

DPW ENGINEERING	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC	FY2024 FIN COM REC
<i>Salaries</i>										
5111 Regular	468,017	468,007	488,673	488,174	500,034	483,228	517,121	485,242	519,279	
5120 Temporary Part-Time	5,710	3,229	11,305	3,197	11,302	7,101	12,540	12,822	12,822	
5130 Overtime	5,500	2,582	500	179	500	188	1,000	1,000	1,000	
5150 Car Allowance	3,600	3,600	3,600	3,600	3,600	3,600	3,600	3,600	3,600	
5180 All Other Salaries	-	-	-	-	-	-	-	-	-	
Total Salaries	482,827	477,418	504,078	495,150	515,436	494,117	534,261	502,664	536,701	
Water Enterprise Fund Allocation	(166,973)	(166,973)	(164,074)	(164,074)	(166,892)	(166,892)	(172,301)	(179,297)	(179,297)	
Sewer Enterprise Fund Allocation	(157,406)	(157,406)	(161,357)	(161,357)	(164,778)	(164,778)	(172,267)	(179,360)	(179,360)	
Total Salaries Net of Allocations	158,448.00	153,039.03	178,647.00	169,718.86	183,766.00	162,446.84	189,693	144,007	178,044	
<i>Operating</i>										
5241 Road Resurfacing	-	-	-	-	-	-	500,000	500,000	500,000	
5246 Sidewalks	-	-	-	-	-	-	250,000	-	-	
5310 Professional Services	21,400	10,613	25,300	25,300	24,050	24,050	24,160	19,345	19,345	
5340 Communications	2,080	2,079	1,920	1,760	2,080	2,080	1,920	1,920	1,920	
5345 Postage	2,000	801	710	710	2,000	2,000	2,000	2,000	2,000	
5420 Office Supplies	2,373	1,742	2,000	2,000	2,000	2,000	2,000	2,000	2,000	
5423 All Other Supplies and Exp.	13,432	13,115	8,897	4,887	7,060	5,921	4,050	4,050	4,050	
5703 Dues and Memberships	2,714	2,374	1,505	1,505	2,721	2,721	1,737	2,170	2,170	
5790 Staff Development	3,200	3,200	3,200	3,013	3,200	3,200	4,000	6,000	6,000	
Total Operating	47,200	33,923	43,532	39,175	43,111	41,972	789,867	537,485	537,485	
Water Enterprise Fund Allocation	(15,508)	(15,508)	(15,509)	(15,509)	(16,775)	(16,775)	(16,744)	(15,744)	(15,744)	
Sewer Enterprise Fund Allocation	(12,554)	(12,554)	(12,555)	(12,555)	(13,580)	(13,580)	(13,555)	(12,745)	(12,745)	
Total Operating Net of Allocations	19,138	5,861	15,468	11,111	12,756	11,617	759,568	508,996	508,996	-
<i>Capital Outlay</i>										
5833 Capital Outlay	5,903	5,903	-	-	-	-	-	-	-	
Total Capital Outlay	5,903	5,903	-	-	-	-	-	-	-	
Total Budget	535,930	517,245	547,610	534,325	558,547	536,089	1,324,128	1,040,149	1,074,186	-
Total Budget Net of Allocations	183,489	164,804	194,115	180,830	196,522	174,064	949,261	653,003	687,040	-

Position	FY2020	FY2021	FY2022	FY2022	FY2024	FY2024	FY2024
	BUDGETED	BUDGETED	BUDGETED	BUDGETED	DEPT REQ	TM REC	FIN COM REC
	FTE						
Town Engineer	1	1	1	1	1	1	
Project Manager	4	4	4	4	4	4	
Permit Tech	1	1	1	1	1	1	
Summer Intern	0.4	0.4	0.4	0.4	0.4	0.4	
Total Staffing	6.4	6.4	6.4	6.4	6.4	6.4	-

FISCAL YEAR 2024
DPW ENGINEERING DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Andrew Stack	Town Engineer	10/2/2017	A11	5	60,866		1,000		61,866
Step Increase		2/6/2024	A11	6	41,988				41,988
Vacant	Project Manager		A9	6	87,835				87,835
Randall Burley	Project Manager	11/16/2015	A9	9	94,595		1,000		95,595
Stefania Gallo	Project Manager	12/12/2016	A8	8	84,668		1,000		85,668
Arthur Markos	Project Engineer	2/8/2016	A8	10	88,940		1,000		89,940
Vacant	Permit Tech	11/29/2021	B5	4	22,350				22,350
		11/29/2023		5	34,037				34,037
									-
Total Regular Salaries					515,279		4,000		519,279

