



City of Everett

FY2022 Adopted Annual Budget

Mayor Carlo DeMaria

July 1, 2021 – June 30, 2022



City of Everett, Massachusetts

Fiscal Year 2022

Adopted Annual General Fund and Enterprise Fund Operating Budgets

Capital Improvement Budget

July 1, 2021 – June 30, 2022

Presented By:

Mayor Carlo DeMaria

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CITY OF EVERETT
Office of the Mayor

Carlo DeMaria
Mayor



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Dear Citizens of Everett and Honorable Members of the Council,

I am pleased to present you with the proposed FY2022 operating budget for the City of Everett. The proposed FY2022 budget totals \$218,955,041, an 8% increase over the FY2021 adjusted budget, while our fixed costs which include debt service, pension costs, and health insurance have increased by 5%. In order to balance the FY2022 budget and address rising costs, we are proposing a fiscally responsible spending blueprint. Setting aside schools and fixed costs, our departments average an increase over last year's budget of 5%.

As elected officials in Everett, we are entrusted by the families and businesses in our community with making the best decisions we can on how to spend City revenue. We have a fiduciary responsibility to evaluate the funds that we have available; to make informed projections about funding levels that are not finalized; and to decide how to invest the financial sources available to us in ways that will benefit our community. The needs of our residents are what inform all the budget decisions we make.

Our FY21 budget process was more complicated due to the challenges presented by the pandemic. While I am grateful that we are seeing lower numbers of cases of COVID in our community, we still need to be aware that our economic recovery is just beginning. While we are hopeful that our economy will recover, we need to be cautious in that optimism. This budget continues to invest in our physical infrastructure, our public safety resources, and

the fixed costs that come with being an employer. I would urge us all to remember as we begin these deliberations that city budgets are fiscal, not aspirational, documents. I know that in an ideal world, every one of my fellow elected officials would like to invest fully in all the ways we see important to support our community. However, our budget is not as big as our hopes and dreams for our City, and it is imperative that we strike the difficult balance between government spending and serving as a fiscal fiduciary of our residents.

The desire to spend unlimited dollars is never more present than when we discuss educational funding levels. As I have stated previously, I have a great deal of respect for the work that the Everett Public Schools have devoted to developing a multi-year strategic spending plan. The budget that we are presenting, and that has been reviewed by my colleagues on the School Committee, reflects City spending at the foundation level. While to some that may seem like we are not increasingly investing in our schools, the foundation level budget is \$10.5 million more than FY21, which is a 12% increase. This includes an increase of over a million dollars in the City's required contribution.

I agree with my colleagues that we need to think creatively about ways to support our students. The federal government has begun this work by making funds available to support our schools, including our students' social and emotional learning needs. While some have argued that we shouldn't use this form of funding to engage in new initiatives, I would argue there has never been a more important time for this work to continue. The additional federal funding provides an important step in meeting needs that have been exacerbated by the pandemic. Refusing to consider this funding source would leave significant dollars on the table instead of putting them into the classrooms where Congress intended them to be.

While funding is a necessary factor in our educational discussions, I would argue that people are the most important element in our educational success. Yes, there are communities that spend more money on education. But, the students in all those communities do not outperform our students in standard success measures used by the State. To suggest that the only way for our students to succeed is by spending more undervalues the work that our principals, teachers, and support staff undertake every day in our schools.

There are those who would argue that we should set aside concerns about raising taxes when we talk about education. I wonder if those who make that argument have ever spoken to the Everett High School students recently surveyed about the prospect of coming back to school or staying in a remote learning environment. New family obligations and a reliance on students working to support their families was raised as a concern. When students are choosing to stay out of school to be able to work more to support their families, then I would suggest that increased rents and raised taxes are a serious concern in our community.

Rather than asking our families to absorb the full burden of funding new strategic investments in our schools, I would encourage us to look to the federal government for additional assistance. As we receive more guidance about eligible uses of new federal funds available to the City, we will continue to look to support the schools in their efforts to close opportunity gaps through additional funding. Unfortunately, the timing of the federal funding process is not in alignment with our budget process, which is why those decisions will need to wait pending further federal guidance. This is also why the schools should use their ESSER funds that already are available to them.

The decisions before us are important ones. I look forward to having a meaningful budget discussion with the City Council on these issues in a positive and constructive manner.

Sincerely,

A handwritten signature in blue ink that reads "Carlo De Maria". The signature is fluid and cursive, with the first name "Carlo" and last name "De Maria" clearly distinguishable.

Carlo DeMaria, Mayor
City of Everett

City of Everett

1.2 Financial Update: Annual Budget Policy & Five-Year Financial Forecast Fiscal Years 2021-2025

Carlo DeMaria – Mayor

Eric Demas – CFO/City Auditor

May 12, 2021

FY 22 Budget Presentation

- ◎ The budget book is broken down into four sections:
 - Operating Budget
 - Water/Sewer Budget
 - ECTV (PEG cable access) Budget
 - Capital Improvement Plan

- ◎ Goal:
 - To provide a brief overview
 - Detailed discussion at future meetings

Article 6-2 of City Charter

Annual Budget Policy

- The Mayor shall call a joint meeting of the City Council and School Committee to include the Superintendent of Schools.
- Meeting to take place prior to the budget process.
- Purpose:
 - To review the financial condition of the City
 - Revenue and Expenditure Forecasts
 - Other related information
- Goal:
 - To develop a coordinated budget

Financial Condition of City

- Standard and Poor has assigned a 'AA+/Stable' rating to the City's 2021 general obligation (GO) municipal purpose loan bonds. (\$1.9mil)
 - Net Interest cost of .55%
- Standard and Poor has assigned a 'SP-1+' rating to the City's 2021 bond anticipation notes. (\$10.5)
 - Net Interest cost of .15%
- Standard and Poor has given the city a 'stable outlook' on its financial future.
- Bonds are backed by the City's full-faith-and-credit.

Financial Condition of City

“The rating and outlook on the City reflect our opinion of Everett’s currently strong financial position and past prudent budgeting that have allowed for stable operations”

- The AA+ and SP-1+ ratings reflect Standard and Poor’s opinion of the following factors:
 - Adequate budgetary performance, with slight operating surplus results in the General fund at 1.4% of expenditures in fiscal 2020;
 - Very strong budgetary flexibility;
 - Very strong liquidity, providing very strong cash to cover debt service and expenditures;

Financial Condition of City

- The AA+ and SP-1+ ratings reflect Standard and Poor's opinion of the following factors (continued):
 - Strong management condition with good financial management policies and practices under Standard and Poor's Financial Management Assessment (FMA) methodology.
 - Very strong debt and contingent liabilities profile, due to low carrying charges, low net debt, and rapid amortization.
 - Strong institutional framework.

Financial Condition

Available Funds – Trust and Fund Balance

- Stabilization Fund = \$ 5,483,015
 - Free Cash = As certified by DOR
 - OPEB Liability Trust = \$8,025,350
 - Capital Improvement Stabilization Fund = \$5,379,243
-
- All of these funds have financial policies as to their funding source as part of the FY2022 budget

FY2022 Budget Submittal

Government Finance Officers Association (GFOA)

Distinguished Budget Award Candidate

- There is no mandated format for budgeted documents.
- Every City is different in terms of its formal structure, culture, and informal practices.
- There are no right or wrong approaches, but there are best practices that can provide common ground for those involved in the budget process.

FY2022 Budget Submittal

Government Finance Officers Association (GFOA)

Distinguished Budget Award Candidate

- The City received the GFOA Certificate of Achievement for Excellence in Financial Reporting (CAFR Program)
- The award is the highest form of recognition in governmental accounting and financial reporting.
- The City has received this award five years in a row.
- Focus on excellence, transparency and accountability.
- Provides independent review and critique on a municipality's financial reporting.
- One year award that requires annual review and completion.

FY2022 Budget Submittal

Government Finance Officers Association (GFOA)

Distinguished Budget Award Candidate

- The City received the GFOA distinguished budget award in FY16 through FY21.
- The GFOA is the only national awards program in government budgeting.
- Promotes best practice in public budgeting.
- Focus on transparency and accountability.
- Provides independent review and critique on a municipality's budget document.
- One year award that focuses on continuous improvement.

FY2022 Budget Submittal

Government Finance Officers Association (GFOA)

Distinguished Budget Award Candidate

- The GFOA Distinguished Budget Award has guidelines that are designed to assess how well a municipality's budget serves as:
 - A policy document
 - A financial plan
 - An operations guide
 - A communication device
- The final budget document is due to the GFOA 90 days after the budget is adopted by the legislative body.
- The City will be submitting it's FY2022 budget for consideration in the fall.

Revenue and Expenditure Forecast: Five Year Financial Forecast

- Five year forecasting helps municipal officials to:
 - Review operational needs.
 - Identify fiscal challenges and opportunities.
 - Develop long term budget policies.
 - Plan for capital budget, debt service management, new initiatives, and long term sustainability.
- Copies of the City's Five Year Financial Forecast have been distributed for your review.

FY2022 ~ Executive Summary

Revenues and Expenditures

● Financial Uncertainties and Challenges:

- Local Receipts
 - FY21 revenues down and the City will have to work with the Department of Revenue to Justify proposed revenue increases for FY22
- Cherry Sheet - State Aid
 - Charter School Tuition Assessments likely to increase above the already proposed increase of \$1,946,170
- Use of ARPA (Federal Stimulus)
 - FY19 used as base year to calculate revenue loss and replacement
 - Treasury guidance released late Monday and many issues need to be addressed
- Other Financial Sources
 - Free Cash
 - Stabilization
 - Receipts reserved for appropriation

FY2022 ~ Executive Summary

Revenues and Expenditures

● Revenues include:

- Tax Levy
- Local Receipts
- Cherry Sheet ~ State Aid
- School Bldg. Asst.
- Other Financial Sources

● Expenses include:

- General Government
- Public Safety
- Public Works
- Education
- Human Services
- Culture/Recreation
- Debt Service
- Other Fixed Costs
 - (health, retirement, debt, etc.)
- Other Financial Uses

Revenues ~ Tax Levy

- TOTAL tax levy limit (est.) \$ 154,936,377
 - *The tax levy is the amount a community raises through the property tax. The levy can be any amount up to the levy limit, which is re-established every year in accordance with Proposition 2 ½ provisions.*
 - *The amount of taxes estimated to be levied to balance the FY2021 budget is \$101,713,213 which is approximately a 10.6% increase from fiscal year 2022.*
 - *This would leave excess levy capacity of \$53,224,164.*

Revenues – all other

- Local Receipts
 - \$10,659,000
- State Aid
 - \$94,788,308
- Enterprise Fund Revenue
 - Water/Sewer - \$21,034,345
 - ECTV - \$597,267
- Encore Resort Payments
 - Host Agreement Payments - \$26,265,625
- TOTAL = \$ 153,344,545

Expenses – City Departments

- ◎ General Government
 - \$8,863,520
- ◎ Public Safety
 - \$33,876,009
- ◎ City Services
 - \$13,786,669
- ◎ Human Services
 - \$3,791,227
- ◎ Libraries and Recreation
 - \$1,610,513
- ◎ TOTAL CITY DEPTS = \$61,927,938

Expenses – School Department

Everett Public Schools (EPS)

- FY2022 Foundation Budget (per DESE) =
 - \$120,182,573
- Less: Chargebacks to City for shared expenses
 - \$26,341,938
- Total recommended budget for EPS =
 - \$93,840,635
- Add: Special Ed transportation
 - \$5,021,743
- **TOTAL SCHOOL DEPT = \$98,862,378**
 - This represents a \$10,562,412 (12%) increase over FY21.
 - This does not include federal (ESSER) funds off approximately \$20m over the next few years

Expenses ~ Fixed Costs

City and School

- Retirement Assessment
 - \$ 18,142,118
- Employee Insurance
 - \$ 22,329,872
- FICA
 - \$ 1,936,012
- Employee Injuries
 - \$ 1,191,500
- Property and Liability Insurance
 - \$ 2,136,150
- Debt Service
 - \$ 12,431,973
- TOTAL FIXED COSTS = \$58,167,625
 - This represents an 5% increase over FY22.

Conclusion:

Annual Budget Policy & Five-Year Financial Forecast - Fiscal Years 2021-2025

- The City has proven to have sound financial policies, reserves, and a stable economic outlook.
- The administration will seek to receive the GFOA's Distinguished Budget award as part of its FY2021 Mayor's recommended budget.
- The FY2022 budget is balanced, with over \$53.2 million of excess capacity available.
- Financial forecasting and sound fiscal policies will help the City continue its financial success.

1.3 City of Everett – Mission Statement

Mission Statement

The City of Everett, through the Mayor, City Council and City employees, will provide high quality, efficient municipal services to our citizens and business owners, through teamwork, accountability, and continuous improvement.

To accomplish our mission we will:

- Practice responsive, effective governance;
- Uphold the highest professional and ethical standards;
- Value diversity in the organization and the community;
- Encourage partnerships with citizens, neighborhoods, businesses, and educational networks.

Core Values

- **Teamwork** – work together to deliver the most efficient and effective municipal services; communicating regularly, directly, and honestly with our employees, council members and citizens.
- **Accountability** – accept responsibility for our organizational decisions and actions.
- **Continuous Improvement** – provide the highest quality services with available resources, using innovation, technology, and flexibility to meet the changing needs of the community.
- **Responsiveness** – being proactive; anticipating citizens' needs and taking fast action to surpass their expectations.
- **Integrity** – Possessing an unwavering commitment to doing things right, with consistent adherence to the highest professional standards; keeping commitments to our citizens, co-workers and others.
- **Innovations** – dedicating ourselves to learning and growing; embracing technology and flexibility to meet the evolving needs of the city and its stakeholders.

1.4 City of Everett - Mayor DeMaria's Long and Short Term Strategic Plan Summary - FY2022

Division	Goal & Objective	Source	Priority	Schedule	Division/Department	Status
GENERAL GOVERNMENT						
General Government	Improve communication and transparency with citizens.	Mayor	1	Short & Long Term	Executive	Ongoing
General Government	To maintain a high level of responsiveness and accessibility to City departments and employees.	Mayor	1	Short & Long Term	All Departments	Ongoing
General Government	Look for ways to deliver City services more efficiently and effectively through the use of technology.	Mayor	2	Short & Long Term	Executive and All Departments	Underway & Ongoing
General Government	Implement regionalized services where applicable in order to better utilize tax dollars.	Mayor	2	Short & Long Term	Executive	Underway
General Government	Continue reorganization of departmental staff to more efficiently and effectively deliver service and respond to requests.	Mayor	2	Short & Medium Term	Executive	Underway
General Government	Expand implementation of performance improvement programs	Mayor	2	Short & Medium Term	Executive	Ongoing
General Government	Revitalize the Everett Youth Commission.	Mayor	3	Short Term	Executive	Ongoing
General Government	Consolidate City IT functions	Mayor	3	Short Term	Executive	Underway
General Government	Continue City's commitment to Green Communities designation and energy efficiency goals.	Mayor	3	Short & Long Term	Executive and Planning & Development	Ongoing
General Government	Diversify city employees to have them reflect the community as a whole	Mayor	3	Short & Long Term	Executive	Ongoing
FINANCE						
Finance	Continue to attain GFOA designation by maintaining the highest level of budgetary practices and policies.	Mayor	1	Short & Long Term	Executive & Finance	Ongoing
Finance	Continue five year forecasting of capital improvement projects and needs.	Mayor	1	Short & Long Term	Executive & Finance	Ongoing

1.4 City of Everett - Mayor DeMaria's Long and Short Term Strategic Plan Summary - FY2022

Division	Goal & Objective	Source	Priority	Schedule	Division/Department	Status
Finance	Continue conservative budgeting policies to limit the impact of property tax levels.	Mayor	1	Short, Medium & Long Term	Executive & Finance	Ongoing
Finance	Publish a "Financial Policy and Procedures" manual to formalize all internal policies and procedures for all Division of Finance departments	Mayor	2	Short & Long Term	Executive & Finance	Ongoing
Finance	Limit long-term liability through the City's continued commitment to build reserves in Stabilization and OPEB Trust Funds.	Mayor	1	Short, Medium & Long Term	Executive & Finance	Ongoing
PUBLIC SAFETY						
Public Safety	Maintain high level of all public safety services: Police, Fire and E-911.	Mayor	1	Short & Long Term	Executive, Police, Fire & E-911	Ongoing
Police	Improve traffic and parking enforcement.	Mayor	2	Short & Long Term	Executive & Police	Ongoing
Police	Continue Community Engagement Programs such as Cops Corner, Everett Police Community Partnership Council and social media out reach.	Mayor	1	Short & Long Term	Executive & Police	Ongoing
Police	Review and edit policies/procedures as necessary	Mayor	1	Short & Long Term	Executive & Diversity	Ongoing
Fire	Maintain an Officer Development Program, increase continuing education programs for other positions within the department.	Mayor	1	Short & Long Term	Executive & Fire	Ongoing
Fire	In anticipation of additional growth in residential units as well as the Encore Resort now online an additional company will be put into service and department personnel will be reorganized to effectively staff the new company.	Mayor	3	Short & Long Term	Executive & Fire	Ongoing
INSPECTIONAL SERVICES						

1.4 City of Everett - Mayor DeMaria's Long and Short Term Strategic Plan Summary - FY2022

Division	Goal & Objective	Source	Priority	Schedule	Division/Department	Status
Inspectional Services	Continue to focus on code violations	Mayor	2	Short & Long Term	Executive & Inspectional Services	Ongoing
Inspectional Services	Successfully implement 1st of House Beautification Program	Mayor	3	Short & Long Term	Executive & Inspectional Services	Ongoing
Inspectional Services	Implement online access for building permits and expand training program to Planning, Health, City Clerk and Zoning Board of Appeals.	Mayor	1	Short Term	All Departments	Ongoing
DPW						
Operations	Implement new software program "Snow-ops" to increase efficiency of snow clearing operations	Mayor	2	Short Term	Executive & Operations	Ongoing
Engineering	Improve the health of the Malden and Mystic Rivers so they can be safely utilized for recreation, by continuing to remove illicit connections to drainage systems, cleaning catch basins on a regular basis, street sweeping on a regular basis and replacing outdated sewer water and drain lines.	Mayor	2	Short & Long Term	Executive & Engineering	Ongoing
Parks/Highways/Cemeteries	Improve overall cleanliness of streets, parks and other public areas.	Mayor	1	Short, Medium & Long Term	Executive & DPW	Ongoing
DPW	Manage impacts of the National Grid Ferry Street Project	Mayor	2	Short Term	Executive, DPW, Police	Ongoing
Engineering	Begin implementation of the city's Stormwater and Wastewater Integrated Management Plan	Mayor	1	Long Term	Executive & Engineering	Ongoing

1.4 City of Everett - Mayor DeMaria's Long and Short Term Strategic Plan Summary - FY2022

Division	Goal & Objective	Source	Priority	Schedule	Division/Department	Status
Facility Maintenance	Maintain and upgrade City buildings including Central Fire House, Hancock Street Fire Station, City Hall, the Old Everett High School and several school improvement projects.	Mayor	2	Short & Long Term	Executive & DPW	Ongoing
PLANNING & DEVELOPMENT						
Planning & Development	Enhance community engagement efforts, advance affordable housing, support small businesses, promote healthy living and improve the environment	Mayor	1	Short & Long Term	Executive & Planning & Development	Ongoing
Planning & Development	Continue to implement the Everett Housing Production Plan, Commercial Triangle Master Plan, Everett Square Visioning Plan and Green Communities program.	Mayor	1	Short & Long Term	Executive & Planning & Development	Ongoing
Planning & Development	Implement stormwater control measures such as a rain barrel program, and revising Zoning Ordinance Sections 17, 19, 28, and 29.	Mayor	2	Short & Long Term	Executive & Planning & Development	Ongoing
Planning & Development	Implement Inclusionary Zoning to promote affordable housing	Mayor	2	Short & Long Term	Executive & Planning & Development	Ongoing
Planning & Development	Conduct a Historical Building Inventory to promote preservation and to help property owners secure public funds for preservation	Mayor	3	Short & Long Term	Executive & Planning & Development	Ongoing
PARKS and HEALTH & WELLNESS						
Health & Wellness	To make Everett the healthiest city in America	Mayor	1	Short & Long Term	Health & Wellness	Ongoing

1.4 City of Everett - Mayor DeMaria's Long and Short Term Strategic Plan Summary - FY2022

Division	Goal & Objective	Source	Priority	Schedule	Division/Department	Status
Parks & Cemeteries and Health & Wellness	To provide opportunities for residents, businesses and city employees to participate in regular physical activities and pursue an enhanced quality of life while reducing health care costs	Mayor	1	Short & Long Term	Parks and Health & Wellness	Ongoing
Parks & Cemeteries	Continue maintenance of fields and parks, increase the number of street trees planted and continue the dramatic landscaping improvements to our public grounds, including islands building frontage, parks, islands and community paths.	Mayor	1	Short & Long Term	Parks & Cemeteries	Ongoing
Health and Wellness	Promote and actively support the Northern Strand Urban farm, local community gardens and the Everett Farmer's market.	Mayor	1	Short & Long Term	Health and Wellness	Ongoing
Health and Wellness	Expand the BOKs program throughout the school system		1	Long Term	Health and Wellness	Ongoing
Health & Human Services	Continue to help those struggling with addiction	Mayor	1	Short & Long Term	Health	Ongoing
Human Services	Create Office of Diversity, Equity, and Inclusion	Mayor	1	Short & Long Term	Health	Ongoing

2.1 City Overview

General

The City of Everett is located in Middlesex County. It is bordered on the north by the City of Malden, on the east by the Cities of Revere and Chelsea, on the west by the Cities of Medford and Somerville, and on the south by the Mystic River and the City of Boston. Everett has a population of 41,667 (according to the 2010 Federal Census) and occupies a land area of 3.36 square miles. Incorporated as a town in 1870, and as a city in 1892, Everett is governed by a Mayor-Council form of government, with seven aldermen (elected at large), and eighteen councilors (3 elected from each ward). On January 1, 2014, the city's Council/Aldermen form of government converted to an elected 11 member City Council, and the Mayor's term converted to 4 years.



City Hall, located on Broadway

Principal City Officials

Mayor	Carlo DeMaria, Jr.	Elected	4 Years	2022
Chief Financial Officer/City Auditor	Eric Demas	Appointed	3 Years	2022
City Treasurer/Collector	Monica Ford	Appointed	3 Years	2024
City Clerk	Sergio Cornelio	Appointed	3 Years	2020
City Solicitor	Colleen Mejia	Appointed	3 Years	2022

Municipal Services

The city provides general governmental services for the territory within its boundaries, including police and fire protection, disposal of garbage and rubbish, public education in grades K-12, street maintenance, and parks and recreational facilities. Water and sewer

services are provided via connections to the Massachusetts Water Resources Authority. Vocational technical education is provided for at the high school level by the city.



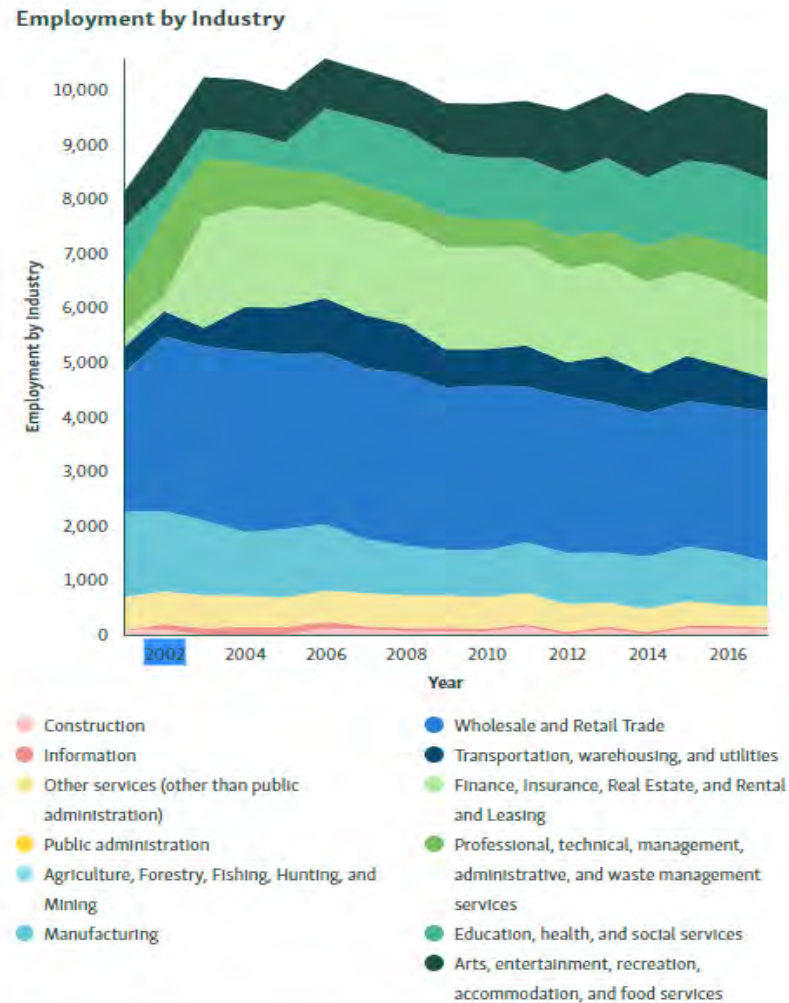
Everett High School, as seen from Glendale Park

Education

Student population:

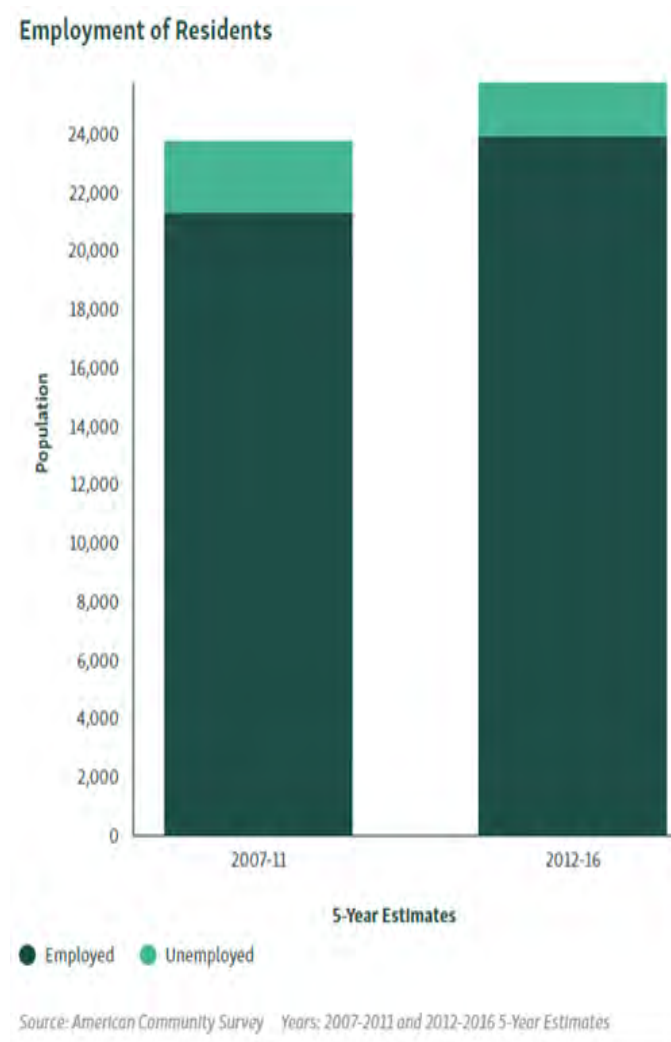
Grades	2014	2015	2016	2017
Pre-K-6	3,974	4,064	4,190	4,160
7-8	914	914	860	863
9-12	2,018	2,093	2,075	2,052
Total	6,906	7,071	7,125	7,075

Industry Employment Statistics



Source: Executive Office of Labor and Workforce Development (EOLWD) Years: 2001-2016

Employment by Population



Largest Employers

Employer	# of Employees (estimated)
Encore Boston Harbor	5,000
City of Everett	1,400
Amazon	550
BNY Mellon	500
Boston Coach	300
Cambridge Health Alliance	260
MBTA	200
Target	75
Costco	60
Everett Nursing & Rehab Center	50

Sources: City of Everett; Everett Chamber of Commerce; ESRI Business Analyst

Transportation and Utilities

Modern transportation facilities are available to residents and commercial enterprises in the City of Everett. The city maintains a total of 56 miles of roads. Bus transportation within the city and throughout the local region is provided by the Massachusetts Bay Transportation Authority (MBTA). Service now includes a morning bus rapid transit lane along Broadway, and a free city shuttle service with connection to the MBTA Silver Line in Chelsea. The MBTA maintains a major repair facility in the city. Gas, electric, and telephone services are provided by established private utilities.



PLANNING AND DEVELOPMENT

The city is committed to completing long range planning designed to support a high quality, safe community that supports sustainable housing and economic development initiatives. Through community involvement and strategic neighborhood investments, the city strives to support community improvement projects, and seeks to retain existing and support new, sustainable, safe businesses within the city.

The city's long-range planning and economic development goals include:

1. Ensuring a high-quality, affordable community for people to live, work and recreate;
2. Supporting the creation of new full-time, well-paying jobs;
3. Establishing a sustainable and diversified tax base and land-use mix;
4. Returning vacant buildings and former industrial properties to safe, active use;
5. Encouraging compatible and diversified commercial and industrial districts;
6. Improving the appearance of the city;
7. Stimulating sustained investment in the community.

The city continuously pursues economic development initiatives to achieve economic diversity and success.

Economic Development Programs and Designations

Everett Opportunity Zone Designation: U.S. Tax Cut and Jobs Act of 2017 created the Opportunity Zone Program to provide incentives for investment in low income communities throughout the country. An Opportunity Zone is a designated geographic area, in which individuals can gain favorable tax treatment on their capital gains, by investing those funds (through a privately-created Opportunity Fund) into economic activities in the area. The Governor of each state is able to nominate up to 25 percent of its low income census tracts (LICs) to be designated as Opportunity Zones.

The City of Everett has three tracts dedicated under this program. The locations include properties along Revere Beach Parkway, River's Edge and the Lower Broadway Economic Development District.

Gateway City Designation: In 2010, the city was designated by The Commonwealth of Massachusetts as a "Gateway City." This designation provides eligible communities with additional state resources and access to grant and program funding through various state agencies. Designed to assist the Commonwealth's cities in the most need, Gateway Cities can utilize numerous grant programs for various activities, including site, roadway, and infrastructure acquisition and reconstruction, economic development programming, and the design and construction of public parks and other public facilities.

In 2012, the city received \$500,000 through the Gateway Cities PARC Grant program for the rehabilitation of Glendale Park. Combined with City Capital Improvement Funding, this \$2.6 million project will rehabilitate the city's historic and primary open space into a new multi-purpose open space with baseball and softball fields, a walking track, and an expanded tot lot (project complete).

Also in 2012, \$235,000 of Gateway Cities PARC Grant funding was awarded for the design and construction of the Northern Strand Community Trail, also known as the Bike to the Sea corridor (project complete).

In 2014 the city received a \$200,000 Our Common Back Yard grant through the Gateway Cities program for the reconstruction of the Jacob Scharf Park. This project has been completed.

In 2015, the city received a \$400,000 PARC Grant for the reconstruction of Sacramone Park, including a new synthetic turf ball field, tot lot, splash pad and concession stand. The \$3.1M project is completed.

In 2016, the city received a \$300,000 PARC Grant for the reconstruction of Swan Street Park. This project includes new tot lot, splash pad and street furniture.

The City has also received several state earmarks for park improvements. Most recently, the City received \$50,000 for ADA equipment at Glendale Park (2017). Likewise the City received \$50,000 for ADA equipment for Appleton Street Park (2018).



Mini-Entitlement Designation: The city is a designated “Mini-Entitlement” community. Administered through the state’s Department of Housing and Community Development (DHCD), Mini-Entitlement communities are eligible to receive federal Community Development Block Grant (CDBG) funds design to assist communities with meeting a broad range of community development needs. Assistance is provided to qualifying cities and towns for housing, community, and economic development projects that assist low and moderate-income residents, or by revitalizing areas of slum or blight.

In fiscal year 2019, the City of Everett will request \$825,000 in Mini-Entitlement funding, which will be used to support numerous initiatives, including a housing rehabilitation program for low to moderate income property owners; a Best Retail Practices seminar with individual consultations to support (5) five Everett's small business and retail owners; to provide assistance to five (5) public social service agencies that serve low-income residents; to support a planning project that will lead to the development of comprehensive rehabilitation plans for the Everett Senior Center (Connolly Center); and to develop a Self-Evaluation and Transition Plan that wholly complies with the requirements of the Americans with Disabilities Act of 1990 (ADA).

For fiscal year 2020, the City has committed approximately \$400,000 for the creation of 77 affordable apartments at the former St. Teresa's Church. The project will also include 6 affordable condo units and a health center. The project also includes funding from the HOME program and includes state/federal tax credits. Construction is expected to begin early next year.

Economic Target Area (ETA) Designation: Since 1993, a portion of the city has been designated as an Economic Target Area (TeleCom City ETA) by the Commonwealth of Massachusetts Economic Assistance Coordinating Council, as administered through the Massachusetts Office of Business Development (MOBD). The ETA designation is a part of the State's Economic Development Incentive Program (EDIP), the purpose of which is to provide additional financial incentives for municipalities to utilize in order to encourage economic development and business/job retention in targeted areas within the community. Through the EDIP, Everett is able to offer tax benefits not available in other areas of the City. The ETA designation is a tool for the city to promote projects that meet the city's economic development goals.

In 2012, the city entered into two tax incentive agreements within the TeleCom City ETA, which include:

- 5-year TIF (Tax Increment Financing) with Cumar Tile
- 4-year STA (Special Tax Assessment) with L.Knife and Sons

The city continues to work with existing and new businesses seeking to locate within the city, many of which found real estate in Everett. To date, none of these businesses sought assistance within the ETA and through the EDIP; as such no new agreements have been signed.

More details on the 2012 agreements and projects are outlined below.

Economic Opportunity Area (EOA) Designation: On November 30, 1998, the city received approval of its first Economic Opportunity Area (EOA) within the TeleCom City Economic Target Area. The newly created EOA is named the Parkway/Island End EOA. The

boundaries of the EOA are the Revere Beach Parkway, the Chelsea city Line, the Island End and Mystic Rivers, and Broadway (Route 99).

A business that is expanding, relocating, or building new facilities and creating permanent new jobs within the EOA can be designated as a Certified Project by the city and the State's Economic Assistance Coordinating Council. The benefits to Certified Projects within an EOA include:

- An investment tax credit of five percent toward the state corporate or personal income tax
- A state corporate or personal income tax deduction equal to 10 percent of the cost of renovating an abandoned building
- Property tax benefits negotiated with the city, offered through the TIF and STA programs (see below)

Tax Incentive Financing (TIF) Program: Capitalizing on the ETA and EOA Designation, in March 2012, the Everett City Council authorized a Tax Incentive Financing (TIF) Agreement between the city and Cumar Inc. Co. for a period of 5 years. A local company, Cumar Tile is a leading importer and cutter of high-end tile (marble, granite, etc.) typically used to make countertops and other items. Expressing their desire to expand within Everett, the TIF agreement provides Cumar with the ability to invest \$6.5 million to expanding their facility within the city, and adding approximately 10 new jobs.

The negotiated TIF provided a 5-year tax break to Cumar Tile on the added investment at their facility. No new taxes were paid on the new investment in the first four (4) years and in the last year of the TIF, Cumar Inc Co. received a fifty percent (50%) discount on the added investment.

The \$6.5 million investment included the purchase of a permanent, expanded space (previously leased), purchase of new equipment, the build out of manufacturing and office space, and hiring of additional staff. The TIF has been fully completed. Cumar Inc. Co continues to operate a very successful business and provides job opportunities to many local residents.

Special Tax Assessment (STA) Agreement: In August 2012, the Everett City Council approved a 4-year Special Tax Assessment (STA) with L. Knife and Son, Inc., a family owned beverage distribution company based in Kingston, MA. The 4-year STA provided a 4-year tax break on a portion of the entire assessed value of the property. The incentive supported L. Knife's desire to locate its craft beer and international import beverage businesses within the City of Everett.

The \$13.4 million investment included the purchase and rehabilitation of a vacant 222,000 square foot former food distribution facility located on Beacham Street. The company converted the empty building into a state of the art beverage distribution facility, which also houses the corporate offices for its craft beer and import beverage businesses and serves as a regional corporate training facility. The new facility employs 82 individuals.



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The new Encore Casino & Hotel

Expedited Local Permitting – Chapter 43D: The city is committed to expediting the local permitting process to the greatest extent possible. Displaying this commitment, the city designated two parcels under the provisions of MGL Chapter 43D, the state’s expedited permitting program. These sites include the Rivergreen Business Park (2010) and the former Everett High School (2011). In 2015, the city designated the Encore Everett gaming site as a Chapter 43D property. This designation provides priority consideration for various state grant programs, places the sites on the State’s economic development priorities site list, and ensures an expedited local permitting process for any project proposed at these sites, whereby all local decisions must be rendered on the project within 180 days of application submission.

Regional Projects/Partnerships

River's Edge Project: The River's Edge Project is a partnership among the cities of Everett, Malden and Medford to create a regional mixed-use district designed to support the construction of up to 222 units of housing, 441,000 square feet of commercial space, and a permanent boathouse for Tufts University. Located on former industrial properties along the Malden River, the River's Edge Project has many supporters and partners, including university leaders, local, state and federal government officials and agencies, and private developers. This unique agreement includes a tax sharing component whereby projects completed within the project area are taxed through a blended tax rate, and the revenues are shared by the three partner communities.

Criterion Development Partners, a national developer of luxury multi-family housing with offices in Dallas and Boston, completed the construction of a 222 unit luxury rental apartment building, including 34 affordable units. Final occupancy was obtained in December 2009. The project is 100% occupied and is located in Medford within the River's Edge Project area. Along with the housing project, a 115,000 square foot commercial office building was constructed on site, and is currently over 65 percent leased (<http://www.riversedgema.com/>).



Tufts University Women's Crew on the Malden River

Since 2000, over \$56 million in state and federal funds have been committed to the project. These funds have supported the construction of a new roadway in Medford and Malden, property acquisitions, and environmental assessment and cleanup. In Everett, over \$5 million in infrastructure funds have been invested within the project area, primarily to support the construction of a permanent roadway into the site known as Airforce Road. This investment is adding new private interest in the area.

Commercial Projects

Wynn MA, LLC: In 2014, the Massachusetts Gaming Commission selected Wynn MA, LLC for the sole Eastern Massachusetts gaming license. This project, located in the Lower Broadway District of Everett, is set to redevelop a former 35 acre chemical company brownfield site. The over \$2.6 billion investment is expected to include nearly 1.8 million square feet of commercial, mixed use space, including a 620 room luxury hotel, retail and restaurant space, a luxury spa, and a casino floor to be completed by Wynn Development of Las Vegas. The construction on this project commenced in the fall of 2015, and will take approximately 36 months

to complete. Grand opening is being planned for summer of 2019. Once open, the investment will generate a minimum of \$25 million per year in revenue to the city from the facility alone, not including spin off development or hotel room taxes, as well as thousands of new jobs.



The EnVision Hotel located on Revere Beach Parkway

AmazonFresh: In 2015, the Planning Board approved site development plans for the construction of a food distribution center on Beacham Street. AmazonFresh now offers grocery items for sale, as well as a subset of items from the main Amazon.com storefront. Items ordered through AmazonFresh are available for home delivery on the same day or the next day.

EnVision Hotel: In 2015, the Planning Board approved site development plans for the construction of a 101 room hotel (3 stars) at the corner of Vine Street and Revere Beach Parkway. EnVision is part of the Choice Hotels brand. The project was completed in April 2017 and is consistently at full capacity.



Gateway Center: The Gateway Retail Center is a successful brownfields redevelopment. The “Destination Retail Center” consists of a collection of retail stores and restaurants totaling almost 600,000 square feet. Tenants in the Gateway Center include Target Department Store, Costco, Home Depot, Old Navy, Babies R Us, Michael’s Crafts, and others. Gateway Center is located at the intersection of Route 99 and Route 16. The developer, Developers Diversified, also funded the design and construction of Gateway Park, a 23-acre passive recreational park adjacent to Gateway Center. This park is part of the Commonwealth of Massachusetts Department of Conservation and Recreation park system. The Gateway Park project is closely linked to the Gateway Center, with the center providing parking and access to the park.

3 Air Force Road: In 2016, the Everett Planning Board approved construction of a two-story 28,805 s.f. Boston Freightliner facility for new and used truck sales. The building has 16 truck service bays, part sales and storage area, and office support space with 148 parking spaces for trucks and passenger vehicles. The business is now open.

Residential Projects

The Batchyard: In 2012, Post Road Construction of Connecticut purchased the remaining two parcels of the Charleston Lofts site and was granted local approvals to continue the construction of the site. The new project included renovation of an addition to the 4-story former Charlestown Chew Factory building into a 7-story building, the construction of a new 5-level parking structure, and the construction of two new multi-family buildings on site. The total project includes 329 units of market rate housing, representing a \$90 million investment. The project was completed in the winter of 2015, and is fully leased. This development is another example of how the city continues to advance its economic development goals by returning vacant buildings to active uses that provide additional sources of revenue for the city.



Charleston Lofts: Pinnacle Properties Holdings, L.L.C. purchased four multi-story, former mill buildings consisting of 255,000 square feet at 210 Broadway and 7-43 Charlton Street, just a quarter mile north of the Boston city limits along Route 99 near its intersection with Route 16. The largest of the buildings was the former home of the Charleston Chew chocolate factory. This project was permitted for development in three phases totaling an anticipated 250-260 luxury loft style condominiums units. In 2009, Pinnacle Properties Holdings, L.L.C completed construction of 69 loft style residential units. The majority of the units were sold at market rate. Due to collapse in the condo housing market, Pinnacle Properties did not complete phase 2 and 3 as planned (see The Batchyard).

Parkside Lofts: In 2012, this former Tillotson Rubber Company site located on Waters Avenue was granted final local permits to construct approximately 190 units of market rate housing. The project started construction in the summer of 2014 and was completed in 2016. This project is fully leased.

85-87 Boston Street: In 2017, the Everett Planning Board approved a proposal to redevelop a recycling of non-hazardous demolition debris facility into 545 residential units that will also have limited amount of affordable house. Construction is planned to commence in 2020.

1760 Revere Beach Parkway: In 2016, Batch Yard developer Post Road Residential was granted approval to follow their success in developing the former Charlestown Chew building, with another large luxury apartment complex, this time on Revere Beach Parkway, at the former site of Boston Harley Davidson. This project will generate 284 units of luxury housing. This project is now completed.

371 Main Street: In 2017, this former pizza factory was granted approval to convert an industrial building into 22 units of market rate housing. Construction is ongoing. This property is fully occupied.

120 Tremont Street: In 2016, the Everett Planning Board approved a proposal to redevelop a 3 story brick building into 46 micro-units of housing. Construction is ongoing.

302 Broadway: currently under review is a proposal to demolish a two family residential structure and replace it with a 10 unit multi-family apartment building.

Long-Range Planning and Targeted Redevelopment Sites

Lower Broadway Master Plan and Development: The city, with assistance from Sasaki Associates and GLC Development Resources, developed a master plan for the Lower Broadway District, completed in 2012. This plan has been adopted by the city to guide the permitting and negotiation process undertaken with the Wynn MA LLC group for the redevelopment of the Modern Continental Site. Since the creation of the Master Plan and the partnership with Wynn MA LLC, the city has worked to re-write the zoning within the neighborhood to accommodate the long range land use outlined within the Master Plan and to accommodate the Wynn MA project. Further, the city has created a redevelopment authority and is currently working on formulating a Lower Broadway Urban Renewal Plan to further target redevelopment within the neighborhood surrounding the Wynn MA project.

Commercial Triangle Master Plan: Another area of focus for the city is the Commercial Triangle, a neighborhood characterized by its former industrial past, and current underutilized commercial parcels located in close proximity to the Revere Beach Parkway. The city is currently utilizing Mini-Entitlement grant funding to complete a comprehensive master plan for this neighborhood with



Crosby Schlessinger and Smallridge, a planning and design firm from Boston. The anticipated Commercial Triangle Master Plan is anticipated to be completed soon.

Redevelopment of Old Everett High School: Located at the geographic center of Everett is the former Everett High School. Originally built in 1921 and expanded in 1970s, this building has been vacant since 2007. The City is working with a private consultant to create a new vision for the property including reuse of the property.

Redevelopment of the River Green Site: In 2008, Berkeley Investments Inc. acquired this 40-acre brownfields site that was previously operated by General Electric as an aircraft engine manufacturing facility. Since acquisition, Berkeley has completed significant environmental remediation activities to support the property's reuse. As shown on a master plan for the site

completed by the owners in 2009, the site is designed to support the construction of a 500,000 square foot research and development business park. This parcel is located within the boundaries of the regional River's Edge Project (outlined above). The goal of this project is redevelop over 200 acres of brownfield's among the three partnering communities in order to create jobs, provide housing opportunities, and reconnect the public with the Malden River.

Redevelopment of the former St. Theresa's Church and Grounds: Located in the Northern section of the city, this parcel includes a church and parish hall. The city has been in discussions with the Archdiocese of Boston regarding the future re-use of this closed facility, which is currently delayed due to the disposition process governed by Vatican Law. This parcel is located on Broadway (Route 99) in the northern section of the city.

Everett Square Economic Development Strategy: The city is working to develop a comprehensive transportation and streetscape strategy for Everett Square, the city's historic commercial center. The primary goal of this strategy is to create an economically viable Square that is attractive to residents and businesses alike, while at the same time addressing the traffic and parking demands of the neighborhood. The city has secured a private consultant to assist with this work, and continues to seek grant funding to develop plans and complete investment projects that seek to support a vibrant mixed-use district at the heart of the city.

Building Permits Issued

Because residential areas are highly developed, most investment in housing is in the form of improvements to existing stock rather than new construction. The following table sets forth the trend in the number of building permits issued and the estimated dollar value of new construction and alterations. The estimated dollar values are builders' estimates and are generally considered to be conservative. Permits issued and estimated valuations shown are for both private construction and city projects.

Calendar Year	Residential		Non-Residential		Residential		Non-Residential		Total	
	No.	Value	No.	Value	No.	Value	No.	Value	No.	Value
2015	81	\$ 11,454,479	7	\$ 5,036,654	1,017	\$ 12,114,908	53	\$ 1,310,922	1,158	\$ 29,916,963
2014	16	5,605,482	9	518,778	1,043	12,194,592	151	26,327,580	1,219	44,646,432
2013	5	17,379,000	3	3,365,600	607	19,762,590	99	8,807,766	714	49,314,956
2012	16	2,092,000	3	237,850	713	7,893,722	130	12,224,179	862	22,447,751
2011	11	1,446,850	5	434,900	699	6,295,359	137	11,821,244	852	19,998,353

SOURCE: City Building
Inspector.

Population

		Everett	Massachusetts	Annual Estimates of the Resident Population: April 1, 2010 to
SOURCE: U.S. Census Bureau, July 1, 2018	2019	\$ 26,429.00	\$ 62,641.00	
	2010	59,942.00	81,165.00	
	2000	49,876.00	61,644.00	
	1990	37,397.00	44,367.00	

Per Capita Income

	Everett		Massachusetts	
	Total	% Change from Previous Census	Total	% Change from Previous Census
2017	59,785.00	60.06 %	77,385.00	56.11 %
2010	23,876.00	20.3	33,966.00	30.9
2000	19,845.00	39.6	25,952.00	50.6
1990	14,220.00	17.9	17,224.00	19.7

SOURCE: U.S. Department of Commerce, Bureau of the Census. (2019: U.S. Census Bureau, Census 2010 Summary File 1. Esri forecasts for 2019 and 2024.)

Median Family Income

Income & Poverty	
Median household income (in 2019 dollars), 2015-2019	\$65,528
Per capita income in past 12 months (in 2019 dollars), 2015-2019	\$28,417

SOURCE: U.S. Census Bureau Quick Facts: Everett, MA

Everett, Massachusetts Population 2021

46,087

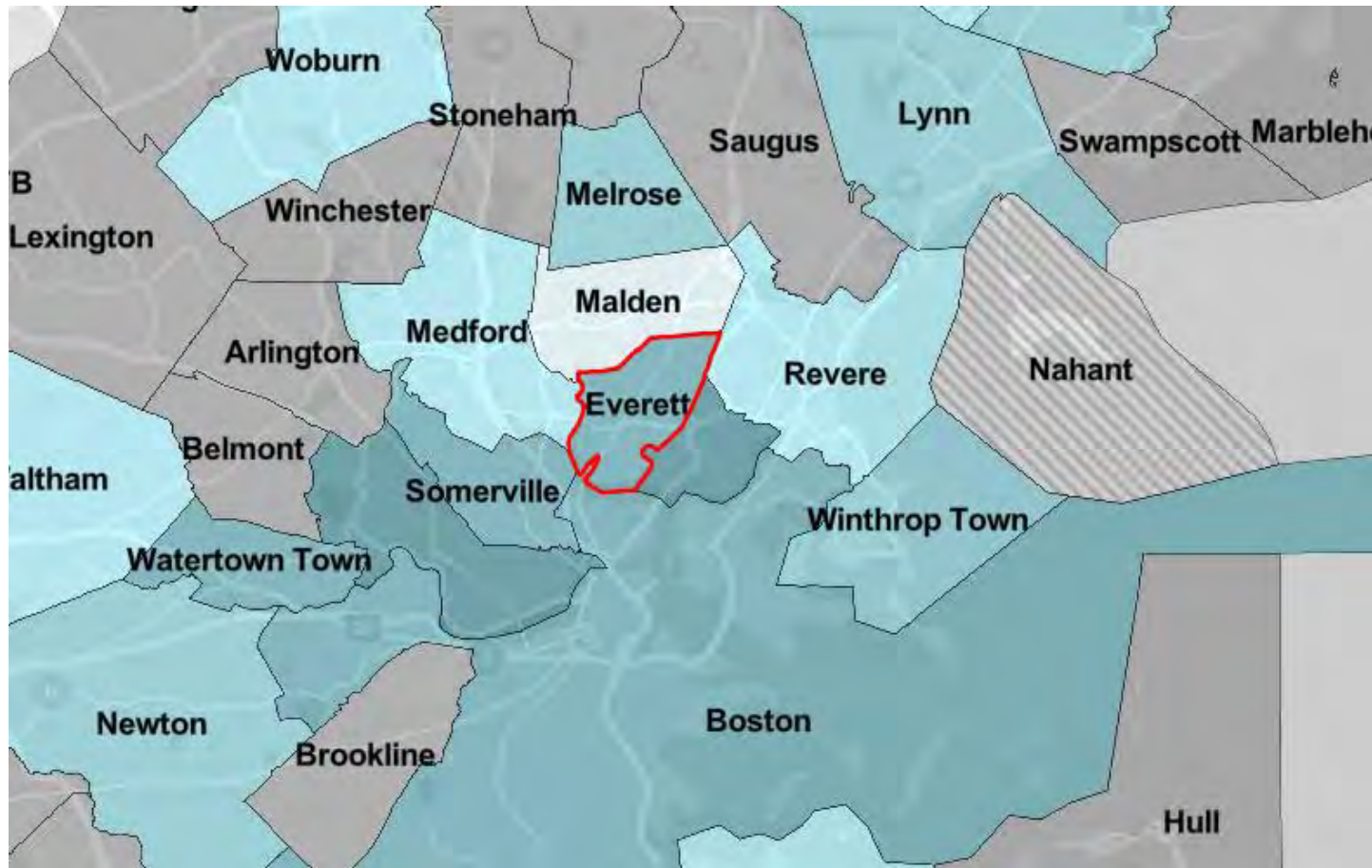
Everett Demographics

According to the most recent ACS, the racial composition of Everett was:

- White: 57.81%
- Black or African American: 18.03%
- Other race: 10.13%
- Asian: 8.14%
- Two or more races: 4.70%
- Native American: 1.08%
- Native Hawaiian or Pacific Islander: 0.10%

State	Massachusetts
County	Middlesex County
Land Area (mi²)	3.4 sq mi
Density (mi²)	13,476.90/sq mi
2020 Growth Rate	-0.39%
Growth Since 2010	10.61%
Rank in State	25th
Rank in Country	857th

The current population of Everett, Massachusetts is **46,087** based on our projections of the latest US Census estimates. The US Census estimates the 2018 population at **46,633**. The last official US Census in 2010 recorded the population at **41,667**.



SOURCE: U.S. Census Bureau Quick Facts: Everett, MA

2.2 DLS At-A-Glance Report for Everett

Socioeconomic	
County	MIDDLESEX
School Structure	K-12
Form of Government	COUNCIL AND ALDERMAN
2015 Population	46,050
2020 Labor Force	26,234
2020 Unemployment Rate	8.00
2017 DOR Income Per Capita	21,614
2009 Housing Units per Sq Mile	4873.18
2018 Road Miles	65.37
EQV Per Capita (2018 EQV/2015 Population)	125,236
Number of Registered Vehicles (2015)	25,895
2012 Number of Registered Voters	19,903

Bond Ratings	
Moody's Bond Ratings as of August 2020*	Aa3
Standard and Poor's Bond Ratings as of July 2020*	AA+

*Blank indicates the community has not been rated by the bond agency

Fiscal Year 2020 Estimated Cherry Sheet Aid	
Education Aid	75,636,507
General Government	7,775,175
Total Receipts	83,411,682
Total Assessments	14,926,599
Net State Aid	68,485,083

Fiscal Year 2021 Tax Classification			
Tax Classification	Assessed Values	Tax Levy	Tax Rate
Residential	4,764,415,799	41,575,495	9.87
Open Space	0	0	0.00
Commercial	726,729,191	16,860,117	23.20
Industrial	1,025,699,462	23,796,228	23.20

Personal Property	419,604,100	9,734,815	23.20
Total	6,936,448,552	91,966,655	

Fiscal Year 2021 Revenue by Source		
Revenue Source	Amount	% of Total
Tax Levy	91,966,655	37.84
State Aid	83,492,616	34.35
Local Receipts	56,711,816	23.33
Other Available	10,866,346	4.47
Total	243,037,433	

Fiscal Year 2021 Proposition 2 1/2 Levy Capacity	
New Growth	2,425,420
Override	
Debt Exclusion	
Levy Limit	150,181,831
Excess Capacity	58,215,176
Ceiling	173,411,214
Override Capacity	23,229,383

Other Available Funds		
FY2021 Free Cash	FY2020 Stabilization Fund	FY2021 Overlay Reserve
10,637,026	9,570,397	1,497,889

Fiscal Year 2021 Average Single Family Tax Bill**	
Number of Single Family Parcels	
Assessed Value of Single Family	
Average Single Family Tax Bill	

State Average Family Tax Bill	
Fiscal Year 2018	5,786
Fiscal Year 2019	6,021
Fiscal Year 2020	6,244

Everett issues tax bills on a Quarterly basis

**For the communities granting the Residential or Senior exemptions, DLS does not collect enough information to calculate an average single family tax bill. In FY2020, those communities are Barnstable, Boston, Brookline, Cambridge, Chelsea, Everett, Hopkinton, Malden, Nantucket, Provincetown, Reading Somerset, Somerville, Sudbury, Tisbury, Truro, Waltham Watertown and Wellfleet. Therefore, the average single family tax bill information in this report will be blank.

Fiscal Year 2020 Schedule A - Actual Revenues and Expenditures						
	General Fund	Special Revenue	Capital Projects	Enterprise Funds	Trust Revenue	Total All Funds
Revenues	219,315,818	19,757,214	968,946	20,931,110	27,567,231	288,540,319
Expenditures	192,289,967	16,398,145			53,475,452	262,163,564
Police	15,021,790	0	0	0	0	15,021,790
Fire	11,091,374	0	0	0	0	11,091,374
Education	85,423,482	10,311,313		0	0	95,734,795
Public Works	12,703,026	109,234			0	12,812,260
Debt Service	16,256,700					16,256,700
Health Ins	0				45,458,230	45,458,230
Pension	15,970,286				0	15,970,286
All Other	35,823,309	5,977,598	0	0	8,017,222	49,818,129

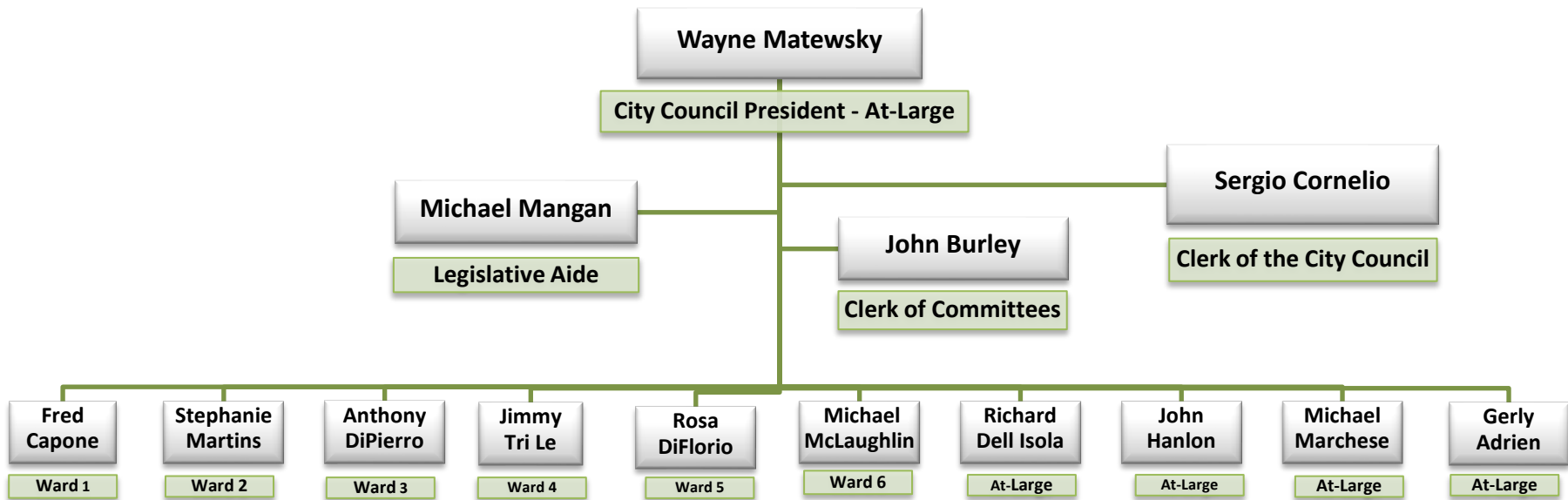
Total Revenues and Expenditures per Capita						
	General Fund	Special Revenue	Capital Projects	Enterprise Funds	Trust Revenue	Total All Funds
Revenues	4,762.6	429.0	21.0	454.5	598.6	6,265.8
Expenditures	4,175.7	356.1	0.0	0.0	1,161.2	5,693.0

This data only represents the revenues and expenditures occurring in these funds and does not reflect and transfers to or from other funds. Therefore, this data should not be used to calculate an ending fund balance.

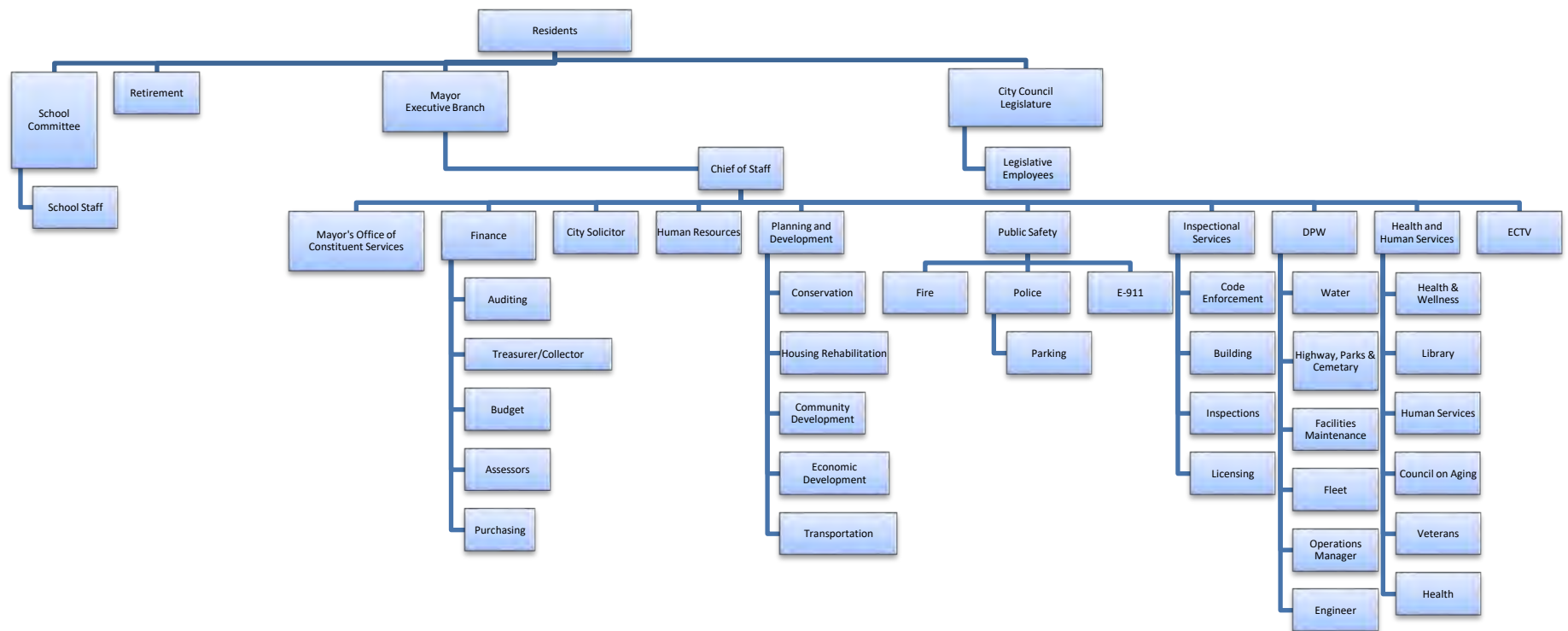
If you have questions regarding the data contained in this report, please contact the Municipal Databank/Local Aid Section at (617) 626-2384 or databank@dor.state.ma.us

**2.3 City Council
Organizational Chart**

Updated - 5/17/21



2.4 City of Everett Organizational Chart



2.5 City of Everett - Organizational Summary - Department Heads

Department	Department Head	Title	Phone #	Email Address
Assessor	Bernard Devereux	Assessor	617-394-2209	bernard.devereux@ci.everett.ma.us
Budget	Laureen Hurley	Budget Director	617-394-2215	laureen.hurley@ci.everett.ma.us
Chief Financial Officer / Auditor	Eric Demas	Chief Financial Officer/City Auditor	617-394-2210	eric.demas@ci.everett.ma.us
City Clerk	Sergio Cornelio	City Clerk	617-394-2229	sergio.cornelio@ci.everett.ma.us
City Solicitor	Colleen Mejia	City Solicitor	617-394-2232	colleen.mejia@ci.everett.ma.us
Code Enforcement	George Lane	ISD Director & Inspector of Buildings	617-394-2224	george.lane@ci.everett.ma.us
Collector	Monica Ford	Treasurer/Collector	617-394-2315	monica.ford@ci.everett.ma.us
DPW & Engineering	Jerry Navarra	Executive Director of Public Works & Engineering	617-944-0247	jerry.navara@ci.everett.ma.us
ECTV	Deanna Deveney	Director of ECTV & Community Relations	617-394-2270	deanna.deveney@ci.everett.ma.us
Engineer	Julius Ofurie	City Engineer	617-394-2251	julius.ofurie@ci.everett.ma.us
Fire	Anthony Carli	Fire Chief	617-394-2349	Anthony.Carli@ci.everett.ma.us
Health & Human Services	Vacant	Weekend 311 Coordinator	617-394-2270	
Health & Wellness	Vacant	Health & Wellness Director	617-394-2390	
Human Resources	Justin Shrader	Director, Human Resources	617-394-2280	justin.shrader@ci.everett.ma.us
Human Services	Sabrina Firicano	Director of Health & Human Services	617-394-5003	sabrina.firicano@ci.everett.ma.us
Information Technology	Kevin Dorgan	Director of Information Technology	617-394-2289	iT.Director@ci.everett.ma.us
Inspectional Services	George Lane	ISD Director & Inspector of Buildings	617-394-2224	george.lane@ci.everett.ma.us
Library	Matt Lattanzi	Director of Libraries (Interim)	617-394-2303	matt.lattanzi@noblinet.org
Mayor	Carlo DeMaria	Mayor	617-394-2270	mayor@ci.everett.ma.us
Planning	Matt Lattanzi	Director of Planning & Development	617-394-5004	matt.lattanzi@noblinet.org
Police	Steven Mazzie	Police Chief	617-394-2365	Steven.Mazzie@ci.everett.ma.us
Purchasing	Robert Moreschi	Purchasing Agent/DPW Business Manager	617-394-2288	robert.moreschi@ci.everett.ma.us
Retirement	Robert Shaw	Director/Retirement	617-394-2311	robert.shaw@ci.everett.ma.us
School	Priya Tahiliani	Superintendent of Schools	617-394-2400	priya.tahiliani@everett.k12.ma.us
Transportation	Jay Monty	Executive Transportation Planner	617-394-6033	jay.monty@ci.everett.ma.us
Veterans	Jeanne Cristiano	Veterans Commissioner	617-394-2321	jeanne.cristiano@ci.everett.ma.us
Water Department	Ernest Lariviere	Superintendent of Water	617-394-2270	ernest.lariviere@ci.everett.ma.us
311 / Constituent Services	Chad Luongo	Constituent Services / 311 Director	617-394-2270	chad.luongo@ci.everett.ma.us

2.6 Everett Charter Commission Majority Report

TO THE CITIZENS OF EVERETT:

The Everett Charter Commission took great pride in presenting and recommending the Everett Home Rule Charter to the citizens of Everett for your consideration at the November 2011 municipal election.

Key recommendations included replacing the current 25-person bicameral city council consisting of a 7-member board of aldermen and an 18 member common council, with a unicameral single-branch 11-member city council. The Commission recommended adopting a 4-year term for the office of mayor in order to maximize efficiency and effectiveness for the entire city administration. The charter includes a provision to recall any elected official.

INTRODUCTION AND PROCESS:

In November of 2009, the voters of Everett overwhelmingly approved the formation of a 9-member independent Charter Commission. The city's voters elected this independent commission, separately and apart from the ongoing electoral politics of the City, in order to focus specifically on the issues of the structure and operation of the city government.

Over an 18-month period, the Commission performed a thorough, comprehensive review of the entire current city charter, a process that had not formally taken place for 118 years. The Commission attempted to identify those specific provisions of the current charter that worked, those that did not, those that could be improved and those that needed to be added in order to have a more modern, efficient and responsive city government. To aid in that process, we also reviewed many other charters, with a special emphasis on those municipalities that have recently conducted a charter development process. Members interviewed city department heads, elected and appointed committees, boards and mayors.

The Commission held 27 open public meetings, 3 public hearings and met with various public officials, both local and statewide. During the public comment period at its regular meetings, at public hearings and through written communications, the Commission heard a myriad of varied ideas from the voters of the City as to the form and shape of city government that they felt would best serve the citizens of Everett going forward. This testimony only reinforced the perception that most voters want a restructuring of Everett's current form of city government.

Besides listening to the will of the voters, each Commissioner also brought his or her own ideas to the table. The debates were lively, with strongly defended opinions. At the same time, Commission members listened to, learned from and were often persuaded by one another. In all instances, the Commission was a model of civil discourse and participatory democracy.

To guide the Commission through this process and to write the charter, the Commission retained an experienced municipal charter consultant from the Edward J. Collins, Jr. Center for Public Management, McCormack Graduate School of Policy and Global Studies, at the University of Massachusetts Boston. Stephen McGoldrick was the lead consultant.

Although the past city charter had served the interests of the city and its citizens well for many years, it did not kept up with the times. Therefore, the city's charter needed to be entirely rewritten to bring it up to the modern standards required by the laws of the Commonwealth of Massachusetts. While that part of the process was important, even more important was for the new charter to define a structure of Everett's city government going forward that was based upon the will of the voters, as we understood it.

We believe that we have a charter that we can all be proud of. We stand firmly behind and endorse the charter that we have produced.

CHARTER HIGHLIGHTS

City Council

The existing 2-branch city council was replaced with a one-branch city council. The city council is composed of 11 members, all elected citywide. The City Council consists of 6 ward councilors and 5 at-large councilors. There is one ward councilor per ward and they are required to be domiciled in the ward they represent. Councilors serve 2-year terms. The city council has all the powers and duties of municipal legislative bodies in Massachusetts, as defined within the General Laws of the Commonwealth. The city council also has additional powers and duties as contained in the charter or by ordinance.

Mayor

The mayor will continue to carry out the functions of the office of mayor, much as it currently exists. All of the executive powers of cities will continue to be vested solely in the mayor. The mayor will continue to have additional powers and duties as contained in the charter or by ordinance. The mayor has a number of new responsibilities, most notably in the area of city finances. The term of the office of mayor has increased from 2 to 4 years.

School Committee

The school committee is a 9 member body, with all members elected citywide. The school committee consists of 6 ward members and 3 at-large members. There is 1 ward member per ward and they are required to be domiciled in the ward they represent. Members continue to serve 2-year terms. The school committee has all the powers conferred on school committees by Massachusetts General Laws, as well as additional duties and powers as contained in the charter or by ordinance. Except in the case of an emergency, the school committee will not meet on the same day as a regular city council meeting. The mayor has a right to attend school committee meetings to participate in discussions, to make motions and to exercise every other right of a regular member but not including the right to vote.

Prohibitions

Members of the city council and the school committee are not allowed to hold any other city office or city employment. Members of the city council and school committee are not eligible to participate in the city's group health and life insurance programs. No elected official is able to hold a compensated city position for one year following the conclusion of his or her elected service. Any elected official finally convicted of a felony will immediately be removed from office and is disqualified from serving in any other elective or appointed office or position under the city.

Organization of City Operations

The mayor is authorized to submit reorganization plans of City departments, boards and commissions to the city council. The city council will approve or reject the mayor's proposals but does not have the authority to amend them. There are merit principles, which require the mayor to hire individuals that are especially fitted by training and experience for city positions.

City Finances

The mayor is required, at least quarterly and in writing, to keep the city council fully informed of the financial condition of the city. The mayor is required to call a joint meeting of the city council and the school committee to review the fiscal condition of the city before the start of each year's budget process. The budget process should become more open and transparent. The annual proposed operating budget will include a complete fiscal plan of all city funds, activities and agencies, including revenues and expenditures. A capital improvement plan will be updated annually by the mayor and submitted to the city council for approval, prior to the operating budget. The capital improvement plan is required to contain 5-year projections, including projected costs. The city council, not the mayor, has control over the city's annual independent, outside audit.

Elections and Filling of Vacant Seats

A preliminary election will be held for all elected positions, if so needed. The process of filling vacancies on the city council and the school committee is modified. Preference is given to candidates who ran in the prior election but did not win a seat, as long as they received a vote for the seat on 20% of the ballots cast in that prior election. The filling of a vacancy in the office of mayor has been modified to reflect the change to a 4-year term.

Voter Participation Provisions

There are more provisions for voters to directly participate in the decisions of city government. All regular meetings of the city council need to provide for a period of public comment. Public hearings are required before the city council can act on the city's annual capital improvement plan and annual operating budget. There are provisions to allow voters to petition the city council or the school committee to put an item on their agendas; to initiate a referendum to allow voters to reverse certain measures adopted by the city council or the school committee; to initiate

petitions to compel the city council or the school committee to adopt measures; and to recall any elected official. However, there are also safeguards against frivolous petitions.

Charter and Ordinance Review

The new charter calls for periodic reviews of the charter and a re-codification of the city's ordinances.

Time of Taking Effect

The new charter is now in effect.

CONCLUSION:

The members of the Charter Commission were honored to have served on the commission, and thanked the voters for the confidence they showed by electing the members of the Commission to serve. The Commission carried out its duties to the best of its abilities, based on the members' commitment to an open and transparent process.

The Charter Commission thanked all the leaders of the city, elected and appointed, for the ongoing cooperation that they -- and all city employees - have afforded the Commission since it was elected in 2009.

They have offered their sincere appreciation to all those citizens of Everett who participated in the process - particularly those citizens who took the time and made the effort to present their views directly to the Everett Charter Commission. The thoughts of many were interwoven throughout the new charter.

This charter resulted in a significant reorganization and improvement in the way that Everett city government supports and informs its residents, as Everett continues to meet the challenges facing Massachusetts' communities in the twenty-first century.

We fully recognize that the changes that were recommended were significant. These changes were arrived at after considerable research, thought and discussion. Decisions were arrived at by consensus, often after heated debate. We feel that it is very significant that this charter received the unanimous approval of all of the members of the Charter Commission and no member will be writing a minority report, as was their right if they felt so compelled.

We are confident that this charter does contain all of the tools necessary to correct, change or improve the charter as the city moves forward.

3.1 Budget Calendar - Fiscal Year 2022

Mayor & City Finance	Date
CFO/Auditor prepares initial Revenue/Expenditure (FY 21 RECAP) figures	Early January
Budget Director issues budgets including Enterprise & CIP requests to departments with budget instructions, and City's long/short-term	Early January
Budget salary workshops with Finance & Departments	January
Departments compile budget & CIP information and submit to Finance	Early February
Budget/CIP Review - Mayor, Finance, Department Heads	February
Budgets Entered in SoftRight by Budget Director	February
Revenue/Expenditures - Departmental Budgets to Mayor	April
Mayor signs off on balanced budget. Sent to Finance for final budget review.	April/May
Sent to City Council. Joint Convention called.	May
Budget Hearings with department heads and City Council	June
Update budget with any amendments made by City Council. Update all City Council budget books with amended changes.	June
City Council vote on budget/amended budget	June

City Council	
City, CIP & W/S Enterprise budgets submitted to City Council	May
City Council begins budget hearings	May/June
City Council budget review process	June
City Council Vote on FY 22 City, CIP, W/S Enterprise Budget & ECTV Budget	June

3.2 The Budget Process

The Budget and Appropriation Process

The budget document is the instrument used by the budget-making authority to present a comprehensive financial program to the appropriating body. The legalistic view is that a budget is a plan of financial operation embodying an estimate of proposed expenditures for a given period of time and the proposed means of financing them. In a much more general sense, budgets may be regarded as devised to aid management to operate an organization more effectively. In the general sense, budgets are the financial expression of plans prepared by managers for operating an organization during a time period and for changing its physical facilities and its capital structure.

The budget preparation process for all Cities is governed by Massachusetts General Law (MGL) Ch. 44. The General Laws require that the budget be supported by revenues earned during the year plus any savings from prior years. The General Laws also requires public involvement in the process, including the requirement for a public hearing on the proposed budget.

The Mayor provides leadership in the budget process by developing budgetary policy and working closely with department heads and the City Council to assure that the process identifies community needs and priorities and develops a farsighted and well-crafted plan. The Mayor initiates the budget process that provides the policy context for identification of priorities and development of initiatives.

Within 170 days after the annual organization of the city government (which is ordinarily in early January), the Mayor is required to submit a budget of proposed expenditures for the fiscal year beginning on the next July 1. The City Council may make appropriations for the recommended purposes and may reduce or reject any item. Without a recommendation of the Mayor, the City Council may not increase any item or make an appropriation for a purpose not included in the proposed budget (except by a two-thirds vote in case of the failure of the Mayor to recommend an appropriation for such a purpose within 7 days after a request from the City Council). If the City Council fails to act on any item of the proposed budget within 45 days, that item takes effect.

If the Mayor does not make a timely budget submission, provision is made for preparation of a budget by the City Council. Provision is also made for supplementary appropriations upon recommendation of the Mayor. Enterprise Fund expenditures are required to be included in the budget adopted by the City Council. The school budget is limited to the amount appropriated by the City Council, but the school committee retains full power to allocate the funds appropriated.

Under certain circumstances and subject to certain limits and requirements, the City Council of a city, upon the recommendation of the Mayor, may transfer amounts appropriated for the use of the department (except for a municipal light department or a school department) to another appropriation for the same department or for the use of any other department.

Commencing July 1, 2012, the City established enterprise funds in accordance with Chapter 44, Section 531F ½, of the General Laws for the City's water and sewer services.

The Finance Department prepares budget packages for each department in January. The Mayor holds a city-wide budget meeting, attended by all department heads and finance personnel, concerning a general overview of the state of the economy, and to outline specific guidelines dictating the preparation of individual department budgets. In consultation with the Finance Department, each department then prepares an operating budget and a mission statement outlining the projected goals for the future. These operating budgets are submitted to the Finance Department for review and entry into the computerized accounting system. The budgets are then prepared for the Mayor's review.

In March and April, each department head meets with the Mayor, the Mayor's Chief of Staff, the CFO/City Auditor and the Budget Director to review their proposed budgets and program changes for the coming year. As the proposed budgets are reviewed by the Mayor, the budgets submitted may be adjusted based on the individual needs of each department. During the months of April and May, the Mayor finalizes the Annual Budget document for submission to the City Council. The proposed budget documentation is prepared by the Finance Department. The City Council accepts the budget and submits it to the Council on the Whole of the Budget. The Council on the Whole of the Budget then holds meetings with the Mayor, the Mayor's Chief of Staff, the CFO/City Auditor, Budget Director and department heads to review each departmental budget. The budget must be approved by a majority vote of the City Council within 45 days of receipt of the budget, but not later than June 30th of each year.

During the City Council meetings with department heads, if there are proposed amendments made to the budget by City Council members, they are put forth for a vote. The amendment will pass with a 2/3 vote. All changes are noted by the Budget Director and the Council on the Whole of the Budget clerk. The amended budget will be voted on by the City Council in June.

The school department budgets are prepared by the Superintendent of Schools and the School Department. The school budget is reviewed and approved by the School Committee and subsequently submitted to the City Finance Department for inclusion in the city budget presented to the City Council for approval and appropriation.

WHAT IS A BALANCED BUDGET?

A budget is considered in balance when revenues are equal to, or exceed expenditures. This is a requirement of all Massachusetts communities.

THE BUDGET FORMAT

The budget summary contains summary totals from all operating segments. The revenue section details revenue sources with expected trends. Each departmental section contains a department mission statement and financial data relating to the entire department, including personnel detail. The enterprise section includes revenue and expenditure trends of the self-sustaining enterprise funds along with departmental goals. THE CIP section details all expected capital program outlays in the current fiscal year as well as a summary of the next following years.

BUDGET AMENDMENTS

Budget Amendment Increases – Any increase to the budget must be submitted to the City Council by the Mayor for approval. Budget amendments usually occur from transfers from other special revenue funds (usually receipts reserved for appropriation funds), free cash appropriations in general fund, or retained earnings appropriations within the Enterprise Funds. They can also be voted as an additional appropriation to the budget to be offset by property taxes, local revenue, state aid, and reserves prior to the tax rate being set in December of each year.

Budget Amendment Transfers

Budget transfers within the school department are submitted to the School Committee for their approval, and are processed by the Finance Department once approved. Budget transfers for City (non-school) budgets, either between personnel and non-personnel line items or between departments, must be submitted to City Council for their approval. This is due to the fact that the City Council votes the original budget as follows:

- City Budgets – The City Council votes each personnel and non-personnel line separately within each department unit.
- School Budgets – The City Council votes the TOTAL for the school budget, not separate departments and/or organizational units as they do for the City budgets.

BUDGET GOALS

Policy Driven Planning: The budget is developed based upon community values and key city strategic financial and program policies. The City's Five Year Financial Forecast provides the nexus between the long-term financial plan and budgetary development. The plan includes a comprehensive multi-year projection of the financial position and budget projections, including documentation of revenue and cost assumptions and projections.

Program of Services for the Community: The budget is designed to focus on financial information and missions and goals that have value added outcomes to the community through City services. The Mayor and the City Council will use the City's fundamental principles as a basis for allocation choices and policy discussions. It also provides a basis for measuring progress toward goals during the budget period.

Financial Plan of Allocation and Resource Management: The budget establishes the plan and legal appropriations to allow the City to operate during the fiscal year. The budget provides specific direction for departments and agencies for management of resources. It also provides broad goals related to the City's overall financial position and identifies business decisions required to keep the City financially viable and strong. It is developed using all available financial and planning reviews, including the Five Year Financial Forecast and the five-year rolling Capital Improvement Program.

Communication Tool: The budget is intended to communicate to a broad range of readers, both locally and around the region, as well as the larger governmental and financial community. The budget expresses priorities and goals, assignments and plans, targets and hopes. It is a key statement of City priorities, and is meant to provide confidence in, and confirmation of, the ordinance mandated mayoral form of government.

3.3 Five Year Financial Forecast – Executive Summary

The five year financial forecast for the City of Everett is used as a budget tool that enables municipal officials to review operating needs, identify fiscal challenges and opportunities, and help develop long term budgeting policies as part of an overall strategic plan.

The five year financial forecast is invaluable in identifying key areas that the City needs to focus on such as rising health insurance costs, retirement assessments, and collective bargaining agreements. It also helps the City plan for its capital budget, debt service management, and long term sustainability.

Financial forecasting is the process of projecting revenues and expenditures over a five to ten year period. Factors that affect forecasting are current and future economic conditions, collective bargaining agreements, future operating and capital scenarios, and other factors that affect future revenues and expenditures.

The five year financial forecast is also used as a communication tool for both the City Council and the public. A separate power point document helps the administration communicate the long term strategies, fiscal challenges, and overall financial health of the City of Everett.

The five year forecast is assumed to be realistic in its assumptions, both for revenue and expenditures. Revenue forecasting is based upon historical trends as well as current economic conditions. Expenditure forecasting is based upon the same factors, as well as known facts that pertain to specific sectors (i.e. collective bargaining agreements, long term contracts, debt service, etc.).

Revenues

Tax Levy: \$101,722,176

The tax levy is the City's primary revenue source, comprising approximately 34.97% of the City's total general fund revenues forecasted

for the FY2022 operating budget. Residential property values pay 45.9% of the total property taxes, while commercial, industrial, and personal property values pay 54.01%. The City has a split tax rate of 1.75, and a residential exemption of 20%, which translates to a residential rate of \$9.87/m. and commercial rate of \$23.20/m. for FY2021. FY2022 Tax Rates will be set in Nov/Dec 2022.

The City realizes an automatic 2.5% increase to the tax levy under Proposition 2 ½, plus any increase due to “new growth” in the City. New growth includes new development, condominium conversions, and renovations/expansions to existing properties, to name a few. The City has typically averaged approximately \$2 million per year in new growth; however, it is recommended by the City’s Assessor that the growth estimate to be used for FY2022 is approximately \$1 million.

In FY2021, the City’s levy limit was \$150,181,831. This levy limit is 2.5% of the full and fair cash value of taxable real and personal property in the City. The levy ceiling in FY2022 is \$180,347,663. The city’s overall levy limit, when including 2.5% increase per Proposition 2½ and \$2 million of new growth, is estimated to be \$154,936,377 for FY2022 which is an increase of 3.17% over the previous fiscal year.

Local Receipts: \$10,659,000

Local receipts are locally generated revenues other than real and personal property taxes. Examples include motor vehicle excise, investment income, hotel/motel tax, fees, rentals, and charges. The City has conservatively increased its estimate for local receipts by \$1,000,000 for FY2022. This is due to the easing of the COVID19 pandemic which we anticipate will generate increased spending which would increase City revenue. The increase in overall revenue is based on the Encore Hotel reopening after COVID19 and restaurants opening more which would increase meals and room excise taxes.

Most other local receipts are level funded as the FY2022 estimated amounts. These are budgeted conservatively and, if budgeted amounts are exceeded by actual receipts, the difference flows to the City’s budgetary fund balance (free cash). Conservative revenue forecasting is considered a “best practice” by both the Department of Revenue and the bond rating agencies. For purposes of forecasting, it is estimated that local recurring receipts will increase by 2.0% for FY2021 through FY2025.

Cherry Sheet Revenue (State Aid): \$94,788,308

Named for the cherry colored paper on which it was originally printed, the Cherry Sheet is the official notification by the Commissioner

of Revenue to municipalities and regional school districts of estimated state aid to be paid and charges to be assessed over the next fiscal year. Cherry Sheets are usually issued each spring, following enactment by the Legislature of the state budget for the following year.

This year, the Finance Director estimated level-funded state aid for the City of Everett due to the fact that the Governor had not released state aid numbers when the budget was prepared.

It is difficult to gauge the amount that the Commonwealth will allocate to the 351 municipalities due to the volatile economy and other economic factors. Nevertheless, we need to assume a figure for purposes of completing the five-year financial forecast. Therefore, it is predicted that the State will increase the FY2021 appropriation by 3% each year through FY2024.

School Building Assistance: \$0

The Massachusetts School Building Authority (MSBA) administers the school building assistance program that reimburses cities, towns, and regional school districts varying percentages of their school construction costs depending on the wealth of the community or district and the category of reimbursement. The City of Everett was lucky enough to receive 90% reimbursement for all its building projects.

The City of Everett is no longer receiving this money on the older SBA projects. The SBA revenue ended in FY2020.

Enterprise Fund Revenue: \$21,618,332

An enterprise fund, authorized by MGL Chapter 44, Section 53F ½ is a separate accounting and financial reporting mechanism for municipal services for which a fee is charged in exchange for goods or services. It allows a community to demonstrate to the public the portion of total costs of a service that is recovered through user charges and the portion that is subsidized by the tax levy, if any.

The City of Everett has a water and sewer enterprise fund, with estimated revenues of \$21.6 million, provides for full cost recovery, including indirect costs that are appropriated in the general fund. The water and sewer enterprise fund revenues are estimated to have

various increases over the next four fiscal years depending on the costs of assessments from the MWRA, as well as the debt service from some of the major projects underway in the City, including, the reconstruction of several water mains, sewer inflow and infiltration projects, and other infrastructure repairs as described in the Enterprise Fund budget document distributed and approved for FY2022.

We also have the enterprise fund for Everett Cable Television (ECTV). The estimated revenue for FY2022 is \$584K which is a 15.5% increase from FY2021. We anticipate a 2% increase for FY2022 through 2024.

Other Financial Resources – Recurring: \$29,765,625

The administration is proposing to use \$21.0 million dollars from the “casino mitigation funds” to reduce the tax rate in FY2022. As such, the City has budgeted \$29.7 million of “other financial sources” for the FY2022 budget in its financial forecast. This includes an estimate of \$3.5M annually of free cash to reduce the tax rate for FY2021 through FY2025.

Expenses

City Departments:

General Government: \$8,888,419

Departments under General Government include all of the financial offices and overhead support functions, including City Council, Mayor, Constituent Services, Auditor, Purchasing, Assessing, Treasurer/Collector, Solicitor, Human Resources, IT and City Clerk/Election Commission. In FY2022, the administration has increased most salaries with a 2% COLA. Four collective bargaining agreements were complete at the time of the budget submittal deadline (Fire union, Police Superior Officers union, Parking Enforcement union and the Librarians ELSA union). In FY2022, some salaries have been adjusted to reflect the results of new hires and some reclassifications.

The estimated expense increase for general government services for the City is estimated at 2.5% for FY2022 through FY2025.

Public Safety: \$33,876,009

Departments under Public Safety include Police, Fire, Inspectional Services (ISD), and E-911. The Police Superior Officers, Parking Enforcement and Fire settled their contracts in late FY2021. We were able to incorporate their contractual increases in this budget. Due to the uncertainty of finances thru the pandemic, we had reduced the number of police and firefighters in FY2021. The City has been able to fully staff patrol and fire shifts to meet the growing needs of the City for FY2022.

It is estimated that public safety expenses will increase by 2.5% for FY2022 through FY2025.

Department of Public Works: \$13,766,669

Divisions under DPW include Administration/Fleet Management (490), Facilities Maintenance (491), Engineering (492), Parks/Cemetery/Stadium (493-494), Highway (495), Snow and Ice (496), and Solid Waste (497). All departments under public works are budgeted in their respective organizational categories (490-497), for better accountability and deliverance of services. Fleet Management will fall under the administrative arm of public works, with an Operations Manager overseeing the management and maintenance/repairs of the fleet. In addition, the Business Manager/Labor Counsel position has been moved to the Administration/Fleet Management department to provide a more efficient bridge between the two departments.

Expense increases for DPW are projected to increase by 2.5% per year due for FY2022 through FY2025.

Health and Human Services: \$3,796,291

Departments under Health and Human Services include the Health department, Planning and Development, Transportation, Council on Aging, Veterans' Services, Commission on Disabilities and the Mayor's Office of Human Services.

In FY2022, we are continuing to bring together the Department of Health & Human Services, the Mayor's Office of Human Services and the Office of Health & Wellness. We have also added a Mental Health Clinician to help meet the current needs of our community.

Expenses in health and human services are projected to increase by 2.5% per year due for FY2022 through FY2025.

Libraries and Recreation: **\$1,610,513**

Departments under Libraries and Recreation include the City’s two libraries (Parlin and Shute), as well as the Office of Health and Wellness. In FY2022 we budgeted a 23.89% increase in Library and Recreation and a 25.56% increase in Health & Wellness. These increases are to help offset large decreases in the FY 2021 budget.

Expenses in Libraries and Recreation are projected to increase by 2.5% per year for FY2022 through FY2025 due to normal increases in salaries and expenses.

School Department:

Everett Public Schools: **\$98,862,378**

The School Committee oversees the budget process for the schools, and this budget is approximately \$6.5 million above the Net School Spending (NSS) minimum requirements as calculated by the Department of Elementary and Secondary Education (DESE). For financial forecasting purposes, we expect that the cost of education will increase the general fund budget by 2.5% per year. The Mayor and Superintendent, through their respective financial administrators, continue to work on cost saving measures and cooperative operational and capital planning to ensure that the level of professional and non-professional staff (operating) and all school facilities (capital) will be adequately funded to provide quality education and services to its students and their families.

Fixed Costs (City and School):

Fixed Costs – Debt Service: **\$12,431,973**

Debt service is the repayment cost, usually stated in annual terms and based on an amortization schedule, of the principal and interest on all outstanding bond issuances. The overall debt service for the City is shown in greater detail in Section 9.5. The amounts on this forecast for FY2023 through FY2025 reflect the debt service schedules provided in the appendix of the budget. These debt schedules are provided by the City’s financial advisors at Hilltop Securities and reflect all debt that has been authorized and issued as of June of 2021.

Fixed Costs – all other fixed costs: \$45,735,652

Fixed costs are costs that are legally or contractually mandated such as health insurance, pension, Medicare, unemployment, property & casualty insurance, and employee injuries. Fixed costs continue to be the biggest challenge in municipal budgets. They account for approximately 27% of the total budget in FY2022. Each fixed cost has its own projected increase/or decrease over the five year forecast that reflects the average costs municipalities are seeing in each category. The projected increases for FY2023 through FY2025 for each fixed cost are as follows:

- Health Insurance: 2.5%
 - Historical health insurance trend.
- Contributory Pension: 4.5%
 - Per funding schedule to fully fund pension liability by 2030.
- Medicare: 2.5%
 - To keep up with collective bargaining increases and additional staffing.
- Municipal Insurance: 2.5%
 - Municipal insurance trend.
- Worker's Compensation: 2.5%
 - Conservative estimate.
- Unemployment: 2.5%
 - Conservative estimate.

Water/Sewer Department – Enterprise Fund

Enterprise Fund Expenses: \$20,846,705

Expenses in the enterprise fund represent personnel, expenses, contracted services, assessments, and debt service costs. Expenses in the funds are projected to rise from FY2022 to FY2025 as follows:

- Personnel: 2.5%
- Expenses: 2.5%
- Assessments: 6%
- Debt Service: Per debt schedules (actual and projected)

Other Expenditures

Cherry Sheet Assessment: \$16,330,346

Named for the cherry colored paper on which it was originally printed, the Cherry Sheet is the official notification by the Commissioner of Revenue to municipalities and regional school districts of estimated state aid to be paid and charges to be assessed over the next fiscal year. Cherry Sheets are usually issued each spring, following enactment by the Legislature of the state budget for the following year. The categories of charges include retired teachers' health insurance, RMV non-renewal surcharge, MBTA assessment, and tuition assessment. This year's overall assessments have increased by 14.36% over the previous fiscal year.

It is projected that the Cherry Sheet assessment from the Commonwealth will increase 3% from FY2022 to FY2025.

Miscellaneous Other Expenditures: \$2,408,486

- Overlay: \$2,000,000
 - Overlay is an account established annually to fund anticipated property tax abatements exemptions and uncollected taxes in that year. It is anticipated that overlay will increase by 2.5% in FY2022 through FY2025; however, the increase may vary due to the triennial certifications of values per the DOR and the increased values of properties throughout the City.
- Snow and Ice Deficit: \$203,816
 - The City does not estimate annual increases for these costs as they fluctuate dramatically from year to year due to the nature of the expenses.
- Cherry Sheet Offset: \$79,670
 - Offset receipts are receipts from the Cherry Sheet that are to be used for a specific purpose (public library). These obligations are expected to increase 3% for FY2022 to FY2024.
- Court Judgements: \$125,000
 - Money is being set aside for court judgements for FY 2022.

Conclusion

The City of Everett, like all municipalities throughout the Commonwealth, continues to struggle with rising fixed costs, a sluggish economy, and contractual obligations that make balancing budgets very challenging. In most cases, Proposition 2½, the law that regulates the amounts a municipality can increase its property taxes, does not allow for property tax revenue to keep up with the costs of doing business.

The five year financial forecast is a tool that helps us best manage the challenges. It is a tool that uses reasonable estimates in both revenue and expenditure trends while considering the overall economic picture of the current times. The goal is to project revenues and expenditures up to five years into the future which will help the administration analyze where current trends are leading and estimate if money will be available for discretionary spending such as capital purchases, collective bargaining settlements, and new municipal programs. It also will help identify those “budget buster” items that need reform.

The five year forecast, combined with the capital improvement program and the FY2022 budget will continue to be the basis for all future financial planning for the City of Everett.

3.4 Fiscal Year 2022 Five Year Financial Forecast

	% INC/DEC FY21 v FY22	% INC/DEC FY21-FY25	FY21 RECAP	FY22 PROJECTED	FY23 PROJECTED	FY24 PROJECTED	FY25 PROJECTED
REVENUES							
TAX LEVY							
PRIOR YEAR LEVY LIMIT			144,152,596	150,181,831	154,936,377	160,809,786	166,830,031
PROPOSITION 2.5 INCREASE TO LEVY		2.50%	3,603,815	3,754,546	3,873,409	4,020,245	4,170,751
NEW GROWTH	-58.77%	varies	2,425,420	1,000,000	2,000,000	2,000,000	2,000,000
AMENDED NEW GROWTH (prior year)							
TAX LEVY LIMIT			150,181,831	154,936,377	160,809,786	166,830,031	173,000,782
LEVY LIMIT	3.17%	varies	150,181,831	154,936,377	160,809,786	166,830,031	173,000,782
LEVY CEILING	4.00%	4.00%	173,411,214	180,347,663	187,561,569	195,064,032	202,866,593
LOCAL RECEIPTS							
MVX	0.00%	2.00%	3,850,000	3,850,000	3,927,000	4,005,540	4,085,651
OTHER EXCISE	66.67%	2.00%	1,500,000	2,500,000	2,550,000	2,601,000	2,653,020
INTEREST ON TAXES	0.00%	2.00%	300,000	300,000	306,000	312,120	318,362
IN LIEU OF TAXES	0.00%	2.00%	14,000	14,000	14,280	14,566	14,857
CHARGES FOR SVCS	0.00%	2.00%	40,000	40,000	40,800	41,616	42,448
FEES	0.00%	2.00%	450,000	450,000	459,000	468,180	477,544
RENTALS	0.00%	2.00%	5,000	5,000	5,100	5,202	5,306
OTHER DEPT REVENUE	0.00%	2.00%	300,000	300,000	306,000	312,120	318,362
LICENCES & PERMITS	0.00%	2.00%	1,500,000	1,500,000	1,530,000	1,560,600	1,591,812
FINES & FORFEITS	0.00%	2.00%	750,000	750,000	765,000	780,300	795,906
INVESTMENT INCOME	0.00%	2.00%	250,000	250,000	255,000	260,100	265,302
MISC. RECURRING (INCLUDES MEDICAID/MEDICARE D)	0.00%	2.00%	700,000	700,000	714,000	728,280	742,846
MISC. NON-RECURRING	#DIV/0!		-	-	-	-	-
TOTAL: LOCAL RECEIPTS	10.35%	2.00%	9,659,000	10,659,000	10,872,180	11,089,624	11,311,416
CHERRY SHEET REVENUE	13.53%	0.00%	83,492,616	94,788,308	94,788,308	94,788,308	94,788,308
SCHOOL BLDG ASSISTANCE	#DIV/0!	per SBA	-	-	-	-	-
OTHER FINANCIAL SOURCES (OFS)							
Free Cash Appropriations (page 4 column c)		varies	3,866,346	-			
Other Available Funds (page 4 column d)		varies	-	-			
Reimbursement - Encore			-	-			
Other Sources to reduce the Tax Rate			-				
Free Cash to Reduce the Tax Rate			7,000,000	3,500,000	3,500,000	3,500,000	3,500,000
Casino Assumptions:							
Mass Gaming Commission - Police reimbursement					-	-	-
Community Enhancement fee	100.00%		-		-	-	-
Pilot- 121A Agreement		2.50%	20,500,000	21,012,500	21,537,813	22,076,258	22,628,164
Community Impact fee		2.50%	5,125,000	5,253,125	5,384,453	5,519,064	5,657,041
OTHER FINANCIAL SOURCES total			36,491,346	29,765,625	30,422,266	31,095,322	31,785,205
ENTERPRISE FUNDS							
WATER/SEWER ENTERPRISE FUND	0.54%	2.00%	20,922,348	21,034,345	21,455,032	21,884,133	22,321,815
ECTV		0.00%	505,468	583,987	583,987	583,987	583,987
TOTAL ENTERPRISE FUND REVENUE	0.89%	2.00%	21,427,816	21,618,332	22,039,019	22,468,120	22,905,802
GRAND TOTAL: ALL REVENUES	53.67%	varies	301,252,609	311,767,642	318,931,559	326,271,404	333,791,513

3.4 Fiscal Year 2022 Five Year Financial Forecast

	% INC/DEC FY21 v FY22	% INC/DEC FY21-FY25	FY21 RECAP	FY22 PROJECTED	FY23 PROJECTED	FY24 PROJECTED	FY25 PROJECTED
EXPENDITURES							
<u>GENERAL GOVERNMENT - 100's</u>							
CITY COUNCIL	9.64%	2.50%	449,241	492,560	504,874	517,496	530,433
MAYOR	-22.44%	2.50%	1,189,499	922,598	945,663	969,305	993,537
CONSTITUENT SERVICES	#DIV/0!	2.50%	-	420,231	430,737	441,505	452,543
AUDITOR/CFO	6.32%	2.50%	657,830	699,429	716,915	734,838	753,209
PURCHASING	75.61%	2.50%	67,784	119,038	122,014	125,064	128,191
ASSESSORS	-9.47%	2.50%	744,647	674,096	690,948	708,222	725,928
TREASURER/COLLECTOR	15.22%	2.50%	1,195,069	1,376,946	1,411,370	1,446,654	1,482,820
SOLICITOR	52.93%	2.50%	357,356	546,519	560,182	574,187	588,541
HUMAN RESOURCES	-1.16%	2.50%	1,494,017	1,476,713	1,513,631	1,551,472	1,590,258
INFORMATION TECHNOLOGY	2.32%	2.50%	1,267,445	1,296,846	1,329,267	1,362,499	1,396,561
CITY CLERK	109.70%	2.50%	386,194	809,862	830,109	850,861	872,133
ELECTIONS/REGISTRATION	-100.00%	2.50%	410,155	-	-	-	-
LICENSING BOARD	0.00%	2.50%	7,700	7,700	7,893	8,090	8,292
CONSERVATION	0.00%	2.50%	16,285	16,285	16,692	17,109	17,537
PLANNING BOARD	-13.25%	2.50%	16,600	14,400	14,760	15,129	15,507
APPEALS BOARD	0.00%	2.50%	15,196	15,196	15,576	15,965	16,364
TOTAL: GENERAL GOVERNMENT	7.41%	2.50%	8,275,018	8,888,419	9,110,629	9,338,395	9,571,855
<u>PUBLIC SAFETY - 200's</u>							
POLICE	2.11%	2.50%	15,886,498	16,222,009	16,627,559	17,043,248	17,469,329
FIRE	7.85%	2.50%	11,306,276	12,194,314	12,499,172	12,811,651	13,131,942
INSPECTIONAL SERVICES	39.69%	2.50%	3,036,972	4,242,257	4,348,313	4,457,021	4,568,447
EMERGENCY COMMUNICATIONS CENTER	3.91%	2.50%	1,171,582	1,217,429	1,247,865	1,279,061	1,311,038
TOTAL: PUBLIC SAFETY	7.88%	2.50%	31,401,328	33,876,009	34,722,909	35,590,982	36,480,757
<u>CITY SERVICES FACILITY - 400's</u>							
Executive (490)	0.39%	2.50%	2,105,649	2,113,867	2,166,714	2,220,882	2,276,404
Facilities Maintenance (491)	-31.22%	2.50%	3,143,807	2,162,429	2,216,490	2,271,902	2,328,700
Engineering (492)	5.35%	2.50%	629,227	662,904	679,477	696,464	713,875
Parks and Cemetery (493)	-0.04%	2.50%	2,113,956	2,113,119	2,165,947	2,220,096	2,275,598
Stadium (494)	-43.14%	2.50%	51,000	29,000	29,725	30,468	31,230
Highway (495)	-8.51%	2.50%	2,055,144	1,880,350	1,927,359	1,975,543	2,024,931
Snow and Ice (496)	0.00%	2.50%	395,000	395,000	404,875	414,997	425,372
Solid Waste (497)	10.66%	2.50%	3,985,000	4,410,000	4,520,250	4,633,256	4,749,088
TOTAL: CITY SERVICES	-4.92%	2.50%	14,478,783	13,766,669	14,110,836	14,463,607	14,825,197

3.4 Fiscal Year 2022 Five Year Financial Forecast

	% INC/DEC FY21 v FY22	% INC/DEC FY21-FY25	FY21 RECAP	FY22 PROJECTED	FY23 PROJECTED	FY24 PROJECTED	FY25 PROJECTED
EXPENDITURES							
HUMAN SERVICES - 500's							
HEALTH INSPECTION SERVICES	18.07%	2.50%	1,233,130	1,455,986	1,492,386	1,529,695	1,567,938
PLANNING AND DEVELOPMENT	-36.13%	2.50%	1,054,637	673,634	690,475	707,737	725,430
TRANSPORTATION	#DIV/0!	2.50%	-	490,100	502,353	514,911	527,784
COUNCIL ON AGING	0.00%	2.50%	47,500	47,500	48,688	49,905	51,152
VETERANS AGENT	0.81%	2.50%	571,447	576,097	590,499	605,262	620,393
COMMISSION ON DISABILITY	0.00%	2.50%	10,950	10,950	11,224	11,504	11,792
HUMAN SERVICES	27.35%	2.50%	425,604	542,024	555,575	569,464	583,701
TOTAL: HUMAN SERVICES	13.55%	3.00%	3,343,268	3,796,291	3,891,198	3,988,478	4,088,190
LIBRARIES AND RECREATION							
LIBRARY	23.89%	2.50%	992,520	1,229,655	1,260,396	1,291,906	1,324,204
HEALTH & WELLNESS	25.56%	2.50%	303,334	380,858	390,379	400,139	410,142
TOTAL: CULTURAL AND RECREATIONAL	24.28%	2.50%	1,295,854	1,610,513	1,650,776	1,692,045	1,734,346
SUBTOTAL - CITY DEPARTMENT COSTS	5.35%	varies	58,794,251	61,937,901	63,486,349	65,073,507	66,700,345
FIXED COSTS							
RETIREMENT OF LONG TERM CAPITAL DEBT PRINCIPAL	4.49%	debt sched	8,646,416	9,034,416	9,525,415	9,558,415	9,332,415
RETIREMENT OF LONG TERM CAPITAL DEBT INTEREST	20.19%	debt sched	2,652,086	3,187,557	3,346,935	3,514,282	3,689,996
SHORT TERM DEBT INTEREST	-16.00%	varies	250,000	210,000	210,000	210,000	210,000
EVERETT RETIREMENT ASSESSMENT	8.35%	4.50%	16,743,323	18,142,118	18,958,513	19,811,646	20,703,170
UNEMPLOYMENT COMPENSATION	0.00%	2.50%	330,000	330,000	338,250	346,706	355,374
EMPLOYEE INSURANCE - LIFE	0.00%	2.50%	88,000	88,000	90,200	92,455	94,766
EMPLOYEE INSURANCE - HEALTH	1.00%	2.50%	21,667,200	21,883,872	22,430,969	22,991,743	23,566,537
EMPLOYEE INSURANCE - AD + D	0.00%	2.50%	28,000	28,000	28,700	29,418	30,153
FICA	7.00%	2.50%	1,809,357	1,936,012	1,984,412	2,034,023	2,084,873
EMPLOYEE INJURIES	0.00%	2.50%	1,191,500	1,191,500	1,221,288	1,251,820	1,283,115
PROPERTY/LIABILITY INSURANCE	1.00%	2.50%	2,115,000	2,136,150	2,189,554	2,244,293	2,300,400
ADDITIONAL TRANSFERS TO STABILIZATION			-	-	-	-	-
SUBTOTAL - FIXED COSTS (CITY & SCHOOL)	4.77%	varies	55,520,882	58,167,625	60,324,236	62,084,800	63,650,799
EDUCATION							
(includes Special Ed Transportation)	11.96%	2.50%	88,299,966	98,862,378	101,333,937	103,867,286	106,463,968
SUBTOTAL - SCHOOL DEPARTMENT	11.96%	2.50%	88,299,966	98,862,378	101,333,937	103,867,286	106,463,968
SUBTOTAL: GENERAL FUND	8.07%	varies	202,615,099	218,967,904	225,144,521	231,025,593	236,815,112

3.4 Fiscal Year 2022 Five Year Financial Forecast

	% INC/DEC FY21 v FY22	% INC/DEC FY21-FY25	FY21 RECAP	FY22 PROJECTED	FY23 PROJECTED	FY24 PROJECTED	FY25 PROJECTED
EXPENDITURES							
<u>WATER/SEWER ENTERPRISE</u>							
SALARIES	1.85%	2.50%	1,138,553	1,159,645	1,188,636	1,218,352	1,248,811
EXPENSES	0.00%	2.50%	842,800	842,800	863,870	885,467	907,603
CAPITAL OUTLAY	0.00%	0.00%	155,000	155,000	155,000	155,000	155,000
SHORT TERM DEBT INTEREST ONLY	#DIV/0!	varies	-	-	-	-	-
LONG TERM DEBT - PRINCIPAL AND INTEREST	-1.89%	debt sched	2,134,762	2,094,486	1,331,819	1,329,052	1,266,343
MWRA ASSESSMENT	0.79%	6.00%	15,885,730	16,010,787	16,971,434	17,989,720	19,069,103
Other			-	-	-	-	-
ECTV		0.00%	505,468	583,987	583,987	583,987	583,987
SUBTOTAL: ENTERPRISE	0.89%	varies	20,662,313	20,846,705	21,094,746	22,161,578	23,230,848
SUBTOTAL: CITY, SCHOOL, AND ENTERPRISE	7.41%	varies	223,277,412	239,814,609	246,239,268	253,187,171	260,045,960
<u>OTHER EXPENDITURES</u>							
CHERRY SHEET ASSESSMENT	14.36%	3.00%	14,280,296	16,330,346	16,820,256	17,324,864	17,844,610
CHERRY SHEET OFFSET	6.72%	3.00%	74,650	79,670	82,060	84,522	87,058
OVERLAY	33.52%	2.50%	1,497,889	2,000,000	2,050,000	2,101,250	2,153,781
Court Judgements			13,990	125,000			
Other deficits							
SNOW AND ICE DEFICIT	659.09%	varies	26,850	203,816	300,000	300,000	300,000
OTHER DEFICITS RAISED ON RECAP							
Water/Sewer Enterprise Fund Deficit							
Overlay Deficit/Appropriation Deficit							
SUPPLEMENTAL APPROPRIATIONS							
Raise and Appropriate			3,866,346				
From Free Cash			-	-			
From Stabilization			-				
From Other Available Funds (pg. 4 of recap)			-				
TOTAL: OTHER EXPENDITURES	-5.17%	varies	19,760,021	18,738,832	19,252,316	19,810,636	20,385,449
GRAND TOTAL: ALL EXPENDITURES	6.38%	varies	243,037,433	258,553,441	265,491,584	272,997,807	280,431,409
BUDGET GAP			58,215,176	53,214,201	53,439,974	53,273,597	53,360,104
			91,966,655 tax levy	101,722,176 tax levy	107,369,812 tax levy	113,556,433 tax levy	119,640,677 tax levy

3.5 Financial Reserve Policies

Stabilization Fund

A stabilization fund is a fund designed to accumulate amounts for capital and other future spending purposes, although it may be appropriated for any lawful purpose (MGL Ch. 40 §5B). Communities may establish one or more stabilization funds for different purposes and may appropriate into them in any year an amount not to exceed ten percent of the prior year's tax levy. The total of all stabilization fund balances shall not exceed ten percent of the community's equalized value, and any interest shall be added to and become a part of the funds. A two-thirds vote of the city council is required to establish, amend the purpose of, or appropriate money from the stabilization fund.

The City has set a target level for the Stabilization fund of 15% of the City's general fund operating budget at \$32.8 million based on the 2022 budget of \$218,615,099. The target funding date is projected to occur by FY2030. The stabilization fund shall be funded by appropriations from free cash, operating budget appropriations when available, and other one-time non-recurring revenues that become available for appropriation per M.G.L.

1. Any draw down of the stabilization fund from the prior fiscal year should be allocated from the certified free cash if available.
2. Fifteen percent (15%) of any free cash available after funding #1 above will be allocated from free cash to the stabilization fund, up to the proposed reserve balance of the stabilization fund (15% of operating budget).

The stabilization fund should only be used for the following circumstances:

1. When net State Aid (receipts less assessments) is reduced by an amount less than the average of the prior two years.
2. When Local Receipts projected are below a three per cent (3%) increase of the prior two year's actual receipts as reported on page three of the Tax Rate Recapitulation as certified by the Director of the Bureau of Accounts (excluding non-recurring receipts).
3. When there is a catastrophic or emergency event(s) that cannot be supported by current general fund appropriations.

As of June 2021, the balance of the City's Stabilization Fund is \$10,872,843.

Other Post-Employment Benefits Liability Trust Fund (OPEB Trust Fund)

The City is mandated by the Governmental Accounting Standards Board (GASB) to start accounting for Other Post Employment Benefit (OPEB) as outlined in Statement 45. In FY2014, the Administration brought forward a council order to adopt Massachusetts General Law (MGL) Chapter 32b, Section 20 (OPEB Liability Trust Fund local option).

The purpose of the fund is to reduce the unfunded actuarial liability of health care and other post-employment benefits, similar to the way the City funds its unfunded actuarial liability for pension benefits. Each year 10% of the Free Cash certified is transferred to this fund. The current balance in the OPEB Trust Fund is \$8,035,734 as of June 30, 2021.

The custodian of the fund is the City Treasurer and funds will be invested and reinvested by the custodian consistent with the prudent investor rule set forth in Chapter 203C.

The City will appropriate amounts to be credited to the fund in accordance with its financial policies. Any interest or other income generated by the fund shall be added to and become part of the fund. All monies held in the fund shall be segregated from other funds and shall not be subject to the claims of any general creditor of the City.

The administration will fund this account through annual appropriation from certified free cash, with fifteen percent (15%) of any free cash certified allocated to the OPEB Trust Fund, to fund the future liability of current worker's post-employment benefits (other than retirement pension). This includes the cost of health, life, and dental benefits.

The amount to be funded for GASB 45 is to be determined by an actuarial study that is to be performed bi-annually by an independent firm hired by the CFO. The unfunded liability for the City for OPEB as of July 1, 2021 is \$355,113,853.

Capital Improvement Stabilization Fund (CIP Fund)

The Capital Improvement Stabilization Fund will be used to fund the annual capital budget as part of the City's annual capital improvement plan, as well as any extraordinary and unforeseen capital repairs and acquisitions that may arise during the current fiscal year.

This fund will require a two-thirds vote of the City Council and the vote must clearly define the purpose of the fund. This fund will be used to cover the costs of capital items of the city, including maintenance and repair of municipal buildings, infrastructure, facilities, and equipment. It is anticipated that funding for the CIP Fund as follows:

1. Fifteen percent (15%) of any free cash will be allocated from free cash to the CIP Fund.

The balance of this fund is \$5,379,243 as of 6/30/21. The CIP Fund shall be funded by appropriations from free cash per the financial reserve policies of the City. Operating budget appropriations (when available) and other one-time non-recurring revenues that become available for appropriation per M.G.L. may also be used as funding sources.

Employee Leave Buyback Stabilization Fund (ELB Fund)

The Employee Leave Buyback Stabilization Fund will be used to fund all appropriations for sick, vacation and other accrued time earned by an employee as regulated by collective bargaining agreements or City of Everett policy for non-union and management employees.

Appropriations to and from the ELB Fund will require a 2/3 vote of the City Council.

1. The fund shall be limited to 5% of the prior year's general fund budget \$10.9M based on FY2022 budget of \$218,967,904.
2. All interest earned in the Employee Leave Buyback Stabilization Fund will stay with the Fund.

As part of the FY2022 budget process, the CFO will request each department head to determine if there are any employees in their respective departments who may be retiring. Departments will submit list of employees and the anticipated amounts of each employee's retirement buyout. The CFO will incorporate the amount into the Mayor's recommended budget submitted to Council.

The City has set an annual target level for the ELB Fund of 5% of the prior year's general fund budget. The ELB Fund shall be funded by appropriations from free cash per the financial reserve policies of the City.

Operating budget appropriations (when available) and other one-time non-recurring revenues that become available for appropriation per M.G.L. may also be used as funding sources.

Budgetary Fund Balance - a.k.a. “Free Cash”

General Fund

Free cash is the remaining, unrestricted funds from operations of the previous fiscal year including unexpended free cash from the previous year, actual receipts in excess of revenue estimates shown on the tax rate recapitulation sheet, and unspent amounts in budget line-items. Unpaid property taxes and certain deficits reduce the amount that can be certified as free cash.

The calculation of free cash is based on the balance sheet as of June 30, which is submitted by the community's auditor, accountant, or comptroller. Free cash is not available for appropriation until certified by the Massachusetts Director of Accounts. Free cash is the term used for a community's funds that are available for appropriation. Once free cash is certified, it is available for appropriation by City Council.

Free cash may be used for any lawful municipal purpose and provides communities with flexibility to fund additional appropriations after the tax rate has been set. Free cash balances do not necessarily carry forward to the next fiscal year (July 1st); the Director's certification expires on June 30th at the end of the fiscal year. The City's policy is to use free cash for reserves, capital, and special uses in accordance with the policies set forth by the Mayor and CFO as stated above.

Any free cash available after funding the above may be used to augment trust funds related to fringe benefits and unfunded liabilities related to employee benefits, including Health Insurance Trust Fund, Workers' Compensation Fund, Unemployment Fund, and any health benefits payable through Police and Fire operating budgets (111F settlements).

Free Cash available may also be used to augment general fund appropriations for expenses that increased due to extraordinary and/or unforeseen events as detailed by the department head of the affected budget.

Budgetary Fund Balance - a.k.a. “Retained Earnings”

Water/Sewer Enterprise Fund

Retained Earnings is the portion of Net Assets Unrestricted that is certified by the Department of Revenue as available for appropriation. Certification requires submission of a June 30 balance sheet accompanied by all information necessary to calculate free cash in the General Fund. Once certified, retained earnings may be appropriated through the following June 30 and no appropriation may be in excess of the certified amount.

Retained earnings may be appropriated to:

1. Fund direct costs of the enterprise fund for the current fiscal year;
2. Fund indirect costs appropriated in the general fund operating budget and allocated to the enterprise for the current fiscal year;
3. Fund capital improvements, equipment, and infrastructure of the enterprise fund;
4. Fund emergency repairs;
5. Offset water and sewer rate increases.

The City of Everett, as a policy, will generally use Water & Sewer retained earnings to fund capital improvements that may come up during the fiscal year as well as emergency repairs needed due to water or sewer main breaks or other related repairs. However, any of the above items may be funded by retained earnings, as requested by the Mayor and appropriated by the City Council.

3.6 Capital Improvement and Debt Policies

Budget Policies

- The city will make all capital purchases and improvements in accordance with the adopted capital improvement program.
- The city will develop a multi-year plan for capital improvements and update it annually.
- The city will enact an annual capital budget based on the multi-year capital improvement plan. Future capital expenditures necessitated by changes in population, changes in real estate development or changes in economic base will be calculated and included in capital budget projections.
- The city will coordinate development of the capital improvement budget with the development of the operating budget. Future operating costs associated with new capital improvement will be projected and included in operating budget forecasts.
- The city will use intergovernmental assistance to finance only those capital improvements that are consistent with the capital improvement plan and priorities, and whose operating and maintenance costs have been included in operating budget forecasts.
- The city will maintain all its assets at a level adequate to protect the city's capital investment and to minimize future maintenance and replacement costs.
- The city, as part of its capital planning process, will project its equipment replacement and maintenance needs for the next several years and will update this projection each year. From this projection, a maintenance and replacement schedule will be developed and followed.
- The city will identify the estimated costs and potential funding sources for each capital project proposal before it is submitted to the City Council for approval.

- The city will determine the least costly financing method for all new projects.

Debt Policies

- The city will confine long-term borrowing to capital improvements or projects/equipment that cannot be finance from current revenues.
- When the city finances capital projects by issuing bonds, it will pay back the bonds within a period not to exceed the expected useful life of the project.
- Total net debt service from general obligation debt will not exceed five (5) percent of total annual operating budget as listed on part 1a of the annual tax rate recapitulation as submitted to the Department of Revenue.
- Debt will only be issued for capital that is valued greater than \$25,000, and has a depreciable life of five (5) or more years.
- Total general obligation debt will not exceed that provided in the state statutes.
- Whenever possible, the city will use special revenue funds, special assessments, or other self-supporting bonds, instead of general obligation bonds.
- The city will not use long-term debt for current operations unless otherwise allowed via special legislation.
- The city will retire bond anticipation debt within six months after completion of the project.
- The city will maintain good communications with bond rating agencies about its financial condition.
- The city will follow a policy of full disclosure on every financial report and bond prospectus.

4.1 Tax Recapitulation (RECAP) Sheet									
FY 2022 Budget									
MAYOR'S RECOMMENDED BUDGET									
								FY21 - FY22	
					Actual	RECAP	Mayor's	INCREASE	% Incr
					2020 Budget	2021 Budget	2022 Budget	(DECREASE)	Inc/Decr
REVENUES									
PROPERTY TAXES									
	PRIOR FISCAL YEAR LEVY LIMIT				136,743,488	144,152,596	150,181,831	6,029,235	4.2%
	2 1/2% Increase				3,418,587	3,603,815	3,754,546	150,731	4.2%
	Current New Growth (Value increases from new building)				3,990,521	2,425,420	1,000,001	(1,425,419)	-58.8%
	LEVY LIMIT Subtotal (from DOR levy limit sheet)				144,152,596	150,181,831	154,936,377	4,754,547	7.5%
	LEVY CEILING Subtotal (from DOR levy limit sheet)				164,807,003	173,411,214	180,347,663	61,543,050	9.4%
LOCAL RECEIPTS									
	MOTOR VEHICLE				4,248,630	3,850,000	3,850,000	0	0.0%
	MEALS TAX (local options)				1,090,679	750,000	750,000	0	0.0%
	ROOMS TAX (Local options)				3,295,972	750,000	1,750,000	1,000,000	133.3%
	INTEREST ON TAXES				367,259	300,000	300,000	0	0.0%
	IN LIEU OF TAXES				14,112	14,000	14,000	0	0.0%
	CHARGES FOR SERVICES				59,609	40,000	40,000	0	0.0%
	FEES				696,145	450,000	450,000	0	0.0%
	RENTALS				13,979	5,000	5,000	0	0.0%
	OTHER DEPARTMENTAL REVENUES				458,401	300,000	300,000	0	0.0%
	LICENSES AND PERMITS				1,866,483	1,500,000	1,500,000	0	0.0%
	FINES AND FORFEITS				1,214,091	750,000	750,000	0	0.0%
	INVESTMENT INCOME				608,021	250,000	250,000	0	0.0%
	MISCELLANEOUS RECURRING INCOME-Includes Medicaid and Community Impact Fee				6,511,732	5,825,000	5,953,125	128,125	2.2%
	MISCELLANEOUS NON-RECURRING INCOME				1,213,444	0	0	0	
	Local Receipt Subtotal (pg. 2 recap IIIb. 1)				21,658,557	14,784,000	15,912,125	1,128,125	7.6%
	WATER & SEWER & ECTV ENTERPRISE FUND REVENUE				20,236,991	21,427,816	21,618,332	1,381,341	0.9%
	Enterprise Fund Subtotal (pg. 2 recap IIIb. 3)				20,236,991	21,427,816	21,618,332	1,381,341	0.9%
OTHER REVENUES AND FINANCING SOURCES									
	CHERRY SHEET REVENUE (pg. 2 recap IIIa. 1)				83,411,682	83,492,616	94,788,308	11,295,692	13.5%
	MASSACHUSETTS SBA PAYMENTS (pg. 2 recap IIIa. 2)				1,730,062	0	0	0	
	FREE CASH FOR PARTICULAR PURPOSE (pg. 2 recap IIIc. 1)				4,214,450	3,866,346	0	(3,866,346)	
	OTHER AVAILABLE FUNDS APPROPRIATED (pg. 2 recap IIIc. 2)				564,625	0	0	0	
	OFFSET RECEIPTS							0	
	FREE CASH USED FOR:				7,000,000	7,000,000	3,500,000	(3,500,000)	-50.0%
	Level the Tax Rate (pg. 2 recap IIId. 1b.)				0	0	0	0	
	OFS-To Reduce Tax Rate (pg. 2 recap IIId. 4)				0	0	0	0	
	Casino Revenue				20,000,000	20,500,000	21,012,500	512,500	2.5%
	Estimated State + Other Revenue Subtotal				116,920,819	114,858,962	119,300,808	4,441,846	3.9%
TOTAL REVENUES					302,968,963	301,252,609	311,767,642	11,705,859	3.5%

						Actual	RECAP	Mayor's	FY21 - FY22
						2020 Budget	2021 Budget	2022 Budget	% Incr
									Inc/Decr
EXPENDITURES									
	GENERAL GOVERNMENT					8,177,770	8,275,018	8,888,419	7.4%
	PUBLIC SAFETY					32,113,685	31,401,328	33,876,009	7.9%
	PUBLIC WORKS AND FACILITIES					13,906,423	14,478,783	13,766,669	-4.9%
	HUMAN SERVICES					3,867,255	3,343,268	3,796,291	13.6%
	CULTURAL AND RECREATIONAL					1,808,322	1,295,854	1,610,513	24.3%
	City Subtotal					59,873,455	58,794,251	61,937,901	5.3%
	EDUCATION - PUBLIC SCHOOLS					87,851,821	88,299,966	98,862,378	12.0%
	Education Subtotal					87,851,821	88,299,966	98,862,378	12.0%
	DEBT SERVICE - GENERAL FUND PRINCIPAL					13,222,416	8,646,416	9,034,416	4.5%
	DEBT SERVICE - GENERAL FUND EXPENDITURES					3,107,287	2,652,086	3,187,557	20.2%
	SHORT TERM DEBT INTEREST					0	250,000	210,000	-16.0%
	EVERETT RETIREMENT ASSESSMENT					15,970,286	16,743,323	18,142,118	8.4%
	NON CONTRIBUTORY PENSIONS					0	0	0	0.0%
	UNEMPLOYMENT COMPENSATION					330,000	330,000	330,000	0.0%
	EMPLOYEE INSURANCE					21,783,200	21,783,200	21,999,872	1.0%
	FICA					1,809,357	1,809,357	1,936,012	7.0%
	WORKERS COMP/111F					1,176,500	1,191,500	1,191,500	0.0%
	PROPERTY/LIABILITY INSURANCE					2,075,000	2,115,000	2,136,150	1.0%
	Fixed Cost Subtotal					59,474,046	55,520,882	58,167,625	4.8%
	Water/Sewer Enterprise Subtotal					19,521,011	20,662,313	20,846,705	0.9%
OTHER EXPENDITURES AND OTHER FINANCIAL USES									
	CHERRY SHEET CHARGES (pg. 2 llc of recap)					14,926,599	14,280,296	16,330,346	14.4%
	Other Deficits (pg. 2 llb 10 of recap)					61,229	74,650	79,670	6.7%
	OVERLAY (Allowance for Abatements)					1,270,186	1,497,889	2,000,000	33.5%
	Court judgements & Other					0	13,990	125,000	
	SNOW AND ICE					160,011	26,850	203,816	659.1%
	OFFSET Receipts								
	From Cherry Sheet					0	0	0	0.0%
	SUPPLEMENTAL APPROPRIATIONS								
	From Raise and Appropriate (pg. 4 of recap - non school)						3,866,346		
	From Free Cash (pg. 4 of recap)					4,214,450			
	From Other Available Fund (pg. 4 of recap)					564,625			
	SUBTOTAL - OTHER EXPENDITURES					21,197,100	19,760,021	18,738,832	-5.2%
TOTAL EXPENDITURES						247,917,433	243,037,433	258,553,441	6.4%
TAX LEVY (Net Amount to be Raised via Property Tax)						89,101,066	91,966,655	101,722,176	10.6%
Excess Capacity (additional taxing capacity)						55,051,530	58,215,176	53,214,201	-8.6%

4.2 Executive Summary - Municipal Revenues

General Fund Revenues

A fundamental principle of municipal finance in Massachusetts is that all revenue received or collected from any source and by any department belongs to a common pool referred to as the general fund. As such, it is unrestricted and available for expenditure for any lawful purpose after appropriation by city council. (M.G.L. Ch. 44 Sec. 53).

Included is real and personal property taxes, excises, special assessments and betterments, unrestricted local aid, investment and rental income, voluntary and statutory payments in lieu of taxes and other local receipts not expressly dedicated by statute.

Municipalities can only segregate money for specific purposes if authorized to do so by another general law or special act. Cities and towns cannot unilaterally decide to hold, earmark or set aside funds to finance a particular project or purchase, even if it intends to spend through an appropriation later.

Anticipated general fund revenues for the fiscal year may be appropriated as the tax levy (raise and appropriate) until the tax rate is set. Collections during the year above the estimates used to set the rate are not ordinarily available for appropriation until after the close of the fiscal year and certification by the DOR Director of Accounts as part of the municipality's undesignated fund balance (free cash).

Special Revenue Funds

Particular revenues segregated from the general fund into a separate fund and earmarked for expenditure for specified purposes by statute. Special revenue funds are classified based on the availability of the funds for expenditure and need for a prior appropriation. Special revenue funds include receipts reserved for appropriation and revolving funds. They also include gifts and grants from governmental entities and private individuals and organizations. Special revenue funds must be established by statute.

Receipts Reserved for Appropriation (Actual Collections)

Receipts from a specific revenue source segregated from general fund into a separate fund and earmarked for appropriation for specified purposes by statute. Appropriations are limited to actual collections on hand and available.

Revolving Funds (Actual Collections)

Receipts from a specific revenue source segregated from general fund into a separate fund and earmarked for expenditure without appropriation for specified purposes by statute to support the activity, program or service that generated the receipts. Typically authorized for programs or services with expenses that (1) fluctuate with demand and (2) can be matched with the fees, charges or other revenues collected during the year. The board or officer operating the program is usually given spending authority, but can only spend from actual collections on hand and available.

Enterprise Funds (Estimated Receipts)

Annual revenue streams segregated from the general fund into a separate fund to separately budget and account for services that generates, or for purposes supported by, those revenues. These include funds for services financed and delivered in a manner similar to private enterprises in order to account for all costs, direct or indirect, of providing the goods or services.

Trust and Agency Funds

Fiduciary funds segregated from the general fund to account for assets held in a trustee capacity or as an agent for individuals, private organizations, other governmental units, etc. These include expendable trust funds, non-expendable trust funds, pension trust funds and agency funds.

4.3 General Fund Revenue Detail

I. TAXES

Real and Personal Property Tax

The primary source of revenue for most municipalities in the Commonwealth is real and personal property taxes; however, the property tax as a percentage of all revenues can greatly differ from community to community. For purposes of taxation, real property includes land, buildings and improvements erected or affixed to land and personal property consists of stock, inventory, furniture, fixtures and machinery. The City's Board of Assessors determines the value of all taxable land, which is revalued at fair market value every three years and updated every year. Every three years the City is required to revalue all real property to adjust property values to within 90%-100% of market value. The City's Board of Assessors is also responsible for determining the value of personal property through an annual review process.

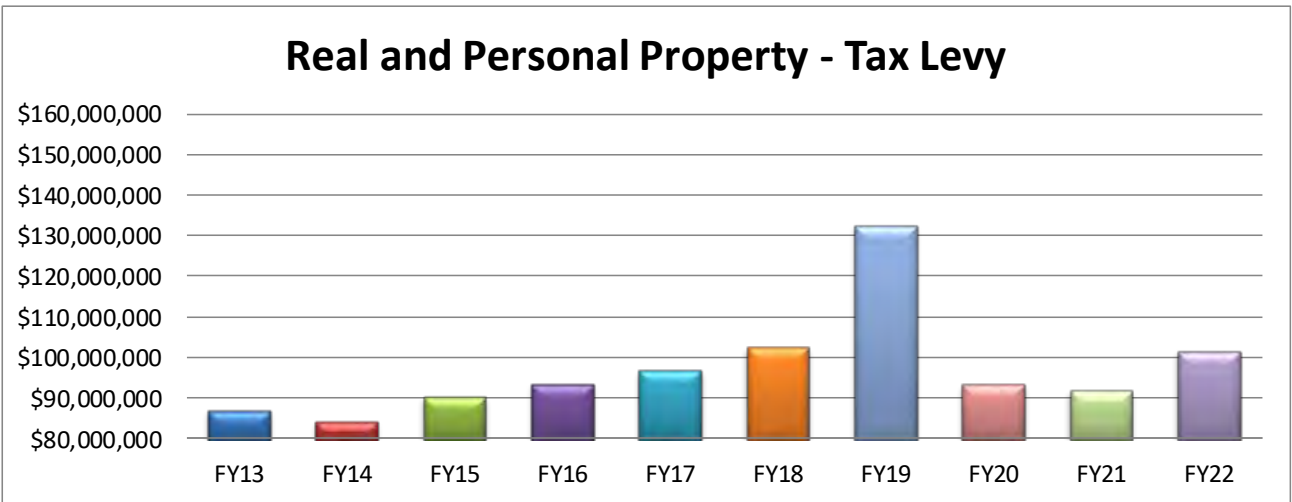
Factors influencing property taxes:

There are three major factors that influence the amount of revenue generated by real and personal property taxes:

- 1. Automatic 2.5% Increase (Prop 2 ½)** – The levy limit is the maximum amount that can be collected through real and personal property taxes by the municipality. Each year, a community's levy limit automatically increases 2.5% and for FY 2022 that amount is \$3,754,546.
- 2. New Growth** – A community is able to increase its tax levy limit each year to reflect new growth in the tax base. Assessors are required to submit information on growth in the tax base for approval by the Massachusetts Department of Revenue as part of the tax rate setting process. In FY 22 new growth is estimated to be \$1,000,000.
- 3. Overrides/Exclusions** – A community can permanently increase its levy limit by successfully voting an override. Debt and Capital exclusions, on the other hand, are temporary increases in a community's levy limit for the life of the project or debt service. Only a Debt or Capital exclusion can cause the tax levy to exceed the levy limit.

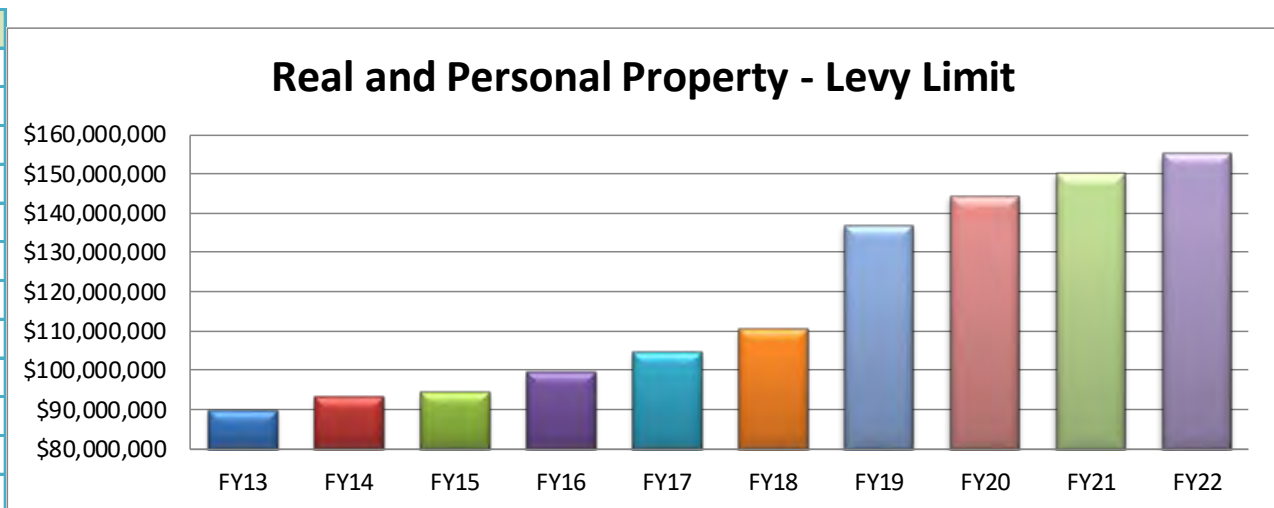
Real & Personal Property – Tax Levy – The amount of taxes, special assessments, or service charges imposed by a governmental unit.

Real and Personal Property – Tax Levy		
Fiscal Year	Revenue	
2013	87,262,044	
2014	84,594,327	
2015	90,369,953	
2016	93,653,216	
2017	96,907,071	
2018	102,566,340	
2019	132,567,524	
2020	93,550,623	
2021	91,966,655	Per Recap
2022	101,722,176	Estimated
% Change FY21 vs. FY22		10.6%



Real & Personal Property – Tax Levy Limit – The amount that a municipality may raise in taxes each year which is based on the prior year's limit plus 2 ½ % increase on that amount plus the amount certified by the State that results from “new growth”.

Real and Personal Property – Levy Limit		
Fiscal Year	Revenue	
2013	89,994,928	
2014	93,375,946	
2015	94,510,401	
2016	99,542,806	
2017	104,642,418	
2018	110,457,823	
2019	136,743,488	
2020	144,152,596	
2021	150,181,831	Per Recap
2022	154,936,377	Estimated
% Change FY21 vs. FY22		3.2%

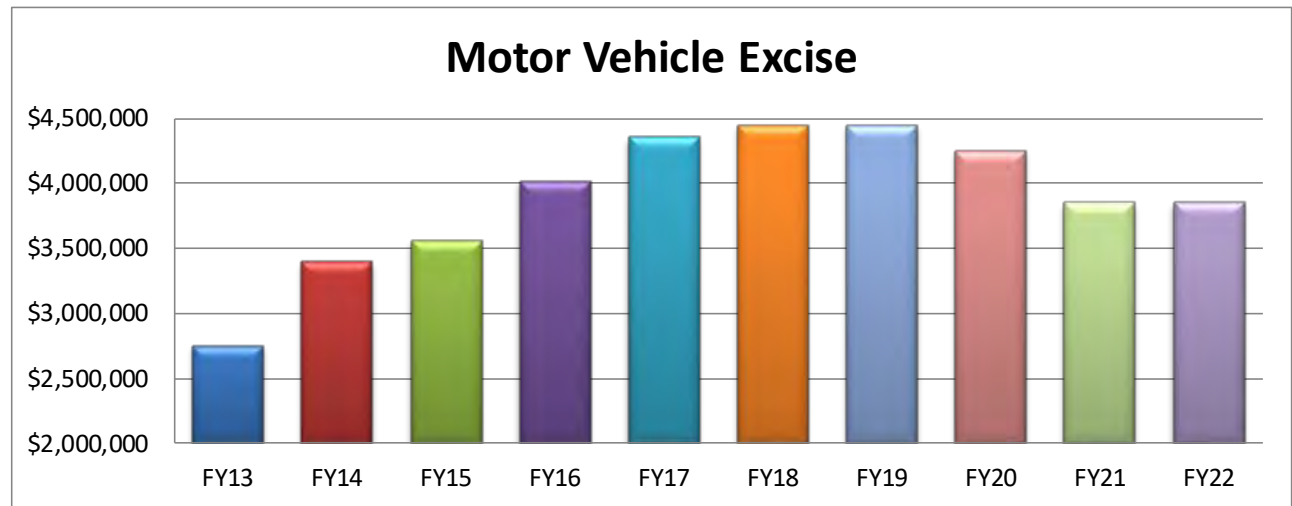


II. LOCAL RECEIPTS

Motor Vehicle Excise Tax Receipts – Massachusetts General Law (MGL) Chapter 60A, Section 1 sets the motor vehicle excise rate at \$25 per \$1000 valuation. The City collects this revenue based on data provided by the Massachusetts Registry of Motor Vehicles (RMV). The Registry, using a statutory formula based on a manufacturer's list price and year of manufacture, determines valuations. The City or Town in which a vehicle is principally garaged at the time of registration collects the motor vehicle excise tax.

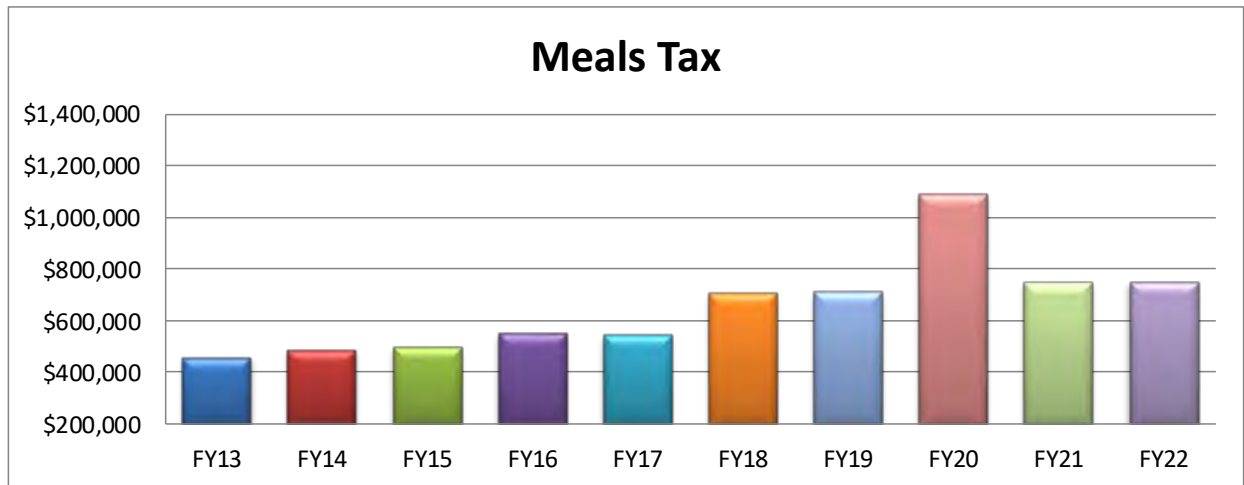
Those residents who do not pay their excise taxes in a timely manner are not allowed to renew registrations and licenses through a 'marking' process at the RMV. The City of Everett notifies the Registry of delinquent taxpayers, through its deputy collector, who prepares excise delinquent files for the Registry of Motor Vehicles. We anticipate no increase in FY22 due to COVID19 factors.

Motor Vehicle Excise		
Fiscal Year	Revenue	
2013	2,751,895	
2014	3,397,069	
2015	3,556,576	
2016	4,013,284	
2017	4,352,189	
2018	4,445,870	
2019	4,441,258	
2020	4,248,630	
2021	3,850,000	Per Recap
2022	3,850,000	Estimated
% Change FY21 vs. FY22		0.0%



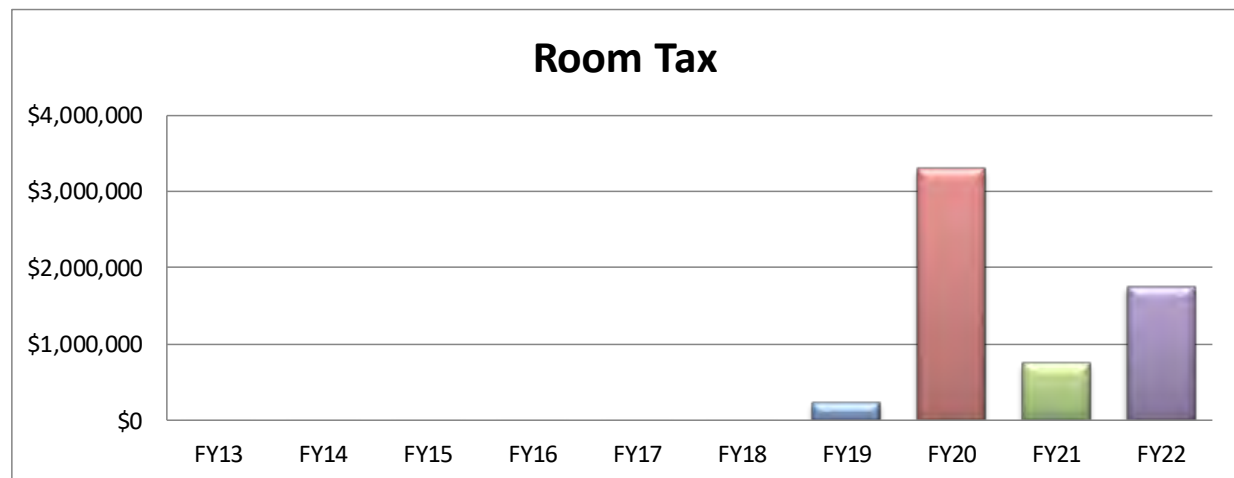
Meals Tax – (MGL CH27 §60 and 156 of the Acts of 2009). This category was new for FY 2011 as allowed by the Commonwealth of Massachusetts in FY 2010. As mentioned previously, the City Council approved a 0.75% increase in the meals tax that created additional revenue beginning in FY 2012. We anticipate a 0% increase in FY22 based on a conservative 3-year average.

Meals Tax		
Fiscal Year	Revenue	
2013	457,561	
2014	488,111	
2015	501,327	
2016	550,625	
2017	545,969	
2018	706,782	
2019	712,076	
2020	1,090,679	
2021	750,000	Per Recap
2022	750,000	Estimated
% Change FY21 vs. FY22		0.0%



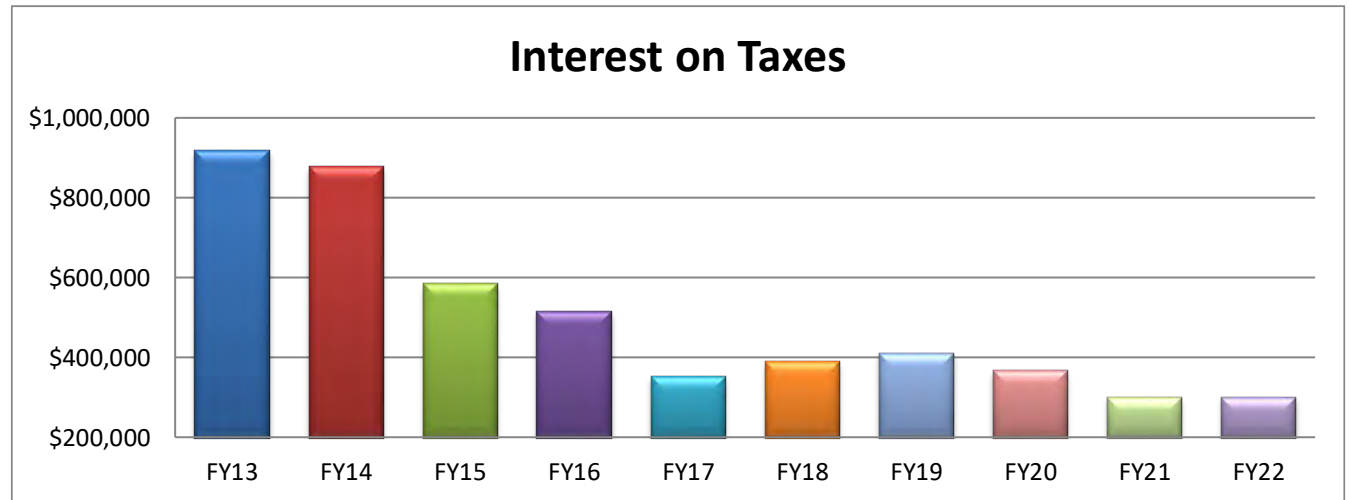
Rooms Tax – (Room Occupancy Excise - MGL Chapter 64G) This category includes taxes received through the state that are collected from all hotels, motels, and other lodging houses within the City at a rate up to, but not exceeding, 6% of the total amount of rent for each such occupancy. In FY 2022 we estimate an increase of 133.3% due to the Encore reopening after being shut down by COVID19.

