City of Everett FY26 Annual Budget July 1, 2025 – June 30, 2026

MAYOR CARLO DEMARIA



Robert Van Campen | Wayne Matewsky | Stephanie Martins | Anthony DiPierro | Holly Garcia | John Hanlon
Peter Pietrantonio | Katy Rogers | Stephanie Smith | Michael Marchese | Guerline Alcy Jabouin



City of Everett, Massachusetts

Fiscal Year 2026

Adopted Annual General Fund and Enterprise Fund Operating Budgets

Capital Improvement Budget

July 1, 2025 – June 30, 2026

Presented By:

Mayor Carlo DeMaria

Everett City Council - 2025	Prepared By:	Reviewed By:
Stephanie Martins, President	Eric Demas, CFO	City Council – Committee on B
Robert Van Campen	Margaret Micherda – Budget Director	
Wayne Matewsky		
Anthony DiPierro		
Holly Garcia	A special thanks and recognition to:	
John Hanlon	Ryan Smith for his help with Capital Improvement Schedules.	
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Katy Rogers	and help with reports and editing.	
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Michael Marchese	Kevin Dorogan for his technical support.	
Guerline Alcy Jabouin		

* Includes all members of the Everett City Council

On the cover: Photograph of Everett Square in Everett, Massachusetts.

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How to use this Budget Book

The City of Everett prepares its annual budget to serve two purposes: a financial plan for the coming fiscal year and a communication tool to help residents understand how public resources are raised and spent. This book is designed to meet the Government Finance Officers Association (GFOA) Distinguished Budget Presentation standards and to make complex financial information clear and accessible.

1. Start with the Executive Summary

Begin at the front of the book for a quick overview of the FY2026 budget. Read the Mayor's Message for the policy context and long-term goals that guide spending decisions. This section includes FY26 Strategic Priorities and Long-Term Challenges, Budget Highlights (At A Glance), *links* to Changes from the Proposed to Adopted Budget, and *links* to Community Engagement Summary. In addition, you will find here Annual Budget Policy, City of Everett MA Vision and Mission Statement and Strategic Goals.

2. Understand the City Overview

This section provides a snapshot of Everett's history, demographics, and economic environment, introduces key city officials and boards, and explains how the local government is structured thru clear organizational charts. It also highlights the City's top taxpayers and offers a comparison of taxes and utility rates to nearby Massachusetts communities.

3. Explore the Financial Plan (Budget Process Overview, Financial Policies and Forecast)

This section shows how the FY2026 budget was built and balanced, outlining the budget process and calendar, **key financial policies**, and the City's revenue and expenditure forecast – a five-year outlook for long-term sustainability. It also explains reserve funds, such as Stabilization, Other Post Employment Benefit (OPEB), Capital Improvement and Free Cash.

4. Check the Revenue and Expense Overview

This section provides the core financial data for FY2026, including a variance summary comparing the proposed and approved budgets with explanatory notes, the official tax recap sheet, and detailed revenue and expenditure breakdowns presented through infographics. Readers can also view detailed appropriation pages for each department, a revenue source narrative, and the City's local aid assessments, offering a view of how funds are raised and allocated.

5. Dive into Departmental Budgets

This section provides a department-by-department view of the FY2026 budget, beginning with a summary of authorized Full-Time Equivalent (FTE) positions and notes. Each department includes its mission, accomplishments, goals & how they relate to Long- & Short-Term City Goals, performance measures, staffing level, and detailed expenditure tables to show exactly how the funds are allocated to city services. The section concludes with 10-year visualization of fixed costs.

6. Dive into School Budget Presentation

This section presents the Everett Public Schools' Financial Plan, beginning with organizational charts that show leadership structure. It outlines the district's mission, core values, accomplishments, and goals, explaining how each aligns with the City's long- and short-term plans. Readers will also find the detailed budget presentation and entry plan, along with a Chapter 70 state aid summary that highlights the Commonwealth's funding support and its impact on the FY2026 school budget.

7. Check the Water and Sewer Enterprise Fund

Separate Budget for Water & Sewer Enterprise Fund show how these services are funded primary by user fees rather than property taxes. This section details Water and Sewer Fund operations. Readers can find here a budget presentation, fund overview, mission, goals and performance measures along with analysis of the Capital Improvement Program (CIP), operating impacts, and a discussion on related debt obligations. Numerous charts illustrate revenue sources and expenditure trends.

8. Check the ECTV Enterprise Fund

ECTV is a part of annual appropriation, but similarly to Water & Sewer fund, these services are funded by fees.

9. Review the Capital Improvement Program (CIP)

The CIP describes major construction and equipment projects planned over the next five years with cost estimates, funding sources, and expected operating impacts. Readers can also learn how projects are selected and prioritized.

10. Review current City Debt

This section provides a clear overview of Everett's municipal debt as a key fixed cost, explaining how the borrowing works, how bonds are issued, and legal limits that guide the City's borrowing capacity. It presents projections of principal and interest payments and the City's long-term outstanding debt with visuals and credit -rating definitions to help readers understand the City's overall debt position and commitment to responsible financial management.

11. Use the Appendix for Reference

Find supporting materials such as Budgeting & Accounting Practices, explanations of Fund Financial Statements, understand how Performance Measures are created, Fund relationships and more. This section also includes Digital Recourses (links to online budget book, hearings, and documents). Here you can also find GFOA Budget Document Survey – print it and return it to us. Your information is important as it helps us to improve and be more transparent.

12. Glossary of Term

The glossary offers clear definitions of key financial and budgeting terms, helping readers quickly understand technical language and acronyms used throughout the budget book.

Understanding the budget allows residents to see how tax dollars are allocated, track the City's financial health and priorities, and participate in public hearings and council deliberations.

EXECUTIVE SUMMARY

Mayor's Message

CITY OF EVERETT
Office of the Mayor

Carlo DeMaria
Mayor

Everett City Hall
484 Broadway
Everett, MA 02149-3694
Phone: (617) 394-2270
Fax: (617) 381-1150

Dear Residents of Everett and Honorable Members of the Council,

I am pleased to present you with the proposed FY2026 operating budget for the City of Everett. The total proposed budget is $299,719,104, representing a 6% increase over the adjusted FY2025 budget. A significant driver of this increase is the rise in fixed costs, which are up 11% collectively. The most substantial pressure comes from health care costs, which have increased by 6.8 million, or 24%, compared to last year. We are committed to balancing the FY2026 budget and address rising costs in fiscally responsible ways. Excluding schools and fixed costs, departmental budgets reflect a more moderate average increase of 3%. Personnel expenses have risen by 5%, while operating expenses have decreased by 4%, reflecting our ongoing efforts to manage resources efficiently.

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 decide how to invest the financial resources available to us in ways that will benefit our community. The needs of our residents are what inform all the budget decisions we make.

This budget continues to invest in our physical infrastructure, our public safety resources, and the fixed costs that come with being an employer. The budget includes increases to the City's contribution level to financially support our schools, as well as our police and fire departments. The budget also includes recommended investments to

Mayor's Message

support our youth, including an expanded focus on increasing the support we provide them in the area of workforce development and readiness. We continue to prioritize and support community most vulnerable, including our elderly and veterans, thru range of dedicated services and programs.

We are presenting a budget that addresses the services that our residents rely on City government to provide while still focused on balancing government spending and serving as a fiscal fiduciary of our residents.

The decisions before us are important ones. I appreciate the City Council's shared recognition of the importance for us as elected officials to engage in a meaningful budget discussion in a positive and constructive manner.

Sincerely,



Carlo DeMaria, Mayor
City of Everett
May 12, 2024

FY 2026 Strategic Priorities and Long-Term Challenges

Strategic Priority	How It Will Be Achieved
Affordable Housing & Housing Stability	First-time buyer assistance program, inclusionary zoning in new development, new mixed-income housing developments, provide rental and mortgage assistance using American Rescue Plan Act (ARPA) funds.
Support for Older Residents & Veterans	Support transportation services to improve access to medical programs, along with food shopping transportation. Veterans' assistance.
Youth Development & Workforce Readiness	Fund Enrichment Programs after school and during summer. Continue City Workforce Development initiatives where Everett's youth work in City Hall and across municipal departments to gain job skills and civic experience.
Addressing School Overcrowding	Allocating additional operating funds. Conduct Massachusetts School Building Authority (MSBA) funded feasibility study for a new high school. Conduct feasibility study on old high school for middle-school programs to relieve capacity pressure.
Public Safety and Emergency Services	Maintain adequate staffing levels, upgrade equipment and technology.
Fiscal Responsibility and Cost Management	Provide Cost Savings, if possible, maintain balanced budget and strong reserves, seek external funding sources where possible to reduce pressure on local tax rates.

Long-Term Challenges	Impact
Rising Fixed Cost	Health-Insurance premiums continue to grow faster than revenues, putting pressure on operating budget. In response the City is exploring cost saving in many areas of operating budget (for example using a solar credit to offset high electricity costs) and looking for other sources of revenue (state and federal grants). Multi- year financial helps with management.
Aging Infrastructure	Roads, water& sewer systems, and public facilities require continues upgrades to prevent service disruptions and costly emergency repairs. The city uses multi-year capital plans and state/federal grants to schedule and fund improvements.
Increasing Labor Cost	Competitive labor markets and contractual wage increases raise personnel expenses across all department. The City is negotiating sustainable labor agreements and investing in workforce efficiencies.
Revenue Limitations	Costs are rising faster than revenues, yet the City refrains from levying the full property-tax increase allowed under Proposition 2 ½ to avoid putting additional financial pressure on residents. The City is diversifying revenue sources and enhancing collection practices.

How FY 2026 priorities change from the prior year.

While the FY 2026 priorities remain consistent with the FY 2025 budget, they place greater emphasis on affordable housing and school investments. At the same time, raising health-insurance costs, have intensified fiscal pressures, prompting more aggressive cost cutting initiatives and grant seeking. These help the City maintain the same service levels despite rising costs.

Budget at a Glance

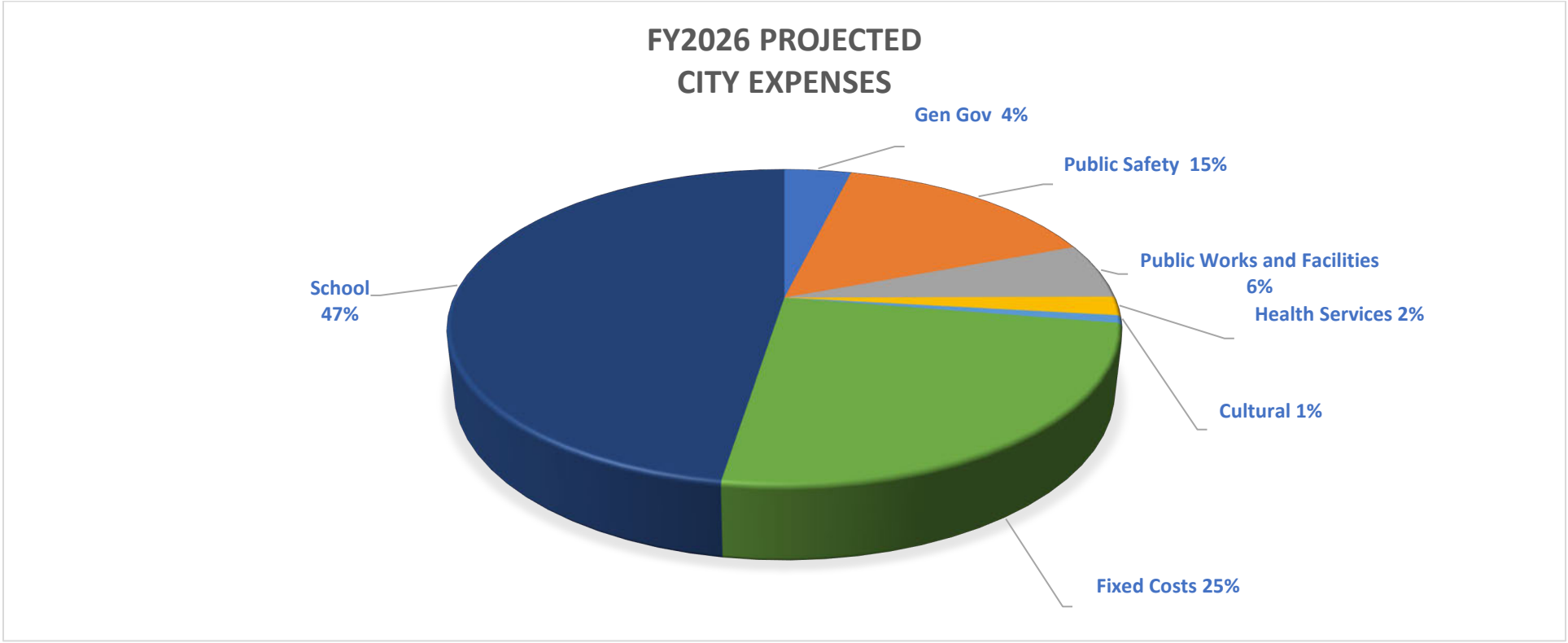
This section provides a concise financial snapshot of **Everett's FY2026** adopted budget, highlighting total revenues, expenditures, and key funding sources. All is discussed in depth in subsequent sections.

Key Figures

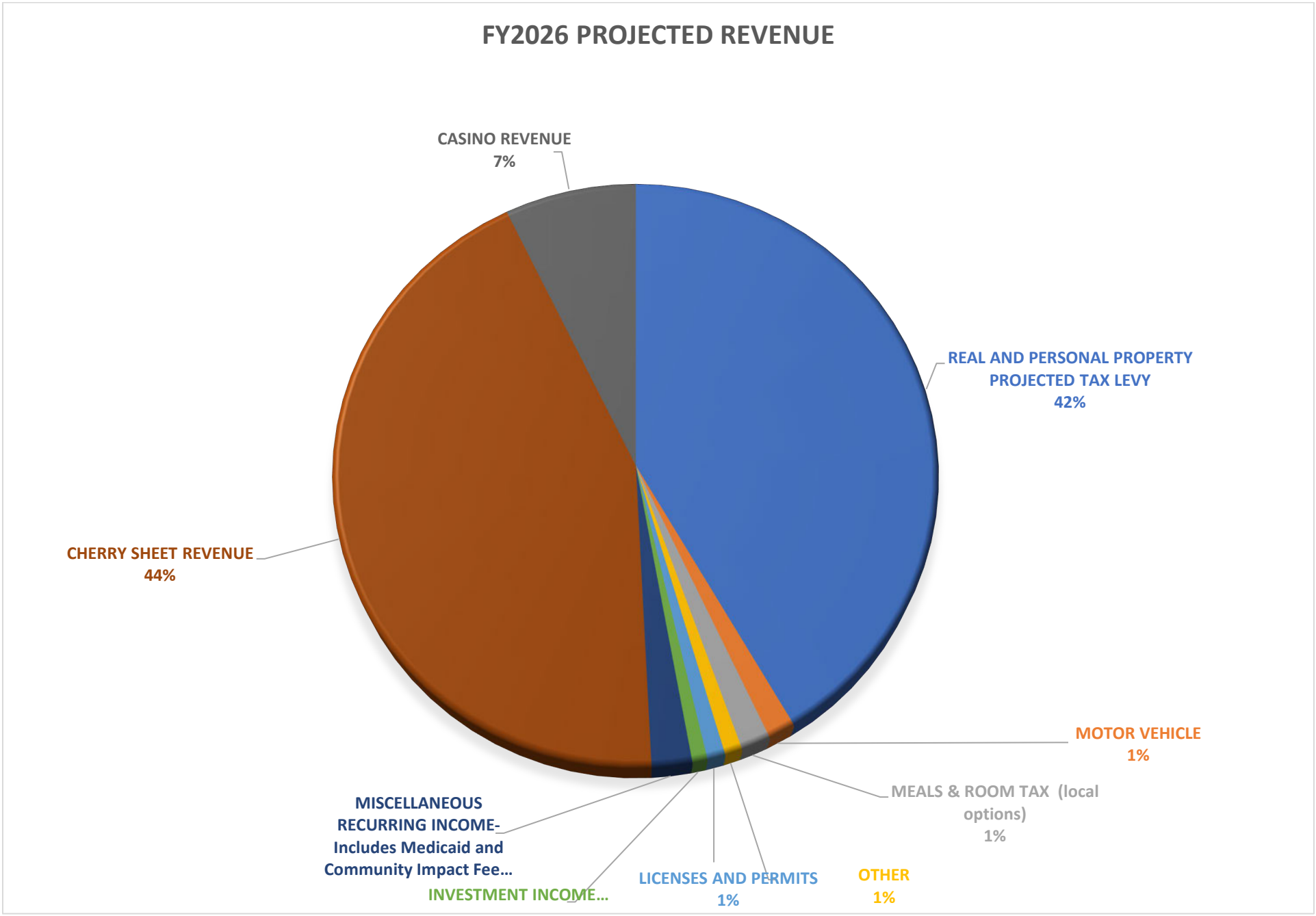
Category	FY2026 Adopted Budget	Change from FY2025
TOTAL ADOPTED OPERATING BUDGET	**$299,329,104**	**6%**
School Department	$142,154,420	5%
Public Safety (Police, Fire, 911, ISD)	$46,070,144	2%
Fixed Costs	$74,575,134	11%

** Note that substantial electricity savings have been built into the ISD departments budget through the use of solar-panel credits.*

Expenditure Categories



Revenue Sources



Additional Appropriated Funds

Category	FY2026 Adopted Budget	Change from FY2025
Water & Sewer	$23,049,312	2%

ECTV	581,920	3%

Changes from Proposed and Adopted Budget

Changes from proposed to adopted budget are presented in the variance report in section 4. Revenue & Expense Overview. Please reference the document: *Changes from Mayor's Recommended (Proposed) Budget to City Council Approved (Adopted) Budget – Variance Summary with Notes (Graph Included)* for detail on page 100 **"Go to Page 100"**

Community Engagement Summary

Community Engagement is in depth discussed in section 3. Budget Process Overview, Financial Policies and Forecast. Please reference *City of Everett MA Budget Process* document for understanding. You can find it on page 68 **"Go to Page 68"**, and also in Section 11. Appendix *City of Everett MA – Budget Digital Resources* on page 603 **"Go to Page 603".**

We kindly ask that viewers take a moment to fill a survey on page 604 **"Go to Page 604"** as we strive for continues process improvement.

Public Hearing - Budget Committee 06-03-25

Budget Documents - Budget - Everett, MA - Official Website

Digital Budget Book - Finance Department - Everett, MA - Official Website

The Digital Budget Book will be updated with FY2026 budget in October/November of 2025.

CITY OF EVERETT

1.2 FINANCIAL UPDATE:

ANNUAL BUDGET POLICY & FIVE-YEAR FINANCIAL FORECAST
FISCAL YEARS 2025-2029

Carlo DeMaria – Mayor

Eric Demas – CFO/City Auditor

May 12, 2025

FY 26 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 2023 general obligation (GO) tax exempt municipal purpose loan bonds. ($7.205mil)
- Net Interest cost of 2.99%
- 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+ rating reflect Standard and Poor's opinion of the following factors:

- Growing tax base that is poised for further long-term development
- History of stable and strong financial profile
- Very strong debt metrics with rapid amortization

FINANCIAL CONDITION OF CITY

The AA+ and 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 = $ 12,938,100
- Free Cash = As certified by DOR
- OPEB Liability Trust = $ 15,772,899
- Capital Improvement Stabilization Fund = $9,644,166

  - All of these funds have financial policies as to their funding source as part of the FY2026 budget.

FY2026 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.

FY2026 BUDGET SUBMITTAL

GOVERNMENT FINANCE OFFICERS ASSOCIATION (GFOA) DISTINGUISHED BUDGET AWARD CANDIDATE

- The City expects to receive the GFOA Certificate of Annual Comprehensive Financial Reports (ACFRS).
- The award is the highest form of recognition in governmental accounting and financial reporting.
- The City has received this award nine 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.

FY2026 BUDGET SUBMITTAL

GOVERNMENT FINANCE OFFICERS ASSOCIATION (GFOA) DISTINGUISHED BUDGET AWARD CANDIDATE

- The City received the GFOA distinguished budget award in FY16 through FY23.
- 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.

FY2026 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 FY2026 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.

The City's Five-Year Financial Forecast is included in the budget book.

FY2026 ~ EXECUTIVE SUMMARY REVENUES AND EXPENDITURES

Financial Uncertainties and Challenges:

Local Receipts

- Revenues have recovered from the FY20 and FY21 downturn related to the pandemic, and are now stabilizing. The City will have to work with the Department of Revenue to justify proposed revenue increases again in FY26.

Cherry Sheet - State Aid

- Senate proposal $139,303,170 and headed to Conference Committee

Other Financial Sources

- Free Cash
- Stabilization
- Receipts reserved for appropriation

FY2026 ~ 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.) $ 190,487,202

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 FY2026 budget is $132,884,849 which is approximately a 13% increase from fiscal year 2025.

This would leave excess levy capacity of $57,602,353.

REVENUES – ALL OTHER

- Local Receipts

  $18,694,112

- State Aid

  $139,303,170

- Enterprise Fund Revenue

  Water/Sewer - $23,049,312

  ECTV - $583,731

- Free Cash - $5,000,000

- Encore Resort Payments

  Host Agreement Payments - $28,992,335

TOTAL = $ 215,622,660

EXPENSES – CITY DEPARTMENTS

- General Government

  $11,835,482
- Public Safety

  $46,070,144
- City Services

  $16,991,272
- Human Services

  $5,741,691
- Libraries and Recreation

  $2,350,961

TOTAL CITY DEPTS = $82,989,550

EXPENSES – SCHOOL DEPARTMENT EVERETT PUBLIC SCHOOLS (EPS)

- FY2026 Foundation Budget (per DESE) =
  $172,711,735
- Less: Chargebacks to City for shared expenses
  $(35,771,530)
- Total recommended budget for EPS =
  $136,940,205
- Add: Special Ed transportation
  $5,214,215

TOTAL SCHOOL DEPT = $142,154,420

This represents an $6,643,718 (5%) increase over FY25.

EXPENSES ~ FIXED COSTS CITY AND SCHOOL

- Retirement Assessment

  $ 21,435,962

- Employee Insurance

  $ 35,549,421

- FICA

  $ 2,689,166

- Employee Injuries

  $ 1,377,500

- Property and Liability Insurance

  $ 3,000,000

- Debt Service

  $ 10,523,085

TOTAL FIXED COSTS = $74,575,134

This represents a $7,646,710 or 11% increase over FY25.

CONCLUSION:

ANNUAL BUDGET POLICY & FIVE-YEAR FINANCIAL FORECAST - FISCAL YEARS 2025-2029

- 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 FY2026 Mayor's recommended budget.
- The FY2026 budget is balanced, with over $57.6 million of excess capacity available.
- Financial forecasting and sound fiscal policies will help the City continue its financial success.

City of Everett, MA Mission and Vision Statement



The City of Everett is an intentionally compassionate city where each of us can reach our full potential while caring for one another, eliminating racial disparities, improving our environment and promoting social well-being. We lead in innovative and creative ways, focused not only on our present needs, but also the success of future generations.

Mission Statement

Our City government takes strategic action to address climate change, dismantle institutional injustice and close disparities in health, housing, public safety and economic opportunities. In partnership with residents, City leaders help to ensure all communities thrive in a safe and healthy city. 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.

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** – providing 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.
- **Excellence**: To achieve the best outcomes and the highest quality service, we are forward-thinking and exhibit competence, professionalism, and integrity, and strive for personal growth.
- **Welcoming**: All individuals are welcome, regardless of race, ethnicity or place of origin, gender identity or religious affiliation. This enhances The City of Everett' cultural fabric, economic growth, global competitiveness and overall prosperity for current and future generations.
- **Stewardship**: We serve as trusted stewards of financial, environmental, social, and physical resources, recognizing that resources are for the common good today and tomorrow. We seek solutions that reflect our long-term commitment to end suffering in our city.
- **Safety**: People have a strong sense of security and can live peacefully in safe neighborhoods, knowing that City government is accountable for responsive and proactive public safety services.
- **Transparency**: People can trust City government and hold them accountable for making and communicating decisions grounded in accurate information and integrity. We build credibility by accepting feedback, owning our actions, and providing reliable follow-through.
- **Health**: To achieve physical, emotional and mental health, we all work to ensure equitable access to healthy food, recreational opportunities, natural amenities, positive youth development, and walkable neighborhoods.
- **Equity**: City government works side-by-side with community members to engage all voices, creatively problem solve, and build trust, particularly with those who have been most impacted by inequities. This helps to ensure that opportunities are accessible to everyone.

Goals

- **Public Safety:** The City prioritizes collaborative and community-inclusive strategies to ensure safety for all members of our community.
- **Housing:** The City prioritizes equitable access to safe, stable, accessible, and affordable housing to eliminate racial disparities in housing.
- **Economic Development**: The City prioritizes economic inclusion so that all workers and families are supported.
- **Public Services**: The City prioritizes reliable and equitable access to high-quality public services.
- **Environmental Justice**: The City prioritizes sustainable practices and renewable resources to equitably address climate change while restoring and protecting our soil, water and air.
- **Built Environment & Transportation**: The City prioritizes high quality neighborhoods, streets, infrastructure and access to multimodal transportation in all parts of the City through thoughtful planning and design.
- **Public Health**: The City prioritizes positive youth development so that all children can grow healthy and safe.
- **Arts and Culture**: The City prioritizes arts and culture as an important part of economic development and placemaking in our communities.

Operational Goals

- Create an Intellectual, Cultural and Sports hub in Boston Greater Area for City's youth - Health and Wellness, Libraries, Mayor's, Schools
- Commitment to zero carbon footprint by 2050 and environmental sustainability - DPW, Mayor's, Planning
- Continue to cultivate a diversified and vibrant community with a robust economy - Planning, DEI, Mayor's, Health and Wellness
- To become of the most desired tourist destinations in the country - Planning, Human Services, DPW, Police, ISD
- An economic hub for businesses and investors in both services and manufacturing -Planning
- Efficient, technology driven and responsive government with highest quality services for citizens – All departments
- Clean, safe and crime free neighborhoods - Police, Fire, Health and Human Services, DPW
- Solid financial reserves, stability, and prosperity with triple A bond rating – Finance
- 21st century eco-friendly municipal infrastructure, including roads, sidewalks, and buildings - DPW
- Affordable housing with modern, sustainable and smart units - Planning
- Effective emergency preparedness, resilience, and response to various challenges - Police and Fire

2026 Priorities

- Housing: The City will operationalize a strategy to create more affordable housing.
- Economic Inclusion: The City will operationalize a strategy to increase the number of minority owned businesses.
- Public Safety: The City will operationalize a strategy to reduce crime and create safe neighborhoods for all residents.

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

Strategic goals are created with consideration of the citizens' concerns, city, state and federal mandates along with other factors that are evaluated by the Mayor in consultation with department heads and other municipal officials.

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	Expand 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
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

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

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Division	Goal & Objective	Source	Priority *	Schedule **	Division/Department	Status
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						
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						
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

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

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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
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
ALL DEPARTMENTS						
All Departments	To identify cost savings within departments.	Mayor	1	Short & Long Term	All Departments/ Divisions	Ongoing
All Departments	To promote City's asset maintenance and improvements.	Mayor	1	Short & Long Term	All Departments/ Divisions	Ongoing

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

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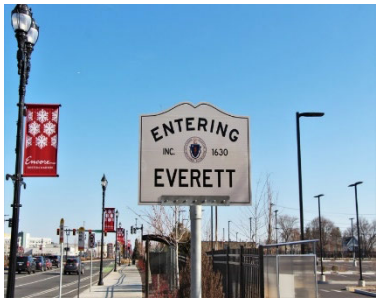
Division	Goal & Objective	Source	Priority *	Schedule **	Division/Department	Status
All Departments	To promote sustainability by lowering environmental footprint	Mayor	1	Short & Long Term	All Departments/ Divisions	Ongoing
All Departments	To promote investments in new technologies	Mayor	1	Short & Long Term	All Departments/ Divisions	Ongoing

Notes: *Priority - 1 - High, 2 = Medium, 3 = Low . This rating is determined by the Mayor's office
****Short Term = 1-12 months, Medium Term = 12 months to 24 months, Long Term = 24 months or more**

CITY OVERVIEW

City Overview

Profile of the City



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 49,075 (according to the 2020 Federal Census) and occupies a land area of 3.36 square miles.

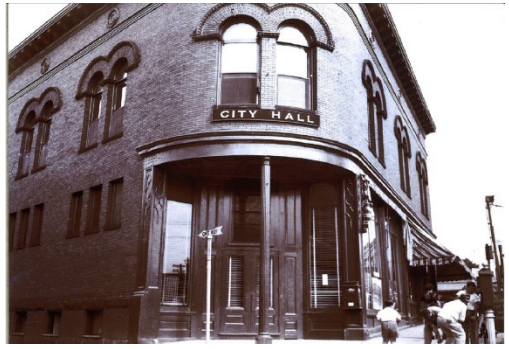
Historic Information

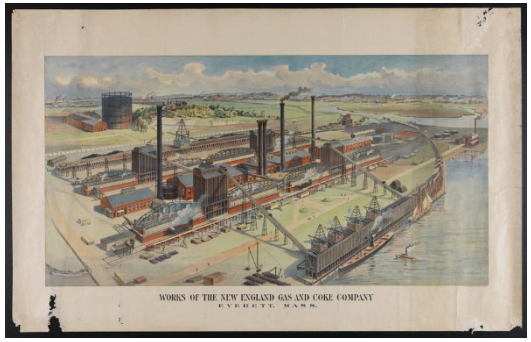
Everett, originally part of Charlestown and then Malden, was settled in 1630 and became a separate town in 1870 – named after reknowned orator and statesman Edward Everett – and later incorporated as a city in 1892. Located just nort of Boston on the Mystic River, Everett has long served as an industrial and gateway to the city, including early industries like shipbuilding, metalworking, textile and peanut butter manufacturing (a home of Teddie Peanut Butter). The city has become a melting pot immigrant community who fueled its workforce and cultural richness. This shaped the city's neidghborhoods, churches, and social life.

Sports have long been central to Everett's identity, especially football – with Everett High School's Crimson Tide winning 28 state championships and producing over 27 NFL players. The city also has a rich baseball history that streches back more than a century and produced many notable players.

*Source: Britanica.com; meetboston.com; en.wikipedia.org

Below pictures represent the following: 1. First City Hall; 2. New England Gas and Coke Factory down the Line area (Casino area); 3. A picture of Babe Ruth and Lou Gehrig at Glandale Park in Everett for a Charity Baseball game they played here in Everett.

1. 

2. 

3. 

Governmental Structure

Everett is governed by a Mayor-Council form of government.

The Mayor is elected for four years in November of odd-numbered years. The Mayor is the Chief Executive of the City. The Mayor acts with the City Council to carry out City business. The Mayor appoints his office staff, the City Solicitor, and the Assistant City Solicitor without City Council confirmation. The appointments of most City department heads, and members of the various boards and commissions, however, require City Council confirmation. The Mayor has the right to veto any order, resolution, or ordinance passed by the Council. However, a veto may be overturned by a two-thirds vote of all councilors. After reviewing and revising estimates prepared by department heads, the Mayor submits

the budget to the City Council for final action. The Mayor approves all municipal payrolls, vouchers, contracts and instruments; and recommends bond issues, legislations and orders to the City Council; and represents the City with other levels of government. As the general administrator of all City departments, the Mayor is consulted by department heads pertaining to the City's welfare.



The City Council is primarily the legislative branch of the city government. As the legislative body, the Council confirms appointments made by the Mayor and appropriates all monies necessary for City operation. It can approve, disapprove, or reduce the amount of appropriations, but not add to the appropriation. The Council receives orders of recommendation by the Mayor and petitions from the public, and acts on them after committee study. The City Council also has the power to enact the ordinances and other regulations. A majority of the City Council constitutes a quorum, and the affirmative vote of a majority of all the members of the Council is necessary for the adoption of any motion resolution, or ordinance. In some instances, adoption by a two-thirds vote of the members is required by statute.

Principal City Officials

Title	Name	Manner of Selection	Length of Term	Expiration of Term
Mayor	Carlo DeMaria, Jr.	Elected	4 Years	2025
Chief Financial Officer	Eric Demas	Appointed	3 Years	2027
City Auditor	Ryan Smith	Appointed	3 Years	2028
City Treasurer/Collector	Monica Ford	Appointed	3 Years	2027
City Clerk	Sergio Cornelio	Appointed	3 Years	2027
City Solicitor	Colleen Mejia	Appointed	3 Years	2027

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.

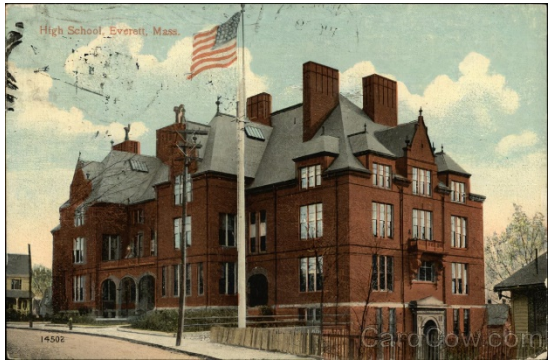
Education

The City currently has 9 schools: one school covering pre-kindergarten, one school covering pre-kindergarten through grade 4, five schools covering kindergarten through grade 8, one high school covering grades 9 through 12, and one school dedicated for special education, covering grades kindergarten through 12.

The following table indicates public school matriculation (October) within the City for the years 2020 to 2024.

Grades	Actual CY2020	Actual CY2021	Actual CY2022	Actual CY2023	Actual CY2024
Pre K-6	3,837	3,724	3,702	3,976	3,918
7-8	1,106	1,014	1,000	1,063	1,068
9-12	2,151	2,142	2,111	2,302	2,321
Totals	7,094	6,880	6,813	7,341	7,307

Below pictures represent the following: 1. Old Everett MA High School 2. New Everett MA High School

1. 

2. 

Industry and Commerce

Everett is a diversified industrial city. The following table lists the recent trends in the major categories of income and employment.

Industry	CY2019	CY2020	CY2021	CY2022	CY2023
Construction	922	776	842	898	861
Manufacturing	837	725	720	767	705
Trade, Transportation & Utilities	3,077	2,824	2,960	2,994	3,005
Information	40	30	25	32	34
Financial Activities	1,289	1,121	1,074	1,029	974
Professional & Business Services	1,054	882	893	1,019	949
Education & Health Services	2,554	2,476	2,435	2,589	2,550
Leisure & Hospitality	4,366	4,718	4,003	4,686	5,012
Other Services	350	320	368	396	424
Total Employment	**14,489**	**13,872**	**13,320**	**14,410**	**14,514**
Number of Establishments	1,055	1,079	1,152	1,179	1,167
Avg Weekly Wages	$1,128	$1,122	1,219	1,291	1,338
Total Wages	$883,562,023	$844,287,857	$894,757,524	$1,018,584,636	$1,061,351,635

*Source: Massachusetts Executive Office of Labor and Workforce Development. Data based upon place of employment, not place of residence. Due to reclassification the U.S. Department of Labo now uses the North American Industry Classification System (NAICS) as the basis for the assignment and tabulation of economic data by industry.

Largest Employers

Name	Industry	Approximate No. of Employess
Encore Boston Harbor	Resort Casino	3,458
BNY Mellon	Banking/ Financial Institution	1,200
Cambridge Health Allience	Hospital	861
MBTA	Transportation	600
Amazon	Online Retail	310
COSTCO	Wholesale	300
Boston Coach	Transportation	300
Dunkin Donuts	Coffee/Fast Food	216
New England Produce Center	Produce Wholesale	200
Allience Detection	Security	175-200
Target	Retail	167
Everett Nursing & Rehab Center	Health Care/ Long Term & Rehabilitation	140
Pioneer Charter School of Science	Education	130
Home Depot	Retail	120
Texas Roadhouse	Restaurant	110
McGovern	Car Dealership	106
Radius Recycling (Schnitzer Northeastern)	Metal Recycling	90
Duncan Galvanizing	Metal Fabrication	82

*Source: Everett Department of Planning & Development, February 2025.

Economic Development Programs and Designation

In 2023, the City of Everett received a Community Development Block Grant (CDBG) in the amount of $1,650,000. These funds are being utilized in a variety of ways that provide direct benefit to the Everett community, including acquisition of land for a deeply-affordable, family-oriented housing project located at 25 Garvey Street (expanded upon below), Housing Rehabilitation loans for Everett residents that convert to fully-forgiven grants if the resident remains living in the property for fifteen years after receipt of the funds, direct funding to social service organizations which touch upon a variety of important sectors within the community to address needs, and paying portions of consultants' and staff salaries to administer all of the programming.

In 2024, the City has received $925,000 in CDBG funding, dedicated toward similar efforts, including addressing food insecurity, afterschool programs, elder services, homelessness prevention/counseling, housing services, and ESOL classes.

In FY2025, the City will be transitioning from a Mini-Entitlement Community to an Entitlement Community for CDBG. This will allow us to secure a larger amount of funding through the program as well as become a direct recipient of the funds, rather than the funds flowing from the federal government to the State to us as a municipality, streamlining the entire process significantly.

In 2023, the City was awarded $1,300,160 in Community Mitigation Funds from the Massachusetts Gaming Commission. These funds were allocated to touch upon multiple areas of need throughout the City, including training for the Fire Department, overtime and equipment for the Police Department, construction for the expansion of the Northern Strand Bicycle Trail, construction for the Wellington Connector Trail, design for the Boston Harbor Walk Extension project underneath the Alford Street Bridge to connect both sides of Broadway, and a study on the MWRA Pumping Station facility for potential re-use of the unoccupied structure into a community asset.

In 2024, the City applied for $3,485,818 in Community Mitigation Funds from the Massachusetts Gaming Commission. Similar to 2023, these funds span over multiple categories, including the creation of a climate-resilient park off a main vehicular corridor in the City, traffic signal improvements along the Broadway corridor, reconfiguration of the roadway and sidewalk network in Everett Square, software upgrades for the Lower Mystic Transportation Management Authority, training, equipment, and overtime for the Everett Police and Fire Departments, and addiction assistance through education, outreach, and intervention. Ultimately, the City was awarded $2,403,400 in CMF funds, as the park project was deemed unsuitable for the grant.

In 2025, the City applied for $2,728,480 in Community Mitigation Funds from the Massachusetts Gaming Commission. These funds would provide equipment, training, and overtime for both the Everett Police Department and Everett Fire Department, seek to reconfigure Everett Square's pedestrian realm to improve non-vehicular movement, provide a match to multiple secured grants, and advance the design of the Assembly Row Headhouse for the future Pedestrian Bridge connecting Everett to the Assembly Row Orange Line Station.

Revitalization of the City's Land into Highest and Best Use

The City of Everett has, through its up-zoning efforts, Master Planning, Neighborhood Planning, and creation of more- streamlined local approval processes, outpaced many of the larger, neighboring municipalities in addressing one of the Commonwealth's most-pressing issues: housing production. The Metropolitan Area Planning Council (MAPC)'s Housing Taskforce compiled data from municipalities comprising the Metropolitan Mayors Coalition to highlight housing production from 2015-2021. In this timeframe, Everett produced 2,753 units of housing, which placed Everett as the fourth highest producer of housing in that timeframe, behind only Somerville (3,094), Cambridge (4,991), and Boston (27,794). Everett's housing production was greater than that of Quincy (2,497), which has twice the population of Everett and ~5x the land area, Newton (1,184), which has a significantly higher population and ~5x the land area as Everett, Chelsea (1,127), Malden (972), and Brookline (631).

This data above does *not* take into consideration the housing production 2022 and 2023. In fact, in 2022 alone, Everett permitted an incredible 2,874 units of housing (363 of which are deed-restricted affordable) and the City was highlighted in the Boston Globe's February 17, 2024 article as a "Housing Boomtown". In this same article, referencing a study conducted by JLL, it was noted that Everett has the greatest number of units actively under construction out of *any* municipality in Massachusetts (note: the study broke "Boston" into neighborhoods, such as South End, Seaport, South Boston, etc.).

Many of these development sites work toward the transformation of outdated, underutilized, and heavily-contaminated parcels of land into community assets.

To further promote the revitalization of land to its highest and best use, as well as to fit the City's vision into a codified document, the City has undertaken a Zoning Re-Codification project across the entire City. This project began with over a year of code auditing and engagement with various stakeholders to solidify the vision for a future Everett and a draft has been completed and submitted to the City Council, who, ultimately, need to vote on its ordainment. At the time of submitting this, the City Council has not yet taken any action on the item, but the City anticipates its completion prior to the end of the current Fiscal Year.









Residential / Mixed-Use Construction Projects:

Boston Wood Waste (85 Boston Street) – For decades, this site served as home to the Boston Wood Waste recycling and transfer center, heavily polluting the soil and causing large-vehicle congestion on the City's streets. The redevelopment of the site includes two mixed-use buildings, totaling 714 units of housing and over 10,000 square feet of ground-floor retail space, as well as a new pedestrian/bicycle corridor and increased public green space. The first of the two buildings – "The Mason" – is currently occupied, having received its Certificate of Occupancy in the Fall of 2023. The second building has completed the physical construction and now awaits a final Certificate of Occupancy to wrap up entirely.

Market Forge (35 Garvey Street) – The former home of Market Forge, a manufacturing company specializing in meat racks and refrigeration equipment, this mixed-use project contains 450 units of housing, 6,500 square feet of ground-floor retail space, and 14,000 square feet of ground-floor amenity space. The project also creates what the owners have dubbed a "Bark Park", a multi-acre public dog park that encourages socialization among dogs and their owners. Additionally, along the frontage of Second Street, the owners of the property have granted to the City 15' easement to allow for a bus lane for the future MBTA Silver Line Expansion. Furthermore, the property will contain a large space along its building façade to display an Everett-centric public mural, which the owners are currently collaborating with the City for a final design. The project was completed Fall of 2024 and is currently occupied.

25 Garvey Street – This 100% affordable housing development is situated within the Commercial Triangle Economic Development District and will encompass 125 units of affordable and deeply affordable housing (30%-60% AMI). Of these 125 affordable units, 70% of them will be dedicated for existing Everett residents, the maximum allowed by the Executive Office of Housing and Livable Communities (EOHLC). The project has received full entitlement from the City and is nearing a construction start date. Unlike many other developments taking place in the Commercial Triangle, which prioritize smaller units due to their lower impact on municipal infrastructure, this project places an emphasis on family housing, with a majority of the units consisting of 2 and 3-bedroom layouts. Remarkably, this marks the first opportunity for affordable family development within the City of Everett since 1975.
The City has allocated $3,500,000 toward the project's development. Notably, none of these funds are to be drawn from the City's General Fund. Rather, $750,000 originates from the City's Community Development Block Grant (CDBG) and $2,750,000 is sources from Linkage Fees (statutory fees collected from private developers for the purpose of expanding the City's affordable housing stock). An additional $2,000,000 of HOME-ARP funds have been approved for this project from the North Suburban Consortium.

Financing for the project is finalizing and the City anticipates a ground breaking on the project to occur in Summer of 2025.

1690 Revere Beach Parkway – Another mixed-use project located in the Commercial Triangle, this 741-unit, two building development will contain over 10,000 square feet of ground-floor retail as well as both extending the pedestrian/bicycle corridor through the 85 Boston Street project, as well as creating a new public park and dog park accessible by all. The first structure is nearing completion and the second building is approximately halfway through construction.

114 Spring Street – Currently the site of a single-story industrial warehouse, 114 Spring Street ("SKY Everett") is a fully- approved mixed-use project in the Commercial Triangle. This 21-story tower will be home to 397 units of housing and 11,800 square feet of commercial space, including Everett's first rooftop restaurant with spectacular views into Boston. Utilizing figures provided by the development team, it is projected that this project will create 140 full-time jobs, including 81 in the on-site retail and restaurant spaces. Site work has been performed, but no vertical construction has yet begun.

128 Spring Street – Another site containing an industrial warehouse within the Commercial Triangle, this project calls for construction of a 6-story mixed-use building, containing 231 units of housing and 3,000 square feet of ground-floor retail space as well as a public art mural along its largest frontage to further activate the newly-created streetscape. Site work has been performed and vertical construction is very recently-begun.

380 Second Street – Currently home to a single-story industrial building (Mass Lift Truck), 380 Second Street is a fully- approved project that seeks to raze the existing structure and construct a 22-story mixed-use tower containing 643 units of housing and 8,335 square feet of ground-floor retail space. The project is currently seeking a TIF before construction commences.

2nd & Vine – A 3.1-acre site containing numerous industrial buildings, impervious surfaces, and scrap, the fully-approved project has begun site work, razing all existing structure and clearing the lots to prepare for the construction of a mixed- use project containing 384-units of residential housing with 4,375 square feet of ground-floor retail. Construction is substantially underway with an estimated occupancy date of Winter 2025.

99 East Elm Street – Yet another industrial warehouse site which has fallen into a state of relative disrepair, this fully approved project will raze the structure and construct a mixed-use project containing 190 units of housing and 2,780 square feet of ground-floor retail. Construction is scheduled to begin soon.

373 Second Street – Abutting 2nd & Vine, this project seeks to demolish the existing industrial structure and construct a new, mixed-use development containing 273 residential units and 3,427 sq. ft. of commercial space. Project was approved by the Planning Board on January 6, 2025. Construction has not yet commenced.

376 Third Street – The site presently contains a dilapidated industrial structure which has long been out of business. This redevelopment seeks to maintain the same footprint of the existing structure, performing exterior modifications to the materiality of the building, adding three stories on the northerly-structure, adding one story to a portion of the southerly- structure, and performing significant interior modifications to accommodate 133 residential units and 2,586 sq. ft. of retail. Project was approved in September of 2024 and significant construction has already taken place.

1911 Revere Beach Parkway – Comprised of two separate lots on the northern-side of Revere Beach Parkway which currently house a single-story industrial building and a two-story industrial building, this fully-approved project contemplates the razing of the structures and the creation of a 6-story mixed-use project containing 153 units of housing and 1,600 square feet of ground-floor retail.

65 Norman Street – Comprising multiple parcels which housed industrial warehouses, storage containers, and was plagued with highly-contaminated soil, 65 Norman Street will transform the sites into a 396-unit building with 1,500 square feet of retail, complementing an area that has naturally formed itself into the "Fermentation District", home to Night Shift Brewing, Bone Up Brewing, Short Path Distillery, Park-9, and the Village Bar & Grille. Construction of the project is wrapping up, with a targeted occupancy date in May 2025.

Silver Fox I & II – This fully-approved project seeks to redevelop two sites across the street from one another, both of which had served as homes to two function halls that had shuttered in 2023. Site work has commenced on both parcels to prepare for the construction of two mixed-use building containing a total of 138 residential units and 5,771 square feet of commercial space. Building 1 began vertical construction in December of 2024.

165-167 Bow Street – The property, which is currently occupied by two industrial buildings and a large concrete parking area, has been approved as a new multi-family development with 149 units of housing between the two buildings. The project is slated to commence construction in mid-2025.

30 Beacham Street – On the site of an industrial building abutting the Exxon Tank Farm, this project has repurposed the first three stories of the structure and constructed an additional three stories to the building, resulting in a 51-unit residential project. The building is now fully-occupied as of mid-2024.

