



# *Town of Natick*

FY 2015 Preliminary Budget

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## **Section IX: Shared Expenses**

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### Benefits

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# *Town of Natick*

FY 2015 Preliminary Budget

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# Town of Natick

Home of Champions

## Department: Employee Fringe

### Appropriation Summary

	2012 Actual	2013 Actual	2014 Appropriated	2015 Preliminary	2014 vs. 2015	
					\$	%

### Other Personnel Services

Worker's Compensation	444,314	427,835	505,000	505,000	0	0.00%
Unemployment	201,375	186,997	240,000	200,000	-40,000	-16.67%
FICA (All)	824,854	881,066	850,000	925,000	75,000	8.82%
Drug & Alcohol testing	2,900	5,730	5,000	8,000	3,000	60.00%
Medical Insurance (s)	12,149,914	12,342,984	12,964,188	13,877,005	912,817	7.04%
Public Safety Medical (111F)	182,770	179,548	217,500	205,000	-12,500	-5.75%
LIUNA	178,444	184,342	196,548	202,700	6,152	3.13%
Benefits Reserve	17,024	2,000	50,000	50,000	0	0.00%
Long-Term Disability	0	4,268	18,000	18,000	0	0.00%
Retirement Buy-Out Program	134,610	172,667	165,000	165,000	0	0.00%
<b>Total Other Personnel Services</b>	<b>14,136,206</b>	<b>14,387,437</b>	<b>15,211,236</b>	<b>16,155,705</b>	<b>944,469</b>	<b>6.21%</b>

Merit/Performance Raises*	31,750	29,000	5,536	157,500	See next page	
<b>Total Performance Plan</b>	<b>31,750</b>	<b>29,000</b>	<b>5,536</b>	<b>157,500</b>	<b>See next page</b>	

\*Please see next page for explanation

<b>Total Employee Fringe</b>	<b>14,167,956</b>	<b>14,416,437</b>	<b>15,216,772</b>	<b>16,313,205</b>	<b>1,096,433</b>	<b>7.21%</b>
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### Budget Overview:

This budget covers all fringe benefits, insurances, testing's and non-retirement system related pension contributions for all employees of the Town of Natick funded through the General Fund. It includes the following budget allocations:

- Unemployment - Worker's Compensation - FICA (payroll taxes) - Health Insurance - Life Insurance - LIUNA Pension Contributions - Retirement Buy-Outs - Drug & Alcohol Testing

### Major Points for Health Care/Benefits for FY 2014:

- Higher Health Care Rates: Health care rates will increase 10% from FY 2014 rates to FY 2015 for the Rate Saver plans. Non-rate saver plans (PPO's) are projected to increase 15%. A detailed summary of each HMO option is attached to this budget. Rates have NOT been voted and will NOT be known until mid-February when the West Suburban Health Group next meets.

- Cushion for mid-year plan changes: It is possible (and experience shows likely) that employees who currently do not currently opt to take benefits may come onto the Town's plan either in an individual or family capacity. To that end we have budgeted 20 extra plans in the Insurance Group Health & Life categories to handle this increase.

- New Employee Hires: We are adding 18 new plans on top of the budget increases and plan changes and differentials for new employees to ensure that their benefits are accounted for. We may not need those appropriations. Any amount appropriated and unspent returns to Free Cash at year's end.



# Town of Natick

Home of Champions

## Department: Employee Fringe

### Budget Detail:

	2012 Actual	2013 Actual	2014 Appropriated	2015 Preliminary	2014 vs. 2015	
					\$	%
Worker's Compensation	444,314	427,835	505,000	505,000	-25,000	-4.72%
Insurance Unemployment	201,375	186,997	240,000	200,000	-15,000	-6.98%
FICA {Medicare}	824,854	881,066	850,000	925,000	175,000	23.33%
FICA {Social Security}	0		500	500	0	0.00%
DOT Testing	2,900	5,730	4,500	7,500	3,000	66.67%
Insurance Group Health & Life	12,149,914	12,342,984	12,964,188	13,877,005	929,546	7.18%
Public Safety C41 S111F Medical	182,770	179,548	217,500	205,000	5,000	2.50%
LIUNA Pension	178,444	184,342	196,548	202,700	15,150	8.08%
Employee Benefits Reserve	17,024	2,000	50,000	50,000	0	0.00%
Long-Term Disability	0	4,268	18,000	18,000	18,000	100.00%
-- Retirement Buy-out Program ---						
Fire Department	11,740	1,364	75,000	75,000	0	0.00%
Police Department	46,337	33,957	40,000	40,000	-10,000	-20.00%
Public Works Department	66,954	43,000	50,000	50,000	-25,000	-33.33%
Salaries Sick/Vacation Buy-Back	9,579	94,346		0	0	0.00%
<b>Other Personnel Services</b>	<b>14,136,206</b>	<b>14,387,437</b>	<b>15,211,236</b>	<b>16,155,705</b>	<b>1,070,696</b>	<b>7.10%</b>
Merit/Performance Raises*	31,750	29,000	5,536	157,500	See Below	
<b>Performance Plan</b>	<b>31,750</b>	<b>29,000</b>	<b>5,536</b>	<b>157,500</b>	<b>See Below</b>	
<b>Total Employee Fringe</b>	<b>14,167,956</b>	<b>14,416,437</b>	<b>15,216,772</b>	<b>16,313,205</b>	<b>1,204,189</b>	<b>7.97%</b>

\*Actual FY 2014 Appropriated amount is \$150,000. To date, \$144,464 has been dispersed in three ways to Personnel Board employees: 1) \$50,000 in one-time lump-sum add to base pay for switching to a 75/25 contribution rate effective 7/1/2013; 2) \$19,370 in Market adjustments, and ; 3) \$85.094 in Performance Raises. These amounts are now reflected in revised FY 2014 Appropriated amounts in each departmental budget. For more detail on the FY 2015 Preliminary request, please see detail on ensuing pages. For more detail on spend down patterns FY 2012-2014, please see below.

*Merit/Performance Raises	FY 2012	FY 2013	FY 2014	FY 2014	Diff (\$)	Diff. (%)
Appropriated	\$ 37,500	\$ 90,000	\$ 150,000	\$ 157,500	\$ 7,500	5.00%
Expended (to-date)	\$ 31,750	\$ 88,203	\$ 144,464	0		
<b>Remaining (or closed out)</b>	<b>\$ 5,750</b>	<b>\$ 1,797</b>	<b>\$ 5,536</b>	<b>\$ 157,500</b>		



# Town of Natick

Home of Champions

Department: Employee Fringe

Line-Item Detail

Narrative:

**Workers Compensation:**

Line item contains the amount based on a premium assessed by our carrier MEGA as well as a portion for employees who have are currently on long term disability due to an injury during the performance of their job.

**Unemployment Insurance:**

Line item is set aside for any unforeseen lay offs or reduction in the work force. This amount is for both the School Department and the Municipal Departments. Estimate for Fiscal Year 2015 is lower than FY 2014. *Please see the following pages for more detail.*

**FICA (Medicare):**

The Consolidated Omnibus Budget Reconciliation Act of 1985 amended the Internal Revenue Code so that the hospital insurance (Medicare) portion of the Federal Insurance Contributions Act (FICA) applies to wages paid for services rendered after 3/31/86 by employees hired after 3/31/86. The tax is equal to 1.45% of the employee's pay. The employer is required to contribute an amount equal to that deducted from the employee's pay, an additional 1.45%. With no increase in salaries (no COLA) included in the budget, no increase in Medicare is necessary at this time. *Please see the following pages for more detail.*

**FICA (Social Security):**

Small percentage of the work force three (3) employees who are ineligible to join the retirement system as they started their employment with the town at age 60 and would not be eligible for a pension.

**DOT Testing:**

Drug and alcohol testing done on a random basis for certain departments who operate Motor Vehicles (excludes uniformed personnel) this is performed on a monthly basis.

**Insurance Group Health & Life:**

Coverage for all town employees both currently employed and retirees of the town both school and municipal departments who work greater than 20 hours on a regular basis. Percentages paid by the town vary from plan to plan from a low of 50% to a high of 82.5% depending on the coverage selected by the employee. Charts are included in this section to provide greater understanding. Estimates for FY 2014 are based upon February 2013 enrollment counts accounting for voted 4% rate increases over from the West Suburban Health Group. *Please see the following pages for more detail.*

**Public Safety Chapter 41 Section 111F:**

This coverage is paid on a premium basis for the uniformed members of the Town of Natick's Police & Fire workforce who become injured while on duty. This pays hospital and medical bills for the injured officer. The Town does receive reimbursement from insurance companies for expenses incurred under this line-item, up to 75% of the total claim. *Please see the following pages for more detail.*

**LIUNA Pension:**

Laborers' International Union of North America National (Industrial) Pension Fund., a pension provided to the following units of the Town of Natick's workforce:

- Laborers Local 1116
- Clerical Workers
- Supervisors & Administrators (Public Works)
- School Custodial
- Librarian's of the Morse Library (Massachusetts Laborers Benefits).

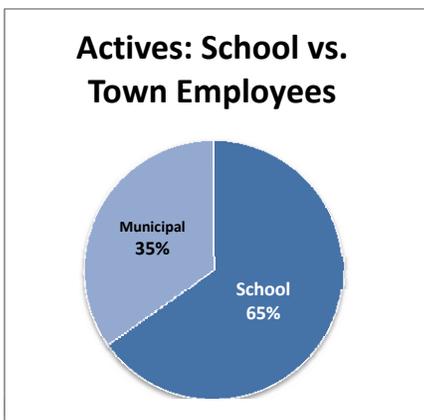
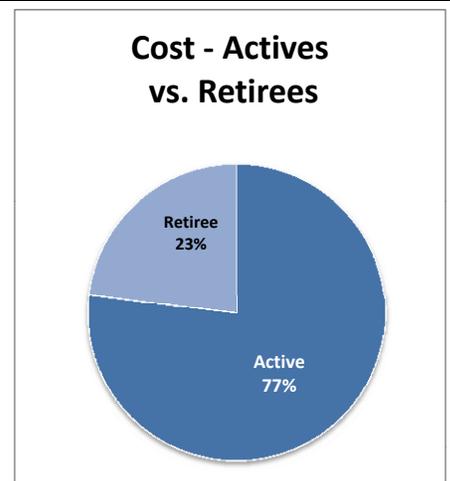
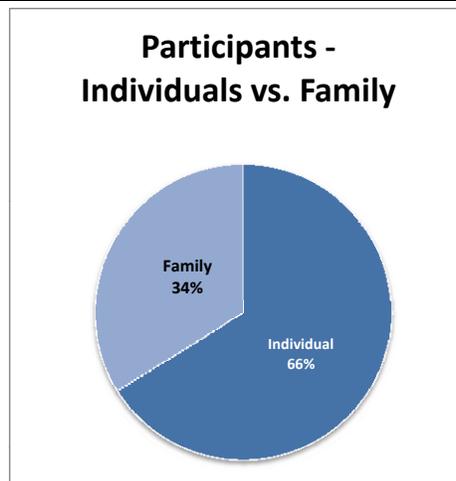
The contribution rate is set by the collective bargaining agreement or other agreement between the Employer and the Union. The rate must fall within the range of rates accepted by the Pension Fund. The rate may be cents, or dollars-and-cents, for each hour for which a covered employee is paid, or a fixed daily, weekly or monthly amount for each covered employee. The rate ranges. This provides these workers with an additional pension or annuity upon retirement. *Please see the following pages for more detail.*

**Retirement Buyout:**

This accounts for the provision in multiple contracts allowing retiring employees to buy-back accrued sick leave. It is only paid out if an individual declares and chooses to retire.

# Employee Health Benefits Summary

	<u>FY 2012</u>	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>
<b>Active</b>				
- Traditional HMO's	\$ 65,292	\$ 16,551	\$ -	\$ -
- Rate Saver HMO's	\$ 8,922,313	\$ 8,713,223	\$ 9,037,975	\$ 9,690,167
Tier #1 Safety Net	\$ 101,317	\$ 123,000	\$ 60,000	\$ 60,000
Tier #2 Safety Net	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
Tier #3 Safety Net	\$ 250,000	\$ 150,000	\$ 150,000	\$ 150,000
Sentinel Benefits Administration Fee	\$ 39,960	\$ 41,094	\$ 42,822	\$ 42,768
Reserves: Individual Plan Adds (Mid-Year)		\$ 63,288	\$ 58,405	\$ 52,915
Reserves: Family Plan Adds (Mid-Year)		\$ 146,784	\$ 152,640	\$ 157,410
New Position Adds (School: 18/Municipal 7)		\$ 213,016	\$ 217,879	\$ 318,208
<b>Retiree</b>				
- Retiree Health Plans	\$ 3,355,789	\$ 3,162,242	\$ 3,019,593	\$ 3,180,714
Life Insurance (\$4.25/mo. x Total Benefited Employees)	\$ 39,882	\$ 38,862	\$ 40,475	\$ 40,424
Flu Shots	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500
Occupational Health Nurse	\$ -	\$ 20,000	\$ 20,000	\$ 20,000
Sentinel Benefits (\$65/MO)	\$ 780	\$ 780	\$ 780	\$ 780
Cook & Co - Consultants (\$1,500/QTR)	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000
Medicare Penalty Re: Section 18 (FY 2012 - \$2,700/mo. Vs. FY 2013 - \$2,510/MO)	\$ 32,400	\$ 30,120	\$ 30,120	\$ 30,120
All other Miscellaneous Items: (Wellness Programming, Luncheon Seminars, Health Fair, etc.)	\$ 10,000	\$ 15,000	\$ 20,000	\$ 20,000
<b>Total Employee Health Benefits</b>	<b>\$ 12,931,233</b>	<b>\$ 12,847,459</b>	<b>\$ 12,964,188</b>	<b>\$ 13,877,005</b>



<u>Comparative Plan Usage</u>	<u>FY 2012</u>	<u>FY 2013</u>	<u>FY 2014</u>	<u>FY 2015</u>
<u>Actives</u>				
Traditional				
- Single	1	0	0	0
- Family	3	0	0	0
Rate Savers				
- Single	319	315	324	335
- Family	439	446	469	457
<u>Retirees</u>				
Rate Savers/PPO				
- Single*	117	109	103	110
- Family	63	60	51	66
Retiree - Medicare Eligible	556	557	575	577
<b>Total</b>	<b>1498</b>	<b>1487</b>	<b>1522</b>	<b>1545</b>

\*Remaining Traditional HMO participants are retirees; participants counted under retiree health counts  
 All counts revised as of December 2013 Invoice from West Suburban Health Group.

