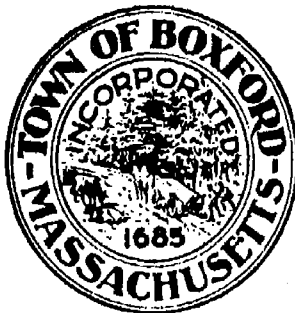


TOWN OF BOXFORD

**Warrant for Annual Town Meeting
Tuesday, May 10, 2016
7:00 p.m.**

**Masconomet Regional High School
Auditorium
20 Endicott Road
Boxford, MA 01921**



**PLEASE BRING THIS WARRANT FOR THE ANNUAL TOWN
MEETING WITH YOU ON MAY 10, 2016 - MEETING AT
MASCONOMET REGIONAL HIGH SCHOOL AUDITORIUM,
20 ENDICOTT ROAD AT 7:00 P.M.**

WARRANT FOR ANNUAL TOWN MEETING
MAY 10, 2016 - 7:00 P.M.

MASCONOMET REGIONAL HIGH SCHOOL – AUDITORIUM

Commonwealth of Massachusetts
Essex s.s.

To either of the Constables of the Town of Boxford in said County,

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Boxford qualified to vote in elections and in Town affairs to meet at the **Masconomet Regional High School**, 20 Endicott Road, Boxford, on **Tuesday the tenth day of May next at 7:00 P.M.**, then and there to act on the following articles, viz:

ARTICLE 1. To receive and place on file the reports of the Town Officers and Committees without ratification of any action taken or authorization of any action proposed; or take any other action thereon.

Sponsored and Supported by the Board of Selectmen

ARTICLE 2. To see if the Town will **authorize the establishment of the following revolving accounts** as authorized by Chapter 44, § 53E½ of the Massachusetts General Laws, contingent upon an annual report to the Town on the total receipts and expenditures of each account for each Fiscal Year:

1) **Recycling Revolving Account** under the direction of the Board of Health and used for the deposit of receipts and fees collected on recyclable materials; said recyclable materials to be determined by a joint vote of the Board of Health and Recycling Committee and to be in compliance with all state health regulations; and, further, to allow the Board of Health, or the Recycling Committee, with the approval of the Board of Health, to expend funds not to exceed **\$35,000** for Fiscal Year 2017 from said account for the operation and maintenance of the Town Recycling Center;

2) **Printing Revolving Account** under the direction of the Board of Selectmen and used for the deposit of receipts and fees collected on the sale of printed official documents as required by law by several of the elected and appointed committees, commissions, and boards as well as legal advertisements which are reimbursed to the Town; and further to allow the Board of Selectmen to expend funds not to exceed **\$2,500** for Fiscal Year 2017 from said account for the costs to the Town for printing supplies, equipment and reimbursable advertising;

3) **Conservation Revolving Fund** under the direction of the Conservation Commission and used for the deposit of receipts collected through fees, including fees collected from applications related to the Town of Boxford Wetlands Protection Bylaw, by direction of the Conservation Commission and further to allow the Conservation Commission, with the written approval of the Selectmen, to expend fees not to exceed **\$20,000** for Fiscal Year 2017 from said account for management of land under Conservation Commission control, and for other Conservation Commission expenses approved by a majority of the Commission;

4) **Council on Aging Transportation Revolving Account** under the direction of the Council on Aging and used for the deposit of receipts collected through fees collected from users of the Council's transportation equipment; and further to allow the Board of Selectmen to expend fees not to exceed **\$2,500** for Fiscal Year 2017 from said account for the maintenance of the Council's transportation equipment and other related expenses including driver compensation as may be approved by a majority of the Council on Aging;

5) **Town Building Rental Revolving Account** under the direction of the Board of Selectmen and used for the deposit of receipts collected from public use of the various Town buildings; and further to allow the Board of Selectmen to expend fees not to exceed **\$5,000** for Fiscal Year 2017 from said account for the ongoing administrative expenses, portion of cleaning expenses, utilities, building maintenance and repairs;

6) **Tick Control Product Revolving Account** under the direction of the Board of Health and used for the deposit of receipts collected for tick control products; and further to allow the Board of Health to expend fees not to exceed **\$10,000** for Fiscal Year 2017 from said account for the purchase of tick control products and associated expenses;

or take any other action thereon.

