

Acct	Description	FY22	FY22	FY23	Increase/ Decrease
		5/1/21 ATM	11/6/21 STM & INTERNAL TRNFS		
		APPROVED	REVISIONS	REQUESTED	Decrease
100	GENERAL GOVERNMENT				
114	Moderator	349.00	0.00	349.00	0.00
115	Constable	686.00	0.00	686.00	0.00
122	Select Board Elected	15,037.00	0.00	15,037.00	0.00
122	Select Board Expenses	4,475.00	0.00	4,400.00	(75.00)
122	Grant writing wages	10,000.00	0.00	5,000.00	(5,000.00)
122	Grant writing expenses	500.00	0.00	500.00	0.00
122	CART (Communication Access Real Time Translation)	2,000.00	0.00	2,300.00	300.00
123	Town Administrator	75,000.00	0.00	75,000.00	0.00
123	Town Administrator Expenses	3,000.00	0.00	3,000.00	0.00
120	Administrative Assistant Salary	1.00	0.00	18,792.00	18,791.00
120	Administrative Assistant Procurement, Training & Expenses	0.00	0.00	500.00	500.00
122	Administrative Overtime	0.00	0.00	0.00	0.00
124	Temporary Employee	1,000.00	0.00	1.00	(999.00)
131	Finance Committee Expenses	500.00	0.00	500.00	0.00
131	Finance Committee Clerk	1.00	0.00	1.00	0.00
132	Town Reserve Fund	30,000.00	0.00	30,000.00	0.00
135	Town Accountant Services	37,800.00	0.00	38,400.00	600.00
135	Town Accountant Expenses	300.00	0.00	50.00	(250.00)
135	Accounting/Treasurer Software	5,960.00	0.00	5,960.00	0.00
135	Annual Audit	17,500.00	0.00	17,500.00	0.00
135	GASB75	2,750.00	0.00	2,750.00	0.00
141	Assessors Elected	4,846.00	0.00	4,846.00	0.00
141	Principal Assessor Salary	44,033.00	0.00	44,033.00	0.00
141	Assistant to the Principal Assessor	1.00	0.00	1.00	0.00
141	Assessors Clerk Wages	10,112.00	0.00	10,112.00	0.00
141	Assessors Expenses	5,300.00	0.00	4,475.00	(825.00)
141	Assessors Software	13,648.00	0.00	13,095.00	(553.00)
145	Treasurer Services	36,000.00	0.00	37,000.00	1,000.00
145	Treasurer Expenses	6,700.00	0.00	7,000.00	300.00
146	Tax Collector Elected Salary	25,852.00	0.00	25,852.00	0.00
146	Tax Collector Expenses	4,350.00	0.00	4,850.00	500.00
146	Tax Collector Software	5,757.00	0.00	6,044.85	287.85
151	Town Counsel Retainer	17,000.00	0.00	19,000.00	2,000.00
151	Litigation Fees & Expenses	7,500.00	0.00	5,000.00	(2,500.00)
154	Meeting Warrants Printing & Postage	2,731.00	0.00	2,700.00	(31.00)
155	Computer Software & Supplies rename IT expenses	2,000.00	0.00	4,000.00	2,000.00
155	Broadband Services (town hall)	2,000.00	0.00	2,000.00	0.00
158	Tax Title Legal Services	5,000.00	0.00	8,000.00	3,000.00
160	Town Clerk Wages	26,382.00	0.00	33,267.00	6,885.00
160	Town Clerk Staff	4,933.00	0.00	9,360.00	4,427.00
160	Town Clerk Expenses	6,050.00	0.00	7,450.00	1,400.00
162	Election	6,190.00	0.00	11,555.00	5,365.00
163	Annual Street List/Census Wages	1,500.00	0.00	1,500.00	0.00
163	Annual Street List/Census Expenses	750.00	0.00	750.00	0.00
171	Conservation Comm.	1,500.00	0.00	1,500.00	0.00
175	Planning Board expenses	2,500.00	0.00	2,500.00	0.00
175	Planning Board Clerk	2,520.00	0.00	2,520.00	0.00
176	Board of Appeals expenses	250.00	0.00	250.00	0.00
176	Board of Appeals Clerk	1.00	0.00	1.00	0.00
192	Town Offices	46,000.00	0.00	43,400.00	(2,600.00)
195	Town Report	1,100.00	0.00	1,100.00	0.00
	Subtotal	499,365.00	0.00	533,887.85	34,522.85

