

Warrant for the Annual Town Meeting

April 6, 2024 at 1:00 PM



Hearing on the Warrant*
Tuesday, April 2, 2024

138 Main Street, Wenham, MA 1st Floor.

**This is an in-person meeting. As a convenience to the public, it is available electronically via the zoom link below, or via HWCAM, for viewing and participation. In the event of a technology failure, the meeting will continue in person.*

<https://us02web.zoom.us/j/87671808310>

Annual Town Meeting
Saturday, April 6, 2024
Buker Elementary School
at 1:00 PM

Please bring this booklet with you to the Hearing and Town Meeting.

Note from the Town Moderator

The conduct of Wenham Town Meeting is governed by a series of laws and rules, including Chapter 39 of the Massachusetts General Laws, Article I of Chapter 5 of the Wenham Town Bylaws, and Town Meeting Time, a set of parliamentary rules prepared by the Massachusetts Moderators Association. Below is a brief summary of how these laws and rules allow the Town Moderator to preside over Town Meeting.

Massachusetts General Laws

Chapter 39 of the General Laws requires every town to hold an annual meeting within its geographic limits sometime between February and June. The Select Board is charged with determining what articles to place on the warrant for each Town Meeting, including any special meetings, along with any citizens' petitions that meet the legal requirements.

The Town Moderator presides over the Town Meeting once the warrant is issued and posted. The Town Moderator regulates the proceedings, decides questions of order, publicly declares any votes, and may administer any oaths that are necessary. No person may address Town Meeting without being recognized by the Town Moderator. If a person engages in disorderly behavior at Town Meeting after being warned by the Town Moderator to stop, the Town Moderator may order the person be removed from the meeting.

Town Bylaws

Section 5-1 of the Town Bylaws sets the quorum for both annual and special Town Meeting in Wenham at 120 registered voters, provided that less than a quorum may from time to time adjourn a meeting.

Section 5-3 of the Town Bylaws requires Wenham's Annual Town Meeting to be held on the first Saturday of April unless the Select Board has voted, on or before December 31 of the preceding year, to select a different date.

Section 5-4 of the Town Bylaws establishes two rules governing motion practice at Town Meeting. First, motions for reconsideration are not permitted unless the Town Moderator determines that a compelling reason exists such as a change of circumstances or the acquisition of new information. Given these narrow

guardrails, a motion for reconsideration is rarely in order in Wenham's Town Meeting.

Second, motions to take warrant articles out of order are not permitted unless the Town Moderator determines that a change of circumstances, error, or discovery of new information has occurred since the posting of the warrant, bearing directly upon the purpose or effect of the article in question. Motions to change the order of warrant articles are never in order solely to affect the time of voting on an article. So absent compelling circumstances, our Town Meeting acts on the articles in the order they appear in the warrant.

Section 5-5 of the Town Bylaws allows the Town Moderator to declare a vote, without taking and recording a count, of motions that require a two-thirds vote in addition to those requiring a simple majority, subject to seven or more voters immediately questioning the declaration.

Town Meeting Time

The rules of Town Meeting Time govern the ranking and voting on motions at Town Meeting, subject to the Town's Bylaws. The contents of TMT are too voluminous to recite here, but the Town Moderator reviews them prior to every Town Meeting.

One rule from TMT that will be recited here is that a motion to move the question— which motion is intended to stop debate and vote—is only in order when made by a person who has been recognized to speak from the speaker's microphones. Shouts of "call the question" or "call the vote" will not be acknowledged. Additionally, a motion to move the question may not be preceded by an argument or question concerning the article or pending motion, and any effort to move the question after such a speech will be ruled out of order. Although a motion to move the question requires a second and a two-thirds vote, it is not debatable.

A handwritten signature in black ink, appearing to read "Roger L. Smerage".

Roger L. Smerage

Town Moderator

Wenham Finance and Advisory Committee

Fiscal Year 2025 Annual Report

The Wenham Finance and Advisory Committee herein submits for your review, consideration and action at the April 6, 2024 Annual Town Meeting our recommended budget for the Fiscal Year 2025 (FY25), beginning July 1, 2024 and ending June 30, 2025.

The Committee has reviewed the budgets and warrant articles that have been submitted for the Town Meeting. The Finance Committee has communicated with the Select Board, the Town Administrator, Department Heads, and the Hamilton-Wenham Regional School District (HWRSD) Committee and Administration officials in developing an efficient budget that balances the services that residents expect from the Town of Wenham within the limited resources at the Town's disposal.

Economic Overview

The U.S. economy remains largely resilient with historic low unemployment and strong GDP growth. While inflation has moderated significantly over the past year it has not yet reached the Federal Reserve's target level of 2% following the fastest pace of interest rate increases since the 1980's. While supply chain pressures and associated costs have eased since the pandemic, costs for goods and services continue to increase. Inflation remains an ever-present concern across most areas of the economy. The Town's costs for wages, insurance, benefits, materials, and services continue to be impacted by the broad inflation experienced by individuals, corporations, and other municipalities.

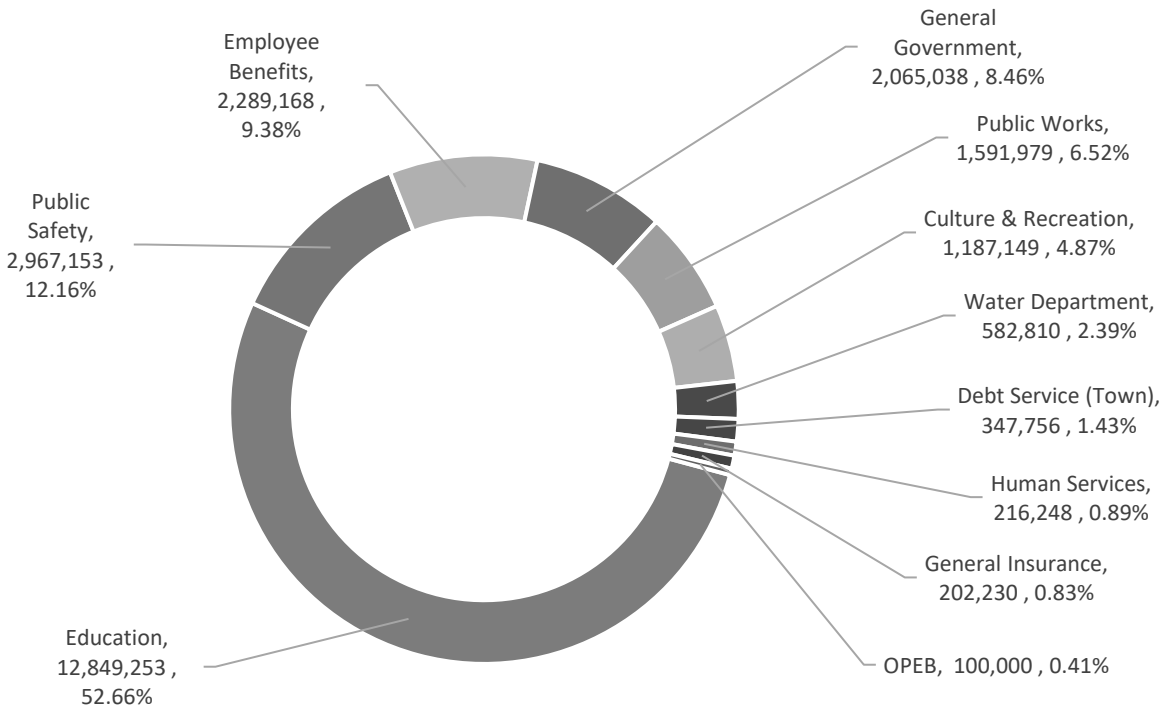
The current high rate of inflation poses continued budgetary challenges. The Town Departments continue to apply and secure State grants and monies where applicable to help support ongoing operating and capital budgets (e.g. Chapter 90 Roadway, MassWorks Infrastructure, etc.). Specific budgetary challenges during the Fiscal 2025 include: filling critical roles and vacancies with permanent hires, the financial impact of several simultaneous Collective Bargaining Agreement negotiations, deferred IT, equipment and software upgrades, upcoming Presidential and State election related support costs, and higher benefit, pension, and insurance related expenses.

FY25 Property tax revenue is set to adhere to the restrictions set by Proposition 2 ½ with some incremental revenue from new construction and property improvements. We continue to assume that inflation will take additional time to drop below its current level including interest rates and borrowing costs. Wenham continues to manage within its existing economic, budgetary, and market constraints ensuring effective delivery of essential and beneficial services to its residents.

Operating Budget Overview

The total Operating Budget for the Town is approximately \$24.4 million for FY25. Here is a breakdown of the major components of the Operating Budget shown by dollar amount and percentage of the total Operating Budget:

Article 3 - FY25 Operating Budget - \$24,398,784



The Town Operating Budget presented in Article 3 is an increase of \$1,261,000 over the prior year, which represents annual growth of 5.45%.

| Budget | FY24 | FY25 | Change - \$ | Change - % |
|---------------------------------|-------------------|-------------------|------------------|--------------|
| Education (52.66%) | 11,969,674 | 12,849,253 | 879,579 | 7.35% |
| Town Departments (47.34%) | 11,168,162 | 11,549,531 | 381,369 | 3.41% |
| Operating Budget – Total | 23,137,836 | 24,398,784 | 1,260,948 | 5.45% |

Education Overview

The Town pays to participate in two regional school districts, Hamilton-Wenham Regional School District (HWRSD) and Essex North Shore Agricultural and Technical School (ENSATS). The FY25 assessments from these two districts rose by roughly \$880,000, or 7.35% over the prior fiscal year.

The HWRSD Assessment has two parts, an assessment based on the Net Operating Budget and an assessment for the annual Debt Service. Each of these numbers is allocated to the two member towns based on the apportionment formula in the regional school agreement. This formula is in large part driven by the three-year rolling average student enrollment at HWRSD. For FY25 purposes, total enrollment rose slightly from 1,602 to 1,619 as follows:

- Hamilton Enrollment – increased from 1,063 to 1,068
- Wenham Enrollment – increased from 539 to 551

For FY25, the Hamilton-Wenham Regional School District (HWRSD) approved an increase of 1.13% for Operating Expenses. While the expenses increased at a fairly moderate pace, there was a significant reduction in Offsets and Revenues for FY25. This was driven mainly by a reduction in School Choice students (-\$30k) and a steep decline in the availability of Excess and Deficiency Funds (-\$870k) to reduce operating and capital costs, which contributed to a 5.05% drop in Offsets and Revenues. The end result is a Net Operating Budget increase of 2.90% for FY25. The Town of Wenham benefits from the apportionment formula this year, which reduces our increase to 2.68%.

While the FY25 Operating Assessment comes in under 3.00%, the FY25 Assessment for Debt Service has more than doubled. This increase is mainly tied to the Athletic Field project approved by the Town in April 2023. FY25 Debt Service has increased by 234.12% at the HWRSD level. With a small benefit from the apportionment formula, our Assessment for Debt Service will rise by 233.43% in FY25.

The total FY25 HWRSD Assessment to the Town accounts for roughly 51.5% of the Total Operating Budget of \$24,398,784.

| Budget | FY24 | FY25 | Change - \$ | Change - % |
|----------------------|-------------------|-------------------|--------------------|-------------------|
| HWRSD – Operations | 11,576,887 | 11,887,472 | 310,585 | 2.68% |
| HWRSD – Debt Service | 201,473 | 671,770 | 470,297 | 233.43% |
| HWRSD – Total | 11,778,360 | 12,559,242 | 780,882 | 6.63% |

For FY25, the Town will see a significant increase in the cost of sending students to the Essex North Shore Agricultural and Technical School (ENSATS). This is based mainly on a large increase in students, with the our enrollment jumping 45.5% from 11 to 16 students over the past year. The Town's assessment from ENSATS makes up approximately 1.2% of the Total Operating Budget for FY25.

| Budget | FY24 | FY25 | Change - \$ | Change - % |
|-----------------------|----------------|----------------|--------------------|-------------------|
| ENSATS – Operations | 176,521 | 268,821 | 92,300 | 52.29% |
| ENSATS – Debt Service | 14,793 | 21,190 | 6,397 | 43.24% |
| ENSATS – Total | 191,314 | 290,011 | 98,697 | 51.59% |

Town Departmental Budget Overview

For FY25, the Town's Departmental Budget has increased by \$381,368, or 3.41% over the prior fiscal year. Most line items were level funded for FY25, with only contractually obligated increases and a 2% COLA for most non-union employees.

| Budget | FY24 | FY25 | Change - \$ | Change - % |
|-------------------------|-------------|-------------|--------------------|-------------------|
| General Government | 1,905,329 | 2,065,038 | 159,709 | 8.38% |
| Public Safety | 2,881,573 | 2,967,153 | 85,580 | 2.97% |
| Public Works | 1,550,885 | 1,591,979 | 41,094 | 2.65% |
| Health & Human Services | 214,426 | 216,248 | 1,822 | 0.85% |
| Culture & Recreation | 1,146,419 | 1,187,149 | 40,730 | 3.55% |
| Debt Service (Town) | 468,907 | 347,756 | (121,151) | -25.84% |

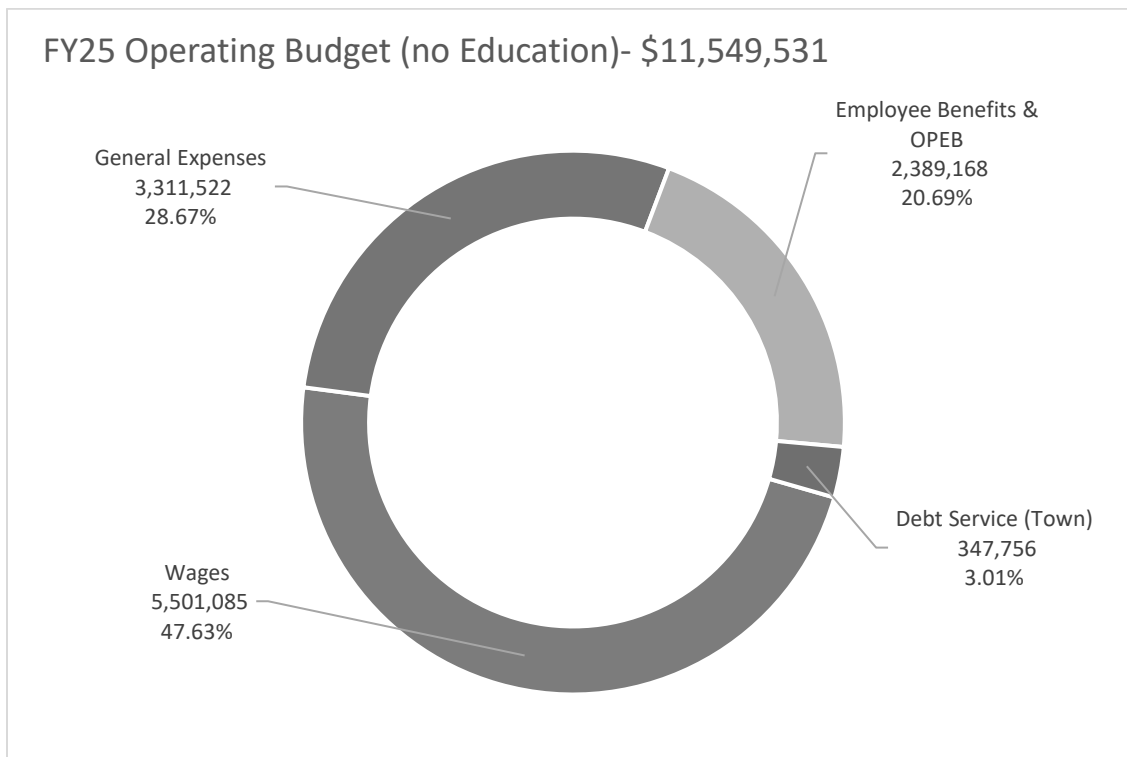
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|------------------------------------|-------------------|-------------------|----------------|--------------|
| Employee Benefits | 2,159,693 | 2,289,168 | 129,475 | 6.00% |
| General Insurance | 189,000 | 202,230 | 13,230 | 7.00% |
| Transfer to OPEB | 90,000 | 100,000 | 10,000 | 11.11% |
| Water Department | 561,931 | 582,810 | 20,879 | 3.72% |
| Departmental Budget - Total | 11,168,163 | 11,549,531 | 381,368 | 3.41% |

Looking at the table above, there are several items driving the Departmental Budget higher in FY25.