# Active Employees - Rate Saver HMO's

Active Employees							
Active Employees Plans:	Individual			Family			
HEALTH PLANS:	Total	Town Share	Total	Town Share	Total Cost		
	\$	%	\$	\$	%	\$	\$
<b>RATE SAVER EPO PLANS:</b>							
<b>Blue Choice</b>							
Monthly Rates (Regular Members)	690.80	90.00%	621.72	1,853.50	80.00%	1,482.80	
Participants			0			12	
Monthly Rates (Regular Members)	690.80	80.00%	552.64	1,853.50	76.67%	1,421.08	
Participants			33			40	
Monthly Rates (Regular Members)	690.80	75.00%	518.10	1,853.50	75.00%	1,390.13	
Participants			23			8	
<b>Annual Total</b>			<b>\$361,841</b>			<b>\$1,029,093</b>	<b>\$ 1,390,934</b>
<b>Fallon Group Direct Care</b>							
Monthly Rates (Regular Members)	555.50	90.00%	499.95	1,492.70	80.00%	1,194.16	
Participants			0			0	
Monthly Rates (Regular Members)	555.50	80.00%	444.40	1,492.70	76.67%	1,144.45	
Participants			1			0	
Monthly Rates (Regular Members)	555.50	75.00%	416.63	1,492.70	75.00%	1,119.53	
Participants			1			1	
<b>Annual Total</b>			<b>\$10,332</b>			<b>\$13,434</b>	<b>\$ 23,767</b>
<b>Fallon Group Select Care</b>							
Monthly Rates (Regular Members)	596.20	90.00%	536.58	1,606.00	80.00%	1,284.80	
Participants			3			2	
Monthly Rates (Regular Members)	596.20	80.00%	476.96	1,606.00	76.67%	1,231.32	
Participants			16			32	
Monthly Rates (Regular Members)	596.20	75.00%	447.15	1,606.00	75.00%	1,204.50	
Participants			6			4	
<b>Annual Total</b>			<b>\$143,088</b>			<b>\$561,478</b>	<b>\$ 704,566</b>
<b>Harvard/Pilgrim</b>							
Monthly Rates (Regular Members)	671.00	90.00%	603.90	1,749.00	80.00%	1,399.20	
Participants			7			44	
Monthly Rates (Regular Members)	671.00	80.00%	536.80	1,749.00	76.67%	1,340.96	
Participants			89			106	
Monthly Rates (Regular Members)	671.00	75.00%	503.25	1,749.00	75.00%	1,311.75	
Participants			49			57	
<b>Annual Total</b>			<b>\$919,941</b>			<b>\$3,341,714</b>	<b>\$ 4,261,655</b>
<b>Tufts Rate Saver</b>							
Monthly Rates (Regular Members)	709.50	90.00%	638.55	1,856.80	80.00%	1,485.44	
Participants			7			35	
Monthly Rates (Regular Members)	709.50	80.00%	567.60	1,856.80	76.67%	1,423.61	
Participants			62			76	
Monthly Rates (Regular Members)	709.50	75.00%	532.13	1,856.80	75.00%	1,392.60	
Participants			38			40	
<b>Annual Total</b>			<b>\$718,582</b>			<b>\$2,590,664</b>	<b>\$ 3,309,245</b>
<b>Premium Cost Summary</b>							
		<b>Enrollments</b>	<b>Single</b>	<b>335</b>	<b>Family</b>	<b>457</b>	
Active Health Plans							\$ 9,690,167
Tier #1 Safety Net							\$ 60,000
Tier #2 Safety Net							\$ 100,000
Tier #3 Safety Net							\$ 150,000
Sentinel FSA Costs							\$ 42,768
Individual Plan Reserve		(Total Count) 10					\$ 52,915
Family Plan Reserve		(Total Count) 10					\$ 157,410
<b>Additional Plans (School/Town Position Ad</b>		<b>(Total) 26</b>					<b>\$ 318,208</b>
<b>Total Appropriation Needed</b>							<b>\$ 10,571,467</b>

Enrollments as of 12/2013

# Retiree Health Care

## Retirees - Non Medicare Eligible

Active Employees Plans: HEALTH PLANS:	Individual			Family			Total Cost
	Total	Town Share		Total	Town Share		
	\$	%	\$	\$	%	\$	\$
<b>RATE SAVER EPO PLANS:</b>							
<b>Blue Choice</b>							
Monthly Rates (Regular Members)	690.80	75.00%	518.10	1,853.50	75.00%	1,390.13	
			0			14	
<b>Annual Total</b>			<b>\$0</b>			<b>\$233,541</b>	<b>\$ 233,541</b>
<b>Fallon Group Select Care</b>							
Monthly Rates (Regular Members)	596.20	75.00%	447.15	1,606.00	75.00%	1,204.50	
Participants			1			0	
<b>Annual Total</b>			<b>\$5,366</b>			<b>\$0</b>	<b>\$ 5,366</b>
<b>Harvard/Pilgrim</b>							
Monthly Rates (Regular Members)	671.00	75.00%	503.25	1,749.00	75.00%	1,311.75	
Participants			57			34	
<b>Annual Total</b>			<b>\$344,223</b>			<b>\$535,194</b>	<b>\$ 879,417</b>
<b>Tufts Navigator</b>							
Monthly Rates (Regular Members)	709.50	75.00%	532.13	1,856.80	75.00%	1,392.60	
Participants			44			17	
<b>Annual Total</b>			<b>\$280,962</b>			<b>\$284,090</b>	<b>\$ 565,052</b>
<b>Harvard/Pilgrim PPO</b>							
Rates (Regular Members)	1,925.00	50.00%	962.50	4,274.60	50.00%	2,137.30	
Participants			7			1	
<b>Annual Total</b>			<b>\$80,850</b>			<b>\$25,648</b>	<b>\$ 106,498</b>
<b>Tufts POS</b>							
Monthly Rates (Regular Members)	1,925.00	50.00%	962.50	4,274.60	50.00%	2,137.30	
Participants			1			0	
<b>Annual Total</b>			<b>\$11,550</b>			<b>\$0</b>	<b>\$ 11,550</b>

Premium Cost Summary	Enrollments		
	Single	Family	
Active Health Plans	110	66	\$ 1,801,424
<b>Total Appropriation Needed</b>			<b>\$ 1,801,424</b>

## Retirees - Medicare Eligible

Senior Plans: HEALTH PLANS:	Individual			HEALTH PLANS:	Individual		
	Total	Town Share			Total	Town Share	
	\$	%	\$	\$	%	\$	
<b>HPHC Medicare Enhancement</b>				<b>BCBS Medex Enhanced</b>			
Monthly Rates (Jul-Dec)	328.33	65.98%	216.63	Monthly Rates (Jul-Dec)	311.63	66.83%	208.26
Monthly Rates (Jan-Jun)	361.16	65.98%	238.30	Monthly Rates (Jan-Jun)	342.79	66.83%	229.09
Participants			196	Participants			191
<b>Total</b>			<b>\$534,995</b>	<b>Total</b>			<b>\$501,204</b>
<b>Fallon Senior Plan</b>				<b>Tufts Medicare Plus</b>			
Monthly Rates (Jul-Dec)	278.00	68.87%	191.46	Monthly Rates (Jul-Dec)	320.00	66.39%	212.45
Monthly Rates (Jan-Jun)	293.70	68.87%	202.27	Monthly Rates (Jan-Jun)	352.00	66.39%	233.69
Participants			3	Participants			88
<b>Total</b>			<b>\$7,087</b>	<b>Total</b>			<b>\$112,173</b>
<b>Tufts Medicare Preferred HMO</b>				<b>BCBS Managed Blue for Seniors</b>			
Monthly Rates (Jul-Dec)	252.00	70.81%	178.44	Monthly Rates (Jul-Dec)	267.18	69.63%	186.04
Monthly Rates (Jan-Jun)	277.20	70.81%	196.29	Monthly Rates (Jan-Jun)	293.90	69.63%	204.64
Participants			86	Participants			13
<b>Total</b>			<b>\$193,359</b>	<b>Total</b>			<b>\$30,473</b>

Medicare Eligible Retirees	Enrollments		
	Single	Family	
	577	0	
<b>Total Medicare Eligible Employees (Senior Plans)</b>			<b>\$1,379,290</b>

<b>Total Retiree Health Care</b>	<b>\$3,180,714</b>
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# Town of Natick

Home of Champions

## Unemployment Estimates

Unemployment Insurance is available for any employee who has worked for the Town of Natick - either as a result of being laid off or reduced hours. Historically, the Town of Natick averaged less than \$100,000 in total unemployment expenses until the most recent recession, when in recent years expenses have hovered close to \$200,000 annually. Natick has been fortunate that wholesale reductions in force have not been necessary; but changes within Federal unemployment laws have resulted in much higher long-term benefits being paid to employees eligible to take unemployment from the Town. The estimate for FY 2014 is detailed below.

<b>Fiscal Year 2014 Unemployment</b>	
<b>Original Appropriation</b>	<b>\$ 240,000</b>
<i>Amount Spent through December 2013</i>	<i>\$ 25,684</i>
<b>Balance</b>	<b>\$ 214,316</b>
Average Weekly Expenses	\$ 1,070
Amount Needed through end of year assuming same rate of expense	\$ 29,965
<b>Estimated Balance @ end of year</b>	<b>\$ 184,351</b>

The Town of Natick is self-insured for purposes of unemployment insurance. The Town receives monthly invoices from the Commonwealth as to who has filed claims, the value of those claims and the duration of those claims. The Town pays those invoices to the state directly, who distributes unemployment checks to those who have filed and qualified for U/I benefits. Current unemployment laws allow for maximum benefit of 26 weeks. Additional 'emergency' or 'extended' benefits can be passed by the Congress at any time forcing the municipality (and any business) to continue providing the unemployed with extended benefits. The Town also employs a third party vendor, to handle direct claims between unemployed individuals and the Town of Natick, as well as reviews the claim requests from the state and assists in management of the Town's liability.

### Estimates for FY 2015

At this time, we are proposing a lump-sum of \$200,000 be budgeted for unemployment benefits for FY 2015. We believe the increase is necessary to handle the increased cost of salaries due to contract settlements and seasonal unemployment costs while taking into account a significant decline in the use of the Town's unemployment insurance in FY 2014.

## Chapter 111F Medical (Police/Fire Worker's Compensation)

	<b>FY11</b>	<b>FY12</b>	<b>FY13</b>	<b>FY14 (5 mos.)</b>	<b>FY15</b>
CLAIMS	\$ 8,941	\$ 14,421	\$ 580	\$ 7,172	\$ 20,000
PREMIUMS & ADMIN	\$ 107,986	\$ 168,349	\$ 178,968	\$ 133,490	\$ 185,000
<b>TOTAL</b>	<b>\$ 116,927</b>	<b>\$ 182,770</b>	<b>\$ 179,548</b>	<b>\$ 140,662</b>	<b>\$ 205,000</b>

## Worker's Compensation

	<b>FY11</b>	<b>FY12</b>	<b>FY13</b>	<b>FY14 (5 mos.)</b>	<b>FY15</b>
CLAIMS ADMIN	\$ 4,000	\$ 3,000	\$ 4,000	\$ 2,000	\$ 4,000
ON SITE NURSE	\$ 4,914	\$ -	\$ -	\$ -	\$ -
PREMIUMS	\$ 381,481	\$ 397,341	\$ 372,883	\$ 202,971	\$ 431,000
CLAIMS	\$ 66,346	\$ 43,973	\$ 50,952	\$ 19,178	\$ 70,000
<b>TOTAL</b>	<b>\$ 456,741</b>	<b>\$ 444,314</b>	<b>\$ 427,835</b>	<b>\$ 224,149</b>	<b>\$ 505,000</b>



# Town of Natick

*Home of Champions*

## Medicare Analysis/LIUNA Details

### FY 2012 Actuals

**Appropriated Budget** \$ 750,000.00

Month	Medicare	Monthly	Cumulative
July	\$ 18,027	2.37%	2.37%
August	\$ 45,665	6.01%	8.39%
September	\$ 60,259	7.93%	16.32%
October	\$ 62,574	8.24%	24.56%
November	\$ 83,048	10.93%	35.49%
December	\$ 64,376	8.48%	43.97%
January	\$ 76,082	10.02%	53.99%
February	\$ 65,196	8.58%	62.57%
March	\$ 61,754	8.13%	70.70%
April	\$ 64,202	8.45%	79.15%
May	\$ 83,257	10.96%	90.12%
June	\$ 140,414	18.49%	108.60%
<b>Total</b>	<b>\$ 824,854</b>	<b>108.60%</b>	

**Budget Balance @ year-end** \$ (74,854)

### FY 2012 Actuals

**Appropriated Budget** \$ 750,000

Month	Medicare	Monthly	Cumulative
July	\$ 30,862	4.06%	4.06%
August	\$ 33,472	4.41%	8.47%
September	\$ 64,378	8.48%	16.95%
October	\$ 86,177	11.35%	28.29%
November	\$ 69,496	9.15%	37.44%
December	\$ 81,225	10.69%	48.14%
January	\$ 66,932	8.81%	56.95%
February	\$ 69,376	9.13%	66.09%
March	\$ 67,631	8.90%	74.99%
April	\$ 87,690	11.55%	86.54%
May	\$ 70,054	9.22%	95.76%
June	\$ 153,773	20.25%	116.01%
<b>Total</b>	<b>\$ 881,066</b>	<b>116.01%</b>	

**Budget Balance @ year-end** \$ (131,066)



# Town of Natick

Home of Champions

## Medicare Analysis/LIUNA Details

### FY 2014 Y-T-D & Forecast

(1) Appropriated Budget	\$	850,000
<i>Through December 15</i>	\$	377,577
(2) Forecast	\$	858,130
<b>(1-2) Surplus / (Deficit) @ year-end (estimated)</b>	\$	<b>(8,130)</b>

<b>Budget Request for FY 2015</b>	\$	<b>925,000</b>
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## LIUNA Contribution for Fiscal Year 2014 Budget

### General Fund

	#Employees	Total Hrs	Rate	Amount
Laborers	36	74,880	0.81	60,652.80
Clerical	24	46,800	0.71	33,228.00
Supervisors/Adm	8	16,640	0.81	13,478.40
Facilities	42	87,360	0.81	70,761.60
Morse Library	21	40,950	0.45	18,427.50
			Total	<u>\$196,548.30</u>

### Water & Sewer Enterprise

Laborers	19	39,520	0.81	32,011.20
Clerical	2	3,900	0.71	2,769.00
Supervisors/Adm	4	8,320	0.81	6,739.20
			Total	<u>\$41,519.40</u>

## Merit/Performance Set-Aside

Performance Adjustment	\$	112,500
Market Adjustment	\$	20,000
One-time Merit Payments	\$	25,000
<b>Total Merit/Performance</b>	\$	<b>157,500</b>



# *Town of Natick*

FY 2015 Preliminary Budget

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# Town of Natick

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## Department: Property & Liability Insurance

### Appropriation Summary

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
<b>Operating Expenses</b>						
Purchase of Services	471,865	514,956	588,175	615,300	27,125	4.61%
<b>Total Operating Expenses</b>	<b>471,865</b>	<b>514,956</b>	<b>588,175</b>	<b>615,300</b>	<b>27,125</b>	<b>4.61%</b>
<b>Total Property &amp; Liability Insurance</b>	<b>471,865</b>	<b>514,956</b>	<b>588,175</b>	<b>615,300</b>	<b>27,125</b>	<b>4.61%</b>

### Budget Overview:

#### I. Main Purpose of the Department

To provide property insurance on approximately \$303 million dollars of buildings and contents. Provide \$3 million in general liability coverage plus an additional \$2 million in an umbrella liability policy. Provide commercial fleet auto insurance including collision, comprehensive, and liability coverage. We are insured for boiler & machinery for \$100 million. There are also separate specialty liability policies for public officials liability, school board legal liability, and law enforcement coverage.

#### II. Recent Developments

The escalating costs for property insurance in the "post 9/11 era" have subsided and increases are now tracking in the 5% - 8% range. Thru continually monitoring and bidding our insurance, we believe that we will be able to hold an increase to the 4.61% requested in FY2015.

#### III. Current Challenges

Continuing to provide the current level of overage within the budget limits imposed by Proposition 2 ½.

#### IV. Significant Proposed Changes for the Upcoming Fiscal Year and Budget Impact

None

#### V. On the Horizon

Continue to monitor and sample the market to determine that the Town has solid insurance coverage while avoiding sharp premium increases.

### Budget Detail:

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
Package Policy Property/Liability	310,682	359,813	385,000	404,250	19,250	5.00%
Motor Vehicle	137,308	152,939	157,500	165,375	7,875	5.00%
Boiler {Steam Vessels}	17,909	0	19,425	19,425	0	0.00%
Insurance Deductibles	5,966	2,203	26,250	26,250	0	0.00%
<b>Purchased Services</b>	<b>471,865</b>	<b>514,956</b>	<b>588,175</b>	<b>615,300</b>	<b>27,125</b>	<b>4.61%</b>
<b>Total Property &amp; Liability Ins.</b>	<b>471,865</b>	<b>514,956</b>	<b>588,175</b>	<b>615,300</b>	<b>27,125</b>	<b>4.61%</b>



# *Town of Natick*

FY 2015 Preliminary Budget

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# Town of Natick

Home of Champions

## Department: Contributory Retirement

### Appropriation Summary

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
<b>Operating Expenses</b>						
Funding Schedule - Completion 2030	5,626,663	6,082,991	6,567,165	7,092,538	525,373	8.0%
<b>Total Operating Expenses</b>	<b>5,626,663</b>	<b>6,082,991</b>	<b>6,567,165</b>	<b>7,092,538</b>	<b>525,373</b>	<b>8.0%</b>
<b>Total Contributory Retirement</b>	<b>5,626,663</b>	<b>6,082,991</b>	<b>6,567,165</b>	<b>7,092,538</b>	<b>525,373</b>	<b>8.0%</b>

### Budget Overview:

#### I. Main Purpose of the Department

The Natick Retirement System provides pension benefits for many retired employees of the Town of Natick. Established under M.G.L. Chapter 32, the Natick Retirement System is funded via an annual appropriation at Town Meeting. As of 2010, there were 1012 participants in the Natick Retirement System - 559 active, 93 inactive and 360 retired participants and beneficiaries. Eligibility in the system is determined upon your employment status with the Town. If an employee is employed on a permanent basis and works 20 or more hours a week, then that employee is eligible. Enrollment is mandatory for all employees who qualify.