Sponsored and Supported by the Board of Selectmen
Finance Committee recommends adoption of this article

ARTICLE 3. To see if the Town will authorize the Board of Selectmen to **petition the Legislature to enact legislation as written below** provided, that the Legislature may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition:

Notwithstanding any other general or special law to the contrary, each individual dwelling unit and/or its occupant(s) at elderly housing complexes in Boxford, owned by non-profit corporations, are entitled to the exemptions provided for in M.G.L. c44B section 3 and M.G.L. c59 section 5. Said exemptions shall be allocated to units in a manner prepared by the Boxford Board of Assessors and approved by the Department of Revenue.

or take any other action thereon.

Sponsored and supported by the Board of Selectmen
Finance Committee recommends adoption of this article
Community Preservation Committee recommends adoption of this article

ARTICLE 4. To see if the Town, in accordance with M.G.L. Chapter 150E, section 7, will **vote to approve the following collective bargaining agreements** recently negotiated and ratified by the Board of Selectmen, between the:

- Town and International Brotherhood of the Teamsters Local #25, Boxford Police Patrol Officers for the period July 1, 2016 to June 30, 2019;
- Town and American Federation of State County and Municipal Employees, AFL-CIO Council #93, Local 939, Boxford Public Works Employees for the period July 1, 2016 to June 30, 2019;
- Town and American Federation of State County and Municipal Employees, AFL-CIO Council #93, Local 939, Boxford Clerical/Library Employees, for the period July 1, 2016 to June 30, 2019;
- Town and the Boxford Communications Dispatchers and Police Secretarial Employees Association, for the period July 1, 2016 to June 30, 2019;

Said collective bargaining agreements on file with the Town Clerk; funding for the cost items in the first year of said agreements included in the general operating budget of the Town in Article #7 below; or take any other action thereon.

Sponsored and Supported by the Board of Selectmen
Finance Committee to make recommendation at Town Meeting

ARTICLE 5. To see if the Town will vote to adopt a **new compensation plan for non-union call firefighters** as shown on page 12 of this warrant, funding for estimated costs of said plan included in the general operating budget of Town in Article #7 below; or take any other action thereon.

Sponsored and Supported by the Personnel Board
Finance Committee recommends adoption of this article
Board of Selectmen recommends adoption of this article

ARTICLE 6. To see if the Town will vote to adopt the **Classification Plan and Compensation Plan** for FY 2017, as submitted by the Personnel Board under Chapter 23 of the Town Code; said Classification Plan and Compensation Plan as printed on pages 13 through 15 of this warrant; funding for estimated costs of said plan included in the general operating budget of Town in Article #7 below; or take any other action thereon.

Sponsored and Supported by the Personnel Board
Finance Committee recommends adoption of this article
Board of Selectmen recommends adoption of this article

ARTICLE 7. To **act on the proposed budget** and see what sums of money the Town will vote to raise and appropriate, or transfer from available funds, for the use of several departments for Fiscal Year 2017, to wit: General Government, Financial Administration, Public Safety, Education, Public Works, Health & Human Services, Culture & Recreation, Employee Benefits, Debt Service, and all other necessary proper expenses during said fiscal year; and authorize expenditure of these funds under the direction of the appropriate listed department; or take any other action thereon.

Sponsored and Supported by the Finance Committee
Estimate: **\$31,988,214**
The proposed budget is printed on pages 16 and 17 of this warrant.
Board of Selectmen recommends adoption of this article

NOTE: At this time, we anticipate that **Article 8** will be offered as a "contingent appropriation." This means that although the appropriation could be approved at the Annual Town Meeting, that appropriation would be fully contingent upon successful passage of the related Proposition 2½ ballot question. Should the override question fail, the appropriation would be rendered null and void.

ARTICLE 8. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$153,000 for the purposes of additionally funding the Fiscal Year 2017 Fire Department Budget to hire two additional full-time career firefighters**, provided that the appropriation authorized herein shall be contingent upon the vote at the Town Election to assess additional real estate and personal property taxes in accordance with the provisions of Proposition 2 ½, so called; or take any other action thereon.

