APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2025

A TRUE COPY ATTEST
Cari A. Kole
TOWN CLERK

Wage Grid

Note # = See footnote - end of Compensation Table

Exempt Positions

Note #	Grade		Steps I	II	III	IV	V	VI	VII	VIII
	22	Director of Public Works (40 Hrs.)	$ 124,948.51	$ 127,447.48	$ 129,996.43	$ 132,596.36	$ 135,248.29	$ 137,953.25	$ 140,712.32	$ 143,526.56
	21	Director of Planning & Development (40 Hrs.)	$ 114,615.07	$ 116,897.04	$ 119,243.59	$ 121,633.20	$ 124,065.86	$ 126,541.58	$ 129,081.89	$ 131,663.53
	20	Assistant DPW Director (40Hrs.)	$ 107,581.97	$ 109,733.60	$ 111,928.27	$ 114,166.84	$ 116,450.18	$ 118,779.18	$ 121,154.77	$ 123,577.86
	18	Town Accountant (40 Hrs.)	$ 98,124.62	$ 100,083.67	$ 102,085.78	$ 104,130.94	$ 106,219.15	$ 108,350.42	$ 110,524.75	$ 112,735.25
10	18	Human Resources Director (40 Hrs.)	$ 98,124.62	$ 100,083.67	$ 102,085.78	$ 104,130.94	$ 106,219.15	$ 108,350.42	$ 110,524.75	$ 112,735.25
10	18	Building Commissioner (40 Hrs.)	$ 98,124.62	$ 100,083.67	$ 102,085.78	$ 104,130.94	$ 106,219.15	$ 108,350.42	$ 110,524.75	$ 112,735.25
10	18	Director of Assessors (40 Hrs.)	$ 98,124.62	$ 100,083.67	$ 102,085.78	$ 104,130.94	$ 106,219.15	$ 108,350.42	$ 110,524.75	$ 112,735.25
1	18	Treasurer-Collector (40 Hrs.)	$ 98,124.62	$ 100,083.67	$ 102,085.78	$ 104,130.94	$ 106,219.15	$ 108,350.42	$ 110,524.75	$ 112,735.25
	18	Director of Health & Human Services (24 Hrs.)	$ 58,874.77	$ 60,050.20	$ 61,251.47	$ 62,478.56	$ 63,731.49	$ 65,010.25	$ 66,314.85	$ 67,641.15
10	17	Recreation Director (40 Hrs.)	$ 92,161.37	$ 94,012.78	$ 95,885.71	$ 97,801.70	$ 99,760.75	$ 101,762.86	$ 103,808.02	$ 105,884.17
1	16	Town Clerk (Elected - Salary based on 40 Hrs.)	$ 89,427.31	$ 91,214.14	$ 93,044.02	$ 94,895.42	$ 96,789.89	$ 98,727.41	$ 100,707.98	$ 102,722.14
	13	Director of Health & Human Services (40 Hrs.)	$ 84,432.82	$ 86,112.00	$ 87,834.24	$ 89,599.54	$ 91,386.36	$ 93,216.24	$ 95,089.18	$ 96,990.96
10	12	Conservation Agent (40 Hrs.)	$ 78,187.20	$ 79,747.20	$ 81,348.80	$ 82,971.20	$ 84,656.00	$ 86,340.80	$ 88,067.20	$ 89,835.20
	10	Patton Homestead Director (25 Hrs.)	$ 43,719.00	$ 44,590.00	$ 45,487.00	$ 46,397.00	$ 47,320.00	$ 48,269.00	$ 49,231.00	$ 50,219.00

Hourly Positions

Note #	Grade		Steps I	II	III	IV	V	VI	VII	VIII
		Public Health Nurse (19 Hrs.)	$ 60.00							
	11	Sealer of Weights & Measures (<19 Hrs.)	$ 35.99	$ 36.71	$ 37.44	$ 38.19	$ 38.95	$ 39.73	$ 40.53	$ 41.34
	10	Asst. to the Town Manager/CPA Coordinator (37.5 Hrs.)	$ 33.63	$ 34.30	$ 34.99	$ 35.69	$ 36.40	$ 37.13	$ 37.87	$ 38.63
7	10	Energy Manager (<19 Hrs.)	$ 33.63	$ 34.30	$ 34.99	$ 35.69	$ 36.40	$ 37.13	$ 37.87	$ 38.63
	10	Assistant Treasurer/Collector (40 Hrs.)	$ 33.63	$ 34.30	$ 34.99	$ 35.69	$ 36.40	$ 37.13	$ 37.87	$ 38.63
	10	Assistant Assessor (40 Hrs.)	$ 33.63	$ 34.30	$ 34.99	$ 35.69	$ 36.40	$ 37.13	$ 37.87	$ 38.63
	10	Grants & Communication Coordinator (24 Hrs.)	$ 33.63	$ 34.30	$ 34.99	$ 35.69	$ 36.40	$ 37.13	$ 37.87	$ 38.63
	8	Health Inspector (<19 Hrs.)	$ -	$ -	$ 29.91	$ 30.51	$ 31.12	$ 31.74	$ 32.37	$ 33.03
	8	Reserve Patrolman	$ 29.91	$ 30.51	$ 31.12					
	7	Information/Media Specialist (<19 Hrs.)	$ 26.60	$ 27.13	$ 27.67	$ 28.23	$ 28.79	$ 29.37	$ 29.96	$ 30.55
	7	Social Services Specialists (<19 Hrs.)	$ 26.60	$ 27.13	$ 27.67	$ 28.23	$ 28.79	$ 29.37	$ 29.96	$ 30.55
	7	Emergency Center Dispatcher (P/T)	$ 26.60	$ 27.13	$ 27.67					
	4	Clerk/Typist (<19 Hrs.)	$ 18.37	$ 18.74	$ 19.11	$ 19.50	$ 19.89	$ 20.28	$ 20.69	$ 21.10
		Matron	$ 21.68	$ 22.99	$ 24.36	$ 25.82				

Collective Bargaining Unions - Hourly Compensation Tables Established by Labor Unit Contract

Administrative Assistant Union

Grade	*7/1/24 - (existing contract expires 6/30/27)*	Steps I	II	III	IV	V	VI	VII	VIII
6	Administrative Assistant	$ 25.94	$ 26.45	$ 26.98	$ 27.52	$ 28.07	$ 28.64	$ 29.21	$ 29.79
7	Administrative Assistant	$ 26.87	$ 27.41	$ 27.95	$ 28.51	$ 29.08	$ 29.67	$ 30.26	$ 30.86
8	Administrative Assistant	$ 27.83	$ 28.39	$ 28.96	$ 29.54	$ 30.13	$ 30.73	$ 31.34	$ 31.97

FY25 DPW Union

Grade	*7/1/24 (existing contract expires 6/30/27)*	Steps I	II	III	IV	V	VI	VII	VIII
12	Supervisor	$ 37.59	$ 38.34	$ 39.11	$ 39.89	$ 40.70	$ 41.51	$ 42.34	$ 43.19
9	Foreman	$ 31.42	$ 32.05	$ 32.70	$ 33.35	$ 34.01	$ 34.69	$ 35.39	$ 36.09
9	Utility Plant Operator-Primary	$ 31.42	$ 32.05	$ 32.70	$ 33.35	$ 34.01	$ 34.69	$ 35.39	$ 36.09
8	Utility Plant Operator-Secondary	$ 29.91	$ 30.51	$ 31.12	$ 31.74	$ 32.38	$ 33.02	$ 33.69	$ 34.36
8	Jr. Mechanic	$ 29.91	$ 30.51	$ 31.12	$ 31.74	$ 32.38	$ 33.02	$ 33.69	$ 34.36
7	Heavy Equipment Operator	$ 26.60	$ 27.13	$ 27.67	$ 28.21	$ 28.78	$ 29.36	$ 29.95	$ 30.55
6	Truck Driver/Laborer	$ 25.70	$ 26.22	$ 26.74	$ 27.28	$ 27.83	$ 28.39	$ 28.96	$ 29.54
6	Building Custodian	$ 25.70	$ 26.22	$ 26.74	$ 27.28	$ 27.83	$ 28.39	$ 28.96	$ 29.54

Firefighter Union

Grade	*7/1/24 (existing contract expires 6/30/27)*	Steps I	II	III	IV	V	VI	VII	VIII
	Firefighter/EMT	$ 31.57	$ 32.20	$ 32.84	$ 33.50	$ 34.17	$ 34.85	$ 35.55	$ 36.26
	Senior Firefighter/EMT	$ 31.89	$ 32.53	$ 33.18	$ 33.84	$ 34.52	$ 35.21	$ 35.91	$ 36.63
	Lieutenant/EMT	$ 36.99	$ 37.73	$ 38.49	$ 39.26	$ 40.04	$ 40.84	$ 41.66	$ 42.49
	Captain/EMT	$ 43.35	$ 44.21	$ 45.10	$ 46.00	$ 46.92	$ 47.86	$ 48.81	$ 49.79
	Lieutenant/Fire Prevention/EMT	$ 39.11	$ 39.89	$ 40.69	$ 41.51	$ 42.34	$ 43.18	$ 44.05	$ 44.93
	Captain/Fire Prevention/EMT	$ 45.47	$ 46.38	$ 47.30	$ 48.25	$ 49.22	$ 50.20	$ 51.20	$ 52.23
	On-Call Stipend *(per night)*	$ 25.00							

