



Annual Town Meeting Warrant

April 6, 2013

9:00 a.m.

Hamilton-Wenham Regional High School
Auditorium

Annual Town Election

April 11, 2013

7:00 a.m. – 8:00 p.m.

Winthrop School
Cafeteria

Town By-Laws

CHAPTER II

RULES AND PROCEDURE OF TOWN MEETINGS

SECTION 1. All articles in the warrant shall be taken up in the order of their arrangement, unless otherwise decided by a two-thirds vote, except that unanimous consent shall be required for inclusion of an Article in a "Consent Motion" group of Articles that will be taken up by the meeting for voting on the group.

SECTION 2. In case of motions to amend, or to fill out blanks, the one expressing the largest sum or the longest time shall be put first, and an affirmative vote thereon shall be a negative vote on any smaller sum or shorter time.

SECTION 3. The report of a committee shall be deemed properly before a meeting if a request for its acceptance is included in an article of the warrant and a copy is published in the Special Report or is filed with the Town Clerk fifteen days prior to the meeting. A vote to accept a final report shall discharge the committee but shall not be equivalent to a vote to carry out its recommendations. A vote on recommendations included in a committee report shall only be in order under an article to that effect in the warrant. A vote to accept a report of progress shall continue the committee under its original authority unless otherwise specified.

SECTION 4. If an article of the Warrant has once been acted upon and disposed of, it shall not be again considered at the meeting except by a two-thirds vote.

SECTION 5. No money shall be appropriated from the Stabilization Fund except by a 2/3 vote at a Town Meeting.

SECTION 6. Only registered voters of the Town shall be admitted and entitled to vote at any Annual or Special meeting provided that upon prior request the Moderator may admit to the meeting persons who are not registered voters and in his discretion may permit them to speak on a subject. Any person so permitted to speak at a meeting shall announce his full name and address to the meeting.

SECTION 7. Motions at Town Meeting shall be made orally, but the Moderator may require any motion also to be submitted in writing. Unless otherwise directed thereby the Moderator shall appoint all committees created by the vote of the Town.

SECTION 8. The conduct of all Town Meetings not prescribed by law or by the foregoing rules shall be determined by the rules of practice contained in Town Meeting Time, A Handbook of Parliamentary Law, Second Edition.

SECTION 9. On matters requiring a two-thirds vote, either by statute or these By-Laws, a count need not be taken and the vote need not be recorded unless the vote declared is immediately questioned by seven or more voters as provided in General Laws, Chapter 39, Section 15.

Annual Town Meeting – April 6, 2013

TABLE OF CONTENTS

WARRANT ARTICLE	DESCRIPTION	PAGE No.
SECTION 1	ELECTIONS, REPORTS, PROCEDURES	
2013/4 1-1	Election of Officers	2
2013/4 1-2	Reports	2
2013/4 1-3	Consent Motion	2
SECTION 2	FINANCIAL ACTIONS	
2013/4 2-1	Appropriation Transfer from Overlay Surplus to FY09 Allowance for Abatements & Exemptions	2
2013/4 2-2	Appropriation Transfer from Overlay Surplus to FY13 Short-Term Interest Expense	3
2013/4 2-3	Appropriation Transfer from Insurance Reimbursement Fund to the General Fund and Finance Reserve Fund	3
2013/4 2-4	Prior Year Bill – Chebacco Woods Land Swap	3
2013/4 2-5	Rescind Borrowing and Authorize Transfer of Free Cash for DPW Expenses	3
2013/4 2-6	Appropriation Transfer from Free Cash to Hamilton Development Corporation	3
2013/4 2-7	Appropriation Transfer Surplus from Prior Year Article to Hamilton Development Corporation	3
2013/4 2-8	Close Unemployment Fund	3
2013/4 2-9	Compensation/Classification Table (Appendix A)	4
2013/4 2-10	General Town Appropriations (Appendices B and C)	4
2013/4 2-11	Water Enterprise Budget (Appendix D)	4
2013/4 2-12	Waste Reduction Enterprise Budget (Appendix E)	4
2013/4 2-13	North Shore Regional Vocational School District Budget	4
2013/4 2-14	Annual Financial Actions	4
2013/4 2-15	Community Preservation Budget (Appendix F)	5
2013/4 2-16	Annual Authorization of Revolving Funds (Appendix G)	5
2013/4 2-17	OPEB Trust Fund	5
2013/4 2-18	Hamilton Development Corporation	5
2013/4 2-19	North Shore Regional Vocational School District Debt and Ballot Question	5
SECTION 3	PLANNING / ZONING ACTIONS	
2013/4 3-1	Renew Senior Housing By-law	6
SECTION 4	TOWN BY-LAW AMENDMENTS	
2013/4 4-1	Replace Dog By-law (Appendix H)	6
SECTION 5	OTHER APPROPRIATIONS AND ACTIONS	
2013/4 5-1	Petition to Legislature Concerning Water Liens	6
2013/4 5-2	Renew Senior Citizens' Tax Exemption	6
2013/4 5-3	Acceptance of G.L. c. 59, § 57D Notification to Assessors	6
2013/4 5-4	Discontinuance of Gifford Road	7
SECTION 6	CLOSING FINANCIAL ACTIONS	
2013/4 6-1	Free Cash Application	7

Please note: The appendices are available at the Town Hall, on-line @ www.hamiltonma.gov and at the meeting. They were omitted from the warrant mailing to save on printing and postage costs.

Annual Town Meeting – April 6, 2013



ESSEX, SS

TO THE CONSTABLE OF THE TOWN OF HAMILTON:

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Hamilton qualified to vote in election and town affairs, to meet at the Hamilton-Wenham Regional High School in said town, on Saturday, the sixth day of April, in the year Two Thousand Thirteen (April 6, 2013) at nine o'clock in the morning (9:00 a.m.), then and there to act on the following articles.

SECTION 1: ELECTIONS, REPORTS, PROCEDURES

<p>ARTICLE 2013/4 1-1</p> <p>Election of Officers</p>	<p>To elect the following Town Officers at the Annual Town Election on Thursday, April 11, 2013 from 7:00 a.m. to 8:00 p.m. at the Winthrop School.</p> <ul style="list-style-type: none"> • Town Moderator for one year • Two Selectmen for three years • Assessor for three years • Two members of Planning Board for five years • One member of the Planning Board for three years (to fill unexpired term) • Hamilton Housing Authority for five years • One Hamilton-Wenham Public Library Trustee for three years • Three members of the Hamilton-Wenham School Committee for three years
<p>ARTICLE 2013/4 1-2</p> <p>Reports</p>	<p>To hear reports of Town Officers and selected committees and to take action thereon or relative thereto. Reports will appear in the Town Report for Calendar Year 2012.</p>
<p>ARTICLE 2013/4 1-3</p> <p>Article for Consent Motion</p>	<p>To see if the Town will consolidate in one consent motion containing the motions for those articles that, in the opinion of the Moderator, are not controversial and can be passed without debate, or take any other action thereon or relative thereto.</p>

SECTION 2: FINANCIAL ACTIONS

<p>ARTICLE 2013/4 2-1</p> <p>Appropriation Transfer from Overlay Surplus to FY09 Allowance for Abatements & Exemptions</p>	<p>To see if the Town will transfer a sum of money from Overlay Surplus to FY09 Allowance for Abatements & Exemptions, or take any action thereon or relative thereto. <i>(Expected request \$1,268)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
---	--

Annual Town Meeting – April 6, 2013

<p>ARTICLE 2013/4 2-2</p> <p>Appropriation Transfer from Overlay Surplus to FY13 Short-Term Interest Expense</p>	<p>To see if the Town will appropriate and transfer a sum of money from Overlay Surplus to FY13 Short-Term Interest Expense, or take any action thereon or relative thereto. <i>(Expected request \$17,974.00)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-3</p> <p>Appropriation Transfer from Insurance Reimbursement Fund to the General Fund and Finance Reserve Fund</p>	<p>To see if the Town will appropriate and transfer a sum of money from the Insurance Reimbursement Fund to the General Fund and increase the Finance Reserve Fund to be used in FY '13, or take any action thereon or relative thereto. <i>(Expected request of \$26,571.00)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-4</p> <p>Prior Year Bill-Chebacco Woods Land Swap</p>	<p>To see if the Town will authorize payment from available funds a sum of money to pay in FY '13 expenses related to the Chebacco Woods Land Swap, or take any action thereon or relative thereto. <i>(Expected request of \$600)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-5</p> <p>Rescind Borrowing and Authorize Transfer of Free Cash for DPW Expenses</p>	<p>To see if the Town will rescind the appropriation and borrowing authorization of \$175,000 voted by the Town under Article 2-14 at the May 2012 Annual Town Meeting to fund the purchase of a Department of Public Works truck plow/sanding vehicle and for reconstructing the Howard St. Culvert, and to see if the Town will raise and appropriate a sum of money for such expenses by a transfer of \$63,000 from the FY2013 debt service raised for such expenses and by a transfer of funds from Certified Free Cash as of July 1, 2012, or take any action thereon or relative thereto. <i>(Expected request of \$175,000.00)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-6</p> <p>Appropriation Transfer from Free Cash to Hamilton Development Corporation</p>	<p>To see if the Town will appropriate and transfer a sum of money from Certified Free Cash as of July 1, 2012, to the Hamilton Development Corporation, or take any action thereon or relative thereto. <i>(Expected request of \$82,000.00)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-7</p> <p>Appropriation Transfer Surplus from Prior Year Article to Hamilton Development Corporation</p>	<p>To see if the Town will transfer surplus funds from the 2007 Annual Town Meeting motion pursuant to Article 2-13, Economic Development Studies, to the Hamilton Development Corporation, or take any action thereon or relative thereto. <i>(Expected request of \$26,296.00)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-8</p> <p>Close Unemployment Fund</p>	<p>To see if the Town will close the Unemployment Fund and transfer the funds to the General Fund, or take any action thereon or relative thereto. <i>(Expected request of \$142.78)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>

