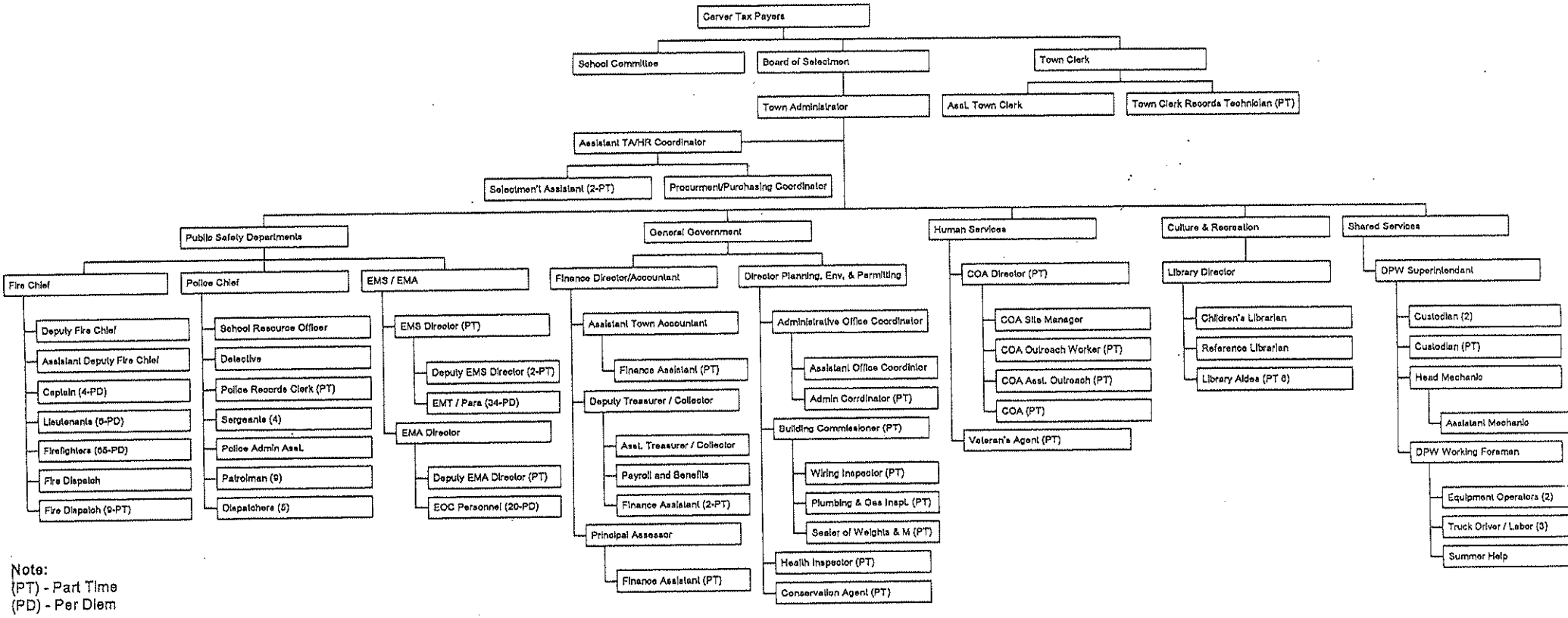
Town Wide Organization Chart FY17 - APPENDIX A



