



CITY OF HAVERHILL

Budget Plan July 1, 2023 to June 30, 2024

Mayor James J. Fiorentini





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City Hall of Haverhill

Located 28 miles north of Boston along the Merrimack River, Haverhill is one of the state's largest and geographically diverse communities, with farming areas, dense urban neighborhoods, multiple commercial and residential villages, and a bustling downtown featuring celebrated restaurant and arts districts. The city is one of the oldest historic communities in the state. Established in 1640 as Pentucket, Haverhill was incorporated as a city in 1870. Although originally settled as farmland, the city evolved into a major industrial center through the establishment of saw and grist mills in the late 17th century, tanneries and boat yards in the early 18th century and shoe manufacturing, its leading industry for 180 years. Currently, computer technology and research industries thrive within Haverhill's seven industrial parks, business districts, and newly rehabilitated central business district.



MAYOR

James J. Fiorentini

CITY COUNCIL

Timothy Jordan, President

John Michitson, Vice President

Melinda Barrett

Joseph Bevilacqua

Melissa Lewandowski

Michael McGonagle

Catherine Rogers

Thomas Sullivan

Shaun Toohey

REPRESENTATION

U.S. Senate

Edward Markey

Elizabeth Warren

U.S. House

Lori Trahan

MA Senate

Barry Finegold

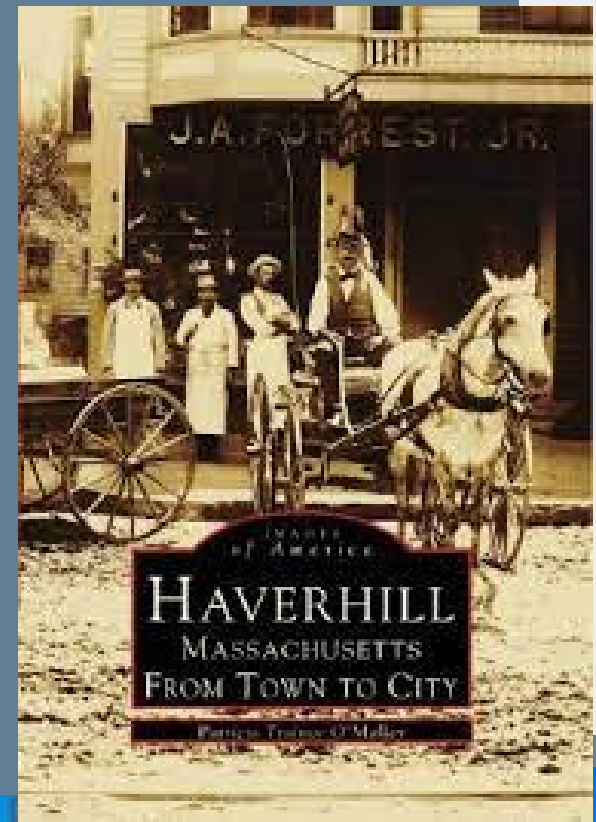
Pavel Payano

MA House

Ryan Hamilton

Andres Vargas





CITY OF HAVERHILL

DEMOGRAPHICS

67,787

2020 Population

48,603

2022 Registered
Voters

26,108

2021 Total
Households

2.53

2021 Average
Household Size

58.3%

Owner-occupied
Housing Unit
Rate

\$347,000

Median Value of
Owner-occupied
Housing Units

\$1,328

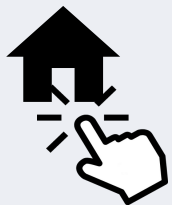
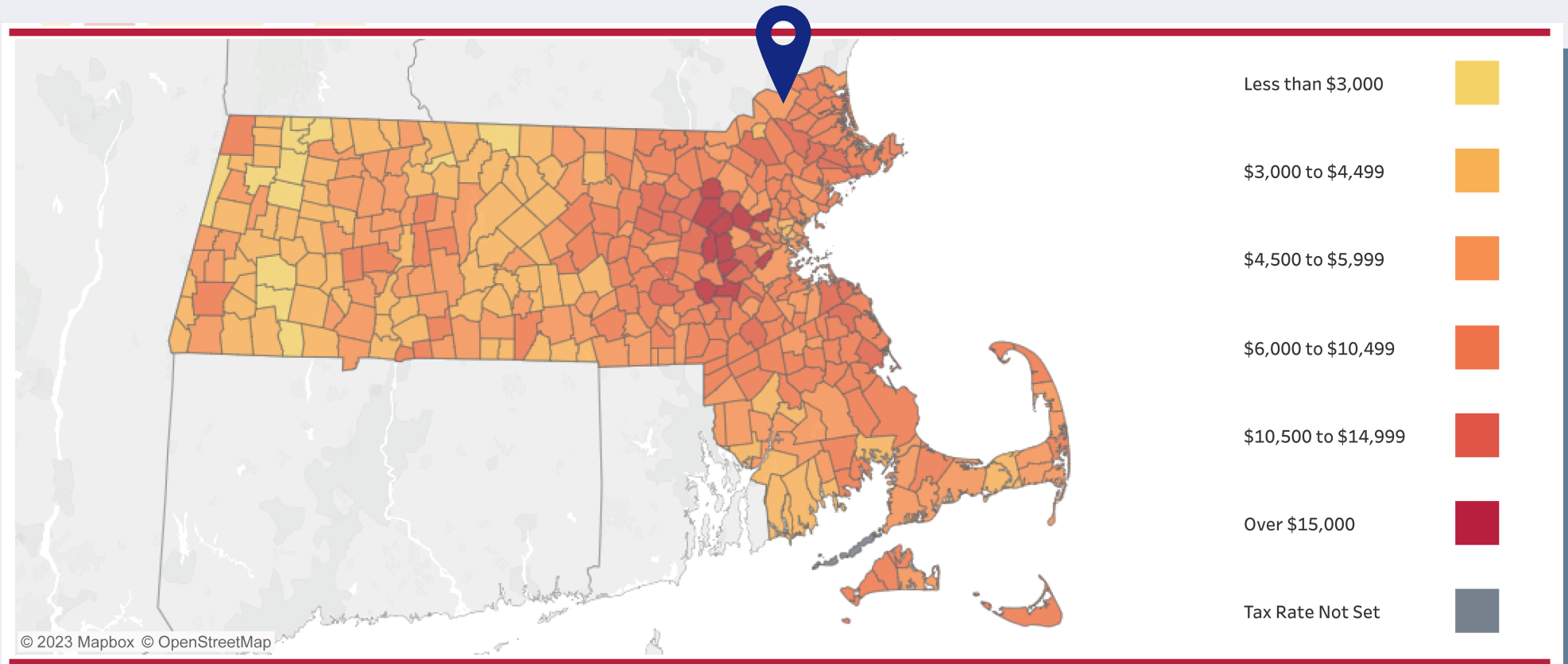
Median Gross
Rent

\$30,224

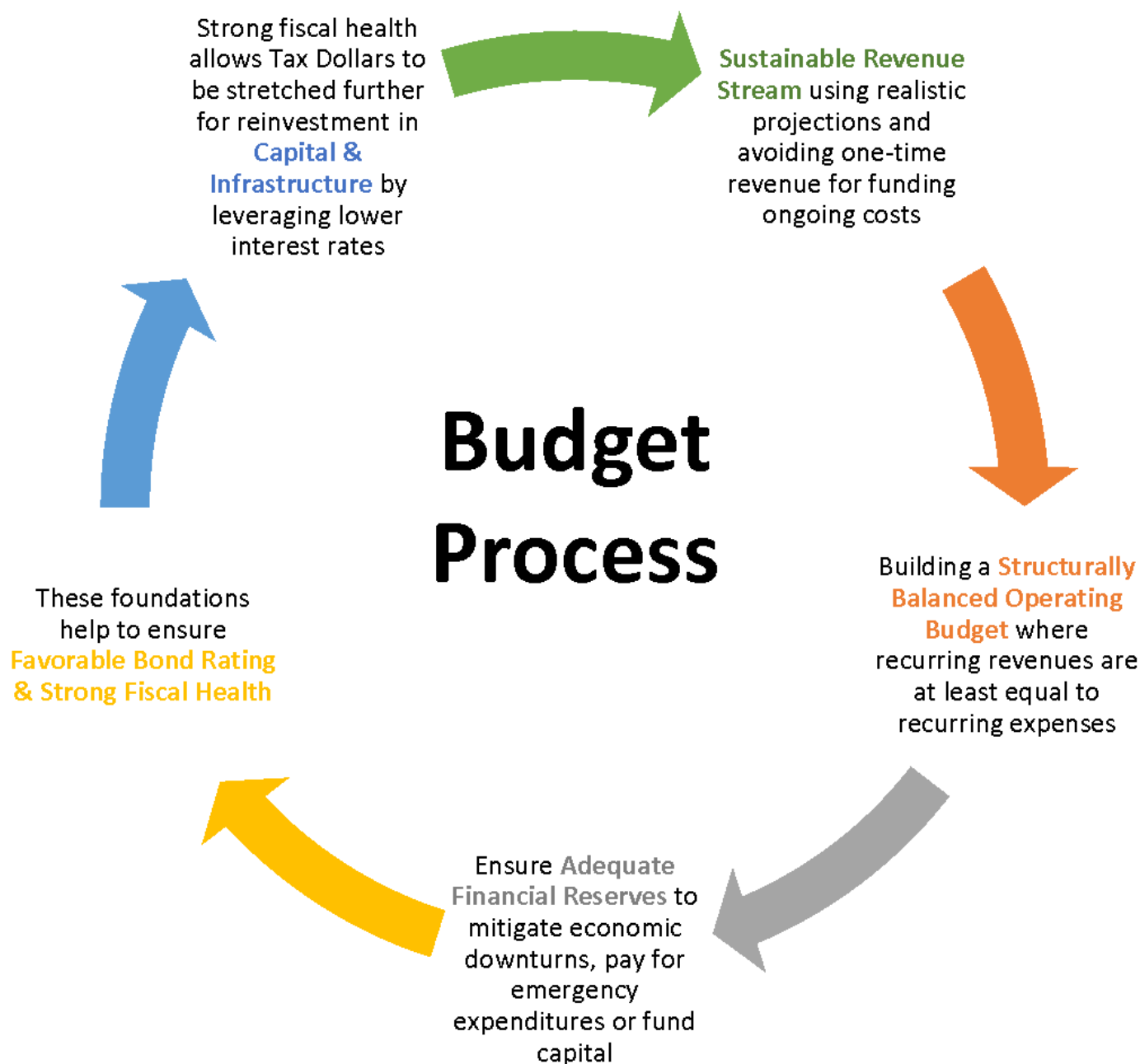
2019 Income Per
Capita



The fiscal 2022 average single family tax bill was \$4,954. State average was \$6,724



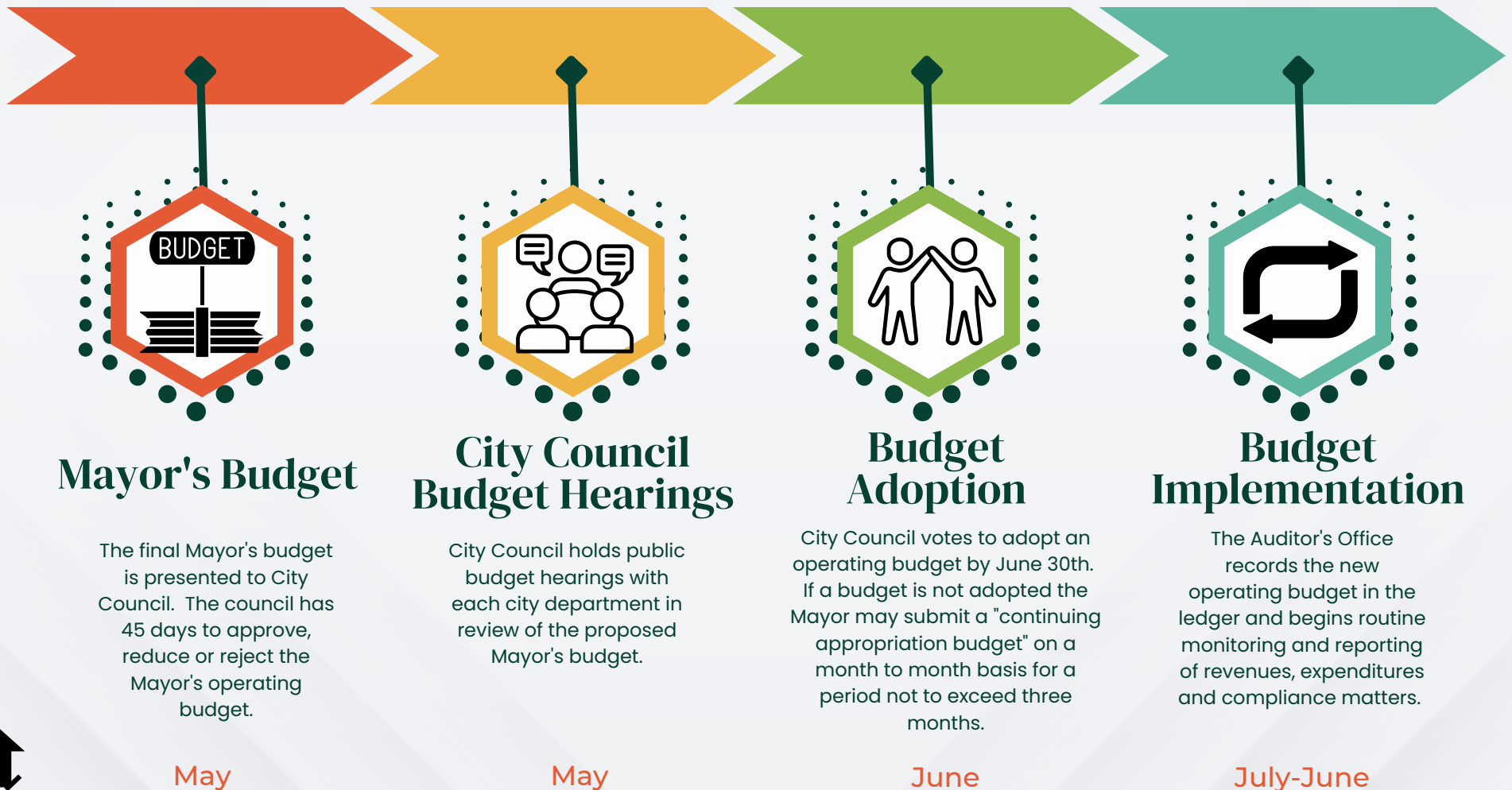
In accordance with the Uniform Massachusetts Accounting System, the city uses a "Modified Accrual" basis of accounting meaning that revenue is recorded on a cash basis and year-end adjusting entries for certain transactions, such as encumbrances, are recorded.



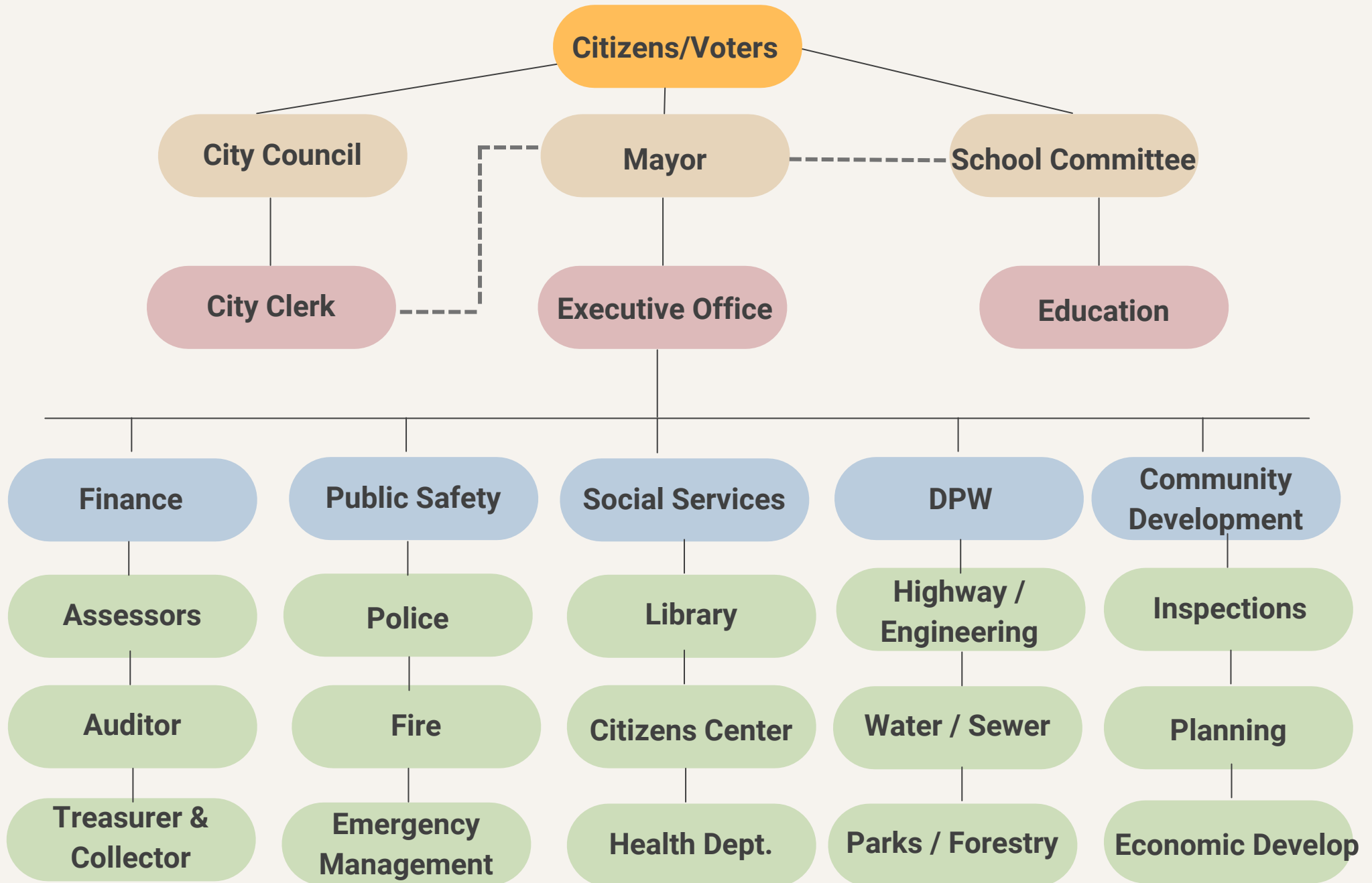
Budget Calendar



Budget Calendar



Organizational Chart



Mayor's Vision Statement

To be a walkable city that provides responsive and positive customer service to its residents, visitors, and businesses.



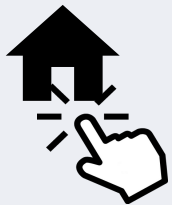
General Fund

The General Fund is the largest and single most important fund of a local government. Most of a local government's revenue resources are accounted for in it and substantially all of the day-to-day departmental operating expenditures are financed and accounted for in it. The General Fund should be used to account for and report all financial resources not accounted for and reported in another fund.

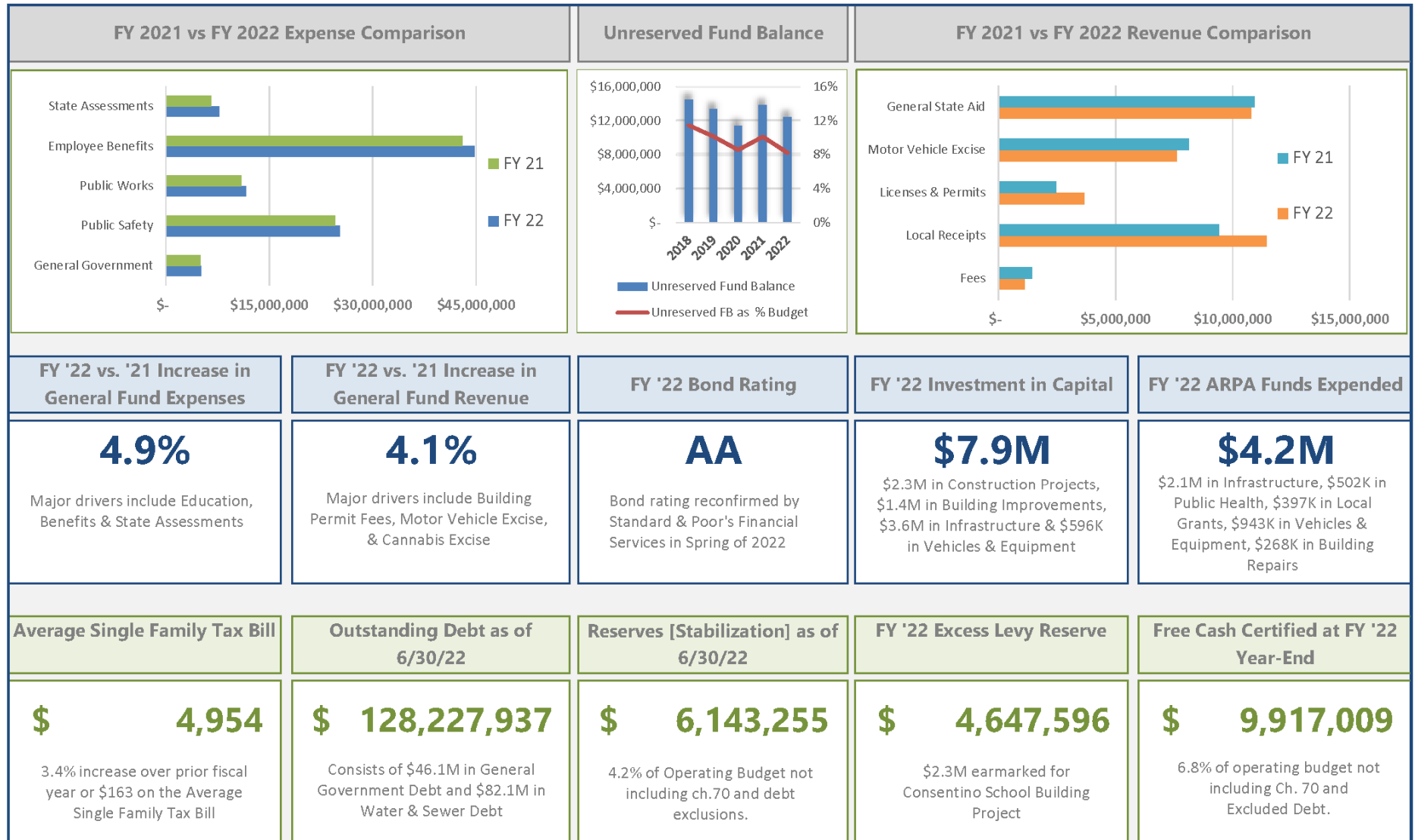
Generally, all funds received by a governmental entity belong to the General Fund under **G.L. c. 44, § 53**, unless otherwise directed by Massachusetts General Laws or by Special Acts of the Massachusetts Legislature. The General Fund is considered an unrestricted operating fund.

Grants must be separated as well as funds received in which the entity is acting as a trustee or agent. It is improper for a governmental entity to reserve General Fund monies in any other fund without proper authority granted by legislation or by the Director of Accounts.

The principal revenue resources of the General Fund include real estate and personal property taxes (assessments for districts), motor vehicle and other excises, departmental receipts and state aid. With the exception of the portion of the annual budget which is funded through Enterprise and certain Special Revenue Funds, substantially all of the annual budget and recurring departmental expenditures are accounted for in the General Fund.



Fiscal 2022 Dashboard



Fiscal 2023 Revenue Year-to-Date with Historical

Revenue Source	3/31/2021	3/31/2022	3/31/2023	FY 22 to 23 Change	FY 20-22 Trendline
Real Estate & Pers Property	\$ 84,530,729	\$ 86,475,170	\$ 89,695,696	↑ \$ 3,220,526	
Motor Vehicle Excise	\$ 6,042,221	\$ 5,912,207	\$ 6,046,426	↑ \$ 134,219	
Meals Excise	\$ 695,350	\$ 863,959	\$ 963,489	↑ \$ 99,530	
Hotel / Room Excise	\$ 157,004	\$ 256,685	\$ 284,234	↑ \$ 27,549	
Boat & Other Excise	\$ 4,525	\$ 2,331	\$ 2,557	↑ \$ 226	
Cannabis Excise	\$ 231,022	\$ 767,406	\$ 831,554	↑ \$ 64,148	
Waste Disposal Facility Program	\$ 1,608,772	\$ 1,915,705	\$ 2,251,493	↑ \$ 335,788	
PILOT	\$ 16,390	\$ 16,382	\$ 16,348	↓ \$ (34)	
Penalties & Interest	\$ 413,603	\$ 324,180	\$ 420,787	↑ \$ 96,607	
Fees	\$ 1,184,318	\$ 1,066,572	\$ 659,409	↓ \$ (407,163)	
Rentals	\$ 182,877	\$ 132,828	\$ 177,226	↑ \$ 44,398	
Departmental Revenue	\$ 201,824	\$ 230,086	\$ 482,025	↑ \$ 251,939	
License & Permits	\$ 1,873,601	\$ 2,790,362	\$ 1,971,213	↓ \$ (819,149)	
Fines & Forefits	\$ 272,039	\$ 497,781	\$ 605,949	↑ \$ 108,168	
Investments	\$ 193,226	\$ 175,256	\$ 863,308	↑ \$ 688,052	
Medicaid Reimbursement	\$ 484,097	\$ 639,251	\$ 388,591	↓ \$ (250,660)	
*Misc Revenue	\$ 276,870	\$ 1,566,289	\$ 136,889	↓ \$ (1,429,400)	
Comm of MA Cherry Sheet	\$ 52,526,714	\$ 56,250,006	\$ 65,692,341	↑ \$ 9,442,335	
Other GF Rev - Trnsf From Sp Rev & Free Cash	\$ 3,614,455	\$ 1,639,816	\$ 1,208,915	↓ \$ (430,901)	
Total	\$ 154,509,637	\$ 161,522,272	\$ 172,698,450	\$ 11,176,178	

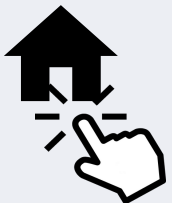
Overall, fiscal 2023 general fund revenues are trending on target through March. Motor vehicle excise (MVE) and fees are running slightly under expectations. Since COVID, (MVE) has been slow to recover. In two years, MVE has only increased by .07%. Pre-covid, this would generally increase 2-3% per year (or 4-6% in two years). This decline is worth watching as MVE is the city's largest local receipt bringing in an estimated \$7.5M per year. Fortunately, meals, hotel and cannabis excise are all running above target. Investment income is also up due to rising interest rates and the city's ability to invest ARPA funds in short term federal bonds.

Fiscal 2023 Expenditure Year-to-Date with Historical

	FY '21 through 3/31/21	FY '22 through 3/31/22	FY '23 through 3/31/23	Trendline
TOTAL GENERAL GOVERNMENT	\$ 3,005,771	\$ 3,098,499	\$ 3,432,552	
TOTAL COMMUNITY & ECONOMIC DEVELOPMENT	\$ 782,776	\$ 995,203	\$ 1,318,880	
TOTAL PUBLIC SAFETY	\$ 18,464,359	\$ 19,384,145	\$ 19,820,655	
TOTAL EDUCATION	\$ 67,798,830	\$ 76,975,275	\$ 84,313,125	
TOTAL PUBLIC WORKS	\$ 8,301,623	\$ 8,440,190	\$ 7,996,886	
TOTAL HUMAN SERVICES	\$ 2,218,174	\$ 2,194,978	\$ 2,271,874	
TOTAL DEBT SERVICE	\$ 6,477,635	\$ 4,460,784	\$ 5,215,579	
TOTAL EMPLOYEE BENEFITS	\$ 36,630,333	\$ 38,140,406	\$ 41,227,514	
TOTAL OTHER CITY EXPENSES	\$ 6,145,984	\$ 8,835,315	\$ 8,966,254	
	\$ 149,825,485	\$ 162,524,795	\$ 174,563,319	

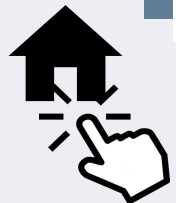
The fiscal 2023 operating budget has seen increases above budgeted amounts in general liability insurance, unemployment insurance, workers compensation insurance, fuel costs and street lighting.

The city plans to fund these projected deficits from the current year budget reserves. The fiscal 2024 budget has been adjusted upward to account for these increases.



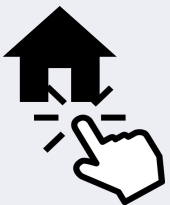
Fiscal 2024 Budget in Brief - Revenue

Revenue Source	Fiscal 2022 Actual	Fiscal 2023 Budget	FY 2024 Mayor Estimated
OTHER AVAILABLE REVENUE SOURCES	\$ 6,539,817	\$ 8,417,722	\$ 6,192,016
TOTAL FEES	\$ 1,120,263	\$ 1,086,600	\$ 902,500
TOTAL FINES & FORFEITS	\$ 738,716	\$ 720,000	\$ 726,200
TOTAL INVESTMENTS	\$ 282,915	\$ 280,000	\$ 1,200,000
TOTAL LICENSE & PERMITS	\$ 3,678,439	\$ 2,374,635	\$ 2,328,535
TOTAL MEDICAID REIMBURSEMENT	\$ 1,069,782	\$ 550,000	\$ 550,000
TOTAL MISC REV	\$ 1,782,442	\$ -	\$ -
TOTAL MVE	\$ 7,620,870	\$ 7,620,870	\$ 8,001,914
TOTAL OTHER DEPT REVENUE	\$ 707,963	\$ 650,000	\$ 621,200
TOTAL OTHER EXCISE	\$ 2,507,796	\$ 2,229,771	\$ 2,555,643
TOTAL PENALTIES & INTEREST	\$ 473,484	\$ 455,000	\$ 500,500
TOTAL PILOT/WASTE DISPOSAL FEE	\$ 2,603,112	\$ 2,500,000	\$ 2,624,200
TOTAL RENTALS	\$ 152,470	\$ 152,000	\$ 180,000
TOTAL STATE AID (CHERRY SHEET)	\$ 78,219,262	\$ 87,517,138	\$ 96,181,674
TOTAL TAX LEVY	\$ 114,902,414	\$ 119,052,946	\$ 123,139,932
Grand Total	\$ 222,399,744	\$ 233,606,682	\$ 245,704,313



Fiscal 2024 Budget in Brief - Revenue

The fiscal 2024 Mayor's budget proposal recommends a general fund revenue increase of 5.18% or \$12M. The bulk of this revenue, 72%, is from the Commonwealth's increase in Chapter 70 school aid. This increase has been directly allocated to the school department, giving our schools a 17.3% increase over two fiscal years. The remaining Commonwealth aid, or cherry sheet revenue, resulted in a net decrease of \$63,000 to city budgets. *[\$8,664,536 in new state revenue (House Budget) less \$8,727,501 allocated to schools = (\$62,965)]*. Although the city is pleased with an increase in funding to our schools, the decrease in state funding to city operations is significant when compounded with the increase in state assessments *(or charges to the city by the Commonwealth) of \$526,711*. This inevitably strains the city's ability to grant many department budget requests including additional staffing in Police, Fire and Highway as well as many capital improvements and infrastructure projects.



Fiscal 2024 Budget in Brief - Appropriations

Appropriation	Fiscal 2022 Actual	Fiscal 2023 Budget	FY 2024 Mayor Estimated
BUDGET RESERVE	\$ -	\$ 3,671,417	\$ 2,093,133
DEBT SERVICE	\$ 7,631,997	\$ 8,114,877	\$ 8,230,898
EMPLOYEE BENEFITS	\$ 44,826,993	\$ 47,998,096	\$ 50,855,670
FIRE	\$ 11,664,147	\$ 11,962,427	\$ 12,586,338
GENERAL GOVERNMENT	\$ 4,623,716	\$ 5,224,965	\$ 5,688,240
LIABILITY INSURANCE	\$ 826,840	\$ 709,823	\$ 945,801
LIBRARY	\$ 1,575,932	\$ 1,727,241	\$ 1,891,062
OTHER HUMAN SERVICES	\$ 1,663,906	\$ 2,020,511	\$ 2,124,986
OTHER PUBLIC SAFETY	\$ 370,367	\$ 347,994	\$ 446,385
POLICE	\$ 13,442,447	\$ 14,801,495	\$ 15,209,045
PUBLIC WORKS	\$ 8,953,407	\$ 9,465,234	\$ 10,447,439
RECREATION	\$ 221,182	\$ 225,280	\$ 250,309
SCHOOL DEPARTMENT	\$ 98,668,079	\$ 108,824,584	\$ 115,732,085
SNOW & ICE	\$ 2,384,147	\$ 710,000	\$ 710,000
STATE ASSESSMENTS	\$ 7,709,183	\$ 8,341,748	\$ 8,868,459
TRANSFERS	\$ 2,854,406	\$ -	\$ 100,000
WHITTIER/ESSEX TECH & OTHER EDUCATION	\$ 9,291,965	\$ 9,460,990	\$ 9,524,463
OPEB TRUST FUND			
Grand Total	\$ 216,708,713	\$ 233,606,682	\$ 245,704,313

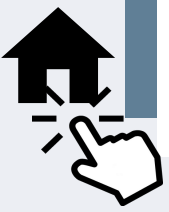
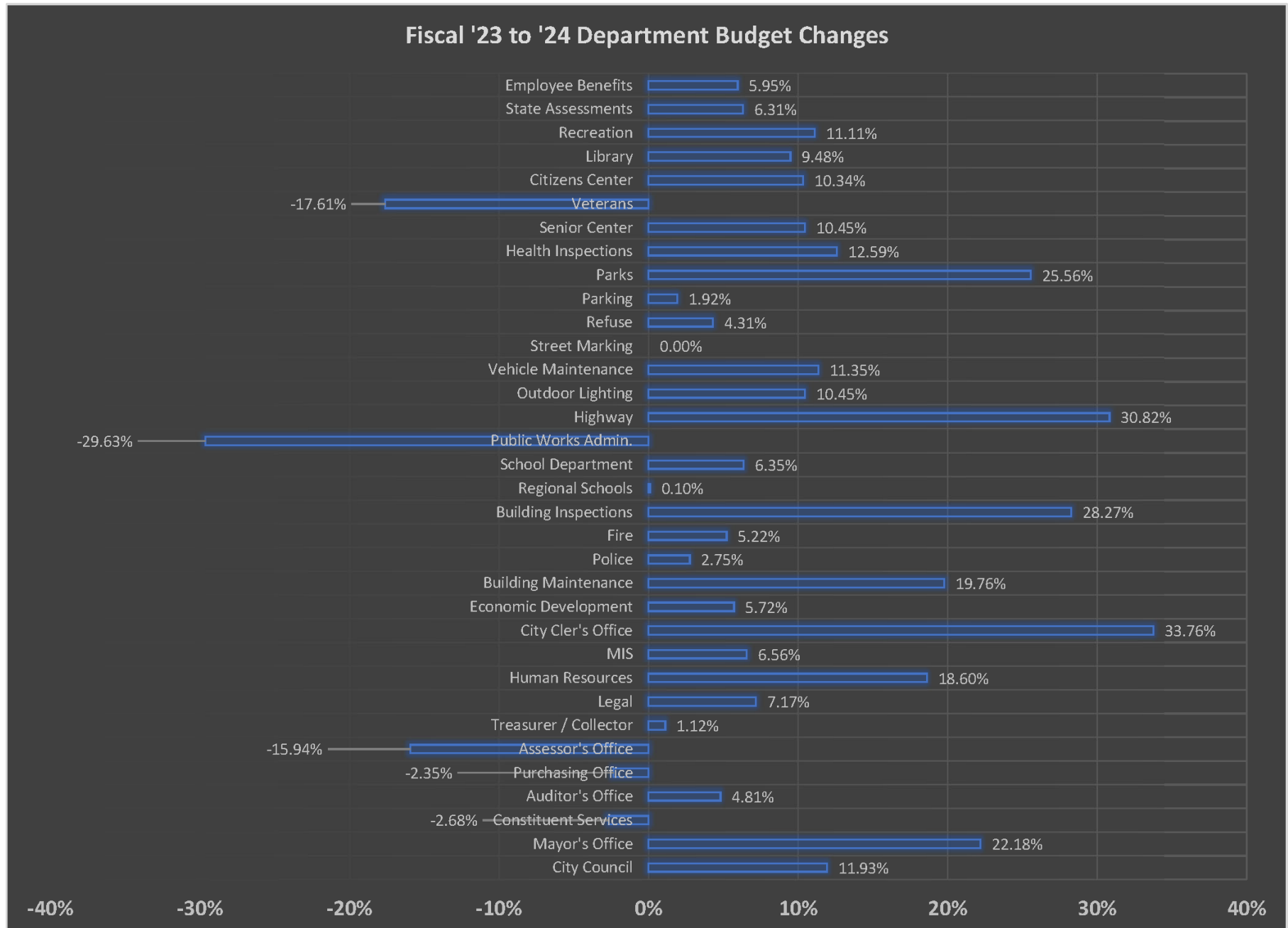


Fiscal 2024 Budget in Brief - Appropriations

The fiscal 2024 Mayor's Budget carefully considered a multitude of valuable budget requests from our city's departmental leaders. However, not all of these proposals were able to be funded. When considering the current year budget, the city takes into consideration the long term sustainability of budget requests in order to maintain fiscal stability. In addition, the city has several financial policies it uses to assist in budget development and forecasting. Some of these guiding policies can be viewed on page 179, in the appendix of this book.

The Mayor's 2024 budget proposal incorporates an increase of \$12M for both city and school operations. This increase includes a reduction of \$4.3 from the requested departmental budgets. Despite not funding all department requests, the 2024 Mayor's Budget adds (8) much needed positions to city operations including an Inspector, an HR Technician, a Capital Projects Manager, a Labor Supervisor for Parks & Recreation and (4) new Firefighters. The Mayor also adds an additional \$300,000 (14.3% increase) in Fire Department overtime and an additional \$390,000 for streets and sidewalk repairs.

Fiscal 2024 Department Budget Changes



Budget Forecast

"It is important to recognize that forecasting is more an art than an exact science. A simple, commonsense approach may be just as useful and accurate as an intricate, econometric model."

"Accuracy declines rapidly as you move beyond five years. "

Massachusetts Department of Revenue, Division of Local Services, Annual Budget Best Practices, Revenue & Expenditure Forecasting



Revenue Forecast

Fiscal 2025-2029

Revenue Source	FY 2024 Mayor Estimated	FY 25 Projected	FY 26 Projected	FY 27 Projected	FY 28 Projected	FY 29 Projected
OTHER AVAILABLE REVENUE SOURCES	\$ 6,192,016	\$ 6,191,867	\$ 6,284,695	\$ 6,378,913	\$ 6,474,544	\$ 6,571,608
TOTAL FEES	\$ 902,500	\$ 925,063	\$ 948,189	\$ 971,894	\$ 996,191	\$ 1,021,096
TOTAL FINES & FORFEITS	\$ 726,200	\$ 747,986	\$ 770,426	\$ 793,538	\$ 817,344	\$ 841,865
TOTAL INVESTMENTS	\$ 1,200,000	\$ 294,231	\$ 306,000	\$ 316,710	\$ 327,795	\$ 339,268
TOTAL LICENSE & PERMITS	\$ 2,328,535	\$ 2,398,391	\$ 2,470,343	\$ 2,544,453	\$ 2,620,787	\$ 2,699,410
TOTAL MEDICAID REIMBURSEMENT	\$ 550,000	\$ 1,096,527	\$ 1,123,940	\$ 1,152,038	\$ 1,180,839	\$ 1,210,360
TOTAL MISC REV	\$ -					
TOTAL MVE	\$ 8,001,914	\$ 8,241,971	\$ 8,571,650	\$ 8,914,516	\$ 9,271,096	\$ 9,641,940
TOTAL OTHER DEPT REVENUE	\$ 621,200	\$ 636,730	\$ 652,648	\$ 668,964	\$ 685,689	\$ 702,831
TOTAL OTHER EXCISE	\$ 2,555,643	\$ 2,632,312	\$ 2,711,281	\$ 2,792,620	\$ 2,876,398	\$ 2,962,690
TOTAL PENALTIES & INTEREST	\$ 500,500	\$ 515,515	\$ 536,136	\$ 552,220	\$ 568,786	\$ 585,850
TOTAL PILOT/WASTE DISPOSAL FEE	\$ 2,624,200	\$ 2,702,926	\$ 2,784,014	\$ 2,867,534	\$ 2,953,560	\$ 3,042,167
TOTAL RENTALS	\$ 180,000	\$ 185,400	\$ 190,962	\$ 196,691	\$ 202,592	\$ 208,669
TOTAL STATE AID (CHERRY SHEET)	\$ 96,181,674	\$ 98,105,307	\$ 100,067,414	\$ 102,068,762	\$ 104,110,137	\$ 106,192,340
TOTAL TAX LEVY	\$ 123,139,932	\$ 128,919,884	\$ 133,561,790	\$ 139,667,929	\$ 144,741,952	\$ 149,939,494
Grand Total	\$ 245,704,313	\$ 253,594,110	\$ 260,979,487	\$ 269,886,783	\$ 277,827,712	\$ 285,959,589

Projected revenue increases are based on historical trends and average conservatively, an increase of 2.9% per year. Fiscal years 2018 through 2022 produced an annual revenue increase of 4% per year, including the revenue decline experienced during COVID.

Appropriation Forecast

Fiscal 2024-2029

Appropriation	FY 2024 Mayor Estimated	FY 25 Projected	FY 26 Projected	FY 27 Projected	FY 28 Projected	FY 29 Projected
BUDGET RESERVE	\$ 2,093,133	\$ 2,166,393	\$ 2,242,216	\$ 2,320,694	\$ 2,401,918	\$ 2,485,985
DEBT SERVICE	\$ 8,230,898	\$ 8,946,957	\$ 8,828,531	\$ 9,994,462	\$ 9,948,715	\$ 9,602,621
EMPLOYEE BENEFITS	\$ 50,855,670	\$ 52,889,897	\$ 55,005,493	\$ 57,205,712	\$ 59,493,941	\$ 62,111,674
FIRE	\$ 12,586,338	\$ 12,951,342	\$ 13,326,931	\$ 13,713,412	\$ 14,111,101	\$ 14,520,323
GENERAL GOVERNMENT	\$ 5,688,240	\$ 5,816,225	\$ 5,947,090	\$ 6,080,900	\$ 6,217,720	\$ 6,357,619
LIABILITY INSURANCE	\$ 945,801	\$ 964,717	\$ 984,012	\$ 1,003,692	\$ 1,023,766	\$ 1,044,241
LIBRARY	\$ 1,891,062	\$ 1,928,883	\$ 1,967,461	\$ 2,006,810	\$ 2,046,946	\$ 2,087,885
OTHER HUMAN SERVICES	\$ 2,124,986	\$ 2,167,485	\$ 2,210,835	\$ 2,255,052	\$ 2,300,153	\$ 2,346,156
OTHER PUBLIC SAFETY	\$ 446,385	\$ 455,313	\$ 464,419	\$ 473,707	\$ 483,181	\$ 492,845
POLICE	\$ 15,209,045	\$ 15,650,107	\$ 16,103,960	\$ 16,570,975	\$ 17,051,533	\$ 17,546,028
PUBLIC WORKS	\$ 10,447,439	\$ 10,750,415	\$ 11,062,177	\$ 11,382,980	\$ 11,713,086	\$ 12,052,766
RECREATION	\$ 250,309	\$ 255,315	\$ 260,421	\$ 265,630	\$ 270,943	\$ 276,361
SCHOOL DEPARTMENT	\$ 115,732,085	\$ 119,088,315	\$ 122,541,877	\$ 126,095,591	\$ 129,752,363	\$ 133,515,182
SNOW & ICE	\$ 710,000	\$ 710,000	\$ 710,000	\$ 710,000	\$ 710,000	\$ 710,000
STATE ASSESSMENTS	\$ 8,868,459	\$ 9,090,170	\$ 9,317,425	\$ 9,550,360	\$ 9,789,119	\$ 10,033,847
TRANSFERS	\$ 100,000					
WHITTIER/ESSEX TECH & OTHER EDUCATION	\$ 9,524,463	\$ 9,762,575	\$ 10,006,639	\$ 10,256,805	\$ 10,513,225	\$ 10,776,056
OPEB TRUST FUND						
Grand Total	\$ 245,704,313	\$ 253,594,110	\$ 260,979,487	\$ 269,886,783	\$ 277,827,711	\$ 285,959,589

The projected appropriation increases are between 2-4% annually for most departments with up to 4% included for employee benefits. The actual debt service payments have been included with a placeholder for the Consentino Middle School debt commencing in 2025 using the current available tax levy. This projection also includes a placeholder in fiscal 2027 for a potential general obligation borrowing in the amount of \$25M over 25 years to fund the city's unfunded capital needs.



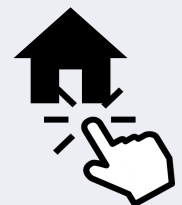
Levy Forecast

Fiscal 2024-2029

LEVY LIMIT CALCULATION	FY 2024 Mayor Estimated	FY 25 Projected	FY 26 Projected	FY 27 Projected	FY 28 Projected	FY 29 Projected
1. Prior Year Levy Limit	\$ 123,479,453	\$ 127,566,439	\$ 132,243,187	\$ 137,081,481	\$ 142,086,699	\$ 147,264,393
2. 2 1/2% Increase	\$ 3,086,986	\$ 3,189,161	\$ 3,306,080	\$ 3,427,037	\$ 3,552,167	\$ 3,681,610
3. Plus New Growth	\$ 1,000,000	\$ 1,487,587	\$ 1,532,215	\$ 1,578,181	\$ 1,625,526	\$ 1,674,292
4. Sub-Total Levy Limit	\$ 127,566,439	\$ 132,243,187	\$ 137,081,481	\$ 142,086,699	\$ 147,264,393	\$ 152,620,295
5. Plus Debt Exclusion	\$ 1,183,231	\$ 1,179,431	\$ 1,174,931	\$ 1,179,281	\$ 1,177,481	\$ 1,182,431
6. Total Available Levy	\$ 128,749,670	\$ 133,422,618	\$ 138,256,412	\$ 143,265,980	\$ 148,441,874	\$ 153,802,726
7. Levy Amount Used	\$ 123,139,932	\$ 128,919,884	\$ 133,561,790	\$ 139,667,929	\$ 144,741,952	\$ 149,939,494
8. Excess Levy Capacity	\$ 5,609,738	\$ 4,502,734	\$ 4,694,622	\$ 3,598,052	\$ 3,699,922	\$ 3,863,232

Using the above projections, the city's excess tax levy dips to approximately \$3.6M in 2027 with the addition of a new potential general obligation bond issue for \$25 million to fund general building and capital improvements.

New growth is based on a 5-year historical average from fiscal years 2019 to 2023. The fiscal year 2024 new growth estimate is a conservative forecast provided by the city's Board of Assessors.



Revenue Forecast

Fiscal 2030-2034

Revenue Source	FY 30 Projected	FY 31 Projected	FY 32 Projected	FY 33 Projected	FY 34 Projected
OTHER AVAILABLE REVENUE SOURCES	\$ 6,670,127	\$ 6,770,123	\$ 6,871,616	\$ 6,974,631	\$ 7,079,191
TOTAL FEES	\$ 1,046,623	\$ 1,072,789	\$ 1,099,609	\$ 1,127,099	\$ 1,155,276
TOTAL FINES & FORFEITS	\$ 867,121	\$ 893,134	\$ 919,928	\$ 947,526	\$ 975,952
TOTAL INVESTMENTS	\$ 351,143	\$ 363,433	\$ 376,153	\$ 389,318	\$ 402,944
TOTAL LICENSE & PERMITS	\$ 2,780,393	\$ 2,863,804	\$ 2,949,718	\$ 3,038,210	\$ 3,129,356
TOTAL MEDICAID REIMBURSEMENT	\$ 1,240,619	\$ 1,271,635	\$ 1,303,425	\$ 1,336,011	\$ 1,369,411
TOTAL MISC REV					
TOTAL MVE	\$ 10,027,618	\$ 10,428,723	\$ 10,845,871	\$ 11,279,706	\$ 11,730,895
TOTAL OTHER DEPT REVENUE	\$ 720,402	\$ 738,412	\$ 756,872	\$ 775,794	\$ 795,189
TOTAL OTHER EXCISE	\$ 3,051,571	\$ 3,143,118	\$ 3,237,411	\$ 3,334,534	\$ 3,434,570
TOTAL PENALTIES & INTEREST	\$ 603,425	\$ 621,528	\$ 640,174	\$ 659,379	\$ 679,161
TOTAL PILOT/WASTE DISPOSAL FEE	\$ 3,133,432	\$ 3,227,435	\$ 3,324,258	\$ 3,423,986	\$ 3,526,705
TOTAL RENTALS	\$ 214,929	\$ 221,377	\$ 228,019	\$ 234,859	\$ 241,905
TOTAL STATE AID (CHERRY SHEET)	\$ 108,316,187	\$ 110,482,510	\$ 112,692,161	\$ 114,946,004	\$ 117,244,924
TOTAL TAX LEVY	\$ 155,346,536	\$ 160,980,167	\$ 166,737,806	\$ 172,203,937	\$ 177,198,895
Grand Total	\$ 294,370,125	\$ 303,078,188	\$ 311,983,022	\$ 320,670,995	\$ 328,964,374

Projected revenue increases are based on historical trends and average conservatively, an increase of 2.9% per year. Fiscal years 2018 through 2022 produced an annual revenue increase of 4% per year, including the revenue decline experienced during COVID.



Appropriation Forecast

Fiscal 2030-2034

Appropriation	FY 30 Projected	FY 31 Projected	FY 32 Projected	FY 33 Projected	FY 34 Projected
BUDGET RESERVE	\$ 2,572,995	\$ 2,663,050	\$ 2,756,256	\$ 2,852,725	\$ 2,952,571
DEBT SERVICE	\$ 9,502,042	\$ 9,428,451	\$ 9,272,233	\$ 13,610,592	\$ 13,256,327
EMPLOYEE BENEFITS	\$ 64,596,141	\$ 67,179,987	\$ 69,867,186	\$ 47,661,874	\$ 49,568,349
FIRE	\$ 14,941,412	\$ 15,374,713	\$ 15,820,580	\$ 16,279,377	\$ 16,751,479
GENERAL GOVERNMENT	\$ 6,500,665	\$ 6,646,930	\$ 6,796,486	\$ 6,949,407	\$ 7,105,769
LIABILITY INSURANCE	\$ 1,065,126	\$ 1,086,429	\$ 1,108,157	\$ 1,130,320	\$ 1,152,927
LIBRARY	\$ 2,129,643	\$ 2,172,236	\$ 2,215,681	\$ 2,259,994	\$ 2,305,194
OTHER HUMAN SERVICES	\$ 2,393,079	\$ 2,440,940	\$ 2,489,759	\$ 2,539,554	\$ 2,590,346
OTHER PUBLIC SAFETY	\$ 502,702	\$ 512,756	\$ 523,011	\$ 533,471	\$ 544,141
POLICE	\$ 18,054,862	\$ 18,578,453	\$ 19,117,229	\$ 19,671,628	\$ 20,242,105
PUBLIC WORKS	\$ 12,402,296	\$ 12,761,963	\$ 13,132,060	\$ 13,512,889	\$ 13,904,763
RECREATION	\$ 281,889	\$ 287,526	\$ 293,277	\$ 299,142	\$ 305,125
SCHOOL DEPARTMENT	\$ 137,387,122	\$ 141,371,349	\$ 145,471,118	\$ 149,689,780	\$ 154,030,784
SNOW & ICE	\$ 710,000	\$ 710,000	\$ 710,000	\$ 710,000	\$ 710,000
STATE ASSESSMENTS	\$ 10,284,694	\$ 10,541,811	\$ 10,805,356	\$ 11,075,490	\$ 11,352,377
TRANSFERS					
WHITTIER/ESSEX TECH & OTHER EDUCATION	\$ 11,045,457	\$ 11,321,594	\$ 11,604,633	\$ 11,894,749	\$ 12,192,118
OPEB TRUST FUND				\$ 20,000,000	\$ 20,000,000
Grand Total	\$ 294,370,125	\$ 303,078,187	\$ 311,983,022	\$ 320,670,995	\$ 328,964,374

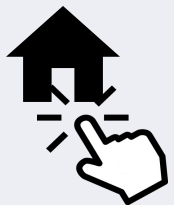
This forecasts adds a \$4.5M placeholder in fiscal 2033 for a potential, additional school building project. The city's unfunded pension liability is scheduled to be fully funded in 2032 resulting in a pension assessment decrease of approximately \$25M per year. It is recommended these excess funds be appropriated to fund the city's unfunded OPEB (Other Post Employment Benefits) liability which is currently estimated at \$338,981,005 and to help fund the city's unfunded capital needs.

Levy Forecast

Fiscal 2030-2034

LEVY LIMIT CALCULATION	FY 30 Projected	FY 31 Projected	FY 32 Projected	FY 33 Projected	FY 34 Projected
1. Prior Year Levy Limit	\$ 152,620,295	\$ 158,160,324	\$ 163,890,589	\$ 169,817,398	\$ 175,947,263
2. 2 1/2% Increase	\$ 3,815,507	\$ 3,954,008	\$ 4,097,265	\$ 4,245,435	\$ 4,398,682
3. Plus New Growth	\$ 1,724,521	\$ 1,776,257	\$ 1,829,544	\$ 1,884,431	\$ 1,940,964
4. Sub-Total Levy Limit	\$ 158,160,324	\$ 163,890,589	\$ 169,817,398	\$ 175,947,263	\$ 182,286,909
5. Plus Debt Exclusion	\$ 1,180,806	\$ 1,179,894	\$ 1,184,244	\$ 1,175,394	\$ 1,176,894
6. Total Available Levy	\$ 159,341,130	\$ 165,070,483	\$ 171,001,642	\$ 177,122,657	\$ 183,463,803
7. Levy Amount Used	\$ 155,346,536	\$ 160,980,167	\$ 166,737,806	\$ 172,203,937	\$ 177,198,895
8. Excess Levy Capacity	\$ 3,994,594	\$ 4,090,316	\$ 4,263,835	\$ 4,918,720	\$ 6,264,908

Using the above projections, the city's excess tax levy continually grows from \$3.9M in 2030 to approximately \$6.2M in 2034 and provides funding for two major school building projects and a substantial capital projects borrowing over a 10-year period, all within the levy limit. This scenario is possible due to the surplus tax levy which has been saved over several fiscal years and the retirement of the city's unfunded pension liability assessment which will be satisfied in 2032, 8-years ahead of state mandate.



General Fund Revenue

Tax Levy

The property tax levy is the revenue a community can raise through real and personal property taxes. In Massachusetts, municipal revenues to support local spending for schools, public safety and other public services are raised through the property tax levy, state aid, local receipts and other sources. The property tax levy is the largest source of revenue for most cities and towns.

Proposition 2 ½ places constraints on the amount of levy raised by a city or town and on how much the levy can be increased from year to year. A community cannot levy more than 2.5 percent of the total full and fair cash value of all taxable real and personal property in the community. This is known as the levy ceiling. A community's levy is also constrained in that it can only increase by a certain amount from year to year. This is known as the levy limit. The levy limit will always be below, or at most, equal to the levy ceiling. The levy limit may not exceed the levy ceiling.

Increases in the levy limit may result from the following:

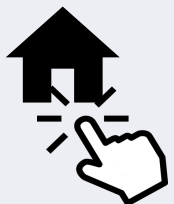
- Each year, a community's levy limit automatically increases by 2.5 percent over the previous year's levy limit. This does not require any action on the part of local officials; the Department of Revenue calculates this increase automatically.
- A community is able to increase its levy limit each year to reflect new growth in the tax base. Assessors are required to submit information on growth in the tax base for approval by the Department of Revenue as part of the tax rate setting process.
- A community can increase its levy limit by successfully voting an override. The amount of the override becomes part of the levy limit base. *Note: Debt exclusions, capital outlay expenditure exclusions and overrides are all often referred to as "overrides" and enable a community either to permanently increase its levy limit or temporarily levy above its levy limit or levy ceiling.*

Levy Limit Calculation

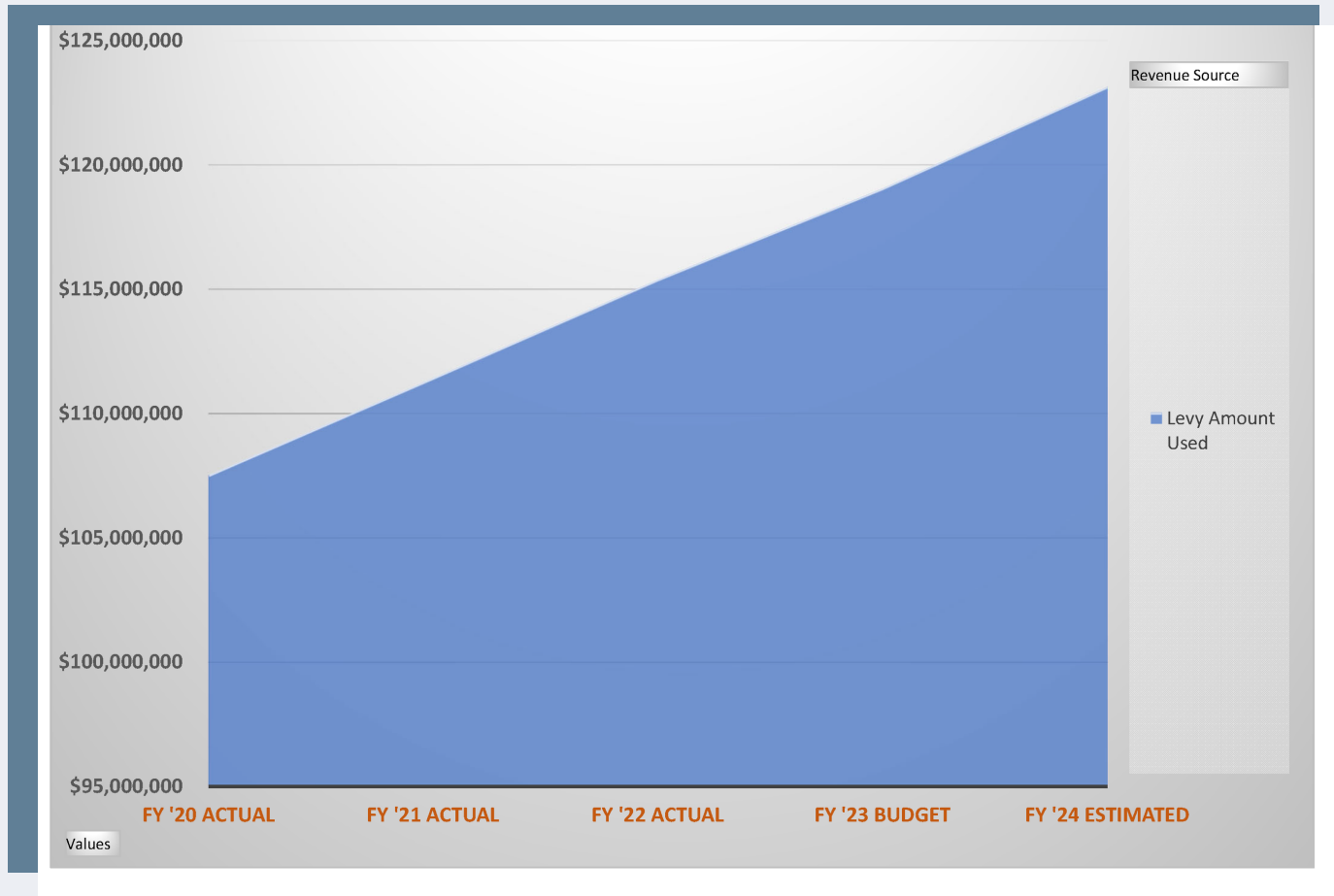
Revenue Source	FY 23 Budget	FY 24 Estimated
LEVY LIMIT CALCULATION		
Prior Year Levy Limit	\$ 118,846,898	\$ 123,479,453
2 1/2% Increase	\$ 2,971,172	\$ 3,086,986
Plus New Growth	\$ 1,661,382	\$ 1,000,000
Sub-Total Levy Limit	\$ 123,479,453	\$ 127,566,439
Plus Debt Exclusion	\$ 1,180,606	\$ 1,183,231
Total Available Levy	\$ 124,660,059	\$ 128,749,670
Levy Amount Used	\$ 119,052,946	\$ 123,139,932
Excess Levy Capacity	\$ 5,607,113	\$ 5,609,738

The Mayor's budget utilizes the prior year's tax levy plus estimated new growth plus the 2.5% levy increase. This preserves the city's excess levy and provides financial stability for large capital expenditures or economic downturns.