366 Broadway – Formerly the site of a restaurant and low office, this site has been redeveloped into a 24-unit residential building. The building is now fully-occupied.

445-455 Broadway – Comprising a City-block in the heart of downtown, this fully-approved project seeks to redevelopment the existing two-story commercial complex into a mixed-use development. The project's owner will not only create 33-units above the commercial spaces, but will rehabilitate the 18,000 square feet of existing commercial space, giving all existing tenants a right of first refusal to occupy the renovated spaces once completed, aiming to not displace any of the local businesses as a result of the development.

536 Broadway – The site of an historic Masonic Temple, erected in 1910 after the original Palestine Lodge of the Masons burned down in 1908, the building sat vacant, blighted, and ignored for years, leading to a large red-X placed on the façade to note the danger of the structure. A few years ago, a developer purchased the property for conversion into housing, retaining the entirety of the structure, restoring the integrity of the building, repointing the brick work, and performing interior construction to create 15 units of housing. The building is now fully-occupied.

596-602 Broadway ("The 600") – The two sites that comprise this project formerly housed a dentist's office and a surface parking lot. This redevelopment resulted in a 6-story mixed-use building containing 85 residential units and two ground-floor commercial spaces, as well as an activated roof-deck for residents of the building. The building is fully-occupied, having received its Certificate of Occupancy in the Summer of 2023.

Commercial Projects

Exxon Site – This 96.5-acre land assemblage is one of, if not the, largest industrial parcels in the Greater Boston region slated for redevelopment. In 2024, the site was re-zoned to a new District – the Everett Docklands Innovation District – to enable the type of development that most-aligns with the City's vision. Acquired by The Davis Companies in 2023, the owners have been working closely with the City of Everett to develop a Master Plan for the site. Significant site preparation has already taken place, with the large tanks formerly-containing petroleum products all being decommissioned and demolished and the underground storage bunkers actively being remediated. A Master Plan for the site is expected to be delivered to the City in the coming months.

Constellation Site – Across Broadway from the Encore Boston Harbor Casino & Resort and abutting Wynn's East of Broadway development sits two, large waterfront sites – Constellation Generating Stations 1-7 and Generating Stations 8 & 9. Stations 1-7, the larger of the two parcels, has been decommissioned since 2020 and interest has been expressed into revitalizing the site, which serves as the entrance to the City of Everett from Boston over the Alford Street Bridge, into a 25,000-seat professional stadium. Accompanying the stadium project would also be the creation of a 4-acre, public waterfront park and an extension of the Riverwalk from the Encore Boston Harbor site, underneath the Alford Street Bridge, and connecting to the eastern side of Broadway. Prior to any local permitting, the site required legislative approval to be removed from the Designated Port Area (DPA) designation, which limits uses of sites to marine-dependent, industrial uses. This legislative action has taken place and the final step before local permitting is for the Proponent to enter into Community Benefit Agreements with the Cities of Everett and Boston.The approval and construction of a privately-funded stadium on this site would add amazing benefits to the City of Everett beyond the approximately $600,000,000 investment, remediating a site long-plagued by pollution, opening up waterfront access to City residents who have long been shielded from it by industrial users in the area, an express obligation from the owner-operator of the stadium to dedicate 50% of the workforce to Everett and surrounding-municipalities' residents, and reimaging the entrance into Everett into a vibrant corridor along Broadway.

Regional Projects/Partnerships

North Suburban Consortium – The North Suburban Consortium ("NSC") is comprised of eight member-communities – Arlington, Chelsea, Everett, Malden, Medford, Melrose, Revere, and Winthrop – which collectively apply for and administer federal HOME and HOME-ARP funds. As a consortium, the NSC has provided significant investment into the creation of affordable apartments and homeownership opportunities within the eight communities. The NSC also provides funding toward Down Payment Assistance, Community Housing Development Organizations operating expenses, tenant- based rental assistance, and supportive services for vulnerable populations.

Metropolitan Area Planning Council Housing Production Plan – Through CDBG funding, Everett has partnered with the Metropolitan Area Planning Council to create a 5-year Housing Production Plan, which began in 2023 and will be finalized in the Summer of 2024. The creation of this HPP has been facilitated through joint efforts between MAPC, City of Everett employees, Everett residents, Everett business owners, local elected officials, members of local social service organizations.

Island End River Flood Resiliency Project – A joint effort between the Cities of Everett and Chelsea, The Island End River Flood Resilience Project proposes to construct an approximately 4,460 linear-foot storm surge barrier, an approximately 3,000 square-foot underground storm surge control facility, approximately 18,000 square feet of nature-based approaches along the riverfront, and associated wetland and public access improvements along the IER in the Cities of Chelsea and Everett (the "Project Site") to protect over 5,000 residents.

The Project is critical for the flood protection of the IER district and surrounding low-lying areas in Chelsea and Everett, which include the residences of under-served EJ communities, vital regional food distribution facilities, over 11,000 jobs, significant transportation (rail and roadway) infrastructure, health care facilities, a grocery store serving much of the community, and a public high school. As this district contains vital regional infrastructure facilities every effort was made to protect roadway access to seaward parcels to ensure private operator and public safety access to these facilities. These assets are all projected to be within the 100-year floodplain by 2070.

Harvard Kennedy School – The City has forged a strong partnership with the Harvard Kennedy School, and the City is currently in the process of engaging with a student-cohort from the school for a third semester in a row. Their work thus far has centered on a study of the Exxon land-assemblage, community engagement for mitigation resulting from the City's Transportation Demand Management, and a deep dive analysis into the economic, social, and transportation impacts of a 100-year flood event in the Island End area.

Transportation and Utilities



Modern transportation facilities are available to residents and commercial enterprises in the City. 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). The MBTA maintains a major repair facility in the City.
Gas, electric, and telephone services are provided by established private utilities.

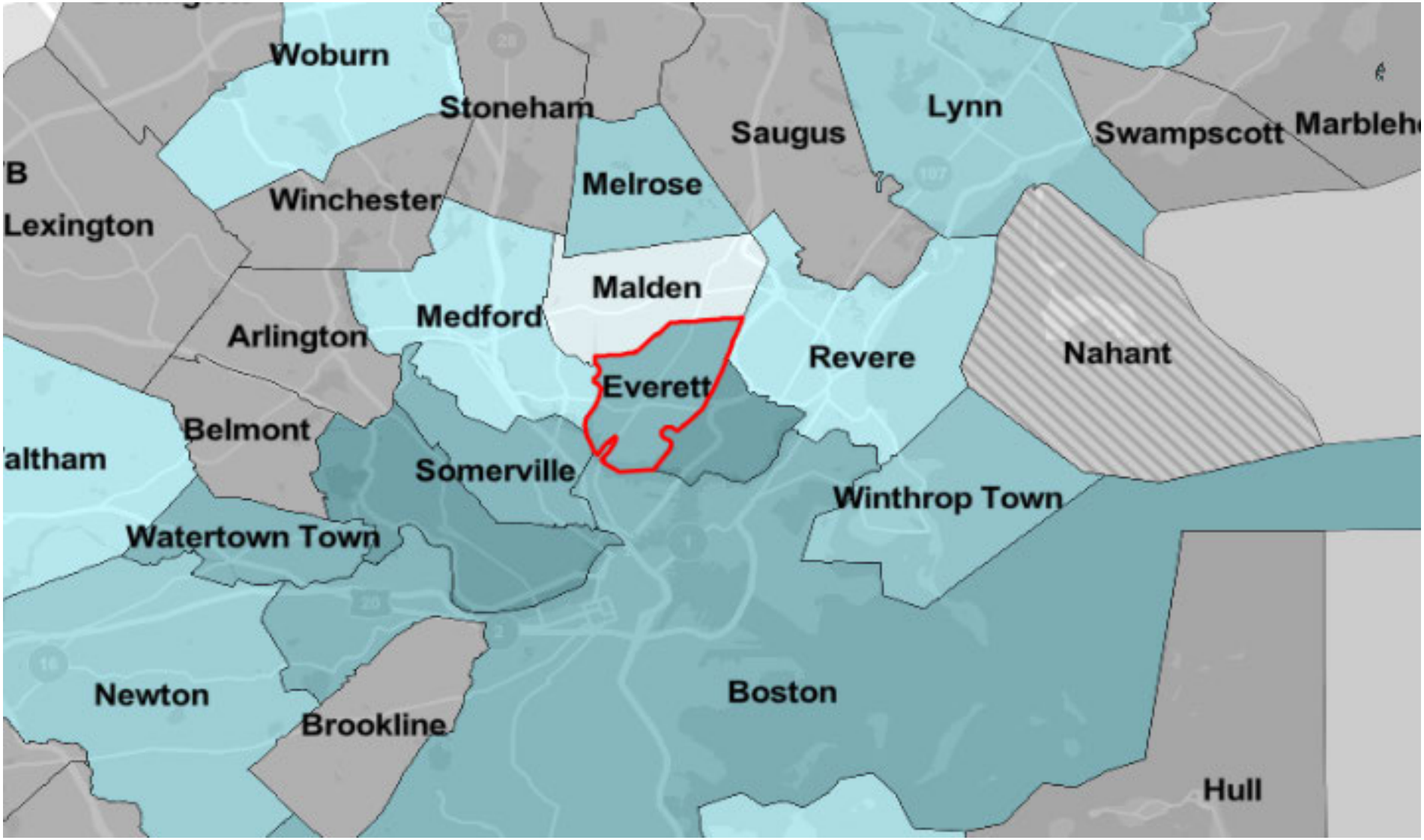
Labor Force, Employment and Unemployment

According to the Massachusetts Division of Employment and Training preliminary data, in December 2023 the City had a total labor force of 27,378 of which 26,404 were employed and 974 or 3.6% were unemployed as compared with 4.2% for the Commonwealth. The following table sets forth the City's average labor force and unemployment rates for calendar years 2019 through 2023 and the unemployment rates for the Commonwealth and the United States as a whole for the same period.

Year	Everett Labor Force	Everett Employment	Unemployment Rate	MA Unemployment Rate	US Unemployment Rate
2023	26,690	25,934	2.8%	3.4%	3.6%
2022	26,594	25,701	3.4%	3.8%	3.6%
2021	26,685	25,093	6.0%	5.7%	5.4%
2020	26,745	23,860	10.8%	8.9%	8.1%
2019	27,378	26,703	2.5%	2.9%	3.9%

* Source: Massachusetts Executive Office of Labor and Workforce Development

Everett, MA and surrounding cities:



Population

Year	Total	% Change from Previous Census
2020	49,075	17.8%
2010	41.667	9.5%
2000	38,037	6.5%
1990	35,701	4.0%

*Source: U.S. Department of Commerce, Bureau of the Census.

Per Capita Income

Year	Everett Total	% Change from Prevoius Census	MA Total	% Change from Prevoius Census
2020	$29,806	24.8%	$45,555	34.1%
2010	$23,876	20.3%	$33,966	30.9%
2000	$19,845	39.6%	$25,952	50.6%
1990	$14,220	17.9%	$17,224	19.7%

*Source: U.S. Department of Commerce, Bureau of the Census.

Median Family Income

Year	Everett	Massachusetts
2020	$75,847	$106,526
2010	$59,942	$81,165
2000	$49,876	$61,644

City of Everett

Middlesex County

Socioeconomic

Billing Cycle	Quarterly
Form of Government	Council And Alderman
School Structure	K-12

Population	50,318	2023
Population Density	14,670	2023
Land Area	3.43	2009
Total Road Miles	65.37	2018

DOR Income Per Capita	25,226	2022
State Average Income Per Capita	57,679	2022
EQV Per Capita	210,241	2024
State Average EQV Per Capita	279,838	2024

FY2025
Tax Rate Data

Assessed Value by Class

Residential	Open Space	Commercial	Industrial	Personal Property	Total Assessed Value	R/O as a % of Total	CIP as a % of Total
6,800,019,241	0	874,987,582	536,085,100	710,686,900	8,921,778,823	76.22%	23.78%

Tax Rates by Class

Residential	Open Space	Commercial	Industrial	Personal Property
11.39	0.00	23.00	23.00	23.00

Tax Levies by Class

Residential	Open Space	Commercial	Industrial	Personal Property	Total Tax Levy	R/O Levy as a % of Total	CIP Levy as a % of Total
68,462,048	0	20,124,714	12,329,957	16,345,799	117,262,518	58.38%	41.62%

Average Single Family Tax Bill

Total Single Family Value	Single Family Parcel Count	Average Single Family Value	Residential Tax Rate	Average Single Family Tax Bill	Average State SFTB
1,213,703,429	2,691	451,023	11.39	5,137	7,730

Commercial, Industrial & Personal Property (CIP) Shift

CIP Value	Total Value	Lowest Residential Factor Allowed	Max CIP Shift	Residential Factor Selected	CIP Shift
2,121,759,582	8,921,778,823	0.76598	1.75	0.766	1.75

Proposition 2½ Levy Capacity

New Growth Applied to Levy Limit	Override	Debt Excluded on the DE-1	Maximum Levy Limit	Excess Levy Capacity	Excess Levy Capacity as % of Max Levy	Levy Ceiling	Override Capacity	Override Capacity as % of Levy Ceiling
4,295,871	0	0	183,889,953	66,627,435	36.23%	223,044,471	39,154,518	17.55%

Outstanding Receivables

Outstanding Receivables

Outstanding Receivables R/E 2024	Outstanding Receivables R/E 2023	Outstanding Receivables R/E 2022	Outstanding Receivables R/E 2021	All Other Outstanding Receivables R/E	Deferred Property Taxes	Taxes in Litigation	Tax Liens/ Tax Title	Tax Foreclosures/ Possessions
1,278,943	-53,180	22,626	-52,238	878	0	0	1,666,738	0

FY2025
Revenues

Revenues by Source

Tax Levy	State Aid	Local Receipts	Enterprise Funds	CPA	All Other	Total Budget
117,262,518	130,020,347	47,170,743	23,058,759	0	19,854,615	337,366,982

Revenues as a Percent of Total Budget

Tax Levy	State Aid	Local Receipts	Enterprise Funds	CPA	All Other
34.76%	38.54%	13.98%	6.83%	0%	5.89%

Revenues Per Capita

Tax Levy	State Aid	Local Receipts	Enterprise Funds	CPA	All Other
2,330	2,584	937	458	0	395

FY2024
Expenditures

General Fund Spending By Function

General Government	Police	Fire	Other Public Safety	Education	Public Works	Human Services	Culture and Recreation	Fixed Costs	Inter-Government	Other Expenses	Debt Service	Total Expenditure
10,080,068	17,620,955	16,193,120	5,575,902	125,890,083	13,180,822	3,799,872	1,921,016	48,532,445	19,926,900	2,621,244	11,924,719	277,267,146

General Fund Spending as % of Total

General Government	Police	Fire	Other Public Safety	Education	Public Works	Human Services	Culture and Recreation	Fixed Costs	Inter-Government	Other Expenses	Debt Service
3.64%	6.36%	5.84%	2.01%	45.40%	4.75%	1.37%	0.69%	17.50%	7.19%	0.95%	4.30%

General Fund Spending Per Capita

General Government	Police	Fire	Other Public Safety	Education	Public Works	Human Services	Culture and Recreation	Fixed Costs	Inter-Government	Other Expenses	Debt Service
200	350	322	111	2,502	262	76	38	965	396	52	237

Other Financial Indicators

Reserve Funds

Free Cash Amount as of 7/1/2024	FY2024 Stabilization Fund	FY2024 Special Purpose Stabilization Fund
20,915,546	10,847,423	8,472,849

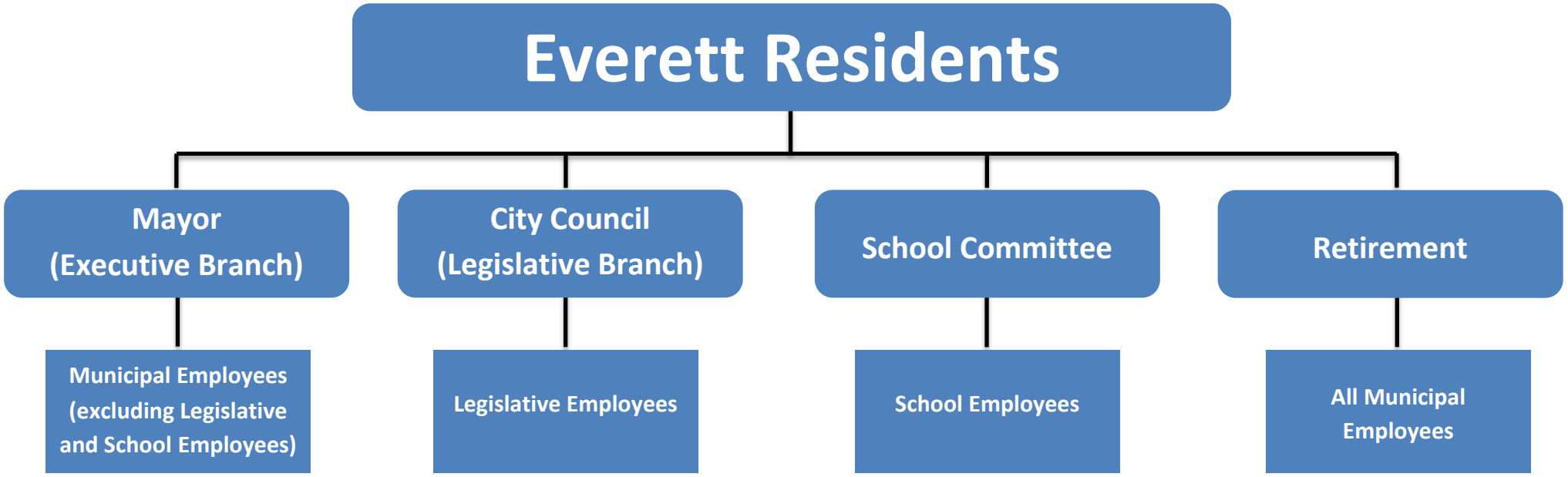
Debt

FY2024 GF Debt Service	FY2024 Outsanding Debt	FY2024 GF Debt Service as % of Budget
11,924,719	93,330,474	4.95%

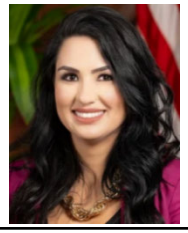
Bond Ratings

Moodys Bond Rating	Standard & Poors Bond Rating
Aa3	AA+

City of Everett Organizational Chart: Overview



City Council Organizational Chart



Stephanie Martins

City Council President – Ward 2

Sergio Cornelio

Clerk of the City Council

Michael Managan

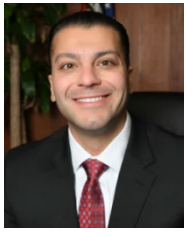
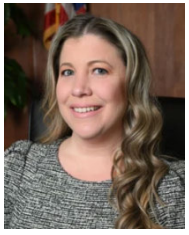
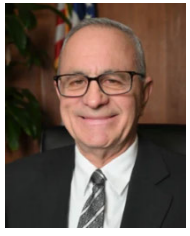
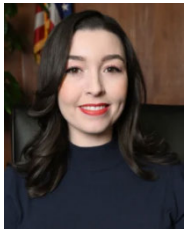
Legislative Aide

John Burley

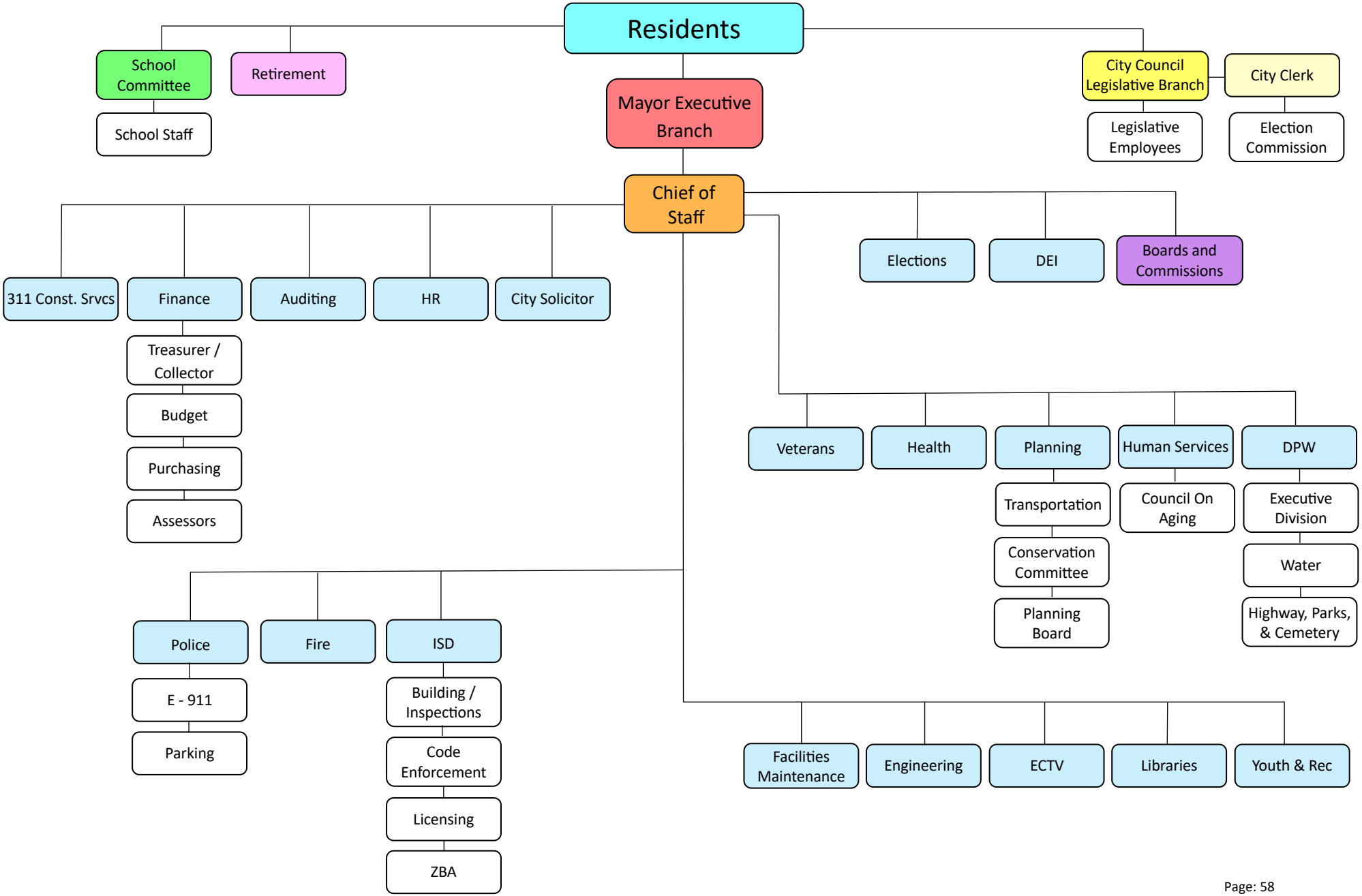
Clerk of Committees

David Flood

Legislative Aide

Wayne Matewskey	Anthony DiPierro	Holly Garcia	Robert Van Campen	Peter Pietrantonio	John Hanlon	Guerline Alcy Jabouin	Michael Marchese	Katy Rogers	Stephanie Smith
Ward 1	Ward 3	Ward 4	Ward 5	Ward 6	At Large	At Large	At Large	At Large	At Large
									

City of Everett Organizational Chart



Boards and Committees

Council on Aging	Director of Elder Affairs or a representative from the Executive Office of Health and Human Services, and 10 members appointed by the mayor, under the administrative supervision of the Executive Director of Health and Human Services.
Board of Assessors	3 Members, each appointed by the mayor
Public Works Commission	7 Members, each appointed by the mayor
Conservation Commission	5 Members and 2 Associate Members, all appointed by the mayor
Disability Commission	7 Members, each appointed by the mayor
Board of Health	3 Members, each appointed by the mayor, 1 member must be a physician.
Historical Commission	No less than 3 no more than 5 Members, each appointed by the mayor
Board of Library Trustees	13 Members, each appointed by the mayor. Treasurer of Board shall be the City Treasurer
Elections Commission	5 Members, 4 appointed by the mayor, 1 being the City Clerk or Asst. Clerk
Planning Board	5 Members and 2 Associate Members, all appointed by the mayor
Traffic Commission	Chief of Police, Chief of Fire, Director of Public Works, City Engineer. 6 Members, one from each Ward, appointed by mayor
Youth Commission	5 Members, each appointed by the mayor
Cultural Council	7 Members, each appointed by the mayor
Licensing Commission	3 Members, each appointed by the mayor
Zoning Board of Appeals	5 Members and 2 Associate Members, all appointed by the mayor
Parks Commission	5 Members, each appointed by the mayor. No member of City Council, Clerk, or Treasurer may serve
Food Policy Council	7 Members total: Mayor or designee, Director of Planning & Development or designee, member of Everett
School Finance Review Commission	12 Members total: Mayor, City Auditor, School Superintendent, School Business Agent, City Solicitor, Chief Procurement Officer, Director of Organizational Assessment, 3 Members of City Council, 2 Members of School Committee

City of Everett - Organizational Summary - Department Heads

Department	Department Head	Title	Phone #	Email Address
Mayor	Carlo DeMaria	Mayor	617-394-2270	mayor@ci.everett.ma.us
Assessor	Beninson Pena	Assesor	617-394-2209	beninson.pena@ci.everett.ma.us
Chief Financial Officer	Eric Demas	Chief Financial Officer	617-394-2210	eric.demas@ci.everett.ma.us
Budget	Margaret Micherda	Budget Director	617-394-2215	margaret.micherda@ci.everett.ma.us
City Auditor	Ryan Smith	City Auditor	617-394-2213	ryan.smith@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
Treasurer/Collector	Monica Ford	Treasurer/Collector	617-394-2315	monica.ford@ci.everett.ma.us
Diversity, Equity & Inclusion	Cathy Draine	Director, DEI	617-394-0259	cathy.draine@ci.everett.ma.us
DPW	Jerry Navarra	Executive Director of Public Works & Engineering	617-944-0247	jerry.navara@ci.everett.ma.us
Engineering	Erik Swanson	Director of Engineering	617-394-2216	erik.swanson@ci.everett.ma.us
Facilities Maintenance	Angelo Febo	Director of Facility Maintenance	617-944-0252	angelo.febo@ci.everett.ma.us
ECTV	Keith Sonia	Director of ECTV & Community Relations	617-394-2270	keith.sonia@ci.everett.ma.us
Fire	Joseph Hickey	Fire Chief	617-394-2349	joseph.hickey2@ci.everett.ma.us
Youth Development & Wellness	Vacant	Health & Wellness Director	TBD	TBD
Human Resources	John Russolillo	Human Resources Director	617-394-2390	john.russolillo@ci.everett.ma.us
Health 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	David Palumbo	ISD Director & Inspector of Buildings	617-394-2224	david.palumbo@ci.everett.ma.us
Library	Kevin Sheehan	Director of Libraries	617-394-2303	kevin.sheehan@ci.everett.ma.us
Planning	Matt Lattanzi	Director of Planning & Development	617-394-5004	matt.lattanzi@noblenet.org
Police	Paul Strong	Police Chief	617-394-2365	paul.strong@ci.everett.ma.us
Purchasing	Kiara Freeman	Purchasing Agent	617-394-2288	kiara.freeman@ci.everett.ma.us
Retirement	Robert Shaw	Director/Retirement	617-394-2311	robert.shaw@ci.everett.ma.us
School	William D. Hart	Superintendent of Schools	617-394-2400	william.hart@everett.k12.ma.us
Transportation	Jay Monty	Executive Transportation Planner	617-394-6033	jay.monty@ci.everett.ma.us
Veterans	Antoine Coleman	Veterans Commissioner	617-394-2321	antoine.coleman@ci.everett.ma.us
Water Department	Ernest Lariviere	Superintendent of Water	617-394-2270	ernest.lariviere@ci.everett.ma.us
311 / Constituent Services	Reno DeFilippis	Constituent Services / 311 Director	617-394-2270	reno.defilippis@ci.everett.ma.us

Top Tax Payer

RANK	FY 2025	RANK FY 2024	TAXPAYER	TAX TYPE	TOTAL FY 23 ASSESSMENTS	TOTAL TAXES	LEVY %
	1	1	NSTAR ELECTRIC COMPANY	PP	$ 211,692,600	$4,868,930	4.1522%
	2	3	WYNN MA LLC	PP	$ 127,238,100	$2,926,476	2.4957%
	3	6	UE GATEWAY CENTER LLC	RE	$ 124,482,600	$2,863,100	2.4416%
	4	4	DISTRIGAS OF MASS CORP.	PP	$ 121,450,000	$2,793,350	2.3821%
	5	5	BOSTON GAS COMPANY	RE & PP	$ 113,960,900	$2,621,101	2.2352%
	6	7	EVERETT LANDCO LLC	RE	$ 71,997,200	$1,655,936	1.4122%
	7	8	DIV BMT LLC	RE	$ 69,175,400	$1,591,034	1.3568%
	8	9	BATCH APARTMENTS LLC	RE	$ 136,183,400	$1,551,129	1.3228%
	9	10	NM PIONEER LLC	RE	$ 133,743,100	$1,525,215	1.3007%
	10	2	CONSTELLATION MYSTIC POWER	RE	$ 58,898,700	$1,354,670	1.1552%
	11	25	GS GARVEY OWNER, LLC	RE	$ 118,425,800	$1,348,870	1.1503%
	12	13	CI-GS ELAN EVERETT PHASE 1, LLC	RE	$ 109,227,900	$1,244,106	1.0610%
	13	11	NEW ENGLAND POWER COMPANY	PP	$ 49,925,900	$1,148,296	0.9792%
	14		1690 RBP II PROPERTY OWNER LLC	RE	$ 96,886,900	$1,103,542	0.9411%
	15	12	GP PORTLAND INVESTMENT	RE	$ 42,634,800	$980,600	0.8362%
	16	14	PS NORTHEAST LLC	RE	$ 39,819,100	$915,839	0.7810%
	17	20	CI-GS ELAN EVERETT PHASE II, LLC	RE	$ 80,139,600	$912,790	0.7784%
	18	15	WELLINGTON PARKSIDE HOLDINGS	RE	$ 69,835,800	$795,430	0.6783%
	19	24	LMC ARTEMAS HOLDINGS LLC	RE	$ 63,204,700	$719,902	0.6139%
	20	16	POLERIZED NEW ENGLAND CO	RE	$ 30,877,900	$710,192	0.6056%
					$ 1,869,800,400	$33,630,506	28.68%

* DOES NOT INCLUDE 121A PAYMENTS

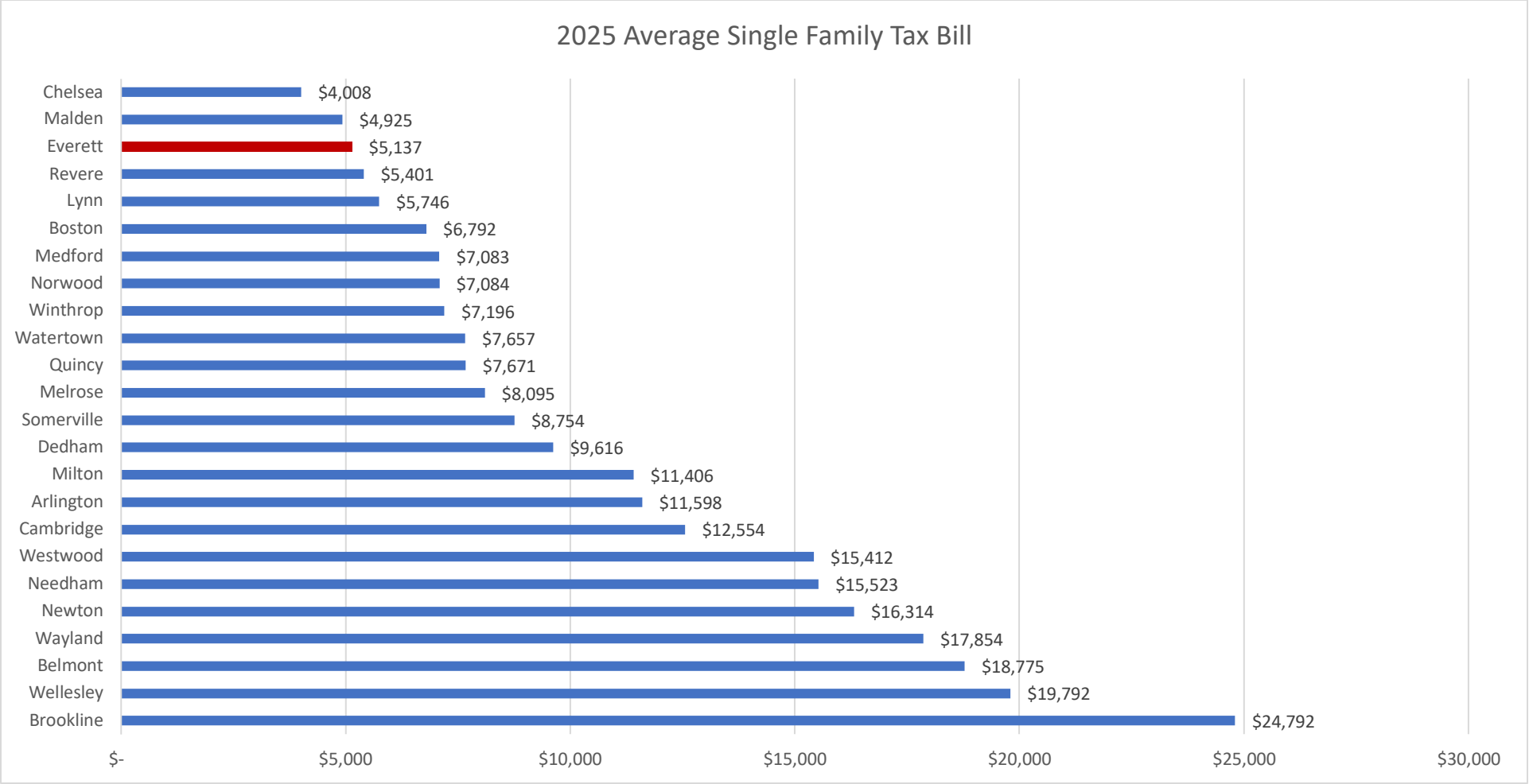
FY 25 LEVY

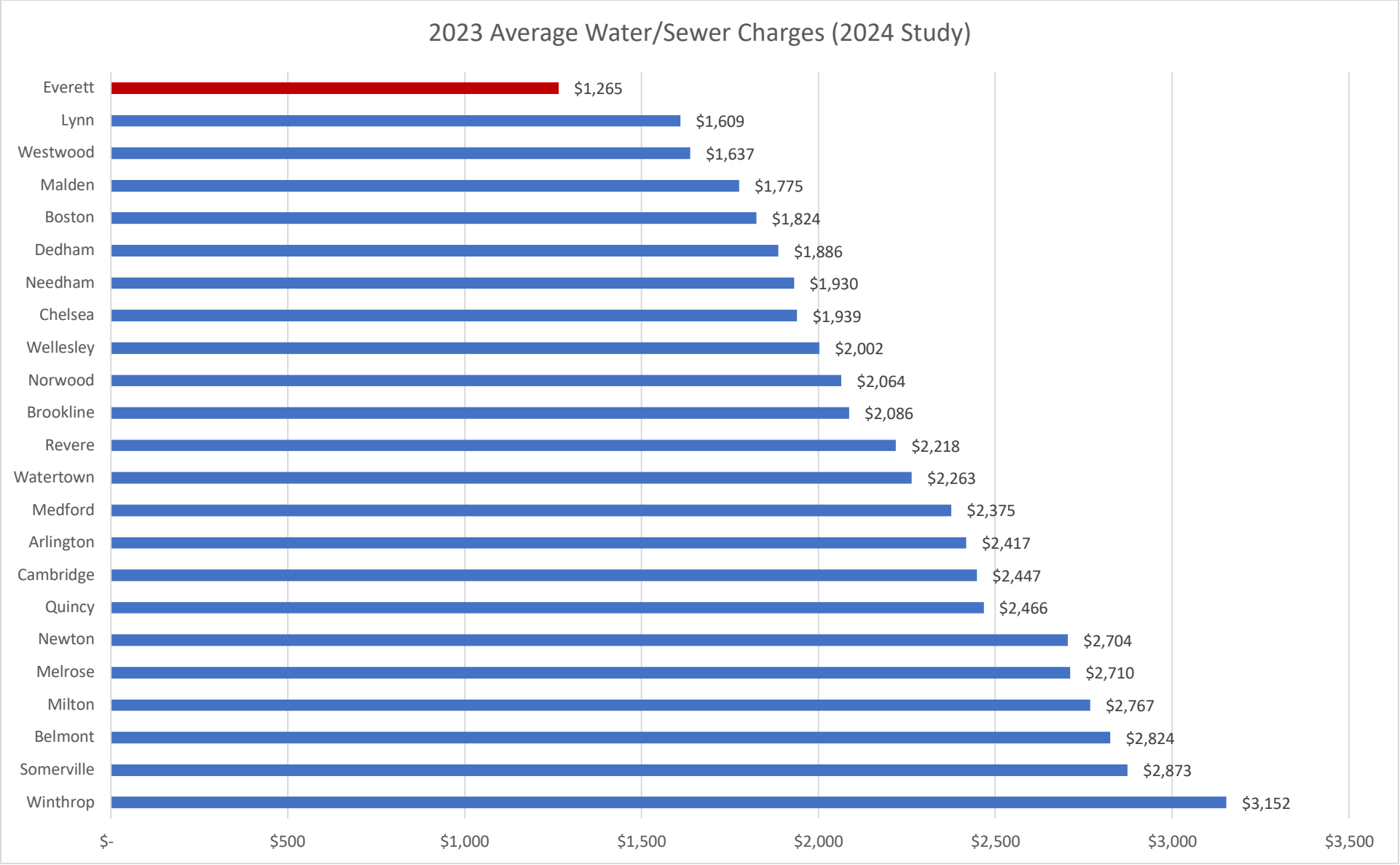
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Everett in Context: Quick Comparison of Taxes and Utility Rates

This brief report presents a snapshot of how Everett compares to neighboring Massachusetts communities in key cost area.

Using data from the Massachusetts Division of Local Services (DLS) Average Single Family Tax Bill for property taxes and the Massachusetts Water Resources Authority (MWRA) Advisory Board 2024 Annual Water And Sewer Retail Rate Survey | MWRA for water and sewer charges, it highlights Everett's position on municipal tax rates and utility costs.




2023 Average Water/Sewer Charges (2024 Study)
Everett
Lynn
Westwood
Malden
Boston
Dedham
Needham
Chelsea
Wellesley
Norwood
Brookline
Revere
Watertown
Medford
Arlington
Cambridge
Quincy
Newton
Melrose
Milton
Belmont
Somerville
Winthrop
$1,265
$1,609
$1,637
$1,775
$1,824
$1,886
$1,930
$1,939
$2,002
$2,064
$2,086
$2,218
$2,263
$2,375
$2,417
$2,447
$2,466
$2,704
$2,710
$2,767
$2,824
$2,873
$3,152
$-
$500
$1,000
$1,500
$2,000
$2,500
$3,000
$3,500

BUDGET PROCESS
FINANCIAL POLICIES
FORECAST

Budget Calendar - Fiscal Year 2026

Mayor & City Finance	Date	Mayor and School Committee	Date
CFO/Auditor prepares initial Revenue/Expenditure (FY25 RECAP) figures	Early January	School Superintendent begins updating school budget information.	November/ December
Budget Director issues budgets including Enterprise & CIP requests to departments with budget instructions and City's long/short-term goals	Early January	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
Budget salary workshops with Finance & Departments	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
Departments compile budget & CIP information and submit to Finance	Early February	Requests due back from all schools.	Mid-February
Budget/CIP Review - Mayor, Finance, Department Heads	February	The School Committee on Finance meets to prepare the next fiscal year budget.	February
Budgets Entered in SoftRight by Budget Director	February	The School Finance Committee recommends to the Full School Board that the budget be moved to the full board for approval.	March
Revenue/Expenditures - Departmental Budgets to Mayor	April	Copies of proposed school budget are distributed for the public to review. Advertisements regarding the budget are put in the local papers.	March/April
Mayor signs off on balanced budget. Sent to Finance for final budget review	April/May	School Committee holds a public hearing for comment by the public on the School budget.	April
Sent to City Council. Joint Convention called.	May	School Department presents its budget to the City Council for review and approval.	May/June

Budget Calendar - Fiscal Year 2026

Mayor & City Finance	Date	Mayor and School Committee	Date
Budget Hearings with department heads and City Council	June	City Council passes the budget and sends to Mayor for signature	May/June
Update budget with any amendments made by City Council. Update all City Council budget books with amended changes	June	State Legislature passes the state budget. This is important because the majority of funding of the School Department budget comes from the state.	June +
City Council vote on budget/amended budget	June		
City Council			
City, CIP & W/S Enterprise budgets submitted to City Council	May	School Department presents its budget for review and approval.	May/June
City Council begins budget hearings	May/June	Budget hearing held to review and discuss School Department budget.	May/June
City Council budget review process	June	City Council votes on FY26 School Department budget	May/June
City Council Vote on FY26 City, CIP, W/S Enterprise Budget & ECTV Budget	June		

Fiscal Year 2026 Overview & Timeline Narrative

In December, CFO/Auditor prepares initial Revenue/Expenditure (FY25 RECAP) figure. Budget Director sends out budget packages to each non-school department requesting that they prepared a FY 2026 budget based on the following:

- Non-personnel budget updated with new contracts and potential savings.
- Level service personnel budget should be funded to include contractual increases.

Budget Director issues budgets including Enterprise & CIP requests to departments with budget instructions and City's long/short-term goals. Budget salary workshops with Finance & Departments also take place at this time of the year.

The departments are required to complete their FY 2026 Mission Statement and Goals, Budget Detail Reports, Revolving Fund budgets (if applicable) and Capital Requests; the Mayor, Finance Department and Department Heads review budget and CIP requests February. The FY 2026 budget requests are entered into the cities computerized system by the Budget Director using the figures submitted by each department.

Copies of the department budget requests are printed for Mayor. Mayor signs off on balanced budget. All information is reviewed carefully for accuracy and consistency to ensure that the budget contained all of the information that was necessary for the City Council to make an informed decision regarding the finances and the budget of the City of Everett for the FY 2026. Once the budget is reviewed, the vote on the proposed or amended budget take places in June, after all budget hearings with department heads and City Council have concluded. Public hearings are also held before the final vote.

School Superintendent begins updating school budget information in 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 Everett Public Schools.

The Mayor and School Committee 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). Requests due back from all schools, and the School Committee on Finance meets to prepare the next fiscal year budget in February.

In March/April, the School Finance Committee recommends to the Full School Board that the budget be moved to the full board for approval, and copies of proposed school budget are distributed for the public to review. Advertisements regarding the budget are put in the local papers, and School Committee holds a public hearing for comment by the public on the school budget.

School Department presents its budget to the City Council for review and approval. City Council passes the budget and sends to Mayor for signature. State Legislature passes the state budget. This is important because the majority of funding of the School Department budget comes from the state.

Budget Process

Introduction

The City of Everett MA annual budget is developed through a structured process designed to ensure transparency, comply with Massachusetts General Law (MGL), and align financial resources with community needs and priorities. The budget serves as both a financial plan and a policy document, guiding the City's operations for the upcoming fiscal year.

Legal Authority

The preparation of the City's budget is governed by **Massachusetts General Law (MGL) Chapter 44** and the City Charter.
The law requires:

- The budget must be balanced using revenues earned during the year and any prior-year savings.
- A **public hearing** must be held on the proposed budget before final adoption.

Roles and Responsibilities

- **Mayor** – Provides leadership by developing budget policy, setting priorities, and initiating the process. Works closely with department heads and the City Council to prepare a comprehensive financial plan.
- **Finance Department** – Prepares budget packages, provides revenue and expenditure forecasts, reviews departmental submissions, and compiles the final budget document.
- **Department Heads** – Prepare operating budgets and mission statements outlining projected goals and service levels.
- **City Council** – Reviews the Mayor's proposed budget, holds public hearings, and adopts the final appropriations. The Council may reduce or reject items but cannot increase any appropriation without the Mayor's recommendation (except by a two-thirds vote in specific circumstances).
- **School Committee** – Prepares and approves the school budget, which is then submitted to the Mayor and included in the City's overall budget.

Budget Calendar and Key Steps

1. **January** – Finance Department distributes budget packages to departments. A citywide budget meeting is held to review the economic outlook and establish preparation guidelines.
2. **January–February** – Departments prepare operating budgets and mission statements in consultation with the Finance Department and submit them for review.
3. **March–April** – Department heads meet with the Mayor, Chief of Staff, CFO/City Auditor, and Budget Director to review proposals and program changes. Adjustments are made as needed.
4. **April–May** – The Mayor finalizes the proposed budget with supporting documentation prepared by the Finance Department.
5. **By Mid-May** – The Mayor submits the proposed budget to the City Council (no later than 170 days after the annual organization of government, typically early January).

6. **Council Review (May–June)** – The Council on the Whole of the Budget holds hearings with the Mayor, Finance officials, and department heads. Public notice of the proposed budget is published at least 14 days before the public hearing.
7. **Council Action (By June 30)** – The City Council must adopt the budget within **45 days** of receipt and no later than June 30. The Council may delete or reduce items but cannot increase appropriations without the Mayor's recommendation. Items not acted upon within 45 days automatically take effect.
8. **Fiscal Year Start (July 1)** – The adopted budget becomes effective.

Special Provisions

- **Supplementary Appropriations** – May be submitted by the Mayor for City Council approval.
- **Enterprise Funds** – Beginning July 1, 2012, enterprise funds were established for the City's water and sewer services in accordance with MGL Chapter 44, Section 53F½.
- **Transfers** – Upon the Mayor's recommendation, the City Council may transfer funds within or between departments (except the municipal light or school departments) under certain limits.

School Department Budget

The Superintendent of Schools prepares the school budget, which is reviewed and approved by the School Committee. The approved school budget is then submitted to the City Finance Department for inclusion in the overall City budget presented to the City Council.

Annual Budget Policy (Charter Sections 6-2 to 6-4)

Section 6-2**Annual Budget Policy.**

The mayor shall call a joint meeting of the city council and school committee, to include the superintendent of schools, before the commencement of the budget process to review the financial condition of the city, revenue and expenditure forecasts, and other relevant information prepared by the mayor in order to develop a coordinated budget.

Section 6-3**Submission of Operating Budget; Budget Message.**

At least 45 days before the beginning of the fiscal year, the mayor shall submit to the city council a proposed operating budget for all city agencies, which shall include the school department, for the ensuing fiscal year with an accompanying budget message and supporting documents. The budget message submitted by the mayor shall explain the operating budget in fiscal terms and in terms of work programs for all city agencies. It shall outline the proposed fiscal policies of the city for the ensuing fiscal year, describe important features of the proposed operating budget and include any major variations from the current operating budget, fiscal policies, revenues and expenditures together with reasons for these changes. The proposed operating budget shall provide a complete fiscal plan of all city funds and activities and shall be in the form the mayor deems desirable. The school budget, as adopted by the school committee shall be submitted to the mayor at least 30 days before the submission of the proposed operating budget to the city council. The mayor shall notify the school committee of the date by which the proposed budget of the school committee shall be submitted to the mayor. The mayor and the superintendent of schools shall coordinate the dates and times of the school committee's budget process under the General Laws.