Note:
(PT) - Part Time
(PD) - Per Diem

Appendix B

FY17 Wage and Salary Pay Scale

rade	Step	1st - step	2nd - step	3rd - step	4th - step	5th - step	6th - step	7th - step	8th - step	9th - step	10th - step	11th - step	12th - step
R	Hourly	$ 8.00	$ 8.16	$ 8.32	$ 8.49	$ 8.66	$ 8.83	$ 9.01	$ 9.19	$ 9.37	$ 9.56	$ 9.75	$ 9.95
	35 hr/wk	$ 280.00	$ 285.60	$ 291.31	$ 297.14	$ 303.08	$ 309.14	$ 315.33	$ 321.63	$ 328.06	$ 334.63	$ 341.32	$ 348.14
	Annual	$ 14,560.00	$ 14,851.20	$ 15,148.22	$ 15,451.19	$ 15,760.21	$ 16,075.42	$ 16,396.92	$ 16,724.86	$ 17,059.36	$ 17,400.55	$ 17,748.56	$ 18,103.53
Q	Hourly	$ 8.80	$ 8.98	$ 9.16	$ 9.34	$ 9.53	$ 9.72	$ 9.91	$ 10.11	$ 10.31	$ 10.52	$ 10.73	$ 10.94
	35 hr/wk	$ 308.00	$ 314.16	$ 320.44	$ 326.85	$ 333.39	$ 340.06	$ 346.86	$ 353.80	$ 360.87	$ 368.09	$ 375.45	$ 382.96
	Annual	$ 16,016.00	$ 16,336.32	$ 16,663.05	$ 16,996.31	$ 17,336.23	$ 17,682.96	$ 18,036.62	$ 18,397.35	$ 18,765.30	$ 19,140.60	$ 19,523.41	$ 19,913.88
P	Hourly	$ 9.75	$ 9.95	$ 10.14	$ 10.35	$ 10.55	$ 10.76	$ 10.98	$ 11.20	$ 11.42	$ 11.65	$ 11.89	$ 12.12
	35 hr/wk	$ 341.25	$ 348.08	$ 355.04	$ 362.14	$ 369.38	$ 376.77	$ 384.30	$ 391.99	$ 399.83	$ 407.83	$ 415.98	$ 424.30
	Annual	$ 17,745.00	$ 18,099.90	$ 18,461.90	$ 18,831.14	$ 19,207.76	$ 19,591.91	$ 19,983.75	$ 20,383.43	$ 20,791.10	$ 21,206.92	$ 21,631.06	$ 22,063.68
O	Hourly	$ 10.73	$ 10.94	$ 11.16	$ 11.38	$ 11.61	$ 11.84	$ 12.08	$ 12.32	$ 12.57	$ 12.82	$ 13.07	$ 13.34
	35 hr/wk	$ 375.38	$ 382.88	$ 390.54	$ 398.35	$ 406.32	$ 414.44	$ 422.73	$ 431.19	$ 439.81	$ 448.61	$ 457.58	$ 466.73
	Annual	$ 19,519.50	$ 19,909.89	$ 20,308.09	$ 20,714.25	$ 21,128.53	$ 21,551.11	$ 21,982.13	$ 22,421.77	$ 22,870.21	$ 23,327.61	$ 23,794.16	$ 24,270.04
N	Hourly	$ 12.00	$ 12.24	$ 12.48	$ 12.73	$ 12.99	$ 13.25	$ 13.51	$ 13.78	$ 14.06	$ 14.34	$ 14.62	$ 14.92
	35 hr/wk	$ 419.91	$ 428.31	$ 436.88	$ 445.61	$ 454.53	$ 463.62	$ 472.89	$ 482.35	$ 491.99	$ 501.83	$ 511.87	$ 522.11
	Annual	$ 21,835.45	$ 22,272.16	$ 22,717.60	$ 23,171.95	$ 23,635.39	$ 24,108.10	$ 24,590.26	$ 25,082.07	$ 25,583.71	$ 26,095.38	$ 26,617.29	$ 27,149.64
M	Hourly	$ 12.72	$ 12.97	$ 13.23	$ 13.50	$ 13.77	$ 14.04	$ 14.32	$ 14.61	$ 14.90	$ 15.20	$ 15.50	$ 15.81
	35 hr/wk	$ 445.10	$ 454.01	$ 463.09	$ 472.35	$ 481.79	$ 491.43	$ 501.26	$ 511.28	$ 521.51	$ 531.94	$ 542.58	$ 553.43
	Annual	$ 23,145.40	$ 23,608.30	$ 24,080.47	$ 24,562.08	$ 25,053.32	$ 25,554.39	$ 26,065.47	$ 26,586.78	$ 27,118.52	$ 27,660.89	$ 28,214.11	$ 28,778.39
L	Hourly	$ 14.63	$ 14.92	$ 15.22	$ 15.52	$ 15.83	$ 16.15	$ 16.47	$ 16.80	$ 17.14	$ 17.48	$ 17.83	$ 18.19
	35 hr/wk	$ 512.01	$ 522.25	$ 532.70	$ 543.35	$ 554.22	$ 565.30	$ 576.61	$ 588.14	$ 599.91	$ 611.90	$ 624.14	$ 636.63
	Annual	$ 26,624.73	$ 27,157.23	$ 27,700.37	$ 28,254.38	$ 28,819.47	$ 29,395.86	$ 29,983.78	$ 30,583.45	$ 31,195.12	$ 31,819.02	$ 32,455.40	$ 33,104.51
K	Hourly	$ 16.09	$ 16.41	$ 16.74	$ 17.08	$ 17.42	$ 17.77	$ 18.12	$ 18.48	$ 18.85	$ 19.23	$ 19.62	$ 20.01
	35 hr/wk	$ 563.22	$ 574.48	$ 585.97	$ 597.69	$ 609.64	$ 621.84	$ 634.27	$ 646.96	$ 659.90	$ 673.09	$ 686.56	$ 700.29
	Annual	$ 29,287.21	$ 29,872.95	$ 30,470.41	$ 31,079.82	$ 31,701.42	$ 32,335.44	$ 32,982.15	$ 33,641.80	$ 34,314.63	$ 35,000.92	$ 35,700.94	$ 36,414.96
J	Hourly	$ 17.70	$ 18.06	$ 18.42	$ 18.78	$ 19.16	$ 19.54	$ 19.93	$ 20.33	$ 20.74	$ 21.15	$ 21.58	$ 22.01
	35 hr/wk	$ 619.54	$ 631.93	$ 644.57	$ 657.46	$ 670.61	$ 684.02	$ 697.70	$ 711.65	$ 725.89	$ 740.40	$ 755.21	$ 770.32
	Annual	$ 32,215.93	$ 32,860.25	$ 33,517.45	$ 34,187.80	$ 34,871.56	$ 35,568.99	$ 36,280.37	$ 37,005.98	$ 37,746.10	$ 38,501.02	$ 39,271.04	$ 40,056.46
I	Hourly	$ 19.73	$ 20.13	$ 20.53	$ 20.94	$ 21.36	$ 21.78	$ 22.22	$ 22.66	$ 23.12	$ 23.58	$ 24.05	$ 24.53
	35 hr/wk	$ 690.59	$ 704.40	$ 718.49	$ 732.86	$ 747.52	$ 762.47	$ 777.72	$ 793.27	$ 809.14	$ 825.32	$ 841.83	$ 858.66
	Annual	$ 35,910.72	$ 36,628.94	$ 37,361.51	$ 38,108.75	$ 38,870.92	$ 39,648.34	$ 40,441.31	$ 41,250.13	$ 42,075.13	$ 42,916.64	$ 43,774.97	$ 44,650.47
H	Hourly	$ 20.60	$ 21.02	$ 21.44	$ 21.87	$ 22.30	$ 22.75	$ 23.20	$ 23.67	$ 24.14	$ 24.62	$ 25.12	$ 25.62
	35 hr/wk	$ 721.15	$ 735.57	$ 750.28	$ 765.29	$ 780.60	$ 796.21	$ 812.13	$ 828.37	$ 844.94	$ 861.84	$ 879.08	$ 896.66
	Annual	$ 37,499.79	$ 38,249.79	$ 39,014.79	$ 39,795.08	$ 40,590.98	$ 41,402.80	$ 42,230.86	$ 43,075.48	$ 43,936.99	$ 44,815.72	$ 45,712.04	$ 46,626.28
G	Hourly	$ 22.10	$ 22.55	$ 23.00	$ 23.46	$ 23.93	$ 24.41	$ 24.89	$ 25.39	$ 25.90	$ 26.42	$ 26.95	$ 27.48
	35 hr/wk	$ 773.66	$ 789.14	$ 804.92	$ 821.02	$ 837.44	$ 854.19	$ 871.27	$ 888.70	$ 906.47	$ 924.60	$ 943.09	$ 961.96
	Annual	$ 40,230.57	$ 41,035.18	$ 41,855.89	$ 42,693.01	$ 43,546.87	$ 44,417.80	$ 45,306.16	$ 46,212.28	$ 47,136.53	$ 48,079.26	$ 49,040.84	$ 50,021.66
F	Hourly	$ 24.86	$ 25.35	$ 25.86	$ 26.38	$ 26.90	$ 27.44	$ 27.99	$ 28.55	$ 29.12	$ 29.70	$ 30.30	$ 30.90
	35 hr/wk	$ 869.93	$ 887.33	$ 905.08	$ 923.18	$ 941.64	$ 960.47	$ 979.68	$ 999.28	$ 1,019.26	$ 1,039.65	$ 1,060.44	$ 1,081.65
	Annual	$ 45,236.43	$ 46,141.16	$ 47,063.98	$ 48,005.26	$ 48,965.37	$ 49,944.67	$ 50,943.57	$ 51,962.44	$ 53,001.69	$ 54,061.72	$ 55,142.96	$ 56,245.82
E	Hourly	$ 27.97	$ 28.53	$ 29.10	$ 29.68	$ 30.28	$ 30.88	$ 31.50	$ 32.13	$ 32.77	$ 33.43	$ 34.10	$ 34.78
	35 hr/wk	$ 978.97	$ 998.55	$ 1,018.53	$ 1,038.90	$ 1,059.67	$ 1,080.87	$ 1,102.48	$ 1,124.53	$ 1,147.02	$ 1,169.97	$ 1,193.36	$ 1,217.23
	Annual	$ 50,906.67	$ 51,924.81	$ 52,963.30	$ 54,022.57	$ 55,103.02	$ 56,205.08	$ 57,329.18	$ 58,475.77	$ 59,645.28	$ 60,838.19	$ 62,054.95	$ 63,296.05
D	Hourly	$ 31.46	$ 32.09	$ 32.73	$ 33.38	$ 34.05	$ 34.73	$ 35.43	$ 36.14	$ 36.86	$ 37.59	$ 38.35	$ 39.11
	35 hr/wk	$ 1,101.02	$ 1,123.04	$ 1,145.50	$ 1,168.41	$ 1,191.78	$ 1,215.62	$ 1,239.93	$ 1,264.73	$ 1,290.02	$ 1,315.82	$ 1,342.14	$ 1,368.98
	Annual	$ 57,253.14	$ 58,398.20	$ 59,566.17	$ 60,757.49	$ 61,972.64	$ 63,212.09	$ 64,476.34	$ 65,765.86	$ 67,081.18	$ 68,422.80	$ 69,791.26	$ 71,187.08
C	Hourly	$ 36.18	$ 36.91	$ 37.65	$ 38.40	$ 39.17	$ 39.95	$ 40.75	$ 41.56	$ 42.39	$ 43.24	$ 44.11	$ 44.99
	35 hr/wk	$ 1,266.42	$ 1,291.75	$ 1,317.59	$ 1,343.94	$ 1,370.82	$ 1,398.23	$ 1,426.20	$ 1,454.72	$ 1,483.82	$ 1,513.49	$ 1,543.76	$ 1,574.64
	Annual	$ 65,854.05	$ 67,171.14	$ 68,514.56	$ 69,884.85	$ 71,282.55	$ 72,708.20	$ 74,162.36	$ 75,645.61	$ 77,158.52	$ 78,701.69	$ 80,275.73	$ 81,881.24
B	Hourly	$ 38.90	$ 39.68	$ 40.47	$ 41.28	$ 42.11	$ 42.95	$ 43.81	$ 44.69	$ 45.58	$ 46.49	$ 47.42	$ 48.37
	35 hr/wk	$ 1,361.57	$ 1,388.80	$ 1,416.57	$ 1,444.91	$ 1,473.80	$ 1,503.28	$ 1,533.35	$ 1,564.01	$ 1,595.29	$ 1,627.20	$ 1,659.74	$ 1,692.94
	Annual	$ 70,801.46	$ 72,217.49	$ 73,661.84	$ 75,135.08	$ 76,637.78	$ 78,170.53	$ 79,733.94	$ 81,328.62	$ 82,955.20	$ 84,614.30	$ 86,306.59	$ 88,032.72
A	Hourly	$ 41.81	$ 42.65	$ 43.50	$ 44.37	$ 45.26	$ 46.16	$ 47.09	$ 48.03	$ 48.99	$ 49.97	$ 50.97	$ 51.99
	35 hr/wk	$ 1,463.42	$ 1,492.69	$ 1,522.55	$ 1,553.00	$ 1,584.06	$ 1,615.74	$ 1,648.05	$ 1,681.01	$ 1,714.63	$ 1,748.93	$ 1,783.90	$ 1,819.58
	Annual	$ 76,098.01	$ 77,619.97	$ 79,172.37	$ 80,755.81	$ 82,370.93	$ 84,018.35	$ 85,698.72	$ 87,412.69	$ 89,160.94	$ 90,944.16	$ 92,763.05	$ 94,618.31