The fiscal 2023 General Fund Undesignated Fund Balance is expected to increase slightly due to the close out of anticipated surplus appropriations and general fund revenue.



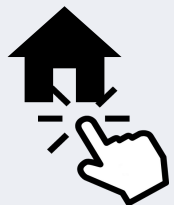
Taxable Levy



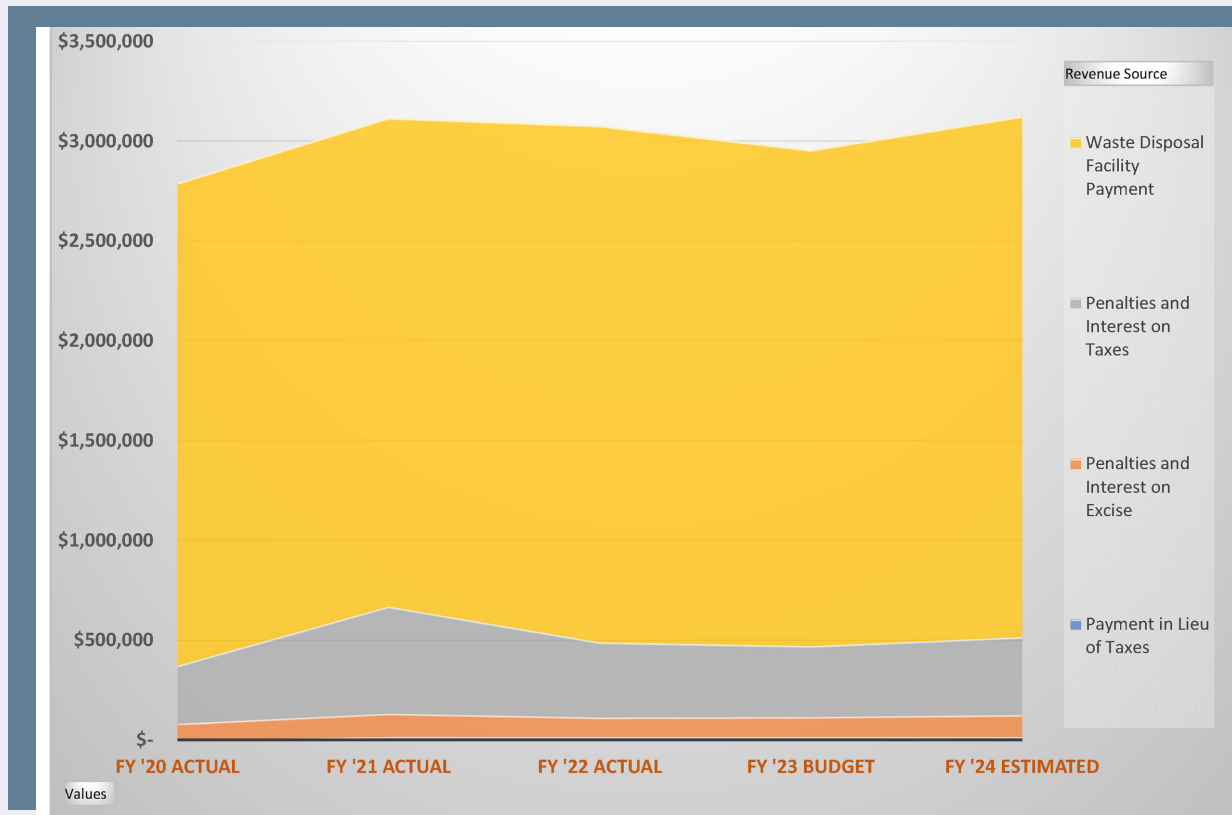
Revenue Source	FY '20 Actual	FY '21 Actual	FY '22 Actual	FY '23 Budget	FY '24 Estimated	FY '23-'24 % Incr	FY '23-'24 \$ Incr
Levy Amount Used	\$ 107,514,654	\$ 111,431,209	\$ 115,387,595	\$ 119,052,946	\$ 123,139,932	3.43%	\$ 4,086,986
Grand Total	\$ 107,514,654	\$ 111,431,209	\$ 115,387,595	\$ 119,052,946	\$ 123,139,932	3.43%	\$ 4,086,986

Local Receipts

Local Receipts are just that - revenue generated at the local level from a variety of sources other than property taxes. Some of the most common local receipts are excise taxes; regulatory fees (fines, licenses, and permits); user fees (charges for water, sewer and garbage services); departmental revenues and investment income. Local receipts are paid into the community's general fund unless earmarked for a specific departmental use in compliance with state statute. Some local receipts are dictated by statute (e.g., motor vehicle excise, hunting licenses, and firearms permits), while others may be negotiated (e.g., investment income and in-lieu-of-tax payments). Still others are established through the adoption of ordinances or bylaws. With user fees, a community can set charges to partially or fully fund a particular service and can periodically reassess those charges to assure an adequate revenue stream is available to support them.



Local Receipts



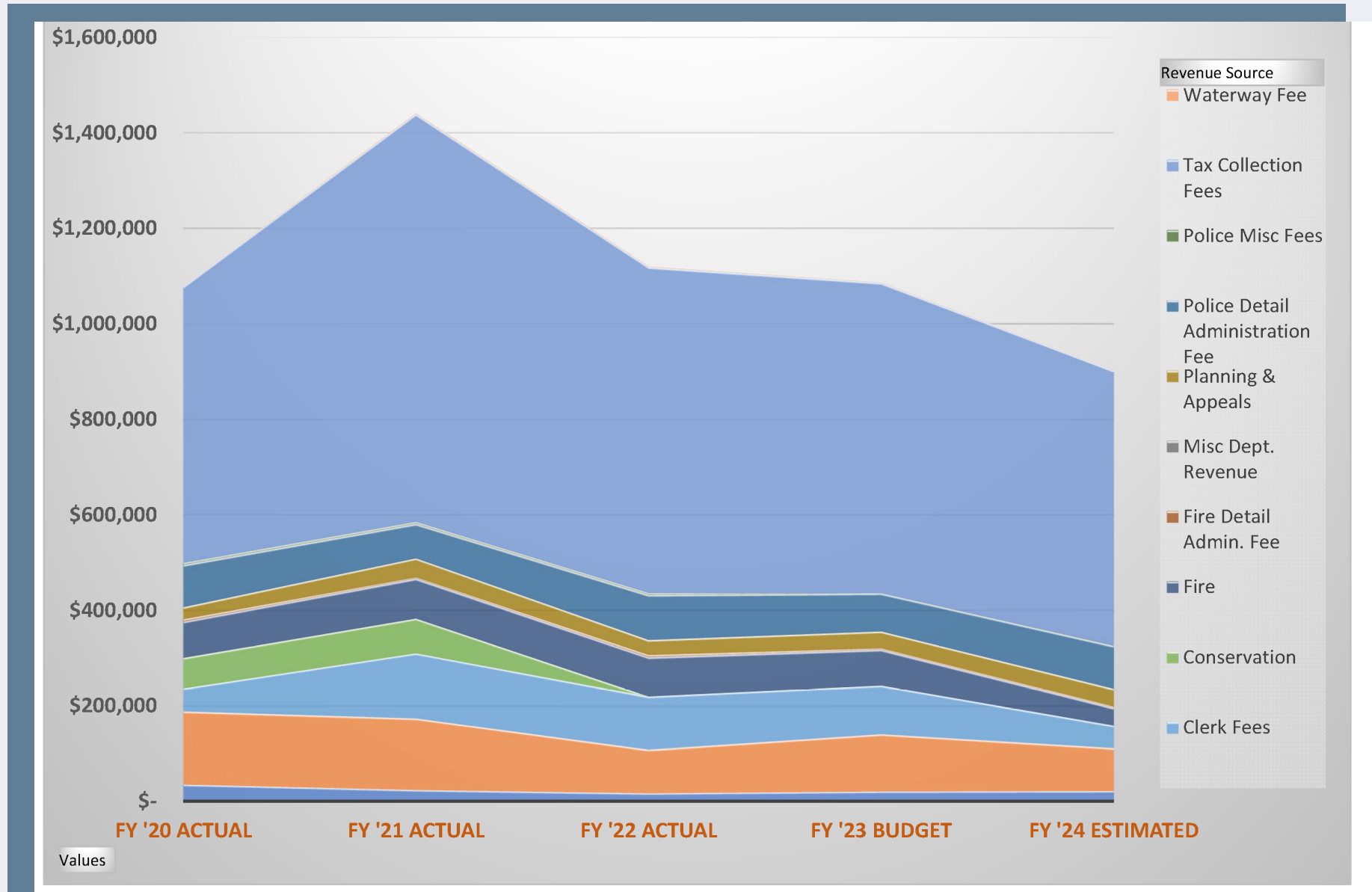
Revenue Source	FY '20 Actual	FY '21 Actual	FY '22 Actual	FY '23 Budget	FY '24 Estimated	FY '23-'24 % Incr	FY '23-'24 \$ Incr
Payment in Lieu of Taxes		\$ 16,390	\$ 16,382	\$ 16,000	\$ 16,000	0.00%	\$ -
Penalties and Interest on Excise	\$ 82,660	\$ 116,412	\$ 97,288	\$ 100,000	\$ 110,000	10.00%	\$ 10,000
Penalties and Interest on Taxes	\$ 290,285	\$ 536,311	\$ 376,197	\$ 355,000	\$ 390,500	10.00%	\$ 35,500
Waste Disposal Facility Payment	\$ 2,415,706	\$ 2,447,002	\$ 2,586,730	\$ 2,484,000	\$ 2,608,200	5.00%	\$ 124,200
Grand Total	\$ 2,788,651	\$ 3,116,115	\$ 3,076,596	\$ 2,955,000	\$ 3,124,700	25.00%	\$ 169,700

Local Receipts - Fees

Revenue Source	FY '20 Actual	FY '21 Actual	FY '22 Actual	FY '23 Budget	FY '24 Estimated	FY '23-'24 % Incr	FY '23-'24 \$ Incr
Abandoned Property Fee	\$ 35,635	\$ 24,000	\$ 17,250	\$ 21,000	\$ 22,000	4.76%	\$ 1,000
Ambulance Fee	\$ 153,167	\$ 149,972	\$ 91,420	\$ 120,000	\$ 90,000	-25.00%	\$ (30,000)
Assessor			\$ 110	\$ -		0.00%	\$ -
Cannabis Impact Fee			\$ -			0.00%	\$ -
Clerk Fees	\$ 48,226	\$ 136,499	\$ 111,141	\$ 102,000	\$ 47,000	-53.92%	\$ (55,000)
Conservation	\$ 63,848	\$ 72,449	\$ -	\$ -		0.00%	\$ -
Fire	\$ 75,577	\$ 83,688	\$ 82,121	\$ 75,000	\$ 37,000	-50.67%	\$ (38,000)
Fire Detail Admin. Fee	\$ 4,984	\$ 2,459	\$ 4,908	\$ 3,000	\$ 3,000	0.00%	\$ -
Misc Dept. Revenue			\$ -	\$ -		0.00%	\$ -
Planning & Appeals	\$ 25,217	\$ 39,892	\$ 31,205	\$ 35,000	\$ 37,000	5.71%	\$ 2,000
Police Detail Administration Fee	\$ 88,303	\$ 72,261	\$ 94,455	\$ 80,000	\$ 90,000	12.50%	\$ 10,000
Police Misc Fees	\$ 4,460	\$ 4,060	\$ 3,723	\$ 100	\$ 1,000	900.00%	\$ 900
Tax Collection Fees	\$ 578,465	\$ 854,168	\$ 682,868	\$ 650,000	\$ 575,000	-11.54%	\$ (75,000)
Waterway Fee	\$ 530	\$ 1,411	\$ 1,062	\$ 500	\$ 500	0.00%	\$ -
Grand Total	\$ 1,078,412	\$ 1,440,859	\$ 1,120,263	\$ 1,086,600	\$ 902,500	781.85%	\$ (184,100)

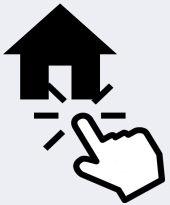


Local Receipts - Fees

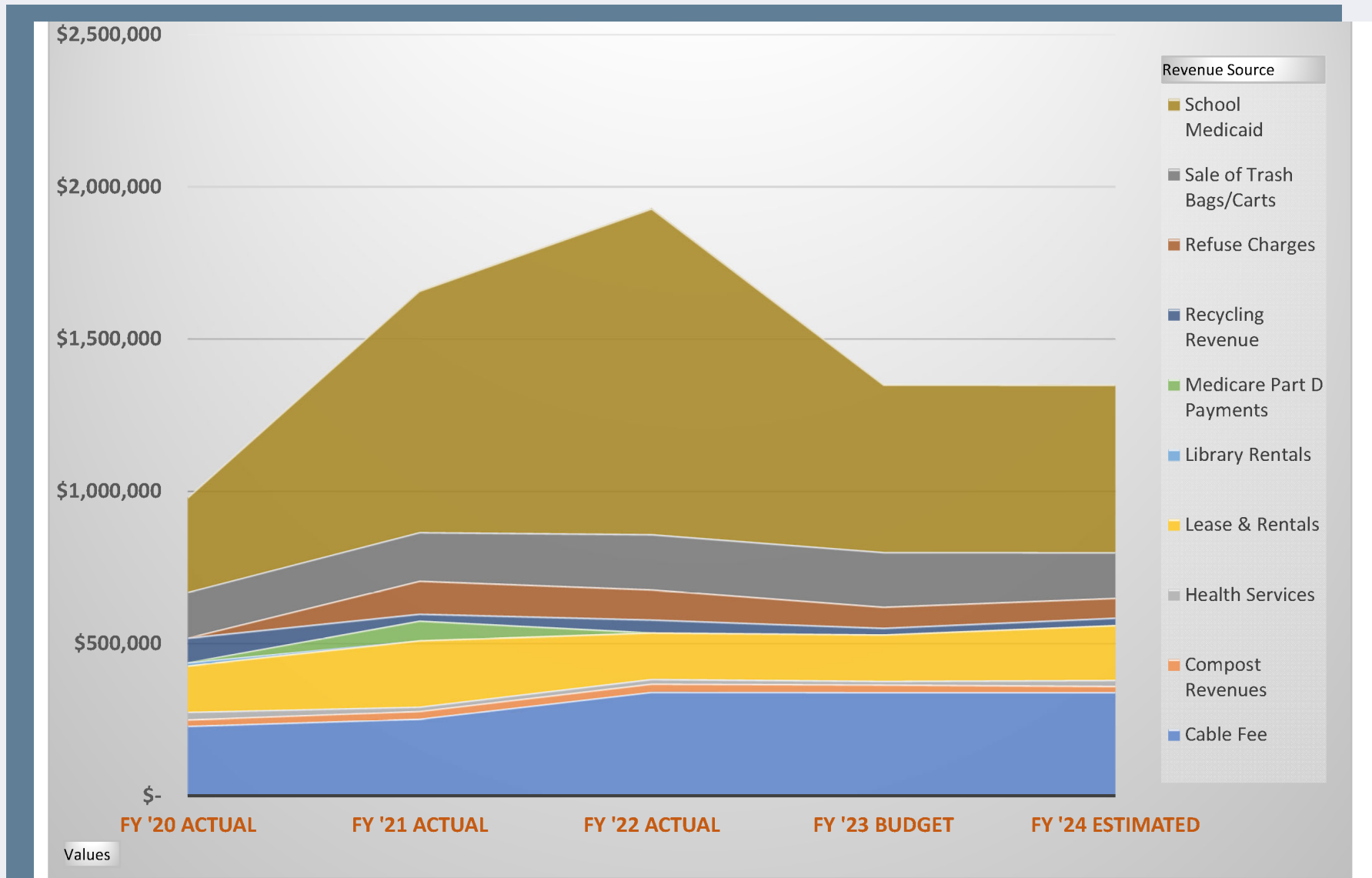


Local Receipts - Departmental Revenue

Revenue Source	FY '20 Actual	FY '21 Actual	FY '22 Actual	FY '23 Budget	FY '24 Estimated	FY '23-'24 % Incr	FY '23-'24 \$ Incr
Cable Fee	\$ 231,005	\$ 254,323	\$ 342,653	\$ 342,000	\$ 342,000	0.00%	\$ -
Compost Revenues	\$ 21,211	\$ 25,316	\$ 27,101	\$ 25,000	\$ 20,000	-20.00%	\$ (5,000)
Health Services	\$ 24,585	\$ 14,290	\$ 15,335	\$ 12,000	\$ 20,000	66.67%	\$ 8,000
Lease & Rentals	\$ 152,449	\$ 217,954	\$ 152,470	\$ 152,000	\$ 180,000	18.42%	\$ 28,000
Library Rentals	\$ 10,000		\$ -			0.00%	\$ -
Medicare Part D Payments		\$ 64,576	\$ -			0.00%	\$ -
Recycling Revenue	\$ 81,458	\$ 22,668	\$ 42,870	\$ 22,000	\$ 24,200	10.00%	\$ 2,200
Refuse Charges		\$ 108,607	\$ 98,703	\$ 69,000	\$ 65,000	-5.80%	\$ (4,000)
Sale of Trash Bags/Carts	\$ 149,803	\$ 159,682	\$ 181,302	\$ 180,000	\$ 150,000	-16.67%	\$ (30,000)
School Medicaid	\$ 309,974	\$ 792,585	\$ 1,069,782	\$ 550,000	\$ 550,000	0.00%	\$ -
Grand Total	\$ 980,485	\$ 1,660,001	\$ 1,930,216	\$ 1,352,000	\$ 1,351,200	52.62%	\$ (800)

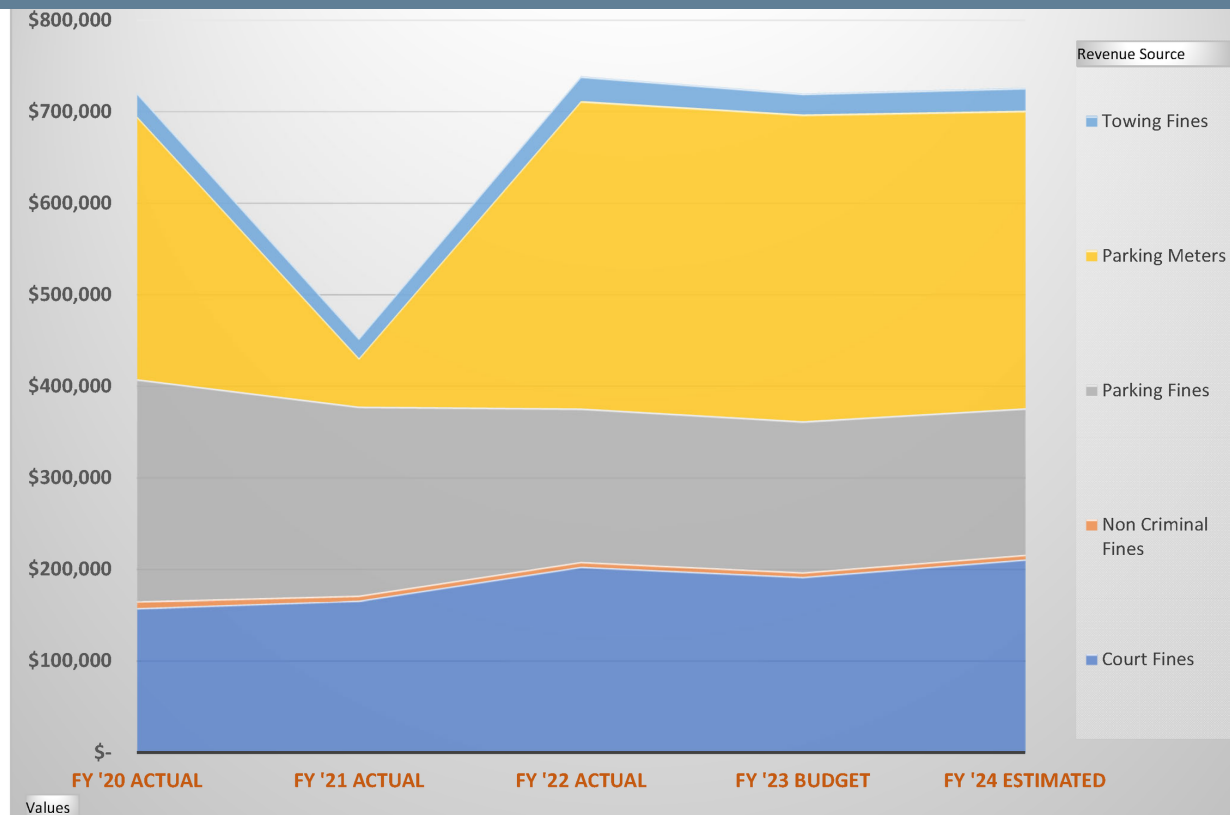


Local Receipts - Departmental Revenue



Local Receipts - Fines

Revenue Source	FY '20 Actual	FY '21 Actual	FY '22 Actual	FY '23 Budget	FY '24 Estimated	FY '23-'24 % Incr	FY '23-'24 \$ Incr
Court Fines	\$ 157,889	\$ 166,136	\$ 203,181	\$ 192,000	\$ 211,200	10.00%	\$ 19,200
Non Criminal Fines	\$ 7,520	\$ 5,430	\$ 5,250	\$ 5,000	\$ 5,000	0.00%	\$ -
Parking Fines	\$ 242,503	\$ 206,357	\$ 167,483	\$ 165,000	\$ 160,000	-3.03%	\$ (5,000)
Parking Meters	\$ 287,029	\$ 52,962	\$ 335,777	\$ 335,000	\$ 325,000	-2.99%	\$ (10,000)
Towing Fines	\$ 25,600	\$ 21,750	\$ 27,025	\$ 23,000	\$ 25,000	8.70%	\$ 2,000
Grand Total	\$ 720,541	\$ 452,635	\$ 738,716	\$ 720,000	\$ 726,200	12.68%	\$ 6,200

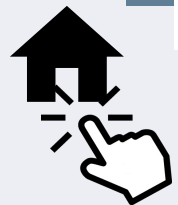
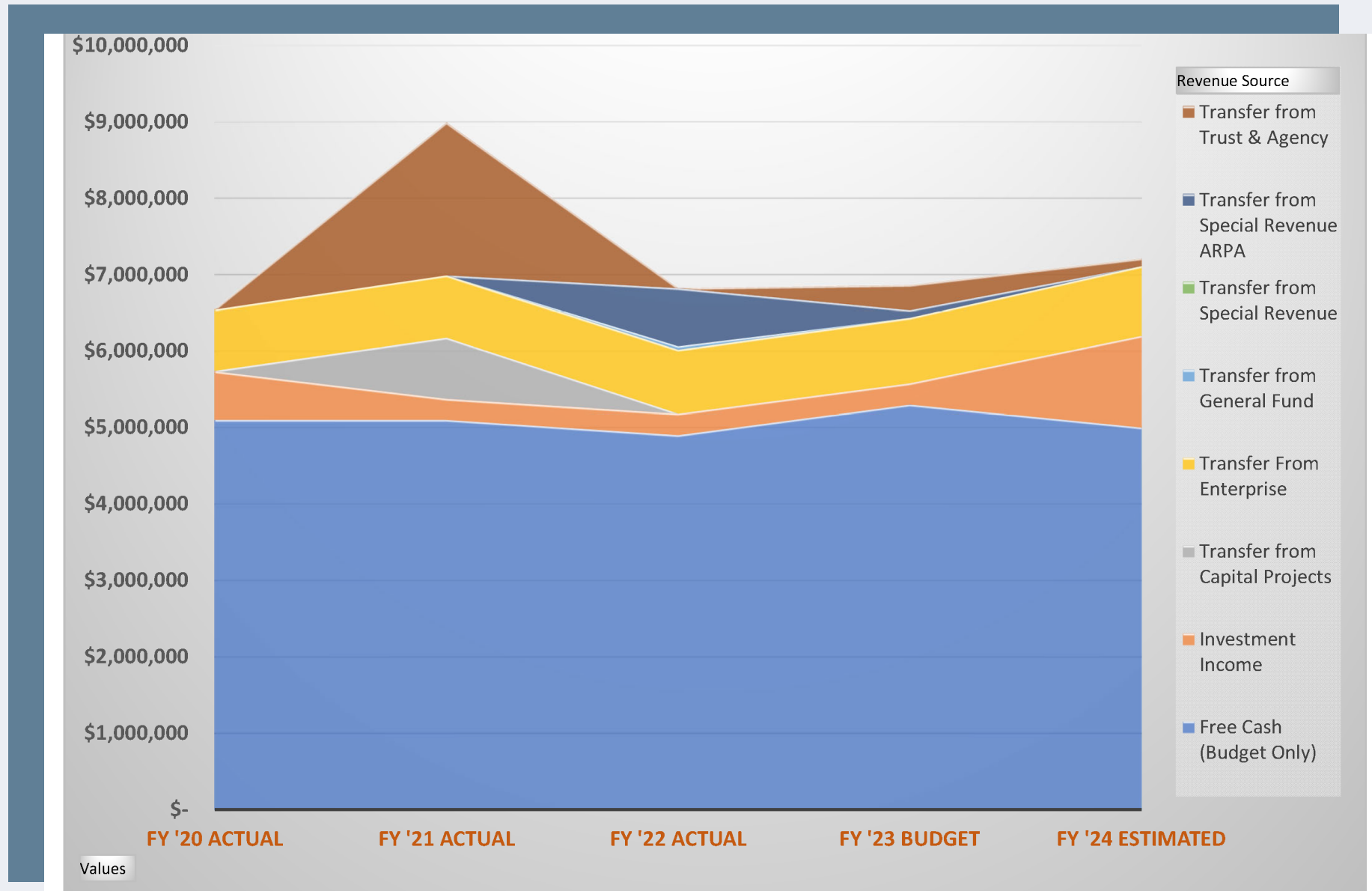


Local Receipts - Other Available Revenue

Revenue Source	FY '20 Actual	FY '21 Actual	FY '22 Actual	FY '23 Budget	FY '24 Estimated	FY '23-'24 % Incr	FY '23-'24 \$ Incr
Free Cash (Budget Only)	\$ 5,100,000	\$ 5,100,000	\$ 4,900,000	\$ 5,300,000	\$ 5,186,941	-2.13%	\$ (113,059)
Investment Income	\$ 636,074	\$ 275,614	\$ 282,915	\$ 280,000	\$ 1,200,000	328.57%	\$ 920,000
Transfer from Capital Projects	\$ 5,084	\$ 800,000	\$ -			0.00%	\$ -
Transfer From Enterprise	\$ 803,423	\$ 814,455	\$ 834,817	\$ 854,634	\$ 911,675	6.67%	\$ 57,041
Transfer from General Fund			\$ 45,000			0.00%	\$ -
Transfer from Special Revenue	\$ 628				\$ -	0.00%	
Transfer from Special Revenue ARPA			\$ 760,000	\$ 100,848	\$ -	-100.00%	\$ (100,848)
Transfer from Trust & Agency		\$ 2,000,000	\$ -	\$ 329,202	\$ 100,000	-69.62%	\$ (229,202)
Grand Total	\$ 6,545,209	\$ 8,990,069	\$ 6,822,732	\$ 6,864,684	\$ 7,398,616	163.49%	\$ 533,932



Local Receipts - Other Available Revenue



Local Excise & Other Local Options

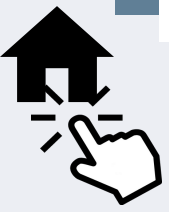
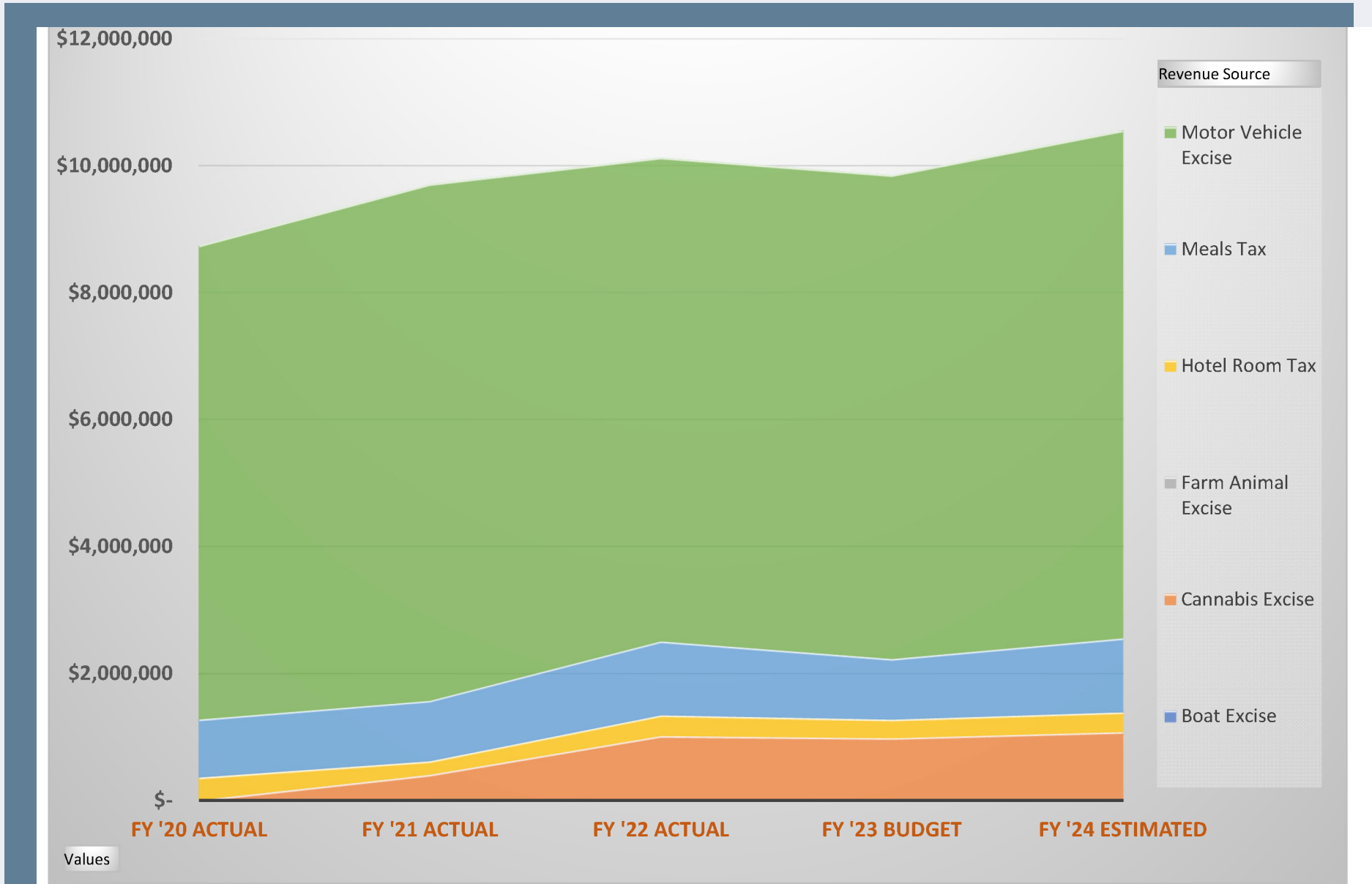
New growth and certain local receipts are generally responsive to changes in the local economy. Periods of healthy economic activity are often linked to an increase in local economic development, which creates new growth for the property tax levy while also generating increases in permit fees related to new construction and an acquisition of business-related personal property. Additionally, periods of prosperity generally affect the meals and rooms taxes, and make it more likely that residents will purchase vehicles. Conversely, a downturn in the economy may lead to a decrease in these revenue-generating factors.

Municipalities may adopt certain local option statutes. Haverhill has adopted a 3% cannabis excise, a .75% meals tax and 6% room tax.

Revenue Source	FY '20 Actual	FY '21 Actual	FY '22 Actual	FY '23 Budget	FY '24 Estimated	FY '23-'24 % Incr	FY '23-'24 \$ Incr
Boat Excise	\$ 6,930	\$ 7,544	\$ 9,140	\$ 10,826	\$ 11,043	2.00%	\$ 217
Cannabis Excise		\$ 398,573	\$ 1,007,700	\$ 971,000	\$ 1,068,100	10.00%	\$ 97,100
Farm Animal Excise	\$ 1,177	\$ 2,553	\$ 2,416	\$ -	\$ 1,500	0.00%	\$ 1,500
Hotel Room Tax	\$ 355,977	\$ 211,232	\$ 323,058	\$ 292,445	\$ 310,000	6.00%	\$ 17,555
Meals Tax	\$ 913,382	\$ 950,379	\$ 1,165,482	\$ 955,500	\$ 1,165,000	21.93%	\$ 209,500
Motor Vehicle Excise	\$ 7,461,806	\$ 8,138,984	\$ 7,620,870	\$ 7,620,870	\$ 8,001,914	5.00%	\$ 381,044
Grand Total	\$ 8,739,272	\$ 9,709,265	\$ 10,128,666	\$ 9,850,641	\$ 10,557,556	44.93%	\$ 706,915



Local Excise & Other Local Options

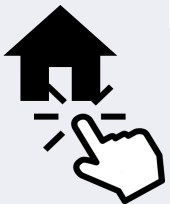
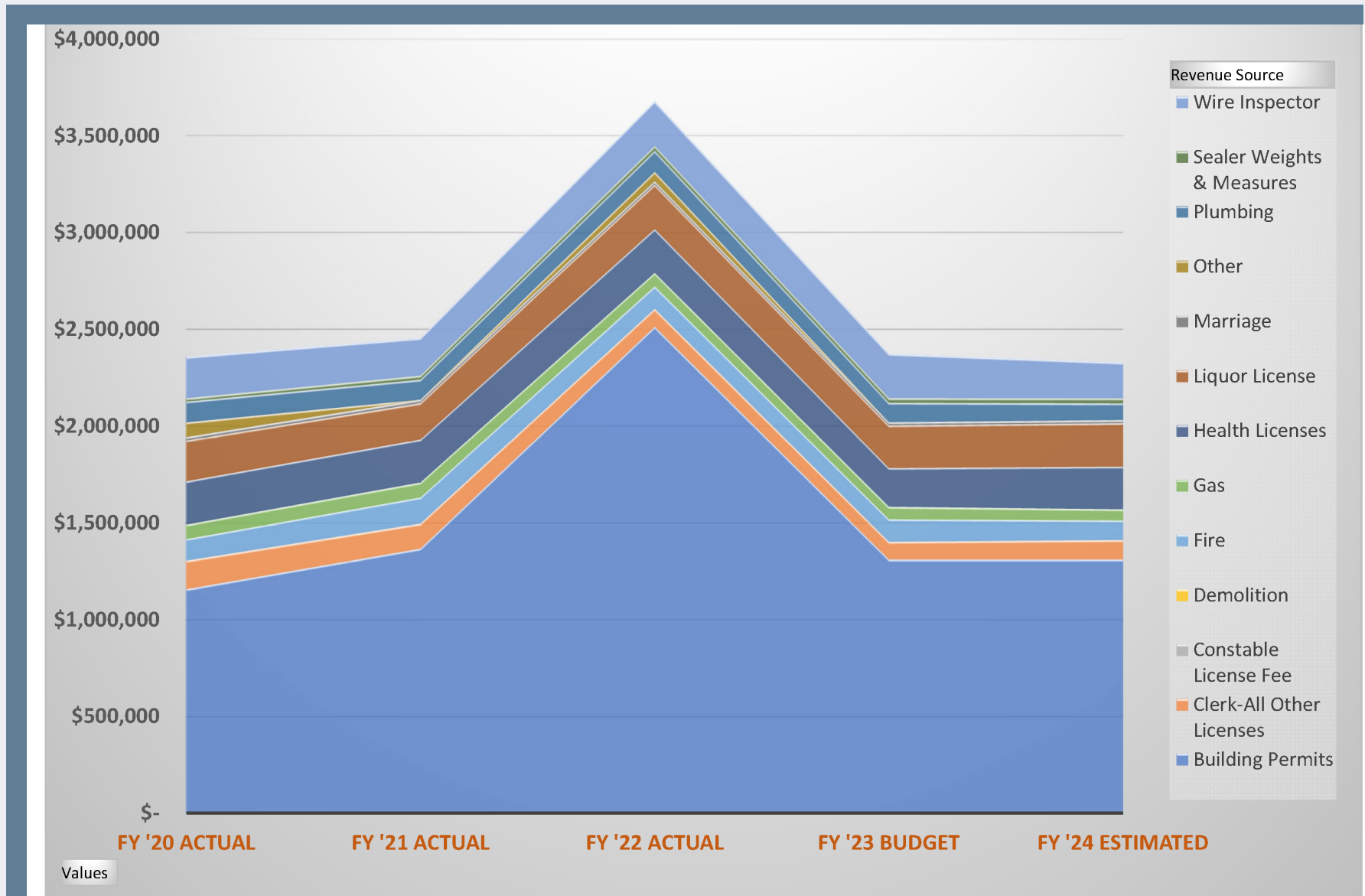


Local License & Permits Fees

Revenue Source	FY '20 Actual	FY '21 Actual	FY '22 Actual	FY '23 Budget	FY '24 Estimated	FY '23-'24 % Incr	FY '23-'24 \$ Incr
Building Permits	\$ 1,158,378	\$ 1,367,792	\$ 2,513,378	\$ 1,311,635	\$ 1,311,635	0.00%	\$ -
Clerk-All Other Licenses	\$ 146,948	\$ 128,481	\$ 91,789	\$ 91,000	\$ 100,100	10.00%	\$ 9,100
Constable License Fee	\$ 708	\$ 1,690	\$ 1,640	\$ 1,000	\$ 1,000	0.00%	\$ -
Demolition			\$ -			0.00%	\$ -
Fire	\$ 110,231	\$ 133,353	\$ 115,245	\$ 115,000	\$ 100,000	-13.04%	\$ (15,000)
Gas	\$ 75,285	\$ 78,160	\$ 69,250	\$ 65,000	\$ 58,000	-10.77%	\$ (7,000)
Health Licenses	\$ 223,580	\$ 221,630	\$ 226,722	\$ 200,000	\$ 220,000	10.00%	\$ 20,000
Liquor License	\$ 210,270	\$ 188,290	\$ 229,778	\$ 220,000	\$ 224,400	2.00%	\$ 4,400
Marriage	\$ 18,341	\$ 17,742	\$ 17,095	\$ 17,000	\$ 17,000	0.00%	\$ -
Other	\$ 75,943		\$ 48,262	\$ -	\$ -	0.00%	\$ -
Plumbing	\$ 106,703	\$ 102,316	\$ 109,259	\$ 100,000	\$ 85,000	-15.00%	\$ (15,000)
Sealer Weights & Measures	\$ 17,540	\$ 21,945	\$ 24,825	\$ 24,000	\$ 26,400	10.00%	\$ 2,400
Wire Inspector	\$ 214,232	\$ 194,482	\$ 231,196	\$ 230,000	\$ 185,000	-19.57%	\$ (45,000)
Grand Total	\$ 2,358,159	\$ 2,455,881	\$ 3,678,439	\$ 2,374,635	\$ 2,328,535	-26.38%	\$ (46,100)



Local License & Permits Fees



State Aid (Cherry Sheet)

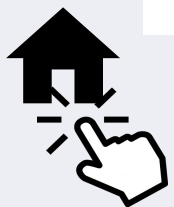
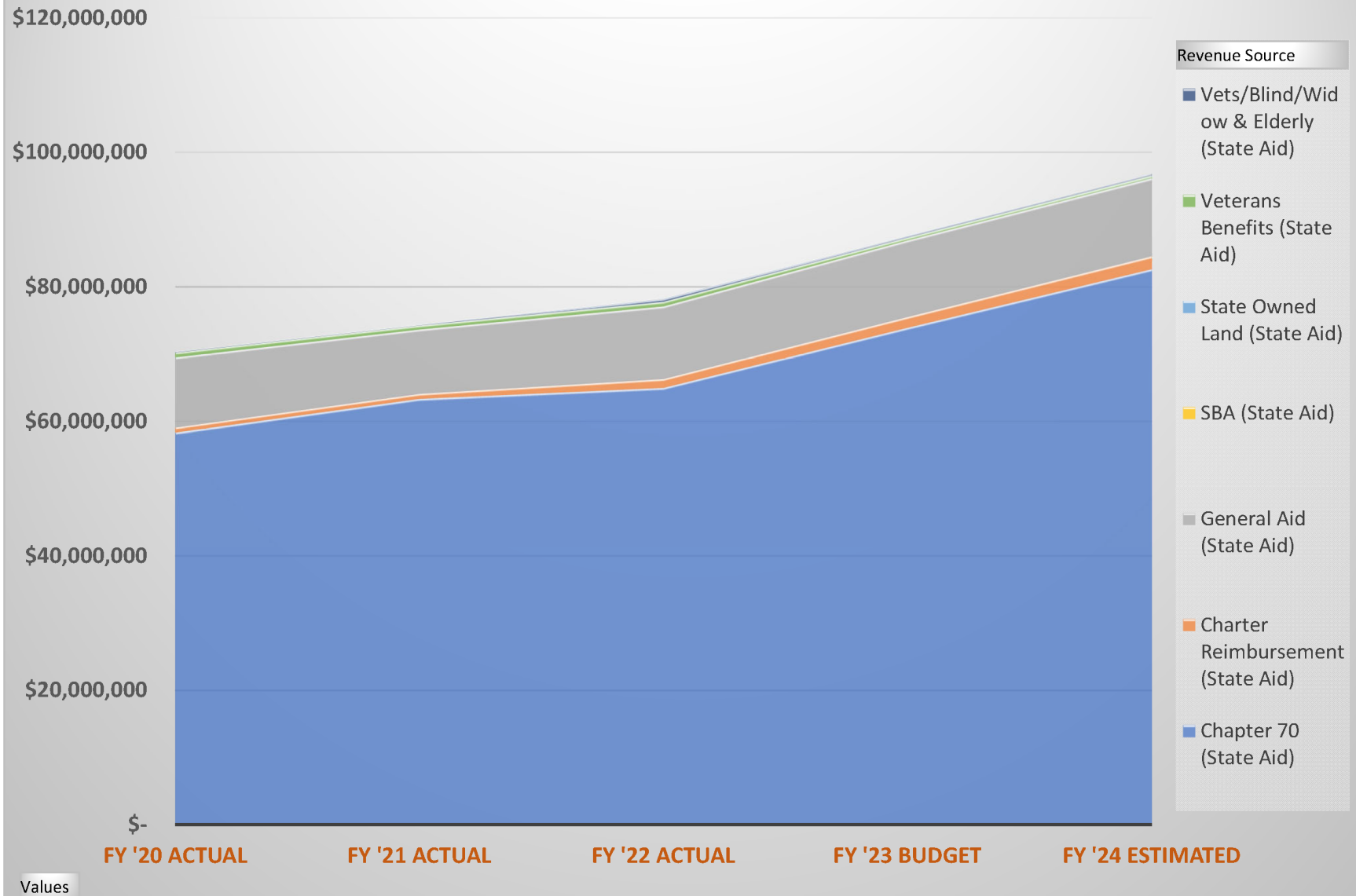
Named for the cherry-colored paper on which it was originally printed, the Cherry Sheet is the official notification from the Commissioner of Revenue of the upcoming fiscal year's state aid and assessments to cities, towns, and regional school districts.

The purpose of the Cherry Sheet is to ensure that local budgets reflect realistic estimates of the amount of revenue a municipality and regional school district will actually receive from the state during the upcoming year, as well as the amounts that will be assessed upon local governments to pay for a variety of state or sub-state programs in which they participate.

Revenue Source	FY '20 Actual	FY '21 Actual	FY '22 Actual	FY '23 Budget	FY '24 Estimated	FY '23-'24 % Incr	FY '23-'24 \$ Incr
Chapter 70 (State Aid)	\$ 58,334,422	\$ 63,349,956	\$ 64,982,434	\$ 73,906,310	\$ 82,633,811	11.81%	\$ 8,727,501
Charter Reimbursement (State Aid)	\$ 738,166	\$ 734,487	\$ 1,311,770	\$ 1,611,461	\$ 1,408,115	-12.62%	\$ (203,346)
General Aid (State Aid)	\$ 10,436,481	\$ 9,566,775	\$ 10,801,758	\$ 11,385,053	\$ 11,567,214	1.60%	\$ 182,161
SBA (State Aid)			\$ -	\$ -		0.00%	\$ -
State Owned Land (State Aid)	\$ 941	\$ 964	\$ 1,127	\$ 1,445	\$ 1,714	18.62%	\$ 269
Veterans Benefits (State Aid)	\$ 691,758	\$ 577,713	\$ 670,941	\$ 411,550	\$ 381,368	-7.33%	\$ (30,182)
Vets/Blind/Widow & Elderly (State Aid)	\$ 46,686	\$ 46,686	\$ 451,232	\$ 201,319	\$ 189,452	-5.89%	\$ (11,867)
Grand Total	\$ 70,248,454	\$ 74,276,581	\$ 78,219,262	\$ 87,517,138	\$ 96,181,674	6.18%	\$ 8,664,536



State Aid (Cherry Sheet)

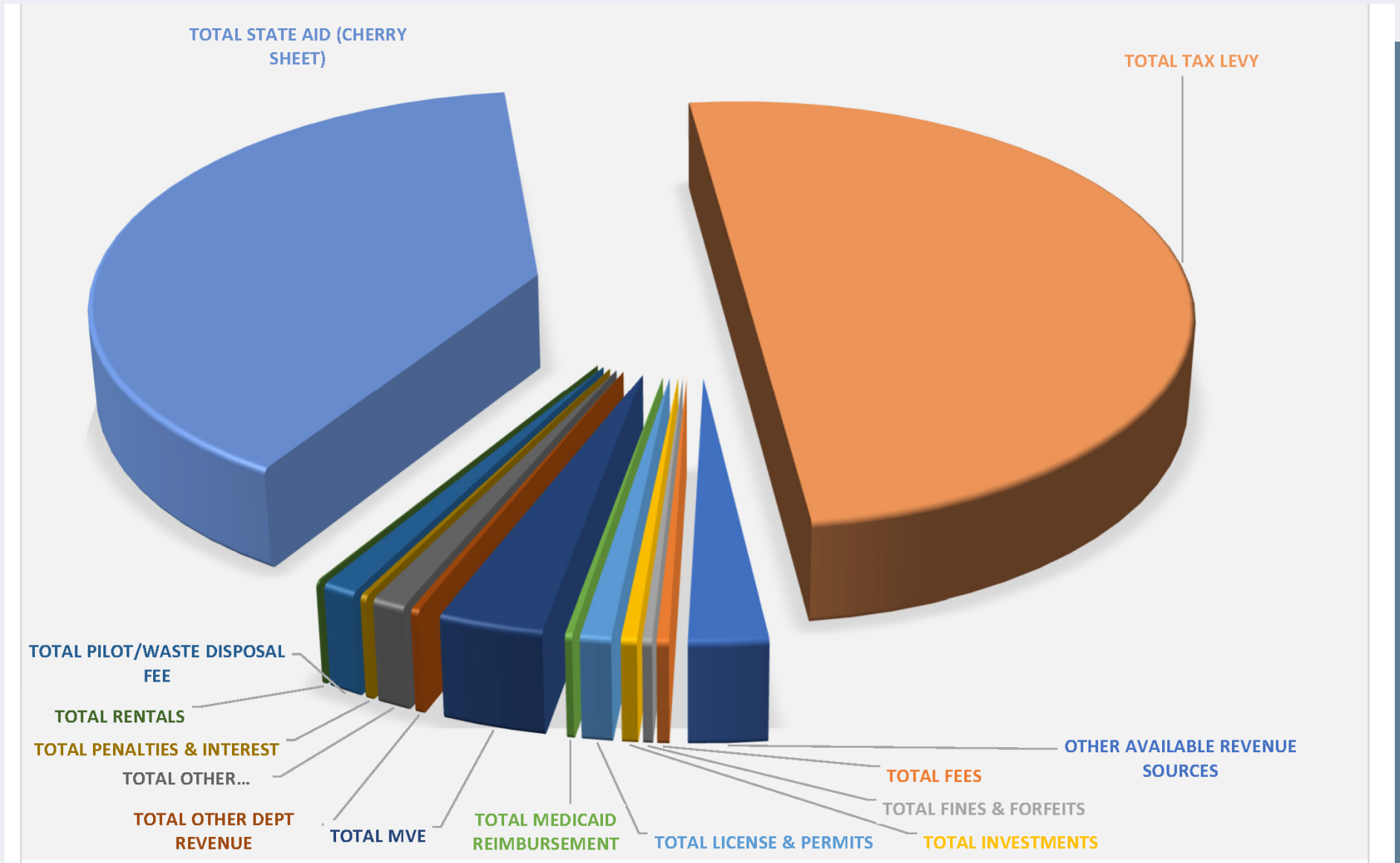


Summary of General Fund Revenue

Revenue Source	FY '20 Actual	FY '21 Actual	FY '22 Actual	FY '23 Budget	FY '24 Estimated	FY '23-'24 % Incr	FY '23-'24 \$ Incr
OTHER AVAILABLE REVENUE SOURCES	\$ 5,909,135	\$ 8,714,455	\$ 6,539,817	\$ 8,417,722	\$ 6,192,016	-26.44%	\$ (2,225,706)
TOTAL FEES	\$ 1,078,412	\$ 1,440,859	\$ 1,120,263	\$ 1,086,600	\$ 902,500	-16.94%	\$ (184,100)
TOTAL FINES & FORFEITS	\$ 720,541	\$ 452,635	\$ 738,716	\$ 720,000	\$ 726,200	0.86%	\$ 6,200
TOTAL INVESTMENTS	\$ 636,074	\$ 275,614	\$ 282,915	\$ 280,000	\$ 1,200,000	328.57%	\$ 920,000
TOTAL LICENSE & PERMITS	\$ 2,358,159	\$ 2,455,881	\$ 3,678,439	\$ 2,374,635	\$ 2,328,535	-1.94%	\$ (46,100)
TOTAL MEDICAID REIMBURSEMENT	\$ 309,974	\$ 792,585	\$ 1,069,782	\$ 550,000	\$ 550,000	0.00%	\$ -
TOTAL MISC REV	\$ 1,509,361	\$ 913,825	\$ 1,782,442	\$ -	\$ -	0.00%	\$ -
TOTAL MVE	\$ 7,461,806	\$ 8,138,984	\$ 7,620,870	\$ 7,620,870	\$ 8,001,914	5.00%	\$ 381,044
TOTAL OTHER DEPT REVENUE	\$ 518,062	\$ 649,462	\$ 707,963	\$ 650,000	\$ 621,200	-4.43%	\$ (28,800)
TOTAL OTHER EXCISE	\$ 1,277,466	\$ 1,570,281	\$ 2,507,796	\$ 2,229,771	\$ 2,555,643	14.61%	\$ 325,872
TOTAL PENALTIES & INTEREST	\$ 372,945	\$ 652,723	\$ 473,484	\$ 455,000	\$ 500,500	10.00%	\$ 45,500
TOTAL PILOT/WASTE DISPOSAL FEE	\$ 2,415,706	\$ 2,463,392	\$ 2,603,112	\$ 2,500,000	\$ 2,624,200	4.97%	\$ 124,200
TOTAL RENTALS	\$ 152,449	\$ 217,954	\$ 152,470	\$ 152,000	\$ 180,000	18.42%	\$ 28,000
TOTAL STATE AID (CHERRY SHEET)	\$ 70,248,454	\$ 74,276,581	\$ 78,219,262	\$ 87,517,138	\$ 96,181,674	9.90%	\$ 8,664,536
TOTAL TAX LEVY	\$ 106,741,112	\$ 113,052,505	\$ 114,902,414	\$ 119,052,946	\$ 123,139,932	3.43%	\$ 4,086,986
Grand Total	\$ 201,709,656	\$ 216,067,736	\$ 222,399,744	\$ 233,606,682	\$ 245,704,313	5.18%	\$ 12,097,631



Summary of General Fund Revenue



General Fund Appropriations

City Council

City Councils act as the legislative branch in communities with a city form of government, as well as the policymaking body. City Council is a representative body, somewhat like a local version of Congress.

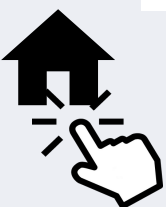
Powers and Responsibilities

- Approve, reduce or reject the budget proposal submitted by the chief executive (but cannot increase it)
- Authorize debt and placement of any Proposition 2½ question on the local ballot
- Pass local legislation, known as ordinances
- Consider the city's goals, major projects, infrastructure improvements, community growth, land use, finances and strategic planning.

mma.org/local-government-101

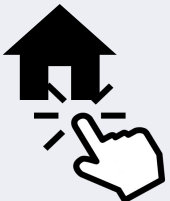
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Council-Salaries & Wages	\$ 181,952	\$ 188,088	\$ 185,324	\$ 185,121	\$ 189,608	\$ 237,109	\$ 212,520	\$ (24,589)
5151: Council-Longevity	\$ 1,150	\$ 1,400	\$ 1,400	\$ 1,317	\$ -	\$ 1,300	\$ 1,300	\$ -
5240: Council-Office Supplies	\$ 155	\$ 296	\$ 2,675	\$ 1,042	\$ 1,400	\$ 2,400	\$ 2,400	\$ -
5240: Repairs & Maint. Office Equipment	\$ -	\$ 1,818	\$ 3,213	\$ 1,677	\$ 4,000	\$ 4,000	\$ 4,000	\$ -
5710: City Council- Travel/Training	\$ 906	\$ 914	\$ -	\$ 607	\$ 3,000	\$ 3,000	\$ 3,000	\$ -
5783: City Councillors Expense	\$ -	\$ -	\$ 78	\$ 26	\$ -	\$ -	\$ -	\$ -
5785: Council-Office Equipment	\$ 1,962	\$ -	\$ -	\$ 654	\$ 2,500	\$ 1,200	\$ 1,200	\$ -
Grand Total	\$ 186,125	\$ 192,515	\$ 192,689	\$ 190,443	\$ 200,508	\$ 249,009	\$ 224,420	\$ (24,589)

The FY2024 City Council budget adds two new City Councilors beginning January 1, 2024.

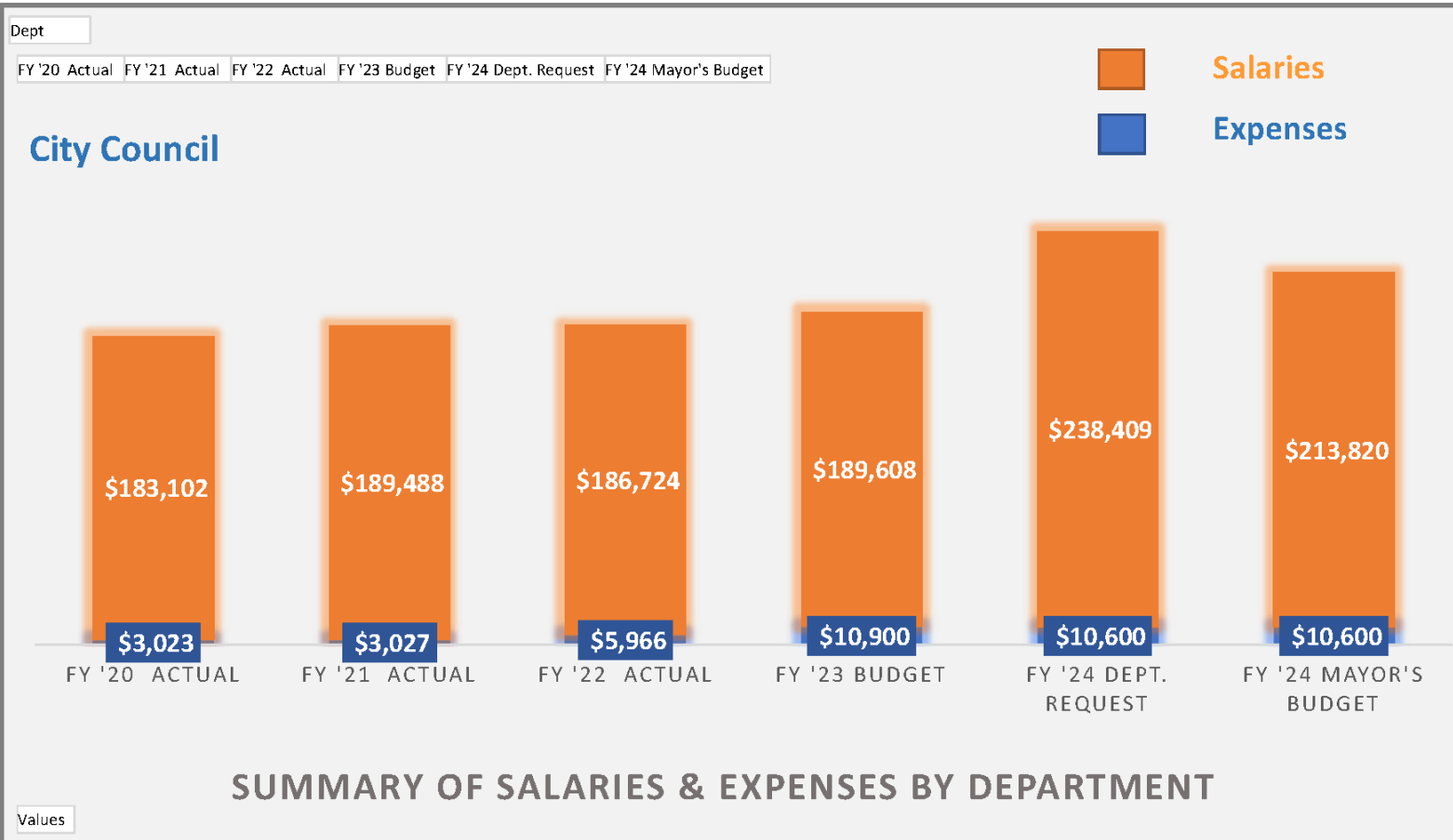


City Council

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Administrative Assistant					
Salary	\$ 54,109	1.0	\$ 54,109	1.0	\$ 54,109
Step Increase	\$ -	0.0	\$ 15,000	0.0	\$ 5,411
Administrative Assistant Total	\$ 54,109	1.0	\$ 69,109	1.0	\$ 59,520
Councilor					
Salary	\$ 138,000	9.0	\$ 138,000	9.0	\$ 138,000
Councilor Total	\$ 138,000	9.0	\$ 138,000	9.0	\$ 138,000
Councilor NEW					
Salary	\$ -	0.0	\$ 30,000	2.0	\$ 15,000
Councilor NEW Total	\$ -	0.0	\$ 30,000	2.0	\$ 15,000
Grand Total	\$ 192,109	10.0	\$ 237,109	12.0	\$ 212,520



City Council



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 200,508	\$ 249,009	24.19%	\$ 48,501	\$ 224,420	11.93%	\$ 23,912

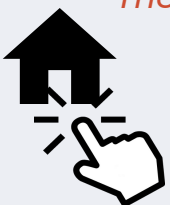
Mayor's Office

Voters directly elect a Mayor and Council. The Mayor is the chief executive who appoints key officials and all or some boards, and prepares the budget, approves contracts, negotiates with unions and oversees administration. A Mayor may be empowered to veto some Council actions. The elected Council is the legislative body, and adopts budgets, adopts laws (ordinances, zoning, etc.), approves indebtedness (bonding), and may be empowered to approve or veto some Mayor appointments. The Council also may appoint some boards and committees. The Mayor is also usually a voting member of school committee. A limited number of boards and/or commissions may be elected.

mma.org/wp-content

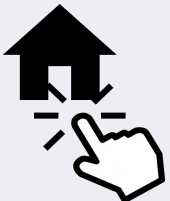
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Mayor - Salaries & Wages	\$ 334,874	\$ 357,190	\$ 356,605	\$ 349,556	\$ 345,691	\$ 429,998	\$ 430,998	\$ 1,000
5151: Mayor - Longevity	\$ 1,000	\$ 1,000	\$ 2,000	\$ 1,333	\$ 3,900	\$ 2,600	\$ 2,600	\$ -
5240: Repairs & Maint. Office Equip.	\$ 2,902	\$ 1,926	\$ 3,548	\$ 2,792	\$ 3,000	\$ 3,000	\$ 3,000	\$ -
5275: Mayor - Mail Delivery Service	\$ 2,396	\$ 3,280	\$ 3,007	\$ 2,894	\$ 3,600	\$ 3,600	\$ 3,600	\$ -
5317: Mayor - Advertising	\$ -	\$ 300	\$ -	\$ 100	\$ -	\$ -	\$ -	\$ -
5340: Mayor - Telephone	\$ 2,474	\$ 1,512	\$ 3,304	\$ 2,430	\$ 2,500	\$ 2,500	\$ 2,500	\$ -
5420: Mayor-Office Supplies	\$ 9,728	\$ 11,221	\$ 10,328	\$ 10,425	\$ 10,000	\$ 12,000	\$ 12,000	\$ -
5710: Mayor-Travel & Training	\$ 2,706	\$ -	\$ 601	\$ 1,102	\$ 3,000	\$ 3,000	\$ 3,000	\$ -
5730: Mayor-Dues/Subscriptions	\$ 14,791	\$ 15,367	\$ 15,627	\$ 15,262	\$ 16,000	\$ 16,000	\$ 16,000	\$ -
Grand Total	\$ 370,871	\$ 391,795	\$ 395,020	\$ 385,895	\$ 387,691	\$ 472,698	\$ 473,698	\$ 1,000

The FY 2024 Mayor's budget increases the salary for a newly elected Mayor which will take effect January 1, 2024.