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2025

Police Union

		I	II	III	IV	V	VI
	7/1/24 (existing contract expires 6/30/27)						
	PATROLMAN	Steps					
		I	II	III	IV	V	VI
	Upon completion of years of service	0	2 yrs.	4 yrs.	6 yrs.	8 yrs.	10 yrs.
	Employees Hired Prior to 7/1/2010						
1, 3	W/O College Degree	$ 30.26	$ 31.39	$ 32.19	$ 32.95	$ 33.75	$ 35.00
1, 3	BA/BS	$ 36.33	$ 37.67	$ 38.62	$ 39.54	$ 40.50	$ 42.01
1, 3	MA/MS	$ 37.85	$ 39.25	$ 40.24	$ 41.19	$ 42.18	$ 43.75
	Employees Hired After 7/1/2010						
1, 3	W/O College Degree	$ 30.26	$ 31.39	$ 32.19	$ 32.95	$ 33.75	$ 35.00
1, 3	BA/BS	$ 33.31	$ 34.54	$ 35.41	$ 36.26	$ 37.13	$ 38.51
1, 3	MA/MS	$ 37.85	$ 39.25	$ 40.24	$ 41.19	$ 42.18	$ 43.75

SERGEANT	Steps					
	I	II	III	IV	V	VI
Upon completion of years of service	0	2 yrs.	4 yrs.	6 yrs.	8 yrs.	10 yrs.
Employees Hired Prior to 7/1/2010						
BA/BS	$ 42.87	$ 44.45	$ 45.57	$ 46.66	$ 47.79	$ 49.57
MA/MS	$ 44.66	$ 46.32	$ 47.48	$ 48.60	$ 49.77	$ 51.63
Employees Hired After 7/1/2010						
BA/BS	$ 39.31	$ 40.76	$ 41.78	$ 42.79	$ 43.81	$ 45.44
MA/MS	$ 44.66	$ 46.32	$ 47.48	$ 48.60	$ 49.77	$ 51.63

LIEUTENANT	Steps					
	I	II	III	IV	V	VI
Upon completion of years of service	0	2 yrs.	4 yrs.	6 yrs.	8 yrs.	10 yrs.
Employees Hired Prior to 7/1/2010						
BA/BS	$ 47.16	$ 48.90	$ 50.13	$ 51.33	$ 52.57	$ 54.53
MA/MS	$ 49.13	$ 50.95	$ 52.23	$ 53.46	$ 54.75	$ 56.79
Employees Hired After 7/1/2010						
BA/BS	$ 43.24	$ 44.84	$ 45.96	$ 47.07	$ 48.19	$ 49.98
MA/MS	$ 49.13	$ 50.95	$ 52.23	$ 53.46	$ 54.75	$ 56.79

Police & Fire Signal Operator Union - *Hourly Compensation table established by Union Contract.*

	Grade	*7/1/24 (existing contract expires 6/30/27)*	I	II	III	IV	V	VI	VII	VIII
			Steps							
4	7	Dispatcher	$ 26.61	$ 27.15	$ 27.69	$ 28.23	$ 28.80	$ 29.38	$ 29.96	$ 30.56

APPENDIX A
COMPENSATION / CLASSIFICATION TABLE
FISCAL YEAR 2025

Other Municipal Positions

Elected/Appointed Positions (MGL 41 s.108 & 108A)	Annual Salary
Town Manager	$ 157,613.27
Finance Director	$ 144,900.00
Chief of Police	$ 175,054.39
Chief of Fire	$ 137,238.85
Police Captain	$ 139,352.63
Deputy Fire Chief	$ 124,200.00
Select Board/Chair	$ 3,225.00
Board of Assessors/Chair	$ 2,936.00
Select Board/Members	$ 2,852.00
Board of Assessors/Members	$ 2,193.00
Board of Appeals/Chair	$ 1,681.00
Board of Health/Chair	$ 873.00
Board of Health/Members	$ 495.00

		Professional Stipends	Annual Amount
5		Animal Control Officer/Inspector	$ 14,000.00
8		Procurement Stipend	$ 7,500.00
9		Meeting Stipend	$ 4,380.00
		Animal Pick-Up (Deceased)	$ 2,400.00
		Wildlife Officer	$ 2,400.00
		Elections Stipend	$ 2,000.00
		Harbormaster	$ 1,200.00
		Professional Certifications	$ 1,000.00
	Police	EMT Certification (Police)	$ 1,750.00
	Police	Accreditation Stipend (Police)	$ 1,200.00
	Fire	EMT Stipend (Fire)	$ 3,900.00
	Fire	Emergency Manager Stipend (Fire Chief)	$ 5,000.00
	Fire	Call Fire Captain	$ 750.00
	Fire	Full-time Call Fire Training Officer	$ 500.00
	DPW	Snow Stipend (17 Wks.)	$ 210.00
	DPW	Sand Stipend (17 Wks.)	$ 210.00
	DPW	On-Call Stipend (17 Wks.)	$ 50.00
	DPW	On-Call Stipend (35 Wks.)	$ 175.00
	DPW	License Stipend	$ 750.00
	DPW	Active Water Emergency Stipend	$ 100.00

Call Firefighters	Hourly Wage	Certified 5%
Rank		
Captain	$ 30.34	$ 31.85
Lieutenant	$ 27.90	$ 29.30
Firefighter I & II/EMT	$ 24.25	$ 25.46
Firefighter w/ CPR 1st. Responder	$ 23.77	$ 24.96
On-Call Stipend (per night)	$ 25.00	

Occasional Help	Wage
Registrar of Voters (annually)	$ 400.00
Seasonal Employee	$15.00 - $28.00
	CY2024
Poll Worker	$ 15.00
Warden (Elections/Registration)	$ 16.00
Senior Work-Off Program	$ 15.00

Legend Notes

1	Position also receives either a "Professional Stipend" or additional compensation for certification. See MGL Ch. 41, Sec 19K & 108P.
2	Differs from Wage Grid table; see "Other Municipal Positions" section for additional information.
3	Shift differential is 7% for Evening and 9% for Midnight shift.
4	Shift differential is 5% for Evening and 7% for Midnight shift.
5	Position is shared with the Town of Manchester-by-the-Sea; 50% cost sharing.
6	Position funded through the Community Preservation Act Fund and Affordable Housing Trust.
7	Position is shared with the Town of Wenham and HWRSD; cost sharing in accordance with contract/approved hours.
8	Procurement stipend for DPW Director
9	Assistant to the Town Manager/Community Preservation Coordinator
10	Position is part of an Intermunicipal Contract with other communities

APPENDIX B
TOWN OF HAMILTON
FY2025 GENERAL FUND PROJECTED BUDGET

A TRUE COPY ATTEST
Carin A. Kale
TOWN CLERK

GENERAL GOVERNMENT

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
122	SELECT BOARD						
	PERSONNEL EXPENSES	$ 38,522	$ 29,615	$ 44,467	$ 44,467	$ -	0.00%
	OPERATING EXPENSES	$ 291	$ 73	$ 4,800	$ 4,800	$ -	0.00%
	TOTAL SELECT BOARD	$ 38,813	$ 29,688	$ 49,267	$ 49,267	$ -	0.00%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
123	TOWN MANAGER						
	PERSONNEL EXPENSES	$ 207,788	$ 213,916	$ 224,389	$ 266,389	$ 42,000	18.72%
	OPERATING EXPENSES	$ 197,144	$ 189,911	$ 129,817	$ 132,854	$ 3,037	2.34%
	TOTAL TOWN MANAGER	$ 404,932	$ 403,826	$ 354,206	$ 399,243	$ 45,037	12.71%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
132	FINANCE COMMITTEE						
	EXPENSES	$ 180	$ 184	$ 425	$ 435	$ 10	2.35%
	ANNUAL RESERVE FUND	$ -	$ -	$ 100,000	$ 100,000	$ -	0.00%
	TOTAL FINANCE & ADVISORY COMMITTEE	$ 180	$ 184	$ 100,425	$ 100,435	$ 10	0.01%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
135	FINANCE DIRECTOR/TOWN ACCOUNTANT						
	PERSONNEL EXPENSES	$ 209,316	$ 221,811	$ 236,690	$ 236,690	$ -	0.00%
	OPERATING EXPENSES	$ 182,589	$ 216,468	$ 256,539	$ 285,143	$ 28,604	11.15%
	CAPITAL EXPENSES	$ 3,587	$ 530	$ 3,500	$ 12,000	$ 8,500	0.00%
	TOTAL FINANCE DIRECTOR/TOWN ACCOUNTANT	$ 395,492	$ 438,808	$ 496,729	$ 533,833	$ 37,104	7.47%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
141	ASSESSORS						
	PERSONNEL EXPENSES	$ 74,388	$ 150,910	$ 181,381	$ 181,381	$ -	0.00%
	OPERATING EXPENSES	$ 35,337	$ 25,463	$ 30,645	$ 30,645	$ -	0.00%
	TOTAL ASSESSORS	$ 109,725	$ 176,373	$ 212,026	$ 212,026	$ -	0.00%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
145	TREASURER/COLLECTOR						
	PERSONNEL EXPENSES	$ 189,963	$ 203,209	$ 226,740	$ 226,740	$ -	0.00%
	OPERATING EXPENSES	$ 35,325	$ 45,685	$ 51,700	$ 55,150	$ 3,450	6.67%
	TOTAL TREASURER/COLLECTOR	$ 225,288	$ 248,895	$ 278,440	$ 281,890	$ 3,450	1.24%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
151	TOWN COUNSEL						
	LEGAL RETAINER	$ 77,589	$ 84,594	$ 84,000	$ 104,000	$ 20,000	23.81%
	LEGAL EXPENSES	$ 38,734	$ 91,700	$ 42,000	$ 42,000	$ -	0.00%
	TOTAL TOWN COUNSEL	$ 116,322	$ 176,294	$ 126,000	$ 146,000	$ 20,000	15.87%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
152	HUMAN RESOURCES						
	PERSONNEL EXPENSES	$ 92,243	$ 96,699	$ 100,610	$ 100,610	$ -	0.00%
	OPERATING EXPENSES	$ 390	$ 488	$ 1,808	$ 6,808	$ 5,000	276.55%
	TOTAL HUMAN RESOURCES	$ 92,633	$ 97,187	$ 102,418	$ 107,418	$ 5,000	4.88%

