

<b>COMMUNITY DEVELOPMENT</b>	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	FY2026 FIN COM REC
<i>Salaries</i>										
5103Elected Salaries	4,140	\$ 4,140	\$ 14,735	\$ 13,000	\$ 13,000	\$ 11,750	\$ 13,000	\$ 13,000	\$ 13,000	
5111Regular	193,013	163,067	197,435	196,908	206,388	202,277	221,141	227,976	227,976	
5120Temporary Part-Time	7,974	3,742	4,167	2,249	243	243	-	-	-	
5130Overtime	7,200	6,900	7,200	7,200	6,818	6,333	4,853	-	-	
5150Car Allowance	-	-	-	-	7,500	7,450	7,800	7,800	7,800	
5160Sick Leave Buy-Back	-	-	-	-	-	-	-	-	-	
<b>Total Salaries</b>	<b>212,327</b>	<b>\$ 177,849</b>	<b>\$ 223,537</b>	<b>\$ 219,357</b>	<b>\$ 233,949</b>	<b>\$ 228,053</b>	<b>\$ 246,794</b>	<b>\$ 248,776</b>	<b>\$ 248,776</b>	
<i>Operating</i>										
5270Leases/Contracts	4,611	\$ 4,472	\$ 4,772	\$ 4,472	\$ 4,872	\$ 4,700	\$ 4,709	\$ 4,709	\$ 4,709	
5310Professional Services	27,775	25,000	21,969	21,969	19,500	19,500	22,000	26,853	26,853	
5320Advertising	2,533	2,501	1,800	1,671	1,800	1,393	1,800	1,800	1,800	
5340Communications	2,320	2,320	4,320	4,320	3,220	3,220	2,883	2,883	2,883	
5420Office Supplies	2,030	1,817	1,612	1,180	1,501	1,101	2,000	2,000	2,000	
5429Computer Equipment	-	-	-	-	-	-	-	-	-	
5730Dues and Memberships	550	-	550	-	550	-	550	550	550	
5790Staff Development	865	200	750	683	750	738	750	750	750	
<b>Total Operating</b>	<b>40,685</b>	<b>\$ 36,310</b>	<b>\$ 35,772</b>	<b>\$ 34,294</b>	<b>\$ 32,193</b>	<b>\$ 30,652</b>	<b>\$ 34,692</b>	<b>\$ 39,545</b>	<b>\$ 39,545</b>	
<i>Capital Outlay</i>										
5833Capital Outlay	13,346	-	-	-	-	-	-	-	-	
<b>Total Capital Outlay</b>	<b>13,346</b>	<b>-</b>	<b>-</b>							
<b>Total Budget</b>	<b>266,358</b>	<b>\$ 214,158</b>	<b>\$ 259,309</b>	<b>\$ 253,651</b>	<b>\$ 266,142</b>	<b>\$ 258,705</b>	<b>\$ 281,486</b>	<b>\$ 288,321</b>	<b>\$ 288,321</b>	<b>\$ -</b>

	FY2022 BUDGETED	FY2023 BUDGETED	FY2024 BUDGETED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	FY2026 FIN COM REC
Position	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Elected Board Members	5	5	5	5	5	5	5
Community Dev. Director	1	0	-	-	-	-	-
Planner/Conservation Agent	1	2	2	2	2	2	2
Administrative Secretary	1	1	1	1	1	1	1
Recording Secretary	2	2	2	2	1	1	1
<b>Total Staffing</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>9</b>	<b>9</b>	<b>-</b>

**FISCAL YEAR 2026  
COMMUNITY DEVELOPMENT DEPARTMENT SALARY INFORMATION TOWN MANAGER RECOMMENDED**

**Elected Officials**

Name	Position				Base Salary				Total Salary
Steve Johnson	Planning Bd. Chair				\$ 3,000				\$ 3,000
Vinny Fratalia	Pl. Bd. Member				2,500				2,500
Nick Lizotte	Pl. Bd. Member				2,500				2,500
James Duffy	Pl. Bd. Member				2,500				2,500
Jonathan Ciampa	Pl. Bd. Member				2,500				2,500
<b>Total Elected Officials</b>					\$ 13,000				\$ 13,000

FY25	Budget Chg	% Chg
3,000.00 \$	-	0.00%
2,500.00 \$	-	0.00%
2,500.00 \$	-	0.00%
2,500.00 \$	-	0.00%
2,500.00 \$	-	0.00%
13,000.00 \$	-	0.00%

