66	1,200.00	1,500.00	1,500.00
77	11141	55030	COMPUTER SOFTWARE	-	-	-	-	1,000.00	1,000.00
78	11141	55040	VALUATION MAINTENANCE	-	-	-	-	9,400.00	9,400.00
79	11141	55050	VALUATION UPDATE	12,878.49	22,899.79	91,547.52	85,676.00	85,000.00	85,000.00
80	11141	62190	ENCUMB PROFESSIONAL SERV	-	-	-	-	-	-
81	11141	62230	ENCUMB OFFICE SUPPLIES	-	-	112.67	-	-	-
82	11141	65050	ENCUMB UPDATE PROGRAM	13,741.51	4,700.00	-	-	-	-
83									
84	TOTAL	ASSESSORS		122,679.84	129,581.79	199,790.39	210,141.80	222,131.00	223,400.61
85									
86	11145	CITY TREASURER							
87	11145	51010	DEPT HEAD SALARY & WAGES	83,586.70	84,635.07	78,425.74	86,638.55	89,650.86	89,650.86
88	11145	51011	ASSISTANT SALARY & WAGES	53,814.55	54,613.73	42,393.33	55,906.54	56,915.10	56,915.10
89	11145	51012	SENIOR ACCT CLERK SAL & WAGES	37,904.87	40,727.22	37,304.93	40,596.40	42,655.08	42,655.08
90	11145	51015	COMP PROG/OP SAL & WAGES	64,339.84	65,295.45	55,678.04	66,840.99	-	-
91	11145	51018	PARKING METER CLERK	10,142.33	16,251.89	12,917.59	14,508.39	14,766.34	14,766.34
92	11145	51030	OVERTIME	503.62	-	-	1,000.00	500.00	500.00
93	11145	51460	LONGEVITY	2,400.00	1,770.00	1,290.00	1,770.00	570.00	570.00
94	11145	51540	VACATION BUYBACK	-	1,251.65	-	-	-	-
95	11145	51551	TERMINATION LEAVE	101,654.33	-	43,610.33	-	-	-
96	11145	52030	REPAIRS & MAINTENANCE	26.99	-	-	500.00	500.00	500.00
97	11145	52033	PARKING METER MAINTENANCE	18,711.45	19,531.23	15,886.01	25,000.00	25,000.00	25,000.00
98	11145	52050	MINOR EQUIPMENT	258.38	-	1,500.00	1,000.00	1,000.00	1,000.00
99	11145	52170	PROFESSIONAL DEV & TRAVEL	100.00	546.84	512.75	750.00	750.00	750.00
100	11145	52190	PROFESSIONAL SERVICES	27,290.44	40,380.46	9,858.61	35,000.00	35,000.00	35,000.00
101	11145	52230	OFFICE SUPPLIES	10,092.86	5,775.04	5,637.11	11,000.00	11,000.00	11,000.00
102	11145	52250	POSTAGE	38,913.71	49,663.34	46,332.12	55,000.00	55,000.00	55,000.00
103	11145	62190	ENCUMB PROFESSIONAL SERV	-	-	-	-	-	-
104									
105	TOTAL	CITY TREASURER		449,740.07	380,441.92	351,346.56	395,510.87	331,904.12	333,307.38
106									
107	11151	LAW							

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAJOR	FY2023 CITY COUNCIL
108	11151 51010 DEPT HEAD SALARY & WAGES	\$ 81,302.78	\$ 82,509.78	\$ 75,220.38	\$ 84,463.08	\$ 84,463.08	\$ 84,463.08	\$ 84,463.08
109	11151 51011 ASSISTANT SALARY & WAGES	\$ 44,569.20	\$ 45,474.05	\$ 41,577.96	\$ 46,686.71	\$ 65,000.00	\$ 65,000.00	\$ 65,000.00
110	11151 51460 LONGEVITY	\$ 360.00	\$ 390.00	\$ -	\$ 420.00	\$ 450.00	\$ 450.00	\$ 450.00
111	11151 52170 PROFESSIONAL DEV & TRAVEL	\$ 610.26	\$ 575.70	\$ 17.78	\$ 1,500.00	\$ 1,500.00	\$ 1,000.00	\$ 1,000.00
112	11151 52172 LEGAL RESEARCH	\$ 3,112.46	\$ 3,401.02	\$ 3,718.21	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
113	11151 52191 OUTSIDE COUNSEL	\$ 2,204.36	\$ 2,389.50	\$ 812.50	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
114	11151 52193 ARBITRATION	\$ -	\$ -	\$ -	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
115	11151 52230 OFFICE SUPPLIES	\$ 3,636.50	\$ 3,505.00	\$ 3,300.00	\$ 3,600.00	\$ 36,000.00	\$ 3,600.00	\$ 3,600.00
116	11151 55051 DEPOSITION & DISCOVERY	\$ 216.93	\$ 400.00	\$ 35.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
117	11151 55052 LEGAL FEES/CLOSING COST	\$ 670.32	\$ 228.99	\$ -	\$ -	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00
118	11151 62191 ENCUMB OUTSIDE COUNSEL	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
119								
120	TOTAL LAW	\$ 136,682.81	\$ 138,874.04	\$ 124,681.83	\$ 144,269.79	\$ 197,513.08	\$ 164,613.08	\$ 164,613.08
121								
122	11152 PERSONNEL							
123	11152 51010 DEPT HEAD SALARY & WAGES	\$ 89,319.17	\$ 90,645.78	\$ 82,637.26	\$ 92,791.40	\$ 102,000.00	\$ 102,000.00	\$ 102,000.00
124	11152 51012 CLERK/ASST SAL & WAGES	\$ 27,608.88	\$ 40,205.59	\$ 33,108.36	\$ 55,603.60	\$ 56,715.68	\$ 56,153.57	\$ 56,153.57
125	11152 51460 LONGEVITY	\$ 750.00	\$ 570.00	\$ -	\$ 600.00	\$ 630.00	\$ 630.00	\$ 630.00
126	11152 51540 VACATION BUYBACK	\$ -	\$ 3,475.18	\$ -	\$ -	\$ -	\$ -	\$ -
127	11152 51551 TERMINATION LEAVE	\$ 4,308.06	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
128	11152 52050 MINOR EQUIPMENT	\$ -	\$ -	\$ 985.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
129	11152 52150 COMMUNICATIONS	\$ 1,107.40	\$ 1,750.29	\$ 3,373.56	\$ 3,000.00	\$ 5,000.00	\$ 3,000.00	\$ 3,000.00
130	11152 52170 PROFESSIONAL DEV & TRAVEL	\$ 725.72	\$ 1,091.88	\$ 1,615.40	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
131	11152 52190 PROFESSIONAL SERVICES	\$ 550.00	\$ -	\$ -	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00
132	11152 52191 V.I.P.S. PROGRAM	\$ 1,144.11	\$ 916.21	\$ 1,481.16	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00	\$ 1,400.00
133	11152 52192 MEDICAL EXAMS	\$ 24,737.00	\$ 22,547.00	\$ 32,052.00	\$ 20,000.00	\$ 25,000.00	\$ 20,000.00	\$ 20,000.00
134	11152 52230 OFFICE SUPPLIES	\$ 800.60	\$ 980.22	\$ 1,133.01	\$ 1,200.00	\$ 1,500.00	\$ 1,200.00	\$ 1,200.00
135	11152 62192 ENCUMB MEDICAL EXAMS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
136								
137	TOTAL PERSONNEL	\$ 151,050.94	\$ 162,182.15	\$ 156,385.75	\$ 177,495.00	\$ 195,145.68	\$ 187,283.57	\$ 187,283.57
138								
139	11155 INFORMATION TECHNOLOGY							
140	11155 51010 DEPT HEAD SALARY & WAGES	\$ 48,355.29	\$ 49,637.41	\$ 89,475.44	\$ 100,469.47	\$ 102,981.21	\$ 102,282.34	\$ 102,282.34
141	11155 51013 P/T CLERK/ASST SAL & WAGES	\$ -	\$ -	\$ -	\$ -	\$ 3,800.00	\$ 3,800.00	\$ 3,800.00
142	11155 51015 COMP PROG/OP SAL & WAGES	\$ -	\$ -	\$ -	\$ -	\$ 68,380.00	\$ 68,380.00	\$ 68,380.00
143	11155 51460 LONGEVITY	\$ 240.00	\$ 270.00	\$ -	\$ 300.00	\$ 330.00	\$ 330.00	\$ 330.00
144	11155 51540 VACATION BUYBACK	\$ -	\$ 3,762.60	\$ -	\$ -	\$ -	\$ -	\$ -
145	11155 52040 INFORMATION TECHNOLOGY	\$ 28,857.30	\$ 31,920.45	\$ 36,359.89	\$ 35,000.00	\$ 36,750.00	\$ 36,750.00	\$ 36,750.00
146	11155 52041 SOFTWARE/SERVICE/LISC RENEWALS	\$ 143,240.77	\$ 167,280.76	\$ 223,709.29	\$ 182,600.00	\$ 273,230.00	\$ 223,230.00	\$ 223,230.00
147	11155 52151 TELECOMMUNICATIONS	\$ 7,691.38	\$ 11,385.64	\$ 11,030.68	\$ 11,575.00	\$ 12,153.75	\$ 12,153.75	\$ 12,153.75
148	11155 52170 PROFESSIONAL DEV & TRAVEL	\$ 1,370.36	\$ 1,258.74	\$ 316.25	\$ 1,500.00	\$ 1,575.00	\$ 1,575.00	\$ 1,575.00
149	11155 52230 OFFICE SUPPLIES	\$ 440.44	\$ 409.96	\$ 447.77	\$ 500.00	\$ 750.00	\$ 750.00	\$ 750.00
150	11155 52231 PRINTER/COPIER SUPPLIES	\$ 6,451.08	\$ 7,200.61	\$ 8,842.43	\$ 8,000.00	\$ 10,420.00	\$ 9,000.00	\$ 9,000.00
151	11155 62040 ENC INFORMATION TECH	\$ -	\$ 13,642.70	\$ 6,407.88	\$ -	\$ -	\$ -	\$ -
152	11155 62041 ENCUB SOFTW/SERVICE/LISC RENEW	\$ -	\$ 8,662.22	\$ 3,801.25	\$ -	\$ -	\$ -	\$ -
153	11155 62230 ENCUMB OFFICE SUPPLIES	\$ -	\$ -	\$ 61.66	\$ -	\$ -	\$ -	\$ -
154	11155 62231 ENCUMB PRINTER/COPIER SUP	\$ -	\$ -	\$ 487.35	\$ -	\$ -	\$ -	\$ -
155								
156	TOTAL INFORMATION TECHNOLOGY	\$ 236,646.62	\$ 295,431.09	\$ 380,939.89	\$ 339,944.47	\$ 510,369.96	\$ 458,251.09	\$ 458,251.09
157								
158	11161 CITY CLERK							
159	11161 51010 DEPT HEAD SALARY & WAGES	\$ 80,377.35	\$ 82,000.55	\$ 74,364.34	\$ 83,501.91	\$ 83,501.92	\$ 85,008.27	\$ 85,008.27
160	11161 51011 ASSISTANT SALARY & WAGES	\$ 86,252.40	\$ 89,135.23	\$ 81,374.27	\$ 91,404.79	\$ 113,830.44	\$ 93,021.55	\$ 93,021.55
161	11161 51013 PT CLERK/ASST SAL & WAGES	\$ -	\$ -	\$ -	\$ -	\$ 20,000.00	\$ 20,280.00	\$ 20,280.00

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL
162	11161 51023 TEMP CLERK SALARY & WAGES	\$ -	\$ 6,240.90	\$ -	\$ -	\$ -	\$ -	\$ -
163	11161 51030 OVERTIME	\$ -	\$ 732.66	\$ -	\$ 480.00	\$ -	\$ -	\$ -
164	11161 51460 LONGEVITY	\$ 690.00	\$ 780.00	\$ -	\$ -	\$ 480.00	\$ 540.00	\$ 540.00
165	11161 51540 VACATION BUYBACK	\$ -	\$ 855.81	\$ -	\$ -	\$ -	\$ -	\$ -
166	11161 51551 TERMINATION LEAVE	\$ -	\$ 30,015.37	\$ -	\$ -	\$ -	\$ -	\$ -
167	11161 52050 MINOR EQUIPMENT	\$ 888.32	\$ 395.00	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
168	11161 52151 TELECOMMUNICATIONS	\$ -	\$ 315.09	\$ 491.34	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00
169	11161 52170 PROFESSIONAL DEV & TRAVEL	\$ 275.00	\$ 100.00	\$ 450.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
170	11161 52190 PROFESSIONAL SERVICES	\$ 4,637.15	\$ 14,889.04	\$ 5,575.24	\$ 4,000.00	\$ 8,000.00	\$ 4,000.00	\$ 4,000.00
171	11161 52230 OFFICE SUPPLIES	\$ 1,343.48	\$ 948.88	\$ 2,456.29	\$ 1,500.00	\$ 2,000.00	\$ 1,500.00	\$ 1,500.00
172	11161 62190 ENCUMB PROFESSIONAL SERV	\$ 6,863.48	\$ 340.00	\$ -	\$ -	\$ -	\$ -	\$ -
173	TOTAL	\$ 181,327.18	\$ 226,748.53	\$ 164,711.48	\$ 182,586.70	\$ 229,512.36	\$ 206,049.82	\$ 206,049.82
174	11162 CITY CLERK							
175	11162 ELECTION & REGISTRATION							
176	11162 51010 BD OF REGISTRATION SAL&WGS	\$ 3,050.00	\$ 2,958.32	\$ 2,379.13	\$ 3,050.00	\$ 3,050.00	\$ 3,050.00	\$ 3,050.00
177	11162 51013 ELECTION OFFICERS SAL&WGS	\$ 94,608.13	\$ 48,116.66	\$ 22,889.13	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
178	11162 52050 MINOR EQUIPMENT	\$ 765.02	\$ 910.00	\$ 1,263.42	\$ 750.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
179	11162 52150 COMMUNICATIONS	\$ 4,170.64	\$ -	\$ -	\$ 1,040.00	\$ 1,040.00	\$ 1,040.00	\$ 1,040.00
180	11162 52190 PROFESSIONAL SERVICES	\$ 40,791.73	\$ 12,936.25	\$ 22,128.76	\$ 15,000.00	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00
181	11162 52230 OFFICE SUPPLIES	\$ 3,682.95	\$ 3,875.30	\$ (167.53)	\$ 1,500.00	\$ 3,500.00	\$ 1,500.00	\$ 1,500.00
182	11162 55202 VOTING EQUIPMENT	\$ 68,500.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
183	11162 62190 ENCUMB PROFESSIONAL SERV	\$ -	\$ 1,455.74	\$ 2,017.87	\$ -	\$ -	\$ -	\$ -
184	11162 65202 ENCUMB VOTING EQUIPMENT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
185	TOTAL	\$ 215,568.47	\$ 70,252.27	\$ 50,510.78	\$ 71,340.00	\$ 79,590.00	\$ 77,590.00	\$ 77,590.00
186	11165 ELECTION & REGISTRATIO							
187	11165 LICENSE COMMISSION							
188	11165 51014 LICENSE BD SALARY & WAGES	\$ 2,500.00	\$ 2,500.00	\$ 1,875.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00
189	11165 51030 OVERTIME	\$ -	\$ -	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
190	11165 52150 COMMUNICATIONS	\$ 94.18	\$ -	\$ -	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
191	11165 52190 PROFESSIONAL SERVICES	\$ -	\$ -	\$ -	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
192	11165 52230 OFFICE SUPPLIES	\$ 53.78	\$ 71.23	\$ -	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
193	TOTAL	\$ 2,647.96	\$ 2,571.23	\$ 1,875.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00
194	11171 CONSERVATION COMMISSION							
195	11171 51011 CONSERVATION AGENT SAL&WGS	\$ 27,481.54	\$ 26,952.02	\$ 23,436.34	\$ 30,908.03	\$ 30,908.03	\$ 31,465.45	\$ 31,465.45
196	11171 51014 BOARD & COMM SAL & WAGES	\$ 5,500.00	\$ 5,500.00	\$ 4,125.40	\$ 5,500.00	\$ 5,500.00	\$ 5,500.00	\$ 5,500.00
197	11171 51030 OVERTIME	\$ 463.29	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
198	11171 51460 LONGEVITY	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
199	11171 52170 PROFESSIONAL DEV & TRAVEL	\$ 322.23	\$ 353.00	\$ 740.25	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00
200	11171 52230 OFFICE SUPPLIES	\$ 14.70	\$ 45.41	\$ 26.35	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
201	11171 62170 ENCUMB PROF-DEVELOPMENT & TRAV	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
202	TOTAL	\$ 33,781.76	\$ 32,850.43	\$ 28,327.94	\$ 37,258.03	\$ 37,258.03	\$ 37,815.45	\$ 37,815.45
203	11175 PLANNING BOARD							
204	11175 51011 PLANNING AGENT SALARY & WAGES	\$ 27,482.01	\$ 26,952.47	\$ 23,349.87	\$ 30,908.03	\$ 30,908.03	\$ 31,465.45	\$ 31,465.45
205	11175 51014 BOARD & COMM SAL & WAGES	\$ 3,812.50	\$ 4,000.00	\$ 3,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00
206	11175 52030 REPAIRS & MAINTENANCE	\$ 102.87	\$ 102.74	\$ 112.28	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
207	11175 52150 COMMUNICATIONS	\$ 1,735.65	\$ 2,097.26	\$ 1,760.54	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
208	11175 52170 PROFESSIONAL DEV & TRAVEL	\$ 145.00	\$ 170.00	\$ 95.29	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
209	11175 52198 OPEN SPACE PLAN	\$ -	\$ -	\$ 29,500.00	\$ -	\$ -	\$ -	\$ -
210	TOTAL	\$ 27,482.01	\$ 26,952.47	\$ 23,349.87	\$ 30,908.03	\$ 30,908.03	\$ 31,465.45	\$ 31,465.45

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAJOR	FY2023 CITY COUNCIL
216	11175 62198 ENCUMB OPEN SPACE PLAN	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
217								
218	TOTAL PLANNING BOARD	\$ 33,278.03	\$ 33,322.47	\$ 57,817.98	\$ 37,308.03	\$ 37,308.03	\$ 37,865.45	\$ 37,865.45
219								
220	11176 ZONING BOARD OF APPEALS							
221	11176 51014 BOARD & COMM SAL & WAGES	\$ 2,900.00	\$ 2,900.00	\$ 2,175.00	\$ 2,900.00	\$ 2,900.00	\$ 2,900.00	\$ 2,900.00
222	11176 52150 COMMUNICATIONS	\$ 893.75	\$ 2,213.76	\$ 1,847.13	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
223	11176 52170 PROFESSIONAL DEV & TRAVEL	\$ -	\$ -	\$ -	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
224	11176 52230 OFFICE SUPPLIES	\$ 734.98	\$ 229.55	\$ 131.52	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00
225	11176 62150 ENCUMB COMMUNICATIONS	\$ -	\$ 500.50	\$ -	\$ -	\$ -	\$ -	\$ -
226								
227	TOTAL ZONING BOARD OF APPEAL	\$ 4,528.73	\$ 5,843.81	\$ 4,153.65	\$ 6,400.00	\$ 6,400.00	\$ 6,400.00	\$ 6,400.00
228								
229	11182 COMMUNITY DEVELOPMENT							
230	11182 51010 DEPT HEAD SALARY & WAGES	\$ 68,701.17	\$ 69,988.17	\$ 63,558.67	\$ 72,848.19	\$ 72,848.18	\$ 73,173.69	\$ 73,173.69
231	11182 51011 ASST DIR/GRANTS ADMINISTRATOR	\$ 2,984.68	\$ 2,582.44	\$ 2,480.28	\$ 3,501.62	\$ 2,645.00	\$ 2,697.69	\$ 2,697.69
232	11182 51012 CLERK/ASST SAL & WAGES	\$ 34,379.95	\$ 34,889.31	\$ 36,135.92	\$ 35,062.97	\$ 44,140.00	\$ 43,403.52	\$ 43,403.52
233	11182 51013 PROJ MNGR/FINANCIAL ADMIN	\$ 2,108.08	\$ 1,659.76	\$ 2,206.76	\$ 2,795.32	\$ 2,413.00	\$ 1,513.66	\$ 1,513.66
234	11182 51015 ECON DEV COORD SALARY	\$ 57,202.99	\$ 53,905.00	\$ 33,502.04	\$ 61,030.48	\$ 61,030.48	\$ 62,131.59	\$ 62,131.59
235	11182 51460 LONGEVITY	\$ 690.00	\$ 210.00	\$ -	\$ 630.00	\$ 390.00	\$ 420.00	\$ 420.00
236	11182 51540 VACATION BUYBACK	\$ -	\$ 1,818.85	\$ -	\$ -	\$ -	\$ -	\$ -
237	11182 51551 TERMINATION LEAVE	\$ -	\$ 14,848.40	\$ -	\$ -	\$ -	\$ -	\$ -
238	11182 52030 REPAIRS & MAINTENANCE	\$ 102.86	\$ 102.73	\$ 112.23	\$ 200.00	\$ 200.00	\$ 250.00	\$ 250.00
239	11182 52151 TELECOMMUNICATIONS	\$ 1,935.71	\$ 1,732.31	\$ 2,134.58	\$ 2,600.00	\$ 2,700.00	\$ 2,100.00	\$ 2,100.00
240	11182 52170 PROFESSIONAL DEV & TRAVEL	\$ 2,965.54	\$ 1,213.56	\$ 3,475.68	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00
241	11182 52230 OFFICE SUPPLIES	\$ 400.00	\$ 339.76	\$ 366.36	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00
242	11182 62190 ENCUMB PROFESSIONAL SERV	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
243								
244	TOTAL COMMUNITY DEVELOPMENT	\$ 171,470.98	\$ 183,290.29	\$ 143,972.52	\$ 182,568.58	\$ 190,266.66	\$ 189,590.15	\$ 189,590.15
245								
246	11192 CITY HALL MAINTENANCE							
247	11192 51016 CUSTODIAN SALARY & WAGES	\$ 78,417.98	\$ 86,605.37	\$ 74,577.71	\$ 88,079.78	\$ 88,079.78	\$ 96,390.86	\$ 96,390.86
248	11192 51030 OVERTIME	\$ 2,606.09	\$ 2,599.43	\$ 3,805.43	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00
249	11192 51031 ON-CALL/STANDBY	\$ -	\$ -	\$ 100.00	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00
250	11192 51090 CLOTH/UNIFORM ALLOWANCE	\$ 1,312.50	\$ 1,000.00	\$ 1,000.00	\$ 700.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
251	11192 51100 SHIFT DIFFERENTIAL	\$ 635.16	\$ 634.68	\$ 449.38	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
252	11192 51551 TERMINATION LEAVE	\$ -	\$ -	\$ 4,657.63	\$ -	\$ -	\$ -	\$ -
253	11192 52030 REPAIRS & MAINTENANCE	\$ 22,987.25	\$ 32,894.95	\$ 31,091.82	\$ 25,000.00	\$ 28,750.00	\$ 25,000.00	\$ 25,000.00
254	11192 52050 MINOR EQUIPMENT	\$ 402.40	\$ 17,511.05	\$ 220.40	\$ 3,000.00	\$ 3,450.00	\$ 3,450.00	\$ 3,450.00
255	11192 52110 ENERGY & UTILITIES	\$ 40,506.44	\$ 42,825.06	\$ 38,597.51	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00
256	11192 52151 TELECOMMUNICATIONS	\$ 1,235.76	\$ 1,195.76	\$ 941.03	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
257								
258	TOTAL CITY HALL MAINTENANCE	\$ 148,103.58	\$ 185,266.30	\$ 155,440.91	\$ 158,279.78	\$ 162,779.78	\$ 168,340.86	\$ 168,340.86
259								
260	11194 CABLE COMMISSION							
261	11194 51010 DEPT HEAD SALARY & WAGES	\$ 65,004.68	\$ 65,970.87	\$ 59,293.25	\$ 67,531.71	\$ 69,085.50	\$ 69,085.50	\$ 69,085.50
262	11194 51011 ASSISTANT SALARY & WAGES	\$ 48,788.38	\$ 49,512.84	\$ 44,289.27	\$ 50,684.22	\$ 56,850.00	\$ 56,850.00	\$ 56,850.00
263	11194 51013 PART TIME PRODUCTION ASST	\$ 8,758.62	\$ 12,196.16	\$ 11,652.32	\$ 16,095.51	\$ 16,095.51	\$ 16,095.51	\$ 16,095.51
264	11194 51460 LONGEVITY	\$ 600.00	\$ 630.00	\$ -	\$ 660.00	\$ 690.00	\$ 690.00	\$ 690.00
265	11194 51551 TERMINATION LEAVE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
266	11194 52030 REPAIRS & MAINTENANCE	\$ -	\$ -	\$ -	\$ 1,500.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
267	11194 52040 INFORMATION TECHNOLOGY	\$ 2,700.00	\$ 2,700.00	\$ 2,700.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00
268	11194 52050 MINOR EQUIPMENT	\$ -	\$ 554.12	\$ -	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
269	11194 52151 TELECOMMUNICATIONS	\$ 2,563.27	\$ 1,859.85	\$ 1,276.36	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL
270	11194 52170 PROFESSIONAL DEV & TRAVEL	\$ -	\$ -	\$ -	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
271	11194 52190 PROFESSIONAL SERVICES	\$ -	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
272	11194 52230 OFFICE SUPPLIES	\$ 359.98	\$ 398.62	\$ 249.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
273	11194 52380 INDIRECT COSTS REIMBURSE	\$ -	\$ -	\$ -	\$ 12,000.00	\$ 12,000.00	\$ 12,000.00	\$ 12,000.00
274	11194 55123 NEW EQUIPMENT	\$ 1,773.03	\$ 2,238.00	\$ 1,760.00	\$ 25,000.00	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00
275	11194 62050 ENCUMB MINOR EQUIPMENT	\$ -	\$ -	\$ 598.99	\$ -	\$ -	\$ -	\$ -
276	11194 65123 ENCUMB NEW EQUIPMENT	\$ -	\$ 2,764.75	\$ 174,214.00	\$ -	\$ -	\$ -	\$ -
277								
278	TOTAL CABLE COMMISSION	\$ 130,547.96	\$ 138,825.21	\$ 296,033.19	\$ 182,671.44	\$ 184,921.01	\$ 184,921.01	\$ 184,921.01
279								
280	11199 MAYOR'S UNCLASSIFIED							
281	11199 51551 TERMINATION LEAVE - RESERVE	\$ -	\$ -	\$ -	\$ 293,116.94	\$ 148,500.00	\$ 148,500.00	\$ 148,500.00
282	11199 52110 ENERGY & UTILITIES -PSS	\$ -	\$ -	\$ 6,022.43	\$ -	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00
283	11199 52152 TELEPHONE	\$ 48,755.17	\$ 48,015.51	\$ 50,067.97	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
284	11199 52153 VIRUS PANDEMIC SERV/COVID-19	\$ 61,638.49	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
285	11199 52171 MASS MUNICIPAL DUES	\$ 2,874.00	\$ 2,874.00	\$ 2,932.00	\$ 3,000.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00
286	11199 52193 ARBITRATION/LEGAL FEES	\$ 7,102.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
287	11199 52195 BUILDING DEMOLITION	\$ -	\$ 225,500.00	\$ -	\$ 23,000.00	\$ 23,000.00	\$ -	\$ -
288	11199 56900 MONT REG PLANN COMMISSION	\$ 6,635.65	\$ 6,801.54	\$ 6,971.58	\$ 6,800.00	\$ 7,232.87	\$ 7,232.87	\$ 7,232.87
289	11199 56902 TAXES OTHER TOWNS	\$ 1,760.17	\$ 1,690.60	\$ 1,599.05	\$ 2,600.00	\$ 2,600.00	\$ 2,600.00	\$ 2,600.00
290	11199 57303 WATER	\$ 12,403.14	\$ 16,226.28	\$ 8,697.13	\$ 19,000.00	\$ 19,000.00	\$ 19,000.00	\$ 19,000.00
291	11199 57500 DAMAGES PERS & PROPERTY	\$ 500.00	\$ 428.72	\$ 471.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
292	11199 57511 S. GRAVES VS. CITY LAWSUIT EXP	\$ -	\$ -	\$ 16,699.31	\$ -	\$ -	\$ -	\$ -
293	11199 58000 CAPITAL IMPR PLAN/RESEARCH	\$ 27,379.81	\$ 47,685.57	\$ 52,079.72	\$ 52,500.00	\$ 52,500.00	\$ 52,500.00	\$ 52,500.00
294	11199 58220 RENOVATIONS	\$ -	\$ -	\$ 9,400.00	\$ -	\$ -	\$ -	\$ -
295	11199 62152 ENCUMB TELEPHONE	\$ 1,480.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
296	11199 62153 ENCUMB COVID-19 EXPENSE	\$ -	\$ 11,024.81	\$ 189.99	\$ -	\$ -	\$ -	\$ -
297	11199 68000 ENCUMB CAPITAL PROJECTS/RESEAR	\$ 6,385.00	\$ 20,504.74	\$ 4,283.95	\$ -	\$ -	\$ -	\$ -
298								
299	TOTAL MAYOR'S UNCLASSIFIED	\$ 176,913.93	\$ 380,751.77	\$ 159,414.13	\$ 453,016.94	\$ 345,332.87	\$ 322,332.87	\$ 322,332.87
300								
301	12210 POLICE							
302	12210 51010 DEPT HEAD SALARY & WAGES	\$ 104,077.85	\$ 105,623.24	\$ 114,316.93	\$ 108,123.65	\$ 143,277.71	\$ 110,074.44	\$ 110,074.44
303	12210 51012 SENIOR CLERKS SAL & WGS	\$ 108,960.07	\$ 112,055.92	\$ 93,468.08	\$ 106,833.59	\$ 108,960.00	\$ 112,796.68	\$ 112,796.68
304	12210 51013 POLICE OFFICERS SAL & WGS	\$ 1,163,529.72	\$ 1,242,688.42	\$ 1,028,528.39	\$ 1,470,975.21	\$ 1,487,639.79	\$ 1,498,897.80	\$ 1,498,897.80
305	12210 51014 POLICE SERGEANTS SAL&WGS	\$ 329,234.20	\$ 338,644.76	\$ 310,239.00	\$ 369,704.56	\$ 361,898.75	\$ 392,740.77	\$ 392,740.77
306	12210 51015 PUB SAFETY COMM DIR SAL & WAGE	\$ 74,284.60	\$ 61,771.23	\$ 40,968.87	\$ 77,813.86	\$ 77,317.04	\$ 79,217.89	\$ 79,217.89
307	12210 51016 CUSTODIAN SALARY & WAGES	\$ 40,150.36	\$ 41,804.53	\$ 43,705.23	\$ 42,608.72	\$ 42,608.72	\$ 53,487.20	\$ 53,487.20
308	12210 51017 POL LIEUTENANTS SAL & WGS	\$ 148,471.87	\$ 150,597.84	\$ 136,765.99	\$ 175,010.09	\$ 157,701.77	\$ 183,994.50	\$ 183,994.50
309	12210 51021 DEPUTY CHIEF SAL & WGS	\$ 90,178.02	\$ 91,466.97	\$ 83,482.15	\$ 93,683.62	\$ 114,622.17	\$ 95,373.88	\$ 95,373.88
310	12210 51030 OVERTIME	\$ 240,996.11	\$ 279,366.20	\$ 291,799.23	\$ 330,000.00	\$ 330,000.00	\$ 330,000.00	\$ 330,000.00
311	12210 51031 ON-CALL/STANDBY	\$ -	\$ -	\$ 200.00	\$ -	\$ -	\$ -	\$ -
312	12210 51032 COMPENSATORY TIME	\$ 18,535.55	\$ (1,752.46)	\$ (5,628.53)	\$ -	\$ -	\$ -	\$ -
313	12210 51050 HOLIDAY PAY	\$ 134,905.92	\$ 146,780.08	\$ 74,716.73	\$ 239,664.69	\$ 239,664.69	\$ 247,887.98	\$ 247,887.98
314	12210 51090 CLOTH/UNIFORM ALLOWANCE	\$ 34,690.00	\$ 35,565.00	\$ 35,565.00	\$ 50,000.00	\$ 50,000.00	\$ 60,000.00	\$ 60,000.00
315	12210 51100 SHIFT DIFFERENTIAL	\$ 139,776.87	\$ 140,611.92	\$ 121,391.36	\$ 176,892.32	\$ 176,892.32	\$ 180,250.15	\$ 180,250.15
316	12210 51101 COLLEGE CREDITS	\$ 90,371.41	\$ 94,280.12	\$ 96,954.00	\$ 25,225.91	\$ 110,730.64	\$ 25,932.83	\$ 25,932.83
317	12210 51102 WORKING OUT OF GRADE	\$ 1,056.96	\$ 619.24	\$ 2,453.81	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
318	12210 51460 LONGEVITY	\$ 2,070.00	\$ 1,440.00	\$ -	\$ 1,500.00	\$ 1,500.00	\$ 1,560.00	\$ 1,560.00
319	12210 51540 VACATION BUYBACK	\$ -	\$ 2,024.69	\$ -	\$ -	\$ -	\$ -	\$ -
320	12210 51551 TERMINATION LEAVE	\$ 106,979.59	\$ 73,300.11	\$ 1,973.28	\$ -	\$ -	\$ -	\$ -
321	12210 52030 REPAIRS & MAINTENANCE	\$ 26,597.50	\$ 15,037.54	\$ 17,078.48	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
322	12210 52033 PARKING METER MAINTENANCE	\$ 4,592.75	\$ 2,975.96	\$ 2,747.04	\$ 21,500.00	\$ 21,500.00	\$ 21,500.00	\$ 21,500.00
323	12210 52040 INFORMATION TECHNOLOGY	\$ 37,943.98	\$ 28,712.20	\$ 27,369.84	\$ 45,000.00	\$ 45,000.00	\$ 45,000.00	\$ 45,000.00