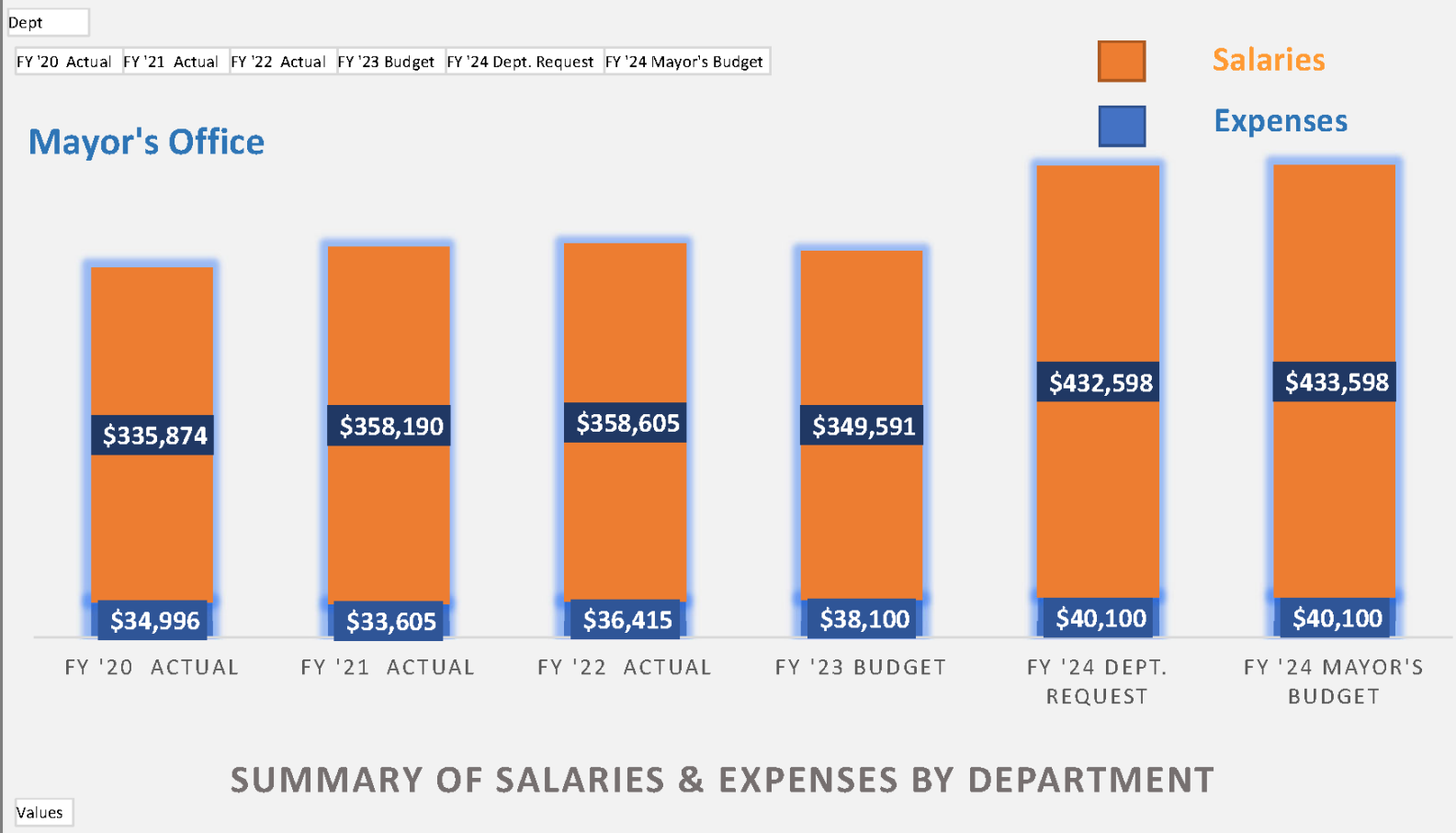


Mayor's Office

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Administrative Assistant					
Salary	\$ 75,264	1.0	\$ 77,898	1.0	\$ 77,898
Supplemental Pay	\$ 1,500	0.0	\$ 1,500	0.0	\$ 1,500
Administrative Assistant Total	\$ 76,764	1.0	\$ 79,398	1.0	\$ 79,398
Chief of Staff					
Salary	\$ 110,000	1.0	\$ 110,000	1.0	\$ 111,000
Chief of Staff Total	\$ 110,000	1.0	\$ 110,000	1.0	\$ 111,000
Communications Director					
Salary	\$ 70,000	1.0	\$ 70,000	1.0	\$ 70,000
Supplemental Pay	\$ 10,000	0.0	\$ 10,000	0.0	\$ 10,000
Communications Director Total	\$ 80,000	1.0	\$ 80,000	1.0	\$ 80,000
Intern					
Salary	\$ 10,600	0.0	\$ 10,600	0.0	\$ 10,600
Intern Total	\$ 10,600	0.0	\$ 10,600	0.0	\$ 10,600
Mayor					
Salary	\$ 110,000	1.0	\$ 150,000	1.0	\$ 150,000
Mayor Total	\$ 110,000	1.0	\$ 150,000	1.0	\$ 150,000
Grand Total	\$ 387,364	4.0	\$ 429,998	4.0	\$ 430,998



Mayor's Office

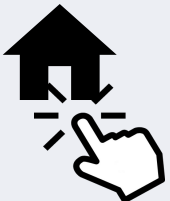


	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 387,691	\$ 472,698	21.93%	\$ 85,007	\$ 473,698	22.18%	\$ 86,007

Constituent Services / "311"

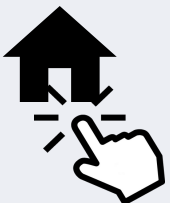
Haverhill's 311 call center is a customer service platform to better enable residents of Haverhill to report non-emergency issues to the city. Anyone within the city limits can simply dial 311 and reach trained operators from 8AM-4PM to respond to non-emergency questions and concerns. This initiative by Mayor Fiorentini, works to better streamline service requests for the residents of Haverhill.

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Constituent Services Salaries & Wages	\$ 96,031	\$ 83,545	\$ 103,059	\$ 94,212	\$ 105,959	\$ 101,617	\$ 101,617	\$ -
5130: Constituent Services - Overtime	\$ 1,201	\$ 1,762	\$ -	\$ 988	\$ 5,000	\$ 5,000	\$ 5,000	\$ -
5317: Constituent Services Publicity	\$ 2,255	\$ 284	\$ 149	\$ 896	\$ -	\$ 500	\$ 500	\$ -
5340: Constituent Services Communications	\$ 13,839	\$ 13,560	\$ 22,485	\$ 16,628	\$ 18,000	\$ 18,000	\$ 18,000	\$ -
5585: Constituent Services Software & Training	\$ 15,759	\$ 13,406	\$ 5,394	\$ 11,519	\$ 14,000	\$ 14,000	\$ 14,000	\$ -
5871: Constituent Services Computers & Monitors	\$ 75	\$ 154	\$ -	\$ 76	\$ 500	\$ 500	\$ 500	\$ -
Grand Total	\$ 129,159	\$ 112,711	\$ 131,086	\$ 124,319	\$ 143,459	\$ 139,617	\$ 139,617	\$ -

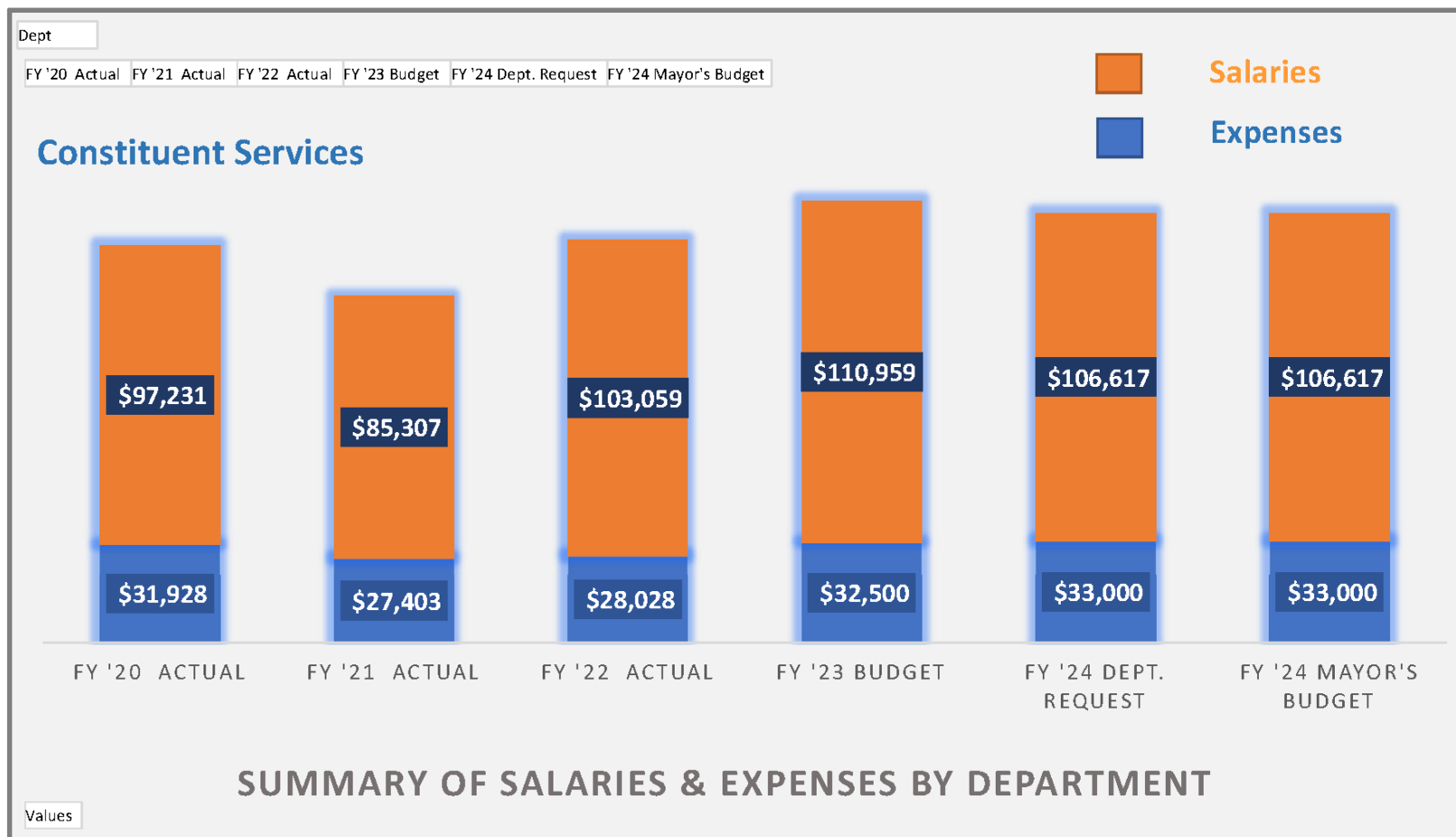


Constituent Services / "311"

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
311 Call Center					
Salary	\$ 98,645	2.0	\$ 100,617	2.0	\$ 100,617
Supplemental Pay	\$ 1,820	0.0	\$ 1,000	0.0	\$ 1,000
311 Call Center Total	\$ 100,465	2.0	\$ 101,617	2.0	\$ 101,617
Grand Total	\$ 100,465	2.0	\$ 101,617	2.0	\$ 101,617



Constituent Services / "311"



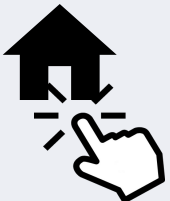
	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 143,459	\$ 139,617	-2.68%	\$ (3,842)	\$ 139,617	-2.68%	\$ (3,842)



Auditor's Office

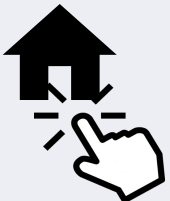
The City Auditor's office is responsible for performing administrative and managerial duties, including all aspects of financial management, performing professional accounting and auditing functions, maintaining the financial system, reporting the city's financial records and ensuring accuracy and legal compliance, and supervising and controlling the expenditures of all city funds

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Auditor-Salaries & Wages	\$ 263,613	\$ 269,629	\$ 327,437	\$ 286,893	\$ 347,491	\$ 363,306	\$ 363,306	\$ -
5130: Auditor-Overtime	\$ 40	\$ -	\$ 620	\$ 220	\$ -	\$ -	\$ -	\$ -
5136: Auditor-Out of Grade	\$ 3,178	\$ 2,800	\$ 3,038	\$ 3,005	\$ -	\$ -	\$ -	\$ -
5151: Auditor-Longevity	\$ 3,650	\$ 3,650	\$ 4,750	\$ 4,017	\$ 3,650	\$ 4,550	\$ 4,550	\$ -
5240: Repairs & Maint. Office Equipment	\$ 1,047	\$ 942	\$ 1,152	\$ 1,047	\$ 1,400	\$ 1,400	\$ 1,400	\$ -
5301: Auditor-Audit/Actuarial Services	\$ 90,492	\$ 106,508	\$ 109,729	\$ 102,243	\$ 95,000	\$ 100,000	\$ 100,000	\$ -
5420: Auditor-Office Supplies	\$ 290	\$ 218	\$ 531	\$ 346	\$ 675	\$ 675	\$ 675	\$ -
5710: Auditor - Training	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ 1,000	\$ -
5710: Auditor-Travel	\$ 50	\$ -	\$ -	\$ 17	\$ 300	\$ 300	\$ 300	\$ -
5730: Auditor-Dues/Memberships	\$ 220	\$ 220	\$ 260	\$ 233	\$ 1,663	\$ 1,663	\$ 1,663	\$ -
Grand Total	\$ 362,580	\$ 383,967	\$ 447,517	\$ 398,021	\$ 451,179	\$ 472,894	\$ 472,894	\$ -

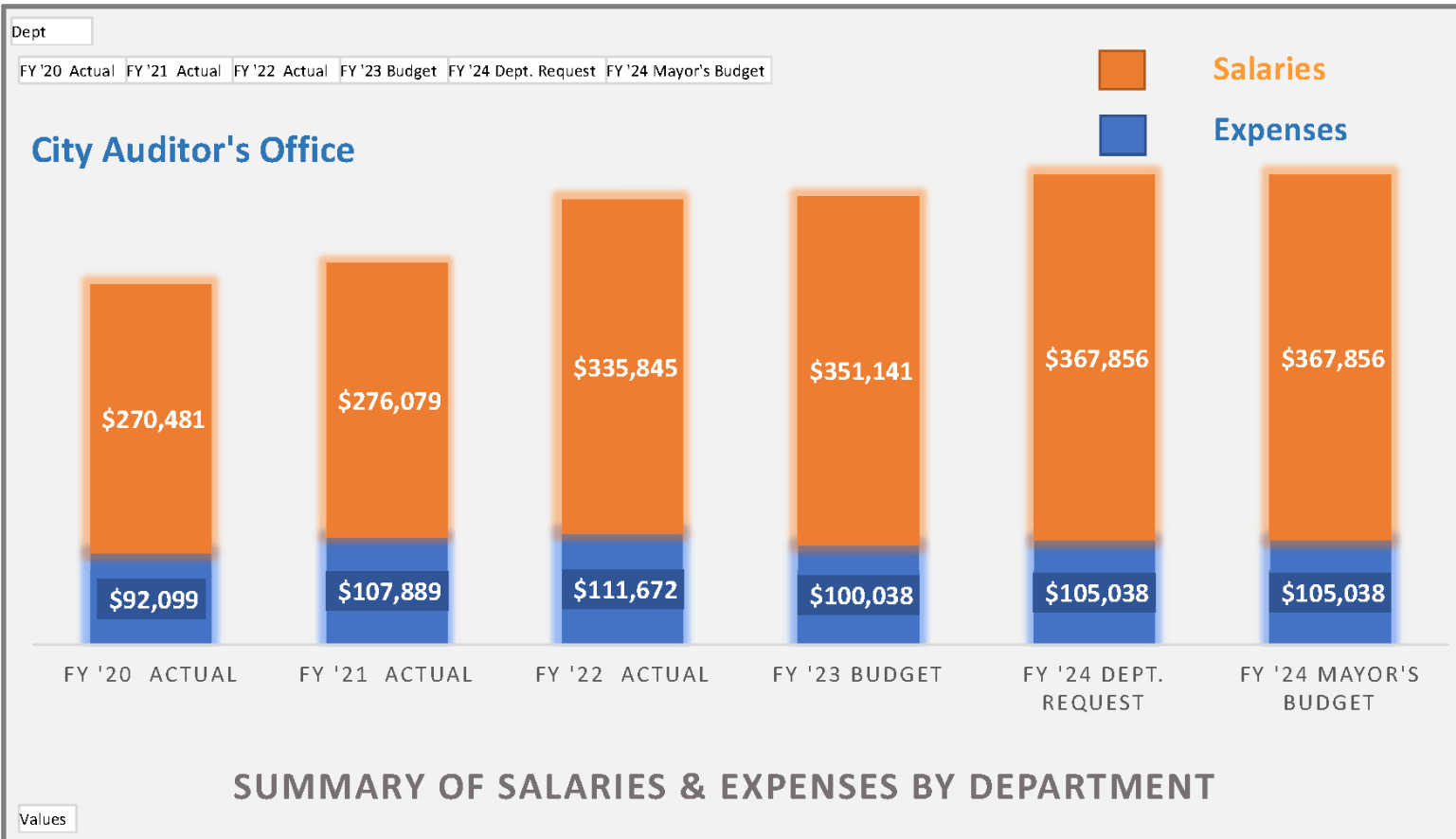


Auditor's Office

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Assistant City Auditor					
Salary	\$ 85,349	1.0	\$ 87,056	1.0	\$ 87,056
Supplemental Pay	\$ 1,000	0.0	\$ 1,000	0.0	\$ 1,000
Assistant City Auditor Total	\$ 86,349	1.0	\$ 88,056	1.0	\$ 88,056
Head Administrative					
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 54,633	1.0	\$ 55,726	1.0	\$ 55,726
Head Administrative Total	\$ 55,595	1.0	\$ 56,688	1.0	\$ 56,688
Senior Accountant					
Salary	\$ 68,621	1.0	\$ 69,993	1.0	\$ 69,993
Senior Accountant Total	\$ 68,621	1.0	\$ 69,993	1.0	\$ 69,993
Chief Financial Officer/Auditor					
Salary	\$ 145,656	1.0	\$ 148,569	1.0	\$ 148,569
Chief Financial Officer/Auditor Total	\$ 145,656	1.0	\$ 148,569	1.0	\$ 148,569
Grand Total	\$ 356,221	4.0	\$ 363,306	4.0	\$ 363,306



Auditor's Office



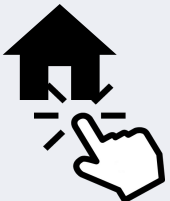
	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 451,179	\$ 472,894	4.81%	\$ 21,715	\$ 472,894	4.81%	\$ 21,715

Purchasing Office

The Purchasing office procures bulk supplies, special services, building repairs and construction, and public works projects and equipment for all city departments, following applicable state laws and city ordinances.

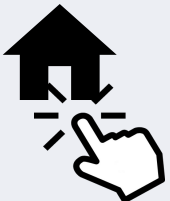
Procurement processes are conducted in a manner that ensures open and fair competition, with the objective of acquiring the needed item or service at the lowest possible cost, consistent with expected delivery and quality requirements.

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Purchasing-Salaries & Wages	\$ 99,661	\$ 123,786	\$ 104,964	\$ 109,470	\$ 114,275	\$ 112,365	\$ 112,365	\$ -
5151: Purchasing - Longivity	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5240: Repairs & Maint. Office Equipment	\$ 2,319	\$ 1,818	\$ 2,408	\$ 2,182	\$ 2,500	\$ 2,500	\$ 2,500	\$ -
5317: Purchasing-Advertising	\$ 1,783	\$ 2,739	\$ 3,174	\$ 2,565	\$ 3,000	\$ 2,500	\$ 2,500	\$ -
5340: Purchasing - Communications	\$ 77	\$ -		\$ 26	\$ -	\$ -	\$ -	\$ -
5341: Purchasing-Postage	\$ 315	\$ 26	\$ 55	\$ 132	\$ 100	\$ 100	\$ 100	\$ -
5420: Purchasing-Office Supplies	\$ 4,793	\$ 3,119	\$ 4,807	\$ 4,240	\$ 3,500	\$ 3,000	\$ 3,000	\$ -
5710: Purchasing-Travel/Training	\$ -	\$ -	\$ 135	\$ 45	\$ -	\$ -	\$ -	\$ -
5730: Purchasing-Dues and Memberships	\$ 634	\$ 75	\$ 15	\$ 241	\$ 500	\$ 500	\$ 500	\$ -
Grand Total	\$ 109,582	\$ 131,563	\$ 115,559	\$ 118,901	\$ 123,875	\$ 120,965	\$ 120,965	\$ -

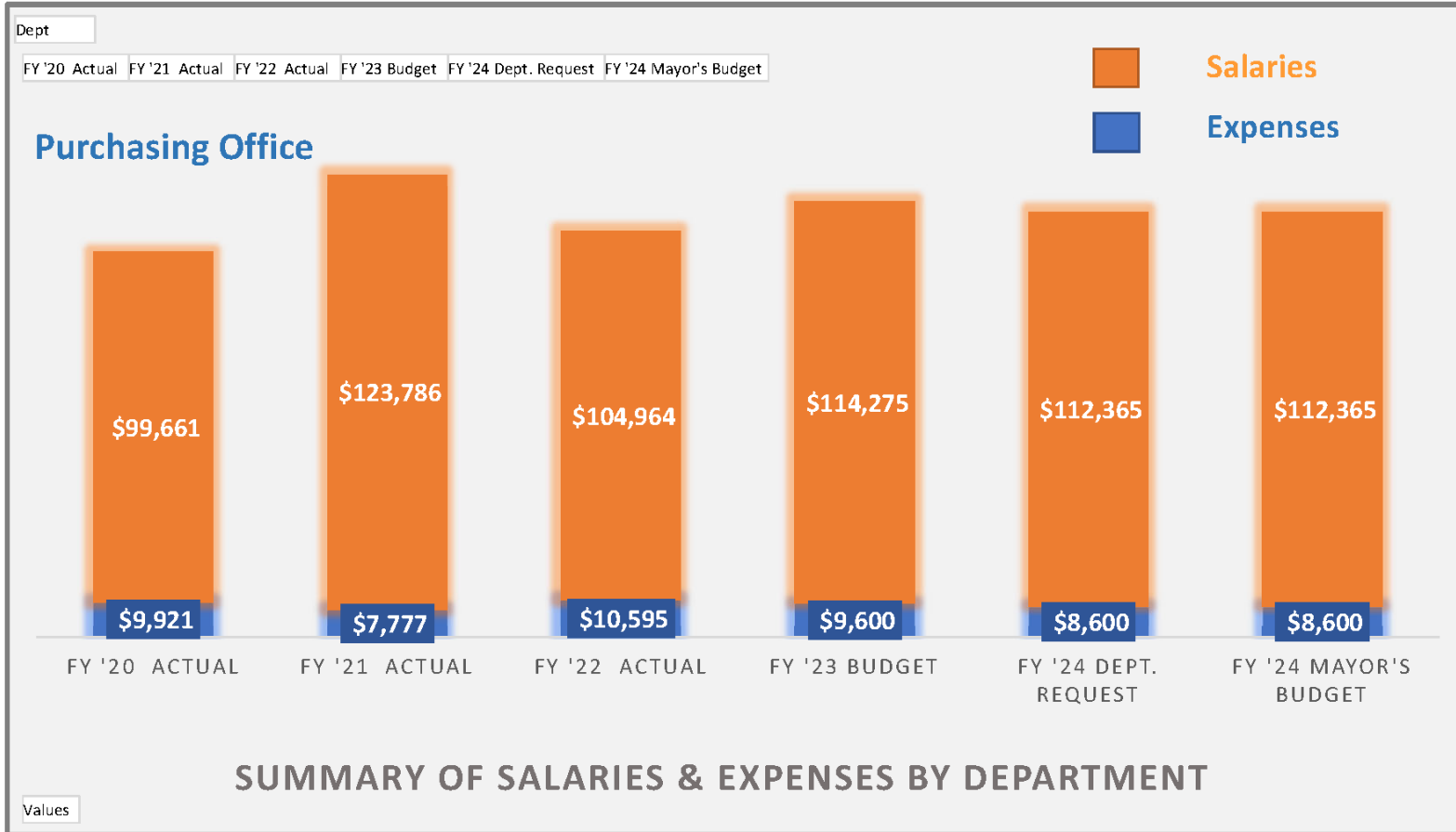


Purchasing Office

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Administrative Assistant					
Salary	\$ 14,768	0.3	\$ 15,064	0.3	\$ 15,064
Administrative Assistant Total	\$ 14,768	0.3	\$ 15,064	0.3	\$ 15,064
Purchasing Agent					
Salary	\$ 95,393	1.0	\$ 95,393	1.0	\$ 97,301
Purchasing Agent Total	\$ 95,393	1.0	\$ 95,393	1.0	\$ 97,301
Grand Total	\$ 110,161	1.3	\$ 110,457	1.3	\$ 112,365



Purchasing Office



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 123,875	\$ 120,965	-2.35%	\$ (2,910)	\$ 120,965	-2.35%	\$ (2,910)



Assessor's Office

The Assessing department provides fiscal stability by ensuring that the city's personal and real property tax base is promptly, fairly, and equitably evaluated and classified. The Assessing department determines fair market value of all property for purposes of taxation and assesses property taxes and administers motor vehicle excise abatements in a fair and efficient manner.

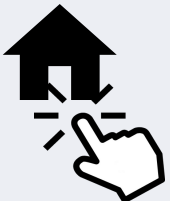
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Assessor-Salaries & Wages	\$ 227,291	\$ 240,356	\$ 248,010	\$ 238,552	\$ 249,567	\$ 259,389	\$ 257,889	\$ (1,500)
5130: Assessor-Overtime	\$ 5,344	\$ 6,164	\$ 5,910	\$ 5,806	\$ 6,900	\$ 7,900	\$ 6,900	\$ (1,000)
5136: Assessor Out of Grade	\$ 392	\$ 336	\$ 504	\$ 411	\$ 500	\$ 500	\$ 500	\$ -
5151: Assessor-Longevity	\$ 1,400	\$ 2,400	\$ 3,800	\$ 2,533	\$ 3,800	\$ 5,100	\$ 5,100	\$ -
5199: Assessor-Board Stipends	\$ 11,000	\$ 11,000	\$ 11,086	\$ 11,029	\$ 11,000	\$ 12,500	\$ 11,000	\$ (1,500)
5240: Repairs & Maint. Office Equipment	\$ 1,199	\$ 994	\$ 1,152	\$ 1,115	\$ 2,000	\$ 2,000	\$ 2,000	\$ -
5302: Assessor - Digital Aerial	\$ -	\$ -	\$ -	\$ -	\$ 4,568	\$ -	\$ -	\$ -
5310: Assessor-Revaluation Services	\$ 70,828	\$ 65,778	\$ 90,861	\$ 75,822	\$ 235,900	\$ 145,690	\$ 145,690	\$ -
5311: Assessor-Software & Licenses	\$ 10,350	\$ 10,850	\$ 10,850	\$ 10,683	\$ 11,050	\$ 11,050	\$ 11,050	\$ -
5312: Assessor-Mapping/Planning	\$ 248	\$ 403	\$ 625	\$ 426	\$ 450	\$ 1,050	\$ 1,050	\$ -
5342: Assessor-Abstracts Printing	\$ 150	\$ -	\$ -	\$ 50	\$ 210	\$ 210	\$ 210	\$ -
5420: Assessor-Office Supplies	\$ 2,345	\$ 3,442	\$ 2,181	\$ 2,656	\$ 2,735	\$ 2,750	\$ 2,750	\$ -
5480: Assessor-Vehicular Supplies	\$ 99	\$ 171	\$ 53	\$ 108	\$ 250	\$ 250	\$ 250	\$ -
5730: Assessor-Dues and Memberships	\$ 1,387	\$ 1,379	\$ 1,216	\$ 1,327	\$ 1,500	\$ 1,500	\$ 1,500	\$ -
Grand Total	\$ 332,034	\$ 343,275	\$ 376,247	\$ 350,518	\$ 530,430	\$ 449,889	\$ 445,889	\$ (4,000)

The FY 2024 Assessor's budget removes consulting services and reclassifies the Chief Administrator Clerk to an Assistant Assessor.

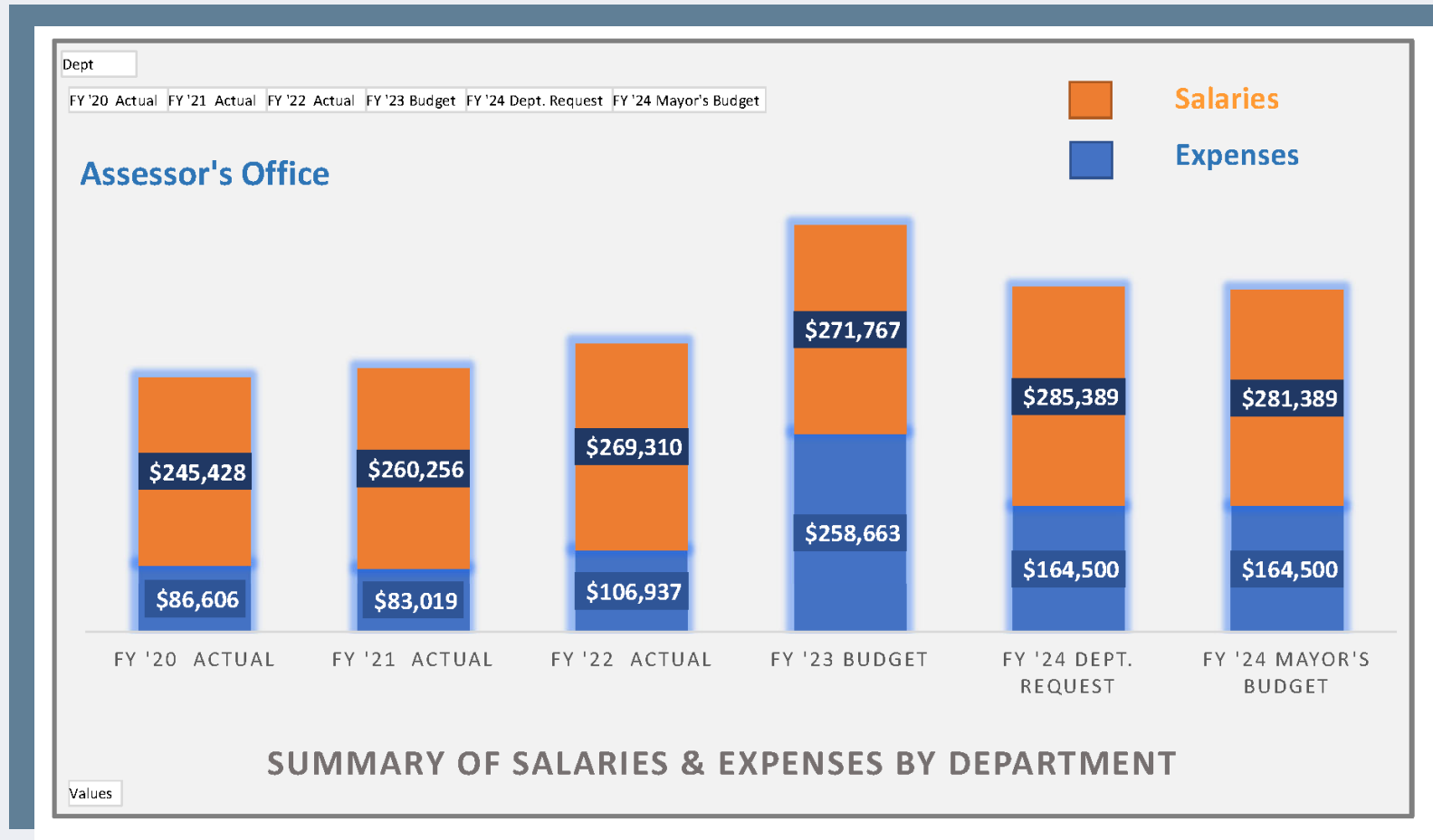


Assessor's Office

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Assessor					
Salary	\$ 101,796	1.0	\$ 103,832	1.0	\$ 103,832
Assessor Total	\$ 101,796	1.0	\$ 103,832	1.0	\$ 103,832
Chief Administrator Clerk					
Position Reclassification		0.0	\$ 10,000	0.0	\$ 8,500
Professional Development	\$ 962	0.0	\$ -	0.0	\$ -
Salary	\$ 54,633	1.0	\$ 55,726	1.0	\$ 55,726
Chief Administrator Clerk Total	\$ 55,595	1.0	\$ 65,726	1.0	\$ 64,226
Consultant					
Retiring 6/30/23	\$ 8,000	0.0	\$ -	0.0	\$ -
Consultant Total	\$ 8,000	0.0	\$ -	0.0	\$ -
Head Clerk					
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 44,924	1.0	\$ 45,822	1.0	\$ 45,822
Step Increase		0.0	\$ 1,146	0.0	\$ 1,146
Head Clerk Total	\$ 45,886	1.0	\$ 47,930	1.0	\$ 47,930
Head Clerk/Floater					
Floater Stipend	\$ 1,300	0.0	\$ 1,300	0.0	\$ 1,300
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 37,750	1.0	\$ 38,505	1.0	\$ 38,505
Step Increase		0.0	\$ 1,134	0.0	\$ 1,134
Head Clerk/Floater Total	\$ 40,012	1.0	\$ 41,901	1.0	\$ 41,901
Grand Total	\$ 251,289	4.0	\$ 259,389	4.0	\$ 257,889



Assessor's Office



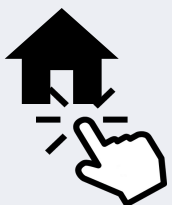
	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 530,430	\$ 449,889	-15.18%	\$ (80,541)	\$ 445,889	-15.94%	\$ (84,541)



Treasurer & Collector's Office

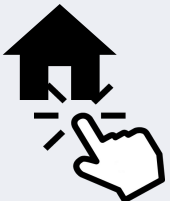
The Office of the Treasurer and Collector of taxes is responsible for the timely billing and collection of 40% of the city's operating revenues. This equates to the issuance of approximately 210,000 billings annually. The department also functions as the disbursing agent for the city for payroll and vendor checks.

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Treas/Coll-Salaries & Wages	\$ 412,502	\$ 428,702	\$ 444,142	\$ 428,449	\$ 439,121	\$ 442,228	\$ 440,630	\$ (1,598)
5130: Treas/Coll-Overtime	\$ 247	\$ 1,446	\$ 858	\$ 850	\$ -	\$ -	\$ -	\$ -
5137: Treasurer/Collector-Out of Grade	\$ -	\$ 70	\$ 668	\$ 246	\$ 1,000	\$ 1,000	\$ 1,000	\$ -
5151: Treas/Coll-Longevity	\$ 3,800	\$ 5,800	\$ 9,600	\$ 6,400	\$ 7,700	\$ 7,700	\$ 7,700	\$ -
5240: Repairs & Maint. Office Equipment	\$ 2,809	\$ 1,012	\$ 2,305	\$ 2,042	\$ 2,000	\$ 2,000	\$ 2,000	\$ -
5240: Treas/Coll-Office Supplies	\$ 3,060	\$ 4,666	\$ 6,971	\$ 4,899	\$ 5,000	\$ 8,300	\$ 7,000	\$ (1,300)
5241: Treas/Coll-Printed Supplies	\$ 4,383	\$ 5,171	\$ 7,338	\$ 5,631	\$ 8,000	\$ 8,000	\$ 7,000	\$ (1,000)
5316: Outside Consultant Service	\$ 24,450	\$ 78,089	\$ 86,487	\$ 63,009	\$ 85,000	\$ 90,000	\$ 90,000	\$ -
5317: Treas/Coll-Advertising	\$ 275	\$ -	\$ -	\$ 92	\$ 4,000	\$ 4,000	\$ 4,000	\$ -
5341: Treas/Coll-Postage	\$ 42,987	\$ 44,653	\$ 48,154	\$ 45,265	\$ 65,000	\$ 65,000	\$ 65,000	\$ -
5389: Treas/Coll-Tax Title	\$ 32,133	\$ 84,785	\$ 35,857	\$ 50,925	\$ 50,000	\$ 50,000	\$ 50,000	\$ -
5391: Treas/Coll-Bonds-Personal	\$ 1,800	\$ 1,400	\$ 1,200	\$ 1,467	\$ 2,000	\$ 2,000	\$ 2,000	\$ -
5710: Treasurer/Collector Travel	\$ 2,822	\$ 289	\$ 2,906	\$ 2,006	\$ 4,000	\$ 4,000	\$ 4,000	\$ -
5780: Treas/Coll-Other Unclassified	\$ 64,120	\$ 13,289	\$ -	\$ 25,803	\$ -	\$ -	\$ -	\$ -
Grand Total	\$ 595,387	\$ 669,374	\$ 646,486	\$ 637,082	\$ 672,821	\$ 684,228	\$ 680,330	\$ (3,898)

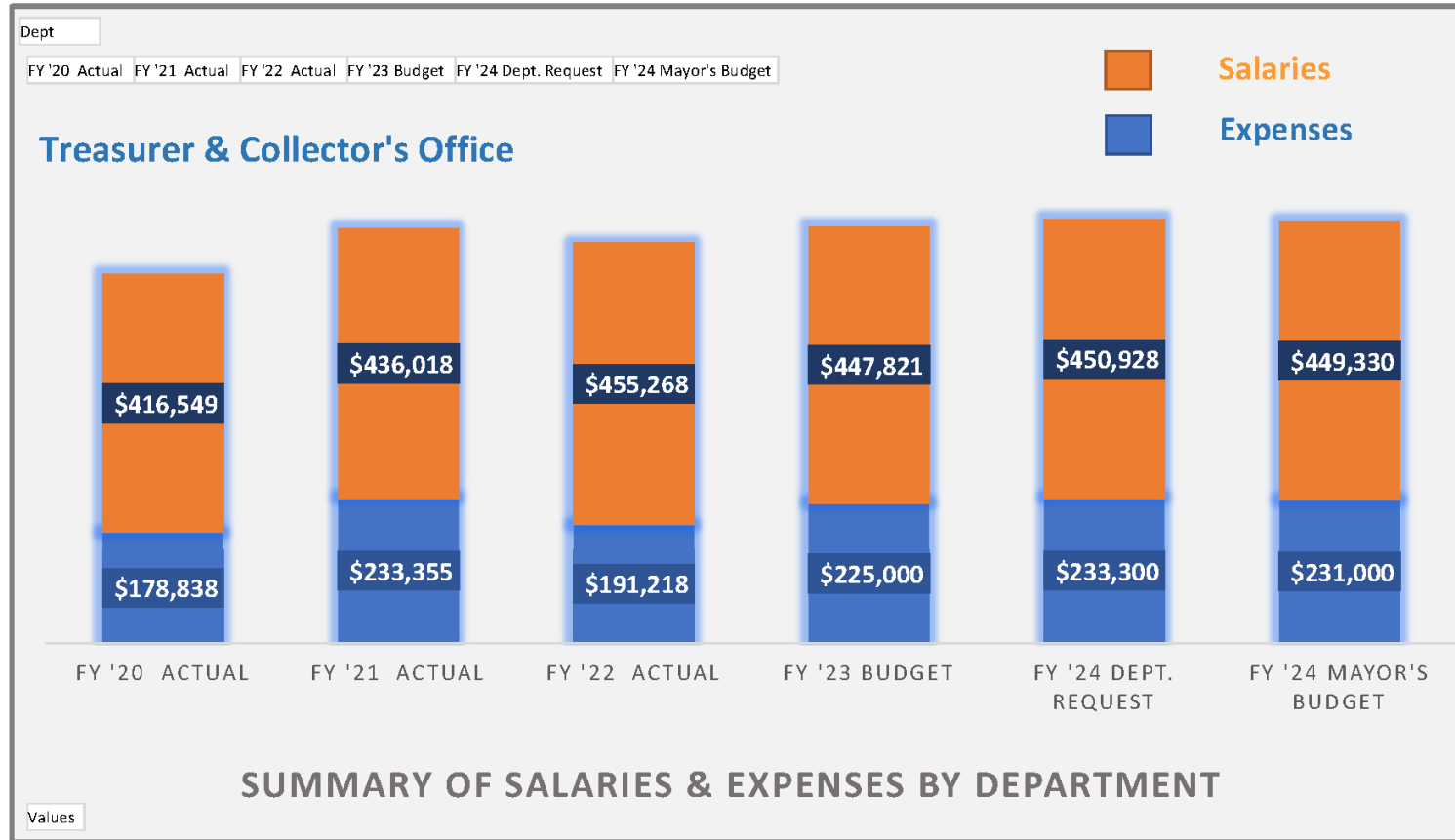


Treasurer & Collector's Office

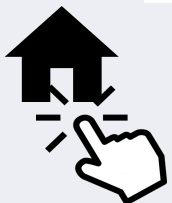
Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Assistant Treasurer					
Salary	\$ 70,266	1.0	\$ 70,266	1.0	\$ 70,266
Step Increase	\$ -	0.0	\$ 2,928	0.0	\$ 2,440
Assistant Treasurer Total	\$ 70,266	1.0	\$ 73,194	1.0	\$ 72,706
Data Entry Operator					
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 54,308	1.0	\$ 55,395	1.0	\$ 55,395
Data Entry Operator Total	\$ 55,270	1.0	\$ 56,357	1.0	\$ 56,357
Head Administration					
Professional Development	\$ 1,924	0.0	\$ 1,924	0.0	\$ 1,924
Salary	\$ 98,206	2.0	\$ 100,170	2.0	\$ 100,170
Step Increase	\$ -	0.0	\$ 2,753	0.0	\$ 2,753
Head Administration Total	\$ 100,130	2.0	\$ 104,847	2.0	\$ 104,847
Head Clerk/Floater					
Floater Stipend	\$ -	0.0	\$ 1,300	0.0	\$ 1,300
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 38,862	1.0	\$ 39,639	1.0	\$ 39,639
Step Increase	\$ -	0.0	\$ 1,166	0.0	\$ 1,166
Head Clerk/Floater Total	\$ 39,824	1.0	\$ 43,067	1.0	\$ 43,067
Office Manager					
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 48,474	1.0	\$ 49,444	1.0	\$ 49,444
Office Manager Total	\$ 49,436	1.0	\$ 50,406	1.0	\$ 50,406
Treasurer/Collector					
Salary	\$ 111,027	1.0	\$ 111,027	1.0	\$ 111,027
Step Increase	\$ -	0.0	\$ 3,331	0.0	\$ 2,221
Treasurer/Collector Total	\$ 111,027	1.0	\$ 114,358	1.0	\$ 113,247
Grand Total	\$ 425,952	7.0	\$ 442,228	7.0	\$ 440,630



Treasurer & Collector's Office



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 672,821	\$ 684,228	1.70%	\$ 11,407	\$ 680,330	1.12%	\$ 7,509

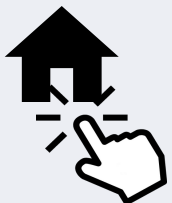


Legal Department

The City Solicitor is the chief legal officer of the city and is responsible for the Assistant City Solicitors in the department, as well as overseeing outside legal counsel. The City Solicitor provides legal advice and representation to the Mayor, City Council, and the officers, employees, boards and commissions of the City of Haverhill.

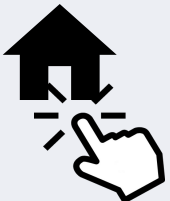
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Legal-Salaries & Wages	\$ 74,789	\$ 81,802	\$ 83,627	\$ 80,073	\$ 113,627	\$ 108,590	\$ 108,590	\$ -
5151: Legal-Longevity	\$ 1,400	\$ 1,400	\$ 1,400	\$ 1,400	\$ 1,400	\$ -	\$ -	\$ -
5306: Legal Consultant Services	\$ 155,259	\$ 164,463	\$ 149,739	\$ 156,487	\$ 95,000	\$ 120,000	\$ 120,000	\$ -
5307: Legal-Clerical Services	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ 10,500	\$ -
5340: Legal-Communications	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ 1,900	\$ -
5341: Legal-Postage	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ 3,500	\$ -
5710: Legal-Travel	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ -
5789: Legal-Insurance/Deductible	\$ 29,678	\$ 9,600	\$ 26,712	\$ 21,997	\$ 30,000	\$ 30,000	\$ 30,000	\$ -
Grand Total	\$ 280,027	\$ 276,164	\$ 280,378	\$ 278,856	\$ 258,927	\$ 277,490	\$ 277,490	\$ -

The FY 2024 Legal budget adjusts for the retirement of the City Solicitor and adds additional funding for outside counsel.

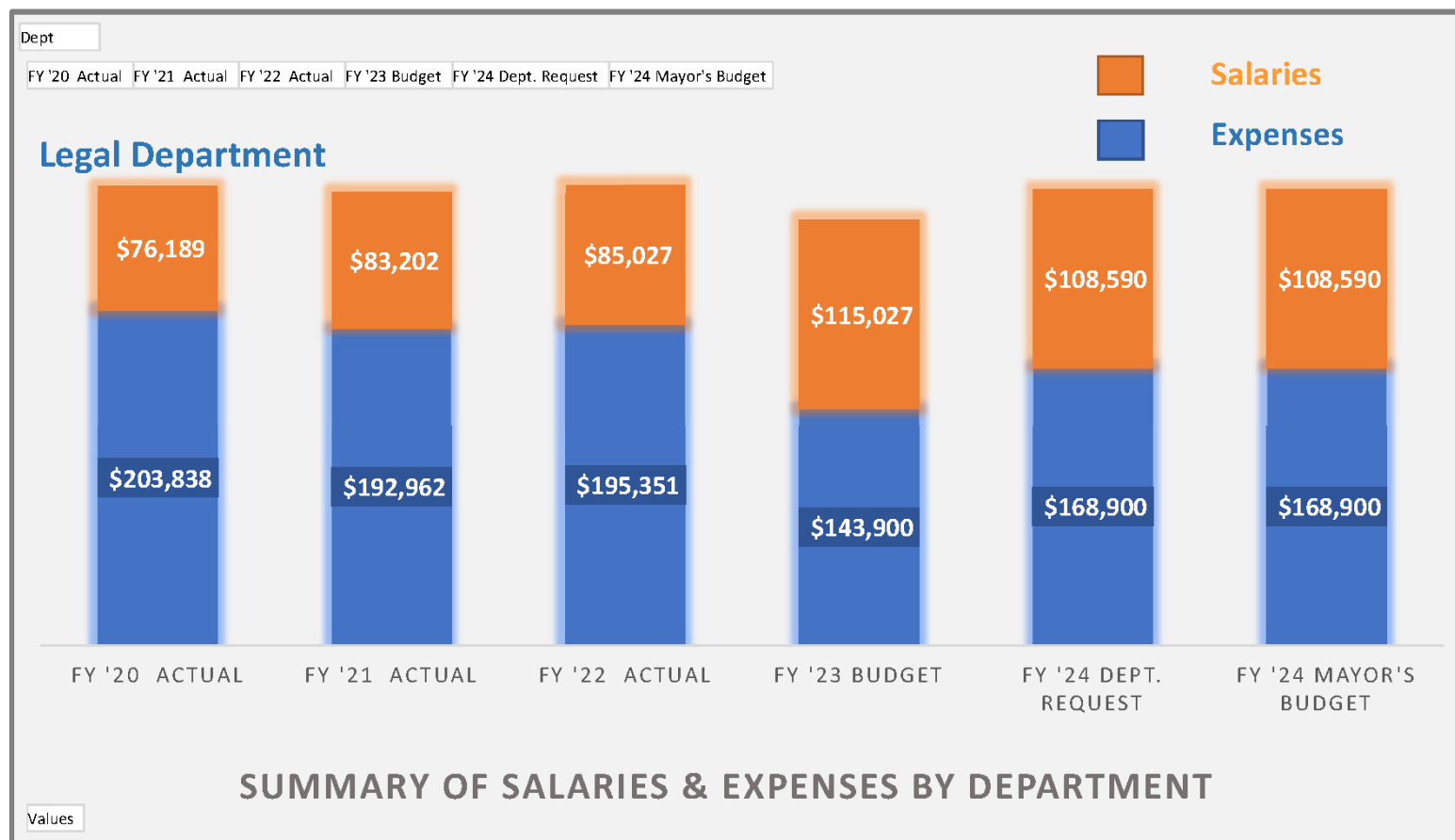


Legal Department

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
City Solicitor					
Salary	\$ 118,627	1.0	\$ 61,090	1.0	\$ 61,090
City Solicitor Total	\$ 118,627	1.0	\$ 61,090	1.0	\$ 61,090
Assistant City Solicitor					
Salary	\$ 30,000	0.5	\$ 47,500	0.5	\$ 47,500
Assistant City Solicitor Total	\$ 30,000	0.5	\$ 47,500	0.5	\$ 47,500
Grand Total	\$ 148,627	1.5	\$ 108,590	1.5	\$ 108,590



Legal Department



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 258,927	\$ 277,490	0.00%	\$ 18,563	\$ 277,490	7.17%	\$ 18,563

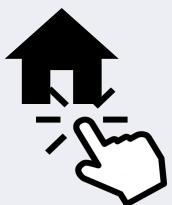


Human Resources

The mission of the Human Resources department is to provide the city and its residents with a competent, well-trained workforce that supports and promotes the municipality's ability to run effectively.

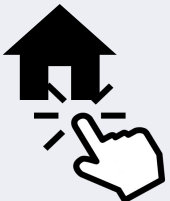
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: HR-Salaries & Wages	\$ 185,632	\$ 202,577	\$ 197,739	\$ 195,316	\$ 211,262	\$ 282,219	\$ 282,219	\$ -
5151: HR-Longevity	\$ 2,150	\$ 2,150	\$ 1,400	\$ 1,900	\$ 1,400	\$ 3,000	\$ 3,000	\$ -
5178: HR-Employee Assis Program	\$ 7,257	\$ 7,647	\$ 3,879	\$ 6,261	\$ 7,500	\$ 7,500	\$ 7,500	\$ -
5195: HR-Tuition Reimbursement	\$ 2,510	\$ 1,325	\$ 4,166	\$ 2,667	\$ 7,500	\$ 7,500	\$ 7,500	\$ -
5240: Repairs & Maint. Office Equipment	\$ 2,066	\$ 1,922	\$ 2,675	\$ 2,221	\$ 2,990	\$ 3,000	\$ 3,000	\$ -
5275: HR - Mail Delivery Service	\$ 470	\$ 916	\$ 869	\$ 752	\$ 530	\$ 700	\$ 700	\$ -
5306: HR-Diversity Consultant				\$ -	\$ 30,000	\$ -	\$ -	\$ -
5307: HR-Employee Engagement				\$ -	\$ -	\$ 2,500	\$ 2,500	\$ -
5317: HR-Advertising	\$ 1,531	\$ 647	\$ 1,857	\$ 1,345	\$ 1,500	\$ 2,500	\$ 2,500	\$ -
5341: HR - Postage	\$ 55,523	\$ 85,725	\$ 54,877	\$ 65,375	\$ 55,000	\$ 55,000	\$ 55,000	\$ -
5384: HR-Physical Exams	\$ 29,730	\$ 32,376	\$ 17,780	\$ 26,629	\$ 20,000	\$ 35,000	\$ 35,000	\$ -
5385: HR-Record Storage	\$ 1,073	\$ 2,340	\$ 3,048	\$ 2,154	\$ 2,945	\$ 4,800	\$ 4,800	\$ -
5420: HR-Office Supplies	\$ 1,647	\$ 1,050	\$ 725	\$ 1,141	\$ 1,000	\$ 1,500	\$ 1,500	\$ -
5710: HR-Travel	\$ 121	\$ 86	\$ 147	\$ 118	\$ 200	\$ 200	\$ 200	\$ -
Grand Total	\$ 289,709	\$ 338,759	\$ 289,162	\$ 305,876	\$ 341,827	\$ 405,419	\$ 405,419	\$ -

The FY 2024 Human Resource's budget adds an additional HR Technician to keep up with the growing compliance needs and recommended best practices of the department.

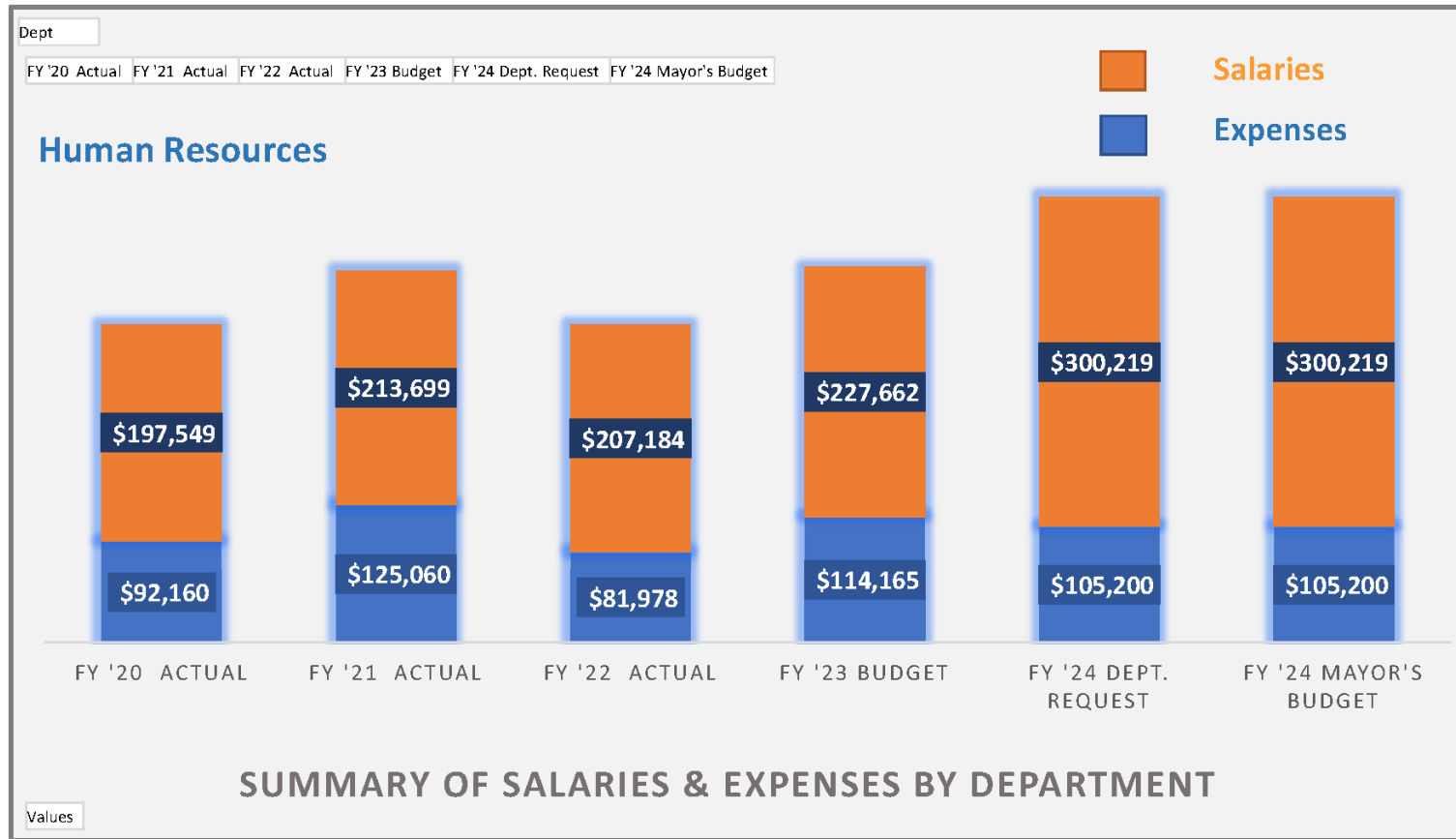


Human Resources

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Head Clerk/Floater					
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 42,397	1.0	\$ 42,397	1.0	\$ 42,397
Step Increase		0.0	\$ 2,117	0.0	\$ 2,117
Stipend	\$ 1,300	0.0	\$ 1,300	0.0	\$ 1,300
Head Clerk/Floater Total	\$ 44,659	1.0	\$ 46,777	1.0	\$ 46,777
HR Director					
Salary	\$ 107,586	1.0	\$ 107,586	1.0	\$ 107,586
School Dept Offset	\$ (6,500)	0.0	\$ (6,500)	0.0	\$ (6,500)
Stipend	\$ 6,500	0.0	\$ 6,500	0.0	\$ 6,500
Supplemental Pay	\$ 1,000	0.0	\$ 1,000	0.0	\$ 1,000
HR Director Total	\$ 108,586	1.0	\$ 108,586	1.0	\$ 108,586
HR Technician					
Salary	\$ 66,857	1.0	\$ 66,857	1.0	\$ 66,857
HR Technician Total	\$ 66,857	1.0	\$ 66,857	1.0	\$ 66,857
HR Technician - NEW					
Salary	\$ -	0.0	\$ 60,000	1.0	\$ 60,000
HR Technician - NEW Total	\$ -	0.0	\$ 60,000	1.0	\$ 60,000
Grand Total	\$ 220,102	3.0	\$ 282,219	4.0	\$ 282,219



Human Resources



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 341,827	\$ 405,419	18.60%	\$ 63,592	\$ 405,419	18.60%	\$ 63,592



Management Information Systems - MIS

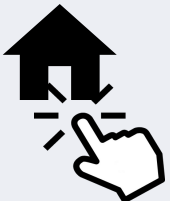
The (MIS) department is responsible for the strategy, oversight, governance, and implementation of information systems that support the city's goals and objectives. The department supports end-users, manages vendors, oversees the selection and monitoring of critical systems and infrastructure to support the city operations.