APPENDIX B

TOWN OF HAMILTON

FY2025 GENERAL FUND PROJECTED BUDGET

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
161	TOWN CLERK						
	PERSONNEL EXPENSES	$ 126,030	$ 144,732	$ 152,424	$ 153,424	$ 1,000	0.66%
	OPERATING EXPENSES	$ 14,778	$ 18,213	$ 18,448	$ 16,617	$ (1,831)	-9.93%
	TOTAL TOWN CLERK	$ 140,808	$ 162,945	$ 170,872	$ 170,041	$ (831)	-0.49%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
162	ELECTION & REGISTRATION						
	PERSONNEL EXPENSES	$ 7,411	$ 11,397	$ 12,535	$ 18,333	$ 5,798	46.25%
	OPERATING EXPENSES	$ 19,694	$ 27,121	$ 23,350	$ 31,130	$ 7,780	33.32%
	TOTAL ELECTION & REGISTRATION	$ 27,104	$ 38,519	$ 35,885	$ 49,463	$ 13,578	37.84%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
171	CONSERVATION COMMISSION						
	PERSONNEL EXPENSES	$ 30,805	$ 29,098	$ 33,595	$ 77,250	$ 43,655	129.94%
	OPERATING EXPENSES	$ 1,341	$ 1,575	$ 2,425	$ 2,425	$ -	0.00%
	TOTAL CONSERVATION COMMISSION	$ 32,146	$ 30,673	$ 36,020	$ 79,675	$ 43,655	121.20%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
172	PLANNING DEPARTMENT						
	PERSONNEL EXPENSES	$ 123,744	$ 126,335	$ 131,071	$ 191,071	$ 60,000	45.78%
	OPERATING EXPENSES	$ 1,179	$ 11,744	$ 5,700	$ 5,700	$ (0)	0.00%
	TOTAL PLANNING DEPARTMENT	$ 124,924	$ 138,079	$ 136,771	$ 196,771	$ 60,000	43.87%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
174	CHEBACCO WOODS						
	OPERATING EXPENSES	$ 2,400	$ 225	$ 2,500	$ 2,500	$ -	0.00%
	TOTAL CHEBACCO WOODS	$ 2,400	$ 225	$ 2,500	$ 2,500	$ -	0.00%

		2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
192	PUBLIC BUILDING & MAINTENANCE						
	PERSONNEL EXPENSES	$ 51,105	$ 63,189	$ 75,989	$ 75,989	$ -	0.00%
	OPERATING EXPENSES	$ 249,012	$ 260,716	$ 201,151	$ 227,151	$ 26,000	12.93%
	CAPITAL EXPENSES	$ -	$ -	$ -	$ -	$ -	0.00%
	TOTAL PUBLIC BUILDING & MAINTENANCE	$ 300,117	$ 323,905	$ 277,140	$ 303,140	$ 26,000	9.38%

PERSONNEL	$ 1,151,315	$ 1,290,913	$ 1,419,891	$ 1,572,343	$ 152,453	10.74%
OPERATING	$ 859,569	$ 974,689	$ 958,809	$ 1,059,358	$ 100,550	10.49%
TOTAL GENERAL GOVERNMENT	$ 2,010,884	$ 2,265,602	$ 2,378,699	$ 2,631,702	$ 253,012	10.64%

APPENDIX B
TOWN OF HAMILTON
FY2025 GENERAL FUND PROJECTED BUDGET

PUBLIC SAFETY

210	POLICE	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 1,654,287	$ 1,775,477	$ 1,943,724	$ 2,091,395	$ 147,671	7.60%
	OPERATING EXPENSES	$ 123,973	$ 125,814	$ 129,008	$ 139,878	$ 10,870	8.43%
	CAPITAL EXPENSES	$ 18,980	$ 18,980	$ 18,980	$ 25,086	$ 6,106	32.17%
	TOTAL POLICE	$ 1,797,240	$ 1,920,271	$ 2,091,712	$ 2,256,359	$ 164,647	7.87%

233	EMERGENCY OPERATIONS CENTER	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 322,008	$ 319,915	$ 335,018	$ 335,018	$ -	0.00%
	OPERATING EXPENSES	$ 42,648	$ 46,121	$ 47,515	$ 50,756	$ 3,241	6.82%
	CAPITAL EXPENSES	$ -	$ -	$ -	$ -	$ -	0.00%
	TOTAL EMERGENCY OPERATIONS CENTER	$ 364,656	$ 366,035	$ 382,533	$ 385,774	$ 3,241	0.85%

220	FIRE DEPARTMENT	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 702,342	$ 738,029	$ 915,347	$ 915,347	$ -	0.00%
	OPERATING EXPENSES	$ 102,892	$ 102,522	$ 113,852	$ 125,549	$ 11,697	10.27%
	CAPITAL EXPENSES	$ 111,712	$ 118,431	$ 111,712	$ 111,712	$ -	0.00%
	TOTAL FIRE DEPARTMENT	$ 916,945	$ 958,982	$ 1,140,910	$ 1,152,607	$ 11,697	1.03%

241	INSPECTIONAL EXPENSES	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 194,622	$ 205,697	$ 212,571	$ 212,571	$ -	0.00%
	OPERATING EXPENSES	$ 898	$ 2,796	$ 6,550	$ 20,409	$ 13,859	211.59%
	CAPITAL EXPENSES	$ -	$ -	$ -	$ -	$ -	0.00%
	TOTAL INSPECTIONAL EXPENSES	$ 195,519	$ 208,494	$ 219,121	$ 232,980	$ 13,859	6.32%

291	EMERGENCY MANAGEMENT DEPT	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ -	$ -	$ -	$ -	$ -	$ -
	OPERATING EXPENSES	$ 8,433	$ 1,024	$ 21,100	$ 1,100	$ (20,000)	-94.79%
	TOTAL EMERGENCY MANAGEMENT DEPT	$ 8,433	$ 1,024	$ 21,100	$ 1,100	$ (20,000)	-94.79%

292	ANIMAL CONTROL	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 32,665	$ 33,780	$ 35,430	$ 35,930	$ 500	1.41%
	OPERATING EXPENSES	$ 105	$ 463	$ 1,850	$ 1,850	$ -	0.00%
	TOTAL ANIMAL CONTROL	$ 32,770	$ 34,243	$ 37,280	$ 37,780	$ 500	1.34%

919	ENERGY	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ -	$ -	$ -	$ -	$ -	0.00%
	OPERATING EXPENSES	$ 29,595	$ 28,563	$ 29,000	$ 29,000	$ -	0.00%
	TOTAL ENERGY	$ 29,595	$ 28,563	$ 29,000	$ 29,000	$ -	0.00%

PERSONNEL	$ 2,905,924	$ 3,072,898	$ 3,442,089	$ 3,590,261	$ 148,171	4.30%
OPERATING	$ 439,234	$ 444,714	$ 479,566	$ 505,339	$ 25,773	5.37%
TOTAL PUBLIC SAFETY	$ 3,345,159	$ 3,517,612	$ 3,921,655	$ 4,095,600	$ 173,945	4.44%

APPENDIX B
TOWN OF HAMILTON
FY2025 GENERAL FUND PROJECTED BUDGET

DEPARTMENT OF PUBLIC WORKS

421	DEPARTMENT OF PUBLIC WORKS	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 271,907	$ 283,538	$ 296,936	$ 296,936	$ -	0.00%
	OPERATING EXPENSES	$ 22,057	$ 16,820	$ 27,100	$ 32,700	$ 5,600	100.00%
	CAPITAL EXPENSES	$ -	$ -	$ -	$ 10,000	$ 10,000	100.00%
	TOTAL DEPARTMENT OF PUBLIC WORKS	$ 293,964	$ 300,358	$ 324,036	$ 339,636	$ 15,600	4.81%

422	HIGHWAY	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 225,348	$ 209,880	$ 273,288	$ 273,288	$ -	0.00%
	OPERATING EXPENSES	$ 134,333	$ 163,588	$ 221,400	$ 236,900	$ 15,500	7.00%
	TOTAL HIGHWAY	$ 359,680	$ 373,468	$ 494,688	$ 510,188	$ 15,500	3.13%

423	SNOW REMOVAL	2022 ACTUAL	2023 ACTUAL	2024 ORIG.BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 84,470	$ 78,196	$ 100,410	$ 100,410	$ -	0.00%
	OPERATING EXPENSES	$ 162,544	$ 172,878	$ 179,250	$ 179,250	$ -	0.00%
	TOTAL SNOW REMOVAL	$ 247,014	$ 251,074	$ 279,660	$ 279,660	$ -	0.00%

425	VEHICLE MAINTENANCE	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 67,338	$ 70,292	$ 94,695	$ 94,695	$ -	0.00%
	OPERATING EXPENSES	$ 85,177	$ 104,043	$ 79,532	$ 84,532	$ 5,000	6.29%
	TOTAL VEHICLE MAINTENANCE	$ 152,515	$ 174,335	$ 174,228	$ 179,228	$ 5,000	2.87%

429	CEMETERY	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 98,395	$ 139,848	$ 155,627	$ 155,627	$ -	0.00%
	OPERATING EXPENSES	$ 11,702	$ 12,136	$ 13,000	$ 13,000	$ -	0.00%
	TOTAL CEMETERY	$ 110,097	$ 151,984	$ 168,627	$ 168,627	$ -	0.00%

433	SANITATION - WASTE, RECYCLING & LANDFILL	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 4,750	$ 4,947	$ 5,747	$ 5,747	$ -	0.00%
	OPERATING EXPENSES	$ 651,726	$ 806,021	$ 802,190	$ 833,610	$ 31,420	3.92%
	TOTAL SANITATION	$ 656,476	$ 810,968	$ 807,937	$ 839,357	$ 31,420	3.89%