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL
324	12210 52050 MINOR EQUIPMENT	\$ 4,371.06	\$ 2,310.63	\$ 1,242.43	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
325	12210 52110 ENERGY & UTILITIES	\$ 27,202.97	\$ 19,267.98	\$ 16,476.01	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00
326	12210 52150 COMMUNICATIONS	\$ 588.53	\$ 596.40	\$ 568.50	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
327	12210 52151 TELECOMMUNICATIONS	\$ 22,363.66	\$ 23,211.82	\$ 24,798.71	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00
328	12210 52170 PROFESSIONAL DEV & TRAVEL	\$ 27,840.04	\$ 22,266.90	\$ 23,148.65	\$ 33,100.00	\$ 33,100.00	\$ 33,100.00	\$ 33,100.00
329	12210 52190 PROFESSIONAL SERVICES	\$ 23,317.58	\$ 29,059.48	\$ 25,926.96	\$ 36,100.00	\$ 36,100.00	\$ 36,100.00	\$ 36,100.00
330	12210 52230 OFFICE SUPPLIES	\$ 16,619.37	\$ 14,199.47	\$ 14,416.43	\$ 16,500.00	\$ 16,500.00	\$ 16,500.00	\$ 16,500.00
331	12210 52240 VEHICLE SUPPLIES	\$ 23,235.70	\$ 27,698.80	\$ 30,615.97	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00
332	12210 55060 ARMORY EQUIPMENT	\$ 14,285.41	\$ 14,685.02	\$ 7,722.80	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
333	12210 55080 PORTABLE RADIOS	\$ 226.60	\$ 2,589.87	\$ 6,620.87	\$ -	\$ -	\$ -	\$ -
334	12210 55090 NEW POLICE VEHICLES	\$ 135,700.00	\$ 141,053.05	\$ -	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
335	12210 55145 RADIO SYSTEM UPGRADE	\$ 140.34	\$ 372.27	\$ -	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
336	12210 57090 CLOTH/UNIFORM ALLOWANCE	\$ 7,311.34	\$ 8,293.80	\$ 1,654.00	\$ 9,500.00	\$ 9,500.00	\$ 9,500.00	\$ 9,500.00
337	12210 57800 BUILDING REPAIRS	\$ -	\$ 420.00	\$ -	\$ -	\$ -	\$ -	\$ -
338	12210 62030 ENCUMB REPAIRS & MAINTEN	\$ -	\$ 12,527.46	\$ 29,426.21	\$ -	\$ -	\$ -	\$ -
339	12210 62033 ENC PARKING METER MAINTENANCE	\$ -	\$ 6,075.98	\$ 3,195.84	\$ -	\$ -	\$ -	\$ -
340	12210 62040 ENC INFORMATION TECH	\$ -	\$ -	\$ 16,287.80	\$ -	\$ -	\$ -	\$ -
341	12210 62151 ENCUMB TELECOMMUNICATIONS	\$ 2,371.25	\$ -	\$ 2,788.18	\$ -	\$ -	\$ -	\$ -
342	12210 62190 ENCUMB PROFESSIONAL SERV	\$ -	\$ 6,543.18	\$ 2,012.93	\$ -	\$ -	\$ -	\$ -
343	12210 62230 ENCUMB OFFICE SUPPLIES	\$ -	\$ -	\$ 1,800.53	\$ -	\$ -	\$ -	\$ -
344	12210 62240 ENCUMB VEHICLE SUPPLIES	\$ -	\$ -	\$ 701.20	\$ -	\$ -	\$ -	\$ -
345	12210 65060 ENC ARMORY EQUIPMENT	\$ -	\$ -	\$ 5,135.24	\$ -	\$ -	\$ -	\$ -
346	12210 65080 ENCUMB PORTABLE RADIOS	\$ -	\$ -	\$ 2,589.87	\$ -	\$ -	\$ -	\$ -
347	12210 65090 ENC NEW VEHICLES	\$ 6,124.45	\$ 4,813.36	\$ 49,395.25	\$ -	\$ -	\$ -	\$ -
348	12210 65145 ENCUMB RADIO SYSTEM UPGRADE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
349	12210 67090 ENCUMB CLOTH/UNIFORM ALLOWANC	\$ -	\$ 3,006.00	\$ -	\$ -	\$ -	\$ -	\$ -
350								
351	TOTAL POLICE	\$ 3,208,901.63	\$ 3,302,604.96	\$ 2,784,619.26	\$ 3,583,236.22	\$ 3,718,013.60	\$ 3,735,414.12	\$ 3,735,414.12
352								
353	12220 FIRE							
354	12220 51010 DEPT HEAD SALARY & WAGES	\$ 95,486.28	\$ 99,270.99	\$ 91,975.77	\$ 103,724.09	\$ 103,526.00	\$ 105,595.75	\$ 105,595.75
355	12220 51011 CAPTAINS SALARY & WAGES	\$ 82,737.33	\$ 94,200.06	\$ 73,650.74	\$ 83,313.59	\$ 83,273.00	\$ 86,603.17	\$ 84,937.98
356	12220 51012 SENIOR CLERK SAL & WAGES	\$ 49,866.95	\$ 49,827.38	\$ 46,971.58	\$ 49,811.69	\$ 52,603.00	\$ 52,602.16	\$ 52,602.16
357	12220 51013 PRIVATES SALARY & WAGES	\$ 1,221,804.68	\$ 1,089,467.27	\$ 1,015,370.76	\$ 1,303,556.07	\$ 1,313,589.00	\$ 1,359,260.24	\$ 1,335,099.38
358	12220 51014 SUPT FIRE ALARM SAL & WGS				\$ -	\$ 80,000.00	\$ -	\$ -
359	12220 51016 LIEUTENANTS SALARY&WAGES	\$ 469,549.41	\$ 513,873.41	\$ 369,662.79	\$ 524,405.67	\$ 436,040.00	\$ 527,687.76	\$ 519,265.95
360	12220 51020 CALL FIREFIGHTERS SAL&WGS				\$ -	\$ 50,000.00	\$ -	\$ -
361	12220 51021 DEPUTY FIRE CHIEF SAL & WAGES				\$ -	\$ 94,000.00	\$ -	\$ -
362	12220 51030 OVERTIME	\$ 432,136.51	\$ 552,558.74	\$ 601,939.69	\$ 300,000.00	\$ 400,000.00	\$ 310,000.00	\$ 296,427.21
363	12220 51050 HOLIDAY PAY	\$ 190,860.24	\$ 195,207.23	\$ 98,119.04	\$ 196,336.55	\$ 206,408.00	\$ 207,222.87	\$ 203,260.49
364	12220 51090 CLOTH/UNIFORM ALLOWANCE	\$ 36,800.00	\$ 37,675.00	\$ 40,170.00	\$ 39,050.00	\$ 35,920.00	\$ 39,050.00	\$ 39,050.00
365	12220 51101 COLLEGE CREDITS	\$ 32,000.00	\$ 32,000.00	\$ 28,000.00	\$ 36,000.00	\$ 26,000.00	\$ 36,000.00	\$ 35,440.00
366	12220 51102 COLLATERAL JOBS	\$ 61,474.45	\$ 42,917.17	\$ 37,376.19	\$ 55,000.00	\$ 60,000.00	\$ 55,000.00	\$ 54,164.40
367	12220 51103 EDUCATIONAL INCENTIVE	\$ 2,865.29	\$ 3,944.87	\$ 12,884.31	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 9,717.66
368	12220 51105 SICK LEAVE INCENTIVE	\$ 1,948.51	\$ 19,686.73	\$ 734.73	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,485.31
369	12220 51200 PHYSICAL FITNESS	\$ 12,200.00	\$ 11,600.00	\$ 11,600.00	\$ 12,800.00	\$ 15,600.00	\$ 12,800.00	\$ 12,800.00
370	12220 51460 LONGEVITY	\$ 1,380.00	\$ 2,450.00	\$ -	\$ 1,410.00	\$ 990.00	\$ 1,220.00	\$ 1,220.00
371	12220 51540 VACATION BUYBACK	\$ -	\$ 1,857.55	\$ -	\$ -	\$ -	\$ -	\$ -
372	12220 51551 TERMINATION LEAVE	\$ 1,206.24	\$ 149,079.29	\$ 83,675.42	\$ -	\$ -	\$ -	\$ -
373	12220 52030 REPAIRS & MAINTENANCE	\$ 104,442.88	\$ 102,446.79	\$ 69,346.36	\$ 80,000.00	\$ 85,000.00	\$ 85,000.00	\$ 85,000.00
374	12220 52037 AMBULANCE EXPENSES	\$ -	\$ 769.78	\$ -	\$ -	\$ -	\$ -	\$ -
375	12220 52040 INFORMATION TECHNOLOGY	\$ 4,161.38	\$ 4,348.31	\$ 5,651.26	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
376	12220 52050 MINOR EQUIPMENT	\$ 11,208.63	\$ 11,687.62	\$ 10,084.45	\$ 12,500.00	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00
377	12220 52110 ENERGY & UTILITIES	\$ 29,594.49	\$ 24,250.70	\$ 24,389.89	\$ 30,600.00	\$ 32,000.00	\$ 32,000.00	\$ 32,000.00

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAJOR	FY2023 CITY COUNCIL
378	12220 52150 COMMUNICATIONS	\$ 127.84	\$ 36.53	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
379	12220 52151 TELECOMMUNICATIONS	\$ 3,801.26	\$ 4,490.12	\$ 3,707.82	\$ 4,800.00	\$ 4,800.00	\$ 4,800.00	\$ 4,800.00
380	12220 52170 PROFESSIONAL DEV & TRAVEL	\$ 9,339.90	\$ 5,201.95	\$ 8,364.60	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
381	12220 52190 PROFESSIONAL SERVICES	\$ -	\$ 2,500.00	\$ 2,315.00	\$ 2,500.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
382	12220 52230 OFFICE SUPPLIES	\$ 3,650.35	\$ 5,295.47	\$ 3,550.77	\$ 5,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
383	12220 52238 FIRE PREVENT/TRAINING SUPPLIES	\$ 570.00	\$ 1,881.90	\$ 1,791.69	\$ 2,200.00	\$ 2,200.00	\$ 2,200.00	\$ 2,200.00
384	12220 52240 VEHICLE SUPPLIES	\$ 17,980.04	\$ 20,135.67	\$ 15,080.42	\$ 22,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
385	12220 52995 PHYSICAL FITNESS	\$ 2,052.35	\$ 2,000.00	\$ 131.75	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
386	12220 55090 NEW FIRE VEHICLES	\$ 58,415.76	\$ 40,000.00	\$ -	\$ -	\$ -	\$ -	\$ -
387	12220 55114 PROTECTIVE FF CLOTHING	\$ 11,023.89	\$ 64,689.31	\$ 36,801.89	\$ 37,000.00	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00
388	12220 55123 NEW EQUIPMENT	\$ -	\$ 24,818.18	\$ -	\$ -	\$ -	\$ -	\$ -
389	12220 55146 STUDENT AWARE OF FIRE EDU	\$ 1,476.94	\$ -	\$ 119.99	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
390	12220 62030 ENCUMB REPAIRS & MAINTEN	\$ 2,371.25	\$ 5,203.51	\$ -	\$ -	\$ -	\$ -	\$ -
391	12220 65090 ENC NEW VEHICLES	\$ -	\$ 1,584.24	\$ -	\$ -	\$ -	\$ -	\$ -
392	12220 65114 ENC PROTECT FF CLOTHES	\$ 10,291.22	\$ 18,565.04	\$ 21,947.32	\$ -	\$ -	\$ -	\$ -
393								
394	TOTAL FIRE	\$ 2,962,824.07	\$ 3,235,520.81	\$ 2,715,414.23	\$ 2,940,007.66	\$ 3,210,949.00	\$ 3,046,041.95	\$ 2,992,566.29
395								
396	12231 AMBULANCE							
397	12231 51013 PRIVATE AMBULANCE SAL&WAGES	\$ 353,284.97	\$ 365,327.75	\$ 321,749.55	\$ 408,051.27	\$ 368,286.00	\$ 418,515.38	\$ 411,232.52
398	12231 51030 OVERTIME	\$ 102,317.94	\$ 112,894.53	\$ 99,191.31	\$ 75,000.00	\$ 100,000.00	\$ 75,000.00	\$ 72,769.90
399	12231 51050 HOLIDAY PAY	\$ 33,761.52	\$ 38,876.02	\$ 18,298.71	\$ 42,262.45	\$ 42,756.00	\$ 43,944.12	\$ 43,178.15
400	12231 51090 CLOTH/UNIFORM ALLOWANCE	\$ 7,875.00	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00
401	12231 51101 COLLEGE CREDITS	\$ -	\$ -	\$ -	\$ -	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00
402	12231 51102 COLLATERAL JOBS	\$ 39,989.20	\$ 37,134.27	\$ 36,695.24	\$ 30,000.00	\$ 40,000.00	\$ 30,000.00	\$ 29,173.55
403	12231 51105 EDUCATIONAL INCENTIVE	\$ 112.34	\$ -	\$ -	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
404	12231 51415 AMBULANCE SERV STIPEND	\$ 17,396.00	\$ 17,667.00	\$ 15,598.00	\$ 17,520.00	\$ 17,472.00	\$ 17,520.00	\$ 17,520.00
405	12231 52030 REPAIRS & MAINTENANCE	\$ 4,452.27	\$ 14,979.39	\$ 5,340.07	\$ 10,000.00	\$ 15,000.00	\$ 10,000.00	\$ 10,000.00
406	12231 52037 AMBULANCE SUPP/EXPENSES	\$ 14,975.81	\$ 21,109.89	\$ 16,904.29	\$ 20,000.00	\$ 22,000.00	\$ 20,000.00	\$ 20,000.00
407	12231 52040 INFORMATION TECHNOLOGY	\$ 5,855.13	\$ 2,730.99	\$ 6,500.00	\$ 6,500.00	\$ 13,500.00	\$ 10,500.00	\$ 10,500.00
408	12231 52041 LISC RENEWALS/FEEES/ INSPECTION	\$ 6,381.83	\$ 5,622.69	\$ 6,760.32	\$ 5,000.00	\$ 7,000.00	\$ 7,000.00	\$ 7,000.00
409	12231 52050 MINOR EQUIPMENT	\$ -	\$ -	\$ -	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00
410	12231 52151 TELECOMMUNICATIONS	\$ 1,620.61	\$ 2,518.01	\$ 2,205.39	\$ 2,700.00	\$ 2,700.00	\$ 2,700.00	\$ 2,700.00
411	12231 52170 PROFESSIONAL DEV & TRAVEL	\$ 3,334.25	\$ 3,619.68	\$ 2,594.55	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
412	12231 52190 PROFESSIONAL SERVICES	\$ 308,788.81	\$ 306,901.25	\$ 286,901.00	\$ 320,000.00	\$ 320,000.00	\$ 320,000.00	\$ 320,000.00
413	12231 52230 OFFICE SUPPLIES	\$ 368.46	\$ 471.38	\$ 243.75	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
414	12231 52240 VEHICLE SUPPLIES	\$ 2,709.10	\$ 1,846.22	\$ 3,542.81	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00
415								
416	TOTAL AMBULANCE	\$ 903,223.24	\$ 940,699.07	\$ 830,623.99	\$ 962,033.72	\$ 977,714.00	\$ 984,179.50	\$ 973,074.12
417								
418	12240 DISPATCHERS							
419	12240 51010 DISPATCH SUPERV SALARY & WAGES	\$ 153,216.85	\$ 101,962.40	\$ 12,838.94	\$ 160,521.55	\$ 160,521.55	\$ -	\$ -
420	12240 51013 FULL TIME DISPATCHERS SAL	\$ 310,441.70	\$ 324,194.71	\$ 317,774.12	\$ 326,851.75	\$ 326,851.74	\$ 484,203.20	\$ 484,203.20
421	12240 51022 PART TIME DISPATCHERS SAL	\$ 42,154.48	\$ 48,001.56	\$ 49,996.25	\$ 42,759.64	\$ 42,759.65	\$ 65,988.00	\$ 65,988.00
422	12240 51030 OVERTIME	\$ 170,317.39	\$ 158,313.78	\$ 144,616.03	\$ 120,000.00	\$ 120,000.00	\$ 120,000.00	\$ 120,000.00
423	12240 51032 COMPENSATORY TIME	\$ (2,862.33)	\$ (1,960.21)	\$ (5,723.46)	\$ -	\$ -	\$ -	\$ -
424	12240 51050 HOLIDAY PAY	\$ 45,174.02	\$ 42,183.49	\$ 16,198.55	\$ 56,978.05	\$ 56,978.05	\$ 57,770.08	\$ 57,770.08
425	12240 51090 CLOTH/UNIFORM ALLOWANCE	\$ 7,600.00	\$ 5,875.00	\$ 6,687.50	\$ 9,800.00	\$ 9,800.00	\$ 9,000.00	\$ 9,000.00
426	12240 51100 SHIFT DIFFERENTIAL	\$ 36,235.47	\$ 35,554.41	\$ 31,157.42	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00
427	12240 51200 PHYSICAL FITNESS	\$ -	\$ -	\$ -	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
428	12240 51551 TERMINATION LEAVE	\$ -	\$ 1,536.03	\$ 645.44	\$ -	\$ -	\$ -	\$ -
429	12240 52170 PROFESSIONAL DEV & TRAVEL	\$ 1,031.25	\$ 8,195.65	\$ 4,528.80	\$ 17,000.00	\$ 17,000.00	\$ 17,000.00	\$ 17,000.00
430								
431	TOTAL DISPATCHERS	\$ 763,308.83	\$ 723,856.82	\$ 578,719.59	\$ 764,110.99	\$ 764,110.99	\$ 784,161.28	\$ 784,161.28

Line #		FY2023 BUDGET APPROVED AS OF JUNE 21, 2022									
		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL			
432											
433	12241 BUILDING INSPECTOR										
434	12241 51010 DEPT HEAD SALARY & WAGES	\$ 78,801.75	\$ 79,971.42	\$ 72,906.44	\$ 81,864.63	\$ 81,864.63	\$ 83,341.66	\$ 83,341.66			
435	12241 51011 LOCAL BLDG INSP SAL & WGS	\$ 60,831.06	\$ 65,114.08	\$ 62,404.07	\$ 94,004.61	\$ 94,004.61	\$ 128,670.00	\$ 128,670.00			
436	12241 51012 CLERK/ASST SAL & WAGES	\$ 39,944.60	\$ 40,534.20	\$ 36,549.39	\$ 40,201.59	\$ 40,201.59	\$ 46,733.96	\$ 46,733.96			
437	12241 51013 P/T CLERK/ASST SAL & WGS	\$ 27,963.48	\$ 35,189.60	\$ 30,778.83	\$ 36,468.59	\$ 36,468.59	\$ 45,367.92	\$ 45,367.92			
438	12241 51018 PLUMBING & GAS INSP SAL & WAGE	\$ 31,871.94	\$ 33,371.82	\$ 30,690.28	\$ 34,156.24	\$ 34,156.24	\$ 34,773.02	\$ 34,773.02			
439	12241 51019 WIRE INSPECTOR SAL & WAGES	\$ 60,819.00	\$ 61,727.80	\$ 56,275.26	\$ 63,189.04	\$ 63,189.04	\$ 64,330.09	\$ 64,330.09			
440	12241 51023 ALTERNATE INSPECTOR SALARY	\$ 3,577.82	\$ 350.00	\$ 5,970.05	\$ 9,726.49	\$ 9,726.49	\$ 9,795.27	\$ 9,795.27			
441	12241 51030 OVERTIME	\$ 125.42	\$ 226.95	\$ -	\$ 1,800.00	\$ 1,800.00	\$ 1,800.00	\$ 1,800.00			
442	12241 51090 CLOTH/UNIFORM ALLOWANCE	\$ 1,350.00	\$ 1,175.00	\$ 1,525.00	\$ 2,050.00	\$ 2,050.00	\$ 2,050.00	\$ 2,050.00			
443	12241 51460 LONGEVITY	\$ 750.00	\$ 690.00	\$ -	\$ 780.00	\$ 870.00	\$ 870.00	\$ 870.00			
444	12241 51551 TERMINATION LEAVE	\$ -	\$ -	\$ 871.15	\$ -	\$ -	\$ -	\$ -			
445	12241 52020 ABANDONED BUILDING MAINT	\$ 1,031.37	\$ 531.13	\$ 139.98	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00	\$ 1,100.00			
446	12241 52030 REPAIRS & MAINTENANCE	\$ 377.60	\$ 1,060.79	\$ 186.62	\$ 2,500.00	\$ 2,875.00	\$ 2,875.00	\$ 2,875.00			
447	12241 52031 REPAIRS TO POLES & LIGHTS	\$ 5,305.06	\$ 4,984.52	\$ 1,465.58	\$ 9,000.00	\$ 10,350.00	\$ 10,350.00	\$ 10,350.00			
448	12241 52050 MINOR EQUIPMENT	\$ 541.68	\$ 3,350.00	\$ 537.75	\$ 3,350.00	\$ 3,853.00	\$ 3,853.00	\$ 3,853.00			
449	12241 52110 ENERGY & UTILITIES	\$ 8,256.59	\$ 8,428.24	\$ 6,789.57	\$ 7,500.00	\$ 7,500.00	\$ 8,500.00	\$ 8,500.00			
450	12241 52151 TELECOMMUNICATIONS	\$ 2,616.37	\$ 2,383.54	\$ 1,709.60	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00			
451	12241 52170 PROFESSIONAL DEV & TRAVEL	\$ 2,009.28	\$ 684.00	\$ 827.60	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00			
452	12241 52230 OFFICE SUPPLIES	\$ 1,176.92	\$ 758.99	\$ 409.99	\$ 2,000.00	\$ 2,300.00	\$ 2,000.00	\$ 2,000.00			
453	12241 52240 VEHICLE SUPPLIES	\$ 7,011.46	\$ 2,166.59	\$ 1,720.50	\$ 3,000.00	\$ 3,450.00	\$ 3,000.00	\$ 3,000.00			
454	12241 52280 COPIER EXPENSES	\$ 158.20	\$ 253.84	\$ 42.37	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00			
455	12241 55120 NEW VEHICLE EXPENSE	\$ -	\$ 30,000.00	\$ 39,811.00	\$ -	\$ -	\$ -	\$ -			
456	12241 62030 ENCUMB REPAIRS & MAINTEN	\$ 1,200.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
457	12241 62031 ENC REPAIRS TO POLES & LIGHTS	\$ -	\$ 3,214.12	\$ 3,982.44	\$ -	\$ -	\$ -	\$ -			
458	12241 62050 ENCUMB MINOR EQUIPMENT	\$ -	\$ -	\$ 8,545.00	\$ -	\$ -	\$ -	\$ -			
459	12241 62170 ENCUMB PROF DEVELOPMENT & TRAV	\$ -	\$ 1,470.00	\$ -	\$ -	\$ -	\$ -	\$ -			
460	TOTAL BUILDING INSPECTOR	\$ 335,719.60	\$ 377,636.63	\$ 364,138.47	\$ 400,691.19	\$ 403,759.19	\$ 457,409.92	\$ 457,409.92			
461											
462	12244 WEIGHTS & MEASURES										
463	12244 51010 DEPT HEAD SALARY & WAGES	\$ 9,341.40	\$ 9,528.23	\$ 8,952.57	\$ 9,785.19	\$ 9,785.19	\$ 9,961.77	\$ 9,961.77			
464	12244 52230 OFFICE SUPPLIES	\$ 64.08	\$ 63.94	\$ 77.56	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00			
465	TOTAL WEIGHTS & MEASURES	\$ 9,405.48	\$ 9,592.17	\$ 9,030.13	\$ 9,985.19	\$ 9,985.19	\$ 10,161.77	\$ 10,161.77			
466											
467	12290 ANIMAL CONTROL OFFICER										
468	12290 51010 SENIOR ANIMAL OFFICER SAL & WA	\$ 40,940.89	\$ 41,529.26	\$ 40,723.56	\$ 42,327.76	\$ 48,464.00	\$ 47,528.00	\$ 47,528.00			
470	12290 51011 ANIMAL CONT OFF SAL & WAGES	\$ 61,115.79	\$ 69,323.32	\$ 68,967.55	\$ 70,655.92	\$ 80,121.80	\$ 80,121.60	\$ 80,121.60			
471	12290 51030 OVERTIME	\$ 3,840.80	\$ 6,064.90	\$ 5,358.03	\$ 3,000.00	\$ 5,000.00	\$ 3,000.00	\$ 3,000.00			
472	12290 51031 ON-CALL/STANDBY	\$ -	\$ -	\$ 10,390.00	\$ -	\$ -	\$ 20,060.00	\$ 20,060.00			
473	12290 51090 CLOTH/UNIFORM ALLOWANCE	\$ 1,166.67	\$ 1,050.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,950.00	\$ 1,950.00			
474	12290 51460 LONGEVITY	\$ 210.00	\$ -	\$ 240.00	\$ 270.00	\$ -	\$ -	\$ -			
475	12290 51551 TERMINATION LEAVE	\$ 838.89	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
476	12290 52030 REPAIRS & MAINTENANCE	\$ -	\$ 3,930.39	\$ 1,954.35	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00			
477	12290 52151 TELECOMMUNICATIONS	\$ 1,524.87	\$ 1,595.79	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00			
478	12290 52170 PROFESSIONAL DEV & TRAVEL	\$ 725.00	\$ 350.00	\$ 481.90	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00			
479	12290 52240 VEHICLE SUPPLIES	\$ 1,693.20	\$ 1,448.57	\$ 682.56	\$ 2,600.00	\$ 2,600.00	\$ 2,600.00	\$ 2,600.00			
480	12290 55090 NEW VEHICLES	\$ -	\$ 36,000.00	\$ -	\$ -	\$ -	\$ -	\$ -			
481	12290 62240 ENCUMB VEHICLE SUPPLIES	\$ -	\$ 1,020.45	\$ -	\$ -	\$ -	\$ -	\$ -			
482	12290 65090 ENC NEW VEHICLES	\$ -	\$ -	\$ 34,936.80	\$ -	\$ -	\$ -	\$ -			
483	12290 65090 ENC NEW VEHICLES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
484	TOTAL ANIMAL CONTROL OFFICER	\$ 112,056.11	\$ 162,312.68	\$ 168,234.75	\$ 129,853.68	\$ 147,185.80	\$ 164,759.60	\$ 164,759.60			
85											

