

ARTICLE 5: TABLE OF ESTIMATES					
	<i>Column 1</i>		<i>Column 2</i>	<i>Column 3</i>	<i>Column 4</i>
Dept #	Department/Description		FY15 Actuals	FY16 Budget	FY17 Budget
	GENERAL GOVERNMENT				
114	MODERATOR				
	Stipend		128	128	128
	Operating Expense		20	114	114
	Total		148	242	242
122	SELECTMEN				
	Five Selectmen Stipends		7,195	7,195	7,195
	Town Administrator		114,860	118,880	121,258
	Assistant Town Administrator		60,731	61,200	62,424
	Office Manager		44,104	43,504	44,374
	Meeting Support Clerk		3,614	6,018	6,018
	Operating Expense		54,818	30,770	32,663
	Audit Services		22,500	36,000	36,000
	Youth Center Operations		48,000	48,000	48,000
	Total		355,821	351,567	357,932
124	SELECTMEN COMMITTEES				
	Historical & Historic District Commission Expenses		-	500	-
	Town Art Committee		125	2,000	2,000
	Millbrook Meadow Committee		275	275	275
	Rights of Way Committee		3,304	3,304	1,000
	Beautification Committee		1,000	1,000	1,000
	Total		4,704	7,079	4,275
131	FINANCE COMMITTEE				
	Meeting Support Clerk				1,200
	Operating Expense		1,011	1,100	350
	Reserve Fund		303,500	303,500	277,000
	Total		304,511	304,600	278,550
135	TOWN ACCOUNTANT				
	Town Accountant		33,459	75,000	78,000
	Town Accountant Staff		54,158	51,923	96,611
	Operating Expense		99,986	91,755	94,116
	Total		187,604	218,678	268,727
141	ASSESSORS				
	Assessors Stipends		3,300	3,300	3,300
	Assistant Assessor		55,450	55,450	57,559
	Assessor Clerk		36,789	35,918	35,918
	Operating Expense		4,527	4,910	4,935
	Outside services		473	4,060	4,060
	Total		100,539	103,637	105,772
147	TREASURER/COLLECTOR				
	Town Treasurer		72,471	72,471	73,920
	Assistant Treasurer/Collector		46,736	46,736	47,671
	Other Salaries/Wages		75,454	77,478	78,286
	Operating Expense		35,549	41,349	42,700
	Outside Services		21,687	29,598	28,000
	Tax Title Expenses		6,975	16,060	16,000
	Total		258,873	283,692	286,577
151	LEGAL				
	Fees & Expenses		127,670	116,433	233,450
	Total		127,670	116,433	233,450
152	PERSONNEL BOARD				
	Clerical, Part Time		534	1,224	1,224
	Merit Pay Pool		35,000	35,000	35,000
	Operating Expense		-	380	200

	Total		35,534	36,604	36,424
153	HUMAN RESOURCES				
	Manager Stipend			16,000	16,320
	HR Assistant			11,000	6,222
	Operating Expense			5,600	9,500
	Total			32,600	32,042
154	INFORMATION SYSTEMS & TECHNOLOGY				
	Director Salary		88,740	88,740	90,515
	IS&T Salaries & Wages		139,443	142,871	145,728
	Administrative Support Wages		3,705	4,862	4,959
	Telephone		36,099	36,387	34,387
	Copiers & other hardware		36,090	40,068	37,068
	Classroom Hardware		56,760	56,661	54,661
	Networking Services		49,643	47,000	42,600
	Software Licenses & On-line services		134,979	131,498	125,452
	Other Operating Expense		48,522	45,173	41,463
	Total		593,981	593,260	576,833
158	TAX POSSESSED LAND				
	Expenses		8,574	8,959	3,100
	Total		8,574	8,959	3,100
161	TOWN CLERK				
	Town Clerk		65,000	66,000	67,300
	Assistant Clerk		43,483	43,483	44,353
	Operating Expense		7,754	7,835	8,072
	Total		116,237	117,318	119,725
164	ELECTIONS				
	Stipends & Election Officer Wages		15,949	20,660	21,039
	Operating Expense		8,294	8,797	10,168
	Total		24,243	29,457	31,207
171	CONSERVATION COMMISSION				
	Conservation Agent		46,413	46,413	55,000
