

RECEIVED

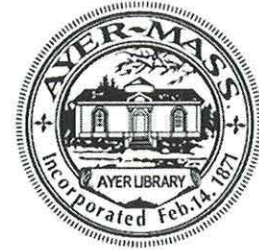
MAR 29 2024

TOWN OF AYER
TOWN CLERK

11:00 AM

[Handwritten signature]

Town of Ayer
Select Board
1 Main Street
Ayer, MA 01432



Tuesday April 2, 2024

Open Session Meeting Agenda

This meeting/hearing of the Ayer Select Board will be held in-person at the location provided on this notice. Members of the public are welcome to attend this in-person meeting. Please note that while an option for remote attendance and/or participation via Zoom is being provided as a courtesy to the public, the meeting/hearing will not be suspended or terminated if technological problems interrupt the virtual broadcast, unless otherwise required by law. Members of the public with particular interest in a specific item on this agenda should make plans for in-person vs. virtual attendance accordingly. This meeting will be live on Zoom and Channel 8. The public may access the proceedings by joining Zoom (Meeting ID# 897 9080 0793) or by calling (929-205-6099). For additional information about remote participation, please contact Carly Antonellis, Assistant Town Manager at atm@ayer.ma.us or 978-772-8220 ext. 100 prior to the meeting.

6:00 PM

Call to Order

Pledge of Allegiance; Review and Approve Agenda; Announcements

Public Input

Continued Public Hearing – M.G.L. 148 sec. 13 – Amendment to Storage of Flammable and Combustible Liquids, Gases and Solids License

JAR Realty Corporation, 1 Nemco Way

6:05 PM

Appointment of Assessing Administrator, Ms. April Iannacone

6:10 PM

Joint Meeting of the Select Board and the Finance Committee

Final Review and Approval of the 2024 Annual Town Meeting Warrant

6:30 PM

Presentation of ClearGov Budget Platform

6:35 PM

Alicia Hersey, Program Manager, Community Development Office

Letters of Support for 65 Fitchburg Road, 40B Project, Ayer Commons

6:40 PM

Alan Manoian, Director, Office of Community & Economic Development

Approval of FY '25 UDAG Budget

6:45 PM

Town Manager's Report

1. Administrative Update/Review of Warrants
2. Annual Town Meeting Update
3. Vote to Approve Council on Aging Donation - \$2,000
4. Vote to Approve Letter of Support for Central Mass EMS Corp.

6:55 PM

New Business/Select Board Member Questions

7:00 PM

****Executive Session Pursuant to MGL Chapter 30A, Section 21A:**

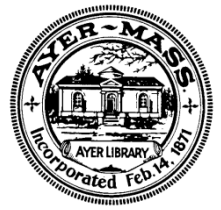
Exemption #2 (Non-Union Personnel) Assessing Administrator Contract

**Agenda Times are approximate and do not constitute exact times*

***The Select Board will adjourn at the conclusion of the Executive Session*

The next regularly scheduled meeting of the Ayer Select Board will be Tuesday April 16, 2024 at 6:00 PM, both in-person and via Zoom. The Annual Town Meeting will be held on Monday April 22, 2024 at 7:00 PM at the ASRHS Auditorium.


**Office of the Select Board
Office of the Town Manager**



Town of Ayer| Ayer Town Hall| 1 Main Street| Ayer, MA 01432|978-772-8220| www.ayer.ma.us

Memorandum

To: Ayer Select Board
Town Manager Robert A. Pontbriand

From: Carly M. Antonellis, Assistant Town Manager 

Date: March 29, 2024

Re: Continuation of c. 148, sec. 13 Amendment to Storage of Flammable and Combustible Liquids, Gases, and Solids License

Dear Honorable Select Board,

After consultation with Town Counsel, it was confirmed that there is no requirement for the applicant to provide a Certificate of Insurance for the Select Board to grant the amendment to the current license; however, a Certificate of Insurance was requested and has been provided to the Town and reviewed by Town Counsel. This Certificate names the Town as an additional insured. With this Certificate having been obtained, I respectfully recommend that the Select Board grant the license amendment, as requested.



FP-002
(Rev. 6/23)

The Commonwealth of Massachusetts
City/Town of Ayer

License

Massachusetts General Law, Chapter 148 §13

New License Amended License

GIS Coordinates

LAT.

LONG.

License Number

After notice and hearing, and in accordance with Chapter 148 of the Mass. General Laws, a license is hereby granted to use the land herein described for the purposes described.

Location of Land: 1 Nemco Way Lot 2E
Number, Street and Assessor's Map and Parcel ID

Owner of Land: JAR Realty Corporation

Address of Land Owner: 90 Nemco Way, Ayer, MA 01432

Flammable and Combustible Liquids, Flammable Gases and Solids

Complete this section for the storage of flammable and combustible liquids, solids, and gases. All tanks and containers are considered full for the purposes of licensing and permitting. (Attach additional pages if necessary.)

PRODUCT NAME	CLASS	MAXIMUM QUANTITY	UNITS gal., lbs, cubic feet	CONTAINER UST, AST, IBC, drums
<u>Vegetable + Olive Oils</u>	<u>B</u>	<u>2,500,000</u>	<u>gallons</u>	<u>AST/IBC/Drums</u>

LP-gas (Complete this section for the storage of LP-gas or propane)

- ❖ Maximum quantity (in gallons) of LP-gas to be stored in aboveground containers: _____
List sizes and capacities of all aboveground containers used for storage _____
 - ❖ Maximum quantity (in gallons) of LP-gas to be stored in underground containers: _____
List sizes and capacities of all underground containers used for storage _____
- Total aggregate quantity of all LP-gas to be stored: _____

Fireworks (Complete this section for the storage of fireworks)

- ❖ Maximum amount (in pounds) of Class 1.3G: _____
 - ❖ Maximum amount (in pounds) of Class 1.4G: _____
 - ❖ Maximum amount (in pounds) of Class 1.4: _____
- Total aggregate quantity of all classes of fireworks to be stored: _____

THIS LICENSE OR A CERTIFIED COPY THEREOF MUST BE CONSPICUOUSLY POSTED ON THE LAND FOR WHICH IT IS GRANTED.

Explosives (Complete this section for the storage of explosives)

- | | |
|--|---|
| ❖ Maximum amount (in pounds) of Class 1.1: _____ | Number of magazines used for storage: _____ |
| ❖ Maximum amount (in pounds) of Class 1.2: _____ | Number of magazines used for storage: _____ |
| ❖ Maximum amount (in pounds) of Class 1.3: _____ | Number of magazines used for storage: _____ |
| ❖ Maximum amount (in pounds) of Class 1.4: _____ | Number of magazines used for storage: _____ |
| ❖ Maximum amount (in pounds) of Class 1.5: _____ | Number of magazines used for storage: _____ |
| ❖ Maximum amount (in pounds) of Class 1.6: _____ | Number of magazines used for storage: _____ |

Licensing Authority Use:

This license is granted upon the condition that the licensed activity will comply with all applicable laws, codes, rules and regulations, including but not limited to Massachusetts General Law, Chapter 148, and the Massachusetts Fire Code (527 CMR 1.00) as amended. The license holder may not store materials in an amount exceeding the capacities herein specified unless and until any amended license has been granted.

ADDITIONAL RESTRICTIONS:

Signature of Licensing Authority

Title

Date

PLEASE NOTE THAT ONLY APPLICATIONS WITH ORIGINAL WET SIGNATURES WILL BE ACCEPTED. PHOTOCOPIES OF APPLICATIONS WILL NOT BE PROCESSED.

THIS LICENSE OR A CERTIFIED COPY THEREOF MUST BE CONSPICUOUSLY POSTED ON THE LAND FOR WHICH IT IS GRANTED.



FP-2
(Rev. 05-2009)

The Commonwealth of Massachusetts
City/Town of Ayer
License

Massachusetts General Law, Chapter 148 §13

New License Amended License

After notice and hearing, and in accordance with Chapter 148 of the Mass. General Laws, a license is hereby granted to use the land herein described for the purposes described.

GIS Coordinates
_____ LAT.
_____ LONG.
_____ License Number

Location of Land: 1 Nemco Way Lot 2E
Number, Street and Assessor's Map and Parcel ID

Owner of Land: JAR Realty Corporation

Address of Land Owner: 3 Nemco Way Ayer, MA 01432

Flammable and Combustible Liquids, Flammable Gases and Solids

Complete this section for the storage of flammable and combustible liquids, solids, and gases. All tanks and containers are considered full for the purposes of licensing and permitting. (Attach additional pages if necessary.)

PRODUCT NAME	CLASS	MAXIMUM QUANTITY	UNITS gal., lbs, cubic feet	CONTAINER UST, AST, IBC, drums
<u>Vegetable + Olive Oils</u>	<u>B</u>	<u>16,000,000</u>	<u>pounds</u>	<u>AST/IBC/Drums</u>
		<u>0</u>		
		<u>2,080,000</u>	<u>gallons</u>	

LP-gas (Complete this section for the storage of LP-gas or propane)

❖ Maximum quantity (in gallons) of LP-gas to be stored in aboveground containers: _____

List sizes and capacities of all aboveground containers used for storage _____

❖ Maximum quantity (in gallons) of LP-gas to be stored in underground containers: _____

List sizes and capacities of all underground containers used for storage _____

Total aggregate quantity of all LP-gas to be stored: _____

Fireworks (Complete this section for the storage of fireworks)

❖ Maximum amount (in pounds) of Class 1.3G: _____

❖ Maximum amount (in pounds) of Class 1.4G: _____

❖ Maximum amount (in pounds) of Class 1.4: _____

Total aggregate quantity of all classes of fireworks to be stored: _____

RECEIVED
TOWN CLERK
TOWN OF AYER
2015 NOV 19 AM 11:47

RECEIVED

OCT 26 2015

TOWN OF AYER
SELECTMEN'S OFFICE

THIS LICENSE OR A CERTIFIED COPY THEREOF MUST BE CONSPICUOUSLY POSTED ON THE LAND FOR WHICH IT IS GRANTED.

Explosives (Complete this section for the storage of explosives)

- | | | | |
|--|-------|---------------------------------------|-------|
| ❖ Maximum amount (in pounds) of Class 1.1: | _____ | Number of magazines used for storage: | _____ |
| ❖ Maximum amount (in pounds) of Class 1.2: | _____ | Number of magazines used for storage: | _____ |
| ❖ Maximum amount (in pounds) of Class 1.3: | _____ | Number of magazines used for storage: | _____ |
| ❖ Maximum amount (in pounds) of Class 1.4: | _____ | Number of magazines used for storage: | _____ |
| ❖ Maximum amount (in pounds) of Class 1.5: | _____ | Number of magazines used for storage: | _____ |
| ❖ Maximum amount (in pounds) of Class 1.6: | _____ | Number of magazines used for storage: | _____ |

Licensing Authority Use:

This license is granted upon the condition that the licensed activity will comply with all applicable laws, codes, rules and regulations, including but not limited to Massachusetts General Law, Chapter 148, and the Massachusetts Fire Code (527 CMR) as amended. The license holder may not store materials in an amount exceeding the capacities herein specified unless and until any amended license has been granted.

ADDITIONAL RESTRICTIONS:

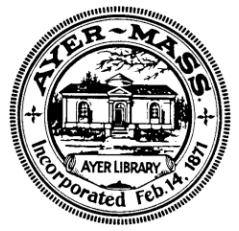

Signature of Licensing Authority

Chair, Auer Board
of Selectmen

11/17/15
Date

THIS LICENSE OR A CERTIFIED COPY THEREOF MUST BE CONSPICUOUSLY POSTED ON THE LAND FOR WHICH IT IS GRANTED.

**Office of the Select Board
Office of the Town Manager**



Town of Ayer | Ayer Town Hall | 1 Main Street | Ayer, MA 01432 | 978-772-8220 | www.ayer.ma.us

MEMORANDUM

DATE: March 29, 2024

TO: Ayer Select Board

FROM: Robert A. Pontbriand
Town Manager

SUBJECT: Ratification of Appointment – Assessing Administrator

Dear Honorable Select Board Members,

At the April 2, 2024 meeting, I will be joined by Ms. April Iannacone to present her appointment as Assessing Administrator for the Select Board's ratification. Attached for your review is Ms. Iannacone's resume (See attached). Upon the Select Board's ratification, Ms. Iannacone would begin work on April 8, 2024 and the terms of her employment will be governed by a Personal Services Contract of which will be presented and discussed in Executive Session on Tuesday night.

The position of Assessing Administrator was publicly advertised on the Town's website and social media as well as on the Massachusetts Municipal Associations' job postings website. The Town received five applications, of which Ms. Iannacone was the most qualified. She is currently the Assistant Assessor for the Town of Littleton. She was interviewed by the Town Manager and Finance Manager in consultation with the Chair of the Board of Assessors.

Ms. Iannacone's appointment as Assessing Administrator is for three (3) years effective April 8, 2024 through June 30, 2027. I am respectfully requesting that the Select Board vote to ratify the Appointment of Ms. April Iannacone as Assessing Administrator for the Town of Ayer effective April 8, 2024.

I look forward to introducing Ms. April Iannacone to the Select Board and to welcoming her and working with her here in the Town of Ayer.

Thank you.

Attachment: Resume of Ms. April Iannacone

April Iannacone



February 21, 2024

Town of Ayer
Town Manager, Robert Pontbriand
1 Main St.
Ayer, MA 01432

Dear Mr. Pontbriand:

I am writing to submit my resume for consideration for your Assessing Administrator position that you have posted on the MMA website.

As you will see on my enclosed resume, I have the professional experience and track record you require for this position. In addition, I am motivated, enthusiastic and eager to learn and advance. I am working my way towards my MAA designation, and currently hold a Certification in Assessment Administration from the MAAO.

I would welcome an opportunity to meet with you to discuss how I could be a great fit for this position and the Town of Ayer.

Sincerely,

A handwritten signature in blue ink that reads "April Iannacone".

April Iannacone

April Iannacone

Objective

- To advance my skills and career path by becoming a Town Assessor.

Experience

ASSISTANT ASSESSOR | TOWN OF LITTLETON | NOV 2021 - PRESENT

- Process Deed changes in the Patriot Properties CAMA system for properties sold in Town; Maintain accurate property record data for fair and accurate assessments; Mail out, receive and review multiple department forms annually for exemption, tax status and personal property taxation purposes; Review applications and backup documentation for motor vehicle excise abatements on vehicles sold, totaled or moved out of state; Process abatements for motor vehicle excise, personal property and real estate in Munis accounting software to adjust bills accordingly; Enter personal exemption credits, senior work-off credits and betterment charges to property billings in Munis; Enter department vendor payables in Munis for the accounting department to process checks for the bills; Supervise department Office Assistant/Field Lister and assign projects and tasks as necessary; Sales and building permit inspections of properties and enter new data CAMA system; Assist Chief Assessor in review of sales, property valuations and state reporting annually.

ACCOUNTANT II | MASS STATE POLICE CRIME LAB | JUNE 2020 - OCT 2021

- Accounts payable processing; Monitor orders for receipt of all items and maintain proper packing slip backup for all invoices; Enter all invoices into Excel ledgers to track and monitor ledger/purchase order funds balances; Enter invoices into state MMARS accounting system for processing once approval signatures are received; Review travel request documentation for all necessary documentation items, obtain necessary department approval signatures, and forward to headquarters for final approval; Review mileage reimbursement requests for accuracy, obtain department head signature, and send to the payroll department for payment of reimbursement.

CLERK-TREASURER | LUNENBURG WATER DISTRICT | 2017 - 2020

- Office Management tasks; Accounts payables; Accounts receivables; Process Payroll; Manage and maintain employee benefits and personnel files; Supervise part time office assistant; Submit all Federal, State & Retirement withholding deposits; Daily bank deposits; Balance monthly bank statements; Assist in annual budget development; Customer billing; Collections; Maintain customer account information; Final billing for sales of property; Create accounts for new connections; Assist customers with billing concerns; Schedule water operators to help with customer needs; Attend Water Commission meetings and prepare minutes; Maintain department website; Work with Financial Advisor to obtain loans for capital projects; Maintain backflow device testing database, records and billing; Work with CPA/Auditor annually to audit and certify my financial records.

VARIOUS POSITIONS | TOWN OF GROTON | 2007 - 2017

- Water & Sewer Department Business Manager - Supervised part time Office Assistant; Accounts payable; Accounts receivable; Customer billing; Collections; Budget monitoring; Assisted in annual budget development; Attended Commission meetings and prepared minutes; Water/Sewer/DPW Office Assistant - Monitored budget balances; Prepared vendor invoices for payment; Processed resident payments; Turnovers to the Treasurer; Implemented a QuickBooks company to track Transfer Station sticker & trash bag sales; Worked with the DPW Director on implementing a Regional Recycling Center including all tracking & recording spreadsheets; Assistant Town Accountant - Assisted with month end balancing and journal entries; Reviewed Treasurer turnover records for accuracy in coding & posting; Reviewed payroll for proper signatures and department appropriation funding before Treasurer posted; Generated bi-weekly accounts payable checks and reports for signatures; Signed warrants in Town Accountant's absence; Processed cash disbursement entries to reduce department budget appropriations; Assistant Town Clerk; Election Worker; Board of Selectmen Office Assistant.

MEMBER SERVICE REPRESENTATIVE | DIGITAL FEDERAL CREDIT UNION | 2006 – 2007

- Assisted members with account inquiries, changes, needs; Opened new member accounts; Assisted with loan applications and finalized funding of approved loans; Assisted teller line with branch balancing and closing.