FY2023 BUDGET APPROVED AS OF JUNE 21, 2022									
Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL	
486									
487	12291 CIVIL DEFENSE								
488	12291 51010 DEPT HEAD SALARY & WAGES	\$ 9,171.84	\$ 9,355.32	\$ 8,790.10	\$ 9,607.64	\$ 9,607.64	\$ 9,542.43	\$ 9,542.43	
489	12291 52040 INFORMATION TECHNOLOGY	\$ 1,357.94	\$ 79.95	\$ -	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	
490	12291 52050 MINOR EQUIPMENT	\$ 221.69	\$ -	\$ -	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	
491	12291 52230 OFFICE SUPPLIES	\$ -	\$ 337.60	\$ 22.57	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	
492	12291 52996 EMERGENCY FUND	\$ -	\$ 144.72	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	
493	12291 62040 ENC INFORMATION TECH	\$ -	\$ -	\$ 1,420.05	\$ -	\$ -	\$ -	\$ -	
494									
495	TOTAL CIVIL DEFENSE	\$ 10,751.47	\$ 9,917.59	\$ 10,232.72	\$ 13,607.64	\$ 13,607.64	\$ 13,542.43	\$ 13,542.43	
496									
497	12292 ANIMAL SHELTER								
498	12292 51023 ALT ANIMAL CONT OFF SAL&W	\$ 24,584.21	\$ 25,910.54	\$ 29,142.65	\$ 30,379.03	\$ 30,379.03	\$ 31,606.34	\$ 31,606.34	
499	12292 51030 OVERTIME	\$ -	\$ 274.85	\$ -	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	
500	12292 52030 REPAIRS & MAINTENANCE	\$ 6,700.00	\$ 2,977.06	\$ 2,623.40	\$ 4,200.00	\$ 4,200.00	\$ 4,200.00	\$ 4,200.00	
501	12292 52040 INFORMATION TECHNOLOGY	\$ 477.96	\$ 734.76	\$ 966.06	\$ 1,300.00	\$ 1,300.00	\$ 1,300.00	\$ 1,300.00	
502	12292 52050 MINOR EQUIPMENT	\$ 1,051.48	\$ 99.95	\$ 2,200.00	\$ 2,200.00	\$ 2,200.00	\$ 2,200.00	\$ 2,200.00	
503	12292 52110 ENERGY & UTILITIES	\$ 7,930.78	\$ 6,382.12	\$ 6,566.51	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	
504	12292 52190 PROFESSIONAL SERVICES	\$ -	\$ 3,200.00	\$ 654.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	
505	12292 52230 OFFICE SUPPLIES	\$ 748.54	\$ 885.65	\$ 82.37	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00	
506	12292 52240 VEHICLE SUPPLIES	\$ -	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	
507	12292 52997 ANIMAL CARE & DISPOSAL	\$ 26,189.86	\$ 29,208.94	\$ 7,652.96	\$ 33,000.00	\$ 33,000.00	\$ 33,000.00	\$ 33,000.00	
508	12292 62030 ENCUMB REPAIRS & MAINTEN	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
509	12292 62190 ENCUMB PROFESSIONAL SERV	\$ -	\$ 12,910.00	\$ 205.32	\$ -	\$ -	\$ -	\$ -	
510	12292 62997 ENCUMB ANIMAL CARE & DISPOSAL	\$ -	\$ 2,187.20	\$ 25,561.23	\$ -	\$ -	\$ -	\$ -	
511									
512	TOTAL ANIMAL SHELTER	\$ 67,682.83	\$ 84,771.07	\$ 75,654.50	\$ 84,529.03	\$ 84,529.03	\$ 85,756.34	\$ 85,756.34	
513									
514	12293 CIVIL ENFORCEMENT								
515	12293 51010 DEPT HEAD SALARY & WAGES	\$ 2,083.30	\$ 2,499.96	\$ 2,291.63	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	
516	12293 52190 PROFESSIONAL SERVICES	\$ 4,285.00	\$ 2,212.50	\$ 807.50	\$ 8,500.00	\$ 8,500.00	\$ 8,500.00	\$ 8,500.00	
517	12293 62190 ENCUMB PROFESSIONAL SERV	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
518									
519	TOTAL CIVIL ENFORCEMENT	\$ 6,368.30	\$ 4,712.46	\$ 3,099.13	\$ 11,000.00	\$ 11,000.00	\$ 11,000.00	\$ 11,000.00	
520									
521									
522	13999 REGIONAL SCHOOL DISTRICTS								
523	13999 56500 9500-MONT VOC TEC SCH ASSESS	\$ 1,155,223.00	\$ 1,183,237.08	\$ 1,068,430.14	\$ 1,187,518.00	\$ 1,253,518.00	\$ 1,134,654.00	\$ 1,134,654.00	
524									
525	TOTAL REGIONAL SCHOOL DISTRI	\$ 1,155,223.00	\$ 1,183,237.08	\$ 1,068,430.14	\$ 1,187,518.00	\$ 1,253,518.00	\$ 1,134,654.00	\$ 1,134,654.00	
526									
527	14410 SURVEY								
528	14410 51010 DEPT HEAD SALARY & WAGES	\$ 42,941.64	\$ 43,579.30	\$ 39,474.90	\$ 44,611.08	\$ 44,611.09	\$ 45,415.97	\$ 45,415.97	
529	14410 51013 GIS / AUTOCAD TECHNICIAN	\$ 51,307.78	\$ 29,976.74	\$ 43,161.90	\$ 48,745.19	\$ 48,745.19	\$ 49,624.66	\$ 49,624.66	
530	14410 51460 LONGEVITY	\$ 420.00	\$ 470.00	\$ 270.00	\$ 270.00	\$ -	\$ -	\$ -	
531	14410 51551 TERMINATION LEAVE	\$ -	\$ 2,782.73	\$ 2,640.52	\$ -	\$ -	\$ -	\$ -	
532	14410 52030 REPAIRS & MAINTENANCE	\$ 83.10	\$ 744.52	\$ 537.61	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	
533	14410 52040 INFORMATION TECHNOLOGY	\$ 5,845.00	\$ -	\$ 3,618.49	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	
534	14410 52050 MINOR EQUIPMENT	\$ 113.09	\$ -	\$ -	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	
535	14410 52150 COMMUNICATIONS	\$ 20.00	\$ -	\$ 192.50	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00	
536	14410 52151 TELECOMMUNICATIONS	\$ 450.16	\$ 646.32	\$ 1,100.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	
537	14410 52170 PROFESSIONAL DEV & TRAVEL	\$ 150.00	\$ 75.00	\$ -	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00	
538	14410 52190 PROFESSIONAL SERVICES	\$ 15,568.01	\$ 6,912.43	\$ 4,415.00	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00	
539	14410 52230 OFFICE SUPPLIES	\$ 1,100.27	\$ 514.69	\$ 458.91	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAJOR	FY2023 CITY COUNCIL
540	14410 52240 VEHICLE SUPPLIES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
541	14410 58000 CAPITAL IMPROVEMENT PLAN	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
542	14410 58100 EPA NPDES	\$ 2,500.00	\$ -	\$ -	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00
543	14410 58605 HOMEWELL MV FEE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
544	14410 62170 ENCUMB PROF DEVELOPMENT & TRAV	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
545	14410 62190 ENCUMB PROFESSIONAL SERV	\$ 33,341.75	\$ 8,447.25	\$ 5,465.67	\$ -	\$ -	\$ -	\$ -
546	14410 68100 ENCUMB EPA NPDES	\$ 7,500.00	\$ 33,683.08	\$ 16,816.92	\$ -	\$ -	\$ -	\$ -
547								
548	TOTAL SURVEY	\$ 161,340.80	\$ 127,832.06	\$ 118,152.42	\$ 164,626.27	\$ 164,856.28	\$ 166,040.63	\$ 166,040.63
549								
550	14421 PUBLIC WORKS							
551	14421 51010 DEPT HEAD SALARY & WAGES	\$ 50,462.55	\$ 51,212.26	\$ 45,837.94	\$ 52,424.40	\$ 53,472.89	\$ 53,370.26	\$ 53,370.26
552	14421 51012 CLERK/AST SAL & WAGES	\$ 24,926.45	\$ 24,169.19	\$ 22,021.22	\$ 24,178.39	\$ 24,661.96	\$ 25,531.48	\$ 25,531.48
553	14421 51013 MAINTENANCE CREW SAL & WAGES	\$ 987,839.86	\$ 971,498.11	\$ 859,575.09	\$ 1,118,961.30	\$ 1,211,675.00	\$ 1,149,593.64	\$ 1,149,593.64
554	14421 51014 BOARD & COMM SAL & WAGES	\$ 2,062.50	\$ 2,500.00	\$ 1,875.00	\$ 3,100.00	\$ 3,100.00	\$ 3,100.00	\$ 3,100.00
555	14421 51030 OVERTIME	\$ 72,469.93	\$ 67,728.21	\$ 46,177.94	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
556	14421 51031 WEEK-END STANDBY	\$ 22,900.00	\$ 21,539.29	\$ 19,447.03	\$ 20,000.00	\$ 22,650.00	\$ 20,000.00	\$ 20,000.00
557	14421 51090 CLOTH/UNIFORM ALLOWANCE	\$ 26,360.00	\$ 21,990.00	\$ 21,730.00	\$ 21,730.00	\$ 22,260.00	\$ 26,020.00	\$ 26,020.00
558	14421 51100 SHIFT DIFFERENTIAL	\$ 315.50	\$ 610.65	\$ 59.43	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
559	14421 51102 WORKING OUT OF GRADE	\$ 8,175.51	\$ 9,385.10	\$ 8,844.66	\$ 12,000.00	\$ 12,000.00	\$ 12,000.00	\$ 12,000.00
560	14421 51105 SICK LEAVE INCENTIVE	\$ 3,956.55	\$ 4,921.18	\$ 3,947.44	\$ 3,500.00	\$ 4,200.00	\$ 3,500.00	\$ 3,500.00
561	14421 51460 LONGEVITY	\$ 570.00	\$ 600.00	\$ -	\$ 630.00	\$ 660.00	\$ 660.00	\$ 660.00
562	14421 51551 TERMINATION LEAVE	\$ 31,169.77	\$ 10,493.31	\$ 5,861.33	\$ -	\$ -	\$ -	\$ -
563	14421 52030 REPAIRS & MAINTENANCE	\$ 157,598.85	\$ 207,276.92	\$ 153,639.77	\$ 200,000.00	\$ 220,000.00	\$ 200,000.00	\$ 200,000.00
564	14421 52032 TRAFFIC MAINTENANCE	\$ 30,175.24	\$ 29,711.49	\$ 12,113.76	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00
565	14421 52033 PARKING METER MAINTENANCE	\$ 6,858.78	\$ 4,135.37	\$ 2,236.88	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00
566	14421 52034 CRUSHER MAINTENANCE	\$ 1,489.54	\$ 43.17	\$ -	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
567	14421 52035 CEMETERY MAINTENANCE	\$ 9,000.00	\$ 8,999.12	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00
568	14421 52038 UNACCEPTED ROAD MAINTENAN	\$ 4,773.00	\$ -	\$ -	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
569	14421 52040 INFORMATION TECHNOLOGY	\$ 2,428.62	\$ 2,704.20	\$ 1,326.10	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00
570	14421 52050 MINOR EQUIPMENT	\$ 6,659.02	\$ 7,157.57	\$ 122.11	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
571	14421 52070 EQUIPMENT RENTAL	\$ 3,507.25	\$ 1,000.00	\$ -	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00
572	14421 52110 ENERGY & UTILITIES	\$ 25,728.19	\$ 26,589.77	\$ 25,487.26	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
573	14421 52120 STREET LIGHTING	\$ 136,676.61	\$ 134,752.65	\$ 117,716.40	\$ 90,000.00	\$ 120,000.00	\$ 100,000.00	\$ 100,000.00
574	14421 52150 COMMUNICATIONS	\$ -	\$ -	\$ -	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
575	14421 52151 TELECOMMUNICATIONS	\$ 6,893.93	\$ 7,337.69	\$ 6,937.32	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00
576	14421 52170 PROFESSIONAL DEV & TRAVEL	\$ 3,527.37	\$ 4,172.69	\$ 2,172.05	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
577	14421 52190 PROFESSIONAL SERVICES	\$ 14,106.62	\$ 28,938.94	\$ 11,305.99	\$ 10,000.00	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00
578	14421 52192 TREE PLANTING	\$ -	\$ -	\$ -	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
579	14421 52210 SNOW & ICE	\$ 571,851.71	\$ 562,124.54	\$ 648,008.23	\$ 300,000.00	\$ 300,000.00	\$ 300,000.00	\$ 300,000.00
580	14421 52230 OFFICE SUPPLIES	\$ 3,766.82	\$ 4,000.00	\$ 2,779.34	\$ 4,500.00	\$ 4,500.00	\$ 4,500.00	\$ 4,500.00
581	14421 52243 VEHICLE FUEL	\$ 177,274.23	\$ 189,743.66	\$ 210,680.60	\$ 220,000.00	\$ 240,000.00	\$ 220,000.00	\$ 220,000.00
582	14421 52700 ROAD MAINTENANCE	\$ 120,279.72	\$ 116,674.53	\$ 118,163.59	\$ 120,000.00	\$ 120,000.00	\$ 120,000.00	\$ 120,000.00
583	14421 55090 NEW VEHICLES	\$ 148,860.00	\$ -	\$ 249,115.00	\$ -	\$ -	\$ -	\$ -
584	14421 55123 NEW EQUIPMENT	\$ -	\$ -	\$ (6,162.32)	\$ -	\$ 1,205,000.00	\$ -	\$ -
585	14421 55163 BUILDING REHAB	\$ 10,650.35	\$ 1,908.77	\$ 1,601.54	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
586	14421 58602 ROAD RESURFACING EXPENSES	\$ 142,311.99	\$ 385,290.97	\$ 563,541.90	\$ 150,000.00	\$ 150,000.00	\$ 150,000.00	\$ 150,000.00
587	14421 62030 ENCUMB REPAIRS & MAINTEN	\$ 161.08	\$ 42,970.64	\$ 24,219.59	\$ -	\$ -	\$ -	\$ -
588	14421 62032 ENCUMB TRAFFIC MAINTENANCE	\$ 8,665.19	\$ 11,235.85	\$ 15,129.83	\$ -	\$ -	\$ -	\$ -
589	14421 62033 ENC PARKING METER MAINTENANCE	\$ 7,196.58	\$ 21,441.85	\$ 19,936.14	\$ -	\$ -	\$ -	\$ -
590	14421 62035 ENC CEMETERY MAINTENANCE	\$ 649.98	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
591	14421 62050 ENCUMB MINOR EQUIPMENT	\$ 7,396.84	\$ 5,000.00	\$ 1,272.73	\$ -	\$ -	\$ -	\$ -
592	14421 62151 ENCUMB TELECOMMUNICATIONS	\$ -	\$ 0.50	\$ -	\$ -	\$ -	\$ -	\$ -
593	14421 62190 ENCUMB PROFESSIONAL SERV	\$ -	\$ -	\$ 480.00	\$ -	\$ -	\$ -	\$ -

FY2023 BUDGET APPROVED AS OF JUNE 21, 2022										
Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL		
648										
649	15541 COUNCIL ON AGING									
650	15541 51010 DEPT HEAD SALARY & WAGES	\$ 58,066.82	\$ 39,725.40	\$ 53,722.45	\$ 60,323.70	\$ 62,000.00	\$ 61,412.08	\$ 61,412.08		
651	15541 51012 CLERKS/DISPATCER SAL&WAG	\$ 37,361.72	\$ 33,563.11	\$ 30,542.09	\$ 37,827.78	\$ 37,827.78	\$ 37,383.32	\$ 37,383.32		
652	15541 51016 CUSTODIAN SALARY & WAGES	\$ 40,002.80	\$ 40,516.73	\$ 42,805.01	\$ 40,278.16	\$ 50,062.48	\$ 51,062.96	\$ 51,062.96		
653	15541 51030 OVERTIME	\$ 216.51	\$ 422.09	\$ 513.80	\$ 500.00	\$ 750.00	\$ 500.00	\$ 500.00		
654	15541 51031 ON-CALL/STANDBY	\$ -	\$ -	\$ 100.00	\$ -	\$ -	\$ -	\$ -		
655	15541 51090 CLOTH/UNIFORM ALLOWANCE	\$ 350.00	\$ 500.00	\$ 500.00	\$ 350.00	\$ 500.00	\$ 500.00	\$ 500.00		
656	15541 51328 COA MEAL SITE MGR	\$ 9,140.16	\$ 8,352.03	\$ 14,904.23	\$ 9,368.00	\$ 9,750.00	\$ 9,542.76	\$ 9,542.76		
657	15541 51540 VACATION BUYBACK	\$ -	\$ 664.48	\$ -	\$ -	\$ -	\$ -	\$ -		
658	15541 51551 TERMINATION LEAVE	\$ -	\$ 3,499.89	\$ -	\$ -	\$ -	\$ -	\$ -		
659	15541 52030 REPAIRS & MAINTENANCE	\$ 9,040.56	\$ 15,450.57	\$ 10,070.05	\$ 13,500.00	\$ 13,500.00	\$ 13,500.00	\$ 13,500.00		
660	15541 52040 INFORMATION TECHNOLOGY	\$ 3,080.86	\$ 2,584.87	\$ 2,227.95	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00		
661	15541 52050 MINOR EQUIPMENT	\$ 312.00	\$ -	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00		
662	15541 52110 ENERGY & UTILITIES	\$ 13,853.51	\$ 16,352.93	\$ 12,650.89	\$ 15,000.00	\$ 16,500.00	\$ 15,000.00	\$ 15,000.00		
663	15541 52151 TELECOMMUNICATIONS	\$ -	\$ -	\$ -	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00		
664	15541 52170 PROFESSIONAL DEV & TRAVEL	\$ -	\$ 44.85	\$ -	\$ -	\$ 500.00	\$ 500.00	\$ 500.00		
665	15541 52230 OFFICE SUPPLIES	\$ 1,321.03	\$ 1,979.71	\$ 1,008.45	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00		
666	15541 62030 ENCUMB REPAIRS & MAINTEN	\$ 98.98	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
667										
668	TOTAL COUNCIL ON AGING	\$ 172,844.95	\$ 163,656.66	\$ 169,044.92	\$ 183,247.64	\$ 197,490.26	\$ 195,501.12	\$ 195,501.12		
669										
670	15542 YOUTH COMMISSION									
671	15542 52230 OFFICE SUPPLIES	\$ -	\$ -	\$ -	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00		
672	15542 52995 YOUTH ACTIVITIES	\$ -	\$ -	\$ -	\$ 900.00	\$ 900.00	\$ 900.00	\$ 900.00		
673										
674	TOTAL YOUTH COMMISSION	\$ -	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00		
675										
676	15543 VETERANS									
677	15543 51010 DEPT HEAD SALARY & WAGES	\$ 58,491.00	\$ 59,359.41	\$ 48,788.18	\$ 60,764.64	\$ 61,861.08	\$ 61,860.97	\$ 61,860.97		
678	15543 51012 CLERK/ASST SAL & WAGES	\$ -	\$ -	\$ 7,407.40	\$ 900.00	\$ 64,018.48	\$ 65,000.00	\$ 65,000.00		
679	15543 51460 LONGEVITY	\$ 840.00	\$ 870.00	\$ 900.00	\$ -	\$ -	\$ -	\$ -		
680	15543 51540 VACATION BUYBACK	\$ -	\$ 1,137.86	\$ -	\$ -	\$ -	\$ -	\$ -		
681	15543 51551 TERMINATION LEAVE	\$ -	\$ -	\$ 52,049.53	\$ -	\$ -	\$ -	\$ -		
682	15543 52040 INFORMATION TECHNOLOGY	\$ -	\$ -	\$ 449.00	\$ -	\$ -	\$ -	\$ -		
683	15543 52050 MINOR EQUIPMENT	\$ -	\$ 2,112.90	\$ -	\$ -	\$ -	\$ -	\$ -		
684	15543 52170 PROFESSIONAL DEV & TRAVEL	\$ 35.00	\$ 35.00	\$ 545.00	\$ 35.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00		
685	15543 52190 PROFESSIONAL SERVICES	\$ -	\$ -	\$ 12,881.25	\$ -	\$ -	\$ -	\$ -		
686	15543 52230 OFFICE SUPPLIES	\$ 1,743.49	\$ 1,833.94	\$ 10,104.01	\$ 2,000.00	\$ 3,000.00	\$ 2,000.00	\$ 2,000.00		
687	15543 57100 VETERANS BENEFITS	\$ 710,027.57	\$ 516,208.32	\$ 439,316.03	\$ 700,000.00	\$ 600,000.00	\$ 600,000.00	\$ 600,000.00		
688	15543 67100 ENCUMB VETERANS BENEFITS	\$ 1,634.50	\$ 1,318.87	\$ 8,564.37	\$ -	\$ -	\$ -	\$ -		
689										
690	TOTAL VETERANS	\$ 772,771.56	\$ 582,876.30	\$ 581,004.77	\$ 763,699.64	\$ 729,879.56	\$ 729,860.97	\$ 729,860.97		
691										
692	15549 DISABILITIES COMMISSION									
693	15549 52170 PROFESSIONAL DEV & TRAVEL	\$ -	\$ -	\$ -	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00		
694	15549 52230 OFFICE SUPPLIES	\$ -	\$ -	\$ -	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00		
695										
696	TOTAL DISABILITIES COMMISSIO	\$ -	\$ -	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00		
697										
698	16610 LIBRARY									
699	16610 51010 DEPT HEAD SALARY & WAGES	\$ 76,038.56	\$ 77,167.45	\$ 70,350.21	\$ 78,994.05	\$ 78,994.05	\$ 80,419.28	\$ 80,419.28		
700	16610 51011 ASST LIBRARY DIRECTOR SAL&WAG	\$ 60,165.11	\$ 61,004.02	\$ 52,701.97	\$ 61,196.83	\$ 61,196.83	\$ 62,300.78	\$ 62,300.78		
701	16610 51012 LIBRARY TECHNICIAN SAL&WAG	\$ 131,843.72	\$ 131,976.74	\$ 77,843.87	\$ 147,522.68	\$ 56,681.04	\$ 98,182.56	\$ 98,182.56		

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL
702	16610 51013 SENIOR LIBRARY TECH SAL&WAG	\$ 78,345.02	\$ 82,308.21	\$ 108,149.80	\$ 81,345.69	\$ 121,797.00	\$ 124,232.94	\$ 124,232.94
703	16610 51014 STAFF LIBRARIAN SALARY & WAG	\$ 140,149.95	\$ 132,355.54	\$ 141,691.63	\$ 146,275.75	\$ 197,241.20	\$ 156,344.38	\$ 156,344.38
704	16610 51015 LIBRARY CLERICAL STAFF SAL&WAG	\$ 4,442.10	\$ 2,597.39	\$ 4,039.73	\$ 6,068.13	\$ 6,136.00	\$ 6,258.72	\$ 6,258.72
705	16610 51016 CUSTODIAN SALARY & WAGES	\$ 45,789.99	\$ 52,175.33	\$ 48,757.40	\$ 58,715.39	\$ 55,543.32	\$ 60,108.64	\$ 60,108.64
706	16610 51030 OVERTIME	\$ 1,993.92	\$ 3,037.89	\$ 2,686.36	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
707	16610 51460 LONGEVITY	\$ 3,660.00	\$ 4,155.00	\$ 1,350.00	\$ 4,425.00	\$ 3,360.00	\$ 3,360.00	\$ 3,360.00
708	16610 51551 TERMINATION LEAVE	\$ -	\$ -	\$ 50,527.10	\$ -	\$ -	\$ -	\$ -
709	16610 52030 REPAIRS & MAINTENANCE	\$ 12,261.24	\$ 18,047.49	\$ 19,511.14	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00
710	16610 52040 INFORMATION TECHNOLOGY	\$ 6,702.85	\$ 5,935.77	\$ 5,691.47	\$ 4,000.00	\$ 7,200.00	\$ 7,200.00	\$ 7,200.00
711	16610 52110 ENERGY & UTILITIES	\$ 40,625.74	\$ 43,670.27	\$ 39,034.98	\$ 43,000.00	\$ 43,000.00	\$ 43,000.00	\$ 43,000.00
712	16610 52150 COMMUNICATIONS	\$ 825.00	\$ 616.00	\$ 557.64	\$ 900.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
713	16610 52151 TELECOMMUNICATIONS	\$ 5,591.05	\$ 6,249.26	\$ 5,013.60	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
714	16610 52190 PROFESSIONAL SERVICES	\$ 37,465.00	\$ 38,252.00	\$ 37,366.00	\$ 37,366.00	\$ 37,704.00	\$ 37,704.00	\$ 37,704.00
715	16610 52230 OFFICE SUPPLIES	\$ 11,030.05	\$ 9,494.74	\$ 9,449.24	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
716	16610 52231 LIBRARY SUPPLIES	\$ 5,217.69	\$ 5,430.13	\$ 4,322.30	\$ 5,000.00	\$ 7,000.00	\$ 5,000.00	\$ 5,000.00
717	16610 52270 BOOKS & PERIODICALS	\$ 89,005.78	\$ 78,827.94	\$ 77,691.29	\$ 95,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00
718	16610 53333 LIBRARY DRAW IN TRANSIT	\$ -	\$ -	\$ 24,011.34	\$ -	\$ -	\$ -	\$ -
719	16610 57500 GENERAL LIABILITY	\$ 11,768.60	\$ 10,776.40	\$ 12,351.00	\$ 12,000.00	\$ 12,500.00	\$ 12,500.00	\$ 12,500.00
720	TOTAL LIBRARY	\$ 762,921.37	\$ 764,077.57	\$ 793,098.07	\$ 798,409.72	\$ 805,953.44	\$ 814,211.30	\$ 814,211.30
721								
722	16620 RECREATION							
723	16620 52112 HOLIDAY LIGHT & DECORAT	\$ 15,000.00	\$ 15,000.00	\$ 15,440.28	\$ 17,500.00	\$ 17,500.00	\$ 17,500.00	\$ 17,500.00
724	16620 52112 CELEBRATIONS&SPEC EVENTS	\$ 125.00	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
725	16620 58150 PLAYGROUND IMPROVEMENTS	\$ 19,414.44	\$ 25,975.62	\$ 16,025.21	\$ 20,000.00	\$ 100,000.00	\$ 20,000.00	\$ 20,000.00
726	16620 68150 ENCUMB PLAYGROUND IMPROVEMENTS	\$ 15,315.35	\$ 4,493.83	\$ 10,604.32	\$ -	\$ -	\$ -	\$ -
727								
728	TOTAL RECREATION	\$ 49,854.79	\$ 45,469.45	\$ 42,069.81	\$ 38,500.00	\$ 118,500.00	\$ 38,500.00	\$ 38,500.00
729								
730	16621 GREENWOOD MEMORIAL POOL							
731	16621 51013 P/T LIFE GUARDS SAL&WGS	\$ 42,112.88	\$ 55,538.89	\$ 35,839.34	\$ 46,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
732	16621 51030 OVERTIME	\$ 66.33	\$ 518.59	\$ 780.01	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00
733	16621 52030 REPAIRS & MAINTENANCE	\$ 2,297.86	\$ 3,843.78	\$ 2,190.94	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00
734	16621 52050 MINOR EQUIPMENT	\$ -	\$ -	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
735	16621 52110 ENERGY & UTILITIES	\$ 9,709.16	\$ 8,097.79	\$ 5,944.12	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00
736	16621 52151 TELECOMMUNICATIONS	\$ -	\$ -	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
737	16621 52230 OFFICE SUPPLIES	\$ 464.46	\$ 158.76	\$ 83.77	\$ 200.00	\$ 200.00	\$ 200.00	\$ 200.00
738	16621 52231 ENCUMB ENERGY & UTILITIES	\$ 11,269.86	\$ 10,982.21	\$ 8,013.21	\$ 15,000.00	\$ 20,000.00	\$ 15,000.00	\$ 15,000.00
739	16621 62110 ENCUMB POOL SUPPLIES	\$ -	\$ 77.84	\$ -	\$ -	\$ -	\$ -	\$ -
740	16621 62231 ENCUMB POOL SUPPLIES	\$ -	\$ 2,678.68	\$ 4,017.79	\$ -	\$ -	\$ -	\$ -
741	16621 65161 ENCUM NEW POOL FILTRATION SYST	\$ -	\$ -	\$ 60,246.00	\$ -	\$ -	\$ -	\$ -
742								
743	TOTAL GREENWOOD MEMORIAL POO	\$ 65,920.55	\$ 81,896.54	\$ 117,115.18	\$ 75,800.00	\$ 84,800.00	\$ 79,800.00	\$ 79,800.00
744								
745	16625 MUNICIPAL RECREATION							
746	16625 51010 DEPT HEAD SALARY & WAGES	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00
747	16625 51011 SUPERVISOR SALARY & WAGES	\$ 4,024.17	\$ 93.66	\$ 3,890.34	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00
748	16625 51014 COACHES SAL & WAGES	\$ -	\$ -	\$ -	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00
749	16625 51020 P/T PLAYGROUNDS SAL&WGS	\$ 19,570.00	\$ 2,135.25	\$ 27,150.00	\$ 26,400.00	\$ 32,500.00	\$ 28,000.00	\$ 28,000.00
750	16625 51090 CLOTH/UNIFORM ALLOWANCE	\$ -	\$ -	\$ -	\$ 500.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
751	16625 52050 MINOR EQUIPMENT	\$ -	\$ 18,087.55	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
752	16625 62050 ENCUMB MINOR EQUIPMENT	\$ -	\$ -	\$ 11,447.38	\$ -	\$ 2,000.00	\$ -	\$ -
753								
754	TOTAL MUNICIPAL RECREATION	\$ 53,594.17	\$ 50,316.46	\$ 73,487.72	\$ 65,400.00	\$ 74,000.00	\$ 67,500.00	\$ 67,500.00
755								