- Contractual Obligations and Step Increases for Union Employees
- Employee Benefits (Pensions and Health Insurance)
- General Insurance (not Health)
- Programmed Increase to the OPEB Trust
- Conservation/ Open Space Coordinator – conversion to Full-Time Position for FY25
- Town Clerk Staffing – built in extra staffing to assist with transition from an elected to appointed Town Clerk

One positive area is the reduction in Town Debt Service, which has dropped by \$121,151 for FY25. This reduction is mainly the result of some bonds maturing in FY24. Without these savings, the Departmental Budget would have been up roughly \$503,000 or 4.70% for FY25.

While most of our financial reporting is geared towards capturing costs at a departmental level, it can also be helpful to look at our expenses grouped by major types of spending. The chart below shows the four major expense categories for the Town Departmental Budget.



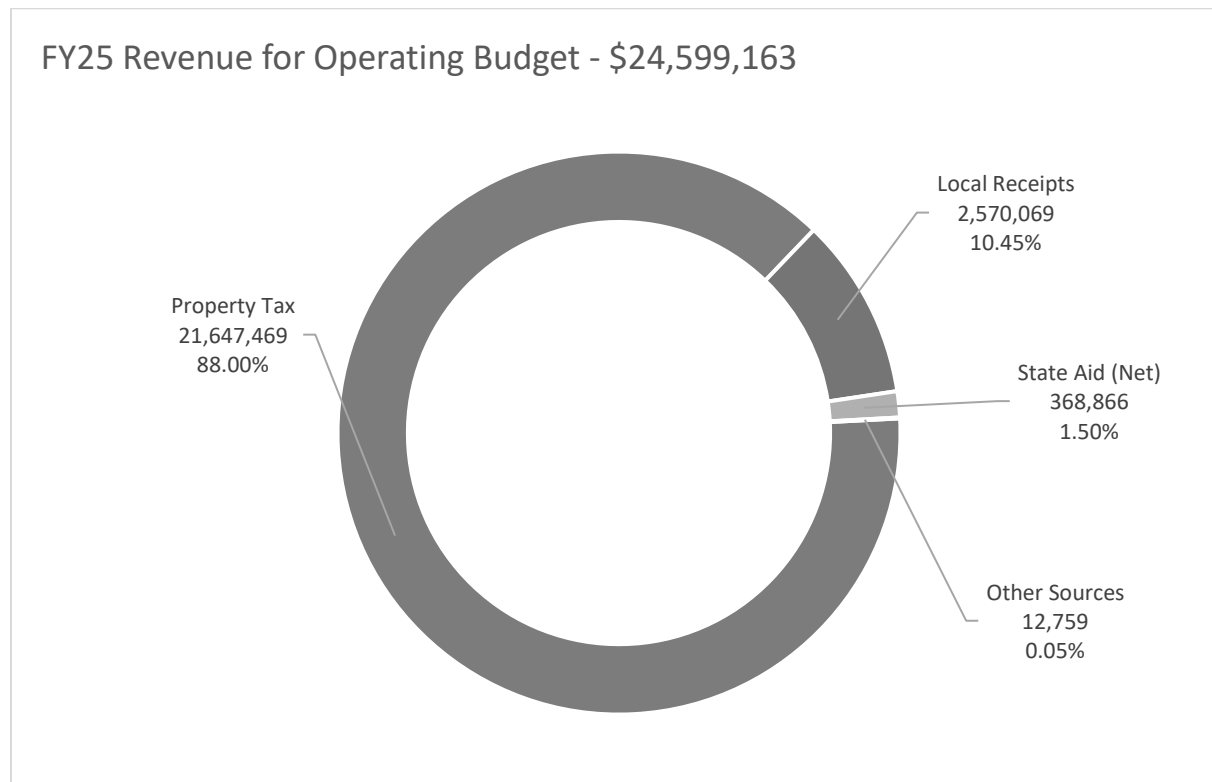
As you can see above, Wages and Employee Benefits are the biggest components of the Departmental Budget. When combined, these two items make up roughly \$7.9 million or 68% of the Departmental Budget. This is not atypical for a municipality, but even in the best of times this puts a good deal of stress on a Town budget. In the current economic environment, those pressures are even more pronounced as Wenham competes to attract and retain employees and the related benefits grow at a rate outside the Proposition 2 ½ Limit. You can see below how the cost increases related to Wages and Employee Benefits outpace most other parts of the budget.

- Wages increased by \$300,466 or 5.78% due to contractual obligations and step increases
- Pension Assessment (Essex Regional Retirement System) grew by \$32,314 or 3.17%
- Health Insurance Premiums (MIIA) grew by \$95,747 or 8.95%

Operating Revenue Overview

The Operating Budget is funded by various sources of revenue. Local Property Taxes are the largest revenue source, but there are several other revenue streams that help fund the Operating Budget.

- Local Receipts - includes Motor Vehicle Excise Tax, Water Fees, Iron Rail Rent, Local Fees and Licenses, Joint Program Fees from Hamilton, and Investment Income.
- State Aid (Net) – gross State Aid (\$526,407) reduced by State Offsets (\$157,541)
- Other Sources – Betterment payments related to the Longfellow project.



The Operating Budget for FY25 assumes a 5.19% increase in Operating Revenue over the prior fiscal year. State Aid for FY25 has not been determined at this time, so we have assumed no change from the the FY24 amounts.

| Revenue Source | FY24 | FY25 | Change - \$ | Change - % |
|------------------------|-------------------|-------------------|--------------------|-------------------|
| State Aid (Net) | 368,866 | 368,866 | 0 | 0.00% |
| Local Receipts | 2,398,726 | 2,570,069 | 171,343 | 7.14% |
| Other Sources | 56,800 | 12,759 | (44,041) | (77.54%) |
| Property Tax | 20,560,902 | 21,647,469 | 1,086,567 | 5.28% |
| Revenue – Total | 23,385,294 | 24,599,163 | 1,213,869 | 5.19% |

FY25 Estimated Tax Rate

The Operating Budget presented in Article 3 falls within the Proposition 2 ½ Levy Limit (including exclusions for Exempt Debt approved at prior Town Meetings). While no Override will be required to pass this budget, it will likely increase the FY25 Tax Rate. The tables below provide our estimate of the impact of the FY25 Town Operating Budget on the current Tax Rate of \$15.66.

Please note that these calculations assume that all FY24 Assessed property values remain the same for FY25. It is possible that the actual FY25 Tax Rate will differ from the estimates below based on the actual property assessments done in late 2024.

| | FY24 Tax Rate | FY25 Budget Impact (Estimated) | FY25 Tax Rate (Estimated) | FY25 Increase (Estimated) |
|---------------------------------|----------------------|---|--------------------------------------|--------------------------------------|
| Article 3 – Operating Budget | \$15.66 | \$0.83 | \$16.49 | 5.3% |

| | FY24 Property Tax | FY25 Budget Impact (Estimated) | FY25 Property Tax (Estimated) | FY25 Increase (Estimated) |
|--|------------------------------|---|--|--------------------------------------|
| Per \$100,000 of Assessed Value | \$1,566 | \$83 | \$1,649 | 5.3% |
| Average Single Family Assessed Value - \$965,841 | \$15,125 | \$802 | \$15,927 | 5.3% |
| Median Single Family Assessed Value - \$859,800 | \$13,464 | \$714 | \$14,178 | 5.3% |

We have included a more detailed, two-year Tax Rate analysis after the Operating Budget Warrant Article. You will also find a list of commonly used Municipal Finance Terms after this report.

Free Cash Use

Each year, the Town works with the Department of Revenue (DOR) to set our tax rate based on the expenses voted at Town Meeting and an expected amount of revenue from state aid, local receipts and property taxes. At the end of each year, the DOR reviews the Town's income and expenses for the fiscal year. If the Town spends less than anticipated and/or collects more revenue than projected it creates a surplus referred to as Free Cash.

The DOR certifies the amount of Free Cash for each community and makes it available for use in the upcoming fiscal year. The Town's estimated Free Cash available for FY25 is \$2,300,000. The Finance Committee has proposed the following uses of Free Cash for FY25:

| | Article | Amount | Note |
|------------------------------------|----------------|------------------|--|
| Estimated Free Cash | | \$2,300,000 | |
| Capital Improvement Program | Article 4 | -\$794,540 | To Fund Recommended Capital Improvements for FY25 |
| Funding General Stabilization Fund | Article 5 | -\$935,572 | To increase level of funding to the meet the recommended target of 5% - 7% of the Total Operating Budget |
| Funding OPEB Trust Account | Article 6 | -\$300,000 | To increase funding level to 15% - 20% of OPEB Liability as suggested by our advisors |
| Remaining Free Cash | | \$269,888 | Leaves a Free Cash balance that meets the recommended target of 1% of the Total Operating Budget |

Article 4 – Capital Improvement Program

| Item | Amount |
|--|---------------|
| COA - Senior Center 1st Floor Rug Flooring Replacement | 10,000 |
| DPW - 1-Ton Dump replacing 2002 Chevy Dump (GVW 36,000), 601 | 115,000 |
| DPW - 2021 Trackless Equipment Lease Payment | 31,000 |
| DPW - Road Capital/supplement Ch. 90 funds for paving projects and to cover winter damage in spring | 50,000 |
| DPW - Fuel Station Tracking Software | 25,000 |
| Fire Department - Communication Radios | 229,000 |
| Fire Department - Replace Turnout Gear (per NFPA 10-year life) | 35,000 |
| Fire Department - SCBA Bottles | 22,290 |
| Information Technology - Budgeting Software | 25,000 |
| Information Technology - New Town Website Migration and setup | 35,000 |
| Joint Recreation - HVAC Replacement | 87,000 |

| | |
|--|----------------|
| Library - Paint Exterior | 26,700 |
| Police Department - 2023 Durango/Equipment Unmarked | 60,200 |
| Police Department - 2023 Durango/Equipment and Markings | 69,250 |
| Capital Projects – Total | 820,440 |
| Less: Unused Prior Year Capital Appropriations | (25,900) |
| Free Cash Use – Total | 794,540 |

Article 5 – Funding of Stabilization Fund

The Town currently has a balance of approximately \$632,000 in our General Stabilization Fund. The DOR suggests towns should keep 5% - 7% of their annual operating budget in the General Stabilization Fund. We are currently at 2.59% and the Finance Committee recommends a contribution of \$935,572 which will increase our funding level to roughly 6.42%.

Article 6 – Fund OPEB Trust

The Town is already making a \$100,000 contribution to the OPEB Trust Fund as part of the annual operating budget presented in Article 3. Historically, the Town has tried to make an annual contribution that is \$10,000 higher than the contribution in the prior year. While this is an important commitment made by the Town towards our Other Post-Employment Benefits liability, it has not made a significant impact on our outstanding liability.

As of 06/30/23, the Town's estimated OPEB liability is roughly \$6.1 million. We currently have roughly \$557,000 in the OPEB Trust account, which combined with the \$100,000 contribution from Article 3 would give us a total of \$657,000 towards our OPEB Liability. That translates to a funding level of 10.69%

Based on discussions with our advisors, it has been suggested that we should be closer to a level of funding in the 15% - 20% range. We are recommending an additional contribution to the OPEB Trust this year, using \$300,000 of Free Cash to increase our funding level to 15.58%.

After utilizing Free Cash for the three articles above, the Town will be left with a balance of roughly \$269,888. This is a targeted amount, which equals roughly 1% of the annual operating budget for the Town. Based on discussions with our auditors and the DOR, this 1% target is a best practice for us to adopt.

Future Considerations

While we have presented a balanced FY25 Budget that falls within the limits of Proposition 2 ½, we recognize that the Town faces significant budgetary challenges moving forward. As a small town with a limited tax base made up of almost entirely residential properties, it is difficult to provide the services expected by residents without annual increases to the tax rate.

Moving forward, we have a number of items that will place pressure on future budgets:

- HWRSD Apportionment – while the Town has benefited from the formula in recent years, there are signs that may be reversing in the near term. This means Wenham may experience annual Assessment increases that are higher than the actual budget increases at the HWRSD level.
- HWRSD Excess and Deficiency (E&D)– since the start of the Pandemic, the District has enjoyed higher than normal Reserves (E&D) as a result of budgeted, but unfilled, positions over the past few years. This has allowed them to subsidize operating and capital costs over the past few budget cycles, but these positions have now been filled or eliminated thus reducing E&D to lower historical levels.
- HWRSD Union Contracts – the District has multiple contracts to be settled over the next 12 – 18 months. Given the current labor and inflationary conditions, these may be challenging negotiations. Highly publicized recent teacher strikes may heighten union leaders’ expectations.
- HWRSD Debt Service – the District is currently evaluating major repair or replacement of multiple elementary school buildings which may result in a significant increase in debt service assessments over the next few years.
- Town of Wenham Union Contracts – the Town will be negotiating three union contracts over the next year. Much like with the school, the Town will face market pressures as we negotiate the next round of contracts.
- Master Plan – Wenham is expected to approve its first Master Plan in over four decades in April 2024. Achieving the Master Plan’s core themes may require increased spending over the next ten years.
- Iron Rail Best Use Study – the evaluation of options is ongoing, but the ultimate decision could have significant financial implications for the Town.
- Town of Wenham Capital Needs - The Town’s 5-year Capital Improvement Plan projects routine maintenance, refurbishment, and replacement of town assets in the range of \$850K-\$1M for the next few years. Projects or requests beyond this such as adding a second ambulance, construction of a new DPW building, or buying new accounting software, this would put more pressure on the budget.
- Waste Management Contract – the current contract will be expiring in FY26 and we could see an increase of 60% - 80% over the current price based on preliminary discussion with our current vendor.

The question is, how can the Town mitigate the financial implications of all of these future challenges? There seem to be three main options to address these issues:

- Regionalization of Services
- Reduced Services
- Material Commercial Development

It will likely take some combination of all three strategies to help maintain the character of the Town and preserve services Wenham residents have deemed essential. No doubt, it will involve many difficult discussions and decisions in the coming years. We urge Wenham residents to be active participants in this dialogue moving forward.

We would like to offer a special thanks to the many Town employees, school district employees, elected officials, and volunteers who prepared the budgets, appeared before us, and provided information in response to our inquiries. We appreciate these efforts and the cooperation of all the department managers who have helped make some very difficult decisions to develop the operational budget and capital plan that most efficiently meets the needs of Town residents.

We invite the voters to join us at the Warrant Hearing on Tuesday April 2, 2024 (7:00 pm). This is a joint meeting with the Select Board to review the Articles for presentation at Annual Town Meeting. This meeting will be available on Zoom and HWCAM.

The Annual Town Meeting is scheduled for Saturday April 6th at the Buker School Auditorium (1:00 pm). We look forward to seeing you there.

Respectfully Submitted,

| | |
|-------------------------------|------|
| Jeff Calder, Chair | 2024 |
| Scott Schonberger, Vice-Chair | 2024 |
| David Harnisch | 2026 |
| Dano Jukanovich | 2026 |
| Phineas Sprague | 2026 |

Abatement – A reduction or elimination of a real or personal property tax, motor vehicle excise, fee, charge, or special assessment imposed by a governmental unit. Granted only on application of the person seeking the abatement and only by the committing governmental unit.

Amortization – The gradual repayment of an obligation over time and in accordance with a predetermined payment schedule.

Appropriation – An authorization granted by a town meeting, city council or other legislative body to expend money and incur obligations for specific public purposes. An appropriation is usually limited in amount and as to the time period within which it may be expended.

Assessed Valuation – A value assigned to real estate or other property by a government as the basis for levying taxes. In Massachusetts, assessed valuation is based on the property's full and fair cash value as set by the Assessors. (See Ad Valorem; Full And Fair Cash Value)

Available Funds – Balances in the various fund types that represent nonrecurring revenue sources. As a matter of sound practice, they are frequently appropriated for unforeseen expenses, capital expenditures, or other one-time costs. Examples of available funds include free cash, stabilization funds, overlay surplus, water surplus, and retained earnings.

Bond – A means to raise money through the issuance of debt. A bond issuer/borrower promises in writing to repay a specified sum of money, alternately referred to as face value, par value or bond principal, to the buyer of the bond on a specified future date (maturity date), together with periodic interest at a specified rate. The term of a bond is always greater than one year. (See Note)

Bond Anticipation Note (BAN) – Short-term debt instrument used to generate cash for initial project costs with the expectation the debt will be replaced later by permanent bonding. Typically issued for a term of less than one year, BANs may be reissued for up to 10 years, provided principal repayment begins after two years (MGL c. 44 § 17).

Bond Rating (Municipal) – A credit rating assigned to a municipality to help investors assess the future ability, legal obligation, and willingness of the municipality (bond issuer) to make timely debt service payments. Stated otherwise, a rating helps prospective investors determine the level of risk associated with a given fixed-income investment. Rating agencies, such as Moody's and Standard & Poor's, use rating systems that designate a letter or a combination of letters and numerals, where AAA is the highest rating and C1 is very low.

