



Town of *Wellesley*

FY2027 Budget Request

Executive Director Operating Narrative: Mission, Services & Priorities

MISSION

The mission of the Executive Director of General Government Services is to implement the policies and priorities of the Select Board; manage and direct all Town operations not specifically assigned by law to other boards, committees, and/or commissions; and foster continuous, collaborative improvement across municipal services, programs, and community initiatives.

OFFICE OF THE SELECT BOARD

The Select Board (the "Board") has the authority to appoint department heads to various Town offices. The Board appoints the Executive Director of General Government Services (the "Executive Director"), Fire Chief, Police Chief, and Town Counsel. The Office of the Select Board is within the Office of General Government Services, and the administrative duties are managed by the Assistant Executive Director with staff support from the Support Services Manager, Public Information Officer, and a Communications Specialist.

The Board also appoints members to several Town committees including the Zoning Board of Appeals, the Registrars of Voters (three of its four members), the Council on Aging, the Municipal Light Board (two of its five members), the Contributory Retirement Board (one of its five members), and the Wellesley Affordable Housing Trust.

Working with the Finance Department, the Board coordinates the preparation of General Government Services budgets for Central Administrative Services, Employee Benefits, Risk Management (Insurance), Law, Memorial and Veterans' Days commemorations, Parking Fine Processing, Traffic and Parking Management, Sealer of Weights and Measures, Town Facilities Maintenance, Town Reports, and Unemployment Compensation.

Other Board responsibilities include the authority to issue permits and licenses for alcoholic beverages, common victuallers, take-out food, entertainment, public conveyances, and other commercial activities. It also administers risk management practices and scholarship programs; coordinates, publishes and distributes the annual Town Report; oversees Town facilities management and maintenance; addresses public safety matters; determines where traffic and regulatory signage, and pavement markings are located; directs traffic engineering; maintains parking facilities and meters; estimates, modifies and maintains voting precincts; administers Town property leases and certain grant applications; and is Town Ombudsman.

EXECUTIVE DIRECTOR OF GENERAL GOVERNMENT SERVICES

The Executive Director serves as the Chief Operating Officer for the Select Board, providing leadership, operational management, and coordination across a large portfolio that includes the Finance Department, Facilities Management Department, Climate Action Committee, Information Technology, Building Department, Police and Fire (via delegation), Transportation and Mobility Manager, Sealer of Weights and Measures, West Suburban Veterans District, and through a Memorandum of Agreement (MOA) with the Human Resources Board, supervises the Human Resources Director.



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The Executive Director collaborates with the Board to implement the annual Town-Wide Financial Plan (TWFP), develop the Five-Year Capital Program, prepare the annual Operating Budget, and advance the Town's Unified Plan, Strategic Housing Plan, Sustainable Mobility Plan, Climate Action Plan, and various economic development programs and initiatives.

OFFICE OF GENERAL GOVERNMENT SERVICES

The Office of General Government Services ("Office") implements all applicable General and Special laws of the Commonwealth, Town bylaws, and votes of the Town residents. The Office serves as the Town's central liaison to state and federal agencies, regional partners, civic and business entities, and the community at large.

The Office is staffed by five professionals:

- **Assistant Executive Director** – oversees daily operations of the Office of the Select Board, supports and assists the Executive Director, manages the Policy Subcommittee, leads economic development activities, represents the Town at local, state, and regional events, and serves as the Town's lead liaison with the state and federal delegation.
- **Public Information Officer (PIO)** – manages the Town's communications strategy, public information, digital content, external messaging, and provides guidance and communications support to other departments, boards, and committees as needed.
- **Transportation & Mobility Manager** – leads mobility planning, oversees transportation studies, promotes non-single occupancy vehicle travel, advances safety initiatives, and co-chairs the Town's Traffic Safety Committee.
- **Support Services Manager** – manages licensing, appointments, procurement, public records, leases of public lands, operational support for departments under the Board, and liaises with applicants and licensees on behalf of the Board.
- **Communications Specialist** – supports and executes communications, visual content, website accessibility, and social media strategy.

Budget Guidelines

The Select Board budget meets the FY27 Budget Guideline, holding to a 3% increase in Personal Services and a 3% increase in Expenses.

The FY27 operating budget reflects contractual obligations and departmental needs in alignment with the Town-Wide Financial Plan and the Town's approved budget parameters. The Executive Director's employment contract provides for a 2% Cost-of-Living Adjustment (COLA) and eligibility for up to a 3% merit increase, subject to performance evaluation and Select Board approval. Salary adjustments for staff within the Office of General Government Services follow the Budget Guideline and established classification and compensation structures and include a 2% COLA.

The FY27 Expenses budget includes modest increases to support mailing costs for the biannual Town-wide update following the inaugural Select Board edition of *The W* mailed to all households in October 2025. Additionally, several expense lines have been realigned to reflect the deployment of new technologies within the Office, including ClerkMinutes and Otter.ai, to support operational efficiency and public transparency.



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FY25-26 (to date) Goals Accomplished

Communications and Public Engagement

- Launched *The W* digital newsletter in March 2025, providing monthly (and occasionally more frequent) Town-wide updates.
- Issued the first *W: Select Board Edition*—a biannual hard-copy mailer to all residential properties—in October 2025, highlighting matters before Special Town Meeting and the FY27 preliminary budget outlook.
- Included a brief communications survey in the Town-wide mailing, offering residents an opportunity to provide feedback on how they communicate with Town government and vice versa.
- Established the Communications Specialist position and continued to expand the Town's social media and traditional media presence.

Human Capital

- Finalized a new Classification and Compensation Structure for all non-union employees after a successful vote at 2025 Annual Town Meeting.
- Secured a FY 2026 state budget earmark of \$50,000 through Representative Peisch's office to hire a consultant to advance Human Resources policies.
- Collaborated with the HR Board and HR Department to bring revised personnel policies to Special Town Meeting in November 2025.

Housing

- Partnered with WHDC to complete the transition to the Wellesley Affordable Housing Trust, following approval of the Special Act by the Governor (legislation signed by the Governor in September 2025). The Trust became effective October 1, 2025.
- Worked with the Planning Department to finalize the Strategic Housing Plan, formally acknowledged by the Select Board and Planning Board in October 2025.
- Successfully negotiated a Memorandum of Agreement with all unions on health insurance through FY27.

Economic Development

- Coordinated with Wellesley Square Merchants to use a FY25 state earmark to support new economic development programming, including Winter Ice Sculpture Stroll and Spring in Bloom event.
- Collaborated with the Traffic Committee to install a pilot crosswalk design at Washington Street and Church Street.
- Secured Metropolitan Area Planning Council (MAPC) technical assistance funding to launch an arts and culture strategic visioning process. With MAPC funds and an additional grant from the Community Fund for Wellesley, the Town is undertaking an inventory of its arts and culture landscape and developing actionable recommendations through a six-month process running from October 2025 – April 2026.

Sense of Community



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- Worked with the Diversity, Equity, and Inclusion (DEI) Task Force to complete the Equity Audit and conducted two Civil Discourse Facilitated Dialogues (in-person and virtual) in October 2025. A final memorandum of recommendations will be submitted to the Board by the DEI Task Force in January 2026.
- Partnered with Facilities Management Department (FMD) staff to hire Context Architecture to begin preliminary design work on the War Memorial and Sprague Clock Tower restoration/renovation.
- Expanded CatchConnect service with MWRTA to include nights and weekends.
- Worked with Special Counsel August and Epstein, LLP to negotiate a renewed Comcast Cable License.
- Collaborated with Natural Resources Commission (NRC), FMD, and Permanent Building Committee (PBC) on evaluation and planning for improvements to the War Memorial and Sprague Clock Tower.
- Coordinated with the MBTA to install a mini-high ADA-accessible platform at the Wellesley Square Commuter Rail Station, providing access for mobility-impaired riders at one of Wellesley's three stations.
- Worked with Department of Public Works (DPW) to secure a \$500,000 Complete Streets Grant to upgrade sidewalks around the Middle School.
- Secured \$150,000 transportation earmark through Senator Creem's office to purchase 14-passenger van for Youth and Recreation Departments for summer and after-school programming.

Sustainability

- Collaborated with CAC and FMD to secure a \$500,000 Green Communities Grant to offset HVAC project costs at Warren Building.
- Continued to promote the MWRTA CatchConnect micro-transit system and coordinated with Wellesley College, Babson College, and major employers to support alternatives to single-occupancy vehicle travel.
- Partnered with Municipal Light Plant (MLP) and other stakeholders to form the Energy Resilience and Transition Working Group to advance the electrification, energy transition, and resilience priorities of the Climate Action Plan.

FY26-27 Goals

Town Asset Management & Operations

- Establish a standing Town Bylaw Review Committee.
- Develop a Town-wide Facilities Master Plan.
- Finalize the Fire Station Master Plan (currently underway with Context Architecture).
- Finalize project funding for the War Memorial and Sprague Clock Tower.

Financial

- Complete all Town bargaining-unit negotiations and finalize all contracts.
- Undertake the budget review process and prepare separate Town and School budget motions for ATM 2026.
- Develop a comprehensive Town-wide capital planning process in conjunction with the Facilities Master Plan.



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Communications and Public Engagement

- Develop a comprehensive Communications Master Plan, supported by:
 - A community communications survey (underway),
 - Continued ADA accessibility improvements on the Town website, and
 - Consideration of securing a website consultant following survey results.
- Develop a Town-wide social media policy for departments, boards, and committees.
- Commence the inaugural Citizens' Leadership Academy in Spring 2026.

Housing

- Evaluate Strategic Housing Plan recommendations for implementation.
- Continue work on the MassBay Affordable Homes Act land disposition and subsequent development process.

Economic Development

- Advance arts and culture strategic planning with MAPC technical assistance and coordinate with local stakeholders, artists, musicians, business owners, and residents on implementation.
- Promote shopping locally and support commercial districts, institutions, and merchants.
- Proactively and strategically evaluate potential development opportunities in Town.

Sense of Community

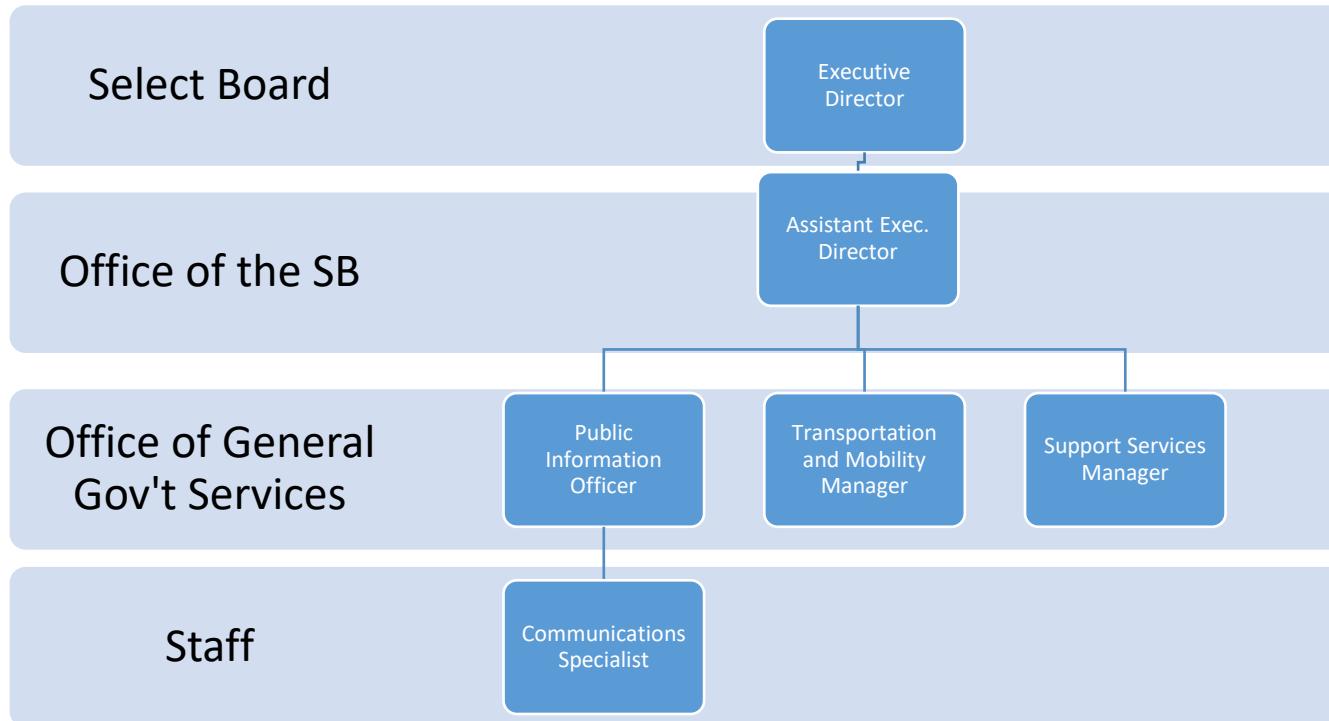
- Implement strategies identified in the Diversity, Equity, and Inclusion Audit and included in the final memorandum to the Board from the DEI Task Force following the October 2025 dialogues.
- Continue collaboration with the Civil Discourse Initiative to promote healthy community dialogue.

Sustainability

- Continue implementation of the Sustainable Mobility Plan and Safe Routes for All.
- Collaborate with FMD and the School Committee to evaluate school climate control needs.
- Work with FMD, PBC, MLP, and the School Committee to finalize solar installations at the Hardy and Hunnewell Schools, including pursuing Green Communities Grant funding with the Climate Action Committee.



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Executive Director Operating Request

Department: 122

Department Head: Meghan C. Jop, Executive Director

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Personal Services							
Full Time	\$ 502,582	\$ 540,498	\$ 705,308	\$ 754,568	\$ 782,122	\$ 27,553	3.65%
Part Time/Temp/Seasonal	-	-	-	-	-	\$ -	0.00%
Longevity	-	-	-	-	-	\$ -	0.00%
Performance/Clerical OT	-	4,020	-	9,500	4,800	\$ (4,700)	-49.47%
Subtotal, Personal Services	502,582	544,518	705,308	764,068	786,922	22,853	2.99%
Expenses	21,614	28,505	30,808	49,000	50,450	\$ 1,450	2.96%
Encumbrances	-	700	-	-	-	\$ -	0.00%
	21,614	29,205	30,808	49,000	50,450	1,450	2.96%
TOTAL	\$ 524,196	\$ 573,723	\$ 736,115	\$ 813,068	\$ 837,372	\$ 24,303	2.99%

PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request
Position Titles:					
Executive Director	1.0	1.0	1.0	1.0	1.0
Assistant Exec. Director	1.0	1.0	1.0	1.0	1.0
Deputy Assistant Director	-	-	-	-	-
Economic Development Director	-	-	-	-	-
Public Information Officer*	1.0	1.0	1.0	1.0	1.0
Support Services Manager*	1.0	1.0	1.0	1.0	1.0
Transportation and Mobility Manager**	-	-	1.0	1.0	1.0
Communications Specialist***	-	-	-	1.0	1.0
Clerical Assistant*	1.0	1.0	1.0	1.0	1.0
Total Number of Positions	5.0	5.0	6.0	7.0	7.0

* FY22 job classifications were modified

**FY25 New Position

Executive Director Operating Request

Org	Object	Account # 01-122 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES										
01122100	511010	Senior Administrator	Salary of the Executive Director	\$ 228,970	\$ 237,308	\$ 257,032	\$ 261,326	\$ 274,549	\$ 13,223	5.06%
01122100	511220	Other Professionals	Salaries of Asst. Exec. Dir, PIO, Support Services, Trans.& Mobility Manager	273,612	303,190	448,276	493,242	507,572	\$ 14,330	2.91%
01122100	512290	Temporary Help	Substitute Exec. Assistant (vacations/sick leave and transcription)	-	-	-	-	-	\$ -	0.00%
01122100	512290	Funds to complete Performance Review, Reclassification		-	4,020	-	9,500	4,800	\$ (4,700)	-49.47%
01122100	515050	Longevity	Longevity payment due personnel with more than 15 years service.	-	-	-	-	-	\$ -	0.00%
			PERSONAL SERVICES SUBTOTAL	502,582	544,518	705,308	764,068	786,922	22,853	2.99%
EXPENSES										
01122200	521010	Electricity	Cover Streetlight Deficit	576	245	251	-	-	\$ -	0.00%
01122200	524050	Computer Equipment Maint.	Computer Accessories as needed	374	-	-	900	900	\$ -	0.00%
01122200	530500	Training & Development	Training for staff members enables the department to stay informed about changes in laws and procedures related to their roles and responsibilities, laws etc.	605	2,575	1,724	4,000	4,000	\$ -	0.00%
01122200	530600	Appraisals & Surveys	Appraisals as required for land/municipal surveys.	-	-	1,375	2,000	2,000	\$ -	0.00%
01122200	530900	Other Professional Services	Consulting Services as needed	380	2,450	3,518	6,000	5,500	\$ (500)	-8.33%
01122200	534010	Postage	For routine mailing and also to cover additional mailings (e.g., reports, surveys, etc.).	470	630	1,341	2,000	2,000	\$ -	0.00%
01122200	534020	Telephone	Cell Phone for Executive Director						\$ -	0.00%
01122200	534030	Advertising - General	These funds are for the cost of placing legal ads in local newspapers.	383	379	331	900	900	\$ -	0.00%
01122200	534035	Advertising- Employment	For employment advertising.	-					\$ -	0.00%
01122200	534040	Printing and Binding Expense	For large jobs which can't be handled by office copier (e.g., budgets and reports).	-	-	-	8,400	9,150	\$ 750	8.93%
01122200	534095	On Line subscriptions/databases	Social Media analytical tools, ClerkMinutes, OtterAi	2,994	3,144	4,280	4,800	6,300	\$ 1,500	31.25%
01122200	542010	Office Supplies	Office supplies	1,939	1,777	2,464	2,500	2,500	\$ -	0.00%
01122200	549090	Other Food Service Supplies		472	474	231	500	500	\$ -	0.00%
01122200	555020	Periodicals & Newspapers	Newspaper subscriptions	73	73	69	300	300	\$ -	0.00%
01122200	557010	Programs and Activisties		100	275	50	300	300	\$ -	0.00%
01122200	571010	In-state travel (mileage)	For reimbursement of mileage	-	-	-	300	300	\$ -	0.00%

Executive Director Operating Request

Org	Object	Account # 01-122 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01122200	571110	Conf/Meetings Administrators	Attendance at in and out-of-state conferences enables the Town to keep current on new topics and ideas, and exert some influence on decisions by the state or other groups which may impact the Town.	2,411	5,522	4,084	3,400	4,000	\$ 600	17.65%
01122200	573010	Dues-Administrators	Dues for professional organizations such as MMMA, AICP	1,205	1,023	1,156	3,000	2,000	\$ (1,000)	-33.33%
01122200	573040	Dues-Committee/Board Members	Massachusetts Municipal Association and Norfolk County Selectmen's Association dues.	9,632	9,939	9,934	9,700	9,800	\$ 100	1.03%
			EXPENSES SUBTOTAL	21,614	28,505	30,808	49,000	50,450	\$ 1,450	2.96%
	570000	Other Charges & Expenses	Encumbered expenses from prior fiscal		700	-				0.00%
			DEPARTMENT TOTAL	\$ 524,196	\$ 573,723	\$ 736,115	\$ 813,068	\$ 837,372	\$ 24,303	2.99%

Executive Director Operating Request

Department: 122

Job Title Employee Name	FY26 Rate as of 6/30/2026	Group - Step	FY27 Starting Rate 7/1/2026	Step Adjustment Date	Adjusted Rate	Total Yrly Salary	Salary Request (Dept 122)*
Executive Director ¹ Meghan Jop	\$ 5,156.44	N69	\$ 5,259.57	N/A	N/A	273,498	274,549
Assistant Executive Director Corey Testa	\$ 2,765.89	A14	\$ 2,821.21	N/A	N/A	146,703	147,267
Public Information Officer Stephanie Hawkinson	\$ 1,911.59	A10	\$ 1,949.82	N/A	N/A	101,391	101,781
Support Services Manager Cay Meagher	\$ 1,679.52	A7	\$ 1,713.11	N/A	N/A	89,082	89,424
Funds to complete Performance Review for Executive Director, OT for Clerk	\$ -		\$ -	N/A	N/A	4,800	4,800
Transportation & Mobility Manager Sheila Page	\$ 1,900.92	A9	\$ 1,938.94	N/A	N/A	100,825	101,213
Creative Content Coordinator Andrea Arango Villada	\$ 1,268.05	B4-6	\$ 1,293.41	4/20/2027 B4-7	\$ 1,329.11	67,622	67,887
Temporary help - transcribing minutes	\$ -		\$ -	N/A	N/A	-	
1. Contract expires 6/30/2025						783,919	\$ 786,922

Assumptions:

H-Table increase	2.00%	1.020
S-Table increase	2.00%	1.020
Contract Employee	2.00%	1.020
Temp. Help \$30/hr for 4.5 weeks		

*Pay weeks in FY27 = 52.2



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Climate Action Committee: Mission, Services & Priorities

CLIMATE ACTION COMMITTEE

Mission

The Climate Action Committee (CAC) leads efforts to reduce townwide greenhouse gas (GHG) emissions. In 2021, Annual Town Meeting adopted revised goals aligned with Massachusetts climate targets: to reduce townwide emissions 50% below a 2007 baseline by 2030, 75% below this baseline by 2040, and to net-zero by 2050.

Department Description

Guided by Wellesley's townwide Climate Action Plan (CAP, 2022), the CAC leads, supports, advises, and collaborates with Town of Wellesley departments and committees, and community stakeholders on initiatives to reduce GHG emissions from Wellesley's municipal, residential, commercial, and institutional sectors. The CAC also engages with other towns and with state and federal agencies to advance Wellesley's climate goals. The CAC tracks and reports annually on GHG emissions by sector.

Organizational Structure

The CAC has seven appointed members, with staggered terms of three years. The Select Board (SB), Municipal Light Board (MLB), and School Committee each appoint one board member, officer, official, or paid employee. The SB appoints the remaining four members from among residents or others with relevant interests and expertise. As depicted in Figure 1, the CAC is under the Select Board and has two staff members: a Sustainability Director, at 35 hours/week, who reports to the Executive Director of General Government Services, and a Sustainability Analyst, at 35 hours/week.



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Climate Action Committee: Mission, Services & Priorities

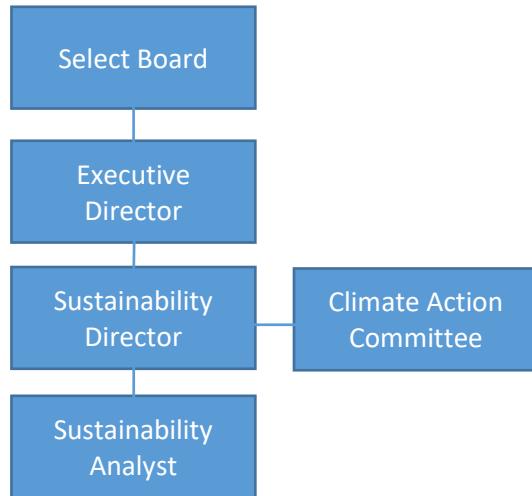


Figure 1: Climate Action Committee Organizational Chart

Department Activities

Climate Action Plan – The CAC leads initiatives and advises departments on implementation of the CAP, a roadmap for achieving townwide GHG emissions reduction goals and for building resilience to climate change impacts. CAP implementation involves action by municipal staff and boards, residents, businesspeople, and institutions across six pathways: governance, energy, buildings, mobility, natural resources, and waste. The CAC works to facilitate and accelerate climate action through education, advice, advocacy, policy development, and technical and financial grant resources.

Green Communities – The CAC develops, coordinates, and implements the Town's Green Communities activities, seeks state funding for Green Communities projects, and reports to the Massachusetts Department of Energy Resources (DOER) on municipal energy use, vehicle purchases, and grant implementation. Since 2018, Wellesley received over \$800,000 in Green Communities grant funding, including a \$500,000 Green Communities Building Decarbonization grant to support electrification of the Warren Building. The CAC is



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Climate Action Committee: Mission, Services & Priorities

working with multiple departments to apply for a \$1,000,000 Climate Leader Communities Decarbonization Accelerator grant to fund solar on the Hardy and Hunnewell Elementary Schools.

Tracking of Energy Use and Greenhouse Gas Emissions – Every year, the CAC tracks energy use and estimates townwide GHG emissions from municipal, residential, commercial, and college sectors.

Reducing Residential Building Emissions – The CAC partners with HomeWorks Energy, a Mass Save-approved provider. HomeWorks Energy canvasses Wellesley neighborhoods, tables at events, and uses digital platforms and direct mail to invite Wellesley residents who are gas customers of National Grid, to schedule no-cost home energy assessments.

Building Energy Tracking and Reporting Program (BETR) - BETR is a Town of Wellesley initiative to assist large commercial, multi-family, and institutional properties in Wellesley with lowering energy costs, making buildings more sustainable, and reducing GHG emissions. The program includes energy tracking and reporting and a Building Energy Roundtable which meets one to two times a year.

Gas Leaks – The CAC participates in the Multi-Town Gas Leaks Initiative which brings together cities and towns in National Grid territory to work with the utility to accelerate progress on gas leaks.

WasteWise Wellesley – The CAC participates in the 3R (Reduce, Reuse, Recycle) Working Group (Department of Public Works, Natural Resources Commission, and CAC) to encourage sustainable materials management, a goal identified in the Unified Plan. CAC staff work closely with the Health Department and Public Information Officer on communication regarding the Skip the Stuff bylaw (to take effect January 1, 2026) and with the Town's Waste Reduction Coordinators

Mobility Programs – The CAC collaborates with the Mobility Manager, MLP, and Sustainable Wellesley in promoting sustainable mobility. The CAC developed and helped to implement a Zero-Emission-Vehicle-First Fleet Policy (ZEV Policy) to reduce emissions and operating costs for fleet vehicles.

Municipal Engagement – The CAC and Town Departments, including the Municipal Light Plant, Department of Public Works, Facilities Management Department, Health Department, and Natural Resources Commission are deepening their collaborations on climate action in areas such as energy coaching, decarbonization, electric vehicle adoption, and waste reduction.



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Climate Action Committee: Mission, Services & Priorities

Community Engagement – Outreach to community members takes place through multiple events and channels including energy coaching, community-wide events, neighborhood programs, a partnership with HomeWorks Energy, the BETR program, EV showcase and test drive events, Wellesley Wonderful Weekend, webinars, Climate Action - Be Part of It! webpages, and other digital and print media.

Fiscal Year (FY) 27 Goals

The CAP contains 90 actions to be implemented over the next three years. Together, these actions involve every Town department and every sector of our community in mitigating climate change and enhancing Wellesley's resilience to climate change impacts. To coordinate and support this work the CAC carries out data collection, research, analysis, public education, and municipal and community engagement. The CAC also develops and implements local programs, collaborates with other towns, and advocates for state and federal policies that advance progress toward our climate targets.

Specific goals for FY27 include:

- Promote the Climate Action Be Part of It! Campaign along with the Town's Energy Coaching Program through in-person and on-line programs, direct mailings, news outlets, websites, and social media. Innovate on neighborhood-scale and community-wide initiatives. Continue to expand and deepen climate action engagement with Wellesley's:
 - Residents;
 - Community-based organizations; and
 - Commercial and institutional partners.
- Work with Town boards and departments to develop processes and materials to encourage sustainable private development.
- Catalyze and collaborate on initiatives to strengthen Wellesley's climate resilience.
- Update Municipal Sustainable Building Guidelines.
- Manage Climate Leader Communities grant (if awarded) for Hardy and Hunnewell School solar projects.
- Lead efforts to obtain Elective Pay for the Hardy and Hunnewell School solar projects.
- Support townwide waste reduction initiatives.
- Seek grant-funded and technical assistance for CAP actions.
- Complete the annual greenhouse gas inventory.
- Update the CAP dashboard for tracking progress on Wellesley's climate action goals.



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Climate Action Committee: Mission, Services & Priorities

Operating Budget Summary

The CAC's FY27 operating budget request includes funding for the Sustainability Director, CAC Analyst, and expenses for dues, professional development, events, postage, and supplies required to run the CAC's programs.

The CAC's FY27 operating budget request includes within-guideline increases of 2.0% for personnel and 2.92% for expenses. Together these increases reflect a 2.05% total budget increase over FY26. "ICLEI Dues" will increase by \$300 in FY27 because the ICLEI – Local Governments for Sustainability organization recently upgraded the GHG inventory software they provide to members. The upgrade will improve Wellesley's GHG inventory methodology and make a wider array of analytical tools available to the CAC. ICLEI originally proposed a \$600 increase in dues for FY27 but agreed to implement an increase of \$300 in FY27 with an additional \$300 in FY28, allowing the CAC operating budget request to remain within guidelines.

Capital Budget Summary

The capital budget request includes \$75,000 for a Climate Action Plan update in FY29.

Revenue and Cost Savings

The CAC will continue to identify and pursue Green Communities, Climate Leader Communities and other grant opportunities, alert the municipality to sustainability-related incentives, and work with departments across Town to reduce energy use and save on energy-related costs.



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Climate Action Committee: Mission, Services & Priorities



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Climate Action Committee Operating Request

Org	Object	Account Title	Actual FY23	Actual FY24	Actual FY25	Budget FY26	Request FY27	\$ Variance FY26-27	% Variance FY26-27
01126100	511220	Other Professional Staff	42,319	87,307	90,205	96,275	98,200	1,925	2.00%
01126100	511420	Other Support Staff	64,512	67,647	71,693	76,959	78,499	1,540	2.00%
		PERSONAL SERVICES SUBTOTAL	\$ 106,830	\$ 154,954	\$ 161,898	\$ 173,234	\$ 176,699	3,465	2.00%
01126200	579999	ICLEI Dues	1,200	1,200	1,200	1,200	1,500	300	25.00%
01126200	571110	Conf/Mtgs/USDN Dues	2,019	2,000	130	2,200	2,200	-	0.00%
01126200	557010	Programs and Activities	648	1,035	2,636	3,091	3,091	-	0.00%
01126200	542010	Office Supplies	41	-	281	300	300	-	0.00%
01126200	534010	Postage	-	-	472	3,500	3,500	-	0.00%
		EXPENSES SUBTOTAL	\$ 3,908	\$ 4,235	\$ 4,718	\$ 10,291	\$ 10,591	300	2.92%
	57000	Encumbrances	-	120	1,491	-	-	-	0.00%
		TOTAL	\$ 110,739	\$ 159,189	\$ 166,616	\$ 183,525	\$ 187,290	3,765	2.05%



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Climate Action Committee Operating Request

Department : 126

Department Head: Marybeth Martello, Sustainability Director

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Personal Services							
Sustainability Director	42,319	87,307	90,205	96,275	98,200	1,925	2.00%
Sustainability Analyst	64,512	67,647	71,693	76,959	78,499	1,540	2.00%
Subtotal, Personal Services	106,830	154,954	161,898	173,234	176,699	3,465	2.00%
General Expenses	3,908	4,235	4,718	10,291	10,591	300	2.92%
Encumbrances	-	120	1,491	-	-	-	0%
Subtotal, Expenses	3,908	4,355	6,210	10,291	10,591	300	2.92%
TOTAL	\$ 110,739	\$ 159,309	\$ 168,107	\$ 183,525	\$ 187,290	\$ 3,765	2.05%

FTE	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request
Director	1.00	1.00	1.00	1.00	1.00
Analyst	1.00	1.00	1.00	1.00	1.00
	2.00	2.00	2.00	2.00	2.00

Base Budget

Director at 35 hrs/wk

Analyst at 35 hrs/wk

Unified Plan/Climate Action Plan

Director at 35 hrs/wk

Analyst at 35 hrs/wk



Town of *Wellesley*

FY2027 Budget Request

Climate Action Committee Operating Request

Org	Object	Account Title	Actual FY23	Actual FY24	Actual FY25	Budget FY26	Request FY27	\$ Variance FY26-27	% Variance FY26-27
01126100	511220	Other Professional Staff	42,319	87,307	90,205	96,275	98,200	1,925	2.00%
01126100	511420	Other Support Staff	64,512	67,647	71,693	76,959	78,499	1,540	2.00%
		PERSONAL SERVICES SUBTOTAL	\$ 106,830	\$ 154,954	\$ 161,898	\$ 173,234	\$ 176,699	3,465	2.00%
01126200	579999	ICLEI Dues	1,200	1,200	1,200	1,200	1,500	300	25.00%
01126200	571110	Conf/Mtg/USDN Dues	2,019	2,000	130	2,200	2,200	-	0.00%
01126200	557010	Programs and Activities	648	1,035	2,636	3,091	3,091	-	0.00%
01126200	542010	Office Supplies	41	-	281	300	300	-	0.00%
01126200	534010	Postage	-	-	472	3,500	3,500	-	0.00%
		EXPENSES SUBTOTAL	\$ 3,908	\$ 4,235	\$ 4,718	\$ 10,291	\$ 10,591	300	2.92%
	57000	Encumbrances	-	120	1,491	-	-	-	0.00%
		TOTAL	\$ 110,739	\$ 159,189	\$ 168,107	\$ 183,525	\$ 187,290	3,765	2.05%

126 Climate Action Committee FY27 Operating Request

Job Title Employee Name	FY26 Rate as of 6/30/26	Group - Step	FY27 Hrly rate	Hrs/Week	FY27 Rate as of 7/1/26	Step adjustment Rate	Adjusted Date	General Fund Budget Request
Sustainability Director Marybeth Martello (35 hr/wk)	\$ 52.70	A10	\$ 53.75	35	\$ 1,881.23			98,200
Janet Mosley CAC Analyst (35 hr/wk)	\$ 42.12	A6	\$ 42.97	35	\$ 1,503.81			78,499
								\$ 176,699

H-Table increase 2.00% 1.0200
 S-Table increase 2.00% 1.0200

Number of payweeks in FY27 = 52.2



Town of *Wellesley*

FY2027 Budget Request

Finance Department: Mission, Services & Priorities

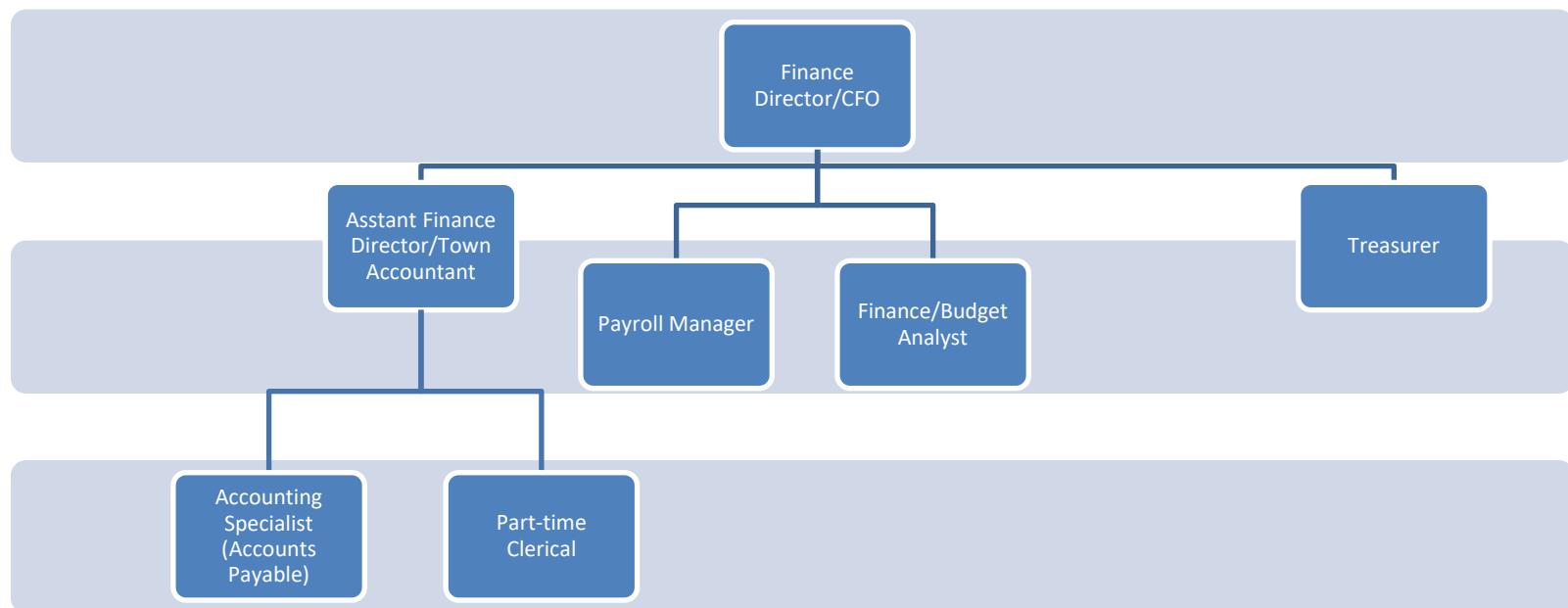
Mission

The Mission of the Finance Department is to provide the financial transactions, reconciliations, analytics, and timely reporting necessary to manage the finances of this fast-paced municipality and its four separate Enterprise Funds, and maintain its significant assets; while maintaining an environment of **strong financial controls**. The department provides outreach to educate and assist other departments and boards to help them maintain **the highest financial standards**. The department continually strives to improve **transparency** to all stakeholders through public reporting of its financial statements and budget data.

Conservative policies and creative strategies for financial management will allow the Town to continue to have the long term **fiscal stability** to fund past service liabilities, current 'best in class' operations, capital purchases, and the Town's strategic objectives as articulated under the [Unified Plan](#).

Organization

The department is comprised of Five full-time (**5 FTE**) employees: the Finance Director/CFO, Assistant Finance Director/Town Accountant, Payroll Manager, Finance & Budget Analyst, and Accounting Specialist who review and process all disbursements for the organization. There is also a **.5 FTE** clerical position that is currently vacant but retained for future departmental needs.



The Finance Director is the liaison to the Audit Committee, the Ex-Office Member of the Wellesley Contributory Retirement Board and appoints the Treasurer/Collector. The Finance Director works with the Executive Director, Treasurer/Collector, and Select Board to craft financial policies, establish controls, and manage debt. Maintaining the Town's longstanding Aaa Bond rating and history of financial conservatism continues to be a key value.

The Town Accountant is responsible for overseeing the Town's general ledger and maintaining accurate accounting records, review all financial transactions, including invoices, payroll, and departmental expenditures, to ensure reasonableness, legality, and proper documentation. This oversight ensures the integrity of day-to-day financial operations and supports effective fiscal management.

Finance is responsible for accounting, analysis, and financial statement preparation for the organization; coordinating the town-wide budget process, and preparing/auditing warrants for all vendor disbursements and employee payrolls. The department also administers the Town's liability insurance program, and maintains contract files. The department annually processes tens of thousands of payroll and deduction records for over 1,200 employees, and remits payments to thousands of vendors (\$200 million annual disbursements). Financial records are maintained for 24 funds and 45 departments. The Town uses sophisticated, fully integrated financial software (MUNIS) to perform all financial functions (including general ledger, accounts payable, purchasing, payroll, fixed assets, billing, collections, and treasury). Finance staff perform detailed monthly general ledger account reconciliations, prepare various operating analytics, and train other departments' management and staff on using the system. Finance staff are cross trained and routinely support each-other and the treasurer's office during vacations and absences, to ensure critical processes are performed timely. Finance performs State and Federal reporting, closes the financial books, and works with the Independent Auditors on the annual audit and preparation of the Annual Comprehensive Financial Report. The department communicates the Select Board's annual budget guidelines to the other departments, issues templates/instructions to coordinate departmental budget submissions, prepares summary schedules of Select Board budgets, and summarizes town-wide budget submissions. Staff assist other departments in preparing budgets and upload final balanced budgets to the MUNIS system. Staff also create graphs, charts, and analyses in support of the Town Wide Financial Plan and Long-term Capital plan.

FY2026

This past year, the Finance Department experienced a period of transition following the departure of the Finance Director in January 2025. The Town was fortunate to appoint the Assistant Finance Director as Interim, where they excelled in carrying out the Town Accountant responsibilities, highlighting the need to realign the department's structure. The Town hired Rachel DeRoche as Finance Director in October 2025 and transitioned Tiana Moreau to Town Accountant in November 2025.

The Town Accountant will focus on day-to-day accounting operations and review of all general ledger activity, while the Finance Director will concentrate on budgeting, long-term planning, and broader strategic financial management. This realignment better positions the Town to meet its fiscal goals going forward.

FY2026 /FY2027

The department continues to be committed to producing its **Annual Comprehensive Financial Report (ACFR)**, which has won annual **Awards for Excellence in Financial Reporting every year since 2004**. These documents can be found on the Town's website.

The Town earned the Distinguished Budget Award from the Government Finance Officers' Association for its 2021 and 2022 budget efforts and will continue to improve the budget document and address the recommendations from the adjudication process. During the 2023 budget process, the award program changed to a direction supporting a more centralized approach to government than Wellesley's structure affords; with a focus on mapping departmental goals to a central strategic plan and then (centrally) measuring outcomes. Wellesley's form of government presented a challenge to keeping the award, but the Finance department continues to be committed to maintaining and enhancing the improved transparency created by continuing to prepare this detailed document.

FY2027 Goals

The Department continues to prepare the Water and Sewer financial statements after the departure of the DPW Accountant. Town meeting added a Stormwater Enterprise Fund effective in fiscal 2025, and Finance will also prepare its monthly statements.

Finance continues to invest in staff cross-training, and to support (their) career advancement by encouraging involvement in (Municipal Accounting) Certification programs. Cross-training and documentation of policies and procedures will continue, to ensure that financial controls are maintained through any staffing transitions.

Base Level request

The budget requested for FY2027 provides the resources necessary to meet the department's objectives. It meets guidelines and maintains current staffing levels.



Town of *Wellesley*

FY2027 Budget Request

Finance Department Operating Request

Department: 133

Department Head: Rachel DeRoche, Finance Director

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Personal Services							
Full Time	\$ 471,287	\$ 495,199	\$ 501,962	\$ 616,132	\$ 634,582	\$ 18,450	2.99%
Part-Time	-	-	-	-	-	\$ -	0.00%
Assessment Offset (W&S, WSVD)	(34,850)	(34,850)	(36,244)	-	-	\$ -	0.00%
Overtime	-	-	-	300	300	\$ -	0.00%
Subtotal, Personal Services	436,437	460,349	465,718	616,432	634,882	18,450	2.99%
Expenses	4,999	10,005	5,041	14,100	14,450	\$ 350	2.48%
Encumbrances	-	10	-	-	-	\$ -	0.00%
Subtotal, Expenses	4,999	10,015	5,041	14,100	14,450	350	2.48%
Total	\$ 441,436	\$ 470,364	\$ 470,760	\$ 630,532	\$ 649,332	\$ 18,800	2.98%

PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request
Position Titles:					
Finance Director/CFO	1.0	1.0	1.0	1.0	1.0
Asst Fin Director/Town Accountant	1.0	1.0	1.0	1.0	1.0
Finance and Budget Analyst	1.0	1.0	1.0	1.0	1.0
Payroll Manager	1.0	1.0	1.0	1.0	1.0
Accounting Specialist	1.0	1.0	1.0	1.0	1.0
Clerical*	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>
Total Number of Positions	5.5	5.5	5.5	5.5	5.5

* The Town administratively supports the West Suburban Veterans' District, which is a separate entity from the Town.

The Town charges WSVD the equivalent of 1/2 position in lieu of an assessment for Accounting and Treasury services, use of the financial software, and other Town resources. Beginning in FY26, this assessment was moved to Human Resources. Finance continues to maintain the 0.5 FTE clerical position to meet any future departmental needs.