Line #		FY2023 BUDGET APPROVED AS OF JUNE 21, 2022									
		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAAYOR	FY2023 CITY COUNCIL			
756											
757	16650 HISTORICAL COMMISSION										
758	16650 52230 OFFICE SUPPLIES	\$ -	\$ -	\$ -	\$ -	\$ 100.00	\$ 100.00	\$ 100.00			
759	16650 65141 ENCUMB CEMETERY RESTORATION	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
760											
761	TOTAL HISTORICAL COMMISSION	\$ -	\$ -	\$ -	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00			
762											
763	17710 DEBT SERVICE										
764	17710 57600 PRINCIPAL - INSIDE DEBT	\$ 1,672,013.32	\$ 522,360.02	\$ 784,360.71	\$ 1,690,000.00	\$ 1,538,000.00	\$ 1,983,740.00	\$ 1,983,740.00			
765	17710 57605 LEASE PURCHASE AGREEMENT	\$ 380,000.00	\$ 380,000.00	\$ 380,000.00	\$ 380,000.00	\$ 380,000.00	\$ 380,000.00	\$ 380,000.00			
766	17710 57610 INTEREST - INSIDE DEBT	\$ 523,150.85	\$ 522,796.36	\$ 657,897.55	\$ 625,000.00	\$ 741,000.00	\$ 741,000.00	\$ 741,000.00			
767	17710 57621 INTEREST TEMPORARY LOANS	\$ -	\$ -	\$ -	\$ 50,000.00	\$ 50,000.00	\$ 25,000.00	\$ 25,000.00			
768	17710 67600 ENCUMB PRINCIPAL - INSIDE DEBT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
769	17710 67610 ENCUMB INTEREST - INSIDE DEBT	\$ -	\$ -	\$ 102,203.64	\$ -	\$ -	\$ -	\$ -			
770											
771	TOTAL DEBT SERVICE	\$ 2,575,164.17	\$ 1,425,156.38	\$ 2,424,461.90	\$ 2,745,000.00	\$ 2,709,000.00	\$ 3,129,740.00	\$ 3,129,740.00			
772											
773	18810 STATE & COUNTY ASSESSMENT										
774	18810 56100 COUNTY ASSES-COUNTY TAX	\$ 65,463.00	\$ 65,255.00	\$ 56,200.00	\$ 67,437.00	\$ 69,122.00	\$ 69,122.00	\$ 69,122.00			
775	18810 56202 RMV NON-RENEWAL SURCHARGE	\$ 39,620.00	\$ 41,260.00	\$ 29,030.00	\$ 41,260.00	\$ 34,560.00	\$ 34,560.00	\$ 34,560.00			
776	18810 56204 AIR POLLUTION ASSESSMENT	\$ 4,747.00	\$ 4,877.00	\$ 4,180.00	\$ 5,005.00	\$ 5,164.00	\$ 5,164.00	\$ 5,164.00			
777	18810 56205 MONT RTA ASSESSMENT	\$ 219,666.00	\$ 263,311.00	\$ 198,500.00	\$ 238,194.00	\$ 232,531.00	\$ 232,531.00	\$ 232,531.00			
778	18810 56206 SPECIAL EDUCATION ASSESS	\$ 6,954.00	\$ 5,103.00	\$ 4,430.00	\$ 5,232.00	\$ 4,834.00	\$ 4,994.00	\$ 4,994.00			
779	18810 56209 CHARTER SCHOOL TUITION ASSESSM	\$ 331,272.00	\$ 444,737.00	\$ 295,286.00	\$ 502,072.00	\$ 401,870.00	\$ 387,712.00	\$ 387,712.00			
780	18810 56210 SCHOOL CHOICE ASSESSMENT	\$ 1,488,959.00	\$ 1,370,593.00	\$ 1,106,585.00	\$ 1,348,221.00	\$ 1,319,961.00	\$ 1,319,961.00	\$ 1,319,961.00			
781											
782	TOTAL STATE & COUNTY ASSESSM	\$ 2,156,681.00	\$ 2,195,136.00	\$ 1,694,211.00	\$ 2,207,421.00	\$ 2,068,042.00	\$ 2,054,044.00	\$ 2,054,044.00			
783											
784	19910 CONTRIBUTORY RETIREMENT										
785	19910 51011 BOARD ADMINSTR SAL & WAGES	\$ 63,019.59	\$ 65,310.81	\$ 59,579.73	\$ 67,600.00	\$ 71,000.00	\$ 71,000.00	\$ 71,000.00			
786	19910 51014 BOARD & COMM SAL & WAGES	\$ 17,837.65	\$ 17,800.20	\$ 16,316.85	\$ 17,800.00	\$ 17,800.00	\$ 17,800.00	\$ 17,800.00			
787	19910 51023 TEMP SALARY & WAGES	\$ 2,383.76	\$ 5,282.79	\$ 2,827.26	\$ 8,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00			
788	19910 51460 LONGEVITY	\$ 180.00	\$ 210.00	\$ -	\$ 240.00	\$ 270.00	\$ 270.00	\$ 270.00			
789	19910 57070 CONTRIB RETIRE ASSESSMENT	\$ 4,074,610.00	\$ 4,424,510.00	\$ 4,799,440.00	\$ 4,799,440.00	\$ 5,163,798.00	\$ 5,163,798.00	\$ 5,163,798.00			
790											
791	TOTAL CONTRIBUTORY RETIREMEN	\$ 4,158,031.00	\$ 4,513,113.80	\$ 4,878,163.84	\$ 4,893,080.00	\$ 5,256,868.00	\$ 5,256,868.00	\$ 5,256,868.00			
792											
793	19914 EMPLOYEE BENEFITS										
794	19914 52200 111F CLAIMS REVIEW	\$ 30,443.00	\$ 31,190.00	\$ 35,170.00	\$ 30,000.00	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00			
795	19914 57010 WORKER'S COMPENSATION	\$ 95,815.84	\$ 113,788.00	\$ 163,076.89	\$ 120,000.00	\$ 170,000.00	\$ 120,000.00	\$ 120,000.00			
796	19914 57011 WORKER'S COMPENSATION-SCHOOL	\$ 119,870.00	\$ 170,682.00	\$ 109,399.11	\$ 125,284.00	\$ 131,626.94	\$ 120,000.00	\$ 120,000.00			
797	19914 57021 UNEMPLOYMENT COMPENSATION	\$ 53,757.76	\$ 75,617.45	\$ 57,294.54	\$ 79,000.00	\$ 79,000.00	\$ 79,000.00	\$ 79,000.00			
798	19914 57022 UNEMPLOYMENT COMPENSATION-SCH	\$ 81,768.33	\$ 123,524.52	\$ 68,430.85	\$ 102,000.00	\$ 102,818.76	\$ 102,818.76	\$ 102,818.76			
799	19914 57040 MEDICARE	\$ 180,187.49	\$ 190,484.06	\$ 207,692.26	\$ 210,000.00	\$ 210,000.00	\$ 210,000.00	\$ 210,000.00			
800	19914 57041 MEDICARE-SCHOOL	\$ 279,569.20	\$ 290,189.77	\$ 228,649.09	\$ 295,000.00	\$ 317,206.80	\$ 295,000.00	\$ 295,000.00			
801	19914 57051 LIFE INSURANCE	\$ 28,619.05	\$ 28,332.13	\$ 52,595.57	\$ 32,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00			
802	19914 57052 LIFE INSURANCE-SCHOOL	\$ 36,533.10	\$ 36,538.35	\$ 9,138.29	\$ 37,382.13	\$ 38,129.77	\$ 38,129.77	\$ 38,129.77			
803	19914 57060 HEALTH INSURANCE	\$ 2,881,822.62	\$ 3,058,961.38	\$ 2,838,035.92	\$ 3,452,863.77	\$ 3,483,939.55	\$ 3,452,863.77	\$ 3,452,863.77			
804	19914 57061 HEALTH INSURANCE-SCHOOL	\$ 4,455,883.27	\$ 4,317,046.53	\$ 4,372,107.71	\$ 4,668,038.13	\$ 4,671,926.80	\$ 4,668,038.13	\$ 4,668,038.13			
805	19914 57062 CHAP 41 MEDICAL ALLOWANCE	\$ 54,566.03	\$ 9,625.23	\$ 15,396.95	\$ 55,000.00	\$ 55,000.00	\$ 55,000.00	\$ 55,000.00			
806											
807	TOTAL EMPLOYEE BENEFITS	\$ 8,298,835.69	\$ 8,445,979.42	\$ 8,156,987.18	\$ 9,206,568.03	\$ 9,334,648.62	\$ 9,215,850.43	\$ 9,215,850.43			
808											
809	19945 PROPERTY INSURANCES										

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL
810	19945	57501	PROP & GEN LIABILITY INS	\$ 402,841.59	\$ 426,519.76	\$ 437,452.12	\$ 575,000.00	\$ 575,000.00
811	19945	57503	PUBLIC OFFIC LIABILITY	\$ 87,148.38	\$ 64,903.51	\$ 64,142.50	\$ 95,000.00	\$ 95,000.00
812	19945	57504	MOTOR VEHICLE FLOATER	\$ 70,649.95	\$ 65,808.00	\$ 57,937.00	\$ 95,000.00	\$ 95,000.00
813								
814	TOTAL	PROPERTY INSURANCES	\$ 560,639.92	\$ 557,231.27	\$ 559,531.62	\$ 765,000.00	\$ 765,000.00	\$ 765,000.00
815								
816								
817								
818								
819								
820								
821								
822	61440	SEWER EXPENSES						
823	61440	51010	DEPT HEAD SALARY & WAGES	\$ 25,231.54	\$ 25,606.07	\$ 23,343.74	\$ 26,212.20	\$ 26,685.13
824	61440	51011	CITY ENGINEER SALARY & WAGES	\$ 21,471.08	\$ 21,789.90	\$ 19,864.77	\$ 22,305.54	\$ 22,707.98
825	61440	51012	CLERK/ASST SAL & WAGES	\$ 61,185.83	\$ 53,701.38	\$ 38,292.54	\$ 59,380.88	\$ 57,883.54
826	61440	51013	PT/CLERK/GIS	\$ 31,857.24	\$ 36,112.49	\$ 36,100.05	\$ 50,132.24	\$ 50,036.02
827	61440	51014	MAINTENANCE CREW-SAL&WGS	\$ 215,825.46	\$ 251,600.59	\$ 259,070.55	\$ 348,460.00	\$ 372,185.72
828	61440	51015	DPW CLERK SALARY & WAGES	\$ 12,463.47	\$ 12,086.79	\$ 11,401.38	\$ 12,416.89	\$ 12,765.74
829	61440	51016	ASSISTANT DIR SALARY & WAGES	\$ 36,873.11	\$ 13,345.48	\$ 28,426.23	\$ 38,306.68	\$ -
830	61440	51019	BUSINESS MANAGER SAL & WAGES	\$ -	\$ -	\$ 3,703.10	\$ 13,510.82	\$ 19,641.63
831	61440	51020	ENGINEERS SALARY & WAGES	\$ 5,330.99	\$ -	\$ -	\$ -	\$ 13,781.04
832	61440	51030	OVERTIME	\$ 2,563.41	\$ 7,822.12	\$ 4,929.99	\$ 25,000.00	\$ 25,000.00
833	61440	51031	WEEK-END STANDBY	\$ 14,041.11	\$ 14,563.27	\$ 11,919.82	\$ 20,000.00	\$ 20,000.00
834	61440	51090	CLOTH/UNIFORM ALLOWANCE	\$ 2,760.00	\$ 1,500.00	\$ 750.00	\$ 5,200.00	\$ 7,230.00
835	61440	51102	WORKING OUT OF GRADE	\$ 141.96	\$ -	\$ -	\$ 5,000.00	\$ 5,000.00
836	61440	51105	SICK LEAVE INCENTIVE	\$ -	\$ -	\$ -	\$ 2,500.00	\$ 2,500.00
837	61440	51551	TERMINATION LEAVE	\$ 18,701.49	\$ -	\$ 1,237.87	\$ -	\$ -
838	61440	52030	REPAIRS & MAINTENANCE	\$ 26,558.85	\$ 25,342.16	\$ 7,208.30	\$ 20,000.00	\$ 20,000.00
839	61440	52031	REPAIRS TO MAINS	\$ 31,784.41	\$ 23,784.97	\$ 5,322.76	\$ 100,000.00	\$ 100,000.00
840	61440	52040	INFORMATION TECHNOLOGY	\$ 1,875.01	\$ 3,092.07	\$ -	\$ 5,000.00	\$ 5,000.00
841	61440	52050	NEW EQUIPMENT	\$ 4,265.00	\$ 103,815.19	\$ 21,874.52	\$ 50,000.00	\$ 50,000.00
842	61440	52110	ENERGY & UTILITIES	\$ 188,959.93	\$ 185,058.47	\$ 104,968.02	\$ 216,300.00	\$ 222,789.00
843	61440	52150	COMMUNICATIONS	\$ 1,374.50	\$ 1,140.43	\$ 2,474.91	\$ 4,000.00	\$ 4,000.00
844	61440	52170	TELECOMMUNICATIONS	\$ 2,920.92	\$ 3,269.26	\$ 3,118.97	\$ 10,000.00	\$ 10,000.00
845	61440	52170	PROFESSIONAL DEV & TRAVEL	\$ 75.00	\$ 20.00	\$ 732.50	\$ 10,000.00	\$ 10,000.00
846	61440	52190	PROFESSIONAL SERVICES	\$ 23,290.08	\$ 23,013.90	\$ 13,455.86	\$ 28,000.00	\$ 38,000.00
847	61440	52230	OFFICE SUPPLIES	\$ 19,370.05	\$ 19,818.20	\$ 10,694.21	\$ 20,000.00	\$ 20,000.00
848	61440	52231	CHEMICALS/LAB SUPPLIES	\$ 34,919.59	\$ 155,006.96	\$ 167,001.85	\$ 217,485.00	\$ 224,010.00
849	61440	52240	VEHICLE SUPPLIES	\$ 5,581.17	\$ 6,929.47	\$ 14,483.43	\$ 10,000.00	\$ 10,000.00
850	61440	52360	AWWTF CONTRACT OPERATIONS	\$ 667,239.38	\$ 746,592.98	\$ 739,491.76	\$ 778,240.00	\$ 801,590.00
851	61440	52380	INDIRECT COSTS REIMBURSE	\$ -	\$ -	\$ -	\$ -	\$ 340,000.00
852	61440	55030	SEWER SYSTEM MODEL SOFTWARE	\$ 18,500.00	\$ 6,163.61	\$ -	\$ -	\$ -
853	61440	55035	NPDPS REPORT/AWWTF STUDY	\$ 6,400.00	\$ 2,500.00	\$ -	\$ 10,000.00	\$ 50,000.00
854	61440	55163	FACILITY MAINTENANCE	\$ -	\$ 33,383.48	\$ 699.50	\$ 50,000.00	\$ 50,000.00
855	61440	56902	TAXES OTHER TOWNS	\$ -	\$ -	\$ -	\$ 300.00	\$ 300.00
856	61440	57600	PRINCIPAL - INSIDE DEBT	\$ -	\$ -	\$ -	\$ -	\$ -
857	61440	57601	PRINCIPAL - OUTSIDE DEBT	\$ 239,117.02	\$ 241,220.80	\$ 564,061.16	\$ 777,352.00	\$ 694,502.00
858	61440	57610	INTEREST - INSIDE DEBT	\$ -	\$ -	\$ -	\$ -	\$ -
859	61440	57611	INTEREST - OUTSIDE DEBT	\$ 95,271.02	\$ 88,002.69	\$ 167,997.76	\$ 189,461.00	\$ 218,660.00
860	61440	58616	SLUDGE LANDFILL	\$ 139,640.97	\$ -	\$ -	\$ -	\$ -
861	61440	62030	ENCUMB REPAIRS & MAINTEN	\$ 975.00	\$ -	\$ -	\$ -	\$ -
862	61440	62031	ENCUMB REPAIRS TO MAINS	\$ 27,139.06	\$ 125,389.11	\$ 96,588.80	\$ -	\$ -
		TOTAL GENERAL GOVERNMENT	\$ 32,964,766.51	\$ 33,507,398.62	\$ 33,302,599.15	\$ 35,836,105.92	\$ 38,477,137.53	\$ 37,064,929.46
							\$ 36,980,348.42	

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL
863	61440 62040							
864	61440 62050							
865	61440 62110	53,442.14	166,243.11	84,184.81	-	-	-	-
866	61440 62150	-	21.81	45,959.79	-	-	-	-
867	61440 62190	-	-	548.63	-	-	-	-
868	61440 62230	360.67	1,923.06	42,943.11	-	-	-	-
869	61440 62231	-	-	10,141.69	-	-	-	-
870	61440 62360	-	105,910.80	70,882.65	-	-	-	-
871	61440 65030	-	16,459.90	8,979.02	-	-	-	-
872	61440 65123	6,000.00	101,095.94	8,900.00	-	-	-	-
873	61440 65163	-	-	54,527.55	-	-	-	-
874	61440 68203	-	-	408,645.90	-	-	-	-
875	61440 68610	145,736.43	23,337.83	126.69	-	-	-	-
876	61440 68614	17,608.45	24,720.65	8,362.90	-	-	-	-
877	61440 68616	35,165.80	13,201.11	-	-	-	-	-
878	61440 68616	47,597.15	114,061.53	342,366.42	-	-	-	-
879	TOTAL	2,289,615.07	2,797,080.91	3,445,783.51	3,124,563.25	3,417,387.11	3,454,267.80	3,441,267.80
880	SEWER EXPENSES							
881	61999 SEWER OTHER EXPENDITURES							
882	61999 59980	95,500.00	-	-	-	-	-	-
883	61999 59996	246,762.00	352,600.00	340,000.00	340,000.00	-	-	-
884	TOTAL	342,262.00	352,600.00	340,000.00	340,000.00	-	-	-
885	SEWER OTHER EXPENDITUR							
886	TOTAL	2,631,877.07	3,149,680.91	3,785,783.51	3,464,563.25	3,417,387.11	3,454,267.80	3,441,267.80
887	SEWER FUND							
888	62450 WATER EXPENSES							
889	62450 51010	25,231.54	25,592.05	23,357.76	26,212.20	26,684.00	26,685.13	26,685.13
890	62450 51011	21,471.08	21,777.96	19,876.70	22,305.54	22,599.00	22,707.98	22,707.98
891	62450 51012	58,757.70	52,791.93	51,032.85	57,601.68	61,905.00	57,883.54	57,883.54
892	62450 51013	4,072.41	2,377.25	3,446.44	3,850.24	-	3,977.54	3,977.54
893	62450 51014	275,988.47	251,940.12	257,548.13	386,670.42	352,586.11	352,586.11	352,586.11
894	62450 51015	12,463.47	12,066.78	11,401.38	12,416.89	12,766.00	13,148.71	13,148.71
895	62450 51016	36,873.11	13,345.50	28,426.60	38,306.68	-	-	-
896	62450 51019	-	-	3,703.20	13,510.82	19,641.63	19,641.63	19,641.63
897	62450 51020	5,331.20	-	-	-	9,690.00	13,781.04	13,781.04
898	62450 51030	32,244.37	51,209.99	36,240.29	35,000.00	35,000.00	35,000.00	35,000.00
899	62450 51031	14,134.77	15,056.78	12,475.00	20,000.00	20,000.00	20,000.00	20,000.00
900	62450 51090	3,780.00	2,520.00	2,520.00	5,200.00	5,940.00	5,940.00	5,940.00
901	62450 51102	331.73	525.45	-	5,000.00	5,000.00	5,000.00	5,000.00
902	62450 51105	-	-	-	2,500.00	2,500.00	2,500.00	2,500.00
903	62450 51551	464.55	-	-	-	-	-	-
904	62450 52030	31,954.29	26,244.57	18,845.61	25,000.00	25,000.00	25,000.00	25,000.00
905	62450 52031	66,062.94	55,868.54	105,647.04	125,000.00	125,000.00	125,000.00	125,000.00
906	62450 52040	1,418.64	2,673.40	2,229.46	5,000.00	5,000.00	5,000.00	5,000.00
907	62450 52050	56,999.45	106,142.55	176,550.67	50,000.00	50,000.00	50,000.00	50,000.00
908	62450 52110	252,140.26	262,432.79	162,432.04	319,300.00	328,880.00	328,880.00	328,880.00
909	62450 52150	4,374.50	1,520.91	2,929.90	10,000.00	10,000.00	10,000.00	10,000.00
910	62450 52151	5,946.05	3,259.33	3,118.98	15,000.00	15,000.00	15,000.00	15,000.00
911	62450 52170	2,381.38	4,911.52	2,439.31	8,000.00	8,000.00	8,000.00	8,000.00
912	62450 52190	13,987.10	10,689.37	10,188.92	25,000.00	25,000.00	25,000.00	25,000.00
913	62450 52192	4,325.00	6,159.10	8,060.44	12,300.00	12,300.00	12,300.00	12,300.00
914	62450 52194	33,798.72	5,841.46	-	12,000.00	6,000.00	6,000.00	6,000.00
915	62450 52230	19,156.69	20,095.10	3,235.08	20,000.00	20,000.00	20,000.00	20,000.00
916	62450 52231	20,312.86	61,834.87	67,171.03	112,000.00	114,740.00	114,740.00	114,740.00
	CHEMICALS/LAB SUPPLIES							

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL
917	62450 52240 VEHICLE SUPPLIES	\$ 5,204.45	\$ 8,175.85	\$ 15,595.74	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
918	62450 52380 CONTRACT OPERATIONS	\$ 625,558.35	\$ 746,451.79	\$ 739,350.57	\$ 778,240.00	\$ 801,587.00	\$ 801,587.00	\$ 801,587.00
919	62450 52380 INDIRECT COSTS REIMBURSE	\$ -	\$ -	\$ -	\$ -	\$ 350,000.00	\$ 350,000.00	\$ 350,000.00
920	62450 55030 WATER SYSTEM SOFTWARE MODEL	\$ 2,031.02	\$ 11,924.50	\$ 4,825.50	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00
921	62450 55163 FACILITY MAINTENANCE	\$ -	\$ 33,503.36	\$ 75,540.34	\$ 175,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
922	62450 56902 TAXES OTHER TOWNS	\$ -	\$ -	\$ -	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
923	62450 57600 PRINCIPAL - INSIDE DEBT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
924	62450 57601 PRINCIPAL - OUTSIDE DEBT	\$ 1,059,369.87	\$ 470,777.02	\$ 539,062.40	\$ 1,006,560.00	\$ 1,022,350.00	\$ 1,022,350.00	\$ 1,022,350.00
925	62450 57610 INTEREST - INSIDE DEBT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
926	62450 57611 INTEREST - OUTSIDE DEBT	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
927	62450 62030 ENCUMB REPAIRS & MAINTEN	\$ 80,843.61	\$ 52,949.70	\$ 59,095.45	\$ 46,134.00	\$ 150,045.00	\$ 150,045.00	\$ 150,045.00
928	62450 62031 ENCUMB REPAIRS TO MAINS	\$ 975.00	\$ -	\$ 2,818.29	\$ -	\$ -	\$ -	\$ -
929	62450 62050 ENCUMB NEW EQUIPMENT	\$ 153,090.14	\$ 103,665.49	\$ 104,568.60	\$ -	\$ -	\$ -	\$ -
930	62450 62110 ENCUMB ENERGY & UTILITIES	\$ 2,842.00	\$ 50,202.24	\$ 162,167.76	\$ -	\$ -	\$ -	\$ -
931	62450 62150 ENCUMB COMMUNICATIONS	\$ -	\$ 11,298.08	\$ 84,106.87	\$ -	\$ -	\$ -	\$ -
932	62450 62151 ENCUMB TELECOMMUNICATIONS	\$ -	\$ 3,000.00	\$ 548.62	\$ -	\$ -	\$ -	\$ -
933	62450 62190 ENCUMB PROFESSIONAL SERV	\$ 1,015.26	\$ 505.29	\$ 33,396.72	\$ -	\$ -	\$ -	\$ -
934	62450 62194 ENCUMB DAM INSPECTIONS	\$ -	\$ 7,417.53	\$ 1,583.75	\$ -	\$ -	\$ -	\$ -
935	62450 62230 ENCUMB OFFICE SUPPLIES	\$ -	\$ -	\$ 19,370.03	\$ -	\$ -	\$ -	\$ -
936	62450 62231 ENCUMB CHEMICAL TREATMENT	\$ -	\$ 39,888.70	\$ 60,426.57	\$ -	\$ -	\$ -	\$ -
937	62450 62359 ENCUMB CONTRACT OPERATIONS	\$ -	\$ -	\$ 9,120.21	\$ -	\$ -	\$ -	\$ -
938	62450 65030 ENCUMB WATER SYS SOFTWARE MODI	\$ -	\$ 30,401.40	\$ 7,567.58	\$ -	\$ -	\$ -	\$ -
939	62450 65123 ENCUMB NEW EQUIPMENT	\$ -	\$ 48,287.01	\$ 7,033.10	\$ -	\$ -	\$ -	\$ -
940	62450 65163 ENCUMB BUILDING REHAB	\$ -	\$ 144,149.26	\$ 355,180.23	\$ -	\$ -	\$ -	\$ -
941	62450 67601 ENCUMB PRINCIPAL-OUTSIDE DEBT	\$ -	\$ 70,000.00	\$ -	\$ -	\$ -	\$ -	\$ -
942	62450 68213 ENCUMB DESIGN & ENGINEERING	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
943	62450 68610 ENC FACILITY PLANNING	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
944	TOTAL WATER EXPENSES	\$ 2,934,931.98	\$ 2,852,829.49	\$ 3,294,295.16	\$ 3,426,108.47	\$ 3,745,832.11	\$ 3,750,753.68	\$ 3,735,253.68
945	62999 WATER OTHER EXPENDITURES	\$ 286,318.00	\$ 330,000.00	\$ 350,000.00	\$ 350,000.00	\$ -	\$ -	\$ -
946	62999 59996 TRANSFER TO GENERAL FUND	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
948	TOTAL WATER OTHER EXPENDITUR	\$ 286,318.00	\$ 330,000.00	\$ 350,000.00	\$ 350,000.00	\$ -	\$ -	\$ -
949	TOTAL WATER FUND	\$ 3,221,249.98	\$ 3,182,829.49	\$ 3,644,295.16	\$ 3,776,108.47	\$ 3,745,832.11	\$ 3,750,753.68	\$ 3,735,253.68
950	TOTAL	\$ 286,318.00	\$ 330,000.00	\$ 350,000.00	\$ 350,000.00	\$ -	\$ -	\$ -
951	63640 GOLF COURSE EXPENSES	\$ 77,208.85	\$ 78,313.17	\$ 71,477.56	\$ 80,209.95	\$ 78,500.00	\$ 81,657.13	\$ 81,657.13
952	63640 51010 DEPT HEAD SALARY & WAGES	\$ 45,744.72	\$ 44,077.49	\$ 39,740.44	\$ 50,887.49	\$ 49,551.00	\$ 51,805.43	\$ 51,805.43
953	63640 51011 GOLF PRO SALARY & WAGES	\$ 11,852.00	\$ 17,424.74	\$ 17,186.27	\$ 19,190.64	\$ 20,953.00	\$ 19,634.61	\$ 19,634.61
954	63640 51012 CLERK/ASST SAL & WAGES	\$ 181,013.87	\$ 207,743.17	\$ 176,784.94	\$ 194,744.42	\$ 190,000.00	\$ 198,128.00	\$ 198,128.00
955	63640 51013 LABORERS SALARY & WAGES	\$ 2,400.07	\$ -	\$ 6,729.59	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00
956	63640 51018 PRO SHOP STAFF SALARY & WAGES	\$ 6,054.16	\$ 8,226.65	\$ 9,993.05	\$ 8,900.00	\$ 8,900.00	\$ 8,900.00	\$ 8,900.00
957	63640 51030 OVERTIME	\$ 2,150.00	\$ 2,150.00	\$ 2,150.00	\$ 2,150.00	\$ 2,150.00	\$ 2,150.00	\$ 2,150.00
958	63640 51090 CLOTH/UNIFORM ALLOWANCE	\$ 2,760.00	\$ 2,820.00	\$ 1,050.00	\$ 2,880.00	\$ 2,150.00	\$ 2,150.00	\$ 2,150.00
959	63640 51460 LONGEVITY	\$ 2,981.01	\$ 4,096.41	\$ 53,798.52	\$ -	\$ 22,000.00	\$ -	\$ -
960	63640 51551 TERMINATION LEAVE	\$ 36,973.05	\$ 43,639.14	\$ 54,541.36	\$ 40,000.00	\$ 38,000.00	\$ 60,000.00	\$ 60,000.00
961	63640 52030 REPAIRS & MAINTENANCE	\$ 50,306.24	\$ 71,616.22	\$ 193,714.49	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
962	63640 52050 GOLF CART RENT & MAINTENANCE	\$ -	\$ -	\$ 22,350.38	\$ 32,000.00	\$ 27,000.00	\$ 27,000.00	\$ 27,000.00
963	63640 52110 EQUIPMENT	\$ 33,858.19	\$ 25,385.12	\$ -	\$ -	\$ -	\$ -	\$ -
964	63640 52150 ENERGY & UTILITIES	\$ 325.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
965	63640 52151 COMMUNICATIONS	\$ 5,611.93	\$ 6,180.34	\$ 5,799.58	\$ 4,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
966	63640 52170 TELECOMMUNICATIONS	\$ 1,245.88	\$ 400.00	\$ 2,026.88	\$ 2,500.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
967	63640 52190 PROFESSIONAL DEV & TRAVEL	\$ 15,181.60	\$ 32,419.88	\$ 27,754.40	\$ 13,200.00	\$ 33,200.00	\$ 33,200.00	\$ 33,200.00
968	63640 52190 PROFESSIONAL SERVICES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
969	63640 52190 PROFESSIONAL SERVICES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
970	63640 52190 PROFESSIONAL SERVICES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAYOR	FY2023 CITY COUNCIL
971	63640 52230 OFFICE SUPPLIES	\$ 1,350.00	\$ 1,996.23	\$ 1,242.63	\$ 1,000.00	\$ -	\$ -	\$ -
972	63640 52231 GOLF COURSE SUPPLIES	\$ 33,198.53	\$ 30,721.21	\$ 89,602.66	\$ 66,500.00	\$ 49,000.00	\$ 49,000.00	\$ 49,000.00
973	63640 52240 VEHICLE SUPPLIES	\$ 8,111.36	\$ 20,671.84	\$ 29,628.31	\$ 25,000.00	\$ 23,000.00	\$ 23,000.00	\$ 23,000.00
974	63640 52380 INDIRECT COSTS REIMBURSE	\$ -	\$ -	\$ -	\$ -	\$ 205,000.00	\$ 205,000.00	\$ 205,000.00
975	63640 57303 WATER	\$ 9,497.47	\$ 9,262.14	\$ 7,643.63	\$ 15,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
976	63640 62030 ENCUMB REPAIRS & MAINTEN	\$ -	\$ 17.01	\$ 10,000.00	\$ -	\$ -	\$ -	\$ -
977	63640 62151 ENCUMB TELECOMMUNICATIONS	\$ -	\$ 100.00	\$ -	\$ -	\$ -	\$ -	\$ -
978	63640 62190 ENCUMB PROFESSIONAL SERV	\$ -	\$ 487.00	\$ -	\$ -	\$ -	\$ -	\$ -
979	63640 62240 ENCUMB VEHICLE SUPPLIES	\$ -	\$ 24.50	\$ -	\$ -	\$ -	\$ -	\$ -
980								
981	TOTAL GOLF COURSE EXPENSES	\$ 527,823.93	\$ 607,712.26	\$ 844,501.70	\$ 644,162.50	\$ 863,404.00	\$ 853,625.17	\$ 853,625.17
982								
983	63999 GOLF COURSE OTHER EXPENDITURES							
984	63999 59996 TRANSFER TO GENERAL FUND	\$ 180,000.00	\$ 190,000.00	\$ 195,000.00	\$ 195,000.00	\$ -	\$ -	\$ -
985								
986	TOTAL GOLF COURSE OTHER EXPE	\$ 180,000.00	\$ 190,000.00	\$ 195,000.00	\$ 195,000.00	\$ -	\$ -	\$ -
987	64433 GOLF COURSE FUND	\$ 707,823.93	\$ 797,712.26	\$ 1,039,501.70	\$ 839,162.50	\$ 863,404.00	\$ 853,625.17	\$ 853,625.17
988								
989	64433 LANDFILL CLOSURE EXPENSES							
990	64433 52031 REPAIRS TO PUMPS	\$ 10,000.00	\$ 11,254.94	\$ 11,011.52	\$ 11,600.00	\$ 12,000.00	\$ 12,000.00	\$ 12,000.00
991	64433 52110 ENERGY & UTILITIES	\$ 6,397.85	\$ 8,412.74	\$ 7,728.49	\$ 12,000.00	\$ 12,000.00	\$ 12,000.00	\$ 12,000.00
992	64433 52151 TELECOMMUNICATIONS	\$ 2,656.18	\$ 2,445.33	\$ 2,037.14	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
993	64433 52190 PROFESSIONAL SERVICES	\$ 16,450.00	\$ 13,774.27	\$ 15,744.13	\$ 17,200.00	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00
994	64433 52270 AIR POLLUTION CONTROL MAINTENANCE	\$ 10,000.00	\$ 18,725.00	\$ 25,809.44	\$ 22,800.00	\$ 24,255.00	\$ 24,255.00	\$ 24,255.00
995	64433 52271 GROUNDWATER MONITORING	\$ 9,828.24	\$ 7,152.63	\$ 16,352.64	\$ 12,600.00	\$ 13,500.00	\$ 13,500.00	\$ 13,500.00
996	64433 62110 ENCUMB ENERGY & UTILITIES	\$ 555.82	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
997	64433 62190 ENCUMB PROFESSIONAL SERV	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
998	64433 62270 ENC AIR POLLUTION CONTROL	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
999	64433 62271 ENCUMB GROUND WATER MONITRNG	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1000								
1001	TOTAL LANDFILL CLOSURE EXPEN	\$ 55,888.09	\$ 61,764.91	\$ 78,683.36	\$ 79,200.00	\$ 82,755.00	\$ 82,755.00	\$ 82,755.00
1002								
1003	64999 LANDFILL OTHER EXPENDITURES							
1004	64999 59996 TRANSFER TO GENERAL FUND	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1005								
1006	TOTAL LANDFILL OTHER EXPENDI	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1007	65430 LANDFILL CLOSURE FUND	\$ 55,888.09	\$ 61,764.91	\$ 78,683.36	\$ 79,200.00	\$ 82,755.00	\$ 82,755.00	\$ 82,755.00
1008								
1009	65430 SOLID WASTE EXPENSES							
1010	65430 51010 DEPT HEAD SALARY & WAGES	\$ 17,059.27	\$ 17,358.85	\$ 17,143.21	\$ 19,488.21	\$ 19,488.21	\$ 21,011.24	\$ 21,011.24
1011	65430 51011 TRANSFER STAFF SUPER SALARY	\$ 51,885.47	\$ 47,155.08	\$ 38,739.12	\$ 48,297.22	\$ 48,297.21	\$ 49,178.69	\$ 49,178.69
1012	65430 51012 ASST/STAFF SAL & WAGES	\$ 5,242.72	\$ 13,700.95	\$ 12,447.34	\$ 13,976.63	\$ 13,976.63	\$ 14,228.80	\$ 14,228.80
1013	65430 51013 ACCOUNT CLERK SALARY & WAGES	\$ 35,401.42	\$ 36,770.31	\$ 33,270.57	\$ 36,652.20	\$ 36,652.20	\$ 38,499.24	\$ 38,499.24
1014	65430 51018 TRANSFER STAFF MONITOR SAL	\$ 17,384.15	\$ 17,891.64	\$ 12,358.50	\$ 20,826.98	\$ 20,826.98	\$ 21,216.00	\$ 21,216.00
1015	65430 51030 OVERTIME	\$ 671.67	\$ 691.25	\$ 239.70	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
1016	65430 51090 CLOTH/UNIFORM ALLOWANCE	\$ 962.50	\$ 1,400.00	\$ 1,050.00	\$ 1,050.00	\$ 1,050.00	\$ 1,050.00	\$ 1,050.00
1017	65430 51460 LONGEVITY	\$ 585.00	\$ 667.50	\$ 480.00	\$ 630.00	\$ -	\$ -	\$ -
1018	65430 51551 TERMINATION LEAVE	\$ -	\$ 4,587.30	\$ 11,893.66	\$ -	\$ -	\$ -	\$ -
1019	65430 52030 REPAIRS & MAINTENANCE	\$ 1,521.80	\$ 21,257.26	\$ 249.00	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00
1020	65430 52050 MINOR EQUIPMENT	\$ 47.04	\$ 15.62	\$ 24,810.87	\$ 1,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
1021	65430 52110 ENERGY & UTILITIES	\$ 5,287.03	\$ 1,973.87	\$ 2,679.33	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
1022	65430 52150 COMMUNICATIONS	\$ -	\$ -	\$ -	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00
1023	65430 52170 PROFESSIONAL DEV & TRAVEL	\$ 699.49	\$ 150.00	\$ 595.00	\$ 700.00	\$ 800.00	\$ 800.00	\$ 800.00
1024	65430 52190 PROFESSIONAL SERVICES	\$ 6,825.75	\$ 4,163.88	\$ 7,185.13	\$ 10,000.00	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00