VARIOUS POSITIONS | LEOMINSTER FEDERAL CREDIT UNION | 1998 – 2005

- Teller Supervisor – Worked with branch manager to hire, train and schedule tellers; Balanced branch cash vault daily; Ordered cash from Federal Reserve based on branch needs; Teller cash processes; Assisted members with account inquiries, changes, needs; Opened new member accounts; Assisted with loan applications and finalized funding of approved loans.

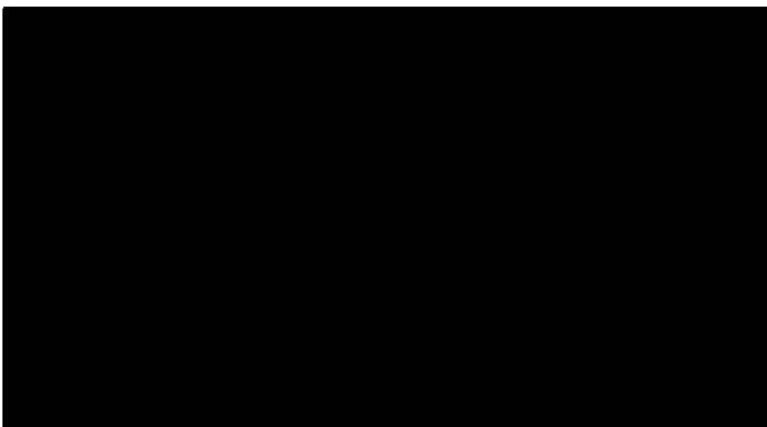
Education

LIBERAL ARTS & SCIENCES | MOUNT WACHUSETT COMMUNITY COLLEGE | 1998 – 1999

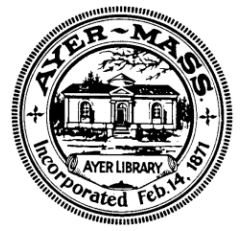
- Associate Degree level courses taken.

Skills & Certifications

- Patriot Properties CAMA Software
- MAAO Certification in Assessment Administration
- Munis Municipal Accounting Software
- NDS Edifice Utility Billing Software
- Sage MIP Accounting Software
- MCPPO Supplies & Services Training
- Microsoft Office Suite & Access
- QuickBooks



**Office of the Select Board
Office of the Town Manager**



Town of Ayer | Ayer Town Hall | 1 Main Street | Ayer, MA 01432 | 978-772-8220 | www.ayer.ma.us

MEMORANDUM

DATE: March 29, 2024

TO: Ayer Select Board

FROM: Robert A. Pontbriand
Town Manager

SUBJECT: Final Review and Approval of the 2024 Annual Town Meeting Warrant

Dear Honorable Select Board Members,

In accordance with the Town's Budget Calendar, the Select Board will meet with the Finance Committee on Tuesday, April 2, 2024 at 6pm for the purposes of the final review of the 2024 Annual Town Meeting Warrant and the FY 2025 Omnibus Budget.

At that time the Finance Committee will provide its official recommendations with respect to the FY 2025 Omnibus Budget and any of the Budgetary/Financial Warrant Articles. The Select Board will review the Annual Town Meeting Warrant and take a vote to approve the Annual Town Meeting Warrant.

Attached is the FINAL DRAFT of the 2024 Annual Town Meeting Warrant for the Town Meeting on April 22, 2024. The Warrant contains thirty-one (31) Articles. A legal review of the FINAL DRAFT Warrant has been completed by Town Counsel. There were no Citizens Petitions received by the Town Clerk by the deadline of March 29, 2024 at 12pm per the Town's Budget Calendar.

In addition to the attached FINAL DRAFT Warrant which includes the FY 2025 Omnibus Budget Insert, attached is the detailed FINAL DRAFT of the FY 2025 Budget (which includes the \$2,500 adjustment to the COA Budget as made at the Budget Forum on March 27, 2024) as well as a copy of the Zoning Map for Article 25. This Zoning map will be on file with the Town Clerk and posted to the Town's website at www.ayer.ma.us/townmeeting for the public to view in advance of Town Meeting. Additionally, there will be a presentation at Town Meeting for Article 25 and the proposed Zoning Map change.

If you have any questions prior to the meeting, please do not hesitate to contact me directly.

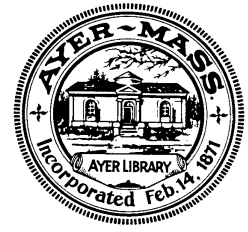
Thank you.

Attachment(s): FINAL DRAFT ATM Warrant (including FY 2025 Omnibus Budget Insert)

FINAL DRAFT of the FY 2025 Budget

Zoning Map for Article 25

Cc: Ayer Finance Committee
Ayer Town Moderator
Ayer Town Clerk



Town of Ayer

ANNUAL TOWN MEETING WARRANT

*****FINAL DRAFT*****

(As of March 29, 2024 and Reviewed by Town Counsel)

Ayer Shirley Regional High School Auditorium

141 Washington Street

Ayer, MA 01432

April 22, 2024 at 7:05 PM

Commonwealth of Massachusetts
Middlesex, ss.

GREETINGS:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of the Town of Ayer qualified to vote in Town Elections and Affairs to meet in the Auditorium of the Ayer Shirley Regional High School located at 141 Washington Street, Ayer, Massachusetts on Monday, the twenty-second (22nd) day of April 2024, at five after seven o'clock (7:00 PM) in the evening then and there to act on the following articles:

Hereof fail not and make due return of this warrant with your doings thereof to the Town Clerk before the date appointed for said meeting.

Given under our hands this ___ day of April AD 2024.

Scott A. Houde, Chair

Jannice L. Livingston, Vice Chair

Shaun C. Copeland, Clerk

The Ayer Select Board

Any persons needing disability related assistance (such as signing, etc.) at the Town Meeting please contact the Select Board's Office at 978-772-8220 ext. 100 before April 19, 2024. We shall make every reasonable effort to assist you. Large print version of the text of this warrant is available upon request. Please bring this warrant with you to the Town Meeting.

For more information, please visit the Town's website: www.ayer.ma.us/townmeeting

ARTICLE 1: SALARIES OF ELECTED OFFICIALS

To see if the Town will vote to fix the salary and compensation of elected officers of the Town of Ayer, as provided by Section 108, Chapter 41 of the General Laws, as amended; or take any action thereon or in relation thereto.

	<u>FY-24 SALARY</u>	<u>FY - 25 SALARY</u>	<u>% OF CHANGE</u>
Moderator	\$574	\$586	2%
Select Board: Chair	\$2,878	\$2,936	2%
Select Board: Members (2)	\$2,567	\$2,619	2%
Assessors: Chair	\$2,851	\$2,908	2%
Assessors: Members (2)	\$2,539	\$2,590	2%

Sponsor: Select Board
Finance Committee: Simple Majority Vote Required

Explanatory Note: This Article is required as Town Meeting sets the salaries of elected officials pursuant to Section 108, Chapter 41 of the General Laws. The two percent (2%) increase is the FY 2025 Cost of Living Adjustment approved by the Select Board on February 20, 2024, on recommendation of the Town Manager and Benefits & Payroll Manager in accordance with the Town's Financial Policies.

ARTICLE 2: CONTRACT FUNDING: AYER POLICE PATROL ASSOCIATION (APPOA) – PATROL DIVISION

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to fund the first-year cost items of a collective bargaining agreement between the Town of Ayer and the Ayer Police Patrol Association (APPOA) – Patrol Division for the period of July 1, 2024, through June 30, 2027; or take any action thereon or in relation thereto.

Sponsor: Select Board
Finance Committee: Simple Majority Vote Required

Explanatory Note: Per Chapter 150E of the General Laws, Union Contracts are subject to the appropriation of funds by Town Meeting. The FY 2025 estimated total cost of the Contract is \$63,493. Contract Memorandum of Agreement is available on the Town's website (www.ayer.ma.us). Presentation to be made at Town Meeting.

ARTICLE 3: CONTRACT FUNDING: AYER POLICE PATROL ASSOCIATION (APPOA) – DISPATCHERS DIVISION

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to fund the first-year cost items of a collective bargaining agreement between the Town of Ayer and the Ayer Police Patrol Association (APPOA) – Dispatchers Division for the period of July 1, 2024 through June 30, 2027; or take any action thereon or in relations thereto.

Sponsor: Select Board
Finance Committee: Simple Majority Vote Required

Explanatory Note: Per Chapter 150E of the General Laws, Union Contracts are subject to the appropriate of funds by Town Meeting. The FY 2025 estimated total cost of the Contract is \$33,793. Contract Memorandum of Agreement is available on the Town's website (www.ayer.ma.us). Presentation to be made at Town Meeting.

For more information, please visit the Town's website: www.ayer.ma.us/townmeeting

ARTICLE 4: FY 2025 OMNIBUS BUDGET

To see if the Town will vote to raise and appropriate a sum of money for the FY 2025 Omnibus Budget items; or take any action thereon or in relation thereto:

- Dept. 100: General Government
- Dept. 200: Finance
- Dept. 300: Public Safety
- Dept. 400: Public Works
- Dept. 500: Human Services
- Dept. 600: Management Support

Sponsor: Select Board
Finance Committee:

Simple Majority Vote Required

Explanatory Note: Please see insert for the FY 2025 Omnibus Budget. Presentation on the budget to be made at Town Meeting. The FY 2025 Omnibus Budget includes a 2% Cost of Living Adjustment (COLA) for Non-Union Personnel, as recommended by the Town Manager and Benefits & Payroll Manager in accordance with the Town's Financial Policies and approved by the Select Board on February 20, 2024. All materials related to the FY 2025 Budget are available on the Town's website at www.ayer.ma.us/budget or by contacting the Town Manager's Office at 978-772-8220 x100 or by email at tm@ayer.ma.us

ARTICLE 5: FY 2025 AYER SHIRLEY REGIONAL SCHOOL DISTRICT ASSESSMENT

To see if the Town will vote to raise and appropriate the sum of \$13,379,402 as required to fund the Town's FY 2025 assessment for the Ayer Shirley Regional School District and to raise and appropriate the sum of \$992,710 for the Town's portion of the ASRSD high school building project and fields project debt service; or take any action thereon or in relation thereto.

Sponsor: Ayer Shirley Regional School Committee
Select Board:
Finance Committee:

Simple Majority Vote Required

Explanatory Note: This Article will fund the FY 2025 Ayer Shirley Regional School District Assessment and the Town's portion of the ASRSD high school building project. Brief presentation to be made at Town Meeting.

ARTICLE 6: FY 2025 NASHOBA VALLEY REGIONAL TECHNICAL VOCATIONAL SCHOOL ASSESSMENT

To see if the Town will vote to raise and appropriate the sum of \$1,074,675 required to fund the Town's FY 2025 assessment for the Nashoba Valley Regional Technical High School; or take any action thereon or in relation thereto.

Sponsor: Nashoba Valley Regional Technical Vocational School Committee
Select Board:
Finance Committee:

Simple Majority Vote Required

Explanatory Note: This Article will fund the FY 2025 Nashoba Valley Regional Technical High School Assessment. Brief presentation to be made at Town Meeting.

FY2025 Omnibus Budget

FY2023 Actual	FY2024 Approved	FY2025 Proposed	Difference		Notes
Department 100 - General Government					
01 Select Board	\$286,902.00	\$364,226.00	\$391,346.00	\$27,120.00	7.45% Contractual increase
02 Town Counsel	\$73,392.00	\$75,000.00	\$75,000.00	\$0.00	0.00%
03 Town Clerk	\$137,781.00	\$155,827.00	\$160,875.00	\$5,048.00	3.24% Contractual increase
04 Moderator	\$563.00	\$674.00	\$685.00	\$11.00	1.63%
05 Parking Tickets	\$715.00	\$1,250.00	\$1,250.00	\$0.00	0.00%
06 Public Buildings & Property Maintenance	\$382,206.00	\$447,482.00	\$475,368.00	\$27,886.00	6.23% Increased maintenance needs of multiple buildings
07 Registrations & Elections	\$22,750.00	\$22,500.00	\$22,500.00	\$0.00	0.00%
08 Postage	\$22,924.00	\$30,000.00	\$35,000.00	\$5,000.00	16.67% Increase in postage and supplies for machine
09 American Legion	\$600.00	\$600.00	\$600.00	\$0.00	0.00%
10 Memorial Day	\$190.00	\$500.00	\$500.00	\$0.00	0.00%
11 4th of July Celebration	\$0.00	\$15,000.00	\$10,000.00	(\$5,000.00)	-33.33% Return to historical level
12 Holiday Lights	\$15,000.00	\$15,000.00	\$15,000.00	\$0.00	0.00%
Department 100 Total	\$943,023.00	\$1,128,059.00	\$1,188,124.00	\$60,065.00	5.32%
Department 200 - Finance					
01 Town Accountant	\$214,063.00	\$198,448.00	\$210,784.00	\$12,336.00	6.22% Contractual increase and increase in supply costs
02 Benefits & Payroll	\$86,181.00	\$90,134.00	\$103,762.00	\$13,628.00	15.12% Reorganize payroll expenses from Computer Support
03 Computer Support - Financial Systems	\$48,463.00	\$52,950.00	\$44,200.00	(\$8,750.00)	-16.53% Reorganize payroll expenses to Payroll Department
04 Assessors	\$222,243.00	\$217,012.00	\$225,378.00	\$8,366.00	3.86%
05 Treasurer/Tax Collector	\$205,957.00	\$240,840.00	\$258,271.00	\$17,431.00	7.24% Contractual and increase supply and service costs
06 Health & Life Insurance	\$1,847,030.00	\$2,269,859.00	\$2,459,267.00	\$189,408.00	8.34% Rate increase
07 General Insurance	\$279,734.00	\$313,682.00	\$330,050.00	\$16,368.00	5.22% Rate increase
08 Unemployment Compensation	\$10,454.00	\$11,200.00	\$11,200.00	\$0.00	0.00%
09 County Retirement Assessment	\$2,058,373.00	\$2,096,798.00	\$2,230,909.00	\$134,111.00	6.40%
10 Notes & Bonds(Principal)	\$800,060.00	\$832,645.00	\$846,000.00	\$13,355.00	1.60%
11 Interest	\$87,760.00	\$242,417.00	\$350,910.00	\$108,493.00	44.75% First year interest on new bond issue
12 Tax Title	\$16,751.00	\$15,000.00	\$18,000.00	\$3,000.00	20.00% Rate and registration increases
13 FICA Medicare	\$147,486.00	\$163,000.00	\$163,000.00	\$0.00	0.00%
14 Finance Committee	\$184.00	\$500.00	\$500.00	\$0.00	0.00%
15 Reserve Fund	\$81,200.00	\$175,000.00	\$150,000.00	(\$25,000.00)	-14.29% Return to historical level
Department 200 Total	\$6,105,939.00	\$6,919,485.00	\$7,402,231.00	\$482,746.00	6.98%
Department 300 - Public Safety					
01 Police Department	\$3,151,415.00	\$3,475,385.00	\$3,626,935.00	\$151,550.00	4.36% Contractual increase
02 Fire Department	\$2,214,056.00	\$2,289,485.00	\$2,503,562.00	\$214,077.00	9.35% Contractual and SAFER Grant Expiration
03 Building Department	\$139,145.00	\$190,754.00	\$205,787.00	\$15,033.00	7.88% Contractual
04 Emergency Management	\$23,106.00	\$27,150.00	\$27,484.00	\$334.00	1.23%
05 Animal Control Officer (Dog Officer)	\$15,837.00	\$17,956.00	\$18,292.00	\$336.00	1.87%
06 Animal/Barn Inspector	\$2,600.00	\$2,652.00	\$2,705.00	\$53.00	2.00%
07 Tree Warden	\$55,896.00	\$82,040.00	\$75,761.00	(\$6,279.00)	-7.65% Reduce to actual
Department 300 Total	\$5,602,055.00	\$6,085,422.00	\$6,460,526.00	\$375,104.00	6.16%
Department 400 - Public Works					
01 Public Works	\$1,299,557.00	\$1,386,216.00	\$1,348,031.00	(\$38,185.00)	-2.75%
02 Snow & Ice Removal	\$305,891.00	\$358,660.00	\$360,660.00	\$2,000.00	0.56%
03 Public Works - Street Lighting	\$37,491.00	\$45,000.00	\$45,000.00	\$0.00	0.00%
04 Care of Graves	\$1,200.00	\$1,200.00	\$1,200.00	\$0.00	0.00%
05 Woodlawn Cemetery	\$36,964.00	\$43,700.00	\$50,000.00	\$6,300.00	14.42%
Department 400 Total	\$1,681,103.00	\$1,834,776.00	\$1,804,891.00	(\$29,885.00)	-1.63%
Department 500 - Human Services					
01 Council on Aging	\$164,900.00	\$221,474.00	\$240,976.00	\$19,502.00	8.81% Increased services including meals and exercise programs
02 Board of Health	\$2,698.00	\$7,300.00	\$7,300.00	\$0.00	0.00%
03 Nashoba Assoc., Board of Health	\$38,579.00	\$41,665.00	\$45,835.00	\$4,170.00	10.01% Increase in Assessment
04 Social Worker	\$0.00	\$67,500.00	\$73,237.00	\$5,737.00	8.50%
05 Parks Department	\$191,890.00	\$201,883.00	\$202,401.00	\$518.00	0.26%
06 Ayer/Shirley Youth Football & Cheerleading	\$4,000.00	\$4,000.00	\$4,000.00	\$0.00	0.00%
07 Little League	\$4,000.00	\$4,000.00	\$4,000.00	\$0.00	0.00%
08 Veterans Agent	\$20,408.00	\$21,407.00	\$21,407.00	\$0.00	0.00%
09 Veterans Benefits	\$60,220.00	\$100,000.00	\$80,000.00	(\$20,000.00)	-20.00% Per Veterans Agent
10 Library	\$654,562.00	\$709,024.00	\$718,948.00	\$9,924.00	1.40%
11 Disabilities Comm.	\$0.00	\$3,000.00	\$3,000.00	\$0.00	0.00%
Department 500 Total	\$1,141,257.00	\$1,381,253.00	\$1,401,104.00	\$19,851.00	1.44%
Department 600 - Management Support					
01 Conservation Commission	\$69,005.00	\$82,648.00	\$87,363.00	\$4,715.00	5.70% Contractual
02 Economic & Community Development	\$77,055.00	\$86,695.00	\$89,423.00	\$2,728.00	3.15% Contractual
03 Town Planner	\$86,988.00	\$92,388.00	\$92,519.00	\$131.00	0.14%
04 Historical Commission	\$0.00	\$750.00	\$750.00	\$0.00	0.00%
05 Montachusett Reg. Plan. Comm.	\$2,889.00	\$2,961.00	\$3,035.00	\$74.00	2.50%
06 Management Support (printing & reporting)	\$94,757.00	\$117,820.00	\$131,500.00	\$13,680.00	11.61% Additional Services
07 Information Technology	\$215,024.00	\$183,074.00	\$299,491.00	\$116,417.00	63.59% New security requirements; department transition
08 Zoning Board	\$0.00	\$0.00	\$1,300.00	\$1,300.00	100.00% New department budget
Department 600 Total	\$545,718.00	\$566,336.00	\$705,381.00	\$139,045.00	24.55%
Total Summary by Department					
Dept 100 - General Government	\$943,023.00	\$1,128,059.00	\$1,188,124.00	\$60,065.00	5.32%
Dept 200 - Finance	\$6,105,939.00	\$6,919,485.00	\$7,402,231.00	\$482,746.00	6.98%
Dept 300 - Public Safety	\$5,602,055.00	\$6,085,422.00	\$6,460,526.00	\$375,104.00	6.16%
Dept 400 - Public Works	\$1,681,103.00	\$1,834,776.00	\$1,804,891.00	(\$29,885.00)	-1.63%
Dept 500 - Human Services	\$1,141,257.00	\$1,381,253.00	\$1,401,104.00	\$19,851.00	1.44%
Dept 600 - Management Support	\$545,718.00	\$566,336.00	\$705,381.00	\$139,045.00	24.55%
Total Operating Budget	\$16,019,095.00	\$17,915,331.00	\$18,962,257.00	\$1,046,926.00	5.84%