Acct	Description	FY22	FY22 11/6/21 STM & INTERNAL TRNFS	FY23	Increase/ Decrease
		5/1/21 ATM	REVISIONS	REQUESTED	Decrease
		APPROVED			
200	PROTECTION, PERSONS & PROPERTY				
210	Police Chief Salary	85,089.00	0.00	85,089.00	0.00
210	Sergeant Salary	63,843.00	0.00	31,921.50	(31,921.50)
210	Full Time Officer 1	0.00	0.00	26,100.00	26,100.00
	Full Time Officer 2	0.00	0.00	26,100.00	26,100.00
210	Part Time Officers	68,200.00	0.00	52,954.00	(15,246.00)
210	Police Expenses	38,474.00	0.00	38,474.00	0.00
210	Police Rental Facilities	1,200.00	0.00	1,000.00	(200.00)
220	Fire Dept Equipment & Maintenance	25,000.00	0.00	30,000.00	5,000.00
220	Fire Dept Other Expenses	9,975.00	0.00	9,975.00	0.00
220	Fire Dept Compensation	117,200.00	0.00	129,920.00	12,720.00
220	Fire Hall Lease	17,000.00	0.00	17,000.00	0.00
221	Fire Inspector Stipend	3,231.00	0.00	3,263.45	32.45
222	Berk. Cty. Sheriff Comm.	11,178.00	0.00	11,401.56	223.56
240	Building Inspector Wages	32,548.00	0.00	32,548.00	0.00
240	Alternate Building Inspector Wages	7,745.00	0.00	1,000.00	(6,745.00)
240	Building Inspector Expenses	7,487.00	0.00	8,287.00	800.00
243	Plumbing /Gas Inspector Exp	100.00	0.00	100.00	0.00
245	Wiring Inspector Expenses	100.00	0.00	100.00	0.00
291	Southern Berkshire Regional Emergency Planning Committee Assessment	500.00	0.00	500.00	0.00
292	Animal Control/Dog Officer	1.00	0.00	1.00	0.00
292	Animal Control Expenses	500.00	0.00	500.00	0.00
293	Animal Inspector	900.00	0.00	900.00	0.00
294	Tree Warden Salary	3,673.00	0.00	3,673.00	0.00
294	Tree Warden Expenses	43,000.00	0.00	46,000.00	3,000.00
	Subtotal	536,944.00	0.00	556,807.51	19,863.51
300	EDUCATION				
301	School Committee Stipend	1,553.00	0.00	1,553.00	0.00
380	Schools: Capital	33,211.00	0.00	34,207.33	996.33
380	Schools: Operating & Transportation	1,612,175.00	0.00	1,660,540.25	48,365.25
380	Loan & Interest SBRSD bond	33,508.00	0.00	33,508.00	0.00
	Subtotal	1,680,447.00	0.00	1,729,808.58	49,361.58
400	PUBLIC WORKS & FACILITIES				
422	Highway Operations	189,370.00	0.00	203,720.00	14,350.00
422	Director Of Operations Salary	77,259.00	0.00	77,259.00	0.00
422	Foreman Wages	54,978.00	0.00	54,978.00	0.00
422	Hwy 2 Wages	50,604.00	0.00	50,604.00	0.00
422	Hwy 3 Wages	48,083.00	0.00	42,804.00	(5,279.00)
422	Hwy 4 Wages	40,229.00	0.00	40,716.00	487.00
422	Temporary Highway Employee	1.00	0.00	1.00	0.00
422	Hwy Overtime (not winter)	2,500.00	0.00	2,500.00	0.00
422	OSHA updates & compliance	5,850.00	0.00	6,142.50	292.50
422	Highway Capital	137,500.00	0.00	137,500.00	0.00
423	Snow & Ice, Salt & Sand	150,000.00	0.00	150,000.00	0.00
423	Winter Overtime	22,500.00	0.00	22,500.00	0.00
424	Public Lighting	4,050.00	0.00	4,800.00	750.00
425	Fuel	20,000.00	0.00	30,000.00	10,000.00
430	Dam Inspection & Maint.	5,000.00	0.00	5,000.00	0.00
433	Transfer Station Operations	89,760.00	0.00	89,900.00	140.00
433	Transfer Station Part Time Employee Wages	42,523.00	0.00	39,672.00	(2,851.00)
435	Group Purchasing Regional	1,700.00	0.00	1,870.00	170.00
491	Cemetery Maintenance & Lawn Care	22,500.00	0.00	22,500.00	0.00
491	Soldiers Graves	1,200.00	0.00	1,200.00	0.00
	Subtotal	965,607.00	0.00	983,666.50	18,059.50