Finance Department Operating Request

Org	Object	Account # 01-133 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES									
01133100	511010	Senior Administrator	\$ 180,692	\$ 173,619	\$ 141,894	\$ 183,704	\$ 187,378	\$ 3,674	2.00%
01133100	512490	Other Salaries (Payroll Mgr)	40,189	81,420	94,142	99,979	\$ 101,979	\$ 1,999	2.00%
01133100	511220	Other Professionals	134,107	174,391	201,776	237,857	242,614	\$ 4,757	2.00%
01133100	511420	Other Professional Staff	61,409	65,769	64,150	74,080	77,611	\$ 3,531	4.77%
01133100	512290	Fill position at existing step	26,574	-	-	-	-	\$ -	0.00%
01133100	569555	Assessments	(34,850)	(34,850)	(36,244)	-	-	\$ -	0.00%
01133100	511370	Clerical	28,316	-	-	20,512	25,000	\$ 4,488	21.88%
01133100	511399	Retirement Administrator Dep	695	(0)	-	-	-	\$ -	0.00%
01133100	513120	Scheduled Overtime	-	-	-	300	300	\$ -	0.00%
01133100	515050	Longevity	-	-	-	-	-	\$ -	0.00%
			437,133	460,349	465,718	616,432	634,882	18,450	2.99%
01133200	529050	Recycled Materials Disposal	-	-	-	-	-	\$ -	0.00%
01133200	530200	Accounting & Auditing Services	-	-	-	-	-	\$ -	0.00%
01133200	530500	Training & Development	-	4,794	1,835	5,750	6,100	\$ 350	6.09%
01133200	530900	Other Professional	-	642	-	-	-	\$ -	0.00%
01133200	534010	Postage	202	18	299	200	200	\$ -	0.00%
01133200	534020	Telephone	-	146	337	650	650	\$ -	0.00%
01133200	534035	Advertising- General	-	-	-	200	200	\$ -	0.00%
01133200	542010	Office Supplies	1,990	1,659	1,342	2,500	2,500	\$ -	0.00%
01133200	549090	Food Supplies	193	-	-	-	-	\$ -	0.00%
01133200	571010	In-state travel (mileage)	188	-	70	800	800	\$ -	0.00%
01133200	571110	Conf/Meetings Administrators	1,823	2,304	758	3,000	3,000	\$ -	0.00%
01133200	573010	Dues-Administrators	603	440	400	1,000	1,000	\$ -	0.00%
01133200	578010	Approved Special Dept Exp	-	-	-	-	-	\$ -	0.00%
01133200	583120	Office Machines Rep	-	-	-	-	-	\$ -	0.00%
			4,999	10,005	5,041	14,100	14,450	350	2.48%
	570000	Other Charges & Expenses	-	10	-	-	-	\$ -	0.00%
			\$ 442,131	\$ 470,364	\$ 470,760	\$ 630,532	\$ 649,332	18,800	2.98%

Finance Department Operating Request						
Job Title Employee Name	FY26 Rate as of 6/30/2026	Group - Step	FY27 Rate as of 7/1/26	Step Adjustment Date	Step Adjustment Rate	General Fund Budget Request
Finance Director/CFO R DeRoche	\$ 3,519.23	N66	\$ 3,589.61			187,378
Assistant Finance Director/Town Accountant T Moreau	\$ 2,859.24	A14	\$ 2,916.42			152,237
Payroll Manager T Lamarre	\$ 1,915.31	A10	\$ 1,953.62			101,979
Finance & Budget Analyst P Manganaro	\$ 1,697.41	A7	\$ 1,731.36			90,377
Accounting Specialist S Wong	\$ 1,433.25	B5-7	\$ 1,461.92	11/18/2026 B5-8	\$ 1,502.26	77,611
WSVD Assessment moved to HR starting in FY26						
Clerical - Vacant	\$ 961.54	B5-1				25,000
Overtime for Accounting Specialist	\$ 300.00		\$ 300.00			300
Human Resources article does not provide funding for management under contract					1,502	634,882

¹ Water & Sewer enterprise funds are no longer assessed accounting charges for A/P , payroll processing, and financial statement preparation.

² Accounting Assistance for Veteran's District. Assessment offset moved to Human Resources budeget in FY26

*Note: FY27 Salary is based on 52.2 weeks

Assumptions:

H-Table increase	2.00%	1.0200
S-Table increase	2.00%	1.0200

Pay weeks in FY27= 52.2



Town of *Wellesley*

FY2027 Budget Request

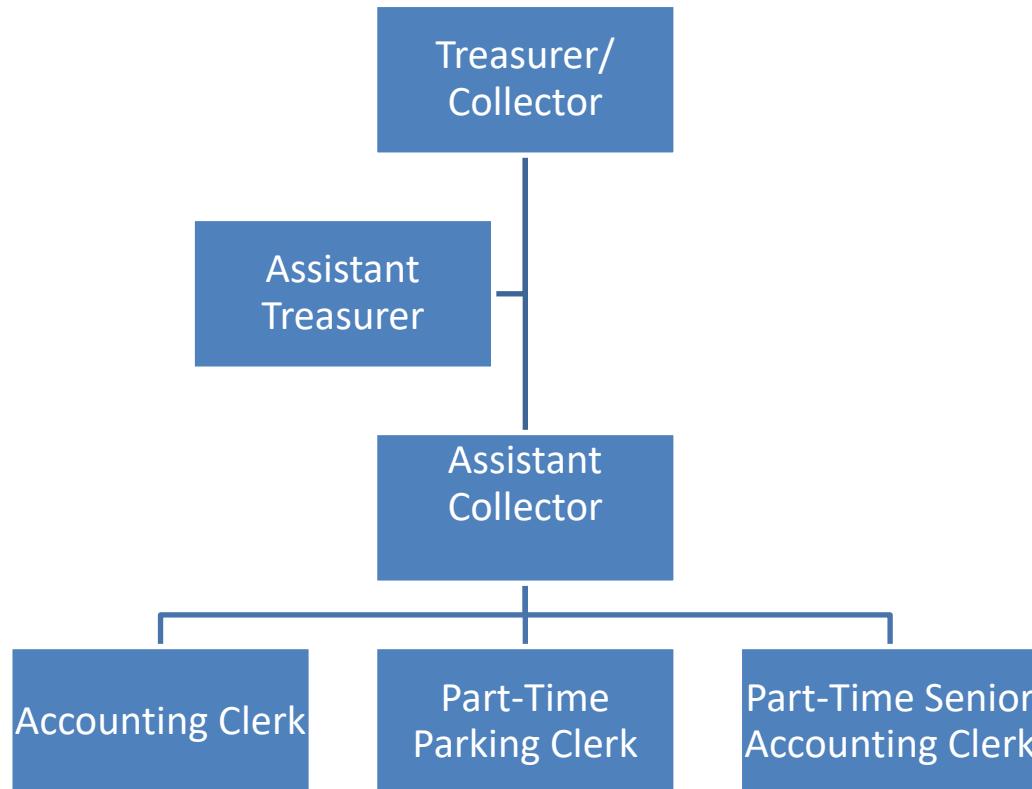
Treasurer/Collector Department: Mission, Services & Priorities

Mission

The mission of the Treasurer/Collector's office to provide the highest level of customer service and support to all of the Town's constituencies (i.e., taxpayers, employees, retirees or vendors), as well as satisfy the legal requirements set forth in Massachusetts General Laws and the Town's bylaws.

Organization

The department is comprised of Four full-time (4 FTE) employees: the Treasurer/Collector, Assistant Treasurer, Assistant Collector, Accounting Clerk and 2.0 part time positions (Senior Accounting Clerk and Parking Clerk)



The office of the Treasurer/Collector is responsible for all cash management activities of the Town. Activities include:

- Collecting all taxes and certain other bills due to the Town
- Accounting for and investing all available cash (excluding the Retirement System and OPEB)
- Disbursing all Town funds requested by Financial Services via the accounts payable and payroll processes.
- Maintaining all records for and properly disbursing the Town's various tax obligations; and administering all Town Trust Funds

The Treasurer/Collector administers the Town's employee group benefit programs (except retirement), including the following activities:

- Administering the group health insurance program, in conjunction with the Human Resources Department, assisting with the Budget preparation and payment of invoices
- Administering the Town's additional insurances programs, including Life Insurance, Dental Insurance, AFLAC and Eyemed in conjunction with Human Resources, assisting with the Budget preparation and payment of invoices
- Administering the Town's defined contribution plan; both the voluntary deferred compensation plan for benefit eligible employees and the mandatory plan for part-time, temporary, and seasonal employees not eligible to join the retirement plans.
- Administering the Town's Long Term Disability program in conjunction with the Human Resources Department, assisting with the Budget preparation and payment of invoices

The Treasurer/Collector is responsible for the debt management activities of the Town, including:

- Producing all documentation required for both short and long-term borrowing issues.
- Working with the finance team and rating agencies to maintain the Town's bond rating and dispersing all town debt payments.

Other responsibilities include:

- Administering the Town's self-insured Workers' Compensation program in conjunction with Human Resources
- Serving as backup and aiding with the supervision of the Town's parking enforcement function in conjunction with the Police Department
- Coordinating all incoming and outgoing mail activities for Town Hall

Prior Year Projects

Several positive changes were made this year to the Treasurer's office. In the third quarter of FY25, we transitioned the Town's 401(b) deferred compensation plan provider from VOYA to EMPOWER, the Commonwealth of Massachusetts-managed "SMART Plan." This decision was driven by the plan's comprehensive services and strong support for participants. The SMART Plan aims to reduce fees while improving the overall quality of services offered. We also adopted the prudent investor rule, allowing for greater diversification of investment options and the potential for stronger returns—an approach that has already proven beneficial. Finally, we reclassified the Senior Parking Clerk position to Assistant Collector to enable this position to take on more advanced responsibilities. We plan to hire a part-time non-benefit parking clerk dedicated exclusively to parking-related tasks and issues, which was previously under the Senior Clerk/Parking Clerk prevue.

Goals

Continue the effort of cross-training and succession planning and updating and enhancing our department manual for reference.

Base Level Budget

We anticipate interest income will continue to decline in FY27 due to interest rate cuts and lower cash levels with the mostly completed large construction projects.



Town of *Wellesley*

FY2027 Budget Request

Treasurer/Collector Department Operating Request

Department: 145

Department Head: Maura O'Connor, Treasurer /Collector

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Personal Services							
Permanent Employees	\$ 288,488	\$ 344,715	\$ 363,999	\$ 443,339	\$ 435,228	\$ (8,111)	-1.83%
Longevity/Temporary/Seasonal	-	-	-	19,900	41,240	\$ 21,340	107.24%
Subtotal, Personal Services	288,488	344,715	363,999	463,239	476,468	13,229	2.86%
Expenses	89,989	100,870	116,489	140,700	144,900	4,200	2.99%
Encumbered Expended	-	205	1,665	-	-	-	0.00%
Subtotal, Expenses	89,989	101,074	118,154	140,700	144,900	4,200	2.99%
TOTAL TAX IMPACT	\$ 378,477	\$ 445,789	\$ 482,153	\$ 603,939	\$ 621,368	\$ 17,429	2.89%

PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request
Position Titles:					
Treasurer/Collector	1.0	1.0	1.0	1.0	1.0
Ass't. Treasurer	1.0	1.0	1.0	1.0	1.0
Ass't Collector	0.0	0.0	0.0	0.0	1.0
Accounting Clerks	2.0	2.0	2.0	2.0	1.0
Part-Time Accounting Clerk	0.0	0.0	0.0	0.0	0.5
Part-Time Parking Clerk	0.0	0.0	0.0	0.0	0.5
Sr. Accounting Clerk/Parking Clerk	0.5	0.5	0.5	1.0	0.0
Total Number of Positions	4.5	4.5	4.5	5.0	5.0

Treasurer/Collector Department Operating Request

Org	Obj	Account # 01-145 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES										
01145100	511010	Senior Administrator	Treasurer/Collector	\$ 125,022	\$ 130,908	\$ 137,727	\$ 145,420	\$ 148,328	\$ 2,908	2.00%
01145100	511015	Other Professional Staff	Assistant Collector	\$ 33,222	\$ 34,876	\$ 36,838	\$ 86,357	\$ 88,084	\$ 1,727	2.00%
01145100	511220	Other Professional Staff	Assistant Treasurer	76,153	84,370	84,209	88,913	90,690	\$ 1,777	2.00%
01145100	511370	Clerical	Full-Time Clerks	54,091	94,561	105,225	122,649	108,126	\$ (14,523)	-11.84%
01145100	512290	Part-time Help	Part-Time Clerk/Intern	-	-	-	19,000	40,340	\$ 21,340	112.32%
01145100	513120	Scheduled Overtime	Overtime for hourly employees	-	-	-	300	900	\$ 600	200.00%
01145100	515050	Longevity	Senior Accounting Clerk longevity	-	-	-	600	-	\$ (600)	-100.00%
			PERSONAL SERVICES SUBTOTAL	\$ 288,488	\$ 344,715	\$ 363,999	\$ 463,239	\$ 476,468	\$ 13,229	2.86%
			EXPENSES							
01145200	524030	Equipment Maintenance	This covers the cost of maintenance for the Department's copier, typewriter and postal equipment.	-	1,829	770	2,000	2,100	\$ 100	5.00%
01145200	527030	Equipment Rental/Lease	Cover cost of postage system that was installed in FY05.	3,087	3,087	3,087	3,100	3,800	\$ 700	22.58%
01145200	530900	Other Professional Services	Banking services include lockbox, depository, custodial and checking services.	43,621	39,564	41,604	40,000	30,000	\$ (10,000)	-25.00%
01145200	534010	Postage	The postage budget for the Treasurer's Office covers postage for payroll expense checks, weekly vendor checks, W-2 and 1099 forms, miscellaneous billings plus all departmental correspondence. The Treasurer's Office oversees the processing of outgoing mail from the Town Hall. This budget covers the department's approx. 35,000 pieces while the 50,000 other pieces are charged back to various departments.	23,054	27,452	39,936	26,000	25,000	\$ (1,000)	-3.85%
01145200	534030	Advertising - General	Notification to the public that tax bills have been mailed and legal advertisement for tax takings.	-	-	-	-	-		0.00%

Treasurer/Collector Department Operating Request

Org	Obj	Account # 01-145 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01145200	534040	Printing & Mailing Expense	The printing/mailing budget for the Treasurer's Office covers the cost of printing the stock forms for real estate, personal property, excise bills, W-2's, 1099's and the check stock for payroll and expense checks. In addition, envelopes for mailing all the above items are purchased from this account. Tax billing is contracted to the MLP through their Pitney Bowes equipment.	4,084	8,275	9,819	50,000	60,000	\$ 10,000	20.00%
01145200	542010	Office Supplies	Standard office supplies plus supplies for personal copier, LaserJet and mail machine. Annual Quickbooks subscription.	5,650	9,054	9,896	7,200	10,000	\$ 2,800	38.89%
01145200	571110	Conf. Meetings - Administrators	The Treasurer, Asst. Treasurer and Asst. Collector attends meetings of the Mass Collector/Treasurer Assoc.	861	1,270	1,428	1,200	1,500	\$ 300	25.00%
01145200	572110	Conf/Mtgs - Administrators	The Treasurer, Asst. Treasurer & Asst. Collector attends the annual MCTA Conference & annual school	1,983	2,069	2,197	2,300	3,000	\$ 700	30.43%
01145200	573010	Dues - Administrators	Treasurer and Asst. Treasurer & Assistant Collector belong to Mass. Collectors & Treasurers Assoc - Treasurer belongs to the Norfolk County Treasurer/Collector Assoc.	295	604	200	400	400	\$ -	0.00%
01145200	574120	Public Employee Bond	M.G.L.'s require that the Treasurer/Collector and both Assistant maintain bonds each and that the Town's Deputy Collector be bonded.	2,496	2,182	2,496	2,500	2,600	\$ 100	4.00%
01145200	578035	Over/Short	Deposit Over/Short						\$ -	0.00%
01145200	569998	Check Error/Bank Fees		-					\$ -	0.00%
01145200	569999	IRS Penalties	Charges for tax payment errors						\$ -	0.00%
01145200	583090	Other Equipment		-					\$ -	0.00%
01145200	595540	Tax Title Costs	Tax Taking costs, including attorney and filing.	4,860	5,483	5,056	6,000	6,500	\$ 500	8.33%
01145200	599999	Unapprop/Unassigned		-					\$ -	0.00%
			EXPENSES SUBTOTAL	89,989	100,870	116,489	140,700	144,900	\$ 4,200	2.99%
		570000 Other Charges & Expenses	Encumbered expenses from prior fiscal year	-	205	1,665		-	\$ -	0.00%
			DEPARTMENT TOTAL	\$ 378,477	\$ 445,789	\$ 482,153	\$ 603,939	\$ 621,368	17,429	2.89%

Treasurer/Collector Department Operating Request								
Job Title Employee Name	FY26 Rate as of 6/30/26	FY27 RATE REQUEST					Step adjustment Rate	Total Budget Request
		Group - Step	Hrs/Week	FY27 Starting Rate 7/1/2026	Adjustment Date	Group - Step		
Treasurer/Collector Maura O'Connor	\$ 2,785.82	A14	35	\$ 2,841.54				148,328
Assistant Treasurer Greg Copeland	\$ 1,703.29	A8	35	\$ 1,737.36				90,690
Assistant Collector Kathryn Rumsey	\$ 1,654.35	A8	35	\$ 1,687.44				88,084
Senior Accounting Clerk Barbara Jeannie Koushouris	\$ 39.31	B4-9	20	\$ 40.10				\$ 41,860
Accounting Clerk Dorothy Beattie	\$ 1,217.30	B3-8	35	\$ 1,241.65	9/4/2026	B3-9	\$ 1,275.56	66,265
part time/intern	\$ 25.00	DGEN						18,880
Parking Clerk - vacant	\$ 26.87	DGEN	15	\$ 27.41				\$ 21,460
Overtime for hourly employees	\$ 300.00			\$ 900.00				900
Longevity - K. Rumsey	\$ 600.00							-
							\$ 476,468	

*Note: FY27 Salary is based on a 52.2 week year.

Assumptions:

H-Table	2.00%	1.0200
S-Table	2.00%	1.0200
Pay weeks in FY27 =		52.2



Town of *Wellesley*

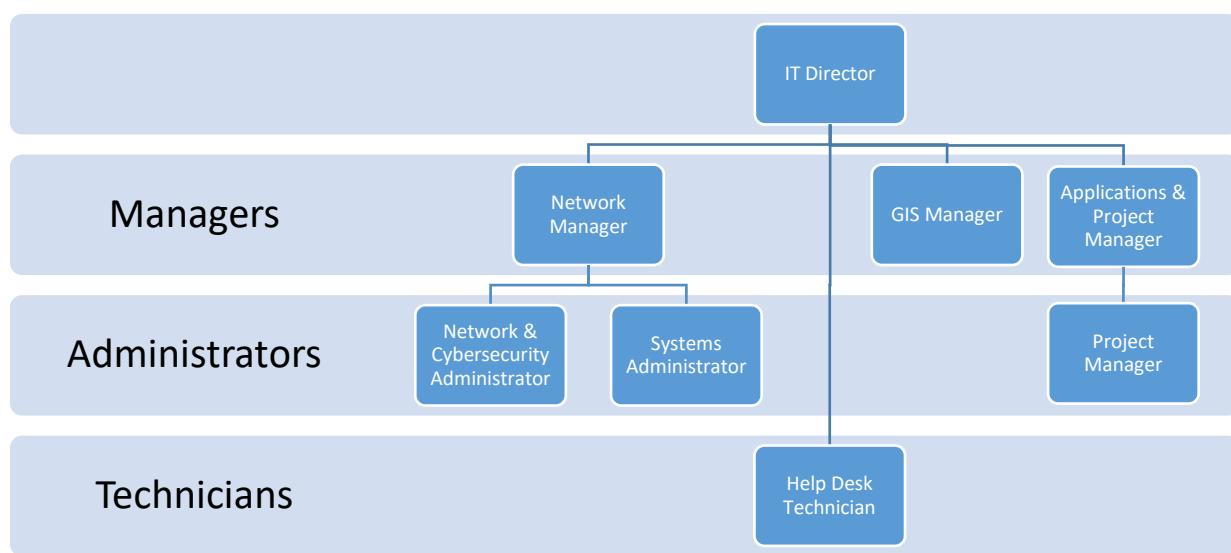
FY2027 Budget Request

Information Technology: Mission, Services & Priorities

Mission

The Information Technology Department enables Town managers to make informed decisions, reduce costs, and create operational efficiencies in their efforts to serve Wellesley residents. We achieve this mission by maintaining a secure and reliable high-speed campus network; installing and troubleshooting desktops, laptops, servers, and related equipment; administering enterprise applications; and providing excellent customer service to Town departments and elected/appointed officials.

The Department is staffed by a team of **8 full-time technology and customer service professionals** with expertise in networking, cybersecurity, database management, and Geographic Information Systems (GIS). This team is led by the IT Director, who is principal staff to the Executive Director of General Government Services. Three managers are supported by three administrators and one technician, as shown in the organizational chart below:



Services

As in most modern organizations, Town operations continue to grow increasingly dependent on technology. The FY27 operating budget provides funding for a wide range of applications and database systems supporting core municipal functions such as:

- Finance and accounting
- CAMA and assessing
- Payroll and HR
- Tax billing
- Asset management
- Utility metering and billing
- Document management
- Reporting and analytics
- GIS and CAD
- Building automation
- Program registration
- Permitting and licensing



Town of *Wellesley*

FY2027 Budget Request

Information Technology: Mission, Services & Priorities

Funds also support essential data center and communication services, including:

- Firewalls and web filtering
- Switching and routing
- Backup and disaster recovery
- Multifactor authentication
- Virtualized servers
- Remote access
- Wi-Fi
- Endpoint protection
- Email
- Phones
- Town website
- Virtual meetings

Any interruption in these services—whether due to equipment failure, network outages, or cybersecurity incidents—can have serious consequences for Town finances, service delivery, and public trust.

Key Budget Drivers for FY27

1. Staffing Vacancies

The Department is currently recruiting for two key roles: a Project Manager and a Systems Administrator. These positions are budgeted at mid-range salary levels to attract qualified candidates and ensure continuity in project delivery and systems support.

2. New Support & Maintenance Contracts

The FY27 request includes annual support and maintenance contracts for new equipment installed as part of the Town Hall interior renovation project, including security cameras, card access systems, and an uninterruptible power supply (UPS) for critical IT infrastructure.

3. Telecommunications Upgrade

The Town is upgrading our legacy phone system to Verizon's One Talk subscription service, improving scalability, availability, and support. This shift moves telecom costs from one-time capital expenses to recurring annual operating costs.

FY27 Budget Summary

This FY27 operating budget request includes an appropriate level of funding for the IT Department to maintain a secure and reliable suite of information technology resources. The Department is requesting:

- **\$928,767** in Personal Services, a **2.58%** increase over FY26.
- **\$960,600** in Expenses, a **7.98%** increase over FY26.

This brings the total FY27 operating budget request to \$1,889,366, which is 5.26% higher than FY26 and **within the Select Board's guidelines**.



Town of *Wellesley*

FY2027 Budget Request

Information Technology Department Operating Request

Fund - 01

Department: 155

Department Head: Brian DuPont, IT Director

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Personal Services							
Full Time	\$ 620,647	\$ 670,423	\$ 763,175	\$ 905,437	\$ 928,767	\$ 23,330	2.58%
Part Time	-	-	-	-	-	\$ -	0.00%
Subtotal, Personal Services	620,647	670,423	763,175	905,437	928,767	23,330	2.58%
Expenses	607,638	610,038	754,887	889,600	960,600	\$ 71,000	7.98%
Encumbrances	-	115,920	44,418	-	-	\$ -	0.00%
Subtotal, Expenses	607,638	725,959	799,305	889,600	960,600	71,000	7.98%
TOTAL	\$ 1,228,285	\$ 1,396,382	\$ 1,562,480	\$ 1,795,037	\$ 1,889,366	\$ 94,330	5.26%

PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request
Position Titles:					
Director	1.0	1.0	1.0	1.0	1.0
Managers	3.0	3.0	3.0	3.0	3.0
Administrators	3.0	3.0	3.0	3.0	3.0
Technicians	1.0	1.0	1.0	1.0	1.0
Total Number of Positions	8.0	8.0	8.0	8.0	8.0

Information Technology Department Operating Request

Org	Object	Account # 01-155 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES										
01155100	511010	Senior Administrator	IT Director	\$ 122,538	\$ 133,614	\$ 141,486	\$ 156,199	\$ 159,323	\$ 3,124	2.00%
01155100	511220	Other Professionals	Salaries for other IT Department staff and occasional external professional support.	498,109	536,809	621,689	749,238	769,444	\$ 20,206	2.70%
			PERSONAL SERVICES SUBTOTAL	620,647	670,423	763,175	905,437	928,767	\$ 23,330	2.58%
EXPENSES										
01155200	524030	Equipment Maintenance	Annual support/maintenance contracts for servers, switches, and Town Hall AV equipment.	5,108	3,978	15,143	35,000	39,000	\$ 4,000	11.43%
01155200	530400	Information Technology Services	Funds to support exploration of new systems and software (e.g. AI) for municipal use in a rapidly evolving technology landscape.	954	5,200	7,000	8,000	8,000	\$ -	0.00%
01155200	530405	Innovation & Emerging Tech.	For hardware, software, and services that support the Town's cybersecurity and risk management program.	17,174	93,774	150,649	190,000	200,000	\$ 10,000	5.26%
01155200	530500	Cybersecurity	For professional development and continuing education of IT staff.	-	3,869	70	2,500	2,500	\$ -	0.00%
01155200	530800	Training & Development	Annual support/maintenance contracts for Tyler Enterprise ERP (formerly, MUNIS) modules. These systems support all finance, payroll, AP, tax billing, and human resource functions.	198,176	220,640	231,442	253,294	268,526	\$ 15,232	6.01%
01155200	530800	Computer Software Services (Tyler)	Annual subscription, support, and maintenance contracts for all other enterprise applications (e.g. Office365, GIS, CivicPlus/website, OpenGov, GovOS, Kronos, Zoom).	237,964	197,555	263,178	288,706	313,474	\$ 24,768	8.58%
01155200	534010	Postage	Mail	1	-	-	100	100	\$ -	0.00%
01155200	534020	Telephone	Provides for phones, voicemail, auto-attendants, and support for all extensions on the Town's main telecommunications network. Also provides for high-speed internet access for all PCs on the Town's network, cell phones for staff of the IT Dept., and emergency phone lines for some Town buildings.	33,187	30,967	31,338	38,000	55,000	\$ 17,000	44.74%
01155200	534035	Advertising		-	-	109	-	-	\$ -	0.00%

Information Technology Department Operating Request

Org	Object	Account # 01-155 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01155200	534090	Other Communications	Maintenance/usage fees and supplies for the Town's fiber optic data and phone networks.	2,399	2,260	6,609	8,000	8,000	\$ -	0.00%
01155200	542040	Paper & Stationary	Paper and other supplies for the GIS Office's wide-format printer.	137	500	-	500	500	\$ -	0.00%
01155200	542090	Other General Supplies	Print cartridges, office supplies, and other technology accessories.	2,687	2,674	3,418	4,000	4,000	\$ -	0.00%
01155200	553060	Computer Supplies	For scheduled maintenance, upgrades, and replacement of over 300 laptops and desktop computers on the Town's network.	46,005	48,455	45,832	60,000	60,000	\$ -	0.00%
01155200	571010	Travel - Mileage	Reimburse staff for use of personal vehicles as needed.	-	165	-	500	500	\$ -	0.00%
01155200	571120	Conf/Mtgs - Professional & Administration Staff	Registration, travel, and accomodations for IT/GIS conferences (e.g. MMA Annual Conference, NortheastArc User Group, MUNIS / Tyler Connect).	290	-	100	1,000	1,000	\$ -	0.00%
01155200	573020	Dues - Professional Staff	Dues for IT/GIS professional organizations.	-	-	-			\$ -	0.00%
			EXPENSES SUBTOTAL	544,082	610,038	754,887	889,600	960,600	71,000	7.98%
	570000	Other Charges & Expenses	Encumbered expenses (invoices received/paid in the following fiscal year)	63,556	115,920	44,418				
			EXPENSES TOTAL	607,638	725,959	799,305	889,600	960,600	71,000	7.98%
			DEPARTMENT TOTAL	1,228,285	1,396,382	1,562,480	1,795,037	1,889,366	94,330	5.26%

Information Technology Department Operating Request				
Job Title Employee Name	FY27 RATE REQUEST*			
	FY26 Rate as of 6/30/2026	Group - Step	FY27 Starting Rate 7/1/2026	Total Budget Request
Director Brian DuPont	\$ 2,992.32	Grade 15	\$ 3,052.17	159,323
Project & Applications Manager Suzanne Newark	\$ 2,358.00	IT-11	\$ 2,405.16	125,549
Network & Cyber Manager Vernon Ng	\$ 2,508.38	IT-12	\$ 2,558.55	133,556
GIS Manager Mike Thompson	\$ 2,272.27	IT-10	\$ 2,317.72	120,985
Project Manager vacant	\$ 1,750.00	IT-8	\$ 1,923.08	100,385
Network & Cyber Administrator Conor Mahoney	\$ 2,003.42	IT-10	\$ 2,043.49	106,670
Systems Administrator vacant	\$ 1,845.85	IT-8	\$ 1,923.08	100,385
Desktop Technician Alex Howe	\$ 1,538.46	IT-6	\$ 1,569.23	81,914
Temporary Help				
				Total Salary \$ 928,767

*Note: FY27 Salary is based on 52.2 weeks

Assumptions:	H-Table increase	2.00%	1.020
	S-Table increase	2.00%	1.020
	Pay weeks in FY27 =	52.2	



Town of *Wellesley*

FY2027 Budget Request

Town Report Operating Request

Department: 195

Department Head: Meghan Jop, Executive Director

Org	Object	Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01195200	534040	Town Report	For printing the Town Report and mailing copies to Town Meeting members.	\$ 2,031	\$ 1,922	\$ 1,271	\$ 2,250	\$ 2,250	\$ -	0.00%



Town of *Wellesley*
FY2027 Budget Request

Central Administrative Services Operating Request

Department: 199

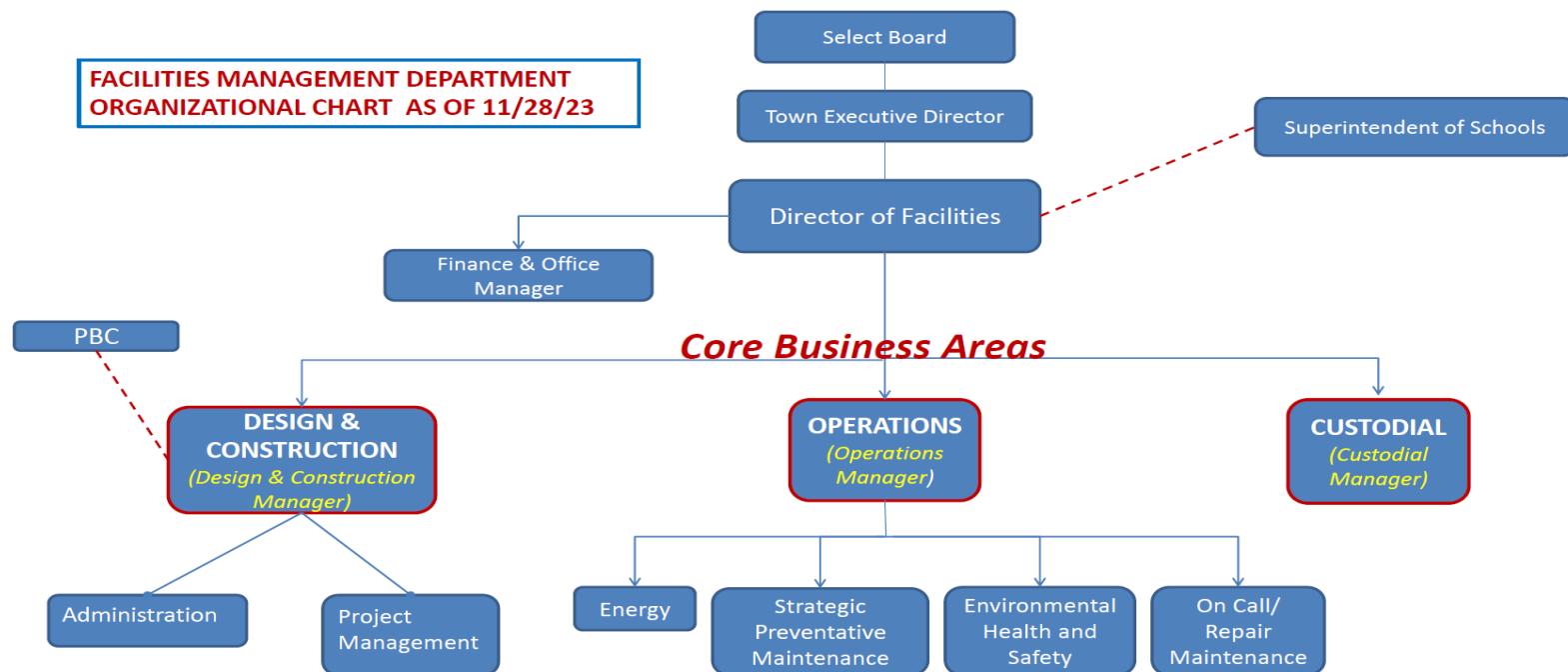
Department Head: Meghan Jop, Executive Director

Org	Object	Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27	
01199200	523010	Water		1,490	1,529	644	1,100	1,100	-	0.00%	
01199200	524030	Equipment Maintenance Contracts	Maintenance for 2 copiers	4,624	1,132	4,746	9,000	9,000	-	0.00%	
01199200	534020	Telephone Usage	Telephone & Cell Phone monthly charges.		-	-			-	0.00%	
01199200	534025	Telephone Repairs			-	-			-	0.00%	
01199200	542010	Office Supplies	Centralized Office Supply Account for all of Townhall - administered by Treasurers Office	-	1,879	3,275	2,000	2,200	200	10.00%	
01199200	542020	Copier Supplies	Centralized paper for all Town Hall copiers, printers & faxes.	4,117	6,285	1,489	2,500	2,700	200	8.00%	
01199200	542090	Other Supplies/Copy Charges	Beginning FY2011 Copy charges will not be charged back to departments.		-				-	0.00%	
011998xx	570000	Other Charges & Expenses	Encumbered expenses from prior fiscal year		2,800	2,500			-	0.00%	
				Total Expenses	\$ 10,231	\$ 13,625	\$ 12,654	\$ 14,600	\$ 15,000	400	2.74%

Facilities Management Department

Mission Statement

To treat department managers as highly valued customers, by being responsive to their facility needs and allowing them to focus on their own core missions. Facilities will be professionally managed, operated and maintained in an efficient manner and within established budgets. FMD shall maximize service life of facilities and equipment, protecting valuable public assets, through regular preventive maintenance and collaboratively prepared long-term capital plans. FMD staff recognizes the uniqueness of each department's building and operational needs and accomplishes their work in a way that minimizes service interruption. Sustainability and energy efficiency are at the forefront of all FMD operations and practices, and staff shall endeavor to incorporate these into all aspects of their work.



Department Description

The Town of Wellesley Facilities Management Department (FMD) was created by Town Meeting vote in March 2012 and officially began operations on July 1, 2012. Overseen by the Town's Executive Director of Government Services, the department falls under the jurisdiction of the Select Board. The FMD is responsible for the operation and maintenance of all schools and municipal buildings in the Town, as well as all aspects of capital planning, design and construction. The Municipal Light Plant manages their own buildings with some support from FMD. In July 2016 the FMD assumed custodial and maintenance responsibilities for eight Department of Public Works (DPW) buildings. FMD does not have established budgets to support the DPW's Water/Sewer buildings at the Municipal Way campus, as these are enterprise funded. Instead, FMD uses a charge back process to account for FMD costs incurred for these buildings.

The FMD is responsible for custodial service, maintenance/operations, capital planning and project management for twenty-nine (29) buildings, totaling over 1.2 million square feet, with a staff of 74.6 FTEs. There is also a 0.50 FTE DPW custodian paid for with enterprise funds not included in this count. The staff currently includes a director, seven managers, eight maintenance technicians, 54.6 FTE custodians, a project financial analyst, an administrative assistant, finance manager and office assistant. The FMD assumed building maintenance and custodial responsibility for the Tolles-Parsons Senior Center when it opened in September 2017. In FY18, the PBC and Select Board agreed to move salaries for the two existing PBC staff positions into the FMD's budget, and establish a Design and Construction group, comprised of a group manager, two project managers and a project financial analyst. This group works on all FMD projects with primary responsibility to support PBC projects. This organizational change yielded tremendous operational efficiencies in the FMD and improved support services to the PBC. The inventory of buildings for which FMD has responsibility includes the ten schools, Field House at Sprague, three libraries, two fire stations, the Police Station, Town Hall, Warren Building, Morses Pond bathhouse and the Senior Center. The DPW buildings for which FMD assumed responsibilities in FY17 are two garages and the administration building on the Municipal Way campus and five buildings at the Recycling and Disposal Facility (RDF). In 2024 FMD assumed responsibility for the new Hunnewell School, New Hardy School and the renovated Town Hall. Although closed for use, the former Upham School is also maintained by FMD, until such time that permanent plans are made for the building and site.

FMD's central office has been located in leased space in an office building at 888 Worcester Street since June 2015, for which the Town secured a third lease of two-years in June 2025, which will end in June 2027. The lease cost is included in FMD's operational budget. FMD will again be required to solicit bids for leased space as part of our FY28 budget.

The organizational structure of the FMD has three core business areas: custodial, operations (maintenance/energy/safety), and design & construction (including capital planning), each of which is overseen by a professional manager that reports to the Facilities Director. Preventive maintenance practices are a focus of the department, as are custodial procedures which incorporate “green cleaning” supplies, equipment, and techniques. Capital projects are identified during planning through a collaborative approach with department heads and school principals. Planning, design and construction is managed within the Department and also through outside design professionals. Building projects costing \$500,000 or more are managed by the Town’s Permanent Building Committee (PBC). The FMD’s Design & Construction Manager (DCM) leads FMD’s efforts in supporting the day-to-day business of the PBC. The FMD’s Operations Manager (OM) is charged with managing energy consumption, with an eye towards sustainability issues. The OM is charged with addressing the changing needs of the department and its focus on preventive maintenance and strategic replacement of building systems, while continuing energy management. Maintenance work is primarily accomplished using FMD staff; however, certain work is outsourced based on criteria including cost effectiveness, technical capabilities/specialty work, and backlog. The FMD utilizes a cloud-based, computerized maintenance management system (CMMS) to document and track repairs and preventive maintenance work, and processes approximately 1,500 maintenance work order requests annually.

FMD staff includes both union and non-union employees. Non-union staff include the managers and central office staff, while all full-time custodians and maintenance staff belong to a union or association (Libraries). The American Federation of State, County, and Municipal Employees (AFSCME), Council 93, Local 49 represents custodians and maintenance in all FMD buildings except the Libraries on collective bargaining issues. Custodians working in the Libraries are members of the Wellesley Free Library Staff Association union. The Library Association agreement and the AFSCME agreement both expire on June 30, 2026.

FY2027 Goals

FMD’s operationally related goals focus on providing the best day-to-day work and learning environments in all twenty-nine of the buildings that we maintain, as evidenced by the national green cleaning award that our custodial team received in 2018. The Design & Construction group will continue to provide day-to-day support to the Permanent Building Committee (PBC) as they continue to make progress on a challenging \$276M building construction program, which the Town faces over the next eight years.

Specific operational goals for FY27 are related to the continued successful operation of four new/renovated buildings: New Hunnewell school, New Hardy school, renovated Town Hall and the new HVAC system at Warren. In particular, FMD will focus on actual energy use in these all-electric buildings compared to expected usage from the consultant’s energy models prepared during design. For

the past several years FMD benefited from relatively low third-party natural gas contracts; however, the newest contract has a substantially higher unit cost rate, so FMD will again endeavor to minimize usage through maintenance and operations.

FMD's Design & Construction (D&C) team will manage the construction phase of the new RDF Administration Building in FY27, as well as the restart of design for the Morses Pond Project. The D&C group will assume the role of Owner's Project Manager (OPM) on these projects as they have done for many other major building projects, while supporting the PBC. FMD's architects and engineers will also manage master plans and feasibility studies for a number of important major projects, including the DPW Master Plan, Fire Station Master Plan, School Air-Conditioning Study and School Roofing Study. FMD's project manager will also work with DPW Engineering to construct a major parking lot/site renovation project at the Main Library schedule for summer 2026.

Total Budget Request

The FMD's FY27 Operating Budget Request provides for the continued successful operation and maintenance of the buildings within its purview, including the new and renovated buildings. *Overall, we are requesting \$10,540,680, a 2.82% increase over our FY27 budget, which is within the established budget guidelines.*

Additional information regarding the personal services and expenses components of the budget is provided.

Personal Services

Overall, the personal services budget increase is \$67,636 or 1.17% for FY27.

The personal services budget is comprised of two items:

1. *Cost-of-Living Allowance (COLA):* The guideline 2% increase for personal services was followed for non-union employees. There is no increase included for the KFAC union or Library Association as their contracts have not yet been settled. *The budgeted cost of living increase for these employees is \$38,516.*
2. *Net Salary Change:* This item includes changes to steps, longevity, and other adjustments. Both union and non-union hourly employees have compensation based on increasing salary rates per "steps" over time, with an upper limit. These employees also have a lump sum "longevity" allowance, which is paid to them each year after they reach a certain milestone. In addition, part-time employees

covered by the Library Association's contract receive step increases based upon the number of hours worked. *The budgeted cost for net salary change is \$29,120.*

The overall 1.17% increase in personal services is summarized in the table below:

<i>Increase Component</i>	<i>Cost Increase</i>
COLA	\$38,516
Net Salary Change	\$29,120
Total Increase	\$67,636

Expenses

The overall expense budget increase request is \$221,339 or 4.94% for FY27, which is within the 5% increase established for the FMD. The 5% guideline is slightly higher than the 3% established for most other departments. This is to account for higher utility prices in all areas, including water, sewer, trash/recycling and natural gas prices.

Expenses within the FMD budget fall into five general categories: Custodial, Maintenance, Utilities, Vehicle Maintenance, and Central Office. Natural gas budgets were increased to reflect expected higher unit prices. *Moderate increases were taken in non-utility expense items, and some internal adjustments/balancing were made to better align the budget with actual expenses.* A brief description of the items included in each category is provided, with some additional details surrounding the utilities. Expense budgets for DPW Water/Sewer buildings are not included, as these are enterprise-funded functions, so FMD costs associated with these buildings are transferred back to DPW during the fiscal year.

