

DPW HIGHWAY	FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC	FY2023 FIN COM REC
<i>Salaries</i>										
5111 Regular Salaries	714,672	708,363	802,341	802,052	840,631	839,831	877,990	883,961	883,961	
5120 Temporary Part-Time	-	-	-	-	-	-	-	-	-	
5130 Overtime	31,125	23,176	36,125	35,067	38,500	30,082	38,500	38,500	38,500	
5135 Uniform Allowance	3,740	3,400	5,280	4,840	6,480	6,480	6,480	6,480	6,480	
5144 Night Call Back	-	-	-	-	-	-	-	-	-	
5180 All Other Salaries	1,000	-	1,200	147	800	107	2,300	2,300	2,300	
Total Salaries	750,537	734,939	844,946	842,106	886,411	876,499	925,270	931,241	931,241	-
<i>Operating</i>										
5240 Repairs and Maintenance	5,167	5,167	10,515	10,514	11,963	11,962	8,000	8,000	8,000	
5241 Road Resurfacing	31,481	31,474	117,354	117,350	117,536	117,457	101,200	106,400	106,400	
5243 Storm Water Drainage Maint	308,548	308,548	338,185	338,184	159,861	159,857	107,120	110,440	110,440	
5270 Leases and Contract Services	106,265	106,222	125,355	125,354	104,004	103,988	79,510	101,260	101,260	
5423 Other Supplies and Exp.	27,835	27,834	23,686	23,685	28,532	28,514	21,280	21,400	21,400	
5433 Traffic Controls	38,191	38,191	32,391	32,391	114,712	34,050	26,500	26,500	26,500	
5703 Dues and Memberships	150	150	594	125	600	600	600	600	600	
5790 Staff Development	2,650	2,650	6,175	6,173	9,800	9,797	5,700	6,465	6,465	
Total Operating	520,287	520,237	654,254	653,776	547,008	466,225	349,910	381,065	381,065	-
<i>Capital Outlay</i>										
5833 Capital Outlay	-	-	-	-	-	-	-	-	-	
Total Capital Outlay	-	-	-							
Total Budget	1,270,824	1,255,175	1,499,200	1,495,882	1,433,419	1,342,724	1,275,180	1,312,306	1,312,306	-

Position	FY2019 BUDGETED FTE	FY2020 BUDGETED FTE	FY2021 BUDGETED FTE	FY2022 BUDGETED FTE	FY2023 DEPT REQ FTE	FY2023 TM REC FTE	FY2023 FIN COM REC FTE
Working Foreman	2	2	2	2	1	1	
Crew Leader	2	2	2	2	3	3	
SHMEO	2	2	2	2	2	2	
HMEO	3	3	3	3	3	3	
MEO	1	1	1	1	1	1	
Tree Surgeon (SHMEO)	1	1	1	1	1	1	
Tree Climber	1	1	1	1	1	1	
Total Staffing	12	12	12	12	12	12	-

FISCAL YEAR 2023

DPW HIGHWAY DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Ken Chandler	Working Foreman	12/14/1998	4	7	\$ 81,639		2,700		84,339
Vacant	Crew-Leader		3b	7	\$ 78,067				78,067
Tim Sronach	Crew-Leader	11/4/1985	3b	7	\$ 45,540	\$6,830.00		1,835	54,205
Vacant	Crew-Leader		3b	7	\$ 32,530				32,530
Mike Deshler	Crew-Leader	6/5/2006	3b	7	\$ 78,067		2,200		80,267
Shon Casey	SHMEO	10/7/2013	3a	7	\$ 74,498		1,000		75,498
Mike Longo	SHMEO	9/10/2018	3a	7	\$ 74,498				74,498
Mark Walsh	SHMEO	1/4/2016	3a	7	\$ 74,498		1,000		75,498
John Bozek	HMEO	8/24/2015	3	7	\$ 72,661		1,000		73,661
Sean Alfonsi	HMEO	10/31/2016	3	7	\$ 72,661		1,000		73,661
Matt Decareau	HMEO	9/10/2018	3	4	\$ 42,883				42,883
Matt Decareau	Step	3/10/2021		5	\$ 20,455				20,455
Peter Allard	HMEO	5/28/2019	3	2	\$ 21,202				21,202
Peter Allard	Step	11/28/2020		3	\$ 36,189				36,189
Vacant	MEO	12/15/2021	2	7	\$ 61,007				61,007
									-
									-
									-
									-
									-
Total Regular Salaries					866,396	6,830	8,900	1,835	883,961

