

DPW ENGINEERING	FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	FY2026 FIN COM REC	Budget Chg	% Chg
<i>Salaries</i>												
5111Regular	\$ 500,034	\$ 483,228	\$ 517,121	\$ 471,313	\$ 519,279	\$ 487,686	\$ 535,212	\$ 538,508	\$ 538,508		\$ 3,295.84	0.62%
5120Temporary Part-Time	11,302	7,101	12,423	3,490	12,822	10,064	12,853	17,138	17,138		\$ 4,285.00	33.34%
5130Overtime	500	188	1,000	-	1,000	-	1,000	1,000	1,000		\$ -	0.00%
5150Car Allowance	3,600	3,600	3,717	3,717	3,600	3,600	3,600	3,600	3,600		\$ -	0.00%
5180All Other Salaries	-	-	-	-	-	-	-	-	-			
Total Salaries	515,436	494,117	534,261	478,519	536,701	501,350	552,665	560,246	560,246		\$ 7,580.84	1.37%
Water Enterprise Fund Allocation	(166,892)	(166,892)	(172,301)	(172,301)	(179,297)	(179,297)	(172,723)	(186,124)	(186,124)		\$ (13,400.96)	7.76%
Sewer Enterprise Fund Allocation	(164,778)	(164,778)	(172,267)	(172,267)	(179,360)	(179,360)	(177,256)	(182,180)	(182,180)		\$ (4,924.09)	2.78%
Total Salaries Net of Allocations	\$ 183,766	\$ 162,447	\$ 189,693	\$ 133,951	\$ 178,044	\$ 142,693	\$ 202,686	\$ 191,942	\$ 191,942		\$ (10,744.21)	-5.30%
<i>Operating</i>												
5241Road Resurfacing	-	-	500,000	500,000	950,000	950,000	-	-	-			
5246Sidewalks	-	-	250,000	250,000	350,000	350,000	-	-	-			
5310Professional Services	24,050	24,050	28,857	27,964	18,561	17,715	16,672	14,340	14,340		\$ (2,332.00)	-13.99%
5340Communications	2,080	2,080	2,168	1,975	1,920	904	480	300	300		\$ (180.00)	-37.50%
5345Postage	2,000	2,000	2,449	1,575	2,000	1,133	2,000	2,000	2,000		\$ -	0.00%
5420Office Supplies	2,000	2,000	2,729	2,607	2,000	1,880	2,200	2,300	2,300		\$ 100.00	4.55%
5423All Other Supplies and Exp.	7,060	5,921	4,577	3,011	14,260	10,629	4,050	3,700	3,700		\$ (350.00)	-8.64%
5703Dues and Memberships	2,721	2,721	2,955	1,159	2,170	658	1,995	2,270	2,270		\$ 275.00	13.78%
5790Staff Development	3,200	3,200	6,372	1,609	6,000	3,178	7,000	7,000	7,000		\$ -	0.00%
Total Operating	\$ 43,111	\$ 41,972	\$ 800,108	\$ 789,901	\$ 1,346,911	\$ 1,336,098	\$ 34,397	\$ 31,910	\$ 31,910		\$ (2,487.00)	-7.23%
Water Enterprise Fund Allocation	(16,775)	(16,775)	(16,744)	(16,744)	(15,744)	(15,744)	(14,447)	(13,402)	(13,402)		\$ 1,044.80	-7.23%
Sewer Enterprise Fund Allocation	(13,580)	(13,580)	(13,555)	(13,555)	(12,745)	(12,745)	(11,695)	(10,849)	(10,849)		\$ 845.60	-7.23%
Total Operating Net of Allocations	\$ 12,756	\$ 11,617	\$ 769,809	\$ 759,602	\$ 1,318,422	\$ 1,307,609	\$ 8,255	\$ 7,658	\$ 7,658		\$ (596.60)	-7.23%
<i>Capital Outlay</i>												
5833Capital Outlay	-	-	-	-	-	-	-	-	-			
Total Capital Outlay	-	-	-	-	-	-	-	-	-			
Total Budget	\$ 558,547	\$ 536,089	\$ 1,334,369	\$ 1,268,420	\$ 1,883,612	\$ 1,837,448	\$ 587,062	\$ 592,156	\$ 592,156		\$ 5,093.84	0.87%
Total Budget Net of Allocations	\$ 196,522	\$ 174,064	\$ 959,502	\$ 893,553	\$ 1,496,466	\$ 1,450,302	\$ 210,941	\$ 199,600	\$ 199,600		\$ (11,340.81)	-5.38%