Appendix C

Wage and Salary Classification Plan for Elected and Non-Union Employees for FY17

GRADE A	DPW / Town Facility Director
GRADE B	Town Planner
GRADE C	EMS Chief (Part-time)
	Deputy Fire Chief (40 hrs)
	Library Director
	Town Clerk
GRADE D	Assistant Deputy Fire Chief (40 hrs)
	Assistant TA / Human Resource Coordinator
	Building Commissioner / Inspector
	Conservation Agent (Part-time)
	Emergency Management Director
	Health Agent (Part-time)
GRADE F	Library Assistant Director
GRADE G	Children's Librarian
	Procurement / Purchasing Coordinator
GRADE H	Police Administrative Assistant
	Council on Aging Site Manager and Cook
	Veteran's Agent (Part-time)
GRADE I	Fire Dispatch (Full-time)
	Council on Aging Transportation Coordinator
	Animal Control Dept Head (Part-time)
GRADE K	Town Administrator Assistant
GRADE L	Fire Dispatch (Part-time)
	Police Records Clerk (part-time)
	Animal Control Assistant (Part-time)
	Council on Aging Outreach Worker
GRADE M	GATRA Drivers (Part-time)
GRADE N	Town Maintenance Worker (Part-time)
	Council on Aging Custodian
	Council on Aging Activities Coordinator
	Circulation Aide
GRADE P	Summer Laborers
	Lifeguards
	Election Workers Wardens
	Temporary/Seasonal Tennis Instructor
GRADE R	Election Workers Clerks