Section 6-4**Action on the Operating Budget.**

(a)

Public Hearing - The city council shall publish in at least 1 newspaper of general circulation in the city a notice of the proposed operating budget as submitted by the mayor. The notice shall state (1) the times and places where copies of the entire proposed operating budget are available for inspection by the public, and (2) the date, time and place not less than 14 days after its publication, when a public hearing on the proposed operating budget will be held by the city council.

(b)

Adoption of the Budget - The city council shall adopt the proposed operating budget, with or without amendments, within 45 days following the date the proposed budget is filed with the city clerk. In amending the proposed operating budget, the city council may delete or decrease any amounts except expenditures required by law, but except on the recommendation of the mayor, the city council shall not increase any item in or the total of the proposed operating budget, unless otherwise authorized by the general laws. If the city council fails to take action on any item in the proposed operating budget within 45 days after its receipt, that amount shall, without any action by the city council, become a part of the appropriations for the year, and be available for the purposes specified.

State Law Summary General Law - Part I, Title VII, Chapter 44, Section 32

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.

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.).

Long range operating plans outline projected revenues, expenditures, and service levels over multiple years, allowing a City to align day-to day budgeting with long term strategic goals. By forecasting future costs and resources, these plans help identify funding gaps, guide policy decisions, and ensure that capital projects, staffing and service expansion are financially sustainable, making the City's strategic priorities achievable over time.

REVENUES

Tax Levy: **$132,884,848**

The tax levy is the City's primary revenue source, comprising approximately 32.7% of the City's total general fund revenues ($406,109,862) forecasted for the FY2026 operating budget. Residential property values pay 58% of the total property taxes, while commercial, industrial, and personal property values pay 42%. The City has a split tax rate of 1.75, which translates to a residential rate of $11.39/m. and commercial rate of $23/m1. for FY2025. FY2026 Tax Rates will be set in Nov/Dec 2025.

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; It is recommended by the City's Assessor that the growth estimate to be used for FY2026 is approximately $2 million.

In FY2025, the City's levy limit was $183,889,953. 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 FY2026 is $209,498,785. The city's overall levy limit, when including 2.5% increase per Proposition 2½ and $2 million of new growth, is estimated to be $190,485,202 for FY2026 which is an increase of 3.6% over the previous fiscal year.

Local Receipts: $18,694,112

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 decreased its estimate for local receipts by $191,426 for FY2026. Decreases in Other Departmental Revenue, Licenses & Permits, Investment Income and Misc Recurring Revenue contributed to the overall decrease in the total local receipts.

Most other local receipts are level funded as the FY2025 estimated amounts, with exception to Motor Vehicle Excise and Othe Excise Taxes, which are estimated to increase. 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% each year for FY2026 through FY2029.

Cherry Sheet Revenue (State Aid): $139,303,170

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, based on the preliminary data available in May 2025, the City of Everett estimates a 7.1% increase to prior year.

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 FY2027 appropriation by 3% each year through FY2029.

Enterprise Fund Revenue: $22,633,043

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 $ 22.04 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 FY2026.

We also have the enterprise fund for Everett Cable Television (ECTV). The estimated revenue for FY2026 is $583,731 which is a 3.2% increase from FY2025 projected revenue. We anticipate a 0% increase for FY2026 through 2029.

Other Financial Resources – Recurring: $33,992,335

The administration is proposing to use $23.2 million dollars from the "casino mitigation funds" to reduce the tax rate in FY2026. As such, the City has budgeted $33.9 million of "other financial sources" for the FY2026 budget in its financial forecast. This includes an estimate of $4.0M annually of free cash to reduce the tax rate for FY2027 through FY2029. For FY2026 the City is going to use $5.0M to reduce the tax rate in FY26.

EXPENSES

City Departments:

General Government: $11,835,482
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 FY2024, the administration has increased most salaries with a 3% COLA. In FY2026, some salaries have been adjusted to reflect the results of new hires and some reclassifications.

The estimated expense increases for general government services for the City is estimated at 2.5% for FY2026 through FY2029.

Public Safety: $46,070,144
Departments under Public Safety include Police, Fire, Inspectional Services (ISD), and E-911. Patrolmen, Parking Enforcement and Fire settled their contracts in FY2024, Superior officers and 911 in FY25. Currently renegotiating Patrolmen, Superior Officers and Fire Contracts. The City has been able to fully staff patrol and fire shifts to meet the growing needs of the City. The City invested 0.3M in police accreditation and technology initiatives. The fire department has been able to utilize their ambulance credits to offset expenses related with the ambulance operations. Additionally, the ISD Electric Division has been able substantially reduce our electricity costs through solar panel credit, which totaled 1.5M.

It is estimated that public safety expenses will increase by 2.5% for FY2026 through FY2029.

Department of Public Works: $16,991,271
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 this budget cycle, we realigned personnel with their functions within DPW and moved all clerical positions to thew Admin/Executive/Fleet Department to improve accountability and transparency.

Expense increases for DPW are projected to increase by 2.5% per year due for FY2026 through FY2029.

Health and Human Services: $5,741,691
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 the current fiscal year, we struggled to fill nursing positions in our schools, which resulted in increased reliance on Cataldo nurses. Filling all school nursing positions remains a challenge in FY26, and our budget reflects this reality in response to the growing needs of our schools. The City continues to invest in public health, drug prevention initiatives, and support for our veterans and elderly residents through transportation services and other community programs.

Expenses in health and human services are projected to increase by 2.5% per year due for FY2026 through FY2029.

Libraries and Recreation: $2,350,961

Departments under Libraries and Recreation include the City's two libraries (Parlin and Shute), as well as the Office of Youth Development and Wellness. In FY2026 we budgeted a 12% increase in Library. We were able to apply ARPA funds and utilize Revolving Recreation Fund to offset program costs, resulting in significant decrease in city expenses in this area. Our recreation center is currently undergoing renovations and we are planning to reopen in November.

Expenses in Libraries and Recreation are projected to increase by 2.5% per year for FY2026 through FY2029 due to normal increases in salaries and expenses.

School Department:

Everett Public Schools: $142,154,420

The School Committee oversees the budget process for the schools, and meets 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: $10,523,085

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. 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 2025.

Fixed Costs – all other fixed costs: $64,052,049

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 18% of the total budget in FY2026. 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. FY2026 for each fixed cost are as follows:

- Retirement Assessment – 5% increase YOY;
- Health Insurance – 24% increase YOY;
- FICA – 6% increase YOY;
- Property/ Liability Insurance – 7.4% increase YOY;
- Employee Insurance/ Life – 9.1% decrease YOY;
- Unemployment Compensation – Level Funded;
- Employee Injuries – Level Funded.

Water/Sewer Department – Enterprise Fund

Enterprise Fund Expenses: $22,627,639

Expenses in the enterprise fund represent personnel, expenses, contracted services, assessments, and debt service costs. Expenses in the funds are projected to rise from FY2026 to FY2029 as follows:

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

Other Expenditures

Cherry Sheet Assessment: $20,797,872

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 3% over the previous fiscal year.

It is projected that the Cherry Sheet assessment from the Commonwealth will increase 3% from FY2026 to FY2029.

Miscellaneous Other Expenditures: $2,337,633

- 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 FY2026 through FY2029; 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: $147,889

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: $133,694

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 FY2026 to FY2029.

- Court Judgements: $56,050

Payments the city must make due to the legal judgements or court-ordered settlements that arise during the fiscal year. These are often unplanned or non-discretionary expenses that the municipality is legally obliged to pay.

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 FY2026 budget will continue to be the basis for all future financial planning for the City of Everett.

Fiscal Year 2026 Five Year Financial Forecast

** Note - the financial forecast is completed using historical trends and data.*

	FY25 RECAP	FY26 MAYOR RECOM	FY27 PROJECTED	FY28 PROJECTED	FY29 PROJECTED
REVENUES					
TAX LEVY					
PRIOR YEAR LEVY LIMIT	175,213,739	183,889,953	190,487,202	197,249,382	204,180,616
PROPOSITION 2.5 INCREASE TO LEVY	4,380,343	4,597,249	4,762,180	4,931,235	5,104,515
NEW GROWTH	4,295,871	2,000,000	2,000,000	2,000,000	2,000,000
AMENDED NEW GROWTH (prior year)					
TAX LEVY LIMIT	183,889,953	190,487,202	197,249,382	204,180,616	211,285,132
LEVY LIMIT	183,889,953	190,487,202	197,249,382	204,180,616	211,285,132
LEVY CEILING	201,441,139	209,498,785	217,878,736	226,593,885	235,657,641
LOCAL RECEIPTS					
MVX	4,400,000	4,500,000	4,590,000	4,681,800	4,775,436
OTHER EXCISE	3,950,000	4,900,000	4,998,000	5,097,960	5,199,919
INTEREST ON TAXES	400,000	400,000	408,000	416,160	424,483
IN LIEU OF TAXES	14,112	14,112	14,394	14,682	14,976
CHARGES FOR SVCS	40,000	40,000	40,800	41,616	42,448
FEES	550,000	550,000	561,000	572,220	583,664
RENTALS	15,000	15,000	15,300	15,606	15,918
OTHER DEPT REVENUE	175,000	125,000	127,500	130,050	132,651
LICENCES & PERMITS	3,300,000	3,000,000	3,060,000	3,121,200	3,183,624
FINES & FORFEITS	1,700,000	1,750,000	1,785,000	1,820,700	1,857,114
INVESTMENT INCOME	3,250,000	2,500,000	2,550,000	2,601,000	2,653,020
MISC. RECURRING (INCLUDES MEDICAID/MEDICARE D)	1,091,426	900,000	918,000	936,360	955,087
MISC. NON-RECURRING	-	-	-	-	-
TOTAL: LOCAL RECEIPTS	18,885,538	18,694,112	19,067,994	19,449,354	19,838,341
CHERRY SHEET REVENUE	130,020,347	139,303,170	143,482,265	147,786,733	152,220,335
OTHER FINANCIAL SOURCES (OFS)					
Free Cash Appropriations (page 4 column c)					
Other Available Funds (page 4 column d)					
Other Sources to reduce the Tax Rate					
Free Cash to Reduce the Tax Rate	10,000,000	5,000,000	4,000,000	4,000,000	4,000,000
Pilot- 121A Agreement	22,628,164	23,193,868	23,773,715	24,368,058	24,977,259
Community Impact fee	5,657,041	5,798,467	5,943,429	6,092,014	6,244,315
OTHER FINANCIAL SOURCES total	38,285,205	33,992,335	33,717,144	34,460,072	35,221,574
ENTERPRISE FUNDS					
WATER/SEWER ENTERPRISE FUND	22,492,927	23,049,312	23,510,298	23,980,504	24,460,114
ECTV	565,832	583,731	583,731	583,731	583,731
TOTAL ENTERPRISE FUND REVENUE	23,058,759	23,633,043	24,094,029	24,564,235	25,043,845
GRAND TOTAL: ALL REVENUES	**394,139,802**	**406,109,862**	**417,610,814**	**430,441,011**	**443,609,227**

Fiscal Year 2026 Five Year Financial Forecast

** Note - the financial forecast is completed using historical trends and data.*

	FY25 RECAP	FY26 MAYOR RECOM	FY27 PROJECTED	FY28 PROJECTED	FY29 PROJECTED
EXPENDITURES					
GENERAL GOVERNMENT - 100's					
CITY COUNCIL	566,061	609,476	624,713	640,331	656,339
MAYOR	1,003,074	1,062,078	1,088,630	1,115,846	1,143,742
DEI	517,850	486,662	498,829	511,299	524,082
CONSTITUENT SERVICES	446,248	435,757	446,651	457,817	469,263
AUDITOR/CFO	852,512	725,596	743,736	762,329	781,388
PURCHASING	152,692	199,387	204,372	209,481	214,718
ASSESSORS	813,573	828,221	848,927	870,150	891,903
TREASURER/COLLECTOR	1,382,245	1,822,188	1,867,743	1,914,436	1,962,297
SOLICITOR	659,127	675,257	692,138	709,442	727,178
HUMAN RESOURCES	1,596,772	2,532,635	2,595,951	2,660,850	2,727,371
INFORMATION TECHNOLOGY	1,063,949	1,136,120	1,164,523	1,193,636	1,223,477
CITY CLERK	469,123	515,043	527,919	541,117	554,645
ELECTIONS/REGISTRATION	699,924	756,681	775,598	794,988	814,863
LICENSING BOARD	7,700	7,700	7,893	8,090	8,292
CONSERVATION	16,285	13,085	13,412	13,747	14,091
PLANNING BOARD	14,400	14,400	14,760	15,129	15,507
APPEALS BOARD	15,196	15,196	15,576	15,965	16,364
TOTAL: GENERAL GOVERNMENT	10,276,731	11,835,482	12,131,369	12,434,653	12,745,520
PUBLIC SAFETY - 200's					
POLICE	20,255,992	21,793,204	22,338,034	22,896,485	23,468,897
FIRE	17,952,117	18,253,770	18,710,114	19,177,867	19,657,314
INSPECTIONAL SERVICES	5,615,415	4,339,904	4,448,402	4,559,612	4,673,602
EMERGENCY COMMUNICATIONS CENTER	1,473,940	1,683,266	1,725,348	1,768,481	1,812,693
TOTAL: PUBLIC SAFETY	45,297,464	46,070,144	47,221,898	48,402,445	49,612,506
CITY SERVICES FACILITY - 400's					
Executive (490)	2,546,188	2,748,214	2,816,919	2,887,342	2,959,526
Facilities Maintenance (491)	2,736,420	2,842,492	2,913,554	2,986,393	3,061,053
Engineering (492)	1,136,180	1,170,373	1,199,632	1,229,623	1,260,364
Parks and Cemetery (493)	2,465,624	2,630,724	2,696,492	2,763,904	2,833,002
Stadium (494)	36,500	36,500	37,413	38,348	39,307
Highway (495)	1,953,475	1,828,879	1,874,601	1,921,466	1,969,503
Snow and Ice (496)	482,500	585,000	599,625	614,616	629,981
Solid Waste (497)	4,924,610	5,149,090	5,277,817	5,409,762	5,545,006
TOTAL: CITY SERVICES	16,281,497	16,991,271	17,416,053	17,851,455	18,297,741

Fiscal Year 2026 Five Year Financial Forecast

** Note - the financial forecast is completed using historical trends and data.*

	FY25 RECAP	FY26 MAYOR RECOM	FY27 PROJECTED	FY28 PROJECTED	FY29 PROJECTED
EXPENDITURES					
HUMAN SERVICES - 500's					
HEALTH SERVICES	2,613,767	3,086,456	3,163,617	3,242,708	3,323,776
PLANNING AND DEVELOPMENT	849,443	856,578	877,992	899,942	922,441
TRANSPORTATION	481,253	495,832	508,228	520,933	533,957
COUNCIL ON AGING	89,500	107,500	110,188	112,942	115,766
VETERANS AGENT	485,530	509,470	522,207	535,262	548,643
COMMISSION ON DISABILITY	10,950	10,950	11,224	11,504	11,792
HUMAN SERVICES	592,546	674,905	691,778	709,072	726,799
TOTAL: HUMAN SERVICES	5,122,989	5,741,691	5,885,233	6,032,364	6,183,173
LIBRARIES AND RECREATION					
LIBRARY	1,429,664	1,598,761	1,638,730	1,679,698	3,443,381
YOUTH DEVELOPMENT AND ENRICHMENT	1,117,088	752,200	1,214,456	1,244,817	2,551,876
TOTAL: CULTURAL AND RECREATIONAL	2,546,752	2,350,961	2,853,186	2,924,516	5,995,257
SUBTOTAL - CITY DEPARTMENT COSTS	**79,525,433**	**82,989,549**	**85,507,739**	**87,645,433**	**92,834,197**
FIXED COSTS					
RETIREMENT OF LONG TERM CAPITAL DEBT PRINCIPAL	8,037,415	7,936,415	8,253,872	8,584,026	11,295,993
RETIREMENT OF LONG TERM CAPITAL DEBT INTEREST	3,081,185	2,586,670	2,716,004	2,851,804	-
SHORT TERM DEBT INTEREST	-	-	-	-	
EVERETT RETIREMENT ASSESSMENT	20,406,927	21,435,962	22,400,580	23,408,606	24,461,994
UNEMPLOYMENT COMPENSATION	175,000	175,000	179,375	183,859	188,456
EMPLOYEE INSURANCE - LIFE	88,000	80,000	82,000	84,050	86,151
EMPLOYEE INSURANCE - HEALTH	28,402,176	35,261,421	36,142,957	37,046,530	37,972,694
EMPLOYEE INSURANCE - AD + D	30,800	33,000	33,825	34,671	35,537
FICA	2,536,949	2,689,166	2,756,395	2,825,305	2,895,938
EMPLOYEE INJURIES	1,377,500	1,377,500	1,411,938	1,447,236	1,483,417
PROPERTY/LIABILITY INSURANCE	2,792,472	3,000,000	3,075,000	3,151,875	3,230,672
SUBTOTAL - FIXED COSTS (CITY & SCHOOL)	**66,928,424**	**74,575,134**	**77,051,945**	**79,617,963**	**81,650,851**
EDUCATION					
(includes Special Ed Transportation)	135,307,416	142,154,420	145,708,281	149,350,988	153,084,762
SUBTOTAL - SCHOOL DEPARTMENT	**135,307,416**	**142,154,420**	**145,708,281**	**149,350,988**	**153,084,762**
SUBTOTAL: GENERAL FUND	**281,761,273**	**299,719,103**	**308,267,964**	**316,614,383**	**327,569,811**

Fiscal Year 2026 Five Year Financial Forecast

** Note - the financial forecast is completed using historical trends and data.*

	FY25 RECAP	FY26 MAYOR RECOM	FY27 PROJECTED	FY28 PROJECTED	FY29 PROJECTED
EXPENDITURES					
WATER/SEWER ENTERPRISE					
SALARIES	1,330,445	1,353,031	1,386,857	1,421,528	1,457,066
EXPENSES	950,900	1,006,900	1,032,073	1,057,874	1,084,321
CAPITAL OUTLAY	155,000	155,000	155,000	155,000	155,000
LONG TERM DEBT - PRINCIPAL AND INTEREST	1,767,960	1,789,111	1,329,052	1,266,343	1,564,879
MWRA ASSESSMENT	17,333,203	17,739,866	18,804,258	19,932,513	21,128,464
ECTV	565,832	583,731	583,731	583,731	583,731
SUBTOTAL: ENTERPRISE	**22,103,340**	**22,627,639**	**23,290,970**	**24,416,990**	**25,973,462**
SUBTOTAL: CITY, SCHOOL, AND ENTERPRISE	**303,864,613**	**322,346,742**	**331,558,934**	**341,031,373**	**353,543,272**
OTHER EXPENDITURES					
CHERRY SHEET ASSESSMENT	20,976,618	23,823,133	24,537,827	25,273,962	26,032,181
CHERRY SHEET OFFSET	124,995	133,694	137,705	141,836	146,091
OVERLAY	2,027,996	2,000,000	2,050,000	2,101,250	2,153,781
Court Judgements	14,859	56,050			
Other deficits					
SNOW AND ICE DEFICIT	-	147,889	150,000	150,000	150,000
OTHER DEFICITS RAISED ON RECAP					
Water/Sewer Enterprise Fund Deficit					
Overlay Deficit/Appropriation Deficit					
SUPPLEMENTAL APPROPRIATIONS					
Raise and Appropriate	503,286				
From Free Cash					
From Stabilization					
From Other Available Funds (pg. 4 of recap)					
TOTAL: OTHER EXPENDITURES	**23,647,754**	**26,160,766**	**26,875,532**	**27,667,048**	**28,482,053**
GRAND TOTAL: ALL EXPENDITURES	**327,512,367**	**348,507,508**	**358,434,466**	**368,698,421**	**382,025,325**
BUDGET GAP	**66,627,435**	**57,602,354**	**59,176,348**	**61,742,590**	**61,583,902**

Balanced Budget

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 formats
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 related 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.

Financial Reserve Policies and Graphs

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 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).

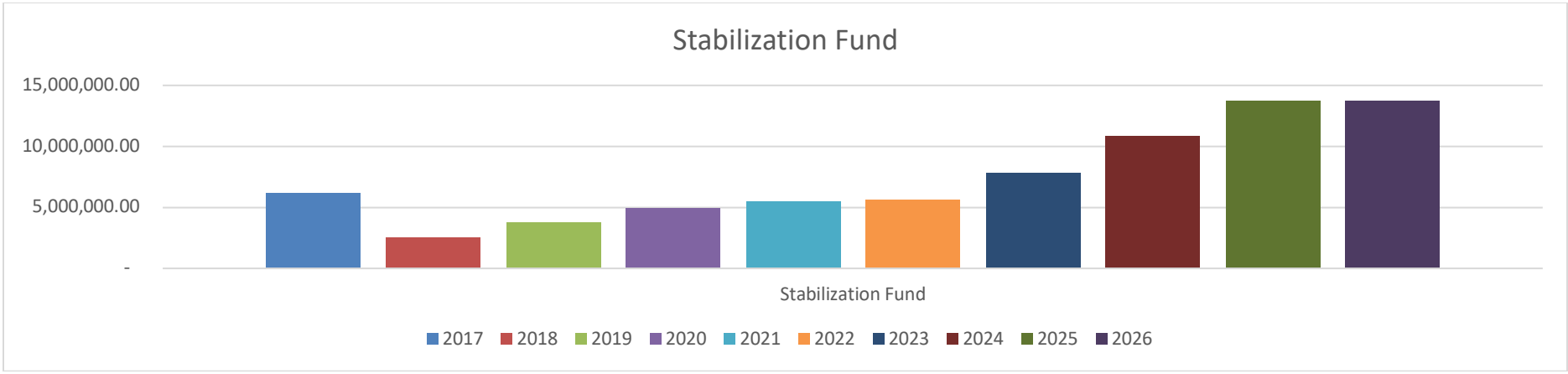
The stabilization fund should only be used for the following circumstances:

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 2025, the balance of the City's Stabilization Fund is $13,713,644. In FY2026 we are projecting that the stabilization fund will remain at the same level. The City plans to replenish the 2.5 million in reserve funds that will be used for capital projects.



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

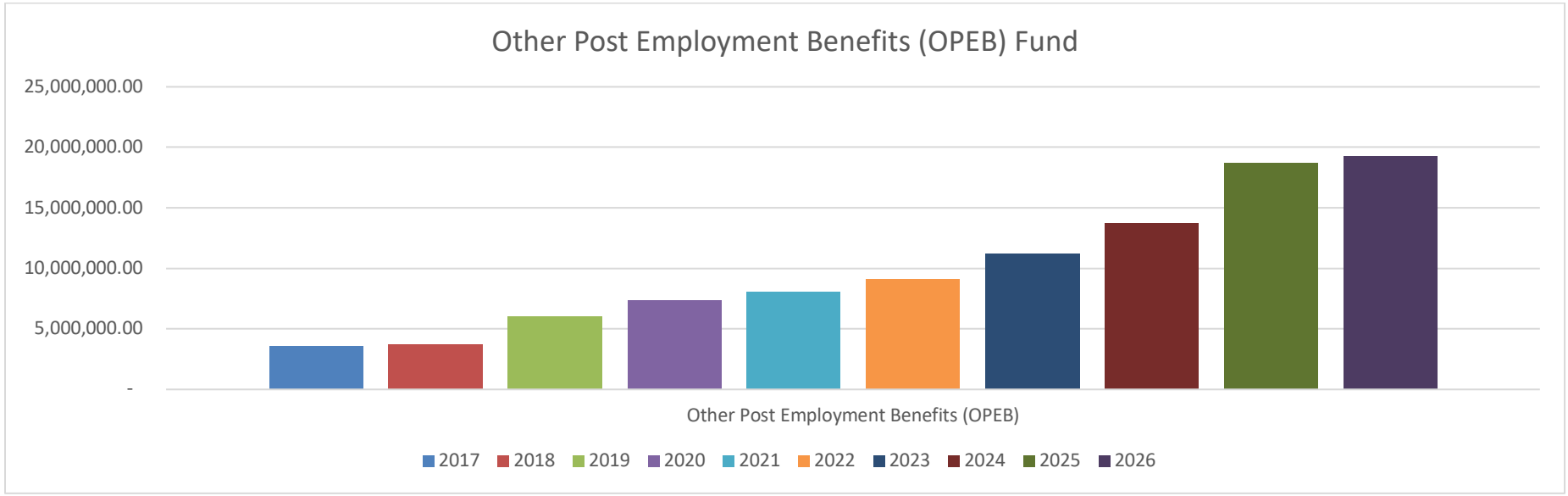
The City is mandated by the Governmental Accounting Standards Board (GASB) to start accounting for Other Post Employment Benefit (OPEB) as outlined in Statement 45. In FY2014, the Administration brought forward a council order to adopt Massachusetts General Law (MGL) Chapter 32b, Section 20 (OPEB Liability 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 15% of the Free Cash certified is transferred to this fund. i
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. Per our FY2024 Comprehensive Annual Financial Report, the unfunded OPEB liability for the City as of June 30, 2024 is $298,485,073.



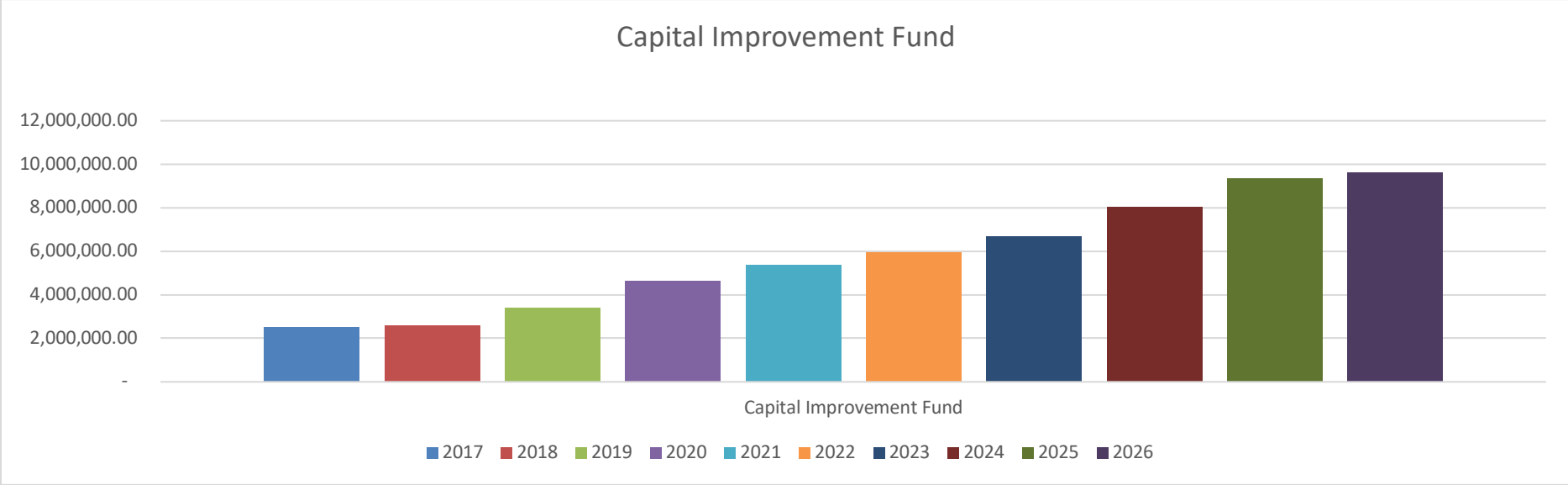
Capital Improvement Stabilization Fund (CIP Fund)

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. Twenty percent (20%) of any free cash will be allocated from free cash to the CIP Fund.

The balance of this fund is $9,342,541, as of 6/30/25. 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.



Budgetary Fund Balance - a.k.a. "Free Cash"

General Fund

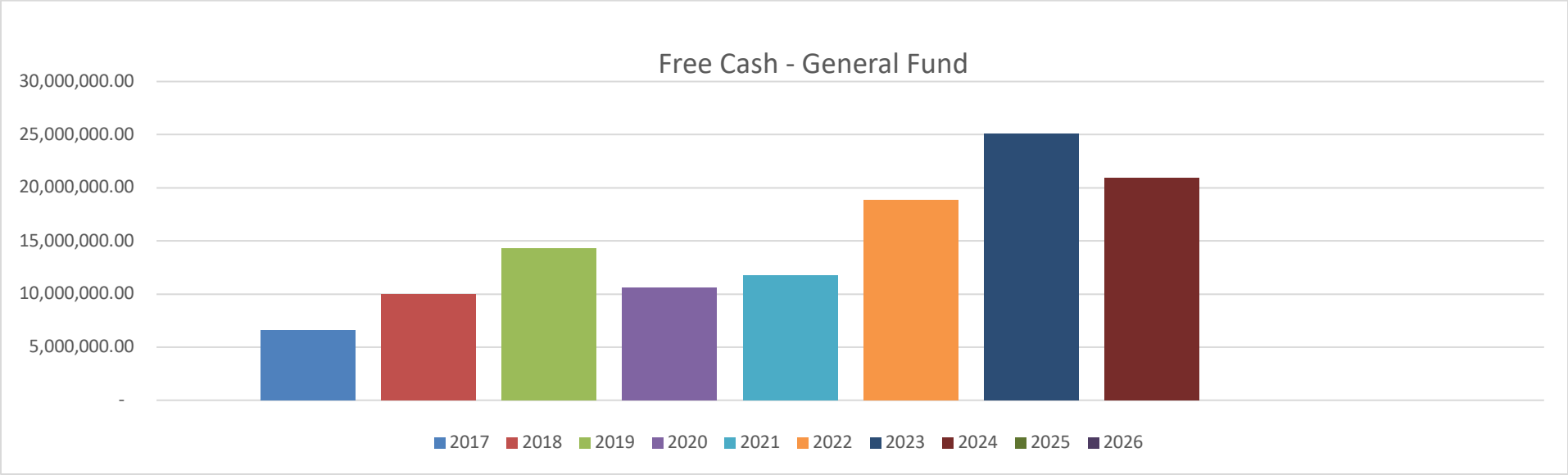
Free cash is the remaining, unrestricted funds from operations of the previous fiscal year including unexpended free cash from the previous year, actual receipts in excess of revenue estimates shown on the tax rate recapitulation sheet, and unspent amounts in budget line-items. Unpaid property taxes 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 un-funded 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.



* Free Cash as certified by the Massachusetts Department of Revenue (DOR)

Budgetary Fund Balance - a.k.a. "Retained Earnings"

Water/Sewer Enterprise Fund

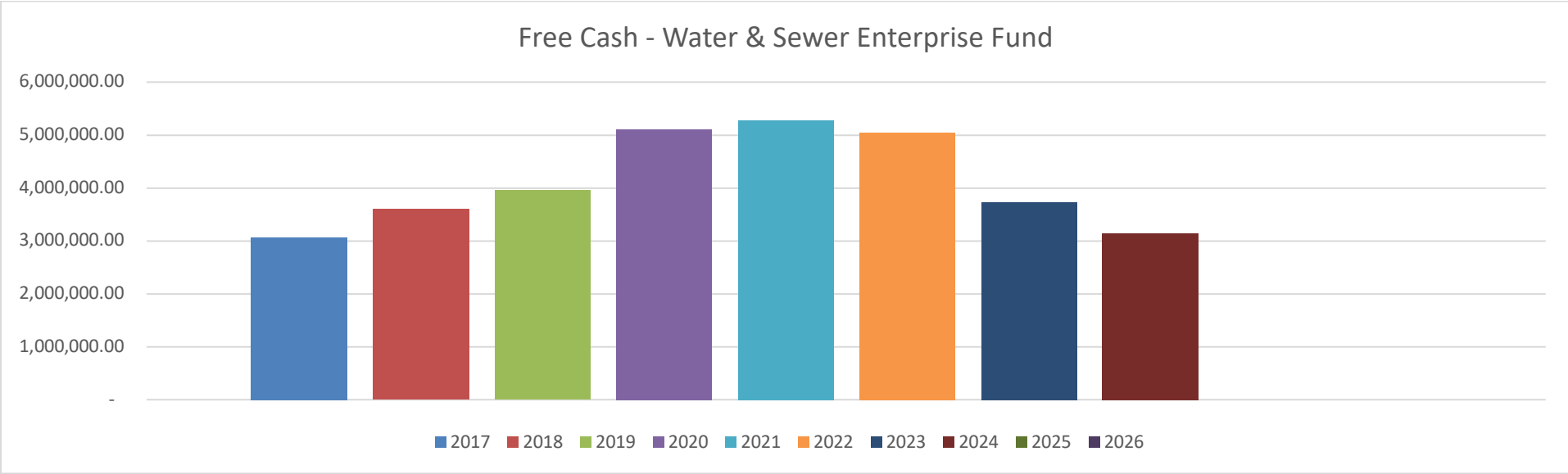
Retained Earnings is the portion of Net Assets Unrestricted that is certified by the Department of Revenue as available for appropriation. Certification requires submission of a June 30 balance sheet accompanied by all information necessary to calculate free cash in the General Fund. Once certified, 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.



* Free Cash as certified by the Massachusetts Department of Revenue (DOR)

Capital Improvement and Debt Policies

Capital Improvement 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 $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.

CITY OF EVERETT

INVESTMENT POLICY STATEMENT

The primary purpose of this Investment Policy Statement (IPS) is to provide a clear understanding regarding the City of Everett (the "City") Long Term Funds and, General Fund objectives, goals, risk tolerance, and investment guidelines established for the investment of City funds.

I. The Investment of General Funds, Special Revenue Funds, Enterprise Funds, and Capital Projects Funds.

A. Scope

This section of the IPS applies only to short term operating funds such as general funds, special revenue funds, enterprise funds, bond proceeds and capital project funds. The City has a separate Investment Policy Statement related to the OPEB trust funds and the Everett Retirement Board is responsible for the investment of the pension funds.

B. Investment Instruments

Note: Public investments in Massachusetts are not protected through provisions in State law.

The Treasurer may invest in the following instruments:

- Massachusetts State pooled fund: Unlimited amounts (Pool is liquid) The Massachusetts Municipal Depository Trust (MMDT), an investment pool for state, local, county and other independent governmental authorities, is under the auspices of the State Treasurer. It invests in Bankers Acceptances, Commercial Paper of high quality, Bank Certificates of Deposit, Repurchase agreements (Repos), and U. S. Treasury Obligations. It has Federal Deposit Insurance Corporation (F.D.I.C.) pass-through insurance on the CD's up to the standard limits and takes delivery on the Repos and Treasuries. Under Government Accounting Standards Board Regulation (GASB III), it is not considered an uncollateralized product.
- U. S. Treasuries that will be held to maturity: Unlimited amounts (Up to one-year maturity from date of purchase)

- U.S. Agency obligations that will be held to maturity. Unlimited amounts (Up to one-year maturity from date of purchase)
- Bank accounts or Certificates of Deposit ("CDs") (Up to one year) which are fully collateralized through a third party agreement: Unlimited Amounts
- Bank accounts and CDs (Up to one year) insured by F.D.I.C. up to the coverage limit. All bank accounts and CDs in one institution are considered in the aggregate for the insurance coverage limit. In some cases, Banking Institutions carry additional insurance, Depository Insurance Fund (D.I.F.): Contact banking representative for amounts of coverage.
- Unsecured bank deposits of any kind such as other checking, savings, money market, or Certificates of Deposit accounts at Banks that do not fit the above categories. These investments are subject to the following limitations: No more than 5% of an institution's assets and no more than 25% of a municipality's cash may be comprised of unsecured bank deposits. This percentage may be increased for not more than 30 days during times of heavy collection or in anticipation of large payments that will be made by the entity in the near future. For example, these payments may be for such items as debt service payment. Their credit worthiness will be tracked by Veribanc, or other bank credit worthiness reporting systems. They will be diversified as much as possible. CDs will be purchased for no more than one year and will be reviewed frequently.
- Money Market Mutual Funds that are registered with the Securities and Exchange Commission that have received the highest possible rating from at least one nationally recognized statistical rating organization and as otherwise referenced in the Massachusetts General Law Chapter 44 Section 55.

C. Diversification

Diversification should be interpreted in two ways: in terms of maturity as well as instrument type and issuer. The diversification concept should include prohibition against over concentration of maturities, as well as concentration in a specific institution. With the exception of U.S. Treasury obligations or investments fully collateralized by U.S. Treasuries or agencies, and State pools (MMDT), no more than 25% of the City's investments shall be invested in a single financial institution.

D. Authorization

The Treasurer has authority to invest entity funds, subject to the statutes of the Commonwealth Massachusetts General Law Chapter 44 Section 55,55A, & 55B.

E. Restrictions

Chapter 44, Section 55 set forth several restrictions that the Treasurer must be aware of when making investment selections.

- The Treasurer shall not at any one time have on deposit in a bank or trust company an amount exceeding 60% of the capital and surplus of such bank or trust company, or banking company, unless satisfactory security is given to it by such bank or trust company, or banking company for such excess.
- The treasurer shall not make a deposit in any bank, trust company or banking company with which he is, or for any time during the three years immediately preceding the date of any such deposit was, associated as an officer or employee.
- All securities shall have a maturity from date of purchase of one year or less.
- Purchases under an agreement with a trust company, national bank or Banking Company to repurchase at not less than original purchase price of said securities on a fixed date shall not exceed ninety days.

F. Legal References

Massachusetts General Law Chapter 44, Section 55
Massachusetts General Law Chapter 44, Section 55A
Massachusetts General Law Chapter 44; Section 55B

II. The Investment of Long Term Funds

A. Scope

This section of the IPS applies only to funds that are designated as long term, i.e. trust funds, stabilization funds, cemetery perpetual care, City preservation act and other funds the City may have set aside for long term use.

All accounts will be maintained separately receiving their proportionate interest and any realized and unrealized gains or losses. The account may be established as a pooled investment portfolio unless otherwise stated. Any additional accounts will be maintained in this same manner.

B. Authority

Massachusetts General Law Chapter 44, section 54 pertains to the investment of Trust Funds, Chapter 40 Section 5B pertains to the investment of Stabilization Funds and, Chapter 44B section 7 pertains to the investments of City Preservation Funds. All trust funds shall fall under the control of the entity's Treasurer unless otherwise provided or directed by the donor.

If the trust fund results from a gift, grant or bequest from a private donor, and the private donor specifies how the trust shall be invested; the trust fund shall be invested in accordance with the terms of the gift, grant or bequest. If there is a conflict between such donor terms and

this Section II, the donor terms shall govern, subject to the general principles of prudence set forth in the Policy.

C. Investment Instruments

M.G.L. Chapter 44 section 54 states that money should be deposited into savings bank, trust companies incorporated under the laws of the Commonwealth, banking companies incorporated under the laws of the Commonwealth which are members of the Federal Deposit Insurance Corporation, or national banks, or invested in participation units in a combined investment fund under section thirty-eight A of chapter twenty-nine, or in a paid–up shares and accounts of and in co-operative banks, or in shares of savings and loan associations or in share or savings deposits of federal savings and loan associations doing business in the commonwealth.

Additionally, the City may invest such funds in securities, other than mortgages or collateral loans, which are legal for the investment of funds of savings banks under the laws of the commonwealth; provided, that not more than fifteen percent (15%) of any such trust funds shall be invested in bank stocks and insurance company stocks, nor shall more than one and one-half percent (1 ½%) of such funds be invested in the stock of any one bank or insurance company.

The Treasurer may invest in the following instruments:

- U. S. Treasuries that maybe sold prior to maturity: Unlimited amounts (With no limit to the length of maturity from date of purchase)
- U.S. Agency obligations that maybe sold prior to maturity. Unlimited amounts (With no limit to the length of maturity from date of purchase)
- Bank accounts or Certificates of Deposit ("CDs") Unlimited amounts (With no limit to the length of maturity from date of purchase), which is fully collateralized through a third party agreement:
- Bank accounts and CDs (With no limit to the length of maturity from date of purchase) fully insured by F.D.I.C. and in some cases also Depository Insurance Fund of Massachusetts (D.I.F.): All bank accounts and CDs in one institution are considered in the aggregate to receive the insurance coverage limit.
- Unsecured bank deposits of any kind such as other checking, savings, money market, or Certificates of Deposit accounts at Banks that do not fit the above categories. These investments are subject to the following limitations: These investments will be limited to no more than 5% of an institution's assets and no more than 25% of a municipality's cash. This percentage may be increase for not more than 30 days during times of heavy collection or in anticipation of large payments that will be made by the City in the near future. These payments maybe for such items as debt service payment or regional school assessments. Their credit worthiness will be tracked by Veribanc, or other bank credit worthiness reporting systems. They will be diversified as much as possible. CDs will be purchased with no limit to the length of maturity from the date of purchase and will be reviewed frequently.

- Common and preferred stock that are listed in the List of Legal Investments.
- Investment Funds that are listed in the List of Legal Investments.
- All other items not separately identified here that are listed in the List of Legal Investments.

D. Standards of Care

The standard of prudence to be used by the Treasurer shall be the "Prudent Person" standard and shall be applied in the context of managing an overall portfolio. The Treasurer acting in accordance with written procedures and this IPS, and exercising reasonable due diligence, shall be relieved of personal responsibility for an individual security's credit risk or market price changes, provided the purchases and sale of securities is carried out in accordance with the terms of this IPS and the associated Massachusetts General Laws.

Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion, and intelligence exercise in the management of their own affairs; not for speculation, but for investment considering the probable safety of their capital as well as the probable income to be derived.

In addition, this section would also apply to M.G.L. Chapter 44 Section 55A which refers to the liability of the Treasurer for losses due to bankruptcy.

E. Diversification

Diversification should be interpreted in two ways: in terms of maturity as well as instrument type and issuer. The diversification concept should include prohibition against over concentration of maturities, as well as concentration in a specific institution, with the exception of U.S. Treasury obligations or investments fully collateralized by U.S. Treasuries or agencies.

F. Legal References

Massachusetts General Law Chapter 40, Section 5B
Massachusetts General Law Chapter 44, Section 54
Massachusetts General Law Chapter 44, Section 55A
Massachusetts General Law Chapter 44, Section 55B
Massachusetts General Law Chapter 44B, Section 7

Trust Funds may be co-mingled and invested in any instruments allowed by the Commonwealth of Massachusetts list of Legal Investments Legal issued by the Banking Commissioner each July. Each trust fund must be accounted for separately. Chapter 44 Section 54 sets forth that Treasurers may invest in instruments that are legal for savings banks. This list of investments is included in the Commonwealth of Massachusetts List of Legal Investments, Chapter 167 Section 15A.

III. General Provisions

A. Objective

Massachusetts General Laws, Chapter 44, section 55B requires the Entity's Treasurer to invest all public funds except those required to be kept uninvested for purposes of immediate distribution.

This section also requires that invested funds are to be placed at the highest possible rate of interest reasonably available, taking into account the acceptable levels of safety, liquidity and yield. Therefore, these guidelines are intended to further the objective of securing the highest reasonable return available that is consistent with safety of principal while meeting the daily cash requirements for the operation of the entity's business.

- Safety of principal is the foremost objective of the investment program. Investments shall be undertaken in a manner that seeks to preserve capital through the mitigation of credit risk and interest rate risk. These risks shall be mitigated by the diversification and prudent selection of investment instruments, and choice of depository. Credit risk is the risk of loss due to the failure of the security issuer or backer. Interest rate risk is the risk that the market value of the security will fall due to changes in general interest rates.
- Liquidity is the next most important objective. The overall investment portfolio shall remain sufficiently liquid to meet all operating requirements that may be reasonably anticipated. Since all possible cash demands cannot be anticipated, the treasurer shall attempt to carry out investment activities in a manner that provides for meeting unusual or unexpected cash demands without requiring the liquidation of investments that could result in forfeiture of accrued interest earnings, and loss of principal in some cases.
- Yield is the third, and last, objective. Investments shall be undertaken so as to achieve a fair market average rate of return, taking into account safety and liquidity constraints as well as all legal requirements.

B. Risk Tolerance

- Credit Risk

"Credit risk" is the risk that an issuer or other counterparty to an investment will not fulfill its obligations.

The City will manage credit risk several ways. There will be no limit to the amount of United States Treasury and United States Government Agency obligations. In regards to other investments, the City will only purchase investment grade securities with a high concentration in securities rated A or better. The City may invest in the Massachusetts Municipal Depository Trust (MMDT) with no limit to the amount of funds placed in the fund. The City may place funds in banking institutions as stated in Section C of this IPS.

- Custodial Risk

The "custodial credit risk" for deposits is the risk that, in the event of the failure of a depository financial institution, a municipality will not be able to recover deposits or will not be able to recover collateral securities that are in the possession of an outside party. The custodial credit risk for investments is the risk that, in the event of the failure of the counterparty to a transaction, a municipality will not be able to recover the value of investment or collateral securities that are in the possession of an outside party.

The City will review the financial institution's financial statements and the background of the Advisor. The intent of this qualification is to limit the City's exposure to only those institutions with a proven financial strength, Capital adequacy of the firm, and overall affirmative reputation in the municipal industry. Further, all securities not held directly by the City, will be held in the City's name and tax identification number by a third-party custodian approved by the Treasurer and evidenced by safekeeping receipts showing individual CUSIP numbers for each security.

- Concentration of Credit Risk

"Concentration of credit risk" is the risk of loss attributed to the magnitude of a government's investment in a single issuer.

The City will minimize concentration of credit risk by diversifying the investment portfolio so that the impact of potential losses from any one type of security or issuer will be minimized.

- Interest Rate Risk

"Interest rate risk" is the risk that changes in interest rates will adversely affect the fair value of an investment.

The City will manage interest rate risk by managing duration in the account.

- Foreign Currency Risk

"Foreign currency risk" is the risk that changes in foreign monetary exchange rates will adversely affect the fair value of an investment or a deposit.

The City will limit investment in any instrument exposed to foreign currency risk.

C. Ethics

The Treasurer (and Assistant Treasurer) shall refrain from any personal activity that may conflict with the proper execution of the investment program or which could impair or appear to impair ability to make impartial investment decisions. Said individuals shall disclose to the Chief Financial Officer any material financial interest in financial institutions that do business with the

City. They shall also disclose any large personal financial investment positions or loans that could be related to the performance of the City's investments.

D. Relationship with Financial Institutions

Financial institutions should be selected first and foremost with regard to their financial soundness and stability. The City may subscribe to the Veribanc Rating Service to evaluate the banking institutions with which it chooses to establish relationships. Brokers should be recognized, reputable dealers and members of the Financial Industry Regulatory Authority (FINRA).

In instances where the City does not purchase the Veribanc Rating Service, the Treasurer should request the banking institution's Veribanc rating from all of the banking institutions that are working with the City on a quarterly basis.

When using the Veribanc Rating Service the Treasurer may invest in such banks that show a green rating in a particular quarter. If a rating is yellow the Treasurer should contact the appropriate banking institution and request in writing an explanation of the change in rating and the expected time table for it to be changed to green. If for a second quarter such rating is not green, the Treasurer should consider removing all funds that are not collateralized, or carries some form of depositor's insurance. If a rating moves to red, all money should be immediately collateralized or covered by some form of depositor's insurance or be removed from the banking institution.