	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
Town Engineer	1	1	1	1	1	1	1
Project Manager	4	4	4	4	4	4	4
Permit Tech	1	1	1	1	1	1	1
Summer Intern	0.4	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 2026
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	7/8	\$ 113,538	\$ -	\$ 1,500		\$ 115,038
Alvaro Mendoza	Project Manager	9/25/2023	A8	4/5	82,156	-	-		82,156
Randall Burley	Project Manager	11/16/2015	A9	10	101,866	-	1,945		103,811
Stefania Gallo	Project Manager	12/12/2016	A8	10	93,443	-	1,500		94,943
Christian Mann	Project Manager	8/26/2024	A8	3	78,657	-	-		78,657
Cheryl Schofield	Permit Tech	12/2/2014	A5	6/7	61,703	-	2,200		63,903
									-
									-
									-
									-
Total Regular Salaries					\$ 531,363		\$ 7,145		\$ 538,508

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	\$ 17,138				\$ 17,138
Total Temporary Part-Time Salaries					\$ 17,138	\$ -	\$ -	\$ -	\$ 17,138

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							\$ 560,246
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Allocations	General Fund	Water	Sewer
Andrew Stack		35%	40% 25%

Alvaro Mendoza	50%	35%	15%
Christian Mann	50%	0%	50%
Stefania Gallo	20%	40%	40%
Randall Burley	20%	40%	40%
Cheryl Schofield	35%	40%	25%

**FISCAL YEAR 2026
DPW ENGINEERING DEPARTMENT SALARY INFORMATION DEPARTMENT REQUEST**

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary	FY25 Budget	Budget Chg	% Chg
Andrew Stack	Town Engineer	10/2/2017	A11	7/8	\$ 113,538		\$ 1,500		\$ 115,038	\$ 110,959.48	\$ 4,078.17	3.68%
Alvaro Mendoza	Project Manager	9/25/2023	A8	4/5	82,156		-		82,156	\$ 60,451.81	\$ 21,704.36	35.90%
Randall Burley	Project Manager	11/16/2015	A9	10	101,866		1,945		103,811	\$ 100,681.32	\$ 3,129.74	3.11%
Stefania Gallo	Project Manager	12/12/2016	A8	10	93,443		1,500		94,943	\$ 90,248.60	\$ 4,694.44	5.20%
Christian Mann	Project Manager	8/26/2024	A8	3	78,657		-		78,657	\$ (13,806.09)	\$ 92,463.00	-669.73%
Cheryl Schofield	Permit Tech	12/2/2014	A5	6/7	61,703		2,200		63,903	\$ 60,811.19	\$ 3,091.81	5.08%
Total Regular Salaries					\$ 417,825		\$ 5,645		\$ 538,508	\$ 535,212.00	\$ 3,295.84	0.62%

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	\$ 17,138				\$ 17,138			
Total Temporary Part-Time Salaries					\$ 17,138	\$ -	\$ -	\$ -	\$ 17,138	\$ 12,853.00	\$ 4,285.00	33.34%

Overtime

Name	Position	Amount	Total Benefit			
	PRRB Group B Staff	\$ 1,000	\$ 1,000			
Total Overtime		\$ 1,000	\$ 1,000	\$ 1,000.00	\$ -	0.00%

Car Allowance

Name	Position	Per/Month	# Months	Total Benefit		
Andrew Stack	Town Engineer	\$ 300	\$ 12	\$ 3,600		
Total Car Allowance				\$ 3,600	\$ 3,600.00	0.00%

All Other Salaries

Name	Position	Amount	Total Benefit			
			-			
Total All Other Salaries			-			

Department Total					\$ 560,246	\$ 552,665.00	\$ 7,580.84	1.37%
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Allocations

	General Fund	Water	Sewer
Andrew Stack	35%	40%	25%
Alvaro Mendoza	50%	35%	15%
Christian Mann	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**

Regular Salaries

Name	Position	Ann. Date	Grade	Step	Base Salary	Longevity %	Longevity \$	Wage Def.	Total Salary
Andrew Stack	Town Engineer	10/2/2017	A11	7	109,659		1,300		110,959
Alvaro Mendoza	Project Manager	9/25/2023	A8	4	19,597				19,597
Step Increase		9/25/2024	A8	5	60,452				60,452
Randall Burley	Project Manager	11/16/2015	A9	10	99,381		1,300		100,681
Stefania Gallo	Project Manager	12/12/2016	A8	9	88,949		1,300		90,249
Arthur Markos	Project Engineer	2/8/2016	A8	10	91,163		1,300		92,463
Cheryl Schofield	Permit Tech	12/2/2014	B5	5	24,516		1,600		26,116
Step Increase		4/3/2025		6	34,695				34,695
Total Regular Salaries					528,412		6,800		535,212