**Regular Salaries**

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Alexandra Lowder	Town Planner	9/3/2019	9	3	\$ 85,707	\$ 2,700	\$ 1,500	\$ -	\$ 89,907
Abigail Mahoney	Planner/Conservation Agent	6/3/2024	7	2	70,393	-	-	-	70,393
Jacqueline Powers	Admin. Assistant	1/31/2022	5	10	67,676	-	-	-	67,676
									-
									-
<b>Total Regular Salaries</b>					\$ 223,775	\$ 2,700	\$ 1,500	\$ -	\$ 227,976

88,114.00 \$	1,792.96	1.99%
67,001.11 \$	3,391.41	4.82%
66,025.59 \$	1,650.64	2.44%
221,140.70 \$	6,835.01	3.00%

**Temporary Part Time Salaries**

Name	Position	Ann. Date	Grade	Step	Rate	Meeting	Hours/Mtg	Total Salary
								-
								-
<b>Total Temporary Part Time Salaries</b>								

**Overtime**

Name	Position				Amount			Total Benefit
Christine Connelly	Rec. Sec. (CC)				-			-
<b>Total Overtime</b>					-	-	-	-

4,853.00 \$	(4,853.00)	#DIV/0!
4,853.00 \$	(4,853.00)	#DIV/0!

**Car Allowance**

Name	Position				Per/Month	# Months	Total Benefit
Alexandra Lowder	Town Planner				\$ 300	12	\$ 3,600
Abigail Mahoney	Planner/Conservation Agent				350	12	4,200
<b>Total Car Allowance</b>							\$ 7,800

3,600.00 \$	-	0.00%
4,200.00 \$	-	0.00%
7,800.00 \$	-	0.00%

**Sick Leave Buy Back**

Name	Position	Retirement Date		# of Days	Annual Sal.	Weekly Sal.	Daily Sal.	Total Benefit
								-
<b>Total Sick Leave Buy-Back</b>								

<b>Department Total</b>									\$ 248,776
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246,793.70 \$	1,982.01	0.80%
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**FISCAL YEAR 2026  
COMMUNITY DEVELOPMENT DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

***Elected Officials***

Name	Position				Base Salary				Total Salary	FY25	Budget Chg	% Chg
Steve Johnson	Planning Bd. Chair				3,000				3,000	\$ 3,000.00	\$ -	0.00%
Vinny Fratalia	Pl. Bd. Member				2,500				2,500	\$ 2,500.00	\$ -	0.00%
Nick Lizotte	Pl. Bd. Member				2,500				2,500	\$ 2,500.00	\$ -	0.00%
James Duffy	Pl. Bd. Member				2,500				2,500	\$ 2,500.00	\$ -	0.00%
Jonathan Ciampa	Pl. Bd. Member				2,500				2,500	\$ 2,500.00	\$ -	0.00%
<b>Total Elected Officials</b>										\$ 13,000.00		

***Regular Salaries***

Name	Position	Ann. Date	Grade	Step	Base Salary	Stipend*	Longevity \$	Wage Def.	Total Salary			
Alexandra Lowder	Town Planner	9/3/2019	9	3	\$ 85,707	\$ 2,700	\$ 1,500		\$ 89,907	\$ 88,114.00	\$ 1,792.96	1.99%
Abigail Mahoney	Planner/Conservation Agent	6/3/2024	7	2	70,393	-	-		70,393	\$ 67,001.11	\$ 3,391.41	4.82%
Jacqueline Powers	Admin. Assistant	1/31/2022	5	10	67,676	-	-		67,676	\$ 66,025.59	\$ 1,650.64	2.44%
									-			
<b>Total Regular Salaries</b>										\$ 221,140.70	\$ 6,835.01	3.00%

\*Community Market

***Temporary Part Time Salaries***

Name	Position	Ann. Date	Grade	Step	Rate	Meeting	Hours/Mtg	Total Salary
								-
								-
<b>Total Temporary Part Time Salaries</b>								

***Overtime***

Name	Position				Amount			Total Benefit
								-
<b>Total Overtime</b>								

***Car Allowance***

Name	Position				Per/Month	# Months	Total Benefit
Alexandra Lowder	Town Planner				\$ 300	12	\$ 3,600
Abigail Mahoney	Planner/Conservation Agent				350	12	4,200
<b>Total Car Allowance</b>							