Sponsored and Supported by the Board of Selectmen
Finance Committee recommends adoption of this article

ARTICLE 9. To act on the list of proposed capital purchases for FY 2017 and see what sums of money the Town will vote to raise and appropriate, or transfer from available funds, for the use of several departments for fiscal year 2017, and authorize expenditure of these funds under the direction of the appropriate listed department and authorize the Board of Selectmen to dispose of any equipment declared surplus if replaced; or take any other action thereon.

Sponsored and supported by the Board of Selectmen (Numbers 1-9)

Sponsored and supported by the Elementary School Committee (Number 10)

Estimate: **\$365,494**

Finance Committee recommends adoption of this article

Permanent Building Committee Recommendations as noted

The proposed capital budget is printed on page 11 of this warrant.

ARTICLE 10. To see if the Town will vote to endorse a draft conceptual “Comprehensive Non-School Municipal Facilities Efficiency Plan” as presented by the Planning Board, which proposes in part as follows:

- Relocate Town Hall administration to a new building at 10 Elm Street and/or at the Community Center.
- Maintain, renovate and expand the library services within the existing Town Hall building.
- Relocate the Council on Aging services by renovating and expanding 188 Washington Street.
- Demolish the addition to the Cummings House and renovate the historic portion for library/cultural purposes.
- Re-purpose the Community Center (4 Middleton Road) to be further evaluated.
- Determine and schedule future 10 year facility needs for Fire Department and DPW.
- Comprehensive long-term financial plan to mitigate taxpayer impact.

A full copy of the “plan” is on file with the Town Clerk; or take any action thereon.

Sponsored and supported by the Planning Board

Finance Committee to make recommendation at Town Meeting

Board of Selectmen recommends adoption of this article

Permanent Building Committee to make recommendation at Town Meeting

ARTICLE 11. To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to engage consulting and other professional services to assist in preparing and evaluating a proof of concept and conceptual street elevation drawings, and long range financial plan and impacts, of a Non-School Municipal Facilities Efficiency Master Plan, said funds to be expended under the direction of the Permanent Building Committee, or take any other action thereon

Sponsored and supported by the Planning Board and Board of Selectmen

Estimate: up to \$100,000

Finance Committee to make recommendation at Town Meeting

Permanent Building Committee to make recommendation at Town Meeting

ARTICLE 12. To see if the Town will vote to transfer from Free Cash the sum of **\$60,000 for design, construction and other necessary expenses to fund the expansion of library services within the Town Hall building**; said funds to be expended under the direction of the Board of Selectmen, or take any other action thereon.

Sponsored and supported by the Board of Selectmen
Finance Committee to make recommendation at Town Meeting

ARTICLE 13. To see if the Town in partnership with the Boxford Athletic Association will vote to transfer from Free Cash the sum not to exceed **\$25,000 to partially fund the design, and repair of the baseball field at Boy Scout Park, off Cahoon Road; including contributions of volunteer services and private donations**; said project to be under the supervision of the Town Engineer, said funds to be expended under the direction of the Board of Selectmen, or take any other action thereon.

Sponsored and Supported by the Board of Selectmen
Finance Committee to make recommendation at Town Meeting

ARTICLE 14. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$225,000 to engage consulting and engineering services to design**, seek regulatory permitting approval, provide plans and specifications, conduct competitive construction bidding and other services as necessary, for **a replacement roof on Spofford Pond School**, and to authorize the Elementary School Committee to seek grants, donations and reimbursements to assist in the funding of the project; said funds to be expended under the direction of the Permanent Building Committee, or take any other action thereon.

Sponsored and Supported by the Elementary School Committee
Finance Committee recommends adoption of this article
Permanent Building Committee recommends adoption of this article

ARTICLE 15. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$30,913 to engage consulting and engineering services to additionally design, seek regulatory permitting approval, and provide plans and specifications for a stormwater drainage project on Balmoral Road**, said funds to be expended under the direction of the Board of Selectmen, or take any other action thereon.

Sponsored and Supported by the Board of Selectmen
Finance Committee recommends adoption of this article

ARTICLE 16. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$5,000 to additionally fund the Conservation Fund**; said funds to be expended under the direction of the Conservation Commission, or take any other action thereon.