Room Tax		
Fiscal Year	Revenue	
2013	-	
2014	-	
2015	-	
2016	-	
2017	-	
2018	-	
2019	237,109	
2020	3,295,972	
2021	750,000	Per Recap
2022	1,750,000	Estimated
% Change FY21 vs. FY22		133.3%



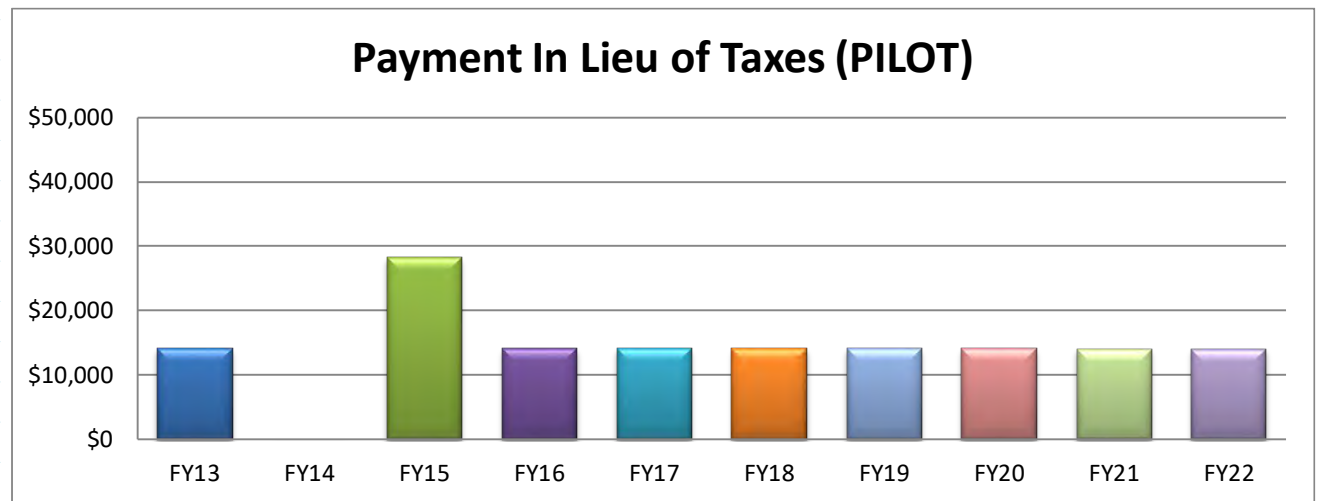
Interest on Taxes - This category includes delinquent interest and penalties on all taxes and tax title accounts. It also contains demand fees on real and personal property taxes as well as demands and warrants on late motor vehicle excise taxes and boat excise taxes. FY 2022 we estimate a 0% change based on a conservative 3-year average.

Interest on Taxes		
Fiscal Year	Revenue	
2013	918,384	
2014	878,084	
2015	582,609	
2016	513,731	
2017	351,992	
2018	389,436	
2019	410,658	
2020	367,259	
2021	300,000	Per Recap
2022	300,000	Estimated
% Change FY21 vs. FY22		0.0%



Payment In Lieu Of Taxes (PILOT) - Many communities, Everett included, are not able to put all the property within its borders to productive, tax generating uses. Federal, state and municipal facilities, hospitals, churches and colleges are examples of uses that are typically exempt from local property tax payments. The City currently has a PILOT agreement with the Everett Housing Authority. We anticipate no increase in FY22 based on actual pilot payments due.

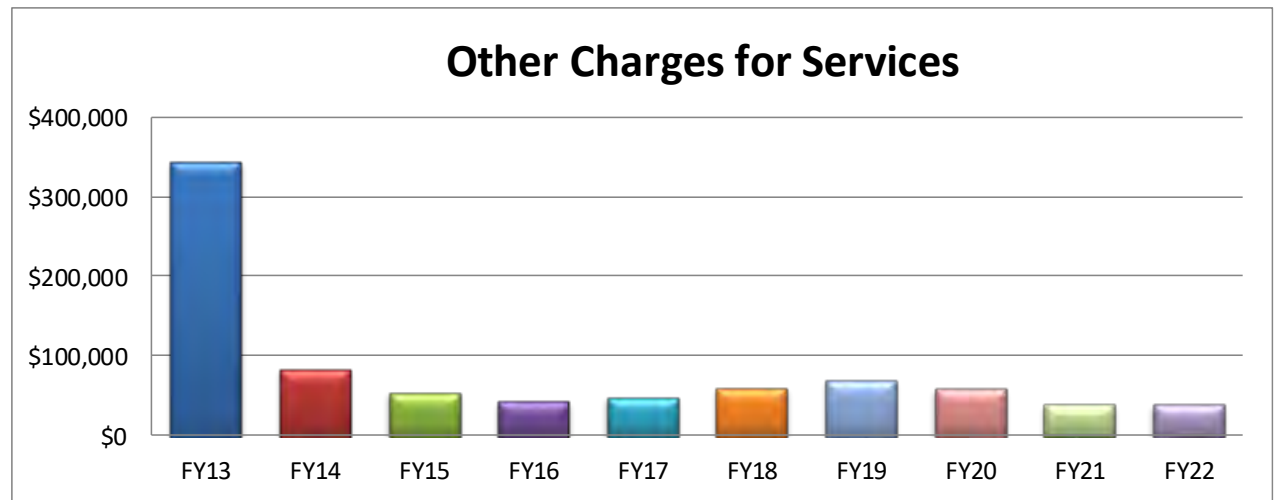
Payment in Lieu of Taxes (PILOT)		
Fiscal Year	Revenue	
2013	14,112	
2014	-	
2015	28,224	
2016	14,112	
2017	14,112	
2018	14,112	
2019	14,112	
2020	14,112	
2021	14,000	Per Recap
2022	14,000	Estimated
% Change FY21 vs. FY22		0.0%



OTHER CHARGES FOR SERVICES

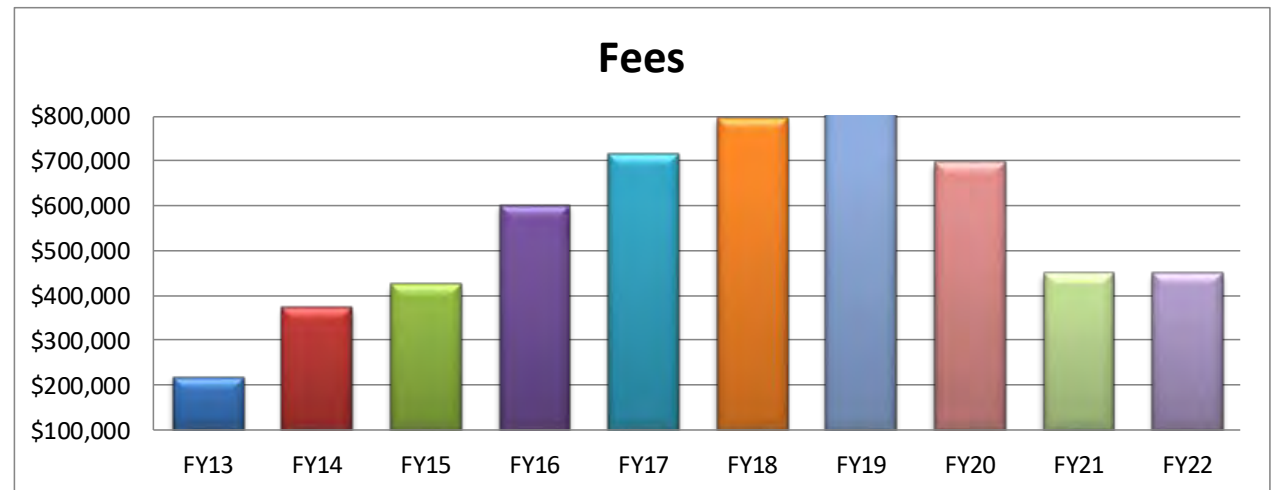
Services / Charges / User Fees – Charges for services are a revenue source to assist municipalities to offset the cost of certain services provided to the community. Some of the fees within this category are for City Clerk (birth, death and marriage certificates), public works revenue and other departmental revenue. We anticipate no increase in FY22 based on a conservative 3 year average.

Other Charges for Services		
Fiscal Year	Revenue	
2013	343,461	
2014	84,799	
2015	54,947	
2016	44,583	
2017	49,431	
2018	61,065	
2019	71,224	
2020	59,609	
2021	40,000	Per Recap
2022	40,000	Estimated
% Change FY21 vs. FY22		0.0%



Fees –This category include Police detail admin fees, City Services white good program, Inspectional Services foreclosure fees, Fire Department revenue, and other departmental revenue. We anticipate no increase in FY22 based on a conservative 3-year average.

Fees		
Fiscal Year	Revenue	
2013	219,532	
2014	373,689	
2015	425,739	
2016	602,234	
2017	715,791	
2018	795,616	
2019	861,292	
2020	696,145	
2021	450,000	Per Recap
2022	450,000	Estimated
% Change FY21 vs. FY22		0.0%



LICENSES AND PERMITS

Licenses - License revenue are received by the City Clerk for items such as marriage licenses, lodging, etc.

Permits - Permit revenue includes building permits, common victualler, wire permits, plumbing permits, etc.

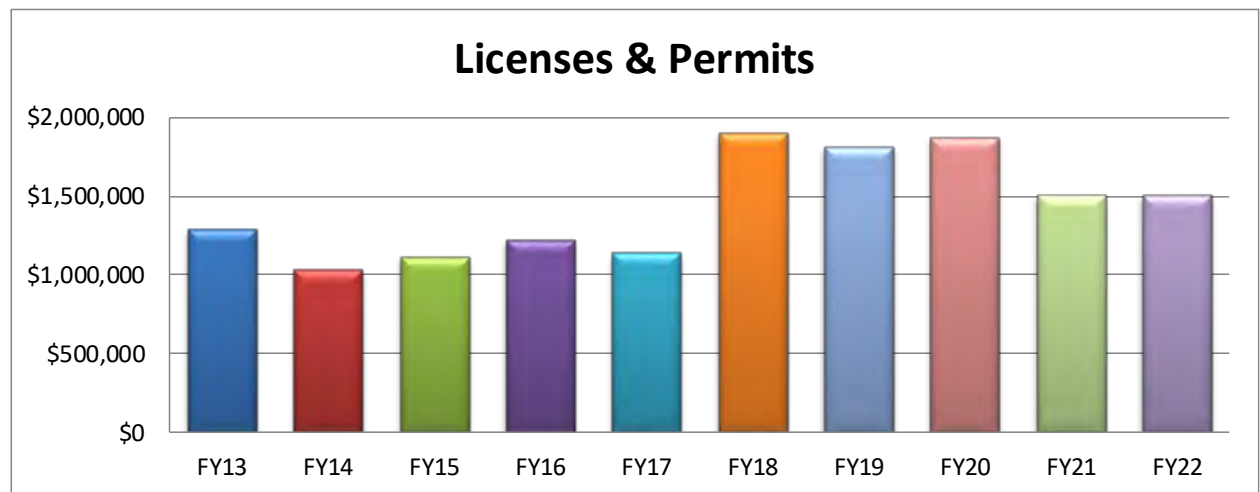
Liquor Licenses - Under Chapter 138 of the General Laws of Massachusetts, the City is empowered to grant licenses regulating the sale of alcoholic beverages. License fees vary depending upon the type of establishment, closing hours, number of days open, and whether the license is for all alcohol or beer and wine. All licenses issued by the Licensing Board, with the exception of short-term and seasonal liquor licenses, have a maximum fee set by State statute.

Entertainment - Entertainment licenses are issued for live performances, automatic amusement machines, coin operated billiard tables, and several other forms of entertainment.

Other Departmental Permits - Other Departments issue various permits including smoke detector, LP gas, and firearms.

We anticipate no increase in FY22 based on conservative 3-year average.

Licenses & Permits		
Fiscal Year	Revenue	
2013	1,284,171	
2014	1,031,143	
2015	1,113,478	
2016	1,220,338	
2017	1,138,131	
2018	1,899,829	
2019	1,810,445	
2020	1,866,483	
2021	1,500,000	Per Recap
2022	1,500,000	Estimated
% Change FY21 vs. FY22		0.0%



FINES AND FORFEITS

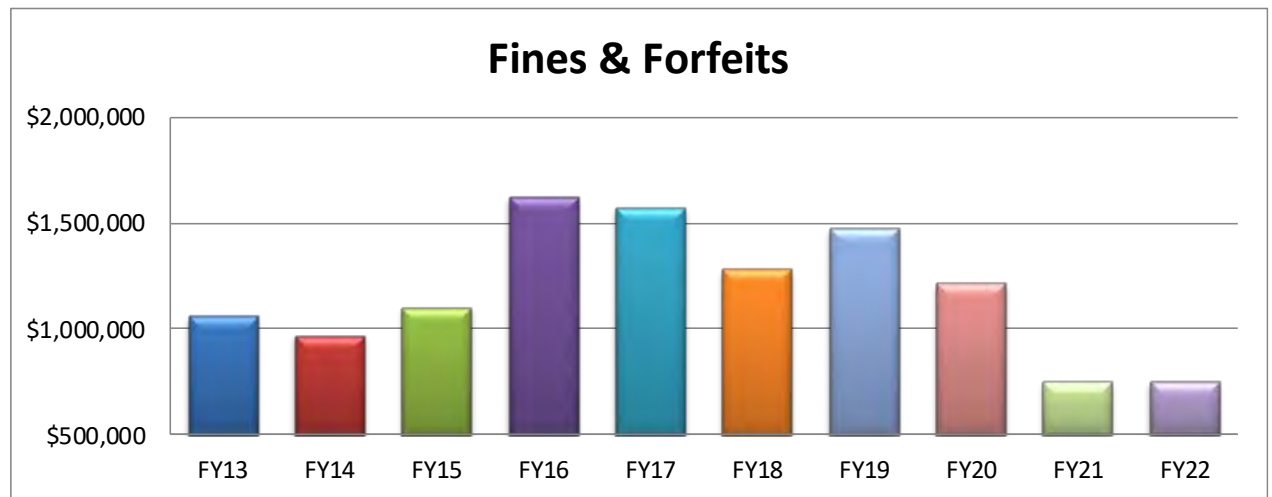
Court Fines – Non-parking offenses result in fines for moving violations. Responding to the community’s desires and public safety concerns, the police department has been focused on enforcing speed limits in local neighborhoods. Other moving violations that are included in this category are driving while intoxicated, passing in the wrong lane, and failing to stop at the traffic signal. These fines, collected by the District Court, are distributed to the City on a monthly basis.

Parking Fines - The collection of outstanding parking fines continues to be an important source of revenue to the City. The timely collection of fines has been aided by automation, and by State law that violators are prohibited from renewing their driver’s licenses and registrations until all outstanding tickets are paid in full. Like Motor Vehicle Excise, those individuals who do not pay their parking tickets in a timely manner are not allowed to renew registrations and licenses through a ‘marking’ process at the RMV. The City of Everett notifies the Registry of delinquent fine payers, through its deputy collector, who prepares parking ticket delinquent files for the Registry of Motor Vehicles. Coins collected are deposited into a Receipts Reserved for appropriation fund.

Other Fines – Other fines that are collected include trash fines, ISD fines, library fines, and code enforcement fines.

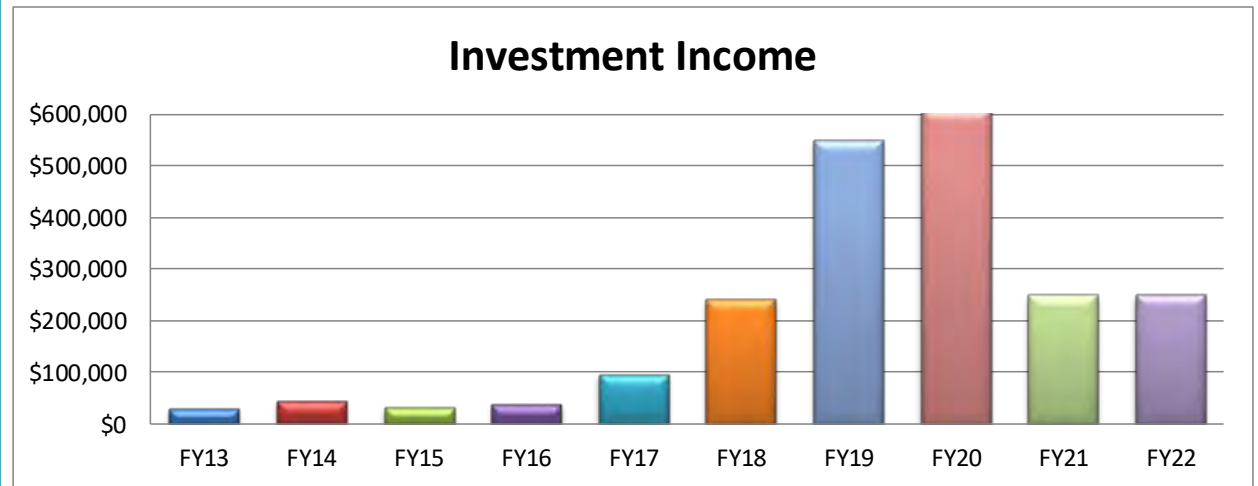
We anticipate no increase in FY22 based on conservative 3-year average.

Fines & Forfeits		
Fiscal Year	Revenue	
2013	1,062,118	
2014	969,862	
2015	1,100,829	
2016	1,621,790	
2017	1,571,155	
2018	1,280,202	
2019	1,472,228	
2020	1,214,091	
2021	750,000	Per Recap
2022	750,000	Estimated
% Change FY21 vs. FY22		0.0%



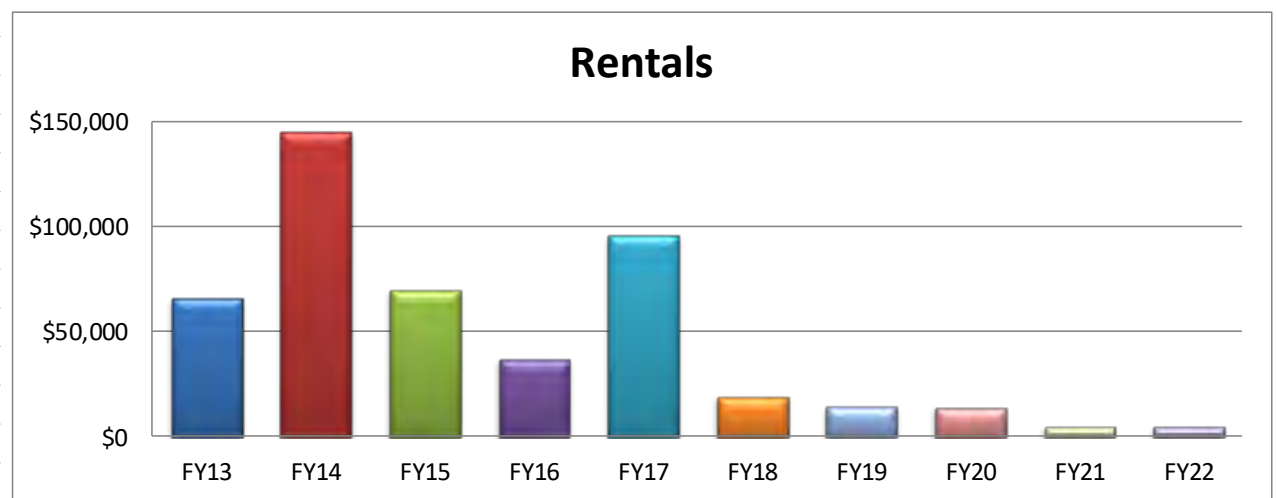
Investment Income - Under Chapter 44 Section 55B of the Mass. General Laws, all monies held in the name of the City which are not required to be kept liquid for purposes of distribution shall be invested in such manner as to require the payment of interest on the money at the highest possible rate reasonably available. The investment decision must take into account safety, liquidity and yield. The City Treasurer is looking to maximize our earning potential by evaluating investing options. We anticipate no increase in FY22 based on conservative 3-year average.

Investment Income		
Fiscal Year	Revenue	
2013	31,112	
2014	45,925	
2015	32,302	
2016	38,801	
2017	96,698	
2018	241,382	
2019	549,221	
2020	608,021	
2021	250,000	Per Recap
2022	250,000	Estimated
% Change FY21 vs. FY22		0.0%



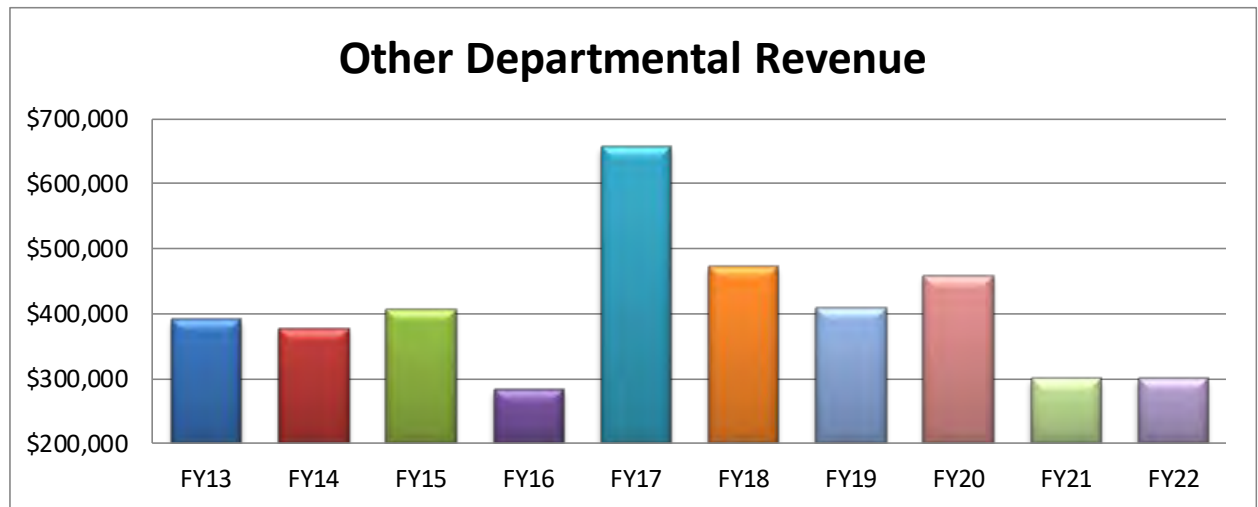
Rentals – Rental revenue comes from third party organizations using municipal buildings. We anticipate no increase in FY22 based on a conservative 3 year average.

Rentals		
Fiscal Year	Revenue	
2013	66,075	
2014	144,900	
2015	69,950	
2016	37,162	
2017	96,000	
2018	19,133	
2019	14,179	
2020	13,979	
2021	5,000	Per Recap
2022	5,000	Estimated
% Change FY21 vs. FY22		0.0%



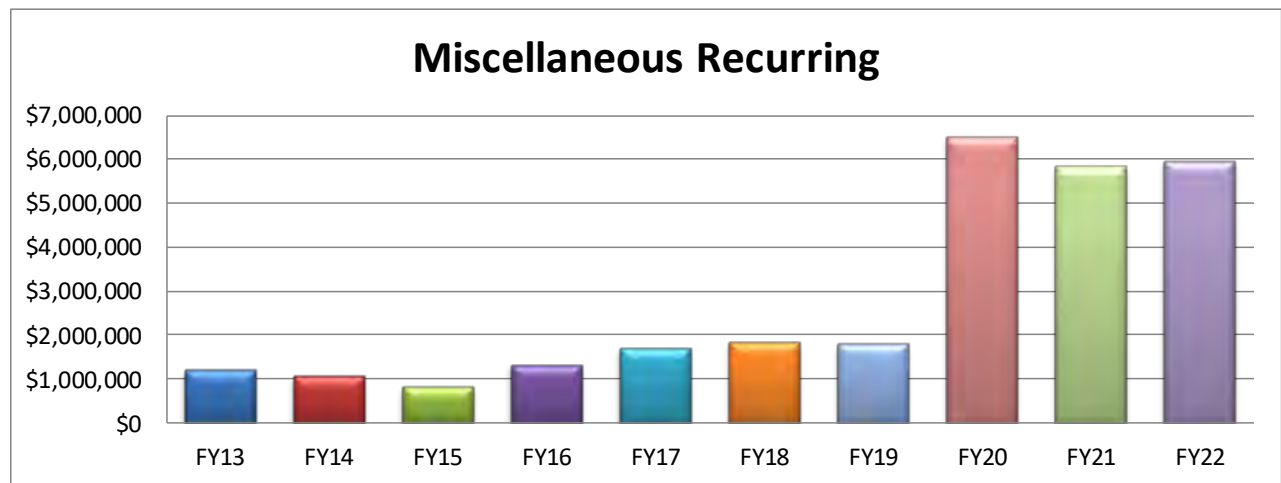
Other Departmental Revenue – Other revenue includes towing, resident parking placards & stickers, cemetery fees, park permits and rentals, etc. We anticipate no increase in FY22 based on a conservative 3 year average.

Other Departmental Revenue		
Fiscal Year	Revenue	
2013	391,573	
2014	377,585	
2015	407,039	
2016	282,969	
2017	656,645	
2018	472,535	
2019	408,958	
2020	458,401	
2021	300,000	Per Recap
2022	300,000	Estimated
% Change FY21 vs. FY22		0.0%



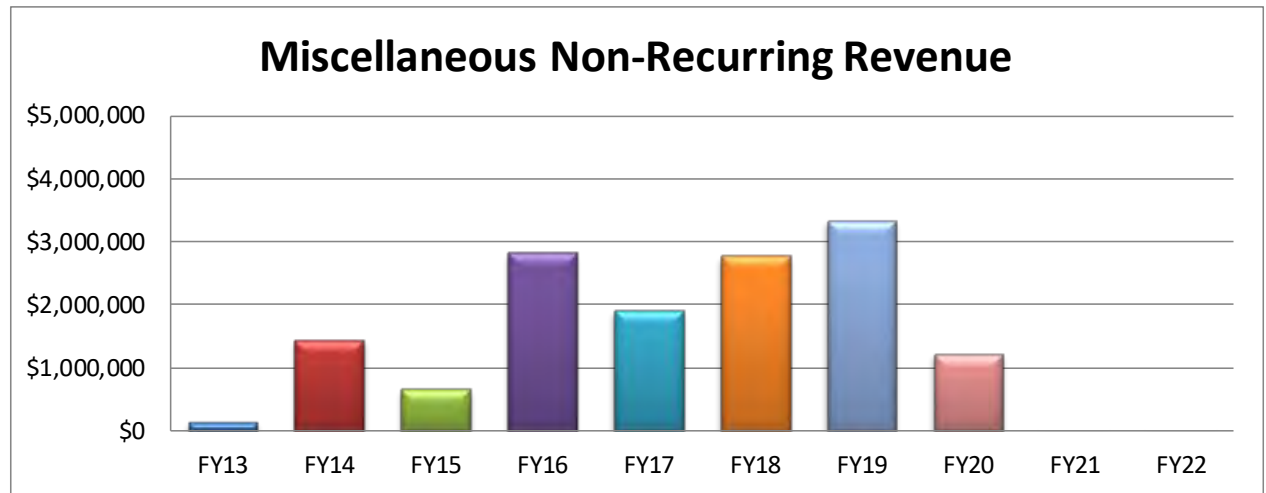
Miscellaneous Recurring – This category is used for all ‘other’ non-categorized income such as revenue from sale of copies of reports generated by a department, sale of data from tax files, collector’s fees, refunds, bad checks, Medicare D, school based Medicaid reimbursements, etc. This also includes the 5M Community Impact Fee from Encore. We anticipate a 2.2% Increase in FY22 based on a conservative 3 year average.

Miscellaneous Recurring		
Fiscal Year	Revenue	
2013	1,199,712	
2014	1,060,905	
2015	820,117	
2016	1,327,035	
2017	1,709,346	
2018	1,833,191	
2019	1,790,597	
2020	6,511,732	
2021	5,825,000	Per Recap
2022	5,953,125	Estimated
% Change FY21 vs. FY22		2.2%



Miscellaneous Non-Recurring Revenue – This category is used for all one time miscellaneous income sources. In FY 2020 we stopped receiving the \$2.5M as the Encore Casino has been completed and a new agreement is in place to recognize the recurring revenue going forward.

Miscellaneous Non-Recurring Revenue		
Fiscal Year	Revenue	
2013	136,908	
2014	1,433,202	
2015	660,093	
2016	2,812,254	
2017	1,895,037	
2018	2,768,090	
2019	3,330,143	
2020	1,213,444	
2021	-	Per Recap
2022	-	Estimated
% Change FY21 vs. FY22		0.0%



III. INTERGOVERNMENTAL REVENUE – CHERRY SHEET

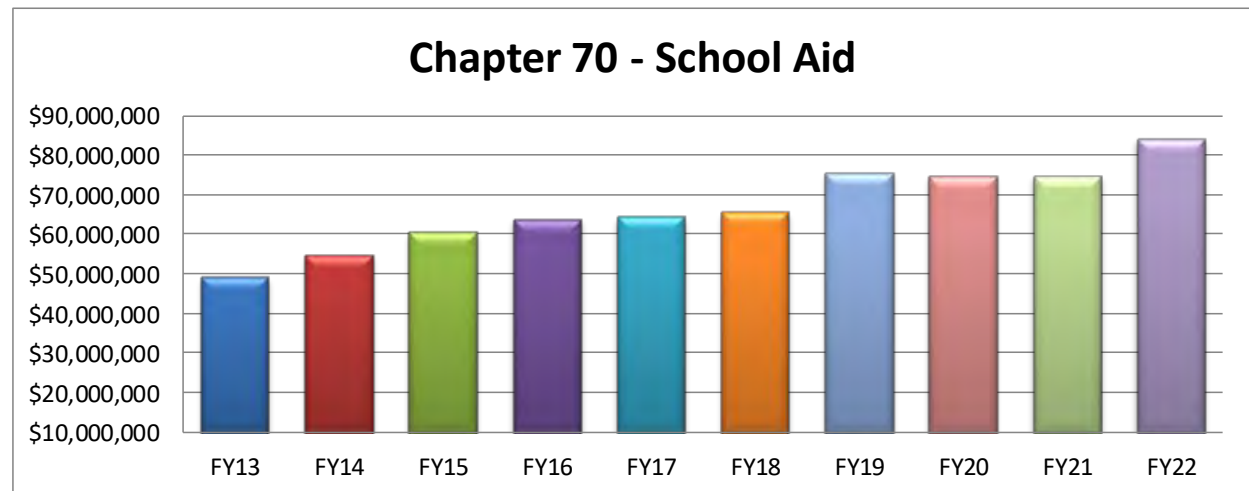
Cherry Sheet - Every year the Commonwealth sends out to each municipality a "Cherry Sheet", named for the pink-colored paper on which it was originally printed. The Cherry sheet comes in two parts, one listing the State assessments to municipalities for Massachusetts Bay Transportation Authority (MBTA), Charter Schools, RMV non-renewal fees, Retired Teachers Health Insurance, air pollution control districts, and the other State programs; the other section lists the financial aid the City will receive from the State for funding local programs. Each Cherry Sheet receipt is detailed below. State Cherry Sheet revenue funds are the primary intergovernmental revenue and in the case of many cities, is the single largest source of annual revenue. Cherry Sheet revenue consists of direct school aid, local aid, and specific reimbursements and distributions such as aid to public libraries, veteran's benefits, police career incentives, and a number of school related items. For a complete copy of the Cherry Sheet Manual or the actual Cherry Sheet Local Receipts and/or Assessments go to: <http://www.mass.gov/Ador/docs/dls/cherry/CSManual.pdf>.

The following revenues are based on the FY 2020 Local Aid Estimates that came out in May/June 2019.

School Aid - Chapter 70 school aid is based on a complex formula that takes into account: (1) statewide average cost per pupil; (2) local district pupil counts, with weighing factors to reflect varying costs among programs such as special education or vocational education, and (3) municipal fiscal "ability to pay" for education, as measured by equalized valuation per capita as a percent of statewide averages.

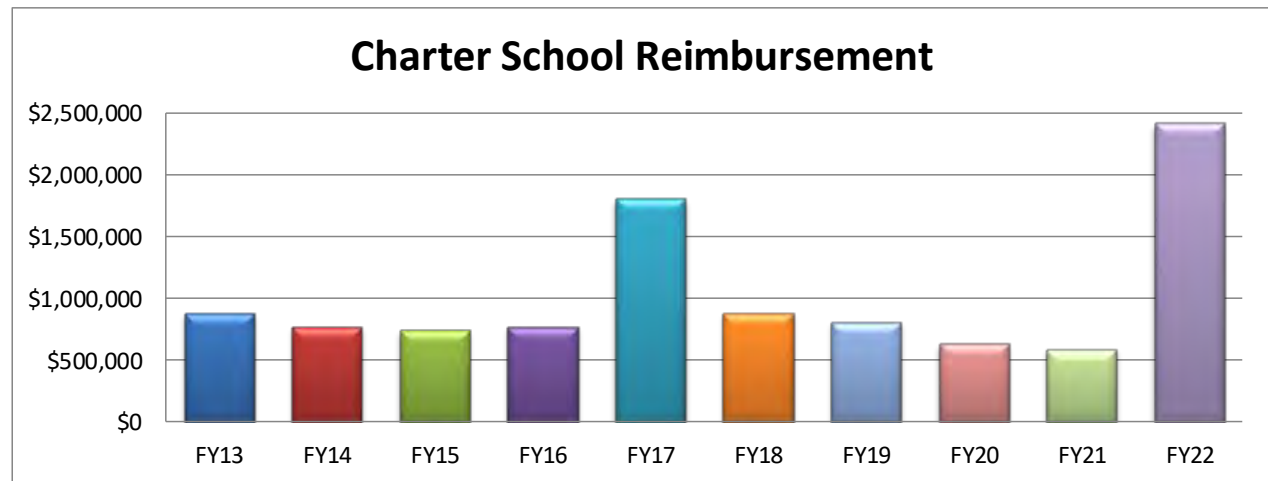
The Cherry Sheet estimates from the state show an increase of 12.4% in FY22.

Chapter 70- School Aid		
Fiscal Year	Revenue	
2013	49,378,545	
2014	55,042,003	
2015	60,635,188	
2016	64,001,903	
2017	64,492,532	
2018	65,650,979	
2019	75,783,741	
2020	75,001,709	
2021	75,001,709	Per Recap
2022	84,335,921	Estimated
% Change FY21 vs. FY22		12.4%



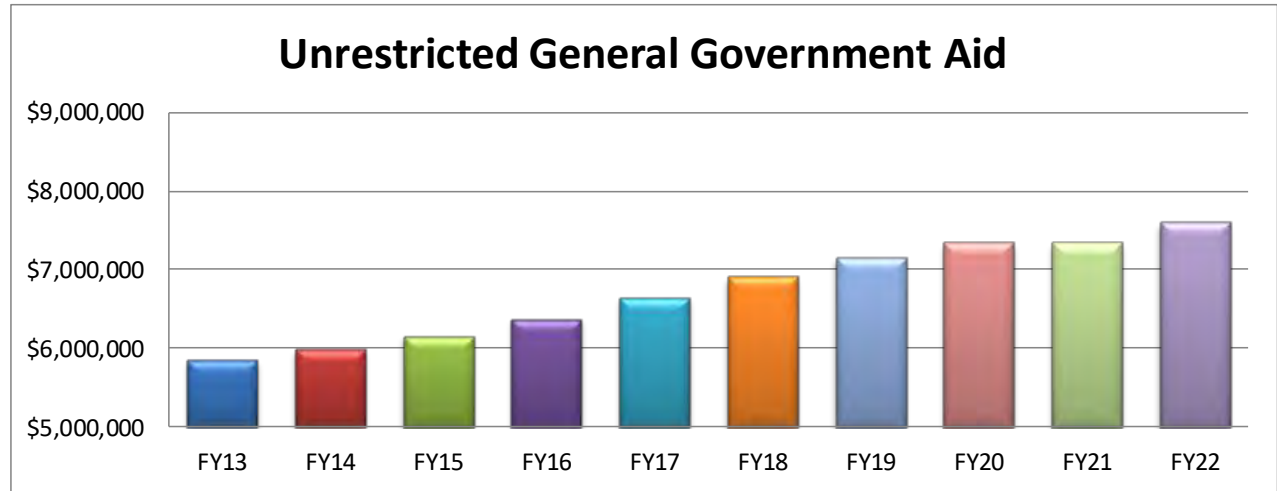
Charter Tuition Reimbursement - Under Chapter 71, Section 89, and Chapter 46 of the Acts of 1997 provides for the reimbursement sending districts for the tuition they pay to Commonwealth charter schools. It is a reimbursement for those students that elect to attend a charter school. Sending districts are reimbursed a portion of the costs associated with pupils attending charger schools beginning with the second quarterly distribution. There are three levels to the reimbursement; 100% of the tuition increase in the first year, 60% of the tuition increase in the second year, and 40% of the tuition increase in the third year. In addition, the reimbursement covers 100% of the first-year cost of pupils at charter schools who attend private or independent schools in the previous year. The reimbursement also covers 100% of the cost of any sibling students whose tuition brings a district above it statutory assessment cap of 9% of net school spending. The reimbursement is subject to appropriation in the final budget for the Commonwealth. This is a preliminary number based on school enrollment figures available at this time. The Cherry Sheet estimates from the state show an increase of 308.8% in FY22.

Charter School Reimbursement		
Fiscal Year	Revenue	
2013	874,084	
2014	771,528	
2015	739,848	
2016	769,998	
2017	1,805,106	
2018	879,232	
2019	806,561	
2020	634,798	
2021	589,637	Per Recap
2022	2,410,161	Estimated
% Change FY21 vs. FY22		308.8%



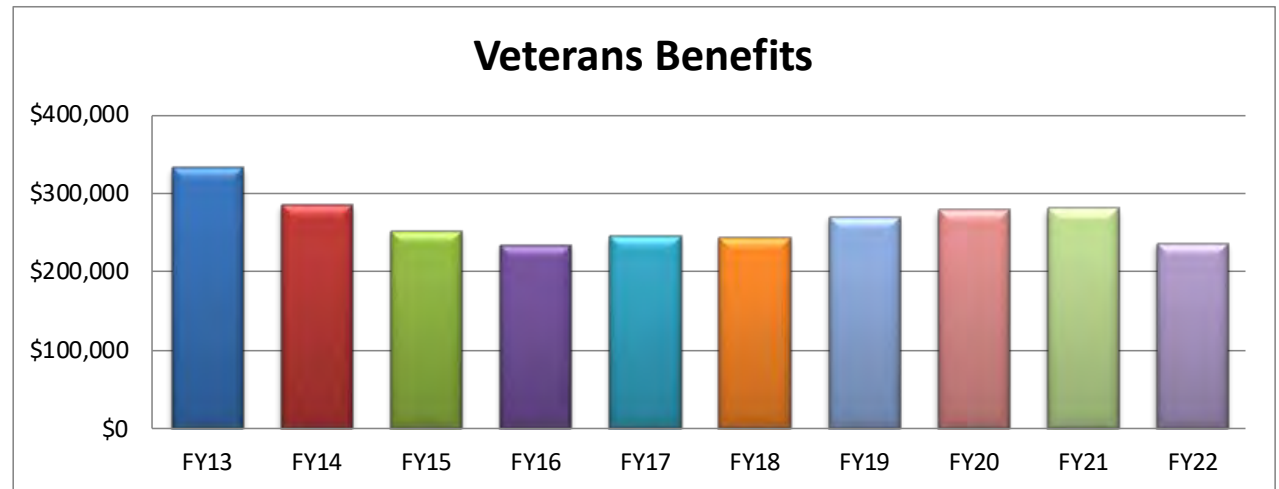
Unrestricted General Government Aid (UGGA). In FY 2010 the state has eliminated the Lottery Aid, General Fund Subsidy to Lottery, and Additional Assistance revenue and replaced it with this revenue called 'Unrestricted General Government Aid'. The FY 2008 to FY 2009 figure below is a total of the three revenue sources no longer used (lottery, subsidy to lottery, & additional assistance). The Cherry Sheet estimates from the state show an increase of 3.5% in FY22.

Unrestricted Gen. Govt. Aid		
Fiscal Year	Revenue	
2013	5,843,460	
2014	5,981,587	
2015	6,147,468	
2016	6,368,777	
2017	6,642,634	
2018	6,901,697	
2019	7,143,256	
2020	7,336,124	
2021	7,336,124	Per Recap
2022	7,592,888	Estimated
% Change FY21 vs. FY22		3.5%



Veterans' Benefits - Under Chapter 115, Section 6 municipalities receive a seventy-five percent (75%) State reimbursement on the total expenditures made on veterans' financial, medical and burial benefits. Due to the increase in veterans filing for benefits, this revenue has increased significantly as has the veterans' benefits expense line. This estimate is based upon claims filed from the veteran's services department to the state in fiscal year 2021. The Cherry Sheet estimates from the state show a decrease of -15.7% in FY22.

Veterans Benefits		
Fiscal Year	Revenue	
2013	332,682	
2014	284,279	
2015	251,952	
2016	234,096	
2017	244,677	
2018	243,457	
2019	270,041	
2020	278,254	
2021	280,256	Per Recap
2022	236,273	Estimated
% Change FY21 vs. FY22		-15.7%

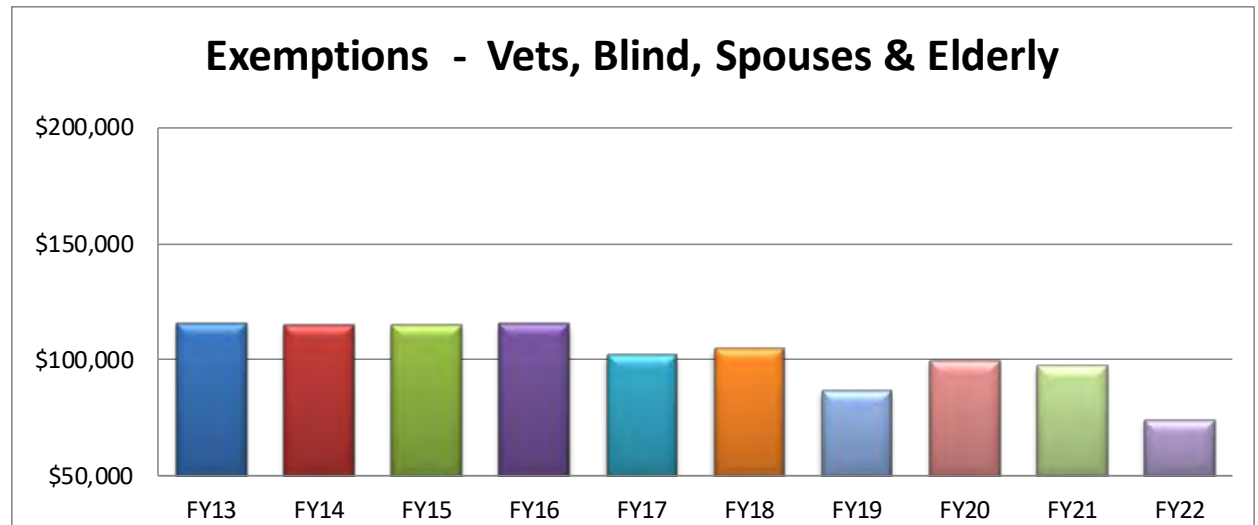


Exemptions: Vets, Blind, Surviving Spouses, and Elderly - The State Cherry Sheet reimburses the City for loss of taxes due to real estate abatements to veterans, surviving spouses and the legally blind. The abatement categories are authorized by the State. The City is not empowered to offer abatements in other categories. Under Chapter 59, Section 5, of the General Laws, municipalities are reimbursed for amounts abated in excess of \$175 of taxes of \$2,000.00 in valuation times the rate, whichever is greater.

Qualifying veterans or their surviving spouses receive an abatement of \$175 or \$2,000 in valuation times the tax rate, whichever is the greater. Chapter 59, Section 5, Clause 17d, of the General Laws, as amended by Section 2, Chapter 653 of the Acts of 1982, provides a flat \$175 in tax relief to certain persons over seventy, minors, and widows/widowers. Chapter 59, Section 5, Clause 37a, of the General Laws as amended by Section 258 of the Acts of 1982 provides an abatement of \$500 for the legally blind. Chapter 59, Section 5, Clause 41c, of the General Laws as amended by Section 5, of Chapter 653 of the Acts of 1982, qualifying persons over seventy years of age are eligible to receive a flat tax exemption of \$500.

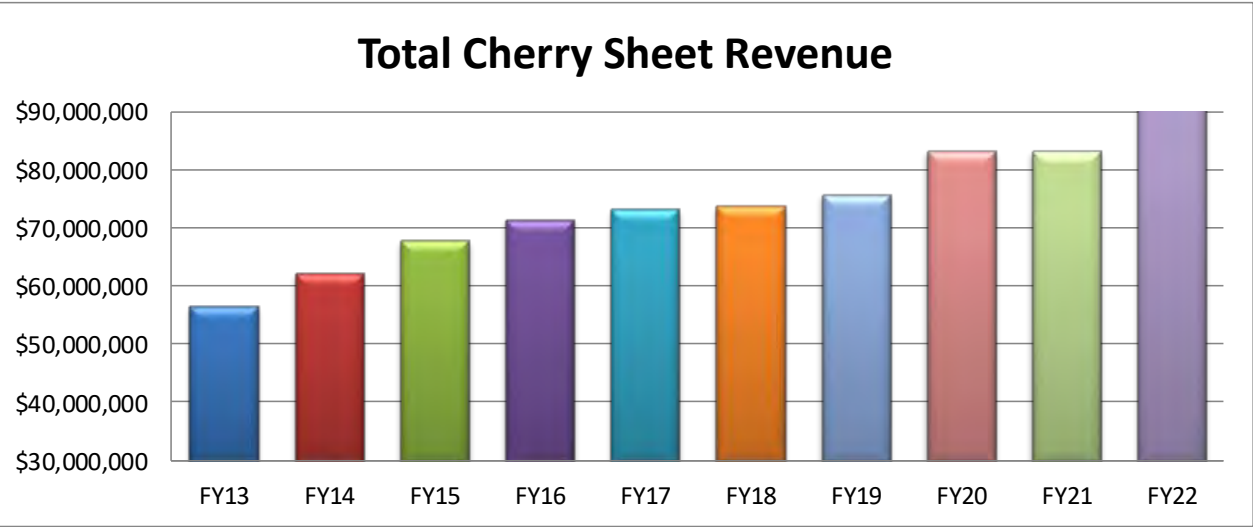
In FY 2010 the state combined the elderly exemption with the veterans, blind and surviving spouse's exemptions. In previous years, the elderly exemption was budgeted separately. The Cherry Sheet estimates from the state show a decrease of -23.6% in FY22.

Exemptions- Vets, Blind, Spouse & Elderly		
Fiscal Year	Revenue	
2013	115,789	
2014	115,093	
2015	114,611	
2016	115,321	
2017	101,853	
2018	104,710	
2019	86,528	
2020	99,568	
2021	97,220	Per Recap
2022	74,293	Estimated
% Change FY21 vs. FY22		-23.6%



The Cherry Sheet REVENUE estimates from the state show an increase of 13.6% in FY22.

Total Cherry Sheet Revenue		
Fiscal Year	Revenue	
2013	56,544,560	
2014	62,194,490	
2015	67,889,067	
2016	71,545,954	
2017	73,341,867	
2018	73,836,807	
2019	75,783,741	
2020	83,411,682	
2021	83,379,596	Per Recap
2022	94,729,206	Estimated
% Change FY21 vs. FY22		13.6%



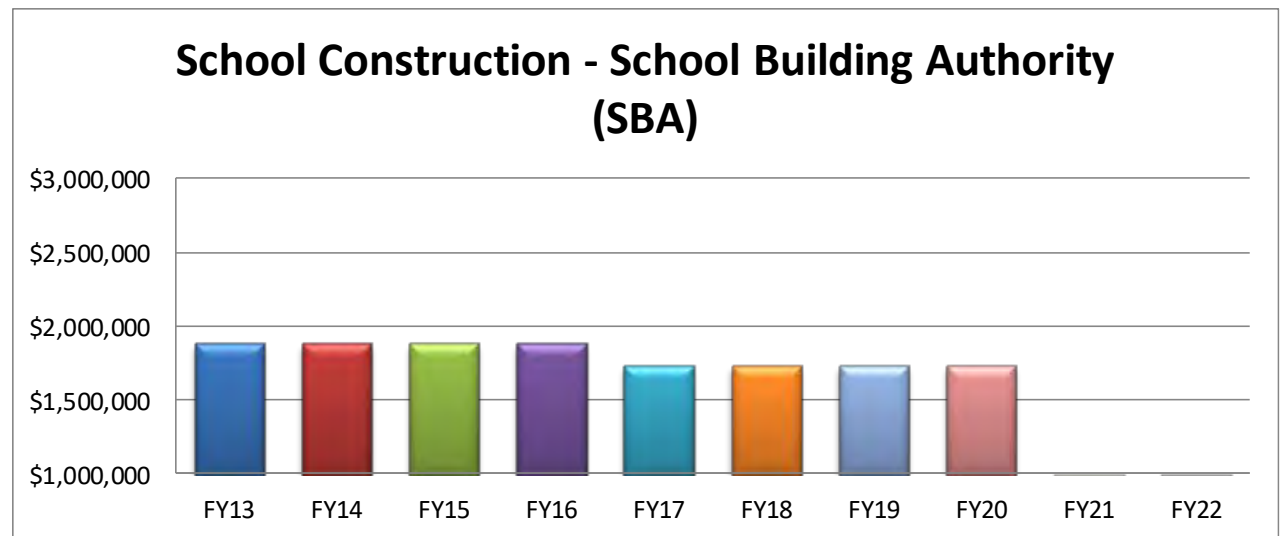
IV. MSBA REIMBURSEMENTS

School Construction - The School Assistance Act, as amended, provides for the reimbursement of school construction projects that involve any of the following: The replacement of unsound or unsafe buildings; the prevention or elimination of overcrowding; prevention of the loss of accreditation; energy conservation projects, and the replacement of, or remedying of, obsolete buildings. The law also provides formulas (involving equalized valuation, school population, construction costs, and interest payments) for reimbursement of costs that include fees, site development, construction, and original equipping of the school.

In July of 2004, the governor signed Chapter 208 and Chapter 210, of the Acts of 2004 into law, which makes substantial changes to the School Building Assistance (SBA) program. This legislation transfers responsibility for the SBA program from the Department of Education to the Massachusetts School Building Authority (MSBA), under the Office of the State Treasurer. The authority is a new and independent governing body comprised of seven members. The legislation under Chapter 210 dedicates 1 percent of the sales tax receipts to help fund School Building projects. For more information go to www.mass.gov/msba

The City of Everett received some payments under the old SBA program and also receives monthly reimbursements for ALL eligible costs for the ongoing schools under the new MSBA program. These payments ended in FY 2020.

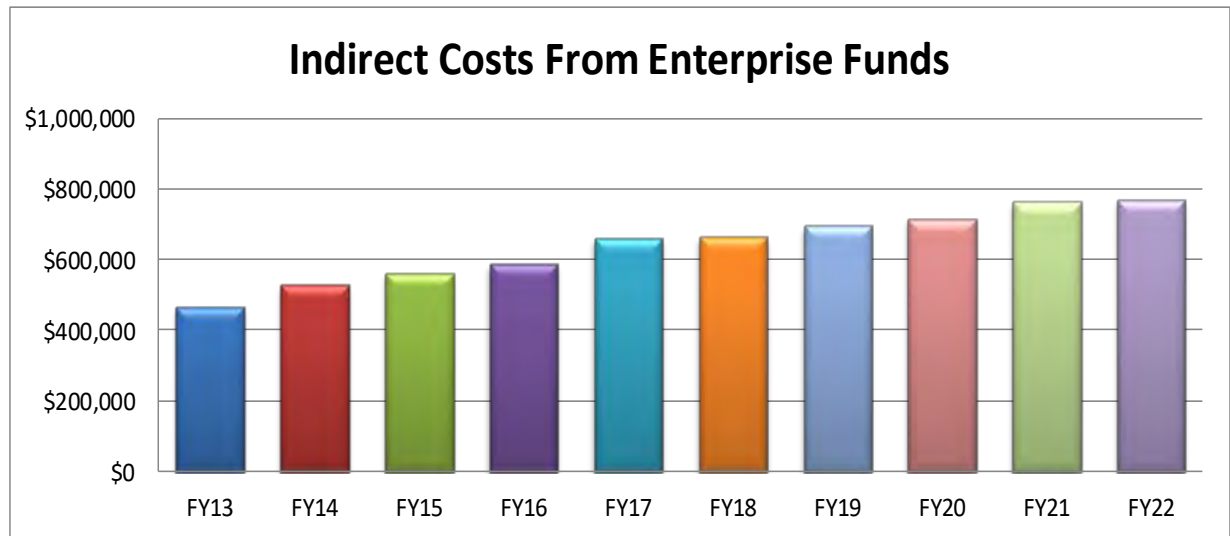
School Construction School Building Authority (SBA)		
Fiscal Year	Revenue	
2013	1,882,459	
2014	1,882,459	
2015	1,882,459	
2016	1,882,459	
2017	1,730,062	
2018	1,730,062	
2019	1,730,062	
2020	1,730,062	
2021	-	Per Recap
2022	-	Estimated
% Change FY21 vs. FY22		0.0%



V. INTERGOVERNMENTAL/INTERFUND TRANSFERS/OTHER

Enterprise Fund Transfer - The Water and Sewer Enterprise Funds, financed by water and sewer usage charges, provide reimbursements for direct and indirect costs associated with a variety of City services, provided by Finance, Treasury, Human Resources, and other City Departments. Additionally, enterprise funds provide reimbursements to the general fund for all employee benefits (including fringe benefits) of those employees who work directly for the water and sewer departments, as well as costs for the maintenance of the Water and Sewer accounting and billing system. Finally, a portion of the City's assessments for property/casualty insurance, unemployment and worker's compensation are also captured in the indirect costs of the enterprise funds of the water and sewer departments. For FY 2022 an increase in indirect costs of 0.8% is projected.

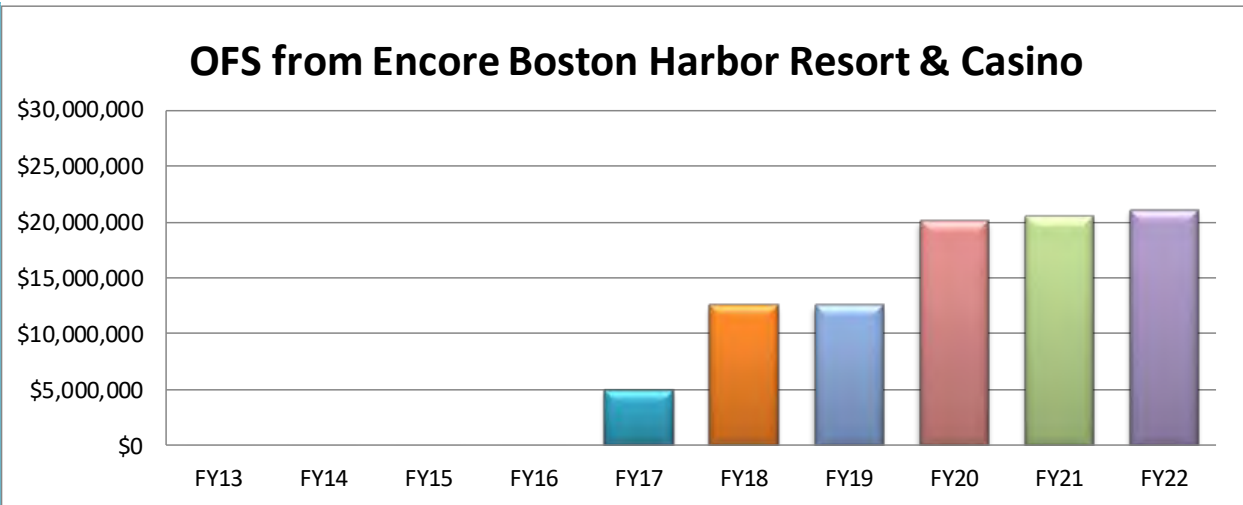
Inter-fund Operating Transfers In Indirect Costs from Enterprise Funds		
Fiscal Year	Revenue	
2013	466,593	
2014	528,544	
2015	561,191	
2016	589,251	
2017	661,279	
2018	665,206	
2019	697,507	
2020	715,980	
2021	765,503	Per Recap
2022	771,627	Estimated
% Change FY21 vs. FY22		0.8%



Other Financial Sources - The City of Everett was receiving money from the Encore Boston Harbor Resort & Casino as part of an agreement to help offset costs for public safety, public services and other city services. In 2019 the Encore Casino opened and the City of Everett entered into an agreement with Encore for FY 2020. The money received is broken into a 121A agreement, community impact fee, and excise tax – Rooms/Meals.

The amount below reflects the 121A Agreement. The 2.5% increase for FY 2022 is based on the 121A agreement. Community impact fee is included in Miscellaneous Recurring Revenue and Rooms/Meals taxes are included in those specific revenue accounts.

Other Financial Sources		
Fiscal Year	Revenue	
2013	-	
2014	-	
2015	-	
2016	-	
2017	5,000,000	
2018	12,500,000	
2019	12,500,000	
2020	20,000,000	
2021	20,500,000	Per Recap
2022	21,012,500	Estimated
% Change FY21 vs. FY22		2.5%



Annual Appropriation Order

RECOMMENDATION OF HIS HONOR MAYOR CARLO DeMARIA

THE ANNUAL APPROPRIATION ORDER

FISCAL YEAR 2022 - Revision C

111	CITY COUNCIL		Total
	Personnel Services	403,560	
	General Expenditures	89,000	492,560
121	EXECUTIVE OFFICE OF THE MAYOR		
	Personnel Services	560,454	
	General Expenditures	362,144	922,598
129	311/CONSTITUENT SERVICES		
	Personnel Services	410,231	
	General Expenditures	10,000	420,231
135	DIVISION OF FINANCE / OFFICE OF THE CITY AUDITOR		
	Personnel Services	468,929	
	General Expenditures	230,500	699,429
138	DIVISION OF FINANCE / OFFICE OF PURCHASING & PROCUREMENT		
	Personnel Services	100,538	
	General Expenditures	18,500	119,038
141	DIVISION OF FINANCE / OFFICE OF ASSESSING		
	Personnel Services	313,221	
	General Expenditures	360,875	674,096
145	DIVISION OF FINANCE / OFFICE OF TREASURER - COLLECTOR		
	Personnel Services	907,196	
	General Expenditures	469,750	1,376,946

RECOMMENDATION OF HIS HONOR MAYOR CARLO DeMARIA
THE ANNUAL APPROPRIATION ORDER
 FISCAL YEAR 2022 - Revision C

151	OFFICE OF THE CITY SOLICITOR		
	Personnel Services	450,319	
	General Expenditures	96,200	546,519
152	DEPARTMENT OF HUMAN RESOURCES		
	Personnel Services	1,397,213	
	General Expenditures	79,500	1,476,713
155	DEPARTMENT OF INFORMATION TECHNOLOGY		
	Personnel Services	246,846	
	General Expenditures	1,015,000	
	Capital Improvements	35,000	1,296,846
161	CITY CLERK/ELECTIONS		
	Personnel Services	657,662	
	General Expenditures	152,200	809,862
165	LICENSING		
	Personnel Services	7,200	
	General Expenditures	500	7,700
171	CONSERVATION COMMISSION		
	Personnel Services	15,600	
	General Expenditures	685	16,285
175	PLANNING BOARD		
	Personnel Services	14,300	
	General Expenditures	100	14,400
176	ZONING BOARD OF APPEALS		
	Personnel Services	14,696	

RECOMMENDATION OF HIS HONOR MAYOR CARLO DeMARIA
THE ANNUAL APPROPRIATION ORDER
 FISCAL YEAR 2022 - Revision C

General Expenditures	500	15,196
<u>PUBLIC SAFETY (200s)</u>		
210 POLICE DEPARTMENT		
Personnel Services	15,686,462	
General Expenditures	457,400	
Capital Improvements	78,147	16,222,009
220 FIRE DEPARTMENT		
Personnel Services	11,858,814	
General Expenditures	300,500	
Capital Improvements	35,000	12,194,314
242 DEPARTMENT OF INSPECTIONAL SERVICES		
Personnel Services	1,839,757	
General Expenditures	2,402,500	4,242,257
299 EMERGENCY COMMUNICATIONS CENTER		
Personnel Services	1,126,629	
General Expenditures	90,800	1,217,429
<u>D P W (400s)</u>		
DEPARTMENT OF PUBLIC WORKS		
490 Personnel Services - Executive Division	960,417	
General Expenditures	1,153,450	2,113,867

RECOMMENDATION OF HIS HONOR MAYOR CARLO DeMARIA
THE ANNUAL APPROPRIATION ORDER
 FISCAL YEAR 2022 - Revision C

491	Personnel Services - Facilities Division	1,572,429	
	General Expenditures	590,000	2,162,429

D P W (400s) (continued)

492	Personnel Services - Engineering Division	297,904	
	General Expenditures	365,000	662,904
493	Personnel Services - Parks and Cemeteries Division	1,350,619	
	General Expenditures	762,500	2,113,119
494	General Expenditures -Stadium	29,000	29,000
495	Personnel Services - Highway Division	1,315,350	
	General Expenditures	565,000	1,880,350
496	Personnel Services - Snow and Ice	70,000	
	General Expenditures	325,000	395,000
497	General Expenditures - Solid Waste	4,410,000	4,410,000

HUMAN SERVICES (500s)

510	DEPARTMENT OF HEALTH AND HUMAN SERVICES		
	Personnel Services	1,372,136	
	General Expenditures	83,850	1,455,986
521	DEPARTMENT OF PLANNING & DEVELOPMENT		
	Personnel Services	355,634	

RECOMMENDATION OF HIS HONOR MAYOR CARLO DeMARIA
THE ANNUAL APPROPRIATION ORDER
FISCAL YEAR 2022 - Revision C

	General Expenditures	318,000	673,634
522	DEPARTMENT OF TRANSPORTATION		
	Personnel Services	185,100	
	General Expenditures	305,000	490,100
<u>HUMAN SERVICES (500s) (continued)</u>			
541	COUNCIL ON AGING		
	General Expenditures	47,500	47,500
543	OFFICE OF VETERANS SERVICES		
	Personnel Services	111,647	
	General Expenditures	464,450	576,097
544	COMMISSION ON DISABILITY		
	Personnel Services	10,700	
	General Expenditures	250	10,950
599	OFFICE OF HUMAN SERVICES		
	Personnel Services	411,524	
	General Expenditures	130,500	542,024
<u>LIBRARIES AND RECREATION (600s)</u>			
610	DEPARTMENT OF LIBRARIES		
	Personnel Services	925,706	
	General Expenditures	303,949	1,229,655
630	OFFICE OF HEALTH AND WELLNESS		

RECOMMENDATION OF HIS HONOR MAYOR CARLO DeMARIA
THE ANNUAL APPROPRIATION ORDER
FISCAL YEAR 2022 - Revision C

Personnel Services	341,358	
General Expenditures	39,500	380,858
SUBTOTAL: CITY DEPARTMENT COSTS	\$ 61,937,901	\$ 61,937,901

FIXED COSTS

710	RETIREMENT OF LONG TERM CAPITAL DEBT	9,034,416	9,034,416
751	LONG TERM DEBT INTEREST	3,187,557	3,187,557
752	SHORT TERM DEBT INTEREST	210,000	210,000
911	RETIREMENT BOARD		
	Pension Fund Contribution	18,142,118	18,142,118
913	UNEMPLOYMENT COMPENSATION	330,000	330,000
914	EMPLOYEE INSURANCE		
	Life Insurance	88,000	
	Health Insurance	21,883,872	
	A D & D Insurance	28,000	21,999,872
915	FICA (Medicare)	1,936,012	1,936,012
944	EMPLOYEE INJURIES		
	Active Police & Fire	400,000	
	Retired Police & Fire	19,500	
	Workers Comp	772,000	1,191,500

RECOMMENDATION OF HIS HONOR MAYOR CARLO DeMARIA
THE ANNUAL APPROPRIATION ORDER
FISCAL YEAR 2022 - Revision C

945	PROPERTY / LIABILITY INSURANCE		
	Comp General Liability	1,984,650	
	Insurance Deductibles	151,500	2,136,150
	SUBTOTAL: FIXED COSTS	\$ 58,167,625	\$ 58,167,625

SCHOOL DEPARTMENT

300	SCHOOL DEPARTMENT	98,862,378	
300	Special Ed Transportation	0	98,862,378
	SUBTOTAL: SCHOOL DEPARTMENT	\$ 98,862,378	98,862,378

City Department Costs	61,937,901	
Fixed Costs	58,167,625	120,105,526
School Department	98,862,378	

RECOMMENDED APPROPRIATION GRAND TOTAL:	\$ 218,967,904	\$ 218,967,904
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4.5 Local Aid Assessments (Estimated Receipts)

MA Department of Revenue, Division of Local Services

Final Municipal Cherry Sheet Estimates

Data current as of 08/23/2021

C.S. 1-ER Commonwealth of Massachusetts Department of Revenue

NOTICE TO ASSESSORS OF ESTIMATED RECEIPTS

General Laws, Chapter 58, Section 25A

	2019	2020	2021	2022
Education				
Chapter 70	67,417,033	75,001,709	75,001,709	84,335,921
School Transportation	0	0	0	0
Retired Teachers Pension	0	0	0	0
Charter Tuition Reimbursement	806,561	634,798	589,637	2,410,161
Smart Growth	0	0	0	0
Education Offset Items:				
School Lunch	0	0	0	0
School Choice Receiving Tuition	0	0	0	0
Sub-Total, All Education Programs	68,223,594	75,636,507	75,591,346	86,746,082
General Government				
Unrestricted General Government Aid	7,143,256	7,336,124	7,336,124	7,592,888
Local Share of Racing Taxes	0	0	0	0
Regional Public Libraries	0	0	0	0
Police Career Incentive	0	0	0	0
Urban Revitalization	0	0	0	0
Veterans Benefits	270,041	278,254	280,256	236,273
Exemp: VBS and Elderly	86,528	99,568	97,220	74,293
State Owned Land	0	0	0	0
General Government Offset Item:				
Public Libraries	60,322	61,229	74,650	79,670
Sub-Total, All General Government	7,560,147	7,775,175	7,788,250	7,983,124
Grand Total	75,783,741	83,411,682	83,379,596	94,729,206

4.5 Local Aid Assessments (Estimated Receipts)

MA Department of Revenue, Division of Local Services

Final Municipal Cherry Sheet Estimates

Data current as of 08/23/2021

C.S. 1-ER Commonwealth of Massachusetts Department of Revenue

NOTICE TO ASSESSORS OF ESTIMATED RECEIPTS

General Laws, Chapter 58, Section 25A

	2019	2020	2021	2022
Education				
Chapter 70	67,417,033	75,001,709	75,001,709	84,335,921
School Transportation	0	0	0	0
Retired Teachers Pension	0	0	0	0
Charter Tuition Reimbursement	806,561	634,798	589,637	2,410,161
Smart Growth	0	0	0	0
Education Offset Items:				
School Lunch	0	0	0	0
School Choice Receiving Tuition	0	0	0	0
Sub-Total, All Education Programs	68,223,594	75,636,507	75,591,346	86,746,082
General Government				
Unrestricted General Government Aid	7,143,256	7,336,124	7,336,124	7,592,888
Local Share of Racing Taxes	0	0	0	0
Regional Public Libraries	0	0	0	0
Police Career Incentive	0	0	0	0
Urban Revitalization	0	0	0	0
Veterans Benefits	270,041	278,254	280,256	236,273
Exemp: VBS and Elderly	86,528	99,568	97,220	74,293
State Owned Land	0	0	0	0
General Government Offset Item:				
Public Libraries	60,322	61,229	74,650	79,670
Sub-Total, All General Government	7,560,147	7,775,175	7,788,250	7,983,124
Grand Total	75,783,741	83,411,682	83,379,596	94,729,206

City Council



Mission Statement

To perform legislative duties encumbered upon us by Massachusetts General Laws, the Everett City Charter and City Ordinances on behalf of residents of the City of Everett.

Significant Budget & Staffing Changes for FY2021

Effective July 1, 2021, the City Council approved a part-time Legislative Aide. In FY2021, the Covid Pandemic caused the City Council to reduce some line items in their budget. These line items are now requested in the FY2022 budget.

FY2021: Accomplishments

- Elected a new Legislative Aide.
- City Council enacted 18 ordinances.
- Implementation of the first ever tablet enabled voting system.
- An electronic voting system is utilized to show the viewing audience the results.

FY2022: Goals & Objectives

- To present the best representation to the people of Everett.
- To provide a more transparent government.
- To work collectively with the Mayor and his administration addressing needs and concerns.
- To achieve this goal the city council will be utilizing minutes, agenda software, and tablets to expedite meetings and track voting by individual councilors.



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

111 - CITY COUNCIL		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
PERSONNEL							
01-111-1-5111	SALARIES	\$53,544.75	\$53,341.00	\$52,254.95	\$54,675.00	\$54,675.00	\$54,675.00
01-111-1-5143	LONGEVITY	\$0.00	\$400.00	\$400.00	\$400.00	\$400.00	\$400.00
01-111-1-5191	CITY COUNCIL STIPENDS	\$332,749.86	\$335,500.00	\$338,500.08	\$348,485.00	\$348,485.00	\$348,485.00
PERSONNEL Total:		\$386,294.61	\$389,241.00	\$391,155.03	\$403,560.00	\$403,560.00	\$403,560.00
EXPENSES							
01-111-2-5203	PERSONAL SERVICES	\$5,897.42	\$8,000.00	\$4,224.00	\$8,000.00	\$8,000.00	\$8,000.00
01-111-2-5204	PROFESSIONAL LEGAL SERVICES	\$0.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
01-111-2-5280	EQUIPMENT & OTHER	\$1,446.48	\$3,000.00	\$1,089.16	\$3,000.00	\$3,000.00	\$3,000.00
01-111-2-5346	ADVERTISING	\$9,697.00	\$9,000.00	\$9,209.00	\$10,000.00	\$10,000.00	\$10,000.00
01-111-2-5420	OFFICE SUPPLIES	\$6,353.32	\$7,000.00	\$6,195.27	\$9,000.00	\$9,000.00	\$9,000.00
01-111-2-5785	REIMBURSABLE EXPENSES	\$18,289.77	\$33,000.00	\$18,003.62	\$44,000.00	\$44,000.00	\$44,000.00
01-111-2-5792	FORMAL EVENTS	\$4,596.44	\$0.00	\$0.00	\$10,000.00	\$10,000.00	\$10,000.00
EXPENSES Total:		\$46,280.43	\$60,000.00	\$38,721.05	\$89,000.00	\$89,000.00	\$89,000.00
111 CITY COUNCIL Total:		\$432,575.04	\$449,241.00	\$429,876.08	\$492,560.00	\$492,560.00	\$492,560.00

111	CITY COUNCIL / LEGISLATIVE DEPARTMENT								
	PERSONNEL SERVICES								
									FY22
				FY21	FY22	FY22		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& COUNCIL
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-111-1-5111	Legislative Aide ¹	UNCL	35	1	1	1	\$53,341	\$54,675	\$54,675
01-111-1-5143	Legislative Aide	Longevity					\$400	\$400	\$400
01-111-1-5191	Legislative Aide - Part Time ³	UNCL		0	0	0	\$0	\$6,000	\$6,000
01-111-1-5191	Clerk of Committees - Part Time ¹	UNCL		0	0	0	\$41,000	\$42,025	\$42,025
01-111-1-5191	Clerk of the City Council ¹	UNCL		0	0	0	\$14,000	\$14,350	\$14,350
01-111-1-5191	City Councilors ²	UNCL		0	0	0	\$280,500	\$286,110	\$286,110
				1	1	1			
111	City Council / Legislative Department TOTAL								
City Councilors:	Wards: Fred Capone (1), Stephanie Martins (2),				Salary (5111)		\$53,341	\$54,675	\$54,675
	Anthony DiPierro (3), Jimmy Tri Le (4), Rosa DiFlorio (5),				Longevity (5143)		\$400	\$400	\$400
	Mike McLaughlin (6)				City Council Stipend (5191)		\$335,500	\$348,485	\$348,485
	At-Large: Wayne Matewsky, John Hanlon, Gerly Adrien,				Personnel Total:		\$389,241	\$403,560	\$403,560
	Mike Marchese, Richard Dell Isola								
Notes to Budget:									
¹ This salary increased by 2.5% in FY22.									
² Salary for a City Councilor is \$25,500 and increases by 2% on January 1, 2022.									
³ New part-time position added.									

(111) City Council - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	53,341	54,675	\$1,334	3%	Salary increase of 2.5% for Mr. Mangan.
Longevity	400	400	\$0	0%	Mr. Mangan
City Council Stipends	335,500	348,485	\$12,985	4%	Salaries for Mr. Burley and Mr. Cornelio increased 2.5%. Council members salaries increase by 2% on January 1, 2022. Added a part-time Aide.
Total Personnel Services	\$389,241	\$403,560	\$14,319	4%	
<u>General Operating Expenses</u>					
Personal Services	8,000	8,000	\$0	0%	For supplies for events that the City has (giveaways). Also to pay for consultants for their services.
Professional Legal Services	0	5,000	\$5,000	100%	To hire legal counsel when needed. Did not request funding in FY21.
Equipment & Other	3,000	3,000	\$0	0%	HP copier/\$240 per month. Includes maintenance fee.
Advertising	7,000	10,000	\$3,000	43%	Newspaper ads for advertising passed ordinances.
Office Supplies	9,000	9,000	\$0	0%	All other office supplies. Update furniture as needed.
Reimbursement Expenses	33,000	44,000	\$11,000	33%	Seeking to increase amount to \$4K per member. Includes travel/conferences and other reimbursements.
Formal Events	0	10,000	\$10,000	100%	For formal events such as the mid-term address or annual address. Not requesting funding in FY21.
Total Expenditures	\$60,000	\$89,000	\$29,000	48%	
Total City Council	\$449,241	\$492,560	\$43,319	10%	

Executive Office of Mayor

The Mayor's Office is the Executive Department of the City of Everett. As the City's Chief Executive Officer, the Mayor provides leadership to and administration of all departments and services. The Mayor's staff includes the Chief of Staff, Policy Director, Grant Writer, Constituent Services Director, Executive Manager, Secretaries and Constituent Services Aides.

The Mayor is responsible for the enforcement of all laws and City ordinances; appointment of department heads; appointment of members to the numerous City boards and commissions; and submission of the annual budget to the City Council. In addition, the Mayor and his staff recommend policies and programs to the City Council and implement Council decisions.

Mission Statement

The Mayor is the Chief Executive Officer and administrative head of the City of Everett. As the general administrator of all city departments, the Mayor appoints departmental staff and board members, submits the annual budget to the City Council, approves all financial documents and contracts, and recommends bond issues, legislation and orders to the City Council. The mayor also represents the city with all other governmental entities. The Mayor's primary goal is to enhance the quality of life for Everett's citizens by providing a clear vision, strong leadership and quality services. The Office of the Mayor is committed to move Everett forward by creating an environment that will foster economic growth, preserve and improve city assets and implement effective and efficient operations. The Office prides itself on accountability, respect for all individuals, teamwork and is committed to excellence.





Significant Budget & Staffing Changes for FY2022

The Office of the Mayor has been restructured to be a more efficient and effective operation. The financial impact of the pandemic gave us the opportunity to cut unstaffed positions. We have added a Director of Diversity, Equity & Inclusion (DEI) to keep up with the residential growth of our population and to continue the Mayor's vision of keeping Everett a dynamic place to work for all. The Communications Director is now splitting time between the Mayor's Office and ECTV.

Due to the success of our Constituent Services Office, we have created a new department 311/Constituent Services. We continue our funding part-time aides at the Connolly Center to help our seniors with any issues they may have. This will allow them to conduct their business at the Connolly Center and they will not have to make an additional trip up to City

Hall. Although City Hall is closed on Fridays, we continue to provide assistance to those who have concerns over the weekend. This department is just starting out and we will have more information from them in our FY2023 submission.

FY2021: Accomplishments

- ❖ Completed Comprehensive Annual Finance Report in accordance with GFOA standards.
- ❖ Implemented multi-lingual greeters at City Hall in Constituent Service's department and the City Clerk's office.

- ❖ Ongoing capital improvements on streets, sidewalks and city infrastructure to maintain and increase value of community.
- ❖ Implemented effective and cohesive 311/Constituent Services department.
- ❖ Received a Certificate of Achievement for Excellence in Financial Reporting from the GFOA.
- ❖ Received a confirmation of Standard & Poor's bond rating citing strong management and solid financial policies and practices.
- ❖ Established formal written policies and procedures for purchasing, accounting and financial operations.

Other Accomplishments

- ❖ Boston Globe Magazine named Everett one of the Top 10 spots to live.
- ❖ Boston Business Journal named Everett the most diverse city in the Commonwealth.
- ❖ Robert Wood Johnson Foundation awarded Everett the Culture of Health Prize.
- ❖ The Massachusetts Municipal Association presented Everett with the Kenneth E. Pickard Municipal Innovation award for the City's Health & Wellness Center.
- ❖ Massachusetts Gaming Commission awarded Everett a \$150,000 grant to extend the Northern Strand Community bike trail.
- ❖ Established Everett Police Community Partnership Council.
- ❖ Completed several planning studies.
- ❖ Implemented online permitting.
- ❖ Top performing urban schools, with a graduation rate of 85% and low dropout rate at 3.2%



FY2022: Goals & Objectives

- ❖ To begin design, renovation and construction for the parks projects under our Capital Improvement Projects.
- ❖ To continue successful operation of 311/Constituent Services system for the City.
- ❖ Continue reorganization of departmental staff to more efficiently deliver services. Current projects are Finance and the newly created City Clerk/Elections.
- ❖ Continue Master Planning process.



- ❖ Bring in new technology to make government more efficient and accessible.
- ❖ Document historical properties throughout the city.
- ❖ Implement branding and marketing campaign.
- ❖ Continue to build upon Everett's development.
- ❖ To present our FY2022 budget to GFOA for Distinguished Budget Award.
- ❖ Pass and implement Inclusionary Zoning Ordinance.
- ❖ Promote construction and hospitality jobs for local residents.
- ❖ Continue to respond to constituent requests and inquiries quickly and effectively.



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

121 - EXECUTIVE OFFICE OF MAYOR							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-121-1-5111	SALARIES	\$764,703.24	\$766,878.00	\$662,971.53	\$554,054.00	\$554,054.00	\$554,054.00
01-121-1-5113	PART TIME SALARIES	\$44,823.51	\$51,120.00	\$4,687.38	\$0.00	\$0.00	\$0.00
01-121-1-5130	OVERTIME	\$0.00	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00
01-121-1-5143	LONGEVITY	\$400.00	\$400.00	\$400.00	\$400.00	\$400.00	\$400.00
01-121-1-5190	AUTO ALLOWANCE	\$11,830.26	\$0.00	\$10,330.06	\$6,000.00	\$6,000.00	\$6,000.00
PERSONNEL Total:		\$821,757.01	\$823,398.00	\$678,388.97	\$560,454.00	\$560,454.00	\$560,454.00
EXPENSES							
01-121-2-5300	PROFESSIONAL SERVICES	\$4,159.93	\$10,000.00	\$7,339.77	\$10,000.00	\$10,000.00	\$10,000.00
01-121-2-5340	TELECOMMUNICATIONS	\$429.58	\$2,300.00	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
01-121-2-5346	ADVERTISING	\$98,485.11	\$86,300.00	\$112,472.49	\$91,300.00	\$91,300.00	\$91,300.00
01-121-2-5420	OFFICE SUPPLIES	\$3,876.46	\$6,885.00	\$2,085.40	\$6,885.00	\$6,885.00	\$6,885.00
01-121-2-5427	NATIONAL LEAGUE OF CITIES	\$0.00	\$5,929.00	\$0.00	\$5,929.00	\$5,929.00	\$5,929.00
01-121-2-5700	RECOGNITION AND AWARDS	\$0.00	\$2,500.00	\$92.00	\$2,500.00	\$2,500.00	\$2,500.00
01-121-2-5716	PROFESSIONAL DEVELOPMENT	\$173.98	\$13,284.00	\$596.25	\$13,000.00	\$13,000.00	\$13,000.00
01-121-2-5720	OUT-OF-STATE TRAVEL	\$1,065.80	\$6,373.00	\$0.00	\$4,000.00	\$4,000.00	\$4,000.00
01-121-2-5730	DUES-MASS MUNICIPAL ASSOC	\$11,322.00	\$11,730.00	\$11,322.00	\$11,730.00	\$11,730.00	\$11,730.00
01-121-2-5732	DUES-US CONFERENCE OF MAYORS	\$3,489.00	\$5,800.00	\$0.00	\$5,800.00	\$5,800.00	\$5,800.00
01-121-2-5734	DUES-METRO MAYOR	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00	\$10,000.00
01-121-2-5785	OTHER EXPENSES	\$37,476.17	\$105,000.00	\$28,659.39	\$100,000.00	\$100,000.00	\$100,000.00
01-121-2-5796	OFFICIAL CELEBRATIONS	\$113,039.11	\$100,000.00	\$43,293.41	\$100,000.00	\$100,000.00	\$100,000.00
EXPENSES Total:		\$283,517.14	\$366,101.00	\$205,860.71	\$362,144.00	\$362,144.00	\$362,144.00
121 EXECUTIVE OFFICE OF MAYOR Total:		\$1,105,274.15	\$1,189,499.00	\$884,249.68	\$922,598.00	\$922,598.00	\$922,598.00

121	EXECUTIVE OFFICE OF THE MAYOR								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-121-1-5111	Mayor ¹	UNCL	35	1	1	1	\$188,700	\$191,475	\$191,475
01-121-1-5111	Chief of Staff ²	UNCL	35	1	1	1	\$61,950	\$145,000	\$145,000
01-121-1-5111	Communications Director ³	UNCL	35	0	0.50	0.50	\$0	\$50,500	\$50,500
01-121-1-5111	Director of Diversity, Equity & Inclusion (DEI)	UNCL	35	1	1	1	\$85,000	\$85,000	\$85,000
01-121-1-5111	Constituent Services / 311 Director ⁴	UNCL	35	1	0	0	\$97,559	\$0	\$0
01-121-1-5111	Executive Manager ²	UNCL	35	1	1	1	\$80,469	\$82,079	\$82,079
01-121-1-5143	Executive Manager	Longevity					\$400	\$400	\$400
01-121-1-5111	*Assistant 311 Director ⁴	UNCL	35	1	0	0	\$60,352	\$0	\$0
01-121-1-5111	*Secretary / Constituent Services ⁴	UNCL	35	1	0	0	\$58,924	\$0	\$0
01-121-1-5111	Constituent Services Aide ⁴	UNCL	35	1	0	0	\$58,924	\$0	\$0
01-121-1-5113	Constituent Services Aide - PT ⁴	UNCL	Varies	0	0	0	\$21,490	\$0	\$0
01-121-1-5113	Constituent Services Aide - PT ⁴	UNCL	Varies	0	0	0	\$6,038	\$0	\$0
01-121-1-5113	Constituent Services Aide - PT ⁴	UNCL	Varies	0	0	0	\$23,592	\$0	\$0
				8	4.50	4.50			
121	Mayor's Office TOTAL								
* These positions are multi-lingual					Salary (5111)		\$691,878	\$554,054	\$554,054
					Part Time (5113)		\$51,120	\$0	\$0
					Overtime (5130)		\$5,000	\$0	\$0
					Longevity (5143)		\$400	\$400	\$400
					Auto Allowance (5190)		\$0	\$6,000	\$6,000
					Personnel Total:		\$748,398	\$560,454	\$560,454
Notes to Budget:									
¹ Increase for Mayor is effective 1.1.22 per City Charter.									
² 2% COLA on all administrative salaries.									
³ Position split between Mayor's Office and ECTV.									
⁴ Moved to new department 311/Constituent Services.									

(121) Executive Office of the Mayor - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	766,878	554,054	(212,824)	-28%	Increase for Mayor effective 1/1/22. 2% COLA on most administrative salaries. Some salaries moved to new department 311/Constituent Services. One position split between Mayor's Office and ECTV.
Part Time Salaries	51,120	0	(51,120)	-100%	Salaries moved to new department 311/Constituent Services.
Overtime	5,000	0	(5,000)	-100%	Overtime moved to new department 311/Constituent Services.
Longevity	400	400	0	0%	Ms. Lattanzi
Auto Allowance	0	6,000	6,000	100%	Reduced 50%.
Total Personnel Services	\$823,398	\$560,454	(262,944)	-32%	
<u>General Operating Expenses</u>					
Professional Services	10,000	10,000	0	0%	Boston Globe, FADA office cleaners, Belmont Springs.
Telecommunications	2,300	1,000	(1,300)	-57%	Telephones for Mayor/Staff.
Advertising	66,300	91,300	25,000	38%	Our local papers. Also Boston Globe when necessary.
Office Supplies	6,885	6,885	0	0%	WB Mason.
National League of Cities	5,929	5,929	0	0%	Annual payment for membership.
Recognition & Awards	2,500	2,500	0	0%	Velocity, State Line Graphics, Paragon Press, O'Connor Awards.
Professional Development	13,284	13,000	(284)	-2%	Any training courses needed by the staff.
Out-of-State Travel	6,373	4,000	(2,373)	-37%	The Mayor participates in various conferences, municipal policy boards and educational boards to ensure active engagement in and awareness of current issues and trends facing municipalities.
Dues/Mass Municipal Assn	11,730	11,730	0	0%	Annual payment for membership.
Dues/US Conference of Mayors	5,800	5,800	0	0%	Annual payment for membership.
Dues/Metro Mayor	10,000	10,000	0	0%	Annual payment for membership.
Other Expenses	125,000	100,000	(25,000)	-20%	Unexpected expenses / MGC gaming match.
Official Celebrations	\$100,000	\$100,000	0	0%	July 4th, City Fest, drum & bugle, holiday celebrations. Supports the Mayor's goals of expanding and deepening community engagement., offering economic and educational opportunity to all, and increasing opportunities for residents to enjoy the City's open spaces.
Total Expenditures	\$366,101	\$362,144	(3,957)	-1%	
Total Mayor's Office	\$1,189,499	\$922,598	(266,901)	-22%	

More information from 311/Constituent Services to be presented in our FY2023 budget



City of Everett
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FY 2022 City Budget

129 - 311/CONSTITUENTS SERVCIES							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-129-1-5111	SALARIES	\$0.00	\$0.00	\$0.00	\$353,089.00	\$353,089.00	\$353,089.00
01-129-1-5113	PART TIME SALARIES	\$0.00	\$0.00	\$0.00	\$52,142.00	\$52,142.00	\$52,142.00
01-129-1-5130	OVERTIME	\$0.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
PERSONNEL Total:		\$0.00	\$0.00	\$0.00	\$410,231.00	\$410,231.00	\$410,231.00
EXPENSES							
01-129-2-5340	TELECOMMUNICATIONS	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
01-129-2-5346	ADVERTISING	\$0.00	\$0.00	\$0.00	\$6,000.00	\$6,000.00	\$6,000.00
01-129-2-5420	OFFICE SUPPLIES	\$0.00	\$0.00	\$0.00	\$3,000.00	\$3,000.00	\$3,000.00
EXPENSES Total:		\$0.00	\$0.00	\$0.00	\$10,000.00	\$10,000.00	\$10,000.00
129 311/CONSTITUENTS SERVCIES Total:		\$0.00	\$0.00	\$0.00	\$420,231.00	\$420,231.00	\$420,231.00

129	311 / CONSTITUENT SERVICES								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-129-1-5111	Constituent Services / 311 Director ¹	UNCL	35	0	1	1	\$0	\$99,511	\$99,511
01-129-1-5111	*Assistant 311 Director ¹	UNCL	35	0	1	1	\$0	\$61,560	\$61,560
01-129-1-5111	Weekend Coordinator	UNCL	35	0	1	1	\$0	\$71,812	\$71,812
01-129-1-5111	*Secretary / Constituent Services ¹	UNCL	35	0	1	1	\$0	\$60,103	\$60,103
01-129-1-5111	Constituent Services Aide ¹	UNCL	35	0	1	1	\$0	\$60,103	\$60,103
01-129-1-5113	Constituent Services Aide - PT ¹	UNCL	Varies	0	0	0	\$0	\$21,920	\$21,920
01-129-1-5113	Constituent Services Aide - PT ¹	UNCL	Varies	0	0	0	\$0	\$6,159	\$6,159
01-129-1-5113	Constituent Services Aide - PT ¹	UNCL	Varies	0	0	0	\$0	\$24,064	\$24,064
				0	5	5			
129	311/Constituent Services Office TOTAL								
* These positions are multi-lingual					Salary (5111)		\$0	\$353,089	\$353,089
					Part Time (5113)		\$0	\$52,142	\$52,142
					Overtime (5130)		\$0	\$5,000	\$5,000
					Personnel Total:		\$0	\$410,231	\$410,231
Notes to Budget:									
¹ 2% COLA on all administrative salaries.									

(129) 311 / Constituent Services - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	0	353,089	353,089	100%	2% COLA added to administrative salaries.
Part Time Salaries	0	52,142	52,142	100%	For 3 part-time positions.
Overtime	0	5,000	5,000	100%	In lieu of comp time.
Total Personnel Services	\$0	\$410,231	410,231	100%	
<u>General Operating Expenses</u>					
Telecommunications	0	1,000	1,000	100%	Telephones for staff.
Advertising	0	6,000	6,000	100%	Our local papers. Also Boston Globe when necessary.
Office Supplies	0	3,000	3,000	100%	WB Mason
Total Expenditures	\$0	\$10,000	10,000	100%	
Total 311/Constituent Services	\$0	\$420,231	420,231	100%	

Office of the Chief Financial Officer / City Auditor

The Chief Financial Officer / Auditor's Office ensures that the City of Everett provides municipal services to all residents, businesses, and visitors in an honest, effective, and accountable manner. Our responsibilities include performing systematic compliance, financial, and operational reviews of all City financial activities to add value and assist in improving departmental operations. The Office insures the existence and enforcement of management established internal controls, compliance with policies and procedures, rules, guidelines, and laws; safeguarding of property; reliability and integrity of financial operational information; and the effectiveness and efficiency of operations.

The Office is also charged with the responsibility of preparing the City's public financial statements, and assisting the City Council in its review of the City budget. In addition, the Office conducts independent analyses of the effectiveness of various City operations and programs. The Office provides leadership to the operating divisions of the Department, as well as financial policy direction to all City departments. The department also coordinates and manages the City's annual independent audit. The independent audit is performed in accordance with generally accepted accounting principles, Government Accounting Standards Board (GASB) requirements, and assures potential purchasers of the City's notes and bonds of the City's fiscal soundness.

The Chief Financial Officer / City Auditor serves as the City's representative on the Retirement Board, the Massachusetts Water Resource Authority Advisory Board, the Massachusetts Gaming Commission on Community Mitigation, and the Chairman of the City's School Building Committee.

Mission Statement

To provide independent, objective assurance, and consulting reviews to ensure complete and accurate reporting of the City's financial condition by maintaining all of the City's financial records in accordance with Massachusetts General Laws and the City Charter. We are committed to providing proactive, accurate, and fair services in a friendly, professional manner.

WHAT IS AUDITING?



"Auditing is a systematic examination of the books and records of a business or other organizations in order to verify and to report upon the facts regarding the financial operations and the results thereof."

Significant Budget & Staffing Changes for FY2022

6% overall decrease reflects: One longtime employee transferred to another department, hence the decrease in Longevity. In FY2022, we are seeking a change in our budget software. This increased the bottom line of our General Operating Expenses.

FY2021: Accomplishments

- The City's FY2021 residential tax rate dropped from \$10.64 per thousand dollars of valuation to \$9.87 per thousand in the coming year. Additionally, FY2021 commercial and industrial property tax rates dropped from \$24.72 per thousand to \$23.20 per thousand.
- In 2021, Standard and Poor's, the city's bond rating agency affirmed the City's bond rating "AA+" on the City's 2019 general obligation (GO) municipal purpose loan bonds. Standard and Poor's maintained the rating with a "stable outlook" on its financial future reflecting on:
 - Strong economy, with access to a broad and diverse metropolitan statistical area (MSA).
 - Strong Management, with "good" financial policies and practices.
 - Very strong liquidity, with total government available cash at 23.9% of total government fund expenditures and 4.1% governmental debt service, and access to external liquidity.
 - Very strong budgetary flexibility, with an available fund balance in FY2019 audited available reserves at 15% of general fund expenditures.
 - Very strong debt and contingent liability position, with debt service carrying charges at 5.8% of expenditures and net direct debt that is 43.5% of total governmental revenue, as well as low overall net debt at less than 3.0% of market value and rapid amortization, with 75.6% of debt scheduled to be retired in 10 years but a large pension and other postemployment benefits (OPEB) obligation.
 - Strong institutional framework.
- Received the Government Finance Officers Association (GFOA) award of Excellence in Financial Reporting for the City's FY2020 Comprehensive Annual Financial Report (CAFR).
- Obtained City Council approval formalizing the following policies:
 - General Investment Policy.



- OPEB Investment Policy.
- OPEB Trust Fund.
- Fraud Prevention Policy.

FY2022: Goals & Objectives

- To obtain City Council approval for a comprehensive “Financial Policy and Procedures” manual to formalize various City policies and procedures including, but not limited to:
 - Financial Reserve Policy.
 - Long-Term Debt Policy.
- To complete the work with the Treasurer and Human Resource Director to overhaul the current payroll process by implementing new automated processes to create efficiencies and reduce human error to maximize the capabilities of existing software. This will allow management to centralize employee personnel data, history of compensation (both salary and fringe benefits) and accruals.
- Investigate alternative and innovative methods of financing and recommend financial planning and policy changed to the Mayor and City Council.
- Maintain Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association.
- Maintain Unmodified or “clean” audit opinion related to the City’s independent financial statement audit.
- Continue to provide training to departments on budget and finance topics.

Outcomes & Performance Measurers	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
Stabilization Accounts	\$7,145,138	\$9,500,000	\$10,876,906	\$11,000,000
Free Cash Certified	\$9,995,301	\$14,312,691	\$10,637,026	TBD
OPEB Liability Trust Fund	\$6,025,372	\$7,394,557	\$8,046,520	\$8,100,000

*As certified by DOR

How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

- Oversee the Mayor's annual budget process and seek to develop, an on-time, balanced budget and five-year capital plan that meet the GFOA's highest standards.
- Maintain proper financial controls of City Finances in order to maintain high bond rating, low debt levels, and adequate reserves.

City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

135 - OFFICE OF THE CITY AUDITOR							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-135-1-5111	SALARIES	\$475,787.82	\$435,130.00	\$450,656.16	\$455,979.00	\$455,979.00	\$455,979.00
01-135-1-5130	OVERTIME	\$6,712.70	\$8,000.00	\$748.47	\$10,000.00	\$10,000.00	\$10,000.00
01-135-1-5143	LONGEVITY	\$2,550.00	\$3,700.00	\$2,950.00	\$2,950.00	\$2,950.00	\$2,950.00
PERSONNEL Total:		\$485,050.52	\$446,830.00	\$454,354.63	\$468,929.00	\$468,929.00	\$468,929.00
EXPENSES							
01-135-2-5307	AUDIT/PROFESSIONAL SVCS	\$27,478.90	\$105,000.00	\$46,581.25	\$105,000.00	\$100,000.00	\$100,000.00
01-135-2-5420	OFFICE SUPPLIES	\$2,517.66	\$7,000.00	\$2,845.93	\$7,000.00	\$7,000.00	\$7,000.00
01-135-2-5700	PRINTING BUDGET DOCUMENTS	\$1,113.24	\$4,000.00	\$3,957.30	\$4,000.00	\$3,500.00	\$3,500.00
01-135-2-5710	PROFESSIONAL DEVELOPMENT	\$1,651.90	\$5,000.00	\$1,576.70	\$5,000.00	\$5,000.00	\$5,000.00
01-135-2-5785	FINANCIAL SOFTWARE & EQUIPMENT	\$78,597.00	\$90,000.00	\$82,526.85	\$120,000.00	\$115,000.00	\$115,000.00
EXPENSES Total:		\$111,358.70	\$211,000.00	\$137,488.03	\$241,000.00	\$230,500.00	\$230,500.00
135 OFFICE OF THE CITY AUDITOR Total:		\$596,409.22	\$657,830.00	\$591,842.66	\$709,929.00	\$699,429.00	\$699,429.00

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(135) Office of the City Auditor - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	435,130	455,979	20,849	5%	Contractual salary increase for Mr. Demas. 5% increase on administrative salary. 1 reclassification requested. Local 25 Clerical union 2% increase in anticipation of contract settlement.
Overtime	8,000	10,000	2,000	100%	Contractual for union staff.
Longevity	3,700	2,950	(750)	-20%	Ms. Hurley \$1,700, Ms. Crafts \$1,250.
Total Personnel Services	\$446,830	\$468,929	22,099	5%	
<u>General Operating Expenses</u>					
Audit/Professional Services	105,000	100,000	(5,000)	-5%	Powers & Sullivan, Lyons Consulting, Nina Bridgeman, MCGOA, OPEB actuarial report
Office Supplies	7,000	7,000	0	0%	WB Mason, Alden Hauk, Belmont Springs, SoftRight
Printing Budget Documents	4,000	3,500	(500)	-13%	WB Mason - All supplies to print CIP, City, ECTV and W/S budgets. Also for GFOA budget submission.
Professional Development	5,000	5,000	0	0%	Professional courses for Auditor and staff.
Financial Software	90,000	115,000	25,000	28%	Added new vendor ClearGov. Also for SoftRight and Vadar.
Total Expenditures	\$211,000	\$230,500	19,500	9%	
Total City Auditor	\$657,830	\$699,429	\$41,599	6.3%	
Retirement Board (Found under Fixed Costs)					
Payment Pension Fund	16,743,323	18,142,118	1,398,795	8%	Reflects the updated biennial valuation completed by PERAC.
Total	\$16,743,323	\$18,142,118	\$1,398,795	8%	

Office of Purchasing and Procurement

The Purchasing Department implements and administers the purchasing policies and practices of the City. The Purchasing Department ensures that all purchases of goods and services are made in accordance with state law and city ordinance, are open, fair, and competitive, and are obtained at the lowest possible cost. The Purchasing Department also disposes of surplus property.

Mission Statement

To provide professional services to all with the objective of ensuring that all materials, supplies, equipment, and services required by the City are acquired in a timely manner, at the lowest possible cost, consistent with the quality required and in compliance with all applicable Massachusetts General Laws and City procurement legislation. The Purchasing Department is also responsible for obtaining revenue for the deposition of the surplus supplies and lease of City owned property as well as ensuring that the City's specifications and contract terms and conditions are written to provide an effective administration of contracts and vendor performance.



The functions of the Purchasing Department include:

- Ensure the city departments receive all materials, supplies, tools, equipment, and services required for the operation of City.
- Responsible for securing these at the lowest possible cost, in compliance with state and local law, while establishing and maintaining a reputation for fairness and integrity.
- Provide city management with timely information about how market conditions and trends could affect the future availability and price of any need supplies and services.
- Responsible for securing the best prices possible for the deposition of surplus and obsolete equipment.
- Join with neighboring cities and towns in entering into collaborative contracts for commodity price reductions.
- The department also actively generates competition for City contracts by advertising for bids and requests for proposals on larger purchases and soliciting quotes for smaller purchases.

- The department also maintains a database of the City's solicitation and contract documents and maintains procurement records in compliance with M. G. L. c.30B.
- Process all requisitions and purchase orders for city departments and reviews specifications provided by end-user departments.

Significant Budget & Staffing Changes for FY2022

The Chief Procurement Officer/Highway Superintendent will be back in the Procurement Office at 100% support effective July 1, 2021.



FY2021: Accomplishments

- The Chief Procurement Officer completed successful follow up training at the Inspector General's office for Massachusetts General Law Chapter 149a, Public Purchasing Overview, Supplies and Services, Design and Construction Law. Legal Requirements and Practical Issues of Construction Management at Risk.
- The Chief Procurement Officer was selected to the FAC104 Sourcing Team. A team responsible for the procurement of a new statewide contract for Landscaping Supplies and Services.
- Streamlined the contract administration process to eliminate the "hard copy" contracts and turned them into on line documents thus decreasing the amount of time it takes to distribute contracts, while also collecting all signatures in an electronic format.

FY2022: Goals & Objectives

- To update and distribute a comprehensive "Procurement Policy and Procedures" manual for distribution to all city departments.
- To continue to work towards a paperless environment by utilizing the city's website to house all bid documents and contracts.

- To research all statewide and local collaborates for purposes of streamlining purchases of goods and services that would otherwise have to be put out to bid separately. Group purchasing through collaborative often results in greater cost savings and a more efficient process.
- To produce standard specification template documents that each department can utilize to decrease the amount of time it takes to write a specification document for a bid.

How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

- All Departments head must review the policy of the Requisition & PO with their employees. The goals are required to signed acknowledgement form. In accordance with municipal finance law, the City of Everett will not support payments for goods or services rendered to the City if it's not supported by a Purchase Order (PO) within the rules and regulation outline for all City employees in the long term.
- Continue improving communication with all City departments on procurement procedures and updates.



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

138 - OFFICE OF PURCHASING & PROCURE							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-138-1-5111	SALARIES	\$121,070.69	\$49,284.00	\$49,283.96	\$100,538.00	\$100,538.00	\$100,538.00
01-138-1-5130	OVERTIME	\$400.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
PERSONNEL Total:		\$121,470.69	\$49,284.00	\$49,283.96	\$100,538.00	\$100,538.00	\$100,538.00
EXPENSES							
01-138-2-5248	SOFTWARE/OTHER	\$12,000.00	\$13,000.00	\$11,272.00	\$14,000.00	\$14,000.00	\$14,000.00
01-138-2-5420	OFFICE SUPPLIES	\$240.00	\$3,500.00	\$1,369.40	\$3,500.00	\$2,500.00	\$2,500.00
01-138-2-5710	PROFESSIONAL DEVELOPMENT	\$1,468.58	\$2,000.00	\$1,428.78	\$2,000.00	\$2,000.00	\$2,000.00
EXPENSES Total:		\$13,708.58	\$18,500.00	\$14,070.18	\$19,500.00	\$18,500.00	\$18,500.00
138 OFFICE OF PURCHASING & PROCURE		\$135,179.27	\$67,784.00	\$63,354.14	\$120,038.00	\$119,038.00	\$119,038.00

[illegible]

(138) Office of Purchasing & Procurement - Notes to Budget

		FY21	FY22	\$	%	
		Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>						
Salaries		49,284	100,538	51,254	104%	Mr. Moreschi's funding is no longer split between Purchasing and DPW Highway.
Total Personnel Services		\$49,284	\$100,538	51,254	104%	
<u>General Operating Expenses</u>						
Software/Other		13,000	14,000	1,000	8%	We continue to utilize DocuSign, which is a software that allows us to electronically send all contracts through a secured email. This process has led to a more efficient signing process and is saving a tremendous amount of paper.
Office Supplies		3,500	2,500	(1,000)	-29%	FedEx for mailings: bid packages and contracts, all supplies for the Purchasing Department and supplies for the contract binding and bid package creation.
Professional Development		2,000	2,000	0	0%	MCPPO courses to maintain certification as Purchasing Agent through the Commonwealth. Ongoing professional development courses as needed to retain certification and keep current on Massachusetts General Law requirements and exemptions as well as cost of memberships to different organizations.
Total Expenditures		\$18,500	\$18,500	0	0%	
Total Purchasing Office		\$67,784	\$119,038	\$51,254	76%	

Office of Assessing

The Assessing Department is responsible for the valuation of all residential, commercial and industrial properties within the city for ad valorem tax purposes. To accomplish this, the office maintains an extensive database of over 9000 properties that is updated on a continual basis. In addition the Assessing Department manages the values of personal property belonging to businesses and handles abatement requests related to these types of properties as well as those involving motor vehicle excise tax. The Massachusetts Registry of Motors Vehicles is responsible for valuing vehicles for excise tax purposes per Massachusetts law.



The Assessor is required by Massachusetts law to list and value all real and personal property, which includes all changes of title and subdivisions. Valuation is subject to ad valorem (according to value) taxation on an assessment roll each year. Assessed values in Massachusetts are based on “full and fair cash value” or 100% of the fair market value. To arrive at fair market values the Assessors must know what “willing sellers” and “willing buyers” are doing in the marketplace. The Assessor collects, records and analyzes a great deal of data including property and market characteristics, sales verification analysis, current construction costs and, any changes in zoning, financing and economic conditions. The Assessor’s Office has recently changed some of its procedures in an effort to provide the public with the most up to date ownership and sales information in a timely manner.

The City of Everett Assessing Department uses the three universally recognized appraisal approaches to value: cost approach, income approach and market approach. This data is then reconciled into a final market adjusted value. Prior to the issuing of tax bills, the City must submit the values to the State Department of Revenue for annual certification as well as undergoing an extensive certification process every five years. Property characteristics and assessments are as of January 1, 2019 for the FY2020 actual tax bills. Property information is available via on-line in the property database. More extensive and specific information is available by contacting our office typically at little or no cost to the public. Standard reports are available for viewing in the Assessing Department in City Hall, and pleas for specific formats can be made through the City’s online FOIA request portal. Taxpayers who have questions about the valuation of their property are encouraged to contact the Assessors’ Office for resolution of their issue.

The Assessing Department administers residential exemption tax relief in accordance with MGL Chapter 59, §5 and 5C, including a community outreach program for taxpayer assistance, and the tax billing for motor vehicle excise tax in accordance with MGL Chapter 60A. It has authority to grant abatements of value and statutory exemptions of real estate, personal property and motor vehicle excise tax. Everett is one of only 16 communities in Massachusetts to offer a residential exemption to owners who occupy their property as their primary domicile.

Mission Statement

To produce an accurate annual roll of all assessable property in accordance with Massachusetts law in a timely and efficient manner and provide current assessment related information to the public and to governmental agencies with a high degree of responsiveness.

Significant Budget & Staffing Changes for FY2022

The position of Assistant City Assessor is vacant reflecting the high demand for valuation professionals; we are looking to fill the position as soon as a qualified candidate is identified

FY2021: Accomplishments

- Completed a concurrent CAMA system software upgrade and server migration to ensure continued reliability
- Verified over 200 assessors map parcels as part of our effort to bring a complete and accurate map set online

FY2022: Goals & Objectives

- Work with the state Department of Revenue Bureau of Local Assessment to successfully complete their after certification triennial review
- Use aerial mapping to identify properties in need of physical inspection in order to bring our cyclical inspection program up to date



Outcomes & Performance Measurers	Actual FY2020	Actual FY2021	Estimated FY2022	Actual FY2022
Overlay Raised	\$1,270,186	\$1,497,889	\$2,000,000	TBD
Total Valuation of all Exempt Property	\$1,803,633,400	\$2,046,811,600	\$2,080,543,650	TBD
Total Valuation of all Taxable Property	\$6,592,280,117	\$6,936,448,552	\$7,251,497,567	TBD
Total Accounts Assessed	9,514 taxable 167 exempt	9,518 taxable 172 exempt	9,533 taxable 192 exempt	TBD
Levy Ceiling	\$164,807,003	\$173,411,214	\$177,500,000	TBD



How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

The goals and objectives of the Assessors' Office align with those of City government, providing high quality and efficient municipal services to citizens and business owners. We uphold high professional and ethical standards through membership in professional organizations that require adherence to strict codes of ethics that are membership requirements. We are also bound by law to adhere to the Uniform Standards of Professional Appraisal Practice (USPAP).

City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

141 - OFFICE OF ASSESSING							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-141-1-5111	SALARIES	\$245,441.00	\$261,772.00	\$166,167.14	\$291,221.00	\$291,221.00	\$291,221.00
01-141-1-5143	LONGEVITY	\$0.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
01-141-1-5191	BOARD OF ASSESSORS - STIPEND	\$34,299.96	\$21,000.00	\$15,750.00	\$21,000.00	\$21,000.00	\$21,000.00
PERSONNEL Total:		\$279,740.96	\$283,772.00	\$181,917.14	\$313,221.00	\$313,221.00	\$313,221.00
EXPENSES							
01-141-2-5240	EQUIPMENT MAINTENANCE	\$1,156.88	\$1,375.00	\$0.00	\$1,375.00	\$1,375.00	\$1,375.00
01-141-2-5301	PROFESSIONAL SERVICES	\$147,239.75	\$450,000.00	\$321,039.91	\$350,000.00	\$350,000.00	\$350,000.00
01-141-2-5420	OFFICE SUPPLIES	\$1,855.36	\$4,500.00	\$1,494.45	\$4,500.00	\$4,500.00	\$4,500.00
01-141-2-5710	PROFESSIONAL DEVELOPMENT	\$1,837.24	\$5,000.00	\$778.48	\$5,000.00	\$5,000.00	\$5,000.00
EXPENSES Total:		\$152,089.23	\$460,875.00	\$323,312.84	\$360,875.00	\$360,875.00	\$360,875.00
141 OFFICE OF ASSESSING Total:		\$431,830.19	\$744,647.00	\$505,229.98	\$674,096.00	\$674,096.00	\$674,096.00

141	DEPARTMENT OF FINANCIAL SERVICES / OFFICE OF ASSESSING								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-141-1-5111	Assessor ¹	UNCL	35	1	1	1	\$94,176	\$105,060	\$105,060
01-141-1-5111	Assistant Assessor	UNCL	35	1	1	1	\$65,375	\$78,000	\$78,000
01-141-1-5111	Administrative Assistant ²	A-6U/7	35	1	1	1	\$58,466	\$60,480	\$60,480
01-141-1-5143	Administrative Assistant	Longevity					\$1,000	\$1,000	\$1,000
01-141-1-5111	Clerk ²	C-6U/4	35	1	1	1	\$43,754	\$47,680	\$47,680
01-141-1-5111	Clerk ³	C-3U/1	35	0	0	0	\$1	\$1	\$1
01-141-1-5191	Board of Assessors Chair	Board		0	0	0	\$9,000	\$9,000	\$9,000
01-141-1-5191	Board Member	Board		0	0	0	\$6,000	\$6,000	\$6,000
01-141-1-5191	Board Member	Board		0	0	0	\$6,000	\$6,000	\$6,000
				4	4	4			
141	Assessors TOTAL								
						Salary (5111)	\$261,772	\$291,221	\$291,221
						Longevity (5143)	\$1,000	\$1,000	\$1,000
						Board of Assesors Stipends (5191)	\$21,000	\$21,000	\$21,000
						Personnel Total:	\$283,772	\$313,221	\$313,221
Notes to Budget:									
¹ Received salary increase in FY21 to remain competitive with other communities.									
² Local 25 Clerical union 2% increase in anticipation of contract settlement.									
³ Not requesting funding for this position in FY22.									

(141) Office of Assessing - Notes to Budget

		FY21	FY22	\$	%	
		Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>						
Salaries		261,772	291,221	\$29,449	11%	Assessor's salary reclassified during FY21. Local 25 Clerical 2% increase in anticipation of contract settlement. Not requesting funding for 1 position in FY22.
Longevity		1,000	1,000	\$0	0%	Ms. Heggarty.
Stipends		21,000	21,000	\$0	0%	Mr. Hart, Chair (\$9K), Mr. Tozzi & Mr. Keohan (\$6K each).
Total Personnel Services		\$283,772	\$313,221	\$29,449	10%	
<u>General Operating Expenses</u>						
Equipment Maintenance		1,375	1,375	\$0	0%	Simplex Grinnell time stamp (\$198), HP printer (\$1K)
Professional Services		450,000	350,000	(\$100,000)	-22%	Patriot Properties revaluation, personal property valuation, attorneys fees representation for ATB cases, David Klebanoff, Esquire for Distrigas ATB trial (\$ Unknown); Appraisals on various properties including LNG terminal, 504 accounts, Mystic Station.
Office Supplies		4,500	4,500	\$0	0%	Includes paper, envelopes, glue sticks, etc. Replacement chairs, storage boxes, appointment books, ink cartridges, notebooks. Increase in additional mailings and use of copy paper.
Professional Development		5,000	5,000	\$0	0%	Courses for staff - attending when courses and workshops are available.
Total Expenditures		\$460,875	\$360,875	(\$100,000)	-22%	
Total Assessing Office		\$744,647	\$674,096	(\$70,551)	-9%	

Office of Treasurer-Collector

The Office of the Treasurer/Collector is comprised of two cost centers: Cash Management and Payroll. Cash Management is responsible for all of the City's banking, including the banking services contract; identification of all wire transfers into City bank accounts; investment of City cash; management of the City's trust funds; reconciliation of all cash; timely payment of all debt service obligations; and prompt payment of all approved obligations to vendors and contractors.



Payroll's primary responsibility is the timely weekly payment of approximately 3,000 employees. It is also responsible for paying federal, state and Medicare withholdings; health and life insurance; deferred compensation; retirement; and administering garnishments and attachments to employees' wages. At year-end, Payroll prepares and distributes approximately 5,700 W2s.

The Collectors' Division is responsible for collecting and recording all of the City's revenues in a timely and accurate manner and providing a high level of customer service to taxpayers requesting assistance. During the course of a year, the Division processes approximately \$372 million in receipts and issues approximately 185,000 bills and notices. The office works with the Law Department to initiate tax title and foreclosure proceedings for severely delinquent properties in order to protect the City's legal interests.

Mission Statement

Treasurer: To serve the taxpayers, employees, and vendors of the City of Everett in a fair, consistent and professional manner and to manage the City's money to maximize investment income while minimizing risk.

Collector: To provide professional and quality customer service to the citizens and taxpayers of Everett.

Significant Budget & Staffing Changes for FY2022

New Treasurer/Collector joins department in August. Step increases only (Local 25 Clerical & Local 25 DPW) as contract not settled.

Equipment Maintenance has increased due to contractual increase. Other Charges has increased due to adding the City's parking stickers program. Office supplies supports both the Treasurer's office and the Collector's office. More copier charges (specifically toner cartridges and paper) being used.

FY2021: Accomplishments

- Expanded use of the check scanner in the Treasurer's office for mobile deposit of all checks received. Deposits hit our account immediately and taxpayer checks clear quickly. This results in better taxpayer service and more efficient collection procedures.
- Completion of the Annual Audit on time. All records required by Powers and Sullivan were turned over by August 2019.
- Successful implementation of credit card processing for new automated parking meters and the Health and Wellness Center Summer Camp Program. Introduction of Auto pay for online payments on Unipay. This gives taxpayers another option when making a payment.
- Continued cross-training of clerical staff between Treasurer, Collector and Parking departments to help keep up with the demands of the respective departments as needed due to yearly cycles. Several new employees were trained in new positions in each office.

FY2022: Goals & Objectives

- To continue to fully integrate the software for parking enforcement and collections into the current SoftRight Accounts Payable and Collection Module so that all transactions from the Collector's office to the Treasurer's office will be fully automated for a more efficient process. Parking ticket collections and enforcement went out to bid to streamline and modernize both applications. They were successfully converted to Kelley & Ryan. We want to continue to install automated parking meters that take credit cards and coins.
- Turnover of all FY2019 and FY2020 delinquent taxes to Tax Title before December 31, 2021. This quick turnover will help increase cash balances and decrease receivables, helping boost free cash for FY2021.
- Close out and balance all bank accounts by August 2022 so the Annual Audit can be completed on schedule.
- Implement credit card processing for all types of payments. Continue to expand the program to cover more departments.

Outcomes & Performance Measurers	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
Tax Title Collected	\$597,799	\$1,000,000	TBD	TBD*
Revenue Processed	\$261,817,940	\$280,000,000	TBD	TBD*
Payrolls Processed	\$125,233,538	\$130,000,000	\$130,000,000	TBD*
Bank Accounts Reconciled	73	73	73	TBD*

*Treasurer/Collector has recently been hired. This information will be compiled in next year's budget.

How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

The City of Everett will provide high quality, efficient municipal services to our citizens and business owners through teamwork, accountability, and improvement.



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

145 - OFFICE OF TREASURER/COLLECTOR							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-145-1-5111	SALARIES	\$737,848.01	\$757,119.00	\$666,345.15	\$893,818.00	\$889,896.00	\$889,896.00
01-145-1-5130	OVERTIME	\$6,863.85	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
01-145-1-5143	LONGEVITY	\$11,100.00	\$8,500.00	\$8,400.00	\$8,900.00	\$8,900.00	\$7,600.00
01-145-1-5144	ABOVE GRADE DIFF	\$0.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00
01-145-1-5191	HEARING OFFICER STIPEND	\$4,800.00	\$5,000.00	\$4,552.00	\$5,000.00	\$5,000.00	\$5,000.00
01-145-1-5193	CLOTHING ALLOWANCE	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00
PERSONNEL Total:		\$761,311.86	\$775,319.00	\$682,997.15	\$912,418.00	\$908,496.00	\$907,196.00
EXPENSES							
01-145-2-5240	EQUIPMENT MAINTENANCE	\$964.19	\$1,500.00	\$990.00	\$1,500.00	\$1,500.00	\$1,500.00
01-145-2-5306	RECORDING FEES	\$5,143.30	\$30,000.00	\$140.00	\$30,000.00	\$30,000.00	\$30,000.00
01-145-2-5312	DATA PROCESSING (DP) PAYROLL/HMN	\$51,903.90	\$62,000.00	\$47,558.11	\$62,000.00	\$62,000.00	\$62,000.00
01-145-2-5314	DP TAX BILLING & COLLECTION	\$1,309.57	\$2,000.00	\$1,281.96	\$2,000.00	\$2,000.00	\$2,000.00
01-145-2-5344	POSTAGE	\$63,091.59	\$55,000.00	\$18,092.28	\$55,000.00	\$55,000.00	\$55,000.00
01-145-2-5385	OTHER CHARGES	\$217,276.91	\$200,000.00	\$237,191.15	\$250,000.00	\$250,000.00	\$250,000.00
01-145-2-5420	OFFICE SUPPLIES	\$3,221.56	\$5,000.00	\$1,108.24	\$5,000.00	\$5,000.00	\$5,000.00
01-145-2-5430	METER REPAIRS & MAINTENANCE	\$22,160.25	\$50,000.00	\$8,032.67	\$50,000.00	\$50,000.00	\$50,000.00
01-145-2-5580	PARKING METER MINOR EQUIPMENT	\$0.00	\$10,000.00	\$78.72	\$10,000.00	\$10,000.00	\$10,000.00
01-145-2-5745	INSURANCE	\$1,525.00	\$4,250.00	\$1,625.00	\$4,250.00	\$4,250.00	\$4,250.00
EXPENSES Total:		\$366,596.27	\$419,750.00	\$316,098.13	\$469,750.00	\$469,750.00	\$469,750.00
145 OFFICE OF TREASURER/COLLECTOR		\$1,127,908.13	\$1,195,069.00	\$999,095.28	\$1,382,168.00	\$1,378,246.00	\$1,376,946.00

145	DEPARTMENT OF FINANCIAL SERVICES / OFFICE OF THE CITY TREASURER - COLLECTOR								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-145-1-5111	Treasurer/Collector ¹	UNCL	35	1	1	1	\$85,491	\$120,000	\$120,000
01-145-1-5143	Treasurer/Collector	Longevity					\$800	\$1,300	\$0
01-145-1-5111	Assistant Treasurer ³	UNCL	35	1	1	1	\$65,375	\$70,605	\$68,644
01-145-1-5111	Assistant Collector ³	UNCL	35	1	1	1	\$65,375	\$70,605	\$68,644
01-145-1-5111	Administrative Assistant ²	A-6U/8	35	1	1	1	\$61,395	\$63,509	\$63,509
01-145-1-5143	Administrative Assistant	Longevity					\$1,450	\$1,450	\$1,450
01-145-1-5111	Receiver ²	A-6U/8	35	1	1	1	\$58,466	\$63,509	\$63,509
01-145-1-5143	Receiver	Longevity					\$1,450	\$0	\$0
01-145-1-5111	Deputy Collector ²	A-6U/7	35	1	1	1	\$58,466	\$60,480	\$60,480
01-145-1-5111	Administrative Assistant ²	A-6U/8	35	0	1	1	\$1	\$63,509	\$63,509
01-145-1-5143	Administrative Assistant	Longevity					\$0	\$1,000	\$1,000
01-145-1-5111	Receiver ²	C-6U/8	35	1	1	1	\$52,480	\$54,288	\$54,288
01-145-1-5143	Receiver	Longevity					\$1,450	\$1,450	\$1,450
01-145-1-5111	Principal Clerk ²	C-6U/8	35	1	1	1	\$52,480	\$54,288	\$54,288
01-145-1-5143	Principal Clerk	Longevity					\$1,000	\$1,000	\$1,000
01-145-1-5111	Cashier ²	C-6U/8	35	1	1	1	\$52,480	\$54,288	\$54,288
01-145-1-5111	Principal Clerk ²	C-6U/5	35	1	1	1	\$48,124	\$54,288	\$54,288
01-145-1-5111	Cashier ²	C-6U/6	35	1	1	1	\$48,124	\$50,766	\$50,766
01-145-1-5111	Principal Clerk ²	C-6U/4	17.5	0.50	0.50	0.50	\$22,012	\$23,840	\$23,840
01-145-1-5111	Principal Clerk ²	C-6U/8	20	0.57	0.57	0.57	\$29,989	\$31,024	\$31,024
01-297-1-5143	Principal Clerk	Longevity					\$1,000	\$1,250	\$1,250
01-145-1-5111	Parking Meter Repairman ²	W7U/4	40	1	1	1	\$56,861	\$58,819	\$58,819
01-297-1-5143	Parking Meter Repairman	Longevity					\$1,350	\$1,450	\$1,450
01-297-1-5193	Parking Meter Repairman	Clothing					\$700	\$700	\$700
01-145-1-5191	Hearing Officer	UNCL	Varies	0	0	0	\$5,000	\$5,000	\$5,000
				13.07	14.07	14.07			
145	City Treasurer / Collector TOTAL								
						Salary (5111)	\$757,119	\$893,818	\$889,896
									Continued...

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(145) Office of Treasurer / Collector - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	757,119	889,896	132,777	18%	2% COLA added to administrative salary. Requesting 5% salary reclassification for the Assistants Treasurer/Collector to put parity between their salary and the clerical salary. Local 25 Clerical/DPW increased 2% in anticipation of contract settlement.
Overtime	1,000	1,000	0	0%	If clerks request OT in lieu of comp time.
Longevity	8,500	7,600	(900)	-11%	CC cut this line by \$1,300. Mr. Pesce (\$1,300), Ms. Liston (\$1,450), Ms. Bereznoski (\$1,450), Ms. Warren (\$1,000), Mrs. Peluso (\$1,250), Mr. Mackenzie (\$1,450)
Above Grade Differential	3,000	3,000	0	0%	Used when clerical staff fill in for someone at a higher job classification.
Hearing Officer Stipend	5,000	5,000	0	0%	Mr. Luongo, Parking Hearing Officer.
Clothing Allowance	700	700	0	0%	Mr. MacKenzie, Local 25 DPW contractual.
Total Personnel Services	\$775,319	\$907,196	131,877	17%	
<u>General Operating Expenses</u>					
Equipment Maintenance	1,500	1,500	0	0%	Service contracts on 4 date stamps/\$200 ea. Includes ribbons.
Recording Fees	30,000	30,000	0	0%	\$75 per deed. Anticipated to have 300 to 400 deeds in FY22.
Data Processing/Payroll/HR	62,000	62,000	0	0%	Contract Rates have not increased since last contract.
DP Tax Billing & Collection	2,000	2,000	0	0%	\$350 to \$400 for binding Commitment books. Balance for printer cartridges and paper. Also used for Treasurer/Collector association dues.
Postage	55,000	55,000	0	0%	Postage for all department in city. Also pays for supplies to maintain the mail machine.
Other Charges	200,000	250,000	50,000	25%	Century Bank lockbox fees about \$15K to \$20K per year. Also used to pay credit card fees and for parking sticker program.
Office Supplies	5,000	5,000	0	0%	Various office supplies from WB Mason.
Meter Repairs & Maintenance	50,000	50,000	0	0%	New electronic meters
Parking Meter Minor Equipment	10,000	10,000	0	0%	Batteries, supplies.
Insurance	4,250	4,250	0	0%	To bond all employees in Treasurer's and Collector's Office.
Total Expenditures	\$419,750	\$469,750	\$50,000	12%	
Total Treasurer/Collector	\$1,195,069	\$1,376,946	\$181,877	15%	

Continued...

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	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Short Term Debt Interest (Found under Fixed Costs)					
Int on Temporary Loans	250,000	210,000	(40,000)	100%	Budgeted for any short term borrowings.
Total	\$250,000	\$210,000	(\$40,000)	100%	
FICA (Found under Fixed Costs)					
Medicare (1.45%)	1,809,357	1,936,012	126,655	7%	Employer match of Medicare deduction. 1.45% of pay (health and life deductions not taxed).
Total	\$1,809,357	\$1,936,012	\$126,655	7%	

Office of the City Solicitor

Mission Statement

To provide representation and advice to the City and its officials in numerous areas including but not limited to: zoning issues, employment law, civil rights, civil service, contract actions, real estate, workers' compensation, education law, tort actions involving personal injury and property damage claims. Members of the solicitor's department regularly attend and provide advice at meetings of the City Council and sub-committees thereof and to several City boards and commissions. In addition to drafting ordinances and other legal documents, numerous verbal and written opinions are rendered to the City Council and Department Heads.

Significant Budget & Staffing Changes for FY 2022

Assistant City Solicitor Keith Slattery was moved back to the Solicitor's Office full time to aid in the growing demand of legal issues. Additionally, Lara Wehbe-Ammouri was also transferred to the Solicitor's Office in a capacity of Assistant Solicitor focusing on labor issues.

FY 2021: Accomplishments

- ❖ Helped provide support on the Linkage Fee ordinance which will aid in providing affordable housing units for residents of Everett
- ❖ Managed claims against city with minimal damages paid outside of insurance policy.
- ❖ Defended law suits against the city and its Boards.
- ❖ Defended the city in labor arbitration cases.
- ❖ Prepared contracts, license agreements and mutual aid agreements.
- ❖ Advised various boards and commissions re: state and local law and case law.
- ❖ Prepared opinions for City Council, Boards and Commissions.
- ❖ Worked with various departments on solicitations for bids and requests for proposals.



- ❖ Advised HR on various personnel matters.
- ❖ Investigated and advised departments on personnel infractions and prepared disciplinary documents.
- ❖ Since Everett has a Housing Court in its jurisdiction, we have used the court to take several property owners to court to successfully obtain court orders forcing these owners to bring their properties up to code in order for residents to live safely.
- ❖ Worked with City Departments and the City of Chelsea to negotiate the repair for the Market Street Culvert to be paid for by the new developer and by through grant funding.
- ❖ Continued working with the Administration, this office along with ISD instituted a policy in accordance with state law and code to inspect all multi-dwelling units over two (2) units for safety, including fire safety. Since implementation we have inspected and certified hundreds of building improving the safety and quality of life for residents.
 - ❖ Successfully filed grant applications for reimbursement and potential future costs to the Gaming Commission for unanticipated impacts caused from the opening of the casino resort.
 - ❖ Continuing to assist the class action litigation against the opioid manufacturers and distributors
 - ❖ Continuing to work the Treasurer's Office to secure tax title to properties who have not paid taxes



FY 2022: Goals & Objectives

- ❖ Successfully ratify all union contracts through FY 2025.
- ❖ Revise existing ordinances to address any inefficiencies, ensure they are in accordance with the Administrative Code.
- ❖ Review Zoning Ordinances and aid in drafting various amendments
- ❖ Address local needs/neighborhood concerns.
- ❖ Successfully defend claims against city and its officers' including insurance coverage to defend claims.
- ❖ Continue to provide legal advice to the city administration, all city departments, City Council and all subcommittees.
- ❖ To maintain a high level of responsiveness and accessibility to City departments and employees.
- ❖ Implement asset management software in order to property assess the City's assets to ensure we are properly insured for all property (real and personal) owned by the City

Outcomes & Performance Measurers	Actual FY 2019	Actual FY 2020	Actual FY 2021	Estimated FY 2022
Legal Cases Closed	5	12	11	14
Insurance Claims Processed	150	150	115	150
ISD Appeal Hearings	750	800	360	500

How FY 2020 Departmental Goals Relate to City's Overall Long & Short Term Goals

The Department's goals relate to the City's overall goals by providing the best service to City Officials that we can

City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

151 - OFFICE OF THE CITY SOLICITOR							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-151-1-5111	SALARIES	\$309,821.00	\$224,406.00	\$201,781.73	\$437,769.00	\$437,769.00	\$437,769.00
01-151-1-5143	LONGEVITY	\$650.00	\$2,350.00	\$2,350.00	\$3,150.00	\$3,150.00	\$3,150.00
01-151-1-5198	RAO STIPEND	\$9,026.00	\$9,400.00	\$8,724.73	\$9,400.00	\$9,400.00	\$9,400.00
PERSONNEL Total:		\$319,497.00	\$236,156.00	\$212,856.46	\$450,319.00	\$450,319.00	\$450,319.00
EXPENSES							
01-151-2-5302	LITIGATION/PROFESSIONAL SERVICES	\$83,552.33	\$98,398.60	\$60,739.21	\$100,000.00	\$75,000.00	\$75,000.00
01-151-2-5319	ISD LITIGATION FEES	\$0.00	\$7,500.00	\$0.00	\$7,500.00	\$7,500.00	\$7,500.00
01-151-2-5420	OFFICE SUPPLIES	\$1,922.97	\$3,000.00	\$1,317.54	\$3,000.00	\$3,000.00	\$3,000.00
01-151-2-5586	WESTLAW COMPUTER RESEARCH	\$3,816.16	\$5,801.40	\$4,526.95	\$4,200.00	\$4,200.00	\$4,200.00
01-151-2-5710	PROFESSIONAL DEVELOPMENT	\$969.84	\$1,469.22	\$475.29	\$1,500.00	\$1,500.00	\$1,500.00
01-151-2-5760	CLAIMS	\$1,708.45	\$2,530.78	\$2,530.78	\$2,500.00	\$2,500.00	\$2,500.00
01-151-2-5850	EQUIPMENT & OTHER	\$2,071.00	\$2,500.00	\$0.00	\$2,500.00	\$2,500.00	\$2,500.00
EXPENSES Total:		\$94,040.75	\$121,200.00	\$69,589.77	\$121,200.00	\$96,200.00	\$96,200.00
151 OFFICE OF THE CITY SOLICITOR Total:		\$413,537.75	\$357,356.00	\$282,446.23	\$571,519.00	\$546,519.00	\$546,519.00

151	OFFICE OF THE CITY SOLICITOR								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-151-1-5111	City Solicitor ¹	UNCL	35	1	1	1	\$113,652	\$123,652	\$123,652
01-151-1-5143	City Solicitor	Longevity					\$1,300	\$1,300	\$1,300
01-151-1-5111	Assistant City Solicitor ^{1 3}	UNCL	35	0	1	1	\$0	\$110,000	\$110,000
01-151-1-5111	Assistant City Solicitor for Labor & Employment ^{4 5}	UNCL	30	0	1	1	\$0	\$90,000	\$90,000
01-151-1-5143	Assistant City Solicitor for Labor & Employment	Longevity					\$0	\$800	\$800
01-151-1-5111	Paralegal ¹	UNCL	35	1	1	1	\$57,449	\$59,747	\$59,747
01-151-1-5143	Paralegal	Longevity					\$400	\$400	\$400
01-151-1-5111	Secretary ²	UNCL	35	1	1	1	\$53,304	\$54,370	\$54,370
01-151-1-5143	Secretary	Longevity					\$650	\$650	\$650
				3	5	5			
151	City Solicitor TOTAL								
					Salary (5111)		\$224,406	\$437,769	\$437,769
					Longevity (5143)		\$2,350	\$3,150	\$3,150
					RAO Stipend (5198)		\$9,400	\$9,400	\$9,400
					Personnel Total:		\$236,156	\$450,319	\$450,319
Notes to Budget:									
¹	Seeking a salary reclassification for this position in FY22.								
²	2% COLA added to this salary in FY22.								
³	Moved back to Solicitor's from ISD.								
⁴	Moved back to Solicitor's from Human Resources.								
⁵	Reduced hours to 30 per week.								

(151) Office of the City Solicitor - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	224,406	437,769	213,363	95%	Both Keith Slattery and Lara Ammouri are moving back to the Solicitor's Office. Mr. Slattery was budgeted under ISD in FY21 and Ms. Ammouri was under HR/Executive. Additionally there are requests for salary reclassifications for 3 employees. 2% COLA on administrative salary.
Longevity	2,350	3,150	800	34%	Ms. Mejia (\$1,300), Ms. Ammouri (\$800), Ms. Peters (\$400) and Ms. Mayo (\$650).
RAO Stipend	9,400	9,400	0	100%	In accordance with new public records law, a record access officer is appointed. Instead of hiring a part time employee, solicitor will take responsibility.
Total Personnel Services	\$236,156	\$450,319	214,163	91%	
<u>General Operating Expenses</u>					
Litigation/Professional Services	100,000	75,000	(25,000)	-25%	Used to pay any litigation related service, such as legal services, filing complaints, expert witnesses, recording fees, transcripts, etc.
ISD Litigation Fees	7,500	7,500	0	0%	For issues surrounding Code Enforcement/ISD.
Office Supplies	3,000	3,000	0	0%	General office supplies from WB Mason.
Westlaw Computer Research	4,200	4,200	0	0%	Used to pay the monthly bill to Westlaw. This is an internet based database used to research a variety of legal issues.
Professional Development	1,500	1,500	0	0%	For staff training/continuing education.
Claims	2,500	2,500	0	0%	For small claims brought against the city.
Equipment & Other	2,500	2,500	0	0%	Equipment and large office supplies.
Total Expenditures	\$121,200	\$96,200	(25,000)	-21%	
Total Solicitor's Office	\$357,356	\$546,519	\$189,163	53%	
<u>Property/Liability Insurance</u> (Found under Fixed Costs)					
Comp General Liability	1,965,000	1,984,650	\$19,650	1%	All city insurance including schools. Anticipating increase in premiums because of new fleet vehicles and new park equipment.
Insurance Deductibles	150,000	151,500	\$1,500	1%	All deductibles for all motor vehicle accidents including police, fire and schools. (\$1K per vehicle). Also pays for all glass breakage on motor vehicles and deductibles on other claims.
Total	\$2,115,000	\$2,136,150	\$21,150	1%	

Department of Human Resources



Human Resources strategically partners with departments to ensure the effective and efficient management of people to help gain a competitive advantage throughout the Commonwealth of Massachusetts. Human Resources oversees employee benefits, employee recruitment, training and development, workplace policies, employee retention, performance management, and the overall compliance with federal, state, and local employment laws.

Mission Statement

As a trusted business partner, Human Resources optimizes the employee experience by providing innovative and efficient solutions to drive positive organizational change. In addition, the Human Resources department establishes, administers, and effectively communicates sound policies, rules, and practices that treat employees with dignity and equality while maintaining compliance with municipal governance of employment and labor laws.

Significant Budget & Staffing Changes for FY2022

No significant changes.

FY2021: Accomplishments

- Partner with Commonwealth Corporation to administer the Summer Youth Program, where the goal is to hire as many youths during the summer months to receive practical work experience working in various departments throughout the City. In addition, participants receive training in softcore skills to practice professional behaviors, learn how to relate to supervisors and co-workers in the workplace, and move forward in their education career path.
- Successful recruitment and hiring of the new Director of Human Resources.
 - Secured staffing to make free or low-cost city-wide programs available and increased Everett youth employment opportunities, including Crimson Camp, Mayor's Free Lunch Program, senior meal delivery, etc.
- Diabetes Program – rebates/reduced copays on Diabetes medications and appointments at no cost to our employees and their families.
- Onboarded twenty (20) new Fire Fighters.

- Onboarded five (5) new Everett Police Officers.
- Ratification of union contracts.
- Purchased the Cities first Applicant Tracking System (ATS), with a targeted implementation for the end of FY2022.
- Digitized offer letters and other related Human Resources Forms by utilizing DocuSign.
- Purchased and implemented LinkedIn Learning for Department Heads.
- Established protocols and procedures to maintain a safe work environment before the availability of the vaccines during COVID-19 while buildings were open to the public.
- Separated payroll for Worker's Compensation and IOD to track claims and payroll more efficiently.
- Partnered with KGA, our Employee Assistance Program to offer training to City Employees.
- Transitioned from a paper-based benefits enrollment to an online electronic solution.
- Hired multilingual employees to support the diverse population of Everett's residents.

FY2022: Goals & Objectives

- Fill critical leadership positions.
- Review and update all city policies.
- Partner with departments to create job classifications
- Implement manager development training.
- Leadership and Development training for supervisors and managers within the City.
- Purchase a LinkedIn Recruiting seat to assist in finding a qualified and diverse applicant pool.
- Partner with Treasurer's office to implement Munis Payroll, Human Capital Management, and ATS Software.
- Use LEAN methodologies in current HR processes to identify inefficiencies and reduce waste.
- Partner with Commonwealth Corporation to administer the Summer Youth Program, where the goal is to hire as many youths during the summer months to receive practical work experience working in various departments throughout the City. In addition, participants receive training in softcore skills to practice professional behaviors, learn how to relate to supervisors and co-workers in the workplace, and move forward in their education career path.
- Partner with the Commonwealth Corporation offers a year-round program for youth to gain skills and experience to find jobs after high school. Participants receive training in softcore skills to practice professional behaviors, learn how to relate to supervisors and co-workers in the workplace, and move forward in their education career path.
- Partner with Commonwealth Corporation and MAPC to create a Digital Navigator Program. These Digital Navigators are envisioned as individuals that will support community members in signing up for market-rate or subsidized internet service, accessing and using digital devices, and understanding essential functions of the internet and online tools like e-mail, in addition to other activities that are still to be defined.

How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

- Continue communication transparency with residents and job applicants by utilizing the new Applicant Tracking System to allow candidates to apply to open positions online and see their current status in the review process.
- Will continue to foster relationships with residents and City employees.
- Digitize employee personnel files.
- Establish a learning and development program for City Employees.
- Develop organizational charts for all departments.



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152 - DEPARTMENT OF HUMAN RESOURCES							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-152-1-5111	SALARIES	\$230,082.38	\$245,530.00	\$235,250.33	\$227,818.00	\$227,818.00	\$227,818.00
01-152-1-5113	PART TIME SALARIES	\$34,100.34	\$33,787.00	\$30,555.38	\$34,195.00	\$34,195.00	\$34,195.00
01-152-1-5121	TEMP PERSONNEL - ALL DEPT	\$1,320.00	\$6,000.00	\$0.00	\$6,000.00	\$6,000.00	\$6,000.00
01-152-1-5123	SUMMER JOBS	\$68,680.00	\$125,000.00	\$124,686.06	\$125,000.00	\$125,000.00	\$125,000.00
01-152-1-5130	OVERTIME	\$0.00	\$4,200.00	\$624.56	\$4,200.00	\$4,200.00	\$4,200.00
01-152-1-5143	LONGEVITY	\$300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-152-1-5151	EMPLOYEE BUY BACK & OTHER	\$1,081,611.47	\$1,000,000.00	\$961,570.37	\$1,000,000.00	\$1,000,000.00	\$1,000,000.00
01-152-1-5154	DIRECT DEPOSIT STIPEND	\$0.00	\$0.00	\$850.00	\$0.00	\$0.00	\$0.00
PERSONNEL Total:		\$1,416,094.19	\$1,414,517.00	\$1,353,536.70	\$1,397,213.00	\$1,397,213.00	\$1,397,213.00
EXPENSES							
01-152-2-5152	MEDICAL EXAMS	\$20,589.00	\$25,000.00	\$3,652.50	\$25,000.00	\$25,000.00	\$25,000.00
01-152-2-5301	PROFESSIONAL SERVICES	\$25,358.85	\$30,000.00	\$21,747.83	\$30,000.00	\$30,000.00	\$30,000.00
01-152-2-5420	OFFICE SUPPLIES	\$2,344.67	\$4,500.00	\$2,768.94	\$4,500.00	\$4,500.00	\$4,500.00
01-152-2-5710	PROFESSIONAL DEVELOPMENT	\$7,451.00	\$20,000.00	\$3,915.00	\$20,000.00	\$20,000.00	\$20,000.00
EXPENSES Total:		\$55,743.52	\$79,500.00	\$32,084.27	\$79,500.00	\$79,500.00	\$79,500.00
152 DEPARTMENT OF HUMAN RESOURCES		\$1,471,837.71	\$1,494,017.00	\$1,385,620.97	\$1,476,713.00	\$1,476,713.00	\$1,476,713.00

(152) Department of Human Resources - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	245,530	227,818	(17,712)	-7%	Ms. Ammouri reducing hours and moving into Solicitor's Office. 2% COLA added to administrative salaries.
Part Time Salaries	33,787	34,195	408	1%	This is the Benefits Technician position.
Temp Personnel - All Dept.	6,000	6,000	0	0%	Human Resource audits and manpower to update software.
Summer Jobs	125,000	125,000	0	0%	For summer work program for teens.
Overtime	4,200	4,200	0	0%	Manpower hours to complete audits so we are in compliance with DOL regulations as well as state statute.
Employee Buyback	1,000,000	1,000,000	0	0%	For employees who buyback sick, vacation, etc.
Total Personnel Services	\$1,414,517	\$1,397,213	(\$17,304)	-1%	
<u>General Operating Expenses</u>					
Medical Exams	25,000	25,000	0	0%	Drug testing for DOT drivers, random drug testing for DPW drivers, random drug testing for police officers and firefighters.
Professional Services	30,000	30,000	0	0%	Mt. Auburn Hospital, Employee Assistance Program, MMA membership fee, various seminars presented by MMA, all job postings, pre-employment background checks.
Office Supplies	4,500	4,500	0	0%	Belmont Printing and WB Mason forms and paper employee documents. Advertising.
Professional Development	20,000	20,000	0	0%	Rolling out new trainings, job descriptions, update and print employee policies and handbook.
Total Expenditures	\$79,500	\$79,500	0	0%	
Total Human Resources	\$1,494,017	\$1,476,713	(\$17,304)	-1%	
<u>Unemployment Compensation</u>	(Found under Fixed Costs)				
Unemployment Compensation	330,000	330,000	0	0%	Various claims throughout the city, including the schools, unemployment taxes. Also includes credits from ECTV for their unemployment benefits.
Total	\$330,000	\$330,000	\$0	0%	

Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Employee Benefits (Found under Fixed Costs)					
Life Insurance and Other	88,000	88,000	0	0%	The city contributions (70%) for all the employees and retirees life insurance thru Boston Mutual Life Insurance Co. Also includes credits from ECTV for their life insurance benefits.
Health Insurance	21,667,200	21,883,872	216,672	1%	City of Everett contributions come out of this for all the health insurance plans. This money is put into the BC/BS Trust and the Harvard Trust. City contributions would be 85% (retired before April 2003). The contributions vary - 4/03 (96.20% - retired after 4/03), (96.65% Master Medical & Blue Care Elect), (90% Network Blue), (87% Harvard Pilgrim), (98.15% Senior Plan Medex). Also covers two premium paid bills (90% for Manage Blue and Tufts Preferred). Also includes credits from ECTV for their health insurance benefits.
AD&D Insurance	28,000	28,000	0	0%	For fire and police only. The city pays the premium -- it is .10 cents on the thousand. This is determined by Boston Mutual on the rate of pay they receive.
Total	\$21,783,200	\$21,999,872	\$216,672	1%	
Employee Injuries (Found under Fixed Costs)					
Active Police and Fire	400,000	400,000	0	0%	All reimbursements for injuries for the police/fire departments. Meditrol (monthly billing & helping with contract issues).
Retired Police & Fire	19,500	19,500	0	0%	All prescription reimbursements for retirees.
Workers Comp	772,000	772,000	0	0%	All workers comp injury claims for all employees including the schools. (Does not include police/fire). Curtin, Murphy & O'Reilly
Total	\$1,191,500	\$1,191,500	\$0	0%	

Department of Information Technology



The Information Technology Department provides centralized information technology to approximately 1000 users working in 42 departments located in 22 municipal buildings. Information Technology supports enterprise-wide municipal applications for Finance and Human Resource systems, Customer Service and Geographical Information Systems. The department has directed the installation of a fiber optic network that provides high speed and reliability to facilities throughout the City assuring increased performance for enterprise applications and complete connectivity via the World Wide Web (WWW).

This year will see complete revamp of the City's online presence and services to meet the Mayor's vision of ease of access and engagement for all the city residents and businesses. This will become and even more vital and usable tool for residents, employees, business owners and visitors of the City of Everett, providing easy access to important City resources and information as well as the ability to transact business remotely through services such as the new on line payment options and

the ability to automatically submit forms for various departmental businesses. Overall, Information Technology serves as technical consultants and provides desktop, network, application and systems management services for all City Departments and for the Everett community at large.

Mission Statement

To provide the highest quality technology based services in the most cost-effective manner. We also provide reliable technical services to city employees to accomplish daily tasks.