FY2023 BUDGET APPROVED

AS OF JUNE 21, 2022

Line #		FY2020 ACTUALS	FY2021 ACTUALS	FY2022 CUR ACTUALS	FY2022 BUDGET	FY2023 DEPARTMENT	FY2023 MAJOR	FY2023 CITY COUNCIL
1025	65430 52230 OFFICE SUPPLIES	\$ 226.87	\$ 2,466.78	\$ 1,620.03	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
1026	65430 52232 TRASH BAGS	\$ 12,220.00	\$ 6,817.50	\$ 8,148.00	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00
1027	65430 52240 VEHICLE SUPPLIES	\$ 1,559.99	\$ 2,068.72	\$ -	\$ 6,500.00	\$ 6,500.00	\$ 6,500.00	\$ 6,500.00
1028	65430 52361 TRASH DISPOSAL	\$ 433,363.50	\$ 402,156.94	\$ 960,881.83	\$ 450,000.00	\$ 961,000.00	\$ 961,000.00	\$ 961,000.00
1029	65430 52362 RECYCLING PROCESSING EXP	\$ 138,575.55	\$ 110,454.14	\$ 34,611.79	\$ 154,530.00	\$ 32,000.00	\$ 32,000.00	\$ 32,000.00
1030	65430 52380 INDIRECT COSTS REIMBURSE	\$ -	\$ -	\$ -	\$ -	\$ 120,000.00	\$ 120,000.00	\$ 120,000.00
1031	65430 55126 CURBSIDE RECYCLING	\$ 208,537.70	\$ 211,577.53	\$ 51,615.58	\$ 219,437.00	\$ 108,150.00	\$ 108,150.00	\$ 108,150.00
1032	65430 55361 CURBSIDE RUBBISH COLLECT	\$ 424,060.08	\$ 527,781.10	\$ 400,000.00	\$ 508,815.00	\$ 407,900.00	\$ 407,900.00	\$ 407,900.00
1033	65430 55363 CURBSIDE YARD WASTE COLLECTION	\$ 64,556.70	\$ 53,886.40	\$ 13,471.60	\$ 68,000.00	\$ -	\$ -	\$ -
1034	65430 55365 HOUSEHOLD HAZARDOUS WASTE	\$ 17,311.52	\$ 18,200.00	\$ -	\$ 18,200.00	\$ -	\$ -	\$ -
1035	65430 62030 ENCUMB REPAIRS & MAINTEN	\$ -	\$ 17,347.35	\$ -	\$ -	\$ -	\$ -	\$ -
1036	65430 62150 ENCUMB COMMUNICATIONS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1037	65430 62240 ENCUMB VEHICLE SUPPLIES	\$ -	\$ 95.88	\$ -	\$ -	\$ -	\$ -	\$ -
1038	65430 62361 ENCUMB TRASH DISPOSAL	\$ 27,294.46	\$ -	\$ 50,000.00	\$ -	\$ -	\$ -	\$ -
1039	65430 62362 ENCUMB RECYCLING PROCESSING	\$ 9,521.10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1040	65430 65126 ENCUMB CURBSIDE RECYCLING	\$ 4,889.45	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1041	65430 65361 ENCUMB CURBSIDE RUBBISH C	\$ 34,129.63	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1042	65430 65363 ENC CURBSIDE YARD WASTE COLLEC	\$ 6,212.86	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1043	65430 65365 ENCUMB HOUSEHOLD HAZARDOUS WA	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1044	TOTAL SOLID WASTE EXPENSES	\$ 1,526,032.76	\$ 1,520,635.85	\$ 1,683,490.26	\$ 1,622,403.24	\$ 1,840,941.23	\$ 1,845,833.97	\$ 1,845,833.97
1045	65999 SOLID WASTE OTHER EXPENDITURES	\$ 105,000.00	\$ 115,000.00	\$ 120,000.00	\$ 120,000.00	\$ -	\$ -	\$ -
1046	65999 TRANSFER TO GENERAL FUND	\$ 105,000.00	\$ 115,000.00	\$ 120,000.00	\$ 120,000.00	\$ -	\$ -	\$ -
1047	TOTAL SOLID WASTE OTHER EXPE	\$ 105,000.00	\$ 115,000.00	\$ 120,000.00	\$ 120,000.00	\$ -	\$ -	\$ -
1048	65999 SOLID WASTE FUND	\$ 1,631,032.76	\$ 1,635,635.85	\$ 1,803,490.26	\$ 1,742,403.24	\$ 1,840,941.23	\$ 1,845,833.97	\$ 1,845,833.97
1049	TOTAL SOLID WASTE FUND	\$ 1,631,032.76	\$ 1,635,635.85	\$ 1,803,490.26	\$ 1,742,403.24	\$ 1,840,941.23	\$ 1,845,833.97	\$ 1,845,833.97
1050	TOTAL SOLID WASTE OTHER EXPE	\$ 105,000.00	\$ 115,000.00	\$ 120,000.00	\$ 120,000.00	\$ -	\$ -	\$ -
1051	TOTAL SOLID WASTE FUND	\$ 1,631,032.76	\$ 1,635,635.85	\$ 1,803,490.26	\$ 1,742,403.24	\$ 1,840,941.23	\$ 1,845,833.97	\$ 1,845,833.97
1052	TOTAL SOLID WASTE FUND	\$ 1,631,032.76	\$ 1,635,635.85	\$ 1,803,490.26	\$ 1,742,403.24	\$ 1,840,941.23	\$ 1,845,833.97	\$ 1,845,833.97
1053	TOTAL SOLID WASTE FUND	\$ 1,631,032.76	\$ 1,635,635.85	\$ 1,803,490.26	\$ 1,742,403.24	\$ 1,840,941.23	\$ 1,845,833.97	\$ 1,845,833.97
1054	ENTERPRISE ACCOUNTS TOTALS	\$ 8,247,871.83	\$ 8,827,623.42	\$ 10,351,753.99	\$ 9,901,437.46	\$ 9,950,319.45	\$ 9,987,235.62	\$ 9,958,735.62
1055	13960 SCHOOL EXPENSES	\$ 22,072,502.67	\$ 22,591,174.53	\$ 21,736,734.52	\$ 23,122,415.52	\$ 26,162,528.29	\$ 25,322,400.29	\$ 25,322,400.29
1056	13960 50000 SCHOOL EXPENSES	\$ 1,070,794.00	\$ 1,097,563.85	\$ 500,000.00	\$ 500,000.00	\$ 359,872.00	\$ 500,000.00	\$ 500,000.00
1057	13960 51000 ADDITIONAL SCHOOL SPENDING	\$ 59,384.29	\$ 45,965.34	\$ 60,438.20	\$ 58,000.00	\$ 63,740.00	\$ 63,740.00	\$ 63,740.00
1058	13960 51207 5550-CROSSING GUARDS	\$ 43,778.56	\$ 3,862.50	\$ -	\$ -	\$ -	\$ -	\$ -
1059	13960 51362 3000-SPEED BUS MONITOR SALARY	\$ 106,824.78	\$ 88,725.30	\$ 150,586.00	\$ 110,000.00	\$ 157,000.00	\$ 157,000.00	\$ 157,000.00
1060	13960 52800 3000-SPEED BUS MONITOR SALARY	\$ 466,534.69	\$ 515,028.00	\$ 388,815.00	\$ 406,300.00	\$ 657,000.00	\$ 657,000.00	\$ 657,000.00
1061	13960 52801 3000-REGULAR TRANSPORTATION	\$ 63,371.01	\$ 21,012.21	\$ 97,046.47	\$ 90,000.00	\$ 90,000.00	\$ 90,000.00	\$ 90,000.00
1062	13960 52801 3000-MCKINNEY-VENTO TRANSPORT	\$ 503,382.61	\$ 520,435.84	\$ 465,349.31	\$ 765,490.00	\$ 1,029,536.00	\$ 1,029,536.00	\$ 1,029,536.00
1063	13960 55804 3000-SPEED TRANSPORTATION	\$ 503,382.61	\$ 520,435.84	\$ 465,349.31	\$ 765,490.00	\$ 1,029,536.00	\$ 1,029,536.00	\$ 1,029,536.00
1064	13960 55804 3000-SPEED TRANSPORTATION	\$ 503,382.61	\$ 520,435.84	\$ 465,349.31	\$ 765,490.00	\$ 1,029,536.00	\$ 1,029,536.00	\$ 1,029,536.00
1065	13960 55804 3000-SPEED TRANSPORTATION	\$ 503,382.61	\$ 520,435.84	\$ 465,349.31	\$ 765,490.00	\$ 1,029,536.00	\$ 1,029,536.00	\$ 1,029,536.00
1066	13960 55804 3000-SPEED TRANSPORTATION	\$ 503,382.61	\$ 520,435.84	\$ 465,349.31	\$ 765,490.00	\$ 1,029,536.00	\$ 1,029,536.00	\$ 1,029,536.00
1067	TOTAL SCHOOL EXPENSES	\$ 24,386,572.61	\$ 24,883,767.57	\$ 23,398,969.50	\$ 25,052,205.52	\$ 28,519,676.29	\$ 27,819,676.29	\$ 27,819,676.29
1068	TOTAL GENERAL GOVERNMENT	\$ 32,964,766.51	\$ 33,507,398.62	\$ 33,302,599.15	\$ 35,836,405.92	\$ 38,477,137.53	\$ 37,064,929.46	\$ 36,980,348.42
1069	ENTERPRISE ACCOUNTS TOTALS	\$ 8,247,871.83	\$ 8,827,623.42	\$ 10,351,753.99	\$ 9,901,437.46	\$ 9,950,319.45	\$ 9,987,235.62	\$ 9,958,735.62
1070	TOTAL SCHOOL EXPENSES	\$ 24,386,572.61	\$ 24,883,767.57	\$ 23,398,969.50	\$ 25,052,205.52	\$ 28,519,676.29	\$ 27,819,676.29	\$ 27,819,676.29
1071	CITY OF GARDNER TOTAL	\$ 65,599,210.95	\$ 67,218,789.61	\$ 67,053,322.64	\$ 70,789,748.90	\$ 76,947,133.27	\$ 74,871,841.37	\$ 74,758,760.33
1072	CITY OF GARDNER TOTAL	\$ 65,599,210.95	\$ 67,218,789.61	\$ 67,053,322.64	\$ 70,789,748.90	\$ 76,947,133.27	\$ 74,871,841.37	\$ 74,758,760.33
1073	CITY OF GARDNER TOTAL	\$ 65,599,210.95	\$ 67,218,789.61	\$ 67,053,322.64	\$ 70,789,748.90	\$ 76,947,133.27	\$ 74,871,841.37	\$ 74,758,760.33

*FY 2023 Budget
Year to Date Expenditures
As of 10/20/2022*

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

ORG	OBI	ACCOUNT DESCRIPTION	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	% USED
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City Council

11111	51010	COUNCILORS SALARIES	83,967	19,160.25	0.00	64,807	22.80
11111	51012	CLERK/ASST SAL & WAGES	6,000	911.46	0.00	5,089	15.20
11111	51023	TEMP SALARY & WAGES	1,500	0.00	0.00	1,500	0.00
11111	52050	MINOR EQUIPMENT	500	418.99	0.00	81	83.80
11111	52150	COMMUNICATIONS	10,500	2,564.71	0.00	7,935	24.40
11111	52170	PROFESSIONAL DEV & TRAVEL	2,585	77.00	0.00	2,508	3.00
11111	52190	PROFESSIONAL SERVICES	2,000	0.00	0.00	2,000	0.00
11111	52230	OFFICE SUPPLIES	1,000	395.00	0.00	605	39.50
11111	55010	GOVERNMENT PICTURE	1,000	0.00	0.00	1,000	0.00
11111	62050	ENCUMB MINOR EQUIPMENT	500	0.00	0.00	500	0.00
11111	62150	ENCUMB COMMUNICATIONS	1,494	1,493.62	0.00	0	100.00
11111	65010	ENCUMB GOV PICTURE	1,390	0.00	0.00	1,390	0.00
11111	68308	ENCUMB CC CHAMBER AUGMT EXP	35,000	18,000.00	0.00	17,000	51.40
		Total 11111 CITY COUNCIL	147,436	43,021.03	0.00	104,415	29.20

MAYOR

11121	51010	MAYOR SALARY & WAGES	93,297	26,834.36	0.00	66,463	28.80
11121	51011	EXECUTIVE AIDE SAL & WAGE	55,519	16,161.46	0.00	39,357	29.10
11121	51012	EXECUTIVE ASSIST SALARY & WAGE	50,710	14,759.96	0.00	35,951	29.10
11121	51023	TEMP SALARY & WAGES	2,500	3,184.40	0.00	-684	127.40
11121	51460	LONGEVITY	240	0.00	0.00	240	0.00
11121	52030	REPAIRS & MAINTENANCE	500	242.70	0.00	257	48.50
11121	52050	MINOR EQUIPMENT	300	0.00	0.00	300	0.00
11121	52150	COMMUNICATIONS	2,500	702.60	0.00	1,797	28.10
11121	52151	TELECOMMUNICATIONS	3,650	255.10	0.00	3,395	7.00
11121	52170	PROFESSIONAL DEV & TRAVEL	3,000	62.96	0.00	2,937	2.10
11121	52190	PROFESSIONAL SERVICES	13,000	14,700.23	0.00	-1,700	113.10
11121	52230	OFFICE SUPPLIES	1,500	65.53	0.00	1,434	4.40
11121	52240	VEHICLE SUPPLIES	100	0.00	0.00	100	0.00
11121	55010	MAYOR'S PORTRAIT	1,000	0.00	0.00	1,000	0.00
11121	62190	ENCUMB PROFESSIONAL SERV	2,408	2,407.95	0.00	0	100.00
		Total 11121 MAYOR	230,224	79,377.25	0.00	150,847	34.50

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

AUDITOR

11135	51010	DEPT HEAD SALARY & WAGES	89,651	26,093.66	0.00	63,557	29.10
11135	51011	ASSISTANT SALARY & WAGES	52,120	15,105.18	0.00	37,015	29.00
11135	51460	LONGEVITY	360	0.00	0.00	360	0.00
11135	52030	REPAIRS & MAINTENANCE	200	0.00	0.00	200	0.00
11135	52050	MINOR EQUIPMENT	100	0.00	0.00	100	0.00
11135	52170	PROFESSIONAL DEV & TRAVEL	3,000	253.50	0.00	2,747	8.50
11135	52190	PROFESSIONAL SERVICES	63,250	34,388.95	24,000.00	4,861	92.30
11135	52230	OFFICE SUPPLIES	1,000	0.00	0.00	1,000	0.00
11135		ENCUMB PROFESSIONAL SERV	21,361	20,361.05	1,000.00	0	100.00
11135	62190	Total 11135 CITY AUDITOR	231,042	96,202.34	25,000.00	109,840	52.50

PURCHASING

11138	51010	DEPT HEAD SALARY & WAGES	78,534	22,858.09	0.00	55,676	29.10
11138	51012	SENIOR ACCOUNT CLERK SAL & WAG	42,655	12,415.09	0.00	30,240	29.10
11138	51460	LONGEVITY	300	0.00	0.00	300	0.00
11138	52150	COMMUNICATIONS	500	0.00	0.00	500	0.00
11138	52151	TELECOMMUNICATIONS	700	124.47	0.00	576	17.80
11138	52170	PROFESSIONAL DEV & TRAVEL	2,500	788.62	0.00	1,711	31.50
11138	52190	PROFESSIONAL SERVICES	500	0.00	0.00	500	0.00
11138	52230	OFFICE SUPPLIES	1,000	0.00	0.00	1,000	0.00
11138	62150	ENCUMB COMMUNICATIONS	405	405.02	0.00	0	100.00
		Total 11138 PURCHASING	127,094	36,591.29	0.00	90,503	28.80

ASSESSOR

11141	51010	CHAIRMAN ASSESS SAL&WAGES	77,995	22,700.99	0.00	55,294	29.10
11141	51012	CLERK/ASST SAL & WAGES	38,505	10,393.51	0.00	28,111	27.00
11141	51014	BOARD & COMM SAL & WAGES	4,001	1,000.02	0.00	3,001	25.00
11141	52151	TELECOMMUNICATIONS	1,000	0.00	0.00	1,000	0.00
11141	52170	PROFESSIONAL DEV & TRAVEL	2,500	638.13	0.00	1,862	25.50
11141	52190	PROFESSIONAL SERVICES	2,500	0.00	0.00	2,500	0.00
11141	52230	OFFICE SUPPLIES	1,500	168.60	0.00	1,331	11.20
11141	55030	COMPUTER SOFTWARE	1,000	0.00	0.00	1,000	0.00
11141	55040	VALUATION MAINTENANCE	9,400	0.00	0.00	9,400	0.00

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

11141	55050	VALUATION UPDATE	85,000	65,752.61	22,531.49	-3,284	103.90
11141	65050	ENCUMB UPDATE PROGRAM	1,948	0.00	0.00	1,948	0.00
1081		Total 11141 ASSESSORS	225,348	100,653.86	22,531.49	102,163	54.70

TREASURER/COLLECTOR

11145	51010	DEPT HEAD SALARY & WAGES	89,651	26,093.65	0.00	63,557	29.10
11145	51011	ASSISTANT SALARY & WAGES	56,915	16,565.56	0.00	40,350	29.10
11145	51012	SENIOR ACCT CLERK SAL & WAGES	42,655	12,415.09	0.00	30,240	29.10
11145	51015	COMP PROG/OP SAL & WAGES	0	176.67	0.00	-177	100.00
11145	51018	PARKING METER CLERK	14,766	2,982.01	0.00	11,784	20.20
11145	51030	OVERTIME	500	0.00	0.00	500	0.00
11145	51460	LONGEVITY	570	0.00	0.00	570	0.00
11145	52030	REPAIRS & MAINTENANCE	500	275.00	0.00	225	55.00
11145	52033	PARKING METER MAINTENANCE	25,000	4,328.16	0.00	20,672	17.30
11145	52050	MINOR EQUIPMENT	1,000	0.00	0.00	1,000	0.00
11145	52170	PROFESSIONAL DEV & TRAVEL	750	335.00	0.00	415	44.70
11145	52190	PROFESSIONAL SERVICES	35,000	22,813.34	0.00	12,187	65.20
11145	52230	OFFICE SUPPLIES	11,000	3,239.21	0.00	7,761	29.40
11145	52250	POSTAGE	55,000	19,180.63	0.00	35,819	34.90
		Total 11145 CITY TREASURER	333,307	108,404.32	0.00	224,903	32.50

LAW

11151	51010	DEPT HEAD SALARY & WAGES	84,463	23,359.17	0.00	61,104	27.70
11151	51011	ASSISTANT SALARY & WAGES	62,000	3,779.47	0.00	58,221	6.10
11151	51460	LONGEVITY	450	0.00	0.00	450	0.00
11151	52170	PROFESSIONAL DEV & TRAVEL	1,000	78.06	0.00	922	7.80
11151	52172	LEGAL RESEARCH	5,000	1,494.81	0.00	3,505	29.90
11151	52191	OUTSIDE COUNSEL	5,000	0.00	0.00	5,000	0.00
11151	52193	ARBITRATION	100	0.00	0.00	100	0.00
11151	52230	OFFICE SUPPLIES	3,600	1,200.00	0.00	2,400	33.30
11151	55051	DEPOSITION & DISCOVERY	500	1,000.00	0.00	-500	200.00
11151	55052	LEGAL FEES/CLOSING COST	2,500	312.93	0.00	2,187	12.50
11151	62191	ENCUMB OUTSIDE COUNSEL	5,387	483.34	0.00	4,904	9.00
		Total 11151 LAW	170,000	31,707.78	0.00	138,293	18.70

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

HUMAN RESOURCES

11152	51010	DEPT HEAD SALARY & WAGES	102,000	27,495.00	0.00	74,505	27.00
11152	51012	CLERK/ASST SAL & WAGES	56,154	13,569.09	0.00	42,584	24.20
11152	51460	LONGEVITY	630	0.00	0.00	630	0.00
11152	52050	MINOR EQUIPMENT	500	0.00	0.00	500	0.00
11152	52150	COMMUNICATIONS	3,000	275.00	0.00	2,725	9.20
11152	52170	PROFESSIONAL DEV & TRAVEL	2,000	207.61	0.00	1,792	10.40
11152	52190	PROFESSIONAL SERVICES	400	0.00	0.00	400	0.00
11152	52191	V.I.P.S. PROGRAM	1,400	0.00	1.00	1,399	0.10
11152	52192	MEDICAL EXAMS	20,000	12,152.00	0.00	7,848	60.80
11152	52230	OFFICE SUPPLIES	1,200	259.37	0.00	941	21.60
		Total 11152 PERSONNEL	187,284	53,958.07	1.00	133,325	28.80

INFORMATION TECHNOLOGY

11155	51010	DEPT HEAD SALARY & WAGES	102,282	31,438.01	0.00	70,844	30.70
11155	51013	P/T CLERK/ASST SAL & WAGES	3,800	0.00	0.00	3,800	0.00
11155	51015	COMP PROG/OP SAL & WAGES	68,380	19,629.00	0.00	48,751	28.70
11155	51460	LONGEVITY	330	0.00	0.00	330	0.00
11155	52040	INFORMATION TECHNOLOGY	36,750	5,794.28	0.00	30,956	15.80
11155	52041	SOFTWARE/SERVICE/LISC RENEWALS	223,230	151,859.92	12,271.80	59,098	73.50
11155	52151	TELECOMMUNICATIONS	12,154	2,339.23	0.00	9,815	19.20
11155	52170	PROFESSIONAL DEV & TRAVEL	1,575	425.00	0.00	1,150	27.00
11155	52230	OFFICE SUPPLIES	750	0.00	0.00	750	0.00
11155	52231	PRINTER/COPIER SUPPLIES	9,000	2,110.42	1,381.89	5,508	38.80
		Total 11155 INFORMATION TECHNOLOGY	458,251	213,595.86	13,653.69	231,002	49.60

CITY CLERK

11161	51010	DEPT HEAD SALARY & WAGES	85,008	24,742.40	0.00	60,266	29.10
11161	51011	ASSISTANT SALARY & WAGES	93,022	27,078.64	0.00	65,943	29.10
11161	51013	PT CLERK/ASST SAL & WAGES	20,280	1,704.22	0.00	18,576	8.40
11161	51460	LONGEVITY	540	0.00	0.00	540	0.00
11161	52050	MINOR EQUIPMENT	500	0.00	0.00	500	0.00
11161	52151	TELECOMMUNICATIONS	700	150.36	0.00	550	21.50
11161	52170	PROFESSIONAL DEV & TRAVEL	500	125.00	0.00	375	25.00
11161	52190	PROFESSIONAL SERVICES	4,000	1,450.56	0.00	2,549	36.30

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

11161	52230	OFFICE SUPPLIES	1,500	998.15	0.00	502	66.50
11161	62190	ENCUMB PROFESSIONAL SERV	824	0.00	0.00	824	0.00
11161	62230	ENCUMB OFFICE SUPPLIES	1,044	0.00	0.00	1,044	0.00
11161		Total 11161 CITY CLERK	207,917	56,249.33	0.00	151,668	27.10