ENTERPRISE FUND ARTICLES

**The Annual Budget Book will be provided at Town Meeting with further detail on
Articles No. 7 – 10**

ARTICLE 7: SOLID WASTE

To see if the Town will vote to raise and appropriate or transfer from available funds the following funds to operate the solid waste department:

Direct costs of \$435,018 of which \$352,680 is to come from solid waste revenue, \$36,996 is to come from solid waste retained earnings and \$45,342 is to come from the tax levy, and indirect costs of \$134,658 is to come from the tax levy; or take any action thereon or in relation thereto.

Sponsor: Select Board
Finance Committee:

Simple Majority Vote Required

ARTICLE 8: AMBULANCE

To see if the Town will vote to raise and appropriate or transfer from available funds the following funds to operate the ambulance department:

Direct costs of \$193,720 is to come from ambulance revenue, and indirect costs of \$412,621 of which \$296,280 is to come from ambulance revenue, \$79,115 is to come from ambulance retained earnings and \$37,226 is to come from the tax levy; or take any action thereon or in relation thereto.

Sponsor: Select Board
Finance Committee:

Simple Majority Vote Required

ARTICLE 9: SEWER

To see if the Town will vote to raise and appropriate or transfer from available funds the following funds to operate the sewer department:

Direct costs of \$3,033,184 to come from sewer revenue and indirect costs of \$470,005 is to come from sewer revenue; or take any action thereon or in relation thereto.

Sponsor: Select Board
Finance Committee:

Simple Majority Vote Required

ARTICLE 10: WATER

To see if the Town will vote to raise and appropriate or transfer from available funds the following funds to operate the water department:

Direct costs of \$2,257,239 to come from water revenue and indirect costs of \$362,782 to come from water revenue; or take any action thereon or in relation thereto.

Sponsor: Select Board
Finance Committee:

Simple Majority Vote Required

For more information, please visit the Town's website: www.ayer.ma.us/townmeeting

BORROW ARTICLE

ARTICLE 11: CAPITAL BUDGET REQUESTS

To see if the Town will vote to authorize the Treasurer, with the approval of the Select Board, to borrow the sums set out in the Warrant and hereby listed for the purposes of funding the following equipment, services, and public works projects, and all costs incidental or related thereto, as contained in the Capital Budget; or take any action thereon or in relation thereto.

<u>Department</u>	<u>Item</u>	<u>Amount</u>
DPW	Municipal Tractor/Sidewalk Snowblower	\$190,000
DPW	Road Paving	\$95,000

DPW – Stormwater	Stormwater Drain Upgrades	\$230,000
	Stormwater Culvert Improvements	\$130,000

DPW – Wastewater	Wastewater Treatment Plant Upgrades	\$4,000,000
	Inflow/Infiltration Repairs	\$750,000
	Wastewater Pump Station Upgrades (Wright Way & Bennett’s Brook)	\$500,000
	Wastewater Pump Station Generator Connections	\$80,000

DPW – Water	Spectacle Pond Well #3 Pumping Station and Transmission Main	\$350,000
	Annual Water Main Rehabilitation	\$300,000
	Grove Pond GAC Media Replacement	\$100,000
	6-Wheel Dump Truck	\$95,000
	Spectacle Pond Plant Chlorine Chemical Skid	\$75,000

Ambulance	Replace Ambulance #2	\$550,000
	Cardiac Monitor	\$55,600
	IV Pump	\$12,700

Fire	Fire Alarm Receiver	\$57,803

Police	Chief/Deputy/Administration Furniture	\$64,000

Total:		\$7,635,103

Sponsor: Select Board
Finance Committee:

Two-Thirds Majority Vote Required

Explanatory Note: All of the above Capital Budget requests and amounts were reviewed by and recommended by the Town’s Capital Planning Committee. All materials related to these Capital Budget requests are available on the Town’s website at www.ayer.ma.us/budget or by contacting the Town Manager’s Office at 978-772-8220 x100 or by email at tm@ayer.ma.us.

For more information, please visit the Town’s website: www.ayer.ma.us/townmeeting

TRANSFER ARTICLES

ARTICLE 12: CAPITAL BUDGET REQUESTS

To see if the Town will vote to transfer from Capital Stabilization the following sums hereby listed for the purpose of funding the following equipment, services and public works projects, including all costs incidental or related thereto, as contained in the Capital Budget; or take any action thereon or in relation thereto:

<u>Department</u>	<u>Item</u>	<u>Amount</u>
DPW – Stormwater	Stormwater Biofiltration/Outfall Improvements	\$50,000
Facilities	Town Hall Building Repairs & Panic System	\$45,000
	Parking Lot Repairs for Fire and Police	\$43,000
	Green Community Grant Match Funding	\$40,000
Library	Sidewalk and Exterior Repairs	\$25,000
Parks	Utility Vehicle	\$25,000
Total:		\$228,000

Sponsor: Select Board
Finance Committee:

Simple Majority Vote Required

Explanatory Note: All of the above Capital Budget requests and amounts were reviewed by and recommended by the Town's Capital Planning Committee. All materials related to these Capital Budget requests are available on the Town's website at www.ayer.ma.us/budget or by contacting the Town Manager's Office at 978-772-8220 x100 or by email at tm@ayer.ma.us

ARTICLE 13: GASB-45/OPEB (Other Post-Employment Benefits) FUND

To see if the Town will vote to raise and appropriate \$165,000 and transfer \$135,000 from Free Cash, totaling the sum of \$300,000, to meet the Town's obligations under the Government Accounting Standards Board (GASB) Statement 45 to fund the Town's future obligation for the cost of other post-employment benefits (OPEB); or take any action thereon or in relation thereto.

Sponsor: Select Board
Finance Committee:

Simple Majority Vote Required

Explanatory Note: This Article funds the Town's GASB-45/OPEB, Post-Employment Benefits in the total sum of \$300,000 with \$165,000 derived from the Town's Local Meals Tax and \$135,000 from Free Cash as recommended by the Town's Financial Policies.

For more information, please visit the Town's website: www.ayer.ma.us/townmeeting

ARTICLE 14: FORWARD FUNDING OF THE TOWN'S PENSION ASSESSMENT

To see if the Town will vote to transfer the sum of \$300,000 from Free Cash for the purposes of forward funding the Town's pension assessment from the Middlesex County Retirement System; or take any action thereon or in relation thereto.

Sponsor: Select Board

Finance Committee:

Simple Majority Vote Required

Explanatory Note: This Article would forward fund the Town's pension assessment from the Middlesex County Retirement System in the amount of \$300,000 for the purposes of realizing estimated future savings.

ARTICLE 15: TRANSFER OF FREE CASH INTO THE TOWN'S SPECIAL REVENUE FUND FOR OPIOID SETTLEMENT FUNDS IN ACCORDANCE WITH CHAPTER 77 OF THE ACTS OF 2023

To see if the Town will vote in accordance with the provisions of Chapter 77 of the Acts of 2023 to transfer the sum of \$7,924.25 from free cash, such amount equivalent to that received by the Town for settlements of the nationwide opioid litigation matters, to a special opioid settlement revenue fund approved by the Director of Accounts pursuant to said Chapter 77, which fund may be expended without further appropriation for all of the purposes allowed by law, including those outlined in applicable opioid litigation settlement documents; or take any action thereon or in relation thereto.

Sponsor: Select Board

Finance Committee:

Simple Majority Vote Required

Explanatory Note: This Article would transfer the sum of \$7,924.25 from free cash into the Town's Special Revenue Fund for Opioid Settlement Funds because of the various Nationwide Opioid Class Action Lawsuits the Town of Ayer is party to. The amount of \$7,924.25 represents the amount of settlement funds the Town has received to date which are currently being held in the General Fund. These funds can only be used for specific purposes per the Settlement Agreements for the purposes of opioid use prevention; harm reduction; and relief.

ARTICLE 16: STABILIZATION FUND

To see if the Town will vote to transfer \$1,234,740.75 from Free Cash or such other sum or sums of money, with \$584,740.75 to be credited to the Stabilization Fund under the provisions of Chapter 40, Section 5B of the General Laws, and \$650,000 to be credited to the Capital Stabilization Fund per the Town's Financial Policies; or take any action thereon or in relation thereto.

Sponsor: Select Board

Finance Committee: Recommends

Simple Majority Vote Required

Explanatory Note: This Article transfers \$584,740.75 from Free Cash into the Town's Stabilization Fund and transfers \$650,000 into the Town's Capital Stabilization Fund for a total transfer of \$1,234,740.75. Stabilization and Capital Stabilization funds can be used for any lawful purposes subject to Town Meeting approval.

REVOLVING FUNDS ARTICLE

ARTICLE 17: REVOLVING FUNDS ARTICLE – AMENDED BYLAW AND ESTABLISHING FY 2025 SPENDING LIMITS

To see if the Town will vote to establish the following fiscal year spending limit for such funds as follows:

Authorized Revolving Funds	Fiscal Year Expenditure Limit
FIRE ALARM FUND	\$ 75,000
HAZARDOUS MATERIALS FUND	\$ 10,000
FOURTH OF JULY FUND	\$ 30,000
DPW INSPECTION FEES FUND	\$100,000
TOWN HALL RENTAL FUND	\$ 10,000
SENIOR ACTIVITIES FUND	\$5,000
SENIOR STORE FUND	\$5,000
RECYCLING FUND	\$10,000
PARKS FUND	\$ 75,000
YOUTH WORKS FUND	\$ 20,000

Or take any action thereon or in relation thereto.

Sponsor: Select Board
Finance Committee:

Simple Majority Vote Required

Explanatory Note: This Article is an annual requirement for Town Meeting to authorize the fiscal year spending limit for the Town’s various Revolving Funds as contained in the Article.

RAISE & APPROPRIATE ARTICLES

ARTICLE 18: FIRST YEAR’S INTEREST– GENERAL FUND BORROWING

To see if the Town will vote to raise and appropriate the sum of \$48,700 required to provide for the first year’s interest charges and associated administrative expenses on all General Fund borrowing/bonding authorized by this Town Meeting; or take any action thereon or in relation thereto.

Sponsor: Select Board
Finance Committee:

Simple Majority Vote Required

Explanatory Note: This Article will fund the first-year interest charges in the amount of \$48,700 associated with the administrative expenses on all General Fund borrowing/bonding authorized by this Town Meeting.

ARTICLE 19: FUNDING FOR AQUATIC WEED CONTROL FOR TOWN PONDS

To see if the Town will vote to raise and appropriate the sum of \$25,000 for the purpose of funding the aquatic weed control program for the Town’s ponds, and any incidental and related costs and expenses; or take any action thereon or in relation thereto. Funds are to be spent by June 30, 2027; unexpended funds on June 30, 2027, to close and revert to general fund balance.

For more information, please visit the Town’s website: www.ayer.ma.us/townmeeting

Sponsor: Select Board
Finance Committee:

Simple Majority Vote Required

Explanatory Note: Funding from this Article will be used by the Conservation Commission for the purposes of the aquatic weed control in the Town's ponds.

ARTICLE 20: MATCHING FUNDING FOR FIREFIGHTERS GRANT

To see if the Town will vote to raise and appropriate the sum of \$7,105.23 as matching funds (5%) for a Federal Assistance to Firefighters Grant; or take any action thereon or in relation thereto.

Sponsor: Select Board
Finance Committee:

Simple Majority Vote Required

Explanatory Note: This Article would fund the required \$7,105.23 in matching funds (5%) for a FY 2025 Federal Assistant to Firefighters Grant for portable radios totaling \$149,209.80. These funds will only be required if the grant submission is successful.

COMMUNITY PRESERVATION ACT ARTICLES

ARTICLE 21: COMMUNITY PRESERVATION ACT

To see if the Town will hear and act on the report of the Community Preservation Committee on the Fiscal Year 2025 Community Preservation Act budget, and appropriate from the estimated FY 2025 Community Preservation Fund revenues:

- A sum of money equal to five percent (5%), and not to exceed \$48,454 to meet the administrative expenses and all other necessary and proper expenses of the Community Preservation Committee for Fiscal Year 2025.

And further, to reserve for future appropriation from the estimated FY 2024 Community Preservation Fund revenues the following sums of money, as recommended by the Community Preservation Committee, for each of the following purposes:

- A sum of money equal to \$96,909 (10%), more or less, for acquisition, creation, and preservation of open space excluding land for recreational use, and
- A sum of money equal to \$96,909 (10%), more or less, for acquisition, preservation, restoration, and rehabilitation of historic resources, and
- A sum of money equal to \$96,909 (10%), more or less, for acquisition, creation and preservation and support of community housing.

And the remainder sum of \$629,907 (70% less administrative expenses) for the Undesignated Fund Balance; or take any action thereon or in relation thereto.

Sponsor: Community Preservation Committee

For more information, please visit the Town's website: www.ayer.ma.us/townmeeting

Select Board: Recommends
Finance Committee: Recommends

Simple Majority Vote Required

Explanatory Note: Disbursement required by the Commonwealth of Massachusetts under M.G.L. Chapter 44B for the estimated FY 2025 Community Preservation Fund revenues.

ARTICLE 22: COMMUNITY PRESERVATION FUND – TRANSFER OF UNEXPENDED FUNDS FROM OLD FIRE STATION PROJECT

To see if the Town will vote to transfer the unexpended sum of \$190,000 from the Community Preservation Fund Project for the Old Central Fire Station Project as originally appropriated by Article 27 of the 2019 Annual Town Meeting to the following CPA Reserve Funds as follows:

\$150,000	to CPA Community Housing Reserve Fund
\$40,000	to CPA Historic Resources Fund
<hr/>	
Total: \$190,000	

Or take any action thereon or in relation thereto.

Sponsor: Community Preservation Committee
Select Board:
Finance Committee:

Simple Majority Vote Required

Explanatory Note: This Article would transfer back the total amount of \$190,000 which was originally appropriate by Article 27 of the 2019 Annual Town Meeting for the Old Fire Station Project which was not completed. \$150,000 will revert to the CPA Reserve Fund and \$40,000 will revert back to the CPA Historic Resources Fund for a total of \$190,000.

ARTICLE 23: HABITAT FOR HUMANITY

To see if the Town will vote to transfer from the Community Preservation Fund (FY 2025) Balance Reserve from the Community Housing Category the sum of \$150,000 to support the construction of a Habitat for Humanity Duplex Style Home to be located at 12 Newton Street in Ayer; or take any action thereon or in relation thereto.

Sponsor: Community Preservation Committee
Select Board:
Finance Committee:

Simple Majority Vote Required

Explanatory Note: This Article would authorize \$150,000 from the CPA Housing Category toward the construction of a Habitat for Humanity Duplex Style Home at 12 Newton Street in Ayer. The Community Preservation Committee held a Public Hearing on March 6, 2024.