Acct	Description	FY22 5/1/21 ATM	FY22 11/6/21 STM & INTERNAL TRNFS	FY23	Increase/ Decrease
		APPROVED	REVISIONS	REQUESTED	Decrease
500	HUMAN SERVICES				
510	Board of Health Elected Salary	1,224.00	0.00	1,223.89	(0.11)
510	Board of Health Expenses	2,400.00	0.00	2,550.00	150.00
510	Board of Health Clerk Stipend	1.00	0.00	1.00	0.00
510	Sanitary Inspector Wages	21,452.00	0.00	21,452.00	0.00
510	Public Health Services	2,400.00	0.00	2,400.00	0.00
541	Council on Aging	4,029.00	0.00	4,362.00	333.00
	CCA Outreach Coordinator Wages	0.00	0.00	9,396.00	9,396.00
543	Veterans Benefits	5,000.00	0.00	5,000.00	0.00
543	Veterans Assessment	4,698.00	0.00	5,063.75	365.75
	BPRC Assessment	766.00	0.00	909.47	143.47
545	Community Health Program	1,000.00	0.00	1,000.00	0.00
545	Berkshire Mental Health (The Brien Center)	0.00	0.00	0.00	0.00
	Subtotal	42,970.00	0.00	53,358.11	10,388.11
600	CULTURE & RECREATION				
610	Library General	32,507.00	0.00	33,781.00	1,274.00
610	Library Wages	55,567.00	0.00	57,680.00	2,113.00
610	Library Maintenance	8,876.00	0.00	12,900.00	4,024.00
630	Park Commission	17,800.00	0.00	17,800.00	0.00
630	Lifeguard Payroll/Administrative fees	23,222.00	0.00	24,135.00	913.00
630	Parks Lawn maint., spring/fall clean up	6,500.00	0.00	6,500.00	0.00
650	Community Center Administrative Staff	8,431.00	0.00	8,431.00	0.00
692	Memorial Day	2,000.00	0.00	2,000.00	0.00
699	Cultural Council	0.00	0.00	0.00	0.00
	Subtotal	154,903.00	0.00	163,227.00	8,324.00
700	DEBT SERVICE				
700	Fire Truck	105,200.00	0.00	102,600.00	(2,600.00)
700	Transfer Station	52,900.00	0.00	51,450.00	(1,450.00)
700	Tandem Axle	0.00	0.00	51,700.00	51,700.00
700	Library Loan	99,354.00	0.00	100,000.00	646.00
	Subtotal	257,454.00	0.00	305,750.00	48,296.00
900	MISCELLANEOUS EXPENSES				
911	Berk. County Retirement	128,539.00	0.00	136,228.00	7,689.00
913	Unemployment Insurance	15,000.00	0.00	15,000.00	0.00
914	Health Insurance	139,880.00	0.00	207,401.65	67,521.65
915	Life Insurance	300.00	0.00	300.00	0.00
916	Medicare	15,450.00	0.00	16,222.50	772.50
945	Bonds & Insurance	85,000.00	0.00	90,000.00	5,000.00
	Subtotal	384,169.00	0.00	465,152.15	80,983.15
	Total Operating Expenses	4,521,859.00	0.00	4,791,657.70	269,798.70
	Proposed change to operating budget			5.97%	
	Total of FY22 Operating Expenses (current year)	4,521,859.00			
	Total of Special Articles (Raise and appropriate)	200,000.00	0.00	0.00	-200,000.00
	Total of Special Articles Free Cash Used	266,615.00	101,800.00	662,380.06	293,965.06
	Total of Special Articles Gen. Stabilization Funds Used	0.00	0.00		0.00
	Total of Special Articles Health Stabilization Funds Used	0.00	0.00		0.00
	Total of Special Articles Borrowing	0.00	0.00	0.00	0.00
	Subtotal	466,615.00	101,800.00	662,380.06	93,965.06
	Total	4,988,474.00	101,800.00	5,454,037.76	363,763.76
	Less: Special Articles of Borrowing	4,988,474.00	101,800.00	5,454,037.76	363,763.76