Annual Town Meeting – April 6, 2013

<p>ARTICLE 2013/4 2-9</p> <p align="center">Compensation/ Classification Table</p>	<p>To see if the Town will amend the Personnel By-law by adopting changes to the classification and compensation table, or take any other action thereon, or relative thereto. [The Proposed Compensation/Classification Table appears as Appendix A to the 2013 Appendix Book.]</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-10</p> <p align="center">General Town Appropriations</p>	<p>To see if the Town will raise and appropriate money for schools and all other Town expenses and determine the manner of expending same, or take any action thereon or relative thereto. <i>(Expected request of \$25,636,468)</i> [The proposed budget appears as Appendix B to the 2013 Appendix Book.] [The approved school budget appears as Appendix C to the 2013 Appendix Book.]</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-11</p> <p align="center">Water Enterprise Budget</p>	<p>To see if the Town will approve the FY 14 Water Enterprise Budget or take any action thereon, or relative thereto. <i>(Expected request of \$1,005,764)</i> [The proposed budget appears as Appendix D to the 2013 Appendix Book.]</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-12</p> <p align="center">Waste Reduction Enterprise Budget</p>	<p>To see if the Town will approve the FY 14 Waste Reduction Enterprise Budget or take any action thereon, or relative thereto. <i>(Expected request of \$444,404)</i> [The proposed budget appears as Appendix E to the 2013 Appendix Book.]</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-13</p> <p align="center">North Shore Regional Vocational School District Budget</p>	<p>To see if the Town will raise and appropriate a sum of money for the Town's assessed portion of the North Shore Regional Vocational School District's FY '14 budget, or take any action thereon, or relative thereto. <i>(Expected request of \$89,064)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-14</p> <p align="center">Annual Financial Actions</p>	<p>To see if the Town will authorize the following financial actions, or take any action thereon, or relative thereto.</p> <ul style="list-style-type: none"> A. To transfer a sum of money from the Cemetery Sale of Lots and Graves Fund to be used for cemetery purposes <i>(Expected request \$2,000)</i>; B. To transfer a sum of money from the Clark Property Fund to the Conservation Fund <i>(Expected request \$200)</i>; C. To transfer a sum of money from the Water Enterprise Fund to the General Fund to be used for indirect expenses <i>(Expected request \$334,307)</i>; D. To transfer a sum of money from the General Fund to the Waste Reduction Enterprise Fund to be used for solid waste expenses <i>(Expected request \$334,270)</i> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>

Annual Town Meeting – April 6, 2013

<p>ARTICLE 2013/4 2-15</p> <p align="center">Community Preservation Budget</p>	<p>To see if the Town will act on the Report of the Community Preservation Committee on the Fiscal Year 2014 Community Preservation Budget and specified other projects and appropriate or reserve for later appropriation monies from community preservation fund annual revenues, specific reserves or other available funds for the administrative expenses of the Community Preservation Committee, the payment of debt service, the undertaking of community preservation projects and all other necessary and proper expenses for the year, or take any action thereon or relative thereto. <i>(Expected request of \$479,748)</i> [The Budget appears as Appendix F of the 2013 Appendix Book.]</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee will make its recommendation at the Town Meeting.</i></p>
<p>ARTICLE 2013/4 2-16</p> <p align="center">Annual Authorization of Revolving Funds</p>	<p>To see if the Town, pursuant to M.G.L. c. 44, § 53E ½, will authorize or reauthorize revolving funds for certain town departments for the fiscal year beginning July 1, 2013, or take any action thereon, or relative thereto. <i>(Expected requests of \$223,739, \$17,000 and \$6,000)</i> [The proposed budgets and details of expenditure appear as Appendix G to the 2013 Appendix Book.]</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-17</p> <p align="center">OPEB Trust Fund</p>	<p>To see if the Town will raise and appropriate, or transfer from available funds, a sum of money to the Other Post Employment Benefits Liability Trust Fund to reduce the unfunded liability of health care and other post employment benefits to meet the normal cost of all such future benefits for which the Town is obligated, or take any action thereon or relative thereto. <i>(Expected request of \$25,000)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-18</p> <p align="center">Hamilton Development Corporation</p>	<p>To see if the Town will raise and appropriate or transfer from available funds a sum of money to the Hamilton Development Corporation, or take any action thereon or relative thereto. <i>(Expected request of \$65,000)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 2-19</p> <p align="center">Essex North Shore Agricultural and Technical High School Debt and Ballot Question</p>	<p>To see if the Town will appropriate a sum of money for the Town's allocable share of the costs of designing, constructing, equipping and furnishing a new North Shore Agricultural and Technical High School, and all other costs incidental or related thereto; and as this appropriation shall be raised by borrowing, to determine whether the appropriation and borrowing shall be contingent upon an affirmative vote of the Town to exempt from the limitation on total taxes imposed by G.L. c.59, §21C (Proposition 2½) the amounts required to pay the principal of and interest on the borrowing authorized; or take any action thereon or relative thereto. <i>(Expected debt request \$30,000,000.00)</i></p> <p align="center">See Ballot Question #1 at the end of the warrant</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>

Annual Town Meeting – April 6, 2013

SECTION 3: PLANNING /ZONING ACTIONS

<p>ARTICLE 2013/4 3-1 Renew Senior Housing By-law</p>	<p>To see if the Town will amend the Zoning By-law Section V.E.6. by changing the date of expiration from May 6, 2013 to May 6, 2016, or take any action thereon or relative thereto.</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
---	---

SECTION 4: TOWN BY-LAW AMENDMENTS

<p>ARTICLE 2013/4 4-1 Replace Dog By-law</p>	<p>To see if the Town will amend the Town By-laws by deleting the current Chapter XVIII, Dog By-law, and replacing it with the proposed Ch. XVIII, Animal Control By-law, so as to conform to G.L. c. 140, Section 136A-174E, as amended effective October 31, 2012, or take any action thereon or relative thereto.</p> <p>[The proposed Ch. XVIII appears as Appendix H of the 2013 Appendix Book.]</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
--	---

SECTION 5: OTHER APPROPRIATIONS AND ACTIONS

<p>ARTICLE 2013/4 5-1 Petition to Legislature Concerning Water Liens</p>	<p>To see if the Town will authorize the Board of Selectmen to petition the Legislature to enact special legislation to authorize the Town to impose a lien upon property in the towns of Wenham and Essex to secure unpaid water fees and charges, in the form attached as Appendix I to the 2013 Appendix Book, provided, however, that the Legislature may make clerical or editorial changes of form only to the bill, unless the Board of Selectmen approves amendments to the bill prior to enactment by the Legislature; and to authorize the Board of Selectmen to approve amendments which shall be within the scope of the general public objectives of this petition, or take any action thereon or relative thereto.</p> <p>[The proposed legislation appears as Appendix I to the 2013 Appendix Book]</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 5-2 Renew Senior Citizens' Tax Exemption</p>	<p>To see if the Town will renew the tax exemption to certain qualifying real estate in the Town pursuant to Section 9 of Ch. 91 of the Acts of 2010, or take any action thereon or relative thereto.</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
<p>ARTICLE 2013/4 5-3 Acceptance of G.L. c. 59, § 57D Notification to Assessors</p>	<p>To see if the Town will accept the provisions of M.G.L. c. 59, Section 57D, to require notification by affidavit to the board of assessors of a property owner's address for legal notice and appointment of agent for notice, or take any action thereon or relative thereto.</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>

Annual Town Meeting – April 6, 2013

<p>ARTICLE 2013/4 5-4 Discontinuance of Gifford Road</p>	<p>To see if the Town will authorize the Board of Selectmen to discontinue any rights the Town may have in Gifford Road, Harris Avenue to terminus, a paper road, shown on Assessors' Map 47, or take any action thereon or relative thereto.</p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
--	---

SECTION 6: CLOSING FINANCIAL ACTIONS

<p>ARTICLE 2013/4 6-1 Free Cash Application</p>	<p>To see if the Town will reserve, appropriate and authorize the Assessors to use available certified free cash to reduce the tax rate for the Fiscal Year beginning July 1, 2013, or take any action thereon or relative thereto. <i>(Expected request \$443,000)</i></p> <p><i>The Board of Selectmen and the Finance and Advisory Committee recommend favorable action.</i></p>
---	---

*Annual Town Election will be held on Thursday, April 11, 2013 at the Winthrop School.
The polls will be open from 7:00 a.m. to 8:00 p.m.*

Proposition 2½ Debt Exclusion Ballot Question

Question #1:

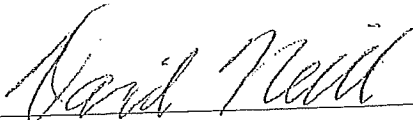
Shall the Town of Hamilton be allowed to exempt from the limitations of proposition two and one-half, so-called, the Town's allocable share of the amounts required to pay the principal of and interest on the bonds to be issued by the Essex North Shore Agricultural and Technical School District for the costs of designing, constructing, originally equipping and furnishing a new District High School?