Elected and Appointed Officials	Annually
Board of Assessor, Member	$750
Board of Health, Chair	$1,000
Board of Health, Member	$700
Board of Selectmen, Chair	$2,000
Board of Selectmen, Member	$1,700
Capital Outlay Committee, Chair	$300
Capital Outlay Committee, Member	$150
Conservation Commission, Chair	$300
Conservation Commission, Member	$150
Finance Committee, Chair	$300
Finance Committee, Member	$150
Libraary Trustee, Chair	$300
Libraary Trustee, Member	$150
North Carver Water District, Chair	$300
North Carver Water District, Member	$150
Planning Board, Chair	$1,000
Planning Board, Member	$800
Redevelopment Authority, Chair	$300
Redevelopment Authority, Member	$150
Town Moderator	$250
Zoning Board of Appeals, Chair	$300
Zoning Board of Appeals, Member	$150

CONTRACTS per MGL:

- Town Administrator / Chief Financial Officer
- Finance Director / Town Accountant
- Fire Chief
- Police Chief
- Library Director - Grade C
- Treasurer / Collector

Annual Contracts

- Plumbing and Gas Inspector
- Inspector of Wires
- Sealer of Weights and Measures

APPENDIX D - 10 YEAR REVENUE AND EXPENSE FORECAST

	FY2015/RECAP	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	FY2026
PROPERTY TAX LEVY REVENUE												
Prior year tax raised	20,069,906	21,089,557	21,893,975	22,814,332	23,512,479	24,228,801	24,963,759	25,717,827	26,491,490	27,285,244	28,099,600	28,935,081
2.5% Increase (per finance policy)	501,748	527,239	547,349	570,358	587,812	605,720	624,094	642,946	662,287	682,131	702,490	723,377
New Growth - Real estate (res/commercial buildings)	153,403	87,900	106,768	72,121	72,842	73,570	74,306	75,049	75,799	76,557	77,323	78,096
New Growth - Personal Property (equipment/solar)	364,500	189,279	266,240	55,668	55,668	55,668	55,668	55,668	55,668	55,668	55,668	55,668
Debt Exclusion (elementary school)	-	-		-	-	-	-	-	-	-	-	-
Excess Levy Capacity	(135,654)	-		-	-	-	-	-	-	-	-	-
Total Property Tax Levy Revenue	$ 20,953,903	$ 21,893,975	$ 22,814,332	$ 23,512,479	$ 24,228,801	$ 24,963,759	$ 25,717,827	$ 26,491,490	$ 27,285,244	$ 28,099,600	$ 28,935,081	$ 29,792,222
REVENUES (offsets to operational expenses)												
State Aid/Cherry Sheet	11,607,992	11,652,182	11,845,170	11,905,495	11,966,022	12,026,755	12,087,696	12,148,846	12,210,207	12,271,782	12,333,573	12,395,581
Local Receipts	2,176,717	2,244,626	2,351,715	2,375,232	2,398,985	2,422,974	2,447,202	2,471,673	2,496,392	2,521,355	2,546,566	2,572,033
Meals tax	-	-	84,000	84,840	85,688	86,545	87,411	88,285	89,168	90,059	90,960	91,870
Total Other Revenues (non-local taxes)	$ 13,784,709	$ 13,896,808	$ 14,280,885	$ 14,365,567	$ 14,450,696	$ 14,536,275	$ 14,622,309	$ 14,708,804	$ 14,795,767	$ 14,883,196	$ 14,971,099	$ 15,059,484
TOTAL REVENUE	$ 34,738,612	$ 35,790,783	$ 37,095,217	$ 37,878,046	$ 38,679,497	$ 39,500,034	$ 40,340,136	$ 41,200,294	$ 42,081,011	$ 42,982,796	$ 43,906,180	$ 44,851,706
OTHER FIXED LIABILITIES TO BE FUNDED												
Cherry Sheet Direct Expenditure by School/Library	118,972	120,162	171,871	173,590	175,326	177,079	178,850	180,638	182,445	184,269	186,112	187,973
Cherry Sheet Assessments (non-educational)	181,285	183,034	182,330	184,153	185,995	187,855	189,733	191,631	193,547	195,482	197,437	199,412
Cherry Sheet Assessments (Charter School Tuition etc)	307,145	320,558	519,098	524,289	529,532	534,827	540,175	545,577	551,033	556,543	562,109	567,730
Overlay Account	250,634	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000
Southeastern Regional Assessment	1,906	1,944	1,983	2,023	2,063	2,104	2,146	2,189	2,233	2,278	2,323	2,370
Total Other Amounts to be raised	$ 859,942	$ 875,698	$ 1,125,282	$ 1,134,055	$ 1,142,915	$ 1,151,865	$ 1,160,905	$ 1,170,035	$ 1,179,258	$ 1,188,573	$ 1,197,981	$ 1,207,484
TRANSFERS TO OTHER FUNDS (per policy/regulation)												
Transfer to Capital Stabilization minus DIF PP transfer	1,946,593	2,116,812	2,463,030	2,602,003	2,722,741	2,846,498	2,973,348	3,103,370	3,236,642	3,373,246	3,513,266	3,656,785
Transfer to NCWD 50% of DIF	65,643	70,472	87,500	99,938	112,686	125,753	139,147	152,876	166,947	181,371	196,155	211,309
Transfer to General Stabilization Fund	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
Transfer to Compensated Absences Liability Fund			25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
Transfer to OPEB Trust Fund	25,000	120,799	145,799	170,799	195,799	220,799	245,799	270,799	295,799	320,799	345,799	370,799
Total Transfers to Other Funds	$ 2,062,236	$ 2,333,083	$ 2,746,329	$ 2,922,740	$ 3,081,226	$ 3,243,050	$ 3,408,294	$ 3,577,045	$ 3,749,389	$ 3,925,417	$ 4,105,220	$ 4,288,894
TOWN-WIDE SHARED BUDGET DETAILS												
Town Meeting Articles	22,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000
Reserve Fund (Finance Committee)	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000	125,000
Old Colony Vo Tech	883,055	1,029,423	1,113,901	1,225,291	1,347,820	1,482,602	1,630,862	1,793,948	1,973,343	2,170,677	2,387,745	2,626,520
Townwide Health Care and Benefits												
Townwide Property and Liability Insurance												
Townwide Facilities Department												
Townwide IT Department												
Snow and Ice Removal	200,000	200,000	235,000	246,750	259,088	272,042	285,644	299,926	314,922	330,669	347,202	364,562
Total Shared Budgets	$ 1,230,055	$ 1,429,423	$ 1,548,901	$ 1,672,041	$ 1,806,907	$ 1,954,644	$ 2,116,506	$ 2,293,874	$ 2,488,266	$ 2,701,346	$ 2,934,947	$ 3,191,082
TOTAL ALL EXPENDITURES	$ 4,152,233	$ 4,638,204	$ 5,420,512	$ 5,728,835	$ 6,031,049	$ 6,349,559	$ 6,685,705	$ 7,040,955	$ 7,416,912	$ 7,815,335	$ 8,238,148	$ 8,687,459
Available Revenue	*$ 30,586,379*	*$ 31,152,579*	*$ 31,674,705*	*$ 32,149,210*	*$ 32,648,448*	*$ 33,150,475*	*$ 33,654,430*	*$ 34,159,339*	*$ 34,664,099*	*$ 35,167,461*	*$ 35,668,031*	*$ 36,164,246*
Net Change Y/Y		$ 566,200	$ 522,126	$ 474,505	$ 499,237	$ 502,027	$ 503,956	$ 504,909	$ 504,760	$ 503,363	$ 500,570	$ 496,215
% Change Y/Y		1.82%	1.65%	1.48%	1.53%	1.51%	1.50%	1.48%	1.46%	1.43%	1.40%	1.37%
School Share of % Revenue		70.3%	70.3%	70.3%	70.3%	70.3%	70.3%	70.3%	70.3%	70.3%	70.3%	70.3%
Town Share of % Revenue		29.7%	29.7%	29.7%	29.7%	29.7%	29.7%	29.7%	29.7%	29.7%	29.7%	29.7%
School Budget as Recommended	$ 21,506,875	$ 21,900,263	$ 22,267,318	$ 22,600,895	$ 22,951,859	$ 23,304,784	$ 23,659,065	$ 24,014,015	$ 24,368,861	$ 24,722,725	$ 25,074,626	$ 25,423,465
Town Budget as Recommended	$ 9,704,875	$ 9,252,316	$ 9,407,387	$ 9,548,315	$ 9,696,589	$ 9,845,691	$ 9,995,366	$ 10,145,324	$ 10,295,237	$ 10,444,736	$ 10,593,405	$ 10,740,781
OPEB unfunded actuarial liability 7/1/15		$ (41,350,494)	$ (43,010,056)	$ (44,737,003)	$ (46,533,363)	$ (48,401,648)	$ (50,344,807)	$ (52,365,954)	$ (54,466,720)	$ (56,648,906)	$ (58,921,988)	$ (61,284,614)
OPEB unfunded actuarial liability 7/1/12	$ (49,624,254)	$ (51,999,739)	$ (55,218,983)	$ (58,577,004)	$ (62,100,129)	$ (65,764,898)	$ (69,583,345)	$ (73,570,108)	$ (77,735,581)	$ (82,011,237)	$ (86,492,854)	$ (91,153,315)
Net Saving due to BoS OPEB Reform		$ 10,649,245	$ 12,208,927	$ 13,840,001	$ 15,566,766	$ 17,363,250	$ 19,238,538	$ 21,204,154	$ 23,268,861	$ 25,362,331	$ 27,570,866	$ 29,868,701