Employees who became members prior to April 1, 2012 are eligible to apply for a pension benefit when they have completed either ten years of creditable service and have reached the age of 55, or have 20 years of creditable service regardless of your age. Employees who became members on or after April 1, 2012 are eligible to apply for a benefit when they have reached age 60 with ten or more years of creditable service or have 20 years of service at any age. Recipients receive a defined benefit plan. The pension allowance is calculated using an employees years of creditable service, their age at retirement and their highest average salary for 36 consecutive months.

Employees are required by M.G.L. Ch. 32 to contribute a set percentage of their salary and an additional 2% on any salary over \$30,000.00 by regular payroll deductions. The rate of contribution is determined by the date on which an employee first became eligible for membership in a Massachusetts Contributory Retirement System and maintained your funds on deposit.

Before January 1, 1975 - 5%

January 1, 1975 - December 31, 1983 - 7%

January 1, 1984 - June 30, 1996 - 8%

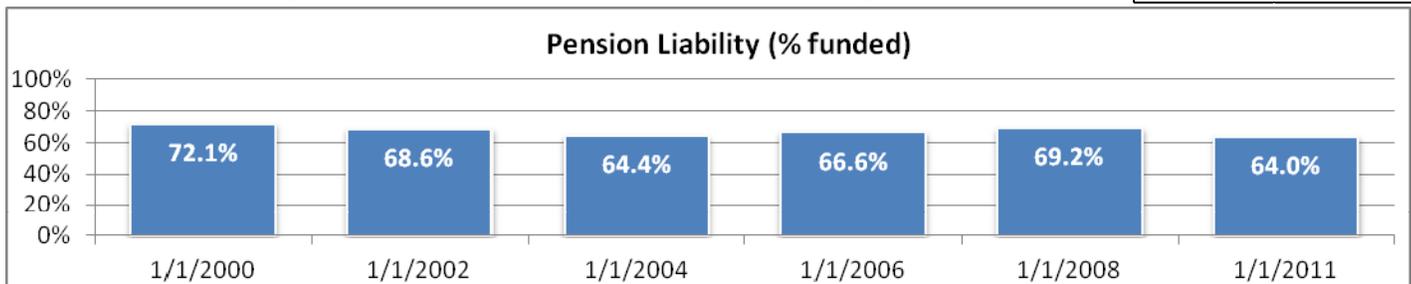
July 1, 1996 - or after - 9%

Employees who were members before January 1, 1979 are NOT subject to the additional 2%, while employees who became members after January 1, 1979 are subject to 2%.

#### Pension Liability

The chart below shows the percent funded amounts for the Natick Retirement System since 2000.

Indicator 8





**Department: Contributory Retirement**

**Budget Overview: (con't)**

**II. Recent Developments**

The latest actuarial report, conducted by The Segal Group effective January 1, 2011, found that the Natick Retirement System was funded at a ratio of 64.03%, with actuarial value of assets totaling \$94,697,600 while the actuarial accrued liability totaled \$147,904,433. This is a decrease from the last actuarial, dated January 1, 2008 where the system was 69.24% funded, though it is still less than in 1997 when the system was 73.91% funded. The next actuarial will be completed effective January 1, 2014 and should likely be available sometime in 2014.

**III. Current Challenges**

The funding schedule as shown in the FY 2015 budget . It has been **NOT** approved by the Public Employees Retirement Advisory Commission (PERAC) as of the printing of this document and will likely be modified during the FY 2015 budget process.

**IV. Significant Proposed Changes for the Upcoming Fiscal Year and Budget Impact**

As revenues become stagnant while the assessment for the Retirement System continues to increase in order to meet state mandated funding requirements, the impact of the retirement system upon Town operations will increase. State law mandates the pension system must be fully funded by 2040.

**V. On the Horizon**

Though formal state regulations mandating the funding of other post-employment benefits (such as retiree health care costs) have not been implemented, accounting regulations (GASB 45) require that municipalities disclose their OPEB liabilities on their year-end balance sheets. While not directly part of the retirement system, these benefits for pensioners will have to be funded somehow in the future, and the Town of Natick will have to develop strategies to manage this liability.

**Budget Detail:**

	2012 Actual	2013 Actual	2014 Appropriated	2015 Preliminary	2013 vs. 2014	
					\$	%
Funding Schedule - Completion 2030	5,626,663	6,082,991	6,567,165	7,092,538	484,174	8.0%
<b>Personnel Services</b>	<b>5,626,663</b>	<b>6,082,991</b>	<b>6,567,165</b>	<b>7,092,538</b>	<b>484,174</b>	<b>8.0%</b>
<b>Total Contributory Retirement</b>	<b>5,626,663</b>	<b>6,082,991</b>	<b>6,567,165</b>	<b>7,092,538</b>	<b>484,174</b>	<b>8.0%</b>

Note: The amount shown under funding schedule is a net amount: less those pension assessments for the Natick Housing Authority, the Sassamon Trace Golf Course and the Water/Sewer Enterprise fund. The math is shown below.

Total <b>ESTIMATED</b> Assessment for FY 2015	\$ 7,453,409
less NHA Assessment	\$ (116,335)
less Golf Course Assessment	\$ (11,303)
less Water/Sewer Assessment	\$ (233,231)
<b>Net Retirement Assessment (General Fund)</b>	<b>\$ 7,092,538</b>

**Line-Item Detail**

**Personnel Services:** Funding Schedule: The annual contribution required under law to meet the Town's pension obligations to its pensioners. The Natick Retirement System is on pace to be fully funded by 2030. Under the most current Massachusetts General Law, the Retirement Board has the discretion to extend the deadline up to 2040.

This amount is **net** of the assessment for the Natick Housing Authority.



# Town of Natick

Home of Champions

## Department: Non - Contributory Retirement

### Appropriation Summary

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
<b>Other Personnel Services</b>						
Pensions - Non-Contributory	75,012	70,535	42,903	41,496	-1,407	-3.3%
<b>Total Other Personnel Services</b>	<b>75,012</b>	<b>70,535</b>	<b>42,903</b>	<b>41,496</b>	<b>-1,407</b>	<b>-3.3%</b>

<b>Total Non-Contributory Retirement</b>	<b>75,012</b>	<b>70,535</b>	<b>42,903</b>	<b>41,496</b>	<b>-1,407</b>	<b>-3.3%</b>
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### Budget Overview:

Nearly all employees who have worked for the Town of Natick are part of the Natick Retirement System and have been required to contribute part of their earnings towards the pension system. However a few past employees and their beneficiaries were not required to contribute, specifically those who were employed by the Town prior to January 1, 1939. This budget provides for the pensions for those employees/beneficiaries.

### Budget Detail:

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
Pensions Police	0	9,237	4,900	5,047	147	3.0%
Pensions Fire	40,182	27,073	15,733	16,093	360	2.3%
Pensions School	34,830	34,224	22,270	20,357	-1,914	-8.6%
<b>Other Personnel Services</b>	<b>75,012</b>	<b>70,535</b>	<b>42,903</b>	<b>41,496</b>	<b>-1,407</b>	<b>-3.3%</b>
<b>Total Non-Contributory Retirement</b>	<b>75,012</b>	<b>70,535</b>	<b>42,903</b>	<b>41,496</b>	<b>-1,407</b>	<b>-3.3%</b>

### Line-Item Detail:

#### Other Personnel Services:

Pensions - Fire: Pays for 1 pension to beneficiaries of retired firemen.

Pensions - Schools: Pays for 1 pension of a retired school employee.

Pensions - Police: Shares the pension of one retiree with the Commonwealth of Massachusetts.



# *Town of Natick*

FY 2015 Preliminary Budget

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# Town of Natick

Home of Champions

## Department: Debt Service

### Appropriation Summary

	2012 Actual	2013 Actual	2014 Appropriated	2015 Preliminary	2014 vs. 2015	
					\$	%
<b>Operating Expenses</b>						
Leased Equipment	68,590	0	82,000	82,000	0	0.00%
Principal	7,575,385	7,502,879	8,125,967	8,491,268	614,646	8.18%
Interest	3,412,016	2,548,421	2,753,076	2,743,691	137,966	5.28%
<b>Total Operating Expenses</b>	<b>11,055,991</b>	<b>10,051,300</b>	<b>10,961,043</b>	<b>11,316,959</b>	<b>752,612</b>	<b>7.37%</b>
<b>Total Debt Service</b>	<b>11,055,991</b>	<b>10,051,300</b>	<b>10,961,043</b>	<b>11,316,959</b>	<b>752,612</b>	<b>7.37%</b>

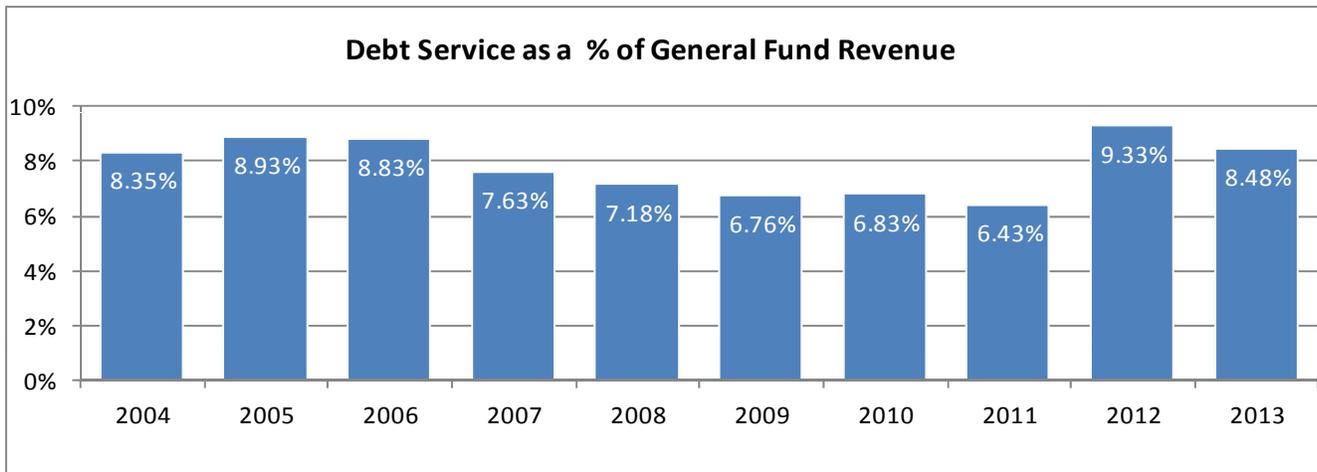
### Budget Overview:

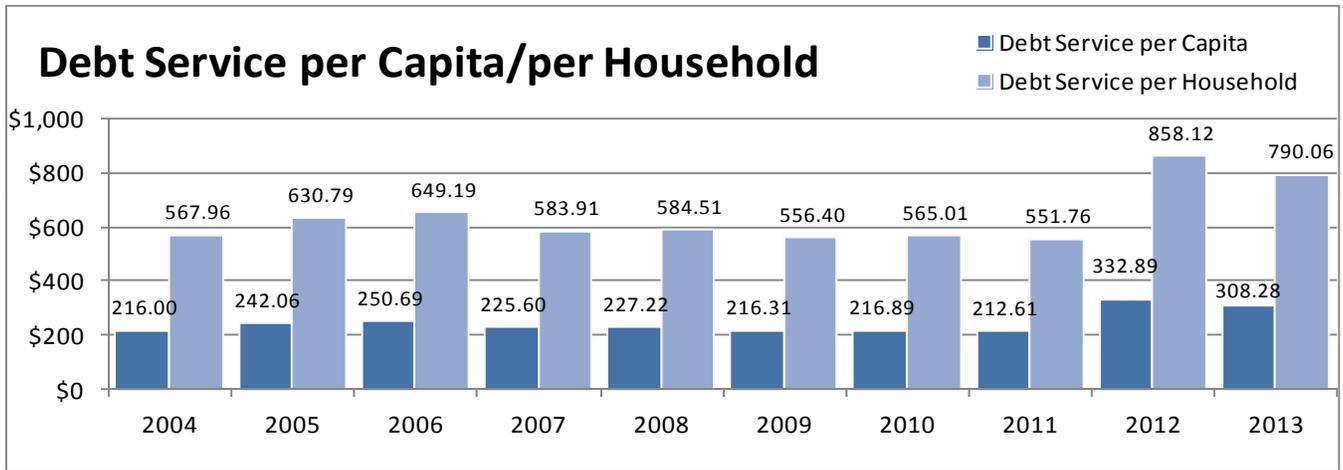
The Town assumes debt to finance many capital projects. Natick's debt is funded through bond issues. State statutes permit maximum terms of bond issues to vary from 5 to 20 years, depending on the purpose of the issue. The Town can only issue new debt with the approval of two-thirds of Town Meeting.

Debt service includes general fund principal and interest payments for both exempt and non-exempt debt as well as temporary borrowing. Also included in these figures are debt issuance costs and leased equipment costs.

Debt is the chief financing tool utilized by municipalities to continually replace and maintain its capital infrastructure. As such, it is important to monitor how much debt the community has at any one point in time and determine what impact the amount of debt service has on the operating budget and the taxpayers. Credit rating agencies monitor the amount of debt a community has just like they monitor individual credit. A variety of factors, including the level of debt service/annual revenues and level of debt service/capita and per household are evaluated by credit rating agencies.

Debt Service is one of the Town's twelve Financial Indicators checked annually for fiscal health.



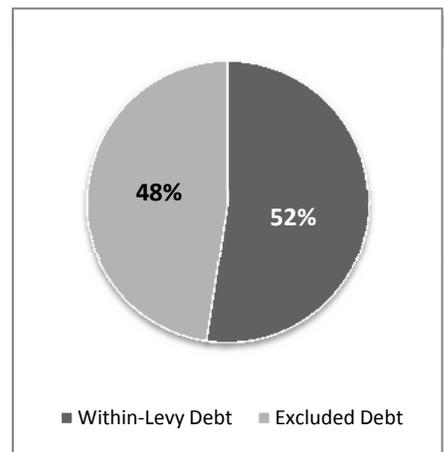


Positively for Natick, the community fares well on this indicator. Not only has debt service per capita remained well within recommended levels at between 8%-10.5% - debt service of 20% of operating revenues is considered a problem and 10% is considered acceptable - but decreased from FY 2006 until last year. Future issuance of debt should be timed so as to minimize its impact upon both the operating budget. This can be achieved by timing new issuances with retirement of current debt service and following the Town Administrator's Recommended Financial Policies on issuing large debt projects (over \$1,000,000) outside of the tax levy.

Debt per capita has grown significantly since FY 2012 when the majority of the debt for the new Natick High School and the new Community/Senior Center began to be serviced. This issuance has been well timed in that it a) received favorable bid prices, b) lower interest rates and c) will be issued after several years of declining debt service amounts.