Significant Budget & Staffing Changes for FY2022

Contract Maintenance has increased due to contractual obligations. Copiers/Maintenance includes 3 new copiers for City Hall departments. Contractual Services is for increasing capacity of City Hall servers. Telephone increase due to additional PRI at Police Station. Wireless Communication is for more devices being used by city employees. Data Communications is for the upgrades at the newly renovated Hancock Fire Station and the Central Fire Station.

FY2021: Accomplishments

- Completion of Server Virtualization / SAS and NAS buildout.
- Disaster recovery / continuity of service / back up project has been completed, with 4x redundancy and increased ability to scale as requirements grow.
- Fiber project completed, with 2Xs redundancy for inter building data streams.
- In house Rapid Application Development System (RAD) completed to unify disparate software platforms and provide increased flexibility and faster turnaround services.

FY2022: Goals and Objectives

- The City, working with the MBHSR Cyber Security Working Group will be revamping security procedures. Awareness and training programs will provide for all city personnel as a major goal of statewide Cyber Security alliance.
- Complete revamp of the City's online presence with emphasis on usability and engagement, to provide all residents and businesses with easy access to city services and information.
- Completion of the citywide unified database implementation.

How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

One of the Mayor's goals is to consolidate the cities IT functions. By bringing together the contracts for the copiers and the wireless communications accounts, we are working toward that goal.

We also continue to strive for ways to deliver City services more efficiently and effectively through the use of technology.



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155 - DEPT OF INFORMATION TECHNOLOGY							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-155-1-5111	SALARIES	\$235,556.65	\$224,045.00	\$216,697.21	\$246,446.00	\$246,446.00	\$246,446.00
01-155-1-5143	LONGEVITY	\$400.00	\$400.00	\$400.00	\$400.00	\$400.00	\$400.00
PERSONNEL Total:		\$235,956.65	\$224,445.00	\$217,097.21	\$246,846.00	\$246,846.00	\$246,846.00
EXPENSES							
01-155-2-5244	CONTRACT MAINTENANCE	\$77,243.22	\$125,000.00	\$28,059.59	\$128,000.00	\$128,000.00	\$128,000.00
01-155-2-5245	COPIERS/MAINTENANCE	\$68,523.44	\$96,000.00	\$50,327.49	\$96,000.00	\$96,000.00	\$96,000.00
01-155-2-5268	CONTRACTUAL SERVICES	\$0.00	\$300,000.00	\$76,132.58	\$300,000.00	\$300,000.00	\$300,000.00
01-155-2-5312	SUPPLIES	\$1,988.00	\$8,000.00	\$0.00	\$8,000.00	\$8,000.00	\$8,000.00
01-155-2-5340	TELEPHONE COMMUNICATIONS	\$47,499.03	\$96,000.00	\$46,318.77	\$98,000.00	\$98,000.00	\$98,000.00
01-155-2-5341	WIRELESS COMMUNICATIONS	\$78,373.75	\$84,000.00	\$63,728.29	\$86,000.00	\$86,000.00	\$86,000.00
01-155-2-5710	PROFESSIONAL DEVELOPMENT	\$14,994.00	\$15,000.00	\$6,727.00	\$15,000.00	\$15,000.00	\$15,000.00
01-155-2-5785	311 EXPENSES	\$14,108.41	\$50,000.00	\$0.00	\$50,000.00	\$50,000.00	\$50,000.00
01-155-2-5865	DATA COMMUNICATIONS	\$41,417.49	\$54,000.00	\$18,146.57	\$54,000.00	\$54,000.00	\$54,000.00
01-155-2-5866	DIRECT FIBER DATA	\$61,033.40	\$90,000.00	\$30,049.34	\$90,000.00	\$90,000.00	\$90,000.00
01-155-2-5880	HARDWARE/SOFTWARE EQUIPMENT	\$30,033.48	\$90,000.00	\$4,818.95	\$90,000.00	\$90,000.00	\$90,000.00
EXPENSES Total:		\$435,214.22	\$1,008,000.00	\$324,308.58	\$1,015,000.00	\$1,015,000.00	\$1,015,000.00
CAPITAL IMPROVEMENTS							
01-155-3-5867	TECHNOLOGY INFRASTRUCTURE	\$26,871.96	\$35,000.00	\$33,287.32	\$35,000.00	\$35,000.00	\$35,000.00
CAPITAL IMPROVEMENTS Total:		\$26,871.96	\$35,000.00	\$33,287.32	\$35,000.00	\$35,000.00	\$35,000.00
155 DEPT OF INFORMATION TECHNOLOGY		\$698,042.83	\$1,267,445.00	\$574,693.11	\$1,296,846.00	\$1,296,846.00	\$1,296,846.00

[illegible]

¹ 2% COLA added to administrative salary.

(155) Information Technology - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	224,045	246,446	22,401	10%	2% COLA on administrative salaries. IT Communications Specialist was not budgeted for a full year in FY21, hence the jump in salary.
Longevity	400	400	0	0%	Mr. Masella.
Total Personnel Services	\$224,445	\$246,846	\$22,401	10%	
<u>General Operating Expenses</u>					
Contract Maintenance	125,000	128,000	3,000	2%	Contracts for Vadar, GEO, NetAtlantic, Barracuda Maintenance, NGP Van, DigiCert, QScend and Vote Builder. Increase requested due to rate increase in Barracuda Maintenance.
Copiers / Maintenance	96,000	96,000	0	0%	Paid to CIT Financial (which is Conway Office Products) for 12 copiers: Auditor, Health, ISD (2), Library, Human Resources, Solicitor, Collector, Assessor, Veteran's, Purchasing and Treasurer. Mayor's copier is paid to Ricoh. The amount requested is based on the monthly payment and maintenance fee for each machine.
Contractual Services	300,000	300,000	0	100%	Larger information technology products to help distribute the workload.
Supplies	8,000	8,000	0	0%	Keyboards, wires, connectors, general office supplies.
Telephone Communications	96,000	98,000	2,000	2%	All city phones, Verizon phones and PRI circuits. Increase due to additional PRI for public safety (Police/Fire) and additional bandwidth.
Wireless Communications	84,000	86,000	2,000	2%	All wireless devices, Verizon iPads in use by various departments now paid here. Increase due to additional wireless devices as needs have grown.
Professional Development	15,000	15,000	0	0%	IT training for staff and employees.
311 Expenses	50,000	50,000	0	0%	For the 311 system - renewals and technology updates/equipment as needed.
Data Communications	54,000	54,000	0	0%	Sprint , Towerstream, Comcast for data links between all city buildings.
Direct Fiber Data	90,000	90,000	0	0%	Fiber data links for all city buildings.
Hardware/Software Equipment	90,000	90,000	0	0%	For printers, computers, monitors, servers and for all operating systems.
Total Expenditures	\$1,008,000	\$1,015,000	\$7,000	1%	
<u>Capital Improvements</u>					
Technology Infrastructure	35,000	35,000	0	0%	To add/update city buildings technology.
Total IT	\$1,267,445	\$1,296,846	\$29,401	2%	

Office of the City Clerk

The City Clerk is the official record keeper for the City of Everett. Records kept by the Office of the City Clerk include vital statistics (including birth, marriage, domestic partnerships and death) and business and professional certificates.

The City Clerk is also responsible for:

- City Council Documents - Search records prior to May 2003 in the City Clerk's Office.
- Appeals of Board of Zoning Appeal cases and Planning Board cases.
- All notifications of meetings of municipal governmental bodies.
- Municipal Code Book Fee \$75.00. There is an additional \$15.00 charge for shipping & handling.
- Zoning Ordinance Book Fee \$75.00. There is an additional \$15.00 charge for shipping & handling.
- Filing Zoning Petition Fee \$355.00.
- Administering and enforcing over 300 licenses issued by the City Council at over 200 locations city wide.
- All freedom of information requests (FOIR) as the Super RAO.
- Codifying all ordinances passed by city government.
- Certifying all official documents.

The City Clerk is the official keeper of the City Seal and City Ordinances. All notifications and documents are available to the public, with some exceptions pertaining to vital records.

Please note that only certified copies of records are issued by the City Clerk's Office, regardless of intended use.

Mission Statement

To preserve public records accurately by establishing, maintaining, correcting, indexing and certifying all vital statistics. Perform various other duties as may be required by Massachusetts General Laws. The City Clerk also provides administrative support to the City Council, Elections Commission, and Historical Commission.



Significant Budget & Staffing Changes for FY2022

The Elections department personnel was merged with the Clerk's office. Step increases for union employees only as contract not settled. Level funded General Operating Expenses in FY2021.

FY2021: Accomplishments

- Implemented new agenda preparation software.
- Researched and authored over 13 new ordinances.
- Arranged 3 special acts.
- Codified 14 ordinances to date.
- Execution of the new Boards and Commissions software, to better track appointments of members.
- Increased revenue allowing the department to become self-sufficient.
- Obtained funding for the micro filming of paper records contained in the Clerk's office.
- Assisted over 6600 customers at the counter.



FY2022: Goals & Objectives

- Fully implement new agenda program using computer tablets.
- Continue to develop historical information for the City's walking Tour to open in the summer of 2023.
- Fully implement new Boards and Commissions Software, to better track appointments of members.
- Implement new licensing software to streamline City Council Licensees.
- Secure funding and construct new storage areas in the archival room and the Clerk's safe. The new area will contain moving shelving storage.
- To begin the Micro filming of over 300,000 scripts into a new computer program, which will drastically reduce research time and most importantly protect the documentation for decades to come.

- Became Department Head and member of the Elections Commission.
- City Clerk provides for the School Finance Review Commission.
- Code enforcement task force representative.

Outcomes & Performance Measurers	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
Marriage Licenses Recorded	460	480	TBD	480
Dog Licenses	1,050	950	TBD	950
Business Certificates	460	400	TBD	400
Births	670	600	TBD	600
Deaths	445	450	TBD	450

How FY2022 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

Continue reorganization of departmental staff to more efficiently and effectively deliver service and respond to requests. Improve communication and transparency with citizens. Look for ways to deliver City services more efficiently and effectively through the use of technology.



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161 - CITY CLERK/ELECTIONS		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
PERSONNEL							
01-161-1-5111	SALARIES	\$305,321.09	\$311,044.00	\$308,977.44	\$521,012.00	\$521,012.00	\$521,012.00
01-161-1-5126	ELECTION STIPEND (FT)	\$0.00	\$0.00	\$0.00	\$6,000.00	\$6,000.00	\$6,000.00
01-161-1-5128	ALL ELECTION WORKERS	\$0.00	\$0.00	\$0.00	\$77,000.00	\$77,000.00	\$77,000.00
01-161-1-5130	OVERTIME	\$1,802.91	\$1,200.00	\$255.69	\$6,000.00	\$6,000.00	\$6,000.00
01-161-1-5143	LONGEVITY	\$4,450.00	\$4,550.00	\$4,550.00	\$5,700.00	\$5,700.00	\$5,700.00
01-161-1-5191	ELECTION COMMISSION STIPEND	\$0.00	\$0.00	\$0.00	\$34,750.00	\$34,750.00	\$34,750.00
01-161-1-5198	RAO STIPEND	\$7,200.00	\$7,200.00	\$6,600.00	\$7,200.00	\$7,200.00	\$7,200.00
PERSONNEL Total:		\$318,774.00	\$323,994.00	\$320,383.13	\$657,662.00	\$657,662.00	\$657,662.00
EXPENSES							
01-161-2-5201	HISTORICAL PRESERVATION	\$1,889.12	\$1,212.55	\$1,212.55	\$2,000.00	\$2,000.00	\$2,000.00
01-161-2-5240	EQUIPMENT MAINTENANCE	\$9,361.98	\$16,787.45	\$15,371.55	\$25,000.00	\$25,000.00	\$25,000.00
01-161-2-5346	ADVERTISING-ELECTION	\$0.00	\$0.00	\$0.00	\$2,500.00	\$2,500.00	\$2,500.00
01-161-2-5380	PREP OF VOTING MACHINES-ELECTION	\$0.00	\$0.00	\$0.00	\$25,000.00	\$25,000.00	\$25,000.00
01-161-2-5384	TRAINING-ELECTION	\$0.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
01-161-2-5385	OTHER EXPENDITURES	\$1,565.23	\$2,000.00	\$1,742.31	\$2,000.00	\$2,000.00	\$2,000.00
01-161-2-5386	CITY CENSUS	\$0.00	\$0.00	\$0.00	\$25,000.00	\$25,000.00	\$25,000.00
01-161-2-5387	RECOUNTS	\$0.00	\$0.00	\$0.00	\$500.00	\$500.00	\$500.00
01-161-2-5389	STREET LISTS	\$0.00	\$0.00	\$0.00	\$3,000.00	\$3,000.00	\$3,000.00
01-161-2-5420	OFFICE SUPPLIES	\$6,641.08	\$11,118.00	\$8,997.10	\$15,000.00	\$15,000.00	\$15,000.00
01-161-2-5422	ARCHIVES	\$2,789.55	\$3,500.00	\$3,174.68	\$3,500.00	\$3,500.00	\$3,500.00
01-161-2-5423	WEB BASED PROGRAMS	\$20,705.90	\$20,582.00	\$20,582.00	\$30,000.00	\$30,000.00	\$30,000.00
01-161-2-5580	SUPPLIES-ELECTION	\$0.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
01-161-2-5710	PROFESSIONAL DEVELOPMENT	\$3,191.46	\$6,800.00	\$5,893.64	\$6,000.00	\$6,000.00	\$6,000.00
01-161-2-5745	INSURANCE & BONDS	\$0.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00
01-161-2-5785	MISC EXPENDITURES-ELECTION	\$0.00	\$0.00	\$0.00	\$2,500.00	\$2,500.00	\$2,500.00
EXPENSES Total:		\$46,144.32	\$62,200.00	\$57,173.83	\$152,200.00	\$152,200.00	\$152,200.00
161 CITY CLERK/ELECTIONS Total:		\$364,918.32	\$386,194.00	\$377,556.96	\$809,862.00	\$809,862.00	\$809,862.00

161	CITY CLERK / ELECTIONS								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-161-1-5111	City Clerk ¹	UNCL	35	1	1	1	\$121,250	\$124,285	\$124,285
01-161-1-5143	City Clerk	Longevity					\$1,400	\$1,500	\$1,500
01-161-1-5111	Assistant City Clerk/City Messenger ²	UNCL	35	1	1	1	\$88,603	\$88,000	\$88,000
01-161-1-5143	Assistant City Clerk/City Messenger	Longevity					\$1,700	\$1,300	\$1,300
01-161-1-5111	Director of Elections/Registrar ³	UNCL	35	0	1	1	\$0	\$85,000	\$85,000
01-161-1-5111	Elections Coordinator/Assistant Registrar ³	UNCL	35		1	1	\$0	\$52,000	\$52,000
01-161-1-5111	Administrative Assistant ⁴	A-6U/7	35	1	1	1	\$57,331	\$60,480	\$60,480
01-161-1-5143	Administrative Assistant	Longevity					\$1,450	\$1,450	\$1,450
01-161-1-5111	Administrative Assistant/Elections ^{3 4}	A-6U/7	35	0	1	1	\$0	\$60,480	\$60,480
01-161-1-5143	Administrative Assistant/Elections	Longevity					\$0	\$1,450	\$1,450
01-161-1-5111	Principal Clerk ⁵	C-6U/8	35	0	0	0	\$1	\$1	\$1
01-161-1-5111	Principal Clerk ⁴	C-6U/6	35	1	1	1	\$43,859	\$50,766	\$50,766
01-161-1-5191	Election Commission Chair ³	UNCL		0	0	0	\$0	\$10,500	\$10,500
01-161-1-5191	Election Commission Vice Chair ³	UNCL		0	0	0	\$0	\$7,000	\$7,000
01-161-1-5191	Election Commission Member ³	UNCL		0	0	0	\$0	\$5,750	\$5,750
01-161-1-5191	Election Commission Member ³	UNCL		0	0	0	\$0	\$5,750	\$5,750
01-161-1-5191	Election Commission Member ³	UNCL		0	0	0	\$0	\$5,750	\$5,750
				4	7	7			
161	City Clerk / Elections TOTAL								
						Salary (5111)	\$311,044	\$521,012	\$521,012
						Election Stipend FT (5126)	\$0	\$6,000	\$6,000
						Election Workers (5129)	\$0	\$77,000	\$77,000
						Overtime (5130)	\$1,200	\$6,000	\$6,000
						Longevity (5143)	\$4,550	\$5,700	\$5,700
	Notes to Budget:					Election Comm Stipend (5191)	\$0	\$34,750	\$34,750
	¹ 2.5% COLA for this administrative salary.					RAO Stipend (5198)	\$7,200	\$7,200	\$7,200
	² New hire in FY21.					Personnel Total:	\$323,994	\$657,662	\$657,662
	³ This position moved from Elections Commission into City Clerk/Elections.								
	⁴ Local 25 Clerical 2% increase in salary in anticipation of contract settlement.								
	⁵ Not requesting funding for this vacant position in FY22.								

(161) City Clerk/Elections - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	311,044	521,012	209,968	68%	2.5% increase for Mr. Cornelio in July and January. Local 25 Clerical increased 2% in anticipation of contract settlement. Not requesting funding for Principal Clerk position in FY22.
Election Stipends (FT)	0	6,000	6,000	100%	For those full-time employees who work on election related events and other former employees that assist on election-related services.
All Election Workers	0	77,000	77,000	100%	Combining Custodians, Tellers, Wardens, Clerks and Inspectors into one account.
Overtime	1,200	6,000	4,800	400%	If clerks request OT in lieu of comp time. May happen less now that the Election Commission is located in the Clerk's office to help when a clerk is absent.
Longevity	4,550	5,700	1,150	25%	Mr. Cornelio (\$1,500), Mr. Napolitano (\$1,300), Ms. Navarro (\$1,450), Mr. Fitzpatrick (\$1,450).
Election Commission	0	34,750	34,750	100%	Chair (\$10,500), Vice-Chair (\$7,000) members (\$5,750 each).
RAO Stipend	7,200	7,200	0	0%	The Clerk's office is mandated as the official Records Assessment Officer. This is the stipend local cities are adding for RAO's if they do not hire a separate position. Seeking 2.5% increase.
Total Personnel Services	\$323,994	\$657,662	\$333,668	103%	
<u>General Operating Expenses</u>					
Historical Preservation	2,000	2,000	0	0%	(Historical preservation is understanding our nation's heritage). Need to purchase historical items relevant to Everett.
Equipment Maintenance	14,000	25,000	11,000	79%	New contract with copier company to lease a higher volume copier for archive purposes. LHS Assoc, SimplexGrinnell, NE Copy, time clock and typewriters
Advertising - Election	0	2,500	2,500	100%	Election ads placed in 2 papers x 2 elections.
Prep of Voting Machines	0	25,000	25,000	100%	Auto mark programming, LHS prep for Image Cast/Poll pads.
Election Training	0	5,000	5,000	100%	100 poll workers at \$25 x 2 elections.
Other Expenses	2,000	2,000	0	0%	This is an account for formal events that the City Clerk hosts. They purchase many items for inaugurations, the mid-term address and when other dignitaries come to Everett. Also for any unforeseen events or payments.
City Census	0	25,000	25,000	100%	For printing costs and postage.
Recounts	0	500	500	100%	Only if necessary.
					Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Street Lists	0	3,000	3,000	100%	Printing of street list book.
Office Supplies	13,500	15,000	1,500	11%	This pays for all paper, printers and other major supplies.
Archives	3,500	3,500	0	0%	This account pays for a yearly audit required by law. Also archive supplies.
Web Based Programs	24,000	30,000	6,000	25%	This account pays for 4 web based programs used by the City Clerk. Increase due to purchase of a new Agendas program.
Election Supplies	0	5,000	5,000	100%	Any supplies needed for elections.
Professional Development	3,000	6,000	3,000	100%	Clerk's conventions in October, January and June and joining Clerk's Association and MMA Conference. The entire Clerk's office will attend classes for the state vitals records system at a clerk's conference and for other continuing education needs for staff.
Insurance & Bonds	200	200	0	0%	Bonding for Messrs. Cornelio and Napolitano thru Messinger Insurance.
Misc. Election Expenses	0	2,500	2,500	100%	To pay for election day meals for poll workers and other expenses as needed
Total Expenditures	\$62,200	\$152,200	90,000	145%	
Total City Clerk/Elections	\$386,194	\$809,862	\$423,668	110%	

Licensing Commission

Regulate and oversee the licenses issued in the City.

Mission Statement

To oversee all licenses granted by the Board of License Commissioners. To treat applicants fairly based upon the public need and public good, as well as assisting existing licensees with any matters pertaining to licensed establishments. To enforce rules and regulations established by the Commission and the Alcoholic Beverages Control Commission.

Significant Budget & Staffing Changes for FY2021

All Member Boards received level funding per the Mayor's recommendation in FY2021.

FY2021: Goals & Objectives

- ❖ By working with local businesses, to ensure all liquor licenses are fully utilized.
- ❖ To regulate licenses by working with the City Solicitor.



Outcomes & Performance Measurers	Actual FY2018	Actual FY2019	Actual FY2020	Estimated FY2021
Liquor Licenses	130,770	130,770	130,770	130,770
Common Victuals' Licenses	8,025	8,050	8,050	8,050
Entertainment Permits	9,675	9,700	9,700	9,700

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165 - LICENSING COMMISSION							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-165-1-5191	LICENSING COMMISSION STIPEND	\$5,183.25	\$7,200.00	\$6,283.30	\$7,200.00	\$7,200.00	\$7,200.00
PERSONNEL Total:		\$5,183.25	\$7,200.00	\$6,283.30	\$7,200.00	\$7,200.00	\$7,200.00
EXPENSES							
01-165-2-5420	OFFICE SUPPLIES	\$104.78	\$500.00	\$497.56	\$500.00	\$500.00	\$500.00
EXPENSES Total:		\$104.78	\$500.00	\$497.56	\$500.00	\$500.00	\$500.00
165 LICENSING COMMISSION Total:		\$5,288.03	\$7,700.00	\$6,780.86	\$7,700.00	\$7,700.00	\$7,700.00

165	LICENSING COMMISSION								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-165-1-5191	Chairman	LiCom		0	0	0	\$2,800	\$2,800	\$2,800
01-165-1-5191	Board Member	LiCom		0	0	0	\$2,200	\$2,200	\$2,200
01-165-1-5191	Board Member	LiCom		0	0	0	\$2,200	\$2,200	\$2,200
				0	0	0			
165	Licensing Commission TOTAL								
						Stipends (5191)	\$7,200	\$7,200	\$7,200
						Personnel Total:	\$7,200	\$7,200	\$7,200
Notes to Budget:									
.									

(165) Licensing - Notes to Budget

[illegible]

Conservation Commission

Administer the Massachusetts Wetlands Protection Act. pursuant to 310 Code of Massachusetts Regulations 10.0.

Mission Statement

To protect the wetlands of the City by controlling the activities deemed to have a significant effect upon wetland values, including but not limited to the following: public or private water supply, groundwater, flood control, erosion control, storm damage prevention, water pollution, fisheries, shellfish, wildlife, recreations and aesthetics. The control of activities is achieved through permitting required under Chapter 131 Section 40 of Massachusetts General Laws (The Wetlands Protection Act).

Significant Budget & Staffing Changes for FY2021

The Commission has added two new alternate board members. Necessary in the event a regular board member is absent.

FY2021: Goals & Objectives

- ❖ To protect wetlands by identifying and planning for acquisition of key wetland and buffer properties.
- ❖ To protect open space by participating in long range planning for protection of open space and working with other city departments to keep these plans current and updated.



Outcomes & Performance Measurers	Actual FY2019	Actual FY2020	Estimated FY2021
Notices of Intent considered	3	3	3
Orders of Conditions issued	3	3	3
Full Certificates of Compliance issued	3	3	3

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171 - CONSERVATION COMMISSION							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-171-1-5191	CONSERVATION COMISSION STIPEND	\$15,116.19	\$15,400.00	\$14,974.50	\$15,400.00	\$15,400.00	\$15,400.00
01-171-1-5340	TELECOMMUNICATIONS	\$100.00	\$200.00	\$0.00	\$200.00	\$200.00	\$200.00
PERSONNEL Total:		\$15,216.19	\$15,600.00	\$14,974.50	\$15,600.00	\$15,600.00	\$15,600.00
EXPENSES							
01-171-2-5420	OFFICE SUPPLIES	\$0.00	\$200.00	\$0.00	\$200.00	\$200.00	\$200.00
01-171-2-5730	DUES AND MEMBERSHIPS	\$0.00	\$485.00	\$180.00	\$485.00	\$485.00	\$485.00
EXPENSES Total:		\$0.00	\$685.00	\$180.00	\$685.00	\$685.00	\$685.00
171 CONSERVATION COMMISSION Total:		\$15,216.19	\$16,285.00	\$15,154.50	\$16,285.00	\$16,285.00	\$16,285.00

[illegible]

(171) Conservation Commission - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Stipend	15,400	15,400	\$0	0%	Messrs. Norton (Chairman) and Kernan. Ms. M. Hasham, Ms. R. Hasham and Ms. O Brien.
Telecommunications	200	200	\$0	0%	Phone reimbursement to Mr. Norton.
Total Personnel Services	\$15,600	\$15,600	\$0	0%	
<u>General Operating Expenses</u>					
Office Supplies	200	200	\$0	0%	Miscellaneous office supplies.
Dues and Memberships	485	485	\$0	0%	For conservation dues.
Total Expenditures	\$685	\$685	\$0	0%	
Total ConCom	\$16,285	\$16,285	\$0	0%	

Planning Board

The responsibilities of the Planning Board include administration of the Subdivision Control Act through review of subdivision plans, roadway construction and improvements and minor lot line changes known as “Approval Not Required” plans, as well as Site Plan Review under Section 19 and Section 30 of the Everett Zoning Ordinance for residential construction, and commercial and industrial development. The Planning Board is the Special Permit Granting Authority for the Lower Broadway Economic Development District and signage. The Board reviews and issues Stormwater Management Permits and makes recommendations relating to zoning amendments to the City Council and cases presented to the Zoning Board of Appeals. The Board is also responsible for review and implementation of strategic and comprehensive plans for the City of Everett including, but not limited to Open Space, Housing and Master Plans. Planning Board members are appointed by the Mayor for three-year terms. The Planning Board generally meets on the second and fourth Monday of every month at Everett City Hall.



Mission Statement

To guide the development of land and growth within the City of Everett. In accordance with the City of Everett Zoning Ordinance and Massachusetts State statutes, the Planning Board reviews and approves residential, commercial and industrial development.

Outcomes & Performance Measurers	Actual FY2019	Actual FY2020	Estimated FY2021
Special Permits	4	4	4
Site Plan Reviews	10	10	12

FY2021: Goals & Objectives

- ❖ To ensure compliance with state laws and local ordinances.
- ❖ To effectively work with other local boards and commissions reviewing development projects.
- ❖ To enhance the future development of the city.

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175 - PLANNING BOARD							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-175-1-5191	PLANNING BOARD STIPEND	\$13,366.18	\$16,200.00	\$14,215.48	\$14,200.00	\$14,200.00	\$14,200.00
01-175-1-5340	TELECOMMUNICATIONS	\$96.00	\$100.00	\$80.00	\$100.00	\$100.00	\$100.00
01-175-1-5384	PLANNING BOARD TRAINING	\$0.00	\$200.00	\$0.00	\$0.00	\$0.00	\$0.00
PERSONNEL Total:		\$13,462.18	\$16,500.00	\$14,295.48	\$14,300.00	\$14,300.00	\$14,300.00
EXPENSES							
01-175-2-5420	OFFICE SUPPLIES	\$0.00	\$100.00	\$0.00	\$100.00	\$100.00	\$100.00
EXPENSES Total:		\$0.00	\$100.00	\$0.00	\$100.00	\$100.00	\$100.00
175 PLANNING BOARD Total:		\$13,462.18	\$16,600.00	\$14,295.48	\$14,400.00	\$14,400.00	\$14,400.00

175	PLANNING BOARD									
	PERSONNEL SERVICES									
					FY22	FY22			FY22	
				FY21	DEPT	MAYOR		FY22	MAYOR	
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council	
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC	
01-175-1-5191	Chairman	PlanBd		0	0	0	\$2,200	\$2,200	\$2,200	
01-175-1-5191	Board Member	PlanBd		0	0	0	\$2,000	\$2,000	\$2,000	
01-175-1-5191	Board Member	PlanBd		0	0	0	\$2,000	\$2,000	\$2,000	
01-175-1-5191	Board Member	PlanBd		0	0	0	\$2,000	\$2,000	\$2,000	
01-175-1-5191	Board Member	PlanBd		0	0	0	\$2,000	\$2,000	\$2,000	
01-175-1-5191	Board Member ¹	PlanBd		0	0	0	\$2,000	\$0	\$0	
01-175-1-5191	Alternate Board Member	PlanBd		0	0	0	\$2,000	\$2,000	\$2,000	
01-175-1-5191	Alternate Board Member	PlanBd		0	0	0	\$2,000	\$2,000	\$2,000	
				0	0	0				
175	Planning Board TOTAL									
						Stipends (5191)	\$16,200	\$14,200	\$14,200	
						Telecommunications (5340)	\$100	\$100	\$100	
						Planning Board Training (5384)	\$200	\$0	\$0	
						Personnel Total:	\$16,500	\$14,300	\$14,300	
Notes to Budget:										
¹ The Planning Board should have 5 regular members and 2 alternate members. There was an error in the number of positions funded in FY21. We have modified our FY2022 budget request.										

(175) Planning Board - Notes to Budget

		FY21	FY22	\$	%	
		Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>						
Stipend		16,200	14,200	(\$2,000)	-12%	For Messrs. Cafasso (Chairman), O'Connor, Rangel, D'angelo, Pizzano, Tarr and Mastrocola. Deleting funding for erroneous member.
Telecommunications		100	100	\$0	0%	Phone reimbursement for Mr. Cafasso.
Planning Board Training		200	0	(\$200)	0%	Training for members.
Total Personnel Services		\$16,500	\$14,300	(\$2,200)	-13%	
<u>General Operating Expenses</u>						
Office Supplies		100	100	\$0	0%	Miscellaneous office supplies.
Total Expenditures		\$100	\$100	\$0	0%	
Total Planning		\$16,600	\$14,400	(\$2,200)	-13%	

Zoning Board of Appeals

To hear and decide appeals, applications for special permits, and appeals and petitions for variances from the terms of the Everett Zoning Ordinance.

Mission Statement

The Board of Appeals hears and decides appeals in accordance with the law. Also, hear and decide on applications for special permits upon which the Board is empowered to act. The Board will additionally hear and decide any variances from code enforcement officers/ISD.

Significant Budget & Staffing Changes for FY2021

Budget is at level funding. No current changes.

FY2021: Goals & Objectives

Our goal is to continue to work with ISD and code enforcement officers on all projects in the city.



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176 - ZONING BOARD OF APPEALS							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-176-1-5191	BOARD OF APPEALS STIPEND	\$13,091.84	\$14,600.00	\$11,382.62	\$14,600.00	\$14,600.00	\$14,600.00
01-176-1-5340	TELECOMMUNICATIONS	\$48.00	\$96.00	\$64.00	\$96.00	\$96.00	\$96.00
PERSONNEL Total:		\$13,139.84	\$14,696.00	\$11,446.62	\$14,696.00	\$14,696.00	\$14,696.00
EXPENSES							
01-176-2-5420	OFFICE SUPPLIES	\$58.01	\$500.00	\$0.00	\$500.00	\$500.00	\$500.00
EXPENSES Total:		\$58.01	\$500.00	\$0.00	\$500.00	\$500.00	\$500.00
176 ZONING BOARD OF APPEALS Total:		\$13,197.85	\$15,196.00	\$11,446.62	\$15,196.00	\$15,196.00	\$15,196.00

[illegible]

(176) Zoning Board of Appeals - Notes to Budget

		FY21	FY22	\$	%	
		Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>						
Stipend		14,600	14,600	\$0	0%	Stipend paid to members.
Telecommunications		96	96	\$0	0%	Phone reimbursement to Ms. Gerace.
Total Personnel Services		\$14,696	\$14,696	\$0	0%	
<u>General Operating Expenses</u>						
Office Supplies		500	500	\$0	0%	Postage and miscellaneous office supplies.
Total Expenditures		\$500	\$500	\$0	0%	
Total Zoning BOA		\$15,196	\$15,196	\$0	0%	

Police Department

Mission Statement

The mission of the Everett Police Department is to provide community oriented law enforcement designed to protect life and property, maintain order, while assuring fair and equal treatment for all.

Values

- ***Professionalism*** – we are committed to the highest ethical standards of the law enforcement profession.
- ***Respect*** – we pledge to preserve human dignity by caring for the citizens we serve, and for ourselves.
- ***Integrity*** – we shall, through our behavior, reflect honesty, sincerity, and complete accountability.
- ***Dedication*** – we are devoted to Public Service to enhance the quality of life for all.
- ***Excellence*** – we encourage innovation, effectiveness, and efficiency through training, skills, and effort.



FY2022 Accomplishments

Assisted city wide efforts in helping residents with food insecurity, providing security, traffic control and manual labor at food pantries during pandemic

Maintained Junior Police Academy program

Participated in new initiative with School Department creating a student intern/ambassador program

Staffed marine patrols between Memorial Day and Labor Day to improve safety on waterfront.

Replaced vacant Crime Analyst position to meet the growing needs of the city.



FY2023 Goals & Objectives of the Everett Police Department

- Expand Jail Diversion Clinician Program from part time to fulltime
- Recruit, train and deploy a dozen new police recruits
- Implement a Citizen Police Academy with goal of holding two sessions a year
- Participate in the research, planning, and development of a new police headquarters
- Implement new statutory requirements due to POST legislation relating to policy implementation and training



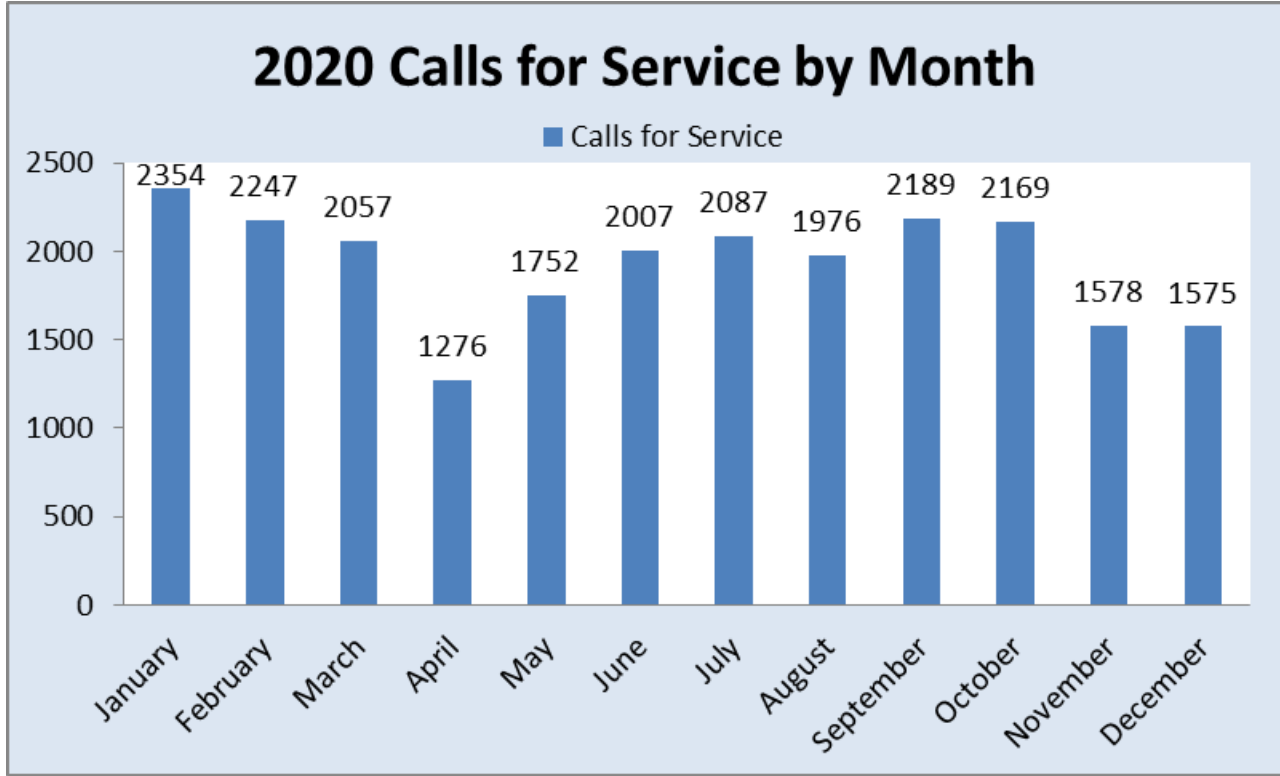


Table 1: Group A Crimes by Year Including 5 Yr. Average and Percent Change

Offense Type	2015	2016	2017	2018	2019	2020	5 Yr. Avg 2015- 2019	5 Yr. % Change btw 5yr. Avg -2020	1 Yr. % Change 2019 vs 2020
Total	1805	1714	1748	1670	1714	1716	1727.8	-1%	0%
Murder and Nonnegligent Manslaughter	2	2	2	1	3	0	1.7	-100%	-100%
Negligent Manslaughter	0	0	0	0	1	0	0.2	-100%	-100%
Kidnapping/Abduction	7	2	2	1	4	4	3.3	20%	0%
Rape	20	10	18	17	18	23	17.7	30%	28%
Sodomy	0	0	0	0	0	2	0.3	500%	NC
Sexual Assault With An Object	0	0	0	0	1	1	0.3	200%	0%
Fondling	13	10	10	9	12	5	9.8	-49%	-58%
Incest	0	0	0	1	0	1	0.3	200%	NC
Statutory Rape	4	1	6	0	1	0	2.0	-100%	-100%
Aggravated Assault	98	106	111	122	201	141	129.8	9%	-30%
Simple Assault	100	144	114	112	128	126	120.7	4%	-2%
Intimidation	113	108	93	84	89	97	97.3	0%	9%
Arson	1	2	2	1	1	1	1.3	-25%	0%
Burglary/Breaking & Entering	162	101	121	114	110	78	114.3	-32%	-29%
Counterfeiting/Forgery	17	17	12	10	8	6	11.7	-49%	-25%
Destruction/Damage/Vandalism of Property	297	262	300	242	212	243	259.3	-6%	15%
Embezzlement	0	0	0	2	1	1	0.7	50%	0%
Extortion/Blackmail	1	2	3	3	0	4	2.2	85%	NC
False Pretenses/Swindle/Confidence Game	10	31	17	25	38	51	28.7	78%	34%
Credit Card/Automatic Teller Fraud	60	89	136	85	71	33	79.0	-58%	-54%
Impersonation	33	25	2	5	2	2	11.5	-83%	0%
Welfare Fraud	1	4	0	0	0	8	2.2	269%	NC
Wire Fraud	1	5	4	8	3	8	4.8	66%	167%
Identity Theft	NA	34	56	22	41	82	47.0	74%	100%
Hacking/Computer Invasion	NA	NA	NA	NA	3	1	2.0	-50%	-67%
Robbery	36	37	31	40	21	19	30.7	-38%	-10%
Pocket-picking	0	2	0	3	3	3	1.8	64%	0%
Purse-snatching	3	5	2	9	5	2	4.3	-54%	-60%
Shoplifting	144	110	99	130	153	131	127.8	2%	-14%
Theft From Building	34	26	19	29	44	30	30.3	-1%	-32%
Theft From Coin Operated Machine or Device	0	0	0	2	0	0	0.3	-100%	NC
Theft From Motor Vehicle	178	122	151	118	85	171	137.5	24%	101%
Theft of Motor Vehicle Parts/Accessories	12	7	4	1	5	8	6.2	30%	60%
All Other Larceny	264	241	214	271	253	227	245.0	-7%	-10%
Motor Vehicle Theft	86	76	72	76	76	81	77.8	4%	7%
Stolen Property Offenses	7	14	9	13	14	17	12.3	38%	21%
Drug/Narcotic Violations	55	50	49	56	50	53	52.2	2%	6%
Drug Equipment Violations	20	21	25	22	16	18	20.3	-11%	13%
Betting/Wagering	0	0	0	0	1	1	0.3	200%	0%
Gambling Equipment Violations	0	0	0	1	1	1	0.5	100%	0%
Pornography/Obscene Material	4	1	2	1	2	3	2.2	38%	50%
Prostitution	2	2	0	0	1	0	0.8	-100%	-100%
Weapon Law Violations	20	37	51	20	21	17	27.7	-39%	-19%
Animal Cruelty	NA	8	11	14	14	16	12.6	27%	14%

Significant Budget & Staffing Changes for FY2022

The Everett Police Departments plan of personnel growth to meet the changing needs of the community include the following: Currently the Everett Police Department is budgeted with 113 full-time officers. The department goal is to hire a combination of lateral transfer officers and new recruits off of the Civil Service list to meet our needs. To date, we have already hired 4 lateral transfer officers and they are currently working the streets. We have begun the process of adding an additional 10 officers and have secured training academies for all, although we are dealing with pandemic concerns in regard to training academies. This will allow us to fully staff all patrol shifts and increase our support units to meet the growing development in the City and to provide services to special populations such as at risk youth and dual diagnosed mentally ill/drug and alcohol dependent people.



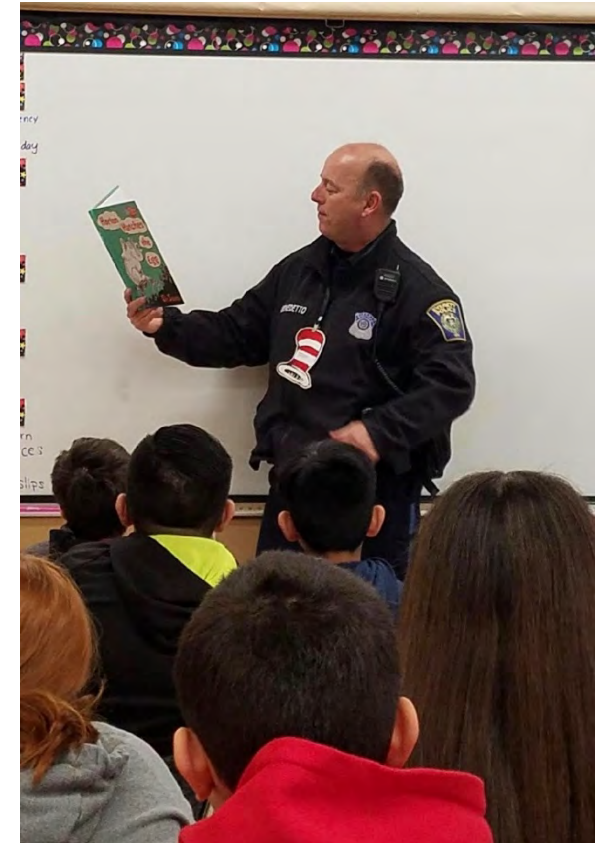
The Patrol Officers settled their contract for FY20. Due to contractual ratification, accounts such as Overtime and Night Differentials were all increased. Both the Superior Officers and the Local 25 Clerical workers have not signed their contract as of Fiscal Year 2021.

Slight increases in most line items are due to contractual increases from vendors. In addition there is an increase in the use of technology such as department issued phones and mobile laptops and overall equipment. With the increase in overall sworn personnel all members need to be outfitted with all that an officer carries today to include but not limited to firearms, electronic control devices, ammunition, handcuffs, body armor, batons, radios, first aid gear and holsters for many of these items.



Outcomes and Performance Measures

Outcomes & Performance Measurers	Actual 2020
Calls for Service	23,000+
Arrests	640
Protective Custody	27
Robberies	19
Break and Entering	78
Sexual Assaults including fondling	32
MV Thefts	76
Thefts from a Motor Vehicle	171
Larceny – all others including shoplifting, theft from a building	388
All Assaults including domestics with arrest	471
MV Accidents all types	942
MV Citations all types	1251



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

210 - POLICE DEPARTMENT							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-210-1-5111	SALARIES	\$10,816,166.10	\$11,301,826.00	\$10,509,840.49	\$12,639,158.00	\$12,098,524.00	\$12,098,524.00
01-210-1-5113	PART TIME	\$16,748.37	\$50,473.00	\$14,986.62	\$53,223.00	\$53,223.00	\$53,223.00
01-210-1-5130	OVERTIME	\$850,029.79	\$820,000.00	\$1,090,721.52	\$1,025,000.00	\$1,025,000.00	\$1,025,000.00
01-210-1-5132	MEDICAL STIPEND	\$345,673.28	\$370,983.00	\$154,062.61	\$0.00	\$0.00	\$0.00
01-210-1-5140	HOLIDAY	\$746,423.10	\$789,125.00	\$806,069.22	\$961,625.00	\$917,853.00	\$917,853.00
01-210-1-5142	NIGHT DIFFERENTIALS	\$408,686.09	\$407,790.00	\$383,357.29	\$486,724.00	\$463,844.00	\$463,844.00
01-210-1-5143	LONGEVITY	\$10,300.00	\$10,300.00	\$10,493.68	\$10,300.00	\$10,300.00	\$10,300.00
01-210-1-5144	ABOVE GRADE DIFFERENTIALS	\$7,640.02	\$16,000.00	\$5,644.10	\$16,000.00	\$16,000.00	\$16,000.00
01-210-1-5145	EMT CERTIFICATION	\$-163.56	\$4,000.00	\$3,889.95	\$5,000.00	\$5,000.00	\$5,000.00
01-210-1-5146	SENIOR PATROL STIPEND	\$69,255.12	\$82,878.00	\$86,446.27	\$78,901.00	\$71,728.00	\$71,728.00
01-210-1-5147	LICENSE TO CARRY STIPEND	\$115,571.20	\$119,633.00	\$121,907.79	\$146,409.00	\$138,610.00	\$138,610.00
01-210-1-5148	BREATHALYZER STIPEND	\$56,661.21	\$56,361.00	\$53,662.84	\$54,404.00	\$52,568.00	\$52,568.00
01-210-1-5149	SPECIAL DUTY	\$127,593.25	\$125,000.00	\$132,155.28	\$143,000.00	\$122,000.00	\$122,000.00
01-210-1-5156	COURT TIME	\$93,378.56	\$201,160.00	\$27,572.65	\$201,160.00	\$201,160.00	\$201,160.00
01-210-1-5157	PARKING ENFORCE SETTLEMENT	\$1,454.86	\$0.00	\$391.54	\$0.00	\$0.00	\$0.00
01-210-1-5190	FIRST RESPONDER STIPEND	\$168,710.67	\$169,500.00	\$62,954.82	\$0.00	\$0.00	\$0.00
01-210-1-5191	CROSSING GUARDS & MATRONS	\$213,005.79	\$245,952.00	\$165,464.10	\$245,952.00	\$245,952.00	\$245,952.00
01-210-1-5192	TASER STIPEND	\$56,573.31	\$56,500.00	\$21,185.15	\$0.00	\$0.00	\$0.00
01-210-1-5193	CLOTHING ALLOWANCE	\$166,875.40	\$192,700.00	\$182,415.65	\$241,700.00	\$233,700.00	\$233,700.00
01-210-1-5194	LANGUAGE STIPEND	\$10,516.03	\$10,500.00	\$9,291.55	\$20,500.00	\$20,500.00	\$20,500.00
01-210-1-5195	MPTC	\$12,961.35	\$13,000.00	\$11,658.07	\$11,500.00	\$10,500.00	\$10,500.00
01-210-1-5197	MPTC INSTRUCTOR	\$-250.12	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
PERSONNEL Total:		\$14,293,809.82	\$15,043,681.00	\$13,854,171.19	\$16,340,556.00	\$15,686,462.00	\$15,686,462.00
EXPENSES							
01-210-2-5245	RADIO MAINTENANCE	\$21,408.76	\$25,000.00	\$15,646.43	\$25,000.00	\$25,000.00	\$25,000.00
01-210-2-5246	RADIO-GRTR BOS POLICE COUNCIL	\$2,533.35	\$3,400.00	\$2,533.35	\$3,400.00	\$3,400.00	\$3,400.00
01-210-2-5318	DATA HANDLING	\$82,940.00	\$85,000.00	\$79,368.06	\$85,000.00	\$85,000.00	\$85,000.00
01-210-2-5320	PROFESSIONAL SERVICES /ROCA	\$0.00	\$50,000.00	\$840.00	\$50,000.00	\$50,000.00	\$50,000.00

City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

210 - POLICE DEPARTMENT		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
EXPENSES							
01-210-2-5340	TELECOMMUNICATIONS	\$44,441.20	\$45,000.00	\$45,651.41	\$45,000.00	\$45,000.00	\$45,000.00
01-210-2-5343	TICKET PRINTING	\$15,779.42	\$17,000.00	\$16,564.49	\$17,000.00	\$17,000.00	\$17,000.00
01-210-2-5344	POSTAGE	\$2,729.96	\$4,000.00	\$2,995.91	\$3,800.00	\$3,800.00	\$3,800.00
01-210-2-5374	TICKET PROCESSING & TICKETS	\$68,288.85	\$75,000.00	\$93,795.80	\$75,000.00	\$75,000.00	\$75,000.00
01-210-2-5420	OFFICE SUPPLIES	\$20,325.57	\$22,000.00	\$13,551.01	\$20,000.00	\$20,000.00	\$20,000.00
01-210-2-5580	EQUIPMENT	\$32,446.10	\$40,000.00	\$26,426.53	\$48,000.00	\$48,000.00	\$48,000.00
01-210-2-5583	ANIMAL CONTROL EXPENSES	\$5,660.00	\$6,500.00	\$5,205.00	\$5,000.00	\$5,000.00	\$5,000.00
01-210-2-5588	AMMUNITION	\$25,993.00	\$26,000.00	\$25,159.47	\$26,000.00	\$26,000.00	\$26,000.00
01-210-2-5710	PROFESSIONAL DEVELOPMENT	\$2,768.60	\$4,000.00	\$3,049.00	\$4,000.00	\$4,000.00	\$4,000.00
01-210-2-5712	TRAINING / TRAVEL	\$28,470.14	\$34,000.00	\$28,388.26	\$34,000.00	\$34,000.00	\$34,000.00
01-210-2-5714	SOCIAL SERVICES	\$0.00	\$199,218.00	\$0.00	\$0.00	\$0.00	\$0.00
01-210-2-5717	CANINE EXPENSES	\$4,020.60	\$17,500.00	\$2,226.17	\$12,000.00	\$12,000.00	\$12,000.00
01-210-2-5785	MEALS FOR PRISONERS	\$3,454.24	\$4,200.00	\$2,477.26	\$4,200.00	\$4,200.00	\$4,200.00
EXPENSES Total:		\$361,259.79	\$657,818.00	\$363,878.15	\$457,400.00	\$457,400.00	\$457,400.00
CAPITAL IMPROVEMENTS							
01-210-3-5859	BALLISTIC VESTS	\$266.34	\$35,000.00	\$2,603.61	\$34,147.00	\$34,147.00	\$34,147.00
01-210-3-5864	PORTABLE RADIOS	\$19,316.55	\$0.00	\$309.25	\$36,000.00	\$36,000.00	\$36,000.00
01-210-3-5870	NEW PATROL VEHICLES	\$197,191.30	\$150,000.00	\$149,521.94	\$314,329.00	\$0.00	\$0.00
01-210-3-5871	DEPARTMENTAL VEHICLES	\$79,892.26	\$0.00	\$720.00	\$0.00	\$0.00	\$0.00
01-210-3-5874	RADIO INFRASTRUCTURE	\$0.00	\$0.00	\$0.00	\$371,783.00	\$0.00	\$0.00
01-210-3-5875	PROTECTIVE HELMETS	\$0.00	\$0.00	\$0.00	\$8,000.00	\$8,000.00	\$8,000.00
CAPITAL IMPROVEMENTS Total:		\$296,666.45	\$185,000.00	\$153,154.80	\$764,259.00	\$78,147.00	\$78,147.00
210 POLICE DEPARTMENT Total:		\$14,951,736.06	\$15,886,499.00	\$14,371,204.14	\$17,562,215.00	\$16,222,009.00	\$16,222,009.00

[illegible]

				FY22	FY22			FY22
		CLASS /	FY21	DEPT	MAYOR		FY22	MAYOR
		STEP /	F T E	F T E	F T E	FY21	DEPT	& COUNCIL
DEPT	POSITION	QUINN	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
			Language Stipend (5194)			\$10,500	\$20,500	\$20,500
			MPTC Instructor (5197)			\$13,000	\$11,500	\$10,500
01-210-1-5111	Crime/Research Analyst ¹	UNCL	1	1	1	\$66,601	\$67,933	\$67,933
01-210-1-5111	Crime/Research Analyst ¹	UNCL	1	1	1	\$52,300	\$53,346	\$53,346
01-210-1-5111	Domestic Violence Advocate Dir. ¹	UNCL	1	1	1	\$44,938	\$45,837	\$45,837
01-210-1-5143	Domestic Violence Advocate Director	Longevity				\$850	\$850	\$850
01-210-1-5111	Animal Control Officer ²	W-7U/4	1	1	1	\$56,861	\$58,819	\$58,819
01-210-1-5193	Parking Control Officers / Days	Clothing				\$700	\$700	\$700
01-210-1-5111	Parking Control Officers / Nights ²	SEIU/6	1	1	1	\$41,022	\$44,158	\$44,158
01-210-1-5193	Parking Control Officers / Days	Clothing				\$600	\$600	\$600
01-210-1-5111	Parking Control Officers / Nights ²	SEIU/6	1	1	1	\$41,022	\$44,158	\$44,158
01-210-1-5193	Parking Control Officers / Days	Clothing				\$600	\$600	\$600
01-210-1-5111	Parking Control Officers / Days ²	SEIU/6	1	1	1	\$41,022	\$44,158	\$44,158
01-210-1-5193	Parking Control Officers / Days	Clothing				\$600	\$600	\$600
01-210-1-5111	Parking Control Officers / Days ²	SEIU/6	1	1	1	\$41,022	\$44,158	\$44,158
01-210-1-5143	Parking Control Officers / Days	Longevity				\$550	\$550	\$550
01-210-1-5193	Parking Control Officers / Days	Clothing				\$600	\$0	\$0
01-210-1-5111	Parking Control Officers / Days ²	SEIU/6	1	1	1	\$41,022	\$44,158	\$44,158
01-210-1-5193	Parking Control Officers / Days	Clothing				\$600	\$600	\$600
01-210-1-5111	Parking Control Officers / Days ²	SEIU/6	0.86	0.86	0.86	\$41,022	\$44,158	\$44,158
01-210-1-5193	Parking Control Officers /Days	Clothing				\$600	\$600	\$600
01-210-1-5111	Parking Control Officers / Nights ²	SEIU/6	0.86	0.86	0.86	\$38,985	\$39,748	\$39,748
01-210-1-5143	Parking Control Officers / Nights	Longevity				\$550	\$550	\$550
01-210-1-5193	Parking Control Officers / Nights	Clothing				\$600	\$600	\$600
01-210-1-5111	Parking Control Officers / Nights ²	SEIU/3	0.86	0.86	0.86	\$31,656	\$34,068	\$34,068
01-210-1-5193	Parking Control Officers / Nights	Clothing				\$600	\$600	\$600
01-210-1-5111	Parking Supervisor ¹	UNCL	1	1	1	\$80,000	\$54,429	\$54,429
01-210-1-5143	Police Ops Support Admin	Longevity				\$1,300	\$1,300	\$1,300
01-210-1-5111	Administrative Assistant ²	A-6U/8	1	1	1	\$61,395	\$63,509	\$63,509
01-210-1-5143	Administrative Assistant	Longevity				\$1,450	\$1,450	\$1,450
01-210-1-5111	Administrative Assistant ²	A-6U/8	1	1	1	\$61,395	\$63,509	\$63,509
01-210-1-5143	Administrative Assistant	Longevity				\$1,650	\$1,650	\$1,650
01-210-1-5111	Principal Clerk ²	C-6U/8	1	1	1	\$52,480	\$54,288	\$54,288
01-210-1-5143	Clerk	Longevity				\$1,250	\$1,250	\$1,250
01-210-1-5111	Principal Clerk ²	C-6U/8	1	1	1	\$52,480	\$54,288	\$54,288
								Continued...

				FY22	FY22			FY22
		CLASS /	FY21	DEPT	MAYOR		FY22	MAYOR
		STEP /	F T E	F T E	F T E	FY21	DEPT	& COUNCIL
DEPT	POSITION	QUINN	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-210-1-5143	Principal Clerk	Longevity				\$1,450	\$1,450	\$1,450
01-210-1-5111	Principal Clerk ²	C-6U/8	1	1	1	\$52,480	\$54,288	\$54,288
01-210-1-5143	Principal Clerk	Longevity				\$1,250	\$1,250	\$1,250
01-210-1-5111	Principal Clerk ²	C-6U/8	1	1	1	\$52,480	\$54,288	\$54,288
01-210-1-5113	Clerk - PT (2) ²	C-6U/5	0	0	0	\$50,473	\$53,223	\$53,223
01-210-1-5191	Detention Supervisor - PT (1)	Matrons	Varies	Varies	Varies	\$30,000	\$30,000	\$30,000
01-210-1-5191	School Crossing Guards - PT	Xing Guards	Varies	Varies	Varies	\$215,952	\$215,952	\$215,952
	Police Civilian TOTAL		18.57	18.57	18.57			
						Salary (Civilian) (5111)	\$950,182	\$963,298
						Part Time (5113)	\$50,473	\$53,223
						Longevity (5143)	\$10,300	\$10,300
						Crossing Guard & Matron Stipend (5191)	\$245,952	\$245,952
						Clothing Allowance (5193)	\$5,500	\$4,900
210	Police Department GRAND TOTAL		132.57	143.57	143.57			
						Salary (5111)	\$11,301,826	\$12,639,158
						Part Time (5113)	\$50,473	\$53,223
						Overtime (5130)	\$820,000	\$1,025,000
						Medical Stipend (5132)	\$370,983	\$0
						Holiday (5140)	\$789,125	\$961,625
						Night Differentials (5142)	\$407,790	\$486,724
						Longevity (5143)	\$10,300	\$10,300
						Above Grade Differentials (5144)	\$16,000	\$16,000
						EMT Stipend (5145)	\$4,000	\$5,000
						Senior Patrol (5146)	\$82,878	\$78,901
						License to Carry (5147)	\$119,633	\$146,409
						Breathalyzer (5148)	\$56,361	\$54,404
						Special Duty Stipend (5149)	\$125,000	\$143,000
						Court Time (5156)	\$201,160	\$201,160
						First Responder Stipend (5190)	\$169,500	\$0
						Crossing Guard & Matron Stipend (5191)	\$245,952	\$245,952
						Taser Stipend (5192)	\$56,500	\$0
						Clothing Allowance (5193)	\$192,700	\$241,700
						Language Stipend (5194)	\$10,500	\$20,500
						MPTC Instructor (5197)	\$13,000	\$11,500
Notes to Budget:								
¹ 2% COLA on administrative salary.								
² Local 25 DPW & Clerical, Parking Enforcement increased 2% in anticipation of contract settlement.								
						Personnel Total:	\$15,043,680	\$16,340,556
								\$15,686,462

(210) Police Department - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	11,301,826	12,098,524	796,698	7%	Chief's salary is contractual. Patrol Officers union salaries have increased 3% per FY22 contract. Superior Officers have received a 3% increase in anticipation of contract settlement. Local 25 Clerical , Parking Enforcement and DPW unions increased 2% in anticipation of contract settlement. 6 Officers will be paid by Encore Casino.
Part Time Salaries	50,473	53,223	2,750	5%	Ms. Greene
Overtime	820,000	1,025,000	205,000	25%	Ensure proper staffing during vacation, long term sick, injured in Patrol Ops, etc. For city events that request police presence, investigative man-hours on serious offenses i.e. murder, rape, robbery; Other police initiatives. Blended OT rate will include some stipends, increasing the cost of OT.
Medical Stipends	370,983	0	(370,983)	-100%	This stipend has been suspended due to a negotiated contract agreement.
Holiday	789,125	917,853	128,728	16%	All sworn officers in department this money based on formula.
Night Differentials	407,790	463,844	56,054	14%	All officers working after 4 pm receive this. 2/3 patrol are on nights. If they bang out sick, you pay sick officer and their fill-in. It is paid to officers on OT who are filling in or on other nighttime assignment. Upgraded by 1.375 per MOA.
Longevity	10,300	10,300	0	0%	For civilian personnel. Officers longevity is in their salary.
Above Grade Differentials	16,000	16,000	0	0%	Paid to officers working out of grade. Normally for Sgt's who are acting as Office in Charge of Shift when the Lt. is out. Also, to Captains when the Chief designates them as Acting Chief.
EMT Certification	4,000	5,000	1,000	25%	\$500 per officer with EMT Training.
Senior Patrol Stipend	82,878	71,728	(11,150)	-13%	An annual payment to Patrolmen only who have fifteen years or more on the job. It is 3% of base salary.
License to Carry Stipend	119,633	138,610	18,977	16%	2% on base salary. Paid to Patrol Officers who maintain LTC.
Breathalyzer Stipend	56,361	52,568	(3,793)	-7%	2% on base salary. Paid to Superior Officers who maintain certification.
Special Duty	125,000	122,000	(3,000)	-2%	\$3,500 to any who are assigned special duty, on call, higher levels of specialized training.
Court Time	201,160	201,160	0	0%	OT that is paid to officers for all court appearances when they are off duty. This includes District, Superior and Federal Court, Grand Jury sessions and probation surrender hearings. Also for civil actions taken against officers where they are expected to testify.
First Responder Stipend	169,500	0	(169,500)	-100%	This stipend has been suspended due to a negotiated contract agreement.
Crossing Guards/Matrons Stipend	245,952	245,952	0	0%	For Detention Supervisors (\$30,000) and the Crossing Guards (\$215,952).
Taser Stipend	56,500	0	(56,500)	-100%	This stipend has been suspended due to a negotiated contract agreement.
					Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Clothing Allowance	192,700	233,700	41,000	21%	Paid to all sworn officers in 2 installments yearly for a total of \$1,600 each for clothing purchase & maintenance. \$15K for Honor Guard.
Language Stipend	10,500	20,500	10,000	95%	\$500 per officer fluent in foreign language.
MPTC Instructor Stipend	13,000	10,500	(2,500)	-19%	\$500 per officer who is MPTC Instructor certified.
Total Personnel Services	\$15,043,681	\$15,686,462	\$642,781	4%	
<u>General Operating Expenses</u>					
Radio Maintenance	25,000	25,000	0	0%	Contract to maintain all mobile and portable radio equipment. Approximately 120 portable and over 25 mobile radios.
Radio-Grtr Bos Police Counsel	3,400	3,400	0	0%	Contract to use BAPERN radio network and foreign language line for non-English speaking people.
Data Handling	85,000	85,000	0	0%	Contract to maintain the department's in house records management system as well as other software programs, DHQ, IA Pro, etc., IT Services contracts. Hard drives, SSD hard drives, Wi-Fi and UPS. Computers in cruisers, interview room system (audio & visual), digital evidence retrieval, cruiser key lock box and tracker. Multiple licenses for various police software programs. Web-site hosting, email exchange certificate, Cloud back-ups and anti-virus, miscellaneous IT parts.
Professional Services - ROCA	50,000	50,000	0	0%	Payment for ROCA participants.
Telecommunications	45,000	45,000	0	0%	Contract for department issued phones, mobile pads assigned to police vehicles and detectives. Police messaging app for phones.
Ticket Printing	17,000	17,000	0	0%	For the printing of all parking tickets.
Postage	4,000	3,800	(200)	-5%	For all postage that is mailed from the department.
Ticket Processing & Tickets	75,000	75,000	0	0%	The company that processes all parking tickets.
Office Supplies	22,000	20,000	(2,000)	-9%	Includes various types of paper, envelopes, latex gloves, replacement paper shredders, replacement office chairs, storage boxes, calendars, notebooks, appointment books, case folders, batteries, various labels, ink cartridges, office chairs and office workstations
Equipment	40,000	48,000	8,000	20%	All officer issued equipment to include firearms, holsters, Tasers, handcuffs, pepper spray, batons, batteries for portable radios, software and computer related support equipment. Antennas for 10 cruisers. Upgrade video/audio system in Interview Room. Digital cameras for crime scene investigations. Purchase of safety helmets for 50 officers.
Animal Control Expenses	5,000	5,000	0	0%	What the department pays to the North Shore Animal Hospital for dogs and cats. They are held until they are claimed by owners, adopted or euthanized, ACO training.
Ammunition	26,000	26,000	0	0%	All ammunition for police firearms to include pistols, shotguns, rifles, submachine guns, sniper rifle, tear gas canisters, pepper spray. Ammo is used for training purposes so that officers are trained and proficient in use of weapons. Effective in FY 20, the state requires training 2x per year.
					Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Professional Development	4,000	4,000	0	0%	Dues for professional organizations like the Mass Chiefs, Major City Chiefs, Int'l Chiefs Associations and Police Exec Research Forum Group and executive training conference fees
Academy Training/Travel	34,000	34,000	0	0%	For all academy tuition for new officers at approx. \$3K per trainee. Tuition associated with professional development classes for supervisors, specialized training for patrol and detectives. Travel expenses for officers sent on training that includes travel from the local area, courthouse parking, books for courses, etc.
Social Services	199,218	0	(199,218)	100%	Contracted services with Elliott.
Canine Expenses	19,000	12,000	(7,000)	-37%	All dog food, vet visits, leashes, collars, medicines, boarding costs, protective equipment, harnesses, training equipment.
Meals for Prisoners	4,200	4,200	0	0%	Meals to feed all arrestees that end up in custody overnight/weekends.
Total Expenditures	\$657,818	\$457,400	(\$200,418)	-30%	
Capital Improvements					
Ballistic Vests	35,000	34,147	(853)	-2%	30 replacement and new officer vests at \$1,138.22 each
Portable Radios	0	36,000	36,000	100%	Upgrading of radios to replace outdated or too costly to repair (older units). Will cover 6 radios.
Protective Helmets	0	8,000	8,000	100%	50 protective helmets for front line personnel for response to civil disturbances.
New Vehicles	150,000	0	(150,000)	-100%	2 Police Admin Invest Pkg vehicles (hybrids w/ radios); 2 Ford Escapes Hybrids for Parking Enforcement; 3 Ford Hybrid Police Interceptor utility vehicles for Patrol Operations, will include radio, graphics and laptop computer. This request (\$314,329) will be funded by our CIP.
Radio Infrastructure	0	0	0	100%	To upgrade mission critical communications and information technology throughout the city. This is a critical component of our public safety communications capabilities and a necessity. This request (\$371,783) will be funded by our CIP.
Total Capital Expenditures	\$185,000	\$78,147	(\$150,000)	-58%	
Total	\$15,886,499	\$16,222,009	\$335,510	2%	

Fire Department

Mission Statement

We, the members of the Everett Fire Department dedicate our efforts to provide for the safety and welfare of the public through preservation of life, property and the environment. It is the responsibility of each member to support the mission by describing to the following values:

For the Community: We recognize that the community is the reason for our presence. We value the faith and trust of the community, and continually work to deserve that confidence through our attitude, conduct, and accomplishments. Lives are more valuable than property. The safety of the public is of paramount importance, followed closely by the safety of our members. All members of the public are entitled to our best efforts.



For the Department: We strive for excellence in everything we do. Honest, fairness, and integrity will not be compromised. We continually seek effectiveness, efficiency, and economy. Unity and teamwork are stressed as being to our mutual advantage as

individuals and employees. The free exchange of ideas is encouraged. We will provide professional and courteous service at all times. We are sensitive to changing community needs.

Significant Budget & Staffing Changes for FY2022

As the development in the city continues to expand, so does the services we provide to Everett's stakeholders. With this in mind, we are looking at replacing current vacant funded positions as well as anticipated vacancies.

FY2021: Accomplishments

- Established an Officer Development Program within the department.
- Completed the rehabilitation of Hancock St fire station.
- Started the renovation of Central fire station.
- Completed the transition from wired master boxes to wireless.



FY2022: Goals and Objectives

- Bid and Spec new Ladder one.
- Complete Renovation of Central Fire station.
- Continue the build out of Opioid crisis division.
- Establish mental health program for first responders.
- Continue new senior safe initiative to help our aging population stay in their homes longer.

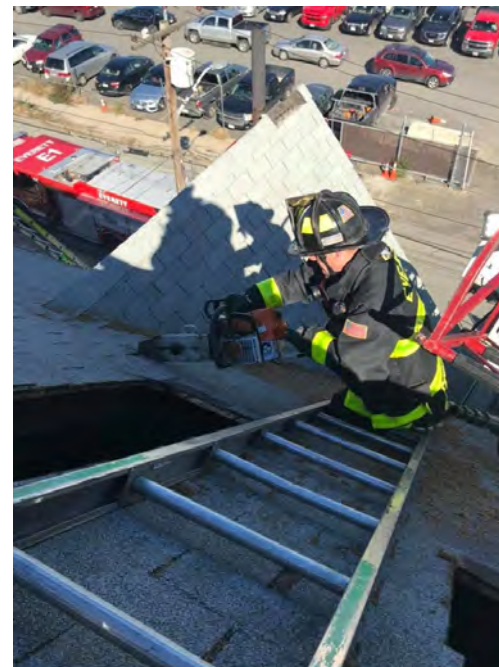
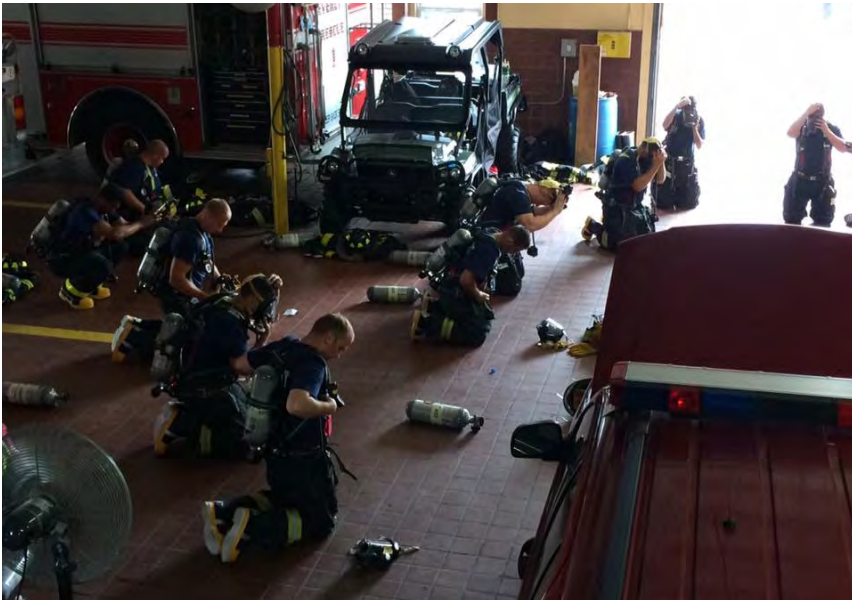


Outcomes & Performance Measurers	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
Fire Inspections	7,000	7,200	TBD	TBD
Emergency Responses	6,500	7,000	TBD	TBD
Average response time to emergencies	3.5 min	3.5 min	3.5 min	TBD
Mutual Aid Given	100	100	TBD	TBD
Mutual Aid Received	50	50	TBD	TBD
Training Classes (hours)	11,000	12,000	12,000	TBD



How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

We are seeing at a rapid rate and with that we will see an increase in our calls for services. This growth includes both permanent residents in developments like the Batch Yard and the soon to be open Pioneer; to temporary visitors at the newly constructed Envision Hotel and Encore Boston Harbor. We want to stay ahead of this type of growth to the extent the existing population of the City will never see a decrease from the high quality of service they have come to expect from their Fire and Emergency Services. The renovation of Hancock Street Fire station is a prime example of both the Fire Departments commitment to its existing customers in the well-established neighborhoods, and Mayor's foresight to see the need for preserving these buildings with an aggressive capital improvement program. With the renovations at Central we will now be able to house a new ladder truck for the first time in over 20 years. As we see development increase on the city's waterfront, we also want to prepare for new activities from a public and life safety standpoint.



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

220 - FIRE DEPARTMENT							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-220-1-5111	SALARIES	\$7,367,573.25	\$8,093,413.00	\$6,766,249.50	\$8,609,420.00	\$8,520,846.00	\$8,520,846.00
01-220-1-5114	CALL IN SHIFT	\$5,242.86	\$5,200.00	\$5,057.14	\$5,200.00	\$0.00	\$0.00
01-220-1-5130	OVERTIME	\$1,024,814.95	\$463,500.00	\$1,807,491.66	\$650,000.00	\$650,000.00	\$650,000.00
01-220-1-5140	HOLIDAY	\$608,607.08	\$655,829.00	\$584,654.45	\$667,504.00	\$667,504.00	\$667,504.00
01-220-1-5141	ADJUNCT EDUCATION	\$261,100.00	\$270,300.00	\$245,200.00	\$270,400.00	\$270,400.00	\$270,400.00
01-220-1-5142	SHIFT DIFFERENTIAL	\$168,568.67	\$213,430.00	\$170,574.06	\$215,000.00	\$215,000.00	\$215,000.00
01-220-1-5143	LONGEVITY	\$179,916.00	\$163,650.00	\$173,508.00	\$173,250.00	\$172,350.00	\$172,350.00
01-220-1-5144	ABOVE GRADE DIFFERENTIALS	\$65,055.06	\$84,548.00	\$48,990.83	\$85,000.00	\$85,000.00	\$85,000.00
01-220-1-5145	DEFIBRILATOR STIPENDS	\$92,311.43	\$102,000.00	\$89,268.54	\$104,000.00	\$104,000.00	\$104,000.00
01-220-1-5147	HAZARDOUS DUTY PAY	\$326,353.11	\$343,954.00	\$311,219.84	\$377,542.00	\$377,542.00	\$377,542.00
01-220-1-5151	EMT STIPEND	\$53,122.11	\$71,620.00	\$52,578.51	\$80,284.00	\$80,284.00	\$80,284.00
01-220-1-5158	MEDICAL EXPENSE STIPEND	\$314,966.84	\$347,988.00	\$293,423.53	\$347,988.00	\$347,988.00	\$347,988.00
01-220-1-5192	OVERTIME MEAL ALLOWANCE	\$15,215.09	\$24,743.00	\$29,449.98	\$30,000.00	\$30,000.00	\$30,000.00
01-220-1-5193	CLOTHING ALLOWANCE	\$151,670.00	\$163,900.00	\$150,315.00	\$167,100.00	\$166,400.00	\$166,400.00
01-220-1-5194	CERTIFICATIONS	\$163,432.62	\$199,000.00	\$157,679.19	\$173,500.00	\$171,500.00	\$171,500.00
01-220-1-5196	TOOL ALLOWANCE	\$285.71	\$200.00	\$114.29	\$200.00	\$0.00	\$0.00
PERSONNEL Total:		\$10,798,234.78	\$11,203,275.00	\$10,885,774.52	\$11,956,388.00	\$11,858,814.00	\$11,858,814.00
EXPENSES							
01-220-2-5214	EYEGLASS REPLACEMENT	\$0.00	\$5,000.00	\$1,348.98	\$5,000.00	\$5,000.00	\$5,000.00
01-220-2-5240	EQUIPMENT MAINTENANCE	\$62,532.44	\$65,000.00	\$62,335.87	\$100,000.00	\$100,000.00	\$100,000.00
01-220-2-5245	RADIO MAINTENANCE	\$9,596.50	\$10,000.00	\$7,024.36	\$10,000.00	\$10,000.00	\$10,000.00
01-220-2-5261	APRATUS TESTING	\$2,945.54	\$4,500.00	\$4,327.53	\$4,500.00	\$4,500.00	\$4,500.00
01-220-2-5340	TELECOMMUNICATIONS	\$15,144.09	\$20,000.00	\$15,193.09	\$20,000.00	\$20,000.00	\$20,000.00
01-220-2-5420	OFFICE SUPPLIES	\$3,125.34	\$3,500.00	\$3,236.74	\$5,000.00	\$5,000.00	\$5,000.00
01-220-2-5428	COMMUNITY NARCAN PROGRAM	\$944.80	\$4,000.00	\$813.40	\$4,000.00	\$4,000.00	\$4,000.00
01-220-2-5510	TRAINING	\$9,479.60	\$30,000.00	\$29,793.29	\$30,000.00	\$30,000.00	\$30,000.00
01-220-2-5580	REPLACEMENT FIRE FIGHTING SUPP &	\$19,871.00	\$20,000.00	\$20,000.00	\$30,000.00	\$30,000.00	\$30,000.00
01-220-2-5581	STATION SUPPLIES/MEDICAL SUPPLIES	\$-1,499.52	\$16,000.00	\$15,907.64	\$32,000.00	\$32,000.00	\$32,000.00

City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

220 - FIRE DEPARTMENT							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
EXPENSES							
01-220-2-5656	METRO FIRE	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00	\$2,500.00
01-220-2-5703	PERSONAL PROTECTION EQUIPMENT	\$18,616.85	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00
01-220-2-5710	PROFESSIONAL DEVELOPMENT	\$1,125.00	\$3,500.00	\$3,135.00	\$3,500.00	\$3,500.00	\$3,500.00
01-220-2-5746	EMERGENCY MANAGEMENT PROGRAM	\$31,004.79	\$34,000.00	\$33,926.88	\$34,000.00	\$34,000.00	\$34,000.00
EXPENSES Total:		\$175,386.43	\$238,000.00	\$219,542.78	\$300,500.00	\$300,500.00	\$300,500.00
CAPITAL IMPROVEMENTS							
01-220-3-5580	TURN OUT GEAR	\$62,846.92	\$65,000.00	\$68,412.00	\$35,000.00	\$35,000.00	\$35,000.00
01-220-3-5807	SCBA FILLING SYSTEM	\$54,625.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
CAPITAL IMPROVEMENTS Total:		\$117,471.92	\$65,000.00	\$68,412.00	\$35,000.00	\$35,000.00	\$35,000.00
220 FIRE DEPARTMENT Total:		\$11,091,093.13	\$11,506,275.00	\$11,173,729.30	\$12,291,888.00	\$12,194,314.00	\$12,194,314.00

220	FIRE DEPARTMENT								
	PERSONNEL SERVICES								
			H O U R S		FY22	FY22			FY22
	POSITION			FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT		STEP		STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-220-1-5111	Fire Chief	Chief		1	1	1	\$157,086	\$161,799	\$161,799
01-220-1-5111	Deputy Chief	Dep Chief		6	6	6	\$617,280	\$674,519	\$674,519
01-220-1-5111	Captain	Captain		13	13	13	\$1,162,993	\$1,179,584	\$1,179,584
01-220-1-5111	Lieutenant	Lieutenant		11	11	11	\$855,712	\$935,060	\$935,060
01-220-1-5111	Private	FF		71	73	73	\$4,802,795	\$5,395,979	\$5,395,979
				102	104	104			
01-220-1-5111	Fire Apparatus Repair Tech ¹	W-13/4	40	1	1	0	\$85,626	\$88,574	\$0
01-220-1-5193	Fire Apparatus Repair Tech	Clothing					\$700	\$700	\$0
01-220-1-5194	Fire Apparatus Repair Tech	Certifications					\$2,000	\$2,000	\$0
01-220-1-5196	Fire Apparatus Repair Tech	Tools					\$200	\$200	\$0
01-220-1-5143	Fire Apparatus Repair Tech	Longevity					\$900	\$900	\$0
01-220-1-5144	Fire Apparatus Repair Tech	Call In					\$5,200	\$5,200	\$0
01-220-1-5111	Administrative Assistant ²	A-6U/8	35	1	1	1	\$61,395	\$63,509	\$63,509
01-220-1-5143	Administrative Assistant	Longevity					\$1,450	\$1,450	\$1,450
01-220-1-5111	Opiate Counselor ³	UNCL	35	1	1	1	\$58,704	\$58,704	\$58,704
01-220-1-5111	Clerk ²	C-6U/7	35	1	1	1	\$47,922	\$51,694	\$51,694
				106	108	107			
220	Fire TOTAL								
					Salaries (5111)		\$7,893,413	\$8,609,420	\$8,520,846
					Call In Shift (5114)		\$5,200	\$5,200	\$0
					Overtime (5130)		\$463,500	\$650,000	\$650,000
					Holiday (5140)		\$655,829	\$667,504	\$667,504
					Adjunct Education (5141)		\$270,300	\$270,400	\$270,400
					Differential (5142)		\$213,430	\$215,000	\$215,000
					Longevity (5143)		\$163,650	\$173,250	\$172,350
					Above Grade Differential (5144)		\$84,548	\$85,000	\$85,000
					Defib Stipend (5145)		\$102,000	\$104,000	\$104,000
					Hazardous Duty Pay (5147)		\$343,954	\$377,542	\$377,542
					EMT Stipend (5151)		\$71,620	\$80,284	\$80,284
									Continued...

[illegible]

(220) Fire Department - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	7,893,413	8,520,846	627,433	8%	Funding for salaries of department personnel as required by collective bargaining agreements. Contract not settled, but firefighters salaries increased by 3% in anticipation of contract settlement. Fire Apparatus Repair Technician moved to DPW/Fleet.
Call in Shift	5,200	0	(5,200)	-100%	Fire mechanic on-call stipend moved to DPW/Fleet.
Overtime	463,500	650,000	186,500	40%	Funding OT pay for a variety of reasons incl coverage for absences due to injuries, sick leave, vacations, training, etc. Also covers OT for emergency response to incidents, fire investigations, attendance at training, required meetings and other events scheduled during non-work hours. Amount fluctuates depending on circumstances throughout the year. Increase takes into account a possible union contract settlement in FY22.
Holiday	655,829	667,504	11,675	2%	Funding for uniformed personnel as required by collective bargaining agreement.
Adjunct Education	270,300	270,400	100	0%	Funding for education hours for uniformed personnel as required by collective bargaining agreement. This amount varies year to year due to CBA.
Shift Differentials	213,430	215,000	1,570	1%	Funding for differential pay to uniformed personnel as required by collective bargaining agreement.
Longevity	163,650	172,350	8,700	5%	Funding for longevity pay to all as required by collective bargaining agreements. Amount varies year to year due to CBA.
Above Grade Differentials	84,548	85,000	452	1%	Funding for additional pay to uniformed members for filling in for a higher ranking officer due to absences. Amount fluctuates depending on circumstances throughout the year.
Defibrillator Stipends	102,000	104,000	2,000	2%	Funding to uniformed personnel trained in cardiac defibrillation as required by collective bargaining agreement.
Hazardous Duty Pay	343,954	377,542	33,588	10%	Funding for hazardous duty pay to uniformed personnel as required by collective bargaining agreement.
EMT Stipend	71,620	80,284	8,664	12%	Funding for payment of stipend to Registered Emergency Medical Technicians as required by CBA.
Medical Expense Stipend	347,988	347,988	0	0%	New funding to carry Narcan on emergency vehicles.
Overtime Meal Allowance	24,743	30,000	5,257	21%	For payment of meals while working OT. Per CBA.
Clothing Allowance	163,900	166,400	2,500	2%	Funding for uniformed personnel per CBA.
Certifications	199,000	171,500	(27,500)	-14%	Paid for educational stipends.
Tool Allowance	200	0	(200)	-100%	Tool allowance for Mr. Leonard, Fire Mechanic moved to DPW/Fleet.
Total Personnel Services	\$11,003,275	\$11,858,814	\$855,539	8%	
					Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
General Operating Expenses					
Eyeglass Replacement	5,000	5,000	0	0%	Per CBA the department replaces damaged eyeglasses. Prior to this line item the cost came from HR.
Equipment Maintenance	65,000	100,000	35,000	54%	We have seen an increase in our apparatus maintenance due to several factors. The year of our equipment namely our Ladder One. Our Engine's 1 and 2 are no longer covered under warranty. I anticipate that this cost can be reduced after Ladder One is replaced.
Radio Maintenance	10,000	10,000	0	0%	For payment of maintenance related costs for mobile and portable radios. Increase is due to cover replacement/repair of department radios and equipment on the Fire side of E911.
Apparatus Testing	4,500	4,500	0	0%	Pumps are now required to be tested annually. Also for annual service testing of all Fire Department Aerial Ladders and Ground Ladders as required by NFPA Standards.
Telecommunications	20,000	20,000	0	0%	For payment of all costs for telecommunications equipment including cell phones, tablets, satellite communications equipment, etc.
Office Supplies	3,500	5,000	1,500	43%	For office supplies for administrative offices as well as 3 fire stations.
Community Narcan Program	4,000	4,000	0	0%	This account will provide Narcan to schools, libraries and City Hall. Currently we provide these locations with Narcan through our DPH grant which could be considered outside the scope of the grant.
Training	30,000	30,000	0	0%	For costs associated with training of uniformed staff to perform their duties.
Replacement FF Supp & Equip	20,000	30,000	10,000	50%	Replacement and purchase of firefighting tools and equipment.
Station Supplies/Medical Supplies	16,000	32,000	16,000	100%	The increase in medical calls has resulted in a greater use of medical supplies (gloves, masks) and disposal of such. We are now supplying our own trash bags and paper products that were once supplied by DPW/Facilities Maintenance. Costs associated with supplies unavailable from DPW and needed for operation of 3 fire stations. Also provides funding for medical supplies used by fire companies for response to 3,000 plus medical calls per year.
Metro Fire	2,500	2,500	0	0%	Dues to Metro Fire Inc.
Personal Protection Equip	20,000	20,000	0	0%	For personal protective equipment for uniformed personnel such as turnout gear, helmets, boots, gloves, etc.
Professional Development	3,500	3,500	0	0%	Membership dues and attendance at various conferences of Fire Related Professional Associations.
Emergency Management Pro	34,000	34,000	0	0%	Costs associated with emergency management activities in the City of Everett, including the Mass Notification System.
Total Expenditures	\$238,000	\$300,500	62,500	26%	
					Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Capital Improvements</u>					
Turn Out Gear	65,000	35,000	(30,000)	-46%	For all firefighters.
Ambulance	0	0	0	100%	This request (\$250,000) will be funded by our CIP.
Fire Prevention Inspect Vehicle	0	0	0	100%	This request (\$40,000) will be funded by our CIP.
Total Capital Expenditures	\$65,000	\$35,000	\$100,000	-46%	
Grand Total	\$11,306,275	\$12,194,314	\$888,039	8%	

Inspectional Services Division (ISD)

The Inspectional Services Department (ISD), staffed with 23 inspectors and support personnel, is responsible for the enforcement of all laws and related City Ordinances which pertain to the Massachusetts State Building Code and certain articles of the State Sanitary Code. More specifically, these responsibilities encompass the administration of the State Building, Plumbing and Gas, Electrical, and Mechanical Codes, the Massachusetts Access Board Regulations (521 CMR) and the provisions of the State Sanitary Code that address the inspection of food handling establishments, housing, lead paint and asbestos testing and removal, day care, and swimming pools. Also, ISD is responsible for the enforcement of the City Zoning Ordinance and for the provision of administrative support for the Zoning Board of Appeals (ZBA).

Mission Statement

To protect the health, welfare, and safety of the residents and visitors of the City of Everett as mandated by Local Ordinances and State Law. To fulfill very specific rules and regulations regarding the Safe Construction of Buildings, Certifications of Structures, Residential and Commercial Habitability of Dwelling Units, Enforcement of State Sanitary Codes, Testing of Weighing Devices and Preparation of Food, Restaurant Grading, Signage, and Occupancy permits as well as enforcing the City of Everett zoning by-laws. Maintain and repair City traffic lights and the Fire Alarm Systems in a safe and operable condition.

FY2022: Goals & Objectives

- ISD is embarking upon an aggressive inspection program with a goal to inspect all multifamily residences containing three or more dwelling units. These inspections are governed by the Mass State Building Code, requiring an inspection of these properties once every 5 years. A system has been developed using staff and software to track follow up and correction of the outstanding problems. The expectation is that we can achieve this goal with proper funding and staff.
- Transition the maintenance, repair and replacement of the city's entire street light system from National Grid (2600 lights). As the city seeks to reduce its cost for illuminating its streets; planning, funding and managing of the system will become the responsibility of ISD.

- Now that the department has reached its goal of implementing online permitting through the ViewPermit software, we need to move forward and significantly increase the percentage of online permits. We are currently issuing 33% of our permits online our target for FY2021 will be 80%.
- A more progressive and complete approach will be implemented for our citizens suffering from mental disorders that lead to hoarding and blight. ISD will engage the services of a mental health consulting professional to evaluate and assist our citizens who find themselves in these circumstances. The goal is to reduce recidivism while providing these citizens a path to proper healthcare.
- Restructure the ISD fee schedule to appropriately assess the departmental cost for services provided.

How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

- Periodic inspections will reduce unsafe and dangerous living conditions in the City. Safer buildings and structures reduces the need for emergency services.
- Supporting the city's street light infrastructure will provide greater control and reliability to the system.
- Increasing the users of online permitting will reduce city hall parking problems and enhance the citizen's experience with local government.
- Solving the mental health issue associated with hoarding will eliminate reoccurrences and provide safe housing.
- Assessing proper fees that are consistent with the cost of performing the services will reduce the department burden on the tax levy.

FY2021: Accomplishments

- Partnering with Planning Dept, ISD has effected the following changes to our Zoning ordinances:
 - Commercial Triangle Economic Development District.
 - Inclusionary Zoning.
 - Removing the Industrial District zoning from the north side of Revere Beach Parkway.
 - Moving ISD fees out of Appendix A zoning and into the general ordinances.
- Repair and replacement of traffic signals and trip sensors to provide increased safety and efficiency for vehicles and pedestrians.
- Reorganization of clerical and inspectional staff to provide administrative support for Encore Casino construction project.
- Implementation of ViewPoint Software for Permitting, Code Enforcement and Inspections personnel.

- Institution of Code Enforcement Task Force Teams to provide Comprehensive “Periodic Inspections” program consistent with the requirements of Massachusetts State Building Code section 780 CMR 110.7.
- In conjunction with EFD, systematically remove old, unnecessary street corner fire alarm pull stations.

Outcomes & Performance Measurers	Actual FY2018	Actual FY2018	Actual FY2020	Actual FY2021	Estimated FY2022
# of inspections Building, Electrical, Gas & Plumbing	3004	3,154	3,250	3,250	TBD
Revenue from Permits	\$1,593,507	\$1,673,182	\$1,850,000	\$1,850,000	TBD
Total Fines Issued – All Violations	\$508,908	\$534,353	\$550,000	\$550,000	TBD
Habitability Inspections Performed	224	235	245	245	TBD
Habitability Fees	\$5,600	\$5,880	\$6,125	\$6,125	TBD

Significant Budget & Staffing Changes for FY2022

The Director of Code Enforcement duties and responsibilities have grown substantially with the advent of increased staffing of Code Enforcement Officers. Additional responsibilities include supervision of clerical staff, weekly payroll approval, vacation staffing, staff meetings, purchase order review, vehicle service and assignment. Code Enforcement has moved to a Ward responsibility plan creating more reliability, accountability and relationship building owners. The Director of ISD has requested a salary increase for the Director of Code Enforcement commensurate to other midlevel management positions with similar responsibilities within the budget structure.

The duties and responsibilities of the Wire Dept. has significantly increased. The department now employs four full time licensed electricians. The Wire Inspector is responsible for supervision of his staff; managing a work order system for the maintenance, repair and replacement of the City’s traffic lights. In addition, the Wire Inspector will soon become responsible for the operation of the entire city’s street lighting. Pursuant to the new union bargaining agreement, the four union electricians working under the

supervision of the Wire Inspector will be budgeted at higher wage than the department supervisor. An increase in the Wire Inspectors salary is necessary to provide equity in management.

Budget line increases have been requested for “Street Light Maintenance” and “Overtime” to fund the addition salary and parts related to the 2600 new street lights to be maintained by the Wire Dept.

We have hired a plumbing and gas inspector at full time. Currently, plumbing and gas inspections are being scheduled out two weeks. This situation is now in compliance with the regulations in 248 CMR, requiring inspections to be scheduled within 48 hours of notice.

“Contract Services” has been eliminated as the Casino project is on line, plan review and inspection consultant services (4Leaf) have been phased out.



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

242 - DEPT OF INSPECTIONAL SERVICES							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-242-1-5111	SALARIES	\$1,586,326.05	\$1,644,226.00	\$1,519,895.82	\$1,687,811.00	\$1,687,811.00	\$1,687,811.00
01-242-1-5113	PART TIME	\$31,747.98	\$28,446.00	\$5,763.70	\$41,446.00	\$41,446.00	\$41,446.00
01-242-1-5114	ON CALL STIPEND	\$5,150.00	\$5,200.00	\$4,950.00	\$10,400.00	\$10,400.00	\$10,400.00
01-242-1-5120	OTHER PERSONNEL SERVICES	\$531.45	\$2,500.00	\$0.00	\$2,500.00	\$2,500.00	\$2,500.00
01-242-1-5130	OVERTIME	\$112,343.12	\$88,000.00	\$84,002.46	\$75,000.00	\$75,000.00	\$75,000.00
01-242-1-5143	LONGEVITY	\$5,847.60	\$5,000.00	\$5,325.05	\$2,500.00	\$2,500.00	\$2,500.00
01-242-1-5191	HEARING OFFICER	\$9,903.45	\$10,000.00	\$9,699.40	\$11,000.00	\$11,000.00	\$11,000.00
01-242-1-5193	CLOTHING ALLOWANCE	\$4,950.00	\$3,300.00	\$2,100.00	\$3,300.00	\$3,300.00	\$3,300.00
01-242-1-5194	CERTIFICAITONS	\$0.00	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
01-242-1-5196	TOOLS FOR MECHANICS	\$1,200.00	\$800.00	\$400.00	\$800.00	\$800.00	\$800.00
PERSONNEL Total:		\$1,757,999.65	\$1,792,472.00	\$1,632,136.43	\$1,839,757.00	\$1,839,757.00	\$1,839,757.00
EXPENSES							
01-242-2-5210	ELECTRICITY-STREET LIGHTS	\$368,787.55	\$857,000.00	\$52,143.25	\$2,015,000.00	\$2,015,000.00	\$2,015,000.00
01-242-2-5240	EQUIPMENT MAINTENANCE	\$13,021.96	\$35,000.00	\$7,695.97	\$35,000.00	\$35,000.00	\$35,000.00
01-242-2-5242	FIRE ALARM REPAIR & MAINT	\$-42.80	\$7,000.00	\$5,112.17	\$7,000.00	\$7,000.00	\$7,000.00
01-242-2-5243	STREET LIGHT MAINTENANCE	\$49,277.24	\$60,000.00	\$32,870.30	\$60,000.00	\$60,000.00	\$60,000.00
01-242-2-5249	SIGNAL & SHOP REPAIRS	\$43,758.09	\$60,000.00	\$58,620.62	\$60,000.00	\$60,000.00	\$60,000.00
01-242-2-5268	CONTRACT SERVICES	\$3,804.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-242-2-5343	PRINTING	\$1,642.00	\$2,400.00	\$1,329.61	\$2,400.00	\$2,400.00	\$2,400.00
01-242-2-5420	OFFICE SUPPLIES	\$6,185.75	\$8,800.00	\$6,601.98	\$8,800.00	\$8,800.00	\$8,800.00
01-242-2-5434	EQUIPMENT	\$2,910.65	\$7,000.00	\$6,133.24	\$7,000.00	\$7,000.00	\$7,000.00
01-242-2-5580	SOFTWARE	\$70,580.00	\$75,000.00	\$55,422.57	\$75,000.00	\$75,000.00	\$75,000.00
01-242-2-5585	UNIFORMS	\$560.00	\$4,800.00	\$2,996.00	\$4,800.00	\$4,800.00	\$4,800.00
01-242-2-5586	PROFESSIONAL RESOURCE MATERIAL	\$0.00	\$1,500.00	\$550.00	\$1,500.00	\$1,500.00	\$1,500.00
01-242-2-5704	WIRE EXPENSES	\$73,463.37	\$81,000.00	\$69,563.61	\$81,000.00	\$81,000.00	\$81,000.00
01-242-2-5710	PROFESSIONAL SERVICES	\$6,813.56	\$30,000.00	\$3,374.89	\$30,000.00	\$30,000.00	\$30,000.00
01-242-2-5780	PROFESSIONAL DEVELOPMENT	\$511.82	\$15,000.00	\$633.30	\$15,000.00	\$15,000.00	\$15,000.00
EXPENSES Total:		\$641,273.19	\$1,244,500.00	\$303,047.51	\$2,402,500.00	\$2,402,500.00	\$2,402,500.00

City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

242 - DEPT OF INSPECTIONAL SERVICES		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
CAPITAL IMPROVEMENTS							
CAPITAL IMPROVEMENTS Total:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
242 DEPT OF INSPECTIONAL SERVICES Total:		\$2,399,272.84	\$3,036,972.00	\$1,935,183.94	\$4,242,257.00	\$4,242,257.00	\$4,242,257.00

242	DEPARTMENT OF INSPECTIONAL SERVICES								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-242-1-5111	ISD Director & Inspector of Buildings ¹	UNCL	35	1	1	1	\$120,336	\$117,976	\$117,976
01-242-1-5143	ISD Director & Inspector of Bldgs	Longevity					\$800	\$0	\$0
01-242-1-5111	Local Building Inspector ¹	UNCL	35	1	1	1	\$85,393	\$87,101	\$87,101
01-242-1-5111	Assistant Building Inspector ³	UNCL	35	1	1	1	\$78,986	\$89,663	\$89,663
01-242-1-5143	Assistant Building Inspector	Longevity					\$850	\$850	\$850
01-242-1-5111	Wire Inspector ¹	UNCL	35	1	1	1	\$92,531	\$94,382	\$94,382
01-242-1-5111	Director of Code Enforcement ²	UNCL	35	1	0	0	\$90,519	\$0	\$0
01-242-1-5143	Director of Code Enforcement	Longevity					\$1,700	\$0	\$0
01-242-1-5111	Assistant Building Inspector ¹	UNCL	35	1	1	1	\$49,994	\$68,340	\$68,340
01-242-1-5111	Inspector of Gas & Plumbing ¹	UNCL	35	1	1	1	\$76,204	\$77,728	\$77,728
01-242-1-5111	ISD Supervisor ⁴	UNCL	35	1	1	1	\$60,663	\$68,163	\$68,163
01-242-1-5111	Code Officer/W & M Insp ⁴	UNCL	35	1	1	1	\$60,663	\$64,163	\$64,163
01-242-1-5193	Code Officer/W & M Insp	Clothing					\$500	\$500	\$500
01-242-1-5111	Code Officer/Food & Milk Insp ⁴	UNCL	35	1	1	1	\$60,663	\$64,163	\$64,163
01-242-1-5143	Code Off/Food & Milk Insp	Longevity					\$400	\$400	\$400
01-242-1-5111	Code Officer - Weekends ^{4 5}	UNCL	19.5	0.56	1	1	\$25,849	\$64,163	\$64,163
01-242-1-5111	Code Officer - Ward 1 ⁴	UNCL	35	1	1	1	\$59,015	\$62,515	\$62,515
01-242-1-5111	Code Officer - Ward 2 ⁴	UNCL	35	1	1	1	\$59,015	\$62,515	\$62,515
01-242-1-5111	Code Officer - Ward 3 ⁴	UNCL	35	1	1	1	\$59,015	\$62,515	\$62,515
01-242-1-5111	Code Officer - Ward 4 ⁴	UNCL	35	1	1	1	\$59,015	\$62,515	\$62,515
01-242-1-5111	Code Officer - Ward 6 ⁴	UNCL	35	1	1	1	\$59,015	\$62,515	\$62,515
01-242-1-5111	Superintendent of Signals ⁶	W-14/4	40	1	1	1	\$88,199	\$91,236	\$91,236
01-242-1-5193	Superintendent of Signals	Clothing					\$700	\$700	\$700
01-242-1-5196	Superintendent of Signals	Tools					\$200	\$200	\$200
01-242-1-5111	Assistant Electrician ⁶	W-13/4	40	1	1	1	\$85,626	\$88,574	\$88,574
01-242-1-5193	Assistant Electrician	Clothing					\$700	\$700	\$700
01-242-1-5196	Assistant Electrician	Tools					\$200	\$200	\$200
01-242-1-5111	Assistant Electrician ⁶	W-13/4	40	1	1	1	\$81,546	\$88,574	\$88,574
01-242-1-5193	Assistant Electrician	Clothing					\$700	\$700	\$700
01-242-1-5196	Assistant Electrician	Tools					\$200	\$200	\$200
									Continued...

				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-242-1-5111	Assistant Electrician ⁶	W-13/4	40	1	1	1	\$81,546	\$88,574	\$88,574
01-490-1-5193	Assistant Electrician	Clothing					\$700	\$700	\$700
01-490-1-5196	Assistant Electrician	Tools					\$200	\$200	\$200
01-242-1-5111	Administrative Assistant ⁷	A-6U/8	35	0	0	0	\$1	\$1	\$1
01-242-1-5111	Administrative Assistant ⁶	A-6U/8	35	1	1	1	\$61,395	\$63,509	\$63,509
01-242-1-5143	Principal Clerk	Longevity					\$1,250	\$1,250	\$1,250
01-242-1-5111	Administrative Assistant ⁶	A-6U/7	35	1	1	1	\$57,331	\$60,480	\$60,480
01-242-1-5111	Principal Clerk ⁶	C-6U/6	35	1	1	1	\$47,848	\$50,766	\$50,766
01-242-1-5111	Clerk ⁶	C-6U/4	35	1	1	1	\$43,859	\$47,680	\$47,680
01-242-1-5191	Hearing Officer	UNCL		0	0	0	\$10,000	\$11,000	\$11,000
				23.56	23.00	23.00			
242	Inspectional Services TOTAL								
					Salary (5111)		\$1,644,226	\$1,687,811	\$1,687,811
					Part Time (5113)		\$41,446	\$41,446	\$41,446
					On Call Stipend (5114)		\$5,200	\$10,400	\$10,400
					Other Personnel Services (5120)		\$2,500	\$2,500	\$2,500
					Overtime (5130)		\$75,000	\$75,000	\$75,000
					Longevity (5143)		\$5,000	\$2,500	\$2,500
					Hearing Officer (5191)		\$10,000	\$11,000	\$11,000
					Clothing Allowance (5193)		\$3,300	\$3,300	\$3,300
					Certifications (5194)		\$5,000	\$5,000	\$5,000
					Tools (5196)		\$800	\$800	\$800
					Personnel Total:		\$1,792,472	\$1,839,757	\$1,839,757
Notes to Budget:									
¹ 2% COLA added to this administrative salary.									
² Mr. Slattery is moving back to City Solicitor's office.									
³ Salary reclassified in FY21.									
⁴ Seeking to reclassify this salary due to increase in workload due to Covid 19.									
⁵ Position went to full-time in FY21.									
⁶ Local 25 Clerical & DPW salaries increased 2% in anticipation of contract settlement.									
⁷ Not requesting funding for this position in FY22.									

(242) Inspectional Services - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	1,644,226	1,687,811	43,585	3%	Mr. Slattery moving back to Solicitor's office. Several positions partially funded in FY21 now being brought back up to full funding. Local 25 Clerical and DPW union increased 2% in anticipation of contract settlement. Please see Personnel Services notes for more information.
Part Time Salaries	41,446	41,446	0	0%	Includes part-time clerks when needed.
On Call Stipend	5,200	10,400	5,200	100%	Stipend paid to the union person who is on call on weekends and holidays. We are also including the Code Officers who are on call as well in our FY22 budget.
Other Personnel Services	2,500	2,500	0	0%	For replacement plumber when Mr. O'Keefe is out.
Overtime	75,000	75,000	0	0%	In FY21 all street lighting within the city will be repaired/maintained by Wire Department. Also building inspections, electrical inspections & code enforce officers. Also for Ms. DeBilio when she clerks her board.
Longevity	5,000	2,500	(2,500)	-50%	Longevity for 10+ years.
Hearing Officer	10,000	11,000	1,000	10%	Ms. Peters, Hearing Officer.
Clothing Allowance	3,300	3,300	0	0%	\$700 for Messrs. Seward, Moccia, Rocco & Rosatti. \$500 for Mr. Aliberti.
Certifications	5,000	5,000	0	0%	Paid to employees who pass certifications (\$500) .
Tools	800	800	0	0%	For Local 25 DPW personnel.
Total Personnel Services	\$1,792,472	\$1,839,757	\$47,285	3%	
<u>General Operating Expenses</u>					
Electricity - Street Lights	857,000	2,015,000	1,158,000	135%	All electricity expenditures will now be paid from this account.
Equipment Maintenance	35,000	35,000	0	0%	For Accela/GEO Fees, a permit tracking software which is utilized by ISD, Fire, City Clerk and Licensing Departments. Maintenance contracts for Ricoh scanner/Fortis software.
Fire Alarm Repair & Maint	7,000	7,000	0	0%	Pays for any repairs to the fire alarm boxes or master boxes.
Street Light Maintenance	60,000	60,000	0	0%	Lower Broadway/Air Force Road. Additional 2600 new lights to maintain, repair and replace.
Signal & Shop Repairs	60,000	60,000	0	0%	Traffic signals replacement project & maintenance and repairs. To repair traffic signals and control boxes which break with age or from knock-overs (car accidents).
Printing	2,400	2,400	0	0%	Forms, cards, card stock, specialized forms. Gas tags that are attached to gas burners after they have been inspected by the plumbing inspector and W&M inspector.
					Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Office Supplies	8,800	8,800	0	0%	Includes various types of paper (orange-building permits; yellow-gas permits; blue-plumbing permits), calendars, notebooks, journals, appointment books, batteries, labels, ink cartridges, fax cartridges, staples, notepads, pens, file folders and notebooks. Also, with the addition of the W&M inspector, all items needed by him.
Equipment	7,000	7,000	0	0%	Specialized field inspection electronics and hardware. GEOTMS hand held computers and printers, cameras for the inspectors to take pix of violations.
Software	75,000	75,000	0	0%	Viewpoint Software. Covers licenses, software upgraded and used city wide
Uniforms	4,800	4,800	0	0%	For 15 inspectors - outerwear, shirts, jackets. Needed so homeowners can recognize them when they inspect homes.
Prof Resource Material	1,500	1,500	0	0%	Specialized codebooks. NFPA, Commonwealth of MA, ICC
Wire Expenses	81,000	81,000	0	0%	Supplies.
Professional Services	30,000	30,000	0	0%	Specialized code training programs for mandated continuing education for all inspectors. Pays for seminars for MEHA, MHOA & Mass Building commission & Inspectors.
Professional Development	15,000	15,000	0	0%	For mandatory trainings throughout the year.
Total Expenditures	\$1,244,500	\$2,402,500	\$1,158,000	93%	
Total	\$3,036,972	\$4,242,257	\$1,205,285	40%	

E-911 Department



The Everett Emergency Telecommunications Dispatchers are responsible for staffing the communications center 24 hours a day, 365 days a year. The City of Everett's Communications Center provides high quality, professionally competent public safety services to all Residences of the City of Everett.

Mission Statement

The Everett Emergency Communication Center is committed to providing prompt, accurate, coordinated and reliable E-911 and emergency dispatch services for all of those that we serve. Such service shall be provided in a courteous, responsive and professional manner. We recognize the need for human compassion and will treat each individual with equality, respect and dignity.

Significant Budget & Staffing Changes for FY2022

Contracts for (Local 25 E911 and Local 25 Clerical) are not settled for FY2021.

FY2021: Accomplishments

- Hired one new dispatcher.
- Upgraded the four dispatcher radio consoles with new hardware and software.
- Interoperability with Mass Gaming Enforcement Unit and Encore Casino civilian dispatch.
- Updated ShotSpotter Software
- Updated E-911 Communication Centers with new electrical, battery backup and electrical.
- Lead Dispatchers attended Communications Training Officer School (24hrs).



FY2022: Goals and Objectives

- Provide the most effective emergency communications possible for the citizens and visitors of the City of Everett MA.
- Provide public safety field personnel with professional and accurate communications services.
- Maintain professional standards, in order to retain the best-qualified employees for the essential service that it provides.
- Utilizing the most technologically advanced systems possible.
- An effective training and education program.
- Assist other public safety and service agencies whenever possible.
- Upgraded Computer Aided Dispatch (CAD) and Records Management System (RMS)

Outcomes & Performance Measurers	Actual FY2019 (Pre-Casino)	Actual FY2020	Actual FY2021	Estimated FY2022
Total 911 Calls	21,967	28,070	30,025	31,662
Total 911 Text Messages	25	41	38	50
Training Classes Mass State 911 Mandated	16 hrs.	16 hrs.	16 hrs.	16 hrs.

How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

911 Call Centers, also known as Public Safety Answering Points (PSAPs) are the public's first line of contact to public safety authorities in an emergency. To strengthen emergency communications capabilities city wide, focusing on technology, coordination, governance, planning, usage, training and exercise at all levels of public safety.

One of the City's short-term goals is to incorporate Text-to-911 awareness to the public, which is the ability to send a text message to reach 911 emergency call takers from your mobile phone or device. Today it is possible to use wireless telephone services to send a text message to 911. This means that in such areas, if you are unable to make a voice 911 calls you can type your message on your wireless phone and send it to a 911 operator. The City of Everett is equipped and trained to handle Text-to-911.

One of the City's long-term goals to is incorporate Video Chat-to-911 calls. Although the base technology is in place estimates indicate it could take several years to establish the required standards and protocols for securely transferring such rich digital data from the public over the network



It is the City of Everett's intention to update all emergency telecommunications with fiber optics. Fiber optics communication has revolutionized the telecommunications industry. Using fiber optic cable, optical communications have enabled telecommunications links to be made over much greater distances and with much lower levels of loss in the transmission medium and possible most important of all, fiber optical communications has enabled much higher data rates to be accommodated.

Incorporate the use of a newly obtained computer server with a future purchase of software to create a robust and state of the art Computer Aided Dispatch /Records Management System. CAD is a computer system that assists 911 operators and dispatch personnel in handling and prioritizing calls. Enhanced 911 will send the location of the call to the CAD system that will automatically display the address of the 911 caller on a screen in front of the operator. The RMS is utilized in report writing and is then used for crime analysis, Uniform Crime Reporting (UCR) and National Incident-Based Reporting System (NIBRS) reporting as well as providing hundreds of statistical and analytical reports.

City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

299 - EMERGENCY COMMUNICATIONS OFFIC							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-299-1-5111	SALARIES	\$757,157.33	\$764,932.00	\$617,745.59	\$801,779.00	\$801,779.00	\$801,779.00
01-299-1-5113	PART TIME	\$14,129.33	\$60,000.00	\$21,581.39	\$60,000.00	\$60,000.00	\$60,000.00
01-299-1-5130	OVERTIME	\$76,417.56	\$100,000.00	\$135,919.61	\$100,000.00	\$100,000.00	\$100,000.00
01-299-1-5140	HOLIDAY	\$44,924.93	\$63,000.00	\$48,546.08	\$63,000.00	\$63,000.00	\$63,000.00
01-299-1-5142	NIGHT DIFFERENTIALS	\$46,323.81	\$55,000.00	\$39,588.41	\$55,000.00	\$55,000.00	\$55,000.00
01-299-1-5143	LONGEVITY	\$3,640.32	\$8,350.00	\$8,367.92	\$8,350.00	\$8,350.00	\$8,350.00
01-299-1-5144	ABOVE GRADE DIFFERENTIAL	\$24,489.33	\$28,500.00	\$38,263.85	\$38,500.00	\$38,500.00	\$38,500.00
PERSONNEL Total:		\$967,082.61	\$1,079,782.00	\$910,012.85	\$1,126,629.00	\$1,126,629.00	\$1,126,629.00
EXPENSES							
01-299-2-5245	RADIO MAINTENANCE	\$45,561.01	\$70,000.00	\$30,327.52	\$70,000.00	\$70,000.00	\$70,000.00
01-299-2-5340	TELECOMMUNICATIONS	\$4,460.15	\$5,800.00	\$3,995.92	\$5,800.00	\$5,800.00	\$5,800.00
01-299-2-5420	OFFICE SUPPLIES	\$2,800.29	\$4,000.00	\$1,173.21	\$4,000.00	\$3,000.00	\$3,000.00
01-299-2-5711	TRAINING EXPENSES	\$3,210.00	\$12,000.00	\$6,268.00	\$12,000.00	\$12,000.00	\$12,000.00
EXPENSES Total:		\$56,031.45	\$91,800.00	\$41,764.65	\$91,800.00	\$90,800.00	\$90,800.00
299 EMERGENCY COMMUNICATIONS OFFIC		\$1,023,114.06	\$1,171,582.00	\$951,777.50	\$1,218,429.00	\$1,217,429.00	\$1,217,429.00

299	OFFICE OF EMERGENCY COMMUNICATIONS								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-299-1-5111	Clerk ¹	C-6U/6	35	1	1	1	\$43,859	\$50,766	\$50,766
01-299-1-5111	911 Lead Dispatcher ¹	Local 25 /8	37.5	1	1	1	\$59,073	\$61,103	\$61,103
01-299-1-5143	911 Lead Dispatcher	Longevity					\$1,150	\$1,150	\$1,150
01-299-1-5111	911 Lead Dispatcher ¹	Local 25 /8	37.5	1	1	1	\$59,073	\$61,103	\$61,103
01-299-1-5143	911 Lead Dispatcher	Longevity					\$950	\$950	\$950
01-299-1-5111	911 Lead Dispatcher ¹	Local 25 /8	37.5	1	1	1	\$59,073	\$61,103	\$61,103
01-299-1-5143	911 Lead Dispatcher	Longevity					\$950	\$950	\$950
01-299-1-5111	911 Dispatcher ¹	Local 25 /8	37.5	1	1	1	\$59,073	\$61,103	\$61,103
01-299-1-5143	911 Dispatcher	Longevity					\$950	\$950	\$950
01-299-1-5111	911 Dispatcher ¹	Local 25/7	37.5	1	1	1	\$56,876	\$58,835	\$58,835
01-299-1-5143	911 Dispatcher	Longevity					\$950	\$950	\$950
01-299-1-5111	911 Dispatcher ¹	Local 25 /7	37.5	1	1	1	\$56,876	\$58,835	\$58,835
01-299-1-5143	911 Dispatcher	Longevity					\$950	\$950	\$950
01-299-1-5111	911 Dispatcher ¹	Local 25/7	37.5	1	1	1	\$56,876	\$58,835	\$58,835
01-299-1-5143	911 Dispatcher	Longevity					\$950	\$950	\$950
01-299-1-5111	911 Dispatcher ¹	Local 25/6	37.5	1	1	1	\$54,915	\$56,806	\$56,806
01-299-1-5143	911 Dispatcher	Longevity					\$750	\$750	\$750
01-299-1-5111	911 Dispatcher ¹	Local 25 /6	37.5	1	1	1	\$54,915	\$56,806	\$56,806
01-299-1-5143	911 Dispatcher	Longevity					\$750	\$750	\$750
01-299-1-5111	911 Dispatcher ¹	Local 25 /5	37.5	1	1	1	\$52,326	\$54,121	\$54,121
01-299-1-5111	911 Dispatcher ¹	Local 25 /5	37.5	1	1	1	\$52,326	\$54,121	\$54,121
01-299-1-5111	911 Dispatcher ¹	Local 25 /5	37.5	1	1	1	\$49,836	\$54,121	\$54,121
01-299-1-5111	911 Dispatcher ¹	Local 25 /5	37.5	1	1	1	\$49,836	\$54,121	\$54,121
01-299-1-5113	Dispatchers - Part Time ²		Varies	Varies	Varies	Varies	\$60,000	\$60,000	\$60,000
				14	14	14			
299	Emergency Communication Center TOTAL								
					Salary (5111)		\$764,932	\$801,779	\$801,779
					Part Time (5113)		\$60,000	\$60,000	\$60,000
					Overtime (5130)		\$100,000	\$100,000	\$100,000
					Holiday (5140)		\$63,000	\$63,000	\$63,000
					Night Differentials (5142)		\$55,000	\$55,000	\$55,000
									Continued...

[illegible]

(299) E 9 1 1 - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	764,932	801,779	36,847	5%	Local 25 Clerical and E911 members a 2% increase in anticipation of contract settlement.
Part Time Salaries	60,000	60,000	0	0%	For the "will call" employees.
Overtime	100,000	100,000	0	0%	Will supplement OT paid from grant funds in FY22.
Holiday	63,000	63,000	0	0%	Paid in December to all union employees.
Night Differentials	55,000	55,000	0	0%	Paid to employees who work between 3:00 pm to 11:00 pm (\$1.00 more per hour) and from 11:00 pm to 7:00 am (\$1.25 more per hour).
Longevity	8,350	8,350	0	0%	Paid to all employees with 10+ years on the job.
Above Grade Differential	28,500	38,500	10,000	35%	For those covering shifts of the lead dispatchers
Total Personnel Services	\$1,079,782	\$1,126,629	\$46,847	4%	
<u>General Operating Expenses</u>					
Radio Maintenance	70,000	70,000	0	0%	Maintenance agreement with Motorola to service the radio equipment. All Comm, Verizon & Motorola.
Telecommunications	5,800	5,800	0	0%	Data lines and Director cell phone/pager/email. Verizon, Verizon Wireless
Office Supplies	4,000	3,000	(1,000)	-25%	WB Mason, Conway Office supplies. Includes handouts for school children when they visit E911.
Training Expenses	12,000	12,000	0	0%	Mandatory continuing education: Police/Fire/EMS training. Includes 16 dispatchers at \$600 each per year. Supplemented with grant.
Total Expenditures	\$91,800	\$90,800	(\$1,000)	-1%	
Total	\$1,171,582	\$1,217,429	\$45,847	4%	

Department of Public Works

Mission Statement

To provide essential services to the citizens of Everett in a prompt, courteous, safe, efficient and cost-effective manner. City Services, through its dedicated employees, strives to plan, design, build, maintain, and operate public infrastructure in a manner that respects the environment and the ability of government to adequately preserve these assets for future generations.

Executive / Fleet Division

Executive Division

The Executive Division oversees the fiscal control and day to day operations of Public Works. The Division manages and maintains the operating and capital budgets, working in partnership with the Purchasing Department, who oversees all of the City's bidding and contracting, to operate in a cost effective and efficient manner.

The Executive Division is committed to providing excellent customer service, to paying our vendors promptly, and continuous improvement of the Department's business practices and use of technology.

The Executive Division is responsible for policy development, labor relations working with our City Solicitor's Office, working closely with our Human Resources Department for training and career development, as well as payroll and benefits.

Providing excellent public information and customer relations is a key focus of the Division's work, whether it is with residents, businesses, vendors, job applicants or Public Works' staff. The Division manages the service requests, work order systems, e-mail distribution lists, publications and other notices.



Public Works also provides direct operational support to our other City Departments, including public building cleaning, maintenance, and construction and vehicle maintenance. This support enables these other Departments to work more effectively in serving the needs of our residents and their families.

The Administration Division is guided by Public Works' mission to provide dependable; 1st class service – and at the same time, maintaining, improving and expanding a safe, healthy, attractive and inviting place for our residents to call home.

Fleet Division

The Vehicle Maintenance Division maintains and repairs over 300 City-owned vehicles, which includes Police Department Vehicles as well as Inspectional Services Division, and pieces of equipment, such as front-end loaders, backhoes, Bobcats, Bearcats, salting spreaders, etc.

Public Works plays an important role in the implementation of the City's Green Fleets Policy, which was adopted as part of the Green Communities application process. Under this Policy, all departments must purchase only fuel efficient vehicles for municipal use whenever such vehicles are commercially available and practicable. The City has committed to operating and maintaining its vehicles in a manner that is energy efficient and minimizes emissions of conventional air pollutants and greenhouse gases, and to incorporating alternative fuel vehicles and hybrid vehicles into the municipal vehicle fleet when feasible.

Vehicle Maintenance has reduced toxins, waste, and costs in its operations by using recycled antifreeze, and wipe rags; and by recycling as many unusable metal parts on vehicles and equipment as possible .



Executive and Fleet - Significant Budget & Staffing Changes for FY2022

Step increases only (Local 25 Clerical & Local 25 DPW) as contract not settled.

DPW-Repair Maintenance account has been increased due to increase in the number of city vehicles.

Executive and Fleet - FY2021: Accomplishments

- Purchased new vehicles for the city including (1) 10-wheel dump truck, (1) 6-wheel dump truck with plow and salter (used mainly for hospital hill area), (2) F450 6 wheel mini-dump trucks with plows and salters, (1) F350 pickup truck with plow and salter, (1) street sweeper 1) Toolkat
- Decommissioned the vapor recovery systems in our fuel pumps.
- Maintain and repair the city's motor vehicle fleet and equipment - approximately 300 pieces
- Started OSHA compliance review and safety upgrade



Executive and Fleet - FY2022: Goals

- Changing the entire functionality and focus of the fleet department, focus on inventory controls, scheduled preventative maintenance, and effective measure in replacements that suit the needs of the department.
- Hire the business solution so we can become more proactive with our repairs instead of reactive by having 80% parts on demand saving time and money.
- Enhance the fleet maintenance program by installing new software system to track every vehicle. This would allow us to categorize all our vehicles, the parts used in their maintenance and what type of maintenance made to each vehicle. It would break down all the repairs so we can run reports on all work done. Would also make retrieving data for necessary reports much faster.
- Continue OSHA Compliance review and safety upgrade.

City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

490 - DPW EXECUTIVE DIVISION							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-490-1-5111	SALARIES	\$677,985.78	\$571,241.00	\$498,453.68	\$672,951.00	\$672,951.00	\$672,951.00
01-490-1-5113	PART TIME	\$29,153.30	\$32,408.00	\$25,758.72	\$64,816.00	\$64,816.00	\$64,816.00
01-490-1-5114	ON CALL STIPENDS	\$0.00	\$0.00	\$0.00	\$5,200.00	\$5,200.00	\$5,200.00
01-490-1-5123	SEASONAL EMPLOYEES	\$91,444.52	\$135,000.00	\$12,810.08	\$135,000.00	\$135,000.00	\$135,000.00
01-490-1-5130	OVERTIME	\$31,320.86	\$50,000.00	\$20,541.35	\$50,000.00	\$50,000.00	\$50,000.00
01-490-1-5142	NIGHT DIFFERENTIALS	\$0.00	\$1,000.00	\$8.22	\$1,000.00	\$1,000.00	\$1,000.00
01-490-1-5143	LONGEVITY	\$3,500.00	\$3,050.00	\$4,550.00	\$4,050.00	\$4,050.00	\$4,050.00
01-490-1-5144	ACTING GRADE	\$104.86	\$1,000.00	\$2,710.00	\$1,000.00	\$1,000.00	\$1,000.00
01-490-1-5191	CITY SERVICES COMMISSION STIPEND	\$19,699.97	\$22,600.00	\$21,349.96	\$22,600.00	\$22,600.00	\$22,600.00
01-490-1-5193	CLOTHING ALLOWANCE	\$5,460.00	\$700.00	\$5,040.00	\$1,400.00	\$1,400.00	\$1,400.00
01-490-1-5194	CERTIFICATIONS	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00	\$2,000.00
01-490-1-5196	TOOLS FOR MECHANICS	\$880.00	\$200.00	\$720.00	\$400.00	\$400.00	\$400.00
PERSONNEL Total:		\$859,549.29	\$817,199.00	\$591,942.01	\$960,417.00	\$960,417.00	\$960,417.00
EXPENSES							
01-490-2-5400	REPAIRS AND PARTS	\$167,377.76	\$200,000.00	\$48,578.27	\$200,000.00	\$200,000.00	\$200,000.00
01-490-2-5404	CITY-WIDE SEASONAL EXPENDITURES	\$74,700.44	\$100,000.00	\$80,310.13	\$100,000.00	\$100,000.00	\$100,000.00
01-490-2-5420	OFFICE SUPPLIES	\$-1,834.37	\$8,000.00	\$4,199.71	\$8,000.00	\$8,000.00	\$8,000.00
01-490-2-5445	TOWING	\$2,500.00	\$4,000.00	\$2,767.50	\$4,000.00	\$4,000.00	\$4,000.00
01-490-2-5480	GASOLINE/DIESEL/OIL	\$349,477.29	\$375,000.00	\$336,576.87	\$375,000.00	\$375,000.00	\$375,000.00
01-490-2-5546	DPW - REPAIR MAINTENANCE	\$142,640.09	\$250,000.00	\$168,649.40	\$250,000.00	\$250,000.00	\$250,000.00
01-490-2-5548	POLICE-REPAIR MAINTENANCE	\$27,420.44	\$35,000.00	\$8,342.02	\$35,000.00	\$35,000.00	\$35,000.00
01-490-2-5570	VEHICLE REPAIRS AND SUPPLIES	\$18,249.98	\$25,000.00	\$5,932.20	\$25,000.00	\$25,000.00	\$25,000.00
01-490-2-5580	MV INSPECTIONS	\$5,131.00	\$10,000.00	\$135.00	\$10,000.00	\$10,000.00	\$10,000.00
01-490-2-5581	TIRES & TIRE SUPPLIES	\$32,179.07	\$50,000.00	\$7,401.92	\$50,000.00	\$50,000.00	\$50,000.00
01-490-2-5582	TRAINING & SOFTWARE	\$2,150.00	\$15,000.00	\$2,400.00	\$15,000.00	\$15,000.00	\$15,000.00
01-490-2-5583	BODY SHOP REPAIRS	\$10,818.21	\$25,000.00	\$6,088.70	\$70,000.00	\$70,000.00	\$50,000.00
01-490-2-5656	ISD - REPAIR MAINTENANCE	\$10,179.33	\$21,000.00	\$0.00	\$21,000.00	\$21,000.00	\$21,000.00
01-490-2-5710	PROFESSIONAL DEVELOPMENT	\$8,249.72	\$10,000.00	\$3,890.20	\$10,000.00	\$10,000.00	\$10,000.00

City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

490 - DPW EXECUTIVE DIVISION		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
EXPENSES							
01-490-2-5746	EYEGLOSS REPLACEMENT	\$0.00	\$450.00	\$0.00	\$450.00	\$450.00	\$450.00
EXPENSES Total:		\$849,238.96	\$1,128,450.00	\$675,271.92	\$1,173,450.00	\$1,173,450.00	\$1,153,450.00
CAPITAL PROJECT							
01-490-3-5808	CITY DECOR	\$149,973.75	\$160,000.00	\$134,014.45	\$0.00	\$0.00	\$0.00
CAPITAL PROJECT Total:		\$149,973.75	\$160,000.00	\$134,014.45	\$0.00	\$0.00	\$0.00
490 DPW EXECUTIVE DIVISION Total:		\$1,858,762.00	\$2,105,649.00	\$1,401,228.38	\$2,133,867.00	\$2,133,867.00	\$2,113,867.00

490	DEPARTMENT OF PUBLIC WORKS - Executive Division								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-490-1-5111	DPW Director ¹	UNCL	40	1	1	1	\$126,868	\$129,406	\$129,406
01-490-1-5143	DPW Director	Longevity					\$800	\$800	\$800
01-490-1-5111	Business Manager/Labor Counsel ²	UNCL	35	0.50	0.50	0.50	\$60,346	\$60,346	\$60,346
01-490-1-5111	Operations Manager ¹	UNCL	40	1	1	1	\$104,640	\$106,733	\$106,733
01-490-1-5111	General Superintendent ¹	UNCL	40	1	1	1	\$77,308	\$78,855	\$78,855
01-490-1-5111	Administrative Assistant ³	A-6U/8	35	1	1	1	\$61,395	\$63,509	\$63,509
01-490-1-5143	Administrative Assistant	Longevity					\$1,000	\$1,000	\$1,000
01-490-1-5111	Principal Clerk ³	C-6U/8	35	1	1	1	\$52,480	\$54,288	\$54,288
01-490-1-5143	Principal Clerk	Longevity					\$1,250	\$1,250	\$1,250
01-490-1-5111	Fleet Foreman ³	W-14U/4	40	1	1	1	\$88,199	\$91,236	\$91,236
01-490-1-5193	Fleet Foreman	Clothing					\$700	\$700	\$700
01-490-1-5196	Fleet Foreman	Tools					\$200	\$200	\$200
01-490-1-5111	Fire Apparatus Repair Tech ⁴	W-13/4	40	0	1	1	\$0	\$88,574	\$88,574
01-490-1-5143	Fire Apparatus Repair Tech	Longevity					\$0	\$1,000	\$1,000
01-490-1-5114	Fire Apparatus Repair Tech	On Call					\$0	\$5,200	\$5,200
01-490-1-5193	Fire Apparatus Repair Tech	Clothing					\$0	\$700	\$700
01-220-1-5194	Fire Apparatus Repair Tech	Certific					\$0	\$2,000	\$2,000
01-490-1-5196	Fire Apparatus Repair Tech	Tools					\$0	\$200	\$200
01-490-1-5111	Motor Equipment Repairman ²	W-12U/4	40	0	0	0	\$1	\$1	\$1
01-490-1-5111	Motor Equipment Repairman ²	W-12U/4	40	0	0	0	\$1	\$1	\$1
01-490-1-5111	Motor Equipment Repairman ²	W-12U/1	40	0	0	0	\$1	\$1	\$1
01-490-1-5111	Motor Equipment Repairman ²	W-12U/1	40	0	0	0	\$1	\$1	\$1
01-490-1-5113	Motor Equipment Repairman - PT ⁵	UNCL	20	0	1	1	\$0	\$32,408	\$32,408
01-490-1-5113	Motor Equipment Repairman - PT	UNCL	19.5	0	0	0	\$32,408	\$32,408	\$32,408
01-490-1-5191	Public Works Commission	Chair		0	0	0	\$4,600	\$4,600	\$4,600
01-490-1-5191	Public Works Commission	Board		0	0	0	\$3,000	\$3,000	\$3,000
01-490-1-5191	Public Works Commission	Board		0	0	0	\$3,000	\$3,000	\$3,000
01-490-1-5191	Public Works Commission	Board		0	0	0	\$3,000	\$3,000	\$3,000
01-490-1-5191	Public Works Commission	Board		0	0	0	\$3,000	\$3,000	\$3,000
01-490-1-5191	Public Works Commission	Board		0	0	0	\$3,000	\$3,000	\$3,000
01-490-1-5191	Public Works Commission	Board		0	0	0	\$3,000	\$3,000	\$3,000
				7	9	9			
									Continued...

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(490) DPW Executive Division - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	571,241	672,951	101,710	18%	2% COLA on all administrative salaries. Fire Apparatus Repair Tech. moved from Fire into Fleet. Local 25 DPW and Clerical increased 2% in anticipation of contract settlement. 4 vacant Local 25 DPW positons will not be requested in FY22.
Part Time	32,408	64,816	32,408	100%	Hiring another part-time mechanic, to offset some of the demands of the Fleet Department.
On Call Stipend	0	5,200	5,200	100%	For Fire repairman.
Seasonal Employees	135,000	135,000	0	0%	Temporary employees needed during fall/spring clean up and shoveling after snowstorms.
Overtime	50,000	50,000	0	0%	When necessary. Based on Local 25 DPW contract raises.
Night Differentials	1,000	1,000	0	0%	Per Local 25 DPW contract any employee regularly scheduled between 6pm - 6am will receive a night diff of \$1/hr.
Longevity	3,050	4,050	1,000	33%	For those with 10+ years with City.
Above Grade Differentials	1,000	1,000	0	0%	Contractual. Any employee required to work above their pay grade is to receive an above grade differential.
DPW Commission Stipend	22,600	22,600	0	0%	For the board members
Clothing Allowance	700	1,400	700	100%	Contractual per Local 25 DPW. \$700 per year.
Certifications	0	2,000	2,000	100%	For Fire repairman.
Tools for Mechanics	200	400	200	100%	Contractual. \$200 per mechanic.
Total Personnel Services	\$817,199	\$960,417	\$143,218	18%	
<u>General Operating Expenses</u>					
Repairs and Parts	200,000	200,000	0	0%	Mass Operataional Division program for purchasing parts, materials and supplies at a 25% cost savings minimum.
City Wide Seasonal Expenses	100,000	100,000	0	0%	For the purchase of city-wide seasonal outdoor lights and displays.
Office Supplies	8,000	8,000	0	0%	Supports entire DPW facility.
Towing	4,000	4,000	0	0%	For the towing of commercial vehicles. Also for towing situations such as emergency branch removal.
Gasoline/Diesel/Oil	375,000	375,000	0	0%	Contigent on fuel increases. State contract of gasoline/diesel is Dennis K. Burke. Fuel additives & other maint parts needed to keep all gas tanks/lines operating efficiently. Petroleum Equip annual contract for evinronmental a/b testing & yearly pressure test of fuel tanks. ACO report & monitor annular space tank repairs.
					Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
DPW - Repair Maintenance	250,000	250,000	0	0%	Buildings are older, doing all repairs in-house. For materials and supplies.
Police - Repair Maintenance	35,000	35,000	0	0%	Maintenance of police vehicles including additional vehicles purchased.
Vehicle Repairs & Supplies	25,000	25,000	0	0%	Tire machine lift,
MV Inspections	10,000	10,000	0	0%	Fleet inventory is 175 in need of yearly inspections.
Tires & Tire Supplies	50,000	50,000	0	0%	Fleet inventory is 200 vehicles. Also this includes vehicles and equipment.
Training & Software	15,000	15,000	0	0%	Upgrades for DPW systems.
Body Shop Repairs	25,000	50,000	25,000	100%	CC cut this line by \$20K. When vehicles are sent out for body work that cannot be done in-house.
ISD - Repair Maintenance	21,000	21,000	0	0%	Maintenance of all ISD vehicles.
Professional Development	10,000	10,000	0	0%	Conferences, trainings.
Eyeglass Replacement	450	450	0	0%	Contractual per Local25 DPW.
	\$1,128,450	\$1,153,450	\$25,000	2%	
City Décor	\$160,000	\$0	(160,000)	-100%	All décor for the City. This request (\$160,000) will be funded by our CIP.
Total Executive Budget	\$2,105,649	\$2,113,867	\$8,218	0%	

Department of Public Works

Mission Statement

To provide essential services to the citizens of Everett in a prompt, courteous, safe, efficient and cost-effective manner. City Services, through its dedicated employees, strives to plan, design, build, maintain, and operate public infrastructure in a manner that respects the environment and the ability of government to adequately preserve these assets for succeeding generations.

Facilities Maintenance Division

Facilities Maintenance staff provide carpentry, painting, plumbing, lock installation and repair, sign fabrication, heating, and ventilation services for all City buildings, and custodial services to 13 municipal buildings. Energy efficiency and environmental sustainability are a priority in all maintenance and operations. In the broader community, Public Buildings supports approximately 75 public events annually by setting up staging and a public address system and fabricating temporary and permanent signage. Facilities Maintenance is also responsible for all aspects of construction, renovation, and significant maintenance to City buildings. Please contact us if you have any questions or need assistance related to public buildings.

Facilities Maintenance - Significant Budget & Staffing Changes for FY2022.



Step increases only (Local 25 Clerical & Local 25 DPW) as contract not settled.

General Operating expenses are level funded.

Facilities Maintenance - FY2021: Accomplishments

- Installed a new ceiling in the Central Fire Station garage, remodeled their bathroom, office and laundry room space, and renovated a storage room in the basement.
- Replaced the A/C for the main hall of the Connolly Center. Installed a 10-ton cooling unit, including updating the existing equipment.
- Installed a new roof over the front lobby area of the Wellness Center and a new roof over the aerobics and treadmill rooms.

- Removed old carpeting and installed new tile flooring in the Solicitors Office at City Hall.
- Replaced all the cracked 8” storm drain pipes in the ceiling at the Police Dept., including all roof repairs in various areas from leaks on the second floor.
- Renovated the outside of City Hall with a new paint job, installed new tile on the walls at the main entrance and in the process of installing new canopies at all the entrances.
- Renovated and painted the dorm rooms, bathroom, hallway and tv room at Ferry St. Fire Station.
- Built a canoe launch and installed a wooden plank trail at River Green Park.
- Built-out new office space for the LGBTQ team at the Pope John building.
- In the process of installing a new roof over the middle classrooms and hallway of the Webster School Extension.
- Installed A/C roof top unit at the Armory to cool the second floor offices.

Facilities Maintenance - FY2022: Goals

- Replacing the leaking boiler feed system with a new condensate receiver tank at the old high school which feeds the steam side of the building heating the Webster School Extension.
- Installing two new 4-ton A/C roof top units to cool the Emergency 911 building.
- Replacing the generators at the Police Dept. and the Emergency 911 buildings
- Refinishing the main hall flooring at the Armory Connolly Center.
- Responding to all operational needs of our city buildings including building maintenance, renovations, repairs and custodial services. Ensuring all facilities are safe and well-functioning.

City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

491 - DPW FACILITIES MAINTENANCE DIV							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-491-1-5111	SALARIES	\$1,153,416.03	\$1,273,607.00	\$1,143,605.34	\$1,327,229.00	\$1,327,229.00	\$1,327,229.00
01-491-1-5113	PART TIME	\$0.00	\$0.00	\$599.04	\$0.00	\$0.00	\$0.00
01-491-1-5114	ON CALL STIPEND	\$5,140.00	\$5,200.00	\$5,060.00	\$5,200.00	\$5,200.00	\$5,200.00
01-491-1-5130	OVERTIME	\$205,622.38	\$200,000.00	\$210,381.69	\$200,000.00	\$200,000.00	\$200,000.00
01-491-1-5142	NIGHT DIFFERENTIAL	\$408.50	\$5,000.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
01-491-1-5143	LONGEVITY	\$11,240.00	\$8,900.00	\$6,260.00	\$8,900.00	\$8,900.00	\$8,900.00
01-491-1-5144	ABOVE GRADE DIFFERENTIAL	\$12,851.75	\$15,000.00	\$6,515.89	\$15,000.00	\$15,000.00	\$15,000.00
01-491-1-5193	CLOTHING ALLOWANCE	\$10,500.00	\$10,500.00	\$2,100.00	\$10,500.00	\$10,500.00	\$10,500.00
01-491-1-5196	TOOLS FOR MECHANICS	\$760.00	\$600.00	\$240.00	\$600.00	\$600.00	\$600.00
PERSONNEL Total:		\$1,399,938.66	\$1,518,807.00	\$1,374,761.96	\$1,572,429.00	\$1,572,429.00	\$1,572,429.00
EXPENSES							
01-491-2-5202	OFFICE SUPPLIES	\$2,240.49	\$5,000.00	\$2,855.40	\$5,000.00	\$5,000.00	\$5,000.00
01-491-2-5210	CITY BLDGS ELECTRICITY & GAS	\$892,095.93	\$1,100,000.00	\$903,697.25	\$0.00	\$0.00	\$0.00
01-491-2-5213	CITY BLDGS SEASONAL EXP	\$11,172.69	\$15,000.00	\$9,273.10	\$25,000.00	\$25,000.00	\$25,000.00
01-491-2-5247	HVAC SERVICE CONTRACT/REPAIRS	\$26,050.30	\$32,987.51	\$26,859.45	\$70,000.00	\$70,000.00	\$70,000.00
01-491-2-5260	ELEVATOR SERVICE CONTRACT	\$31,990.29	\$50,000.00	\$36,511.43	\$70,000.00	\$70,000.00	\$70,000.00
01-491-2-5291	CLEANING SERVICE CONTRACT/CITY	\$0.00	\$25,000.00	\$9,064.00	\$40,000.00	\$35,000.00	\$35,000.00
01-491-2-5430	BUILDING REPAIR & MAINTENANCE	\$291,306.84	\$365,512.49	\$316,557.73	\$300,000.00	\$300,000.00	\$300,000.00
01-491-2-5450	CUSTODIAL SUPPLIES	\$49,542.84	\$15,000.00	\$10,668.65	\$65,000.00	\$65,000.00	\$65,000.00
01-491-2-5704	WIRE EXPENSES	\$16,259.87	\$16,500.00	\$345.60	\$20,000.00	\$20,000.00	\$20,000.00
EXPENSES Total:		\$1,320,659.25	\$1,625,000.00	\$1,315,832.61	\$595,000.00	\$590,000.00	\$590,000.00
491 DPW FACILITIES MAINTENANCE DIV		\$2,720,597.91	\$3,143,807.00	\$2,690,594.57	\$2,167,429.00	\$2,162,429.00	\$2,162,429.00

491	DEPARTMENT OF PUBLIC WORKS - Facilities Maintenance								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-491-1-5111	Acting Facilities Maintenance Superintendent ¹	UNCL	40	1	1	1	\$96,060	\$97,981	\$97,981
01-491-1-5111	Assistant Facilities Maintenance Superintendent ¹	UNCL	40	1	1	1	\$88,226	\$89,991	\$89,991
01-491-1-5111	Administrative Assistant ²	A-6U/8	35	1	1	1	\$61,395	\$63,509	\$63,509
01-491-1-5111	Facilities Maintenance Mechanic ²	W-14U/4	40	1	1	1	\$88,199	\$91,236	\$91,236
01-491-1-5193	Facilities Maintenance Mechanic	Clothing					\$700	\$700	\$700
01-491-1-5196	Facilities Maintenance Mechanic	Tools					\$200	\$200	\$200
01-491-1-5111	Facilities Maintenance Mechanic ²	W-14U/4	40	1	1	1	\$88,199	\$91,236	\$91,236
01-491-1-5193	Facilities Maintenance Mechanic	Clothing					\$700	\$700	\$700
01-491-1-5196	Facilities Maintenance Mechanic	Tools					\$200	\$200	\$200
01-491-1-5111	Facilities Maintenance Supervisor ²	W-13U/4	40	1	1	1	\$85,626	\$88,574	\$88,574
01-491-1-5193	Facilities Maintenance Supervisor	Clothing					\$700	\$700	\$700
01-491-1-5196	Facilities Maintenance Supervisor	Tools					\$200	\$200	\$200
01-491-1-5111	Facilities Maintenance Carpenter ²	W-13U/4	40	1	1	1	\$85,626	\$88,574	\$88,574
01-491-1-5143	Facilities Maintenance Carpenter	Longevity					\$1,450	\$1,450	\$1,450
01-491-1-5193	Facilities Maintenance Carpenter	Clothing					\$700	\$700	\$700
01-491-1-5111	Facilities Maintenance Carpenter ²	W-13U/4	40	1	1	1	\$81,546	\$88,574	\$88,574
01-491-1-5193	Facilities Maintenance Carpenter	Clothing					\$700	\$700	\$700
01-491-1-5111	Lead Custodian / General Maintenance (Eve) ²	W-11U/4	40	1	1	1	\$69,392	\$71,782	\$71,782
01-491-1-5143	Lead Custodian / General Maintenance	Longevity					\$1,450	\$1,450	\$1,450
01-491-1-5193	Lead Custodian / General Maintenance	Clothing					\$700	\$700	\$700
01-491-1-5111	Lead Custodian / General Maintenance ²	W-10U/4	40	1	1	1	\$67,613	\$69,942	\$69,942
01-491-1-5143	Lead Custodian / General Maintenance	Longevity					\$1,250	\$1,250	\$1,250
01-491-1-5193	Lead Custodian / General Maintenance	Clothing					\$700	\$700	\$700
01-491-1-5111	Facilities Maintenance Craftsman/Tiler ²	W-9U/4	40	1	1	1	\$61,463	\$66,458	\$66,458
01-491-1-5193	Facilities Maintenance Craftsman/Tiler	Clothing					\$700	\$700	\$700
01-491-1-5111	Craftsman ²	W-9U/4	40	1	1	1	\$59,099	\$66,458	\$66,458
01-491-1-5193	Craftsman	Clothing					\$700	\$700	\$700
01-491-1-5111	Custodian / General Maintenance ²	W-7U/4	40	1	1	1	\$56,861	\$58,819	\$58,819
01-491-1-5143	Custodian / General Maintenance	Longevity					\$1,250	\$1,250	\$1,250
01-491-1-5193	Custodian / General Maintenance	Clothing					\$700	\$700	\$700
01-491-1-5111	Custodian / General Maintenance ²	W-7U/4	40	1	1	1	\$56,861	\$58,819	\$58,819
01-491-1-5143	Custodian / General Maintenance	Longevity					\$1,250	\$1,250	\$1,250
01-491-1-5193	Custodian / General Maintenance	Clothing					\$700	\$700	\$700
									Continued...