Temporary Part-Time Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
	College Summer Intern 19 weeks		D	6	12,822				12,822
Total Temporary Part-Time Salaries					12,822	-	-	-	12,822

Overtime

Name	Position	Amount	Total Benefit
	PRRB Group B Staff	1,000	1,000
Total Overtime		1,000	1,000

Car Allowance

Name	Position	Per/Month	# Months	Total Benefit
Andrew Stack	Town Engineer	300	12	3,600
Total Car Allowance				3,600

All Other Salaries

Name	Position	Amount	Total Benefit
			-
Total All Other Salaries			-

Department Total									536,701
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Allocations	General Fund	Water	Sewer
Andrew Stack	35%	40%	25%
Project Manager	50%	35%	15%
Arthur Markos	50%	0%	50%
Stefania Gallo	20%	40%	40%
Randell Burley	20%	40%	40%
Bernadine Angelo	35%	40%	25%

FISCAL YEAR 2024
DPW ENGINEERING DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Andrew Stack	Town Engineer	10/2/2017	A11	5	60,866		1,000		61,866
	Step Increase	2/6/2024	A11	6	41,988				41,988
Vacant	Project Manager		A9	6	87,835				87,835
Randall Burley	Project Manager	11/16/2015	A9	9	94,595		1,000		95,595
Stefania Gallo	Project Manager	12/12/2016	A8	8	84,668		1,000		85,668
Arthur Markos	Project Engineer	2/8/2016	A8	10	88,940		1,000		89,940
Vacant	Permit Tech	11/29/2021	B5	4	22,350				22,350
		11/29/2023		5	34,037				34,037
									-
Total Regular Salaries					515,279		4,000		485,242

Temporary Part-Time Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
	College Summer Intern 19 weeks		D	6	12,822				12,822
Total Temporary Part-Time Salaries					12,822	-	-	-	12,822

Overtime

Name	Position	Amount	Total Benefit
	PRRB Group B Staff	1,000	1,000
Total Overtime		1,000	1,000

Car Allowance

Name	Position	Per/Month	# Months	Total Benefit
Andrew Stack	Town Engineer	300	12	3,600
Total Car Allowance				3,600

All Other Salaries

Name	Position	Amount	Total Benefit
			-
Total All Other Salaries			-

Department Total									502,664
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Allocations	General Fund	Water	Sewer
Andrew Stack	35%	40%	25%
Project Manager	50%	35%	15%
Arthur Markos	50%	0%	50%
Stefania Gallo	20%	40%	40%
Randell Burley	20%	40%	40%
Bernadine Angelo	35%	40%	25%

**FISCAL YEAR 2023
DPW ENGINEERING DEPARTMENT SALARY INFORMATION**

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Kevin Hardiman	Town Engineer	4/7/2014	A11	8	107,236		1,000		108,236
Andrew Stack	Project Manager	10/2/2017	A9	10	94,824		750		95,574
Randall Burley	Project Manager	11/16/2015	A9	8	90,252		1,000		91,252
Stefania Gallo	Project Manager	12/12/2016	A8	7	80,790		1,000		81,790
Arthur Markos	Project Engineer	2/8/2016	A8	9	51,377		1,000		52,377
		2/8/2022		10	34,327				34,327
Bernadine Angelo	Permit Tech	11/29/2021	B5	3	23,108				23,108
		11/29/2022		4	30,458				30,458
									-
Total Regular Salaries					512,371		4,750		517,121

Temporary Part-Time Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
	College Summer Intern	19 weeks	D	6	12,540				12,540
Total Temporary Part-Time Salaries					12,540	-	-	-	12,540

Overtime

Name	Position	Amount	Total Benefit
	PRRB Group B Staff	1,000	1,000
Total Overtime		1,000	1,000

Car Allowance

Name	Position	Per/Month	# Months	Total Benefit
Kevin Hardiman	Town Engineer	300	12	3,600
Total Car Allowance				3,600

All Other Salaries

Name	Position	Amount	Total Benefit
			-
Total All Other Salaries			-

Department Total									534,261
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Allocations	General Fund	Water	Sewer
Kevin Hardiman	35%	40%	25%
Andrew Stack	50%	35%	15%
Arthur Markos	50%	0%	50%
Stefania Gallo	20%	40%	40%
Randell Burley	20%	40%	40%
Bernadine Angelo	35%	40%	25%
Christine Robinson	35%	40%	25%