Recap Fac.Shared

APPENDIX E - TOWN OF CARVER PROPOSED OPERATING BUDGET FOR THE FISCAL YEAR ENDING 6/30/17

DESCRIPTION	2015 ACTUAL	2016 ORIGINAL BUDGET	2017 DEPT REQUESTED	2017 TOWN ADMINISTRATOR RECOMMENDED	2017 SELECTMEN RECOMMENDED
GENERAL GOVERNMENT					
MODERATOR					
REGULAR SALARIES	250.00	500.00	250.00	250.00	250.00
MODERATOR SALARY AND OPERATING	$250.00	$500.00	$250.00	$250.00	$250.00
SELECTMEN/TOWN ADMINISTRATOR					
SELECTMEN/TA SALARIES	234,599.00	246,426.00	296,303.78	296,303.78	296,303.78
SELECTMEN OPERATING EXPENSES	18,317.39	30,175.00	30,175.00	30,175.00	30,175.00
TOWN ADMINISTRATOR OPERATING EXPENSES	4,744.51	11,200.00	11,200.00	11,200.00	11,200.00
TOTAL SELECTMEN/TOWN ADMIN	$257,660.90	$287,801.00	$337,678.78	$337,678.78	$337,678.78
MISCELLANEOUS TOWN-WIDE					
TELEPHONE	37,622.68	37,000.00	37,000.00	37,000.00	37,000.00
GASOLINE & DIESEL	100,823.52	180,000.00	150,000.00	150,000.00	150,000.00
ELECTRIC - STREETLIGHTS	362,028.71	380,000.00	380,000.00	380,000.00	380,000.00
TOWN REPORT OTHER PURCH SVCS	1,619.45	3,000.00	3,000.00	3,000.00	3,000.00
MUNICIPAL INSURANCE	220,488.42	231,525.00	255,000.00	255,000.00	255,000.00
TOTAL TOWN-WIDE MISC	$722,582.78	$831,525.00	$825,000.00	$825,000.00	$825,000.00
FINANCE COMMITTEE					
TOTAL FINANCE COMMITTEE SALARIES AND OPERATING	$231.50	$2,825.00	$2,825.00	$2,825.00	$2,825.00
FINANCE DEPT					
FINANCE DEPT SALARIES	439,839.83	454,597.28	410,893.08	396,357.08	396,357.08
FINANCE DEPT OPERATING	108,052.55	173,665.00	245,135.00	241,535.00	241,535.00
TOTAL FINANCE DEPT	$547,892.38	$628,262.28	$656,028.08	$637,892.08	$637,892.08
LEGAL SERVICES					
TOTAL LEGAL ACCOUNT	$43,855.54	$120,000.00	$100,000.00	$100,000.00	$100,000.00
DATA PROCESSING					
TOTAL DATA PROCESSING	$92,090.17	$62,500.00	$75,000.00	$75,000.00	$75,000.00
TOWN CLERK					
TOWN CLERK SALARIES	135,424.69	142,033.00	138,744.12	124,485.00	124,485.00
TOWN CLERK OPERATING	2,881.12	3,450.00	3,320.00	3,320.00	3,320.00
TOTAL TOWN CLERK	$138,305.81	$145,483.00	$142,064.12	$127,805.00	$127,805.00
ELECTIONS/REGISTRATIONS					
ELECTION/REGISTRATION SALARIES	12,269.07	11,000.00	21,520.00	21,520.00	21,520.00
ELECTION & REG OPERATING EXPENSES	16,571.40	16,950.00	18,700.00	18,200.00	18,200.00
TOTAL ELECTIONS/REGISTRATIONS	$28,840.47	$27,950.00	$40,220.00	$39,720.00	$39,720.00
PLANNING, ENVIRONMENTAL & PERMITTING					
PLANNING, ENVIRON, & PERMITTING SALARIES	319,304.05	342,736.00	338,297.00	321,662.00	321,662.00