(491) DPW Facilities Maintenance Division - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	1,273,607	1,327,229	53,622	4%	2% COLA on administrative salaries. Union contracts increased 2% in anticipation of contract settlement.
On Call Stipend	5,200	5,200	0	0%	For the union employee who works on-call (on weekends).
Overtime	200,000	200,000	0	0%	To cover the cost of overtime associated with the Wellness Center, Armory, City Hall, Rec. Center, etc.
Night Differentials	5,000	5,000	0	0%	Per the Local 25 DPW Workers contract any employee regularly scheduled between the hours of 6pm until 6am are to receive a night differential of \$1 an hour. Night differential is awarded to employees working scheduled shifts for the opening and closing of the Everett Wellness Center.
Longevity	8,900	8,900	0	0%	Paid to employees who have reached employment milestones of 10, 15, 20, 25 & 30 years.
Above Grade Differentials	15,000	15,000	0	0%	Per the Local 25 contract any employee required to work above their pay grade is to receive an above grade differential.
Clothing Allowance	10,500	10,500	0	0%	Contractual, \$700 per Local 25 DPW worker per year.
Tools for Mechanics	600	600	0	0%	Contractual, \$200 per designated Local 25 DPW worker per year.
Total Personnel Services	\$1,518,807	\$1,572,429	\$53,622	4%	
<u>General Operating Expenses - Facilities</u>					
Office Supplies	5,000	5,000	0	0%	Office supplies are needed due to office away from DPW building.
City Bldgs. Electricity & Gas	1,100,000	0	(1,100,000)	-100%	Moved to ISD budget.
City Bldgs. Seasonal Exp	25,000	25,000	0	0%	For all seasonal lights/décor
HVAC Service Contract/Repairs	70,000	70,000	0	0%	For materials and supplies. Air Cleaning Specialist, Comm of Mass, Cooling & Heating, CS Ventilation, Distributor Corp, East Air Mechanical, FW Webb, W.W Grainger, Williamson NE. Buildings are older, doing all repairs in-
Elevator Service Contract	50,000	70,000	20,000	40%	Contract w/ Delta Beckwith - services City Hall/Parlin Library/Police Station/old HS and Shute Library. Rates contracted to FY22 have increased.
Cleaning Service Contract/City Hall	40,000	35,000	(5,000)	-13%	Majority done in-house. Also have contract for deep cleaning. Also includes Wellness Center and seasonal cleaning of Memorial Stadium
Building Repair & Maintenance	250,000	300,000	50,000	20%	For all city bldgs. Wants to do more in house repairs. American Alarm, Beantown Pest, Chelsea Floor, Collins Overhead, Craftsman Class, FW Webb, Farazzoli Imports, Fire Equipment, Home Depot, Masslock, Weld Power, etc. Unexpected repairs needed at Police Station, Pope John and old HS.
Custodial Supplies	65,000	65,000	0	0%	For all city buildings. Includes Wellness Center and Shute Library.
Wire Expenses	20,000	20,000	0	0%	For all city buildings.
	\$1,625,000	\$590,000	(\$1,035,000)	-64%	
Total Facilities Budget	\$3,143,807	\$2,162,429	(\$981,378)	-31%	

Department of Public Works

Mission Statement

To provide essential services to the citizens of Everett in a prompt, courteous, safe, efficient and cost-effective manner. City Services, through its dedicated employees, strives to plan, design, build, maintain, and operate public infrastructure in a manner that respects the environment and the ability of government to adequately preserve these assets for succeeding generations.

Engineering Division

The Engineering Division of the Public Works Department is responsible for all engineering related projects for the City. Our staffs are involved in a variety of tasks ranging from roadways, sidewalks, sanitary sewer, storm drainage, water main improvement, traffic signals, parks, playgrounds, and school.

The Engineering Division mission is to ensure the high accuracy and efficiency of all works that affects the City and the public and to see proposed engineering projects are designed and inspected based on sound engineering standards and guidelines to prevent a negative impact on properties and the general public.

The Engineering office works closely with consultants, contractors, architects, engineers and developers to secure project approvals in the shortest possible period of time. The Engineering Division also reviews and approves subdivision constructions plan, permits and inspects installation of utilities in the right of way, plan and design project with assurance that the construction projects are built in conformance with federal, state, and local standards and requirements.



Engineering - Significant Budget & Staffing Changes for FY2022

Step increases only (Local 25 Clerical) as contract not settled for FY21. General Operating expenditures level funded for FY21.

Engineering - FY2021: Accomplishments

- Completion of the city's Stormwater and Wastewater Integrated Management Plan. This plan evaluates alternative means for addressing a community's current and future wastewater and stormwater needs. It also identifies the most economical and environmentally appropriate means of meeting those needs. The city developed a list of 63 projects with an estimated construction value of close to \$50M and developed a timeline for completing these projects over 40 years.
- Shute Library Drainage Project – Worked with DPW personnel to install a 170-foot long 4-inch perforated pipe under the sidewalk to drain a perched water table that was causing sidewalk icing problems during winter conditions. The cost of this in-house project was approximately \$8,500.
- Webster School Playground – Designed and installed new playground equipment. Incidental work included a subdrain for the school's roof leaders and new concrete sidewalks. The cost was approximately \$150K.
- Lafayette School Parking Lot Rehabilitation – Designed and reconstructed the parking lot including curbing and sidewalks. Work included upgrades to the playground. The cost was approximately \$210K.
- Parlin School Parking Lot Rehabilitation – Reconstructed the parking lot and made drainage improvements. The cost was approximately \$165K.
- Keverian School Parking and Play area Rehabilitation- Designed and reconstruct the parking lot with new granite curb, reclamation and paving, irrigation, retaining wall, lighting with enhanced crosswalk and rebuilt play area. The project cost estimate was \$750K.
- Working with consultant with respect to storm drainage issues around the City and provided necessary mapping, past history and design assistance to help resolve drainage issues. Update Stormwater Management Plan and registration for a new general permit as required by MassDEP regulation for the Discharge of Stormwater from Municipal Separate Storm Sewer Systems (MS4).
- Responsible for ongoing review of multi-million dollar Encore Boston Casino for roadway, sewer, and water improvement including assistance.
- Improve regulations on Storm Water, I/I and Crate Mitigation funds.

Engineering - FY2022: Goals

- Elton and Tremont Street Drainage Project – The bidding to reestablish the North & South Creek Drainage Channel discharge to the Malden River is expected to be completed.
- Market Street Culvert – Emergency repairs to the headwall/inlet is expected. Incidental work includes a full survey of the culvert route, subsurface investigation, and soil characterization to develop a complete replacement cost for full culvert replacement. 2018 Disaster Relief Funds for \$75,000 expected.
- Illicit Connection Removal – Removal of four private sewer laterals from the drainage to the sewer system. This work is a requirement of (the EPA and MADEP) continuous program to reduce the number of storm sewers that are directly connected to the sanitary sewer system. Continue Program down Lower Broadway to remove 1.4 MGD.
- Resurfacing and reconstructing all streets including replacement cement concrete sidewalks, water and sewer reconstruction improvements in the Capital Improvements Program (CIP)
- Identifying and coordinating work with water, sewer, and drainage in conjunction with the roadway projects. The City secured funding from other source including Chapter 90, MWRA Funding, and Mass Work Infrastructure Improvement Program.
- Begin implementation of the City's Stormwater and Wastewater Integrated Management Plan. Oversee new regulations.
- Due to the City implemented pavement management system, the system provides the continuation of condition assessments, asset valuation, and analysis of maintenance strategies, multi-year budgeting, queries, and reporting in one application.
- Continuation with the roadway full-depth reconstruction as many roadways as possible with priorities and in conjunction with water, sewer, drainage and other public projects. Coordinate with National Grid following lock out.
- Remove illicit connections to drainage systems, cleaning catch basins and replacing outdated sewer water and drain lines on a more regular basis on the Malden and Mystic Rivers.
- Seek Federal and State grant opportunities for Capital Projects.
- MVP status achieved. Seek Phase II Project.
- 2020 Water Main contract bidding.

Outcomes & Performance Measurers	Actual FY2018	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
Number of street permits issued	46	147	150	TBD	
Number of linear feet paved	N/A	9,960	TBD	TBD	
Drain layer licenses issued	7	10	10	TBD	



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

492 - DPW ENGINEERING DIVISION							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-492-1-5111	SALARIES	\$154,264.41	\$289,527.00	\$204,220.62	\$294,704.00	\$294,704.00	\$294,704.00
01-492-1-5130	OVERTIME	\$0.00	\$500.00	\$0.00	\$500.00	\$500.00	\$500.00
01-492-1-5143	LONGEVITY	\$0.00	\$1,700.00	\$1,700.00	\$1,700.00	\$1,700.00	\$1,700.00
01-492-1-5144	ABOVE DIFFERENTIAL	\$0.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
PERSONNEL Total:		\$154,264.41	\$292,727.00	\$205,920.62	\$297,904.00	\$297,904.00	\$297,904.00
EXPENSES							
01-492-2-5230	STORMWATER EXPENDITURES	\$107,981.95	\$200,000.00	\$38,137.80	\$200,000.00	\$200,000.00	\$200,000.00
01-492-2-5240	EQUIPMENT MAINT./REPAIR	\$877.50	\$3,000.00	\$445.56	\$3,000.00	\$3,000.00	\$3,000.00
01-492-2-5300	PROFESSIONAL SERVICES	\$50,469.80	\$100,000.00	\$10,555.00	\$100,000.00	\$75,000.00	\$75,000.00
01-492-2-5420	OFFICE SUPPLIES	\$1,256.32	\$5,000.00	\$2,934.75	\$5,000.00	\$5,000.00	\$5,000.00
01-492-2-5421	OFFICE EQUIPMENT	\$0.00	\$2,500.00	\$0.00	\$2,500.00	\$1,000.00	\$1,000.00
01-492-2-5434	FIELD EQUIPMENT & SUPPLIES	\$294.77	\$7,500.00	\$2,019.76	\$7,500.00	\$7,500.00	\$7,500.00
01-492-2-5541	CENETER LINE X-WALK MARK	\$0.00	\$0.00	\$0.00	\$60,000.00	\$60,000.00	\$60,000.00
01-492-2-5705	ANNUAL ENVIRONMENTAL REPORTING	\$0.00	\$10,000.00	\$0.00	\$10,000.00	\$10,000.00	\$10,000.00
01-492-2-5710	PROFESSIONAL DEVELOPMENT	\$7,000.00	\$7,500.00	\$338.00	\$7,500.00	\$2,500.00	\$2,500.00
01-492-2-5734	LICENSES & MEMBERSHIP FEES	\$0.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
EXPENSES Total:		\$167,880.34	\$336,500.00	\$54,430.87	\$396,500.00	\$365,000.00	\$365,000.00
492 DPW ENGINEERING DIVISION Total:		\$322,144.75	\$629,227.00	\$260,351.49	\$694,404.00	\$662,904.00	\$662,904.00

492	DEPARTMENT OF PUBLIC WORKS - Engineering Division								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-492-1-5111	Director of Engineering	UNCL	40	1	1	1	\$130,800	\$130,800	\$130,800
01-492-1-5111	City Engineer ¹	UNCL	40	1	1	1	\$101,396	\$103,424	\$103,424
01-492-1-5143	City Engineer	Longevity					\$1,700	\$1,700	\$1,700
01-492-1-5111	Administrative Assistant ²	A-6U/7	35	1	1	1	\$57,331	\$60,480	\$60,480
				3	3	3			
492	DPW Engineering TOTAL								
					Salary (5111)		\$289,527	\$294,704	\$294,704
					Overtime (5130)		\$500	\$500	\$500
					Longevity (5143)		\$1,700	\$1,700	\$1,700
				Above Grade Differential (5144)			\$1,000	\$1,000	\$1,000
				Personnel Total:			\$292,727	\$297,904	\$297,904
Notes to Budget:									
¹ 2% COLA added to administrative salary.									
² Local 25 Clerical union increased 2% in anticipation of contract settlement.									

(492) DPW Engineering Division - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	289,527	294,704	5,177	2%	Retaining vacant Director's position. 2% COLA added to administrative salary. In anticipation of a contract settlement, the Local 25 salary has been increased 2%.
Overtime	500	500	0	0%	In lieu of comp time if requested.
Longevity	1,700	1,700	0	0%	Mr. Ofurie
Above Grade Differentials	1,000	1,000	0	0%	Contractual per Local 25 Clerical.
Total Personnel Services	\$292,727	\$297,904	\$5,177	2%	
<u>General Operating Expenses -Engineering</u>					
Stormwater Expenditures	200,000	200,000	0	0%	Compliance with the construction related portions of National Pollutant Discharge and Elimination System (NPDES) minimum control measures as mandated by MassDEP. (SWMP) Storm Water Management Program- This fund will provide feasibility studies for various drainage systems new or old on trouble spots throughout the city.
Equipment Maint/Repair	3,000	3,000	0	0%	Survey equipment. Printer/plotter repairs
Professional Services	100,000	75,000	(25,000)	-25%	Professional engineering services.
Office Supplies	5,000	5,000	0	0%	New printer, special paper. WB Mason
Office Equipment	2,500	1,000	(1,500)	-60%	Autocard software/subscription fees/myler & bonded paper/laptop for field.
Field Equipment & Supplies	7,500	7,500	0	0%	Buy GPS unit with annual fee.
Center Line X-walk Mark	0	60,000	60,000	100%	Moved this account from Highway Division. Line markings for entire city. Using more durable product. New road constructions and parking lot renovations to be done in FY22. City Council has requested additional line markings throughout the city.
Annual Environment Reporting	10,000	10,000	0	0%	Annual Environment Reporting are needed for stormwater discharge MS4 permit report made in compliance with EPA/ DEP regulation. Fees will be paid to consultant to prepare the program and file to the agencies.
Professional Development	7,500	2,500	(5,000)	-67%	Continue education course/engineering/construction (OPM).
Licenses & Membership Fees	1,000	1,000	0	0%	Licenses & Membership fees will be used in paying for education programs outside the city relating to public works and engineering.
Total Expenditures	\$336,500	\$365,000	\$28,500	8%	
Total	\$629,227	\$662,904	\$33,677	5%	

Department of Public Works

Mission Statement

To provide essential services to the citizens of Everett in a prompt, courteous, safe, efficient and cost-effective manner. City Services, through its dedicated employees, strives to plan, design, build, maintain, and operate public infrastructure in a manner that respects the environment and the ability of government to adequately preserve these assets for future generations.

Parks, Cemetery & Sanitation Division

The Park & Cemeteries division provides safe, clean, and attractive public open spaces for the community's residents and visitors. Our cemetery operations include burials, flower, and tree planting; landscaping; and repair of historical monuments. Tree planting and perennial island development to add pastoral beauty to open space in the Cemetery has been a particular focus in recent years. The Cemetery has also continued to incorporate sustainable practices into its operations, including using rain barrels for watering where feasible and mulching leaves on site.

Parks, Cemetery & Sanitation - Significant Budget & Staffing Changes for FY2022



Step increases for Local 25 Clerical & Local 25 DPW. Personnel will now oversee all the parks around the city, working with the DPW Highway on issues involving graffiti, littering and vandalism. Funding is under the Part Time account.

This also includes a new contract with McHue's for purchasing all seasonal citywide flowers and hanging baskets. New reconstructed parks to be added to maintenance schedule.

Repair & Maintenance increase covers all repairs to fields and parks. Contracts are to be put out to bid for portable restrooms, fence maintenance and the painting of all fields. Expect to have continued maintenance to field and park done in-house. This account has previously been reduced based on prior years spending.

Parks, Cemetery & Sanitation - FY2021: Accomplishments

- Glendale Park - Took over the maintenance and upkeep of fields including painting. This will all be done in-house now. Installed all new red in-field conditioner mix to – 2 minor league softball fields and 1 major league HS baseball field.
- Conducted DEP Recycling Initiative with residents in 20% of the City.
- Glenwood Cemetery – landscaped all the pathways and drive lanes with mulch and flowers. Power-washed all veterans graves. Installed new gates. Added pavers to Gazebo.
- Installed new temporary baseball field at Swan Street Park for the t-ball little league.
- Werner Park – put a new gazebo in and all new walkways and sprinkler system and fountain.
- Totally refurbished Day Park. New splash park, all new swings, slides. Also an outdoor section for adults to exercise.



Parks, Cemetery & Sanitation - FY2022: Goals

- Will take control over Florence Street Park, including new splash park and tot lot area with new slides and swings and interactive play systems.
- Take control of Sacramone Park for a full turf field including new splash park, tot lot area with new slides and swings and interactive play systems. The field will be used for little league baseball and Pop Warner football.
- Waiting for final completion of Lynde Street Park on the work.
- Waiting for finish of the Meadow Park playground area with a new splash park. Will take over once all work is complete.
- Upper Florence Street Park will go out for design bids.
- Work to reduce pavement and create additional plots with planting.
- Work with the new landscape contractor to install all fall and spring plantings throughout the city, including all islands, public buildings and our cemetery entranceway.
- Improve overall cleanliness of streets, parks and other public areas. New sweeper to be ordered.
- Make sure all contracts are in place with funding before any city work begins.
- Continue daily operations meetings with staff on all issues pertaining to the department.

- Coordinate landscaping and decorations with Encore Casino
- Restripe turf fields. Program recreation activities at outdoor venues

Outcomes & Performance Measurers	Actual FY2018	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
Trees Planted	200	200	200	200	200
Full Burials	31	40	40	40	40
Cremations	17	20	20	20	20



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

493 - DPW PARKS AND CEMETERIES DIV							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-493-1-5111	SALARIES	\$919,832.30	\$1,053,706.00	\$994,218.58	\$1,092,869.00	\$1,092,869.00	\$1,092,869.00
01-493-1-5113	PART TIME	\$106,386.16	\$75,000.00	\$0.00	\$75,000.00	\$75,000.00	\$75,000.00
01-493-1-5130	OVERTIME	\$150,354.94	\$150,000.00	\$84,095.22	\$150,000.00	\$150,000.00	\$150,000.00
01-493-1-5142	NIGHT DIFFERENTIAL	\$0.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
01-493-1-5143	LONGEVITY	\$6,550.00	\$6,950.00	\$7,750.00	\$6,950.00	\$6,950.00	\$6,950.00
01-493-1-5144	ABOVE GRADE DIFFERENTIAL	\$1,910.17	\$5,000.00	\$421.60	\$5,000.00	\$5,000.00	\$5,000.00
01-493-1-5160	TREE STIPEND	\$10,760.70	\$10,000.00	\$2,735.82	\$10,000.00	\$10,000.00	\$10,000.00
01-493-1-5193	CLOTHING ALLOWANCE	\$11,618.11	\$9,800.00	\$7,281.89	\$9,800.00	\$9,800.00	\$9,800.00
PERSONNEL Total:		\$1,207,412.38	\$1,311,456.00	\$1,096,503.11	\$1,350,619.00	\$1,350,619.00	\$1,350,619.00
EXPENSES							
01-493-2-5255	LANDSCAPING	\$155,260.05	\$445,000.00	\$421,279.01	\$495,000.00	\$495,000.00	\$495,000.00
01-493-2-5256	GRAFFITI REMOVAL	\$0.00	\$10,000.00	\$0.00	\$10,000.00	\$5,000.00	\$5,000.00
01-493-2-5257	GLENWOOD CEMETARY EXPENSES	\$6,915.80	\$41,000.00	\$10,419.45	\$60,000.00	\$60,000.00	\$60,000.00
01-493-2-5259	OUTDOOR WINTERIZATION	\$9,571.40	\$19,000.00	\$16,532.92	\$10,000.00	\$15,000.00	\$15,000.00
01-493-2-5410	OUTDOOR FIELD LIGHTING	\$4,828.63	\$40,000.00	\$7,490.70	\$0.00	\$0.00	\$0.00
01-493-2-5435	REPAIR & MAINTENANCE	\$80,614.84	\$170,000.00	\$116,575.53	\$110,000.00	\$110,000.00	\$110,000.00
01-493-2-5439	TREES SEED & SOD SUPPLIES	\$21,847.75	\$70,000.00	\$59,350.99	\$70,000.00	\$70,000.00	\$70,000.00
01-493-2-5830	CONCRETE LINERS	\$4,505.04	\$7,500.00	\$2,450.00	\$7,500.00	\$7,500.00	\$7,500.00
EXPENSES Total:		\$283,543.51	\$802,500.00	\$634,098.60	\$762,500.00	\$762,500.00	\$762,500.00
493 DPW PARKS AND CEMETERIES DIV Total:		\$1,490,955.89	\$2,113,956.00	\$1,730,601.71	\$2,113,119.00	\$2,113,119.00	\$2,113,119.00

493	DEPARTMENT OF PUBLIC WORKS - Parks and Cemeteries Division								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-493-1-5111	Parks, Cemetery & Sanitation Director ¹	UNCL	40	1	1	1	\$90,721	\$92,536	\$92,536
01-493-1-5111	Administrative Assistant ²	A-6U/5	35	1	1	1	\$54,329	\$58,170	\$58,170
01-493-1-5111	General Foreman ²	W-13U/4	40	1	1	1	\$85,626	\$88,574	\$88,574
01-493-1-5143	General Foreman	Longevity					\$1,450	\$1,450	\$1,450
01-493-1-5193	General Foreman	Clothing					\$700	\$700	\$700
01-493-1-5111	Working Foreman ²	W-11U/4	40	1	1	1	\$69,392	\$71,782	\$71,782
01-493-1-5143	Working Foreman	Longevity					\$1,850	\$1,850	\$1,850
01-493-1-5193	Working Foreman	Clothing					\$700	\$700	\$700
01-493-1-5111	Working Foreman ²	W-11U/4	40	1	1	1	\$69,392	\$71,782	\$71,782
01-493-1-5143	Working Foreman	Longevity					\$1,000	\$1,000	\$1,000
01-493-1-5193	Working Foreman	Clothing					\$700	\$700	\$700
01-493-1-5111	Craftsman - SMEO w/CDL & Hoisting ²	W-10U/4	40	1	1	1	\$67,613	\$69,942	\$69,942
01-493-1-5193	Craftsman - SMEO w/CDL & Hoisting	Clothing					\$700	\$700	\$700
01-493-1-5111	Craftsman - SMEO w/CDL & Hoisting ²	W-10U/4	40	1	1	1	\$67,613	\$69,942	\$69,942
01-493-1-5193	Craftsman - SMEO w/CDL & Hoisting	Clothing					\$700	\$700	\$700
01-493-1-5111	Craftsman - SMEO w/CDL & Hoisting ²	W-10U/4	40	1	1	1	\$67,613	\$69,942	\$69,942
01-493-1-5193	Craftsman - SMEO w/CDL & Hoisting	Clothing					\$700	\$700	\$700
01-493-1-5111	Craftsman - SMEO w/CDL & Hoisting ²	W-10U/4	40	1	1	1	\$67,613	\$69,942	\$69,942
01-493-1-5193	Craftsman - SMEO w/CDL & Hoisting	Clothing					\$700	\$700	\$700
01-493-1-5111	Craftsman - HMEO w/CDL ²	W-9U/4	40	1	1	1	\$63,877	\$66,458	\$66,458
01-493-1-5143	Craftsman - HMEO w/CDL	Longevity					\$1,000	\$1,000	\$1,000
01-493-1-5193	Craftsman - HMEO w/CDL	Clothing					\$700	\$700	\$700
01-493-1-5111	Craftsman - Tiler ²	W-9U/4	40	1	1	1	\$63,877	\$66,458	\$66,458
01-493-1-5193	Craftsman - Tiler	Clothing					\$700	\$700	\$700
01-493-1-5111	Craftsman - HMEO (No CDL) ²	W-8U/4	40	1	1	1	\$59,999	\$62,065	\$62,065
01-493-1-5193	Craftsman - HMEO (No CDL)	Clothing					\$700	\$700	\$700
01-493-1-5111	Craftsman ²	W-7U/4	40	1	1	1	\$56,861	\$58,819	\$58,819
01-493-1-5143	Craftsman	Longevity					\$1,450	\$1,450	\$1,450
01-493-1-5193	Craftsman	Clothing					\$700	\$700	\$700
01-493-1-5111	Craftsman ²	W-7U/4	40	1	1	1	\$56,861	\$58,819	\$58,819
01-493-1-5193	Craftsman	Clothing					\$700	\$700	\$700
01-493-1-5111	Craftsman ²	W-7U/4	40	1	1	1	\$56,861	\$58,819	\$58,819
01-493-1-5193	Craftsman	Clothing					\$700	\$700	\$700
01-493-1-5111	Craftsman ²	W-7U/4	40	1	1	1	\$55,459	\$58,819	\$58,819
01-493-1-5193	Craftsman	Clothing					\$700	\$700	\$700
				16	16	16			Continued...

					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
493	DPW Parks & Cemeteries TOTAL								
						Salary (5111)	\$1,053,706	\$1,092,869	\$1,092,869
						Temp Workers (5113)	\$75,000	\$75,000	\$75,000
						Overtime (5130)	\$150,000	\$150,000	\$150,000
						Night Differential (5142)	\$1,000	\$1,000	\$1,000
						Longevity (5143)	\$6,950	\$6,950	\$6,950
						Above Grade Differential (5144)	\$5,000	\$5,000	\$5,000
						Tree Stipend (5160)	\$10,000	\$10,000	\$10,000
						Clothing Allowance (5193)	\$9,800	\$9,800	\$9,800
Notes to Budget:						Personnel Total:	\$1,311,456	\$1,350,619	\$1,350,619
¹	2% COLA added to administrative salary.								
²	Local 25 DPW & Clerical unions increased 2% in anticipation of contract settlement.								

(493) DPW Parks & Cemeteries Division - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Personnel Services					
Salaries	1,053,706	1,092,869	39,163	4%	2% COLA on administrative salaries. Local 25 DPW & Clerical increased 2% in anticipation of contract settlement.
Part Time	75,000	75,000	0	0%	Not seeking funding for Tree Warden in FY21 and reducing Temp Workers funding to \$75K.
Overtime	150,000	150,000	0	0%	When needed for Local 25 DPW & Clerical employees.
Night Differentials	1,000	1,000	0	0%	Per the Local 25 DPW contract any employee regularly scheduled between the hours of 6pm until 6am are to receive a night differential of \$1/hour.
Longevity	6,950	6,950	0	0%	Paid to employees who have reached employment milestones of 10, 15, 20, 25 & 30 years.
Above Grade Differentials	5,000	5,000	0	0%	Per the Local 25 DPW contract any employee required to work above their pay grade is to receive an above grade differential.
Tree Stipend	10,000	10,000	0	0%	Per Local 25 DPW contract for those on the tree crew.
Clothing Allowance	9,800	9,800	0	0%	Per the Local 25 DPW contract all workers are awarded a \$700 clothing allowance.
Total Personnel Services	\$1,311,456	\$1,350,619	\$39,163	3%	
General Operating Expenses - Parks & Cemeteries					
Landscaping	495,000	495,000	0	0%	To McCues for purchasing seasonal citywide flowers/hanging baskets of islands and municipal buildings. Carbone Landscaping for planting of purchased flowers. Increased per contract for FY22.
Graffiti Removal	10,000	5,000	(5,000)	-50%	Removal of graffiti and painting over graffiti that cannot be removed using traditional measures.
Glenwood Cemetery Expenses	60,000	60,000	0	0%	Rocky Hill, Pontem Software, American Cemetery, Masslock, Alarm Devices.
Outdoor Winterization	10,000	15,000	5,000	50%	For the winterization of city-wide open space irrigation systems i.e., parks, splash pads, fountains.
Outdoor Field Lighting	40,000	0	(40,000)	-100%	Moved to ISD budget.
Repair & Maintenance	110,000	110,000	0	0%	Based on quotes received for repairs to fields and parks; portable restrooms; fence replacement and maintenance; painting of fields; turf maintenance; irrigation supplies and repairs as needed; supplies for landscaping done in-house.
Trees Seed & Sod Supplies	70,000	70,000	0	0%	Based on quotes received for the cost of trees, loam and mulch.
Concrete Liners	7,500	7,500	0	0%	For pre-cast concrete burial boxes.
Total Expenditures	\$802,500	\$762,500	(\$40,000)	-5%	
Total	\$2,113,956	\$2,113,119	(\$837)	0%	

Department of Public Works

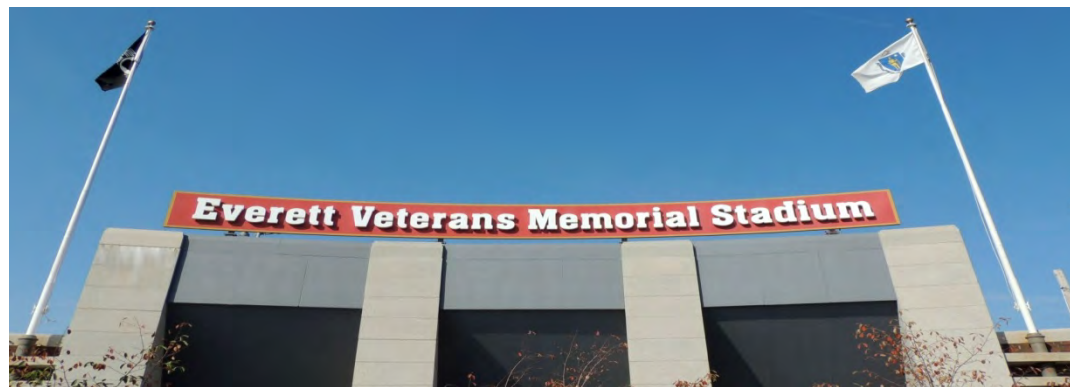
Mission Statement

To provide essential services to the citizens of Everett in a prompt, courteous, safe, efficient and cost-effective manner. City Services, through its dedicated employees, strives to plan, design, build, maintain, and operate public infrastructure in a manner that respects the environment and the ability of government to adequately preserve these assets for future generations.

Stadium Division

Stadium - Significant Budget Changes for FY2022

Level funded: Maintenance to Field is for deep-cleaning and repairing tears in the turf. We have 7 high school football games and numerous Pop Warner football games as well as both Everett High School girls' and boys' soccer. Everett High School uses this facility for all practices for football and soccer. Waiting for a contract to be executed. Repair and Maintenance is for equipment that is needed at the field. Currently, there are two older John Deere and we would like to replace with a state-of-the-art turf utility machine.



Stadium - FY2021: Accomplishments

- New bathrooms in the field house.
- Added two new field lights to allow night games.

Stadium - FY2022: Goals

- Have a successful drum and bugle corps events since August 2017. This is the first time we were able to accommodate a national corps to perform.
- Host Everett High School Graduation.
- To install a new turf field. The current life of our field is 10 – 12 years. We are at that stage now.
- Replace the rear steps going into the locker rooms in the back and fix the rear structure of the clubhouse.



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

494 - DPW STADIUM DIVISION		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
EXPENSES							
01-494-2-5212	FUEL	\$1,578.70	\$7,000.00	\$1,127.47	\$7,000.00	\$7,000.00	\$7,000.00
01-494-2-5213	ELECTRIC OUTDOOR FIELD	\$2,743.35	\$18,000.00	\$10,231.17	\$0.00	\$0.00	\$0.00
01-494-2-5240	EQUIPMENT/MOTOR MAINT	\$4,521.08	\$8,500.00	\$0.00	\$8,500.00	\$4,500.00	\$4,500.00
01-494-2-5255	MAINTENANCE TO FIELD	\$4,500.00	\$9,500.00	\$0.00	\$9,500.00	\$9,500.00	\$9,500.00
01-494-2-5435	REPAIR & MAINTENANCE	\$5,424.16	\$8,000.00	\$0.00	\$8,000.00	\$8,000.00	\$8,000.00
EXPENSES Total:		\$18,767.29	\$51,000.00	\$11,358.64	\$33,000.00	\$29,000.00	\$29,000.00
494 DPW STADIUM DIVISION Total:		\$18,767.29	\$51,000.00	\$11,358.64	\$33,000.00	\$29,000.00	\$29,000.00

(494) DPW Stadium Division - Notes to Budget

[illegible]

Department of Public Works

Mission Statement

To provide essential services to the citizens of Everett in a prompt, courteous, safe, efficient and cost-effective manner. City Services, through its dedicated employees, strives to plan, design, build, maintain, and operate public infrastructure in a manner that respects the environment and the ability of government to adequately preserve these assets for succeeding generations.

Highway Division

The Highway Division ensures clean public ways through citywide mechanical street sweeping and more intensive street sweeping, sidewalk cleaning, and litter collection in city squares. Crews conduct regular power-washing of public area trash and recycling receptacles and operate a graffiti removal program. In recent years, increasing the number of recycling bins in public areas and continuing citywide rodent control efforts have been major priorities.

The Highway Division permits and inspects private and institutional construction in the public way (including sidewalks and ramps, streets, sewer connections, drainage structures, and cranes), permits and inspects business sidewalk use (including news racks, A-frame signs, and outdoor dining), consults with contractors and utility companies, and provides technical assistance to homeowners.



Highway - Significant Budget & Staffing Changes for FY2022

Step increases only (Local 25 Clerical & Local 25 DPW) as contract not settled. General Operating expenses level funded.

Highway - FY2021: Accomplishments

- New sidewalks installed on 40 streets (6,000 feet). This work was all done in-house at significant savings.
- Catch basins – repaired approximately 40 catch basins throughout the city. All done in-house.

- Asphalt repairs, about 200 tons of asphalt used for all asphalt repairs, including water trenches, pot holes, sink holes, etc.
- Completed several streets with center line markings and new parking space lines.
- All crosswalks have been resurfaced and painted.
- Repaired and/or replaced 30 – 35 handicapped ramps (sidewalks) to meet ADA requirements.

Highway - FY2022: Goals

- Increase the number of sidewalks repaired, keeping all work in-house.
- Aggressive catch basin repair program. Due to age, many collapsing. While cleaning catch basins in FY2019, all catch basins with issues were noted and put on a schedule for repairs.
- Remove all tree stumps in the city. Once completed, the Parks division will work with Highway to replant with trees.
- Improve overall cleanliness of streets, parks and other public areas.
- Training classes for all Highway employees on the new equipment brought into the department. This includes stump grinders, backhoes, excavators, snow removal equipment, etc.
- Streamline process for our winter snow removal program. This should be completed by mid-November.
- Begin project of replacing oldest parking meters with Smart Meter Systems (allows credit card use at meter).
- Make more efficient use of the DPW facility. Includes converting the DPW parking lot to accommodate more vehicles.
- Improve signage and sign shop equipment, operation and maintenance.
- Replace street and traffic signs.
- Update traffic signal intersections in coordination with Engineering.
- Utilize striping machine in parking lots.
- Oversee striping contractual services and crosswalk treatments.



Outcomes & Performance Measurers	Actual FY2018	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2021
Pothole Fills (Repairs)	250 tons	400 tons	600 tons	TBD	TBD
Sink Holes	15	30	30	TBD	TBD
Sidewalk Repairs	8,500 feet	9,500 feet	10,500 feet	TBD	TBD



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

495 - DPW HIGHWAY DIVISION							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-495-1-5111	SALARIES	\$895,830.78	\$1,117,444.00	\$961,024.08	\$1,108,900.00	\$1,108,900.00	\$1,108,900.00
01-495-1-5130	OVERTIME	\$194,833.83	\$170,000.00	\$178,700.97	\$170,000.00	\$170,000.00	\$170,000.00
01-495-1-5142	NIGHT DIFFERENTIAL	\$0.00	\$3,500.00	\$2,071.00	\$3,500.00	\$3,500.00	\$3,500.00
01-495-1-5143	LONGEVITY	\$5,400.00	\$8,500.00	\$9,600.00	\$7,250.00	\$7,250.00	\$7,250.00
01-495-1-5144	ABOVE GRADE DIFFERENTIAL	\$13,049.62	\$15,000.00	\$13,071.57	\$15,000.00	\$15,000.00	\$15,000.00
01-495-1-5193	CLOTHING ALLOWANCE	\$14,140.00	\$10,500.00	\$6,160.00	\$10,500.00	\$10,500.00	\$10,500.00
01-495-1-5196	TOOLS FOR MECHANICS	\$0.00	\$200.00	\$0.00	\$200.00	\$200.00	\$200.00
PERSONNEL Total:		\$1,123,254.23	\$1,325,144.00	\$1,170,627.62	\$1,315,350.00	\$1,315,350.00	\$1,315,350.00
EXPENSES							
01-495-2-5241	CONSTRUCTION/REPAIRS	\$88,051.75	\$100,000.00	\$15,768.45	\$100,000.00	\$100,000.00	\$100,000.00
01-495-2-5268	CONTRACTED SERVICES	\$74,170.00	\$180,000.00	\$171,827.90	\$180,000.00	\$180,000.00	\$180,000.00
01-495-2-5280	EQUIPMENT HIRE	\$5,889.77	\$25,000.00	\$18,088.89	\$25,000.00	\$25,000.00	\$25,000.00
01-495-2-5435	REPAIR & MAINTENANCE	\$10,672.41	\$75,000.00	\$20,068.12	\$75,000.00	\$75,000.00	\$75,000.00
01-495-2-5436	STREET CLEANING SUPPLIES &	\$0.00	\$30,000.00	\$0.00	\$30,000.00	\$15,000.00	\$15,000.00
01-495-2-5440	STREET & TRAFFIC SIGNS	\$0.00	\$50,000.00	\$47,137.38	\$50,000.00	\$50,000.00	\$50,000.00
01-495-2-5541	CENTER LINE X-WLK MARK	\$0.00	\$60,000.00	\$60,000.00	\$0.00	\$0.00	\$0.00
01-495-2-5543	CEMENT STONE & ASPHALT	\$67,136.69	\$170,000.00	\$72,730.73	\$170,000.00	\$100,000.00	\$100,000.00
01-495-2-5856	OTHER - POLICE DETAILS	\$400.00	\$40,000.00	\$0.00	\$40,000.00	\$20,000.00	\$20,000.00
EXPENSES Total:		\$246,320.62	\$730,000.00	\$405,621.47	\$670,000.00	\$565,000.00	\$565,000.00
495 DPW HIGHWAY DIVISION Total:		\$1,369,574.85	\$2,055,144.00	\$1,576,249.09	\$1,985,350.00	\$1,880,350.00	\$1,880,350.00

495	DEPARTMENT OF PUBLIC WORKS - Highway Division								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-495-1-5111	Highway Superintendent ¹	UNCL	40	0.50	1	1	\$49,283	\$92,168	\$92,168
01-495-1-5111	Assistant Highway Superintendent ²	UNCL	40	1	0	0	\$90,360	\$0	\$0
01-495-1-5111	Clerk ³	C-6U/5	20	0.57	0.57	0.57	\$25,062	\$28,300	\$28,300
01-495-1-5111	Work Foreman / Hwy-Bldg-Grounds ³	W-11U/4	40	1	1	1	\$69,392	\$71,782	\$71,782
01-495-1-5143	Work Foreman / Hwy-Bldg-Grounds	Longevity					\$1,450	\$1,450	\$1,450
01-495-1-5193	Work Foreman / Hwy-Bldg-Grounds	Clothing					\$700	\$700	\$700
01-495-1-5111	Work Foreman / Hwy-Bldg-Grounds ³	W-11U/4	40	1	1	1	\$69,392	\$71,782	\$71,782
01-495-1-5143	Work Foreman / Hwy-Bldg-Grounds	Longevity					\$1,650	\$1,650	\$1,650
01-495-1-5193	Work Foreman / Hwy-Bldg-Grounds	Clothing					\$700	\$700	\$700
01-495-1-5111	Signal Maintainer ³	W-11U/4	40	1	1	1	\$69,392	\$71,782	\$71,782
01-495-1-5143	Signal Maintainer	Longevity					\$1,450	\$1,450	\$1,450
01-495-1-5193	Signal Maintainer	Clothing					\$700	\$700	\$700
01-495-1-5196	Signal Maintainer	Tools					\$200	\$200	\$200
01-495-1-5111	Craftsman - SMEO w/CDL & Hoisting ³	W-10U/4	40	1	1	1	\$67,613	\$69,942	\$69,942
01-495-1-5143	Craftsman - SMEO w/CDL & Hoisting	Longevity					\$1,250	\$1,250	\$1,250
01-495-1-5193	Craftsman - SMEO w/CDL & Hoisting	Clothing					\$700	\$700	\$700
01-495-1-5111	Craftsman - SMEO w/ CDL & Hoisting ³	W-10U/4	40	1	1	1	\$67,613	\$69,942	\$69,942
01-495-1-5143	Craftsman - SMEO w/CDL & Hoisting	Longevity					\$1,450	\$1,450	\$1,450
01-495-1-5193	Craftsman - SMEO w/CDL & Hoisting	Clothing					\$700	\$700	\$700
01-495-1-5111	Craftsman - SMEO w/ CDL & Hoisting ³	W-10U/4	40	1	1	1	\$67,613	\$69,942	\$69,942
01-495-1-5193	Craftsman - SMEO w/CDL & Hoisting	Clothing					\$700	\$700	\$700
01-495-1-5111	Craftsman - HMEO w/CDL CLASS A ³	W-9AU/4	40	1	1	1	\$67,467	\$69,791	\$69,791
01-495-1-5193	Craftsman - HMEO w/CDL CLASS A	Clothing					\$700	\$700	\$700
01-495-1-5111	Craftsman - HMEO w/CDL ³	W-9U/4	40	1	1	1	\$64,245	\$66,458	\$66,458
01-495-1-5193	Craftsman - HMEO w/CDL	Clothing					\$700	\$700	\$700
01-495-1-5111	Craftsman - HMEO w/CDL ³	W-9U/4	40	1	1	1	\$64,245	\$66,458	\$66,458
01-495-1-5193	Craftsman - HMEO w/CDL	Clothing					\$700	\$700	\$700
01-495-1-5111	Watchman - HMEO w/CDL (40 Hours) ³	W-9U/4	40	1	1	1	\$61,463	\$66,458	\$66,458
01-495-1-5193	Watchman - HMEO (40 Hours)	Clothing					\$700	\$700	\$700
01-495-1-5111	Watchman - HMEO w/CDL ³	W-7U/4	40	1	1	1	\$56,861	\$58,819	\$58,819
01-495-1-5193	Watchman - HMEO	Clothing					\$700	\$700	\$700
01-495-1-5111	Craftsman ³	W-7U/4	40	1	1	1	\$56,861	\$58,819	\$58,819
01-495-1-5193	Craftsman	Clothing					\$700	\$700	\$700
									Continued...

[illegible]

(495) DPW Highway Division - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Personnel Services					
Salaries	1,117,444	1,108,900	(8,544)	-1%	2% COLA added to administrative staff. Local 25 DPW & Clerical have 2% increase in anticipation of contract settlement.
Overtime	170,000	170,000	0	0%	When needed.
Night Differentials	3,500	3,500	0	0%	Per the Local 25 DPW contract any employee regularly scheduled between the hours of 6 pm until 6 am are to receive a night differential of \$1/hour. This accounts for (2) 40 hour Watchmen.
Longevity	8,500	7,250	(1,250)	-15%	Paid to employees who have reached employment milestones of 10, 15, 20, 25 & 30 years.
Above Grade Differentials	15,000	15,000	0	0%	Per the Local 25 DPW contract any employee required to work above their pay grade is to receive an above grade differential.
Clothing Allowance	10,500	10,500	0	0%	Per the Local 25 DPW contract all workers are awarded a \$700 Clothing Allowance.
Tools	200	200	0	0%	Per DPW Local 25 contract for specific employees.
Total Personnel Services	\$1,325,144	\$1,315,350	(\$9,794)	-1%	
General Operating Expenses - Highway					
Construction Repairs	100,000	100,000	0	0%	Various work performed by consultants and specialized vendors.
Contracted Services	180,000	180,000	0	0%	Various work performed by consultants and specialized vendors.
Equipment Hire	25,000	25,000	0	0%	Visi Flash, United Rentals, CM Davidson.
Repair & Maintenance	75,000	75,000	0	0%	Coyne Textile, Home Depot, AMSAN, WW Granger, Everett Supply, United Rentals, Craftsman Glass, ELC Security.
Street Cleaning Sup & Equip	30,000	15,000	(15,000)	-50%	Sweeping 7 days a week. CN Wood Co, Lactal Equipment, Baystate Sweeping, G/J Towing, Lawson Products, Atlantic Broom.
Street & Traffic Signs	50,000	50,000	0	0%	For all street name signs and stop signs. Perma-Line Corp, Supplies Unlimited.
Center Line x-walk Mark	60,000	0	(60,000)	-100%	Moved to DPW Engineering Division.
Cement Stone & Asphalt	170,000	100,000	(70,000)	-41%	For Benevento Asphalt, Aggregate, Tri Products, Home Depot, Linden Block, Omega, Northgate Recycling, Atlantic Asphalt.
Other Police Details	40,000	20,000	(20,000)	-50%	As needed.
Total Expenditures	\$730,000	\$565,000	(\$165,000)	-23%	
Total	\$2,055,144	\$1,880,350	(\$174,794)	-9%	

Department of Public Works

Mission Statement

To provide essential services to the citizens of Everett in a prompt, courteous, safe, efficient and cost-effective manner. City Services, through its dedicated employees, strives to plan, design, build, maintain, and operate public infrastructure in a manner that respects the environment and the ability of government to adequately preserve these assets for future generations.

Snow & Ice Division

The City's Public Works Department will clear City streets and sidewalks as soon as possible. Our goals are to chemically treat all major arteries within three hours of when snow begins, to keep main arteries plowed during all stages of a storm, and to clear all streets and the sidewalks bordering City property once a storm has stopped.

Snow & Ice - Significant Budget Changes for FY2022

Due to a mild winter, we are able to level fund our FY2022 requests.

Snow & Ice - FY2021: Accomplishments

- We had a relatively mild winter during FY2020/21.
- Staff rescued residents from the elements.
- Repurposed old international AS salter body.
- Repaired broken equipment salt damaged vehicles.

Snow & Ice - FY2022: Goals

- To have the same winter we had last year! If we do have a challenging winter, we have the resources and new vehicles to help get our city through it.
- To have all snow contractors in place before the season begins in Nov.



Outcomes & Performance Measurers	Actual FY2018	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
# of salting events	22	20	20	20	20
# of plowing events	12	15	15	15	15
Tons of salt purchased	6,000	6,000	5,000	5,000	5,000



City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

496 - DPW SNOW AND ICE DIVISION							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-496-1-5130	S & I OVERTIME	\$101,965.44	\$50,000.00	\$151,302.67	\$50,000.00	\$50,000.00	\$50,000.00
01-496-1-5159	SNOW STIPEND	\$32,000.00	\$20,000.00	\$27,000.00	\$22,000.00	\$20,000.00	\$20,000.00
PERSONNEL Total:		\$133,965.44	\$70,000.00	\$178,302.67	\$72,000.00	\$70,000.00	\$70,000.00
EXPENSES							
01-496-2-5280	CONTRACTED SERVICES	\$49,637.50	\$40,000.00	\$152,185.75	\$40,000.00	\$40,000.00	\$40,000.00
01-496-2-5434	S & I SUPPLIES & MATERIALS	\$48,934.32	\$50,000.00	\$32,831.81	\$50,000.00	\$50,000.00	\$50,000.00
01-496-2-5446	S & I REPAIR /MAINTANANCE	\$9,253.88	\$10,000.00	\$6,821.15	\$10,000.00	\$10,000.00	\$10,000.00
01-496-2-5480	S & I FUEL	\$0.00	\$25,000.00	\$0.00	\$25,000.00	\$25,000.00	\$25,000.00
01-496-2-5536	S & I SALT	\$127,905.92	\$200,000.00	\$214,717.22	\$200,000.00	\$200,000.00	\$200,000.00
EXPENSES Total:		\$235,731.62	\$325,000.00	\$406,555.93	\$325,000.00	\$325,000.00	\$325,000.00
496 DPW SNOW AND ICE DIVISION Total:		\$369,697.06	\$395,000.00	\$584,858.60	\$397,000.00	\$395,000.00	\$395,000.00

(496) DPW Snow & Ice - Notes to Budget

		FY21	FY22	\$	%	
		Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>						
S & I Overtime		50,000	50,000	0	0%	For City personnel working snow and/or ice shifts.
Snow Stipend		20,000	20,000	0	0%	May be used for those employees who work several major storms over the course of winter.
Total Personnel Services		\$70,000	\$70,000	\$0	0%	
<u>General Operating Expenses</u>						
Contracted Services		40,000	40,000	0	0%	For outside contractors who assist with plowing and/or salting.
S & I Supplies & Materials		50,000	50,000	0	0%	Supplies needed for winter season.
S & I Repair Maintenance		10,000	10,000	0	0%	Costs associated with repairs/maintenance needed to vehicles and/or equipment used during snow / ice emergencies.
S & I Fuel		25,000	25,000	0	0%	For city vehicles used during snow and/or ice storms.
S & I Salt		200,000	200,000	0	0%	Salt used over the entire City.
Total Expenditures		\$325,000	\$325,000	\$0	0%	
Total Snow & Ice		\$395,000	\$395,000	\$0	0%	

Department of Public Works

Mission Statement

To provide essential services to the citizens of Everett in a prompt, courteous, safe, efficient and cost-effective manner. City Services, through its dedicated employees, strives to plan, design, build, maintain, and operate public infrastructure in a manner that respects the environment and the ability of government to adequately preserve these assets for future generations.

Solid Waste Division

Recycling, rubbish collection and disposal is accomplished by a team effort headed by the Operations Manager who work together to improve the cleanliness of the City while increasing recycling and decreasing rubbish disposal.

Significant Budget Changes for FY2022

All the increases are due to the contracted increases for each vendor due to changes in disposal and recycling fees.

FY2021: Accomplishments

- New trash/recycling bins continue to be solid investment.
- Completed MassDEP Smart Recycle Program
- New bin stickers deployed with ISD department
- Increased recycling budget due to economy/market.

FY2022: Goals

- Continue to keep city proactive with recycling and increasing number of hazardous/yard waste pickups.
- Bid new contracts
- Utilize new packer to save City funds where possible.





Outcomes & Performance Measurers	Actual FY2018	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
Consumer complaints regarding trash pick up	108	100	90	90	90
# of yard waste pick ups	21	21	18	18	18
Tons of trash picked up	13,688.98 ton	13,500 ton	13,000 ton	13,000 ton	13,500 ton
Tons of recycling picked up	3,357.26 ton	3,500 ton	4,000 ton	4,000 ton	4,100 ton

City of Everett
Everett Budget Council Summary Report
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497 - DPW SOLID WASTE DIVISION							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
EXPENSES							
01-497-2-5290	REFUSE COLLECTION	\$1,910,842.92	\$2,040,000.00	\$1,874,694.92	\$2,040,000.00	\$2,040,000.00	\$2,040,000.00
01-497-2-5293	SOLID WASTE DISPOSAL	\$1,139,848.26	\$1,240,000.00	\$1,175,418.25	\$1,600,000.00	\$1,600,000.00	\$1,600,000.00
01-497-2-5297	RECYCLABLES DISPOSAL	\$417,986.75	\$450,000.00	\$439,798.82	\$500,000.00	\$500,000.00	\$500,000.00
01-497-2-5298	HAZARDOUS WASTE COLL/DISP	\$4,591.22	\$85,000.00	\$6,162.22	\$100,000.00	\$100,000.00	\$100,000.00
01-497-2-5299	RUBBL/YARD WASTE DISPOSAL	\$59,115.40	\$170,000.00	\$95,233.48	\$170,000.00	\$170,000.00	\$170,000.00
EXPENSES Total:		\$3,532,384.55	\$3,985,000.00	\$3,591,307.69	\$4,410,000.00	\$4,410,000.00	\$4,410,000.00
497 DPW SOLID WASTE DIVISION Total:		\$3,532,384.55	\$3,985,000.00	\$3,591,307.69	\$4,410,000.00	\$4,410,000.00	\$4,410,000.00

(497) DPW - Solid Waste - Notes to Budget

[illegible]

Department of Health & Human Services

Mission Statement

It is our operation to prevent disease and injury while promoting wellness. Protect the personal, community, and environmental health of all Everett residents through regulatory enforcement, policy development, and coalition building.

The Everett Health and Human Services Department upholds the national standards for local public health departments, known as the 10 Essential Public Health Services. These standards were developed within nationally recognized frameworks and with input from public health professionals and elected officials from across the country.

- **Monitor** health status to identify community health problems.
- **Diagnose and investigate** health problems and health hazards in the community.
- **Inform, educate, and empower** people about health issues.
- **Mobilize** community partnerships to identify and solve health problems.
- **Develop policies and plans** that support individual and community health efforts.
- **Enforce** laws and regulations that protect health and ensure safety.
- **Link** people to needed personal health services and assure the provision of health care when otherwise unavailable.
- **Assure** a competent public health and personal healthcare workforce.
- **Evaluate** effectiveness, accessibility, and quality of personal and population-based health services.
- **Research** for new insights and innovative solutions to health problems.



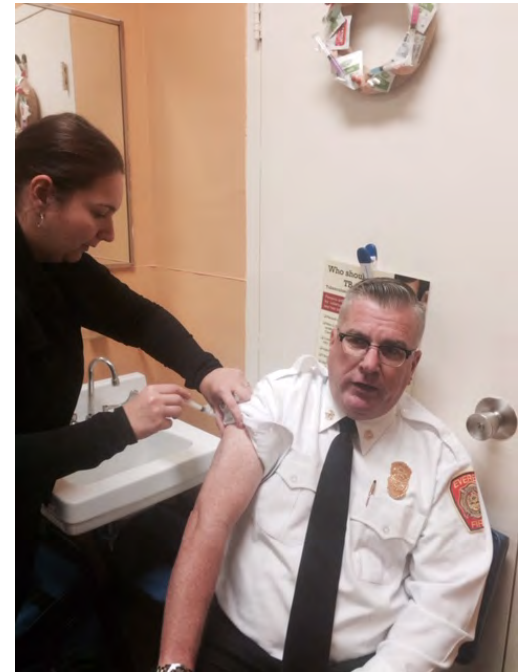
These obligations are met through the work of the health department; the Cambridge Health Alliance; various city departments including Inspectional Services; and community-based organizations.

Significant Budget & Staffing Changes for FY2022

Most administrative salaries level funded. The nurse's union has not yet settled their contract. We presently have four (4) open nursing positions that we are working hard to fill.

FY2021: Accomplishments

- Increased the number of flu vaccines administered from 850 to 950.
- Established a Sharps disposal program for the City and offer residents containers.
- Placed three AED machines in City Hall and have trained City Hall personnel on usage.
- Continued support and education pertaining to The Opioid Crisis.
- Held Drive-thru Flu Clinic in September.
- Established Policy and Procedure manual for school nurses.
- Increased Childhood Vaccination Numbers.
- Implemented change of Tobacco Sales to Age to 21.
- Regulate Micro pigmentation establishment.
- Increased Dumpster Fees and Permits up to date.
- Practiced healthy hand washing technique with school age children.
- First health department in the state to have a CDC Audit in regard to updating and implementing new emergency preparedness.



FY2022: Goals

- Increase availability of vaccine to residents.
- Increase the number of visits under the Direct Observation Therapy program. This consists of daily visits by the Public Health Nurse to residents that need assistance with their medication.
- Re-organize Health Department to increase services and health and wellness to the community and employees.
- Provide monthly programs of interest to the community, including CPR and the use of AED systems, stop the bleed program.
- To ensure proper permitting and license to comply with State, Federal and local laws
- To raise awareness of Opioid Crisis and guidance to assistance.



Outcomes & Performance Measurers	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
Number of inspections	35	50	TBD	75
Number of permits issued from the Board of Health	650	900	TBD	950
Preventive vaccines administered – includes TB testing	750	900	TBD	700
Direct Observation Therapy – daily home visits to Everett residents	240	300	TBD	350
Body art establishments	5	8	TBD	10
Flu shots administered	850	950	TBD	1000

How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

- To make Everett one of the healthiest cities in America!
- To provide opportunities for residents, businesses and City employees to participate in regular physical activities and pursue an enhanced quality of life while reducing health care costs.
- Promote and actively support the Healthy Meals Program, the Northern Strand Urban farm, and local community gardens.
- Continue to work with our Substance Abuse Councilor from Outreach with regards to the Opioid Crisis.

City of Everett
Everett Budget Council Summary Report
FY 2022 City Budget

510 - DEPT OF HEALTH & HUMAN SERVICE							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-510-1-5111	SALARIES	\$1,161,938.81	\$1,108,530.00	\$877,678.43	\$1,324,086.00	\$1,324,086.00	\$1,324,086.00
01-510-1-5113	PART TIME	\$11,666.62	\$24,000.00	\$2,373.95	\$24,000.00	\$24,000.00	\$24,000.00
01-510-1-5130	OVERTIME	\$6,416.04	\$6,500.00	\$340.94	\$6,500.00	\$6,500.00	\$6,500.00
01-510-1-5143	LONGEVITY	\$7,500.00	\$5,400.00	\$4,950.00	\$4,700.00	\$4,700.00	\$4,700.00
01-510-1-5144	ABOVE GRADE DIFFERENTIAL	\$0.00	\$2,400.00	\$0.00	\$2,400.00	\$2,400.00	\$2,400.00
01-510-1-5191	BOARD OF HEALTH STIPEND	\$3,850.01	\$6,200.00	\$4,200.00	\$6,200.00	\$6,200.00	\$6,200.00
01-510-1-5193	CLOTHING ALLOWANCE	\$4,733.34	\$4,250.00	\$3,562.50	\$4,250.00	\$4,250.00	\$4,250.00
PERSONNEL Total:		\$1,196,104.82	\$1,157,280.00	\$893,105.82	\$1,372,136.00	\$1,372,136.00	\$1,372,136.00
EXPENSES							
01-510-2-5249	EQUIPMENT REPAIRS	\$0.00	\$350.00	\$0.00	\$350.00	\$350.00	\$350.00
01-510-2-5300	PROFESSIONAL SERVICES	\$0.00	\$2,000.00	\$390.00	\$2,000.00	\$2,000.00	\$2,000.00
01-510-2-5403	VACCINES	\$17,565.75	\$20,000.00	\$19,489.15	\$25,000.00	\$25,000.00	\$25,000.00
01-510-2-5420	OFFICE SUPPLIES	\$1,397.32	\$3,500.00	\$2,034.54	\$4,000.00	\$3,000.00	\$3,000.00
01-510-2-5710	PROFESSIONAL DEVELOPMENT	\$1,015.52	\$2,500.00	\$2,027.00	\$2,500.00	\$2,500.00	\$2,500.00
01-510-2-5780	MOSQUITO CONTROL	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00	\$20,000.00
01-510-2-5797	COVID-19	\$0.00	\$0.00	\$353,878.87	\$0.00	\$0.00	\$0.00
01-511-2-5310	MEDICAL SUPPLIES	\$1,095.44	\$4,500.00	\$814.51	\$6,000.00	\$6,000.00	\$6,000.00
01-511-2-5383	MEDICAL WASTE	\$1,821.63	\$4,000.00	\$1,611.01	\$6,000.00	\$6,000.00	\$6,000.00
01-511-2-5710	PROFESSIONAL DEVELOPMENT	\$2,113.49	\$4,000.00	\$590.00	\$4,000.00	\$4,000.00	\$4,000.00
01-511-2-5718	EDUCATION INCENTIVE	\$0.00	\$15,000.00	\$0.00	\$15,000.00	\$15,000.00	\$15,000.00
EXPENSES Total:		\$45,009.15	\$75,850.00	\$400,835.08	\$84,850.00	\$83,850.00	\$83,850.00
510 DEPT OF HEALTH & HUMAN SERVICE		\$1,241,113.97	\$1,233,130.00	\$1,293,940.90	\$1,456,986.00	\$1,455,986.00	\$1,455,986.00

510	DEPARTMENT OF HEALTH & HUMAN SERVICES								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-510-1-5111	Public Health Director ¹	UNCL	35	1	1	1	\$74,117	\$102,000	\$102,000
01-510-1-5193	Public Health Director	Clothing					\$250	\$250	\$250
01-510-1-5111	Public Health Nurse	UNCL	35	1	1	1	\$74,117	\$82,000	\$82,000
01-510-1-5193	Public Health Nurse	Clothing					\$250	\$250	\$250
01-630-1-5111	Health & Wellness Coordinator ⁷	UNCL	35	0	1	1	\$0	\$70,000	\$70,000
01-510-1-5111	Mental Health Clinician	UNCL	35	1	1	1	\$65,000	\$65,000	\$65,000
01-510-1-5111	Public Health Nurse PT ¹	UNCL	25	0.71	0.71	0.71	\$34,936	\$35,635	\$35,635
01-510-1-5193	Public Health Nurse - (25 hours)	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/6	35	1	1	1	\$59,436	\$62,713	\$62,713
01-510-1-5143	Nurse / RN	Longevity					\$1,050	\$1,050	\$1,050
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/6	35	1	0	0	\$59,436	\$0	\$0
01-510-1-5143	Nurse / RN	Longevity					\$1,050	\$0	\$0
01-510-1-5193	Nurse / RN	Clothing					\$250	\$0	\$0
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/6	35	1	1	1	\$59,436	\$62,713	\$62,713
01-510-1-5143	Nurse / RN	Longevity					\$0	\$800	\$800
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/6	35	1	1	1	\$59,436	\$62,713	\$62,713
01-510-1-5143	Nurse / RN	Longevity					\$800	\$800	\$800
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/6	35	1	1	1	\$59,436	\$62,713	\$62,713
01-510-1-5143	Nurse / RN	Longevity					\$1,250	\$1,250	\$1,250
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/6	35	1	0	0	\$59,436	\$0	\$0
01-510-1-5143	Nurse / RN	Longevity					\$1,250	\$0	\$0
01-510-1-5193	Nurse / RN	Clothing					\$250	\$0	\$0
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/6	35	1	1	1	\$59,436	\$62,713	\$62,713
01-510-1-5143	Nurse / RN	Longevity					\$800	\$800	\$800
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
									Continued...

					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-510-1-5111	Nurse / RN ^{2 3 6}	RN-U/6	35	1	1	1	\$63,888	\$67,416	\$67,416
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/6	35	1	1	1	\$59,436	\$62,713	\$62,713
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/6	35	1	1	1	\$59,436	\$62,713	\$62,713
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/5	35	1	1	1	\$56,032	\$59,121	\$59,121
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/3	35	1	1	1	\$50,393	\$55,045	\$55,045
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/3	35	1	1	1	\$50,393	\$55,045	\$55,045
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ^{2 3}	RN-U/2	35	1	1	1	\$50,393	\$51,375	\$51,375
01-510-1-5193	Nurse / RN	Clothing					\$250	\$250	\$250
01-510-1-5111	Nurse / RN ⁴	RN-U/2	35	0	1	1	\$1	\$51,375	\$51,375
01-510-1-5193	Nurse / RN	Clothing					\$0	\$250	\$250
01-510-1-5111	Nurse / RN ⁴	RN-U/2	35	0	1	1	\$1	\$51,375	\$51,375
01-510-1-5193	Nurse / RN	Clothing					\$0	\$250	\$250
01-510-1-5111	Nurse / LPN ⁴	LPN-U/6	35	0	0	0	\$1	\$1	\$1
01-510-1-5193	Nurse / RN	Clothing					\$0	\$0	\$0
01-510-1-5113	Nurses - Per Diem ⁵	RN-U	Varies	0	0	0	\$24,000	\$24,000	\$24,000
01-510-1-5111	Administrative Assistant	A-6U/5	35	1	1	1	\$54,329	\$58,170	\$58,170
01-510-1-5111	Health Workers	UNCL	35	0	2	2	\$0	\$81,536	\$81,536
01-510-1-5111	Clerk ⁴	C-3U/3	35	0	0	0	\$1	\$1	\$1
01-510-1-5191	Board Member	BOH Chair	BOH	0	0	0	\$2,200	\$2,200	\$2,200
01-510-1-5191	Board Member	BOH	BOH	0	0	0	\$2,000	\$2,000	\$2,000
01-510-1-5191	Board Member	BOH	BOH	0	0	0	\$2,000	\$2,000	\$2,000
				18.71	21.71	21.71			
510	Department of Health & Human Services TOTAL								
					Salary (5111)		\$1,108,530	\$1,324,086	\$1,324,086
					Part Time (5113)		\$24,000	\$24,000	\$24,000
					Overtime (5130)		\$6,500	\$6,500	\$6,500
									Continued...

[illegible]

¹ 2% COLA added to administrative salary.

² School RNs are state mandated per capita.

³ SEIU Local 888 Nurses Union increased 2% in anticipation of contract settlement.

⁴ Not requesting funding for this position in FY22.

⁵ Covers emergency nurses when permanent nurses take sick and personal time.

⁶ Nurse who covers the Devens School receives a 7% differential per their union contract.

⁷ Transferred from Health & Wellness into Health.

(510) Department of Health & Human Services - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Personnel Services					
Salaries	1,108,530	1,324,086	215,556	19%	2% COLA added to administrative salaries. Health & Wellness Coordinator moved from Health & Wellness into this department. SEIU Nurses and Local 25 Clerical increased by 2% in anticipation of contract settlement. Not seeking funding for several positions in FY22.
Part Time Salaries	24,000	24,000	0	0%	This is for all the per diem nurses who fill in when permanent nurses are out.
Overtime	6,500	6,500	0	0%	In the event a clerk requests OT in lieu of comp time. Also for nurses.
Longevity	5,400	4,700	(700)	-13%	For 10+ years of service.
Above Grade Differential	2,400	2,400	0	0%	When performing tasks that are above the parameters of the job description.
BOH Stipend	6,200	6,200	0	0%	This is for the Board - Dr. Connolly (\$2,200), J. Lavecchio (\$2,000), M. Massau (\$2,000).
Clothing Allowance	4,250	4,250	0	0%	Paid to each school nurse to pay for uniforms/lab coats to be used in the schools and Health Department. CDC guidelines state that uniforms/lab coats must be replaced yearly to prevent unnecessary health risks. Each nurse receives \$250.
Total Personnel Services	\$1,157,280	\$1,372,136	\$214,856	19%	
General Operating Expenses					
Equipment Repairs	350	350	0	0%	Used for yearly calibration and repair of vaccine refrigerators and other repairs for BOH machinery.
Professional Services	2,000	2,000	0	0%	Used for services provided to the department outside of internal BOH capacity. Such as access to MDPH trainings and software that is not provided in kind as well as other professional services.
Vaccines	20,000	25,000	5,000	25%	The cost of flu vaccine from the state.
Office Supplies	3,500	3,000	(500)	-14%	General office supplies.
Prof Development	2,500	2,500	0	0%	Pays for necessary training to perform basic health department functions at City Hall. CPR/First aid, shelter training and needle use certifications. Also have added some funds from Prof Resources - MHOA dues and EHA dues. Also for travel expenses when training.
Mosquito Control	20,000	20,000	0	0%	Pays East Middlesex Mosquito Control for larvacides and aerial spraying to prevent EEE and West Nile outbreaks. Two payments of \$10,000 in 6 month intervals.
Medical Supplies	4,500	6,000	1,500	33%	All supplies used during flu clinics, medical emergencies, etc.
Medical Waste	4,000	6,000	2,000	50%	Sharps disposal.
Prof Development	4,000	4,000	0	0%	Pays for trainings that are imperative for nursing in general and school nursing. DOE certifications, AED training, seizure certifications, etc.
Education Incentive	15,000	15,000	0	0%	New account. For those nurses who continue to take classes in the nursing field.
Total Expenditures	\$75,850	\$83,850	\$8,000	11%	
Total	\$1,233,130	\$1,455,986	\$222,856	18%	

Department of Planning and Development

The Everett Department of Planning and Development plans and guides inclusive e growth in our City – creating opportunities for everyone to live, work and connect.

Mission Statement

To enhance the viability of the community as a desirable place in which to live, work and recreate, through sound urban planning practices, land-use strategies and housing community and economic activities.

Significant Budget & Staffing Changes for FY2022

A Deputy Director of Planning & Development position and an Affordable Housing Coordinator position have both been added. The Community Liaison position has been eliminated. The Transportation Planner position has been reclassified with the creation of a new department, the Transportation Department.

FY2021: Accomplishments

- Completion of numerous parks (both playgrounds and public open spaces) throughout the City
- Obtained and spent millions of dollars in State and Federal grants, including CDBG, HOME, MassWorks, DOT, and many other sources pertaining to work performed on the opening up of our waterfront, Bus Rapid Transit studies/implementation, complete streets implementation, daylighting of culverts, remediation of the Malden River, and many more.
- Spurring redevelopment throughout both the Lower Broadway Economic Development District and the Commercial Triangle Economic Development District, transforming the areas from heavily-industrial uses to more vibrant, mixed-use parcels.
- Passage and implementation of Linkage Fee ordinance for the production of more affordable housing units



- Passage and implementation of the Transportation Demand Management ordinance, which focuses on transit-oriented developments, taking cars off the streets to quell congestion issues.

FY2022: Goals & Objectives

- Continue the redevelopment of outdated, industrial parcels throughout the City to see land throughout the City performing its highest and best use.
- Redevelopment of the Station Parcel, owned and operated by Exelon
- Redevelopment of the Exxon site, which sits atop nearly 100 acres of land, currently designated as a Brownfield site.
- Permitting the second phase of Wynn/Encore development on the eastern-side of Broadway, across from their hotel/casino site.
- Continuing our relationships with social organizations to ensure that they receive funding and resources from the City to help assist a wider array of our City's population

How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

- Work to increase public participation through extensive outreach efforts.
- Increase open space opportunities.
- Seek additional state and federal grants that support community goals.
- Conduct a study with state partners to enhance the City's Designated Port Area.
- Build capacity to increase the level of project oversight and management.
- Enhance community engagement efforts and advance affordable housing.
- Create opportunities for public/private partnerships.
- Support small businesses and healthy living.
- Explore opportunities to enhance and promote public transit.

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521 - DEPT OF PLANNING & DEVELOPMENT							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-521-1-5111	SALARIES	\$457,188.39	\$349,487.00	\$202,944.99	\$354,284.00	\$354,284.00	\$354,284.00
01-521-1-5120	INTERNSHIPS	\$18,346.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-521-1-5130	OVERTIME	\$1,559.61	\$100.00	\$0.00	\$100.00	\$100.00	\$100.00
01-521-1-5143	LONGEVITY	\$2,950.00	\$2,050.00	\$1,450.00	\$1,250.00	\$1,250.00	\$1,250.00
PERSONNEL Total:		\$480,044.00	\$351,637.00	\$204,394.99	\$355,634.00	\$355,634.00	\$355,634.00
EXPENSES							
01-521-2-5300	PROFESSIONAL SERVICES	\$564,562.93	\$685,000.00	\$525,437.33	\$300,000.00	\$300,000.00	\$300,000.00
01-521-2-5313	GIS EXPENSES	\$7,629.02	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00
01-521-2-5420	OFFICE SUPPLIES	\$3,887.32	\$5,000.00	\$871.25	\$5,000.00	\$5,000.00	\$5,000.00
01-521-2-5710	PROFESSIONAL DEVELOPMENT	\$10,139.55	\$8,000.00	\$824.08	\$8,000.00	\$8,000.00	\$8,000.00
EXPENSES Total:		\$586,218.82	\$703,000.00	\$532,132.66	\$318,000.00	\$318,000.00	\$318,000.00
521 DEPT OF PLANNING & DEVELOPMENT		\$1,066,262.82	\$1,054,637.00	\$736,527.65	\$673,634.00	\$673,634.00	\$673,634.00

521	DEPARTMENT OF PLANNING & DEVELOPMENT								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-521-1-5111	Director of Planning & Development	UNCL	35	0.25	1	1	\$24,495	\$115,000	\$115,000
01-521-1-5143	Director of Planning & Development	Longevity					\$800	\$0	\$0
01-521-1-5111	Deputy Director of Planning & Development ¹	UNCL	35	0	0.40	0.40	\$0	\$39,270	\$39,270
01-521-1-5111	Affordable Housing Coordinator ⁶	UNCL	35	0	1	1	\$0	\$75,000	\$75,000
01-521-1-5111	Sustainability Coord/Environ Planner ²	UNCL	35	1	0.32	0.32	\$67,386	\$24,480	\$24,480
01-521-1-5111	Economic Development Planner	UNCL	35	1	1	1	\$75,433	\$80,000	\$80,000
01-521-1-5111	Transportation Planner ³	UNCL	35	1	0	0	\$77,731	\$0	\$0
01-521-1-5111	Land Use Planner ⁴	UNCL	35	0.75	0	0	\$47,523	\$0	\$0
01-521-1-5111	Community Liaison ⁴	UNCL	21	0.60	0	0	\$38,500	\$0	\$0
01-521-1-5111	Administrative Assistant ⁵	A-6U/8	35	0.30	0.30	0.30	\$18,418	\$20,533	\$20,533
01-521-1-5143	Administrative Assistant	Longevity					\$1,250	\$1,250	\$1,250
				7	6	6			
521	Planning & Development TOTAL								
					Salary (5111)		\$349,487	\$354,284	\$354,284
Notes to Budget:					Overtime (5130)		\$100	\$100	\$100
¹ Partially funded by grant (see below). Annual salary is \$98,940.					Longevity (5143)		\$2,050	\$1,250	\$1,250
² Partially funded by grant (see below). Annual salary is \$76,500.					General Fund Total		\$351,637	\$355,634	\$355,634
³ Moving to new department called Transportation.									
⁴ Not requesting funding for this position in FY22.									
⁵ Partially funded by grant (see below). Annual salary is \$63,509.									
⁶ Position moved from Mayor's budget.									
CDBG	Director of Planning & Development	UNCL		0.75	0	0	\$73,486	\$0	\$0
CDBG	Deputy Director of Planning & Development ¹	UNCL		0	0.60	0.60	\$0	\$59,670	\$59,670
CDBG	Sustainability Coord/Environ Planner ²	UNCL		0.10	0.68	0.68	\$7,614	\$52,020	\$52,020
CDBG	Land Use Planner ⁴	UNCL		0.25	0.00	0.00	\$15,841	\$0	\$0
CDBG	Administrative Assistant ⁵	A-6U/8		0.70	0.70	0.70	\$42,976	\$42,976	\$42,976
521	Planning & Development TOTAL			4	3	3	\$139,917	\$154,666	\$154,666

(521) Planning & Development - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	349,487	354,284	4,797	1%	We are not requesting funding for 3 positions in FY22. Mr. Monty is transferring into the new department Transportation. Have moved the Affordable Housing Coordinator position from the Mayor's budget.
Overtime	100	100	0	0%	When overtime is requested in lieu of comp time for A-6U Administrative Assistant.
Longevity	2,050	1,250	(800)	-39%	Ms. Vitukevich (\$1,250).
Total Personnel Services	\$351,637	\$355,634	\$3,997	1%	
<u>General Operating Expenses</u>					
Professional Services	685,000	300,000	(385,000)	-56%	Includes: police details, appraisal work, printing services, consultant work related to drafting new policies/ordinances (includes: housing and economic development). Decrease is a result of the creation of the Transportation Department.
GIS Expenses	5,000	5,000	0	0%	GIS software, plotter and scanner supplies, technical support.
Office Supplies	5,000	5,000	0	0%	WB Mason
Professional Development	8,000	8,000	0	0%	To support staff with specialized workshops and trainings relative to needs.
Total Expenditures	\$703,000	\$318,000	(\$385,000)	-55%	
Total	\$1,054,637	\$673,634	(\$381,003)	-36%	

More information from Transportation to be presented in our FY2023 budget



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522 - TRANSPORTATION							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-522-1-5111	SALARIES	\$0.00	\$0.00	\$0.00	\$180,000.00	\$180,000.00	\$180,000.00
01-522-1-5120	INTERNSHIPS	\$0.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
01-522-1-5130	OVERTIME	\$0.00	\$0.00	\$0.00	\$100.00	\$100.00	\$100.00
PERSONNEL Total:		\$0.00	\$0.00	\$0.00	\$185,100.00	\$185,100.00	\$185,100.00
EXPENSES							
01-522-2-5300	PROFESSIONAL SERVICES	\$0.00	\$0.00	\$0.00	\$300,000.00	\$300,000.00	\$300,000.00
01-522-2-5420	OFFICE SUPPLIES	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00	\$2,000.00
01-522-2-5710	PROFESSIONAL DEVELOPMENT	\$0.00	\$0.00	\$0.00	\$3,000.00	\$3,000.00	\$3,000.00
EXPENSES Total:		\$0.00	\$0.00	\$0.00	\$305,000.00	\$305,000.00	\$305,000.00
522 TRANSPORTATION Total:		\$0.00	\$0.00	\$0.00	\$490,100.00	\$490,100.00	\$490,100.00

[illegible]

(522) Transportation - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	0	180,000	180,000	100%	Mr. Monty moving from Planning & Development into the newly formed Transportation Department. Salaries include a Junior Transportation Planner as well.
Internships	0	5,000	5,000	100%	These are paid internships with preference given to Everett students interested in the field of planning (or related field). We would like to reach out to the local colleges and universities about this opportunity. Our goal is to have 1-2 students throughout the calendar year. While some students may receive college credit, the stipend will help defray the cost of school related expenses. Typical hourly rate is \$16 to \$18/hour.
Overtime	0	100	100	100%	When overtime is requested in lieu of comp time for A-8U Administrative Assistant.
Total Personnel Services	\$0	\$185,100	\$185,100	100%	
<u>General Operating Expenses</u>					
Professional Services	0	300,000	300,000	100%	Includes: police details, appraisal work, printing services, consultant work related to drafting new policies/ordinances.
Office Supplies	0	2,000	2,000	100%	WB Mason
Professional Development	0	3,000	3,000	100%	To support staff with specialized workshops and trainings relative to needs.
Total Expenditures	\$0	\$305,000	\$305,000	100%	
Total	\$0	\$490,100	\$490,100	100%	

Council on Aging

Evaluate, coordinate, promote and encourage new and existing services and activities intended to enhance or improve the quality of life of older persons in the City; Survey resources available to Everett elderly and act as an information and referral source regarding services, benefits, activities and programs available to them; Act in an advisory capacity to the Mayor on all matters pertaining to the welfare of elderly Everett citizens; Be the primary public advocate for elderly Everett residents.

Mission Statement

Our goal is to ensure all seniors be treated fairly and kindly. To lend support to their lives and empower them to live as independently, actively, whether it is physical as possible

Significant Budget & Staffing Changes for FY2022

Level funding requested for FY2022.

FY2021: Accomplishments

- Due to the Covid Pandemic, the Council was closed for most of FY21.
- In FY2020 there were 12,841 participants in our exercise program, an increase of 11%.
- In collaboration with the Mayor's Office, a computer lab for use by the seniors has been opened with three computers.



FY2022: Goals & Objectives

- Senior activities and programming will be increased by the addition of new afternoon programming: Addition of a singing club. Addition of an arts program. It is our hope to work closely with the Everett Arts association to add to programming at The Center.
- New and Exciting trips for seniors: that include Montreal, Cape May New Jersey, day trips, including trip to enrich culture in senior lives.
- Additional health programs in collaboration with Cambridge Health Alliance: A Matter of Balance, Continuation of the successful My Health Game Show, Chair Yoga.

- Introduction of computer literacy classes in the new computer lab at the Connolly Center.
- Expand senior activities and programming and increase socialization.

Outcomes & Performance Measurers	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
Total # Senior Citizens served through COA	1,125	1,125	TBD	TBD
Volunteers	35	35	TBD	TBD
Tax Work Off Participants	8	8	TBD	TBD
Van Rides – Units of Service	7,800	7,850	TBD	TBD



City of Everett
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541 - COUNCIL ON AGING							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
EXPENSES							
01-541-2-5420	OFFICE SUPPLIES	\$2,433.98	\$2,500.00	\$0.00	\$2,500.00	\$2,500.00	\$2,500.00
01-541-2-5780	SENIOR ACTIVITIES EXPENSES	\$42,025.47	\$45,000.00	\$30,129.73	\$45,000.00	\$45,000.00	\$45,000.00
EXPENSES Total:		\$44,459.45	\$47,500.00	\$30,129.73	\$47,500.00	\$47,500.00	\$47,500.00
541 COUNCIL ON AGING Total:		\$44,459.45	\$47,500.00	\$30,129.73	\$47,500.00	\$47,500.00	\$47,500.00

(541) Council on Aging - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Personnel Services					
Office Supplies	2,500	2,500	0	0%	Increase in toner cartridges - more fliers and info to seniors to promote upcoming events.
Senior Activities Expenses	45,000	45,000	0	0%	Pays for all the supplies used to have events in the Senior Center, including paper products, repairs to the Bingo board, decorations, coffee, food at some of the senior events, musical bands and singers for senior entertainment, etc.
Total	\$47,500	\$47,500	\$0	0%	

Office of Veterans Services

The City of Everett's Office of Veterans' Services (OVS) serves as an advocate for all veterans and their dependents. The department advises clients as to the availability of state services and benefits to which they are entitled to. In addition, OVS provides financial assistance to income eligible veterans, surviving spouses and their dependents.

OVS has taken a hands-on approach in assisting veterans in applying for federal VA benefits, such as service connected compensations, non-service connected disability pensions, medical benefits, home loans, educational benefits, death and burial benefits, as well as pension benefits for those veterans in assisted living facilities, nursing homes and veterans who are housebound.

The OVS coordinates public events on Veterans, and Memorial Days. On Memorial Day, over 6,500 flags are placed on the graves of veterans interred in Everett cemeteries. In addition, OVS coordinates the dedication of streets, squares and parks named after veterans who were killed in action.

Located a few blocks from Everett Square, the department is fully accessible for persons with a disability.



Mission Statement

The Office of Veterans Services continues to aid and assist the veteran community. OVS is responsible for administering Massachusetts General Law (M.G.L) Chapter 115 and its strict adherence to the Commonwealth of MA Regulation (CMR) 108. This law and the accompanying regulations are one of a kind in the United States and stand alone as one of the best state wide Veterans Benefits Program. The law provides to income-eligible veterans, short and long term financial assistance on a monthly basis for ordinary expenses, as well as housing & associated fuel costs and some medical expenses. The state is responsible for 75% of all funding and in some instances 100%. This is an ongoing day to day function of this office. The hats we wear are plenty and include continually counseling our veterans on how to seek alternate means of financial stability via veteran eligible job training programs as well as working collaboratively with the Massachusetts designated Veteran Career Counseling Office.



This office is also responsible for all flag locations throughout the city as well as all ceremonies that are deemed memorial in nature that exists with the military and veteran community. Veteran counseling for all degree of services are available thru this office in relation to school funding, (GI Bill), vocational education, stress, PTSD, or medical problems. We also serve as a liaison between the Veteran and the VA for all benefits.

The Office of Veteran Services provides a “one stop” shopping and “customer first” approach in addressing the needs of all Veterans & their families. We are proud of the work that continues today and have the gratification of knowing the people we serve are satisfied with the aid and assistance of this office.

Significant Budget & Staffing Changes for FY2022

The Office of Veterans Services FY2022 budget was developed and enacted with both a strong emphasis on providing more services effectively, as well as delivering these same services without any additional burden to the taxpayers of the community.

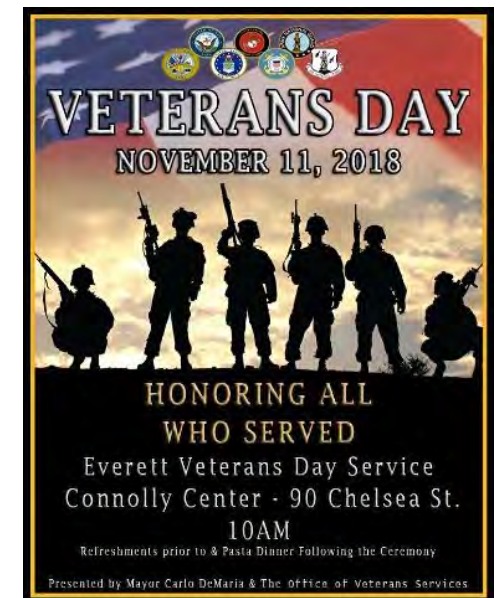
In order to more efficiently service the veteran community, the part-time clerical associate job description has been upgraded to include a more technical skill-set that enables more efficiencies in how we do business. This reclassification was necessary to accommodate the overall increase in the total services we now provide to the Veteran Community. Additionally, in FY2021, the Office of Veterans Services experienced a significant uptick in core constituency traffic. This was due directly to an increased M.G.L. Chapter 115 client case load, as well as the “Hands-on” approach we have implemented to better serve Everett’s veterans in applying for VA Service Connected Injuries or Illness, as well as Non-Service Connected Pensions, and Aid and Attendance Pensions that both the veteran and their spouse may be eligible to receive through Federal Government’s Veterans Administration.

FY2021: Accomplishments

- Implementation of Phase 4 of the comprehensive outreach plan to educate and inform Everett veterans and/or the widows of deceased veterans as to the wide range of services this office provides.
- Implementation of the “Hands-on” approach when applying for service or pensions.
- As a result of the planned and coordinated outreach efforts, the OVS realized a sizable increase in the MGL Chapter 115 case load; as well as substantial uptick in the number of veterans and family members seeking this departments “Hands-on” assistance in all veteran matters.
- Continued to attend seminars and course offerings to be able to better serve our veterans and their loved ones.
- Created and Choreographed a very successful Veterans Day and Memorial Day programs.
- Ensured that veterans with identifiable markers on their graves have flags placed at their gravesites in both the Woodlawn & Glenwood Cemetery.
- Continued to update as necessary the WWII Roll Call Memorial located at the Everett High School Football Stadium.
- Continued to serve as liaison between MA State Apprentice Program and newly hired police-officers and fire-fighters with respect to accessing their earned educational benefits.

FY2022: Goals & Objectives

- Implement final phase of a 5 Phase comprehensive outreach plan to educate and inform Everett residents who may also be veterans or the widows of deceased veterans as to the services this office provides.
- Work collaboratively with key stakeholders to provide for a meaningful memorial to honor our post 9/11 soldiers.
- Create a Veterans page on the City of Everett’s Face Book page.
- Create a City of Everett Veterans Services Twitter Account.
- Create a survey document to be provided to all constituents who access this office for services –this will allow the Office of Veterans Services to measure the satisfaction or lack thereof of those who access this office.
- Continue to attend seminars and course offerings to be able to better serve our residents
- Continue to oversee successful Veterans Day and Memorial Day programs.



- Ensure that veterans with identifiable markers on their graves have flags placed at their gravesites in both the Woodlawn & Glenwood Cemetery.
- Continue to update as necessary the WWII Roll Call Memorial located at the Everett High School Football Stadium.
- Continue to use Vetra-Spec as this software allows the OVS to securely send VA claims directly to the Massachusetts Department of Veterans Services for their review. It is then sent electronically to the Federal Government's Veterans Administration, allowing a better outcome for Everett's veterans.

Outcomes & Performance Measurers	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
# of Cases	68	72	65	60
Amount Reimbursed to City from State	281,250	320,000	272,000	300,000
\$\$ and Benefits Expended	380,000	406,000	410,000	415,000



How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

The Office of Veterans Services and the Mayor continue to aid and assist the veteran community in providing the best possible services to its citizens. In summary, the Office of Veterans Services FY2020 Budget was developed and drafted based on the City of Everett's Executive Branch Long and Short term strategic goals. Herein are just a few examples of this close alignment:

- Executive Branch: Improve communication and transparency with citizens.
- Veterans: Create survey document to be provided to all constituents who utilize the office for services, allowing us to measure the satisfaction or lack of.
 - Executive Branch: Look for ways to deliver City services more efficiently & effectively through the use of technology.
 - Veterans: Create City of Everett Veterans Services Facebook and Twitter accounts.

- Executive Branch: Administer courses and seminars providing information of veteran services
- Veterans: Continued use of Vetra-Spec, attending seminars and courses to be able to better serve our residents.
- Veterans: Implement the forth step of a five phase comprehensive outreach plan, to educate and inform residents who may be veterans and or widows of to the services provided.



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543 - OFFICE OF VETERANS SERVICES							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-543-1-5111	SALARIES	\$74,576.22	\$73,813.00	\$71,325.87	\$80,000.00	\$80,000.00	\$80,000.00
01-543-1-5113	PART TIME SALARY	\$23,630.35	\$27,384.00	\$26,546.88	\$30,847.00	\$30,847.00	\$30,847.00
01-543-1-5143	LONGEVITY	\$2,449.40	\$800.00	\$800.00	\$800.00	\$800.00	\$800.00
01-543-1-5144	ACTING GRADE	\$124.88	\$0.00	\$705.37	\$0.00	\$0.00	\$0.00
PERSONNEL Total:		\$100,780.85	\$101,997.00	\$99,378.12	\$111,647.00	\$111,647.00	\$111,647.00
EXPENSES							
01-543-2-5252	VETERAN BURIALS	\$8,000.00	\$20,000.00	\$0.00	\$20,000.00	\$15,000.00	\$15,000.00
01-543-2-5351	WREATHS	\$0.00	\$5,000.00	\$780.00	\$5,000.00	\$5,000.00	\$5,000.00
01-543-2-5420	OFFICE SUPPLIES	\$1,013.47	\$1,200.00	\$696.36	\$1,200.00	\$1,200.00	\$1,200.00
01-543-2-5700	CITY FLAGS	\$6,413.18	\$7,000.00	\$5,578.74	\$7,000.00	\$7,000.00	\$7,000.00
01-543-2-5701	VETERANS PLAQUES & SIGNS	\$2,908.00	\$4,000.00	\$2,265.00	\$4,000.00	\$4,000.00	\$4,000.00
01-543-2-5706	WELCOME HOME BANNERS	\$0.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
01-543-2-5708	GRADUATE TO GUARDIANS PROGRAM	\$0.00	\$500.00	\$0.00	\$500.00	\$500.00	\$500.00
01-543-2-5709	THANK A VET PROGRAM	\$0.00	\$500.00	\$0.00	\$500.00	\$500.00	\$500.00
01-543-2-5713	POST 9/11 MEMORIAL	\$1,245.00	\$3,500.00	\$0.00	\$3,500.00	\$3,500.00	\$3,500.00
01-543-2-5715	TRAVEL	\$0.00	\$500.00	\$0.00	\$500.00	\$500.00	\$500.00
01-543-2-5716	PROFESSIONAL DEVELOPMENT	\$0.00	\$750.00	\$519.00	\$750.00	\$750.00	\$750.00
01-543-2-5770	VET BEN-ALLOWANCE	\$322,412.47	\$400,000.00	\$366,914.44	\$400,000.00	\$400,000.00	\$400,000.00
01-543-2-5775	VET BEN-DR / DENTIST / HOSPITAL	\$3,679.64	\$7,500.00	\$616.99	\$7,500.00	\$7,500.00	\$7,500.00
01-543-2-5777	VET BEN-MED EX	\$8,597.24	\$15,000.00	\$8,297.09	\$15,000.00	\$15,000.00	\$15,000.00
01-543-2-5783	VETERANS DAY	\$625.85	\$1,000.00	\$852.00	\$1,000.00	\$1,000.00	\$1,000.00
01-543-2-5785	CITY MEMORIAL DAY EXPENSES	\$1,818.15	\$2,000.00	\$1,273.44	\$2,000.00	\$2,000.00	\$2,000.00
EXPENSES Total:		\$356,713.00	\$469,450.00	\$387,793.06	\$469,450.00	\$464,450.00	\$464,450.00
543 OFFICE OF VETERANS SERVICES Total:		\$457,493.85	\$571,447.00	\$487,171.18	\$581,097.00	\$576,097.00	\$576,097.00

[illegible]

(543) Veterans' Services - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	73,813	80,000	6,187	8%	Salary reclassification for Veteran's Director in FY22.
Part Time Salary	27,384	30,847	3,463	13%	Local 25 Clerical union increased 2% in anticipation of contract settlement.
Longevity	800	800	0	0%	Ms. Cristiano
Total Personnel Services	\$101,997	\$111,647	\$9,650	9%	
<u>General Operating Expenses</u>					
Veteran Burials	20,000	15,000	(5,000)	-25%	This relatively new account is a result of the Commonwealth's FY19 State Budget - commonly referred to as the BRAVE Act. The BRAVE Act increases the burial expense paid by the Commonwealth from \$2K to \$4K for indigent veterans to receive an adequate & dignified funeral. It became effective on Veterans Day, November 11, 2018. Like all of our veterans benefits, this is part of the reimbursement split of 75% Commonwealth and 25% City of Everett.
Wreaths	5,000	5,000	0	0%	For military markers and memorials in advance of Memorial Day. In FY22 we will purchase the products the Girl Scouts will need as they volunteer again to create the wreaths for all of the city's memorial squares.
Office Supplies	1,200	1,200	0	0%	W.B. Mason office supplies and other ancillary office supplies.
City Flags	7,000	7,000	0	0%	US Flags are placed at Glenwood & Woodlawn cemetery in advance of Memorial Day as well as ongoing replacement flags on all municipal buildings, playgrounds and parks throughout the year.
Veterans Plaques & Signs	4,000	4,000	0	0%	Many Memorial square signs are in need of replacement due to wear and tear. Additionally, this line item is also used to add Everett WWII Veterans to the WWII Memorial Wall located at the Veterans Memorial Stadium.
Welcome Home Banners	1,000	1,000	0	0%	Promotional materials to welcome home our heroes as well as promote upcoming Veteran events.
Graduate to Guardians	500	500	0	0%	This program's target audience is any senior in high school who has already signed up via the Armed Forces Delayed Entry Program.
					Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Thank-a-Vet Program	500	500	0	0%	The Thank-a-Vet Program provides wallet size City of Everett Veteran ID cards which enables our veterans access to certain ancillary benefits such as Veteran discounts and savings offered by a wide range of proprietary venues. The interested party is required to provide a copy of their DD214 and same will be kept on file at the Veterans Office. The cost savings in this line item is due to the successful collaboration with the City of Everett Human Resources Department who now generously provides the ID card.
Post 911 Memorial	3,500	3,500	0	0%	Next phase of this important project will be to determine a suitable external location within the city limits and erect a post 9/11 Memorial that recognizes the sacrifice and service of this subset of Everett Veterans.
Travel	500	500	0	0%	Each year, the VSO attends seminars and trainings and in some cases, the location is not in nearby Boston, but in Leominster, Bedford or Lowell. Presently, there is no line item to get reimbursed for the personal use of your vehicle and the mileage & parking fees associated with this travel.
Professional Development	750	750	0	0%	We use this line item to be able to attend seminars or limited on-line courses that charge a minimal fee as often the latest updates are available first through these type of seminars and on-line courses.
Vet Ben Allowance	400,000	400,000	0	0%	MGL Chapter 115 client case-load continues to increase. While almost every municipality is seeing decreases in their client case load, this office continues to promote this valuable resource to income eligible veterans. This provides monetary assistance for day to day expenses as well as housing, fuel and some medical reimbursements. The DVS has increased the benefit amount payable for ordinary benefits as well as the monthly fuel allowance.
Vet Ben Dentist & Hospital	7,500	7,500	0	0%	Hospital and dental reimbursements
Vet Ben Medex	15,000	15,000	0	0%	Medicare and MediGap reimbursements.
Veterans Day	1,000	1,000	0	0%	Ancillary costs to host event
City Memorial Day Expenses	2,000	2,000	0	0%	Ancillary costs to host event
Total Expenditures	\$469,450	\$464,450	(\$5,000)	-1%	
Total	\$571,447	\$576,097	\$4,650	1%	

Disability Commission

The Commission works to maximize access to all aspects of Everett community life for individuals with disabilities, and strives to raise awareness of disability matters, to eliminate discrimination, and to promote equal opportunity for people with all types of disabilities – physical, mental and sensory.

Mission Statement

To make all Everett Public buildings accessible and to support, educate and help all departments within the City to achieve this goal.
To make the City of Everett an accessible and safe community to live in and visit.

Significant Budget & Staffing Changes for FY2021

One vacancy on the board. We expect to fill this position soon.

FY2021: Goals & Objectives

- ❖ Identify the needs of those in the city that need assistance with compliance issues.
- ❖ Measure the progress of all ongoing projects.



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544 - DISABILITY COMMISSION							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-544-1-5191	STIPEND	\$7,450.04	\$10,700.00	\$8,575.04	\$10,700.00	\$10,700.00	\$10,700.00
PERSONNEL Total:		\$7,450.04	\$10,700.00	\$8,575.04	\$10,700.00	\$10,700.00	\$10,700.00
EXPENSES							
01-544-2-5420	OFFICE SUPPLIES	\$0.00	\$250.00	\$0.00	\$250.00	\$250.00	\$250.00
EXPENSES Total:		\$0.00	\$250.00	\$0.00	\$250.00	\$250.00	\$250.00
544 DISABILITY COMMISSION Total:		\$7,450.04	\$10,950.00	\$8,575.04	\$10,950.00	\$10,950.00	\$10,950.00

[illegible]

(544) Disability Commission - Notes to Budget

		FY21	FY22	\$	%	
		Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>						
Stipends		10,700	10,700	\$0	0%	Stipend paid to Board members.
Total Personnel Services		\$10,700	\$10,700	\$0	0%	
<u>General Operating Expenses</u>						
Office Supplies		250	250	\$0	0%	Miscellaneous office supplies.
Total Expenditures		\$250	\$250	\$0	0%	
Total Disability Comm		\$10,950	\$10,950	\$0	0%	

Office of Human Services

The Department of Human Services provides a wide range of services that is unique in the Commonwealth. Driven by the needs of residents, the department's extensive services and programs touch almost every sector in the city: from newborns to senior citizens, from school-aged children to homeless families, from non-profit organizations to local employers.

Residents participate in the work of the department at all levels: as employees, as members of the Council on Aging, as volunteers, as members of neighborhood councils, task forces and committees, and as consumers of services.

DHSP services provided directly to the community include:

- Neighborhood-based educational and enrichment programs for seniors.
- Recreation programs for adults.
- Services to and programs for seniors.
- Fuel assistance.
- Substance abuse prevention programs.
- Job preparation and matching.
- Classes for Adult Basic Education, literacy and English for Speakers of Other Languages.
- Housing search and casework services to homeless and at-risk individuals and families.
- Haitian services.

In addition, the department brings non-profit and community-based organizations together for planning, coordination and technical assistance, funding many of these agencies through service contracts.

Mission Statement

To establish and administer programs and services for the benefit of the City's elderly, low-income, minority and disabled population.



Significant Budget & Staffing Changes for FY2022

One position transferred up to City Hall. Two Elderly Assistant employees resigned their position.

FY2021: Accomplishments

- Successful programs for all community outreach.

FY2022: Goals & Objectives

- Increase collaboration with other local social service agencies to include:
Action of Boston Community Development.
- Increase in Mystic Valley Elder Service Programs.
- Increase classes offered through the Everett Adult Learning Center:
- Add Level One class.
- Continue to expand nutrition programs of elderly and low income:
- Assist Bread of Life with the Everett Food Pantry.
- Continue with Thanksgiving and Christmas meals as well as our small food pantry and emergency vouchers.
- Increase amount of classes offered through the Everett Adult Learning Center (EALC), including GED and Citizenship classes.



Outcomes & Performance Measurers	Actual FY2019	Actual FY2020	Actual FY2021	Estimated FY2022
Fuel Assistance – Action for Boston Community Development Emergency Utilities	45	68	80	95

How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

Through teamwork encouraging our citizens to gather on a daily basis for our healthy meals program – one program among many initiated for the well-being of our community.



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599 - OFFICE OF HUMAN SERVICES							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-599-1-5111	SALARIES	\$319,287.36	\$270,212.00	\$193,954.73	\$373,211.00	\$373,211.00	\$373,211.00
01-599-1-5113	PART TIME	\$28,518.27	\$28,442.00	\$1,470.00	\$36,263.00	\$36,263.00	\$36,263.00
01-599-1-5130	OVERTIME	\$-998.14	\$0.00	\$-0.01	\$0.00	\$0.00	\$0.00
01-599-1-5143	LONGEVITY	\$2,450.00	\$2,450.00	\$2,500.00	\$2,050.00	\$2,050.00	\$2,050.00
PERSONNEL Total:		\$349,257.49	\$301,104.00	\$197,924.72	\$411,524.00	\$411,524.00	\$411,524.00
EXPENSES							
01-599-2-5302	DOMESTIC VIOLENCE PREVENTION	\$10,500.00	\$14,000.00	\$17,500.00	\$14,000.00	\$14,000.00	\$14,000.00
01-599-2-5420	OFFICE SUPPLIES	\$2,430.58	\$3,500.00	\$6,740.67	\$4,000.00	\$3,500.00	\$3,500.00
01-599-2-5431	EALC OFFICE SUPPLIES	\$0.00	\$1,500.00	\$1,499.99	\$2,000.00	\$2,000.00	\$2,000.00
01-599-2-5434	EALC BOOKS/CLASS SUPPLIES	\$0.00	\$10,500.00	\$9,382.20	\$11,000.00	\$11,000.00	\$11,000.00
01-599-2-5780	SOCIAL SERVICES	\$14,285.00	\$15,000.00	\$0.00	\$20,000.00	\$20,000.00	\$20,000.00
01-599-2-5781	ELDER SERVICES	\$65,458.82	\$80,000.00	\$50,112.93	\$90,000.00	\$80,000.00	\$80,000.00
EXPENSES Total:		\$92,674.40	\$124,500.00	\$85,235.79	\$141,000.00	\$130,500.00	\$130,500.00
599 OFFICE OF HUMAN SERVICES Total:		\$441,931.89	\$425,604.00	\$283,160.51	\$552,524.00	\$542,024.00	\$542,024.00

599	OFFICE OF HUMAN SERVICES								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-599-1-5111	Director of Human Services ¹	UNCL	35	0	1	1	\$0	\$74,564	\$74,564
01-599-1-5111	Director of Elder Services ²	UNCL	35	1	1	1	\$65,810	\$80,000	\$80,000
01-599-1-5143	Director of Elder Services	Longevity					\$800	\$800	\$800
01-599-1-5111	Clerk ³	C-6U/8	35	1	1	1	\$47,922	\$54,288	\$54,288
01-599-1-5143	Clerk	Longevity					\$1,250	\$1,250	\$1,250
01-599-1-5111	Clerk ³	C-6U/7	35	1	1	1	\$45,634	\$51,694	\$51,694
01-599-1-5111	Office Manager ⁷	UNCL	20	0.57	0.57	0.57	\$35,303	\$36,362	\$36,362
01-599-1-5111	Constituent Services Aide ⁴	UNCL	25	0.71	0.71	0.71	\$38,074	\$38,835	\$38,835
01-599-1-5111	Elderly Assistant ⁵	UNCL	30	0.83	0.83	0.83	\$37,468	\$37,468	\$37,468
01-599-1-5143	Elderly Assistant	Longevity					\$400	\$0	\$0
01-599-1-5113	Elderly Assistant ⁴	UNCL	24	0.69	0.69	0.69	\$14,938	\$20,736	\$20,736
01-599-1-5113	Elderly Assistant ⁴	UNCL	14	0	0	0	\$7,140	\$7,283	\$7,283
01-599-1-5113	ELS Assistant ⁶	UNCL	Varies	0	0	0	\$3,120	\$5,000	\$5,000
01-599-1-5113	Fitness Instructor	UNCL	Varies	0	0	0	\$3,244	\$3,244	\$3,244
				5.80	6.80	6.80			
599	Human Services TOTAL								
						Salary (5111)	\$270,211	\$373,211	\$373,211
						Part Time (5113)	\$28,442	\$36,263	\$36,263
Notes to Budget:						Longevity (5143)	\$2,450	\$2,050	\$2,050
						Personnel Total:	\$301,103	\$411,524	\$411,524
¹ New position requested for FY22.									
² Seeking salary reclassification in FY22.									
³ Local 25 Clerical union salary increased 2% in anticipation of contract settlement.									
⁴ 2% COLA on administrative salary.									
⁵ This position is vacant. Funding request for FY22 is not increasing.									
⁶ ELS Assistant salary increased due to experience.									
⁷ 3% COLA on administrative salary.									
EOEA	Elderly Assistant ³	UNCL	5	0.17	0.17	0.17	\$6,245	\$6,245	\$6,245
599	Human Services TOTAL			1	1	1	\$6,245	\$6,245	\$6,245

(599) Human Services - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	270,212	373,211	102,999	38%	Adding new position in FY22, Director of Human Services. Salary reclassification requested for Director of Elder Services. Local 25 Clerical members 2% increase in anticipation of contract settlement. 2% COLA on most administrative salaries.
Part Time Salaries	28,442	36,263	7,821	27%	2% COLA on most administrative salaries.
Longevity	2,450	2,050	(400)	-16%	Mrs. Cornelio \$1,250 and Mr. Palma \$800.
Total Personnel Services	\$301,104	\$411,524	\$110,420	37%	
<u>General Operating Expenses</u>					
Domestic Violence	14,000	14,000	0	0%	Contracts with a domestic violence prevention agency, usually Portal to Hope, to provide services to Everett residents who are affected by the crimes of domestic violence, sexual assault and stalking. Some of the community based services are crisis intervention, counseling and support groups, emergency shelter and assistance with permanent housing, job placement assistance, legal advocacy and youth programs.
Office Supplies	3,500	3,500	0	0%	General supplies.
EALC Office Supplies	1,500	2,000	500	100%	Not covered by EALC tuition.
EALC Books/Class Supplies	10,500	11,000	500	100%	Not covered by EALC tuition.
Social Services	15,000	20,000	5,000	33%	Used for individuals and agencies to provide services that are deemed necessary by the Director of Human Services. Most often, it is used to supplement the Elderly Medical and Nutritional Shopping Programs. Special requests may also come from the Dept. of Children and Families, the Everett Adult Learning Center, Tri-Cap or Mystic Valley Elder Services. Increase due to pandemic.
Elder Services	80,000	80,000	0	0%	Medical and nutritional shopping transportation for the city's portion to offset the grant from the Executive Office of Elder Affairs. We pay \$16,916 as a cash match for Mystic Valley Elder Services.
Total Expenditures	\$124,500	\$130,500	\$6,000	5%	
Total	\$425,604	\$542,024	\$116,420	27%	

Department of Libraries

The Everett Public Libraries continue to be a vital asset to the Everett community. The Parlin Memorial Library and Shute Memorial Library work in tandem to ensure opportunities to increase employment viability, engage in self-directed and recreational learning, and provide essential acclimation services to our newest neighbors. Providing free, reliable, trustworthy information services is the hallmark of all public libraries and is an essential foundation for democratic society.

Mission Statement

The Libraries' mission is to instill a love of reading and learning in children and adults by providing access to the world of ideas and information. Open to all, the Everett Public Libraries will continue to promote literacy, protect intellectual freedom and encourage life-long learning.

Budget and Staffing

In last year's budget message, I mentioned the challenges in hiring and retaining qualified professional staff, and that challenge has remained, particularly with regard to the Library Director position. The libraries remain heavily dependent on part-time professional and paraprofessional staff. A low unemployment rate, coupled with increasing wages, means the libraries must recruit and retain part-time staff with advanced skill sets in a very competitive labor market. The current library pay scale compensates part-time paraprofessionals at an average rate of \$15.00 per hour; and, experienced, full-time MLS librarians at an average rate of \$34.33 per hour. Any shortage in staffing faced during this pandemic has not been caused by insufficient funding; rather, it has been highly difficult to hire new employees for positions. Many folks who typically work part-time hours at the Libraries skew older in age, often working post-retirement. This population of employees has seen a decrease in interest in working at a public-facing position due to health concerns during the pandemic.

The Shute Memorial Library is struggling to find its niche. While the morning hours are steady with visits from adults, the Children's Room is not well used by our families. The hiring of an enthusiastic children's librarian that is able to provide the necessary community outreach and expanded programming is essential to the library's future ability to serve every aspect of our community.

The North of Boston Library Exchange (NOBLE) continues to search for efficiencies aimed at keeping costs affordable when apportioned among the remaining consortia members

Revitalizing the collections remains a top priority. One positive effect of the pandemic was that our professional Librarians were able to perform extensive weeding of old, outdated, and decrepit materials. Staff also performed an inventory assessment for the first time in the Library's recent history. This allowed the Library system to update our catalogues as well as order a slew of new materials for all age groups.

Both Libraries purchased new computers for patrons and staff as well as new furniture throughout for patron-computer usage.

FY2021: Accomplishments

Throughout the pandemic, both the Parlin and Shute Libraries were able to address residents' needs. The Libraries performed (and continue to perform) a Library-to-Go system, where patrons can reserve materials online, over the phone, or via email and retrieve their items in the atrium of either Library at their convenience. The Libraries also allowed for patron computer usage, first by appointment only and toward the end of the Fiscal Year by simply walking into the Library without an appointment.

For the first time in recent years, the Library has hired part-time Professional Librarians, who either currently hold an MLS or are in the process of attaining their MLS. This has greatly improved the types of work the part-time staff can now handle.

Despite the pandemic's effects in the City, the Libraries were able to hold programming for free for all age groups. Be it a virtual yoga class, paint nights with free materials given to all those interested in attending, book groups, and many other typical and atypical program offerings, the Library system managed to engage with many patrons through programming.

The Library's website was finally overhauled. The previous website was outdated and staff had no direct control over the appearance or content of the site. Now, the Interim Director updates the website regularly and has heavily expanded what the website has to offer. On the same vein, the Library's Facebook page has been recreated and has been amassing a large following.

A third full-time Library Aide position has been created and filled. Around ten new part-time employees have been hired. A new Children's Librarian and Technical Services Assistant have been hired. The search for a qualified, full-time Director continues.

One-hundred WiFi hotspot devices have been received by the Libraries for free from the MBLC to address the technology gap in the City. The Everett Public Libraries are loaning these WiFi hotspots out to patrons, free of charge.

A \$50,000 American Rescue Plan Act grant was awarded to the Libraries, which will be utilized to help patrons with job searches, resume building, and interview training, as well as outfitting the Libraries with additional STEM equipment to create a Makerspace.

Two rooms in the Parlin Library, formerly used for storage, have been cleaned out and will be repurposed as a private study space and a video game room for children.

FY2022: Performance Measures

	Actual FY2018	Actual FY2019	Actual FY2020	Actual FY2021	Projected FY2022
Volumes in Circulation	131,086	131,136	133,500 ¹	141,585	150,000
Volumes Borrowed	91461	57,925	97,000	25,958 ²	50,000
Number of Children's and YA Programs	211	180	225	37 ³	50
Number of Adult Programs	54	52	56	30 ³	50
¹ The weeding process will continue. Copies of damaged books and books in poor condition will be discarded. The size of the collection with continued investment will begin to grow. As the purchase of new materials begins to keep pace with the number of items discarded, we anticipate that the number of items borrowed will increase over time. ² The reduction of borrowed materials is a result of the pandemic. ³ The reduction in programs is a direct result of the pandemic.					

FY2022: Goals & Objectives

- Complete new Long Range Plan.
- Promote library services within the community.
- Collaborate with community partners to provide opportunities to access library services throughout the City.
- Collaborate with community partners to produce an Everett history book in preparation of City of Everett's and the Parlin Memorial Library's anniversaries.
- Reproduce, display and make available for loan, photographs which document the City's history.
- Create more opportunities for our community to access and become proficient at emerging technologies,
- Provide opportunities for new English Language Learners to access Library programs, services and Collections.
- Hire a full time, MLS Director.

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610 - DEPARTMENT OF LIBRARIES							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-610-1-5111	SALARIES	\$522,170.30	\$583,223.00	\$436,982.51	\$737,839.00	\$737,839.00	\$737,839.00
01-610-1-5113	PART TIME	\$127,199.26	\$90,180.00	\$10,307.12	\$158,917.00	\$158,917.00	\$158,917.00
01-610-1-5120	OTHER PERSONNEL SERVICES	\$-216.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-610-1-5143	LONGEVITY	\$5,578.45	\$4,200.00	\$4,366.70	\$2,750.00	\$2,750.00	\$2,750.00
01-610-1-5146	LIBRARY TRUSTEE STIPEND	\$21,801.38	\$26,200.00	\$23,215.65	\$26,200.00	\$26,200.00	\$26,200.00
PERSONNEL Total:		\$676,532.64	\$703,803.00	\$474,871.98	\$925,706.00	\$925,706.00	\$925,706.00
EXPENSES							
01-610-2-5240	EQUIPMENT REPAIR & MAINTENANCE	\$500.00	\$8,500.00	\$8,093.32	\$17,632.00	\$17,632.00	\$17,632.00
01-610-2-5241	EQUIPMENT & OTHER	\$2,173.45	\$5,450.00	\$2,373.50	\$10,250.00	\$10,250.00	\$10,250.00
01-610-2-5420	OFFICE SUPPLIES	\$6,256.87	\$9,500.00	\$8,836.03	\$9,500.00	\$9,500.00	\$9,500.00
01-610-2-5423	NON PRINT MEDIA	\$20,636.14	\$46,000.00	\$24,262.90	\$55,000.00	\$55,000.00	\$55,000.00
01-610-2-5430	PROPERTY MAINTENANCE	\$5,760.00	\$9,800.00	\$5,995.00	\$0.00	\$0.00	\$0.00
01-610-2-5586	BOOKS MAGAZINES & PAPERS	\$31,789.87	\$62,874.00	\$52,402.48	\$65,000.00	\$65,000.00	\$65,000.00
01-610-2-5710	PROFESSIONAL DEVELOPMENT	\$8,000.00	\$1,700.00	\$304.44	\$1,700.00	\$1,700.00	\$1,700.00
01-610-2-5711	TUITION REIMBURSEMENT	\$0.00	\$16,000.00	\$4,000.00	\$16,000.00	\$16,000.00	\$16,000.00
01-610-2-5793	LIBRARY NOBLE NETWORK SERVICE	\$62,705.57	\$63,422.00	\$43,222.98	\$63,422.00	\$63,422.00	\$63,422.00
PARLIN LIBRARY Total:		\$137,821.90	\$223,246.00	\$149,490.65	\$238,504.00	\$238,504.00	\$238,504.00
01-611-2-5240	EQUIPMENT REPAIRS & MAINTENANCE	\$3,480.22	\$4,000.00	\$3,212.21	\$4,000.00	\$4,000.00	\$4,000.00
01-611-2-5344	POSTAGE	\$0.00	\$205.00	\$0.00	\$205.00	\$205.00	\$205.00
01-611-2-5420	OFFICE SUPPLIES	\$1,217.48	\$4,300.00	\$2,781.82	\$4,300.00	\$4,300.00	\$4,300.00
01-611-2-5510	BOOKS MAGAZINES & NEWSPAPERS	\$16,908.00	\$29,626.00	\$25,980.55	\$28,500.00	\$28,500.00	\$28,500.00
01-611-2-5512	NON PRINT MEDIA	\$8,037.32	\$18,900.00	\$10,179.68	\$20,000.00	\$20,000.00	\$20,000.00
01-611-2-5710	PROFESSIONAL DEVELOPMENT	\$0.00	\$700.00	\$0.00	\$700.00	\$700.00	\$700.00
01-611-2-5793	LIBRARY NOBLE NETWORK SERVICE	\$7,794.58	\$7,740.00	\$3,564.00	\$7,740.00	\$7,740.00	\$7,740.00
SHUTE LIBRARY Total:		\$37,437.60	\$65,471.00	\$45,718.26	\$65,445.00	\$65,445.00	\$65,445.00
EXPENSES Total:		\$175,259.50	\$288,717.00	\$195,208.91	\$303,949.00	\$303,949.00	\$303,949.00
610 DEPARTMENT OF LIBRARIES Total:		\$851,792.14	\$992,520.00	\$670,080.89	\$1,229,655.00	\$1,229,655.00	\$1,229,655.00

610	DEPARTMENT OF LIBRARIES								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-610-1-5111	Director	UNCL	35	0	1	1	\$0	\$92,000	\$92,000
01-151-1-5111	Assistant City Solicitor/Interim Library Director ¹	UNCL	35	1	0	0	\$82,071	\$0	\$0
01-610-1-5111	Branch Librarian (Shute Library) ²	ELSA 8/5	35	1	1	1	\$64,617	\$67,815	\$67,815
01-610-1-5111	Technical Services Librarian ²	ELSA 7/8	35	1	1	1	\$66,040	\$66,979	\$66,979
01-610-1-5143	Technical Services Librarian	Longevity					\$1,250	\$1,500	\$1,500
01-610-1-5111	Reference Librarian ²	ELSA 7/8	35	1	1	1	\$66,040	\$66,979	\$66,979
01-610-1-5111	Information Services Librarian ^{2 6}	ELSA 7/2	35	1	1	1	\$29,942	\$56,361	\$56,361
01-610-1-5111	Children's Librarian (Shute Library) ^{2 6}	ELSA 7/2	35	1	1	1	\$28,928	\$56,361	\$56,361
01-610-1-5111	Children's Librarian ²	ELSA 7/3	35	1	1	1	\$57,526	\$58,347	\$58,347
01-610-1-5111	Technical Services Assistant ^{2 6}	ELSA 5/3	35	1	1	1	\$28,213	\$49,548	\$49,548
01-610-1-5143	Technical Services Assistant	Longevity					\$1,700	\$0	\$0
01-610-1-5111	Head of Circulation ^{2 6}	ELSA 5/2	35	1	1	1	\$25,433	\$47,914	\$47,914
01-610-1-5111	Administrative Assistant ³	A-6U/8	35	1	1	1	\$61,395	\$63,509	\$63,509
01-610-1-5143	Administrative Assistant	Longevity					\$1,250	\$1,250	\$1,250
01-610-1-5111	Secretary ⁴	UNCL	35	1	0	0	\$18,104	\$0	\$0
01-610-1-5111	Library Aide ⁷	UNCL	35	1	1	1	\$27,458	\$37,342	\$37,342
01-610-1-5111	Library Aide ⁷	UNCL	35	1	1	1	\$27,458	\$37,342	\$37,342
01-610-1-5111	Library Aide	UNCL	35	0	1	1	\$0	\$37,342	\$37,342
01-610-1-5113	Employees - Part Time ⁵	UNCL	Varies				\$90,180	\$158,917	\$158,917
01-610-1-5146	Library Trustees Stipend	Board	13	0	0	0	\$26,200	\$26,200	\$26,200
				13	13	13			
610	Library TOTAL								
						Salary (5111)	\$583,223	\$737,839	\$737,839
						Part Time (5113)	\$90,180	\$158,917	\$158,917
						Longevity (5143)	\$4,200	\$2,750	\$2,750
Notes to Budget:						Library Trustees Stipend (5146)	\$26,200	\$26,200	\$26,200
						Personnel Total:	\$703,803	\$925,706	\$925,706
³	Local 25 Clerical increased 2% in anticipation of contract settlement.								
⁴	Not requesting funding for this position in FY22.								
⁵	Salary differential was due to Covid layoffs of part time personnel.								
⁶	Salary differential is due to Covid layoffs. Re-hire date for this position was 1.1.2021.								
⁷	During FY21 all Library Aides were bumped up to \$20/hour. The requested wage includes a 2% COLA.								

(610) Library - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	583,223	737,839	154,616	27%	Mr. Lattanzi's salary moving to Planning & Develop. 2% increase for ELSA employees. Local 25 Clerical increased 2% in anticipation of contract settlement. Not requesting funding for 1 position. Library Aides bumped up to \$20/hour.
Part Time Salaries	90,180	158,917	68,737	76%	Restoring part-time budget to pre-Covid funding.
Longevity	4,200	2,750	(1,450)	-35%	10+ years of service. Mr. Parisi, Ms. Joseph and Ms. Mattuchio.
Library Trustees Stipend	26,200	26,200	0	0%	\$2,200 for Chair and \$2K for each member (12)
Total Personnel Services	\$703,803	\$925,706	\$221,903	32%	
<u>General Operating Expenses</u>					
Equipment Repair & Maint	8,500	17,632	9,132	107%	Intending to revitalize the furniture in the Parlin Library, particularly the seating, to modernize the look of the interior of the library as well as provide more comfortable places for our patrons.
Equipment & Other	5,450	10,250	4,800	88%	Software licenses for 37 computers (\$2,250). Cost of Comcast subscription. Software and equipment for new security cameras.
Office Supplies	9,500	9,500	0	0%	Covers cost for paper, toner & maintenance (\$320/month). Mylar book covers, labels, protective & replacement containers for damaged CD's, DVD's & audiobook containers. Cleaning supplies for AV materials. Program media, color paper, craft & other supplies. Added funding for MLS deliveries.
Non Print Media	46,000	55,000	9,000	20%	CD's, DVD's, multi-media, such as a story book with tape or CD or English language learning book & CD. Purchase of databases via NOBLE or directly from the publisher. Also includes the yearly microfilming of three local newspapers. Expand collection of NOBLE eBooks.
Property Maintenance	9,800	0	(9,800)	-100%	Not requesting funding in FY22. Contract expired.
Books, Magazines, Papers	64,000	65,000	1,000	2%	Replacement cost of outdated materials after a large weeding-effort performed at the Parling during COVID.
Professional Development	1,700	1,700	0	0%	Fees paid for MBLC conferences & workshops. Consistently encouraging all full-time staff to engage in skills development.
Tuition Reimbursement	16,000	16,000	0	0%	Per ELSA contract.
					Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Library Noble Network Service	63,422	63,422	0	0%	Includes Shute at an increased cost of adding 14 Public Access computers to the NOBLE Network as a result of a discontinued relationship with a Canadian Software company Useful. Increased costs for database access from NOBLE Vendors as well as a redistribution of some fees incurred as an indirect result of 2 college libraries exited the consortium.
Equipment Repairs & Maint	4,000	4,000	0	0%	Purchasing display materials to promote collection and services. Replacement of at least one staff computer. Additional purchases as reasonably foreseeable.
Postage	205	205	0	0%	Stamps for overdue notices, bills for books never returned.
Office Supplies	4,300	4,300	0	0%	See Office Supplies above.
Books, Magazines, Papers	28,500	28,500	0	0%	For titles purchased to replace damage and titles and update antiquated titles in the Non-Fiction Collection, and to expand the overall print-collection in the Shute.
Non Print Media	18,900	20,000	1,100	6%	Will continue to fund for vendors fee and accounts for the beginning of an updating project for the music and video collections.
Professional Development	700	700	0	0%	See Professional Development above.
Library Noble Network Service	7,740	7,740	0	0%	Increase prorated for last quarter, if vendor is switched from Useful to NOBLE.
Total Expenditures	\$288,717	\$303,949	\$15,232	5%	
Total	\$992,520	\$1,229,655	\$237,135	24%	

Office of Health & Wellness

The Everett Office of Health & Wellness has created programs and campaigns that help people lead healthy lives.

Mission Statement

To make a positive impact in the health and well-being of our community. With a myriad of options in fitness, wellness, children's programs, healthy meals, exercise and nutrition classes, we provide experiential opportunities for residents to participate in regular physical activities and pursue an enhanced quality of life.

Significant Budget & Staffing Changes for FY2022

Due to the COVID-19 quarantine, the Health & Wellness Center has been closed. We hope to resume activities in the late spring.



FY2021: Accomplishments

- Due to Covid Pandemic, the Health & Wellness Center was closed for most of FY21.
- Provided a variety of new exercise classes thru ECTV to keep members motivated and moving during the pandemic.

FY2022: Goals & Objectives

- Increase recreational classes for children and teenagers.
- Extend childcare and kids activities through Sunday.
- Update our entire Personal Training service.
- Re-vamp our youth programs to include nutrition education.
- Expand hours of operation on Saturday.
- Continue the Healthy Meals program for residents; pick up pre-made caloric friendly meals at a low cost. We currently have 20 – 40 participants per week. Our goal is to have 40 – 50 by our fiscal year end.
- Add more cardiovascular and strength training exercise equipment for our growing number of members.
- Continue with community “Get Healthy” challenges to promote healthy living.
- Increase membership enrollments from Everett residents.
- Add more exercise classes.
- Create school vacation camps geared toward Physical Education and Activity.
- Build programs to get children off of their mobile devices and get involved in the gym or local parks.

Outcomes & Performance Measurers	Actual FY2019	Actual FY2019	Actual FY2020	Estimated FY2021
Overall Programs	90 - 100 per week	100 per week	100 per week	TBD
Number of gym memberships	5,200	5,500	5,500	TBD

How FY2022 Departmental Goals Relate to City's Overall Long & Short Term Goals

- Long term goal is to reduce the high obesity rate in the City of Everett. Improve the overall well-being of residents in Everett. Decrease data on lifestyle diseases.
- To make Everett the healthiest city in America.
- To provide opportunities for residents, businesses and city employees to participate in regular physical activities and pursue an enhanced quality of life while reducing health care costs.
- Promote and actively support the Northern Strand Urban farm, local community gardens and the Everett Farmer's market.
- Expand the BOKs program throughout the school system.



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630 - OFFICE OF HEALTH AND WELLNESS							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
01-630-1-5111	SALARIES	\$391,596.79	\$302,634.00	\$195,580.20	\$340,658.00	\$340,658.00	\$340,658.00
01-630-1-5113	PART TIME	\$71,231.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-630-1-5143	LONGEVITY	\$0.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$0.00
01-630-1-5193	CLOTHING ALLOWANCE	\$1,050.00	\$700.00	\$350.00	\$700.00	\$700.00	\$700.00
PERSONNEL Total:		\$463,878.34	\$303,334.00	\$196,930.20	\$341,358.00	\$341,358.00	\$341,358.00
EXPENSES							
01-630-2-5240	EQUIPMENT MAINTENANCE	\$2,682.13	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
01-630-2-5241	EQUIPMENT LEASE	\$4,159.65	\$0.00	\$0.00	\$17,000.00	\$17,000.00	\$17,000.00
01-630-2-5352	WELLNESS PROGRAM EXPENSES	\$5,445.98	\$0.00	\$0.00	\$10,000.00	\$10,000.00	\$10,000.00
01-630-2-5420	OFFICE SUPPLIES	\$1,543.38	\$0.00	\$0.00	\$2,500.00	\$2,500.00	\$2,500.00
01-630-2-5585	UNIFORMS	\$0.00	\$0.00	\$0.00	\$5,000.00	\$5,000.00	\$5,000.00
EXPENSES Total:		\$13,831.14	\$0.00	\$0.00	\$39,500.00	\$39,500.00	\$39,500.00
630 OFFICE OF HEALTH AND WELLNESS		\$477,709.48	\$303,334.00	\$196,930.20	\$380,858.00	\$380,858.00	\$380,858.00

[illegible]

(630) Health & Wellness - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	302,634	340,658	38,024	13%	Health & Wellness Center will be operational at the start of the new fiscal year. There are 4 vacancies and the Health & Wellness Coordinator position has moved to the Health Department.
Clothing Allowance	700	700	0	0%	Contractual per Local 25 DPW - \$700.
Total Personnel Services	\$303,334	\$341,358	\$38,024	13%	
<u>General Operating Expenses</u>					
Equipment Maintenance	0	5,000	5,000	100%	For maintenance for all Wellness Center equipment.
Equipment Lease	0	17,000	17,000	100%	For treadmill/elliptical and cardio machines monthly lease.
Wellness Program Expenses	0	10,000	10,000	100%	Adding new programs and kids programs to kidzone area Weights, mats, basketball nets, etc.
Office Supplies	0	2,500	2,500	100%	Paper, toner cartridges, all other general office supplies.
Uniforms	0	5,000	5,000	100%	Shirts and jackets for the Staff that identify them to the public. Much larger staff at gym.
Total Expenditures	\$0	\$39,500	\$39,500	100%	
Total	\$303,334	\$380,858	\$77,524	26%	

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710 - RETIREMENT OF DEBT							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
DEBT SERVICE							
01-710-9-5904	OCT 15,2009 (KEVERIAN)	\$1,240,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-710-9-5905	APRIL 23,2015	\$1,135,000.00	\$1,065,000.00	\$0.00	\$1,065,000.00	\$1,065,000.00	\$1,065,000.00
01-710-9-5976	DEC 12,2012 PUBLIC WORKS FACILITY	\$205,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-710-9-5977	DEC 12,2012 SCHOOL REMODELING	\$125,000.00	\$125,000.00	\$125,000.00	\$120,000.00	\$120,000.00	\$120,000.00
01-710-9-5978	SEPT 15,2004 SCHOOL REFUNDING	\$2,935,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-710-9-5981	OCT 25,2007 MSBA HIGH SCHOOL 2%	\$449,416.00	\$449,416.00	\$449,416.00	\$449,416.00	\$449,416.00	\$449,416.00
01-710-9-5982	AUG 1,2009 SCHOOL REMOD-PARLIN	\$100,000.00	\$100,000.00	\$100,000.00	\$100,000.00	\$100,000.00	\$100,000.00
01-710-9-5984	DEC 20,2013	\$745,000.00	\$735,000.00	\$2,325,000.00	\$675,000.00	\$675,000.00	\$675,000.00
01-710-9-5985	FEB 6,2014	\$265,000.00	\$265,000.00	\$0.00	\$265,000.00	\$265,000.00	\$265,000.00
01-710-9-5986	Feb. 18, 2016	\$1,715,000.00	\$1,640,000.00	\$1,640,000.00	\$930,000.00	\$930,000.00	\$930,000.00
01-710-9-5987	Feb. 19, 2008 Sec 108 HUD Loan	\$0.00	\$76,000.00	\$0.00	\$80,000.00	\$80,000.00	\$80,000.00
01-710-9-5988	FEB 2017	\$900,000.00	\$891,000.00	\$891,000.00	\$890,000.00	\$890,000.00	\$890,000.00
01-710-9-5991	MAY 3, 2018	\$1,440,000.00	\$1,405,000.00	\$1,405,000.00	\$1,355,000.00	\$1,355,000.00	\$1,355,000.00
01-710-9-5992	APRIL 4, 2019	\$1,895,000.00	\$1,895,000.00	\$1,895,000.00	\$1,810,000.00	\$1,810,000.00	\$1,810,000.00
01-710-9-5995	FEB 11, 2021 GOB	\$0.00	\$0.00	\$0.00	\$160,000.00	\$160,000.00	\$160,000.00
01-710-9-5998	NOV 17, 2020 GOB	\$0.00	\$0.00	\$0.00	\$1,135,000.00	\$1,135,000.00	\$1,135,000.00
DEBT SERVICE Total:		\$13,149,416.00	\$8,646,416.00	\$8,830,416.00	\$9,034,416.00	\$9,034,416.00	\$9,034,416.00
710 RETIREMENT OF DEBT Total:		\$13,149,416.00	\$8,646,416.00	\$8,830,416.00	\$9,034,416.00	\$9,034,416.00	\$9,034,416.00

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751 - LONG TERM DEBT INTEREST							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
DEBT SERVICE							
01-751-9-5904	OCT 15,2009 (KEVERIAN SCHOOL)	\$31,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-751-9-5905	APRIL 23,2015	\$329,756.26	\$284,357.00	\$142,178.13	\$241,758.00	\$241,758.00	\$241,758.00
01-751-9-5976	DEC 20,2012 PUBLIC WORKS FACILITY	\$4,100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-751-9-5977	DEC12,2012 SCHOOL REMODELING	\$7,400.00	\$4,900.00	\$4,900.00	\$2,400.00	\$2,400.00	\$2,400.00
01-751-9-5978	SEP 15,2004 SCHOOL REFUNDING	\$58,700.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
01-751-9-5981	OCT 25,2007 MSBA HIGH SCHOOL 2%	\$125,836.00	\$116,848.00	\$116,831.67	\$107,860.00	\$107,860.00	\$107,860.00
01-751-9-5982	AUG 1,2009 SCHOOL REMODEL-PARLIN	\$43,125.00	\$39,125.00	\$20,562.50	\$35,126.00	\$35,126.00	\$35,126.00
01-751-9-5984	DEC 20,2013	\$140,680.00	\$124,043.00	\$322,399.01	\$104,731.00	\$104,731.00	\$104,731.00
01-751-9-5985	FEB 6,2014	\$81,818.76	\$73,869.00	\$36,934.38	\$65,920.00	\$65,920.00	\$65,920.00
01-751-9-5986	Feb. 18, 2016	\$462,900.00	\$394,300.00	\$232,150.00	\$328,700.00	\$328,700.00	\$328,700.00
01-751-9-5988	FEB 2017	\$456,068.76	\$408,661.00	\$409,864.38	\$366,322.00	\$366,322.00	\$366,322.00
01-751-9-5991	MAY 3, 2018	\$552,881.28	\$480,882.00	\$485,881.28	\$410,631.00	\$410,631.00	\$410,631.00
01-751-9-5992	APRIL 4, 2019	\$813,017.92	\$725,101.00	\$725,100.00	\$614,750.00	\$614,750.00	\$614,750.00
01-751-9-5997	FEB 11, 2021 GOB	\$0.00	\$0.00	\$0.00	\$76,319.00	\$76,319.00	\$76,319.00
01-7519-5998	NOV 17, 2020 GOB	\$0.00	\$0.00	\$0.00	\$833,040.00	\$833,040.00	\$833,040.00
DEBT SERVICE Total:		\$3,107,283.98	\$2,652,086.00	\$2,496,801.35	\$3,187,557.00	\$3,187,557.00	\$3,187,557.00
751 LONG TERM DEBT INTEREST Total:		\$3,107,283.98	\$2,652,086.00	\$2,496,801.35	\$3,187,557.00	\$3,187,557.00	\$3,187,557.00

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752 - SHORT TERM DEBT INTEREST		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
DEBT SERVICE							
01-752-9-5925	INT ON TEMP LOANS	\$0.00	\$250,000.00	\$229,128.75	\$210,000.00	\$210,000.00	\$210,000.00
DEBT SERVICE Total:		\$0.00	\$250,000.00	\$229,128.75	\$210,000.00	\$210,000.00	\$210,000.00
752 SHORT TERM DEBT INTEREST Total:		\$0.00	\$250,000.00	\$229,128.75	\$210,000.00	\$210,000.00	\$210,000.00

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911 - RETIREMENT BOARD		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
EXPENSES							
01-911-2-5177	PAYMENT PENSION FUND	\$15,970,286.00	\$16,743,323.00	\$16,743,323.00	\$18,142,118.00	\$18,142,118.00	\$18,142,118.00
EXPENSES Total:		\$15,970,286.00	\$16,743,323.00	\$16,743,323.00	\$18,142,118.00	\$18,142,118.00	\$18,142,118.00
911 RETIREMENT BOARD Total:		\$15,970,286.00	\$16,743,323.00	\$16,743,323.00	\$18,142,118.00	\$18,142,118.00	\$18,142,118.00

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913 - UNEMPLOYMENT COMPENSATION							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
EXPENSES							
01-913-2-5170	UNEMPLOYMENT COMPENSATION	\$231,131.80	\$330,000.00	\$73,310.02	\$330,000.00	\$330,000.00	\$330,000.00
EXPENSES Total:		\$231,131.80	\$330,000.00	\$73,310.02	\$330,000.00	\$330,000.00	\$330,000.00
913 UNEMPLOYMENT COMPENSATION Total:		\$231,131.80	\$330,000.00	\$73,310.02	\$330,000.00	\$330,000.00	\$330,000.00

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914 - EMPLOYEE BENEFITS							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
EXPENSES							
01-914-2-5171	LIFE & OTHER INSURANCE	\$66,716.42	\$88,000.00	\$73,186.70	\$88,000.00	\$88,000.00	\$88,000.00
01-914-2-5172	HEALTH INSURANCE	\$21,664,694.03	\$21,667,200.00	\$21,551,534.04	\$21,883,872.00	\$21,883,872.00	\$21,883,872.00
01-914-2-5175	AD & D INSURANCE	\$27,241.90	\$28,000.00	\$30,551.20	\$28,000.00	\$28,000.00	\$28,000.00
EXPENSES Total:		\$21,758,652.35	\$21,783,200.00	\$21,655,271.94	\$21,999,872.00	\$21,999,872.00	\$21,999,872.00
914 EMPLOYEE BENEFITS Total:		\$21,758,652.35	\$21,783,200.00	\$21,655,271.94	\$21,999,872.00	\$21,999,872.00	\$21,999,872.00

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915 - FICA							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
EXPENSES							
01-915-2-5176	MEDICARE (1.45%)	\$1,595,720.27	\$1,809,357.00	\$1,593,653.72	\$1,936,012.00	\$1,936,012.00	\$1,936,012.00
EXPENSES Total:		\$1,595,720.27	\$1,809,357.00	\$1,593,653.72	\$1,936,012.00	\$1,936,012.00	\$1,936,012.00
915 FICA Total:		\$1,595,720.27	\$1,809,357.00	\$1,593,653.72	\$1,936,012.00	\$1,936,012.00	\$1,936,012.00

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944 - EMPLOYEE INJURIES							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
EXPENSES							
01-944-2-5152	ACTIVE POLICE AND FIRE	\$248,746.01	\$400,000.00	\$181,839.25	\$400,000.00	\$400,000.00	\$400,000.00
01-944-2-5153	RETIRED POLICE & FIRE	\$22,138.48	\$19,500.00	\$15,489.20	\$19,500.00	\$19,500.00	\$19,500.00
01-944-2-5171	WORKER'S COMP	\$705,567.59	\$772,000.00	\$677,281.59	\$772,000.00	\$772,000.00	\$772,000.00
01-944-2-5305	WORKERS COMP CLAIMS ADMIN	\$-24,740.11	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
EXPENSES Total:		\$951,711.97	\$1,191,500.00	\$874,610.04	\$1,191,500.00	\$1,191,500.00	\$1,191,500.00
944 EMPLOYEE INJURIES Total:		\$951,711.97	\$1,191,500.00	\$874,610.04	\$1,191,500.00	\$1,191,500.00	\$1,191,500.00

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945 - PROPERTY/ LIABILITY INSURANCE							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
EXPENSES							
01-945-2-5745	COMP GENERAL LIABILITY	\$1,887,075.06	\$1,965,000.00	\$1,887,470.50	\$1,984,650.00	\$1,984,650.00	\$1,984,650.00
01-945-2-5748	INSURANCE DEDUCTIBLES	\$96,060.09	\$150,000.00	\$147,576.61	\$151,500.00	\$151,500.00	\$151,500.00
EXPENSES Total:		\$1,983,135.15	\$2,115,000.00	\$2,035,047.11	\$2,136,150.00	\$2,136,150.00	\$2,136,150.00
945 PROPERTY/ LIABILITY INSURANCE		\$1,983,135.15	\$2,115,000.00	\$2,035,047.11	\$2,136,150.00	\$2,136,150.00	\$2,136,150.00

(135) City of Everett Fixed Costs - Notes to Budget

		FY21	FY22	\$	%	
		Budget	Request	+ / -	+ / -	Detail
<u>Retirement of Debt</u>						
April 23, 2015		1,065,000	1,065,000	\$0	0%	Payments per debt schedule.
Dec 12, 2012 School Remodeling		125,000	120,000	(\$5,000)	-4%	Payments per debt schedule.
Oct 25, 2007 MSBA High School 2%		449,416	449,416	\$0	0%	Payments per debt schedule.
Aug 1, 2009 School Remod-Parlin		100,000	100,000	\$0	0%	Payments per debt schedule.
Dec. 20, 2013		735,000	675,000	(\$60,000)	-8%	Payments per debt schedule.
Feb 6, 2014		265,000	265,000	\$0	0%	Payments per debt schedule.
Feb 18, 2016		1,640,000	930,000	(\$710,000)	-43%	Payments per debt schedule.
Feb 19, 2008 Sec 108 HUD Loan		76,000	80,000	\$4,000	5%	Payments per debt schedule.
Feb 2017		891,000	890,000	(\$1,000)	0%	Payments per debt schedule.
May 3, 2018		1,405,000	1,355,000	(\$50,000)	-4%	Payments per debt schedule.
April 4, 2019		1,895,000	1,810,000	(85,000)	100%	Payments per debt schedule.
Feb 11, 2021 GOB		0	160,000	160,000	100%	Payments per debt schedule.
Nov 17, 2020 GOB		0	1,135,000	1,135,000	100%	Payments per debt schedule.
Total		\$8,646,416	\$9,034,416	\$388,000	4%	
<u>Long Term Debt Interest</u>						
April 23, 2015		284,357	241,758	(\$42,599)	-15%	Payments per debt schedule.
Dec 12, 2012 School Remodeling		4,900	2,400	(\$2,500)	-51%	Payments per debt schedule.
Oct 25, 2007 MSBA High School 2%		116,848	107,860	(\$8,988)	-8%	Payments per debt schedule.
Aug 1, 2009 School Remod-Parlin		39,125	35,126	(\$3,999)	-10%	Payments per debt schedule.
Dec 20, 2013		124,043	104,731	(\$19,312)	-16%	Payments per debt schedule.
Feb 6, 2014		73,869	65,920	(\$7,949)	-11%	Payments per debt schedule.
Feb 18, 2016		394,300	328,700	(\$65,600)	-17%	Payments per debt schedule.
Feb 2017		408,661	366,322	(\$42,339)	-10%	Payments per debt schedule.
						Continued...

		FY21	FY22	\$	%	
		Budget	Request	+ / -	+ / -	Detail
AD&D Insurance		28,000	28,000	\$0	0%	For fire and police only. The city pays the premium -- it is .10 cents on the thousand. This is determined by Boston Mutual on the rate of pay they receive.
Total		\$21,783,200	\$21,999,872	\$216,672	1%	
<u>FICA</u>						
Medicare (1.45%)		1,809,357	1,936,012	\$126,655	7%	Employer match of Medicare deduction. 1.45% of pay (health and life deductions not taxed).
Total		\$1,809,357	\$1,936,012	\$126,655	7%	
<u>Employee Injuries</u>						
Active Police and Fire		400,000	400,000	0	0%	All reimbursements for injuries for the police/fire departments. Meditrol (monthly billing & helping with contract issues).
Retired Police & Fire		19,500	19,500	0	0%	All prescription reimbursements for retirees.
Workers Comp		772,000	772,000	0	0%	All workers comp injury claims for all employees including the schools. (Does not include police/fire). Curtin, Murphy & O'Reilly
Total		\$1,191,500	\$1,191,500	\$0	0%	
<u>Property/Liability Insurance</u>						
Comp General Liability		1,965,000	1,984,650	19,650	1%	All city insurance including schools. Anticipating increase in premiums because of new fleet vehicles and new park equipment.
Insurance Deductibles		150,000	151,500	\$1,500	1%	All deductibles for all motor vehicle accidents including police, fire and schools. (\$1K per vehicle). Also pays for all glass breakage on motor vehicles and deductibles on other claims.
Total		\$2,115,000	\$2,136,150	\$21,150	1%	
		\$55,520,882	\$58,167,625	\$2,646,743	5%	

Water & Sewer Enterprise Fund

The Water & Sewer Department operates and maintains the City of Everett's water distribution System and Wastewater collection system.

Mission Statement

To provide reliable, high quality, safe and clean drinking water as well as reliable sewer services at a reasonable cost with superior customer service.



FY2021: Accomplishments

- Replaced 10 inoperable fire hydrants
- Repaired 30 water leaks
- Replaced 3 inoperable gate valves
- Exercised 150 Gate Valves
- Replaced over 100 Lead water services
- Installed over 1,200 ft of 12" water main to create redundancy
- Completed the Fall & Spring Hydrant Flushing Program
- Completed MA DEP Sanitary Survey

- All Water Distribution system construction is now document electronically with our asset management software
- Developed a hydraulic model for the city's water distribution system. This will assist us to during capital planning and redevelopment project to ensure our water main are sufficiently size to handle the water demand.
- A Leak Detection survey was completed in entire city. All leaks found (approximately 25)and were repaired.
- The Water Department has also been proactive about locating, repairing, and documenting all leaks that occur in the water distribution system. The water crew has become very proficient in repairing these leaks in a timely manner with quality craftsmanship with reduces the occurrence of future leaks.
- The Water Department's Gate Valve Exercising Program continues, which began 2 years ago, has helped reduced unaccounted for water by ensuring all isolation valves are located and are in good working condition. When a water main break occurs the water can be shut off to area quickly, greatly reducing water loss.



FY2022: Goals & Objectives

- Continue valve exercising program for the maintenance of city's valves. This entails turning the gate valves to discover which are inoperable and need to be replaced.
- Replacement of 150 lead water service lines.
- Continue our hydrant replacement program to ensure that all fire hydrants throughout the City are optimal working order for fire protection.
- Updated water and sewer GIS
- Replace over 9,000 ft of water main
- Replace another 100 lead water services



How FY2022 Departmental Goals Relate to City's Overall Long & Short term Goals

- To continue training staff to more efficiently and effectively deliver services and respond to resident requests
- Continue to keep the Administrative Clerk at City Hall. This will continue to improve our communication with the general public.
- Replace approximately 150 lead Water Services

- Replace approximately 10,000 linear feet of water main to improve water quality and fire flow.
- Continue cleaning and CCTV of city owned sewer lines and develop a sewer relining contract to help revitalize the city sewer system.
- Continue to identify and replace inoperable gate valves, which will decrease water outages throughout the city.
- Exercise all gate valves owned by the City, which will also decrease water outages throughout the city.
- Continue hydrant flushing program to maintain water quality.
- Train and develop qualified Water & Sewer personnel. This will enable us to do more projects with city staff.