Capital Budget – An appropriation or spending plan that uses borrowing or direct outlay for capital or fixed asset improvements. Among other information, a capital budget should identify the method to finance each recommended expenditure (e.g., tax levy or rates) and identify those items that were not recommended.

Capital Improvement Program – A blueprint for planning a community's capital expenditures that comprises an annual capital budget and a five-year capital plan. It coordinates community planning, fiscal capacity, and physical development. While all the community's needs should be identified in the program, there is a set of criteria that prioritize the expenditures.

Chapter 70 School Aid – Chapter 70 refers to the school funding formula created under the Education Reform Act of 1993 by which state aid is distributed through the Cherry Sheet to help establish educational equity among municipal and regional school districts.

Chapter 90 Highway Funds – State funds derived from periodic transportation bond authorizations and apportioned to communities for highway projects (MGL c. 90 § 34).

Cherry Sheet – Named for the cherry-colored paper on which they were originally printed, the Cherry Sheet is the official notification to cities, towns, and regional school districts of the next fiscal year's state aid and assessments. The aid is in the form of distributions, which provide funds based on formulas and reimbursements that provide funds for costs incurred during a prior period for certain programs or services.

Collective Bargaining – The process of negotiating workers' wages, hours, benefits, working conditions, etc., between an employer and some or all of its employees, who are represented by a recognized labor union.

Community Preservation Fund – A special revenue fund established pursuant to MGL c. 44B to receive all monies collected to support a CPA program, including but not limited to, tax surcharge receipts, proceeds from borrowings, funds received from the state, and proceeds from the sale of certain real estate.

Debt Exclusion – An action taken by a community through a referendum vote to raise the funds necessary to pay debt service costs for a particular project from the property tax levy but outside of the limits under Proposition 2½. By approving a debt exclusion, a community calculates its annual levy limit under Proposition 2½, then adds the excluded debt service cost. The amount is added to the levy limit for the life of the debt only and may increase the levy above the levy ceiling.

Debt Limit – The maximum amount of debt a municipality may authorize for qualified purposes under state law. Under MGL c. 44 § 10, debt limits are set at 5 percent of EQV. By petition to the Municipal Finance Oversight Board, a community can receive approval to increase its debt limit to 10 percent of EQV.

DLS – The Department of Revenue's Division of Local Services

Equalized Valuations (EQVs) – An estimate of the full and fair cash value (FFCV) of all property in the state as of a certain taxable date. EQVs have historically been used as a variable in distributing some state aid accounts and in determining county assessments and other costs. The Commissioner of Revenue, in accordance with MGL c. 58 § 10C, is charged with the responsibility of biennially determining an equalized valuation for each city and town in the state.

Excess and Deficiency (E&D) – Also called the "surplus revenue" account, this is the amount by which cash, accounts receivable, and other assets exceed a regional school district's liabilities and reserves as certified by the Director of Accounts. The calculation is based on a year-end balance sheet submitted to DLS by the district's auditor, accountant, or comptroller. E&D is not available for appropriation until certified by the Director of Accounts.

Exemption – A discharge, established by statute, from the obligation to pay all or a portion of a property tax. The exemption is available to particular categories of property or persons upon the timely submission and approval of an application to the assessors. Properties exempt from taxation include hospitals, schools, houses of worship, and cultural institutions. Persons who may qualify for exemptions include disabled veterans, blind individuals, surviving spouses, and seniors.

Fiscal Year (FY) – Since 1974, the Commonwealth and municipalities have operated on a budget cycle that begins July 1 and ends June 30. Since 1976, the federal government fiscal year has begun on October 1 and ended September 30. In each case, the designation of the fiscal year is that of the calendar year in which the fiscal year ends.

Free Cash – Remaining, unrestricted funds from operations of the previous fiscal year, including unexpended free cash from the previous year, actual receipts in excess of revenue estimated on the tax recapitulation sheet, and unspent amounts in budget line items. Unpaid property taxes and certain deficits reduce the amount that can be certified as free cash. The calculation of free cash is based on the June 30 balance sheet, which is submitted by the community's auditor, accountant, or comptroller. Free cash is not available for appropriation until certified by the Director of Accounts. (See Available Funds)

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

Levy – The amount a community raises through the property tax. The levy can be any amount up to the levy limit, which is reestablished every year in accordance with Proposition 2½ provisions.

Levy Ceiling – A levy ceiling is one of two types of levy (tax) restrictions imposed by MGL c. 59 § 21C (Proposition 2½). It states that, in any year, the real and personal property taxes imposed may not exceed 2½ percent of the total full and fair cash value of all taxable property. Property taxes levied may exceed this limit only if the community passes a capital exclusion, debt exclusion, or special exclusion.

Levy Limit – A levy limit is one of two types of levy (tax) restrictions imposed by MGL c. 59 § 21C (Proposition 2½). It states that the real and personal property taxes imposed by a city or town may only grow each year by 2½ percent of the prior year's levy limit, plus new growth and any overrides or exclusions. The levy limit can exceed the levy ceiling only if the community passes a capital expenditure exclusion, debt exclusion, or special exclusion.

Local Receipts – Locally generated revenues other than real and personal property taxes. Examples include motor vehicle excise, investment income, hotel/motel tax, fees, rentals, and charges.

New Growth – The additional tax revenue generated by new construction, renovations and other increases in the property tax base during a calendar year. It does not include value increases caused by normal market forces or revaluations.

OPEB (Other Postemployment Benefits) – Many public employees earn benefits over their years of service that they do not receive until after their government employment ends. While pensions are the most common of these, other postemployment benefits generally include combinations of health, dental, vision, and life insurances. These are provided to eligible retirees and sometime to their beneficiaries, and as a group, are referred to as OPEB.

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

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

Pension (or other employee benefit) Trust Funds – A fiduciary fund type used to report resources that are required to be held in trust for the members and beneficiaries of defined benefit pension plans, defined contribution plans, other postemployment benefit (OPEB) plans, or other employee benefit plans.

Pension Plan – An arrangement for the provision of pension benefits to employees upon their retirements. All assets accumulated are used to pay benefits (including refunds of member contributions) to plan members or beneficiaries, as defined by the plan's terms.

Proposition 2½ – A state law enacted in 1980, Proposition 2½ regulates local property tax administration and limits the amount of revenue a city or town may raise from local property taxes each year to fund municipal operations.

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

Sale of Cemetery Lots Fund – A fund established to account for proceeds of the sale of cemetery lots. The proceeds may only be appropriated to pay for the cost of the land, its care and improvement or the enlargement of the cemetery under provisions of MGL c. 114 § 15.

Stabilization Fund – A fund designed to accumulate amounts for capital and other future spending purposes, although it may be appropriated for any lawful purpose (MGL c. 40 § 5B). Communities may establish one or more stabilization funds for different purposes and may appropriate any amounts into them. A two-thirds vote of town meeting or city council is required to establish, amend the purpose of, or appropriate money from a stabilization fund. A majority vote of town meeting or city council is required to appropriate money into a stabilization fund.

Tax Rate – The amount of property tax stated in terms of a unit of the municipal tax base; for example, \$14.80 per \$1,000 of assessed valuation of taxable real and personal property.

Trust Fund – In general, a fund for money donated or transferred to a municipality with specific instructions on its use. As custodian of trust funds, the treasurer invests and expends such funds as stipulated by trust agreements, as directed by the commissioners of trust funds, or by town meeting. Both principal and interest may be used if the trust is established as an expendable trust. For nonexpendable trust funds, only interest (not principal) may be expended as directed.

Unfunded OPEB Liability – This is the difference between the value assigned to the benefits (other than retirement) already earned by a municipality’s employees and the assets the local government will have on hand to meet these obligations. (See OPEB)

Unfunded Pension Liability – This is the difference between the value assigned to the retirement benefits already earned by a municipality’s employees and the assets the local retirement system will have on hand to meet these obligations. The dollar value of the unfunded pension liability is redetermined every three years and driven by assumptions about the interest rates at which a retirement system's assets will grow and the rate of the pensioners’ future costs of living increases. (See Pension Plan)

Valuation – The legal requirement that a community’s assessed value on property must reflect its market, or full and fair, cash value.

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

WARRANT FOR THE ANNUAL TOWN MEETING WENHAM, MASSACHUSETTS

Saturday, April 6, 2024

Essex, ss

To either of the Constables of Wenham, in said County,

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify the inhabitants of said Town qualified to vote in the Town Affairs and Elections. The Town Meeting will take place at the Buker Elementary School located on 1 School Street in said Town on **Saturday, the 6th of April, 2024 at 1:00 PM**. Voters of the Town are also notified to cast their votes at the Annual Town Election for the election of Town Officers to be determined by official ballot from 7:00 AM to 8:00 PM at the Wenham Town Hall, 138 Main Street, on **Thursday, the 11th day of April, 2024**.

CONSENT CALENDAR FOR ARTICLES 7-11

ARTICLE: 1

Status of Master Plan – Planning Board Report

To see if the Town will vote to hear the report, not to exceed 10 minutes, of the Planning Board on the status of the Master Plan, or take any other action relative thereto.

Recommendation of the Select Board: Recommended 4-0-0

Vote Needed: Simple Majority

ARTICLE : 2 Increase Veteran and Senior Tax Work-Off Abatement from \$1,500 to \$2,000

To see if the Town will vote to increase from \$1,500 to \$2,000 the maximum tax deduction available to seniors and veterans under the senior and veteran tax work off programs, in accordance with G.L. c.59, §5K as amended by the provisions of Chapter 50 of the Acts of 2023, or take any action relative thereto.

Commentary: Increasing the Veteran and Senior Tax Work-Off Abatement from \$1,500 to \$2,000 could be considered for a few key reasons. Primarily, it would provide greater financial relief for both veterans and seniors, particularly those with fixed incomes struggling to manage property taxes and other expenses. This increased financial support demonstrates the community's appreciation and recognition for their service and contributions.

Recommendation of the Select Board: Recommended 5-0-0

Recommendation of the Finance & Advisory Committee: Recommendation to be made at Town Meeting

Vote needed: Simple Majority

ARTICLE : 3 Annual Operating Budget Appropriation - Town and Schools

To see if the Town will determine what sum of money may be necessary to defray the Town's expenses for Fiscal Year 2025 (FY25), the twelve-month period beginning July 1, 2024 and ending June 30, 2025, including expenses for the Town and Regional School Districts; make appropriations for the same and determine the source thereof. Or take any other action relative thereto.

Commentary: The FY25 budget appropriation in this Article, as recommended by the Finance & Advisory Committee, totals **\$24,398,784**. See financial exhibits contained within the Article warrant for further details about departmental line-item funding amounts. If the FY25 budget outlined in Article 3 is accepted as recommended, total revenues from local property taxation rise by **\$1,260,948**, in line with a 2.5% levy limit increase and the addition of new growth allowed under Proposition 2 1/2. This Article fully funds both municipal and Hamilton-Wenham Regional School District operations as well as the Essex North Shore Agricultural and Technical School within the Town's levy capacity.

Article 4 identifies additional use of free cash and other available funds for one-time capital items.

The Town of Wenham's tax rate was \$17.35/1,000 in FY2023 and fell to \$15.66/1,000, a decrease of 9.7%, in FY2024.

Recommendation of the Select Board: Recommended 5-0-0

Recommendation of the Finance & Advisory Committee: Recommended 5-0-0

Vote needed: Simple Majority

**TAX RATE ESTIMATE FOR
FISCAL YEAR ENDING JUNE 30, 2025**

| | FY25 Article | FY24 | FY25 |
|--|---------------------|-------------------|-------------------|
| Annual Operating Budget | Article 3 | 23,137,836 | 24,398,784 |
| Capital Improvement Program | Article 4 | 695,156 | 820,440 |
| Fund General Stabilization | Article 5 | | 935,572 |
| Fund OPEB Trust | Article 6 | | 300,000 |
| Prior Year Bills | Article 7 | 1,067 | 379 |
| Water Software Purchase | Article 12 | | 15,000 |
| Community Preservation | Article 13 | 2,768,003 | 2,767,041 |
| TOTAL ARTICLES | | 26,602,062 | 29,237,216 |
| Other Amounts to be Raised: | | | |
| Other Adjustments | | 46,391 | |
| Snow and Ice Deficit | | | - |
| State Assessments & Offsets | | 157,541 | 157,541 |
| Assessors' Overlay | | 200,000 | 200,000 |
| TOTAL OTHER TO BE RAISED | | 403,932 | 357,541 |
| LESS: | | | |
| State Aid | | 526,407 | 526,407 |
| Estimated Local Receipts | | 2,398,726 | 2,570,069 |
| Free Cash | | 695,156 | 2,030,112 |
| Community Preservation | | 2,768,003 | 2,767,041 |
| Assessor's Overlay released | | | |
| Other Available Funds | | 56,800 | 53,659 |
| TOTAL NON-TAX REVENUE | | 6,445,092 | 7,947,288 |
| NET AMOUNT - TAXATION | | 20,560,902 | 21,647,469 |
| Levy Limit | | 19,811,612 | 20,624,751 |
| Estimated New Growth | | 310,096 | 150,000 |
| Debt Exclusions | | 465,234 | 931,580 |
| ESTIMATED AMOUNT - TAXATION | | 20,586,942 | 21,706,331 |
| OVER / (UNDER) PROPOSITION 2 1/2 LEVY LIMIT | | (26,040) | (58,862) |

| | | |
|---|---------------|---------------|
| FY 2024 Value of Property | 1,312,956,705 | |
| FY 2025 Value of Property (Estimated) * | | 1,312,956,705 |
| Estimated Tax Rate per \$1,000 of Value | \$ 15.66 | \$ 16.49 |
| *Based on FY24 Actual Assessed value, which is subject to change. | | |

| Town of Wenham Article 3 | FY2021 Actual | FY2022 Actual | FY2023 Actual | FY2024 Voted | FY2025 Proposed |
|--|-------------------|-------------------|-------------------|-------------------|--------------------|
| (114) Moderator | | | | | |
| Expenses | - | - | - | 50 | 50 |
| Moderator - TOTAL | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ 50</u> | <u>\$ 50</u> |
| (122) Select Board | | | | | |
| Salaries & Wages | 9,692 | 11,300 | 11,474 | 11,937 | 19,548 |
| <i>Chair - \$4,804/year</i> | | | | | |
| <i>4 Members - \$3,686/year</i> | | | | | |
| Expenses | 10,779 | 383 | - | 500 | 500 |
| Select Board - TOTAL | <u>\$ 20,470</u> | <u>\$ 11,683</u> | <u>\$ 11,474</u> | <u>\$ 12,437</u> | <u>\$ 20,048</u> |
| (123) Town Administrator | | | | | |
| Salaries & Wages | 162,884 | 176,327 | 140,269 | 148,979 | 151,958 |
| <i>Town Administrator - \$151,598/year</i> | | | | | |
| Expenses | 1,661 | 3,976 | 634 | 6,550 | 8,550 |
| Town Administrator - TOTAL | <u>\$ 164,545</u> | <u>\$ 180,302</u> | <u>\$ 140,904</u> | <u>\$ 155,529</u> | <u>\$ 160,508</u> |
| (131) Finance & Advisory | | | | | |
| Expenses | 160 | 160 | 163 | 250 | 250 |
| Finance & Advisory - TOTAL | <u>\$ 160</u> | <u>\$ 160</u> | <u>\$ 163</u> | <u>\$ 250</u> | <u>\$ 250</u> |
| (132) Reserve Fund | | | | | |
| Expenses | - | - | - | 125,000 | 125,000 |
| Reserve Fund - TOTAL | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ 125,000</u> | <u>\$ 125,000</u> |
| (139) Municipal Audit | | | | | |
| Expenses | 40,250 | 25,500 | 31,500 | 42,250 | 42,250 |
| Municipal Audit - TOTAL | <u>\$ 40,250</u> | <u>\$ 25,500</u> | <u>\$ 31,500</u> | <u>\$ 42,250</u> | <u>\$ 42,250</u> |
| (141) Assessors | | | | | |
| Salaries & Wages | 68,065 | 60,120 | 71,841 | 109,137 | 112,410 |
| <i>Executive Assistant - \$74,257/year for 36.5hrs/wk</i> | | | | | |
| <i>Shared Assessor - \$38,153/year</i> | | | | | |
| Expenses | 6,164 | 6,097 | 49,173 | 36,000 | 36,000 |
| Assessors - TOTAL | <u>\$ 74,229</u> | <u>\$ 66,217</u> | <u>\$ 121,013</u> | <u>\$ 145,137</u> | <u>\$ 148,410</u> |
| (145) Tax Title Expense | | | | | |
| Expenses | 5,110 | 2,967 | 4,977 | 10,000 | 10,000 |
| Tax Title Expense - TOTAL | <u>\$ 5,110</u> | <u>\$ 2,967</u> | <u>\$ 4,977</u> | <u>\$ 10,000</u> | <u>\$ 10,000</u> |
| (149) Finance Department | | | | | |
| Salaries & Wages | 246,176 | 242,739 | 279,791 | 347,156 | 354,099 |
| <i>Finance Director/Town Accountant - \$122,400/year for 40 hrs/week</i> | | | | | |
| <i>Treasurer/Collector - \$95,472/year for 40 hrs/week</i> | | | | | |
| <i>Asst. Treasurer/Collector - \$69,927 for 36.5 hrs/week</i> | | | | | |
| <i>Asst. Town Accountant - \$66,300 for 36.5 hrs/week</i> | | | | | |
| Expenses | 28,088 | 24,908 | 31,773 | 28,450 | 28,450 |
| Finance Department - TOTAL | <u>\$ 274,264</u> | <u>\$ 267,647</u> | <u>\$ 311,563</u> | <u>\$ 375,606</u> | <u>\$ 382,549</u> |
| (151) Legal | | | | | |
| Expenses | 78,558 | 25,689 | 91,463 | 100,000 | 100,000 |
| Legal - TOTAL | <u>\$ 78,558</u> | <u>\$ 25,689</u> | <u>\$ 91,463</u> | <u>\$ 100,000</u> | <u>\$ 100,000</u> |
| (152) Information Technology | | | | | |
| Expenses | 71,576 | 79,629 | 143,198 | 118,921 | 167,587 |
| Information Technology - TOTAL | <u>\$ 71,576</u> | <u>\$ 79,629</u> | <u>\$ 143,198</u> | <u>\$ 118,921</u> | <u>\$ 167,587</u> |