#### Within-Levy vs. Excluded Debt

	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
Within-Levy Debt	\$ 5,071,268	\$ 811,360	\$ 5,882,628
Excluded Debt	\$ 3,420,000	\$ 1,932,331	\$ 5,352,331
<b>Total</b>	<b>\$ 8,491,268</b>	<b>\$ 2,743,691</b>	<b>\$ 11,234,959</b>



#### Debt Limit

As per M.G.L. Ch. 44, Sec. 10, the Town of Natick can authorize indebtedness up to 5% of the equalized value of the Town.	<b>Current Equalized Value</b>	<b>\$ 6,589,327,610</b>
	<b>Current Debt Limit</b>	<b>\$ 329,466,381</b>
	<b>Current Authorized Debt</b>	<b>\$ 95,247,979</b>

M.G.L. Chapter 44, Section 10: "Except as otherwise provided by law, a city or town shall not authorize indebtedness to an amount exceeding 5 per cent of the equalized valuation of the city or town. A city or town may authorize indebtedness in excess of 5 per cent but not in excess of 10 per cent, of the aforesaid equalized valuation; provided, however, that the amount of indebtedness so authorized shall be subject to the approval of the members of the municipal finance oversight board, which approval may be given either before or after such authorization."



# Town of Natick

Home of Champions

Department: General Fund Debt Service - Principal

Year of Issue	Project	Amount Issued	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Issue	Total Outstanding
			Principal	Principal	Principal	Principal	Principal	Principal	Balance	Principal
1996	Morse Institute Library	\$ 2,814,028	\$ 155,000	\$ 130,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 130,000
2001	Septic Title V (MWPAT) T5-97-1026	\$ 145,813	\$ 7,735	\$ 7,735	\$ 7,597	\$ 7,597	\$ 7,597	\$ 7,597	\$ 7,597	\$ 45,720
2003	Land Acquisition *Refunded	\$ 812,000	\$ 72,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2003	Fuel Storage (Residential) *Refunded	\$ 490,000	\$ 43,750	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2003	Fuel Storage (Municipal) *Refunded	\$ 98,000	\$ 8,750	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2004	Septic Title V (MWPAT) T5-97-1026-1	\$ 92,122	\$ 5,102	\$ 5,102	\$ 5,102	\$ 5,102	\$ 5,102	\$ 5,102	\$ 20,646	\$ 46,156
2008	Landfill Capping *Refunded	\$ 90,370	\$ 10,000	\$ 10,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ 15,000
2008	Oil Tank Removal / Remediation *Refunded	\$ 306,254	\$ 40,000	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 40,000
2008	Morse Institute Library *Refunded	\$ 1,511,188	\$ 205,000	\$ 200,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 200,000
2008	Municipal Complex (Town Hall / Safety) *Re	\$ 341,398	\$ 45,000	\$ 35,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 35,000
2009	Glen Street Drainage	\$ 1,065,000	\$ 105,000	\$ 105,000	\$ 105,000	\$ 105,000	\$ 80,000	\$ -	\$ -	\$ 395,000
2009	Municipal Bldg Improvements	\$ 158,000	\$ 15,917	\$ 15,917	\$ 15,917	\$ 15,080	\$ 15,080	\$ -	\$ -	\$ 61,994
2009	Capital Equipment - Fire Pumper	\$ 400,000	\$ 45,000	\$ 45,000	\$ 45,000	\$ 40,000	\$ -	\$ -	\$ -	\$ 130,000
2009	Capital Equipment - Trash Packers	\$ 525,000	\$ 85,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2009	Capital Equipment - Catch Basin Cleaner	\$ 190,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ 70,000
2009	Septic (MWPAT)	\$ 150,000	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 75,000	\$ 112,500
2010	Trash Packer	\$ 150,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ -	\$ -	\$ -	\$ 75,000
2010	Municipal Complex HVAC	\$ 410,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 240,000
2010	Sidewalk Tractor	\$ 117,000	\$ 15,000	\$ 15,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ 55,000
2011	Community Senior Center	\$ 8,850,000	\$ 445,000	\$ 445,000	\$ 445,000	\$ 445,000	\$ 445,000	\$ 445,000	\$ 5,290,000	\$ 7,515,000
2011	Roads - Oak St	\$ 2,000,000	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	\$ 920,000	\$ 1,595,000
2011	Roads - Pave Rt27	\$ 120,000	\$ 25,000	\$ 25,000	\$ 20,000	\$ -	\$ -	\$ -	\$ -	\$ 45,000
2011	Storage Bldg - Oak St Gravel Pit	\$ 100,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 20,000	\$ 70,000
2011	Ambulance	\$ 130,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ 50,000
2011	Fire - Radio Equipment	\$ 150,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ 60,000
2011	Fire - Engine Replacement	\$ 400,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 80,000	\$ 280,000
2011	Dept Equip - Fire C2 / DPW H52	\$ 100,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ -	\$ 40,000
2011	Bldg Remodel - Police Dispatch	\$ 150,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 30,000	\$ 105,000
2011	Replace DPW Dump Truck H-44	\$ 180,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ 30,000	\$ 120,000
2011	Replace DPW Dump Truck H-53	\$ 180,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ 30,000	\$ 120,000
2012	Community Senior Center	\$ 1,150,000	\$ 90,000	\$ 95,000	\$ 95,000	\$ 95,000	\$ 95,000	\$ 95,000	\$ 495,000	\$ 970,000
2012	Voting Machines	\$ 58,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -	\$ 30,000
2012	DPW Equip - Dump Truck H-45	\$ 190,000	\$ 30,000	\$ 30,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ -	\$ 130,000
2012	DPW Equip - Sidewalk Plow	\$ 142,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ -	\$ 100,000
2012	DPW Equip - Backhoe H-59	\$ 125,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ -	\$ 85,000
2012	DPW Equip - Heavy Duty Truck - H-40	\$ 60,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 5,000	\$ 5,000	\$ -	\$ 40,000
2012	DPW Equip - Dump Truck LF-6	\$ 130,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ -	\$ 90,000
2012	DPW Equip - Tractors - LF-14 & LF-15	\$ 70,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ 50,000
2012	Senior Center Generator	\$ 120,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ -	\$ 80,000
2012	Recreation Bus #2	\$ 70,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ 50,000
2012	DPW Garage Roof	\$ 99,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 10,000	\$ 10,000	\$ -	\$ 65,000
2012	DPW Security Upgrades	\$ 66,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 5,000	\$ -	\$ 45,000
2012	Eliot & South Street Repairs	\$ 105,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ 60,000
2012	Cole Center Repairs	\$ 155,000	\$ 25,000	\$ 25,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ -	\$ 105,000
2012	Cole Center Fields	\$ 80,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ 45,000
2012	DPW Security Upgrades	\$ 791,000	\$ 80,000	\$ 80,000	\$ 80,000	\$ 80,000	\$ 80,000	\$ 80,000	\$ 230,000	\$ 630,000

January 2, 2014



# Town of Natick

Home of Champions

Department: General Fund Debt Service - Principal

Year of Issue	Project	Amount Issued	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Issue	Total Outstanding
			Principal	Principal	Principal	Principal	Principal		Balance	Principal
2012	Landfill Capping *Refunded	\$ 2,500,000	\$ 146,000	\$ 142,000	\$ 139,000	\$ 139,000	\$ 120,000	\$ -	\$ -	\$ 540,000
2012	Morse Institute Library *Refunded	\$ 2,250,000	\$ 124,000	\$ 120,000	\$ 118,000	\$ 116,000	\$ -	\$ -	\$ -	\$ 354,000
2012	Municipal Complex (Town Hall / Safety) *Re	\$ 9,000,000	\$ 496,000	\$ 481,000	\$ 470,000	\$ 464,000	\$ -	\$ -	\$ -	\$ 1,415,000
2012	Municipal Complex (Town Hall / Safety) *Re	\$ 9,020,000	\$ 498,000	\$ 480,000	\$ 461,000	\$ 460,000	\$ 453,000	\$ -	\$ -	\$ 1,854,000
2012	Landfill Capping (Net of Surplus to G.C.) *Re	\$ 2,456,916	\$ 108,630	\$ 107,210	\$ 106,500	\$ 104,370	\$ 103,660	\$ 90,170	\$ 89,460	\$ 601,370
2013	Police - Building Security	\$ 85,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ 65,000
2013	DPW - Redesign Cottage Street	\$ 250,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 100,000	\$ 225,000
2013	DPW - Redesign Pine street	\$ 250,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 100,000	\$ 225,000
2013	DPW Equip. - SnowMelter	\$ 232,000	\$ 52,000	\$ 45,000	\$ 45,000	\$ 45,000	\$ 45,000	\$ -	\$ -	\$ 180,000
2013	DPW Equip. - Replace H-55	\$ 170,000	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000	\$ 30,000	\$ -	\$ -	\$ 135,000
2013	DPW Equip. - Replace H-42	\$ 110,000	\$ 25,000	\$ 25,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ 85,000
2013	DPW Equip. - Recycling Packers	\$ 900,000	\$ 130,000	\$ 130,000	\$ 130,000	\$ 130,000	\$ 130,000	\$ 125,000	\$ 125,000	\$ 770,000
2013	DPW Equip - Log Loader	\$ 62,000	\$ 17,000	\$ 15,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ 45,000
2013	DPW Equip - LF-3	\$ 62,000	\$ 17,000	\$ 15,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ 45,000
2013	Community Senior Center	\$ 250,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 100,000	\$ 225,000
Est. 2014	DPW Equip. - Replace Dump Truck H-48	\$ 190,000	\$ -	\$ 27,143	\$ 27,143	\$ 27,143	\$ 27,143	\$ 27,143	\$ 54,286	\$ 190,000
Est. 2014	DPW Equip. - Replace Hooklift H-51	\$ 230,000	\$ -	\$ 32,857	\$ 32,857	\$ 32,857	\$ 32,857	\$ 32,857	\$ 65,714	\$ 230,000
Est. 2014	DPW Equip. - Recycling Toters	\$ 570,000	\$ -	\$ 114,000	\$ 114,000	\$ 114,000	\$ 114,000	\$ 114,000	\$ -	\$ 570,000
Est. 2014	Police - Replace Rooftop HVAC	\$ 180,000	\$ -	\$ 36,000	\$ 36,000	\$ 36,000	\$ 36,000	\$ 36,000	\$ -	\$ 180,000
Est. 2014	JJ Lane Park	\$ 110,000	\$ -	\$ 22,000	\$ 22,000	\$ 22,000	\$ 22,000	\$ 22,000	\$ -	\$ 110,000
Est. 2014	Field Fence Work	\$ 140,750	\$ -	\$ 28,150	\$ 28,150	\$ 28,150	\$ 28,150	\$ 28,150	\$ -	\$ 140,750
Est. 2014	Retaining Wall - Pond & Cemetery	\$ 455,000	\$ -	\$ 45,500	\$ 45,500	\$ 45,500	\$ 45,500	\$ 45,500	\$ 227,500	\$ 455,000
Est. 2014	Roads (Collector/Arterial)	\$ 300,000	\$ -	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ -	\$ 150,000
Est. 2014	Police - Dispatch Center	\$ 230,000	\$ -	\$ 46,000	\$ 46,000	\$ 46,000	\$ 46,000	\$ 46,000	\$ -	\$ 230,000
Est. 2014	Fire - Engine Replacement	\$ 520,000	\$ -	\$ 74,286	\$ 74,286	\$ 74,286	\$ 74,286	\$ 74,286	\$ 148,571	\$ 520,000
Est. 2014	DPW Equip. - Replace S-35 (Packer)	\$ 275,000	\$ -	\$ 39,286	\$ 39,286	\$ 39,286	\$ 39,286	\$ 39,286	\$ 78,571	\$ 275,000
Est. 2014	DPW Equip. - Replace H-62 (St. Sweeper)	\$ 185,000	\$ -	\$ 37,000	\$ 37,000	\$ 37,000	\$ 37,000	\$ 37,000	\$ -	\$ 185,000
Est. 2014	Drainage Improvements - Willow St.	\$ 350,000	\$ -	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000	\$ -	\$ 175,000
Est. 2014	Cole North Field Improvements	\$ 1,200,000	\$ -	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 600,000	\$ 1,200,000
<b>Sub-Total (Gen'l Gov)</b>			<b>\$ 3,884,884</b>	<b>\$ 4,273,686</b>	<b>\$ 3,782,837</b>	<b>\$ 3,655,870</b>	<b>\$ 2,884,160</b>	<b>\$ 2,047,590</b>	<b>\$ 8,957,346</b>	<b>\$ 25,601,490</b>



# Town of Natick

Home of Champions

Department: General Fund Debt Service - Principal

Year of Issue	Project	Amount Issued	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Issue	Total Outstanding
			Principal	Principal	Principal	Principal	Principal		Balance	Principal
2004	Wilson Middle School	\$ 9,850,000	\$ 495,000	\$ 490,000	\$ 490,000	\$ 490,000	\$ 490,000	\$ 490,000	\$ 2,450,000	\$ 4,900,000
2004	Wilson Middle School	\$ 1,300,000	\$ 65,000	\$ 65,000	\$ 65,000	\$ 65,000	\$ 65,000	\$ 65,000	\$ 325,000	\$ 650,000
2004	Kennedy Middle School	\$ 1,000,000	\$ 100,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2008	Lilja School *Refunded	\$ 135,555	\$ 15,000	\$ 15,000	\$ 15,000	\$ 5,000	\$ -	\$ -	\$ -	\$ 35,000
2008	Brown School *Refunded	\$ 469,310	\$ 45,000	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 40,000
2009	School Bldg Improvements	\$ 785,000	\$ 79,083	\$ 79,083	\$ 79,083	\$ 74,920	\$ 74,920	\$ -	\$ -	\$ 308,006
2010	Kennedy Renovations	\$ 1,200,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 720,000
2010	Memorial Renovations	\$ 1,670,000	\$ 170,000	\$ 165,000	\$ 165,000	\$ 165,000	\$ 165,000	\$ 165,000	\$ 165,000	\$ 990,000
2011	High School - Construction	\$ 38,500,000	\$ 1,925,000	\$ 1,925,000	\$ 1,925,000	\$ 1,925,000	\$ 1,925,000	\$ 1,925,000	\$ 23,100,000	\$ 32,725,000
2011	High School - Design	\$ 947,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 545,000	\$ 795,000
2011	High School - Design	\$ 520,000	\$ 30,000	\$ 30,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 300,000	\$ 430,000
2011	High School - Feasibility Study	\$ 118,000	\$ 25,000	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ -	\$ 40,000
2011	Johnson Boilers	\$ 247,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 45,000	\$ 170,000
2011	Memorial Fire Alarm System	\$ 275,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 50,000	\$ 185,000
2011	Johnson Exterior Windows	\$ 110,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 20,000	\$ 70,000
2012	Johnson Repairs	\$ 203,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 25,000	\$ 25,000	\$ -	\$ 140,000
2012	Johnson Repairs	\$ 90,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ 60,000
2012	Kennedy School Equipment	\$ 220,000	\$ 35,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ -	\$ 150,000
2012	Johnson School Paving	\$ 75,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ -	\$ 45,000
2012	Lilja School *Refunded	\$ 7,490,000	\$ 141,000	\$ 123,000	\$ 106,000	\$ 89,000	\$ 72,000	\$ -	\$ -	\$ 390,000
2012	Bennett-Hemenway School *Refunded	\$ 13,200,000	\$ 231,000	\$ 203,000	\$ 174,000	\$ 145,000	\$ 116,000	\$ 82,000	\$ 96,000	\$ 816,000
2013	Kennedy - 6 Modular Classrooms	\$ 600,000	\$ 300,000	\$ 300,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 300,000
2013	Kennedy - Replace Electrical Serv.	\$ 150,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 60,000	\$ 135,000
2013	High School - Construction	\$ 5,500,000	\$ 275,000	\$ 275,000	\$ 275,000	\$ 275,000	\$ 275,000	\$ 275,000	\$ 3,850,000	\$ 5,225,000
Est. 2014	Ben-Hem - School Playground	\$ 175,000	\$ -	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000	\$ 35,000	\$ -	\$ 175,000
Est. 2014	Memorial - Boiler Replacement	\$ 400,000	\$ -	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 200,000	\$ 400,000
Est. 2014	Memorial - School Lighting	\$ 125,000	\$ -	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ -	\$ 125,000
Est. 2014	Ben-Hem - Replace DDC Controls	\$ 150,000	\$ -	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ -	\$ 150,000
Est. 2014	Replace Windows - Johnson	\$ 175,000	\$ -	\$ 17,500	\$ 17,500	\$ 17,500	\$ 17,500	\$ 17,500	\$ 87,500	\$ 175,000
<b>Sub-Total (Schools)</b>			<b>\$ 4,241,083</b>	<b>\$ 4,217,583</b>	<b>\$ 3,826,583</b>	<b>\$ 3,736,420</b>	<b>\$ 3,665,420</b>	<b>\$ 3,484,500</b>	<b>\$ 31,413,500</b>	<b>\$ 50,344,006</b>
<b>General Fund Total</b>			<b>\$ 8,125,967</b>	<b>\$ 8,491,268</b>	<b>\$ 7,609,420</b>	<b>\$ 7,392,290</b>	<b>\$ 6,549,580</b>	<b>\$ 5,532,090</b>	<b>\$ 40,370,846</b>	<b>\$ 75,945,496</b>
<b>Total Amount Remaining</b>				<b>\$ 75,945,496</b>	<b>\$ 67,454,227</b>	<b>\$ 59,844,807</b>	<b>\$ 52,452,517</b>	<b>\$ 45,902,936</b>	<b>\$ 40,370,846</b>	<b>\$ -</b>