The Treasurer shall require any brokerage houses and broker/dealers wishing to do business with the municipality to supply the following information to the Treasurer on an annual basis:

- Annual Financial statements
- If acting as a Registered Investment Advisor, copy of their most recent Form ADV Part II report
- Errors & Omissions insurance amounting to, at a minimum, the total fair market value of the Trust Fund Portfolio
- A statement that the Advisor has read the municipality's IPS and will comply with it on an annual basis
- Annual review all advisors through www.finra.org: Broker Check

E. Reporting Requirements

On a quarterly basis, a report containing the following information will be prepared by the Treasurer and distributed to the Chief Financial Officer, as appropriate. The quarterly report will include the following information, as a minimum requirement:

- A listing of the individual accounts and individual securities held at the end of the reporting period.
- A listing of the short-term investment portfolio by security type and maturity to ensure compliance with the diversification and maturity guidelines established in the "Diversification" section of this IPS.
- A summary of the income earned on a monthly basis and year-to-date basis shall be reported.
- The Treasurer shall include in the report a brief statement of general market and economic conditions and other factors that may affect the entity's cash position.
- The report should demonstrate the degree of compliance with the tenets set forth in the IPS.

I Domenico D'Angelo, Treasurer of the City of Everett have reviewed this IPS and will manage the City's funds under my control in accordance with this IPS.

Domenico D'Angelo
Treasurer's Signature

Domenico D'Angelo
Treasurer's Printed Name

12/21/16
Date

Policy Name	Fraud Policy
Policy No.	GEN03.001

OBJECTIVE

To state the City's expectations surrounding fraud.

AUTHORITY

MGL Chapter 149, 185, 187, 268A, 268B

ADDITIONAL BACKGROUND

Fraud is commonly understood as dishonesty calculated for a personal advantage, whether to one's self or another related party, or to damage another party. Fraud can be committed through virtually any medium (i.e., wire, phone, mail, in person …).

With respect to Massachusetts municipalities, the most common type of fraud in the workplace today is *occupational fraud*.

Occupational fraud is defined by the City as the use of one's City position for personal enrichment through the deliberate misuse or misapplication of the City's resources or assets. Occupational fraud can involve

- the stealing of cash, City property or the misuse of City assets (i.e., using City vehicles for personal use);
- corruption, which is the wrongful use of one's position within the City for personal gain;
- bribery, which is the offer and acceptance of cash or other consideration to influence an official act;
- conflicts of interest (see also GEN02);
- illegal gratuities, which is the offer and acceptance of gifts in exchange for an official act;
- economic extortion, which is where a City official demands a third party to perform or make a payment to influence an official act; and
- falsification of financial information.

There are other types of fraud that may affect the City. City employees, elected and appointed officials should be aware of questionable behavior and business practices by their peers, members of the public and outside parties that place City assets at risk.

POLICY

Each City department head is responsible to evaluating their individual department's internal controls that serve to safeguard the City's assets and prevent theft and misappropriation.

The City's employees, elected and appointed officials must, at all times, comply with all applicable laws and regulations. The City will not condone the activities of its employees and/or officials who achieve results through violations of the law or unethical business dealings. All City activities shall be conducted to withstand the closest possible public scrutiny.

The City shall investigate all credible suspicions of fraud. All City employees, elected and appointed officials have a duty to cooperate with the City in its investigations.

A "whistle-blower" can expect the full protection of the City as stipulated in state and federal law.

City employees, elected and appointed officials who knowingly made false allegations will be subject to discipline, up to and including termination.

The Office of the Mayor shall be the only contact point for media issues that arise in connection with fraud. No unauthorized employee may speak to the media regarding any fraud issue. Failure to comply with this policy may result in discipline up to and including termination.

PROCEDURES

1. All suspected or known instances of fraud should be reported to a department head or, in the case the department head is suspected of the violation, to the Mayor.

2. All suspected or known instances of fraud involving the Mayor should be reported to the City Auditor.

3. The City shall investigate credible suspicions of fraud in a professional and timely manner. Where necessary, the City shall work with the City Police Chief.

4. At the conclusion of the investigation, the City shall determine whether there is sufficient evidentiary support to conclude on the suspected fraud incident. If so, the City shall use any and all available remedies at law, including referring the incident to the Attorney General.

See also fraud prevention policy approved by the Mayor and City Council, which supersedes this policy where any discrepancies exist.

REVENUE AND EXPENSE OVERVIEW

FY26 Budget - Changes from Mayor Recommended (Proposed) Budget to City Council Approved (Adopted) Budget (Variance Summary with Notes) includes Infographics

	GENERAL GOVERNMENT (100s)	Mayor's Recommended (Proposed) Budget	City Council Approved (Adopted) Budget	Variance	Variance %	Notes
111	CITY COUNCIL					
	Personnel Services	500,476	500,476	0	0%	
	General Expenditures	109,000	109,000	0	0%	
	Dept Tol	***609,476***	***609,476***	***0***	***0%***	
121	EXECUTIVE OFFICE OF THE MAYOR					
	Personnel Services	683,937	683,937	0	0%	Mayor's office processes ads required for all City including Boards. CC reduced the advertisements by 120k
	General Expenditures	378,141	208,141	-170,000	-45%	requesting that they are submitted as a special appropriation by department throughout the year. CC also
	Dept Tol	***1,062,078***	***892,078***	***-170,000***	***-16%***	reduced Other Charges account by 50k.
122	DIVERSITY, EQUITY & INCLUSION					
	Personnel Services	236,162	236,162	0	0%	
	General Expenditures	250,500	230,500	-20,000	-8%	CC reduced Professional Development Account by 20k.
	Dept Tol	***486,662***	***466,662***	***-20,000***	***-4%***	
129	311/CONSTITUENT SERVICES					
	Personnel Services	434,757	434,757	0	0%	
	General Expenditures	1,000	1,000	0	0%	
	Dept Tol	***435,757***	***435,757***	***0***	***0%***	
135	DIVISION OF FINANCE / OFFICE OF THE CITY AUDITOR					
	Personnel Services	465,196	465,196	0	0%	
	General Expenditures	260,400	260,400	0	0%	
	Dept Tol	***725,596***	***725,596***	***0***	***0%***	
138	DIVISION OF FINANCE / OFFICE OF PURCHASING & PROCUREMENT					
	Personnel Services	193,887	193,887	0	0%	
	General Expenditures	5,500	5,500	0	0%	
	Dept Tol	***199,387***	***199,387***	***0***	***0%***	
141	DIVISION OF FINANCE / OFFICE OF ASSESSING					
	Personnel Services	369,721	369,721	0	0%	
	General Expenditures	458,500	458,500	0	0%	
	Dept Tol	***828,221***	***828,221***	***0***	***0%***	
145	DIVISION OF FINANCE / OFFICE OF TREASURER - COLLECTOR					
	Personnel Services	1,414,938	1,414,938	0	0%	
	General Expenditures	407,250	407,250	0	0%	
	Dept Tol	***1,822,188***	***1,822,188***	***0***	***0%***	
151	OFFICE OF THE CITY SOLICITOR					
	Personnel Services	460,257	460,257	0	0%	CC reduced the litigation account to $0 with the direction to request the appropriation from the CC each time
	General Expenditures	215,000	15,000	-200,000	-93%	the need emerges. Department anticipates to spend 200k in FY26.
	Dept Tol	***675,257***	***475,257***	***-200,000***	***-30%***	
152	DEPARTMENT OF HUMAN RESOURCES					
	Personnel Services	2,140,155	2,140,155	0	0%	
	General Expenditures	392,480	392,480	0	0%	
	Dept Tol	***2,532,635***	***2,532,635***	***0***	***0%***	
155	DEPARTMENT OF INFORMATION TECHNOLOGY					
	Personnel Services	282,120	282,120	0	0%	
	General Expenditures	854,000	854,000	0	0%	
	Dept Tol	***1,136,120***	***1,136,120***	***0***	***0%***	
161	CITY CLERK					
	Personnel Services	391,343	391,343	0	0%	
	General Expenditures	123,700	123,700	0	0%	

	Dept Tol	***515,043***	***515,043***	***0***	***0%***
162	ELECTIONS				
	Personnel Services	541,181	541,181	0	0%
	General Expenditures	215,500	215,500	0	0%
	Dept Tol	***756,681***	***756,681***	***0***	***0%***
165	LICENSING				
	Personnel Services	7,200	7,200	0	0%
	General Expenditures	500	500	0	0%
	Dept Tol	***7,700***	***7,700***	***0***	***0%***
171	CONSERVATION COMMISSION				
	Personnel Services	12,400	12,400	0	0%
	General Expenditures	685	685	0	0%
	Dept Tol	***13,085***	***13,085***	***0***	***0%***
175	PLANNING BOARD				
	Personnel Services	14,300	14,300	0	0%
	General Expenditures	100	100	0	0%
	Dept Tol	***14,400***	***14,400***	***0***	***0%***
176	ZONING BOARD OF APPEALS				
	Personnel Services	14,696	14,696	0	0%
	General Expenditures	500	500	0	0%
	Dept Tol	***15,196***	***15,196***	***0***	***0%***

PUBLIC SAFETY (200s)

210	POLICE DEPARTMENT				
	Personnel Services	20,970,829	20,970,829	0	0%
	General Expenditures	822,375	822,375	0	0%
	Dept Tol	***21,793,204***	***21,793,204***	***0***	***0%***
220	FIRE DEPARTMENT				
	Personnel Services	17,633,270	17,633,270	0	0%
	General Expenditures	620,500	620,500	0	0%
	Dept Tol	***18,253,770***	***18,253,770***	***0***	***0%***
242	DEPARTMENT OF INSPECTIONAL SERVICES				
	Personnel Services	2,217,404	2,217,404	0	0%
	General Expenditures	2,122,500	2,122,500	0	0%
	Dept Tol	***4,339,904***	***4,339,904***	***0***	***0%***
299	EMERGENCY COMMUNICATIONS CENTER				
	Personnel Services	1,535,166	1,535,166	0	0%
	General Expenditures	148,100	148,100	0	0%
	Dept Tol	***1,683,266***	***1,683,266***	***0***	***0%***

D P W (400s)

	DEPARTMENT OF PUBLIC WORKS				
490	Personnel Services - Executive Division	1,355,486	1,355,486	0	0%
	General Expenditures	1,392,728	1,392,728	0	0%
	Dept Tol	***2,748,214***	***2,748,214***	***0***	***0%***
491	Personnel Services - Facilities Division	1,896,992	1,896,992	0	0%
	General Expenditures	945,500	945,500	0	0%
	Dept Tol	***2,842,492***	***2,842,492***	***0***	***0%***
492	Personnel Services - Engineering Division	562,973	562,973	0	0%
	General Expenditures	607,400	607,400	0	0%
	Dept Tol	***1,170,373***	***1,170,373***	***0***	***0%***

493	Personnel Services - Parks and Cemeteries Division	1,670,724	1,670,724	0	0%
	General Expenditures	960,000	960,000	0	0%
	Dept Tol	***2,630,724***	***2,630,724***	***0***	***0%***
494	General Expenditures -Stadium	36,500	36,500	0	0%
	Dept Tol	***36,500***	***36,500***	***0***	***0%***
495	Personnel Services - Highway Division	1,387,879	1,387,879	0	0%
	General Expenditures	441,000	441,000	0	0%
	Dept Tol	***1,828,879***	***1,828,879***	***0***	***0%***
496	Personnel Services - Snow and Ice	100,000	100,000	0	0%
	General Expenditures	485,000	485,000	0	0%
	Dept Tol	***585,000***	***585,000***	***0***	***0%***
497	General Expenditures - Solid Waste	5,149,090	5,149,090	0	0%
	Dept Tol	***5,149,090***	***5,149,090***	***0***	***0%***

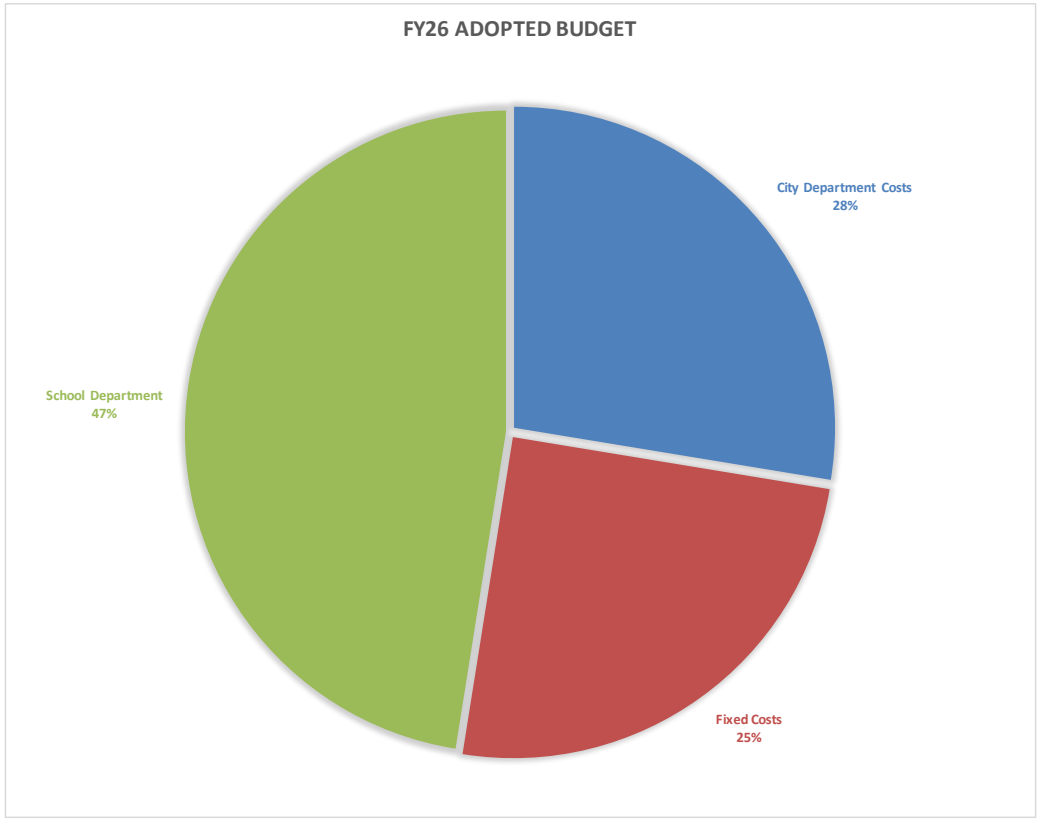
HUMAN SERVICES (500s)

510	DEPARTMENT OF HEALTH AND HUMAN SERVICES				
	Personnel Services	2,551,156	2,551,156	0	0%
	General Expenditures	535,300	535,300	0	0%
	Dept Tol	***3,086,456***	***3,086,456***	***0***	***0%***
521	DEPARTMENT OF PLANNING & DEVELOPMENT				
	Personnel Services	538,578	538,578	0	0%
	General Expenditures	318,000	318,000	0	0%
	Dept Tol	***856,578***	***856,578***	***0***	***0%***
521	DEPARTMENT OF TRANSPORTATION				
	Personnel Services	237,832	237,832	0	0%
	General Expenditures	258,000	258,000	0	0%
	Dept Tol	***495,832***	***495,832***	***0***	***0%***
541	COUNCIL ON AGING				
	General Expenditures	107,500	107,500	0	0%
	Dept Tol	***107,500***	***107,500***	***0***	***0%***
543	OFFICE OF VETERANS SERVICES				
	Personnel Services	123,520	123,520	0	0%
	General Expenditures	385,950	385,950	0	0%
	Dept Tol	***509,470***	***509,470***	***0***	***0%***
544	COMMISSION ON DISABILITY				
	Personnel Services	10,700	10,700	0	0%
	General Expenditures	250	250	0	0%
	Dept Tol	***10,950***	***10,950***	***0***	***0%***
599	OFFICE OF HUMAN SERVICES				
	Personnel Services	408,989	408,989	0	0%
	General Expenditures	265,916	265,916	0	0%
	Dept Tol	***674,905***	***674,905***	***0***	***0%***

LIBRARIES AND RECREATION (600s)

610	DEPARTMENT OF LIBRARIES				
	Personnel Services	1,233,854	1,233,854	0	0%
	General Expenditures	364,907	364,907	0	0%
	Dept Tol	***1,598,761***	***1,598,761***	***0***	***0%***
630	DEPARTMENT OF YOUTH DEVELOPMENT AND ENRICHMENT				

	Personnel Services	632,700	632,700	0	0%
	General Expenditures	119,500	119,500	0	0%
	Dept Tol	***752,200***	***752,200***	***0***	***0%***
	SUBTOTAL: CITY DEPARTMENT COSTS	**$ 82,989,549**	**$ 82,599,550**	**-390,000**	**0%**
	FIXED COSTS				
710	**RETIREMENT OF LONG TERM CAPITAL DEBT**	**7,936,415**	**7,936,415**	**0**	**0%**
751	**LONG TERM DEBT INTEREST**	**2,586,670**	**2,586,670**	**0**	**0%**
911	RETIREMENT BOARD				
	Pension Fund Contribution	**21,435,962**	**21,435,962**	**0**	**0%**
913	**UNEMPLOYMENT COMPENSATION**	**175,000**	**175,000**	**0**	**0%**
914	**EMPLOYEE INSURANCE**				
	Life Insurance	80,000	80,000	0	0%
	Health Insurance	35,261,421	35,261,421	0	0%
	A D & D Insurance	33,000	33,000	0	0%
	Tol	***35,374,421***	***35,374,421***	***0***	***0%***
915	**FICA (Medicare)**	**2,689,166**	**2,689,166**	**0**	**0%**
944	**EMPLOYEE INJURIES**				
	Active Police & Fire	358,000	358,000	0	0%
	Retired Police & Fire	19,500	19,500	0	0%
	Workers Comp	1,000,000	1,000,000	0	0%
	Tol	***1,377,500***	***1,377,500***	***0***	***0%***
945	**PROPERTY / LIABILITY INSURANCE**				
	Comp General Liability	2,800,000	2,800,000	0	0%
	Insurance Deductibles	200,000	200,000	0	0%
	Tol	***3,000,000***	***3,000,000***	***0***	***0%***
	SUBTOTAL: FIXED COSTS	**$ 74,575,134**	**$ 74,575,134**	**0**	**0%**
	SCHOOL DEPARTMENT				
300	SCHOOL DEPARTMENT	136,940,205	136,940,205	0	0%
300	Special Ed Transportation	5,214,215	5,214,215	0	0%
	SUBTOTAL: SCHOOL DEPARTMENT	**142,154,420**	**142,154,420**	**0**	**0%**
	City Department Costs	82,989,549	82,599,550	-390,000	0%
	Fixed Costs	74,575,134	74,575,134	0	0%
		157,564,684	***157,174,684***	***-390,000***	***0%***
	School Department	142,154,420	142,154,420	0	0%
	RECOMMENDED APPROPRIATION GRAND TOTAL:	**$ 299,719,104**	**$ 299,329,104**	-390,000	0%


FY26 ADOPTED BUDGET
City Department Costs
28%
School Department
47%
Fixed Costs
25%

Operating Budget Summary - 6 Year Expenditure Highlights

Expenditure Breakdown by Department by Expense Type

** Please note that intergovernmental charges, which are included in the Cherry Sheet assessment, are excluded from Operations total to allow accurate comparison.*

Dept Code	Department Description	Expense Type	Final Budget FY 2021	Final Budget FY 2022	Final Budget FY 2023	Final Budget FY 2024	Final Budget FY 2025	FY 2026 Mayor Recommended	FY 2026 Council Approved	*Variance*
	GENERAL GOVERNMENT									
111	CITY COUNCIL	PERSONNEL	$ 389,241.00	$ 403,560.00	$ 475,097.00	$ 476,075.00	$ 486,061.00	$ 500,476.00	$ 500,476.00	$ -
		EXPENSES	$ 60,000.00	$ 89,000.00	$ 78,000.00	$ 92,000.00	$ 231,835.24	$ 109,000.00	$ 109,000.00	$ -
	CITY COUNCIL Total		**$ 449,241.00**	**$ 492,560.00**	**$ 553,097.00**	**$ 568,075.00**	**$ 717,896.24**	**$ 609,476.00**	**$ 609,476.00**	**$ -**
121	EXECUTIVE OFFICE OF MAYOR	PERSONNEL	$ 823,398.00	$ 560,454.00	$ 586,805.00	$ 635,218.00	$ 693,494.00	$ 683,937.00	$ 683,937.00	$ -
		EXPENSES	$ 366,101.00	$ 362,144.00	$ 388,844.00	$ 396,380.00	$ 309,580.00	$ 378,141.00	$ 208,141.00	*$ 170,000.00*
	EXECUTIVE OFFICE OF MAYOR Total		**$ 1,189,499.00**	**$ 922,598.00**	**$ 975,649.00**	**$ 1,031,598.00**	**$ 1,003,074.00**	**$ 1,062,078.00**	**$ 892,078.00**	***$ 170,000.00***
122	DIVERSITY EQUITY & INCLUSION	PERSONNEL	$ -		$ 207,874.00	$ 225,360.00	$ 219,100.00	$ 236,162.00	$ 236,162.00	$ -
		EXPENSES	$ -		$ 328,500.00	$ 335,500.00	$ 302,180.00	$ 250,500.00	$ 230,500.00	*$ 20,000.00*
	DIVERSITY EQUITY & INCLUSION Total		**$ -**		**$ 536,374.00**	**$ 560,860.00**	**$ 521,280.00**	**$ 486,662.00**	**$ 466,662.00**	***$ 20,000.00***
129	311/CONSTITUENTS SERVCIES	PERSONNEL	$ -	$ 410,231.00	$ 423,468.00	$ 442,733.00	$ 445,248.00	$ 434,757.00	$ 434,757.00	$ -
		EXPENSES	$ -	$ 10,000.00	$ 10,000.00	$ 10,000.00	$ 1,000.00	$ 1,000.00	$ 1,000.00	$ -
	311/CONSTITUENTS SERVCIES Total		**$ -**	**$ 420,231.00**	**$ 433,468.00**	**$ 452,733.00**	**$ 446,248.00**	**$ 435,757.00**	**$ 435,757.00**	**$ -**
135	OFFICE OF THE CITY AUDITOR	PERSONNEL	$ 446,830.00	$ 474,127.00	$ 490,493.00	$ 583,358.00	$ 597,112.00	$ 465,196.00	$ 465,196.00	$ -
		EXPENSES	$ 211,000.00	$ 230,500.00	$ 285,500.00	$ 271,500.00	$ 255,400.00	$ 260,400.00	$ 260,400.00	$ -
	OFFICE OF THE CITY AUDITOR Total		**$ 657,830.00**	**$ 704,627.00**	**$ 775,993.00**	**$ 854,858.00**	**$ 852,512.00**	**$ 725,596.00**	**$ 725,596.00**	**$ -**
138	OFFICE OF PURCHASING & PROCURE	PERSONNEL	$ 49,284.00	$ 100,538.00	$ 58,558.00	$ 113,301.00	$ 117,192.00	$ 193,887.00	$ 193,887.00	$ -
		EXPENSES	$ 18,500.00	$ 18,500.00	$ 20,500.00	$ 24,500.00	$ 35,500.00	$ 5,500.00	$ 5,500.00	$ -
	OFFICE OF PURCHASING & PROCURE Total		**$ 67,784.00**	**$ 119,038.00**	**$ 79,058.00**	**$ 137,801.00**	**$ 152,692.00**	**$ 199,387.00**	**$ 199,387.00**	**$ -**
141	OFFICE OF ASSESSING	PERSONNEL	$ 283,772.00	$ 318,088.00	$ 329,028.00	$ 342,809.00	$ 356,073.00	$ 369,721.00	$ 369,721.00	$ -
		EXPENSES	$ 460,875.00	$ 360,875.00	$ 460,875.00	$ 458,875.00	$ 457,500.00	$ 458,500.00	$ 458,500.00	$ -
	OFFICE OF ASSESSING Total		**$ 744,647.00**	**$ 678,963.00**	**$ 789,903.00**	**$ 801,684.00**	**$ 813,573.00**	**$ 828,221.00**	**$ 828,221.00**	**$ -**
145	OFFICE OF TREASURER/COLLECTOR	PERSONNEL	$ 775,319.00	$ 930,296.00	$ 1,006,183.00	$ 1,049,936.00	$ 1,066,495.00	$ 1,414,938.00	$ 1,414,938.00	$ -
		EXPENSES	$ 419,750.00	$ 469,750.00	$ 556,750.00	$ 668,750.00	$ 382,250.00	$ 407,250.00	$ 407,250.00	$ -
	OFFICE OF TREASURER/COLLECTOR Total		**$ 1,195,069.00**	**$ 1,400,046.00**	**$ 1,562,933.00**	**$ 1,718,686.00**	**$ 1,448,745.00**	**$ 1,822,188.00**	**$ 1,822,188.00**	**$ -**
151	OFFICE OF THE CITY SOLICITOR	PERSONNEL	$ 236,156.00	$ 450,319.00	$ 392,794.00	$ 505,148.00	$ 439,627.00	$ 460,257.00	$ 460,257.00	$ -
		EXPENSES	$ 121,200.00	$ 96,200.00	$ 1,022,200.00	$ 467,825.00	$ 300,851.43	$ 215,000.00	$ 15,000.00	*$ 200,000.00*
	OFFICE OF THE CITY SOLICITOR Total		**$ 357,356.00**	**$ 546,519.00**	**$ 1,414,994.00**	**$ 972,973.00**	**$ 740,478.43**	**$ 675,257.00**	**$ 475,257.00**	***$ 200,000.00***
152	DEPARTMENT OF HUMAN RESOURCES	PERSONNEL	$ 1,414,517.00	$ 1,397,213.00	$ 1,520,055.00	$ 1,372,195.00	$ 1,877,856.00	$ 2,140,155.00	$ 2,140,155.00	$ -
		EXPENSES	$ 79,500.00	$ 252,416.00	$ 267,916.00	$ 242,916.00	$ 374,869.09	$ 392,480.00	$ 392,480.00	$ -
	DEPARTMENT OF HUMAN RESOURCES Total		**$ 1,494,017.00**	**$ 1,649,629.00**	**$ 1,787,971.00**	**$ 1,615,111.00**	**$ 2,252,725.09**	**$ 2,532,635.00**	**$ 2,532,635.00**	**$ -**
155	**DEPT OF INFORMATION TECHNOLOGY**	PERSONNEL	$ 224,445.00	$ 246,846.00	$ 244,473.00	$ 236,770.00	$ 269,949.00	$ 282,120.00	$ 282,120.00	$ -
		EXPENSES	$ 1,008,000.00	$ 1,015,000.00	$ 1,026,000.00	$ 880,600.00	$ 794,000.00	$ 854,000.00	$ 854,000.00	$ -
	DEPT OF INFORMATION TECHNOLOGY Total		**$ 1,232,445.00**	**$ 1,261,846.00**	**$ 1,270,473.00**	**$ 1,117,370.00**	**$ 1,063,949.00**	**$ 1,136,120.00**	**$ 1,136,120.00**	**$ -**
161	CITY CLERK	PERSONNEL	$ 323,994.00	$ 663,797.00	$ 352,653.00	$ 360,276.00	$ 371,423.00	$ 391,343.00	$ 391,343.00	$ -
		EXPENSES	$ 62,200.00	$ 152,200.00	$ 200,200.00	$ 130,200.00	$ 99,898.00	$ 123,700.00	$ 123,700.00	$ -
	CITY CLERK Total		**$ 386,194.00**	**$ 815,997.00**	**$ 552,853.00**	**$ 490,476.00**	**$ 471,321.00**	**$ 515,043.00**	**$ 515,043.00**	**$ -**
162	ELECTION COMMISSION	PERSONNEL	$ 292,655.00	$ -	$ 389,044.00	$ 506,499.00	$ 496,424.00	$ 541,181.00	$ 541,181.00	$ -
		EXPENSES	$ 117,500.00	$ -	$ 142,000.00	$ 254,500.00	$ 203,500.00	$ 215,500.00	$ 215,500.00	$ -
	ELECTION COMMISSION Total		**$ 410,155.00**	**$ -**	**$ 531,044.00**	**$ 760,999.00**	**$ 699,924.00**	**$ 756,681.00**	**$ 756,681.00**	**$ -**
165	LICENSING COMMISSION	PERSONNEL	$ 7,200.00	$ 7,200.00	$ 7,200.00	$ 7,200.00	$ 7,200.00	$ 7,200.00	$ 7,200.00	$ -
		EXPENSES	$ 500.00	$ 500.00	$ 500.00	$ 500.00	$ 500.00	$ 500.00	$ 500.00	$ -
	LICENSING COMMISSION Total		**$ 7,700.00**	**$ 7,700.00**	**$ 7,700.00**	**$ 7,700.00**	**$ 7,700.00**	**$ 7,700.00**	**$ 7,700.00**	**$ -**
171	CONSERVATION COMMISSION	PERSONNEL	$ 15,600.00	$ 15,600.00	$ 15,400.00	$ 15,600.00	$ 15,600.00	$ 12,400.00	$ 12,400.00	$ -
		EXPENSES	$ 685.00	$ 685.00	$ 685.00	$ 685.00	$ 685.00	$ 685.00	$ 685.00	$ -
	CONSERVATION COMMISSION Total		**$ 16,285.00**	**$ 16,285.00**	**$ 16,085.00**	**$ 16,285.00**	**$ 16,285.00**	**$ 13,085.00**	**$ 13,085.00**	**$ -**
175	PLANNING BOARD	PERSONNEL	$ 16,500.00	$ 14,300.00	$ 14,300.00	$ 14,300.00	$ 14,300.00	$ 14,300.00	$ 14,300.00	$ -
		EXPENSES	$ 100.00	$ 100.00	$ 100.00	$ 100.00	$ 100.00	$ 100.00	$ 100.00	$ -
	PLANNING BOARD Total		**$ 16,600.00**	**$ 14,400.00**	**$ 14,400.00**	**$ 14,400.00**	**$ 14,400.00**	**$ 14,400.00**	**$ 14,400.00**	**$ -**
176	ZONING BOARD OF APPEALS	PERSONNEL	$ 14,696.00	$ 14,696.00	$ 14,696.00	$ 14,696.00	$ 14,696.00	$ 14,696.00	$ 14,696.00	$ -
		EXPENSES	$ 500.00	$ 500.00	$ 500.00	$ 500.00	$ 500.00	$ 500.00	$ 500.00	$ -
	ZONING BOARD OF APPEALS Total		**$ 15,196.00**	**$ 15,196.00**	**$ 15,196.00**	**$ 15,196.00**	**$ 15,196.00**	**$ 15,196.00**	**$ 15,196.00**	**$ -**
	GENERAL GOVERNMENT Total		**$ 8,240,018.00**	**$ 9,065,635.00**	**$ 11,317,191.00**	**$ 11,136,805.00**	**$ 11,237,998.76**	**$ 11,835,482.00**	**$ 11,445,482.00**	***$ 390,000.00***

Dept Code	Department Description	Expense Type	Final Budget FY 2021	Final Budget FY 2022	Final Budget FY 2023	Final Budget FY 2024	Final Budget FY 2025	FY 2026 Mayor Recommended	FY 2026 Council Approved	*Variance*
	PUBLIC SAFETY									
210	POLICE DEPARTMENT	PERSONNEL	$ 15,043,681.00	$ 15,800,306.00	$ 17,724,517.00	$ 18,585,967.00	$ 19,777,342.00	$ 20,970,829.00	$ 20,970,829.00	$ -
		EXPENSES	$ 657,818.00	$ 457,400.00	$ 483,900.00	$ 482,485.00	$ 478,769.25	$ 822,375.00	$ 822,375.00	$ -
	POLICE DEPARTMENT Total		**$ 15,701,499.00**	**$ 16,257,706.00**	**$ 18,208,417.00**	**$ 19,068,452.00**	**$ 20,256,111.25**	**$ 21,793,204.00**	**$ 21,793,204.00**	$ -
220	FIRE DEPARTMENT	PERSONNEL	$ 11,203,275.00	$ 13,939,578.00	$ 13,207,048.00	$ 15,741,998.00	$ 17,260,117.00	$ 17,633,270.00	$ 17,633,270.00	$ -
		EXPENSES	$ 238,000.00	$ 300,500.00	$ 424,500.00	$ 662,000.00	$ 692,707.57	$ 620,500.00	$ 620,500.00	$ -
	FIRE DEPARTMENT Total		**$ 11,441,275.00**	**$ 14,240,078.00**	**$ 13,631,548.00**	**$ 16,403,998.00**	**$ 17,952,824.57**	**$ 18,253,770.00**	**$ 18,253,770.00**	$ -
242	DEPT OF INSPECTIONAL SERVICES	PERSONNEL	$ 1,792,472.00	$ 1,869,205.00	$ 2,079,964.00	$ 2,112,608.00	$ 2,135,209.00	$ 2,217,404.00	$ 2,217,404.00	$ -
		EXPENSES	$ 1,244,500.00	$ 2,402,500.00	$ 2,600,535.00	$ 2,758,235.00	$ 3,491,497.70	$ 2,122,500.00	$ 2,122,500.00	$ -
	DEPT OF INSPECTIONAL SERVICES Total		**$ 3,036,972.00**	**$ 4,271,705.00**	**$ 4,680,499.00**	**$ 4,870,843.00**	**$ 5,626,706.70**	**$ 4,339,904.00**	**$ 4,339,904.00**	$ -
299	EMERGENCY COMMUNICATIONS OFFIC	PERSONNEL	$ 1,079,782.00	$ 1,173,947.00	$ 1,256,056.00	$ 1,336,728.00	$ 1,382,340.00	$ 1,535,166.00	$ 1,535,166.00	$ -
		EXPENSES	$ 91,800.00	$ 90,800.00	$ 90,800.00	$ 85,800.00	$ 91,600.00	$ 148,100.00	$ 148,100.00	$ -
	EMERGENCY COMMUNICATIONS OFFIC Total		**$ 1,171,582.00**	**$ 1,264,747.00**	**$ 1,346,856.00**	**$ 1,422,528.00**	**$ 1,473,940.00**	**$ 1,683,266.00**	**$ 1,683,266.00**	$ -
	PUBLIC SAFETY Total		**$ 31,351,328.00**	**$ 36,034,236.00**	**$ 37,867,320.00**	**$ 41,765,821.00**	**$ 45,309,582.52**	**$ 46,070,144.00**	**$ 46,070,144.00**	**$ -**
	CITY SERVICES									
490	DPW EXECUTIVE DIVISION	PERSONNEL	$ 817,199.00	$ 988,541.00	$ 1,064,142.00	$ 1,191,418.00	$ 1,220,738.00	$ 1,355,486.00	$ 1,355,486.00	$ -
		EXPENSES	$ 1,128,450.00	$ 1,153,450.00	$ 1,541,450.00	$ 1,341,450.00	$ 1,325,450.00	$ 1,392,728.00	$ 1,392,728.00	$ -
	DPW EXECUTIVE DIVISION Total		**$ 1,945,649.00**	**$ 2,141,991.00**	**$ 2,605,592.00**	**$ 2,532,868.00**	**$ 2,546,188.00**	**$ 2,748,214.00**	**$ 2,748,214.00**	$ -
491	DPW FACILITIES MAINTENANCE DIV	PERSONNEL	$ 1,518,807.00	$ 1,606,274.00	$ 1,721,052.00	$ 1,754,823.00	$ 1,792,920.00	$ 1,896,992.00	$ 1,896,992.00	$ -
		EXPENSES	$ 1,625,000.00	$ 590,000.00	$ 765,000.00	$ 808,000.00	$ 947,219.31	$ 945,500.00	$ 945,500.00	$ -
	DPW FACILITIES MAINTENANCE DIV Total		**$ 3,143,807.00**	**$ 2,196,274.00**	**$ 2,486,052.00**	**$ 2,562,823.00**	**$ 2,740,139.31**	**$ 2,842,492.00**	**$ 2,842,492.00**	$ -
492	DPW ENGINEERING DIVISION	PERSONNEL	$ 292,727.00	$ 300,505.00	$ 434,581.00	$ 491,524.00	$ 468,680.00	$ 562,973.00	$ 562,973.00	$ -
		EXPENSES	$ 336,500.00	$ 365,000.00	$ 509,000.00	$ 671,000.00	$ 667,500.00	$ 607,400.00	$ 607,400.00	$ -
	DPW ENGINEERING DIVISION Total		**$ 629,227.00**	**$ 665,505.00**	**$ 943,581.00**	**$ 1,162,524.00**	**$ 1,136,180.00**	**$ 1,170,373.00**	**$ 1,170,373.00**	$ -
493	DPW PARKS AND CEMETERIES DIV	PERSONNEL	$ 1,311,456.00	$ 1,399,185.00	$ 1,494,765.00	$ 1,528,559.00	$ 1,505,624.00	$ 1,670,724.00	$ 1,670,724.00	$ -
		EXPENSES	$ 802,500.00	$ 762,500.00	$ 1,012,500.00	$ 1,060,000.00	$ 960,000.00	$ 960,000.00	$ 960,000.00	$ -
	DPW PARKS AND CEMETERIES DIV Total		**$ 2,113,956.00**	**$ 2,161,685.00**	**$ 2,507,265.00**	**$ 2,588,559.00**	**$ 2,465,624.00**	**$ 2,630,724.00**	**$ 2,630,724.00**	$ -
494	DPW STADIUM DIVISION	EXPENSES	$ 51,000.00	$ 29,000.00	$ 36,500.00	$ 36,500.00	$ 36,500.00	$ 36,500.00	$ 36,500.00	$ -
	DPW STADIUM DIVISION Total		**$ 51,000.00**	**$ 29,000.00**	**$ 36,500.00**	**$ 36,500.00**	**$ 36,500.00**	**$ 36,500.00**	**$ 36,500.00**	$ -
495	DPW HIGHWAY DIVISION	PERSONNEL	$ 1,325,144.00	$ 1,363,856.00	$ 1,345,795.00	$ 1,383,472.00	$ 1,522,475.00	$ 1,387,879.00	$ 1,387,879.00	$ -
		EXPENSES	$ 730,000.00	$ 565,000.00	$ 555,000.00	$ 480,000.00	$ 431,000.00	$ 441,000.00	$ 441,000.00	$ -
	DPW HIGHWAY DIVISION Total		**$ 2,055,144.00**	**$ 1,928,856.00**	**$ 1,900,795.00**	**$ 1,863,472.00**	**$ 1,953,475.00**	**$ 1,828,879.00**	**$ 1,828,879.00**	$ -
496	DPW SNOW AND ICE DIVISION	PERSONNEL	$ 70,000.00	$ 70,000.00	$ 70,000.00	$ 100,000.00	$ 100,000.00	$ 100,000.00	$ 100,000.00	$ -
		EXPENSES	$ 325,000.00	$ 325,000.00	$ 325,000.00	$ 382,500.00	$ 382,500.00	$ 485,000.00	$ 485,000.00	$ -
	DPW SNOW AND ICE DIVISION Total		**$ 395,000.00**	**$ 395,000.00**	**$ 395,000.00**	**$ 482,500.00**	**$ 482,500.00**	**$ 585,000.00**	**$ 585,000.00**	$ -
497	DPW SOLID WASTE DIVISION	EXPENSES	$ 3,985,000.00	$ 4,410,000.00	$ 4,630,000.00	$ 4,800,400.00	$ 4,924,610.00	$ 5,149,090.00	$ 5,149,090.00	$ -
	DPW SOLID WASTE DIVISION Total		**$ 3,985,000.00**	**$ 4,410,000.00**	**$ 4,630,000.00**	**$ 4,800,400.00**	**$ 4,924,610.00**	**$ 5,149,090.00**	**$ 5,149,090.00**	$ -
	CITY SERVICES Total		**$ 14,318,783.00**	**$ 13,928,311.00**	**$ 15,504,785.00**	**$ 16,029,646.00**	**$ 16,285,216.31**	**$ 16,991,272.00**	**$ 16,991,272.00**	**$ -**

Dept Code	Department Description	Expense Type	Final Budget FY 2021	Final Budget FY 2022	Final Budget FY 2023	Final Budget FY 2024	Final Budget FY 2025	FY 2026 Mayor Recommended	FY 2026 Council Approved	*Variance*
	HUMAN SERVICES									
510	DEPT OF HEALTH & HUMAN SERVICE	PERSONNEL	$ 1,157,280.00	$ 1,407,292.00	$ 1,720,392.00	$ 2,110,470.00	$ 2,379,767.00	$ 2,551,156.00	$ 2,551,156.00	$ -
		EXPENSES	$ 75,850.00	$ 83,850.00	$ 93,850.00	$ 359,850.00	$ 534,000.00	$ 535,300.00	$ 535,300.00	$ -
	DEPT OF HEALTH & HUMAN SERVICE Total		**$ 1,233,130.00**	**$ 1,491,142.00**	**$ 1,814,242.00**	**$ 2,470,320.00**	**$ 2,913,767.00**	**$ 3,086,456.00**	**$ 3,086,456.00**	$ -
521	DEPT OF PLANNING & DEVELOPMENT	PERSONNEL	$ 351,637.00	$ 355,634.00	$ 350,062.00	$ 623,746.00	$ 532,443.00	$ 538,578.00	$ 538,578.00	$ -
		EXPENSES	$ 703,000.00	$ 318,000.00	$ 318,000.00	$ 318,000.00	$ 319,945.00	$ 318,000.00	$ 318,000.00	$ -
	DEPT OF PLANNING & DEVELOPMENT Total		**$ 1,054,637.00**	**$ 673,634.00**	**$ 668,062.00**	**$ 941,746.00**	**$ 852,388.00**	**$ 856,578.00**	**$ 856,578.00**	$ -
522	TRANSPORTATION	PERSONNEL	$ -	$ 185,100.00	$ 188,403.00	$ 253,802.00	$ 223,253.00	$ 237,832.00	$ 237,832.00	$ -
		EXPENSES	$ -	$ 305,000.00	$ 305,000.00	$ 305,000.00	$ 258,000.00	$ 258,000.00	$ 258,000.00	$ -
	TRANSPORTATION Total		**$ -**	**$ 490,100.00**	**$ 493,403.00**	**$ 558,802.00**	**$ 481,253.00**	**$ 495,832.00**	**$ 495,832.00**	$ -
541	COUNCIL ON AGING	EXPENSES	$ 47,500.00	$ 47,500.00	$ 52,000.00	$ 69,500.00	$ 89,500.00	$ 107,500.00	$ 107,500.00	$ -
	COUNCIL ON AGING Total		**$ 47,500.00**	**$ 47,500.00**	**$ 52,000.00**	**$ 69,500.00**	**$ 89,500.00**	**$ 107,500.00**	**$ 107,500.00**	$ -
543	OFFICE OF VETERANS SERVICES	PERSONNEL	$ 101,997.00	$ 113,035.00	$ 116,186.00	$ 115,964.00	$ 119,830.00	$ 123,520.00	$ 123,520.00	$ -
		EXPENSES	$ 469,450.00	$ 464,450.00	$ 471,700.00	$ 474,700.00	$ 365,803.90	$ 385,950.00	$ 385,950.00	$ -
	OFFICE OF VETERANS SERVICES Total		**$ 571,447.00**	**$ 577,485.00**	**$ 587,886.00**	**$ 590,664.00**	**$ 485,633.90**	**$ 509,470.00**	**$ 509,470.00**	$ -
544	DISABILITY COMMISSION	PERSONNEL	$ 10,700.00	$ 10,700.00	$ 10,700.00	$ 10,700.00	$ 10,700.00	$ 10,700.00	$ 10,700.00	$ -
		EXPENSES	$ 250.00	$ 250.00	$ 250.00	$ 250.00	$ 250.00	$ 250.00	$ 250.00	$ -
	DISABILITY COMMISSION Total		**$ 10,950.00**	**$ 10,950.00**	**$ 10,950.00**	**$ 10,950.00**	**$ 10,950.00**	**$ 10,950.00**	**$ 10,950.00**	$ -
599	OFFICE OF HUMAN SERVICES	PERSONNEL	$ 301,104.00	$ 415,763.00	$ 468,552.00	$ 437,935.00	$ 394,630.00	$ 408,989.00	$ 408,989.00	$ -
		EXPENSES	$ 124,500.00	$ 130,500.00	$ 140,500.00	$ 126,500.00	$ 197,916.00	$ 265,916.00	$ 265,916.00	$ -
	OFFICE OF HUMAN SERVICES Total		**$ 425,604.00**	**$ 546,263.00**	**$ 609,052.00**	**$ 564,435.00**	**$ 592,546.00**	**$ 674,905.00**	**$ 674,905.00**	$ -
	HUMAN SERVICES Total		**$ 3,343,268.00**	**$ 3,837,074.00**	**$ 4,235,595.00**	**$ 5,206,417.00**	**$ 5,426,037.90**	**$ 5,741,691.00**	**$ 5,741,691.00**	**$ -**
	CULTURE & RECREATION									
610	DEPARTMENT OF LIBRARIES	PERSONNEL	$ 703,803.00	$ 925,706.00	$ 1,058,326.00	$ 1,115,762.00	$ 1,105,184.00	$ 1,233,854.00	$ 1,233,854.00	$ -
		EXPENSES	$ 288,717.00	$ 303,949.00	$ 310,724.00	$ 282,624.00	$ 324,480.00	$ 364,907.00	$ 364,907.00	$ -
	DEPARTMENT OF LIBRARIES Total		**$ 992,520.00**	**$ 1,229,655.00**	**$ 1,369,050.00**	**$ 1,398,386.00**	**$ 1,429,664.00**	**$ 1,598,761.00**	**$ 1,598,761.00**	$ -
630	YOUTH DEVELOPMENT AND ENRICHMENT	PERSONNEL	$ 303,334.00	$ 341,358.00	$ 261,128.00	$ 523,847.00	$ 713,088.00	$ 632,700.00	$ 632,700.00	$ -
		EXPENSES	$ -	$ 39,500.00	$ 269,500.00	$ 397,500.00	$ 404,000.00	$ 119,500.00	$ 119,500.00	$ -
	YOUTH DEVELOPMENT AND ENRICHMENT Total		**$ 303,334.00**	**$ 380,858.00**	**$ 530,628.00**	**$ 921,347.00**	**$ 1,117,088.00**	**$ 752,200.00**	**$ 752,200.00**	$ -
	CULTURE & RECREATION Total		**$ 1,295,854.00**	**$ 1,610,513.00**	**$ 1,899,678.00**	**$ 2,319,733.00**	**$ 2,546,752.00**	**$ 2,350,961.00**	**$ 2,350,961.00**	**$ -**
	FIXED COSTS									
911	RETIREMENT ASSESSMENT	EXPENSES	$ 16,743,323.00	$ 18,142,118.00	$ 19,051,038.00	$ 19,395,891.00	$ 20,406,927.00	$ 21,435,962.00	$ 21,435,962.00	$ -
913	UNEMPLOYMENT COMPENSATION	EXPENSES	$ 330,000.00	$ 330,000.00	$ 285,000.00	$ 330,000.00	$ 263,927.63	$ 175,000.00	$ 175,000.00	$ -
914	EMPLOYEE INSURANCE	EXPENSES	$ 21,783,200.00	$ 21,999,872.00	$ 22,754,895.00	$ 25,877,748.00	$ 28,520,976.00	$ 35,374,421.00	$ 35,374,421.00	$ -
915	FICA	EXPENSES	$ 1,809,357.00	$ 1,936,012.00	$ 2,323,214.00	$ 2,439,374.00	$ 2,536,949.00	$ 2,689,166.00	$ 2,689,166.00	$ -
944	EMPLOYEE INJURIES	EXPENSES	$ 1,191,500.00	$ 1,191,500.00	$ 1,191,500.00	$ 1,219,500.00	$ 1,342,500.00	$ 1,377,500.00	$ 1,377,500.00	$ -
945	PROPERTY & LIABILITY INSURANCE	EXPENSES	$ 2,115,000.00	$ 2,136,150.00	$ 2,235,383.00	$ 2,602,500.00	$ 2,792,472.00	$ 3,000,000.00	$ 3,000,000.00	$ -
	DEBT SERVICE (INCL. INTEREST)	EXPENSES	$ 11,548,502.00	$ 12,431,973.00	$ 13,253,841.00	$ 12,023,672.00	$ 11,118,600.00	$ 10,523,085.00	$ 10,523,085.00	$ -
	FIXED COSTS TOTAL		**$ 55,520,882.00**	**$ 58,167,625.00**	**$ 61,094,871.00**	**$ 63,888,685.00**	**$ 66,982,351.63**	**$ 74,575,134.00**	**$ 74,575,134.00**	**$ -**
	INTERGOVERNMENTAL/ FIXED COSTS									
820	*INTERGOVERNMENTAL*	*INTERGOVERNMENTAL*	*$ 13,964,856.00*	*$ 16,386,815.00*	*$ 18,726,480.00*	*$ 21,026,008.00*	*$ 20,976,618.00*	*$ 23,823,133.00*	*$ 23,823,133.00*	$ -
	INTERGOVERNMENTAL/FIXED COST TOTAL		**$ 13,964,856.00**	**$ 16,386,815.00**	**$ 18,726,480.00**	**$ 21,026,008.00**	**$ 20,976,618.00**	**$ -**	**$ -**	**$ -**
	EDUCATION									
300	EVERETT PUBLIC SCHOOLS	EXPENSES	$ 88,299,966.00	$ 100,079,553.00	$ 109,482,789.00	$ 128,612,364.00	$ 135,510,702.00	$ 142,154,420.00	$ 142,154,420.00	$ -
	EDUCATION TOTAL		**$ 88,299,966.00**	**$ 100,079,553.00**	**$ 109,482,789.00**	**$ 128,612,364.00**	**$ 135,510,702.00**	**$ 142,154,420.00**	**$ 142,154,420.00**	**$ -**
									$	$ -
	CITY TOTAL:		**$ 202,370,099.00**	**$ 222,722,947.00**	**$ 241,402,229.00**	**$ 268,959,471.00**	**$ 283,298,641.12**	**$ 299,719,104.00**	**$ 299,329,104.00**	***$ 390,000.00***
ENTERPRISE FUNDS										
	WATER & SEWER ENTERPRISE									
450	**WATER**	PERSONNEL	$ 1,138,553.00	$ 1,159,645.00	$ 1,211,987.00	$ 1,244,447.00	$ 1,330,445.00	$ 1,353,030.87	$ 1,353,030.87	$ -
		EXPENSES	$ 842,800.00	$ 842,800.00	$ 848,300.00	$ 898,300.00	$ 950,900.00	$ 1,006,900.00	$ 1,006,900.00	$ -
		CAPITAL IMPROVEMENTS	$ 155,000.00	$ 155,000.00	$ 155,000.00	$ 155,000.00	$ 155,000.00	$ 155,000.00	$ 155,000.00	$ -
		DEBT	$ 2,134,762.00	$ 2,094,486.00	$ 2,197,430.00	$ 1,986,177.00	$ 1,767,960.00	$ 1,789,110.93	$ 1,789,110.93	$ -
		MWRA	$ 15,885,730.00	$ 16,010,787.00	$ 16,589,361.00	$ 16,414,339.00	$ 17,333,203.00	$ 17,739,866.00	$ 17,739,866.00	$ -
		INDIRECT COST TRANSFER	$ 765,503.00	$ 771,627.00	$ 823,445.00	$ 911,865.00	$ 955,419.00	$ 1,005,404.00	$ 1,005,404.00	$ -
	WATER & SEWER ENTERPRISE FUND TOTAL		**$ 20,922,348.00**	**$ 21,034,345.00**	**$ 21,825,523.00**	**$ 21,610,128.00**	**$ 22,492,927.00**	**$ 23,049,311.80**	**$ 23,049,311.80**	**$ -**
									$	$ -
	ECTV ENTERPRISE									
169	**ECTV**	PERSONNEL	$ 328,468.00	$ 406,987.00	$ 412,400.00	$ 372,756.00	$ 382,832.00	$ 393,419.84	$ 393,419.84	$ -
		EXPENSES	$ 177,000.00	$ 177,000.00	$ 177,000.00	$ 177,000.00	$ 183,000.00	$ 188,500.00	$ 188,500.00	$ -
	ECTV ENTERPRISE TOTAL		**$ 505,468.00**	**$ 583,987.00**	**$ 589,400.00**	**$ 549,756.00**	**$ 565,832.00**	**$ 581,919.84**	**$ 581,919.84**	**$ -**

