

DPW ENGINEERING	FY2021	FY2021	FY2022	FY2022	FY2023	FY2023	FY2024	FY2025	FY2025	FY2025
	BUDGETED	EXPENDED	BUDGETED	EXPENDED	BUDGETED	EXPENDED	BUDGETED	DEPT REQ	TM REC	FIN COM REC
<i>Salaries</i>										
5111 Regular	488,673	488,174	500,034	483,228	517,121	471,313	519,279	519,230	519,230	
5120 Temporary Part-Time	11,305	3,197	11,302	7,101	12,423	3,490	12,822	12,540	12,540	
5130 Overtime	500	179	500	188	1,000	-	1,000	1,000	1,000	
5150 Car Allowance	3,600	3,600	3,600	3,600	3,717	3,717	3,600	3,600	3,600	
5180 All Other Salaries	-	-	-	-	-	-	-	-	-	
Total Salaries	504,078	495,150	515,436	494,117	534,261	478,519	536,701	536,370	536,370	
Water Enterprise Fund Allocation	(164,074)	(164,074)	(166,892)	(166,892)	(172,301)	(172,301)	(179,297)	(172,723)	(172,723)	
Sewer Enterprise Fund Allocation	(161,357)	(161,357)	(164,778)	(164,778)	(172,267)	(172,267)	(179,360)	(177,256)	(177,256)	
Total Salaries Net of Allocations	178,647.00	169,718.86	183,766.00	162,446.84	189,693	133,951	178,044	186,391	186,391	
<i>Operating</i>										
5241 Road Resurfacing	-	-	-	-	500,000	500,000	950,000	500,000	-	-
5246 Sidewalks	-	-	-	-	250,000	250,000	350,000	-	-	-
5310 Professional Services	25,300	25,300	24,050	24,050	28,857	27,964	19,345	16,672	16,672	
5340 Communications	1,920	1,760	2,080	2,080	2,168	1,975	1,920	480	480	
5345 Postage	710	710	2,000	2,000	2,449	1,575	2,000	2,000	2,000	
5420 Office Supplies	2,000	2,000	2,000	2,000	2,729	2,607	2,000	2,200	2,200	
5423 All Other Supplies and Exp.	8,897	4,887	7,060	5,921	4,577	3,011	4,050	4,050	4,050	
5703 Dues and Memberships	1,505	1,505	2,721	2,721	2,955	1,159	2,170	1,995	1,995	
5790 Staff Development	3,200	3,013	3,200	3,200	6,372	1,609	6,000	7,000	7,000	
Total Operating	43,532	39,175	43,111	41,972	800,108	789,901	1,337,485	534,397	34,397	
Water Enterprise Fund Allocation	(15,509)	(15,509)	(16,775)	(16,775)	(16,744)	(16,744)	(15,744)	(14,447)	(14,447)	
Sewer Enterprise Fund Allocation	(12,555)	(12,555)	(13,580)	(13,580)	(13,555)	(13,555)	(12,745)	(11,695)	(11,695)	
Total Operating Net of Allocations	15,468	11,111	12,756	11,617	769,809	759,602	1,308,996	508,255	8,255	-
<i>Capital Outlay</i>										
5833 Capital Outlay	-	-	-	-	-	-	-	-	-	-
Total Capital Outlay	-	-	-	-	-	-	-	-	-	-
Total Budget	547,610	534,325	558,547	536,089	1,334,369	1,268,420	1,874,186	1,070,767	570,767	-
Total Budget Net of Allocations	194,115	180,830	196,522	174,064	959,502	893,553	1,487,040	694,646	194,646	-

Position	FY2021	FY2022	FY2023	FY2024	FY2025	FY2025	FY2025
	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 2025

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	6	63,666		1,000		64,666
Step Increase		2/6/2025	A11	7	41,724				41,724
Alvaro Mendoza	Project Manager	9/25/2023	A8	4	19,119				19,119
Step Increase		9/25/2024	A8	5	58,977				58,977
Randall Burley	Project Manager	11/16/2015	A9	10	96,957		1,000		97,957
Stefania Gallo	Project Manager	12/12/2016	A8	9	86,779		1,000		87,779
Arthur Markos	Project Engineer	2/8/2016	A8	10	88,940		1,000		89,940
Cheryl Schofield	Permit Tech	12/2/2014	B5	5	23,918		1,300		25,218
Step Increase		4/3/2025		6	33,849				33,849
Total Regular Salaries					513,930		5,300		519,230

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
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									536,370
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Allocations	General Fund	Water	Sewer
Andrew Stack	35%	40%	25%
Alvaro Mendoza	50%	35%	15%
Arthur Markos	50%	0%	50%
Stefania Gallo	20%	40%	40%
Randall Burley	20%	40%	40%
Cheryl Schofield	35%	40%	25%