| Town of Wenham Article 3 | FY2021 Actual | FY2022 Actual | FY2023 Actual | FY2024 Voted | FY2025 Proposed |
|--|--------------------------|--------------------------|--------------------------|-------------------------|----------------------------|
| (160) Town Hall | | | | | |
| Salaries & Wages | 117,634 | 147,764 | 146,558 | 197,166 | 201,109 |
| <i>Executive Assistant to TA - \$77,399/year for 40 hrs/week</i> | | | | | |
| <i>Asst. Town Administrator - \$79,591/year for 40 hrs/week</i> | | | | | |
| <i>Recording Secretary - \$23,426/year for 180 Meetings @ \$130.15</i> | | | | | |
| <i>Animal Control Officer - \$20,694/year</i> | | | | | |
| Expenses | 49,443 | 58,134 | 60,404 | 180,901 | 192,901 |
| Town Hall - TOTAL | \$ 167,077 | \$ 205,898 | \$ 206,962 | \$ 378,067 | \$ 394,010 |
| (161) Town Clerk | | | | | |
| Salaries & Wages | 71,578 | 78,665 | 73,204 | 90,377 | 111,388 |
| <i>Town Clerk - \$71,400/year for 40 hrs/week</i> | | | | | |
| <i>Town Clerk Admin Asst - \$15,000 for 8-12 hrs/week</i> | | | | | |
| <i>Election Workers - \$12,361</i> | | | | | |
| <i>Registrar Stipend - \$177</i> | | | | | |
| <i>Transition Costs/Wages - \$12,450</i> | | | | | |
| Expenses | 11,813 | 15,049 | 15,198 | 17,400 | 24,883 |
| Town Clerk - TOTAL | \$ 83,391 | \$ 93,714 | \$ 88,402 | \$ 107,777 | \$ 136,271 |
| (170) Land Use | | | | | |
| Salaries & Wages | 68,321 | 72,561 | 82,718 | 83,474 | 126,224 |
| <i>Planning Coordinator - \$51,224/year for 23 hrs/week</i> | | | | | |
| <i>Conservation/Open Space Coord. - \$75,000 for 40 hrs/week</i> | | | | | |
| Expenses | 5,016 | 5,024 | 3,006 | 9,050 | 8,500 |
| Land Use - TOTAL | \$ 73,337 | \$ 77,584 | \$ 85,724 | \$ 92,524 | \$ 134,724 |
| (192) Buildings & Grounds | | | | | |
| Salaries & Wages | 70,916 | 75,080 | 77,253 | 88,015 | 89,615 |
| <i>Facilities Director - \$80,324/year for 40 hrs/week</i> | | | | | |
| <i>Summer Help - \$8,000</i> | | | | | |
| <i>Clock Winder Stipend - \$1,291/year</i> | | | | | |
| Expenses | 91,757 | 89,292 | 82,789 | 99,066 | 99,066 |
| Buildings & Grounds - TOTAL | \$ 162,674 | \$ 164,372 | \$ 160,042 | \$ 187,081 | \$ 188,681 |
| (195) Town Reports | | | | | |
| Expenses | 5,520 | 5,945 | 6,939 | 6,500 | 6,500 |
| Town Reports - TOTAL | \$ 5,520 | \$ 5,945 | \$ 6,939 | \$ 6,500 | \$ 6,500 |
| (199) Iron Rail | | | | | |
| Salaries & Wages | - | - | - | - | - |
| Expenses | 34,028 | 45,131 | 30,988 | 48,200 | 48,200 |
| Iron Rail - TOTAL | \$ 34,028 | \$ 45,131 | \$ 30,988 | \$ 48,200 | \$ 48,200 |
| Total - General Government | \$ 1,255,188 | \$ 1,252,439 | \$ 1,435,310 | \$ 1,905,329 | \$ 2,065,038 |
| (210) Police Department | | | | | |
| Salaries & Wages | 1,342,539 | 1,361,066 | 1,493,574 | 1,600,365 | 1,700,242 |
| <i>Police Chief - \$174,420/year for 40hrs/week</i> | | | | | |
| <i>Deputy Chief - \$132,500/year for 40hrs/week</i> | | | | | |
| <i>10 Officers - \$970,728</i> | | | | | |
| <i>Reserve Officers - \$127,551</i> | | | | | |
| <i>Overtime - \$176,941</i> | | | | | |
| <i>Inventory Control Specialist - \$24,722</i> | | | | | |
| <i>Gatekeepers & Lifeguards - \$23,380</i> | | | | | |
| <i>Administrative Assistant - \$70,000/year for 40hrs/week</i> | | | | | |
| Expenses | 130,236 | 150,374 | 154,579 | 160,850 | 162,745 |
| Police Department - TOTAL | \$ 1,472,775 | \$ 1,511,439 | \$ 1,648,153 | \$ 1,761,215 | \$ 1,862,987 |

| Town of Wenham Article 3 | FY2021 Actual | FY2022 Actual | FY2023 Actual | FY2024 Voted | FY2025 Proposed |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| (220) Fire Department | | | | | |
| Salaries & Wages | 587,668 | 572,228 | 616,362 | 719,822 | 765,973 |
| <i>Fire Chief - \$141,000/year for 40hrs/week</i> | | | | | |
| <i>Deputy Chief - \$123,871/year for 40hrs/week</i> | | | | | |
| <i>2 Firefighters - \$118,961</i> | | | | | |
| <i>On-Call Wages - \$208,335</i> | | | | | |
| <i>Stipends - \$133,806</i> | | | | | |
| <i>Overtime - \$40,000</i> | | | | | |
| Expenses | 97,322 | 121,350 | 129,568 | 245,089 | 189,339 |
| Fire Department - TOTAL | \$ 684,990 | \$ 693,578 | \$ 745,929 | \$ 964,911 | \$ 955,312 |
| (240) Permitting | | | | | |
| Salaries & Wages | 141,648 | 17,426 | 19,346 | 23,267 | 23,732 |
| <i>Permitting Coordinator - \$23.34/hour up to 19 hours/week</i> | | | | | |
| Expenses | 21,191 | 83,775 | 86,640 | 87,980 | 80,871 |
| Permitting - TOTAL | \$ 162,839 | \$ 101,201 | \$ 105,985 | \$ 111,247 | \$ 104,604 |
| (294) Tree Warden | | | | | |
| Salaries & Wages | 1,727 | 1,727 | 1,727 | 2,500 | 2,550 |
| <i>Tree Warden Stipend \$2,550/year</i> | | | | | |
| Expenses | 20,638 | 25,230 | 34,735 | 41,700 | 41,700 |
| Tree Warden - TOTAL | \$ 22,365 | \$ 26,957 | \$ 36,462 | \$ 44,200 | \$ 44,250 |
| Total - Public Safety | \$ 2,342,968 | \$ 2,333,176 | \$ 2,536,529 | \$ 2,881,573 | \$ 2,967,153 |
| (310) H-W Regional School | | | | | |
| Operating Budget | 11,447,446 | 11,660,930 | 11,554,340 | 11,576,887 | 11,887,472 |
| Debt - Winthrop Sprinkler (Exempt Debt) | 54,211 | 46,536 | 44,741 | 47,379 | 45,141 |
| Debt - Cutler Roof (Exempt Debt) | 46,241 | 44,486 | 44,003 | 41,946 | 42,508 |
| Debt - Buker/Winthrop Boiler (Exempt Debt) | 43,476 | 42,103 | 40,309 | 38,712 | 41,328 |
| Debt - FY21 Capital Projects (Exempt Debt) | 5,421 | 71,521 | 68,752 | 73,436 | 69,941 |
| Debt - Cutler Feasibility Study (Exempt Debt) | - | - | - | - | 13,969 |
| Debt - Athletic Complex (Exempt Debt) | - | - | - | - | 458,883 |
| H-W Regional School - TOTAL | \$ 11,596,795 | \$ 11,865,576 | \$ 11,752,145 | \$ 11,778,360 | \$ 12,559,242 |
| (320) Essex N. Shore Voc | | | | | |
| Operating Budget | 133,571 | 137,446 | 126,279 | 176,521 | 268,821 |
| Debt Service | 14,188 | 13,521 | 11,183 | 14,793 | 21,190 |
| Essex N. Shore Voc - TOTAL | \$ 147,759 | \$ 150,967 | \$ 137,462 | \$ 191,314 | \$ 290,011 |
| Total - Education | 11,744,554 | 12,016,543 | 11,889,607 | 11,969,674 | 12,849,253 |
| (422) Highway Dept | | | | | |
| Salaries & Wages | 540,245 | 559,437 | 539,248 | 623,012 | 644,602 |
| <i>DPW Director - \$134,412/year for 40hrs/week</i> | | | | | |
| <i>Foreman - \$88,457/year</i> | | | | | |
| <i>Full-Time Employees (6) - \$367,499</i> | | | | | |
| <i>Administrative Assistant - \$34,434/year for 23.5hrs/week</i> | | | | | |
| <i>Summer Help - \$6,104</i> | | | | | |
| <i>Overtime - \$13,696</i> | | | | | |
| Expenses | 186,710 | 212,142 | 242,614 | 291,000 | 291,000 |
| Highway Dept - TOTAL | \$ 726,955 | \$ 771,579 | \$ 781,862 | \$ 914,012 | \$ 935,602 |
| (423) Snow and Ice | | | | | |
| Salaries & Wages | 29,426 | 38,328 | 33,674 | 37,000 | 37,925 |
| Expenses | 52,247 | 61,858 | 57,611 | 71,295 | 71,295 |
| Snow and Ice - TOTAL | \$ 81,672 | \$ 100,186 | \$ 91,286 | \$ 108,295 | \$ 109,220 |

| Town of Wenham Article 3 | FY2021 Actual | FY2022 Actual | FY2023 Actual | FY2024 Voted | FY2025 Proposed |
|---|-------------------|-------------------|-------------------|---------------------|---------------------|
| (424) Street Lighting | | | | | |
| Expenses | 14,828 | 27,642 | 19,502 | 18,000 | 18,000 |
| Street Lighting - TOTAL | \$ 14,828 | \$ 27,642 | \$ 19,502 | \$ 18,000 | \$ 18,000 |
| (433) Refuse Collection | | | | | |
| Expenses | 440,360 | 319,000 | 485,043 | 499,594 | 514,582 |
| Refuse Collection - TOTAL | \$ 440,360 | \$ 319,000 | \$ 485,043 | \$ 499,594 | \$ 514,582 |
| (491) Cemetery Dept | | | | | |
| Salaries & Wages | 4,391 | 5,646 | 4,322 | 4,546 | 8,137 |
| <i>Burial Agent - \$3,380</i> | | | | | |
| <i>DPW Overtime - \$1,257</i> | | | | | |
| <i>Clerical Stipend - \$3,500</i> | | | | | |
| Expenses | 5,230 | 3,049 | 4,946 | 6,438 | 6,438 |
| Cemetery Dept - TOTAL | \$ 9,621 | \$ 8,694 | \$ 9,267 | \$ 10,984 | \$ 14,575 |
| Total - Public Works | 1,273,436 | 1,227,101 | 1,386,961 | 1,550,885 | 1,591,979 |
| (510) Health Department | | | | | |
| Salaries & Wages | 8,900 | 14,441 | 22,688 | 21,808 | 22,244 |
| <i>Animal Inspector - \$2,751</i> | | | | | |
| <i>Asst. Health Agent - \$6,509</i> | | | | | |
| <i>Nurse - \$12,984</i> | | | | | |
| Expenses | 14,677 | 16,020 | 13,530 | 22,054 | 19,612 |
| Health Department - TOTAL | \$ 23,577 | \$ 30,461 | \$ 36,218 | \$ 43,862 | \$ 41,856 |
| (541) Council on Aging | | | | | |
| Salaries & Wages | 100,487 | 106,930 | 115,734 | 126,392 | 129,220 |
| <i>COA Director - \$62,669</i> | | | | | |
| <i>Part-Time Staff (5 including drivers) - \$66,550</i> | | | | | |
| Expenses | 19,506 | 19,182 | 18,464 | 17,950 | 18,950 |
| Council on Aging - TOTAL | \$ 119,993 | \$ 126,112 | \$ 134,198 | \$ 144,342 | \$ 148,170 |
| (543) Veterans Services | | | | | |
| Expenses | 25,021 | 15,189 | 15,000 | 26,222 | 26,222 |
| Veterans Services - TOTAL | \$ 25,021 | \$ 15,189 | \$ 15,000 | \$ 26,222 | \$ 26,222 |
| Total - Health & Human Services | 168,591 | 171,762 | 185,416 | 214,426 | 216,248 |
| (620) Library | | | | | |
| Salaries & Wages | 617,793 | 638,414 | 655,131 | 706,835 | 731,398 |
| <i>Library Director - \$94,723</i> | | | | | |
| <i>F/T Staff - \$498,675</i> | | | | | |
| <i>P/T Staff - \$138,000</i> | | | | | |
| Expenses | 324,305 | 323,421 | 328,088 | 334,811 | 347,841 |
| Library - TOTAL | \$ 942,098 | \$ 961,835 | \$ 983,220 | \$ 1,041,646 | \$ 1,079,239 |
| (640) Joint Recreation | | | | | |
| Expenses | 89,821 | 70,684 | 103,368 | 104,573 | 107,710 |
| Joint Recreation - TOTAL | \$ 89,821 | \$ 70,684 | \$ 103,368 | \$ 104,573 | \$ 107,710 |
| (691) Historic Commission | | | | | |
| Expenses | - | - | - | 200 | 200 |
| Historic Commission - TOTAL | \$ - | \$ - | \$ - | \$ 200 | \$ 200 |
| Total - Culture & Recreation | 1,031,920 | 1,032,519 | 1,086,587 | 1,146,419 | 1,187,149 |

| Town of Wenham Article 3 | FY2021 Actual | FY2022 Actual | FY2023 Actual | FY2024 Voted | FY2025 Proposed |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|
| (710) Debt Principal | | | | | |
| Debt - Town Hall/Police Stn (Exempt Debt) | 195,000 | 190,000 | 190,000 | 180,000 | 180,000 |
| Debt - Culverts/Drains/Roads (Exempt Debt) | 76,000 | 76,000 | 76,000 | 76,000 | - |
| Debt - ESCO (Exempt Debt) | 24,000 | 24,000 | 24,000 | 24,000 | - |
| Debt - '15 State House Note | 110,000 | 1,659 | 110,000 | 100,000 | 76,806 |
| Debt - 2020 Fire Truck (Exempt Debt) | 43,321 | 72,875 | 53,113 | 50,000 | 50,000 |
| Debt Principal - TOTAL | \$ 448,321 | \$ 364,534 | \$ 453,113 | \$ 430,000 | \$ 306,806 |
| (750) Debt Interest | | | | | |
| Debt - Town Hall/Police Stn (Exempt Debt) | 35,200 | 31,350 | 42,355 | 19,750 | 18,000 |
| Debt - Culverts/Drains/Roads (Exempt Debt) | 6,460 | 3,895 | 6,460 | 1,822 | - |
| Debt - ESCO (Exempt Debt) | 2,040 | 1,230 | 2,040 | 2,040 | - |
| Debt - '15 State House Note | 1,485 | - | 1,485 | 1,485 | 11,141 |
| Debt - 2020 Fire Truck (Exempt Debt) | - | 1,950 | 7,022 | 13,810 | 11,810 |
| Debt Interest - TOTAL | \$ 45,185 | \$ 38,425 | \$ 59,362 | \$ 38,907 | \$ 40,950 |
| Total - Debt Service (Town) | 493,506 | 402,959 | 512,475 | 468,907 | 347,756 |
| (911) Retirement | 821,432 | 881,569 | 933,623 | 1,019,175 | 1,051,489 |
| (914) Group Insurance | 669,193 | 654,436 | 743,647 | 1,069,798 | 1,165,545 |
| FICA/Medicare - Town Share | 62,795 | 64,304 | 66,978 | 70,720 | 72,134 |
| Total - Employee Benefits | \$ 1,553,420 | \$ 1,600,308 | \$ 1,744,248 | \$ 2,159,693 | \$ 2,289,168 |
| (945) General Insurance | 136,774 | 157,152 | 163,725 | 189,000 | 202,230 |
| (990) Transfer to OPEB | 60,000 | 70,000 | 80,000 | 90,000 | 100,000 |
| TOTAL GENERAL FUND | 20,060,356 | 20,263,959 | 21,020,859 | 22,575,905 | 23,815,974 |
| (450) Water Department | | | | | |
| Salaries & Wages | 197,876 | 202,437 | 200,592 | 258,831 | 268,710 |
| <i>Superintendent - \$116,892</i> | | | | | |
| <i>Primary Operator - \$ 66,470</i> | | | | | |
| <i>Administrative Assistant - \$18,473</i> | | | | | |
| <i>Secondary Operator - \$56,471</i> | | | | | |
| <i>Summer/Weekend Coverage - \$8,400</i> | | | | | |
| <i>Overtime - \$2,000</i> | | | | | |
| <i>Commissioner's Salaries - \$4 (Chair \$2, Two Members @ \$1/each)</i> | | | | | |
| Expenses | 279,194 | 222,630 | 106,370 | 268,100 | 279,100 |
| Capital Reserve | 35,000 | 35,000 | 135,000 | 35,000 | 35,000 |
| Water Department - TOTAL | 512,070 | 460,067 | 441,962 | 561,931 | 582,810 |
| TOTAL GENERAL FUND AND WATER DEPARTMENT | 20,572,426 | 20,724,026 | 21,462,821 | 23,137,836 | 24,398,784 |