Expenditure Breakdown by Division by Expense Type

** Please note that intergovernmental charges, which are included in the Cherry Sheet assessment, are excluded from Operations total to allow accurate comparison.*

Division Description	Expense Type	Final Budget FY 2021	Final Budget FY 2022	Final Budget FY 2023	Final Budget FY 2024	Final Budget FY 2025	FY 2026 Mayor Recommended	FY 2026 Council Approved	*Variance*
GENERAL GOVERNMENT	PERSONNEL	$ 5,313,607.00	$6,007,265.00	$6,528,121.00	$6,901,474.00	$7,487,850.00	$8,162,726.00	$8,162,726.00	$ -
	EXPENSES	$2,926,411.00	$3,058,370.00	$4,789,070.00	$4,235,331.00	$3,750,148.76	$3,672,756.00	$3,282,756.00	$ *390,000.00*
GENERAL GOVERNMENT Total		**$ 8,240,018.00**	**$ 9,065,635.00**	**$ 11,317,191.00**	**$ 11,136,805.00**	**$ 11,237,998.76**	**$ 11,835,482.00**	**$ 11,445,482.00**	***$ 390,000.00***
PUBLIC SAFETY	PERSONNEL	$29,119,210.00	$32,783,036.00	$34,267,585.00	$37,777,301.00	$40,555,008.00	$42,356,669.00	$42,356,669.00	$ -
	EXPENSES	$2,232,118.00	$3,251,200.00	$3,599,735.00	$3,988,520.00	$4,754,574.52	$3,713,475.00	$3,713,475.00	$ -
PUBLIC SAFETY Total		**$31,351,328.00**	**$36,034,236.00**	**$37,867,320.00**	**$41,765,821.00**	**$45,309,582.52**	**$46,070,144.00**	**$46,070,144.00**	**$ -**
CITY SERVICES	PERSONNEL	$5,335,333.00	$5,728,361.00	$6,130,335.00	$6,449,796.00	$6,610,437.00	$6,974,054.00	$6,974,054.00	$ -
	EXPENSES	$8,983,450.00	$8,199,950.00	$9,374,450.00	$9,579,850.00	$9,674,779.31	$10,017,218.00	$10,017,218.00	$ -
CITY SERVICES Total		**$14,318,783.00**	**$13,928,311.00**	**$15,504,785.00**	**$16,029,646.00**	**$16,285,216.31**	**$16,991,272.00**	**$16,991,272.00**	**$ -**
HUMAN SERVICES	PERSONNEL	$1,922,718.00	$2,487,524.00	$2,854,295.00	$3,552,617.00	$3,660,623.00	$3,870,775.00	$3,870,775.00	$ -
	EXPENSES	$1,420,550.00	$1,349,550.00	$1,381,300.00	$1,653,800.00	$1,765,414.90	$1,870,916.00	$1,870,916.00	$ -
HUMAN SERVICES Total		**$3,343,268.00**	**$3,837,074.00**	**$4,235,595.00**	**$5,206,417.00**	**$5,426,037.90**	**$5,741,691.00**	**$5,741,691.00**	**$ -**
CULTURE & RECREATION	PERSONNEL	$1,007,137.00	$1,267,064.00	$1,319,454.00	$1,639,609.00	$1,818,272.00	$1,866,554.00	$1,866,554.00	$ -
	EXPENSES	$288,717.00	$343,449.00	$580,224.00	$680,124.00	$728,480.00	$484,407.00	$484,407.00	$ -
CULTURE & RECREATION Total		**$1,295,854.00**	**$1,610,513.00**	**$1,899,678.00**	**$2,319,733.00**	**$2,546,752.00**	**$2,350,961.00**	**$2,350,961.00**	**$ -**
RETIREMENT ASSESSMENT	EXPENSES	$ 16,743,323.00	$ 18,142,118.00	$ 19,051,038.00	$ 19,395,891.00	$ 20,406,927.00	$ 21,435,962.00	$ 21,435,962.00	$ -
UNEMPLOYMENT COMPENSATION	EXPENSES	$ 330,000.00	$ 330,000.00	$ 285,000.00	$ 330,000.00	$ 263,927.63	$ 175,000.00	$ 175,000.00	$ -
EMPLOYEE INSURANCE	EXPENSES	$ 21,783,200.00	$ 21,999,872.00	$ 22,754,895.00	$ 25,877,748.00	$ 28,520,976.00	$ 35,374,421.00	$ 35,374,421.00	$ -
FICA	EXPENSES	$ 1,809,357.00	$ 1,936,012.00	$ 2,323,214.00	$ 2,439,374.00	$ 2,536,949.00	$ 2,689,166.00	$ 2,689,166.00	$ -
EMPLOYEE INJURIES	EXPENSES	$ 1,191,500.00	$ 1,191,500.00	$ 1,191,500.00	$ 1,219,500.00	$ 1,342,500.00	$ 1,377,500.00	$ 1,377,500.00	$ -
PROPERTY & LIABILITY INSURANCE	EXPENSES	$ 2,115,000.00	$ 2,136,150.00	$ 2,235,383.00	$ 2,602,500.00	$ 2,792,472.00	$ 3,000,000.00	$ 3,000,000.00	$ -
DEBT SERVICE (INCL. INTEREST)	EXPENSES	$ 11,548,502.00	$ 12,431,973.00	$ 13,253,841.00	$ 12,023,672.00	$ 11,118,600.00	$ 10,523,085.00	$ 10,523,085.00	$ -
FIXED COSTS TOTAL		**$ 55,520,882.00**	**$ 58,167,625.00**	**$ 61,094,871.00**	**$ 63,888,685.00**	**$ 66,982,351.63**	**$ 74,575,134.00**	**$ 74,575,134.00**	**$ -**
INTERGOVERNMENTAL/FIXED COSTS	*INTERGOVERNMENTAL*	*$ 13,964,856.00*	*$ 16,386,815.00*	*$ 18,726,480.00*	*$ 21,026,008.00*	*$ 20,976,618.00*	*$ 23,823,133.00*	*$ 23,823,133.00*	$ -
INTERGOVERNMENTAL/FIXED COSTS TOTAL		**$ 13,964,856.00**	**$ 16,386,815.00**	**$ 18,726,480.00**	**$ 21,026,008.00**	**$ 20,976,618.00**	$ -	**$ -**	**$ -**
EVERETT PUBLIC SCHOOLS	EXPENSES	$ 88,299,966.00	$ 100,079,553.00	$ 109,482,789.00	$ 128,612,364.00	$ 135,510,702.00	$ 142,154,420.00	$ 142,154,420.00	$ -
EDUCATION TOTAL		**$ 88,299,966.00**	**$ 100,079,553.00**	**$ 109,482,789.00**	**$ 128,612,364.00**	**$ 135,510,702.00**	**$ 142,154,420.00**	**$ 142,154,420.00**	**$ -**
		$ 202,370,099.00	**$ 222,722,947.00**	**$ 241,402,229.00**	**$ 268,959,471.00**	**$ 283,298,641.12**	**$ 299,719,104.00**	**$ 299,329,104.00**	***$ 390,000.00***
									$ -
WATER & SEWER ENTERPRISE	PERSONNEL	$ 1,138,553.00	$ 1,159,645.00	$ 1,211,987.00	$ 1,244,447.00	$ 1,330,445.00	$ 1,353,030.87	$ 1,353,030.87	$ -
	EXPENSES	$ 842,800.00	$ 842,800.00	$ 848,300.00	$ 898,300.00	$ 950,900.00	$ 1,006,900.00	$ 1,006,900.00	$ -
	CAPITAL IMPROVEMENTS	$ 155,000.00	$ 155,000.00	$ 155,000.00	$ 155,000.00	$ 155,000.00	$ 155,000.00	$ 155,000.00	$ -
	DEBT	$ 2,134,762.00	$ 2,094,486.00	$ 2,197,430.00	$ 1,986,177.00	$ 1,767,960.00	$ 1,789,110.93	$ 1,789,110.93	$ -
	MWRA	$ 15,885,730.00	$ 16,010,787.00	$ 16,589,361.00	$ 16,414,339.00	$ 17,333,203.00	$ 17,739,866.00	$ 17,739,866.00	$ -
	INDIRECT COST TRANSFER	$ 765,503.00	$ 771,627.00	$ 823,445.00	$ 911,865.00	$ 955,419.00	$ 1,005,404.00	$ 1,005,404.00	$ -
WATER & SEWER ENTERPRISE TOTAL		**$ 20,922,348.00**	**$ 21,034,345.00**	**$ 21,825,523.00**	**$ 21,610,128.00**	**$ 22,492,927.00**	**$ 23,049,311.80**	**$ 23,049,311.80**	**$ -**
									$ -
ECTV ENTERPRISE	PERSONNEL	$ 328,468.00	$ 406,987.00	$ 412,400.00	$ 372,756.00	$ 382,832.00	$ 393,419.84	$ 393,419.84	$ -
	EXPENSES	$ 177,000.00	$ 177,000.00	$ 177,000.00	$ 177,000.00	$ 183,000.00	$ 188,500.00	$ 188,500.00	$ -
ECTV ENTERPRISE TOTAL		**$ 505,468.00**	**$ 583,987.00**	**$ 589,400.00**	**$ 549,756.00**	**$ 565,832.00**	**$ 581,919.84**	**$ 581,919.84**	**$ -**

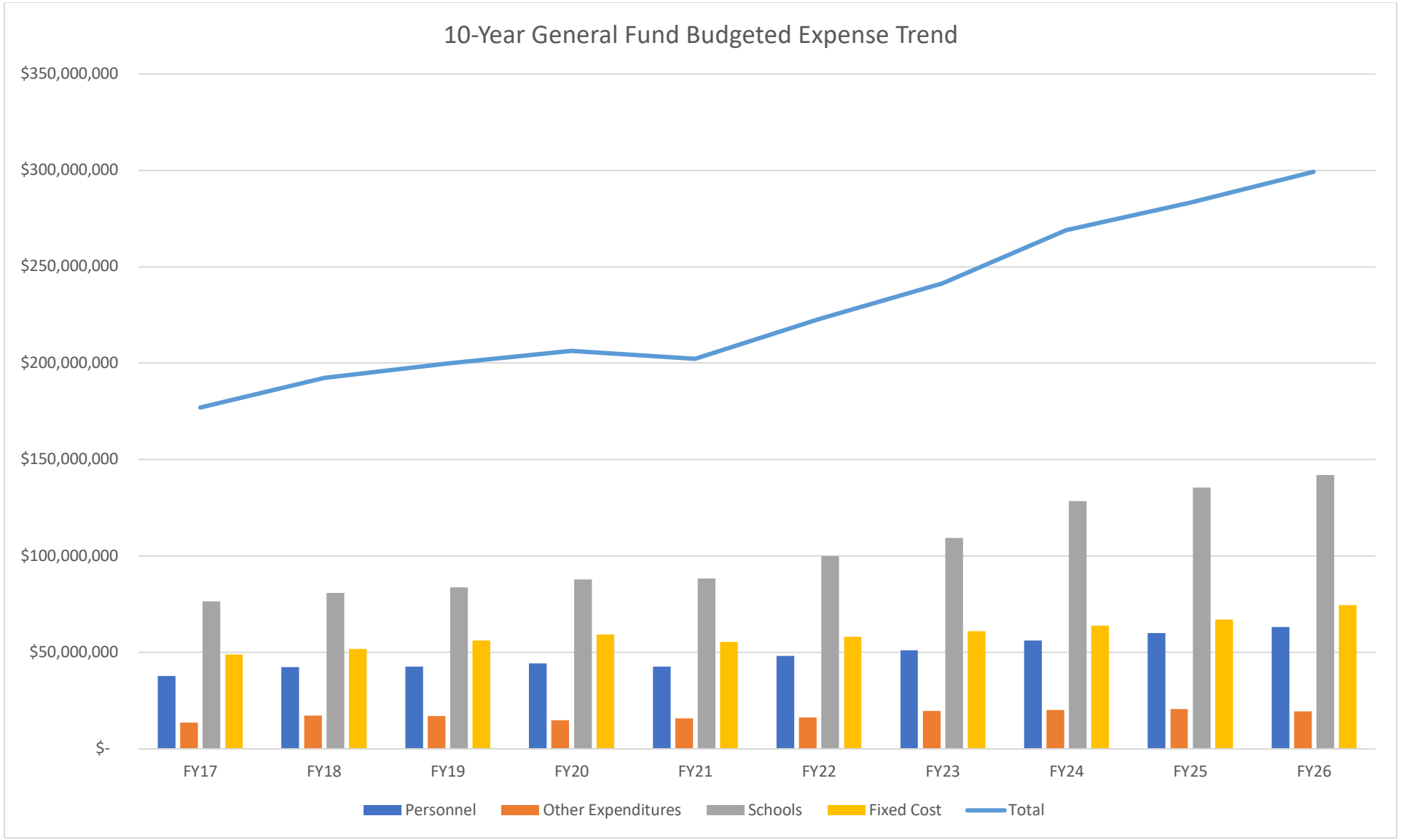
Expenditure Breakdown by Division

* *Please note that intergovernmental charges, which are included in the Cherry Sheet assessment, are excluded from Operations total to allow accurate comparison.*

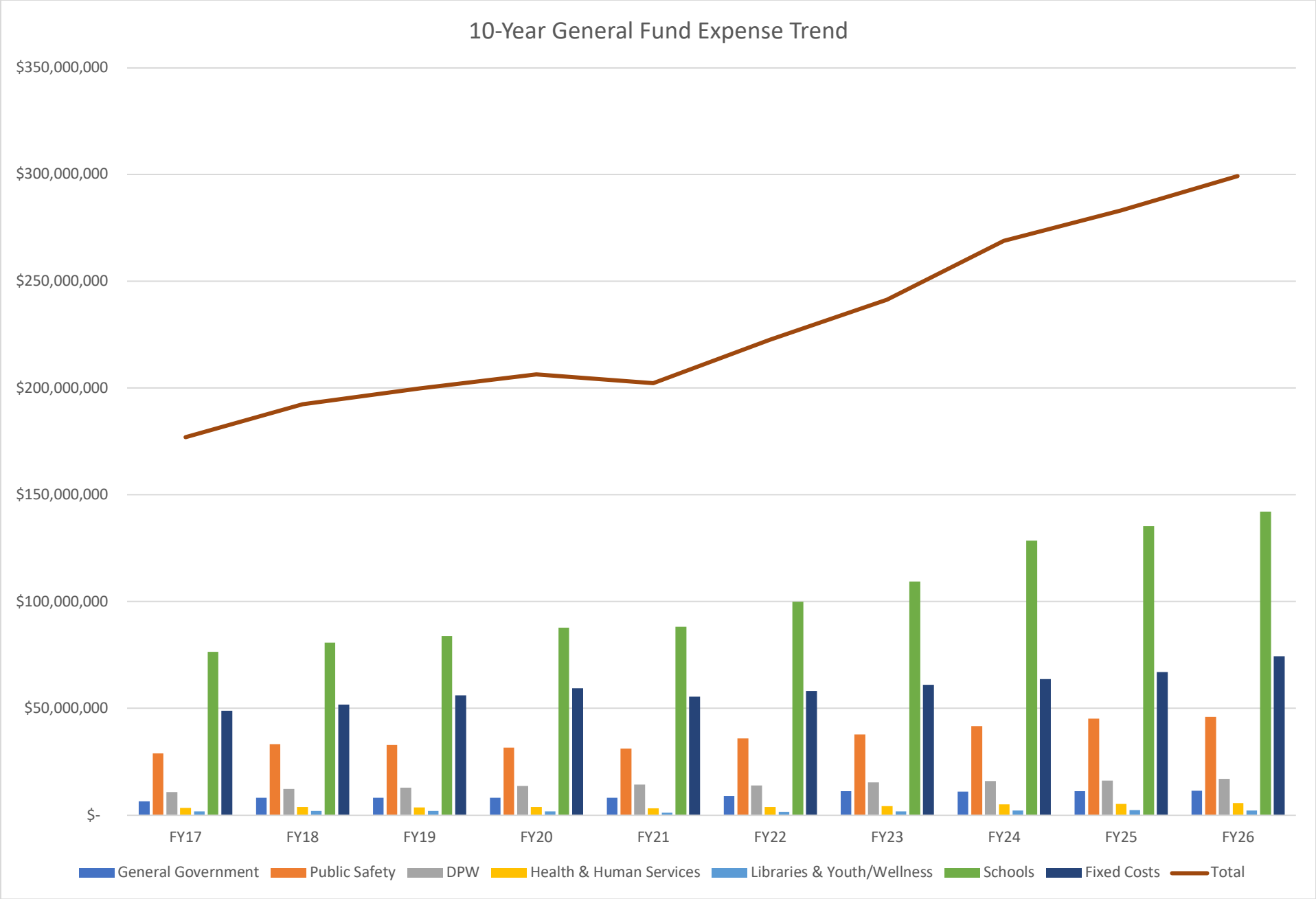
Division Description	Final Budget FY 2021	Final Budget FY 2022	Final Budget FY 2023	Final Budget FY 2024	Final Budget FY 2025	FY 2026 Mayor Recommended	FY 2026 Council Approved	*Variance*
GENERAL GOVERNMENT Tota	$ 8,240,018.00	$ 9,065,635.00	$ 11,317,191.00	$ 11,136,805.00	$ 11,237,998.76	$ 11,835,482.00	$ 11,445,482.00	$ *390,000.00*
PUBLIC SAFETY Total	$ 31,351,328.00	$ 36,034,236.00	$ 37,867,320.00	$ 41,765,821.00	$ 45,309,582.52	$ 46,070,144.00	$ 46,070,144.00	$ -
CITY SERVICES Total	$ 14,318,783.00	$ 13,928,311.00	$ 15,504,785.00	$ 16,029,646.00	$ 16,285,216.31	$ 16,991,272.00	$ 16,991,272.00	$ -
HUMAN SERVICES Total	$ 3,343,268.00	$ 3,837,074.00	$ 4,235,595.00	$ 5,206,417.00	$ 5,426,037.90	$ 5,741,691.00	$ 5,741,691.00	$ -
CULTURE & RECREATION Tota	$ 1,295,854.00	$ 1,610,513.00	$ 1,899,678.00	$ 2,319,733.00	$ 2,546,752.00	$ 2,350,961.00	$ 2,350,961.00	$ -
FIXED COSTS TOTAL	$ 55,520,882.00	$ 58,167,625.00	$ 61,094,871.00	$ 63,888,685.00	$ 66,982,351.63	$ 74,575,134.00	$ 74,575,134.00	$ -
INTERGOVERNMENTAL TOTAL	*$ 13,964,856.00*	*$ 16,386,815.00*	*$ 18,726,480.00*	*$ 21,026,008.00*	*$ 20,976,618.00*	*$ 23,823,133.00*	*$ 23,823,133.00*	$ -
EDUCATION TOTAL	$ 88,299,966.00	$ 100,079,553.00	$ 109,482,789.00	$ 128,612,364.00	$ 135,510,702.00	$ 142,154,420.00	$ 142,154,420.00	$ -
CITY TOTAL:	$ 202,370,099.00	$ 222,722,947.00	$ 241,402,229.00	$ 268,959,471.00	$ 283,298,641.12	$ 299,719,104.00	$ 299,329,104.00	$ *390,000.00*
WATER & SEWER ENTERPRISI	$ 20,922,348.00	$ 21,034,345.00	$ 21,825,523.00	$ 21,610,128.00	$ 22,492,927.00	$ 23,049,311.80	$ 23,049,311.80	$ -
ECTV TOTAL	$ 505,468.00	$ 583,987.00	$ 589,400.00	$ 549,756.00	$ 565,832.00	$ 581,919.84	$ 581,919.84	$ -

General Fund Expenditure Highlights (Infographics)

Note: The following 2 charts below represent budgeted data and do not include intragovernmental charges.



This chart represents General Fund City Expenses broken down into the following categories: Personnel, Other Expenditures, Schools & Fixed Costs



This chart represents General Fund City Expenses by division: General Governments, Public Safety, DPW, Health & Human Services, Libraries & Youth/Wellness, Schools & Fixed Costs

Tax Rate Recapitulation (RECAP) Sheet

FY 2026 Budget

MAYOR'S RECOMMENDED BUDGET

	RECAP 2025 Budget	Mayor's Recommended 2026 Budget	FY25 - FY26 Inc/Decr	% Inc/Decr
REVENUES				
PROPERTY TAXES				
PRIOR FISCAL YEAR LEVY LIMIT	175,213,739	183,889,953	*8,676,214*	*5.0%*
2 1/2% Increase	4,380,343	4,597,249	*216,905*	*5.0%*
Current New Growth (Value increases from new building)	4,295,871	2,000,000	*(2,295,871)*	*-53.4%*
LEVY LIMIT Subtotal (from DOR levy limit sheet)	**183,889,953**	**190,487,202**	***6,597,249***	***3.6%***
LEVY CEILING Subtotal (from DOR levy limit sheet)	**201,441,139**	**209,498,785**	***8,057,646***	***4.0%***
LOCAL RECEIPTS				
MOTOR VEHICLE	4,400,000	4,500,000	*100,000*	*2.3%*
MEALS TAX (local options)	1,185,000	1,470,000	*285,000*	*24.1%*
ROOMS TAX (Local options)	2,765,000	3,430,000	*665,000*	*24.1%*
INTEREST ON TAXES	400,000	400,000	*0*	*0.0%*
IN LIEU OF TAXES	14,112	14,112	*0*	*0.0%*
CHARGES FOR SERVICES	40,000	40,000	*0*	*0.0%*
FEES	550,000	550,000	*0*	*0.0%*
RENTALS	15,000	15,000	*0*	*0.0%*
OTHER DEPARTMENTAL REVENUES	175,000	125,000	*(50,000)*	*-28.6%*
LICENSES AND PERMITS	3,300,000	3,000,000	*(300,000)*	*-9.1%*
FINES AND FORFEITS	1,700,000	1,750,000	*50,000*	*2.9%*
INVESTMENT INCOME	3,250,000	2,500,000	*(750,000)*	*-23.1%*
MISCELLANEOUS RECURRING INCOME-Includes Medicaid and Community Impact Fee	1,091,426	900,000	*(191,426)*	*-17.5%*
MISCELLANEOUS NON-RECURRING INCOME	0	0	*0*	*0.0%*
Local Receipt Subtotal (pg. 2 recap IIIb. 1)	**18,885,538**	**18,694,112**	***(191,426)***	***-1.0%***
WATER & SEWER & ECTV ENTERPRISE FUND REVENUE	22,492,927	23,049,312	*556,385*	*2.5%*
ECTV	565,832	583,731	*17,899*	*3.2%*
Enterprise Fund Subtotal (pg. 2 recap IIIb. 3)	**23,058,759**	**23,633,043**	***574,284***	***2.5%***
OTHER REVENUES AND FINANCING SOURCES				
CHERRY SHEET REVENUE (pg. 2 recap IIIa. 1)	130,020,347	139,303,170	*9,282,823*	*7.1%*
MASSACHUSETTS SBA PAYMENTS (pg. 2 recap IIIa. 2)	0	0	*0*	*0.0%*
FREE CASH FOR PARTICULAR PURPOSE (pg. 2 recap IIIc. 1)	0	0	*0*	*0.0%*
OTHER AVAILABLE FUNDS APPROPRIATED (pg. 2 recap IIIc. 2)	0	0	*0*	*0.0%*
OFFSET RECEIPTS			*0*	*0.0%*
FREE CASH USED FOR:	10,000,000	5,000,000	*(5,000,000)*	*-50.0%*
Level the Tax Rate (pg. 2 recap IIId. 1b.)	0	0	*0*	*0.0%*
OFS-To Reduce Tax Rate (pg. 2 recap IIId. 4)	0	0	*0*	*0.0%*
Casino Revenue	22,628,164	23,193,868	*565,704*	*2.5%*
Community Impact fee	5,657,041	5,798,467	*141,426*	*2.5%*
Estimated State + Other Revenue Subtotal	**168,305,552**	**173,295,505**	***4,989,953***	***3.0%***
TOTAL REVENUES	**394,139,802**	**406,109,862**	***11,970,060***	***3.0%***

	RECAP	Mayor's Recommended	FY25 - FY26	%
	2025 Budget	2026 Budget	Inc/Decr	Inc/Decr
EXPENDITURES				
GENERAL GOVERNMENT	10,276,731	11,835,482	1,558,751	15.2%
PUBLIC SAFETY	45,297,464	46,070,144	772,680	1.7%
PUBLIC WORKS AND FACILITIES	16,281,497	16,991,271	709,774	4.4%
HUMAN SERVICES	5,122,989	5,741,691	618,702	12.1%
CULTURAL AND RECREATIONAL	2,546,752	2,350,961	(195,791)	-7.7%
City Subtotal	**79,525,433**	**82,989,549**	**3,464,116**	**4.4%**
EDUCATION - PUBLIC SCHOOLS (includes Special Ed Transportation)	135,307,416	142,154,420	6,847,004	5.1%
Education Subtotal	**135,307,416**	**142,154,420**	**6,847,004**	**5.1%**
RETIREMENT OF LONG TERM CAPITAL DEBT PRINCIPAL	8,037,415	7,936,415	(101,000)	-1.3%
RETIREMENT OF LONG TERM CAPITAL DEBT INTEREST	3,081,185	2,586,670	(494,515)	-16.0%
SHORT TERM DEBT INTEREST	0	0	0	0.0%
EVERETT RETIREMENT ASSESSMENT	20,406,927	21,435,962	1,029,035	5.0%
UNEMPLOYMENT COMPENSATION	175,000	175,000	0	0.0%
EMPLOYEE INSURANCE - LIFE	88,000	80,000	(8,000)	-9.1%
EMPLOYEE INSURANCE - HEALTH	28,402,176	35,261,421	6,859,245	24.2%
EMPLOYEE INSURANCE - AD + D	30,800	33,000	2,200	7.1%
FICA	2,536,949	2,689,166	152,217	6.0%
EMPLOYEE INJURIES	1,377,500	1,377,500	0	0.0%
PROPERTY/LIABILITY INSURANCE	2,792,472	3,000,000	207,528	7.4%
Fixed Cost Subtotal	**66,928,424**	**74,575,134**	**7,646,710**	**11.4%**
Water/Sewer Enterprise Subtotal	**21,537,508**	**22,043,908**	**506,400**	**2.4%**
ECTV	**565,832**	**583,731**	17,899	**3.2%**
OTHER EXPENDITURES AND OTHER FINANCIAL USES				
CHERRY SHEET CHARGES (pg. 2 llc of recap)	20,976,618	23,823,133	2,846,515	13.6%
Other Deficits (pg. 2 llb 10 of recap)				
OVERLAY (Allowance for Abatements)	2,027,996	2,000,000	(27,996)	-1.4%
Court judgements & Other	14,859	56,050	41,191	277.2%
SNOW AND ICE	0	147,889	147,889	0.0%
OFFSET Receipts				
From Cherry Sheet	124,995	133,694	8,699	7.0%
SUPPLEMENTAL APPROPRIATIONS				
From Raise and Appropriate (pg. 4 of recap - non school)	503,286	0	(503,286)	-100.0%
From Free Cash (pg. 4 of recap)				
From Other Available Fund (pg. 4 of recap)				
SUBTOTAL - OTHER EXPENDITURES	**23,647,754**	**26,160,766**	**2,513,012**	**10.6%**
TOTAL EXPENDITURES	**327,512,367**	**348,507,508**	**20,995,141**	**6.4%**
TAX LEVY (Net Amount to be Raised via Property Tax)	**117,262,518**	**132,884,848**	**15,622,330**	**13.3%**
Excess Capacity (additional taxing capacity)	***66,627,435***	***57,602,354***	***(9,025,081)***	***-13.5%***

Executive Summary - Municipal Revenues Description

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 are 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.

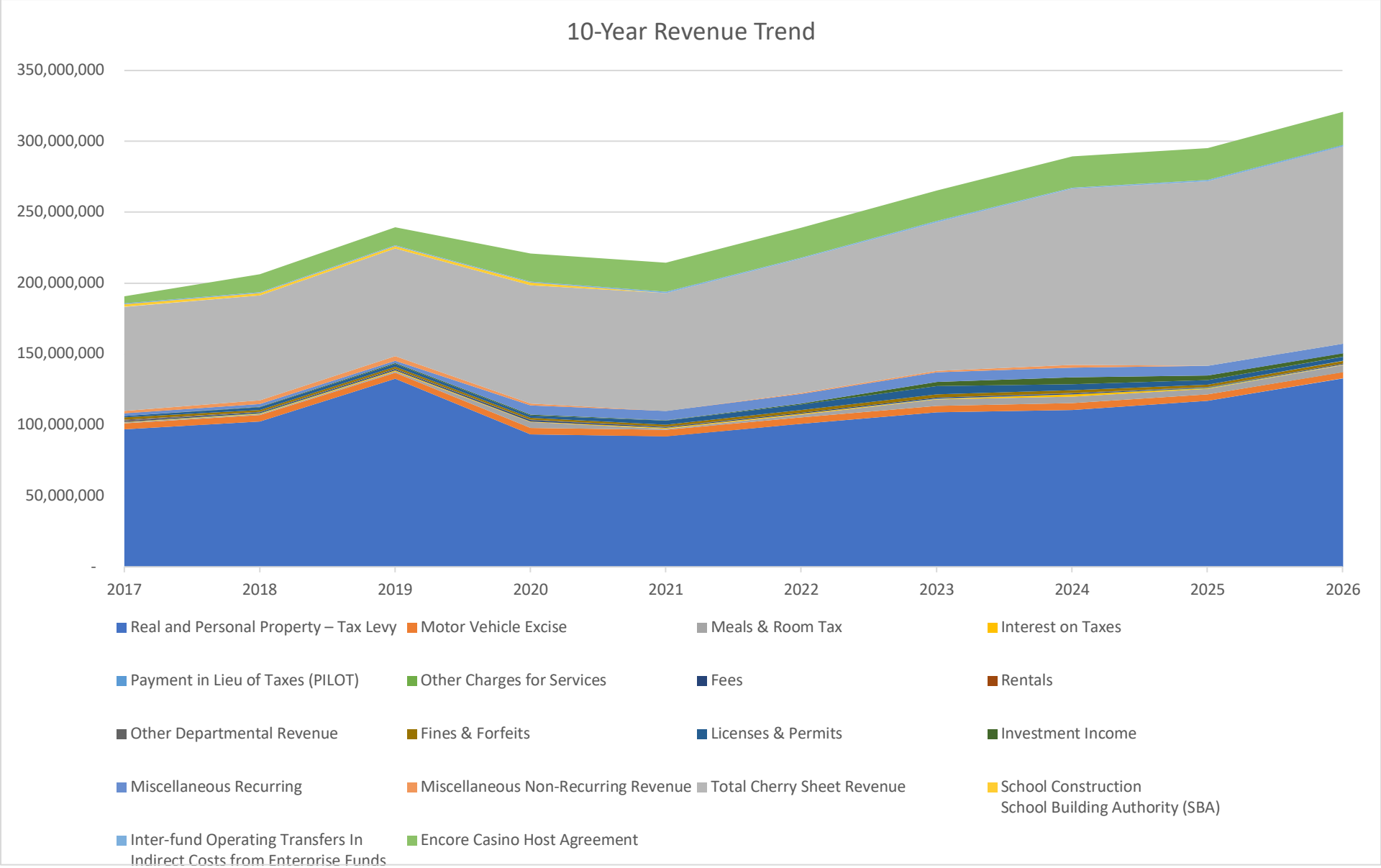
Receipts Reserved for Appropriation (Actual Collections)
Receipts from a specific revenue source segregated from general fund into a separate fund and earmarked for appropriation for specified purposes by statute. Appropriations are limited to actual collections on hand and available.

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 (l) 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.

10-Year Revenue Trend Graph



*note: $ value is provided in the subsequent section: FY26 General Fund Revenue Detail with 10-Year Trend

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:

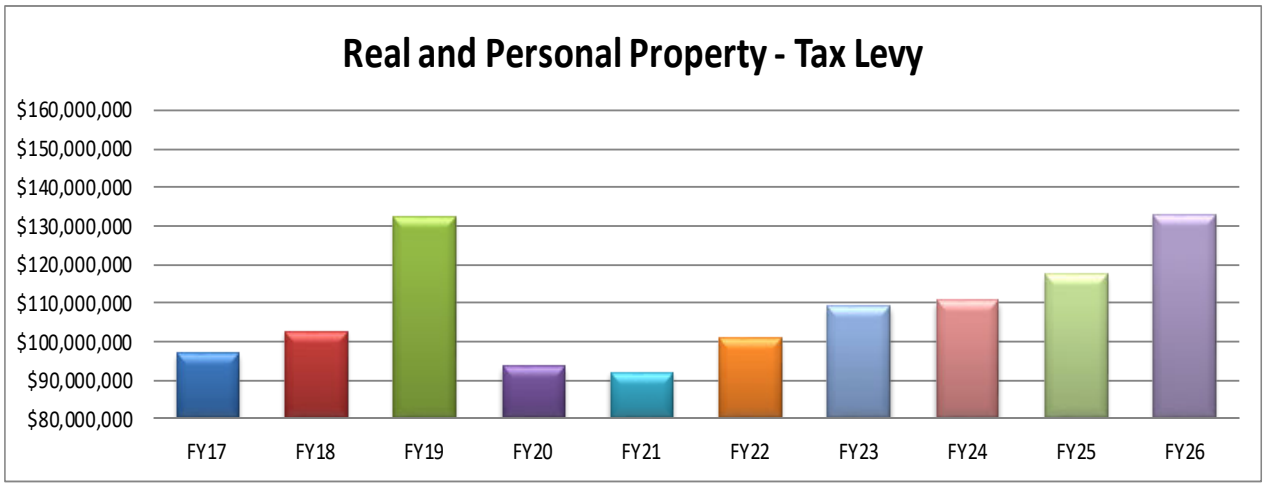
1. Automatic 2.5% Increase (Prop 2 ½) – The levy limit is the maximum amount that can be collected through real and personal property taxes by the municipality. Each year, a community's levy limit automatically increases 2.5% and for FY 2026 that amount is $4,597,249.

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 FY26 new growth is estimated to be $2,000,000.

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.

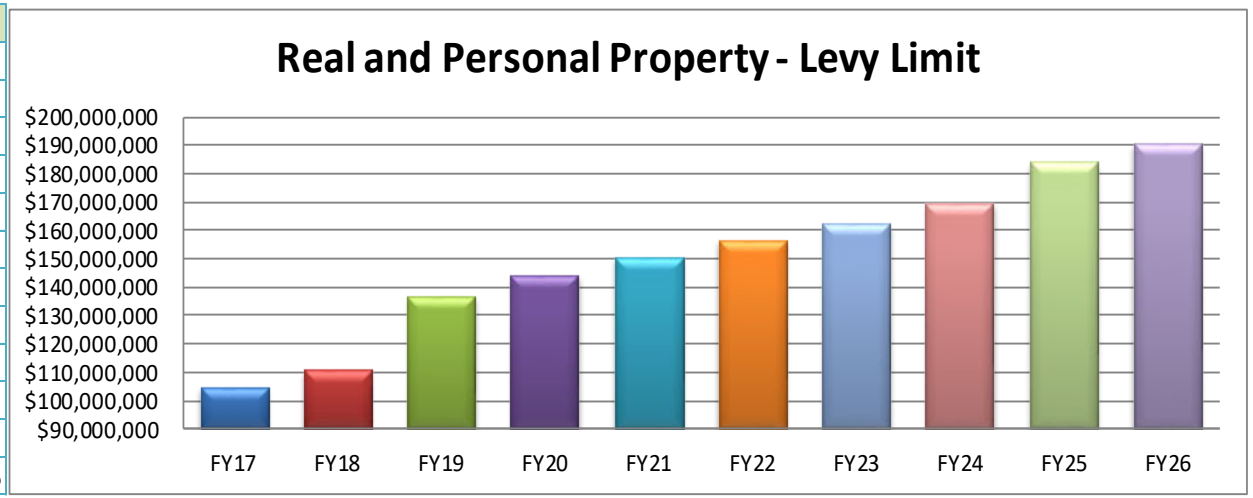
Real & Personal Property – Tax Levy – The amount of taxes, special assessments, or service charges imposed by a governmental unit.

Real and Personal Property – Tax Levy		
Fiscal Year	**Revenue**	
2017	96,907,071	
2018	102,566,340	
2019	132,567,524	
2020	93,550,623	
2021	91,966,655	
2022	100,812,451	
2023	108,958,844	
2024	110,479,985	
2025	117,262,518	Per Recap
2026	132,884,848	Estimated
% Change FY25 vs. FY26		**13.3%**



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**	
2017	104,642,418	
2018	110,457,823	
2019	136,743,488	
2020	144,152,596	
2021	150,181,831	
2022	156,357,515	
2023	162,266,453	
2024	169,522,550	
2025	183,889,953	Per Recap
2026	190,487,202	Estimated
% Change FY25 vs. FY26		**3.6%**

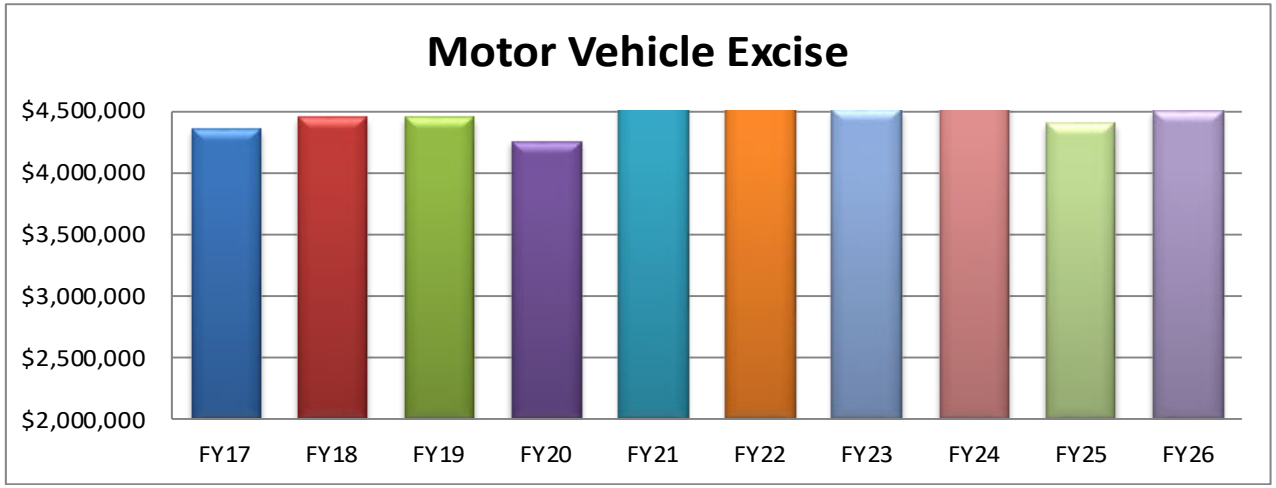


II. LOCAL RECEIPTS

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.

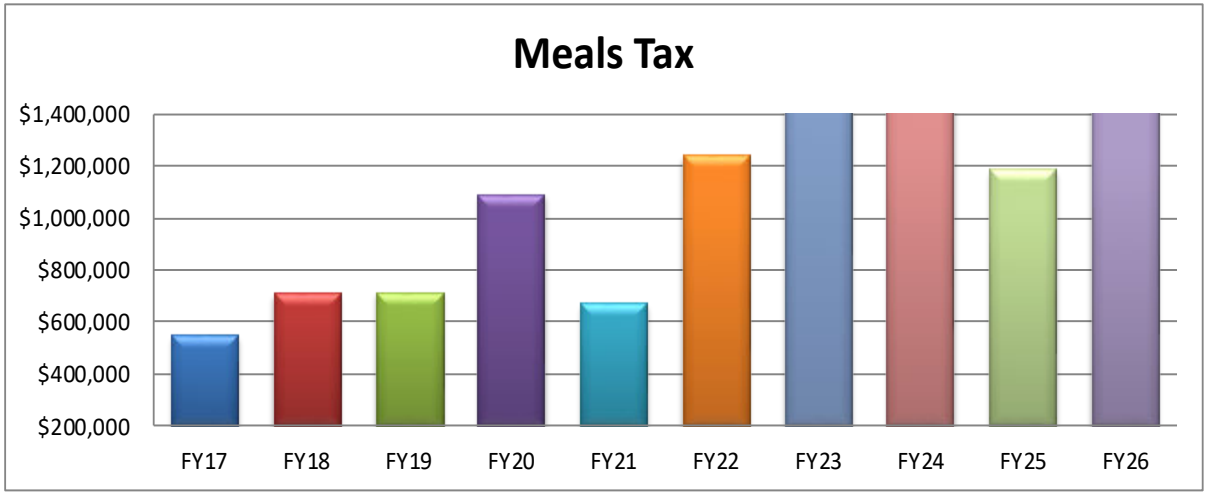
Those residents who do not pay their excise taxes in a timely manner are not allowed to renew registrations and licenses through a 'marking' process at the RMV. The City of Everett notifies the Registry of delinquent taxpayers, through its deputy collector, who prepares excise delinquent files for the Registry of Motor Vehicles.