**FISCAL YEAR 2022
DPW ENGINEERING DEPARTMENT SALARY INFORMATION**

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Kevin Hardiman	Town Engineer	4/7/2014	A11	7	102,329		1,000		103,329
Andrew Stack	Project Manager	10/2/2017	A9	9	22,533				22,533
Step Increase		10/2/2021		10	69,642				69,642
Randall Burley	Project Manager	11/16/2015	A9	7	86,103		1,000		87,103
Chester Cheng	Project Manager	9/24/2014	A8	7	69,435		1,000		70,435
Arthur Markos	Project Engineer	2/8/2016	A8	8	49,025		1,000		50,025
Step Increase		2/8/2022		9	32,756				32,756
Christine Robinson	Permit Tech	2/17/1998	B5	10	61,612		2,600		64,212
									-
									-
Total Regular Salaries					493,434		6,600		500,034

Temporary Part-Time Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
	College Summer Intern 19 weeks		D	6	11,302				11,302
Total Temporary Part-Time Salaries					11,302	-	-	-	11,302

Overtime

Name	Position	Amount	Total Benefit
	PRRB Group B Staff	500	500
Total Overtime		500	500

Car Allowance

Name	Position	Per/Month	# Months	Total Benefit
Kevin Hardiman	Town Engineer	300	12	3,600
Total Car Allowance				3,600

All Other Salaries

Name	Position	Amount	Total Benefit
			-
Total All Other Salaries			-

Department Total									515,436
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Allocations	General Fund	Water	Sewer
Kevin Hardiman	35%	40%	25%
Andrew Stack	50%	35%	15%
Arthur Markos	50%	0%	50%
Chester Cheng	20%	40%	40%
Randell Burley	20%	40%	40%
Christine Robinson	35%	40%	25%

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5241 Road Resurfacing

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
						500,000	500,000	500,000

Annual Roadway Resurfacing of various streets based on the Pavement Management Plan 500,000 500,000

Total 5241 Road Resurfacing: 500,000 500,000

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5246 Sidewalks

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
						250,000	-	-

Insallation and repair of sidewalks throughout Town based on the Capital Plan

Total 5246 Sidewalks: - -

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5310 Professional Services

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
21,400	10,613	25,300	25,300	24,050	24,050	24,160	19,345	19,345
Wetlands flagging, surveys and analysis beyond scale and scope of in-house staff survey and Mapping/GIS services							7,800	7,800
Annual Software Maintenance fees (PeopleGIS)								
SimpliCITY Streets							1,590	1,590
DPW Permits							-	-
Work Order Management							2,000	2,000
Public Facing Work Order Requests							1,000	1,000
Quick Asset Tool							1,000	1,000
Professional Services to perform ROW surveys and analysis reports associated with Traffic Safety/DPW Projects							4,000	4,000
AutoCad Annual Software Maintenance fees (half paid by Water Distribution)							1,955	1,955
<i>Total 5310 Professional Services:</i>							19,345	19,345

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5340 Communications

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
2,080	2,079	1,920	1,760	2,080	2,080	1,920	1,920	1,920

(4) Data plans for tablets 1,920 1,920

Total 5340 Communications: 1,920 1,920

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5345 Postage

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
2,000	801	710	710	2,000	2,000	2,000	2,000	2,000

Correspondence various legal, project, permit communication/notification
of especial importance are certified mailings for conservation Notice of Intent applications,
Request for Determination and notices to residents associated with violations

2,000 2,000

Total 5345 Postage: 2,000 2,000

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5420 Office Supplies

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
2,373	1,742	2,000	2,000	2,000	2,000	2,000	2,000	2,000

Printing equipment costs; anticipated costs for GIS and mapping systems development; in addition DPW's cost to supply all the paper/ink etc. during review and management of private development documents and permitting;
 Purchase of Roll paper and ink for plotter; paper and ink for desktop printers and copier; survey books for project documentation other supplies necessary to better manage project documents and file plans; various office supplies for staff

Total 5420 Office Supplies: 2,000 2,000

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5703 Dues and Memberships

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
2,714	2,374	1,505	1,505	2,721	2,721	1,737	2,170	2,170

American Soc of Civil Engineers/BSCE (4) annual memberships							1,440	1,440
MA/PA Professional Engineer License (2/1)							420	420
MA Soil Evaluator License (2)							-	-
MA Septic System Inspectors License (1)							-	-
Wastewater Treatment License							-	-
Urban and Regional Information System Association Membership							-	-
FAA Certification Test							150	150
MCPPO Certification (2)							160	160

Total 5703 Dues and Memberships: 2,170 2,170

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5790 Staff Development

FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2024 DEPT REQ	FY2024 TM REC
3,200	3,200	3,200	3,013	3,200	3,200	4,000	6,000	6,000

On-going training and professional development through allied associations and other organization workshops to stay current with emerging technologies and regulatory compliance 6,000 6,000

Total 5790 Staff Development: 6,000 6,000