650	PARK, FIELDS AND GROUNDS	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 69,161	$ 85,252	$ 76,660	$ 76,660	$ -	0.00%
	OPERATING EXPENSES	$ 11,069	$ 4,509	$ 5,150	$ 5,150	$ -	0.00%
	TOTAL PARK, FIELDS AND GROUNDS	$ 80,230	$ 89,761	$ 81,810	$ 81,810	$ -	0.00%

PERSONNEL	$ 821,368	$ 871,954	$ 1,003,363	$ 1,003,363	$ -	0.00%
OPERATING	$ 1,078,608	$ 1,279,995	$ 1,327,622	$ 1,395,142	$ 67,520	5.09%
TOTAL DEPARTMENT OF PUBLIC WORKS	$ 1,899,976	$ 2,151,948	$ 2,330,985	$ 2,398,505	$ 67,520	2.90%

APPENDIX B
TOWN OF HAMILTON
FY2025 GENERAL FUND PROJECTED BUDGET

HEALTH AND HUMAN EXPENSES

511	HEALTH DEPARTMENT	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 91,532	$ 105,262	$ 139,538	$ 139,538	$ -	0.00%
	OPERATING EXPENSES	$ 31,510	$ 36,443	$ 43,050	$ 43,010	$ (40)	-0.09%
	TOTAL HEALTH DEPARTMENT	$ 123,041	$ 141,705	$ 182,588	$ 182,548	$ (40)	-0.02%

541	COUNCIL ON AGING	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 47,606	$ 87,420	$ 109,404	$ 109,404	$ -	0.00%
	OPERATING EXPENSES	$ 36,981	$ 24,845	$ 25,950	$ 27,200	$ 1,250	4.82%
	TOTAL COUNCIL ON AGING	$ 84,587	$ 112,265	$ 135,354	$ 136,604	$ 1,250	0.92%

543	VETERANS BENEFITS	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	OPERATING EXPENSES	$ 30,930	$ 36,028	$ 35,000	$ 40,000	$ 5,000	14.29%
	VETERAN ADMINISTRATION FEE	$ 15,000	$ 15,000	$ 17,250	$ 20,000	$ 2,750	15.94%
	TOTAL VETERANS BENEFITS	$ 45,930	$ 51,028	$ 52,250	$ 60,000	$ 7,750	14.83%

PERSONNEL	$ 139,137	$ 192,683	$ 248,942	$ 248,942	$ -	0.00%
OPERATING	$ 114,421	$ 112,316	$ 121,250	$ 130,210	$ 8,960	7.39%
TOTAL HEALTH AND HUMAN EXPENSES	$ 253,559	$ 304,998	$ 370,192	$ 379,152	$ 8,960	2.42%

CULTURE & RECREATION

610	LIBRARY	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	STATE CONTRIBUTION	$ 16,886	$ 17,679	$ 14,223	$ 18,562	$ 4,340	30.51%
	ASSESSMENT	$ 823,895	$ 863,647	$ 890,250	$ 916,957	$ 26,707	3.00%
	INDIRECT COSTS	$ 27,095	$ -	$ 29,805	$ 29,805	$ -	0.00%
	TOTAL LIBRARY	$ 867,877	$ 881,325	$ 934,277	$ 965,325	$ 31,047	3.32%

630	RECREATION	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	PERSONNEL EXPENSES	$ 142,307	$ 150,467	$ 203,432	$ 203,432	$ -	0.00%
	OPERATING EXPENSES	$ 21,386	$ 29,411	$ 20,150	$ 21,050	$ 900	4.47%
	TOTAL RECREATION	$ 163,693	$ 179,879	$ 223,582	$ 224,482	$ 900	0.40%

PERSONNEL	$ 142,307	$ 150,467	$ 203,432	$ 203,432	$ -	0.00%
OPERATING	$ 889,263	$ 910,736	$ 954,427	$ 986,375	$ 31,947	3.35%
TOTAL CULTURE & RECREATION	$ 1,031,569	$ 1,061,204	$ 1,157,859	$ 1,189,806	$ 31,947	2.76%

APPENDIX B

TOWN OF HAMILTON

FY2025 GENERAL FUND PROJECTED BUDGET

UNCLASSIFIED

	UNCLASSIFIED	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
148	Salary Reserve	$ -	$ -	$ 84,447	$ 465,000	$ 380,553	450.64%
149	(1) Capital Spending	$ 239,130	$ 1,345,424	$ 2,206,050	$ 1,610,788	$ (595,262)	-26.98%
692	Celebrations	$ 12,112	$ 13,852	$ 12,950	$ 14,598	$ 1,648	12.72%
722	Debt Service	$ 638,675	$ 581,121	$ 737,937	$ 585,410	$ (152,527)	-20.67%
820	State Assessment	$ 246,830	$ 241,936	$ 249,569	$ 252,495	$ 2,926	1.17%
911	Retirement Fund	$ 1,163,009	$ 1,231,493	$ 1,232,873	$ 1,462,523	$ 229,650	18.63%
913	Unemployment Compensation	$ -	$ 4,492	$ 50,000	$ 35,000	$ (15,000)	-30.00%
914	Group Health Life Insurance	$ 745,811	$ 874,168	$ 980,872	$ 1,047,139	$ 66,267	6.76%
916	P & C Insurance	$ 256,005	$ 281,836	$ 316,421	$ 343,047	$ 26,626	8.41%
917	Medicare Tax	$ 68,197	$ 78,609	$ 79,905	$ 86,425	$ 6,520	8.16%
992	(5) Transfer to Special Revenue	$ -	$ 75,000	$ -	$ 235,000	$ 235,000	0.00%
995	Transfer to Enterprise	$ -	$ 63,500	$ -	$ -	$ -	0.00%
996	(3) Transfer to OPEB	$ 125,000	$ 125,000	$ 125,000	$ 125,000	$ -	0.00%
996	(4) Transfer to Stabilization	$ 346,036	$ 20,000	$ 57,541	$ 82,781	$ 25,240	43.86%
997	(2) Transfer to HDC	$ 66,051	$ 55,000	$ 58,000	$ 58,000	$ -	0.00%
172	(6) Form-Based Zoning	$ -	$ -	$ -	$ 125,000	$ 125,000	0.00%
	TOTAL UNCLASSIFIED	$ 3,906,855	$ 4,991,432	$ 6,191,565	$ 6,528,206	$ 336,641	5.44%

EDUCATION

300	EDUCATION	2022 ACTUAL	2023 ACTUAL	2024 ORIG BUD	2025 DEPT REQ	$ Change	% Change
	HWRSD Assessment	$ 21,131,336	$ 21,839,706	$ 22,694,537	$ 23,375,176	$ 680,639	3.00%
	ENSATSD Assessment	$ 259,623	$ 290,037	$ 280,883	$ 402,150	$ 121,267	43.17%
	ENSATSD Debt Service	$ 25,546	$ 26,575	$ 26,575	$ 24,209	$ (2,366)	-8.90%
	HWRSD Debt Service	$ 370,848	$ 371,606	$ 394,955	$ 1,438,690	$ 1,043,735	264.27%
	TOTAL EDUCATION	$ 21,787,353	$ 22,527,924	$ 23,396,950	$ 25,240,225	$ 1,843,275	7.88%
	TOTAL GENERAL FUND	$ 34,235,354	$ 36,820,721	$ 39,747,906	$ 42,463,196	$ 2,715,300	6.83%

ART 2024/4 2-3	**General Town Departmental Appropriations**	**$ 37,301,315**	**$ 40,226,627**	
ART 2024/4 2-4	Capital Expenditures	$ 2,206,050	$ 1,360,788	(1)
ART 2024/4 2-7	Hamilton Development Corporation	$ 58,000	$ 58,000	(2)
ART 2024/4 2-8	OPEB Trust Fund	$ 125,000	$ 125,000	(3)
ART 2024/4 2-9	Stabilization Fund	$ 57,541	$ 82,781	(4)
ART 2024/4 2-10	Capital Stabilization Fund	$ -	$ 235,000	(5)
ART 2024/4 2-12	Town Center Comprehensive Plan	$ -	$ 125,000	(6)
	ARPA Capital Spending - Previously Approved	$ -	$ 250,000	(1)
	Total General Fund	$ 39,747,906	$ 42,463,196	