Motor Vehicle Excise		
Fiscal Year	**Revenue**	
2017	4,352,189	
2018	4,445,870	
2019	4,441,258	
2020	4,248,630	
2021	4,693,385	
2022	4,662,555	
2023	4,502,645	
2024	4,847,104	
2025	4,400,000	Per Recap
2026	4,500,000	Estimated
% Change FY25 vs. FY26		**2.3%**



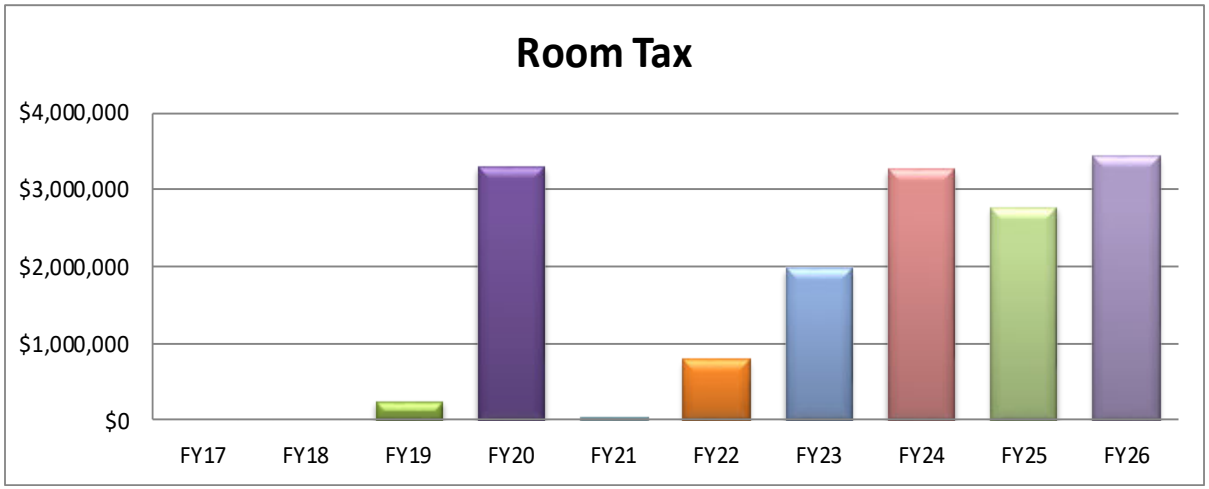
Meals Tax – (MGL CH27 §60 and 156 of the Acts of 2009). This category was new for FY 2011 as allowed by the Commonwealth of Massachusetts in FY 2010. As mentioned previously, the City Council approved a 0.75% increase in the meals tax that created additional revenue beginning in FY 2012. We anticipate a 24.1% increase in FY26.

Meals Tax		
Fiscal Year	**Revenue**	
2017	545,969	
2018	706,782	
2019	712,076	
2020	1,090,679	
2021	669,333	
2022	1,236,866	
2023	2,589,265	
2024	1,524,587	
2025	1,185,000	Per Recap
2026	1,470,000	Estimated
% Change FY25 vs. FY26		**24.1%**



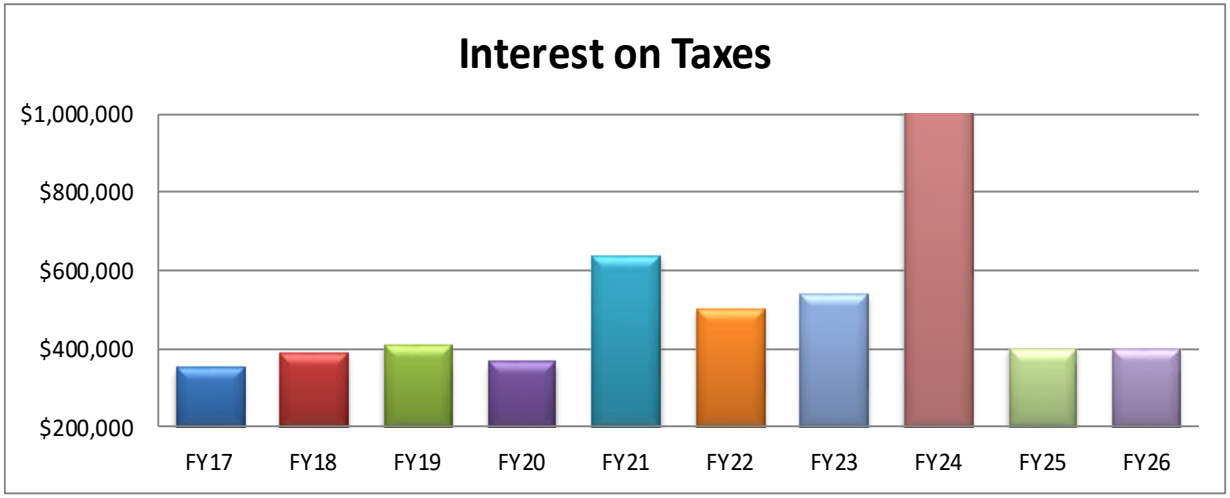
Rooms Tax – (Room Occupancy Excise - MGL Chapter 64G) This category includes taxes received through the state that are collected from all hotels, motels, and other lodging houses within the City at a rate up to, but not exceeding, 6% of the total amount of rent for each such occupancy. In FY 2026 we estimate an increase of 24.1%.

Room Tax		
Fiscal Year	**Revenue**	
2017	-	
2018	-	
2019	237,109	
2020	3,295,972	
2021	24,363	
2022	784,679	
2023	1,969,909	
2024	3,258,485	
2025	2,765,000	Per Recap
2026	3,430,000	Estimated
% Change FY25 vs. FY26		**24.1%**



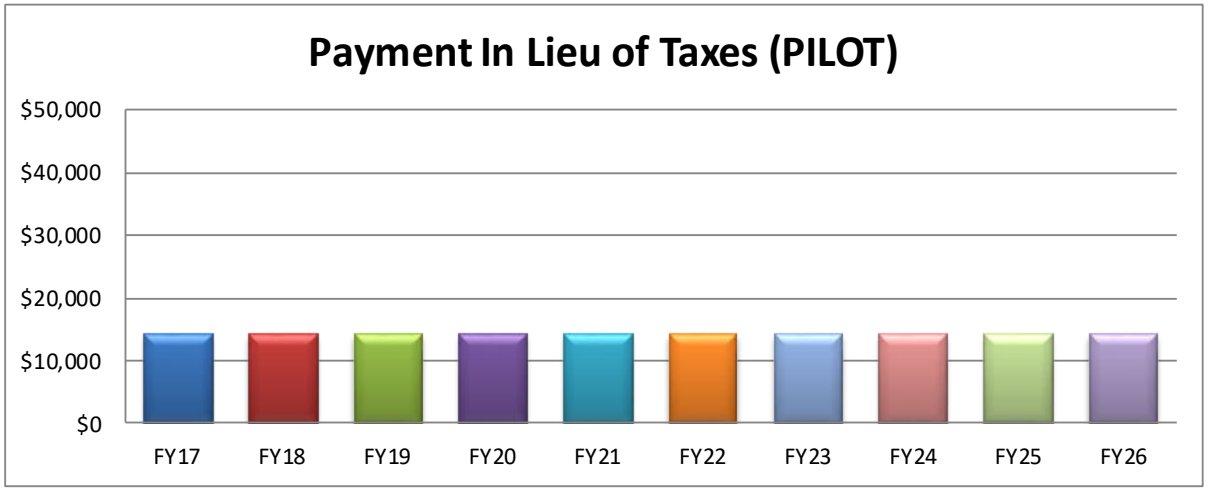
Interest on Taxes - This category includes delinquent interest and penalties on all taxes and tax title accounts. It also contains demand fees on real and personal property taxes as well as demands and warrants on late motor vehicle excise taxes and boat excise taxes. In FY 2026 we estimate a 0% change based on a conservative 3-year average.

Interest on Taxes		
Fiscal Year	**Revenue**	
2017	351,992	
2018	389,436	
2019	410,658	
2020	367,259	
2021	637,494	
2022	500,000	
2023	537,329	
2024	1,521,011	
2025	400,000	Per Recap
2026	400,000	Estimated
% Change FY25 vs. FY26		**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 FY26 based on actual pilot payments due.

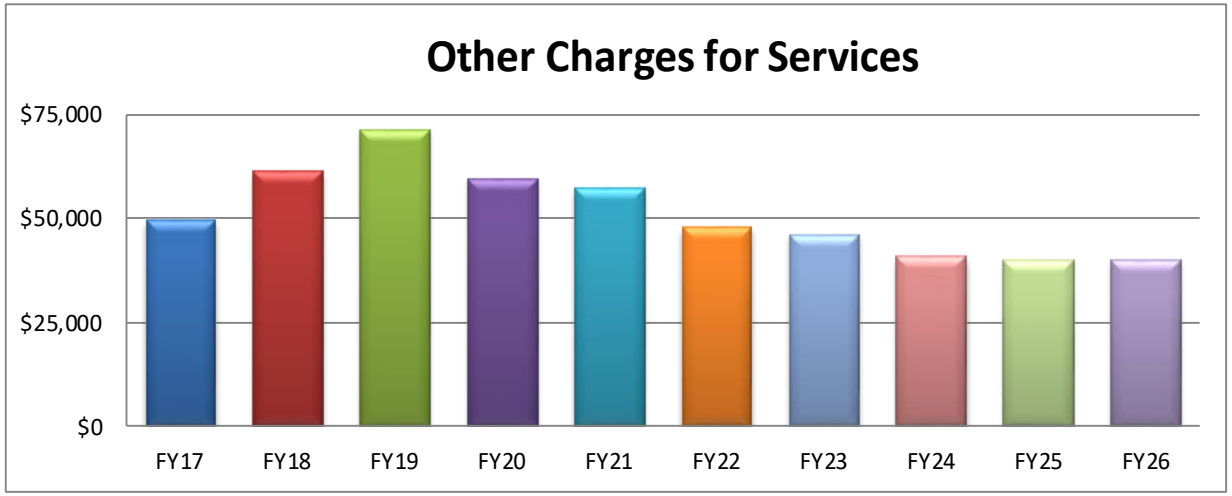
Payment in Lieu of Taxes (PILOT)		
Fiscal Year	**Revenue**	
2017	14,112	
2018	14,112	
2019	14,112	
2020	14,112	
2021	14,112	
2022	14,112	
2023	14,112	
2024	14,112	
2025	14,112	Per Recap
2026	14,112	Estimated
% Change FY25 vs. FY26		**0.0%**



OTHER CHARGES FOR SERVICES

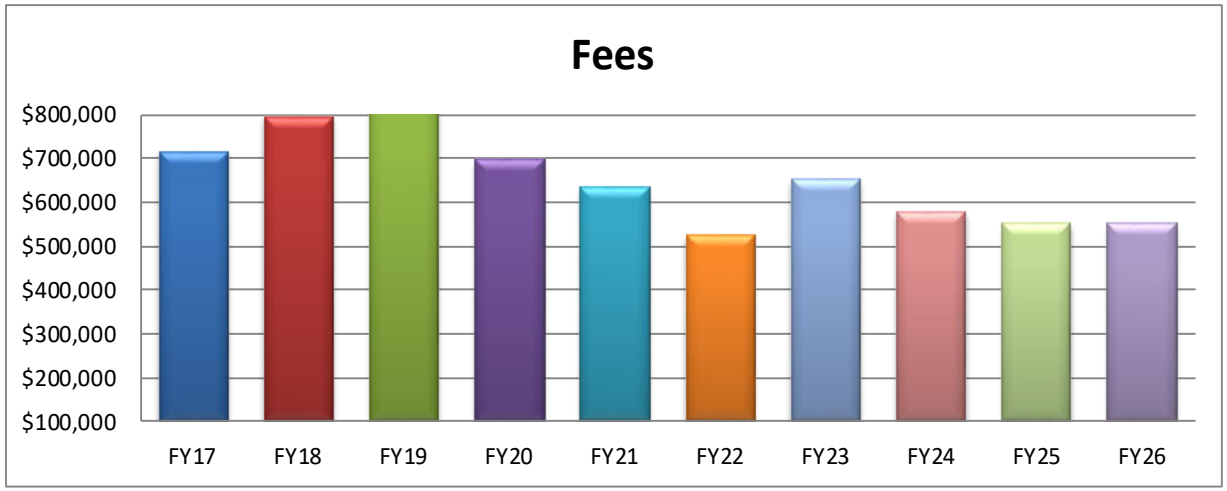
Services / Charges / User Fees – Charges for services are a revenue source to assist municipalities to offset the cost of certain services provided to the community. Some of the fees within this category are for City Clerk (birth, death and marriage certificates), public works revenue and other departmental revenue. We anticipate no increase in FY26 based on a conservative 3-year average.

Other Charges for Services		
Fiscal Year	**Revenue**	
2017	49,431	
2018	61,065	
2019	71,224	
2020	59,609	
2021	57,187	
2022	47,527	
2023	45,928	
2024	40,580	
2025	40,000	Per Recap
2026	40,000	Estimated
% Change FY25 vs. FY26		**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 FY26 based on a conservative 3-year average.

Fees		
Fiscal Year	**Revenue**	
2017	715,791	
2018	795,616	
2019	861,292	
2020	696,145	
2021	633,009	
2022	524,016	
2023	652,052	
2024	579,585	
2025	550,000	Per Recap
2026	550,000	Estimated
% Change FY25 vs. FY26		**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.

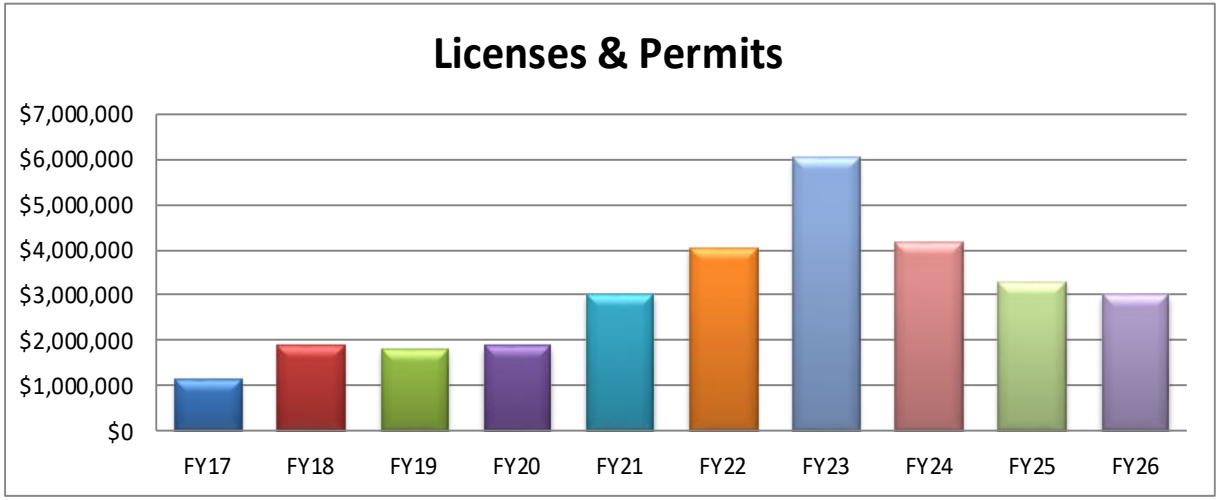
Liquor Licenses - Under Chapter 138 of the General Laws of Massachusetts, the City is empowered to grant licenses regulating the sale of alcoholic beverages. License fees vary depending upon the type of establishment, closing hours, number of days open, and whether the license is for all alcohol or beer 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 a 9% decrease in FY26 based on conservative 3-year average.

Licenses & Permits		
Fiscal Year	**Revenue**	
2017	1,138,131	
2018	1,899,829	
2019	1,810,445	
2020	1,866,483	
2021	3,009,842	
2022	4,034,314	
2023	6,024,522	
2024	4,160,765	
2025	3,300,000	Per Recap
2026	3,000,000	Estimated
% Change FY25 vs. FY26		**-9.1%**



FINES AND FORFEITS

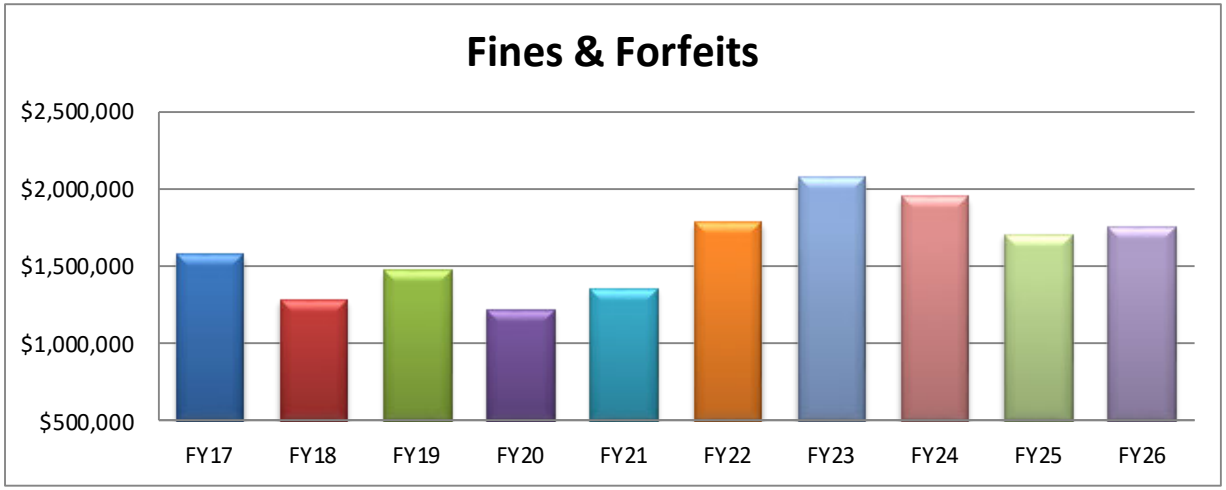
Court Fines – Non-parking offenses result in fines for moving violations. Responding to the community's desires and public safety concerns, the police department has been focused on enforcing speed limits in local neighborhoods. Other moving violations that are included in this category are driving while 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.

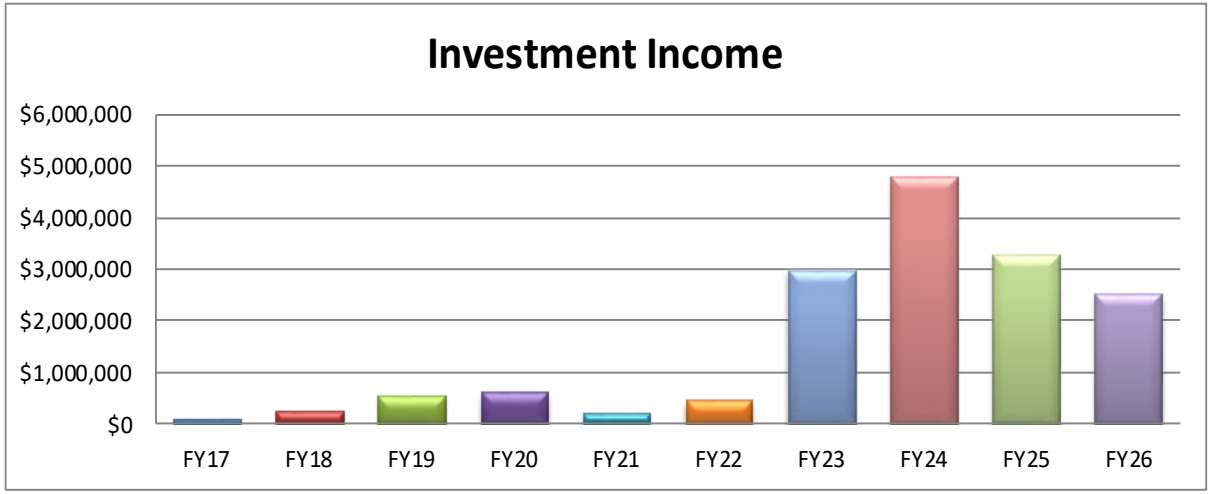
We anticipate a slight increase in FY26 based on conservative 3-year average.

Fines & Forfeits		
Fiscal Year	**Revenue**	
2017	1,571,155	
2018	1,280,202	
2019	1,472,228	
2020	1,214,091	
2021	1,353,615	
2022	1,780,496	
2023	2,071,505	
2024	1,945,500	
2025	1,700,000	Per Recap
2026	1,750,000	Estimated
% Change FY25 vs. FY26		**2.9%**



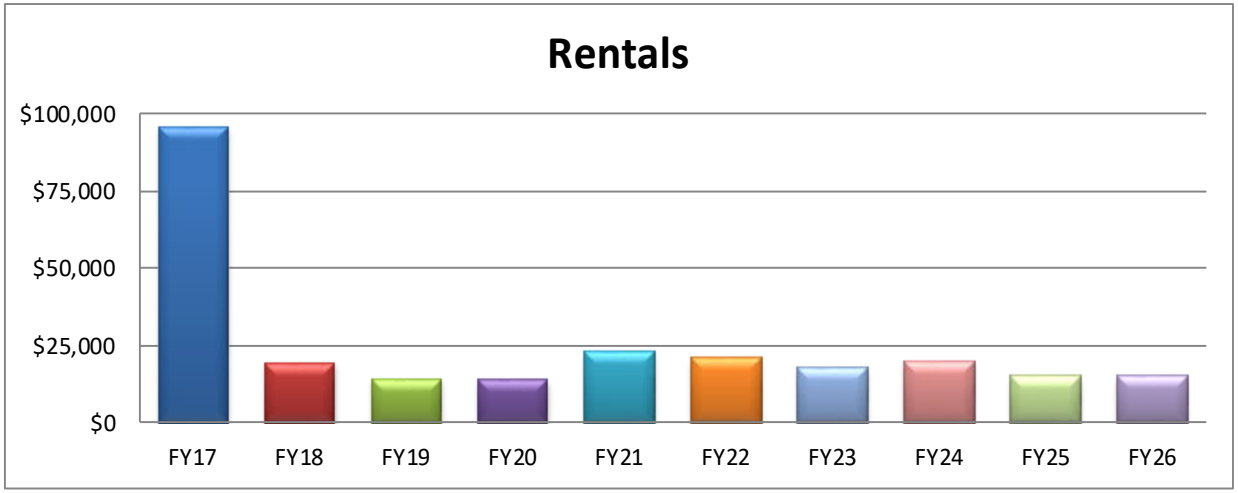
Investment Income - Under Chapter 44 Section 55B of the Mass. General Laws, all monies held in the name of the City which are not required to be kept liquid for purposes of distribution shall be invested in such manner as to require the payment of interest on the money at the highest possible rate reasonably 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 a 23.1 % decrease based in FY26 based on conservative 3-year average.

Investment Income		
Fiscal Year	**Revenue**	
2017	96,698	
2018	241,382	
2019	549,221	
2020	608,021	
2021	193,242	
2022	466,727	
2023	2,974,047	
2024	4,779,352	
2025	3,250,000	Per Recap
2026	2,500,000	Estimated
% Change FY25 vs. FY26		**-23.1%**



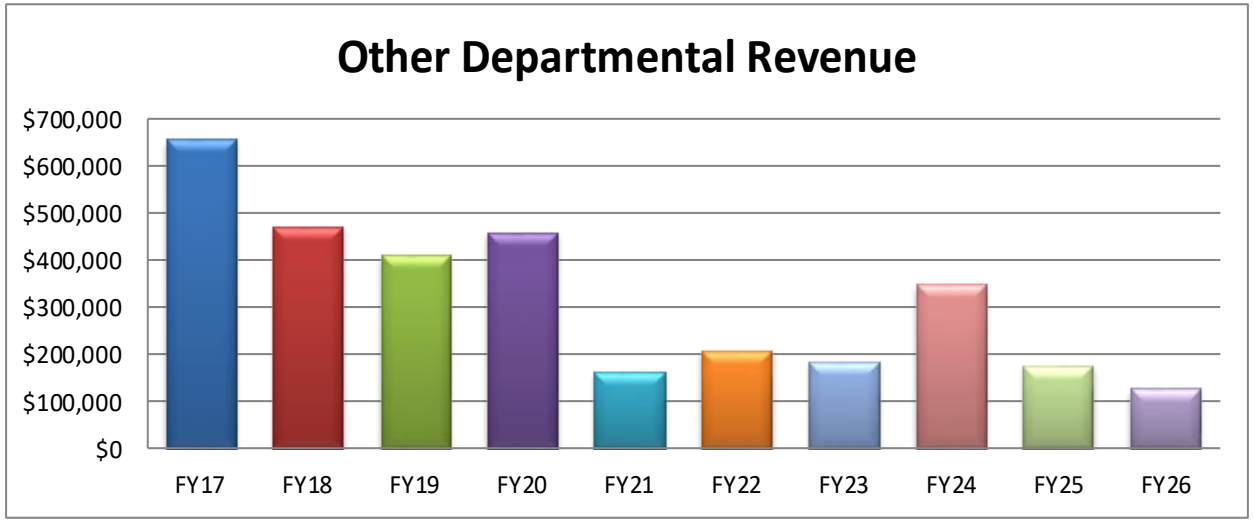
Rentals – Rental revenue comes from third party organizations using municipal buildings. We anticipate no increase in FY26 based on a conservative 3-year average.

Rentals		
Fiscal Year	**Revenue**	
2017	96,000	
2018	19,133	
2019	14,179	
2020	13,979	
2021	22,655	
2022	20,700	
2023	17,512	
2024	19,799	
2025	15,000	Per Recap
2026	15,000	Estimated
% Change FY25 vs. FY26		**0.0%**



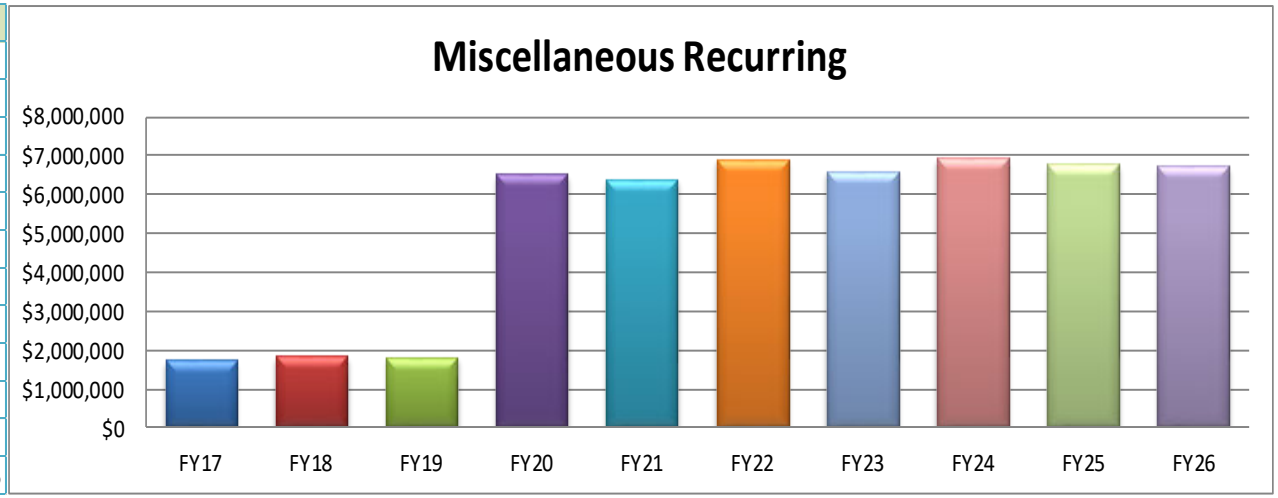
Other Departmental Revenue – Other revenue includes towing, resident parking placards & stickers, cemetery fees, park permits and rentals, etc. We anticipate 28.6% decrease in FY26 based on a conservative 3-year average.

Other Departmental Revenue		
Fiscal Year	**Revenue**	
2017	656,645	
2018	472,535	
2019	408,958	
2020	458,401	
2021	162,215	
2022	205,995	
2023	184,620	
2024	347,199	
2025	175,000	Per Recap
2026	125,000	Estimated
% Change FY25 vs. FY26		**-28.6%**



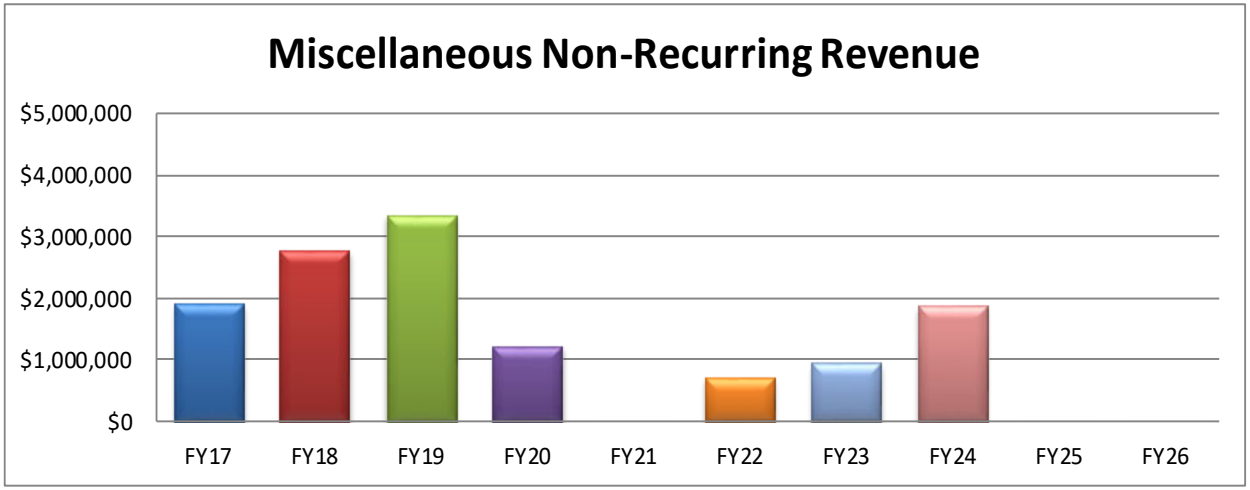
Miscellaneous Recurring – This category is used for all 'other' non-categorized income such as revenue from sale of copies of reports generated by a department, sale of data from tax files, collector's fees, refunds, bad checks, Medicare D, school-based Medicaid reimbursements, etc. This also includes the 5M Community Impact Fee from Encore. We anticipate a slight decrease in FY26 based on a conservative 3-year average.

Miscellaneous Recurring		
Fiscal Year	**Revenue**	
2017	1,709,346	
2018	1,833,191	
2019	1,790,597	
2020	6,511,732	
2021	6,383,361	
2022	6,885,412	
2023	6,589,496	
2024	6,921,571	
2025	6,748,467	Per Recap
2026	6,698,467	Estimated
% Change FY25 vs. FY26		**-0.7%**



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**	
2017	1,895,037	
2018	2,768,090	
2019	3,330,143	
2020	1,213,444	
2021	-	
2022	709,335	
2023	937,930	
2024	1,859,196	
2025	-	Per Recap
2026	-	Estimated
% Change FY25 vs. FY26		**0.0%**



III. INTERGOVERNMENTAL REVENUE – CHERRY SHEET

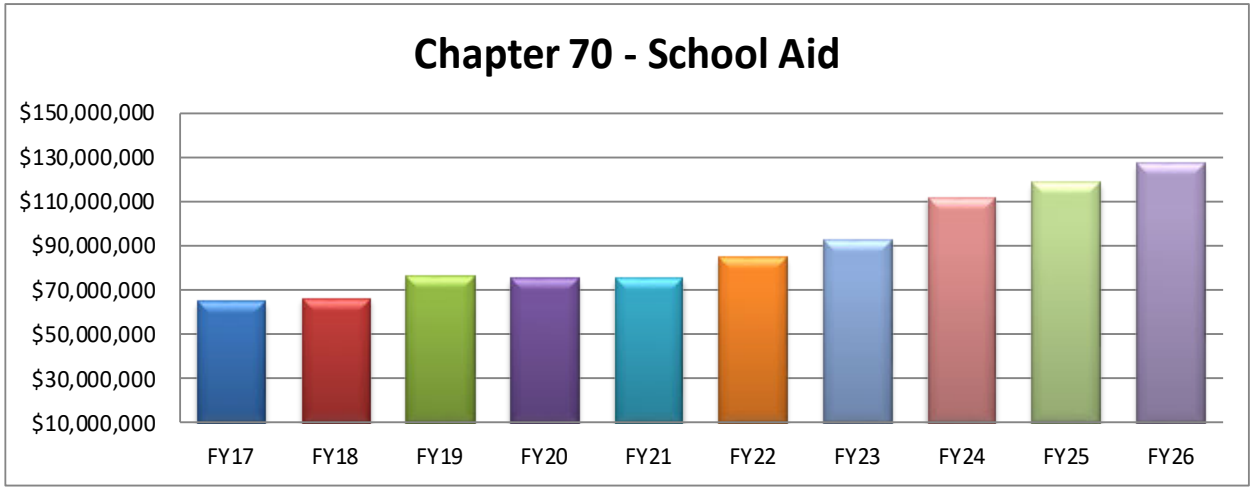
Cherry Sheet - Every year the Commonwealth sends out to each municipality a "Cherry Sheet", named for the pink-colored paper on which it was originally printed. The Cherry sheet comes in two parts, one listing the State assessments to municipalities for Massachusetts Bay Transportation Authority (MBTA), 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: Preliminary Municipal Cherry Sheet Estimates

The following revenues are based on the FY 2026 Local Aid Estimates that came out in May 2025.

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.

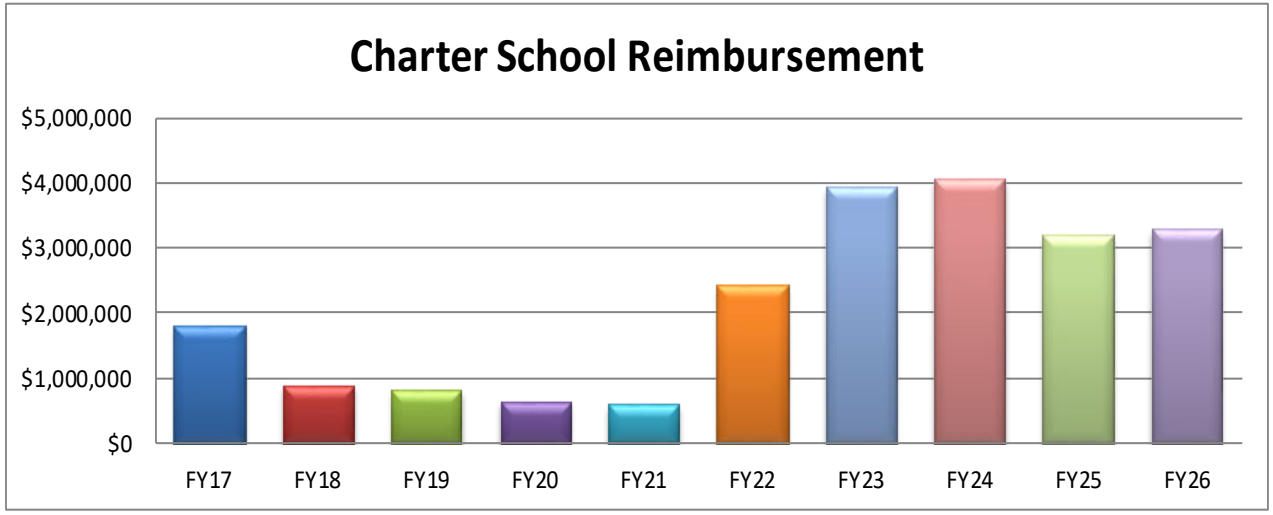
The Cherry Sheet estimates from the state show an increase of 7.7% in FY26.

Chapter 70- School Aid		
Fiscal Year	**Revenue**	
2017	**64,492,532**	
2018	**65,650,979**	
2019	**75,783,741**	
2020	**75,001,709**	
2021	**75,001,709**	
2022	**84,335,921**	
2023	**92,633,005**	
2024	**111,682,212**	
2025	**118,072,876**	Per Recap
2026	**127,109,271**	Estimated
% Change FY25 vs. FY26		**7.7%**



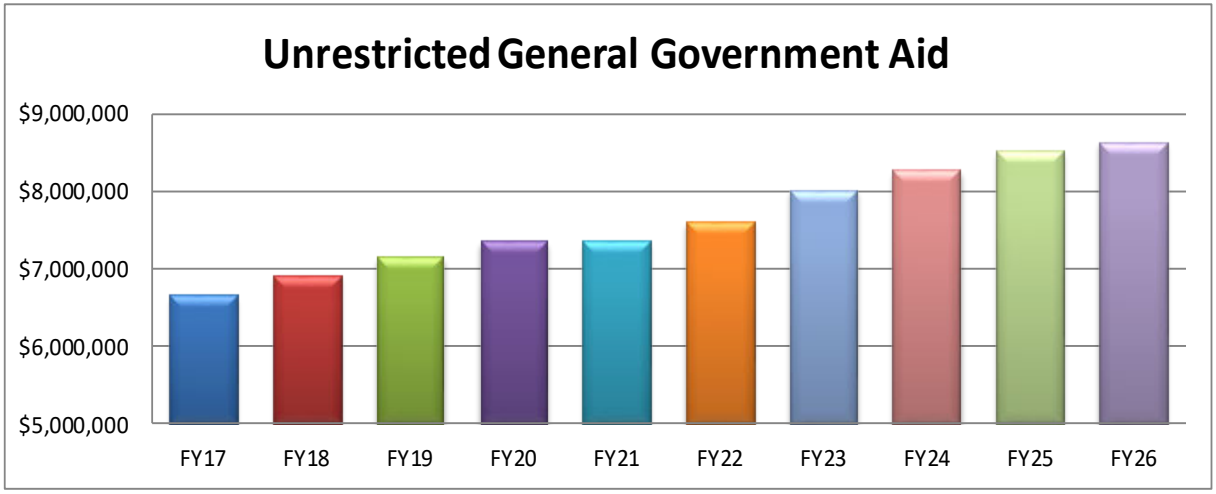
Charter Tuition Reimbursement - Under Chapter 71, Section 89, and Chapter 46 of the Acts of 1997 provides for the reimbursement sending districts for the tuition they pay to Commonwealth charter schools. It is a reimbursement for those students that elect to attend a charter school. Sending districts are reimbursed a portion of the costs associated with pupils attending charter 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 its 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 2.7% in FY26.

Charter School Reimbursement		
Fiscal Year	**Revenue**	
2017	**1,805,106**	
2018	**879,232**	
2019	**806,561**	
2020	**634,798**	
2021	**589,637**	
2022	**2,410,161**	
2023	**3,920,465**	
2024	**4,044,644**	
2025	**3,184,362**	Per Recap
2026	**3,271,889**	Estimated
% Change FY25 vs. FY26		**2.7%**



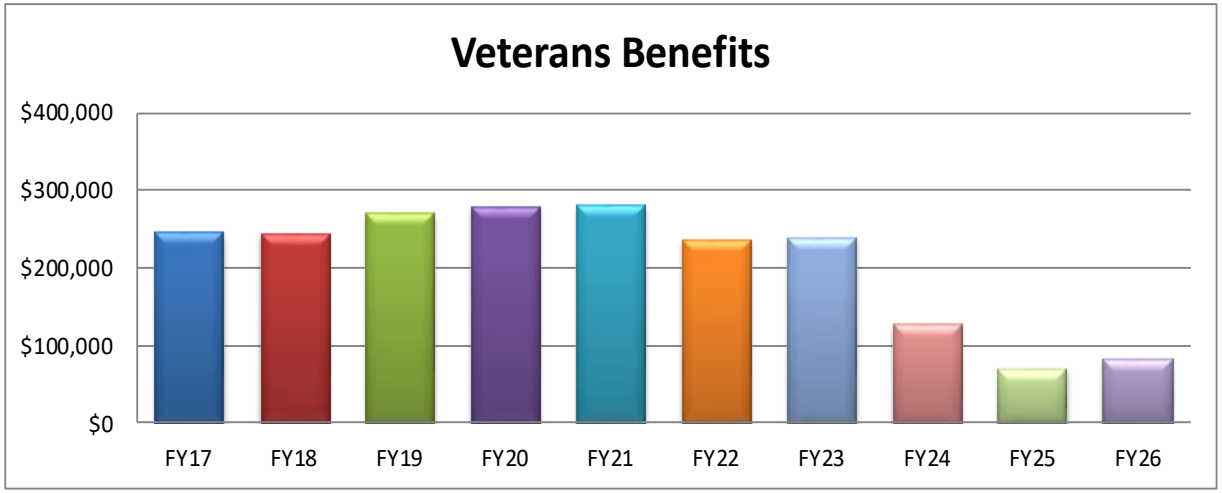
Unrestricted General Government Aid (UGGA). In FY 2010 the state has eliminated the Lottery Aid, General Fund Subsidy to Lottery, and Additional Assistance revenue and replaced it with this revenue called 'Unrestricted General Government Aid'. The FY 2008 to FY 2009 figure below is a total of the three revenue sources no longer used (lottery, subsidy to lottery, & additional assistance). The Cherry Sheet estimates from the state show an increase of 1.3% in FY26.

Unrestricted Gen. Govt. Aid		
Fiscal Year	**Revenue**	
2017	6,642,634	
2018	6,901,697	
2019	7,143,256	
2020	7,336,124	
2021	7,336,124	
2022	7,592,888	
2023	8,002,904	
2024	8,258,997	
2025	8,506,767	Per Recap
2026	8,616,878	Estimated
% Change FY25 vs. FY26		**1.3%**



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 17% in FY26.

Veterans Benefits		
Fiscal Year	**Revenue**	
2017	244,677	
2018	243,457	
2019	270,041	
2020	278,254	
2021	280,256	
2022	236,273	
2023	238,823	
2024	127,570	
2025	70,102	Per Recap
2026	82,051	Estimated
% Change FY25 vs. FY26		**17.0%**

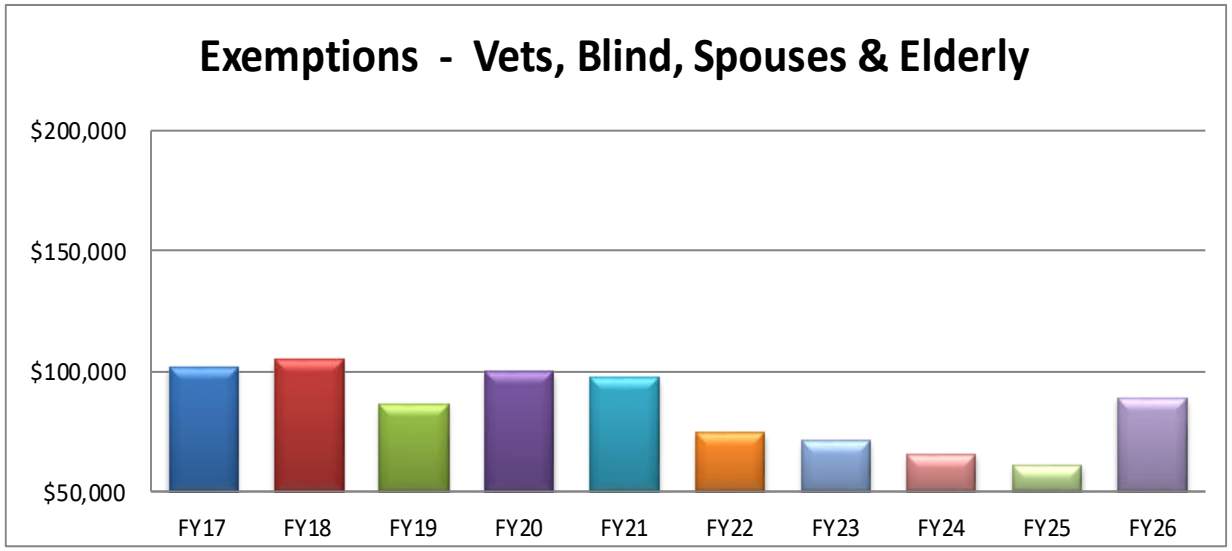


Exemptions: Vets, Blind, Surviving Spouses, and Elderly - The State Cherry Sheet reimburses the City for loss of taxes due to real estate abatements to veterans, surviving spouses and the legally blind. The abatement categories are authorized by the State. The City is not empowered to offer abatements 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.

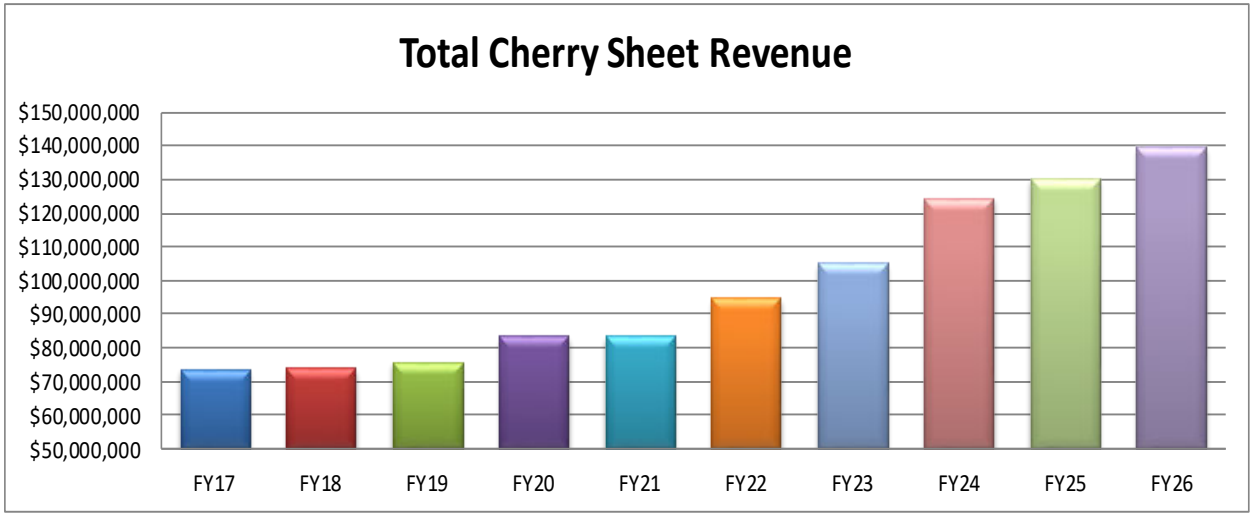
In FY 2010 the state combined the elderly exemption with the veterans, blind and surviving spouse's exemptions. In previous years, the elderly exemption was budgeted separately. The Cherry Sheet estimates from the state show an increase of 45.5% in FY26.

Exemptions- Vets, Blind, Spouse & Elderly		
Fiscal Year	**Revenue**	
2017	101,853	
2018	104,710	
2019	86,528	
2020	99,568	
2021	97,220	
2022	74,293	
2023	70,980	
2024	65,339	
2025	61,245	Per Recap
2026	89,129	Estimated
% Change FY25 vs. FY26		**45.5%**



The Cherry Sheet REVENUE estimates from the state show an increase of 7.1% in FY26.