Temporary Part Time Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
					-				-
Total Temporary Part Time Salaries					-	-	-	-	-

Overtime

Name	Position	Amount	Total Benefit
	All Highway Staff	38,500	38,500
Total Overtime		38,500	38,500

Uniform Allowance

Name	Position	Amount	Total Benefit
	All Highway Staff	540	6,480
Total Uniform Allowance		540	6,480

Night Call Back

Name	Position	Amount	Total Benefit
			-
Total Night Call Back			-

All Other Salaries

Name	Position	Amount	Total Benefit
Out of Grade Pay	All Highway Staff	700	700
License Incentive		1,600	1,600
Total All Other Salaries		2,300	2,300

Department Total									931,241
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**FISCAL YEAR 2023
DPW HIGHWAY DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Ken Chandler	Working Foreman	12/14/1998	4	7	\$ 81,639		2,700		84,339
Vacant	Crew-Leader		3b	7	\$ 78,067				78,067
Tim Sronach	Crew-Leader	11/4/1985	3b	7	\$ 45,540	\$6,830.00		1,835	54,205
Vacant	Crew-Leader		3b	7	\$ 32,530				32,530
Mike Deshler	Crew-Leader	6/5/2006	3b	7	\$ 78,067		2,200		80,267
Shon Casey	SHMEO	10/7/2013	3a	7	\$ 74,498		1,000		75,498
Mike Longo	SHMEO	9/10/2018	3a	7	\$ 74,498				74,498
Mark Walsh	SHMEO	1/4/2016	3a	7	\$ 74,498		1,000		75,498
John Bozek	HMEO	8/24/2015	3	7	\$ 72,661		1,000		73,661
Sean Alfonsi	HMEO	10/31/2016	3	7	\$ 72,661		1,000		73,661
Matt Decareau	HMEO	9/10/2018	3	4	\$ 42,883				42,883
Matt Decareau	Step	3/10/2021		5	\$ 20,455				20,455
Peter Allard	HMEO	5/28/2019	3	2	\$ 21,202				21,202
Peter Allard	Step	11/28/2020		3	\$ 36,189				36,189
Vacant	MEO	12/15/2021	2	7	\$ 61,007				61,007
									-
									-
									-
									-
									-
Total Regular Salaries					866,396	6,830	8,900	1,835	883,961

Temporary Part Time Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
					-				-
Total Temporary Part Time Salaries					-	-	-	-	-

Overtime

Name	Position	Amount	Total Benefit
	All Highway Staff	38,500	38,500
Total Overtime		38,500	38,500

Uniform Allowance

Name	Position	Amount	Total Benefit
	All Highway Staff	540	6,480
Total Uniform Allowance		540	6,480

Night Call Back

Name	Position	Amount	Total Benefit
			-
Total Night Call Back			-

All Other Salaries

Name	Position	Amount	Total Benefit
Out of Grade Pay	All Highway Staff	700	700
License Incentive		1,600	1,600
Total All Other Salaries		2,300	2,300

Department Total									931,241
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**FISCAL YEAR 2022
DPW HIGHWAY DEPARTMENT SALARY INFORMATION**