A TRUE COPY ATTEST
Cari A Kolle
TOWN CLERK

APPENDIX B1

Town Debt Service (excluding CPA and Water) for Fiscal Year 2025

	FY22 Budget	FY23 Budget	FY24 Budget	FY25 Budget	$ Change	% Change
DEBT SERVICE						
Interest/Issuance Costs						
Public Safety Bldg	$ 33,000	$ 21,800	$ 13,450	$ 8,000	$ (5,450)	-40.52%
Ladder/Pumper Truck	$ 13,300	$ 10,500	$ 7,700	$ 5,600	$ (2,100)	-27.27%
Landfill Capping	$ 22,908	$ 19,508	$ 16,108	$ 13,558	$ (2,551)	-15.83%
Landfill Closure	$ 700	$ -	$ -	$ -	$ -	0.00%
Chebacco Road Paving	$ 27,920	$ 27,920	$ 21,420	$ 18,495	$ (2,925)	-13.66%
Town Hall Project	$ 68,000	$ -	$ -	$ 17,500	$ 17,500	0.00%
Short-term (bond anticipation notes)	$ 13,591	$ 11,933	$ 16,326	$ -	$ (16,326)	-100.00%
Total Interest/Issuance Costs	$ 179,419	$ 91,661	$ 75,004	$ 63,153	$ (11,852)	-15.80%
Principal						
Public Safety Bldg	$ 280,000	$ 280,000	$ 275,000	$ 270,000	$ (5,000)	-1.82%
Ladder/Pumper Truck	$ 70,000	$ 70,000	$ 70,000	$ 70,000	$ -	0.00%
Landfill Capping	$ 85,000	$ 85,000	$ 85,000	$ 85,000	$ -	0.00%
Landfill Closure	$ 35,000	$ -	$ -	$ -	$ -	0.00%
Chebacco Road Paving	$ 65,000	$ 65,000	$ 65,000	$ 65,000	$ -	0.00%
Town Hall Project	$ -	$ -	$ -	$ 24,000	$ 24,000	0.00%
Short-term (bond anticipation notes)	$ -	$ -	$ 156,000	$ -	$ (156,000)	-100.00%
Total Principal	$ 535,000	$ 500,000	$ 651,000	$ 514,000	$ (137,000)	-21.04%
TOTAL DEBT SERVICE (EXCLUDING SCHOOL DEBT)	$ 714,419	$ 591,661	$ 726,004	$ 577,153	$ (148,852)	-20.50%
School Debt (Principal & Interest)						
Middle/High School	$ -	$ -	$ -	$ -	$ -	0.00%
Cutler Roof/Other	$ 80,614	$ 83,172	$ 82,229	$ 83,592	$ 1,363	1.66%
Cutler Feasibility Study	$ -	$ -	$ -	$ 23,420	$ 23,420	0.00%
Buker & Winthrop Boilers & Windows	$ 76,297	$ 76,191	$ 75,888	$ 81,272	$ 5,384	7.09%
Winthrop School Fire Suppression	$ 84,331	$ 84,569	$ 92,879	$ 87,898	$ (4,981)	-5.36%
FY21 Capital Projects	$ 129,606	$ 129,953	$ 143,959	$ 135,986	$ (7,973)	-5.54%
ENSATSD	$ 25,546	$ 34,806	$ 26,575	$ 24,209	$ (2,366)	-8.90%
Athletic Complex Project	$ -	$ -	$ -	$ 908,853	$ 908,853	0.00%
Total School Debt	$ 396,394	$ 408,691	$ 421,530	$ 1,345,230	$ 923,700	219.13%
TOTAL DEBT SERVICE	$ 1,110,813	$ 1,000,352	$ 1,147,534	$ 1,922,383	$ 774,849	67.52%

A TRUE COPY ATTEST:
Carin O. Kale
TOWN CLERK

Appendix C
Hamilton-Wenham Regional School District
FY2025 Budget

HAMILTON-WENHAM
REGIONAL SCHOOL DISTRICT

Hamilton-Wenham RSD FY25 Tentative Budget
Passed by School Committee on January 4, 2024
School District Treasurer's
Certification for Member Towns

I, Kevin Merz Hamilton-Wenham Regional School District's District Treasurer here do certify the FY25 Tentative Budget passed by the School Committee on January 4, 2024.

K. Merz

Treasurer Signature

Member Town Certification of Receipt

Date Received by Member Town

	FY24	FY25	Increase $	Increase %
Hamilton				
Operating Budget After Offsets and Revenue Sources	$ 22,694,537	$ 23,375,176	$ 680,639	3.00%
Debt Service	$ 394,954	$ 1,438,689	$ 1,043,735	264.27%
Hamilton Combined Total	$ 23,089,491	$ 24,813,865	$ 1,724,374	7.47%
Wenham				
Operating Budget After Offsets and Revenue Sources	$ 11,576,887	$ 11,886,818	$ 309,931	2.68%
Debt Service	$ 201,473	$ 731,607	$ 530,134	263.13%
Wenham Combined Total	$ 11,778,360	$ 12,618,425	$ 840,065	7.13%
Total				
Operating Budget After Offsets and Revenue Sources	$ 34,271,424	$ 35,261,995	$ 990,571	2.89%
Debt Service	$ 596,427	$ 2,170,296	$ 1,573,869	263.88%
Combined Assessment	**$ 34,867,851**	**$ 37,432,290**	**$ 2,564,439**	**7.35%**

HAMILTON-WENHAM
REGIONAL SCHOOL DISTRICT

Hamilton-Wenham RSD FY25 Final Budget
Passed by School Committee on February 8, 2024
School District Treasurer's
Certification for Member Towns

I, Kevin Merz Hamilton-Wenham Regional School District's District Treasurer here do certify the FY25 Final Budget passed by the School Committee on February 8, 2024.

Treasurer Signature

Carin A. Kale Town Clerk

Member Town Certification of Receipt

2/12/2024

Date Received by Member Town

	FY24	FY25	Increase $	Increase %
Hamilton				
Operating Budget After Offsets and Revenue Sources	$ 22,694,537	$ 23,376,462	$ 681,925	3.00%
Debt Service After Offsets and Revenue Sources	$ 394,954	$ 1,321,020	$ 926,066	234.47%
Hamilton Combined Total	**$ 23,089,491**	**$ 24,697,482**	**$ 1,607,991**	**6.96%**
Wenham				
Operating Budget After Offsets and Revenue Sources	$ 11,576,887	$ 11,887,472	$ 310,585	2.68%
Debt Service After Offsets and Revenue Sources	$ 201,473	$ 671,769	$ 470,296	233.43%
Wenham Combined Total	**$ 11,778,360**	**$ 12,559,242**	**$ 780,882**	**6.63%**
Total				
Operating Budget After Offsets and Revenue Sources	$ 34,271,424	$ 35,263,935	$ 992,511	2.90%
Debt Service After Offsets and Revenue Sources	$ 596,427	$ 1,992,789	$ 1,396,362	234.12%
Combined Assessment	**$ 34,867,851**	**$ 37,256,724**	**$ 2,388,873**	**6.85%**

FY25 Final Operating Budget Calculation

General Fund Operating Overview

	FY21 ACT	FY22 BUD	FY22 ACT	FY23 BUD	FY23 ACT	FY24 BUD	FY25 BUD	$ Difference	%
Operating Expense - Gross, before offsets & Overlays	$ 34,181,172	$ 38,738,975	$ 36,461,481	$ 42,859,392	$ 40,808,912	$ 44,071,344	$ 44,569,320	$ 497,976	1.13%

Operating Offsets

	FY21 ACT	FY22 BUD	FY22 ACT	FY23 BUD	FY23 ACT	FY24 BUD	FY25 BUD	$ Difference	%
Recurring Offsets									
School Choice	$ 350,819	$ 399,500	$ 505,621	$ 385,000	$ 486,796	$ 365,000	$ 335,000	$ (30,000)	-8.22%
Preschool Tuition	$ 6,716	$ 75,740	$ 44,259	$ 84,407	$ -	$ 87,960	$ 117,000	$ 29,040	33.02%
Special Education Tuition In	$ -	$ -	$ -	$ -	$ -	$ -	$ 40,000	$ 40,000	0.00%
Facilities Rental	$ -	$ 2,000	$ 2,000	$ 2,000	$ -	$ 2,000	$ 2,000	$ -	0.00%
Special Ed Grants	$ 379,595	$ 392,747	$ 442,977	$ 470,095	$ 518,157	$ 470,095	$ 480,095	$ 10,000	2.13%
ESSER Grants	$ -	$ -	$ 135,839	$ 147,226	$ 173,207	$ -	$ -	$ -	0.00%
Title I	$ -	$ -	$ 66,360	$ 65,522	$ 142,070	$ 65,522	$ 64,190	$ (1,332)	-2.03%
Circuit Breaker Offset	$ 377,745	$ 934,096	$ 1,177,434	$ 1,038,894	$ 1,311,169	$ 1,224,339	$ 1,352,357	$ 128,018	10.46%
Regional Transportation Revolving Fund	$ -	$ -	$ -	$ -	$ -	$ 425,000	$ 455,198	$ 30,198	7.11%
Total Offsets	$ 1,114,875	$ 1,804,083	$ 2,374,490	$ 2,193,144	$ 2,631,399	$ 2,639,916	$ 2,845,840	$ 205,924	7.80%

General Fund After Offsets

	FY21 ACT	FY22 BUD	FY22 ACT	FY23 BUD	FY23 ACT	FY24 BUD	FY25 BUD	$ Difference	%
Operating Expense - Gross, after offsets & Overlays	$ 33,066,297	$ 36,934,892	$ 34,086,991	$ 40,666,248	$ 38,177,513	$ 41,431,428	$ 41,723,480	$ 292,052	0.70%

Operating Funding Sources

	FY21 ACT	FY22 BUD	FY22 ACT	FY23 BUD	FY23 ACT	FY24 BUD	FY25 BUD	$ Difference	%
Revenues									
Chapter 70-Base Aid	$ 3,742,189	$ 3,715,561	$ 3,791,389	$ 3,742,189	$ 3,889,489	$ 3,889,489	$ 4,019,168	$ 129,679	3.33%
State Transportation	$ 332,124	$ 372,065	$ 373,446	$ 382,323	$ 545,080	$ -	$ -	$ -	0.00%
Charter School Reimbursement	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	0.00%
Medicaid Reimbursement	$ 59,064	$ 45,000	$ 244,998	$ 45,000	$ 118,983	$ 95,000	$ 105,000	$ 10,000	10.53%
Interest Income	$ 3,070	$ 10,000	$ 1,982	$ 3,070	$ 182,010	$ 3,070	$ 33,070	$ 30,000	977.36%
Prior Year Unexpended Encumbrances	$ 144,178	$ -	$ 102,635	$ -	$ 102,567	$ -	$ -	$ -	0.00%
E-Rate	$ -	$ -	$ -	$ -	$ 67,518	$ -	$ -	$ -	0.00%
Other Income	$ 44,108	$ -	$ 33,281	$ -	$ 56,846	$ -	$ -	$ -	0.00%
Total Revenues	$ 4,324,732	$ 4,142,627	$ 4,547,730	$ 4,172,582	$ 4,962,492	$ 3,987,559	$ 4,157,238	$ 169,679	4.26%
Transfers In From Other Funds									
Excess and Deficiency Returned	$ 217,329	$ -	$ -	$ 774,620	$ 774,620	$ 773,064	$ 773,064	$ -	0.00%
Excess and Deficiency Offset by Expenses	$ -	$ -	$ -	$ 2,325,000	$ 2,325,000	$ 2,399,382	$ 1,529,244	$ (870,138)	-36.27%
Total Transfers	$ 217,329	$ -	$ -	$ 3,099,620	$ 3,099,620	$ 3,172,446	$ 2,302,308	$ (870,138)	-27.43%
Total Funding Sources	$ 4,542,061	$ 4,142,627	$ 4,547,730	$ 7,272,202	$ 8,062,112	$ 7,160,005	$ 6,459,546	$ (700,459)	-9.78%
NET OPERATING BUDGET	$ 28,524,236	$ 32,792,265	$ 29,539,262	$ 33,394,046	$ 30,115,400	$ 34,271,424	$ 35,263,935	$ 992,511	2.90%