# Town of Natick

Home of Champions

Department: General Fund Debt Service - Interest

Year of Issue	Project	Amount Issued	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Issue	Total Outstanding
			Interest	Interest	Interest	Interest	Interest	Interest	Balance	Interest
1996	Morse Institute Library	\$ 2,814,028	\$ 11,620	\$ 3,640	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,640
2003	Land Acquisition *Refunded	\$ 812,000	\$ 1,450	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2003	Fuel Storage (Residential) *Refunded	\$ 490,000	\$ 875	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2003	Fuel Storage (Municipal) *Refunded	\$ 98,000	\$ 175	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2008	Landfill Capping *Refunded	\$ 90,370	\$ 850	\$ 525	\$ 175	\$ -	\$ -	\$ -	\$ -	\$ 700
2008	Oil Tank Removal / Remediation *Refunded	\$ 306,254	\$ 2,700	\$ 1,400	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,400
2008	Morse Institute Library *Refunded	\$ 1,511,188	\$ 13,663	\$ 7,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,000
2008	Municipal Complex (Town Hall / Safety) *Re	\$ 341,398	\$ 2,688	\$ 1,225	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,225
2009	Glen Street Drainage	\$ 1,065,000	\$ 18,688	\$ 15,013	\$ 11,206	\$ 7,269	\$ 3,200	\$ -	\$ -	\$ 36,688
2009	Municipal Bldg Improvements	\$ 158,000	\$ 2,919	\$ 2,361	\$ 1,784	\$ 1,188	\$ 603	\$ -	\$ -	\$ 5,937
2009	Capital Equipment - Fire Pumper	\$ 400,000	\$ 6,444	\$ 4,869	\$ 3,238	\$ 1,550	\$ -	\$ -	\$ -	\$ 9,656
2009	Capital Equipment - Trash Packers	\$ 525,000	\$ 2,975	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2009	Capital Equipment - Catch Basin Cleaner	\$ 190,000	\$ 3,356	\$ 2,656	\$ 1,931	\$ 1,181	\$ 600	\$ -	\$ -	\$ 6,369
2010	Trash Packer	\$ 150,000	\$ 1,938	\$ 1,313	\$ 688	\$ -	\$ -	\$ -	\$ -	\$ 2,000
2010	Municipal Complex HVAC	\$ 410,000	\$ 8,100	\$ 7,100	\$ 6,100	\$ 5,000	\$ 3,800	\$ 2,600	\$ 1,300	\$ 25,900
2010	Sidewalk Tractor	\$ 117,000	\$ 1,950	\$ 1,575	\$ 1,200	\$ 925	\$ 625	\$ 325	\$ -	\$ 4,650
2011	Community Senior Center	\$ 8,850,000	\$ 279,650	\$ 266,300	\$ 252,950	\$ 230,700	\$ 217,350	\$ 204,000	\$ 981,100	\$ 2,152,400
2011	Roads - Oak St	\$ 2,000,000	\$ 57,575	\$ 53,525	\$ 49,475	\$ 42,725	\$ 38,675	\$ 34,625	\$ 92,425	\$ 311,450
2011	Roads - Pave Rt27	\$ 120,000	\$ 2,500	\$ 1,750	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 2,750
2011	Storage Bldg - Oak St Gravel Pit	\$ 100,000	\$ 2,700	\$ 2,400	\$ 2,100	\$ 1,600	\$ 1,300	\$ 1,000	\$ 3,600	\$ 12,000
2011	Ambulance	\$ 130,000	\$ 2,750	\$ 2,000	\$ 1,250	\$ -	\$ -	\$ -	\$ -	\$ 3,250
2011	Fire - Radio Equipment	\$ 150,000	\$ 3,300	\$ 2,400	\$ 1,500	\$ -	\$ -	\$ -	\$ -	\$ 3,900
2011	Fire - Engine Replacement	\$ 400,000	\$ 10,800	\$ 9,600	\$ 8,400	\$ 6,400	\$ 5,200	\$ 4,000	\$ 3,600	\$ 37,200
2011	Dept Equip - Fire C2 / DPW H52	\$ 100,000	\$ 2,200	\$ 1,600	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 2,600
2011	Bldg Remodel - Police Dispatch	\$ 150,000	\$ 4,050	\$ 3,600	\$ 3,150	\$ 2,400	\$ 1,950	\$ 1,500	\$ 1,350	\$ 13,950
2011	Replace DPW Dump Truck H-44	\$ 180,000	\$ 4,750	\$ 4,150	\$ 3,550	\$ 2,550	\$ 1,950	\$ 1,500	\$ 1,350	\$ 15,050
2011	Replace DPW Dump Truck H-53	\$ 180,000	\$ 4,750	\$ 4,150	\$ 3,550	\$ 2,550	\$ 1,950	\$ 1,500	\$ 1,350	\$ 15,050
2012	Community Senior Center	\$ 1,150,000	\$ 31,725	\$ 29,025	\$ 26,175	\$ 23,325	\$ 19,525	\$ 15,725	\$ 32,425	\$ 146,200
2012	Voting Machines	\$ 58,000	\$ 1,300	\$ 1,000	\$ 700	\$ 400	\$ -	\$ -	\$ -	\$ 2,100
2012	DPW Equip - Dump Truck H-45	\$ 190,000	\$ 5,550	\$ 4,650	\$ 3,750	\$ 3,000	\$ 2,000	\$ 1,000	\$ -	\$ 14,400
2012	DPW Equip - Sidewalk Plow	\$ 142,000	\$ 4,200	\$ 3,600	\$ 3,000	\$ 2,400	\$ 1,600	\$ 800	\$ -	\$ 11,400
2012	DPW Equip - Backhoe H-59	\$ 125,000	\$ 3,600	\$ 3,000	\$ 2,400	\$ 1,800	\$ 1,200	\$ 600	\$ -	\$ 9,000
2012	DPW Equip - Heavy Duty Truck - H-40	\$ 60,000	\$ 1,700	\$ 1,400	\$ 1,100	\$ 800	\$ 400	\$ 200	\$ -	\$ 3,900
2012	DPW Equip - Dump Truck LF-6	\$ 130,000	\$ 3,800	\$ 3,200	\$ 2,600	\$ 2,000	\$ 1,200	\$ 600	\$ -	\$ 9,600
2012	DPW Equip - Tractors - LF-14 & LF-15	\$ 70,000	\$ 2,100	\$ 1,800	\$ 1,500	\$ 1,200	\$ 800	\$ 400	\$ -	\$ 5,700
2012	Senior Center Generator	\$ 120,000	\$ 3,450	\$ 2,850	\$ 2,250	\$ 1,800	\$ 1,200	\$ 600	\$ -	\$ 8,700
2012	Recreation Bus #2	\$ 70,000	\$ 2,100	\$ 1,800	\$ 1,500	\$ 1,200	\$ 800	\$ 400	\$ -	\$ 5,700
2012	DPW Garage Roof	\$ 99,000	\$ 2,750	\$ 2,300	\$ 1,850	\$ 1,400	\$ 800	\$ 400	\$ -	\$ 6,750
2012	DPW Security Upgrades	\$ 66,000	\$ 1,900	\$ 1,600	\$ 1,300	\$ 1,000	\$ 600	\$ 200	\$ -	\$ 4,700
2012	Eliot & South Street Repairs	\$ 105,000	\$ 2,600	\$ 2,000	\$ 1,400	\$ 800	\$ -	\$ -	\$ -	\$ 4,200
2012	Cole Center Repairs	\$ 155,000	\$ 4,500	\$ 3,750	\$ 3,000	\$ 2,400	\$ 1,600	\$ 800	\$ -	\$ 11,550
2012	Cole Center Fields	\$ 80,000	\$ 1,950	\$ 1,500	\$ 1,050	\$ 600	\$ -	\$ -	\$ -	\$ 3,150
2012	DPW - 75 West Street	\$ 791,000	\$ 23,000	\$ 20,600	\$ 18,200	\$ 15,800	\$ 12,600	\$ 9,400	\$ 10,700	\$ 87,300
2012	Landfill Capping *Refunded	\$ 2,500,000	\$ 20,220	\$ 17,340	\$ 13,140	\$ 7,580	\$ 2,400	\$ -	\$ -	\$ 40,460
2012	Morse Institute Library *Refunded	\$ 2,250,000	\$ 13,000	\$ 10,560	\$ 7,000	\$ 2,320	\$ -	\$ -	\$ -	\$ 19,880
2012	Municipal Complex (Town Hall / Safety) *Re	\$ 9,000,000	\$ 51,940	\$ 42,170	\$ 27,960	\$ 9,280	\$ -	\$ -	\$ -	\$ 79,410



# Town of Natick

Home of Champions

**Department: General Fund Debt Service - Interest**

Year of Issue	Project	Amount Issued	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Issue	Total Outstanding
			Interest	Interest	Interest	Interest	Interest	Interest	Balance	Interest
2012	Municipal Complex (Town Hall / Safety) *Re	\$ 9,020,000	\$ 69,540	\$ 59,760	\$ 45,740	\$ 27,320	\$ 9,060	\$ -	\$ -	\$ 141,880
2012	Landfill Capping (Net of Surplus to G.C.) *Re	\$ 2,456,916	\$ 22,997	\$ 20,839	\$ 17,636	\$ 13,419	\$ 9,258	\$ 5,382	\$ -	\$ 66,534
2013	Police - Building Security	\$ 85,000	\$ 2,110	\$ 2,050	\$ 1,650	\$ 1,200	\$ 600	\$ -	\$ -	\$ 5,500
2013	DPW - Redesign Cottage Street	\$ 250,000	\$ 7,104	\$ 7,750	\$ 7,250	\$ 6,500	\$ 5,500	\$ 4,500	\$ 8,000	\$ 39,500
2013	DPW - Redesign Pine street	\$ 250,000	\$ 7,104	\$ 7,750	\$ 7,250	\$ 6,500	\$ 5,500	\$ 4,500	\$ 8,000	\$ 39,500
2013	DPW Equip. - SnowMelter	\$ 232,000	\$ 5,933	\$ 5,850	\$ 4,950	\$ 3,600	\$ 1,800	\$ -	\$ -	\$ 16,200
2013	DPW Equip. - Replace H-55	\$ 170,000	\$ 4,349	\$ 4,350	\$ 3,650	\$ 2,600	\$ 1,200	\$ -	\$ -	\$ 11,800
2013	DPW Equip. - Replace H-42	\$ 110,000	\$ 2,756	\$ 2,700	\$ 2,200	\$ 1,600	\$ 800	\$ -	\$ -	\$ 7,300
2013	DPW Equip. - Recycling Packers	\$ 900,000	\$ 25,403	\$ 26,900	\$ 24,300	\$ 20,400	\$ 15,200	\$ 10,000	\$ 5,000	\$ 101,800
2013	DPW Equip - Log Loader	\$ 62,000	\$ 1,498	\$ 1,400	\$ 1,100	\$ 800	\$ 400	\$ -	\$ -	\$ 3,700
2013	DPW Equip - LF-3	\$ 62,000	\$ 1,498	\$ 1,400	\$ 1,100	\$ 800	\$ 400	\$ -	\$ -	\$ 3,700
2013	Community Senior Center	\$ 250,000	\$ 7,104	\$ 7,750	\$ 7,250	\$ 6,500	\$ 5,500	\$ 4,500	\$ 8,000	\$ 39,500
Est. 2014	DPW Equip. - Replace Dump Truck H-48	\$ 190,000	\$ -	\$ 5,700	\$ 4,886	\$ 4,071	\$ 3,257	\$ 2,443	\$ 2,443	\$ 22,800
Est. 2014	DPW Equip. - Replace Hooklift H-51	\$ 230,000	\$ -	\$ 6,900	\$ 5,914	\$ 4,929	\$ 3,943	\$ 2,957	\$ 2,957	\$ 27,600
Est. 2014	DPW Equip. - Recycling Toters	\$ 570,000	\$ -	\$ 17,100	\$ 13,680	\$ 10,260	\$ 6,840	\$ 3,420	\$ -	\$ 51,300
Est. 2014	Police - Replace Rooftop HVAC	\$ 180,000	\$ -	\$ 5,400	\$ 4,320	\$ 3,240	\$ 2,160	\$ 1,080	\$ -	\$ 16,200
Est. 2014	JJ Lane Park	\$ 110,000	\$ -	\$ 3,300	\$ 2,640	\$ 1,980	\$ 1,320	\$ 660	\$ -	\$ 9,900
Est. 2014	Field Fence Work	\$ 140,750	\$ -	\$ 4,223	\$ 3,378	\$ 2,534	\$ 1,689	\$ 845	\$ -	\$ 12,668
Est. 2014	Retaining Wall - Pond & Cemetery	\$ 455,000	\$ -	\$ 13,650	\$ 12,285	\$ 10,920	\$ 9,555	\$ 8,190	\$ 20,475	\$ 75,075
Est. 2014	Roads (Collector/Arterial)	\$ 300,000	\$ -	\$ 9,000	\$ 8,100	\$ 7,200	\$ 6,300	\$ 5,400	\$ 13,500	\$ 49,500
Est. 2014	Police - Dispatch Center	\$ 230,000	\$ -	\$ 6,900	\$ 5,520	\$ 4,140	\$ 2,760	\$ 1,380	\$ -	\$ 20,700
Est. 2014	Fire - Engine Replacement	\$ 520,000	\$ -	\$ 15,600	\$ 13,371	\$ 11,143	\$ 8,914	\$ 6,686	\$ 6,686	\$ 62,400
Est. 2014	DPW Equip. - Replace S-35 (Packer)	\$ 275,000	\$ -	\$ 8,250	\$ 7,071	\$ 5,893	\$ 4,714	\$ 3,536	\$ 3,536	\$ 33,000
Est. 2014	DPW Equip. - Replace H-62 (St. Sweeper)	\$ 185,000	\$ -	\$ 5,550	\$ 4,440	\$ 3,330	\$ 2,220	\$ 1,110	\$ -	\$ 16,650
Est. 2014	Drainage Improvements - Willow St.	\$ 350,000	\$ -	\$ 10,500	\$ 9,450	\$ 8,400	\$ 7,350	\$ 6,300	\$ 15,750	\$ 57,750
Est. 2014	Cole North Field Improvements	\$ 1,200,000	\$ -	\$ 36,000	\$ 32,400	\$ 28,800	\$ 25,200	\$ 21,600	\$ 54,000	\$ 198,000
	BANs and Issue Costs	\$ -	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ -	\$ 300,000
	Bond Refunding (2)	\$ -	\$ 30,000	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,000
<b>Sub-Total (Gen'l Gov)</b>			<b>\$ 884,195</b>	<b>\$ 940,867</b>	<b>\$ 785,654</b>	<b>\$ 643,221</b>	<b>\$ 525,369</b>	<b>\$ 436,663</b>	<b>\$ 1,277,547</b>	<b>\$ 4,609,321</b>