Custodial: This includes cleaning supplies, cleaning equipment. Since FMD began operations as a new department in 2012, little to no increases have been taken in custodial expense budget in most years, resulting in a budget shortfall that has been offset by unused utility budgets. In FY26 and FY27, the custodial budgets were increased to better reflect actual incurred expenses. The total increase for custodial is \$29,459. *This increase represents 13.31% of the total \$221,339 expense budget increase.*

Maintenance: This includes parts/equipment/supplies for use by in-house maintenance technicians, as well as the cost of out-sourced work to vendors for work which cannot be accomplished by in-house staff. The outsourced maintenance budgets are further itemized to track preventive maintenance expenses (Building Maintenance) and repair maintenance (Other Contractual Services). Since FMD began operations as a new department in 2012, little to no increases have been taken in maintenance expense budget in most years, resulting in a budget shortfall that has been offset by unused utility budgets. In FY26 and FY27, the maintenance expense budgets were increased to better reflect actual incurred expenses. The total increase for maintenance is \$76,353. *This increase represents 34.5% of the total \$221,339 expense budget increase.*

Vehicle Maintenance and Other Non-Custodial/Maintenance Expenses: There are nine existing vehicles in the FMD. The five sub-budgets within this category provide for gasoline, parts/supplies/equipment and outsourced repair and preventive maintenance of these vehicles, which cannot be performed by FMD. *This increase is \$19,513 or 8.82% of the total expense budget increase.*

Utilities: There are six budgets within this category. Telephone service charges and telephone repairs are not part of the FMD's responsibilities.

Electricity: This is the largest utility cost, and the Town has been fortunate to have had minimal increases only over the past several years. The Wellesley Municipal Light Plant (MLP) has informed us on November 25th that we should NOT budget for an increase in the price of electricity for FY26. *No increase is budgeted for electricity.*

Natural Gas: This is the second largest utility cost. Our gas cost has two components: a National Grid (NGrid) cost to deliver the gas locally and a third party supplier from whom the Town contracts for commodity and transmission costs. FMD closely monitors and tracks gas costs in the market all year. In March 2020, the FMD secured a very favorable, three-year contract for FY22, FY23 and FY24 from a third party supplier; however, this contract ended in April 2024. The unit rates in our new commodity contract are significantly higher than those in the contract that ended in April 2024, but are fixed until May 2027.

Since NGrid costs make up only about half of our total natural gas cost, we are budgeting one-half of the 10% increase, or a 5% net increase for FY27. The other half of the natural gas cost increase comes from the higher commodity contract, for which we are budgeting no increase as the contract is fixed until May 2027. *The total natural gas increase is \$51,382, which represents 23.21% of the total \$221,339 expense budget increase.*

Water and Sewerage: These utilities are provided by the DPW and Massachusetts Water Resources Authority and managed locally by the DPW. Significant increases due to PFAS impacts are projected by DPW, with a 20% increase assumed for water and a 6%

increase is assumed for sewerage. The total increase for water is \$28,255 and for sewerage is \$11,046. *This increase represents 17.76% of the total \$221,339 expense budget increase.*

School Trash and Recycling: FMD is currently in a year-to-year contract with a vendor to haul waste and single-stream recycling. The single-stream recycling program has increased overall recycling in the schools. We are continuing to work with the DPW's staff at the Recycling & Disposal Facility (RDF) to investigate options for FY27, which could include the RDF taking over some or all of this work, continued outsourcing of this work, or a combination of the two options. The total increase for trash and recycling is \$5,331. *This increase represents 2.41% of the total \$221,339 expense budget increase.*

The overall 4.94% increase in total expenses is summarized in the table below:

<i>Increase Component</i>	<i>Cost Increase</i>
Electricity	\$0
Natural Gas	\$51,382
Water-Sewer	\$39,301
School Trash & Recycling	\$5,331
Building Maintenance, Building & Custodial M&R Supplies	\$105,812
All other expense	\$19,513
<i>Total Increase</i>	\$221,339

Climate Action Plan

Sustainability and adherence to the goals of the Town's Climate Action Plan are of critical importance to the FMD. In fact, one of the key tenets of our mission statement states "*Sustainability and energy efficiency are at the forefront of all FMD operations and practices, and staff shall endeavor to incorporate these into all aspects of their work.*" FMD addresses these goals through our daily operations and through capital projects. Energy management is one of the primary responsibilities of FMD's Operations Manager. In addition to tracking use, he is responsible for all aspects of cash-capital projects which are deemed to be energy conservation measures (ECMs). For the past several years our ECMs have included LED Lighting projects, HVAC Recommissioning projects and HVAC Controls upgrade projects. Each of these types of projects results in energy reduction and a commensurate reduction in greenhouse cases. As part of FMD's cash-capital presentation to the Select Board in November 2025, FMD's Director explained the benefits of the LED program in detail, including reduction of CO2 gases.

For FY27 FMD is proposing cash-capital projects that will continue our goal of greenhouse gas reduction:

1. \$325,000 project to complete the LED replacement at the Main Library.
2. The two new schools, renovated Town Hall and eventual HVAC renovation at Warren will all have all-electric building systems, which meet the Town's *Municipal Sustainable Building Guidelines*.



Town of *Wellesley*

FY2027 Budget Request

Facilities Management Department Operating Request

Department: 192

Department Head: Joseph McDonough, Facilities Director

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Change FY26-27
Subtotal, Personal Services	\$ 4,849,468	\$ 5,082,488	\$ 5,495,793	\$ 5,778,023	\$ 5,845,659	\$ 67,636	1.17%
Benefits, new position	4,849,468	5,082,488	5,495,793	5,778,023	5,845,659	\$ 67,636	1.17%
Expenses	3,402,690	3,524,645	4,164,238	4,477,682	4,699,021	\$ 221,339	4.94%
Encumbrances	-	108,764	46,520	-	-	\$ -	0.00%
Subtotal, Expenses	3,402,690	3,633,409	4,210,758	4,477,682	4,699,021	\$ 221,339	4.94%
TOTAL	\$ 8,252,158	\$ 8,715,898	\$ 9,706,551	\$ 10,255,705	\$ 10,544,680	\$ 288,975	2.82%

PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request
Position Titles:					
Management and Administration	12.0	12.0	12.0	12.0	12.0
Tradesmen	8.0	8.0	8.0	8.0	8.0
Custodians	52.6	52.6	54.6	54.6	54.6
Total Number of Positions	72.6	72.6	74.6	74.6	74.6

Facilities Management Department FY27 Operating Budget

Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES									
Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01192100	511010	Senior Administrators	\$ 168,328	\$ 177,154	\$ 192,585	\$ 199,384	\$ 201,383	\$ 1,999	1.00%
01192100	511130	Manager/Assistant Manager	514,648	538,367	565,986	596,345	616,951	\$ 20,606	3.46%
01192100	511220	Other Professional Staff		2,543		-		\$ -	0.00%
01192100	511300	Accountant	87,216	92,304	97,604	104,013	106,092	\$ 2,080	2.00%
01192100	511310	Administrative Assistant	55,236	57,284	57,371	74,816	80,579	\$ 5,764	7.70%
01192100	511330	Custodians	15,078	-	-			\$ -	0.00%
01192100	511340	Tradesman	295,953	311,061	358,488	364,934	364,962	\$ 28	0.01%
01192100	511370	Clerical	59,860	59,195	61,353	65,909	70,293	\$ 4,384	6.65%
01192100	512050	Temporary Custodians/Laborer	-	-	-	-		\$ -	0.00%
01192100	513110	Emergency Overtime	-	-	-	-		\$ -	0.00%
01192100	513120	Scheduled Overtime	10,223	9,723	13,048	1,815	1,815	\$ -	0.00%
01192100	514010	Shift Differential	-	-	-	-		\$ -	0.00%
01192100	515050	Longevity	769	8	-	2,600	4,150	\$ 1,550	59.62%
01192101	511330	Custodians	121,359	125,429	114,360	125,859	115,877	\$ (9,982)	-7.93%
01192101	513120	Scheduled Overtime	18,000	8,643	21,667	12,605	12,605	\$ -	0.00%
01192101	513110	Emergency Overtime	299	-	1,013	579	579	\$ -	0.00%
01192101	514010	Shift Differential	-	-	-			\$ -	0.00%
01192101	515050	Longevity	-	13	-	1,450	-	\$ (1,450)	-100.00%
01192102	511330	Custodians	120,250	126,524	130,190	130,022	130,041	\$ 19	0.01%
01192102	513120	Scheduled Overtime	6,120	3,915	9,020	9,081	9,081	\$ -	0.00%
01192102	513110	Emergency Overtime	475	-	1,214	579	579	\$ -	0.00%
01192102	515050	Longevity	-	857	-	2,600	2,600	\$ -	0.00%
01192103	513120	Scheduled Overtime	4,186	1,323	11,447	9,180	9,180	\$ -	0.00%
01192104	513120	Scheduled Overtime	-	-	-	3,060	3,060	\$ -	0.00%
01192107	511330	Custodians	131,540	135,915	140,981	146,616	145,643	\$ (972)	-0.66%
01192107	513120	Scheduled Overtime	24,659	26,247	10,735	14,480	14,480	\$ -	0.00%
01192107	513110	Emergency Overtime	1,499	511	1,148	579	579	\$ -	0.00%
01192107	515050	Longevity	-	14	-	2,600	2,600	\$ -	0.00%
01192110	511330	Custodians	16,830	29,645	32,691	29,604	29,608	\$ 4	0.01%
01192110	513110	Emergency Overtime	54	-	487	-		\$ -	0.00%

Facilities Management Department FY27 Operating Budget

Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01192110	513120	Scheduled Overtime	1,052	3,763	1,162	4,342	4,342	\$ -	0.00%
01192110	513125	Scheduled Non-Program Overtime				-		\$ -	0.00%
01192111	511330	Custodians	131,676	136,385	136,023	148,146	150,293	\$ 2,147	1.45%
01192111	513120	Scheduled Overtime	9,278	11,662	9,059	13,516	13,516	\$ -	0.00%
01192111	513110	Emergency Overtime	307	729	821	848	848	\$ -	0.00%
01192111	513111	Class 1 Overtime	-	-	-	406	406	\$ -	0.00%
01192111	513125	Scheduled Non-Program Overtime	-	-	-	-		\$ -	0.00%
01192111	515050	Longevity	-	9	-	1,550	1,550	\$ -	0.00%
01192112	511330	Custodians	143,642	149,088	154,279	159,626	154,532	\$ (5,094)	-3.19%
01192112	513120	Scheduled Overtime	5,935	7,661	10,586	10,009	10,009	\$ -	0.00%
01192112	513110	Emergency Overtime	619	973	1,017	870	870	\$ -	0.00%
01192112	513111	Class 1 Overtime	-	-	-	406	406	\$ -	0.00%
01192112	513125	Scheduled Non-Program Overtime	-	-	332	-		\$ -	0.00%
01192112	515050	Longevity	-	9	-	2,600	1,350	\$ (1,250)	-48.08%
01192113	511330	Custodians	115,544	116,412	189,061	216,385	218,864	\$ 2,479	1.15%
01192113	513120	Scheduled Overtime	1,685	1,611	11,148	5,144	5,144	\$ -	0.00%
01192113	513110	Emergency Overtime	381	931	2,306	984	984	\$ -	0.00%
01192113	513111	Class 1 Overtime	-	-	-	406	406	\$ -	0.00%
01192113	515050	Longevity	-	-	-	1,050	1,050	\$ -	0.00%
01192113	513125	Scheduled Non-Program Overtime	-	-	45	-		\$ -	0.00%
01192114	511330	Custodians	72,125	85,066	193,417	210,681	215,594	\$ 4,913	2.33%
01192114	513120	Scheduled Overtime	1,196	5,042	11,282	6,918	6,918	\$ -	0.00%
01192114	513125	Scheduled Non-Program Overtime	-	-	278	-		\$ -	0.00%
01192114	513110	Emergency Overtime	-	-	1,455	870	870	\$ -	0.00%
01192114	513111	Class 1 Overtime	-	-	-	406	406	\$ -	0.00%
01192114	513160	Other Overtime			-	-		\$ -	0.00%
01192114	515050	Longevity	-	-	-	1,050	2,100	\$ 1,050	100.00%
01192115	511330	Custodians	167,785	176,854	185,435	186,652	189,256	\$ 2,604	1.40%
01192115	513120	Scheduled Overtime	147	15,254	9,778	11,490	11,490	\$ -	0.00%
01192115	513110	Emergency Overtime	750	785	1,331	870	870	\$ -	0.00%
01192115	513111	Class 1 Overtime	-	-	-	406	406	\$ -	0.00%
01192115	513125	Scheduled Non-Program Overtime	149	178	37	-		\$ -	0.00%
01192115	515050	Longevity	-	21	-	2,500	2,500	\$ -	0.00%

Facilities Management Department FY27 Operating Budget

Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01192116	511330	Custodians	120,490	125,543	130,010	130,022	127,848	\$ (2,174)	-1.67%
01192116	513120	Scheduled Overtime	7,177	7,426	9,639	5,760	5,760	\$ -	0.00%
01192116	513110	Emergency Overtime	467	860	1,270	1,171	1,171	\$ -	0.00%
01192116	513111	Class 1 Overtime	-	-	-	406	406	\$ -	0.00%
01192116	513125	Scheduled Non-Program Overtime			-	-		\$ -	0.00%
01192116	515050	Longevity	-	15	-	2,500	1,250	\$ (1,250)	-50.00%
01192117	511330	Custodians	114,026	120,517	21,480	-		\$ -	0.00%
01192117	513120	Scheduled Overtime	4,254	2,784	19,062	17,107	17,107	\$ -	0.00%
01192117	513125	Scheduled Non-Program Overtime	-	-	-	-		\$ -	0.00%
01192117	513110	Emergency Overtime	243	448	53	-		\$ -	0.00%
01192117	513111	Class 1 Overtime	-	-	-	-		\$ -	0.00%
01192117	515050	Longevity	781	8	-			\$ -	0.00%
01192121	511330	Custodians	559,576	534,003	549,981	663,316	662,613	\$ (703)	-0.11%
01192121	513120	Scheduled Overtime	43,168	43,233	50,191	27,677	27,677	\$ -	0.00%
01192121	513110	Emergency Overtime	2,537	1,247	1,966	1,450	1,450	\$ -	0.00%
01192121	513111	Class 1 Overtime	-	-	-	1,798	1,798	\$ -	0.00%
01192121	513125	Scheduled Non-Program Overtime	376	(58)	(499)	-		\$ -	0.00%
01192121	515050	Longevity	-	43	-	6,550	5,500	\$ (1,050)	-16.03%
01192131	511330	Custodians	606,325	664,351	685,505	710,654	729,094	\$ 18,440	2.59%
01192131	513120	Scheduled Overtime	21,155	33,579	30,970	21,106	21,106	\$ -	0.00%
01192131	513110	Emergency Overtime	980	1,496	42,446	1,518	1,518	\$ -	0.00%
01192131	513111	Class 1 Overtime	(137)	-	-	1,159	1,159	\$ -	0.00%
01192131	513125	Scheduled Non-Program Overtime	5,512	(1,374)	4,299	-		\$ -	0.00%
01192131	515050	Longevity	-	27	-	2,400	3,850	\$ 1,450	60.42%
01192132	511330	Custodians	-	-	-	-		\$ -	0.00%
01192132	511340	Tradesman	306,709	320,686	316,495	344,049	344,061	\$ 12	0.00%
01192132	513120	Scheduled Overtime	1,674	2,268	1,982	2,007	2,007	\$ -	0.00%
01192132	513125	Scheduled Non-Program Overtime	-	-	-	-		\$ -	0.00%
01192132	513110	Emergency Overtime	609	956	1,720	3,410	3,410	\$ -	0.00%
01192132	515050	Longevity	-	17	-	2,700	3,100	\$ 400	14.81%
01192139	511330	Custodians	66,747	54,616	60,046	59,207	59,216	\$ 9	0.01%
01192139	512050	Temporary Custodians/Laborer	10,254	59,004	61,530	92,886	94,744	\$ 1,858	2.00%
01192139	513110	Emergency Overtime				-		\$ -	0.00%

Facilities Management Department FY27 Operating Budget

Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01192139	513120	Scheduled Overtime		(64)		-		\$ -	0.00%
01192139	513126	Community Service OT	6,058	2,531	2,772	4,638	4,638	\$ -	0.00%
01192139	515060	Custodians-On Call/Standby	-	-	-	5,100	5,100	\$ -	0.00%
01192139	519020	Sick Leave/Vacation Buyback	-	-	-			\$ -	0.00%
01192140	511330	Custodian-Floater	-	-	-	-	-	\$ -	0.00%
01192141	513110	Emergency Overtime	480	1,159	-	1,442	1,442	\$ -	0.00%
01192141	513120	Scheduled Overtime	11,533	9,989	8,526	7,674	7,674	\$ -	0.00%
01192141	511330	Custodians			-	52,676	55,063	\$ 2,387	4.53%
01192142	511330	Custodians	46,925	51,222	96,153	58,007	59,216	\$ 1,209	2.08%
01192142	513110	Emergency Overtime	307	1,167	3,791	-		\$ -	0.00%
01192142	513120	Scheduled Overtime	1,485	4,036	14,913	1,520	1,520	\$ -	0.00%
01192142	515050	Longevity	-	-	-	-		\$ -	0.00%
01192146	515050	Longevity	-	-	-	-		\$ -	0.00%
01192146	513110	Emergency Overtime				-		\$ -	0.00%
01192146	513120	Scheduled Overtime	10,177	11,375	2,417	-		\$ -	0.00%
01192147	511330	Custodians	32,833	38,010	38,684	39,254	40,131	\$ 877	2.24%
01192147	513120	Scheduled Overtime	-	-	-	-		\$ -	0.00%
01192147	515050	Longevity	-	-	-			\$ -	0.00%
01192161	511330	Custodians	162,976	165,908	154,971	164,529	169,512	\$ 4,983	3.03%
01192161	513120	Scheduled Overtime	33,495	31,982	39,210	17,737	17,737	\$ -	0.00%
01192161	513110	Emergency Overtime	865	3,054	3,011	1,416	1,416	\$ -	0.00%
01192161	515050	Longevity	-	500	750	500	725	\$ 225	45.00%
01192163	511330	Custodians	10,264	14,051	16,676	19,912	20,710	\$ 798	4.01%
01192163	513110	Emergency Overtime	-			-		\$ -	0.00%
01192163	513120	Scheduled Overtime	6,962	4,538	1,510	4,266	4,266	\$ -	0.00%
01192163	514010	Shift Differential	596	-	16	2,096	2,096	\$ -	0.00%
01192175	511330	Custodians	50,989	55,935	61,185	59,207	59,216	\$ 9	0.01%
01192175	513110	Emergency Overtime	206	93	555	1,427	1,427	\$ -	0.00%
01192175	513120	Scheduled Overtime	4,053	5,219	4,118	3,315	3,315	\$ -	0.00%
01192175	513125	Scheduled, non program OT	960	2,522	2,996	10,673	10,673	\$ -	0.00%
01192175	515050	Longevity	-	850	-	1,050	1,050	\$ -	0.00%
01192185	511130	Project Manager	226,820	236,388	246,390	261,526	266,756	\$ 5,230	2.00%
01192185	511370	Projects Financial Analyst	63,707	51,219	68,764	74,365	78,415	\$ 4,049	5.45%

Facilities Management Department FY27 Operating Budget

Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
		Total Personal Services	4,849,468	5,082,488	5,495,793	5,778,023	5,845,659	\$ 67,636	1.17%

EXPENSES

Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01192200	517020	Medical Check-up	130	75	75	-	-	\$ -	0.00%
01192200	517050	Professional Licenses	590	856	639	-	-	\$ -	0.00%
01192200	521010	Electricity	1,402	-	-	-	-	\$ -	0.00%
01192200	521020	Natural Gas	1,877	9	-	-	-	\$ -	0.00%
01192200	524010	Building Maintenance	7,328	7,695	7,069	-	-	\$ -	0.00%
01192200	524090	Other Contractual Services	-	-	-	-	-	\$ -	0.00%
01192200	524091	Other Contractual Services: Custodians	-	-	-	-	-	\$ -	0.00%
01192200	527010	Building Rental/Lease	96,000	96,000	97,073	106,000	106,000	\$ -	0.00%
01192200	527030	Equipment Rental/Lease	379	323	323	-	-	\$ -	0.00%
01192200	527050	Copier Rental/Lease	4,233	4,718	3,689	3,255	3,418	\$ 163	5.00%
01192200	530400	Network & Information Services	-	-	-	-	-	\$ -	0.00%
01192200	530500	Training and Development	2,855	499	2,510	4,613	4,844	\$ 231	5.00%
01192200	530510	Continuing Education	-	937	8,470	-	-	\$ -	0.00%
01192200	530900	Other Professional Services	13,950	2,195	815	-	-	\$ -	0.00%
01192200	534010	Postage	40	-	-	-	-	\$ -	0.00%
01192200	534020	Telephone	-	-	-	-	-	\$ -	0.00%
01192200	534030	Advertising - General	530	967	352	-	-	\$ -	0.00%
01192200	534035	Advertising - Employment	-	-	-	-	-	\$ -	0.00%
01192200	534050	Telecommunications	3,065	3,178	667	2,645	2,777	\$ 132	5.00%
01192200	534055	Cable and Internet	-	-	2,497	-	-	\$ -	0.00%
01192200	534080	Software Licenses	11,005	4,704	5,021	19,050	20,003	\$ 953	5.00%
01192200	541010	Gasoline	-	-	-	-	-	\$ -	0.00%
01192200	542010	Office Supplies	12,731	6,388	5,028	2,511	2,637	\$ 126	5.00%
01192200	542090	Other General Supplies	408	511	407	203	213	\$ 10	5.00%
01192200	542130	Work Clothing	(84)	-	-	13,067	13,720	\$ 653	5.00%
01192200	542150	Shoes/Boots	8,094	-	-	12,800	13,440	\$ 640	5.00%
01192200	543010	Building M&R Supplies	(14)	361	140	-	-	\$ -	0.00%
01192200	543060	Custodial M&R Supplies	-	17	-	-	-	\$ -	0.00%

Facilities Management Department FY27 Operating Budget

Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01192200	543090	Other M&R Supplies	7	-	-	-	-	\$ -	0.00%
01192200	571010	Travel - Mileage	2,740	2,549	2,812	2,148	2,255	\$ 107	5.00%
01192200	571090	Travel - Other		-	-	-	-	\$ -	0.00%
01192200	571110	Conf/Mtgs-Administrators	17	240	100	-	-	\$ -	0.00%
01192200	573010	Dues - Administrators	1,210	1,320	1,320	-	-	\$ -	0.00%
01192200	583010	Furniture	-	-	-	-	-	\$ -	0.00%
01192200	583120	Office Machine Replacement	-	-	-	5,000	5,250	\$ 250	5.00%
01192201	521010	Electricity	21,596	(730)	51,230	63,000	63,000	\$ -	0.00%
01192201	521020	Natural Gas	13,929	(517)	-	-	-	\$ -	0.00%
01192201	521030	Fuel Oil	-	-	-	1,500	1,575	\$ 75	5.00%
01192201	523010	Water	1,609	103	2,422	3,120	3,744	\$ 624	20.00%
01192201	523020	Sewerage	743	2,338	1,650	5,500	5,830	\$ 330	6.00%
01192201	524010	Building Maintenance	10,560	-	395	39,043	43,923	\$ 4,880	12.50%
01192201	524015	Grounds Maintenance		-	-	2,500	2,625	\$ 125	5.00%
01192201	524030	Equipment Maintenance	-	-	-	1,000	1,050	\$ 50	5.00%
01192201	524090	Other Contractual Services	-	2,850	-	5,000	5,250	\$ 250	5.00%
01192201	524091	Other Cont Svcs: Custodian	-	-	-	2,500	2,625	\$ 125	5.00%
01192201	524095	Alarm Monitoring	-	-	417	-	-	\$ -	0.00%
01192201	527010	Building Rental/Lease	-	-	-	-	-	\$ -	0.00%
01192201	527031	Equip Svc/Repair: Custodian	-	-	318	-	-	\$ -	0.00%
01192201	529020	Rubbish/Garbage Pickup	-	-	-	1,500	1,575	\$ 75	5.00%
01192201	529050	Recycled Materials Disposal	-	-	-	1,500	1,575	\$ 75	5.00%
01192201	542010	Office Supplies	-	-	216	-	-	\$ -	0.00%
01192201	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192201	543010	Building M&R Supplies	3,087	44	3,317	5,578	6,275	\$ 697	12.50%
01192201	543060	Custodial M&R Supplies	4,969	335	26,706	8,924	10,040	\$ 1,116	12.50%
01192201	571010	Travel-Mileage	-			-	-	\$ -	0.00%
01192202	521010	Electricity	58,614	65,980	64,416	66,759	66,759	\$ -	0.00%
01192202	521020	Natural Gas	16,234	20,550	32,710	42,257	44,370	\$ 2,113	5.00%
01192202	523010	Water	2,820	1,073	1,077	4,971	5,965	\$ 994	20.00%
01192202	523020	Sewerage	5,361	2,413	2,484	6,216	6,589	\$ 373	6.00%
01192202	524010	Building Maintenance	24,285	12,553	45,269	10,949	12,318	\$ 1,369	12.50%
01192202	524015	Grounds Maintenance	-	1,118	-	-	-	\$ -	0.00%

Facilities Management Department FY27 Operating Budget

Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01192202	524030	Equipment Maintenance	-	-	-	-	-	\$ -	0.00%
01192202	524031	Maintenance - Painting	-	-	-	-	-	\$ -	0.00%
01192202	524032	Maintenance - Carpet	-	-	2,000	-	-	\$ -	0.00%
01192202	524090	Other Contractual Services	3,236	10,809	6,951	5,563	5,841	\$ 278	5.00%
01192202	524091	Other Contractual Services: Custodians	2,185	2,000	-	-	-	\$ -	0.00%
01192202	527030	Equipment Rental/Lease	-	-	-	-	-	\$ -	0.00%
01192202	527031	Equip Svc/Repair: Custodian	2,136	1,105	300	737	774	\$ 37	5.00%
01192202	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192202	543010	Building M&R Supplies	11,071	4,377	9,017	5,860	6,593	\$ 733	12.50%
01192202	543060	Custodial M&R Supplies	6,397	5,443	6,420	4,682	5,267	\$ 585	12.50%
01192202	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192202	578015	Late Fees/Interest Charges	-	-	-	-	-	\$ -	0.00%
01192203	521010	Electricity	27,836	30,244.68	32,139.54	42,338	42,338	\$ -	0.00%
01192203	521020	Natural Gas	27,857	26,332	53,170	53,346	56,013	\$ 2,667	5.00%
01192203	523010	Water	2,279	1,749	1,656	4,447	5,336	\$ 889	20.00%
01192203	523020	Sewerage	5,875	6,388	7,093	9,550	10,123	\$ 573	6.00%
01192203	524010	Building Maintenance	14,015	16,139	24,419	10,607	11,933	\$ 1,326	12.50%
01192203	524030	Equipment Maintenance	-	-	-	-	-	\$ -	0.00%
01192203	524032	Maintenance - Carpet	-	-	350	-	-	\$ -	0.00%
01192203	524090	Other Contractual Services	-	24,876	10,427	9,519	9,995	\$ 476	5.00%
01192203	524091	Other Contractual Services-Custodian	885	340	-	1,538	1,615	\$ 77	5.00%
01192203	527031	Equip Svc/Repair: Custodian	1,788	1,135	300	1,141	1,198	\$ 57	5.00%
01192203	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192203	543010	Building M&R Supplies	2,697	5,033	6,070	3,912	4,401	\$ 489	12.50%
01192203	543060	Custodial M&R Supplies	5,939	5,628	4,835	6,124	6,890	\$ 766	12.50%
01192203	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192204	543060	Custodial M&R Supplies	-	-	-	-	-	\$ -	0.00%
01192207	521010	Electricity	46,454	52,290	41,272.73	42,635	42,635	\$ -	0.00%
01192207	521020	Natural Gas	17,097	15,196	25,270	26,796	28,136	\$ 1,340	5.00%
01192207	523010	Water	2,269	2,176	2,366	7,155	8,586	\$ 1,431	20.00%
01192207	523020	Sewerage	2,424	2,437	2,640	4,070	4,314	\$ 244	6.00%
01192207	524010	Building Maintenance	33,132	20,385	23,375	16,297	18,334	\$ 2,037	12.50%
01192207	524015	Grounds Maintenance	-	-	150	-	-	\$ -	0.00%

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01192207	524030	Equipment Maintenance	-	98	-	-	-	\$ -	0.00%
01192207	524031	Maintenance - painting	-	-	-	-	-	\$ -	0.00%
01192207	524090	Other Contractual Services	32,625	2,137	-	10,010	10,511	\$ 501	5.00%
01192207	524091	Other Contract Svcs: Custodian	755	755	755	-	-	\$ -	0.00%
01192207	524095	Alarm Monitoring	-	-	1,866	-	-	\$ -	0.00%
01192207	527030	Equipment Rental/Lease	1,075	-	-	-	-	\$ -	0.00%
01192207	527031	Equip Svc/Repair: Custodian	1,658	3,315	529	784	823	\$ 39	5.00%
01192207	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192207	543010	Building M&R Supplies	14,742	7,911	8,182	6,681	7,516	\$ 835	12.50%
01192207	543060	Custodial M&R Supplies	8,107	5,923	5,632	6,739	7,581	\$ 842	12.50%
01192207	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192208	524095	Alarm Monitoring	-	-	1,197	-	-	\$ -	0.00%
01192210	521010	Electricity	10,575	10,588	9,232	15,920	15,920	\$ -	0.00%
01192210	521020	Natural Gas	4,669	4,933	8,637	9,891	10,386	\$ 495	5.00%
01192210	523010	Water	786	888	940	1,541	1,849	\$ 308	20.00%
01192210	523020	Sewerage	1,193	1,330	1,364	2,209	2,342	\$ 133	6.00%
01192210	524010	Building Maintenance	10,175	7,845	3,740	2,387	2,685	\$ 298	12.50%
01192210	524015	Grounds Maintenance	-	2,561	2,766	-	-	\$ -	0.00%
01192210	524030	Equipment Maintenance	-	-	-	164	172	\$ 8	5.00%
01192210	524090	Other Contractual Services	-	300	-	1,768	1,856	\$ 88	5.00%
01192210	524091	Other Contract Svcs: Custodian	350	200	10,199	461	484	\$ 23	5.00%
01192210	524095	Alarm Monitoring	-	-	1,197	-	-	\$ -	0.00%
01192210	527030	Equipment Rental/Lease	-	-	-	41	43	\$ 2	5.00%
01192210	527031	Equip Svc/Repair: Custodian	-	309	150	323	339	\$ 16	5.00%
01192210	529050	Recycled Materials Disposal	-	-	-	2,411	2,532	\$ 121	5.00%
01192210	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192210	543010	Building M&R Supplies	3,367	4,979	1,369	3,223	3,626	\$ 403	12.50%
01192210	543060	Custodial M&R Supplies	2,282	2,965	4,961	3,264	3,672	\$ 408	12.50%
01192210	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192211	513120	Scheduled Overtime	-	(196)	-	-	-	\$ -	0.00%
01192211	521010	Electricity	30,301	30,457	29,135.20	49,603	49,603	\$ -	0.00%
01192211	521020	Natural Gas	50,717	57,893	87,664	74,978	78,727	\$ 3,749	5.00%
01192211	523010	Water	3,846	3,765	4,151	7,172	8,606	\$ 1,434	20.00%

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01192211	523020	Sewerage	4,202	4,033	4,544	9,155	9,704	\$ 549	6.00%
01192211	524010	Building Maintenance	32,744	41,446	13,825	10,943	12,311	\$ 1,368	12.50%
01192211	524010	Grounds Maintenance	-	532	8,323	-	-	\$ -	0.00%
01192211	524030	Equipment Maintenance	-	505	175	1,579	1,658	\$ 79	5.00%
01192211	524090	Other Contractual Services	-	4,187	1,035	5,561	5,839	\$ 278	5.00%
01192211	524091	Other Cont Svcs: Custodian	450	600	600	1,435	1,507	\$ 72	5.00%
01192211	524095	Alarm Monitoring	-	-	2,074	-	-	\$ -	0.00%
01192211	527030	Equipment Rental/Lease	1,049	-	-	350	368	\$ 18	5.00%
01192211	527031	Equip Svc/Repair: Custodian	6,084	5,641	5,251	1,176	1,235	\$ 59	5.00%
01192211	529020	Rubbish/Garbage Pickup	3,155	3,731	3,040	5,861	6,154	\$ 293	5.00%
01192211	529040	Trash Disposal	-	295	278	-	-	\$ -	0.00%
01192211	529050	Recycled Materials Disposal	1,210	1,509	1,290	2,411	2,532	\$ 121	5.00%
01192211	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192211	543010	Building M&R Supplies	11,795	10,464	11,152	11,896	13,383	\$ 1,487	12.50%
01192211	543060	Custodial M&R Supplies	16,848	8,431	8,688	7,471	8,405	\$ 934	12.50%
01192211	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192212	521010	Electricity	38,259	39,925	44,954	58,109	58,109	\$ -	0.00%
01192212	521020	Natural Gas	35,725	41,944	72,729	59,508	62,483	\$ 2,975	5.00%
01192212	523010	Water	4,643	4,677	5,136	8,428	10,114	\$ 1,686	20.00%
01192212	523020	Sewerage	5,072	5,242	5,665	10,865	11,517	\$ 652	6.00%
01192212	524010	Building Maintenance	32,555	30,377	34,138	6,741	7,584	\$ 843	12.50%
01192212	524015	Grounds Maintenance	-	6,661	7,183	-	-	\$ -	0.00%
01192212	524030	Equipment Maintenance	-	-	382	1,097	1,152	\$ 55	5.00%
01192212	524090	Other Contractual Services	3,456	7,203	2,000	5,443	5,715	\$ 272	5.00%
01192212	524091	Other Contract Svcs: Custodian	450	455	455	615	646	\$ 31	5.00%
01192212	524095	Alarm Monitoring	-	-	2,189	-	-	\$ -	0.00%
01192212	527030	Equipment Rental/Lease	1,111	-	-	210	221	\$ 11	5.00%
01192212	527031	Equip Svc/Repair: Custodian	3,807	3,761	1,905	1,098	1,153	\$ 55	5.00%
01192212	529020	Rubbish/Garbage Pickup	5,420	4,094	3,880	5,862	6,155	\$ 293	5.00%
01192212	529040	Trash Disposal	-	269	336	-	-	\$ -	0.00%
01192212	529050	Recycled Materials Disposal	1,210	1,290	1,290	2,411	2,532	\$ 121	5.00%
01192212	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192212	543010	Building M&R Supplies	32,127	14,702	18,964	9,147	10,290	\$ 1,143	12.50%

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01192212	543060	Custodial M&R Supplies	16,305	14,536	8,924	6,973	7,845	\$ 872	12.50%
01192212	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192213	521010	Electricity	26,184	26,013	91,143.95	125,000	125,000	\$ -	0.00%
01192213	521020	Natural Gas	35,355	36,113	(994)	-	-	\$ -	0.00%
01192213	521030	Fuel Oil	-	-	-	1,500	1,575	\$ 75	5.00%
01192213	523010	Water	3,040	2,521	7,045	4,888	5,866	\$ 978	20.00%
01192213	523020	Sewerage	4,740	3,911	6,350	7,700	8,162	\$ 462	6.00%
01192213	524010	Building Maintenance	12,344	21,297	3,015	40,716	45,806	\$ 5,090	12.50%
01192213	524015	Grounds Maintenance	-	655	13,168	12,500	13,125	\$ 625	5.00%
01192213	524030	Equipment Maintenance	-	851	506	2,500	2,625	\$ 125	5.00%
01192213	524090	Other Contractual Services	-	3,725	-	8,500	8,925	\$ 425	5.00%
01192213	524091	Other Contract Svcs: Custodian	855	955	-	1,500	1,575	\$ 75	5.00%
01192213	524095	Alarm Monitoring	-	-	1,121	-	-	\$ -	0.00%
01192213	527030	Equipment Rental/Lease	702	-	-	-	-	\$ -	0.00%
01192213	527031	Equip Svc/Repair: Custodian	657	1,741	2,201	2,500	2,625	\$ 125	5.00%
01192213	529020	Rubbish/Garbage Pickup	3,703	3,939	3,251	4,000	4,200	\$ 200	5.00%
01192213	529040	Trash Disposal	-	279	276	-	-	\$ -	0.00%
01192213	529050	Recycled Materials Disposal	1,518	1,548	1,190	3,500	3,675	\$ 175	5.00%
01192213	542010	Office Supplies	-	-	187	-	-	\$ -	0.00%
01192213	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192213	543010	Building M&R Supplies	5,397	2,571	10,134	21,195	23,844	\$ 2,649	12.50%
01192213	543060	Custodial M&R Supplies	11,533	8,759	26,417	17,569	19,765	\$ 2,196	12.50%
01192213	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192214	521010	Electricity	-	41,476	93,114.42	121,000	121,000	\$ -	0.00%
01192214	521020	Natural Gas	-	-	-	-	-	\$ -	0.00%
01192214	521030	Fuel Oil	-	-	695	1,500	1,575	\$ 75	5.00%
01192214	523010	Water	-	1,159	4,005	4,680	5,616	\$ 936	20.00%
01192214	523020	Sewerage	-	1,051	3,958	7,425	7,871	\$ 446	6.00%
01192214	524010	Building Maintenance	-	2,796	7,554	39,043	43,923	\$ 4,880	12.50%
01192214	524015	Grounds Maintenance	-	754	24,881	20,000	21,000	\$ 1,000	5.00%
01192214	524030	Equipment Maintenance	-	-	-	2,500	2,625	\$ 125	5.00%
01192214	524090	Other Contractual Services	-	-	1,158	8,000	8,400	\$ 400	5.00%
01192214	524091	Other Cont Svcs: Custodian	-	-	-	2,000	2,100	\$ 100	5.00%

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01192214	524095	Alarm Monitoring	-	-	2,071	-	-	\$ -	0.00%
01192214	527030	Equipment Rental/Lease	-	-	-	-	-	\$ -	0.00%
01192214	527031	Equip Svc/Repair: Custodian	-	309	764	2,500	2,625	\$ 125	5.00%
01192214	529020	Rubbish/Garbage Pickup	-	1,757	3,680	4,000	4,200	\$ 200	5.00%
01192214	529040	Trash Disposal	-	225	337	-	-	\$ -	0.00%
01192214	529050	Recycled Materials Disposal	-	750	1,570	3,500	3,675	\$ 175	5.00%
01192214	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192214	543010	Building M&R Supplies	-	423	4,744	20,079	22,589	\$ 2,510	12.50%
01192214	543060	Custodial M&R Supplies	-	9,252	9,729	16,733	18,825	\$ 2,092	12.50%
01192214	543090	Other M&R Supplies	-	-	-	-	-	\$ -	0.00%
01192215	521010	Electricity	73,485	80,976	71,670.84	114,902	114,902	\$ -	0.00%
01192215	521020	Natural Gas	44,851	49,513	83,946	80,065	84,068	\$ 4,003	5.00%
01192215	523010	Water	4,346	4,418	4,497	13,724	16,469	\$ 2,745	20.00%
01192215	523020	Sewerage	4,339	4,337	4,335	15,426	16,352	\$ 926	6.00%
01192215	524010	Building Maintenance	22,922	24,315	30,942	17,857	20,089	\$ 2,232	12.50%
01192215	524015	Grounds Maintenance	-	1,993	7,086	-	-	\$ -	0.00%
01192215	524030	Equipment Maintenance	1,480	3,043	4,290	1,366	1,434	\$ 68	5.00%
01192215	524090	Other Contractual Services	245	12,377	995	9,436	9,908	\$ 472	5.00%
01192215	524091	Other Contract Svcs: Custodian	1,605	-	-	1,435	1,507	\$ 72	5.00%
01192215	524095	Alarm Monitoring	-	-	2,189	-	-	\$ -	0.00%
01192215	527030	Equipment Rental/Lease	947	-	-	288	302	\$ 14	5.00%
01192215	527031	Equip Svc/Repair: Custodian	7,118	1,553	742	1,569	1,647	\$ 78	5.00%
01192215	529020	Rubbish/Garbage Pickup	3,270	3,584	3,040	5,861	6,154	\$ 293	5.00%
01192215	529040	Trash Disposal	-	194	278	-	-	\$ -	0.00%
01192215	529050	Recycled Materials Disposal	1,210	1,419	1,290	2,411	2,532	\$ 121	5.00%
01192215	542010	Office Supplies	-	-	34	-	-	\$ -	0.00%
01192215	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192215	543010	Building M&R Supplies	11,032	20,567	14,846	15,909	17,898	\$ 1,989	12.50%
01192215	543060	Custodial M&R Supplies	15,894	14,422	7,978	11,719	13,184	\$ 1,465	12.50%
01192215	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192216	521010	Electricity	50,519	51,140	55,003.68	68,845	68,845	\$ -	0.00%
01192216	521020	Natural Gas	23,948	27,471	38,195	66,571	69,900	\$ 3,329	5.00%
01192216	523010	Water	2,142	2,342	2,269	5,408	6,490	\$ 1,082	20.00%

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01192216	523020	Sewerage	3,235	3,525	3,380	8,093	8,579	\$ 486	6.00%
01192216	524010	Building Maintenance	18,194	13,135	13,020	6,807	7,658	\$ 851	12.50%
01192216	524015	Grounds Maintenance	-	1,480	3,173	-	-	\$ -	0.00%
01192216	524030	Equipment Maintenance	-	441	-	1,114	1,170	\$ 56	5.00%
01192216	524090	Other Contractual Services	14,336	9,419	11,642	5,694	5,979	\$ 285	5.00%
01192216	524091	Other Contract Svcs: Custodian	461	811	811	1,435	1,507	\$ 72	5.00%
01192216	524095	Alarm Monitoring	-	-	2,189	-	-	\$ -	0.00%
01192216	527030	Equipment Rental/Lease	1,704	-	-	224	235	\$ 11	5.00%
01192216	527031	Equip Svc/Repair: Custodian	6,495	3,080	2,424	1,176	1,235	\$ 59	5.00%
01192216	529020	Rubbish/Garbage Pickup	3,324	3,396	3,290	5,861	6,154	\$ 293	5.00%
01192216	529040	Trash Disposal	-	244	295	-	-	\$ -	0.00%
01192216	529050	Recycled Materials Disposal	1,210	1,594	1,290	2,411	2,532	\$ 121	5.00%
01192216	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192216	543010	Building M&R Supplies	17,882	10,606	17,988	10,050	11,306	\$ 1,256	12.50%
01192216	543040	Equipment M&R Supplies	-	-	130	-	-	\$ -	0.00%
01192216	543060	Custodial M&R Supplies	24,011	12,318	17,165	7,471	8,405	\$ 934	12.50%
01192216	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192217	521010	Electricity	28,510	27,379	13,395.90	8,000	8,000	\$ -	0.00%
01192217	521020	Natural Gas	22,899	28,166	30,151	22,000	23,100	\$ 1,100	5.00%
01192217	523010	Water	4,136	4,029	1,676	416	499	\$ 83	20.00%
01192217	523020	Sewerage	4,603	4,378	583	660	700	\$ 40	6.00%
01192217	524010	Building Maintenance	8,513	12,853	9,452	2,789	3,138	\$ 349	12.50%
01192217	524015	Grounds Maintenance	-	1,583	3,374	5,000	5,250	\$ 250	5.00%
01192217	524030	Equipment Maintenance	172	-	-	500	525	\$ 25	5.00%
01192217	524090	Other Contractual Services	255	-	148	2,500	2,625	\$ 125	5.00%
01192217	524091	Other Contract Svcs: Custodian	1,505	-	-	-	-	\$ -	0.00%
01192217	524095	Alarm Monitoring	-	-	2,074	-	-	\$ -	0.00%
01192217	527030	Equipment Rental/Lease	1,000	-	-	-	-	\$ -	0.00%
01192217	527031	Equip Svc/Repair: Custodian	6,348	309	1,379	500	525	\$ 25	5.00%
01192217	529020	Rubbish/Garbage Pickup	4,529	3,761	1,179	250	263	\$ 13	5.00%
01192217	529040	Trash Disposal	-	339	101	-	-	\$ -	0.00%
01192217	529050	Recycled Materials Disposal	1,210	1,419	221	250	263	\$ 13	5.00%
01192217	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%