	Clerical, Part Time		7,629	7,711	11,537
	Operating Expense		1,488	2,103	2,103
	Total		55,529	56,227	68,640
175	PLANNING BOARD				
	Clerical, Part Time		18,803	18,920	19,298
	Planning Consultant		27,000	27,000	27,000
	Operating Expense		1,079	2,959	2,100
	Total		46,882	48,879	48,398
176	ZONING BOARD				
	Clerical, Part Time		13,499	13,085	13,822
	Operating Expense		200	705	705
	Legal Notices - Zoning		5,024	4,950	5,440
	Total		18,723	18,740	19,967
181	COMMUNITY DEVELOPMENT (expanded from Economic Development)				
	Special Projects, Band Concerts & Expenses		-	-	60,543
	Total		-	-	60,543
GENERAL GOVERNMENT SUMMARY					
	Salaries, Wages & Stipends		1,086,646	1,171,167	1,246,180
	Operating Expense		1,152,929	1,156,803	1,286,225
	ATM Authorization		2,239,574	2,327,970	2,532,405
	Pensions & Benefits (Incl in 900)		450,530	597,204	594,067
	TOTAL GENERAL GOVERNMENT		2,690,105	2,925,174	3,126,472
PUBLIC SAFETY					
210	POLICE DEPARTMENT				
	Police Chief		108,307	115,000	117,300

	Police Lieutenant Salary, incl shift diff		96,041	96,041	97,962
	Police Sergeants, incl Shift Diff		237,712	243,577	246,117
	Police Officers, incl OT, Court Time and Shift Diff		845,640	890,072	929,160
	Civilian Dispatchers		76,010	100,206	38,365
	Other Staff Salaries & Wages		88,416	88,176	91,862
	Personnel Expenses-Uniforms, Training, Travel		42,945	40,205	53,403
	Vehicle Expense-Fuel, Maintenance		31,823	32,780	25,500
	Facilities Expense		39,029	41,162	36,477
	Equipment Maintenance-Radio, Computer		33,568	42,301	41,500
	Telephone		9,206	10,000	10,000
	Other Operating Expense		10,991	9,714	7,714
	Total		1,619,688	1,709,234	1,695,360
212	TRAFFIC & PARKING				
	Sergeant Stipend		8,922	8,922	8,922
	Parking Meter Attendants		7,491	10,809	9,180
	Trolley Services per Contract		19,040	24,291	24,291
	Operating Expense		11,153	9,571	18,891
	Total		46,606	53,593	61,284
215	LIFEGUARDS				
	Lifeguards (Seasonal)		41,432	36,414	37,142
	Operating Expense		7,907	7,918	3,000
	Total		49,339	44,332	40,142
220	FIRE DEPARTMENT				
	Fire Inspector/Chief		25,713	31,024	31,644
	Firefighter Stipends (AOC)		115,156	97,135	99,078
	PT, Seasonal & Special Labor		12,721	5,930	6,049
	Personnel Expense-Training		5,983	11,588	11,821
	Vehicle Expense-Fuel, Maintenance, Equipment		14,122	11,195	11,195
	Facilities Expense-Heating, Electrical		28,325	45,648	34,468
	Other Operating Expense		34,075	22,526	27,314
	Total		236,095	225,046	221,569
225	FOREST FIRE DEPARTMENT				
	Forest Fire Warden Stipend		3,218	3,217	3,217
	Deputy Stipends		4,505	4,437	4,526
	Firefighter Stipends		16,647	17,371	17,718
	Labor, Part Time		1,210	1,234	1,259
	Operating Expense		2,061	3,244	3,244
	Total		27,642	29,503	29,964
231	AMBULANCE				
	Department Head		8,390	8,387	8,555
	Direct Labor (Stipend)		38,632	57,386	58,534
	PT Labor & EMT per call Wages		20,307	28,585	29,158
	Personnel Expense-Training, Dues		3,559	9,181	8,881
	Vehicle Expense-Maintenance, Fuel		3,802	7,483	6,890
	Outside Services-Billing, Medical		5,651	7,651	5,000
	Other Operating Expense		21,945	24,727	22,581
	Total		102,286	143,400	139,598
241	INSPECTION SERVICES				
	Building Inspector Salary		73,738	73,738	75,123
	Part-time Labor		40,623	43,798	44,138
	Operating Expense		2,105	2,350	2,350