# Town of Natick

Home of Champions

**Department: General Fund Debt Service - Interest**

Year of Issue	Project	Amount Issued	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Issue	Total Outstanding
			Interest	Interest	Interest	Interest	Interest	Interest	Balance	Interest
2004	Wilson Middle School	\$ 9,850,000	\$ 249,488	\$ 229,688	\$ 205,188	\$ 180,688	\$ 156,188	\$ 131,688	\$ 325,238	\$ 1,228,675
2004	Wilson Middle School	\$ 1,300,000	\$ 33,069	\$ 30,469	\$ 27,219	\$ 23,969	\$ 20,719	\$ 17,469	\$ 40,219	\$ 160,063
2004	Kennedy Middle School	\$ 1,000,000	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2008	Lilja School *Refunded	\$ 135,555	\$ 1,725	\$ 1,238	\$ 713	\$ 188	\$ -	\$ -	\$ -	\$ 2,138
2008	Brown School *Refunded	\$ 469,310	\$ 2,863	\$ 1,400	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,400
2009	School Bldg Improvements	\$ 785,000	\$ 14,500	\$ 11,732	\$ 8,866	\$ 5,900	\$ 2,997	\$ -	\$ -	\$ 29,495
2010	Kennedy Renovations	\$ 1,200,000	\$ 24,300	\$ 21,300	\$ 18,300	\$ 15,000	\$ 11,400	\$ 7,800	\$ 3,900	\$ 77,700
2010	Memorial Renovations	\$ 1,670,000	\$ 33,538	\$ 29,288	\$ 25,163	\$ 20,625	\$ 15,675	\$ 10,725	\$ 5,363	\$ 106,838
2011	High School - Construction	\$ 38,500,000	\$ 1,217,563	\$ 1,159,813	\$ 1,102,063	\$ 1,005,813	\$ 948,063	\$ 890,313	\$ 5,616,188	\$ 10,722,250
2011	High School - Plans	\$ 947,000	\$ 29,663	\$ 28,163	\$ 26,663	\$ 24,163	\$ 22,663	\$ 21,163	\$ 131,438	\$ 254,250
2011	High School - Design	\$ 520,000	\$ 16,113	\$ 15,213	\$ 14,313	\$ 13,063	\$ 12,313	\$ 11,563	\$ 72,938	\$ 139,400
2011	High School - Feasibility Study	\$ 118,000	\$ 2,350	\$ 1,600	\$ 1,000	\$ -	\$ -	\$ -	\$ -	\$ 2,600
2011	Johnson Boilers	\$ 247,000	\$ 6,600	\$ 5,850	\$ 5,100	\$ 3,850	\$ 3,100	\$ 2,500	\$ 1,950	\$ 22,350
2011	Memorial Fire Alarm System	\$ 275,000	\$ 7,300	\$ 6,400	\$ 5,500	\$ 4,000	\$ 3,250	\$ 2,350	\$ 2,250	\$ 23,750
2011	Johnson Exterior Windows	\$ 110,000	\$ 2,700	\$ 2,400	\$ 2,100	\$ 1,600	\$ 1,300	\$ 1,000	\$ 900	\$ 9,300
2012	Johnson Repairs	\$ 203,000	\$ 5,900	\$ 5,000	\$ 4,100	\$ 3,200	\$ 2,000	\$ 1,000	\$ -	\$ 15,300
2012	Johnson Repairs	\$ 90,000	\$ 2,550	\$ 2,100	\$ 1,650	\$ 1,200	\$ 800	\$ 400	\$ -	\$ 6,150
2012	Kennedy School Equipment	\$ 220,000	\$ 6,450	\$ 5,400	\$ 4,500	\$ 1,800	\$ 2,400	\$ 1,200	\$ -	\$ 15,300
2012	Johnson School Paving	\$ 75,000	\$ 1,950	\$ 1,500	\$ 1,050	\$ 600	\$ -	\$ -	\$ -	\$ 3,150
2012	Lilja School *Refunded	\$ 7,490,000	\$ 14,550	\$ 11,910	\$ 8,560	\$ 4,660	\$ 1,440	\$ -	\$ -	\$ 26,570
2012	Bennett-Hemenway School *Refunded	\$ 13,200,000	\$ 30,890	\$ 26,550	\$ 21,040	\$ 14,660	\$ 9,440	\$ 5,480	\$ 3,640	\$ 80,810
2013	Kennedy - 6 Modular Classrooms	\$ 600,000	\$ 10,333	\$ 6,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,000
2013	Kennedy - Replace Electrical Serv.	\$ 150,000	\$ 4,263	\$ 4,750	\$ 4,350	\$ 3,900	\$ 3,300	\$ 2,700	\$ 4,800	\$ 23,800
2013	High School - Construction	\$ 5,500,000	\$ 146,227	\$ 164,313	\$ 158,813	\$ 150,563	\$ 139,563	\$ 128,563	\$ 858,688	\$ 1,600,500
Est. 2014	Ben-Hem - School Playground	\$ 175,000	\$ -	\$ 5,250	\$ 4,200	\$ 3,150	\$ 2,100	\$ 1,050	\$ -	\$ 15,750
Est. 2014	Memorial - Boiler Replacement	\$ 400,000	\$ -	\$ 12,000	\$ 10,800	\$ 9,600	\$ 8,400	\$ 7,200	\$ 18,000	\$ 66,000
Est. 2014	Memorial - School Lighting	\$ 125,000	\$ -	\$ 3,750	\$ 3,000	\$ 2,250	\$ 1,500	\$ 750	\$ -	\$ 11,250
Est. 2014	Ben-Hem - Replace DDC Controls	\$ 150,000	\$ -	\$ 4,500	\$ 3,600	\$ 2,700	\$ 1,800	\$ 900	\$ -	\$ 13,500
Est. 2014	Replace Windows - Johnson	\$ 175,000	\$ -	\$ 5,250	\$ 4,725	\$ 4,200	\$ 3,675	\$ 3,150	\$ 7,875	\$ 28,875
<b>Sub-Total (Schools)</b>			<b>\$ 1,868,881</b>	<b>\$ 1,802,824</b>	<b>\$ 1,672,572</b>	<b>\$ 1,501,339</b>	<b>\$ 1,374,083</b>	<b>\$ 1,248,961</b>	<b>\$ 7,093,384</b>	<b>\$ 14,693,163</b>
<b>General Fund Total</b>			<b>\$ 2,753,076</b>	<b>\$ 2,743,691</b>	<b>\$ 2,458,226</b>	<b>\$ 2,144,559</b>	<b>\$ 1,899,452</b>	<b>\$ 1,685,624</b>	<b>\$ 8,370,931</b>	<b>\$ 19,302,483</b>
<b>Total Amount Remaining</b>				<b>\$ 19,302,483</b>	<b>\$ 16,558,792</b>	<b>\$ 14,100,566</b>	<b>\$ 11,956,007</b>	<b>\$ 10,056,555</b>	<b>\$ 8,370,931</b>	<b>\$ -</b>

**Summary of Debt - General Fund**

	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Issue	Total
General Fund Principal	\$ 8,125,967	\$ 8,491,268	\$ 7,609,420	\$ 7,392,290	\$ 6,549,580	\$ 5,532,090	\$ 40,370,846	\$ 75,945,496
General Fund Interest	\$ 2,753,076	\$ 2,743,691	\$ 2,458,226	\$ 2,144,559	\$ 1,899,452	\$ 1,685,624	\$ 8,370,931	\$ 19,302,483
<b>Total Annual Debt Service</b>	<b>\$ 10,879,043</b>	<b>\$ 11,234,959</b>	<b>\$ 10,067,646</b>	<b>\$ 9,536,849</b>	<b>\$ 8,449,033</b>	<b>\$ 7,217,714</b>	<b>\$ 48,741,777</b>	<b>\$ 95,247,979</b>
<b>Total Amount Remaining</b>	<b>\$ -</b>	<b>\$ 95,247,979</b>	<b>\$ 84,013,020</b>	<b>\$ 73,945,373</b>	<b>\$ 64,408,524</b>	<b>\$ 55,959,491</b>	<b>\$ 48,741,777</b>	<b>\$ -</b>



# Town of Natick

Home of Champions

Department: Debt Service

## Leased Equipment

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
Police Motorcycles	\$ 14,985	\$ -	\$ 15,000	\$ 15,000	0	0.00%
Motor Vehicle Excise Tax	\$ -	\$ -	\$ 750	\$ 750	0	0.00%
Mailing Equipment	\$ 23,605	\$ -	\$ 24,250	\$ 24,250	0	0.00%
Copiers	\$ 30,000	\$ -	\$ 42,000	\$ 42,000	0	0.00%
<b>Purchased Services</b>	<b>\$ 68,590</b>	<b>\$ -</b>	<b>\$ 82,000</b>	<b>\$ 82,000</b>	<b>0</b>	<b>0.00%</b>
<b>Total Leased Equipment</b>	<b>\$ 68,590</b>	<b>\$ -</b>	<b>\$ 82,000</b>	<b>\$ 82,000</b>	<b>0</b>	<b>0.00%</b>



# *Town of Natick*

Home of Champions

Department: Debt Service

Line-Item Detail

Narrative:

**Principal Payments:**

The requested budget amount of \$8,491,268 represents repayment of principal for multiple land acquisition, building projects, and capital improvements.

**Interest Payments:**

The requested budget amount of \$2,743,691 represents the respective interest payments associated with general obligation bonds issued for the projects referenced above. Within that amount includes \$90,000 for bond anticipation and issue costs (bond counsel, financial advisor, rating agency fees, etc.) for authorized borrowings. (included within Interest payments total).

**Leased Equipment:**

Motorcycle leases for the Police Department \$15,000, Excise Tax for leased motorcycles \$750, leased postage / mail room equipment \$24,250, copier equipment for the copy center \$42,000. Total leased equipment budget \$82,000.



# Town of Natick

Home of Champions

## Department: Reserve Fund

### Appropriation Summary

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
<b>Other Charges</b>						
Reserve for Appropriation	0	0	300,000	300,000	0	0.00%
<b>Total Operating Expenses</b>	<b>0</b>	<b>0</b>	<b>300,000</b>	<b>300,000</b>	<b>0</b>	<b>0.00%</b>

<b>Total Reserve Fund</b>	<b>0</b>	<b>0</b>	<b>300,000</b>	<b>300,000</b>	<b>0</b>	<b>0.00%</b>
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### Budget Overview:

As provided for under M.G.L. Ch. 40, Section 6, every city or town in Massachusetts is allowed to maintain a reserve account or fund within their respective operating budget for "extraordinary or unforeseen expenditures." The Reserve Fund is under the control of the Finance Committee. Disbursements are requested by department heads and/or the Town Administrator or Superintendent. They can be dispersed with the approval of the Finance Committee for use in any operating or capital budget, so long the expenditure meets the criterion set forth under M.G.L. Ch. 40, Section 6.

### Reserve Fund History Summary - FY 2008 through 2013

	2008	2009	2010	2011	2012	2013
<b>Appropriations</b>						
Spring Town Meeting	\$ 300,000	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000
Fall Town Meeting		\$ 76,000	\$ -	\$ -	\$ -	\$ -
<b>Total Appropriation</b>	<b>\$ 300,000</b>	<b>\$ 476,000</b>	<b>\$ 400,000</b>	<b>\$ 400,000</b>	<b>\$ 400,000</b>	<b>\$ 400,000</b>
<b>Total Transfers</b>	<b>\$ (220,912)</b>	<b>\$ (402,153)</b>	<b>\$ (208,774)</b>	<b>\$ (213,518)</b>	<b>\$ (174,119)</b>	<b>\$ (86,000)</b>
<b>Ending Balance</b>	<b>\$ 79,088</b>	<b>\$ 73,847</b>	<b>\$ 191,226</b>	<b>\$ 186,482</b>	<b>\$ 225,881</b>	<b>\$ 314,000</b>

A detailed description of individual transfers is on the following page.



# Town of Natick

Home of Champions

**Department: Reserve Fund**

**Budget Detail:**

	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$	%
Reserve for Appropriation	\$ -	\$ -	\$ 300,000	\$ 300,000	\$ -	0.00%
<b>Other Charges</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 300,000</b>	<b>\$ 300,000</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Total Reserve Fund</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 300,000</b>	<b>\$ 300,000</b>	<b>\$ -</b>	<b>0.00%</b>

**Reserve Fund History**

This sheet shows the Reserve Fund transfers for FY 2009-FY 2014.

	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
Original Appropriation	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000	\$ 300,000
Revised Appropriation	\$ 476,000	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000	\$ 300,000

Clerk - Salaries		\$ (13,500)				
Clerk - Elections					\$ (18,000)	
Comptroller - Audit (W-2)			\$ (30,000)			
Comptroller - Audit (School Activity)			\$ (32,000)			
DPW - Facility Repairs/Maintenance	\$ (45,793)		\$ (2,518)			
DPW - Hurricane Irene				\$ (53,844)		
DPW - Engineering - Pleasant Street	\$ (50,000)					
DPW - Charles River Dam Project	\$ (100,000)					
DPW - Town Hall & Fire/Police Boilers		\$ (105,653)				
Finance Committee - Salaries						
Finance Committee - Printing		\$ (9,621)				
Fire - Overtime	\$ (23,000)	\$ (35,000)	\$ (120,000)			
Fire - Hurricane Irene				\$ (9,108)		
Fire - Radios						
Fire - Settlement (Labor)						
Legal - FLSA Accounting Services						
Morse Institute - Summer Cooling Hours				\$ (3,260)		
Police - Dispatch Reconfiguration				\$ (65,000)		
Police - Hurricane Irene				\$ (5,036)		
School Department - HS Emergency Repa	\$ (87,130)					
Selectmen - Home Condemnation and Arbitration				\$ (2,870)		
Veterans - Financial Assistance	\$ (96,230)	\$ (45,000)	\$ (29,000)	\$ (35,000)	\$ (68,000)	

<b>Year-End Balance</b>	<b>\$ 73,847</b>	<b>\$ 191,226</b>	<b>\$ 186,482</b>	<b>\$ 225,881</b>	<b>\$ 314,000</b>	<b>\$ 300,000</b>
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# Town of Natick

Home of Champions

## Department: Facilities Management

### Appropriation Summary

	2012 Actual	2013 Actual	2014 Appropriated	2015 Preliminary	2014 vs. 2015 \$ (+/-) % (+/-)	
<b>Salaries</b>						
Personnel Services	\$ -	\$ 2,320,994	\$ 2,477,217	\$ 2,568,920	\$ 91,703	3.70%
<b>Total Salaries</b>	<b>\$ -</b>	<b>\$ 2,320,994</b>	<b>\$ 2,477,217</b>	<b>\$ 2,568,920</b>	<b>\$ 91,703</b>	<b>3.70%</b>
<b>Operating Expenses</b>						
Purchase of Services	\$ -	\$ -	\$ -	\$ 331,900	\$ 331,900	100.00%
Other Services (Misc. )	\$ -	\$ 13,706	\$ 14,350	\$ 14,350	\$ -	0.00%
Tech/Professional Services	\$ -	\$ 94,119	\$ 110,634	\$ 110,634	\$ -	0.00%
Other Supplies	\$ -	\$ -	\$ -	\$ 44,500	\$ 44,500	100.00%
<b>Total Operating Expenses</b>	<b>\$ -</b>	<b>\$ 107,825</b>	<b>\$ 124,984</b>	<b>\$ 501,384</b>	<b>\$ 376,400</b>	<b>301.16%</b>
<b>Total Facilities Management</b>	<b>\$ -</b>	<b>\$ 2,428,819</b>	<b>\$ 2,602,201</b>	<b>\$ 3,070,304</b>	<b>\$ 468,103</b>	<b>17.99%</b>

### Purpose:

The Department of Facilities Management (DFM) is responsible for the coordination and care of all Town-owned buildings inclusive of those under the control of the Board of Selectmen, Library Trustees and School Committee. It coordinates for each building, except where noted, the following:

- custodial care/cleaning
- maintenance and repairs
- landscaping maintenance and pedestrian snow removal (landscaping in courtyards and to approx 20 feet from building and snow removal on walks to the property line)
- capital improvements
- procurement of necessary goods and services; such procurement shall be done in collaboration with the DPW director

### Goals:

- Develop realistic budgets on maintaining all town assets while striving to achieve level funded guidelines.
- Continue to protect and preserve the levels of cleanliness and service as expected by the general public and employees.
- Investigate and institute cost saving equipment, environmental friendly purchases, supplies and labor saving techniques in a combined effort to reduce operational costs.
- Explore renewable energy sources.