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Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01192217	543010	Building M&R Supplies	3,467	3,625	7,661	2,789	3,138	\$ 349	12.50%
01192217	543060	Custodial M&R Supplies	11,122	6,399	236	1,673	1,882	\$ 209	12.50%
01192217	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192221	513120	Scheduled Overtime	-	-	-	-	-	\$ -	0.00%
01192221	521010	Electricity	167,682	171,852	173,971.44	210,397	210,397	\$ -	0.00%
01192221	521020	Natural Gas	187,455	195,018	257,655	309,830	325,322	\$ 15,492	5.00%
01192221	521030	Fuel Oil	-	-	-	-	-	\$ -	0.00%
01192221	523010	Water	10,672	10,926	11,454	16,690	20,028	\$ 3,338	20.00%
01192221	523020	Sewerage	13,914	14,487	15,316	21,117	22,384	\$ 1,267	6.00%
01192221	524010	Building Maintenance	77,364	72,721	81,405	41,572	46,769	\$ 5,197	12.50%
01192221	524015	Grounds Maintenance	-	6,213	7,981	-	-	\$ -	0.00%
01192221	524030	Equipment Maintenance	2,433	3,638	1,743	2,091	2,196	\$ 105	5.00%
01192221	524090	Other Contractual Services	10,307	24,059	46,631	20,695	21,730	\$ 1,035	5.00%
01192221	524091	Other Contract Svcs: Custodian	2,300	1,400	1,400	2,050	2,153	\$ 103	5.00%
01192221	524095	Alarm Monitoring	-	-	2,692	-	-	\$ -	0.00%
01192221	527030	Equipment Rental/Lease	2,205	9,090	-	445	467	\$ 22	5.00%
01192221	527031	Equip Svc/Repair: Custodian	9,972	6,895	7,681	3,921	4,117	\$ 196	5.00%
01192221	529020	Rubbish/Garbage Pickup	14,012	8,745	7,700	16,927	17,773	\$ 846	5.00%
01192221	529040	Trash Disposal	-	579	815	-	-	\$ -	0.00%
01192221	529050	Recycled Materials Disposal	3,084	5,522	5,020	5,196	5,456	\$ 260	5.00%
01192221	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192221	543010	Building M&R Supplies	34,920	67,861	47,350	28,215	31,742	\$ 3,527	12.50%
01192221	543060	Custodial M&R Supplies	41,194	35,633	35,735	36,624	41,202	\$ 4,578	12.50%
01192221	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192231	513120	Scheduled Overtime	-	-	(315)	-	-	\$ -	0.00%
01192231	521010	Electricity	283,063	290,464	294,847.17	413,557	413,557	\$ -	0.00%
01192231	521020	Natural Gas	78,966	101,532	147,630	155,317	163,083	\$ 7,766	5.00%
01192231	521030	Fuel Oil	-	-	-	-	-	\$ -	0.00%
01192231	523010	Water	11,833	12,300	12,700	40,302	48,362	\$ 8,060	20.00%
01192231	523020	Sewerage	14,989	16,082	16,688	58,274	61,770	\$ 3,496	6.00%
01192231	524010	Building Maintenance	103,162	81,706	104,958	73,284	82,445	\$ 9,161	12.50%
01192231	524015	Grounds Maintenance	-	4,716	5,937	-	-	\$ -	0.00%
01192231	524030	Equipment Maintenance	1,461	8,332	6,149	6,814	7,155	\$ 341	5.00%

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Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01192231	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192231	524090	Other Contractual Services	26,880	58,007	15,828	11,224	11,785	\$ 561	5.00%
01192231	524091	Other Contract Svcs: Custodian	1,975	2,475	1,975	3,075	3,229	\$ 154	5.00%
01192231	524095	Alarm Monitoring	-	-	4,851	-	-	\$ -	0.00%
01192231	527030	Equipment Rental/Lease	-	74	-	1,584	1,663	\$ 79	5.00%
01192231	527031	Equip Svc/Repair: Custodian	8,986	8,225	10,043	5,669	5,952	\$ 283	5.00%
01192231	529020	Rubbish/Garbage Pickup	12,698	13,936	9,700	19,401	20,371	\$ 970	5.00%
01192231	529040	Trash Disposal	-	641	855	-	-	\$ -	0.00%
01192231	529050	Recycled Materials Disposal	1,805	2,485	3,833	8,844	9,286	\$ 442	5.00%
01192231	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192231	543010	Building M&R Supplies	46,264	89,403	90,603	25,901	29,139	\$ 3,238	12.50%
01192231	543060	Custodial M&R Supplies	40,455	42,296	51,122	59,452	66,884	\$ 7,432	12.50%
01192231	578015	Late Fees/Interest Charges	-	-	-	-	-	\$ -	0.00%
01192232	521010	Electricity	2,471	2,734	3,822	4,050	4,050	\$ -	0.00%
01192232	521020	Natural Gas	4,774	4,072	5,437	11,283	11,847	\$ 564	5.00%
01192232	523010	Water	234	242	255	639	767	\$ 128	20.00%
01192232	523020	Sewerage	265	273	293	713	756	\$ 43	6.00%
01192232	524010	Building Maintenance	6,559	3,386	550	-	-	\$ -	0.00%
01192232	524030	Equipment Maintenance	-	1,411	40	-	-	\$ -	0.00%
01192232	524090	Other Contractual Services	490	1,736	830	-	-	\$ -	0.00%
01192232	524095	Alarm Monitoring	-	-	1,197	-	-	\$ -	0.00%
01192232	527031	EQUIP SVC/REPAIR: CUSTO	456	172	-	-	-	\$ -	0.00%
01192232	534020	Telephone Expense	-	-	-	-	-	\$ -	0.00%
01192232	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192232	543010	Building M&R Supplies	9,621	2,700	1,459	-	-	\$ -	0.00%
01192232	543060	Custodial M&R Supplies	1,404	28	-	-	-	\$ -	0.00%
01192232	571010	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192239	521010	Electricity	1,402	-	-	-	-	\$ -	0.00%
01192239	521020	Natural Gas	1,402	-	-	-	-	\$ -	0.00%
01192239	521030	Fuel Oil	2,044	1,445	-	-	-	\$ -	0.00%
01192239	524010	Building Maintenance	7,328	7,695	6,925	-	-	\$ -	0.00%
01192239	524020	Vehicle Maintenance	14,699	6,604	11,956	3,136	3,293	\$ 157	5.00%
01192239	524030	Equipment Maintenance	2,513	-	1,176	-	-	\$ -	0.00%

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01192239	524031	Maintenance - painting	4,227	1,850	5,701	1,117	1,173	\$ 56	5.00%
01192239	524091	Other Contract Svcs: Custodian	-	-	-	-	-	\$ -	0.00%
01192239	527030	Equipment Rental/Lease	-	-	-	-	-	\$ -	0.00%
01192239	527031	Equip Svc/Repair: Custodian	703	123	600	-	-	\$ -	0.00%
01192239	529020	Rubbish/Garbage Pickup	-	-	30	-	-	\$ -	0.00%
01192239	530500	Training and Development	720	2,606	-	1,332	1,399	\$ 67	5.00%
01192239	534020	Telephone Expense	-	-	-	-	-	\$ -	0.00%
01192239	534050	Telecommunications	8,109	8,295	8,949	2,665	2,798	\$ 133	5.00%
01192239	541010	Gasoline	10,661	12,462	9,600	15,233	15,995	\$ 762	5.00%
01192239	542010	Office Supplies	2,956	504	94	3,202	3,362	\$ 160	5.00%
01192239	542130	Work Clothing	17,043	17,266	19,523	-	-	\$ -	0.00%
01192239	542150	Shoes/Boots	-	9,320	10,071	-	-	\$ -	0.00%
01192239	543010	Building M&R Supplies	371	-	192	-	-	\$ -	0.00%
01192239	543040	Equipment M&R Supplies	-	-	171	-	-	\$ -	0.00%
01192239	543060	Custodial M&R Supplies	-	10	25	-	-	\$ -	0.00%
01192239	548010	Vehicular Parts & Accessories	4,193	3,291	753	2,050	2,153	\$ 103	5.00%
01192239	548020	Vehicular Tires & Tubes	-	820	-	1,230	1,292	\$ 62	5.00%
01192239	548090	Other Vehicular Supplies	-	310	392	512	538	\$ 26	5.00%
01192239	553060	Computer Supplies	-	622	-	77	81	\$ 4	5.00%
01192239	571010	Travel - Mileage	108	-	90	882	926	\$ 44	5.00%
01192239	571011	Travel - Mileage Custodians	2	-	-	-	-	\$ -	0.00%
01192240	521500	Renewable Energy Premium	-	-	-	-	-	\$ -	0.00%
01192240	542010	Office Supplies	-	-	-	-	-	\$ -	0.00%
01192240	542090	Other General Supplies	-	-	-	-	-	\$ -	0.00%
01192240	543060	Custodial M&R Supplies	-	-	-	-	-	\$ -	0.00%
01192241	521010	Electricity	50,593	54,958	60,371.55	4,334	4,334	\$ -	0.00%
01192241	521020	Natural Gas	-	-	1,905	21,101	22,156	\$ 1,055	5.00%
01192241	523010	Water	2,300	2,082	2,425	-	-	\$ -	0.00%
01192241	523020	Sewerage	3,394	3,246	3,665	-	-	\$ -	0.00%
01192241	524010	Building Maintenance	15,266	15,513	25,406	2,065	2,323	\$ 258	12.50%
01192241	524030	Equipment Maintenance	-	-	-	-	-	\$ -	0.00%
01192241	524090	Other Contractual Services	5,041	4,020	-	1,281	1,345	\$ 64	5.00%
01192241	524091	Other Contract Svcs: Custodian	885	1,000	1,000	-	-	\$ -	0.00%

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Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01192241	527030	Equipment Rental/Lease	-	-	-	-	-	\$ -	0.00%
01192241	527031	Equip Svc/Repair: Custodian	-	309	300	-	-	\$ -	0.00%
01192241	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192241	543010	Building M&R Supplies	7,132	8,536	13,328	5,860	6,593	\$ 733	12.50%
01192241	543060	Custodial M&R Supplies	4,311	2,422	4,090	5,860	6,593	\$ 733	12.50%
01192242	521010	Electricity	-	-	-	36,118	36,118	\$ -	0.00%
01192242	521020	Natural Gas	22,759	23,229	40,484	50,456	52,979	\$ 2,523	5.00%
01192242	521030	Fuel Oil	-	-	650	-	-	\$ -	0.00%
01192242	523010	Water	-	-	-	5,897	7,076	\$ 1,179	20.00%
01192242	523020	Sewerage	-	-	-	3,038	3,220	\$ 182	6.00%
01192242	524010	Building Maintenance	15,191	13,261	22,393	5,698	6,410	\$ 712	12.50%
01192242	524030	Equipment Maintenance	-	-	-	-	-	\$ -	0.00%
01192242	524090	Other Contractual Services	-	20,182	50,914	5,740	6,027	\$ 287	5.00%
01192242	524091	Other Contract Svcs: Custodian	885	200	300	-	-	\$ -	0.00%
01192242	524095	Alarm Monitoring	-	-	877	-	-	\$ -	0.00%
01192242	524031	Equip Svc/Repair: Custodian	-	-	917	-	-	\$ -	0.00%
01192242	527030	EQUIPMENT RENTAL/LEASE	-	781	-	-	-	\$ -	0.00%
01192242	527031	EQUIP SVC/REPAIR: CUSTO	939	1,882	-	-	-	\$ -	0.00%
01192242	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192242	543010	Building M&R Supplies	8,711	4,168	16,033	9,376	10,548	\$ 1,172	12.50%
01192242	543060	Custodial M&R Supplies	5,884	4,732	4,741	9,376	10,548	\$ 1,172	12.50%
01192242	578015	Late Fees/Interest Charges	-	-	-	-	-	\$ -	0.00%
01192245	521010	Electricity	-	-	-	-	-	\$ -	0.00%
01192245	521020	Natural Gas	-	-	-	-	-	\$ -	0.00%
01192245	543010	Building M&R Supplies	106	-	-	-	-	\$ -	0.00%
01192246	521010	Electricity	29,914	36,477	36,962.04	50,762	50,762	\$ -	0.00%
01192246	521020	Natural Gas	268	4,412	187	-	-	\$ -	0.00%
01192246	521030	Fuel Oil	-	-	-	-	-	\$ -	0.00%
01192246	523010	Water	314	310	329	978	1,174	\$ 196	20.00%
01192246	523020	Sewerage	941	928	986	985	1,044	\$ 59	6.00%
01192246	524010	Building Maintenance	30,299	9,393	19,326	9,976	11,223	\$ 1,247	12.50%
01192246	524030	Equipment Maintenance	-	-	-	-	-	\$ -	0.00%
01192246	524090	Other Contractual Services	1,074	6,502	9,412	17,937	18,834	\$ 897	5.00%

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Org #	Obj	Account # 01-192 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01192246	524091	Other Contract Svcs: Custodian	-	-	-	-	-	\$ -	0.00%
01192246	527030	Equipment Rental/Lease	-	-	-	-	-	\$ -	0.00%
01192246	527031	Equipment Svc/Repair: Custodian	-	309	-	-	-	\$ -	0.00%
01192246	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192246	543010	Building M&R Supplies	2,216	1,772	4,391	11,719	13,184	\$ 1,465	12.50%
01192246	543060	Custodial M&R Supplies	4,795	2,961	3,348	7,852	8,834	\$ 982	12.50%
01192247	521010	Electricity	897	1,147	-	-	-	\$ -	0.00%
01192247	521020	Natural Gas	-	-	-	-	-	\$ -	0.00%
01192247	523010	Water	61	64	-	-	-	\$ -	0.00%
01192247	523020	Sewerage	164	180	(830)	-	-	\$ -	0.00%
01192247	524010	Building Maintenance	-	-	830	-	-	\$ -	0.00%
01192247	527030	Equipment Rental/lease	-	-	-	-	-	\$ -	0.00%
01192247	527031	Equip Svc/repair: Custodians	-	-	-	-	-	\$ -	0.00%
01192247	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192247	543010	Building M&R Supplies	-	-	-	-	-	\$ -	0.00%
01192247	543060	Custodial M&R Supplies	299	-	-	-	-	\$ -	0.00%
01192261	521010	Electricity	120,320	125,570	123,064.86	162,257	162,257	\$ -	0.00%
01192261	521020	Natural Gas	25,255	26,339	44,744	28,585	30,014	\$ 1,429	5.00%
01192261	523010	Water	3,556	4,239	4,240	9,052	10,862	\$ 1,810	20.00%
01192261	523020	Sewerage	4,574	5,577	5,547	10,448	11,075	\$ 627	6.00%
01192261	524010	Building Maintenance	39,957	24,787	25,162	46,405	52,206	\$ 5,801	12.50%
01192261	524015	Grounds Maintenance	-	16,005	25,308	-	-	\$ -	0.00%
01192261	529020	Rubbish/Garbage Pickup	-	-	-	-	-	\$ -	0.00%
01192261	529050	Recycled Materials Disposal	-	-	-	-	-	\$ -	0.00%
01192261	524030	Equipment Maintenance	-	-	-	1,742	1,829	\$ 87	5.00%
01192261	524031	Maintenance - painting	-	-	-	820	861	\$ 41	5.00%
01192261	524090	Other Contractual Services	25,400	17,955	2,322	26,124	27,430	\$ 1,306	5.00%
01192261	524091	Other Contract Svcs: Custodian	5,395	5,145	5,145	13,786	14,475	\$ 689	5.00%
01192261	524091	Alarm Monitoring	-	-	1,781	-	-	\$ -	0.00%
01192261	527031	Equip Svc/Repair: Custodian	3,777	2,608	982	1,412	1,483	\$ 71	5.00%
01192261	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192261	543010	Building M&R Supplies	26,670	24,874	30,219	14,679	16,514	\$ 1,835	12.50%
01192261	543060	Custodial M&R Supplies	13,955	11,533	12,159	12,481	14,041	\$ 1,560	12.50%

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01192261	571011	Travel-Mileage	-	-	-	-	-	\$ -	0.00%
01192261	578015	Late Fees/Interest Charges	-	-	-	-	-	\$ -	0.00%
01192262	524032	Maintenance - Carpet	-	-	250	-	-	\$ -	0.00%
01192262	524095	Alarm Monitoring	-	-	1,197		-	\$ -	0.00%
01192263	529020	Rubbish/Garbage Pickup	-	-	-	2,260	2,373	\$ 113	5.00%
01192263	521010	Electricity	2,609	2,868	3,674.30	3,566	3,566	\$ -	0.00%
01192263	521020	Natural Gas	1,206	3,829	4,105	5,037	5,289	\$ 252	5.00%
01192263	523010	Water	-	-	-	295	354	\$ 59	20.00%
01192263	523020	Sewerage	200	204	223	222	235	\$ 13	6.00%
01192263	524010	Building Maintenance	995	3,487	4,063	-	-	\$ -	0.00%
01192263	524032	Maintenance - Carpet	-	-	300	-	-	\$ -	0.00%
01192263	524090	Other Contractual Services	-	-	1,091	-	-	\$ -	0.00%
01192263	524095	Alarm Monitoring	-	-	1,197	-	-	\$ -	0.00%
01192263	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192263	543010	Building M&R Supplies	-	1,634	-	-	-	\$ -	0.00%
01192275	521010	Electricity	19,595	20,194	20,945.77	14,152	14,152	\$ -	0.00%
01192275	521020	Natural Gas	2,026	2,611	4,253	10,611	11,142	\$ 531	5.00%
01192275	521030	Fuel Oil	-	-	-	-	-	\$ -	0.00%
01192275	523010	Water	505	632	713	1,474	1,769	\$ 295	20.00%
01192275	523020	Sewerage	685	913	1,058	2,434	2,580	\$ 146	6.00%
01192275	524010	Building Maintenance	17,592	10,957	10,070	14,079	15,839	\$ 1,760	12.50%
01192275	524015	Grounds Maintenance	-	6,102	9,462	-	-	\$ -	0.00%
01192275	524030	Equipment Maintenance	-	-	-	-	-	\$ -	0.00%
01192275	524090	Other Contractual Services	-	-	3,031	392	412	\$ 20	5.00%
01192275	524091	Other Contract Svcs: Custodian	845	844	845	827	868	\$ 41	5.00%
01192275	524095	Alarm Monitoring	-	-	2,189		-		
01192275	527030	Equipment Rental/Lease	-	-	-	-	-	\$ -	0.00%
01192275	527031	Equip Svc/Repair: Custodian	2,911	1,672	2,318	-	-	\$ -	0.00%
01192275	529020	Rubbish/Garbage Pickup	-	-	-	-	-	\$ -	0.00%
01192275	529050	Recycled Materials Disposal	-	-	-	-	-	\$ -	0.00%
01192275	542130	Work Clothing	-	-	-	-	-	\$ -	0.00%
01192275	543010	Building M&R Supplies	1,580	3,463	19,971	1,495	1,682	\$ 187	12.50%
01192275	543060	Custodial M&R Supplies	5,046	2,321	4,335	4,688	5,274	\$ 586	12.50%

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01192285	530500	Training and Development	1,190	1,290	-	512	538	\$ 26	5.00%
01192285	534010	Postage	-	-	-	102	107	\$ 5	5.00%
01192285	534030	Advertising - General	-	-	-	-	-	\$ -	0.00%
01192285	542010	Office Supplies	45	748	188	1,423	1,494	\$ 71	5.00%
01192285	549090	Other Food Service Supplies	-	-	-	-	-	\$ -	0.00%
01192285	571010	Travel - Mileage	82	-	20	-	-	\$ -	0.00%
01192285	583120	Office Machine Replacement	-	-	-	3,000	3,150	\$ 150	5.00%
01192240	521500	Green Power Premium	-	-	-	-	-	\$ -	0.00%
01192200	524090	Other Contractual Services	-	-	-	-	-	\$ -	0.00%
Total Expenses			3,402,690	3,524,645	4,164,238	4,477,682	4,699,021	\$ 221,339	4.94%
01192809	570000	Encumbrances	-	108,764	46,520	-	-	-	0.00%
Total Request			\$ 8,252,158	\$ 8,715,898	\$ 9,706,551	\$10,255,705	\$10,544,680	\$ 288,975	2.82%

Facilities Management Department FY27 Salaries

Org	Object	Employee Name	Title	Building	Hrs per week	FTE	Hrly Rate	FY26 Weekly Rate as of June 30	FY26 Salary as of July 1	Group - Step as of 6/30/2026	Contract/Pay Plan	FY27 RATE REQUEST***					Facilities	Salary Request (Dept192)	Subtotal by Org/Obj
												Hrly Starting Rate 7/1/26	Weekly Starting Rate 7/1/26	Step Adjustment Date	Adjusted Rate	Adjusted Weekly			
01192100	511010	McDonough, Joseph	Director of Facilities	Admin	35	1.0	108.06	\$ 3,782.26	196,678	A65C-0	AMPP	110.23	\$ 3,857.91	N/A				201,382.70	201,383
01192100	511130	Hannigan, Sean	Project Manager	Admin	35	1.0	61.77	\$ 2,162.06	112,427	A60J-0	AMPP	63.01	\$ 2,205.30	N/A				115,116.64	
01192100	511130	Ponte, Nicholas	Custodial Service Manager	Admin	35	1.0	58.02	\$ 2,030.82	105,603	A58K-0	AMPP	59.18	\$ 2,071.44	N/A				108,128.93	
01192100	511130	Hebert, Allen	Operations Manager	Admin	35	1.0	66.87	\$ 2,340.48	121,705	A59H-0	AMPP	68.21	\$ 2,387.29	N/A				124,616.60	
01192100	511130	Andersen, Michael	Maintenance Manager	Admin	35	1.0	61.27	\$ 2,144.58	111,518	A58L-0	AMPP	62.50	\$ 2,187.47	N/A				114,185.99	
01192100	511130	Gagosian, Stephen	Design/Construction Manager	Admin	35	1.0	83.12	\$ 2,909.31	151,284	A62H-0	AMPP	84.79	\$ 2,967.49	N/A				154,903.22	616,951
01192100	511300	Gariepy, Danielle	Finance & Office Manager	Admin	35	1.0	56.93	\$ 1,992.57	103,614	A57L-0	AMPP	58.07	\$ 2,032.42	N/A				106,092.45	106,092
01192100	511310	Bond, Meghan	Administrative Assistant	Admin	35	1.0	42.08	\$ 1,472.80	76,586	B5A-8	B40S	44.10	\$ 1,543.67	N/A				80,579.47	80,579
01192100	511370	Yee, Beverly	Department Assistant	Admin	35	1.0	36.71	\$ 1,284.85	66,812	B3A-10	B40S	38.47	\$ 1,346.60				70,292.73	70,293	
01192185	511130	Elliott, Richard	Project Manager	Admin	35	1.0	70.20	\$ 2,457.06	127,767	A60J-0	AMPP	71.61	\$ 2,506.20				130,823.68	130,824	
01192185	511130	Remick, Glenn	Project Manager	Admin	35	1.0	72.94	\$ 2,553.00	132,756	A60J-0	AMPP	74.40	\$ 2,604.06				135,932.01	135,932	
01192185	511370	Yen, Lucy	Asst. Project Manager	Admin	35	1.0	40.95	\$ 1,433.25	74,529	B5S-7	B40S	42.92	\$ 1,502.20				78,414.84	78,415	
01192100	511340	Mio, Johnny	Mechanical Technician	Admin	40	1.0	43.16	\$ 1,726.40	89,773	K23G-6	KFAC	43.16	\$ 1,726.40					90,118.08	
01192100	511340	Landers, Mark	Maintenance Craftsman	Admin	40	1.0	43.16	\$ 1,726.40	89,773	K23F-6	KFAC	43.16	\$ 1,726.40					90,118.08	
01192100	511340	Neville, Daniel	Electrician	Admin	40	1.0	43.16	\$ 1,726.40	89,773	K23D-6	KFAC	43.16	\$ 1,726.40					90,118.08	
01192100	511340	Hoffmann, Steven	HVAC/BAC Controls	Admin	40	1.0	45.31	\$ 1,812.40	94,245	K24A-6	KFAC	45.31	\$ 1,812.40					94,607.28	364,962
01192101	511330	Santos, Peterson	Head Custodian	Town Hall	40	1.0	27.24	\$ 1,089.60	56,659	K17B-1	KFAC	29.29	\$ 1,171.60				-	61,157.52	
01192101	511330	Lys, Patrice	Custodian	Town Hall	40	1.0	25.99	\$ 1,039.60	54,059	K15A-4	KFAC	25.99	\$ 1,039.60	04/23/27	27.12	1,085	54,719.12	115,877	
01192102	511330	Springsteen, Henry	Custodian	Police	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				-	59,215.68	
01192102	511330	McDonald, Paul	Custodian	Police	40	1.0	33.92	\$ 1,356.80	70,554	K17B-6	KFAC	33.92	\$ 1,356.80				-	70,824.96	130,041
01192107	511330	Colleton, Ronald	Custodian	Warren	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40					59,215.68	
01192107	511330	Martignetti, Alfred	Head Custodian	Warren	40	1.0	33.92	\$ 1,356.80	70,554	K17B-6	KFAC	33.92	\$ 1,356.80					70,824.96	
01192107	511330	Regis, Kuan	Custodian	Warren	12	0.3	24.42	\$ 293.04	15,238	B1A-2	B40S	24.91	\$ 298.90					15,602.62	145,643
01192110	511330	Groh, Ian	Custodian	PAWS	20	0.5	28.36	\$ 567.20	29,494	K15A-6	KFAC	28.36	\$ 567.20					29,608	29,608
01192111	511330	Hurley, Robert	Head Custodian - Elementary School	Bates	40	1.0	33.92	\$ 1,356.80	70,554	K17A-6	KFAC	33.92	\$ 1,356.80				-	70,825	
01192111	511330	Alas Portillo, Eduardo	Custodian	Bates	40	1.0	25.99	\$ 1,039.60	54,059	K15A-4	KFAC	25.99	\$ 1,039.60	04/16/27	27.12	1,085	54,764		
01192111	511330	Perez Lara, Brian	Custodian	Bates	19	0.5	24.42	\$ 463.98	24,127	B1A-2	B40S	24.91	\$ 473.26					24,704	150,293
01192112	511330	Drake, Cristina	Custodian	Fiske	40	1.0	25.99	\$ 1,039.60	54,059	K15A-4	KFAC	25.99	\$ 1,039.60	02/25/27	27.12	1,085	55,081		
01192112	511330	Foley, Mark	Head Custodian-Elementary	Fiske	40	1.0	29.71	\$ 1,188.40	61,797	K17B-3	KFAC	33.45	\$ 1,338.00				-	69,844	
01192112	511330	Groh, Ian	Custodian	Fiske	20	0.5	28.36	\$ 567.20	29,494	K15A-6	KFAC	28.36	\$ 567.20					29,608	154,532

Facilities Management Department FY27 Salaries

Org	Object	Employee Name	Title	Building	Hrs per week	FTE	Hrly Rate	FY26 Weekly Rate as of June 30	FY26 Salary as of July 1	Group - Step as of 6/30/2026	Contract/Pay Plan	FY27 RATE REQUEST***					Facilities	Salary Request (Dept192)	Subtotal by Org/Obj
												Hrly Starting Rate 7/1/26	Weekly Starting Rate 7/1/26	Step Adjustment Date	Adjusted Rate	Adjusted Weekly			
01192113	511330	Messit, Richard	Custodian	Hardy	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				-	59,216	218,864
01192117	511330	Roy, Carlos	Custodian	Hardy	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40					59,216	
01192113	511330	Regis, Paulo	Custodian	Hardy	20	0.5	28.36	\$ 567.20	29,494	K15A-6	KFAC	28.36	\$ 567.20					29,608	
01192113	511330	Gigliotti, Luigi	Head Custodian - Elementary School	Hardy	40	1.0	33.92	\$ 1,356.80	70,554	K17B-6	KFAC	33.92	\$ 1,356.80					70,825	
01192114	511330	Wu, Chao	Custodian	Hunnewell	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				-	59,216	
01192114	511330	Perez, Francis	Custodian	Hunnewell	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40					59,216	
01192113	511330	Regis, Paulo	Custodian	Hunnewell	20	0.5	28.36	\$ 567.20	29,494	K15A-6	KFAC	28.36	\$ 567.20					29,608	
01192114	511330	Leone, Dean	Head Custodian - Elementary School	Hunnewell	40	1.0	31.05	\$ 1,242.00	64,584	K17B-4	KFAC	31.05	\$ 1,242.00	08/03/26	32.48	1,299	67,555	215,594	
01192115	511330	Porter, Eric	Custodian	Sprague	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40					59,216	
01192115	511330	Parmigiane, Roger	Custodian	Sprague	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				-	59,216	
01192115	511330	Grady, Scott	Head Custodian - Elementary School	Sprague	40	1.0	33.92	\$ 1,356.80	70,554	K17A-6	KFAC	33.92	\$ 1,356.80				-	70,825	189,256
01192116	511330	Franco, Esbin	Custodian	Schofield	40	1.0	27.12	\$ 1,084.80	56,410	K15A-5	KFAC	27.12	\$ 1,084.80	05/06/27	28.36	1,134	57,023	127,848	
01192116	511330	Burnham-Taylor, Scott	Head Custodian - Elementary School	Schofield	40	1.0	33.92	\$ 1,356.80	70,554	K17B-6	KFAC	33.92	\$ 1,356.80					70,825	
01192121	511330	Barisano, Mark	Facility Supervisor-Middle School	MS	40	1.0	38.44	\$ 1,537.60	79,955	K22A-6	KFAC	38.44	\$ 1,537.60					80,263	
01192121	511330	Sandoval, Juan	Custodian	MS	40	1.0	25.99	\$ 1,039.60	54,059	K15A-4	KFAC	25.99	\$ 1,039.60	04/16/27	27.12	1,085	54,764		
01192121	511330	Victor, Nikenson	Custodian	MS	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40					59,216	
01192121	511330	Smus, Joseph	Custodian Night Supervisor	MS	40	1.0	33.92	\$ 1,356.80	70,554	K17A-6	KFAC	33.92	\$ 1,356.80				-	70,825	
01192121	511330	Mejia, Eric	Custodian	MS	40	1.0	24.85	\$ 994.00	51,688	K15A-3	KFAC	24.85	\$ 994.00	05/19/27	25.99	1,040	52,170		
01192121	511330	Lavoie, Richard	Custodian	MS	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40					59,216	
01192121	511330	Slaughter, Edward	Custodian	MS	40	1.0	24.85	\$ 994.00	51,688	K15A-3	KFAC	24.85	\$ 994.00					51,887	
01192121	511330	Murray, David	Custodian	HS/MS Split	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				-	59,216	
01192121	511330	Peterson, Christopher	Custodian	MS	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40					59,216	
01192121	511330	Bailey, Daniel	Custodian	MS	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				-	59,216	
01192121	511330	Mulero Rosario, Christian	Custodian	MS	40	1.0	25.99	\$ 1,039.60	54,059	K15A-4	KFAC	27.12	\$ 1,084.80				-	56,627	662,613
01192131	511330	Vassiliadis, Antonios	Facility Supervisor	HS	40	1.0	38.44	\$ 1,537.60	79,955	K22A-6	KFAC	38.44	\$ 1,537.60				-	80,263	
01192131	511330	Shanahan, Patrick	Custodian	HS	40	1.0	27.12	\$ 1,084.80	56,410	K15A-5	KFAC	27.12	\$ 1,084.80	08/06/26	28.36	1,134	58,958		
01192131	511330	Masciari, Anthony	Custodian	HS	40	1.0	24.85	\$ 994.00	51,688	K15A-3	KFAC	24.85	\$ 994.00	04/20/27	25.99	1,040	52,361		
01192131	511330	Cadigan, Christian	Custodian	HS	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40					59,216	
01192131	511330	Vacant	Custodian	HS	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				-	59,216	
01192131	511330	Labitue, Kyle	Custodian	HS	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				-	59,216	

Facilities Management Department FY27 Salaries

Org	Object	Employee Name	Title	Building	Hrs per week	FTE	Hrly Rate	FY26 Weekly Rate as of June 30	FY26 Salary as of July 1	Group - Step as of 6/30/2026	Contract/Pay Plan	FY27 RATE REQUEST***					Facilities	Salary Request (Dept192)	Subtotal by Org/Obj
												Hrly Starting Rate 7/1/26	Weekly Starting Rate 7/1/26	Step Adjustment Date	Adjusted Rate	Adjusted Weekly			
01192131	511330	Flaherty, John	Custodian	HS	40	1.0	27.12	\$ 1,084.80	56,410	K15A-5	KFAC	27.12	\$ 1,084.80	09/29/26	28.36	1,134	58,591		
01192131	511330	Tobias, Telma	Custodian	HS	40	1.0	27.12	\$ 1,084.80	56,410	K15A-5	KFAC	27.12	\$ 1,084.80	04/30/27	28.36	1,134	57,073		
01192131	511330	Ruiz Vittini, Henry	Custodian	HS	40	1.0	25.99	\$ 1,039.60	54,059	K15A-4	KFAC	25.99	\$ 1,039.60	03/18/27	27.12	1,085	54,945		
01192131	511330	Casey, Thomas	Custodian	HS	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				59,216		
01192131	511330	Scafidi, Jason	Night Supervisor	HS	40	1.0	33.92	\$ 1,356.80	70,554	K17A-6	KFAC	33.92	\$ 1,356.80				70,825		
01192131	511330	Vacant	Custodian	HS	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				59,216	729,094	
01192132	511340	Crehan, Thomas	Plumber	Field House	40	1.0	43.16	\$ 1,726.40	89,773	K23C-6	KFAC	43.16	\$ 1,726.40				90,118		
01192132	511340	Lavoie, Frederick	Inventory/Equip. Tech	Field House	40	1.0	35.30	\$ 1,412.00	73,424	K18A-6	KFAC	35.30	\$ 1,412.00				73,706		
01192132	511340	Grant, Sherwin	HVAC Technician	Field House	40	1.0	43.16	\$ 1,726.40	89,773	K23B-5	KFAC	43.16	\$ 1,726.40				90,118		
01192132	511340	Watkins, David	Electrician	Field House	40	1.0	43.16	\$ 1,726.40	89,773	K23D-6	KFAC	43.16	\$ 1,726.40				90,118	344,061	
01192142	511330	McMillen, Kevin	Custodian	DPW	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				59,216		
01192142	511330	Castro Diaz, Daila	Custodian	DPW	40	1.0	25.99	\$ 1,039.60	54,059	K15A-4	KFAC	25.99	\$ 1,039.60	02/28/27	27.12	1,085	55,063		
01192147	511330	Burgos, Moises	Facilities Supervisor	DPW	20	1.0	37.60	\$ 752.00	39,104	K22A-5	KFAC	38.44	\$ 768.80				40,131		
																		154,410	
																		-	
01192161	511330	Perez Ventura, Jose	Facility Supervisor	Library	40	1.0	32.32	\$ 1,292.80	67,226	L09B-3	LLIB	33.64	\$ 1,345.60				-	70,240	
01192161	511330	Arango, John	Custodian	Library	40	1.0	25.43	\$ 1,017.20	52,894	L40A-2	LLIB	25.43	\$ 1,017.20	09/04/26	26.45	1,058	54,844		
01192161	51330	Tripp, Scott	Custodian	Library	10	0.5	25.43	\$ 254.30	13,224	L40B-2	LLIB	25.43	\$ 254.30				13,274		
01192161	51330	Tripp, Scott	Custodian	Library-Sundays	6		38.15	\$ 228.87	9,613	L40B-2	LLIB	38.15	\$ 228.87				9,613		
01192161	511330	Collins, Julie	Custodian	Library	15	0.4	27.51	\$ 412.65	21,458	L40B-4	LLIB	27.51	\$ 412.65				21,540	169,512	
01192163	511330	Daniels, David	Custodian	Library (Hills)	15	0.4	25.43	\$ 381.45	19,835	L40B-2	LLIB	26.45	\$ 396.75				20,710	20,710	
01192139	511330	Coronado-Morales	Custodian	MS	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40				59,216	59,216	
01192139	515060	Vacant	Custodian, On Call	OC			24.25	\$ -	2,000	B44F-1	B40S	24.74	\$ -				2,550		
01192139	515060	Vacant	Custodian, On Call	OC			24.25	\$ -	2,000	B44F-1	B40S	24.74	\$ -				2,550	5,100	
								\$ -	-				\$ -				-	-	

Facilities Management Department FY27 Salaries

Org	Object	Employee Name	Title	Building	Hrs per week	FTE	Hrly Rate	FY26 Weekly Rate as of June 30	FY26 Salary as of July 1	Group - Step as of 6/30/2026	Contract/Pay Plan	FY27 RATE REQUEST***					Facilities	Salary Request (Dept192)	Subtotal by Org/Obj
												Hrly Starting Rate 7/1/26	Weekly Starting Rate 7/1/26	Step Adjustment Date	Adjusted Rate	Adjusted Weekly			
01192175	511330	Cole, Dawnmarie	Custodian	Tolles-Parsons	40	1.0	28.36	\$ 1,134.40	58,989	K15A-6	KFAC	28.36	\$ 1,134.40			-	59,216	59,216	
	515050	Longevity															33,375		
		Seasonal Custodians															94,744		
		Overtime															248,526		
		New Positions															-		
		Shift Differential															2,096	378,741	
									5,377,540								\$ 5,845,659	5,845,659	



Town of *Wellesley*

FY2027 Budget Request

Land Use Departments Administrative Services Operating Request

Planning Department, Building Department, Zoning Board of Appeals, Natural Resources Commission

Department: 198

Department Head: Meghan Jop, Executive Director

Org	Object	Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01198200	527010	Annual Lease	Planning, ZBA, Building, and NRC relocated to 888 Worcester Street FY23	\$ -	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	-	0.00%
01198200	523010	Water		-	737	571	1,000	1,000	-	0.00%
01198200	524030	Equipment Maintenance Contracts	Maintenance for 1 copier	-	1,129	898	4,000	4,000	-	0.00%
01198200	542010	Office Supplies	Centralized Office Supply Account for Land Use Departments- administered by Planning Board	-	365	1,088	1,000	1,200	200	20.00%
01198200	542020	Copier Supplies	Centralized paper for all Land Use Department copiers, printers & faxes.	-	765	1,522	2,500	2,700	200	8.00%
			Total Expenses	\$ -	\$ 122,995	\$ 124,079	\$ 128,500	\$ 128,900	400	0.31%



Town of **Wellesley**

FY2027 Budget Request

Council on Aging: Mission, Services & Priorities

Wellesley Council on Aging FY27 Tax Impact Budget Request

The Wellesley Council on Aging (COA) Board is pleased to present our FY27 Tax Impact Budget Request for \$653,368. According to the 2020 Federal Census, 6,280 residents aged 60 and above reside in Wellesley, totaling approximately 25% of Wellesley's population. The COA's Vision Statement, "Optimize the Vitality of Older Adults", underscores our daily work at the COA. The stabilization of COA operations has yielded an energized staff who are increasing the offerings and variety of services to support the growing needs of Wellesley's older adults.

The Mission of the Wellesley Council on Aging is to:

- serve as the community resource for older adult residents (60+), their families, and caregivers,
- act as the primary advocate for Wellesley's older adults,
- provide comprehensive programs, social services, meal and transportation services, educational and fitness activities to enhance socializing opportunities and
- foster an environment of well-being and community.

Department Overview

The COA's day-to-day operations are funded primarily by taxpayer dollars, with significant supplementation by various grants from the Executive Office of Aging and Independence and various private entities. The programs sponsored by the COA include, but are not limited to, social engagement activities, educational lectures and presentations, life enrichment seminars, healthy aging programs, support groups, outreach and social services, transportation services, fitness classes, physical fitness center, volunteer opportunities, and meal program.

Organizational Structure

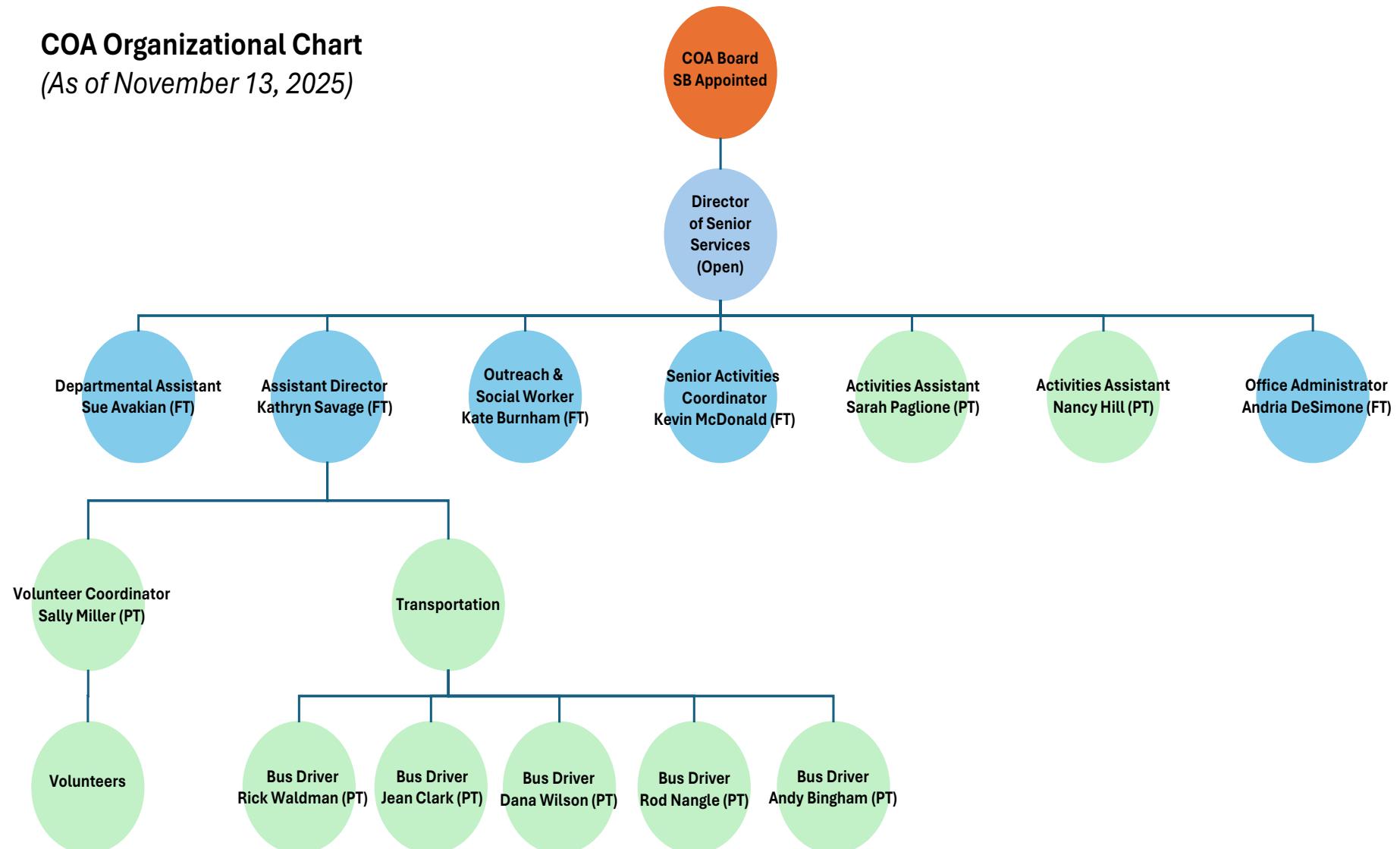
The Council on Aging (COA) is overseen by an eleven-member board appointed by the Select Board. The department has six full-time employees and eight part-time employees. In FY25 6,632 volunteer hours supported COA operations. On an annual basis, this would be equivalent to an additional four full-time employees. The COA is informally divided into the following functions: Social Services/Outreach, Programs/Activities, Administration, Transportation, and Volunteerism, as pictured in the organizational chart below.