Acct	Description	FY22	FY22	FY23	Increase/ Decrease
		5/1/21 ATM	11/6/21 STM & INTERNAL TRNFS		
		APPROVED	REVISIONS	REQUESTED	Decrease
	Total	5,090,274.00		5,817,801.53	
	Total of monies actually raised & appropriated (taxed)	4,721,859.00		4,861,456.41	
	Proposed change to budget after use of outside funds			7.15%	

SPECIAL ARTICLES These appear as written articles on warrant not as a spreadsheet

	Stabilization Fund Approp	0.00	0.00		0.00
	Bridges, Roads and Culverts Stabilization Fund Appropriation	15,000.00	0.00	15,000.00	0.00
	FD Stabilization Fund Appropriation	0.00	0.00	15,000.00	15,000.00
	Retiree Group Health/Life Stabilization Fund Approp	30,000.00	0.00	30,000.00	0.00
	Retiree Group Health/Life Insurance (from stabilization acct)	14,000.00	0.00	16,880.06	2,880.06
	Fire Company Capital Improvements/Expenses	30,000.00	0.00	30,000.00	0.00
	Ambulance Services	5,000.00	0.00	0.00	(5,000.00)
	Milfoil Control Lake Garfield	30,000.00	0.00	30,000.00	0.00
	Cultural Council	3,000.00	0.00	3,000.00	0.00
	Police Cruiser	54,874.00	0.00	0.00	(54,874.00)
	2 speed signs for beach	6,193.00	0.00	0.00	(6,193.00)
	Self Contained Breathing Apparatus Town's Share if Grant is Successful	10,000.00	91,500.00	0.00	(101,500.00)
	New Copier	0.00	0.00	7,000.00	7,000.00
	Cameras for outside town hall	0.00	0.00	3,500.00	3,500.00
	Lower tax rate	0.00	0.00	300,000.00	300,000.00
	FD Hose	0.00	0.00	30,000.00	30,000.00
	Highway F550	0.00	0.00	160,000.00	160,000.00
	Electronic Voting	0.00	0.00	5,000.00	5,000.00
	Tandem Axle to replace Kenworth	200,000.00	0.00	0.00	(200,000.00)
	Additional monies for transfer station for FY21	19,000.00	0.00	0.00	(19,000.00)
	FY21 Clerk Bill	0.00	300.00	0.00	(300.00)
	Investigation	0.00	10,000.00	0.00	(10,000.00)
	COA Outreach Worker	6,048.00	0.00	0.00	(6,048.00)
	Community Center Lighting	29,000.00	0.00	7,000.00	(22,000.00)
	Shared HR manager/consulting	6,500.00	0.00	10,000.00	3,500.00
	School Consolidation	8,000.00	0.00	0.00	(8,000.00)
	Totals	466,615.00	101,800.00	662,380.06	93,965.06

free cash

free cash, stab

Stabilization

FD Duty Shift

Shift	Total Days	Shift Rate	# of Staff	Total to budget
Weekends 5:30am - 5:30pm (NEW)	104	\$100.00	2	\$20,800.00
Weekends 5:30am - 5:30pm Duty Chief (NEW)	104	\$40.00	1	\$4,160.00
Evenings 5:30pm - 5:30am (overnight)	364	\$100.00	2	\$72,800.00
Evenings 5:30pm - 5:30am (overnight) Duty Chief	364	\$40.00	1	\$14,560.00
Training				\$9,600.00
Call that require more staff than duty shift (large fires, etc) and M-F 5:30am - 5:30pm coverage (ESTIMATE) ***				\$8,000.00
Budget Request Total				\$129,920.00

***Please note that depending on the number of calls that require a full crew to show up this
could be more or less. (structure fires, mutual aid, etc)***