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: MIS-Salaries & Wages	\$ 109,540	\$ 102,360	\$ 41,207	\$ 84,369	\$ 50,000	\$ 100,000	\$ 50,000	\$ (50,000)
5151: MIS-Longevity	\$ 1,150	\$ 1,400	\$ 1,400	\$ 1,317	\$ -	\$ -	\$ -	\$ -
5240: MIS - Repairs & Maint. Office Equipment	\$ 2,291	\$ 2,687	\$ 2,158	\$ 2,379	\$ 20,000	\$ 20,000	\$ 10,000	\$ (10,000)
5302: MIS-Computer System Support	\$ 180,322	\$ 263,223	\$ 354,735	\$ 266,093	\$ 392,184	\$ 463,543	\$ 463,543	\$ -
5313: MIS-Computer Service On-Line	\$ 9,684	\$ 130,937	\$ 139,518	\$ 93,380	\$ 174,495	\$ 201,468	\$ 201,468	\$ -
5314: MIS-Computer Supplies	\$ 363	\$ 306	\$ -	\$ 223	\$ 5,405	\$ -	\$ -	\$ -
5314: MIS-Computer Training	\$ -	\$ 14	\$ -	\$ 5	\$ 2,465	\$ 10,000	\$ 5,000	\$ (5,000)
5340: MIS-Communications	\$ 55,803	\$ 65,175	\$ 47,739	\$ 56,239	\$ 82,296	\$ 101,531	\$ 101,531	\$ -
5420: MIS-Office Supplies	\$ 216	\$ 68	\$ -	\$ 95	\$ -	\$ -	\$ -	\$ -
5583: MIS Cyber Realtd				\$ -	\$ -	\$ 72,796	\$ 72,796	\$ -
5585: MIS-Software Upgrades	\$ 295	\$ -	\$ -	\$ 98	\$ 10,000	\$ 10,000	\$ -	\$ (10,000)
5586: MIS-Software Licenses	\$ 132,284	\$ 137,750	\$ 91,347	\$ 120,461	\$ 139,972	\$ 35,077	\$ 35,077	\$ -
5788: MIS-Technology Wiring	\$ 34	\$ -	\$ -	\$ 11	\$ 6,000	\$ 10,000	\$ 3,000	\$ (7,000)
5871: MIS-Replace Technology Equipment	\$ 61	\$ 3,380	\$ -	\$ 1,147	\$ 25,000	\$ 25,000	\$ 25,000	\$ -
Grand Total	\$ 492,043	\$ 707,300	\$ 678,104	\$ 625,816	\$ 907,817	\$ 1,049,415	\$ 967,415	\$ (82,000)

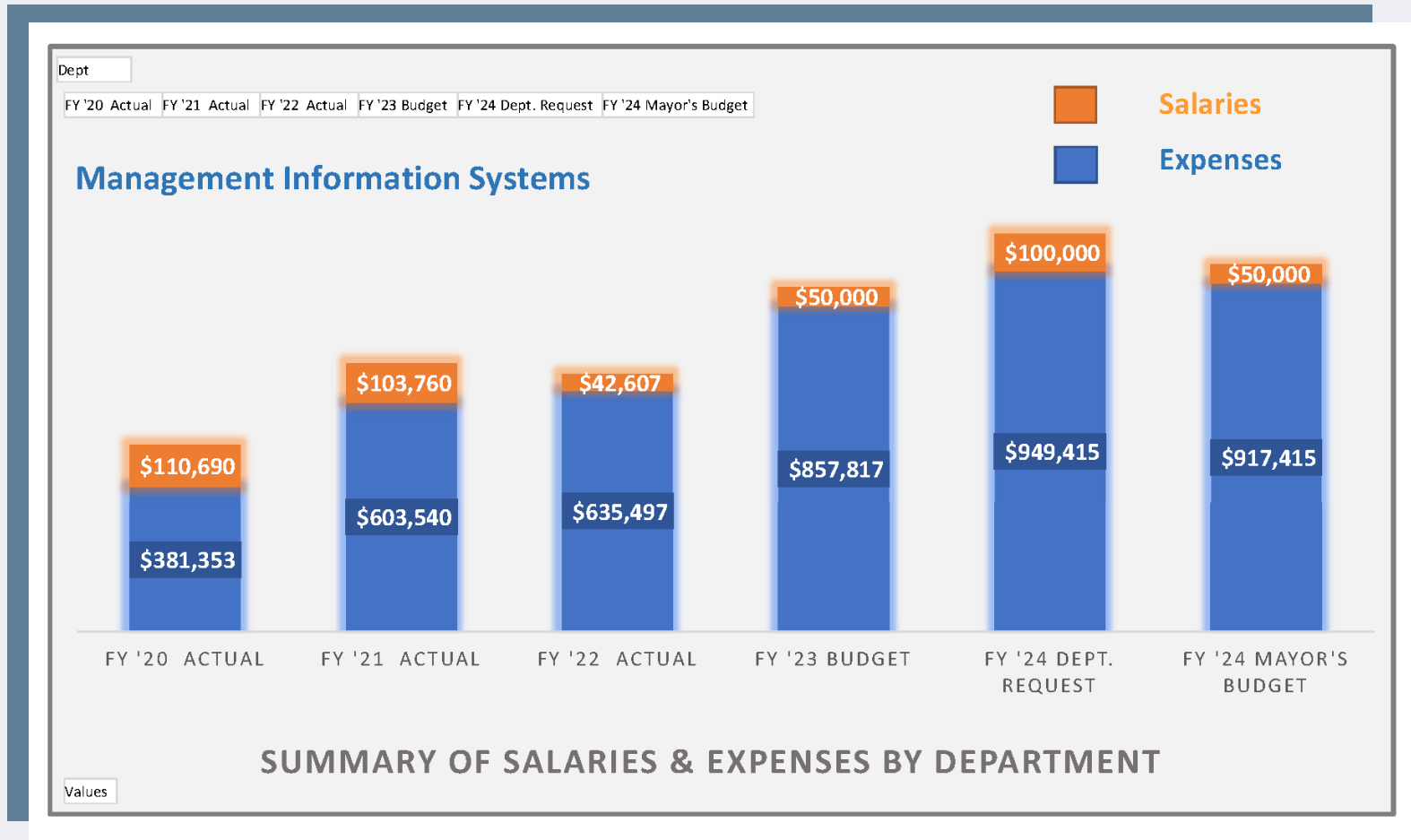


Management Information Systems - MIS

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Implementation Specialist - NEW					
Salary	\$ -	0.0	\$ 50,000	0.5	\$ -
Implementation Specialist - NEW Total	\$ -	0.0	\$ 50,000	0.5	\$ -
IT Analyst					
Salary	\$ 70,200	0.5	\$ 50,000	0.5	\$ 50,000
IT Analyst Total	\$ 70,200	0.5	\$ 50,000	0.5	\$ 50,000
Grand Total	\$ 70,200	0.5	\$ 100,000	1.0	\$ 50,000



Management Information Systems - MIS



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 907,817	\$ 1,049,415	15.60%	\$ 141,598	\$ 967,415	6.56%	\$ 59,598



City Clerk's Office

The City Clerk is the head of the city's department of records and keeper of the city archives, keeper of vital statistics, and the custodian of the city seal and all public records belonging to the city. In addition, the City Clerk is the administrator of the oath of office to all city officers and performs all duties with regard to the conduct of elections and other such matters provided by general laws.

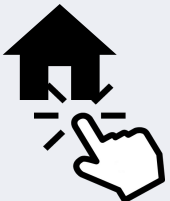
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Clerk-Salaries & Wages	\$ 277,372	\$ 269,190	\$ 321,267	\$ 289,277	\$ 332,077	\$ 357,491	\$ 358,411	\$ 920
5130: Clerk-Overtime	\$ 5,475	\$ 3,392	\$ 2,280	\$ 3,715	\$ 2,500	\$ 4,000	\$ 4,000	\$ -
5147: Clerk-Precinct Officers	\$ 63,945	\$ 99,110	\$ 51,755	\$ 71,603	\$ 102,000	\$ 200,000	\$ 200,000	\$ -
5151: Clerk-Longevity	\$ 4,350	\$ 3,600	\$ 4,200	\$ 4,050	\$ 4,500	\$ -	\$ -	\$ -
5240: Repairs & Maint. Office Equipment	\$ 3,864	\$ 3,477	\$ 4,347	\$ 3,896	\$ 4,590	\$ 4,680	\$ 4,680	\$ -
5316: Clerk-Books & Binding	\$ 1,329	\$ 1,932	\$ 1,675	\$ 1,645	\$ 1,836	\$ 1,871	\$ 1,871	\$ -
5317: Clerk-Advertising	\$ 9,583	\$ 13,942	\$ 11,995	\$ 11,840	\$ 14,280	\$ 15,000	\$ 15,000	\$ -
5343: Clerk-Annual Street & Voting List	\$ 28,078	\$ 22,102	\$ 51,346	\$ 33,842	\$ 30,000	\$ 30,600	\$ 30,600	\$ -
5383: Clerk-Recodification	\$ 4,788	\$ 14,469	\$ 4,970	\$ 8,076	\$ 8,160	\$ 10,000	\$ 10,000	\$ -
5420: Clerk-Office Supplies	\$ 6,039	\$ 8,076	\$ 8,962	\$ 7,692	\$ 10,000	\$ 10,200	\$ 10,200	\$ -
5421: Clerk-Printed Supplies	\$ 2,617	\$ 3,343	\$ 2,571	\$ 2,843	\$ 5,100	\$ 8,000	\$ 8,000	\$ -
5422: Clerk-Ballots	\$ 7,189	\$ 8,381	\$ 22,322	\$ 12,631	\$ -	\$ 20,000	\$ 20,000	\$ -
5423: Clerk-Certificates & Licenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000	\$ 1,000	\$ -
5580: Clerk-Election Materials/Supplies	\$ 15,846	\$ 21,355	\$ 19,734	\$ 18,978	\$ 30,000	\$ 65,000	\$ 65,000	\$ -
5710: Clerk-Travel	\$ 309	\$ 95	\$ 954	\$ 453	\$ 612	\$ 700	\$ 700	\$ -
5730: Clerk-Dues and Memberships	\$ 335	\$ 210	\$ 988	\$ 511	\$ 867	\$ 900	\$ 900	\$ -
5781: Clerk-Meals-Election	\$ 34	\$ 275	\$ 131	\$ 147	\$ 500	\$ 500	\$ 500	\$ -
5782: Clerk-Recording Fees	\$ 60	\$ -	\$ -	\$ 20	\$ -	\$ -	\$ -	\$ -
5785: Clerk-Office Equipment	\$ (63)	\$ -	\$ -	\$ (21)	\$ 852	\$ 2,000	\$ 2,000	\$ -
Grand Total	\$ 431,148	\$ 472,949	\$ 509,497	\$ 471,198	\$ 547,874	\$ 731,942	\$ 732,862	\$ 920

The FY 2024 City Clerk's budget adds consulting services and funding for additional elections including a Presidential Primary.

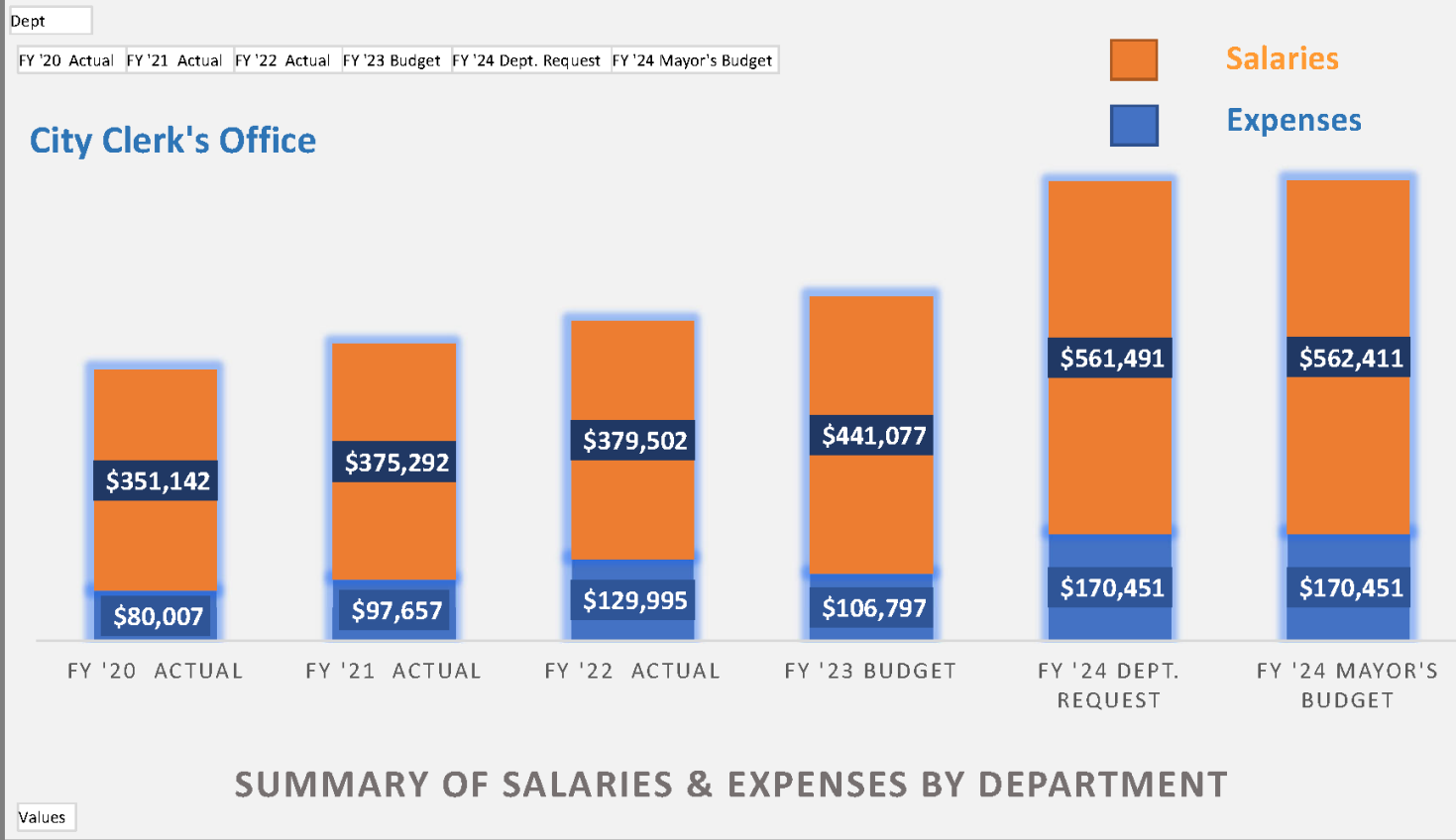


City Clerk's Office

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Administrative Assistant					
Salary	\$ 50,000	1.0	\$ 50,000	1.0	\$ 50,000
Administrative Assistant Total	\$ 50,000	1.0	\$ 50,000	1.0	\$ 50,000
City Clerk					
Salary	\$ 91,966	1.0	\$ 91,966	1.0	\$ 92,886
Stipend Board of Registrars		0.0	\$ 1,400	0.0	\$ 1,400
Stipend City Council		0.0	\$ 4,000	0.0	\$ 4,000
City Clerk Total	\$ 91,966	1.0	\$ 97,366	1.0	\$ 98,286
Consulting - NEW					
Consulting		0.0	\$ 10,000	0.0	\$ 10,000
Consulting - NEW Total		0.0	\$ 10,000	0.0	\$ 10,000
Head Administration					
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 51,784	1.0	\$ 52,820	1.0	\$ 52,820
Head Administration Total	\$ 52,746	1.0	\$ 53,782	1.0	\$ 53,782
Head Clerk/Floater					
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 38,862	1.0	\$ 39,639	1.0	\$ 39,639
Step Increase	\$ -	0.0	\$ 1,166	0.0	\$ 1,166
Stipend	\$ 1,300	0.0	\$ 1,300	0.0	\$ 1,300
Head Clerk/Floater Total	\$ 41,124	1.0	\$ 43,067	1.0	\$ 43,067
Office Manager					
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 48,474	1.0	\$ 49,444	1.0	\$ 49,444
Office Manager Total	\$ 49,436	1.0	\$ 50,406	1.0	\$ 50,406
Assistant City Clerk					
Salary	\$ 53,010	1.0	\$ 52,870	1.0	\$ 52,870
Assistant City Clerk Total	\$ 53,010	1.0	\$ 52,870	1.0	\$ 52,870
Grand Total	\$ 338,282	6.0	\$ 357,491	6.0	\$ 358,411



City Clerk's Office



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 547,874	\$ 731,942	33.60%	\$ 184,069	\$ 732,862	33.76%	\$ 184,988



Economic Development

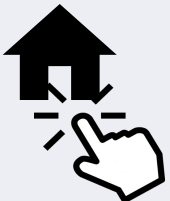
The Economic Development and Planning department is responsible for two major categories of city government. The first is planning. This involves all land use controls including the planning board and its responsibilities under state law and local regulations relative to subdivisions of land; the department also is responsible for the zoning board of appeals which regulates and enforces the city zoning ordinance. The second major category is Economic Development. This broad area of responsibility deals with retention and expansion of existing businesses and recruitment of new businesses to the city. Overall, the department seeks to assist in job creation, foster economic growth, and implement the city's master plan.

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Economic Dev-Salaries & Wages	\$ 202,272	\$ 190,931	\$ 194,259	\$ 195,821	\$ 221,440	\$ 249,404	\$ 249,404	\$ -
5130: Economic Dev-Overtime	\$ 694	\$ 1,100	\$ 841	\$ 878	\$ 369	\$ -	\$ -	\$ -
5151: Economic Dev-Longevity	\$ 1,400	\$ 2,400	\$ 2,700	\$ 2,167	\$ 2,700	\$ 3,800	\$ 3,800	\$ -
5240: Repairs & Maint. Office Equipment	\$ 1,962	\$ 1,766	\$ 2,158	\$ 1,962	\$ 2,278	\$ 2,278	\$ 2,278	\$ (0)
5301: Consultant	\$ 3,729	\$ -	\$ -	\$ 1,243	\$ 23,905	\$ 23,905	\$ 15,000	\$ (8,905)
5317: Economic Dev-Advertising	\$ 4,934	\$ 5,361	\$ 5,569	\$ 5,288	\$ 6,100	\$ 6,100	\$ 6,100	\$ -
5340: Planning - Communications	\$ 482	\$ 1,348	\$ 498	\$ 776	\$ 441	\$ 441	\$ 441	\$ 0
5420: Economic Dev-Office Supplies	\$ 925	\$ 1,566	\$ 1,256	\$ 1,249	\$ 1,507	\$ 1,537	\$ 1,537	\$ 0
5690: Merr Valley Plan Comm	\$ 23,329	\$ 23,910	\$ 24,506	\$ 23,915	\$ 25,116	\$ 25,862	\$ 25,862	\$ 0
5780: Economic Dev-Directors Expense	\$ 5,351	\$ 4,611	\$ 5,819	\$ 5,260	\$ 11,203	\$ 11,203	\$ 7,500	\$ (3,703)
Grand Total	\$ 245,078	\$ 232,993	\$ 237,606	\$ 238,559	\$ 295,058	\$ 324,529	\$ 311,922	\$ (12,607)

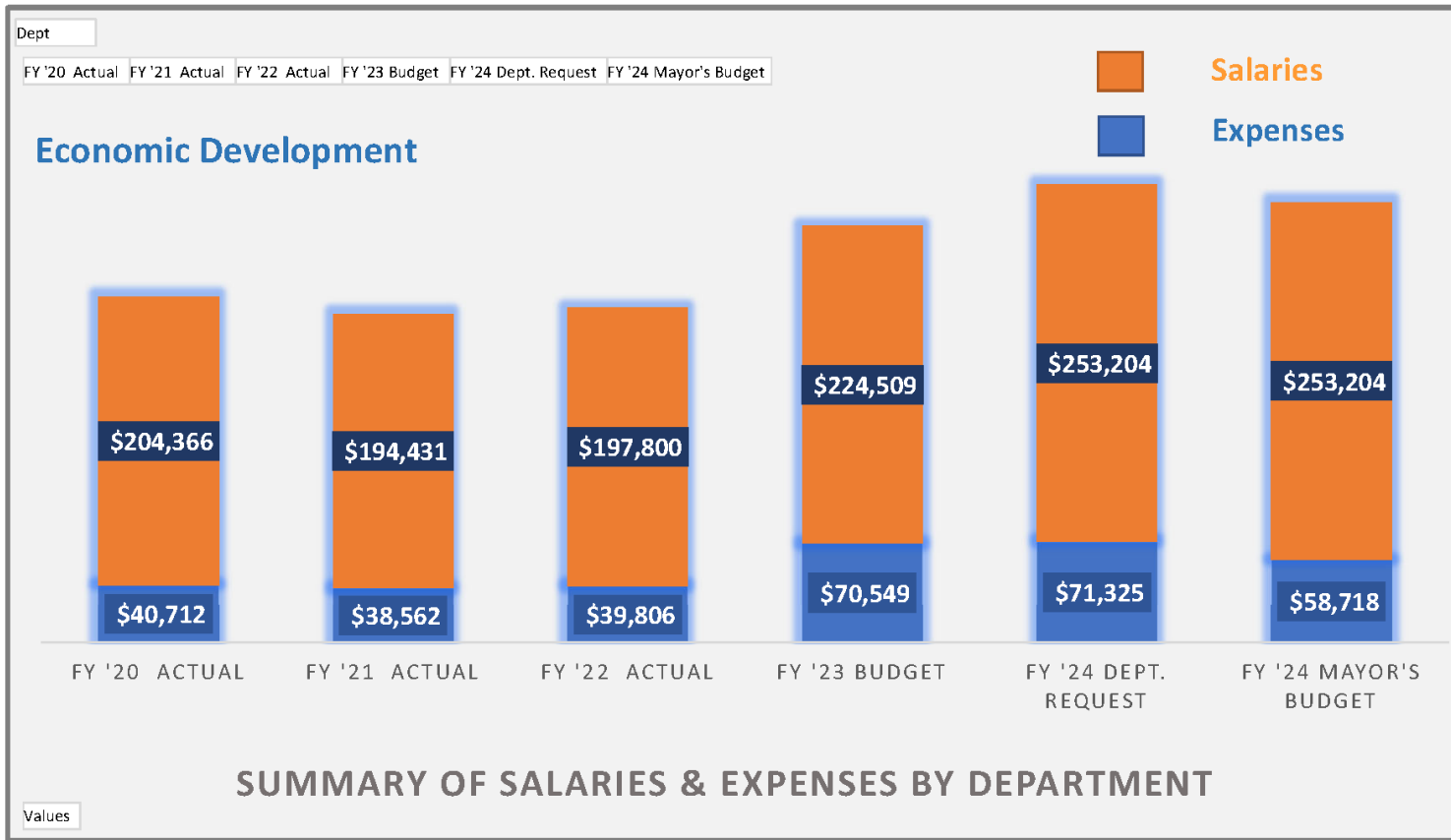


Economic Development

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Assistant Director					
CDBG Offset	\$ (10,000)	-0.2	\$ (10,459)	-0.2	\$ (10,459)
Salary	\$ 69,730	1.0	\$ 59,270	1.0	\$ 59,270
Assistant Director Total	\$ 59,730	0.8	\$ 48,811	0.8	\$ 48,811
Director					
CDBG Offset	\$ (22,767)	-0.2	\$ (19,000)	-0.2	\$ (19,000)
CDBG Stipend	\$ 5,551	0.0	\$ 4,518	0.0	\$ 4,518
Salary	\$ 120,000	1.0	\$ 120,000	1.0	\$ 120,000
Step Increase	\$ -	0.0	\$ 2,400	0.0	\$ 2,400
Supplemental Pay	\$ 2,000	0.0	\$ 1,600	0.0	\$ 1,600
Director Total	\$ 104,784	0.8	\$ 109,518	0.8	\$ 109,518
Head Clerk					
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 41,182	1.0	\$ 42,006	1.0	\$ 42,006
Head Clerk Total	\$ 42,144	1.0	\$ 42,968	1.0	\$ 42,968
Head Clerk/Floater					
COLA	\$ -	0.0	\$ 921	0.0	\$ 921
Floater Stipend	\$ 1,300	0.0	\$ 1,300	0.0	\$ 1,300
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 44,924	1.0	\$ 44,924	1.0	\$ 44,924
Head Clerk/Floater Total	\$ 47,186	1.0	\$ 48,107	1.0	\$ 48,107
Grand Total	\$ 253,844	3.6	\$ 249,404	3.6	\$ 249,404



Economic Development



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 295,058	\$ 324,529	9.99%	\$ 29,471	\$ 311,922	5.72%	\$ 16,864

Building Maintenance

The Building Maintenance department is responsible for the repair and maintenance of city hall including cleaning and custodial services as well as the coordination of contractors and sub-contractors.

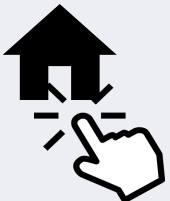
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Building Maint-Salaries & Wages	\$ 127,425	\$ 145,220	\$ 111,989	\$ 128,211	\$ 117,000	\$ 167,319	\$ 167,319	\$ -
5130: Building Maint.-Overtime	\$ 157	\$ 1,643	\$ 3,077	\$ 1,626	\$ -	\$ 2,000	\$ 1,500	\$ (500)
5192: Building Maint-Clothing Allowance	\$ -	\$ -	\$ 500	\$ 167	\$ -	\$ -	\$ -	\$ -
5210: Building Maint-City Hall Utilities	\$ -	\$ 3,362	\$ 5,628	\$ 2,997	\$ 6,000	\$ 4,500	\$ 4,500	\$ -
5211: Building Maint - Electricity School 22%	\$ 64,530	\$ 62,719	\$ 58,268	\$ 61,839	\$ 70,000	\$ 75,000	\$ 85,000	\$ 10,000
5212: Building Maint - Heat School 22%	\$ 19,058	\$ 45,997	\$ 52,399	\$ 39,151	\$ 40,000	\$ 60,000	\$ 45,000	\$ (15,000)
5220: City Hall Cleaning Services	\$ -	\$ -	\$ -	\$ -	\$ 38,000	\$ 40,000	\$ 40,000	\$ -
5240: Repairs & Maint. Office Equipment	\$ -	\$ -	\$ 2,450	\$ 817	\$ 2,500	\$ -	\$ -	\$ -
5241: Building Maint-City Hall Bldg Maint	\$ 67,165	\$ 81,680	\$ 73,857	\$ 74,234	\$ 70,000	\$ 85,000	\$ 70,000	\$ (15,000)
5242: Fire Dept Bldgs Maint	\$ (400)	\$ 450	\$ 335	\$ 128	\$ -	\$ -	\$ -	\$ -
5247: Repairs & Maint. Elevator	\$ 1,623	\$ 3,959	\$ 3,469	\$ 3,017	\$ 3,500	\$ 5,000	\$ 5,000	\$ -
5248: Other Mun Bldgs Maint	\$ 12,834	\$ 1,998	\$ 3,312	\$ 6,048	\$ 10,000	\$ 10,000	\$ 10,000	\$ -
5450: Building Maint-Custodial Supplies 22%	\$ 7,030	\$ 5,825	\$ 9,082	\$ 7,313	\$ 6,500	\$ 8,000	\$ 7,000	\$ (1,000)
Grand Total	\$ 299,422	\$ 352,854	\$ 324,366	\$ 325,547	\$ 363,500	\$ 456,819	\$ 435,319	\$ (21,500)

The FY 2024 Building Maintenance budget removes the vacant Building Maintenance Supervisor position and adds a Capital Projects Manager.

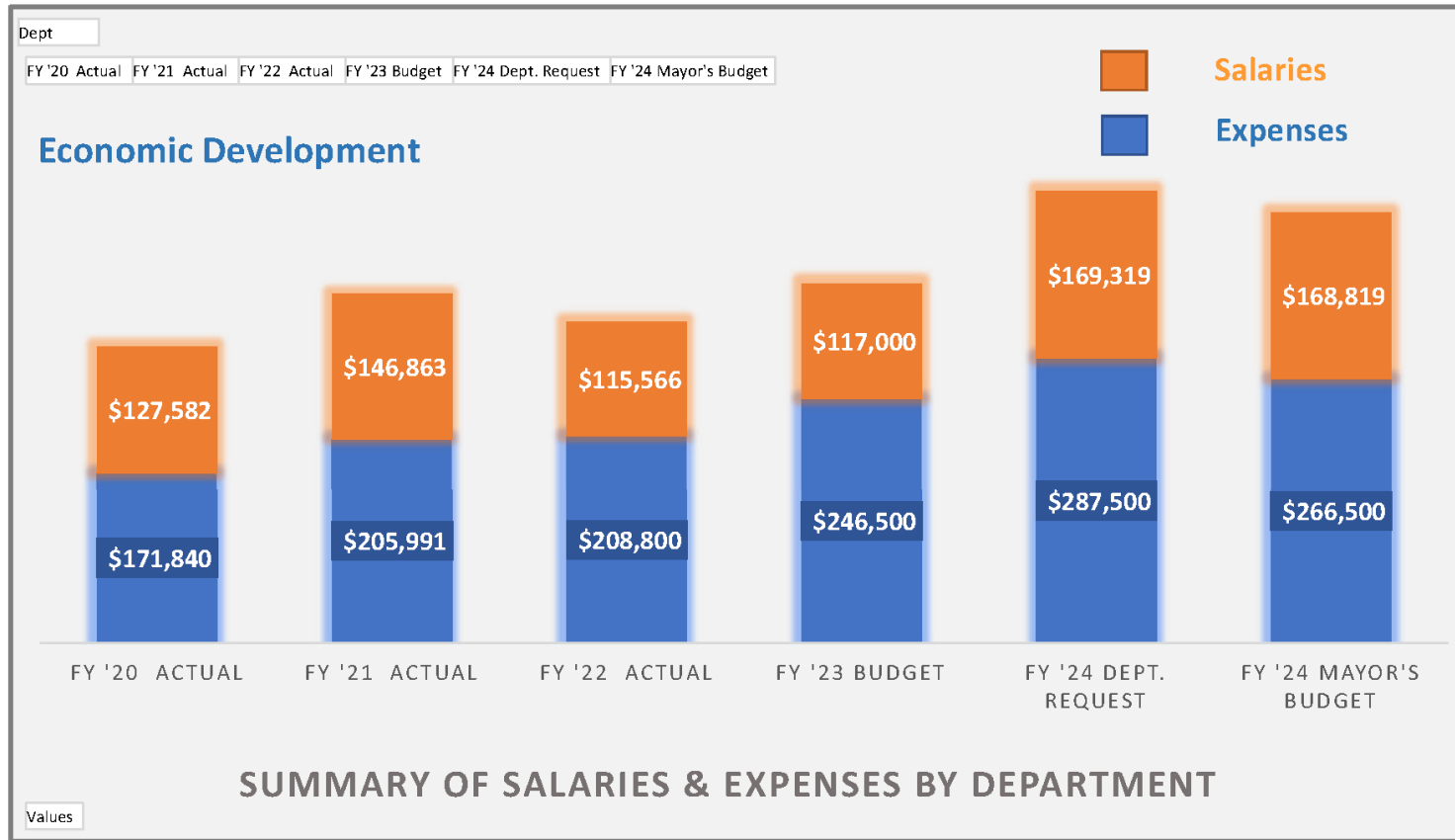


Building Maintenance

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Building Maintenance Coordinator					
Stipend	\$ 26,000	0.0	\$ 26,000	0.0	\$ 26,000
Building Maintenance Coordinator Total	\$ 26,000	0.0	\$ 26,000	0.0	\$ 26,000
Building Maintenance Supervisor - REMOVE					
Salary	\$ 40,000	0.5		0.0	
Building Maintenance Supervisor - REMOVE Total	\$ 40,000	0.5		0.0	
Capital Projects Manager - NEW					
Salary	\$ -	0.0	\$ 100,000	1.0	\$ 100,000
Capital Projects Manager - NEW Total	\$ -	0.0	\$ 100,000	1.0	\$ 100,000
Custodian					
Salary	\$ 40,509	1.0	\$ 41,319	1.0	\$ 41,319
Custodian Total	\$ 40,509	1.0	\$ 41,319	1.0	\$ 41,319
School Department - REMOVE					
Salary	\$ 14,500	0.3	\$ -	0.0	
School Department - REMOVE Total	\$ 14,500	0.3	\$ -	0.0	
Grand Total	\$ 121,009	1.8	\$ 167,319	2.0	\$ 167,319



Building Maintenance



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 363,500	\$ 456,819	25.67%	\$ 93,319	\$ 435,319	19.76%	\$ 71,819



Police Department

Organizational Values

We value honesty and integrity.

We expect the members of the Haverhill Police Department to have the strength of character, maintain exemplary conduct, and carry out their duties with high moral and ethical standards.

We value the cultural diversity within our community and within our department.

We treat members of the community and members of our department with respect, while being objective and impartial. We respect the civil and human rights of all individuals. We do not act selectively towards individuals based on their race, color, sex, sexual orientation, age or belief.

We value the partnerships we form with all members of our community.

We encourage and appreciate their participation in addressing contemporary issues in our community. We always strive to understand their interests and concerns. The Haverhill Police Department's perspective in our partnership with the community should always represent the collective concern of the people of Haverhill. Together we progressively work toward the common goal of improving the quality of life and reducing crime.

We value a strong work ethic.

We do not accept mediocrity. Through a team effort and inspired leadership we use innovation and creativity to proactively address contemporary issues in our community. We recognize that every employee of our department has specific and unique strengths that can contribute to the furtherance of our goals and we always encourage and expect their input. We work with courage and commitment to make a positive contribution to our community.

We value our reverence for all laws.

We recognize that our civil and just society is founded upon the principle of the rule of law. No individual is above the law and all individuals are accountable to it. It is therefore critical that we obey the letter and support the spirit of the law. We recognize the United States Constitution as the supreme law of our land and are sworn to uphold it.

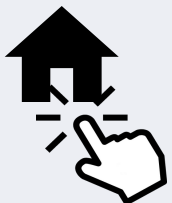
We value the public's trust.

In good faith, we always strive to diligently and completely exercise the authority entrusted in us and we are honored to wear our badge as a symbol of that trust.

Police Department

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Police-Salaries & Wages	\$ 7,142,808	\$ 7,775,587	\$ 7,898,216	\$ 7,605,537	\$ 8,499,697	\$ 9,067,429	\$ 8,600,082	\$ (467,347)
5115: Police-Salaries & Wages - Retro	\$ 5,250	\$ -	\$ -	\$ 1,750	\$ -	\$ -	\$ -	\$ -
5120: Police-Holiday Pay	\$ 67,498	\$ 69,536	\$ 74,874	\$ 70,636	\$ 74,287	\$ 80,061	\$ 80,061	\$ -
5130: Police-Overtime	\$ 2,656,053	\$ 2,718,164	\$ 2,703,859	\$ 2,692,692	\$ 3,226,215	\$ 3,366,155	\$ 3,366,155	\$ -
5132: Police-Night Differential	\$ 335,670	\$ 362,417	\$ 498,674	\$ 398,920	\$ 504,330	\$ 522,595	\$ 512,595	\$ (10,000)
5133: Police-Specialist	\$ 32,566	\$ 42,975	\$ 51,395	\$ 42,312	\$ 52,000	\$ 55,900	\$ 55,900	\$ -
5134: Police-Dispatch Stipend	\$ 7,361	\$ 4,274	\$ 912	\$ 4,182	\$ 1,200	\$ 1,200	\$ 1,200	\$ -
5136: Police-Admin Assist Out of Grade	\$ 70	\$ -	\$ -	\$ 23	\$ 140	\$ 140	\$ 140	\$ -
5143: Police-Seniority Premium	\$ 2,101	\$ 207	\$ -	\$ 769	\$ -	\$ -	\$ -	\$ -
5151: Police-Longevity	\$ 63,660	\$ 62,125	\$ 66,100	\$ 63,962	\$ 69,200	\$ 68,350	\$ 68,350	\$ -
5190: Police-Uniform Allowance	\$ -	\$ -	\$ 1,575	\$ 525	\$ -	\$ -	\$ -	\$ -
5192: Police-Clothing Allowance Civilians	\$ 3,800	\$ 3,800	\$ 1,577	\$ 3,059	\$ 3,800	\$ 4,600	\$ 4,600	\$ -
5193: Police-Fire Arms Allowance	\$ 200	\$ 200	\$ 100	\$ 167	\$ 200	\$ 200	\$ 200	\$ -
5195: Police-Tuition Reimbursement	\$ 3,000	\$ 5,400	\$ 11,400	\$ 6,600	\$ 6,500	\$ 6,500	\$ 6,500	\$ -
5196: Police-Tool Allowance	\$ 400	\$ 400	\$ 400	\$ 400	\$ 350	\$ 600	\$ 600	\$ -
5197: Police-Hazardous Duty	\$ 1,750	\$ 1,750	\$ 1,050	\$ 1,517	\$ 1,750	\$ 1,750	\$ 1,750	\$ -
5198: Police-College Credits	\$ 532,366	\$ 521,982	\$ 529,654	\$ 528,001	\$ 494,788	\$ 450,308	\$ 450,308	\$ -
5210: Police-Utilities	\$ 116,964	\$ 118,553	\$ 121,343	\$ 118,954	\$ 128,334	\$ 131,932	\$ 128,334	\$ (3,598)
5240: Repairs & Maint. Office Equipment	\$ 9,070	\$ 8,895	\$ 11,412	\$ 9,792	\$ 11,210	\$ 11,210	\$ 11,210	\$ -
5243: Police-Dog Pound Maint	\$ 2,619	\$ 1,983	\$ 4,910	\$ 3,171	\$ 3,800	\$ 19,243	\$ 19,243	\$ -

The FY 2024 Police budget reduces the budgeted salaries for the vacant Police Officer positions.



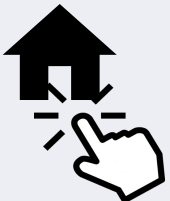
Police Department

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5248: Police-Other Mun Bldgs Maint	\$ 175,295	\$ 140,157	\$ 122,071	\$ 145,841	\$ 140,000	\$ 140,000	\$ 130,000	\$ (10,000)
5250: Police-Repairs & Maint Auto Body	\$ 10,000	\$ 9,329	\$ 10,400	\$ 9,910	\$ 13,000	\$ 13,000	\$ 13,000	\$ -
5251: Police-Repairs & Maint. Vehicles	\$ 120,071	\$ 95,216	\$ 110,882	\$ 108,723	\$ 125,000	\$ 125,000	\$ 100,000	\$ (25,000)
5253: Police-Repair & Maint Equip	\$ 172,070	\$ 110,049	\$ 107,748	\$ 129,956	\$ 225,000	\$ 225,000	\$ 215,000	\$ (10,000)
5302: Police-Computer System Support	\$ 212,609	\$ 309,112	\$ 251,521	\$ 257,747	\$ 285,300	\$ 295,830	\$ 295,830	\$ -
5306: Police-Legal Consultant Services	\$ 19,090	\$ 10,275	\$ 17,546	\$ 15,637	\$ 20,000	\$ 20,000	\$ 15,000	\$ (5,000)
5320: Police-Training	\$ 104,944	\$ 143,715	\$ 121,717	\$ 123,459	\$ 178,101	\$ 194,000	\$ 189,000	\$ (5,000)
5324: Police-Auxiliary Police	\$ 6,272	\$ -	\$ 6,283	\$ 4,185	\$ 6,300	\$ 6,300	\$ 4,300	\$ (2,000)
5340: Police-Communications	\$ 17,758	\$ 19,055	\$ 20,175	\$ 18,996	\$ 23,000	\$ 24,835	\$ 24,835	\$ -
5387: Police-Animal Disposal MSPCA	\$ 1,131	\$ 471	\$ 812	\$ 805	\$ 1,000	\$ 1,000	\$ 1,000	\$ -
5388: Police-Radio Communications	\$ 24,368	\$ 33,603	\$ 38,373	\$ 32,114	\$ 33,510	\$ 33,800	\$ 33,800	\$ -
5420: Police-Office Supplies	\$ 8,308	\$ 8,189	\$ 8,320	\$ 8,272	\$ 8,700	\$ 8,700	\$ 8,700	\$ -
5425: Police-Supplies for Records	\$ 4,996	\$ 4,000	\$ 4,000	\$ 4,332	\$ 4,000	\$ 4,000	\$ 4,000	\$ -
5431: Police-Radio Maintenance	\$ 32,450	\$ 133,980	\$ 100,119	\$ 88,850	\$ 140,800	\$ 238,900	\$ 238,900	\$ -
5480: Police-Vehicular Supplies	\$ 144,278	\$ 137,467	\$ 217,650	\$ 166,465	\$ 187,000	\$ 255,533	\$ 210,000	\$ (45,533)
5502: Police-Medical Supplies	\$ 3,905	\$ 5,638	\$ 6,485	\$ 5,343	\$ 7,100	\$ 7,100	\$ 7,100	\$ -
5583: Police-Computer Supplies	\$ 27,852	\$ 42,138	\$ 37,559	\$ 35,850	\$ 47,540	\$ 47,540	\$ 40,000	\$ (7,540)
5588: Police-Photo/Fingerprint	\$ 1,023	\$ 935	\$ 427	\$ 795	\$ 1,000	\$ 1,000	\$ 1,000	\$ -
5589: Police-Public Safety Supplies	\$ 69,412	\$ 74,441	\$ 72,291	\$ 72,048	\$ 88,252	\$ 108,252	\$ 100,000	\$ (8,252)
5781: Police-Meals	\$ 2,000	\$ 2,000	\$ 4,500	\$ 2,833	\$ 5,000	\$ 7,500	\$ 6,500	\$ (1,000)
5793: Police-Narcotic Division	\$ 12,861	\$ 9,555	\$ 3,690	\$ 8,702	\$ 12,500	\$ 12,500	\$ 10,500	\$ (2,000)
5873: Police-Vehicle Replacement	\$ 250,382	\$ 201,829	\$ 202,427	\$ 218,213	\$ 171,589	\$ 253,351	\$ 253,351	\$ -
Grand Total	\$ 12,404,281	\$ 13,189,400	\$ 13,442,447	\$ 13,012,043	\$ 14,801,495	\$ 15,811,314	\$ 15,209,045	\$ (602,269)



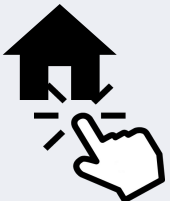
Police Department

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Animal Control					
Salary	\$ 43,680	1.0	\$ 43,680	1.0	\$ 43,680
Animal Control Total	\$ 43,680	1.0	\$ 43,680	1.0	\$ 43,680
Building Craftsman					
Salary	\$ 43,167	1.0	\$ 43,167	1.0	\$ 43,167
Step Increase	\$ -	0.0	\$ 864	0.0	\$ 864
Building Craftsman Total	\$ 43,167	1.0	\$ 44,030	1.0	\$ 44,030
Chief Admin Clerk					
COLA	\$ -	0.0	\$ 1,093	0.0	\$ 1,093
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 54,633	1.0	\$ 54,633	1.0	\$ 54,633
Chief Admin Clerk Total	\$ 55,595	1.0	\$ 56,688	1.0	\$ 56,688
Conservation Officer					
Salary	\$ 36,400	0.8	\$ 58,240	0.8	\$ 36,400
Conservation Officer Total	\$ 36,400	0.8	\$ 58,240	0.8	\$ 36,400
Crime Analyst/I					
Salary	\$ 66,993	1.0	\$ 66,993	1.0	\$ 66,993
Supplemental Pay	\$ -	0.0	\$ 1,000	0.0	\$ 1,000
Crime Analyst/I Total	\$ 66,993	1.0	\$ 67,993	1.0	\$ 67,993
Crisis Intervention					
Consultant	\$ 167,950	0.0	\$ 236,774	0.0	\$ 236,774
Cannabis Offset 33%	\$ -	0.0	\$ -	0.0	\$ (78,135)
Crisis Intervention Total	\$ 167,950	0.0	\$ 236,774	0.0	\$ 158,639



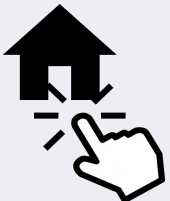
Police Department

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Deputy Chief					
COLA	\$ -	0.0	\$ 8,274	0.0	\$ 8,274
Salary	\$ 206,856	1.0	\$ 206,856	1.0	\$ 206,856
Deputy Chief Total	\$ 206,856	1.0	\$ 215,130	1.0	\$ 215,130
Director of Officers					
Salary	\$ 60,001	1.0	\$ 59,000	1.0	\$ 59,000
Director of Officers Total	\$ 60,001	1.0	\$ 59,000	1.0	\$ 59,000
Domestic Violence					
Salary	\$ 13,000	0.5	\$ 26,000	0.5	\$ 26,000
Domestic Violence Total	\$ 13,000	0.5	\$ 26,000	0.5	\$ 26,000
Head Clerk/Records					
Professional Development	\$ 2,886	0.0	\$ 2,886	0.0	\$ 2,886
Salary	\$ 120,254	3.0	\$ 120,254	3.0	\$ 120,254
Step Increase	\$ -	0.0	\$ 2,500	0.0	\$ 2,500
Head Clerk/Records Total	\$ 123,140	3.0	\$ 125,640	3.0	\$ 125,640
Lead Dispatcher					
Salary	\$ 53,435	1.0	\$ 53,435	1.0	\$ 53,435
Step Increase	\$ -	0.0	\$ 2,672	0.0	\$ 2,672
Lead Dispatcher Total	\$ 53,435	1.0	\$ 56,107	1.0	\$ 56,107
Motor Equipment					
Salary	\$ 72,800	1.0	\$ 72,800	1.0	\$ 72,800
Step Increase	\$ -	0.0	\$ 1,456	0.0	\$ 1,456
Motor Equipment Total	\$ 72,800	1.0	\$ 74,256	1.0	\$ 74,256
NFI case worker					
Consultant	\$ 80,000	0.0	\$ 96,000	0.0	\$ 96,000
Cannabis Offset 100%		0.0	\$ -	0.0	\$ (96,000)
NFI case worker Total	\$ 80,000	0.0	\$ 96,000	0.0	\$ -



Police Department

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Office Manager					
Upgrade	\$ -	0.0	\$ 4,094	0.0	\$ 4,094
Office Manager Total	\$ -	0.0	\$ 4,094	0.0	\$ 4,094
Police Captain					
COLA	\$ -	0.0	\$ 5,823	0.0	\$ 5,823
Salary	\$ 291,194	3.0	\$ 291,194	3.0	\$ 291,194
Police Captain Total	\$ 291,194	3.0	\$ 297,018	3.0	\$ 297,018
Police Captain - NEW					
Salary	\$ -	0.0	\$ 95,733	0.0	\$ -
Police Captain - NEW Total	\$ -	0.0	\$ 95,733	0.0	\$ -
Police Chief					
COLA	\$ -	0.0	\$ 9,632	0.0	\$ 9,632
Salary	\$ 240,802	1.0	\$ 240,802	1.0	\$ 240,802
5th & 6th weeks	\$ -	0.0	\$ 5,000	0.0	\$ 5,000
Emergency Management Stipend	\$ 8,000	0.0	\$ 8,000	0.0	\$ 8,000
Police Chief Total	\$ 248,802	1.0	\$ 263,434	1.0	\$ 263,434
Police Civilian Dispatch					
Salary	\$ 301,558	11.0	\$ 523,806	11.0	\$ 523,806
Step Increase	\$ -	0.0	\$ 9,006	0.0	\$ 9,006
Police Civilian Dispatch Total	\$ 301,558	11.0	\$ 532,813	11.0	\$ 532,813
Police Lieutenant					
COLA	\$ -	0.0	\$ 7,005	0.0	\$ 7,005
Salary	\$ 685,551	8.0	\$ 693,573	8.0	\$ 693,573
Step Increase	\$ -	0.0	\$ 18,305	0.0	\$ 18,305
Police Lieutenant Total	\$ 685,551	8.0	\$ 718,884	8.0	\$ 718,884

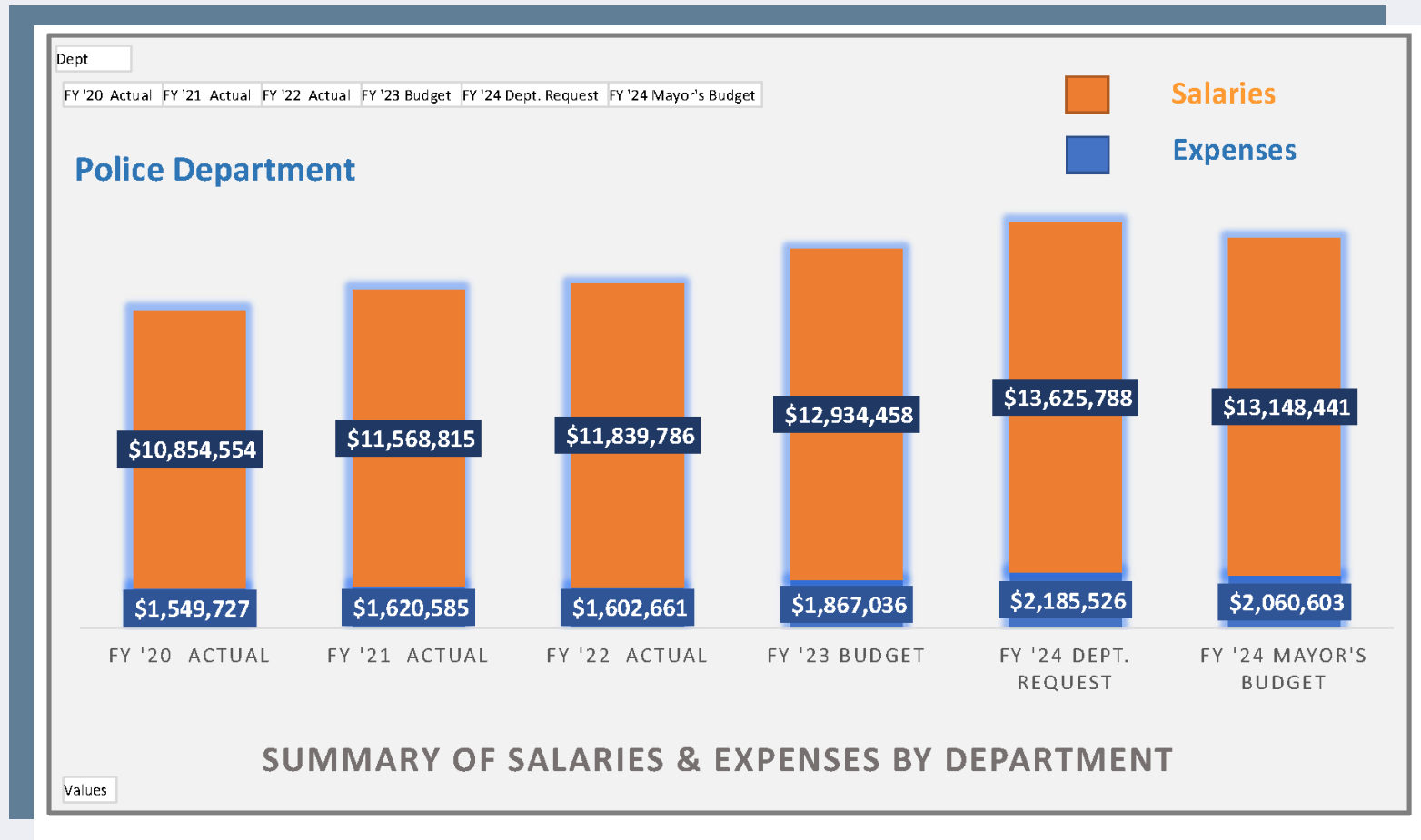


Police Department

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Police Officer					
Salary	\$ 4,903,817	82.0	\$ 4,938,868	82.0	\$ 4,938,868
Step Increase	\$ -	0.0	\$ 44,900	0.0	\$ 44,900
Vacant	\$ -	5.0	\$ 245,419	5.0	\$ 69,781
Police Officer Total	\$ 4,903,817	87.0	\$ 5,229,187	87.0	\$ 5,053,549
Police Sergeant					
COLA	\$ -	0.0	\$ 14,106	0.0	\$ 14,106
Promotion	\$ -	0.0	\$ 13,056	0.0	\$ 13,056
Salary	\$ 908,439	12.0	\$ 923,473	12.0	\$ 923,473
Step Increase	\$ -	0.0	\$ 4,286	0.0	\$ 4,286
Police Sergeant Total	\$ 908,439	12.0	\$ 954,920	12.0	\$ 954,920
Sr. Animal Control					
Vacant	\$ -	1.0	\$ 47,236	1.0	\$ 47,236
Sr. Animal Control Total	\$ -	1.0	\$ 47,236	1.0	\$ 47,236
State 911 Grant Offset					
State 911 Grant Offset	\$ (293,328)	-6.0	\$ (293,328)	-6.0	\$ (293,328)
State 911 Grant Offset Total	\$ (293,328)	-6.0	\$ (293,328)	-6.0	\$ (293,328)
Superior Officers Accreditation Stipend					
Stipend	\$ -	0.0	\$ 24,000	0.0	\$ 24,000
Superior Officers Accreditation Stipend Total	\$ -	0.0	\$ 24,000	0.0	\$ 24,000
Uniform Stipend					
Stipend	\$ 34,800	0.0	\$ 33,900	0.0	\$ 33,900
Uniform Stipend Total	\$ 34,800	0.0	\$ 33,900	0.0	\$ 33,900
Grand Total	\$ 8,103,851	129.3	\$ 9,067,429	129.3	\$ 8,600,082



Police Department



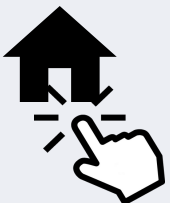
	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 14,801,495	\$ 15,811,314	6.82%	\$ 1,009,819	\$ 15,209,045	2.75%	\$ 407,550



Fire Department

The Haverhill Fire department is a public safety organization that strives to protect all of the people who live and work in and visit our city through fire prevention, public education, and emergency response. We provide many services beyond firefighting, including building inspections, code enforcement, building plan review, fire investigations, student and elder fire education, emergency medical response, water and ice rescue, motor vehicle extrication, hazardous materials response, and much more.

We provide these services to over 60,000 residents, workers, and visitors spread over more than thirty-four (34) square miles. We respond to emergencies twenty-four (24) hours a day, three hundred sixty-five (365) days a year. We consider it an honor to serve the public and look forward to assisting those in need.



Fire Department

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Fire-Salaries & Wages	\$ 5,994,314	\$ 6,384,743	\$ 6,412,518	\$ 6,263,858	\$ 6,554,045	\$ 6,798,209	\$ 6,798,210	\$ 1
5120: Fire - Holiday Pay	\$ 438,912	\$ 484,200	\$ 489,954	\$ 471,022	\$ 544,457	\$ 551,501	\$ 551,501	\$ -
5130: Fire-Overtime	\$ 1,982,662	\$ 2,099,973	\$ 2,292,555	\$ 2,125,063	\$ 2,100,000	\$ 2,741,210	\$ 2,400,000	\$ (341,210)
5132: Fire-Pay Differential	\$ 632,341	\$ 641,812	\$ 671,356	\$ 648,503	\$ 694,881	\$ 708,912	\$ 708,912	\$ 0
5135: Fire-EMT Stipend	\$ 216,921	\$ 221,463	\$ 216,701	\$ 218,362	\$ 234,272	\$ 258,699	\$ 258,699	\$ (0)
5137: Fire - Admin Assist Out of Grade	\$ -	\$ -		\$ -	\$ 3,640	\$ 3,640	\$ 3,640	\$ -
5137: Fire - Out of Grade	\$ 1,044	\$ 635	\$ 100	\$ 593	\$ 1,800	\$ 1,800	\$ 1,800	\$ -
5138: Fire - Sr Deputy Differential	\$ 7,413	\$ 7,552	\$ 7,809	\$ 7,591	\$ 8,064	\$ 8,225	\$ 8,225	\$ -
5139: Fire - Training Deputy Differential	\$ 6,646	\$ 6,770	\$ 7,009	\$ 6,809	\$ 7,058	\$ 7,199	\$ 7,199	\$ (0)
5140: Fire - Fire Alarm Differential	\$ 6,646	\$ 6,770	\$ 7,009	\$ 6,809	\$ 7,058	\$ 7,199	\$ 7,199	\$ (0)
5141: Fire - Fire Prevention Differential	\$ 28,768	\$ 29,323	\$ 30,376	\$ 29,489	\$ 30,931	\$ 31,550	\$ 31,550	\$ 0
5142: Fire - Hose Repairer	\$ 2,400	\$ -	\$ 183	\$ 861	\$ 2,800	\$ 2,800	\$ 2,800	\$ -
5143: Fire - Sr Stipend	\$ 54,367	\$ 43,436	\$ 44,451	\$ 47,418	\$ 51,434	\$ 52,463	\$ 52,463	\$ 0
5144: Fire - Lead Operator Stipend	\$ 6,768	\$ 6,896	\$ 7,140	\$ 6,935	\$ 9,376	\$ 9,563	\$ 7,376	\$ (2,188)
5145: Fire - Infectious Control Officer	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -
5146: Fire - On-Call Fire	\$ 10,062	\$ 13,999	\$ 12,169	\$ 12,077	\$ 13,500	\$ 18,000	\$ 18,000	\$ -
5148: Day Stipend - Fire	\$ 16,464	\$ 16,784	\$ 19,040	\$ 17,429	\$ 20,188	\$ 20,592	\$ 20,592	\$ (0)
5151: Fire-Longevity	\$ 3,800	\$ 3,800	\$ 5,200	\$ 4,267	\$ 5,200	\$ 6,000	\$ 6,000	\$ -
5153: Fire Vacation Buy-Back	\$ 51,401	\$ 41,870	\$ 63,688	\$ 52,320	\$ 60,250	\$ 64,552	\$ 64,552	\$ (0)
5180: Fire - MFA Education	\$ 134,467	\$ 134,741	\$ 146,985	\$ 138,731	\$ 152,412	\$ 157,461	\$ 157,461	\$ 1
5192: Fire-Uniform Allowance	\$ 144,785	\$ 149,057	\$ 142,932	\$ 145,591	\$ 157,500	\$ 169,963	\$ 169,963	\$ 1
5197: Fire-Hazardous Materials	\$ 140,650	\$ 146,450	\$ 140,650	\$ 142,583	\$ 151,700	\$ 161,984	\$ 147,457	\$ (14,527)
5198: Fire-College Credits	\$ 200,821	\$ 206,034	\$ 204,194	\$ 203,683	\$ 210,943	\$ 220,162	\$ 215,162	\$ (5,000)

The FY 2024 Mayor's budget increases Fire department overtime by \$300,000 or 14.29% and includes funding for (4) new firefighter privates.