APPENDIX E - TOWN OF CARVER PROPOSED OPERATING BUDGET FOR THE FISCAL YEAR ENDING 6/30/17

DESCRIPTION	2015 ACTUAL	2016 ORIGINAL BUDGET	2017 DEPT REQUESTED	2017 TOWN ADMINISTRATOR RECOMMENDED	2017 SELECTMEN RECOMMENDED
PLANNING, ENVIRON, & PERMITTING EXPENSES	36,031.79	36,145.00	36,245.00	36,145.00	36,145.00
TOTAL PLANNING, ENVIRON, & PERMITTING	$355,335.84	$378,881.00	$374,542.00	$357,807.00	$357,807.00
CAPITAL OUTLAY					
TOTAL CAPITAL OUTLAY SALARIES AND EXPENSES	$0.00	$1,025.00	$1,025.00	$1,025.00	$1,025.00
TOTAL GENERAL GOVERNMENT	$2,187,045.39	$2,486,752.28	$2,554,632.98	$2,505,002.86	$2,505,002.86
PUBLIC SAFETY					
POLICE DEPT					
POLICE SALARIES	1,600,619.88	1,670,612.00	1,673,736.00	1,673,736.00	1,673,736.00
POLICE DISPATCHERS SALARIES	251,231.99	260,013.00	267,559.00	267,559.00	267,559.00
ANIMAL CONTROL SALARIES	28,980.50	28,318.00	29,874.00	29,874.00	29,874.00
POLICE OPERATING	111,176.01	114,950.00	110,400.00	110,400.00	110,400.00
TOTAL POLICE DEPT	$1,992,008.38	$2,073,893.00	$2,081,569.00	$2,081,569.00	$2,081,569.00
FIRE DEPT					
FIRE SALARIES	383,471.41	414,674.00	451,592.14	451,592.14	451,592.14
FIRE OPERATING	74,492.81	76,610.00	78,610.00	78,610.00	78,610.00
TOTAL FIRE DEPT	$457,964.22	$491,284.00	$530,202.14	$530,202.14	$530,202.14
AMBULANCE SERVICE					
EMS SALARIES	429,214.06	480,979.00	533,886.69	533,886.69	533,886.69
EMS OPERATING EXPENSES	89,899.10	98,000.00	107,800.00	107,800.00	107,800.00
TOTAL AMBULANCE SERVICE	$519,113.16	$578,979.00	$641,686.69	$641,686.69	$641,686.69
TOTAL PUBLIC SAFETY	$2,969,085.76	$3,144,156.00	$3,253,457.83	$3,253,457.83	$3,253,457.83
PUBLIC WORKS					
DEPARTMENT OF PUBLIC WORKS					
DPW SALARIES	553,043.34	609,815.00	649,401.00	614,764.00	614,764.00
DPW OPERATING	463,301.69	502,910.00	509,910.00	471,910.00	471,910.00
CEMETERY PERPETUAL CARE	805.33	11,225.00	11,225.00	11,225.00	11,225.00
EARTH REMOVAL	707.43	1,260.00	1,260.00	1,260.00	1,260.00
LANDFILL OPERATING	93,754.89	95,000.00	90,000.00	90,000.00	90,000.00
TOTAL DEPARTMENT OF PUBLIC WORKS	$1,111,612.68	$1,220,210.00	$1,261,796.00	$1,189,159.00	$1,189,159.00
TOTAL PUBLIC WORKS	$1,111,612.68	$1,220,210.00	$1,261,796.00	$1,189,159.00	$1,189,159.00
HEALTH & HUMAN SERVICES					
COUNCIL ON AGING					
COUNCIL ON AGING SALARIES	92,913.92	92,648.00	105,490.00	93,369.00	93,369.00
COUNCIL ON AGING OPERATING	13,944.08	18,250.00	22,000.00	20,000.00	20,000.00
TOTAL COUNCIL ON AGING	$106,858.00	$110,898.00	$127,490.00	$113,369.00	$113,369.00