	Total		116,466	119,886	121,611
249	ANIMAL INSPECTOR				
	Animal Inspector Stipend (APT)		1,783	1,783	1,783
	Operating Expense		130	130	130
	Total		1,913	1,913	1,913
291	EMERGENCY MANAGEMENT				
	Director's / Deputy's Stipends		4,465	4,465	4,465

	Operating Expense		-	750	750
	Total		4,465	5,215	5,215
292	DOG CONTROL				
	Dog Officer Salary (APT)		8,323	9,000	9,000
	Assistant Animal Control Officer		-	3,840	3,840
	Operating Expense		1,695	3,980	3,960
	Total		10,019	16,820	16,800
293	PARKING CLERK				
	Hearing Officer Stipend		1,287	1,288	2,000
	Parking Clerk		17,087	17,424	-
	Operating Expense		11,107	13,144	12,275
	Admin&Collection Services		-	-	-
	Total		29,482	31,856	14,275
295	HARBORMASTERS/SHELLFISH				
	Harbormasters		43,442	44,095	44,977
	Assistant Harbormasters		3,851	3,907	3,985
	Asst Shellfish Officer & Warden		3,557	3,602	3,556
	Seasonal, Part-Time		12,211	12,211	10,200
	Equipment Maintenance-Radios		4,135	7,515	6,061
	Boat Maintenance		6,098	10,256	7,800
	Float, Ramp Repair/Replacement		13,485	9,640	10,500
	Office & Other Operating Expense		27,549	35,637	32,129
	Total		114,327	126,863	119,208
297	HARBOR ADVISORY COMMITTEE				
	Expenses		515	515	500
	Total		515	515	500
PUBLIC SAFETY SUMMARY					
	Salaries, Wages & Stipends		1,966,837	2,063,073	2,038,814
	Operating Expense		392,006	445,102	428,625
	ATM Authorization		2,358,843	2,508,175	2,467,439
	Pensions & Benefits (Incl in 900)		563,720	638,610	693,285
	TOTAL PUBLIC SAFETY		2,922,563	3,146,786	3,160,724
400	DEPARTMENT OF PUBLIC WORKS				
	ADMINISTRATION				
	Stipends, Salaries & Wages		227,107	234,648	227,160
	Office Expenses		24,012	48,055	46,908
	Total		251,119	282,703	274,068
	PUBLIC PROPERTY (incl parks & seasonal)				
	Wages, Regular & OT		319,990	349,522	349,260
	Operating Expense		194,877	208,824	177,126
	Total		514,867	558,346	526,386
	HIGHWAY, GENERAL				
	Wages, Regular		291,046	297,906	338,903
	Wages, OT		1,608	4,886	4,886
	Highway Expense		182,613	210,531	176,531
	Garage Expense		90,858	73,479	73,479
	Total		566,126	586,802	593,799
	HIGHWAY, SNOW & ICE				
	Wages, Regular		-	39,573	-
	Wages, OT		150,466	40,058	60,058
	Operating Expense		355,965	40,791	60,962
	Total		506,431	120,422	121,020
	TRANSFER STATION				
	Wages, Regular & OT		116,485	117,404	117,902
	Operating Expense, mostly haulage		289,489	327,133	327,133
	Total		405,974	444,537	445,035
	CEMETERY				

	Wages, Regular & OT		112,621	118,757	117,521
	Operating Expense		3,418	8,724	8,724
	Total		116,038	127,481	126,245
DEPARTMENT OF PUBLIC WORKS SUMMARY					
	Salaries, Wages & Stipends		1,219,323	1,202,755	1,215,690
	Operating Expense		1,141,233	917,537	870,863
	ATM Authorization		2,360,556	2,120,292	2,086,553
	Pensions & Benefits (Incl in 900)		411,006	507,707	554,977
	TOTAL DEPARTMENT OF PUBLIC WORKS		2,771,562	2,628,000	2,641,530
500	HEALTH AND WELFARE				
510	BOARD OF HEALTH				
	Board Members Stipends		182	546	900
	Sanitary Inspector		34,535	34,535	35,226
	PT Admin Asst		13,659	15,836	16,153
	Seasonal Labor - Beach Testing		465	1,298	1,324
	PT Public Health Nurse		7,948	5,591	5,703
	Operating Expense		16,992	20,050	20,550
	Total		73,781	77,856	79,855
541	COUNCIL ON AGING				
	Director		42,631	42,631	43,484
	Clerical Part Time		2,446	2,448	2,448