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450 - WATER							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
60-450-1-5111	SALARIES	\$843,304.84	\$980,635.00	\$658,157.50	\$1,002,727.00	\$1,002,727.00	\$1,002,727.00
60-450-1-5114	ON-CALL UNION STIPEND	\$5,240.00	\$5,200.00	\$4,060.00	\$5,200.00	\$5,200.00	\$5,200.00
60-450-1-5121	POLICE DETAILS	\$49,853.50	\$65,000.00	\$37,180.00	\$65,000.00	\$65,000.00	\$65,000.00
60-450-1-5130	OVERTIME	\$35,231.99	\$75,000.00	\$42,583.12	\$75,000.00	\$75,000.00	\$75,000.00
60-450-1-5144	ABOVE GRADE	\$0.00	\$918.00	\$0.00	\$918.00	\$918.00	\$918.00
60-450-1-5143	LONGEVITY	\$2,700.00	\$5,500.00	\$5,700.00	\$4,500.00	\$4,500.00	\$4,500.00
60-450-1-5193	CLOTHING ALLOWANCE	\$5,100.00	\$6,300.00	\$5,600.00	\$6,300.00	\$6,300.00	\$6,300.00
PERSONNEL Total:		\$941,430.33	\$1,138,553.00	\$753,280.62	\$1,159,645.00	\$1,159,645.00	\$1,159,645.00
EXPENSES							
60-450-2-5280	EQUIPMENT/ HIRE	\$9,512.18	\$24,450.00	\$1,611.02	\$24,450.00	\$24,450.00	\$24,450.00
60-450-2-5341	TELECOMMUNICATIONS	\$3,905.38	\$7,800.00	\$470.10	\$7,800.00	\$7,800.00	\$7,800.00
60-450-2-5380	PROFESSIONAL SERVICES	\$87,602.49	\$237,000.00	\$22,824.05	\$237,000.00	\$237,000.00	\$237,000.00
60-450-2-5420	OFFICE SUPPLIES	\$128.76	\$1,500.00	\$385.00	\$1,500.00	\$1,500.00	\$1,500.00
60-450-2-5430	EMERGENCY REPAIRS	\$10,500.00	\$99,000.00	\$35,900.00	\$99,000.00	\$99,000.00	\$99,000.00
60-450-2-5435	MAINTENANCE SUPPLIES	\$1,632.00	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00	\$4,500.00
60-450-2-5438	SEWER LINE CLEANING	\$200,000.00	\$200,000.00	\$145,850.00	\$200,000.00	\$200,000.00	\$200,000.00
60-450-2-5532	PIPES FITTINGS VALVES	\$98,770.59	\$150,000.00	\$65,021.57	\$150,000.00	\$150,000.00	\$150,000.00
60-450-2-5534	METERS/MAINTENANCE	\$4,696.00	\$50,000.00	\$23,151.28	\$50,000.00	\$50,000.00	\$50,000.00
60-450-2-5543	STONE/ASPHALT	\$9,540.12	\$25,000.00	\$12,111.67	\$15,000.00	\$15,000.00	\$15,000.00
60-450-2-5580	VEHICLES	\$0.00	\$-5,000.00	\$0.00	\$0.00	\$0.00	\$0.00
60-450-2-5710	PROFESSIONAL DEVELOPMENT	\$2,341.50	\$10,000.00	\$2,021.00	\$10,000.00	\$10,000.00	\$10,000.00
60-450-2-5785	EXTRA/UNFORSEEN CHARGES	\$22,230.75	\$38,550.00	\$26,661.09	\$43,550.00	\$43,550.00	\$43,550.00
EXPENSES Total:		\$450,859.77	\$842,800.00	\$336,006.78	\$842,800.00	\$842,800.00	\$842,800.00
CAPITAL IMPROVEMENTS							
60-450-3-5533	HYDRANTS	\$8,195.36	\$50,000.00	\$17,280.00	\$25,000.00	\$25,000.00	\$25,000.00
60-450-3-5535	STORMWATER EXPENSES	\$19,992.37	\$105,000.00	\$45,822.37	\$130,000.00	\$130,000.00	\$130,000.00
CAPITAL IMPROVEMENTS Total:		\$28,187.73	\$155,000.00	\$63,102.37	\$155,000.00	\$155,000.00	\$155,000.00

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450 - WATER		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
450 WATER Total:		\$1,420,477.83	\$2,136,353.00	\$1,152,389.77	\$2,157,445.00	\$2,157,445.00	\$2,157,445.00

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710 - RETIREMENT OF DEBT							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
DEBT SERVICE							
60-710-9-5786	MAY 22,2013 MWPAT	\$159,791.00	\$133,448.00	\$0.00	\$301,692.00	\$301,692.00	\$301,692.00
60-710-9-5972	NOVEMBER 13, 2017 MWRA LOAN	\$0.00	\$0.00	\$94,100.00	\$0.00	\$0.00	\$0.00
60-710-9-5973	MWRA WATER SYSTEM	\$897,491.30	\$699,628.00	\$358,367.20	\$507,149.00	\$507,149.00	\$507,149.00
60-710-9-5974	DEBT RETIREMENT MWRA SEWER	\$0.00	\$0.00	\$77,000.00	\$0.00	\$0.00	\$0.00
60-710-9-5975	JUNE 6,2012 MWPAT CW2-31,8-14	\$33,992.00	\$9,170.00	\$33,798.83	\$10,279.00	\$10,279.00	\$10,279.00
60-710-9-5984	DEC 20,2013	\$195,000.00	\$195,000.00	\$0.00	\$205,000.00	\$205,000.00	\$205,000.00
60-710-9-5985	FEB 06,2014	\$255,000.00	\$260,000.00	\$0.00	\$265,000.00	\$265,000.00	\$265,000.00
60-710-9-5986	Feb. 16, 2016	\$35,000.00	\$287,680.00	\$0.00	\$30,000.00	\$30,000.00	\$30,000.00
60-710-9-5988	FEB 28, 2017	\$20,000.00	\$24,000.00	\$0.00	\$20,000.00	\$20,000.00	\$20,000.00
60-710-9-5989	APRIL 13, 2017 CW-08-14-A	\$4,297.00	\$4,390.00	\$0.00	\$0.00	\$0.00	\$0.00
60-710-9-5990	APRIL 13, 2017 CW-14-24	\$21,114.00	\$21,573.00	\$0.00	\$22,042.00	\$22,042.00	\$22,042.00
60-710-9-5991	MAY 3, 2018	\$80,000.00	\$70,000.00	\$0.00	\$65,000.00	\$65,000.00	\$65,000.00
60-710-9-5992	APRIL 4, 2019	\$0.00	\$0.00	\$0.00	\$40,000.00	\$40,000.00	\$40,000.00
60-710-9-5993	DEC 2, 2019 MWRA	\$0.00	\$222,130.00	\$222,130.00	\$222,130.00	\$222,130.00	\$222,130.00
60-710-9-5995	JUNE 1,20 MWRA WATER BONDS	\$0.00	\$50,000.00	\$0.00	\$50,000.00	\$50,000.00	\$50,000.00
60-710-9-5996	JUNE 15,20 MCWT SEWER BONDS	\$0.00	\$3,878.00	\$0.00	\$3,963.00	\$3,963.00	\$3,963.00
60-710-9-5999	FEB 8 , 2021 SEWER	\$0.00	\$0.00	\$0.00	\$60,270.00	\$60,270.00	\$60,270.00
60-710-9-6000	FEB 8, 2021 WATER	\$0.00	\$0.00	\$0.00	\$152,890.00	\$152,890.00	\$152,890.00
DEBT SERVICE Total:		\$1,701,685.30	\$1,980,897.00	\$785,396.03	\$1,955,415.00	\$1,955,415.00	\$1,955,415.00
710 RETIREMENT OF DEBT Total:		\$1,701,685.30	\$1,980,897.00	\$785,396.03	\$1,955,415.00	\$1,955,415.00	\$1,955,415.00

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751 - LONG TERM DEBT INTEREST							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
DEBT SERVICE							
60-751-9-5786	MAY 22,2013 MWPAT	\$58,358.66	\$39,602.00	\$27,429.07	\$36,932.00	\$36,932.00	\$36,932.00
60-751-9-5975	LONG TERM INTEREST MWPAT	\$13,814.39	\$16,708.00	\$5,969.08	\$12,132.00	\$12,132.00	\$12,132.00
60-751-9-5984	DEC 20,2013	\$21,825.00	\$17,438.00	\$0.00	\$11,925.00	\$11,925.00	\$11,925.00
60-751-9-5985	FEB 6,2014	\$55,325.00	\$47,675.00	\$23,837.50	\$39,876.00	\$39,876.00	\$39,876.00
60-751-9-5986	Feb. 16, 2016	\$8,800.00	\$7,400.00	\$3,700.00	\$6,000.00	\$6,000.00	\$6,000.00
60-751-9-5988	FEB 28, 2017	\$3,000.00	\$4,409.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
60-751-9-5989	APRIL 13, 2017 CW-08-14-A	\$0.00	\$970.00	\$0.00	\$0.00	\$0.00	\$0.00
60-751-9-5990	APRIL 13, 2017 CW-14-24	\$0.00	\$8,760.00	\$0.00	\$8,328.00	\$8,328.00	\$8,328.00
60-751-9-5991	MAY 3, 2018	\$14,000.00	\$10,000.00	\$0.00	\$6,500.00	\$6,500.00	\$6,500.00
60-751-9-5992	APRIL 4, 2019	\$0.00	\$0.00	\$0.00	\$15,600.00	\$15,600.00	\$15,600.00
60-751-9-5996	JUNE 15,20 MCWT SEWER BONDS	\$0.00	\$903.00	\$0.00	\$778.00	\$778.00	\$778.00
DEBT SERVICE Total:		\$175,123.05	\$153,865.00	\$61,935.65	\$139,071.00	\$139,071.00	\$139,071.00
751 LONG TERM DEBT INTEREST Total:		\$175,123.05	\$153,865.00	\$61,935.65	\$139,071.00	\$139,071.00	\$139,071.00

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752 - SHORT TERM DEBT INTEREST		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
DEBT SERVICE							
DEBT SERVICE Total:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
752 SHORT TERM DEBT INTEREST Total:		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

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821 - MASS WATER RESOURCES AUTH		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
INTERGOVERNMENTAL							
60-821-6-5230	MWRA LEAK DETECTION	\$7,140.00	\$8,250.00	\$0.00	\$8,250.00	\$8,250.00	\$8,250.00
60-821-6-5231	MWRA SAFE DRINKING WATER	\$0.00	\$15,000.00	\$13,096.77	\$15,000.00	\$15,000.00	\$15,000.00
60-821-6-5694	MWRA WATER	\$5,543,676.00	\$5,975,706.00	\$2,979,033.50	\$6,300,086.00	\$6,300,086.00	\$6,300,086.00
60-821-6-5695	MWRA SEWER	\$9,293,792.42	\$9,886,774.00	\$4,764,973.00	\$9,687,451.00	\$9,687,451.00	\$9,687,451.00
INTERGOVERNMENTAL Total:		\$14,844,608.42	\$15,885,730.00	\$7,757,103.27	\$16,010,787.00	\$16,010,787.00	\$16,010,787.00
821 MASS WATER RESOURCES AUTH Total:		\$14,844,608.42	\$15,885,730.00	\$7,757,103.27	\$16,010,787.00	\$16,010,787.00	\$16,010,787.00

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990 - TRANSFERS		FY2020	FY2021	FY2021	FY2022	FY2022 Mayor	FY2022 Council
Account Number	Account Description	Expended	Budget	Expended	Requested	Recommended	Approved
TRANSFERS OUT							
60-990-9-5961	INDIRECT COST TRANSFERS OUT	\$716,040.00	\$765,503.00	\$765,503.00	\$771,627.00	\$771,627.00	\$771,627.00
TRANSFERS OUT Total:		\$716,040.00	\$765,503.00	\$765,503.00	\$771,627.00	\$771,627.00	\$771,627.00
990 TRANSFERS Total:		\$716,040.00	\$765,503.00	\$765,503.00	\$771,627.00	\$771,627.00	\$771,627.00
WATER & SEWER ENTERPRISE Total:		\$18,857,934.60	\$20,922,348.00	\$10,522,327.72	\$21,034,345.00	\$21,034,345.00	\$21,034,345.00
Grand Total:		\$18,857,934.60	\$20,922,348.00	\$10,522,327.72	\$21,034,345.00	\$21,034,345.00	\$21,034,345.00

60	WATER / SEWER ENTERPRISE FUND								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
60-450-1-5111	Water Superintendent ¹	UNCL	40	1	1	1	\$109,466	\$111,655	\$111,655
60-450-1-5111	Assistant Water Superintendent ¹	UNCL	40	1	1	1	\$102,141	\$104,184	\$104,184
60-450-1-5111	Administrative Assistant ²	A-6U/8	35	1	1	1	\$61,395	\$63,509	\$63,509
60-450-1-5143	Administrative Assistant	Longevity					\$1,250	\$1,250	\$1,250
60-450-1-5111	Administrative Assistant ²	A-6U/6	35	1	1	1	\$57,331	\$59,306	\$59,306
60-450-1-5111	Principal Clerk ^{2 4}	C-6U/4	17.5	0.50	0.50	0.50	\$22,012	\$23,840	\$23,840
60-450-1-5111	Working Foreman ³	W-13U/4	40	1	1	1	\$85,626	\$88,574	\$88,574
60-450-1-5193	Working Foreman	Clothing					\$700	\$700	\$700
60-450-1-5143	Working Foreman	Longevity					\$1,000	\$1,000	\$1,000
60-450-1-5111	Working Foreman ³	W-13U/4	40	1	1	1	\$85,626	\$88,574	\$88,574
60-450-1-5193	Working Foreman	Clothing					\$700	\$700	\$700
60-450-1-5143	Working Foreman	Longevity					\$2,000	\$1,000	\$1,000
60-450-1-5111	Craftsman - SMEO w/CDL & Hoisting ³	W-10U/4	40	1	1	1	\$67,613	\$69,942	\$69,942
60-450-1-5193	Craftsman - SMEO w/CDL & Hoisting	Clothing					\$700	\$700	\$700
60-450-1-5111	Craftsman - SMEO w/CDL & Hoisting ³	W-10U/4	40	1	1	1	\$67,613	\$69,942	\$69,942
60-450-1-5193	Craftsman - SMEO w/CDL License	Clothing					\$700	\$700	\$700
60-450-1-5111	Craftsman - HME0 w/CDL License ³	W-9U/4	40	1	1	1	\$64,245	\$66,458	\$66,458
60-450-1-5193	Craftsman - HME0 w/CDL License	Clothing					\$700	\$700	\$700
60-450-1-5111	Craftsman - HME0 w/CDL License ³	W-9U/4	40	1	1	1	\$64,245	\$66,458	\$66,458
60-450-1-5193	Craftsman - HME0 w/CDL License	Clothing					\$700	\$700	\$700
60-450-1-5111	Craftsman - HME0 w/CDL License ³	W-9U/4	40	1	1	1	\$64,245	\$66,458	\$66,458
60-450-1-5143	Craftsman - HME0 w/CDL License	Longevity					\$1,250	\$1,250	\$1,250
60-450-1-5193	Craftsman - HME0 w/CDL License	Clothing					\$700	\$700	\$700
60-450-1-5111	Craftsman - HME0 w/CDL License ³	W-9U/4	40	1	1	1	\$61,463	\$66,458	\$66,458
60-450-1-5193	Craftsman - HME0 w/CDL License	Clothing					\$700	\$700	\$700
60-450-1-5111	Craftsman -Meter Service Craftsman ³	W-7U/3	40	1	1	1	\$67,613	\$57,369	\$57,369
60-450-1-5193	Craftsman - Meter Service Craftsman	Clothing					\$700	\$700	\$700
				14	14	14			
60	Water/Sewer Enterprise Fund TOTAL								
									Continued...

[illegible]

(60) Water/Sewer Enterprise Fund - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	980,635	1,002,727	\$22,092	2%	2% COLA added to administrative salaries. In anticipation of contract settlement, 2% increase added to union salaries.
On-Call Union Stipend	5,200	5,200	\$0	0%	Paid to the person who is on-call for the weekend.
Police Details	65,000	65,000	\$0	0%	Paid whenever a street is closed/emergency repairs. Also more sewer & drain cleaning.
Overtime	75,000	75,000	\$0	0%	Paid after normal business hours. Increase due to contract settlement.
Longevity	5,500	4,500	(\$1,000)	-18%	For employees who have worked 10+ years.
Above Grade	918	918	\$0	0%	For those employees filling in for a higher ranking employee.
Clothing Allowance	6,300	6,300	\$0	0%	\$700 per Local 25 DPW member.
Total Personnel Services	\$1,138,553	\$1,159,645	\$21,092	2%	
<u>General Operating Expenses</u>					
Equipment Hire	24,450	24,450	\$0	0%	All rentals and tools needed that the city does not own.
Telecommunications	7,800	7,800	\$0	0%	Asset Management/Mobile devices. Adding insurance & 2 cell phones.
Professional Services	237,000	237,000	\$0	0%	Consultant/Leak detecting/software licensing/attorney; DEP directive.
Office Supplies	1,500	1,500	\$0	0%	Toner cartridges, paper, WB Mason.
Emergency Repairs	99,000	99,000	\$0	0%	Main and sewer breaks. Emergencies beyond city's capabilities to repair.
Maint Supplies	4,500	4,500	\$0	0%	Cleaning supplies for sewer and water.
Sewer Line Cleaning	200,000	200,000	\$0	0%	Outside contracts for sewer issues. DEP directive.
Pipes Fittings Valves	150,000	150,000	\$0	0%	Pipe supplies/couplings/fittings.
Meters Maintenance	50,000	50,000	\$0	0%	Meters and supplies/meter testing/replace large meter.
Stone/Asphalt	15,000	15,000	\$0	0%	Used when repairing streets after a break occurs.
Professional Development	10,000	10,000	\$0	0%	Memberships/classes/OSHA license requirements, CDL's and training.
Extra/Unforeseen	43,550	43,550	\$0	0%	Emergency funding for issues that are not covered by any of the above.
Total Expenditures	\$842,800	\$842,800	\$0	0%	
					Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Capital Improvements</u>					
Hydrants	50,000	25,000	(\$25,000)	-50%	Replace old hydrants around the city.
Stormwater Expenses	105,000	130,000	\$25,000	24%	Any stormwater capital expense. Includes cleaning catch basins.
Total Capital	\$155,000	\$155,000	\$0	0%	
Total	\$2,136,353	\$2,157,445	\$21,092	1%	
<u>Retirement of Debt</u>					
May 22, 2013 MWPAT	133,448	301,692	\$168,244	126%	Payments per debt schedule.
MWRA Water System	699,628	507,149	(\$192,479)	-28%	Payments per debt schedule.
June 6, 2012 MWPAT CW2-31,8-14	9,170	10,279	\$1,109	12%	Payments per debt schedule.
Dec 20, 2013	195,000	205,000	\$10,000	5%	Payments per debt schedule.
Feb 06, 2014	260,000	265,000	\$5,000	2%	Payments per debt schedule.
Feb 16, 2016	287,680	30,000	(\$257,680)	-90%	Payments per debt schedule.
Feb 2017	24,000	20,000	(\$4,000)	-17%	Payments per debt schedule.
April 13, 2017 CW-08-14-A	4,390	0	(\$4,390)	-100%	Payments per debt schedule.
April 13, 2017 CW-14-24	21,573	22,042	\$469	2%	Payments per debt schedule.
June 1, 2020 MWRA Water Bonds	50,000	50,000	\$0	0%	Payments per debt schedule.
June 15, 2020 MCWT Sewer Bond	3,878	3,963	\$85	2%	Payments per debt schedule.
May 3, 2018	70,000	65,000	(\$5,000)	-7%	Payments per debt schedule.
Dec 2, 2019 MWRA	222,130	222,130	\$0	0%	Payments per debt schedule.
April 4, 2019	0	40,000	\$40,000	100%	Payments per debt schedule.
Feb 8, 2021 SEWER	0	60,270	\$60,270	100%	Payments per debt schedule.
Feb 8, 2021 WATER	0	152,890	\$152,890	100%	Payments per debt schedule.
Total	\$1,980,897	\$1,955,415	(\$25,482)	-1%	
<u>Long Term Debt Interest</u>					
May 22, 2013 MWPAT	39,602	36,932	(\$2,670)	-7%	Payments per debt schedule.
Long Term Interest MWPAT	16,708	12,132	(\$4,576)	-27%	Payments per debt schedule.
Dec 20, 2013	17,438	11,925	(\$5,513)	-32%	Payments per debt schedule.
Feb 6, 2014	47,675	39,876	(\$7,799)	-16%	Payments per debt schedule.
Feb 16, 2016	7,400	6,000	(\$1,400)	-19%	Payments per debt schedule.
					Continued...

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
Feb 2017	4,409	1,000	(\$3,409)	-77%	Payments per debt schedule.
April 13, 2017 CW-08-14-A	970	0	(\$970)	-100%	Payments per debt schedule.
April 13, 2017 CW-14-24	8,760	8,328	(\$432)	-5%	Payments per debt schedule.
April 4, 2019	0	15,600	\$15,600	100%	Payments per debt schedule.
June 15, 2020 MCWT Sewer Bond	903	778	(\$125)	-14%	Payments per debt schedule.
May 3, 2018	10,000	6,500	(\$3,500)	-35%	Payments per debt schedule.
Total	\$153,865	\$139,071	(\$14,794)	-10%	
Short Term Debt Interest					
Short Term Debt	0	0	\$0	100%	Not seeking funding in FY22.
Total	\$0	\$0	\$0	100%	
Mass Water Resources Authority					
MWRA Leak Detection Assessment	8,250	8,250	\$0	0%	Level Funded
MWRA Safe Drinking Water	15,000	15,000	\$0	0%	Level Funded
MWRA Water	5,975,706	6,300,086	\$324,380	5%	Preliminary FY22 Water Assessment. Final assessment will be determined in June.
MWRA Sewer	9,886,774	9,687,451	(\$199,323)	-2%	Preliminary FY21 Sewer Assessment. Final assessment will be determined in June.
Total	\$15,885,730	\$16,010,787	\$125,057	1%	
Grand Total Water/Sewer Budget	\$20,156,845	\$20,262,718	\$105,873	1%	
Indirect Costs Transfer Out	765,503	771,627	\$6,124	1%	Costs appropriated in the general fund (to be transferred to enterprise).
Grand Total	\$20,922,348	\$21,034,345	\$111,997	1%	

Everett Community Television (ECTV)

Mission Statement

Everett Community Television (ECTV) is a municipal station established to operate Public, Educational, and Government based channels in conjunction with Everett, Massachusetts cable television systems. ECTV's mission is to foster the development of community access television in Everett in some of the following ways.

- Enhance public participation in the government process by broadcasting meetings of governmental bodies, public hearings, and other related community events.
- Presenting information that will expand citizen awareness of city government and non-for-profit organizations that provide necessary services to all citizens of the City of Everett.
- To expand citizen access to city programs and services by bringing comprehensive information on those services, programs and resources to citizens via cable television.
- To strengthen emergency communications in the City.
- Promote teaching and learning through our education institutions.

FY2021: Accomplishments

- Taped and broadcasted a significant number of events, such as State of the City Address, Groundbreakings, Ribbon Cuttings, Press Conferences, Flag Raising Ceremonies, Concerts in the Park, Community Meetings, and various sporting events.
- Complete viewings of live City Council and various Committee meetings.
- Publication of many senior citizen events such as, the Summer BBQ, numerous concerts, and senior socials.
- Priding our veterans by filming Square Dedications, and Veterans and Memorial Day ceremonies.



- Airing the holiday presentations of the Easter EGG-STRAVAGANZA, Earth Day Celebration, Tree Lighting ceremony, the Menorah Lighting Ceremony, and the Winter Wonderland.
- Shared public service announcements, including announcements related to COVID-19, to keep residents updated on the happenings in the City of Everett.

FY2022: Goals & Objectives

- Cover all events to come.
- Production of new shows.
- Upgrade computers with newer version of video editing.
- Create the proper editing stations in ECTV vault.
- Upgrade hardware for streaming purposes related to those who do not transmit cable.
- Go Live with Hosts for future elections.
- To provide features related to HD, On- Demand, and closed caption broadcasting.
- License renewals.



How FY2022 Departmental Goals Relate to City's Overall Long & Short term Goals

In the short term, we will be upgrading some of our equipment and staying up to date with the times of technology. In the long term, we will be able to provide the continual, most efficient, community programing for the residents of Everett.

City of Everett
Everett Budget Council Summary Report
FY 2022 ECTV Budget

169 - ECTV							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
59-169-5170-5111	SALARIES	\$366,992.48	\$235,766.00	\$289,894.54	\$382,385.00	\$313,885.00	\$313,885.00
59-169-5170-5120	OTHER PERSONAL SERVICES	\$5,387.12	\$14,852.00	\$210.46	\$14,852.00	\$14,852.00	\$14,852.00
59-169-5170-5122	BENEFITS	\$0.00	\$70,000.00	\$0.00	\$70,000.00	\$70,000.00	\$70,000.00
59-169-5170-5130	OVERTIME	\$1,610.80	\$6,000.00	\$0.00	\$6,000.00	\$6,000.00	\$6,000.00
59-169-5170-5143	LONGEVITY	\$1,450.00	\$1,850.00	\$2,250.00	\$2,250.00	\$2,250.00	\$2,250.00
PERSONNEL Total:		\$375,440.40	\$328,468.00	\$292,355.00	\$475,487.00	\$406,987.00	\$406,987.00
EXPENSES							
59-169-5170-5200	SECURITY SYSTEM	\$359.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
59-169-5170-5205	CONTRACTED SERVICES	\$0.00	\$200,000.00	\$0.00	\$0.00	\$0.00	\$0.00
59-169-5170-5302	PROFESSIONAL SERVICES	\$-254.60	\$20,000.00	\$19,374.08	\$20,000.00	\$20,000.00	\$20,000.00
59-169-5170-5340	TELECOMMUNICATIONS	\$3,553.71	\$7,000.00	\$6,431.17	\$7,000.00	\$7,000.00	\$7,000.00
59-169-5170-5420	OFFICE SUPPLIES	\$456.46	\$3,000.00	\$1,925.97	\$3,000.00	\$3,000.00	\$3,000.00
59-169-5170-5510	PROFESSIONAL DEVELOPMENT	\$0.00	\$10,000.00	\$577.50	\$10,000.00	\$10,000.00	\$10,000.00
59-169-5170-5700	OTHER CHARGES & EXPENSES	\$1,500.13	\$6,000.00	\$871.77	\$6,000.00	\$6,000.00	\$6,000.00
59-169-5170-5734	LICENSING FEES	\$0.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
59-169-5170-5853	OPERATING PRODUCTION	\$93,053.19	\$130,000.00	\$36,754.51	\$130,000.00	\$130,000.00	\$130,000.00
EXPENSES Total:		\$98,667.99	\$377,000.00	\$65,935.00	\$177,000.00	\$177,000.00	\$177,000.00
169 ECTV Total:		\$474,108.39	\$705,468.00	\$358,290.00	\$652,487.00	\$583,987.00	\$583,987.00
ECTV Total:		\$474,108.39	\$705,468.00	\$358,290.00	\$652,487.00	\$583,987.00	\$583,987.00
Grand Total:		\$474,108.39	\$705,468.00	\$358,290.00	\$652,487.00	\$583,987.00	\$583,987.00

169	ECTV								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
59-169-5170-5111	Communications Director ¹	UNCL	35	0	1	0.50	\$0	\$119,000	\$50,500
59-169-5170-5143	Communications Director	Longevity					\$0	\$800	\$800
59-169-5170-5111	Assistant Director of Communications ²	UNCL	35	1	0	0	\$95,000	\$0	\$0
59-169-5170-5111	Administrative Assistant ³	A-6U/7	35	1	1	1	\$57,331	\$60,480	\$60,480
59-169-5170-5143	Administrative Assistant	Longevity					\$1,450	\$1,450	\$1,450
59-169-5170-5111	Senior Video Producer ⁴	UNCL	35	1	1	1	\$57,185	\$85,000	\$85,000
59-169-5170-5143	Senior Video Producer	Longevity					\$400	\$0	\$0
59-169-5170-5111	ECTV Coordinator ⁴	UNCL	35	1	1	1	\$61,905	\$66,905	\$66,905
59-169-5170-5111	Communications Specialist ⁵	UNCL	35	1	1	1	\$59,345	\$51,000	\$51,000
59-169-5170-5120	Engineer	UNCL	4	0	0	0	\$7,375	\$7,375	\$7,375
				5	5	4.5			
169	ECTV TOTAL								
						Salary (5111)	\$235,766	\$382,385	\$313,885
						Other Personnel Services (5120)	\$14,852	\$14,852	\$14,852
						Benefits (5122)	\$70,000	\$70,000	\$70,000
						Overtime (5130)	\$6,000	\$6,000	\$6,000
						Longevity (5143)	\$1,850	\$2,250	\$2,250
						Personnel Total:	\$328,468	\$475,487	\$406,987
Notes to Budget									
¹	Salary split between ECTV and the Mayor's Office.								
²	Not requesting funding for this position in FY22.								
³	Local 25 Clerical union 2% increase in anticipation of contract settlement.								
⁴	Seeking salary reclassification in FY22.								

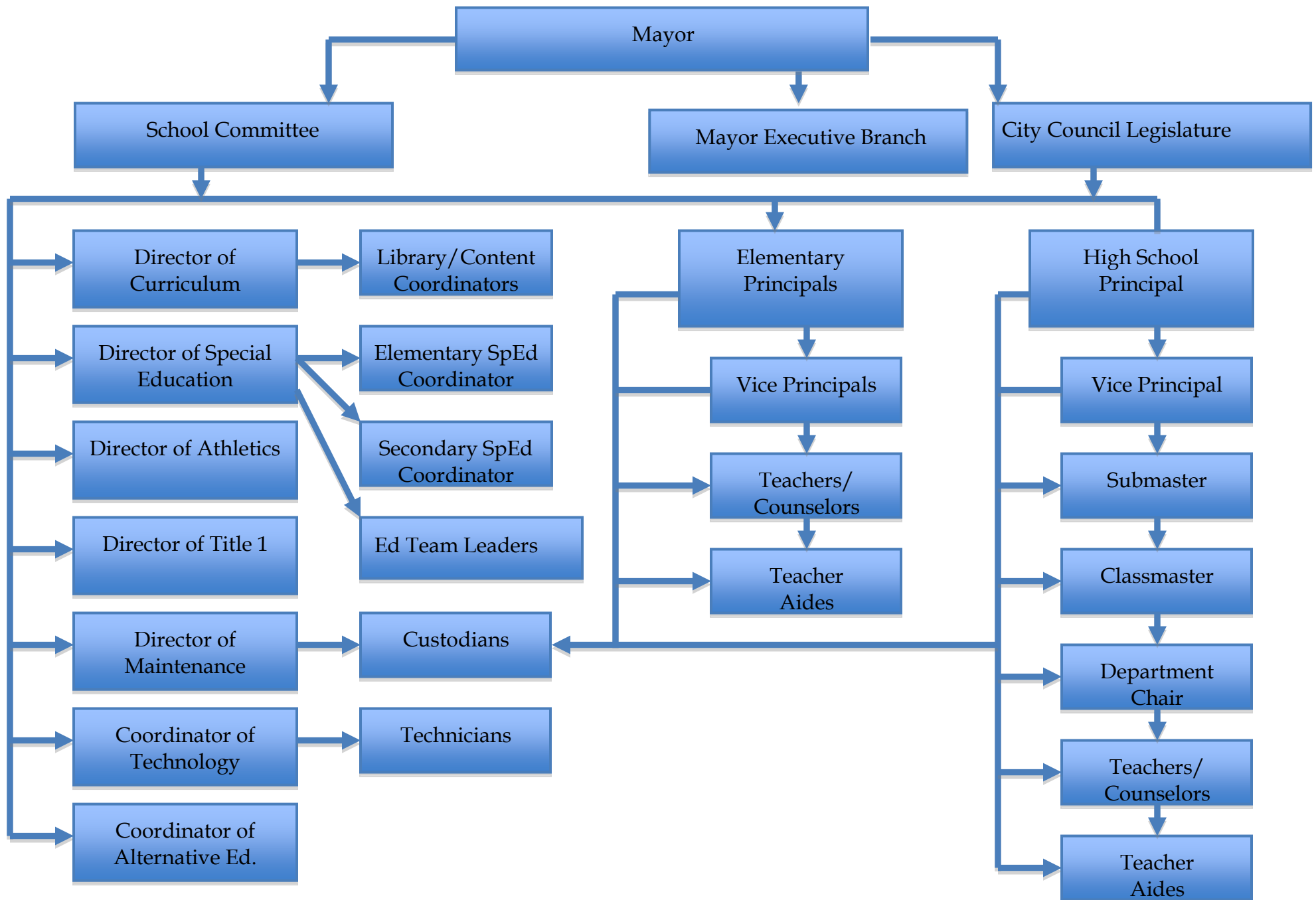
(169) ECTV - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	235,766	313,885	78,119	33%	Communications Director's salary split between ECTV and Mayor's Office. Not requesting funding for the Assistant Director position in FY22. Seeking salary reclassifications for 2 positions. Local 25 Clerical union 2% increase in anticipation of contract settlement. 2% COLA on administrative salary.
Other Personal Services	14,852	14,852	0	0%	For seasonal help when needed.
Operating Benefits	70,000	70,000	0	0%	Employee benefits reimbursements to City
Overtime	6,000	6,000	0	0%	For those employees who want OT in lieu of comp time.
Longevity	1,850	2,250	400	22%	Ms. Fragione, Ms. Deveney
Total Personnel Services	\$328,468	\$406,987	\$78,519	24%	
<u>General Operating Expenses</u>					
Professional Services	20,000	20,000	0	0%	Contractual services as needed. Adequate software licenses, payment for programs needed to develop programming on ECTV.
Telecommunications	7,000	7,000	0	0%	Payments to Comcast. Increase due to rising costs.
Office Supplies	3,000	3,000	0	0%	For general office supplies, mostly from WB Mason.
Professional Development	10,000	10,000	0	0%	Training on new equipment and classes as needed.
Other Charges & Expenses	6,000	6,000	0	0%	As necessary to vendors based on copyrighted material/miscellaneous.
Licensing Fees	1,000	1,000	0	0%	Local access channels
Operating Production	130,000	130,000	0	0%	Supplies/vendors needed for various City events that are to be televised. Supplies for ECTV studio. New equipment and various miscellaneous costs depending on events.
Total Expenditures	\$177,000	\$177,000	\$0	0%	
Total	\$505,468	\$583,987	\$78,519	16%	

Budget Calendar - FY2022

Mayor & School Committee	Date
Assistant School Superintendent begins updating school budget information.	November/ December
Third week in January, the Governor releases House 2 Budget for the next fiscal year. This budget proposal includes the net school spending requirement for each school district in the Commonwealth of Massachusetts. This is how we ascertain our Net School Spending requirement for the EPS.	Late January
Begin sending out requests to all schools - Principals (general supplies, copy paper, additional staffing, furniture), Supervisor of Nurses (medical supplies), Coordinator of Art (art supplies), All coaches, trainers and PE teachers (athletic supplies).	Late January
Requests due back from all schools.	Mid-February
The School Committee on Finance meets to prepare the next fiscal year budget.	February
The School Finance Committee recommends to the Full School Board that the budget be moved to the full board for approval.	March
Copies of proposed school budget are distributed for the public to review. Advertisements regarding the budget are put in the local papers.	March/April
School Committee holds a public hearing for comment by the public on the School budget.	April
School Department presents its budget to the City Council for review and approval.	May/June
City Council passes the budget and sends to Mayor for signature	May/June
State Legislature passes the state budget. This is important because 71% of the School Department budget comes from the state.	June +

City Council	
School Department presents its budget for review and approval.	May/June
Budget hearing held to review and discuss School Department budget.	May/June
City Council votes on FY21 School Department budget	May/June



EVERETT PUBLIC SCHOOLS MISSION AND VISION STATEMENT

EPS Vision Statement

All students will be participants in their own development, globally connected, and fully prepared for the twenty-first century.

EPS Core Values

Our core values align with our mission statement on behalf of Everett's children. They are as follows:

EQUITY & ACCESS

The educational achievement of our students is our top priority. The Everett Public Schools is committed to promoting policies and curriculums that create learning opportunities that are accessible to all students. We are dedicated to ensure that every student regardless of background, culture and religion meets our high standards for achievement, engagement, and personal growth.

CELEBRATION OF UNIQUENESS

Our community's greatest resource is its diversity. Our instructional leaders are dedicated to preparing our students for a diverse society. We know the benefit that can come from having our teachers expose students to various languages, opinions, cultures and experiences. When we recognize and welcome our differences, we discover our common humanity.

COLLABORATION

The Everett Public Schools encourages and supports collaboration between all. Children learn from what they see adults see and do. Therefore, it is imperative that the children see teachers, parents, and leaders working well together. The Everett Public Schools actively seeks out partnerships with various community organizations.

CULTURE OF LEARNING AND INNOVATION

We as educators are life-long learners. This requires us to be current on trends, seek outside expertise when necessary and embrace new approaches that benefit all of us. We must learn to quickly adapt to change.]

EPS MISSION STATEMENT

The Everett Public Schools provides a stimulating, integrated, educational environment for the intellectual, cultural, social, and physical growth of all children while fostering the necessary concepts, attitudes and skills for further growth.

This environment will encourage each student to develop the necessary skills and awareness for living effectively and responsibly.

The Everett Public Schools' responsibility, in cooperation with the community, is to provide the best possible education for all children. The schools will offer the opportunity for decision-making, self-actualization and continued personal development while realizing that there are diverse capabilities in every human being.

The local community provides the necessary financial support and active participation in the educational process to ensure the desired results.

To support the Mission Statement, the Everett Public Schools will adhere to the following principles:

1. To accept all students for who they are.
2. To accommodate the varying learning styles and learning rates of all children.
3. To develop self-esteem in all students.
4. To respect cultural differences within the student population.
5. To educate all students to become lifelong learners.
6. To maintain high levels of expectations and to provide opportunities for all students to reach their maximum potential.

FISCAL YEAR 2022

PROPOSED BUDGET



**PREPARED FOR THE APRIL 20, 2021
SCHOOL COMMITTEE MEETING**

EPS FINANCE DEPARTMENT

Budget at a Glance

	Category	FY21 Budget	FY22 Proposed	FY22 Revised Budget To Meet Net School Spending	Difference of FY22 Proposed to Revised
Direct School Expenses	Adams School (PREK-3)	\$1,102,201	\$1,313,278	\$1,313,278	\$0
	Webster School Extension (PREK)	\$1,681,958	\$1,722,342	\$1,722,342	\$0
	Albert N.Parlin School (K-8)	\$6,210,941	\$7,746,328	\$7,746,328	\$0
	Sumner G. Whitier School (K-8)	\$4,780,452	\$5,428,341	\$5,428,341	\$0
	Lafayette School (K-8)	\$8,448,522	\$9,714,378	\$9,714,378	\$0
	Devens School (PREK-12)	\$2,015,916	\$2,375,776	\$2,375,776	\$0
	Webster School (K-5)	\$3,907,282	\$4,654,134	\$4,654,134	\$0
	Everett High School	\$17,803,700	\$18,511,687	\$18,511,687	\$0
	George Keverian School (K-8)	\$6,244,279	\$7,141,756	\$7,141,756	\$0
	Madeline English School (K-8)	\$6,747,210	\$7,327,435	\$7,327,435	\$0
System-Wide (School Services Budgeted Centrally)	Salaries	\$6,493,729	\$9,108,974	\$6,318,793	\$2,790,181
	Special Education	\$8,400,000	\$9,775,309	\$9,775,309	\$0
	Facilities	\$4,218,000	\$5,304,447	\$4,583,300	\$721,147
	Devens Lease	\$580,000	\$610,000	\$0	\$610,000
	Other	\$3,082,655	\$10,076,934	\$4,984,597	\$5,092,337
School Administration	Salaries	\$1,472,121	\$1,622,581	\$1,622,581	\$0
	Other	\$611,000	\$620,600	\$620,600	\$0
TOTAL BUDGET		\$83,799,966	\$103,054,300	\$93,840,635	\$9,213,665
Special Ed Transportation		\$4,500,000	\$5,021,743	\$5,021,743	\$0
TOTAL BUDGET		\$88,299,966	\$108,076,043	\$98,862,378	\$9,213,665

HISTORICAL ENROLLMENT

VERETT PUBLIC SCHOOLS

SCHOOL

All

GRADE LEVEL

All

Insights:

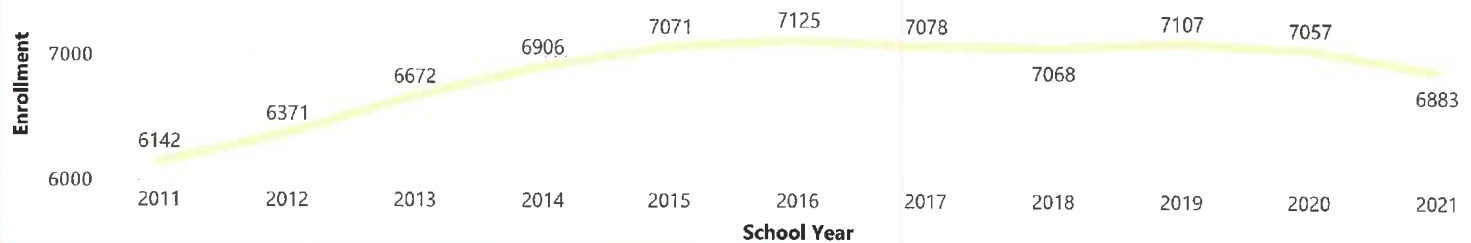
Enrollment increased from 2011-2016 before remaining flat.

The 2020-2021 school year enrollment dropped due to covid. This was driven by early grades.

Larger cohorts are currently moving through the system and reaching high school.

Data Source:
DESE October 1 Enrollment

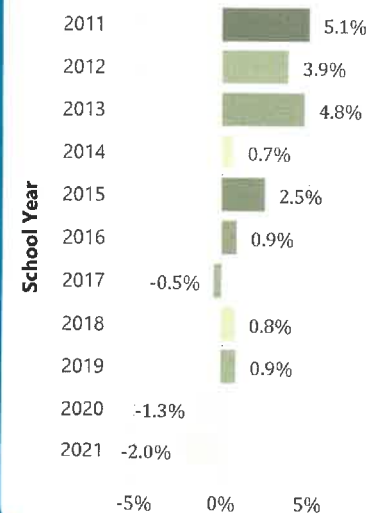
HISTORICAL ENROLLMENT BY YEAR



HISTORICAL ENROLLMENT BY GRADE LEVEL

Grade Level	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
PK	499	511	505	484	482	508	498	528	514	345	250
K	438	520	521	535	538	526	518	492	492	508	363
1	483	476	552	558	565	554	514	523	528	488	532
2	428	465	469	523	563	544	528	488	521	522	490
3	427	418	462	470	535	571	534	519	503	537	536
4	452	429	439	480	465	539	565	514	499	520	517
5	435	452	446	455	475	473	527	562	515	501	524
6	426	440	467	469	441	475	476	536	554	530	514
7	398	429	443	460	442	402	452	444	524	548	528
8	446	422	437	454	472	458	411	454	452	539	547
9	456	493	479	549	555	535	478	442	510	500	562
10	461	453	500	476	568	584	525	531	446	540	532
11	408	467	493	506	450	518	558	524	530	447	530
12	382	384	453	482	509	433	491	507	516	531	457

ANNUAL CHANGE (SCHOOL LEVEL)



School Comparisons

EVERETT PUBLIC SCHOOLS

SCHOOL

All

GRADE LEVEL

All

SCHOOL YEAR

Multiple selections

Insights:

Enrollment changes are most apparent at Everett High which appears to be on an upswing after plateauing.

Data Source:
DESE October 1 Enrollment

HISTORICAL ENROLLMENT BY SCHOOL



ENROLLMENT PROJECTION

EVERETT PUBLIC SCHOOLS

ENROLLMENT SOURCE

March 1 SIMS

SCHOOL

Everett Public Schools

GRADE LEVEL

All

ENROLLMENT PROJECTION 2022-2024



2021 ACTUAL

6839

2022 PROJECTED

7321

2023 PROJECTED

7408

2024 PROJECTED

7488

Insights:

The view provides 3 projections:

1. Excludes 2020-2021 (covid year) enrollment

2. Includes 2020-2021 (covid year) enrollment)

3. An average of 1 and 2.

Additionally, there is a comparison between projections based on October vs. March enrollment.

Data Source:

DESE October 1 Enrollment, March 1 SIMS

ENROLLMENT PROJECTION BY GRADE LEVEL

Grade Level	2016	2017	2018	2019	2020	2021	2022	2023	2024
PK	529	512	537	518	348	279	335	335	335
K	523	524	503	496	534	403	532	532	532
1	564	509	522	523	505	519	478	537	537
2	546	535	503	528	531	496	534	480	539
3	570	551	511	496	549	540	509	540	485
4	537	578	522	497	539	510	540	511	543
5	476	534	562	518	521	521	540	543	515
6	481	488	534	544	548	508	539	544	548
7	417	462	442	535	568	515	516	535	541
8	468	415	467	463	555	543	542	525	545
9	542	523	450	511	548	558	627	601	582
10	558	520	523	441	545	520	600	633	607
11	507	532	526	511	434	502	525	583	614
12	429	491	498	506	499	425	504	509	565

OCT VS. MAR PROJECTION '22

Grade Level	October	March	Difference
PK	332	335	3
K	517	532	15
1	457	478	21
2	520	534	14
3	497	509	12
4	530	540	10
5	528	540	12
6	527	539	12
7	502	516	14
8	531	542	11
9	604	627	23
10	609	600	-9
11	527	525	-2
12	531	504	-27
Total	7212	7321	109

Everett Public Schools FY22 Line Item Proposed Budget

Department Name	Line Item Detail	FY21 Budget	FY 22 Proposed Budget	FY22 Revised Budget To Meet Net School Spending	Difference of FY22 Proposed to Revised
ADAMS SCHOOL (PREK-3)	Administrative Assistant salaries	\$54,489	\$55,579	\$55,579	\$0
	Copier lease payments	\$6,000	\$6,000	\$6,000	\$0
	Field Trips	\$0	\$1,500	\$1,500	\$0
	Instructional Technology	\$1,000	\$0	\$0	\$0
	Paraprofessional salaries	\$167,483	\$170,111	\$170,111	\$0
	Special Ed Salaries	\$87,936	\$89,668	\$89,668	\$0
	Supplies and Materials	\$6,000	\$2,440	\$2,440	\$0
	Teacher Salaries	\$778,293	\$981,880	\$981,880	\$0
	Textbooks/ Instructional Material	\$1,000	\$6,100	\$6,100	\$0
ADAMS SCHOOL (PREK-3) Total		\$1,102,201	\$1,313,278	\$1,313,278	\$0
ALBERT N. PARLIN SCHOOL (K-8)	Administrative Assistant salaries	\$70,859	\$72,276	\$72,276	\$0
	Administrative Salaries	\$249,457	\$378,090	\$378,090	\$0
	Copier lease payments	\$5,000	\$5,000	\$5,000	\$0
	Field Trips	\$0	\$11,700	\$11,700	\$0
	Guidance Counselor salaries	\$175,199	\$181,595	\$181,595	\$0
	Instructional Technology	\$7,000	\$0	\$0	\$0
	Special Ed Salaries	\$666,358	\$861,148	\$861,148	\$0
	Specialists	\$464,786	\$571,728	\$571,728	\$0
	Supplies and Materials	\$41,000	\$19,140	\$19,140	\$0
	Teacher Salaries	\$4,428,085	\$5,451,830	\$5,451,830	\$0
	Technology Specialist	\$96,197	\$98,121	\$98,121	\$0
	Textbooks/ Instructional Material	\$7,000	\$95,700	\$95,700	\$0
ALBERT N. PARLIN SCHOOL (K-8) Total		\$6,210,941	\$7,746,328	\$7,746,328	\$0
DEVENS SCHOOL (PREK-12)	Administrative Assistant salaries	\$52,789	\$53,845	\$53,845	\$0
	Administrative Salaries	\$139,307	\$275,973	\$275,973	\$0
	Copier lease payments	\$11,000	\$11,000	\$11,000	\$0
	Field Trips	\$0	\$1,200	\$1,200	\$0
	Instructional Technology	\$6,000	\$0	\$0	\$0
	Paraprofessional salaries	\$172,886	\$163,535	\$163,535	\$0
	Special Ed Salaries	\$1,171,647	\$1,432,621	\$1,432,621	\$0
	Specialists	\$91,420	\$93,248	\$93,248	\$0
	Summer Programming	\$35,000	\$0	\$0	\$0
	Supplies and Materials	\$8,000	\$8,000	\$8,000	\$0
	Textbooks/ Instructional Material	\$1,000	\$2,950	\$2,950	\$0
	Therapeutic Crisis Interventionists	\$326,867	\$333,404	\$333,404	\$0
DEVENS SCHOOL (PREK-12) Total		\$2,015,916	\$2,375,776	\$2,375,776	\$0
EVERETT HIGH SCHOOL	Administrative Assistant salaries	\$286,093	\$282,560	\$282,560	\$0
	Administrative Salaries	\$841,797	\$296,975	\$296,975	\$0
	Copier lease payments	\$60,000	\$60,000	\$60,000	\$0
	Department Head salaries	\$553,332	\$884,142	\$884,142	\$0
	Gateway to College	\$100,000	\$150,000	\$150,000	\$0
	Guidance Counselor salaries	\$834,976	\$1,391,413	\$1,391,413	\$0
	Instructional Technology	\$160,000	\$42,370	\$42,370	\$0
	Paraprofessional salaries	\$167,395	\$144,380	\$144,380	\$0

	Professional Development	\$5,000	\$0	\$0	\$0
	Special Ed Salaries	\$1,940,305	\$1,943,104	\$1,943,104	\$0
	Specialists	\$1,785,350	\$1,926,078	\$1,926,078	\$0
	Subscriptions and Memberships	\$8,000	\$8,000	\$8,000	\$0
	Supplies and Materials	\$511,000	\$486,545	\$486,545	\$0
	Teacher Salaries	\$10,389,820	\$10,721,725	\$10,721,725	\$0
	Textbooks/ Instructional Material	\$100,000	\$112,550	\$112,550	\$0
	Therapeutic Crisis Interventionists	\$60,632	\$61,845	\$61,845	\$0
EVERETT HIGH SCHOOL Total		\$17,803,700	\$18,511,687	\$18,511,687	\$0
GEORGE KEVERIAN SCHOOL (K-8)	Administrative Assistant salaries	\$52,789	\$53,845	\$53,845	\$0
	Administrative Salaries	\$254,411	\$385,693	\$385,693	\$0
	Copier lease payments	\$3,000	\$3,000	\$3,000	\$0
	Field Trips	\$0	\$10,500	\$10,500	\$0
	Guidance Counselor salaries	\$159,080	\$165,153	\$165,153	\$0
	Instructional Technology	\$8,000	\$0	\$0	\$0
	Paraprofessional salaries	\$25,984	\$22,511	\$22,511	\$0
	Special Ed Salaries	\$909,219	\$1,035,352	\$1,035,352	\$0
	Specialists	\$487,068	\$700,776	\$700,776	\$0
	Supplies and Materials	\$40,000	\$17,360	\$17,360	\$0
	Teacher Salaries	\$4,193,213	\$4,597,611	\$4,597,611	\$0
	Technology Specialist	\$104,515	\$106,555	\$106,555	\$0
	Textbooks/ Instructional Material	\$7,000	\$43,400	\$43,400	\$0
GEORGE KEVERIAN SCHOOL (K-8) Total		\$6,244,279	\$7,141,756	\$7,141,756	\$0
LAFAYETTE SCHOOL (K-8)	ABA Para	\$122,436	\$124,885	\$124,885	\$0
	Administrative Assistant salaries	\$52,789	\$53,845	\$53,845	\$0
	Administrative Salaries	\$266,261	\$397,742	\$397,742	\$0
	Copier lease payments	\$3,000	\$3,000	\$3,000	\$0
	Field Trips	\$0	\$12,300	\$12,300	\$0
	Guidance Counselor salaries	\$235,578	\$246,131	\$246,131	\$0
	Instructional Technology	\$10,000	\$0	\$0	\$0
	Paraprofessional salaries	\$483,975	\$467,512	\$467,512	\$0
	Special Ed Salaries	\$1,852,987	\$2,234,908	\$2,234,908	\$0
	Specialists	\$528,705	\$653,399	\$653,399	\$0
	Supplies and Materials	\$40,000	\$20,060	\$20,060	\$0
	Teacher Salaries	\$4,744,113	\$5,346,772	\$5,346,772	\$0
	Technology Specialist	\$101,678	\$103,674	\$103,674	\$0
	Textbooks/ Instructional Material	\$7,000	\$50,150	\$50,150	\$0
LAFAYETTE SCHOOL (K-8) Total		\$8,448,522	\$9,714,378	\$9,714,378	\$0
MADELINE ENGLISH SCHOOL (K-8)	Administrative Assistant salaries	\$54,489	\$55,579	\$55,579	\$0
	Administrative Salaries	\$265,369	\$270,376	\$270,376	\$0
	Copier lease payments	\$3,000	\$3,000	\$3,000	\$0
	Field Trips	\$0	\$8,700	\$8,700	\$0
	Guidance Counselor salaries	\$178,179	\$184,639	\$184,639	\$0
	Instructional Technology	\$6,000	\$0	\$0	\$0
	Paraprofessional salaries	\$276,687	\$251,828	\$251,828	\$0
	Special Ed Salaries	\$1,891,462	\$2,021,784	\$2,021,784	\$0
	Specialists	\$599,451	\$602,818	\$602,818	\$0
	Supplies and Materials	\$30,000	\$14,160	\$14,160	\$0
	Teacher Salaries	\$3,351,038	\$3,788,349	\$3,788,349	\$0

	Technology Specialist	\$84,535	\$90,802	\$90,802	\$0
	Textbooks/ Instructional Material	\$7,000	\$35,400	\$35,400	\$0
MADELINE ENGLISH SCHOOL (K-8) Total		\$6,747,210	\$7,327,435	\$7,327,435	\$0
SCHOOL ADMINISTRATION	Administrative Assistant salaries	\$288,689	\$299,632	\$299,632	\$0
	Central Office Salaries	\$1,183,432	\$1,322,949	\$1,322,949	\$0
	Copier lease payments	\$6,000	\$6,000	\$6,000	\$0
	Instructional Technology	\$25,000	\$25,000	\$25,000	\$0
	Mileage	\$12,000	\$12,000	\$12,000	\$0
	Professional Development	\$5,000	\$5,000	\$5,000	\$0
	School Committee Compensation	\$110,000	\$120,600	\$120,600	\$0
	Severance pay	\$100,000	\$100,000	\$100,000	\$0
	Subscriptions and Memberships	\$272,000	\$272,000	\$272,000	\$0
	Supplies and Materials	\$80,000	\$80,000	\$80,000	\$0
	Textbooks/ Instructional Material	\$1,000	\$0	\$0	\$0
SCHOOL ADMINISTRATION Total		\$2,083,121	\$2,243,181	\$2,243,181	\$0
SUMNER G. WHITTIER SCHOOL (K-8)	Administrative Assistant salaries	\$54,689	\$55,783	\$55,783	\$0
	Administrative Salaries	\$265,869	\$268,336	\$268,336	\$0
	Copier lease payments	\$4,000	\$4,000	\$4,000	\$0
	Field Trips	\$0	\$7,800	\$7,800	\$0
	Guidance Counselor salaries	\$103,578	\$105,574	\$105,574	\$0
	Instructional Technology	\$6,000	\$0	\$0	\$0
	Special Ed Salaries	\$562,746	\$756,801	\$756,801	\$0
	Specialists	\$349,190	\$447,068	\$447,068	\$0
	Teacher Salaries	\$3,301,702	\$3,634,645	\$3,634,645	\$0
	Technology Specialist	\$101,678	\$103,674	\$103,674	\$0
	Textbooks/ Instructional Material	\$31,000	\$44,660	\$44,660	\$0
SUMNER G. WHITTIER SCHOOL (K-8) Total		\$4,780,452	\$5,428,341	\$5,428,341	\$0
SYSTEM-WIDE	Perfect Attendance	\$64,500	\$64,500	\$64,500	\$0
	Administrative Assistant salaries	\$106,878	\$109,016	\$109,016	\$0
	Advertising	\$15,000	\$5,000	\$5,000	\$0
	After School Program	\$0	\$300,000	\$300,000	\$0
	Athletics	\$432,732	\$522,390	\$522,390	\$0
	Athletics Transportation	\$0	\$132,000	\$132,000	\$0
	Central Office Salaries	\$69,500	\$0	\$0	\$0
	Clinical Services	\$3,100,000	\$2,770,000	\$2,770,000	\$0
	Copier lease payments	\$135,000	\$135,000	\$135,000	\$0
	Custodian Salaries	\$2,092,071	\$2,136,922	\$2,136,922	\$0
	Department Head Salaries	\$1,032,345	\$1,300,892	\$1,082,911	\$217,981
	Facilities and Maintenance	\$2,153,242	\$3,029,447	\$2,308,300	\$721,147
	Facilities/Electricity	\$1,650,000	\$1,650,000	\$1,650,000	\$0
	Facilities Director Salary	\$106,121	\$108,243	\$108,243	\$0
	Facilities/Gas Heat	\$625,000	\$625,000	\$625,000	\$0
	Investments	\$100,000	\$5,092,337	\$0	\$5,092,337
	New Personnel Investments	\$0	\$2,572,200	\$0	\$2,572,200
	Legal fees	\$200,000	\$200,000	\$200,000	\$0
	Music and Band	\$75,000	\$88,802	\$88,802	\$0
	Out of district tuition	\$5,240,000	\$6,615,309	\$6,615,309	\$0
	Paraprofessional salaries	\$88,500	\$0	\$0	\$0
	Police detail	\$40,000	\$40,000	\$40,000	\$0

	Postage	\$50,000	\$50,000	\$50,000	\$0
	Professional Development	\$165,000	\$298,000	\$298,000	\$0
	Salary Reserve - Credit increases	\$240,000	\$240,000	\$240,000	\$0
	School Psychologist Salaries	\$204,030	\$208,110	\$208,110	\$0
	Special Ed Translation and Interpretation	\$0	\$330,000	\$330,000	\$0
	Special Ed Salaries	\$494,619	\$504,211	\$504,211	\$0
	Sped Medicaid Collaborative	\$60,000	\$60,000	\$60,000	\$0
	Stipends	\$629,648	\$539,648	\$539,648	\$0
	Substitutes	\$1,670,668	\$1,730,432	\$1,730,432	\$0
	Supplies and Materials	\$501,000	\$1,494,257	\$1,494,257	\$0
	Teacher Salaries	\$418,755	\$438,948	\$438,948	\$0
	Textbook/ Instructional Material	\$359,775	\$775,000	\$775,000	\$0
	Telephone systems	\$75,000	\$80,000	\$80,000	\$0
	Translation and Interpretation	\$0	\$20,000	\$20,000	\$0
	Deven's Lease	\$580,000	\$610,000	\$0	\$610,000
SYSTEM-WIDE Total		\$22,774,384	\$34,875,664	\$25,661,999	\$9,213,665
WEBSTER SCHOOL (K-5)	ABA Para	\$53,016	\$54,076	\$54,076	\$0
	Administrative Assistant salaries	\$61,263	\$62,488	\$62,488	\$0
	Administrative Salaries	\$123,954	\$126,433	\$126,433	\$0
	Copier lease payments	\$10,000	\$10,000	\$10,000	\$0
	Field Trips	\$0	\$4,500	\$4,500	\$0
	Guidance Counselor salaries	\$85,948	\$91,854	\$91,854	\$0
	Instructional Technology	\$7,000	\$0	\$0	\$0
	Paraprofessional salaries	\$259,726	\$445,732	\$445,732	\$0
	Special Ed Salaries	\$1,073,645	\$360,931	\$360,931	\$0
	Specialists	\$263,106	\$1,211,985	\$1,211,985	\$0
	Supplies and Materials	\$30,000	\$7,500	\$7,500	\$0
	Teacher Salaries	\$1,835,609	\$2,155,830	\$2,155,830	\$0
	Technology Specialist	\$102,015	\$104,055	\$104,055	\$0
	Textbooks/ Instructional Material	\$2,000	\$18,750	\$18,750	\$0
WEBSTER SCHOOL (K-5) Total		\$3,907,282	\$4,654,134	\$4,654,134	\$0
WEBSTER SCHOOL EXTENSION (PREK)	Administrative Assistant salaries	\$52,789	\$53,845	\$53,845	\$0
	Copier lease payments	\$4,000	\$4,000	\$4,000	\$0
	Field Trips	\$0	\$2,700	\$2,700	\$0
	Guidance Counselor salaries	\$107,715	\$109,755	\$109,755	\$0
	Paraprofessional salaries	\$294,905	\$376,475	\$376,475	\$0
	Special Ed Salaries	\$457,235	\$475,517	\$475,517	\$0
	Supplies and Materials	\$18,000	\$4,060	\$4,060	\$0
	Teacher Salaries	\$746,314	\$685,840	\$685,840	\$0
	Textbooks/ Instructional Material	\$1,000	\$10,150	\$10,150	\$0
WEBSTER SCHOOL EXTENSION (PREK) Total		\$1,681,958	\$1,722,342	\$1,722,342	\$0
TOTAL EPS BUDGET		\$83,799,966	\$103,054,300	\$93,840,635	\$9,213,665
CITY CHARGEBACKS		\$26,636,581	\$26,341,938	\$26,341,938	\$0
TOTAL BUDGET WITH CHARGEBACKS		\$110,436,547	\$129,396,238	\$120,182,573	\$9,213,665
SPECIAL EDUCATION TRANSPORTATION BUDGET		\$4,500,000	\$5,021,743	\$5,021,743	\$0

Reductions to Budget Plan (to meet Net School Spending Budget)

Line Item	# of new Personnel	FY22 Proposed Budget	Description
<i>Social Emotional Services/ Health and Safety</i>			
SEL/WEL Coordinators	4	\$277,200	Support the implementation of a variety of behavioral health supports that include trauma, healing and resiliency focused school social work services that support students in achieving their full potential -- academically, socially and emotionally.
SEL/WEL Manager	1	\$130,000	Manage the SELWEL Coordinators to ensure implementation of behavioral health support
COVID Response Safety Coordinator	1	\$110,000	COVID Response Safety Coordinator to manager COVID Response Safety liaison to serve as the point person for our COVID reponses task force and re-opening plan.
COVID Response Safety Liaisons	10	\$500,000	COVID Response Safety liaison to serve as the point person at each school
Reimagining Migration	N/A	\$30,000	Reimagining Migration helps enriching our understanding of human migration, leveraging educators as pivotal agents of change, and empowering young people as civic agents—the life force of vibrant democratic societies
Cataldo EMT's	N/A	\$84,000	Cataldo EMT will support schools with pool testing and Binox Now
Facilities (General Works/ Air Quality Assessment)	N/A	\$721,147	Continued cleaning, disinfecting and air quality assessment needs that will be needed as we return to school full-time, and in anticipation of any additional closures
<i>Instructional Rigor</i>			
Academic Recovery Advisors	7	\$625,000	As a strategically built team, ART supports EPS learning communities with the implementation of sustainable, research-based teaching practices. We assist schools in reaching their instructional and student learning targets. The Academic Response Team provides expertise, tools, and materials that help both the individual teacher and teams at all instructional levels. To do this in an effective and sustainable manner, ART builds collaborative responsibility with school teams to use protocols, structures, and strategies to impact pedagogy and student engagement.
School Libraries (Bilingual Libraries)	N/A	\$50,000	Building up our libraries with a yearly refresh, specifically of bilingual books.
Teacher Developer/ Trainers	2	\$180,000	School level teacher support and instructional focus support for new programming, new teachers, and struggling teachers
Pre-k-5 Literacy Director	1	\$100,000	School support for literacy data cycles and tiered instructional approaches, guiding reading interventionists
STEM Director K-8	1	\$100,000	School support for STEM initiatives, curriculum, events

Endicott Fellow	5	\$95,400	Building our teacher pipeline through a partnership with the Endicott Fellows programs. For FY22 we will be continuing our partnership with two fellows at the Lafayette, and adding three additional fellows at other schools.
Robotics Programing	N/A	\$275,000	Building a robust Robotics program in our grades k through 8, where students can work through an engineering design program using the curriculum developed by the Museum of Science, for which we will be receiving PD and curriculum.
Tech Team	3	\$300,000	A phased build out of a technology team, a necessary support needed, especially in this time of remote learning. This team will provide help desk support, training for existing technologies, network connectivity, and tech distribution and tracking support.
Curriculum Review/ Refresh	N/A	\$1,300,000	Curriculum Investments for both textbook/ platforms for preK-12 across all content areas
Three existing systemwide positions	N/A	\$217,981	3 positions that are slated to be phase out in FY 22
Supplemental Services			
Manager of Supplemental Services	1	\$75,000	The Manager of Supplemental Services will be managing all supplemental programing including student participation, variety of offerings, parent outreach + marketing
Re Engagement Specialist	1	\$75,000	The Re Engagement Specialist will be a full time staff member that focuses on high school accountability data, 5 year graduation rate, drop out rate
Supplemental Programing	N/A	\$963,429	Supplemental programing for our EPS student including Kids in Tech, Student Led conference, Cadets, Credit Recovery, After School tutoring, Empow Studio Programming, etc.
Supplemental Programing at EHS	N/A	\$88,850	Livius Test Prep, Summer Entrepreneurs Program, 3 Pt Foundation, Graduation and Senior Week, Saturday School, Empow Studio Programming, Homework Academy.
After School Programing	N/A	\$300,000	Build out a robust After School program at all our Elementary schools
City Year	N/A	\$600,000	City Year AmeriCorps members serve in schools all day, every day, preparing students with the social, emotional and academic skills and mindsets to succeed in school and in life.
Summer Programs	N/A	\$1,000,000	Programming is designed to help close proficiency/opportunity gaps, increase student engagement, support social and emotional learning, and promote college and career readiness and success. This programming will provide students with engaging instruction, project-based and/or service-learning experiences, and opportunities for academic enrichment to providing high quality out of school time academic enrichment opportunities.. These programs will also engage with various community partners to support students' learning, as well as social/emotional and physical development.

Tutoring and Mentoring Program	N/A	\$50,000	Contracting with local universities and organizations to ensure 1:1 supports for students, with the goal of closing achievement gaps.
<i>Tailored Supports for Families</i>			
Adult Learning Programs	N/A	\$145,758	As part of our focused support for families, the Adult learning programs would provide Adult ESOL, vocational programs, Technology Courses, Navigating EPS/KYR/Rights for Students with Disabilities. This cost would be for stipends for class support.
Family Engagement Manager	1	\$100,000	Promotes welcoming environments in EPS builds capacity for authentic engagement and supports effective partnerships among students, families, schools, and the community to ensure student readiness and achievement from birth to graduation. EPS and each of its schools welcome every family and every student, actively engaging them in student learning and school improvement.
Tech Goes Home	N/A	\$109,900	Technology Goes Home offer participants 15 hours of digital skills training. Learners receive a Chromebook and, if needed, internet access. The digital skills include creating an email, learning how to navigate student information (aspen), how to look things up on google, utilizing google functions such as google doc, google sheets, and etc. These digital skills will help ensure our families as well as breakdown barriers.
<i>Additional Items</i>			
Devens Lease	N/A	\$610,000	The Devens lease is a financial liability the School District has continued to carry on its books, and one that cannot be paid under Net School Spending. We will require additional funds if we continue to be responsible for payment, or this needs to be moved to the City's books
<i>TOTAL</i>		\$9,213,665	

FY22 CHARGEBACKS TO CITY

TOTAL CHARGEBACKS	FY 21 AMOUNT	FY 22 AMOUNT	% DIFFERENCE	NOTES
Health Services	\$1,090,140.75	\$679,287	-60%	Nurse postions budgeted by the City and assigned to Schools
Administration	\$704,737.20	\$539,487.85	-31%	A portion of the budgeted figures to run the offices of: City Auditor's office, City Treasurer (Less Collector's office.) and Purchasing Agent
Health Insurance	\$12,829,231.00	12,497,785.46	-3%	Health insurance for current employee and retiree
Retirement	\$1,569,003.16	\$1,998,257.51	21%	School Share at 20.75% of total assessment
Other Benefits	\$1,218,568.92	1,995,299.84	39%	Workers Comp Medicare Unemployment
Other Expenses	\$9,224,900.00	\$8,631,820	-7%	Insurance on School Buildings, Everett Stadium, Charter School and school choice, and school reources officers
TOTAL CHARGEBACKS:	\$26,636,581.03	\$26,341,938	-1%	

ENROLLMENT PROJECTION

EVERETT PUBLIC SCHOOLS

SCHOOL

Adams School

GRADE LEVEL

All

Insights:

The chart provides 3 projections:

1. Excludes 2020-2021 (covid year) enrollment

2. Includes 2020-2021 (covid year) enrollment

3. An average of 1 and 2.

The boxed and bolded number in the top right is the enrollment projection for next year.

ENROLLMENT PROJECTION 2022-2024



2021 ACTUAL

108

2022 PROJECTED

122

2023 PROJECTED

122

2024 PROJECTED

122

ENROLLMENT PROJECTION BY GRADE LEVEL

Grade Level	2016	2017	2018	2019	2020	2021	2022	2023	2024
PK	194	209	201	194	127	108	122	122	122

PROJ ENROLLMENT CHANGE % 2020-2022

0%

-1%

-2%

-3%

-4%

PK

Grade Level

ENROLLMENT CHANGE

VERETT PUBLIC SCHOOLS

How will enrollment change by grade level based on the projection?

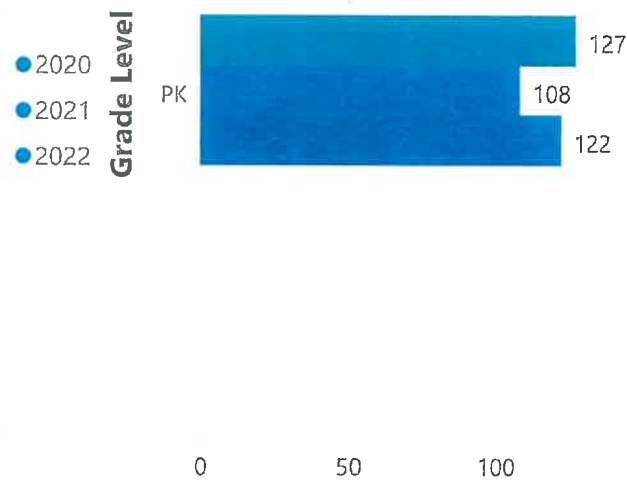
SCHOOL

Adams School

Insights:

Focus on any grade levels in the right hand chart that are especially high or low. High or low values indicate that potential staffing changes may be needed to adjust for significantly higher or lower enrollment in a given grade level.

ENROLLMENT SY 2020-SY 2022



ENROLLMENT CHANGE SY 2020-SY 2022



ADAMS SCHOOL (PREK-3)

Position Summary by Union

Type of Employment/ union	SUM of FTE	SUM of FY21 Base Pay	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Administrator Union	1	\$54,489	\$54,489	55,579
Everett Teacher Association	11	\$949,848	\$957,648	1,071,548
Paraprofessional Union	7	\$141,380	\$141,380	170,111
Grand Total	19	\$1,145,717	\$1,153,517	1,297,238

New FY22 Positions

Job Title	FTE	FY22 Projected Salary
3 yr. (prek) Teacher (Position moved from Webster Extension)	1	\$87,972.00
	1	\$87,972.00

Non-Personnel Budget

Line Item	Description	FY21 Budget	FY22 Budget
Bus Transportation	Field trips for each grade	-	\$1,500
Supplies	Funded based on enrollment	\$6,000	\$2,440
Adam Copier Maintenance	Lease Payment	\$6,000	\$6,000
Textbooks	Funded based on enrollment	\$1,000	\$6,100
Adams Comp Purchase/Supplies		\$1,000	-
GRAND TOTAL		\$14,000	\$16,040

Positions by Job Title

Position Desc	SUM of FTE	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
3 yr. (prek) Teacher	5	\$382,054.76	\$479,990.00
4 yr. (prek) Teacher	4	\$380,742.46	\$392,935.00
Clerk	1	\$54,489.00	\$55,579.00
Head Teacher	1	\$106,915.09	\$108,955.00
Inclusion Teacher	1	\$87,935.55	\$89,668.00
Paraprofessional	7	\$167,483.00	\$170,111.00
Grand Total	19	\$1,153,516.80	\$1,297,238.00

ENROLLMENT PROJECTION

VERETT PUBLIC SCHOOLS

SCHOOL

Devens School

GRADE LEVEL

All

Insights:

The chart provides 3 projections:

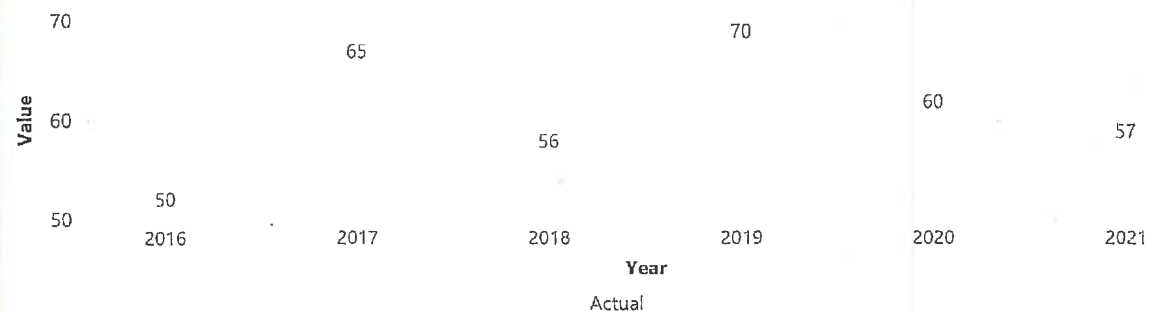
1. Excludes 2020-2021 (covid year) enrollment

2. Includes 2020-2021 (covid year) enrollment

3. An average of 1 and 2.

The boxed and bolded number in the top right is the enrollment projection for next year.

ENROLLMENT PROJECTION 2022-2024



2021 ACTUAL

57

2022 PROJECTED

(Blank)

2023 PROJECTED

(Blank)

2024 PROJECTED

(Blank)

ENROLLMENT PROJECTION BY GRADE LEVEL

Grade Level 2016 2017 2018 2019 2020 2021

Grade Level	2016	2017	2018	2019	2020	2021
K	1	0	0	1	1	1
1	1	2	1	3	2	0
2	2	4	3	1	3	2
3	7	5	3	5	2	5
4	2	8	5	2	5	3
5	4	6	5	6	2	6
6	3	4	3	11	9	3
7	3	4	4	6	9	10
8	4	0	7	8	5	6
9	10	9	6	7	7	6
10	7	11	6	8	6	6
11	4	7	6	8	5	6
12	2	5	7	4	4	3

PROJ ENROLLMENT CHANGE % 2020-2022

Grade Level



DEVENS SCHOOL (PREK-12)

Position Summary by Union

Type of Employment/ union	SUM of FTE	SUM of FY21 Base Pay	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Include
Administrator Assistant Union	1	\$52,789	\$52,789	\$53,845
Administrator Union	1	\$0	\$0	\$126,454
Everett Teacher Association	22	\$1,579,176	\$1,579,176	\$1,859,273
Managerial	1.25	\$146,587	\$146,587	\$149,519
Paraprofessional Union	7	\$168,948	\$164,012	\$163,535
Grand Total	32.25	\$1,947,500	\$1,942,564	\$2,352,626

New FY22 Positions

Job Title	FTE	FY22 Projected Salary
Guidance Counselor	1	\$126,454
Adjustment Counselor	1	\$87,972
Assistant Principal	1	\$126,454
	3	\$340,880

Non-Personnel Budget

Line Item	Description	FY21 Budget	FY22 Budget
Bus Transportation	Field trips for each grade	-	\$1,200
Supplies	Funded based on enrollment	\$8,000	\$2,950
Devens Copier Maintenance		\$11,000	\$11,000
Textbooks	Funded based on enrollment	\$1,000	\$8,000
Devens Comp Purchase/Supplies		\$6,000	-
Summer Program		\$35,000	-
GRAND TOTAL		\$61,000	\$23,150

Positions by Job Title

<i>Position Desc</i>	SUM of FTE	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and
Adjustment Counselor	1	\$0	\$87,972
Art Teacher	0.25	\$7,280	\$7,426
Assistant Principal	1	\$0	\$126,454
Clerk	1	\$52,789	\$53,845
Early Childhood Testing Teacher	1	\$57,064	\$61,251
Elementary Teacher	6	\$511,735	\$529,832
ETL Teacher	1	\$94,387	\$100,854
Gudiance Counselor	1	\$0	\$126,454
High School Teacher	4	\$319,057	\$338,552
Middle Teacher	2	\$178,646	\$187,706
Paraprofessional	7	\$164,012	\$163,535
Physical Education Teacher	1	\$91,420	\$93,248
Principal	1	\$139,307	\$142,093
TCI	5	\$326,867	\$333,404
Grand Total	32.25	\$1,942,564	\$2,352,626

ENROLLMENT PROJECTION

VERETT PUBLIC SCHOOLS

SCHOOL

Madeline English School

GRADE LEVEL

All

insights:

The chart provides 3
projections:

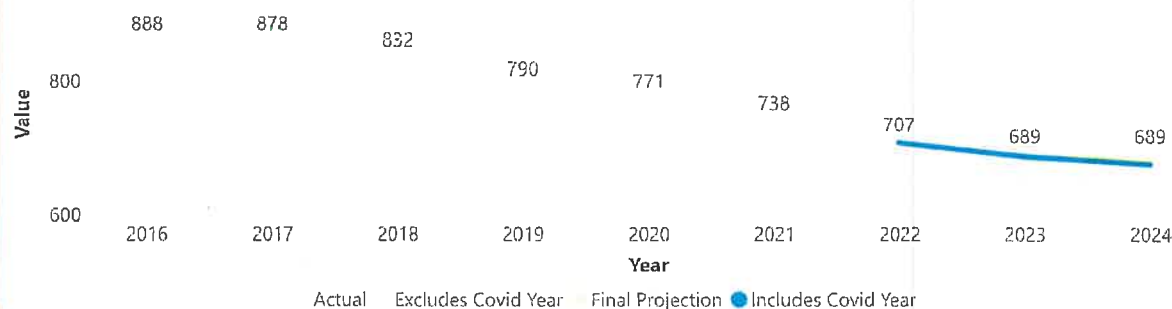
1. Excludes 2020-2021
(covid year) enrollment

2. Includes 2020-2021
(covid year) enrollment)

3. An average of 1 and 2.

The boxed and bolded
number in the top right is
the enrollment projection
for next year.

ENROLLMENT PROJECTION 2022-2024



2021 ACTUAL

738

2022 PROJECTED

707

2023 PROJECTED

687

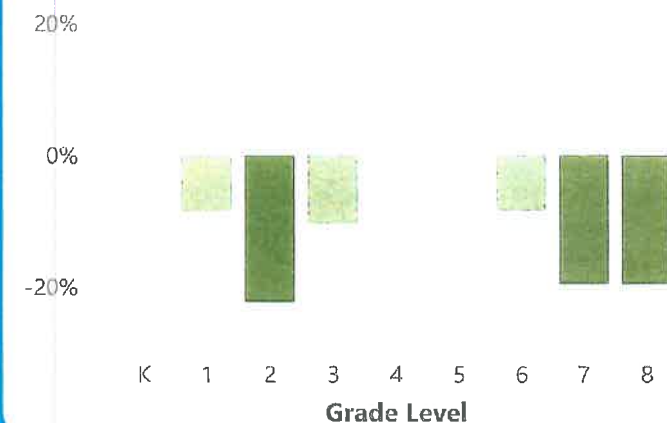
2024 PROJECTED

682

ENROLLMENT PROJECTION BY GRADE LEVEL

Grade Level	2016	2017	2018	2019	2020	2021	2022	2023	2024
K	100	85	97	79	71	53	73	73	73
1	95	102	86	97	76	83	70	75	75
2	120	84	86	79	96	80	75	67	73
3	109	111	77	77	84	97	75	74	67
4	126	104	96	73	82	76	93	73	72
5	92	126	104	93	76	87	81	96	75
6	86	102	121	98	94	84	86	82	97
7	75	87	85	113	91	88	73	79	76
8	85	77	80	81	101	90	81	68	74

PROJ ENROLLMENT CHANGE % 2020-2022



ENROLLMENT CHANGE

VERETT PUBLIC SCHOOLS

How will enrollment change by grade level based on the projection?

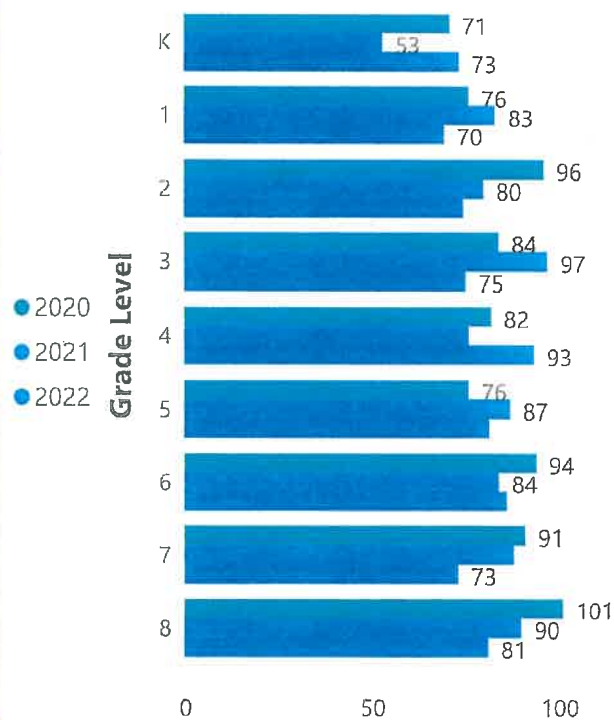
SCHOOL

Madeline English School

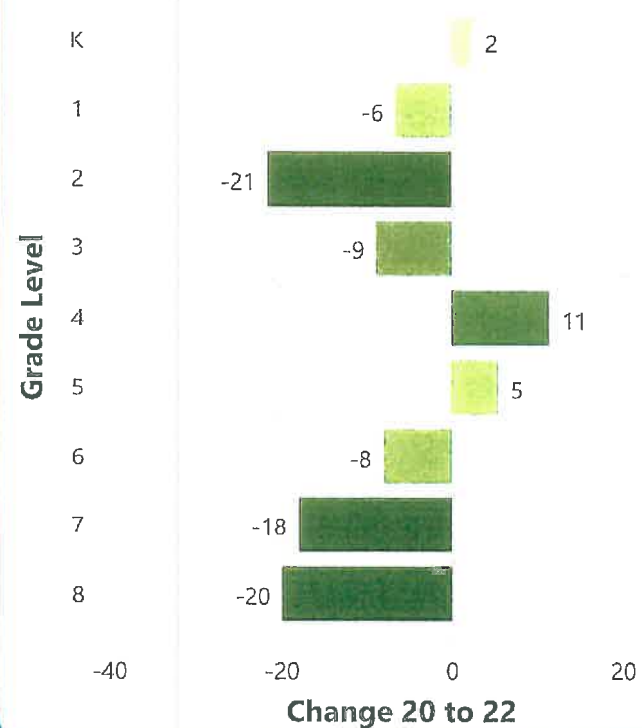
Insights:

Focus on any grade levels in the right hand chart that are especially high or low. High or low values indicate that potential staffing changes may be needed to adjust for significantly higher or lower enrollment in a given grade level.

ENROLLMENT SY 2020-SY 2022



ENROLLMENT CHANGE SY 2020-SY 2022



Madeline English (K-8)

Position Summary by Union

Type of Employment/ union	SUM of FTE	SUM of FY21 Base Pay	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Administrator Assistant Union	1	\$54,489	\$54,489	\$55,579
Administrator Union	1	\$110,972	\$125,954	\$128,173
Everett Teacher Association	73	\$6,071,135	\$6,104,665	\$6,688,392
Managerial	1	\$139,415	\$139,415	\$142,203
Paraprofessional Union	11	\$276,687	\$276,687	\$251,828
Grand Total	87	\$6,652,698	\$6,701,210	\$7,266,175

New FY22 Positions

Job Title	FTE	FY22 Projected Salary
Reading Interventionist	1	\$87,972
Math Interventionist	1	\$87,972
EL Teacher	1	\$87,972
	3	\$263,916

Non-Personnel Budget

Line Item	Description	FY 21 Budget	FY22 Budget
Bus Transportation	Field trips for each grade	-	\$8,700
Supplies	Funded based on enrollment	\$30,000	\$14,160
English Copier Maintenance		\$3,000	\$3,000
Textbooks	Funded based on enrollment	\$7,000	\$35,400
English Comp Purchase/Supplies		\$6,000	
GRAND TOTAL		\$46,000	\$61,260

Positions by Job Title

Position Desc	SUM of FTE	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Art Teacher	2	\$161,128	\$167,370
Assistant Principal	1	\$125,954	\$128,173
Clerk	1	\$54,489	\$55,579
EL Teacher	1	\$0	\$87,972
ETL Teacher	1	\$99,778	\$101,774
Gr 1 Inclusion Teacher	1	\$99,778	\$101,774
Gr 1 Teacher	3	\$284,006	\$294,211
Gr 2 Co-Teacher	1	\$96,638	\$104,055
Gr 2 Teacher	3	\$256,107	\$264,244
Gr 2-3 Language base teacher	1	\$104,251	\$106,336
Gr 3 Inclusion Teacher	1	\$91,420	\$93,248
Gr 3 Teacher	4	\$243,375	\$352,166
Gr 3-4 LAB Teacher	1	\$64,837	\$69,177
Gr 4 Inclusion Teacher/ Langugae Base Teacher	1	\$94,400	\$96,288
Gr 4 Teacher	4	\$386,079	\$393,768
Gr 5 Inclusion Teacher	1	\$99,778	\$101,774
Gr 5 Language Based	1	\$61,845	\$66,133
Gr 5 Teacher	4	\$355,713	\$370,402
Gr 5-6 LAB Teacher	1	\$76,778	\$81,960
Gr 6 Inclusion Teacher	1	\$94,400	\$96,288
Gr 6 Language Base	1	\$96,197	\$98,121
Gr 6 Teacher	4	\$344,665	\$359,412
Gr 6-7 LAB Teacher	1	\$73,793	\$78,922
Gr 7 Language Based	1	\$99,778	\$101,774
Gr 7 Math Teacher	1	\$70,212	\$75,263
Gr 7 Science Teacher	1	\$96,197	\$98,121
Gr 7 Social Studies Teacher	1	\$81,550	\$87,763
Gr 7-8 LAB Teacher	1	\$91,420	\$93,248

Gr 8 Inclusion Teacher	1	\$103,615	\$105,655
Gr 8 Language Based	2	\$152,670	\$158,768
Gr 8 Math Teacher	1	\$75,577	\$81,354
Gr 8 Science Teacher	1	\$91,420	\$93,248
Gr 8 Social Studies Teacher	1	\$94,400	\$96,288
Guidance Counselor	2	\$178,179	\$184,639
Health Teacher	1	\$60,052	\$64,299
Interventionist	2	\$0	\$175,944
K Inclusion Teacher	1	\$96,197	\$98,121
K Teacher	4	\$348,443	\$363,298
Literacy Interventionist	2	\$204,595	\$208,675
Math Interventionist	2	\$201,112	\$205,076
Music Teacher	1	\$103,315	\$105,355
Paraprofessional	11	\$276,687	\$251,828
Physical Education Teacher	3	\$256,432	\$265,794
PK-2 LAB Teacher	2	\$152,365	\$162,713
Principal	1	\$139,415	\$142,203
SEI Coach	1	\$72,001	\$77,089
Technology	1	\$84,535	\$90,802
Therapeutic Interventionist	1	\$102,015	\$104,055
Wilson Instructor	1	\$103,615	\$105,655
Grand total	87	\$6,701,210	\$7,266,175

ENROLLMENT PROJECTION

VERETT PUBLIC SCHOOLS

SCHOOL

George Keverian School

GRADE LEVEL

All

insights:

The chart provides 3
projections:

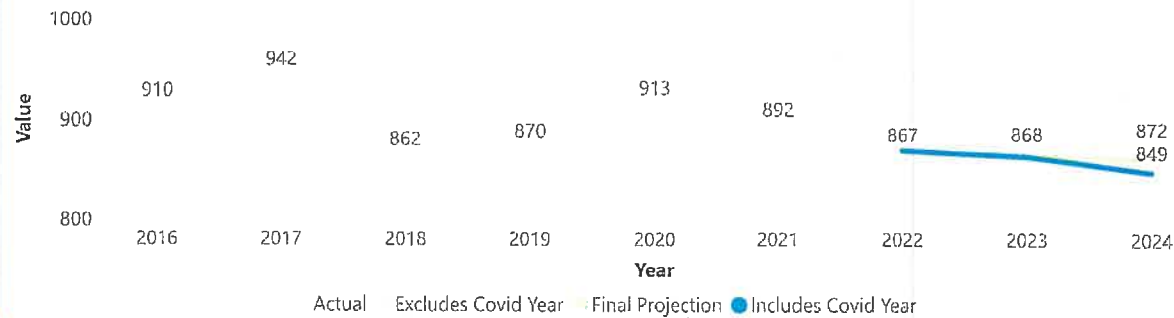
1. Excludes 2020-2021
(covid year) enrollment

2. Includes 2020-2021
(covid year) enrollment)

3. An average of 1 and 2.

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for next year.

ENROLLMENT PROJECTION 2022-2024



2021 ACTUAL

892

2022 PROJECTED

868

2023 PROJECTED

865

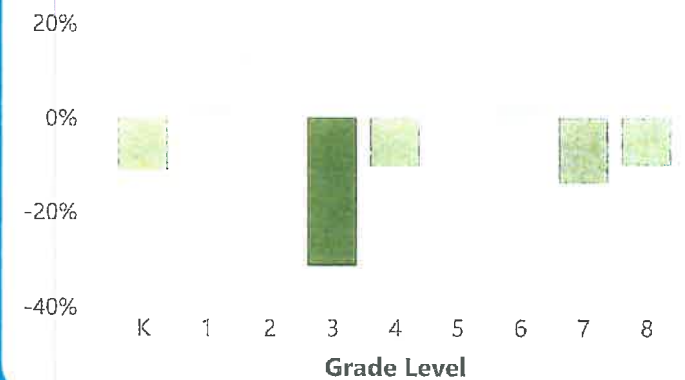
2024 PROJECTED

862

ENROLLMENT PROJECTION BY GRADE LEVEL

Grade Level	2016	2017	2018	2019	2020	2021	2022	2023	2024
K	73	106	70	65	84	61	75	75	75
1	97	88	110	79	76	84	78	82	82
2	98	90	85	114	80	77	91	79	84
3	116	108	85	87	115	87	79	93	81
4	109	120	90	89	96	113	86	81	96
5	110	129	117	90	91	95	116	87	82
6	100	101	126	127	109	116	112	136	102
7	106	99	92	124	130	121	112	115	140
8	101	101	87	95	132	138	119	117	120

PROJ ENROLLMENT CHANGE % 2020-2022



ENROLLMENT CHANGE

VERETT PUBLIC SCHOOLS

How will enrollment change by grade level based on the projection?

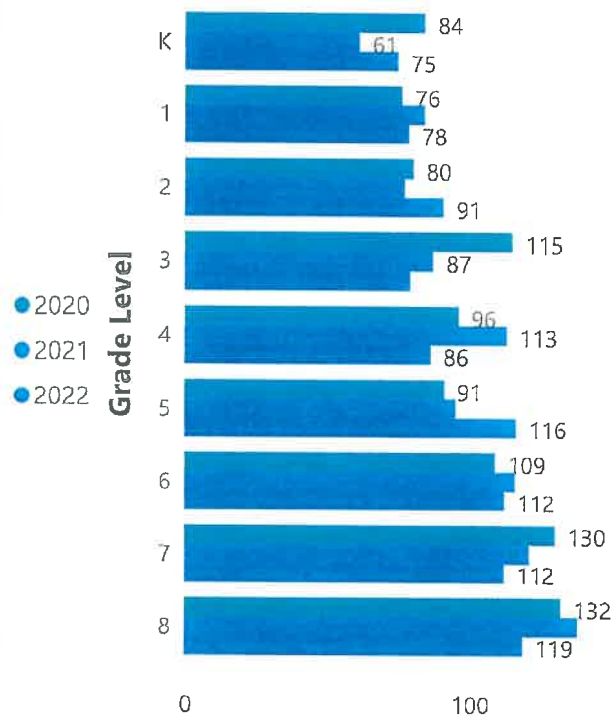
SCHOOL

George Keverian School ▾

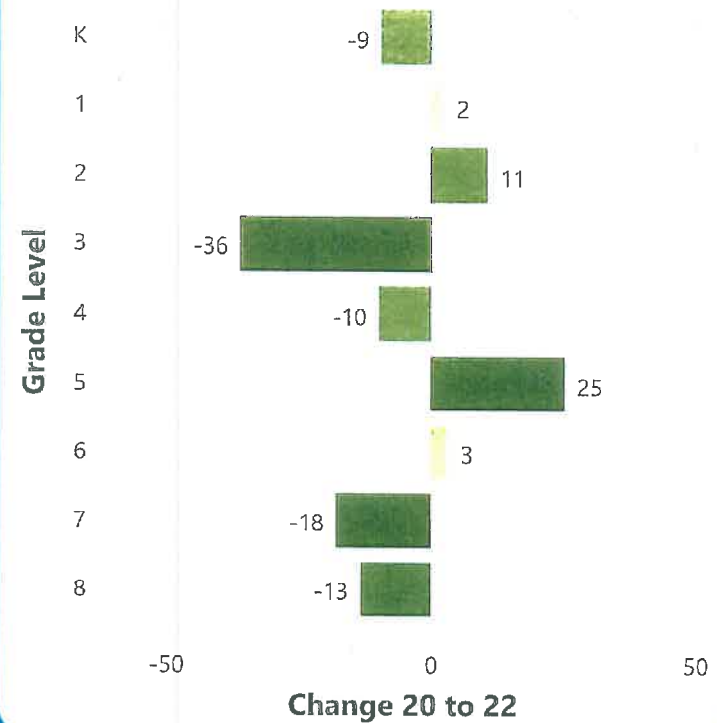
Insights:

Focus on any grade levels in the right hand chart that are especially high or low. High or low values indicate that potential staffing changes may be needed to adjust for significantly higher or lower enrollment in a given grade level.

ENROLLMENT SY 2020-SY 2022



ENROLLMENT CHANGE SY 2020-SY 2022



GEORGE KEVERIAN SCHOOL (K-8)

Position Summary by Union

Type of Employment/ union	SUM of FTE	SUM of FY21 Base Pay	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Administrator Assistant Union	1	\$52,789	\$52,789	\$53,845
Administrator Union	2	\$126,454	\$126,454	\$255,177
Everett Teacher Association	73	\$5,750,816	\$5,853,095	\$6,605,447
Managerial	1	\$127,957	\$127,957	\$130,516
Paraprofessional Union	1	\$25,984	\$25,984	\$22,511
Grand Total	78	\$6,084,000	\$6,186,279	\$7,067,496

New FY22 Positions

Job Title	FTE	FY22 Projected Salary
Assistant Principal	1	\$126,454
Specialist	1	\$87,972
	2	\$214,426

Non-Personnel Budget

Line Item	Description	FY 21 Budget	FY22 Budget
Bus Transportation	Field trips for each grade	-	\$10,500
Supplies	Funded based on enrollment	\$40,000	\$17,360
Keverian Copier Maintenance		\$3,000	\$3,000
Textbooks	Funded based on enrollment	\$7,000	\$43,400
Keverian Comp Purchase/Supplies		\$8,000	-
GRAND TOTAL		\$58,000	\$74,260

Positions by Job Title

Position Desc	SUM of FTE	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Art Teacher	1	\$96,197	\$98,121
Assistant Principal	2	\$126,454	\$255,177
Clerk	1	\$52,789	\$53,845
ETL Teacher	1	\$102,015	\$104,055
Gr 1 ELL Teacher	1	\$0	\$61,251
Gr 1 Inclusion Teacher	1	\$82,148	\$88,054
Gr 1 Teacher	4	\$371,848	\$382,252
Gr 2 ELL Teacher	1	\$0	\$75,269
Gr 2 Inclusion Teacher	1	\$102,015	\$104,055
Gr 2 Teacher	4	\$379,918	\$392,944
Gr 3 ELL Teacher	1	\$0	\$65,518
Gr 3 Inclusion Teacher	1	\$72,008	\$76,500
Gr 3 Teacher	4	\$360,089	\$370,303
Gr 4 ELL Teacher	1	\$0	\$66,133
Gr 4 Inclusion Teacher	1	\$99,778	\$101,774
Gr 4 Teacher	5	\$429,693	\$445,573
Gr 5 ELL Teacher	1	\$96,197	\$98,121
Gr 5 Inclusion Teacher	1	\$102,015	\$104,055
Gr 5 Teacher	4	\$322,942	\$341,283
Gr 6 ELL Teacher	1	\$0	\$93,248
Gr 6 Inclusion Teacher	1	\$99,778	\$101,774
Gr 6 Teacher	5	\$472,333	\$484,717
Gr 7 ELL Teacher	1	\$92,620	\$94,472
Gr 7 English	1	\$91,420	\$93,248
Gr 7 Inclusion Teacher	1	\$57,064	\$61,251
Gr 7 Math Teacher	2	\$198,212	\$202,176
Gr 7 Science Teacher	1	\$84,535	\$90,802
Gr 7 Social Studies Teacher	1	\$91,420	\$93,248

Gr 8 ELL Teacher	1	\$73,793	\$78,922
Gr 8 English Teacher	1	\$90,925	\$92,718
Gr 8 Inclusion Teacher	1	\$92,620	\$94,472
Gr 8 Math Teacher	2	\$192,798	\$196,622
Gr 8 Science Teacher	1	\$58,262	\$62,472
Gr 8 Social Studies Teacher	1	\$91,420	\$93,248
Guidance Counselor	2	\$159,081	\$165,153
Health Teacher	1	\$96,197	\$98,121
K Inclusion Teacher	1	\$99,778	\$101,774
K Teacher	4	\$305,611	\$322,394
Literacy Interventionist	2	\$193,699	\$198,903
Math Interventionist	2	\$99,778	\$207,129
Music Teacher	1	\$58,262	\$62,472
Paraprofessional	1	\$25,984	\$22,511
Physical Education Teacher	2	\$154,861	\$160,972
Principal	1	\$127,957	\$130,516
Specialist	1	\$0	\$87,972
Technology Teacher	1	\$104,515	\$106,555
Theater Specialist	1	\$81,550	\$87,763
Wilson Instructor	1	\$95,700	\$97,588
Grand Total	78	\$6,186,279	\$7,067,496

ENROLLMENT PROJECTION

VERETT PUBLIC SCHOOLS

SCHOOL

Lafayette School

GRADE LEVEL

All

insights:

The chart provides 3
projections:

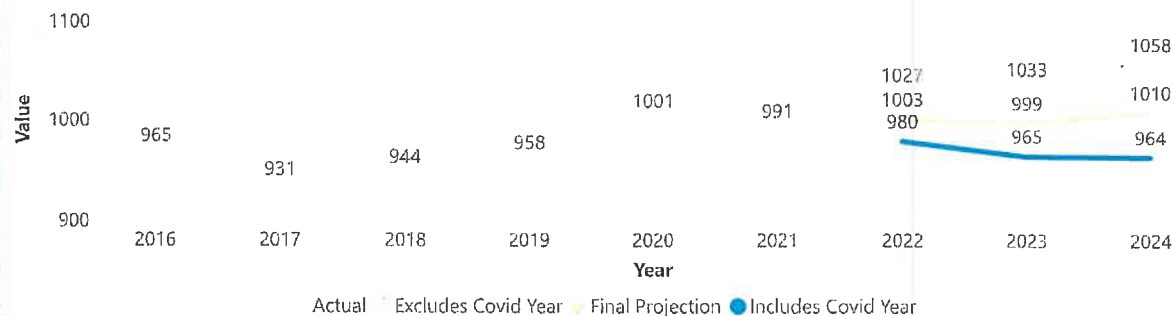
1. Excludes 2020-2021
(covid year) enrollment

2. Includes 2020-2021
(covid year) enrollment)

3. An average of 1 and 2.

The boxed and bolded
number in the top right is
the enrollment projection
for next year.

ENROLLMENT PROJECTION 2022-2024



2021 ACTUAL

991

2022 PROJECTED

1003

2023 PROJECTED

999

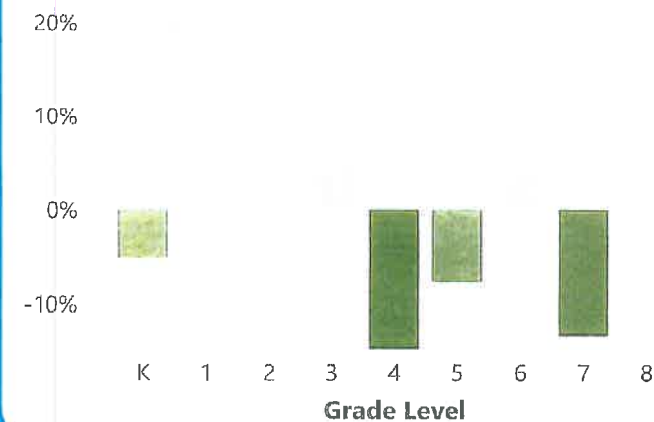
2024 PROJECTED

1010

ENROLLMENT PROJECTION BY GRADE LEVEL

Grade Level	2016	2017	2018	2019	2020	2021	2022	2023	2024
K	123	79	90	88	102	88	97	97	97
1	100	119	81	100	93	107	101	103	103
2	103	98	126	86	103	96	112	105	107
3	108	106	97	123	94	102	99	116	108
4	107	107	113	107	129	94	110	104	122
5	110	111	118	110	102	120	94	106	101
6	119	113	113	131	131	121	143	108	122
7	89	104	106	111	138	131	120	144	110
8	106	94	100	102	109	132	127	116	140

PROJ ENROLLMENT CHANGE % 2020-2022



ENROLLMENT CHANGE

BERETT PUBLIC SCHOOLS

SCHOOL

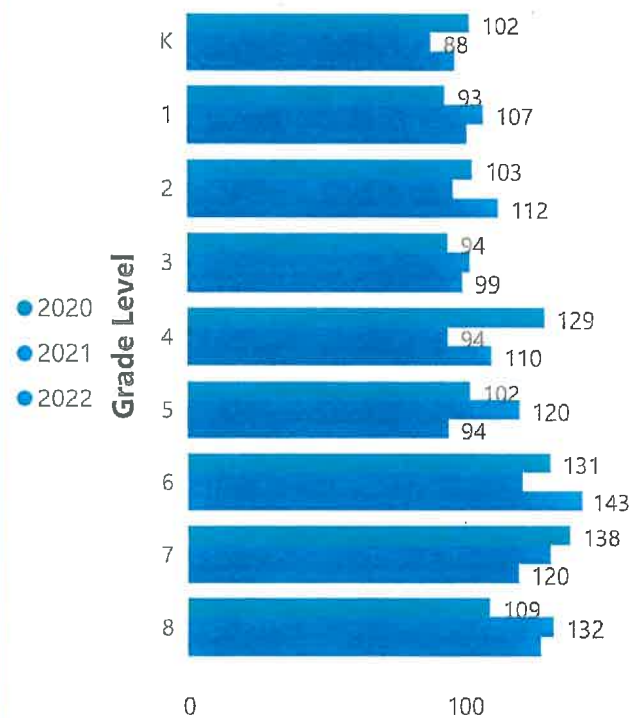
Lafayette School

Insights:

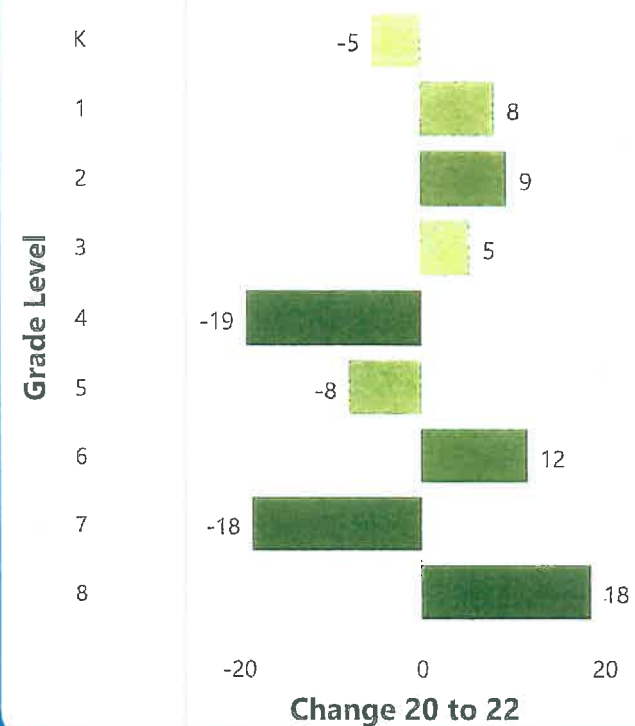
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How will enrollment change by grade level based on the projection?

ENROLLMENT SY 2020-SY 2022



ENROLLMENT CHANGE SY 2020-SY 2022



LAFAYETTE SCHOOL (K-8)

Position Summary by Union

Type of Employment/ Union	SUM of FTE	SUM of FY21 Base Pay	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Administrator Assistant Union	1	\$52,789	\$52,789	\$53,845
Administrator Union	2	\$113,472	\$128,346	\$257,069
Everett Teacher Association	98	\$7,525,992	\$7,574,592	\$8,709,769
Managerial	1	\$137,915	\$137,915	\$140,673
Paraprofessional Union	20	\$494,880	\$494,880	\$467,512
Grand Total	122	\$8,325,048	\$8,388,522	\$9,628,868

New FY22 Positions

Job Title	FTE	FY22 Projected Salary
Grade 2 Teacher	1	\$87,972
ASD Teacher	1	\$87,972
Assisant Principal	1	\$126,454
Literacy Interventionist	1	\$87,972
Math Interventionist	1	\$87,972
GRAND TOTAL	5	\$478,342

Non-Personnel Budget

Line Item	Description	FY21 Budget	FY22 Budget
Bus Transportation	Field trips for each grade	-	\$12,300
Supplies	Funded based on enrollment	\$40,000	\$20,060
Lafayette Copier Maintenance		\$3,000	\$3,000
Textbooks	Funded based on enrollment	\$7,000	\$50,150
Lafayette Comp Purchase/Supplies		\$10,000	-
GRAND TOTAL		\$60,000	\$85,510

Positions by Job Title

Position Desc	SUM of FTE	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
ABA Therapist	1	\$64,730	\$66,025
Art Teacher	2	\$165,213	\$172,170
ASD Teacher	1	\$0	\$87,972
Assistant Principal	2	\$128,346	\$257,069
BCBA	1	\$57,706	\$58,860
Clerk	1	\$52,789	\$53,845
ETL Teacher	2	\$192,198	\$201,495
Gr 1 CSD	1	\$64,837	\$69,177
Gr 1 ELL Teacher	2	\$175,808	\$182,977
Gr 1 Inclusion Teacher	1	\$61,845	\$66,133
Gr 1 Teacher	5	\$402,044	\$508,349
Gr 2 CSD	1	\$103,915	\$105,955
Gr 2 ELL Teacher	1	\$61,845	\$66,133
Gr 2 Inclusion Teacher	1	\$103,915	\$105,955
Gr 2 Teacher	4	\$368,411	\$378,771
Gr 3 CSD	1	\$77,374	\$83,181
Gr 3 ELL Teacher	1	\$0	\$66,133
Gr 3 Inclusion Teacher	1	\$70,805	\$75,269
Gr 3 Teacher	5	\$418,352	\$443,121
Gr 4 CSD	1	\$86,042	\$93,248
Gr 4 ELL Teacher	1	\$81,550	\$87,763
Gr 4 Inclusion Teacher	1	\$82,148	\$88,054
Gr 4 Teacher	4	\$370,354	\$381,358
Gr 5 CSD	1	\$73,793	\$78,922
Gr 5 ELL Teacher	1	\$73,793	\$78,922
Gr 5 Inclusion Teacher	2	\$135,635	\$145,042
Gr 5 Teacher	5	\$465,235	\$483,361
Gr 6 CSD	1	\$99,778	\$101,774

Gr 6 ELL Teacher	1	\$91,420	\$93,248
Gr 6 Inclusion Teacher	1	\$102,015	\$104,055
Gr 6 Teacher	5	\$443,057	\$454,874
Gr 6-8 ASD	1	\$73,793	\$78,922
Gr 7 CSD	1	\$80,353	\$86,226
Gr 7 ELL Teacher	1	\$60,052	\$64,299
Gr 7 English	2	\$149,969	\$160,275
Gr 7 Inclusion Teacher	1	\$64,837	\$69,177
Gr 7 Math Teacher	2	\$198,212	\$202,176
Gr 7 Science Teacher	1	\$103,315	\$105,355
Gr 7 Social Studies Teacher	1	\$91,420	\$93,248
Gr 8 CSD	1	\$94,400	\$96,288
Gr 8 CSD Teacher	1	\$94,400	\$96,288
Gr 8 English Teacher	1	\$96,197	\$98,121
Gr 8 Inclusion Teacher	2	\$145,496	\$151,453
Gr 8 Math Teacher	2	\$130,857	\$140,173
Gr 8 Science Teacher	2	\$138,614	\$149,014
Gr 8 Social Studies Teacher	1	\$95,700	\$97,588
Grade 2 Teacher	1	\$0	\$87,972
Guidance Counselor	3	\$235,578	\$246,131
Health Teacher	1	\$92,620	\$94,472
K CSD	1	\$73,793	\$78,922
K Inclusion Teacher	1	\$63,035	\$67,345
K Teacher	5	\$421,072	\$445,320
Literacy Interventionist	3	\$0	\$287,175
Math Interventionist	3	\$102,497	\$297,001
Music Teacher	1	\$91,525	\$93,318
Paraprofessional	20	\$494,880	\$467,512
Physical Education Teacher	2	\$179,347	\$187,484
Principal	1	\$137,915	\$140,673
Technology Teacher	1	\$101,678	\$103,674
Wilson Instructor	1	\$102,015	\$104,055
Grand Total	122	\$8,388,522	\$9,628,868

ENROLLMENT PROJECTION

VERETT PUBLIC SCHOOLS

SCHOOL

Parlin School

GRADE LEVEL

All

insights:

The chart provides 3
projections:

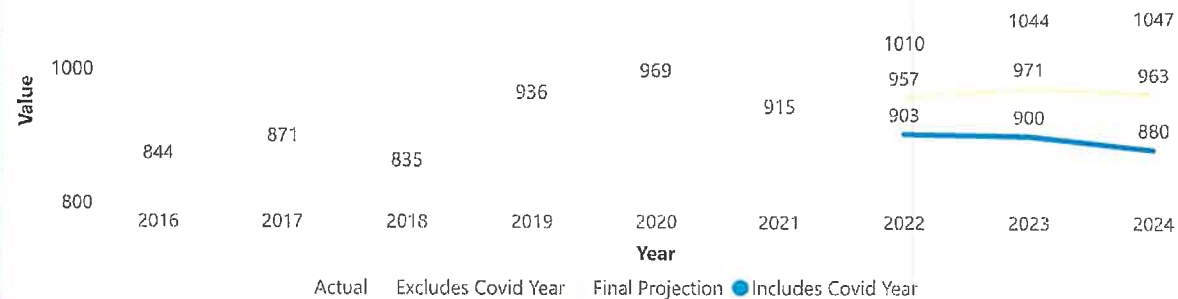
1. Excludes 2020-2021
(covid year) enrollment

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3. An average of 1 and 2.

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the enrollment projection
for next year.

ENROLLMENT PROJECTION 2022-2024



2021 ACTUAL

915

2022 PROJECTED

957

2023 PROJECTED

971

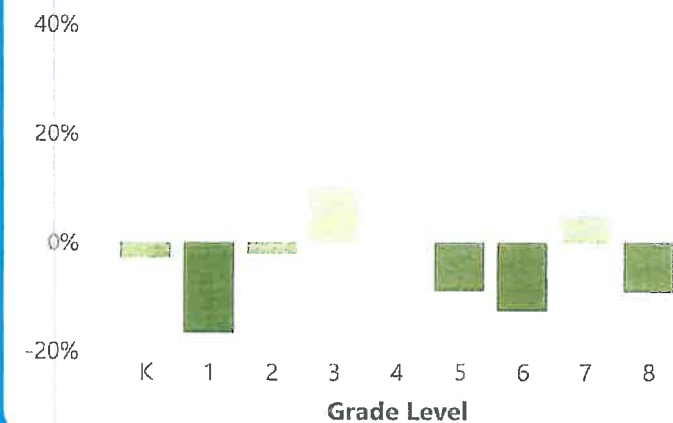
2024 PROJECTED

963

ENROLLMENT PROJECTION BY GRADE LEVEL

Grade Level	2016	2017	2018	2019	2020	2021	2022	2023	2024
K	74	100	0	108	101	69	98	98	98
1	99	74	98	105	109	109	91	100	100
2	84	103	70	101	107	105	105	91	100
3	108	81	119	76	102	109	112	109	95
4	90	111	90	107	79	94	109	110	107
5	81	96	110	96	117	88	107	118	119
6	101	98	113	109	101	112	88	109	121
7	91	104	106	113	119	106	125	93	116
8	116	104	129	121	134	123	122	143	107

PROJ ENROLLMENT CHANGE % 2020-2022



ENROLLMENT CHANGE

ERETT PUBLIC SCHOOLS

SCHOOL

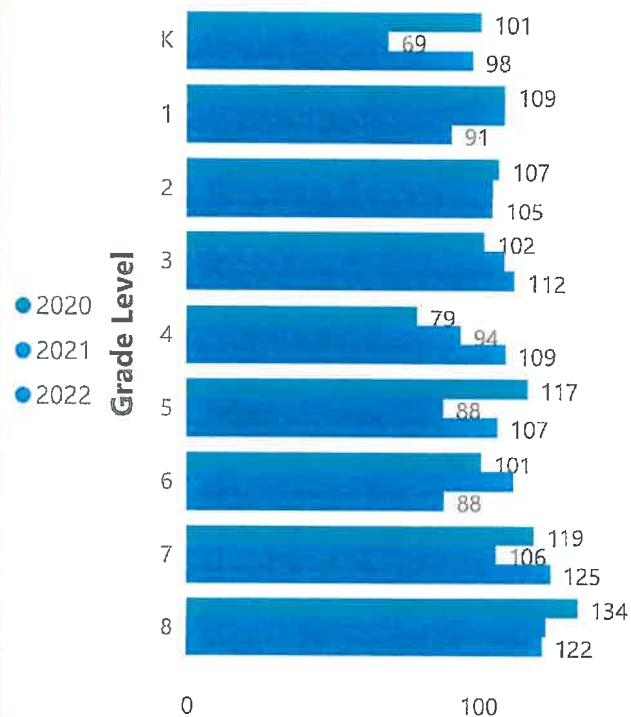
Parlin School

insights:

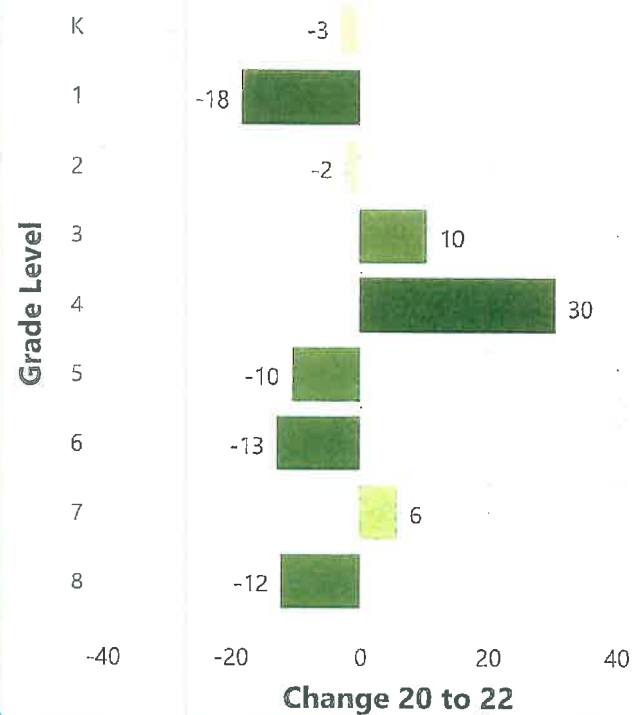
Focus on any grade levels in the right hand chart that are especially high or low. High or low values indicate that potential staffing changes may be needed to adjust for significantly higher or lower enrollment in a given grade level.

How will enrollment change by grade level based on the projection?

ENROLLMENT SY 2020-SY 2022



ENROLLMENT CHANGE SY 2020-SY 2022



ALBERT N. PARLIN SCHOOL (K-8)

Position Summary by Union

Type of Employment/ union	SUM of FTE	SUM of FY21 Base Pay	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Administrator Assistant Union	1	\$70,859	\$70,859	\$72,276
Administrator Union	2	\$108,472	\$121,454	\$250,077
Everett Teacher Association	82	\$5,833,125	\$5,833,125	\$7,164,422
Managerial	1	\$125,503	\$125,503	\$128,013
Grand Total	86	\$6,137,959	\$6,150,941	\$7,614,788

New FY22 Positions

Job Title	FTE	FY22 Projected Salary
Reading Interventionist	1	\$87,972
Math Interventionist	1	\$87,972
Assistant Principal	1	\$126,454
Specialist	1	\$87,972
Grand Total	4	\$390,370

Non-Personnel Budget

Line Item	Description	FY 21 Budget	FY22 Budget
Bus Transportation	Field trips for each grade	-	\$11,700
Supplies	Funded based on enrollment	\$41,000	\$19,140
Parlin Copier Maintenance		\$5,000	\$5,000
Textbooks	Funded based on enrollment	\$7,000	\$95,700
Parlin Comp Purchase/Supplies		\$7,000	
GRAND TOTAL		\$60,000	\$131,540

Positions by Job Title

Position Desc	SUM of FTE	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Art Teacher	2	\$150,983	\$157,023
Assistant Principal	2	\$121,454	\$250,077
Clerk	1	\$70,859	\$72,276
ETL Teacher	1	\$98,876	\$106,336
Gr 1 ELL Teacher	2	\$96,762	\$201,943
Gr 1 Inclusion Teacher	1	\$67,821	\$72,221
Gr 1 Teacher	6	\$470,296	\$588,462
Gr 2 ELL Teacher	2	\$69,610	\$167,298
Gr 2 Inclusion Teacher	1	\$92,154	\$98,571
Gr 2 Teacher	4	\$337,304	\$347,101
Gr 3 ELL Teacher	1	\$72,008	\$76,500
Gr 3 Inclusion Teacher	1	\$61,845	\$66,133
Gr 3 Teacher	4	\$319,968	\$337,325
Gr 4 ELL Teacher	1	\$99,778	\$101,774
Gr 4 Inclusion Teacher	1	\$54,076	\$58,205
Gr 4 Teacher	4	\$300,230	\$316,596
Gr 5 ELL Teacher	2	\$82,752	\$158,162
Gr 5 Inclusion Teacher	1	\$91,420	\$93,248
Gr 5 Teacher	4	\$281,125	\$295,899
Gr 6 ELL Teacher	1	\$64,837	\$69,177
Gr 6 Inclusion Teacher	1	\$92,620	\$94,472
Gr 6 Teacher	5	\$452,137	\$470,021
Gr 7 ELL Teacher	1	\$85,731	\$91,707
Gr 7 English	2	\$129,061	\$194,017
Gr 7 Inclusion Teacher	1	\$99,778	\$101,774

Gr 7 Math Teacher	2	\$160,425	\$166,682
Gr 7 Science Teacher	1	\$69,013	\$74,041
Gr 7 Social Studies Teacher	1	\$101,378	\$103,374
Gr 8 ELL Teacher	2	\$118,908	\$184,874
Gr 8 English Teacher	2	\$159,828	\$187,919
Gr 8 Inclusion Teacher	1	\$61,845	\$66,133
Gr 8 Math Teacher	2	\$168,190	\$176,132
Gr 8 Science Teacher	1	\$57,064	\$61,251
Gr 8 Social Studies Teacher	1	\$90,817	\$98,121
Guidance Counselor	2	\$175,199	\$181,595
Health Teacher	1	\$91,420	\$93,248
K Teacher	5	\$395,851	\$414,115
Literacy Interventionist	2	\$0	\$196,092
Math Interventionist	3	\$91,420	\$285,275
Music Teacher	1	\$69,013	\$74,041
Physical Education Teacher	2	\$153,370	\$159,444
Principal	1	\$125,503	\$128,013
Reading Interventionist	1	\$0	\$87,972
Specialist	1	\$0	\$87,972
Technology Teacher	1	\$96,197	\$98,121
Wilson Instructor	1	\$102,015	\$104,055
Grand Total	86	\$6,150,941	\$7,614,788

ENROLLMENT PROJECTION

EVERETT PUBLIC SCHOOLS

SCHOOL

Webster School

GRADE LEVEL

All

Insights:

The chart provides 3 projections:

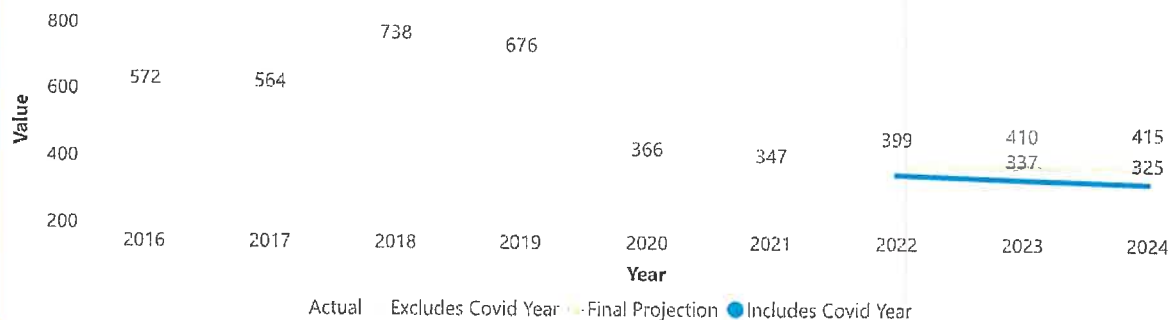
1. Excludes 2020-2021 (covid year) enrollment

2. Includes 2020-2021 (covid year) enrollment)

3. An average of 1 and 2.

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ENROLLMENT PROJECTION 2022-2024



2021 ACTUAL

347

2022 PROJECTED

375

2023 PROJECTED

374

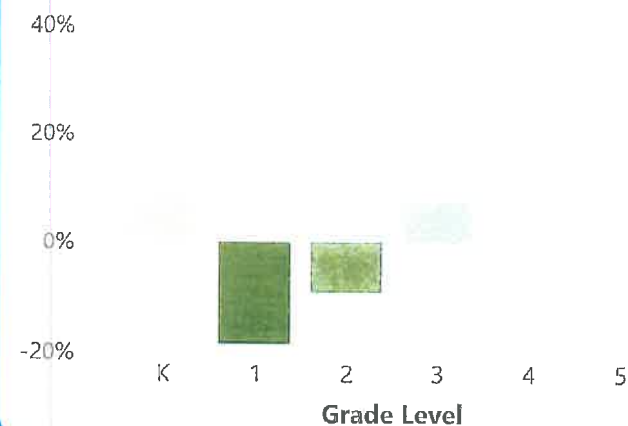
2024 PROJECTED

370

ENROLLMENT PROJECTION BY GRADE LEVEL

Grade Level	2016	2017	2018	2019	2020	2021	2022	2023	2024
PK	314	289	327	320	7	0			
K	73	71	174	85	83	45	90	90	90
1	65	60	67	76	71	76	58	68	68
2	49	57	49	62	68	65	62	52	61
3	42	46	49	54	57	62	61	59	50
4	29	41	35	42	43	57	55	53	51
5	0	0	37	37	37	42	49	52	50

PROJ ENROLLMENT CHANGE % 2020-2022



ENROLLMENT CHANGE

WEBSTER PUBLIC SCHOOLS

SCHOOL

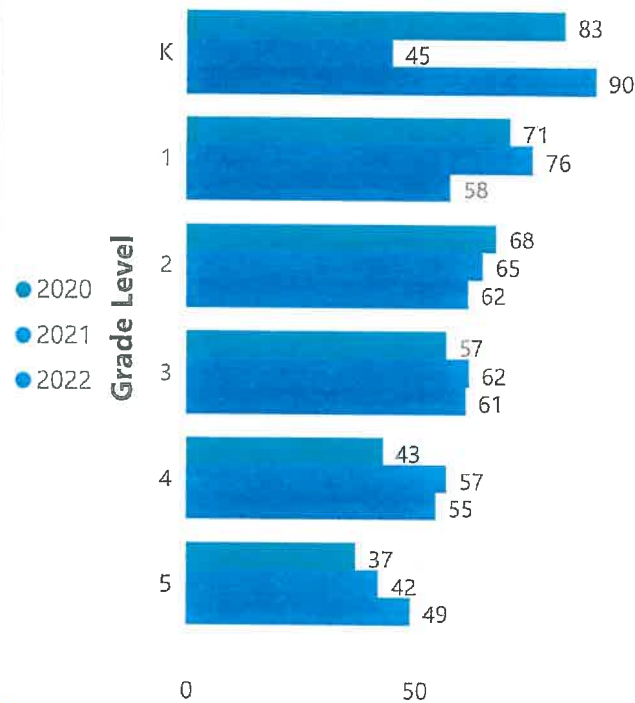
Webster School

insights:

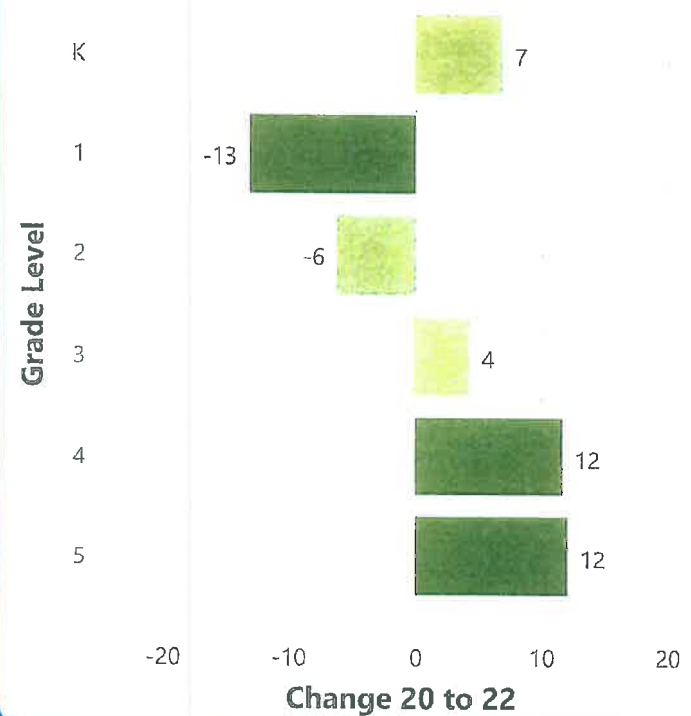
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How will enrollment change by grade level based on the projection?

ENROLLMENT SY 2020-SY 2022



ENROLLMENT CHANGE SY 2020-SY 2022



WEBSTER SCHOOL (K-5)

Position Summary by Union

Type of Employment/ union	SUM of FTE	SUM of FY21 Base Pay	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Administrator Assistant Union	1	\$61,263	\$61,263	\$62,488
Everett Teacher Association	44	\$3,392,940	\$3,408,373	\$3,978,731
Managerial	1	\$123,954	\$123,954	\$126,433
Paraprofessional Union	19	\$264,692	\$264,692	\$445,732
Grand Total	65	\$3,842,849	\$3,858,282	\$4,613,384

New FY22 Positions

Job Title	FTE	FY22 Projected Salary
Grade 5 Teacher	1	\$87,972.00
EL Teacher	2	\$175,944.00
Inclusion Teacher	1	\$87,972.00
GRAND TOTAL	4	\$351,888.00

Non-Personnel Budget

Line Item	Description	FY21 Budget	FY22 Budget
Bus Transportation	Field trips for each grade	-	\$4,500
Supplies	Funded based on enrollment	\$30,000	\$7,500
Webster Copier Maintenance		\$10,000	\$10,000
Textbooks	Funded based on enrollment	\$2,000	\$18,750
Webster Comp Purchase/Supplies		\$7,000	-
GRAND TOTAL		\$49,000	\$40,750

Positions by Job Title

Position Desc	SUM of FTE	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
ABA Therapist	1	\$53,016	\$54,076
Art Teacher	1	\$101,678	\$103,674
Clerk	1	\$61,263	\$62,488
EL Teacher	2	\$0	\$175,944
ETL Teacher	1	\$91,420	\$93,248
Gr 1 Inclusion Teacher	1	\$102,015	\$104,055
Gr 1 Teacher	3	\$245,568	\$258,391
Gr 2 Inclusion Teacher	1	\$78,573	\$84,407
Gr 2 Teacher	3	\$259,608	\$269,066
Gr 3 Inclusion Teacher	1	\$82,148	\$88,054
Gr 3 Teacher	3	\$288,228	\$298,531
Gr 4 Co-Teacher	1	\$61,845	\$66,133
Gr 4 Inclusion Teacher	1	\$102,278	\$104,274
Gr 4 Teacher	2	\$191,417	\$195,193
Gr 5 Inclusion Teacher	1	\$70,805	\$75,269
Gr 5 Teacher	2	\$191,640	\$195,473
Grade 5 teacher	1	\$0	\$87,972
Guidance Counselor	1	\$85,948	\$91,854
Inclusion Teacher	1	\$0	\$87,972
K Autism PDD/DD	3	\$244,366	\$256,875
K Inclusion Teacher	1	\$96,197	\$98,121
K Teacher	3	\$287,309	\$298,096
K-2 Autism PDD/DD	1	\$66,025	\$70,394
K-4 Autism PDD/DD	2	\$139,819	\$149,316
Literacy Interventionist	2	\$206,930	\$211,010
Math Interventionist	1	\$98,097	\$100,021
Music Teacher	1	\$60,050	\$64,296
Paraprofessional	19	\$264,692	\$445,732
PE Teacher	1	\$0	\$89,587
Physical Education Teacher	1	\$101,378	\$103,374
Principal	1	\$123,954	\$126,433
Technology	1	\$102,015	\$104,055
Grand Total	65	\$3,858,282.00	\$4,613,384.00

ENROLLMENT PROJECTION

VERETT PUBLIC SCHOOLS

SCHOOL

Webster Extension

GRADE LEVEL

All

insights:

The chart provides 3
projections:

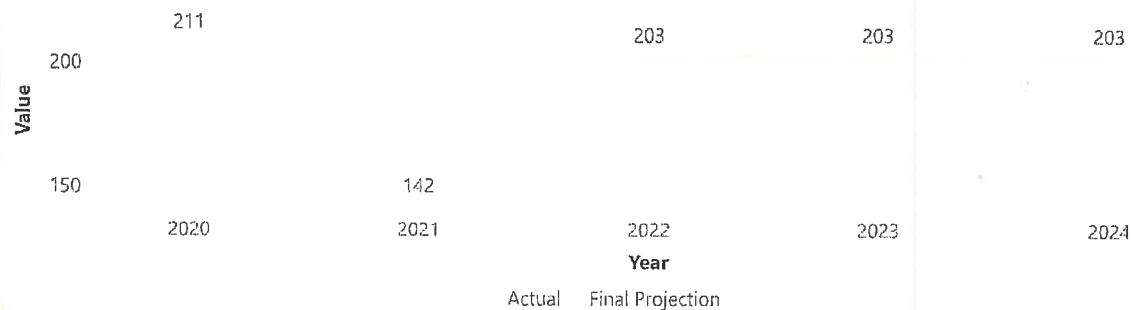
1. Excludes 2020-2021
(covid year) enrollment

2. Includes 2020-2021
(covid year) enrollment)

3. An average of 1 and 2.

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for next year.

ENROLLMENT PROJECTION 2022-2024



2021 ACTUAL

142

2022 PROJECTED

203

2023 PROJECTED

203

2024 PROJECTED

203

ENROLLMENT PROJECTION BY GRADE LEVEL

Grade Level	2020	2021	2022	2023	2024
PK	211	142	203	203	203

PROJ ENROLLMENT CHANGE % 2020-2022

0%
-1%
-2%
-3%
-4%

PK
Grade Level

ENROLLMENT CHANGE

WEBSTER PUBLIC SCHOOLS

How will enrollment change by grade level based on the projection?

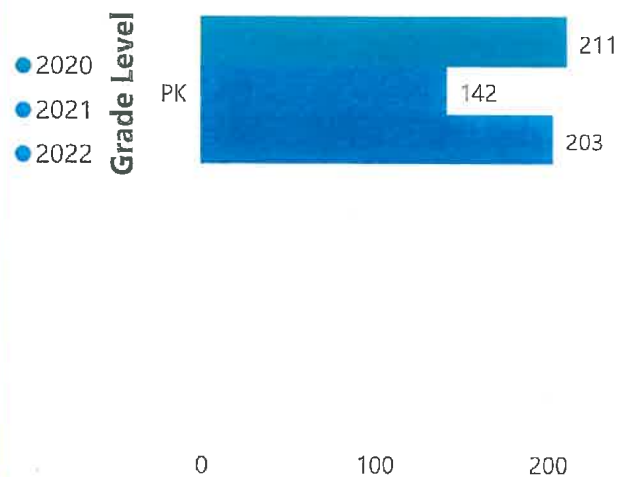
SCHOOL

Webster Extension

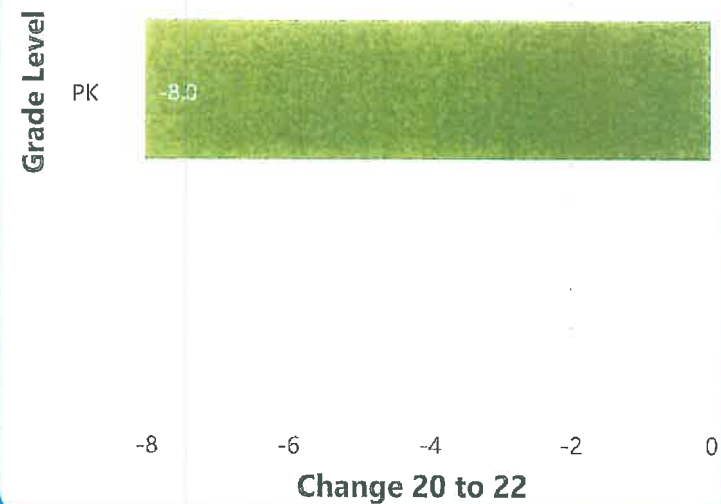
Insights:

Focus on any grade levels in the right hand chart that are especially high or low. High or low values indicate that potential staffing changes may be needed to adjust for significantly higher or lower enrollment in a given grade level.

ENROLLMENT SY 2020-SY 2022



ENROLLMENT CHANGE SY 2020-SY 2022



WEBSTER EXTENSION (PRE K3-4)

Position Summary by Union

Type of Employment/ union	SUM of FTE	SUM of FY21 Base Pay	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Administrator Assistant Union	1	\$52,789	\$52,789	\$53,845
Everett Teacher Association	15	\$1,207,079	\$1,219,844	\$1,271,112
Paraprofessional Union	16	\$390,372	\$386,325	\$376,475
Grand Total	32	\$1,650,240	\$1,658,958	\$1,701,432

Non-Personnel Budget

Line Item	Description	FY21 Budget	FY22 Budget
Bus Transportation	Field trips for each grade	-	\$2,700
Supplies	Funded based on enrollment	-	\$4,060
Webster Ext Copier Maintenance		\$4,000	\$4,000
Textbooks	Funded based on enrollment	\$1,000	\$10,150
GRAND TOTAL		\$5,000	\$20,910

Positions by Job Title

Position Desc	SUM of FTE	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
3 yr. (prek) Teacher	2	\$143,394.50	\$153,896.00
4 yr. (prek) Teacher	5	\$404,019.82	\$422,424.00
ABA Therapist	1	\$53,016.00	\$54,076.00
ASD/PDD Teacher	4	\$304,440.68	\$319,667.00
Clerk	1	\$52,789.00	\$53,845.00
Guidance Counselor (Adams and Webster Ext)	1	\$107,715.09	\$109,755.00

Head Teacher	1	\$107,480.09	\$109,520.00
Inclusion Teacher	1	\$99,778.21	\$101,774.00
Paraprofessional	16	\$386,325.00	\$376,475.00
Grand Total	32	\$1,658,958.00	\$1,701,432.00

ENROLLMENT CHANGE

ERETT PUBLIC SCHOOLS

SCHOOL

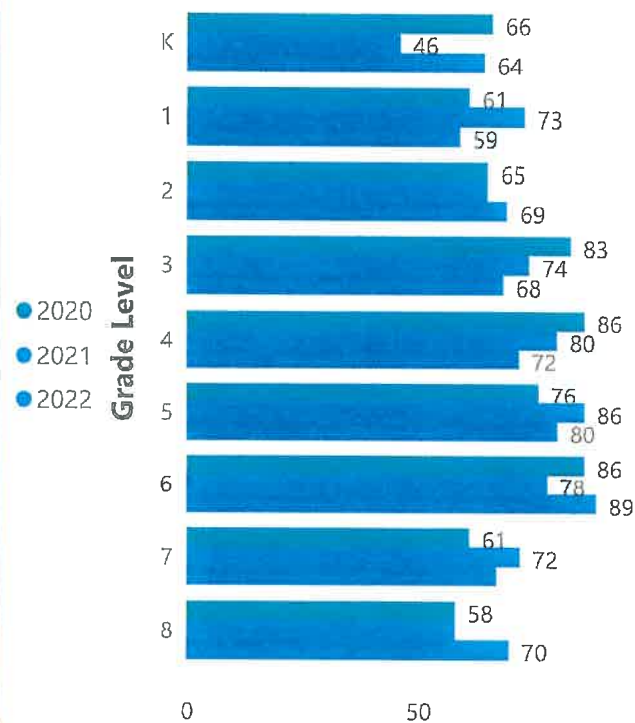
Sumner G. Whittier Sc... ▾

Insights:

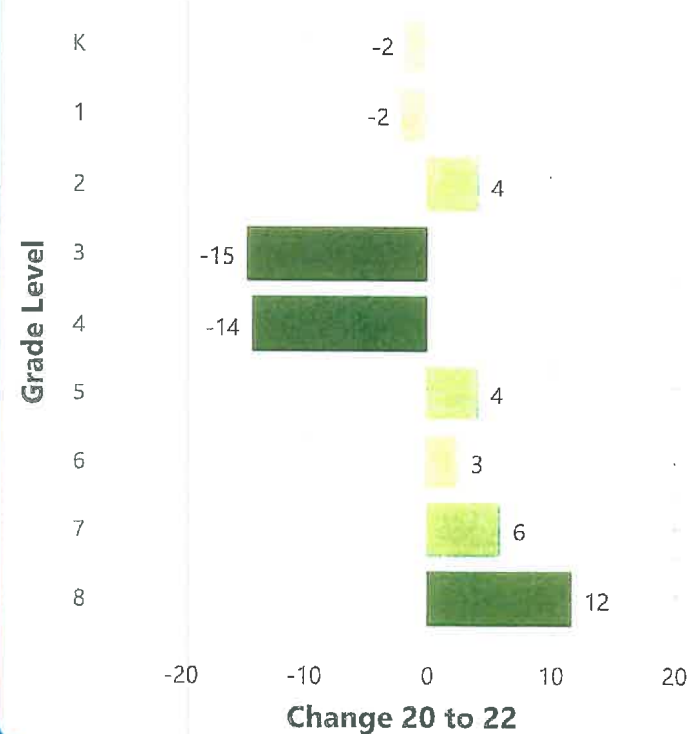
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How will enrollment change by grade level based on the projection?

ENROLLMENT SY 2020-SY 2022



ENROLLMENT CHANGE SY 2020-SY 2022



ENROLLMENT PROJECTION

EVERETT PUBLIC SCHOOLS

SCHOOL

Sumner G. Whittier Sch... ▾

GRADE LEVEL

All ▾

Insights:

The chart provides 3 projections:

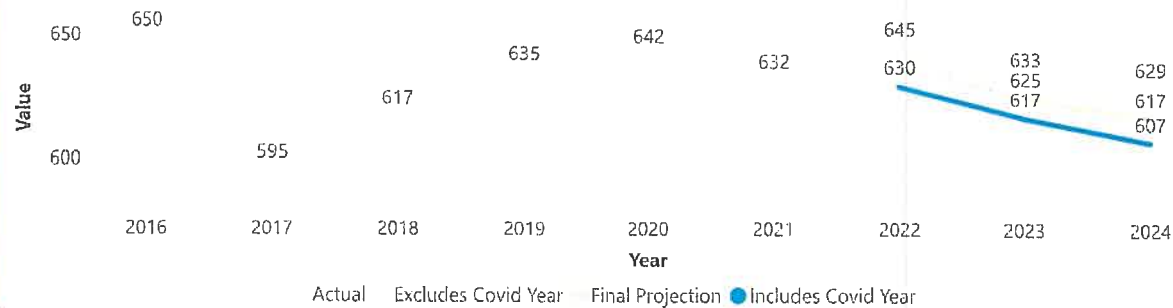
1. Excludes 2020-2021 (covid year) enrollment

2. Includes 2020-2021 (covid year) enrollment

3. An average of 1 and 2.

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ENROLLMENT PROJECTION 2022-2024



2021 ACTUAL

632

2022 PROJECTED

638

2023 PROJECTED

625

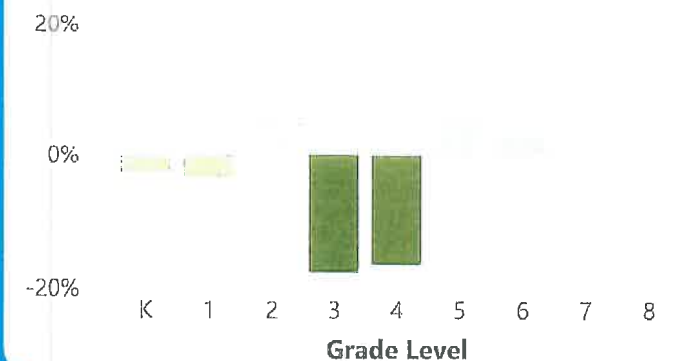
2024 PROJECTED

617

ENROLLMENT PROJECTION BY GRADE LEVEL

Grade Level	2016	2017	2018	2019	2020	2021	2022	2023	2024
K	82	77	61	66	66	46	64	64	64
1	97	69	80	68	61	73	59	66	66
2	88	92	69	78	65	65	69	58	65
3	81	77	89	81	83	74	68	76	64
4	76	74	85	79	86	80	72	68	76
5	76	59	71	83	76	86	80	70	66
6	66	58	60	78	86	78	89	84	73
7	38	54	51	57	61	72	67	75	71
8	46	35	51	45	58	58	70	64	72

PROJ ENROLLMENT CHANGE % 2020-2022



SUMNER G. WHITTIER SCHOOL (K-8)

Position Summary by Union

Administrator Assistant Union	1	\$54,689	\$54,689	\$55,783
Administrator Union	1	\$110,972	\$125,954	\$128,173
Everett Teacher Association	56	\$4,403,494	\$4,421,394	\$5,047,762
Managerial	1	\$137,415	\$137,415	\$140,163
Grand Total	59	\$4,706,570	\$4,739,452	\$5,371,881

New FY22 Positions

Job Title	FTE	FY22 Projected Salary
Specialist	1	\$87,972
GRAND TOTAL	1	\$87,972

Non-Personnel Budget

Line Item	Description	FY21 Budget	FY22 Budget
Bus Transportation	Field trips for each grade	-	\$7,800
Supplies	Funded based on enrollment	\$25,000	\$12,760
Whittier Copier Maintenance		\$4,000	\$4,000
Textbooks	Funded based on enrollment	\$6,000	\$31,900
Whittier Comp Purchase/Supplies		\$6,000	-
GRAND TOTAL		\$41,000	\$56,460

Positions by Job Title

Position Desc	SUM of FTE	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Art Teacher	1	\$92,720	\$94,548
Assistant Principal	1	\$125,954	\$128,173
Clerk	1	\$54,689	\$55,783
ETL Teacher	1	\$103,315	\$105,355
Gr 1 Co-Teacher	1	\$99,778	\$101,774
Gr 1 ELL Co-Teacher	1	\$91,420	\$93,248
Gr 1 Teacher	2	\$203,393	\$207,429
Gr 2 Co-Teacher	1	\$102,015	\$104,055
Gr 2 ELL Co-Teacher	1	\$94,400	\$96,288
Gr 2 Teacher	2	\$179,389	\$187,236
Gr 2/3 Inclusion Teacher	1	\$103,615	\$105,655
Gr 3 Co-Teacher	1	\$91,420	\$93,248
Gr 3 ELL Teacher	1	\$73,793	\$78,922
Gr 3 Inclusion Teacher	1	\$67,821	\$72,221
Gr 3 Teacher	3	\$295,709	\$294,063
Gr 4 ELL Co-Teacher	1	\$72,008	\$76,500
Gr 4 Teacher	4	\$356,645	\$371,057
Gr 5 ELL Teacher	1	\$72,008	\$76,500
Gr 5 Inclusion Teacher	1	\$77,374	\$83,181
Gr 5 Teacher	4	\$286,348	\$301,219
Gr 6 ELL Co-Teacher	1	\$76,778	\$81,960
Gr 6 Inclusion Teacher	1	\$76,778	\$81,960
Gr 6 Teacher	3	\$255,127	\$267,856
Gr 7/8 English Teacher	2	\$156,245	\$162,421
Gr 7/8 Inclusion Teacher	1	\$73,793	\$78,922
Gr 7/8 Math Teacher	2	\$154,464	\$160,605
Gr 7/8 Science Teacher	1	\$96,197	\$98,121
Gr 7/8 Social Studies Teacher	1	\$94,400	\$96,288
Gr K-1 Inclusion Teacher	1	\$60,050	\$64,296
Grade 4 Inclusion Teacher	1	\$0	\$73,793

Guidance Counselor	1	\$103,578	\$105,574
Health Teacher	1	\$63,035	\$67,345
K Teacher	3	\$260,760	\$268,997
Literacy Interventionist	2	\$0	\$209,629
Math Interventionist	2	\$102,278	\$207,129
Music Teacher	1	\$91,420	\$93,248
Physical Education Teacher	1	\$102,015	\$104,055
Principal	1	\$137,415	\$140,163
Robotics Specialist	1	\$0	\$87,972
Technology Teacher	1	\$101,678	\$103,674
Wilson Instructor	1	\$89,625	\$91,418
Grand Total	59	\$4,739,452	\$5,371,881

ENROLLMENT PROJECTION

EVERETT PUBLIC SCHOOLS

SCHOOL

Everett High

GRADE LEVEL

All

insights:

The chart provides 3
projections:

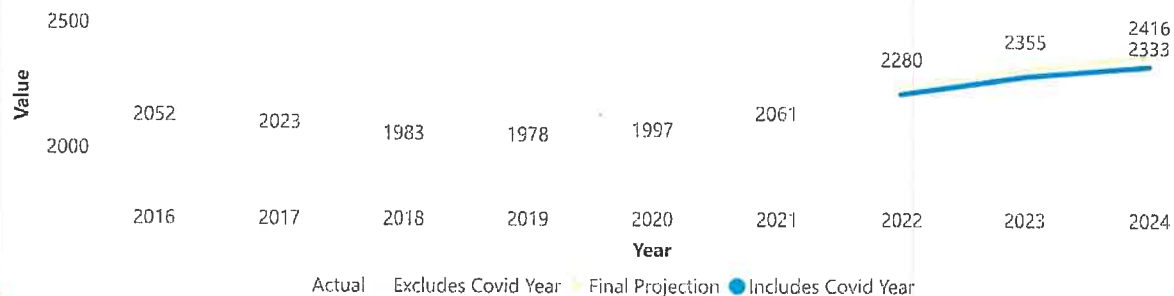
1. Excludes 2020-2021
(covid year) enrollment

2. Includes 2020-2021
(covid year) enrollment)

3. An average of 1 and 2.

The boxed and bolded
number in the top right is
the enrollment projection
for next year.