Fiscal Year 2022 Actual		Fiscal Year 2023 Estimated	
FY2022 Levy Limit (DLS levy limit sheet item II)	\$4,282,162.00	FY2023 Levy Limit (section IIa on levy limit DLS)	\$4,435,576.00
Add 2.5	\$107,054.00	Add 2.5	\$110,889.00
Add New Growth (building and remodels)	\$46,360.00	Add New Growth (estimated, get number from Assessor)	\$30,000.00
Add Override	\$0.00	Add Override	\$0.00
FY2022 Levy Limit	\$4,435,576.00	FY2023 Levy Limit	\$4,576,465.00

Add Debt Exclusions

Debt Exclusion (estimated, get from Treasurer)	\$290,962.00
Subtotal	\$287,558.00
Maximum Allowable Levy (to be used after recap is approved)	\$4,864,023.00
R.E. & Pers. Prop. Taxes	\$3,883,316.70
Excess Levy	\$980,706.30

Subtotal	\$290,962.00
Maximum Allowable Levy R.E. & Pers. Taxes (pg 2 tax recap section IVc)	\$4,726,538.00
Excess Levy	\$773,190.23

Source: Levy Limit, Tax Rate Recap, Page 2
 Confirm numbers after tax rate is approved.

Debt Exclusion Details

Description	Principal	Interest	Total
Transfer Stn	50,000.00	1,450.00	51,450.00
Library	95,811.67	4,188.33	100,000.00
Fire Truck	100,000.00	2,600.00	102,600.00
School	33,508.00		33,508.00
Total	279,319.67	8,238.33	287,558.00

Estimate
 Estimate

Fiscal Year 2022 Actual

Fiscal Year 2023 ESTIMATED

Special Town Meeting	\$104,200.00	Special Town Meeting	\$104,200.00
Annual Town Meeting	\$4,789,874.00	Annual Town Meeting (operating, debt & spec articles minus any borrowing)	\$5,454,037.76
Less : Free Cash to reduce tax levy		Less : Free Cash to reduce tax levy	
Less Borrowing			
Total (page 4 Total and page 2, ll) Amount to be Raised	\$4,894,074.00	Total	\$5,154,037.76

Note: Appropriations reduced by Free Cash to reduce tax levy on page 4 (page 4 total = page 2 ll Amounts to be raised)

Other Amounts to be Raised:		Other Estimated Amounts to be Raised:	
Overlay deficit (recap page 2, llb10)	\$0.00	Overlay deficit (get from BOA or Act in spring)	\$0.00
Cherry Sheet Offset (recap page 2, llb5)	\$3,097.00	Cherry Sheet Offset (cherry sheet estimates)	\$4,348.00
State Charges (recap page 2, llc)	\$1,717.00	Cherry Sheet State Charges	
Snow & Ice Deficit (recap page 2, llb9)	\$0.00	Snow & Ice Deficit (if emer declared in Apr/May, not addressed at town meeting)	\$1,717.00
Allowance for abatement (recap page 2, llid)	\$38,706.77	Allowance for abatement (get from BOA)	
Subtotal	\$43,520.77	Subtotal	\$6,065.00
Total Amount to be raised	\$4,937,594.77	Total Amount to be raised	\$5,160,102.76

Less estimated rec. & other revenue:		Less estimated rec. & other revenue:	
Cherry Sheet (recap page 2, llia1)	\$312,032.00	Cherry Sheet (mass.gov estimates)	\$314,406.00
Local receipts (recap page 2, llia1)	\$300,000.00	Local receipts (pg 3 of recap)	\$300,000.00
Surplus overlay (get from Assessors)		Surplus overlay (need confirmation from BOA)	
Stabilization, Other (pg 4 column d)	\$2,400.00	Stabilization	\$0.00
Free cash (recap page 2, llia1)	\$369,815.00	Free cash (recap page 2, llia1)	\$362,380.06
Free cash to reduce tax levy (recap page 2, llid1a)	\$0.00	Free cash to reduce tax levy (recap page 2, llid1a)	\$300,000.00
Subtotal	\$984,247.00	Total	\$1,276,786.06
Total Real Estate & Personal Property Levy	\$3,953,347.77	Total Real Estate & Personal Property Levy	\$3,883,316.70

Difference -\$70,031.07
Increase -1.77%

EST 2023	Tax Levy	3,883,316.70
Estimated 2022	Valuation	543,042,277.00
EST 2023	Tax Rate	7.15
Current	Tax Rate	7.28
	Difference	(0.13)