Total Cherry Sheet Revenue		
Fiscal Year	**Revenue**	
2017	73,341,867	
2018	73,836,807	
2019	75,783,741	
2020	83,411,682	
2021	83,379,596	
2022	94,729,206	
2023	104,970,599	
2024	124,285,490	
2025	130,020,347	Per Recap
2026	139,303,170	Estimated
% Change FY25 vs. FY26		**7.1%**



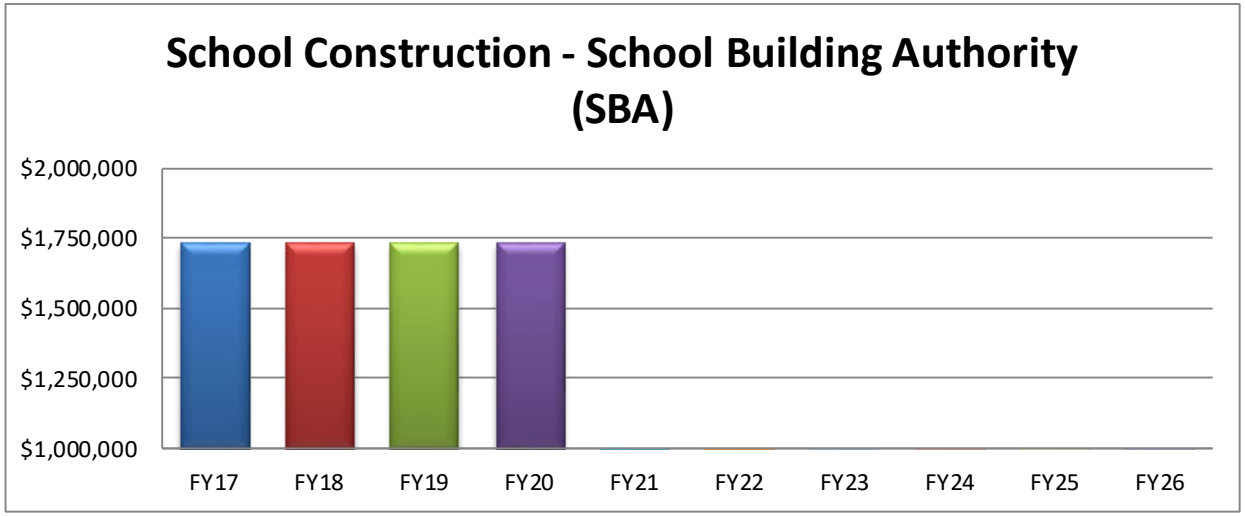
IV. MSBA REIMBURSEMENTS

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.

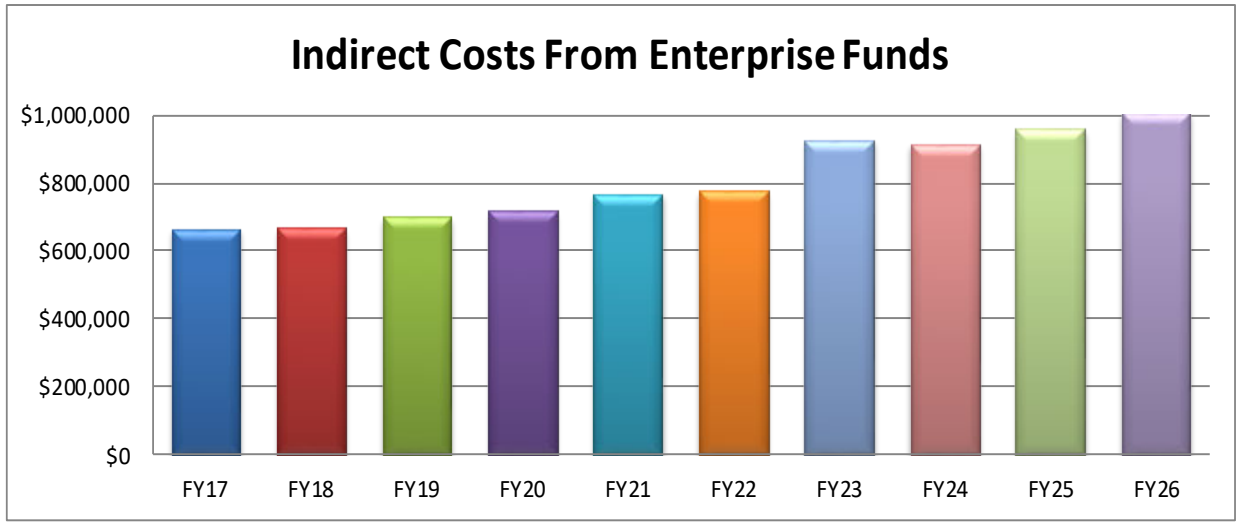
School Construction School Building Authority (SBA)		
Fiscal Year	**Revenue**	
2017	1,730,062	
2018	1,730,062	
2019	1,730,062	
2020	1,730,062	
2021	-	
2022	-	
2023	-	
2024	-	
2025	-	Per Recap
2026	-	Estimated
% Change FY25 vs. FY26		**0.0%**



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 2026 an increase in indirect costs of 5.2% is projected.

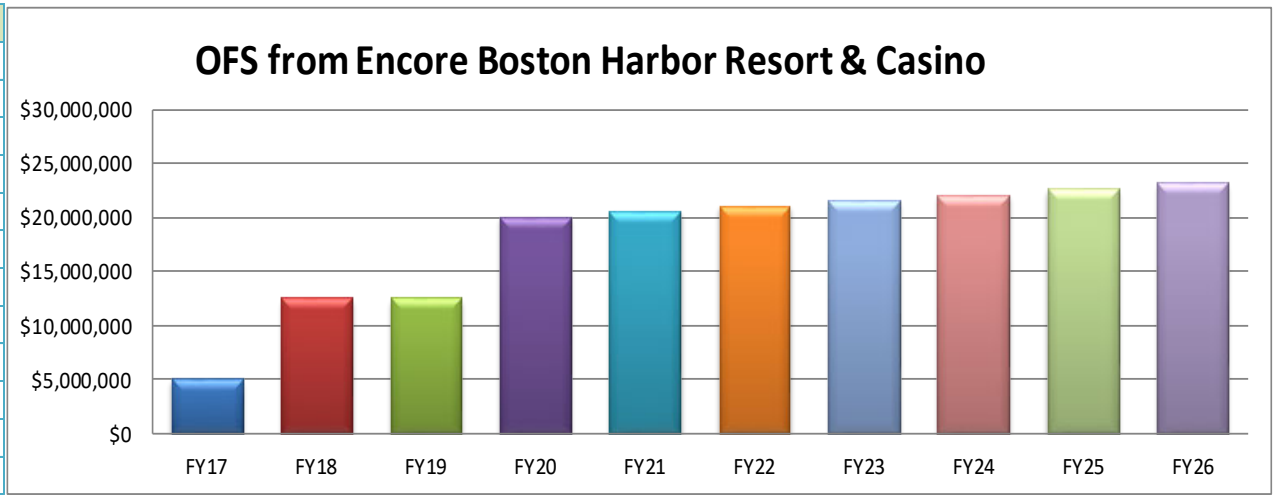
Inter-fund Operating Transfers In Indirect Costs from Enterprise Funds		
Fiscal Year	**Revenue**	
2017	661,279	
2018	665,206	
2019	697,507	
2020	715,980	
2021	765,503	
2022	771,627	
2023	923,445	
2024	911,865	
2025	955,419	Per Recap
2026	1,005,404	Estimated
% Change FY25 vs. FY26		**5.2%**



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 2026 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**	
2017	5,000,000	
2018	12,500,000	
2019	12,500,000	
2020	20,000,000	
2021	20,500,000	
2022	21,012,500	
2023	21,537,813	
2024	22,076,258	
2025	22,628,164	Per Recap
2026	23,193,868	Estimated
% Change FY25 vs. FY26		**2.5%**



APPROPRIATION PAGE
CITY COUNCIL APPROVED BUDGET
FISCAL YEAR 2026

GENERAL GOVERNMENT (100s)

111	CITY COUNCIL		Total
	Personnel Services	500,476	
	General Expenditures	109,000	609,476
121	EXECUTIVE OFFICE OF THE MAYOR		
	Personnel Services	683,937	
	General Expenditures	208,141	892,078
122	DIVERSITY, EQUITY & INCLUSION		
	Personnel Services	236,162	
	General Expenditures	230,500	466,662
129	311/CONSTITUENT SERVICES		
	Personnel Services	434,757	
	General Expenditures	1,000	435,757
135	DIVISION OF FINANCE / OFFICE OF THE CITY AUDITOR		
	Personnel Services	465,196	
	General Expenditures	260,400	725,596
138	DIVISION OF FINANCE / OFFICE OF PURCHASING & PROCUREMENT		
	Personnel Services	193,887	
	General Expenditures	5,500	199,387
141	DIVISION OF FINANCE / OFFICE OF ASSESSING		
	Personnel Services	369,721	
	General Expenditures	458,500	828,221

CITY OF EVERETT APPROVED BUDGET
CITY COUNCIL
FISCAL YEAR 2026

145	DIVISION OF FINANCE / OFFICE OF TREASURER - COLLECTOR		
	Personnel Services	1,414,938	
	General Expenditures	407,250	1,822,188
151	OFFICE OF THE CITY SOLICITOR		
	Personnel Services	460,257	
	General Expenditures	15,000	475,257
152	DEPARTMENT OF HUMAN RESOURCES		
	Personnel Services	2,140,155	
	General Expenditures	392,480	2,532,635
155	DEPARTMENT OF INFORMATION TECHNOLOGY		
	Personnel Services	282,120	
	General Expenditures	854,000	1,136,120
161	CITY CLERK		
	Personnel Services	391,343	
	General Expenditures	123,700	515,043
162	ELECTIONS		
	Personnel Services	541,181	
	General Expenditures	215,500	756,681
165	LICENSING		
	Personnel Services	7,200	
	General Expenditures	500	7,700

CITY OF EVERETT APPROVED BUDGET
CITY COUNCIL
FISCAL YEAR 2026

171	CONSERVATION COMMISSION		
	Personnel Services	12,400	
	General Expenditures	685	13,085
175	PLANNING BOARD		
	Personnel Services	14,300	
	General Expenditures	100	14,400
176	ZONING BOARD OF APPEALS		
	Personnel Services	14,696	
	General Expenditures	500	15,196

PUBLIC SAFETY (200s)

210	POLICE DEPARTMENT		
	Personnel Services	20,970,829	
	General Expenditures	822,375	21,793,204
220	FIRE DEPARTMENT		
	Personnel Services	17,633,270	
	General Expenditures	620,500	18,253,770
242	DEPARTMENT OF INSPECTIONAL SERVICES		
	Personnel Services	2,217,404	
	General Expenditures	2,122,500	4,339,904
299	EMERGENCY COMMUNICATIONS CENTER		
	Personnel Services	1,535,166	
	General Expenditures	148,100	1,683,266

CITY OF EVERETT APPROVED BUDGET
CITY COUNCIL
FISCAL YEAR 2026

D P W (400s)

	DEPARTMENT OF PUBLIC WORKS		
490	Personnel Services - Executive Division	1,355,486	
	General Expenditures	1,392,728	2,748,214
491	Personnel Services - Facilities Division	1,896,992	
	General Expenditures	945,500	2,842,492
492	Personnel Services - Engineering Division	562,973	
	General Expenditures	607,400	1,170,373
493	Personnel Services - Parks and Cemeteries Division	1,670,724	
	General Expenditures	960,000	2,630,724
494	General Expenditures -Stadium	36,500	36,500
495	Personnel Services - Highway Division	1,387,879	
	General Expenditures	441,000	1,828,879
496	Personnel Services - Snow and Ice	100,000	
	General Expenditures	485,000	585,000
497	General Expenditures - Solid Waste	5,149,090	5,149,090

HUMAN SERVICES (500s)

510	DEPARTMENT OF HEALTH AND HUMAN SERVICES		
	Personnel Services	2,551,156	

	General Expenditures	535,300	3,086,456
521	DEPARTMENT OF PLANNING & DEVELOPMENT		
	Personnel Services	538,578	
	General Expenditures	318,000	856,578
521	DEPARTMENT OF TRANSPORTATION		
	Personnel Services	237,832	
	General Expenditures	258,000	495,832
541	COUNCIL ON AGING		
	General Expenditures	107,500	107,500
543	OFFICE OF VETERANS SERVICES		
	Personnel Services	123,520	
	General Expenditures	385,950	509,470
544	COMMISSION ON DISABILITY		
	Personnel Services	10,700	
	General Expenditures	250	10,950
599	OFFICE OF HUMAN SERVICES		
	Personnel Services	408,989	
	General Expenditures	265,916	674,905

LIBRARIES AND RECREATION (600s)

610	DEPARTMENT OF LIBRARIES		
	Personnel Services	1,233,854	

CITY OF EVERETT APPROVED BUDGET
CITY COUNCIL
FISCAL YEAR 2026

	General Expenditures	364,907	1,598,761
630	DEPARTMENT OF YOUTH DEVELOPMENT AND ENRICHMENT		
	Personnel Services	632,700	
	General Expenditures	119,500	752,200
	SUBTOTAL: CITY DEPARTMENT COSTS $	**82,599,550**	**$ 82,599,550**
	FIXED COSTS		
710	RETIREMENT OF LONG TERM CAPITAL DEBT	7,936,415	7,936,415
751	LONG TERM DEBT INTEREST	2,586,670	2,586,670
911	RETIREMENT BOARD		
	Pension Fund Contribution	21,435,962	21,435,962
913	UNEMPLOYMENT COMPENSATION	175,000	175,000
914	EMPLOYEE INSURANCE		
	Life Insurance	80,000	
	Health Insurance	35,261,421	
	A D & D Insurance	33,000	35,374,421
915	FICA (Medicare)	2,689,166	2,689,166
944	EMPLOYEE INJURIES		
	Active Police & Fire	358,000	
	Retired Police & Fire	19,500	
	Workers Comp	1,000,000	1,377,500

CITY OF EVERETT APPROVED BUDGET
CITY COUNCIL
FISCAL YEAR 2026

945	PROPERTY / LIABILITY INSURANCE			
	Comp General Liability		2,800,000	
	Insurance Deductibles		200,000	3,000,000
		SUBTOTAL: FIXED COSTS	**$ 74,575,134**	**$ 74,575,134**
		SCHOOL DEPARTMENT		
300	SCHOOL DEPARTMENT		136,940,205	
300	Special Ed Transportation		5,214,215	**142,154,420**
		SUBTOTAL: SCHOOL DEPARTMENT	**$ 142,154,420**	

City Department Costs	82,599,550
Fixed Costs	74,575,134
Total without school	157,174,684
School Department	142,154,420

RECOMMENDED APPROPRIATION GRAND TOTAL: $ 299,329,104

Local Aid Assessments - Estimated Receipts

MA Department of Revenue, Division of Local Services
Final Municipal Cherry Sheet Estimates (Estimated Receipts)

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	2023	2024	2025	2026
Education								
Chapter 70	67,417,033	75,001,709	75,001,709	84,335,921	92,633,005	111,682,212	118,072,876	126,865,323
School Transportation	0	0	0	0	0	0	0	0
Retired Teachers Pension	0	0	0	0	0	0	0	0
Charter Tuition Reimbursement	806,561	634,798	589,637	2,410,161	3,920,465	4,884,397	3,184,362	3,265,610
Smart Growth	0	0	0	0	0	0	0	0
Education Offset Items:								
School Lunch	0	0	0	0	0	0	0	0
School Choice Receiving Tuition	0	0	0	0	0	0	0	0
Sub-Total, All Education Programs	**68,223,594**	**75,636,507**	**75,591,346**	**86,746,082**	**96,553,470**	**116,566,609**	**121,257,238**	**130,130,933**
General Government								
Unrestricted General Government Aid	7,143,256	7,336,124	7,336,124	7,592,888	8,002,904	8,258,997	8,506,767	8,600,341
Local Share of Racing Taxes	0	0	0	0	0	0	0	0
Regional Public Libraries	0	0	0	0	0	0	0	0
Police Career Incentive	0	0	0	0	0	0	0	0
Urban Revitalization	0	0	0	0	0	0	0	0
Veterans Benefits	270,041	278,254	280,256	236,273	238,823	127,570	70,102	81,894
Exemp: VBS and Elderly	86,528	99,568	97,220	74,293	70,980	65,339	61,245	88,958
State Owned Land	0	0	0	0	0	0	0	0
General Government Offset Item:								
Public Libraries	60,322	61,229	74,650	79,670	104,422	106,728	124,995	133,694
Sub-Total, All General Government	**7,560,147**	**7,775,175**	**7,788,250**	**7,983,124**	**8,417,129**	**8,558,634**	**8,763,109**	**8,904,887**
Grand Total	**75,783,741**	**83,411,682**	**83,379,596**	**94,729,206**	**104,970,599**	**125,125,243**	**130,020,347**	**139,035,820**

note: FY2026 data as of 7.17.25

Local Aid Assessments - Estimated Charges

MA Department of Revenue, Division of Local Services
Final Municipal Cherry Sheet Estimates (Estimated Charges)

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	2023	2024	2025	2025
State Assessments and Charges:								
Retired Employees Health Insurance	0	0	0	0	0	0	0	0
Retired Teachers Health Insurance	2,051,465	1,964,541	1,900,861	2,316,842	2,254,284	2,137,853	2,217,010	2,536,702
Mosquito Control Projects	0	0	0	0	0	0	0	0
Air Pollution	12,548	13,418	13,418	14,465	15,133	16,839	17,415	17,191
Metropolitan Area Planning Council	23,992	24,659	24,659	25,591	27,409	28,140	29,330	30,517
Old Colony Planning Council	0	0	0	0	0	0	0	0
RMV Non-Renewal Surcharge	203,140	262,200	262,200	226,980	231,820	260,160	319,540	319,540
Sub-Total, State Assessments:	**2,291,145**	**2,264,818**	**2,201,138**	**2,583,878**	**2,528,646**	**2,442,992**	**2,583,295**	**2,903,950**
Transportation Authorities:								
MBTA	3,044,450	3,129,147	3,129,147	3,156,100	3,399,754	3,533,016	3,689,613	3,861,451
Boston Metro. Transit District	384	395	395	409	409	499	499	0
Regional Transit	0	0	0	0	0	0	0	0
Sub-Total, Transportation Assessments:	**3,044,834**	**3,129,542**	**3,129,542**	**3,156,509**	**3,400,163**	**3,533,515**	**3,690,112**	**3,861,451**
Annual Charges Against Receipts:								
Special Education	3,628	28,432	28,432	16,840	2,426	33,488	34,327	30,332
STRAP Repayments	0	0	0	0	0	0	0	0
Multi-Year Repayment	0	0	0	0	0	0	0	0
Sub-Total, Charges Against Receipts:	**3,628**	**28,432**	**28,432**	**16,840**	**2,426**	**33,488**	**34,327**	**30,332**
Tuition Assessments:								
School Choice Sending Tuition	97,665	140,576	140,576	235,477	323,637	298,819	254,695	576,165
Charter School Sending Tuition	9,303,376	9,363,231	9,363,231	10,394,111	12,471,608	14,717,194	14,414,189	16,485,173
Sub-Total, Tuition Assessments:	**9,401,041**	**9,503,807**	**9,503,807**	**10,629,588**	**12,795,245**	**15,016,013**	**14,668,884**	**17,061,338**
Grand Total Assessments & Charges	**14,740,648**	**14,926,599**	**14,862,919**	**16,386,815**	**18,726,480**	**21,026,008**	**20,976,618**	**23,857,071**

note: FY2026 data as of 7.17.25

GENERAL FUND – CITY BUDGET

Full-Time Equivalent Headcount - General Fund

City Departments	FY 21	Change	FY 22	Change	FY 23	Change	FY 24	Change	FY 25	Change	FY 26	Change	Notes
City Council	1.00	0.00	1.00	0.00	2.00	1.00	2.00	0.00	2.00	0.00	2.00	0.00	
Mayor's Office	8.00	(3.00)	4.50	(3.50)	4.50	0.00	5.00	0.50	5.00	0.00	4.56	(0.44)	New Executive Officer with Reduced Hours
Department of Diversity, Equity & Inclusion	0.00	0.00	0.00	0.00	2.00	2.00	2.00	0.00	2.00	0.00	2.00	0.00	
311 / Constituent Services	0.00	0.00	5.00	5.00	5.00	0.00	6.13	1.13	6.70	0.57	6.25	(0.45)	Reduction of Assistant Director Hours
Auditor	5.00	(1.00)	5.00	0.00	5.00	0.00	6.00	1.00	6.00	0.00	5.00	(1.00)	Moved 2 Position to Treasury (CFO & Bud Dir), Added a City Auditor Position
Purchasing	0.50	(2.00)	1.00	0.50	1.00	0.00	1.00	0.00	1.00	0.00	2.00	1.00	
Assessors	4.00	0.00	4.00	0.00	4.00	0.00	4.00	0.00	4.00	0.00	4.00	0.00	
Treasurer / Collector	13.07	0.00	14.07	1.00	15.07	1.00	15.07	0.00	15.00	(0.07)	17.50	2.50	
Solicitor	3.00	(1.00)	5.00	2.00	5.00	0.00	5.00	0.00	4.00	(1.00)	4.00	0.00	
Human Resources	3.50	1.00	3.00	(0.50)	5.00	2.00	3.00	(2.00)	3.53	0.53	3.53	0.00	
Information Technologies	3.00	0.00	3.00	0.00	3.00	0.00	3.00	0.00	3.00	0.00	3.00	0.00	
City Clerk / Elections	4.00	(1.00)	7.00	3.00	7.14	0.14	7.14	0.00	7.14	0.00	7.14	0.00	
Total General Government	**45.07**	**(7.00)**	**52.57**	**7.50**	**58.71**	**6.14**	**59.34**	**0.63**	**59.37**	**0.03**	**60.98**	**1.61**	
Police (Officers)	114.00	(3.44)	123.00	9.00	126.00	3.00	123.00	(3.00)	126.00	3.00	123.00	(3.00)	
Police (Civilians)	18.57	0.00	18.71	0.14	18.71	0.00	18.43	(0.28)	20.00	1.57	24.00	4.00	Added IT Manager, Changed PT Position to FT Position, Changed 3/4 Parking Positions to FT Positions, Added 2 Parking Officers
Fire (Firefighters)	102.00	0.00	104.00	2.00	104.00	0.00	111.00	7.00	112.00	1.00	112.00	0.00	
Fire (Civilians)	4.00	0.00	3.00	(1.00)	3.00	0.00	3.00	0.00	3.00	0.00	4.00	1.00	
Inspectional Services	23.56	(4.00)	23.00	(0.56)	25.00	2.00	24.00	(1.00)	24.00	0.00	24.00	0.00	
E-911	14.00	0.00	14.00	0.00	15.00	1.00	15.00	0.00	16.00	1.00	17.00	1.00	
Total Public Safety	**276.13**	**(7.44)**	**285.71**	**9.58**	**291.71**	**6.00**	**294.43**	**2.72**	**301.00**	**6.57**	**304.00**	**3.00**	
City Services / DPW	61.00	2.00	63.00	2.00	65.50	2.50	67.00	1.50	68.50	1.50	69.30	0.80	
Total City Services	**61.00**	**2.00**	**63.00**	**2.00**	**65.50**	**2.50**	**67.00**	**1.50**	**68.50**	**1.50**	**69.30**	**0.80**	Some Position Reclassifications/Reduction, Plus Addition of Tree Crew
Health Department	18.71	(4.00)	21.71	3.00	25.71	4.00	32.71	7.00	29.37	(3.34)	29.37	0.00	
Planning and Development	7.00	(2.00)	6.00	(1.00)	6.00	0.00	7.00	1.00	6.25	(0.75)	6.11	(0.14)	
Transportation	0.00	0.00	2.00	2.00	2.00	0.00	3.00	1.00	2.00	(1.00)	2.00	0.00	
Veterans	1.57	0.00	1.57	0.00	1.57	0.00	1.57	0.00	1.57	0.00	1.57	0.00	
Human Services	5.80	(1.70)	6.83	1.03	7.23	0.40	6.86	(0.37)	6.10	(0.76)	6.10	0.00	
Total Human Services	**33.08**	**(7.70)**	**38.11**	**5.03**	**42.51**	**4.40**	**51.14**	**8.63**	**45.29**	**(5.85)**	**45.15**	**-0.14**	
Library	13.00	0.00	13.00	0.00	15.00	2.00	16.00	1.00	15.00	(1.00)	16.00	1.00	
Recreation/Health & Wellness	4.86	(6.84)	4.86	0.00	4.86	0.00	6.86	2.00	5.50	(1.36)	5.36	(0.14)	Adjustments of Hours for Admin Assistant
Total Libraries & Recreation	**17.86**	**(6.84)**	**17.86**	**0.00**	**19.86**	**2.00**	**22.86**	**3.00**	**20.50**	**(2.36)**	**21.36**	**0.86**	
Grand Total City Departments	**433.14**	**(26.98)**	**457.25**	**24.11**	**478.29**	**21.04**	**494.77**	**16.48**	**494.66**	**(0.11)**	**500.79**	**6.13**	**City Auditor, Tree Crew, Parking Officers & 2 IT Police & Fire, 911 manager**

City Council



The Everett City Council serves as the legislative body of the city, responsible for enacting local laws, approving the annual budget, and working with Administrative and Legislative officers to provide for expanded city services to Everett's residents. Composed of elected councilors representing individual wards and at-large seats, the Council works to represent the interest of residents, review policy proposals, and collaborate with the mayor and city departments to guide Everett's growth and governance.

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. To provide for the best quality of services to our residents by working collaboratively with the entire City Council and Administration in the areas of Zoning Bylaws, strengthening Financial Policies and the overall health of the city and its residents and businesses.

Significant Budget & Staffing Changes for FY 2026

There no staffing changes. The Council office has budgeted increased monies in the area of legal services to assist with the 2025-2026 Ordinance review process and legal representation regarding OIG investigation and any other legal matters the City Council may need representation in regards to.

FY2026: Goals & Objectives

1. **Goal: Make Everett a safest and most peaceful place to work and live**

Objective: To provide effective public safety to our constituents, the City Council will work with the Mayor, Police and Fire Departments to consider loan order and other budget requests that will allow for improved public safety services in the community. The City Council approved the purchase of a municipally owned and operated ambulance and will look to work with the mayor on potentially purchasing a second ambulance for increased services to our city's residents and businesses.

2. **Goal: Rapid economic development and economic relief to residential tax payers**

Objective: To grow the commercial tax base and provide relief to the residential taxpayers and to enhance economic development by examining and considering proposed projects by way of special permit and zoning amendment requests that will be beneficial to the economic growth of the city.

3. **Goal: Highest and best use of surplus city-owned properties**

Objective: Intensive work with the Mayor and Planning & Development to provide public building or public amenities that will be useful for residents or develop privately to grow the city's tax base

4. **Goal: The goal is to upgrade at least 2 municipal buildings by adding solar and other green technologies.**

Objective: To work with the Administration to provide efficient use for all municipal buildings, opening up shared spaces for community groups while upgrading city owned buildings with new technology and green initiatives like solar panels.

FY2025: Accomplishments

In FY25 the Council made strategic budget cuts to help keep taxes low and still allow for an effective government.

Performance Measures

Outcomes and Performance Measurers	Actual FY2023	Actual FY2024	Estimate FY2025	Estimate FY2026
Regular Meetings Held	26	24	23	23
Sub-Committee Meetings Held	30	30	32	32
Council Orders Reviewed	533	485	465	480
Ordinances Passed	8	2	4	4
Loan Orders Approved	9	2	4	4

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The City Council's goal is to help strengthen zoning laws to allow for the much-needed affordable housing units the city's residents are looking for while balancing the goal of protecting the city's neighborhoods without overdeveloping. The City's goal of using efficient technology is also a priority of the City Council and in the past 2 years the Council has increased transparency by utilizing an upgraded Agenda software which allows residents to see entire packets of the agenda which include supporting documents, letters from officials and other pertinent information.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

111 - CITY COUNCIL Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-111-1-5111	SALARIES CITY COUNCIL	$122,267.00	$126,439.00	$120,429.51	**$130,233.00**	**$130,233.00**	**$130,233.00**
01-111-1-5143	LONGEVITY CITY COUNCIL	$400.00	$400.00	$400.00	**$0.00**	**$0.00**	**$0.00**
01-111-1-5191	CITY COUNCIL STIPENDS	$353,408.00	$359,222.00	$326,777.88	**$370,243.00**	**$370,243.00**	**$370,243.00**
PERSONNEL Total:		**$476,075.00**	**$486,061.00**	**$447,607.39**	**$500,476.00**	**$500,476.00**	**$500,476.00**
EXPENSES							
01-111-2-5203	OTHER EXPENDITURES	$12,087.17	$726.68	$726.68	**$0.00**	**$0.00**	**$0.00**
01-111-2-5204	PROFESSIONAL & TECHNICAL SERVICES	$4,239.96	$160,000.00	$91,432.55	**$200,000.00**	**$10,000.00**	**$10,000.00**
01-111-2-5280	EQUIPMENT & OTHER	$2,940.26	$6,881.36	$3,977.02	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-111-2-5346	ADVERTISING	$840.00	$5,800.00	$4,627.00	**$6,000.00**	**$6,000.00**	**$6,000.00**
01-111-2-5420	OFFICE SUPPLIES	$7,369.43	$7,750.00	$5,841.70	**$8,000.00**	**$8,000.00**	**$8,000.00**
01-111-2-5710	PROFESSIONAL DEVELOPMENT	$0.00	$0.00	$0.00	**$3,000.00**	**$3,000.00**	**$3,000.00**
01-111-2-5765	OTHER CHARGES	$0.00	$7,677.20	$2,011.66	**$8,000.00**	**$8,000.00**	**$8,000.00**
01-111-2-5785	REIMBURSABLE EXPENSES	$27,070.58	$33,000.00	$19,307.59	**$44,000.00**	**$44,000.00**	**$44,000.00**
01-111-2-5792	FORMAL EVENTS	$8,372.66	$5,000.00	$784.89	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-111-2-5793	CITY EVENTS	$0.00	$5,000.00	$2,653.46	**$5,000.00**	**$5,000.00**	**$5,000.00**
EXPENSES Total:		**$62,920.06**	**$231,835.24**	**$131,362.55**	**$299,000.00**	**$109,000.00**	**$109,000.00**
111 CITY COUNCIL Total:		**$538,995.06**	**$717,896.24**	**$578,969.94**	**$799,476.00**	**$609,476.00**	**$609,476.00**
GENERAL FUND Total:		**$538,995.06**	**$717,896.24**	**$578,969.94**	**$799,476.00**	**$609,476.00**	**$609,476.00**
Grand Total:		**$538,995.06**	**$717,896.24**	**$578,969.94**	**$799,476.00**	**$609,476.00**	**$609,476.00**

111 CITY COUNCIL / LEGISLATIVE DEPARTMENT

PERSONNEL SERVICES

DEPT	POSITION		CLASS/ STEP	HOURS	FY25 F T E STAFF	FY26 DEPT F T E REQ	FY26 MAYOR F T E REC	FY25 APPROPRIATION	FY26 DEPT REQUEST	FY26 MAYOR & Council REC
01-111-1-5111	Legislative Aide [1]	Michael Mangan	UNCL	35	1	1	1	$63,872	$65,789	$65,789
01-111-1-5143	Legislative Aide	Michael Mangan	Longevity					$400	$0	$0
01-111-1-5111	Legislative Research Systems Specialist [1]	David Flood	UNCL	35	1	1	1	$62,063	$63,925	$63,925
01-111-1-5191	Legislative Aide - Part Time	Nick Saia	UNCL		0	0	0	$7,200	$7,500	$7,500
01-111-1-5191	Clerk of Committees - Part Time [1]	John Burley	UNCL		0	0	0	$44,585	$45,923	$45,923
01-111-1-5191	Clerk of the City Council [1]	Sergio Cornelio	UNCL		0	0	0	$15,605	$16,150	$16,150
01-111-1-5191	City Councilors [2]	See Below	UNCL		0	0	0	$291,833	$297,670	$297,670
01-111-1-5191	Clerks-Per Diem [3]		UNCL		0	0	0	$0	$3,000	$3,000
					2	2	2			
111	**City Council / Legislative Department TOTAL**									

City Councilors: Wards: Wayne Matewsky (1), Stephanie Martins (2), Anthony DiPierro (3), Holly Garcia (4), Robert Van Campen (5), Peter Pietrantonio (6)
At-Large: Stephanie Smith, John Hanlon, Guerline Alcy Jabouin, Michael Marchese, Katy Rogers

	FY25 APPROPRIATION	FY26 DEPT REQUEST	FY26 MAYOR & Council REC
Salary (5111)	$126,439	$130,233	$130,233
Longevity (5143)	$400	$0	$0
City Council Stipend (5191)	$359,222	$370,243	$370,243
Personnel Total:	**$486,061**	**$500,476**	**$500,476**

Notes to Budget:

[1] 3% increase.

[2] City Council members receive a 2% increase every 2 years, FY26 included.

[3] New Per-Diem for any member who fills in for the clerks if they are absent.

(111) City Council - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	126,439	130,233	$3,794	3%	3% increase on administrative salaries.
Longevity	400	0	($400)	-100%	Mr. Mangan; the time was reduced by council for elected years.
City Council Stipends	359,222	370,243	$11,021	3%	3% increase on all stipends, except 2% on Council members Stipend. New account Per-Diem for any member who fills in for one of the clerks if they are absent, previously budgeted within the City Council stipends line item, will now be separated.
Total Personnel Services	**$486,061**	**$500,476**	**$14,415**	**3%**	
General Operating Expenses					
Other Charges	9,706	8,000	($1,706)	-18%	Miscellaneous and unexpected expenditures.
Professional and Technical Services	160,000	10,000	($150,000)	-94%	Will need some beginning of the following years' ordinance review. Additional funds added to comply with OIG's recommendations requesting an audit and to cover initial private legal counsel fees.
Professional Development	0	3,000	$3,000	#DIV/0!	For city council employees and city council officers to attend trainings and conferences.
Equipment & Other	3,000	10,000	$7,000	233%	Increase due to the HP copier/$400 per month. Includes maintenance fee. Increase for City Council to purchase new tracking software for Council requests.
Advertising	8,000	6,000	($2,000)	-25%	For newspaper ads for advertising passed ordinances.
Office Supplies	8,000	8,000	$0	0%	For all other office supplies. Update furniture as needed.
Reimbursement Expenses	33,000	44,000	$11,000	33%	Increase funded requested, this is to bring the amount back to what was originally accepted by the new City Council and includes reimbursements, travel/conferences and other reimbursements.
City Events	5,000	5,000	$0	100%	Account for when city council attends city events and does giveaways to residents
Formal Events	5,000	15,000	$10,000	200%	Increase due to the January 2026 Mayoral Inaugural and any event the city may have that needs Council involvement
Total Expenditures	**$231,705**	**$109,000**	**($122,705)**	**-53%**	
Total City Council	**$717,766**	**$609,476**	**($108,290)**	**-15%**	

Executive Office of the 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, an Executive Manager, Communications Director, and an Executive Manager for Customer Experience.

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. The mayor approves all financial documents and contracts, and recommends bond issues.

Mission Statement

The Office of the Mayor works to enhance the quality of life for all Everett residents by providing strong, transparent leadership, fostering economic opportunity, and ensuring efficient, accountable city government in partnership with the community and regional stakeholders.

FY2025: Accomplishments

- Completed Comprehensive Annual Finance Report in accordance with GFOA standards.
- Ongoing capital improvements on streets, sidewalks and city infrastructure to maintain and increase value of community.
- Appointed a new permanent Everett Police Department Chief and Everett Fire Chief which provides important leadership in the critical area of public safety.
- Met the milestone with Massachusetts School Building Assistance Program (MSBA) by securing the funding for feasibility study to build a new high school.
- Initiated the process of conducting a feasibility study on the old high school for potential middle school programs.
- Delivered new affordable housing opportunities by expanding assistance programs for renters, homeowners, and first-time buyers using ARPA funds.

FY2026: Goals & Objectives

1. **Goal: Expand and preserve affordable housing opportunities for Everett's residents.**

Objective: Utilize ARPA funding and other available resources to increase rental and mortgage assistance, support first-time homebuyer programs, and partner with developers to create affordable housing units.

2. **Goal: Advance the development of a new high school facility that meets Everett's long-term educational and career training needs**.

Objective: Complete the feasibility study of the old high school site and proposed new high school in alignment with Massachusetts School Building Authority (MSBA) requirements.

3. **Goal: Improve Parks and Community Spaces.**

Objective: Progress with the design, renovation, and construction of parks and recreational areas identified in the City's Capital Improvement Plan.

4. **Goal: Enhance Constituent Services.**

Objective: Maintain and improve the successful 311/Constituent Services system to ensure quick and effective responses to resident requests and inquiries.

5. **Goal: Modernize City Operations**

Objective: Introduce new technologies, to increase the efficiency, transparency, and accessibility of city government.

6. **Goal: Support Economic Development**

Objective: Continue building upon Everett's ongoing development projects, promoting construction and hospitality jobs for Everett's residents.

7. **Goal: Achieve Financial Excellence**

Objective: Submit the FY2026 budget to the GFOA for consideration of the Distinguished Budget Awards and complete Comprehensive Annual Finance Report in accordance with GFOA standards.

8. **Goal: Maintain strong labor relations**

Objective: Ensure that all collective bargaining agreements are negotiated and finalized.

Performance Measures

Outcomes & Performance Measures	**Actual FY2023**	**Actual FY2024**	**Estimated FY2025**	**Estimated FY2026**
Submits the budget on-time	On-time	On-time	On-time	On-time
Submits Capital Projects on-time	On-time	On-time	On-time	On-time
Ensuring all boards vacancies are filled	*data not captured	*data not captured	Filled	Filled

*Certain data was previously not collected and will now going forward.

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The FY2026 goals directly support City's overall short- and long-term priorities by advancing initiatives in housing, infrastructure, public safety, education, and economic development.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

121 - EXECUTIVE OFFICE OF MAYOR Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-121-1-5111	SALARIES MAYOR	$560,972.48	$685,144.00	$565,660.87	**$677,287.00**	**$677,287.00**	**$677,287.00**
01-121-1-5143	LONGEVITY MAYOR	$2,350.00	$2,350.00	$650.00	**$650.00**	**$650.00**	**$650.00**
01-121-1-5190	AUTO ALLOWANCE MAYOR	$6,000.00	$6,000.00	$5,500.00	**$6,000.00**	**$6,000.00**	**$6,000.00**
PERSONNEL Total:		**$569,322.48**	**$693,494.00**	**$571,810.87**	**$683,937.00**	**$683,937.00**	**$683,937.00**
EXPENSES							
01-121-2-5300	PROFESSIONAL SERVICES	$5,839.65	$7,764.00	$4,409.70	**$7,500.00**	**$7,500.00**	**$7,500.00**
01-121-2-5346	ADVERTISING	$125,700.25	$160,000.00	$88,485.00	**$180,000.00**	**$180,000.00**	**$60,000.00**
01-121-2-5420	OFFICE SUPPLIES	$4,608.89	$5,000.00	$2,956.15	**$4,000.00**	**$4,000.00**	**$4,000.00**
01-121-2-5427	NATIONAL LEAGUE OF CITIES	$4,356.00	$4,500.00	$4,487.00	**$5,414.00**	**$5,414.00**	**$5,414.00**
01-121-2-5700	RECOGNITION AND AWARDS	$2,547.73	$2,000.00	$620.00	**$2,000.00**	**$2,000.00**	**$2,000.00**
01-121-2-5716	PROFESSIONAL DEVELOPMENT	$1,274.29	$4,880.00	$3,687.20	**$4,000.00**	**$4,000.00**	**$4,000.00**
01-121-2-5720	OUT-OF-STATE TRAVEL	$485.29	$2,500.00	$200.83	**$2,000.00**	**$2,000.00**	**$2,000.00**
01-121-2-5730	DUES-MASS MUNICIPAL ASSOC	$12,016.00	$12,136.00	$12,136.00	**$12,257.00**	**$12,257.00**	**$12,257.00**
01-121-2-5732	DUES-US CONFERENCE OF MAYORS	$3,838.00	$5,800.00	$3,953.00	**$5,970.00**	**$5,970.00**	**$5,970.00**
01-121-2-5734	DUES-METRO MAYOR	$15,000.00	$15,000.00	$15,000.00	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-121-2-5765	OTHER CHARGES	$0.00	$14,435.92	$0.00	**$75,000.00**	**$75,000.00**	**$25,000.00**
01-121-2-5785	OTHER EXPENSES	$16,545.30	$10,564.08	$10,564.08	**$0.00**	**$0.00**	**$0.00**
01-121-2-5796	OFFICIAL CELEBRATIONS	$111,864.46	$65,000.00	$51,842.89	**$65,000.00**	**$65,000.00**	**$65,000.00**
EXPENSES Total:		**$304,075.86**	**$309,580.00**	**$198,341.85**	**$378,141.00**	**$378,141.00**	**$208,141.00**
121 EXECUTIVE OFFICE OF MAYOR Total:		**$873,398.34**	**$1,003,074.00**	**$770,152.72**	**$1,062,078.00**	**$1,062,078.00**	**$892,078.00**
GENERAL FUND Total:		**$873,398.34**	**$1,003,074.00**	**$770,152.72**	**$1,062,078.00**	**$1,062,078.00**	**$892,078.00**
Grand Total:		**$873,398.34**	**$1,003,074.00**	**$770,152.72**	**$1,062,078.00**	**$1,062,078.00**	**$892,078.00**

121	EXECUTIVE OFFICE OF THE MAYOR									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-121-1-5111	Mayor [1]	Carlo DeMaria	UNCL	35	1	1	1	$225,000	$236,250	$236,250
01-121-1-5143	Mayor	Carlo DeMaria	Longevity					$1,700	$0	$0
01-121-1-5111	Chief of Staff [2]	Erin Deveney	UNCL	35	1	1	1	$158,451	$158,451	$158,451
01-121-1-5111	Executive Manager [2]	Dolores Lattanzi	UNCL	35	1	1	1	$96,542	$99,438	$99,438
01-121-1-5143	Executive Manager	Dolores Lattanzi	Longevity					$650	$650	$650
01-121-1-5111	Communications Direct	Keith Sonia	UNCL	35	1	1	1	$115,000	$118,450	$118,450
01-121-1-5111	Executive Manager - Cu	Philip Massa	UNCL	19.5	1	0.56	0.56	$87,421	$62,000	$62,000
					5.00	**4.56**	**4.56**			
121	**Mayor's Office TOTAL**									
							Salary (5111)	$685,144	$677,287	$677,287
							Longevity (5143)	$2,350	$650	$650
							Auto Allowance (5190)	$6,000	$6,000	$6,000
							Personnel Total:	**$693,494**	**$683,937**	**$683,937**
Notes to Budget:										
[1] Increase for Mayor is effective each January per City Charter.										
[2] 3% COLA on administrative salary.										
[3] Position funded 100% under Mayor's budget.										

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

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	685,144	677,287	(7,857)	-1%	Salary for the Mayor is calculated based on ordinance.
Longevity	2,350	650	(1,700)	-72%	Longevity payment for Ms. Lattanzi ($650). Funding request has been reduced to eliminate any longevity payment for the Mayor.
Auto Allowance	6,000	6,000	0	0%	Level funded at FY25 amount.
Total Personnel Services	**$693,494**	**$683,937**	**(9,557)**	**-1%**	
General Operating Expenses					
Professional Services	7,764	7,500	(264)	-3%	Reduction recommended based on review of projected FY26 expenditures. Covers costs of periodical subscriptions for office, office water for guests.
Advertising	160,000	60,000	(100,000)	-63%	Mayor's Office processes payments for legal ads placed by other departments such as ads required for Planning and ZBA matters and all City requirements. Proposed increase reflects increased developments in the City. Originally requested 180k. CC reduced by 120k with the intent to move Board related advertising to Boards (ZBA, Licensing, etc.,)
Office Supplies	5,000	4,000	(1,000)	-20%	Reduced for WB Mason office supplies.
National League of Cities	4,500	5,414	914	20%	For annual payment for membership. Dues are based on number of residents in community. Increase in dues from increase in resident count and 3% annual increase in dues.
Recognition & Awards	2,000	2,000	0	0%	For Velocity, State Line Graphics, Paragon Press, O'Connor Awards.
Professional Development	4,880	4,000	(880)	-18%	Reduced for any training courses needed by the staff.
Out-of-State Travel	2,500	2,000	(500)	-20%	This account pays for participation 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	12,136	12,257	121	1%	Annual membership fee with anticipated 1% dues increase.
Dues/US Conference of Mayors	5,800	5,970	170	3%	Membership fees based on city population. Dues increased due to population increase in census data.
Dues/Metro Mayor	15,000	15,000	0	0%	Level funded for annual payment for membership.
Other Expenses	25,000	25,000	0	0%	This account is used for unexpected expenses; grant matches etc. CC reduced to 25k
Official Celebrations	65,000	65,000	0	0%	Spending on city events was reduced in FY25. Level-funding for FY26 recommended.
Total Expenditures	**$309,580**	**$208,141**	**(101,439)**	**-33%**	
Total Mayor's Office	**$1,003,074**	**$892,078**	**(110,996)**	**-11%**	

Diversity, Equity & Inclusion



The City of Everett Diversity, Equity and Inclusion Department works with City departments, external partners, and community members to cultivate and strengthen an equitable and inclusive City. To sustain such a community, the division of DEI is committed to developing new initiatives, trainings, and resources; ensuring compliance with EEO standards, as well as assessing for and supporting opportunities to increase positive co-existence across all difference within the community.

Mission Statement

The City of Everett Diversity, Equity and Inclusion Department works within the city to ensure that all individuals have access to the services and resources available to them in a manner that is well-suited, fair and equitable. Additionally, the department collaborates with other city departments and key stakeholders in the community to shape, transform and promote Everett as an innovative global city that meets and exceeds the needs of its diverse residents, visitors and businesses.

FY2025 Accomplishments

In FY 2025 the Diversity, Equity and Inclusion Department met and exceeded goals to deepen the impact of Mayor Carlo DeMaria's Everett for Everyone Initiative. Accomplishments in the year included:



- Offered over 12 training hours to City staff through Lunch and Learn. Topics ranged from cultural humility to mental health diversity in the work place and continue to strengthen the baseline knowledge necessary to build and maintain an inclusive work environment;
- Completed phase1 of the Language Access plan by centralizing professional interpretation and translation services. In FY 25, over ninety pages of text and well over 200 hours of live interpretation was provided.
- Strengthen interdepartmental cohesion by collaborating with other city departments to offer culturally relevant and responsive events and services to the community at large. Co-Sponsored events included: Fiesta Del Rio, Community Bowl, MLK Scholarship Brunch, Rosie the Riveter Day, G.I.R.L.S Day, Haitian Heritage Month, Nepal Day;
- Directed relevant and timely responses to issues concerning targeted populations by organizing multilingual virtual forums for Immigration, ARPA Funding;
- Developed the framework for the City of Everett Human Rights Commission in collaboration with the City Solictor's Office;
- Produced and hosted several significant events celebrating the City's most valuable asset it's diversity.

FY2026: Goals & Objectives

1. **Goal: Continue to build up infrastructure for Diversity, Equity & Inclusion in the City of Everett**.

Objective: Establish a growth plan that will support the work and needs of DEI.

2. **Goal: Advance training initiatives for City of Everett staff members on inclusive leadership skills**.

Objective: Continue to develop and strengthen the professional skills of all employees, especially in the areas of diversity, equity, and inclusion.

3. **Goal: Create and monitor trackable indicators and outcomes to measure progress of municipal inclusion practice**.

Objective: To identify and centralize standards of practice around data collection as related to demographic indicators and the progress of equitable and accessible interactions in the city in key areas.

4. **Goal: Collaborate with city departments, external partners, and community members to ensure the city's building and services meet the local, state and federal standards set forth for protected classes.**



Objective: Establish and maintain a Human Rights Commission to support in identifying and implementing the city's diversity, equity, and inclusion (DEI) goals.

5. **Goal: Expand and centralize linguistic supports in the municipality.**

Objective: To enhance the quality of services non-native English speakers in the City of Everett.