ENROLLMENT PROJECTION 2022-2024



2021 ACTUAL

2061

2022 PROJECTED

2250

2023 PROJECTED

2323

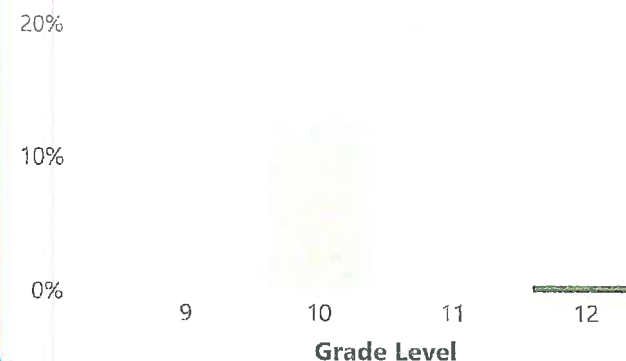
2024 PROJECTED

2375

ENROLLMENT PROJECTION BY GRADE LEVEL

Grade Level	2016	2017	2018	2019	2020	2021	2022	2023	2024
9	525	469	436	503	493	556	596	571	544
10	577	514	525	438	534	526	603	628	603
11	514	551	518	522	442	524	522	602	627
12	431	486	500	512	527	454	529	522	601

PROJ ENROLLMENT CHANGE % 2020-2022



ENROLLMENT CHANGE

EVERETT PUBLIC SCHOOLS

How will enrollment change by grade level based on the projection?

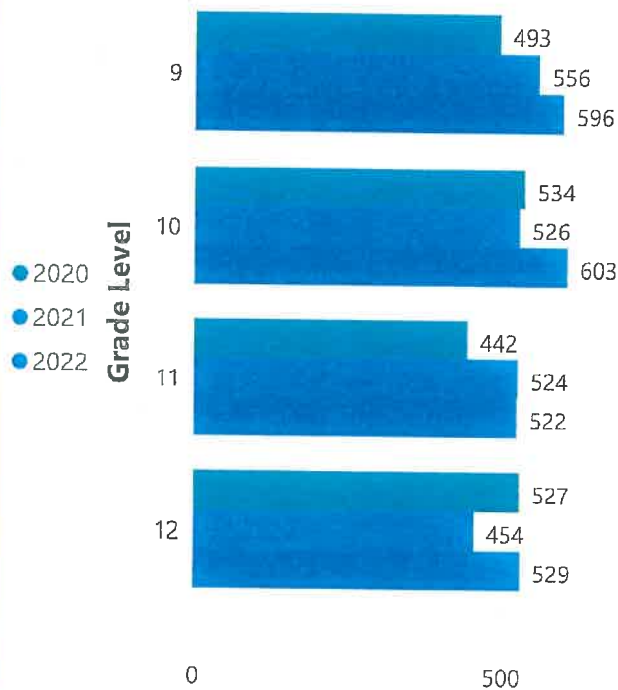
SCHOOL

Everett High

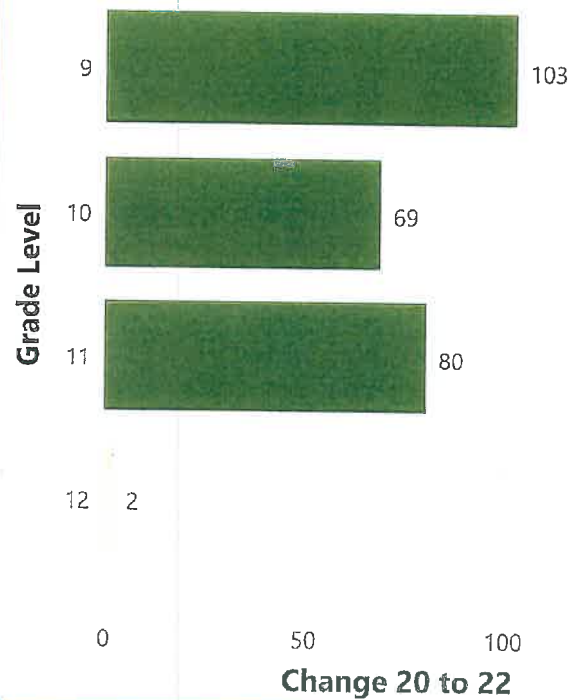
Insights:

Focus on any grade levels in the right hand chart that are especially high or low. High or low values indicate that potential staffing changes may be needed to adjust for significantly higher or lower enrollment in a given grade level.

ENROLLMENT SY 2020-SY 2022



ENROLLMENT CHANGE SY 2020-SY 2022



EVERETT HIGH SCHOOL (9-12)

Position Summary by Union

Employment Union	FTE	SUM of FY21 Total Pay	SUM of FY21 Total Pay (Include)	SUM of FY 22 Total Pay (Include)
Administrator Assistant Union	5	\$286,093	\$286,093	\$282,560
Administrator Union	2	\$258,296	\$258,296	\$263,462
Everett Teacher Association	187	\$15,787,622	\$16,033,467	\$16,795,194
Managerial	1	\$210,359	\$162,419	\$166,626
Paraprofessional Union	6	\$119,425	\$119,425	\$144,380
Grand Total	201	\$16,661,795	\$16,859,700	\$17,652,222

New FY22 Positions

Job Title	FTE	FY22 Projected Salary
Social Studies	1	\$87,972
English Teacher	1	\$87,972
GRAND TOTAL	2	\$175,944

Non-Personnel Budget

Line Item	Description	FY21 Budget	FY22 Budget
HS Dues, Expenses & Meetings		\$8,000	\$8,000
HS Devel Ed Workshops		\$5,000	-
HS Textbooks	Funded based on enrollment	\$100,000	\$112,550
EHS Tech/Math Dept		\$6,000	\$5,525
EHS Social Studies		\$2,000	-
EHS English		\$3,000	-
EHS World Language		\$3,500	-
EHS Principals Request		\$85,000	-
HS Library Exp		\$1,000	\$50,000
EHS Photograph		\$1,000	-
HS Copier Maintenance		\$60,000	\$60,000

Occupational Education		\$209,500	\$209,000
HS Supplies & Freight	Funded based on enrollment	\$171,000	\$45,020
HS Comp Purchase/Supplies		\$160,000	\$42,370
TV Program		\$2,000	\$77,000
Graduation		\$27,000	\$100,000
GRAND TOTAL		\$844,000	\$709,465

Positions by Job Title

Position Desc	SUM of FTE	SUM of FY21 Total Pay	SUM of FY 22 Total Pay (Includes Longevity and Differential)
Anatomy, Biology, Earth Science Teac	1	\$89,625	\$91,418
Anatomy/Biology Teacher	1	\$96,197	\$98,121
Anatomy/TECH/STEM- Science Dept.	1	\$104,887	\$106,811
Art Teacher	6	\$467,365	\$490,692
Carpentry Co-Teacher	2	\$167,894	\$176,736
Chemistry Teacher	4	\$314,557	\$364,005
Clerk	4	\$224,030	\$219,256
Clerk - CTE	1	\$62,063	\$63,304
CTE Director	1	\$130,503	\$133,113
Culinary Arts Department Head	1	\$96,415	\$98,208
Culinary Arts Teacher	3	\$231,815	\$258,712
Dean	5	\$540,838	\$549,394
ELL Department Head	1	\$102,987	\$104,911
ELL Teacher	8	\$664,128	\$689,606
English	1	\$0	\$87,972
English Dept Chair	1	\$106,568	\$108,564
English Teacher	16	\$1,414,597	\$1,461,380
Environmental Biology	1	\$99,778	\$101,774
ETL Teacher	2	\$96,197	\$194,101
Forensics/Sheltered Biology	1	\$94,400	\$96,288
French Teacher	2	\$192,398	\$188,944

Gr 10 Support/Inclusion Teacher	2	\$179,392	\$187,245
Gr 10/11 Support/Inclusion Teacher	1	\$72,008	\$76,500
Gr 11 Support/Inclusion Teacher	1	\$102,015	\$92,086
Gr 12 Support/Inclusion Teacher	2	\$173,571	\$181,302
Gr 9 Biology Teacher	5	\$384,479	\$405,893
Gr 9 Support/Inclusion Teacher	4	\$381,120	\$388,642
Gr 9-12 Small Group CSD English	1	\$99,778	\$101,774
Grade Recovery	1	\$81,550	\$87,763
Guidance Counselor	9	\$807,285	\$842,019
Health Assisting Teacher (CTE)	2	\$136,237	\$145,657
Health Teacher	6	\$467,655	\$486,111
Hospitality Teacher	2	\$177,456	\$186,489
Industrial Arts Teacher	1	\$86,636	\$88,368
Italian Teacher	2	\$139,818	\$149,316
Latin Teacher	1	\$87,830	\$89,586
Library/Audio/Visual Teacher	1	\$72,589	\$78,306
Life Skills Teacher	1	\$73,793	\$108,836
Machine Shop Teacher	2	\$145,493	\$156,936
Marine Biology	2	\$130,858	\$140,174
Marketing Teacher	2	\$156,256	\$157,545
Math Dept. Chair	1	\$106,568	\$108,564
Math Teacher	22	\$1,942,595	\$2,011,837
Medical Assisting Teacher (CTE)	2	\$153,260	\$165,457
Music Teacher	2	\$176,967	\$185,966
Paraprofessional	6	\$119,425	\$144,380
Physical Education Teacher	6	\$549,989	\$565,247
Physics Teacher	1	\$82,155	\$87,446
Physics/Presheltered Physics	2	\$128,465	\$137,126
Principal	1	\$163,359	\$166,626
Reading Teacher	2	\$191,198	\$195,022
Robotics Teacher	1	\$92,620	\$94,472
Science Teacher	1	\$74,681	\$76,175
Small Group CSD English	1	\$86,636	\$88,368
Small Group Math	1	\$67,821	\$72,221

Small Group Science	1	\$94,400	\$96,288
Social Studies	1	\$0	\$87,972
Social Studies Dept. Chair	1	\$108,805	\$110,845
Social Studies Teacher	18	\$1,494,477	\$1,565,733
Spanish Teacher	8	\$691,110	\$716,788
SPED Chairperson	1	\$111,041	\$113,126
SPED Connections	1	\$99,778	\$101,774
Support/Inclusion Teacher	1	\$81,550	\$87,763
Technology/Engineering Teacher	1	\$94,400	\$96,288
Therapeutic Crisis Interventionist (TCI)	1	\$60,632	\$61,845
Trainer	2	\$194,179	\$198,062
Transition Specialist	1	\$102,015	\$61,845
Vice Principal	1	\$127,793	\$130,349
Web Design/Dev Teacher	2	\$169,994	\$177,653
World Language Department Head	1	\$111,041	\$113,126
Grand Total	201	\$16,859,700.38	\$17,652,222

Special Education Non-Personnel Budget

	FY21 Actual	FY21 Revised	FY22 Projected
Clinical Services	\$3,100,000	\$3,100,000	\$2,684,468
Translations/ Interpretation	\$0	\$0	\$330,000
Special Education - Out of District Tuition	\$5,240,000	\$5,240,000	\$6,615,309
Special Ed Medicaid Collaborative	\$60,000	\$60,000	\$60,000
Vision/Hearing Screening	\$0	\$0	\$85,532
TOTAL	\$8,400,000	\$8,400,000	\$9,775,309

Special Education Transportation Budget

	FY21 Actual	FY21 Revised	FY22 Projected
Special Education Transportation	4,200,000	\$4,500,000	\$5,021,743
TOTAL	\$4,200,000	\$4,500,000	\$5,021,743

Special Education Personnnel Budget

	FY21 Actual	FY21 Revised	FY22 Projected
Director of Special Education	\$152,448	\$0	\$155,497
Director of ABA	\$123,141	\$0	\$125,604
Out of District Coordinator	\$110,015	\$0	\$112,055
Coordinator of Sped -Elem	\$109,015	\$0	\$111,055
Paraprofessional Salaries	\$2,112,993	\$0	\$2,221,045
Special Ed Administrative Assistant salaries	\$106,878	\$0	\$109,016
Special Ed Teacher Salaries	\$10,613,540	\$0	\$12,062,888
Therapeutic Crisis Interventionist salaries	\$591,529	\$0	\$603,359
Misc. Pay - Perfect Attendance	\$4,500	\$0	\$4,500
TOTAL	\$13,924,059	\$0	\$15,505,019

Maintenance Non-Personnel Budget

Maintenance General Expenditures	FY21 Actual	FY22 Projected	FY22 Revised To Meet Net School Spending	Difference of FY22 Proposed to Revised
Snow Plowing	\$150,000	\$150,000	\$150,000	\$0
Upgrade Security System	\$30,000	\$30,000	\$30,000	\$0
Air Quality Assessment	\$0	\$500,000	\$0	\$500,000
Custodian & Maint Clothing	\$15,000	\$12,000	\$12,000	\$0
Custodian Supplies	\$110,000	\$335,000	\$335,000	\$0
Electrical Contract	\$110,000	\$75,000	\$75,000	\$0
Plumbing Contract	\$95,000	\$100,000	\$100,000	\$0
Facilities/Electricity	\$1,650,000	\$1,650,000	\$1,650,000	\$0
Facilities/Gas Heat	\$625,000	\$625,000	\$625,000	\$0
Landscaping All Schools	\$60,000	\$80,000	\$80,000	\$0
General Work	\$328,000	\$560,000	\$338,853	\$221,147
Elevator Contract	\$100,000	\$100,000	\$100,000	\$0
HVAC Contract	\$500,000	\$534,204	\$534,204	\$0
Motor Maintenance	\$15,000	\$15,000	\$15,000	\$0
Sprinkler System	\$175,000	\$175,000	\$175,000	\$0
Vandalism	\$0	\$0	\$0	\$0
Private Protection System	\$30,000	\$30,000	\$30,000	\$0
Housing of Vehicles	\$60,000	\$60,000	\$60,000	\$0
TOTAL	\$4,053,000	\$5,031,204	\$4,310,057	\$721,147

Maintenance Stipend Budget		
Maintenance General Expenditures	FY21 Actual	FY22 Projected
Cust/Maint Overtime/Stipends	\$140,000	\$248,243
Cust/Maint-Misc Other Pay	\$25,000	\$25,000
TOTAL	\$165,000	\$273,243

Maintenance Personnel Budget		
Maintenance General Expenditures	FY21 Actual	FY22 Projected
Director of Maintenance	\$106,121	\$108,243
Cust/Maint-Houseworkers	\$207,242	\$0
Cust/Pay	\$2,092,071	\$2,133,922
Maint Misc Pay/Perfect Attendance	\$3,000	\$3,000
TOTAL	\$2,405,434	\$2,242,165

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
ADAMS SCHOOL (PREK-3)	Paraprofessional	-	-	-	\$21,603	\$21,603	\$22,007	Paraprofessional Union
ADAMS SCHOOL (PREK-3)	Paraprofessional	-	-	-	\$21,603	\$21,603	\$22,511	Paraprofessional Union
ADAMS SCHOOL (PREK-3)	Paraprofessional	-	-	-	\$21,603	\$21,603	\$22,511	Paraprofessional Union
ADAMS SCHOOL (PREK-3)	Paraprofessional	-	-	-	\$24,984	\$24,984	\$22,511	Paraprofessional Union
ADAMS SCHOOL (PREK-3)	Paraprofessional	-	-	-	\$25,603	\$25,603	\$28,226	Paraprofessional Union
ADAMS SCHOOL (PREK-3)	Paraprofessional	-	-	-	\$25,984	\$25,984	\$26,751	Paraprofessional Union
ADAMS SCHOOL (PREK-3)	Paraprofessional	-	-	-	\$26,103	\$26,103	\$25,594	Paraprofessional Union
ADAMS SCHOOL (PREK-3)	Clerk	-	-	-	\$54,489	\$54,489	\$55,579	Administrators Assistant Union
ADAMS SCHOOL (PREK-3)	4 yr. (prek) Teacher	8 M6	-	-	\$82,752	\$82,752	\$88,985	Everett Teacher Association
ADAMS SCHOOL (PREK-3)	Inclusion Teacher	10 B	-	\$1,300	\$86,636	\$87,936	\$89,668	Everett Teacher Association
ADAMS SCHOOL (PREK-3)	3 yr. (prek) Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
ADAMS SCHOOL (PREK-3)	3 yr. (prek) Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
ADAMS SCHOOL (PREK-3)	4 yr. (prek) Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
ADAMS SCHOOL (PREK-3)	4 yr. (prek) Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
ADAMS SCHOOL (PREK-3)	Head Teacher	10 MCAGS	\$3,000	\$1,900	\$102,015	\$106,915	\$108,955	Everett Teacher Association
ADAMS SCHOOL (PREK-3)	3 yr. (prek) Teacher	10 M60	-	\$1,600	\$102,015	\$103,615	\$105,655	Everett Teacher Association
ADAMS SCHOOL (PREK-3)	4 yr. (prek) Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
ADAMS SCHOOL (PREK-3)	3 yr. (prek) Teacher	-	-	-	-	-	\$90,327	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 4 Inclusion Teacher	1 B	-	-	\$54,076	\$54,076	\$58,205	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Art Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 1 Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 4 Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 8 ELL Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 8 Science Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Physical Education Teacher	3 B	-	-	\$60,050	\$60,050	\$64,296	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 8 English Teacher	3 B	-	-	\$60,050	\$60,050	\$64,296	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 1 Teacher	2 M	-	-	\$61,845	\$61,845	\$123,623	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 8 ELL Teacher	2 M	-	-	\$61,845	\$61,845	\$123,623	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 2 Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 3 Inclusion Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 8 Inclusion Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 5 Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 5 Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 7 English	4 B	-	-	\$63,035	\$63,035	\$123,623	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 5 Teacher	4 B	-	-	\$63,035	\$63,035	\$67,345	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 4 Teacher	4 B	-	-	\$63,035	\$63,035	\$67,345	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 5 ELL Teacher	3 M	-	-	\$64,837	\$64,837	\$69,177	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 6 ELL Teacher	3 M	-	-	\$64,837	\$64,837	\$69,177	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	K Teacher	3 M	-	-	\$64,837	\$64,837	\$69,177	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 7 Math Teacher	5 B	-	-	\$66,025	\$66,025	\$70,394	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 7 English	4 B20	-	-	\$66,026	\$66,026	\$70,394	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Guidance Counselor	4 M	\$3,800	-	\$67,821	\$71,621	\$76,021	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 1 Inclusion Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	K Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Music Teacher	6 B	-	-	\$69,013	\$69,013	\$74,041	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
ALBERT N. PARLIN SCHOOL (K-8)	Gr 7 Science Teacher	6 B	-	-	\$69,013	\$69,013	\$74,041	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 3 Teacher	4 M6	-	-	\$69,023	\$69,023	\$73,448	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 2 ELL Teacher	3 M18	-	-	\$69,610	\$69,610	\$74,050	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Clerk	-	-	-	\$70,859	\$70,859	\$72,276	Administrator Assistant Union
ALBERT N. PARLIN SCHOOL (K-8)	Gr 3 ELL Teacher	5 M6	-	-	\$72,008	\$72,008	\$76,500	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 3 Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 8 Math Teacher	8 B	-	-	\$76,770	\$76,770	\$82,884	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 3 Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 6 Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	K Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 4 Teacher	7 M12	-	-	\$80,353	\$80,353	\$86,226	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 6 Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 5 ELL Teacher	8 M6	-	-	\$82,752	\$82,752	\$88,985	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 7 ELL Teacher	7 M30	-	-	\$85,731	\$85,731	\$91,707	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Literacy Interventionist	10 B20	\$1,600	-	\$89,625	\$91,225	\$93,018	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 1 ELL Teacher	8 M30	-	-	\$89,908	\$89,908	\$96,288	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 8 Social Studies Teacher	9 M18	-	-	\$90,817	\$90,817	\$98,121	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Health Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 2 Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 2 Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 2 ELL Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 5 Inclusion Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 6 Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 8 Math Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Physical Education Teacher	10 M	-	\$1,900	\$91,420	\$93,320	\$95,148	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Math Interventionist	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	K Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 1 Teacher	8 MCAGS	-	-	\$92,154	\$92,154	\$98,571	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 2 Inclusion Teacher	8 M60	-	-	\$92,154	\$92,154	\$98,571	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Art Teacher	10 M6	-	\$1,300	\$92,620	\$93,920	\$95,772	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 2 Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 6 Inclusion Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 1 Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 5 Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 7 Math Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	K Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Literacy Interventionist	9 M30	-	\$1,300	\$94,400	\$95,700	\$103,074	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Technology Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	ETL Teacher	9 D	-	-	\$98,876	\$98,876	\$106,336	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 8 English Teacher	10 M30	-	-	\$99,778	\$99,778	\$123,623	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Guidance Counselor	10 M30	\$3,800	-	\$99,778	\$103,578	\$105,574	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 1 Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 3 Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 4 Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 6 Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
ALBERT N. PARLIN SCHOOL (K-8)	Gr 7 Social Studies Teacher	10 M30	-	\$1,600	\$99,778	\$101,378	\$103,374	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 4 ELL Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 7 Inclusion Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 1 Teacher	10 M60	-	\$1,600	\$102,015	\$103,615	\$105,655	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 6 Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Math Interventionist	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Gr 1 ELL Teacher	10 M60	-	\$1,600	\$102,015	\$103,615	\$105,655	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Wilson Instructor	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Assistant Principal	-	\$12,982	-	\$108,472	\$121,454	\$123,623	Administrator Union
ALBERT N. PARLIN SCHOOL (K-8)	Principal	-	-	-	\$125,503	\$125,503	\$128,013	Managerial
ALBERT N. PARLIN SCHOOL (K-8)	Reading Interventionist	7 M60	-	-	-	-	\$87,972	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Math Interventionist	7 M60	-	-	-	-	\$87,972	Everett Teacher Association
ALBERT N. PARLIN SCHOOL (K-8)	Assistant Principal	-	-	-	-	-	\$126,454	Administrator Union
ALBERT N. PARLIN SCHOOL (K-8)	Specialist	7 M60	-	-	-	-	\$87,972	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Paraprofessional	-	-	-	\$20,937	\$20,937	\$22,511	Paraprofessional Union
DEVENS SCHOOL (PREK-12)	Paraprofessional	-	-	-	\$21,603	\$21,603	\$26,277	Paraprofessional Union
DEVENS SCHOOL (PREK-12)	Paraprofessional	-	-	-	\$23,260	\$23,260	\$22,511	Paraprofessional Union
DEVENS SCHOOL (PREK-12)	Paraprofessional	-	-	-	\$24,984	\$24,984	\$26,277	Paraprofessional Union
DEVENS SCHOOL (PREK-12)	Paraprofessional	-	-	-	\$24,984	\$24,984	\$20,937	Paraprofessional Union
DEVENS SCHOOL (PREK-12)	Paraprofessional	-	-	-	\$24,984	\$24,984	\$22,511	Paraprofessional Union
DEVENS SCHOOL (PREK-12)	Paraprofessional	-	-	-	\$28,196	\$23,260	\$22,511	Paraprofessional Union
DEVENS SCHOOL (PREK-12)	Clerk	-	-	-	\$52,789	\$52,789	\$53,845	Administrator Assistant Union
DEVENS SCHOOL (PREK-12)	TCI	-	-	-	\$53,016	\$53,016	\$54,076	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	TCI	-	-	-	\$53,016	\$53,016	\$54,076	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	TCI	-	-	-	\$55,947	\$55,947	\$57,066	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Early Childhood Testing Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	High School Teacher	1 B20	-	-	\$57,066	\$57,066	\$61,253	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Elementary Teacher	2 M18	-	-	\$66,622	\$66,622	\$71,003	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Elementary Teacher	5 M	-	-	\$70,805	\$70,805	\$75,269	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	TCI	-	-	-	\$79,951	\$79,951	\$81,550	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	High School Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	TCI	-	-	-	\$84,937	\$84,937	\$86,636	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Elementary Teacher	7 M30	-	-	\$85,731	\$85,731	\$91,707	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Middle Teacher	9 M12	-	-	\$89,021	\$89,021	\$96,288	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	High School Teacher	9 M12	-	-	\$89,021	\$89,021	\$96,288	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Elementary Teacher	9 M12	-	-	\$89,021	\$89,021	\$88,305	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Middle Teacher	10 B20	-	-	\$89,625	\$89,625	\$91,418	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Physical Education Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	High School Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	ETL Teacher	8 D	-	-	\$94,387	\$94,387	\$100,854	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Elementary Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Elementary Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Principal	-	-	-	\$139,307	\$139,307	\$142,093	Managerial
DEVENS SCHOOL (PREK-12)	Guidance Counselor	-	-	-	-	-	\$126,454	Everett Teacher Association
DEVENS SCHOOL (PREK-12)	Assistant Principal	-	-	-	-	-	\$126,454	Administrator Union

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
DEVENS SCHOOL (PREK-12)	Adjustment Counselor	-	-	-	-	-	\$87,972	Everett Teacher Association
EVERETT HIGH SCHOOL	Paraprofessional	-	-	-	\$20,937	\$20,937	#N/A	Paraprofessional Union
EVERETT HIGH SCHOOL	Paraprofessional	-	-	-	\$23,260	\$23,260	\$28,226	Paraprofessional Union
EVERETT HIGH SCHOOL	Paraprofessional	-	-	-	\$23,260	\$23,260	\$24,150	Paraprofessional Union
EVERETT HIGH SCHOOL	Paraprofessional	-	-	-	\$25,984	\$25,984	\$23,081	Paraprofessional Union
EVERETT HIGH SCHOOL	Paraprofessional	-	-	-	\$25,984	\$25,984	\$24,150	Paraprofessional Union
EVERETT HIGH SCHOOL	ELL Parent Liaison	-	-	-	\$47,000	\$47,000	\$47,940	Managerial
EVERETT HIGH SCHOOL	Clerk	-	-	-	\$52,789	\$52,789	\$53,845	Administrator Assistant Union
EVERETT HIGH SCHOOL	Chemistry Teacher	1 B	-	-	\$54,076	\$54,076	\$91,001	Everett Teacher Association
EVERETT HIGH SCHOOL	Clerk	-	-	-	\$54,689	\$54,689	\$53,845	Administrator Assistant Union
EVERETT HIGH SCHOOL	Clerk	-	-	-	\$54,689	\$54,689	\$55,783	Administrator Assistant Union
EVERETT HIGH SCHOOL	Social Studies Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
EVERETT HIGH SCHOOL	Spanish Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
EVERETT HIGH SCHOOL	Health Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
EVERETT HIGH SCHOOL	Health Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	2 B10	-	-	\$58,262	\$58,262	\$62,472	Everett Teacher Association
EVERETT HIGH SCHOOL	Physics/Presheltered Physics	2 B10	-	-	\$58,262	\$58,262	\$62,472	Everett Teacher Association
EVERETT HIGH SCHOOL	Guidance Counselor	1 M	\$3,800	-	\$58,861	\$62,661	\$66,881	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	3 B	-	-	\$60,050	\$60,050	\$64,296	Everett Teacher Association
EVERETT HIGH SCHOOL	Therapeutic Crisis Interventionist (TCI)	-	-	-	\$60,632	\$60,632	\$61,845	Everett Teacher Association
EVERETT HIGH SCHOOL	Marine Biology	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
EVERETT HIGH SCHOOL	Clerk	-	-	-	\$61,863	\$61,863	\$55,783	Administrator Assistant Union
EVERETT HIGH SCHOOL	Clerk - CTE	-	-	-	\$62,063	\$62,063	\$63,304	Administrator Assistant Union
EVERETT HIGH SCHOOL	English Teacher	4 B	-	-	\$63,035	\$63,035	\$67,345	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	4 B	-	-	\$63,035	\$63,035	\$67,345	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	4 B	-	-	\$63,035	\$63,035	\$67,345	Everett Teacher Association
EVERETT HIGH SCHOOL	Art Teacher	4 B	-	-	\$63,035	\$63,035	\$67,345	Everett Teacher Association
EVERETT HIGH SCHOOL	ELL Teacher	3 B20	-	-	\$63,039	\$63,039	\$67,347	Everett Teacher Association
EVERETT HIGH SCHOOL	Machine Shop Teacher	4 B10	-	-	\$64,234	\$64,234	\$68,568	Everett Teacher Association
EVERETT HIGH SCHOOL	Marketing Teacher	3 M	-	-	\$64,837	\$64,837	\$69,177	Everett Teacher Association
EVERETT HIGH SCHOOL	Chemistry Teacher	5 B	-	-	\$66,025	\$66,025	\$70,394	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	5 B	-	-	\$66,025	\$66,025	\$70,394	Everett Teacher Association
EVERETT HIGH SCHOOL	Italian Teacher	5 B	-	-	\$66,025	\$66,025	\$70,394	Everett Teacher Association
EVERETT HIGH SCHOOL	Health Assisting Teacher (CTE)	5 B	-	-	\$66,025	\$66,025	\$70,394	Everett Teacher Association
EVERETT HIGH SCHOOL	Small Group Math	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 9 Biology Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
EVERETT HIGH SCHOOL	Guidance Counselor	4 M	\$3,800	-	\$67,821	\$71,621	\$76,021	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	6 B	-	-	\$69,013	\$69,013	\$74,041	Everett Teacher Association
EVERETT HIGH SCHOOL	Marine Biology	6 B	-	-	\$69,013	\$69,013	\$74,041	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	6 B	-	-	\$69,013	\$69,013	\$74,041	Everett Teacher Association
EVERETT HIGH SCHOOL	Art Teacher	4 M6	-	-	\$69,023	\$69,023	\$73,448	Everett Teacher Association
EVERETT HIGH SCHOOL	Physics/Presheltered Physics	2 M30	-	-	\$70,203	\$70,203	\$74,654	Everett Teacher Association
EVERETT HIGH SCHOOL	Health Assisting Teacher (CTE)	6 B10	-	-	\$70,212	\$70,212	\$75,263	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
EVERETT HIGH SCHOOL	ELL Teacher	5 M	-	-	\$70,805	\$70,805	\$75,269	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 9 Biology Teacher	5 M	-	-	\$70,805	\$70,805	\$75,269	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	5 M	-	-	\$70,805	\$70,805	\$75,269	Everett Teacher Association
EVERETT HIGH SCHOOL	Guidance Counselor	5 M	\$3,800	-	\$70,805	\$74,605	\$79,069	Everett Teacher Association
EVERETT HIGH SCHOOL	Health Teacher	5 M	-	-	\$70,805	\$70,805	\$75,269	Everett Teacher Association
EVERETT HIGH SCHOOL	Medical Assisting Teacher (CTE)	6 B20	-	-	\$72,001	\$72,001	\$77,089	Everett Teacher Association
EVERETT HIGH SCHOOL	ELL Teacher	5 M6	-	-	\$72,008	\$72,008	\$76,500	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 10/11 Support/Inclusion Teacher	5 M6	-	-	\$72,008	\$72,008	\$76,500	Everett Teacher Association
EVERETT HIGH SCHOOL	Library/Audio/Visual Teacher	7 B	-	-	\$72,589	\$72,589	\$78,306	Everett Teacher Association
EVERETT HIGH SCHOOL	Culinary Arts Teacher	7 B	-	-	\$72,589	\$72,589	\$86,237	Everett Teacher Association
EVERETT HIGH SCHOOL	Life Skills Teacher	6 M	-	-	\$73,793	\$73,793	\$108,836	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
EVERETT HIGH SCHOOL	Art Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
EVERETT HIGH SCHOOL	Italian Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
EVERETT HIGH SCHOOL	ELL Teacher	2 D	-	-	\$74,681	\$74,681	\$79,222	Everett Teacher Association
EVERETT HIGH SCHOOL	Science Teacher	2 D	-	-	\$74,681	\$74,681	\$76,175	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	6 M6	-	-	\$75,000	\$75,000	\$80,144	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	6 M6	-	-	\$75,000	\$75,000	\$80,144	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 12 Support/Inclusion Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
EVERETT HIGH SCHOOL	Art Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
EVERETT HIGH SCHOOL	Spanish Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
EVERETT HIGH SCHOOL	Physical Education Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
EVERETT HIGH SCHOOL	Web Design/Dev Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 9 Biology Teacher	3 D	-	-	\$77,669	\$77,669	\$82,272	Everett Teacher Association
EVERETT HIGH SCHOOL	Culinary Arts Teacher	8 B10	-	-	\$77,968	\$77,968	\$84,107	Everett Teacher Association
EVERETT HIGH SCHOOL	Machine Shop Teacher	9 B	-	-	\$81,259	\$81,259	\$88,368	Everett Teacher Association
EVERETT HIGH SCHOOL	Medical Assisting Teacher (CTE)	9 B	-	-	\$81,259	\$81,259	\$88,368	Everett Teacher Association
EVERETT HIGH SCHOOL	Hospitality Teacher	9 B	-	-	\$81,259	\$81,259	\$88,368	Everett Teacher Association
EVERETT HIGH SCHOOL	Culinary Arts Teacher	9 B	-	-	\$81,259	\$81,259	\$88,368	Everett Teacher Association
EVERETT HIGH SCHOOL	Carpentry Co-Teacher	9 B	-	-	\$81,259	\$81,259	\$88,368	Everett Teacher Association
EVERETT HIGH SCHOOL	Grade Recovery	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 9 Biology Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
EVERETT HIGH SCHOOL	Support/Inclusion Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
EVERETT HIGH SCHOOL	Physics Teacher	6 M30	-	-	\$82,155	\$82,155	\$87,446	Everett Teacher Association
EVERETT HIGH SCHOOL	Music Teacher	9 B20	-	-	\$84,247	\$84,247	\$91,418	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	8 M12	-	-	\$84,535	\$84,535	\$90,802	Everett Teacher Association
EVERETT HIGH SCHOOL	Spanish Teacher	8 M12	-	-	\$84,535	\$84,535	\$90,802	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	9 M	-	-	\$86,042	\$86,042	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Small Group CSD English	10 B	-	-	\$86,636	\$86,636	\$88,368	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 9 Biology Teacher	10 B	-	-	\$86,636	\$86,636	\$88,368	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ Union
EVERETT HIGH SCHOOL	Industrial Arts Teacher	10 B	-	-	\$86,636	\$86,636	\$88,368	Everett Teacher Association
EVERETT HIGH SCHOOL	Carpentry Co-Teacher	10 B	-	-	\$86,636	\$86,636	\$88,368	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 9 Support/Inclusion Teacher	10 B10	-	\$2,500	\$87,830	\$90,330	\$92,086	Everett Teacher Association
EVERETT HIGH SCHOOL	Latin Teacher	10 B10	-	-	\$87,830	\$87,830	\$89,586	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 10 Support/Inclusion Teacher	7 M60	-	-	\$87,972	\$87,972	\$93,997	Everett Teacher Association
EVERETT HIGH SCHOOL	Culinary Arts Department Head	10 B20	\$6,790	-	\$89,625	\$96,415	\$98,208	Everett Teacher Association
EVERETT HIGH SCHOOL	Anatomy, Biology, Earth Science Teacher	10 B20	-	-	\$89,625	\$89,625	\$91,418	Everett Teacher Association
EVERETT HIGH SCHOOL	Health Teacher	10 B20	-	-	\$89,625	\$89,625	\$91,418	Everett Teacher Association
EVERETT HIGH SCHOOL	Chemistry Teacher	7 D	-	-	\$90,205	\$90,205	\$96,274	Everett Teacher Association
EVERETT HIGH SCHOOL	Guidance Counselor	9 M18	\$3,800	-	\$90,817	\$94,617	\$101,921	Everett Teacher Association
EVERETT HIGH SCHOOL	ELL Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 10 Support/Inclusion Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 9 Support/Inclusion Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Reading Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M	-	\$1,600	\$91,420	\$93,020	\$94,848	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	10 M	-	\$1,300	\$91,420	\$92,720	\$94,548	Everett Teacher Association
EVERETT HIGH SCHOOL	Art Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Art Teacher	10 M	-	\$1,300	\$91,420	\$92,720	\$94,548	Everett Teacher Association
EVERETT HIGH SCHOOL	Music Teacher	10 M	-	\$1,300	\$91,420	\$92,720	\$94,548	Everett Teacher Association
EVERETT HIGH SCHOOL	Spanish Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Health Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Physical Education Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
EVERETT HIGH SCHOOL	Marketing Teacher	10 M	-	-	\$91,420	\$91,420	\$88,368	Everett Teacher Association
EVERETT HIGH SCHOOL	Guidance Counselor	8 MCAGS	-	-	\$92,154	\$92,154	\$98,571	Everett Teacher Association
EVERETT HIGH SCHOOL	ELL Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 9 Support/Inclusion Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
EVERETT HIGH SCHOOL	Spanish Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
EVERETT HIGH SCHOOL	French Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
EVERETT HIGH SCHOOL	Spanish Teacher	10 M6	-	\$1,300	\$92,620	\$93,920	\$95,772	Everett Teacher Association
EVERETT HIGH SCHOOL	Web Design/Dev Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
EVERETT HIGH SCHOOL	Robotics Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
EVERETT HIGH SCHOOL	Guidance Counselor	10 M6	\$3,800	-	\$92,620	\$96,420	\$98,272	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	8 D	-	-	\$94,387	\$94,387	\$100,854	Everett Teacher Association
EVERETT HIGH SCHOOL	Trainer	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
EVERETT HIGH SCHOOL	Small Group Science	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	10 M12	-	\$1,600	\$94,400	\$96,000	\$97,888	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/union
EVERETT HIGH SCHOOL	Math Teacher	10 M12	-	\$1,300	\$94,400	\$95,700	\$97,588	Everett Teacher Association
EVERETT HIGH SCHOOL	Forensics/Sheltered Biology	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	9 M30	-	-	\$94,400	\$94,400	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	Spanish Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
EVERETT HIGH SCHOOL	Physical Education Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
EVERETT HIGH SCHOOL	Physical Education Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
EVERETT HIGH SCHOOL	Technology/Engineering Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
EVERETT HIGH SCHOOL	ELL Department Head	10 M18	\$6,790	-	\$96,197	\$102,987	\$104,911	Everett Teacher Association
EVERETT HIGH SCHOOL	Anatomy/TECH/STEM- Science Dept. Cha	10 M18	\$6,790	\$1,900	\$96,197	\$104,887	\$106,811	Everett Teacher Association
EVERETT HIGH SCHOOL	ETL Teacher	10 M18	-	-	\$96,197	\$96,197	\$92,086	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 12 Support/Inclusion Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	10 M18	-	\$1,300	\$96,197	\$97,497	\$99,421	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
EVERETT HIGH SCHOOL	Anatomy/Biology Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	10 M18	-	\$1,300	\$96,197	\$97,497	\$99,421	Everett Teacher Association
EVERETT HIGH SCHOOL	Physical Education Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
EVERETT HIGH SCHOOL	Physical Education Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
EVERETT HIGH SCHOOL	Hospitality Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
EVERETT HIGH SCHOOL	English Dept Chair	10 M30	\$6,790	-	\$99,778	\$106,568	\$108,564	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Dept. Chair	10 M30	\$6,790	-	\$99,778	\$106,568	\$108,564	Everett Teacher Association
EVERETT HIGH SCHOOL	SPED Connections	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	ELL Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	ELL Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	Reading Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 9-12 Small Group CSD English	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	English Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	Environmental Biology	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
EVERETT HIGH SCHOOL	French Teacher	10 M30	-	-	\$99,778	\$99,778	\$94,472	Everett Teacher Association
EVERETT HIGH SCHOOL	Spanish Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	Health Teacher	10 M30	-	\$1,900	\$99,778	\$101,678	\$103,674	Everett Teacher Association
EVERETT HIGH SCHOOL	Trainer	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
EVERETT HIGH SCHOOL	Guidance Counselor	10 M30	\$3,800	-	\$99,778	\$103,578	\$105,574	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Dept. Chair	10 M60	\$6,790	-	\$102,015	\$108,805	\$110,845	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 11 Support/Inclusion Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$92,086	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
EVERETT HIGH SCHOOL	Social Studies Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 M60	-	\$1,300	\$102,015	\$103,315	\$105,355	Everett Teacher Association
EVERETT HIGH SCHOOL	Guidance Counselor	10 M60	\$3,800	-	\$102,015	\$105,815	\$107,855	Everett Teacher Association
EVERETT HIGH SCHOOL	Guidance Counselor	10 M60	\$3,800	-	\$102,015	\$105,815	\$107,855	Everett Teacher Association
EVERETT HIGH SCHOOL	Transition Specialist	10 M60	-	-	\$102,015	\$102,015	\$61,845	Everett Teacher Association
EVERETT HIGH SCHOOL	Chemistry Teacher	10 D	-	-	\$104,251	\$104,251	\$106,336	Everett Teacher Association
EVERETT HIGH SCHOOL	SPED Chairperson	10 D	\$6,790	-	\$104,251	\$111,041	\$113,126	Everett Teacher Association
EVERETT HIGH SCHOOL	World Language Department Head	10 D	\$6,790	-	\$104,251	\$111,041	\$113,126	Everett Teacher Association
EVERETT HIGH SCHOOL	Gr 9 Support/Inclusion Teacher	10 D	-	\$2,500	\$104,251	\$106,751	\$108,836	Everett Teacher Association
EVERETT HIGH SCHOOL	Math Teacher	10 D	-	-	\$104,251	\$104,251	\$106,336	Everett Teacher Association
EVERETT HIGH SCHOOL	Social Studies Teacher	10 D	-	-	\$104,251	\$104,251	\$106,336	Everett Teacher Association
EVERETT HIGH SCHOOL	Dean	-	\$5,500	-	\$105,278	\$110,778	\$112,884	Everett Teacher Association
EVERETT HIGH SCHOOL	Dean	-	-	-	\$107,515	\$107,515	\$109,665	Everett Teacher Association
EVERETT HIGH SCHOOL	Dean	-	-	-	\$107,515	\$107,515	\$109,665	Everett Teacher Association
EVERETT HIGH SCHOOL	Dean	-	-	-	\$107,515	\$107,515	\$109,665	Everett Teacher Association
EVERETT HIGH SCHOOL	Dean	-	-	-	\$107,515	\$107,515	\$107,515	Everett Teacher Association
EVERETT HIGH SCHOOL	Vice Principal	-	-	-	\$127,793	\$127,793	\$130,349	Administrator Union
EVERETT HIGH SCHOOL	CTE Director	-	-	-	\$130,503	\$130,503	\$133,113	Administrator Union
EVERETT HIGH SCHOOL	Principal	-	-	-	\$163,359	\$163,359	\$166,626	Managerial
EVERETT HIGH SCHOOL	ETL Teacher	-	-	-	-	-	\$102,015	Everett Teacher Association
EVERETT HIGH SCHOOL	Paraprofessional	-	-	-	-	-	\$23,836	Paraprofessional Union
EVERETT HIGH SCHOOL	Social Studies	-	-	-	-	-	\$87,972	Everett Teacher Association
EVERETT HIGH SCHOOL	English	-	-	-	-	-	\$87,972	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Paraprofessional	-	-	-	\$25,984	\$25,984	\$22,511	Paraprofessional Union
GEORGE KEVERIAN SCHOOL (K-8)	Clerk	-	-	-	\$52,789	\$52,789	\$53,845	Administrator Assistant Union
GEORGE KEVERIAN SCHOOL (K-8)	Gr 1 ELL Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 4 Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 7 Inclusion Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Physical Education Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 3 Teacher	2 B10	-	-	\$58,262	\$58,262	\$62,472	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 8 Science Teacher	2 B10	-	-	\$58,262	\$58,262	\$62,472	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Music Teacher	2 B10	-	-	\$58,262	\$58,262	\$62,472	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Guidance Counselor	1 M	\$3,800	-	\$58,861	\$62,661	\$66,881	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	K Teacher	2 B20	-	-	\$60,052	\$60,052	\$64,299	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 3 ELL Teacher	3 B10	-	-	\$61,247	\$61,247	\$65,518	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 4 ELL Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 1 Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 5 Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 6 Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	K Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 2 ELL Teacher	5 M	-	-	\$70,805	\$70,805	\$75,269	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 3 Inclusion Teacher	5 M6	-	-	\$72,008	\$72,008	\$76,500	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 8 ELL Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 5 Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 4 Teacher	7 M12	-	-	\$80,353	\$80,353	\$86,226	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
GEORGE KEVERIAN SCHOOL (K-8)	Theater Specialist	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 1 Inclusion Teacher	7 M18	-	-	\$82,148	\$82,148	\$88,054	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 7 Science Teacher	8 M12	-	-	\$84,535	\$84,535	\$90,802	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 2 Teacher	9 M	-	-	\$86,042	\$86,042	\$93,248	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 5 Teacher	8 M18	-	-	\$86,327	\$86,327	\$92,633	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	K Teacher	10 B10	-	-	\$87,830	\$87,830	\$89,586	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 8 English Teacher	10 B20	-	\$1,300	\$89,625	\$90,925	\$92,718	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	K Teacher	8 M30	-	-	\$89,908	\$89,908	\$96,288	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 2 Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 4 Teacher	10 M	-	\$1,300	\$91,420	\$92,720	\$94,548	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 5 Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 7 English	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 7 Social Studies Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 8 Math Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 8 Social Studies Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Literacy Interventionist	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 6 ELL Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 8 Inclusion Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 7 ELL Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Guidance Counselor	10 M6	\$3,800	-	\$92,620	\$96,420	\$98,272	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Wilson Instructor	10 M12	-	\$1,300	\$94,400	\$95,700	\$97,588	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Health Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Physical Education Teacher	10 M18	-	\$1,600	\$96,197	\$97,797	\$99,721	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 1 Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 3 Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 5 ELL Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 7 Math Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Art Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 2 Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 2 Teacher	10 M30	-	\$1,600	\$99,778	\$101,378	\$103,374	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 4 Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 4 Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 6 Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 6 Teacher	10 M30	-	\$1,600	\$99,778	\$101,378	\$103,374	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 6 Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 6 Teacher	10 M30	-	\$2,500	\$99,778	\$102,278	\$104,274	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 8 Math Teacher	10 M30	-	\$1,600	\$99,778	\$101,378	\$103,374	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Math Interventionist	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 4 Inclusion Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 6 Inclusion Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	K Inclusion Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Technology Teacher	10 M60	-	\$2,500	\$102,015	\$104,515	\$106,555	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	ETL Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 1 Teacher	10 M60	-	\$1,900	\$102,015	\$103,915	\$105,955	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 1 Teacher	10 M60	-	\$1,900	\$102,015	\$103,915	\$105,955	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
GEORGE KEVERIAN SCHOOL (K-8)	Gr 3 Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 3 Teacher	10 M60	-	\$1,600	\$102,015	\$103,615	\$105,655	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 7 Math Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Literacy Interventionist	10 M60	-	\$1,600	\$102,015	\$103,615	\$105,655	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Math Interventionist	10 M60	-	\$1,300	\$102,015	\$103,315	\$105,355	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 2 Inclusion Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Gr 5 Inclusion Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
GEORGE KEVERIAN SCHOOL (K-8)	Assistant Principal	-	\$12,982	-	\$113,472	\$126,454	\$128,723	Administrator Union
GEORGE KEVERIAN SCHOOL (K-8)	Principal	-	-	-	\$127,957	\$127,957	\$130,516	Managerial
GEORGE KEVERIAN SCHOOL (K-8)	Assistant Principal	-	-	-	-	-	\$126,454	Administrator Union
GEORGE KEVERIAN SCHOOL (K-8)	Specialist	7 M60	-	-	-	-	\$87,972	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$21,603	\$21,603	#N/A	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$21,603	\$21,603	\$24,150	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$22,511	\$22,511	\$22,511	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$23,030	\$23,030	\$22,511	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$23,260	\$23,260	\$22,007	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$24,518	\$24,518	\$22,511	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$24,518	\$24,518	\$22,511	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$24,984	\$24,984	\$24,518	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$24,984	\$24,984	\$22,511	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$24,985	\$24,985	\$24,759	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$25,603	\$25,603	\$26,751	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$25,984	\$25,984	\$23,081	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$25,984	\$25,984	\$25,594	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$26,303	\$26,303	\$20,937	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$28,196	\$28,196	\$22,511	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$28,207	\$28,207	\$22,511	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$32,365	\$32,365	\$20,937	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$32,371	\$32,371	\$25,594	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	\$33,871	\$33,871	\$26,751	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Clerk	-	-	-	\$52,789	\$52,789	\$53,845	Administrator Assistant Union
LAFAYETTE SCHOOL (K-8)	Gr 8 Inclusion Teacher	1 B	-	-	\$54,076	\$54,076	\$58,205	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 3 Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 5 Inclusion Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 6 Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 8 Science Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 8 Math Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	BCBA	-	-	-	\$57,706	\$57,706	\$58,860	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 7 ELL Teacher	2 B20	-	-	\$60,052	\$60,052	\$64,299	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 1 Inclusion Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 2 ELL Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 3 ELL Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Guidance Counselor	2 M	\$3,800	-	\$61,845	\$65,645	\$69,933	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	K Inclusion Teacher	4 B	-	-	\$63,035	\$63,035	\$67,345	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	ABA Therapist	-	-	-	\$64,730	\$64,730	\$66,025	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
LAFAYETTE SCHOOL (K-8)	Gr 1 CSD	3 M	-	-	\$64,837	\$64,837	\$69,177	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 7 Inclusion Teacher	3 M	-	-	\$64,837	\$64,837	\$69,177	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Guidance Counselor	3 M	\$3,800	-	\$64,837	\$68,637	\$72,977	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 2 Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 7 English	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 3 Inclusion Teacher	5 M	-	-	\$70,805	\$70,805	\$75,269	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 4 Teacher	6 B20	-	-	\$72,001	\$72,001	\$77,089	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 1 ELL Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 5 CSD	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 5 ELL Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 6-8 ASD	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 8 Math Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Art Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	K CSD	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	K Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 3 Teacher	6 M6	-	-	\$75,000	\$75,000	\$80,144	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 3 CSD	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	K Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 5 Inclusion Teacher	6 M18	-	-	\$78,572	\$78,572	\$83,791	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 7 CSD	7 M12	-	-	\$80,353	\$80,353	\$86,226	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Physical Education Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 4 ELL Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 5 Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 8 Science Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 4 Inclusion Teacher	7 M18	-	-	\$82,148	\$82,148	\$88,054	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 7 English	7 M18	-	-	\$82,148	\$82,148	\$88,054	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	K Teacher	6 M30	-	-	\$82,155	\$82,155	\$87,446	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 4 CSD	9 M	-	-	\$86,042	\$86,042	\$93,248	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Literacy Interventionist	9 M	-	-	\$86,042	\$86,042	\$93,248	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 3 Teacher	7 MCAGS	-	-	\$87,972	\$87,972	\$93,997	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 5 Teacher	7 MCAGS	-	-	\$87,972	\$87,972	\$93,997	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	K Teacher	7 M60	-	-	\$87,972	\$87,972	\$93,997	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Music Teacher	10 B20	-	\$1,900	\$89,625	\$91,525	\$93,318	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 6 Teacher	10 B20	-	\$1,300	\$89,625	\$90,925	\$92,718	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Art Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 6 Teacher	10 M	-	\$1,600	\$91,420	\$93,020	\$94,848	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 6 ELL Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 7 Social Studies Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 8 Inclusion Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 1 Teacher	10 M6	-	\$1,600	\$92,620	\$94,220	\$96,072	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 5 Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Health Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 8 CSD Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 8 CSD	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 8 Social Studies Teacher	10 M12	-	\$1,300	\$94,400	\$95,700	\$97,588	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
LAFAYETTE SCHOOL (K-8)	ETL Teacher	9 M30	-	-	\$94,400	\$94,400	\$101,774	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	ETL Teacher	10 M18	-	\$1,600	\$96,197	\$97,797	\$99,721	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Physical Education Teacher	10 M18	-	\$1,600	\$96,197	\$97,797	\$99,721	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 2 Teacher	10 M18	-	\$1,300	\$96,197	\$97,497	\$99,421	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 4 Teacher	10 M18	-	\$1,300	\$96,197	\$97,497	\$99,421	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 6 Teacher	10 M18	-	\$1,600	\$96,197	\$97,797	\$99,721	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 7 Math Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 8 English Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Guidance Counselor	10 M18	\$3,800	\$1,300	\$96,197	\$101,297	\$103,221	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 3 Teacher	9 MCAGS	-	-	\$96,638	\$96,638	\$104,055	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Technology Teacher	10 M30	-	\$1,900	\$99,778	\$101,678	\$103,674	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 1 Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 1 Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 1 Teacher	10 M30	-	\$1,600	\$99,778	\$101,378	\$103,374	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 2 Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 3 Teacher	10 M30	-	\$1,900	\$99,778	\$101,678	\$103,674	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 4 Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 4 Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 5 Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 6 CSD	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Math Interventionist	10 M30	-	\$1,600	\$99,778	\$101,378	\$103,374	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	K Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 1 Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 1 ELL Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 2 Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 2 CSD	10 M60	-	\$1,900	\$102,015	\$103,915	\$105,955	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 2 Inclusion Teacher	10 M60	-	\$1,900	\$102,015	\$103,915	\$105,955	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 5 Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 6 Inclusion Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 7 Math Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 7 Science Teacher	10 MCAGS	-	\$1,300	\$102,015	\$103,315	\$105,355	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Wilson Instructor	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Literacy Interventionist	10 M60	-	\$1,900	\$102,015	\$103,915	\$105,955	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Math Interventionist	10 MCAGS	-	\$1,600	\$102,015	\$103,615	\$105,655	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Gr 6 Teacher	10 D	-	-	\$104,251	\$104,251	\$106,336	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Assistant Principal	-	\$14,874	-	\$113,472	\$128,346	\$130,615	Administrator Union
LAFAYETTE SCHOOL (K-8)	Principal	-	-	-	\$137,915	\$137,915	\$140,673	Managerial
LAFAYETTE SCHOOL (K-8)	Paraprofessional	-	-	-	-	-	\$23,253	Paraprofessional Union
LAFAYETTE SCHOOL (K-8)	Grade 2 Teacher	-	-	-	-	-	\$87,972	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	ASD Teacher	-	-	-	-	-	\$87,972	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Literacy Interventionist	-	-	-	-	-	\$87,972	Everett Teacher Association
LAFAYETTE SCHOOL (K-8)	Math Interventionist	-	-	-	-	-	\$87,972	Everett Teacher Association
MADLINE ENGLISH SCHOOL (K-8)	Art Teacher	-	-	-	\$7,280	\$7,280	\$7,426	Managerial
MADLINE ENGLISH SCHOOL (K-8)	Paraprofessional	-	-	-	\$23,253	\$23,253	\$23,081	Paraprofessional Union
MADLINE ENGLISH SCHOOL (K-8)	Paraprofessional	-	-	-	\$23,260	\$23,260	\$22,007	Paraprofessional Union

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
MADELINE ENGLISH SCHOOL (K-8)	Paraprofessional	-	-	-	\$23,836	\$23,836	\$20,937	Paraprofessional Union
MADELINE ENGLISH SCHOOL (K-8)	Paraprofessional	-	-	-	\$23,836	\$23,836	\$26,277	Paraprofessional Union
MADELINE ENGLISH SCHOOL (K-8)	Paraprofessional	-	-	-	\$25,984	\$25,984	\$27,542	Paraprofessional Union
MADELINE ENGLISH SCHOOL (K-8)	Paraprofessional	-	-	-	\$26,003	\$26,003	\$20,937	Paraprofessional Union
MADELINE ENGLISH SCHOOL (K-8)	Paraprofessional	-	-	-	\$26,103	\$26,103	\$20,937	Paraprofessional Union
MADELINE ENGLISH SCHOOL (K-8)	Paraprofessional	-	-	-	\$26,103	\$26,103	\$22,007	Paraprofessional Union
MADELINE ENGLISH SCHOOL (K-8)	Paraprofessional	-	-	-	\$26,103	\$26,103	\$22,511	Paraprofessional Union
MADELINE ENGLISH SCHOOL (K-8)	Paraprofessional	-	-	-	\$26,103	\$26,103	\$22,511	Paraprofessional Union
MADELINE ENGLISH SCHOOL (K-8)	Paraprofessional	-	-	-	\$26,103	\$26,103	\$23,081	Paraprofessional Union
MADELINE ENGLISH SCHOOL (K-8)	Clerk	-	-	-	\$54,489	\$54,489	\$55,579	Administrator Assistant Union
MADELINE ENGLISH SCHOOL (K-8)	Gr 8 Language Based	3 B	-	-	\$60,050	\$60,050	\$64,296	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Art Teacher	3 B	-	-	\$60,050	\$60,050	\$64,296	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Health Teacher	2 B20	-	-	\$60,052	\$60,052	\$64,299	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 2 Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 5 Language Based	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 3-4 LAB Teacher	3 M	-	-	\$64,837	\$64,837	\$69,177	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 3 Teacher	6 B	-	-	\$69,013	\$69,013	\$74,041	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 7 Math Teacher	6 B10	-	-	\$70,212	\$70,212	\$75,263	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Guidance Counselor	4 M12	\$3,800	-	\$70,801	\$74,601	\$79,065	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 5 Teacher	5 M	-	-	\$70,805	\$70,805	\$75,269	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	SEI Coach	6 B20	-	-	\$72,001	\$72,001	\$77,089	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	PK-2 LAB Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 3 Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 6-7 LAB Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 6 Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	K Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Physical Education Teacher	7 B20	-	-	\$75,577	\$75,577	\$81,354	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 8 Math Teacher	7 B20	-	-	\$75,577	\$75,577	\$81,354	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 5-6 LAB Teacher	6 M12	-	-	\$76,778	\$76,778	\$81,960	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 6 Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	K Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	PK-2 LAB Teacher	6 M18	-	-	\$78,572	\$78,572	\$83,791	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 1 Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 7 Social Studies Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 5 Teacher	8 M6	-	-	\$82,752	\$82,752	\$88,985	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Technology	8 M12	-	-	\$84,535	\$84,535	\$90,802	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Physical Education Teacher	10 B	-	-	\$86,636	\$86,636	\$88,368	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 4 Teacher	10 B10	-	\$1,600	\$87,830	\$89,430	\$91,186	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 3 Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 7-8 LAB Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 8 Science Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 3 Inclusion Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Physical Education Teacher	10 M6	-	\$1,600	\$92,620	\$94,220	\$96,072	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 2 Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 4 Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
MADELINE ENGLISH SCHOOL (K-8)	Gr 8 Language Based	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 6 Teacher	10 M12	-	\$1,600	\$94,400	\$96,000	\$97,888	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 8 Social Studies Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Inclusion Teacher/ Language Base Teac	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 6 Inclusion Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 6 Language Base	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 6 Teacher	10 M18	-	\$1,300	\$96,197	\$97,497	\$99,421	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 7 Science Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	K Teacher	10 M18	-	\$1,300	\$96,197	\$97,497	\$99,421	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Math Interventionist	10 M18	-	\$1,300	\$96,197	\$97,497	\$99,421	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	K Inclusion Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 2 Co-Teacher	9 MCAGS	-	-	\$96,638	\$96,638	\$104,055	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Art Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	ETL Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 1 Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 1 Teacher	10 M30	-	\$1,600	\$99,778	\$101,378	\$103,374	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 2 Teacher	10 M30	\$565	\$1,300	\$99,778	\$101,643	\$103,639	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 5 Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 5 Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 5 Inclusion Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 7 Language Based	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	K Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 1 Inclusion Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Guidance Counselor	10 M30	\$3,800	-	\$99,778	\$103,578	\$105,574	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Music Teacher	10 M60	-	\$1,300	\$102,015	\$103,315	\$105,355	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 3 Teacher	10 M60	-	\$1,900	\$102,015	\$103,915	\$105,955	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 4 Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 4 Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Wilson Instructor	10 M60	-	\$1,600	\$102,015	\$103,615	\$105,655	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Literacy Interventionist	10 M60	\$565	-	\$102,015	\$102,580	\$104,620	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Literacy Interventionist	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Math Interventionist	10 MCAGS	-	\$1,600	\$102,015	\$103,615	\$105,655	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 8 Inclusion Teacher	10 M60	-	\$1,600	\$102,015	\$103,615	\$105,655	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Therapeutic Interventionist	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Gr 2-3 Language base teacher	10 D	-	-	\$104,251	\$104,251	\$106,336	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Assistant Principal	-	\$12,982	\$2,000	\$110,972	\$125,954	\$128,173	Administrator Union
MADELINE ENGLISH SCHOOL (K-8)	Principal	-	-	-	\$139,415	\$139,415	\$142,203	Managerial
MADELINE ENGLISH SCHOOL (K-8)	EL Teacher	7 M60	-	-	-	-	\$87,972	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Interventionist	7 M60	-	-	-	-	\$87,972	Everett Teacher Association
MADELINE ENGLISH SCHOOL (K-8)	Interventionist	7 M60	-	-	-	-	\$87,972	Everett Teacher Association
SCHOOL ADMINISTRATION	Clerk	-	-	-	\$52,789	\$52,789	\$53,845	Administrator Union
SCHOOL ADMINISTRATION	Clerk	-	-	-	\$52,789	\$52,789	\$53,845	Administrator Union
SCHOOL ADMINISTRATION	Clerk	-	-	-	\$54,489	\$54,489	\$55,579	Administrator Union
SCHOOL ADMINISTRATION	Clerk	-	-	-	\$54,689	\$54,689	\$55,783	Administrator Union
SCHOOL ADMINISTRATION	Communications Coordinator	-	-	-	\$57,500	\$57,500	\$75,000	Managerial

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
SCHOOL ADMINISTRATION	Director of Data	-	-	-	\$70,000	\$70,000	\$71,400	Managerial
SCHOOL ADMINISTRATION	Financial Analyst	-	-	-	\$73,000	\$73,000	\$74,460	Managerial
SCHOOL ADMINISTRATION	Executive Associate for Projects	-	-	-	\$79,000	\$79,000	\$80,580	Managerial
SCHOOL ADMINISTRATION	Budget and Grants Director	-	-	-	\$85,000	\$85,000	\$86,700	Managerial
SCHOOL ADMINISTRATION	Director of Human Resources	-	-	-	\$110,000	\$110,000	\$112,200	Managerial
SCHOOL ADMINISTRATION	Chief Financial Officer	-	-	-	\$150,000	\$150,000	\$153,000	Managerial
SCHOOL ADMINISTRATION	Assistant Superintendent	-	-	-	\$169,006	\$169,006	\$172,386	Managerial
SCHOOL ADMINISTRATION	Assistant Superintendent of Operations	-	-	-	\$172,546	\$172,546	\$175,997	Managerial
SCHOOL ADMINISTRATION	Deputy Superintendent	-	-	-	\$178,640	\$178,640	\$184,306	Managerial
SCHOOL ADMINISTRATION	Superintendent	-	-	-	\$208,384	\$208,384	\$217,500	Managerial
SUMNER G. WHITTIER SCHOOL (K-8)	Clerk	-	-	-	\$54,689	\$54,689	\$55,783	Adminstrator Assistant Union
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 5 Teacher	2 B	-	-	\$57,064	\$57,064	\$61,251	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr K-1 Inclusion Teacher	3 B	-	-	\$60,050	\$60,050	\$64,296	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 7/8 English Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 7/8 Math Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Health Teacher	4 B	-	-	\$63,035	\$63,035	\$67,345	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 5 Teacher	4 B	-	-	\$63,035	\$63,035	\$67,345	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 5 Teacher	4 B10	-	-	\$64,234	\$64,234	\$68,568	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	K Teacher	5 B	-	-	\$66,025	\$66,025	\$70,394	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 4 Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 3 Inclusion Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 5 ELL Teacher	5 M6	-	-	\$72,008	\$72,008	\$76,500	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 4 ELL Co-Teacher	5 M6	-	-	\$72,008	\$72,008	\$76,500	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 3 ELL Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 7/8 Inclusion Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 6 Teacher	4 M30	-	-	\$76,178	\$76,178	\$80,750	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 6 Inclusion Teacher	6 M12	-	-	\$76,778	\$76,778	\$81,960	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 6 ELL Co-Teacher	6 M12	-	-	\$76,778	\$76,778	\$81,960	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 2 Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 5 Inclusion Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 6 Teacher	8 M6	-	-	\$82,752	\$82,752	\$88,985	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 4 Teacher	7 M30	-	-	\$85,731	\$85,731	\$91,707	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Wilson Instructor	10 B20	-	-	\$89,625	\$89,625	\$91,418	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Art Teacher	10 M	-	\$1,300	\$91,420	\$92,720	\$94,548	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Music Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 3 Co-Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 1 ELL Co-Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	K Teacher	10 M	-	\$1,300	\$91,420	\$92,720	\$94,548	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 7/8 Math Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 2 ELL Co-Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 7/8 Social Studies Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 7/8 English Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 3 Teacher	10 M18	-	\$1,300	\$96,197	\$97,497	\$99,421	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 3 Teacher	10 M18	-	-	\$96,197	\$96,197	\$90,587	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 6 Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 7/8 Science Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
SUMNER G. WHITTIER SCHOOL (K-8)	Guidance Counselor	10 M30	\$3,800	-	\$99,778	\$103,578	\$105,574	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 1 Teacher	10 M30	-	\$1,600	\$99,778	\$101,378	\$103,374	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 1 Co-Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 4 Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Literacy Interventionist	10 M30	-	\$1,900	\$99,778	\$101,678	\$103,674	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Math Interventionist	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Technology Teacher	10 M30	-	\$1,900	\$99,778	\$101,678	\$103,674	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	ETL Teacher	10 M60	-	\$1,300	\$102,015	\$103,315	\$105,355	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Physical Education Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 1 Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 2 Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 2 Co-Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 3 Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 4 Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 5 Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	K Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Literacy Interventionist	10 M60	-	\$1,900	\$102,015	\$103,915	\$105,955	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Math Interventionist	10 M60	-	\$1,300	\$102,015	\$103,315	\$105,355	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Gr 2/3 Inclusion Teacher	10 M60	-	\$1,600	\$102,015	\$103,615	\$105,655	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Assistant Principal	-	\$12,982	\$2,000	\$110,972	\$125,954	\$128,173	Administrator Union
SUMNER G. WHITTIER SCHOOL (K-8)	Principal	-	-	-	\$137,415	\$137,415	\$140,163	Managerial
SUMNER G. WHITTIER SCHOOL (K-8)	Grade 4 Inclusion Teacher	-	-	-	-	-	\$73,793	Everett Teacher Association
SUMNER G. WHITTIER SCHOOL (K-8)	Robotics Specialist	7 M60	-	-	-	-	\$87,972	Everett Teacher Association
SYSTEM-WIDE	Coordinator of FCEC	-	-	-	\$45,150	\$45,150	\$46,053	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$45,760	\$45,760	\$46,675	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$49,296	\$49,296	\$50,282	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$49,420	\$49,420	\$50,408	Managerial
SYSTEM-WIDE	Family Liaison	-	-	-	\$51,000	\$51,000	\$52,020	Managerial
SYSTEM-WIDE	Appointment and Assessment Specialist	-	-	-	\$51,000	\$51,000	\$52,020	Managerial
SYSTEM-WIDE	Junior Custodian	-	-	-	\$52,471	\$52,471	\$53,520	Custodian Union
SYSTEM-WIDE	Junior Custodian	-	-	-	\$52,471	\$52,471	\$53,520	Custodian Union
SYSTEM-WIDE	Junior Custodian	-	-	-	\$52,471	\$52,471	\$53,520	Custodian Union
SYSTEM-WIDE	Junior Custodian	-	-	-	\$52,471	\$52,471	\$53,520	Custodian Union
SYSTEM-WIDE	Junior Custodian	-	-	-	\$52,741	\$52,741	\$53,796	Custodian Union
SYSTEM-WIDE	Clerk	-	-	-	\$52,789	\$52,789	\$53,845	Administrator Union
SYSTEM-WIDE	Clerk	-	-	-	\$54,089	\$54,089	\$55,171	Administrator Union

		FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union:
SYSTEM-WIDE	Senior Custodian	-	-	-	\$55,243	\$55,243	\$56,348	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$55,243	\$55,243	\$56,348	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	Senior Custodian	-	-	-	\$57,232	\$57,232	\$58,377	Custodian Union
SYSTEM-WIDE	TV Studio	-	-	-	\$59,443	\$59,443	\$60,632	Managerial
SYSTEM-WIDE	eLearning Manager	-	-	-	\$62,500	\$62,500	\$63,750	Managerial
SYSTEM-WIDE	eLearning Manager	-	-	-	\$62,500	\$62,500	\$63,750	Managerial
SYSTEM-WIDE	Attendance Officer	-	-	-	\$67,620	\$67,620	\$68,972	Everett Teacher Association
SYSTEM-WIDE	Music Teacher	6 B	-	-	\$69,013	\$69,013	\$74,041	Everett Teacher Association
SYSTEM-WIDE	Senior Family Liaison	-	-	-	\$70,000	\$70,000	\$71,400	Managerial
SYSTEM-WIDE	TV Studio	-	-	-	\$71,400	\$71,400	\$72,828	Managerial
SYSTEM-WIDE	Music Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
SYSTEM-WIDE	Music Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
SYSTEM-WIDE	Coordinator	-	-	-	\$88,707	\$88,707	\$90,481	Managerial
SYSTEM-WIDE	Coordinator of Music	10 B20	\$7,000	\$1,600	\$89,625	\$98,225	\$100,018	Everett Teacher Association
SYSTEM-WIDE	Coordinator of Art	10 M	\$7,000	-	\$91,420	\$98,420	\$100,248	Everett Teacher Association
SYSTEM-WIDE	Music Teacher	10 M	-	\$1,900	\$91,420	\$93,320	\$95,148	Everett Teacher Association
SYSTEM-WIDE	Music Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
SYSTEM-WIDE	Coordinator of Libraries	10 M30	\$7,000	-	\$99,778	\$106,778	\$108,774	Everett Teacher Association

		FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
SYSTEM-WIDE	Coordinator of Health	10 M30	\$7,000	-	\$99,778	\$106,778	\$108,774	Everett Teacher Association
SYSTEM-WIDE	School Psychologist	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
SYSTEM-WIDE	Coordinator of SPED-Elem	10 M60	\$7,000	-	\$102,015	\$109,015	\$111,055	Everett Teacher Association
SYSTEM-WIDE	School Psychologist	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
SYSTEM-WIDE	Out of District Coordinator	10 M60	\$8,000	-	\$102,015	\$110,015	\$112,055	Everett Teacher Association
SYSTEM-WIDE	Director of Maintenance	-	-	-	\$106,121	\$106,121	\$108,243	Managerial
SYSTEM-WIDE	Director of ABA	-	-	-	\$123,141	\$123,141	\$126,604	Administrator Union
SYSTEM-WIDE	Director of Guidance	-	-	-	\$132,307	\$132,307	\$134,953	Everett Teacher Association
SYSTEM-WIDE	irector of Athletics and Physical Educatio	-	-	-	\$134,872	\$134,872	\$137,569	Administrator Union
SYSTEM-WIDE	Director of English Language	-	-	-	\$135,415	\$135,415	\$138,123	Administrator Union
SYSTEM-WIDE	Director of Special Education	-	-	-	\$152,448	\$152,448	\$155,497	Administrator Union
SYSTEM-WIDE	Covid Coordinator	-	-	-	-	-	\$110,000	Managerial
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Systemwide Sub	-	-	-	-	-	\$54,076	Everett Teacher Association
SYSTEM-WIDE	Teacher Developer	-	-	-	-	-	\$90,000	Managerial
SYSTEM-WIDE	Teacher Developer	-	-	-	-	-	\$90,000	Managerial

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ Union
SYSTEM-WIDE	Manager of Supplemental Services	-	-	-	-	-	\$75,000	Managerial
SYSTEM-WIDE	Pre K- 8 Literacy Manager	-	-	-	-	-	\$100,000	Managerial
SYSTEM-WIDE	STEM Manager K-8	-	-	-	-	-	\$100,000	Managerial
SYSTEM-WIDE	Academic Recovery Advisors	-	-	-	-	-	\$70,000	Managerial
SYSTEM-WIDE	Academic Recovery Advisors	-	-	-	-	-	\$70,000	Managerial
SYSTEM-WIDE	Academic Recovery Advisors	-	-	-	-	-	\$70,000	Managerial
SYSTEM-WIDE	Academic Recovery Advisors	-	-	-	-	-	\$70,000	Managerial
SYSTEM-WIDE	Academic Recovery Advisors	-	-	-	-	-	\$70,000	Managerial
SYSTEM-WIDE	Academic Recovery Advisors	-	-	-	-	-	\$70,000	Managerial
SYSTEM-WIDE	Academic Recovery Advisors	-	-	-	-	-	\$70,000	Managerial
SYSTEM-WIDE	Academic Recovery Advisors	-	-	-	-	-	\$70,000	Managerial
SYSTEM-WIDE	Academic Recovery Advisors	-	-	-	-	-	\$70,000	Managerial
SYSTEM-WIDE	Covid Liaison	-	-	-	-	-	\$50,000	Managerial
SYSTEM-WIDE	Covid Liaison	-	-	-	-	-	\$50,000	Managerial
SYSTEM-WIDE	Covid Liaison	-	-	-	-	-	\$50,000	Managerial
SYSTEM-WIDE	Covid Liaison	-	-	-	-	-	\$50,000	Managerial
SYSTEM-WIDE	Covid Liaison	-	-	-	-	-	\$50,000	Managerial
SYSTEM-WIDE	Covid Liaison	-	-	-	-	-	\$50,000	Managerial
SYSTEM-WIDE	Covid Liaison	-	-	-	-	-	\$50,000	Managerial
SYSTEM-WIDE	Covid Liaison	-	-	-	-	-	\$50,000	Managerial
SYSTEM-WIDE	Re Engagement Manager	-	-	-	-	-	\$100,000	Managerial
SYSTEM-WIDE	Technology Manager	-	-	-	-	-	\$120,000	
SYSTEM-WIDE	Technology						\$90,000	
SYSTEM-WIDE	Technology						\$90,000	
SYSTEM-WIDE	SEL/WEL Coordinators						\$69,300	
SYSTEM-WIDE	SEL/WEL Coordinators						\$69,300	
SYSTEM-WIDE	SEL/WEL Coordinators						\$69,300	
SYSTEM-WIDE	SEL/WEL Coordinators						\$69,300	
SYSTEM-WIDE	SEL/WEL Manager						\$130,000	
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$23,091	\$23,091	\$20,937	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$23,260	\$23,260	\$24,150	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$23,260	\$23,260	\$22,511	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$23,836	\$23,836	\$22,007	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$24,984	\$20,937	\$22,511	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$24,984	\$24,984	\$24,518	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$24,984	\$24,984	\$22,511	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$24,984	\$24,984	\$22,511	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$25,568	\$25,568	\$25,594	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$25,603	\$25,603	\$22,511	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$26,103	\$26,103	\$27,340	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$26,103	\$26,103	\$22,511	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$27,103	\$27,103	\$25,594	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$27,105	\$27,105	\$22,007	Paraprofessional Union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$33,172	\$33,172	\$26,751	Paraprofessional Union

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
WEBSTER EXTENSION	Paraprofessional	-	-	-	\$33,371	\$33,371	\$22,511	Paraprofessional Union
WEBSTER EXTENSION	Clerk	-	-	-	\$52,789	\$52,789	\$53,845	Administrators Assistant Union
WEBSTER EXTENSION	ABA Therapist	-	-	-	\$53,016	\$53,016	\$54,076	Everett Teacher Association
WEBSTER EXTENSION	3 yr. (prek) Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
WEBSTER EXTENSION	4 yr. (prek) Teacher	4 B	-	-	\$63,035	\$63,035	\$67,345	Everett Teacher Association
WEBSTER EXTENSION	4 yr. (prek) Teacher	3 M	-	-	\$64,837	\$64,837	\$69,177	Everett Teacher Association
WEBSTER EXTENSION	ASD/PDD Teacher	4 M	-	-	\$67,821	\$67,821	\$72,221	Everett Teacher Association
WEBSTER EXTENSION	ASD/PDD Teacher	4 M6	-	-	\$69,023	\$69,023	\$73,448	Everett Teacher Association
WEBSTER EXTENSION	ASD/PDD Teacher	4 M30	-	-	\$76,178	\$76,178	\$80,750	Everett Teacher Association
WEBSTER EXTENSION	4 yr. (prek) Teacher	7 M6	-	-	\$78,573	\$78,573	\$84,407	Everett Teacher Association
WEBSTER EXTENSION	3 yr. (prek) Teacher	8 M	-	-	\$81,550	\$81,550	\$87,763	Everett Teacher Association
WEBSTER EXTENSION	3 yr. (prek) Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
WEBSTER EXTENSION	ASD/PDD Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
WEBSTER EXTENSION	4 yr. (prek) Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
WEBSTER EXTENSION	4 yr. (prek) Teacher	10 M30	-	\$1,600	\$99,778	\$101,378	\$103,374	Everett Teacher Association
WEBSTER EXTENSION	Inclusion Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
WEBSTER EXTENSION	Head Teacher	10 MCAGS	\$3,565	\$1,900	\$102,015	\$107,480	\$109,520	Everett Teacher Association
WEBSTER EXTENSION	dance Counselor (Adams and Webster E	10 M60	\$3,800	\$1,900	\$102,015	\$107,715	\$109,755	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$19,660	\$19,660	\$25,255	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$19,960	\$19,960	\$22,511	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$21,500	\$21,500	\$20,937	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$21,500	\$21,500	\$22,007	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$21,603	\$21,603	\$20,937	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$23,260	\$23,260	\$22,511	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$24,091	\$24,091	\$22,511	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$24,091	\$24,091	\$22,511	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$24,091	\$24,091	\$26,751	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$24,091	\$24,091	\$25,594	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$24,091	\$24,091	\$22,511	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$24,260	\$24,260	\$23,081	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$24,336	\$24,336	\$24,518	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$24,740	\$24,740	\$23,081	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$25,984	\$25,984	\$22,511	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$25,985	\$25,985	\$25,761	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$28,226	\$28,226	\$22,511	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$32,371	\$32,371	\$28,226	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	Paraprofessional	-	-	-	\$34,172	\$34,172	\$22,007	Paraprofessional Union
WEBSTER SCHOOL (PREK-5)	ABA Therapist	-	-	-	\$53,016	\$53,016	\$54,076	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Music Teacher	3 B	-	-	\$60,050	\$60,050	\$64,296	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	K Autism PDD/DD	2 B20	-	-	\$60,052	\$60,052	\$64,299	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Clerk	-	-	-	\$61,263	\$61,263	\$62,488	Administrators Assistant Union
WEBSTER SCHOOL (PREK-5)	Gr 4 Co-Teacher	2 M	-	-	\$61,845	\$61,845	\$66,133	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	K-2 Autism PDD/DD	5 B	-	-	\$66,025	\$66,025	\$70,394	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	K-4 Autism PDD/DD	4 B20	-	-	\$66,026	\$66,026	\$70,394	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 5 Inclusion Teacher	5 M	-	-	\$70,805	\$70,805	\$75,269	Everett Teacher Association

Location	Position Desc	FY21 Salary Schedule	FY21 Differential	FY21 Longevity	FY21 Base Pay	FY21 Total Pay	FY 22 Total Pay (Includes Longevity and Differential)	Type of Employment/ union
WEBSTER SCHOOL (PREK-5)	K-4 Autism PDD/DD	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 1 Teacher	6 M	-	-	\$73,793	\$73,793	\$78,922	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 1 Teacher	7 M	-	-	\$77,374	\$77,374	\$83,181	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 2 Inclusion Teacher	7 M6	-	-	\$78,573	\$78,573	\$84,407	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 2 Teacher	7 M12	-	-	\$80,353	\$80,353	\$86,226	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 3 Inclusion Teacher	7 M18	-	-	\$82,148	\$82,148	\$88,054	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Guidance Counselor	7 M18	\$3,800	-	\$82,148	\$85,948	\$91,854	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 3 Teacher	8 M12	-	-	\$84,535	\$84,535	\$90,802	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	K Autism PDD/DD	8 M12	-	-	\$84,535	\$84,535	\$90,802	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 2 Teacher	10 B	-	-	\$86,636	\$86,636	\$88,368	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 5 Teacher	10 B20	-	-	\$89,625	\$89,625	\$91,418	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	ETL Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	K Teacher	10 M	-	-	\$91,420	\$91,420	\$93,248	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 2 Teacher	10 M6	-	-	\$92,620	\$92,620	\$94,472	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 4 Teacher	10 M6	-	\$1,300	\$92,620	\$93,920	\$95,772	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 1 Teacher	10 M12	-	-	\$94,400	\$94,400	\$96,288	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 4 Teacher	10 M18	-	\$1,300	\$96,197	\$97,497	\$99,421	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Math Interventionist	10 M18	-	\$1,900	\$96,197	\$98,097	\$100,021	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	K Inclusion Teacher	10 M18	-	-	\$96,197	\$96,197	\$98,121	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Art Teacher	10 M30	-	\$1,900	\$99,778	\$101,678	\$103,674	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Physical Education Teacher	10 M30	-	\$1,600	\$99,778	\$101,378	\$103,374	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 3 Teacher	10 M30	-	\$1,900	\$99,778	\$101,678	\$103,674	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	K Teacher	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	K Teacher	10 M30	-	\$1,300	\$99,778	\$101,078	\$103,074	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 4 Inclusion Teacher	10 M30	-	\$2,500	\$99,778	\$102,278	\$104,274	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	K Autism PDD/DD	10 M30	-	-	\$99,778	\$99,778	\$101,774	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Technology	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 1 Inclusion Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 3 Teacher	10 M60	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Gr 5 Teacher	10 MCAGS	-	-	\$102,015	\$102,015	\$104,055	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Literacy Interventionist	10 M60	-	\$1,300	\$102,015	\$103,315	\$105,355	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Literacy Interventionist	10 M60	-	\$1,600	\$102,015	\$103,615	\$105,655	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Principal	-	-	-	\$123,954	\$123,954	\$126,433	Managerial
WEBSTER SCHOOL (PREK-5)	PE Teacher	-	-	-	-	-	\$89,587	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Grade 5 teacher	-	-	-	-	-	\$87,972	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	EL Teacher	-	-	-	-	-	\$87,972	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	EL Teacher	-	-	-	-	-	\$87,972	Everett Teacher Association
WEBSTER SCHOOL (PREK-5)	Inclusion Teacher	-	-	-	-	-	\$87,972	Everett Teacher Association

*FY 22 Total Pay is based on a 2% increase but these salaries are subject to change upon union negotiations and evaluations

Advisor Position	FY21 Salary	FY 22 Proposed (2% increase)
Academic Decathlon Team Advisor	\$1,925	\$1,964
Academic Team Coach- English	\$933	\$952
Academic Team Coach- Whittier	\$933	\$952
Academic Team Coach- Keverian	\$933	\$952
Academic Team Coach- Parlin	\$933	\$952
Academic Team Coach- Lafayette	\$933	\$952
American Red Cross Advisor	\$1,616	\$1,648
Anime Club Advisor	\$1,925	\$1,964
Asian Club Advisor	\$1,925	\$1,964
Book Club Advisor	\$1,925	\$1,964
BLH Academy Club Advisor	\$1,926	\$1,965
Chess Club Advisor	\$1,925	\$1,964
CMAD Club Advisor	\$1,925	\$1,964
Computer Club Advisor	\$1,925	\$1,964
Crimson College Club	\$1,925	\$1,964
Crimson Fashion Club	\$1,925	\$1,964
Dance Club Advisor	\$1,925	\$1,964
Debate Club Advisor	\$1,906	\$1,944
Drama Club Advisor	\$4,349	\$4,436
Drama Club Advisor Fall	\$4,349	\$4,436
Drama Club Assistant Advisor Fall	\$3,107	\$3,169
Drama Club Advisor Spring	\$4,349	\$4,436
Drama Club Assistant Advisor Spring	\$3,107	\$3,169
Drama Club Asst. Advisor	\$3,107	\$3,169
Drama Club Artistic Assistant (2)	\$621	\$633

Advisor Position	FY21 Salary	FY 22 Proposed (2% increase)
E Sports Club Advisor	\$1,925	\$1,964
Future Chef's Club Advisor	\$3,107	\$3,169
Future Chef's Club Assistant Advisor	\$1,925	\$1,964
Future Educators Advisor	\$1,616	\$1,648
Gay/Straight Alliance Advisor	\$1,925	\$1,964
Green Monster Club Advisor	\$1,925	\$1,964
Haitian Club Advisor	\$1,925	\$1,964
Hispanic Honor Society	\$1,925	\$1,964
History Club Advisor	\$1,906	\$1,944
Homecoming Coordinator	\$3,107	\$3,169
HPS Academy Club Advisor	\$1,925	\$1,964
Italian Club Advisor	\$1,925	\$1,964
Italian Honor Society	\$1,925	\$1,964
Junior Class Advisor	\$1,925	\$1,964
Key Club Advisors (2 Positions)	\$1,616	\$1,648
Latin Club Advisor	\$1,925	\$1,964
LGBT	\$1,925	\$1,964
Marine Biology Club	\$1,925	\$1,964
Math Club Advisor	\$1,925	\$1,964
MCAS Club Advisor	\$1,925	\$1,964
Memorial Day Coordinator (2 Positions)	\$3,107	\$3,169
Meteorological Society Advisor	\$1,616	\$1,648
Mock Trial Advisor	\$3,107	\$3,169
Music Club Advisor	\$4,349	\$4,436
National History Club	\$1,925	\$1,964

Advisor Position	FY21 Salary	FY 22 Proposed (2% increase)
National Honor Society Advisor	\$3,107	\$3,169
Newspaper Advisor	\$3,107	\$3,169
Philosophy Club	\$1,925	\$1,964
Photography Club Advisor	\$3,107	\$3,169
Poetry Club Advisor	\$1,925	\$1,964
Robotics Club Advisor	\$4,349	\$4,436
Science Club Advisor	\$1,906	\$1,944
Senior Class Advisor	\$1,925	\$1,964
Sew-So Club	\$1,925	\$1,964
Skills USA Advisor	\$4,349	\$4,436
Social Justice Club	\$1,925	\$1,964
Special Olympics Head Coach	\$4,349	\$4,436
Special Olympics Assistant Coach	\$3,107	\$3,169
STEM Club Advisor	\$2,485	\$2,535
Stem Club Assistant Advisor (2 Positions)	\$1,864	\$1,901
Step Dance Team Advisor	\$1,864	\$1,901
WWE Club	\$1,925	\$1,964
Student Ambassador Advisor (2 Positions)	\$1,925	\$1,964
Yearbook Advisor	\$5,592	\$5,704
Assistant Yearbook Advisor	\$4,180	\$4,264

***FY 22 Proposed is 2% increase but these salaries are subject to change upon union negotiations . Please also note that this is the list of all current contractually approve clubs/ athletic program. This is subject to final contract negotiations and decision on which clubs to offer in FY 22.**

<u>Athletics Position</u>	<u>FY21 Salary</u>	<u>FY22 Proposed (2% increase)</u>
Baseball Coach	\$5,220	\$5,324
Baseball Assistant Coach	\$4,349	\$4,436
Baseball JV Coach	\$3,107	\$3,169
Baseball Freshman Coach	\$3,107	\$3,169
Baseball Assistant Coach	\$4,349	\$4,436
Baseball Assistant Coach	\$3,107	\$3,169
Baseball JV Coach	\$3,107	\$3,169
Baseball Freshman Coach	\$3,107	\$3,169
Baseball Officials	\$3,980	\$4,060
EHS Boys Basketball Coach	\$5,220	\$5,324
EHS Boys Basketball Assistant Coach	\$4,349	\$4,436
EHS Boys Assistant Coach	\$4,349	\$4,436
EHS Boys Assistant Coach	\$3,107	\$3,169
EHS Boys Assistant Coach	\$3,107	\$3,169
EHS Boys Basketball JV Coach	\$3,107	\$3,169
EHS Boys Basketball Freshman Coach	\$3,107	\$3,169
Boys Basketball Officials	\$2,843	\$2,900
Boys Basketball Ticket Sellers	\$568	\$579
Boys Basketball Ticket Takers	\$568	\$579
Boys Basketball Timer	\$1,478	\$1,508
EHS Boys Basketball JV Coach	\$3,107	\$3,169
EHS Girls Basketball Coach	\$5,220	\$5,324
EHS Girls Basketball Assistant Coach	\$4,349	\$4,436
EHS Girls Basketball JV Coach	\$3,107	\$3,169
EHS Girls Basketball Assistant Coach	\$4,349	\$4,436
EHS Girls Basketball JV Coach	\$3,107	\$3,169
EHS Girls Basketball Freshman Coach	\$3,107	\$3,169

<u>Athletics Position</u>	<u>FY21 Salary</u>	<u>FY22 Proposed (2% increase)</u>
Girls Basketball Officials	\$2,843	\$2,900
Girls Basketball Supervisors	\$625	\$638
Girls Basketball Ticket Sellers	\$568	\$579
Girls Basketball Ticket Takers	\$568	\$579
Girls Basketball Timer	\$1,478	\$1,508
Basketball Cheerleader Coach	\$3,107	\$3,169
Basketball Cheerleader JV Coach	\$1,740	\$1,775
Football Cheerleader Coach	\$3,107	\$3,169
Football Cheerleader Assistant Coach	\$1,740	\$1,775
Football Cheerleader JV Coach	\$1,740	\$1,775
Hockey Cheerleader Coach	\$3,107	\$3,169
Hockey Cheerleader JV Coach	\$1,740	\$1,775
Field Hockey Coach	\$4,349	\$4,436
Field Hockey Assistant Coach	\$3,107	\$3,169
Field Hockey Assistant Coach	\$3,107	\$3,169
Field Hockey JV Coach	\$3,107	\$3,169
Field Hockey Freshman Coach	\$3,107	\$3,169
Football Coach	\$13,668	\$13,941
Football Assistant Head Coach	\$7,456	\$7,605
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436

<u>Athletics Position</u>	<u>FY21 Salary</u>	<u>FY22 Proposed (2% increase)</u>
Football Equipment Manager	\$3,728	\$3,802
Football Assistant Head Coach	\$7,455	\$7,604
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Assistant Coach	\$4,349	\$4,436
Football Freshman Coach	\$3,107	\$3,169
Football Freshman Assistant Coach	\$1,864	\$1,901
Football Freshman Assistant Coach	\$1,864	\$1,901
Football Freshman Assistant Coach	\$1,864	\$1,901
Football Freshman Assistant Coach	\$1,864	\$1,901
Football Equipment Manager	\$3,728	\$3,803
Football Officials	\$4,777	\$4,873
Football Ticket Sellers	\$3,867	\$3,944
Football Ticket Takers	\$3,867	\$3,944
Football Timer	\$1,137	\$1,160
Football Supervisors	\$4,348	\$4,435
Golf Coach	\$4,349	\$4,436
Golf Coach Assistant	\$1,864	\$1,901

<u>Athletics Position</u>	<u>FY21 Salary</u>	<u>FY22 Proposed (2% increase)</u>
Golf Coach Assistant	\$1,864	\$1,901
Boys Hockey Coach	\$5,220	\$5,324
Boys Hockey Assistant	\$4,349	\$4,436
Boys Hockey Assistant Varsity Coach	\$4,349	\$4,436
Boys Hockey Assistant Coach	\$2,175	\$2,219
Boys Hockey Assistant Coach	\$2,175	\$2,219
Boys Hockey Assistant Coach	\$2,175	\$2,219
Boys Hockey Assistant Coach	\$2,175	\$2,219
Boys Hockey Officials	\$3,980	\$4,060
Boys Hockey Ticket Sellers	\$1,422	\$1,450
Boys Hockey Ticket Takers	\$1,422	\$1,450
Boy's Hockey Supervisors	\$2,047	\$2,088
Girls Hockey Coach	\$5,220	\$5,324
Girls Hockey Assistant Coach	\$3,107	\$3,169
Lacrosse Head Coach	\$4,349	\$4,436
Lacrosse Assistant Coach	\$3,107	\$3,169
Lacrosse Assistant Coach	\$3,107	\$3,169
Lacrosse Officials	\$2,275	\$2,321
Rowing Coach	\$4,349	\$4,436
Assistant Rowing Coach	\$3,107	\$3,169
Boys Assistant Rowing Coach	\$3,107	\$3,169
EHS Boys Soccer Varsity Coach	\$5,220	\$5,324
EHS Boys Soccer Assistant Varsity Coach	\$3,107	\$3,169
EHS Boys Soccer JV Coach	\$3,107	\$3,169
EHS Boys Soccer Freshman Coach	\$3,107	\$3,169
EHS Boys Soccer Assistant Varsity Coach	\$3,107	\$3,169
EHS Boys Soccer Assistant Varsity Coach	\$3,107	\$3,169

Athletics Position	FY21 Salary	FY22 Proposed (2% increase)
EHS Boys Soccer Assistant Varsity Coach	\$3,107	\$3,169
Boys Soccer Officials	\$1,820	\$1,856
EHS Girls Soccer Varsity Coach	\$5,220	\$5,324
EHS Girls Soccer Assistant Varsity Coach	\$3,107	\$3,169
EHS Girls Soccer JV Coach	\$3,107	\$3,169
EHS Girls Soccer Assistant Varsity Coach	\$3,107	\$3,169
EHS Girls Soccer JV Coach	\$3,107	\$3,169
Girls Soccer Officials	\$1,592	\$1,624
Softball Coach	\$5,220	\$5,324
Softball Assistant Coach	\$4,349	\$4,436
Softball JV Coach	\$3,107	\$3,169
Softball Freshman Coach	\$3,107	\$3,169
Softball Assistant Coach	\$4,349	\$4,436
Softball JV Coach	\$3,107	\$3,169
Softball Freshman Coach	\$3,107	\$3,169
Softball Officials	\$2,275	\$2,321
Boys Tennis Coach	\$3,107	\$3,169
Girls Tennis Coach	\$3,107	\$3,169
EHS Cross Country Track Coach	\$4,349	\$4,436
EHS Cross Country Track Coach Assistant	\$3,107	\$3,169
Cross Country Officials	\$682	\$696
EHS Indoor Track Coach	\$4,349	\$4,436
EHS Indoor Track Coach Assistant	\$3,107	\$3,169
EHS Indoor Track Coach Assistant	\$3,107	\$3,169
EHS Indoor Track Coach Assistant	\$3,107	\$3,169

<u>Athletics Position</u>	<u>FY21 Salary</u>	<u>FY22 Proposed (2% increase)</u>
EHS Indoor Track Coach Assistant	\$3,107	\$3,169
EHS Outdoor Track Coach	\$4,349	\$4,436
EHS Outdoor Track Assistant Coach	\$3,107	\$3,169
EHS Outdoor Track Assistant Coach	\$3,107	\$3,169
EHS Outdoor Track Assistant Coach	\$3,107	\$3,169
EHS Outdoor Track Coach Assistant	\$3,107	\$3,169
EHS Outdoor Track Coach Assistant	\$3,107	\$3,169
EHS Outdoor Track Coach Assistant	\$3,107	\$3,169
EHS Outdoor Track Coach Assistant	\$3,107	\$3,169
Indoor/Outdoor Track Officials	\$2,275	\$2,321
EHS Girls Volleyball Coach (Fall)	\$4,349	\$4,436
EHS Girls Volleyball Assistant Coach	\$3,107	\$3,169
EHS Girls Volleyball JV Coach	\$3,107	\$3,169
EHS Girls Volleyball Freshman Coach	\$3,107	\$3,169
EHS Girls Volleyball Assistant Coach	\$3,107	\$3,169
EHS Girls Volleyball Coach Freshman	\$3,107	\$3,169
Volleyball Officials	\$1,023	\$1,043
Volleyball Supervisor	\$1,023	\$1,043
EHS Boys Volleyball Head Coach	\$4,349	\$4,436
Wrestling Coach	\$5,220	\$5,324
Equipment Manager	\$4,473	\$4,562
Assistant Equipment Manager	\$1,706	\$1,740
Strength Training Coach	\$4,970	\$5,069

Head Coaches with more than 20 years of service in any sport will receive a \$2,500 longevity payment each year.

***FY 22 Proposed is 2% increase but these salaries are subject to change upon union negotiations . Please also note that this is the list of all current contractually approved clubs/athletic program. This is subject to final contract negotiations and decision on which clubs to offer in FY 22.**

K-8 Intramural Position	FY21 Salary	FY22 Proposed (2% increase)
English Girls Basketball (7-8)	\$621	\$633
English Boys Basketball (7-8)	\$621	\$633
Keverian Boys Basketball (7-8)	\$621	\$633
Keverian Girls Basketball (7-8)	\$621	\$633
Lafayette Boys Basketball (7-8)	\$621	\$633
Lafayette Girls Basketball (7-8)	\$621	\$633
Parlin Boys Basketball (7-8)	\$621	\$633
Parlin Girls Basketball (7-8)	\$621	\$633
Whittier Boys Basketball (7-8)	\$621	\$633
Whittier Girls Basketball (7-8)	\$621	\$633
English Cheerleading	\$621	\$633
Keverian Cheerleading	\$621	\$633
Lafayette Cheerleading	\$621	\$633
Parlin Cheerleading	\$621	\$633
Whittier Cheerleading	\$621	\$633
English Volleyball	\$621	\$633
Keverian Volleyball	\$621	\$633
Lafayette Volleyball	\$621	\$633
Parlin Volleyball	\$621	\$633
Whittier Volleyball	\$621	\$633
English Boys Track	\$621	\$633
English Girls Track	\$621	\$633
Keverian Boys Track	\$621	\$633
Keverian Girls Track	\$621	\$633
Lafayette Boys Track	\$621	\$633
Lafayette Girls Track	\$621	\$633
Parlin Boys Track	\$621	\$633

Parlin Girls Track	\$621	\$633
Whittier Boys Track	\$621	\$633
Whittier Girls Track	\$621	\$633
English Boys Soccer	\$621	\$633
English Girls Soccer	\$621	\$633
Keverian Boys Soccer	\$621	\$633
Keverian Girls Soccer	\$621	\$633
Lafayette Boys Soccer	\$621	\$633
Lafayette Girls Soccer	\$621	\$633
Parlin Boys Soccer	\$621	\$633
Parlin Girls Soccer	\$621	\$633
Whittier Boys Soccer	\$621	\$633
Whittier Girls Soccer	\$621	\$633
English Boys Softball	\$621	\$633
English Girls Softball	\$621	\$633
Keverian Boys Softball	\$621	\$633
Keverian Girls Softball	\$621	\$633
Lafayette Boys Softball	\$621	\$633
Lafayette Girls Softball	\$621	\$633
Parlin Boys Softball	\$621	\$633
Parlin Girls Softball	\$621	\$633
Whittier Boys Softball	\$621	\$633
Whittier Girls Softball	\$621	\$633
Baseball Coach Middle School	\$1,242	\$1,267
Softball Coach Middle School	\$1,242	\$1,267
Cross Country Coach Middle School	\$1,242	\$1,267
Boys Basketball Coach Middle School	\$1,242	\$1,267

Girls Basketball Middle School	\$1,242	\$1,267
Track Coach Middle School	\$1,242	\$1,267
Flag Football Coach Middle School	\$1,242	\$1,267
Bus Monitor	\$17.05 per an hour	\$17.39 per an hour
Security	\$17.05 per an hour	\$17.39 per an hour
Announcer-Basketball	\$17.05 per an hour	\$17.39 per an hour
Shot Clock- Basketball	\$17.05 per an hour	\$17.39 per an hour
Scorekeeper	\$17.05 per an hour	\$17.39 per an hour
Ticket Seller/ Taker	\$17.05 per an hour	\$17.39 per an hour
Site Director Basketball	\$17.05 per an hour	\$17.39 per an hour

*FY 22 Proposed is 2% increase but these salaries are subject to change upon union negotiations . Please also note that this is the list of all current contractually approve clubs/ athletic program. This is subject to final contract negotiations and decision on which clubs to offer in FY 22.

Band Director, Fall/Spring	\$9,940	\$10,139
Assistant Band Director	\$4,349	\$4,436
Associate Band Director	\$4,349	\$4,436
Percussion Instructor	\$2,858	\$2,915
Percussion Instructor	\$2,858	\$2,915
Visual Design	\$2,858	\$2,915
Music Instructor	\$1,740	\$1,775
Drill Instructor	\$2,298	\$2,344
Drill Instructor/ Colorguard	\$2,298	\$2,344
Front Ensemble Instructor	\$1,740	\$1,775
Percussion Director	\$3,852	\$3,929
Percussion Instructor (4)	\$6,960	\$7,099
Color Guard Instructor (3)	\$5,220	\$5,324
Front Ensemble Instructor	\$1,740	\$1,775
Visual Designer Percussion	\$3,728	\$3,803
Dance Instructor (Pop Vox)	\$1,740	\$1,775
Jazz Band Instructor	\$3,107	\$3,169
Lafayette School Dance Instructor (3 Positions)	\$621	\$633
Show Choir Director	\$3,107	\$3,169
Show Choir Musical Instructor	\$1,365	\$1,392
Show Choir Assistant Vocal Coach (3)	\$2,046	\$2,087
Dance Instructor	\$1,740	\$1,775
Show Choir Music Arranger	\$1,740	\$1,775
Chamber Ensemble Instructor	\$1,740	\$1,775

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Everett Public Schools FY22 Line Item Proposed Budget

Department Name	Line Item Detail	FY21 Budget	FY 22 Proposed Budget	% Change
ADAMS SCHOOL (PREK-3)	Administrative Assistant salaries	\$54,489	\$55,579	2%
	Copier lease payments	\$6,000	\$6,000	0%
	Field Trips	\$0	\$1,500	100%
	Instructional Technology	\$1,000	\$0	-100%
	Paraprofessional salaries	\$167,483	\$170,111	2%
	Special Ed Salaries	\$87,936	\$89,668	2%
	Supplies and Materials	\$6,000	\$2,440	-59%
	Teacher Salaries	\$778,293	\$981,880	26%
	Textbooks/ Instructional Material	\$1,000	\$6,100	510%
ADAMS SCHOOL (PREK-3) Total		\$1,102,201	\$1,313,278	19%
ALBERT N. PARLIN SCHOOL (K-8)	Administrative Assistant salaries	\$70,859	\$72,276	2%
	Administrative Salaries	\$249,457	\$378,090	52%
	Copier lease payments	\$5,000	\$5,000	0%
	Field Trips	\$0	\$11,700	100%
	Guidance Counselor salaries	\$175,199	\$181,595	4%
	Instructional Technology	\$7,000	\$0	-100%
	Special Ed Salaries	\$666,358	\$861,148	29%
	Specialists	\$464,786	\$571,728	23%
	Supplies and Materials	\$41,000	\$19,140	-53%
	Teacher Salaries	\$4,428,085	\$5,451,830	23%
	Technology Specialist	\$96,197	\$98,121	2%
	Textbooks/ Instructional Material	\$7,000	\$95,700	1267%
ALBERT N. PARLIN SCHOOL (K-8) Total		\$6,210,941	\$7,746,328	25%
DEVENS SCHOOL (PREK-12)	Administrative Assistant salaries	\$52,789	\$53,845	2%
	Administrative Salaries	\$139,307	\$275,973	98%
	Copier lease payments	\$11,000	\$11,000	0%

Everett Public Schools FY22 Line Item Proposed Budget

Department Name	Line Item Detail	FY21 Budget	FY 22 Proposed Budget	% Change
	Field Trips	\$0	\$1,200	100%
	Instructional Technology	\$6,000	\$0	-100%
	Paraprofessional salaries	\$172,886	\$163,535	-5%
	Special Ed Salaries	\$1,171,647	\$1,432,621	22%
	Specialists	\$91,420	\$93,248	2%
	Summer Programming	\$35,000	\$0	-100%
	Supplies and Materials	\$8,000	\$8,000	0%
	Textbooks/ Instructional Material	\$1,000	\$2,950	195%
	Therapeutic Crisis Interventionists	\$326,867	\$333,404	2%
DEVENS SCHOOL (PREK-12) Total		\$2,015,916	\$2,375,776	18%
EVERETT HIGH SCHOOL	Administrative Assistant salaries	\$286,093	\$282,560	-1%
	Administrative Salaries	\$841,797	\$296,975	-65%
	Copier lease payments	\$60,000	\$60,000	0%
	Department Head salaries	\$553,332	\$884,142	60%
	Gateway to College	\$100,000	\$150,000	50%
	Guidance Counselor salaries	\$834,976	\$1,391,413	67%
	Instructional Technology	\$160,000	\$42,370	-74%
	Paraprofessional salaries	\$167,395	\$144,380	-14%
	Professional Development	\$5,000	\$0	-100%
	Special Ed Salaries	\$1,940,305	\$1,943,104	0%
	Specialists	\$1,785,350	\$1,926,078	8%
	Subscriptions and Memberships	\$8,000	\$8,000	0%
	Supplies and Materials	\$511,000	\$486,545	-5%
	Teacher Salaries	\$10,389,820	\$10,721,725	3%
	Textbooks/ Instructional Material	\$100,000	\$112,550	13%
	Therapeutic Crisis Interventionists	\$60,632	\$61,845	2%
EVERETT HIGH SCHOOL Total		\$17,803,700	\$18,511,687	4%
Department Name	Line Item Detail	FY21 Budget	FY 22 Proposed B	% Change

Everett Public Schools FY22 Line Item Proposed Budget

Department Name	Line Item Detail	FY21 Budget	FY 22 Proposed Budget	% Change
GEORGE KEVERIAN SCHOOL (K-8)	Administrative Assistant salaries	\$52,789	\$53,845	2%
	Administrative Salaries	\$254,411	\$385,693	52%
	Copier lease payments	\$3,000	\$3,000	0%
	Field Trips	\$0	\$10,500	100%
	Guidance Counselor salaries	\$159,080	\$165,153	4%
	Instructional Technology	\$8,000	\$0	-100%
	Paraprofessional salaries	\$25,984	\$22,511	-13%
	Special Ed Salaries	\$909,219	\$1,035,352	14%
	Specialists	\$487,068	\$700,776	44%
	Supplies and Materials	\$40,000	\$17,360	-57%
	Teacher Salaries	\$4,193,213	\$4,597,611	10%
	Technology Specialist	\$104,515	\$106,555	2%
	Textbooks/ Instructional Material	\$7,000	\$43,400	520%
GEORGE KEVERIAN SCHOOL (K-8) Total		\$6,244,279	\$7,141,756	14%
LAFAYETTE SCHOOL (K-8)	ABA Para	\$122,436	\$124,885	2%
	Administrative Assistant salaries	\$52,789	\$53,845	2%
	Administrative Salaries	\$266,261	\$397,742	49%
	Copier lease payments	\$3,000	\$3,000	0%
	Field Trips	\$0	\$12,300	100%
	Guidance Counselor salaries	\$235,578	\$246,131	4%
	Instructional Technology	\$10,000	\$0	-100%
	Paraprofessional salaries	\$483,975	\$467,512	-3%
	Special Ed Salaries	\$1,852,987	\$2,234,908	21%
	Specialists	\$528,705	\$653,399	24%
	Supplies and Materials	\$40,000	\$20,060	-50%
	Teacher Salaries	\$4,744,113	\$5,346,772	13%
	Technology Specialist	\$101,678	\$103,674	2%
	Textbooks/ Instructional Material	\$7,000	\$50,150	616%
LAFAYETTE SCHOOL (K-8) Total		\$8,448,522	\$9,714,378	15%

Everett Public Schools FY22 Line Item Proposed Budget

Department Name	Line Item Detail	FY21 Budget	FY 22 Proposed Budget	% Change
MADELINE ENGLISH SCHOOL (K-8)	Administrative Assistant salaries	\$54,489	\$55,579	2%
	Administrative Salaries	\$265,369	\$270,376	2%
	Copier lease payments	\$3,000	\$3,000	0%
	Field Trips	\$0	\$8,700	100%
	Guidance Counselor salaries	\$178,179	\$184,639	4%
	Instructional Technology	\$6,000	\$0	-100%
	Paraprofessional salaries	\$276,687	\$251,828	-9%
	Special Ed Salaries	\$1,891,462	\$2,021,784	7%
	Specialists	\$599,451	\$602,818	1%
	Supplies and Materials	\$30,000	\$14,160	-53%
	Teacher Salaries	\$3,351,038	\$3,788,349	13%
	Technology Specialist	\$84,535	\$90,802	7%
	Textbooks/ Instructional Material	\$7,000	\$35,400	406%
MADELINE ENGLISH SCHOOL (K-8) Total		\$6,747,210	\$7,327,435	9%
SCHOOL ADMINISTRATION	Administrative Assistant salaries	\$288,689	\$299,632	4%
	Central Office Salaries	\$1,183,432	\$1,322,949	12%
	Copier lease payments	\$6,000	\$6,000	0%
	Instructional Technology	\$25,000	\$25,000	0%
	Mileage	\$12,000	\$12,000	0%
	Professional Development	\$5,000	\$5,000	0%
	School Committee Compensation	\$110,000	\$120,600	10%
	Severance pay	\$100,000	\$100,000	0%
	Subscriptions and Memberships	\$272,000	\$272,000	0%
	Supplies and Materials	\$80,000	\$80,000	0%
	Textbooks/ Instructional Material	\$1,000	\$0	-100%
SCHOOL ADMINISTRATION Total		\$2,083,121	\$2,243,181	8%
Department Name	Line Item Detail	FY21 Budget	FY 22 Proposed Budget	% Change

Everett Public Schools FY22 Line Item Proposed Budget

Department Name	Line Item Detail	FY21 Budget	FY 22 Proposed Budget	% Change
SUMNER G. WHITTIER SCHOOL (K-8)	Administrative Assistant salaries	\$54,689	\$55,783	2%
	Administrative Salaries	\$265,869	\$268,336	1%
	Copier lease payments	\$4,000	\$4,000	0%
	Field Trips	\$0	\$7,800	100%
	Guidance Counselor salaries	\$103,578	\$105,574	2%
	Instructional Technology	\$6,000	\$0	-100%
	Special Ed Salaries	\$562,746	\$756,801	34%
	Specialists	\$349,190	\$447,068	28%
	Teacher Salaries	\$3,301,702	\$3,634,645	10%
	Technology Specialist	\$101,678	\$103,674	2%
	Textbooks/ Instructional Material	\$31,000	\$44,660	44%
SUMNER G. WHITTIER SCHOOL (K-8) Total		\$4,780,452	\$5,428,341	14%
SYSTEM-WIDE	Perfect Attendance	\$64,500	\$64,500	0%
	Administrative Assistant salaries	\$106,878	\$109,016	2%
	Advertising	\$15,000	\$5,000	-67%
	After School Program	\$0	\$300,000	100%
	Athletics	\$432,732	\$522,390	21%
	Athletics Transportation	\$0	\$132,000	100%
	Central Office Salaries	\$69,500	\$0	-100%
	Clinical Services	\$3,100,000	\$2,770,000	-11%
	Copier lease payments	\$135,000	\$135,000	0%
	Custodian Salaries	\$2,092,071	\$2,136,922	2%
	Department Head Salaries	\$1,032,345	\$1,082,911	5%
	Facilities and Maintenance	\$2,153,242	\$2,308,300	7%
	Facilities/Electricity	\$1,650,000	\$1,650,000	0%
	Facilities Director Salary	\$106,121	\$108,243	2%
	Facilities/Gas Heat	\$625,000	\$625,000	0%
	Investments	\$100,000	\$0	-100%
	New Personnel Investments	\$0	\$0	0%

Everett Public Schools FY22 Line Item Proposed Budget

Department Name	Line Item Detail	FY21 Budget	FY 22 Proposed Budget	% Change
	Legal fees	\$200,000	\$200,000	0%
	Music and Band	\$75,000	\$88,802	18%
	Out of district tuition	\$5,240,000	\$6,615,309	26%
	Paraprofessional salaries	\$88,500	\$0	-100%
	Police detail	\$40,000	\$40,000	0%
	Postage	\$50,000	\$50,000	0%
	Professional Development	\$165,000	\$298,000	81%
	Salary Reserve - Credit increases	\$240,000	\$240,000	0%
	School Psychologist Salaries	\$204,030	\$208,110	2%
	Special Ed Translation and Interpretation	\$0	\$330,000	100%
	Special Ed Salaries	\$494,619	\$504,211	2%
	Sped Medicaid Collaborative	\$60,000	\$60,000	0%
	Stipends	\$629,648	\$539,648	-14%
	Substitutes	\$1,670,668	\$1,730,432	4%
	Supplies and Materials	\$501,000	\$1,494,257	198%
	Teacher Salaries	\$418,755	\$438,948	5%
	Textbook/ Instructional Material	\$359,775	\$775,000	115%
	Telephone systems	\$75,000	\$80,000	7%
	Translation and Interpretation	\$0	\$20,000	100%
	Deven's Lease	\$580,000	\$0	-100%
SYSTEM-WIDE Total		\$22,774,384	\$25,661,999	13%
Department Name	Line Item Detail	FY21 Budget	FY 22 Proposed Budget	% Change
WEBSTER SCHOOL (K-5)	ABA Para	\$53,016	\$54,076	2%
	Administrative Assistant salaries	\$61,263	\$62,488	2%
	Administrative Salaries	\$123,954	\$126,433	2%
	Copier lease payments	\$10,000	\$10,000	0%
	Field Trips	\$0	\$4,500	100%
	Guidance Counselor salaries	\$85,948	\$91,854	7%
	Instructional Technology	\$7,000	\$0	-100%

Everett Public Schools FY22 Line Item Proposed Budget

Department Name	Line Item Detail	FY21 Budget	FY 22 Proposed Budget	% Change
	Paraprofessional salaries	\$259,726	\$445,732	72%
	Special Ed Salaries	\$1,073,645	\$360,931	-66%
	Specialists	\$263,106	\$1,211,985	361%
	Supplies and Materials	\$30,000	\$7,500	-75%
	Teacher Salaries	\$1,835,609	\$2,155,830	17%
	Technology Specialist	\$102,015	\$104,055	2%
	Textbooks/ Instructional Material	\$2,000	\$18,750	838%
WEBSTER SCHOOL (K-5) Total		\$3,907,282	\$4,654,134	19%
WEBSTER SCHOOL EXTENSION (PREK)	Administrative Assistant salaries	\$52,789	\$53,845	2%
	Copier lease payments	\$4,000	\$4,000	0%
	Field Trips	\$0	\$2,700	100%
	Guidance Counselor salaries	\$107,715	\$109,755	2%
	Paraprofessional salaries	\$294,905	\$376,475	28%
	Special Ed Salaries	\$457,235	\$475,517	4%
	Supplies and Materials	\$18,000	\$4,060	-77%
	Teacher Salaries	\$746,314	\$685,840	-8%
	Textbooks/ Instructional Material	\$1,000	\$10,150	915%
WEBSTER SCHOOL EXTENSION (PREK) Total		\$1,681,958	\$1,722,342	2%
TOTAL EPS BUDGET		\$83,799,966	\$93,840,635	12%
CITY CHARGEBACKS		\$26,636,581	\$26,341,938	-1%
TOTAL BUDGET WITH CHARGEBACKS		\$110,436,547	\$120,182,573	9%
SPECIAL EDUCATION TRANSPORTATION BUDGET		\$4,500,000	\$5,021,743	12%

FY 22 Proposed Budget at a Glance

	Category	FY21 Budget	FY22 Proposed	%Change
Direct School Expenses	Adams School (PREK-3)	\$1,102,201	\$1,313,278	19%
	Webster School Extension (PREK)	\$1,681,958	\$1,722,342	2%
	Albert N.Parlin School (K-8)	\$6,210,941	\$7,746,328	25%
	Sumner G. Whitier School (K-8)	\$4,780,452	\$5,428,341	14%
	Lafayette School (K-8)	\$8,448,522	\$9,714,378	15%
	Devens School (PREK-12)	\$2,015,916	\$2,375,776	18%
	Webster School (K-5)	\$3,907,282	\$4,654,134	19%
	Everett High School	\$17,803,700	\$18,511,687	4%
	George Keverian School (K-8)	\$6,244,279	\$7,141,756	14%
	Madeline English School (K-8)	\$6,747,210	\$7,327,435	9%
System-Wide (School Services Budgeted Centrally)	Salaries	\$6,493,729	\$6,318,793	-3%
	Special Education	\$8,400,000	\$9,775,309	16%
	Facilities	\$4,218,000	\$4,583,300	9%
	Devens Lease	\$580,000	\$0	-100%
	Other	\$3,082,655	\$4,984,597	62%
School Administration	Salaries	\$1,472,121	\$1,622,581	10%
	Other	\$611,000	\$620,600	2%
TOTAL BUDGET		\$83,799,966	\$93,840,635	12%
Special Ed Transportation		\$4,500,000	\$5,021,743	12%
TOTAL BUDGET		\$88,299,966	\$98,862,378	12%

Maintenance Non-Personnel Budget		
	FY21 Actual	FY22 Proposed
Snow Plowing	\$150,000	\$150,000
Upgrade Security System	\$30,000	\$30,000
Air Quality Assessment	\$0	\$0
Custodian & Maint Clothing	\$15,000	\$12,000
Custodian Supplies	\$110,000	\$335,000
Electrical Contract	\$110,000	\$75,000
Plumbing Contract	\$95,000	\$100,000
Facilities/Electricity	\$1,650,000	\$1,650,000
Facilities/Gas Heat	\$625,000	\$625,000
Landscaping All Schools	\$60,000	\$80,000
General Work	\$328,000	\$338,853
Elevator Contract	\$100,000	\$100,000
HVAC Contract	\$500,000	\$534,204
Motor Maintenance	\$15,000	\$15,000
Sprinkler System	\$175,000	\$175,000
Vandalism	\$0	\$0
Private Protection System	\$30,000	\$30,000
Housing of Vehicles	\$60,000	\$60,000
TOTAL	\$4,053,000	\$4,310,057

Maintenance Stipend Budget		
	FY21 Actual	FY22 Proposed
Cust/Maint Overtime/Stipends	\$140,000	\$248,243
Cust/Maint-Misc Other Pay	\$25,000	\$25,000
TOTAL	\$165,000	\$273,243

Maintenance Stipend Budget/Non-Personnel Budget		
	FY21 Actual	FY22 Proposed
Grand total	\$4,218,000	\$4,583,300

Special Education Non-Personnel Budget

	FY21 Actual	FY22 Projected
Clinical Services	\$3,100,000	\$2,684,468
Translations/ Interpretation	\$0	\$330,000
Special Education - Out of District Tuition	\$5,240,000	\$6,615,309
Special Ed Medicaid Collaborative	\$60,000	\$60,000
Vision/Hearing Screening	\$0	\$85,532
TOTAL	\$8,400,000	\$9,775,309

Special Education Transportation Budget

	FY21 Actual	FY22 Projected
Special Education Transportation	4,200,000	\$5,021,743
TOTAL	\$4,200,000	\$5,021,743

Special Education Personnel Budget

	FY21 Actual	FY22 Projected
Director of Special Education	\$152,448	\$155,497
Director of ABA	\$123,141	\$125,604
Out of District Coordinator	\$110,015	\$112,055
Coordinator of Sped -Elem	\$109,015	\$111,055
Paraprofessional Salaries	\$2,112,993	\$2,221,045
Special Ed Administrative Assistant salaries	\$106,878	\$109,016
Special Ed Teacher Salaries	\$10,613,540	\$12,062,888
Therapeutic Crisis Interventionist salaries	\$591,529	\$603,359
Misc. Pay - Perfect Attendance	\$4,500	\$4,500
TOTAL	\$13,924,059	\$15,505,019



FY22 Chapter 70 Foundation Budget

93 Everett

	Base Foundation Components							Incremental Costs Above the Base							TOTAL
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
	Pre-school	----- Kindergarten ----- Half-Day	Full-Day	Elementary	Junior/ Middle	High School	Vocational	Special Ed In-District	Special Ed Tuitioned-Out	English learners PK-5	English learners 6-8	English learners High School/Voc	Low income		
Foundation Enrollment	253	0	402	2,858	1,763	1,488	867	291	65	1,142	369	448	5,839	7,505	
1 Administration	53,434	0	169,803	1,207,206	744,683	628,525	366,217	848,327	203,911	113,058	38,392	40,015	439,465	4,853,037	
2 Instructional Leadership	96,503	0	306,678	2,180,309	1,344,956	1,135,165	661,416	0	0	197,855	67,179	70,032	2,082,087	8,142,181	
3 Classroom & Specialist Teachers	442,502	0	1,406,206	9,997,237	5,426,928	6,735,866	6,672,083	2,799,264	0	1,384,940	470,237	490,199	20,325,431	56,150,892	
4 Other Teaching Services	113,488	0	360,663	2,564,119	1,138,601	800,025	466,144	2,613,634	3,115	197,855	67,179	70,032	0	8,394,856	
5 Professional Development	17,499	0	55,640	395,632	264,553	216,511	208,562	135,034	0	56,523	19,194	20,008	986,072	2,375,230	
6 Instructional Materials, Equipment & Technol	61,464	0	195,328	1,388,674	856,624	1,156,801	1,179,527	113,112	0	135,613	46,048	48,003	145,041	5,326,233	
7 Guidance & Psychological Services	35,418	0	112,563	800,258	617,468	631,982	368,232	0	0	84,797	28,791	30,012	823,015	3,532,535	
8 Pupil Services	12,804	0	40,711	434,079	437,401	851,284	496,010	0	0	28,274	9,597	10,004	4,276,733	6,596,897	
9 Operations & Maintenance	122,879	0	390,484	2,776,125	1,856,555	1,519,331	1,656,807	947,620	0	339,164	115,161	120,051	0	9,844,177	
10 Employee Benefits/Fixed Charges*	147,742	0	469,496	3,337,944	2,143,649	1,627,723	1,328,227	1,030,379	0	298,370	101,309	105,607	3,155,279	13,745,725	
11 Special Education Tuition*	0	0	0	0	0	0	0	0	1,857,986	0	0	0	0	1,857,986	
12 Total	1,103,734	0	3,507,571	25,081,583	14,831,419	15,303,213	13,403,225	8,487,369	2,065,012	2,836,449	963,088	1,003,962	32,233,122	120,819,748	

13	Wage Adjustment Factor	104.2%	Foundation Budget per Pupil		16,099
*The wage adjustment factor is applied to underlying rates in all functions except instructional equipment, benefits and special education tuition.					
14	Low income percentage	79.0%	English learner foundation budget as % total foundation budget		4.0%
15	Low income group	11	Low-income foundation budget as % total foundation budget		26.7%

Total foundation enrollment (column 14) does not include incremental costs above the base. The pupils are already counted in columns 1 to 7.

Total foundation enrollment assigns pupils in pre-kindergarten and half-time kindergarten an enrollment count of .5.

Special education in-district enrollment is an assumed percentage, representing 3.83 percent of K-12 non-vocational enrollment and 4.83 percent of vocational enrollment.

Special education tuitioned-out enrollment is also an assumed percentage, representing 1 percent of non-vocational K-12 enrollment.

Direct certification includes the Supplemental Nutrition Assistance Program (SNAP);

the Transitional Assistance for Families with Dependent Children (TAFDC); MassHealth (Medicaid); and students in foster care.

Low income and English learner foundation budget increments are based on:

the number of students attending school in the district or district residents who attend charter schools.

The low income percentage is the ratio of the low-income enrollment to:

the total students attending school in the district and the total resident students attending charter schools.

Each component of the foundation budget represents the enrollment in row 10 multiplied by the appropriate statewide foundation allotment.

The foundation budget shown on this page may differ from the final number used in the formula, due to rounding error.

English learner foundation budget as % total foundation budget	4.0%
Low-income foundation budget as % total foundation budget	26.7%

Low income enrollment determination	
Estimated low income enrollment based on FY16 Ch.70	5,839
FY22 low income enrollment from direct certification	4,776
greater number used for FY22 Chapter 70	5,839

Massachusetts Department of Elementary and Secondary Education

Office of School Finance



FY22 Chapter 70 Determination of City and Town Total Required Contribution

93 Everett

Effort Goal

1) 2020 equalized valuation	7,029,819,300
2) Uniform property percentage	0.3326%
3) Local effort from property wealth	23,380,034
4) 2018 income	1,048,306,000
5) Uniform income percentage	1.4199%
6) Local effort from income	14,884,633
7) Combined effort yield (3 + 6)	38,264,666
8) FY22 Foundation budget	120,819,748
9) Maximum local contribution (82.5% * 8)	99,676,292
10) Target local contribution (lesser of 7 or 9)	38,264,666
11) Target local share (10 as % of 8)	31.67%
12) Target aid share (100% minus 11)	68.33%

[See a listing of all 351 communities](#)

FY22 Increments Toward Goal

13) FY21 required local contribution	35,431,511
14) Municipal revenue growth factor (DOR)	2.97%
15) FY22 preliminary contribution (13 raised by 14)	36,483,827
16) Preliminary contribution pct of foundation (15 / 8)	30.20%
<i>If preliminary contribution is above the target share:</i>	
17) Excess local effort (15 - 10)	
18) 100% reduction toward target (17 x 100%)	
19) FY22 required local contribution (15 - 18), capped at 90% of foundation	
20) Contribution as percentage of foundation (19 / 8)	
<i>If preliminary contribution is below the target share:</i>	
21) Shortfall from target local share (10 - 15)	1,780,839
22) Shortfall percentage (11 - 16)	1.47%
23) Added increment toward target (13 x 1% or 2%)*	0
<i>*1% if shortfall is between 2.5% and 7.5%; 2% if shortfall > 7.5%</i>	
24) Special increment toward 82.5% target**	0
<i>**if combined effort yield > 175% foundation</i>	
Combined effort yield as % of foundation	
25) Shortfall from target after adding increments (10 - 15 - 23 - 24)	1,780,839
26) FY22 required local contribution (15 + 23 + 24)	36,483,827
27) Contribution as percentage of foundation (26 / 8)	30.20%

FY22 Chapter 70 Apportionment of Local Contribution Across School Districts

93 Everett	Everett	Combined Total for All Districts
<u>Prior Year Data (for comparison purposes)</u>		
1 FY21 foundation enrollment	7,652	7,652
2 FY21 foundation budget	109,071,464	109,071,464
3 Each district's share of municipality's combined FY21 foundation	100.00%	100.00%
4 FY21 required contribution	35,431,511	35,431,511
<u>FY22 apportionment of contribution among community's districts</u>		
5 FY22 total unapportioned required contribution ('municipal contribution' tab row 19 or 25)		36,483,827
6 FY22 foundation enrollment	7,505	7,505
7 FY22 foundation budget	120,819,748	120,819,748
8 Each district's share of municipality's total FY22 foundation	100.00%	100.00%
9 FY22 Required Contribution	36,483,827	36,483,827
10 Change FY22 to FY21 (9 - 4)	1,052,316	1,052,316

Massachusetts Department of Elementary and Secondary Education
FY22 Chapter 70 Summary



93 Everett

Aid Calculation FY22

Comparison to FY21

			FY21	FY22	Change	Pct Chg
Prior Year Aid		Enrollment	7,652	7,505	-147	-1.92%
1 Chapter 70 FY21	75,001,709	Foundation budget	109,071,464	120,819,748	11,748,284	10.77%
		Required district contribution	35,431,511	36,483,827	1,052,316	2.97%
Foundation Aid		Chapter 70 aid	75,001,709	84,335,921	9,334,212	12.45%
2 Foundation budget FY22	120,819,748	Required net school spending (NSS)	110,433,220	120,819,748	10,386,528	9.41%
3 Required district contribution FY22	36,483,827					
4 Foundation aid (2 -3)	84,335,921	Target aid share	67.52%	68.33%		
5 Increase over FY21 (4 - 1)	9,334,212	C70 % of foundation	68.76%	69.80%		
Minimum Aid		Required NSS % of foundation	101.25%	100.00%		
6 Minimum \$30 per pupil increase	225,150					
7 Minimum aid amount						
(if line 6 - line 5 > 0, then line 6 - line 5, otherwise 0)	0					
Subtotal						
8 Sum of 1,5,7	84,335,921					
Minimum Aid Adjustment						
9 Minimum aid adjustment	75,226,859					
10 Aid adjustment increment						
(if line 9 - line 8 > 0, then line 9 - line 8, otherwise 0)	0					

Five Year Trend

Full-Time Equivalent Headcount				
City Departments	FY 21	Delta	FY 22	Delta
City Council	1	0	1	0
Mayor's Office	8	(3)	4.50	(4)
311/Constituent Services	0	0	5	5
Auditor	5	(1)	5	0
Purchasing	0.50	(2)	1	1
Assessors	4	0	4	0
Treasurer/Collector	13.07	0	14.07	1
Solicitor	3	(1)	5	2
Human Resources	3.50	1	3	(1)
Information Technologies	3	0	3	0
City Clerk/Elections	4	(1)	7	3
Voter Registration/Election Commission	3	1	0	(3)
Total General Government	48.07	(6)	57.57	10
Police (Officers)	114	(3)	125	11
Police (Civilians)	18.57	0	18.57	0
Fire (Firefighters)	102	0	104	2
Fire (Civilians)	4	0	3	(1)
Inspectional Services	23.56	(4)	23	(1)
E 9 1 1	14	0	14	0
Total Public Safety	276.13	(7.44)	287.57	11.44
City Services/DPW	61	2	63	2
Total City Services	61.00	2	63.00	2
Health Department	18.71	(4)	21.71	3
Planning & Development	7	(2)	6	(1)
Transportation	0	0	2	2
Veteran's	1.57	0	1.57	0
Human Services	5.80	(1.70)	6.80	1
Total Human Services	33.08	(7.70)	38.08	5.00
Library	13	0	13	0
Recreation/Health & Wellness	4.86	(6.84)	4.86	0.00
Total Libraries & Recreation	17.86	(6.84)	17.86	0.00
Grand Total City Departments	436.14	(25.98)	464.08	27.94
School Department	FY 21	Delta	FY 22	Delta
Central Administration	41	6	37	(4)
Instructional	511	26	584	73
Special Education	211	1	213	2
Maintenance	45	3	38	(7)
Grants	35	6	17	(18)
Total School Department	843	42	889	46
Grand Total City & School Departments	1,279.14	16.02	1,353.08	73.94



6.1 Letter from CFO

City of Everett, Massachusetts Chief Financial Officer / City Auditor

484 Broadway, Everett, MA 02149

Tel: (617) 394-2210 Fax: (617) 394-2453

Carlo DeMaria, Mayor

Eric Demas, Chief Financial Officer / City Auditor

March 12, 2021

The Honorable Carlo DeMaria
Mayor, City of Everett
Everett City Hall
484 Broadway, Room 31
Everett, MA 02149

Mayor DeMaria,

Per your request, please find the Mayor's proposed budget recommendation for the City's Water and Sewer Enterprise Fund (the Enterprise Fund) for submittal to the Council. This year's budget will again provide the City Council, property owners and residents of the City a more detailed account of the Enterprise Fund including a detailed budget from our accounting software, a rate comparison to all MWRA communities, a five-year capital improvement plan, and an update of ongoing projects approved prior to FY2022.

It is worth noting that the City of Everett continues to have one of the most affordable rates of similar sized communities that are part of the Massachusetts Water Resource Authority (MWRA). Per the 2020 Annual Water & Sewer retail rate survey conducted by the MWRA Advisory Board, the average combined annual water and sewer charges for a homeowner in MWRA communities is \$1,670 per year, while Everett's average annual cost is \$1,085, an average savings of \$585 for the typical Everett ratepayer. This is approximately 35% less than the typical MWRA ratepayer.

For FY2022, a rate increase of 2% is needed to keep up with the costs of operations, including MWRA assessments, debt service on infrastructure improvements and meter replacements, as well as general operating costs. However, the rate is also based upon the use of \$1,100,000 in surplus (free cash).

Please let me know if you have any questions with regard to the budget attached. This budget will be distributed to the City Council at a future meeting.

Respectfully,
Eric J. Demas, CFO

cc: Jerry Navarro (DPW Director), Ernie Lariviere (Water Superintendent), Erin Deveney (Chief of Staff), Laureen Hurley (Budget Director)

6.2 Enterprise Fund Overview

What is an Enterprise Fund?

An enterprise fund establishes a separate accounting and financial reporting mechanism for municipal services for which a fee is charged in exchange for goods or services. Under enterprise accounting, the revenues and expenditures of the service are segregated into a separate fund with its own financial statements, rather than commingled with the revenues and expenses of all other governmental activities. Financial transactions are reported using standards similar to private sector accounting. Revenues are recognized when earned and expenses are recognized when incurred, under a full accrual basis of accounting. An enterprise fund provides management and taxpayers with information to measure performance, analyze the impact of financial decisions, determine the costs of providing a service and identify any subsidy from the general fund in providing a service.

Enterprise accounting allows a community to demonstrate to the public the portion of total costs of a service that is recovered through user charges and the portion that is subsidized by the tax levy or other available funds, if any. A community may choose to recover total service costs through user charges, but it is not required.

History

The enterprise fund statute, MGL Ch 44 § 53F ½ (formerly Chapter 41 § 39K), was enacted in 1986. Before that time, communities used special revenue funds authorized under various general laws or special acts in order to separately account for their business type services. These special revenue funds were limited, however, with regard to the services and costs covered. The funds were most commonly authorized for water, gas and electric utility departments and used primarily to account for annual operating costs, not the indirect costs, capital expenditures or fixed assets of the service. The purpose of the enterprise fund statute was to give communities the flexibility to account separately for all financial activities associated with a broader range of municipal services.

Basis of Accounting

Proprietary fund revenues and expenses are recognized on the accrual basis. Revenues are recognized in the accounting period in which they are earned and become measurable; expenses are recognized in the period incurred, if measurable. The following major proprietary funds are classified as Proprietary funds and audited as such:

- The Water and Sewer Enterprise fund is used to account for the Water and Sewer activities.

For the entire MGL on Enterprise Funds visit the Massachusetts Department of Revenue website:

<http://www.mass.gov/Ador/docs/dls/publ/misc/EnterpriseFundManual.pdf>

6.3 Water/Sewer Enterprise Fund FY2022 Budget

Carlo DeMaria, Mayor

Eric Demas, CFO/City Auditor

May 10, 2021

Overview – Enterprise Fund

- * An enterprise fund is designed to establish a separate accounting and financial reporting mechanism for municipal services for which a fee is charged in exchange for a good or service.
- * The City of Everett established an enterprise fund for Water and Sewer services beginning in FY2012.
- * The enterprise fund is designed to capture all direct and indirect costs of the Water and Sewer Department.

Water and Sewer Enterprise Fund Operational Budget

- * The total operating budget for the Water and Sewer enterprise fund budget for FY2022 is \$21,034,345.
 - * \$20,262,718 represents direct costs including:
 - * Salaries, Expenses, Debt Service, MWRA assessments, etc.
 - * \$771,627 represents indirect costs including:
 - * Health Insurance, Retirement, Intergovernmental expenses, etc.
- * The goal is to have user fees cover 100% of both direct and indirect costs of the enterprise fund.

Water and Sewer Enterprise Fund Capital Budget

- * The primary goal of the capital budget is to preserve and maintain water and sewer infrastructure.
- * The majority of the infrastructure in the City has exceeded its useful life.
- * The Director of City Services and the Superintendent of Water and Sewer are currently doing a citywide analysis of all water and sewer infrastructure throughout the City.
- * This analysis will then determine how capital dollars are best spent.

Water and Sewer Enterprise Fund Capital Budget

- * The proposed Capital Budget for the water and sewer enterprise fund for FY2022 is \$4,054,800 including:
 - * \$629,800 for water main replacement
 - * \$1,500,000 for Lead replacement program
 - * Funded through MWRA
 - * 0% interest loan program (LWSAP)
- * \$1,770,000 for sewer inflow and infiltration
 - * \$1,770,000 through MWRA I/I loan program at 0% interest
- * \$155,000 for replacement of fire hydrants (\$50k) and Storm Water Improvements (\$105k) funded through available funds

Water and Sewer Rates

- * The MWRA advisory board conducts an annual rate survey of all MWRA communities. (FY21 not yet available)
- * The average water and sewer charge for all MWRA communities in 2020 is \$1,670 annually.
- * Everett's 2020 average water and sewer charge is \$1,085 (\$585 dollars less than the total average).

Water and Sewer Rates

- * In order to fully cover the direct and indirect costs, including the increased assessments from MWRA, the cost of debt service for replacement of aging infrastructure, and the adequate staffing levels of the water and sewer enterprise fund, there will need to be a rate adjustment of 2% for FY2022.
- * The City plans to review the indirect cost policy, future capital needs, and usage to determine a long-term rate structure during FY23.

6.4 City of Everett Water and Sewer Rates

Water and Sewer Enterprise Fund

Actual - FY2021

Monthly per 100 cubic feet	TIERS	USAGE	WATER	SEWER	TOTAL
	Tier 1	1 to 10	\$ 2.43	\$ 6.61	\$ 9.04
	Tier 2	11 to 20	\$ 3.08	\$ 8.66	\$ 11.74
	Tier 3	21 to 30	\$ 3.70	\$ 9.95	\$ 13.65
	Tier 4	31 to 100	\$ 4.22	\$ 11.15	\$ 15.37
	Tier 5	101 to 200	\$ 5.85	\$ 13.19	\$ 19.04
	Tier 6	Over 200	\$ 6.64	\$ 13.97	\$ 20.61

Proposed - FY2022

Monthly per 100 cubic feet	TIERS	USAGE	WATER	SEWER	TOTAL
	Tier 1	1 to 10	\$ 2.48	\$ 6.74	\$ 9.22
	Tier 2	11 to 20	\$ 3.14	\$ 8.83	\$ 11.98
	Tier 3	21 to 30	\$ 3.78	\$ 10.14	\$ 13.92
	Tier 4	31 to 100	\$ 4.31	\$ 11.37	\$ 15.68
	Tier 5	101 to 200	\$ 5.97	\$ 13.45	\$ 19.42
	Tier 6	Over 200	\$ 6.77	\$ 14.25	\$ 21.03

Please see City of Everett website www.cityofeverett.com or call 311 for more information.



Annual Water and Sewer Retail Rate Survey

**The Community Advisory Board to the
Massachusetts Water Resources Authority**

2020



The MWRA Advisory Board...

was established by the state Legislature to represent the 60 communities in the MWRA service area. Through annual comments and recommendations on the Authority's proposed capital and current expense budgets and rates, the Advisory Board provides a ratepayer perspective on the MWRA's plans and policies to improve the region's water and sewer systems.

For more information call: **(617) 788-2055**, fax **(617) 788-2059**, write:

**MWRA Advisory Board
100 First Avenue
Building 39 | 4th Floor
Boston, MA 02129**

E-mail: james.guiod@mwraadvisoryboard.com

or visit the Advisory Board's website at:
<http://www.mwraadvisoryboard.com>

follow us on Twitter: <http://www.twitter.com/ABmwra>

Introduction

This is the thirty-second “Annual Water and Sewer Retail Rate Survey” prepared by the Massachusetts Water Resources Authority (MWRA) Advisory Board, providing a comparative snapshot of water and sewer retail rates for each community in the MWRA service area. In addition, the survey also incorporates rate information from Massachusetts communities outside of the MWRA service area, as well as other cities nationwide. The survey was prepared by James Guidod and Matthew Romero of the Advisory Board staff.

The Rate Survey is typically the Advisory Board’s most requested document. We hope that municipal officials, water and sewer industry professionals, and concerned citizens continue to find the information presented in the survey useful and informative. As always, we welcome any questions or suggestions regarding this survey, which will allow us to improve the document for future years. Please do not hesitate to call our office at (617) 788-2055, or email us at james.guidod@mwraadvisoryboard.com with your feedback. Copies of this document are available at our website in PDF format at <http://www.mwraadvisoryboard.com>.

Average Water and Sewer Rates

Historically, the survey has focused upon the average annual household use based on the industry standard of 120 hundred cubic feet (HCF), or approximately 90,000 gallons (90 kgal) to track retail rate increases over time. For historical purposes this constant is maintained throughout the document; however, in recognition of the variability of actual household usage by community, the Advisory Board for several years has provided a comparative assessment of actual costs for water and sewer retail rate customers based upon local, state, and federal data (LSF). The LSF usage number is calculated by MWRA staff and is based primarily on residential consumption reported by each community in their annual Public Water Supply Annual Statistic Report filed with the Massachusetts Department of Environmental Protection, and the total population and average household size for each community based on data from the U.S. Census bureau. The full calculation and source data can be found in Appendix C. Prior to 2009, this information had only been presented in Appendix C of the survey, but now is found on each community’s page.

In July 2008, the Advisory Board staff convened a “focus group,” including members of the Advisory Board, MWRA staff, and Advisory Board staff, to discuss the survey’s method of reporting retail rate increases. After eliciting responses from both the American Water Works Association (AWWA) and its members, the group agreed to maintain a constant standard (120 HCF) for historical comparisons while creating additional references to the information contained in Appendix C. Now, in an effort to provide a more complete depiction of the various means by which retail water and sewer rates can be calculated, the information previously contained in Appendix C has been placed in each MWRA community’s profile page.

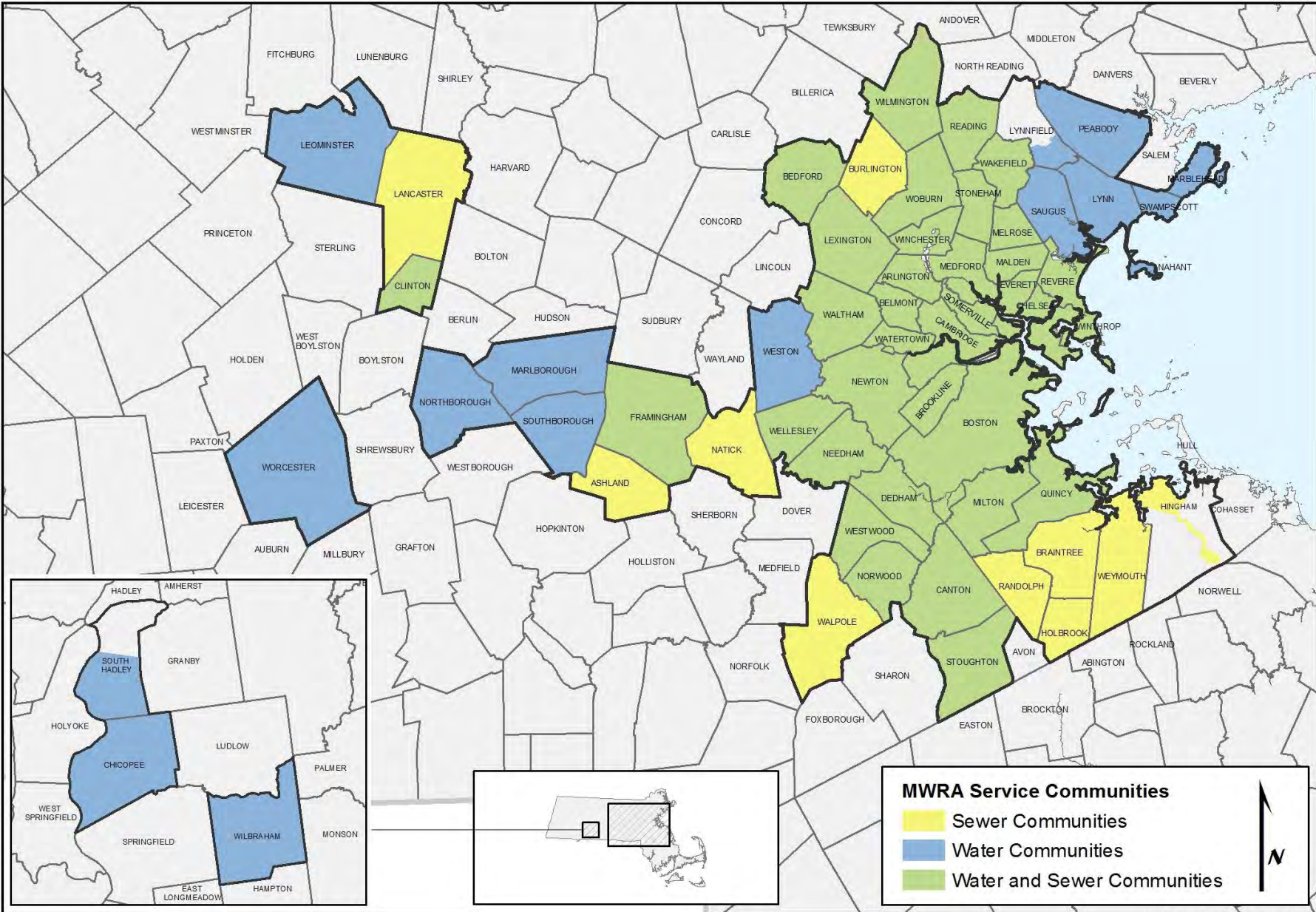
The MWRA Advisory Board

The MWRA Advisory Board was created by the Massachusetts Legislature in 1984 to represent the interests of Massachusetts Water Resources Authority service area communities. The Advisory Board includes one representative from each of the 60 communities that receive water and/or sewer services from the MWRA and one from the Metropolitan Area Planning Council. In addition, six members are appointed by the Governor to include a person with skills and expertise in matters relating to environmental protection, one representative each from the Connecticut River Basin, the Quabbin/Ware Watershed areas and the Wachusett Watershed area, plus two persons qualified by membership or affiliation in organizations concerned with the recreational or commercial uses of the Boston Harbor.