Sponsored and supported by the Conservation Commission
Board of Selectmen recommends adoption of this article
Finance Committee recommends adoption of this article.

ARTICLE 17. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$40,000 to additionally fund the Insurance Fund**; said funds to be expended under the direction of the Board of Selectmen, or take any other action thereon.

Sponsored and supported by the Board of Selectmen
Finance Committee recommends adoption of this article

ARTICLE 18. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$32,000 to fund an existing retirement bonus benefit equal to 50% of accumulated, but unused sick days available to two retiring employees with more than twenty-five years consecutive service with the Town of Boxford**, said funds to be expended under the direction of the Board of Selectmen, or take any other action thereon.

Sponsored and Supported by the Board of Selectmen
Finance Committee recommends adoption of this article

ARTICLE 19. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of **\$6,350 to fund consulting services to assist with the preparation and mandatory update of the Town's other post-employment (OPEB) benefit liability report**; said funds to be expended under the direction of the Board of Selectmen, or take any other action thereon.

Sponsored and supported by the Board of Selectmen
Finance Committee recommends adoption of this article

ARTICLE 20. To see if the Town will vote to set the **annual curbside solid waste collection fee at \$2.50 for each 32-gallon bag or container (each use)**; or take any other action thereon.

Sponsored by the Board of Health
Finance Committee recommends adoption of this article
Board of Selectmen recommends adoption of this article

ARTICLE 21. To see if the Town will vote to **appropriate or reserve from the Community Preservation Fund annual revenues** in the amounts recommended by the Community Preservation Committee for committee administrative expenses, debt service, community preservation projects and other expenses in Fiscal Year 2017, with each item to be considered a separate appropriation:

Appropriations:

From FY 2017 estimated annual revenues for Sawyer-Richardson Open Space Bond expense	\$186,690
From FY 2017 estimated annual revenues for Lincoln Hall Historic Renovation Bond expense	\$ 51,188
From FY 2017 estimated annual revenues for Haynes Land Purchase Bond expense	\$146,250
From FY 2017 estimated annual revenues for Aaron Wood Renovation Bond expense	\$ 15,246
From FY 2017 estimated annual revenues for Committee Administrative Expenses	\$ 46,000

Reserves:

From FY 2017 estimated annual revenues for Historic Resources Reserve	\$ 25,566
From FY 2017 estimated annual revenues for Community Housing Reserve	\$ 91,999
From FY 2017 estimated annual revenues for Budgeted Reserve	\$355,000

or take any other action thereon.

Sponsored and supported by the Community Preservation Committee
Finance Committee recommends adoption of this article
Board of Selectmen recommends adoption of this article

ARTICLE 22. To see if the Town will vote to appropriate \$6,363 from the Community Preservation Committee Undesignated Fund to fund the purchase and installation of 7 signs and posts to be placed at various recreational fields in Town, the appropriated funds to be expended under the direction of the Community Preservation Committee; or take any other action thereon.

Sponsored and supported by the Community Preservation Committee
Finance Committee recommends adoption of this article
Board of Selectmen recommends adoption of this article

ARTICLE 23. To see if the Town will vote to appropriate \$22,500 from the Community Preservation Committee Historic Reserve to partially assist in the funding of the design, permitting and development of plans and specifications for a future addition on the privately owned Catherine Ingalls Boxford Historic Documents Center (CIBHDC), 173A Washington Street, the appropriated funds to be expended, following the expenditure of \$15,000 by the CIBHDC of private funds, under the direction of the Community Preservation Committee, or take any other action thereon.

Sponsored and supported by the Community Preservation Committee
Finance Committee recommends adoption of this article

ARTICLE 24. To see if the Town will authorize the Board of Selectmen to petition the Legislature to enact legislation as written below provided, that the Legislature may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition:

Notwithstanding any general or special law to the contrary, the Town of Boxford School Committee may appropriate or transfer, in any year without further appropriation, money from the school department budget to establish a reserve fund to provide for payment of unanticipated, unbudgeted and extraordinary costs of special education out-of-district tuitions and transportation. The Board of Selectmen may appropriate or transfer in any fiscal year money from the Town budget to fund said reserve fund. Such appropriation or transfer shall be in addition to any appropriation or transfer approved by Town Meeting from time-to-time to such reserve fund. The balance in the fund shall not exceed 2 per cent of annual net school spending as defined in chapter 70 of the General Laws for the prior fiscal year.

or take any other action thereon.