Calculation of Individual Town Assessments

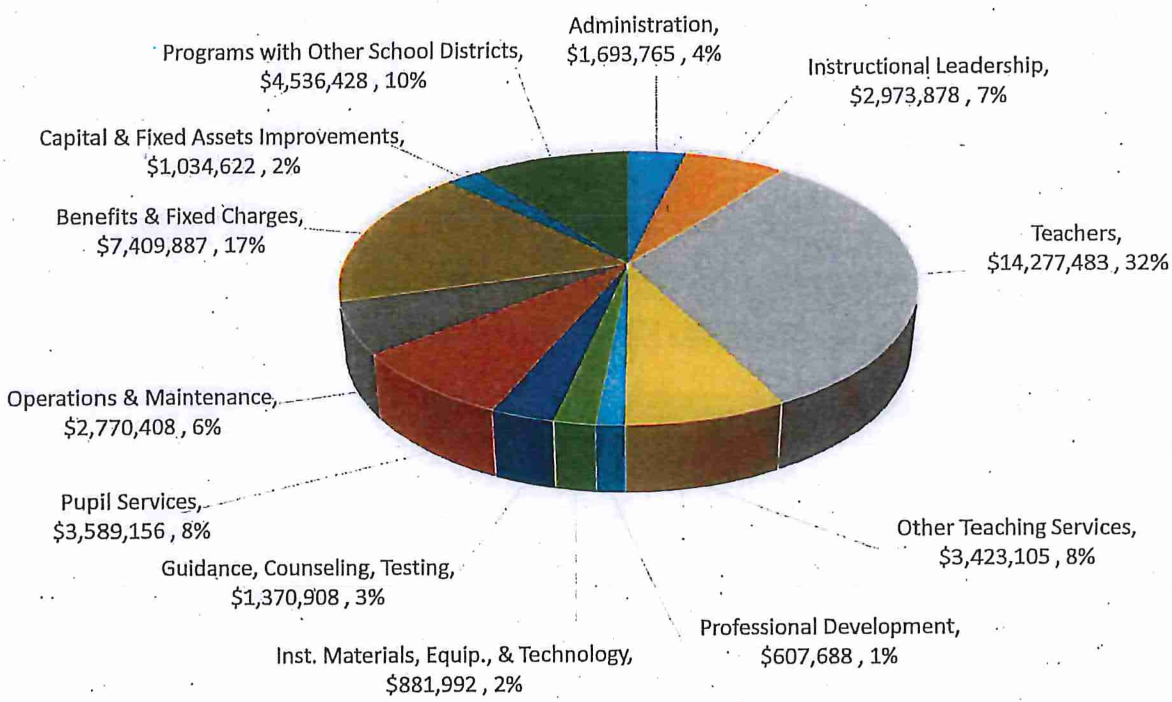
	FY21 ACT	FY22 BUD	FY22 ACT	FY23 BUD	FY23 ACT	FY24 BUD	FY25 BUD	$ Difference	%
Town of Hamilton		$ 21,131,336		$ 21,839,706		$ 22,694,537	$ 23,376,462		
Capital Debt Assessment "Shift"		$ -		$ -		$ -	$ -		
Net Operating Assessment	$ 20,227,834 63.86%	$ 21,131,336 64.44%	$ 21,131,336 64.44%	$ 21,839,706 65.40%	$ 21,839,706	$ 22,694,537 66.22%	$ 23,376,462 66.29%	$ 681,925	3.00%
Town of Wenham		$ 11,660,930		$ 11,554,340		$ 11,576,887	$ 11,887,472		
Capital Debt Assessment "Shift"		$ -		$ -		$ -	$ -		
Net Operating Assessment	$ 11,447,446 36.14%	$ 11,660,930 35.56%	$ 11,660,930 35.56%	$ 11,554,340 34.60%	$ 11,554,340	$ 11,576,887 33.78%	$ 11,887,472 33.71%	$ 310,585	2.68%

Operating Expenditures by DESE Categories

The following pages outline the breakdown of the District's General Operating Expenses (before offsets) by the Massachusetts Department of Elementary and Secondary Education (DESE) categories. The chart below shows the year-over-year change per DESE category, while the graph describes the percentages of the total operating budget that is spent in each DESE category.

Summary by DESE Category	FY21 Actuals	FY22 FTE	FY22 Budget	FY22 Actuals	FY23 FTE	FY23 Budget	FY23 Actuals	FY24 FTE	FY24 Budget	FY25 FTE	FY25 Budget	Change YoY FTE	Change YoY $	Change YoY %
Administration	$ 1,063,926	7.47	$ 1,383,565	$ 1,149,272	7.84	1,462,438	$ 1,315,390	8.04	$ 1,564,488	8.09	$ 1,693,765	0.05	$ 129,277	8.26%
Instructional Leadership	$ 2,344,429	26.27	$ 2,618,506	$ 2,526,613	26.25	2,761,992	$ 2,600,142	25.73	$ 2,721,311	26.76	$ 2,973,878	1.03	$ 252,567	9.28%
Teachers	$ 12,679,496	153.70	$ 13,183,707	$ 13,140,067	157.60	13,931,127	$ 13,558,644	153.60	$ 14,065,389	151.10	$ 14,277,483	(2.50)	$ 212,094	1.51%
Other Teaching Services	$ 2,631,831	68.08	$ 3,014,610	$ 2,877,674	73.85	3,278,704	$ 2,903,616	67.98	$ 3,175,103	65.02	$ 3,423,105	(2.96)	$ 248,001	7.81%
Professional Development	$ 129,123	3.60	$ 636,021	$ 506,540	3.50	640,177	$ 506,504	3.50	$ 629,362	3.50	$ 607,688	-	$ (21,674)	-3.44%
Inst. Materials, Equip., & Technology	$ 746,209	-	$ 854,757	$ 771,114	-	961,543	$ 1,126,369	-	$ 847,106	-	$ 881,992	-	$ 34,886	4.12%
Guidance, Counseling, Testing	$ 1,095,612	13.78	$ 1,147,345	$ 1,247,127	16.78	1,481,901	$ 1,416,744	15.78	$ 1,459,404	13.78	$ 1,370,908	(2.00)	$ (88,496)	-6.06%
Pupil Services	$ 2,287,046	8.97	$ 2,864,857	$ 2,682,409	9.74	3,035,501	$ 2,997,856	9.25	$ 3,609,330	9.50	$ 3,589,156	0.25	$ (20,174)	-0.56%
Operations & Maintenance	$ 2,207,181	16.25	$ 2,366,101	$ 2,759,241	16.25	2,900,639	$ 2,806,122	16.25	$ 2,848,878	16.25	$ 2,770,408	-	$ (78,470)	-2.75%
Benefits & Fixed Charges	$ 4,806,832	0.86	$ 5,927,024	$ 4,918,405	0.86	8,146,280	$ 7,256,466	0.86	$ 6,282,809	0.52	$ 7,409,887	(0.34)	$ 1,127,078	17.94%
Capital & Fixed Assets Improvements	$ 96,774	-	$ -	$ 183,195	-	-	$ 375,092	-	$ 2,273,287	-	$ 1,034,622	-	$ (1,238,665)	-54.49%
Programs with Other School Districts	$ 4,092,713	-	$ 4,742,482	$ 3,699,826	-	4,259,090	$ 3,945,967	-	$ 4,594,877	-	$ 4,536,428	-	$ (58,449)	-1.27%
Grand Total	$ 34,181,172	298.98	$ 38,738,975	$ 36,461,481	312.67	42,859,392	$ 40,808,912	300.99	$ 44,071,344	294.52	$ 44,569,320	(6.47)	$ 497,976	1.13%