Town of *Wellesley*
FY2027 Budget Request
Council on Aging: Mission, Services & Priorities

COA Organizational Chart

(As of November 13, 2025)





Town of **Wellesley**

FY2027 Budget Request

Council on Aging: Mission, Services & Priorities

Highlights of the Past Year

The emphasis to increase in-person attendance and overall program offerings has been successful. We increased the number of part-time bus drivers to five to accommodate the growing transportation needs of our patrons. With additional bus drivers, we now provide four shopping trips per month. A comprehensive room utilization analysis showed room for more patrons to attend programs in the Multi-Purpose Room (75 vs. 50 patrons). We engaged UMASS Boston School of Gerontology to conduct a needs assessment of Wellesley's older adult population. A grant from the New Era Fund supported this effort.

During the past fiscal year, FY25, 1852 individuals attended the COA, 74.1% were Wellesley residents and 25.9% were from out of town. Our attendance in the first five months of FY26 is already 1158 individuals with a projected number of 2000 by year end. All COA's are historically utilized by out-of-town residents at a rate of 25%.

Upcoming Year Goals/initiatives

By analyzing COA data, utilizing survey tools, researching trends concerning older adult communities, and responding to the requests of our patrons, the COA will continue to define and respond to the unmet needs of our older adults. The COA remains committed to achieving a healthy balance for continued access to programming with in-person and on-line classes, lectures, and activities. With careful recording through MySeniorCenter software and the UMASS needs assessment, we will monitor the usage and other factors which will guide our future endeavors to expand services and programs to enrich the lives of all segments of the older adult community. Based on patron feedback, we are making appropriate additions and/or changes to programming. This will include more day trips, more local shopping trips, new strengthening exercise classes and a new variety of vendors to provide classes in art, cooking, educational, cultural, and health, as well as social events and musical performances.

Finally, the COA will continue to work with the Town to utilize the new commercial kitchen, which will allow for nutritionally balanced food programs, cooking demonstrations and socialization opportunities to better serve the senior community beginning in mid FY2026.

Long-Term Goals/Initiatives

The primary goal of the COA Board and staff will be to begin the revision of our 5-year Long Range Strategic Plan (LRSP). Part of this process will involve seeking appropriate avenues for growth, expanding our offerings of pilot programs, and using grant money to support the delivery of our mission. The COA Board and staff anticipate the results of the UMass needs assessment will provide a foundation for the updated Strategic Plan.



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Council on Aging: Mission, Services & Priorities

The Wellesley COA is anticipating a significant increase in the number of older adults to serve. In an attempt to be responsive to this increase, the COA aspires to become an “Age-Friendly” community and hopes to partner with the Town to achieve this designation from the State. An “Age-Friendly” town is one in which older people are actively involved in social, economic, and cultural life, in creating a better local environment, to everybody’s benefit. The COA has begun to research next steps in becoming designated as Age-Friendly by reaching out to other COA’s in the area, AARP and the National Council on Aging. Age-Friendly practices recognize there is great diversity in the capacity and circumstances of older adults, anticipate and respond to older adults’ needs and preferences in an equitable way, respect older adult’s decisions and choices, and protect the most vulnerable. This is what the Wellesley COA strives to do.

Operating Personal Service Budget Summary

The COA FY27 proposed **Personal Services Budget** is \$561,868 which is \$13,222 or 2.41% increase over FY26. The factors impacting the FY27 Personal Services Budget request are:

- The COLA 2% increases for all 40 Series employees
- Step increases for 40 Series employees
- The COLA 2% increases for all 50/60 series employees

Operating Expense Budget Summary

The FY27 expense budget request is \$91,500 which is \$2,650 or a 2.98% increase over FY26.

Line items decreased:

- Postage (\$300)
- Food - Departmental (\$2,650)

Line items increased:

- Equipment Maintenance (\$500)
- Other Professional Services (\$800)
- Printing and Mailing Expense (\$300)



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Council on Aging: Mission, Services & Priorities

- Photocopying (\$700)
- Software Licenses (\$500)
- Office Supplies (\$500)
- Programs and Activities (\$500)
- In-state travel (mileage) (\$100)
- Conferences/Meetings Administrators (\$1,500)
- Dues – Administrators (\$200)

Capital Budget Summary

FY27-31 COA Capital request total is \$90,000.

FY27-1 \$10,000 Purchase of a Storage Unit/Shed for excess tables and chairs in the MPR. Current storage closet was reconfigured for TPC Kitchen and there is no place to safely and securely store tables and chairs.

FY27-2 \$10,000 Audio Visual System for the American Legion Room. The room currently does not have one and it is difficult to hear and see presentations in the American Legion Room

FY28 - \$20,000 Reconfigure office space to add more cubicles for staff

FY29 - \$15,000 Replace Fitness Equipment in Fitness Room

FY30 - \$15,000 replace outdoor patio furniture, patio cushions and storage bin

FY31 - \$20,000 Replace furniture in common areas and meeting rooms and build in projector for American Legion Room

Submitted by

COA Board: Judy Gertler, Chair; Peter Grape, Vice Chair; Pat Decker, Secretary; Patty Chen, Timothy Fulham, Bernard Horan, Margaret Lyne, Robert McCarthy, Corinne Monahan, Barbara Searle, Tina Wang

Kathryn Hand-Savage, Interim Director of Senior Services



Town of *Wellesley*

FY2027 Budget Request

Council on Aging Operating Request

Department: 541

Department Head: Kathryn Hand Savage, COA Director

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Personal Services							
Full Time	298,069	395,497	414,729	458,448	472,784	\$ 14,336	3.13%
Part Time	84,132	77,733	106,242	132,798	137,816	\$ 5,018	3.78%
Grant Offsets	(52,600)	(42,600)	(42,600)	(42,600)	(48,732)	\$ (6,132)	14.39%
Subtotal, Personal Services	329,602	430,630	478,372	548,646	561,868	\$ 13,222	2.41%
Expenses	70,410	72,591	66,503	88,850	91,500	\$ 2,650	2.98%
Encumbered Expended	-	-	10,833	-	-	\$ -	0.00%
Subtotal, Expenses	70,410	72,591	77,337	88,850	91,500	2,650	2.98%
TOTAL	\$ 400,012	\$ 503,220	\$ 555,709	\$ 637,496	\$ 653,368	15,872	2.49%

PERMANENT STAFFING (FTEs)	FY23	FY24	FY25	FY26	FY27
	Actual	Actual	Actual	Budget	Request
Position Titles:					
Director of Senior Services	1.0	1.0	1.0	1.0	1.0
Assistant Senior Administrator	1.0	1.0	1.0	1.0	1.0
Health & Social Services Admin.	1.0	1.0	1.0	1.0	1.0
Health Social Services Coverage	0.1	0.1	0.0	0.0	0.0
Office Administrator	1.0	1.0	1.0	1.0	1.0
Senior Activities Coordinator	1.0	1.0	1.0	1.0	1.0
Activities Assistant A (19 hrs./wk.)	0.54	0.54	0.54	0.54	0.54
Activities Assistant B (19 hrs./wk.)	0.00	0.00	0.54	0.54	0.54
Dept. Assistant (35 hrs./wk.)	1.00	1.00	1.00	1.00	1.00
Volunteer Coord (19 hrs./wk.)	0.54	0.54	0.54	0.54	0.54
Bus Driver A (16 hrs./wk.)	0.46	0.46	0.46	0.46	0.46
Bus Driver B (10 hrs./wk.)	0.46	0.46	0.29	0.29	0.29
Bus Driver C (9 hrs./wk.)	0.23	0.23	0.23	0.23	0.23
On-call Bus Driver (0 hr./wk.)	0.00	0.00	0.00	0.00	0.00
On-call Bus Driver (0 hr./wk.)	0.00	0.00	0.00	0.00	0.00
Total Number of Positions	8.3	8.3	8.6	8.6	8.6

Council On Aging - FY27 Operating Budget Request

Org	Object	Account # 01-541 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES										
01541100	511010	Senior Administrator	Director of Senior Services	115,349	144,581	110,087	110,857	113,074	\$ 2,217	2.00%
01541100	511015	Senior Accounting Clerk	Assistant Director of Senior Services New hired at mid-point 8/26/2024	22,074	45,275	64,284	82,973	84,632	\$ 1,659	2.00%
01541100	511220	Other Professionals	Health & Social Services Administrator	29,458	54,229	78,169	80,529	82,141	\$ 1,611	2.00%
01541100	511370	Clerical	Office Administrator, Senior Activities Coordinator; Departmental Assistant	131,188	151,412	162,189	184,089	192,937	\$ 8,848	4.81%
01541100	512290	Part-time	Activities Assistant, Volunteer Coordinator	58,289	46,484	68,091	86,386	89,085	\$ 2,699	3.12%
01541100	512020	Temporary Labor	Summer Interns	-	-	-	-	-		
01541100	512490	Coverage for HHSA	Coverage for HHS Admin	-	-	-	-	-		0.00%
01541100	511360	Transportation Wages	5 Bus Drivers	25,843	31,249	38,151	46,412	48,732	\$ 2,320	5.00%
01541100	569500	Offsetting Grants	EOEA, Eastern Development	(52,600)	(42,600)	(42,600)	(42,600)	(48,732)	\$ (6,132)	14.39%
			PERSONAL SERVICES SUBTOTAL	329,602	430,630	478,372	548,646	561,868	\$ 13,222	2.41%
EXPENSES										
01541200	524020	Vehicle Maintenance	Vehicle Maintenance	8	\$ 2,086	\$ 3,999	\$ 3,500	\$ 3,500	\$ -	0.00%
01541200	524030	Equipment Maintenance	Senior Registration Program hardware, upgrades	3,159	\$ 331	\$ 870	\$ 2,000	\$ 2,500	\$ 500	25.00%
01541200	524050	Computer Equipment Maintenance	Office Technology Needs outside scope of Town	-	\$ 2,055	\$ 2,208	\$ 2,500	\$ 2,500	\$ -	0.00%
01541200	530500	Training & Development	Staff Professional Development Opportunities -	298	\$ 2,784	\$ 2,321	\$ 3,500	\$ 3,500	\$ -	0.00%
01541200	530900	Other Professional Services	Heavy duty TPC kitchen cleaning 1x/month - \$195/mo + 3 special	7,710	\$ 332	\$ 1,465	\$ 2,000	\$ 2,800	\$ 800	40.00%
01541200	534010	Postage	General postage-doesn't include newsletter	507	\$ 2,196	\$ 545	\$ 1,000	\$ 700	\$ (300)	-30.00%
01541200	534020	Telephone	Cell phones (SW, Bus, Director, Activities)-\$225/month, 4 POTS	2,030	\$ 6,877	\$ 2,343	\$ 4,000	\$ 4,000	\$ -	0.00%
01541200	534040	Printing and Mailing Expense	Newsletter mailings to households 60+ 6X/year (approx. \$1900/mailing)	15,303	\$ 9,217	\$ 12,347	\$ 13,200	\$ 13,500	\$ 300	2.27%
01541200	534055	Cable and Internet	Monthly Hulu -\$80/month, Netflix	1,200	\$ 1,302	\$ 331	\$ 1,000	\$ 1,000	\$ -	0.00%

Council On Aging - FY27 Operating Budget Request

Org	Object	Account # 01-541 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01541200	534060	Photocopying	Ink, toner, paper, repairs	1,943	\$ 2,177	\$ 2,880	\$ 2,500	\$ 3,200	\$ 700	28.00%
01541200	534080	Software Licenses	MySeniorCenter, Assisted Rides, InDesign, Adobe, Doodle, Hyzine, Zoom 2 accounts	5,528	\$ 3,647	\$ 5,172	\$ 5,000	\$ 5,500	\$ 500	10.00%
01541200	541010	Public Transportation	Gasoline	2,791	\$ 2,956	\$ 2,857	\$ 3,500	\$ 3,500	\$ -	0.00%
01541200	542010	Office Supplies	Office Supplies, Sanitizer wipes gym & MPR	3,260	\$ 4,918	\$ 3,366	\$ 4,000	\$ 4,500	\$ 500	12.50%
01541200	543040	Equipment Maintenance /Repair Supplies	TPC kitchen equipment; fitness center equipment annual maintenance/repair	1,915	\$ 4,803	\$ 3,013	\$ 5,000	\$ 5,000	\$ -	0.00%
01541200	549050	Food - Departmental	Kitchen Programming/ Equipment	-	\$ -		\$ 6,850	\$ 4,200	\$ (2,650)	-38.69%
01541200	557010	Programs and Activities	Program costs, presenter fees, subscription fees, and supplies	20,563	\$ 24,638	\$ 20,917	\$ 26,000	\$ 26,500	\$ 500	1.92%
01541200	557020	Social and Cultural Programs		-				\$ -	\$ -	0.00%
01541200	557030	COA Survey	Possible survey	-				\$ -	\$ -	0.00%
01541200	571010	In-state travel (mileage)	Staff business related - Home visits, errands, travel training	-	\$ 14	\$ 112	\$ 200	\$ 300	\$ 100	50.00%
01541200	571110	Conferences/Meetings Administrators	Conference Fees	37	\$ -	\$ -	\$ -	\$ 1,500	\$ 1,500	0.00%
01541200	571140	Board Training/Seminars	Board training, seminars, retreat professional costs	-	\$ 750	\$ -	\$ 1,200	\$ 1,200	\$ -	0.00%
01541200	573010	Dues - Administrators	NCOA and MCOA annual dues - NCOA \$200, MCOA \$1700	1,303	\$ 1,507	\$ 1,758	\$ 1,900	\$ 2,100	\$ 200	10.53%
01541200	583120	Machine Replacement		2,856	\$ -			\$ -	\$ -	0.00%
			Summary						\$ -	0.00%
			EXPENSE SUBTOTAL	70,410	72,591	66,503	88,850	91,500	\$ 2,650	2.98%
	570000	Other Charges & Expenses	Encumbered expenses from prior fiscal year	\$ -	\$ -	\$ 10,833		\$ -	\$ -	0.00%
			DEPARTMENT TOTAL	\$ 400,012	\$ 503,220	\$ 555,709	\$ 637,496	\$ 653,368	\$ 15,872	2.49%

Council On Aging - FY27 Operating Budget Request - Salaries							
Job Title Employee Name	FY26 Rate as of 6/30/26	FY27 RATE REQUEST					Total Budget Request
		Group - Step	FY27 Starting Rate 7/1/26	Step	Adjustment Date	Adjusted Rate	
Director of Senior Services Vacant	\$ 2,123.70	A13	\$ 2,166.17				113,074
Assistant Director of Senior Services Kathryn Hand-Savage	\$ 1,589.51	A9	\$ 1,621.30				84,632
Health & Social Services Administrator Kathryn Burnham (DOH 1/27/16)	\$ 1,542.72	A7	\$ 1,573.57				82,141
Office Administrator Andria DeSimone (DOH 9/24/19)	\$ 1,357.65	B5-5	\$ 1,384.80	9/24/2026 B5-6	1,423.00		73,815
Senior Activities Coordinator Kevin McDonald (DOH 11/30/22)	\$ 1,251.60	B5-2	\$ 1,276.63	9/14/2026 B5-3	1,311.62		68,096
Activities Assistant - 19 hrs/wk Sarah Paglione (DOH 03/20)	\$ 496.85	B2-1	\$ 506.79				26,454
Activities Assistant B - 19 hrs/wk Nancy Hill	\$ 496.85	B2-1	\$ 506.79				26,454
Departmental Assistant - 35 hrs/wk Susan Avakian	\$ 940.45	B2-2	\$ 959.26	10/19/2026 B2-3	985.32		51,027
Volunteer Coordinator - 19 hrs/wk Sally Miller	\$ 679.44	B5-2	\$ 693.03				36,176
Bus Driver A - 7 hrs/wk Jean Clark	\$ 183.05	B2-1	\$ 186.71				9,746
Bus Driver B - 7 hrs/wk Richard Waldman	\$ 183.05	B2-1	\$ 186.71				9,746
Bus Driver C - 7 hrs/wk Frank Wilson	\$ 183.05	B2-1	\$ 186.71				9,746
Bus Driver D - 7 hrs/wk -Rod Nangle	\$ 183.05	B2-1	\$ 186.71				9,746
Bus Driver E - 7 hrs/wk -Andrew Bigham	\$ 183.05	B2-1	\$ 186.71				9,746
EOAI Grant						(48,732)	(48,732)
					Total Salary	\$ 561,868	

*Note: FY27 is based on 52.2 weeks

Assumptions:

H-Table increase	2.00%	1.0200
S-Table increase	2.00%	1.0200
Part timers		
Pay weeks in FY27 =	52.2	



Town of *Wellesley*

FY2027 Budget Request

Youth Commission: Mission, Services & Priorities

The Wellesley Youth Commission provides programs and services designed to ensure that Wellesley's youth feel they are a valued part of the Wellesley community. By providing a wide variety of community-based events, programs, and services, the Youth Commission strives to appeal to and meet the needs of a broad spectrum of middle and high school-aged youth and their families. Programs and services provided by the Youth Commission are implemented and managed by the Youth Director. Youth Commission programs planned for FY 2027 include the continuation of the following:

- **Wellesley Green Shirts Employment Program** – The Youth Commission's Employment Program for local youth (ages 14+) interested in matching for part-time and/ or seasonal employment with Town of Wellesley Departments. I would like highlight that the Youth Commission has chosen to utilize the 3% expensive guideline increase specifically for this program, going above the 2% personnel recommended guideline. However, this line item falls under personnel but is a significant program for the Youth Commission. Green Shirts not only provide youth employment opportunities but supports gaps in service during the summer months for Town Departments that rely on volunteers during the school year but are unavailable in the summer.
- **Wellesley Fire Rescuers Summer Program** is an educational summer program for middle school-aged youth run collaboratively by the Youth Commission and the Wellesley Fire Department. Participants spend a week with Wellesley Fire personnel where they gain a valuable perspective on the importance of emergency service personnel within the Wellesley community while learning about careers in fire and public safety.
- **Wellesley Police Department Youth Academy** is a weeklong program for youth interested in exploring the Wellesley Police Department and who are entering grades 6, 7, and 8. Participants spend a week with Wellesley Police personnel where they gain a valuable perspective on the importance of law enforcement within their community. While learning about law enforcement careers, Cadets will also get to know local police officers, which enables youth to build rapport with the department.
- **Wellesley Eco Summer Program** is a weeklong exploration for middle school-aged youth with Wellesley Media Corporation. Highlights for this program include learning the art of program planning; learning to operate Wellesley Media studio equipment including cameras, audio, and editing devices; and gaining the skills to produce a public service announcement or news piece for Wellesley Media Corporation.

The Youth Director continues to work closely with many Town Departments to assess and serve the needs of Wellesley's most vulnerable families.



Town of *Wellesley* FY2027 Budget Request

Youth Commission Operating Request

Department: 542

Department Head: Maura Renzella, Youth Director

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Personal Services							
Full Time	\$ 84,979	\$ 89,109	\$ 94,164	\$ 102,583	\$ 104,635	\$ 2,052	2.00%
Student Intern	8,564	8,329	7,871	9,344	9,624	\$ 280	3.00%
Subtotal, Personal Services	93,543	97,438	102,035	111,927	114,259	\$ 2,332	2.08%
Expenses	12,505	10,856	11,253	17,090	17,090	\$ -	0.00%
Encumbered Expenses	-	5,895	-	-	-	\$ -	0.00%
Subtotal, Expenses	12,505	16,752	11,253	17,090	17,090		0.00%
 TOTAL TAX IMPACT	 \$ 106,048	 \$ 114,190	 \$ 113,289	 \$ 129,017	 \$ 131,349	 \$ 2,332	 1.81%

PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request
Position Titles:					
Senior Administrator	1.0	1.0	1.0	1.0	1.0
Student Intern	0.5	0.5	0.5	0.5	0.5
Total Number of Positions	1.5	1.5	1.5	1.5	1.5

Youth Commission Operating Request

Org	Object	Account # 01-542 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES										
01542100	511010	Senior Administrator	Salary for the Youth Director	\$ 84,979	\$ 89,109	\$ 94,164	\$ 102,583	\$ 104,635	\$ 2,052	2.00%
01542100	512020	Student Intern/ temp	Funds for Youth Commission temporary help or intern.	8,564	8,329	7,871	9,344	9,624	\$ 280	3.00%
			PERSONAL SERVICES SUBTOTAL	93,543	97,438	102,035	111,927	114,259	\$ 2,332	2.08%
EXPENSES										
01542200	527010	Building Rental/Lease	Rental costs for office space and storage space	-	-	-			\$ -	0.00%
01542200	534010	Postage	Postage for various mailing activities	-	2	-	50	50	\$ -	0.00%
01542200	534020	Telephone	Provides for telecommunication services	-	-	-			\$ -	0.00%
01542200	534060	Photocopying	Ability to duplicate various materials will be needed	-	-	-			\$ -	0.00%
01542200	538090	Other Purchased Services	Outside consulting services	-	-	-	60	60	\$ -	0.00%
01542200	542010	Office Supplies	Office supplies and materials	658	134	-	500	500	\$ -	0.00%
01542200	557020	Social and Cultural Programs	The Youth Commission runs a variety of programs for the town's youth	11,697	10,571	11,078	16,280	16,280	\$ -	0.00%
01542200	571010	In-state travel (mileage)	Travel expenses to and from various functions, events, meetings, and conferences.	-	-	-			\$ -	0.00%
01542200	573010	Dues - Administrators		150	150	175	200	200	\$ -	0.00%
			EXPENSES SUBTOTAL	12,505	10,856	11,253	17,090	17,090	\$ -	0.00%
	570000	Other Charges & Expenses	Encumbered Expenses from Prior Year		5,895				\$ -	0.00%
			DEPARTMENT TOTAL	\$ 106,048	\$ 114,190	\$ 113,289	\$ 129,017	\$ 131,349	\$ 2,332	1.81%

Youth Commission Operating Request

Job Title Employee Name	FY26 Rate as of 6/30/26	FY27 RATE REQUEST					Total Budget Request
		Group - Step	FY27 Starting 7/1/26	Step Adjustment Date	Adjusted Rate		
Maura Renzella Youth Director	\$ 1,965.20	A12	\$ 2,004.50	N/A	N/A	104,635	
Student Intern/Temporary						9,624	
							Total Salary \$ 114,259

*Note: FY27 Salary is based on a 52.2 week year.



Town of *Wellesley*

FY2027 Budget Request

West Suburban Veterans District Operating Request

Department: 543

Department Head: Daniel O'Neill, Director of Veteran's Services

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Change FY26-27
Personal Services							
District Administrator & P/T Staff	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%
Subtotal, Personal Services	-	-	-	-	-	-	0.00%
Expenses	61,791	113,701	69,593	85,264	89,306	\$ 4,042	4.74%
Encumbered Expenses	-	-	-	-	-	\$ -	0.00%
Subtotal, Expenses	61,791	113,701	69,593	85,264	89,306	4,042	4.74%
Total	61,791	113,701	69,593	85,264	89,306	4,042	4.74%
TOTAL TAX IMPACT	\$ 61,791	\$ 113,701	\$ 69,593	\$ 85,264	\$ 89,306	\$ 4,042	4.74%
PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request		
Position Titles:							
Director of Veterans' Services	1.0	1.0	1.0	1.0	1.0		
Services	1.0	1.0	1.0	1.0	1.0		
District Administrative Support	0.6	0.6	0.5	0.5	0.5		
Total Number of Positions ¹	2.60	2.60	2.50	2.50	2.50		

¹ Payroll flows through Veterans' District

West Suburban Veterans District Operating Request

Org	Object	Account # 01-543 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
<u>EXPENSES</u>									
01543200	577010	Ordinary Veterans Benefits ¹	-	43,000	-	10,000	10,000	\$ -	0.00%
01543200	569555	Veteran's District Assessment	61,791	70,701	69,593	75,264	79,306	\$ 4,042	5.37%
		EXPENSE SUBTOTAL	61,791	113,701	69,593	85,264	89,306	\$ 4,042	4.74%
		570000 Other Charges & Expenses	-					\$ -	0.00%
		DEPARTMENT TOTAL	\$ 61,791	\$ 113,701	\$ 69,593	\$ 85,264	\$ 89,306	\$ 4,042	4.74%

¹ The ordinary benefits & grave flags are reimbursable from the State at 75%



Town of *Wellesley*

FY2027 Budget Request

Audit Committee Operating Request

Department: 135

Department Head: Rachel DeRoche, Finance Director

DEPARTMENT EXPENDITURES		FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Org	Obj							
01135200	530200	Town's General Purpose Financial Statements (GPFS) & reports	\$ 60,530	\$ 55,030	\$ 58,600	\$ 63,000	\$ 75,600	\$ 12,600 20.00%
			\$ 60,530	\$ 55,030	\$ 58,600	\$ 63,000	\$ 75,600	\$ 12,600 20.00%

Audit services contract expired on 6/30/25, and an RFP is underway for a new FY26–FY28 contract.

Proposals will be reviewed in January 2026. A 20% increase is included to account for potential cost changes in this RFP year.

The Enterprise Funds (MLP, Water, Sewer) and Retirement Fund are audited annually. The cost is charged to each entity as follows:

	FY23	FY24	FY25	FY26	FY27	\$ Variance FY26-27	% Variance FY26-27
Town	\$60,000	\$60,000	\$61,400	\$61,400	\$73,680	\$12,280	20.00%
Copying fees	\$850	\$850	\$850	\$1,600	\$1,920	\$320	20.00%
MLP	\$19,500	\$19,500	\$20,000	\$20,000	\$24,000	\$4,000	20.00%
Retirement	9,000	9,000	\$9,200	\$9,200	\$11,040	1,840	20.00%
Water	7,000	7,000	7,200	7,200	\$8,640	1,440	20.00%
Sewer	7,000	7,000	7,200	7,200	\$8,640	1,440	20.00%
Total Contract	\$103,350	\$103,350	\$105,850	\$106,600	\$127,920	\$21,320	20.00%

MISSION

To ensure the timely annual examination of the Town's consolidated financial statements in accordance with generally accepted auditing standards and to ensure the Town maintains sufficient systems of Internal Control.

ORGANIZATION

The Committee consists of five members with professional audit management experience who are appointed by the Moderator. The term is two years, with one extension.

Activities include the selection of an outside auditing firm to examine the financial statements of the Town, including all its departments. The Audit Committee defines the scope of the auditor's assignments and reviews their findings and recommendations with the appropriate Boards and Committees.

ACCOMPLISHMENTS

The Town has produced a timely audit with a clean "Un-Qualified" opinion for eighteen consecutive years.

FY2026 REQUEST

The fiscal 25 Audit (FY 2026 budget) is the second of two optional contract extensions.



Town of *Wellesley*

FY2027 Budget Request

Law Department Operating Request

Department: 151

Department Head: Meghan Jop, Executive Director

The Law budget funds all general legal services required by Town boards, committees, and departments. This includes routine legal advice; preparation and review of contracts, policies, and bylaws; attendance at Town Meetings, Select Board meetings, and other governmental meetings; and ongoing telephone, email, and office consultations.

The budget also supports Labor Counsel services, including collective bargaining, grievance and arbitration matters, personnel investigations, and advice related to employee relations, employment practices, and compliance with state and federal labor laws.

In addition, the Law budget provides for the use of Special Counsel when specialized expertise is required—such as land use, environmental, real estate, procurement, tax title, or litigation support. Funding also covers associated legal expenses including court and filing fees, recording fees, transcripts, document production, copying and research charges, and expert witness services.

Org	Object	DEPARTMENT EXPENDITURES		FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01151200	530100	Legal Services		486,979	294,113	436,629	480,000	490,000	10,000	2.08%
		Encumbered expenses from prior fiscal year		-	39,000	40,800			-	0.00%
TOTAL Expense				\$ 486,979	\$ 333,113	\$ 477,429	\$ 480,000	\$ 490,000	10,000	2.08%



Town of *Wellesley*

FY2027 Budget Request

Street Lighting Operating Request

Department: 458

Department Head: Meghan Jop, Executive Director

This program provides a reliable electric street lighting system for convenience, safety and security to the Wellesley community.

Massachusetts General Law Chapter 164, Section 58 determines the annual street light rate, and the services are provided by the Town's Municipal .

Light Plant This budget has been increased to reflect modest operational cost increases.

Org	Object	DEPARTMENT EXPENDITURES		FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
14582430	521010	Expense Total		\$ 130,368	\$ 131,223	\$ 121,794	\$ 142,000	\$ 142,000	\$ -	0.00%



Town of *Wellesley* FY2027 Budget Request

Risk Management Operating Request

Department: 945/211

Department Head: Meghan Jop, Executive Director

The insurance budget provides for the premium costs for general liability, automobile, property and public official liability insurance for all Town operations, as well as occupational health services. The work-related medical expenses of retired disabled uniformed police and fire personnel are also funded within this budget.

These insurance policies include General Property, Auto, Boiler and Machinery, School Leaders, Public Officials, Umbrella and Flood, as well as various official bonds. The Other Liability Insurance line item included funds for Flood Insurance and buildings taken off of Builders Risk and added to the Statement of Values.

The Enterprise Fund offsets derive from the MLP, Water, and Sewer Departments, which provide reimbursement to the insurance account based premium breakdowns from our insurance carrier. Each account's return is expected to rise proportionately with the expected rise in insurance costs.

Org	Object	Account Title	FY23	FY24	FY25	FY26	FY27	\$ Variance	% Variance
			Actual	Actual	Actual	Budget	Request	FY26-27	FY26-27
01945200	517010	Medical Expense	\$ 95	\$ 1,719	\$ 9,400	\$ 3,100	\$ 3,100	\$ -	0.00%
01945200	530900	Other Professional Services	-	-	-	-		\$ -	-
01945200	574010	Comprehensive Liability Insurance Premium	\$ 777,471	\$ 836,112	\$ 838,141	\$ 1,065,042	\$ 1,069,000	\$ 3,958	0.37%
01945200	574011	Rewards Credit	\$ (31,776)	\$ (29,455)	\$ -	\$ (26,000)	\$ (25,000)	\$ 1,000	-3.85%
01945200	574012	Early Pay Discount	\$ (19,403)	\$ (20,903)	\$ -	\$ (20,000)	\$ (20,000)	\$ -	0.00%
01945200	574013	Endorsements	\$ 1,200	\$ -	\$ -	\$ 30,000	\$ 30,000	\$ -	0.00%
01945200	574014	Endorsement Credit/Participation Credit	\$ (44,468)	\$ (30,121)	\$ 6,497	\$ (22,000)	\$ (22,000)	\$ -	0.00%
01945200	574015	Enterprise Allocation (Water, Sewer, MLP)	(146,781)	(153,555)	(150,783)	(165,000)	(165,000)	\$ -	0.00%
01945200	574016	Insurance Deductibles	54,247	4,617	42,218	30,000	50,000	\$ 20,000	66.67%
01945200	574018	Notary Insurance	1,101	1,101	2,227	1,150	1,200	\$ 50	4.35%
01945200	574090	Other Liability Insurance	7,478	10,584	11,829	10,000	12,000	\$ 2,000	20.00%
01945200	574096	Other Liability Insurance - Weston Rd	3,195	-	-	4,300	4,300	\$ -	0.00%
			602,359	620,099	759,529	910,592	937,600	\$ 27,008	2.97%
	570000	Encumbrances	-					\$ -	-
			602,359	620,099	759,529	910,592	937,600	\$ 27,008	2.97%
01211200	530900	Injured on Duty-Police & Fire Accident Policy	\$ 70,755	\$ 73,987	\$ 78,130	\$ 100,000	\$ 100,000	\$ -	0.00%



Town of *Wellesley*

FY2027 Budget Request

Zoning Board of Appeals: Mission, Services, & Priorities

DEPARTMENT MISSION

The Zoning Board of Appeals is empowered to hear and decide Appeals, petitions for Variances, Special Permits, Findings, Site Plan Approvals, and Comprehensive Permits pursuant to the provisions of and in compliance with the Zoning Bylaw of the Town and the Zoning Act (MGL Chapter 40A and 40B).

The Zoning Board of Appeals consists of three permanent members and three associate members, each appointed by the Board of Selectmen for a three-year term. The permanent members on the current Board are J. Randolph Becker, Chairman, Robert W. Levy, Vice Chairman, and David G. Sheffield. The associate members are Walter B. Adams, Derek B. Redgate and Peter Covo. Lenore Mahoney serves as Executive Secretary and Sandy Hobson serves as Technical Administrator.

The FY27 budget includes continued funding for the part-time Technical Administrator position. Reporting to the Executive Secretary, the Technical Administrator's primary responsibilities include updating and maintaining the ZBA's website, interacting with Board members, various Town departments and the public, and preparing documentation which, at times, involves extensive research of ZBA and Town records.

Special Permit cases continue to be steady for regular hearing dockets. The ZBA has capped the docket list to 10 applications to reduce the workload. Dockets for large projects have remained steady, generating considerable paperwork with minutes and decisions under statutory time constraints. Timing is critical for all special permit, site plan, and comprehensive permit reviews which have specific time periods for opening hearings once submitted, otherwise they are constructively approved. A total of 72 new petitions were filed during FY26.



Town of *Wellesley*

FY2027 Budget Request

Zoning Board of Appeals Operating Request

Department: 176

Department Head: Lenore Mahoney

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Personal Services							
Full Time	\$ 60,871	\$ 63,737	\$ 67,488	\$ 73,505	\$ 77,038	\$ 3,532	4.81%
Part Time	\$ 17,586	\$ 18,359	\$ 6,958	\$ 21,548	\$ 21,548	\$ (0)	0.00%
Overtime	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ -	0.00%
Longevity	\$ -	\$ -	\$ -	\$ 700	\$ 700	\$ -	0.00%
Subtotal, Personal Services	78,458	82,096	74,447	96,753	100,286	3,532	3.65%
Expenses	6,078	6,837	6,702	9,430	10,030	600	6.36%
Encumbrances	-	192	94	-	-	-	0.00%
Subtotal, Expenses	6,078	7,028	6,797	9,430	10,030	600	6.36%
TOTAL	\$ 84,536	\$ 89,124	\$ 81,243	\$ 106,183	\$ 110,316	\$ 4,132	3.89%

PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request
Position Titles:					
Executive Secretary	1.0	1.0	1.0	1.0	1.0
Support Staff	0.5	0.5	0.5	0.5	0.5
Total Number of Positions	1.5	1.5	1.5	1.5	1.5

Zoning Board of Appeals Operating Request

Org	Obj	Account # 01-176 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES										
01176100	511220	Other Professional Staff	Salary for Executive Secretary	\$ 60,871	\$ 63,737	\$ 67,488	\$ 73,505	\$ 77,038	\$ 3,532	4.81%
01176100	511420	Other Support Staff	Vacant - 19hrs week Support Staffer	\$ 17,586	\$ 18,359	\$ 6,958	\$ 21,548	\$ 21,548	\$ (0)	0.00%
01176100	513120	Scheduled Overtime	Overtime for Executive Secretary	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ -	0.00%
01176100	515050	Longevity	Longevity for Executive Secretary	\$ -	\$ -	\$ -	\$ 700	\$ 700	\$ -	0.00%
			PERSONAL SERVICES SUBTOTAL	78,458	82,096	74,447	96,753	100,286	\$ 3,532	3.65%
EXPENSES										
01176200	524030	Equipment Maintenance		524	-	-	-		\$ -	0%
01176200	534010	Postage	Mailing of Notices, Decisions, General Correspondence	1,682	3,500	3,500	3,500	3,500	\$ -	0.00%
			These funds are for the cost of placing legal ads and meeting agendas in local newspapers. Monthly bills are averaging \$250/per month.							
01176200	534030	Advertising - General		1,961	1,991	1,636	2,500	2,500	\$ -	0.00%
01176200	534040	Printing & Mailing Expense	Imprinted envelopes, pads & stationary.						\$ -	0%
01176200	542010	Office Supplies	Supplies for the office such as;	1,680	805	1,322	1,500	1,500	\$ -	0.00%
			Mass. Federation of Planning & Appeals Boards							
01176200	573010	Dues-Administrators		-	-	-	140	140	\$ -	0.00%
01176200	573020	Dues-Professional Staff	Landlaw & Landletter Subscriptions	230	540	245	540	1,140	\$ 600	111.11%
01176200	583120	Office Machine Replacement		-	-	-	1,250	1,250	\$ -	0.00%
									\$ -	0%
			EXPENSE SUBTOTAL	6,078	6,837	6,702	9,430	10,030	\$ 600	6.36%
	570000	Other Charges & Expenses	Encumbered expenses from prior fiscal year	-	192	94	-		\$ -	0%
			DEPARTMENT TOTAL	\$ 84,536	\$ 89,124	\$ 81,243	\$ 106,183	\$ 110,316	\$ 4,132	3.89%

Zoning Board of Appeals Operating Request

Job Title Employee Name	FY26 Rate as of 6/30/2026	FY27 RATE REQUEST				Total Budget Request FY27
		Group - Step	FY27 Starting Rate 7/1/26	Step Adjustment Date	Adjusted Rate	
Lenore R. Mahoney Executive Secretary	\$ 1,424.50	B6-2	\$ 1,452.99	12/4/2026	\$ 1,492.97	77,038
Alexandra Hobson- Other Support Staff - 19 hrs per week	\$ 20.88	DA01	\$ 404.65	N/A	N/A	21,123
Additional Part Time Hours						425
Longevity	\$ 700.00		\$ 700.00			700
Overtime for Executive Secretary	1000		\$ 1,000.00			1,000
						Total Salary \$ 100,286

*Note: FY27 Salary is based on 52.2 weeks

H-Table increase 2.0% 1.020
 Pay periods in FY27= 52.2



Town of *Wellesley*

FY2027 Budget Request

Select Board Appointed Committees Operating Request

Org	Object	Committee	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01180200	534040	Affordable Housing Trust	Postage, printing, and photocopying costs.	3,915	4,385	4,400	6,500	6,500	\$ -	0.00%
			Subtotal Affordable Housing Trust	3,915	4,385	4,400	6,500	6,500	\$ -	0.00%
01691200	557010	Historical Commission	Programs & Activities	421	478	226	750	750	\$ -	0.00%
			Subtotal Historical Commission *	421	478	226	750	750	\$ -	0.00%
01692200	557010	Celebrations Committee	Funds provide for the Town's contribution to the Celebration's Committee activities.	4,700	7,500	7,500	20,000	20,600	\$ 600	3.00%
			Subtotal Celebrations Committee	4,700	7,500	7,500	20,000	20,600	\$ 600	3.00%
01693200	557010	Memorial Day	Funds provided for Grave flags - these costs are 75% reimbursable from the State and should be tracked with Veterans Ordinary Benefits. Funds for amplification and event advertising	3,425	3,272	3,450	3,450	3,519	\$ 69	2.00%
01693200	557010	Memorial Day	Stipend for Graves Officer	2,500	2,500	2,500	2,500	2,550	\$ 50	2.00%
			Subtotal Memorial Day	5,925	5,772	5,950	5,950	6,069	\$ 119	2.00%
01695200	557010	Cultural Council	Town funds provided to the Wellesley Cultural Council	-	-	-	8,500	8,755	\$ 255	3.00%
			Subtotal Cultural Council	-	-	-	8,500	8,755	\$ 255	3.00%



Town of *Wellesley*

FY2027 Budget Request

Police Department: Mission, Services & Priorities

MISSION

The Mission of the Wellesley Police Department is to promote and maintain a partnership with the citizens of Wellesley. Our goal is to preserve life, maintain human rights, protect property, promote individual responsibility, and community commitment. We shall endeavor to enhance the overall quality of life through mutual trust, respect, and the fair and equitable enforcement of the laws while carefully safeguarding the dignity of all.

The Police Department is a state accredited full-service public safety agency charged with the responsibility of providing business and neighborhood policing services and the protection of life and property within the Town of Wellesley. The Police Department provides these services with uniformed and plainclothes police officers by way of patrol and investigation.

The Police Department, working with Coastal Ambulance and the Wellesley Fire Rescue Department, also provides emergency medical services within the Town of Wellesley.

Additionally, the Police Department provides a number of ancillary policing services, to include, but not limited to, a Crisis Intervention Team, School Resource Officers, Animal Control, Domestic Violence Officer, Wellesley Housing Authority Community Policing Officer, Community Service Dog Officer, Elder Affairs Officer, and various police/community relations services. It is important to note that the Domestic Violence Officer, Community Service Dog Officer, Elder Affairs Officer, and the Liaison to the Wellesley Housing Authority are police officers who address these respective responsibilities above and beyond their primary duties with the Police Department.

A review by the Select Board indicated that the minimum staffing level for the Police Department should be five (5) police officers and a supervisor during the day shift; five (5) police officers and a supervisor during the first half; and four (4) police officers and a supervisor during the last half. Thus, at a minimum the patrol shift is generally made up of a police sergeant, two police officers/EMT's, and two or three additional police officers/non-EMTs (depending on time of day). This staffing level requires the filling of 17 positions each day for a total of 6,205 shifts per year. This is necessary to accomplish and support the above staffing of police officers.



Town of *Wellesley*

FY2027 Budget Request

Police Department: Mission, Services & Priorities

CHIEF (1)

The Chief is assigned to a traditional workweek, in a non-union management position and oversees all administrative duties and responsibilities within the police department.

DEPUTY CHIEF (1)

The Deputy Chief is assigned to a traditional workweek, in a non-union management position and is responsible for the performance of various administrative duties and responsibilities within the police department.

POLICE LIEUTENANTS (4)

The four Lieutenants are assigned to a traditional work week, Monday through Friday. The Lieutenants are assigned to perform command duties over the four functional divisions of the department: Support Services, Patrol, Criminal Investigations as well as Traffic and Parking. In addition to these assignments, each of these Lieutenants have ancillary responsibilities, (i.e., training coordinator, grant writing, accreditation, administrative services, firearms permits, etc.), which are necessary for the good working order and management of the Police Department.

POLICE SERGEANTS (6)

Each of the six Sergeants are assigned to perform patrol supervisory duties. Additionally, they are also assigned ancillary and staff responsibilities, which are necessary for the good working order and management of the Police Department.

POLICE OFFICERS (34)

Twenty-six of the thirty-four Police Officers are assigned to perform community policing services, including patrol and emergency response. One Police Officer is assigned to the duties of Court Liaison Officer, and two Police Officers are assigned to perform the duties and responsibilities of the School Resource Officer (one is primarily assigned to the Wellesley High School and Middle School and the second is assigned to the Middle School and six elementary schools). One Police Officer is assigned to manage our network and information systems as well as investigate computer related crimes, and four Police Officers are assigned as Detectives. It is important to note the absolute necessity to have an adequate number of Police Officers trained and assigned to perform the critical function of investigative Detective. It cannot be stressed more strongly that it is imperative that the Police Department, and the community, maintain an adequate investigative capability within the Police Department. Toward this end, Detectives must be dedicated



Town of *Wellesley*

FY2027 Budget Request

Police Department: Mission, Services & Priorities

to the responsibilities of performing as investigators, if the best interests of the public, and more particularly the victims of violence or other criminal infractions, are to be served.