Sponsored and supported by the Elementary School Committee
Finance Committee recommends adoption of this article
Board of Selectmen recommends adoption of this article

ARTICLE 25. To transact any other business that may legally come before said meeting.

You are hereby ordered to notify and warn voters to meet in the Boxford Town Hall, 7A Spofford Road, Boxford, MA, on Tuesday, the seventeenth day of May next, polls open from 7:00 a.m. to 8:00 p.m., for the following purposes, viz: to choose by ballot the following Town Officers for the ensuing year: **Board of Selectmen**, TWO members for three years; **Board of Assessors**, one member for three years; one member for one year; **Planning Board**, TWO members for five years; **Board of Commissioners of Trust Funds**, one member for three years; **Masconomet Regional District School Committee**, one member for three years; **Boxford School Committee**, one member for three years; **Board of Health**, one member for three years; **Trustees of the Boxford Town Libraries**, TWO members for three years; **East Constable**, one for one year; **Town Clerk**, one for three years; and to vote on the following questions:

QUESTION #1: Shall the Town of Boxford be allowed to assess an additional \$153,000 in real estate and personal property taxes for the purpose of **additionally funding the Fiscal Year 2017 Fire Department Budget to hire two additional full-time career firefighters**, for the fiscal year beginning July 1, 2016?

Yes ____


No ____

And you are directed to serve this warrant by posting attested copies thereof at each of the public meeting houses in said Town seven days, at least, before the time of holding said meeting.


Hereof, fail not and make due return of this warrant with your doing thereon to the Town Clerk at the time and place of holding said meeting.

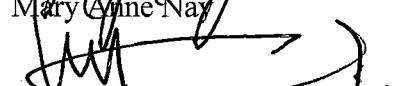
Given under our hands this fourth day of April in the year of our Lord, two thousand sixteen.



Peter C. Perkins, Chair


Charles J. Costello, Clerk

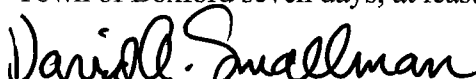
BOARD OF SELECTMEN


Mary Anne Nay

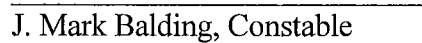

William R. Cargill, Jr.


Alfred Vaz, Jr.

I have served this warrant by posting attested copies thereof on each of the meeting houses in said Town of Boxford seven days, at least, before the time of holding said meeting.


David A. Smallman, Constable
West Parish

Date 4-7-16


J. Mark Balding, Constable
East Parish

Date _____

Proposed Capital Purchases for FY 2017Bldg Comm
Recommendation

1	Fund replacement Police Radar	\$ 2,311	Not Applicable
2	Fund replacement carpeting in DPW office trailer	\$ 3,664	Recommend adoption
3	Fund replacement of carpeting in Community Center	\$ 6,290	Recommend adoption
4	Fund replacement of picnic tables at Community Center	\$ 8,137	Recommend adoption
5	Fund replacement of flooring at Middleton Road Fire Station	\$ 13,115	Recommend adoption
6	Fund replacement of security camera system at Police Station	\$ 46,000	Recommend adoption
7	Fund replacement of primary Police/Fire radio transmitters	\$ 50,000	Not Applicable
8	Fund replacement of Fire Department utility truck	\$ 55,078	Not Applicable
9	Fund replacement of DPW dump truck and plow	\$158,510	Not Applicable
10	Fund Boxford's share of new accounting software for Tri-Town School Union Offices	\$ 22,389	Not Applicable
	TOTAL CAPITAL PURCHASES	\$365,494.00	

PROPOSED CALL FIREFIGHTER HOURLY RATES

**CALL FIREFIGHTERS ARE COMPENSATED FOR TRAINING HOURS; ASSIGNMENTS;
AND CALLS FROM TIME OF INITIAL DISPATCH UNTIL "STATION SECURED"
COMPENSATION: 1 HOUR MINIMUM; THEN ½ HOUR INCREMENTS**