Source: Tax Rate Recap page 2, B1 and B2

Position	Hourly	Current hourly rate	# hrs					Current Budget	Wks/Yr	Current Budget	Budget with 2%	Budget with 3%	Budget with 4%	Budget with 5%
			2%	3.0%	4.00%	5.00%	work/W							
Highway Foreman	Hourly	\$ 26.3303	\$ 26.8569	\$ 27.1202	\$ 27.3835	\$ 27.6468	40	52.2	\$ 54,978	\$ 56,077.22	\$ 56,627.00	\$ 57,176.77	\$ 57,726.55	
Highway 2	Hourly	\$ 24.2352	\$ 24.7199	\$ 24.9623	\$ 25.2046	\$ 25.4470	40	52.2	\$ 50,603	\$ 51,615.16	\$ 52,121.19	\$ 52,627.22	\$ 53,133.25	
Highway 3	Hourly	\$ 20.5000	\$ 20.9100	\$ 21.1150	\$ 21.3200	\$ 21.5250	40	52.2	\$ 42,804	\$ 43,660.08	\$ 44,088.12	\$ 44,516.16	\$ 44,944.20	
Highway 4	Hourly	\$ 19.5000	\$ 19.8900	\$ 20.0850	\$ 20.2800	\$ 20.4750	40	52.2	\$ 40,716	\$ 41,530.32	\$ 41,937.48	\$ 42,344.64	\$ 42,751.80	
Town Clerk	Hourly	\$ 25.5900	\$ 26.1018	\$ 26.3577	\$ 26.6136	\$ 26.8695	19.75	52.2	\$ 26,382	\$ 26,909.65	\$ 27,173.47	\$ 27,437.29	\$ 27,701.11	
Asst Town Clerk	Hourly	\$ 13.5000	\$ 13.7700	\$ 13.9050	\$ 14.0400	\$ 14.1750	5	52.2	\$ 3,524	\$ 3,593.97	\$ 3,629.21	\$ 3,664.44	\$ 3,699.68	
T.S. Attendant	Hourly	\$ 20.5545	\$ 20.9656	\$ 21.1711	\$ 21.3767	\$ 21.5822	37	52.2	\$ 39,699	\$ 40,492.94	\$ 40,889.93	\$ 41,286.92	\$ 41,683.91	
T.S. Attendant	Hourly	\$ 18.3600	\$ 18.7272	\$ 18.9108	\$ 19.0944	\$ 19.2780	37.5	52.2	\$ 35,940	\$ 36,658.49	\$ 37,017.89	\$ 37,377.29	\$ 37,736.69	
Bldg Insp	Hourly	\$ 44.5371	\$ 45.4278	\$ 45.8732	\$ 46.3186	\$ 46.7640	14	52.2	\$ 32,548	\$ 33,198.67	\$ 33,524.14	\$ 33,849.62	\$ 34,175.10	
Alternate	Hourly	\$ 36.9495	\$ 37.6885	\$ 38.0580	\$ 38.4275	\$ 38.7970		52.2	\$ -	\$ -	\$ -	\$ -	\$ -	
Comm Center	Hourly	\$ 16.1522	\$ 16.4752	\$ 16.6368	\$ 16.7983	\$ 16.9598	10	52.2	\$ 8,431	\$ 8,600.08	\$ 8,684.39	\$ 8,768.71	\$ 8,853.02	
Library Dir	Hourly	\$ 26.2869	\$ 26.8126	\$ 27.0755	\$ 27.3384	\$ 27.6012	22	52.2	\$ 30,188	\$ 30,791.63	\$ 31,093.51	\$ 31,395.39	\$ 31,697.27	
Lib Asst 1	Hourly	\$ 19.0026	\$ 19.3827	\$ 19.5727	\$ 19.7627	\$ 19.9527	16	52.2	\$ 15,871	\$ 16,188.39	\$ 16,347.10	\$ 16,505.81	\$ 16,664.52	
Lib Asst 2	Hourly	\$ 19.0026	\$ 19.3827	\$ 19.5727	\$ 19.7627	\$ 19.9527	16	52.2	\$ 15,871	\$ 16,188.39	\$ 16,347.10	\$ 16,505.81	\$ 16,664.52	
Lib Asst 3	Hourly	\$ 18.0000	\$ 18.3600	\$ 18.5400	\$ 18.7200	\$ 18.9000	19.5	52.2	\$ 18,322	\$ 18,688.64	\$ 18,871.87	\$ 19,055.09	\$ 19,238.31	
COA Outreach Coordinator	Hourly	\$ 18.0000	\$ 18.3600	\$ 18.5400	\$ 18.7200	\$ 18.9000	10	52.2	\$ 9,396	\$ 9,583.92	\$ 9,677.88	\$ 9,771.84	\$ 9,865.80	
Principal Assessor	Hourly	\$ 48.0188	\$ 48.9792	\$ 49.4594	\$ 49.9396	\$ 50.4197	17.5	52.2	\$ 43,865	\$ 44,742.48	\$ 45,181.13	\$ 45,619.78	\$ 46,058.43	
Admin Assessor	Hourly	\$ 19.2978	\$ 19.6838	\$ 19.8767	\$ 20.0697	\$ 20.2627	10	52.2	\$ 10,073	\$ 10,274.92	\$ 10,375.66	\$ 10,476.39	\$ 10,577.12	
Part Time Officers	Hourly	\$ 21.0000	\$ 21.4200	\$ 21.6300	\$ 21.8400	\$ 22.0500	32	52.2	\$ 35,078	\$ 35,779.97	\$ 36,130.75	\$ 36,481.54	\$ 36,832.32	
									\$ 514,289.14	\$ 524,574.92	\$ 529,717.82	\$ 534,860.71	\$ 540,003.60	
									Difference	\$ 10,285.78	\$ 15,428.67	\$ 20,571.57	\$ 15,428.67	