***Sick Leave Buy Back***

Name	Position	Retirement Date		# of Days	Annual Sal.	Weekly Sal.	Daily Sal.	Total Benefit
								-
<b>Total Sick Leave Buy-Back</b>								

<b>Department Total</b>										\$ 246,793.70	\$ 1,982.01	0.80%
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**FISCAL YEAR 2025  
COMMUNITY DEVELOPMENT DEPARTMENT SALARY INFORMATION**

***Elected Officials***

Name	Position				Base Salary				Total Salary
Steve Johnson	Planning Bd. Chair				3,000				3,000
Vinny Fratalia	Pl. Bd. Member				2,500				2,500
Nick Lizotte	Pl. Bd. Member				2,500				2,500
James Duffy	Pl. Bd. Member				2,500				2,500
Jonathan Ciampa	Pl. Bd. Member				2,500				2,500
<b>Total Elected Officials</b>					13,000				13,000

***Regular Salaries***

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Alexandra Lowder	Town Planner	09/03/19	A-9	2	84,281		1,133		85,414
Alexandra Lowder	Town Planner	Stipend Community Market			2,700				2,700
Abigail Mahoney	Planner/Conservation Agent	06/03/24	A-7	1	67,001				67,001
Jacqueline Powers	Admin. Assistant	01/31/22	B-5	10	66,026				66,026
									-
<b>Total Regular Salaries</b>					220,008	-	1,133	-	221,141

***Temporary Part Time Salaries***

Name	Position	Ann. Date	Grade	Step	Rate	Meeting	Hours/Mtg		Total Salary
									-
									-
<b>Total Temporary Part Time Salaries</b>									

***Overtime***

Name	Position				Amount				Total Benefit
Christine Connelly	Rec. Sec. (CC)				4,853				4,853
<b>Total Overtime</b>					4,853	-	-	-	4,853

***Car Allowance***

Name	Position				Per/Month	# Months			Total Benefit
Alexandra Lowder	Town Planner				300	12			3,600
Abigail Mahoney	Planner/Conservation Agent				350	12			4,200
<b>Total Car Allowance</b>									7,800

***Sick Leave Buy Back***

Name	Position	Retirement Date		# of Days	Annual Sal.	Weekly Sal.	Daily Sal.	Total Benefit
								-
<i>Total Sick Leave Buy-Back</i>								-
<b>Department Total</b>								246,794

**FISCAL YEAR 2024**  
**COMMUNITY DEVELOPMENT DEPARTMENT SALARY INFORMATION**

***Elected Officials***

Name	Position				Base Salary				Total Salary
Steve Johnson	Planning Bd. Chair				3,000				3,000
Vinny Fratalia	Pl. Bd. Member				2,500				2,500
Bob Fowler	Pl. Bd. Member				2,500				2,500
James Duffy	Pl. Bd. Member				2,500				2,500
Jonathan Ciampa	Pl. Bd. Member				2,500				2,500
<b>Total Elected Officials</b>					13,000				13,000

***Regular Salaries***

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Alexandra Lowder	Town Planner	09/03/19	A-8	3	74,867				74,867
Joe Fontaine	Planner/Conservation Agent	07/26/21	A-7	3	68,684				68,684
Jacqueline Powers	Admin. Assistant	01/31/22	B-5	9	62,837				62,837
									-
									-
<b>Total Regular Salaries</b>					206,388	-	-	-	206,388

***Temporary Part Time Salaries***

Name	Position	Ann. Date	Grade	Step	Rate	Meeting	Hours/Mtg		Total Salary
Melissa Johnson	Rec. Sec. (ZBA, CC)	10/15/2009	C	6	23.67				243
									-
<b>Total Temporary Part Time Salaries</b>									243

***Overtime***

Name	Position				Amount				Total Benefit
Christine Connelly	Rec. Sec. (CC)				6,818				6,818
<b>Total Overtime</b>					6,818	-	-	-	6,818

***Car Allowance***

Name	Position				Per/Month	# Months			Total Benefit
Alexandra Lowder	Town Planner				300	12			3,600
Joe Fontaine	Planner/Conservation Agent				325	12			3,900
<b>Total Car Allowance</b>									7,500