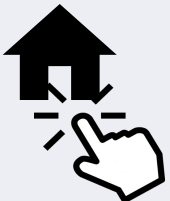


Fire Department

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5210: Fire-Utilities	\$ 66,252	\$ 67,526	\$ 77,899	\$ 70,559	\$ 74,968	\$ 78,467	\$ 74,968	\$ (3,499)
5240: Repairs & Maint. Office Equipment	\$ 6,242	\$ 3,126	\$ 1,152	\$ 3,507	\$ 7,250	\$ 7,250	\$ 4,250	\$ (3,000)
5242: Fire Dept Bldgs Mtce	\$ 74,676	\$ 111,232	\$ 78,998	\$ 88,302	\$ 92,000	\$ 100,000	\$ 93,000	\$ (7,000)
5249: Fire Alarm Maintenance	\$ 22,005	\$ 14,586	\$ 24,578	\$ 20,390	\$ 36,136	\$ 36,859	\$ 36,859	\$ 0
5252: Fire-Traffic Signal Control	\$ 37,632	\$ 41,422	\$ 36,981	\$ 38,678	\$ 59,027	\$ 60,208	\$ 50,208	\$ (10,000)
5271: Fire - Equipment Lease	\$ 32,191	\$ 22,057	\$ 16,257	\$ 23,502	\$ 30,000	\$ 28,000	\$ 28,000	\$ -
5274: Fire - Harbormaster	\$ 29,198	\$ 42,488	\$ 39,962	\$ 37,216	\$ 65,375	\$ 66,700	\$ 66,700	\$ -
5319: Fire-Safety Testing	\$ 23,909	\$ 34,411	\$ 39,190	\$ 32,503	\$ 35,000	\$ 42,000	\$ 39,000	\$ (3,000)
5320: Fire-Training	\$ 8,563	\$ 12,562	\$ 13,656	\$ 11,594	\$ 15,000	\$ 15,000	\$ 15,000	\$ -
5325: Consulting Services	\$ -	\$ 5,000	\$ 5,000	\$ 3,333	\$ 5,000	\$ 5,000	\$ 5,000	\$ -
5340: Fire-Communications	\$ 28,805	\$ 27,206	\$ 25,096	\$ 27,036	\$ 29,150	\$ 29,733	\$ 29,733	\$ -
5420: Fire-Office Supplies	\$ 4,346	\$ 3,669	\$ 2,261	\$ 3,425	\$ 4,300	\$ 4,300	\$ 4,300	\$ -
5431: Fire-Radio Maintenance	\$ 1,841	\$ 7,384	\$ 5,096	\$ 4,774	\$ 10,500	\$ 10,500	\$ 10,500	\$ -
5450: Fire-Custodial Supplies	\$ 4,973	\$ 14,447	\$ 10,777	\$ 10,066	\$ 15,000	\$ 15,000	\$ 15,000	\$ -
5480: Fire-Vehicular Supplies	\$ 63,127	\$ 59,888	\$ 96,863	\$ 73,293	\$ 75,000	\$ 100,000	\$ 90,000	\$ (10,000)
5481: Fire-Apparatus Repair & Supply	\$ 116,565	\$ 89,435	\$ 136,688	\$ 114,230	\$ 123,000	\$ 125,000	\$ 125,000	\$ -
5501: Fire Prevention	\$ 746	\$ 3,063	\$ 3,271	\$ 2,360	\$ 4,000	\$ 4,000	\$ 5,000	\$ 1,000
5501: Fire-Ambulance Equip/Supplies	\$ 13,452	\$ 13,189	\$ 17,155	\$ 14,599	\$ 17,000	\$ 17,340	\$ 17,340	\$ -
5583: Fire-Computer Supplies	\$ 6,801	\$ 10,174	\$ 6,183	\$ 7,719	\$ 12,000	\$ 12,000	\$ 12,000	\$ -
5584: Fire-Protective Clothing	\$ 62,871	\$ 24,482	\$ 43,552	\$ 43,635	\$ 100,000	\$ 110,000	\$ 110,000	\$ -
5585: Fire - Software Upgrades	\$ 7,486	\$ 11,765	\$ 15,076	\$ 11,442	\$ 36,000	\$ 40,720	\$ 40,720	\$ -
5591: Fire Hose	\$ 500	\$ 17,920	\$ 20,519	\$ 12,980	\$ 26,500	\$ 26,500	\$ 26,500	\$ -
5786: Fire-Equip/Fire Dept Apparatus	\$ 14,114	\$ 27,958	\$ 19,672	\$ 20,581	\$ 33,711	\$ 38,465	\$ 35,000	\$ (3,465)
5787: Fire-Furniture & Fixtures	\$ 184	\$ 246	\$ 441	\$ 290	\$ 23,000	\$ 1,000	\$ 1,000	\$ -
5832: Fire - Villages PPE & Equip	\$ 330	\$ -	\$ 804	\$ 378	\$ 2,000	\$ 2,500	\$ 2,500	\$ -
5873: Fire - Vehicle Replacement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Grand Total	\$ 10,713,461	\$ 11,316,544	\$ 11,664,147	\$ 11,231,384	\$ 11,962,427	\$ 12,988,226	\$ 12,586,338	\$ (401,887)

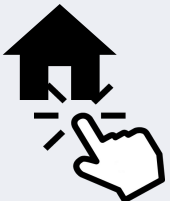
Fire Department

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Chief's Admin					
Salary	\$ 54,633	1.0	\$ 56,688	1.0	\$ 56,688
Chief's Admin Total	\$ 54,633	1.0	\$ 56,688	1.0	\$ 56,688
Fire Captain					
Salary	\$ 375,881	5.0	\$ 381,649	5.0	\$ 381,649
Fire Captain Total	\$ 375,881	5.0	\$ 381,649	5.0	\$ 381,649
Fire Chief					
Salary	\$ 212,160	1.0	\$ 220,646	1.0	\$ 220,646
Fire Chief Total	\$ 212,160	1.0	\$ 220,646	1.0	\$ 220,646
Fire Deputy Chief					
Salary	\$ 420,560	5.0	\$ 426,777	5.0	\$ 426,777
Fire Deputy Chief Total	\$ 420,560	5.0	\$ 426,777	5.0	\$ 426,777
Fire Lieutenant					
Salary	\$ 1,486,352	22.0	\$ 1,495,127	22.0	\$ 1,495,127
Fire Lieutenant Total	\$ 1,486,352	22.0	\$ 1,495,127	22.0	\$ 1,495,127
Head Clerk					
Salary	\$ 46,047	1.0	\$ 47,930	1.0	\$ 47,930
Head Clerk Total	\$ 46,047	1.0	\$ 47,930	1.0	\$ 47,930

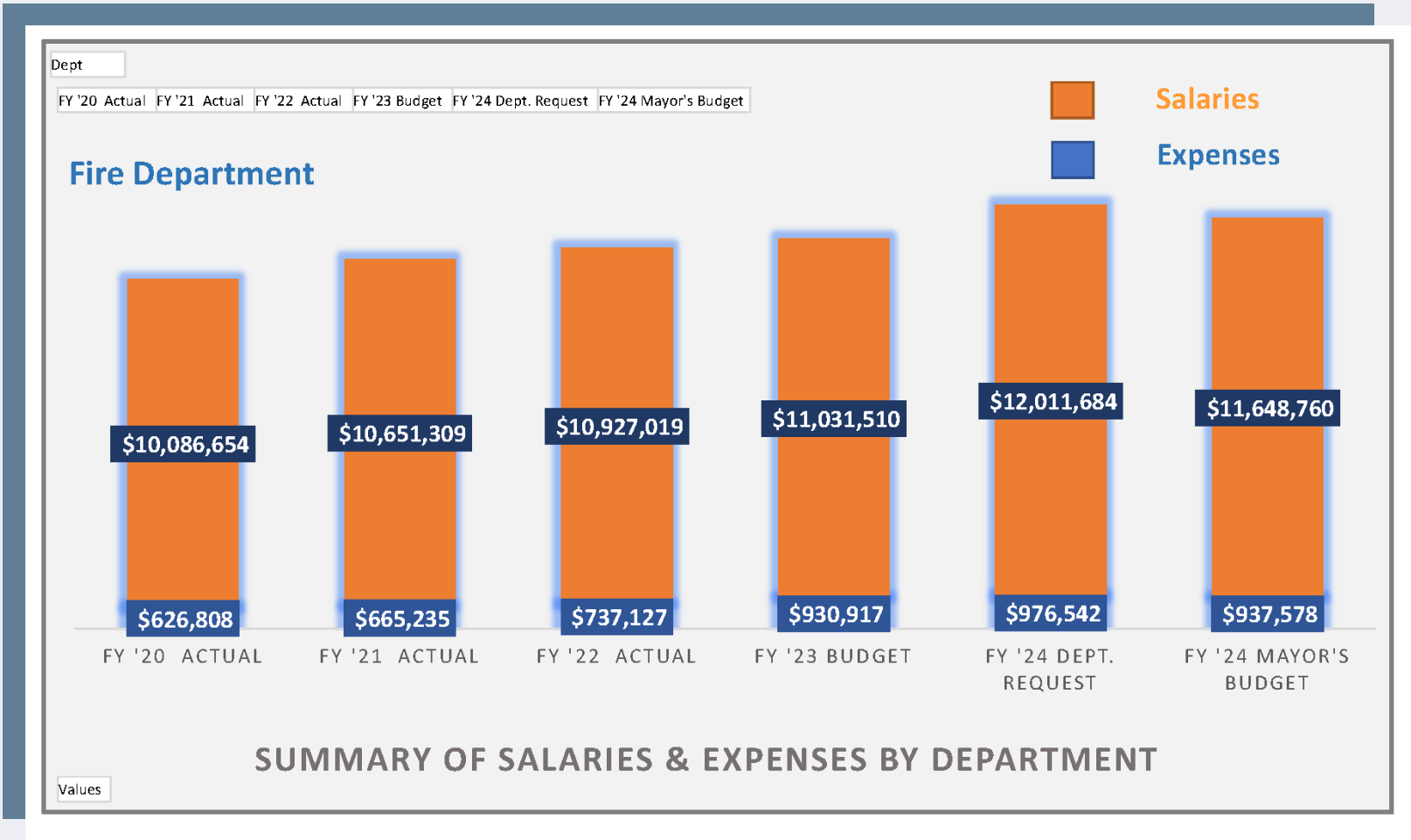


Fire Department

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Maintenance					
Salary	\$ 39,000	1.0	\$ 39,000	1.0	\$ 39,000
Maintenance Total	\$ 39,000	1.0	\$ 39,000	1.0	\$ 39,000
Master Mechanic					
Salary	\$ 67,600	1.0	\$ 71,061	1.0	\$ 71,061
Master Mechanic Total	\$ 67,600	1.0	\$ 71,061	1.0	\$ 71,061
Mechanic					
Salary	\$ 59,184	1.0	\$ 59,184	1.0	\$ 59,184
Mechanic Total	\$ 59,184	1.0	\$ 59,184	1.0	\$ 59,184
Private					
Salary	\$ 3,681,377	65.0	\$ 3,754,497	65.0	\$ 3,754,497
Private Total	\$ 3,681,377	65.0	\$ 3,754,497	65.0	\$ 3,754,497
Private - NEW					
Salary	\$ -	0.0	\$ 186,066	4.0	\$ 186,068
Private - NEW Total	\$ -	0.0	\$ 186,066	4.0	\$ 186,068
Signal Maintainer					
Salary	\$ 59,584	1.0	\$ 59,584	1.0	\$ 59,584
Signal Maintainer Total	\$ 59,584	1.0	\$ 59,584	1.0	\$ 59,584
Grand Total	\$ 6,502,377	104.0	\$ 6,798,209	108.0	\$ 6,798,210



Fire Department



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 11,962,427	\$ 12,988,226	8.58%	\$ 1,025,799	\$ 12,586,338	5.22%	\$ 623,912

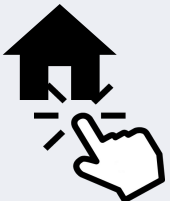


Building Inspections

The City of Haverhill's Health & Inspectional Services department is responsible for the enforcement of all federal, state and local laws and regulations pertaining to building, wiring, plumbing, gas, health and environmental issues. The department's ultimate responsibility is to protect the public health and assure that residents live in a safe and environmentally sound community

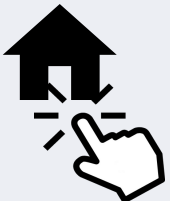
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Building Inspection-Salaries & Wages	\$ 281,441	\$ 301,090	\$ 272,417	\$ 284,983	\$ 344,094	\$ 438,635	\$ 438,635	\$ -
5130: Building Inspection-Overtime	\$ 1,690	\$ 333	\$ -	\$ 674	\$ -	\$ 1,500	\$ 1,500	\$ -
5151: Building Inspection-Longevity	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 3,950	\$ 3,950	\$ -
5194: Boot Allowance	\$ -	\$ 825	\$ 950	\$ 592	\$ 1,900	\$ 2,300	\$ 2,300	\$ -
Grand Total	\$ 285,131	\$ 304,248	\$ 275,367	\$ 288,249	\$ 347,994	\$ 446,385	\$ 446,385	\$ -

The FY 2024 Building Inspections budget includes one additional Inspector in order to handle the increased workload associated with liquor licenses, business occupancies, and multi-unit rental property.



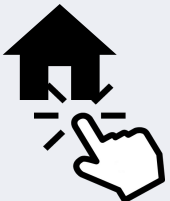
Building Inspections

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Building Inspector					
CDBG Offset	\$ (8,702)	0.0	\$ (9,302)	0.0	\$ (9,302)
Salary	\$ 93,018	1.0	\$ 93,018	1.0	\$ 93,018
Step Increase	\$ -	0.0	\$ 2,791	0.0	\$ 2,791
Building Inspector Total	\$ 84,316	1.0	\$ 86,507	1.0	\$ 86,507
Compliance Inspector					
CDBG Offset	\$ (17,865)	-0.3	\$ (8,768)	-0.3	\$ (8,768)
Salary	\$ 75,074	1.0	\$ 75,074	1.0	\$ 75,074
Step Increase		0.0	\$ 1,501	0.0	\$ 1,501
Stipend	\$ 300	0.0	\$ 500	0.0	\$ 500
Compliance Inspector Total	\$ 57,509	0.8	\$ 68,308	0.8	\$ 68,308
Mechanical Inspector					
Salary	\$ 5,000	0.0	\$ 5,000	0.0	\$ 5,000
Mechanical Inspector Total	\$ 5,000	0.0	\$ 5,000	0.0	\$ 5,000
Plumbing & Gas Inspector					
Salary	\$ 74,725	1.0	\$ 74,725	1.0	\$ 74,725
Plumbing & Gas Inspector Total	\$ 74,725	1.0	\$ 74,725	1.0	\$ 74,725
Sub Inspector - Building					
Salary	\$ 1,000	0.0	\$ 1,000	0.0	\$ 1,000
Sub Inspector - Building Total	\$ 1,000	0.0	\$ 1,000	0.0	\$ 1,000

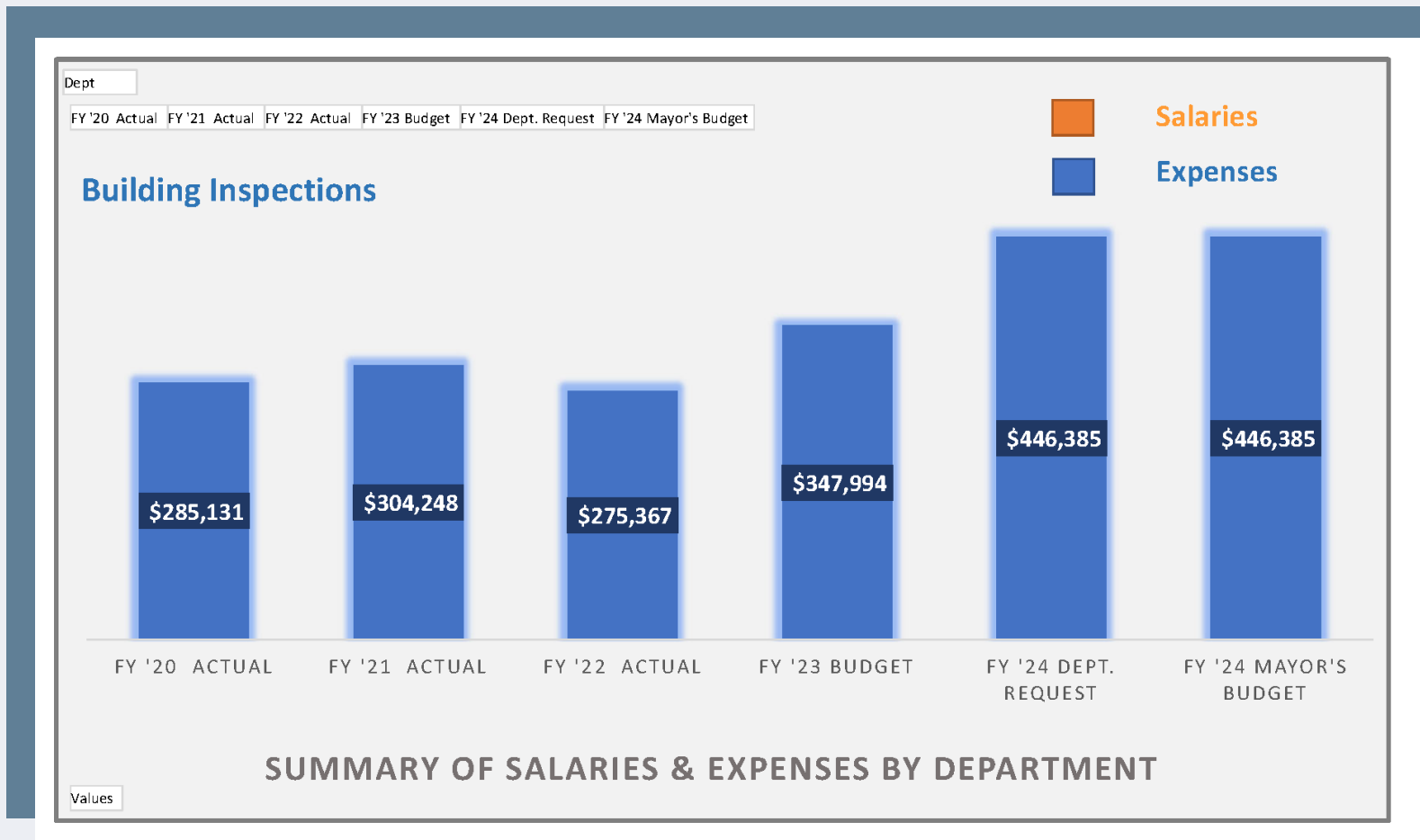


Building Inspections

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Sub Inspector - Electrical					
Salary	\$ 7,500	0.0	\$ 7,500	0.0	\$ 7,500
Sub Inspector - Electrical Total	\$ 7,500	0.0	\$ 7,500	0.0	\$ 7,500
Sub Inspector - Plumbing / Gas					
Salary	\$ 7,500	0.0	\$ 7,500	0.0	\$ 7,500
Sub Inspector - Plumbing / Gas Total	\$ 7,500	0.0	\$ 7,500	0.0	\$ 7,500
Electrical Inspestor					
Salary	\$ 61,034	1.0	\$ 61,034	1.0	\$ 61,034
Electrical Inspestor Total	\$ 61,034	1.0	\$ 61,034	1.0	\$ 61,034
Local Building Inspector					
CDBG Offset	\$ (14,292)	-0.2	\$ (15,015)	-0.2	\$ (15,015)
Salary	\$ 75,074	1.0	\$ 75,074	1.0	\$ 75,074
Step Increase		0.0	\$ 1,501	0.0	\$ 1,501
Stipend	\$ 300	0.0	\$ 500	0.0	\$ 500
Local Building Inspector Total	\$ 61,082	0.8	\$ 62,061	0.8	\$ 62,061
Inspector - NEW					
Salary	\$ -	0.0	\$ 65,000	1.0	\$ 65,000
Inspector - NEW Total	\$ -	0.0	\$ 65,000	1.0	\$ 65,000
Grand Total	\$ 359,667	4.6	\$ 438,635	5.6	\$ 438,635



Building Inspections



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 347,994	\$ 446,385	28.27%	\$ 98,391	\$ 446,385	28.27%	\$ 98,391



Regional Schools

Whittier Tech - MISSION STATEMENT

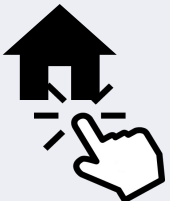
Whittier has a unified commitment to excellence in meeting the educational needs of individuals in the Whittier District, while being accountable to its member communities.

This commitment is to enable students to be successful in their chosen technical pursuits and to become productive members of society.

Essex Tech - MISSION STATEMENT

The mission of Essex North Shore Agricultural & Technical School is to create a culture of academic and technical excellence, encourage continuous intellectual growth, and promote professionalism, determination, and citizenship for all students, as they develop into architects, artisans, and authors of the 21st century community.

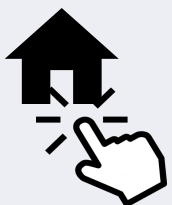
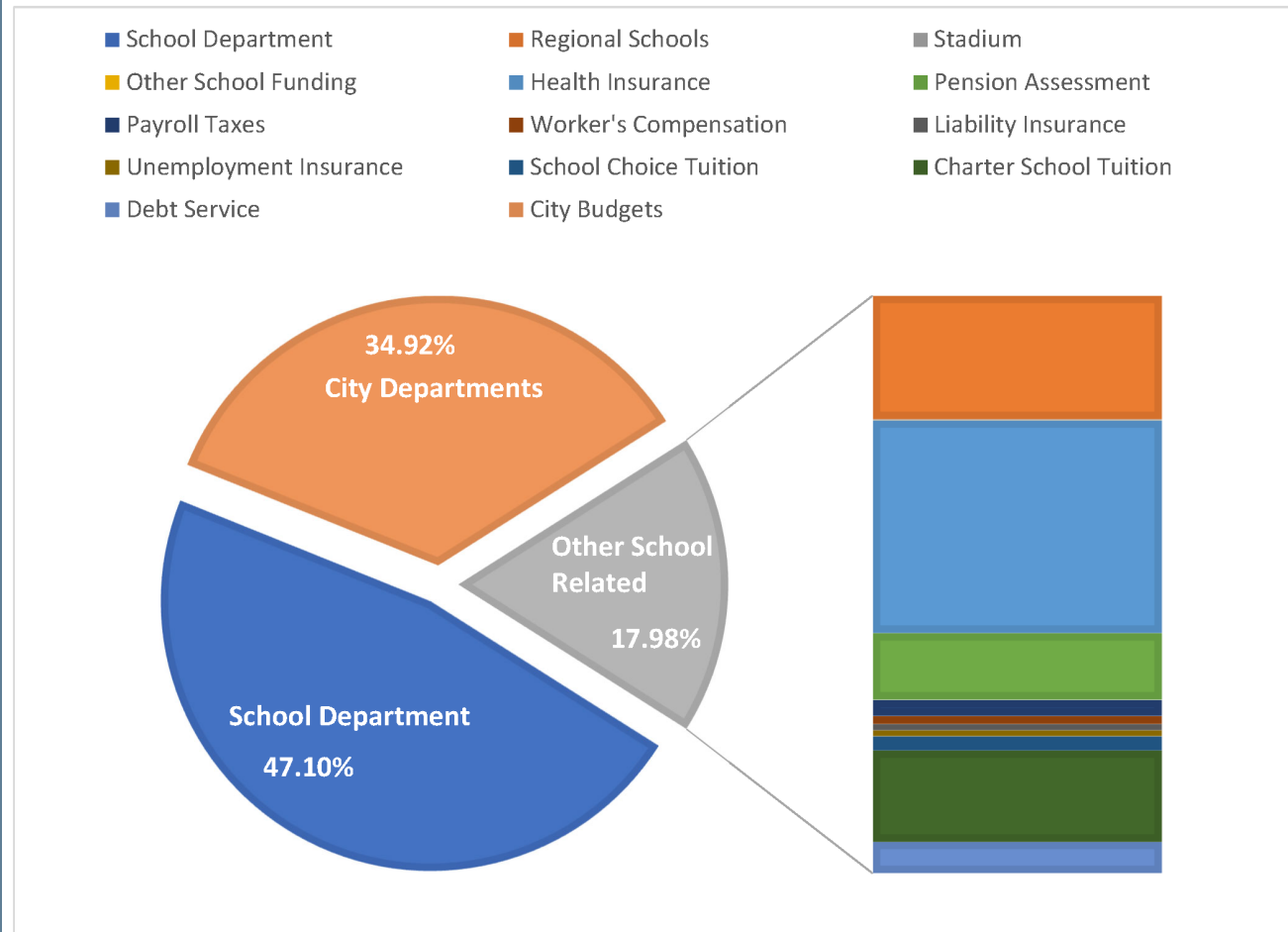
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5200: Other Education Funding	\$ 12,500	\$ 15,000	\$ -	\$ 9,167	\$ 15,000	\$ 15,000	\$ 15,000	\$ -
5692: Essex North Shore Tech	\$ 673,695	\$ 658,598	\$ 618,106	\$ 650,133	\$ 776,368	\$ 799,659	\$ 799,659	\$ -
5692: Whittier Reg Tech	\$ 8,529,637	\$ 8,641,985	\$ 8,673,859	\$ 8,615,160	\$ 8,669,622	\$ 8,655,804	\$ 8,655,804	\$ -
Grand Total	\$ 9,215,832	\$ 9,315,583	\$ 9,291,965	\$ 9,274,460	\$ 9,460,990	\$ 9,470,463	\$ 9,470,463	\$ -



School Department

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
School Department	\$ 90,053,041	\$ 90,477,756	\$ 98,653,821	\$ 93,061,539	\$ 108,824,584	\$ 117,552,085	\$ 115,732,085	\$ (1,820,000)
Grand Total	\$ 90,053,041	\$ 90,477,756	\$ 98,653,821	\$ 93,061,539	\$ 108,824,584	\$ 117,552,085	\$ 115,732,085	\$ (1,820,000)

**\$1,820,000 was transferred from free cash to the School Department in November 2022 which is reflected in the 2023 budget*



Department of Public Works

The Mission of the Public Works department is to provide effective and high quality public works services to enhance the living and working environment in the City of Haverhill.

Departments Include:

Administration

Highway

Snow & Ice Removal

Outdoor Lighting

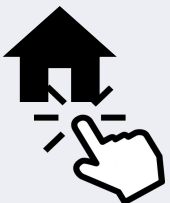
Vehicle Maintenance

Street Marking

Refuse

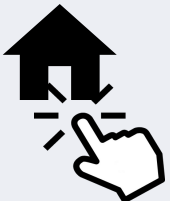
Parking

Parks



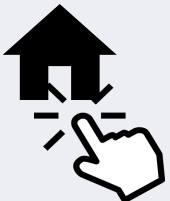
Public Works Administration

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Public Works Admin - Salaries	\$ 62,017	\$ 64,500	\$ 44,921	\$ 57,146	\$ 108,442	\$ 63,442	\$ 63,442	\$ -
5151: Public Works Admin - Longevity	\$ 4,059	\$ 4,059	\$ 4,059	\$ 4,059	\$ -	\$ 567	\$ 567	\$ -
5240: R & M Office Equip	\$ -	\$ -	\$ 290	\$ 97	\$ 900	\$ 900	\$ 900	\$ -
5251: Rep & Maint Vehicles	\$ 143	\$ 215	\$ -	\$ 120	\$ 800	\$ 800	\$ 800	\$ -
5306: Grant Writer				\$ -	\$ -	\$ -	\$ -	\$ -
5340: Communications	\$ 1,152	\$ 3,064	\$ 2,445	\$ 2,220	\$ 1,525	\$ 1,525	\$ 1,525	\$ -
5420: Office Supplies	\$ 371	\$ 3,298	\$ 355	\$ 1,341	\$ 475	\$ 475	\$ 475	\$ -
5463: Brightside	\$ 24,899	\$ 15,003	\$ 23,537	\$ 21,146	\$ 25,000	\$ 27,400	\$ 27,400	\$ -
5480: Vehicle Gas & Oil	\$ 27	\$ -	\$ -	\$ 9	\$ 300	\$ 300	\$ 300	\$ -
5710: Travel	\$ 3,007	\$ 6	\$ 2,352	\$ 1,788	\$ 3,210	\$ 3,210	\$ 3,210	\$ -
5730: Dues & Memberships	\$ 1,177	\$ 1,606	\$ 675	\$ 1,153	\$ 1,205	\$ 1,205	\$ 1,205	\$ -
Grand Total	\$ 96,852	\$ 91,752	\$ 78,634	\$ 89,079	\$ 141,857	\$ 99,824	\$ 99,824	\$ -

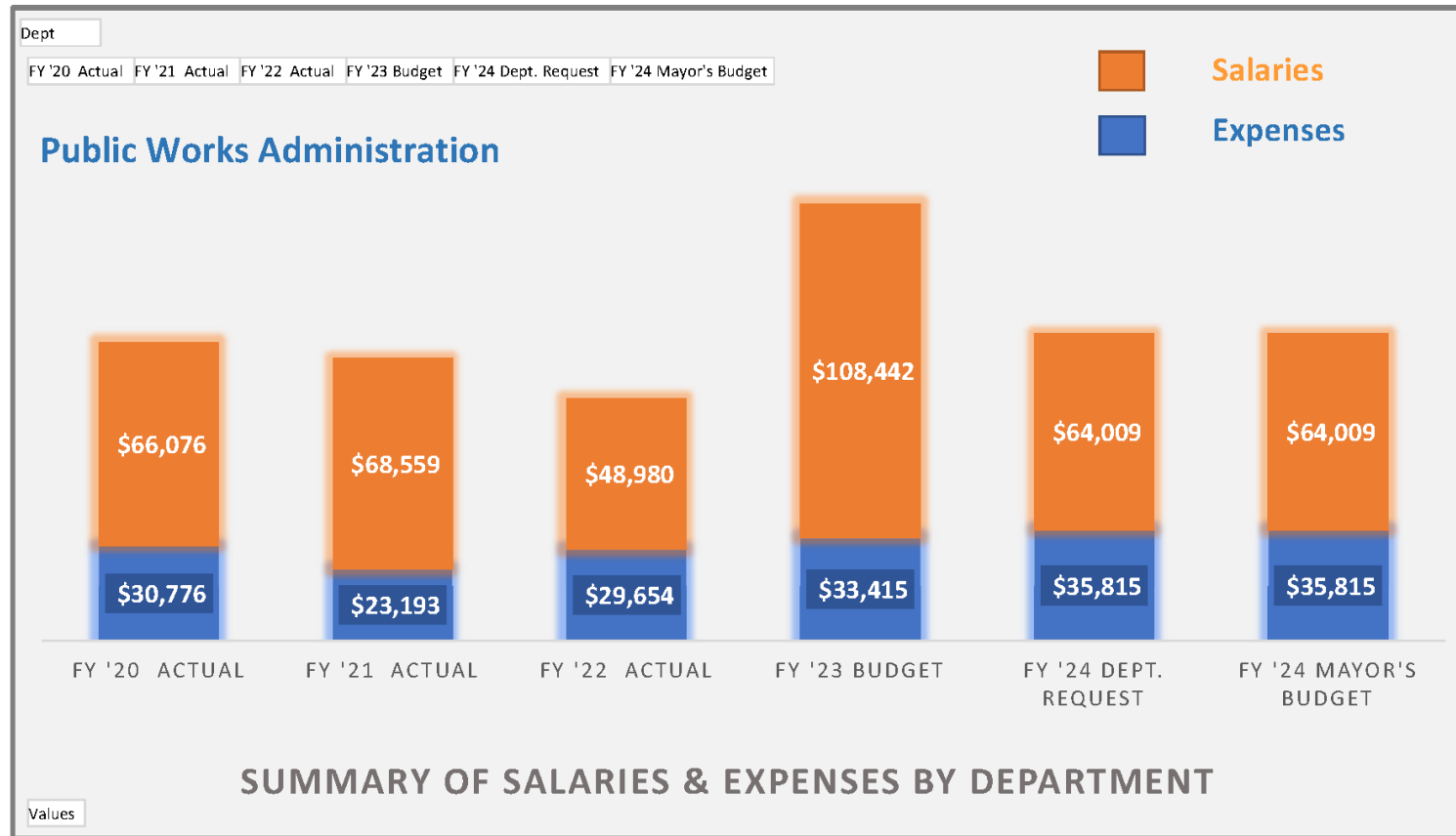


Public Works Administration

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
DPW Director					
Salary	\$ 142,477	1.0	\$ 63,442	0.3	\$ 63,442
Water/Wastewater Offset	\$ (94,035)	0.0	\$ -	0.0	\$ -
DPW Director Total	\$ 48,442	1.0	\$ 63,442	0.3	\$ 63,442
Parking Stipend					
Parking Stipend	\$ 10,000	0.0	\$ -	0.0	\$ -
Parking Stipend Total	\$ 10,000	0.0	\$ -	0.0	\$ -
Snow Storm Stipend					
Snow Storm Stipend	\$ 2,500	0.0	\$ -	0.0	\$ -
Snow Storm Stipend Total	\$ 2,500	0.0	\$ -	0.0	\$ -
Street Lighting Stipend					
Street Lighting Stipend	\$ 2,500	0.0	\$ -	0.0	\$ -
Street Lighting Stipend Total	\$ 2,500	0.0	\$ -	0.0	\$ -
Grand Total	\$ 63,442	1.0	\$ 63,442	0.3	\$ 63,442



Public Works Administration



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 141,857	\$ 99,824	-29.63%	\$ (42,033)	\$ 99,824	-29.63%	\$ (42,033)



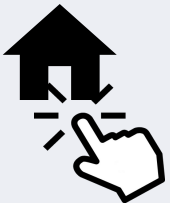
Highway

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Highway-Salaries & Wages	\$ 846,160	\$ 854,440	\$ 842,581	\$ 847,727	\$ 1,179,780	\$ 1,256,347	\$ 1,174,696	\$ (81,651)
5130: Highway-Overtime	\$ 55,824	\$ 60,328	\$ 79,554	\$ 65,235	\$ 85,000	\$ 85,000	\$ 65,000	\$ (20,000)
5151: Highway-Longevity	\$ 5,350	\$ 6,600	\$ 5,200	\$ 5,717	\$ 5,200	\$ 13,300	\$ 13,300	\$ -
5192: Highway-Clothing Allowance	\$ 7,000	\$ 7,500	\$ 4,500	\$ 6,333	\$ 8,000	\$ 10,800	\$ 10,800	\$ -
5196: Highway-Tool Allowance	\$ -	\$ 500	\$ 800	\$ 433	\$ 1,000	\$ 1,200	\$ 1,200	\$ -
5253: Highway-Repair & Maint Equip	\$ 67,997	\$ 81,938	\$ 71,819	\$ 73,918	\$ 80,000	\$ 80,000	\$ 80,000	\$ -
5271: Highway - Equipment Lease	\$ 97,380	\$ 68,992	\$ 49,572	\$ 71,981	\$ 75,000	\$ 75,000	\$ 75,000	\$ -
5292: Yard Waste Removal Program	\$ 39,776	\$ -		\$ 13,259	\$ -	\$ -	\$ -	\$ -
5306: Highway - Eng. Consultant Service			\$ 5,000	\$ 1,667	\$ -	\$ -	\$ -	\$ -
5388: Highway-Radio Communications	\$ 12,157	\$ 10,944	\$ 8,426	\$ 10,509	\$ 11,000	\$ 11,000	\$ 11,000	\$ -
5396: Highway-Roadway/Sidewalk Mtce	\$ 210,457	\$ 270,126	\$ 267,788	\$ 249,457	\$ -	\$ 490,813	\$ 390,813	\$ (100,000)
5397: Highway-Safety Program	\$ 1,397	\$ 727	\$ 1,351	\$ 1,159	\$ 1,500	\$ 1,500	\$ 1,500	\$ -
5398: Highway-Clean-Up Program	\$ 64,425	\$ 46,579	\$ 48,718	\$ 53,241	\$ 50,000	\$ 50,000	\$ 50,000	\$ -
5420: Highway-Office Supplies	\$ 5,507	\$ 7,549	\$ 5,000	\$ 6,019	\$ 5,000	\$ 5,000	\$ 5,000	\$ -
5461: Highway-Fence - City Wide	\$ 1,770	\$ 338	\$ 2,450	\$ 1,520	\$ 9,000	\$ 9,000	\$ 9,000	\$ -
5462: Highway-Guard Rails	\$ 5,138	\$ 1,495	\$ 12,193	\$ 6,275	\$ 9,000	\$ 9,000	\$ 9,000	\$ -
5480: Highway-Vehicular Supplies	\$ 77,333	\$ 62,534	\$ 100,689	\$ 80,185	\$ 75,000	\$ 75,000	\$ 75,000	\$ -
5531: Highway-Lumber	\$ 1,095	\$ 1,016	\$ 2,001	\$ 1,371	\$ 3,000	\$ 3,000	\$ 3,000	\$ -
5533: Highway-DPW Supplies	\$ 341	\$ 1,254	\$ 1,623	\$ 1,072	\$ 1,500	\$ 1,500	\$ 1,500	\$ -
5710: Highway-Travel	\$ -	\$ 175	\$ 157	\$ 111	\$ 250	\$ 42,250	\$ 20,000	\$ (22,250)
5832: Highway-Capital	\$ 7,200	\$ 3,826		\$ 3,675	\$ 12,000	\$ 112,000	\$ 112,000	\$ -
5870: Highway-Equip Replace	\$ -	\$ 55,000		\$ 18,333	\$ -	\$ -	\$ -	\$ -
5873: Highway - Vehicle Replacement	\$ -	\$ 76,427		\$ 25,476	\$ -	\$ 853,655	\$ -	\$ (853,655)
Grand Total	\$ 1,506,307	\$ 1,618,288	\$ 1,509,422	\$ 1,544,672	\$ 1,611,230	\$ 3,185,365	\$ 2,107,809	\$ (1,077,556)

The FY 2024 Highway budget transfers two vacant positions to the Parks department and adds an additional \$390,813 to street and sidewalk maintenance. (112)

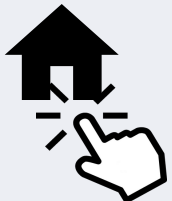
Highway

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Account Clerk/Dispatcher					
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 43,642	1.0	\$ 47,739	1.0	\$ 47,739
Account Clerk/Dispatcher Total	\$ 44,604	1.0	\$ 48,701	1.0	\$ 48,701
General Foreman					
Salary	\$ 68,432	1.0	\$ 75,046	1.0	\$ 75,046
General Foreman Total	\$ 68,432	1.0	\$ 75,046	1.0	\$ 75,046
Head Administration					
Professional Development	\$ 962	0.0	\$ 962	0.0	\$ 962
Salary	\$ 43,581	1.0	\$ 46,739	1.0	\$ 46,739
Head Administration Total	\$ 44,543	1.0	\$ 47,701	1.0	\$ 47,701
Mason					
Salary	\$ 102,773	2.0	\$ 108,452	2.0	\$ 108,452
Mason Total	\$ 102,773	2.0	\$ 108,452	2.0	\$ 108,452
MEO B&G					
Salary	\$ 436,553	9.0	\$ 379,353	7.0	\$ 297,702
MEO B&G Total	\$ 436,553	9.0	\$ 379,353	7.0	\$ 297,702
MEO Groundswork					
Salary	\$ 44,346	1.0	\$ 47,549	1.0	\$ 47,549
MEO Groundswork Total	\$ 44,346	1.0	\$ 47,549	1.0	\$ 47,549
MEO L&H					
Salary	\$ 92,394	2.0	\$ 107,183	2.0	\$ 107,183
MEO L&H Total	\$ 92,394	2.0	\$ 107,183	2.0	\$ 107,183
MEO LHS					
Salary	\$ 46,883	1.0	\$ 48,963	1.0	\$ 48,963
MEO LHS Total	\$ 46,883	1.0	\$ 48,963	1.0	\$ 48,963

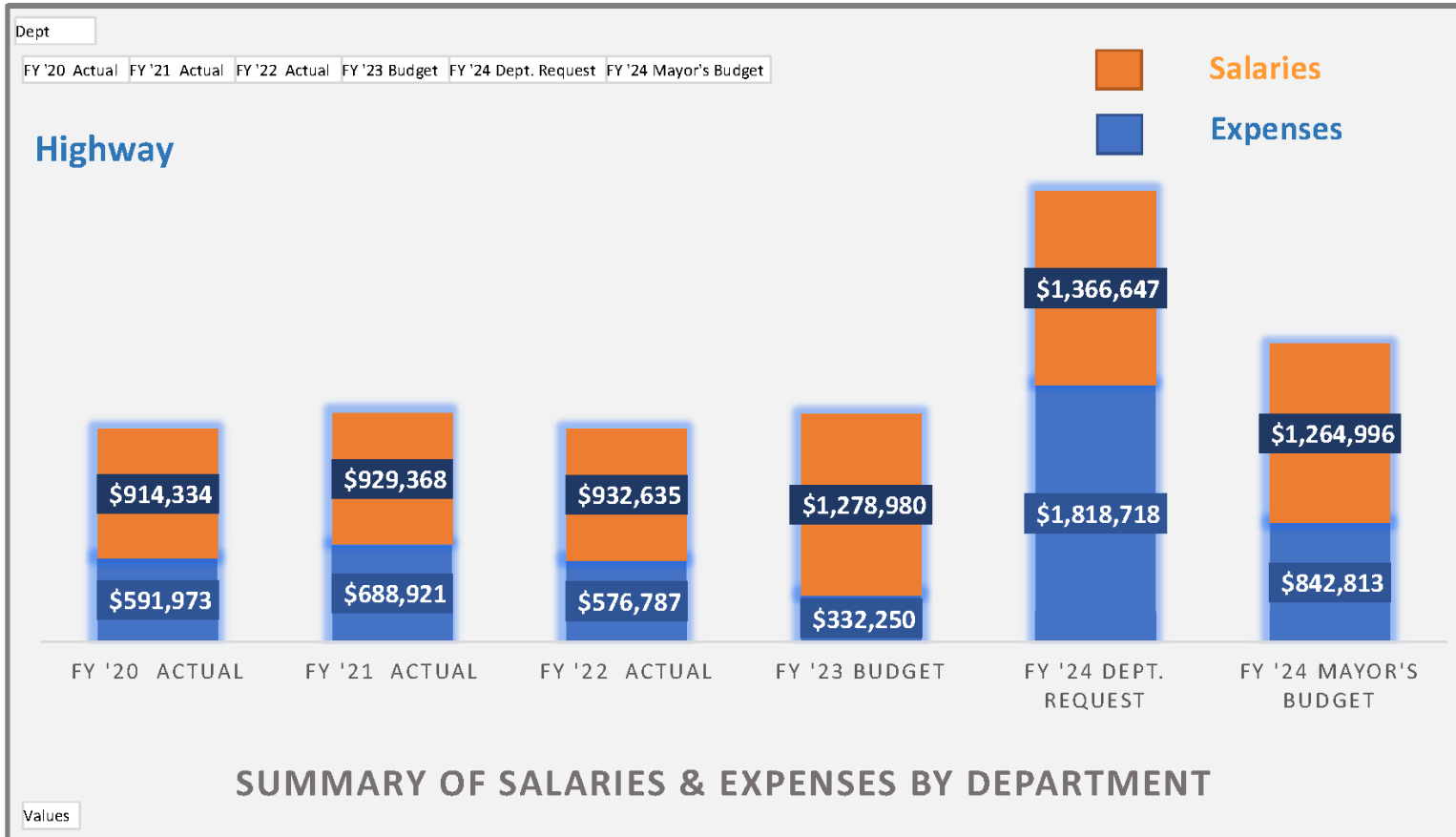


Highway

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
MEO LHS PW Laborer					
Salary	\$ 46,883	1.0	\$ 54,434	1.0	\$ 54,434
MEO LHS PW Laborer Total	\$ 46,883	1.0	\$ 54,434	1.0	\$ 54,434
Night Differential					
Night Differential	\$ 4,668	0.0	\$ 4,668	0.0	\$ 4,668
Night Differential Total	\$ 4,668	0.0	\$ 4,668	0.0	\$ 4,668
Out of Grade					
Out of Grade	\$ 2,000	0.0	\$ 2,000	0.0	\$ 2,000
Out of Grade Total	\$ 2,000	0.0	\$ 2,000	0.0	\$ 2,000
Safety & Training					
Safety & Training	\$ 4,160	0.0	\$ 4,160	0.0	\$ 4,160
Safety & Training Total	\$ 4,160	0.0	\$ 4,160	0.0	\$ 4,160
Seasonal Positions					
Salary	\$ 13,200	0.0	\$ 13,200	0.0	\$ 13,200
Seasonal Positions Total	\$ 13,200	0.0	\$ 13,200	0.0	\$ 13,200
Working Foreman					
Salary	\$ 177,091	3.0	\$ 183,330	3.0	\$ 183,330
Working Foreman Total	\$ 177,091	3.0	\$ 183,330	3.0	\$ 183,330
PT Position for Sheriffs Crews					
PT position for Sheriffs crews	\$ 22,635	0.0	\$ 22,633	0.0	\$ 22,633
PT Position for Sheriffs Crews Total	\$ 22,635	0.0	\$ 22,633	0.0	\$ 22,633
Highway Superintendent					
Salary	\$ 108,974	1.0	\$ 108,974	1.0	\$ 108,974
Highway Superintendent Total	\$ 108,974	1.0	\$ 108,974	1.0	\$ 108,974
Grand Total	\$ 1,260,138	23.0	\$ 1,256,347	21.0	\$ 1,174,696



Highway

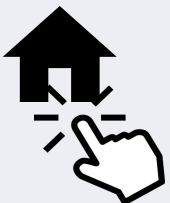


	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 1,611,230	\$ 3,185,365	97.70%	\$ 1,574,135	\$ 2,107,809	30.82%	\$ 496,579

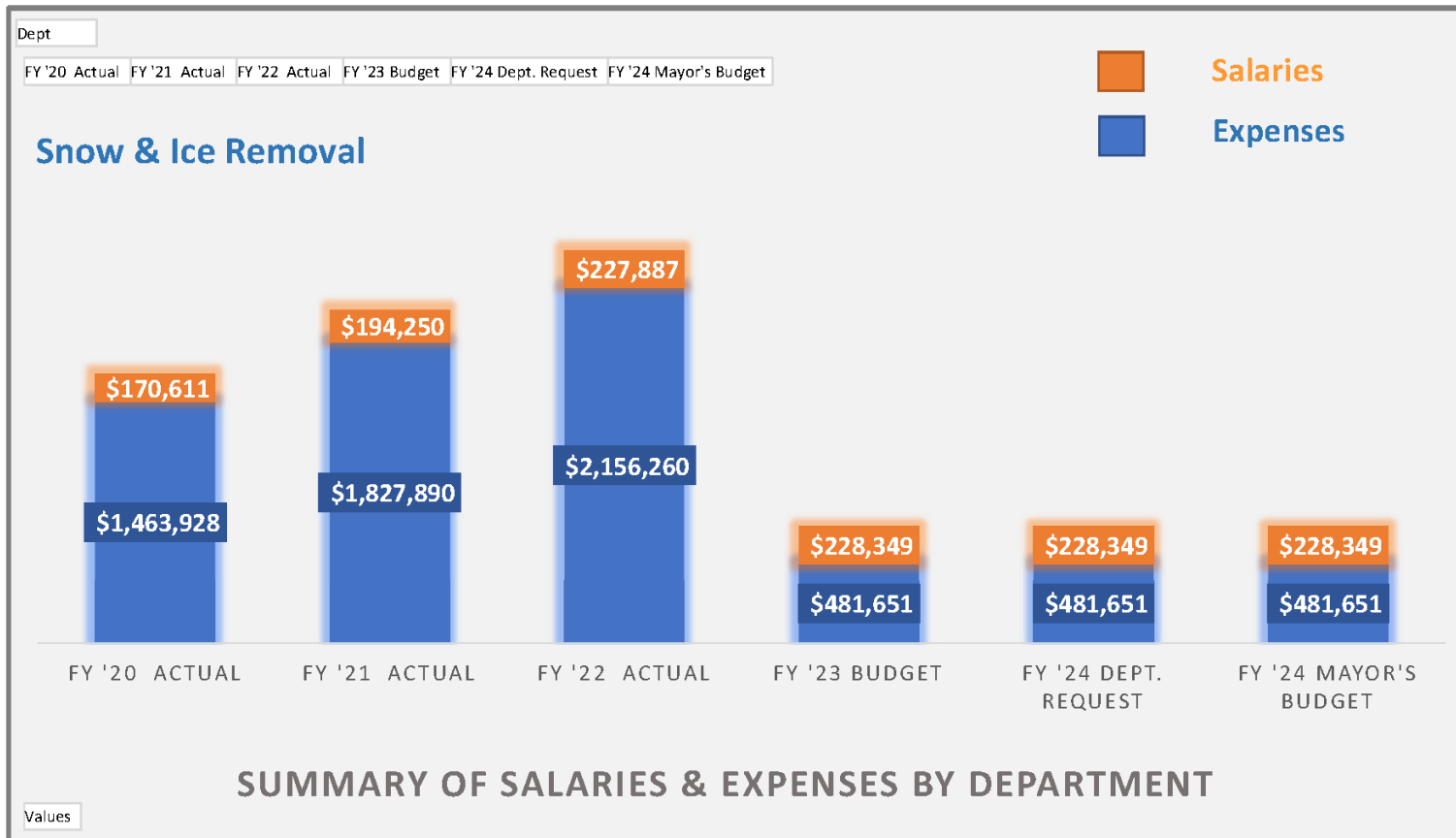


Snow & Ice Removal

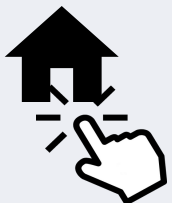
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Snow/Ice-Salaries & Wages	\$ 4,986	\$ 7,712	\$ 12,666	\$ 8,455	\$ 8,330	\$ 8,330	\$ 8,330	\$ -
5130: Snow/Ice-Overtime	\$ 165,625	\$ 186,538	\$ 215,221	\$ 189,128	\$ 220,019	\$ 220,019	\$ 220,019	\$ -
5251: Snow/Ice-Repairs & Maint. Vehicles	\$ 127,418	\$ 253,528	\$ 273,580	\$ 218,176	\$ 127,925	\$ 127,925	\$ 127,925	\$ -
5400: Snow/Ice-Truck Hire	\$ 947,367	\$ 1,132,952	\$ 1,310,147	\$ 1,130,155	\$ 223,869	\$ 223,869	\$ 223,869	\$ -
5534: Snow/Ice-Rock Salt & Sand	\$ 389,143	\$ 441,410	\$ 572,533	\$ 467,695	\$ 129,857	\$ 129,857	\$ 129,857	\$ -
Grand Total	\$ 1,634,538	\$ 2,022,140	\$ 2,384,147	\$ 2,013,608	\$ 710,000	\$ 710,000	\$ 710,000	\$ -



Snow & Ice Removal

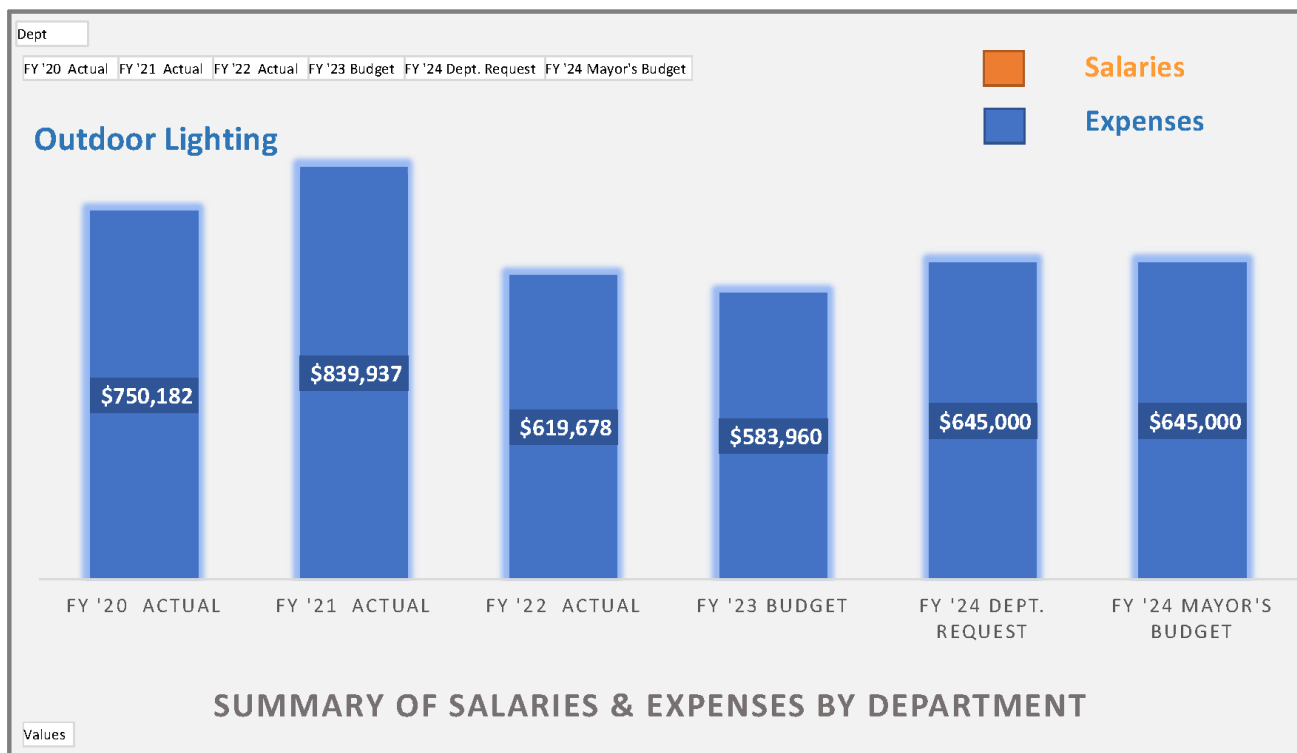


	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 710,000	\$ 710,000	0.00%	\$ -	\$ 710,000	0.00%	\$ -



Outdoor Lighting

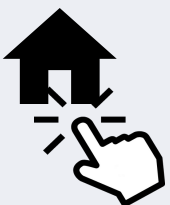
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5215: Outdoor Lighting	\$ 620,593	\$ 778,482	\$ 555,869	\$ 651,648	\$ 518,960	\$ 580,000	\$ 580,000	\$ -
5246: Street Light Maintenance	\$ 129,588	\$ 61,455	\$ 63,809	\$ 84,951	\$ 65,000	\$ 65,000	\$ 65,000	\$ -
Grand Total	\$ 750,182	\$ 839,937	\$ 619,678	\$ 736,599	\$ 583,960	\$ 645,000	\$ 645,000	\$ -



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 583,960	\$ 645,000	10.45%	\$ 61,040	\$ 645,000	10.45%	\$ 61,040

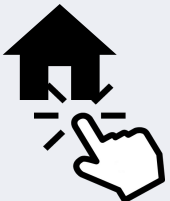
Vehicle Maintenance

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Vehicle Maint-Salaries & Wages	\$ 215,048	\$ 181,868	\$ 139,820	\$ 178,912	\$ 220,756	\$ 240,390	\$ 240,390	\$ -
5130: Vehicle Maint-Overtime	\$ 745	\$ 491	\$ 57	\$ 431	\$ 500	\$ 500	\$ 500	\$ -
5151: Vehicle Maint-Longevity	\$ 3,700	\$ 6,350	\$ 3,550	\$ 4,533	\$ 3,550	\$ 3,550	\$ 3,550	\$ -
5192: Vehicle Maint-Clothing Allowance	\$ 2,000	\$ 2,000	\$ 1,500	\$ 1,833	\$ 2,000	\$ 2,400	\$ 2,400	\$ -
5196: Vehicle Maint - Tool Allowance	\$ 2,000	\$ 2,000	\$ 1,500	\$ 1,833	\$ 2,000	\$ 2,400	\$ 2,400	\$ -
5211: Vehicle Maint-Electricity	\$ 23,716	\$ 23,891	\$ 28,757	\$ 25,455	\$ 26,000	\$ 36,000	\$ 36,000	\$ -
5212: Vehicle Maint-Heat	\$ 20,833	\$ 20,448	\$ 24,414	\$ 21,898	\$ 25,000	\$ 27,000	\$ 27,000	\$ -
5420: Vehicle Maint-Office Supplies	\$ 1,032	\$ -	\$ 991	\$ 674	\$ 1,000	\$ 9,000	\$ 1,000	\$ (8,000)
5430: Building Maintenance-Capital	\$ 6,684	\$ 7,668	\$ 5,102	\$ 6,485	\$ 5,080	\$ 23,761	\$ 5,080	\$ (18,681)
Grand Total	\$ 275,758	\$ 244,716	\$ 205,691	\$ 242,055	\$ 285,886	\$ 345,001	\$ 318,320	\$ (26,681)