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Kevin Conlon	Working Foreman	10/29/1984	4	7	79,843	11,976		3,214	95,033
Ken Chandler	Working Foreman	12/14/1998	4	7	79,843		2,600		82,443
Shon Cassey	Crew-Leader	10/7/2013	3b	7	76,349		1,000		77,349
Mike Deshler	Crew-Leader	6/5/2006	3b	7	76,349		2,100		78,449
Nick Mudarrie	SHMEO	2/27/2012	3a	7	72,858		1,400		74,258
Jason Truscello	SHMEO	9/30/2013	3a	7	72,858		1,000		73,858
John Bozek	HMEO	8/24/2015	3	7	71,063		1,000		72,063
Sean Alfonsi	HMEO	10/31/2016	3	6	23,038		1,000		24,038
Sean Alfonsi	Step	10/31/2020		7	47,103				47,103
Mark Walsh	SHMEO	1/4/2016	3a	6	72,858		1,000		73,858
Mike Longo	HMEO	9/10/2018	3	6	7,854				7,854
Mike Longo	Step	9/10/2020		7	62,894				62,894
Matt Decareau	HMEO	9/10/2018	3	3	39,566				39,566
Matt Decareau	Step	3/10/2021		4	18,873				18,873
Peter Allard	MEO	5/28/2019	2	3	18,856				18,856
Peter Allard	Step	11/28/2020		4	31,495				31,495
									-
									-
Total Regular Salaries					851,700	11,976	11,100	3,214	877,990

Temporary Part Time Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
					-				-
Total Temporary Part Time Salaries					-	-	-	-	-

Overtime

Name	Position	Amount	Total Benefit
	All Highway Staff	38,500	38,500
Total Overtime		38,500	38,500

Uniform Allowance

Name	Position	Amount	Total Benefit
	All Highway Staff	6,480	6,480
Total Uniform Allowance		6,480	6,480

Night Call Back

Name	Position	Amount	Total Benefit
			-
Total Night Call Back			-

All Other Salaries

Name	Position	Amount	Total Benefit
Out of Grade Pay	All Highway Staff	700	700
License Incentive		1,600	1,600
Total All Other Salaries		2,300	2,300

Department Total									925,270
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**FISCAL YEAR 2021
DPW HIGHWAY DEPARTMENT SALARY INFORMATION**

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Kevin Conlon	Working Foreman	10/29/1984	4	7	\$ 78,086	11,713		3,143	92,942
Ken Chandler	Working Foreman	12/14/1998	4	7	\$ 78,086		2,500		80,586
Shon Cassey	Crew-Leader	10/7/2013	3b	7	\$ 74,669		1,000		75,669
Mike Deshler	Crew-Leader	6/5/2006	3b	7	\$ 74,669		1,650		76,319
Nick Mudarrie	SHMEO	2/27/2012	3a	7	\$ 71,256		1,000		72,256
Jason Truscello	SHMEO	9/30/2013	3a	7	\$ 71,256		1,000		72,256
John Bozek	HMEO	8/24/2015	3	6	\$ 43,526				43,526
John Bozek	Step	2/24/2021		7	\$ 24,232		1,000		25,232
Sean Alfonsi	HMEO	10/31/2016	3	5	\$ 30,677				30,677
Sean Alfonsi	Step	10/31/2020		6	\$ 34,309				34,309
Mark Walsh	SHMEO	1/4/2016	3a	6	\$ 68,514		500		69,014
Mike Longo	HMEO	9/10/2018	3	5	\$ 7,247				7,247
Mike Longo	Step	9/10/2020		6	\$ 59,144				59,144
Matt Decareau	HMEO	9/10/2018	3	2	\$ 36,503				36,503
Matt Decareau	Step	3/10/2021		3	\$ 17,413				17,413
Peter Allard	MEO	5/28/2019	2	2	\$ 17,880				17,880
Peter Allard	Step	11/28/2020		3	\$ 29,658				29,658
									-
									-
Total Regular Salaries					817,125	11,713	8,650	3,143	840,631.00

Temporary Part Time Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
					-				-
Total Temporary Part Time Salaries					-	-	-	-	-

Overtime

Name	Position	Amount	Total Benefit
	All Highway Staff	38,500	38,500
Total Overtime		38,500	38,500

Uniform Allowance

Name	Position	Amount	Total Benefit
	All Highway Staff	6,480	6,480
Total Uniform Allowance		6,480	6,480

Night Call Back

Name	Position	Amount	Total Benefit
			-
Total Night Call Back			-

All Other Salaries

Name	Position	Amount	Total Benefit
Out of Grade Pay	All Highway Staff	700	700
License Incentive		100	100
Total All Other Salaries		800	800