For more information, please visit the Town's website: www.ayer.ma.us/townmeeting

ARTICLE 24: ACQUISITION BY PURCHASE OF 71 SANDY POND ROAD

To see if the Town will vote to authorize the Select Board to acquire by gift, purchase or eminent domain a parcel of land, with any improvements thereon, located at 71 Sandy Pond Road, Ayer, containing 2.29 acres, more or less, being Tax ID Map 29-0-1, being those premises described in a deed recorded with the Middlesex South District Registry of Deeds in Book 81572, Page 347, for open space and recreation purposes, and to accept a deed for said property; and, as funding for such acquisition and costs related thereto, transfer from the Community Preservation Fund (FY 2025) Balance Reserve from the Open Space Category the sum of Three Hundred Fifty Thousand Dollars (\$350,000.00), with additional funding of Three Hundred Fifty Thousand Dollars (\$350,000.00) to be provided as determined by the Select Board from UDAG Unrestricted Grant Funds and ARPA Funds, for a total acquisition cost of Seven Hundred Thousand Dollars (\$700,000.00); and further to authorize the Select Board to enter into all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article; or take any action thereon or in relation thereto.

Sponsor (For CPA Funding): Community Preservation Committee
Sponsor (For Acquisition Authorization) Select Board
Finance Committee

Two-Thirds Vote Required

Explanatory Note: This Article would authorize the Select Board to acquire 71 Sandy Pond Road by purchase in the amount of \$700,000 for future municipal open space, park and recreation purposes. With \$350,000 being authorized from Community Preservation Act Funds – Open Space Category and \$350,000 to be provided as determined by the Select Board from UDAG Unrestricted Grant Funds and ARPA Funds, for a total acquisition cost of \$700,000. The Select Board entered into a Purchase and Sale Agreement on January 2, 2024 which is available at www.ayer.ma and the Community Preservation Committee held a Public Hearing for the \$350,000 requested in CPA Funds on March 6, 2024. Presentation to be made at Town Meeting.

ZONING BY-LAW AMENDMENT ARTICLES

ARTICLE 25: ZONING BYLAW AMENDMENT – UPDATE OF THE TOWN’S ZONING MAP

To see if the Town will vote to approve the revised Town of Ayer Zoning Map available on the Town’s website at www.ayer.ma.us/townmeeting and on file in the Town Clerk’s Office showing the rezoning of 27 and 29 Harvard Road from General Residence to General Business; or take any other action thereon or in relation thereto.

Sponsor: Planning Board to Report at Town Meeting
Select Board

Two-Thirds Majority Vote Required

Explanatory Note: This Article would revise and update the Town of Ayer Zoning map to properly enshrine the rezoning of 27 and 29 Harvard Road that was approved at previous Town Meetings. from General Resident to General Business. Since the Zoning Map was never updated to show the rezoning and was not part of the approval at Town Meeting, the rezoning was not properly completed. The Zoning Map must be approved by Town Meeting when a rezoning occurs. Brief presentation to be made at Town Meeting.

For more information, please visit the Town’s website: www.ayer.ma.us/townmeeting

ARTICLE 26: ZONING BYLAW AMENDMENT – AMENDMENT TO SECTION 320-3.2.A OF THE AYER ZONING BYLAW: SIZE OF THE ZONING BOARD OF APPEALS (ZBA) IN ACCORDANCE WITH MGL CHAPTER 40A, SECTION 21

To see if the Town will vote to amend the Ayer Bylaws, Chapter 320, Zoning, Article 3, Administration and Enforcement, Section 320-3.2, Board of Appeals, A. Establishment, by inserting therein the **underlined bold text** as follows:

There is hereby established a Board of Appeals. Memberships, appointments and terms of regular and associate members shall be made in accordance with Chapter 40A of the Massachusetts General Laws. **The Board of Appeals, consisting of five (5) members and two (2) alternate members who shall be residents of the Town of Ayer, shall be appointed as provided by MGL c. 40A, Section 12.**

Or take any other action thereon or in relation thereto.

Sponsor: Planning Board to Report at Town Meeting
Select Board:

Two-Thirds Majority Vote Required

Explanatory Note: This Article would amend the Ayer Zoning Bylaw Section 3.20-3.2 A to properly state the number of members of the Zoning Board of Appeals. The Planning Board held a Public Hearing on March 12, 2024 and issued a positive recommendation. Planning Board to report at Town Meeting.

ARTICLE 27: ZONING BYLAW AMENDMENT – AMENDMENT TO SECTION 320-5.2 TABLE OF USE REGULATIONS – ZONING DISTRICTS

To see if the Town will vote to amend the Ayer Bylaws, Chapter 320, Zoning, Article 5, Use Regulations, Section 320-5.2, Table of Use Regulations, A, Attachment 1 by deleting the strikethrough text and inserting the **underlined bold text** as follows:

SECTION 5.2 TABLE OF USE REGULATIONS (1)										
CLASS OF USE	Zoning Districts									
	A1	A2	GR	DAPSFBC	WAVFBC	MUT	GB	LI	I	HCS
1.0 RESIDENTIAL USES										
1.1 Detached single-family dwelling	P	P	P	P	SPB	P	SPZ	N	N	N
1.2 Two-family dwelling	<u>P</u>	<u>P</u>	P	P	P	P	P	N	N	N
1.3 Townhouse or multi-family dwelling	<u>SPB</u>	<u>SPB</u>	P	P	P	P	<u>SPB</u>	N	N	N
1.4 Conversion of an existing single-family dwelling to a three- or four-family dwelling, provided that (a) there shall be no change to the building footprint and (b) one unit shall be an affordable housing unit. All applicable provisions of Section 10.3 shall apply.	N	N	N	SPB	N	SPZ	N	N	N	N
1.5 Conversion of a non-residential or mixed-use building to a multi-family dwelling	N	N	N	SPB	SPB	SPZ	N	N	N	N
1.6 <u>Apartment Dwelling units</u> above the ground floor of a commercial building	N	N	N	P	P	P	P	N	N	N
1.7 <u>Dwelling units</u> at grade in a commercial building, provided that the entrance shall be on the side or rear of the building; the <u>units</u> shall have direct access to parking on the lot; the <u>units</u> shall be accessible to persons with disabilities; <u>the ground floor of the building the elevation of the building at street level,</u> facing the street, shall be used for commercial uses.	N	N	N	<u>P</u>	P	P	N	N	N	N

Or take any action thereon or in relation thereto.

Sponsor: Planning Board to Report at Town Meeting
 Select Board:

Two-Thirds Majority Vote Required

Explanatory Note: This Article would amend the Ayer Zoning Bylaws Section 5.2 Table of Use Regulations as indicated in the table in the Article above. This Article will allow for more diverse types of housing to be built in the Town of Ayer. It will increase the amount of inventory and diverse housing stock within the Town of Ayer which will lead to more affordable units over time. The Planning Board held a Public Hearing on March 12, 2024 and issued a positive recommendation. Planning Board to report at Town Meeting.

ARTICLE 28: ZONING BYLAW AMENDMENT – AMENDMENT TO SECTION 320-10.3.3 FOR INCLUSIONARY HOUSING

To see if the Town will vote to amend the Ayer Bylaws, Chapter 320, Zoning, Article 10, Special Regulations, Section 320-10.3.3. Basic Requirements by inserting the underlined bold text as follows:

H. For design guidelines of preferred affordable multifamily new construction, refer to the “Massachusetts Multifamily New Construction Design Requirements &

For more information, please visit the Town’s website: www.ayer.ma.us/townmeeting

Guidelines” developed by BHDC, DND, MassHousing, and MHP and as may be amended from time to time.

1. The Planning Board shall have the authority to allow new construction of multifamily housing under Section 10.3 of the Ayer Zoning Bylaws to allow for the construction of new units to meet the Target Units Sizes referenced in Section 4.B “Design Guidelines for Units Layouts and Interior Dimensions dated April 2022.

Or take any other action thereon or in relation thereto.

Sponsor: Planning Board to Report at Town Meeting

Select Board:

Two-Thirds Majority Vote Required

Explanatory Note: This Article will give new construction that triggers Section 320-10.3, Inclusionary Housing, preferred design guidelines for affordable housing. The Article would also give the Planning Board the authority to allow new construction of multifamily housing under the Inclusionary Housing Bylaw to be built to meet the unit target sizes referred to within the reference guidelines. This Article would allow units to be built under the 750 square foot minimum for a dwelling unit if the project triggers Inclusionary Housing. The Planning Board held a Public Hearing on March 12, 2024 and issued a positive recommendation. Planning Board to report at Town Meeting.

ARTICLE 29: WEST MAIN STREET BRIDGE EASEMENTS

To see if the Town will vote to authorize the Select Board to acquire by gift, purchase or eminent domain, permanent and/or temporary easements on properties on or near West Main Street, in the locations as approximately shown on a sketch plan, said plan on file with the Town Clerk, for the purpose of undertaking the West Main Street Bridge Project; and, further, to authorize the Select Board to enter into any and all agreements and execute on behalf of the Town any and all instruments as may be necessary or convenient to effectuate the purpose of this article or take any action thereon or in relation thereto.

Sponsor: Select Board

Two-Thirds Majority Vote Required

Explanatory Note: This Article would authorize the Select Board to acquire two easements on private property on or near West Main Street as shown on a plan on file with the Town Clerk’s Office for the purposes of undertaking the West Main Street Bridge Project. Brief presentation to be made at Town Meeting.

ARTICLE 30: EXTENSION OF SEWER LINE ON WILLOW ROAD FOR BENEFIT OF 254-260 AYER ROAD IN LITTLETON

To see if the Town will vote to authorize property located at 254-260 Ayer Road, Littleton, to extend a sewer service line across Ayer Road to a sewer line located at 0 Littleton Road, Ayer (Map 30, Lot 16), said authorization required by Ayer General Bylaw §295-1, for the purpose of providing sewer for a private commercial site in Littleton; or take any action thereon or in relation thereto.

For more information, please visit the Town’s website: www.ayer.ma.us/townmeeting

Sponsor: Select Board

Simple Majority Required

Explanatory Note: This Article would authorize the extension of the Town's sewer system to 254-260 Ayer Road at the owner's expense to include the owner paying the premium rate for any sewer flow used. The Select Board held a Public Hearing on April 16, 2024. Brief presentation at Town Meeting.

ARTICLE 31: SENIOR TAX WORK-OFF PROGRAM – MGL CHAPTER 59, SECTION 5K

To see if the Town will vote to accept the provisions of MGL Chapter 59, Section 5K to establish a Senior work-off abatement program, administered by the Town Manager, where Seniors provide services to the community at an hourly rate no higher than the State Minimum Wage, and their earnings are credited to reduce their property tax bills, said program to become effective July 1, 2024; and to adjust the exemption by:

(1) allowing an approved representative, for persons physically unable, to provide such services to the Town; or

(2) allowing the maximum reduction of the real property tax bill in a given tax year, as provided in MGL Chapter 59, Section 5K, as may be amended from time to time;

or take any action thereon or in relation thereto.

Sponsor: Select Board

Simple Majority Vote Required

Explanatory Note: The Ayer Town Meeting of May 2012 originally adopted MGL Chapter 59, Section 5K. This Article will amend the Town's Senior Tax Work-Off Program by increasing the maximum reduction of the real property bill in a given tax year from \$1,500 to \$2,000.

A True Copy Attest:

Susan E. Copeland
Town Clerk

Date: April __, 2024

As directed in the foregoing warrant, I have this day posted three attested copies in three public places, one of which was the Town Hall at least seven (7) days before said meeting, all as herein directed.

Constable

Date: April __, 2024

FISCAL 2025 OMNIBUS BUDGET FINAL DRAFT 03/29/2024

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)	NOTES
01114-51100	MODERATOR STIPEND	530.00	541.00	552.00	563.00	0.00	574.00	585.48	11.48	2.00%	
01114-57000	MODERATOR EXPENSES		0.00	0.00	0.00	40.00	100.00	100.00	0.00	0.00%	
TOTAL	MODERATOR	530.00	541.00	552.00	563.00	40.00	674.00	685.48	11.48	1.70%	

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01122-51000	SB SALARY	241,117.98	252,272.18	259,346.37	270,020.96	114,379.70	296,913.00	318,922.08	22,009.08	7.41%
01122-51100	SB WAGES	7,510.39	11,363.49	9,082.04	11,622.79	2,671.08	61,563.00	66,674.00	5,111.00	8.30%
01122-52000	SB SERVICES	1,373.24	1,235.76	1,019.72	995.76	331.92	1,250.00	1,250.00	0.00	0.00%
01222-54000	SB SUPPLIES	567.05	617.43	689.34	273.44	64.43	1,000.00	1,000.00	0.00	0.00%
01122-57000	SB EXPENSES	2,452.16	3,219.94	2,729.84	3,988.64	1,692.00	3,500.00	3,500.00	0.00	0.00%
01122-58000	SB CAPITAL	0.00	0.00	2,250.00	0.00		0.00	0.00	0.00	0.00%
TOTAL	SELECT BOARD	253,020.82	268,708.80	275,117.31	286,901.59	119,139.13	364,226.00	391,346.08	27,120.08	7.45%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01126-51000	BENEFITS & P/R - SALARY	69,028.88	71,767.96	71,348.92	69,950.96	27,874.80	72,456.00	75,731.16	3,275.16	4.52%
01126-51100	BENEFITS & PAYROLL - WAGES	0.00	0.00	0.00	8,243.00	8,243.00	8,243.00	9,231.00	408.00	4.62%
01126-52000	BENEFITS & P/R- SERVICES	2,060.14	4,792.77	2,023.00	4,108.00	3,434.50	5,280.00	14,300.00	9,020.00	170.83%
01126-54000	BENEFITS & P/R-SUPPLIES	159.25	243.23	219.86	2,219.50	270.56	1,595.00	2,000.00	405.00	25.39%
01126-57000	BENEFITS & P/R- EXPENSES	622.27	232.50	1,575.85	1,659.40	50.00	1,980.00	2,500.00	520.00	26.26%
TOTAL	BENEFITS & PAYROLL MANAG	71,870.54	77,036.46	75,167.63	86,180.86	40,452.86	90,134.00	103,762.16	13,628.16	15.12%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01132-57000	RESERVE FUND APPROP	9,300.00	44,500.00	81,201.00	81,200.00	0.00	175,000.00	150,000.00	(25,000.00)	-14.29%
TOTAL	RESERVE FUND	9,300.00	44,500.00	81,201.00	81,200.00	0.00	175,000.00	150,000.00	(25,000.00)	-14.29%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01135-51000	ACCOUNTANT - SALARY	5,392.41	11,233.25	24,960.95	116,935.17	35,965.08	93,664.00	102,333.75	8,669.75	9.26%
01135-51100	ACCOUNTANT - WAGES	165,889.10	171,688.04	156,769.63	42,119.30	21,656.39	63,549.00	65,250.00	1,701.00	2.68%
01135-51300	ACCOUNTANT - OVERTIME		0.00	0.00	1,253.74	0.00	0.00	0.00	0.00	0.00%
01135-52000	ACCOUNTANT- SERVICES	18,200.88	31,250.00	22,000.00	43,457.50	69.95	34,000.00	34,000.00	0.00	0.00%
01135-53000	PROFESSIONAL SERVICES	8,625.00	3,706.50	12,425.00	3,500.00	3,725.00	3,675.00	4,000.00	325.00	8.84%
01135-54000	ACCOUNTANT - SUPPLIES	402.50	647.26	639.01	4,232.47	241.79	1,000.00	1,200.00	200.00	20.00%
01335-57000	ACCOUNTANT - EXPENSES	699.95	850.27	1,379.85	1,379.85	1,326.34	2,560.00	4,000.00	1,440.00	56.25%
TOTAL	TOWN ACCOUNTANT	199,209.84	219,375.32	218,174.44	214,063.47	62,984.55	198,448.00	210,783.75	12,335.75	6.22%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01136-51000	COMPUTER SUPPORT STIPEND	5,278.00	5,487.62	4,877.87	3,658.96	1,038.42	3,000.00	3,000.00	0.00	0.00%
01136-52000	COMPUTER SUPPORT - SERVICES	40,277.39	40,623.56	45,431.50	44,335.23	20,971.92	47,000.00	38,200.00	(8,800.00)	-18.72%
01136-54000	COMPUTER SUPPORT - SUPPLIES	681.92	0.00	2,411.09	468.68	0.00	950.00	1,000.00	50.00	5.26%
01136-57000	COMPUTER SUPPORT - EXPENSES	56.39	0.00	0.00	0.00	0.00	2,000.00	2,000.00	0.00	0.00%
TOTAL	FINANCIAL COMPUTER SUPPORT	46,293.70	46,111.18	52,720.46	48,462.87	22,010.34	52,950.00	44,200.00	(8,750.00)	-16.53%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01141-51000	ASSESSORS - SALARY	107,628.61	109,906.75	89,578.06	99,481.30	37,596.40	97,751.00	89,399.70	(8,351.30)	-8.54%
01141-51100	ASSESSORS-WAGES	58,044.67	62,517.44	62,906.24	67,249.46	24,661.28	70,650.00	72,478.00	1,828.00	2.59%
01141-52000	ASSESSORS - SERVICES	13,559.36	13,201.74	43,261.94	40,034.55	21,494.30	35,000.00	50,000.00	15,000.00	42.86%
01141-54000	ASSESSORS - SUPPLIES	339.37	451.56	402.85	1,075.58	352.95	1,500.00	1,500.00	0.00	0.00%
01141-57000	ASSESSORS - EXPENSES	5,860.00	6,588.67	7,911.49	14,401.97	1,831.77	12,112.00	12,000.00	(112.00)	-0.92%
TOTAL	BOARD OF ASSESSORS	185,432.01	192,666.16	204,060.58	222,242.86	85,936.70	217,013.00	225,377.70	8,364.70	3.85%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01145-51000	TREASURER - SALARY	(589.34)	2,199.19	11,838.72	97,624.14	45,994.60	119,266.00	129,928.73	10,662.73	8.94%
01145-51100	TREASURER - WAGES	148,377.07	160,681.15	157,795.43	91,195.62	30,788.62	103,074.00	107,842.00	4,768.00	4.63%
01145-52000	TREASURER - SERVICES	12,747.14	11,634.39	11,264.16	11,371.11	440.02	10,000.00	11,000.00	1,000.00	10.00%
01145-54000	TREASURER - SUPPLIES	2,302.72	2,717.99	2,337.03	2,756.32	482.26	4,000.00	4,000.00	0.00	0.00%
01145-57000	TREASURER - EXPENSES	877.93	6,648.70	3,349.47	3,009.33	1,217.64	4,500.00	5,500.00	1,000.00	22.22%
TOTAL	TOWN TREASURER	163,715.52	183,881.42	186,584.81	205,956.52	78,923.14	240,840.00	258,270.73	17,430.73	7.24%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01147-57000	FINANCE COMMITTEE EXPENSES	280.00	180.00	180.00	184.00	190.00	500.00	500.00	0.00	0.00%
TOTAL	FINANCE COMMITTEE	280.00	180.00	180.00	184.00	190.00	500.00	500.00	0.00	0.00%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01148-52000	PARKING TICKETS SERVICES	1,347.71	688.83	607.55	715.00	0.00	1,250.00	1,250.00	0.00	0.00%
TOTAL	PARKING TICKETS	1,347.71	688.83	607.55	715.00	0.00	1,250.00	1,250.00	0.00	0.00%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01151-53090	LEGAL SERVICES	58,335.89	51,196.92	59,669.83	73,392.30	13,355.92	75,000.00	75,000.00	0.00	0.00%
TOTAL	TOWN COUNSEL	58,335.89	51,196.92	59,669.83	73,392.30	13,355.92	75,000.00	75,000.00	0.00	0.00%