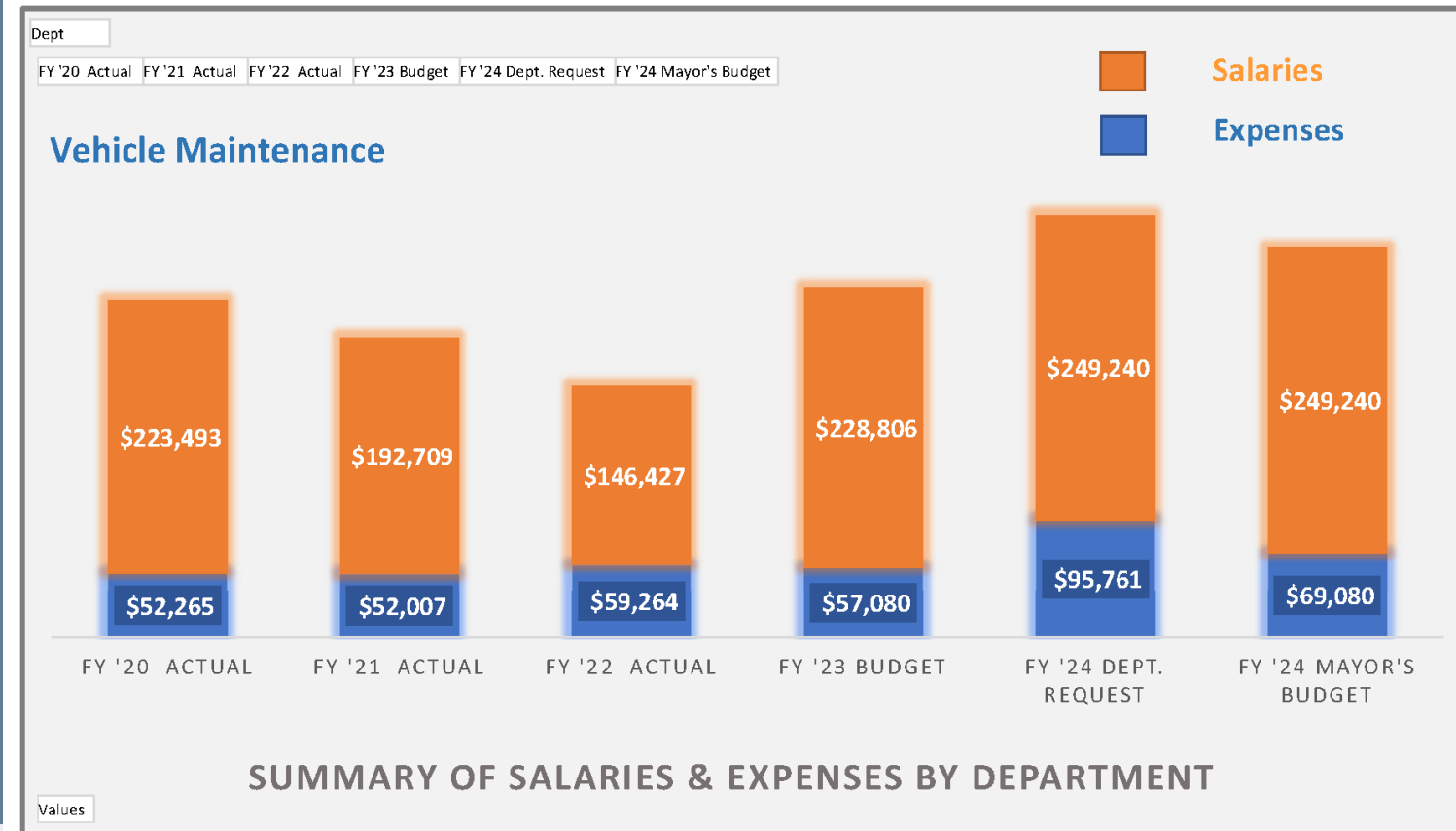


Vehicle Maintenance

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
ME Repairperson					
Salary	\$ 50,627	1.0	\$ 58,219	1.0	\$ 58,219
ME Repairperson Total	\$ 50,627	1.0	\$ 58,219	1.0	\$ 58,219
Welder/Mechanic					
Salary	\$ 52,146	1.0	\$ 58,219	1.0	\$ 58,219
Welder/Mechanic Total	\$ 52,146	1.0	\$ 58,219	1.0	\$ 58,219
Working Foreman					
Salary	\$ 65,437	1.0	\$ 65,333	1.0	\$ 65,333
Working Foreman Total	\$ 65,437	1.0	\$ 65,333	1.0	\$ 65,333
(blank)					
Out of Grade	\$ 400	0.0	\$ 400	0.0	\$ 400
(blank) Total	\$ 400	0.0	\$ 400	0.0	\$ 400
MEO Repairperson					
Salary	\$ 52,146	1.0	\$ 58,219	1.0	\$ 58,219
MEO Repairperson Total	\$ 52,146	1.0	\$ 58,219	1.0	\$ 58,219
Grand Total	\$ 220,755	4.0	\$ 240,390	4.0	\$ 240,390



Vehicle Maintenance

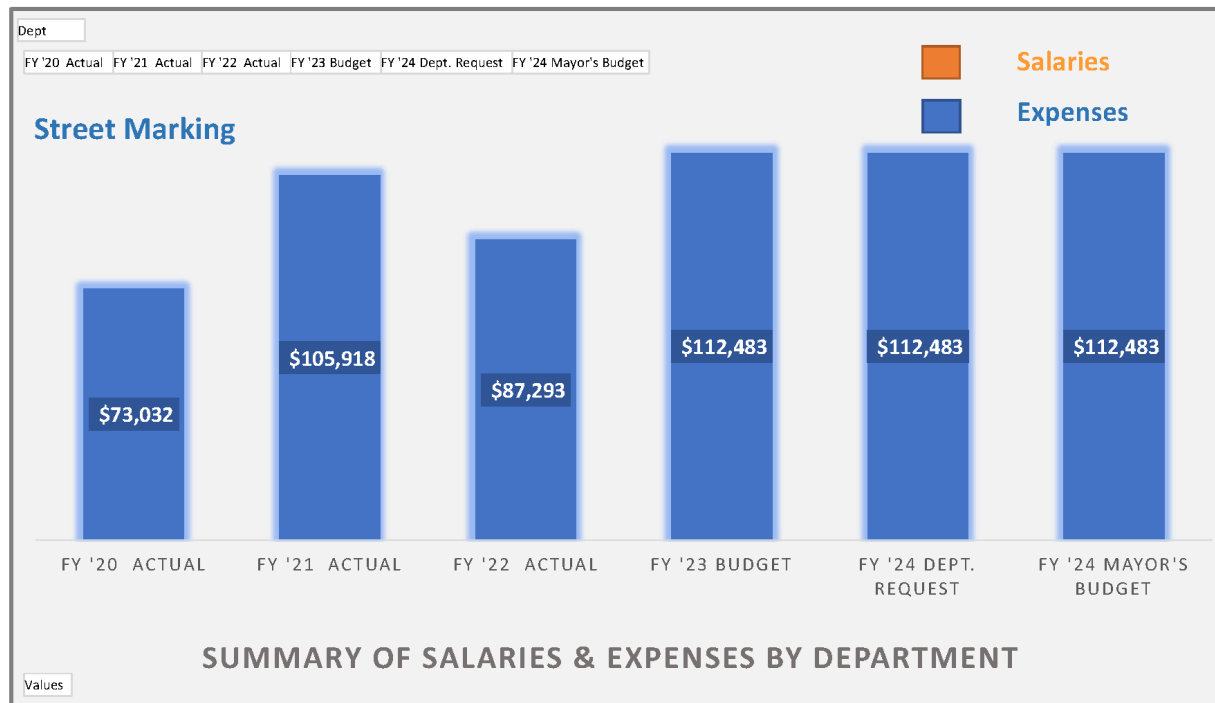


	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 285,886	\$ 345,001	20.68%	\$ 59,115	\$ 318,320	11.35%	\$ 32,434



Street Marking

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5535: Street Marking-Paint	\$ -	\$ 61	\$ -	\$ 20	\$ 2,500	\$ 2,500	\$ 2,500	\$ -
5536: Street Marking-Pavement Marking	\$ 58,259	\$ 89,687	\$ 64,672	\$ 70,873	\$ 85,383	\$ 85,383	\$ 85,383	\$ -
5537: Street Marking-Safety Program	\$ 5,065	\$ 2,678	\$ 4,292	\$ 4,012	\$ 3,000	\$ 3,000	\$ 3,000	\$ -
5538: Street Marking-Signs	\$ 9,707	\$ 13,492	\$ 18,329	\$ 13,843	\$ 21,600	\$ 21,600	\$ 21,600	\$ -
Grand Total	\$ 73,032	\$ 105,918	\$ 87,293	\$ 88,747	\$ 112,483	\$ 112,483	\$ 112,483	\$ -

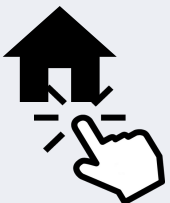


	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 112,483	\$ 112,483	0.00%	\$ -	\$ 112,483	0.00%	\$ -



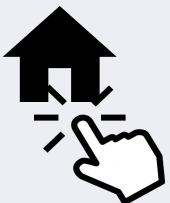
Refuse

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Refuse Collection & Disp - Salaries	\$ 164,895	\$ 140,110	\$ 139,523	\$ 148,176	\$ 191,566	\$ 193,119	\$ 193,119	\$ -
5130: Collection & Disposal Overtime	\$ 10,304	\$ 4,538	\$ 3,965	\$ 6,269	\$ 4,000	\$ 4,000	\$ 4,000	\$ -
5194: Collection & Disp - Boot Allowance	\$ 1,192	\$ 548	\$ 1,038	\$ 926	\$ 975	\$ 975	\$ 975	\$ -
5240: R & M Equipment	\$ -	\$ 6,707	\$ 9,376	\$ 5,361	\$ 5,000	\$ 9,000	\$ 9,000	\$ -
5271: Equipment Lease	\$ -	\$ -	\$ -	\$ -	\$ 15,000	\$ 15,000	\$ 15,000	\$ -
5292: Waste Removal Program	\$ -	\$ 47,900	\$ 80,000	\$ 42,633	\$ 82,500	\$ 120,750	\$ 120,750	\$ -
5303: Refuse-Contract-Disposal Area	\$ 1,080,233	\$ 1,366,000	\$ 1,307,054	\$ 1,251,096	\$ 1,468,235	\$ 1,512,282	\$ 1,512,282	\$ -
5304: Refuse-Contract-Pick Up & Hauling	\$ 3,176,382	\$ 3,153,955	\$ 3,714,337	\$ 3,348,225	\$ 3,509,520	\$ 3,611,000	\$ 3,611,000	\$ -
5305: Refuse-Recycling	\$ 31,857	\$ 33,882	\$ 42,423	\$ 36,054	\$ 43,000	\$ 43,000	\$ 43,000	\$ -
5318: Landfill Legal & Consulting	\$ 203,785	\$ 138,464	\$ 197,258	\$ 179,836	\$ 250,000	\$ 300,000	\$ 300,000	\$ -
5480: Vehicular Supplies	\$ -	\$ 823	\$ -	\$ 274	\$ 950	\$ 950	\$ 950	\$ -
5710: Travel & Training	\$ 1,831	\$ 2,045	\$ 3,849	\$ 2,575	\$ 2,980	\$ 4,000	\$ 4,000	\$ -
5870: Equipment Replacement	\$ -	\$ -	\$ -	\$ -	\$ 7,858	\$ 7,858	\$ 7,858	\$ -
Grand Total	\$ 4,670,479	\$ 4,894,973	\$ 5,498,823	\$ 5,021,425	\$ 5,581,584	\$ 5,821,934	\$ 5,821,934	\$ -

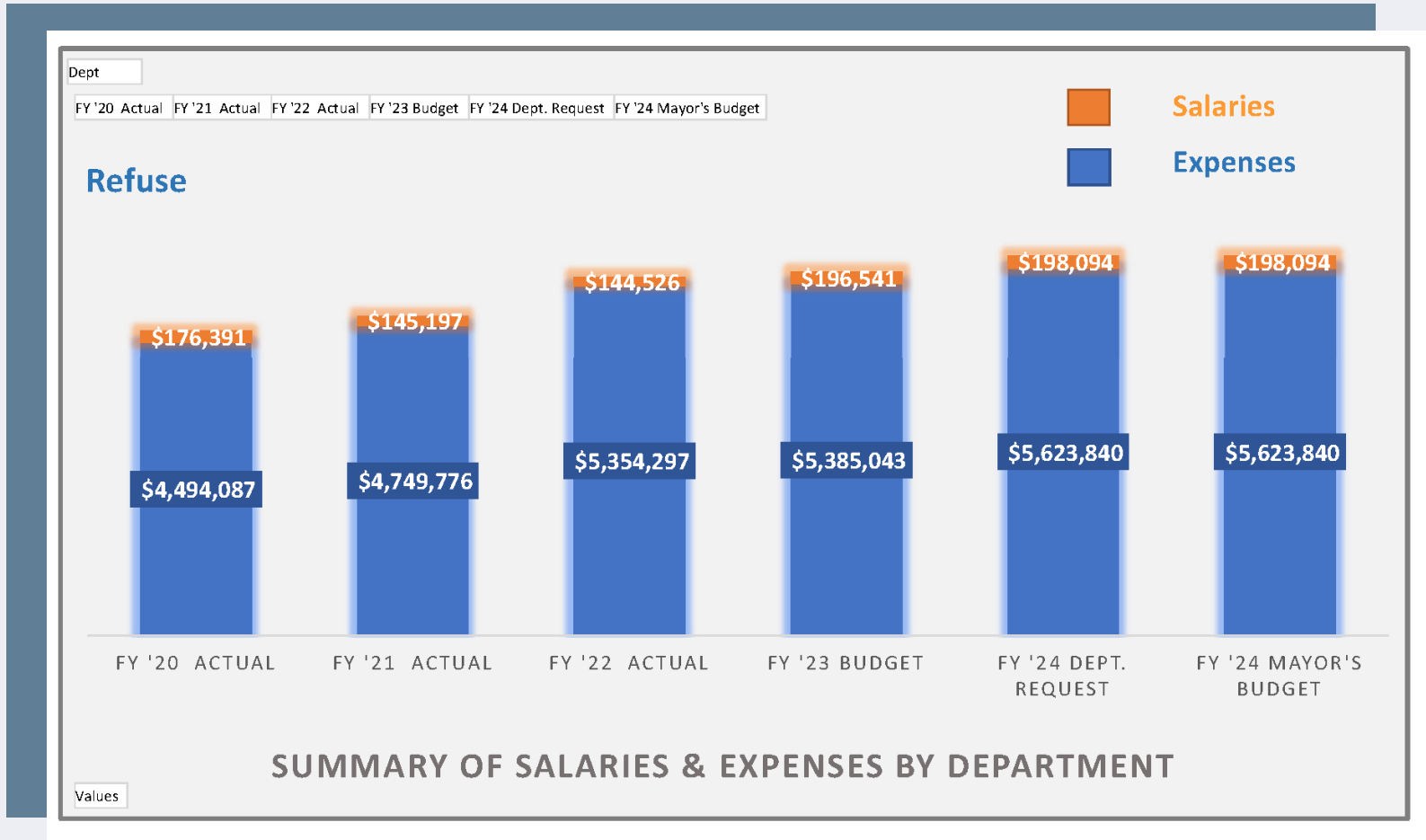


Refuse

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Part Time Recycling Center					
Salary	\$ 64,000	1.0	\$ 64,000	1.0	\$ 64,000
Part Time Recycling Center Total	\$ 64,000	1.0	\$ 64,000	1.0	\$ 64,000
Salary Reserve					
(blank)		0.0	\$ 1,553	0.0	\$ 1,553
Salary Reserve Total		0.0	\$ 1,553	0.0	\$ 1,553
Waste Reduction					
Salary	\$ 49,920	1.0	\$ 49,920	1.0	\$ 49,920
Waste Reduction Total	\$ 49,920	1.0	\$ 49,920	1.0	\$ 49,920
Solid Waste Manager					
Salary	\$ 77,646	1.0	\$ 77,646	1.0	\$ 77,646
Solid Waste Manager Total	\$ 77,646	1.0	\$ 77,646	1.0	\$ 77,646
Grand Total	\$ 191,566	3.0	\$ 193,119	3.0	\$ 193,119



Refuse



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 5,581,584	\$ 5,821,934	4.31%	\$ 240,350	\$ 5,821,934	4.31%	\$ 240,350

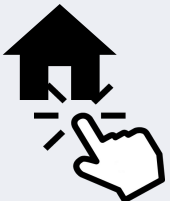


Parking

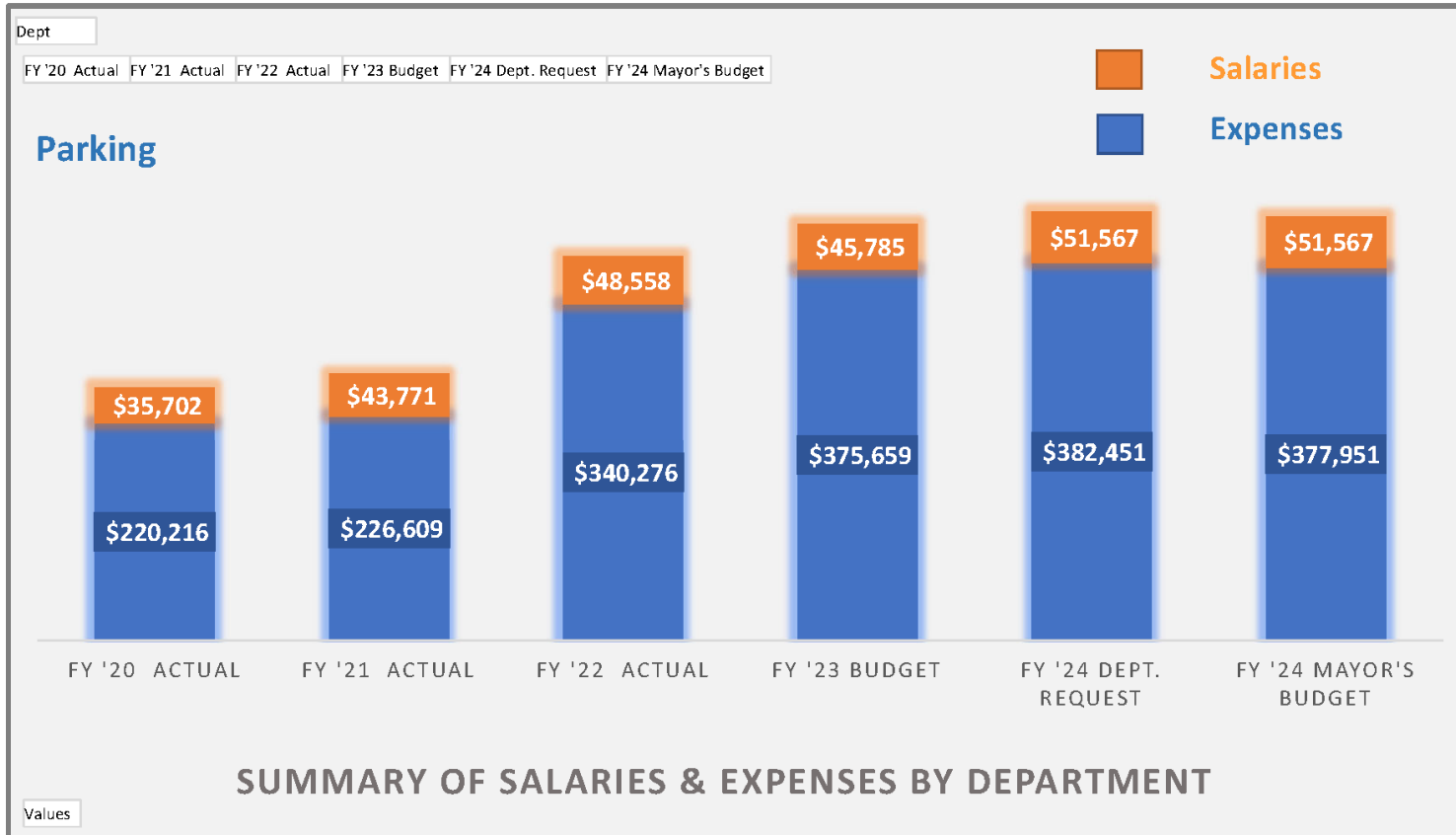
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Parking-Salaries & Wages	\$ 35,202	\$ 43,271	\$ 48,058	\$ 42,177	\$ 45,285	\$ 51,067	\$ 51,067	\$ -
5192: Parking - Clothing Allowance	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ -
5215: Parking-Lighting	\$ 11,592	\$ 9,240	\$ 7,017	\$ 9,283	\$ 10,000	\$ 10,000	\$ 10,000	\$ -
5241: Parking - Repairs & Maint	\$ 40,800	\$ 92,427	\$ 90,020	\$ 74,415	\$ 89,184	\$ 115,134	\$ 115,134	\$ -
5246: Parking-Light Maintenance	\$ -	\$ -	\$ -	\$ -	\$ 250	\$ 250	\$ 250	\$ -
5252: Parking - Signage	\$ -	\$ 2,276	\$ 2,000	\$ 1,425	\$ 3,000	\$ 3,000	\$ 3,000	\$ -
5301: Parking Enforcement	\$ 46,183	\$ 48,000	\$ 62,593	\$ 52,259	\$ 100,000	\$ 74,050	\$ 74,050	\$ -
5305: Parking - Contract Mgmt Fee	\$ 114,278	\$ 56,347	\$ 168,841	\$ 113,155	\$ 163,000	\$ 169,792	\$ 169,792	\$ -
5306: Parking - Consultant Fees	\$ 7,363	\$ 18,099	\$ 9,500	\$ 11,654	\$ 9,500	\$ 9,500	\$ 5,000	\$ (4,500)
5420: Parking - Office Supplies	\$ -	\$ -	\$ -	\$ -	\$ 225	\$ 225	\$ 225	\$ -
5421: Parking - Printed Supplies	\$ -	\$ 220	\$ 305	\$ 175	\$ 500	\$ 500	\$ 500	\$ -
Grand Total	\$ 255,918	\$ 270,381	\$ 388,834	\$ 305,044	\$ 421,444	\$ 434,018	\$ 429,518	\$ (4,500)

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Laborer					
Salary	\$ 40,373	1.0	\$ 50,107	1.0	\$ 50,107
Safety & Training	\$ 960	0.0	\$ 960	0.0	\$ 960
Laborer Total	\$ 41,333	1.0	\$ 51,067	1.0	\$ 51,067
Grand Total	\$ 41,333	1.0	\$ 51,067	1.0	\$ 51,067

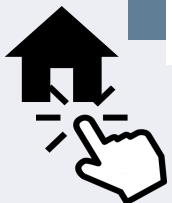
Parking revenue is estimated at \$485,000 in the fiscal 2024 budget.



Parking



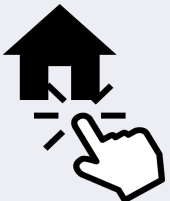
	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 421,444	\$ 434,018	2.98%	\$ 12,574	\$ 429,518	1.92%	\$ 8,074



Parks

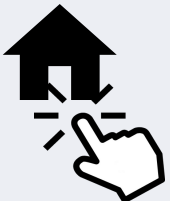
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Parks-Salaries & Wages	\$ 313,000	\$ 295,218	\$ 289,773	\$ 299,330	\$ 350,287	\$ 538,878	\$ 538,878	\$ -
5130: Parks-Overtime	\$ 22,775	\$ 20,242	\$ 21,505	\$ 21,507	\$ 22,000	\$ 22,000	\$ 22,000	\$ -
5151: Parks-Longevity	\$ 4,800	\$ 4,450	\$ 4,500	\$ 4,583	\$ 4,500	\$ 5,500	\$ 5,500	\$ -
5192: Parks-Clothing Allowance	\$ 3,500	\$ 3,000	\$ 3,000	\$ 3,167	\$ 3,000	\$ 6,000	\$ 6,000	\$ -
5196: Park - Tool Allowance	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 600	\$ 600	\$ -
5211: Parks-Electricity	\$ 9,666	\$ 17,947	\$ 22,474	\$ 16,696	\$ 20,900	\$ 32,000	\$ 22,000	\$ (10,000)
5212: Parks-Heat	\$ 2,550	\$ 3,058	\$ 2,945	\$ 2,851	\$ 4,300	\$ 4,300	\$ 4,300	\$ -
5251: Parks-Repairs & Maint. Vehicles	\$ 24,762	\$ 21,847	\$ 19,491	\$ 22,033	\$ 25,000	\$ 25,000	\$ 25,000	\$ -
5271: Park Dept - Equipment Lease	\$ 10,725	\$ 9,398	\$ 8,570	\$ 9,564	\$ 25,030	\$ 55,030	\$ 15,000	\$ (40,030)
5399: Parks-Tree Removal	\$ 78,764	\$ 77,018	\$ 78,242	\$ 78,008	\$ 95,000	\$ 95,000	\$ 85,000	\$ (10,000)
5430: Parks-Bldg Equip & Repairs	\$ 1,281	\$ 1,526	\$ 116	\$ 974	\$ 5,000	\$ 10,000	\$ 10,000	\$ -
5463: Parks - City Beautification				\$ -	\$ -	\$ -	\$ -	\$ -
5463: Parks-Trees & Shrubs	\$ 10,062	\$ 34,936	\$ 25,884	\$ 23,627	\$ 63,273	\$ 63,273	\$ 63,273	\$ -
5480: Parks-Vehicular Supplies	\$ 9,525	\$ 13,872	\$ 12,894	\$ 12,097	\$ 12,000	\$ 12,000	\$ 14,000	\$ 2,000
5531: Parks-Cemetery Supplies	\$ 24,175	\$ 17,530	\$ 23,655	\$ 21,787	\$ 44,500	\$ 44,500	\$ 44,500	\$ -
5533: Parks-DPW Supplies	\$ 56,687	\$ 49,480	\$ 51,483	\$ 52,550	\$ 51,500	\$ 69,500	\$ 56,500	\$ (13,000)
Grand Total	\$ 572,771	\$ 570,023	\$ 565,032	\$ 569,275	\$ 726,790	\$ 983,581	\$ 912,551	\$ (71,030)

The FY 2024 Parks budget adds two new Laborers funded from vacancies in the Highway budget.



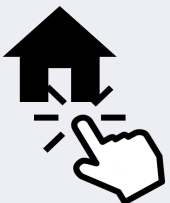
Parks

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
General Foreman					
Salary	\$ 68,432	1.0	\$ 75,067	1.0	\$ 75,067
General Foreman Total	\$ 68,432	1.0	\$ 75,067	1.0	\$ 75,067
Groundswoker					
Salary	\$ 87,402	2.0	\$ 100,256	2.0	\$ 100,256
Groundswoker Total	\$ 87,402	2.0	\$ 100,256	2.0	\$ 100,256
MEO B&G					
Salary	\$ 44,346	1.0	\$ 54,434	1.0	\$ 54,434
MEO B&G Total	\$ 44,346	1.0	\$ 54,434	1.0	\$ 54,434
MEO Laborer					
Salary	\$ 44,158	1.0	\$ 153,879	3.0	\$ 153,879
MEO Laborer Total	\$ 44,158	1.0	\$ 153,879	3.0	\$ 153,879
MEO LHS Sr. Gro					
Salary	\$ 19,402	1.0	\$ 52,749	1.0	\$ 52,749
MEO LHS Sr. Gro Total	\$ 19,402	1.0	\$ 52,749	1.0	\$ 52,749
Out of Grade					
Out of Grade	\$ 500	0.0	\$ 500	0.0	\$ 500
Out of Grade Total	\$ 500	0.0	\$ 500	0.0	\$ 500

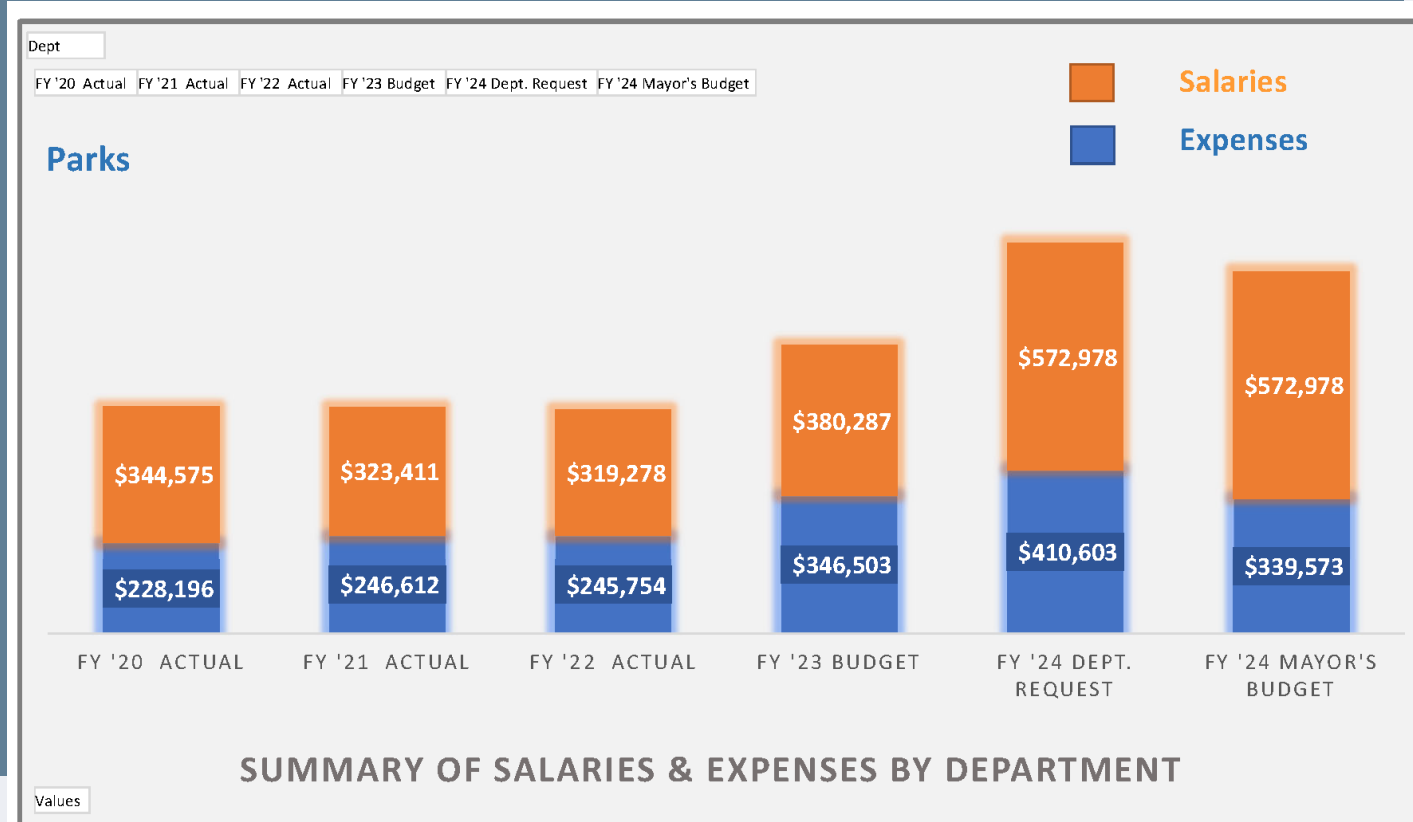


Parks

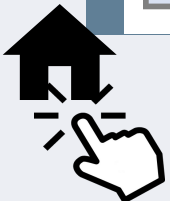
Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Safety & Training					
Training	\$ 4,160	0.0	\$ 4,160	0.0	\$ 4,160
Safety & Training Total	\$ 4,160	0.0	\$ 4,160	0.0	\$ 4,160
Working Foreman					
Salary	\$ 59,030	1.0	\$ 65,333	1.0	\$ 65,333
Working Foreman Total	\$ 59,030	1.0	\$ 65,333	1.0	\$ 65,333
Pest/Tree Crew Diff.					
Stipend	\$ 2,500	0.0	\$ 2,500	0.0	\$ 2,500
Pest/Tree Crew Diff. Total	\$ 2,500	0.0	\$ 2,500	0.0	\$ 2,500
Seasonal Help					
Salary	\$ 30,000	0.0	\$ 30,000	0.0	\$ 30,000
Seasonal Help Total	\$ 30,000	0.0	\$ 30,000	0.0	\$ 30,000
Grand Total	\$ 359,930	7.0	\$ 538,878	9.0	\$ 538,878



Parks



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 726,790	\$ 983,581	35.33%	\$ 256,791	\$ 912,551	25.56%	\$ 185,761



Health / Inspections

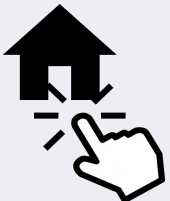
The City of Haverhill Inspectional Services department is responsible for the enforcement of all federal, state and local laws and regulations pertaining to building, wiring, plumbing, gas, health and environmental issues. The department's ultimate responsibility is to protect the public health and assure that we live in a safe and environmentally sound community.

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Health/Inspection-Salaries & Wages	\$ 467,717	\$ 443,297	\$ 496,768	\$ 469,261	\$ 538,639	\$ 620,032	\$ 620,032	\$ -
5130: Health/Inspection-Overtime	\$ 601	\$ 1,507	\$ 2,467	\$ 1,525	\$ 4,000	\$ 1,500	\$ 1,500	\$ -
5151: Health/Inspection-Longevity	\$ 3,225	\$ 3,400	\$ 5,700	\$ 4,108	\$ 4,700	\$ 6,400	\$ 6,400	\$ -
5191: Health/Inspection-Professional Devel	\$ 4,125	\$ -	\$ -	\$ 1,375	\$ -	\$ 2,886	\$ 2,886	\$ -
5194: Health/Inspection-Boot Allowance	\$ -	\$ 3,300	\$ 4,750	\$ 2,683	\$ 5,700	\$ 6,900	\$ 6,900	\$ -
5199: Health/Inspection-Board Stipends	\$ -	\$ 501	\$ 1,081	\$ 527	\$ 1,500	\$ 1,500	\$ 1,500	\$ -
5240: Repairs & Maint. Office Equipment	\$ 1,962	\$ 1,766	\$ 2,158	\$ 1,962	\$ 2,500	\$ 2,500	\$ 2,500	\$ -
5251: Repairs & Maint. Vehicles	\$ 2,269	\$ 1,133	\$ 3,194	\$ 2,199	\$ 5,000	\$ 4,000	\$ 4,000	\$ -
5317: Health/Inspection-Advertising	\$ -	\$ -	\$ 313	\$ 104	\$ 400	\$ 1,000	\$ 1,000	\$ -
5318: Abandoned Property	\$ 1,120	\$ (998)	\$ (640)	\$ (173)	\$ 1,000	\$ 1,000	\$ -	\$ (1,000)
5340: Health/Inspection-Communications	\$ 11,046	\$ 10,191	\$ 10,926	\$ 10,721	\$ 22,500	\$ 12,000	\$ 12,000	\$ -
5386: Health/Inspection-Special Programs	\$ 5,465	\$ 2,725	\$ 3,729	\$ 3,973	\$ 4,550	\$ 5,000	\$ 4,550	\$ (450)
5420: Health/Inspection-Office Supplies	\$ 4,046	\$ 3,997	\$ 2,972	\$ 3,672	\$ 4,500	\$ 4,500	\$ 4,500	\$ -
5421: Health/Inspection-Printed Supplies	\$ 2,971	\$ 2,101	\$ 1,846	\$ 2,306	\$ 2,500	\$ 4,500	\$ 4,500	\$ -
5480: Vehicular Supplies	\$ 3,943	\$ 3,782	\$ 6,854	\$ 4,860	\$ 4,000	\$ 6,000	\$ 5,000	\$ (1,000)
5583: Computer Supplies	\$ 725	\$ 1,862	\$ 730	\$ 1,106	\$ 1,100	\$ 2,000	\$ 1,100	\$ (900)
5710: Health/Inspection-Travel	\$ 10	\$ 407	\$ 84	\$ 167	\$ 1,200	\$ 1,200	\$ 1,200	\$ -
5730: Dues and Memberships	\$ 1,803	\$ 390	\$ 1,504	\$ 1,232	\$ 1,550	\$ 2,000	\$ 2,000	\$ -
Grand Total	\$ 511,028	\$ 479,361	\$ 544,437	\$ 511,609	\$ 605,339	\$ 684,918	\$ 681,568	\$ (3,350)

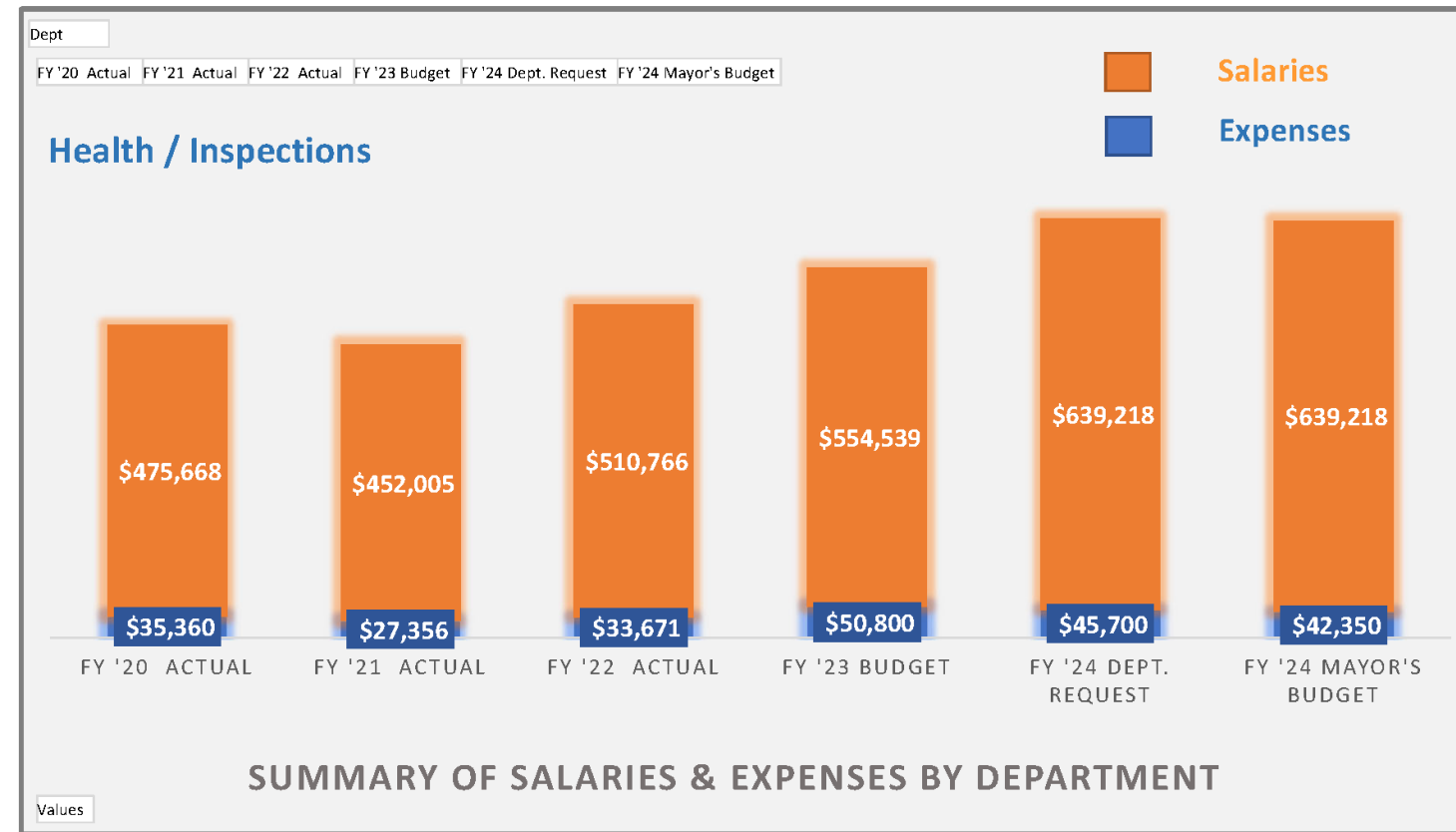


Health / Inspections

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Chief Administration					
Salary	\$ 50,303	1.0	\$ 50,303	1.0	\$ 50,303
Step Increase	\$ -	0.0	\$ 2,512	0.0	\$ 2,512
Chief Administration Total	\$ 50,303	1.0	\$ 52,815	1.0	\$ 52,815
Compliance Inspector					
CDBG Offset	\$ (17,865)	-0.3	\$ (18,769)	-0.3	\$ (18,769)
Salary	\$ 75,074	1.0	\$ 75,074	1.0	\$ 75,074
Step Increase	\$ -	0.0	\$ 1,501	0.0	\$ 1,501
Compliance Inspector Total	\$ 57,209	0.8	\$ 57,807	0.8	\$ 57,807
Director					
Additional Hours Worked	\$ -	0.0	\$ 11,760	0.0	\$ 11,760
CDBG Offset	\$ (13,248)	-0.2	\$ (14,000)	-0.2	\$ (14,000)
Salary	\$ 64,376	0.6	\$ 66,240	0.6	\$ 66,240
Director Total	\$ 51,128	0.4	\$ 64,000	0.4	\$ 64,000
Head Clerk					
Salary	\$ 78,867	2.0	\$ 78,867	2.0	\$ 78,867
Step Increase	\$ -	0.0	\$ 3,944	0.0	\$ 3,944
Head Clerk Total	\$ 78,867	2.0	\$ 82,811	2.0	\$ 82,811
Sanitary Inspector					
Salary	\$ 64,482	1.0	\$ 64,482	1.0	\$ 64,482
Step Increase	\$ -	0.0	\$ 3,263	0.0	\$ 3,263
Sanitary Inspector Total	\$ 64,482	1.0	\$ 67,745	1.0	\$ 67,745
Sealer Weights					
Step Increase	\$ -	0.0	\$ 3,375	0.0	\$ 3,375
Stipend	\$ 13,500	0.0	\$ 13,500	0.0	\$ 13,500
Sealer Weights Total	\$ 13,500	0.0	\$ 16,875	0.0	\$ 16,875
Senior Sanitary Inspector					
CDBG Offset	\$ (13,388)	-0.2	\$ (13,860)	-0.2	\$ (13,860)
Salary	\$ 206,876	3.0	\$ 208,282	3.0	\$ 208,282
Step Increase	\$ -	0.0	\$ 6,909	0.0	\$ 6,909
Senior Sanitary Inspector Total	\$ 193,488	2.8	\$ 201,331	2.8	\$ 201,331
Deputy Director Head					
Salary	\$ 74,415	1.0	\$ 74,415	1.0	\$ 74,415
Step Increase	\$ -	0.0	\$ 2,232	0.0	\$ 2,232
Deputy Director Head Total	\$ 74,415	1.0	\$ 76,647	1.0	\$ 76,647
Grand Total	\$ 583,392	8.9	\$ 620,032	8.9	\$ 620,032



Health / Inspections



	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 605,339	\$ 684,918	13.15%	\$ 79,579	\$ 681,568	12.59%	\$ 76,229



Human Services

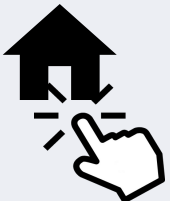
The mission of Human Services, through its various divisions, is to provide educational and innovative programming and services to the citizens of Haverhill while enhancing their quality of life.



1938 Winter Carnival at Winnekenni Park.

Departments Include:

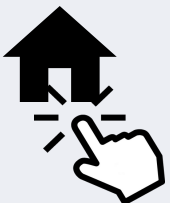
Public Health
Senior Center
Veterans Services
Citizens Center
Recreation



Public Health

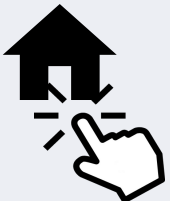
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Public Health Salaries	\$ -	\$ -	\$ 27,020	\$ 9,007	\$ 90,500	\$ 232,177	\$ 237,421	\$ 5,244
5151: Public Health Longevity	\$ -	\$ -	\$ -	\$ -	\$ 1,350	\$ 1,650	\$ 1,650	\$ -
5240: Public Health Supplies	\$ -	\$ -	\$ 885	\$ 295	\$ 9,000	\$ 9,000	\$ 9,000	\$ -
Grand Total	\$ -	\$ -	\$ 27,905	\$ 9,302	\$ 100,850	\$ 242,827	\$ 248,071	\$ 5,244

The FY 2024 Public Health budget eliminates its reliance on ARPA funds, thus increasing the cost share to the General Fund budget.

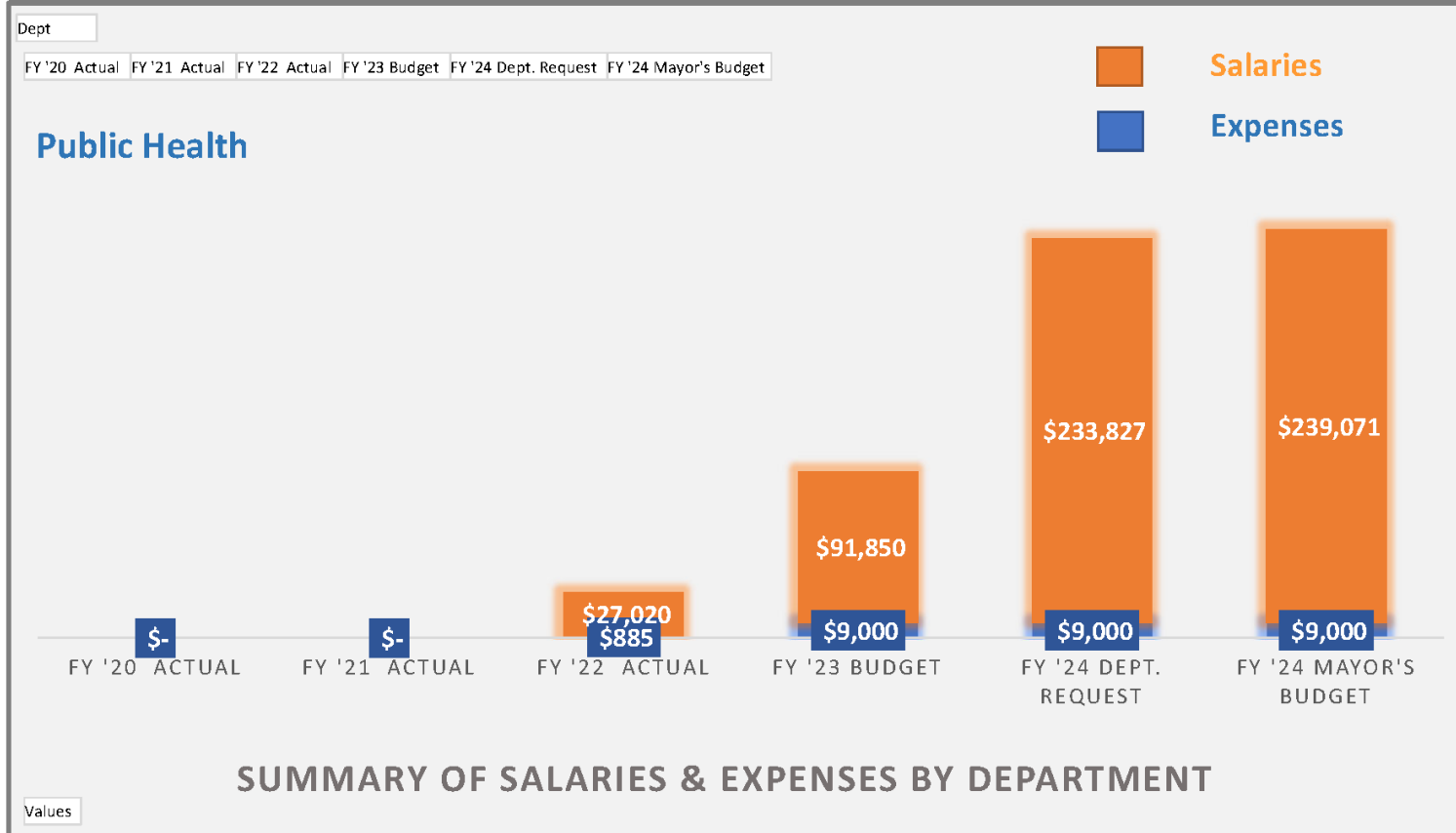


Public Health

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Administrative Assistant					
COLA	\$ -	0.0	\$ -	0.0	\$ 956
Salary	\$ 47,803	1.0	\$ 47,803	1.0	\$ 47,803
Administrative Assistant Total	\$ 47,803	1.0	\$ 47,803	1.0	\$ 48,759
Community Health Nurse					
COLA	\$ -	0.0	\$ -	0.0	\$ 1,856
Director Stipend	\$ 10,000	0.0	\$ 10,000	0.0	\$ 10,000
Salary	\$ 92,820	1.0	\$ 92,820	1.0	\$ 92,820
Community Health Nurse Total	\$ 102,820	1.0	\$ 102,820	1.0	\$ 104,676
Covid Contact Tracer (blank)			\$ -	0.0	\$ -
Covid Contact Tracer Total			\$ -	0.0	\$ -
Public Health Nurse					
COLA	\$ -	0.0	\$ -	0.0	\$ 1,339
Salary	\$ 66,923	1.0	\$ 66,923	1.0	\$ 66,923
Public Health Nurse Total	\$ 66,923	1.0	\$ 66,923	1.0	\$ 68,262
Social Outreach					
COLA	\$ -	0.0	\$ -	0.0	\$ 1,093
Salary	\$ 54,631	1.0	\$ 54,631	1.0	\$ 54,631
Social Outreach Total	\$ 54,631	1.0	\$ 54,631	1.0	\$ 55,724
ARPA Offset					
Offset	\$ (122,600)				
ARPA Offset Total	\$ (122,600)				
Hospital Trust Offset					
Offset	\$ (40,000)		\$ (40,000)		\$ (40,000)
Hospital Trust Offset Total	\$ (40,000)		\$ (40,000)		\$ (40,000)
Grand Total	\$ 109,577	4.0	\$ 232,177	4.0	\$ 237,421



Public Health



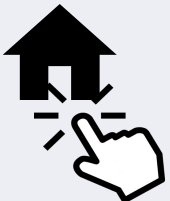
	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 100,850	\$ 242,827	140.78%	\$ 141,977	\$ 248,071	145.98%	\$ 147,221



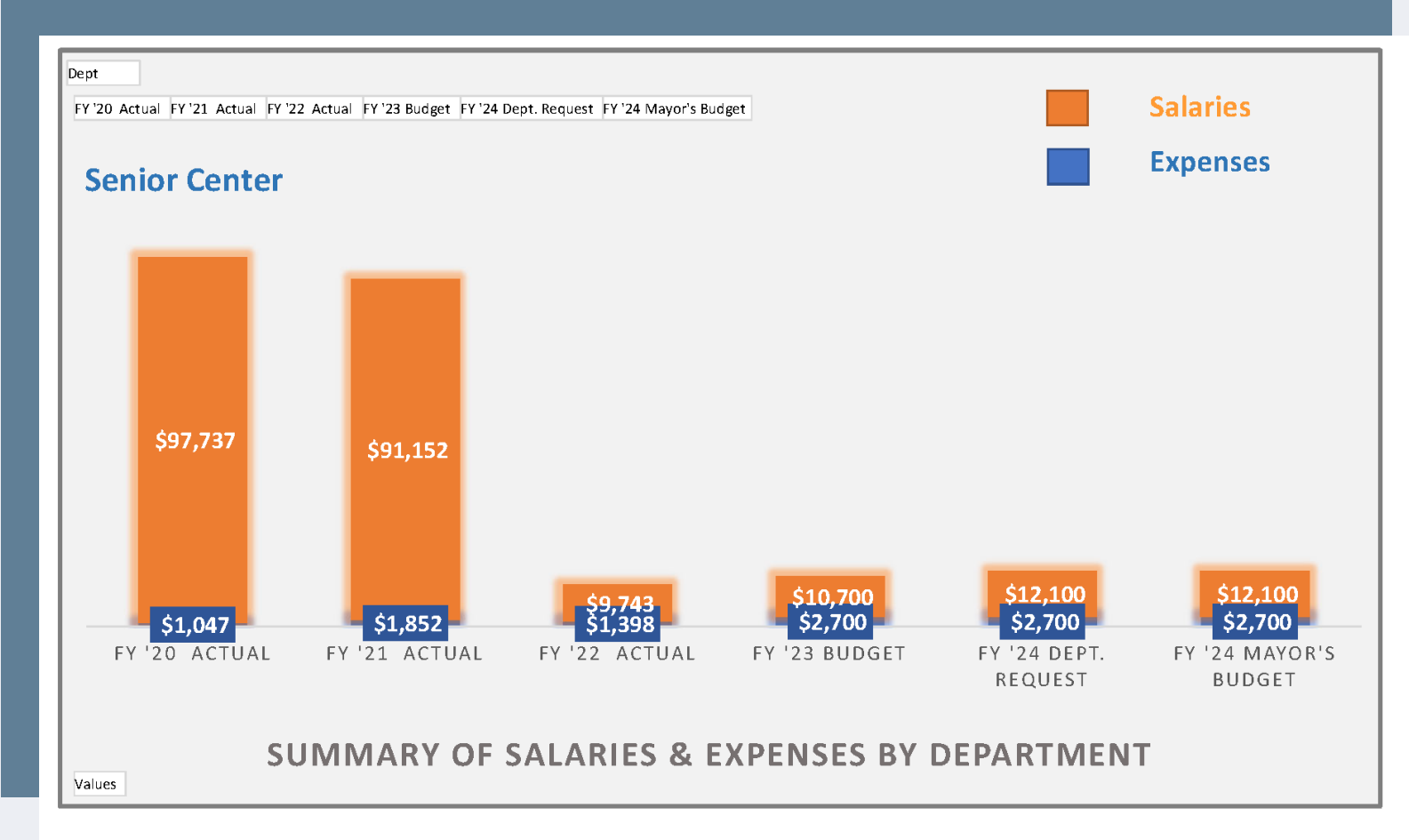
Senior Center

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Senior Ctr-Salaries & Wages	\$ 95,587	\$ 90,152	\$ 8,743	\$ 64,827	\$ 10,000	\$ 10,000	\$ 10,000	\$ -
5151: Senior Ctr-Longevity	\$ 2,150	\$ 1,000	\$ 1,000	\$ 1,383	\$ -		\$ -	\$ -
5192: Senior Ctr-Clothing Allowance	\$ -	\$ -	\$ -	\$ -	\$ 700	\$ 2,100	\$ 2,100	\$ -
5240: Repairs & Maint. Office Equipment	\$ 1,047	\$ 942	\$ 1,152	\$ 1,047	\$ 1,700	\$ 1,700	\$ 1,700	\$ -
5420: Senior Ctr-Office Supplies	\$ -	\$ 910	\$ 246	\$ 385	\$ 1,000	\$ 1,000	\$ 1,000	\$ -
Grand Total	\$ 98,784	\$ 93,004	\$ 11,141	\$ 67,643	\$ 13,400	\$ 14,800	\$ 14,800	\$ -

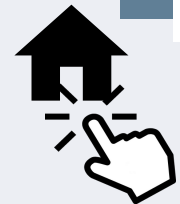
Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Director					
Stipend	\$ 10,000	0.2	\$ 10,000	0.2	\$ 10,000
Director Total	\$ 10,000	0.2	\$ 10,000	0.2	\$ 10,000
Grand Total	\$ 10,000	0.2	\$ 10,000	0.2	\$ 10,000



Senior Center



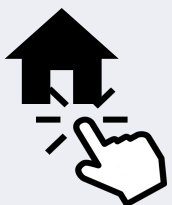
	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 13,400	\$ 14,800	10.45%	\$ 1,400	\$ 14,800	10.45%	\$ 1,400



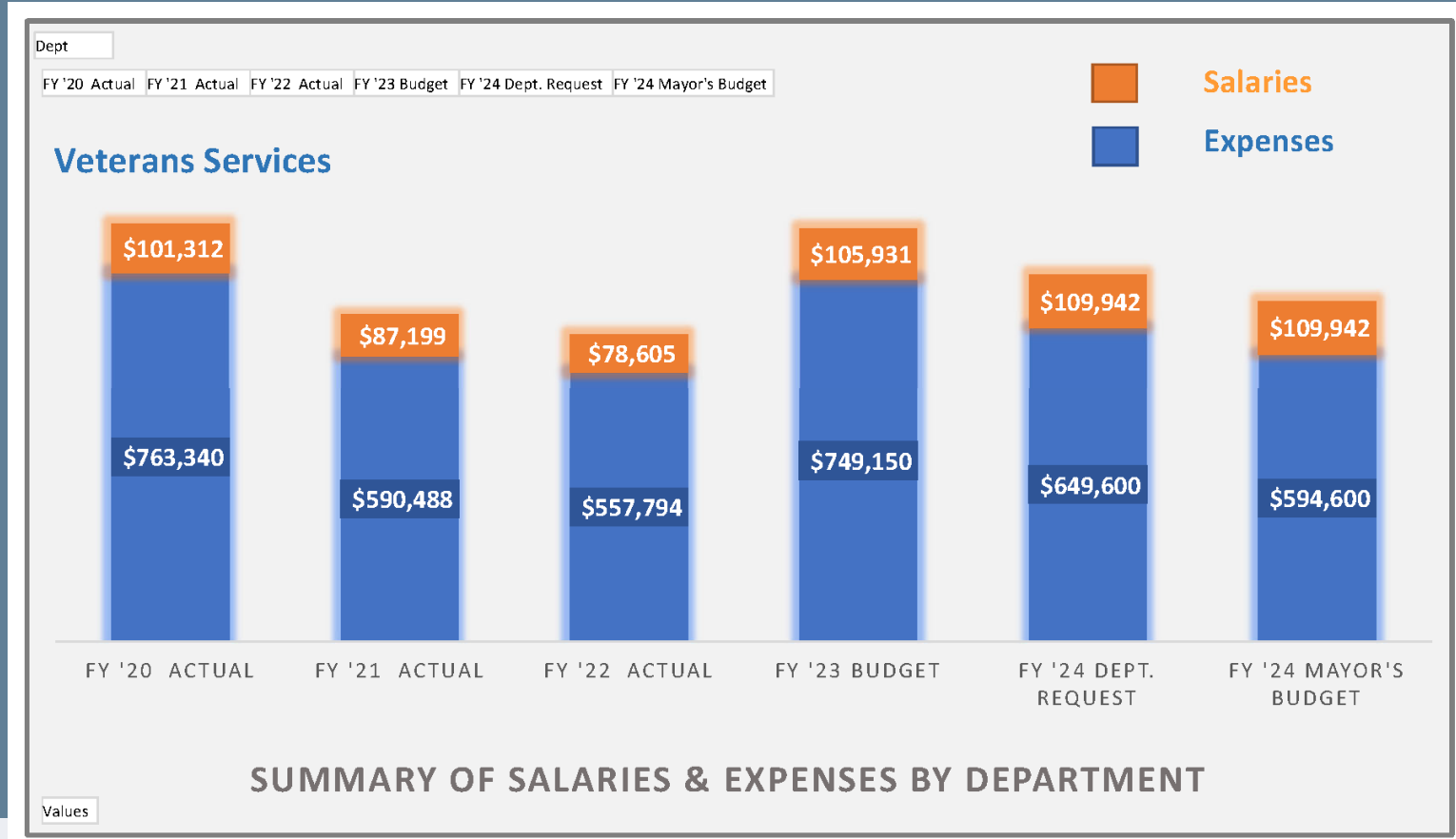
Veterans Services

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Veterans-Salaries & Wages	\$ 101,312	\$ 87,199	\$ 78,605	\$ 89,039	\$ 105,931	\$ 109,942	\$ 109,942	\$ -
5340: Veterans-Communications	\$ 483	\$ 498	\$ 498	\$ 493	\$ 500	\$ 500	\$ 500	\$ -
5390: Veterans Grave Reg	\$ 700	\$ 633	\$ 323	\$ 552	\$ 700	\$ 700	\$ 700	\$ -
5392: Veterans-Cash Payments	\$ 730,143	\$ 572,290	\$ 537,929	\$ 613,454	\$ 700,000	\$ 600,000	\$ 550,000	\$ (50,000)
5393: Veterans-Mem Day Parade	\$ -	\$ 1,262	\$ 1,725	\$ 996	\$ 3,500	\$ 3,500	\$ 3,500	\$ -
5394: Veterans-Pearl Harbor Day Parade	\$ -	\$ -	\$ 440	\$ 147	\$ 450	\$ 400	\$ 400	\$ -
5395: Veterans Day Parade	\$ 2,500	\$ 257	\$ 2,500	\$ 1,752	\$ 2,500	\$ 2,500	\$ 2,500	\$ -
5401: Veterans-Burial	\$ 20,000	\$ 6,260	\$ 4,000	\$ 10,087	\$ 25,000	\$ 25,000	\$ 20,000	\$ (5,000)
5420: Veterans-Office Supplies	\$ 1,447	\$ 520	\$ 582	\$ 850	\$ 1,500	\$ 1,500	\$ 1,500	\$ -
5426: Veterans-Flag Account	\$ 7,344	\$ 7,511	\$ 8,111	\$ 7,655	\$ 8,500	\$ 9,000	\$ 9,000	\$ -
5730: Veterans Director Expenses	\$ -	\$ 260	\$ 641	\$ 300	\$ 1,500	\$ 1,500	\$ 1,500	\$ -
5780: Veterans Educational Programs	\$ 724	\$ 998	\$ 1,045	\$ 922	\$ 5,000	\$ 5,000	\$ 5,000	\$ -
Grand Total	\$ 864,653	\$ 677,686	\$ 636,399	\$ 726,246	\$ 855,081	\$ 759,542	\$ 704,542	\$ (55,000)

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Driver					
Salary	\$ 37,731	1.0	\$ 38,486	1.0	\$ 38,486
Driver Total	\$ 37,731	1.0	\$ 38,486	1.0	\$ 38,486
Veterans Services Director					
Salary	\$ 70,055	1.0	\$ 71,456	1.0	\$ 71,456
Veterans Services Director Total	\$ 70,055	1.0	\$ 71,456	1.0	\$ 71,456
Grand Total	\$ 107,786	2.0	\$ 109,942	2.0	\$ 109,942



Veterans Services



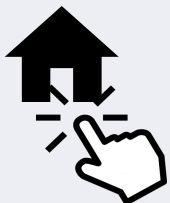
	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 855,081	\$ 759,542	-11.17%	\$ (95,539)	\$ 704,542	-17.61%	\$ (150,539)



Citizens Center

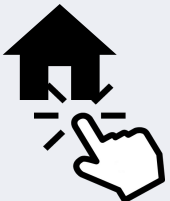
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Citizen Ctr-Salaries & Wages	\$ 238,953	\$ 241,777	\$ 282,201	\$ 254,310	\$ 260,248	\$ 289,255	\$ 289,255	\$ -
5130: Citizen Ctr - Overtime	\$ 3,392	\$ 5,229	\$ 4,989	\$ 4,537	\$ 4,500	\$ 7,500	\$ 7,500	\$ -
5151: Citizen Ctr-Longevity	\$ 8,150	\$ 6,800	\$ 10,400	\$ 8,450	\$ 9,350	\$ 9,600	\$ 9,600	\$ -
5191: Citizen Ctr-Professional Devel	\$ 3,600	\$ 3,600	\$ 4,900	\$ 4,033	\$ 4,200	\$ 3,500	\$ 3,500	\$ -
5211: Citizen Ctr-Electricity	\$ 37,642	\$ 36,485	\$ 39,222	\$ 37,783	\$ 45,000	\$ 50,000	\$ 45,000	\$ (5,000)
5212: Citizen Ctr-Heat	\$ 15,868	\$ 19,726	\$ 25,013	\$ 20,202	\$ 30,000	\$ 40,000	\$ 35,000	\$ (5,000)
5240: Repairs & Maint. Office Equipment	\$ 2,272	\$ 2,473	\$ 2,518	\$ 2,421	\$ 3,000	\$ 3,000	\$ 3,000	\$ -
5244: Repairs & Maint Fire Equipment	\$ 291	\$ 159	\$ 700	\$ 383	\$ 750	\$ 750	\$ 750	\$ -
5245: Citizen Ctr Bldg. Maint	\$ 21,651	\$ 21,875	\$ 27,762	\$ 23,763	\$ 28,500	\$ 28,000	\$ 28,500	\$ 500
5247: Repairs & Maint. Elevator	\$ 3,652	\$ 3,176	\$ 6,377	\$ 4,402	\$ 8,500	\$ 8,500	\$ 8,500	\$ -
5350: Annual Fireworks Entertainment	\$ 17,000	\$ -	\$ 18,000	\$ 11,667	\$ 20,000	\$ 22,000	\$ 22,000	\$ -
5381: Citizen Ctr-Security Services	\$ -	\$ -	\$ -	\$ -	\$ 350	\$ 400	\$ 400	\$ -
5382: Citizen Ctr-Pest Control Services	\$ 420	\$ 504	\$ 378	\$ 434	\$ 500	\$ 500	\$ 500	\$ -
5420: Citizen Ctr-Office Supplies	\$ 1,975	\$ 2,869	\$ 1,756	\$ 2,200	\$ 3,000	\$ 3,000	\$ 3,000	\$ -
5480: Citizen Ctr-Vehicular Supplies	\$ 8,021	\$ 8,828	\$ 15,464	\$ 10,771	\$ 10,500	\$ 10,500	\$ 10,500	\$ -
5780: Citizen Ctr-All Other	\$ 8,486	\$ 2,843	\$ 4,344	\$ 5,224	\$ 3,000	\$ 9,000	\$ 9,000	\$ -
Grand Total	\$ 371,374	\$ 356,346	\$ 444,024	\$ 390,581	\$ 431,398	\$ 485,505	\$ 476,005	\$ (9,500)

The FY 2024 Citizens Center budget increases funding for building maintenance and utilities costs.