	Current	FY17	FY18
Call Firefighter – Probationary Base	\$13.59	\$14.09	\$14.59
Call Firefighter – Private Base	\$15.71	\$16.21	\$16.71
Call Firefighter – Lieutenant Base	\$17.32	\$17.82	\$18.32
Call Firefighter – Captain Base	\$18.10	\$18.60	\$19.10
Call Firefighter – Deputy Chief Base	\$20.77	\$21.27	\$21.77

Additional Hourly Rate for Specific Skills/Training:

Certification as Pump Operator	N/A	\$0.50	\$1.00
Medical Certifications			
EMT	N/A	\$1.00	\$2.00
Paramedic	N/A	\$1.50	\$3.00
Successful Completion of Training at State Fire Academy	N/A	\$1.00	\$2.00

Late Day Calls: Additional Compensation:

<p><u>Current:</u> Extra 1 hour compensation for all calls originating after 11PM until 6AM</p> <p><u>Proposed New:</u> Double time for all calls originating after 9PM until 8AM; and all day New Year's Day, Independence Day, Memorial Day, Thanksgiving Day, Christmas Day (Training and parade hours are not eligible for double time).</p>
<p>FY17 Estimated Additional Budget Impact: \$26,500</p> <p>FY18 Estimated Additional Budget Impact: \$21,500</p>

**TOWN OF BOXFORD – COMPENSATION PLAN for
NON-BENEFIT ELIGIBLE CLASSIFICATION PLAN EMPLOYEES
FISCAL YEAR 2017**

HOURLY EMPLOYEES CLASSIFICATION	HOURLY RATE FY 2017
1. Library Personnel	
Circulation Attendant	10.00
Library Assistant	12.86
2. Minutes Secretary	13.76
3. Clerical Associate I	13.33
Clerical Associate II	15.68
4. Assistant Animal Control Officer	12.93
5. Alternate Building Inspector	25.66
6. Recycle Attendant	15.84
7. Election Officers	
Wardens	10.50
Inspectors	10.00
8. Plumbing/Gas Inspector	330.75 (weekly stipend)
9. Wiring Inspector	330.75 (weekly stipend)
10. DPW Summer Help	
Starting	10.00
After 30 days	10.50
Returning 2 nd Year	11.00
Each Successive Returning Yr	+.50/hr.
11. Parks Program (Seasonal)	
Director	31.52 – 36.77
Assistant Director	20.00 – 25.00
Nurse	25.00 – 35.00
Art Director	20.00 – 25.00
Lead Instructor	12.60 – 15.77
Senior Instructor	10.50 – 12.60
Junior Instructor	10.00 – 10.50
12. Outreach Worker	16.64
13. Van Driver	14.00

TOWN OF BOXFORD, MA - NON-UNION CLASSIFICATION PLAN

Grade N-1

No position assigned.

Grade N-2

No position assigned.

Grade N-3

No position assigned.

Grade N-4

Animal Control Officer
Full-time Firefighter (*Career Firefighters*)
Payroll and Benefits Administrator

Grade N-5

Full-time Fire Lieutenant (*Career Firefighters*)

Grade N-6

Assistant to the Town Administrator

Grade N-7

Director of Communications
Director of Council on Aging

Grade N-8

Town Clerk

Grade N-9

No position assigned.

Grade N-10

Director of Public Health
Director of Public Libraries
Inspector of Buildings
Director of Conservation/Planning Board Administrator
Police Lieutenant – Patrol
Police Lieutenant – Criminal Investigations

Grade N-11

Director of Assessments
Treasurer/Collector

Grade N-12

Director of Municipal Finance/Town Accountant
DPW Superintendent/Town Engineer
Fire Chief

Grade N-13

No position assigned.

