

DPW ENGINEERING	FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2019 DEPT REQ	FY2019 TM REC	FY2019 FIN COM REC
<i>Salaries</i>										
5111 Regular	187,467	184,866	334,540	328,207	402,166	401,615	420,703	434,356	434,356	
5120 Temporary Part-Time	7,898	6,155	13,198	9,732	10,918	10,913	10,221	10,221	10,221	
5130 Overtime	2,000	-	500	-	-	-	500	500	500	
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	200,965	194,621	351,838	341,540	416,684	416,128	435,024	448,677	448,677	
Water Enterprise Fund Allocation	(53,637)	(53,637)	(123,643)	(123,643)	(141,153)	(141,153)	(150,177)	(154,348)	(154,348)	
Sewer Enterprise Fund Allocation	(53,109)	(53,109)	(117,349)	(117,349)	(132,791)	(132,791)	(141,753)	(146,192)	(146,192)	
Total Salaries Net of Allocations	94,219	87,875	110,846	100,548	142,740	142,184	143,094	148,137	148,137	
<i>Operating</i>										
5310 Professional Services	2,310	2,310	16,735	16,735	33,530	33,530	12,700	18,000	18,000	
5340 Communications	-	-	2,700	2,700	2,960	2,960	2,150	1,920	1,920	
5345 Postage	450	447	538	538	621	621	1,300	1,300	1,300	
5420 Office Supplies	300	283	800	794	1,963	1,908	2,000	2,000	2,000	
5423 All Other Supplies and Exp.	5,433	4,686	9,250	8,804	1,842	1,842	8,700	8,700	8,700	
5703 Dues and Memberships	745	745	1,715	1,530	1,374	1,374	1,890	2,257	2,257	
5790 Staff Development	1,298	1,298	1,650	1,650	4,700	4,700	2,200	2,500	2,500	
Total Operating	10,536	9,769	33,388	32,750	46,990	46,935	30,940	36,677	36,677	
Water Enterprise Fund Allocation	(3,253)	(3,253)	(7,629)	(7,629)	(8,469)	(8,469)	(12,995)	(15,404)	(15,404)	
Sewer Enterprise Fund Allocation	(2,633)	(2,633)	(6,176)	(6,176)	(6,856)	(6,856)	(10,520)	(12,470)	(12,470)	
Total Operating Net of Allocations	4,650	3,883	19,583	18,945	31,665	31,610	7,425	8,803	8,803	-
<i>Capital Outlay</i>										
5833 Capital Outlay	-	-	-	-	20,000	20,000	35,000	-	-	
Total Capital Outlay	-	-	-	-	20,000	20,000	35,000	-	-	
Total Budget	211,501	204,390	385,226	374,290	483,674	483,063	500,964	485,354	485,354	-
Total Budget Net of Allocations	98,869	91,758	130,429	119,493	194,405	193,794	185,519	156,940	156,940	-

Position	FY2015	FY2016	FY2017	FY2018	FY2019	FY2019	FY2019
	BUDGETED	BUDGETED	BUDGETED	BUDGETED	DEPT REQ	TM REC	FIN COM REC
Town Engineer	1	1	1	1	1	1	
Project Manager	2	4	4	4	4	4	
Permit Tech		1	1	1	1	1	
Summer Intern		0.4	0.4	0.4	0.4	0.4	
Total Staffing	3	5	5	6.4	6.4	6.4	0

**FISCAL YEAR 2019
DPW ENGINEERING DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED**

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Kevin Hardiman	Town Engineer	4/7/2014	A10	8	87,815		250		88,065
Andrew Stack	Project Manager	10/2/2017	A9	6	11,751				11,751
Step Increase		10/2/2018		7	66,536				66,536
Randall Burley	Project Manager	11/16/2015	A9	4	72,985				72,985
Chester Cheng	Project Manager	9/24/2014	A8	4	66,974				66,974
Arthur Markos	Project Engineer	2/8/2016	A8	5	41,553				41,553
Step Increase		2/8/2018		6	27,764				27,764
Christine Robinson	Permit Tech	2/17/1998	B5	10	56,228		2,500		58,728
Longevity									-
									-
Total Regular Salaries					431,606				434,356

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	10,221				10,221
Total Temporary Part-Time Salaries					10,221	-	-	-	10,221

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									448,677
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Allocations	General Fund	Water	Sewer
Kevin Hardiman	35%	40%	25%
Andrew Stack	80%	10%	10%
Arthur Markos	0%	40%	60%
Chester Cheng	20%	40%	40%
Randell Burley	20%	40%	40%
Christine Robinson	35%	40%	25%

**FISCAL YEAR 2019
DPW ENGINEERING DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Kevin Hardiman	Town Engineer	4/7/2014	A10	8	87,815		250		88,065
Andrew Stack	Project Manager	10/2/2017	A9	6	11,751				11,751
	Step Increase	10/2/2018		7	66,536				66,536
Randall Burley	Project Manager	11/16/2015	A9	4	72,985				72,985
Chester Cheng	Project Manager	9/24/2014	A8	4	66,974				66,974
Arthur Markos	Project Engineer	2/8/2016	A8	5	41,553				41,553
	Step Increase	2/8/2018		6	27,764				27,764
Christine Robinson	Permit Tech	2/17/1998	B5	10	56,228		2,500		58,728
	Longevity								-
									-
Total Regular Salaries					431,606				434,356

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	10,221				10,221
Total Temporary Part-Time Salaries					10,221	-	-	-	10,221

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									448,677
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Allocations

	General Fund	Water	Sewer
Kevin Hardiman	35%	40%	25%
Andrew Stack	80%	10%	10%
Arthur Markos	0%	40%	60%
Chester Cheng	20%	40%	40%
Randell Burley	20%	40%	40%
Christine Robinson	35%	40%	25%