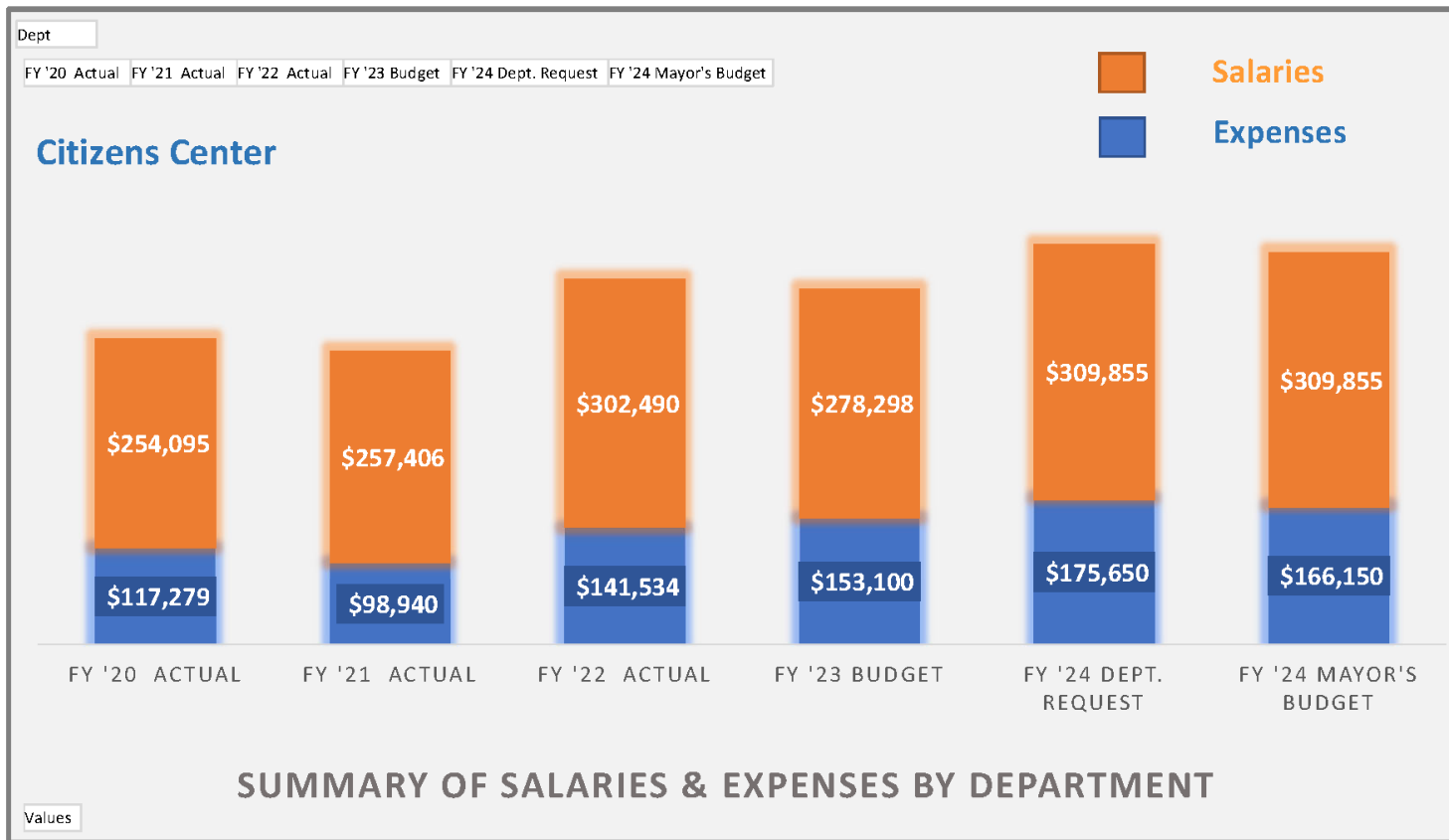


Citizens Center

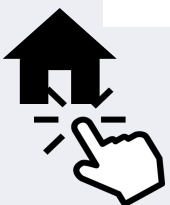
Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Building Maintenance					
Salary	\$ 110,656	2.0	\$ 112,861	2.0	\$ 112,860
Building Maintenance Total	\$ 110,656	2.0	\$ 112,861	2.0	\$ 112,860
Human Services					
Salary	\$ 43,670	0.5	\$ 44,543	0.5	\$ 44,543
Human Services Total	\$ 43,670	0.5	\$ 44,543	0.5	\$ 44,543
Office Manager					
Salary	\$ 48,467	1.0	\$ 49,444	1.0	\$ 49,444
Office Manager Total	\$ 48,467	1.0	\$ 49,444	1.0	\$ 49,444
Offset Wood School					
Offset Wood School	\$ (15,000)	-0.3	\$ (10,000)	-0.3	\$ (10,000)
Offset Wood School Total	\$ (15,000)	-0.3	\$ (10,000)	-0.3	\$ (10,000)
Principal Account Clerk					
Salary	\$ 41,296	1.0	\$ 42,126	1.0	\$ 42,126
Principal Account Clerk Total	\$ 41,296	1.0	\$ 42,126	1.0	\$ 42,126
Program Coordinator					
Salary	\$ 49,296	1.0	\$ 50,282	1.0	\$ 50,282
Program Coordinator Total	\$ 49,296	1.0	\$ 50,282	1.0	\$ 50,282
Grand Total	\$ 278,384	5.2	\$ 289,255	5.2	\$ 289,255



Citizens Center



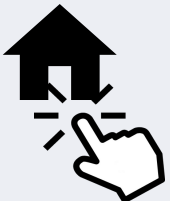
	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 431,398	\$ 485,505	12.54%	\$ 54,107	\$ 476,005	10.34%	\$ 44,607



Recreation

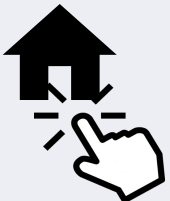
Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Rec-Salaries & Wages	\$ 115,397	\$ 114,705	\$ 138,326	\$ 122,809	\$ 137,280	\$ 198,689	\$ 162,309	\$ (36,380)
5211: Rec-Electricity	\$ 2,997	\$ 933	\$ 1,971	\$ 1,967	\$ 7,000	\$ 7,000	\$ 7,000	\$ -
5248: Rec-Other Mun Bldgs Maint	\$ 80,867	\$ 82,511	\$ 80,885	\$ 81,421	\$ 81,000	\$ 90,000	\$ 81,000	\$ (9,000)
Grand Total	\$ 199,261	\$ 198,149	\$ 221,182	\$ 206,197	\$ 225,280	\$ 295,689	\$ 250,309	\$ (45,380)

The FY 2024 Recreation budget adds two new Laborers to assist with grounds and building maintenance.

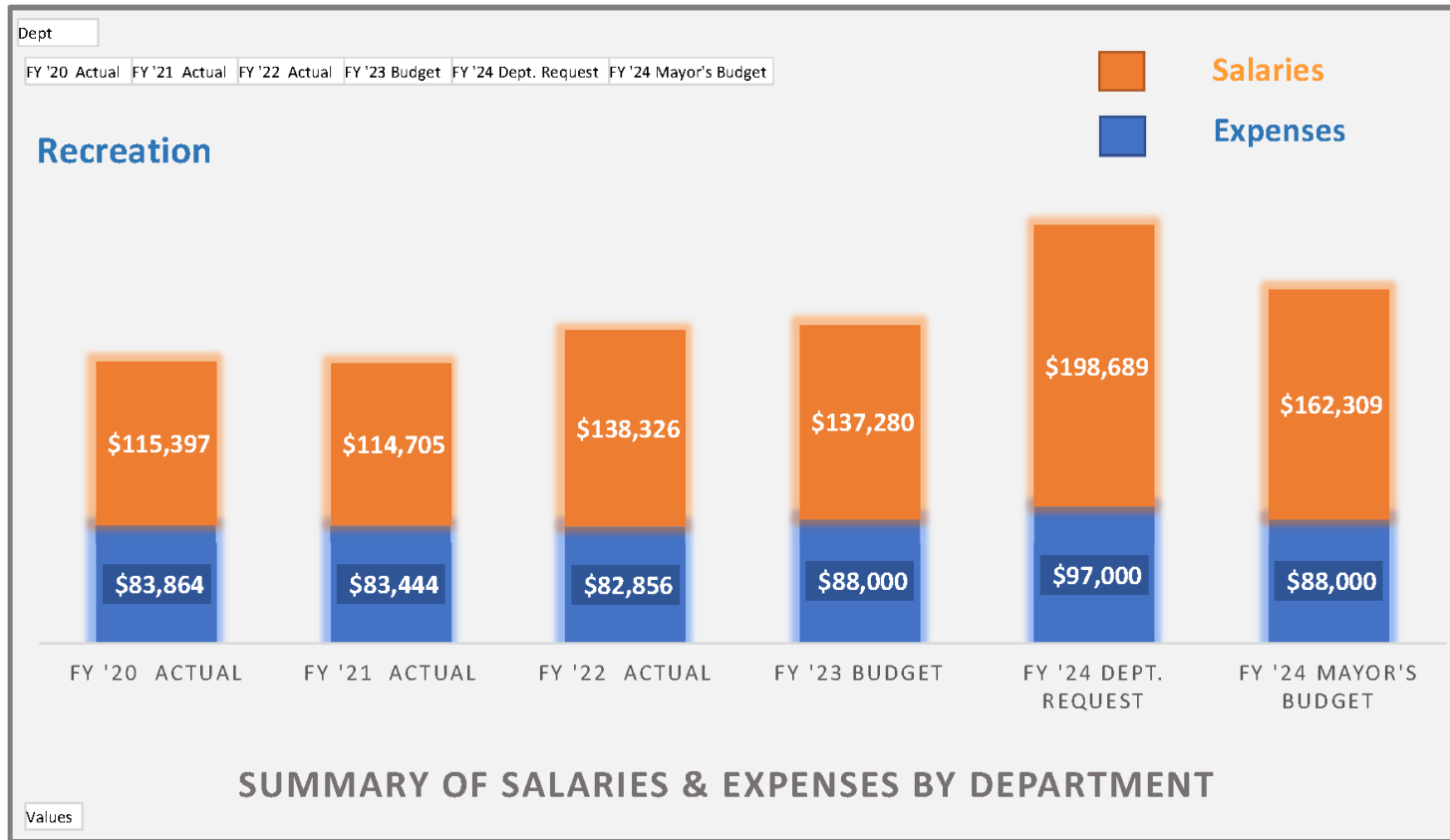


Recreation

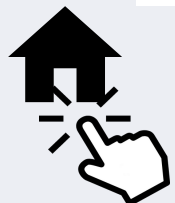
Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Laborer - NEW					
New	\$ -	0.0	\$ 65,520	0.0	\$ -
Rink Offset		0.0	\$ (49,140)	0.0	\$ -
Laborer - NEW Total	\$ -	0.0	\$ 16,380	0.0	\$ -
Laborer Supervisor - NEW					
New	\$ -	0.0	\$ 56,430	1.0	\$ 56,430
Rink Offset	\$ (10,000)	0.0	\$ (28,000)	0.0	\$ (48,000)
Laborer Supervisor - NEW Total	\$ (10,000)	0.0	\$ 28,430	1.0	\$ 8,430
Recreation Director					
Salary	\$ 57,082	1.0	\$ 57,082	1.0	\$ 57,082
Step Increase	\$ -	0.0	\$ 5,189	0.0	\$ 5,189
Recreation Director Total	\$ 57,082	1.0	\$ 62,271	1.0	\$ 62,271
Skilled Laborer					
Salary	\$ 43,180	1.0	\$ 46,608	1.0	\$ 46,608
Skilled Laborer Total	\$ 43,180	1.0	\$ 46,608	1.0	\$ 46,608
Lifeguard/Park					
Salary	\$ 30,000	0.0	\$ 45,000	0.0	\$ 45,000
Lifeguard/Park Total	\$ 30,000	0.0	\$ 45,000	0.0	\$ 45,000
Grand Total	\$ 120,262	2.0	\$ 198,689	3.0	\$ 162,309



Recreation

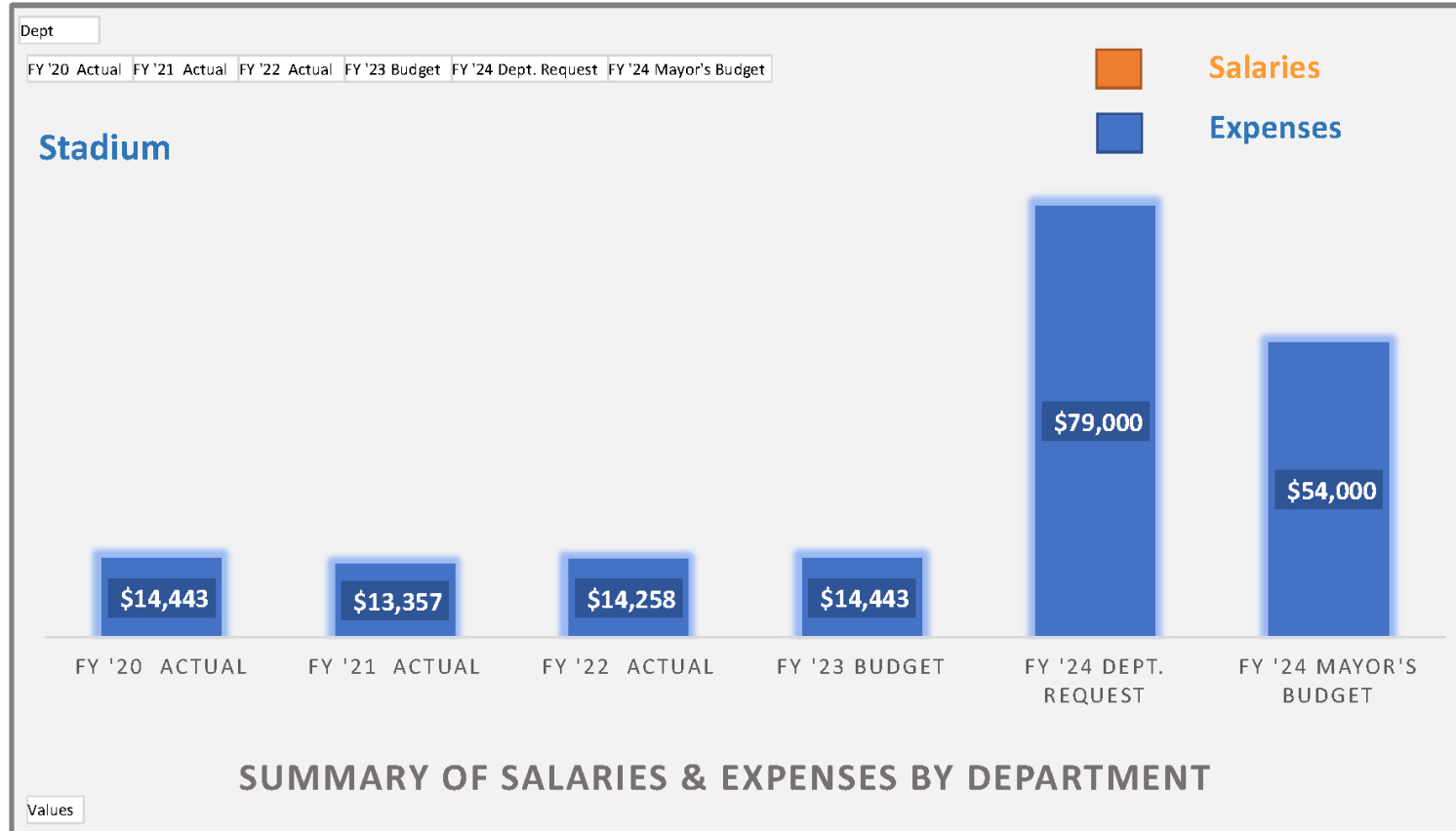


	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 225,280	\$ 295,689	31.25%	\$ 70,409	\$ 250,309	11.11%	\$ 25,029



Stadium

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5211: Stadium-Electricity	\$ 8,316	\$ 8,149	\$ 9,856	\$ 8,774	\$ 9,327	\$ 17,000	\$ 13,000	\$ (4,000)
5212: Stadium-Heat	\$ 6,127	\$ 5,208	\$ 4,402	\$ 5,246	\$ 5,116	\$ 12,000	\$ 6,000	\$ (6,000)
5248: Other Mun Bldgs Maint	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50,000	\$ 35,000	\$ (15,000)
Grand Total	\$ 14,443	\$ 13,357	\$ 14,258	\$ 14,019	\$ 14,443	\$ 79,000	\$ 54,000	\$ (25,000)



The FY 2024 Stadium budget adds \$35,000 so local youth sports programs will no longer need to pay field rental fees for maintenance and upkeep.

Library

MISSION STATEMENT

The Haverhill Public Library is the institution in the city that connects our community to lifelong learning and enrichment.



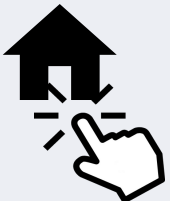
VISION STATEMENT

The Haverhill Public Library serves as a focal point of our community, meeting the lifelong learning needs of all people. That Library provides exceptional service, materials, and programs to meet those informational, recreational, and cultural needs.



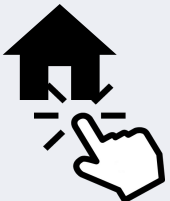
Library

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 - 22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5110: Library-Salaries & Wages	\$ 1,009,205	\$ 1,061,454	\$ 1,164,563	\$ 1,078,407	\$ 1,286,878	\$ 1,442,990	\$ 1,445,507	\$ 2,517
5130: Library-Overtime	\$ 25,018	\$ 25,321	\$ 30,813	\$ 27,051	\$ 30,000	\$ 30,000	\$ 30,000	\$ -
5132: Library - Shift Differential	\$ 4,755	\$ 850	\$ 7,471	\$ 4,359	\$ 7,500	\$ 7,500	\$ 7,500	\$ -
5151: Library-Longevity	\$ 6,100	\$ 6,100	\$ 8,100	\$ 6,767	\$ 9,925	\$ 12,100	\$ 12,100	\$ -
5191: Library-Professional Devel	\$ 9,600	\$ 9,300	\$ 8,250	\$ 9,050	\$ 9,300	\$ 13,000	\$ 13,000	\$ -
5210: Library-Utilities	\$ 103,168	\$ 84,631	\$ 94,723	\$ 94,174	\$ 112,500	\$ 120,000	\$ 110,000	\$ (10,000)
5240: Repairs & Maint. Office Equipment	\$ 6,268	\$ 7,911	\$ 13,714	\$ 9,298	\$ 11,000	\$ 11,000	\$ 11,000	\$ -
5248: Library-Bldg & Grounds Service	\$ 75,076	\$ 83,791	\$ 82,271	\$ 80,379	\$ 86,700	\$ 86,700	\$ 86,700	\$ -
5311: Information Technology Services	\$ 3,985	\$ 4,443	\$ 3,970	\$ 4,133	\$ 4,500	\$ 4,500	\$ 4,500	\$ -
5340: Library-Communications	\$ 3,275	\$ 3,116	\$ 2,962	\$ 3,118	\$ 3,750	\$ 3,750	\$ 3,750	\$ -
5341: Library-Postage	\$ 2,179	\$ 1,065	\$ 2,639	\$ 1,961	\$ 4,100	\$ 4,100	\$ 4,100	\$ -
5420: Library-Office Supplies	\$ 3,274	\$ 3,976	\$ 4,664	\$ 3,971	\$ 4,000	\$ 4,000	\$ 4,000	\$ -
5430: Repairs Maint. Supplies	\$ 14,955	\$ 16,599	\$ 19,393	\$ 16,982	\$ 20,000	\$ 20,000	\$ 20,000	\$ -
5480: Library - Vehicular Supplies	\$ 45	\$ 41	\$ 188	\$ 91	\$ 300	\$ 300	\$ 300	\$ -
5691: Library Consortium	\$ 75,657	\$ 75,657	\$ 75,657	\$ 75,657	\$ 84,028	\$ 85,845	\$ 85,845	\$ -
5780: Library-Other	\$ 10,000	\$ -	\$ -	\$ 3,333	\$ -	\$ -	\$ -	\$ -
5791: Library-Circulation System	\$ 13,932	\$ 18,601	\$ 19,599	\$ 17,377	\$ 24,660	\$ 24,660	\$ 24,660	\$ -
5792: Library-Outreach Delivery	\$ 28,476	\$ 29,328	\$ 36,955	\$ 31,586	\$ 28,100	\$ 28,100	\$ 28,100	\$ -
Grand Total	\$ 1,394,968	\$ 1,432,185	\$ 1,575,932	\$ 1,467,695	\$ 1,727,241	\$ 1,898,545	\$ 1,891,062	\$ (7,483)



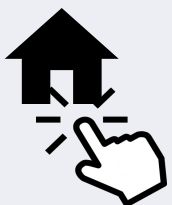
Library

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Administrative Assistant					
Salary	\$ 35,981	0.8	\$ 36,707	0.8	\$ 36,707
Administrative Assistant Total	\$ 35,981	0.8	\$ 36,707	0.8	\$ 36,707
Assistant Director					
Salary	\$ 77,500	1.0	\$ 79,050	1.0	\$ 79,050
Assistant Director Total	\$ 77,500	1.0	\$ 79,050	1.0	\$ 79,050
Business Manager					
Salary	\$ 53,309	1.0	\$ 54,375	1.0	\$ 54,375
Business Manager Total	\$ 53,309	1.0	\$ 54,375	1.0	\$ 54,375
Division Head					
Salary	\$ 342,983	6.5	\$ 377,440	7.0	\$ 377,440
Division Head Total	\$ 342,983	6.5	\$ 377,440	7.0	\$ 377,440
Head Archival					
Salary	\$ 63,500	1.0	\$ 66,163	1.0	\$ 66,163
Head Archival Total	\$ 63,500	1.0	\$ 66,163	1.0	\$ 66,163
Librarian I					
Salary	\$ 202,382	3.0	\$ 206,430	3.0	\$ 208,947
Librarian I Total	\$ 202,382	3.0	\$ 206,430	3.0	\$ 208,947

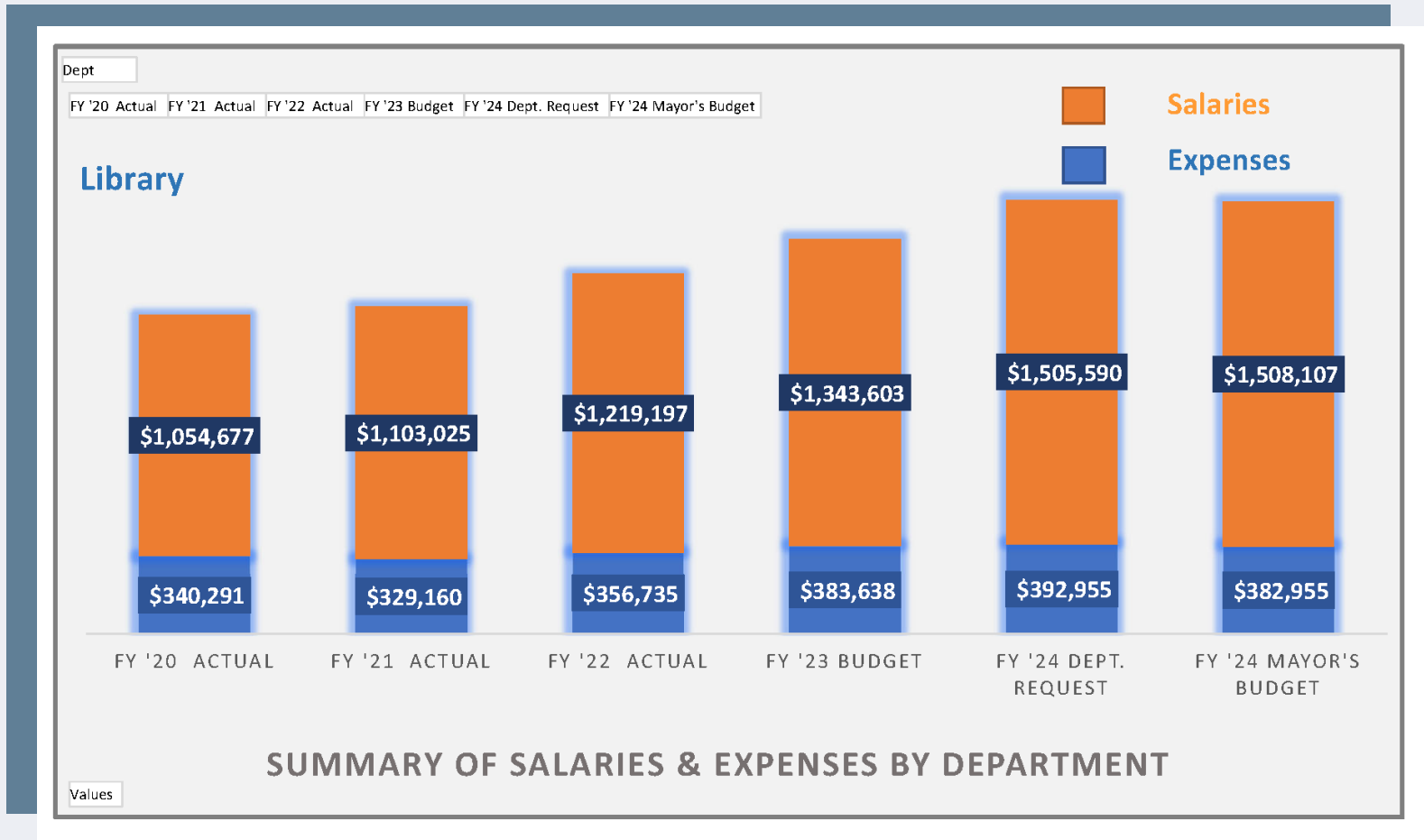


Library

Position	FY 23 Current Salary (including CBAs and COLAs)	FY 23 FTE Count	FY 24 Department Request	FY 24 FTE Count	FY 24 Mayor's Recommended Budget
Library Assistant					
Salary	\$ 143,946	3.0	\$ 149,226	3.0	\$ 149,226
Library Assistant Total	\$ 143,946	3.0	\$ 149,226	3.0	\$ 149,226
Library Clerk					
Salary	\$ 39,476	0.9	\$ 35,212	0.9	\$ 35,212
Library Clerk Total	\$ 39,476	0.9	\$ 35,212	0.9	\$ 35,212
Library Director					
Salary	\$ 114,240	1.0	\$ 116,525	1.0	\$ 116,525
Library Director Total	\$ 114,240	1.0	\$ 116,525	1.0	\$ 116,525
Library Page					
Salary	\$ 12,480	0.3	\$ 11,700	0.3	\$ 11,700
Library Page Total	\$ 12,480	0.3	\$ 11,700	0.3	\$ 11,700
Security					
Vendor	\$ 30,000	0.0	\$ 40,000	0.0	\$ 40,000
Security Total	\$ 30,000	0.0	\$ 40,000	0.0	\$ 40,000
Systems Admin.					
Salary	\$ 48,818	0.8	\$ 49,794	0.8	\$ 49,794
Systems Admin. Total	\$ 48,818	0.8	\$ 49,794	0.8	\$ 49,794
Tech. Assistant					
Salary	\$ 213,277	5.0	\$ 220,368	5.0	\$ 220,368
Tech. Assistant Total	\$ 213,277	5.0	\$ 220,368	5.0	\$ 220,368
Grand Total	\$ 1,377,892	24.2	\$ 1,442,990	24.7	\$ 1,445,507



Library

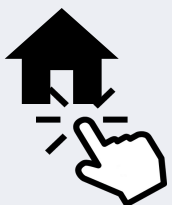
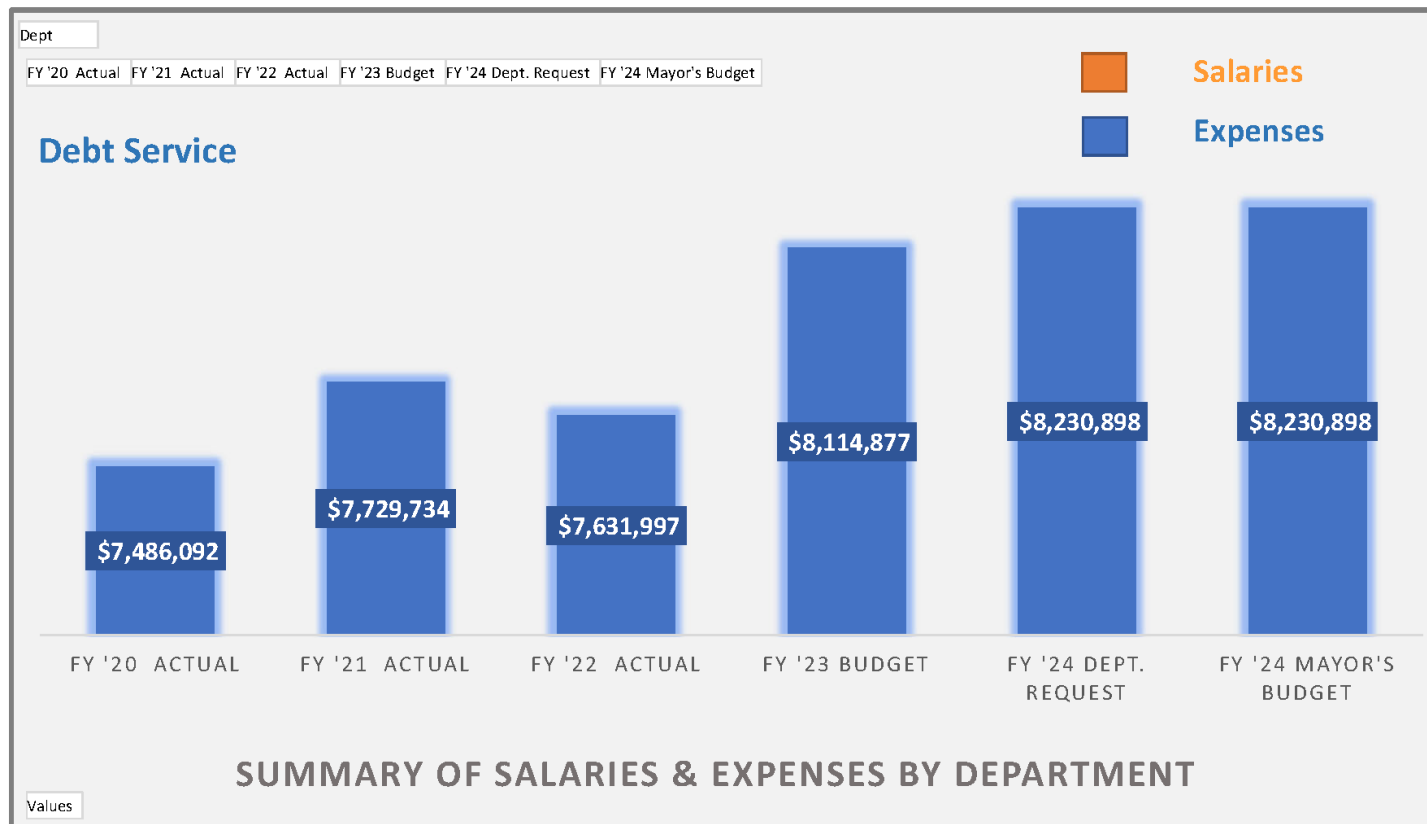


	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 1,727,241	\$ 1,898,545	9.92%	\$ 171,304	\$ 1,891,062	9.48%	\$ 163,821

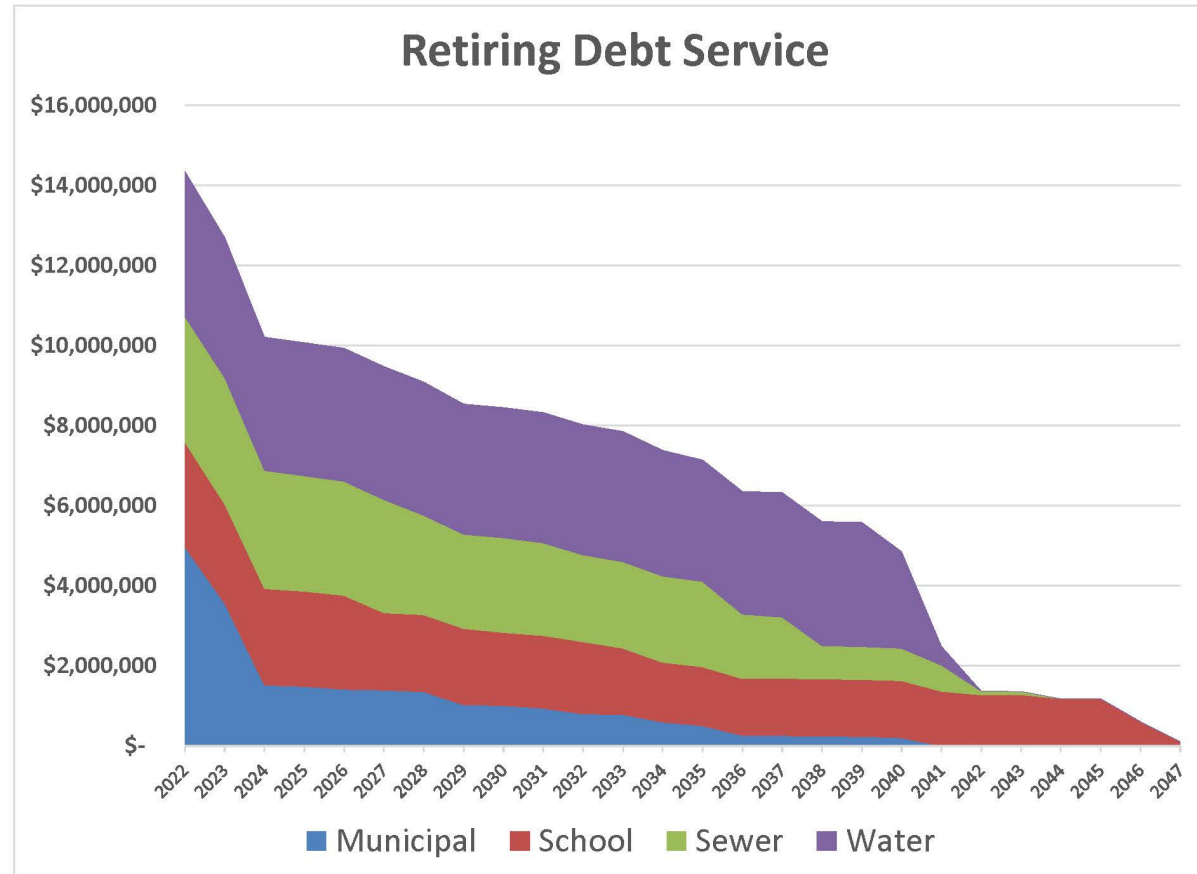


Debt Services

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5308: Debt Underwriter	\$ 10,720	\$ 22,932	\$ 9,132	\$ 14,262	\$ 25,000	\$ 35,000	\$ 35,000	\$ -
5910: Debt-Principal on Long Term Debt	\$ 5,421,736	\$ 5,838,511	\$ 5,944,710	\$ 5,734,986	\$ 6,202,785	\$ 6,258,531	\$ 6,258,531	\$ -
5915: Debt-Interest on Long Term Debt	\$ 1,806,483	\$ 1,735,633	\$ 1,600,593	\$ 1,714,236	\$ 1,712,092	\$ 1,862,367	\$ 1,862,367	\$ -
5925: Debt-Interest on Short Term Debt	\$ 247,153	\$ 132,658	\$ 77,562	\$ 152,458	\$ 175,000	\$ 75,000	\$ 75,000	\$ -
Grand Total	\$ 7,486,092	\$ 7,729,734	\$ 7,631,997	\$ 7,615,941	\$ 8,114,877	\$ 8,230,898	\$ 8,230,898	\$ -



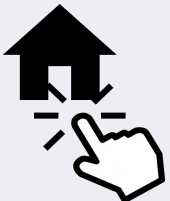
Retiring Debt Presentation



The city has been approved for an MSBA grant to help fund the new Consentino Middle School. The city expects to receive approximately \$82M from MSBA towards the estimated \$159.9M project. The city intends to borrow the remaining \$77.9M within the next few years.

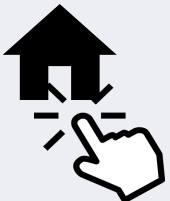
City Departments Outstanding Debt

Project Name	Borrowing Amount Issued	Balance at 06/30/23
Aerial Bucket Truck (ISQ)	\$ 195,000	\$ 105,000
Bridge Repairs (ISQ)	\$ 205,000	\$ 110,000
Citizen Center Improvements (ISQ)	\$ 638,000	\$ 320,000
City Hall Boiler Replacement (I)	\$ 500,000	\$ 410,000
Cur Ref of 11 1 09 Fire Station (I)	\$ 28,000	\$ 1,950
Cur Ref of 11 1 09 Ladder Truck (I)	\$ 138,000	\$ 9,500
Cur Ref of 11 1 09 Willow Ave. Drainage (I)	\$ 97,261	\$ 16,000
Dock Improvements (ISQ)	\$ 100,000	\$ 35,000
DPW One Ton Truck (I)	\$ 63,000	\$ 40,000
East Broadway Bridge Repairs (ISQ)	\$ 400,000	\$ 210,000
Fire Pumper Truck (ISQ)	\$ 508,900	\$ 280,000
Fire Rescue Truck (I)	\$ 700,000	\$ 620,000
Fire Truck (I)	\$ 1,025,000	\$ 910,000
Fire Truck (ISQ)	\$ 680,000	\$ 320,000
MCWT CWP-10-23 (O)	\$ 3,636,820	\$ 1,564,960
MCWT CWP-12-14 (I)	\$ 5,176,671	\$ 2,469,844
MWPAT CW-00-54A (I)	\$ 675,579	\$ 90,000
MWPAT CW-00-54B (O)	\$ 1,500,000	\$ 300,000
MWPAT CW-00-54C (O)	\$ 300,000	\$ 59,917
MWPAT CW-06-38 (O)	\$ 575,500	\$ 258,103
MWPAT CW-08-28 (I)	\$ 743,851	\$ 333,607
MWPAT CW-08-28-A (O)	\$ 71,925	\$ 35,417
Police Fleet Maintenance Facility (ISQ)	\$ 900,000	\$ 665,000
Police Radio System (I)	\$ 1,389,275	\$ 775,000
Police Station Repairs (I)	\$ 1,172,700	\$ 990,000
Police Station Repairs (ISQ)	\$ 350,000	\$ 260,000
Skating Rink Roof (ISQ)	\$ 325,000	\$ 135,000
Streetlight Replacement (I)	\$ 495,100	\$ 380,000
Trinity Stadium (ISQ)	\$ 350,000	\$ 260,000
Grand Total	\$ 22,940,582	\$ 11,964,298



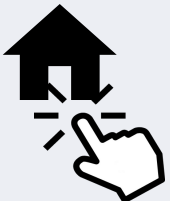
School Department Outstanding Debt

Project Name	Borrowing Amount Issued	Balance at 06/30/23
2011 Series A (SQ) -New Money - School 2 (ISQ)	\$ 1,500,000	\$ 800,000
Boiler Replacement Hunking, Tilton, Whittier(ISQ)	\$ 640,000	\$ 111,000
Green Communities School Remodeling (O)	\$ 1,568,450	\$ 1,365,000
High School Pool Building Repair (I)	\$ 170,000	\$ 150,000
High School Remodel (ISQ)	\$ 8,203,000	\$ 1,604,750
High School Remodeling I (ISQ)	\$ 1,081,701	\$ 855,000
High School Remodeling II (ISQ)	\$ 311,299	\$ 245,000
High School Track (I)	\$ 578,100	\$ 455,000
Hunking Middle School (OESQ)	\$ 10,000,000	\$ 8,605,000
Hunking Middle School I (OESQ)	\$ 8,775,100	\$ 7,935,100
Hunking Middle School II (OESQ)	\$ 1,874,900	\$ 1,704,900
Hunking School Feasibility (OSQ)	\$ 284,000	\$ 215,000
Pool Building (I)	\$ 400,000	\$ 340,000
School Remodeling (ISQ)	\$ 400,000	\$ 220,000
Series A (SQ) -New Money - School 1 (ISQ)	\$ 387,705	\$ 210,000
Series A (SQ) -New Money - School 2 (ISQ)	\$ 112,295	\$ 60,000
Softball Field Construction (I)	\$ 1,838,850	\$ 1,360,000
Whittier School (I)	\$ 500,000	\$ 425,000
Grand Total	\$ 38,625,400	\$ 26,660,750



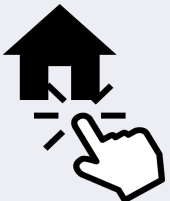
Wastewater Outstanding Debt

Project Name	Borrowing Amount Issued	Balance at 06/30/23
Cur Ref of 11 1 09 Sewer (I)	\$ 66,500	\$ 56,800
Flood Control Improvements (ISQ)	\$ 95,000	\$ 85,000
Marsh Ave. Sewer Repairs (I)	\$ 450,000	\$ 425,000
MCWT CW-14-18 revised	\$ 2,326,243	\$ 2,193,403
MCWT CW-17-14 (I)	\$ 7,108,944	\$ 6,802,744
MCWT CW-19-12 (I)	\$ 1,469,490	\$ 1,403,093
MCWT CWP-14-15 revised	\$ 6,518,372	\$ 6,146,142
MWPAT CW-02-10 (I)	\$ 10,000	\$ 5,000
MWPAT CW-02-11 (I)	\$ 54,759	\$ 28,990
MWPAT CW-02-11A (I)	\$ 28,902	\$ 14,594
MWPAT CW-03-34 (I)	\$ 6,490,000	\$ 6,095,000
MWPAT CW-04-09 (I)	\$ 1,367,927	\$ 1,105,175
MWPAT CW-05-06 (O)	\$ 738,674	\$ 621,634
MWPAT CW-05-17 (I) Original	\$ 488,962	\$ 438,877
MWPAT CW-09-05 (I) Revised	\$ 585,725	\$ 525,543
Sewer - Lake St. & Water St. (ISQ)	\$ 265,000	\$ 250,000
Sewer CSO (I)	\$ 405,000	\$ 380,000
Sewer Phase II CSO Control Plan I (ISQ)	\$ 595,000	\$ 560,000
Sewer Phase II CSO Control Plan II (ISQ)	\$ 235,000	\$ 220,000
Sewer System (I)	\$ 1,980,000	\$ 1,870,000
Sewer System Cleaning Truck (I)	\$ 360,000	\$ 320,000
Wastewater Treatment Facility (I)	\$ 1,765,000	\$ 1,680,000
Grand Total	\$ 33,404,498	\$ 31,226,995



Water Outstanding Debt

	Data	
Project Name	Borrowing Amount Issued	Balance at 06/30/23
MCWT DW-05-10-A (O)	\$ 1,139,912	\$ 1,047,061
MCWT DWP-16-05 (O)	\$ 7,573,515	\$ 7,200,488
MCWT DWP-16-05-A (O)	\$ 28,551,797	\$ 27,238,715
MCWT DWP-16-07 (O)	\$ 2,199,848	\$ 2,091,496
MCWT DWP-18-06 (O)	\$ 7,147,421	\$ 6,839,564
Merrimack Riverbank Restoration (I)	\$ 630,000	\$ 580,000
MWPAT DW-05-10 (O) Revised	\$ 392,670	\$ 330,454
Water Distribution System (O)	\$ 455,000	\$ 425,000
Water System Protection Land Acq (O)	\$ 255,000	\$ 240,000
Grand Total	\$ 48,345,163	\$ 45,992,778



State Assessments (Cherry Sheet)

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5631: State-Special Education	\$ 47,758	\$ 61,142	\$ 71,053	\$ 59,984	\$ 77,160	\$ 48,662	\$ 48,662	\$ -
5639: State-Mosquito Control	\$ 128,697	\$ 136,403	\$ 140,602	\$ 135,234	\$ 144,859	\$ 148,317	\$ 148,317	\$ -
5640: State-Air Pollution Control Districts	\$ 17,110	\$ 17,586	\$ 18,107	\$ 17,601	\$ 19,010	\$ 19,743	\$ 19,743	\$ -
5646: State-RMV Non-Renewal Surcharge	\$ 103,620	\$ 119,900	\$ 126,140	\$ 116,553	\$ 126,140	\$ 100,280	\$ 100,280	\$ -
5663: State-Regional Transit Authorities	\$ 692,702	\$ 726,605	\$ 829,355	\$ 749,554	\$ 850,089	\$ 871,341	\$ 871,341	\$ -
5668: State-School Choice	\$ 1,043,786	\$ 931,026	\$ 929,378	\$ 968,063	\$ 1,010,851	\$ 1,066,761	\$ 1,066,761	\$ -
5670: State-Charter School Charges	\$ 4,363,589	\$ 4,693,308	\$ 5,594,548	\$ 4,883,815	\$ 6,113,639	\$ 6,613,355	\$ 6,613,355	\$ -
Grand Total	\$ 6,397,262	\$ 6,685,970	\$ 7,709,183	\$ 6,930,805	\$ 8,341,748	\$ 8,868,459	\$ 8,868,459	\$ -

Special Education Assessment: The purpose is to partially reimburse the state for providing special needs education to children enrolled in state hospital schools.

State Mosquito Control: The purpose is to assess municipalities for the costs of mosquito control services.

State Air Pollution Control Districts: The purpose is to assess municipalities for a portion of the costs incurred by the Department of Environmental Protection in monitoring air pollution levels and enforcing air quality standards at industrial, commercial, and institutional facilities.

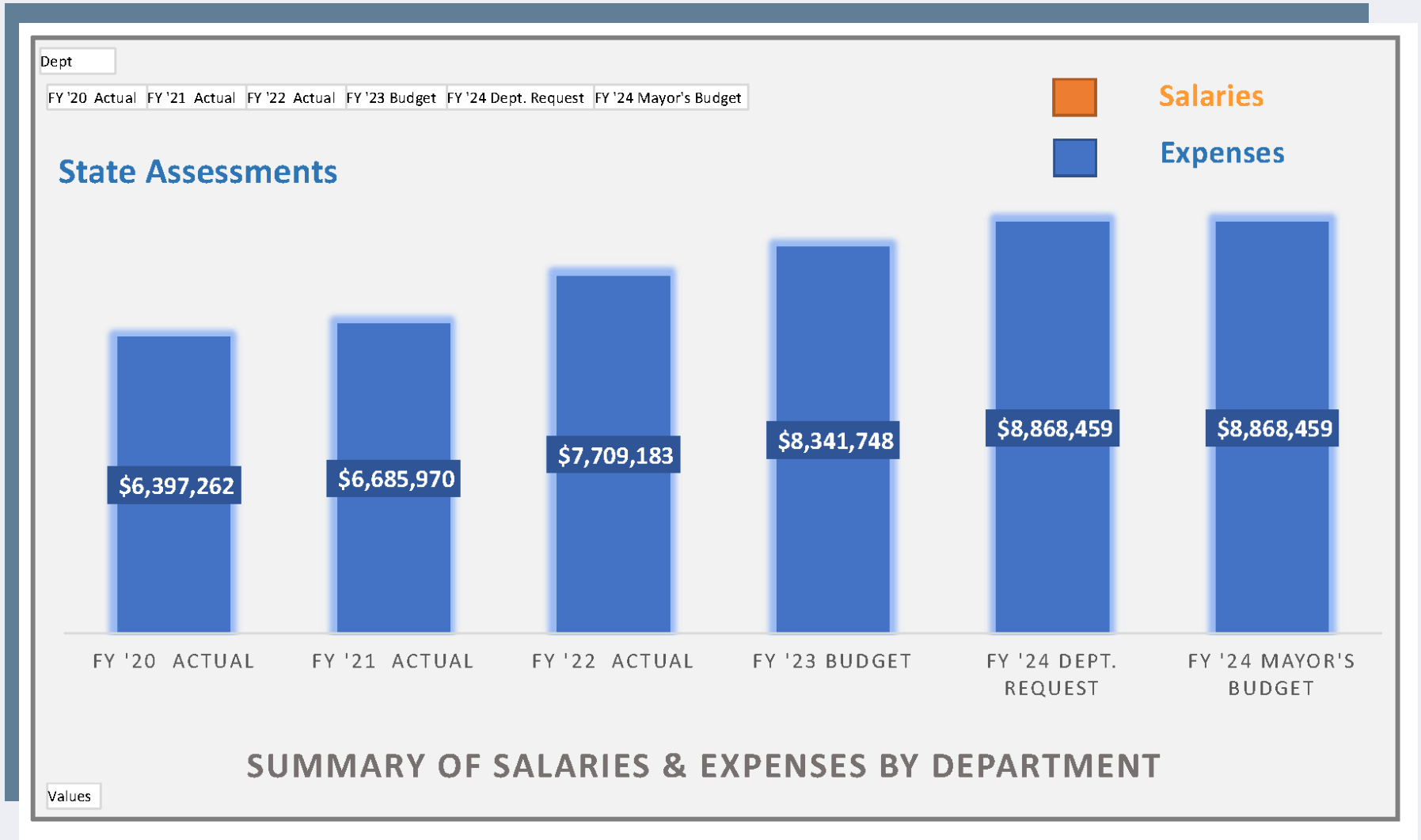
State Non-Renewal Surcharge: The purpose is to reimburse the Registry of Motor Vehicles for "marking" a license or registration for non-renewal due to: 1. non-payment of parking violations 2. non-payment of motor vehicle excise 3. non-payment of abandoned vehicle costs

State Regional Transit Authorities: The purpose is to assess municipalities in order to provide for a system of regional transportation authorities to develop, finance, and contract for the operation of transportation facilities and service outside the Metropolitan Boston area.

State School Choice: The purpose is to assess the sending municipality or regional school district for pupils attending another school district under school choice.

State Charter School Charges: The purpose is to assess the sending municipality or regional school district for pupils attending charter schools.

State Assessments (Cherry Sheet)



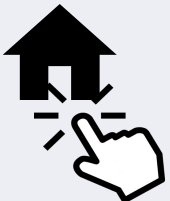
The FY 2024 state assessments to the city have increased by 6.3%. Local unrestricted general government aid (UGGA) is only proposed to increase by 1.6%.



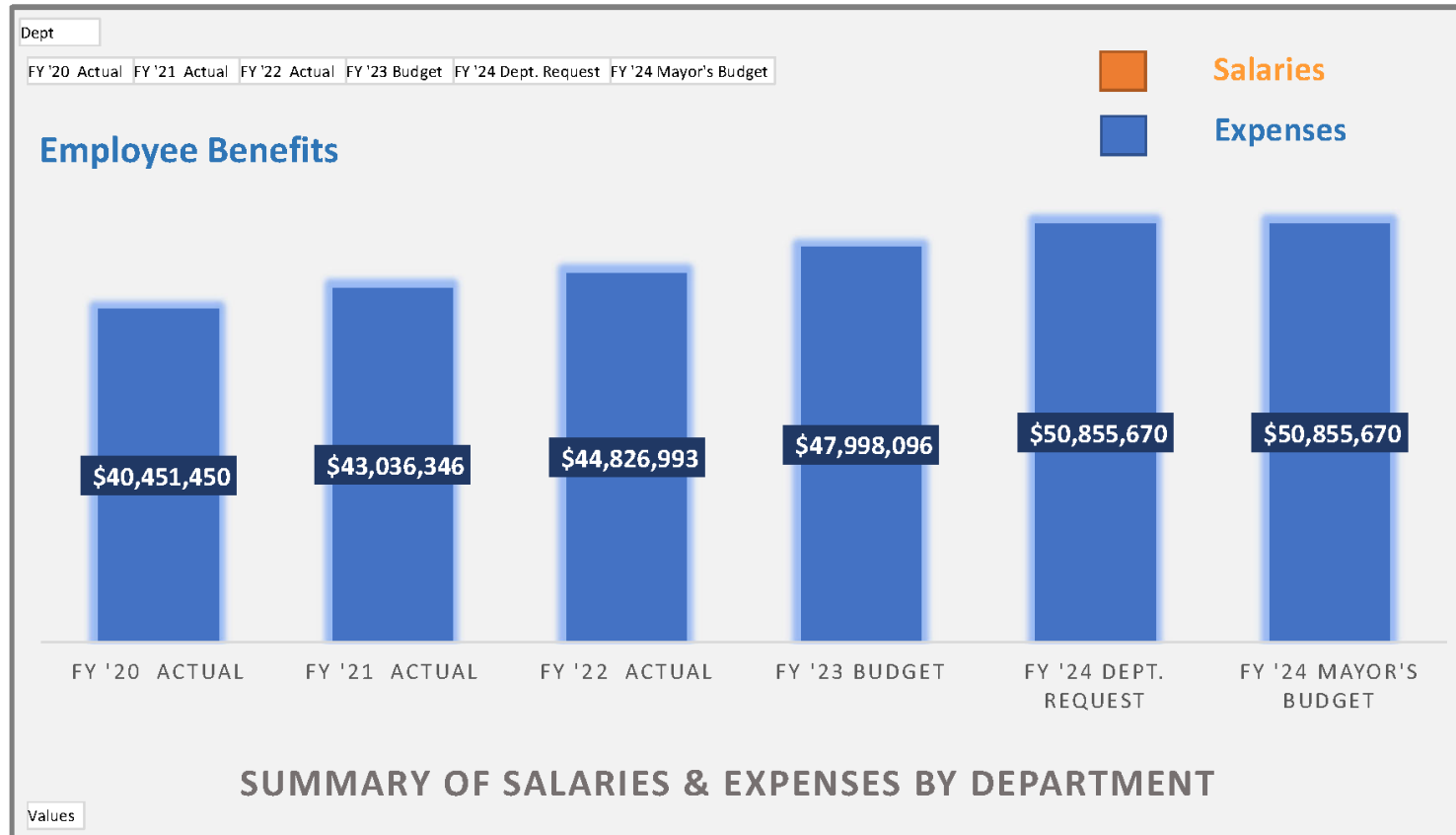
Employee Benefits

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5152: Benefits-Sick Leave Bank	\$ 69,731	\$ 206,977	\$ 38,164	\$ 104,957	\$ 75,000	\$ 100,000	\$ 100,000	\$ -
5153: Benefits-Vacation Buy-Back	\$ 4,932	\$ 7,791	\$ 28,411	\$ 13,711	\$ 51,000	\$ 51,000	\$ 51,000	\$ -
5160: Benefits-Injured on Duty Medical Claims	\$ 194,528	\$ 125,392	\$ 203,554	\$ 174,491	\$ 211,785	\$ 225,000	\$ 225,000	\$ -
5162: Benefits-Unemployment - School	\$ 163,101	\$ 348,177	\$ 76,089	\$ 195,789	\$ 199,500	\$ 450,000	\$ 450,000	\$ -
5163: Benefits-Workers Comp School	\$ 445,684	\$ 362,620	\$ 756,060	\$ 521,455	\$ 422,625	\$ 620,000	\$ 620,000	\$ -
5170: Benefits-Group Insurance	\$ 11,236,255	\$ 11,801,754	\$ 12,125,797	\$ 11,721,269	\$ 12,650,243	\$ 13,793,977	\$ 13,793,977	\$ -
5170: Benefits-School Group Insurance	\$ 8,550,312	\$ 9,290,774	\$ 9,793,403	\$ 9,211,496	\$ 11,308,832	\$ 11,933,060	\$ 11,933,060	\$ -
5171: Benefits-Pension Assessment	\$ 18,034,591	\$ 18,715,885	\$ 19,649,956	\$ 18,800,144	\$ 21,173,486	\$ 21,646,740	\$ 21,646,740	\$ -
5172: Benefits-Unemployment Insurance	\$ 8,695	\$ 79,813	\$ 19,791	\$ 36,100	\$ 10,300	\$ 40,000	\$ 40,000	\$ -
5173: Benefits-Workers Comp City	\$ 203,938	\$ 334,623	\$ 348,556	\$ 295,706	\$ 135,705	\$ 185,000	\$ 185,000	\$ -
5175: Benefits-Medicare	\$ 1,473,627	\$ 1,523,989	\$ 1,692,874	\$ 1,563,497	\$ 1,535,872	\$ 1,710,893	\$ 1,710,893	\$ -
5177: Benefits-Retiree Medical Claims	\$ 64,268	\$ 238,551	\$ 94,338	\$ 132,385	\$ 221,708	\$ 100,000	\$ 100,000	\$ -
5740: Benefits-Long Term Disability Ins	\$ 1,788	\$ -	\$ -	\$ 596	\$ 2,040	\$ -	\$ -	\$ -
Grand Total	\$ 40,451,450	\$ 43,036,346	\$ 44,826,993	\$ 42,771,596	\$ 47,998,096	\$ 50,855,670	\$ 50,855,670	\$ -

The city's health benefits have increased on average 6% in the past year with a resulting budget increase of \$1.7M. Additionally, workers compensation insurance and unemployment benefits have almost doubled in the past twelve months.