FY25 BUDGET EXPENDITURES BY DESE CATEGORY

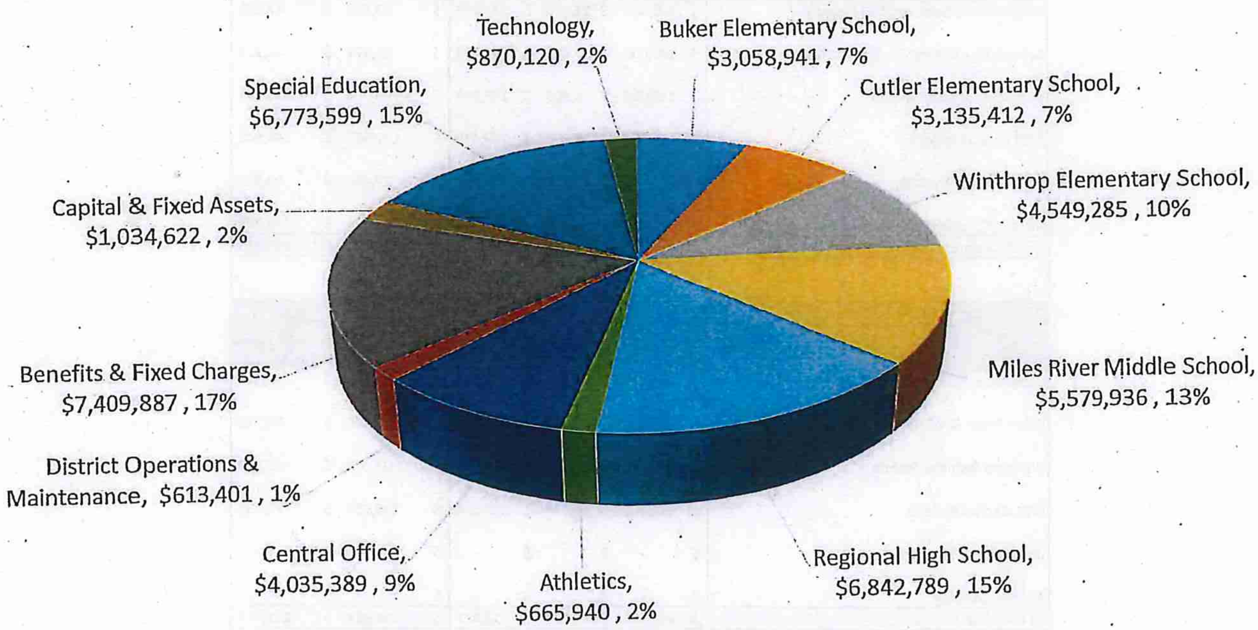


Operating Expenditures by School Site

The table below totals the budget of each school or program that makes up the General Operating Expenses (before offsets). The "Expenditure by School Site and Support Program" chart below shows the year-over-year change in each area, while the graph describes the percentages of the total operating budget that is spent in each area.

Summary By Site & Support Program	FY21 Actuals	FY22 FTE	FY22 Budget	FY22 Actuals	FY23 FTE	FY23 Budget	FY23 Actuals	FY24 FTE	FY24 Budget	FY25 FTE	FY25 Budget	Change YoY FTE	Change YoY $	Change YoY %
Buker Elementary School	$ 2,279,142	32.84	$ 2,401,019	$ 2,467,205	36.07	2,645,733	$ 2,536,890	36.37	$ 2,868,181	38.62	$ 3,058,941	2.25	$ 190,760	6.65%
Cutler Elementary School	$ 2,711,678	41.39	$ 2,890,214	$ 2,737,552	41.54	2,906,665	$ 2,785,772	40.68	$ 3,107,688	37.44	$ 3,135,412	(3.25)	$ 27,723	0.89%
Winthrop Elementary School	$ 3,558,534	60.13	$ 3,866,855	$ 3,925,115	62.84	4,204,907	$ 3,940,237	59.14	$ 4,205,911	61.79	$ 4,549,285	2.65	$ 343,374	8.16%
Miles River Middle School	$ 4,304,894	54.48	$ 4,800,861	$ 4,916,814	58.58	5,298,337	$ 5,085,694	56.06	$ 5,245,847	55.81	$ 5,579,936	(0.25)	$ 334,089	6.37%
Regional High School	$ 6,065,656	71.18	$ 6,433,942	$ 6,499,775	73.48	6,872,307	$ 6,588,758	69.68	$ 6,865,633	67.23	$ 6,842,789	(2.45)	$ (22,844)	-0.33%
Athletics	$ 343,450	1.75	$ 460,633	$ 426,795	1.75	529,967	$ 482,262	1.75	$ 594,813	2.00	$ 665,940	0.25	$ 71,127	11.96%
Central Office	$ 2,912,579	12.65	$ 3,516,031	$ 3,105,997	13.26	3,749,943	$ 3,487,055	13.76	$ 3,972,792	11.86	$ 4,035,389	(1.90)	$ 62,597	1.58%
District Operations & Maintenance	$ 431,792	3.25	$ 516,208	$ 598,871	3.25	906,614	$ 766,202	3.25	$ 584,884	3.25	$ 613,401	-	$ 28,517	4.88%
Benefits & Fixed Charges	$ 4,806,832	0.86	$ 5,927,024	$ 4,918,405	0.86	8,146,280	$ 7,256,466	0.86	$ 6,282,809	0.52	$ 7,409,887	(0.34)	$ 1,127,078	17.94%
Capital & Fixed Assets	$ 96,774	-	$ -	$ 183,195	-	-	$ 375,092	-	$ 2,273,287	-	$ 1,034,622	-	$ (1,238,665)	-54.49%
Special Education	$ 5,814,049	13.44	$ 6,977,781	$ 5,762,244	14.04	6,565,714	$ 6,219,193	12.44	$ 7,128,682	10.00	$ 6,773,599	(2.44)	$ (355,083)	-4.98%
Technology	$ 855,794	7.00	$ 948,408	$ 919,513	7.00	1,032,926	$ 1,285,290	7.00	$ 940,817	6.00	$ 870,120	(1.00)	$ (70,697)	-7.51%
District Totals	$ 34,181,172	298.98	$ 38,738,975	$ 36,461,481	312.67	42,859,392	$ 40,808,912	300.99	$ 44,071,344	294.52	$ 44,569,320	(6.47)	$ 497,976	1.13%

FY25 BUDGET EXPENDITURES BY SITE AND SUPPORT SYSTEM



Capital Financing Expenses and Assessment - Summary

Total Capital Debt Service Expenses for FY25 are $2,066,694. This amount is the total of the amounts required to service the bonds issued to finance school renovation projects completed in the summer of 2013 ($126,100), the debt service for the bond to finance the Buker Boiler and Winthrop Boiler and Window projects ($122,600), and the debt service for the BAN to finance the Winthrop Sprinkler Project ($133,909), and the debt service for the BAN to finance the various FY21 Capital Projects ($207,478). In addition to these debt service projects which were all included in the previous budget cycle (FY24 Budget), is the debt service for the Cutler Feasibility Study & the Athletic Complex Project. FY25 represents the first budget cycle that includes payments for these two projects. Combined, expenses for FY25 relating to the Cutler Feasibility Study & the Athletic Complex Project total $1,476,607 which is nearly triple the previous year's total debt service budget.

Currently, debt service is assessed in the same manner as our operating budget, 66.29% Hamilton and 33.71% Wenham. Hamilton's share of the total amount after offsets and revenues is $1,321,020 and of this amount, $1,209,702 was voted as a debt exclusion outside of the levy and proposition 2 ½ while $111,318 is included in proposition 2 ½ as they were not voted as debt exclusions. Wenham's share is $671,769, all of which has been approved as debt exclusions outside of proposition 2 ½.

FY25 Final Debt Service Budget Detail

FY25 Debt Service Budget				66.29%	33.71%
	Principal	Interest	Total	Hamilton Share	Wenham Share
Cutler Roof & Summer 2013 Projects	$ 105,000	$ 21,100	$ 126,100	$ 83,592	$ 42,508
Buker Boiler & Winthrop Boiler/Glass	$ 105,000	$ 17,600	$ 122,600	$ 81,272	$ 41,328
Winthrop Sprinkler System	$ 125,000	$ 8,909	$ 133,909	$ 88,768	$ 45,141
FY21 Capital Projects	$ 191,600	$ 15,878	$ 207,478	$ 137,537	$ 69,941
Cutler Feasibility Study	$ -	$ 41,438	$ 41,438	$ 27,469	$ 13,969
Athletic Complex	$1,000,000	$435,169	$1,435,169	$ 951,374	$ 483,795
Net Assessment	$1,526,600	$540,094	$2,066,694	$ 1,370,011	$ 696,683

FY24 Debt Service Budget				66.22%	33.78%
	Principal	Interest	Total	Hamilton Share	Wenham Share
Cutler Roof & Summer 2013 Projects	$ 100,000	$ 24,175	$ 124,175	$ 82,229	$ 41,946
Buker Boiler & Winthrop Boiler/Glass	$ 95,000	$ 19,600	$ 114,600	$ 75,888	$ 38,712
Winthrop Sprinkler System	$ 125,000	$ 15,258	$ 140,258	$ 92,879	$ 47,379
FY21 Capital Projects	$ 191,600	$ 25,794	$ 217,394	$ 143,959	$ 73,436
Cutler Feasibility Study	$ -	$ -	$ -	$ -	$ -
Athletic Complex	$ -	$ -	$ -	$ -	$ -
Net Assessment	$ 511,600	$ 84,827	$ 596,427	$ 394,954	$ 201,473

Debt Service Budget Change YoY	Principal	Interest	Total	Hamilton Share	Wenham Share
Cutler Roof & Summer 2013 Projects	$ 5,000	$ (3,075)	$ 1,925	$ 1,363	$ 562
Buker Boiler & Winthrop Boiler/Glass	$ 10,000	$ (2,000)	$ 8,000	$ 5,383	$ 2,617
Winthrop Sprinkler System	$ -	$ (6,349)	$ (6,349)	$ (4,110)	$ (2,238)
FY21 Capital Projects	$ -	$ (9,916)	$ (9,916)	$ (6,421)	$ (3,495)
Cutler Feasibility Study	$ -	$ 41,438	$ 41,438	$ 27,469	$ 13,969
Athletic Complex	$1,000,000	$435,169	$1,435,169	$ 951,374	$ 483,795
Net Assessment	$1,015,000	$455,267	$1,470,267	$ 975,057	$ 495,210