Position	Stipend/Salary	Current Yearly rate	2%	3%	4%	5%	Impact Hourly Plus Stipend/ Salary Impact	Total Impact
Dir of Ops	Salary	\$ 77,259.00	\$ 1,545.18	\$ 2,317.77	\$ 3,090.36	\$ 3,862.95	\$ 17,821.04	\$ 26,731.56
Tax Collector	Salary	\$ 25,852.00	\$ 517.04	\$ 775.56	\$ 1,034.08	\$ 1,292.60	\$ 7,535.26	\$ 11,302.89
Board of Ass	Salary	\$ 4,846.00	\$ 96.92	\$ 145.38	\$ 193.84	\$ 242.30	\$ 15,070.52	\$ 18,838.15
BOH Members	Salary	\$ 1,224.00	\$ 24.48	\$ 36.72	\$ 48.96	\$ 61.20	\$ 35,642.09	\$ 34,266.82
Sanitarian	Salary	\$ 21,452.00	\$ 429.04	\$ 643.56	\$ 858.08	\$ 1,072.60		
Tree Warden	Stipend	\$ 3,673.00	\$ 73.46	\$ 110.19	\$ 146.92	\$ 183.65		
Moderator	Stipend	\$ 349.00	\$ 6.98	\$ 10.47	\$ 13.96	\$ 17.45		
Fonstable	Stipend	\$ 686.00	\$ 13.72	\$ 20.58	\$ 27.44	\$ 34.30		
School Comm	Stipend	\$ 1,553.00	\$ 31.06	\$ 46.59	\$ 62.12	\$ 77.65		
Select Board	Salary	\$ 15,037.00	\$ 300.74	\$ 451.11	\$ 601.48	\$ 751.85		
Police Chief	Salary	\$ 85,089.00	\$ 1,701.78	\$ 2,552.67	\$ 3,403.56	\$ 4,254.45		
Sergeant	Salary	\$ 63,843.00	\$ 1,276.86	\$ 1,915.29	\$ 2,553.72	\$ 3,192.15		
Town Administrator	Salary	\$ 75,000.00	\$ 1,500.00	\$ 2,250.00	\$ 3,000.00	\$ 3,750.00		
Animal Inspector	Stipend	\$ 900.00	\$ 18.00	\$ 27.00	\$ 36.00	\$ 45.00		
Impact for stipend/salary positions		\$ 7,535.26	\$ 11,302.89	\$ 15,070.52	\$ 18,838.15			

Raise History
FY08 - FY11 - 3% each year
FY12 - 4%
FY13 - 21 - 2% each year
FY22 3.5%
26.1 (80hrs)/52.2 (40hrs) for FY23
Minimum Wage 1/1/22: \$14.25
Minimum Wage 1/1/23: \$15