Annual Town Meeting – April 6, 2013

ADJOURNMENT

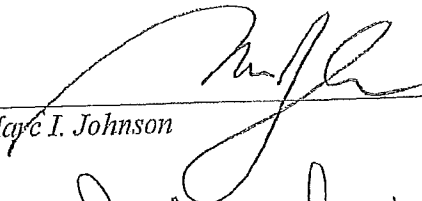
Given under our hands March 4, 2013

HAMILTON BOARD OF SELECTMEN

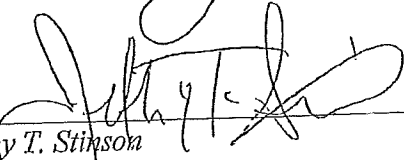


David Neill, Chair

Jennifer Scuteri



Marc I. Johnson



Jeffrey T. Stinson

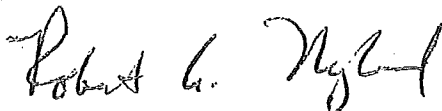


Jeffrey Hubbard

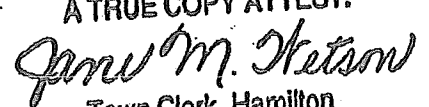
Hamilton, Massachusetts

I have this day served this warrant as directed by Chapter 1, Section 1b of the Town By-laws.

Constable



March 13, 2013

A TRUE COPY ATTEST:

Town Clerk, Hamilton



Appendices

for

Annual Town Meeting Warrant

April 6, 2013

9:00 a.m.

Hamilton-Wenham Regional High School
Auditorium

Annual Town Election

April 11, 2013

7:00 a.m. – 8:00 p.m.

Winthrop School
Cafeteria

TABLE OF CONTENTS

APPENDIX	DESCRIPTION	Page No.
Appendix A	Compensation/Classification Table	1
Appendix B	General Town Appropriations	5
Appendix C	Hamilton-Wenham Regional School District (HWRSD) Budget	10
Appendix D	Water Enterprise Budget	13
Appendix E	Waste Reduction Enterprise Budget	15
Appendix F	Community Preservation Committee Budget	16
Appendix G	Departmental Revolving Fund Accounts Budgets: Recreation and Parks; Council on Aging; and EDS and Clinic	17
Appendix H	Animal Control By-law Amendment - Chapter XVIII	18
Appendix I	Petition to the Legislature Concerning Water Liens	21

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2014

Salary and Wage Positions

(#) = See footnote - end of Comp. Table

Salariied Positions

Steps	I	II	III	IV	V	VI	VII
	Start	6 months	18 months	30 months	42 months	54 months	66 months
Chief Appraiser	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
Chief of Fire	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
2 Chief of Police	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
Director of Finance/Accountant	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
Director of Planning & Development	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
Director of Public Works	76,577.33	79,640.42	82,826.04	86,139.08	89,584.64	93,168.03	96,894.75
Director of Assessors	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2 Health Agent	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2 Health Inspector	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
2 Public Health Nurse	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
1 Treasurer-Collector	55,805.69	58,037.92	60,359.44	62,773.82	65,284.77	67,896.16	70,612.01
Council on Aging Director	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
1 Emergency Center Supervisor	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
Recreation Director	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
Town Accountant (vacant)	47,289.01	49,180.57	51,147.79	53,193.70	55,321.45	57,534.31	59,835.68
2 Building/Zoning Inspector	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
Conservation Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
9 CPA Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57
Planning Coordinator	40,089.15	41,692.72	43,360.43	45,094.85	46,898.64	48,774.59	50,725.57

Hourly Waged Positions

Steps	I	II	III	IV	V	VI	VII
	Start	6 months	18 months	30 months	42 months	54 months	66 months
Asst. to the Town Manager	20.13	20.94	21.78	22.65	23.56	24.50	25.48
Assistant Town Accountant	21.71	22.58	23.48	24.42	25.40	26.42	27.48
Assistant Treasurer/Collector	21.71	22.58	23.48	24.42	25.40	26.42	27.48
Facilities Maintenance Technician	19.99	20.79	21.62	22.48	23.38	24.32	25.29
Social Services Specialists	17.22	17.91	18.63	19.38	20.16	20.97	21.81
8 Animal Control Officer	15.28	15.89	16.53	17.19			
Clerk/Typist	15.47	16.09	16.73	17.40			
Custodian	16.18	16.83	17.50	18.20			
Emergency Center Dispatcher (P/T)	16.18	17.15	18.18	19.27			
Fire Equipment Mechanic	23.76	24.71	25.70	26.73			
Matron	17.55	18.60	19.72	20.90			
Reserve Patrolman	17.55	18.60	19.72	20.90			
Fire EMT Stipend (weekly rate)	50.00						

Call Firefighters

Rank	Hourly Wage	Certified 5%				
Deputy Chief	25.97	27.27				
Captain	24.06	25.26				
Lieutenant	22.12	23.23				
Inspector; Electrical/Building	22.12	n/a				
Firefighter w/ CPR 1st. Responder	19.23	20.19				
Probationary Firefighter	16.35	n/a				

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2014

Collective Bargaining Unions

Administrative Union - Hourly Compensation table established by Union Contract. Negotiations in progress.

Steps	I	II	III	IV	V	VI	VII
	Start	6 months	18 months	30 months	42 months	54 months	66 months
Administrative Assts. - Grade I	16.74	17.41	18.11	18.83	19.58	20.36	21.17
Administrative Assts. - Grade II	17.91	18.63	19.38	20.16	20.97	21.81	22.68

DPW Union - Hourly Compensation table established by Union Contract.

7/1/2013 - 1% Increase

Steps	I	II	III	IV	V		
	Start	9 months	21 months	33 months	45 months		
Foreman	21.69	22.56	23.46	24.40	25.38		
Mechanic	21.69	22.56	23.46	24.40	25.38		
Plant Operator - Primary	21.69	22.56	23.46	24.40	25.38		
Foreman 2	19.81	20.60	21.42	22.28	23.17		
Plant Operator - Secondary	19.47	20.25	21.06	21.90	22.78		
Heavy Equipment Operator	18.82	19.57	20.35	21.16	22.01		
Truck Driver/Laborer	17.52	18.22	18.95	19.71	20.50		

1/1/2014 - 1% Increase

Steps	I	II	III	IV	V		
	Start	9 months	21 months	33 months	45 months		
Foreman	21.91	22.79	23.70	24.65	25.64		
Mechanic	21.91	22.79	23.70	24.65	25.64		
Plant Operator - Primary	21.91	22.79	23.70	24.65	25.64		
Foreman 2	20.01	20.81	21.64	22.51	23.41		
Plant Operator - Secondary	19.66	20.45	21.27	22.12	23.00		
Heavy Equipment Operator	19.01	19.77	20.56	21.38	22.24		
Truck Driver/Laborer	17.70	18.41	19.15	19.92	20.72		

Firefighter Union - Hourly Compensation table established by Union Contract. Negotiations in progress.

Steps	I	II	III	IV	V	VI	VII
	Start	6 months	18 months	30 months	42 months	54 months	66 months
Asst. Fire Inspector/Firefighter	16.70	17.37	18.06	18.79	19.54	20.32	21.13
Firefighter/Operator	16.70	17.37	18.06	18.79	19.54	20.32	21.13
Fire Inspector	21.45	22.30	23.20	24.12	25.09	26.09	27.14

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2014

Police Union - Hourly Compensation table established by Union Contract. Negotiations in progress.

Steps	I	II	III	IV	V	VI	VII
	0	1 yrs.	5 yrs.	10 yrs.	15 yrs.	20 yrs.	25 yrs.
Upon completion of years of service							
Employees Hired Prior to 7/1/2010							
6 & 7 W/O College Degree	19.70	24.12	24.72	25.32	25.93	26.53	26.89
6 & 7 BA/BS	23.65	28.94	29.66	30.39	31.11	31.83	32.27
6 & 7 MA/MS	24.63	30.15	30.90	31.65	32.41	33.16	33.62
Employees Hired After 7/1/2010							
6 & 7 W/O College Degree	19.70	24.12	24.72	25.32	25.93	26.53	26.89
6 & 7 BA/BS	21.67	26.53	27.19	27.85	28.52	29.18	29.58
6 & 7 MA/MS	22.17	27.13	27.81	28.49	29.17	29.84	30.25

Police & Fire Signal Operator Union - Weekly Comp. table established by Union Contract.

7/1/2013 - 1% Increase

Steps	I	II	III	IV	V	VI	VII
	Start	6 months	18 months	36 months	48 months	60 months	72 months
5 Dispatcher (Weekly rates)	644.80	683.60	724.80	768.40	799.20	831.20	864.40
Dispatcher (Hourly rates)	16.12	17.09	18.12	19.21	19.98	20.78	21.61
4 EMD Stipend (Weekly rate)	30.00						

1/1/2014 - 1% Increase

Steps	I	II	III	IV	V	VI	VII
	Start	6 months	18 months	36 months	48 months	60 months	72 months
5 Dispatcher (Weekly rates)	651.20	690.40	732.00	776.00	807.20	839.60	873.20
Dispatcher (Hourly rates)	16.28	17.26	18.30	19.40	20.18	20.99	21.83
4 EMD Stipend (Weekly rate)	30.00						

Other

Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
Town Manager	132,000.75
Chief of Police	118,800.68
1 Town Clerk (Elected)	59,836.20
Selectmen/Chairman	3,225
Board of Assessors/Chairman	2,878
Selectmen/Members	2,852
Board of Assessors/Members	2,150
Board of Appeals/Chairman	1,648
Board of Health/Chairman	856
Board of Health/Members	485

Professional Stipends	Annual Rate
Animal Pick-Up (Deceased)	2,400
Animal Control Officer/Wildlife	2,400
Dog Officer	2,400
Call Fire Deputy Chief	1,500
EMD Certification (ECO Supervisor)	1,500
EMT Certification (Police Officers)	1,500
Harbormaster	1,200
Cert. Treas/Collector & Town Clerk	1,000
Call Fire Captain	750
Call Fire Training Officer	500

Contract Rates - Part-time	Contract Rate
MIS Systems Analyst (annually)	30,013
Health Agent (hourly)	46.30