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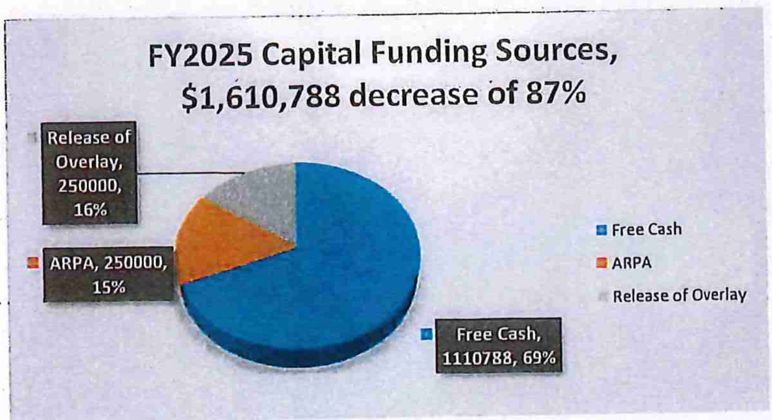
TOWN CLERK

Appendix D
CAPITAL BUDGET

FY25 Capital Plan - Summary		Suggested Funding Source and Cost			
Project:	Cost	Free Cash	ARPA	Overlay Release	Total
DPW - Snow Blower with Attachment	$ 210,000	$ 210,000			$ 210,000
DPW - 2015 Chevy 2500 Pickup Truck	$ 80,200	$ 80,200			$ 80,200
DPW - 2011 GMC Dump Truck	$ 95,000	$ 95,000			$ 95,000
DPW - 2013 International Sander	$ 220,000	$ 220,000			$ 220,000
Highway - Roads and Sidewalk Repairs	$ 250,000			$ 250,000	$ 250,000
Facilities - PSB HVAC/Upgrades	$ 50,000	$ 50,000			$ 50,000
Facilities - Fuel Facility Canopy/Fire Suppression	$ 167,000	$ 167,000			$ 167,000
Recreation - HVAC Replacement	$ 163,125	$ 163,125			$ 163,125
Library - Exterior Paint & Shingle Repair	$ 55,463	$ 55,463			$ 55,463
Police - SUV Cruiser	$ 70,000	$ 70,000			$ 70,000
Total by Category	$ 1,360,788	$ 1,110,788	$ -	$ 250,000	$ 1,360,788

FY24 Capital Plan - Remaining		Funding Source and Cost			
Project:	Cost	Free Cash	ARPA	Overlay Release	Total
Highway - Sidewalks*	$ 250,000		$ 250,000		$ 250,000
Patton Park Master Plan - Phase One*	$ 100,000		$ 100,000		$ 100,000
Total by Category	$ 350,000	$ -	$ 350,000		$ 350,000

*From FY2024 Capital Plan - to be authorized by Select Board



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APPENDIX E

Water Enterprise Summary

	FY22 Actual	FY23 Actual	FY24 Budget	FY25 Budget	FY25 $ Change	FY25 % Change
Use of Funds:						
Permanent Wages	$ 357,085	$ 349,497	$ 427,386	$ 457,827	$ 30,441	7.12%
Contract Services	$ 224,871	$ 189,901	$ 258,100	$ 262,600	$ 4,500	1.74%
Professional Services	$ 76,913	$ 62,406	$ 73,700	$ 79,700	$ 6,000	8.14%
Equipment Supplies	$ 12,007	$ 16,902	$ 21,420	$ 21,420	$ -	0.00%
Water Supplies	$ 31,579	$ 43,543	$ 50,800	$ 55,800	$ 5,000	9.84%
Misc Expenses	$ 9,450	$ 3,245	$ 19,900	$ 19,900	$ -	0.00%
Debt Service	$ 746,540	$ 723,889	$ 842,084	$ 842,084	$ -	0.00%
Operating Capital	$ 30,000	$ 142,775	$ 135,000	$ 77,000	$ (58,000)	-42.96%
Indirect Costs	$ 403,833	$ 447,893	$ 457,313	$ 503,647	$ 46,334	10.13%
Prior Year Encumbrance	$ 1,507	$ 11,608	$ -	$ -	$ -	0.00%
Total Use of Funds	**$ 1,893,784**	**$ 1,991,661**	**$ 2,285,703**	**$ 2,319,978**	**$ 34,275**	**1.50%**
Beginning Fund Balance	$ 1,257,700	$ 1,257,000	$ 1,466,177	$ 1,466,177	$ -	0.00%
Net Income/(Loss)	$ 241,863	$ 478,550	$ -	$ -	$ -	0.00%
Retained Earnings	$ (242,565)	$ (269,373)	$ -	$ -	$ -	0.00%
Ending Fund Balance	$ 1,257,000	$ 1,466,177	*$ 1,466,177*	*$ 1,466,177*	$ -	0.00%
FB - Reserved for Encumbrances	$ 12,246	$ 15,260			$ -	0.00%
FB - Reserved for Expenditures	$ 269,373	$ 105,000			$ -	0.00%
FB - Reserved for Cont Appropriations	$ 45,000	$ 145,725			$ -	0.00%
Unreserved Fund Balance	$ 930,381	$ 1,200,192	$ 1,466,177	$ 1,466,177	$ -	0.00%
			projected	*projected*		

Appendix F
COMMUNITY PRESERVATION COMMITTEE BUDGET

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TOWN CLERK

*Total projected FY25 CPA Tax Collected = $603,902

Article 2024/4 2-13

1) Administration - Expense
To appropriate $30,195.12 of FY25 Community Preservation Fund Revenues for administration costs including, but not limited to, annual Community Preservation Coalition membership fees, signs publicizing CPA projects and salary for part-time Community Preservation Coordinator.

2) Open Space and Recreation – Project
To appropriate $103,800 from the Community Preservation Unreserved Fund Balance to fund the debt service for the Sagamore Hill conservation project. This bond will be paid in full in FY2032.

3) Transfers
To transfer $11,000 from the Community Preservation Unreserved Fund Balance to the Community Housing Reserve and $11,000 from the Community Preservation Unreserved Fund Balance to the Historic Preservation Reserve

4) Historic Preservation – Project
To appropriate $11,000 from the Historic Preservation Reserve and $334,424.31 from the Community Preservation Unreserved Fund Balance, for a total appropriation of $345,424.31, to fund the debt service for the Town Hall project. This bond will be paid in full in FY2043.

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Cari A. Kale
TOWN CLERK

Appendix G

Resolution in Support of Changing the State Flag and Seal of Massachusetts

Whereas the history of the Commonwealth of Massachusetts is replete with instances of conflict between the European Colonists and the Native Nations of the region, who first extended the hand of friendship to the Colonists on their shores in 1620, and helped them to survive starvation during the settlers' first winters on their land;

Whereas members of the Native Nation for whom the Commonwealth of Massachusetts is named were ambushed and killed by Myles Standish, first commander of the Plymouth Colony, at Wessagusett (now Weymouth) in April of 1623, barely two years after the Pilgrims arrived;

Whereas the Colonial broadsword held by a white hand above the head of the Indigenous person on the Massachusetts Flag and Seal is modeled after Myles Standish's own broadsword, borrowed for that purpose from the Pilgrim Hall in Plymouth by the illustrator Edmund Garrett in 1884;

Whereas the belt binding the Native's cloak on the Flag and Seal is modeled after a belt worn by Metacomet, known to the English as King Philip, who was among the Indigenous leaders that resorted to a mutually destructive war in 1675-76 in defense of Native lands against Colonial encroachment;

Whereas the proportions of the body of the Indigenous person on the Flag and Seal were taken from the skeleton of an Indigenous person unearthed in Winthrop, the bow modeled after a bow taken from an Indigenous man shot and killed by a colonist in Sudbury in 1665, and the facial features taken from a photograph of an Ojibwe chief from Great Falls, Montana, considered by the illustrator to be a "fine specimen of an Indian," though not from Massachusetts;

Whereas the history of relations between Massachusetts since Colonial times and the Native Nations who continue to live within its borders includes the forced internment of thousands of so-called "praying Indians" on Deer Island, in Boston Harbor, where they died by the hundreds of exposure in the winter of 1675, the enslavement of Indigenous people in Boston, Bermuda, and the Caribbean Islands, the offering of 40 pounds sterling as bounty for the scalps of Indigenous men, women and children in Massachusetts beginning in 1686, increased to 100 pounds sterling for the scalps of Indigenous adult males by 1722, half that amount for Indigenous women and children;

Whereas Indigenous people were legally prohibited from even stepping foot into Boston from 1675 until 2004, when that Colonial law was finally repealed;

Whereas the 400th anniversary of the landing of the Colonists at Plymouth Plantation, which gave rise to the long chain of genocidal wars and deliberate government policies of cultural destruction against Native Nations of this continent, occurred in the year 2020, affording every citizen of the Commonwealth a chance to reflect upon this history and come to an appreciation of the need for better relations between the descendants of the Colonial immigrants and the Native Nations of the Commonwealth;

Whereas the land area now known as the Town of Hamilton shares a rich Native history with modern tribal Nations such as the Massachusett, the Abenaki, the Penacook and the Mi'kmaq, who inhabited this area long before the first colonial settlers arrived in 1638;

Now, therefore, **BE IT RESOLVED** that the Town of Hamilton hereby adopts this resolution in support of the work of the Special Commission on the Seal and Motto of the Commonwealth, established by a Resolve of the General Court in 2021 and appointed by the Governor to recommend changes to the current flag and seal of Massachusetts, and **in support of a new flag and seal for the Commonwealth** that may better reflect our aspirations for harmonious and respectful relations between all people who now call Massachusetts home. The town clerk shall forward a copy of this resolution to Sen. Bruce Tarr and Rep. Kristin Kassner, and to Sen. Nick Collins and Rep. Antonio Cabral, co-chairs of the Joint Committee on State Administration, with the request that they support the work of the aforementioned Special Commission and advocate for a new flag and seal for the Commonwealth.

905638/HAML/0001