Grade N-14

Police Chief

Grade N-15

Town Administrator

**TOWN OF BOXFORD, MA - PROPOSED NON-UNION COMPENSATION PLAN
FY-2017**

<i>Grade</i>		<i>Min</i>	<i>Mid</i>	<i>Max</i>
1	Hourly	16.19	18.55	21.24
	Weekly	647.76	741.86	849.63
	Annual	33,813.00	38,725.13	44,350.86
2	Hourly	17.81	20.40	23.36
	Weekly	712.53	816.05	934.60
	Annual	37,194.30	42,597.64	48,785.94
3	Hourly	19.59	22.44	25.70
	Weekly	783.79	897.65	1,028.06
	Annual	40,913.73	46,857.40	53,664.54
4	Hourly	21.55	24.69	28.27
	Weekly	862.17	987.42	1,130.86
	Annual	45,005.10	51,543.14	59,030.99
5	Hourly	23.06	26.41	30.25
	Weekly	922.52	1,056.54	1,210.02
	Annual	48,155.46	55,151.16	63,163.16
6	Hourly	24.68	28.26	32.37
	Weekly	987.09	1,130.49	1,294.72
	Annual	51,526.34	59,011.75	67,584.58
7	Hourly	26.40	30.24	34.63
	Weekly	1,056.19	1,209.63	1,385.35
	Annual	55,133.19	63,142.57	72,315.50
8	Hourly	28.25	32.36	37.06
	Weekly	1,130.12	1,294.30	1,482.33
	Annual	58,992.51	67,562.55	77,377.59
9	Hourly	30.23	34.62	39.65
	Weekly	1,209.23	1,384.90	1,586.09
	Annual	63,121.99	72,291.93	82,794.02
10	Hourly	32.35	37.05	42.43
	Weekly	1,293.88	1,481.85	1,697.12
	Annual	67,540.52	77,352.36	88,589.60
11	Hourly	34.61	39.64	45.40
	Weekly	1,384.45	1,585.58	1,815.92
	Annual	72,268.36	82,767.03	94,790.87
12	Hourly	38.07	43.60	49.94
	Weekly	1,522.90	1,744.13	1,997.51
	Annual	79,495.20	91,043.73	104,269.96
13	Hourly	41.88	47.96	54.93
	Weekly	1,675.19	1,918.55	2,197.26
	Annual	87,444.72	100,148.10	114,696.95
14	Hourly	47.11	53.96	61.80
	Weekly	1,884.58	2,158.36	2,471.92
	Annual	98,375.31	112,666.62	129,034.07
15	Hourly	53.00	60.70	69.52
	Weekly	2,120.16	2,428.16	2,780.91
	Annual	110,672.22	126,749.94	145,163.33

	Actual Expended FY14	Actual Expended FY15	Budget FY16	Proposed FY17 Budget	\$ Change FY16 to FY17	% Change FY16 to FY17
General Government						
Selectmen & Administrator	204,686	211,512	275,875	274,328	-1,547	-0.6%
Legal	114,280	84,070	108,361	108,361	0	0.0%
Technology	195,442	182,795	208,873	204,750	-4,123	-2.0%
Town Clerk	104,253	111,663	102,178	102,440	262	0.3%
Land Committee	0	0	500	500	0	0.0%
Conservation Com/Planning Bd.	89,630	90,521	75,870	76,838	968	1.3%
Utilities & General Maintenance	277,361	274,153	298,190	294,000	-4,190	-1.4%
Other Insurance	251,801	293,261	313,056	312,351	-705	-0.2%
Total General Government	1,237,453	1,247,975	1,382,904	1,373,568	-9,336	-0.7%
Financial Administration						
Finance Committee	1,000	1,000	1,000	1,010	10	1.0%
Finance Committee Reserve	175,000	175,000	175,000	175,000	0	0.0%
Municipal Finance Departments	412,225	454,996	488,566	461,758	-26,808	-5.5%
Total Financial Administration	588,225	630,996	664,566	637,768	-26,798	-4.0%
Public Safety						
Police Salary	1,199,643	1,241,381	1,265,120	1,266,427	1,307	0.1%
Police Non Salary Expenses	60,793	61,078	66,737	68,237	1,500	2.2%
Fire Salary	390,709	409,086	400,215	428,215	28,000	7.0%
Fire Non Salary Expenses	84,941	90,533	87,053	87,053	0	0.0%
Building Inspection/Zoning Bd	117,211	114,420	127,089	127,520	431	0.3%
Sealer of Weights & Measures	420	420	420	425	5	1.2%
Animal Inspector	5,279	5,279	5,687	5,744	57	1.0%
Animal Control Officer	48,070	35,321	47,327	47,483	156	0.3%
Communications Salary	292,392	305,709	339,546	339,960	414	0.1%
Communications Non Salary Exp.	80,794	93,832	95,480	97,053	1,573	1.6%
Total Public Safety	2,280,252	2,357,059	2,434,674	2,468,117	33,443	1.4%
Education						
Elementary Schools	9,757,408	10,478,182	10,982,189	11,446,833	464,644	4.2%
Essex Tech School Assessment	113,050	186,275	295,574	373,726	78,152	26.4%
Masconomet Operational Assessment	8,014,147	8,623,353	9,331,428	9,535,095	203,667	2.2%
Total Education	17,884,605	19,287,810	20,609,191	21,355,654	746,463	3.6%