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	12,853				12,853
Total Temporary Part-Time Salaries					12,853	-	-	-	12,853

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									552,665
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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%

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5241 Road Resurfacing

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
		500,000	500,000	950,000	950,000	-	-	-

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

- -

Total 5241 Road Resurfacing:

- -

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5246Sidewalks

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
		250,000	250,000	350,000	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

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	Budget Chg	% Chg
24,050	24,050	28,857	27,964	18,561	17,715	16,672	14,340	14,340	\$ (2,332)	-13.99%
Wetlands flagging, surveys and analysis beyond scale and scope of in-house staff survey and Mapping/GIS services						8,200	8,600	8,600	\$ 400	4.88%
Annual Software Maintenance fees (PeopleGIS)										
SimpliCITY Streets						1,622	-	-	\$ (1,622)	-100.00%
Quick Asset Tool						1,110	-	-	\$ (1,110)	-100.00%
Professional Services to perform ROW surveys and analysis reports associated with Traffic Safety/DPW Projec						4,200	4,200	4,200	\$ -	0.00%
AutoCAD Annual Software Maintenance fees (half paid by Water Distribution)						1,540	1,540	1,540	\$ -	0.00%
ArcGIS Viewer Account (DPW Shared Use Account)							125	125	\$ 125	0.00%
<i>Total 5310 Professional Services:</i>						16,672	14,340	14,340	\$ (2,332)	-13.99%

DESCRIPTION/DETAIL

DPW ENGINEERING 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	
2,080	2,080	2,168	1,975	1,920	904	480	300	300	\$ (180)	-37.50%	
							(1) Data plan for GPS Survey Tablet	300	300		
							<i>Total 5340 Communications:</i>	300	300		

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5345 Postage

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	Budget Chg	% Chg
2,000	2,000	2,449	1,575	2,000	1,133	2,000	2,000	2,000	\$ -	0.00%

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

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	Budget Chg	% Chg
2,000	2,000	2,729	2,607	2,000	1,880	2,200	2,300	2,300	\$ 100	4.55%

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

2,300 2,300

Total 5420 Office Supplies: 2,300 2,300

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5423 All Other Supplies and Expenses

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	Budget Chg	% Chg
7,060	5,921	4,577	3,011	14,260	10,629	4,050	3,700	3,700	\$ (350)	-8.64%
Annual Calibration of survey equipment and stormwater testing analyzers						1,550	1,200	1,200	\$ (350)	-22.58%
Miscellaneous expenses including Safety gear, various hardware supplies, hand tools, copier maintenance, survey equipment, Filing at Registry of Deeds etc.						2,500	2,500	2,500	\$ -	0.00%
<i>Total 5423 All Other Supplies and Expenses:</i>						4,050	3,700	3,700	\$ (350)	-8.64%

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5703Dues and Memberships

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	Budget Chg	% Chg
2,721	2,721	2,955	1,159	2,170	658	1,995	2,270	2,270	\$ 275	13.78%
American Soc of Civil Engineers/BSCE (4) annual memberships						1,520	1,464	1,464	\$ (56)	-3.68%
MA Professional Engineer License (1)						-	151	151	\$ 151	0.00%
MA Soil Evaluator License (2)						100	200	200	\$ 100	100.00%
MA Septic System Inspectors License (1)						100	100	100	\$ -	0.00%
Wastewater Treatment License (1)						-	100	100	\$ 100	0.00%
Urban and Regional Information System Association Membership						100	195	195	\$ 95	95.00%
FAA Certification Test						175	-	-	\$ (175)	-100.00%
MCPPO Certification (2)						-	-	-		
Notary Public Fee (1)						-	60	60	\$ 60	0.00%
<i>Total 5703 Dues and Memberships:</i>						1,995	2,270	2,270	\$ 275	13.78%

DESCRIPTION/DETAIL

DPW ENGINEERING OPERATING

5790 Staff Development

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC	Budget Chg	% Chg
3,200	3,200	6,372	1,609	6,000	3,178	7,000	7,000	7,000	\$ -	0.00%

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

FY2022 BUDGETED	FY2022 EXPENDED	FY2023 BUDGETED	FY2023 EXPENDED	FY2024 BUDGETED	FY2024 EXPENDED	FY2025 BUDGETED	FY2026 DEPT REQ	FY2026 TM REC
-	-	-	-	-			-	-

Total 5833 Capital Outlay: - -