ELECTION & REGISTRATION

11162	51010	BD OF REGISTRATION SAL&WA	3,050	762.49	0.00	2,288	25.00
11162	51013	ELECTION OFFICERS SAL&WGS	50,000	34,368.22	0.00	15,632	68.70
11162	52050	MINOR EQUIPMENT	2,000	0.00	0.00	2,000	0.00
11162	52150	COMMUNICATIONS	1,040	0.00	0.00	1,040	0.00
11162	52190	PROFESSIONAL SERVICES	20,000	12,424.36	3,250.00	4,326	78.40
11162	52230	OFFICE SUPPLIES	1,500	1,743.31	0.00	-243	116.20
11162	62190	ENCUMB PROFESSIONAL SERV	4,424	7,229.52	0.00	-2,805	163.40
11162	62230	ENCUMB OFFICE SUPPLIES	1,668	360.46	0.00	1,307	21.60
11162	65202	ENCUMB VOTING EQUIPMENT	1,500	0.00	0.00	1,500	0.00
		Total 11162 ELECTION & REGISTRATION	85,182	56,888.36	3,250.00	25,043	70.60

LICENSE COMMISSION

11165	51014	LICENSE BD SALARY & WAGES	2,500	625.00	0.00	1,875	25.00
11165	51030	OVERTIME	500	0.00	0.00	500	0.00
11165	52150	COMMUNICATIONS	100	0.00	0.00	100	0.00
11165	52190	PROFESSIONAL SERVICES	200	0.00	0.00	200	0.00
11165	52230	OFFICE SUPPLIES	200	0.00	0.00	200	0.00
		Total 11165 LICENSE COMMISSION	3,500	625.00	0.00	2,875	17.90

CONSERVATION COMMISSION

11171	51011	CONSERVATION AGENT SAL&WGS	31,465	5,184.23	0.00	26,281	16.50
11171	51014	BOARD & COMM SAL & WAGES	5,500	1,187.50	0.00	4,313	21.60
11171	51551	TERMINATION LEAVE	0	1,615.80	0.00	-1,616	100.00
11171	52170	PROFESSIONAL DEV & TRAVEL	750	0.00	0.00	750	0.00
11171	52230	OFFICE SUPPLIES	100	0.00	0.00	100	0.00
		Total 11171 CONSERVATION COMMISSION	37,815	7,987.53	0.00	29,828	21.10

PLANNING BOARD

11175	51011	PLANNING AGENT SALARY & WAGES	31,465	5,184.22	0.00	26,281	16.50
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FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

11175	51014	BOARD & COMM SAL & WAGES	4,000	1,000.00	0.00	3,000	25.00
11175	52030	REPAIRS & MAINTENANCE	200	24.91	0.00	175	12.50
11175	52150	COMMUNICATIONS	2,000	126.24	0.00	1,874	6.30
11175	52170	PROFESSIONAL DEV & TRAVEL	200	0.00	0.00	200	0.00
11175	62198	ENCUMB OPEN SPACE PLAN	25,223	6,817.19	16,878.15	1,528	93.90
		Total 11175 PLANNING BOARD	63,089	13,152.56	16,878.15	33,058	47.60

ZONING BOARD OF APPEALS

11176	51014	BOARD & COMM SAL & WAGES	2,900	725.00	0.00	2,175	25.00
11176	52150	COMMUNICATIONS	3,000	216.31	0.00	2,784	7.20
11176	52170	PROFESSIONAL DEV & TRAVEL	200	0.00	0.00	200	0.00
11176	52230	OFFICE SUPPLIES	300	29.94	29.94	240	20.00
		Total 11176 ZONING BOARD OF APPEALS	6,400	971.25	29.94	5,399	15.60

COMMUNITY DEVELOPMENT

11182	51010	DEPT HEAD SALARY & WAGES	73,174	21,266.80	0.00	51,907	29.10
11182	51011	ASST DIR/GRANTS ADMINISTRATOR	2,698	785.44	0.00	1,912	29.10
11182	51012	CLERK/ASST SAL & WAGES	43,404	12,611.38	0.00	30,792	29.10
11182	51013	PROJ MNGR/FINANCIAL ADMIN	1,514	734.17	0.00	779	48.50
11182	51015	ECON DEV COORD SALARY	62,132	18,083.91	0.00	44,048	29.10
11182	51460	LONGEVITY	420	0.00	0.00	420	0.00
11182	52030	REPAIRS & MAINTENANCE	250	24.90	0.00	225	10.00
11182	52151	TELECOMMUNICATIONS	2,100	594.96	0.00	1,505	28.30
11182	52170	PROFESSIONAL DEV & TRAVEL	3,500	2,349.00	1,045.44	106	97.00
11182	52230	OFFICE SUPPLIES	400	0.00	0.00	400	0.00
		Total 11182 COMMUNITY DEVELOPMENT	189,590	56,450.56	1,045.44	132,094	30.30

CITY HALL MAINTENANCE

11192	51016	CUSTODIAN SALARY & WAGES	96,391	17,475.64	0.00	78,915	18.10
11192	51030	OVERTIME	4,000	437.91	0.00	3,562	10.90
11192	51031	ON-CALL/STANDBY	1,000	0.00	0.00	1,000	0.00
11192	51090	CLOTH/UNIFORM ALLOWANCE	1,000	500.00	0.00	500	50.00
11192	51100	SHIFT DIFFERENTIAL	1,000	0.00	0.00	1,000	0.00
11192	52030	REPAIRS & MAINTENANCE	25,000	4,398.12	1,402.63	19,199	23.20
11192	52050	MINOR EQUIPMENT	3,450	0.00	0.00	3,450	0.00

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

11192	52110	ENERGY & UTILITIES	35,000	5,619.88	0.00	29,380	16.10
11192	52151	TELECOMMUNICATIONS	1,500	170.08	0.00	1,330	11.30
11192	62110	ENCUMB ENERGY & UTILITIES	0	1,074.16	0.00	-1,074	100.00
		Total 11192 CITY HALL MAINTENANCE	168,341	29,675.79	1,402.63	137,262	18.50

CABLE COMMISSION

11194	51010	DEPT HEAD SALARY & WAGES	69,086	20,194.27	0.00	48,891	29.20
11194	51011	ASSISTANT SALARY & WAGES	56,850	16,617.71	0.00	40,232	29.20
11194	51013	PART TIME PRODUCTION ASST	16,096	3,816.08	0.00	12,279	23.70
11194	51460	LONGEVITY	690	0.00	0.00	690	0.00
11194	52030	REPAIRS & MAINTENANCE	1,000	0.00	0.00	1,000	0.00
11194	52040	INFORMATION TECHNOLOGY	3,500	0.00	0.00	3,500	0.00
11194	52050	MINOR EQUIPMENT	1,000	0.00	0.00	1,000	0.00
11194	52151	TELECOMMUNICATIONS	2,500	345.72	0.00	2,154	13.80
11194	52170	PROFESSIONAL DEV & TRAVEL	200	0.00	0.00	200	0.00
11194	52190	PROFESSIONAL SERVICES	1,000	0.00	0.00	1,000	0.00
11194	52230	OFFICE SUPPLIES	1,000	0.00	0.00	1,000	0.00
11194	52380	INDIRECT COSTS REIMBURSE	12,000	0.00	0.00	12,000	0.00
11194	55123	NEW EQUIPMENT	20,000	0.00	0.00	20,000	0.00
11194	65123	ENCUMB NEW EQUIPMENT	39,156	6,072.00	0.00	33,084	15.50
		Total 11194 CABLE COMMISSION	224,077	47,045.78	0.00	177,031	21.00

MAYOR'S UNCLASSIFIED

11199	51551	TERMINATION LEAVE - RESERVE	148,500	0.00	0.00	148,500	0.00
11199	52110	ENERGY & UTILITIES - PSS	36,000	2,256.79	0.00	33,743	6.30
11199	52152	TELEPHONE	50,000	10,045.39	8,880.00	31,075	37.90
11199	52171	MASS MUNICIPAL DUES	3,500	2,991.00	0.00	509	85.50
11199	52189	OPIOID PROF SERV EXPENSES	46,144	0.00	0.00	46,144	0.00
11199	56900	MONT REG PLANN COMMISSION	7,232	7,091.05	0.00	141	98.10
11199	56902	TAXES OTHER TOWNS	2,600	67.45	0.00	2,533	2.60
11199	57303	WATER	19,000	4,931.12	0.00	14,069	26.00
11199	57500	DAMAGES PERS & PROPERTY	3,000	0.00	0.00	3,000	0.00
11199	58000	CAPITAL IMPR PLAN/RESEARCH	52,500	6,679.92	0.00	45,820	12.70
11199	62110	ENCUMB ENERGY & UTILITIES	24,543	0.00	0.00	24,543	0.00
11199	62152	ENCUMB TELEPHONE	4,297	2,283.25	0.00	2,014	53.10

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

11199	62195	ENCUMB BUILDING DEMOLITIO	40,100	0.00	0.00	40,100	0.00
11199	62993	ENCUMB SUMMER CELEBRATION	100,000	0.00	0.00	100,000	0.00
11199	67511	ENCUMB S. GRAVE VS CITY LAWSUI	3,301	0.00	0.00	3,301	0.00
11199	68000	ENCUMB CAPITAL PROJECTS/RESEAR	42,695	817.34	14,910.64	26,967	36.80
		Total 11199 MAYOR'S UNCLASSIFIED	583,412	37,163.31	23,790.64	522,458	10.40

POLICE

12210	51010	DEPT HEAD SALARY & WAGES	110,074	35,693.43	0.00	74,381	32.40
12210	51012	SENIOR CLERKS SAL & WGS	112,797	37,163.18	0.00	75,634	32.90
12210	51013	POLICE OFFICERS SAL & WGS	1,498,898	275,581.58	0.00	1,223,316	18.40
12210	51014	POLICE SERGEANTS SAL&WGS	392,741	60,449.32	0.00	332,291	15.40
12210	51015	PUB SAFETY COMM DIR SAL & WAGE	79,218	23,281.00	0.00	55,937	29.40
12210	51016	CUSTODIAN SALARY & WAGES	53,487	15,567.86	0.00	37,919	29.10
12210	51017	POL LIEUTENANTS SAL & WGS	183,995	-4,790.73	0.00	188,785	-2.60
12210	51021	DEPUTY CHIEF SAL & WGS	69,274	0.00	0.00	69,274	0.00
12210	51030	OVERTIME	330,000	81,905.16	0.00	248,095	24.80
12210	51032	COMPENSATORY TIME	0	5,082.15	0.00	-5,082	100.00
12210	51050	HOLIDAY PAY	247,888	0.00	0.00	247,888	0.00
12210	51090	CLOTH/UNIFORM ALLOWANCE	60,000	1,412.50	0.00	58,588	2.40
12210	51100	SHIFT DIFFERENTIAL	180,250	22,303.32	0.00	157,947	12.40
12210	51101	COLLEGE CREDITS	25,933	0.00	0.00	25,933	0.00
12210	51102	WORKING OUT OF GRADE	2,000	466.68	0.00	1,533	23.30
12210	51460	LONGEVITY	1,560	0.00	0.00	1,560	0.00
12210	52030	REPAIRS & MAINTENANCE	25,000	7,798.78	8,802.50	8,399	66.40
12210	52033	PARKING METER MAINTENANCE	21,500	686.76	2,060.28	18,753	12.80
12210	52040	INFORMATION TECHNOLOGY	45,000	8,100.33	2,925.00	33,975	24.50
12210	52050	MINOR EQUIPMENT	5,000	0.00	0.00	5,000	0.00
12210	52110	ENERGY & UTILITIES	36,000	3,802.87	0.00	32,197	10.60
12210	52150	COMMUNICATIONS	1,500	0.00	0.00	1,500	0.00
12210	52151	TELECOMMUNICATIONS	30,000	5,944.72	17,444.60	6,611	78.00
12210	52170	PROFESSIONAL DEV & TRAVEL	33,100	1,703.50	0.00	31,397	5.10
12210	52190	PROFESSIONAL SERVICES	36,100	7,016.00	0.00	29,084	19.40
12210	52230	OFFICE SUPPLIES	16,500	964.92	8,549.82	6,985	57.70
12210	52240	VEHICLE SUPPLIES	18,000	6,634.50	8,637.72	2,728	84.80
12210	55060	ARMORY EQUIPMENT	18,000	134.40	0.00	17,866	0.70

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

12210	55080	PORTABLE RADIOS	10,000	467.13	0.00	9,533	4.70
12210	55090	NEW POLICE VEHICLES	50,000	0.00	4,200.00	45,800	8.40
12210	57090	CLOTH/UNIFORM ALLOWANCE	6,000	711.37	2,975.00	2,314	61.40
12210	57800	BUILDING REPAIRS	9,500	0.00	0.00	9,500	0.00
12210	62030	ENCUMB REPAIRS & MAINTEN	5,244	450.00	0.00	4,794	8.60
12210	62033	ENC PARKING METER MAINTENANCE	8,310	228.92	0.00	8,081	2.80
12210	62110	ENCUMB ENERGY & UTILITIES	16,346	488.00	0.00	15,858	3.00
12210	62151	ENCUMB TELECOMMUNICATIONS	1,637	0.00	1,486.67	150	90.80
12210	62170	ENCUMB PROF DEVELOPMENT & TRAV	9,783	4,910.20	0.00	4,873	50.20
12210	62230	ENCUMB OFFICE SUPPLIES	5,918	4,998.28	0.00	920	84.50
12210	65080	ENCUMB PORTABLE RADIOS	10,000	1,631.02	6,771.09	1,598	84.00
12210	65090	ENC NEW VEHICLES	7,559	0.00	700.00	6,859	9.30
12210	65145	ENCUMB RADIO SYSTEM UPGRADE	110,633	0.00	0.00	110,633	0.00
		Total 12210 POLICE	3,884,745	610,787.15	64,552.68	3,209,405	17.40

FIRE

12220	51010	DEPT HEAD SALARY & WAGES	105,596	31,316.27	0.00	74,279	29.70
12220	51011	CAPTAINS SALARY & WAGES	84,938	24,709.45	0.00	60,229	29.10
12220	51012	SENIOR CLERK SAL & WAGES	52,602	16,386.29	0.00	36,216	31.20
12220	51013	PRIVATE SALARY & WAGES	1,335,099	329,339.32	0.00	1,005,760	24.70
12220	51016	LIEUTENANTS SALARY&WAGES	519,266	127,922.10	0.00	391,344	24.60
12220	51030	OVERTIME	296,427	216,315.32	0.00	80,112	73.00
12220	51050	HOLIDAY PAY	203,260	1,788.55	0.00	201,472	0.90
12220	51090	CLOTH/UNIFORM ALLOWANCE	39,050	32,545.00	0.00	6,505	83.30
12220	51101	COLLEGE CREDITS	35,440	26,000.00	0.00	9,440	73.40
12220	51102	COLLATERAL JOBS	54,164	18,801.33	0.00	35,363	34.70
12220	51103	EDUCATIONAL INCENTIVE	9,718	2,685.39	0.00	7,032	27.60
12220	51105	SICK LEAVE INCENTIVE	3,485	349.08	0.00	3,136	10.00
12220	51200	PHYSICAL FITNESS	12,800	0.00	0.00	12,800	0.00
12220	51460	LONGEVITY	1,220	0.00	0.00	1,220	0.00
12220	51551	TERMINATION LEAVE	0	689.12	0.00	-689	100.00
12220	52030	REPAIRS & MAINTENANCE	85,000	10,153.10	1,929.84	72,917	14.20
12220	52040	INFORMATION TECHNOLOGY	10,000	3,651.50	0.00	6,349	36.50
12220	52050	MINOR EQUIPMENT	15,000	22.50	0.00	14,978	0.20
12220	52110	ENERGY & UTILITIES	32,000	2,686.41	0.00	29,314	8.40

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

12220	52150	COMMUNICATIONS	500	0.00	0.00	500	0.00
12220	52151	TELECOMMUNICATIONS	4,800	1,036.68	0.00	3,763	21.60
12220	52170	PROFESSIONAL DEV & TRAVEL	10,000	6,430.33	0.00	3,570	64.30
12220	52190	PROFESSIONAL SERVICES	5,000	0.00	0.00	5,000	0.00
12220	52230	OFFICE SUPPLIES	6,000	872.10	0.00	5,128	14.50
12220	52238	FIRE PREVENT/TRAINING SUPPLIES	2,200	439.44	0.00	1,761	20.00
12220	52240	VEHICLE SUPPLIES	25,000	2,967.75	2,258.39	19,774	20.90
12220	52995	PHYSICAL FITNESS	2,000	0.00	0.00	2,000	0.00
12220	55114	PROTECTIVE FF CLOTHING	40,000	383.56	0.00	39,616	1.00
12220	55146	STUDENT AWARE OF FIRE EDU	2,000	0.00	0.00	2,000	0.00
12220	62030	ENCUMB REPAIRS & MAINTEN	29,849	0.00	26,201.54	3,647	87.80
12220	62050	ENCUMB MINOR EQUIPMENT	4,750	3,773.74	0.00	976	79.50
12220	62110	ENCUMB ENERGY & UTILITIES	3,642	0.00	0.00	3,642	0.00
12220	65114	ENC PROTECT FF CLOTHES	4,553	4,162.00	0.00	391	91.40
		Total 12220 FIRE	3,035,359	865,426.33	30,389.77	2,139,543	29.50

AMBULANCE

12231	51013	PRIVATE AMBULANCE SAL&WAGES	411,233	92,875.55	0.00	318,357	22.60
12231	51030	OVERTIME	72,770	24,721.27	0.00	48,049	34.00
12231	51050	HOLIDAY PAY	43,178	0.00	0.00	43,178	0.00
12231	51090	CLOTH/UNIFORM ALLOWANCE	9,000	7,875.00	0.00	1,125	87.50
12231	51101	COLLEGE CREDITS	4,000	2,000.00	0.00	2,000	50.00
12231	51102	COLLATERAL JOBS	29,174	7,186.10	0.00	21,987	24.60
12231	51103	EDUCATIONAL INCENTIVE	2,000	238.42	0.00	1,762	11.90
12231	51415	AMBULANCE SERV STIPEND	17,520	5,180.48	0.00	12,340	29.60
12231	52030	REPAIRS & MAINTENANCE	10,000	3,007.60	8,901.40	-1,909	119.10
12231	52037	AMBULANCE SUPP/EXPENSES	20,000	4,440.35	8,378.52	7,181	64.10
12231	52040	INFORMATION TECHNOLOGY	10,500	0.00	0.00	10,500	0.00
12231	52041	LISC RENEWALS/FEES/ INSPECTION	7,000	300.00	0.00	6,700	4.30
12231	52050	MINOR EQUIPMENT	3,500	0.00	0.00	3,500	0.00
12231	52151	TELECOMMUNICATIONS	2,700	594.20	0.00	2,106	22.00
12231	52170	PROFESSIONAL DEV & TRAVEL	6,000	448.00	0.00	5,552	7.50
12231	52190	PROFESSIONAL SERVICES	320,000	93,240.76	204,028.07	22,731	92.90
12231	52230	OFFICE SUPPLIES	500	0.00	0.00	500	0.00
12231	52240	VEHICLE SUPPLIES	4,000	1,161.40	0.00	2,839	29.00

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

12231	62190	ENCUMB PROFESSIONAL SERV	30,618	0.00	0.00	30,618	0.00
4208		Total 12231 AMBULANCE	1,003,692	243,269.13	221,307.99	539,115	46.30

DISPATCH

12240	51010	DISPATCH SUPERV SALARY & WAGES	0	-2,219.37	0.00	2,219	100.00
12240	51013	FULL TIME DISPATCHERS SAL	484,203	81,637.01	0.00	402,566	16.90
12240	51022	PART TIME DISPATCHERS SAL	65,988	12,082.94	0.00	53,905	18.30
12240	51030	OVERTIME	120,000	42,159.71	0.00	77,840	35.10
12240	51032	COMPENSATORY TIME	0	10.21	0.00	-10	100.00
12240	51050	HOLIDAY PAY	57,770	-1,710.14	0.00	59,480	-3.00
12240	51090	CLOTH/UNIFORM ALLOWANCE	9,000	0.00	0.00	9,000	0.00
12240	51100	SHIFT DIFFERENTIAL	30,000	7,768.76	0.00	22,231	25.90
12240	51200	PHYSICAL FITNESS	200	0.00	0.00	200	0.00
12240	51551	TERMINATION LEAVE	0	950.54	0.00	-951	100.00
12240	52170	PROFESSIONAL DEV & TRAVEL	17,000	1,553.50	0.00	15,447	9.10
		Total 12240 DISPATCHERS	784,161	142,233.16	0.00	641,928	18.10

BUILDING

12241	51010	DEPT HEAD SALARY & WAGES	83,342	24,257.18	0.00	59,084	29.10
12241	51011	LOCAL BLDG INSP SAL & WGS	128,670	18,725.33	0.00	109,945	14.60
12241	51012	CLERK/ASST SAL & WAGES	46,734	0.00	0.00	46,734	0.00
12241	51013	P/T CLERK/ASST SAL & WGS	45,368	10,393.51	0.00	34,974	22.90
12241	51018	PLUMBING & GAS INSP SAL & WAGE	34,773	10,121.63	172.10	24,479	29.60
12241	51019	WIRE INSPECTOR SAL & WAGES	64,330	18,723.52	0.00	45,607	29.10
12241	51023	ALTERNATE INSPECTOR SALARY	9,795	2,541.06	0.00	7,254	25.90
12241	51030	OVERTIME	1,800	55.68	0.00	1,744	3.10
12241	51090	CLOTH/UNIFORM ALLOWANCE	2,050	1,525.00	0.00	525	74.40
12241	51460	LONGEVITY	870	0.00	0.00	870	0.00
12241	52020	ABANDONED BUILDING MAINT	1,100	224.38	0.00	876	20.40
12241	52030	REPAIRS & MAINTENANCE	2,875	396.00	0.00	2,479	13.80
12241	52031	REPAIRS TO POLES & LIGHTS	10,350	342.54	0.00	10,007	3.30
12241	52050	MINOR EQUIPMENT	3,853	0.00	0.00	3,853	0.00
12241	52110	ENERGY & UTILITIES	8,500	2,536.89	0.00	5,963	29.80
12241	52151	TELECOMMUNICATIONS	3,500	776.70	0.00	2,723	22.20
12241	52170	PROFESSIONAL DEV & TRAVEL	4,000	102.35	0.00	3,898	2.60

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

12241	52230	OFFICE SUPPLIES	2,000	277.34	0.00	1,723	13.90
12241	52240	VEHICLE SUPPLIES	3,000	70.00	0.00	2,930	2.30
12241	52280	COPIER EXPENSES	500	0.00	0.00	500	0.00
12241	62020	ENCUM ABANDONED BUILDING MAINT	0	4.99	0.00	-5	100.00
12241	62030	ENCUMB REPAIRS & MAINTEN	2,313	59.36	0.00	2,254	2.60
12241	62031	ENC REPAIRS TO POLES & LIGHTS	7,533	0.00	0.00	7,533	0.00
12241	62050	ENCUMB MINOR EQUIPMENT	2,397	0.00	0.00	2,397	0.00
12241	62110	ENCUMB ENERGY & UTILITIES	0	327.65	0.00	-328	100.00
		Total 12241 BUILDING INSPECTOR	469,653	91,461.11	172.10	378,020	19.50

WEIGHTS AND MEASURESE

12244	51010	DEPT HEAD SALARY & WAGES	9,962	2,490.45	0.00	7,471	25.00
12244	52230	OFFICE SUPPLIES	200	0.00	0.00	200	0.00
		Total 12244 WEIGHTS & MEASURES	10,162	2,490.45	0.00	7,671	24.50

ANIMAL CONTROL

12290	51010	SENIOR ANIMAL OFFICER SAL & WA	47,528	0.00	0.00	47,528	0.00
12290	51011	ANIMAL CONT OFF SAL & WAGES	80,122	29,151.03	0.00	50,971	36.40
12290	51030	OVERTIME	3,000	1,771.17	0.00	1,229	59.00
12290	51031	ON-CALL/STANDBY	20,060	4,837.60	0.00	15,222	24.10
12290	51090	CLOTH/UNIFORM ALLOWANCE	1,950	1,500.00	0.00	450	76.90
12290	51551	TERMINATION LEAVE	0	343.70	0.00	-344	100.00
12290	52030	REPAIRS & MAINTENANCE	4,000	220.00	0.00	3,780	5.50
12290	52151	TELECOMMUNICATIONS	3,000	363.78	1,246.22	1,390	53.70
12290	52170	PROFESSIONAL DEV & TRAVEL	2,500	0.00	0.00	2,500	0.00
12290	52240	VEHICLE SUPPLIES	2,600	39.79	0.00	2,560	1.50
12290	62151	ENCUMB TELECOMMUNICATIONS	1,668	0.00	2,200.00	-532	131.90
12290	65090	ENC NEW VEHICLES	63	63.20	0.00	0	100.00
		Total 12290 ANIMAL CONTROL OFFICER	166,491	38,290.27	3,446.22	124,754	25.10

CIVIL DEFENSE

12291	51010	DEPT HEAD SALARY & WAGES	9,542	2,445.24	0.00	7,097	25.60
12291	52040	INFORMATION TECHNOLOGY	1,500	513.65	0.00	986	34.20
12291	52050	MINOR EQUIPMENT	1,500	0.00	0.00	1,500	0.00
12291	52230	OFFICE SUPPLIES	500	0.00	0.00	500	0.00

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

12291	52996	EMERGENCY FUND	500	0.00	0.00	500	0.00
12291	62040	ENC INFORMATION TECH	2,625	2,625.00	0.00	0	100.00
1081		Total 12291 CIVIL DEFENSE	16,167	5,583.89	0.00	10,584	34.50

ANIMAL SHELTER

12292	51012	ADM COORD SAL & WAGES	26,100	0.00	0.00	26,100	0.00
12292	51023	ALT ANIMAL CONT OFF SAL&W	31,606	11,156.30	0.00	20,450	35.30
12292	51030	OVERTIME	1,500	0.00	0.00	1,500	0.00
12292	52030	REPAIRS & MAINTENANCE	4,200	61.17	0.00	4,139	1.50
12292	52040	INFORMATION TECHNOLOGY	1,300	407.28	0.00	893	31.30
12292	52050	MINOR EQUIPMENT	2,200	0.00	0.00	2,200	0.00
12292	52110	ENERGY & UTILITIES	9,000	1,805.70	0.00	7,194	20.10
12292	52190	PROFESSIONAL SERVICES	1,200	0.00	0.00	1,200	0.00
12292	52230	OFFICE SUPPLIES	750	140.44	0.00	610	18.70
12292	52240	VEHICLE SUPPLIES	1,000	0.00	0.00	1,000	0.00
12292	52997	ANIMAL CARE & DISPOSAL	33,000	3,381.45	15,264.84	14,354	56.50
12292	62050	ENCUMB MINOR EQUIPMENT	2,200	0.00	605.20	1,595	27.50
12292	62110	ENCUMB ENERGY & UTILITIES	64	64.11	0.00	0	100.00
12292	62230	ENCUMB OFFICE SUPPLIES	483	362.91	0.00	120	75.20
12292	62997	ENCUMB ANIMAL CARE & DISPOSAL	29,622	4,831.89	1,573.75	23,217	21.60
		Total 12292 ANIMAL SHELTER	144,225	22,211.25	17,443.79	104,570	27.50

CIVIL ENFORCEMENT

12293	51010	DEPT HEAD SALARY & WAGES	2,500	624.99	0.00	1,875	25.00
12293	52190	PROFESSIONAL SERVICES	8,500	0.00	0.00	8,500	0.00
		Total 12293 CIVIL ENFORCEMENT	11,000	624.99	0.00	10,375	5.70

GARDNER HIGH SCHOOL

13110	51025	2800-OUTREACH SOCIAL WORKER	61,200	18,830.80	42,369.30	0	100.00
13110	51101	2210-PRINCIPAL/VP GHS	333,253	102,539.52	230,713.92	0	100.00
13110	51102	2210-SECRETARY GHS	105,419	7,968.00	30,159.36	67,292	36.20
13110	51103	2305-TEACHERS GHS	2,693,841	413,520.30	2,280,320.35	0	100.00
13110	51104	2330-PARAPROFESSIONALS-GHS	0	0.00	0.00	0	0.00
13110	51107	2325-SUBSTITUTE SPED TEACHER	6,900	50.00	0.00	6,850	0.70
13110	51108	2325-SUBSTITUTE TEACHER GHS	15,000	8,070.00	0.00	6,930	53.80