PUBLIC SAFETY COMMUNICATIONS CENTER

The police, fire, and ambulance dispatch functions operate as a single consolidated Public Safety Communications Center located in the Police Department Headquarters building. Dispatchers are guided by a procedural manual and operational protocols, which are continuously reviewed and updated. Subsequently, all dispatchers are thoroughly trained in the dispatching of police, fire, and emergency medical services. All dispatchers are certified in Emergency Medical Dispatching protocols and recertify bi-annually. Both the Police and Fire Chiefs continue to monitor the operation of the Public Safety Communications Center to ensure optimal, seamless communications and delivery of public safety services.

DISPATCHERS (10)

The function of the dispatchers is to facilitate the response of appropriate public safety resources to an emergency scene. Their primary function is the receipt and generation of messages at the consolidated Public Safety Communications Center. Additionally, they are tasked with assisting members of the public and performing various clerical duties. The 10 dispatchers are assigned to a 4-and-2 schedule. In this rotation, two dispatchers are always on duty, while a third dispatcher may be scheduled during the peak activity periods of the day and evening shift.

FY27 Goals

The Police Department Goals for FY27 will be to provide suitable and complete training for all members of the Department. We have hired many new officers over the past few years and have had several promotions across the department to senior leadership positions. One of our primary goals for this Fiscal Year is to onboard and transition our new officers into the department. This will ensure our officers meet and provide the high level of service that Wellesley expects and deserves. We are committed to developing, as well as mentoring, our officers and supervisors to ensure the future leadership of the department is well prepared for current and future challenges that our community faces.



Town of *Wellesley*

FY2027 Budget Request

Police Department: Mission, Services & Priorities

TRAINING

The Department seeks to provide current and extensive training relating to the many aspects of police work. This includes, but is not limited to training on Domestic Violence, De-escalation, Implicit Bias, mental health issues, as well as Community Policing strategies and policies. Officers are also provided with training in first aid, EMT refresher training, and legal updates. Additionally, each officer is trained in the use of nasal Narcan. Narcan can immediately reverse an opiate (Heroin, Percocet, Oxycodone, Fentanyl) overdose and has been extremely effective in saving lives. Narcan is carried in every Wellesley Police Department cruiser.

In FY27, all sworn members of the department will attend a minimum of forty-hours of in-service training programs focusing on topical areas. This year's in-service training program gives special focus to appropriate use of force, officer safety, officer wellness and responding to critical incidents. Officers will also receive training on ways to improve community police relations and responding to emergencies of those with mental illness.

HIRING

The strength of the Wellesley Police Department lies with our personnel. It is critical to hire civilians and officers who fit the professional and cultural needs of the Town and the department. We will administer an entrance exam in May of 2026 and will look to fill the current two patrol vacancies. In FY25 we hired 5 new police officers who attended the police academy and completed their field training program.

SCHOOL SAFETY

In FY27 we will continue to maintain a close partnership with the Wellesley Public Schools with regard to conducting timely reviews and practical drills of the school security plans. This ensures best practices are being implemented district wide. Our two full-time School Resource Officers continue to work closely with school staff every day.

Crisis Intervention Team (CIT)

The department continues to enhance and utilize the CIT (Crisis Intervention Team) initiative within the community. The department's ongoing goal is to augment the number of trained and certified CIT officers on staff. CIT officers undergo an 80-hour specialized certification course, and presently, more than 50% of the department holds the certification. CIT trained officers have the ability to follow up effectively with long term cases, collaborating with the department's social worker, as well as other outside



Town of *Wellesley*

FY2027 Budget Request

Police Department: Mission, Services & Priorities

agencies within the community. This collaboration, often with the Council on Aging, Health Department, and other social services agencies, provides a higher level of service and seeks a solid, seamless resolution to issues.

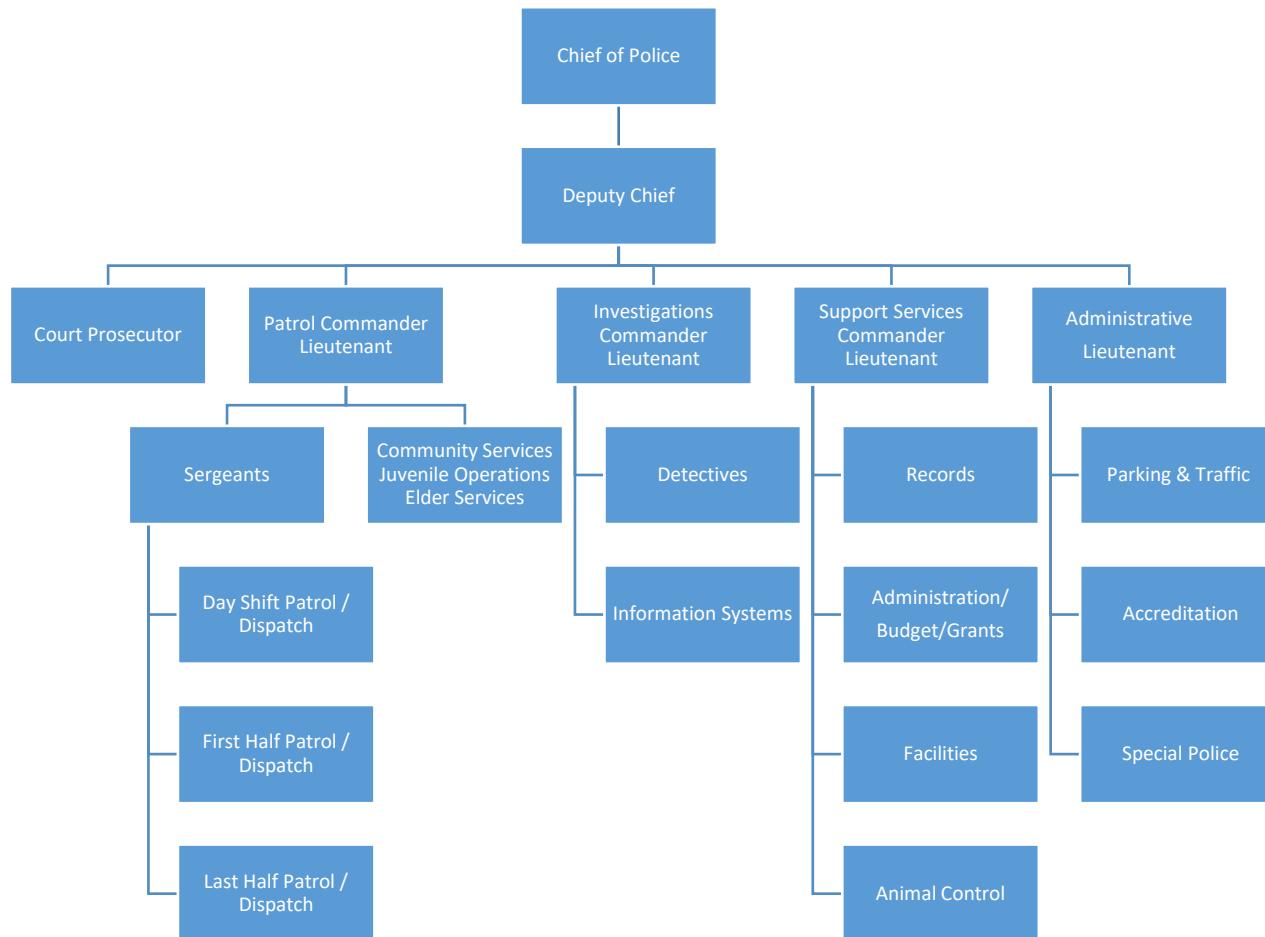
Operating Budget Summary

The Police Department budget at present proposes an overall increase of 1.77% for FY27. This increase is not inclusive of COLA increase for the Superior Officers, Patrol, and Dispatch Unions. Negotiations are currently underway. It reflects a 2% 60 series increase per guidelines for the Chief, and a 2.5% increase for the Deputy Chief. The 40 series employees received a 2% increase based on guidelines. There are currently 12 patrol officers, 3 dispatchers and 3 civilian employees on step increases. Many expense line items have been level funded. The year-over-year expense increase of 4.00% is mainly driven by an increase in the cost of obtaining replacement hybrid vehicles for our fleet. We remain committed to our efforts to reduce greenhouse gases by replacing all gas-powered marked police vehicles with hybrid vehicles and where practical, all electric vehicles. The department placed its third fully electric patrol vehicle in service in FY26 as well.



Town of *Wellesley* FY2027 Budget Request

Police Department: Mission, Services & Priorities





Town of *Wellesley*
FY2027 Budget Request
Police Department: Mission, Services & Priorities

RECEIPTS FROM FEES AND CHARGES:

TYPE	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Anticipated	FY27 Plan
False Alarm - 422500	\$ 4,900	\$ 2,000	\$ 2,375	\$ 3,500	\$ 3,500
Copies - 432050	2,374	3,371	1,865	2,500	2,500
Court Fines - 477200	41,172	40,086	53,425	75,000	75,000
Animal Control Fine - 477300	4,150	5,150	4,500	5,000	5,000
Gun Permits - 444010	3,188	4,925	6,193	3,000	3,000
Other/Unclassified - 489000	399	77	212	500	500
Marijuana Citations	90	380		250	250
Assets sales - 485000	3,355	-	-	20,000	20,000
Detail Admin. - 28021025					
Traffic Officer	37,168	38,137	38,137		
General Fund Transfer	150,000	100,000	100,000		-
Admin. Assistant	59,764	66,866	66,866	68,821	71,219
Total	\$ 306,560	\$ 260,992	\$ 273,573	\$ 178,571	\$ 180,969

ANTICIPATED FY27 GRANTS OR GIFTS, WHICH MAY BE EXPENDED WITHOUT APPROPRIATION:

COMMONWEALTH OF MASSACHUSETTS

GOVERNOR'S HIGHWAY SAFETY BUREAU CLICK IT OR TICKET GRANT

STATE 911 DEPARTMENT SUPPORT AND INCENTIVE GRANT

STATE 911 DEPARTMENT TRAINING GRANT AND EMD GRANT

FEDERAL:

U.S. DEPARTMENT OF JUSTICE BULLETPROOF VEST PARTNERSHIP



Town of *Wellesley*

FY2027 Budget Request

Police Department Operating Request

Department: 210

Department Head: Scott Whittemore, Police Chief

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Personal Services							
Full Time	\$ 4,728,395	\$ 5,127,046	\$ 5,324,067	\$ 6,218,678	\$ 6,303,104	\$ 84,427	1.36%
Longevity	16,183	17,298	20,006	21,725	20,872	\$ (853)	-3.93%
Vacation Coverage, Holiday Pay, Illness, etc.	1,760,421	1,758,456	1,750,142	1,434,364	1,466,232	\$ 31,868	2.22%
Subtotal, Personal Services	6,504,999	6,902,800	7,094,215	7,674,767	7,790,208	115,441	1.50%
Expenses	524,976	576,466	551,285	902,429	938,516	\$ 36,087	4.00%
Encumbered Expendes	-	229,893	312,081	-	-	-	0.00%
Subtotal, Expenses	524,976	806,358	863,366	902,429	938,516	36,087	4.00%
TOTAL	\$ 7,029,975	\$ 7,709,159	\$ 7,957,581	\$ 8,577,196	\$ 8,728,724	\$ 151,528	1.77%

PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request
Position Titles:					
Chief	1.0	1.0	1.0	1.0	1.0
Deputy Chief	1.0	1.0	1.0	1.0	1.0
Lieutenants	4.0	4.0	4.0	4.0	4.0
Sergeants	6.0	6.0	6.0	6.0	6.0
Patrol Officers	34.0	34.0	34.0	34.0	34.0
Animal Control Officer	1.0	1.0	1.0	1.0	1.0
Dispatchers	10.0	10.0	10.0	10.0	10.0
Staff	4.0	4.0	4.0	4.0	4.0
Total Number of Positions	61.0	61.0	61.0	61.0	61.0

Police Department FY27 Operating Budget Request

Org	Object	Account # 01-210 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES										
01210100	511010	Chief / Deputy Chief	Based on contractual obligations and 2% guideline for 50/60 series employees.	\$ 394,762	\$ 424,586	\$ 351,387	\$ 440,013	455,802	\$ 15,789	3.59%
01210100	511140	Lieutenants	Open contract no collective bargaining agreement increase assumed.	384,844	431,596	588,195	692,446	692,446	\$ 0	0.00%
01210100	511220	Sergeants	Open contract no collective bargaining agreement increase assumed.	743,971	734,592	717,879	781,418	781,418	\$ (0)	0.00%
01210100	511230	Police Officers	Open contract no collective bargaining agreement increase assumed.	2,630,763	2,835,710	2,889,540	3,351,265	3,331,541	\$ (19,724)	-0.59%
01210100	511240	Animal Control	Increase per guidelines and step increase.	61,813	84,940	72,247	77,762	81,272	\$ 3,510	4.51%
01210100	511370	Clerical	Increase due to a job reclassification for one employee from level 4 to level 6, guideline increase of 2% and step increase for two employees.	130,250	134,729	139,496	145,286	173,970	\$ 28,684	19.74%
01210100	511245	IT Project Manager	Increase due to a job reclassification of the position from an IT Specialist to an IT Project Manager	70,477	73,916	44,384	79,320	122,400	\$ 43,080	54.31%
01210100	511420	Dispatchers	Open contract no collective bargaining agreement increase assumed.	311,513	406,978	520,939	651,168	664,256	\$ 13,088	2.01%
01210100	513210	Vacation Coverage	Increase per 3% guideline.	179,020	186,716	196,322	144,997	149,347	\$ 4,350	3.00%
01210100	513220	Illness Coverage	Increase per 3% guideline.	136,978	193,544	172,984	154,198	158,824	\$ 4,626	3.00%
01210100	513250	Other Coverage	Increase based on contractual obligations, actual usage and increased training mandates. This budget line item accounts for the provision of the following items: Training; includes annual mandated in-service, firearms, less lethal force options, de-escalation training, EMT and other training needs as noted in the departments services; Special Investigations; Jail Suicide Prevention and care of prisoners; Special Events Coverage, including election, parades, marathon, Town Meetings, fireworks and other community celebrations. Additionally it accounts for school security and community security initiatives.	1,045,187	933,564	920,958	630,300	649,209	\$ 18,909	3.00%
01210100	514010	Night Shift Differential	Changes based on shift assignments and changes in employees who are eligible for night shift differential.	67,999	69,997	72,722	99,134	99,411	\$ 277	0.28%
01210100	515010	Holiday Pay	Based on eligible employees receiving holiday pay.	158,334	203,524	218,468	247,219	246,170	\$ (1,049)	-0.42%
01210100	515030	Sick Leave Buy Back	Increase per 3% guideline.	55,223	76,015	89,944	52,236	53,803	\$ 1,567	3.00%
01210100	515050	Longevity	Based on eligible employees receiving a longevity stipend.	16,183	17,298	20,006	21,725	20,872	\$ (853)	-3.93%
01210100	515080	Court Time/personal days	Increase per 3% guideline.	59,983	51,793	57,771	72,213	74,379	\$ 2,166	3.00%
01210100	519020	Sick Leave/Vac. Buy Back	Increase per 3% guideline.	57,696	43,304	20,971	34,067	35,089	\$ 1,022	3.00%
			PERSONAL SERVICES SUBTOTAL	6,504,999	6,902,800	7,094,215	7,674,767	7,790,208	\$ 115,441	1.50%
			EXPENSES							

Police Department FY27 Operating Budget Request

Org	Object	Account # 01-210 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01210200	517020	Medical Checkup	Medical and psychological evaluation of applicants for all positions in the department. New departmental drug policy will require annual random drug testing of employees.	3,724	964	4,737	3,500	3,500	-	0.00%
01210200	517030	Meal Allowance	Provides meals for officers away from town for court, training programs and investigations.	67	98	-	250	250	-	0.00%
01210200	517040	Tuition Reimbursement	Tuition for members enrolled in degree programs in accordance with the Town's policy and initiative to recruit experienced and educated police officers and to encourage current police officers to pursue higher education. College educated police officers develop the skills and broad perspective to provide quality police services for the residents of Wellesley.	-	15,800	10,760	15,000	15,000	-	0.00%
01210200	524020	Vehicle Maintenance	The department's initiative to make full use of new car warranties and to dispose of surplus vehicles through a used car wholesaler helps to hold the line on maintenance costs while returning a greater dollar value to the Town for the sale of the surplus cruisers.	70,348	43,717	44,258	46,000	46,000	-	0.00%
01210200	524030	Equip. & Maint. Contracts	Yearly or seasonal equipment service contracts for security systems and the many new technologies that help make policing more effective. The department's computers, telephone system, jail cell monitors and investigative equipment are some of the areas covered by maintenance contracts	52,246	87,845	70,710	55,000	65,000	10,000	18.18%
01210200	524040	Equipment Maintenance	Some maintenance contracts are more expensive than simply providing service when needed. The department evaluates every area of equipment maintenance to determine the most cost effective means to maintain operational readiness.	16,845	16,994	10,027	20,000	15,000	(5,000)	-25.00%
01210200	527050	Copier Rental	This covers the monthly lease fee and other expenses associated with the lease and maintenance of one new copier.	3,963	4,764	3,624	4,800	4,800	-	0.00%
01210200	527090	Other Rental	This covers the monthly fee and other expenses associated with an internet based investigative support system.	2,405	1,542	5,121	2,425	2,425	-	0.00%
01210200	530310	Public Safety Health Care Svcs	This covers contract services with O'Donnell Pomer Counseling and Consulting, LLC for Law Enforcement Community Mental Health Programs.	38,565	39,232	36,473	47,832	50,224	2,392	5.00%
01210200	530500	Training & Development	The relative youth of police personnel places a priority on continuous training in the variety of skills required of community policing professionals. The continuing training of all members of the department in areas such as Narcan administration, fair and impartial policing, de-escalation, emerging mental health issues and implicit bias training are just a few examples of the training the department provides to keep up with ever changing expectations and requirements of community policing and modern police professionals.	31,406	30,869	38,846	60,000	60,000	-	0.00%
01210200	534010	Postage	The department mails invoices for police services and collecting amounts due on those invoices.	3,659	2,040	3,123	2,000	2,200	200	10.00%

Police Department FY27 Operating Budget Request

Org	Object	Account # 01-210 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01210200	534020	Telephone	Telephone services cover a broad spectrum of department electronic systems including mobile data terminals, ground lines for radio transmitters and radio satellite receivers and cellular phones.	32,453	39,478	44,897	38,000	40,000	2,000	5.26%
01210200	534030	Advertising-General	The department advertises to fill non-police positions (i.e. dispatchers, clerks, secretary) and to publicize requests for contracts.	-	-	-	500	500	-	0.00%
01210200	534055	Cable and Internet	Internet services for computers and equipment.	3,180	3,180	4,005	3,180	4,005	825	25.94%
01210200	534070	National Crime Information Computer (NCIC)	The NCIC system is the means by which the Police Department communicates with regional, state and national crime information data bases. The NCIC also broadcasts terrorist alerts, missing person notification, weather hazards and storm warnings and violent offender reports. Community policing officers utilize this system to identify crime trends and prepare local initiatives to prevent crime, apprehend criminals and recover lost and stolen property.	1,605	1,715	1,715	1,715	1,715	-	0.00%
01210200	541010	Gasoline	Police cruisers provide a mobile office for community policing officers. Maintaining these cruisers on neighborhood patrol requires gasoline. The Police Department participates in the Town's bulk purchase of fuel and maintains the cruisers for optimum fuel mileage.	76,725	66,827	53,428	83,047	83,047	-	0.00%
01210200	541020	Diesel	Diesel fuel is used for generators utilized by the department at the firearms range and emergency power generator	738	986	229	750	750	-	0.00%
01210200	542010	Office Supplies	The department makes bulk purchases and strives to acquire supplies in a cost effective manner.	12,182	16,285	16,525	16,000	16,500	500	3.13%
01210200	542020	Copier Supplies	Demand for copies of police records; including those from insurance companies, the public, the courts and the media drive this expense.	1,126	1,721	1,605	2,000	2,000	-	0.00%
01210200	542090	General Supplies	General supplies & materials.	13,331	13,695	22,654	14,750	15,500	750	5.08%
01210200	542110	Uniforms	Provides for the requirements of various employment contracts and the hiring of officers & dispatchers.	76,413	57,927	72,865	60,000	62,500	2,500	4.17%
01210200	543040	Equipment	Desk top computers, printers, scanners, batteries for all portable electronic devices, video and audio tape, and other equipment used and replaced on a regular basis. To keep up with emergent technology trends and replace obsolete equipment.	11,357	27,847	18,685	25,250	25,250	-	0.00%
01210200	550010	Medical Supplies	Equipment and supplies used by police officers at medical emergencies. This includes the purchase of batteries for the AED's, am-bu bags, bandages, sterile cloths for burn victims, ice packs and blankets.	951	310	6,295	3,500	4,000	500	14.29%
01210200	552020	Ammunition & Training Supplies	These funds are used to purchase ammunition, cartridges for the electronic control devices and other supplies for the training, certification and recertification of police officers. The department provides a training program to assure the safe handling and proficient use of issued and authorized firearms.	12,973	16,013	15,825	25,000	30,000	5,000	20.00%
01210200	552050	Photographic	The purchase of DVDs and USB flash drives for serious motor vehicle accidents, crime scenes and victims. Public records requests for photographs and video images drive this expense.	3,377	1,351	1,536	2,500	2,500	-	0.00%

Police Department FY27 Operating Budget Request

Org	Object	Account # 01-210 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01210200	552080	Animal Control	State law mandates the veterinarian services funded in this item. Calls involving wild animals and stray cats and dogs generate these costs, including supplies and services for the Animal Control Officer.	10,107	3,101	1,082	4,250	4,250	-	0.00%
01210200	557010	Programs & Activities	Funding for community-oriented programs including citizen police academies, the police honor guard, bicycle patrols and other community outreach efforts and initiatives.	11,904	14,248	25,433	11,000	12,000	1,000	9.09%
01210200	557080	Lockup Provisions	State law requires funding for meals and clean blankets for persons taken into custody as well as prescription medicine when necessary.	309	197	203	250	250	-	0.00%
01210200	571010	Mileage	Covers in-state travel pursuant to the Collective Bargaining Agreements.	3,161	875	1,163	1,600	1,600	-	0.00%
01210200	571120	Conf/Mtgs - Professional Staff	Funds the cost associated with professional conferences and staff development including regional meetings to exchange criminal intelligence information, drug task force efforts and participation in the Metropolitan Law Enforcement Council.	6,971	6,946	9,982	6,050	6,750	700	11.57%
01210200	572110	Conf/Mtgs - Admin. Out of State	For the Chief and Deputy Chief to attend national, state and regional conferences to assure the department meets the changing demands of law enforcement, community policing and community	1,485	7,500	5,163	5,000	5,000	-	0.00%
01210200	573020	Membership Dues-Professional Staff	The services provided by a number of personnel within the police department benefit from membership in various professional associations and organizations. They include the Chief of Police, The Deputy Chief of Police, the Animal Control Officer, Detectives, Prosecutor, Domestic Violence Officer and bicycle officers.	15,207	15,843	20,318	16,000	17,000	1,000	6.25%
01210200	585110	Cruiser Purchase	Recurring Police Vehicle Replacement Costs.	6,196	36,559	-	325,280	339,000	13,720	4.22%
			EXPENSE SUBTOTAL	524,976	576,466	551,285	902,429	938,516	36,087	4.00%
		570000 Other Charges & Expenses	Encumbered expenses from prior fiscal year		229,893	312,081			-	0.00%
									-	0.00%
			DEPARTMENT TOTAL	\$ 7,029,975	\$ 7,709,159	\$ 7,957,581	\$ 8,577,196	\$ 8,728,724	\$ 151,528	1.77%

Police Department FY27 Operating Budget - Salaries

FY27 RATE REQUEST

Other
Funding
Source:

Org	Employee Name	Title	Starting Rate 06/30/2026	Emt Stipend	ED Stipend	Car seat stipend	Other Stipend	Weekly Base Pay as of 7/1/26	Step Adjustment Date	Adjusted Rate	Total GF Budget Request	Chg'd to Details/SETB Grant/T&P:	Night Shift
511010	Whittemore, Scott	Chief of Police	\$ 4,687					4,781.04			249,570		
511010	Renzella, Jeffrey	Deputy Chief of Police	\$ 3,854					3,950.80			206,232		
											Subtotal Admin	455,802	
511140	Cleary, Marie	Lieutenant	\$ 2,551	127.55	637.75			3,316.31			173,112		
511140	Gallagher, Robert	Lieutenant	\$ 2,551	127.55	637.75			3,316.31			173,112		
511140	Lemenager, Michael	Lieutenant	\$ 2,551	127.55	637.75			3,316.31			173,112		
511140	Showstead, Scott	Lieutenant	\$ 2,551	127.55	637.75			3,316.31			173,112		
											Subtotal Lieutenants	692,446	
511220	Atwood, Steven	Sergeant	\$ 1,821	91.06	455.28			127.48 2,494.95			130,236		5228.46
511220	Carrasquillo, Mark	Sergeant	\$ 1,821	91.06	455.28			127.48 2,494.95			130,236		2091.39
511220	D'Innocenzo, Mark	Sergeant	\$ 1,821	91.06	455.28			127.48 2,494.95			130,236		5228.46
511220	Gerrans, Glen	Sergeant	\$ 1,821	91.06	455.28			127.48 2,494.95			130,236		
511220	Griffin, William	Sergeant	\$ 1,821	91.06	455.28			127.48 2,494.95			130,236		
511220	Shore, Brian	Sergeant	\$ 1,821	91.06	455.28			127.48 2,494.95			130,236		5228.46
											Subtotal Sergeants	781,418	17776.78
511230	Barros, Timothy	Prosecutor-EMT (8)	\$ 1,571	78.55	392.74			141.38 2,183.61			113,984		
511230	Bean, Joseph	Patrol Officer-EMT(Step 4/5)	\$ 1,332	66.62	333.10			13.32 1,745.42	7/31/2026	1842.69	95,761		3654.97
511230	Carey, Patrick	Patrol Officer (3/4)	\$ 1,258	62.92	314.61			12.58 1,648.56	6/16/2027	1,745.42	86,288		
511230	Carr, Patrick	Patrol Officer-EMT (4/5)	\$ 1,332	66.62	333.08			13.32 1,745.31	5/13/2027	1,842.69	91,788		3503.32
511230	Collins, Brian	Patrol Officer-EMT (6/7)	\$ 1,481	74.04	296.15			14.81 1,865.76	12/12/2026	1,921.73	99,006		3928.75
511230	Cunningham, Christopher	Patrol Officer-EMT	\$ 1,571	78.55				15.71 1,665.20			86,923		
511230	DiCenso, Tana	Patrol Officer-EMT (6/7)	\$ 1,481	74.04	370.19			14.81 1,939.80	09/26/26	1,997.99	103,644		
511230	Drapkin, Jacob	Patrol Officer-EMT (Step 4/5)	\$ 1,332	66.62	333.10			13.32 1,745.42	7/31/2026	1842.69	95,742		3654.23
511230	Dunajski, Stanley	Patrol Officer-EMT-Detective (8)	\$ 1,571	78.55	392.74			141.38 2,183.61			113,984		

Police Department FY27 Operating Budget - Salaries

FY27 RATE REQUEST

Other
Funding
Source:

Org	Employee Name	Title	Starting Rate 06/30/2026	Emt Stipend	ED Stipend	Car seat stipend	Other Stipend	Weekly Base Pay as of 7/1/26	Step Adjustment Date	Adjusted Rate	Total GF Budget Request	Chg'd to Details/SETB Grant/T&P:	Night Shift
511230	Ferrara, Eric	Patrol Officer-EMT (Step 4/5)	\$ 1,332	66.62	333.10		13.32	1,745.42	7/31/2026	1842.69	95,742		3654.23
511230	Fritts, Christopher	Patrol Officer-EMT	\$ 1,571	78.55	314.19		15.71	1,979.38			103,324		4100.15
511230	Gaffney, Stephen	Patrol Officer (6)	\$ 1,481		296.15		14.81	1,791.72			93,528		3864.78
511230	Garland, Thomas	Patrol Officer-EMT (Step 5/6)	\$ 1,407	70.33	351.66		14.07	1,842.69	5/12/2027	1,939.80	96,888		3697.99
511230	Gover, Timothy	Patrol Officer-EMT	\$ 1,571	78.55	314.19		15.71	1,979.38			103,324		
511230	Harris, Derek	Patrol Officer (7)	\$ 1,525		381.30		15.25	1,921.73			100,314		3980.72
511230	Knapp, Mark	Patrol Officer-EMT-CS	\$ 1,525	76.26	381.30	30.50	15.25	2,028.49			105,887		3980.72
511230	Lopez, Alphonso	Patrol Officer (3/4)	\$ 1,258	62.92	314.61		12.58	1,648.56	6/16/2027	1,745.42	86,288		3293.40
511230	Lucenta, Allison	Patrol Officer (Step 6)	\$ 1,481	74.04	370.19	29.62	14.81	1,969.41			102,803		3864.78
511230	Mankavech, Michael	Patrol Officer-EMT-Detective	\$ 1,481	74.04	370.19		133.27	2,058.26			107,441		
511230	McLaughlin, Peter	Patrol Officer-Det	\$ 1,571		314.19		141.38	2,026.51			105,784		
511230	Misho, Glen	Patrol Officer CS	\$ 1,481		370.19	29.62	14.81	1,895.37			98,938		3864.78
511230	Pino, Michael	Patrol Officer-EMT	\$ 1,481	74.04	296.15		14.81	1,865.76			97,393		3864.78
511230	Poirier, Kathleen	Patrol Officer-SRO	\$ 1,525		305.04		137.27	1,967.48			102,703		
511230	Poisson, Jonathan	Patrol Officer (3/4)	\$ 1,258	62.92	251.69		12.58	1,585.63	5/2/2027	1,678.80	83,479		3312.63
511230	Popovski, Derrick	Patrol Officer (8)	\$ 1,571		157.09		15.71	1,743.74			91,023		4100.15
511230	Popovski, Janet	Patrol Officer-Detective	\$ 1,525		381.30		137.27	2,043.74			106,683		
511230	Rosenberg, Evan	Patrol Officer-EMT-CS	\$ 1,525	76.26	381.30	30.50	15.25	2,028.49			105,887		3980.72
511230	Scopa, Domenic	Patrol Officer-EMT-Detective (6)	\$ 1,481	74.04	370.19		133.27	2,058.26			107,441		
511230	Shippole, Isabella	Patrol Officer (3/4)	\$ 1,258	62.92	314.61		12.58	1,648.56	6/16/2027	1,745.42	86,288		3293.40
511230	Sullivan, Tyler	Patrol Officer (3/4)	\$ 1,258	62.92	314.61		12.58	1,648.56	6/16/2027	1,745.42	86,288		
511230	Wagner, Scott	Patrol Officer-EMT	\$ 1,571	78.55	314.19		15.71	1,979.38			103,324		4100.15
511230	Wall, Matt	Patrol Officer - SRO(7)	\$ 1,525		381.30		137.27	2,043.74			106,683		
511230	Vacant	Patrol Officer-EMT	\$ 1,221	61.04	305.21		12.21	1,599.29			83,483		
511230	Vacant	Patrol Officer-EMT	\$ 1,221	61.04	305.21		12.21	1,599.29			83,483		

Police Department FY27 Operating Budget - Salaries

FY27 RATE REQUEST

Other
Funding
Source:

Org	Employee Name	Title	Starting Rate 06/30/2026	Emt Stipend	ED Stipend	Car seat stipend	Other Stipend	Weekly Base Pay as of 7/1/26	Step Adjustment Date	Adjusted Rate	Total GF Budget Request	Chg'd to Details/SETB Grant/T&P:	Night Shift	
											Subtotal Patrolmen	3,331,541		
511240	Smith, Jennifer	Animal Control (Step 7/8)	\$ 1,489					1,518.98	8/2/2026	1560.60	81,272			
	Vacant	IT Applications Project Manager	\$ 2,299					2,344.83			122,400			
											Subtotal IT	122,400		
511370	Cheryl Carlson	Records Manager (Step 2/3)	\$ 1,430					1,459.01	2/21/2027	1,498.99	76,904			
511370	Sullivan, Brittany	Office Assistant	\$ 1,815					1,851.10	5/4/2027	1,902.10	97,066			
											Subtotal Clerical	173,970		
511420	Cummings, Amanda	Dispatcher (Step 6)	\$ 1,302	26.04				1,328.04			69,324			
511420	Donovan, Benjamin	Dispatcher (Step 5/6)	\$ 1,302	26.04				1,328.04	11/17/2026	1,328.04	69,324		1671.71	
511420	Gerwatowski, Danilo	Dispatcher (Step 4/5)	\$ 1,199	23.98				1,222.78	8/22/2026	1,272.14	66,031		1618.40	
511420	Jelfs, Samantha	Dispatcher (Step 6)	\$ 1,302	26.04				1,328.04			69,324			
511420	Rowe, Robert	Dispatcher	\$ 1,400	28.00				1,428.00			75,287			
511420	Sheehan-Shurtleff, Therese	Dispatcher (Step 9)	\$ 1,400	28.00				1,428.00			74,989		1827.00	
511420	Tellini, Deborah	Dispatcher (Step 6)	\$ 1,302	26.04				1,328.04			69,324		1699.11	
511420	Walker, Winston	Dispatcher (Step 4/5)	\$ 1,199	23.98				1,222.78	8/15/2026	1,272.14	66,080		1619.61	
511420	Vacant	Dispatcher (Step 3)	\$ 1,152	23.04				1,175.04			61,337		1503.36	
511420	Vacant	Dispatcher (Step 3)	\$ 1,152	23.04				1,175.04			61,337			
											SETB	-18,100		
											Subtotal Dispatchers	664,256		9939.19
See Fund 28	Vacant	Accounting Assistant	\$ 1,453					1,481.76			0	77,348	Details	
											Total	\$ 6,303,104	\$ 77,348	99410.64



TOWN OF WELLESLEY Fiscal Year 2027 -- OPERATING BUDGET REQUEST

Fire Rescue: Mission, Services & Priorities

Wellesley Fire Rescue Department is charged with the responsibility of protecting the lives and property of the citizens of our community. To achieve our mission, the department utilizes the services of thirty-eight (40) firefighters, thirteen (13) lieutenants, four (4) deputies working four shifts, and one deputy chief fire inspector, who works days only. The Fire Chief, Assistant Fire Chief, Administrative Assistant, and Mechanic comprise the rest of the department. The department operates out of two stations: Central Street and Weston Road (Station #1) and Worcester Street in Wellesley Hills (Station #2).

The National Fire Protection Standard Association always requires a staffing standard of 15 personnel on duty for a community the size of Wellesley to combat a single-room fire in a 2000 sq. ft. two-story wood frame home, with no basement. The Wellesley Fire Department's standard staffing is now at 14 personnel per shift after "unfreezing" (2) positions in FY26. Based on funding and weather conditions, the Fire and Rescue Departments work to maintain a minimum staffing of 12 personnel per shift.

Fire Suppression and Rescue Operations' front-line operating apparatus consists of two pumping engines, one Quint combination pump/ladder, and one tower ladder unit. The department operates one boat for water and ice rescue operations. Firefighters are continually trained in multiple disciplines, such as fire suppression, medical training, rescue operations, hazardous materials, fire prevention, and disaster response planning.

Emergency Medical Services are provided under the direction of the fire department, utilizing the Firefighter / Emergency Medical Technicians (EMTs) and Coastal Ambulance, providing Advanced Life Support and patient transport. For the past twenty-nine years, the fire department has managed emergency medical services in the town. The Paramedics respond with Firefighter/EMTs, as our apparatus is equipped with sufficient personnel, automatic defibrillators, backboards, epi-pens, medical supplies, and extensive rescue equipment that can effectively manage calls for assistance. Coastal Ambulance provides required recertification training to all firefighters and Police EMTs.

Hazardous Materials / Technical Rescue Incidents have always been handled by the fire department, and firefighters are prepared to respond to these types of incidents. The department has conducted hazardous materials training to increase the safety of our personnel and the public. Wellesley Fire has one person assigned to the Massachusetts State Regional HAZMAT Team and has one member trained and assigned to the Norfolk County Technical Rescue Team, which responds to emergencies in our fire district, state, and national incidents to support local communities.

Fire Prevention/Inspection/Notification Systems activities are coordinated by the Deputy Chief/Fire Inspector and the Lieutenant, including issuing permits, inspecting various installations, coordinating semi-annual in-service inspections by the engine and ladder companies, and scheduling safety programs for the public. Recognizing the environmental hazards of modern society, the



TOWN OF WELLESLEY Fiscal Year 2027 -- OPERATING BUDGET REQUEST

Fire Rescue: Mission, Services & Priorities

department maintains thorough records of all hazardous materials and petroleum products under its authority that are stored in the town. These records include the installation and removal permits for all petroleum storage tanks and oil-fired heating systems. The Fire Department conducts commercial property inspections and pre-fire / disaster planning twice a year, and home smoke alarm / CO detector inspections upon the transfer of residential property.

Public Educational programs, such as the Teen Rescuer program, cover fire department operations and topics such as first aid, CPR, and general safety for one week in the summer. The Student Awareness of Fire Education (SAFE) Program, funded by a state grant, instructed approximately 2800 children in fire safety. A Senior Safety grant funded several safety training programs for Seniors this year. The Fire Department continues to sponsor the Senior Thanksgiving Dinner hosted by Deputy Chief Matt Corda and previously presented by the Veterans Council since 1966.

Professional Training Activities and Programs are critical to ensure the safety of our response personnel and the public. Most training activities are conducted on duty; however, there is a need to provide some programs that should not be interrupted by the day's call volume, particularly when using outside agencies or private contractors to provide the training. In-service training is conducted daily using a pre-planned training schedule that prepares firefighters to meet the goals and objectives of the fire/rescue department. We have two principal training objectives: maintaining departmental staff readiness to respond to emergencies safely and providing opportunities for the development of existing and future fire officers.

Emergency Management services are under the direction of the Fire Chief, who serves as the Emergency Management Director, and a local emergency planning committee (LEPC) continues to coordinate the town's emergency management plan. The committee is co-chaired by Assistant Chief Charles DiGiandomenico and Health Director Lenny Izzo. It is represented by town departments, including fire, police, health, school, public works, the Selectman's office, and several private organizations and individuals. Wellesley's comprehensive emergency management plan is a program for planning and responding to emergencies or disaster situations. It assigns responsibilities and functions to ensure the safety and welfare of our citizens against threats from natural disasters, hazardous materials incidents, and national security emergencies.



TOWN OF WELLESLEY Fiscal Year 2027 -- OPERATING BUDGET REQUEST

Fire Rescue: Mission, Services & Priorities

Fire Department FY27 Personal Services Budget

The Fire Department is undergoing a department-wide overhaul focused on mitigating the structural budget deficit by restoring appropriate staffing levels, filling remaining vacancies, and reallocating funds to newly created accounts.

As previously mentioned, staffing levels have been increased, and we are currently working to fill these remaining positions. Creating new accounts allowed us to track where funds were being spent more effectively. After making several new accounts, reallocating funds, and filling many vacancies, we finished FY25 with a balanced budget, two years ahead of our projected schedule, and have a similar projection for FY26.

The Fire Department will begin negotiations with Local 1795 in the upcoming months, leaving the impact on the Personal Services budget uncertain. Some key points to note:

Senior Administrator

- 8.7% increase due to the Fire Chief's contractual agreement that reflects both FY26 increases and the addition of a new contractual agreement for the new Assistant Chief

Clerical

- The 5.89% increase is the result of a reclassification of the Administrative Assistant position, reflecting both FY27 increases for added steps and the cost-of-living increase.

Other Support Staff

- The 6.22% increase is the result of a reclassification of the Mechanic position, reflecting both FY27 increases for added steps and the cost-of-living increase.



TOWN OF WELLESLEY Fiscal Year 2027 -- OPERATING BUDGET REQUEST

Fire Rescue: Mission, Services & Priorities

Injury

- A 22.73% reduction for this line item was reallocated elsewhere in the budget to enable more efficient spending.
- This account was consistently used to pay for coverage of a firefighter who had been out for several years and is now retired.
- With added positions and recent new hires, we have utilized this line item less often than in past years.

Shift Differential

- Ongoing effort to reallocate funds to meet the Department's needs
- A 14.76% increase in shift differential is needed to balance this line item due to new hires and to make up for shortfalls in previous years.
- The increase in this account was simply from a reallocation of funds elsewhere for better spending.



TOWN OF WELLESLEY Fiscal Year 2027 -- OPERATING BUDGET REQUEST

Fire Rescue: Mission, Services & Priorities

Holiday

- An 8.16% increase was needed to account for all 13 Holidays.
- Funds were reallocated from another line item to this line item to account for coverage during the Marathon, for details, in addition to holiday pay.

Longevity

- A 9.15% increase accounts for three additional Firefighters who will become eligible for Longevity pay during the next fiscal year, as well as three other staff members who qualify for an increase in their longevity for years of service.

Fire Department FY27 Expense Budget

The Fire Department Expense Budget has increased by the routine standard of 3% and is within the Town's guidelines. For FY27, we have reallocated funding to better meet the department's needs and enable more effective tracking going forward.

We look forward to meeting with you regarding this budget request as we continue to resolve the structural deficit and equip the Fire Department with the tools, training, and skill sets to better serve the residents of Wellesley.