Inspectional Services	Annual Pay
Building/Zoning Inspector	26,000
Plumbing/Gas Inspector	13,147
Electrical Inspector	13,147
Animal Inspector	3,999
Sealer of Weights & Measures	1,845
Asst. Plumbing/Gas Inspector	809
Asst. Electrical Inspector	809
Asst. Building Inspector	809

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2014

Occasional Help	Range of Compensation	
Registrar of Voters <i>(annually)</i>	298.00	
Poll Worker <i>(hourly)</i>	8.00	10.00
General Clerical <i>(hourly)</i>	8.00	10.88
Laborer: Light Work <i>(hourly)</i>	8.00	11.96
Recreation Instructor <i>(Hourly or per Class)</i>	8.00	80.00
Seasonal Recreation Help <i>(hourly)</i>	8.00	20.00
11 Senior Work-Off Program <i>(hourly)</i>	8.00	

Legend:

- 1 Position receives a "Professional Stipend"
- 2 Differs from Wage and Salary table; see "OTHER" section at the end of Compensation Table.
- 3 Less than full-time. Hourly wage is based on annual salary from table calculated on a 37.5 hr. work week.
- 4 Dispatchers who hold Emergency Medical Dispatch Certification.
- 5 The ECO Dispatcher's base pay differential for evening (3p.m. to 11p.m.) is 5% and nights (11p.m. to 7a.m.) is 7%.
- 6 The Patrolman's base pay differential for evening (4p.m. to 12a.m.) is 5% and nights (12a.m. to 8a.m.) is 7%.
- 7 Lieutenants shall receive 25% more than the corresponding patrolman's rate. Sergeants and Inspectors shall receive 15% more than the corresponding patrolman's rate.
- 8 Compensation paid by stipend. See Stipend Table.
- 9 Funded by Community Preservation Act -Administration.
- 10 Funded through Elder Affairs Grant.
- 11 Annual Wage not to exceed \$1,000.00 per household. Hourly rate based on minimum wage.

APPENDIX B
Revised

GENERAL TOWN APPROPRIATION

	FY2011 Actual	FY2012 Actual	FY2013 Budget	FY2013 Projected Actual	FY2014 Proposed Budget	Variance Budget to Proposed
GENERAL GOVERNMENT						
<u>SELECTMEN</u>						
Salaries	\$ 19,086	\$ 19,399	\$ 25,175	\$ 25,175	\$ 25,537	1.44%
Expenses	\$ 9,351	\$ 7,071	\$ 10,851	\$ 10,851	\$ 10,850	-0.01%
Total	\$ 28,437	\$ 26,470	\$ 36,026	\$ 36,026	\$ 36,387	1.00%
<u>TOWN MANAGER</u>						
Salaries	\$ 239,359	\$ 175,137	\$ 176,505	\$ 179,686	\$ 183,512	3.97%
Expenses	\$ 54,387	\$ 99,211	\$ 78,153	\$ 78,153	\$ 73,153	-6.40%
Total	\$ 293,746	\$ 274,348	\$ 254,658	\$ 257,839	\$ 256,665	0.79%
<u>FINANCE & ADVISORY COMMITTEE</u>						
Expenses	\$ -	\$ 173	\$ 250	\$ 234	\$ 250	0.00%
Reserve Fund- Actuals are in Department Totals	\$ 80,099	\$ 91,100	\$ 120,000	\$ 72,345	\$ 100,000	-16.67%
Total	\$ 80,099	\$ 91,273	\$ 120,250	\$ 72,579	\$ 100,250	-16.63%
<u>FINANCE</u>						
Salaries	\$ 139,709	\$ 148,357	\$ 150,044	\$ 152,227	\$ 150,688	0.43%
Expenses	\$ 3,598	\$ 1,646	\$ 9,950	\$ 9,950	\$ 8,950	-10.05%
Computer Expense	\$ 68,389	\$ 82,094	\$ 95,900	\$ 95,900	\$ 107,149	11.73%
Capital Lease Purchase	\$ 12,150	\$ 32,816	\$ 19,200	\$ 19,200		-100.00%
Total	\$ 223,846	\$ 264,913	\$ 275,094	\$ 277,277	\$ 266,787	-3.02%
<u>ASSESSORS</u>						
Salaries	\$ 135,542	\$ 140,011	\$ 141,223	\$ 142,686	\$ 143,109	1.34%
Expenses	\$ 18,308	\$ 16,085	\$ 15,642	\$ 15,642	\$ 15,814	1.10%
Total	\$ 153,850	\$ 156,096	\$ 156,865	\$ 158,328	\$ 158,923	1.31%
<u>TREASURER & COLLECTOR</u>						
Salaries	\$ 150,935	\$ 155,657	\$ 157,469	\$ 153,524	\$ 159,898	1.54%
Expenses	\$ 30,790	\$ 42,848	\$ 45,650	\$ 45,650	\$ 43,650	-4.38%
Total	\$ 181,725	\$ 198,505	\$ 203,119	\$ 199,174	\$ 203,548	0.21%
<u>TOWN COUNSEL</u>						
Retainer	\$ 30,845	\$ 20,874	\$ 21,000	\$ 21,000	\$ 21,000	0.00%
Expenses	\$ 54,507	\$ 73,121	\$ 100,000	\$ 91,981	\$ 70,000	-30.00%
Total	\$ 85,352	\$ 93,995	\$ 121,000	\$ 112,981	\$ 91,000	-24.79%
<u>FACILITY MANAGEMENT</u>						
Salaries	\$ 28,503	\$ 35,322	\$ 35,933	\$ 36,790	\$ 37,185	3.48%
Expenses	\$ 156,950	\$ 148,554	\$ 187,835	\$ 187,835	\$ 180,353	-3.98%
Expenses- Patton Homestead			\$ 35,000	\$ 35,000		
Capital		\$ 14,061				
Total	\$ 185,453	\$ 197,937	\$ 258,768	\$ 259,625	\$ 217,538	-15.93%
<u>TOWN CLERK</u>						
Salaries	\$ 88,675	\$ 98,528	\$ 93,841	\$ 94,511	\$ 98,055	4.49%
Expenses	\$ 13,279	\$ 13,910	\$ 15,332	\$ 15,332	\$ 17,332	13.04%
Total	\$ 101,954	\$ 112,438	\$ 109,173	\$ 109,843	\$ 115,387	5.69%
<u>ELECTIONS & REGISTRATION</u>						
Salaries	\$ 14,259	\$ 8,453	\$ 13,976	\$ 13,976	\$ 8,413	-39.80%
Expenses	\$ 19,057	\$ 11,682	\$ 24,322	\$ 24,322	\$ 15,255	-37.28%
Total	\$ 33,316	\$ 20,135	\$ 38,298	\$ 38,298	\$ 23,668	-38.20%

**APPENDIX B
Revised**

GENERAL TOWN APPROPRIATION

	FY2011 Actual	FY2012 Actual	FY2013 Budget	FY2013 Projected Actual	FY2014 Proposed Budget	Variance Budget to Proposed
<u>PLANNING and DEVELOPMENT</u>						
Salaries	\$ 30,540	\$ 28,017	\$ 74,972	\$ 54,972	\$ 77,583	3.48%
Expenses	\$ 170	\$ 2,499	\$ 2,200	\$ 2,200	\$ 2,200	0.00%
Total	\$ 30,710	\$ 30,516	\$ 77,172	\$ 57,172	\$ 79,783	3.38%
<u>CONSERVATION COMMISSION</u>						
Salaries	\$ 25,620	\$ 26,174	\$ 26,133	\$ 26,524	\$ 27,054	3.52%
Expenses	\$ 821	\$ 995	\$ 1,955	\$ 1,955	\$ 2,205	12.79%
Total	\$ 26,441	\$ 27,169	\$ 28,088	\$ 28,479	\$ 29,259	4.17%
<u>CHEBACCO WOODS</u>						
Expenses	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	0.00%
Total	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	\$ 1,600	0.00%
TOTAL GENERAL GOVERNMENT	\$ 1,346,430	\$ 1,404,295	\$ 1,680,111	\$ 1,536,876	\$ 1,580,795	-5.91%
<u>PROTECTION OF PERSONS & PROPERTY</u>						
<u>POLICE</u>						
Salaries	\$ 1,255,014	\$ 1,254,921	\$ 1,269,927	\$ 1,271,627	\$ 1,303,809	2.67%
Expenses	\$ 87,536	\$ 91,861	\$ 115,940	\$ 128,363	\$ 97,067	-16.28%
Capital Lease Purchase	\$ 39,761	\$ 39,761	\$ 43,091	\$ 71,813	\$ 36,750	-14.72%
Total	\$ 1,382,311	\$ 1,386,543	\$ 1,428,958	\$ 1,471,803	\$ 1,437,626	0.61%
<u>EMERGENCY MANAGEMENT</u>						
Expenses	\$ 458	\$ 903	\$ 1,300	\$ 1,300	\$ 1,300	0.00%
<u>ANIMAL CONTROL</u>						
Salaries	\$ 7,200	\$ 7,200	\$ 7,200	\$ 7,200	\$ 7,200	0.00%
Expenses	\$ 1,752	\$ 81	\$ 3,000	\$ 3,000	\$ 2,500	-16.67%
Total	\$ 8,952	\$ 7,281	\$ 10,200	\$ 10,200	\$ 9,700	-4.90%
<u>FIRE</u>						
Salaries	\$ 446,554	\$ 452,118	\$ 469,677	\$ 475,567	\$ 484,012	3.05%
Expenses	\$ 60,352	\$ 77,481	\$ 63,422	\$ 63,422	\$ 81,477	28.47%
Capital or Lease purchase	\$ 9,667	\$ 9,667	\$ 20,450	\$ 20,450		-100.00%
Total	\$ 516,573	\$ 539,266	\$ 553,549	\$ 559,439	\$ 565,489	2.16%
<u>INSPECTIONAL SERVICES</u>						
Salaries	\$ 103,002	\$ 103,299	\$ 104,871	\$ 104,871	\$ 103,999	-0.83%
Expenses	\$ 6,785	\$ 6,498	\$ 8,650	\$ 8,650	\$ 8,650	0.00%
Total	\$ 109,787	\$ 109,797	\$ 113,521	\$ 113,521	\$ 112,649	-0.77%
<u>EMERGENCY CENTER OPERATIONS</u>						
Salaries	\$ 173,043	\$ 125,372	\$ 141,483	\$ 146,993	\$ 208,513	47.38%
Expenses	\$ 19,288	\$ 25,981	\$ 25,956	\$ 25,956	\$ 45,430	75.03%
Capital						
Total	\$ 192,331	\$ 151,353	\$ 167,439	\$ 172,949	\$ 253,943	51.66%
TOTAL PROTECTION OF PERSONS	\$ 2,210,412	\$ 2,195,143	\$ 2,274,967	\$ 2,329,212	\$ 2,380,707	4.65%