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

13110	51115	2305-GHS SUMMER SCHOOL SAL&W	18,000	0.00	0.00	18,000	0.00
13110	51117	2324-LG TERM SUB SE TEACH SAL	2,000	0.00	0.00	2,000	0.00
13110	51118	2324-LONG TERM SUB TEACH SAL	19,500	0.00	0.00	19,500	0.00
13110	51203	2710-GUIDANCE COUNSEL SAL & WA	315,489	62,097.91	253,391.27	0	100.00
13110	51204	2710-GUIDANCE CLERICAL PARAP	43,696	1,021.85	0.00	42,674	2.30
13110	51205	3510-COACHES GHS	263,825	57,829.82	82,145.22	123,850	53.10
13110	51206	3520-EXTRA-CURRICULAR GHS	43,188	3,000.00	40,988.00	-800	101.90
13110	51207	2210-ATHLETIC DIR GHS SCHOOL	61,800	28,246.16	63,553.86	-30,000	148.50
13110	51211	3200-SCHOOL NURSE SAL & WAGES	59,001	8,979.44	49,387.00	634	98.90
13110	51215	2325-SUBSTITUTE NURS SAL&WAGES	4,000	0.00	0.00	4,000	0.00
13110	51218	3510-POLICE & FIRE DETAIL	6,000	1,404.50	0.00	4,596	23.40
13110	51310	2305-SPED TEACHERS SAL & WAGES	899,746	141,112.17	668,473.00	90,161	90.00
13110	51355	2330-SPED TUTOR'S SALARY & WAGE	6,250	0.00	0.00	6,250	0.00
13110	51360	2330-SPED PARAPROFESSIONAL SAL	3,188	-0.01	0.00	3,188	0.00
13110	51361	2330-SUBSTITUTE SPED PARAP SAL	3,600	0.00	0.00	3,600	0.00
13110	51363	2330-REGISTERED BEH TECH SAL&W	136,542	24,734.88	111,807.02	0	100.00
13110	51370	2440-HOME INSTRUCTION GHS	13,300	975.00	0.00	12,325	7.30
13110	52001	2210-POSTAGE	3,900	0.00	0.00	3,900	0.00
13110	52002	2210-OFFICE SUPPLIES	7,532	0.00	0.00	7,532	0.00
13110	52004	2210-COPIER SUPPLIES	15,478	3,869.46	11,608.38	0	100.00
13110	52005	5300-COPIER/POSTAGE - OTHER	21,490	5,372.46	16,117.38	0	100.00
13110	53015	2410-TEXTBOOKS-ENG/LANG ART	522	592.96	140.69	-212	140.50
13110	53025	2410-TEXTBOOKS-FOREIGN LANG	1,139	72.16	28.59	1,038	8.80
13110	53040	2410-TEXTBOOKS-HISTORY	1,721	884.60	53.22	783	54.50
13110	53080	2410-TEXTBOOKS-SCIENCE	2,616	2,572.05	0.00	44	98.30
13110	53205	2415-CURRICULUM MATIS-ART	4,905	4,783.43	43.97	78	98.40
13110	53217	2410-CURRICULUM MATERIALS-ELL	500	0.00	0.00	500	0.00
13110	53220	2410-CURRIC MATLS-FAMIL/LIVING	300	0.00	300.00	0	100.00
13110	53230	2710-CURRICULUM MATIS-GUIDANCE	3,431	520.26	2,197.03	714	79.20
13110	53235	2415-CURRICULUM MATIS-HEALTH	11,139	4,869.54	1,638.34	4,631	58.40
13110	53240	2410-CURRICULUM MATIS-HISTORY	178	0.00	183.18	-5	102.90
13110	53255	2410-CURRICULUM MATIS-MATH	645	574.17	0.00	71	89.00
13110	53260	2415-CURRICULUM MATIS-MUSIC	5,223	1,917.44	2,257.82	1,048	79.90
13110	53265	2415-CURRICULUM MATIS-PHYS EDU	4,270	2,124.38	10.98	2,135	50.00
13110	53280	2410-CURRICULUM MATIS-SCIENCE	7,774	5,968.03	968.92	837	89.20

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

13110	53285	2410-CURRICULUM MATLS-SPED	816	0.00	816.00	0	100.00
13110	53295	2455-CURRICULUM MATLS-TECH/ENG	21,576	16,377.44	3,008.10	2,190	89.80
13110	53350	2415-1BOOKS & PERIODICALS-LIBR	606	515.33	7.29	83	86.20
13110	53500	2720-ASSESSMENT MATERIALS	10,780	0.00	0.00	10,780	0.00
13110	53600	2430-GENERAL SUPPLIES	17,500	4,287.19	1,978.71	11,234	35.80
13110	53685	2410-GENERAL SUPPLIES-SPED	250	0.00	196.28	54	78.50
13110	53900	2455-COMPUTER SOFTWARE	24,998	8,021.61	8,150.00	8,826	64.70
13110	53955	2455-COMPUTER SOFTWARE-MATH	4,033	1,318.00	0.00	2,715	32.70
13110	53960	2455-COMPUTER SOFTWARE-MUSIC	250	0.00	249.00	1	99.60
13110	54100	3205-SCHOOL NURSING	1,392	1,013.59	0.00	378	72.80
13110	54202	3510-ATHLETICS-TRANSPORTATION	46,700	619.50	0.00	46,081	1.30
13110	54205	3510-ATHLETICS - DUES & MEMBER	23,250	4,425.00	300.00	18,525	20.30
13110	54206	3510-ATHLETICS - MISCELLANEOUS	19,000	8,150.00	0.00	10,850	42.90
13110	54310	3520-EXTRA-CURRICULAR EXPENSES	6,505	0.00	0.00	6,505	0.00
13110	54500	2440-STUDENT ACT/FIELD TRIPS	15,745	0.00	6,140.00	9,605	39.00
13110	56300	1210-ADMIN TRAVEL	300	0.00	0.00	300	0.00
13110	56700	2356-DUES & MEMBERSHIPS	8,265	5,560.00	25.00	2,680	67.60
13110	56800	2356-PROFESSIONAL DEVELOPMENT	9,960	0.00	0.00	9,960	0.00
13110	57100	4110-CUSTODIAL SUPPLIES	8,100	2,340.40	399.90	5,360	33.80
13110	57200	4110-CLEANING CONTRACT	279,174	77,603.20	201,570.80	0	100.00
13110	57301	4130-GAS	97,532	1,400.50	93,599.50	2,532	97.40
13110	57302	4130-ELECTRIC	67,676	22,449.43	45,226.57	0	100.00
13110	57303	4130-WATER	6,310	684.25	5,625.75	0	100.00
13110	57801	4220-ELECTRICAL REPAIRS	18,056	2,058.51	849.82	15,148	16.10
13110	57802	4220-PLUMBING REPAIRS	16,056	4,758.03	700.86	10,597	34.00
13110	57803	4220-HVAC REPAIRS	25,556	0.00	0.00	25,556	0.00
13110	57804	4220-GLASS REPAIRS	4,000	0.00	500.00	3,500	12.50
13110	57805	4220-OTHER REPAIRS	24,329	6,868.55	2,100.11	15,360	36.90
13110	57806	4220-SOLID WASTE REMOVAL	17,074	4,202.74	12,871.26	0	100.00
13110	57901	4220-BUILDING MAINT CONTRACTS	7,214	1,996.00	1,980.00	3,238	55.10
		Total 13110 GARDNER HIGH SCHOOL	5,990,505	1,089,150.55	4,275,151.75	626,203	89.50

GARDNER MIDDLE SCHOOL

13220	51101	2210-PRINCIPAL/VP GMS	286,806	88,248.00	198,558.00	0	100.00
13220	51102	2210-SECRETARY MID SCH	46,800	0.00	0.00	46,800	0.00

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

13220	51103	2305-TEACHERS MID SCH	2,291,854	336,302.95	1,841,157.02	114,394	95.00
13220	51107	2325-SUBSTITUTE SPED TEACHER	6,900	0.00	0.00	6,900	0.00
13220	51108	2325-SUBSTITUTE TEACHER GMS	15,000	5,015.00	0.00	9,985	33.40
13220	51117	2324-LG TERM SUB SE TEACH SAL	2,000	0.00	0.00	2,000	0.00
13220	51118	2324-LONG TERM SUB TEACH SAL	19,500	0.00	0.00	19,500	0.00
13220	51203	2710-GUIDANCE COUNSEL SAL & WA	250,266	30,854.14	123,275.44	96,137	61.60
13220	51204	2710-GUIDAN CLERICAL PARAP SAL	39,624	299.04	0.00	39,325	0.80
13220	51205	3510-COACHES MID SCH	64,400	16,100.00	18,112.50	30,188	53.10
13220	51206	3520-EXTRA-CURRICULAR MID SCH	14,059	1,346.00	12,713.00	0	100.00
13220	51211	3200-SCHOOL NURSE SAL & WAGES	86,727	18,103.36	69,697.26	-1,073	101.20
13220	51215	2325-SUBSTITUTE NURSE SAL&WAG	2,000	0.00	0.00	2,000	0.00
13220	51310	2305-SPED TEACHERS SAL & WAGES	765,898	138,182.04	605,418.02	22,298	97.10
13220	51355	2330-SPED TUTOR'S SALARY & WAGE	218,707	0.00	0.00	218,707	0.00
13220	51360	2330-SPED PARAPROFESSIONAL SAL	3,804	0.00	0.00	3,804	0.00
13220	51361	2330-SUBSTITUTE SPED PARAP SAL	4,320	735.00	0.00	3,585	17.00
13220	51363	2330-REGISTERED BEH TECH SAL&W	137,399	24,945.28	112,453.72	0	100.00
13220	51370	2440-HOME INSTRUCTION MID SCH	3,243	0.00	0.00	3,243	0.00
13220	52001	2210-POSTAGE	2,100	0.00	0.00	2,100	0.00
13220	52002	2210-OFFICE SUPPLIES	3,000	1,205.69	1,525.25	269	91.00
13220	52004	2420-COPIER SUPPLIES	5,968	1,491.93	4,475.79	0	100.00
13220	52005	5300-COPIER/POSTAGE - OTHER	14,049	3,512.22	10,536.66	0	100.00
13220	53205	2415-CURRICULUM MATIS-ART	1,200	995.07	119.11	86	92.80
13220	53215	2410-CURRICULUM MATIS-ENGL/LA	600	0.00	252.34	348	42.10
13220	53217	2410-CURRICULUM MATERIALS-ELL	600	0.00	214.28	386	35.70
13220	53235	2415-CURRICULUM MATIS-HEALTH	2,000	0.00	0.00	2,000	0.00
13220	53260	2415-CURRICULUM MATIS-MUSIC	2,660	0.00	0.00	2,660	0.00
13220	53265	2415-CURRICULUM MATIS-PHY EDUC	550	0.00	0.00	550	0.00
13220	53280	2410-CURRICULUM MATIS-SCIENCE	500	210.13	0.00	290	42.00
13220	53285	2410-CURRICULUM MATIS-SPED	500	209.68	75.99	214	57.10
13220	53295	2451-CURRICULUM MATIS-TECH/ENG	1,500	634.75	117.51	748	50.20
13220	53600	2430-GENERAL SUPPLIES	10,573	6,525.20	1,917.76	2,130	79.90
13220	53700	2453-COMPUTER HARDWARE	3,000	0.00	0.00	3,000	0.00
13220	53900	2455-COMPUTER SOFTWARE	7,500	0.00	0.00	7,500	0.00
13220	54100	3205-SCHOOL NURSING	1,600	158.67	181.72	1,260	21.30
13220	54202	3510-ATHLETIC - TRANSPORTATION	12,100	0.00	0.00	12,100	0.00

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

13220	56300	1210-ADMIN TRAVEL	250	0.00	0.00	250	0.00
13220	56700	2356-DUES & MEMBERSHIPS	1,047	0.00	0.00	1,047	0.00
13220	56800	2356-PROFESSIONAL DEVELOPMENT	3,000	0.00	0.00	1,875	37.50
13220	57100	4110-CUSTODIAL SUPPLIES	5,500	2,644.84	0.00	2,855	48.10
13220	57200	4110-CLEANING CONTRACT	241,435	63,665.34	177,769.66	0	100.00
13220	57301	4130-GAS	46,677	1,652.75	44,347.25	677	98.50
13220	57302	4130-ELECTRIC	56,344	18,799.66	37,544.34	0	100.00
13220	57303	4130-WATER	7,904	1,265.00	6,639.00	0	100.00
13220	57801	4220-ELECTRICAL REPAIRS	9,056	0.00	1,000.00	8,056	11.00
13220	57802	4220-PLUMBING REPAIRS	9,056	339.65	660.35	8,056	11.00
13220	57803	4220-HVAC REPAIRS	16,389	3,768.85	0.00	12,620	23.00
13220	57804	4220-GLASS REPAIRS	3,911	422.67	77.33	3,411	12.80
13220	57805	4220-OTHER REPAIRS	20,529	168.81	1,331.19	19,029	7.30
13220	57806	4220-SOLID WASTE REMOVAL	9,935	2,250.00	7,685.00	0	100.00
13220	57901	4220-BUILDING MAINT CONTRACTS	7,842	2,200.50	2,430.00	3,212	59.00
		Total 13220 MIDDLE SCHOOL	4,768,182	772,252.22	3,281,410.49	714,519	85.00

ELM STREET SCHOOL

13330	57200	4110-CLEANING CONTRACT	20,841	20,841.00	0.00	0	100.00
13330	57301	4130-GAS	9,038	460.79	1,039.21	7,538	16.60
13330	57302	4130-ELECTRIC	2,610	2,125.15	395.20	90	96.60
13330	57303	4130-WATER	1,180	759.00	421.00	0	100.00
13330	57805	4220-OTHER REPAIRS	0	171.54	28.46	-200	100.00
13330	57806	4220-SOLID WASTE REMOVAL	2,457	2,457.00	0.00	0	100.00
13330	57901	4220-BUILDING MAINT CONTRACTS	0	1,354.50	0.00	-1,355	100.00
		Total 13330 ELM STREET SCHOOL	36,126	28,168.98	1,883.87	6,073	83.20

HELEN MAE SAUTER SCHOOL

13430	57200	4110-CLEANING CONTRACT	2,272	2,272.00	0.00	0	100.00
13430	57301	4130-GAS	1,255	597.97	502.03	155	87.60
13430	57302	4130-ELECTRIC	1,255	1,294.86	17.35	-57	104.60
13430	57303	4130-WATER	1,123	83.75	1,039.65	0	100.00
13430	57805	4220-OTHER REPAIRS	0	200.00	0.00	-200	100.00
13430	57806	4220-SOLID WASTE REMOVAL	1,150	1,150.00	0.00	0	100.00
13430	57901	4220-BUILDING MAINT CONTRACTS	0	939.50	0.00	-940	100.00

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

42

681

Total 13430 HELEN MAE SAUTER SCHOOL		7,055	6,538.08	1,559.03	-1,042	114.80
13530	51101	2210-PRINCIPAL	112,064	34,481.28	77,582.88	0
13530	51102	2210-SECRETARY SALARY & WAGES	20,315	0.00	0.00	20,315
13530	51103	2305-TEACHERS	416,187	48,520.46	253,306.25	114,361
13530	51108	2325-SUBSTITUTE TEACHER	5,000	720.00	0.00	4,280
13530	51203	2710-GUIDANCE COUNSEL SAL & WA	75,575	12,078.42	63,496.99	0
13530	51211	3200-SCHOOL NURSE SAL & WAGES	56,097	8,583.64	47,210.14	303
13530	51215	2325-SUBSTITUTE NURSE SAL&WAGE	1,400	0.00	0.00	1,400
13530	51310	2305-SPED TEACHERS SAL & WAGES	65,218	9,995.08	55,222.93	0
13530	51370	2440-HOME INSTRUCTION	3,000	0.00	0.00	3,000
13530	52001	2210-POSTAGE	500	0.00	0.00	500
13530	52002	2210-OFFICE SUPPLIES	800	0.00	0.00	800
13530	52003	4230-PHOTOCOPY MAINTENANCE	1,492	0.00	0.00	1,492
13530	52004	2420-COPIER SUPPLIES	1,500	0.00	0.00	1,500
13530	53015	2410-TEXTBOOKS-ENG/LANG ART	600	0.00	0.00	600
13530	53600	2430-GENERAL SUPPLIES	1,800	219.70	0.00	1,580
13530	54100	3200-SCHOOL NURSING	300	0.00	253.87	46
13530	54500	2440-STUDENT ACT/EXP LEARNING	2,000	0.00	0.00	2,000
13530	56800	2356-PROFESSIONAL DEVELOPMENT	1,000	300.00	0.00	700
13530	57100	4110-CUSTODIAL SUPPLIES	1,300	0.00	0.00	1,300
Total 13530 GALT		766,149	114,898.58	497,073.06	154,177	79.90

WATERFORD ST SCHOOL

13630	57200	4110-CLEANING CONTRACT	16,077	16,077.00	0.00	0	100.00
13630	57301	4130-GAS	14,994	179.53	2,793.24	12,021	19.80
13630	57302	4130-ELECTRIC	3,745	2,248.74	771.61	725	80.70
13630	57303	4130-WATER	1,012	1,012.00	0.00	0	100.00
13630	57805	4220-OTHER REPAIRS	0	175.00	0.00	-175	100.00
13630	57806	4220-SOLID WASTE REMOVAL	1,733	1,733.00	0.00	0	100.00
13630	57901	4220-BUILDING MAINT CONTRACTS	0	481.50	0.00	-482	100.00
Total 13630 WATERFORD STREET SCHOOL			37,561	21,906.77	3,564.85	12,089	67.80

GARDNER ELEMENTARY SCHOOL

FY 2023 BUDGET

YEAR TO DATE AS OF 10/20/2022

13730	51101	2210-PRINCIPAL/VP GES	402,652	115,479.81	255,055.51	32,116	92.00
13730	51102	2210-SECRETARY SALARY & WAGES	166,590	692.68	0.00	165,897	0.40
13730	51103	2305-TEACHERS GES	3,749,389	563,250.20	3,145,430.32	40,709	98.90
13730	51107	2325-SUBSTITUTE SPED TEACHER	16,200	442.50	0.00	15,758	2.70
13730	51108	2325-SUBSTITUTE TEACHER-GES	30,000	2,180.00	0.00	27,820	7.30
13730	51117	2324-LG TERM SUB SE TEACH SAL	4,000	0.00	0.00	4,000	0.00
13730	51118	2324-LONG TERM SUB TEACH SAL	39,000	0.00	0.00	39,000	0.00
13730	51203	2710-GUIDANCE COUNSEL SAL & WA	185,054	32,776.49	111,356.42	40,921	77.90
13730	51206	3520-EXTRA-CURRICULAR GES	8,365	0.00	6,376.00	1,989	76.20
13730	51211	3200-SCHOOL NURSE SAL & WAGES	127,493	19,981.21	107,878.95	-367	100.30
13730	51215	2325-SUBSTITUTE NURSE SAL&WAGE	3,600	0.00	0.00	3,600	0.00
13730	51310	2305-SPED TEACHERS SAL & WAGES	1,543,285	264,891.33	1,278,393.31	0	100.00
13730	51355	2330-SPED TUTORS SALARY & WAGE	82,846	0.00	0.00	82,846	0.00
13730	51360	2330-SPED PARAPROFESSIONAL SAL	20,484	0.00	0.00	20,484	0.00
13730	51361	2330-SUBSTIT SPED PARAPROF SAL	28,080	5,778.75	0.00	22,301	20.60
13730	51363	2330-REGISTERED BEH TECH SAL&W	379,049	66,563.32	300,034.86	12,450	96.70
13730	51370	2440-HOME INSTRUCTION	5,160	0.00	0.00	5,160	0.00
13730	52001	2210-POSTAGE	0	0.00	0.00	0	0.00
13730	52002	2210-OFFICE SUPPLIES	2,000	1,653.91	210.27	136	93.20
13730	52004	2210-COPIER SUPPLIES	13,813	3,453.03	10,359.09	1	100.00
13730	52005	5300-COPIER/POSTAGE - OTHER	23,356	5,838.99	17,516.97	0	100.00
13730	53015	2410-TEXTBOOKS-ENGLISH/LAN ART	3,864	0.00	0.00	3,864	0.00
13730	53085	2410-TEXTBOOKS-SPED	12,488	0.00	0.00	12,488	0.00
13730	53205	2410-CURRICULUM MATIS-ART	5,000	2,227.07	574.25	2,199	56.00
13730	53215	2410-CURRICULUM MATIS-ENG/LA	8,163	3,240.00	3,673.71	1,249	84.70
13730	53217	2410-CURRICULUM MATERIALS-ELL	1,400	85.74	83.05	1,231	12.10
13730	53245	2410-CURRICULUM MATIS-KINDERG	14,862	5,504.03	5,131.13	4,227	71.60
13730	53255	2410-CURRICULUM MATIS-MATH	8,341	0.00	0.00	8,341	0.00
13730	53260	2410-CURRICULUM MATIS-MUSIC	6,194	435.35	324.93	5,434	12.30
13730	53270	2410-CURRICULUM MATIS-PRE-K	3,909	2,764.54	31.98	1,112	71.50
13730	53275	2410-CURRIC MATL-STUD ACAD SUP	13,133	6,869.87	3,514.93	2,748	79.10
13730	53280	2410-CURRICULUM MATIS-SCIEN	800	0.00	0.00	800	0.00
13730	53285	2415-CURRICULUM MATIS-SPED	8,805	255.47	0.00	8,550	2.90
13730	53600	2430-GENERAL SUPPLIES	30,510	8,433.95	8,347.37	13,729	55.00
13730	53900	2455-COMPUTER SOFTWARE	14,189	0.00	0.00	14,189	0.00

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

13730	54100	2440-SCHOOL NURSING	3,660	0.00	0.00	3,660	0.00
13730	56300	2353-TRAVEL EXPENSE	600	0.00	0.00	600	0.00
13730	56700	2356-DUES & MEMBERSHIPS	2,740	0.00	0.00	2,740	0.00
13730	56800	4110-PROF DEV	10,600	0.00	0.00	10,600	0.00
13730	57100	4110-CUSTODIAL SUPPLIES	20,000	621.60	4,306.87	15,072	24.60
13730	57200	4130-CLEANING CONTRACT	321,815	42,041.59	279,773.41	0	100.00
13730	57301	4130-GAS	99,232	0.00	40,000.00	59,232	40.30
13730	57302	4130-ELECTRIC	80,469	6,653.24	33,346.76	40,469	49.70
13730	57303	4120-WATER	10,000	1,513.06	8,486.94	0	100.00
13730	57801	4220-ELECTRICAL REPAIRS	7,500	1,278.82	907.03	5,314	29.10
13730	57802	4220-PLUMBING REPAIRS	11,250	40.13	1,000.00	10,210	9.20
13730	57803	4220-HVAC REPAIRS	12,500	0.00	0.00	12,500	0.00
13730	57804	4220-GLASS REPAIRS	2,250	0.00	500.00	1,750	22.20
13730	57805	4220-OTHER REPAIRS	16,500	234.76	1,444.23	14,821	10.20
13730	57806	4220-SOLID WASTE REMOVAL	16,000	3,859.16	12,140.84	0	100.00
13730	57901	4220-BUILDING MAINT CONTRACTS	25,000	0.00	2,178.00	22,822	8.70
		Total 13730 GARDNER ELEMENTARY SCHO	7,602,189	1,169,040.60	5,638,377.13	794,771	89.50

GARDNER PUBLIC SCHOOLS

13960	51000	2305-SCHOOL SAL UNDISTRIBUTED	100,000	0.00	0.00	100,000	0.00
13960	51001	1210-SUPERINTENDENT SAL & WGS	175,140	52,419.92	117,944.82	4,776	97.30
13960	51002	1210-SECRETARY SUPT OFFICE SAL	56,244	2,102.82	0.00	54,141	3.70
13960	51003	1110-SCHOOL COMMITTEE	30,000	7,500.06	0.00	22,500	25.00
13960	51004	1220-CHIEF ACADEM OFF SAL& WGS	106,566	32,789.52	73,776.38	0	100.00
13960	51005	1110-RECORDING SECRETARY SAL & W	1,800	0.00	0.00	1,800	0.00
13960	51090	4210-CLOTH/UNIFORM ALLOWANCE	3,650	3,650.00	0.00	0	100.00
13960	51100	1410-BUSINESS ADMIN SAL & WGS	127,500	39,230.80	88,269.30	0	100.00
13960	51101	1410-SR ACCOUNT CLERKS SAL&WGS	133,271	0.00	0.00	133,271	0.00
13960	51103	2305-TEACHERS	590,430	101,907.37	488,522.70	0	100.00
13960	51110	2320-BOARD CERTIF BA SAL&WAGS	338,682	34,798.02	70,959.59	232,924	31.20
13960	51111	2320-SPEECH/OCCUPATI THERAPIST	607,909	86,374.84	458,854.66	62,680	89.70
13960	51112	2110-ESL TRANSLATION SALARY	5,100	0.00	0.00	5,100	0.00
13960	51206	3520-EXTRA-CURRI ADVISORS SALA	10,126	0.00	0.00	10,126	0.00
13960	51207	5550-CROSSING GUARDS	65,000	7,965.00	0.00	57,035	12.30
13960	51209	4400-COMPUTER TECHNICIAN SAL	266,488	817.16	0.00	265,671	0.30

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

13960	51211	3200-SCHOOL NURSE SAL & WAGE	153,750	36,362.40	117,005.44	382	99.80
13960	51223	2305-TEACHER EARLY RETIREM PAY	35,044	0.00	0.00	35,044	0.00
13960	51301	2110-PUPIL PERSONI SERVICE DIR	127,500	39,230.80	88,269.30	0	100.00
13960	51302	2110-PPS SECRETARY SAL & WAGE	146,418	36,845.54	0.00	109,572	25.20
13960	51303	2320-DIRECT SERVICE SAL & WAGE	76,834	76,834.27	0.00	0	100.00
13960	51304	2320-SUMMER SPEECH THERAPY SAL	17,588	17,587.50	0.00	0	100.00
13960	51305	2800-SCHL PSYCHOLOGIST SAL & W	278,813	42,704.53	231,048.24	5,061	98.20
13960	51307	2800-ADJUSTMENT COUNSEL SAL	389,621	55,513.50	334,107.51	0	100.00
13960	51419	4220-FACILITIES DIRECT SAL&WGS	92,856	28,570.96	64,284.66	0	100.00
13960	51420	4210-GROUNDSKEEPERS	53,768	16,544.00	37,224.00	0	100.00
13960	51421	4220-BUILDING MAINT CRAFTSMAN	56,855	1,297.96	0.00	55,557	2.30
13960	51430	4220-OVERTIME	12,000	6,102.48	0.00	5,898	50.90
13960	51440	4220-VACATION WORKCREW	18,900	18,899.50	0.00	0	100.00
13960	51520	2305-STAY WELL BUYBACK	177,602	170,693.14	0.00	6,909	96.10
13960	51530	5150-SICK LEAVE BUYBACK	39,293	0.00	0.00	39,293	0.00
13960	51552	1230-ITINERANT TRAVEL	11,400	0.00	8,300.00	3,100	72.80
13960	52001	1210-POSTAGE	3,650	0.00	0.00	3,650	0.00
13960	52002	1210-OFFICE SUPPLIES	5,000	510.20	98.68	4,391	12.20
13960	52004	2420-COPIER SUPPLIES	4,543	1,108.08	3,324.24	111	97.60
13960	52005	5300-COPIER/POSTAGE - OTHER	10,087	5,757.41	7,677.80	-3,348	133.20
13960	52006	1450-OFFICE SUPPLIES-INFO TECH	21,176	5,451.21	10,278.63	5,446	74.30
13960	52103	3200-CONTRACTED TEACHING SERV	7,000	0.00	0.00	7,000	0.00
13960	52190	2250-PROFESSIONAL SERVICES	38,100	14,994.30	5,336.60	17,769	53.40
13960	52195	1450-MANAGEMENT & INFO SYSTM	102,542	30,952.06	64,671.94	6,918	93.30
13960	52362	3300-FOSTER CARE TRANSP EXP	157,000	1,571.00	0.00	155,429	1.00
13960	52800	3300-REGULAR TRANSPORTATION	657,000	59,130.00	532,170.00	65,700	90.00
13960	52801	3300-MCKINNEY-VENTO TRANSPORT	90,000	2,450.00	24,322.20	63,228	29.70
13960	53200	2415-CURRICULUM MATERIALS	5,000	0.00	0.00	5,000	0.00
13960	53217	2410-CURRICULUM MATERIALS-ELL	5,000	4,606.80	0.00	393	92.10
13960	53285	2410-CURRICULUM MATLS-SPED	9,334	2,014.93	735.32	6,584	29.50
13960	53485	2420-INSTRUCT EQUIP-SPED	7,192	0.00	995.14	6,197	13.80
13960	53585	2720-ASSESSMENT MATLS-SPED	20,222	1,512.50	2,131.90	16,578	18.00
13960	53600	2430-GENERAL SUPPLIES	1,524	0.00	0.00	1,524	0.00
13960	53700	2453-COMPUTER HARDWARE	15,000	2,379.92	129.97	12,490	16.70
13960	53900	2455-COMPUTER SOFTWARE	222,521	82,338.66	27,500.00	112,682	49.40

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

13960	54100	3200-SCHOOL NURSING	3,335	-1.11	180.00	3,156	5.40
13960	54110	3200-SCHOOL PHYSICIAN	5,000	0.00	0.00	5,000	0.00
13960	54150	5550-CROSSING GUARD EXPENSE	500	0.00	0.00	500	0.00
13960	55801	9300-OUT OF DIST TUITION-PRIVA	710,173	37,930.74	305,060.16	367,182	48.30
13960	55802	9400-TUITION - COLLABORATIVE	331,714	0.00	0.00	331,714	0.00
13960	55804	3300-SPED TRANSPORTATION	1,029,536	73,852.88	284,266.00	671,417	34.80
13960	56002	2110-OFFICE SUPPLIES-INSTRUCT	1,200	269.69	0.00	930	22.50
13960	56005	5300-COPY PAPER-INSTRUCTION	1,089	0.00	0.00	1,089	0.00
13960	56190	2320-PROFESSIONAL SERVICE-INST	123,003	33,852.25	104,510.25	-15,360	112.50
13960	56300	1210-ADMIN TRAVEL	5,100	2,146.58	1,200.00	1,753	65.60
13960	56305	1210-TRAVEL EXP-INSTRUCTION	900	0.00	0.00	900	0.00
13960	56400	1210-ADVERTISING	7,416	0.00	191.99	7,224	2.60
13960	56501	5200-INSURANCE	28,574	0.00	1,120.00	27,454	3.90
13960	56600	1430-LEGAL	30,000	3,256.00	1,744.00	25,000	16.70
13960	56605	1430-LEGAL EXPENSE-INSTRUCTION	10,000	1,290.00	0.00	8,710	12.90
13960	56700	1230-DUES & MEMBERSHIPS	23,438	10,812.00	799.00	11,827	49.50
13960	56800	2356-PROFESSIONAL DEVEL EXPEN	56,900	18,237.13	2,736.30	35,927	36.90
13960	56800	4400-E-RATE EXPENSES	43,419	4,245.22	31,204.10	7,970	81.60
13960	56801	2356-PROF DEVELOPMNT-INFO TECH	1,750	0.00	0.00	1,750	0.00
13960	56900	1110-SCHOOL COMMITTEE EXPENSES	7,936	6,729.00	595.00	612	92.30
13960	57100	4110-CUSTODIAL SUPPLIES	1,800	0.00	0.00	1,800	0.00
13960	57200	4110-CLEANING CONTRACT	80,000	18,245.67	61,754.33	0	100.00
13960	57301	4130-GAS	50,000	0.00	30,000.00	20,000	60.00
13960	57302	4130-ELECTRIC	15,000	1,995.97	4,004.03	9,000	40.00
13960	57303	4130-WATER	5,000	0.00	5,000.00	0	100.00
13960	57304	4130-TELEPHONE	30,600	7,306.74	23,203.34	90	99.70
13960	57305	4210-GASOLINE	8,200	4,333.45	0.00	3,867	52.80
13960	57402	4230-EQUIPMENT MAINTENANCE	16,000	715.84	0.00	15,284	4.50
13960	57403	4450-EQUIP REPAIRS-INFO TECH	15,000	1,589.00	0.00	13,411	10.60
13960	57500	4210-GROUNDS MAINTENANCE	23,000	2,126.99	2,256.61	18,616	19.10
13960	57700	4210-PLOWING & SANDING	55,000	0.00	0.00	55,000	0.00
13960	57801	4220-ELECTRICAL REPAIRS	3,000	418.95	581.05	2,000	33.30
13960	57802	4220-PLUMBING REPAIRS	3,500	0.00	1,000.00	2,500	28.60
13960	57803	4220-HVAC REPAIRS	4,488	0.00	0.00	4,488	0.00
13960	57804	4220-GLASS REPAIRS	2,000	0.00	500.00	1,500	25.00