ARTICLE : 4 Use of Free Cash and Other Available Funds to Fund Fiscal Year 2025 Capital Improvement Program

To see if the Town will vote to transfer from Free Cash or other available funds a sum or sums of money to fund the Town's FY25 Capital Improvement Program, including the acquisition, equipping, and all other incidental and related costs, in the amounts and for the purposes printed below:

| Capital Item | Amount |
|--|----------------|
| COA - Senior Center 1st Floor Rug Flooring Replacement | 10,000 |
| DPW - 1-Ton Dump replacing 2002 Chevy Dump (GVW 36,000), 601 | 115,000 |
| DPW - 2021 Trackless Equipment Lease Payment | 31,000 |
| DPW - Road Capital/supplement Ch. 90 funds for paving projects and to cover winter damage in spring | 50,000 |
| DPW - Fuel Station Tracking Software | 25,000 |
| Fire Department - Communication Radios | 229,000 |
| Fire Department - Replace Turnout Gear (per NFPA 10-year life) | 35,000 |
| Fire Department - SCBA Bottles | 22,290 |
| Information Technology - Budgeting Software | 25,000 |
| Information Technology - New Town Website Migration and setup | 35,000 |
| Joint Recreation - HVAC Replacement | 87,000 |
| Library - Paint Exterior | 26,700 |
| Police Department - 2023 Durango/Equipment Unmarked | 60,200 |
| Police Department - 2023 Durango/Equipment and Markings | 69,250 |
| Capital Projects – Total | 820,440 |
| Less: Unused Prior Year Capital Appropriations | (25,900) |
| Free Cash Use – Total | 794,540 |

Or take any other action relative thereto.

***Commentary:** The Town is committed to continuing our efforts to make strategic investments in our infrastructure, facilities, and equipment. To that end, we have developed an updated 5-Year Capital Improvement Program (CIP) that seeks to comprehensively address our needs in a way that is both realistic and sustainable. The items identified in this Article have been prioritized for FY25 as one-time projects as part of an annual evaluation process. Using available funds of \$25,900 from unused prior year capital appropriations and \$794,540 in free cash for a total of \$820,440. Free cash*

utilization results in approximately 35% of estimated FY24 free cash to fund annual capital needs is consistent with best practices in municipal financial planning.

| | Article | Amount | Note |
|---|-----------|-------------|---|
| Estimated Free Cash | | \$2,300,000 | |
| Capital Improvement Program | Article 4 | -\$794,540 | <i>To Fund Recommended Capital Improvements for FY25</i> |
| Funding General Stabilization Fund | Article 5 | -\$935,572 | <i>To increase level of funding to the meet the recommended target of 5% - 7% of the Total Operating Budget</i> |
| Funding OPEB Trust Account | Article 6 | -\$300,000 | <i>To increase funding level to 15% - 20% of OPEB Liability as suggested by our advisors</i> |
| Remaining Free Cash | | \$269,888 | <i>Leaves a Free Cash balance that meets the recommended target of 1% of the Total Operating Budget</i> |

Recommendation of the Select Board: Recommended 5-0-0

Recommendation of the Finance & Advisory Committee: Recommended 5-0-0

Vote needed: Simple Majority

ARTICLE: 5 Funding of Stabilization Fund

To see if the Town will vote to transfer the sum of \$935,572 from Free Cash to the Stabilization Fund, or take any action relative thereto.

Commentary: *Massachusetts communities are permitted by M.G.L. Chapter 40, Section 5B, to set aside money each year to be held in a Stabilization Fund in order to provide for emergencies and unforeseen expenses. The funds can be used for any lawful municipal purpose, but a 2/3 vote of Town Meeting is required to make an appropriation from the fund.*

Rating agencies such as Standard & Poor's look at the Town's reserves, and especially the Stabilization Fund, in setting the Town's bond rating, which in turn determines the rate at which Wenham can borrow money.

Currently, the Town holds roughly \$632,000 in our General Stabilization Fund. According to the Department of Revenue (DOR), towns are advised to maintain between 5% and 7% of their annual operating budget in this fund. Presently, we are at 2.59% of that target. The Finance Committee suggests a contribution of \$935,572, which would elevate our funding level to approximately 6.42%.

| | Article | Amount | Note |
|---|-----------|-------------|---|
| Estimated Free Cash | | \$2,300,000 | |
| Capital Improvement Program | Article 4 | -\$794,540 | <i>To Fund Recommended Capital Improvements for FY25</i> |
| Funding General Stabilization Fund | Article 5 | -\$935,572 | <i>To increase level of funding to the meet the recommended target of 5% - 7% of the Total Operating Budget</i> |
| Funding OPEB Trust Account | Article 6 | -\$300,000 | <i>To increase funding level to 15% - 20% of OPEB Liability as suggested by our advisors</i> |
| Remaining Free Cash | | \$269,888 | <i>Leaves a Free Cash balance that meets the recommended target of 1% of the Total Operating Budget</i> |

Recommendation of the Select Board: Recommended 5-0-0

Recommendation of the Finance & Advisory Committee: Recommended 5-0-0

Vote needed: Simple Majority

ARTICLE: 6 Funding of OPEB Trust Fund

To see if the Town will vote to transfer from Free Cash the sum of \$300,000 to the Town of Wenham OPEB Trust Fund

Commentary: *The Town is already making a \$100,000 contribution to the OPEB Trust Fund as part of the annual operating budget presented in Article 3. Historically, the Town has tried to make an annual contribution that is \$10,000 higher than the contribution in the prior year. While this is an important commitment made by the Town towards our Other Post-Employment Benefits liability, it has not made a significant impact on our outstanding liability.*

As of 06/30/23, the Town's estimated OPEB liability is roughly \$6.1 million. We currently have roughly \$557,000 in the OPEB Trust account, which combined with the \$100,000 contribution from Article 3 would give us a total of \$657,000 towards our OPEB Liability. That translates to a funding level of 10.69%

Based on discussions with our advisors, it has been suggested that we should be closer to a level of funding in the 10% - 15% range. We are recommending an additional contribution to the OPEB Trust this year, using \$300,000 of Free Cash to increase our funding level to 15.58%.

Funding an Other Post-Employment Benefits (OPEB) trust fund in Massachusetts is important due to state regulations, GASB standards, and long-term financial obligations. It helps municipalities manage and report OPEB liabilities transparently, comply with state laws, and plan for future expenses. Well-funded OPEB trust funds also enhance creditworthiness, support employee relations, and ensure fiscal stability.

| | Article | Amount | Note |
|---|-----------|-------------|---|
| Estimated Free Cash | | \$2,300,000 | |
| Capital Improvement Program | Article 4 | -\$794,540 | <i>To Fund Recommended Capital Improvements for FY25</i> |
| Funding General Stabilization Fund | Article 5 | -\$935,572 | <i>To increase level of funding to the meet the recommended target of 5% - 7% of the Total Operating Budget</i> |
| Funding OPEB Trust Account | Article 6 | -\$300,000 | <i>To increase funding level to 15% - 20% of OPEB Liability as suggested by our advisors</i> |
| Remaining Free Cash | | \$269,888 | <i>Leaves a Free Cash balance that meets the recommended target of 1% of the Total Operating Budget</i> |

Recommendation of the Select Board: Recommended 5-0-0

Recommendation of the Finance & Advisory Committee: Recommended 5-0-0

Vote needed: Simple Majority

CONSENT CALENDAR FOR ARTICLES 7-11

ARTICLE : 7 Prior Year Bills

To see if the Town will vote to raise and appropriate, transfer from available funds or borrow pursuant to any applicable statute, a sum of money to pay any unpaid bills incurred in prior years.
Or take any other action relative thereto.

| | | |
|----------------------------------|-----------|---------------|
| Quadrant Health Strategies, Inc. | \$ | 85.00 |
| The Throne Depot | \$ | 294.00 |
| Total | \$ | 379.00 |

Commentary: *This Article provides for payment of a prior year bills which was not submitted prior to the fiscal year ending June 30, 2023.*

Recommendation of the Select Board: Recommended 5-0-0

Recommendation of the Finance & Advisory Committee: Recommended 5-0-0

Vote needed: Simple Majority

ARTICLE : 8 Cemetery and Other Trust Funds

To see if the Town will vote to accept the Cemetery and other Trust Funds received in FY 2023, as printed in Part I of the Town Report and on file with the Town Clerk.
Or take any other action relative thereto.

Commentary: *This is a standard acceptance Article required to enable expenditure of annually accruing funds from trust donations for general or restricted purposes as provided by the terms of the gift or trust.*

Recommendation of the Select Board: Recommended 5-0-0

Recommendation of the Finance & Advisory Committee: Recommended 5-0-0
Vote needed: Simple Majority

ARTICLE : 9 Cemetery Sale of Lots Transfer

To see if the Town will vote to authorize the Treasurer to transfer the sum of \$6,000, from the Sale of Cemetery Lots - Receipts Reserved for Appropriation account to the Cemetery Perpetual Care Fund for the maintenance of the three cemeteries in the Town of Wenham. Or take any action relative thereto.

Commentary: *The Sale of Cemetery Lots - Receipts Reserved for Appropriation account is restricted for expenditure for certain purposes, including costs to maintain the cemeteries. This Article seeks to transfer \$6,000 from the Sale of Cemetery Lots - Receipts Reserved for Appropriation account to the Cemetery Perpetual Care Fund principal.*

Current Balance of Sale of Lots is \$6,729.20. This article requests a transfer of \$6,000. The remaining balance of \$729.20 is being held back for a pending Lot Buy Back.

Recommendation of the Select Board: Recommended 5-0-0
Recommendation of the Finance & Advisory Committee: Recommended 5-0-0

Vote needed: Simple Majority

ARTICLE : 10 Transfer from Water Operating Budget to Water Capital Reserve Fund

To see if the Town will vote to transfer the sum of **\$35,000** from the FY25 Water Operating Budget into the Water Capital Reserve account.

Or take any other action relative thereto.

Commentary: *The Water Capital Reserve Fund is to cover near-term emergencies. The Water Department is responsible for the maintenance of more than 28 miles of water main throughout the Town.*

While most of this infrastructure is still in relatively good condition, it was all installed 40+ years ago and will need to be incrementally replaced over time in the coming years. This work will come at a significant cost, requiring a debt issuance that will be authorized by Town Meeting when the time comes.

Recommendation of the Select Board: Recommended 5-0-0
Recommendation of the Finance & Advisory Committee: Recommended 5-0-0
Recommendation of the Water Commission: Recommended 3-0-0

Vote needed: Simple Majority

ARTICLE: 11 **Road Work – Chapter 90 Funding**

To see if the Town will vote from available funds a sum of money for work on Town Roads, subject to conditions detailed by the Massachusetts Department of Transportation Highway Division, pursuant to MGL Chapter 30, Section 39M; Chapter 149, Section 44J; and Chapter 149, Sections 26-27F; said work to conform to the requirements of the Massachusetts Department of Transportation Highway Division. Or take any other action relative thereto.

***Commentary:** This annual Article allows the Town to expend funds for work on Town roads in anticipation of reimbursement through the state's Chapter 90 program. The actual amount of funding available to the Town will not be confirmed until the state votes to appropriate funding later in the calendar year, but has historically totaled approximately \$150,000 and no major changes are anticipated for this coming year for Chapter 90. However, the Fair Share Act and other potential supplemental funding from the Healey-Driscoll Administration are anticipated to lead to increased funding for roadway projects, in addition to Chapter 90 funds.*

Recommendation of the Select Board: Recommended 5-0-0

Recommendation of the Finance & Advisory Committee: Recommended 5-0-0

Vote needed: Simple Majority

ARTICLE : 12 **Water Software Purchase**

Water Department – Capital Expenditure

To see if the Town will vote to transfer a sum of money, not to exceed \$15,000, from the Water Surplus Undesignated Fund Balance for costs associated with updating the current water meter reading software, including any incidental or related expenses, or take any other action relative thereto.

***Commentary:** In October 2023, the Water Department was notified by our water meter vendor that our current meter reading software, that we have been using since 2002, would no longer be supported after June 30, 2024. As a result, we are transitioning to the next generation software to avoid any interruptions in meter reading and billing.*

Recommendation of the Select Board: Recommended 5-0-0

Recommendation of the Finance & Advisory Committee: Recommended 5-0-0

Recommendation of the Water Commission: Recommended 3-0-0

Vote needed: Simple Majority

ARTICLE: 13 **CPA Reservations and Appropriations**

To see if the Town will vote to receive and act upon a report from the Community Preservation Committee on the Fiscal Year 2025 Community Preservation Budget, and to appropriate or reserve for later appropriation monies for the administrative expenses of the Community Preservation Committee, the payment of debt service, the undertaking of Community Preservation projects and all other necessary

and proper expenses for the year, and to determine whether such sums shall be raised from the Community Preservation Fund, transferred from available funds, borrowed, or any combination thereof, as follows:

| Administrative Expenses and Reservations | Funding Source | Amount |
|---|-----------------------------------|----------------|
| FY 2025 Administrative Expenses of the Committee | FY 2025 Estimated Annual Revenues | 30,000 |
| FY 2025 Reservation - Community Housing Reserve | FY 2025 Estimated Annual Revenues | 69,631 |
| FY 2025 Reservation - Historic Preservation Reserve | FY 2025 Estimated Annual Revenues | 69,631 |
| FY 2025 Reservation - Open Space Reserve | FY 2025 Estimated Annual Revenues | 69,631 |
| FY 2025 Reservation - Budgetary Reserve | FY 2025 Estimated Annual Revenues | 457,417 |
| Administrative Expenses and Reservations - Total | | 696,310 |

| | | Funding Source | | | | |
|---|---------------------------|----------------------------------|------------------------------------|-------------------------------|------------------------|------------------------|
| | | Reserved - Historic Preservation | Reserved - Open Space & Recreation | Reserved - Affordable Housing | FY24 Budgetary Reserve | FY25 Budgetary Reserve |
| FY 2025 Grants | Total Grant Amount | | | | | |
| Restoration and Repair of Main Street Cemetery Granite Wall | 17,000 | 17,000 | | | | |
| Rehabilitation of the Karen Wolfe Memorial Garden at the Buker School. | 54,000 | | 54,000 | | | |
| FY 2025 Debt Service for Town Hall Renovation Project | 109,600 | 52,631 | | | | 56,969 |
| Preserving and Sharing Archival Resources to Honor Wenham's Story. Putting Wenham's historical documents on-line. <i>The funds will be recommended with the encouragement that the Wenham Museum seek donor funds for part of the project and reapply for another payment next year.</i> | 30,000 | | | | 30,000 | |
| Transfer to the Conservation Commission's Conservation Fund for possible Land Acquisition of one or more of the following parcels: 9 Maple Street, 212 Topsfield Road, or 74 Cherry Street, including related fees and expenses. | 1,500,000 | | 998,000 | | 502,000 | |

| | | | | | | |
|---|------------------|---------------|------------------|---------------|----------------|----------------|
| <i>These funds shall be invested by the Town Treasurer to maximize their value, consistent with Massachusetts General Law. Further, any land or interest therein acquired hereunder shall be in the care, custody and control of the Conservation Commission under the provisions of G.L. c.40, s.8C and subject to protection under Article 97, and, if appropriate, will also be conservation restricted.</i> | | | | | | |
| Transfer to the Conservation Commission's Conservation Fund for possible Land Acquisition of one or more of the following parcels: 9 Maple Street, 212 Topsfield Road, or 74 Cherry Street, including related fees and expenses. <i>These funds shall be invested by the Town Treasurer to maximize their value, consistent with Massachusetts General Law. Further, any land or interest therein acquired hereunder shall be in the care, custody and control of the Conservation Commission under the provisions of G.L. c.40, s.8C and subject to protection under Article 97, and, if appropriate, will also be conservation restricted.</i> | 237,500 | | | | 113,500 | 124,000 |
| | | | | | | |
| Transfer to Wenham Affordable Housing Trust | 69,631 | | | 69,631 | | |
| Restoration & Sustainable Preservation of the Wenham Tea House <i>The funds must only help to underwrite the costs of installing new windows at the Wenham Village Improvement Society's building at 4 Monument Street.</i> | 35,000 | | | | 35,000 | |
| Conservation Commission Trail Signage at the Reynolds Farm and West Wenham Playground | 18,000 | | 16,155 | | | 1,845 |
| FY 2025 Grants - Total | 2,070,731 | 69,631 | 1,068,155 | 69,631 | 680,500 | 182,814 |

Recommendation of the Select Board: Recommended 5-0-0

Recommendation of the Finance & Advisory Committee: Recommended 5-0-0

Vote needed: Simple Majority

ARTICLE: 14 New Bylaw - Organization and Succession of Board, Commission, Council, and Committee officers.