**FISCAL YEAR 2018
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	A10	7	85,665				85,665
Joeseoph Giuliano	Project Manager	12/10/2012	A9	4	72,985				72,985
	Longevity						1,000		1,000
Randall Burley	Project Manager	11/16/2015	A9	3	71,208				71,208
Chester Cheng	Project Manager	9/24/2014	A8	3	65,381				65,381
Arthur Markos	Project Engineer	2/8/2016	A8	3	39,812				39,812
	Step Increase	2/8/2018		4	26,174				26,174
Christine Robinson	Permit Tech	2/17/1998	B5	10	56,228		2,000		58,228
	Longevity						250		250
									-
Total Regular Salaries					417,453				420,703

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	10,221				10,221
Total Temporary Part-Time Salaries					10,221	-	-	-	10,221

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									435,024
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Allocations	General Fund	Water	Sewer
Kevin Hardiman	35%	40%	25%
Joseph Giuliano	80%	10%	10%
Arthur Markos	0%	40%	60%
Chester Cheng	20%	40%	40%
Randell Burley	20%	40%	40%
Christine Robinson	35%	40%	25%

**FISCAL YEAR 2017
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	A10	6	81,542				81,542
Joeseeph Giuliano	Project Manager	12/10/2012	A9	2	70,771				70,771
Randall Burley	Project Manager	11/16/2015	A9	2	67,780				67,780
Chester Cheng	Project Manager	9/24/2014	A8	3	63,757				63,757
Arthur Markos	Project Engineer	2/8/2016	A8	2	37,888				37,888
Step Increase				3	24,916				24,916
Christine Robinson	Permit Tech	2/17/1998	B5	9	53,512		2,000		55,512
									-
Total Regular Salaries					400,166				402,166

Temporary Part-Time Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
	College Summer Intern 17 weeks		D	6	6,729				6,729
	College Summer Intern 8 weeks		D	6	4,189				4,189
Total Temporary Part-Time Salaries					10,918	-	-	-	10,918

Overtime

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

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									416,684
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Allocations	General Fund	Water	Sewer
Kevin Hardiman	35%	40%	25%
Joseph Giuliano	80%	10%	10%
Arthur Markos	0%	40%	60%
Chester Cheng	20%	40%	40%
Randell Burley	20%	40%	40%
Christine Robinson	35%	40%	25%

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5310 Professional Services

FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2019 DEPT REQ	FY2019 TM REC
2,310	2,310	16,735	16,735	33,530	33,530	12,700	18,000	18,000
Wetlands flagging, surveys and analysis beyond scale and scope of in-house staff survey and Mapping/GIS services							5,000	5,000
Annual Software Maintenance fees (PeopleGIS)								
Complete Streets							1,500	1,500
DPW Permits							1,500	1,500
Work Order Management							1,500	1,500
Annual Pavement Management Program and Consulting costs							8,500	8,500
<i>Total 5310 Professional Services:</i>							18,000	18,000

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5340 Communications

FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2019 DEPT REQ	FY2019 TM REC
-	-	2,700	2,700	2,960	2,960	2,150	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

FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2019 DEPT REQ	FY2019 TM REC
450	447	538	538	621	621	1,300	1,300	1,300

Correspondence various legal, project, permit communication/notification of especial importance are certified mailings for conservation Notice of Intent applications and notices residents associated with Illicit and Permitted stormwater testing

Total 5345 Postage: 1,300 1,300

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5420 Office Supplies

FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2019 DEPT REQ	FY2019 TM REC
300	283	800	794	1,963	1,908	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

2,000 2,000

Total 5420 Office Supplies: 2,000 2,000

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5423 All Other Supplies and Expenses

FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2019 DEPT REQ	FY2019 TM REC
5,433	4,686	9,250	8,804	1,842	1,842	8,700	8,700	8,700
Annual Calibration of survey equipment and Stormwater testing analyzers							1,200	1,200
Testing of stormwater Outfalls based on startup of dry and wet weather Illicit Detection program in compliance with MS4 Permit (July 2017); Purchase of testing gear and kits Cost for Testing Laboratory to test for E.Coli							2,300	2,300
Miscellaneous expenses including Safety gear, various hardware supplies, hand tools, copier maintenance etc.							800	800
Purchase of lab equipment (replace water filtration unit)							4,400	4,400
<i>Total 5423 All Other Supplies and Expenses:</i>							8,700	8,700

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5703 Dues and Memberships

FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2019 DEPT REQ	FY2019 TM REC
745	745	1,715	1,530	1,374	1,374	1,890	2,257	2,257
American Soc of Civil Engineers/BSCE (4) annual memberships							1,372	1,372
MA Professional Engineer License (2)							300	300
Wastewater Treatment License							75	75
Certified Professional Erosion and Sediment Control								
American Planning (1) membership							250	250
LEED AP							200	200
MA Notary Public							60	60
<i>Total 5703 Dues and Memberships:</i>							2,257	2,257

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5790 Staff Development

FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2019 DEPT REQ	FY2019 TM REC
1,298	1,298	1,650	1,650	4,700	4,700	2,200	2,500	2,500

On-going training and professional development through allied associations and other organization workshops to stay current with emerging technologies and regulatory compliance 2,500 2,500

Total 5790 Staff Development: 2,500 2,500

DESCRIPTION/DETAIL

DPW ENGINEERING OUTLAY

5833 Capital Outlay

FY2015 BUDGETED	FY2015 EXPENDED	FY2016 BUDGETED	FY2016 EXPENDED	FY2017 BUDGETED	FY2017 EXPENDED	FY2018 BUDGETED	FY2019 DEPT REQ	FY2019 TM REC
-		-		20,000	20,000	35,000	-	-

Total 5833 Capital Outlay: - -