APPENDIX E - TOWN OF CARVER PROPOSED OPERATING BUDGET FOR THE FISCAL YEAR ENDING 6/30/17

DESCRIPTION	2015 ACTUAL	2016 ORIGINAL BUDGET	2017 DEPT REQUESTED	2017 TOWN ADMINISTRATOR RECOMMENDED	2017 SELECTMEN RECOMMENDED
VETERAN'S AGENT					
VETERANS SALARIES	28,204.57	28,302.00	32,507.00	32,507.00	32,507.00
VETERANS OPERATING	2,363.92	3,475.00	3,475.00	3,475.00	3,475.00
VETERANS BENEFITS	232,573.18	220,000.00	220,000.00	220,000.00	220,000.00
TOTAL VETERAN'S AGENT	$263,141.67	$251,777.00	$255,982.00	$255,982.00	$255,982.00
TOTAL HEALTH & HUMAN SERVICES	$369,999.67	$362,675.00	$383,472.00	$369,351.00	$369,351.00
CULTURE & RECREATION					
LIBRARY					
LIBRARY SALARIES	283,459.00	291,004.00	292,116.00	293,558.00	293,558.00
LIBRARY OPERATING	74,927.67	75,950.00	93,450.00	78,950.00	78,950.00
TOTAL LIBRARY	$358,386.67	$366,954.00	$385,566.00	$372,508.00	$372,508.00
RECREATION					
RECREATION SALARIES	5,051.33	7,000.00	7,000.00	7,000.00	7,000.00
RECREATION EXPENSES	8,825.38	10,000.00	10,000.00	10,000.00	10,000.00
TOTAL RECREATION	$13,876.71	$17,000.00	$17,000.00	$17,000.00	$17,000.00
HISTORIC COMMISSION	$430.00	$430.00	$430.00	$430.00	$430.00
HISTORIC DISTRICT COMM	$260.00	$260.00	$260.00	$260.00	$260.00
TOTAL CULTURE & RECREATION	$372,953.38	$384,644.00	$403,256.00	$390,198.00	$390,198.00
DEBT SERVICE (DOES NOT INCLUDE PAYMENTS COVERED BY CAPITAL AND DEBT STABILIZATION FUND)					
SEPTIC LOAN	$11,100.40	$11,101.00	$11,101.00	$11,101.00	$11,101.00
TOTAL DEBT SERVICE	$11,100.40	$11,101.00	$11,101.00	$11,101.00	$11,101.00
EMPLOYEE BENEFITS					
CALL FIREFIGHTERS LOSAP	93,073.24	105,000.00	110,000.00	110,000.00	110,000.00
PLYMOUTH COUNTY ASSESSMENT	930,843.51	1,084,876.00	1,179,560.00	1,179,560.00	1,179,560.00
UNEMPLOYMENT PAYMENTS	0.00	10,000.00	5,000.00	5,000.00	5,000.00
HEALTH INSURANCE PREMIUMS	927,696.47	959,573.00	986,251.00	986,251.00	986,251.00
LIFE INSURANCE PREMIUMS	4,067.61	7,319.00	7,319.00	7,319.00	7,319.00
SOCIAL SEC/MEDICARE PAYMENTS	69,337.70	80,000.00	75,000.00	75,000.00	75,000.00
TOTAL EMPLOYEE BENEFITS	$2,025,018.53	$2,246,768.00	$2,363,130.00	$2,363,130.00	$2,363,130.00

Appendix F

Capital Plan

Department	Carver 10 year capital Plan 2-4-16	Sources	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26
DPW/B&G	Dump Truck w/ Sander and Plow						$ 170,000			$ 175,000		$ 180,000
DPW/B&G	Sidewalk Tractor w/ Snowblower - Side Arm Mower		$ 150,000									
DPW/B&G	One Ton Dump Truck w/ Plow		$ 75,000	←	←			→	$ 77,500			
DPW/B&G	Maintenance Truck w/ Plow			$ 75,000								
DPW/B&G	3/4 Ton 4x4 Pick-up w/ Plow			$ 50,000					→	$ 50,000		
DPW/B&G	Front End Loader					→	→	→	$ 175,000			
DPW/B&G	Street Sweeper								$ 135,000			
DPW/B&G	Bobcat w/ Trailer										$ 100,000	
DPW/B&G	Town Hall - Paint Exterior		$ 40,000	$ 20,000								
DPW/B&G	Town Hall - Replace HVAC (combine)				→	→	→	$ 117,000				
DPW/B&G	Town Hall - Replace Roof						→	$ 120,000				
DPW/B&G	Library - Paint			$ 65,000								
DPW/B&G	Library - Replace HVAC (combine)				→	→	→	$ 117,000				
DPW/B&G	Library - Replace Roof							→	$ 140,000			
DPW/B&G	Fire Station 2 - Replace Asphalt Shingles (NEW)		$ 40,000									
DPW/B&G	Fire Station 2 - Upgrade Kitchen Bunkroom (NEW)		$ 15,000									
DPW/B&G	COA Atwood Home - Replace HVAC units (NEW)	CPA		$25K								
NCWD	Debt Service for Well and Infrastructure	Capital	$261K	$260K	$255K	$250K	$245K	$240K	$235K	$230K	$225K	$220K
FIRE	Replace Self-Contained Breathing Apparatus		$ 220,000									
FIRE	Replace Protective Clothing (PPE)	Grant				→	$ 250,000					
FIRE	Replace/ Rehab Brush Breaker 29						→	$ 175,000				
FIRE	Replace/ Rehab Brush Breaker 28							→	$ 175,000			
FIRE	Replace/ Rehab Brush Breaker 26			$ 175,000								
FIRE	Upgrade Mobile Radios/Monitor Pages				→	$ 75,000						
FIRE	Replace Command Car 1									$ 53,500		
FIRE	Replace Command Car 2						$ 52,500					
FIRE	Replace Command Car 3								$ 52,500			
FIRE	Replace Dive/Rehab Rescue 2							→	$ 20,000			
FIRE	Replace Tanker 1				$ 400,000							
FIRE	Replace Air Cascade Unit										→	$ 45,000
FIRE	Replace Portable Light Tower											$ 25,000
FIRE	Replace Existing Heavy Rescue 1											$ 600,000
FIRE	Purchase of Used Platform Truck											$ 400,000
FIRE	Purchase of 4x4 First Response Support Vehicle											$ 50,000
POLICE	Cruiser Replacements		$ 42,000	$ 43,000	$ 44,000	$ 45,000	$ 92,000	$ 48,000	$ 96,000	$ 98,000	$ 50,000	$ 104,000
POLICE	Body Cams (pending legislation)			$ 20,000								
POLICE	Police Long Range Strategic Plan / Needs Analysis		$ 65,000									
POLICE	Police Station (follow study recommendations)	Bond										
EMS	Ambulance Replacement	AF		$180K			$213K					
EMS	Intravenous Pumps (3)	AF	$15K									
EMS	Automatic Chest Compression Devices / equipment	AF	$35K									
EMS	EKG Replacement	AF								$80.5K		
TOWNWIDE	Town Wide Technology Upgrades & recycling		$ 55,000	$ 100,000	$ 60,000	$ 25,000	$ 100,000	$ 85,000	$ 100,000	$ 25,000	$ 60,000	$ 110,000
SCHOOL	Decommission of WWTP (NEW)		$ 25,000									
SCHOOL	Football Field Press Box ($67,500)	VoTech?	$67.5K									
SCHOOL	Replacement of Track & football ($2,982,109)	CPA	→	→	→	$2.982M						
SCHOOL	Bldgs. Envelope Maintenance (point masonary)			$ 100,000								