FISCAL YEAR 2025
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	6	63,666		1,000		64,666
Step Increase		2/6/2025	A11	7	41,724				41,724
Alvaro Mendoza	Project Manager	9/25/2023	A8	4	19,119				19,119
Step Increase		9/25/2024	A8	5	58,977				58,977
Randall Burley	Project Manager	11/16/2015	A9	10	96,957		1,000		97,957
Stefania Gallo	Project Manager	12/12/2016	A8	9	86,779		1,000		87,779
Arthur Markos	Project Engineer	2/8/2016	A8	10	88,940		1,000		89,940
Cheryl Schofield	Permit Tech	12/2/2014	B5	5	23,918		1,300		25,218
Step Increase		4/3/2025		6	33,849				33,849
Total Regular Salaries					513,930		5,300		519,230

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
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									536,370
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Allocations	General Fund	Water	Sewer
Andrew Stack	35%	40%	25%
Alvaro Mendoza	50%	35%	15%
Arthur Markos	50%	0%	50%
Stefania Gallo	20%	40%	40%
Randall Burley	20%	40%	40%
Cheryl Schofield	35%	40%	25%

**FISCAL YEAR 2024
DPW ENGINEERING DEPARTMENT SALARY INFORMATION**

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%
Randall Burley	20%	40%	40%
Bernadine Angelo	35%	40%	25%
Bernadine Angelo	35%	40%	25%
Christine Robinson	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	12,423				12,423
Total Temporary Part-Time Salaries					12,423	-	-	-	12,423

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	310	12	3,717
Total Car Allowance				3,717

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%
Randall Burley	20%	40%	40%
Bernadine Angelo	35%	40%	25%
Christine Robinson	35%	40%	25%

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5241 Road Resurfacing

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
				500,000	500,000	950,000	500,000	-

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

500,000

-

Total 5241 Road Resurfacing:

500,000

-

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5246 Sidewalks

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
				250,000	250,000	350,000	-	-

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

- -

Total 5246 Sidewalks:

- -

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5310 Professional Services

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
25,300	25,300	24,050	24,050	28,857	27,964	19,345	16,672	16,672
Wetlands flagging, surveys and analysis beyond scale and scope of in-house staff survey and Mapping/GIS services							8,200	8,200
Annual Software Maintenance fees (PeopleGIS)								
SimpliCITY Streets							1,622	1,622
Work Order Management							-	-
Public Facing Work Order Requests							-	-
Quick Asset Tool							1,110	1,110
Professional Services to perform ROW surveys and analysis reports associated with Traffic Safety/DPW Projects							4,200	4,200
AutoCad Annual Software Maintenance fees (half paid by Water Distribution)							1,540	1,540
<i>Total 5310 Professional Services:</i>							16,672	16,672

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5340 Communications

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
1,920	1,760	2,080	2,080	2,168	1,975	1,920	480	480

(1) Data plans for tablets 480 480

Total 5340 Communications: 480 480

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5345 Postage

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
710	710	2,000	2,000	2,449	1,575	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

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
2,000	2,000	2,000	2,000	2,729	2,607	2,000	2,200	2,200

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

2,200 2,200

Total 5420 Office Supplies: 2,200 2,200

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5423 All Other Supplies and Expenses

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
8,897	4,887	7,060	5,921	4,577	3,011	4,050	4,050	4,050

Annual Calibration of survey equipment and stormwater testing analyzers 1,550 1,550

Miscellaneous expenses including Safety gear, various hardware supplies, hand tools, copier maintenance, survey equipment, Filing at Registry of Deeds etc. 2,500 2,500

Total 5423 All Other Supplies and Expenses: 4,050 4,050

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING
5703 Dues and Memberships

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
1,505	1,505	2,721	2,721	2,955	1,159	2,170	1,995	1,995
American Soc of Civil Engineers/BSCE (4) annual memberships							1,520	1,520
MA Professional Engineer License (1)							-	-
MA Soil Evaluator License (2)							100	100
MA Septic System Inspectors License (1)							100	100
Wastewater Treatment License (1)							-	-
Urban and Regional Information System Association Membership							100	100
FAA Certification Test							175	175
MCPPO Certification (2)							-	-
Notary Public Fee (1)							-	-
<i>Total 5703 Dues and Memberships:</i>							1,995	1,995

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5790 Staff Development

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
3,200	3,013	3,200	3,200	6,372	1,609	6,000	7,000	7,000

On-going training and professional development through allied associations and other organization workshops to stay current with emerging technologies and regulatory compliance 7,000 7,000

Total 5790 Staff Development: 7,000 7,000

DESCRIPTION/DETAIL

DPW ENGINEERING OUTLAY

5833 Capital Outlay

FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2025 DEPT REQ	FY2025 TM REC
-	-	-	-	-	-	-	-	-

Total 5833 Capital Outlay: - -