APPENDIX B
Revised

GENERAL TOWN APPROPRIATION

	FY2011 Actual	FY2012 Actual	FY2013 Budget	FY2013 Projected Actual	FY2014 Proposed Budget	Variance Budget to Proposed
<u>SCHOOLS</u>						
<u>HW REGIONAL SCHOOL DISTRICT</u>	\$ 15,601,818	\$ 15,291,341	\$ 15,151,673	\$ 15,151,673	\$ 15,986,560	5.51%
<u>NORTH SHORE TECHNICAL HIGH SCHOOL</u>	\$ 159,008	\$ 177,113	\$ 144,600	\$ 144,600	\$ 89,064	-38.41%
TOTAL SCHOOLS	\$ 15,760,826	\$ 15,468,454	\$ 15,296,273	\$ 15,296,273	\$ 16,075,624	5.10%
<u>DEPARTMENT OF PUBLIC WORKS</u>						
<u>HIGHWAY/DPW</u>						
Salaries	\$ 389,217	\$ 405,437	\$ 378,695	\$ 394,648	\$ 380,000	0.34%
Expenses Highway	\$ 106,967	\$ 131,184	\$ 132,750	\$ 132,750	\$ 181,750	36.91%
Expenses DPW	\$ 85,852	\$ 76,739	\$ 101,640	\$ 101,640	\$ 89,441	-12.00%
Capital Lease Purchase	\$ 9,655	\$ 9,540				
Total	\$ 591,691	\$ 622,900	\$ 613,085	\$ 629,038	\$ 651,191	6.22%
<u>SNOW REMOVAL</u>						
Salaries	\$ 89,463	\$ 42,948	\$ 72,400	\$ 75,183	\$ 72,400	75.06%
Expenses	\$ 201,818	\$ 60,018	\$ 138,000	\$ 98,000	\$ 138,000	63.28%
Total	\$ 291,281	\$ 102,966	\$ 210,400	\$ 173,183	\$ 210,400	68.19%
<u>PARK, FIELDS AND GROUNDS</u>						
Salaries	\$ 64,354	\$ 68,424	\$ 71,349	\$ 59,524	\$ 109,907	-13.01%
Expenses	\$ 13,616	\$ 14,689	\$ 14,805	\$ 14,805	\$ 31,505	0.79%
Capital						
Total	\$ 77,970	\$ 83,113	\$ 86,154	\$ 74,329	\$ 141,412	-10.57%
TOTAL DEPARTMENT OF PUBLIC WORKS	\$ 960,942	\$ 808,979	\$ 909,639	\$ 876,550	\$ 1,003,003	8.35%
<u>HEALTH & HUMAN SERVICES</u>						
<u>WASTE, RECYCLING AND LANDFILL</u>						
Expenses-Collection & Hauling	\$ 109,651	\$ 31,421	\$ 20,000	\$ 20,000	\$ 20,000	0.00%
Other Financing Use-Waste Reduction Enterprise	\$ 275,570	\$ 364,270	\$ 334,270	\$ 334,270	\$ 334,270	0.00%
Total	\$ 385,221	\$ 395,691	\$ 354,270	\$ 354,270	\$ 354,270	0.00%
<u>CEMETERY</u>						
Salaries	\$ 79,027	\$ 71,687	\$ 71,266	\$ 73,866	\$ 68,456	-3.94%
Expenses	\$ 8,587	\$ 8,534	\$ 9,600	\$ 9,600	\$ 9,600	0.00%
Capital-Lease Purchase	\$ 10,931	\$ 10,931	\$ 10,935	\$ 10,935		-100.00%
Total	\$ 98,545	\$ 91,152	\$ 91,801	\$ 94,401	\$ 78,056	-14.97%
<u>BOARD OF HEALTH</u>						
Salaries	\$ 85,079	\$ 95,131	\$ 96,915	\$ 96,915	\$ 98,505	1.64%
Expenses	\$ 2,134	\$ 952	\$ 1,200	\$ 1,200	\$ 1,200	0.00%
Total	\$ 87,213	\$ 96,083	\$ 98,115	\$ 98,115	\$ 99,705	1.62%
<u>COUNCIL ON AGING</u>						
Salaries	\$ 209	\$ 958	\$ 11,361	\$ 11,361	\$ 66,066	481.52%
Expenses	\$ 5,185	\$ 11,306	\$ 9,292	\$ 9,292	\$ 19,292	107.62%
Total	\$ 5,394	\$ 12,264	\$ 20,653	\$ 20,653	\$ 85,358	313.30%

APPENDIX B
Revised

GENERAL TOWN APPROPRIATION

	FY2011 Actual	FY2012 Actual	FY2013 Budget	FY2013 Projected Actual	FY2014 Proposed Budget	Variance Budget to Proposed
<u>VETERAN BENEFITS</u>						
Expenses	\$ 16,282	\$ 10,755	\$ 20,400	\$ 20,400	\$ 20,400	0.00%
Regional District Assessment	\$ 26,898	\$ 29,037	\$ 28,663	\$ 28,663	\$ 28,663	0.00%
Total	\$ 43,180	\$ 39,792	\$ 49,063	\$ 49,063	\$ 49,063	0.00%
TOTAL HEALTH & HUMAN SERVICES	\$ 619,553	\$ 634,982	\$ 613,902	\$ 616,502	\$ 666,452	8.56%
<u>JOINT PROGRAMS</u>						
<u>LIBRARY</u>						
Joint Expenses	528,316	496,552	550,342	550,342	550,342	0.00%
Joint Admin Fees	49,205	48,607	50,058	50,058	16,716	-66.61%
TOTAL LIBRARY	\$ 577,521	\$ 545,159	\$ 600,400	\$ 600,400	\$ 567,058	-5.55%
<u>ELDER VAN PROGRAM</u>						
Joint Elder Van Admin Fees	\$ 2,551	\$ 2,624	\$ 2,936	\$ 2,936		-100.00%
Joint Elder Van Expense	\$ 26,160	\$ 27,094	\$ 31,497	\$ 31,497		-100.00%
Capital						
TOTAL ELDER VAN	\$ 28,711	\$ 29,718	\$ 34,433	\$ 34,433	\$ -	-100.00%
<u>RECREATION</u>						
Salaries	\$ 63,304	\$ 75,151	\$ 77,989	\$ 70,989	\$ 78,146	0.20%
Expenses	\$ -	\$ -	\$ 35,720	\$ 35,720	\$ 31,475	-11.88%
TOTAL RECREATION	\$ 63,304	\$ 75,151	\$ 113,709	\$ 106,709	\$ 109,621	-3.60%
<u>UNCLASSIFIED</u>						
<u>MEMORIAL DAY CELEBRATIONS</u>						
Expenses	\$ 1,880	\$ 1,895	\$ 2,000	\$ 2,000	\$ 2,000	0.00%
<u>ESSEX COUNTY RETIREMENT</u>						
General Pensions	\$ 553,514	\$ 550,077	\$ 627,004	\$ 614,465	\$ 685,400	9.31%
<u>EMPLOYEE GROUP INSURANCE</u>						
Expenses	\$ 679,985	\$ 665,364	\$ 794,000	\$ 776,139	\$ 822,103	3.54%
<u>MEDICARE/UNEMPLOYMENT</u>						
Expenses	\$ 44,592	\$ 44,058	\$ 71,200	\$ 66,062	\$ 71,000	-0.28%
<u>GENERAL INSURANCE</u>						
Expenses	\$ 152,760	\$ 158,488	\$ 189,800	\$ 185,620	\$ 205,000	8.01%
<u>STREET LIGHTING</u>						
Expenses	\$ 56,418	\$ 54,480	\$ 56,000	\$ 56,000	\$ 56,000	0.00%
<u>MUNICIPAL AUDIT</u>						
Expenses	\$ 30,000	\$ 27,000	\$ 35,000	\$ 35,000	\$ 35,000	0.00%
TOTAL UNCLASSIFIED	\$ 1,519,149	\$ 1,501,362	\$ 1,775,004	\$ 1,735,286	\$ 1,876,503	5.72%