Employee Benefits



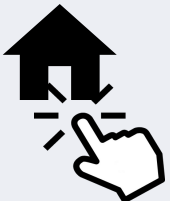
	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 47,998,096	\$ 50,855,670	5.95%	\$ 2,857,574	\$ 50,855,670	5.95%	\$ 2,857,574



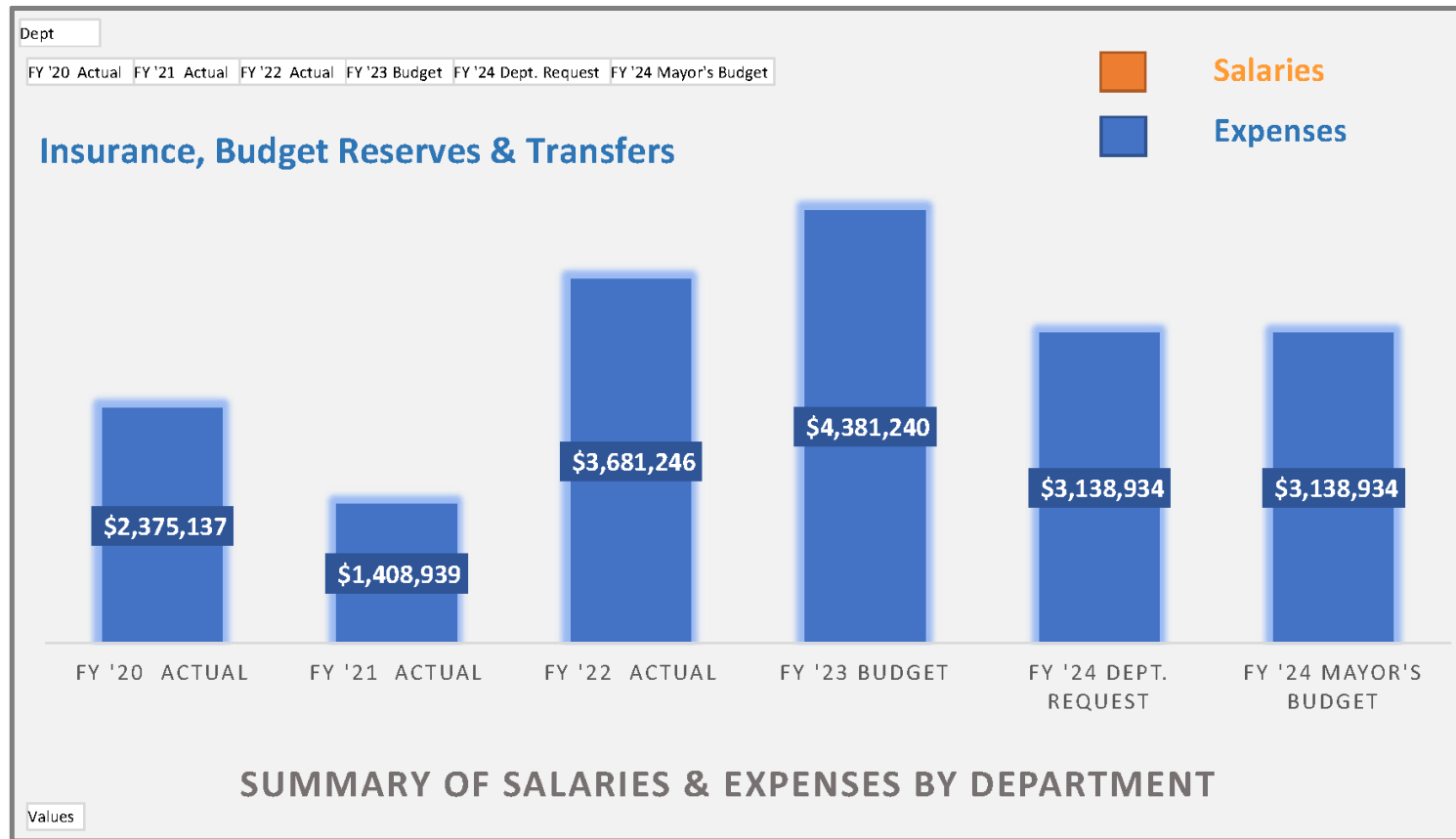
Insurance, Budget Reserves & Transfers

Account	FY '20 Actual	FY '21 Actual	FY '22 Actual	3 Year Average [FY 20 -22]	FY '23 Budget	FY '24 Department Request	FY 24 Mayor's Budget	Mayor's Budget to Dept Request \$ Change
5101: Fire Dept. -Budget Salary Reserves				\$ -	\$ 369,120	\$ -	\$ -	\$ -
5101: Other-Budget Salary Reserves	\$ -	\$ -	\$ -	\$ -	\$ 1,310,052	\$ 448,697	\$ 448,697	\$ -
5740: Liability Insurance Premiums	\$ 646,645	\$ 735,015	\$ 826,840	\$ 736,167	\$ 709,823	\$ 945,801	\$ 945,801	\$ -
5796: Deficits (Snow & Ice)	\$ -	\$ -	\$ -	\$ -	\$ 629,191	\$ 629,191	\$ 629,191	\$ -
5799: Other-Budget Reserve	\$ -	\$ -	\$ -	\$ -	\$ 615,245	\$ 615,245	\$ 615,245	\$ -
5961: Transfer to General Fund	\$ -	\$ -	\$ 24,000	\$ 8,000	\$ -	\$ -	\$ -	\$ -
5963: Transfer to Capital Projects	\$ 1,728,492	\$ 673,924	\$ 501,204	\$ 967,873	\$ 26,000	\$ 100,000	\$ 100,000	\$ -
5964: Transfer to Trust	\$ -	\$ -	\$ 2,329,202	\$ 776,401	\$ 250,000	\$ -	\$ -	\$ -
5998: Overlay (Overlay)	\$ -	\$ -	\$ -	\$ -	\$ 471,809	\$ 400,000	\$ 400,000	\$ -
Grand Total	\$ 2,375,137	\$ 1,408,939	\$ 3,681,246	\$ 2,488,441	\$ 4,381,240	\$ 3,138,934	\$ 3,138,934	\$ -

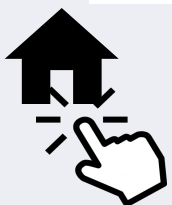
The city funds the annual snow and ice removal costs using a combination of reserves above [5796 & 5799] and a level funded snow and ice budget. The "Other" salary reserve account [5101] has been established to fund unsettled collective bargaining agreements and non-union COLAs. The overlay account [5998] is used to fund real and personal property tax abatements. The capital projects account [5963] is used to fund small capital needs throughout the year.



Insurance, Budget Reserves & Transfers

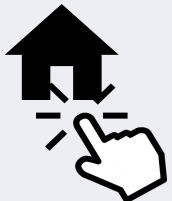


	FY 2023 Budget	FY 2024 Dept Request	FY 2024 Dept % Change from FY 23 Budget	FY 2024 Dept \$ Change from FY 23 Budget	FY 2024 Mayor Budget	Mayor's Budget % Change from FY 23 Budget	Mayor's Budget \$ Change from FY 23 Budget
Total Department	\$ 4,381,240	\$ 3,138,934	-90.67%	\$ (1,242,306)	\$ 3,138,934	-90.67%	\$ (1,242,306)



Summary of General Fund Appropriations

Row Labels	Fiscal Year 2020 Actual	Fiscal Year 2021 Actual	Fiscal Year 2022 Actual	Fiscal Year 2023 Budget	Fiscal Year 24 Mayor Budget	FY 24 to FY 23 Budget % Change
Total - Assessors	\$ 332,034	\$ 343,275	\$ 376,247	\$ 530,430	\$ 445,889	-15.94%
Total - Auditor's Office	\$ 362,580	\$ 383,967	\$ 447,517	\$ 451,179	\$ 472,894	4.81%
Total - Benefits	\$ 40,451,450	\$ 43,036,346	\$ 44,826,993	\$ 47,998,096	\$ 50,855,670	5.95%
Total - Building Inspections	\$ 285,131	\$ 304,248	\$ 275,367	\$ 347,994	\$ 446,385	28.27%
Total - Building Maint.	\$ 299,422	\$ 352,854	\$ 324,366	\$ 363,500	\$ 435,319	19.76%
Total - Citizens Center	\$ 371,374	\$ 356,346	\$ 444,024	\$ 431,398	\$ 476,005	10.34%
Total - City Clerk	\$ 431,148	\$ 472,949	\$ 509,497	\$ 547,874	\$ 732,862	33.76%
Total - City Council	\$ 186,125	\$ 192,515	\$ 192,689	\$ 200,508	\$ 224,420	11.93%
Total - Constituent Services	\$ 129,159	\$ 112,711	\$ 131,086	\$ 143,459	\$ 139,617	-2.68%
Total - Crossing Guards	\$ 95,000	\$ 95,000	\$ 95,000	\$ -	\$ -	0.00%
Total - Debt Service	\$ 7,486,092	\$ 7,729,734	\$ 7,631,997	\$ 8,114,877	\$ 8,230,898	1.43%
Total - Economic Dev	\$ 245,078	\$ 232,993	\$ 237,606	\$ 295,058	\$ 311,922	5.72%
Total - Fire	\$ 10,713,461	\$ 11,316,544	\$ 11,664,147	\$ 11,962,427	\$ 12,586,338	5.22%
Total - Health	\$ -	\$ -	\$ 27,905	\$ 100,850	\$ 248,071	145.98%
Total - Health Inspection	\$ 511,028	\$ 479,361	\$ 544,437	\$ 605,339	\$ 681,568	12.59%
Total - Highway	\$ 1,506,307	\$ 1,618,288	\$ 1,509,422	\$ 1,611,230	\$ 2,107,809	30.82%
Total - HR	\$ 289,709	\$ 338,759	\$ 289,162	\$ 341,827	\$ 405,419	18.60%
Total - Legal	\$ 280,027	\$ 276,164	\$ 280,378	\$ 258,927	\$ 277,490	7.17%
Total - Liability Insurance	\$ 646,645	\$ 735,015	\$ 826,840	\$ 709,823	\$ 945,801	33.24%
Total - Library	\$ 1,394,968	\$ 1,432,185	\$ 1,575,932	\$ 1,727,241	\$ 1,891,062	9.48%



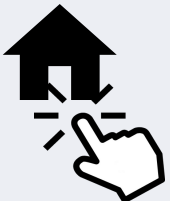
Summary of General Fund Appropriations

Row Labels	Fiscal Year 2020 Actual	Fiscal Year 2021 Actual	Fiscal Year 2022 Actual	Fiscal Year 2023 Budget	Fiscal Year 24 Mayor Budget	FY 24 to FY 23 Budget % Change
Total - Mayor's Office	\$ 370,871	\$ 391,795	\$ 395,020	\$ 387,691	\$ 473,698	22.18%
Total - MIS	\$ 492,043	\$ 707,300	\$ 678,104	\$ 907,817	\$ 967,415	6.56%
Total - Non-Budget Items	\$ -	\$ -	\$ -	\$ 1,101,000	\$ 1,029,191	-6.52%
Total - Other	\$ -	\$ -	\$ -	\$ 2,294,417	\$ 1,063,942	-53.63%
Total - Other Education Funding	\$ 12,500	\$ 15,000	\$ -	\$ 15,000	\$ 15,000	0.00%
Total - Outdoor Lighting	\$ 750,182	\$ 839,937	\$ 619,678	\$ 583,960	\$ 645,000	10.45%
Total - Parking	\$ 255,918	\$ 270,381	\$ 388,834	\$ 421,444	\$ 429,518	1.92%
Total - Parks	\$ 572,771	\$ 570,023	\$ 565,032	\$ 726,790	\$ 912,551	25.56%
Total - Police	\$ 12,404,281	\$ 13,189,400	\$ 13,442,447	\$ 14,801,495	\$ 15,209,045	2.75%
Total - Public Works Admin	\$ 96,852	\$ 91,752	\$ 78,634	\$ 141,857	\$ 99,824	-29.63%
Total - Purchasing	\$ 109,582	\$ 131,563	\$ 115,559	\$ 123,875	\$ 120,965	-2.35%
Total - Recreation	\$ 199,261	\$ 198,149	\$ 221,182	\$ 225,280	\$ 250,309	11.11%
Total - Refuse	\$ 4,670,479	\$ 4,894,973	\$ 5,498,823	\$ 5,581,584	\$ 5,821,934	4.31%
Total - Regional Schools	\$ 9,203,332	\$ 9,300,583	\$ 9,291,965	\$ 9,445,990	\$ 9,455,463	0.10%
Total - School Department	\$ 90,053,041	\$ 90,477,756	\$ 98,653,821	\$ 108,824,584	\$ 115,732,085	6.35%
Total - Senior Center	\$ 98,784	\$ 93,004	\$ 11,141	\$ 13,400	\$ 14,800	10.45%
Total - Snow & Ice	\$ 1,634,538	\$ 2,022,140	\$ 2,384,147	\$ 710,000	\$ 710,000	0.00%
Total - Stadium	\$ 14,443	\$ 13,357	\$ 14,258	\$ 14,443	\$ 54,000	273.88%
Total - State Assessments	\$ 6,397,262	\$ 6,685,970	\$ 7,709,183	\$ 8,341,748	\$ 8,868,459	6.31%
Total - Street Marking	\$ 73,032	\$ 105,918	\$ 87,293	\$ 112,483	\$ 112,483	0.00%
Total - Transfers	\$ 1,728,492	\$ 673,924	\$ 2,854,406	\$ 276,000	\$ 100,000	-63.77%
Total - Treasurer/Collector	\$ 595,387	\$ 669,374	\$ 646,486	\$ 672,821	\$ 680,330	1.12%
Total - Vehicle Maintenance	\$ 275,758	\$ 244,716	\$ 205,691	\$ 285,886	\$ 318,320	11.35%
Total - Veterans	\$ 864,653	\$ 677,686	\$ 636,399	\$ 855,081	\$ 704,542	-17.61%
Grand Total	\$ 196,890,198	\$ 202,073,954	\$ 216,708,713	\$ 233,606,681	\$ 245,704,313	5.18%



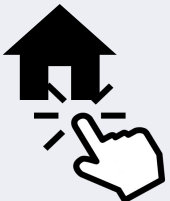
Position Summary

City-wide Positions	Fiscal Year 2023 FTEs	Fiscal Year 2024 FTEs	FTE Change.
311 Call Center	2.0	2.0	0.0
Account Clerk/Dispatcher	1.0	1.0	0.0
Administrative Assistant	5.1	5.1	0.0
Animal Control	1.0	1.0	0.0
Assessor	1.0	1.0	0.0
Assistant City Auditor	1.0	1.0	0.0
Assistant City Clerk	1.0	1.0	0.0
Assistant City Solicitor	0.5	0.5	0.0
Assistant Director	1.8	1.8	0.0
Assistant Treasurer	1.0	1.0	0.0
Building Craftsman	1.0	1.0	0.0
Building Inspector	1.0	1.0	0.0
Building Maintenance	2.0	2.0	0.0
Building Maintenance Coordinator	0.0	0.0	0.0
Building Maintenance Supervisor - REMOVE	0.5	0.0	-0.5
Business Manager	1.0	1.0	0.0
Capital Projects Manager - NEW	0.0	1.0	1.0
Chief Admin Clerk	1.0	1.0	0.0
Chief Administration	1.0	1.0	0.0
Chief Administrator Clerk	1.0	1.0	0.0
Chief Financial Officer/Auditor	1.0	1.0	0.0
Chief of Staff	1.0	1.0	0.0



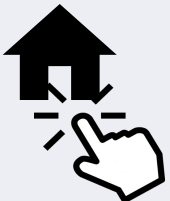
Position Summary

City-wide Positions	Fiscal Year 2023 FTEs	Fiscal Year 2024 FTEs	FTE Change.
Chief's Admin	1.0	1.0	0.0
City Clerk	1.0	1.0	0.0
City Councilor	9.0	9.0	0.0
City Councilor NEW	0.0	2.0	2.0
City Solicitor	1.0	1.0	0.0
Communications Director	1.0	1.0	0.0
Community Health Nurse	1.0	1.0	0.0
Compliance Inspector	1.5	1.5	0.0
Conservation Officer	0.8	0.8	0.0
Court Inspector	0.0	0.0	0.0
Crime Analyst/I	1.0	1.0	0.0
Custodian	1.0	1.0	0.0
Data Entry Operator	1.0	1.0	0.0
Deputy Chief	1.0	1.0	0.0
Deputy Director Head	1.0	1.0	0.0
Director	1.4	1.4	0.0
Director of Officers	1.0	1.0	0.0
Division Head	6.5	7.0	0.5
Domestic Violence	0.5	0.5	0.0
DPW Director	1.0	1.0	0.0
Driver	1.0	1.0	0.0
Electrical Inspestor	1.0	1.0	0.0
Fire Captain	5.0	5.0	0.0
Fire Chief	1.0	1.0	0.0
Fire Deputy Chief	5.0	5.0	0.0



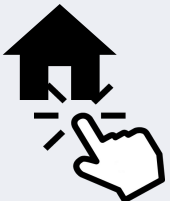
Position Summary

City-wide Positions	Fiscal Year 2023 FTEs	Fiscal Year 2024 FTEs	FTE Change.
Fire Lieutenant	22.0	22.0	0.0
Food Inspector	0.0	0.0	0.0
General Foreman	2.0	2.0	0.0
Groundswoker	2.0	2.0	0.0
Head Administration	5.0	5.0	0.0
Head Archival	1.0	1.0	0.0
Head Clerk	5.0	5.0	0.0
Head Clerk/Floater	5.0	5.0	0.0
Head Clerk/Records	3.0	3.0	0.0
HR Director	1.0	1.0	0.0
HR Technician	1.0	1.0	0.0
HR Technician - NEW	0.0	1.0	1.0
Human Services	0.5	0.5	0.0
Implementation Specialist - NEW	0.0	0.0	0.0
Inspector - NEW	0.0	1.0	1.0
IT Analyst	0.5	0.5	0.0
Laborer	1.0	1.0	0.0
Laborer - NEW	0.0	0.0	0.0
Laborer Supervisor - NEW	0.0	1.0	1.0
Lead Dispatcher	1.0	1.0	0.0
Librarian I	3.0	3.0	0.0
Library Assistant	3.0	3.0	0.0
Library Clerk	0.9	0.9	0.0
Library Director	1.0	1.0	0.0
Library Page	0.3	0.3	0.0



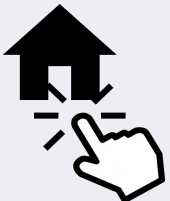
Position Summary

City-wide Positions	Fiscal Year 2023 FTEs	Fiscal Year 2024 FTEs	FTE Change.
Lifeguard/Park	0.0	0.0	0.0
Local Building Inspector	0.8	0.8	0.0
Maintenance	1.0	1.0	0.0
Mason	2.0	2.0	0.0
Master Mechanic	1.0	1.0	0.0
Mayor	1.0	1.0	0.0
ME Repairperson	1.0	1.0	0.0
Mechanic	1.0	1.0	0.0
Mechanical Inspector	0.0	0.0	0.0
MEO B&G	10.0	8.0	-2.0
MEO Groundswork	1.0	1.0	0.0
MEO L&H	2.0	2.0	0.0
MEO Laborer	1.0	3.0	2.0
MEO LHS	1.0	1.0	0.0
MEO LHS PW Laborer	1.0	1.0	0.0
MEO LHS Sr. Gro	1.0	1.0	0.0
MEO Repairperson	1.0	1.0	0.0
Motor Equipment	1.0	1.0	0.0
Office Manager	3.0	3.0	0.0
Part Time Recycling Center	1.0	1.0	0.0
Plumbing & Gas Inspector	1.0	1.0	0.0
Police Captain	3.0	3.0	0.0
Police Captain - NEW	0.0	0.0	0.0
Police Chief	1.0	1.0	0.0



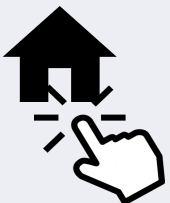
Position Summary

City-wide Positions	Fiscal Year 2023 FTEs	Fiscal Year 2024 FTEs	FTE Change.
Police Civilian Dispatch	11.0	11.0	0.0
Police Lieutenant	8.0	8.0	0.0
Police Officer	87.0	87.0	0.0
Police Sergeant	12.0	12.0	0.0
Principal Account Clerk	1.0	1.0	0.0
Private	65.0	65.0	0.0
Private - NEW	0.0	4.0	4.0
Program Coordinator	1.0	1.0	0.0
PT Position for Sheriffs Crews	0.0	0.0	0.0
Public Health Nurse	1.0	1.0	0.0
Purchasing Agent	1.0	1.0	0.0
Recreation Director	1.0	1.0	0.0
Sanitary Inspector	1.0	1.0	0.0
Sealer Weights	0.0	0.0	0.0
Senior Accountant	1.0	1.0	0.0
Senior Sanitary Inspector	2.8	2.8	0.0
Signal Maintainer	1.0	1.0	0.0
Skilled Laborer	1.0	1.0	0.0
Social Outreach	1.0	1.0	0.0
Solid Waste Manager	1.0	1.0	0.0
Sr. Animal Control	1.0	1.0	0.0
Sub Inspector - Building	0.0	0.0	0.0
Sub Inspector - Electrical	0.0	0.0	0.0
Sub Inspector - Plumbing / Gas	0.0	0.0	0.0
Systems Admin.	0.8	0.8	0.0
Tech. Assistant	5.0	5.0	0.0
Treasurer/Collector	1.0	1.0	0.0
Veterans Services Director	1.0	1.0	0.0
Waste Reduction	1.0	1.0	0.0
Welder/Mechanic	1.0	1.0	0.0
Working Foreman	5.0	5.0	0.0
Grand Total	377.1	387.0	10.0



Fiscal 2024 Capital

	2024
Highway	
Ch 90	
Infrastructure	
Paving Chapter 90	\$ 1,537,724
Land Sale Fund	
Facilities & Other Improvements	
Park Barn Rehabilitation	\$ 15,000
Infrastructure	
Parking Lots - Washington St / Wingate St	\$ 50,000
Replace bricks in downtown sidewalks	\$ 10,000
Winter Street & White Street Sidewalk Repair	\$ 250,000
Land & Land Improvements	
Shade Trees for Parks	\$ 25,000
Highway Total	\$ 1,887,724
Inspections	
Land Sale Fund	
Equipment	
Cell Phones & I-Pads - Inspections	\$ 20,000
Inspections Total	\$ 20,000



Fiscal 2024 Capital

	2024
IT	
Land Sale Fund	
Equipment	
Data Transformation - IT	\$ 63,880
Microsoft Tenant Consolidation - IT	\$ 83,564
Hardware Based Multi-Factor Authentication - IT	\$ 30,820
GIS Rework - IT	\$ 104,200
Wifi Overhaul - IT	\$ 31,120
Computer Software	
Active Directory Overhaul - IT	\$ 48,720
Operating Budget	
Equipment	
Desktop Hardware Refresh - IT	\$ 46,972
IT Total	\$ 409,276
Grand Total	\$ 2,317,000

The Mayor is funding a significant amount of capital using funds in the city's land sale account. The city intends to issue bonds in fiscal 2023 to fund Phase I of the Consentino Middle School project as well as secure permanent financing for the city hall retaining wall project, the Brandy Brow water system land protection and acquisition, and to fund a street sweeper and snow plowing truck for the Highway department.

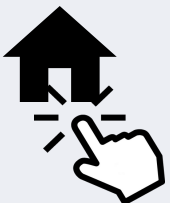
Budget Policies

Budget Policy 1: The city will develop balanced budgets in which current revenues (non-one-time) equal or exceed current expenditures; with the exception of revenue from budget policy 2.

Budget Policy 2: The city will not balance the budget by using one time revenues to fund ongoing expenditures. No more than 20% of a non-recurring revenue item may be used for ongoing expenditures.

Budget Policy 3: The city will not use budgetary procedures that balance the budget at the expense of meeting future year's expenses, such as: postponing or deferring expenditures, accruing future year revenues, or rolling over short-term debt.

The purpose of Budget Policies One, Two and Three is to prevent the use of procedures that appear to balance the budget at the expense of our future. Delaying building and equipment maintenance or postponing the cost of operations are two of the most common procedures used to artificially create the appearance of a balanced budget. These actions merely pass today's costs onto future taxpayers and residents, and these costs usually grow as they are deferred.

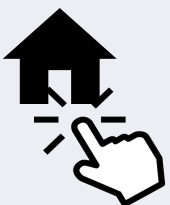


Budget Policies

Budget Policy One was developed to ensure that the city does not spend more than it receives in revenue in any one year and therefore does not degrade its overall financial condition. This ensures that the city does not “live beyond its means” and builds a structural deficit into its budget.

Budget Policy Two helps ensure that the city does not use one-time revenue to support ongoing operations. Simply put, this policy prevents the use of temporary funding to support ongoing needs. Such expenditures are considered inadvisable because the ongoing expenditure need will still exist after the non-recurring revenue disappears. Use of non-recurring revenue for recurring purposes only delays appropriate action to correct what would otherwise be a budget imbalance.

Budget Policy Three prevents the use of gimmicks such as expenditure deferral, booking future revenue in the current fiscal year or the inappropriate rolling over of debt. These fiscal maneuvers generally occur in times of poor financial performance and only serve to delay necessary expenditures and increase the overall cost for a community.

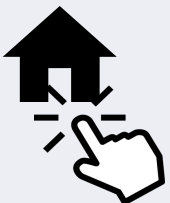


Budget Policies

Budget Policy 4: The budget proposed to the City Council shall include the following sections: a summary of the city's financial condition, an analysis of revenues used in the proposed budget, an analysis of outstanding debt and a summary of the city's capital condition (buildings, infrastructure, rolling stock and information technology).

Budget Policy 5: The city's annual budget shall be adopted by the City Council at the organization group level (these are broad classifications of expenditures, i.e., salaries, expenses and capital).

Budget Policies Four and Five guide the development of the city's annual budget. Budget Policy Four requires that certain information be provided to the City Council and the public along with the budget. This policy mandates communication with the City Council regarding the most pressing financial issues before the city – overall fiscal condition, debt, revenues and capital needs and condition. This information will allow the Council to make decisions on the annual budget with necessary information regarding the city's overall financial condition, the condition of our capital assets and other matters of importance.

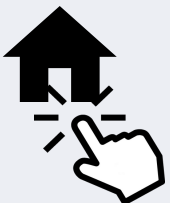


Budget Policies

Budget Policy Five sets forth the form of budget passage by the City Council. This provides the Council with maximum oversight with regard to budgetary expenditures but permits some level of flexibility to departmental managers by allowing them to transfer funding among certain line items previously approved by the City Council.

Budget Policy 6: The budget will provide for adequate maintenance and the replacement of capital plant and equipment. All budgetary procedures will conform with existing state and local regulations.

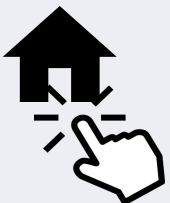
Budget Policy Six ensures that the annual operating budget funds necessary maintenance and capital investment. The capital investment portion of this policy will take time to be fully enacted – the city has under-invested in its capital infrastructure for many years – though this policy will help ensure that necessary maintenance is conducted. Required maintenance is critical if our taxpayers are to receive the maximum return on their dollars invested. The delay in routine maintenance to a roof, for instance, may lead to the premature replacement of the roof and also avoidable damage within the building. Budget Policy Six is intended to prevent this.



Budget Policies

Budget Policy 7: The City Auditor shall issue a monthly report on revenues and expenditures (at the line item level).

Budget Policy Seven provides a tool for the City Council and public to monitor expenditures and ensure that revenue projections are being met. Provision of this information is necessary to ensure accountability and prevent problems from going unnoticed by the public and policymakers.



Financial Reserve Policies

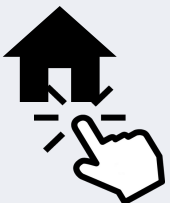
Reserve Policy 1: The city shall maintain an undesignated fund balance of between 5% and 15% of general fund revenues, less debt exclusions and Chapter 70 aid.

Reserve Policy 2: In the event that the city's undesignated fund balance falls below 5% of general fund revenues, less debt exclusions and Chapter 70 Aid, (the "Fund Balance Floor"), a plan for specific expenditure reductions and/or revenue increases shall be submitted to the City Council during the next budget cycle.

Reserve Policy 3: The amount of money to be held in 'Free Cash' shall not be less than 2% or more than 8% of the approved general fund operating revenue, less debt exclusions and Chapter 70 (School Aid).

Reserve Policy 4: The city shall maintain the stabilization reserve fund of at least 3% of operating revenues, less debt exclusions and Chapter 70 (School Aid). As prescribed by Massachusetts General Law, however, at no time may an appropriation into this fund exceed 10% of the previous year's real property tax levy, nor can the fund exceed 10% of the equalized value of the city.

Financial reserves protect the city from unforeseen increases in expenditures, reductions in revenues, unforeseen downturns in the economy, or any other extraordinary events. Reserves are also a source of funding for capital construction and replacement projects. Reserves should normally average between 5% and 15% of the City's General Fund operating revenue less debt exclusions and Chapter 70 (School Aid).



Financial Reserve Policies

The maintenance of adequate operating reserves is essential to the financial strength and flexibility of the city as a whole. Adequate operating reserves are an integral part of the financial structure of the city and allow it to mitigate current and future financial risks associated with revenue shortfalls, unanticipated expenditures and natural disasters.

Reserve Policy One requires the maintenance of an undesignated fund balance of between 5% and 15% of General Fund operating revenues. This will ensure sufficient cash flow to finance ongoing operations and permit the city to absorb unpredictable revenue shortfalls.

Reserve Policy Two requires that specific action be taken if the city's undesignated fund balance falls below 5%. Fund balances below this level result in a risk that the city may not be able to absorb unforeseen financial problems or finance ongoing cash needs. This policy mandates that corrective action be taken during the next budget cycle to restore adequate undesignated fund balance levels

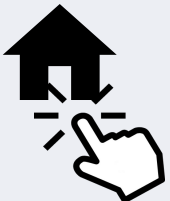
Reserve Policy Three requires that between 2% and 8% of General Fund operating revenues be held as Free Cash. Free Cash is the portion of undesignated fund balance certified by the Department of Revenue, Division of Local Services, as available for appropriation during the current fiscal year, or which may be used as a revenue during the next budget cycle. Free Cash provides for the temporary financing of unforeseen opportunities or needs of an emergency nature and is the most flexible of all general reserve funds.



Financial Reserve Policies

Reserve Policy Four requires that at least 3% of the city's general fund operating revenue be held in the Stabilization Reserve Fund. The purpose of this reserve is to provide long term financial stability for the city while improving our financial flexibility and credit worthiness. The legal structure for stabilization reserve funds is detailed in Chapter 40 section 5B of Massachusetts General Law (MGL).

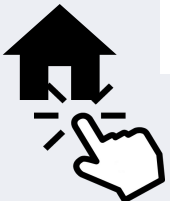
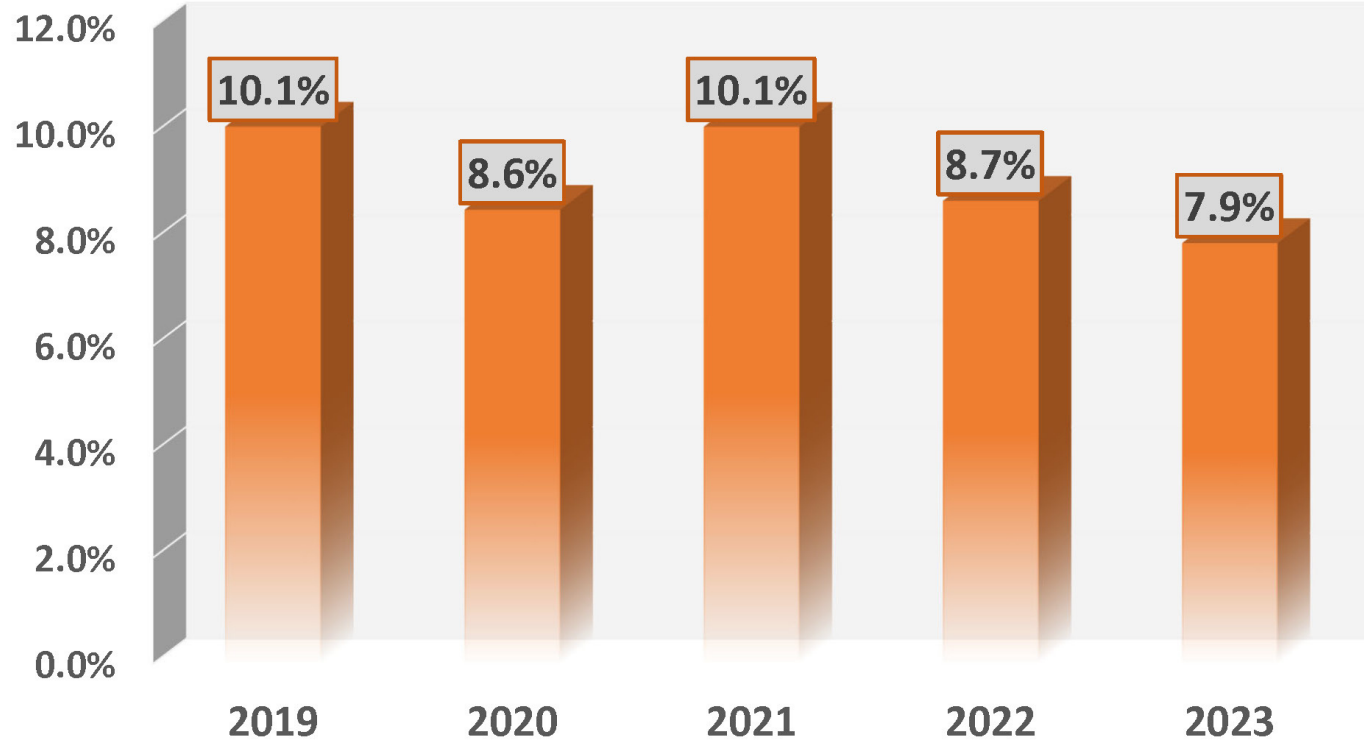
Money in the stabilization reserve fund may be appropriated for any purpose for which the city would be authorized to borrow money under section seven or eight of Chapter 44 of MGL or for any other lawful purpose. Appropriations from the Fund require a 2/3 affirmative vote of the City Council.



Reserve Policy #1

Reserve Policy 1:

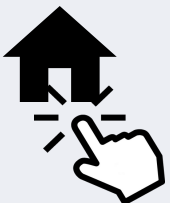
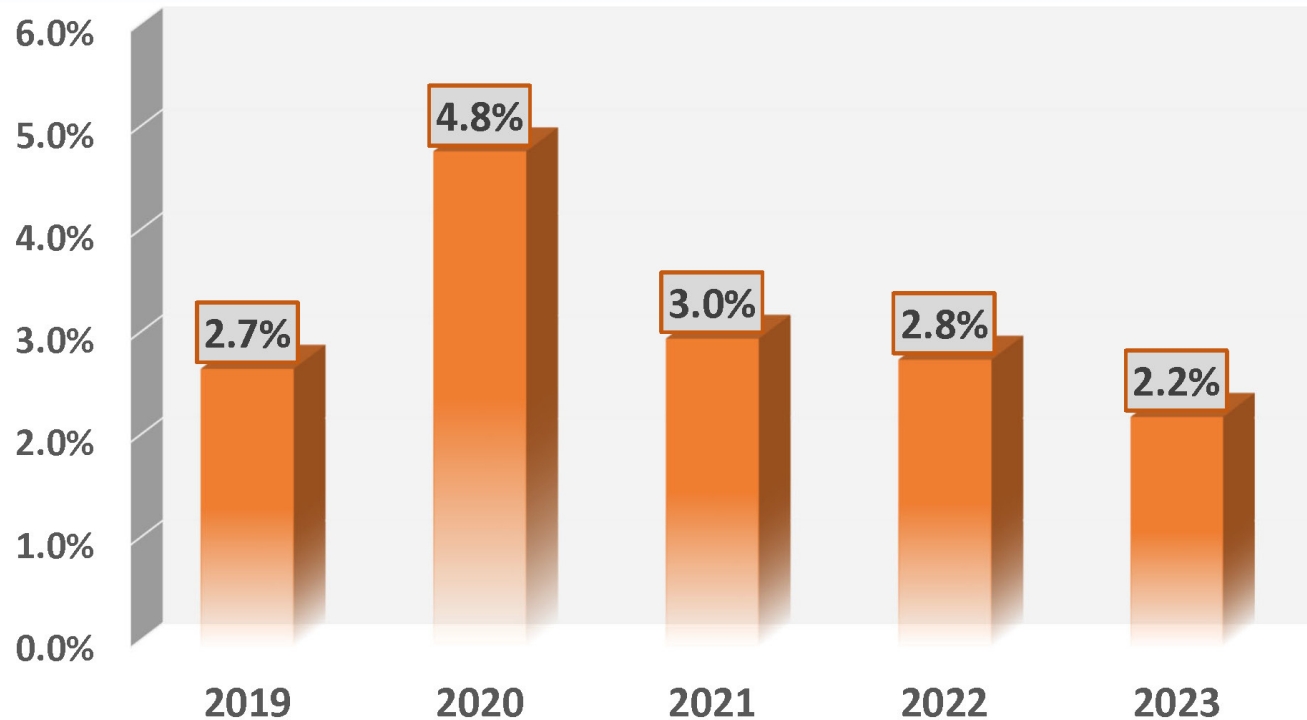
The city shall maintain an undesignated fund balance between **5% and 15%** of general fund revenues, less debt exclusions and chapter 70 aid.



Reserve Policy #3

Reserve Policy 3:

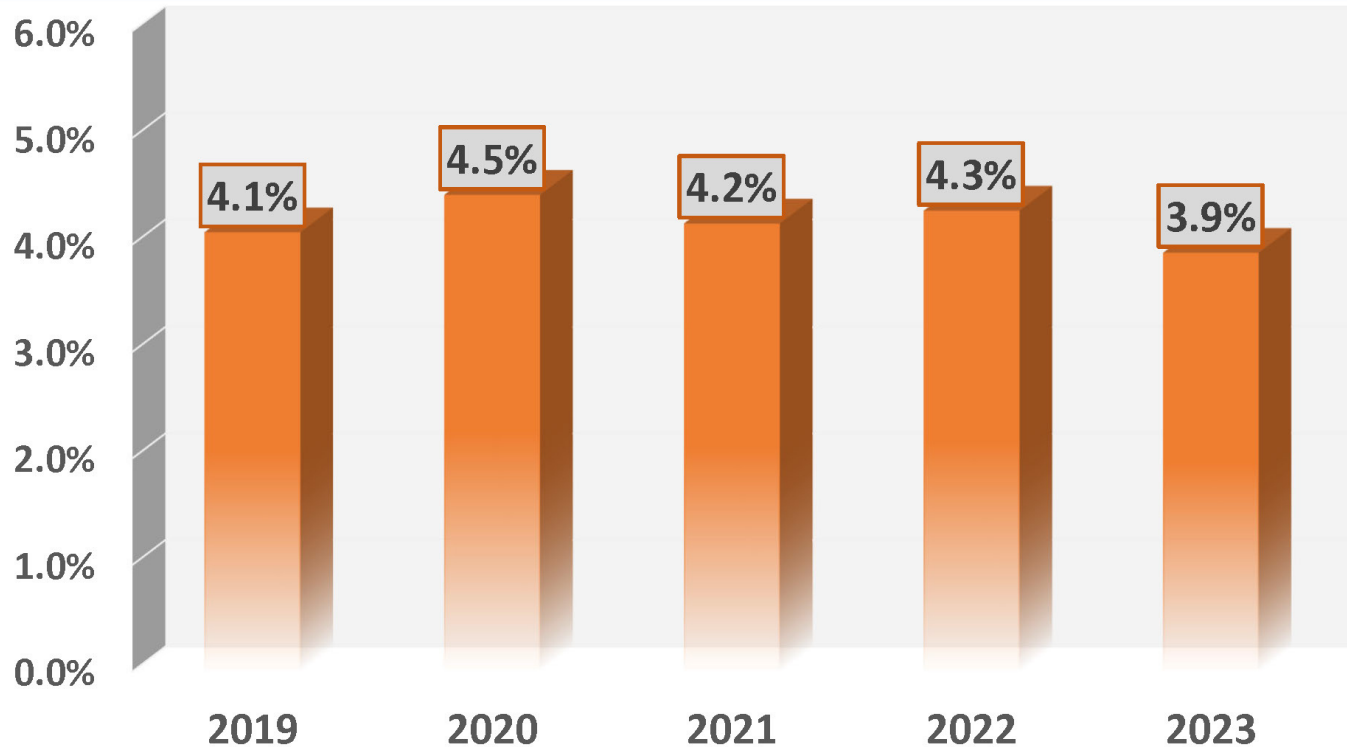
The amount of money to be held in free cash shall not be less than **2%** or more than **8%** of general fund revenues, less debt exclusions and chapter 70 aid.



Reserve Policy #4

Reserve Policy 4:

The city shall maintain the stabilization reserve of at least **3%** of general fund operating revenue, less debt exclusions and chapter 70 aid.



Glossary of Terms

Abatement - A complete or partial cancellation of a tax levy imposed by a governmental unit. These are administered by the local board of assessors.

Accounting System - A system of financial record keeping, which record, classify and report information on the financial status and operation of a governmental unit or any of its funds, account groups, and organizational components.

Adopted Budget - The resulting budget that has been approved by the Town Meeting or City Council.

Annual Budget - An estimate of expenditures for specific purposes during the fiscal year (July 1-June 30) and the proposed means (estimated revenues) for financing those activities.

Appropriation - An authorization granted by a legislative body to make expenditures and to incur obligations for specific purposes. An appropriation is usually limited in amount and as to the time when it may be expended. Only town meeting or city council can authorize money appropriated for one purpose to be used for another. Any amount that is appropriated may be encumbered (see encumbrance). Any part of an annual operating appropriation not spent or encumbered by June 30 automatically reverts to the undesignated fund balance that may result in free cash. If departments know of remaining unpaid bills at the close of the fiscal year and properly notify the accountant/auditor (MGL Ch. 41 § 58), the departmental appropriation is encumbered to extend the annual spending authorization until such time that the bill is paid or it is decided not to spend the funds. If these encumbrances are not acted on within a year, the accountant generally notifies the department and closes them out. A special purpose appropriation, on the other hand, may carry forward from year to year until spent for the designated purpose or transferred by town meeting/city council vote to another account.

Glossary of Terms

Arbitrage - Investing funds borrowed at a lower interest cost in investments providing a higher rate of return.

Assessed Valuation - A valuation set upon real or personal property by the local board of assessors as a basis for levying taxes.

Audit - A study of the city's accounting system to ensure that financial records are accurate and in compliance with all legal requirements for handling of public funds, including state law and local charter.

Balanced Budget- A budget in which receipts are greater than (or equal to) expenditures. This is a requirement for all Massachusetts cities and towns.

Bond Anticipation Notes - Notes issued in anticipation of later issuance of bonds, usually payable from the proceeds of the sale of the bonds or renewal notes.

Bond Rating (Municipal) - A credit rating to help investors determine the risk of losing money on a given fixed-income investment. Agencies specializing in municipal bonds assign a rating, designated by letters or a combination of letters and numerals, based on their opinion of the future ability, legal obligation, and willingness of a bond issuer to make timely debt service payments.

Budget (Operating) - A plan of financial operation embodying an estimate of proposed expenditures for a given time period and the proposed means of financing.



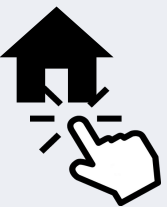
Glossary of Terms

Budget Calendar- The schedule of key dates or milestones which a government follows in the preparation and adoption of the budget.

Budget Message-A statement by the municipality's policy makers summarizing the plans and policies contained in the budget report, including an explanation of the principal budget items, an outline of the municipality's experience during the past year and its financial status at the time of the message, and recommendations regarding financial policy for the coming fiscal year.

Capital Improvements Program - A comprehensive plan for planning a community's capital expenditures. It coordinates community planning, fiscal capacity and physical development. While all of the community's needs should be identified in the program, there is a set of criteria that prioritizes the expenditures. The capital program is a plan for capital expenditures that usually extends at least five years beyond the capital budget.

Chapter 90 Highway Funds - The state legislature authorizes and issues transportation capital bonds every few years. In each Transportation Bond, funds are apportioned to communities based on a formula under the provisions of MGL Ch. 90 § 34, hence the term Chapter 90 funds. The Chapter 90 highway formula is comprised of three variables: local road mileage (58.33 percent) as certified by the Massachusetts Highway Department (MHD), employment figures (20.83 percent) from the Department of Employment and Training (DET), and population estimates (20.83 percent) from the US Census Bureau. Under this formula, those communities with a larger number of road miles receive proportionately more aid than those with fewer road miles. These funds are reimbursed to communities based on certified expenditure reports submitted to MHD.



Glossary of Terms

Cherry Sheets - Named for the cherry colored paper on which they were originally printed, the Cherry Sheets are the official notification of the next fiscal year's state aid and assessments to communities and regional school districts from the Commissioner of Revenue. State aid to municipalities and regional school districts consists of two major types -- distributions and reimbursements. Distributions provide funds based on formulas while reimbursements provide funds for costs incurred during a prior period for certain programs or services. In addition, communities may receive "offset items" that must be spent on specific programs. Cherry Sheet Assessments are advance estimates of state assessments and charges. Local assessors are required to use these figures in setting the local tax rate. Because these figures are estimates, it should be noted that based on filing requirements and/or actual information, the final aid or assessment may differ.

Debt Limit - The maximum amount of debt that a municipality may have authorized for qualified purposes under state law.

Debt Service - The cost, usually stated in annual terms, of the principal repayment and interest of any particular issue.

Deficit - The excess of expenditures over revenues during an accounting period. Also refers to the excess of the liabilities of a fund over its assets.

Department - A principal, functional and administrative entity created by the manager in accordance with the Charter to carry out specified public services.

Encumbrance - Obligations in the form of purchase orders and contracts which are chargeable to an appropriation is reserved. They cease to be encumbrances when paid or when an actual liability is set up.



Glossary of Terms

Enterprise Funds - An accounting mechanism that allows a community to demonstrate to the public the portion of total costs of a service that is recovered through user charges and the portion that is subsidized by the tax levy, if any. With an enterprise fund, all costs of service delivery-direct, indirect, and capital costs--are identified. This allows the community to recover total service costs through user fees if it chooses. Enterprise accounting also enables communities to reserve the "surplus" or retained earnings generated by the operation of the enterprise rather than closing it out to the general fund at year-end. According to MGL Ch. 44 § 53F½, the services that may be treated as enterprises include, but are not limited to, water, sewer, hospital, and airport services.

Equalized Valuations (EQVs) - The determination of an estimate of the FFCV of all property in the Commonwealth as of a certain taxable date. EQVs have historically been used as a variable in distributing some state aid accounts and for determining county assessments and other costs. The Commissioner of Revenue, in accordance with MGL Ch. 58 § 1 0C, is charged with the responsibility of biannually determining an equalized valuation for each city and town in the Commonwealth.

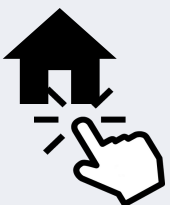
Expenditures- The amount of money, cash or checks, actually paid or obligated for payment from the treasury.

Fiscal Year- Since 1974, the Commonwealth and municipalities have operated on a budget cycle that begins July 1 and ends June 30. The designation of the fiscal year is that of the calendar year in which the fiscal year ends. For example, the 2000 fiscal year is July 1, 1999 to June 30, 2000 and is usually written as FY2000. Since 1976, the federal government has had a fiscal year that begins October 1 and ends September 30.

Glossary of Terms

Free Cash - Unrestricted funds from operations of the previous fiscal year that are certified by the Director of Accounts as available for appropriation. Remaining funds include unexpended free cash from the previous year, receipts in excess of estimates shown on the tax recapitulation sheet, and unspent amounts in budget line-items. Unpaid property taxes and certain deficits reduce the amount that can be certified as free cash. The calculation of free cash is based on the balance sheet as of June 30, which is submitted by the community's auditor, accountant, or comptroller. A community should maintain a free cash balance to provide a hedge against unforeseen expenditures and to ensure there will be an adequate reserve to prevent sharp fluctuations in the tax rate. Maintenance of an adequate free cash level is not a luxury but a necessary component of sound local fiscal management. Credit rating agencies and other members of the financial community expect municipalities to maintain free cash reserves and make judgments regarding a community's fiscal stability, in part, on the basis of free cash.

Full and Fair Cash Value (FFCV) - Fair cash value has been defined by the Supreme Judicial Court as "fair market value, which is the price an owner is willing but not under compulsion to sell to receive from one willing but not under compulsion to buy." It means the highest price that a normal purchaser not under peculiar compulsion will pay at the time, and cannot exceed the sum that the owner after reasonable effort could obtain for his property. A valuation limited to what the property is worth to the purchaser is not market value. The fair cash value is the value the property would have on January first of any taxable year in the hands of any owner, including the present owner" (Boston Gas Co. v. Assessors of Boston, 334 Mass. 549,566 (1956)).



Glossary of Terms

Fund - An accounting entity with a self- balancing set of accounts that is segregated for the purpose of carrying on specific activities or attaining certain objectives in accordance with specific regulations, restrictions, or limitations.

Fund Accounting - Organizing the financial records of a municipality into multiple funds. A fund is a distinct entity within the municipal government in which financial resources and activity (assets, liabilities, fund balances, revenues, and expenditures) are accounted for independently in accordance with specific regulations, restrictions or limitations. Examples of funds include the general fund and enterprise funds. Communities whose accounting records are organized according to the Uniform Municipal Accounting System (UMAS) use multiple funds.

General Fund - The fund used to account for most financial resources and activities governed by the normal town meeting/city council appropriation process.

General Obligation Bonds - Bonds issued by a municipality that are backed by the full faith and credit of its taxing authority.

Grant- A contribution of assets by one governmental unit or other organization to another. Typically, these contributions are made to local governments from the state and federal government. Grants are usually made for specific purposes.

Interfund Transactions- Payments from one administrative budget fund to another or from one trust fund to another, which result in the recording of a receipt and an expenditure.

Glossary of Terms

Levy- The amount a community raises through the property tax. The levy can be any amount up to the levy limit.

Levy Ceiling --The maximum levy assessed on real and personal property may not exceed 2 ½ percent of the total full and fair cash value of all taxable property (MGL Ch. 59 § 21 C). Property taxes levied may exceed this limit only if the community passes a capital exclusion, a debt exclusion, or a special exclusion.

Levy Limit -The maximum amount a community can levy in a given year. The limit can grow each year by 2 ½ percent of the prior year's levy limit plus new growth and any overrides. (MGL Ch. 59 § 21 C (f & g)). The levy limit can exceed the levy ceiling only if the community passes a capital expenditure exclusion, debt exclusion, or special exclusion.

Net School Spending (NSS) - School budget and municipal budget amounts attributable to education, excluding long-term debt service, student transportation, school lunches and certain other specified school expenditures. A community's NSS funding must equal or exceed the NSS requirement established annually by the Department of Education (DOE) (Education Reform Act of 1993).

New Growth - The taxing capacity added by new construction and other increases in the property tax base. New growth is calculated by multiplying all increases in value which are not the result of revaluation by the tax rate of the previous fiscal year. For example, FY 2003 new growth is determined by multiplying the value on January 1, 2002 by the FY 2002 tax rate. Assessors must submit documentation of new growth to the BLA annually before setting the tax rate.

Glossary of Terms

Operating Budget- A plan of proposed expenditures for personnel, supplies, and other expenses for the coming fiscal year.

Overlay (Overlay Reserve or Allowance for Abatements and Exemptions) - An account established annually to fund anticipated property tax abatements, exemptions and uncollected taxes in that year. The overlay reserve is not established by the normal appropriation process, but rather is raised on the tax rate recapitulation sheet.

Override - A vote by a community at an election to permanently increase the levy limit. An override vote may increase the levy limit no higher than the levy ceiling. The override question on the election ballot must state a purpose for the override and the dollar amount.

Override Capacity - The difference between a community's levy ceiling and its levy limit. It is the maximum amount by which a community may override its levy limit.

Personal Property Tax - Movable items not permanently affixed to, or part of the real estate. It is assessed separately from real estate to certain businesses, public utilities, and owners of homes that are not their primary residences.

Proposition 2 ½ - A law which became effective on December 4, 1980. The two main components of the tax law relating to property taxes are: 1) the tax levy cannot exceed 2 ½% of the full and fair cash value, and 2) for cities and towns at or below the above limit, the tax levy cannot exceed the maximum tax levy allowed for the prior by more than 2 ½% (except in cases of property added to the tax rolls and for valuation increases of at least 50% other than as part of a general revaluation).

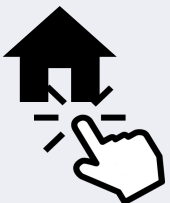
Glossary of Terms

Purchase Order - A document issued to authorize a vendor or vendors to deliver specified merchandise or render a specified service for a stated estimated price. Outstanding purchase orders are called encumbrances .

Rating Agencies - This term usually refers to Moody's Investors Service and Standard and Poor's Corporation. These services are the two major agencies which issue credit ratings on municipal bonds.

Registered Bonds - Bonds registered on the books of the issuer as to ownership; the transfer of ownership must also be recorded on the books of the issuer. Recent changes in federal tax laws mandate that all municipal bonds be registered if their tax exempt status is to be retained.

Reserve Fund - An amount set aside annually within the budget of a city (not to exceed 3% of the tax levy for the preceding year) or town (not to exceed 5% of the tax levy for the preceding year) to provide a funding source for extraordinary or unforeseen expenditures. In a town, the finance committee can authorize transfers from this fund for "extraordinary or unforeseen" expenditures. Other uses of the fund require budgetary transfers by town meeting. In a city, transfers from this fund may be voted by the city council upon recommendation of the mayor.



Glossary of Terms

Revaluation - The assessors of each community are responsible for developing a reasonable and realistic program to achieve the fair cash valuation of property in accordance with constitutional and statutory requirements. The nature and extent of that program will depend on the assessors' analysis and consideration of many factors, including, but not limited to, the status of the existing valuation system, the results of an in-depth sales ratio study, and the accuracy of existing property record information. Every five years, assessors must submit property values to the DOR for certification. Assessors must also maintain current values in the years between certifications so that each taxpayer in the community pays his or her share of the cost of local government in proportion to the value of his property.

Revenues - All monies received by a governmental unit from any source.

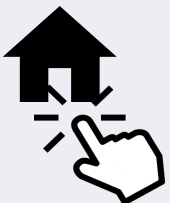
Revolving Fund - Allows a community to raise revenues from a specific service and use those revenues without appropriation to support the service. For departmental revolving funds, MGL Ch. 44 § 53E½ stipulates that each fund must be re-authorized each year at annual town meeting or by city council action, and that a limit on the total amount that may be spent from each fund must be established at that time. The aggregate of all revolving funds may not exceed ten percent of the amount raised by taxation by the city or town in the most recent fiscal year, and no more than one percent of the amount raised by taxation may be administered by a single fund. Wages or salaries for full-time employees may be paid from the revolving fund only if the fund is also charged for all associated fringe benefits. Revolving funds for other programs as provided by statute are still allowed, and a departmental revolving fund may be implemented in addition to or in conjunction with other existing statutory revolving funds, provided that the departmental revolving fund does not conflict with provisions of other revolving funds.

Glossary of Terms

Stabilization Fund -A fund designed to accumulate amounts for capital and other future spending purposes, although it may be appropriated for any lawful purpose. (MGL Ch. 40 § 58). Communities may appropriate into this fund in any year an amount not to exceed ten percent of the prior year's tax levy or a larger amount with the approval of the Emergency Finance Board. The aggregate of the stabilization fund shall not exceed ten percent of the community's equalized value, and any interest shall be added to and become a part of the fund. A two-thirds vote of town meeting or city council is required to appropriate money to and from the stabilization fund.

Tax Anticipation Notes - Notes issued in anticipation of taxes, which are retired from taxes collected.

Tax Rate - The amount of tax stated in terms of a unit of the tax base. Prior to a 1978 amendment to the Massachusetts Constitution, a single tax rate applied to all of the taxable real and personal property in a City or town. The 1978 amendment allowed the legislature to create three classes of taxable property: 1) residential real property, 2) open space land, and 3) all other (commercial, industrial, and personal property). Within limits, cities and towns are given the option of determining the share of the levy to be borne by the different classes of property. The share borne by residential real property must be at least 65% of the full rate. The share of commercial, industrial, and personal property must not exceed 150% of the full rate. Property may not be classified until the State Department of Revenue has certified that all property has been assessed at its full value.



Glossary of Terms

Tax Rate Recapitulation Sheet (also Recap Sheet) -A document submitted by a city or town to the DOR in order to set a property tax rate. The recap sheet shows all estimated revenues and actual appropriations that affect the property tax rate. The recap sheet should be submitted to the DOR by September 1 (in order to issue the first-half semiannual property tax bills before October 1) or by December 1 (in order to issue the third quarterly property tax bills before January 1).

Tax Title -A collection procedure that secures a lien on real property and protects the municipality's right to payment of overdue property taxes. Without following this procedure, the lien on real property expires if five years elapse from the January 1 assessment date and the property has been transferred to another owner. If amounts remain outstanding on the property after issuing a demand for overdue property taxes and after publishing a notice of tax taking, the collector may take the property for the city or town. After properly recording the instrument of taking, the collector transfers responsibility for collecting the overdue amounts to the treasurer.

Underride -A vote by a community to permanently decrease the tax levy limit. As such, it is the exact opposite of an override.

Unreserved Fund Balance (Surplus Revenue Account) - The amount by which cash, accounts receivable, and other assets exceed liabilities and restricted reserves. Its akin to a "stockholders' equity" account on a corporate balance sheet. It is not, however, available for appropriation in full because a portion of the assets listed as "accounts receivable" may be taxes receivable and uncollected.



Glossary of Terms

Valuation (100%) - The legal requirement that a community's assessed value on property must be the same as its market or full and fair cash value.

Warrant - An authorization for an action. For example, a town meeting warrant establishes the matters that may be acted on by that town meeting. A treasury warrant authorizes the treasurer to pay specific bills. The assessors' warrant authorizes the tax collector to collect taxes in the amount and from the persons listed, respectively.