# *Town of Natick*

Home of Champions

Department: Facilities Management

## **Budget Overview:**

### **I. Main Purpose of the Department**

As provided by section 37M of the Massachusetts General Laws the Natick School Committee and Board of Selectmen agreed to the creation of a joint municipal and school facilities management department that will be known as the Department of Facilities Management (DFM). A Memorandum of Agreement was signed between the two boards on March 12, 2012; the DFM became officially established effective July 1, 2012.

The Department of Facilities Management is the combination of the Custodial and Facilities Department of the Natick Public Schools and the Building Maintenance Division of the Department of Public Works. It is responsible for maintaining all 34 Town facilities 26 municipal buildings & facilities and 8 schools. This budget includes all personnel costs - including all custodians, trades people and supervisors. In addition, expenses related to contracted custodial cleaning are included. NOT included are any other type of building related expense - supplies, trades contracts, capital costs and energy are still budgeted separately within the Natick Public schools and the Department of Public Works as applicable.

The Department is governed by the Facilities Management Board (FMB) which is comprised of the Town Administrator and the Superintendent of Public Schools or their designee. They appoint a Director of Facilities Management who is responsible for running day-to-day operations of the Department and developing Operating and Capital budgets. The FMB sets the goals and direction for the DFM.

### **II. Recent Developments**

20 capital projects were completed since the establishment of the new dept. in June, 2012, including new windows at the Johnson School, new boilers at the Memorial and Johnson school. New paving was put in at the Johnson school. 3 schools were converted from oil to gas heat. The fire dept overhead doors are receiving a major overhaul. The Cole Rec building is receiving a new furnace and control system. The police and fire dept received new roof top air conditioners.

### **III. Current Challenges**

The department continues to evolve into a cohesive combination of to separate operations - one municipal and one school. Achieving a cohesive and efficient consolidated Department of Facilities Management continues to be a challenge for the new Director. In addition, the coming on line of the new Natick High School and the Community/Senior Center with state-of-the-art building systems continues to provide a challenge for the department.

### **IV. On the Horizon**

Going forward, the budgeting methodology will continue to be evaluated to determine if further consolidation would be advantageous and/or more efficient. In addition, the Director, in conjunction with the FMB, will be tasked with development of Service Level Agreements for each facility. 10 new capital projects are underway.



# Town of Natick

Home of Champions

## Department: Facilities Management

### Natick Buildings Systems Summary

	<u>#</u>	<u>% of buildings</u>
<b>Overall</b>		
<b>Total Number of Buildings/Properties Managed &amp; Maintained</b>	<b>34</b>	
- Municipal Buildings/Properties	26	
- School Buildings/Properties	8	
<b>Total Square Footage of all Buildings</b>	<b>1,160,943</b>	
- Municipal Square Footage	387,943	
- School Square Footage	773,000	
<b>Utility Consumption (annual)</b>		
- Electric (kWH)	8,245,653	
- Natural Gas (therms)	308,919	
- Heating Oil (gallons)	195,412	
- Water* (HCF) *( <i>partial - Municipal only</i> )	4,916	
<b>Building Systems</b>		
<b>Climate</b>		
<b>- Heat</b>		
Oil	6	18%
Gas	21	62%
None	5	15%
Other	2	6%
<b>- Air Conditioning</b>		
Central	16	47%
Unit	9	26%
None	9	26%
<b>- Digital Controls (DDC) (Y/N)</b>	16	47%
<b>Electric</b>		
Single Phase	12	35%
Three-Phase	13	38%
Unknown	9	26%
<b>Solar Systems (# of buildings which <u>have</u> systems)</b>	6	18%
<b>Security Systems (# of buildings which <u>have</u> systems)</b>	20	59%
<b>Windows</b>		
Excellent	6	18%
Good	13	38%
Fair/Average	9	26%
Poor	6	18%
<b>Roof</b>		
Excellent	7	21%
Good	10	29%
Fair	16	47%
Poor	1	3%
<b>Fire Suppression/ Sprinklers (# of buildings which have Sprinklers)</b>	16	47%
<b>Users</b>		
Individuals in all School Buildings (average daily)	5973	
Average Hours of Operation (schools) (daily)	12.5	



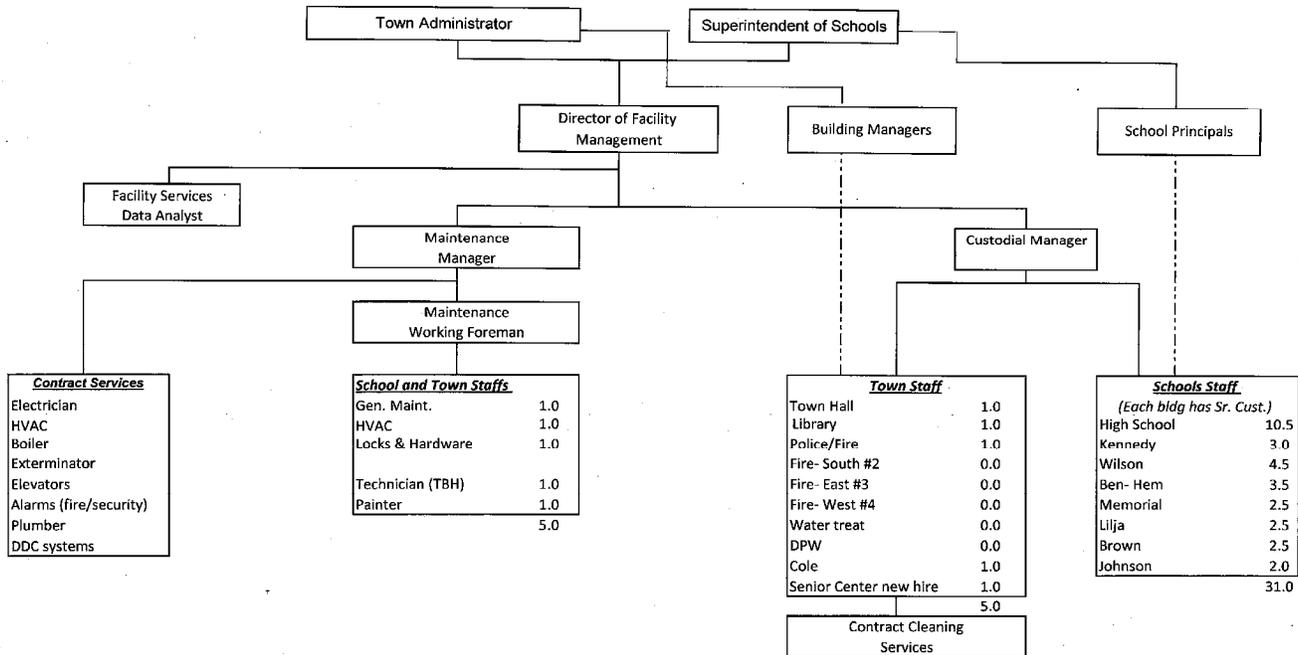
# Town of Natick

Home of Champions

## Department: Facilities Management

Staffing	2013	2014	2015
Director of Facility Maintenance	1	1	1
Custodial Manager	1	1	1
Maintenance Manager	1	1	1
Assistant / Analyst	1	1	1
Assistant Senior Custodian	1	1	1
Senior Custodian III	1	1	1
Senior Custodian II	1	1	1
Senior Custodian I	6	6	6
Junior Custodian II	7	7	7
Junior Custodian I	15	15	15
Plumber	1	1	1
Maintenance Foreman	1	1	1
Maintenance IV	1	2	2
Maintenance III	2	2	2
General Foreman	1	1	1
Custodian	4	4	4
Painter	1	1	1
<b>Total FTE</b>	<b>46</b>	<b>47</b>	<b>47</b>
<b>Total FT/PT</b>	<b>46 FT/OPT</b>	<b>47 FT/OPT</b>	<b>47 FT/OPT</b>

### Organizational Chart



**Roles and responsibilities of each position:**

**Director of Facility Management:** Capital Planning, Project Management, Purchasing, Bids, Specs & Quotes, AHERA Coordinator

**Facility Services Data Analyst:** Data Analysis, Work Order System, Accounting (invoices, PO's), Payroll/ Vacation schedules, Rental of facilities

**Maintenance Manager:** Building Systems Operations & Repair, Personnel Scheduling, Contractor Scheduling, New Building Systems and Training (High School & Senior Center)

**Custodial Manager:** Manage Cleaning & Moving Services, Personnel Scheduling, Contractor Scheduling, IPM Coordinator, Supplies & Equipment



# Town of Natick

Home of Champions

## Department: Facilities Management

Budget Detail:	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$ (+/-)	% (+/-)
Salaries Supervisory	\$ -	\$ 251,960	\$ 252,257	\$ 252,257	\$ (1)	0.00%
Salaries Technical & Professional	\$ -	\$ 46,885	\$ 55,563	\$ 55,563	\$ (0)	0.00%
Salaries Operational Staff	\$ -	\$ 1,825,590	\$ 1,955,899	\$ 2,047,723	\$ 91,824	4.69%
Salaries Part-Time Operational	\$ -	\$ 34,405	\$ 31,421	\$ 31,421	\$ -	0.00%
Operational Staff Add. Comp	\$ -	\$ 24,500	\$ 53,820	\$ 53,700	\$ (120)	-0.22%
Operational Staff Overtime	\$ -	\$ 137,655	\$ 128,257	\$ 128,257	\$ 0	0.00%
<b>Personnel Services</b>	<b>\$ -</b>	<b>\$ 2,320,994</b>	<b>\$ 2,477,217</b>	<b>\$ 2,568,920</b>	<b>\$ 91,703</b>	<b>3.70%</b>
Repairs & Maint. Facilities	\$ -	\$ -	\$ -	\$ 282,250	\$ 282,250	100.00%
Repairs & Maint. Eliot School	\$ -	\$ -	\$ -	\$ 26,000	\$ -	100.00%
Repairs & Maint. Elevator/Chair lift	\$ -	\$ -	\$ -	\$ 23,650	\$ 23,650	100.00%
<b>Purchase of Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 331,900</b>	<b>\$ 331,900</b>	<b>100.00%</b>
Clothing Allowance Oper. Staff	\$ -	\$ 13,706	\$ 14,350	\$ 14,350	\$ -	0.00%
<b>Other Services (Misc. )</b>	<b>\$ -</b>	<b>\$ 13,706</b>	<b>\$ 14,350</b>	<b>\$ 14,350</b>	<b>\$ -</b>	<b>0.00%</b>
Contractual Svs - Cleaning	\$ -	\$ 94,119	\$ 110,634	\$ 110,634	\$ -	0.00%
<b>Tech/Professional Services</b>	<b>\$ -</b>	<b>\$ 94,119</b>	<b>\$ 110,634</b>	<b>\$ 110,634</b>	<b>\$ -</b>	<b>0.00%</b>
Custodial Supplies	\$ -	\$ -	\$ -	\$ 44,500	\$ 44,500	100.00%
<b>Other Supplies</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 44,500</b>	<b>\$ 44,500</b>	<b>100.00%</b>
<b>Total - Facilities Management</b>	<b>\$ -</b>	<b>\$ 2,428,819</b>	<b>\$ 2,602,201</b>	<b>\$ 3,070,304</b>	<b>\$ 468,103</b>	<b>17.99%</b>

### Line-Item Detail

#### Personnel Services:

**Salaries: Supervisory:** To fund three (3) the positions of Director of Facilities Maintenance, Custodial Manager and Maintenance Manager who oversees this division.

**Salaries: Technical/Professional:** To fund one (1) position of Data Analyst.

**Salaries: Operational Staff:** To fund forty-three (43) employees who maintain and care for town buildings.

**Salaries: Part Time Operational:** This fund is for extra help during summer vacations and for Police Details for Municipal buildings and Summer Maintenance Personnel for the Natick Public Schools.

**Operational Staff Additional Compensation:** This fund is for longevity and temporary upgrades per union contract.

**Operational Staff Overtime:** This fund is for emergencies and callbacks after normal operating hours for Municipal buildings, and Building Security & Substitutes and Rental of Facilities Overtime for the Natick Public Schools.

#### Purchase of Services:

**Repairs and Maintenance Facilities:** This fund is for parts, labor for replacement of broken or worn out equipment, quarterly fire alarm testing and repairs, police station repairs, emergency light testing and repairs, H.V.A.C. repairs and boiler repairs.

**Repairs and Maintenance Eliot School:** This fund is for parts, labor for replacement of broken or worn out equipment, quarterly fire alarm testing and repairs, emergency light testing and repairs, H.V.A.C. repairs and general maintenance. The new lease transfers the cost of utilities to the lessee.

**Repairs and Maintenance to Elevators:** This fund is for the elevators and lifts located at the Police Station, Fire Station, Town Hall, Cole Recreation Center, and the Morse Library including monthly maintenance and repairs and annual state inspection.

#### Other Services (Misc.):

**Clothing Allowance/Operational Staff:** This fund is for the clothing allowance per union agreement.

#### Technical & Professional Services:

**Contractual Services – Custodian:** This fund is for the cleaning, set-ups and maintenance of the Senior Center, Fire Station, Police Station, Morse Library, Town Hall and Public Works complex by the outside contractor. Included in the Facility maintenance Budget.

#### Other Supplies:

**Custodial Supplies:** This fund is for all cleaning supplies used on a daily routine of cleaning and maintaining all of the Town buildings.



# Town of Natick

Home of Champions

## Department: Facilities Management

The following table shows the comparative budget for those items currently in the Public Schools and Public Works vs. the FY 2015 Budget request for Facilities Management.