	Operating Expense		13,129	13,907	16,382
	Total		58,205	58,986	62,314
543	VETERANS SERVICES				
	Veterans Agent Stipend		2,152	-	-
	Operating Expense		472	15,020	14,500
	Veterans Allowances		49,863	60,000	50,000
	Total		52,487	75,020	64,500
HEALTH AND WELFARE SUMMARY					
	Salaries, Wages & Stipends		104,017	102,885	105,237
	Operating Expense		80,456	108,977	101,432
	ATM Authorization		184,473	211,862	206,669
	Pensions & Benefits (Incl in 900)		54,603	46,083	67,647
	TOTAL HEALTH AND WELFARE		239,076	257,945	274,316
600	CULTURE AND RECREATION				
610	LIBRARY				
	Department Head		34,336	67,000	68,340
	Other Direct Labor		276,175	265,343	278,317
	Operating Expense		26,568	32,765	28,791
	Library Materials (19%)		98,055	98,055	99,874
	Contractual		51,826	46,096	50,341
	Total		486,960	509,259	525,663
630	RECREATIONAL COMMITTEE				
	Recreation Director (incl seasonal labor)		27,250	27,540	28,091
	Clerical Part-time		12,766	13,219	13,483
	Operating Expense		11,134	10,060	10,060
	Total		51,150	50,819	51,634
635	GRANITE PIER				
	Seasonal Labor		12,752	12,755	13,010
	Operating Expense		6,174	8,989	8,989
	Total		18,926	21,744	21,999
638	THACHER & STRAIGHTSMOUTH ISLAND				
	Direct Labor		9,685	9,200	9,384
	Other Operating Expense		10,550	10,134	10,134
	Total		20,235	19,334	19,518
692	MEMORIAL DAY COMMITTEE				

	Expenses		2,249	2,608	2,608
	Total		2,249	2,608	2,608
CULTURE and RECREATION SUMMARY					
	Labor		372,964	395,057	410,625
	Operating Expense		206,556	208,707	210,797
	ATM Authorization		579,520	603,764	621,423
	Pensions & Benefits (Incl in 900)		121,961	130,469	129,492
	TOTAL CULTURE & RECREATIONAL		701,481	734,233	750,915
700	DEBT AND INTEREST				
	Maturing Debt Principal		889,000	1,176,160	1,100,000
	Maturing Debt Interest		256,624	263,174	239,683
	Temporary Debt Principal		120,000	120,000	138,000
	Temporary Debt Interest		7,808	16,615	40,966
	Total		1,273,432	1,575,949	1,518,649
900	OTHER				
911	ESSEX REGIONAL RETIREMENT SYSTEM		1,350,185	1,493,687	1,635,519
912	NON-CONTRIBUTORY PENSION		-	-	-
913	UNEMPLOYMENT INSURANCE		19,830	53,161	50,000
914	GROUP INSURANCE				
	Health		3,674,553	3,970,819	4,125,889
	Life		12,803	12,900	12,700
	Total		3,687,356	3,983,719	4,138,589
916	FICA/MEDICARE		203,535	237,113	240,000
917	SICK LEAVE / BUY-BACK		54,710	70,000	66,000
940	INSURANCE EXPENSE		467,495	474,850	523,200
943	FUND TRANSFER TO STABILIZATION FUND		-	-	-
	TOTAL OTHER		5,783,111	6,312,530	6,653,308
ARTICLE 5 TOWN DEPARTMENT SUMMARY					
	Salaries, Wages & Stipends		4,749,787	4,934,937	5,016,546
	Operating Expenses		3,472,389	3,372,819	3,421,142
	Pension & Benefits (Incl in 900)		2,938,874	3,304,871	3,352,424
	Debt Service (Incl in 700)		1,089,484	1,347,916	1,297,796
	TOTAL ARTICLE 5 BEFORE SCHOOLS		12,250,534	12,960,544	13,087,908
PUBLIC EDUCATION - TOWN CONTRIBUTION					
300	Base Funding from Town - ATM APPROPRIATION		10,727,560	10,964,411	11,216,592
305	Essex Tech. High School-ATM APPROPRIATION		385,750	315,497	345,000
	Pensions & Benefits (Incl in 900)		2,376,742	2,532,809	2,777,684
	Debt Service (Incl in 700)		183,948	228,032	220,853
	TOTAL PUBLIC EDUCATION		13,674,000	14,040,749	14,560,129
	GRAND TOTAL ARTICLE 5		25,924,534	27,001,293	27,648,037