To see if the town will vote to add a new Article V Section 5-37 to the Wenham Bylaws as follows:

Article V Organization and Succession of Board, Commission, Council, and Committee Officers

§ 5-37 Organization and Succession of Board, Commission, Council, and Committee Officers

1. All elected multiple-member bodies shall reorganize at the first meeting after the annual town election. All appointed multiple-member bodies shall reorganize at the first meeting of the new fiscal year or within 30 days of creation. The incumbent chair, if any, shall call a meeting within 30 days of the applicable event. If no incumbent chair, then the vice-chair, clerk, or longest-serving member, in that order, shall call the meeting. When a new multiple-member body is created, the appointing authority shall identify a temporary chair to call an organizational meeting.
2. Each multiple-member body shall elect a chair, vice-chair, and clerk. If the body is responsible for any town budget line, appropriation, trust fund, revolving fund, grant, or any other financial instrument a financial officer shall also be elected. In all circumstances, a majority vote of the full membership number is required to elect a member to the position.
3. In the event a vacancy arises in the office of chair; the vice-chair, clerk, or longest-serving member, in that order, shall temporarily assume the duties of the chair and call a meeting within 30 days to reorganize the body. The filling of any other officer position shall occur at the next regular meeting of the body.
4. The duties of the officers shall be as stated in the applicable by-law for the body, in the charge document for the body, and as set forth in the Town's Handbook for Boards, Commissions, Councils, and Committees as it may be amended from time to time.

Commentary: This article establishes both a procedure for the annual election of officers within town boards, commissions, councils, and committees and a procedure for the filling of vacant officer positions throughout the year. This article provides for continuity of leadership as officers reach term limits, are not re-elected or re-appointed, stepdown from the position, or otherwise depart the organization.

Recommendation of the Select Board: Recommended 4-0-0

Vote needed: Simple Majority

ARTICLE: 15 To move from Elected Board of Health to Appointed Board of Health

To see if the Town will vote in accordance with G.L. c.41, §1B to have its elected Board of Health become an appointed Board of Health, provided, however, that this change will also require approval of the voters of the Town at the 2025 Annual Town Election, or take any other action relative thereto.

***Commentary:** The Department of Public Health, as part of the state's action for public health excellence program, has established the first-ever Performance Standards through the Office of Local and Regional Health. These standards aim to enhance the municipal and regional public health system over time. The initiative aligns with recommendations from the 2019 Blueprint for Public Health Excellence report, emphasizing the need to elevate standards and improve performance in local health departments. Massachusetts has defined specific performance standards, credentials, and workforce training requirements in collaboration with local health partners, aiming to ensure equitable delivery of high-quality health services statewide.*

Moving to an appointed Board of Health will allow the town to implement initiatives more creatively and cost-effectively. This transition opens opportunities for potential participation in larger regional boards of health, enhancing efficiencies, effectiveness, and cost sharing in public health efforts while meeting the required performance standards now required by Massachusetts.

Recommendation of the Select Board: Recommended 4-0-0

Vote needed: Simple Majority

ARTICLE: 16 To move from Elected Board of Assessors to Appointed Board of Assessors

To see if the Town will vote in accordance with G.L. c.41, §1B to have its elected Board of Assessors become an appointed Board of Assessors, provided, however, that this change will also require approval of the voters of the Town at the 2025 Annual Town Election, or take any other action relative thereto.

***Commentary:** Governor Maura Healey has recently introduced the Municipal Empowerment Act, aimed at providing local governments with enhanced tools and resources to navigate their own paths. This legislation aims to simplify the process for communities to generate resources for essential local services and access necessary products and personnel to effectively serve Massachusetts residents.*

One notable aspect of the act is its provision for the establishment of Regional Boards of Assessors. This component of the bill will enable municipalities to form such boards, aiming to streamline responsibilities and alleviate the significant staffing obstacles frequently highlighted by local leaders

Additionally, appointed boards allow for the selection of individuals possessing particular skills and

expertise crucial for evaluating property values and tax issues. Furthermore, they promote continuity and stability by minimizing turnover resulting from electoral cycles, thus ensuring a consistent and knowledgeable membership.

Recommendation of the Select Board: Recommended 4-0-0

Vote needed: Simple Majority

ARTICLE: 17 Community Septic Loan Program

To see if the Town will vote to appropriate a sum of money for purposes of financing the following water pollution abatement facility projects: repair, replacement and/or upgrade of septic systems, pursuant to agreements between the Board of Health and residential property owners for repayment of project and financing costs by such property owners; including without limitation, the payment of all costs thereof as defined in Section 1 of Chapter 29C of the Massachusetts General Laws; and to determine whether this amount shall be raised by borrowing, including a borrowing through the Community Septic Management Program offered through the Massachusetts Clean Water Trust, or otherwise; or take any other action thereon or relative thereto.

Commentary: *This article seeks to enable the Town to request the Commonwealth of Massachusetts set aside funds from its Clean Water Trust to be used to fund the repair or replacement of septic systems that have failed Title V inspection, which funds will be borrowed by residents as a loan and which will be repaid by the residents, all under terms and conditions established by the Town.*

This will provide a Wenham homeowner with a source to borrow from if they otherwise cannot obtain money to repair/replace a septic system.

Several surrounding towns have been involved in the Septic Loan program and have found it to be overwhelmingly successful: all the loans have been repaid or are being repaid, with no defaults. The Community Septic Management Program has funds available that can assist Wenham residents, with minimal effort from the Town, and with no tax impact. The primary goals of the program are to prevent waterway contamination from failed septic systems, and to assist homeowners with the financial burden of septic repair and replacement.

Recommendation of the Select Board: Recommended 4-0-0

Vote needed: 2/3rds Majority

ARTICLE: 18 Amend Zoning Bylaw - Outdoor storage or stockpiling of junk

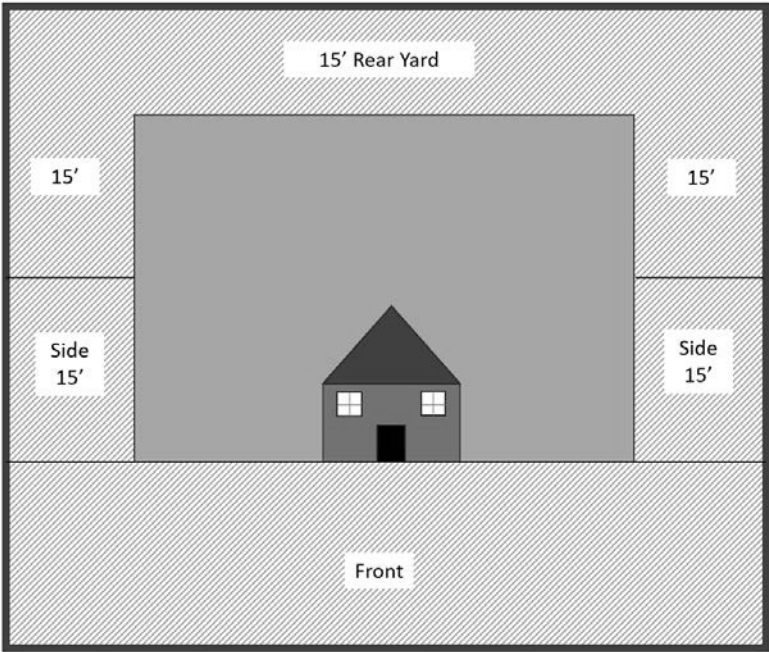
To see if the Town will vote to amend the Zoning Bylaws by inserting in Article 9, a new section, Section 255-9.9, "Outdoor storage or stockpiling of junk", to provide as follows, or take any action relative thereto:

“In the Residential District, outdoor storage or stockpiling of scrap metal, scrap vehicles or vehicle parts,

inoperable electronics or appliances, construction debris, or similar materials or junk is prohibited: (1) in the Front Yard of any Lot; (2) within the setback areas of any Rear or Side Yard of any Lot; and (3) outside of the setback areas of a Rear or Side Yard of a Lot unless such stored or stockpiled materials is in a single location not exceeding 200 square feet of ground coverage. Adjacent lots held in common ownership or control shall only be entitled to the same 200-square foot, single-location allowance for Rear and Side Yards outside of their setback areas. For purposes of this provision, “outdoor storage or stockpiling” shall not include, and the prohibitions herein do not apply to: (1) materials stored only seasonally or temporarily (that is, for fewer than four consecutive months at a time), and then put to use during other times of year; (2) construction debris or materials stockpiled in connection with a properly-permitted or allowed construction project; (3) any materials stored or stockpiled for less than ten (10) consecutive days during a single calendar year; (4) yard waste, brush, compost, or other similar organic materials; or (5) materials stored within a structure properly authorized by these By-laws and that fully conceals such materials from the view of abutting Lots.”

Commentary: *For many years Wenham’s Zoning By-laws have forbidden “Junk Yards” in all zoning districts of the town. The By-laws define the term “Junk Yard” as “The use of more than 600 square feet of the area of a lot for the storage or abandonment of junk.” Based in part on this definition and the absence of other guidance in the By-laws on this subject, there is a lack of clarity about whether the Town’s zoning enforcement officer has the power to regulate the storage or abandonment of junk on a property when the junk does not cover an area greater than 600 square feet, and thus does not qualify as a prohibited “Junk Yard.”*

This Warrant Article intends to eliminate this regulatory gray area, and to promote community aesthetics, by establishing clear standards and limitations (as well as exemption categories) for the storage of “scrap metal, scrap vehicles or vehicle parts, inoperable electronics or appliances, construction debris, or similar materials or junk” on any property in the Residential Zoning District.



Recommendation of the Select Board: Recommended 4-0-0
Recommendation of the Planning Board: Recommended 5-0-0

Vote needed: 2/3rds Majority

ARTICLE: 19 **The Ban of single use plastic bags**

To see if the Town will vote to amend the Wenham General Bylaws by inserting a new section, Section 220, “Thin-Film Plastic Bags”, as follows, or take any other action relative thereto.

§ 220-1. Purpose and intent.

A. The Town of Wenham is committed to protecting the environment, and the public health, safety and welfare of its residents.

B. The purposes of this bylaw are to protect and conserve Wenham's natural and economic resources, enhance the Town's natural beauty, reduce land pollution, advance solid waste reduction, and encourage the use of reusable and recyclable bags within the Town. Therefore, the Town of Wenham will implement this bylaw to phase out the use of thin-film plastic bags by all Wenham business establishments by December 31, 2024,

§ 220-2. Definitions.

ESTABLISHMENT

Any business selling goods, articles, food or personal services to the public, including but not limited to markets, merchandise retailers, food purveyors, public eating establishments, and take out restaurants.

RECYCLABLE PAPER BAG

A paper bag with or without handles provided at the checkout stand, cash register, point of sale, or other point of departure for the purpose of transporting food or merchandise from the establishment. The bag:

A. Is 100% recyclable; and

B. Contains a minimum of 40% post-consumer recycled paper content.

REUSABLE BAG

A bag with stitched handles specifically designed for multiple reuse, and is made of:

A. Cloth or other machine-washable fabric;

B. Durable, non-toxic plastic (other than polyethylene or polyvinyl chloride) that is four mils [NOTE: Plastic sheeting is measured in mils; a mil is equal to one one-thousandth of an inch, or 0.001 inch. One mil also equals 0.0254 millimeter; thus a mil is not the same as a millimeter.] or more thick, 100 microns or more thick, or 100 GSM [NOTE: GSM (Grams per Square Meter) is a measure of material durability.] or more; or

C. Other durable material suitable for reuse.

THIN-FILM (SINGLE-USE) PLASTIC BAG

Plastic bags provided at the checkout stand, cash register, point of sale, or other point of departure for the purpose of transporting food or merchandise from the establishment; has integral handles and a thickness of less than 4.0 mils.

§ 220-3. Use and regulation.

A. Thin-film (single-use) plastic bags shall not be distributed or sold at any establishment within the Town of Wenham as of December 31, 2024.

B. Establishments may only offer reusable bags or recyclable paper bags to customers at the check-out or point of sale.

C. Establishments may charge and retain a fee for any recyclable paper bag or reusable bag they offer.

D. Nothing in this bylaw prohibits customers from using bags or other containers brought by the customer to the establishment; customers are encouraged to bring their own reusable bags.

§ 220-4. Exemptions.

The following are exempt and not subject to the provisions of this bylaw:

A. Bags, a maximum size of 11 inches by 17 inches, used by customers inside establishments to:

(1) Package bulk items like fruit, nuts, candy or small items;

(2) Contain frozen foods, meat or fish; or

(3) Contain flowers, plants, or items where dampness may be a problem.

B. Dry cleaning bags or bags sold in packages containing multiple bags intended for home use, including but not limited to Pay-As-You-Throw bags.

§ 220-5. When effective.

A. This bylaw shall take effect upon approval by Town Meeting and in accordance with the provisions of G.L. c.40, §32

B. During the time period between the effective date of this bylaw and December 31, 2024, (the “implementation date”) establishments may use existing stock of thin-film (single use) plastic bags; provided, however, that as of the implementation date, such stock shall be removed from the Town.

C. The Select Board or its designee may grant a deferment from compliance with this bylaw for a period of not more than six months upon the establishment's showing, in writing, that strict compliance with this bylaw would create an undue hardship or practical difficulty not generally applicable to other establishments in similar circumstances. The Select Board's final written decision to grant or deny an exemption shall be at the Select Board's sole discretion.

§ 220-6. Enforcement.

A. This bylaw may be enforced by any means available in law or in equity, including noncriminal disposition in accordance with §§ 1-1 and 1-2.of the General Bylaws.

***Commentary:** As of May 2023, 162 cities and towns in Massachusetts had implemented bans on plastic bags and other single use plastics. The proposed Wenham ban would get us started by banning plastic bags at the point of sale. Until a state-wide ban is implemented, local bans are important to reduce the production and disposal of plastic that clogs landfills and lines roadways and waterways with litter, posing a threat to wildlife. Plastic bag bans reduce use of toxic substances in the production process, and reduce toxins that are created by their disposal. Incineration of plastic waste releases the toxins back into the environment. Plastic bags in landfills or in the environment will never biodegrade. They will eventually fragment into microplastics, an even more significant environmental and health threat.*

Recommendation of the Select Board: Recommended 5-0-0

Vote needed: Simple Majority

ARTICLE: 20

Resolution: Change the State Flag and Seal

To see if the Town will vote to adopt the following resolution, or take any action relative thereto:

Now, therefore, BE IT RESOLVED that the Town of Wenham hereby adopts this resolution in support of the work of the Special Commission on the Seal and Motto of the Commonwealth, established by a Resolve of the General Court in 2021 and appointed by the Governor to recommend changes to the current flag and seal of Massachusetts, and in support of a new flag and seal for the Commonwealth that may better reflect our aspirations for harmonious and respectful relations between all people who now call Massachusetts home. The town clerk shall forward a copy of this

resolution to Sen. Bruce Tarr, Rep. Gerald Parisella and Rep. Sally P. Kerans, and to Sen. Nick Collins and Rep. Antonio Cabral, co-chairs of the Joint Committee on State Administration, with the request that they support the work of the aforementioned Special Commission and advocate for a new flag and seal for the Commonwealth.