reorg payroll costs from computer support

reduced back to historical amount

addition from draft 2

reorg payroll fees to payroll department

open position grade 13, step 4

Increased from draft 2

01192-51000	FACILITIES- SALARY	71,420.40	76,933.20	88,458.84	88,309.30	36,324.80	94,444.00	98,940.55	4,496.55	4.76%
01192-51100	FACILITIES - WAGES	40,043.52	22,681.46	7,030.96	43,476.50	11,690.33	47,168.00	47,500.00	332.00	0.70%
01192-51300	FACILITIES OVERTIME	7,175.18	18,891.49	16,214.56	497.60	101.67	1,000.00	1,000.00	0.00	0.00%
01192-52000	FACILITIES - SERVICES	72,319.52	106,989.72	106,950.91	49,865.28	41,143.75	49,500.00	49,500.00	0.00	0.00%
01192-52010	SERVICES-OTHER TOWN BUILDINGS	0.00	0.00	0.00	11,527.74	23,827.14	20,000.00	40,000.00	20,000.00	100.00%
01192-52021	FACILITIES SERVICES - APD	0.00	0.00	0.00	7,985.23	11,832.05	20,600.00	20,600.00	0.00	0.00%
01192-52022	FACILITIES SERVICES - AFD	0.00	0.00	0.00	8,084.36	6,982.31	28,000.00	28,000.00	0.00	0.00%
01192-52100	FACILITIES - UTILITIES	78,731.69	90,017.19	93,319.57	44,751.56	2,789.75	35,500.00	35,500.00	0.00	0.00%
01192-52121	FACILITIES UTILITIES - APD	0.00	0.00	0.00	14,083.81	3,763.12	36,000.00	36,000.00	0.00	0.00%
01192-52122	FACILITIES UTILITIES - AFD	0.00	0.00	0.00	19,329.64	4,153.11	35,600.00	35,600.00	0.00	0.00%
01192-52200	FACILITIES GROUNDSKEEPING	0.00	0.00	1,189.72	7,776.91	1,286.21	4,000.00	4,000.00	0.00	0.00%
01192-52221	FACILITIES GROUNDSKEEPING- APD	0.00	0.00	0.00	2,038.85	3,388.66	2,500.00	2,500.00	0.00	0.00%
01192-52222	FACILITIES GROUNDSKEEPING- AFD	0.00	0.00	0.00	253.45	97.26	500.00	500.00	0.00	0.00%
01192-52400	FACILITIES REP & MAINTENANCE	13,504.06	9,483.76	14,937.90	15,080.69	2,813.71	12,208.00	12,818.00	610.00	5.00%
01192-52421	FACILITIES MAINTENANCE - APD	0.00	0.00	0.00	9,189.19	997.44	10,104.00	10,609.00	505.00	5.00%
01192-52422	FACILITIES MAINTENANCE - AFD	0.00	0.00	0.00	15,110.79	1,167.38	10,858.00	12,800.00	1,942.00	17.89%
01192-54000	FACILITIES - SUPPLIES	24,631.98	34,394.26	35,454.78	22,329.12	5,407.16	18,200.00	18,200.00	0.00	0.00%
01192-54021	FACILITIES SUPPLIES - APD	0.00	0.00	0.00	10,092.35	1,137.38	11,500.00	11,500.00	0.00	0.00%
01192-54022	FACILITIES SUPPLIES - AFD	0.00	0.00	0.00	7,013.67	532.34	6,200.00	6,200.00	0.00	0.00%
01192-54100	CLOTHING SUPPLIES	0.00	597.82	575.96	627.72	0.00	600.00	600.00	0.00	0.00%
01192-57000	FACILITIES - EXPENSES	2,410.15	2,841.63	3,782.64	4,781.88	282.16	3,000.00	3,000.00	0.00	0.00%
TOTAL	PUBLIC BUDGS & PROP MAIN	310,236.50	362,830.53	367,915.84	382,205.64	159,717.73	447,482.00	475,367.55	27,885.55	6.23%

reduce from draft 3

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01193-57400	WORKERS COMPENSATION INS	54,533.00	56,616.00	54,397.00	51,391.60	58,303.20	74,360.00	81,796.00	7,436.00	10.00%
01193-57410	FIRE/POLICE ACC LIAB INS	43,247.00	58,970.94	57,672.30	62,215.66	57,360.93	64,290.00	70,719.00	6,429.00	10.00%
01193-57430	FIRE_CASUALTY & LIAB INS	120,859.68	129,979.00	153,647.36	166,127.15	151,228.55	175,032.00	177,535.00	2,503.00	1.43%
TOTAL	GENERAL INSURANCE	218,639.68	245,565.94	265,716.66	279,734.41	266,892.68	313,682.00	330,050.00	16,368.00	5.22%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01210-51000	POLICE DEPT-SALARIES	0.00	0.00	37,520.92	275,603.28	119,289.97	303,466.00	324,512.75	21,046.75	6.94%
01210-51100	POLICE DEPT-WAGES	2,028,904.32	2,239,258.90	2,169,735.12	1,581,120.67	542,493.43	1,976,202.00	2,035,042.62	58,840.62	2.98%
01210-51300	POLICE DEPT-OVERTIME	128,475.55	233,485.34	233,102.58	251,614.75	91,764.79	302,808.00	302,808.00	0.00	0.00%
01210-52000	POLICE - SERVICES	114,850.27	117,377.07	138,343.47	116,258.05	75,465.85	123,581.00	141,677.99	18,096.99	14.64%
01210-52100	POLICE UTILITY SERVICES	0.00	0.00	434.39	2,780.12	904.62	7,900.00	8,300.00	400.00	5.06%
01210-54000	POLICE - SUPPLIES	32,883.19	67,140.00	63,679.65	107,763.29	3,217.03	27,300.00	26,300.00	(1,000.00)	-3.66%
01210-54100	POLICE - CLOTHING ALLOWANCE	23,368.14	23,030.47	20,895.32	22,129.80	5,891.02	34,075.00	43,875.00	9,800.00	28.76%
01210-57000	POLICE -EXPENSE	30,890.20	26,170.79	46,247.97	79,917.60	27,147.69	79,552.00	87,771.00	8,219.00	10.33%
01210-58000	POLICE CAPITAL	56,062.32	50,321.62	53,734.22	180,211.91	0.00	72,715.00	81,153.00	8,438.00	11.60%
TOTAL	POLICE DEPARTMENT	2,415,433.99	2,756,784.19	2,763,693.64	2,617,399.47	866,174.40	2,927,599.00	3,051,440.36	123,841.36	4.23%

increase \$335 from draft 3

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01220-51000	FIRE - SALARY	52,302.22	54,920.88	81,480.15	263,765.53	115,834.20	299,041.00	308,414.98	9,373.98	3.13%
01220-51100	FIRE DEPT WAGES	1,340,826.47	1,451,100.76	1,487,049.76	1,339,284.69	524,072.66	1,335,455.00	1,482,157.00	146,702.00	10.99%
01220-51300	FIRE DEPT-OVERTIME	273,242.26	278,944.05	244,114.11	453,076.39	140,979.02	500,961.00	549,805.00	48,844.00	9.75%
01220-52000	FIRE SERVICES	37,725.72	40,244.31	56,297.89	72,209.07	19,885.34	56,056.00	62,207.00	6,151.00	10.97%
01220-53020	FIRE OSHA SERVICES	0.00	0.00	0.00	2,337.12	1,030.97	12,173.00	12,173.00	0.00	0.00%
01220-54000	FIRE SUPPLIES	34,544.67	50,135.39	82,232.33	33,823.06	8,948.38	46,664.00	46,195.00	(469.00)	-1.01%
01220-54100	FIRE CLOTHING ALLOWANCE	0.00	0.00	0.00	18,181.27	7,235.22	0.00	0.00	0.00	0.00%
01220-57000	FIRE OTHER CHARGES & EXPENSES	9,374.27	11,731.89	18,670.29	29,044.07	1,734.80	34,135.00	37,610.00	3,475.00	10.18%
01220-58000	FIRE TURN OUT GEAR	13,462.54	15,009.60	2,647.96	2,335.27	858.80	5,000.00	5,000.00	0.00	0.00%
TOTAL	FIRE DEPARTMENT	1,761,478.15	1,902,086.88	1,972,492.49	2,214,056.47	820,579.39	2,289,485.00	2,503,561.98	214,076.98	9.35%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01231-51000	REGION DISPATCH-SALARY	0.00	0.00	2,556.30	88,193.07	37,730.75	99,078.00	103,747.27	4,669.27	4.71%
01231-51100	REGION DISPATCHERS - WAGES	194,382.77	18,741.49	72,655.36	347,322.60	135,080.07	345,776.00	359,945.17	14,169.17	4.10%
01231-51300	REGION DISPATCHER - OVERTIME	0.00	0.00	9,688.31	52,420.59	44,220.81	61,000.00	61,000.00	0.00	0.00%
01231-52000	REGIONAL DISPATCH-SERVICES	0.00	0.00	0.00	28,924.97	4,607.08	22,163.00	31,202.38	9,039.38	40.79%
01231-54000	REGIONAL DISPATCH - SUPPLIES	0.00	337.02	0.00	8,176.74	253.44	1,000.00	1,000.00	0.00	0.00%
01231-54100	REGION DISPATCHER - CLOTHING ALLOWANCE	969.25	920.99	1,691.92	4,325.57	1,634.73	5,400.00	5,400.00	0.00	0.00%
01231-57000	REGIONAL DISPATCH-EXPENSES	0.00	0.00	440.02	4,652.41	609.37	13,369.00	13,200.00	(169.00)	-1.26%
TOTAL	DISPATCHERS	195,352.02	19,999.50	87,031.91	534,015.95	224,136.25	547,786.00	575,494.82	27,708.82	5.06%

decrease \$2,282 from draft 3

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01241-51000	BUILDING INSPECTOR-SALARIES	(342.00)	1,279.36	13,641.19	101,132.04	41,141.21	108,287.00	122,678.55	14,391.55	13.29%
01241-51100	BUILDING INSPECTOR- WAGES	89,137.49	94,457.47	87,248.00	24,420.00	22,827.60	68,967.00	68,608.69	(358.31)	-0.52%
01241-51300	BUILDING INSPECTOR-OVERTIME	0.00	0.00	341.68	579.80	0.00	0.00	0.00	0.00	0.00%
01241-52000	BUILDING INSPECTION-SERVICES	3,601.49	1,467.88	1,206.68	1,188.22	2,498.05	1,000.00	1,500.00	500.00	50.00%
01241-54000	BUILDING INSPECTION - SUPPLIES	4,689.00	5,078.57	4,807.34	1,420.75	470.03	1,000.00	1,500.00	500.00	50.00%
01241-54100	WEIGHTS AND MEASURES	0.00	0.00	0.00	5,849.91	1,665.00	6,500.00	6,500.00	0.00	0.00%
01241-57000	BUILDING INSPECTION-EXPENSES	2,005.00	1,192.61	2,010.22	4,554.72	783.48	5,000.00	5,000.00	0.00	0.00%
TOTAL	BUILDING INSPECTION	99,090.98	103,475.89	109,255.11	139,145.44	69,385.37	190,754.00	205,787.24	15,033.24	7.88%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01247-51100	BARN INSPECTOR STIPEND	2,600.00	2,600.00	2,600.00	0.00	0.00	2,652.00	2,705.00	53.00	2.00%
TOTAL	BARN INSPECTOR	2,600.00	2,600.00	2,600.00	0.00	0.00	2,652.00	2,705.00	53.00	2.00%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01291-51000	EMS - SALARIES		0.00	1,746.06	12,850.58	5,763.60	16,650.00	16,983.47	333.47	2.00%
01291-51100	EMERGENCY MGMT WAGES	12,505.00	12,609.19	10,929.60	0.00	0.00	0.00	0.00	0.00	0.00%
01291-52000	EMS SERVICES	7,000.00	6,740.00	6,740.00	9,179.20	7,279.20	7,400.00	7,400.00	0.00	0.00%
01291-54000	EMS SUPPLIES	3,000.00	1,795.43	1,925.00	1,076.10	137.75	3,000.00	3,000.00	0.00	0.00%
01291-57000	EMS OTHER CHARGES & EXPENSES	100.00	0.00	0.00	0.00	0.00	100.00	100.00	0.00	0.00%
TOTAL	EMERGENCY SERVICES	22,605.00	21,144.62	21,340.66	23,105.88	13,180.55	27,150.00	27,483.47	333.47	1.23%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
---------------	------	--------------	--------------	--------------	--------------	-----------------------------	---------------------	--------------------------	--------------	-------------