Stephen G. Mortarelli
Fire Chief



Town of *Wellesley*

FY2027 Budget Request

Fire Department Operating Request

Department: 220

Department Head: Steve Mortarelli, Fire Chief

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Personal Services							
Full Time	\$ 4,415,596	\$ 4,870,597	\$ 5,239,520	\$ 5,801,036	\$ 5,966,117	\$ 165,081	2.85%
Holiday Pay, longevity Overtime; Vacation, illness & injury coverage, training	267,897	305,763	303,777	342,256	370,560	\$ 28,304	8.27%
1,685,621	1,430,168	1,299,220	1,437,890	1,439,955	\$ 2,065	0.14%	
Subtotal, Personal Services	6,369,113	6,606,528	6,842,517	7,581,182	7,776,632	\$ 195,450	2.58%
Expenses	306,713	349,554	417,306	513,180	528,561	\$ 15,381	3.00%
Encumbered Expenses	-	102,152	80,914	-	-	\$ -	0.00%
Subtotal, Expenses	306,713	451,706	498,220	513,180	528,561	\$ 15,381	3.00%
TOTAL TAX IMPACT	\$ 6,675,826	\$ 7,058,234	\$ 7,340,737	\$ 8,094,362	\$ 8,305,193	\$ 210,831	2.60%

PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request
Position Titles:					
Chief	1.0	1.0	1.0	1.0	1.0
Assistant Chief	1.0	1.0	1.0	1.0	1.0
Deputy Chiefs	5.0	5.0	5.0	5.0	5.0
Lieutenants	13.0	13.0	13.0	13.0	13.0
Firefighters	35.0	36.0	38.0	40.0	40.0
Mechanic	1.0	1.0	1.0	1.0	1.0
Administrative Assistant	1.0	1.0	1.0	1.0	1.0
Total Number of Positions	57.0	58.0	60.0	62.0	62.0

Fire Department Operating Request

Org	Object	Account # 01-220 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES										
01220100	511010	Senior Administrator	Fire Chief and Assistant Chief	\$ 278,859	\$ 339,311	\$ 406,301	\$ 383,421	\$ 416,768	\$ 33,347	8.70%
01220100	511140	Supervisor	Lieutenants. Includes education benefits and EMT stipend	1,111,526	1,122,022	1,163,683	1,290,610	1,306,318	\$ 15,708	1.22%
01220100	511220	Other Professional Staff	Deputy Chiefs. Includes education benefits and EMT stipend	660,962	546,997	521,990	578,415	580,379	\$ 1,964	0.34%
01220100	511230	Non-Supervisory Uniformed Professionals	Firefighters. Includes: \$2,000 stipend for EMS Coordinator, contractual step increases, and EMT stipends. Restores two of four positions "frozen" in 2003	2,172,089	2,662,091	2,935,252	3,322,242	3,420,249	\$ 98,007	2.95%
01220100	511370	Clerical	Administrative assistant	65,187	66,886	63,862	76,320	79,965	\$ 3,645	4.78%
01220100	511420	Other Support Staff	Mechanic Comparable to other FD Mechanics	83,091	86,761	94,888	100,028	105,056	\$ 5,028	5.03%
01220100	513210	O/T - Vacation	Overtime for covering vacation vacancies.	403,443	399,880	387,976	464,000	477,920	\$ 13,920	3.00%
01220100	513220	Illness Coverage	Overtime for covering vacancies due to illness.	765,692	512,341	151,179	148,390	148,390	\$ -	0.00%
01220100	513230	O/T - Personal Days	O/T for covering personal shift vacancies.	506,220	321,287	261,368	321,500	331,145	\$ 9,645	3.00%
01220100	513250	Other Coverage	O/T for Misc., meal hours, meetings, funeral leave, Jury duty, Military coverage, Comp coverage	-	-	131,366	80,000	83,500	\$ 3,500	4.38%
01220100	513260	O/T - Specialized Training	Specialized training for firefighters – costs incurred when training classes require personnel to attend training off duty.	10,266	53,873	62,033	140,000	140,000	\$ -	0.00%
01220100	513270	Vacancy Coverage	Overtime covering vacancies due to retirements transfers, and resignations.	-	70,741	89,734	83,000	83,000	\$ -	0.00%
01220100	513280	Injury Coverage	Overtime covering vacancies due to injuries.	-	63,813	95,925	110,000	85,000	\$ (25,000)	-22.73%
01220100	513290	Station Coverage	Overtime covering callbacks, holdovers, storm coverage, significant weather conditions or major events events.	-	8,234	26,990	91,000	91,000	\$ -	0.00%
01220100	514010	Shift Differential		43,881	46,528	53,544	50,000	57,381	\$ 7,381	14.76%
01220100	515010	Holiday Pay	13 total holidays.and Marathon Coverage	236,047	270,513	271,677	302,896	327,600	\$ 24,704	8.16%

Fire Department Operating Request

Org	Object	Account # 01-220 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01220100	515050	Longevity		31,850	35,250	32,100	39,360	42,960	\$ 3,600	9.15%
		Personal Service Subtotal	PERSONAL SERVICES SUBTOTAL	6,369,113	6,606,528	6,842,517	7,581,182	7,776,632	\$ 195,450	2.58%
EXPENSES										
01220200	517010	Medical Expense	Medical expenses for firefighters injured in the line of duty. PAT for Candidates.	6,360	6,028	-	10,000	10,000	\$ -	0.00%
01220200	517040	Tuition Reimbursement	Tuition for members enrolled in degree programs.	-	-	-	15,000	15,000	\$ -	0.00%
			Yearly service contracts for air compressor, welding gas tanks, Amkus extrication & rescue tool (Jaws-of-Life), ladder & pump testing and certification.							
01220200	524030	Equipment Maintenance	Mobile and portable radio equipment. Digitize alarm transmission equipment and Zetron vocal alarm equipment maintenance	8,618	13,000	5,821	13,000	13,390	\$ 390	3.00%
01220200	524060	Communications Maintenance	Training and development seminars, books, training aids, video tapes, outside instructors.	14,446	19,967	8,451	21,950	22,608	\$ 658	3.00%
01220200	530500	Training and Development	Consultants	12,699	24,141	24,943	30,000	30,000	\$ -	0.00%
01220200	530900	Other Professional Services	Employee Search and promotional exams	36,536	18,603	29,250	30,000	30,000	\$ -	0.00%
01220200	530901	Hiring/Promotional Exams	Postage	-	26,034	6,349	30,000	30,000	\$ -	0.00%
01220200	534010	Postage	Telephone, pagers, mobile phone, computer network, land lines (6), FAX, E911, and caller ID.	416	404	260	500	500	\$ -	0.00%
01220200	534020	Telephone - Cell phones and data plans - Cable & Internet	Gasoline for 4 autos, 1 pickup truck, and various small motors such as chain saws, pumps, and generators.	6,191	6,131	6,624	10,000	10,000	\$ -	0.00%
01220200	541010	Gasoline	All fire apparatus are powered by diesel engines.	7,229	7,734	7,175	7,780	8,013	\$ 233	2.99%
01220200	541020	Diesel Fuel	General office supplies, toner, pens, paper, tape, etc.	26,676	24,864	22,485	25,000	25,750	\$ 750	3.00%
01220200	542010	Office Supplies	Annual software agreements; First Due, Bryx, IMC, NFPA, Upcodes, etc.	5,763	4,165	6,009	6,000	6,200	\$ 200	3.33%
01220200	542060	Software	Water Coolers and small items; batteries, keys, key tags, etc.	-	-	17,359	37,000	45,000	\$ 8,000	21.62%
01220200	542090	General Supplies		-	-	5,095	4,000	6,000	\$ 2,000	50.00%

Fire Department Operating Request

Org	Object	Account # 01-220 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01220200	542110	Uniforms	Contractual dress uniform allowance; complete uniform issue for new members and promotions. Deputies who are required to wear dress uniform pants are reimbursed per contract.	18,271	25,420	27,534	15,200	15,650	\$ 450	2.96%
01220200	542120	Protective Clothing	Protective fire fighting clothing; coats, pants, helmets, gloves, face pieces for air tanks (new hires) and repair or replacement of other members equipment.	5,571	32,114	60,392	60,000	61,800	\$ 1,800	3.00%
01220200	542130	Work Clothing	Station work clothing allowance and maintenance costs per contract, \$200 uniform maintenance (cleaning), linen.	24,626	31,807	28,800	40,400	40,900	\$ 500	1.24%
01220200	543010	Building M&R Supplies	Building maintenance supplies for minor repairs as well as all grounds keeping and custodial supplies Major repairs are performed by the Facilities Maintenance department.	7,695	3,830	9,723	8,350	8,600	\$ 250	2.99%
01220200	548010	Vehicle Parts & Accessories	Vehicle parts and supplies, body work not covered by insurance, paint and specialized tools.	54,989	48,318	59,813	70,000	70,000	\$ -	0.00%
01220200	550010	Medical Supplies	Equipment and supplies used on apparatus responding to medical emergencies. AED annual testing and EMT recertification reimbursement.	15,732	11,570	14,003	18,000	15,000	\$ (3,000)	-16.67%
01220200	552060	Firefighting Supplies	Firefighting equipment and tools.	14,169	22,298	49,323	25,000	27,850	\$ 2,850	11.40%
01220200	553060	Computer Supplies	Computer hardware, copiers, laptops, tablets, etc.	9,830	9,351	2,466	5,000	5,500	\$ 500	10.00%
01220200	557010	Programs & Activities	SAFE material and programs. Fire safety education for elderly, baby sitters, and children. Purchase of fire safety pamphlets for handouts at safety talks. Ceremonies.	5,040	3,331	7,312	8,000	8,000	\$ -	0.00%
01220200	571010	Travel - Mileage/In State	Reimbursement for using personal vehicle for department business.	23	-	70	500	300	\$ (200)	-40.00%
01220200	571110	Conf/Mtgs - Administrators	Administration conferences, monthly meetings of state and district organizations and committees.	6,172	1,856	4,975	6,000	6,000	\$ -	0.00%
01220200	573010	Dues - Administrators	Membership dues for Metro Fire, Norfolk County, International Fire Chiefs Assoc, Mass Fire Chiefs, N.E. Fire Chiefs, fire prevention, arson, maintenance, and instructors organizations.	7,240	7,035	7,703	11,500	11,500	\$ -	0.00%

Fire Department Operating Request

Org	Object	Account # 01-220 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01220200	583010	Furniture	Furniture	4,943	1,402	5,374	5,000	5,000	\$ -	0.00%
		Expense Subtotal	EXPENSES SUBTOTAL	306,713	349,554	417,306	513,180	528,561	\$ 15,381	3.00%
	570000	Other Charges & Expenses	Encumbered expenses from prior fiscal year		102,152	80,914			\$ -	0.00%
		Departmental Total	DEPARTMENT TOTAL	\$ 6,675,826	\$ 7,058,234	\$ 7,340,737	\$ 8,094,362	\$ 8,305,193	\$ 210,831	2.60%

Fire Rescue FY27 Operating Budget Request - Salaries				FY27 (7/1/26 - 6/30/27)										FY27 STEP INCREASE							
Org	Employee Name	Job Title	FY26 rate as of 6/30/26	Group - Step on 7/1/26	Starting rate 7/1/2026	Ed Benefits EMS Coordinator	Ed Degrees	Ed Proboard Certs	Emt Stipend - 8%	Night Diff	Total Weekly	New Step	New Step Rate	Ed Degree	Ed Proboard Certs	EMT Stipend	Night Diff	Total Adj	Step Adj Date	Total	
511010	Mortatelli, Stephen	Fire Chief	4,404.44	A62	\$ 4,492.53	NOTR-Admin.Contract					4,492.53									\$ 234,510	
511010	DiGiandomenico, Charles	Assistant Fire Chief	3,423.08	A60	\$ 3,491.54	NOTR-Admin.Contract					3,491.54									\$ 182,258	
511010 Total					\$ 7,984.07															\$ 416,768	
511140	Delaney, Paul	Lieutenant	1,694.55	F30-4	\$ 1,694.55		48.08	21.15	135.56	20.42	1,919.76									\$ 100,211	
511140	Delorie, Alexander	Lieutenant	1,694.55	F30-4	\$ 1,694.55		86.54	21.15	135.56	20.42	1,958.22									\$ 102,219	
511140	Donahue, Matthew	Lieutenant	1,694.55	F30-4	\$ 1,694.55		48.08	21.15	135.56	20.42	1,919.76									\$ 100,211	
511140	Foley, Thomas	Lieutenant	1,694.55	F30-4	\$ 1,694.55		48.08	21.15	-	20.42	1,784.20									\$ 93,135	
511140	Hampton, Benjamin	Lieutenant	1,694.55	F30-4	\$ 1,694.55		48.08	21.15	135.56	20.42	1,919.76									\$ 100,211	
511140	Indresano, Stephen	Lieutenant	1,694.55	F30-4	\$ 1,694.55		48.08	21.15	135.56	20.42	1,919.76									\$ 100,211	
511140	Leach, Michael	Lieutenant	1,694.55	F30-4	\$ 1,694.55		48.08	21.15	135.56	20.42	1,919.76									\$ 100,211	
511140	Massarelli, Robert	Lieutenant	1,813.16	F30-4	\$ 1,813.16		48.08	21.15	135.56	-	2,017.95									\$ 105,337	
511230	Miller, Mark	Lieutenant	1,694.54	F30-4	\$ 1,694.54		-	86.54	21.15	135.56	20.42	1,958.21								\$ 102,219	
511230	Tedeschi, Matthew	Lieutenant	1,694.54	F30-4	\$ 1,694.54		-	-	21.15	135.56	20.42	1,871.67								\$ 97,701	
511140	O'Neill, Jared	Lieutenant	1,694.55	F30-4	\$ 1,694.55		86.54	21.15	135.56	20.42	1,958.22									\$ 102,219	
511140	Ryder, John	Lieutenant	1,694.55	F30-4	\$ 1,694.55		86.54	21.15	135.56	20.42	1,958.22									\$ 102,219	
511140	Toll, Donald	Lieutenant	1,694.55	F30-4	\$ 1,694.55		-	48.08	21.15	135.56	20.42	1,919.76								\$ 100,211	
511140 Total					\$ 22,147.74															\$ 1,306,318	
511220	Claflin, James	Deputy Chief	1,989.23	F40-4	\$ 1,989.23		-	21.15	135.56	21.65	2,167.59									\$ 113,148	
511220	Corda, Matthew	Deputy Chief	1,989.23	F40-4	\$ 1,989.23		86.54	21.15	135.56	21.65	2,254.13									\$ 117,666	
511140	DeMerchant, Kenneth	Deputy Chief	1,989.23	F40-4	\$ 1,989.23		48.08	21.15	135.56	21.65	2,215.67									\$ 115,658	
511140	McMakin, Ian	Lieutenant	2,022.06	F30-4	\$ 2,022.06		86.54	21.15	135.56	-	2,265.31									\$ 118,249	
511140	Gigante, Michael	Deputy Chief	1,989.23	F40-4	\$ 1,989.23		48.08	21.15	135.56	21.65	2,215.67									\$ 115,658	
511220 Total					\$ 9,978.98															\$ 580,379	
511230	Beckwith, Bryan	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	48.08	21.15	135.56	19.19	1,697.44								\$ 88,606	
511230	Birchler, John	Firefighter	1,399.73	F10-3	\$ 1,399.73		-	48.08	21.15	135.56	19.19	1,623.71	F-10-4	1,473.46	21.15	135.56	19.19	1,649.36	3/13/2027	\$ 85,173	
511230	Blessing, Chris	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	-	21.15	135.56	19.19	1,649.36								\$ 86,097	
511230	Cabassa, Ivan	Firefighter	1,326.21	F10-2	\$ 1,326.21		-	-	21.15	135.56	19.19	1,502.11	F-10-3	1,547.17	21.15	135.56	19.19	1,723.07	8/21/2026	\$ 81,990	
511230	Cassidy, James	Firefighter	1,473.46	F10-4	\$ 1,473.46	40.00	-	21.15	135.56	19.19	1,689.36									\$ 88,185	
511230	Connelly, Thomas	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	21.15	135.56	19.19	1,649.36									\$ 86,097	
511230	Davis, Zachary	Firefighter	1,473.46	F10-4	\$ 1,473.46		86.54	21.15	135.56	19.19	1,735.90									\$ 90,614	
511230	DeLorie, Lindsay	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	21.15	135.56	19.19	1,649.36									\$ 86,097	
511230	DeLorie, Richard	Firefighter	1,473.46	F10-4	\$ 1,473.46		86.54	21.15	135.56	19.19	1,735.90									\$ 90,614	
511230	Doherty, Patrick	Firefighter	1,473.46	F10-4	\$ 1,473.46		86.54	21.15	135.56	19.19	1,735.90									\$ 90,614	
511230	Donovan, Katherine	Firefighter	1,473.46	F10-4	\$ 1,473.46		86.54	21.15	135.56	19.19	1,735.90									\$ 90,614	
511230	Falcione, Richard	Firefighter	1,399.73	F10-3	\$ 1,399.73		86.54	21.15	135.56	19.19	1,662.17	F-10-4	1,473.46	21.15	135.56	19.19	1,649.36	1/3/2027	\$ 86,558		
511230	Furdon, Brady	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	21.15	135.56	19.19	1,649.36									\$ 86,097	
511230	Gilkey, Benjamin	Firefighter	1,252.49	F10-1	\$ 1,252.49		-	21.15	135.56	19.19	1,428.39	F-10-2	1,326.21	21.15	135.56	19.19	1,502.11	9/3/2026	\$ 75,756		
511230	Grabau, Todd	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	21.15	135.56	19.19	1,649.36									\$ 86,097	
511230	Higgins, Sean	Firefighter	1,326.21	F10-2	\$ 1,326.21		86.54	21.15	135.56	19.19	1,588.65	F-10-3	1,636.31	21.15	135.56	19.19	1,812.21	8/21/2026	\$ 86,549		
511230	Hole, David	Firefighter	1,326.21	F10-2	\$ 1,326.21		-	21.15	135.56	19.19	1,502.11	F-10-3	1,399.73	21.15	135.56	19.19	1,575.63	2/15/2027	\$ 79,601		
511230	Jewett, Jake	Firefighter	1,399.73	F10-3	\$ 1,399.73		-	21.15	135.56	19.19	1,575.63	F-10-4	1,473.46	21.15	135.56	19.19	1,649.36	9/13/2026	\$ 83,442		
511230	Johansen, Ryan	Firefighter	1,399.73	F10-3	\$ 1,399.73		48.08	21.15	135.56	19.19	1,623.71	F-10-4	1,473.46	21.15	135.56	19.19	1,649.36	1/3/2027	\$ 85,173		
511230	Jones, Gerardo	Firefighter	1,473.46	F10-4	\$ 1,473.46		86.54	21.15	135.56	19.19	1,735.90									\$ 90,614	
511230	Kaskiewicz, Michael	Firefighter	1,399.73	F10-3	\$ 1,399.73		-	21.15	135.56	19.19	1,575.63	F-10-4	1,473.46	21.15	135.56	19.19	1,649.36	4/1/2027	\$ 83,442		
511230	Leland, Kevin	Firefighter	1,326.21	F10-2	\$ 1,326.21		-	21.15	135.56	19.19	1,502.11	F-10-3	1,399.73	21.15	135.56	19.19	1,575.63	8/21/2026	\$ 79,601		
511230	Lindsey, Christopher	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	21.15	135.56	19.19	1,649.36									\$ 86,097	
511230	Madden, Angelo	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	21.15	135.56	19.19	1,649.36									\$ 86,097	
511230	Mathieu, Joseph	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	21.15	135.56	19.19	1,649.36	F-10-4	1,473.46	21.15	135.56	19.19	1,649.36	1/3/2027	\$ 86,097		
511230	Nagle, Matthew	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	21.15	135.56	19.19	1,649.36									\$ 86,097	
511230	Papazian, David	Firefighter	1,473.46	F10-4	\$ 1,473.46		86.54	21.15	135.56	19.19	1,735.90									\$ 90,614	
511230	Quintin, Michael	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	21.15	135.56	19.19	1,649.36									\$ 86,097	
511230	Ronan, Corey	Firefighter	1,473.46	F10-4	\$ 1,473.46		86.54	21.15	135.56	19.19	1,735.90									\$ 90,614	
511230	Senten, Kenan	Firefighter	1,473.46	F10-4	\$ 1,473.46		-	21.15	135.56	19.19	1,649.36									\$ 86,09	



Town of *Wellesley*

FY2027 Budget Request

Building Department: Mission, Services & Priorities

Inspector of Buildings

PROGRAM OBJECTIVE: To enforce all provisions of appropriate codes, state statutes, rules, regulations, ordinances, and bylaws. (Chapter 143, Sec. 3, MGL).

PROGRAM ACTIVITIES: The Inspector of Buildings is charged with the responsibility to enforce all provisions of appropriate codes, and all other applicable state statutes, rules and regulations or ordinances and bylaws, and act on any question relative to the mode or manner of construction, reconstruction, alteration, repair, demolition, removal, installation of equipment, and the location, use, occupancy, and maintenance of all buildings and structures. The program mandates that work authorized under any required permit shall be field inspected for code conformance.

Zoning Enforcement

PROGRAM OBJECTIVES: To enforce the Town of Wellesley's Zoning Bylaw and MGL Chapter 40A.

PROGRAM ACTIVITIES: This program is responsible for the screening of all new construction to make sure it complies with all provisions of the Town of Wellesley Zoning Bylaw and MGL Chapter 40A. The program also investigates complaints of alleged zoning violations and takes appropriate action, such as the issuance of cease-and-desist orders, and/or the filing of criminal complaints in District Court.

Handicapped Access

PROGRAM OBJECTIVES: To enforce the rules and regulations of the Handicapped Access Code in accordance with MGL Chapter 22, Sec. 13A.

PROGRAM ACTIVITIES: This program enforces the rules and regulations of the Handicapped Access Code in accordance with MGL Chapter 22, Sec. 13A. It is the intent of these rules and regulations to provide physically handicapped persons full and free use of all buildings and facilities so that all persons may have the educational, employment, living and recreational opportunities necessary to be as self-sufficient as possible, and to assume full responsibilities as citizens.



Town of *Wellesley*

FY2027 Budget Request

Building Department: Mission, Services & Priorities

Public Safety

PROGRAM OBJECTIVES: To enforce Public Safety Regulations, Massachusetts State Building Code, Tbl. 110.

PROGRAM ACTIVITIES: This program is responsible for the periodic inspection and certification of buildings and structures (or parts thereof). A building or structure cannot be occupied or continue to be occupied without the posting of a valid Certificate of Inspection where required by section 110. Certification of Inspections is issued after an inspection is made certifying that the building or structure complies with all applicable requirements of the MSBC.

Local Building Inspector

PROGRAM OBJECTIVES: Shall assist the Inspector of Buildings in the performance of his duties and shall also be responsible for the enforcement of appropriate codes, state statutes, rules, regulations, ordinances and bylaws (Chapter 143, Sec. 3 MGL).

PROGRAM ACTIVITIES: Shall act on any question relative to the mode or manor of construction, and the materials to be used in the construction, reconstruction, alteration, repair, demolition, removal, installation of equipment and the use and occupancy of all buildings and structures.

Inspector of Wires

PROGRAM OBJECTIVES: To enforce Mass. Electrical Code 527 CMR 12.00, applicable paragraphs of MGL 155, Sections. 141-143.

PROGRAM ACTIVITIES: The Inspector of Wires is the authority enforcing the Mass. Electrical Code, 527 CMR 12.00, and applicable paragraphs of MGL Chapter 166, Sec. 141-143. This program is charged with the responsibility of maintaining strict code enforcement. It also requires that licensed electricians apply for appropriate permits and that work be inspected for code conformance.

Inspector of Plumbing and Fuel Gas

PROGRAM OBJECTIVES: To enforce the Uniform State Plumbing and Fuel Gas Code in accordance with CMR 248, Sec. 13 of Chapter 142.



Town of *Wellesley*

FY2027 Budget Request

Building Department: Mission, Services & Priorities

PROGRAM ACTIVITIES: The Inspector of Plumbing is the authority enforcing the Uniform State Plumbing and Fuel Gas Codes in accordance with CMR 248, Sec. 13 of Chapter 142, MGL. This program is responsible for maintaining strict code conformance, requiring that licensed plumbing tradesmen apply for appropriate permits and that work is inspected for code conformance.

Permit Administrator

PROGRAM OBJECTIVES: Under the supervision of the Inspector of Buildings, but with the ability to work independently, this position requiring organizational skills is concerned with performing a wide variety of secretarial, clerical, and administrative tasks in support of the Inspector of Buildings and all other inspectors to ensure smooth and efficient interaction between the inspectors and the general public using the department.

PROGRAM ACTIVITIES: Work involves assisting the six inspectors in the department in organizing the permitting and inspectional phases of their activities; assisting the public, in person, or via telephone; researching and assembling necessary background information and facts for applications for permits, zoning conformance, and zoning violations; preparation of various applications and reports; weekly payroll and attendance records and personnel forms; annual budgets and reports. The incumbent must possess a working knowledge of town and zoning bylaws, plus state laws affecting department operations and have the ability to maintain good public relations in the course of public interaction.

Office Assistant

PROGRAM OBJECTIVES: Under the supervision of the Permit Administrator, but with the ability to work independently in her absence, the Secretary must be concerned with performing a wide variety of clerical and bookkeeping and organizational tasks in support of the inspectional staff to ensure a smooth and efficient Building Department.

PROGRAM ACTIVITIES: The work consists of performing many varied clerical, bookkeeping and organizational tasks in addition to and in support of the duties of the Permit Administrator. They include assisting persons at the counter and answering the phones; processing applications and permits of all types; processing renewable permits; updating and maintaining permanent public record files (MGL Chapter 4, Sec. 7); have a working knowledge of zoning and/or construction requirements in order to relate to applicants for Building Permits and other permits; have background knowledge of other town departments working in conjunction with Building Department activities. Maintain good public relations during public contact.



Town of *Wellesley*

FY2027 Budget Request

Building Department: Mission, Services & Priorities

Permits Issued in Fiscal Year and Fees Collected:

*FY26 year-to-date as of 11/13/25

<u>Fiscal Year</u>	<u>Number of Permits</u>
--------------------	--------------------------

FY26	1,548*
FY25	3,817
FY24	3,733
FY23	4,162
FY22	4,067

Revenue	FY23	FY24	FY25	FY26	FY27
	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Anticipated</u>	<u>Plan</u>
Total Fees Collected	\$3,793,221	\$3,660,951	\$2,479,762	\$2,000,000	\$2,000,000

FY26 Total Fees Collected as of 11/13/25:

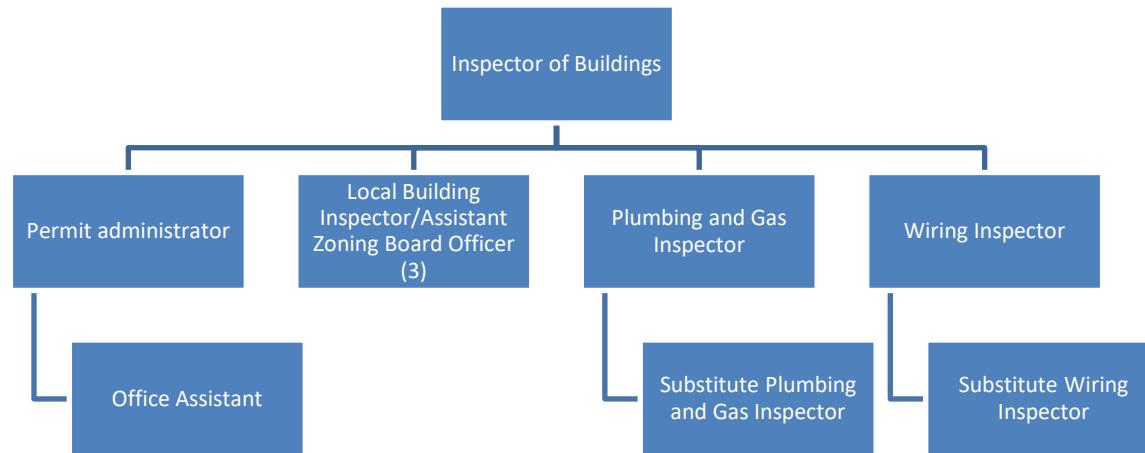
\$1,280,749



Town of *Wellesley*

FY2027 Budget Request

Building Department: Mission, Services & Priorities



PERMANENT STAFFING (FTEs)	FY23	FY24	FY25	FY26	FY27
	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Budget</u>	<u>Request</u>
Position Titles:					
Inspector of Buildings	1.0	1.0	1.0	1.0	1.0
Local Building Inspector	3.0	3.0	3.0	3.0	3.0
Inspector of Plumbing/Gas	1.0	1.0	1.0	1.0	1.0
Inspector of Wires	1.0	1.0	1.0	1.0	1.0
Permit Administrator	1.0	1.0	1.0	1.0	1.0
Secretary	1.0	1.0	1.0	1.0	1.0
Total Number of Positions	8.0	8.0	8.0	8.0	8.0



Town of *Wellesley*

FY2027 Budget Request

Building Department: Mission, Services & Priorities

Building Department Operating Request

Org	Object	Account # 01-241 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance	% Variance
PERSONAL SERVICES										
01241100	511010	Senior Administrator	Inspector of Buildings	\$ 107,457	\$ 112,080	\$ 117,918	\$ 135,825	\$ 138,542	\$ 2,717	2.00%
01241100	511220	Other Professionals	Local Building Inspector, Wiring Inspector, Plumbing/Gas Inspector	352,225	374,222	394,289	421,810	442,080	\$ 20,270	4.81%
01241100	511370	Clerical	Full-Time Secretary	57,039	58,525	9,271	62,928	64,814	\$ 1,886	3.00%
01241100	511420	Other Non Professional	Permit Administrator	61,219	63,511	66,302	69,421	72,768	\$ 3,347	4.82%
			Substitute Plumbing/Gas/Wiring Inspectors and Admin Staff (vacations/sick leave only)							
01241100	512290	Temporary	Overtime for eligible employees including inspectors and office staff	16,122	13,214	7,121	20,000	20,000	\$ -	0.00%
01241100	513120	Scheduled Overtime		-	-	-	1,000	1,000	\$ -	0.00%
01241100	515050	Longevity	Longevity payment due personnel with more than 10 years service.	-	-	-	900	900	\$ -	0.00%
			PERSONAL SERVICES SUBTOTAL	594,062	621,552	594,902	711,884	740,104	\$ 28,220	3.96%
EXPENSES										
01241200	517020	Medical Check up		-	-				\$ -	-
01241200	524030	Equip. Maint. Contracts	FY11-Typewriter Maintenance is centralized under Dept. 199	-	-				\$ -	-
01241200	530500	Training & Development	Inspectors' State Certification Educational Programs (Mandated)	125	250	670	2,000	2,000	\$ -	0.00%
01241200	530900	Other Professional Services	Digitization of Plans	7,580	6,683	-	8,000	8,000	\$ -	0.00%
01241200	534010	Postage	Notification / Permit Renewals (Mandated)	163	10	2	1,500	1,500	\$ -	0.00%
01241200	534030	Advertising - General	These funds are for the cost of placing legal ads in local newspapers, as mandated, but is reimbursed by user.	-	-	-	600	600	\$ -	0.00%
01241200	534035	Advertising - Employment		-					\$ -	-
01241200	534040	Printing and Mailing Expense	Printing of Permits & Applications etc.	-					\$ -	-
01241200	534055	Cable and Internet	Internet Access-Online Permitting	-	-	-	3,000	3,000	\$ -	0.00%
01241200	555010	Books	Books - Code and Reference Standards	-	-	-	1,500	1,500	\$ -	0.00%
01241200	555020	Periodicals and Newspapers		1,596	972	-			\$ -	-
01241200	542010	Office Supplies	General office supplies	1,128	989	3,960	3,500	3,500	\$ -	0.00%
01241200	571010	In-state travel (mileage)	Personal vehicle mileage reimbursement - 4 inspectors	14,175	14,475	13,269	18,000	18,000	\$ -	0.00%
01241200	573010	Dues-Administrators	Inspectors' memberships & dues	424	150	320	1,000	1,000	\$ -	0.00%
01241200	583120	Office Machines Replacement							\$ -	-
			EXPENSE SUBTOTAL	25,192	23,528	18,221	39,100	39,100	\$ -	0.00%
01241200	570000	Other Charges & Expenses	Encumbered expenses from prior fiscal year			1,201			\$ -	-
			DEPARTMENT TOTAL	\$ 619,253	\$ 645,080	\$ 614,324	\$ 750,984	\$ 779,204	\$ 28,220	3.76%



Town of *Wellesley*

FY2027 Budget Request

Building Department Operating Request

Department: 241

Department Head: Michael Grant, Building Inspector

DEPARTMENT EXPENDITURES	FY23	FY24	FY25	FY26	FY27	\$ Variance	% Variance
	Actual	Actual	Actual	Budget	Request	FY26-27	FY26-27
Personal Services							
Full Time	\$ 577,940	\$ 608,338	\$ 587,781	\$ 689,984	\$ 718,204	28,220	4.09%
Part Time	16,122	13,214	7,121	20,000	20,000	-	0.00%
Longevity/Overtime	-	-	-	1,900	1,900	-	0.00%
Subtotal, Personal Services	594,062	621,552	594,902	711,884	740,104	28,220	3.96%
Expenses	25,192	23,528	18,221	39,100	39,100	-	0.00%
Encumbrances	-	-	1,201	-	-	-	0.00%
Subtotal, Expenses	25,192	23,528	19,422	39,100	39,100	-	0.00%

Full Time Position Benefits

TOTAL TAX IMPACT	\$ 619,253	\$ 645,080	\$ 614,324	\$ 750,984	\$ 779,204	\$ 28,220	3.76%
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PERMANENT STAFFING (FTEs)	FY23	FY24	FY25	FY26	FY27
	Actual	Actual	Actual	Budget	Request
Position Titles:					
Inspector of Buildings	1.0	1.0	1.0	1.0	1.0
Local Building Inspector	3.0	3.0	3.0	3.0	3.0
Inspector of Plumbing/Gas	1.0	1.0	1.0	1.0	1.0
Inspector of Wires	1.0	1.0	1.0	1.0	1.0
Permit Administrator	1.0	1.0	1.0	1.0	1.0
Secretary	1.0	1.0	1.0	1.0	1.0
Total Number of Positions	8.0	8.0	8.0	8.0	8.0

Building Department Operating Request

Org	Object	Account # 01-241 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES										
01241100	511010	Senior Administrator	Inspector of Buildings	\$ 107,457	\$ 112,080	\$ 117,918	\$ 135,825	\$ 138,542	\$ 2,717	2.00%
01241100	511220	Other Professionals	Local Building Inspector, Wiring Inspector, Plumbing/Gas Inspector	352,225	374,222	394,289	421,810	442,080	\$ 20,270	4.81%
01241100	511370	Clerical	Full-Time Secretary	57,039	58,525	9,271	62,928	64,814	\$ 1,886	3.00%
01241100	511420	Other Non Professional	Permit Administrator	61,219	63,511	66,302	69,421	72,768	\$ 3,347	4.82%
01241100	512290	Temporary	Substitute Plumbing/Gas/Wiring Inspectors and Admin Staff (vacations/sick leave only)	16,122	13,214	7,121	20,000	20,000	\$ -	0.00%
01241100	513120	Scheduled Overtime	Overtime for eligible employees including inspectors and office staff	-	-	-	1,000	1,000	\$ -	0.00%
01241100	515050	Longevity	Longevity payment due personnel with more than 10 years service.	-	-	-	900	900	\$ -	0.00%
			PERSONAL SERVICES SUBTOTAL	594,062	621,552	594,902	711,884	740,104	\$ 28,220	3.96%
EXPENSES										
01241200	517020	Medical Check up		-	-				\$ -	-
01241200	524030	Equip. Maint. Contracts	FY11-Typewriter Maintenance is centralized under Dept. 199	-	-				\$ -	-
01241200	530500	Training & Development	Inspectors' State Certification Educational Programs (Mandated)	125	250	670	2,000	2,000	\$ -	0.00%
01241200	530900	Other Professional Services	Digitization of Plans	7,580	6,683	-	8,000	8,000	\$ -	0.00%
01241200	534010	Postage	General Correspondence / Abutter Notification / Permit Renewals (Mandated)	163	10	2	1,500	1,500	\$ -	0.00%
01241200	534030	Advertising - General	These funds are for the cost of placing legal ads in local newspapers, as mandated, but is reimbursed by user.	-	-	-	600	600	\$ -	0.00%
01241200	534035	Advertising - Employment		-					\$ -	-
01241200	534040	Printing and Mailing Expense	Printing of Permits & Applications etc.	-					\$ -	-
01241200	534055	Cable and Internet	Internet Access-Online Permitting	-	-	-	3,000	3,000	\$ -	0.00%
01241200	555010	Books	Books - Code and Reference Standards	-	-	-	1,500	1,500	\$ -	0.00%
01241200	555020	Periodicals and Newspapers		1,596	972	-			\$ -	-
01241200	542010	Office Supplies	General office supplies	1,128	989	3,960	3,500	3,500	\$ -	0.00%
01241200	571010	In-state travel (mileage)	Personal vehicle mileage reimbursement – 4 inspectors	14,175	14,475	13,269	18,000	18,000	\$ -	0.00%
01241200	573010	Dues-Administrators	Inspectors' memberships & dues	424	150	320	1,000	1,000	\$ -	0.00%
01241200	583120	Office Machines Replacement							\$ -	-
			EXPENSE SUBTOTAL	25,192	23,528	18,221	39,100	39,100	\$ -	0.00%
01241200	570000	Other Charges & Expenses	Encumbered expenses from prior fiscal year			1,201			\$ -	-
			DEPARTMENT TOTAL	\$ 619,253	\$ 645,080	\$ 614,324	\$ 750,984	\$ 779,204	\$ 28,220	3.76%

Building Department Operating Request							
Job Title Employee Name	Hrs per week	FY27 RATE REQUEST					Total Budget Request
		FY26 Rate as of 6/30/26	Group - Step As of 6/30/26	FY27 Starting Rate 7/1/26	Step Adjustment Date	Adjusted FY27 Rate	
Inspector of Buildings Michael Grant	35	\$ 2,602.02	A14	\$ 2,654.06			138,542
Local Building Inspector/Asst. Zoning Board Officer Socretes Sirafos	35	\$ 1,658.30	B8-4	\$ 1,691.47	2/11/2027 B8-5	\$ 1,737.88	89,223
Local Building Inspector/Asst. Zoning Board Officer Alan Walker	35	\$ 1,570.80	B8-2	\$ 1,602.22	1/2/2027 B8-3	\$ 1,646.13	84,769
Local Building Inspector/Asst. Zoning Board Officer Kevin Saaristo	35	\$ 1,613.85	B8-3	\$ 1,646.13	5/1/2027 B8-4	\$ 1,691.47	86,318
Plumbing & Gas Inspector Warren Pansire	35	\$ 1,613.85	B8-3	\$ 1,646.13	12/17/2026 B8-4	\$ 1,691.47	87,197
Wiring Inspector Michael Sweeney	35	\$ 1,750.70	B8-6	\$ 1,785.71	12/19/2026 B8-7	\$ 1,834.98	94,574
Permit Administrator - Pamela O'Connell	35	\$ 1,357.65	B5-5	\$ 1,384.80	4/4/2027 B5-6	\$ 1,423.00	72,768
Office Assistant Vacant	35	\$ 1,217.30	B3-8	\$ 1,241.65			64,814
Substitute Wiring Inspector Kenneth Brown			DA02				10,000
Substitute Plumbing & Gas Inspector David Pilleri			DA02				10,000
Overtime for eligible employees		\$ 1,000.00		\$ 1,000.00			1,000
Longevity - Sirafos & Sweeney		\$ 900.00		\$ 900.00			900
					Total Salary		\$ 740,104

Assumptions: 52.2 week work year

H-Table increase	2.00%	1.0200
S-Table increase	2.00%	1.0200

Pay weeks in FY27

52.2



Town of *Wellesley* FY2027 Budget Request

Sealer of Weights & Measures Operating Request

Department #: 244

Department Head: Meghan Jop, Executive Director

Sealer of Weights & Measures Operating Request

Org	Obj	Account # 01-244 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES									
01244100	511010	Senior Administrators	\$15,269	\$12,916	\$13,835	\$16,451	\$16,780	\$ 329	2.00%
		PERSONAL SERVICES SUBTOTAL	15,269	12,916	13,835	16,451	16,780	\$ 329	2.00%
EXPENSES									
01244200	530500	Training & Development	-	-	-	-		\$ -	-
01244200	534030	Advertising - General	15	16	15	25	25	\$ -	0.00%
01244200	542010	Office Supplies	107	87	-	175	175	\$ -	0.00%
01244200	571010	Travel-Mileage	-	-	688	200	200	\$ -	0.00%
01244200	571110	Conf/Mtgs-Administrators	1,896	1,910	1,550	2,200	2,275	\$ 75	3.41%
01244200	583190	Other Equipment Replacement	-	-				\$ -	-
		EXPENSES SUBTOTAL	2,017	2,013	2,253	2,600	2,675	\$ 75	2.88%
		DEPARTMENT TOTAL	\$17,286	\$14,929	\$16,088	\$19,051	\$19,455	\$ 404	2.12%

Sealer of Weights & Measures Operating Request									
Job Title Employee Name	FY26 Rate as of 6/30/26	FY27 RATE REQUEST***							
		Group - Step	Hrly Rate	Hours	FY27 Starting Rate 7/1/26	Step	Adjustment	Adjusted Date	Total Budget Request *
Sealer of Weights & Measure Jack Walsh- average 8 hrs per week	\$43.87	n/a	\$ 44.75	375	\$ 16,780.28	N/A		N/A	\$ 16,780
									Total Salary \$ 16,780

*Note: FY27 Salary is based on 52.2 weeks.



Town of *Wellesley*

FY2027 Budget Request

Special School Police Operating Request

Department: 299

Department Head: Scott Whittemore, Police Chief

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Change FY26-27
Personal Services							
Part Time	\$ 42,109	\$ 48,137	\$ 46,383	\$ 142,285	\$ 148,792	\$ 6,507	4.57%
Subtotal, Personal Services	42,109	48,137	46,383	142,285	148,792	6,507	4.57%
Expenses							
Expenses	3,005	766	3,630	3,887	4,004	\$ 117	3.00%
Encumbered Expenses	-	490	-	-	-	\$ -	0%
Subtotal, Expenses	3,005	1,256	3,630	3,887	4,004	117	3.00%
TOTAL TAX IMPACT							
	\$ 45,114	\$ 49,393	\$ 50,013	\$ 146,172	\$ 152,796	\$ 6,624	4.53%
PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request		
Position Titles:							
School Crossing Guard	17.0	17.0	17.0	17.0	17.0		
Substitute Crossing Guard	1.0	1.0	1.0	1.0	1.0		
Total Number of Positions *	18.0	18.0	18.0	18.0	18.0		

The total number of employees does not correspond with the total number of crossing guard posts, as some of the crossing guards work more than one crossing guard post each morning. When fully staffed there should be 17 permanent crossing guards and 1 substitute to cover for absences.

Special School Police Operating Request

Org	Object	Account # 01-299 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES										
01299100	511240	Uniformed Non Professional	Police/School crossing guard	\$ 42,109	\$ 48,137	\$ 46,383	\$ 142,285	\$ 148,792	6,507	4.57%
			PERSONAL SERVICES SUBTOTAL	42,109	48,137	46,383	142,285	148,792	6,507	4.57%
EXPENSES										
01299200	534030	Advertising-General		-	-	-	1,057	1,089	32	3.00%
01299200	542110	Uniforms		3,005	766	3,630	2,830	2,915	85	3.00%
			EXPENSE SUBTOTAL	3,005	766	3,630	3,887	4,004	117	3.00%
	570000	Other Charges	Encumbered Expenses	-	490	-			-	0.00%
			TOTAL	\$ 45,114	\$ 49,393	\$ 50,013	\$ 146,172	\$ 152,796	\$ 6,624	4.53%

Current Special School Police Personnel as of today.

Permanent Substitute

Bortolotti, Amelia

Madden, Joshua

**** Police Officers are assigned from patrol duties to cover unfilled posts.**

Winkelman, Johanna

Wyman, Gabriele

Zheng, Ming

Vacant

TOWN OF WELLESLEY - FY27 BUDGET

Department: SPECIAL SCHOOL POLICE

Location	FY26	FY27		Total Budget Request	Hours Per Day
	June 30th Rate	7/1/2026 Starting Rate			
(1) Cedar @ Rt. 9	173.50	181.45	6,714	1.00	
(2) Cedar @ Barton Road	173.50	181.45	6,714	1.00	
(3) Cedar @ Fiske	173.50	181.45	6,714	1.00	
(4a) Washington @ Glen	206.00	214.93	7,953	1.33	
(4b) Washington @ Crescent (two posts)	124.25	130.73	4,837		0.50
(5) Walnut @ Damien	173.50	181.45	6,714	1.00	
(6) Walnut @ Warren	156.75	164.21	6,076	0.83	
(7) Washington @ Warren	173.50	181.45	6,714	1.00	
(8) Cedar @ Schofield	173.50	181.45	6,714	1.00	
(9) Weston @ Elmwood	173.50	181.45	6,714	1.00	
(10) Weston @ Parker	173.50	181.45	6,714	1.00	
(11) Grove @ Fullerbrook	173.50	181.45	6,714	1.00	
(12) Hampden @ Cameron	173.50	181.45	6,714	1.00	
(13) Wellesley @ Atwood	173.50	181.45	6,714	1.00	
(14) Weston @ Cleveland	173.50	181.45	6,714	1.00	
(15)Washington @ St Paul	173.50	181.45	6,714	1.00	
(16) Weston @ Hardy Schl	173.50	181.45	6,714	1.00	
(17) Kingsbury @ Rt 9	206.00	214.93	7,953	1.33	
(18)Kingsbury @ Middle Sch	203.05	211.89	7,840	1.30	
(19) Kingsbury @ Calvin	173.50	181.45	6,714	1.00	
(20) Elmwood @ Bate's	173.50	181.45	6,714	1.00	
(21) Oak @ Sprague	173.50	201.45	6,714	1.00	
TOTAL PART TIME	17		\$ 148,792	22.29	Totals Hours per day
TOTAL TEMP/SEASONAL	1			111.45	Total Hours per week
TOTAL OVERTIME	RECOVERED FROM SALARIES ABOVE				
TOTAL OTHER	0				
TOTAL PERSONAL SERVICES			\$ 148,792		



Town of *Wellesley* FY2027 Budget Request

Retirement Operating Request

Department: 910

The Town is making contributions to the Pension Fund in accordance with the 1/1/25 Actuarial valuation. The Enterprise Funds are assessed their share.