Comparative Budget Detail:	2012	2013	2014	2015	2014 vs. 2015	
	Actual	Actual	Appropriated	Preliminary	\$ (+/-)	% (+/-)
Salaries Supervisory	\$ 209,754	\$ 251,960	\$ 252,257	\$ 252,257	\$ (1)	0.00%
Salaries Technical & Professional		\$ 46,885	\$ 55,563	\$ 55,563	\$ (0)	0.00%
Salaries Operational Staff	\$ 1,821,381	\$ 1,825,590	\$ 1,955,899	\$ 2,047,723	\$ 91,824	4.69%
Salaries Part-Time Operational		\$ 34,405	\$ 31,421	\$ 31,421	\$ -	0.00%
Supervisory Staff Add'l Comp		\$ -	\$ -	\$ -	\$ -	0.00%
Operational Staff Add. Comp	\$ 7,187	\$ 24,500	\$ 53,820	\$ 53,700	\$ (120)	-0.22%
Operational Staff Overtime	\$ 139,590	\$ 137,655	\$ 128,257	\$ 128,257	\$ 0	0.00%
<b>Personnel Services</b>	<b>\$ 2,177,912</b>	<b>\$ 2,320,994</b>	<b>\$ 2,477,217</b>	<b>\$ 2,568,920</b>	<b>\$ 91,703</b>	<b>3.70%</b>
Repairs & Maint. Facilities	\$ 250,584	\$ 280,915	\$ 268,000	\$ 282,250	\$ 14,250	5.32%
Repairs & Maint. Eliot School	\$ 2,010	\$ 25,994	\$ 22,750	\$ 26,000	\$ 3,250	14.29%
Repairs & Maint. Elevator/Chair lift	\$ 6,296	\$ 20,582	\$ 23,650	\$ 23,650	\$ -	0.00%
<b>Purchase of Services</b>	<b>\$ 258,890</b>	<b>\$ 327,491</b>	<b>\$ 314,400</b>	<b>\$ 331,900</b>	<b>\$ 17,500</b>	<b>5.57%</b>
Eliot School Maint.	\$ 11,066	\$ 33	\$ -	\$ -	\$ -	0.00%
Clothing Allowance Oper. Staff	\$ 14,350	\$ 13,706	\$ 14,350	\$ 14,350	\$ -	0.00%
<b>Other Services (Misc. )</b>	<b>\$ 25,416</b>	<b>\$ 13,739</b>	<b>\$ 14,350</b>	<b>\$ 14,350</b>	<b>\$ -</b>	<b>0.00%</b>
Contractual Svs - Cleaning	\$ 91,829	\$ 94,119	\$ 110,634	\$ 110,634	\$ -	0.00%
<b>Tech/Professional Services</b>	<b>\$ 91,829</b>	<b>\$ 94,119</b>	<b>\$ 110,634</b>	<b>\$ 110,634</b>	<b>\$ -</b>	<b>0.00%</b>
Custodial Supplies	\$ 18,578	\$ 44,102	\$ 44,000	\$ 44,500	\$ 500	1.14%
<b>Other Supplies</b>	<b>\$ 18,578</b>	<b>\$ 44,102</b>	<b>\$ 44,000</b>	<b>\$ 44,500</b>	<b>\$ 500</b>	<b>1.14%</b>
<b>Total - Facilities Management</b>	<b>\$ 2,572,625</b>	<b>\$ 2,800,444</b>	<b>\$ 2,960,601</b>	<b>\$ 3,070,304</b>	<b>\$ 109,703</b>	<b>3.71%</b>



# Town of Natick

Department Facilities Management

A	B	C	D	E	F	H	I	J	K	L	M	N	O					
Emp. #	Date of Hire	Name	Work Location	FTE	Differential	FY 14 Step	FY 15 Step	Hourly FY14	Hourly FY15	Base Pay FY14	Base Pay FY15	Step	Other Compensation			Budget Salary as 26.1	Account Number	
													Stipend	Differential	Longevity			
<b>Salaries Management</b>													<b>MUNIS Code</b>		<b>5111</b>			
44462	06/04/12	Paul Comerford	System	Facility Director	1.0	N/A	N/A	N/A	50.4808	51.9808	108,120.00	108,120.00		-	0.00	108,535.85		
44479	06/18/12	Kevin Coxall	System	Facility Manger	1.0	N/A	N/A	N/A	35.0962	36.4663	75,850.00	75,850.00		-	0.00	76,141.73		
2588	11/03/86	James Lavezzo	System	Custodial Manager	1.0	N/A	N/A	N/A	31.2500	32.3654	67,320.00	67,320.00		-	0.00	67,578.92		
<b>Total Salaries Management</b>					<b>3.0</b>						<b>251,290.00</b>	<b>251,290.00</b>	<b>0.00</b>		<b>0.00</b>	<b>252,256.50</b>	<b>0145001 511200</b>	
<b>Salaries Technical/Professional</b>													<b>MUNIS Code</b>		<b>5123</b>			
44510	08/13/12	Stephanie Luz	System	Assistant / Analyst	1.0	N/A	N/A	N/A	25.4808	26.6106	55,350.00	55,350.00		-	0.00	55,562.88		
<b>Total Salaries Management</b>					<b>1.0</b>						<b>55,350.00</b>	<b>55,350.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-</b>	<b>0.00</b>	<b>55,562.88</b>	<b>0145001 511400</b>
<b>Salaries Operational</b>													<b>MUNIS Code</b>		<b>5113</b>			
505	04/10/78	Robert Valle	Ben-Hem	Cust Sr III/II ?	1.0	Day	8.0	8.0	25.1773	25.6808	57,418.55	53,416.10		0.00	-	2000.00	55,629.24	
2336	01/15/87	Chris Gilbert	Ben-Hem	Cust Jr II	1.0	Night	8.0	8.0	20.4423	20.8511	42,519.98	43,370.38			1,560.00	2000.00	47,104.89	
44156	07/01/13	Daniel Halloran	Ben-Hem	Cust Jr I	1.0	Afternoon	1.0	2.0	16.0905	16.9562	16,734.12	17,634.45	900.33		1,040.00	0.00	18,742.27	
																	17,702.27	
43971	08/28/13	Phillip Toti	Ben-Hem/Lilja	Cust Jr I	1.0	Afternoon	1.0	2.0	16.0905	16.9562	16,734.12	17,634.45	450.16		1,040.00	0.00	18,742.27	
																	17,702.27	
3201	09/21/90	James Hill	Brown Elementary	Cust Sr I	1.0	Day	8.0	8.0	22.7776	23.2332	47,377.45	48,325.00			-	1200.00	49,715.48	
42572	10/25/04	Gerard Lindsey	Brown Elementary	Cust Jr II	1.0	Afternoon	8.0	8.0	20.4423	20.8512	42,520.05	43,370.45			1,040.00	0.00	44,577.26	
2944	07/01/97	Leonard LaRosa	Johnson	Cust Sr I	1.0	Day	8.0	8.0	22.7776	23.2332	47,377.41	48,324.96			-	800.00	49,313.90	
42128	04/02/08	Mark D'Agostino	Johnson	Cust Jr II	1.0	Afternoon	6.0	7.0	19.5405	20.4432	20,322.17	21,260.93	156.46		1,040.00	0.00	22,382.70	
																	21,342.70	
43456	05/20/08	Patrick Kenney	Johnson / High School	Cust Jr I	0.5	Night	6.0	7.0	18.9761	19.9313	9,867.56	10,364.28	82.79		780.00	0.00	11,184.14	
																	10,404.14	
2422	01/02/86	Timothy Repella	Lilja	Cust Sr I	1.0	Day	8.0	8.0	22.7776	23.2332	47,377.45	48,325.00			-	2000.00	50,518.56	
7133	05/29/01	Luis Galan	Lilja	Cust Jr II	1.0	Afternoon	8.0	8.0	20.4423	20.8512	42,520.05	43,370.45			1,040.00	400.00	44,978.80	
2463	04/07/86	Edward Harvey	Memorial	Cust Sr I	1.0	Day	8.0	8.0	22.7776	23.2332	47,377.45	48,325.00			-	2000.00	50,518.56	
7130	05/21/01	Michael Allen	Memorial	Cust Jr II	1.0	Afternoon	8.0	8.0	20.4423	20.8512	42,520.05	43,370.45			1,040.00	400.00	44,978.80	
44557	08/27/12	Greg White	Wilson/Memorial	Cust Jr I	0.5	Afternoon	2.0	3.0	16.6237	17.4996	8,644.30	9,099.79	303.66		520.00	0.00	9,654.79	
																	9,134.79	
<b>Total Elementary School</b>					<b>13.0</b>						<b>565,304.59</b>	<b>572,185.56</b>	<b>1,893.40</b>	<b>0.00</b>	<b>9,100.00</b>	<b>10800.00</b>	<b>594,327.81</b>	<b>0145001 511300</b>
40037	01/06/97	Carlos Fmania	Kennedy	Cust Sr I	1.0	Day	8.0	8.0	22.7776	23.2332	47,377.45	48,325.00			-	800.00	49,313.94	
7127	05/14/01	Jeffrey Bastien	Kennedy	Cust Jr II	1.0	Afternoon	8.0	8.0	20.4423	20.8512	42,520.05	43,370.45			1,040.00	400.00	44,978.80	
41047	07/31/97	Robert Harris	Kennedy	Cust Jr I	1.0	Afternoon	8.0	8.0	19.9304	20.3290	41,455.23	42,284.34			1,040.00	800.00	44,290.05	
43576	09/02/08	Deirdre Miller	Kennedy	Cust Jr I	1.0	Afternoon	6.0	7.0	18.9761	19.9313	19,735.12	20,728.55	662.29		1,040.00	0.00	21,848.28	
																	20,808.28	
41620	04/30/01	Lawrence Chapski	Wilson	Cust Jr I	1.0	Afternoon	8.0	8.0	19.9304	20.3290	41,455.22	42,284.32			1,040.00	400.00	43,888.49	
42265	10/27/03	David Rodrigues	Wilson	Cust Sr II	1.0	Day	8.0	8.0	23.8333	24.3100	49,573.31	50,564.77			-	400.00	51,160.79	
42983	06/20/06	James Wight	Wilson	Cust Jr I	1.0	Afternoon	3.0	4.0	17.1565	18.0759	17,842.76	18,798.94			1,040.00	0.00	19,911.24	
																	18,871.24	
44557	08/27/12	Greg White	Wilson/Memorial	Cust Jr I	0.5	Afternoon	2.0	3.0	16.6237	17.4996	8,644.30	9,099.79	303.66		520.00	0.00	9,654.79	
																	9,134.79	
<b>Total Middle School</b>					<b>7.5</b>						<b>317,230.71</b>	<b>324,083.43</b>	<b>965.95</b>		<b>5,720.00</b>	<b>2800.00</b>	<b>333,860.68</b>	<b>0145001 511300</b>
2289	04/16/85	David Moores	High School	Cust Sr III	1.0	Day	8.0	8.0	26.1773	26.6808	54,448.73	55,496.16			-	2000.00	57,717.30	
2590	10/27/86	John Zicko	High School	Cust Jr I	1.0	Night	8.0	8.0	19.9304	20.3290	41,455.22	42,284.32			1,560.00	2000.00	46,014.64	
293	11/07/78	Peter Henderson	High School	Cust Assistant, Sr I	1.0	Night	8.0	8.0	23.8374	24.3141	49,581.79	50,573.43			1,560.00	2000.00	54,335.63	
41028	07/01/97	Walter Assencoa	High School	Cust Jr I	1.0	Night	8.0	8.0	19.9304	20.3290	41,455.22	42,284.32			1,560.00	800.00	44,810.03	
40037	12/16/02	Gilberto Fmania	High School	Cust Jr II	1.0	Night	8.0	8.0	20.4423	20.8512	42,520.05	43,370.45			1,560.00	400.00	45,498.80	
42462	02/23/09	Chris Fowler	High School	Cust Jr I	1.0	Night	8.0	8.0	19.9304	20.3290	41,455.22	42,284.32			1,560.00	400.00	44,408.49	
42536	09/20/04	Mark Plant	High School	Cust Jr II	1.0	Day	8.0	8.0	20.4423	20.8512	42,520.05	43,370.45			-	400.00	43,938.80	
42564	10/12/04	Ismael Calderon	High School	Cust Jr I	1.0	Night	8.0	8.0	19.9304	20.3290	41,455.22	42,284.32			1,560.00	0.00	44,006.95	
43456	05/20/08	Patrick Kenney	High School / Johnson	Cust Jr I	0.5	Night	6.0	7.0	18.9761	19.9313	9,867.56	10,364.28	82.79		780.00	0.00	11,184.14	
																	10,404.14	
3711	08/24/94	Robert Lubinski	High School - Kitchen	Cust Jr I	1.0	Day	8.0	8.0	19.9304	20.3290	41,455.22	42,284.32			1,040.00	500.00	43,988.87	



# Town of Natick

## Department Facilities Management

A	B	C	D	E	F	H	I	J	K	L	M	N	O				
Emp. #	Date of Hire	Name	Work Location	FTE	Differential	FY 14 Step	FY 15 Step	Hourly FY14	Hourly FY15	Base Pay FY14	Base Pay FY15	Step	Other Compensation			Budget Salary as 26.1	Account Number
													Stipend	Differential	Longevity		
3815	05/09/95	John Ramalho	High School - Truck	Cust Jr I	1.0 Day	8.0	8.0	19.9304	20.3290	41,455.22	42,284.32		-	800.00	43,250.03		
			<b>Total High School</b>		<b>10.5</b>					<b>458,033.74</b>	<b>467,244.95</b>	<b>82.79</b>		<b>11,180.00</b>	<b>9300.00</b>	<b>489,557.82</b>	<b>0145001 511300</b>
40085	04/29/97	Ron Rutkowski	Maintenance	Maint Mech IV	1.0 Day	8.0	8.0	31.2524	31.8774	65,004.98	66,305.07		-	800.00	67,363.17		
44740	04/29/13	Maurice Richard	Maintenance	Maint Mech IV	1.0 Day	6.0	7.0	29.9928	31.2539	31,192.51	32,504.06	437.18	-	0.00	32,629.07		
			<b>Vacant^</b>	<b>Maintenance</b>	<b>Maint Mech IV</b>	<b>1.0 Day</b>				<b>50,000.00</b>	<b>54,947.88</b>			<b>0.00</b>	<b>55,159.22</b>		
3594	04/01/96	Carolyn Mellish	Maintenance	Maintenance III	1.0 Day	8.0	8.0	24.1851	24.6688	50,305.05	51,311.15		-	800.00	52,311.57		
N/A	01/02/14	Ken Noonan	Maintenance	Maint Mech III	1.0 Day	7.0	8.0	23.7121	24.6688	24,660.58	25,655.55	331.66	-	0.00	25,754.23		
						8.0	8.0	24.6688	24.6688	25,655.55	25,655.55				25,754.23		
43614	10/29/08	Edward Porter	Maint / Painter	Maint Mech III	1.0 Day	7.0	8.0	23.7121	24.6688	24,660.58	25,655.55	331.66	-	0.00	25,754.23		
						8.0	8.0	24.6688	24.6688	25,655.55	25,655.55				25,754.23		
8710	08/28/12	David Moores, Jr	Maintenance	Maintenance II	1.0 Day	2.0	3.0	17.2193	18.3958	17,908.07	19,131.63	815.71	-	0.00	19,205.22		
						3.0	3.0	18.3958	18.3958	19,131.63	19,131.63				19,205.22		
3923	04/16/96	Jeffrey Carter	Town Hall	Sr Cust II	1.0 Day	8.0	8.0	23.8333	24.3100	49,573.31	50,564.77		-	800.00	51,562.33		
43358	10/17/07	Christopher Jordan	Senior/Comm Center	Sr Cust I	1.0 Day	8.0	8.0	22.7776	23.2332	47,377.45	48,325.00		-	0.00	48,510.86		
42319	05/12/04	Oscar Otero	Fire/Police Station	Sr Cust I	1.0 Day	8.0	8.0	22.7776	23.2332	47,377.45	48,325.00		-	400.00	48,912.40		
43518	08/13/08	David Rines	Library	Sr Cust I	1.0 Day	5.0	6.0	21.0462	22.1070	21,888.05	22,991.28	919.36	-	0.00	23,079.71		
						6.0	6.0	22.1070	22.1070	22,991.28	22,991.28				23,079.71		
2336	10/17/88	Shawn Gilbert	Johnson	Sr Cust I	1.0 Day	8.0	8.0	22.7776	23.2332	47,377.41	48,324.96		-	2000.00	50,518.51		
			<b>Total Maintenance</b>		<b>12.0</b>					<b>603,263.51</b>	<b>619,979.97</b>	<b>2,835.56</b>		<b>4800.00</b>	<b>627,182.97</b>	<b>0145001 511300</b>	
<b>Sub-Total Salaries Custodial &amp; Maintenance</b>										<b>1,943,832.55</b>	<b>1,983,493.92</b>						
Substitutes and Additional Work										-	-						
Rental of Facilities OT - Revolving 01075 510000										23,713.00	23,713.00						
Seasonal Maintenance Personnel										-	-						
Clothing Allowance										12,250.00	12,250.00						
Truck Driver - Revolving 123560 5001										(30,600.00)	(31,212.00)						
<b>Total Salaries Custodial &amp; Maintenance</b>				<b>47.0</b>						<b>1,949,195.55</b>	<b>1,988,244.92</b>	<b>5,777.69</b>		<b>26,000.00</b>	<b>27700.00</b>	<b>2,047,722.61</b>	
<b>Total Other Compensation</b>												<b>53700.00</b>	<b>53,700.00</b>				
<b>Salaries Part-Time Operational</b>														<b>31,421.00</b>			
<b>Overtime (includes substitutes &amp; seasonal maintenance personnel)</b>														<b>128,257.00</b>			
<b>Total Facilities Management</b>				<b>47.0</b>											<b>\$ 2,568,920</b>		