01292-51100	ANIMAL CONTROL - WAGES	13,316.16	14,169.00	14,549.06	14,787.22	6,336.00	16,474.00	16,810.00	336.00	2.04%
01292-52000	ANIMAL CONTROL - SERVICES	175.00	226.50	924.43	1,021.85	0.00	908.00	908.00	0.00	0.00%
01292-54000	ANIMAL CONTROL - SUPPLIES	338.70	277.85	140.77	28.42	0.00	374.00	374.00	0.00	0.00%
01292-57000	ANIMAL CONTROL - EXPENSES	0.00	0.00	0.00	0.00	0.00	200.00	200.00	0.00	0.00%
TOTAL	ANIMAL CONTROL OFFICER	13,829.86	14,673.35	15,614.26	15,837.49	6,336.00	17,956.00	18,292.00	336.00	1.87%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET	\$ INC/(DEC)	% INC/(DEC)
TREE WARDEN	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST		
01294-51100	TREE WARDEN STIPEND	10,200.32	10,608.24	10,641.31	10,591.09	4,246.50	11,040.00	11,261.00	221.00	2.00%
01294-52000	TREE WARDEN - SERVICES	31,234.88	15,212.80	34,421.68	38,637.88	5,065.96	63,000.00	55,000.00	(8,000.00)	-12.70% decrease to reflect actual
01294-53100	TREE WARDEN - POLICE DETAILS	1,401.84	1,908.68	1,202.06	4,064.72	0.00	4,000.00	4,000.00	0.00	0.00%
01294-54000	TREE WARDEN - SUPPLIES	856.63	270.15	243.85	17.52	29.94	3,000.00	3,000.00	0.00	0.00%
01294-57000	TREE WARDEN - EXPENSES	85.00	10,085.00	85.00	2,585.00	2,500.00	1,000.00	2,500.00	1,500.00	150.00%
TOTAL	TREE WARDEN	43,778.67	38,084.87	46,593.90	55,896.21	11,842.40	82,040.00	75,761.00	(6,279.00)	-7.65%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET	\$ INC/(DEC)	% INC/(DEC)
DPW ADMINISTRATION	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST		
01410-51000	DPW ADMIN - SALARY	2,415.00	2,181.40	31,976.65	177,858.84	90,064.60	234,168.00	248,355.77	14,187.77	6.06%
01410-51100	DPW ADMIN - WAGES	355,047.87	381,949.62	296,648.34	196,655.88	75,414.25	223,213.00	234,400.00	11,187.00	5.01%
01410-51300	DPW ADMIN OVERTIME	118.08	973.57	102.70	0.00	0.00	500.00	500.00	0.00	0.00%
01410-52000	DPW ADMIN - SERVICES	27,919.95	21,740.12	27,293.65	46,846.21	19,793.91	34,500.00	34,500.00	0.00	0.00%
01410-52100	DPW ADMIN - UTILITIES	2,360.10	2,707.69	6,931.53	(2,021.22)	349.76	16,500.00	20,625.00	4,125.00	25.00%
01410-54000	DPW ADMIN - SUPPLIES	(12,365.77)	23,485.40	9,898.49	9,147.42	2,749.54	7,500.00	7,500.00	0.00	0.00%
01410-57000	DPW ADMIN - EXPENSES	3,468.53	1,610.95	13,942.95	582.64	582.64	5,000.00	20,000.00	15,000.00	300.00%
TOTAL	DPW-ADMINISTRATION	378,963.76	434,648.75	386,794.31	430,989.55	188,954.70	521,381.00	565,880.77	44,499.77	8.53%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET	\$ INC/(DEC)	% INC/(DEC)
HIGHWAY - DPW	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST		
01420-51100	HIGHWAY DEPT - WAGES	308,986.71	303,511.92	300,427.58	321,216.95	129,047.28	341,239.00	361,954.00	20,715.00	6.07%
01420-51300	HIGHWAY DEPT OVERTIME	15,272.37	13,691.62	13,056.24	15,266.71	2,343.55	14,500.00	15,500.00	1,000.00	6.90%
01420-51900	HWY CLOTHING REIMBURSEMENT	3,733.32	3,500.00	3,974.99	2,150.00	1,750.00	3,500.00	3,500.00	0.00	0.00%
01420-52000	HIGHWAY DEPT - SERVICES	20,882.44	45,011.08	40,122.63	35,186.60	22,285.03	43,500.00	43,500.00	0.00	0.00%
01420-52100	HIGHWAY UTILITIES	6,096.46	8,204.73	20,629.20	17,410.71	857.19	2,000.00	2,500.00	500.00	25.00%
01420-52200	DPW HWY - LINE PAINTING	0.00	0.00	0.00	18,972.00	0.00	18,000.00	30,000.00	12,000.00	66.67%
01420-53100	HIGHWAY DEPT - POLICE DETAILS	6,363.66	4,431.12	8,201.12	3,289.40	1,264.00	8,000.00	8,000.00	0.00	0.00%
01420-54000	HIGHWAY DEPT - SUPPLIES	31,834.36	12,964.13	21,972.96	31,672.86	12,755.31	37,600.00	37,600.00	0.00	0.00%
01420-57000	HIGHWAY DEPT - EXPENSES	1,069.63	334.85	804.80	689.85	0.00	1,200.00	1,200.00	0.00	0.00%
01420-58000	DPW HWY CAPITAL	17,023.21	2,203.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
TOTAL	DPW-HIGHWAY DEPARTMENT	411,262.16	393,852.69	409,189.52	445,855.08	170,302.36	469,539.00	503,754.00	34,215.00	7.29%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET	\$ INC/(DEC)	% INC/(DEC)
STORM WATER	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST		
01421-51100	STORM WATER - WAGES	9,410.94	6,401.52	32,808.36	0.00	166.67	0.00	0.00	0.00	0.00%
01421-52000	STORMWATER - SERVICES	31,513.37	42,618.99	91,040.45	35,167.37	94,702.22	40,500.00	50,000.00	9,500.00	23.46%
01421-52300	STORMWATER CATCH BASIN	0.00	0.00	0.00	0.00	0.00	15,000.00	18,500.00	3,500.00	23.33%
01421-53100	STORMWATER POLICE DETAILS	21,439.48	3,192.46	1,354.96	2,541.36	491.84	5,000.00	5,000.00	0.00	0.00%
01421-54000	STORMWATER - SUPPLIES	(7,725.02)	34,279.95	4,254.54	9,250.92	2,834.32	12,500.00	12,500.00	0.00	0.00%
01421-58000	STORM DRAIN UPGRADES	100,000.00	65,438.00	58,433.98	64,450.00	0.00	100,000.00	0.00	(100,000.00)	-100.00%
01421-58100	STORMWATER - CULVERT REPLACEMENTS	84,300.00	8,915.60	88,274.00	25,000.00	0.00	30,000.00	0.00	(30,000.00)	-100.00%
TOTAL	DPW-STORMWATER MANAGEMENT	238,938.77	160,846.52	276,166.29	136,409.65	98,195.05	203,000.00	86,000.00	(117,000.00)	-57.64%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET	\$ INC/(DEC)	% INC/(DEC)
SNOW REMOVAL	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST		
01422-51100	SNOW REMOVAL - WAGES	3,045.84	2,016.66	1,398.31	1,787.00	0.00	3,060.00	3,060.00	0.00	0.00%
01422-51300	SNOW REMOVAL OVERTIME	69,830.04	75,629.87	69,485.48	66,385.66	0.00	77,000.00	77,000.00	0.00	0.00%
01422-52000	SNOW REMOVAL - SERVICES	33,575.89	31,485.59	29,150.55	31,574.16	4,800.00	40,000.00	42,000.00	2,000.00	5.00%
01422-53100	SNOW REMOVAL - POLICE DETAILS	808.48	1,374.84	876.72	0.00	0.00	3,000.00	3,000.00	0.00	0.00%
01422-54000	SNOW REMOVAL - SUPPLIES	20,461.92	35,292.26	26,552.20	42,376.45	4,541.42	38,000.00	38,000.00	0.00	0.00%
01422-54810	SNOW REMOVAL FUEL	31,481.18	23,701.60	37,072.11	41,827.68	0.00	53,600.00	53,600.00	0.00	0.00%
01422-55410	SNOW REMOVAL SALT & SAND	87,784.90	85,375.21	109,150.28	121,940.52	29,452.99	144,000.00	144,000.00	0.00	0.00%
TOTAL	SNOW REMOVAL	246,988.25	254,876.03	273,685.65	305,891.47	38,794.41	358,660.00	360,660.00	2,000.00	0.56%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET	\$ INC/(DEC)	% INC/(DEC)
STREET LIGHTING	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST		
01424-52000	STREET LIGHT REP & MAINTENANCE	21,583.00	10,442.83	6,985.93	25,561.41	0.00	13,000.00	13,000.00	0.00	0.00%
01424-52100	STREET LIGHTS - SERVICES	10,967.42	17,201.00	6,271.87	11,302.14	3,520.20	23,000.00	23,000.00	0.00	0.00%
01424-53100	STREET LIGHTING POLICE DETAILS	0.00	2,552.52	437.60	0.00	0.00	4,000.00	4,000.00	0.00	0.00%
01424-54000	STREET LIGHTING - SUPPLIES	0.00	1,721.96	4,510.00	627.24	0.00	5,000.00	5,000.00	0.00	0.00%
TOTAL	STREET LIGHTING	32,550.42	31,918.31	18,205.40	37,490.79	3,520.20	45,000.00	45,000.00	0.00	0.00%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET	\$ INC/(DEC)	% INC/(DEC)
FUEL	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST		
01425-52000	FUEL - SERVICES	1,256.50	1,324.55	936.50	769.95	0.00	1,500.00	1,500.00	0.00	0.00%
01425-54000	FUEL - OTHER DEPARTMENTS	34,161.01	28,401.68	52,338.49	(10,338.82)	(4,380.17)	0.00	0.00	0.00	0.00%
01425-54810	FUEL - DPW	0.00	0.00	1,725.01	60,274.17	46,043.18	71,690.00	71,690.00	0.00	0.00%
TOTAL	DPW-FUEL	35,417.51	29,726.23	55,000.00	50,705.30	41,663.01	73,190.00	73,190.00	0.00	0.00%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET	\$ INC/(DEC)	% INC/(DEC)
DPW EQUIPMENT	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST		
01429-51100	EQUIPMENT REPAIR - WAGES	61,607.00	56,678.80	63,688.00	64,759.20	24,282.00	66,456.00	66,456.00	0.00	0.00%
01429-51300	EQUIPMENT REPAIR OVERTIME	2,588.59	1,768.02	1,693.86	1,943.45	0.00	1,900.00	2,000.00	100.00	5.26%
01429-51900	EQUIP CLOTHING REIMBURSEMENT	700.00	700.00	900.00	500.00	0.00	700.00	700.00	0.00	0.00%
01429-52000	EQUIPMENT REPAIR - SERVICES	4,527.89	22,834.96	10,755.12	7,092.42	6,576.02	14,200.00	14,200.00	0.00	0.00%
01429-54000	EQUIPMENT REPAIR - SUPPLIES	38,217.55	22,632.28	20,430.63	24,496.56	5,794.55	35,750.00	35,750.00	0.00	0.00%
01429-57000	EQUIPMENT REPAIR - EXPENSES	164.95	100.00	100.00	394.85	0.00	100.00	100.00	0.00	0.00%
TOTAL	DPW-EQUIPMENT REPAIR	107,805.98	104,714.06	97,567.61	99,186.48	37,002.57	119,106.00	119,206.00	100.00	0.08%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET	\$ INC/(DEC)	% INC/(DEC)
CEMETERY	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST		

01491-52000	CEMETERY - SERVICES	3,750.00	3,950.00	1,440.00	1,200.00	0.00	1,200.00	1,200.00	0.00	0.00%	St. Marys
TOTAL	CEMETERY	3,750.00	3,950.00	1,440.00	1,200.00	0.00	1,200.00	1,200.00	0.00	0.00%	

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET		
CEMETERY	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01495-51100	CEMETERY - WAGES	0.00	0.00	782.86	3,552.14	1,450.00	10,200.00	15,000.00	4,800.00	47.06%
01495-52000	CEMETERY - SERVICES	0.00	0.00	26,360.00	31,877.79	14,728.00	30,500.00	32,000.00	1,500.00	4.92%
01495-54000	CEMETERY - SUPPLIES	0.00	0.00	799.98	1,534.15	49.50	3,000.00	3,000.00	0.00	0.00%
TOTAL	CEMETERY	0.00	0.00	27,942.84	36,964.08	16,227.50	43,700.00	50,000.00	6,300.00	14.42%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET		
BOARD OF HEALTH	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01512-52000	BOH SERVICES	164.00	0.00	369.60	1,221.11	250.94	4,000.00	4,000.00	0.00	0.00%
01512-54000	BOH SUPPLIES	0.00	149.83	1,945.40	1,376.36	78.07	2,700.00	2,700.00	0.00	0.00%
01512-57000	BOH OTHER CHARGES & EXPENSES	150.00	0.00	60.00	100.34	0.00	600.00	600.00	0.00	0.00%
TOTAL	BOARD OF HEALTH	314.00	149.83	2,375.00	2,697.81	329.01	7,300.00	7,300.00	0.00	0.00%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET		
NASHOBA BOARD OF HEALTH	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01513-53505	NASHOBA-NURSING SERVICES	9,227.92	9,689.28	10,173.76	12,124.96	6,517.18	13,095.00	14,405.00	1,310.00	10.00%
01513-53555	NASHOBA BOARD OF HEALTH	20,221.08	21,232.12	22,293.72	26,454.04	14,219.28	28,570.00	31,430.00	2,860.00	10.21%
TOTAL	NASHOBA BOARD OF HEALTH	29,449.00	30,921.40	32,467.48	38,579.00	20,736.46	41,665.00	45,835.00	4,170.00	10.01%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET			
SOCIAL WORKER	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)	
01520-51000	SOCIAL WORKER WAGES	0.00	0.00	0.00	0.00	0.00	17,635.46	65,000.00	63,930.82	(1,069.18)	-1.64%
01520-52000	SOCIAL WORKER SERVICES	0.00	0.00	0.00	0.00	0.00	1,084.47	1,000.00	3,085.00	2,085.00	208.50%
01520-54000	SOCIAL WORKER SUPPLIES	0.00	0.00	0.00	0.00	0.00	40.00	1,500.00	4,450.00	2,950.00	196.67%
01520-57000	SOCIAL WORKER EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	1,771.00	1,771.00	100.00%	
TOTAL	SOCIAL WORKER	0.00	0.00	0.00	0.00	0.00	18,759.93	67,500.00	73,236.82	5,736.82	8.50%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET		
DISABILITIES COMMISSION	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01540-51100	DISABILITIES COMM - WAGES	0.00	0.00	0.00	0.00	0.00	2,500.00	2,500.00	0.00	0.00%
01540-52000	DISABILITIES COMM - SERVICES	265.30	0.00	0.00	0.00	0.00	500.00	500.00	0.00	0.00%
TOTAL	DISABILITIES COMMISSION	265.30	0.00	0.00	0.00	0.00	3,000.00	3,000.00	0.00	0.00%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET		
COUNCIL ON AGING	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01541-51000	COUNCIL ON AGING - SALARIES	140,999.84	98,657.96	80,395.05	69,464.48	28,573.50	74,291.00	77,624.43	3,333.43	4.49%
01541-51100	COUNCIL ON AGING - WAGES	0.00	0.00	0.00	26,951.45	24,800.87	71,513.00	69,577.00	(1,936.00)	-2.71%
01541-51300	COA OVERTIME	244.72	199.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
01541-52000	COUNCIL ON AGING - SERVICES	15,088.41	10,649.08	11,213.83	16,597.36	5,259.60	19,220.00	28,825.00	9,605.00	49.97%
01541-54000	COUNCIL ON AGING - SUPPLIES	5,546.46	2,829.12	11,275.12	42,152.48	19,657.74	43,650.00	50,150.00	6,500.00	14.89%
01541-57000	COUNCIL ON AGING - EXPENSES	4,739.56	1,815.05	3,600.76	9,733.88	6,844.42	12,800.00	14,800.00	2,000.00	15.63%
01541-58000	COA CAPITAL	0.00	0.00	16,615.91	0.00	0.00	0.00	0.00	0.00	0.00%
TOTAL	COUNCIL ON AGING	166,618.99	114,150.71	123,100.67	164,899.65	85,136.13	221,474.00	240,976.43	19,502.43	8.81%

increased \$2500.00

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET		
VETERANS AGENT	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01543-51000	VETERANS AGENT SALARIES	19,566.65	291.17	2,793.96	20,230.46	0.00	21,207.00	21,207.00	0.00	0.00%
01543-51100	VETERANS AGENT WAGES	0.00	19,980.50	17,545.35	0.00	8,114.90	0.00	0.00	0.00	0.00%
01543-54000	VETERANS AGENT SUPPLIES	300.00	162.34	57.87	177.36	5.48	200.00	200.00	0.00	0.00%
01543-57000	EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
TOTAL	VETERANS AGENT	19,866.65	20,434.01	20,397.18	20,407.82	8,120.38	21,407.00	21,407.00	0.00	0.00%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET		
VETERANS SERVICES	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01547-53170	VETERANS SERVICES	119,527.61	112,471.77	110,387.10	60,219.64	23,271.85	100,000.00	80,000.00	(20,000.00)	-20.00%
TOTAL	VETERANS SERVICES	119,527.61	112,471.77	110,387.10	60,219.64	23,271.85	100,000.00	80,000.00	(20,000.00)	-20.00%

per veterans agent

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET		
LIBRARY	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01610-51000	LIBRARY-SALARIES	(1,407.54)	5,257.38	0.00	81,795.42	36,194.64	94,455.00	96,465.60	2,010.60	2.13%
01610-51100	LIBRARY - WAGES	377,652.47	384,267.83	357,082.28	267,795.59	106,376.42	367,954.00	359,654.22	(8,299.78)	-2.26%
01610-52000	LIBRARY - SERVICES	92,716.41	90,466.02	115,975.66	122,494.68	39,966.51	76,900.00	85,228.00	8,328.00	10.83%
01610-52100	LIBRARY UTILITY SERVICES	0.00	0.00	848.78	13,055.20	1,907.84	20,000.00	20,000.00	0.00	0.00%
01610-54000	LIBRARY - SUPPLIES	144,063.68	119,804.79	117,382.66	28,391.05	12,198.65	14,000.00	20,000.00	6,000.00	42.86%
01610-54100	LIBRARY - BOOKS PERIODICALS	0.00	23,111.76	0.00	139,102.83	53,512.32	134,715.00	136,600.11	1,885.11	1.40%
01610-57000	LIBRARY - EXPENSES	0.00	0.00	0.00	1,927.47	325.00	1,000.00	1,000.00	0.00	0.00%
01610-58000	LIBRARY CAPITAL	2,000.00	1,374.45	1,994.50	0.00	0.00	0.00	0.00	0.00	0.00%
TOTAL	LIBRARY DEPARTMENT	615,025.02	601,170.47	616,395.64	654,562.24	250,481.38	709,024.00	718,947.93	9,923.93	1.40%