APPENDIX B
Revised

GENERAL TOWN APPROPRIATION

	FY2011 Actual	FY2012 Actual	FY2013 Budget	FY2013 Projected Actual	FY2014 Proposed Budget	Variance Budget to Proposed
DEBT - PRINCIPAL & INTEREST						
INTEREST						
Interest - Joint Library	\$ 29,699	\$ 31,256	\$ 22,725	\$ 22,725	\$ 20,225	-11.00%
Interest - Water Filtration	\$ 55,649	\$ 47,594	\$ 34,375	\$ 34,375	\$ 30,475	-11.35%
Interest - Police Fire Station	\$ 190,757	\$ 175,958	\$ 161,158	\$ 161,158	\$ 147,858	-8.25%
Interest-ESCO Projects <i>within the Levy</i>	\$ 1,239	\$ 7,828	\$ 5,700	\$ 5,700	\$ 5,100	-10.53%
Interest- Temporary Borrowing <i>within the Levy</i>			\$ 10,000	\$ 27,973	\$ 10,000	0.00%
Total	\$ 277,344	\$ 262,636	\$ 233,958	\$ 251,931	\$ 213,658	-8.68%
PRINCIPAL						
Principal - Joint Library	\$ 115,000	\$ 125,000	\$ 125,000	\$ 125,000	\$ 125,000	0.00%
Principal - Water Filtration	\$ 175,000	\$ 198,000	\$ 195,000	\$ 195,000	\$ 190,000	-2.56%
Principal - Police Fire Station	\$ 325,000	\$ 325,000	\$ 325,000	\$ 325,000	\$ 325,000	0.00%
Principal-ESCO Projects <i>within the Levy</i>	\$ 4,190	\$ 31,000	\$ 30,000	\$ 30,000	\$ 30,000	0.00%
Total	\$ 619,190	\$ 679,000	\$ 675,000	\$ 675,000	\$ 670,000	-0.74%
SCHOOL DEBT						
Principal & Interest - 1988 School Add/Repr	\$ 77,812					
Principal & Interest - 1997 Middle School	\$ 468,203	\$ 465,590	\$ 471,355	\$ 471,355	\$ 476,674	1.13%
Principal & Interest - 2002 Boiler	\$ 90,798	\$ 91,080			\$ 8,664	
Principal & Interest - ENSATHS						
Total	\$ 636,813	\$ 556,670	\$ 471,355	\$ 471,355	\$ 485,338	2.97%
TOTAL DEBT - PRINCIPAL & INTEREST	\$ 1,533,347	\$ 1,498,306	\$ 1,380,313	\$ 1,398,286	\$ 1,368,996	-0.82%
TOTAL GENERAL FUND	\$ 24,620,195	\$ 24,161,549	\$ 24,678,751	\$ 24,530,527	\$ 25,628,759	3.85%

SUMMARY						
TOTAL GENERAL GOVERNMENT	\$ 1,346,430	\$ 1,404,295	\$ 1,680,111	\$ 1,536,876	\$ 1,580,795	-5.91%
TOTAL PROTECTION OF PERSONS	\$ 2,210,412	\$ 2,195,143	\$ 2,274,967	\$ 2,329,212	\$ 2,380,707	4.65%
TOTAL DEPARTMENT OF PUBLIC WORKS	\$ 960,942	\$ 808,979	\$ 909,639	\$ 876,550	\$ 1,003,003	10.26%
TOTAL HEALTH & HUMAN SERVICES	\$ 619,553	\$ 634,982	\$ 613,902	\$ 616,502	\$ 666,452	8.56%
TOTAL LIBRARY	\$ 577,521	\$ 545,159	\$ 600,400	\$ 600,400	\$ 567,058	-5.55%
TOTAL ELDER VAN	\$ 28,711	\$ 29,718	\$ 34,433	\$ 34,433	\$ -	-100.00%
TOTAL RECREATION	\$ 63,304	\$ 75,151	\$ 113,709	\$ 106,709	\$ 109,621	-3.60%
TOTAL UNCLASSIFIED	\$ 1,519,149	\$ 1,501,362	\$ 1,775,004	\$ 1,735,286	\$ 1,876,503	5.72%
TOTAL DEBT - PRINCIPAL & INTEREST	\$ 1,533,347	\$ 1,498,306	\$ 1,380,313	\$ 1,398,286	\$ 1,368,996	-0.82%
SUB-TOTAL TOWN SERVICES	\$ 8,859,369	\$ 8,693,095	\$ 9,382,478	\$ 9,234,254	\$ 9,553,135	1.82%
HW REGIONAL SCHOOL DISTRICT	\$ 15,601,818	\$ 15,291,341	\$ 15,151,673	\$ 15,151,673	\$ 15,986,560	5.51%
NORTH SHORE TECHNICAL HIGH SCHOOL	\$ 159,008	\$ 177,113	\$ 144,600	\$ 144,600	\$ 89,064	-38.41%
TOTAL GENERAL TOWN APPROPRIATIONS	\$ 24,620,195	\$ 24,161,549	\$ 24,678,751	\$ 24,530,527	\$ 25,628,759	3.85%

APPENDIX C

HWRSD FY14 Budget

Total Expense & Funding Sources Summary

The tables in this section outline the total expenses and the sources of funding for the HWRSD. Funding sources for the District include general state aid to schools, such as Chapter 70, and other funding sources, such as income from interest and rental of school facilities. The total Net Assessment is calculated by subtracting the total funding sources from the total budgeted expenses.

Total Expenses				
	FY13 Adjusted	FY14 Adjusted	Difference	
Operating Expense - Gross, before offsets	\$ 28,884,086	\$ 28,293,786	\$ (590,300)	-2.0%
Expense Offsets	\$ 1,562,698	\$ 1,064,000	\$ (498,698)	
General Operating Expenses (after Offsets)	\$ 27,321,388	\$ 27,229,786	\$ (91,602)	-0.3%
Debt Service Expense	\$ 1,841,232	\$ 1,841,735	\$ 503	0.0%
TOTAL EXPENDITURES	\$ 29,162,620	\$ 29,071,521	\$ (91,099)	-0.3%

Total Funding Sources				
	FY13	FY 14	Difference	
<i>Revenues</i>				
Chapter 70-Base Aid	\$ 3,253,000	\$ 3,253,000	\$ -	
MSBA Debt Service Reimbursement	\$ 1,132,065	\$ 1,132,065	\$ -	
State Transportation	\$ 251,000	\$ 251,000	\$ -	
Medicaid Offset	\$ 85,000	\$ 85,000	\$ -	
Special Needs Tuition	\$ 30,200	\$ 30,200	\$ -	
Interest Income	\$ 4,000	\$ 4,000	\$ -	
Total Revenues	\$ 4,755,265	\$ 4,755,265		
<i>Transfers In From Other Funds</i>				
Excess and Deficiency	\$ 1,491,000	\$ 450,000	\$ (1,041,000)	
Rental Income	\$ 2,000	\$ 2,000	\$ -	
Total Transfers	\$ 1,493,000	\$ 452,000		
Total Funding Sources	\$ 6,248,265	\$ 5,207,265	\$ (1,041,000)	
Total Expenditures	\$ 29,162,620	\$ 29,071,521	\$ (91,099)	
Less Total Funding Sources	\$ 6,248,265	\$ 5,207,265	\$ (1,041,000)	
NET ASSESSMENT	\$ 22,914,355	\$ 23,864,256	\$ 949,901	

APPENDIX C

HWRSD FY14 Budget

General Fund Operating Expenses and Offsets

General fund operating expenses are the day-to-day expenses associated with the operation of the HWRSD. Expense offsets are funds that are collected by the District for a specific purpose, such as state reimbursement for School Choice Students and are used to offset the cost of program operations.

General Fund Operating Expenses					
	FY13		FY14		Difference
Operating Expense - Gross, before offsets	\$	28,884,086	\$	28,293,786	\$ (590,300) -2.0%
Expense Offsets					
	FY13		FY14		Difference
<i>Recurring Offsets</i>					
School Choice	\$	500,000	\$	550,000	\$ 50,000 10.0%
KDG/Preschool Tuition	\$	220,000	\$	214,000	\$ (6,000) -2.7%
Circuit Breaker Offset	\$	250,000	\$	300,000	\$ 50,000 20.0%
	\$	970,000	\$	1,064,000	\$ 94,000 9.7%
<i>One-Time Offsets</i>					
Other Revolving Accounts	\$	592,698	\$	-	\$ (592,698) -100%
Total Offsets	\$	1,562,698	\$	1,064,000	\$ (498,698)
NET OPERATING BUDGET	\$	27,321,388	\$	27,229,786	\$ (91,602) -0.3%

As the result of a thorough analysis of the actual amounts needed to fund current programming, and through efforts to maximize efficiency in our staffing levels, the District was able to reduce Operating Expenses a total of \$590,300 from the amount budgeted for FY13.

Changes from FY13 Budget	
	Amount
<i>Reductions due to excess in FY13 Budget</i>	\$ (410,322.40)
<i>Staffing/Program Reductions</i>	\$ (318,083)
<i>Program Enhancements</i>	\$ 138,106
Total FY13 to FY14 Difference	\$ (590,300)

APPENDIX C

HWRSD FY14 Budget

Debt Service Expenses and Assessment

Capital Debt Service Expenses for FY14 are a continuation of the repayment of the bond issued to construct the Miles River Middle School and to renovate HWRHS. The total expense of \$1,841,735 is offset by \$1,132,065 in reimbursement from the Massachusetts School Building Authority (MSBA), leaving a Net Capital Financing Expense of \$709,670.