	Actual Expended FY14	Actual Expended FY15	Budget FY16	Proposed FY17 Budget	\$ Change FY16 to FY17	% Change FY16 to FY17
Public Works						
Cemeteries	242	500	500	500	0	0.0%
Trash/Recycling Pickup & Disposal	519,700	516,848	523,823	518,485	-5,338	-1.0%
Snow & Ice Removal	378,759	513,399	133,000	133,000	0	0.0%
Fuel Depot	108,437	94,683	112,000	112,000	0	0.0%
DPW Salaries	490,216	498,994	526,914	531,446	4,532	0.9%
DPW Non Salary Expense	305,618	302,642	329,712	333,212	3,500	1.1%
Total Public Works	1,802,972	1,927,066	1,625,949	1,628,643	2,694	0.2%
Human Services						
Board of Health	124,517	133,997	146,059	143,631	-2,428	-1.7%
Council on Aging	104,957	112,716	116,974	117,225	251	0.2%
Veterans' Benefits	21,856	34,601	30,000	35,000	5,000	16.7%
HAWC Program	2,000	2,000	2,000	2,000	0	0.0%
Tri Town Council	27,614	29,614	29,614	29,614	0	0.0%
Total Human Services	280,944	312,928	324,647	327,470	2,823	0.9%
Culture & Recreation						
Library Salaries	292,128	280,525	308,823	317,237	8,414	2.7%
Library Non Salary Expense	118,772	133,508	123,754	122,728	-1,026	-0.8%
Recreation Committee	3,202	3,027	3,425	3,425	0	0.0%
Cultural Council	2,500	2,700	3,000	3,000	0	0.0%
Historic District Commission	210	0	375	375	0	0.0%
Total Culture & Recreation	416,812	419,760	439,377	446,765	7,388	1.7%
Employee Benefits						
Health Insurance (non school)	628,463	733,158	719,774	759,264	39,490	5.5%
OPEB Contribution	250,000	250,000	250,000	300,000	50,000	20.0%
Essex Retirement Assessment	860,567	936,588	1,006,232	1,075,092	68,860	6.8%
Medicare/Life & LTD Insurance	158,838	155,909	169,463	174,457	4,994	2.9%
Unemployment Insurance	5,585	6,342	15,000	15,000	0	0.0%
Salary Reserve				90,120		
Total Employee Benefits	1,903,453	2,081,997	2,160,469	2,413,933	253,464	11.7%
Debt Service						
Non School Debt Service	887,348	1,273,346	1,016,501	866,543	-149,958	-14.8%
Elementary School Debt Service	116,439	111,738	114,613	62,113	-52,500	-45.8%
Masconomet Debt Assessment	401,295	409,768	415,601	407,640	-7,961	-1.9%
Total Debt Service	1,405,082	1,794,852	1,546,715	1,336,296	-210,419	-13.6%
Total Budget	27,799,798	30,060,443	31,188,491	31,988,214	799,723	2.6%

**BOARD OF SELECTMEN
TOWN OF BOXFORD
7A SPOFFORD ROAD
BOXFORD, MA 01921**

**BULK RATE
POSTAGE PAID
PERMIT #19
BOXFORD, MA
01921**

**BOXHOLDER
BOXFORD, MASS 01921
01885**