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

13960	57805	4220-OTHER REPAIRS	10,000	64.40	1,435.60	8,500	15.00
13960	57806	4220-SOLID WASTE REMOVAL	10,000	835.00	9,165.00	0	100.00
13960	57901	4400-BUILDING MAINT CONTRACTS	7,500	465.00	1,515.00	5,520	26.40
13960	58010	7300-ACQUISITION OF EQUIPMENT	30,000	10,668.44	11,940.00	7,392	75.40
13960	58020	2451-REPLACEMENT OF IT EQUIP	132,800	25,453.82	42,549.53	64,797	51.20
13960	68000	ENCUMB SCHEDULE 1 SCHOOL EXP	707,585	562,454.48	120,825.60	24,305	96.60
		Total 13960 EDUCATION UNDISTRIBUTED	9,319,494	1,960,813.29	3,907,275.91	3,451,405	63.00

REGIONAL VOCATIONAL SCHOOLS

13999	56500	9500-MONT VOC TEC SCH ASSESS	1,134,654	567,326.96	0.00	567,327	50.00
		Total 13999 REGIONAL SCHOOL DISTRIC	1,134,654	567,326.96	0.00	567,327	50.00

ENGINEERING

14410	51010	DEPT HEAD SALARY & WAGES	45,416	13,131.42	0.00	32,285	28.90
14410	51013	GIS / AUTOCAD TECHNICIAN	49,625	14,442.60	0.00	35,182	29.10
14410	52030	REPAIRS & MAINTENANCE	1,500	594.62	0.00	905	39.60
14410	52040	INFORMATION TECHNOLOGY	6,000	3,500.00	0.00	2,500	58.30
14410	52050	MINOR EQUIPMENT	1,500	0.00	0.00	1,500	0.00
14410	52150	COMMUNICATIONS	400	0.00	0.00	400	0.00
14410	52151	TELECOMMUNICATIONS	1,000	237.31	804.10	-41	104.10
14410	52170	PROFESSIONAL DEV & TRAVEL	600	0.00	0.00	600	0.00
14410	52190	PROFESSIONAL SERVICES	18,000	1,750.00	0.00	16,250	9.70
14410	52230	OFFICE SUPPLIES	1,500	7.95	0.00	1,492	0.50
14410	52240	VEHICLE SUPPLIES	500	0.00	0.00	500	0.00
14410	58100	EPA NPDES	40,000	0.00	0.00	40,000	0.00
14410	62030	ENCUMB REPAIRS & MAINTEN	911	0.00	0.00	911	0.00
14410	62040	ENC INFORMATION TECH	2,382	0.00	0.00	2,382	0.00
14410	62050	ENCUMB MINOR EQUIPMENT	1,500	0.00	0.00	1,500	0.00
14410	62150	ENCUMB COMMUNICATIONS	205	0.00	0.00	205	0.00
14410	62170	ENCUMB PROF DEVELOPMENT & TRAV	520	0.00	0.00	520	0.00
14410	62190	ENCUMB PROFESSIONAL SERV	30,784	3,480.00	7,078.71	20,226	34.30
14410	62230	ENCUMB OFFICE SUPPLIES	946	181.09	0.00	765	19.10
14410	62240	ENCUMB VEHICLE SUPPLIES	500	0.00	0.00	500	0.00
14410	68000	ENCUMB CAPT PROJ EXPENSES	13,320	0.00	13,320.00	0	100.00
14410	68100	ENCUMB EPA NPDES	64,797	9,512.01	53,275.99	2,009	96.90

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

42

Total 14410 SURVEY

281,906

46,837.00

74,478.80

160,590

43.00

PUBLIC WORKS

14421	51010	DEPT HEAD SALARY & WAGES	53,370	15,533.67	0.00	37,837	29.10
14421	51012	CLERK/ASST SAL & WAGES	25,531	7,953.26	0.00	17,578	31.20
14421	51013	MAINTENANCE CREW SAL & WAGES	1,149,594	296,895.57	0.00	852,698	25.80
14421	51014	BOARD & COMM SAL & WAGES	3,100	1,477.72	0.00	1,622	47.70
14421	51030	OVERTIME	50,000	29,853.96	0.00	20,146	59.70
14421	51031	WEEK-END STANDBY	20,000	6,850.00	0.00	13,150	34.30
14421	51090	CLOTH/UNIFORM ALLOWANCE	26,020	17,790.00	0.00	8,230	68.40
14421	51100	SHIFT DIFFERENTIAL	1,000	856.94	0.00	143	85.70
14421	51102	WORKING OUT OF GRADE	12,000	5,742.14	0.00	6,258	47.90
14421	51105	SICK LEAVE INCENTIVE	3,500	906.56	0.00	2,593	25.90
14421	51460	LONGEVITY	660	0.00	0.00	660	0.00
14421	51551	TERMINATION LEAVE	0	512.17	0.00	-512	100.00
14421	52030	REPAIRS & MAINTENANCE	200,000	39,141.47	6,266.67	154,592	22.70
14421	52032	TRAFFIC MAINTENANCE	40,000	6,191.02	5,360.72	28,448	28.90
14421	52033	PARKING METER MAINTENANCE	20,000	1,634.20	328.94	18,037	9.80
14421	52034	CRUSHER MAINTENANCE	2,000	0.00	2,000.00	0	100.00
14421	52035	CEMETERY MAINTENANCE	9,000	0.00	0.00	9,000	0.00
14421	52038	UNACCEPTED ROAD MAINTENAN	1,000	0.00	0.00	1,000	0.00
14421	52040	INFORMATION TECHNOLOGY	2,500	275.51	0.00	2,224	11.00
14421	52050	MINOR EQUIPMENT	20,000	0.00	0.00	20,000	0.00
14421	52070	EQUIPMENT RENTAL	1,000	0.00	1,000.00	0	100.00
14421	52110	ENERGY & UTILITIES	25,000	2,987.22	0.00	22,013	11.90
14421	52120	STREET LIGHTING	100,000	34,959.95	148.34	64,892	35.10
14421	52150	COMMUNICATIONS	3,000	1,167.54	0.00	1,832	38.90
14421	52151	TELECOMMUNICATIONS	9,000	1,626.09	3,016.13	4,358	51.60
14421	52170	PROFESSIONAL DEV & TRAVEL	5,000	695.64	0.00	4,304	13.90
14421	52190	PROFESSIONAL SERVICES	15,000	8,620.29	3,300.00	3,080	79.50
14421	52210	SNOW & ICE	300,000	2,442.74	0.00	297,557	0.80
14421	52230	OFFICE SUPPLIES	4,500	519.18	0.00	3,981	11.50
14421	52243	VEHICLE FUEL	220,000	72,803.30	0.00	147,197	33.10
14421	52700	ROAD MAINTENANCE	120,000	15,343.21	51,362.68	53,294	55.60
14421	55163	BUILDING REHAB	10,000	0.00	0.00	10,000	0.00

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

14421	58602	ROAD RESURFACING EXPENSES	150,000	19,000.08	6,467.16	124,533	17.00
14421	62030	ENCUMB REPAIRS & MAINTEN	33,517	33,517.06	0.00	0	100.00
14421	62032	ENCUMB TRAFFIC MAINTENANCE	14,053	3,671.65	10,381.76	0	100.00
14421	62033	ENC PARKING METER MAINTENANCE	14,903	2,772.20	12,131.03	0	100.00
14421	62035	ENC CEMETERY MAINTENANCE	1,601	1,601.00	0.00	0	100.00
14421	62110	ENCUMB ENERGY & UTILITIES	1	0.92	0.00	0	100.00
14421	62120	ENCUMB STREET LIGHTING	8,800	8,800.00	0.00	0	100.00
14421	62192	ENC TREE PLANTING	20,071	2,252.97	0.00	17,818	11.20
14421	62230	ENCUMB OFFICE SUPPLIES	4,162	771.73	0.00	3,390	18.50
14421	62243	ENCUMB VEHICLE FUEL EXP	4,033	1,033.46	0.00	3,000	25.60
14421	62700	ENCUMB ROAD MAINTENANCE	23,144	0.00	0.00	23,144	0.00
14421	65090	ENC NEW VEHICLES	249,115	0.00	249,115.00	0	100.00
14421	65123	ENCUMB NEW EQUIPMENT	66,897	0.00	0.00	66,897	0.00
14421	65163	ENCUMB BUILDING REHAB	11,348	2,938.49	3,750.00	4,660	58.90
14421	68602	ENC ROAD RESURFACE EXP	237,019	4,624.00	61,869.44	170,525	28.10
14421	68626	ENCUMB TIP - PEARSON BLVD	5,323	0.00	0.00	5,323	0.00
		Total 14421 PUBLIC WORKS	3,295,763	653,762.91	416,497.87	2,225,502	32.50

AIRPORT

14482	51010	DEPT HEAD MANAGER SAL & WAGES	25,000	0.00	0.00	25,000	0.00
14482	52030	REPAIRS & MAINTENANCE	5,000	1,245.33	0.00	3,755	24.90
14482	52050	MINOR EQUIPMENT	100	0.00	0.00	100	0.00
14482	52110	ENERGY & UTILITIES	3,500	740.78	0.00	2,759	21.20
14482	52150	COMMUNICATIONS	100	0.00	0.00	100	0.00
14482	52151	TELECOMMUNICATIONS	600	132.64	0.00	467	22.10
14482	52190	PROFESSIONAL SERVICES	100	0.00	0.00	100	0.00
14482	52230	OFFICE SUPPLIES	100	0.00	0.00	100	0.00
14482	52240	VEHICLE SUPPLIES	500	265.99	0.00	234	53.20
14482	62030	ENCUMB REPAIRS & MAINTEN	1,014	2,153.76	0.00	-1,139	212.30
14482	62110	ENCUMB ENERGY & UTILITIES	502	316.65	0.00	185	63.10
14482	62190	ENCUMB PROFESSIONAL SERV	10,993	10,993.20	0.00	0	100.00
		Total 14482 AIRPORT	47,510	15,848.35	0.00	31,661	33.40

HEALTH

15512	51010	DEPT HEAD SALARY & WAGES	63,034	17,323.53	0.00	45,710	27.50
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FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

15512	51011	P/T AST SANI INSPE SAL&WG	42,686	9,850.68	0.00	32,836	23.10
15512	51012	CLERK/ASST SAL & WAGES	39,046	10,393.51	0.00	28,652	26.60
15512	51013	PREVENT COORD SALARY & WAGES	52,275	14,916.75	0.00	37,358	28.50
15512	51014	BOARD & COMM SAL & WAGES	4,000	1,000.00	0.00	3,000	25.00
15512	51030	OVERTIME	500	0.00	0.00	500	0.00
15512	51090	CLOTH/UNIFORM ALLOWANCE	700	350.00	0.00	350	50.00
15512	51460	LONGEVITY	210	0.00	0.00	210	0.00
15512	52030	REPAIRS & MAINTENANCE	500	70.00	0.00	430	14.00
15512	52040	INFORMATION TECHNOLOGY	600	0.00	0.00	600	0.00
15512	52050	MINOR EQUIPMENT	500	0.00	0.00	500	0.00
15512	52150	COMMUNICATIONS	300	0.00	0.00	300	0.00
15512	52151	TELECOMMUNICATIONS	3,000	390.89	0.00	2,609	13.00
15512	52170	PROFESSIONAL DEV & TRAVEL	2,500	1,790.00	730.00	-20	100.80
15512	52190	PROFESSIONAL SERVICES	14,900	9,515.00	2,985.00	2,400	83.90
15512	52230	OFFICE SUPPLIES	4,000	795.95	0.00	3,204	19.90
15512	52240	VEHICLE SUPPLIES	750	310.92	0.00	439	41.50
15512	54100	NURSING SERVICES	5,000	0.00	0.00	5,000	0.00
15512	55371	MUNICIPAL DUMPSTER COLLECTION	11,600	0.00	0.00	11,600	0.00
15512	65120	ENCUMB NEW VEHICLE EXP	47,645	40,645.00	0.00	7,000	85.30
		Total 15512 HEALTH	293,746	107,352.23	3,715.00	182,679	37.80

COUNCIL ON AGING

15541	51010	DEPT HEAD SALARY & WAGES	61,412	17,874.44	0.00	43,538	29.10
15541	51012	CLERKS/DISPATCHER SAL&WAG	37,383	10,393.51	0.00	26,990	27.80
15541	51016	CUSTODIAN SALARY & WAGES	51,063	15,567.86	0.00	35,495	30.50
15541	51030	OVERTIME	500	-204.45	0.00	704	-40.90
15541	51090	CLOTH/UNIFORM ALLOWANCE	500	500.00	0.00	0	100.00
15541	51328	COA MEAL SITE MGR	9,543	1,430.46	7,222.31	890	90.70
15541	52030	REPAIRS & MAINTENANCE	13,500	919.42	0.00	12,581	6.80
15541	52040	INFORMATION TECHNOLOGY	3,000	458.95	0.00	2,541	15.30
15541	52050	MINOR EQUIPMENT	500	0.00	0.00	500	0.00
15541	52110	ENERGY & UTILITIES	15,000	2,291.96	0.00	12,708	15.30
15541	52151	TELECOMMUNICATIONS	600	0.00	0.00	600	0.00
15541	52170	PROFESSIONAL DEV & TRAVEL	500	0.00	0.00	500	0.00
15541	52230	OFFICE SUPPLIES	2,000	188.01	0.00	1,812	9.40

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

15541	62328	ENCUM COA MEAL SITE MGR PROF S	1,624	1,430.46	0.00	193	88.10
0842		Total 15541 COUNCIL ON AGING	197,125	50,850.62	7,222.31	139,052	29.50

YOUTH COMMISSION

15542	52230	OFFICE SUPPLIES	100	0.00	0.00	100	0.00
15542	52995	YOUTH ACTIVITIES	900	0.00	0.00	900	0.00
		Total 15542 YOUTH COMMISSION	1,000	0.00	0.00	1,000	0.00

VETERANS SERVICES

15543	51010	DEPT HEAD SALARY & WAGES	61,861	18,005.05	0.00	43,856	29.10
15543	51012	CLERK/ASST SAL & WAGES	65,000	14,280.77	0.00	50,719	22.00
15543	52040	INFORMATION TECHNOLOGY	0	1,347.00	0.00	-1,347	100.00
15543	52170	PROFESSIONAL DEV & TRAVEL	1,000	0.00	0.00	1,000	0.00
15543	52230	OFFICE SUPPLIES	2,000	544.08	0.00	1,456	27.20
15543	57100	VETERANS BENEFITS	600,000	159,068.22	0.00	440,932	26.50
15543	67100	ENCUMB VETERANS BENEFITS	6,000	2,036.69	0.00	3,963	33.90
		Total 15543 VETERANS	735,861	195,281.81	0.00	540,579	26.50

DISABILITY COMMISSION

15549	52170	PROFESSIONAL DEV & TRAVEL	250	0.00	0.00	250	0.00
15549	52230	OFFICE SUPPLIES	250	0.00	0.00	250	0.00
		Total 15549 DISABILITIES COMMISSION	500	0.00	0.00	500	0.00

LIBRARY

16610	51010	DEPT HEAD SALARY & WAGES	80,419	23,633.56	0.00	56,786	29.40
16610	51011	ASST LIBRARY DIRECTOR SAL&WAG	62,301	18,852.20	0.00	43,449	30.30
16610	51012	LIBRARY TECHNICIAN SAL&WAG	98,183	28,007.64	0.00	70,175	28.50
16610	51013	SENIOR LIBRARY TECH SAL&WA	124,233	31,205.71	0.00	93,027	25.10
16610	51014	STAFF LIBRARIAN SALARY & WAG	156,344	44,424.38	0.00	111,920	28.40
16610	51015	LIBRARY CLERICAL STAFF SAL&WAG	6,259	1,671.69	0.00	4,587	26.70
16610	51016	CUSTODIAN SALARY & WAGES	60,109	14,712.16	0.00	45,396	24.50
16610	51030	OVERTIME	500	1,742.25	0.00	-1,242	348.50
16610	51460	LONGEVITY	3,360	0.00	0.00	3,360	0.00
16610	51551	TERMINATION LEAVE	0	5,388.92	0.00	-5,389	100.00
16610	52030	REPAIRS & MAINTENANCE	100	2,557.00	0.00	-2,457	2,557.00

FY 2023 BUDGET

YEAR TO DATE AS OF 10/20/2022

16610	52040	INFORMATION TECHNOLOGY	7,200	4,116.00	0.00	3,084	57.20
16610	52110	ENERGY & UTILITIES	43,000	10,705.20	0.00	32,295	24.90
16610	52150	COMMUNICATIONS	1,000	180.00	0.00	820	18.00
16610	52151	TELECOMMUNICATIONS	6,000	1,503.26	0.00	4,497	25.10
16610	52190	PROFESSIONAL SERVICES	37,704	37,704.00	0.00	0	100.00
16610	52230	OFFICE SUPPLIES	10,000	1,822.93	0.00	8,177	18.20
16610	52231	LIBRARY SUPPLIES	5,000	2,999.11	0.00	2,001	60.00
16610	52270	BOOKS & PERIODICALS	100,000	18,521.19	0.00	81,479	18.50
16610	53333	LIBRARY DRAW IN TRANSIT	0	65,565.96	0.00	-65,566	100.00
16610	57500	GENERAL LIABILITY	12,500	4,325.35	0.00	8,175	34.60
		Total 16610 LIBRARY	814,211	319,638.51	0.00	494,573	39.30

RECREATION

16620	52112	HOLIDAY LIGHT & DECORAT	17,500	0.00	0.00	17,500	0.00
16620	55057	CELEBRATIONS&SPEC EVENTS	1,000	0.00	0.00	1,000	0.00
16620	58150	PLAYGROUND IMPROVEMENTS	20,000	0.00	0.00	20,000	0.00
16620	62050	ENCUMB MINOR EQUIPMENT	15,000	0.00	0.00	15,000	0.00
16620	68150	ENCUMB PLAYGROUND IMPROVEMENTS	6,175	2,621.27	0.00	3,553	42.50
		Total 16620 RECREATION	59,675	2,621.27	0.00	57,053	4.40

GREENWOOD POOL

16621	51013	P/T LIFE GUARDS SAL&WGS	50,000	35,033.64	0.00	14,966	70.10
16621	51030	OVERTIME	600	2,015.88	0.00	-1,416	336.00
16621	52030	REPAIRS & MAINTENANCE	4,000	188.04	0.00	3,812	4.70
16621	52050	MINOR EQUIPMENT	500	0.00	0.00	500	0.00
16621	52110	ENERGY & UTILITIES	9,000	2,367.18	0.00	6,633	26.30
16621	52151	TELECOMMUNICATIONS	500	0.00	0.00	500	0.00
16621	52230	OFFICE SUPPLIES	200	0.00	0.00	200	0.00
16621	52231	POOL SUPPLIES	15,000	9,614.66	2,608.00	2,777	81.50
16621	62030	ENCUMB REPAIRS & MAINTEN	1,666	0.00	0.00	1,666	0.00
16621	62110	ENCUMB ENERGY & UTILITIES	1,284	0.00	0.00	1,284	0.00
16621	62231	ENCUMB POOL SUPPLIES	6,193	3,629.50	0.00	2,563	58.60
16621	65161	ENCUM NEW POOL FILTRATION SYST	77,951	42,172.20	6,024.60	29,754	61.80
		Total 16621 GREENWOOD MEMORIAL POOL	166,893	95,021.10	8,632.60	63,240	62.10

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

MUNICIPAL RECREATION

16625	51010	DEPT HEAD SALARY & WAGES	30,000	0.00	0.00	30,000	0.00
16625	51011	SUPERVISOR SALARY & WAGES	4,000	0.00	12,268.16	-8,268	306.70
16625	51014	COACHES SAL & WAGES	3,500	0.00	0.00	3,500	0.00
16625	51020	P/T PLAYGROUNDS SAL&WGS	28,000	0.00	76,486.87	-48,487	273.20
16625	51090	CLOTH/UNIFORM ALLOWANCE	1,000	0.00	0.00	1,000	0.00
16625	52050	MINOR EQUIPMENT	1,000	0.00	0.00	1,000	0.00
	Total 16625 MUNICIPAL RECREATION		67,500	0.00	88,755.03	-21,255	131.50

HISTORICAL COMMISSION

16650	52230	OFFICE SUPPLIES	100	0.00	0.00	100	0.00
16650	65141	ENCUMB CEMETERY RESTORATION	3,952	0.00	0.00	3,952	0.00
	Total 16650 HISTORICAL COMMISSION		4,052	0.00	0.00	4,052	0.00

DEBT SERVICE

17710	57600	PRINCIPAL - INSIDE DEBT	1,983,740	0.00	643,000.00	1,340,740	32.40
17710	57605	LEASE PURCH AGREEMENT	380,000	0.00	190,000.00	190,000	50.00
17710	57610	INTEREST - INSIDE DEBT	741,000	0.00	445,531.27	295,469	60.10
17710	57621	INTEREST TEMPORARY LOANS	25,000	0.00	0.00	25,000	0.00
17710	67600	ENCUMB PRINCIPAL - INSIDE DEBT	835,693	0.00	0.00	835,693	0.00
	Total 17710 DEBT SERVICE		3,965,433	0.00	1,278,531.27	2,686,902	32.20

STATE & COUNTY ASSESSMENTS

18810	56100	COUNTY ASSESS-COUNTY TAX	69,122	0.00	17,286.00	51,836	25.00
18810	56202	RMV NON-RENEWAL SURCHARGE	34,560	0.00	8,640.00	25,920	25.00
18810	56204	AIR POLLUTION ASSESSMENT	5,164	0.00	1,293.00	3,871	25.00
18810	56205	MONT RTA ASSESSMENT	232,531	0.00	58,134.00	174,397	25.00
18810	56206	SPECIAL EDUCATION ASSESS	4,994	0.00	1,251.00	3,743	25.10
18810	56209	CHARTER SCHOOL TUITION ASSESSM	387,712	0.00	96,906.00	290,806	25.00
18810	56210	SCHOOL CHOICE ASSESSMENT	1,319,961	0.00	341,043.00	978,918	25.80
	Total 18810 STATE & COUNTY ASSESME		2,054,044	0.00	524,553.00	1,529,491	25.50

CONTRIBUTORY RETIREMENT

19910	51011	BOARD ADMINISTR SAL & WAGES	71,000	0.00	20,659.28	50,341	29.10
19910	51014	BOARD & COMM SAL & WAGES	17,800	0.00	4,450.05	13,350	25.00

FY 2023 BUDGET
YEAR TO DATE AS OF 10/20/2022

19910	51023	TEMP SALARY & WAGES	4,000	1,680.00	0.00	2,320	42.00
19910	51460	LONGEVITY	270	0.00	0.00	270	0.00
19910	57070	CONTRIB RETIRE ASSESSMENT	5,163,798	5,163,798.00	0.00	0	100.00
19910		Total 19910 CONTRIBUTORY RETIREMENT	5,256,868	5,190,587.33	0.00	66,281	98.70

EMPLOYEE BENEFITS

19914	52200	111F CLAIMS REVIEW	40,000	36,170.00	0.00	3,830	90.40
19914	57010	WORKER'S COMPENSATION	120,000	109,987.15	0.00	10,013	91.70
19914	57011	WORKER'S COMPENSATION-SCHOOL	120,000	138,290.85	0.00	-18,291	115.20
19914	57021	UNEMPLOYMENT COMPENSATION	79,000	3,582.49	0.00	75,418	4.50
19914	57022	UNEMPLOYMENT COMPENSATION-SCHL	102,819	4,356.33	0.00	98,462	4.20
19914	57040	MEDICARE	210,000	133,163.98	0.00	76,836	63.40
19914	57041	MEDICARE-SCHOOL	295,000	0.00	0.00	295,000	0.00
19914	57051	LIFE INSURANCE	35,000	22,131.15	0.00	12,869	63.20
19914	57052	LIFE INSURANCE-SCHOOL	38,130	0.00	0.00	38,130	0.00
19914	57060	HEALTH INSURANCE	3,452,865	1,545,168.60	0.00	1,907,696	44.80
19914	57061	HEALTH INSURANCE-SCHOOL	4,668,038	0.00	0.00	4,668,038	0.00
19914	57062	CHAP 41 MEDICAL ALLOWANCE	55,000	2,342.01	0.00	52,658	4.30
		Total 19914 EMPLOYEE BENEFITS	9,215,852	1,995,192.56	0.00	7,220,659	21.60

PROPERTY INSURANCES

19945	57501	PROP & GEN LIABILITY INS	575,000	591,659.00	0.00	-16,659	102.90
19945	57503	PUBLIC OFFIC LIABILITY	95,000	1,750.00	0.00	93,250	1.80
19945	57504	MOTOR VEHICLE FLOATER	95,000	0.00	0.00	95,000	0.00
		Total 19945 PROPERTY INSURANCES	765,000	593,409.00	0.00	171,591	77.60

Total 100 GENERAL FUND	70,089,819	19,980,437.02	18,561,738.20	31,547,644	55.00
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CITY of GARDNER
Office of the City Auditor

John Richard, City Auditor
95 Pleasant Street, Room 126
Gardner, MA 01440

Phone: 978-632-1900 ext. 8020 • Fax: 978-630-3778
Email: jrichard@gardner-ma.gov

To: City Council

Re: Money Orders for consideration on November 7, 2022

Listed below are balances in various ledger accounts that pertain to Money Order transfers for your consideration.

These balances are as of November 4, 2022:

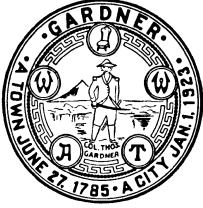
		<u>Money Order</u>	<u>Balance</u>
Solid Waste Enterprise Fund Retain Earnings	65000-31500		\$ 411,931
To Solid Waste Dept for Trash Receipticals/Minor			
Equip Expenditures	65430-52050	\$ 5,908	\$ 406,023
to Landfill Closure Dept for Repair and Maint.	64433-52031	\$ 82,500	\$ 323,523
			\$ 323,523

The Snow & Ice account currently has available \$293,845.74
14421-52210

Sincerely

John Richard
City Auditor

copies: Mayor
City Clerk



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Gardner, MA 01440

Phone: 978-632-1900 ext. 8020 • Fax: 978-630-3778
Email: jrichard@gardner-ma.gov

To: City Council

Re: Money Orders for consideration on November 21, 2022

Listed below are balances in various ledger accounts that pertain to Money Order transfers for your consideration.

These balances are as of November 17, 2022:

			<u>Money Order</u>	<u>Balance</u>
Sewer Enterprise Fund				
61000-31500				\$ 6,174,562
To Sewer Dept for GIS Salary Expense	61440-51013	\$	10,000.00	\$ 6,164,562
				\$ 6,164,562

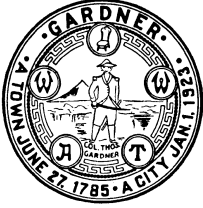
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14421-52210

Sincerely

John Richard

John Richard
City Auditor

copies: Mayor
City Clerk



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To: City Council

Re: Money Orders for consideration on November 21, 2022

Listed below are balances in various ledger accounts that pertain to Money Order transfers for your consideration.

These balances are as of November 17, 2022:

			<u>Money Order</u>	<u>Balance</u>
Water Enterprise Fund				
62000-31500				\$ 1,676,143
To Water Dept for GIS Salary Expenditures	62410-51013	\$	10,000.00	\$ 1,666,143
				\$ 1,666,143

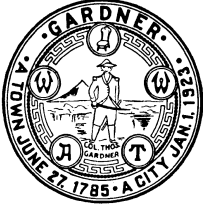
The Snow & Ice account currently has available \$292,178.97
14421-52210

Sincerely

John Richard

John Richard
City Auditor

copies: Mayor
City Clerk



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To: City Council

Re: Money Orders for consideration on November 7, 2022

Listed below are balances in various ledger accounts that pertain to Money Order transfers for your consideration.

These balances are as of November 4, 2022:

			<u>Money Order</u>	<u>Balance</u>
Free Cash	10000-35400			\$2,616,362.00
to Stabilization Trust Fund	70100-32944	\$	130,819.00	\$2,485,543.00
to OPEB Stabilization Trust Fund	70100-32985	\$	26,164.00	\$2,459,379.00
to DPW dept for Road Resurfacing Expenditures	14421-58602	\$	300,000.00	\$2,159,379.00
to Stabilization Special Vehicle Trust Fund	70100-32986	\$	200,000.00	\$1,959,379.00
to School Dept for School Improvement Rekey Project	37300-58005	\$	35,000.00	\$1,924,379.00
to Mayor's Unclassified Visitor's Center/Capital Impr.	11199-58000	\$	35,000.00	\$1,889,379.00
to Landfill Closure Dept for Expenditures Coverage	64009-49704	\$	75,000.00	\$1,814,379.00
to Landfill Closure Dept for Repair and Maint.	64433-52031	\$	72,500.00	\$1,741,879.00
				\$1,741,879.00

The Snow & Ice account currently has available \$293,845.74
14421-52210

Sincerely

John Richard

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City Auditor

copies: Mayor
City Clerk