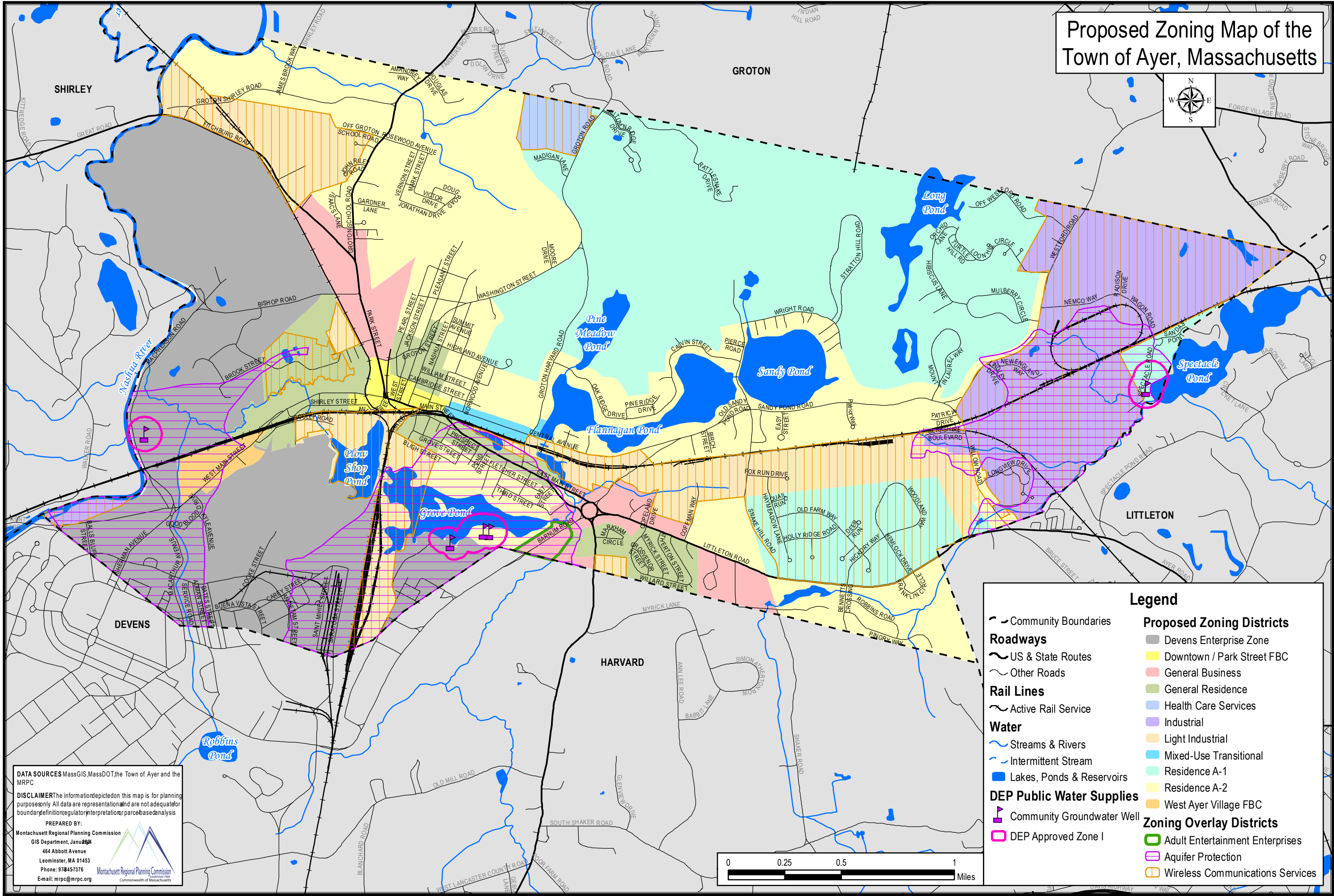
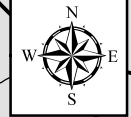
ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET		
PARKS AND RECREATION	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01650-51000	PARKS - SALARIES	38,609.31	18,184.50	38,274.68	80,941.90	33,135.00	86,901.00	86,901.00	0.00	0.00%
01650-51100	PARKS - WAGES	91,405.89	91,813.56	100,930.60	72,511.80	43,798.01	83,482.00	84,000.00	518.00	0.62%
01650-51300	PARKS - OVERTIME	0.00	0.00	0.00	25.88	0.00	0.00	0.00	0.00	0.00%
01650-52000	PARKS - SERVICES	9,971.46	12,890.40	11,593.76	15,292.49	3,009.06	12,000.00	11,000.00	(1,000.00)	-8.33%
01650-52100	PARKS UTILITY SERVICES	0.00	0.00	367.06	2,703.67	970.82	4,000.00	3,000.00	(1,000.00)	-25.00%
01650-54000	PARKS - SUPPLIES	13,550.76	16,633.32	17,970.70	20,413.84	8,214.31	15,500.00	17,500.00	2,000.00	12.90%
01650-57000	PARKS - EXPENSES	0.00	0.00	39.07	0.00	0.00	0.00	0.00	0.00	0.00%
TOTAL	PARKS DEPARTMENT	153,537.42	139,521.78	169,175.87	191,889.58	89,127.20	201,883.00	202,401.00	518.00	0.26%

ACCOUNTS FOR:		FY20	FY21	FY22	FY23	FY24	CURRENT FY24	FY25 BUDGET		
FOOTBALL	DEPT	ACTUALS	ACTUALS	ACTUALS	ACTUALS	ACTUALS AS OF 11/21/23	BUDGET	DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
01652-52000	AYER SHIRLEY FOOTBALL SERVICE	8,000.00	4,000.00	4,000.00	4,000.00	0.00	4,000.00	4,000.00	0.00	0.00%
TOTAL	AYER SHIRLEY FOOTBALL	8,000.00	4,000.00	4,000.00	4,000.00	0.00	4,000.00	4,000.00	0.00	0.00%

ACCOUNTS FOR:	DEPT	FY20 ACTUALS	FY21 ACTUALS	FY22 ACTUALS	FY23 ACTUALS	FY24 ACTUALS AS OF 11/21/23	CURRENT FY24 BUDGET	FY25 BUDGET DEPT REQUEST	\$ INC/(DEC)	% INC/(DEC)
ACCOUNTS FOR: LITTLE LEAGUE										
01653-52000	LITTLE LEAGUE- SERVICES	4,000.00	4,000.00	4,000.00	4,000.00	0.00	4,000.00	4,000.00	0.00	0.00%
TOTAL	LITTLE LEAGUE	4,000.00	4,000.00	4,000.00	4,000.00	0.00	4,000.00	4,000.00	0.00	0.00%
ACCOUNTS FOR: HISTORICAL COMMISSION										
01691-57000	HISTORICAL COMMISSION EXPENSES	0.00	0.00	0.00	0.00	0.00	750.00	750.00	0.00	0.00%
TOTAL	HISTORICAL COMMISSION	0.00	0.00	0.00	0.00	0.00	750.00	750.00	0.00	0.00%
ACCOUNTS FOR: PUBLIC CELEBRATIONS										
01692-55840	MEMORIAL DAY SUPPLIES	0.00	0.00	0.00	190.00	0.00	500.00	500.00	0.00	0.00%
TOTAL	PUBLIC CELEBRATIONS	0.00	0.00	0.00	190.00	0.00	500.00	500.00	0.00	0.00%
ACCOUNTS FOR: AMERICAN LEGION POST 139										
01695-57000	AMERICAN LEGION EXPENSES	600.00	600.00	600.00	600.00	0.00	600.00	600.00	0.00	0.00%
TOTAL	AMERICAN LEGION POST 139	600.00	600.00	600.00	600.00	0.00	600.00	600.00	0.00	0.00%
ACCOUNTS FOR: 4TH OF JULY CELEBRATION										
01697-52000	4TH OF JULY CELEBRATION SERVICES	5,000.00		0.00	0.00	0.00	15,000.00	10,000.00	(5,000.00)	-33.33%
TOTAL	4TH OF JULY CELEBRATION	5,000.00	0.00	0.00	0.00	0.00	15,000.00	10,000.00	(5,000.00)	-33.33%
ACCOUNTS FOR: HOLIDAY LIGHTS										
01698-57000	HOLIDAY LIGHT SERVICES	0.00	15,000.00	15,000.00	15,000.00	0.00	15,000.00	15,000.00	0.00	0.00%
TOTAL	HOLIDAY LIGHTS	0.00	15,000.00	15,000.00	15,000.00	0.00	15,000.00	15,000.00	0.00	0.00%
ACCOUNTS FOR: RETIREMENT OF DEBT										
01710-59000	DEBT INTEREST	0.00	0.00	0.00	87,760.00	111,644.40	242,417.00	350,909.73	108,492.73	44.75%
01710-59100	DEBT PRINCIPAL	1,350,443.12	1,188,719.00	1,275,999.69	800,060.00	310,000.00	832,645.00	846,000.00	13,355.00	1.60%
TOTAL	RETIREMENT OF DEBT	1,350,443.12	1,188,719.00	1,275,999.69	887,820.00	421,644.40	1,075,062.00	1,196,909.73	121,847.73	11.33%
ACCOUNTS FOR: RETIREMENT AND PENSION										
01911-51730	COUNTY RETIREMENT ASSESS	1,687,582.00	1,787,745.00	1,934,480.00	2,058,373.00	2,096,798.00	2,096,798.00	2,230,909.00	134,111.00	6.40%
TOTAL	RETIREMENT & PENSION CON	1,687,582.00	1,787,745.00	1,934,480.00	2,058,373.00	2,096,798.00	2,096,798.00	2,230,909.00	134,111.00	6.40%
ACCOUNTS FOR: UNEMPLOYMENT										
01913-51710	UNEMPLOYMENT COMPENSATION	10,912.28	12,831.09	10,133.06	10,453.94	2,612.00	11,200.00	11,200.00	0.00	0.00%
TOTAL	UNEMPLOYMENT COMPENSATION	10,912.28	12,831.09	10,133.06	10,453.94	2,612.00	11,200.00	11,200.00	0.00	0.00%
ACCOUNTS FOR: EMPLOYEE BENEFITS OTHER										
01919-51740	OTHER EMPLOYEE BENEFITS	121,574.42	119,626.12	125,221.19	147,485.80	50,686.08	163,000.00	163,000.00	0.00	0.00%
TOTAL	OTHER EMPLOYEE BENEFITS	121,574.42	119,626.12	125,221.19	147,485.80	50,686.08	163,000.00	163,000.00	0.00	0.00%
ACCOUNTS FOR: GROUP HEALTH AND LIFE INSURANCE										
01940-57420	HEALTH INSURANCE	1,576,421.41	1,563,196.40	1,420,165.96	1,719,654.42	974,807.06	2,097,985.00	2,265,823.80	167,838.80	8.00%
01940-57422	REGION DISPATCH HEALTH	38,734.83	52,297.42	38,859.75	58,319.04	0.00	63,899.00	69,011.00	5,112.00	8.00%
01940-57425	LIFE INSURANCE	15,669.15	15,259.35	13,085.85	14,859.44	5,743.15	16,400.00	16,400.00	0.00	0.00%
01940-57439	HSA ADMIN FEES	88.00	162.25	334.25	662.00	332.25	900.00	990.00	90.00	10.00%
01940-57440	HRA BENEFITS	0.00	0.00	0.00	0.00	0.00	24,000.00	30,000.00	6,000.00	25.00%
01940-57446	FSA ADMIN FEES	2,153.25	2,096.75	1,918.75	2,323.50	442.00	2,000.00	2,200.00	200.00	10.00%
01940-57460	HEALTH INSURANCE W/H CREDIT	9,878.28	7,665.92	2,621.03	1,638.11	644.20	1,675.00	1,842.50	167.50	10.00%
01940-57480	MEDICARE PENALTIES	2,435.20	2,463.00	2,677.20	2,814.60	1,616.30	3,000.00	3,000.00	0.00	0.00%
01940-57490	HEALTH BUY-OUT PROGRAM	63,185.43	58,554.58	52,186.41	46,759.22	22,138.75	60,000.00	70,000.00	10,000.00	16.67%
TOTAL	GROUP HEALTH & LIFE INSUR	1,708,565.55	1,701,695.67	1,531,849.20	1,847,030.33	1,005,723.71	2,269,859.00	2,459,267.30	189,408.30	8.34%
TOTAL BEFORE SCHOOL ASSESSMENTS		14,060,213.25	14,468,276.56	14,974,760.49	15,880,083.03	7,806,597.69	17,915,331.00	18,962,257.17	1,046,926.17	5.84%
ACCOUNTS FOR: SCHOOL DEPT- VOCATIONAL ED										
01331-52000	VOCATIONAL EDUCATION TUITION	764,256.00	870,317.00	954,155.00	1,010,957.00	568,335.00	1,136,670.00	1,074,675.00	(61,995.00)	-5.45%
TOTAL	VOCATIONAL EDUCATION TUITION	764,256.00	870,317.00	954,155.00	1,010,957.00	568,335.00	1,136,670.00	1,074,675.00	(61,995.00)	-5.45%
ACCOUNTS FOR: ASRSD ASSESMENT										
01335-52000	ASRSD OPERATING ASSESSMENT	11,113,083.03	11,525,813.04	11,769,808.00	12,244,196.04	5,236,605.85	12,567,854.00	13,379,402.00	811,548.00	6.46%
01335-52100	ASRSD DEBT ASSESSMENT	952,315.00	933,512.00	910,941.00	889,150.00	714,456.75	987,214.00	992,710.00	5,496.00	0.56%
TOTAL	ASRSD ASSESSMENT	12,065,398.03	12,459,325.04	12,680,749.00	13,133,346.04	5,951,062.60	13,555,068.00	14,372,112.00	817,044.00	6.03%
TOTAL		26,889,867.28	27,797,918.60	28,609,664.49	30,024,386.07	14,325,995.29	32,607,069.00	34,409,044.17	1,801,975.17	5.53%

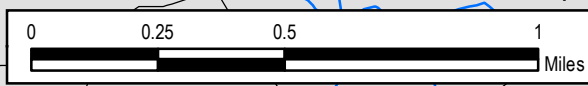
decrease of \$318,618 from draft 2

Proposed Zoning Map of the Town of Ayer, Massachusetts



Legend

- Community Boundaries
- Roadways**
 - US & State Routes
 - Other Roads
- Rail Lines**
 - Active Rail Service
- Water**
 - Streams & Rivers
 - Intermittent Stream
 - Lakes, Ponds & Reservoirs
- DEP Public Water Supplies**
 - Community Groundwater Well
 - DEP Approved Zone I
- Proposed Zoning Districts**
 - Devens Enterprise Zone
 - Downtown / Park Street FBC
 - General Business
 - General Residence
 - Health Care Services
 - Industrial
 - Light Industrial
 - Mixed-Use Transitional
 - Residence A-1
 - Residence A-2
 - West Ayer Village FBC
- Zoning Overlay Districts**
 - Adult Entertainment Enterprises
 - Aquifer Protection
 - Wireless Communications Services



DATA SOURCES MassGIS, MassDOT, the Town of Ayer and the MRPC

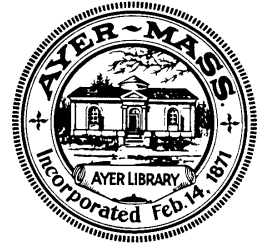
DISCLAIMER The information depicted on this map is for planning purposes only. All data are representation and are not adequate for boundary definition, regulatory interpretation, or parcel-based analysis.

PREPARED BY:
 Montachusett Regional Planning Commission
 GIS Department, January 2024
 464 Abbott Avenue
 Leominster, MA 01453
 Phone: 978-457-3776
 Email: mrpc@mrpc.org

Town of Ayer

Department of Planning & Development

Town Hall ♦ One Main Street ♦ Ayer, MA 01432 ♦ 978-772-8221 ♦ 978-772-8208 (fax)



MEMORANDUM

TO: Board of Selectmen, Robert Pontbriand

FROM: Alan S. Manoian, AOCED Director
Alicia Hersey, Community Development Program Manager

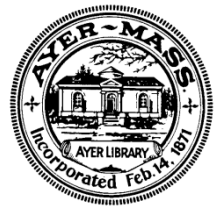
DATE: March 28, 2024

RE: Request a Letter of Support for Federal Earmark Application Ayer Commons

The non-profit NOAH (Neighborhood of Affordable Housing) is requesting a letter of support from the Ayer Select Board for their application to Senator Warren and Markey for a \$4 million Federal Earmark to help bridge the gap in funding of their 40B affordable housing project on Fitchburg Road, "Ayer Commons".

Request the Select Board review and approve and sign a Letter of Support for a Federal Earmark Application for Ayer Commons 40B.

**Office of the Select Board
Office of the Town Manager**



Town of Ayer | Ayer Town Hall | 1 Main Street | Ayer, MA 01432 | 978-772-8220 | www.ayer.ma.us

April 2, 2024

U.S. Congressional Representative
Lori Trahan
2439 Rayburn HOB
Washington, DC 20515

RE: Letter of Support - Federal Earmark for Ayer Commons 40B Affordable Housing

Dear Congressional Representative Trahan:

The Ayer Select Board express full support of the friendly-Chapter 40B 100% affordable housing development project advanced by NOAH (*Neighborhood Of Affordable Housing*) known as “Ayer Commons”; a sustainable and affordable housing development acutely-needed within the Town of Ayer, and the Devens Enterprise Zone & Central Massachusetts Region. To effectively advance this most worthy local/regional affordable housing development to the construction/completion phase, the Ayer Select Board respectfully requests your support and leadership in securing a \$4 million federal earmark for “Ayer Commons”.

NOAH proposes a 100% affordable rental housing development at 65 Fitchburg Road, Ayer MA under MA Chapter 40B, with application for substantial project subsidy funding through the Low-Income Housing Tax Credit Program. The MA Executive Office of Housing & Livable Communities (*formerly MA DHCD*) issued a “Project Eligibility Letter” for the proposed project on 11/4/2021.

The project proposes 106-units of affordable housing (100%), located on a 10.6-acre site within a mile of the Downtown Ayer MBTA Commuter Rail Station and in immediate proximity of the Shop & Save Supermarket. The project will serve as a model of Passive House Design principles, traditional neighborhood design, multi-modal transit-oriented, and will result in the preservation and protection of critical wetlands, native species, and wildlife habitat on the Fitchburg Rd. corridor.

The planned project has gained the full-support of the Ayer Select Board, Ayer Affordable Housing Committee, municipal departments, stakeholder agencies & organizations, and the local community. Ayer Town Meeting (2022) unanimously approved \$400,000 of local Community Preservation Act funding in support of “Ayer Commons”. On 1/12/2023, the Ayer Zoning Board of Appeals issued its approved comprehensive permit decision for this noteworthy affordable housing development project.

In closing, we thank our US Congressional Delegation for their consistent support and leadership in advancing local & regional sustainable, healthful, and environmentally-sensitive affordable housing development and redevelopment in the Town of Ayer and Central Massachusetts.