***Commentary:** For more than 50 years, Indigenous leaders have been calling for the Flag and Seal of Massachusetts to be changed. On January 6th, 2021, the Massachusetts Legislature, approved a bill to establish a Special Commission Relative to the Seal and Motto of the Commonwealth, and to invite Native leaders from the region to sit with legislators, historians, and others on this 19-member panel. In December of 2022, the Special Commission issued unanimous findings that the current flag and seal of our Commonwealth are harmful and need to be totally revised. It is up to the Legislature to take action.*

Recommendation of the Select Board: Recommended 5-0-0

Vote needed: Simple Majority

ARTICLE: 21 Amend Bylaw- CPC term limits

To see if the Town will vote to amend Section 5-34(2) of the Town Bylaws, Community Preservation Committee, to impose 10 year term limits on Committee members, so that the section provides as follows, or take any action relative thereto:

Members of multiple-member bodies shall be designated by such body for up to a three-year term on the Community Preservation Committee. Such members shall not be designated for a term longer than the term being served on the designating committee. At-large members appointed by the Select Board shall be appointed for three-year terms. Any member serving for 10 consecutive years shall be ineligible for reappointment until after the succeeding Annual Town Meeting. Any vacancy on the Community Preservation Committee shall be filled for the unexpired term by the entity responsible for the original appointment.

***Commentary:** This article serves as a procedural revote aimed at clarifying Article 4 of the Town of Wenham's 2022 Fall Special Town Meeting. Titled "Clarification of Term limits on certain CPC members by amending paragraph (2) of the Community Preservation By-law", the original motion underwent two amendments during the Special Town Meeting. This article seeks to clarify the intent of those amendments - that a Ten-Year Term Limit applies to all members of the CPC. If this article passes, the Bylaw will be submitted to the Attorney General for review. Upon approval, the article will take effect.*

Recommendation of the Select Board: Recommended 4-0-0

Vote needed: Simple Majority

ARTICLE: 22 Election of Officers

To choose the following officers and bring in their votes on the following ballot questions:

Moderator, one position, three-year term; Select Board, one position, three-year term; Hamilton Wenham Regional Library Trustee, two at large positions, three-year term; Hamilton Wenham Regional School Committee, two positions, three-year term and one position, two-year term; Board of Assessors, one position, three-year term; Board of Health, one position, three-year term; Planning Board, one position, five-year term; Water Commissioner, one position, three-year term; Housing Authority, one position, five-year term and one position, four-year term

Ballot Questions

Shall an act passed by the General Court entitled “An Act changing the position of town clerk in the town of Wenham from an elected position to an appointed position” be accepted?

Summary of Act- Following approval at the 2023 Annual Town Meeting and enactment by the General Court as Chapter 10 of the Acts of 2024, the question of whether to change the position of Town Clerk from elected to appointed is presented here to all voters of the Town. If approved, the then-incumbent elected Town Clerk would serve as the appointed Town Clerk for a period of five months, and, thereafter, the Town Clerk would be appointed by the Select Board.

And you are hereby directed to serve this warrant by posting attested copies thereof at Town Hall, Hamilton-Wenham Regional Library, Senior Center, and on the bulletin board outside the Fire Station seven days at least before the time of the meeting aforesaid.

THEREOF FAIL NOT and make return of this warrant, with your doings thereon, to the Town Clerk, at the time and place of holding the meeting aforesaid.

Given under our hands this 4th day March, 2024.

Dianne K. Bucco

Deirdre T. Pierotti

Peter M. Clay

Benajmin B. Tymann

Gary R. Cheeseman

“In pursuance of the above written warrant, I have this _____ day of March, 2024 posted the attested copies thereof as directed therein.”

ATRUE COPY ATTEST:

Constable of the Town of Wenham

Date:



HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT

Hamilton-Wenham RSD FY25 Final Budget
Passed by School Committee on February 8, 2024
School District Treasurer's
Certification for Member Towns

I, Kevin Merz Hamilton-Wenham Regional School District's District Treasurer here do certify the
FY25 Final Budget passed by the School Committee on February 8, 2024.


Treasurer Signature


Member Town Certification of Receipt


Date Received by Member Town

| | FY24 | FY25 | Increase \$ | Increase % |
|--|----------------------|----------------------|---------------------|--------------|
| <u>Hamilton</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ 22,694,537 | \$ 23,376,462 | \$ 681,925 | 3.00% |
| Debt Service After Offsets and Revenue Sources | \$ 394,954 | \$ 1,321,020 | \$ 926,066 | 234.47% |
| Hamilton Combined Total | \$ 23,089,491 | \$ 24,697,482 | \$ 1,607,991 | 6.96% |
| <u>Wenham</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ 11,576,887 | \$ 11,887,472 | \$ 310,585 | 2.68% |
| Debt Service After Offsets and Revenue Sources | \$ 201,473 | \$ 671,769 | \$ 470,296 | 233.43% |
| Wenham Combined Total | \$ 11,778,360 | \$ 12,559,242 | \$ 780,882 | 6.63% |
| <u>Total</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ 34,271,424 | \$ 35,263,935 | \$ 992,511 | 2.90% |
| Debt Service After Offsets and Revenue Sources | \$ 596,427 | \$ 1,992,789 | \$ 1,396,362 | 234.12% |
| Combined Assessment | \$ 34,867,851 | \$ 37,256,724 | \$ 2,388,873 | 6.85% |

Final FY25 Operating Budget Calculation

| General Fund Operating Overview | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------|
| | FY21 ACT | FY22 BUD | FY22 ACT | FY23 BUD | FY23 ACT | FY24 BUD | FY25 BUD | \$ Difference | % |
| Operating Expense - Gross, before offsets & Overlays | \$ 34,181,172 | \$ 38,738,975 | \$ 36,461,481 | \$ 42,859,392 | \$ 40,808,912 | \$ 44,071,344 | \$ 44,569,320 | \$ 497,976 | 1.13% |

| Operating Offsets | | | | | | | | | |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|-------------------|--------------|
| | FY21 ACT | FY22 BUD | FY22 ACT | FY23 BUD | FY23 ACT | FY24 BUD | FY25 BUD | \$ Difference | % |
| <i>Recurring Offsets</i> | | | | | | | | | |
| School Choice | \$ 350,819 | \$ 399,500 | \$ 505,621 | \$ 385,000 | \$ 486,796 | \$ 365,000 | \$ 335,000 | \$ (30,000) | -8.22% |
| Preschool Tuition | \$ 6,716 | \$ 75,740 | \$ 44,259 | \$ 84,407 | \$ - | \$ 87,960 | \$ 117,000 | \$ 29,040 | 33.02% |
| Special Education Tuition In | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 40,000 | \$ 40,000 | #DIV/0! |
| Facilities Rental | \$ - | \$ 2,000 | \$ 2,000 | \$ 2,000 | \$ - | \$ 2,000 | \$ 2,000 | \$ - | 0.00% |
| Special Ed Grants | \$ 379,595 | \$ 392,747 | \$ 442,977 | \$ 470,095 | \$ 518,157 | \$ 470,095 | \$ 480,095 | \$ 10,000 | 2.13% |
| ESSER Grants | \$ - | \$ - | \$ 135,839 | \$ 147,226 | \$ 173,207 | \$ - | \$ - | \$ - | #DIV/0! |
| Title I | \$ - | \$ - | \$ 66,360 | \$ 65,522 | \$ 142,070 | \$ 65,522 | \$ 64,190 | \$ (1,332) | -2.03% |
| Circuit Breaker Offset | \$ 377,745 | \$ 934,096 | \$ 1,177,434 | \$ 1,038,894 | \$ 1,311,169 | \$ 1,224,339 | \$ 1,352,357 | \$ 128,018 | 10.46% |
| Regional Transportation Revolving Fund | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 425,000 | \$ 455,198 | \$ 30,198 | 7.11% |
| Total Offsets | \$ 1,114,875 | \$ 1,804,083 | \$ 2,374,490 | \$ 2,193,144 | \$ 2,631,399 | \$ 2,639,916 | \$ 2,845,840 | \$ 205,924 | 7.80% |

| General Fund After Offsets | | | | | | | | | |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------|
| | FY21 ACT | FY22 BUD | FY22 ACT | FY23 BUD | FY23 ACT | FY24 BUD | FY25 BUD | \$ Difference | % |
| Operating Expense - Gross, after offsets & Overlays | \$ 33,066,297 | \$ 36,934,892 | \$ 34,086,991 | \$ 40,666,248 | \$ 38,177,513 | \$ 41,431,428 | \$ 41,723,480 | \$ 292,052 | 0.70% |

| Operating Funding Sources | | | | | | | | | |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------|
| | FY21 ACT | FY22 BUD | FY22 ACT | FY23 BUD | FY23 ACT | FY24 BUD | FY25 BUD | \$ Difference | % |
| <i>Revenues</i> | | | | | | | | | |
| Chapter 70-Base Aid | \$ 3,742,189 | \$ 3,715,561 | \$ 3,791,389 | \$ 3,742,189 | \$ 3,889,489 | \$ 3,889,489 | \$ 4,019,168 | \$ 129,679 | 3.33% |
| State Transportation | \$ 332,124 | \$ 372,065 | \$ 373,446 | \$ 382,323 | \$ 545,080 | \$ - | \$ - | \$ - | #DIV/0! |
| Charter School Reimbursement | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | #DIV/0! |
| Medicaid Reimbursement | \$ 59,064 | \$ 45,000 | \$ 244,998 | \$ 45,000 | \$ 118,983 | \$ 95,000 | \$ 105,000 | \$ 10,000 | 10.53% |
| Interest Income | \$ 3,070 | \$ 10,000 | \$ 1,982 | \$ 3,070 | \$ 182,010 | \$ 3,070 | \$ 33,070 | \$ 30,000 | 977.36% |
| Prior Year Unexpended Encumbrances | \$ 144,178 | \$ - | \$ 102,635 | \$ - | \$ 102,567 | \$ - | \$ - | \$ - | #DIV/0! |
| E-Rate | \$ - | \$ - | \$ - | \$ - | \$ 67,518 | \$ - | \$ - | \$ - | #DIV/0! |
| Other Income | \$ 44,108 | \$ - | \$ 33,281 | \$ - | \$ 56,846 | \$ - | \$ - | \$ - | #DIV/0! |
| Total Revenues | \$ 4,324,732 | \$ 4,142,627 | \$ 4,547,730 | \$ 4,172,582 | \$ 4,962,492 | \$ 3,987,559 | \$ 4,157,238 | \$ 169,679 | 4.26% |
| <i>Transfers In From Other Funds</i> | | | | | | | | | |
| Excess and Deficiency Returned | \$ 217,329 | \$ - | \$ - | \$ 774,620 | \$ 774,620 | \$ 773,064 | \$ 773,064 | \$ - | 0.00% |
| Excess and Deficiency Offset by Expenses | \$ - | \$ - | \$ - | \$ 2,325,000 | \$ 2,325,000 | \$ 2,399,382 | \$ 1,529,244 | \$ (870,138) | -36.27% |
| Total Transfers | \$ 217,329 | \$ - | \$ - | \$ 3,099,620 | \$ 3,099,620 | \$ 3,172,446 | \$ 2,302,308 | \$ (870,138) | -27.43% |
| Total Funding Sources | \$ 4,542,061 | \$ 4,142,627 | \$ 4,547,730 | \$ 7,272,202 | \$ 8,062,112 | \$ 7,160,005 | \$ 6,459,546 | \$ (700,459) | -9.78% |

| | | | | | | | | | |
|-----------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-------------------|--------------|
| NET OPERATING BUDGET | \$ 28,524,236 | \$ 32,792,265 | \$ 29,539,262 | \$ 33,394,046 | \$ 30,115,400 | \$ 34,271,424 | \$ 35,263,935 | \$ 992,511 | 2.90% |
|-----------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-------------------|--------------|

| Calculation of Individual Town Assessments | | | | | | | | | |
|--|-------------------------|-------------------------|-------------------------|-------------------------|---------------|-------------------------|-------------------------|---------------|-------|
| | FY21 ACT | FY22 BUD | FY22 ACT | FY23 BUD | FY23 ACT | FY24 BUD | FY25 BUD | \$ Difference | % |
| Town of Hamilton | | \$ 21,131,336 | | \$ 21,839,706 | | \$ 22,694,537 | \$ 23,376,462 | | |
| Capital Debt Assessment "Shift" | | \$ - | | \$ - | | \$ - | \$ - | | |
| Net Operating Assessment | \$ 20,227,834 63.86% | \$ 21,131,336 64.44% | \$ 21,131,336 64.44% | \$ 21,839,706 65.40% | \$ 21,839,706 | \$ 22,694,537 66.22% | \$ 23,376,462 66.29% | \$ 681,925 | 3.00% |
| Town of Wenham | | \$ 11,660,930 | | \$ 11,554,340 | | \$ 11,576,887 | \$ 11,887,472 | | |
| Capital Debt Assessment "Shift" | | \$ - | | \$ - | | \$ - | \$ - | | |
| Net Operating Assessment | \$ 11,447,446 36.14% | \$ 11,660,930 35.56% | \$ 11,660,930 35.56% | \$ 11,554,340 34.60% | \$ 11,554,340 | \$ 11,576,887 33.78% | \$ 11,887,472 33.71% | \$ 310,585 | 2.68% |

Final FY25 Debt Service Budget Calculation

| Debt Service Overview | | | | | | | | | |
|---|------------|------------|------------|------------|------------|------------|--------------|---------------|---------|
| | FY21 ACT | FY22 BUD | FY22 ACT | FY23 BUD | FY23 ACT | FY24 BUD | FY25 BUD | \$ Difference | % |
| Debt Service Expense - Gross, before offsets & Overlays | \$ 387,510 | \$ 575,494 | \$ 575,494 | \$ 571,690 | \$ 578,695 | \$ 596,427 | \$ 2,066,694 | \$ 1,470,267 | 246.51% |

| Debt Service Offsets & Funding Sources | | | | | | | | | |
|--|------------|------------|------------|------------|------------|------------|--------------|--------------|--------------|
| | FY21 ACT | FY22 BUD | FY22 ACT | FY23 BUD | FY23 ACT | FY24 BUD | FY25 BUD | \$ | Difference % |
| Premium on Issuance | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 73,905 | \$ 73,905 | #DIV/0! |
| Total Offsets & Funding Sources | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 73,905 | \$ 73,905 | #DIV/0! |
| NET DEBT SERVICE BUDGET | \$ 387,510 | \$ 575,494 | \$ 575,494 | \$ 571,690 | \$ 578,695 | \$ 596,427 | \$ 1,992,789 | \$ 1,396,362 | 234.12% |

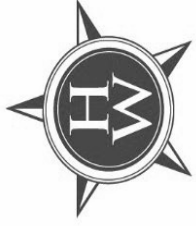
| Calculation of Individual Town Assessments | | | | | | | | | |
|--|------------|------------|------------|------------|------------|------------|--------------|----|--------------|
| | FY21 ACT | FY22 BUD | FY22 ACT | FY23 BUD | FY23 ACT | FY24 BUD | FY25 BUD | \$ | Difference % |
| Town of Hamilton | | | | | | | | | |
| Debt Inside the Levy | \$ 93,027 | \$ 84,331 | \$ 84,331 | \$ 84,569 | \$ 83,993 | \$ 92,879 | \$ 111,318 | | |
| Debt Outside the Levy | \$ 158,532 | \$ 286,517 | \$ 286,517 | \$ 289,316 | \$ 287,613 | \$ 302,075 | \$ 1,209,702 | | |
| Total Debt Service Assessment | \$ 251,559 | \$ 370,848 | \$ 370,848 | \$ 373,885 | \$ 371,606 | \$ 394,954 | \$ 1,321,020 | \$ | 234.47% |
| | 63.86% | 64.44% | | 65.40% | | 66.22% | 66.29% | | |
| Town of Wenham | | | | | | | | | |
| Debt Inside the Levy | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | | |
| Debt Outside the Levy | \$ 143,929 | \$ 204,646 | \$ 204,646 | \$ 197,805 | \$ 196,346 | \$ 201,473 | \$ 671,769 | | |
| Total Debt Service Assessment | \$ 143,929 | \$ 204,646 | \$ 204,646 | \$ 197,805 | \$ 196,346 | \$ 201,473 | \$ 671,769 | \$ | 233.43% |
| | 36.14% | 35.56% | | 34.60% | | 33.78% | 33.71% | | |



HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT

Superintendent's Final FY25 Budget Request
Combined Operating & Debt Service Town Assessments
Inside the Levy Limit
As of February 8, 2024

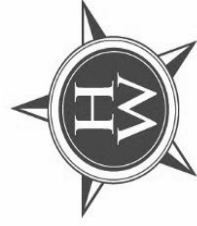
| | FY24 | FY25 | Increase \$ | Increase % |
|--|----------------------|----------------------|---------------------|--------------|
| <u>Hamilton</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ 22,694,537 | \$ 23,376,462 | \$ 681,925 | 3.00% |
| Debt Service | \$ 92,879 | \$ 116,238 | \$ 23,359 | 25.15% |
| Hamilton Combined Total | \$ 22,787,415 | \$ 23,492,700 | \$ 705,284 | 3.10% |
| <u>Wenham</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ 11,576,887 | \$ 11,887,472 | \$ 310,585 | 2.68% |
| Debt Service | \$ - | \$ - | \$ - | 0.00% |
| Wenham Combined Total | \$ 11,576,887 | \$ 11,887,472 | \$ 310,585 | 2.68% |
| <u>Total</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ 34,271,424 | \$ 35,263,935 | \$ 992,511 | 2.90% |
| Debt Service | \$ 92,879 | \$ 116,238 | \$ 23,359 | 25.15% |
| Combined Assessment | \$ 34,364,302 | \$ 35,380,172 | \$ 1,015,870 | 2.96% |



HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT

Superintendent's Final FY25 Budget Request
Combined Operating & Debt Service Town Assessments
Outside the Levy Limit
As of February 8, 2024

| | FY24 | FY25 | Increase \$ | Increase % |
|--|-------------------|---------------------|---------------------|----------------|
| <u>Hamilton</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ - | \$ - | \$ - | 0.00% |
| Debt Service | \$ 302,075 | \$ 1,209,702 | \$ 907,626 | 300.46% |
| Hamilton Combined Total | \$ 302,075 | \$ 1,209,702 | \$ 907,626 | 300.46% |
| <u>Wenham</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ - | \$ - | \$ - | 0.00% |
| Debt Service | \$ 201,473 | \$ 671,769 | \$ 470,296 | 233.43% |
| Wenham Combined Total | \$ 201,473 | \$ 671,769 | \$ 470,296 | 233.43% |
| <u>Total</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ - | \$ - | \$ - | 0.00% |
| Debt Service | \$ 503,548 | \$ 1,881,471 | \$ 1,377,922 | 273.64% |
| Combined Assessment | \$ 503,548 | \$ 1,881,471 | \$ 1,377,922 | 273.64% |



HAMILTON-WENHAM REGIONAL SCHOOL DISTRICT

Superintendent's Final FY25 Budget Request
Combined Operating & Debt Service Town Assessments
Both in and Outside the Levy Limit
As of February 8, 2024

| | FY24 | FY25 | Increase \$ | Increase % |
|--|----------------------|----------------------|---------------------|--------------|
| <u>Hamilton</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ 22,694,537 | \$ 23,376,462 | \$ 681,925 | 3.00% |
| Debt Service After Offsets and Revenue Sources | \$ 394,954 | \$ 1,321,020 | \$ 926,066 | 234.47% |
| Hamilton Combined Total | \$ 23,089,491 | \$ 24,697,482 | \$ 1,607,991 | 6.96% |
| <u>Wenham</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ 11,576,887 | \$ 11,887,472 | \$ 310,585 | 2.68% |
| Debt Service After Offsets and Revenue Sources | \$ 201,473 | \$ 671,769 | \$ 470,296 | 233.43% |
| Wenham Combined Total | \$ 11,778,360 | \$ 12,559,242 | \$ 780,882 | 6.63% |
| <u>Total</u> | | | | |
| Operating Budget After Offsets and Revenue Sources | \$ 34,271,424 | \$ 35,263,935 | \$ 992,511 | 2.90% |
| Debt Service After Offsets and Revenue Sources | \$ 596,427 | \$ 1,992,789 | \$ 1,396,362 | 234.12% |
| Combined Assessment | \$ 34,867,851 | \$ 37,256,724 | \$ 2,388,873 | 6.85% |

Final FY25 Debt Service Budget Calculation Detail

| FY25 Debt Service Assessment Summary | | | | | | |
|--------------------------------------|--------------|------------|---------------------|--------------------------|------------------------|--|
| | Principal | Interest | Total | 66.29% Hamilton Share | 33.71% Wenham Share | |
| Cutler Roof & Summer 2013 Projects | \$ 105,000 | \$ 21,100 | \$ 126,100 | \$ 83,592 | \$ 42,508 | |
| Buker Boiler & Winthrop Boiler/Glass | \$ 105,000 | \$ 17,600 | \$ 122,600 | \$ 81,272 | \$ 41,328 | |
| Winthrop Sprinkler System | \$ 125,000 | \$ 8,909 | \$ 133,909 | \$ 88,768 | \$ 45,141 | |
| FY21 Capital Projects | \$ 191,600 | \$ 15,878 | \$ 207,478 | \$ 137,537 | \$ 69,941 | |
| Cutler Feasibility Study | \$ - | \$ 41,438 | \$ 41,438 | \$ 27,469 | \$ 13,969 | |
| Athletic Complex | \$ 1,000,000 | \$ 435,169 | \$ 1,435,169 | \$ 951,374 | \$ 483,795 | |
| Net Assessment | | | \$ 2,066,694 | \$ 1,370,011 | \$ 696,683 | |

| FY24 Debt Service Assessment Summary | | | | | | |
|--------------------------------------|------------|-----------|-------------------|--------------------------|------------------------|--|
| | Principal | Interest | Total | 66.22% Hamilton Share | 33.78% Wenham Share | |
| Cutler Roof & Summer 2013 Projects | \$ 100,000 | \$ 24,175 | \$ 124,175 | \$ 82,229 | \$ 41,946 | |
| Buker Boiler & Winthrop Boiler/Glass | \$ 95,000 | \$ 19,600 | \$ 114,600 | \$ 75,888 | \$ 38,712 | |
| Winthrop Sprinkler System | \$ 125,000 | \$ 15,258 | \$ 140,258 | \$ 92,879 | \$ 47,379 | |
| FY21 Capital Projects | \$ 191,600 | \$ 25,794 | \$ 217,394 | \$ 143,959 | \$ 73,436 | |
| Cutler Feasibility Study | \$ - | \$ - | \$ - | \$ - | \$ - | |
| Athletic Complex | \$ - | \$ - | \$ - | \$ - | \$ - | |
| Net Assessment | | | \$ 596,427 | \$ 394,954 | \$ 201,473 | |

| Change FY24 to FY25 | | | | | | |
|--------------------------------------|--------------|------------|---------------------|-------------------|-------------------|--|
| | Principal | Interest | Total | Hamilton Share | Wenham Share | |
| Cutler Roof & Summer 2013 Projects | \$ 5,000 | \$ (3,075) | \$ 1,925 | \$ 1,363 | \$ 562 | |
| Buker Boiler & Winthrop Boiler/Glass | \$ 10,000 | \$ (2,000) | \$ 8,000 | \$ 5,383 | \$ 2,617 | |
| Winthrop Sprinkler System | \$ - | \$ (6,349) | \$ (6,349) | \$ (4,110) | \$ (2,238) | |
| FY21 Capital Projects | \$ - | \$ (9,916) | \$ (9,916) | \$ (6,421) | \$ (3,495) | |
| Cutler Feasibility Study | \$ - | \$ 41,438 | \$ 41,438 | \$ 27,469 | \$ 13,969 | |
| Athletic Complex | \$ 1,000,000 | \$ 435,169 | \$ 1,435,169 | \$ 951,374 | \$ 483,795 | |
| Net Assessment | | | \$ 1,470,267 | \$ 975,057 | \$ 495,210 | |

| Summary by DESE Category | FY21 Actuals | FY22 FTE | FY22 Budget | FY22 Actuals | FY23 FTE | FY23 Budget | FY23 Actuals | FY24 FTE | FY24 Final Budget | FY25 FTE | FY25 Tentative Budget | Change YoY | | % |
|---------------------------------------|----------------------|---------------|----------------------|----------------------|---------------|-------------------|----------------------|---------------|-------------------------|---------------|-----------------------------|---------------|-------------------|--------------|
| | | | | | | | | | | | | FTE | \$ | |
| Administration | \$ 1,063,926 | 7.47 | \$ 1,383,565 | \$ 1,149,272 | 7.84 | 1,462,438 | \$ 1,315,390 | 8.04 | \$ 1,564,488 | 8.09 | \$ 1,693,765 | 0.05 | \$ 129,277 | 8.26% |
| Instructional Leadership | \$ 2,344,429 | 26.27 | \$ 2,618,506 | \$ 2,526,613 | 26.25 | 2,761,992 | \$ 2,600,142 | 25.73 | \$ 2,721,311 | 26.76 | \$ 2,973,878 | 1.03 | \$ 252,567 | 9.28% |
| Teachers | \$ 12,679,496 | 153.70 | \$ 13,183,707 | \$ 13,140,067 | 157.60 | 13,931,127 | \$ 13,558,644 | 153.60 | \$ 14,065,389 | 151.10 | \$ 14,277,483 | (2.50) | \$ 212,094 | 1.51% |
| Other Teaching Services | \$ 2,631,831 | 68.08 | \$ 3,014,610 | \$ 2,877,674 | 73.85 | 3,278,704 | \$ 2,903,616 | 67.98 | \$ 3,175,103 | 65.02 | \$ 3,423,105 | (2.96) | \$ 248,001 | 7.81% |
| Professional Development | \$ 129,123 | 3.60 | \$ 636,021 | \$ 506,540 | 3.50 | 640,177 | \$ 506,504 | 3.50 | \$ 629,362 | 3.50 | \$ 607,688 | - | \$ (21,674) | -3.44% |
| Inst. Materials, Equip., & Technology | \$ 746,209 | - | \$ 854,757 | \$ 771,114 | - | 961,543 | \$ 1,126,369 | - | \$ 847,106 | - | \$ 881,992 | - | \$ 34,886 | 4.12% |
| Guidance, Counseling, Testing | \$ 1,095,612 | 13.78 | \$ 1,147,345 | \$ 1,247,127 | 16.78 | 1,481,901 | \$ 1,416,744 | 15.78 | \$ 1,459,404 | 13.78 | \$ 1,370,908 | (2.00) | \$ (88,496) | -6.06% |
| Pupil Services | \$ 2,287,046 | 8.97 | \$ 2,864,857 | \$ 2,682,409 | 9.74 | 3,035,501 | \$ 2,997,856 | 9.25 | \$ 3,609,330 | 9.50 | \$ 3,589,156 | 0.25 | \$ (20,174) | -0.56% |
| Operations & Maintenance | \$ 2,207,181 | 16.25 | \$ 2,366,101 | \$ 2,759,241 | 16.25 | 2,900,639 | \$ 2,806,122 | 16.25 | \$ 2,848,878 | 16.25 | \$ 2,770,408 | - | \$ (78,470) | -2.75% |
| Benefits & Fixed Charges | \$ 4,806,832 | 0.86 | \$ 5,927,024 | \$ 4,918,405 | 0.86 | 8,146,280 | \$ 7,256,466 | 0.86 | \$ 6,282,809 | 0.52 | \$ 7,409,887 | (0.34) | \$ 1,127,078 | 17.94% |
| Capital & Fixed Assets Improvements | \$ 96,774 | - | \$ - | \$ 183,195 | - | - | \$ 375,092 | - | \$ 2,273,287 | - | \$ 1,034,622 | - | \$ (1,238,665) | -54.49% |
| Programs with Other School Districts | \$ 4,092,713 | - | \$ 4,742,482 | \$ 3,699,826 | - | 4,259,090 | \$ 3,945,967 | - | \$ 4,594,877 | - | \$ 4,536,428 | - | \$ (58,449) | -1.27% |
| Grand Total | \$ 34,181,172 | 298.98 | \$ 38,738,975 | \$ 36,461,481 | 312.67 | 42,859,392 | \$ 40,808,912 | 300.99 | \$ 44,071,344 | 294.52 | \$ 44,569,320 | (6.47) | \$ 497,976 | 1.13% |

| Summary By Site & Support Program | FY21 Actuals | FY22 FTE | FY22 Budget | FY22 Actuals | FY23 FTE | FY23 Budget | FY23 Actuals | FY24 FTE | FY24 Budget | FY25 FTE | FY25 Budget | Change YoY | |
|--------------------------------------|----------------------|---------------|----------------------|----------------------|---------------|-------------------|----------------------|---------------|----------------------|---------------|----------------------|---------------|-------------------|
| | | | | | | | | | | | | FTE | \$ |
| Buker Elementary School | \$ 2,279,142 | 32.84 | \$ 2,401,019 | \$ 2,467,205 | 36.07 | 2,645,733 | \$ 2,536,890 | 36.37 | \$ 2,868,181 | 38.62 | \$ 3,058,941 | 2.25 | \$ 190,760 |
| Cutler Elementary School | \$ 2,711,678 | 41.39 | \$ 2,890,214 | \$ 2,737,552 | 41.54 | 2,906,665 | \$ 2,785,772 | 40.68 | \$ 3,107,688 | 37.44 | \$ 3,135,412 | (3.25) | \$ 27,723 |
| Winthrop Elementary School | \$ 3,558,534 | 60.13 | \$ 3,866,855 | \$ 3,925,115 | 62.84 | 4,204,907 | \$ 3,940,237 | 59.14 | \$ 4,205,911 | 61.79 | \$ 4,549,285 | 2.65 | \$ 343,374 |
| Miles River Middle School | \$ 4,304,894 | 54.48 | \$ 4,800,861 | \$ 4,916,814 | 58.58 | 5,298,337 | \$ 5,085,694 | 56.06 | \$ 5,245,847 | 55.81 | \$ 5,579,936 | (0.25) | \$ 334,089 |
| Regional High School | \$ 6,065,656 | 71.18 | \$ 6,433,942 | \$ 6,499,775 | 73.48 | 6,872,307 | \$ 6,588,758 | 69.68 | \$ 6,865,633 | 67.23 | \$ 6,842,789 | (2.45) | \$ (22,844) |
| Athletics | \$ 343,450 | 1.75 | \$ 460,633 | \$ 426,795 | 1.75 | 529,967 | \$ 482,262 | 1.75 | \$ 594,813 | 2.00 | \$ 665,940 | 0.25 | \$ 71,127 |
| Central Office | \$ 2,912,579 | 12.65 | \$ 3,516,031 | \$ 3,105,997 | 13.26 | 3,749,943 | \$ 3,487,055 | 13.76 | \$ 3,972,792 | 11.86 | \$ 4,035,389 | (1.90) | \$ 62,597 |
| District Operations & Maintenance | \$ 431,792 | 3.25 | \$ 516,208 | \$ 598,871 | 3.25 | 906,614 | \$ 766,202 | 3.25 | \$ 584,884 | 3.25 | \$ 613,401 | - | \$ 28,517 |
| Benefits & Fixed Charges | \$ 4,806,832 | 0.86 | \$ 5,927,024 | \$ 4,918,405 | 0.86 | 8,146,280 | \$ 7,256,466 | 0.86 | \$ 6,282,809 | 0.52 | \$ 7,409,887 | (0.34) | \$ 1,127,078 |
| Capital & Fixed Assets | \$ 96,774 | - | \$ - | \$ 183,195 | - | - | \$ 375,092 | - | \$ 2,273,287 | - | \$ 1,034,622 | - | \$ (1,238,665) |
| Special Education | \$ 5,814,049 | 13.44 | \$ 6,977,781 | \$ 5,762,244 | 14.04 | 6,565,714 | \$ 6,219,193 | 12.44 | \$ 7,128,682 | 10.00 | \$ 6,773,599 | (2.44) | \$ (355,083) |
| Technology | \$ 855,794 | 7.00 | \$ 948,408 | \$ 919,513 | 7.00 | 1,032,926 | \$ 1,285,290 | 7.00 | \$ 940,817 | 6.00 | \$ 870,120 | (1.00) | \$ (70,697) |
| District Totals | \$ 34,181,172 | 298.98 | \$ 38,738,975 | \$ 36,461,481 | 312.67 | 42,859,392 | \$ 40,808,912 | 300.99 | \$ 44,071,344 | 294.52 | \$ 44,569,320 | (6.47) | \$ 497,976 |
| | | | | | | | | | | | | | 1.13% |



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