Department	Carver 10 year capital Plan 2-4-16	Sources	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26
SCHOOL	Replace Outdoor Bleacher Seating	CPA				$420K						
SCHOOL	Replace Synchronized Clock System			$ 25,000								
SCHOOL	Fire Alarm Field Devices			$ 150,000								
SCHOOL	Replace Cafeteria Tables Chairs			→	→	→	$ 40,000					
SCHOOL	Upgrade Culinary Classroom	Grants?		$ 50,000								
SCHOOL	Upgrade Gymnasium Ceiling				→	→	→	→	→	→	→	$ 79,988
SCHOOL	Replace Carpeting in Library/Offices				→	→	→	$ 60,000				
SCHOOL	Replace Maintenance Garage Roof				→	→	→	$ 12,000				
SCHOOL	Complete Locker Room Replacement					$ 1,072,170						
SCHOOL	Replace Parking Lot					→	→	$ 150,000				
SCHOOL	Repaint Tennis/Basketball Courts	CPA				$40K						
SCHOOL	Replace Exterior Lighting						→	$ 27,000				
SCHOOL	Replace One Ton Dump Truck w/ Plow						→	$ 50,000				
SCHOOL	Replace Stage Lighting						→	$ 67,500				
SCHOOL	Irrigate Baseball Fields	CPA						$144K				
SCHOOL	Baseball Backstop Replacement	CPA						$16K				
SCHOOL	Replace Ceiling Tiles in Corridors & Lobby								→	$ 77,963		
SCHOOL	Air Quality Energy Recovery Systems									$ 67,500		
SCHOOL	Replace Interior Light Fixtures									$ 27,000		
SCHOOL	Renovate Restrooms									$ 324,000		
SCHOOL	Replace HS Football Field Light Posts	CPA								$100K		
SCHOOL	Install Full Fire Suppression System										$ 886,453	
SCHOOL	Repair HS Gymnasium Bleachers		$ 25,000									
SCHOOL	Replace Student Lockers										→	$ 150,000
SCHOOL	Replace key system for Bldgs. security						→	→	→	$ 300,000		
SCHOOL	Auditorium Seating										$ 375,000	
SCHOOL	Replace (2) HVAC units 2nd Floor		→	$ 40,000								
SCHOOL	Van for Athletics			$ 20,000								
SCHOOL	Auditorium Carpet		$ 20,000									
SCHOOL	Replace 71 Passenger Busses		$ 82,000	$ 164,000		$ 86,000	$ 88,000	$ 90,000	$ 92,000	$ 188,000	$ 96,000	$ 98,000
SCHOOL	Replace Minivan			$ 30,000			$ 33,000		$ 35,000	$ 36,000	$ 37,000	$ 38,000
SCHOOL	Replace Mini Bus			$ 85,000			$ 88,000		$ 90,000	$ 91,000	$ 92,000	$ 93,000
SCHOOL	Utility Vehicles					→	→	→	$ 50,000			
SCHOOL	Tractor					→	→	→	$ 45,000			
SCHOOL	Elementary School Maintenance Truck (DPW?)							→	$ 45,000			
SCHOOL	Digital Archival Storage Central Office		→	$ 25,000								
SCHOOL	Replace 2nd Floor Carpet					→	→	$ 12,000				
	ANNUAL TOTAL REQUEST		$ 854,000	$ 1,237,000	$ 504,000	$ 1,303,170	$ 913,500	$ 1,130,500	$ 1,328,000	$ 1,512,963	$ 1,696,453	$ 1,972,988
	ANNUAL TARGET FUNDS AVAILABLE		*$ 856,348*	*$ 1,242,518*	*$ 507,834*	*$ 791,799*	*$ 914,003*	*$ 1,143,470*	*$ 1,340,042*	*$ 1,529,496*	*$ 1,727,386*	*$ 2,008,535*
		DELTA	$2,346	$5,518	$3,834	($511,371)	$503	$12,970	$12,042	$16,533	$30,913	$35,547
	Available Capital Stabilization Revenue		*2,504,758*	*2,628,203*	*2,737,041*	*2,933,283*	*2,975,748*	*3,103,370*	*3,236,642*	*3,373,246*	*3,513,266*	*3,656,785*
	Payoff of Library and Town Hall Bond		$ 173,494									
	Payoff of Existing Leases		$ 279,240	$ 217,435	$ 121,757	$ 75,684	$ 48,545					
	Short-term Interest / Disclosure Statement / Project Management		$ 85,000	$ 85,000	$ 85,000	$ 85,000	$ 85,000	$ 85,000	$ 85,000	$ 85,000	$ 85,000	
	25 year reduction of debt excluding for elementary school		$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000
	Estimated debt service middle high roof/boilers & police station				$ 968,950	$ 957,050	$ 939,200	$ 915,400	$ 886,600	$ 863,000	$ 834,400	$ 811,000
	Fire Station/Engines $10M final debt service		$ 1,010,678	$ 983,250	$ 953,500	$ 923,750	$ 889,000	$ 859,500	$ 825,000	$ 795,750	$ 766,500	$ 737,250
	Free Cash/Stabilization Funds		*$ 1,648,412*	*$ 1,585,685*	*$ 1,229,207*	*$ 1,141,484*	*$ 1,061,745*	*$ 1,959,900*	*$ 1,896,800*	*$ 1,843,750*	*$ 1,785,900*	*$ 1,748,250*

Note: Any figure with K or M is not included in totals as they are funded through other sources. Also arrows (→) are adjustments to balance 10 year capital plan