The updated actuarial valuation as of January 1, 2025 adopts a level Funding Schedule in total. While the valuation reflects rising normal costs, the amortization of the unfunded liability decreases to maintain a flat overall appropriation. Departmental allocations shifted due to the updated participant data, therefore the total appropriation to the Town shows a modest year over year decrease in FY27.

Org	Object	Account # 01-910 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
		Contributory Retirement Pension	Total Retirement	\$ 10,034,958	\$ 10,338,575	\$ 10,648,732	\$ 10,968,194	\$ 10,968,194	\$ -	0.00%
64*	575010	Sewer Contribution		(113,566)	(117,016)	(101,421)	(104,462)	(133,234)	\$ (28,772)	27.54%
74*	575010	Water Contribution		(264,988)	(273,036)	(339,775)	(350,005)	(311,192)	\$ 38,813	-11.09%
68*	575010	Stormwater Contribution					-	(76,445)	\$ (76,445)	0.00%
64	202049	MLP Contribution		(987,095)	(1,016,728)	(1,092,844)	(1,125,367)	(1,156,358)	\$ (30,991)	2.75%
		West Suburban Veteran's District		(12,038)	(12,411)	(8,792)	(9,063)	(4,586)	\$ 4,477	-49.40%
		Wellesley Housing Authority Contribution		(70,845)	(73,019)	(66,796)	(68,835)	(60,614)	\$ 8,221	-11.94%
01910200	575010	Contributory Retirement Pension	Expense total	\$ 8,586,426	\$ 8,846,365	\$ 9,039,104	\$ 9,310,462	\$ 9,225,765	\$ (84,697)	-0.91%

Section 3: Supplemental Information

Exhibit E: Department results as of January 1, 2025

Component	Housing	Water	Sewer	Stormwater	Light	School	Veteran	All Other	Total
1. Participant counts									
a. Active employees	6	21	8	5	30	230	0	364	664
b. Inactive members entitled to a return of their employee contributions	4	0	0	0	2	296	1	66	369
c. Inactive members with a vested right to a deferred or immediate benefit	0	2	0	0	2	16	0	24	44
d. Retired members	5	13	2	0	37	120	1	267	445
e. Total members: (a) + (b) + (c) + (d)	15	36	10	5	71	662	2	721	1,522
2. Projected payroll for calendar year 2025	\$407,228	\$1,658,789	\$672,063	\$530,634	\$3,619,123	\$11,418,427	\$0	\$30,536,582	\$48,842,847
3. Normal cost									
a. Total normal cost	\$50,713	\$234,775	\$99,222	\$83,719	\$811,527	\$1,781,032	\$0	\$5,753,974	\$8,814,962
b. Administrative expense assumption	2,014	9,322	3,940	3,324	32,222	70,716	0	228,462	350,000
c. Employee contributions	-41,195	-166,401	-64,878	-52,780	-376,830	-1,117,422	0	-3,105,817	-4,925,323
d. Employer normal cost: (a) + (b) + (c)	\$11,532	\$77,696	\$38,284	\$34,263	\$466,919	\$734,326	\$0	\$2,876,619	\$4,239,639
4. Total actuarial accrued liability	\$2,469,555	\$11,682,495	\$4,730,901	\$2,048,485	\$33,795,727	\$54,988,437	\$234,268	\$220,726,846	\$330,676,714
5. Actuarial value of assets ¹	2,304,577	10,902,049	4,414,854	1,911,637	31,538,013	51,314,950	218,618	205,981,249	308,585,947
6. Unfunded actuarial accrued liability: (4) - (5)	\$164,978	\$780,446	\$316,047	\$136,848	\$2,257,714	\$3,673,487	\$15,650	\$14,745,597	\$22,090,767
7. Projected employer normal cost, adjusted for timing	\$11,861	\$79,913	\$39,376	\$35,241	\$480,241	\$755,278	\$0	\$2,958,690	\$4,360,600
8. Projected unfunded actuarial accrued liability	169,855	803,518	325,390	140,894	2,324,459	3,782,086	16,113	15,181,523	22,743,838
9. Budgeted contribution for fiscal 2026:	\$68,835	\$350,005	\$104,462	\$0²	\$1,125,367	\$1,984,296	\$9,063	\$7,326,166	\$10,968,194
10. Recommended contribution for fiscal 2027	60,614	311,192	133,234	76,445	1,156,358	1,855,387	4,586	7,370,378	10,968,194
11. Recommended contribution for fiscal 2028	60,004	308,969	132,538	76,728	1,157,185	1,856,766	4,489	7,371,515	10,968,194



Town of *Wellesley*

FY2027 Budget Request

Workers Compensation Operating Request

Department: 912

Department Head: Rachel DeRoche, Finance Director

The Town self-insures its Workers' compensation program. The Town engages an actuary to perform an annual analysis of Wellesley's loss and allocated loss adjustment expense (ALAE). The appropriations in this budget go into the Town's Workers' Compensation Trust Fund. The Fund then pays out all claims costs, the cost for staffing in the HR department associated with Workers' Comp, claims handling costs, reinsurance and legal/actuarial costs of the program. Based on the year end balance in the Trust Fund, the actuary then recommends an appropriation amount for the subsequent fiscal year. The recommended FY27 contribution as of the 6/30/25 valuation was \$757,000 at a discounted 75% confidence level basis

Org	Object	Account # 01-912 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01912200	596021	Transfer to Internal Service	Workers' compensation requirement per Actuarial Study	\$ 944,149	\$ 700,070	\$ 740,348	\$ 740,348	\$ 725,963	\$ (14,385)	-1.94%
<hr/>										
Other Funding Sources:				FY23	FY24	FY25	FY26	FY27		
Workers' Compensation Requirement Per Actuarial Study				300,000	730,000	772,000	772,000	757,000		
Less: Workers' Comp Staff Salary covered in HR Budget				(43,551)	-	-				
Workers' Compensation Requirement				256,449	730,000	772,000	772,000	757,000		
Municipal Light (1.9% of total appropriation)				(5,700)	(13,870)	(14,668)	(14,668)	(14,383)		
Water/Sewer & Stormwater (2.2% of total appropriation)				(6,600)	(16,060)	(16,984)	(16,984)	(16,654)		
				244,149	700,070	740,348	740,348	725,963		

**TOWN OF WELLESLEY WORKERS COMPENSATION
ESTIMATED CONTRIBUTION FOR THE JULY 1, 2026/27 FISCAL YEAR (\$000s)**

Cost	75% Confidence Level		Expected Level	
	Undisc	Disc (4.5%)	Undisc	Disc (4.5%)
Estimated Unpaid Loss and ALAE	\$1,120	\$1,000	\$907	\$817
Loss and ALAE for 2026/27	835	764	679	621
Operational Expenses	230	230	230	230
Total	2,185	1,994	1,816	1,668
Market Value as of 6/30/25	<u>1,428</u>	<u>1,428</u>	<u>1,428</u>	<u>1,428</u>
Estimated (Excess)/Contribution	\$757	\$566	\$388	\$240

As seen in the table, the fund market value as of June 30, 2025 of \$1,428,214 is approximately \$757,000 less than the total estimated undiscounted unpaid loss at a 75% confidence level as of June 30, 2025 plus losses and operational expenses for fiscal year 2026/27. The fund value is projected to



Town of *Wellesley* FY2027 Budget Request

Unemployment Compensation Operating Request

Department: 913

Department Head: Rachel DeRoche, Finance Director

The Town has an option of paying a percentage of its payroll to cover unemployment compensation claims or reimbursing the Division of Unemployment for actual claims paid. The Town has elected to follow the latter procedure. Qualified claims may be reimbursed for a period of up to 30 weeks. The Division of Unemployment also charges towns for the costs of extensions approved by Congress. The appropriation requested ensures that each year's budget contains an amount which offsets the approximate cost of this program.



Town of *Wellesley*

FY2027 Budget Request

Group Insurance Operating Request

Department: 914/912

Department Head: Rachel DeRoche, Finance Director

The Group Insurance budget comprises the line items identified in the matrix below.

Org	Object	Account # 01-914 Account Title	Explanation	FY23 Budget	FY24 Budget	FY25 Budget	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
21914200	575210	Group Health Insurance	Provides coverage for 1,800+ employees and retirees	18,213,887	18,417,664	19,390,128	22,177,232	25,009,404	2,832,172	12.77%
21914200	575214	HSA Contribution		438,000	438,000	450,000	482,000	459,000	(23,000)	-4.77%
21914200	578510	TOWN FSA CONTRIBUTION MATCH		170,250	226,050	232,000	232,000	218,100	(13,900)	-5.99%
21914200	575295	OPT Out		351,250	351,250	400,000	400,000	405,000	5,000	1.25%
21914200	575295	Additional Insurance Opt Outs (Dental/Accident)		-	-	65,000	70,000	75,000	5,000	7.14%
21914200	575210	Enterprise Assessment		(1,045,000)	(1,110,000)	(1,221,000)	(1,343,000)	(1,531,020)	(188,020)	14.00%
		See Enrollment sheet		18,128,387	18,322,964	20,316,128	22,018,232	24,635,484	2,617,252	11.89%
21914200	578500	FSA ADMIN FEE PAID BY TOWN		107,250	106,450	110,000	110,000	110,000	-	0.00%
21914200	578511	HRA MEDICAL	First come, first served reimbursements	50,000	35,000	35,000	35,000	35,000	-	0.00%
21914200	578512	HRA NON MEDICARE ELIGIBLE	First come, first served reimbursements	50,000	35,000	35,000	35,000	35,000	-	0.00%
21914200	530259	OPEB Consulting	Provides investment and actuarial consulting services to the OPEB program	30,000	30,000	30,000	60,000	60,000	-	0.00%
21914200	575230	Medicare Tax	Employer share of the 2.9% of salary for employees hired after 4/1/86	1,610,000	1,650,000	1,700,000	1,775,000	1,863,750	88,750	5.00%

21914200	575235	Medicare B Penalty & Refunds	For those who were forced into Medicare	58,000	58,000	58,000	58,000	58,000	-	0.00%
21914200	575250	Group Dental Insurance	Per agreement, Town contributes base dental up to \$325 and option for Health Indemnity or Accident Insurance	320,000	320,000	500,000	525,000	525,000	-	0.00%
21914200	575218	EYEMED		80,000	80,000	80,000	80,000	80,000	-	0.00%
21914200	575297	Life, Ltd, Hospital	Provides coverage to all benefit eligible employees with a basic level of protection	470,250	626,050	750,000	775,000	775,000	-	0.00%
21914200	578550	VOYA Fees	Town now pays for the OBRA Plan Voya fees	30,000	35,000	35,000	35,000	35,000	-	0.00%
21914200	575260	Employee Assistance Plan	Provides local emergency intervention services to all employees.FY21 new agreement	87,500	87,500	90,000	92,000	92,000	-	0.00%
			TOTAL	\$ 21,021,387	\$ 21,385,964	\$ 23,739,128	\$ 25,598,232	\$ 28,304,234	2,706,002	10.57%

*

New Collective Bargaining Agreement to become effective 7/1/2022 through 6/30/2025



Town of *Wellesley*

FY2027 Budget Request

OPEB Operating Request

Department: 919

Department Head: Rachel DeRoche, Finance Director

Org	Object	Account # 01-919 Account Title	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01919200	596998	OPEB Non-Excluded	\$ 3,443,628	\$ 3,293,629	\$ 3,200,000	\$ 3,100,000	\$ 3,000,000	\$ (100,000)	-3.23%
01919200	596999	OPEB Excluded	-	-	-	-		\$ -	0.00%
		EXPENSES TOTAL	\$ 3,443,628	\$ 3,293,629	\$ 3,200,000	\$ 3,100,000	\$ 3,000,000	\$ (100,000)	-3.23%



Town of *Wellesley*

FY2027 Budget Request

Compensated Absences Operating Request

Department: 950

Department Head: Rachel DeRoche, Finance Director

Compensated absences for vacation and sick leave are calculated based upon services already performed by employees, when it is probable that it will be paid in a future period.

All employees separated from employment are paid for unused vacation days earned.

Upon retirement, termination, or death, some Police and Fire personnel are compensated for unused vacation time AND a portion of their unused sick leave (subject to certain limitations) at their current rate of pay.

Departments are generally expected to absorb this cost. If this is not possible because of long term service, Department Heads can reach out to the Finance Director for assistance.

Because there are limits on vacation carryover, charges to this account are usually limited to Police and Fire.

Org	Object	Account # 01-950 Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
01950100	519020		Sick Leave/Vacation Buyback	\$ 159,854	\$ 130,339	\$ 185,628	\$ 130,000	\$ 130,000	\$ -	0.00%



Town of *Wellesley*

FY2027 Budget Request

Traffic & Parking Operating Request

Fund: 27

Department #: 293

Department Head: Chief Scott Whittemore

The mission of the Traffic and Parking Department is to facilitate vehicular and pedestrian safety and orderly movement throughout the community through the appropriate application of traffic regulatory and warning devices. The Department also maintains municipal parking lots and on-street parking meters. This budget is funded from parking meter receipts.

DEPARTMENT EXPENDITURES	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
Personal Services							
Full Time	\$ 110,190	\$ 116,150	\$ 120,902	\$ -	\$ -	\$ -	0%
Part Time/Temp/Seasonal	67,794	76,572	77,876	107,235	107,235	\$ 0	0.00%
Other (Meter/Sign Repair)	59,728	61,489	67,267	20,000	20,000	\$ -	0.00%
Traffic Officier	37,168	38,137	41,473	-	-	\$ -	0%
Subtotal, Personal Services	274,879	292,348	307,518	127,235	127,235	\$ 0	0.00%
Expenses	505,092	597,326	733,818	615,900	643,600	27,700	4.50%
Capital							
P/S & Expenses TOTAL	\$ 779,971	\$ 889,674	\$ 1,041,336	\$ 743,135	\$ 770,835	\$ 27,700	3.73%
Capital Request	\$ 100,000	\$ -	\$ -	\$ -	\$ -	\$ -	-
GRAND TOTAL	\$ 879,971	\$ 889,674	\$ 1,041,336	\$ 743,135	\$ 770,835	\$ 27,700	3.73%

**Cash Capital
Debt Service** _____ - *final payment issued in FY19
General Fund Transf and Debt Srvc Subtotal _____ -

GRAND TOTAL (Operating + Debt)	\$ 779,971	\$ 889,674	\$ 1,041,336	\$ 743,135	\$ 770,835	\$ 27,700	3.73%
Revenues - Parking Charges	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budgeted	FY27 Estimated		
Annual Permits	78,875	74,842	72,760	88,000	70,000		
Debit Card Sales							
Ticket Machines							
Lot Meters	30,000	33,413	36,652	30,000	35,000		
Street Meters	80,500	72,943	79,186	70,000	75,000		
Passport/PaybyPhone	440,712	589,863	640,051	550,000	600,000		
EV Charging Stations		-	19,338	12,000	20,000		
Other Revenue (Rental, etc)	500	440	293	1,000	300		
General Fund Subsidy	400,000	399,003	200,000	-			
Total Revenue	1,030,587	1,170,505	1,048,280	751,000	800,300		

PERMANENT STAFFING (FTEs)	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request
Full Time-Equivalent Employees					
Position Titles:					
Administrator	0.5	0.5	0.5	0.0	0.0
Parking Clerk	0.5	0.5	0.5	0.0	0.0
Meter/Sign Repair	0.5	0.5	0.5	0.2	0.2
Parking Attendants	2.6	2.6	2.1	2.1	2.1
Total Number of Positions	4.1	4.1	3.6	2.3	2.3

Traffic & Parking Operating Request

Org	Obj	Munis Object # Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
PERSONAL SERVICES										
27293100	511010	Senior Administrator	50% Police Lieutenant	\$ 76,969	\$ 81,275	\$ 84,355	\$ -	\$ -	\$ -	0.00%
27293100	511220	Other Professional	Parking Clerk	\$ 33,221	\$ 34,875	\$ 36,547	\$ -	\$ -	\$ -	0.00%
27293100	511240	Unif Staff	4 part-time positions 18 hours/week	67,794	76,572	77,876	105,235	105,235	\$ 0	0.00%
27293100	514010	Shift Diff	\$2.00/hour stipend	-	-	-	2,000	2,000	\$ -	0.00%
27293100	511350	Laborer	HWY sign/meter repair/maint MLP traffic signal maint	59,728	61,489	67,267	20,000	20,000	\$ -	0.00%
27293100	511230	Traffic Officer	One Patrolman in Police paid 50% from Traffic and Parking - made as a departmental transfer	37,168	38,137	41,473	-	-	\$ -	0.00%
				274,879	292,348	307,518	127,235	127,235	\$ 0	0.00%
EXPENSES										

27293200	521005	Electricity - Charging Station	Electricity - Charging Station	3,077	10,322	17,643	12,000	19,200	\$ 7,200	60.00%
27293200	521010	Electricity	Parking Lot Lighting traffic signals pedestrian lights	10,505	11,824	12,728	10,500	13,000	\$ 2,500	23.81%
27293200	524015	Grounds Maint	Municipal Parking Lots monthly	41,002	48,571	52,664	-	-	\$ -	0.00%
27293200	524030	Equip Maint	Yearly replacement parking meter batteries	1,736	2,963	706	2,000	2,000	\$ -	0.00%
27293200	529030	Snow Removal	Municipal parking Lots	-	13,800	15,710	60,000	25,000	\$ (35,000)	-58.33%
27293200	530700	Arch/Eng	On-call traffic consultants	81,665	51,217	61,002	80,000	80,000	\$ -	0.00%
27293200	530900	Other Prof	Violation Processing Meter collection	92,569	64,080	43,932	65,000	50,000	\$ (15,000)	-23.08%
27293200	534010	Postage	Postage	299	153	99	500	500	\$ -	0.00%
27293200	534020	Telephone	Cellular phones parking attendants (3) parking clerk	-	-	-	-	-	\$ -	0.00%
27293200	534030	Advertising - General	Advertising - General	-	281	66	500	500	\$ -	0.00%
27293200	534040	Printing and Mailing	Printing and Mailing	316	-	-	-	-	\$ -	0.00%
27293200	536100	DPW-PW Services	Fringe per DPW Transfers	23,891	23,931	26,907	25,000	9,000	\$ (16,000)	-64.00%

Traffic & Parking Operating Request

Org	Obj	Munis Object # Account Title	Explanation	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Request	\$ Variance FY26-27	% Variance FY26-27
27293200	538090	Other Services	Traffic signal maintenance	51,642	65,648	55,946	60,000	60,000	\$ -	0.00%
27293200	542010	Office Supplies	Office Supplies	317	30	199	400	400	\$ -	0.00%
27293200	542110	Uniforms	Uniforms	96	366	362	2,000	2,000	\$ -	0.00%
27293200	543040	Equipment Supplies	Meter maintenance supplies	2,598	3,179	2,127	5,000	5,000	\$ -	0.00%
27293200	543050	Paint Supplies	Line Painting contract	93,849	74,732	128,223	75,000	100,000	\$ 25,000	33.33%
27293200	543090	Other M &R	CALE meter maintenance agreement CALE meter supplies					-	\$ -	0.00%
27293200	552030	Signs Supplies	Regulatory Signs	22,214	28,277	16,352	25,000	4,000	\$ (21,000)	-84.00%
27293200	571010	Travel-Mileage	Travel-Mileage	2,227	2,518	2,198	3,000	3,000	\$ -	0.00%
27293200	571540	Parking Lot Imp	Landscaping Improvements Fencing Improvements Pothole Repair	6,520	270	-	20,000	20,000	\$ -	0.00%
27293200	571550	Traffic Calming	Various traffic calming projects	21,976	8,453	56,787	60,000	60,000	\$ -	0.00%
27293200	575210	Health Insurance	Benefits	40,000	40,000	40,000	-	-	\$ -	0.00%
27293200	578015	Late Fees		-				-	\$ -	0.00%
27293200	578020	Credit card	Credit card fees (max 2.88%) coin count verification from meters	8,593	8,739	7,999	10,000	10,000	\$ -	0.00%
27293200	583190	Other Equipment Replacement		-	-	160	-	-	\$ -	0.00%
27293200	595530	Misc Fees	Passport/PBP App Usage Fee		137,974	192,009	100,000	180,000	\$ 80,000	80.00%
Expense Total				505,092	597,326	733,818	615,900	643,600	\$ 27,700	4.50%
P/S and Expenses Total				\$ 779,971	\$ 889,674	\$ 1,041,336	\$ 743,135	\$ 770,835	\$ 27,700	3.73%
Capital Request				\$ 100,000	\$ -	\$ -	\$ -	\$ -	\$ -	0%
Grand Total				\$ 879,971	\$ 889,674	\$ 1,041,336	\$ 743,135	\$ 770,835	\$ 27,700	3.73%

Traffic & Parking Operating Request

								Funding source:			Salary Request (Dept 293)	Total - Based on 52.2 wks
								Police Dept.	Traffic & Parking	Treasurer		
Employee Name	Title	FY26 Rate as of 6/30/26	Group - Step	FY27 Starting Rate 7/1/26	Hrs pr week	Step date	Weekly/ Step amt	01210100	27293100	01145100		
Vacant	Parking Meter Attendant	\$ 28.00	Gen	\$ 28.00	18.00						26,309	26,309
Richard Dami	Parking Meter Attendant	\$ 28.00	Gen	\$ 28.00	18.00						26,309	26,309
William Schultz	Parking Meter Attendant	\$ 28.00	Gen	\$ 28.00	18.00						26,309	26,309
Richard Swinimer	Parking Meter Attendant	\$ 28.00	Gen	\$ 28.00	18.00						26,309	26,309
Meter Maint Shift Diff	\$2 per hour										2,000	2,000
Anthony Manolian	Meter Repair Laborer	Work & equipment on signs/meters charged by DPW									20,000	20,000
Total Salary											\$ 127,235	

***Note: FY27 salary is based on a 52.2 week year.



Town of *Wellesley*

Five Year Capital Budget Program FY2027-2031

<u>Summary Schedule</u>						
	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031
Cash Capital	8,340,857	7,370,392	9,509,784	9,534,154	9,182,445	9,434,744
Free Cash	7,512,000	2,300,000	-	-	-	-
CPC Funding	170,000	600,000	5,000,000	-	-	-
Gift/Fundraising/Other	800,000	400,000	-	-	-	-
Chapter 90	790,000	850,000	850,000	850,000	850,000	850,000
Debt Capital Inside Levy	9,120,339	4,500,000	16,000,000	1,000,000	4,175,000	11,850,000
Debt Capital Exclusion *	-	5,000,000	43,250,000	95,000,000	58,000,000	36,000,000
Grand Total						
	\$ 26,733,196	\$ 21,020,392	\$ 74,609,784	\$ 106,384,154	\$ 72,207,445	\$ 58,134,744
						\$ 332,356,519

Note: This document represents all department capital requests for the years preferred by each department. Because the Town doesn't have the funding to afford every project in the requested year, capital needs are discussed and re-evaluated annually, in an effort to achieve the best result for the entire Town. Projects currently labelled "inside the levy" may in fact need to be financed with exempt debt.



Town of *Wellesley*

Five Year Capital Detail Summary FY2027-2031

Department	FY26	FY27	FY28	FY29	FY30	FY31	FY26-FY30 Total
Cash Capital							
Climate Action Committee	-	-	-	75,000	-	-	75,000
Financial Services	-	-	-	-	-	-	-
Information Technology	215,000	120,000	70,000	75,000	140,000	165,000	570,000
Police	211,376	44,554	66,189	240,452	35,954	31,508	418,657
Fire	-	180,000	175,000	320,000	430,000	-	1,105,000
Council on Aging	10,000	20,000	20,000	15,000	15,000	20,000	90,000
Youth Commission	-	-	-	-	-	-	-
Library	227,000	234,000	227,000	227,000	230,000	247,000	1,165,000
Natural Resources Commission	320,000	160,500	278,000	808,000	312,000	517,000	2,075,500
Morses Pond	35,000	-	150,000	-	70,000	-	220,000
Department of Public Works	3,892,000	3,653,000	4,562,000	4,005,000	3,847,000	4,182,000	20,249,000
Schools	1,299,481	1,381,338	1,329,595	1,356,702	1,370,491	1,316,236	6,754,362
Facilities Management	1,941,000	1,577,000	2,632,000	2,412,000	2,732,000	2,956,000	12,309,000
Total Cash Capital	8,340,857	7,370,392	9,509,784	9,534,154	9,182,445	9,434,744	45,031,519
Other Funding Sources							
DPW Street Resurfacing (Ch 90)	790,000	850,000	850,000	850,000	850,000	850,000	4,250,000
Fire Engine (FC)	1,055,000	-	-	-	-	-	-
Assessor's CAMA Database (FC) (STM25)	190,000	-	-	-	-	-	-
Air-Condition Schools (FC)	182,000	-	-	-	-	-	-
War Memorial & Tower Repair Design (FC) (STM26)	-	300,000	-	-	-	-	300,000
Hunnewell Tennis Courts (FC)	1,200,000	-	-	-	-	-	-
PLN - Comprehensive Plan (FC)	-	400,000	-	-	-	-	400,000
Weston @ Linden Intersection Design (FC)	-	600,000	-	-	-	-	600,000
Playground Reconstruction (FC)	2,000,000	500,000	-	-	-	-	500,000
HS & Hunnewell Field Irrigation (FC)	-	500,000	-	-	-	-	500,000
DPW - Street Rehabilitations	1,100,000	-	-	-	-	-	-
SCH - Teamrooms Construction (FC - STM25)**	1,785,000	-	-	-	-	-	-
Reeds and Duck Pond Dredging (CPC)	-	600,000	-	-	-	-	600,000
Reeds and Duck Pond Dredging (Stormwater)	-	400,000	-	-	-	-	400,000
Supplemental Morses Pond Study (CPC)	170,000	-	-	-	-	-	-
MOPO Renovation Project (CPC)	-	-	5,000,000	-	-	-	5,000,000
RDF Baler (Stabilization)	800,000	-	-	-	-	-	-
Total Other Sources	9,272,000	4,150,000	5,850,000	850,000	850,000	850,000	12,550,000
Debt Capital Inside Levy*							
Tower Truck Replacement (Fire)	-	-	-	-	-	2,500,000	2,500,000
Main Library HVAC System Renovation	-	-	-	-	-	575,000	575,000
War Memorial & Sprague Tower Repair	-	-	3,000,000	-	-	-	3,000,000
MS Roof Replacement	-	-	-	-	675,000	8,500,000	9,175,000
Sprague Roof Replacement	-	-	-	-	-	275,000	275,000
DPW - Street Rehabilitations	3,610,181	4,500,000	5,500,000	-	3,500,000	-	13,500,000
RDF Admin Building (STM25)	5,510,158	-	-	-	-	-	-
Wellesley Square Reconstruction	-	-	6,000,000	-	-	-	6,000,000
Hunnewell Track and Field Turf Replacement	-	-	1,500,000	-	-	-	1,500,000
Storage Sheds	-	-	-	1,000,000	-	-	1,000,000
Total Borrowed Inside Levy	9,120,339	4,500,000	16,000,000	1,000,000	4,175,000	11,850,000	37,525,000
Debt Capital Exclusion							
Highway & Park Renovation (PBC)	-	1,000,000	10,000,000	90,000,000	-	-	101,000,000
Air Condition Schools	-	4,000,000	29,000,000	-	-	-	33,000,000
MOPO Renovation Project	-	-	3,000,000	-	-	-	3,000,000
Fire HQ Renovation & Station 1 Replacement	-	-	750,000	5,000,000	54,000,000	-	59,750,000
New Preschool Building	-	-	500,000	-	4,000,000	36,000,000	40,500,000
Total Capital Exclusion	-	5,000,000	43,250,000	95,000,000	58,000,000	36,000,000	237,250,000
Grand Total	\$ 26,733,196	\$ 21,020,392	\$ 74,609,784	\$ 106,384,154	\$ 72,207,445	\$ 58,134,744	\$ 332,356,519

* Projects may not be able to be financed 'inside the levy' depending upon the total amount of projects requested within any one year .

**STM25 - Special Town Meeting 2025



Town of *Wellesley*
FY2027-2031 SB Capital Request

Capital Project	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031	FY27-31 Total
Information Technology							
Telephone Upgrade (VoIP 2.0)	200,000	-	-	-	-	-	-
Replace Wi-Fi Equipment	15,000	20,000	-	-	-	-	20,000
Cybersecurity Assessment 2.0	-	25,000	-	-	-	-	25,000
Upgrade Office Software	-	50,000	-	-	-	-	50,000
Aerial Flyover & Orthophotography	-	25,000	30,000	-	-	-	55,000
Network/Fiber Resiliency	-	-	40,000	40,000	-	-	80,000
Windows Datacenter	-	-	-	35,000	-	-	35,000
Backup/Disaster Recovery System	-	-	-	-	140,000	-	140,000
Firewalls/Web Security	-	-	-	-	-	45,000	45,000
Town Hall AV Systems	-	-	-	-	-	120,000	120,000
	215,000	120,000	70,000	75,000	140,000	165,000	570,000
Police							
Electronic Control Devices	176,372	-	-	-	-	-	-
In-Car Video Replacement	18,045	19,412	19,412	-	-	-	38,824
Server Replacement	16,959	-	21,635	-	21,635	-	43,270
Radio Repeater Replacement	-	25,142	25,142	14,319	14,319	31,508	110,430
Records Management System	-	-	-	226,133	-	-	226,133
	211,376	44,554	66,189	240,452	35,954	31,508	418,657
Fire							
Command Vehicle Hybrid	-	70,000	-	-	80,000	-	150,000
Air Compressor SCBA Fill Station	-	60,000	-	-	-	-	60,000
Communication Equipment	-	50,000	50,000	-	-	-	100,000
Boat	-	-	25,000	-	-	-	25,000
Pickup Truck	-	-	100,000	-	-	-	100,000
Turnout Gear	-	-	-	320,000	-	-	320,000
SCBA Air Pacs Upgrade	-	-	-	-	350,000	-	350,000
	-	180,000	175,000	320,000	430,000	-	1,105,000
Climate Action Committee							
Climate Action Plan Update	-	-	-	75,000	-	-	75,000
	-	-	-	75,000	-	-	75,000
Council on Aging							
Replacement of Tables and Chairs	10,000	-	-	-	-	-	-
Storage Unit	-	10,000	-	-	-	-	10,000
Upgrade Audio/Visual	-	10,000	-	-	-	-	10,000
Reconfiguration of Cubicles	-	-	20,000	-	-	-	20,000
Exercise Equipment	-	-	-	15,000	-	-	15,000
Furniture Upgrades	-	-	-	-	15,000	20,000	35,000
	10,000	20,000	20,000	15,000	15,000	20,000	90,000
SB Cash Capital Total	436,376	364,554	331,189	725,452	620,954	216,508	2,258,657
Borrowed							
Tower Truck Replacement (Fire)	-	-	-	-	-	2,500,000	2,500,000
Total SB Borrowed	-	-	-	-	-	2,500,000	2,500,000
Other Funding Sources							
Replace Fire Engine Vehicle(Free Cash)	1,055,000	-	-	-	-	-	-
Total SB Other Sources	1,055,000	-	-	-	-	-	-
Grand Total Select Board	\$ 1,491,376	\$ 364,554	\$ 331,189	\$ 725,452	\$ 620,954	\$ 2,716,508	\$ 4,758,657



Town of *Wellesley*

FY2027-2031 Facilities Capital Request

Building Description	FY26	FY27	FY28	FY29	FY30	FY31	FY27-31 Total
Town Cash Capital							
Townwide (Municipal)	115,000	35,000	35,000	115,000	40,000	40,000	265,000
Senior Center	560,000	-	-	50,000	-	-	50,000
Town Hall	-	-	-	-	75,000	-	75,000
Police	-	-	35,000	215,000	35,000	475,000	760,000
Fire Department Main (Headquarters)	-	30,000	60,000	-	465,000	-	555,000
Fire Department Central (Station 1)	-	-	30,000	-	-	125,000	155,000
Warren (Recreation and Health)	-	-	-	-	-	180,000	180,000
Main Library	25,000	1,091,000	100,000	105,000	125,000	-	1,421,000
Hills Library	-	75,000	90,000	-	20,000	45,000	230,000
Fells Library	-	-	12,000	-	-	50,000	62,000
DPW Operations	20,000	-	-	100,000	35,000	-	135,000
DPW Water & Sewer	60,000	-	-	160,000	-	70,000	230,000
DPW Highway & Park	70,000	50,000	-	55,000	-	60,000	165,000
DPW RDF	-	-	-	-	-	35,000	35,000
Subtotal Cash Capital - Municipal	850,000	1,281,000	362,000	800,000	795,000	1,080,000	4,318,000
School Cash Capital							
Districtwide (Schools)	146,000	196,000	258,000	235,000	239,000	476,000	1,404,000
Preschool at Wellesley (PAWS)	-	-	-	20,000	-	-	20,000
Bates Elementary	163,000	-	325,000	-	185,000	-	510,000
Fiske Elementary	-	40,000	600,000	45,000	536,000	-	1,221,000
New Hardy Elementary	-	-	80,000	-	-	-	80,000
New Hunnewell Elementary	-	-	80,000	-	-	-	80,000
Sprague Elementary	170,000	30,000	475,000	782,000	45,000	-	1,332,000
Schofield Elementary	-	30,000	-	400,000	393,000	-	823,000
Upham Elementary	20,000	-	22,000	-	24,000	-	46,000
Middle School	580,000	-	200,000	16,000	515,000	-	731,000
High School	12,000	-	230,000	114,000	-	1,400,000	1,744,000
Subtotal Cash Capital - Districtwide	1,091,000	296,000	2,270,000	1,612,000	1,937,000	1,876,000	7,991,000
<i>Other Unidentified Cash Capital</i>							
Total Cash Capital Requests	1,941,000	1,577,000	2,632,000	2,412,000	2,732,000	2,956,000	12,309,000
Other Funding Sources							
Air-Condition Schools (Free Cash)	182,000	-	-	-	-	-	-
War Memorial & Tower Design (Free Cash)	-	300,000	-	-	-	-	300,000
Total other funding sources	182,000	-	-	-	-	-	300,000
Borrowed Inside							
DPW RDF Admin Building	5,510,158	-	-	-	-	-	-
War Memorial & Sprague Tower Repair	-	-	3,000,000	-	-	-	3,000,000
MS Roof Replacement	-	-	-	-	675,000	8,500,000	9,175,000
Main Library HVAC System Renovation	-	-	-	-	-	575,000	575,000
Sprague Roof Replacement	-	-	-	-	-	275,000	275,000
Total Borrowed Inside	5,510,158	-	3,000,000	-	675,000	9,350,000	13,025,000
Debt Capital Exclusion							
DPW Highway & Park Renovation	-	1,000,000	10,000,000	90,000,000	-	-	101,000,000
Air-Condition Schools: Bates/Scho/Fiske/MS	-	4,000,000	29,000,000	-	-	-	33,000,000
Fire HQ Renovation & Station 1 Replacement	-	-	750,000	5,000,000	54,000,000	-	59,750,000
New Preschool Building	-	-	500,000	-	4,000,000	36,000,000	40,500,000
Total Borrowed Outside	-	5,000,000	40,250,000	95,000,000	58,000,000	36,000,000	234,250,000
Total FMD Capital Requests	7,633,158	6,577,000	45,882,000	97,412,000	61,407,000	48,306,000	259,884,000



Town of *Wellesley*

FY2027-2031 Non-SB Departments Capital Request

Capital Project	FY26	FY27	FY28	FY29	FY30	FY31	FY27-31 Total
Natural Resources Commission							
Squirrel Road Restoration	55,000	-	-	-	-	-	-
Fuller Brook Park Knotweed Removal	100,000	-	-	-	-	-	-
Town Forest Improvements	10,000	-	-	-	-	-	-
Hunnewell Track and Field Landscape	25,000	-	-	-	-	-	-
Tree Planting/Management Program	55,000	60,500	60,500	60,500	62,000	62,000	305,500
Park Sidewalk Paths/ Parking Lot Repairs	15,000	15,000	15,000	20,000	20,000	20,000	90,000
Natural Landscape Development	25,000	25,000	27,500	27,500	30,000	30,000	140,000
Improvements: Result of Active Field/Court Study	35,000	50,000	50,000	500,000	-	-	600,000
Micro Forest	-	10,000	-	-	-	-	10,000
Centennial Erosion Restoration	-	-	50,000	-	-	-	50,000
Stream Flooding/Impaired Waters Assessment	-	-	75,000	-	-	-	75,000
Land Conservation Fund	-	-	-	200,000	-	-	200,000
Schofield Tennis Courts	-	-	-	-	200,000	-	200,000
Kelly Field Tennis Courts	-	-	-	-	-	350,000	350,000
Open Space and Recreation Plan	-	-	-	-	-	55,000	55,000
Subtotal Cash Capital	320,000	160,500	278,000	808,000	312,000	517,000	2,075,500
Other Sources:							
Reeds and Duck Pond Dredging (CPC)	-	600,000	-	-	-	-	600,000
Reeds and Duck Pond Dredging (Stormwater)	-	400,000	-	-	-	-	400,000
MOPO Renovation Project (CPC)	-	-	5,000,000	-	-	-	5,000,000
MOPO Renovation Project (Debt Exclusion)	-	-	3,000,000	-	-	-	3,000,000
Supplemental Morses Pond Study (CPC)	170,000	-	-	-	-	-	-
Subtotal Other Sources	170,000	1,000,000	8,000,000	-	-	-	9,000,000
Total NRC Capital	490,000	1,160,500	8,278,000	808,000	312,000	517,000	11,075,500
Morses Pond							
Invasive Treatment	35,000	-	150,000	-	-	-	150,000
Kayaks (volunteer/non-recreation use)	-	-	-	-	20,000	-	20,000
Morses Pond Dam Evaluation	-	-	-	-	50,000	-	50,000
Subtotal Cash Capital	35,000	-	150,000	-	70,000	-	220,000
Library							
IT Infrastructure Replacement	12,000	12,000	12,000	15,000	15,000	15,000	69,000
Computer/Peripheral Replacement	60,000	60,000	60,000	60,000	60,000	60,000	300,000
New Technology & Devices	40,000	40,000	40,000	40,000	40,000	40,000	200,000
Self Check System	30,000	35,000	35,000	35,000	35,000	35,000	175,000
Website Construction/Redesign	50,000	-	-	-	10,000	50,000	60,000
Sign Replacement	35,000	-	25,000	-	-	35,000	60,000
Security Cameras	-	12,000	-	12,000	-	12,000	36,000
Strategic Planning	-	50,000	-	-	60,000	-	110,000
Parking Lot Improvements	-	25,000	-	-	-	-	25,000
Automated Material Handler	-	-	45,000	-	-	-	45,000
Time Card system	-	-	10,000	-	-	-	10,000
Electric Van Replacement	-	-	-	65,000	-	-	65,000
Traffic Study	-	-	-	-	10,000	-	10,000
Total Library Cash Capital	227,000	234,000	227,000	227,000	230,000	247,000	1,165,000
Board of Assessors							
Other Sources:							
CAMA database software (Free Cash) (STM25)	190,000	-	-	-	-	-	190,000
Total Assessors	190,000	-	-	-	-	-	190,000
Planning Board							
Other Sources:							
Comprehensive Plan (Free Cash)	-	400,000	-	-	-	-	400,000
Planning Board Total		400,000					400,000
Capital Project	FY26	FY27	FY28	FY29	FY30	FY31	FY27-31 Total
School Department (non-Facilities)							
Cash Capital:							
Furniture/Furnishings/Equipment	-	302,975	220,327	142,738	157,962	94,375	918,377
Technology	1,299,481	1,078,363	1,109,268	1,213,964	1,212,529	1,221,861	5,835,985
Subtotal Cash Capital	1,299,481	1,381,338	1,329,595	1,356,702	1,370,491	1,316,236	6,754,362
Grand Total School Department	1,299,481	1,381,338	1,329,595	1,356,702	1,370,491	1,316,236	6,754,362
Grand Total Non-Select Board	2,241,481	3,175,838	9,984,595	2,391,702	1,982,491	2,080,236	19,614,862



Town of *Wellesley*
FY2027-2031 Public Works Capital Request

Exhibit C

Capital Project	FY26	FY27	FY28	FY29	FY30	FY31	FY27-31 Total
Cash Capital							
Street Improvement	820,000	743,000	882,000	855,000	855,000	855,000	4,190,000
Sidewalk Restoration	600,000	600,000	1,065,000	850,000	850,000	850,000	4,215,000
Private Ways	40,000	40,000	40,000	40,000	40,000	40,000	200,000
Vehicle/Equipment Procurement	1,347,000	1,265,000	1,620,000	1,385,000	1,367,000	1,602,000	7,239,000
DPW Facilities	615,000	305,000	445,000	295,000	215,000	215,000	1,475,000
Street Rehabilitation- Design	-	100,000	-	100,000	-	100,000	300,000
Athletic/Playground Improvements	470,000	600,000	510,000	480,000	520,000	520,000	2,630,000
Total Cash Capital	3,892,000	3,653,000	4,562,000	4,005,000	3,847,000	4,182,000	20,249,000
Other Funding Sources:							
DPW Street Resurfacing (Ch 90)	790,000	850,000	850,000	850,000	850,000	850,000	4,250,000
Weston @ Linden Intersection Design (Free Cash)	-	600,000	-	-	-	-	600,000
Playground Reconstruction (Free Cash Only)	2,000,000	500,000	-	-	-	-	500,000
HS/Hunnewell Field/Irrigation (Free Cash)	-	500,000	-	-	-	-	500,000
Street Rehabilitation-Weston Road (Free Cash)	1,100,000	-	-	-	-	-	-
Hunnewell Teamrooms (Free Cash) (STM 25)	1,785,000	-	-	-	-	-	-
RDF Baler Replacement (Stabilization)	800,000	-	-	-	-	-	-
Total Other Funding Sources:	6,475,000	2,450,000	850,000	850,000	850,000	850,000	5,850,000
Borrowed Inside							
Street Rehabilitation-Weston Road	3,610,181	-	-	-	-	-	-
Hunnewell Tennis Courts	1,200,000	-	-	-	-	-	-
Street Rehabilitation-Great Plain Avenue	-	4,500,000	-	-	-	-	4,500,000
Weston @ Linden Intersection	-	-	2,000,000	-	-	-	2,000,000
High School Track & Field Turf Replacement	-	-	1,500,000	-	-	-	1,500,000
Wellesley Square Reconstruction	-	-	6,000,000	-	-	-	6,000,000
Street Rehabilitation-Wash.-West.	-	-	3,500,000	-	-	-	3,500,000
Storage Sheds	-	-	-	1,000,000	-	-	1,000,000
Street Rehabilitation- Dover	-	-	-	-	3,500,000	-	3,500,000
Total Borrowed	4,810,181	4,500,000	13,000,000	1,000,000	3,500,000	-	22,000,000
Grand Total DPW	15,177,181	10,603,000	18,412,000	5,855,000	8,197,000	5,032,000	48,099,000