***Sick Leave Buy Back***

Name	Position	Retirement Date		# of Days	Annual Sal.	Weekly Sal.	Daily Sal.	Total Benefit
								-
<i>Total Sick Leave Buy-Back</i>								-
<b>Department Total</b>								227,131

**DESCRIPTION/DETAIL**

**COMMUNITY DEVELOPMENT OPERATING**

*5270 Leases and Contracts*

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
4,611	4,472	4,772	4,472	4,872	4,700	<b>4,709</b>	<b>4,709</b>	<b>4,709</b>

Leases include:

Postage Machine for Com Dev., Building Dept., Health Dept. (245.76/q	983	983	983
Copier for Comm. Dev. Building Dept., and Health Dept. (277.16/mon	3,326	3,326	3,326
Copier overages	400	400	400
<i>Total 5270 Leases and Contracts:</i>	4,709	4,709	4,709

**DESCRIPTION/DETAIL**

**COMMUNITY DEVELOPMENT OPERATING**

*5310 Professional Services*

FY2022	FY2022	FY2023	FY2023	FY2024	FY2024	FY2025	FY2026	FY2026		
BUDGETED	EXPENDED	BUDGETED	EXPENDED	BUDGETED	EXPENDED	BUDGETED	DEPT REQ	TM REC	Budget Chg	% Chg
27,775	25,000	21,969	21,969	19,500	19,500	22,000	26,853	26,853	\$ 4,853	22.06%
Professional Services to include planning, legal, engineering or other services on case by case basis						2,500	2,500	2,500	\$ -	0.00%
Sealer of Weights and Measures						19,500	19,500	19,500	\$ -	\$ -
Recording Secretary							4,853	4,853	\$ 4,853	#DIV/0!
<i>Total 5310 Professional Services:</i>						22,000	26,853	26,853	\$ 4,853	\$ 0





**DESCRIPTION/DETAIL**

**COMMUNITY DEVELOPMENT OPERATING**

*5320 Advertising*

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
2,533	2,501	1,800	1,671	1,800	1,393	1,800	<b>1,800</b>	<b>1,800</b>

Legal advertising costs associated with Zoning article public hearings, PB, ZBA, ConCom rules and regulation amendments, other misc. town projects and recordings

*Total 5320 Advertising:* 1,800 1,800 1,800

**DESCRIPTION/DETAIL**

**COMMUNITY DEVELOPMENT OPERATING**

*5340 Communications*

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	Budget Chg	% Chg
2,320	2,320	4,320	4,320	3,220	3,220	2,883	2,883	2,883	\$ -	0.00%
Postage and certified mailings		(\$2600 +120)				2,720	2,883	2,883	\$ 163	5.99%
Mailing overage		163				163			\$ (163)	-100.00%
<i>Total 5340 Communications:</i>						2,883	2,883	2,883	\$ -	0.00%





**DESCRIPTION/DETAIL**

**COMMUNITY DEVELOPMENT OPERATING**

*5420 Office Supplies*

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
2,030	1,817	1,612	1,180	1,501	1,101	2,000	2,000	2,000

All associated office supplies including copier paper and printer cartridges

2,000 2,000 2,000

Plotter supplies

*Total 5420 Office Supplies:*

2,000 2,000 2,000

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**DESCRIPTION/DETAIL**

**COMMUNITY DEVELOPMENT OPERATING**

*5429 Computer Equipment*

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	<b>FY2026 DEPT REQ</b>	<b>FY2026 TM REC</b>
-	-	-	-	-		-	-	-

*Total 5429 Computer Equipment:* - -

**DESCRIPTION/DETAIL**

**COMMUNITY DEVELOPMENT OPERATING**

*5703 Dues and Memberships*

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	<b>FY2026 DEPT REQ</b>	<b>FY2026 TM REC</b>
550	-	550	-	550		550	<b>550</b>	<b>550</b>
National and MA Chapter of American Planning Association (Planner/CA)						300	300	300
Mass. Association of Planning Directors						250	250	250
<i>Total 5703 Dues and Memberships:</i>						550	550	550



**DESCRIPTION/DETAIL**

**COMMUNITY DEVELOPMENT**

*5833 Capital Outlay*

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	<b>FY2026 DEPT REQ</b>	<b>FY2026 TM REC</b>
13,346	-	-	-	-	-	-	-	-

*Total 5833 Capital Outlay:*