The Massachusetts Legislature has delegated specific responsibilities to the Advisory Board who, in turn, monitor the MWRA’s programs from a ratepayer perspective:

- Serving as a watchdog over the MWRA to ensure proper management and budgetary control;
- Making recommendations on annual expense budgets, capital improvement programs, business planning, and user charges;
- Holding hearings on matters relating to the MWRA and making subsequent recommendations to the Governor and the Legislature; and,
- Appointing three individuals to the eleven member MWRA Board of Directors.

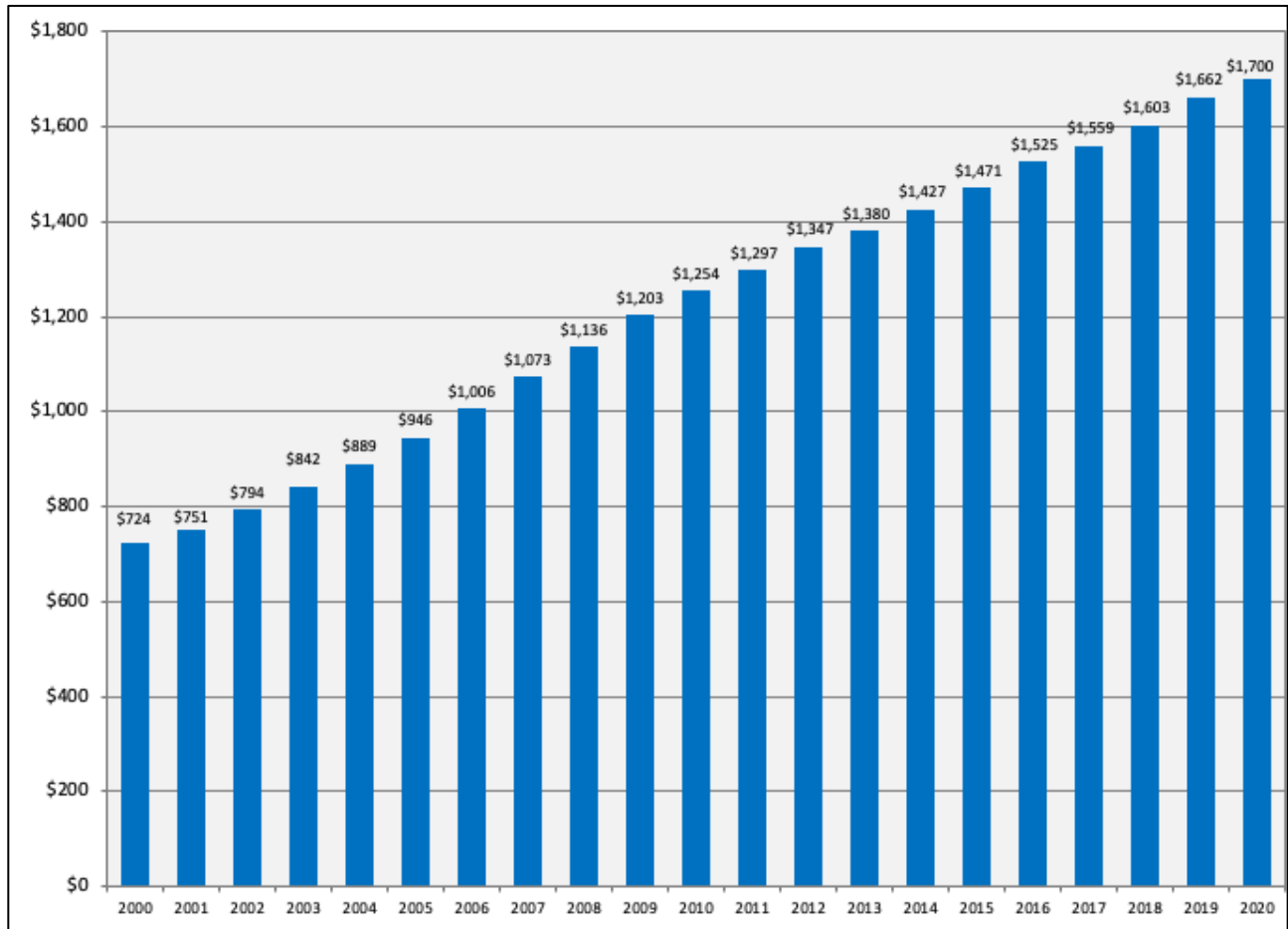
MWRA COMMUNITY 2020 WATER AND SEWER CHARGES



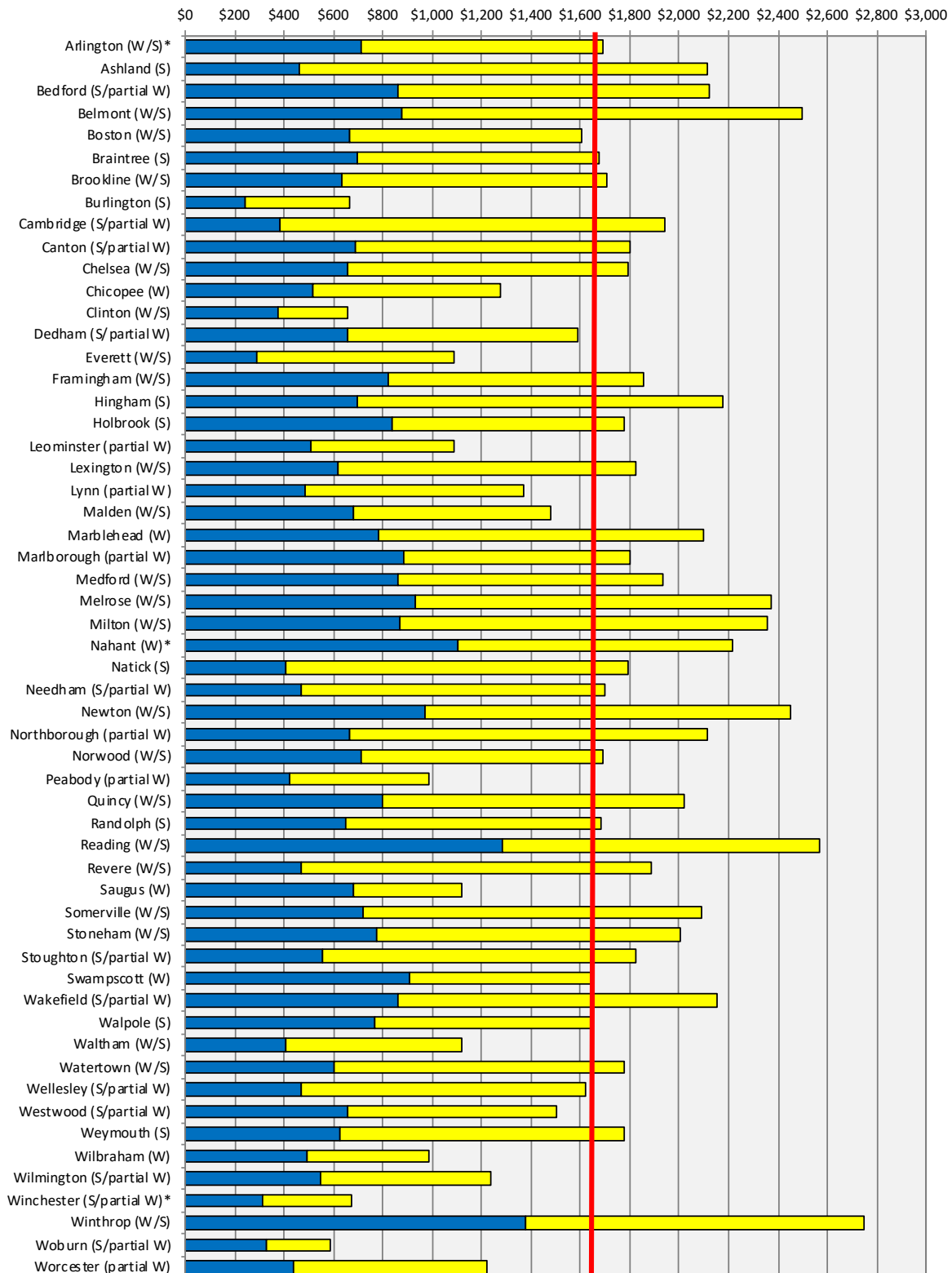
Combined Annual Water & Sewer Charges in MWRA Communities

2000 – 2020

(Consumption at 120 HCF ≈ 90 kgal)



2020 Combined Retail Water & Sewer Community Charge Comparisons (Consumption at 120 HCF ≈ 90 kgal)



(*) Indicates community that utilizes the debt service exclusion as permitted under General Law 59 Section 21 C(n)

MWRA SYSTEMWIDE SUMMARY DATA 2020		
	2019	2020
Avg. combined water and sewer cost	\$1,662.34	\$1,669.95
Percent change from prior year	3.7%	2.3%
<u>WATER BILLING FREQUENCY</u>		
Semi-Annual	8	8
Tri-Annual	2	2
Quarterly	42	42
Bi-Monthly	2	2
Monthly	6	6
<u>WATER RATE STRUCTURE</u>		
Ascending Block with Base/Minimum Charge	35	35
Ascending Block only	12	13
Flat Rate with Base/Minimum Charge	7	7
Flat Rate only	5	4
Fixed Fee	1	1
<u>SENIOR CITIZEN/LOW-INCOME DISCOUNTS</u>		
Senior Discount	17	17
Low-Income Discount	7	7
Both	7	7
Neither	29	29
<u>DEBT SERVICE EXCLUSION</u>	3	3
<u>CHANGES IN COMBINED WATER AND SEWER CHARGES</u>		
Decrease	2	0
No change	12	23
0% to 10% increase	40	32
10% to 20% increase	0	1
20% to 30% increase	2	0
30% to 40% increase	0	0
40% to 50% increase	0	0
Greater than 50% increase	0	0

ANNUAL WATER AND SEWER CHARGES IN
COMMUNITIES RECEIVING SERVICES FROM THE MWRA
2020

	Water	Sewer
Arlington (W/S) *	\$711.44	\$977.08
Ashland (S)	-	1,649.60
Bedford (S/partial W)	863.00	1,261.00
Belmont (W/S)	877.88	1,622.20
Boston (W/S)	664.84	938.24
Braintree (S)	-	977.00
Brookline (W/S)	633.12	1,077.60
Burlington (S)	-	423.46
Cambridge (S/partial W)	380.00	1,558.00
Canton (S/partial W)	688.32	1,115.80
Chelsea (W/S)	656.40	1,136.40
Chicopee (W)	514.00	-
Clinton (W/S)	375.52	281.64
Dedham (S/partial W)	654.72	937.28
Everett (W/S)	291.60	793.20
Framingham (W/S)	820.80	1,034.40
Hingham (S)	-	1,483.20
Holbrook (S)	-	943.20
Leominster (partial W)	512.00	-
Lexington (W/S)	615.60	1,211.60
Lynn (partial W)	484.80	-
Lynnfield (W)	448.00	-
Malden (W/S)	682.08	797.76
Marblehead (W)	784.40	-
Marlborough (partial W)	882.00	-
Medford (W/S)	860.40	1,073.28
Melrose (W/S)	931.60	1,439.12
Milton (W/S)	872.24	1,481.04
Nahant (W) *	1,106.40	-
Natick (S)	-	1,383.60
Needham (S/partial W)	472.20	1,225.32
Newton (W/S)	967.80	1,486.20
Northborough (partial W)	666.80	-
Norwood (W/S)	708.84	984.60
Peabody (partial W)	422.60	-
Quincy (W/S)	800.40	1,219.68
Randolph (S)	-	1,029.40
Reading (W/S)	1,284.00	1,284.00
Revere (W/S)	469.20	1,414.80
Saugus (W)	680.80	-
Somerville (W/S)	723.12	1,368.84
South Hadley (W)	530.40	-
Southborough (W)	529.84	-
Stoneham (W/S)	776.40	1,226.40
Stoughton (S/partial W)	555.84	1,269.60
Swampscott (W)	906.20	-
Wakefield (S/partial W)	860.40	1,289.60
Walpole (S)	-	881.95
Waltham (W/S)	407.28	715.32
Watertown (W/S)	598.80	1,176.00
Wellesley (S/partial W)	471.96	1,146.00
Weston (W)	362.00	-
Westwood (S/partial W)	654.72	851.00
Weymouth (S)	-	1,155.84
Wilbraham (W)	494.40	-
Wilmington (S/partial W)	549.60	685.20
Winchester (S/partial W) *	312.80	357.60
Winthrop (W/S)	1,374.00	1,374.00
Woburn (S/partial W)	329.78	256.52
Worcester (partial W)	440.40	-
AVERAGE	\$660.03	\$1,090.76
Percent change	2.8%	1.83%

Water and Sewer Charges are based on an annual water consumption of 120 HCF \approx 90 kgal.
 (*) Indicates communities that utilize the debt service exclusion as permitted under General Law 59 Section 21C(n).

Combined Annual Water and Sewer Charges for Communities Receiving Services from the MWRA 2020

Charges include MWRA, community, and alternatively supplied services.

Rates based on average annual household use of **120 hundred cubic feet (HCF)**, or approximately **90,000 gallons**.

	Water	Sewer	Combined	Change
Arlington (W/S)*	\$711.44	\$977.08	\$1,688.52	8.7%
Ashland (S)	\$462.00	\$1,649.60	\$2,111.60	0.0%
Bedford (S/partial W)	\$863.00	\$1,261.00	\$2,124.00	1.0%
Belmont (W/S)	\$877.88	\$1,622.20	\$2,500.08	0.0%
Boston (W/S)	\$664.84	\$938.24	\$1,603.08	2.8%
Braintree (S)	\$699.00	\$977.00	\$1,676.00	4.5%
Brookline (W/S)	\$633.12	\$1,077.60	\$1,710.72	1.0%
Burlington (S)	\$239.44	\$423.46	\$662.90	5.0%
Cambridge (S/partial W)	\$380.00	\$1,558.00	\$1,938.00	5.0%
Canton (S/partial W)	\$688.32	\$1,115.80	\$1,804.12	5.1%
Chelsea (W/S)	\$656.40	\$1,136.40	\$1,792.80	0.0%
Chicopee (W)	\$514.00	\$758.32	\$1,272.32	0.0%
Clinton (W/S)	\$375.52	\$281.64	\$657.16	0.0%
Dedham (S/partial W)	\$654.72	\$937.28	\$1,592.00	0.8%
Everett (W/S)	\$291.60	\$793.20	\$1,084.80	0.0%
Framingham (W/S)	\$820.80	\$1,034.40	\$1,855.20	0.0%
Hingham (S)	\$696.72	\$1,483.20	\$2,179.92	2.3%
Holbrook (S)	\$836.40	\$943.20	\$1,779.60	1.5%
Leominster (partial W)	\$512.00	\$572.48	\$1,084.48	6.0%
Lexington (W/S)	\$615.60	\$1,211.60	\$1,827.20	3.9%
Lynn (partial W)	\$484.80	\$888.00	\$1,372.80	3.7%
Malden (W/S)	\$682.08	\$797.76	\$1,479.84	0.0%
Marblehead (W)	\$784.40	\$1,310.40	\$2,094.80	10.5%
Marlborough (partial W)	\$882.00	\$920.40	\$1,802.40	4.2%
Medford (W/S)	\$860.40	\$1,073.28	\$1,933.68	7.1%
Melrose (W/S)	\$931.60	\$1,439.12	\$2,370.72	0.0%
Milton (W/S)	\$872.24	\$1,481.04	\$2,353.28	2.4%
Nahant (W)*	\$1,106.40	\$1,106.40	\$2,212.80	0.0%
Natick (S)	\$408.80	\$1,383.60	\$1,792.40	7.5%
Needham (S/partial W)	\$472.20	\$1,225.32	\$1,697.52	0.0%
Newton (W/S)	\$967.80	\$1,486.20	\$2,454.00	4.0%
Northborough (partial W)	\$666.80	\$1,446.40	\$2,113.20	4.5%
Norwood (W/S)	\$708.84	\$984.60	\$1,693.44	4.2%
Peabody (partial W)	\$422.60	\$566.00	\$988.60	0.2%
Quincy (W/S)	\$800.40	\$1,219.68	\$2,020.08	0.9%
Randolph (S)	\$651.80	\$1,029.40	\$1,681.20	0.0%
Reading (W/S)	\$1,284.00	\$1,284.00	\$2,568.00	0.0%
Revere (W/S)	\$469.20	\$1,414.80	\$1,884.00	0.0%
Saugus (W)	\$680.80	\$438.90	\$1,119.70	0.0%
Somerville (W/S)	\$723.12	\$1,368.84	\$2,091.96	4.0%
Stoneham (W/S)	\$776.40	\$1,226.40	\$2,002.80	0.0%
Stoughton (S/partial W)	\$555.84	\$1,269.60	\$1,825.44	0.0%
Swampscott (W)	\$906.20	\$749.60	\$1,655.80	4.4%
Wakefield (S/partial W)	\$860.40	\$1,289.60	\$2,150.00	0.0%
Walpole (S)	\$764.62	\$881.95	\$1,646.57	0.8%
Waltham (W/S)	\$407.28	\$715.32	\$1,122.60	0.0%
Watertown (W/S)	\$598.80	\$1,176.00	\$1,774.80	8.7%
Wellesley (S/partial W)	\$471.96	\$1,146.00	\$1,617.96	2.7%
Westwood (S/partial W)	\$654.72	\$851.00	\$1,505.72	2.2%
Weymouth (S)	\$622.24	\$1,155.84	\$1,778.08	2.2%
Wilbraham (W)	\$494.40	\$492.00	\$986.40	0.0%
Wilmington (S/partial W)	\$549.60	\$685.20	\$1,234.80	3.1%
Winchester (S/partial W)*	\$312.80	\$357.60	\$670.40	0.0%
Winthrop (W/S)	\$1,374.00	\$1,374.00	\$2,748.00	0.0%
Woburn (S/partial W)	\$329.78	\$256.52	\$586.30	0.0%
Worcester (partial W)	\$440.40	\$782.40	\$1,222.80	2.8%
AVERAGE	\$663.79	\$1,036.16	\$1,699.95	2.26%

The following communities do not provide municipal sewer services and, therefore, are not listed: Lynnfield Water District, South Hadley Fire District #1, Southborough and Weston.

(*) Indicates communities that utilize the debt service exclusion as permitted under General Law 59 Section 21C(n).

Everett (W/S)

Residential Water Rates:

Last adjusted: July 2019
 Next adjustment scheduled: Unknown
 Fund: Enterprise

0 – 10 HCF	\$2.43/HCF
>10 – 20 HCF	\$3.08 "
>20 – 30 HCF	\$3.70 "
>31 – 100 HCF	\$4.22 "
>101 – 200 HCF	\$5.85 "
>200 HCF	\$6.54 "

Billing Frequency: Monthly

Residential Sewer Rates:

Last adjusted: July 2019
 Next adjustment scheduled: Unknown
 Fund: Enterprise

0 – 10 HCF	\$6.61/HCF
>10 – 20 HCF	\$ 8.66 "
>20 – 30 HCF	\$ 9.95 "
>31 – 100 HCF	\$ 11.15 "
>101 – 200 HCF	\$ 13.19 "
>200 HCF	\$ 13.97 "

Based on 100% of water usage.

Billing Frequency: Monthly

Annual Cost AWWA Standard for Historical Comparison (120 HCF ≈ 90,000 gals.)

Utility	Rate	Change from 2019
Water	\$291.60	0.00%
Sewer	\$793.20	0.00%
Combined	\$1,084.80	0.00%

Annual Cost Based on Local, State & Federal Data (55.1 HCF – See Appendix C for Data & Calc.)

Water	\$133.85
Sewer	\$364.10
Combined	\$497.95

Commercial Water Rates:

Same as residential

Commercial Sewer Rates:

Same as residential

Additional 2020 Data by Community

Does this Community Use Second Meters? No

Does this Community Offer Senior and/or Low Income Discounts? No

Water System

Sewer System

MWRA Charges as % of Total Community Water Expenses Over 75%

MWRA Charges as % of Total Community Sewer Expenses Over 75%

Miles of water pipeline replaced/rehabilitated in FY20 No response

Miles of sewer pipeline replaced/rehabilitated in FY20 No response

Water Capital Needs over Next Five Years \$10-20 million

Sewer Capital Needs over Next Five Years \$10-20 million

Anticipated Water Capital Spending over Next Five Years \$1-5 million

Anticipated Sewer Capital Spending over Next Five Years \$1-5 million

Stormwater

Current Funding Source of Stormwater-Related Costs:

Operating Budget / Tax Levy

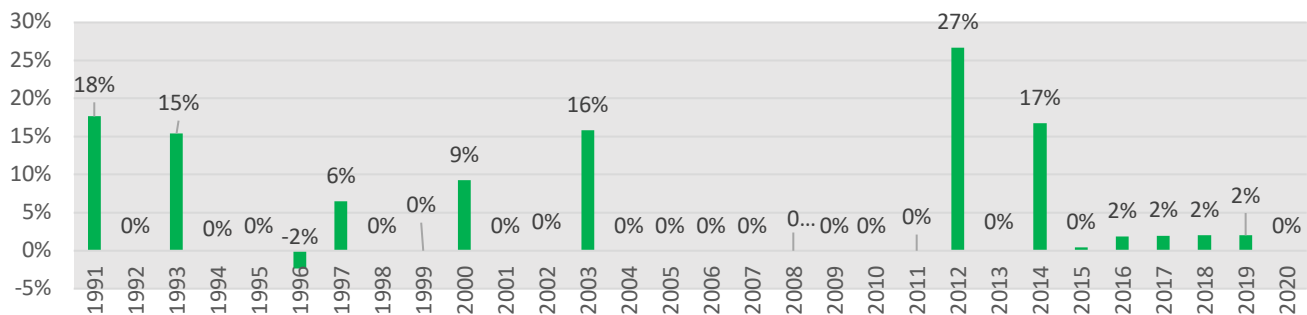
Everett (W/S)

FY 2021 MWRA Assessments

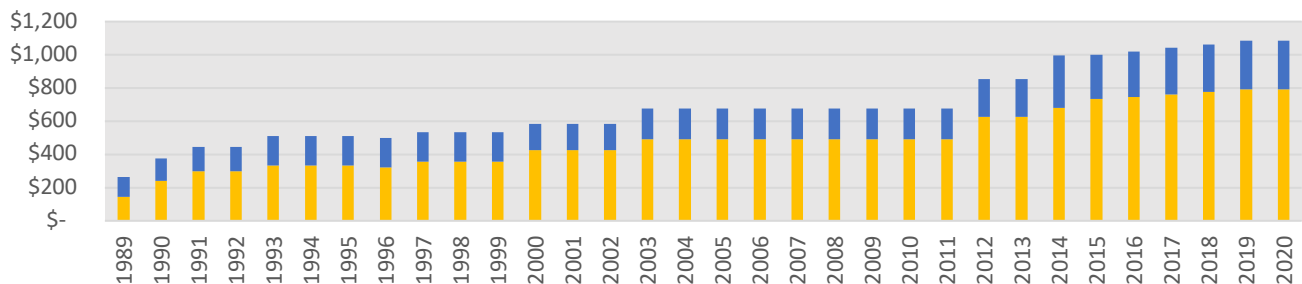
	FY20	FY21	% Change
Water	\$5,543,676	\$5,958,067	7.50%
Sewer	\$9,310,473	\$9,529,946	2.40%
Combined	\$14,342,867	\$15,488,013	4.30%



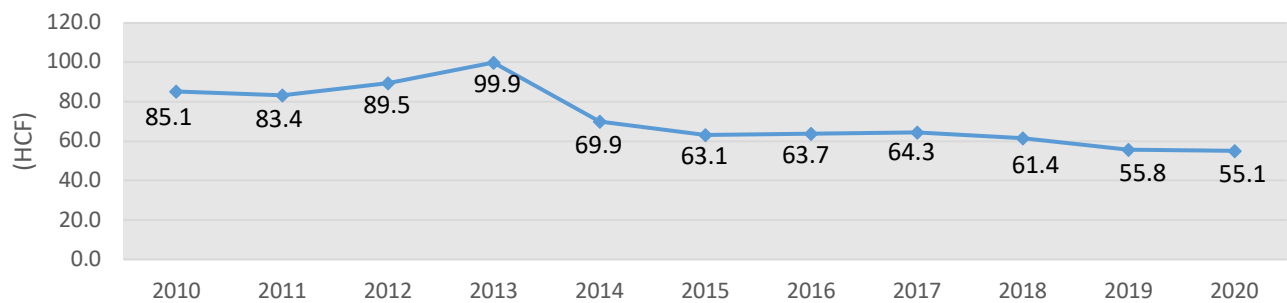
Combined Rate Increases 1991 through 2020



Combined Water and Sewer Rates 1989 through 2020



Average Household Water Use 2010 through 2020



6.6 FY2022 Water & Sewer Enterprise Fund Capital Budget – Executive Summary

- The total proposed Capital Plan for the City of Everett’s Enterprise Funds for FY22 is \$4,054,800. However, the total amount proposed for borrowing is \$3,899,800.
- The Enterprise Fund’s Capital Plan for FY22 has several funding sources, including budgetary appropriations, and bonding.
- The list proposed has been reviewed by the Mayor and has been submitted with favorable action recommended as such.

FY22 Enterprise Fund CIP – Funding Sources

FY22 Enterprise Fund CIP – funded from sale of bonds

• Water Main replacement (MWRA’s LWSAP program)	\$ 629,800
• Sewer Inflow and Infiltration (I/I) projects (MWRA’s I/I program)	\$ 1,770,000
• MWRA Lead Program	\$ <u>1,500,000</u>

TOTAL ~ BONDING:	\$ 3,899,800
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FY22 Enterprise Fund CIP – funded from operating budget

• Replacement of Fire Hydrants (operating budget appropriation)	\$ 50,000
• Storm Water Improvements	\$ <u>105,000</u>

TOTAL ~ OPERATING FUNDS:	\$ 155,000
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IMPACT OF CAPITAL IMPROVEMENT PROJECTS ON OPERATING BUDGET

<i>Description</i>	<i>Cost</i>	<i>Funding</i>	<i>Impact on Operating Budget</i>
Sewer Inflow/Infiltration projects	\$1,770,000	Bonding through MWRA's Lead program (0% interest loan program)	No impact on FY22 budget. Estimated debt payments of \$177K per year starting in FY23 and ending in FY32
Rehabilitation of Water Mains	\$629,800	Bonding through MWRA's LWSAP program (0% interest loan program)	No impact on FY22 budget. Estimated debt payments of \$63k per year starting in FY23 and ending in FY32
Replacement of Fire Hydrants	\$50,000	Operating appropriation	Level Funded
Storm Water Improvement Program (non I/I)	\$105,000	Operating appropriation	Level Funded
MWRA Lead Program	\$1,500,000	Bonding	No impact on FY22 budget. Estimated debt payment of \$150k per year starting in FY23 and ending in FY32

City of Everett
6.7 Capital Plan - Enterprise Fund (Water/Sewer)
Fiscal Year 2021 - 2025

CAPITAL REQUEST	STATUS	FUNDING SOURCE	Actual FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Enterprise Fund (Water/Sewer Projects)							
EQUIPMENT							
2017 1/2 ton Truck		Bond					
INFRASTRUCTURE - WATER							
Hydrant Replacement Program		Operating Budget	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000
Water Main Replacement (MWRA's LWSAP program*)							
Water Main Replacement (MWRA's LWSAP program*)		Bond - MWRA int. free loan	\$ -	\$ -	\$ -	\$ -	\$ -
*City has authorized \$4,672m bond - \$500k per year drawdown through FY2019							
Water Main Replacement (MWRA's LWSAP program (Phase 11*))		Bond - MWRA int. free loan	\$ 629,800	\$ 629,800	\$ 629,800	\$ 629,800	\$ 629,800
MWRA Lead program		Bond - MWRA int. free loan	\$ 1,500,000	\$ 1,500,000	\$ 1,500,000	\$ 1,500,000	\$ 1,500,000
Stormwater Capital		Operating Budget	\$ 105,000	\$ 105,000	\$ 105,000	\$ 105,000	\$ 105,000
Vactor Truck		Bond					
INFRASTRUCTURE - SEWER/STORMWATER							
Sewer Infiltration (MWRA's Inflow/Infiltration program phases 1-8**)		MWRA grant					
**City can authorize \$2,088,000 of available funds - 45% grant/55% int. free loan		MWRA bond /grant					
Sewer Infiltration (MWRA's Inflow/Infiltration program phases 9-10**)		MWRA bond/grant					
**City can authorize \$1,421,000 of available funds - 75% grant/25% int. free loan		MWRA bond /grant					
Sewer Infiltration (MWRA's Inflow/Infiltration program phases 9-10**)		MWRA bond /grant					
Sewer Infiltration (MWRA's Inflow/Infiltration program phase 11-12**)		MWRA bond /grant	\$ 1,065,750	\$ -	\$ -	\$ -	\$ -
Sewer Infiltration (MWRA's Inflow/Infiltration program phase 11-14**)		MWRA bond /grant	\$ 355,250	\$ 1,770,000	\$ 1,770,000	\$ 1,770,000	\$ 1,770,000
**City can authorize \$1,421,000 of available funds - 75% grant/25% int. free loan							
Storm Water improvements (non-Inflow/Infiltration projects)		Operating Budget	\$ -	\$ -	\$ -	\$ -	\$ -
GIS Improvements		Bonding					
Data management system		Bonding					
Subtotal: Water and Sewer Enterprise Fund			\$ 3,705,800	\$ 4,054,800	\$ 4,054,800	\$ 4,054,800	\$ 4,054,800
LESS ~ Non Grant Funds to offset costs							
Water/Sewer CIP: OFS							
Operating Fund appropriation - Fire Hydrant Replacement			\$ (50,000)	\$ (50,000)	\$ (50,000)	\$ (50,000)	\$ (50,000)
Grant - MWRA			\$ (1,065,750)	\$ -	\$ -	\$ -	\$ -
Operating Fund appropriation - Storm water			\$ (105,000)	\$ (105,000)	\$ (105,000)	\$ (105,000)	\$ (105,000)
LESS ~ Grants and other sources/funds to offset costs			\$ (1,220,750)	\$ (155,000)	\$ (155,000)	\$ (155,000)	\$ (155,000)
Net ~ Enterprise Fund Expenses - to be bonded			\$ 2,485,050	\$ 3,899,800	\$ 3,899,800	\$ 3,899,800	\$ 3,899,800
			FY 2021	FY 2022	FY 2023	FY 2024	FY 2025

Long Term Debt Schedule as of June 30, 2021
City of Everett, Massachusetts

Actual Debt Service - Self Supporting Water & Sewer

Date of Issue	Purpose	Type of Payment	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034
12/14/2006	MWPAT CW-02-31 (I)	Principal	25,000	30,000	30,000	-	-	-	-	-	-	-	-	-	-
		Interest	2,948	1,582	-	-	-	-	-	-	-	-	-	-	-
3/15/2011	MWRA Water (O)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
8/22/2011	MWRA Water (O)	Principal	22,842	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
6/6/2012	MWPAT CW-08-14 (I) Revised	Principal	9,350	9,533	9,721	9,913	10,108	10,306	10,509	10,716	10,926	11,142	-	-	-
		Interest	1,951	1,762	1,570	1,373	1,173	969	761	549	332	111	-	-	-
5/20/2013	MWRA Water (O)	Principal	165,344	165,344	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
5/22/2013	MWPAT CW-10-20 (I)	Principal	136,348	139,311	142,339	145,432	148,593	151,823	155,122	158,494	161,938	165,458	169,054	172,728	-
		Interest	36,933	34,206	31,420	28,573	25,664	22,692	19,656	16,553	13,384	10,145	6,836	3,455	-
12/20/2013	Water Meters 1 (O)	Principal	85,000	85,000	90,000	-	-	-	-	-	-	-	-	-	-
		Interest	6,525	3,975	1,350	-	-	-	-	-	-	-	-	-	-
12/20/2013	Water Meters 2 (O)	Principal	120,000	120,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	5,400	1,800	-	-	-	-	-	-	-	-	-	-	-
2/6/2014	Residential Water Meters (OSS)	Principal	130,000	130,000	135,000	-	-	-	-	-	-	-	-	-	-
		Interest	11,850	7,950	4,050	-	-	-	-	-	-	-	-	-	-
2/6/2014	Water Main Replacement (OSS)	Principal	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	-	-	-	-	-
		Interest	24,875	21,875	18,875	15,875	12,875	9,875	6,750	3,500	-	-	-	-	-
2/6/2014	Water System Repairs (OSS)	Principal	35,000	35,000	35,000	-	-	-	-	-	-	-	-	-	-
		Interest	3,150	2,100	1,050	-	-	-	-	-	-	-	-	-	-
11/17/2014	MWRA Water (O)	Principal	100,000	100,000	100,000	100,000	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
1/7/2015	MCWT CW-10-20-A	Principal	30,464	31,127	31,803	32,494	33,200	33,922	34,659	35,412	36,182	36,969	37,772	38,593	39,432
		Interest	9,846	9,237	8,615	7,978	7,329	6,665	5,986	5,293	4,585	3,861	3,122	2,366	1,594
12/7/2015	MWRA Sewer (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Enterprise Departmental Equipment (I)	Principal	30,000	30,000	30,000	30,000	30,000	-	-	-	-	-	-	-	-
		Interest	6,000	4,800	3,600	2,400	1,200	-	-	-	-	-	-	-	-
2/22/2016	MWRA Sewer (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
9/12/2016	MWRA Water (O)	Principal	100,000	100,000	100,000	100,000	100,000	100,000	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
9/12/2016	MWRA Sewer (I)	Principal	35,525	35,525	35,525	35,525	35,525	35,525	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	Sewer illicit Connections Infrastructure (I)	Principal	4,000	4,000	4,000	4,000	4,000	4,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000
		Interest	2,209	2,009	1,809	1,609	1,409	1,209	1,009	889	769	679	589	499	405
2/28/2017	Elton & Tremont Drainage Improvements (I)	Principal	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	9,000
		Interest	6,228	5,728	5,228	4,728	4,228	3,728	3,228	2,828	2,428	2,128	1,828	1,528	1,215
2/28/2017	Water- Backhoe with Accessories (O)	Principal	20,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,000	-	-	-	-	-	-	-	-	-	-	-	-
4/13/2017	MCWT CW-14-24 (I)	Principal	22,042	22,521	23,010	23,511	24,022	24,544	25,077	25,622	26,179	26,748	27,329	27,923	28,530
		Interest	8,328	7,888	7,437	6,977	6,507	6,026	5,535	5,034	4,521	3,998	3,463	2,916	2,358
11/13/2017	MWRA Water (O)	Principal	94,100	94,100	94,100	94,100	94,100	94,100	94,100	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Elton & Tremont St Drainage (I)	Principal	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000
		Interest	46,556	43,306	40,056	36,806	33,556	30,306	27,056	23,806	21,206	18,606	16,006	13,406	10,806
5/3/2018	Water/Sewer Truck (I)	Principal	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	500	250	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Water/Sewer GIS Improvements (I)	Principal	35,000	35,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	3,500	1,750	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Water/Sewer Data Management System (I)	Principal	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-
12/3/2018	MWRA Water (O)	Principal	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Vactor Truck (O)	Principal	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	-	-	-	-	-
		Interest	15,600	13,600	11,600	9,600	7,600	5,600	3,600	1,600	-	-	-	-	-
12/2/2019	MWRA Water I (O)	Principal	122,130	122,130	122,130	122,130	122,130	122,130	122,130	122,130	122,130	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
12/2/2019	MWRA Water II (O)	Principal	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	100,000	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
6/1/2020	MWRA Water (O)	Principal	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
6/15/2020	MCWT CW-18-14-A (I)	Principal	3,963	4,049	4,137	4,227	4,319	4,413	4,509	4,607	4,707	-	-	-	-
		Interest	779	699	618	536	451	365	276	186	94	-	-	-	-
2/8/2021	MWRA Water (O)	Principal	152,890	152,890	152,890	152,890	152,890	152,890	152,890	152,890	152,890	152,890	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
2/8/2021	MWRA Sewer (I)	Principal	60,270	60,270	60,270	60,270	60,270	60,270	60,270	60,270	60,270	60,270	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-
5/10/2021	MWRA Water (O)	Principal	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-

Self Supporting Debt Service

Outstanding Principal	2,184,268	2,150,800	1,814,926	1,529,492	1,434,157	1,408,923	1,277,266	1,188,141	953,223	681,477	312,155	317,244	144,962
Outstanding Interest	196,678	165,767	137,277	116,455	101,991	87,434	73,857	60,238	47,319	39,528	31,843	25,270	16,379
Total Outstanding Long-Term Debt Service	2,380,946	2,316,567	1,952,202	1,645,947	1,536,148	1,496,358	1,351,124	1,248,379	1,000,541	721,005	343,998	341,414	161,341

Long Term Debt Schedule as of June 30, 2021
City of Everett, Massachusetts

Actual Debt Service - Self Supporting Water & Sewer

Date of Issue	Purpose	Type of Payment	2035	2036	2037	2038	Total
12/14/2006	MWPAT CW-02-31 (I)	Principal	-	-	-	-	85,000
		Interest	-	-	-	-	4,530
3/15/2011	MWRA Water (O)	Principal	-	-	-	-	-
		Interest	-	-	-	-	-
8/22/2011	MWRA Water (O)	Principal	-	-	-	-	22,842
		Interest	-	-	-	-	-
6/6/2012	MWPAT CW-08-14 (I) Revised	Principal	-	-	-	-	102,225
		Interest	-	-	-	-	10,551
5/20/2013	MWRA Water (O)	Principal	-	-	-	-	330,688
		Interest	-	-	-	-	-
5/22/2013	MWPAT CW-10-20 (I)	Principal	-	-	-	-	1,846,640
		Interest	-	-	-	-	249,516
12/20/2013	Water Meters 1 (O)	Principal	-	-	-	-	260,000
		Interest	-	-	-	-	11,850
12/20/2013	Water Meters 2 (O)	Principal	-	-	-	-	240,000
		Interest	-	-	-	-	7,200
2/6/2014	Residential Water Meters (OSS)	Principal	-	-	-	-	395,000
		Interest	-	-	-	-	23,850
2/6/2014	Water Main Replacement (OSS)	Principal	-	-	-	-	800,000
		Interest	-	-	-	-	114,500
2/6/2014	Water System Repairs (OSS)	Principal	-	-	-	-	105,000
		Interest	-	-	-	-	6,300
11/17/2014	MWRA Water (O)	Principal	-	-	-	-	400,000
		Interest	-	-	-	-	-
1/7/2015	MCWT CW-10-20-A	Principal	40,289	-	-	-	492,318
		Interest	806	-	-	-	77,283
12/7/2015	MWRA Sewer (I)	Principal	-	-	-	-	-
		Interest	-	-	-	-	-
2/18/2016	Enterprise Departmental Equipment (I)	Principal	-	-	-	-	150,000
		Interest	-	-	-	-	18,000
2/22/2016	MWRA Sewer (I)	Principal	-	-	-	-	-
		Interest	-	-	-	-	-
9/12/2016	MWRA Water (O)	Principal	-	-	-	-	600,000
		Interest	-	-	-	-	-
9/12/2016	MWRA Sewer (I)	Principal	-	-	-	-	213,150
		Interest	-	-	-	-	-
2/28/2017	Sewer illicit Connections Infrastructure (I)	Principal	3,000	3,000	3,000	-	54,000
		Interest	308	206	105	-	15,709
2/28/2017	Elton & Tremont Drainage Improvements (I)	Principal	9,000	9,000	9,000	-	156,000
		Interest	923	619	315	-	46,901
2/28/2017	Water- Backhoe with Accessories (O)	Principal	-	-	-	-	20,000
		Interest	-	-	-	-	1,000
4/13/2017	MCWT CW-14-24 (I)	Principal	29,150	29,784	30,431	-	416,423
		Interest	1,787	1,204	609	-	74,590
11/13/2017	MWRA Water (O)	Principal	-	-	-	-	658,700
		Interest	-	-	-	-	-
5/3/2018	Elton & Tremont St Drainage (I)	Principal	65,000	65,000	65,000	65,000	1,105,000
		Interest	8,694	6,581	4,388	2,194	383,338
5/3/2018	Water/Sewer Truck (I)	Principal	-	-	-	-	10,000
		Interest	-	-	-	-	750
5/3/2018	Water/Sewer GIS Improvements (I)	Principal	-	-	-	-	70,000
		Interest	-	-	-	-	5,250
5/3/2018	Water/Sewer Data Management System (I)	Principal	-	-	-	-	50,000
		Interest	-	-	-	-	3,750
12/3/2018	MWRA Water (O)	Principal	-	-	-	-	800,000
		Interest	-	-	-	-	-
4/4/2019	Vactor Truck (O)	Principal	-	-	-	-	320,000
		Interest	-	-	-	-	68,800
12/2/2019	MWRA Water I (O)	Principal	-	-	-	-	1,099,170
		Interest	-	-	-	-	-
12/2/2019	MWRA Water II (O)	Principal	-	-	-	-	900,000
		Interest	-	-	-	-	-
6/1/2020	MWRA Water (O)	Principal	-	-	-	-	450,000
		Interest	-	-	-	-	-
6/15/2020	MCWT CW-18-14-A (I)	Principal	-	-	-	-	38,932
		Interest	-	-	-	-	4,005
2/8/2021	MWRA Water (O)	Principal	-	-	-	-	1,528,900
		Interest	-	-	-	-	-
2/8/2021	MWRA Sewer (I)	Principal	-	-	-	-	602,700
		Interest	-	-	-	-	-
5/10/2021	MWRA Water (O)	Principal	-	-	-	-	1,500,000
		Interest	-	-	-	-	-

Self Supporting Debt Service

Outstanding Principal	146,439	106,784	107,431	65,000	15,822,689
Outstanding Interest	12,517	8,611	5,416	2,194	1,127,671
Total Outstanding Long-Term Debt Service	158,956	115,395	112,847	67,194	16,950,360

6.9 Everett Debt Service Projection

FY2022 Projects - Water/Sewer Enterprise Fund

	Yrs.	2.00%	Projected Bond Interest Rate								
<u>Public Buildings, Facilities and Infrastructure</u>				FY23	FY24	FY25	FY26	FY27	FY28		TOTAL
Water Main Replacement (MWRA's LWSAP program)	20	\$ 629,800	Principal		125,960	125,960	125,960	125,960	125,960		629,800
			Interest	6,298	11,336	8,817	6,298	3,779	1,260		37,788
Sewer Inflow and Infiltration (MWRA's I/I program)	20	\$ 1,770,000	Principal		354,000	354,000	354,000	354,000	354,000		1,770,000
			Interest	17,700	31,860	24,780	17,700	10,620	3,540		106,200
MWRA Lead Program	20	\$ 1,500,000	Principal		150,000	150,000	150,000	150,000	150,000		1,500,000
			Interest	15,000	28,500	25,500	22,500	19,500	16,500		165,000
GRAND TOTAL		\$ 3,899,800	Principal	-	629,960	629,960	629,960	629,960	629,960		3,899,800
			Interest	38,998	71,696	59,097	46,498	33,899	21,300		308,988

7.1 ECTV Enterprise Fund

This is a new enterprise fund added to our FY2020 Budget as required by recent changes in state law. This fund will be used to account for all ECTV financial activities. Revenues received are derived from the franchise fee agreements with the city's two cable providers.

In the United States cable television industry, a cable television franchise fee is an annual fee charged by a local government to a private cable television company as compensation for using public property it owns as right-of-way for its cable. In the US, cable television services are provided by private for-profit companies, cable television providers, which sign a franchise agreement with cities and counties to provide cable television to its residents. The franchise fee is set during initial negotiation of the franchise agreement, usually by a process in which the government requests bids from cable providers to serve their community. It can be renegotiated when the franchise agreement comes up for renewal, usually at intervals of 10 to 12 years. Although it is paid to a government, it is not a tax.

Franchise fees are governed under Section 622 of the Cable Communications Act of 1984. Section 622, states that municipalities are entitled to a maximum of 5% of gross revenues derived from the operation of the cable system for the provision of cable services such as public, educational, and government access (PEG) TV channels.

On August 1, 2019 the Federal Communications Commission ruled, by a 3-2 vote, that cable-related, in-kind contributions required by local franchising authorities from cable operators are in fact franchise fees subject to the statutory 5% cap.

The FCC ruled that the definition of "in-kind, cable-related contributions" includes "any non-monetary contributions ... including but not limited to free or discounted cable service to public buildings, costs in support of PEG [Public, Educational and Governmental] access other than capital costs, and costs attributable to the construction of I-Nets. It does not include the costs of complying with build-out and customer service requirements."

Everett Community Television (ECTV)

Mission Statement

Everett Community Television (ECTV) is a municipal station established to operate Public, Educational, and Government based channels in conjunction with Everett, Massachusetts cable television systems. ECTV's mission is to foster the development of community access television in Everett in some of the following ways.

- Enhance public participation in the government process by broadcasting meetings of governmental bodies, public hearings, and other related community events.
- Presenting information that will expand citizen awareness of city government and non-for-profit organizations that provide necessary services to all citizens of the City of Everett.
- To expand citizen access to city programs and services by bringing comprehensive information on those services, programs and resources to citizens via cable television.
- To strengthen emergency communications in the City.
- Promote teaching and learning through our education institutions.

FY2021: Accomplishments

- Taped and broadcasted a significant number of events, such as State of the City Address, Groundbreakings, Ribbon Cuttings, Press Conferences, Flag Raising Ceremonies, Concerts in the Park, Community Meetings, and various sporting events.
- Complete viewings of live City Council and various Committee meetings.
- Publication of many senior citizen events such as, the Summer BBQ, numerous concerts, and senior socials.
- Priding our veterans by filming Square Dedications, and Veterans and Memorial Day ceremonies.



- Airing the holiday presentations of the Easter EGG-STRAVAGANZA, Earth Day Celebration, Tree Lighting ceremony, the Menorah Lighting Ceremony, and the Winter Wonderland.
- Shared public service announcements, including announcements related to COVID-19, to keep residents updated on the happenings in the City of Everett.

FY2022: Goals & Objectives

- Cover all events to come.
- Production of new shows.
- Upgrade computers with newer version of video editing.
- Create the proper editing stations in ECTV vault.
- Upgrade hardware for streaming purposes related to those who do not transmit cable.
- Go Live with Hosts for future elections.
- To provide features related to HD, On- Demand, and closed caption broadcasting.
- License renewals.



How FY2022 Departmental Goals Relate to City's Overall Long & Short term Goals

In the short term, we will be upgrading some of our equipment and staying up to date with the times of technology. In the long term, we will be able to provide the continual, most efficient, community programing for the residents of Everett.

City of Everett
Everett Budget Council Summary Report
FY 2022 ECTV Budget

169 - ECTV							
Account Number	Account Description	FY2020 Expended	FY2021 Budget	FY2021 Expended	FY2022 Requested	FY2022 Mayor Recommended	FY2022 Council Approved
PERSONNEL							
59-169-5170-5111	SALARIES	\$366,992.48	\$235,766.00	\$289,894.54	\$382,385.00	\$313,885.00	\$313,885.00
59-169-5170-5120	OTHER PERSONAL SERVICES	\$5,387.12	\$14,852.00	\$210.46	\$14,852.00	\$14,852.00	\$14,852.00
59-169-5170-5122	BENEFITS	\$0.00	\$70,000.00	\$0.00	\$70,000.00	\$70,000.00	\$70,000.00
59-169-5170-5130	OVERTIME	\$1,610.80	\$6,000.00	\$0.00	\$6,000.00	\$6,000.00	\$6,000.00
59-169-5170-5143	LONGEVITY	\$1,450.00	\$1,850.00	\$2,250.00	\$2,250.00	\$2,250.00	\$2,250.00
PERSONNEL Total:		\$375,440.40	\$328,468.00	\$292,355.00	\$475,487.00	\$406,987.00	\$406,987.00
EXPENSES							
59-169-5170-5200	SECURITY SYSTEM	\$359.10	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
59-169-5170-5205	CONTRACTED SERVICES	\$0.00	\$200,000.00	\$0.00	\$0.00	\$0.00	\$0.00
59-169-5170-5302	PROFESSIONAL SERVICES	\$-254.60	\$20,000.00	\$19,374.08	\$20,000.00	\$20,000.00	\$20,000.00
59-169-5170-5340	TELECOMMUNICATIONS	\$3,553.71	\$7,000.00	\$6,431.17	\$7,000.00	\$7,000.00	\$7,000.00
59-169-5170-5420	OFFICE SUPPLIES	\$456.46	\$3,000.00	\$1,925.97	\$3,000.00	\$3,000.00	\$3,000.00
59-169-5170-5510	PROFESSIONAL DEVELOPMENT	\$0.00	\$10,000.00	\$577.50	\$10,000.00	\$10,000.00	\$10,000.00
59-169-5170-5700	OTHER CHARGES & EXPENSES	\$1,500.13	\$6,000.00	\$871.77	\$6,000.00	\$6,000.00	\$6,000.00
59-169-5170-5734	LICENSING FEES	\$0.00	\$1,000.00	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00
59-169-5170-5853	OPERATING PRODUCTION	\$93,053.19	\$130,000.00	\$36,754.51	\$130,000.00	\$130,000.00	\$130,000.00
EXPENSES Total:		\$98,667.99	\$377,000.00	\$65,935.00	\$177,000.00	\$177,000.00	\$177,000.00
169 ECTV Total:		\$474,108.39	\$705,468.00	\$358,290.00	\$652,487.00	\$583,987.00	\$583,987.00
ECTV Total:		\$474,108.39	\$705,468.00	\$358,290.00	\$652,487.00	\$583,987.00	\$583,987.00
Grand Total:		\$474,108.39	\$705,468.00	\$358,290.00	\$652,487.00	\$583,987.00	\$583,987.00

169	ECTV								
	PERSONNEL SERVICES								
					FY22	FY22			FY22
				FY21	DEPT	MAYOR		FY22	MAYOR
		CLASS/		F T E	F T E	F T E	FY21	DEPT	& Council
DEPT	POSITION	STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
59-169-5170-5111	Communications Director ¹	UNCL	35	0	1	0.50	\$0	\$119,000	\$50,500
59-169-5170-5143	Communications Director	Longevity					\$0	\$800	\$800
59-169-5170-5111	Assistant Director of Communications ²	UNCL	35	1	0	0	\$95,000	\$0	\$0
59-169-5170-5111	Administrative Assistant ³	A-6U/7	35	1	1	1	\$57,331	\$60,480	\$60,480
59-169-5170-5143	Administrative Assistant	Longevity					\$1,450	\$1,450	\$1,450
59-169-5170-5111	Senior Video Producer ⁴	UNCL	35	1	1	1	\$57,185	\$85,000	\$85,000
59-169-5170-5143	Senior Video Producer	Longevity					\$400	\$0	\$0
59-169-5170-5111	ECTV Coordinator ⁴	UNCL	35	1	1	1	\$61,905	\$66,905	\$66,905
59-169-5170-5111	Communications Specialist ⁵	UNCL	35	1	1	1	\$59,345	\$51,000	\$51,000
59-169-5170-5120	Engineer	UNCL	4	0	0	0	\$7,375	\$7,375	\$7,375
				5	5	4.5			
169	ECTV TOTAL								
						Salary (5111)	\$235,766	\$382,385	\$313,885
						Other Personnel Services (5120)	\$14,852	\$14,852	\$14,852
						Benefits (5122)	\$70,000	\$70,000	\$70,000
						Overtime (5130)	\$6,000	\$6,000	\$6,000
						Longevity (5143)	\$1,850	\$2,250	\$2,250
						Personnel Total:	\$328,468	\$475,487	\$406,987
Notes to Budget									
¹	Salary split between ECTV and the Mayor's Office.								
²	Not requesting funding for this position in FY22.								
³	Local 25 Clerical union 2% increase in anticipation of contract settlement.								
⁴	Seeking salary reclassification in FY22.								

(169) ECTV - Notes to Budget

	FY21	FY22	\$	%	
	Budget	Request	+ / -	+ / -	
<u>Personnel Services</u>					
Salaries	235,766	313,885	78,119	33%	Communications Director's salary split between ECTV and Mayor's Office. Not requesting funding for the Assistant Director position in FY22. Seeking salary reclassifications for 2 positions. Local 25 Clerical union 2% increase in anticipation of contract settlement. 2% COLA on administrative salary.
Other Personal Services	14,852	14,852	0	0%	For seasonal help when needed.
Operating Benefits	70,000	70,000	0	0%	Employee benefits reimbursements to City
Overtime	6,000	6,000	0	0%	For those employees who want OT in lieu of comp time.
Longevity	1,850	2,250	400	22%	Ms. Fragione, Ms. Deveney
Total Personnel Services	\$328,468	\$406,987	\$78,519	24%	
<u>General Operating Expenses</u>					
Professional Services	20,000	20,000	0	0%	Contractual services as needed. Adequate software licenses, payment for programs needed to develop programming on ECTV.
Telecommunications	7,000	7,000	0	0%	Payments to Comcast. Increase due to rising costs.
Office Supplies	3,000	3,000	0	0%	For general office supplies, mostly from WB Mason.
Professional Development	10,000	10,000	0	0%	Training on new equipment and classes as needed.
Other Charges & Expenses	6,000	6,000	0	0%	As necessary to vendors based on copyrighted material/miscellaneous.
Licensing Fees	1,000	1,000	0	0%	Local access channels
Operating Production	130,000	130,000	0	0%	Supplies/vendors needed for various City events that are to be televised. Supplies for ECTV studio. New equipment and various miscellaneous costs depending on events.
Total Expenditures	\$177,000	\$177,000	\$0	0%	
Total	\$505,468	\$583,987	\$78,519	16%	

7.3 Section 53F 1/2 - Massachusetts General Law Enterprise Funds

Section 53F1/2. Notwithstanding the provisions of section fifty-three or any other provision of law to the contrary, a city or town which accepts the provisions of this section may establish a separate account classified as an "Enterprise Fund", for a utility, cable television public access, health care, recreational or transportation facility, and its operation, as the city or town may designate, hereinafter referred to as the enterprise. Such account shall be maintained by the treasurer, and all receipts, revenues and funds from any source derived from all activities of the enterprise shall be deposited in such separate account. The treasurer may invest the funds in such separate account in the manner authorized by sections fifty-five and fifty-five A of chapter forty-four. Any interest earned thereon shall be credited to and become part of such separate account. The books and records of the enterprise shall be maintained in accordance with generally accepted accounting principles and in accordance with the requirements of section thirty-eight.

No later than one hundred and twenty days prior to the beginning of each fiscal year, an estimate of the income for the ensuing fiscal year and a proposed line item budget of the enterprise shall be submitted to the mayor, board of selectmen or other executive authority of the city or town by the appropriate local entity responsible for operations of the enterprise. Said board, mayor or other executive authority shall submit its recommendation to the town meeting, town council or city council, as the case may be, which shall act upon the budget in the same manner as all other budgets.

The city or town shall include in its tax levy for the fiscal year the amount appropriated for the total expenses of the enterprise and an estimate of the income to be derived by the operations of the enterprise. If the estimated income is less than the total appropriation, the difference shall be added to the tax levy and raised by taxation. If the estimated income is more than the total appropriation, the excess shall be appropriated to a separate reserve fund and used for capital expenditures of the enterprise, subject to appropriation, or to reduce user charges if authorized by the appropriate entity responsible for operations of the enterprise. If during a fiscal year the enterprise incurs a loss, such loss shall be included in the succeeding fiscal year's budget.

If during a fiscal year the enterprise produces a surplus, such surplus shall be kept in such separate reserve fund and used for the purposes provided therefor in this section.

For the purposes of this section, acceptance in a city shall be by vote of the city council and approval of the mayor, in a town, by vote of a special or annual town meeting and in any other municipality by vote of the legislative body.

A city or town which has accepted the provisions of this section with respect to a designated enterprise may, in like manner, revoke its acceptance.

8.1 Capital Improvement Program: Mayor's Message

Goals of the Capital Improvement Program (CIP)

The City of Everett relies on a five (5) year capital improvement program and a one (1) year capital budget to ensure that capital needs are being addressed in a responsible manner based on priority and thoughtful planning. A capital improvement program is a critical component of the capital improvement budget and the overall budget strategy. By formalizing a capital plan and capital budget, the City of Everett now has the ability and knowledge to address deferred maintenance issues that have been postponed and ignored in prior years, as well as plan for the future needs of the City.

When considering funding items in the Capital Improvement Program, the City strategically pursues available options from grants at the state and federal levels, and also utilizes other financing sources to avoid the issuance of long-term debt for certain projects that can be covered in full by such retained earnings. From a financing perspective, priority is given to projects with grant revenues or other matching funds to offset the costs of borrowing.

Addressing capital needs when appropriate will assist the City in reaching many of its longer-term goals such as reducing fuel consumption, decreasing deferred maintenance costs, reducing heating and electricity expenses, and creating efficiencies by means of technological advances and automation. A sound capital improvement program will continue to ensure that our facilities, equipment and vehicles are safe, energy efficient and operable at all times to deliver top-notch services to the City's residents.

Goals of the Mayor – FY2022 Capital Improvement Program (CIP)

My main goals are to improve the overall planning and budget process for addressing capital needs and to ensure accountability as it relates to implementation of capital work projects. The FY2022 capital budget is focused on overhauling and renovating neglected parks, playgrounds and recreational spaces, as well as continuing to improve the City's infrastructure.

In holding to the policies set forth in the CIP, we have given priority to projects that can use grant funds to help offset overall costs of projects, or in some cases, fund an entire project. Otherwise, projects are ranked based upon priority as well as the ability to reduce long term operational costs.

FY2022 Capital Improvement Program (CIP) – Highlights of Proposed CIP and FY2022 Capital Budget

For FY2022, my administration has created a capital plan that is fiscally responsible and transparent. The plan includes a particular focus on asset preservation, replacement of apparatus, and continued improvements to the City's infrastructure.

Proposed capital equipment purchases for FY2022 include the following:

- New vehicles and Radio System for the Police Department
- New vehicle and Ambulance for the Fire Department
- Replacement of City Services Vehicles
- Replacement of Inspectional Services Vehicles
- Replacement of City Information Technology systems

The total amount of the proposed FY2022 Capital Budget that will require an appropriation from the General fund operating budget is \$70,000.

Proposed capital projects include, but are not limited to the following:

- Design, construction and renovation at Fuller Street Park, Summer Street Park, and Highland Park
- Design and refurbishment of Citywide Tot Lots
- Connolly Center renovations, including new roof
- Stadium Construction

Also, with regards to the City's infrastructure, the City is estimating \$650,000 from the State's Chapter 90 program for eligible road and sidewalk repairs in addition to the approved bonding.

Further details for all capital improvement items in the FY2022 Capital Improvement Budget are included in your binders.

8.2 Capital Improvement Program Overview

A capital improvement program (CIP) is a blueprint for planning a community's capital expenditures. A CIP is typically a multi-year plan identifying capital projects and equipment to be funded during the planning period. A CIP is composed of two parts, a *capital program* and a *capital budget*. The capital program is a plan for capital expenditures that extends out past the capital budget. The capital budget is the upcoming year's spending plan for capital items.

Developing a CIP that will ensure sound financial and capital planning requires effective leadership and the involvement and cooperation of all municipal departments. A properly developed CIP will help the city in many ways such as enhancing a community's credit rating, stabilizing debt service payments, and identifying the most economical means of financing capital projects. It will also help increase opportunities to obtain federal and state aid and help avoid duplication by overlapping governmental units.

The city has several ways to finance its CIP, including state and federal grants, appropriations from available funds, capital leases, and long-term borrowing. Depending on the cost and the useful life, the City Auditor will make recommendations to the Mayor for funding the city's capital needs.

Capital leases are often three years or less and are built into the operating budget. Capital leases are often used for items such as school buses, office equipment, and other items that may not last five years in useful life. The city's policy is to fund capital items under \$35,000 through appropriations; however, the city may fund capital items over \$35,000 through appropriation if it is deemed prudent. Funding capital improvements through appropriation is beneficial because there is no borrowing or interest costs; you simply pay for the item in the year that it is purchased.

Most of the city's capital items over \$35,000 require long-term borrowing as authorized by a 2/3rd vote of the City Council upon recommendation of the Mayor. Long-term bonding helps spread the costs of expensive capital improvements over their full useful life (per MGL Chapter 44/7 and Chapter 44/8).

The CIP dovetails into the city's five-year financial forecast for planning purposes. The CIP has to be worked into the operational part of the budget so that both the operational and capital needs of the municipal departments are met on a year-to-year basis. Oftentimes, the CIP suffers as fixed costs such as health insurance and retirement assessments increase, which places further pressure on the operational budget. However, it is incumbent upon the administration to ensure that both the operating budget and CIP are reasonable and attainable to ensure fiscal stability within the limitations of Proposition 2 ½.

8.3 FY2022 CIP – General Fund: Executive Summary

- The total proposed Capital Plan for the City of Everett for FY22 is \$21,096,000.
- The total amount proposed for borrowing is \$19,265,000.
- This Capital Plan has multiple funding sources, including grants and other available funds, free cash, one-time appropriations, and bonding.
- The list proposed is a scaled down list from departmental requests, with priority given to those projects that are supplemented by grant dollars or any other revenue sources that will keep net general fund expenditures to a minimum.

FY22 CIP – Funding Sources

FY22 CIP – funded from grants and other available funds:

• City Services – Full-depth re-pavement program (Ch. 90)	\$ 575,000
• City Services – Enhanced crosswalks (Ch. 90)	\$ 50,000
• City Services – Handicap accessibility (Ch. 90)	\$ <u>25,000</u>

TOTAL ~ GRANTS and OTHER FINANCIAL SOURCES:	\$ 650,000
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FY22 CIP – funded from Capital Improvement Stabilization fund:

• Police – Non-Administrative Vehicles (Patrol Division)	\$ 314,000
• Police – Non-Administrative Vehicles (Parking Division)	\$ 62,000
• Police – Administrative Vehicles	\$ 70,000
• Police Radio System	\$ 375,000
• Fire Department – Fire Prevention Vehicle	\$ 40,000

- Fire Department – Ambulance \$ 250,000

TOTAL ~ CAPITAL IMPROVEMENT STABILIZATION FUND: \$ 1,111,000

FY22 CIP – funded from appropriation (built into operating budgets):

- Information Technology – Replacement of City technology \$ 35,000
- Fire Department – Turnout Gear \$ 35,000

TOTAL ~ BUDGET APPROPRIATIONS: \$ 70,000

FY22 CIP – funded from anticipated Bond Authorization:

Vehicles and Equipment:

- City Services – Freightliner Dump Truck \$ 215,000
- City Services – Backhoe \$ 100,000
- Inspectional Services – Truck \$ 40,000
- Facilities Maintenance – Truck \$ 40,000

SUB-TOTAL ~ VEHICLES AND EQUIPMENT: \$ 395,000

Parks and Open Space:

- Citywide – Design and Refurbish Tot Lots \$ 700,000

• Coburn Terrace – Design and Construction	\$ 350,000
• Beautification Way – Design and Construction	\$ 610,000
• Summer Street Park – Design and Construction	\$ 425,000
• Park Ave and Highland Park – Design and Construction	\$ 485,000
• Fuller Street Park – Design and Construction	\$ 1,000,000
• Everett Waterfront Improvements	\$ 1,000,000
• Glendale Cemetery Improvements	\$ <u>50,000</u>

SUB-TOTAL ~ PARKS AND OPEN SPACE:	\$ 4,620,000
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FY22 CIP – funded from anticipated Bond Authorization (continued):

Public Buildings and Facilities:

• Armory Renovations	\$ 6,400,000
• Stadium Construction	\$ 500,000

SUB-TOTAL ~ PUBLIC BUILDINGS AND FACILITIES:	\$6,900,000
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Roadway Infrastructure:

• Street and Sidewalk Repairs	\$ 3,000,000
• Complete Streets	\$ 1,250,000
• Ferry & Elm Street Improvements	\$ 1,000,000
• Commercial Triangle Improvements	\$ 1,000,000
• Burdett Lane	\$ 500,000
• Coburn Terrace	\$ 500,000

- Hancock Design \$ 100,000

SUB-TOTAL ~ Roadway Infrastructure: \$7,350,000

BOND AUTHORIZATION ~ GRAND TOTAL: \$19,265,000

8.4 Capital Improvement Policies

Budget Policies

- The City will make all capital purchases and improvements in accordance with the adopted capital improvement program.
- The City will develop a multi-year plan for capital improvements and update it annually.
- The City will enact an annual capital budget based on the multi-year capital improvement plan. Future capital expenditures necessitated by changes in population, changes in real estate development or changes in economic base will be calculated and included in capital budget projections.
- The City will coordinate development of the capital improvement budget with the development of the operating budget. Future operating costs associated with new capital improvement will be projected and included in operating budget forecasts.
- The City will use intergovernmental assistance to finance only those capital improvements that are consistent with the capital improvement plan and priorities, and who's operating and maintenance costs have been included in operating budget forecasts.
- The City will maintain all its assets at a level adequate to protect the City's capital investment and to minimize future maintenance and replacement costs.
- The City, as part of its capital planning process, will project its equipment replacement and maintenance needs for the next several years and will update this projection each year. From this projection, a maintenance and replacement schedule will be developed and followed.
- The City will identify the estimated costs and potential funding sources for each capital project proposal before it is submitted to the City Council for approval.
- The City will determine the least costly financing method for all new projects.

Debt Policies

- The City will confine long-term borrowing to capital improvements or projects/equipment that cannot be finance from current revenues.
- When the City finances capital projects by issuing bonds, it will pay back the bonds within a period not to exceed the expected useful life of the project.
- Total net debt service from general obligation debt will not exceed five (5) percent of total annual operating budget as listed on part 1a of the annual tax rate recapitulation as submitted to the Department of Revenue.
- Debt will only be issued for capital that is valued greater than \$35,000, and has a depreciable life of five (5) or more years.
- Total general obligation debt will not exceed that provided in the state statutes.
- Whenever possible, the City will use special revenue funds, special assessments, or other self-supporting bonds, instead of general obligation bonds.
- The City will not use long-term debt for current operations unless otherwise allowed via special legislation.
- The City will retire bond anticipation debt within six months after completion of the project.
- The City will maintain good communications with bond rating agencies about its financial condition.
- The City will follow a policy of full disclosure on every financial report and bond prospectus.

Source: “Handbook 4, Financial Performance Goals”, Evaluating Local Government Financial Condition, International City Management Association

City of Everett
Five Year Capital Improvement Plan - General Fund
Fiscal Years 2021 - 2025

CAPITAL REQUEST	FY22 - FUNDING SOURCE	Actual FY 2021	Mayor's Request FY 2022	FY 2023	FY 2024	FY 2025
Vehicle/Equipment Acquisition						
I.T. - Replacement of City Technology Systems	Operating Budget	35,000	35,000	35,000	35,000	35,000
Police - Non-Administrative Vehicles (Patrol Division)	Capital CIP	150,000	314,000	125,000	125,000	125,000
Police - Non-Administrative Vehicles (Parking Division)	Capital CIP		62,000			
Police - Administrative Vehicles	Capital CIP	-	70,000	35,000	35,000	35,000
Police - Equipment ~ Portable Radios	Operating Budget	-	-	75,000	75,000	75,000
Police - Equipment ~ Ballistic vests	Operating Budget	35,000	-	-	-	-
Police Radio System	Capital CIP	-	375,000	-	-	-
Police Parking Enforcement Vehicles				65,000	65,000	65,000
Fire Department - Equipment ~ Turnout Gear	Operating Budget	65,000	35,000	65,000	65,000	65,000
Fire Department - Fire Prevention Vehicle	Capital CIP	-	40,000	-	-	-
Fire Department - Ambulance	Bonding	-	250,000	-	-	-
Fire Department - Ladder replacement	Bonding	1,190,000	-	-	-	-
Fire Department - Pumper ~ Engine 3 replacement	Bonding	-	-	-	-	750,000
Inspectional Services - 2 Cars	Bonding	-	-	60,000	30,000	30,000
Inspectional Services - Truck	Bonding	-	-	-	-	-
City Services - Loader	Bonding	-	-	250,000		
City Services - Backhoe	Bonding	-	-	-		
City Services - 10 Wheel Dump truck with plow/sander	Bonding	-	-	-	-	-
City Services - 6 Wheel Dump truck with plow/sander	Bonding	-	-	-	-	-
City Services - F450 Dump truck with plow/sander	Bonding	-	-	78,000	78,000	78,000
City Services - Two (2) F350 Pickup Trucks	Bonding	-	-	60,000	60,000	60,000
City Services - Freightliner dump truck	Bonding	-	215,000	-	-	-
City Services - Compressor	Bonding	-	-	-	-	-
ISD - Citywide signs	Bonding	-	-	100,000	100,000	100,000
City Services - City décor	Operating Budget	160,000	-			
Facilities Truck	Bonding		40,000			
ISD Truck	Bonding		40,000			
DPW-Backhoe	Bonding	-	100,000	-	-	-
		-	-	-	-	-
Subtotal: Equipment Acquisition		\$ 1,635,000	\$ 1,576,000	\$ 948,000	\$ 668,000	\$ 1,418,000

City of Everett
Five Year Capital Improvement Plan - General Fund
Fiscal Years 2021 - 2025

CAPITAL REQUEST	FY22 - FUNDING SOURCE	Actual FY 2021	Mayor's Request FY 2022	FY 2023	FY 2024	FY 2025
Parks and Open Space						
Design and Refurbish City Parks and Tot Lots - Citywide	Bonding	700,000	700,000	700,000	700,000	700,000
Glendale Park - Swings, etc.	ADA (\$75k)/State Ear (\$75k)	-	-	-	-	-
Webster School - Tot Lot Design/Construction	Bonding	-	-	-	-	-
Planning - Cemetery / Renovations Design	Bonding	-	-	-	-	-
Florence Park Phase II Design	CDBG	-	-	-	-	-
Florence Park Phase II - Construction	Bonding / CDBG \$233k)	-	-	-	-	-
Meadows/Kearins Park Phase II Design	Bonding/CDBG(\$400k)	-	-	-	-	-
Meadows/Kearins Park Phase II Design Field Renovations	Bonding	-	-	-	-	-
Swan Street park design	Bonding	-	-	-	-	-
Swan Street Park - Renovate Park	Bonding	-	-	-	-	-
Baldwin ave Park Design	Bonding	-	-	-	-	-
Baldwin ave Park Construction	Bonding	-	-	-	-	-
Edith Street Park design	Bonding	-	-	-	-	-
Edith Street Park Construction	Bonding	-	-	-	-	-
Appleton Street Park Design	Bonding	-	-	-	-	-
Appleton Street Park Construction	Bonding	-	-	-	-	-
Hale Street Park design	Bonding	-	-	-	-	-
Coburn Terrace Design and Construction	Bonding	-	350,000	-	-	-
Beautification Way Design and Construction	Bonding	-	610,000	-	-	-
Summer Street Park Design and Construction	Bonding	-	425,000	-	-	-
Park Ave & Highland Park Design and Construction	Bonding	-	485,000	-	-	-
Fuller Street Park Design & Construction	Bonding	-	1,000,000	-	-	-
Quarleno Park Design & Construction	Bonding	-	-	-	500,000	-
Madeline English Tot Lot Design & Construction	Bonding	-	-	150,000	1,000,000	-
Everett Waterfront Improvements	Bonding	-	1,000,000	1,334,000	1,334,000	1,334,000
Gramstorf Park - Park Design	CDBG	-	-	-	-	-
North strand Bike Path Lighting/Cameras/Amenities	Bonding	-	-	-	-	-
Glendale Cemetery Improvements	Bonding	800,000	50,000	-	-	-
Property Acquisitions	Bonding	-	-	-	-	-
Everett Square improvements	Bonding	-	-	1,000,000	1,000,000	1,000,000
Citywide Sign/Awning Program & Wayfinding System	Bonding	-	-	-	-	-
Tennis Courts Renovations Design/Construction	Bonding	-	-	-	-	-
Northern Strand Bike Path Extension	Bonding	-	-	-	-	-
Lower Broadway Bus Lane Design	Bonding	-	-	-	-	-
Prescott Street Bike Path Crossing Design	Bonding	-	-	-	-	-
Glendale Square redesign	Bonding	-	-	-	-	-
Traffic Signal Upgrades	Bonding	-	-	-	-	-
Bike safety upgrades	Bonding	-	-	-	-	-
Bike share locations	Bonding	-	-	-	-	-
Bike path extension improvements (Mass gaming commission grant)	Bonding/grant \$150k	-	-	-	-	-
LED Streetlights retrofit/Utility Poles	Bonding/ Grant (\$300k)	-	-	-	-	-
Ornamental lights	Bonding	-	-	-	-	-
		-	-	-	-	-
Subtotal: Parks and Open Space		\$ 1,500,000	\$ 4,620,000	\$ 3,184,000	\$ 4,534,000	\$ 3,034,000

City of Everett
Five Year Capital Improvement Plan - General Fund
Fiscal Years 2021 - 2025

CAPITAL REQUEST	FY22 - FUNDING SOURCE	Actual FY 2021	Mayor's Request FY 2022	FY 2023	FY 2024	FY 2025
Public Safety						
Police - two Ford Expeditions for Canine Unit		-	-	-	-	-
Fire - Self Contained Breathing Apparatus		-	-	-	-	-
Fire - Hazmat Vehicle		-	-	-	-	-
City Services - Enhanced Crosswalks		-	-	-	-	-
Fire - Wireless Fire Alarm Boxes	Bonding	-	-	-	-	-
City Services - Enhanced Crosswalks	Operating	-	-	-	-	-
City Services - Handicap Accessibility	Operating	-	-	-	-	-
Subtotal: Public Safety		\$ -	\$ -	\$ -	\$ -	\$ -
Public Buildings and Facilities						
Fire Department - Central Station	Bonding	-	-	-	-	-
Fire Department - Hancock Station	Bonding	-	-	-	-	-
City Wide School feasibility Study	Bonding	-	-	-	-	-
School - MSBA Feasibility Study - New Elementary School	Bonding/MSBA Grant	-	-	-	-	-
School - Design and Construction - New Elementary School	Bonding/MSBA Grant	-	-	-	-	-
School - Air Conditioning - Webster School	Bonding	-	-	-	-	-
School - Repave school yard and walkways @ Parlin School	Bonding	-	-	-	-	-
School - Renovation Parlin School (cafeteria and additional classrooms)	Bonding	-	-	-	-	-
School - Renovation Parlin School (cafeteria and additional classrooms)	Bonding	-	-	-	-	-
School - Keverian Parking lot / Tot Lot	Bonding	-	-	-	-	-
School - replace lockers @ Parlin School	Bonding	-	-	-	-	-
High School Panel repair	Bonding	-	-	-	-	-
School - replace hardwood flooring @ Parlin School	Bonding	-	-	-	-	-
School - Whittier classrooms	CIP Stabilization	-	-	-	-	-
Wellness building boiler replace	Bonding	-	-	-	-	-
Old High School - City Hall Move	Bonding	-	-	-	-	-
Library - Replace boiler and controls at Parlin Library	Bonding	-	-	-	-	-
Police - Air Handler, A/C, Chiller, General Rehab PD	Bonding	-	-	-	-	-
City Hall - Roof, Water Tower Leaks, Boiler, A/C, Generator	Bonding	-	-	-	-	-
E911 - AC Undersized Wall Unit	Bonding	-	-	-	-	-
Armory Renovations	Bonding	-	6,400,000	-	-	-
Stadium design	Bonding	-	-	2,500,000	5,000,000	5,000,000
Stadium construction	Bonding	-	-	-	-	-
Police Station design & Construction	Bonding	-	500,000	2,500,000	10,000,000	-
City Services - Generator, A/C, Security System	Bonding	-	-	-	-	-
Energy Efficiencies	Bonding	1,901,803	-	-	-	-
OSHA Compliance	Bonding	-	-	-	-	-
AC Unit Gym	Bonding	-	-	-	-	-
Adams School (Down spouts, bricks, other)	Bonding	-	-	-	500,000	-
High School Elevators	Bonding	-	-	500,000	-	-
Parlin School ADA Compliance	Bonding	-	-	-	-	3,500,000
High School - Vocational	Bonding	-	-	-	-	-
High School (various Improvements)	Bonding	-	-	-	1,700,000	-
Old High School - Roof replacement	Bonding	-	-	1,500,000	-	-
Subtotal: Public Buildings and Facilities		\$ 1,901,803	\$ 6,900,000	\$ 7,000,000	\$ 17,200,000	\$ 8,500,000

City of Everett
Five Year Capital Improvement Plan - General Fund
Fiscal Years 2021 - 2025

CAPITAL REQUEST		FY22 - FUNDING SOURCE	Actual FY 2021	Mayor's Request FY 2022	FY 2023	FY 2024	FY 2025
Surface Enhancements							
	Buss lane improvements	Bonding	-	-	-	-	-
	Street and Sidewalk Repairs	Bonding	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000
	Full Depth Repavement Program - Chapter 90	Grant	650,000	650,000	650,000	650,000	650,000
	Traffic Signal Upgrades	Bonding	-	-	-	-	-
	Beacham Street design	Bonding	-	-	-	-	-
	Complete Streets	Bonding	1,000,000	1,250,000	1,000,000	1,000,000	1,000,000
	Ferry & Elm Street Improvements	Bonding	2,000,000	1,000,000	1,000,000	1,000,000	
	Main Street Improvements	Bonding		-	850,000		
	Commercial Triangle improvements	Bonding	-	1,000,000	2,000,000		
	Burdett Lane	Bonding		500,000			
	Coburn Terrace	Bonding		500,000			
	Hancock Design	Bonding		100,000			
	Subtotal: Surface Enhancements		\$ 6,650,000	\$ 8,000,000	\$ 8,500,000	\$ 4,650,000	\$ 4,650,000

City of Everett
Five Year Capital Improvement Plan - General Fund
Fiscal Years 2021 - 2025

CAPITAL REQUEST	FY22 - FUNDING SOURCE	Actual FY 2021	Mayor's Request FY 2022	FY 2023	FY 2024	FY 2025
Total - General Fund		\$ 11,686,803	\$ 21,096,000	\$ 19,632,000	\$ 27,052,000	\$ 17,602,000
<u>LESS ~ Non Grant Funds to offset costs</u>						
2020 CIP: from Capital Improvement Stabilization Fund:						
Police - Non-Administrative Vehicles (Patrol Division)		-	(314,000)	-	-	-
Police - Non-Administrative Vehicles (Parking Division)		-	(62,000)	-	-	-
Police - Administrative Vehicles			(70,000)			
Police Radio System		-	(375,000)	-	-	-
Fire Department - Fire Prevention Vehicle		-	(40,000)	-	-	-
Fire Department - Ambulance		-	(250,000)	-	-	-
City Décor			-			
<u>LESS ~ Grants and other sources/funds to offset costs</u>						
2020 CIP: Grants and other sources/funds to offset costs						
<u>GRANTS AND OTHER AVAILABLE FUNDS</u>						
Engineering - Chapter 90		(650,000)	(650,000)	(650,000)	(650,000)	(650,000)
				-	-	-
		-	-	-	-	-
		-	-	-	-	-
<u>APPROPRIATIONS - FY22 OPERATING BUDGET</u>						
IT - Replacement of City Technology Systems		(35,000)	(35,000)	(35,000)	(35,000)	(35,000)
Police - Administrative Vehicles		-	-	(35,000)	(35,000)	(35,000)
Police - Non-Administrative Vehicles		(150,000)	-	(125,000)	(125,000)	(125,000)
Police - Equipment ~ Portable radios		-	-	(75,000)	(75,000)	(75,000)
Police - Equipment ~ Ballistic vests		(35,000)	-	-	-	-
Fire Department - Equipment ~ Turnout Gear		(65,000)	(35,000)	(65,000)	(65,000)	(65,000)
City Décor		(160,000)	-	-	-	-
ISD Vehicles			-	(60,000)	(30,000)	(30,000)
Net ~ General Fund Expenses - to be bonded		\$ 10,591,803	\$ 19,265,000	\$ 18,587,000	\$ 26,037,000	\$ 16,587,000
		FY 2021	FY 2022	FY 2023	FY 2024	FY 2025

City of Everett
8.6 Capital Plan - Enterprise Fund (Water/Sewer)
Fiscal Year 2021 - 2025

CAPITAL REQUEST	STATUS	FUNDING SOURCE	Actual FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Enterprise Fund (Water/Sewer Projects)							
EQUIPMENT							
2017 1/2 ton Truck		Bond					
INFRASTRUCTURE - WATER							
Hydrant Replacement Program		Operating Budget	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000
Water Main Replacement (MWRA's LWSAP program*)							
Water Main Replacement (MWRA's LWSAP program*)		Bond - MWRA int. free loan	\$ -	\$ -	\$ -	\$ -	\$ -
*City has authorized \$4,672m bond - \$500k per year drawdown through FY2019							
Water Main Replacement (MWRA's LWSAP program (Phase 11*))		Bond - MWRA int. free loan	\$ 629,800	\$ 629,800	\$ 629,800	\$ 629,800	\$ 629,800
MWRA Lead program		Bond - MWRA int. free loan	\$ 1,500,000	\$ 1,500,000	\$ 1,500,000	\$ 1,500,000	\$ 1,500,000
Stormwater Capital		Operating Budget	\$ 105,000	\$ 105,000	\$ 105,000	\$ 105,000	\$ 105,000
Vactor Truck		Bond					
INFRASTRUCTURE - SEWER/STORMWATER							
Sewer Infiltration (MWRA's Inflow/Infiltration program phases 1-8**)		MWRA grant					
**City can authorize \$2,088,000 of available funds - 45% grant/55% int. free loan		MWRA bond /grant					
Sewer Infiltration (MWRA's Inflow/Infiltration program phases 9-10**)		MWRA bond/grant					
**City can authorize \$1,421,000 of available funds - 75% grant/25% int. free loan		MWRA bond /grant					
Sewer Infiltration (MWRA's Inflow/Infiltration program phases 9-10**)		MWRA bond /grant					
Sewer Infiltration (MWRA's Inflow/Infiltration program phase 11-12**)		MWRA bond /grant	\$ 1,065,750	\$ -	\$ -	\$ -	\$ -
Sewer Infiltration (MWRA's Inflow/Infiltration program phase 11-14**)		MWRA bond /grant	\$ 355,250	\$ 1,770,000	\$ 1,770,000	\$ 1,770,000	\$ 1,770,000
**City can authorize \$1,421,000 of available funds - 75% grant/25% int. free loan							
Storm Water improvements (non-Inflow/Infiltration projects)		Operating Budget	\$ -	\$ -	\$ -	\$ -	\$ -
GIS Improvements		Bonding					
Data management system		Bonding					
Subtotal: Water and Sewer Enterprise Fund			\$ 3,705,800	\$ 4,054,800	\$ 4,054,800	\$ 4,054,800	\$ 4,054,800
LESS ~ Non Grant Funds to offset costs							
Water/Sewer CIP: OFS							
Operating Fund appropriation - Fire Hydrant Replacement			\$ (50,000)	\$ (50,000)	\$ (50,000)	\$ (50,000)	\$ (50,000)
Grant - MWRA			\$ (1,065,750)	\$ -	\$ -	\$ -	\$ -
Operating Fund appropriation - Storm water			\$ (105,000)	\$ (105,000)	\$ (105,000)	\$ (105,000)	\$ (105,000)
LESS ~ Grants and other sources/funds to offset costs			\$ (1,220,750)	\$ (155,000)	\$ (155,000)	\$ (155,000)	\$ (155,000)
Net ~ Enterprise Fund Expenses - to be bonded			\$ 2,485,050	\$ 3,899,800	\$ 3,899,800	\$ 3,899,800	\$ 3,899,800
			FY 2021	FY 2022	FY 2023	FY 2024	FY 2025



8.7 Memo to Department Heads City of Everett, Massachusetts Chief Financial Officer

484 Broadway
Everett, MA 02149
Tel: (617) 394-2210
Fax: (617) 394-2453

Carlo DeMaria, Mayor
Eric Demas, Chief Financial Officer

Memo

To: All Department Heads
From: Eric Demas
Re: FY2022 Capital Requests and Five Year Capital Plan
Date: March 3, 2021

The City has begun modifying the Capital Improvement Program (five year plan) and Capital Improvement Budget (one year plan) for FY2022 budgeting purposes. As such, I have included the documents necessary in order for you to complete your requests for FY2022. You will find the following documents attached:

- Capital Improvement Program Overview
- Capital Project/Equipment request form (required for each FY2022 request)
- Copy of most recent CIP (including FY2021 approved projects and FY2021-FY2025 projected plans) for your review and to modify if necessary
- Capital Improvement/Debt Policy

When completing your capital budget request forms, please follow the following guidelines:

1. Only capital purchases with a value of \$35,000 or greater should be included in your plan; anything under \$35,000 should be part of your operating budget.
2. Capital items must have a depreciable life of five (5) or more years. Examples of Capital Assets are as follow:

Capital Asset

- Fire truck, DPW equipment, etc.
- Buildings (purchase or major renovations)
- Infrastructure (roadways, pumping stations, etc.)
- Building plans, some studies.

Not a Capital Asset

Services. Books.
Painting rooms or a building.
Medical treatment.
Routine building maintenance.

There are two distinct types of Capital Items for budgeting purposes:

1. CAPITAL PROJECTS
 - a. For FY22 and beyond, all Capital Projects will be directed through the City's Planning Department, once received by the CFO.
 - b. Projects that have matching funds will have priority and the source of the matching funds should be identified within the request form or in a separate document.
2. CAPITAL EQUIPMENT
 - a. For FY22 and beyond, all Capital Equipment will be directed through the City Services Department where applicable, once received by the CFO.
 - b. Backup documentation (i.e. literature from manufacturer of equipment, detailed descriptions, price quotes obtained, state bid list identification, etc.) will help keep the process efficient.
 - c. Any equipment that may be traded in and/or surplusd should be identified.

You may have already queued up projects or equipment for FY2022 as part of FY2021 process. This does not bind you to that schedule. This is your opportunity to eliminate, add, or reprioritize your respective plans. Feel free to mark up the five (5) year Capital Improvement Program spreadsheet if need be. I will then make the adjustments for the final presentation to the Mayor.

The deadline for submittal of your capital plan requests is Wednesday, March 31, 2021. Laureen will be contacting you to set up a meeting to discuss your capital requests.

Thank you for your anticipated cooperation and please feel free to call if you should have any questions.

8.8 Everett Debt Service Projection

FY2022 Projects - General Fund

	Yrs.	2.00%	Projected Bond Interest Rate								
<u>Departmental Equipment</u>				FY23	FY24	FY25	FY26	FY27	FY28		TOTAL
City Services - Freightliner Dump Truck	10	\$ 215,000	Principal		43,000	43,000	43,000	43,000	43,000		215,000
			Interest	2,150	3,870	3,010	2,150	1,290	430		12,900
Facilities Truck	5	\$ 40,000	Principal		4,000	4,000	4,000	4,000	4,000		40,000
			Interest	400	760	680	600	520	440		4,400
ISD Truck	5	\$ 40,000	Principal		4,000	4,000	4,000	4,000	4,000		40,000
			Interest	400	760	680	600	520	440		4,400
DPW - Backhoe	10	\$ 100,000	Principal		10,000	10,000	10,000	10,000	10,000		100,000
			Interest	1,000	1,900	1,700	1,500	1,300	1,100		11,000
SUBTOTAL: Departmental Equipment		\$ 395,000	Principal	-	61,000	61,000	61,000	61,000	61,000		395,000
			Interest	3,950	7,290	6,070	4,850	3,630	2,410		32,700

8.8 Everett Debt Service Projection

FY2022 Projects - General Fund

	Yrs.	2.00%	Projected Bond Interest Rate							
Parks and Open Space				FY23	FY24	FY25	FY26	FY27	FY28	TOTAL
Design & Refurbish City Parks & Tot Lots - Citywide	10	\$ 700,000	Principal		70,000	70,000	70,000	70,000	70,000	700,000
			Interest	7,000	13,300	11,900	10,500	9,100	7,700	77,000
Coburn Terrance Design and Construction	10	\$ 350,000	Principal		35,000	35,000	35,000	35,000	35,000	350,000
			Interest	3,500	6,650	5,950	5,250	4,550	3,850	38,500
Beautifulation Way Design and Construction	10	\$ 610,000	Principal		61,000	61,000	61,000	61,000	61,000	610,000
			Interest	6,100	11,590	10,370	9,150	7,930	6,710	67,100
Summer Street Park Design and Construction	10	\$ 425,000	Principal		42,500	42,500	42,500	42,500	42,500	425,000
			Interest	4,250	8,075	7,225	6,375	5,525	4,675	46,750
Park Ave & Highland Park Design and Construction	10	\$ 485,000	Principal		48,500	48,500	48,500	48,500	48,500	485,000
			Interest	4,850	9,215	8,245	7,275	6,305	5,335	53,350
Fuller Street Park Design and Construction	10	\$ 1,000,000	Principal		100,000	100,000	100,000	100,000	100,000	1,000,000
			Interest	10,000	19,000	17,000	15,000	13,000	11,000	110,000
Everett Waterfront Improvements	10	\$ 1,000,000	Principal		100,000	100,000	100,000	100,000	100,000	1,000,000
			Interest	10,000	19,000	17,000	15,000	13,000	11,000	110,000
Glendal Cemetery Improvements	10	\$ 50,000	Principal		5,000	5,000	5,000	5,000	5,000	50,000
			Interest	500	950	850	750	650	550	5,500
SUBTOTAL: Parks and Open Space		\$ 4,620,000	Principal	-	462,000	462,000	462,000	462,000	462,000	4,620,000
			Interest	46,200	87,780	78,540	69,300	60,060	50,820	508,200

8.8 Everett Debt Service Projection

FY2022 Projects - General Fund

	Yrs.	2.00%	Projected Bond Interest Rate								
<u>Public Buildings, Facilities and Infrastructure</u>				FY23	FY24	FY25	FY26	FY27	FY28		TOTAL
Armory Renovations	20	\$ 6,400,000	Principal		1,280,000	1,280,000	1,280,000	1,280,000	1,280,000		6,400,000
			Interest	64,000	115,200	89,600	64,000	38,400	12,800		384,000
Police Station Design and Construction	20	\$ 500,000	Principal		100,000	100,000	100,000	100,000	100,000		500,000
			Interest	5,000	9,000	7,000	5,000	3,000	1,000		30,000
Street and Sidewalk Repairs	10	\$ 3,000,000	Principal		300,000	300,000	300,000	300,000	300,000		3,000,000
			Interest	30,000	57,000	51,000	45,000	39,000	33,000		330,000
Complete Streets	10	\$ 1,250,000	Principal		62,500	62,500	62,500	62,500	62,500		1,250,000
			Interest	12,500	24,375	23,125	21,875	20,625	19,375		251,875
Ferry & Elm Street Improvements	10	\$ 1,000,000	Principal		100,000	100,000	100,000	100,000	100,000		1,000,000
			Interest	10,000	19,000	17,000	15,000	13,000	11,000		110,000
Commercial Trinagle Improvement	10	\$ 1,000,000	Principal		100,000	100,000	100,000	100,000	100,000		1,000,000
			Interest	10,000	19,000	17,000	15,000	13,000	11,000		110,000
Burdette Lane	10	\$ 500,000	Principal		50,000	50,000	50,000	50,000	50,000		500,000
			Interest	7,500	9,500	8,500	7,500	6,500	5,500		57,500
Coburn Terrance	10	\$ 500,000	Principal		50,000	50,000	50,000	50,000	50,000		500,000
			Interest	7,500	9,500	8,500	7,500	6,500	5,500		57,500
Hancock Design	10	\$ 100,000	Principal		10,000	10,000	10,000	10,000	10,000		100,000
			Interest	1,500	1,900	1,700	1,500	1,300	1,100		11,500
SUBTOTAL: Public Bldgs, Facilities, and Infrastructure		\$ 14,250,000	Principal	-	2,052,500	2,052,500	2,052,500	2,052,500	2,052,500		14,250,000
			Interest	148,000	264,475	223,425	182,375	141,325	100,275		1,342,375
GRAND TOTAL		\$ 19,265,000	Principal	-	2,575,500	2,575,500	2,575,500	2,575,500	2,575,500		19,265,000
			Interest	198,150	359,545	308,035	256,525	205,015	153,505		1,883,275

8.9 City of Everett - General Fund - Impact Summary FY 2022

	<i>Description</i>	<i>Cost</i>	<i>Funding</i>	<i>Impact on Operating Budget</i>
Vehicles and Equipment				
	I.T. - Replacement of City Technology Systems	\$ 35,000.00	Operating Budget	Improves city-wide software and hardware efficiency - less maint costs.
	Police - Non-Administrative Vehicles (Patrol Division)	\$ 314,000.00	Capital CIP	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.
	Police - Non-Administrative Vehicles (Parking Division)	\$ 62,000.00	Capital CIP	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.
	Police - Administrative Vehicles	\$ 70,000.00	Capital CIP	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.
	Police Radio System	\$ 375,000.00	Capital CIP	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.
	Fire Department - Equipment ~ Turnout Gear	\$ 35,000.00	Operating Budget	Better public safety - less employee injuries because of poor equipment-Incr in operating budget.
	Fire Department - Fire Prevention Vehicle	\$ 40,000.00	Capital CIP	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.
	Fire Department - Ambulance	\$ 250,000.00	Bonding	Decreased maint costs, decreased fuel costs, increase for insurance and debt service costs.
	City Services - Freightliner dump truck	\$ 215,000.00	Bonding	Decreased maint costs, decreased fuel costs, increase for insurance and debt service costs.
	Facilities Truck	\$ 40,000.00	Bonding	Decreased maint costs, decreased fuel costs, increase for insurance and debt service costs.
	ISD Truck	\$ 40,000.00	Bonding	Decreased maint costs, decreased fuel costs, increase for insurance and debt service costs.
	DPW-Backhoe	\$ 100,000.00	Bonding	Decreased maint costs, decreased fuel costs, increase for insurance and debt service costs.
	Subtotal: Equipment Acquisition	\$ 1,576,000.00		
Parks and Open Space				
	Design and Refurbish City Parks and Tot Lots - Citywide	\$ 700,000.00	Bonding	Increased debt service costs, decreased maintenance costs.
	Coburn Terrace Design and Construction	\$ 350,000.00	Bonding	Increased debt service costs.
	Beautification Way Design and Construction	\$ 610,000.00	Bonding	Increased debt service costs, decreased maintenance costs.
	Summer Street Park Design and Construction	\$ 425,000.00	Bonding	Increased debt service costs.
	Park Ave & Highland Park Design and Construction	\$ 485,000.00	Bonding	Increased debt service costs.
	Fuller Street Park Design & Construction	\$ 1,000,000.00	Bonding	Increased debt service costs.
	Everett Waterfront Improvements	\$ 1,000,000.00	Bonding	Increased debt service costs.
	Glendale Cemetery Improvements	\$ 50,000.00	Bonding	Increased debt service costs.
	Subtotal: Parks and Open Space	\$ 4,620,000.00		
Public Safety				
		\$ -		
		\$ -		
		\$ -		
		\$ -		
	Subtotal: Public Safety	\$ -		

8.9 City of Everett - General Fund - Impact Summary FY 2022

	<i>Description</i>	<i>Cost</i>	<i>Funding</i>	<i>Impact on Operating Budget</i>
	Public Buildings and Facilities			
	Armory Renovations	\$ 6,400,000.00	Bonding	Increased debt service costs, decreased maintenance costs.
	Police Station design & Construction	\$ 500,000.00	Bonding	Increased debt service costs.
	Subtotal: Public Buildings and Facilities	\$ 6,900,000.00		
	Surface Enhancements			
	Street and Sidewalk Repairs	\$ 3,000,000.00	Bonding	Increased debt service costs.
	Full Depth Repavement Program - Chapter 90	\$ 650,000.00	Grant	No impace on operating budget.
	Complete Streets	\$ 1,250,000.00	Bonding	Increased debt service costs.
	Ferry & Elm Street Improvements	\$ 1,000,000.00	Bonding	Increased debt service costs.
	Commercial Triangle improvements	\$ 1,000,000.00	Bonding	Increased debt service costs.
	Burdett Lane	\$ 500,000.00	Bonding	Increased debt service costs.
	Coburn Terrace	\$ 500,000.00	Bonding	Increased debt service costs.
	Hancock Design	\$ 100,000.00	Bonding	Increased debt service costs.
	Subtotal: Surface Enhancements	\$ 8,000,000.00		
	Grand Total All CIP	\$ 21,096,000.00		

Capital Improvement Plan FY2021 - FY2025 & FY2022 Capital Budget Overview

Carlo DeMaria, Mayor

Eric Demas, CFO/City Auditor

May 12, 2021

Overview: Capital Improvement Plan vs. Capital Improvement Budget

- Capital Improvement Plan (CIP) is the long term plan for capital improvements throughout the City (FY2021-FY2025).
- Capital Improvement Budget is the spending plan for the upcoming fiscal year (FY2022) for capital items.
- Combined, the CIP and Capital Budget are tools that help professionalize how capital projects are identified, prioritized, and funded for all City departments.

Capital Improvement Plan – Why?

- “Capital planning and budgeting is central to economic development, transportation, communication, delivery of essential services, environmental management and quality of life of our citizens. Much of what is accomplished by local government depends on a sound long-term investment in infrastructure and equipment.”
 - From ICMA’s *Capital Budgeting: A Guide For Local Governments*

Capital Improvement Plan: FY2021 – FY2025

- The Capital Improvement Plan (CIP) is the long term plan for capital improvements throughout the City.
- CIP ensures that capital needs are being addressed responsibly based upon priority and thoughtful planning.
- CIP is a critical component of capital improvement budgeting (FY2022) and the overall budget strategy.
- CIP gives the administration the ability and knowledge to address deferred maintenance, infrastructure needs, and all other future capital needs of the City.

Capital Improvement Plan: FY2021 – FY2025

- The CIP is a comprehensive document prepared by the administration that includes:
 - Mayor's Message
 - Program Overview
 - Executive Summary
 - Debt and Capital Improvement Policies
 - CIP comprehensive summary (five year)
 - Capital Plan - Debt Service Impact (one year)
 - Detailed summary of proposed FY2022 Capital Budget requests
- These documents are part of your CIP binder.

Capital Improvement Budget: FY2022

- The FY2022 Capital Improvement Budget is the upcoming year's spending plan for capital items.
- The Capital Improvement Budget dovetails into the City's FY2022 operational budget.
- Therefore, It is the hope of the administration that the capital budget is approved as part of the submission of the FY2022 operating budget.
- By approving the capital budget timely, the administration will be able to appropriately budget the capital expenses for all city departments.

Capital Improvement Budget:

“What is a capital asset?”

- All items in the CIP have to have the following to be included:
 - A value of \$35,000 or greater, and;
 - A useful life of five (5) or more years.
- Items that do not meet these two thresholds are considered operating costs and will be included as part of the operating budget.

FY2022 Capital Improvement Budget Executive Summary – General Fund

- This Capital Budget has multiple funding sources, including grant funds, free cash, operating fund appropriations, and bonding.
- The total proposed Capital Plan for the City of Everett for FY2021 is \$21,096,000.
 - \$ 19,265,000 ~ Bonding (Long term debt issuance)
 - \$ 1,111,000 ~ Capital Improvement Stabilization
 - \$ 650,000 ~ Grants and Other Financial Sources (OFS)
 - \$ 70,000 ~ FY22 Operating Fund appropriation
- Details on the General Fund CIP can be found in FY2022 Capital Improvement Program.

Summary:

Capital Improvement Plan and its benefits

- Sound financial management represents one of the most critical aspects of local government administration.
- Capital planning enhances a community's credit rating, controls its tax rate, and avoids sudden changes in debt service requirements.
- Capital planning process will keep public informed of current community objectives as well as future needs and projects.
- Sound policies and planning will identify the most economical means of financing capital needs of the city.

9.1 City of Everett Fixed Costs – Debt

Debt Administration:

Outstanding long-term debt of the City, as of June 30, 2021, totaled \$94,008,672. The Commonwealth has approved school construction assistance to the city. The assistance program, administered by the Massachusetts School Building Authority, provides resources for future debt service of the general obligation school bonds. That assistance program ended in FY20. The balance of outstanding debt will be supported by general fund and enterprise fund revenues of the city.

Bond Rating:

On April 4, 2020, Standard and Poor's rating services assigned its "AA+" rating to the city's 2020 general obligation (GO) municipal purpose loan bonds. The city's full-faith-and-credit pledge secures the bonds.

This rating reflects several factors of the city, including:

- Strong budgetary flexibility
- Strong budgetary performance, and a diverse revenue stream
- Very strong liquidity, providing very strong cash to cover debt service and expenditures
- Strong debt and contingent liabilities profile, due to low net debt and rapid amortization.
- Strong institutional framework

A full copy of Standard and Poor's summary is included as part of this section of the budget.

9.2 Understanding Municipal Debt

The decision to borrow money can be intimidating. To make matters more uncertain, the mechanics of issuing debt may be the least understood financial process among citizens, local officials and even some professional staff. Generally known is the statutory requirement that a town meeting, or a city council, can authorize borrowing only by two-thirds vote. State law also specifies what expenditure purposes may be funded through debt and the allowed duration of the borrowing term (M.G.L. Ch. 44). The terms of a borrowing are made final when a majority of the board of selectmen, or the mayor, affixes their signature to required documentation. However, between authorization and issuance much more occurs with little notice outside the treasurer's office.

In the narrative that follows, we hope to provide some clarity. Discussed will be typical reasons why municipalities borrow and the borrowing vehicles that are available. The players who are a part of the process are described, as well as the process itself.

Communities in Massachusetts have an ongoing responsibility to create and maintain capital assets. Hopefully, decisions of this nature are based on a capital improvement plan developed through analysis and prioritization of the community's needs. Beyond a role in funding capital improvements related to buildings, infrastructure and equipment, it is the treasurer's responsibility to maintain sufficient cash balances to meet the spending demands of departments, within the limits of appropriations. Occasionally, some communities also find themselves in need of a short-term infusion of cash for either capital or operating purposes. For these and other reasons, Massachusetts General Law authorizes cities and towns to issue debt under certain circumstances and for various durations.

Often, the reasons for borrowing will dictate the type of debt a community chooses to take on. This is because some vehicles are better suited than others, depending on the nature of the need for funds. To make the discussion simpler, we can conceive of municipal debt as essentially falling into two categories: short-term and long-term.

Short-term Debt

Short-term debt can be classified best as borrowing through the issue of notes in anticipation of either paying them off or permanently financing the debt. Short-term borrowing also allows communities to make interest-only payments. However, such debt usually has a maturity date of no more than two years and, in some cases, statute dictates a shorter timeframe. Additionally, a community might choose to re-issue short-term debt and/or make principal payments under certain circumstances. The various types of short-term debt vehicles used in Massachusetts include the following:

Revenue Anticipation Notes (RANs) – These notes, issued for a maximum of one-year, are used to stabilize cash flow when the treasurer’s cash balances are low or forecast to go negative (M.G.L. Ch. 44, §4). The notes are issued to fill a cash need, usually until quarterly/semi-annual tax payments or local aid distributions from the Commonwealth are received.

Federal and State Aid Anticipation Notes (FAANs and SAANs) – These notes are issued to fund spending in anticipation of grant receipts, with the expectation that the note will be paid-off upon receiving federal, state or other funds (e.g. Chapter 90 highway project reimbursements).

Bond Anticipation Notes (BANs) – These notes are issued to provide funding for capital improvements. BANs are usually paid-off with the proceeds of long-term financing instruments such as general obligation bonds. However, state law allows for BANs to be re-issued for up to five years if principle payments are made in accordance with an amortization schedule that would be required if the outstanding balance had been financed as long-term debt (M.G.L. Ch. 44, §17). Since short-term debt normally carries a lower interest rate than permanent, this strategy may make sense under certain circumstances.

Long-term Debt

Permanent financing vehicles, i.e. municipal bonds, are typically issued when market conditions make it advantageous to lock-in a fixed interest rate or when further refunding of short-term debt is no longer an option due to statutory time limits. The various purposes for which borrowing is permitted are expressly outlined by M.G.L. Ch. 44, §§7 & 8.

Nationwide, general obligation (GO) bonds are by far the most prevalent form of long-term municipal debt. This is especially true in Massachusetts. GO bonds are backed by the full faith and credit of a municipality. They are issued for periods ranging from five to thirty years depending on limitations established by state law.

Additional vehicles for long-term debt do exist. Examples include pension obligation, revenue, conduit, special tax, and limited obligation bonds. However, these complex options, while more common in other states, are almost never issued by communities in Massachusetts. Such debt vehicles are suited to very specific or unique financing purposes that would require special legislation or state approval in most instances.

Available State Programs

State Qualified Bonds – A financing alternative unique to Massachusetts, qualified bonds are for municipalities that have marginal credit ratings. The State Treasurer pays the debt service for GO bonds directly from a community's local aid, reinforcing the security of the bond and improving its marketability, thus reducing the cost of borrowing. Qualified bonds are only authorized by the Municipal Finance Oversight Board upon application by a city, town or regional school district under M.G.L. Ch. 44A.

State House Notes Program – State House Notes are certified by the Director of Accounts and payable annually. They are usually limited to maturities of five years and principal amounts of \$1 million. The notes are attractive, more often to smaller communities, because certification fees are low, neither an official statement nor full disclosure is required, and they are issued in a short period of time. Information about the State House Notes Program can be obtained by contacting the Public Finance Section at the Division of Local Services.

Financial Advisor

The intricacies and nuances of borrowing options available to cities and towns can give rise to many questions and decisions for municipal officials. For this reason, it makes sense for communities to utilize the services of a Massachusetts-based financial advisor. While helpful at any phase of the borrowing process, the expertise of an advisor is most useful in considering the various options available to a community for structuring debt and navigating procedures associated with the sale. A financial advisor can assist communities in considering the following:

- Choosing between the various debt instruments available.
- Deciding between a competitive vs. negotiated sale.
- Determining the short and long-term costs of purchasing bond insurance.
- Communicating information to bond rating agencies.
- Analyzing the debt service impacts of various repayment schedules.

In addition to the number of specialized firms which provide financial advisory services to large and mid-size municipalities, for smaller communities, the Public Finance Section at the Division of Local Services can also provide guidance on the debt issuance process.

Credit Rating Agencies

In Massachusetts, nearly all communities that carry bond ratings are evaluated by at least one of two rating agencies (Moody's Investors Service and Standard & Poor's). Some communities will seek ratings from both firms. While the ratings process tends to appear shrouded in mystery for some, it is important to remember that the city or town is a client of the rating agencies who, for their part, render a third party opinion on the municipality's likelihood of default.

In conducting their assessment, rating agencies will perform analyses of financial statements, management capability, fiscal stability, economic condition and other data. The process will often include an in-person or telephone interview with municipal finance officials. On less frequent occasions, ratings analysts will make a site visit to a city or town in an effort to gain a more substantial understanding of community assets and management's capabilities. Later, the rating will be assigned and published in a concise written report describing the community's financial position. Those who purchase municipal bonds and notes will use this rating when considering their bids. Typically, the better rated credits will garner lower interest rate charges.

Bond Counsel

Another participant in the issuance phase is the community's bond counsel. Bond counsel is an attorney or law firm engaged to review and submit an opinion on the legal aspects of a municipal bond or note issue. Bond counsel confirms that a borrowing has met all legal prerequisites before it is put to bid on the open market by examining required documentation (e.g. signed and sealed copies of city council or town meeting votes). If bond counsel determines that a debt issue does not meet legal sufficiency, corrective action needs to be taken by city or town officials. This may include going back to town meeting or the city council for debt authorization or other cumbersome, not to mention embarrassing, requirements. Therefore, it is helpful to consult bond counsel throughout the authorization phase, as well as prior to issuance.

Typical Chronology

After authority to raise money through debt is granted by city council or town meeting, actual issuance of notes or bonds may occur months, or even years, later. For this reason, it is good practice for local finance officials to meet periodically to review borrowings that have been authorized, but not issued, to make sure that the debt position of the community is understood by all.

Once the structure of a borrowing has been determined, a preliminary official statement (POS) is developed under direction of the treasurer and disseminated to the bond market community. The POS will also be used by rating agencies in their analysis of credit worthiness. Both the POS and the final Official Statement (OS) are documents prepared for potential investors that contain information about a prospective bond or note issue and financial data about the city or town. The OS is sometimes referred to as an offering circular or prospectus.

After all of the preliminary work has been done and the various experts (e.g. bond counsel, rating agencies) have weighed-in on the sale, the bonds or notes are sold to underwriters or broker syndicates and, ultimately, to investors. Once payment on the purchase has been made, the community has the funds for the specified capital improvement or operating expenditures. To minimize interest costs, or more efficiently assemble borrowing packages, treasurers should always communicate with the department head, who will oversee a project or purchase, to better understand when funds will be needed.

By taking a deliberate and thoughtful approach toward debt, cities and towns can optimize their borrowing practices to better maintain capital assets and minimize costs. Having a basic understanding of the process and making use of the knowledge of investment professionals improves a community's odds of success.

9.3 General Information on Debt Authorization and Legal Limit

Notes and notes including refunding notes are generally authorized on behalf of the City by vote of two-thirds of all the members of the City Council with the approval of the Mayor. Provision is made for a referendum on the filing of a petition bearing the requisite number of signatures. Borrowings for certain purposes require state administrative approval. When serial bonds or notes have been authorized, bond anticipation notes may be issued by the officers authorized to issue the serial bonds or notes. Temporary loans in anticipation of certain state and county reimbursements are generally authorized by majority vote but provision is made for temporary loans in anticipation of current revenues and federal grants and for other purposes in certain circumstances without City Council authorization.

The general debt limit of the city consists of a normal debt limit and a double debt limit. The normal debt limit is 5% of the valuation of taxable property as last equalized by the State Department of Revenue. The City can authorize debt up to this amount without State approval. It can authorize debt up to twice this amount (the double debt limit) with the approval of the State's Municipal Finance Oversight Board. Based on the City's proposed 2022 equalized valuation (EQV) of \$7,029,819,300 its normal debt limit is \$351,490,965 (5%) and its double debt limit is \$702,981,930 (10%).

There are many categories of general obligation debt which are exempt from and do not count against the general debt limit. Among others, these exempt categories include revenues anticipation notes and grant anticipation notes; emergency loans exempted by special laws, bonds for water (limited to 10% of equalized valuation), housing, urban renewal and economic development (subject to various debt limits) and electric, gas, community antenna television systems, and telecommunication systems (subject to separate limits). Revenue bonds and water pollution abatement revenue bonds are not subject to these debt limits. The general debt limit and the special debt limit for water bonds apply at the time debt is authorized. The other special debt limits generally apply at the time the debt is incurred.

The amount borrowed in each fiscal year by the issue of revenue anticipation notes is limited to the tax levy of the prior fiscal year, together with the net receipts in the prior fiscal year from the motor vehicle excise and certain payments made by the Commonwealth in lieu of taxes. The fiscal year ends on June 30th. Notes may mature in the following fiscal year, and notes may be

refunded into the following fiscal year to the extent of the uncollected, unabated current tax levy and certain other items, including revenue deficits, overlay deficits, final judgments and lawful un-appropriated expenditures, which are to be added to the next tax levy, but excluding deficits arising from a failure to collect taxes of earlier years. In any event, the period from an original borrowing to its final maturity cannot exceed one year.

Types of Obligations

General Obligations – Massachusetts cities and towns are authorized to issue general obligation indebtedness of the following types:

Serial Bonds and Notes – These are generally required to be payable in equal or diminishing annual principal amounts beginning no later than the end of the next fiscal year commencing after the date of issue and ending within the terms permitted by law. Level debt service is permitted for bonds and notes issued for certain purposes including self-supporting enterprise purposes, certain state aided school projects and for projects for which debt service has been exempted from property tax limitations. The maximum terms vary from one year to 40 years, depending on the purpose of the issue. Most of the purposes are capital projects. Bonds or notes may be made callable and redeemed prior to their maturity, and a redemption premium may be paid. Refunding bonds or notes may be issued subject to the maximum term measured from the date of the original bonds or notes. Serial bonds may be issued as “qualified bonds” with the approval of the state Municipal Finance Oversight Board consisting of the Attorney General, the State Treasurer, the State Auditor and the Director of Accounts, subject to such conditions and limitations (including restrictions on future indebtedness) as may be required by the Board. Qualified bonds may mature in not less than 10 or more than 30 years from their dates and are not subject to the amortization requirements described above. The State Treasurer is required to pay the debt service on qualified bonds and thereafter to withhold the amount of the debt service from state aid or other state payments. Administrative costs and any loss of interest income to the State area are to be assessed upon the city or town.

Bond Anticipation Notes (BAN) – These generally must mature within two years of their original dates of issuance but may be refunded from time to time for a period not to exceed five years from their original dates of issuances, provided that (except for notes issued for certain school projects that have been approved for state school construction aid) for each year that the notes are refunded beyond the second year they must be paid in part from revenue funds in an amount at least equal to the minimum annual payment that would have been required if the bonds had been issued at the end of the second year. The maximum term of bonds issued to refund bond anticipation notes is measured from the date of the original issue of the notes (except for certain school projects).

Revenue Anticipation Notes (RAN) – These are issued to meet current expenses in anticipation of taxes and other revenues. They must mature within one year but, if payable in less than one year, may be refunded from time to time up to one year from the original date of issue. (Such notes may be extended beyond fiscal year end in an amount not exceeding current receivables.)

Grant Anticipation Notes (GAN) – These are issued for temporary financing in anticipation of federal grants and state and county reimbursements. Generally they must mature within two years but may be refunded from time to time as long as the municipality remains entitled to the grant or reimbursement.

Revenue Bonds – Cities and towns may issue revenue bonds for solid waste disposal facilities and for projects financed under the Commonwealth's Water Pollution Abatement or Drinking Water Revolving Loan Programs and for certain economic development projects supported by tax increment financing. In addition to general obligation bonds and notes, cities and towns having electric departments may issue electric revenue bonds and notes in anticipation of such bonds, subject to the approval of the State Department of Telecommunications and Energy.

City of Everett, Massachusetts

FY 2022 Principal and Interest Payments on Outstanding Long-Term Debt

Net of MCWT Subsidy (Does Not Include MCWT Admin Fees)

prepared 9/8/2021

Aggregate Net Debt Service

DATE	Issue : Purpose	PRINCIPAL	INTEREST	MCWT Subsidy	NET NEW D/S
07/15/2021	June 6 2012 MWPAT CW-08-14 (I) Revised : SINGLE PURPOSE	9,349.63	1,022.25	-	10,371.88
	May 22 2013 MWPAT CW-10-20 (I) : SINGLE PURPOSE	-	18,466.40	-	18,466.40
	January 7 2015 MCWT CW-10-20-A (I) : SINGLE PURPOSE	-	4,923.18	-	4,923.18
	April 13 2017 MCWT CW-14-24 (I) : SINGLE PURPOSE	-	4,164.23	-	4,164.23
	June 15 2020 MCWT CW-08-14-A (I) : SINGLE PURPOSE	-	389.32	-	389.32
Subtotal		\$9,349.63	\$28,965.38	-	\$38,315.01
08/01/2021	December 14 2006 MWPAT CW-02-31 (I) : SINGLE PURPOSE	25,000.00	1,694.18	(2,475.70)	24,218.48
	February 19 2008 Section 108 HUD Loan (O) : SINGLE PURPOSE	80,000.00	-	-	80,000.00
	February 6 2014 : Residential Water Meters (OSS)	-	5,925.00	-	5,925.00
	February 6 2014 : Water Main Replacement (OSS)	-	12,437.50	-	12,437.50
	February 6 2014 : Water System Repairs (OSS)	-	1,575.00	-	1,575.00
	February 6 2014 : Tot Lot (I)	-	1,865.63	-	1,865.63
	February 6 2014 : City Hall Roof Repair (I)	-	1,243.75	-	1,243.75
	February 6 2014 : Fire Pumper Truck (I)	-	4,975.00	-	4,975.00
	February 6 2014 : Road & Sidewalk (I)	-	24,875.00	-	24,875.00
	April 23 2015 : Pumper Truck (I)	-	4,800.00	-	4,800.00
	April 23 2015 : Day Park Renovation (I)	-	6,862.50	-	6,862.50
	April 23 2015 : Street & Sidewalk Improvements (I)	-	30,500.00	-	30,500.00
	April 23 2015 : Shute Library Renovation (I)	-	7,250.00	-	7,250.00
	April 23 2015 : Whittier School Roof (I)	-	8,428.13	-	8,428.13
	April 23 2015 : Adv Ref of Feb 1 07- High School (I)	-	62,945.00	-	62,945.00
	April 23 2015 : Adv Ref of Feb 1 07- Prior Schools (I)	-	92.50	-	92.50
	November 17 2020 : Cur Ref of 8 1 09 School Remodeling (I)	79,000.00	26,775.83	-	105,775.83
	November 17 2020 : Citywide Tot Lots (I)	35,000.00	17,841.74	-	52,841.74
	November 17 2020 : Florence Park Construction (I)	72,000.00	32,808.33	-	104,808.33
	November 17 2020 : Seven Acre Park Construction (I)	50,000.00	25,488.19	-	75,488.19
	November 17 2020 : Swan St. Park Construction (I)	75,000.00	38,232.29	-	113,232.29
	November 17 2020 : Baldwin Ave. Park Construction (I)	75,000.00	38,232.29	-	113,232.29
	November 17 2020 : Edith St. Park Construction (I)	55,000.00	28,037.01	-	83,037.01
	November 17 2020 : Property Acquisitions (I)	25,000.00	12,744.10	-	37,744.10
	November 17 2020 : Everett Square Improvements I (I)	20,000.00	7,761.11	-	27,761.11
	November 17 2020 : Everett Square Improvements II (I)	50,000.00	21,872.22	-	71,872.22
	November 17 2020 : Northern Strand Bike Path (I)	110,000.00	45,508.33	-	155,508.33
	November 17 2020 : High School Vocational (I)	25,000.00	11,959.17	-	36,959.17
	November 17 2020 : Street & Sidewalk Repair I (I)	204,000.00	83,925.83	-	287,925.83
	November 17 2020 : Elton & Tremont Surface Drainage (I)	45,000.00	19,261.67	-	64,261.67
	November 17 2020 : Commercial Triangle Improvements (I)	15,000.00	6,208.89	-	21,208.89
	November 17 2020 : Street & Sidewalk Repair II (I)	200,000.00	87,488.89	-	287,488.89
	February 11 2021 (I) : SINGLE PURPOSE	-	37,069.44	-	37,069.44
Subtotal		\$1,240,000.00	\$716,684.52	(2,475.70)	\$1,954,208.82
08/15/2021	February 18 2016 : Refurbish Park & Tot Lots (I)	-	7,800.00	-	7,800.00
	February 18 2016 : Land Acquisition (I)	-	6,675.00	-	6,675.00
	February 18 2016 : Sacramone Park (I)	-	30,100.00	-	30,100.00
	February 18 2016 : Park Renovation (I)	-	25,225.00	-	25,225.00
	February 18 2016 : Webster School Air Conditioning (I)	-	9,925.00	-	9,925.00
	February 18 2016 : Parlin School Yard/Walkway Repavement (I)	-	8,675.00	-	8,675.00
	February 18 2016 : Parlin School Additional Classrooms I (I)	-	18,675.00	-	18,675.00
	February 18 2016 : Parlin School Additional Classrooms II (I)	-	10,425.00	-	10,425.00
	February 18 2016 : Ladder One Replacement (I)	-	12,000.00	-	12,000.00
	February 18 2016 : Street & Sidewalk Repairs (I)	-	34,850.00	-	34,850.00
	February 18 2016 : Enterprise Departmental Equipment (I)	-	3,000.00	-	3,000.00
	September 12 2016 MWRA Water (O) : SINGLE PURPOSE	100,000.00	-	-	100,000.00
	September 12 2016 MWRA Sewer (I) : SINGLE PURPOSE	35,525.00	-	-	35,525.00
	February 28 2017 : Central Fire Station Renovation (I)	-	29,710.63	-	29,710.63
	February 28 2017 : Parlin School Renovation (I)	-	48,925.00	-	48,925.00
	February 28 2017 : High School Panel Improvements (I)	-	625.00	-	625.00
	February 28 2017 : Library Parlin Renovations (I)	-	2,226.88	-	2,226.88
	February 28 2017 : Police Station Renovations (I)	-	1,477.50	-	1,477.50
	February 28 2017 : City Hall Renovations (I)	-	4,754.38	-	4,754.38
	February 28 2017 : E-911 Building Renovations (I)	-	400.00	-	400.00
	February 28 2017 : Amory Renovations (I)	-	11,134.38	-	11,134.38
	February 28 2017 : City Services Building Renovations (I)	-	1,857.50	-	1,857.50
	February 28 2017 : Everett Stadium Renovations (I)	-	1,477.50	-	1,477.50

	February 28 2017 : Gym Renovations (I)	-	1,857.50	-	1,857.50
	February 28 2017 : Connolly Center Renovation (I)	-	2,645.00	-	2,645.00
	February 28 2017 : Refurbish Tot Lots (I)	-	9,920.00	-	9,920.00
	February 28 2017 : Meadows/Kearins Park Design & Construction (I)	-	500.00	-	500.00
	February 28 2017 : Swan Street Park Design & Construction (I)	-	13,480.00	-	13,480.00
	February 28 2017 : Gramsford Park Design & Construction (I)	-	11,775.00	-	11,775.00
	February 28 2017 : North Strand Bike Path Renovation (I)	-	7,050.00	-	7,050.00
	February 28 2017 : Hugh Common Construction (I)	-	600.00	-	600.00
	February 28 2017 : Recreation Master Plan (I)	-	225.00	-	225.00
	February 28 2017 : 6 Wheel Dump Truck (I)	-	855.00	-	855.00
	February 28 2017 : Lift Truck (I)	-	350.00	-	350.00
	February 28 2017 : Forklift (I)	-	170.00	-	170.00
	February 28 2017 : Sidewalk Plow (I)	-	365.00	-	365.00
	February 28 2017 : Infield Machine Trailer (I)	-	135.00	-	135.00
	February 28 2017 : Compressor Truck (I)	-	450.00	-	450.00
	February 28 2017 : Forest Truck (I)	-	800.00	-	800.00
	February 28 2017 : F350 Truck (I)	-	250.00	-	250.00
	February 28 2017 : 2 Utility Vans (I)	-	450.00	-	450.00
	February 28 2017 : 2 F250 Auto Lift (I)	-	500.00	-	500.00
	February 28 2017 : DPW Utility Truck (I)	-	225.00	-	225.00
	February 28 2017 : Ornamental Lights (I)	-	450.00	-	450.00
	February 28 2017 : Traffic Signal Improvements (I)	-	3,300.00	-	3,300.00
	February 28 2017 : LED Streetlights (I)	-	7,875.00	-	7,875.00
	February 28 2017 : Traffic Lights (I)	-	1,500.00	-	1,500.00
	February 28 2017 : Keverian Parking Lot Reconstruction (I)	-	10,625.00	-	10,625.00
	February 28 2017 : Sewer illicit Connections Infrastructure (I)	-	1,104.38	-	1,104.38
	February 28 2017 : Elton & Tremont Drainage Improvements (I)	-	3,113.75	-	3,113.75
	February 28 2017 : Water- Backhoe with Accessories (O)	-	500.00	-	500.00
	Subtotal		\$135,525.00	\$351,009.40	- \$486,534.40
08/22/2021	August 22 2011 MWRA Water (O) : SINGLE PURPOSE		22,842.20	-	22,842.20
	Subtotal		\$22,842.20	-	\$22,842.20
09/01/2021	December 20 2012 : Adv Ref 3 1 04 - School Remodeling (I)	-	1,200.00	-	1,200.00
	Subtotal	-	\$1,200.00	-	\$1,200.00
10/01/2021	April 4 2019 : City Services - Mini Packer (I)	-	2,625.00	-	2,625.00
	April 4 2019 : City Services - Aerial Truck (I)	-	1,125.00	-	1,125.00
	April 4 2019 : Voting Machines (I)	-	1,000.00	-	1,000.00
	April 4 2019 : Public Safety Generator (I)	-	750.00	-	750.00
	April 4 2019 : OSHA Compliance (I)	-	1,875.00	-	1,875.00
	April 4 2019 : Street/Sidewalk Improvements (I)	-	51,625.00	-	51,625.00
	April 4 2019 : Appleton St. Park Design (I)	-	1,000.00	-	1,000.00
	April 4 2019 : Swan St. Park Phase II Design (I)	-	1,000.00	-	1,000.00
	April 4 2019 : Wherner Park (I)	-	1,000.00	-	1,000.00
	April 4 2019 : Morris Playground (I)	-	8,625.00	-	8,625.00
	April 4 2019 : Bike Share Locations (I)	-	1,250.00	-	1,250.00
	April 4 2019 : Glendal Square Redesign (I)	-	1,875.00	-	1,875.00
	April 4 2019 : Prescott St. Bike Path Crossing (I)	-	625.00	-	625.00
	April 4 2019 : Complete Streets Implementation (I)	-	7,625.00	-	7,625.00
	April 4 2019 : Northern Strand Bike Path Extension (I)	-	4,275.00	-	4,275.00
	April 4 2019 : Lower Broadway Bus Lane Design (I)	-	2,000.00	-	2,000.00
	April 4 2019 : North Strand Bike Path Amenities (I)	-	2,625.00	-	2,625.00
	April 4 2019 : Hale St. Park Construction (I)	-	25,303.13	-	25,303.13
	April 4 2019 : Appleton St. Park Construction (I)	-	18,406.25	-	18,406.25
	April 4 2019 : Central Ave. Park Construction (I)	-	18,406.25	-	18,406.25
	April 4 2019 : Meadows/Kearins Park Phase II Design (I)	-	15,000.00	-	15,000.00
	April 4 2019 : Tennis Court Design/Construction (I)	-	18,406.25	-	18,406.25
	April 4 2019 : Everett Square Improvements II (I)	-	17,125.00	-	17,125.00
	April 4 2019 : Werner & Fuller St. Park Design/Construction (I)	-	16,815.63	-	16,815.63
	April 4 2019 : Tot Lot Design/Refurbish (I)	-	13,509.38	-	13,509.38
	April 4 2019 : Beacham St. Design (I)	-	2,625.00	-	2,625.00
	April 4 2019 : Sign/Awning Program & Wayfinding System (I)	-	1,750.00	-	1,750.00
	April 4 2019 : Sweetser Circle Design (I)	-	1,375.00	-	1,375.00
	April 4 2019 : Seven Acre Park Design/Construction (I)	-	875.00	-	875.00
	April 4 2019 : City Services - F450 Dump Truck (I)	-	1,125.00	-	1,125.00
	April 4 2019 : City Services - F350 Truck (I)	-	750.00	-	750.00
	April 4 2019 : City Services - Freightliner Dump Truck (I)	-	2,625.00	-	2,625.00
	April 4 2019 : City Services - Admin Vehicle (I)	-	500.00	-	500.00
	April 4 2019 : Facilities Mgmt - Admin Vehicle (I)	-	500.00	-	500.00
	April 4 2019 : ISD Bucket/Crane Truck (I)	-	2,250.00	-	2,250.00
	April 4 2019 : City Services - Street Sweeper (I)	-	3,000.00	-	3,000.00
	April 4 2019 : Planning - Ornamental Lights (I)	-	28,875.00	-	28,875.00
	April 4 2019 : City Services - Aerial Truck II (I)	-	1,250.00	-	1,250.00
	April 4 2019 : Central Fire Station Renovations (I)	-	8,437.50	-	8,437.50
	April 4 2019 : Vocational Program at High School (I)	-	11,793.75	-	11,793.75
	April 4 2019 : Addl Vocational Program at High School (I)	-	5,771.88	-	5,771.88
	April 4 2019 : Vactor Truck (O)	-	7,800.00	-	7,800.00
	Subtotal	-	\$315,175.02	-	\$315,175.02
11/01/2021	October 25 2007 MSBA School (O) : SINGLE PURPOSE	449,415.32	107,859.68	-	Page 5725.00

	May 3 2018 : Hancock St Fire Station Renovation (I)	-	58,050.00	-	58,050.00
	May 3 2018 : Park Design (I)	-	20,625.00	-	20,625.00
	May 3 2018 : Departmental Equipment (I)	-	250.00	-	250.00
	May 3 2018 : Best Buy Purchase (I)	-	5,621.88	-	5,621.88
	May 3 2018 : Roadway Infrastructure (I)	-	24,650.00	-	24,650.00
	May 3 2018 : Elton & Tremont St Drainage (I)	-	23,278.13	-	23,278.13
	May 3 2018 : Cemetery Design/Construction (I)	-	12,000.00	-	12,000.00
	May 3 2018 : Design and Refurbish City Parks and Tot Lots (I)	-	6,500.00	-	6,500.00
	May 3 2018 : Meadows/Kearins Park Phase II- Design Field (I)	-	9,928.13	-	9,928.13
	May 3 2018 : Everett Square Improvements (I)	-	6,575.00	-	6,575.00
	May 3 2018 : Webster/Lincoln Intersection (I)	-	4,375.00	-	4,375.00
	May 3 2018 : Traffic Signal Upgrades (I)	-	3,625.00	-	3,625.00
	May 3 2018 : Wireless Fire Alarm Boxes (I)	-	2,250.00	-	2,250.00
	May 3 2018 : Freightliner Dump Truck (I)	-	1,625.00	-	1,625.00
	May 3 2018 : Edith Street Park Design (I)	-	1,250.00	-	1,250.00
	May 3 2018 : Hale Street Park Design (I)	-	1,250.00	-	1,250.00
	May 3 2018 : Central Ave Park Design (I)	-	1,250.00	-	1,250.00
	May 3 2018 : Bike Share Locations (I)	-	1,250.00	-	1,250.00
	May 3 2018 : Bike Path Extension Improvements (I)	-	1,250.00	-	1,250.00
	May 3 2018 : Wellness Building Boiler (I)	-	2,290.63	-	2,290.63
	May 3 2018 : Beacham Street Design (I)	-	1,250.00	-	1,250.00
	May 3 2018 : Second Street Corridor Engineering Design (I)	-	1,250.00	-	1,250.00
	May 3 2018 : Crane Truck (I)	-	1,250.00	-	1,250.00
	May 3 2018 : 2 F350 Pickup Trucks (I)	-	1,000.00	-	1,000.00
	May 3 2018 : Bus Lane Improvements (I)	-	750.00	-	750.00
	May 3 2018 : E-911 EFD Stations (I)	-	750.00	-	750.00
	May 3 2018 : F450 Dump Truck with Plow/Sander (I)	-	500.00	-	500.00
	May 3 2018 : Facilities- Skid Steer (S750 Bobcat) (I)	-	500.00	-	500.00
	May 3 2018 : Cemetery- Skid Steer (S750 Bobcat) (I)	-	500.00	-	500.00
	May 3 2018 : Bike Safety Upgrades (I)	-	375.00	-	375.00
	May 3 2018 : Facilities Maintenance Vehicle (I)	-	250.00	-	250.00
	May 3 2018 : F-150 Truck (I)	-	250.00	-	250.00
	May 3 2018 : Inspection Service File System (I)	-	250.00	-	250.00
	May 3 2018 : Heavy Duty Truck Lift (I)	-	250.00	-	250.00
	May 3 2018 : Parlin School Flooring (I)	-	6,546.88	-	6,546.88
	May 3 2018 : Parlin School Lockers (I)	-	1,750.00	-	1,750.00
	May 3 2018 : Water/Sewer Truck (I)	-	250.00	-	250.00
	May 3 2018 : Water/Sewer GIS Improvements (I)	-	1,750.00	-	1,750.00
	May 3 2018 : Water/Sewer Data Management System (I)	-	1,250.00	-	1,250.00
	Subtotal		\$449,415.32	\$316,425.33	- \$765,840.65
11/15/2021	November 17 2014 MWRA Water (O) : SINGLE PURPOSE	100,000.00	-	-	100,000.00
	November 13 2017 MWRA Water (O) : SINGLE PURPOSE	94,100.00	-	-	94,100.00
	December 3 2018 MWRA Water (O) : SINGLE PURPOSE	100,000.00	-	-	100,000.00
	December 2 2019 MWRA Water I (O) : SINGLE PURPOSE	122,130.00	-	-	122,130.00
	December 2 2019 MWRA Water II (O) : SINGLE PURPOSE	100,000.00	-	-	100,000.00
	Subtotal	\$516,230.00	-	-	\$516,230.00
12/15/2021	December 20 2013 : Water Meters 1 (O)	85,000.00	3,900.00	-	88,900.00
	December 20 2013 : Water Meters 2 (O)	120,000.00	3,600.00	-	123,600.00
	December 20 2013 : Glendale Park Improvements (I)	200,000.00	16,365.00	-	216,365.00
	December 20 2013 : Parlin School Masonry Repair (I)	40,000.00	5,197.50	-	45,197.50
	December 20 2013 : Shute Library Construction 1 (I)	85,000.00	14,565.00	-	99,565.00
	December 20 2013 : Shute Library Construction 2 (I)	35,000.00	5,550.00	-	40,550.00
	December 20 2013 : Fire Station Repairs & Design (I)	20,000.00	2,475.00	-	22,475.00
	December 20 2013 : Police Station Renovations (I)	5,000.00	225.00	-	5,225.00
	December 20 2013 : 911 Stairs (I)	5,000.00	225.00	-	5,225.00
	December 20 2013 : Roadway Reconstruction (I)	280,000.00	12,600.00	-	292,600.00
	December 20 2013 : Sidewalk Reconstruction (I)	5,000.00	225.00	-	5,225.00
	Subtotal	\$880,000.00	\$64,927.50	-	\$944,927.50
01/15/2022	June 6 2012 MWPAT CW-08-14 (I) Revised : SINGLE PURPOSE	-	928.75	-	928.75
	May 22 2013 MWPAT CW-10-20 (I) : SINGLE PURPOSE	136,348.00	18,466.40	-	154,814.40
	January 7 2015 MCWT CW-10-20-A (I) : SINGLE PURPOSE	30,464.00	4,923.18	-	35,387.18
	April 13 2017 MCWT CW-14-24 (I) : SINGLE PURPOSE	22,042.00	4,164.23	-	26,206.23
	June 15 2020 MCWT CW-08-14-A (I) : SINGLE PURPOSE	3,963.18	389.32	-	4,352.50
	Subtotal	\$192,817.18	\$28,871.88	-	\$221,689.06
02/01/2022	December 14 2006 MWPAT CW-02-31 (I) : SINGLE PURPOSE	-	1,253.67	(918.21)	335.46
	February 6 2014 : Residential Water Meters (OSS)	130,000.00	5,925.00	-	135,925.00
	February 6 2014 : Water Main Replacement (OSS)	100,000.00	12,437.50	-	112,437.50
	February 6 2014 : Water System Repairs (OSS)	35,000.00	1,575.00	-	36,575.00
	February 6 2014 : Tot Lot (I)	15,000.00	1,865.63	-	16,865.63
	February 6 2014 : City Hall Roof Repair (I)	10,000.00	1,243.75	-	11,243.75
	February 6 2014 : Fire Pumper Truck (I)	40,000.00	4,975.00	-	44,975.00
	February 6 2014 : Road & Sidewalk (I)	200,000.00	24,875.00	-	224,875.00
	April 23 2015 : Pumper Truck (I)	60,000.00	4,800.00	-	64,800.00
	April 23 2015 : Day Park Renovation (I)	45,000.00	6,862.50	-	51,862.50
	April 23 2015 : Street & Sidewalk Improvements (I)	200,000.00	30,500.00	-	230,500.00
	April 23 2015 : Shute Library Renovation (I)	35,000.00	7,250.00	-	42,250.00
	April 23 2015 : Whittier School Roof (I)	40,000.00	8,428.13	-	48,428.13

	April 23 2015 : Adv Ref of Feb 1 07- High School (I)	684,000.00	62,945.00	-	746,945.00
	April 23 2015 : Adv Ref of Feb 1 07- Prior Schools (I)	1,000.00	92.50	-	1,092.50
	November 17 2020 : Cur Ref of 8 1 09 School Remodeling (I)	-	17,000.00	-	17,000.00
	November 17 2020 : Citywide Tot Lots (I)	-	11,768.75	-	11,768.75
	November 17 2020 : Florence Park Construction (I)	-	21,450.00	-	21,450.00
	November 17 2020 : Seven Acre Park Construction (I)	-	16,812.50	-	16,812.50
	November 17 2020 : Swan St. Park Construction (I)	-	25,218.75	-	25,218.75
	November 17 2020 : Baldwin Ave. Park Construction (I)	-	25,218.75	-	25,218.75
	November 17 2020 : Edith St. Park Construction (I)	-	18,493.75	-	18,493.75
	November 17 2020 : Property Acquisitions (I)	-	8,406.25	-	8,406.25
	November 17 2020 : Everett Square Improvements I (I)	-	5,000.00	-	5,000.00
	November 17 2020 : Everett Square Improvements II (I)	-	14,250.00	-	14,250.00
	November 17 2020 : Northern Strand Bike Path (I)	-	29,500.00	-	29,500.00
	November 17 2020 : High School Vocational (I)	-	7,850.00	-	7,850.00
	November 17 2020 : Street & Sidewalk Repair I (I)	-	54,375.00	-	54,375.00
	November 17 2020 : Elton & Tremont Surface Drainage (I)	-	12,525.00	-	12,525.00
	November 17 2020 : Commercial Triangle Improvements (I)	-	4,025.00	-	4,025.00
	November 17 2020 : Street & Sidewalk Repair II (I)	-	57,000.00	-	57,000.00
	February 11 2021 (I) : SINGLE PURPOSE	160,000.00	39,250.00	-	199,250.00
	Subtotal	\$1,755,000.00	\$543,172.43	(918.21)	\$2,297,254.22
02/15/2022	February 18 2016 : Refurbish Park & Tot Lots (I)	45,000.00	7,800.00	-	52,800.00
	February 18 2016 : Land Acquisition (I)	30,000.00	6,675.00	-	36,675.00
	February 18 2016 : Sacramone Park (I)	175,000.00	30,100.00	-	205,100.00
	February 18 2016 : Park Renovation (I)	145,000.00	25,225.00	-	170,225.00
	February 18 2016 : Webster School Air Conditioning (I)	40,000.00	9,925.00	-	49,925.00
	February 18 2016 : Parlin School Yard/Walkway Repavement (I)	50,000.00	8,675.00	-	58,675.00
	February 18 2016 : Parlin School Additional Classrooms I (I)	75,000.00	18,675.00	-	93,675.00
	February 18 2016 : Parlin School Additional Classrooms II (I)	45,000.00	10,425.00	-	55,425.00
	February 18 2016 : Ladder One Replacement (I)	125,000.00	12,000.00	-	137,000.00
	February 18 2016 : Street & Sidewalk Repairs (I)	200,000.00	34,850.00	-	234,850.00
	February 18 2016 : Enterprise Departmental Equipment (I)	30,000.00	3,000.00	-	33,000.00
	February 28 2017 : Central Fire Station Renovation (I)	94,000.00	29,710.63	-	123,710.63
	February 28 2017 : Parlin School Renovation (I)	154,000.00	48,925.00	-	202,925.00
	February 28 2017 : High School Panel Improvements (I)	5,000.00	625.00	-	5,625.00
	February 28 2017 : Library Parlin Renovations (I)	7,000.00	2,226.88	-	9,226.88
	February 28 2017 : Police Station Renovations (I)	5,000.00	1,477.50	-	6,477.50
	February 28 2017 : City Hall Renovations (I)	15,000.00	4,754.38	-	19,754.38
	February 28 2017 : E-911 Building Renovations (I)	4,000.00	400.00	-	4,400.00
	February 28 2017 : Amory Renovations (I)	35,000.00	11,134.38	-	46,134.38
	February 28 2017 : City Services Building Renovations (I)	6,000.00	1,857.50	-	7,857.50
	February 28 2017 : Everett Stadium Renovations (I)	5,000.00	1,477.50	-	6,477.50
	February 28 2017 : Gym Renovations (I)	6,000.00	1,857.50	-	7,857.50
	February 28 2017 : Connolly Center Renovation (I)	9,000.00	2,645.00	-	11,645.00
	February 28 2017 : Refurbish Tot Lots (I)	43,000.00	9,920.00	-	52,920.00
	February 28 2017 : Meadows/Kearins Park Design & Construction (I)	4,000.00	500.00	-	4,500.00
	February 28 2017 : Swan Street Park Design & Construction (I)	58,000.00	13,480.00	-	71,480.00
	February 28 2017 : Gramsford Park Design & Construction (I)	51,000.00	11,775.00	-	62,775.00
	February 28 2017 : North Strand Bike Path Renovation (I)	30,000.00	7,050.00	-	37,050.00
	February 28 2017 : Hugh Common Construction (I)	5,000.00	600.00	-	5,600.00
	February 28 2017 : Recreation Master Plan (I)	9,000.00	225.00	-	9,225.00
	February 28 2017 : 6 Wheel Dump Truck (I)	34,200.00	855.00	-	35,055.00
	February 28 2017 : Lift Truck (I)	14,000.00	350.00	-	14,350.00
	February 28 2017 : Forklift (I)	6,800.00	170.00	-	6,970.00
	February 28 2017 : Sidewalk Plow (I)	14,600.00	365.00	-	14,965.00
	February 28 2017 : Infield Machine Trailer (I)	5,400.00	135.00	-	5,535.00
	February 28 2017 : Compressor Truck (I)	18,000.00	450.00	-	18,450.00
	February 28 2017 : Forest Truck (I)	32,000.00	800.00	-	32,800.00
	February 28 2017 : F350 Truck (I)	10,000.00	250.00	-	10,250.00
	February 28 2017 : 2 Utility Vans (I)	18,000.00	450.00	-	18,450.00
	February 28 2017 : 2 F250 Auto Lift (I)	20,000.00	500.00	-	20,500.00
	February 28 2017 : DPW Utility Truck (I)	9,000.00	225.00	-	9,225.00
	February 28 2017 : Ornamental Lights (I)	18,000.00	450.00	-	18,450.00
	February 28 2017 : Traffic Signal Improvements (I)	22,000.00	3,300.00	-	25,300.00
	February 28 2017 : LED Streetlights (I)	53,000.00	7,875.00	-	60,875.00
	February 28 2017 : Traffic Lights (I)	10,000.00	1,500.00	-	11,500.00
	February 28 2017 : Keverian Parking Lot Reconstruction (I)	46,000.00	10,625.00	-	56,625.00
	February 28 2017 : Sewer illicit Connections Infrastructure (I)	4,000.00	1,104.38	-	5,104.38
	February 28 2017 : Elton & Tremont Drainage Improvements (I)	10,000.00	3,113.75	-	13,113.75
	February 28 2017 : Water- Backhoe with Accessories (O)	20,000.00	500.00	-	20,500.00
	February 8 2021 MWRA Water (O) : SINGLE PURPOSE	152,890.00	-	-	152,890.00
	February 8 2021 MWRA Sewer (I) : SINGLE PURPOSE	60,270.00	-	-	60,270.00
	Subtotal	\$2,083,160.00	\$351,009.40	-	\$2,434,169.40
03/01/2022	December 20 2012 : Adv Ref 3 1 04 - School Remodeling (I)	120,000.00	1,200.00	-	121,200.00
	Subtotal	\$120,000.00	\$1,200.00	-	\$121,200.00
04/01/2022	April 4 2019 : City Services - Mini Packer (I)	35,000.00	2,625.00	-	37,625.00
	April 4 2019 : City Services - Aerial Truck (I)	15,000.00	1,125.00	-	16,125.00
	April 4 2019 : Voting Machines (I)	15,000.00	1,000.00	-	16,000.00
	April 4 2019 : Public Safety Generator (I)	10,000.00	750.00	-	10,750.00

	April 4 2019 : OSHA Compliance (I)	25,000.00	1,875.00	-	26,875.00
	April 4 2019 : Street/Sidewalk Improvements (I)	180,000.00	51,625.00	-	231,625.00
	April 4 2019 : Appleton St. Park Design (I)	15,000.00	1,000.00	-	16,000.00
	April 4 2019 : Swan St. Park Phase II Design (I)	15,000.00	1,000.00	-	16,000.00
	April 4 2019 : Wherner Park (I)	15,000.00	1,000.00	-	16,000.00
	April 4 2019 : Morris Playground (I)	30,000.00	8,625.00	-	38,625.00
	April 4 2019 : Bike Share Locations (I)	20,000.00	1,250.00	-	21,250.00
	April 4 2019 : Glendal Square Redesign (I)	25,000.00	1,875.00	-	26,875.00
	April 4 2019 : Prescott St. Bike Path Crossing (I)	10,000.00	625.00	-	10,625.00
	April 4 2019 : Complete Streets Implementation (I)	30,000.00	7,625.00	-	37,625.00
	April 4 2019 : Northern Strand Bike Path Extension (I)	15,000.00	4,275.00	-	19,275.00
	April 4 2019 : Lower Broadway Bus Lane Design (I)	30,000.00	2,000.00	-	32,000.00
	April 4 2019 : North Strand Bike Path Amenities (I)	35,000.00	2,625.00	-	37,625.00
	April 4 2019 : Hale St. Park Construction (I)	70,000.00	25,303.13	-	95,303.13
	April 4 2019 : Appleton St. Park Construction (I)	50,000.00	18,406.25	-	68,406.25
	April 4 2019 : Central Ave. Park Construction (I)	50,000.00	18,406.25	-	68,406.25
	April 4 2019 : Meadows/Kearins Park Phase II Design (I)	200,000.00	15,000.00	-	215,000.00
	April 4 2019 : Tennis Court Design/Construction (I)	50,000.00	18,406.25	-	68,406.25
	April 4 2019 : Everett Square Improvements II (I)	60,000.00	17,125.00	-	77,125.00
	April 4 2019 : Werner & Fuller St. Park Design/Construction (I)	50,000.00	16,815.63	-	66,815.63
	April 4 2019 : Tot Lot Design/Refurbish (I)	40,000.00	13,509.38	-	53,509.38
	April 4 2019 : Beacham St. Design (I)	35,000.00	2,625.00	-	37,625.00
	April 4 2019 : Sign/Awning Program & Wayfinding System (I)	25,000.00	1,750.00	-	26,750.00
	April 4 2019 : Sweetser Circle Design (I)	20,000.00	1,375.00	-	21,375.00
	April 4 2019 : Seven Acre Park Design/Construction (I)	5,000.00	875.00	-	5,875.00
	April 4 2019 : City Services - F450 Dump Truck (I)	15,000.00	1,125.00	-	16,125.00
	April 4 2019 : City Services - F350 Truck (I)	10,000.00	750.00	-	10,750.00
	April 4 2019 : City Services - Freightliner Dump Truck (I)	35,000.00	2,625.00	-	37,625.00
	April 4 2019 : City Services - Admin Vehicle (I)	10,000.00	500.00	-	10,500.00
	April 4 2019 : Facilities Mgmt - Admin Vehicle (I)	10,000.00	500.00	-	10,500.00
	April 4 2019 : ISD Bucket/Crane Truck (I)	30,000.00	2,250.00	-	32,250.00
	April 4 2019 : City Services - Street Sweeper (I)	40,000.00	3,000.00	-	43,000.00
	April 4 2019 : Planning - Ornamental Lights (I)	385,000.00	28,875.00	-	413,875.00
	April 4 2019 : City Services - Aerial Truck II (I)	20,000.00	1,250.00	-	21,250.00
	April 4 2019 : Central Fire Station Renovations (I)	25,000.00	8,437.50	-	33,437.50
	April 4 2019 : Vocational Program at High School (I)	35,000.00	11,793.75	-	46,793.75
	April 4 2019 : Addl Vocational Program at High School (I)	20,000.00	5,771.88	-	25,771.88
	April 4 2019 : Vactor Truck (O)	40,000.00	7,800.00	-	47,800.00
	Subtotal	\$1,850,000.00	\$315,175.02	-	\$2,165,175.02
05/01/2022	May 3 2018 : Hancock St Fire Station Renovation (I)	165,000.00	58,050.00	-	223,050.00
	May 3 2018 : Park Design (I)	75,000.00	20,625.00	-	95,625.00
	May 3 2018 : Departmental Equipment (I)	5,000.00	250.00	-	5,250.00
	May 3 2018 : Best Buy Purchase (I)	20,000.00	5,621.88	-	25,621.88
	May 3 2018 : Roadway Infrastructure (I)	90,000.00	24,650.00	-	114,650.00
	May 3 2018 : Elton & Tremont St Drainage (I)	65,000.00	23,278.13	-	88,278.13
	May 3 2018 : Cemetery Design/Construction (I)	240,000.00	12,000.00	-	252,000.00
	May 3 2018 : Design and Refurbish City Parks and Tot Lots (I)	130,000.00	6,500.00	-	136,500.00
	May 3 2018 : Meadows/Kearins Park Phase II- Design Field (I)	30,000.00	9,928.13	-	39,928.13
	May 3 2018 : Everett Square Improvements (I)	25,000.00	6,575.00	-	31,575.00
	May 3 2018 : Webster/Lincoln Intersection (I)	30,000.00	4,375.00	-	34,375.00
	May 3 2018 : Traffic Signal Upgrades (I)	25,000.00	3,625.00	-	28,625.00
	May 3 2018 : Wireless Fire Alarm Boxes (I)	45,000.00	2,250.00	-	47,250.00
	May 3 2018 : Freightliner Dump Truck (I)	35,000.00	1,625.00	-	36,625.00
	May 3 2018 : Edith Street Park Design (I)	25,000.00	1,250.00	-	26,250.00
	May 3 2018 : Hale Street Park Design (I)	25,000.00	1,250.00	-	26,250.00
	May 3 2018 : Central Ave Park Design (I)	25,000.00	1,250.00	-	26,250.00
	May 3 2018 : Bike Share Locations (I)	25,000.00	1,250.00	-	26,250.00
	May 3 2018 : Bike Path Extension Improvements (I)	25,000.00	1,250.00	-	26,250.00
	May 3 2018 : Wellness Building Boiler (I)	10,000.00	2,290.63	-	12,290.63
	May 3 2018 : Beacham Street Design (I)	25,000.00	1,250.00	-	26,250.00
	May 3 2018 : Second Street Corridor Engineering Design (I)	25,000.00	1,250.00	-	26,250.00
	May 3 2018 : Crane Truck (I)	25,000.00	1,250.00	-	26,250.00
	May 3 2018 : 2 F350 Pickup Trucks (I)	20,000.00	1,000.00	-	21,000.00
	May 3 2018 : Bus Lane Improvements (I)	15,000.00	750.00	-	15,750.00
	May 3 2018 : E-911 EFD Stations (I)	15,000.00	750.00	-	15,750.00
	May 3 2018 : F450 Dump Truck with Plow/Sander (I)	10,000.00	500.00	-	10,500.00
	May 3 2018 : Facilities- Skid Steer (S750 Bobcat) (I)	10,000.00	500.00	-	10,500.00
	May 3 2018 : Cemetery- Skid Steer (S750 Bobcat) (I)	10,000.00	500.00	-	10,500.00
	May 3 2018 : Bike Safety Upgrades (I)	10,000.00	375.00	-	10,375.00
	May 3 2018 : Facilities Maintenance Vehicle (I)	5,000.00	250.00	-	5,250.00
	May 3 2018 : F-150 Truck (I)	5,000.00	250.00	-	5,250.00
	May 3 2018 : Inspection Service File System (I)	5,000.00	250.00	-	5,250.00
	May 3 2018 : Heavy Duty Truck Lift (I)	5,000.00	250.00	-	5,250.00
	May 3 2018 : Parlin School Flooring (I)	20,000.00	6,546.88	-	26,546.88
	May 3 2018 : Parlin School Lockers (I)	35,000.00	1,750.00	-	36,750.00
	May 3 2018 : Water/Sewer Truck (I)	5,000.00	250.00	-	5,250.00
	May 3 2018 : Water/Sewer GIS Improvements (I)	35,000.00	1,750.00	-	36,750.00
	May 3 2018 : Water/Sewer Data Management System (I)	25,000.00	1,250.00	-	26,250.00
	Subtotal	\$1,420,000.00	\$208,565.65	-	\$1,628,565.65

05/15/2022	May 20 2013 MWRA Water (O) : SINGLE PURPOSE	165,344.10	-	-	165,344.10
	June 1 2020 MWRA Water (O) : SINGLE PURPOSE	50,000.00	-	-	50,000.00
	May 10 2021 MWRA Water (O) : SINGLE PURPOSE	150,000.00	-	-	150,000.00
	Subtotal	\$365,344.10	-	-	\$365,344.10
06/15/2022	December 20 2013 : Water Meters 1 (O)	-	2,625.00	-	2,625.00
	December 20 2013 : Water Meters 2 (O)	-	1,800.00	-	1,800.00
	December 20 2013 : Glendale Park Improvements (I)	-	13,365.00	-	13,365.00
	December 20 2013 : Parlin School Masonry Repair (I)	-	4,597.50	-	4,597.50
	December 20 2013 : Shute Library Construction 1 (I)	-	13,290.00	-	13,290.00
	December 20 2013 : Shute Library Construction 2 (I)	-	5,025.00	-	5,025.00
	December 20 2013 : Fire Station Repairs & Design (I)	-	2,175.00	-	2,175.00
	December 20 2013 : Police Station Renovations (I)	-	150.00	-	150.00
	December 20 2013 : 911 Stairs (I)	-	150.00	-	150.00
	December 20 2013 : Roadway Reconstruction (I)	-	8,400.00	-	8,400.00
	December 20 2013 : Sidewalk Reconstruction (I)	-	150.00	-	150.00
	Subtotal	-	\$51,727.50	-	\$51,727.50
	Total	\$11,039,683.43	\$3,294,109.03	(3,393.91)	\$14,330,398.55

Hilltop Securities Inc.