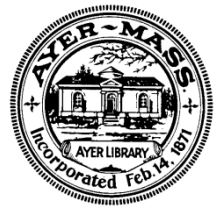
Scott A. Houde, Chair

Jannice L. Livingston, Vice-Chair

Shaun C. Copeland, Clerk

TOWN OF AYER SELECT BOARD

**Office of the Select Board
Office of the Town Manager**



Town of Ayer | Ayer Town Hall | 1 Main Street | Ayer, MA 01432 | 978-772-8220 | www.ayer.ma.us

April 2, 2024

Senator Ed Markey
255 Dirksen Senate Office Building
Washington, DC 20510

RE: Letter of Support - Federal Earmark for Ayer Commons 40B Affordable Housing

Dear Senator Markey:

The Ayer Select Board express full support of the friendly-Chapter 40B 100% affordable housing development project advanced by NOAH (*Neighborhood Of Affordable Housing*) known as “Ayer Commons”; a sustainable and affordable housing development acutely-needed within the Town of Ayer, and the Devens Enterprise Zone & Central Massachusetts Region. To effectively advance this most worthy local/regional affordable housing development to the construction/completion phase, the Ayer Select Board respectfully requests your support and leadership in securing a \$4 million federal earmark for “Ayer Commons”.

NOAH proposes a 100% affordable rental housing development at 65 Fitchburg Road, Ayer MA under MA Chapter 40B, with application for substantial project subsidy funding through the Low-Income Housing Tax Credit Program. The MA Executive Office of Housing & Livable Communities (*formerly MA DHCD*) issued a “Project Eligibility Letter” for the proposed project on 11/4/2021.

The project proposes 106-units of affordable housing (100%), located on a 10.6-acre site within a mile of the Downtown Ayer MBTA Commuter Rail Station and in immediate proximity of the Shop & Save Supermarket. The project will serve as a model of Passive House Design principles, traditional neighborhood design, multi-modal transit-oriented, and will result in the preservation and protection of critical wetlands, native species, and wildlife habitat on the Fitchburg Rd. corridor.

The planned project has gained the full-support of the Ayer Select Board, Ayer Affordable Housing Committee, municipal departments, stakeholder agencies & organizations, and the local community. Ayer Town Meeting (2022) unanimously approved \$400,000 of local Community Preservation Act funding in support of “Ayer Commons”. On 1/12/2023, the Ayer Zoning Board of Appeals issued its approved comprehensive permit decision for this noteworthy affordable housing development project.

In closing, we thank our US Congressional Delegation for their consistent support and leadership in advancing local & regional sustainable, healthful, and environmentally-sensitive affordable housing development and redevelopment in the Town of Ayer and Central Massachusetts.

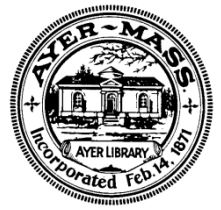
Scott A. Houde, Chair

Jannice L. Livingston, Vice-Chair

Shaun C. Copeland, Clerk

TOWN OF AYER SELECT BOARD

**Office of the Select Board
Office of the Town Manager**



Town of Ayer | Ayer Town Hall | 1 Main Street | Ayer, MA 01432 | 978-772-8220 | www.ayer.ma.us

April 2, 2024

Senator Elizabeth Warren
309 Hart Senate Office Building
Washington, DC 20510

RE: Letter of Support - Federal Earmark for Ayer Commons 40B Affordable Housing

Dear Senator Warren:

The Ayer Select Board express full support of the friendly-Chapter 40B 100% affordable housing development project advanced by NOAH (*Neighborhood Of Affordable Housing*) known as “Ayer Commons”; a sustainable and affordable housing development acutely-needed within the Town of Ayer, and the Devens Enterprise Zone & Central Massachusetts Region. To effectively advance this most worthy local/regional affordable housing development to the construction/completion phase, the Ayer Select Board respectfully requests your support and leadership in securing a \$4 million federal earmark for “Ayer Commons”.

NOAH proposes a 100% affordable rental housing development at 65 Fitchburg Road, Ayer MA under MA Chapter 40B, with application for substantial project subsidy funding through the Low-Income Housing Tax Credit Program. The MA Executive Office of Housing & Livable Communities (*formerly MA DHCD*) issued a “Project Eligibility Letter” for the proposed project on 11/4/2021.

The project proposes 106-units of affordable housing (100%), located on a 10.6-acre site within a mile of the Downtown Ayer MBTA Commuter Rail Station and in immediate proximity of the Shop & Save Supermarket. The project will serve as a model of Passive House Design principles, traditional neighborhood design, multi-modal transit-oriented, and will result in the preservation and protection of critical wetlands, native species, and wildlife habitat on the Fitchburg Rd. corridor.

The planned project has gained the full-support of the Ayer Select Board, Ayer Affordable Housing Committee, municipal departments, stakeholder agencies & organizations, and the local community. Ayer Town Meeting (2022) unanimously approved \$400,000 of local Community Preservation Act funding in support of “Ayer Commons”. On 1/12/2023, the Ayer Zoning Board of Appeals issued its approved comprehensive permit decision for this noteworthy affordable housing development project.

In closing, we thank our US Congressional Delegation for their consistent support and leadership in advancing local & regional sustainable, healthful, and environmentally-sensitive affordable housing development and redevelopment in the Town of Ayer and Central Massachusetts.

Scott A. Houde, Chair

Jannice L. Livingston, Vice-Chair

Shaun C. Copeland, Clerk

TOWN OF AYER SELECT BOARD

Town of Ayer

Office of Community & Economic Development (AOCED)

Town Hall - One Main Street - Ayer, MA 01432 - 978.772.8220 X141



To: Robert Pontbriand, Town Manager

From: Alan S. Manoian, Dir. AOCED

Date: 3/25/2024

Re: Request Placement Ayer Select Board (4/2/24) Agenda – AOCED FY25 Budget
UDAG-Portion Funding

The AOCED requests placement on the 4/2/24 Ayer Select Board Agenda for the review and provision of UDAG-portion funding for the AOCED FY25 Budget.

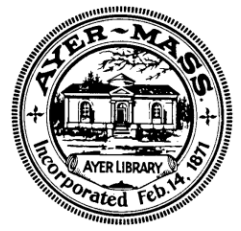
AOCED UDAG-portion FY25 Budget Request:

Director	\$48,303.71
Community Development Program Mgr.	\$40,669.52
Purchase of Services	\$17,500.00
Postage	\$300.00
Purchase of Supplies	\$9,000.00
Other Charges & Expenses	\$6,500.00
<u>Fringe Benefits</u>	<u>\$6,000.00</u>
Total	\$128,273.23

The Dir. of AOCED is prepared to provide additional requested detail, information, clarification, and background content.

Thank you.

Office of the Select Board
Office of the Town Manager



Town of Ayer | Ayer Town Hall | 1 Main Street | Ayer, MA 01432 | 978-772-8220 | www.ayer.ma.us

MEMORANDUM

DATE: March 29, 2024

TO: Ayer Select Board

FROM: Robert A. Pontbriand
Town Manager

SUBJECT: Town Manager's Report for the April 2, 2024 Ayer Select Board Meeting

Dear Honorable Select Board Members,

I am pleased to transmit to you the following Town Manager's Report for the April 2, 2024 Select Board Meeting. If you have any questions prior to the meeting, please do not hesitate to contact me directly. Thank you.

Administrative Update/Review of Town Warrants:

- At the meeting I will provide a brief Administrative Update on the various activities, initiatives, and projects of the Town since the Select Board last met on March 29, 2024.
- I have reviewed, approved, and signed the following Town Warrants since the Select Board last met on March 19, 2024:

Payroll Warrant #24-19 in the amount of \$394,441.75 was reviewed, approved, and signed on March 22, 2024.

Accounts Payable Warrant #24-19 in the amount of \$1,232,340 was reviewed, approved, and signed on March 26, 2024.

Annual Town Meeting Update:

- With the approval of the Annual Town Meeting Warrant by the Select Board at the April 2, 2024 Select Board Meeting, the Town will begin final preparations for the Annual Town Meeting to be held on Monday, April 22, 2024 at 7pm in the Auditorium of the Ayer Shirley Regional High School. The Warrant will be publicly posted by Friday, April 5, 2024 at the following locations: Town Hall; Post Office Lobby; Police Station Lobby; Ayer Library Lobby; Pauline's Variety; Jack-o-Lantern Store; Transfer Station; Ayer Dog Park; and on the Town's website at www.ayer.ma.us Additionally, at that time the Warrant will also be sent to printing and mailing to all Ayer Households in advance of the Annual Town Meeting.
- In addition to the publication and mailing of the ATM Warrant, the Town will also be promoting Town Meeting as follows: Starting April 5, there will be a dedicated webpage on the Town's website which will contain all information related to Town Meeting and the Annual Town Meeting Warrant as follows:

www.ayer.ma.us/townmeeting Additionally, the Town will be featuring the “Articles of the Day” on the Town’s website and Facebook Page where the Town will highlight a few of the Warrant Articles each day. The Town will also be putting signs up throughout the Town promoting Town Meeting as well as using the electronic sign board on the Fire Station.

- As always, any member of the public in need of any information related to Town Meeting or who has any questions should contact the Town Manager’s Office at Town Hall during normal business hours at (978) 772-8220 x100 or at tm@ayer.ma.us and we will be happy to answer your questions and assist.

Vote to Approve Council on Aging Donation - \$2,000:

- The Ayer Council on Aging has received an unrestricted donation in the amount of \$2,000 (See attached). The Select Board is respectfully requested to vote to accept the \$2,000 donation.

Vote to Approve Letter of Support for Central Mass EMS Corp.:

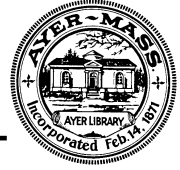
- On behalf of Fire Chief Johnston, we are respectfully requesting that the Select Board vote to approve two letters of support for the Central Mass EMS Corp, one to Senator Eldridge and one to Representative Sena. Please see the attached DRAFT letters provided by the Fire Chief for your consideration (See attached).

Thank you.

Attachment(s): Memo from the COA Director Re: \$2,000 Donation
 DRAFT Letters from Fire Chief Re: Support for Central Mass EMS Corp

Town of Ayer

Council on Aging/Senior Center



18 Pond Street Rear – Ayer, Massachusetts - 01432
Katie Petrossi, Ph.D., Director

Tel: 978-772-8260
kpetrossi@ayer.ma.us

February 23, 2024

Dear Select Board –

Please accept an anonymous donation in the amount of \$2,000.00 to the Ayer Council on Aging/Senior Center. There were no use restrictions placed on the donation. It will be placed in the COA donation account.

Thanks,

Katie Petrossi, Ph.D.
Director
Ayer Council on Aging
18 Pond Street
Ayer, MA 01432
(978) 772-8260
kpetrossi@ayer.ma.us

From: [Chief Johnston](#)
To: [Robert Pontbriand](#)
Cc: [Carly Antonellis](#)
Subject: FW: Request for Support
Date: Wednesday, March 6, 2024 9:01:03 AM
Attachments: [Budget support FY25 House Sena.docx](#)
[Budget support FY25 Senate Eldridge.docx](#)

Dear Mr. Pontbriand,

Attached are template letters and a brief explanation of a support request from the Region II EMS Council.

Central Mass EMS Corp has diligently served the agencies and communities of our region. We now need to ask for your assistance. MDPH does not value the services of the Regional Councils enough to sufficiently fund us. We need your support as we lobby legislators to reinstate our line item (4510-0790) so we may continue to serve you. We are asking you to send a letter to your representative and senator asking them to support the budget amendment. A template letter is attached for your convenience. We encourage you to edit it to add your own personal testimony as you see fit and email or mail to your legislators. If it is easier, you may also reply to this email with your letter, and we will forward it for you.

Region II serves Ayer in many roles such as training, equipment, guidance, as well as training officer workshops to name a few.

I have sent a support letter from the Fire Department and was inquiring if the Town of Ayer would as well.

Please contact me if you have any questions.

Sincerely,

Tim

Tim Johnston
Fire Chief
Ayer Fire Department
1 West Main Street
firechief@ayer.ma.us
Ayer, MA 01432
(978) 772-8231



From: Tina Dixson <tdixson@cmemsc.org>
Sent: Thursday, February 15, 2024 2:36 PM
To: Chief Johnston <tjohnston@ayer.ma.us>
Cc: Jeremy Januskiewicz <jjanuskiewicz@ayer.ma.us>
Subject: Request for Support

Good Afternoon Chief,
I am reaching out to all our services to request assistance with lobbying our legislators.
Your help is appreciated.

Central Mass EMS Corp has diligently served the agencies and communities of our region. We now need to ask for your assistance. MDPH does not value the services of the Regional Councils enough to sufficiently fund us. We need your support as we lobby legislators to reinstate our line item (4510-0790) so we may continue to serve you. We are asking you to send a letter to your representative and senator asking them to support the budget amendment. A template letter is attached for your convenience. We encourage you to edit it to add your own personal testimony as you see fit and email or mail to your legislators. If it is easier, you may also reply to this email with your letter, and we will forward it for you. Feel free to share with others that are willing as well. Thank you in advance.

House

Danillo.Sena@mahouse.gov

Danillo Sena
24 Beacon St.
Room 39
Boston, MA, 02133
(617) 722-2014

Senate

James.Eldridge@masenate.gov

James Eldridge
24 Beacon St.
Room 511-C
Boston, MA, 02133
Phone: (617) 722-1120

Tina Dixson

Executive Director

Central Mass EMS Corp
361 Holden Street
Holden, MA 01520

CMED: 508-854-0100
Office: 508-854-0111
Cell: 978-660-7548

The Honorable James Eldridge
Massachusetts State Senate
24 Beacon St.
Boston, MA, 02133

Dear Senator Eldridge,

I ask you to support the upcoming Massachusetts Regional Emergency Medical Services (EMS) Councils in the **House Budget Amendment** to increase line item **4510-0790** For regional emergency medical services to \$1,000,000 (\$200,000 per Region) for FY25. This is not an increase for the regions but brings them back to level funding from FY23 after a devastating cut in FY24.

I am familiar with the critical services provided by Regional EMS Councils to improve pre-hospital care, enhance medical and disaster communications, and support education and training for all EMS providers and agencies. The Councils partner with the Massachusetts Department of Public Health and local hospitals and ambulance services to support planning and response to scheduled events and no-notice major incidents, including natural and man-made disasters, large-scale patient transports and healthcare-facility evacuations. The Regional Councils are an important resource and provide a critical link between state administration and local response. The Regional Councils provide services that regulatory office of emergency medical services (OEMS) is not able to. They provide real time responses to questions from services and individual providers. Here are a few brief examples are the support and resources they provide:

- Guidance when EMS had to navigate the unknown during the initial COVID pandemic outbreak. This included answering the phone on weekends or at 2 am. They assisted with resources, including access to PPE, before other caches were available.
- Coordination of training and supplies for compliance with Nero's Law. This unfunded mandate would have been a heavy lift for services to comply with otherwise. Region 2 secured grant funding (project grants that do not cover operational expenses) to develop a didactic training and made it available on their website for any EMT in the state, as well as assisted in coordinating several practical sessions.
- The Region developed a scholarship program through donations to assist qualified applicants through EMT courses to address the critical staffing shortages EMS is facing.
- EMS training support through materials sharing and training officer workshops that ensures all agencies have access to the same high-quality education even when the high call volume and low budgets do not allow all services to have fulltime personnel dedicated to this important role.

Thank you for your time and appreciate your support on this funding request for Regional EMS Councils.

Sincerely,

The Honorable Danillo Sena
Massachusetts House of Representatives
24 Beacon St. Room 449
Boston, MA, 02133

Dear Representative Sena,

I ask you to support the upcoming Massachusetts Regional Emergency Medical Services (EMS) Councils in the **House Budget Amendment** to increase line item **4510-0790** For regional emergency medical services to \$1,000,000 (\$200,000 per Region) for FY25. This is not an increase for the regions but brings them back to level funding from FY23 after a devastating cut in FY24.

I am familiar with the critical services provided by Regional EMS Councils to improve pre-hospital care, enhance medical and disaster communications, and support education and training for all EMS providers and agencies. The Councils partner with the Massachusetts Department of Public Health and local hospitals and ambulance services to support planning and response to scheduled events and no-notice major incidents, including natural and man-made disasters, large-scale patient transports and healthcare-facility evacuations. The Regional Councils are an important resource and provide a critical link between state administration and local response. The Regional Councils provide services that regulatory office of emergency medical services (OEMS) is not able to. They provide real-time responses to questions from services and individual providers as well as serve as a conduit for EMS and hospital communications.

Here are a few brief examples of the support and resources they provide:

- Guidance when EMS had to navigate the unknown during the initial COVID pandemic outbreak. This included answering the phone on weekends or at 2 am. They assisted with resources, including access to PPE, before other caches were available.
- Coordination of training and supplies for compliance with Nero's Law. This unfunded mandate would have been a heavy lift for services to comply with otherwise. Region 2 secured grant funding (project grants that do not cover operational expenses) to develop didactic training and made it available on their website for any EMT in the state, as well as assisted in coordinating several practical sessions.
- The Region developed a scholarship program through donations to assist qualified applicants through EMT courses to address the critical staffing shortages EMS is facing.
- EMS training support through materials sharing and training officer workshops that ensures all agencies have access to the same high-quality education even when the high call volume and low budgets do not allow all services to have fulltime personnel dedicated to this important role.

Thank you for your time and appreciate your support on this funding request for Regional EMS Councils.

Sincerely,