Department Total									886,411
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DESCRIPTION/DETAIL

DPW HIGHWAY OPERATING

5240 Repairs and Maintenance

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
5,167	5,167	10,515	10,514	11,963	11,962	8,000	8,000	8,000

Various hardware supplies and building materials, from locks to paint; fence and wall repairs
lumber, and small tools; small repairs by 3rd party; Loam/earth materials; parts and small tools
Repairs to adjacent private property adjacent to roadway

8,000 8,000

Total 5240 Repairs and Maintenance: 8,000 8,000

DESCRIPTION/DETAIL

DPW HIGHWAY EXPENSES

5241 Road Resurfacing

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
31,481	31,474	117,354	117,350	117,536	117,457	101,200	106,400	106,400
Asphalt materials to improve road conditions by in-house crews and contractors							48,400	48,400
potholes, berm, shoulder and sidewalk repair; addressing driveway apron complaints,								
Mill and Fill large areas of failed roadway and trenches							42,500	42,500
Chemical Release and Emulsion spray for surfaces such as truck beds and shovels so asphalt does not stick							3,500	3,500
Police Details associated with road repairs							7,000	7,000
Contracted Services to crackseal manholes after repairs are made due to asphalt deterioration							5,000	5,000
<i>Total 5241 Road Resurfacing:</i>							106,400	106,400

DESCRIPTION/DETAIL

DPW HIGHWAY OPERATING

5243 Storm Water Drainage Maint

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
308,548	308,548	338,185	338,184	159,861	159,857	107,120	110,440	110,440
Grates, covers, barrel block and brick, base plates and precast basins/mortar, construction materials, for inhouse drainage projects; repair of existing basins and drains or the construction of new drains and leaching beds thru in-house crews; Small contingency for time and and equipment for contracted culvert/drain Repair; includes asphalt patch and Police Details							32,540	32,540
Clean Catch basins (3,450) in compliance with DEP Guidelines Cleaning cost (only) per basin based on executed contract PW-20-13							72,300	72,300
Police Detail associated with contract catch basin cleaning							5,600	5,600
<i>Total 5243 Storm Water Drainage Maint.:</i>							110,440	110,440

DESCRIPTION/DETAIL

DPW HIGHWAY OPERATING

5270 Leases and Contract Services

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
106,265	106,222	125,355	125,354	104,004	103,988	79,510	101,260	101,260

Center and gutter line painting: Contract PW-20-15

330,000 linear feet of double yellow centerline @ \$0.13/ft 42,900 42,900

440,000 linear feet of single white edge at \$0.065/linear foot 28,600 28,600

Miscellaneous Railroad crossing/stop/arrow turn markings painted 24,000 24,000

Police Details for painting work 5,760 5,760

Contract PW-20-14 Street Sweeping to assist Spring NPDES Permit Clean-Up - -

Total 5270 Leases and Contracts: 101,260 101,260

DESCRIPTION/DETAIL

DPW HIGHWAY OPERATING

5423 All Other Supplies and Expenses

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
27,835	27,834	23,686	23,685	28,532	28,514	21,280	21,400	21,400
Work Zone signs, cones , barrels and hoses, small hand tools industrial supplies; equipment rentals; chemicals welding services, dig safe system, brooms for sweeper etc. Modification and repair of equipment; crane inspection and purchase of hand and power tools							18,280	18,280
Personal Protective Equipment Safety gear and supplies (12 staff x 200)							2,400	2,400
DOT Medical Exams (6 x 120)							720	720
<i>Total 5420 All Other Office Supplies and Expenses:</i>							21,400	21,400

DESCRIPTION/DETAIL

DPW HIGHWAY OPERATING

5703 Dues and Memberships

FY2019 BUDGETED	FY2019 EXPENDED	FY2020 BUDGETED	FY2020 EXPENDED	FY2021 BUDGETED	FY2021 EXPENDED	FY2022 BUDGETED	FY2023 DEPT REQ	FY2023 TM REC
150	150	594	125	600	600	600	600	600

MA Highway/Essex Highway Association (4) Membership

600 600

Total 5703 Dues and Memberships:

600 600