Debt Service Expenses						
	FY13 Final Adjusted		FY14 Adjusted		Difference	
Capital Debt Service Expense	\$	1,841,232	\$	1,841,735	\$	503 0.03%

Debt Service Sources						
	FY13 Final		FY14		Difference	
<i>Revenues</i>						
Debt Service Reimbursement from MSBA	\$	1,132,065	\$	1,132,065	\$	- 0%
Total Financing Revenues	\$	1,132,065	\$	1,132,065	\$	- 0%
Total Financing Sources	\$	1,132,065	\$	1,132,065	\$	- 0%
Total Financing Expenses	\$	1,841,232.00	\$	1,841,735	\$	503 0.03%
Less Total Financing Sources	\$	(1,132,065)	\$	(1,132,065)	\$	- 0%
Net Financing Expenses	\$	709,167	\$	709,670	\$	503 0.1%

Debt Service Assessment						
Town	FY13 Final Adjusted		FY14		Difference	
Hamilton	\$	471,356	\$	476,675	\$	5,319 1.13%
Wenham	\$	237,812	\$	232,995	\$	(4,817) -2.03%
Totals:	\$	709,168	\$	709,670	\$	502 0.07%

APPENDIX D

WATER ENTERPRISE APPROPRIATION

	FY2010 Actual	FY2011 Actual	FY2012 Actual	FY2013 Budget	FY2013 Projected	FY2014 Proposed	Variance Proposed to Projected
<u>REVENUE</u>							
User Charges	\$ 964,978	\$ 971,995	\$ 960,036	\$ 979,000	\$ 979,000	\$ 979,000	0.00%
Water Lien	\$ 1,207	\$ 43,711	\$ 35,413	\$ 26,024	\$ 21,827	\$ 21,827	0.00%
Miscellaneous	\$ 8,470	\$ 7,137	\$ 11,336	\$ 8,980	\$ 6,479	\$ 6,479	0.00%
Penalty & Interest	\$ 631	\$ 7,701	\$ 25	\$ 2,929	\$ 2,929	\$ 2,929	0.00%
Other Financing Source	\$ 975,286	\$ 1,033,421	\$ 1,009,784	\$ 1,016,958	\$ 1,010,235	\$ 1,010,235	0.00%
TOTAL REVENUE							
	\$ 964,978	\$ 971,995	\$ 960,036	\$ 979,000	\$ 979,000	\$ 979,000	0.00%
	\$ 1,207	\$ 43,711	\$ 35,413	\$ 26,024	\$ 21,827	\$ 21,827	0.00%
	\$ 8,470	\$ 7,137	\$ 11,336	\$ 8,980	\$ 6,479	\$ 6,479	0.00%
	\$ 631	\$ 7,701	\$ 25	\$ 2,929	\$ 2,929	\$ 2,929	0.00%
	\$ 975,286	\$ 1,033,421	\$ 1,009,784	\$ 1,016,958	\$ 1,010,235	\$ 1,010,235	0.00%
<u>EXPENSES</u>							
PERSONNEL EXPENSE							
Salaries and Wages	\$ 200,101	\$ 202,072	\$ 209,846	\$ 241,497	\$ 241,497	\$ 202,446	-16.17%
Overtime Wages	\$ 49,895	\$ 66,959	\$ 49,914	\$ 38,742	\$ 38,742	\$ 39,962	3.15%
Allowances/Medicare	\$ 1,805	\$ 5,948	\$ 6,672	\$ 6,225	\$ 6,225	\$ 6,225	0.00%
<i>Total</i>	\$ 251,801	\$ 274,979	\$ 266,432	\$ 286,464	\$ 286,464	\$ 248,633	-13.21%
PURCHASE OF SERVICES							
Utilities	\$ 84,660	\$ 95,683	\$ 86,321	\$ 95,000	\$ 95,000	\$ 93,000	-2.11%
Repair & Mtce of Vehicles	\$ 1,505	\$ 700	\$ 436	\$ 2,000	\$ 2,000	\$ 2,000	0.00%
Repair & Mtce of Plant	\$ 13,370	\$ 38,288	\$ 22,288	\$ 25,000	\$ 25,000	\$ 25,000	0.00%
Repair & Mtce of Distribution	\$ 7,664	\$ 25,962	\$ 16,681	\$ 25,000	\$ 25,000	\$ 25,000	0.00%
Rental & Lease	\$ 2,986	\$ 1,612	\$ 1,441	\$ 1,100	\$ 1,100	\$ 1,100	0.00%
Legal Services	\$ 35,595	\$ 12,399	\$ 22,122	\$ 15,000	\$ 15,000	\$ 15,000	0.00%
Billing, Consultative & Inspectional	\$ 54,220	\$ 30,164	\$ 30,554	\$ 34,000	\$ 34,000	\$ 34,000	0.00%
Media and Communication	\$ 13,444	\$ 11,847	\$ 12,978	\$ 13,000	\$ 13,000	\$ 14,000	7.69%
Public Safety Detail	\$ 1,643	\$ 697	\$ 3,886	\$ 4,500	\$ 4,500	\$ 4,500	0.00%
Professional Training	\$ 1,545	\$ 576	\$ 1,510	\$ 2,000	\$ 2,000	\$ 1,700	-15.00%
<i>Total</i>	\$ 216,632	\$ 217,928	\$ 198,217	\$ 216,600	\$ 216,600	\$ 215,300	-0.60%

APPENDIX D

WATER ENTERPRISE APPROPRIATION

	FY2010 Actual	FY2011 Actual	FY2012 Actual	FY2013 Budget	FY2013 Projected	FY2014 Proposed	Variance Proposed to Projected
OPERATING SUPPLIES							
Building-HVAC to Custodial	\$ 1,537	\$ 3,139	\$ 3,494	\$ 2,500	\$ 2,500	\$ 2,500	0.00%
Vehicle & Equipment Fuel	\$ 10,721	\$ 9,353	\$ 11,447	\$ 10,000	\$ 10,000	\$ 10,000	0.00%
Vehicle & Equipment Supplies			\$ 4,301			\$ 2,800	
Small Equipment	\$ 1,890	\$ 1,890	\$ 2,652	\$ 3,800	\$ 3,800	\$ 1,000	-73.68%
Food & Medical	\$ 988	\$ 713	\$ 650	\$ 900	\$ 900	\$ 900	0.00%
Water Treatment	\$ 55,608	\$ 54,264	\$ 42,828	\$ 50,000	\$ 50,000	\$ 50,000	0.00%
<i>Total</i>	\$ 70,744	\$ 69,359	\$ 65,372	\$ 67,200	\$ 67,200	\$ 67,200	0.00%
OTHER CHARGES							
Governmental & Professional Fees	\$ 1,557	\$ 3,390	\$ 4,158	\$ 4,000	\$ 4,000	\$ 4,000	0.00%
Travel			\$ 10	\$ 400	\$ 400	\$ 400	0.00%
Water Emergency Fund				\$ 20,000	\$ 20,000	\$ 15,000	-25.00%
Other Financing Use-Town	\$ 194,000	\$ 332,338	\$ 303,784	\$ 334,307	\$ 334,307	\$ 334,307	0.00%
<i>Total</i>	\$ 195,557	\$ 335,728	\$ 307,952	\$ 358,707	\$ 358,707	\$ 353,707	-1.39%
CAPITAL EXPENSE							
Debt Service Interest	\$ 55,541	\$ 2,217	\$ 8,589	\$ 5,924	\$ 5,924	\$ 5,924	0.00%
Debt Service Principal	\$ 87,500		\$ 45,000	\$ 45,000	\$ 45,000	\$ 45,000	0.00%
Debt Borrowing		\$ 6,079					
Art 2006-2-4 Radio Meters	\$ 1,674						
Capital Plant. Distribution & Meters	\$ 13,933	\$ 27,844	\$ 29,770	\$ 30,000	\$ 30,000	\$ 25,000	-16.67%
<i>Total</i>	\$ 158,648	\$ 36,140	\$ 83,359	\$ 80,924	\$ 80,924	\$ 120,924	49.43%
TOTAL EXPENSE	\$ 893,382	\$ 934,134	\$ 921,332	\$ 1,009,895	\$ 1,009,895	\$ 1,005,764	-0.41%
NET OPERATING	\$ 81,904	\$ 99,287	\$ 88,452	\$ 7,063	\$ 340	\$ 4,471	1215.00%
CERTIFIED RETAINED EARNINGS	\$ 181,052	\$ 276,564	\$ 195,942				

APPENDIX E

WASTE ENTERPRISE APPROPRIATION

	FY2010 Actual	FY2011 Actual	FY2012 Actual	FY13 Budget	FY13 Projected	FY14 Proposed	Variance Proposed to Projected
<u>REVENUE</u>							
User Charges	\$ 30,936	\$ 44,097	\$ 51,519	\$ 85,000	\$ 85,000	\$ 85,000	0.00%
Other Funds	\$ 52,374	\$ 8,000		\$	\$ 60,574		-100.00%
Municipal Receipts				\$ 29,768	\$ 57,546	\$ 29,768	-48.27%
Other Financing Source	\$ 276,870	\$ 275,570	\$ 386,013	\$ 334,270	\$ 334,270	\$ 334,270	0.00%
TOTAL REVENUE	\$ 360,180	\$ 327,667	\$ 437,532	\$ 449,038	\$ 537,390	\$ 449,038	-16.44%
<u>OPERATING EXPENSE</u>							
Wages & Salaries				\$ 5,759	\$ 5,759	\$ 1,000	-82.64%
Consultative Services		\$ 895		\$	\$ 14,981	\$ 1,000	-93.32%
Contract Services-Bags	\$ 4,557	\$ 17,106	\$ 18,000	\$ 18,000	\$ 17,580	\$ 17,580	0.00%
Supplies	\$ 16,704	\$ 1,357	\$ 500	\$ 500	\$ 500	\$ 500	0.00%
Rental & Lease of Equipment		\$ 80,451	\$ 80,749	\$ 80,749	\$ 80,749	\$ 80,749	0.00%
Advertising		\$ 6,669	\$ 500	\$ 500	\$ 500	\$ 500	0.00%
Postage & Shipping		\$ 45					
Hauling & Collection	\$ 178,837	\$ 213,754	\$ 278,324	\$ 237,780	\$ 237,780	\$ 242,456	1.97%
Tipping & Disposal	\$ 133,868	\$ 144,208	\$ 128,039	\$ 104,000	\$ 104,000	\$ 97,200	-6.54%
Hazardous Waste Contracts	\$ 2,274	\$ 1,368	\$ 2,242	\$ 3,000	\$ 3,419	\$ 3,419	0.00%
Fuel Adjustment							
Other Financing Use to GF							
TOTAL EXPENSE	\$ 336,240	\$ 359,330	\$ 515,128	\$ 450,288	\$ 465,268	\$ 444,404	-4.48%
NET OPERATING	\$ 23,940	\$ (31,663)	\$ (77,596)	\$ (1,250)	\$ 72,122	\$ 4,634	-93.57%
CERTIFIED RETAINED EARNINGS	\$ 26,149	\$ 17,613	\$ (1,805)				