Public Finance

Long Term Debt Schedule as of June 30, 2021																
City of Everett, Massachusetts																
Actual Debt Service - Tax Supported General Fund																
Date of Issue	Purpose	Type of Payment	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
10/25/2007	MSBA School (O)	Principal	449,415	449,415	449,415	449,415	449,415	449,415	449,415	449,415	449,415	449,415	449,415	449,415	-	-
		Interest	107,860	98,871	89,883	80,895	71,906	62,918	53,930	44,942	35,953	26,965	17,977	8,988	-	-
2/19/2008	Section 108 HUD Loan (O)	Principal	80,000	84,000	88,000	93,000	97,000	102,000	109,000	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
8/1/2009	School Remodeling (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12/20/2012	Adv Ref of Mar 1 2004- School Remodeling (I)	Principal	120,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,400	-	-	-	-	-	-	-	-	-	-	-	-	-
12/20/2013	Glendale Park Improvements (I)	Principal	200,000	200,000	185,000	130,000	110,000	110,000	110,000	-	-	-	-	-	-	-
		Interest	29,730	23,730	17,955	13,035	9,075	5,445	1,815	-	-	-	-	-	-	-
12/20/2013	Parlin School Masonry Repair (I)	Principal	40,000	40,000	30,000	30,000	30,000	30,000	30,000	20,000	15,000	15,000	15,000	15,000	15,000	-
		Interest	9,795	8,595	7,545	6,600	5,610	4,620	3,630	2,805	2,228	1,733	1,238	743	248	-
12/20/2013	Shute Library Construction 1 (I)	Principal	85,000	85,000	75,000	75,000	75,000	75,000	75,000	60,000	60,000	60,000	60,000	60,000	60,000	-
		Interest	27,855	25,305	22,905	20,543	18,068	15,593	13,118	10,890	8,910	6,930	4,950	2,970	990	-
12/20/2013	Shute Library Construction 2 (I)	Principal	35,000	35,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	-
		Interest	10,575	9,525	8,625	7,838	7,013	6,188	5,363	4,538	3,713	2,888	2,063	1,238	413	-
12/20/2013	Fire Station Repairs & Design (I)	Principal	20,000	20,000	15,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	-
		Interest	4,650	4,050	3,525	3,135	2,805	2,475	2,145	1,815	1,485	1,155	825	495	165	-
12/20/2013	Police Station Renovations (I)	Principal	5,000	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	375	225	75	-	-	-	-	-	-	-	-	-	-	-
12/20/2013	911 Stairs (I)	Principal	5,000	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	375	225	75	-	-	-	-	-	-	-	-	-	-	-
12/20/2013	Roadway Reconstruction (I)	Principal	280,000	280,000	280,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	21,000	12,600	4,200	-	-	-	-	-	-	-	-	-	-	-
12/20/2013	Sidewalk Reconstruction (I)	Principal	5,000	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	375	225	75	-	-	-	-	-	-	-	-	-	-	-
2/6/2014	Tot Lot (I)	Principal	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	-	-	-	-	-	-
		Interest	3,731	3,281	2,831	2,381	1,931	1,481	1,013	525	-	-	-	-	-	-
2/6/2014	City Hall Roof Repair (I)	Principal	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	-	-	-	-	-	-
		Interest	2,488	2,188	1,888	1,588	1,288	988	675	350	-	-	-	-	-	-
2/6/2014	Fire Pumper Truck (I)	Principal	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	-	-	-	-	-	-
		Interest	9,950	8,750	7,550	6,350	5,150	3,950	2,700	1,400	-	-	-	-	-	-
2/6/2014	Road & Sidewalk (I)	Principal	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	-	-	-	-	-	-
		Interest	49,750	43,750	37,750	31,750	25,750	19,750	13,500	7,000	-	-	-	-	-	-
4/23/2015	Pumper Truck (I)	Principal	60,000	60,000	60,000	60,000	-	-	-	-	-	-	-	-	-	-
		Interest	9,600	7,200	4,800	2,400	-	-	-	-	-	-	-	-	-	-
4/23/2015	Day Park Renovation (I)	Principal	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	-	-	-	-	-
		Interest	13,725	11,925	10,125	8,325	6,525	5,400	4,050	2,700	1,350	-	-	-	-	-
4/23/2015	Street & Sidewalk Improvements (I)	Principal	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	-	-	-	-	-
		Interest	61,000	53,000	45,000	37,000	29,000	24,000	18,000	12,000	6,000	-	-	-	-	-
4/23/2015	Shute Library Renovation (I)	Principal	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	30,000	30,000	30,000	-
		Interest	14,500	13,100	11,700	10,300	8,900	8,025	6,975	5,925	4,875	3,825	2,775	1,875	938	-
4/23/2015	Whittier School Roof (I)	Principal	40,000	40,000	40,000	40,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000
		Interest	16,856	15,256	13,656	12,056	10,456	9,581	8,531	7,481	6,431	5,381	4,331	3,281	2,188	1,094
4/23/2015	Adv Ref of Feb 1 07 - High School (I)	Principal	684,000	684,000	679,000	679,000	674,000	-	-	-	-	-	-	-	-	-
		Interest	125,890	98,530	71,170	44,010	16,850	-	-	-	-	-	-	-	-	-
4/23/2015	Adv Ref of Feb 1 07 - Prior Schools (I)	Principal	1,000	1,000	1,000	1,000	1,000	-	-	-	-	-	-	-	-	-
		Interest	185	145	105	65	25	-	-	-	-	-	-	-	-	-
2/18/2016	Refurbish Park & Tot Lots (I)	Principal	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	40,000	-	-	-	-
		Interest	15,600	13,800	12,000	10,200	8,400	6,600	4,800	3,900	2,550	1,200	-	-	-	-
2/18/2016	Land Acquisition (I)	Principal	30,000	30,000	30,000	30,000	30,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
		Interest	13,350	12,150	10,950	9,750	8,550	7,350	6,350	5,850	5,100	4,350	3,600	2,850	2,100	1,350
2/18/2016	Sacramone Park (I)	Principal	175,000	175,000	175,000	175,000	175,000	170,000	170,000	170,000	165,000	165,000	-	-	-	-
		Interest	60,200	53,200	46,200	39,200	32,200	25,200	18,400	15,000	9,900	4,950	-	-	-	-
2/18/2016	Meadow Playground Design (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Park Renovation (I)	Principal	145,000	145,000	145,000	145,000	145,000	145,000	145,000	145,000	140,000	140,000	-	-	-	-
		Interest	50,450	44,650	38,850	33,050	27,250	21,450	15,650	12,750	8,400	4,200	-	-	-	-
2/18/2016	Recreation Wellness Center Design/Planning (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Webster School Air Conditioning (I)	Principal	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000
		Interest	19,850	18,250	16,650	15,050	13,450	11,850	10,250	9,450	8,250	7,050	5,850	4,650	3,450	2,250
2/18/2016	Parlin School Yard/Walkway Repavement (I)	Principal	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	45,000	-	-	-	-
		Interest	17,350	15,350	13,350	11,350	9,350	7,350	5,350	4,350	2,850	1,350	-	-	-	-
2/18/2016	Parlin School Additional Classrooms I (I)	Principal	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000
		Interest	37,350	34,350	31,350	28,350	25,350	22,350	19,350	17,850	15,600	13,350	11,100	8,850	6,600	4,350
2/18/2016	Parlin School Additional Classrooms II (I)	Principal	45,000	45,000	45,000	45,000	45,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000	40,000
		Interest	20,850	19,050	17,250	15,450	13,650	11,850	10,250	9,450	8,250	7,050	5,850	4,650	3,450	2,250
2/18/2016	Keverian School Feasibility Study (O)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Ladder One Replacement (I)	Principal	125,000	120,000	120,000	120,000	115,000	-	-	-	-	-	-	-	-	-

Long Term Debt Schedule as of June 30, 2021									
City of Everett, Massachusetts									
Actual Debt Service - Tax Supported General Fund									
Date of Issue	Purpose	Type of Payment	2036	2037	2038	2039	2040	2041	Total
10/25/2007	MSBA School (O)	Principal	-	-	-	-	-	-	5,392,984
		Interest	-	-	-	-	-	-	701,088
2/19/2008	Section 108 HUD Loan (O)	Principal	-	-	-	-	-	-	653,000
		Interest	-	-	-	-	-	-	-
8/1/2009	School Remodeling (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
12/20/2012	Adv Ref of Mar 1 2004- School Remodeling (I)	Principal	-	-	-	-	-	-	120,000
		Interest	-	-	-	-	-	-	2,400
12/20/2013	Glendale Park Improvements (I)	Principal	-	-	-	-	-	-	1,045,000
		Interest	-	-	-	-	-	-	100,785
12/20/2013	Parlin School Masonry Repair (I)	Principal	-	-	-	-	-	-	325,000
		Interest	-	-	-	-	-	-	55,388
12/20/2013	Shute Library Construction 1 (I)	Principal	-	-	-	-	-	-	905,000
		Interest	-	-	-	-	-	-	179,025
12/20/2013	Shute Library Construction 2 (I)	Principal	-	-	-	-	-	-	345,000
		Interest	-	-	-	-	-	-	69,975
12/20/2013	Fire Station Repairs & Design (I)	Principal	-	-	-	-	-	-	155,000
		Interest	-	-	-	-	-	-	28,725
12/20/2013	Police Station Renovations (I)	Principal	-	-	-	-	-	-	15,000
		Interest	-	-	-	-	-	-	675
12/20/2013	911 Stairs (I)	Principal	-	-	-	-	-	-	15,000
		Interest	-	-	-	-	-	-	675
12/20/2013	Roadway Reconstruction (I)	Principal	-	-	-	-	-	-	840,000
		Interest	-	-	-	-	-	-	37,800
12/20/2013	Sidewalk Reconstruction (I)	Principal	-	-	-	-	-	-	15,000
		Interest	-	-	-	-	-	-	675
2/6/2014	Tot Lot (I)	Principal	-	-	-	-	-	-	120,000
		Interest	-	-	-	-	-	-	17,175
2/6/2014	City Hall Roof Repair (I)	Principal	-	-	-	-	-	-	80,000
		Interest	-	-	-	-	-	-	11,450
2/6/2014	Fire Pumper Truck (I)	Principal	-	-	-	-	-	-	320,000
		Interest	-	-	-	-	-	-	45,800
2/6/2014	Road & Sidewalk (I)	Principal	-	-	-	-	-	-	1,600,000
		Interest	-	-	-	-	-	-	229,000
4/23/2015	Pumper Truck (I)	Principal	-	-	-	-	-	-	240,000
		Interest	-	-	-	-	-	-	24,000
4/23/2015	Day Park Renovation (I)	Principal	-	-	-	-	-	-	405,000
		Interest	-	-	-	-	-	-	64,125
4/23/2015	Street & Sidewalk Improvements (I)	Principal	-	-	-	-	-	-	1,800,000
		Interest	-	-	-	-	-	-	285,000
4/23/2015	Shute Library Renovation (I)	Principal	-	-	-	-	-	-	440,000
		Interest	-	-	-	-	-	-	93,713
4/23/2015	Whittier School Roof (I)	Principal	-	-	-	-	-	-	510,000
		Interest	-	-	-	-	-	-	116,581
4/23/2015	Adv Ref of Feb 1 07 - High School (I)	Principal	-	-	-	-	-	-	3,400,000
		Interest	-	-	-	-	-	-	356,450
4/23/2015	Adv Ref of Feb 1 07 - Prior Schools (I)	Principal	-	-	-	-	-	-	5,000
		Interest	-	-	-	-	-	-	525
2/18/2016	Refurbish Park & Tot Lots (I)	Principal	-	-	-	-	-	-	445,000
		Interest	-	-	-	-	-	-	79,050
2/18/2016	Land Acquisition (I)	Principal	20,000	-	-	-	-	-	395,000
		Interest	600	-	-	-	-	-	94,250
2/18/2016	Sacramone Park (I)	Principal	-	-	-	-	-	-	1,715,000
		Interest	-	-	-	-	-	-	304,450
2/18/2016	Meadow Playground Design (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Park Renovation (I)	Principal	-	-	-	-	-	-	1,440,000
		Interest	-	-	-	-	-	-	256,700
2/18/2016	Recreation Wellness Center Design/Planning (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Webster School Air Conditioning (I)	Principal	35,000	-	-	-	-	-	595,000
		Interest	1,050	-	-	-	-	-	147,350
2/18/2016	Parlin School Yard/Walkway Repavement (I)	Principal	-	-	-	-	-	-	495,000
		Interest	-	-	-	-	-	-	88,000
2/18/2016	Parlin School Additional Classrooms I (I)	Principal	70,000	-	-	-	-	-	1,120,000
		Interest	2,100	-	-	-	-	-	278,250
2/18/2016	Parlin School Additional Classrooms II (I)	Principal	35,000	-	-	-	-	-	620,000
		Interest	1,050	-	-	-	-	-	150,350
2/18/2016	Keverian School Feasibility Study (O)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Ladder One Replacement (I)	Principal	-	-	-	-	-	-	600,000

Long Term Debt Schedule as of June 30, 2021																
City of Everett, Massachusetts																
Actual Debt Service - Tax Supported General Fund																
Date of Issue	Purpose	Type of Payment	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
		Interest	24,000	19,000	14,200	9,400	4,600	-	-	-	-	-	-	-	-	-
2/18/2016	10 Wheel Dump Truck (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	8 Wheel Dump Truck (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	F350 Pickups with Sander/Plow (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Dump Trucks with Sander/Plow (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Street Sweeper (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Cemetery Backhoe (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Street/Highway Backhoe (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Sidewalk Plow (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Front End Loader (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Utility Poles (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Lower Florence Street Planning (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Upper Florence Street Planning (I)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/18/2016	Street & Sidewalk Repairs (I)	Principal	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	195,000	195,000	-	-	-	-
		Interest	69,700	61,700	53,700	45,700	37,700	29,700	21,700	17,700	11,700	5,850	-	-	-	-
2/28/2017	Central Fire Station Renovation (I)	Principal	94,000	94,000	94,000	94,000	94,000	93,000	93,000	93,000	93,000	93,000	93,000	93,000	93,000	93,000
		Interest	59,421	54,721	50,021	45,321	40,621	35,921	31,271	27,551	23,831	21,041	18,251	15,461	12,555	9,533
2/28/2017	Parlin School Renovation (I)	Principal	154,000	156,000	153,000	154,000	155,000	156,000	153,000	153,000	153,000	155,000	156,000	154,000	155,000	152,000
		Interest	97,850	90,150	82,350	74,700	67,000	59,250	51,450	45,330	39,210	34,620	29,970	25,290	20,478	15,440
2/28/2017	High School Panel Improvements (I)	Principal	5,000	4,000	4,000	4,000	4,000	4,000	-	-	-	-	-	-	-	-
		Interest	1,250	1,000	800	600	400	200	-	-	-	-	-	-	-	-
2/28/2017	Library Parlin Renovations (I)	Principal	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000	7,000
		Interest	4,454	4,104	3,754	3,404	3,054	2,704	2,354	2,074	1,794	1,584	1,374	1,164	945	718
2/28/2017	Police Station Renovations (I)	Principal	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	4,000	4,000	4,000	4,000	4,000
		Interest	2,955	2,705	2,455	2,205	1,955	1,705	1,455	1,255	1,055	905	785	665	540	410
2/28/2017	City Hall Renovations (I)	Principal	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000
		Interest	9,509	8,759	8,009	7,259	6,509	5,759	5,009	4,409	3,809	3,359	2,909	2,459	1,990	1,503
2/28/2017	E-911 Building Renovations (I)	Principal	4,000	4,000	4,000	4,000	-	-	-	-	-	-	-	-	-	-
		Interest	800	600	400	200	-	-	-	-	-	-	-	-	-	-
2/28/2017	Amory Renovations (I)	Principal	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000
		Interest	22,269	20,519	18,769	17,019	15,269	13,519	11,769	10,369	8,969	7,919	6,869	5,819	4,725	3,588
2/28/2017	City Services Building Renovations (I)	Principal	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	5,000
		Interest	3,715	3,415	3,115	2,815	2,515	2,215	1,915	1,675	1,435	1,255	1,075	895	708	513
2/28/2017	Everett Stadium Renovations (I)	Principal	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	4,000	4,000	4,000	4,000	4,000
		Interest	2,955	2,705	2,455	2,205	1,955	1,705	1,455	1,255	1,055	905	785	665	540	410
2/28/2017	Gym Renovations (I)	Principal	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	5,000
		Interest	3,715	3,415	3,115	2,815	2,515	2,215	1,915	1,675	1,435	1,255	1,075	895	708	513
2/28/2017	Connolly Center Renovation (I)	Principal	9,000	9,000	9,000	9,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000	8,000
		Interest	5,290	4,840	4,390	3,940	3,490	3,090	2,690	2,370	2,050	1,810	1,570	1,330	1,080	820
2/28/2017	Refurbish Tot Lots (I)	Principal	43,000	43,000	42,000	42,000	42,000	42,000	42,000	42,000	42,000	42,000	42,000	-	-	-
		Interest	19,840	17,690	15,540	13,440	11,340	9,240	7,140	5,460	3,780	2,520	1,260	-	-	-
2/28/2017	Meadows/Kearins Park Design & Construction (I)	Principal	4,000	4,000	4,000	4,000	4,000	-	-	-	-	-	-	-	-	-
		Interest	1,000	800	600	400	200	-	-	-	-	-	-	-	-	-
2/28/2017	Swan Street Park Design & Construction (I)	Principal	58,000	58,000	58,000	58,000	57,000	57,000	57,000	57,000	57,000	57,000	56,000	-	-	-
		Interest	26,960	24,060	21,160	18,260	15,360	12,510	9,660	7,380	5,100	3,390	1,680	-	-	-
2/28/2017	Gramsford Park Design & Construction (I)	Principal	51,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	-	-	-
		Interest	23,550	21,000	18,500	16,000	13,500	11,000	8,500	6,500	4,500	3,000	1,500	-	-	-
2/28/2017	North Strand Bike Path Renovation (I)	Principal	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	-	-	-
		Interest	14,100	12,600	11,100	9,600	8,100	6,600	5,100	3,900	2,700	1,800	900	-	-	-
2/28/2017	Hugh Common Construction (I)	Principal	5,000	4,000	4,000	4,000	4,000	3,000	-	-	-	-	-	-	-	-
		Interest	1,200	950	750	550	350	150	-	-	-	-	-	-	-	-
2/28/2017	Recreation Master Plan (I)	Principal	9,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	450	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	6 Wheel Dump Truck (I)	Principal	34,200	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,710	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	Lift Truck (I)	Principal	14,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	700	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	Forklift (I)	Principal	6,800	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	340	-	-	-	-	-	-	-	-	-	-	-	-	-

Long Term Debt Schedule as of June 30, 2021									
City of Everett, Massachusetts									
Actual Debt Service - Tax Supported General Fund									
Date of Issue	Purpose	Type of Payment	2036	2037	2038	2039	2040	2041	Total
		Interest	-	-	-	-	-	-	71,200
2/18/2016	10 Wheel Dump Truck (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	8 Wheel Dump Truck (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	F350 Pickups with Sander/Plow (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Dump Trucks with Sander/Plow (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Street Sweeper (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Cemetery Backhoe (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Street/Highway Backhoe (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Sidewalk Plow (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Front End Loader (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Utility Poles (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Lower Florence Street Planning (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Upper Florence Street Planning (I)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
2/18/2016	Street & Sidewalk Repairs (I)	Principal	-	-	-	-	-	-	1,990,000
		Interest	-	-	-	-	-	-	355,150
2/28/2017	Central Fire Station Renovation (I)	Principal	93,000	93,000	-	-	-	-	1,493,000
		Interest	6,394	3,255	-	-	-	-	455,171
2/28/2017	Parlin School Renovation (I)	Principal	152,000	148,000	-	-	-	-	2,459,000
		Interest	10,310	5,180	-	-	-	-	748,578
2/28/2017	High School Panel Improvements (I)	Principal	-	-	-	-	-	-	25,000
		Interest	-	-	-	-	-	-	4,250
2/28/2017	Library Parlin Renovations (I)	Principal	7,000	7,000	-	-	-	-	112,000
		Interest	481	245	-	-	-	-	34,204
2/28/2017	Police Station Renovations (I)	Principal	4,000	4,000	-	-	-	-	73,000
		Interest	275	140	-	-	-	-	21,465
2/28/2017	City Hall Renovations (I)	Principal	15,000	14,000	-	-	-	-	239,000
		Interest	996	490	-	-	-	-	72,734
2/28/2017	E-911 Building Renovations (I)	Principal	-	-	-	-	-	-	16,000
		Interest	-	-	-	-	-	-	2,000
2/28/2017	Amory Renovations (I)	Principal	35,000	35,000	-	-	-	-	560,000
		Interest	2,406	1,225	-	-	-	-	171,019
2/28/2017	City Services Building Renovations (I)	Principal	5,000	5,000	-	-	-	-	93,000
		Interest	344	175	-	-	-	-	27,779
2/28/2017	Everett Stadium Renovations (I)	Principal	4,000	4,000	-	-	-	-	73,000
		Interest	275	140	-	-	-	-	21,465
2/28/2017	Gym Renovations (I)	Principal	5,000	5,000	-	-	-	-	93,000
		Interest	344	175	-	-	-	-	27,779
2/28/2017	Connolly Center Renovation (I)	Principal	8,000	8,000	-	-	-	-	132,000
		Interest	550	280	-	-	-	-	39,590
2/28/2017	Refurbish Tot Lots (I)	Principal	-	-	-	-	-	-	464,000
		Interest	-	-	-	-	-	-	107,250
2/28/2017	Meadows/Kearins Park Design & Construction (I)	Principal	-	-	-	-	-	-	20,000
		Interest	-	-	-	-	-	-	3,000
2/28/2017	Swan Street Park Design & Construction (I)	Principal	-	-	-	-	-	-	630,000
		Interest	-	-	-	-	-	-	145,520
2/28/2017	Gramsford Park Design & Construction (I)	Principal	-	-	-	-	-	-	551,000
		Interest	-	-	-	-	-	-	127,550
2/28/2017	North Strand Bike Path Renovation (I)	Principal	-	-	-	-	-	-	330,000
		Interest	-	-	-	-	-	-	76,500
2/28/2017	Hugh Common Construction (I)	Principal	-	-	-	-	-	-	24,000
		Interest	-	-	-	-	-	-	3,950
2/28/2017	Recreation Master Plan (I)	Principal	-	-	-	-	-	-	9,000
		Interest	-	-	-	-	-	-	450
2/28/2017	6 Wheel Dump Truck (I)	Principal	-	-	-	-	-	-	34,200
		Interest	-	-	-	-	-	-	1,710
2/28/2017	Lift Truck (I)	Principal	-	-	-	-	-	-	14,000
		Interest	-	-	-	-	-	-	700
2/28/2017	Forklift (I)	Principal	-	-	-	-	-	-	6,800
		Interest	-	-	-	-	-	-	340

Long Term Debt Schedule as of June 30, 2021																	
City of Everett, Massachusetts																	
Actual Debt Service - Tax Supported General Fund																	
Date of Issue	Purpose	Type of Payment	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	
2/28/2017	Sidewalk Plow (I)	Principal	14,600	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	730	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	Infield Machine Trailer (I)	Principal	5,400	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	270	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	Compressor Truck (I)	Principal	18,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	900	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	Forest Truck (I)	Principal	32,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,600	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	F350 Truck (I)	Principal	10,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	500	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	2 Utility Trucks (I)	Principal	18,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	900	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	2 F250 Auto Lift (I)	Principal	20,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	DPW Utility Truck (I)	Principal	9,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	450	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	Ornamental Lights (I)	Principal	18,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	900	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/2017	Traffic Signal Improvements (I)]	Principal	22,000	22,000	22,000	22,000	22,000	22,000	-	-	-	-	-	-	-	-	-
		Interest	6,600	5,500	4,400	3,300	2,200	1,100	-	-	-	-	-	-	-	-	-
2/28/2017	LED Streetlights (I)	Principal	53,000	53,000	53,000	52,000	52,000	52,000	-	-	-	-	-	-	-	-	-
		Interest	15,750	13,100	10,450	7,800	5,200	2,600	-	-	-	-	-	-	-	-	-
2/28/2017	Traffic Lights (I)	Principal	10,000	10,000	10,000	10,000	10,000	10,000	-	-	-	-	-	-	-	-	-
		Interest	3,000	2,500	2,000	1,500	1,000	500	-	-	-	-	-	-	-	-	-
2/28/2017	Keverian Parking Lot Reconstruction (I)	Principal	46,000	46,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	-	-	-	-
		Interest	21,250	18,950	16,650	14,400	12,150	9,900	7,650	5,850	4,050	2,700	1,350	-	-	-	-
5/3/2018	Hancock St Fire Station Renovation (I)	Principal	165,000	165,000	165,000	165,000	165,000	165,000	160,000	160,000	160,000	160,000	160,000	160,000	160,000	160,000	160,000
		Interest	116,100	107,850	99,600	91,350	83,100	74,850	66,600	58,600	52,200	45,800	39,400	33,000	26,600	21,400	-
5/3/2018	Park Design (I)	Principal	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	-	-	-
		Interest	41,250	37,500	33,750	30,000	26,250	22,500	18,750	15,000	12,000	9,000	6,000	3,000	-	-	-
5/3/2018	Departmental Equipment (I)	Principal	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	500	250	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Best Buy Purchase (I)	Principal	20,000	20,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000
		Interest	11,244	10,244	9,244	8,494	7,744	6,994	6,244	5,494	4,894	4,294	3,694	3,094	2,494	2,006	-
5/3/2018	Roadway Infrastructure (I)	Principal	90,000	90,000	90,000	90,000	90,000	90,000	90,000	90,000	90,000	90,000	90,000	85,000	-	-	-
		Interest	49,300	44,800	40,300	35,800	31,300	26,800	22,300	17,800	14,200	10,600	7,000	3,400	-	-	-
5/3/2018	Cemetery Design/Construction (I)	Principal	240,000	240,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	24,000	12,000	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Design and Refurbish City Parks and Tot Lots (I)	Principal	130,000	130,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	13,000	6,500	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Meadows/Kearins Park Phase II- Design Field (I)	Principal	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
		Interest	19,856	18,356	16,856	15,356	13,856	12,356	10,856	9,356	8,156	7,156	6,156	5,156	4,156	3,344	-
5/3/2018	Everett Square Improvements (I)	Principal	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	20,000	20,000	20,000	-	-	-
		Interest	13,150	11,900	10,650	9,400	8,150	6,900	5,650	4,400	3,400	2,400	1,600	800	-	-	-
5/3/2018	Webster/Lincoln Intersection (I)	Principal	30,000	25,000	25,000	25,000	25,000	25,000	20,000	-	-	-	-	-	-	-	-
		Interest	8,750	7,250	6,000	4,750	3,500	2,250	1,000	-	-	-	-	-	-	-	-
5/3/2018	Traffic Signal Upgrades (I)	Principal	25,000	20,000	20,000	20,000	20,000	20,000	20,000	-	-	-	-	-	-	-	-
		Interest	7,250	6,000	5,000	4,000	3,000	2,000	1,000	-	-	-	-	-	-	-	-
5/3/2018	Wireless Fire Alarm Boxes (I)	Principal	45,000	45,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	4,500	2,250	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Freightliner Dump Truck (I)	Principal	35,000	30,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	3,250	1,500	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Edith Street Park Design (I)	Principal	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Hale Street Park Design (I)	Principal	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Central Ave Park Design (I)	Principal	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Bike Share Locations (I)	Principal	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Bike Path Extension Improvements (I)	Principal	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Wellness Building Boiler (I)	Principal	10,000	10,000	10,000	10,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
		Interest	4,581	4,081	3,581	3,081	2,581	2,331	2,081	1,831	1,631	1,431	1,231	1,031	831	669	-
5/3/2018	Beacham Street Design (I)	Principal	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Second Street Corridor Engineering Design (I)	Principal	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Crane Truck (I)	Principal	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	2 F350 Pickup Trucks (I)	Principal	20,000	20,000	-	-	-	-	-	-	-	-	-	-	-	-	-

Long Term Debt Schedule as of June 30, 2021									
City of Everett, Massachusetts									
Actual Debt Service - Tax Supported General Fund									
Date of Issue	Purpose	Type of Payment	2036	2037	2038	2039	2040	2041	Total
2/28/2017	Sidewalk Plow (I)	Principal	-	-	-	-	-	-	14,600
		Interest	-	-	-	-	-	-	730
2/28/2017	Infield Machine Trailer (I)	Principal	-	-	-	-	-	-	5,400
		Interest	-	-	-	-	-	-	270
2/28/2017	Compressor Truck (I)	Principal	-	-	-	-	-	-	18,000
		Interest	-	-	-	-	-	-	900
2/28/2017	Forest Truck (I)	Principal	-	-	-	-	-	-	32,000
		Interest	-	-	-	-	-	-	1,600
2/28/2017	F350 Truck (I)	Principal	-	-	-	-	-	-	10,000
		Interest	-	-	-	-	-	-	500
2/28/2017	2 Utility Trucks (I)	Principal	-	-	-	-	-	-	18,000
		Interest	-	-	-	-	-	-	900
2/28/2017	2 F250 Auto Lift (I)	Principal	-	-	-	-	-	-	20,000
		Interest	-	-	-	-	-	-	1,000
2/28/2017	DPW Utility Truck (I)	Principal	-	-	-	-	-	-	9,000
		Interest	-	-	-	-	-	-	450
2/28/2017	Ornamental Lights (I)	Principal	-	-	-	-	-	-	18,000
		Interest	-	-	-	-	-	-	900
2/28/2017	Traffic Signal Improvements (I)]	Principal	-	-	-	-	-	-	132,000
		Interest	-	-	-	-	-	-	23,100
2/28/2017	LED Streetlights (I)	Principal	-	-	-	-	-	-	315,000
		Interest	-	-	-	-	-	-	54,900
2/28/2017	Traffic Lights (I)	Principal	-	-	-	-	-	-	60,000
		Interest	-	-	-	-	-	-	10,500
2/28/2017	Keverian Parking Lot Reconstruction (I)	Principal	-	-	-	-	-	-	497,000
		Interest	-	-	-	-	-	-	114,900
5/3/2018	Hancock St Fire Station Renovation (I)	Principal	160,000	160,000	160,000	-	-	-	2,750,000
		Interest	16,200	10,800	5,400	-	-	-	948,850
5/3/2018	Park Design (I)	Principal	-	-	-	-	-	-	900,000
		Interest	-	-	-	-	-	-	255,000
5/3/2018	Departmental Equipment (I)	Principal	-	-	-	-	-	-	10,000
		Interest	-	-	-	-	-	-	750
5/3/2018	Best Buy Purchase (I)	Principal	15,000	15,000	15,000	-	-	-	265,000
		Interest	1,519	1,013	506	-	-	-	89,213
5/3/2018	Roadway Infrastructure (I)	Principal	-	-	-	-	-	-	1,075,000
		Interest	-	-	-	-	-	-	303,600
5/3/2018	Cemetery Design/Construction (I)	Principal	-	-	-	-	-	-	480,000
		Interest	-	-	-	-	-	-	36,000
5/3/2018	Design and Refurbish City Parks and Tot Lots (I)	Principal	-	-	-	-	-	-	260,000
		Interest	-	-	-	-	-	-	19,500
5/3/2018	Meadows/Kearins Park Phase II- Design Field (I)	Principal	25,000	25,000	25,000	-	-	-	465,000
		Interest	2,531	1,688	844	-	-	-	156,038
5/3/2018	Everett Square Improvements (I)	Principal	-	-	-	-	-	-	285,000
		Interest	-	-	-	-	-	-	78,400
5/3/2018	Webster/Lincoln Intersection (I)	Principal	-	-	-	-	-	-	175,000
		Interest	-	-	-	-	-	-	33,500
5/3/2018	Traffic Signal Upgrades (I)	Principal	-	-	-	-	-	-	145,000
		Interest	-	-	-	-	-	-	28,250
5/3/2018	Wireless Fire Alarm Boxes (I)	Principal	-	-	-	-	-	-	90,000
		Interest	-	-	-	-	-	-	6,750
5/3/2018	Freightliner Dump Truck (I)	Principal	-	-	-	-	-	-	65,000
		Interest	-	-	-	-	-	-	4,750
5/3/2018	Edith Street Park Design (I)	Principal	-	-	-	-	-	-	50,000
		Interest	-	-	-	-	-	-	3,750
5/3/2018	Hale Street Park Design (I)	Principal	-	-	-	-	-	-	50,000
		Interest	-	-	-	-	-	-	3,750
5/3/2018	Central Ave Park Design (I)	Principal	-	-	-	-	-	-	50,000
		Interest	-	-	-	-	-	-	3,750
5/3/2018	Bike Share Locations (I)	Principal	-	-	-	-	-	-	50,000
		Interest	-	-	-	-	-	-	3,750
5/3/2018	Bike Path Extension Improvements (I)	Principal	-	-	-	-	-	-	50,000
		Interest	-	-	-	-	-	-	3,750
5/3/2018	Wellness Building Boiler (I)	Principal	5,000	5,000	5,000	-	-	-	105,000
		Interest	506	338	169	-	-	-	31,988
5/3/2018	Beacham Street Design (I)	Principal	-	-	-	-	-	-	50,000
		Interest	-	-	-	-	-	-	3,750
5/3/2018	Second Street Corridor Engineering Design (I)	Principal	-	-	-	-	-	-	50,000
		Interest	-	-	-	-	-	-	3,750
5/3/2018	Crane Truck (I)	Principal	-	-	-	-	-	-	50,000
		Interest	-	-	-	-	-	-	3,750
5/3/2018	2 F350 Pickup Trucks (I)	Principal	-	-	-	-	-	-	40,000

Long Term Debt Schedule as of June 30, 2021																
City of Everett, Massachusetts																
Actual Debt Service - Tax Supported General Fund																
Date of Issue	Purpose	Type of Payment	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
		Interest	2,000	1,000	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Bus Lane Improvements (I)	Principal	15,000	15,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,500	750	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	E-911 EFD Stations (I)	Principal	15,000	15,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,500	750	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	F450 Dump Truck with Plow/Sander (I)	Principal	10,000	10,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,000	500	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Facilities- Skid Steer (S750 Bobcat) (I)	Principal	10,000	10,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,000	500	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Cemetery- Skid Steer (S750 Bobcat) (I)	Principal	10,000	10,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,000	500	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Bike Safety Upgrades (I)	Principal	10,000	5,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	750	250	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Facilities Maintenance Vehicle (I)	Principal	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	500	250	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	F-150 Truck (I)	Principal	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	500	250	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Inspection Service File System (I)	Principal	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	500	250	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Heavy Duty Truck Lift (I)	Principal	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	500	250	-	-	-	-	-	-	-	-	-	-	-	-
5/3/2018	Parlin School Flooring (I)	Principal	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	15,000	15,000	15,000	15,000
		Interest	13,094	12,094	11,094	10,094	9,094	8,094	7,094	6,094	5,294	4,494	3,694	3,094	2,494	2,006
5/3/2018	Parlin School Lockers (I)	Principal	35,000	35,000	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	3,500	1,750	-	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	City Services - Mini Packer (I)	Principal	35,000	35,000	35,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	5,250	3,500	1,750	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	City Services - Aerial Truck (I)	Principal	15,000	15,000	15,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,250	1,500	750	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Voting Machines (I)	Principal	15,000	15,000	10,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,000	1,250	500	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Public Safety Generator (I)	Principal	10,000	10,000	10,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,500	1,000	500	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	OSHA Compliance (I)	Principal	25,000	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	3,750	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Street/Sidewalk Improvements (I)	Principal	180,000	180,000	180,000	180,000	180,000	180,000	180,000	175,000	175,000	175,000	175,000	175,000	175,000	-
		Interest	103,250	94,250	85,250	76,250	67,250	58,250	49,250	40,250	33,250	26,250	19,250	12,250	5,250	-
4/4/2019	Appleton St. Park Design (I)	Principal	15,000	15,000	10,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,000	1,250	500	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Swan St. Park Phase II Design (I)	Principal	15,000	15,000	10,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,000	1,250	500	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Wherner Park (I)	Principal	15,000	15,000	10,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,000	1,250	500	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Morris Playground (I)	Principal	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	25,000	-
		Interest	17,250	15,750	14,250	12,750	11,250	9,750	8,250	6,750	5,550	4,350	3,150	1,950	750	-
4/4/2019	Bike Share Locations (I)	Principal	20,000	15,000	15,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,500	1,500	750	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Glendal Square Redesign (I)	Principal	25,000	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	3,750	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Prescott St. Bike Path Crossing (I)	Principal	10,000	10,000	5,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,250	750	250	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Complete Streets Implementation (I)	Principal	30,000	30,000	30,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	-
		Interest	15,250	13,750	12,250	10,750	9,500	8,250	7,000	5,750	4,750	3,750	2,750	1,750	750	-
4/4/2019	Northern Strand Bike Path Extension (I)	Principal	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	10,000	-
		Interest	8,550	7,800	7,050	6,300	5,550	4,800	4,050	3,300	2,700	2,100	1,500	900	300	-
4/4/2019	Lower Broadway Bus Lane Design (I)	Principal	30,000	25,000	25,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	4,000	2,500	1,250	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	North Strand Bike Path Amenities (I)	Principal	35,000	35,000	35,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	5,250	3,500	1,750	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Hale St. Park Construction (I)	Principal	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	70,000	65,000	65,000
		Interest	50,606	47,106	43,606	40,106	36,606	33,106	29,606	26,106	23,306	20,506	17,706	14,906	12,106	10,156
4/4/2019	Appleton St. Park Construction (I)	Principal	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
		Interest	36,813	34,313	31,813	29,313	26,813	24,313	21,813	19,313	17,313	15,313	13,313	11,313	9,313	7,813
4/4/2019	Central Ave. Park Construction (I)	Principal	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
		Interest	36,813	34,313	31,813	29,313	26,813	24,313	21,813	19,313	17,313	15,313	13,313	11,313	9,313	7,813
4/4/2019	Meadows/Kearins Park Phase II Design (I)	Principal	200,000	200,000	200,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	30,000	20,000	10,000	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Tennis Court Design/Construction (I)	Principal	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
		Interest	36,813	34,313	31,813	29,313	26,813	24,313	21,813	19,313	17,313	15,313	13,313	11,313	9,313	7,813
4/4/2019	Everett Square Improvements II (I)	Principal	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	55,000	50,000	50,000	-
		Interest	34,250	31,250	28,250	25,250	22,250	19,250	16,250	13,250	10,850	8,450	6,050	3,850	1,650	-

Long Term Debt Schedule as of June 30, 2021									
City of Everett, Massachusetts									
Actual Debt Service - Tax Supported General Fund									
Date of Issue	Purpose	Type of Payment	2036	2037	2038	2039	2040	2041	Total
		Interest	-	-	-	-	-	-	3,000
5/3/2018	Bus Lane Improvements (I)	Principal	-	-	-	-	-	-	30,000
		Interest	-	-	-	-	-	-	2,250
5/3/2018	E-911 EFD Stations (I)	Principal	-	-	-	-	-	-	30,000
		Interest	-	-	-	-	-	-	2,250
5/3/2018	F450 Dump Truck with Plow/Sander (I)	Principal	-	-	-	-	-	-	20,000
		Interest	-	-	-	-	-	-	1,500
5/3/2018	Facilities- Skid Steer (S750 Bobcat) (I)	Principal	-	-	-	-	-	-	20,000
		Interest	-	-	-	-	-	-	1,500
5/3/2018	Cemetery- Skid Steer (S750 Bobcat) (I)	Principal	-	-	-	-	-	-	20,000
		Interest	-	-	-	-	-	-	1,500
5/3/2018	Bike Safety Upgrades (I)	Principal	-	-	-	-	-	-	15,000
		Interest	-	-	-	-	-	-	1,000
5/3/2018	Facilities Maintenance Vehicle (I)	Principal	-	-	-	-	-	-	10,000
		Interest	-	-	-	-	-	-	750
5/3/2018	F-150 Truck (I)	Principal	-	-	-	-	-	-	10,000
		Interest	-	-	-	-	-	-	750
5/3/2018	Inspection Service File System (I)	Principal	-	-	-	-	-	-	10,000
		Interest	-	-	-	-	-	-	750
5/3/2018	Heavy Duty Truck Lift (I)	Principal	-	-	-	-	-	-	10,000
		Interest	-	-	-	-	-	-	750
5/3/2018	Parlin School Flooring (I)	Principal	15,000	15,000	15,000	-	-	-	305,000
		Interest	1,519	1,013	506	-	-	-	100,863
5/3/2018	Parlin School Lockers (I)	Principal	-	-	-	-	-	-	70,000
		Interest	-	-	-	-	-	-	5,250
4/4/2019	City Services - Mini Packer (I)	Principal	-	-	-	-	-	-	105,000
		Interest	-	-	-	-	-	-	10,500
4/4/2019	City Services - Aerial Truck (I)	Principal	-	-	-	-	-	-	45,000
		Interest	-	-	-	-	-	-	4,500
4/4/2019	Voting Machines (I)	Principal	-	-	-	-	-	-	40,000
		Interest	-	-	-	-	-	-	3,750
4/4/2019	Public Safety Generator (I)	Principal	-	-	-	-	-	-	30,000
		Interest	-	-	-	-	-	-	3,000
4/4/2019	OSHA Compliance (I)	Principal	-	-	-	-	-	-	75,000
		Interest	-	-	-	-	-	-	7,500
4/4/2019	Street/Sidewalk Improvements (I)	Principal	-	-	-	-	-	-	2,310,000
		Interest	-	-	-	-	-	-	670,250
4/4/2019	Appleton St. Park Design (I)	Principal	-	-	-	-	-	-	40,000
		Interest	-	-	-	-	-	-	3,750
4/4/2019	Swan St. Park Phase II Design (I)	Principal	-	-	-	-	-	-	40,000
		Interest	-	-	-	-	-	-	3,750
4/4/2019	Wherner Park (I)	Principal	-	-	-	-	-	-	40,000
		Interest	-	-	-	-	-	-	3,750
4/4/2019	Morris Playground (I)	Principal	-	-	-	-	-	-	385,000
		Interest	-	-	-	-	-	-	111,750
4/4/2019	Bike Share Locations (I)	Principal	-	-	-	-	-	-	50,000
		Interest	-	-	-	-	-	-	4,750
4/4/2019	Glendal Square Redesign (I)	Principal	-	-	-	-	-	-	75,000
		Interest	-	-	-	-	-	-	7,500
4/4/2019	Prescott St. Bike Path Crossing (I)	Principal	-	-	-	-	-	-	25,000
		Interest	-	-	-	-	-	-	2,250
4/4/2019	Complete Streets Implementation (I)	Principal	-	-	-	-	-	-	340,000
		Interest	-	-	-	-	-	-	96,250
4/4/2019	Northern Strand Bike Path Extension (I)	Principal	-	-	-	-	-	-	190,000
		Interest	-	-	-	-	-	-	54,900
4/4/2019	Lower Broadway Bus Lane Design (I)	Principal	-	-	-	-	-	-	80,000
		Interest	-	-	-	-	-	-	7,750
4/4/2019	North Strand Bike Path Amenities (I)	Principal	-	-	-	-	-	-	105,000
		Interest	-	-	-	-	-	-	10,500
4/4/2019	Hale St. Park Construction (I)	Principal	65,000	65,000	65,000	65,000	-	-	1,230,000
		Interest	8,206	6,256	4,225	2,113	-	-	426,338
4/4/2019	Appleton St. Park Construction (I)	Principal	50,000	50,000	50,000	50,000	-	-	900,000
		Interest	6,313	4,813	3,250	1,625	-	-	314,875
4/4/2019	Central Ave. Park Construction (I)	Principal	50,000	50,000	50,000	50,000	-	-	900,000
		Interest	6,313	4,813	3,250	1,625	-	-	314,875
4/4/2019	Meadows/Kearins Park Phase II Design (I)	Principal	-	-	-	-	-	-	600,000
		Interest	-	-	-	-	-	-	60,000
4/4/2019	Tennis Court Design/Construction (I)	Principal	50,000	50,000	50,000	50,000	-	-	900,000
		Interest	6,313	4,813	3,250	1,625	-	-	314,875
4/4/2019	Everett Square Improvements II (I)	Principal	-	-	-	-	-	-	765,000
		Interest	-	-	-	-	-	-	220,850

Long Term Debt Schedule as of June 30, 2021																
City of Everett, Massachusetts																
Actual Debt Service - Tax Supported General Fund																
Date of Issue	Purpose	Type of Payment	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
4/4/2019	Werner & Fuller St. Park Design/Construction (I)	Principal	50,000	50,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000
		Interest	33,631	31,131	28,631	26,381	24,131	21,881	19,631	17,381	15,581	13,781	11,981	10,181	8,381	7,031
4/4/2019	Tot Lot Design/Refurbish (I)	Principal	40,000	40,000	40,000	40,000	40,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000
		Interest	27,019	25,019	23,019	21,019	19,019	17,019	15,269	13,519	12,119	10,719	9,319	7,919	6,519	5,469
4/4/2019	Beacham St. Design (I)	Principal	35,000	35,000	35,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	5,250	3,500	1,750	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Sign/Awning Program & Wayfinding System (I)	Principal	25,000	25,000	20,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	3,500	2,250	1,000	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Sweetser Circle Design (I)	Principal	20,000	20,000	15,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,750	1,750	750	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Seven Acre Park Design/Construction (I)	Principal	5,000	5,000	5,000	5,000	5,000	5,000	5,000	-	-	-	-	-	-	-
		Interest	1,750	1,500	1,250	1,000	750	500	250	-	-	-	-	-	-	-
4/4/2019	City Services - F450 Dump Truck (I)	Principal	15,000	15,000	15,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,250	1,500	750	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	City Services - F350 Truck (I)	Principal	10,000	10,000	10,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,500	1,000	500	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	City Services - Freightliner Dump Truck (I)	Principal	35,000	35,000	35,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	5,250	3,500	1,750	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	City Services - Admin Vehicle (I)	Principal	10,000	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,000	500	250	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Facilities Mgmt - Admin Vehicle (I)	Principal	10,000	5,000	5,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	1,000	500	250	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	ISD Bucket/Crane Truck (I)	Principal	30,000	30,000	30,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	4,500	3,000	1,500	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	City Services - Street Sweeper (I)	Principal	40,000	40,000	40,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	6,000	4,000	2,000	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Planning - Ornamental Lights (I)	Principal	385,000	385,000	385,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	57,750	38,500	19,250	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	City Services - Aerial Truck II (I)	Principal	20,000	15,000	15,000	-	-	-	-	-	-	-	-	-	-	-
		Interest	2,500	1,500	750	-	-	-	-	-	-	-	-	-	-	-
4/4/2019	Central Fire Station Renovations (I)	Principal	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	20,000	20,000	20,000	20,000	20,000
		Interest	16,875	15,625	14,375	13,125	11,875	10,625	9,375	8,125	7,125	6,125	5,325	4,525	3,725	3,125
4/4/2019	Vocational Program at High School (I)	Principal	35,000	35,000	35,000	35,000	35,000	35,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000
		Interest	23,588	21,838	20,088	18,338	16,588	14,838	13,088	11,588	10,388	9,188	7,988	6,788	5,588	4,688
4/4/2019	Addl Vocational Program at High School (I)	Principal	20,000	20,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000
		Interest	11,544	10,544	9,544	8,794	8,044	7,294	6,544	5,794	5,194	4,594	3,994	3,394	2,794	2,344
5/12/2020	May 2020 \$20,367,000 BAN (General Fund purposes)	Principal	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11/17/2020	Cur Ref of 8 1 09 School Remodeling (I)	Principal	79,000	85,000	85,000	85,000	85,000	85,000	85,000	85,000	85,000	-	-	-	-	-
		Interest	43,776	31,875	27,625	23,375	19,125	14,875	10,625	6,375	2,125	-	-	-	-	-
11/17/2020	Citywide Tot Lots (I)	Principal	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000	35,000
		Interest	29,610	22,663	20,913	19,163	17,413	15,663	13,913	12,163	10,413	8,663	7,263	6,213	5,338	4,638
11/17/2020	Florence Park Construction (I)	Principal	72,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	65,000	60,000	60,000
		Interest	54,258	41,275	38,025	34,775	31,525	28,275	25,025	21,775	18,525	15,275	12,675	10,725	9,150	7,950
11/17/2020	Seven Acre Park Construction (I)	Principal	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
		Interest	42,301	32,375	29,875	27,375	24,875	22,375	19,875	17,375	14,875	12,375	10,375	8,875	7,625	6,625
11/17/2020	Swan St. Park Construction (I)	Principal	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000
		Interest	63,451	48,563	44,813	41,063	37,313	33,563	29,813	26,063	22,313	18,563	15,563	13,313	11,438	9,938
11/17/2020	Baldwin Ave. Park Construction (I)	Principal	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000
		Interest	63,451	48,563	44,813	41,063	37,313	33,563	29,813	26,063	22,313	18,563	15,563	13,313	11,438	9,938
11/17/2020	Edith St. Park Construction (I)	Principal	55,000	55,000	55,000	55,000	55,000	55,000	55,000	55,000	55,000	55,000	55,000	55,000	55,000	55,000
		Interest	46,531	35,613	32,863	30,113	27,363	24,613	21,863	19,113	16,363	13,613	11,413	9,763	8,388	7,288
11/17/2020	Property Acquisitions (I)	Principal	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000
		Interest	21,150	16,188	14,938	13,688	12,438	11,188	9,938	8,688	7,438	6,188	5,188	4,438	3,813	3,313
11/17/2020	Everett Square Improvements I (I)	Principal	20,000	20,000	20,000	20,000	20,000	20,000	20,000	20,000	15,000	15,000	15,000	15,000	15,000	15,000
		Interest	12,761	9,500	8,500	7,500	6,500	5,500	4,500	3,500	2,625	1,875	1,275	825	450	150
11/17/2020	Everett Square Improvements II (I)	Principal	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
		Interest	36,122	27,250	24,750	22,250	19,750	17,250	14,750	12,250	9,750	7,250	5,250	3,750	2,500	1,500
11/17/2020	Northern Strand Bike Path (I)	Principal	110,000	110,000	110,000	110,000	110,000	110,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000	105,000
		Interest	75,008	56,250	50,750	45,250	39,750	34,250	28,875	23,625	18,375	13,125	8,925	5,775	3,150	1,050
11/17/2020	High School Vocational (I)	Principal	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	25,000	20,000	20,000	20,000	20,000
		Interest	19,809	15,075	13,825	12,575	11,325	10,075	8,825	7,575	6,325	5,075	4,150	3,550	3,050	2,650
11/17/2020	Street & Sidewalk Repair I (I)	Principal	204,000	200,000	200,000	200,000	200,000	200,000	200,000	195,000	195,000	195,000	195,000	195,000	195,000	195,000
		Interest	138,301	103,750	93,750	83,750	73,750	63,750	53,750	43,875	34,125	24,375	16,575	10,725	5,850	1,950
11/17/2020	Commercial Triangle Improvements (I)	Principal	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	10,000	10,000
		Interest	10,234	7,675	6,925	6,175	5,425	4,675	3,925	3,175	2,425	1,675	1,075	625	300	100
11/17/2020	Street & Sidewalk Repair II (I)	Principal	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000	200,000
		Interest	144,489	109,000	99,000	89,000	79,000	69,000	59,000	49,000	39,000	29,000	21,000	15,000	10,000	6,000
11/17/2020	Elton & Tremont Surface Drainage (I)	Principal	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	45,000	40,000	40,000	40,000	40,000
		Interest	31,787	23,925	21,675	19,425	17,175	14,925	12,675	10,425	8,175	5,925	4,200	3,000	2,000	1,200
2/11/2021	Energy Improvements (I)	Principal	160,000	160,000	160,000	160,000	155,000	155,000	155,000	155,000	155,000	155,000	-	-	-	-

Long Term Debt Schedule as of June 30, 2021									
City of Everett, Massachusetts									
Actual Debt Service - Tax Supported General Fund									
Date of Issue	Purpose	Type of Payment	2036	2037	2038	2039	2040	2041	Total
4/4/2019	Werner & Fuller St. Park Design/Construction (I)	Principal	45,000	45,000	45,000	45,000	-	-	820,000
		Interest	5,681	4,331	2,925	1,463	-	-	284,138
4/4/2019	Tot Lot Design/Refurbish (I)	Principal	35,000	35,000	35,000	35,000	-	-	655,000
		Interest	4,419	3,369	2,275	1,138	-	-	224,163
4/4/2019	Beacham St. Design (I)	Principal	-	-	-	-	-	-	105,000
		Interest	-	-	-	-	-	-	10,500
4/4/2019	Sign/Awning Program & Wayfinding System (I)	Principal	-	-	-	-	-	-	70,000
		Interest	-	-	-	-	-	-	6,750
4/4/2019	Sweetser Circle Design (I)	Principal	-	-	-	-	-	-	55,000
		Interest	-	-	-	-	-	-	5,250
4/4/2019	Seven Acre Park Design/Construction (I)	Principal	-	-	-	-	-	-	35,000
		Interest	-	-	-	-	-	-	7,000
4/4/2019	City Services - F450 Dump Truck (I)	Principal	-	-	-	-	-	-	45,000
		Interest	-	-	-	-	-	-	4,500
4/4/2019	City Services - F350 Truck (I)	Principal	-	-	-	-	-	-	30,000
		Interest	-	-	-	-	-	-	3,000
4/4/2019	City Services - Freightliner Dump Truck (I)	Principal	-	-	-	-	-	-	105,000
		Interest	-	-	-	-	-	-	10,500
4/4/2019	City Services - Admin Vehicle (I)	Principal	-	-	-	-	-	-	20,000
		Interest	-	-	-	-	-	-	1,750
4/4/2019	Facilities Mgmt - Admin Vehicle (I)	Principal	-	-	-	-	-	-	20,000
		Interest	-	-	-	-	-	-	1,750
4/4/2019	ISD Bucket/Crane Truck (I)	Principal	-	-	-	-	-	-	90,000
		Interest	-	-	-	-	-	-	9,000
4/4/2019	City Services - Street Sweeper (I)	Principal	-	-	-	-	-	-	120,000
		Interest	-	-	-	-	-	-	12,000
4/4/2019	Planning - Ornamental Lights (I)	Principal	-	-	-	-	-	-	1,155,000
		Interest	-	-	-	-	-	-	115,500
4/4/2019	City Services - Aerial Truck II (I)	Principal	-	-	-	-	-	-	50,000
		Interest	-	-	-	-	-	-	4,750
4/4/2019	Central Fire Station Renovations (I)	Principal	20,000	20,000	20,000	20,000	-	-	405,000
		Interest	2,525	1,925	1,300	650	-	-	136,350
4/4/2019	Vocational Program at High School (I)	Principal	30,000	30,000	30,000	30,000	-	-	570,000
		Interest	3,788	2,888	1,950	975	-	-	194,175
4/4/2019	Addl Vocational Program at High School (I)	Principal	15,000	15,000	15,000	15,000	-	-	280,000
		Interest	1,894	1,444	975	488	-	-	95,213
5/12/2020	May 2020 \$20,367,000 BAN (General Fund purposes)	Principal	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-
11/17/2020	Cur Ref of 8 1 09 School Remodeling (I)	Principal	-	-	-	-	-	-	759,000
		Interest	-	-	-	-	-	-	179,776
11/17/2020	Citywide Tot Lots (I)	Principal	35,000	35,000	35,000	35,000	35,000	35,000	700,000
		Interest	3,938	3,238	2,538	1,838	1,116	372	207,061
11/17/2020	Florence Park Construction (I)	Principal	60,000	60,000	60,000	60,000	60,000	60,000	1,267,000
		Interest	6,750	5,550	4,350	3,150	1,913	638	371,583
11/17/2020	Seven Acre Park Construction (I)	Principal	50,000	50,000	50,000	50,000	50,000	50,000	1,000,000
		Interest	5,625	4,625	3,625	2,625	1,594	531	295,801
11/17/2020	Swan St. Park Construction (I)	Principal	75,000	75,000	75,000	75,000	75,000	75,000	1,500,000
		Interest	8,438	6,938	5,438	3,938	2,391	797	443,701
11/17/2020	Baldwin Ave. Park Construction (I)	Principal	75,000	75,000	75,000	75,000	75,000	75,000	1,500,000
		Interest	8,438	6,938	5,438	3,938	2,391	797	443,701
11/17/2020	Edith St. Park Construction (I)	Principal	55,000	55,000	55,000	55,000	55,000	55,000	1,100,000
		Interest	6,188	5,088	3,988	2,888	1,753	584	325,381
11/17/2020	Property Acquisitions (I)	Principal	25,000	25,000	25,000	25,000	25,000	25,000	500,000
		Interest	2,813	2,313	1,813	1,313	797	266	147,900
11/17/2020	Everett Square Improvements I (I)	Principal	-	-	-	-	-	-	250,000
		Interest	-	-	-	-	-	-	65,461
11/17/2020	Everett Square Improvements II (I)	Principal	50,000	-	-	-	-	-	750,000
		Interest	500	-	-	-	-	-	204,872
11/17/2020	Northern Strand Bike Path (I)	Principal	-	-	-	-	-	-	1,500,000
		Interest	-	-	-	-	-	-	404,158
11/17/2020	High School Vocational (I)	Principal	20,000	20,000	20,000	20,000	20,000	20,000	450,000
		Interest	2,250	1,850	1,450	1,050	638	213	131,334
11/17/2020	Street & Sidewalk Repair I (I)	Principal	-	-	-	-	-	-	2,769,000
		Interest	-	-	-	-	-	-	748,276
11/17/2020	Commercial Triangle Improvements (I)	Principal	-	-	-	-	-	-	200,000
		Interest	-	-	-	-	-	-	54,409
11/17/2020	Street & Sidewalk Repair II (I)	Principal	200,000	-	-	-	-	-	3,000,000
		Interest	2,000	-	-	-	-	-	819,489
11/17/2020	Elton & Tremont Surface Drainage (I)	Principal	40,000	-	-	-	-	-	650,000
		Interest	400	-	-	-	-	-	176,912
2/11/2021	Energy Improvements (I)	Principal	-	-	-	-	-	-	1,570,000

Long Term Debt Schedule as of June 30, 2021																
City of Everett, Massachusetts																
Actual Debt Service - Tax Supported General Fund																
Date of Issue	Purpose	Type of Payment	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
		Interest	76,319	70,500	62,500	54,500	46,500	38,750	31,000	23,250	15,500	7,750	-	-	-	-
Tax Supported Debt Service																
	Outstanding Principal		8,855,415	8,474,415	7,578,415	6,183,415	6,077,415	5,267,415	5,160,415	4,861,415	4,566,415	4,216,415	3,451,415	3,221,415	2,568,000	2,133,000
	Outstanding Interest		3,097,431	2,569,922	2,203,333	1,884,865	1,623,897	1,381,858	1,160,614	968,335	783,505	616,501	470,123	360,045	261,620	194,701
	Total Outstanding Long-Term Debt Service		11,952,847	11,044,337	9,781,749	8,068,280	7,701,312	6,649,274	6,321,029	5,829,751	5,349,920	4,832,917	3,921,538	3,581,460	2,829,620	2,327,701

Long Term Debt Schedule as of June 30, 2021									
City of Everett, Massachusetts									
Actual Debt Service - Tax Supported General Fund									
Date of Issue	Purpose	Type of Payment	2036	2037	2038	2039	2040	2041	Total
		Interest	-	-	-	-	-	-	426,569
Tax Supported Debt Service									
	Outstanding Principal		1,753,000	1,298,000	975,000	755,000	395,000	395,000	78,185,984
	Outstanding Interest		142,238	97,343	59,463	32,438	12,591	4,197	17,925,018
	Total Outstanding Long-Term Debt Service		1,895,238	1,395,343	1,034,463	787,438	407,591	399,197	96,111,002

9.6 Credit Ratings Definitions & Frequently Asked Questions (FAQ's)

Credit ratings are forward-looking opinions about credit risk. Standard & Poor's credit ratings express the agency's opinion about the ability and willingness of an issuer, such as a corporation or state or city government, to meet its financial obligations in full and on time. Credit ratings can also speak to the credit quality of an individual debt issue, such as a corporate note, a municipal bond or a mortgage-backed security, and the relative likelihood that the issue may default.

Ratings are provided by organizations such as Standard & Poor's, commonly called credit rating agencies, which specialize in evaluating credit risk. Each agency applies its own methodology in measuring creditworthiness and uses a specific rating scale to publish its ratings opinions. Typically, ratings are expressed as letter grades that range, for example, from 'AAA' to 'D' to communicate the agency's opinion of relative level of credit risk.

FAQ's

What do the letter ratings mean?

The general meaning of our credit rating opinions is summarized below.

- 'AAA'—extremely strong capacity to meet financial commitments. Highest Rating.
- 'AA'—very strong capacity to meet financial commitments.
- 'A'—strong capacity to meet financial commitments, but somewhat susceptible to adverse economic conditions and changes in circumstances.
- 'BBB'—adequate capacity to meet financial commitments, but more subject to adverse economic conditions.
- 'BBB-'—considered lowest investment grade by market participants.
- 'BB+'—considered highest speculative grade by market participants.
- 'BB'—less vulnerable in the near-term but faces major ongoing uncertainties to adverse business, financial and economic conditions.
- 'B'—more vulnerable to adverse business, financial and economic conditions but currently has the capacity to meet financial commitments.
- 'CCC'—currently vulnerable and dependent on favorable business, financial and economic conditions to meet financial commitments.
- 'CC'—currently highly vulnerable.

- 'C'—currently highly vulnerable obligations and other defined circumstances.
 - 'D'—Payment defaults on financial commitments.
- Note: Ratings from 'AA' to 'CCC' may be modified by the addition of a plus (+) or minus (-) sign to show relative standing within the major rating categories.

Are Credit Ratings indicators of investment merit?

While investors may use credit ratings in making investment decisions, Standard & Poor's ratings are NOT indications of investment merit. In other words, the ratings are not buy, sell, or hold recommendations, or a measure of asset value. Nor are they intended to signal the suitability of an investment. They speak to one aspect of an investment decision—credit quality—which in some cases may include our view of what investors can expect to recover in the event of default.

In evaluating an investment, investors should consider, in addition to credit quality, the current make-up of their portfolios, their investment strategy and time horizon, their tolerance for risk, and an estimation of the security's relative value in comparison to other securities they might choose. By way of analogy, while reputation for dependability may be an important consideration in buying a car, it is not the sole criterion on which drivers normally base their purchase decisions.

Why do Credit Ratings change?

The reasons for ratings adjustments vary, and may be broadly related to overall shifts in the economy or business environment or more narrowly focused on circumstances affecting a specific industry, entity, or individual debt issue.

In some cases, changes in the business climate can affect the credit risk of a wide array of issuers and securities. For instance, new competition or technology, beyond what might have been expected and factored into the ratings, may hurt a company's expected earnings performance, which could lead to one or more rating downgrades over time. Growing or shrinking debt burdens, hefty capital spending requirements, and regulatory changes may also trigger ratings changes.

While some risk factors tend to affect all issuers—an example would be growing inflation that affects interest rate levels and the cost of capital—other risk factors may pertain only to a narrow group of issuers and debt issues. For instance, the creditworthiness of a state or municipality may be impacted by population shifts or lower incomes of taxpayers, which reduce tax receipts and ability to repay debt.

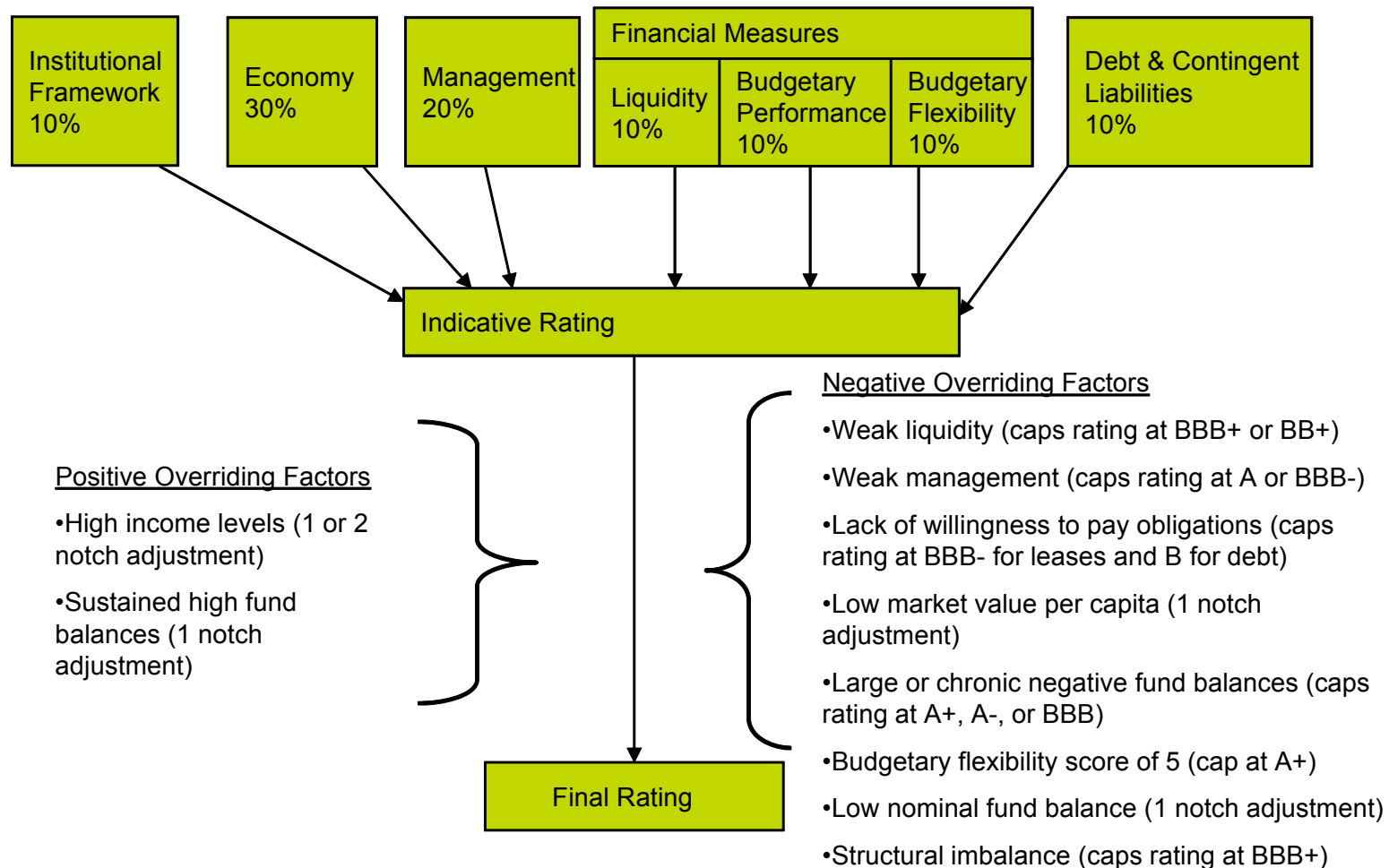
Are Credit Ratings absolute measures of default probability?

Since there are future events and developments that cannot be foreseen, the assignment of credit ratings is not an exact science. For this reason, Standard & Poor's ratings opinions are not intended as guarantees of credit quality or as exact measures of the probability that a particular issuer or particular debt issue will default.

Instead, ratings express relative opinions about the creditworthiness of an issuer or credit quality of an individual debt issue, from strongest to weakest, within a universe of credit risk. The likelihood of default is the single most important factor in our assessment of creditworthiness.

For example, a corporate bond that is rated 'AA' is viewed by Standard & Poor's as having a higher credit quality than a corporate bond with a 'BBB' rating. But the 'AA' rating isn't a guarantee that it will not default, only that, in our opinion, it is less likely to default than the 'BBB' bond.

Analytical Framework



9.8 Bond Rating Summary

S&P Global
Ratings

RatingsDirect[®]

Summary:

**Everett, Massachusetts; General
Obligation**

Primary Credit Analyst:

Anthony Polanco, Boston + 1 (617) 530 8234; anthony.polanco@spglobal.com

Secondary Contact:

Christian Richards, Boston (1) 617-530-8325; christian.richards@spglobal.com

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Rationale

Outlook

Related Research

Summary:

Everett, Massachusetts; General Obligation

Credit Profile

US\$19.82 mil GO mun purp ln bnds ser 2019 due 04/01/2039

<i>Long Term Rating</i>	AA+/Stable	New
Everett GO mun purp loan bnds		
<i>Long Term Rating</i>	AA+/Stable	Affirmed
Everett GO		
<i>Long Term Rating</i>	AA+/Stable	Affirmed

Rationale

S&P Global Ratings assigned its 'AA+' rating and stable outlook to Everett, Mass.' series 2019 general obligation (GO) municipal-purpose loan bonds and affirmed its 'AA+' rating, with a stable outlook, on the city's existing GO debt.

The city's full-faith-and-credit pledge secures the bonds, subject to Proposition 2 1/2 limitations. We rate the limited-tax GO debt on par with our view of Everett's general creditworthiness because the ad valorem tax is not derived from a measurably narrower tax base and there are no limitations on resource fungibility, which supports our view of the city's overall ability and willingness to pay debt service.

Officials plan to use series 2019 bond proceeds to fund various capital improvement projects.

The rating reflects our opinion of Everett's strong economy, supported by its access to the Boston metropolitan statistical area (MSA) and stable financial operations during the past few fiscal years that have led to continued available reserve growth. While we think the city's employment sector could become somewhat concentrated due to Wynn Resorts' casino opening, we do not expect the city's economy to weaken. In addition, we expect finances, aided by strong management and new casino-related revenue, will likely remain stable during the next few fiscal years.

The rating also reflects our opinion of the city's general creditworthiness, specifically its:

- Strong economy, with access to a broad and diverse MSA;
- Strong management, with good financial policies and practices under our Financial Management Assessment (FMA) methodology;
- Strong budgetary performance, with slight operating surpluses in the general fund and at the total governmental-fund level in fiscal 2018;
- Very strong budgetary flexibility, with available fund balance in fiscal 2018 of 20% of operating expenditures;
- Very strong liquidity, with total government available cash at 29.3% of total governmental-fund expenditures and 5.6x governmental debt service, and access to external liquidity we consider strong;
- Very strong debt-and-contingent-liability position, with debt service carrying charges at 5.2% of expenditures and net direct debt that is 43.1% of total governmental-fund revenue, as well as low overall net debt at less than 3% of market value and rapid amortization, with 78.6% of debt scheduled to be retired within 10 years, but a large pension and other-postemployment-benefit (OPEB) obligation; and
- Strong institutional framework score.

Strong economy

We consider Everett's economy strong. The city, with an estimated population of 44,140, is in Middlesex County in the Boston-Cambridge-Newton MSA, which we consider broad and diverse. The city has a projected per capita effective buying income of 83.4% of the national level and per capita market value of \$148,630. Overall, market value has grown by 23.3% during the past year to \$6.6 billion in fiscal 2019. County unemployment was 3% in 2017.

Everett has direct access to regional employment centers via Interstate 93 and U.S. Route 1, as well as eight Massachusetts Bay Transportation Authority (MBTA)-operated bus-transit service lines. The city benefits from easy and direct access to Boston, but assessed valuation (AV) grew by 12% in fiscal 2018 and 23% in fiscal 2019 due to recent development within city limits. Everett will notably host a new Wynn Resorts casino and hotel, which is currently under construction. City officials expect this project to add 4,000 temporary jobs and 5,100 permanent jobs. They also report the project is on schedule for a June 2019 opening.

However, developments in 2018 related to Wynn Resorts Ltd., the developer, led Massachusetts Gaming Commission to review the casino's license under the commonwealth's suitability requirement. City officials currently indicate the commission has not made a final judgement, but they do not expect any effect on the city's host-community agreement with Wynn Resorts. This agreement stipulates payments of \$12.5 million to the city from the developer in both 2017 and 2018, as well as \$20 million of payments in lieu of taxes (PILOTs) in 2019, increasing by 2.5% annually each year thereafter. In addition, Everett will receive an annual \$5 million community-impact fee that also increases by 2.5% annually; officials estimate this fee will raise an additional \$2.5 million in excise tax revenue annually.

While the commission completes its review, we think there is currently little threat to the host agreement; therefore, we expect payments to the city will continue unabated. We, however, will continue to monitor the casino's license status, construction, and opening closely; should any major change occur, we could revise our opinion of the city's economy.

Mystic Generating Station, Everett's power plant, is its leading taxpayer; in 2018, however, Exelon, the plant's operator, citing an uncertain operating environment, filed to close the plant in 2022. Officials indicate negotiations with Exelon did not result in a resolution, so the case has now moved to the Superior Court. However, officials expect operations will ultimately continue unabated due to the plant's significance to the region's power grid and energy infrastructure. The closure of the city's leading taxpayer would have a significant and immediate effect on the property tax base. In addition, city officials, citing ISO New England, the region's nonprofit transmission organization, believe this would pose an unacceptable risk to the region's power needs; they also think a solution will be found.

Should any change occur to the host agreement or if the power plant were to alter operations materially, these actions could substantially affect the city's economy and finances. We do not currently expect any changes that would weaken the tax base.

Leading city employers include:

- Everett (1,700 employees),
- Mellon Bank (1,200),
- Cambridge Health Alliance (800),
- MBTA (600), and
- Boston Coach (300).

The tax base is a mix of residential, industrial, and commercial properties with the 10 leading taxpayers representing 21.7% of AV. Besides the casino, additional recent residential and mixed-use development has aided further tax base expansion. These developments include:

- Pioneer, a mixed-used development that should contain 284 apartment units and 2,100 square feet of retail space and a parking garage; and
- WoodWaste, a residential project that will include 545 rental units.

We expect the city's economy will likely remain strong throughout the two-year outlook period.

Strong management

We view the city's management as strong, with good financial policies and practices under our FMA methodology, indicating that financial practices exist in most areas but that governance officials might not formalize or regularly monitor all of them.

Highlights include management's:

- Formal five-year, long-term capital and operating projections; and
- Three-year trend analysis during the budgeting process.

Budgetary assumptions are generally conservative. In our opinion, debt and reserve policies further support finances. The debt policy caps GO debt service at 5% of expenditures and limits the payment schedule to the project's useful life. The reserve policy targets a stabilization fund at 10% of the operating budget and dedicates surplus cash to fund balance if levels fall below that threshold. Furthermore, management reports regularly on city finances and makes monthly reports on budget-to-actual performance to the city council, as well as quarterly reports on investment holdings and performance.

Strong budgetary performance

Everett's budgetary performance is strong, in our opinion. The city had slight operating surpluses of 0.9% of expenditures in the general fund and 1.2% of expenditures across all governmental funds in fiscal 2018.

We adjusted budgetary performance to account for capital outlay paid for with bond proceeds and recurring transfers into and out of the general fund. We also accounted for the \$12.5 million payment to the city's general fund from Wynn Resorts, as required under the community-host agreement. While Everett has placed limitations on the use of these funds, we expect the city will likely maintain sufficient resource fungibility in the general fund to consider the funds generally available. In addition, according to the host agreement, funds paid from Wynn transition to PILOTs from a community-impact fee; we generally consider PILOTs a recurring revenue source.

Officials primarily attribute the fiscal 2018 general fund surplus to conservative budgeting that led to higher-than-budgeted revenue, such as licenses, permits, and other local receipts. Management also indicates expenditures generally come in on budget. The city also absorbed a \$5 million state-aid shortfall during fiscal 2018 by controlling costs and adjusting expenditures.

The city received an additional \$2.5 million in state aid above what it had originally budgeted for in fiscal 2019, and it does not currently expect any decrease in this revenue stream during the next few fiscal years. The fiscal 2019 budget totals \$196.4 million, a 7.2% increase over fiscal 2018, including a \$4 million fund-balance appropriation. Management indicates budge-to-actual results are currently tracking the budget favorably, and management estimates it will end fiscal 2019 with balanced operations.

Excluding host-agreement revenue, Everett maintains a stable and predictable revenue profile with property taxes generating roughly 48% of general fund revenue and state aid accounting for 44%. Including host-agreement revenue, property taxes and state aid both account for 45%. Current-year property tax collections have remained consistently high, typically exceeding 99%.

Very strong budgetary flexibility

Everett's budgetary flexibility is very strong, in our view, with available fund balance in fiscal 2018 of 20% of operating expenditures, or \$43.4 million.

During the past three fiscal years, the city has substantially increased available fund balance due to positive financial operations, aided by host-agreement payments. Officials currently expect to end fiscal 2019 with another reserve increase. Due to the city consistently increasing reserves and its historically conservative budgeting, coupled with casino-related PILOT revenue, we expect available fund balance will likely remain very strong during the outlook period.

Very strong liquidity

In our opinion, Everett's liquidity is very strong, with total government available cash at 29.3% of total governmental-fund expenditures and 5.6x governmental debt service in fiscal 2018. In our view, the city has strong access to external liquidity if necessary.

We think Everett's GO bond issuance during the past 20 years demonstrates its strong access to external liquidity. We understand Everett does not currently have any contingent-liquidity risks from financial instruments with payment provisions that change upon the occurrence of certain events. In addition, the city has maintained very strong cash during the past three fiscal years with no indication of a drawdown. Therefore, we expect liquidity will likely remain very strong during the next two fiscal years.

Very strong debt-and-contingent-liability profile

In our view, Everett's debt-and-contingent-liability profile is very strong. Total governmental-fund debt service is 5.2% of total governmental-fund expenditures, and net direct debt is 43.1% of total governmental-fund revenue. Overall net debt is low at 1.5% of market value and approximately 78.6% of direct debt is scheduled to be repaid within 10 years, which are, in our view, positive credit factors.

According to the capital improvement plan, officials could issue as much as \$30.2 million of additional debt during the next two fiscal years for various capital improvement projects. We do not expect this to have a material effect on the debt profile.

In our opinion, Everett's large pension and OPEB obligation is a credit weakness. Everett's combined required pension and actual OPEB contribution totaled 9.3% of total governmental-fund expenditures in fiscal 2018: 6% represented required contributions to pension obligations and 3.3% represented OPEB payments. The city made its full annual required pension contribution in fiscal 2018. The largest pension plan's funded ratio is 60.3%.

Everett is a member of Everett Contributory Retirement System (ECRS), a cost-sharing, multiemployer, defined-benefit pension plan. This plan covers the majority of eligible city employees. Everett has a history of paying 100% of its actuarially determined contribution, and Everett expects to fund its ECRS liability fully by fiscal 2030. ECRS' net pension liability, at June 30, 2018, was \$251 million. The city's proportionate share of ECRS' liability is \$99.6 million. ECRS is 51.4% funded, which we consider very low. It uses a 7.5% discount rate, which we consider about average, down from 7.625%.

Everett is also a member of Massachusetts Teachers' Retirement System (MTRS), a cost-sharing, multiemployer, defined-benefit pension plan. MTRS has a special-funding situation. The commonwealth is responsible for 100% of MTRS' contributions and future benefit requirements. The city does not currently have any MTRS liability.

Everett also provides OPEB in the form of a single-employer, defined-benefit, health-care plan; the plan provides eligible retirees and their spouses with health care and life insurance through the city's group health insurance plan. In fiscal 2018, Everett contributed \$7.4 million toward pay-as-you-go OPEB costs and an additional \$986,484 into the OPEB trust fund. The city's OPEB trust fund currently has a roughly \$4.7 million balance, according to management; this results in a funding ratio of 1.8% and a net OPEB liability of \$256 million. The city expects to appropriate 15% of certified free cash annually toward the OPEB trust, which it met in fiscal 2018.

While Everett is currently managing annual retirement expenditures, we expect these costs would increase if ECRS were to lower its discount rate further. This discount rate might also understate the size of the city's liability. We do not expect costs to increase greatly during the outlook period. Due to the city's stable debt profile, however, we do not expect to revise our view of its debt-and-liabilities profile from very strong during the next two fiscal years.

Strong institutional framework

The institutional framework score for Massachusetts municipalities is strong.

Outlook

The stable outlook reflects S&P Global Ratings' view of Everett's participation in the Boston-Cambridge-Newton MSA. The outlook also reflects our view of management's ability to maintain strong budgetary performance and very strong budgetary flexibility, as indicated by consistent operating surpluses and very strong general fund reserves. Therefore, we do not expect to change the rating during our outlook period.

Upside scenario

We could raise the rating if economic indicators were to improve markedly, pension and OPEB liabilities were to decrease, and the casino's opening does not result in major tax base or employment concentration.

Downside scenario

We could lower the rating if budgetary performance were to deteriorate, causing a reserve drawdown; if Everett were to budget funds without receiving corresponding host-agreement revenue; if the power plant were to alter operations materially, leading to budgetary imbalance; or if the tax base were to become overly concentrated due to the casino.

Related Research

- S&P Public Finance Local GO Criteria: How We Adjust Data For Analytic Consistency, Sept. 12, 2013
- Incorporating GASB 67 And 68: Evaluating Pension/OPEB Obligations Under Standard & Poor's U.S. Local Government GO Criteria, Sept. 2, 2015
- Local Government Pension And Other Postemployment Benefits Analysis: A Closer Look, Nov. 8, 2017
- 2018 Update Of Institutional Framework For U.S. Local Governments

Certain terms used in this report, particularly certain adjectives used to express our view on rating relevant factors, have specific meanings ascribed to them in our criteria, and should therefore be read in conjunction with such criteria. Please see Ratings Criteria at www.standardandpoors.com for further information. Complete ratings information is available to subscribers of RatingsDirect at www.capitaliq.com. All ratings affected by this rating action can be found on S&P Global Ratings' public website at www.standardandpoors.com. Use the Ratings search box located in the left column.

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10.1 Budgeting and Accounting Practices

The basic financial statements of the City of Everett, Massachusetts are prepared in accordance with Generally Accepted Accounting Principles (GAAP) in the United States of America. The Governmental Accounting Standards Board (GASB) is the recognized standard-setting body for establishing governmental accounting and financial reporting principles. The significant accounting policies are described herein.

For budgetary financial reporting purposes, the Uniform Municipal Accounting System (UMAS) basis of accounting (established by the Commonwealth of Massachusetts) is followed, which differs from the GAAP basis of accounting and are listed below. A reconciliation of budgetary-basis to GAAP-basis results for the general fund for the fiscal year ended June 30th can be found in the City's Comprehensive Annual Financial Statement (CAFR) at the following website: <http://www.ci.everett.ma.us>.

BASIS OF BUDGETING

Budgetary basis departs from GAAP as follows:

1. Real and personal property taxes are recorded as revenue when levied (budgetary), as opposed to when susceptible to accrual (GAAP).
2. Encumbrances are recorded as the equivalent of expenditures (budgetary), as opposed to a reservation of fund balance (GAAP).
3. Certain activities and transactions are presented as components of the general fund (budgetary), rather than as separate funds (GAAP).
4. Prior years' deficits and available funds from prior year's surpluses are recorded as expenditure and revenue items (budgetary), but have no effect on GAAP expenditures and revenues.

BASIS OF ACCOUNTING

Fund Accounting

Fund accounting is an accounting system organized on the basis of funds, each of which is considered a separate accounting entity. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, liabilities, fund equity, revenues and expenditures, or expenses as appropriate. Resources are allocated to and accounted for in individual funds based upon purpose for which they are to be spent and the means by which spending activities are controlled. Fund accounting is used by states and local governments and by not-for-profit organizations that need to account for resources the use of which is restricted by donors or grantors.

Types of Funds

There are seven types of funds that can be used, as needed, by state and local governments, both general purpose and limited purpose. The types of funds are as follows:

Governmental Funds

1. ***The General Fund*** – The General Fund is the major operating fund of municipal governments and it accounts for the vast majority of municipal operations. The General Fund is supported by revenues from real estate and personal property taxes, state and federal aid, excise taxes, investment income, fines and forfeitures and fees and charges. Most of the municipal departments, including the schools, are supported in whole or in part by the General Fund.
2. ***Special Revenue Funds*** – To account for the proceeds of specific revenue sources (other than expendable trust or for major capital projects) that are legally restricted to expenditures for specific purposes. These funds are used mostly for donations, state, federal and other intergovernmental revenue and expenditures.
3. ***Capital Projects Funds*** – To account for financial resources to be used for the acquisition or construction of major capital facilities – other than those financed by proprietary funds and trust funds.
4. ***Debt Service Funds*** – To account for the accumulation of resources for, and the payment of, general long-term debt principal and interest.

Proprietary Funds

5. **Enterprise Funds** – To account for operations (a) that are financed and operated in a manner similar to private business enterprises – where the intent of the governing body is that the costs (expenses, including depreciation) of providing goods or services to the general public on a continuing basis be financed or recovered primarily through user charges; or (b) where the governing body has decided the periodic determination of revenues earned, expenses incurred, and/or net income is appropriate for capital maintenance, public policy, management control, accountability or other purposes.
6. **Internal Service Funds** – To account for the financing of goods or services provided by one department or agency to other departments or agencies of the governmental unit, or to other governmental units, on a cost-reimbursement basis.

Fiduciary Funds

7. **Trust and Agency Funds** – To account for assets held by a governmental unit in a trustee capacity or as an agent for individuals, private organizations, other governmental units, and/or other funds. These include (a) expendable trust funds, (b) nonexpendable trust funds, (c) pension trust funds and (d) agency funds.

Governmental fund revenues and expenditures should be recognized on the modified accrual basis. Revenues should be recognized in the accounting period in which they become available and measurable. Expenditures should be recognized in the accounting period in which the fund liability is incurred, if measurable, except for unmatured interest on general long-term debt, which should be recognized when due.

Proprietary fund revenues and expenses should be recognized on the accrual basis. Revenues should be recognized in the accounting period in which they are earned and become measurable; expense should be recognized in the period incurred, if measurable.

Fiduciary fund revenues and expense or expenditures (as appropriate) should be recognized on the basis consistent with the fund's accounting measurement objective. Nonexpendable trust and pension trust funds (and investment trust funds) should be accounted for on the accrual basis; expendable trust funds should be accounted for on the modified accrual basis. Agency fund assets and liabilities should be accounted for on the modified accrual basis.

Transfers should be recognized in the accounting period in which the inter-fund receivable and payable arise.

Fund Balance & Fund Equity

The arithmetic difference between the amount of financial resources and the amount of liabilities recorded in the fund is the FUND EQUITY. Residents of the governmental unit have no legal claim on any excess of liquid assets over current liabilities; therefore, the Fund Equity is not analogous to the capital accounts of an investor-owned entity. Accounts in the Fund Equity category of the General Fund and special revenue funds consist of reserve accounts established to disclose that portions of the equity are not available for appropriation (reserved or designated); the portion of equity available for appropriation is disclosed in an account called FUND BALANCE.

Annual Audits

At the close of each fiscal year, state law requires the City of Everett to publish a complete set of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP), and that are audited in accordance with generally accepted auditing standards by a firm of licensed certified public accountants. Pursuant to that requirement, the City of Everett has been audited by the Firm of Powers & Sullivan, Certified Public Accountants of Wakefield, Massachusetts.

Reporting Entity

For financial reporting purposes, the city has included all funds, organizations, agencies, boards, commissions and institutions. The city has also considered all potential component units for which it is financially accountable as well as other organizations for which the nature and significance of their relationship with the city are such that exclusion would cause the basic financial statements to be misleading or incomplete. As required by GAAP, these basic financial statements present the city (the preliminary government) and its component units. One entity has been included as a component unit in the reporting entity, because of the significance of its operational and/or financial relationship.

Blended Component Units – Blended component units are entities that are legally separate from the city, but are so related that they are, in substance, the same as the city, or entities providing services entirely or almost entirely for the benefit of the city. The following component unit is blended within the Fiduciary Funds of the primary government:

The Everett Contributory Retirement System was established to provide retirement benefits to city employees, the Everett Housing Authority employees and their beneficiaries. The System is governed by a five-member board comprised of the City Auditor (ex-officio), two members elected by the System's participants, one member appointed by the Mayor and one member appointed by the their board members. The CRS is presented using the accrual basis of accounting and is reported as a pension trust fund in the fiduciary fund financial statements.

Availability of Financial Information for Component Unit

The Everett Contributory Retirement System does not issue separate audited financial statement. The CRS issues a publicly available unaudited financial report in accordance with guidelines established by the Commonwealth of Massachusetts (Commonwealth) Public Employee Retirement Administration Commission (PERAC). That report may be obtained by contacting the CRS located at 484 Broadway, Everett, Massachusetts.

Government-Wide Financial Statements

The government-wide financial statements (i.e., statement of net assets and the statement of changes in net assets) report information on all of the non-fiduciary activities of the primary government and its component units. Governmental activities, which are primarily supported by taxes and intergovernmental revenues, are reported separately from business-type activities, which are supported primarily by user fees and charges.

10.2 Government-Wide and Fund Financial Statements

Government-Wide Financial Statements

The government-wide financial statements (i.e., statement of net assets and the statement of changes in net assets) report information on all of the non-fiduciary activities of the primary government and its component units. *Governmental activities*, which are primarily supported by taxes and intergovernmental revenues, are reported separately from *business-type activities*, which are supported primarily by user fees and charges.

Fund Financial Statements

Separate financial statements are provided for governmental funds, proprietary funds, and fiduciary funds, even though fiduciary funds are excluded from the government-wide financial statements. Major individual governmental funds and major individual enterprise funds are reported as separate columns in the fund financial statements. Non-major funds are aggregated and displayed in a single column.

Major Fund Criteria

Major funds must be reported if the following criteria are met:

- If the total assets, liabilities, revenues, or expenditures/expenses of an individual governmental or enterprise fund are at least 10% of the corresponding element (assets, liabilities, etc.) for all funds of that category or type (total governmental or total enterprise funds), *and*
- If the total assets, liabilities, revenues, or expenditures/expenses of the individual governmental fund or enterprise fund are at least 5% of the corresponding element for all governmental and enterprise funds combined.

Additionally, any other governmental or enterprise fund that management believes is particularly significant to the basic financial statements may be reported as a major fund.

Internal service funds and fiduciary funds are reported by fund type.

Measurement Focus, Basis of Accounting and Financial Statement Presentation

Government-Wide Financial Statements

The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Under this method, revenues are recorded when earned and expenses are recorded when the liabilities are incurred. Real estate and personal property taxes are recognized as revenues in the fiscal year for which they are levied. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

The statement of activities demonstrates the degree to which the direct expenses of a particular function or segment are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function or segment. Program revenues include the following:

- Charges to customers or applicants who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment.
- Grants and contributions are restricted to meeting the operational requirements of a particular function or segment.
- Grants and contributions are restricted to meeting the capital requirements of a particular function or segment.

Taxes and other items not identifiable as program revenues are reported as general revenues.

For the most part, the effect of inter-fund activity has been removed from the government-wide financial statements. However, the effect of inter-fund services provided and used between functions is not eliminated as the elimination of these charges would distort the direct costs and program revenues reported for the functions affected.

Fund Financial Statements

Governmental fund financial statements are reported using the flow of current financial resources measurement focus and the modified accrual basis of accounting. Under the modified accrual basis of accounting, revenues are recognized when susceptible to accrual (i.e., measurable and available). Measurable means the amount of the transaction can be determined and available means collectible within the current period or soon enough thereafter to pay liabilities of the current period. Expenditures are recorded when the related fund liability is incurred, except for un-matured interest on general long-term debt which is recognized when due,

and certain compensated absences, claims and judgments which are recognized when the obligations are expected to be liquidated with current expendable available resources.

Real estate and personal property tax revenues are considered available if they are collected within 60 days after fiscal year-end. Investment income is susceptible to accrual. Other receipts and tax revenues become measurable and available when the cash is received and are recognized as revenue at that time.

Entitlements and shared revenues are recorded at the time of receipt or earlier if the susceptible to accrual criteria is met. Expenditure driven grants recognize revenue when the qualifying expenditures are incurred and all other grant requirements are met.

The following major governmental funds are reported:

The *general fund* is the primary operating fund. It is used to account for all financial resources, except those that are required to be accounted for in another fund.

The *stabilization fund* is a special revenue fund used to account for the accumulation of resources to be used for general and/or capital purposes upon approval of City Council.

The *school capital projects fund* is used to account for the ongoing construction and renovations of the City's school buildings.

The non-major governmental funds consist of other special revenue, capital projects and permanent funds that are aggregated and presented in the *non-major governmental funds* column on the governmental funds financial statements. The following describes the general use of these fund types:

The *special revenue fund* is used to account for the proceeds of specific revenue sources (other than permanent funds or capital projects funds) that are restricted by law or administrative action to expenditures for specified purposes.

The *capital projects fund* is used to account for financial resources to be used for the acquisition or construction of major capital facilities (other than those financed by Enterprise Funds).

The *permanent fund* is used to account for financial resources that are legally restricted to the extent that only earnings, not principal, may be used for purposes that support the governmental programs.

Proprietary fund financial statements are reported using the flow of economic resources measurement focus and use the accrual basis of accounting. Under this method, revenues are recorded when earned and expenses are recorded when the liabilities are incurred.

Proprietary funds distinguish operating revenues and expenses from non-operating items. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with the proprietary funds principal ongoing operations. All revenues and expenses not meeting this definition are reported as non-operating revenues and expenses.

The following major proprietary funds are reported:

The *sewer enterprise fund* is used to account for the sewer activities.

The *water enterprise fund* is used to account for the water activities.

The *parking activities enterprise fund* is used to account for parking activities.

The *trash enterprise fund* is used to account for the solid waste disposal activities.

Additionally, the following proprietary fund type is reported:

The internal service fund is used to account for the financing of services provided by one department to other departments or governmental units. This fund is used to account for risk financing activities related to retirees' health insurance.

Fiduciary fund financial statements are reported using the flow of economic resources measurement focus and use the accrual basis of accounting except for the Agency Fund, which has no measurement focus. Fiduciary funds are used to account for assets held in a trustee capacity for others that cannot be used to support the governmental programs.

The following fiduciary fund types are reported:

The *pension trust fund* is used to account for the activities of the System, which accumulates resources to provide pension benefits to eligible retirees and their beneficiaries.

The *private-purpose trust fund* is used to account for trust arrangements that exclusively benefit individuals, private organizations, or other governments. Some of these trusts have donor restrictions and trustee policies that do not allow the endowment portion and any unrealized appreciation to be spent. The donor restrictions and trustee policies only allow the

trustees to authorize spending of the realized investment earnings. The City's educational scholarships and housing subsidy trust funds are accounted for in this fund.

The *agency fund* is used to account for assets held in a purely custodial capacity. The City's agency funds consist primarily of payroll withholdings, police and fire details, escrow deposits and unclaimed property.

Government-Wide and Fund Financial Statements

Private-sector standards of accounting and financial reporting issued prior to December 1, 1989, generally are followed in both the government-wide and proprietary fund financial statements to the extent that those standards do not conflict with or contradict guidance of the Governmental Accounting Standards Board. Governments also have the option of following subsequent private-sector guidance for their business-type activities and enterprise funds, subject to this same limitation. The government has elected not to follow subsequent private-sector guidance.

10.3 Performance Management and Measurers

The Government Finance Officers Association (GFOA) Distinguished Budget Presentation Award program requires all submitting agencies to incorporate Performance Management and Performance Measurers into their budget. The City of Everett is continuing to incorporate those ideas and strategies as part of the overall operation and management of the City.

Long and Short Term Strategic Goals

The City of Everett's Long and Short Term Strategic Plan Summary is a listing of the Mayor's top priorities for the City of Everett for the current fiscal year and beyond.

Each department will be required to include a table of Outcomes and Performance measurers in their mission statements. They will also be required to include a description of "How Fiscal Year Department Goals relate to the City's Overall Long & Short Term Goals". This information defines how each department's goals tie in to the overall goals of the City and is included for each department in their mission statements throughout Section 5.

What is Performance Management?

Performance management is a logical and integrated approach to all aspects of the cycle of planning, budgeting, operations and evaluations that is based on data and analysis, for the purpose of continuously improving results. Performance management is:

- Data driven - using reliable, verifiable and relevant data.
- Outcome oriented - focused primarily on results, less on inputs and outputs.
- Citizen focused-based on community needs.
- Logically aligned - mission, goals, objectives, measurers, responsibilities are integrated.
- Transparent-information is available and understandable by outsiders and insiders alike.
- Sustainable - survives leadership changes.
- Learning, improvement and accountability driven.

Performance measurement has become increasingly prevalent in local government, yet most government managers still struggle with the fundamental question of what to do with performance measurement data when they have it. Management teams want to know how they can incorporate performance measurement into their management and decision making processes. Rather than simply reporting performance results, performance based management focuses on linking performance measurement to strategic planning and using it as a lever for cultural change. By creating a learning environment in which performance measures are regularly reviewed and discussed, organization can improve the pace of learning and decision making, improve performance, and facilitate broader cultural change.

Where to get more information

The information above was obtained from the GFOA website (www.gfoa.org) and more information on performance management and measurers is available on that website.

GFOA Recommended Practices:

Budgeting for Results and Outcome (2007): <http://www.gfoa.org/downloads/budgetingforresults.pdf>

Performance Management: Using Performance Measurement for Decision Making (2002 and 2007):
<http://www.gfoa.org/downloads/budgetperfmanagement.pdf>

10.4 Departmental Fund Relationships

Department	Sub Department	Governmental Funds				Enterprise Funds	Enterprise Funds	Internal Service Fund	Trust & Agency Funds				
		Major	Non-Major	Non-Major	Non-Major	Major	Non-Major	Major	Non-Major	Non-Major	Non-Major	Non-Major	Non-Major
		General Fund	Special Revenue Funds	Revolving Funds	Capital Projects	Water/Sewer Appropriated	ECTV Appropriated	Self Insurance Fund	Permanent Trust Funds - Cemetery & Other	Private Scholarships & Trust Commissioners	Agency Funds - WH, Escrow, Details, etc.	Stabilization Funds	Appropriated
		Appropriated											
Legislative	City Council	Yes											Yes
Mayor	Executive	Yes					Yes						
Auditor (Finance)	Finance	Yes											
Auditor (Finance)	Contributory Retirement	Yes											
Auditor (Finance)	Non-contributory Pensions	Yes											
Purchasing (Finance)		Yes									Yes		
Assessors (Finance)	Board of Assessors	Yes							Yes				
Treasurer (Finance)		Yes									Yes		
Treasurer (Finance)	Debt Retirement	Yes											
Treasurer (Finance)	Long Term Debt Interest	Yes											
Treasurer (Finance)	Short Term Debt Interest	Yes											
Treasurer (Finance)	FICA (Medicare)	Yes											
Solicitor		Yes											
Solicitor	Licensing Board	Yes											
Solicitor	General Liability Insurance	Yes											
Human Resources		Yes											Yes
Human Resources	Unemployment	Yes											
Human Resources	Group Insurance	Yes						Yes					
Human Resources	Worker's Comp Insurance	Yes											
IT		Yes			Yes								
City Clerk		Yes											
Elections Commission		Yes											
Police		Yes	Yes	Yes	Yes				Yes		Yes		
Fire		Yes	Yes	Yes	Yes						Yes		
ISD		Yes	Yes		Yes								
ISD	Zoning Board of Appeals	Yes									Yes		
DPW	Executive/Fleet	Yes	Yes	No	Yes	Yes			Yes		Yes		
DPW	Facilities Maintenance	Yes	Yes	No	Yes								

		Governmental Funds				Enterprise Funds	Enterprise Funds	Internal Service Fund	Trust & Agency Funds				
		Major	Non-Major	Non-Major	Non-Major	Major	Non-Major	Major	Non-Major	Non-Major	Non-Major	Non-Major	Non-Major
		General Fund Appropriated	Special Revenue Funds	Revolving Funds	Capital Projects	Water/Sewer Appropriated	ECTV Appropriated	Self Insurance Fund	Permanent Trust Funds - Cemetery & Other	Private Scholarships & Trust Commissioners	Agency Funds - WH, Escrow, Details, etc.	Stabilization Funds Appropriated	
Department	Sub Department												
DPW	Engineering	Yes			Yes	Yes					Yes		
DPW	Stadium	Yes			Yes								
DPW	Parks & Cemeteries	Yes			Yes								
DPW	Highway	Yes			Yes								
DPW	Snow & Ice	Yes											
DPW	Solid Waste	Yes											
Health & Human Services	Board of Health	Yes	Yes										
Planning & Development		Yes	Yes	Yes	Yes								
Planning & Development	Conservation Commission	Yes											
Planning & Development	Planning Board	Yes											
Veterans Agent		Yes	Yes										
Council On Aging		Yes	Yes										
Human Services		Yes	Yes		Yes								
Library	Parlin & Shute	Yes	Yes	Yes	Yes				Yes				
Health & Wellness	Formerly Recreation	Yes	Yes	Yes	Yes					Yes			
GF Trans Out	Trans Out	Yes	Yes		Yes	Yes						Yes	
School	School	Yes	Yes	Yes	Yes				Yes	Yes	Yes		
ENTERPRISE FUNDS													
Water/Sewer Enterprise					Yes	Yes							
Treasurer - W/S	Retirement of Debt					Yes							
Treasurer - W/S	Long Term Debt Interest					Yes							
Treasurer - W/S	Short Term Debt Interest					Yes							
Treasurer - W/S	MWRA					Yes							
Treasurer - W/S	Transfers Out					Yes							
Treasurer - W/S	SBWSB Assessment					Yes							
Treasurer - W/S	Insurance Deductible					Yes							
ECTV							Yes						

10.5 Major Non-Major Funds - Changes in Fund Balance

General Fund - 0100

MAJOR

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund	
			Bal	% Var in FB
2013	8,147,495.33	9,915,169.80	1,767,674.47	
2014	9,915,169.80	12,416,778.00	2,501,608.20	25%
2015	12,416,778.00	12,104,032.00	(312,746.00)	-3%
2016	12,104,032.00	15,352,408.00	3,248,376.00	27%
2017	15,352,408.00	15,812,980.24	460,572.24	3%
2018	15,812,980.24	16,287,369.65	474,389.41	3%
2019	16,287,369.65	23,940,397.51	7,653,027.86	47%
2020	23,940,397.51	23,862,266.00	(78,131.51)	0%
2021	23,862,266.00	24,541,515.00	679,249.00	3%
2022	24,541,515.00	24,541,515.00	-	0%

Est

The objective of the General Fund is to raise revenue to cover expenses for the fiscal year.

The 47% increase in FY 2019 is due to Host agreement money collected from Encore Casino.

Water/Sewer Enterprise Fund - 6000

MAJOR

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund	
			Bal	% Var in FB
2013	207,546.91	208,651.51	1,104.60	
2014	208,651.51	279,416.98	70,765.47	34%
2015	279,416.98	196,452.00	(82,964.98)	-30%
2016	196,452.00	1,654,854.94	1,458,402.94	742%
2017	1,654,854.94	3,231,435.99	1,576,581.05	95%
2018	3,231,435.99	3,231,435.99	-	0%
2019	3,231,435.99	3,954,447.00	723,011.01	22%
2020	3,954,447.00	5,087,172.00	1,132,725.00	29%
2021	5,087,172.00	5,239,022.00	151,850.00	3%
2022	5,239,022.00	5,239,022.00	-	0%

Est

The objective of the Water/Sewer Enterprise Fund is to raise revenue to cover expenses for the fiscal year

The increase are due to higher revenue receipts than originally projected.

Stabilization Fund - 8400

Non-Major

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund	
			Bal	% Var in FB
2013	-	10,941,602.11	10,941,602.11	
2014	10,941,602.11	10,654,748.44	(286,853.67)	-3%
2015	10,654,748.44	11,544,904.00	890,155.56	8%
2016	11,544,904.00	13,854,048.00	2,309,144.00	20%
2017	13,854,048.00	18,656,000.00	4,801,952.00	35%
2018	18,656,000.00	19,215,680.00	559,680.00	3%
2019	19,215,680.00	7,145,138.00	(12,070,542.00)	-63%
2020	7,145,138.00	9,570,397.00	2,425,259.00	34%
2021	9,570,397.00	10,872,843.00	1,302,446.00	14%
2022	10,872,843.00	11,199,028.29	326,185.29	3%

Est.

Increase due to Community Host Agreement payment and the Finance Policy of 20% of Free Cash to Stabilization and balance of Free Cash on 6/30.

Increase in FY 2021 of 14% due to the free cash transfer per financial policies.

Leave Buyback - 8400

Non-Major

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund	
			Bal	% Var in FB
2013				
2014	200,000.00	200,000.00		
2015	200,000.00	200,000.00		
2016	200,000.00	7,874.00		
2017	7,874.00	7,874.00	-	
2018	7,874.00	7,874.00	-	0%
2019	7,874.00	7,874.00	-	0%
2020	7,874.00	7,874.00	-	0%
2021	7,874.00	7,874.00	-	0%
2022	7,874.00	7,874.00	-	0%

Est.

Changes due to retirements during fiscal year.

City policy is to build this fund balance to cover unanticipated retirements in current and future fiscal years.

Capital Improvement Fund - 8400**Non-Major**

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund	
			Bal	% Var in FB
2013			-	
2014		1,587,093.00	1,587,093.00	
2015	1,587,093.00	477,093.00	(1,110,000.00)	
2016	477,093.00	1,516,081.00	1,038,988.00	
2017	1,516,081.00	2,521,865.00	1,005,784.00	66%
2018	2,521,865.00	2,597,520.95	75,655.95	3%
2019	2,597,520.95	3,406,925.00	809,404.05	31%
2020	3,406,925.00	4,654,838.00	1,247,913.00	37%
2021	4,654,838.00	5,379,243.00	724,405.00	16%
2022	5,379,243.00	5,540,620.29	161,377.29	3%

Est.

This fund is used for unanticipated and smaller capital needs that cannot be bonded for during the fiscal year. 20% of free cash is appropriated annually to this fund (per finance policies) to cover those capital needs.

Increase in FY 2021 of 16% due to the free cash transfer per financial policies.

Other Post Employment Benefits (OPEB) - 8313**Non-Major**

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund	
			Bal	% Var in FB
2013	-			
2014	-	773,500.00	773,500.00	
2015	773,500.00	1,602,550.00	829,050.00	
2016	1,602,550.00	2,460,951.00	858,401.00	
2017	2,460,951.00	3,575,073.00	1,114,122.00	45%
2018	3,575,073.00	3,682,325.19	107,252.19	3%
2019	3,682,325.19	6,025,372.00	2,343,046.81	64%
2020	6,025,372.00	7,382,520.00	1,357,148.00	23%
2021	7,382,520.00	8,035,734.00	653,214.00	9%
2022	8,035,734.00	8,276,806.02	241,072.02	3%

Est.

Increases due to 10% free cash added annually per financial policy plus interest income.

FY20 increase due to higher free cash balance.

10.6 Departmental Revolving Funds – MGL Section 53E ½

A departmental revolving fund is a place to set aside revenue received, through fees and charges, for providing a specific service or program. The revenue pool is, in turn, a source of funds available to use by a department without further appropriation to support the particular service or program.

The City of Everett has established several departmental revolving funds under M.G.L. Ch. 44 Sec. 53E½ (see below). The funds are created with the city council's authorization that identifies which department's receipts are to be credited to the revolving fund and specifies the program or purposes for which money may be spent.

It designates the department, board or official with authority to expend the funds and places a limit on the total amount of the annual expenditure. To continue the revolving fund in subsequent years, annual approval of a similar article is necessary.

The annual appropriation order for the authorization of revolving funds is summarized below. Also, the language from MGL Section 53 E ½ has been included for your benefit.

MGL - Section 53 E ½

Notwithstanding the provisions of section fifty-three, a city or town may annually authorize the use of one or more revolving funds by one or more municipal agency, board, department or office which shall be accounted for separately from all other monies in such city or town and to which shall be credited only the departmental receipts received in connection with the programs supported by such revolving fund. Expenditures may be made from such revolving fund without further appropriation, subject to the provisions of this section; provided, however, that expenditures shall not be made or liabilities incurred from any such revolving fund in excess of the balance of the fund nor in excess of the total authorized expenditures from such fund, nor shall any expenditures be made unless approved in accordance with sections forty-one, forty-two, fifty-two and fifty-six of chapter forty-one.

Interest earned on any revolving fund balance shall be treated as general fund revenue of the city. No revolving fund may be established pursuant to this section for receipts of a municipal water or sewer department or of a municipal hospital. No such revolving fund may be established if the aggregate limit of all revolving funds authorized under this section exceeds ten percent of the amount raised by taxation by the city or town in the most recent fiscal year for which a tax rate has been certified under section

twenty-three of chapter fifty-nine. No revolving fund expenditures shall be made for the purpose of paying any wages or salaries for full time employees unless such revolving fund is also charged for the costs of fringe benefits associated with the wages or salaries so paid; provided, however, that such prohibition shall not apply to wages or salaries paid to full or part-time employees who are employed as drivers providing transportation for public school students; provided further, that only that portion of a revolving fund which is attributable to transportation fees may be used to pay such wages or salaries and provided, further, that any such wages or salaries so paid shall be reported in the budget submitted for the next fiscal year.

A revolving fund established under the provisions of this section shall be by vote of the city council in a city, upon recommendation of the Mayor, in Plan E cities. Such authorization shall be made annually prior to each respective fiscal year; provided, however, that each authorization for a revolving fund shall specify: (1) the programs and purposes for which the revolving fund may be expended; (2) the departmental receipts which shall be credited to the revolving fund; (3) the board, department or officer authorized to expend from such fund; (4) a limit on the total amount which may be expended from such fund in the ensuing fiscal year.

Provided, further, that no board, department or officer shall be authorized to expend in any one fiscal year from all revolving funds under its direct control more than one percent of the amount raised by taxation by the city or town in the most recent fiscal year for which a tax rate has been certified under section twenty-three of chapter fifty-nine.

Notwithstanding the provisions of this section, whenever, during the course of any fiscal year, any new revenue source becomes available for the establishment of a revolving fund under this section, such a fund may be established in accordance with this section upon certification by the city auditor that the revenue source was not used in computing the most recent tax levy.

In any fiscal year the limit on the amount that may be spent from a revolving fund may be increased with the approval of the city council and mayor in a city, provided, however, that the one percent limit established by clause (4) of the third paragraph is not exceeded.

The board, department or officer having charge of such revolving fund shall report the city council, the Mayor of a city, the total amount of receipts and expenditures for each revolving fund under its control for the prior fiscal year and for the current fiscal year through December thirty-first, or such later date as the city council may, by vote determine, and the amount of any increases in spending authority granted during the prior and current fiscal years, together with such other information as the town meeting or city council may by vote require.

At the close of a fiscal year in which a revolving fund is not reauthorized for the following year, or in which a city changes the purposes for which money in a revolving fund may be spent in the following year, the balance in the fund at the end of the fiscal year shall revert to surplus revenue unless the city council and Mayor vote to transfer such balance to another revolving fund established under this section.

The director of accounts may issue guidelines further regulating revolving funds established under this section.

10.7 Revolving Funds – Council Order

ORDER
BE IT ORDERED:

That the Everett City Council vote, pursuant to the provisions of MGL Chapter 44, Section 53E 1/2 to authorize the establishment of the revolving funds for FY 2022 as herein described. Expenditures from said funds shall not exceed the amount of funds received in the respective accounts or as authorized as stated, shall come from any funds received by the respective boards for performing services, shall be used solely for the purpose of implementing the programs delineated and shall be approved by a majority vote of any respective boards in accordance with the recommendation of His Honor the Mayor.

						FY 2022 Budget Request Maximum Annual Expenditures
Department	Fund Name	Dept. #	Programs & Purpose	Types of Receipts Credited	Authorization for Spending	
Mayor/ConCom	Recycling	121	Recycling costs - purchase of bins and related materials	Fees charged to purchase recycling bins and recycling processing	Mayor	\$ 25,000.00
City Clerk	City Hall Bookstore	161	Selling Everett Memorabilia	Fees charged for Everett Memorabilia	City Clerk & Mayor	\$ 20,000.00
Board of Appeals	Advertising	176	To cover cost of hearings/advertising	Fees charged for advertising	Mayor	\$ 15,000.00
Fire	Hazmat Training	250	Hazmat training	Hazmat training fees	Fire Chief & Mayor	\$ 25,000.00
Fire	Wireless Fire Alarms	220	To fund maintenance of wireless fire alarms	Annual fees for commercial/residential buildings	Fire Chief & Mayor	\$ 5,000.00
School	Night School	300	To fund cost of labor and materials for night school classes	Tuition payments for students attending the night school programs	School Committee	\$ 25,000.00

School	Vocational School	300	To fund cost of labor and materials for culinary program	Fees from 3rd party caterings and functions	School Committee	\$ 50,000.00
School	E-Rate	300	Offset school utility costs	Rebates provided to help eligible schools and libraries obtain affordable telecommunications and internet access	School Committee	\$ 50,000.00
School	Building Rental	300	To cover costs of maintenance and labor during building rentals	Fees for rental of building by outside groups	School Committee	\$ 50,000.00
School	Summer School	300	To fund cost of labor and materials for summer school classes	Fees charged to students attending the summer school programs	School Committee	\$ 100,000.00
School	Professional Development	300	To fund teachers/trainers for professional development sessions	Fees charged for professional development classes	School Committee	\$ 10,000.00
School	Stadium Receipts	300	To cover related maintenance and labor costs of school stadiums	Revenue from ticket and concession sales	School Committee	\$ 10,000.00
School	School Transportation	300	In-state school transportation	School Transportation reimbursements	School Committee	\$ 750,000.00
School	Electricity	300	To pay electric bills for school	Rebate for electricity or gas	School Committee	\$ 15,000.00
Inspectional Services	Abandoned, Condemned and foreclosed buildings	241	To cover related costs of abandoned, condemned and foreclosed buildings in the City	Penalties and fines charged and/or lienied against said buildings	Inspectional Services Director and Mayor	\$ 100,000.00
Board of Health	Vaccine Reimbursement	510	To fund the costs of vaccines	Health insurance reimbursements for administering vaccines	Health Director and Mayor	\$ 10,000.00
Council on Aging	COA Programs	590	To pay for costs of various Council on Aging programs run throughout the year	Fees charged for COA programs	City Services Director and Mayor	\$ 70,000.00

Human Services	Literacy	599	To provide materials and trainers for Everett Literacy Program	Fees charged for literacy program	Human Service Director and Mayor	\$ 75,000.00
Health & Wellness	Rec/Armory Rental	632	To provide custodial services during functions at the Rec/Armory Center	Rental fees charged for using Rec/Armory facilities	Recreation Director and Mayor	\$ 15,000.00
Health & Wellness	Fresh Meals Program	630	Costs associated with running Healthy Meals for purchase	Fees charged for Healthy Meals	H & W Director and Mayor	\$ 75,000.00
Health & Wellness	City Works	633	Costs associated with running City Works program	Fees charged for City Works program	Recreation Director and Mayor	\$ 75,000.00
Veterans	Veterans Reimbursement	543	Related veterans expenses	Reimbursement from State	Veterans Agent and Mayor	\$ 7,500.00
DPW - Facilities Maintenance	City Building Rentals	491	Funds to be used for general operations and capital improvements on city buildings.	Restricted to use the fees/donations collected for the rental of city buildings.	Facilities Maintenance Superintendent & Mayor	\$ 200,000.00
Library	Copiers	610	Replenish supplies: toner, paper, etc. for library copiers.	Restricted to replenish fees that the Board of Trustees is no longer supplying.	Librarian & Mayor	\$ 200,000.00
ECTV	ECTV Video Duplication & Class Fees	169	To provide duplication of ECTV programs and holding various ECTV classes.	Fees	ECTV Director & Mayor	\$ 50,000.00

10.8 Organizational Structure

Departments and Functions

The City's revised organizational structure for FY 2022 provides the citizenry a visual of the overall structure of the organization. Organization responsibility codes (see below) are used in the organizational structure and in the organization chart to clearly identify the department, board, or committee (organizational unit) responsible for the management, oversight, and financial controls (functions).

ORGANIZATIONAL UNIT RESPONSIBILITY CODES

Organization department codes group departments in a series of numbers as follows:

- **100's (General Government)**
- **200's (Public Safety)**
- **300's (Schools)**
- **400's (DPW)**
- **500's (Health and Human Services)**
- **600's (Library and Health & Wellness)**
- **700's (Debt)**
- **800's (Intergovernmental)**
- **900's (Unclassified)**

ORGANIZATIONAL UNIT FUNCTIONS

Functions are normally used to classify revenues and expenditures for external financial reporting. Classification of expenditures by organizational unit is essential to responsible accounting. The classification corresponds with the government unit's organizational structure.

GENERAL GOVERNMENT (100's)

Organization Responsibility codes 100-199 are reserved for general government:

110 Legislative - Expenditures related to the legislative operations of the community. Reporting units in this category include:

- City Council (111)

120 Executive - Expenditures related to the executive operations of the community. Reporting units in this category include:

- Executive Office of Mayor (121)

130 Financial Administration - Expenditures related to the financial administration of the community. Reporting units in this category include:

- Office of the City Auditor (135), Office of Purchasing & Procurement (138), Office of Assessing (141), Office of Treasurer/Collector (145)

150 Operations Support - Expenditures related to the non-financial administration of the community. Reporting units in this category include:

- Office of the City Solicitor (151), Department of Human Resources (152)

160 Licensing And Registration - Expenditures related to the licensing and registration operations of the community. Reporting units in this category include:

- City Clerk (161), Elections Commission (162), Licensing Commission (165)

170 Land Use - Expenditures related to the management and control of land use within the community. Reporting units in this category include:

- Conservation Commission (171), Planning Board/Department (175), Zoning/Board of Appeals (176)

PUBLIC SAFETY (200's)

Organization Responsibility codes 200-299 are reserved for public safety:

210 Police - Expenditures for law enforcement.

- Police (210)

220 Fire - Expenditures for preventing and fighting fires.

- Fire (220)

240 Protective Inspection - Expenditures related to the protective inspection operations of the community. Reporting units in this category include:

- Department of Inspectional Services (242)

290 Other - Expenditures related to public safety which doesn't fall readily into one of the previous categories. Reporting units in this category include:

- Parking (297) – Now rolled into the Police Department budget
- Emergency 911 (299)

D P W (400's)

Organizational Responsibility codes 400-499 are reserved for the DPW (public works):

490 Department of Public Works - Expenditures related to the construction, maintenance, and repair of highways and streets in the community. Reporting units in this category include:

- Executive Division (490)
- Facilities Maintenance Division (491)
- Engineering Division (492)
- Parks & Cemeteries Division (493)
- Stadium Division (494)
- Highway Division (495)
- Snow and Ice Division (496)
- Solid Waste Collection and Disposal (497)

HEALTH and HUMAN SERVICES (500's)

Organization Responsibility codes 500-599 are reserved for health and human services:

510 Health Inspection Services - Expenditures related to inspection and regulatory activities which contribute to the conservation and improvement of public health. Reporting units in this category include:

- Department of Health and Human Services (510)

520 Planning and Community Development - Expenditures related to activities which contribute to planning and community development. Reporting units in this category include:

- Department of Planning & Development (521)

540 Special Programs - Expenditures related to the provision of services to specific target groups within the general population. Reporting units in this category include:

- Council on Aging (541)
- Office of Veterans' Services (543)
- Disability Commission (544)

590 Other - Expenditures for human services which do not readily fall into one of the previous categories. Reporting units in this category include:

- Human Services (599)

CULTURE AND RECREATION (600's)

Organization Responsibility codes 600-699 are reserved for this subheading.

610 Library - Expenditures related to the operation of a public library.

- Department of Libraries (610)

630 Health & Wellness - Expenditures related to the provision of recreational activities or the operation of recreational facilities.

- Office of Health & Wellness (630)

DEBT SERVICE (700's)

Organization Responsibility codes 700-799 are reserved for this subheading.

710 Retirement Of Debt - Principal - Expenditures for periodic payments of principal amounts on local long term debt.

- Long-term Principal (710)

751 Interest - Expenditures for periodic payments of interest amounts on local debt. Reporting units in this category include:

- Long-term Interest (751)
- Short-term Interest (752)

UNCLASSIFIED (900's)

Organizational Responsibility codes 900-999 and Intergovernmental Assessments are reserved for this subheading.

910 Employee Benefits - Expenditures related to employee benefits not made directly to employee, but which are allocated to specific functions or organizations. Reporting units in this category include:

- Retirement and Pension Contributions (911)
- Retirement and Pension Contributions - Non-Contributory (911)
- Worker's Compensation (912)
- Unemployment Compensation (913)
- Health, Life and AD&D Insurance (914)
- Medicare (916)

940 Other Miscellaneous - Expenditures for miscellaneous items not allocated directly to specific functions or organizations. Reporting units in this category include:

- Liability Insurance (945)

11.1 Glossary of Terms

Abatement – A complete or partial cancellation of a tax levy imposed by a governmental unit. Administered by the local board of assessors.

Accounting Period – A period at the end of which, and for which, financial statements are prepared. Also known as a fiscal period.

Accounting System – A system of financial record keeping that record, classify and report information on the financial status and operation of an organization.

Accrual - An accrual allows an entity to record expenses and revenues for which it expects to expend cash or receive cash, respectively, in a future reporting period. It is nearly impossible to generate financial statements without using accruals, unless the cash basis of accounting is used.

Activity – A specific and distinguishable line of work performed by one or more organization components of a governmental unit for the purpose of accomplishing a function for which the governmental unit is responsible.

Adopted Budget – The resulting budget that has been approved by the City Council.

Allocation – The distribution of available monies, personnel, buildings and equipment among various City departments, divisions or cost centers.

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

Appropriation – An authorization granted by the City Council to incur liabilities for purposes specified in the appropriation act.

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

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

Audit – An examination of documents, records, reports, system of internal control, accounting and financial procedures to ensure that financial records are fairly presented and in compliance with all legal requirements for handling of public funds, including state and federal laws and the City charter.

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

Bicameral – A legislative body having two branches or chambers.

Bond - A debt investment in which an investor loans money to an entity (typically corporate or governmental) which borrows the funds for a defined period of time at a variable or fixed interest rate. ... Owners of *bonds* are debtholders, or creditors, of the issuer.

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

Budget – A plan of financial operation embodying an estimate of proposed expenditures for a given time period and the proposed means of financing them. The term usually indicates a financial plan for a single fiscal year.

Budget Calendar – A schedule of certain steps to be followed in the budgeting process and the dates by which each step must be complete.

Budget Document – The instrument used by the Mayor to present a comprehensive financial program to the appropriating body.

Budget Message – A general discussion of the submitted budget presented in writing by the Mayor to the legislative body as part of the budget document.

Capital Budget – A plan of proposed outlays for acquiring long-term assets and the means of financing those acquisitions during the current fiscal period.

Capital Improvement Program (CIP) – A plan for capital expenditure to be incurred each year over a fixed period of years to meet capital needs arising from the long term work program. It sets forth each project and specifies the full resources estimated to be available to finance the projected expenditures.

Charges for Service (Also called User Charges or Fees) – The charges levied on the users of particular goods or services provided by local government requiring individuals to pay for the private benefits they receive. Such charges reduce the reliance on property tax funding.

Cherry Sheet – A form showing all state and county charges and reimbursements to the City as certified by the state director of accounts. Years ago this document was printed on cherry colored paper, hence the name. A copy of this manual can be found at the following online address: <http://www.mass.gov/Ador/docs/dls/cherry/CSManual.pdf>

Community Preservation Act (CPA) – The CPA allows communities to create a local Community Preservation Fund to raise money through a surcharge of up to 3% of the real estate tax levy on real property for open space protections, historic preservation and the provision of affordable housing. The act also creates a significant state matching fund, which serves as an incentive to communities to pass the CPA.

Cost Center – The lowest hierarchical level of allocating monies. Often referred to as a program, project or operation.

Debt Limits – The general debt limit of a City consists of normal debt limit, which is 2 ½ percent of the valuation of taxable property and a double debt limit which is 5% of that valuation. Cities and towns may authorize debt up to the normal limit without state approval. It should be noted that there are certain categories of debt which are exempt from these limits.

Debt Service – Payment of interest and repayment of principal to holders of a government's debt instruments.

Deficit or Budget Deficit – The excess of budget expenditures over receipts. City and State laws require a balanced budget.

Department – A principal, functional and administrative entity, created by statute and the mayor to carry out specified public services.

Depreciation - An accounting method of allocating the cost of a tangible asset over its useful life. Businesses *depreciate* long-term assets for both tax and accounting purposes.

Encumbrance – An account used to record the estimated amount of purchase orders, contract, or salary commitments chargeable to an appropriation. The account is credited when goods or services are received and the actual expenditure of the appropriation is known.

Enterprise Fund – A fund established to account for operations that are financed and operated in a manner similar to private business enterprises. The intent is that the full costs of providing the goods or services be financed primarily through charges and fees thus removing the expenses from the tax rate. Governmentally owned utilities and hospitals are ordinarily accounted for by enterprise funds.

Equalized Value (EQV) – The commissioner of revenue, in accordance with MGL CH. 58 Section 10C, is charged with the responsibility of biannually determining an equalized valuation for each city and town in the Commonwealth. EQVs present an estimate of fair cash value of all taxable property in each city and town as of January 1 of each year (MGL CH. 58, Sections 9 & 10C). The EQV is a measure of the relative property wealth in each municipality. Its purpose is to allow for comparisons of municipal property values at one point in time, adjusting for differences in local assessing practices and revaluation schedules. EQVs have

historically been used as a variable in the allocation of certain state aid distributions, the calculation of various state and county assessments to municipalities, and the determination of municipal debt limits. EQVs are used in some distribution formulas so that communities with lower property values receive proportionately more aid than those with higher property values. In some assessment formulas they are used so that those with lower property values assume proportionately less of the cost than communities with higher property values. The local aid receipt programs using EQV are: Public Libraries, Chapter 70, and School Construction Aid. The assessments using EQV are: Boston's Metropolitan Transit Districts, the Count Tax, Mosquito Control Projects and Air pollution Control Districts. A municipality's annual EQV is the sum of estimated fair market value for each property class plus an estimate of new growth, resulting in values indicative of January 1.

Exemptions – A statutory reduction in the assessed valuation of taxable property accorded to certain taxpayers, such as senior citizens, widows, and war veterans.

Expenditures – The amount of money, cash or checks, actually paid or obligated for payment from the treasury when liabilities are incurred pursuant to authority given in an appropriation.

Fiduciary - A *fiduciary* is a person or organization that owes to another the duties of good faith and trust. The highest legal duty of one party to another, it also involves being bound ethically to act in the other's best interests.

Financial Accountability – The obligation of government to justify the raising of public resources and what those resources were expended for.

Financial Condition – The probability that a government will meet its financial obligations as they become due and its service obligations to constituencies, both currently and in the future.

Financing Plan – The estimate of revenues and their sources that will pay for the service programs outlined in the annual budget.

Fiscal Period – Any period at the end of which a governmental unit determines its financial position and the results of its operations.

Fiscal Year – The 12 month financial period used by all Massachusetts municipalities which begins July 1st and ends June 30th of the following calendar year. The year is represented by the date on which it ends. Example: July 1, 2016 to June 30, 2017 would be FY 17.

Fixed Asset – Assets of a long-term character that are intended to continue to be held or used, such as land, buildings, machinery, furniture and other equipment.

Free Cash – Free cash in governmental accounting are the remaining funds available in the general fund at fiscal year-end after all liabilities from other funds have been accounted for. Free cash is certified by the Massachusetts Department of Revenue after the close of the fiscal year. Free cash, once certified, can be appropriated by the governing body during the fiscal year and any balance not used by the end of the fiscal year is closed out to the fund balance in the general fund.

Full and Fair Market Valuation – The requirement, by State Law, that all real and personal property be assessed at 100% of market value for taxation purposes. “Proposition 2 ½” laws set the City’s tax levy limit at 2 ½% of the full market (assessed) value of all taxable property.

Fund – A fiscal and accounting entity with a self-balancing set of accounts recording cash and other financial resources, together with all related liabilities, and residual equities or balances, and changes therein, which are segregated for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions or limitations.

Fund Balance – The portion of Fund Equity available for appropriation.

Fund Equity – The excess of fund assets and resources over fund liabilities. A [portion of the equity of a governmental fund may be reserved or designated; the remainder is referred to as Fund Balance.

General Fund – A fund used to account for all transactions of a governmental unit that are not accounted for in another fund. The General Fund is used to account for the ordinary operations of a governmental unit that are financed from taxes and other general revenues.

Government Accounting Standards Board (GASB) – The Governmental Accounting Standards Board (GASB) was organized in 1984 as an operating entity of the Financial Accounting Foundation (FAF) to establish standards of financial accounting and reporting for state and local governmental entities. Its standards guide the preparation of external financial reports of those entities. The Foundation’s Trustees are responsible for selecting the members of the GASB and its Advisory Council, funding their activities and exercising general oversight, with the exception of the GASB resolution of technical issues. The GASB function is important because external financial reporting can demonstrate financial accountability to the public and is the basis for investment, credit and many legislative and regulatory decisions. The mission of the Governmental Accounting Standards Board is to establish and improve standards of state and local governmental accounting and financial reporting that will result in useful information for users of financial reports and guide and educate the public, including issuers, auditors, and users of those financial reports. More information, including all statements, can be found at www.gasb.org.

Governmental Fund - Governmental funds are typically used to account for most of a government's activities, including those that are tax-supported. A municipality or other government maintains the following types of governmental funds: a general fund to account for all activities not required to be accounted for in another fund, special revenue funds, a debt service fund, and capital projects funds.

Grant – A contribution of assets by one governmental unit to another unit. Typically, these contributions are made to local governments from the state and federal government. The contribution is usually made to aid in the support of a specified function (for example, education), but it is sometimes also for general purposes, or for the acquisition or construction of fixed assets.

Group Insurance Commission (GIC) – The group insurance commission was established by the Legislature in 1955 to provide and administer health insurance and other benefits to the Commonwealth of Massachusetts employees and retirees, and their dependents and survivors. The GIC also covers housing and redevelopment authorities' personnel, participating municipalities and retired municipal employees and teachers in certain governmental units.

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

Intra-fund Transactions – Financial transactions between activities within the same fund. An example would be a budget transfer.

Levy – The amount of taxes, special assessments, or service charges imposed by a governmental unit.

Levy Ceiling – The limit imposed by Proposition 2 ½ that equals 2 ½% of the total full and fair cash value of all taxable property.

Levy Limit – The amount that a municipality may raise in taxes each year which is based on the prior year's limit plus 2 1.2 % increase on that amount plus the amount certified by the State that results from "new growth".

License and Permit Fees – The charges related to regulatory activities and privileges granted by government in connections with regulations.

Line-item Budget – A format of budgeting which organizes costs by object of expenditure such as supplies, equipment, maintenance or salaries.

MBTA-Massachusetts Bay Transportation Authority – The Massachusetts Bay Transportation Authority is the state authority responsible for all aspects of transportation throughout the Commonwealth of Massachusetts. A description of the assessment

charged to municipalities can be found in the cherry sheet manual located online at:
<http://www.mass.gov/Ador/docs/dls/cherry/CSManual.pdf>.

MGL-Massachusetts General Law – The General Laws of the Commonwealth of Massachusetts. These laws can be found at
<http://www.mass.gov/legis/>.

MSBA-Massachusetts School Building Authority – The MSBA is the state authority that oversees all school building projects and funding. The web site is www.mass.gov/msba.

Major funds - *Funds* whose revenues, expenditures/expenses, assets, or liabilities (excluding extraordinary items) are at least 10 percent of corresponding totals for all governmental or enterprise funds and at least 5 percent of the aggregate amount for all governmental and enterprise *funds*.

Modified Accrual Basis – Under the modified accrual basis of accounting, required for use by governmental funds, revenue are recognized in the period in which they become available and measurable, and expenditures are recognized at the time a liability is incurred pursuant to appropriation authority.

New Growth – The additional tax revenue generated by new construction, renovations, and other increases in the property tax base during a calendar year.

Non-expendable Trust Fund – A fund, the principal, and sometimes also the earnings, of which may not be expended.

Non-Tax Revenue – All revenue coming from non-tax sources including licenses and permits, intergovernmental revenue, charges for service, fines and forfeits and various other miscellaneous revenue.

Other Financing Sources (OFS) – An operating statement classification in which financial inflows other than revenues are reported, for example, proceeds of long-term debt and operating transfers-in.

Other Financing Uses (OFU) – An Operating statement classification in which financial outflows other than expenditures are reported, for example, operating transfers-out.

Operating Budget – A budget that applies to all outlays other than capital outlays. See Budget.

Overlay – The amount raised by the assessors in excess of appropriation and other charges for the purpose of creating a fund to cover abatements and exemptions.

Overlay Surplus – Any balance in the overlay account of a given year in excess of the amount remaining to be collected or abated can be transferred into this account. Overlay surplus may be appropriated for any lawful purpose.

Performance Indicator – Variables measuring the degree of goal and objective fulfillment achieved by programs.

Performance Standard – A statement of the conditions that will exist when a job is well done.

Permanent Fund – Permanent funds were established by generally accepted accounting principles as a vehicle to assist governments with management of certain funds. Permanent funds may serve to distribute money, such as dividends, or generate money from interest. The purpose and requirement of the fund is to preserve a sum of money as capital and use it to generate interest income to provide payments for a specific obligation or benefit. A fund can also be classified as permanent if used to cover payments for accounting services toward endowments of government-operated cemeteries or libraries.

PILOT-Payment in Lieu of Taxes – Money received from exempt (non-profit) organizations who are otherwise not obligated to pay property taxes. Federal, state, municipal facilities, hospitals, churches and colleges are examples of tax exempt properties.

Policy – A definite course of action adopted after a review of information and directed at the realization of goals.

Priority – A value that ranks goals and objectives in order of importance relative to one another.

Procedure – A method used in carrying out a policy or plan of action.

Program – Collections of work related activities initiated to accomplish a desired end.

Program Budget – A budget format which organizes expenditures and revenues around the type of activity or service provided and specifies the extent or scope of service to be provided, stated whenever possible in precise units of measure.

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

Proprietary Funds - In governmental accounting, is a business-like *fund* of a state or local government. Examples of *proprietary funds* include enterprise *funds* and internal service *funds*. Enterprise *funds* provide goods or services to the general public for a fee.

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

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

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

Reserves – An account used to indicate that portion of fund equity which is legally restricted for a specific purpose or not available for appropriation and subsequent spending.

Reserve for Contingencies – A budgetary reserve set aside for emergencies or unforeseen expenditures not otherwise budgeted for.

Retained Earnings – The accumulated earnings of an Enterprise or Internal Service Fund that have been retained in the fund and are not reserved for any specific purpose.

Revenue – Additions to the City’s financial assets (such as taxes and grants) other than from interfund transfers and debt issue proceeds.

Revolving Fund – A fund established to finance a continuing cycle of operations in which receipts are available for expenditure without further action by the City Council.

RMV-Registry of Motor Vehicles – The Registry of Motor Vehicles in Massachusetts is responsible for all aspects of motor vehicles including but not limited to registration, sales tax, and licensing.

Service Level – The extent or scope of the City’s service to be provided in a given budget year. Whenever possible, service levels should be stated in precise units of measure.

Special Revenue Fund (SRF) – A fund used to account for revenues from specific revenue sources that by law are designed to finance particular functions or activities of government.

Submitted Budget – The proposed budget that has been approved by the mayor and forwarded to the City Council for their approval. The City Council must act upon the submitted budget within prescribed guidelines and limitations according to statute and the City Charter.

Supplemental Appropriations – Appropriation's requested by the Mayor and approved by the City Council after an initial appropriation to cover expenditures beyond original estimates.

Tax Anticipation Notes (TAN) – Notes issued in anticipation of collection of taxes, usually retired only from tax collections, and only from the proceeds of the tax levy whose collection they anticipate.

Tax Levy – The amount of taxes, special assessments, or service charges imposed by a governmental unit.

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

TIF – Tax increment financing (TIF) is a public financing method that is used as a subsidy for redevelopment, infrastructure, and other community-improvement projects.

Unicameral – A legislative body having a single legislative chamber.

Unit Cost – A term used in cost accounting to denote the cost of producing a unit of product or rendering a unit of service, for example, the cost of treating and purifying a thousand gallons of sewage.

Valuation (100%) – Requirement that the assessed valuation must be the same as the market value for all properties.

Warrant – An order drawn by a municipal officer directing the treasurer of the municipality to pay a specified amount to the bearer, either after the current or some future date.

Warrant Payable – The amount of warrants outstanding and unpaid.