APPENDIX F

COMMUNITY PRESERVATION COMMITTEE BUDGET

No.	PURPOSE
	<u>Open Space - Projects</u>
1.	To appropriate \$47,000.00 of FY 14 Community Preservation Fund Revenues to fund the debt service for the Donovan Acquisition (\$43,500.00 in principle and \$3,500.00 in interest).
2.	To appropriate \$6,000.00 of FY14 Community Preservation Fund Revenues to fund the removal of invasive species on public open space lands.
	<u>Historic Preservation - Projects</u>
3.	To appropriate \$53,800.00 of FY14 Community Preservation Fund Revenues to fund exterior restoration of the Community House of Hamilton and Wenham.
4.	To appropriate \$57,000.00 of FY14 Community Preservation Fund Revenues to fund the remodeling of the Hamilton Senior Center kitchen.
5.	To appropriate \$2,000.00 of FY14 Community Preservation Fund Revenues to fund the restoration of one of the Liberty Road Markers at Patton Park.
6.	To appropriate \$3,000.00 of FY14 Community Preservation Fund Revenues to fund the restoration of the rear steps of Town Hall.
	<u>Community Housing - Reserve</u>
7.	To reserve \$43,998.00 of FY 14 Community Preservation Fund Revenues to the Community Preservation Fund Community Housing Reserve.
	<u>Administration - Expense</u>
8.	To appropriate \$21,999.00 of FY 14 Community Preservation Fund Revenues for administration costs including, but not limited to, Annual Community Preservation Coalition membership fees and salary for part-time Community Preservation Committee Coordinator position.

<u>Summary of Recommendations by Category</u>		
<u>FY14 Revenues</u>		
Open Space Project	\$53,000.00	12.05%
Historic Preservation Projects	\$115,800.00	26.32%
Community Housing Reserve	\$43,998.00	10.00%
Administration Expense	\$21,999.00	5.00%
Not Appropriated	\$205,181.00	46.63%
Total FY14 Revenues	\$439,978.00	100.00 %

**Anticipated FY14 CPA Revenues will be \$439,978 (including estimated state match).
 FY 14 Community Preservation Revenues that are not appropriated or reserved,
 estimated at \$205,181, will at year end be added to the Fund Balance.**

APPENDIX G

DEPARTMENTAL REVOLVING FUNDS

Revolving Fund	Authorized to Spend Fund	Revenue Source	Use of Fund	FY14 Spending Limit	Disposition of FY13 Fund Balance
Recreation and Parks (reauthorization)	Town Manager	Recreation program fees	Salaries, expenses, supplies, and contractual services to operate recreational programs	\$223,739	Balance available for expenditure
Council on Aging (reauthorization)	Town Manager	Receipts and fees from COA programs, activities and trips	Salaries, expenses, supplies, and contractual services to operate COA programs, activities and trips	\$17,000	Balance available for expenditure
Emergency Dispensing Services and Clinics (reauthorization)	Town Manager	Receipts from insurance reimbursement, bequest and contributions	Expenses, supplies, and contractual services to operate EDS and clinics	\$6,000	Balance available for expenditure

APPENDIX H

CHAPTER XVIII

ANIMAL CONTROL BY-LAW

SECTION 1.

1.01 No person owning, harboring, or otherwise having custody or control of a dog, shall permit such dog to be at large in the Town of Hamilton at any time, except that it be on the premises of another person with their consent. Any owner, harborer, or person having custody or control of a dog which is not on either premises of the owner or the premises of another person with their consent shall control and restrain such dog by a leash of appropriate length.

1.02 The final disposition of each complaint within a calendar year shall be in accordance with the schedule set forth in General Laws, Chapter 140, Section 173A.

THE ABOVE FINES ARE IN ADDITION TO ALL REMEDIES AVAILABLE TO THE HEARING AUTHORITY UPON A FINDING THAT AN ANIMAL IS A NUISANCE DOG OR DANGEROUS DOG.

A PUBLIC HEARING SHALL BE HELD BY THE HEARING AUTHORITY ON EACH COMPLAINT RECEIVED IN WRITING OR EACH APPEAL OF A FINE.

1.03 The Hearing Authority under this Chapter is the Town Manager or his designee.

1.04 The owner or keeper of any dog picked up in the Town of Hamilton shall be charged a pick-up fee of \$15.00 in addition to applicable boarding or treatment fees.

SECTION 2.

If the Animal Control Officer determines that a female animal in heat (even when confined to the property of the owner or keeper) is attracting other animals to the area, which condition causes disturbance or damage to neighboring property or public areas, he may require the owner or keeper to place and keep said animal while in heat in a kennel or to remove it from the area so that the nuisance is abated.

SECTION 3.

The registering, numbering, describing and licensing of dogs, if kept in the Town of Hamilton, shall be conducted in the office of the Town Clerk of said Town.

SECTION 4.

The dog license period shall commence on April 1 and terminate March 31 of the following year. The annual fees to be charged by the Town of Hamilton for the issuance of licenses for dogs shall be:

Males and Females	Twenty Dollars
Neutered Males and Spayed Females	Fifteen Dollars
A dog owned by a person aged 70 or more as of January 1 of the Year of Licensure	No Fee
Service Dogs	No Fee
Replacement Tags	Ten Dollars
Transfer License	Five Dollars

For Previously licensed dogs, the Town will charge a late fee, in addition to the license fee, as follows:

On or after June 1, a late fee of \$25

On or after August 1, a late fee of \$50

For kennels, if not more than four dogs are kept in said kennel, Fifty Dollars; if more than four but not more than ten dogs are kept in said kennel, One Hundred Dollars; and if more than ten dogs are kept in said kennel, One Hundred Fifty Dollars, said kennels to require Special Permit as per the Hamilton Zoning By-Laws, Section V.A. 11d. There is no charge for a kennel license to a domestic charitable corporation that operates exclusively to protect animals from cruelty, neglect, abuse, or for relief from suffering.

The owner, or keeper, of a dog registered in Hamilton shall cause it to wear around its neck or body, a collar or harness to which shall be securely attached a tag in a form as prescribed by the Town Clerk and available at the Town Clerk's Office.

SECTION 5.

All money received from the issuance of dog licenses by the Town of Hamilton, or recovered as fines or penalties by said Town under the provisions of Chapter 140 or this Chapter relating to animals, shall be paid into the treasury of said Town.

SECTION 6. DUTIES AND POWERS OF ANIMAL CONTROL OFFICER

The Animal Control Officer shall attend to all complaints, and other matters pertaining to dogs, and shall take whatever legal action is authorized by law or included in any annual warrant issued by the Board of Selectmen.

SECTION 7. ABANDONED AND ABUSED DOGS

The Animal Control Officer shall confine any animal found to be without adequate care, or found in unsanitary or unsafe conditions, or that has been abused, abandoned, or neglected. After 7 days, the Animal Control Officer may make the animal available for adoption for a sum of \$25. If the Animal Control Officer has custody of a detained dog or cat pursuant to this section, the Officer will be entitled to the sum of \$5.00 per day for the care of the animal, payable by the owner or keeper, if known, otherwise by the Town.

SECTION 8. NON-WAIVER OF STATUTORY REMEDIES

The provision of this Chapter are intended to be in addition to those contained in G.L. Ch. 140, §§ 136A-174D, as amended. Nothing contained in this Chapter shall deprive the Town from employing the remedies provided in those sections, including but not limited to disposition of a dog found to be a dangerous dog or nuisance dog, as defined therein. To the maximum extent possible, the provisions of this Chapter shall be deemed to be consistent with or supplemental to those contained in G.L. c. 140, §§ 136A-174D, with local option as provided by the statute.

6134.0/550771.1

APPENDIX I

HOME RULE PETITION

SECTION 1. Notwithstanding section 4A of chapter 40 of the General Laws or any other general or special law to the contrary, the town of Hamilton may enter into agreements with the towns of Wenham and Essex for a term in excess of twenty-five (25) years to allow certain residential properties in the towns of Wenham or Essex to connect to and use the water system of the town of Hamilton. The town of Hamilton may impose a lien upon property in the towns of Wenham or Essex which is, or in the future will be, connected to the water system established within the town of Hamilton pursuant to section 39A of chapter 40 of the General Laws. Such lien shall secure unpaid fees and charges relative to connection to or use of the water system so established. If a charge or fee secured by the lien remains unpaid when the assessor of the town of Wenham or Essex is preparing a real estate tax list and warrant, upon request by the town of Hamilton, the charge or fee shall be added to the tax on such property pursuant to section 58 of chapter 40 of the General Laws. Upon receipt of tax payments which include a charge or fee imposed pursuant to the agreement authorized by this act, the town of Wenham or Essex shall forthwith transfer such charge or fee payment to the town of Hamilton. In the event that the town of Wenham or Essex forecloses the right of redemption on a tax lien which includes any charges or fees due to the town of Hamilton, the fees or charges due to the town of Hamilton shall survive the foreclosure of the right of redemption of the tax lien, and shall be due and payable, together with all accrued interest, upon conveyance thereafter by the town of Wenham or Essex to any person or governmental entity not a part of the town of Wenham or Essex.

SECTION 2. This act shall take effect upon its passage.