6. **Goal: Create and promote pathways for cultural understanding and positive co-existence throughout the municipality.**

Objective: Produce high-quality culturally enriching events that strengthen community bonds. To expose individuals to the diverse cultures of the City of Everett. To increase cross cultural knowledge and understanding for productive civic inclusion and engagement.

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
"Lunch & Learn" # of Participants	Not captured	Not Captured	150	150
Complaints to Mass Commission Against Discrimination	0	0	0	0
Supplier/Vendor Diversity #	Not captured	Not Captured	Not Captured	20 minority

Since the inception of Diversity, Equity, and Inclusion (DEI) Department, the City has not received any new complaints field with the Massachusetts Commission Against Discrimination (MCAD). The City has 3 carryover cases from 2021.

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The goals of the City of Everett Diversity, Equity and Inclusion Department reflect the overarching goals short- and long-term goals of the City of Everett to ensure that Everett is a vibrant place where all can live, visit and do business. By supporting an inclusive culture that is built on ensuring accessibility, being responsive to diverse needs and addressing concerns with an awareness to justice and equity the DEI department will carry forth strong well into the future.







City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

122 - DIVERSITY EQUITY & INCLUSION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-122-1-5111	SALARIES DEI	$211,860.47	$219,100.00	$204,928.93	**$225,662.00**	**$225,662.00**	**$225,662.00**
01-122-1-5165	HUMAN RIGHTS COMMITTEE DEI	$0.00	$0.00	$0.00	**$10,500.00**	**$10,500.00**	**$10,500.00**
01-122-1-5191	YOUTH COUNCIL STIPENDS DEI	$12,000.00	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
PERSONNEL Total:		**$223,860.47**	**$219,100.00**	**$204,928.93**	**$236,162.00**	**$236,162.00**	**$236,162.00**
EXPENSES							
01-122-2-5302	PROFESSIONAL SERVICES	$23,294.27	$33,000.00	$23,834.50	**$55,000.00**	**$55,000.00**	**$55,000.00**
01-122-2-5318	DATA MANAGEMENT SYSTEM	$27,402.45	$40,250.00	$38,695.62	**$35,000.00**	**$35,000.00**	**$35,000.00**
01-122-2-5346	ADVERTISING	$9,328.00	$25,000.00	$21,435.00	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-122-2-5420	OFFICE SUPPLIES	$2,403.24	$5,500.00	$3,398.83	**$5,500.00**	**$5,500.00**	**$5,500.00**
01-122-2-5716	PROFESSIONAL DEVELOPMENT	$67,068.99	$65,000.00	$57,587.04	**$50,000.00**	**$50,000.00**	**$30,000.00**
01-122-2-5719	OUTREACH & ENGAGEMENT	$59,835.54	$15,000.00	$13,275.04	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-122-2-5765	OTHER CHARGES	$0.00	$3,430.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-122-2-5792	EVENTS	$140,064.73	$115,000.00	$94,782.71	**$75,000.00**	**$75,000.00**	**$75,000.00**
EXPENSES Total:		**$329,397.22**	**$302,180.00**	**$253,008.74**	**$250,500.00**	**$250,500.00**	**$230,500.00**
122 DIVERSITY EQUITY & INCLUSION Total:		**$553,257.69**	**$521,280.00**	**$457,937.67**	**$486,662.00**	**$486,662.00**	**$466,662.00**
GENERAL FUND Total:		**$553,257.69**	**$521,280.00**	**$457,937.67**	**$486,662.00**	**$486,662.00**	**$466,662.00**
Grand Total:		**$553,257.69**	**$521,280.00**	**$457,937.67**	**$486,662.00**	**$486,662.00**	**$466,662.00**

122	DEPARTMENT OF DIVERSITY, EQUITY and INCLUSION									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-122-1-5111	Director of Diversity, Equity & Inclusion (DEI) [1]	Cathy Draine	UNCL	35	1	1	1	$140,966	$145,195	$145,195
01-122-1-5111	DEI Officer	Simone Iman Holyfield	UNCL	35	1	1	1	$77,250	$79,568	$79,568
01-122-1-5191	Youth Council Stipend [2]	Varies	UNCL	Monthly	0	0	0	$0	$0	$0
01-122-1-5165	Human Rights Committee members [3]	7	UNCL	Monthly	0	0	0	$0	$10,500	$10,500
					2	2	2			
122	Department of Diversity, Equity & Inclusion TOTAL									
							Salary (5111)	$219,100	$225,662	$225,662
						Youth Council Stipend (5191)		$0	$0	$0
						Human Rights Committee (5165)		$0	$10,500	$10,500
							Personnel Total:	$219,100	$236,162	$236,162
Notes to Budget:										
[1] 3% COLA on administrative salary.										
[2] Youth Council created in FY24 but moved to Department of Youth Development and Enrichment.										
[3] Human Rights Committee to be determined.										

(122) Department of Diversity, Equity and Inclusion - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	219,100	225,662	6,562	3%	3% COLA on administrative salaries for DEI management.
Youth Council Stipend	0	0	0	#DIV/0!	This account line is moved to Department of Youth Development and Enrichment. Youth Council consists of 7 members paid $1,500/annually ($125/month).
Human Rights Committee	0	10,500	10,500	100%	New Human Rights Committee, will consist of 7 members paid $1,500/annually ($125/month)
Total Personnel Services	**$219,100**	**$236,162**	**17,062**	**8%**	
General Operating Expenses					
Professional Services	33,000	$55,000	22,000	67%	Increase due to Language Access (translation & accessibility services), EEO/Inclusion consultants.
Other Expenses	3,430	$0	(3,430)	-100%	New GL account
Data Management System	40,250	$35,000	(5,250)	-13%	Reduction of costs due to increase of processes handled by other departments. EthicsPoint yearly subscription fee only.
Advertising	20,000	$15,000	(5,000)	-25%	Targeted media for access and inclusion
Office Supplies	5,500	$5,500	0	0%	Level funded for WB Mason office supplies.
Professional Development	70,000	$30,000	(40,000)	-57%	For quarterly All Staff Trainings, Incident Specific Small Group Trainings, Department Leadership EEO Specific Training. CC reduced by 20k at budget hearing.
Outreach and Engagement	15,000	$15,000	0	0%	Line covers partnerships or sponsorships (EPD, EFD, Youth Services); activities and services to increase resident access, Resource Fairs; Re-Entry Initiatives; Job Fairs.
Events and Other	115,000	$75,000	(40,000)	-35%	Covers cultural awareness and expand the inclusion of residents of Everett in happenings around the City. Events include: MLK Day, Black History Month, Women's History Month, Older Adult Month, Latino/Hispanic Heritage Month, Juneteenth, LGBTQ+ Pride Month, Diversity Day, Global Markets, Asian/Pacific Islander Heritage Month, Community Driven Occasions
Total Expenditures	**$302,180**	**$230,500**	**(71,680)**	**-24%**	
Total DEI Office	**$521,280**	**$466,662**	**(54,618)**	**-10%**	

311 Constituent Services



The 311 Constituent Services serves as a central point of contact between Everett residents and City Hall. The department is dedicated to delivering high-quality, accessible customer service by responding to residents inquires, processing service requests, and providing timely update on city operations. Through effective communication, interdepartmental coordination, 311 helps ensure transparency, accountability and improved quality of life for all Everett residents.

Mission Statement

The mission of the 311 Constituent Services Division is to provide responsive, accessible, and transparent communication between residents and City Hall. We are dedicated to delivering high-quality customer service by ensuring that all constituent inquiries, requests, and concerns are acknowledged, documented, and addressed in a timely and effective manner. Through collaboration with city departments and the use of innovative technology, we strive to improve the quality of life in our community and foster trust and engagement between residents and their local government.

Significant Budget & Staffing Changes for FY2026

There are no staffing changes for FY26

FY 2025: Accomplishments

- **Expended Access to Services;**

Launched an online service request portal on the City of Everett website, allowing residents to submit requests 24/7 for greater convenience and accessibility.

- **Sticker Program Assistance;**

Supported hundreds of residents with the Residential Parking Sticker Program by answering questions, processing forms, and ensuring timely delivery.

- **Trash Barrel Delivery Coordination;**

Coordinated the successful distribution of city-issued trash barrels, responding promptly to delivery issues and replacement requests.

- **Handicap Parking Space Applications;**

Process and tracked handicap parking space applications, working closely with departments to ensure proper documentation, review, and installation.

- **Ongoing Constituent** Engagement;

Provided continuous updates and communication to residents regarding the status of their requests, fostering trust and transparency in city services.

FY 2026: Goals & Objectives

1. **Goal: Improve Response Times.**

Objective: Reduce average response time for constituent requests by streamlining internal workflows, automating request routing, and enhancing departmental accountability.

2. **Goal: Increase Ticket Closure Rate.**

Objective: Maintain ticket closure rate within designated timeframes by improving interdepartmental coordination and provide timely updates in the QAlert system.

3. **Goal: Expand Public Access & Engagement.**

Objective: Increase public use of the 311-request system through City of Everett website by promoting the 311 online portal and mobile access through community outreach and social media campaigns.

4. **Goal: Enhance Data Accuracy and Reporting.**

Objective: Ensure service requests are accurately categorized and updated by providing training to all staff handling tickets.

5. Goal: **Improve Resident Communication**

Objective: Provide status updates of open requests by implementing regular follow-ups and automated notifications for requestors

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Constituent Service (311) Calls received	49,075	77,485	56,694	58,961
Constituent (311) Service Requests Opened	372	662	987	884
Constituent (311) Service Requests Closed	48,703	76,823	55,707	58,077

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

Our FY2026 departmental goals support the City's short-term priorities by improving service delivery and responsiveness, while also advancing long-term goals of innovation, accountability, and equitable access. These efforts ensure alignment with the City's broader vision for a more efficient, inclusive, and engaged government.

City of Everett

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129 - 311/CONSTITUENTS SERVCIES Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-129-1-5111	SALARIES 311	$382,952.00	$389,482.00	$356,130.57	**$401,167.00**	**$373,015.00**	**$373,015.00**
01-129-1-5113	PART TIME SALARIES 311	$53,581.00	$50,266.00	$56,987.78	**$56,242.00**	**$56,242.00**	**$56,242.00**
01-129-1-5130	OVERTIME 311	$4,823.80	$5,500.00	$4,613.11	**$5,500.00**	**$5,500.00**	**$5,500.00**
PERSONNEL Total:		**$441,356.80**	**$445,248.00**	**$417,731.46**	**$462,909.00**	**$434,757.00**	**$434,757.00**
EXPENSES							
01-129-2-5420	OFFICE SUPPLIES	$0.00	$1,000.00	$288.53	**$1,000.00**	**$1,000.00**	**$1,000.00**
01-129-2-5585	UNIFORMS	$751.00	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
EXPENSES Total:		**$751.00**	**$1,000.00**	**$288.53**	**$1,000.00**	**$1,000.00**	**$1,000.00**
129 311/CONSTITUENTS SERVCIES Total:		**$442,107.80**	**$446,248.00**	**$418,019.99**	**$463,909.00**	**$435,757.00**	**$435,757.00**
GENERAL FUND Total:		**$442,107.80**	**$446,248.00**	**$418,019.99**	**$463,909.00**	**$435,757.00**	**$435,757.00**
Grand Total:		**$442,107.80**	**$446,248.00**	**$418,019.99**	**$463,909.00**	**$435,757.00**	**$435,757.00**

129	311 / CONSTITUENT SERVICES									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-129-1-5111	Constituent Services / 311 Director [1]	Gaspare DeFilippis	UNCL	35	1	1	1	$97,850	$100,786	$100,786
01-129-1-5111	Assistant 311 Director [1]	Kevin ODonnell	UNCL	19.5	1	0.56	0.56	$87,417	$90,040	$62,000
01-129-1-5111	Weekend Coordinator [1]	Deanna Dicicco	UNCL	35	1	1	1	$65,668	$67,638	$67,638
01-129-1-5111	*Secretary / Constituent Services [1]	Cazandra Cherif	UNCL	35	1	1	1	$68,498	$70,553	$70,553
01-129-1-5111	Constituent Services Aide [1]	Ludovico Naimo	UNCL	35	1	1	1	$68,498	$70,553	$70,553
01-129-1-5113	Constituent Services Aide - PT [1]	Cheryl Cole	UNCL	19.5	0.56	0.56	0.56	$20,897	$20,920	$20,920
01-129-1-5113	Constituent Services Aide - PT [1]	Maria Leo	UNCL	19	0.71	0.71	0.71	$18,751	$19,314	$19,314
01-129-1-5113	*Constituent Services Aide - PT [1]	Sintia Silva	UNCL	10	0.29	0.29	0.29	$10,417	$10,728	$10,728
01-129-1-5113	Constituent Services Aide - PT [1]	Brenden Mccarthy	UNCL	5	0.14	0.14	0.14	$0	$5,056	$5,056
					6.70	**6.25**	**6.25**			
129	**311/Constituent Services Office TOTAL**									
* These positions are multi-lingual							Salary (5111)	$389,482	$401,167	$373,015
							Part Time (5113)	$50,266	$56,242	$56,242
							Overtime (5130)	$5,500	$5,500	$5,500
							Personnel Total:	**$445,248**	**$462,909**	**$434,757**
Notes to Budget:										
[1] 3% COLA on administrative salary.										

(129) 311 / Constituent Services - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	389,482	373,015	(16,467)	-4%	3% COLA added to administrative salaries.
Part Time Salaries	50,266	56,242	5,976	12%	For part-time positions. Hours and personnel vary.
Overtime	5,500	5,500	0	0%	In lieu of comp time.
Total Personnel Services	**$445,248**	**$434,757**	**(10,491)**	**-2%**	
General Operating Expenses					
Telecommunications	0	0	0	#DIV/0!	Not funded for telephones for staff.
Advertising	0	0	0	0%	Not funded for advertising.
Uniforms	0	0	0	0%	Not requesting funding in FY26
Office Supplies	1,000	1,000	0	0%	Level Funded
Other Charges	0	0	0	0%	New GL Account
Professional Development	0	0	0	#DIV/0!	
Total Expenditures	**$1,000**	**$1,000**	**0**	**0%**	
Total 311/Constituent Services	**$446,248**	**$435,757**	**(10,491)**	**-2%**	

City Auditor



The Auditing Department, led by the City Auditor, serves as the accounting authority for the City of Everett. The department will ensure the accuracy, integrity and transparency of all municipal financial records and reporting. It maintains the City's general ledger, oversees financial posting and reconciliations, administers accounts payable, and enforces strict compliance with federal, state, and local fiscal regulations. The department is also responsible for conducting internal audits, implementing internal controls, and supporting citywide financial procedures. Working closely with the Mayor and the Chief Financial Officer, the department plays a critical role in maintaining fiscal discipline and fostering public trust through financial transparency. The Office is also charged with the responsibility of preparing the City's public financial statements. It 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. The City Auditor serves as the City's representative on the Retirement Board.

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 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.

Significant Budget & Staffing Changes for FY 2026

During FY25, the City Council requested the separation of the Chief Financial Officer (CFO) and City Auditor responsibilities, resulting in the creation of a new, independent Auditor position.

As part of this transition, the CFO and Budget Director positions were transferred to the Treasurer/Collector Department. These changes reflect a strategic realignment of financial functions to improve accountability and operational efficiency.

FY2025: Accomplishments

- Received the Government Finance Officers Association (GFOA) award of Excellence in Financial Reporting for the City's FY2023 Comprehensive Annual Financial Report (CAFR).
- Received the Government Finance Officers Association (GFOA) distinguished budget award for the City's FY2024 budget.
- Provided additional finance training throughout all City departments.
- New Budget Director started in October 2024

FY2026: Goals & Objectives

1. **Goal: Achieve the Highest Possible Bond Credit Rating**

Objective: 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; Continued development of the ClearGov digital budget book and transparency page.

2. **Overall Financial Support for City Departments**

Objective: To provide training and support to department heads and staff to ensure proper financial procedures are followed.

3. **Goal: Strengthen Internal Controls and Audit Capacity**

Objective: Conduct a citywide risk assessment and implement a structured internal audit plan to evaluate key departments and financial processes for efficiency, compliance, and risk mitigation.

4. **Goal: Enhance Timeliness and Accuracy of Financial Reporting**

Objective: Streamline and document monthly and year-end close procedures and ensure reconciliation of major accounts in collaboration with the Treasurer/Collector's Office.

5. **Goal: Modernize Accounting Operations and Policies**

Objective: Review and update existing financial policies and procedures to align with current accounting standards, best practices, and new technologies.

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Bond Rating	AA+	AA+	AA+	AA+
Days After Year-End to Certify Free Cash	116 Days	107 days	100 Days	90 Days
Days After Year-End to Certify Schedule A	143 Days	121 Days	110 Days	110 Days
Financial Statement Audit Opinion	Unmodified	Unmodified	Unmodified	Unmodified

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

- Maintain proper financial controls of City Finances to maintain high bond rating, low debt levels, and adequate reserves.



City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

135 - OFFICE OF THE CITY AUDITOR Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-135-1-5111	SALARIES AUDITOR	$539,397.63	$586,112.00	$521,067.68	**$459,296.00**	**$459,296.00**	**$459,296.00**
01-135-1-5130	OVERTIME AUDITOR	$1,868.96	$11,000.00	$0.00	**$5,500.00**	**$5,500.00**	**$5,500.00**
01-135-1-5143	LONGEVITY AUDITOR	$1,250.00	$0.00	$0.00	**$400.00**	**$400.00**	**$400.00**
PERSONNEL Total:		**$542,516.59**	**$597,112.00**	**$521,067.68**	**$465,196.00**	**$465,196.00**	**$465,196.00**
EXPENSES							
01-135-2-5307	AUDIT/PROFESSIONAL SVCS	$94,924.99	$105,000.00	$58,594.00	**$105,000.00**	**$105,000.00**	**$105,000.00**
01-135-2-5420	OFFICE SUPPLIES	$5,067.45	$5,000.00	$3,258.18	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-135-2-5700	PRINTING BUDGET DOCUMENTS	$2,899.95	$1,500.00	$741.76	**$1,500.00**	**$1,500.00**	**$1,500.00**
01-135-2-5710	PROFESSIONAL DEVELOPMENT	$1,303.40	$3,900.00	$1,851.35	**$3,900.00**	**$3,900.00**	**$3,900.00**
01-135-2-5785	FINANCIAL SOFTWARE & EQUIPMENT	$132,079.82	$140,000.00	$137,602.73	**$200,000.00**	**$145,000.00**	**$145,000.00**
EXPENSES Total:		**$236,275.61**	**$255,400.00**	**$202,048.02**	**$315,400.00**	**$260,400.00**	**$260,400.00**
135 OFFICE OF THE CITY AUDITOR Total:		**$778,792.20**	**$852,512.00**	**$723,115.70**	**$780,596.00**	**$725,596.00**	**$725,596.00**
GENERAL FUND Total:		**$778,792.20**	**$852,512.00**	**$723,115.70**	**$780,596.00**	**$725,596.00**	**$725,596.00**
Grand Total:		**$778,792.20**	**$852,512.00**	**$723,115.70**	**$780,596.00**	**$725,596.00**	**$725,596.00**

135	DEPARTMENT OF FINANCIAL SERVICES /OFFICE OF THE CITY AUDITOR									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	**POSITION**		**STEP**	**HOURS**	**STAFF**	**REQ**	**REC**	**APPROPRIATION**	**REQUEST**	**REC**
01-135-1-5111	CFO / City Auditor [6]	Eric Demas	UNCL	35	1	0	0	$183,687	$0	$0
01-135-1-5143	CFO / City Auditor	Eric Demas	Longevity					$0	$0	$0
01-135-1-5111	Auditor [7]	Vacant	UNCL	35	0	1	1	$0	$140,000	$140,000
01-135-1-5111	Assistant City Auditor [1, 3]	Ryan Smith	UNCL	35	1	1	1	$102,063	$105,125	$105,125
01-135-1-5143	Assistant City Auditor [1,3]	Ryan Smith	Longevity					$0	$400	$400
01-137-1-5111	Budget Director [1, 6]	Margaret Micherda	UNCL	35	1	0	0	$97,850	$0	$0
01-137-1-5143	Budget Director	Margaret Micherda	Longevity					$0	$0	$0
01-137-1-5111	Financial Assistant [1]	Gabrielle Ford	UNCL	35	1	1	1	$67,980	$70,019	$70,019
01-135-1-5111	Administrative Assistant [2]	Anitta LaFuente	A-6U/7	35	1	1	1	$66,098	$69,433	$69,433
01-135-1-5143	Administrative Assistant	Anitta LaFuente	Longevity					$0	$0	$0
01-135-1-5111	Administrative Assistant	Vacant	A-6U/8	35	1	1	1	$66,098	$72,889	$72,889
					6	**5**	**5**			
135	**City Auditor TOTAL**									
						Salary (5111)		$586,112	$459,296	$459,296
						Overtime (5130)		$11,000	$5,500	$5,500
						Longevity (5143)		$0	$400	$400
						Personnel Total:		**$597,112**	**$465,196**	**$465,196**
Notes to Budget:										
[1] 3% increase										
[2] 3% increase in anticipation of a pending contract, plus step increase										
[3] Salary Adjustment in FY25										
[5] Rocco Pesce - EE charged to ARPA fund										
[6] Positions transferred to Treasury in FY26										
[7] New position										

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

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	586,112	459,296	(126,816)	-22%	3% increase on administrative salary. Local 25 Clerical union 3% increase in anticipation of a new contract. New Auditor position. Moving CFO and Budget Director budgets to Treasury.
Overtime	11,000	5,500	(5,500)	-50%	Contractual for union staff.
Longevity	0	400	400	#DIV/0!	Ryan Smith - 10 years
Total Personnel Services	**$597,112**	**$465,196**	**(131,916)**	**-22%**	
General Operating Expenses					
Audit/Professional Services	105,000	105,000	0	0%	Annual Audit, MCGOA, OPEB actuarial report.
Other Charges	0	0	0	#DIV/0!	New GL Account
Office Supplies	5,000	5,000	0	0%	WB Mason, Alden Hauk, Belmont Springs, SoftRight.
Printing Budget Documents	1,500	1,500	0	0%	WB Mason - All supplies to print CIP, City, ECTV and W/S budgets. Also for GFOA budget submission.
Professional Development	3,900	3,900	0	0%	Professional courses for Auditor and staff.
Financial Software & Equipment	140,000	145,000	5,000	4%	All financial software annual fees.
Total Expenditures	**$255,400**	**$260,400**	**5,000**	**2%**	
Total City Auditor	**$852,512**	**$725,596**	**($126,916)**	**-15%**	
Retirement Board (Found under Fixed Costs)					
Payment Pension Fund	20,406,927	21,435,962	1,029,035	5%	
Total	**$20,406,927**	**$21,435,962**	**$1,029,035**	**5%**	

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.

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.

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.

Significant Budget & Staffing Changes for FY2026

- A staff person from the City Solicitor's Office is assisting in the Procurement Office with contract, change order and the bidding advertisement processes as well maintaining the Procurement section of the City website updated.
- A full-time administrative staff position has been added to the FY26 Procurement Dept. budget.

FY2025: Accomplishments

- Processed 6,558 purchase orders, 56 Bids/RFP's and 67 contracts.
- Completed the digitization of historical procurement files located in City Hall
- Maintained webpage on the City's website to post all bids and Requests for Proposals, including awarded contractor, bids received, etc.
- Standardized Procurement forms such as Contract change order forms, Request for Quotes form, Non-Collusion, Certificate of Authority and OSHA forms.
- Found free training webinars to strengthen knowledge of city employees (prevailing wage, contract management and Commbuys)
- Updated the credit card authorization process for a more efficient and streamlined method of requests and tracking departmental expenses.

FY2026: Goals & Objectives

1. **Goal: Use of Blanket Purchase Orders and Purchase Order Requests**



Objective: Promote cost savings by having departments review previous year expenditures and estimate expenses for the new fiscal year. The Purchasing Department will educate all city departments on use of blanket purchase orders and will encourage their use in order to streamline the procurement process for all purchases of goods and services and construction projects in line with applicable Mass. General Law Chapter 30B, Mass. General Law Chapter 30, 39M and Mass. General Law Chapter 149. The use of blanket Purchase orders allows funds to be encumbered at the beginning of the fiscal year and departments are able to reference the assigned Purchase order number for all purchases from the same vendors. This also allows departments the ability to track expenses and control overspending of their budget. With 7,000 purchase orders estimated to be processed in FY26, use of blanket purchase orders will make the purchase order approval process more efficient.

2. **Goal: Standardize Contract Change Order form and Purchase Order Change Form**

Objective: By creating a standardized form for the city to use will eliminate the need for vendors to submit multiple versions of their change order forms for the city's legal department to approve. The Procurement Department will comply with Massachusetts procurement laws and set up the form to include all legal language needed, necessary signatories for change order approval and the required detail of the increase in scope of work. This will create efficiencies when the city and vendors work together to change a current project and allows them to agree on the change in writing. The Purchase order change form will be revised to streamline the process as the current form is too cumbersome to complete. Standardized forms will enhance process efficiency and allow for ease of use by departments.

3. **Goal: Maintain a Professional Development Program**

Objective: This plan will provide ongoing professional development opportunities for the Chief Procurement Officer. The Massachusetts Office of the Inspector General offers courses throughout the year that will offer the opportunity for the City CPO to stay informed of all updated Mass. General Procurement Laws. This will allow the CPO to expand their knowledge in their respective field and will give them the skills to be able to share and train City department staff and keep them updated of revised procurement processes. Attendance at these classes will also be a great resource as an opportunity to network with Procurement Department staff from other cities and towns. The CPO can acquire knowledge of other vendors who bid in other cities/towns and exchange experiences with regards to purchase order processing, bidding and contract management. Professional development will allow the CPO to succeed in their role and thus maintain the city in compliance with Procurement Mass. General Laws.

4. **Goal: Maintain Procurement Training Meetings for all City Department Heads and staff**

Objective: To provide city department staff with in person meetings to review Procurement processes (requisition and purchase order process, blanket purchase orders, purchase order change form, purchase order liquidation, emergency procurements, surplus goods process) and Procurement Mass General Laws with regards to bidding thresholds, Bid/RFP process, bidding timelines, emergency procurements, change order processing, prevailing wage, contract management, state contracts available. The Procurement Office will coordinate and offer free training webinars offered by OSD for state contracts, Office of the Inspector General and other agencies who offer free training webinars throughout the course of the year (i.e. Prevailing Wage Law, COMMBUYS, DCAM). This training will strengthen the knowledge and skills of our city department staff and give them the information and tools necessary to complete their work successfully. The in-person trainings will be offered twice a year and the webinars will be offered yearly with a minimum of two per year for a total of four per year. One in-person training may include a speaker from a state agency.

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Total Bids and RFPs	N/A	N/A	60	70
Number of staff trainings	N/A	N/A	2	4
Contracts Processed	N/A	55	70	95
Purchase Orders processed	N/A	5500	6,600	7,000

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The City's Procurement Department is responsible for safeguarding that all purchases made by the City are conducted in a manner that is consistent with the Mass. General Laws of Procurement. The office ensures compliance with all Procurement laws with regards to all purchases of goods and services (Mass. General Law Chapter 30B), project bidding of all horizontal infrastructure (Mass. General Law Chapter 30,39M) and all purchases having to do with buildings and vertical construction (Mass. General Law Chapter 149). The Procurement Department strives to maintain the highest level of integrity and transparency in all its processes and will continue to maintain their mission of cost-effective purchasing for the benefit of the City's residents.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

138 - OFFICE OF PURCHASING & PROCURE Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-138-1-5111	SALARIES PURCHASING	$112,809.28	$117,192.00	$117,192.00	**$279,227.00**	**$193,887.00**	**$193,887.00**
PERSONNEL Total:		**$112,809.28**	**$117,192.00**	**$117,192.00**	**$279,227.00**	**$193,887.00**	**$193,887.00**
EXPENSES							
01-138-2-5248	SOFTWARE/OTHER	$18,836.60	$30,000.00	$27,035.20	**$0.00**	**$0.00**	**$0.00**
01-138-2-5420	OFFICE SUPPLIES	$1,680.14	$2,500.00	$982.56	**$2,500.00**	**$2,500.00**	**$2,500.00**
01-138-2-5710	PROFESSIONAL DEVELOPMENT	$733.81	$3,000.00	$655.18	**$3,000.00**	**$3,000.00**	**$3,000.00**
EXPENSES Total:		**$21,250.55**	**$35,500.00**	**$28,672.94**	**$5,500.00**	**$5,500.00**	**$5,500.00**
138 OFFICE OF PURCHASING & PROCURE		**$134,059.83**	**$152,692.00**	**$145,864.94**	**$284,727.00**	**$199,387.00**	**$199,387.00**
GENERAL FUND Total:		**$134,059.83**	**$152,692.00**	**$145,864.94**	**$284,727.00**	**$199,387.00**	**$199,387.00**
Grand Total:		**$134,059.83**	**$152,692.00**	**$145,864.94**	**$284,727.00**	**$199,387.00**	**$199,387.00**

138	DEPARTMENT OF FINANCIAL SERVICES / OFFICE OF PURCHASING & PROCUREMENT									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-138-1-5111	Chief Procurement Officer [1]	Alison Jenkins	UNCL	35	1	1	1	$116,724	$120,226	$120,226
01-138-1-5111	Procurement Manager [2]	vacant	UNCL	35	0	1	0	$0	$85,000	$0
01-138-1-5111	Principal Clerk [2]	Vacant	A-6U/8	35	0	1	1	$1	$72,889	$72,889
01-138-1-5143	Principal Clerk [2]	Vacant	Longevity					$0	$0	$0
					1	3	2			
138	Purchasing TOTAL									
							Salary (5111)	$117,192	$279,227	$193,887
							Longevity (5143)	$0	$0	$0
							Personnel Total:	$117,192	$279,227	$193,887
Notes to Budget:										
[1] 3% COLA on administrative salary.										
[2] Requesting new positions.										

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

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	117,192	193,887	76,695	65%	3% salary increase. Requesting a Clerk position.
Total Personnel Services	**$117,192**	**$193,887**	**76,695**	**65%**	
General Operating Expenses					
Other Charges	0	0	0	#DIV/0!	New GL Account
Software/Other	30,000	0	(30,000)	-100%	Moving DocuSign to IT
Office Supplies	2,500	2,500	0	0%	Supplies for FedEx and organization of the Office
Professional Development	3,000	3,000	0	0%	MCPPO courses to maintain certification as CPO through the Commonwealth. Ongoing professional development courses as needed to retain certification and keep current MGL requirements and exemptions as well as membership fees
Total Expenditures	**$35,500**	**$5,500**	**(30,000)**	**-85%**	
Total Purchasing Office	**$152,692**	**$199,387**	**$46,695**	**31%**	

Assessors



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 9400 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, 2024 for the FY2025 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 no cost to the public. Standard reports are available for viewing in the Assessing Department in City Hall, and requests 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 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 FY 2026

Former Director of Assessors took a position elsewhere. Ron Keohan, who is the Chairman of the Board of Assessors was hired as a special employee. The previous assessor was retained as a consultant. Assistant Assessor promoted to Director of Assessor. The assistant assessor position is vacant, and is expected to be filled.

FY2025: Accomplishments

- Reviewed over 1000 building permits for valuation updates, capturing over $2 mil in new growth tax revenue;
- Sent out over 800 Income & Expense forms to taxpayers in preparation for the FY 26 valuations;
- Sent out over 900 Forms of List for personal property data collection related to the FY 26 valuation;
- Reviewed and updated over 600 property deeds (calendar year);
- Processed over 1000 motor vehicle abatements;
- Reviewed and processed over 200 statutory exemptions;
- Generated over 60 abutters lists (calendar year);

- Completed residential exemption dissemination project.

FY2026: Goals & Objectives

1. **Goal: Ensure the clerical staff provide the most consistent and accurate information and services to taxpayers.**

Objective: Have the staff complete professional development training to assist them in dealing with confrontational customers and strengthen their communication skills. Create a set of written policies and procedures relating to the most frequently asked questions and tasks executed by the clerks so that taxpayers are receiving current and correct information.

2. **Goal: Continue the concerted effort to ensure only those who are entitled to the residential exemption are receiving it.**

Objective: Develop techniques for cross referencing databases of other departments and outside agencies to flag probable cases of abuse.

3. **Goal: Establish a cyclical inspection program**

Objective: Put out an RFP to ensure we are always at or near compliance with Department of Revenue standards and prevent future backlogs**.**

4. **Goal: Hire an Assistant Assessor**

Objective: Hire and assistant assessor to help manage the assessor's workload

5. **Goal: Reduce the number of ATB Cases**

Objective: Reduce the current ATB Case load by at least 10%

6. **Goal: Update Patriot AP5**

Objective: Update Patriot AP5 CAMA System to the latest version for a faster and more efficient system

Performance Measures

Outcomes and Performance Measurers	**Actual FY2023**	**Actual FY2024**	**Estimated FY2025**	**Estimated FY2026**
Overlay Raised	$2,043,669	$2,241,323	$2,000,000	$2,000,000
Total Valuation of all Exempt Property	$2,099,992,100	$2,155,643,150	$2,300,000,000	$2,300,000,000
Total Valuation of all Taxable Property	$7,519,722,923	$8,057,645,573	$9,000,000,000	$9,000,000,000
Total Accounts Assessed	9,553taxable 200 exempt	9,563 taxable 206 exempt	9,552 taxable 213 exempt	9,552 taxable 213 exempt
Levy Ceiling	$187,993,073	$201,441,139	$223,044,471	$223,044,471

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The Assessors Department goals align with those of the Mayor by providing efficient, technology driven and responsive government with highest quality services for citizens.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

141 - OFFICE OF ASSESSING Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-141-1-5111	SALARIES ASSESSING	$318,741.36	$333,823.00	$266,514.85	**$319,471.00**	**$319,471.00**	**$319,471.00**
01-141-1-5113	PART-TIME ASSESSOR	$0.00	$0.00	$0.00	**$50,000.00**	**$28,000.00**	**$28,000.00**
01-141-1-5143	LONGEVITY ASSESSING	$1,250.00	$1,250.00	$1,250.00	**$1,250.00**	**$1,250.00**	**$1,250.00**
01-141-1-5191	BOARD OF ASSESSORS - STIPEND	$21,000.00	$21,000.00	$16,749.98	**$21,000.00**	**$21,000.00**	**$21,000.00**
PERSONNEL Total:		**$340,991.36**	**$356,073.00**	**$284,514.83**	**$391,721.00**	**$369,721.00**	**$369,721.00**
EXPENSES							
01-141-2-5240	EQUIPMENT MAINTENANCE	$0.00	$1,000.00	$832.92	**$1,000.00**	**$1,000.00**	**$1,000.00**
01-141-2-5301	PROFESSIONAL SERVICES	$273,149.63	$450,000.00	$158,590.85	**$450,000.00**	**$450,000.00**	**$450,000.00**
01-141-2-5420	OFFICE SUPPLIES	$1,734.43	$1,500.00	$1,410.70	**$1,500.00**	**$1,500.00**	**$1,500.00**
01-141-2-5710	PROFESSIONAL DEVELOPMENT	$1,609.93	$5,000.00	$1,530.00	**$6,000.00**	**$6,000.00**	**$6,000.00**
EXPENSES Total:		**$276,493.99**	**$457,500.00**	**$162,364.47**	**$458,500.00**	**$458,500.00**	**$458,500.00**
141 OFFICE OF ASSESSING Total:		**$617,485.35**	**$813,573.00**	**$446,879.30**	**$850,221.00**	**$828,221.00**	**$828,221.00**
GENERAL FUND Total:		**$617,485.35**	**$813,573.00**	**$446,879.30**	**$850,221.00**	**$828,221.00**	**$828,221.00**
Grand Total:		**$617,485.35**	**$813,573.00**	**$446,879.30**	**$850,221.00**	**$828,221.00**	**$828,221.00**

141	DEPARTMENT OF FINANCIAL SERVICES / OFFICE OF ASSESSING									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-141-1-5111	Director of Assessors [1]	Benison Pena (prev. B.J. Devereux)	UNCL	35	1	1	1	$121,624	$103,000	$103,000
01-141-1-5111	Assistant Assessor [3]	Vacant	UNCL	35	1	1	1	$83,545	$80,000	$80,000
01-141-1-5111	Administrative Assistant [2]	Kathleen Hegarty	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
01-141-1-5143	Administrative Assistant	Kate Hegarty	Longevity					$1,250	$1,250	$1,250
01-141-1-5111	Principal Clerk [2]	Marie Medeiros	C-6U/8	35	1	1	1	$56,557	$62,308	$62,308
01-141-1-5111	Principal Clerk [3]	N/A	C-6U/1	35	0	0	0	$1	$1	$1
01-141-1-5113	Assessor Per Diem	Ronald Keohan	UNCL	10	0	0.29	0	$0	$50,000	$28,000
01-141-1-5191	Board of Assessors Chair	Ronald Keohan	Board		0	0	0	$9,000	$9,000	$9,000
01-141-1-5191	Board Member	Frank Parker	Board		0	0	0	$6,000	$6,000	$6,000
01-141-1-5191	Board Member	Millie J Cardello	Board		0	0	0	$6,000	$6,000	$6,000
					4	4.29	4			
141	Assessors TOTAL									
							Salary (5111)	$333,823	$319,471	$319,471
							Part-time(5113)	$0	$50,200	$28,000
							Longevity (5143)	$1,250	$1,250	$1,250
						Board of Assesors Stipends (5191)		$21,000	$21,000	$21,000
							Personnel Total:	$356,073	$391,921	$369,721
Notes to Budget:										
[1] Benison Pena promoted to the position of Director of Assessors, 3% increase in FY26										
[2] Local 25 Clerical union 3% increase in anticipation of a new contract, plus step increase.										
[3] Not requesting funding for this position in FY26										

(141) Office of Assessing - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	333,823	319,471	($14,352)	-4%	New Director of Assessor promotion 3% increase in FY26, Local 25 3% increase in anticipation of a new contract. Marie Medeiros step increase per contract.
Part-time	0	28,000	$28,000	#DIV/0!	Ronald Keohan
Longevity	1,250	1,250	$0	0%	Ms. Hegarty.
Stipends	21,000	21,000	$0	0%	Mr. Keohan, Chair ($37K), Mr. Parker & Mrs. Cardello ($6K each).
Total Personnel Services	**$356,073**	**$369,721**	**$13,648**	**4%**	
General Operating Expenses					
Equipment Maintenance	1,000	1,000	$0	0%	Level Funded for time stamp and bulk printer
Other Expenses	0	0	$0	#DIV/0!	New GL Account
Professional Services	450,000	450,000	$0	0%	Level funded for Patriot Properties & RRC will be preforming additional cyclical inspection work as part of the FY 2026 valuation, personal property valuation, GIS fees for work previously completed in-house, attorney & appraisal/expert witness fees for ATB cases including but not limited to 504 accounts and LNG Terminal
Office Supplies	1,500	1,500	$0	0%	Level funded. This line includes paper and envelopes used in mailings as well as typical office supplies and replacement of office furnishings as needed.
Professional Development	5,000	6,000	$1,000	20%	Continuing education for staff and board members to keep up with changes to the laws and methods to mass valuation. Additional training and education for Director of Assessor and assistant assessor.
Total Expenditures	**$457,500**	**$458,500**	**$1,000**	**0%**	
Total Assessing Office	**$813,573**	**$828,221**	**$14,648**	**2%**	

The Office of Treasurer/Collector

In FY25, the City of Everett implemented a structural reorganization that separated the roles of the **Chief Financial Officer (CFO)** and City Auditor. As part of this reorganization, the CFO position – along with the **Budget Director** – were administratively moved under the Treasurer/Collector Department for payroll purposes, though both roles remain functionally independent in their operations and oversight responsibilities.

The **Chief Financial Officer (CFO)** serves as the City's principal financial executive, responsible for overseeing all aspects of financial planning, management, and policy. The CFO provides strategic leadership to ensure the City's fiscal integrity, long-term financial stability, and efficient use of public resources. This position plays a key advisory role to the Mayor, City Council, and department heads, guiding major financial decisions, and city-wide initiatives and assures potential purchasers of the City's notes and bonds of the City's fiscal soundness. The CFO serves as the City's representative on the Massachusetts Water Resource Authority Advisory Board and the Massachusetts Gaming Commission on Community Mitigation.



The **CFO** provides oversight and leadership to the following divisions, including:

- **Treasury/Collector**
- **Budget**
- **Assessor**
- **Procurement**

The **Budget Director** reports directly to the **CFO** and is responsible for the preparation, monitoring and administration of the City's annual operation budget and plays a key role in aligning financial planning with the City's policy priorities, service goals, and available resources. This role works closely with all City departments to compile and evaluate budget requests and conduct financial analysis on a regular basis.

In addition to core budgeting duties, the Budget Director plays a key role in payroll related financial support, including cost modeling, retroactive payments calculations, and fiscal analysis of labor agreements.

The Budget Director provides financial training and guidance to department heads and staff, helping to improve budgeting practices across organization. The position also plays a key role in promoting fiscal transparency by producing clear accessible budget information for residents and stakeholders.

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 contracts; identification of all bank funds transfers; investment of City funds; management of the City's trust funds; reconciliation of all city funds between the bank statements and the City's general ledger; timely payment of all debt service obligations; recording all of the City's revenues in a timely and accurate manner and prompt payment of all approved obligations to vendors and contractors.

Payroll is primary responsibility is the timely payment of approximately 2,400 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. Payroll prepares and files 941 Federal and State reports quarterly and prepares and distributes approximately 2,400 W2's at year end.

The Collectors' Division is responsible for collecting and processing all Accounts Receivables, including Real Estate and Personal Property Tax, Motor Vehicle Excise Tax, Water/Sewer charges and Parking ticket violations. They provide a high level of customer service to taxpayers making payments or 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 City's Tax Title Attorney to initiate tax title and foreclosure proceedings for severely delinquent properties in order to protect the City's legal interests.

Mission Statement



Chief Financial Officer (CFO): To ensure the City's overall fiscal health thru strategic financial planning, oversight of core financial functions, and transparent reporting – supporting efficient service delivery, long-term sustainability, and public trust.

Budget Director: To lead the preparation and management of the City's annual budget, provide financial training and support to departments, and promote transparency by delivering clear, accessible budget information to city leadership and the public.

Treasurer/Collector: To serve the taxpayers, of the City employees, and vendors of Everett in a fair, consistent and professional manner providing the highest level of customer service and to manage the City's money to maximize investment income while minimizing risk. We are responsible for maximizing revenue collection for the City and identifying opportunities for cost savings. By implementing sound financial practices and policies, we aim to optimize the city's financial resources and ensure that taxpayer dollars are used wisely and responsibly.

Significant Budget & Staffing Changes for FY2026

During FY25, the City Council requested the separation of the Chief Financial Officer (CFO) and City Auditor responsibilities, resulting in the creation of a new, independent Auditor position.

As part of this transition, the CFO and Budget Director positions were transferred to the Treasurer/Collector Department. These changes reflect a strategic realignment of financial functions to improve accountability and operational efficiency. Both roles remain functionally independent in their operations and oversight responsibilities.

One full time position in the Tax Collector's Office has been filled. One full time position in the Tax Collector's Office is vacant. The part-time position and the fulltime position in the Treasurer's Office have been filled.

FY2025 Accomplishments

- We successfully transitioned from an in-house payroll process to an outside payroll company. The implementation allowed us to once again review all payroll deductions and codes verifying that they were taxable or non-taxable, review deferred compensation plans authorized to be offered by the City and School Department and gave us the opportunity to add more payroll vendors to be paid via the ACH process. We were responsible for the coordination and processing of miscellaneous and void payrolls that were necessary to supplement various payrolls. We onboarded a new Assistant Treasurer in March 2025 to assist with the financial overload and to assist with cash reconciliation process. This staff person will also be the back-up for the Treasurer's payroll administrative clerk and for the Asst. Tax Collector. Part of the payroll procedure remained decentralized and 35 departments continue to enter their department's payroll into the financial system.

- We revised the some of the kiosks to an earlier start time to make it more convenient for residents to visit local businesses. One kiosk was moved to the front of a municipal lot making it easier and more accessible for residents. The kiosks continue to offer a more convenient contactless payment method allowing residents to pay by coin or credit cards. The kiosks offer our residents the option to change the language from English to Spanish, Portuguese or Haitian Creole, which are the four most commonly spoken languages in Everett.

FY2026 Goals and Objectives

1. **Goal - CFO: All digital and paperless process**

Objective: Complete the work with the Treasurer and Human Resources Director to overhaul the current payroll process by implementing new automated process 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.

2. **Goal - CFO: All relevant Federal and State grants for "Smart City" and Climate Change programs**



Objective: Investigate alternative and innovative methods of financing and recommend financial planning and policy changes to the Mayor and City Council.

3. **Goal - Budget Director: Overall fiscal literacy among all city employees**

Objective: Provide training to departments on budgets and finance topics.

4. **Goal - Treasurer/Collector: Utilizing full Harpers Payroll potential and offering a self-service payroll process**

Objective: Implement "Employee Self-Service" to give employees access to their W-2 forms, paystubs and other payroll related documents. We will work with Munis software support and follow the steps necessary to prepare for this change. Payroll advices will need to be formatted in order to be able to be viewed by employees for each payroll. All information currently on the pay advices (stubs) will be reflected correctly on Employee Self-Service (ESS). Munis support will assist us in working out any errors and omissions prior to going live with ESS. We will work with the City's Human Resources Department and the City's IT Department to obtain and set up the mailing list for all employees in order to send messages to employees to alert them when pay advices and other payroll documents are available for viewing. We would like to roll this out by September 1, 2024 to give employees the convenience of this online access. This will give our City and School Department employees the ease of accessing these documents on their own as well as offers a cost savings to the City in printing and mailing costs. The cost savings will be approximately $15,000.00 for FY25.

5. **Goal – Treasurer/Collector: Cross training of employees**

Objective: Cross train employees from the Treasurer's Office to serve as back-up to the Tax Collector's Office staff. This will allow for back-up staff to cover for unexpected absences such as sick days in the Tax Collector's Office and for continued customer service for the City residents who seek daily services in the Tax Collector's Office with no interruptions in service when the office is short-staffed. Trainings will be conducted two days a week for approximately four hours per day. Each employee will train for two months. Three employees from the Treasurer's Office will be trained to cover for employees in the Tax Collector's Office. Employees will be trained in accepting counter payments, tax bill look-up and printing, Receiver payments, parking ticket collection and other Tax Collector duties as assigned. The effectiveness of the cross-training will be measured by having one-to-one discussions with the trainees to discuss how comfortable they are with performing the tasks, administering verbal and written quizzes and by the department manager conducting an evaluation of the work performed. Cross training will also be done in the Treasurer's Office for employees to be able to cover for each other in times of absences. One employee at a time will be trained two hours a day, two days a week. Training will include accepting counter deposits, scanning checks in bank scanners, returned check process, tailings process, Treasury receipt forms process and preparing the bank deposit.

6. **Goal – Treasurer/ Collector: Professional Development**

Objective: To offer the Treasurer and Tax Collector Assistant Managers development and training opportunities and expose them to new ideas, solidify their knowledge and increase their expertise in the field of municipal Treasurer and Tax Collector. They will be given the opportunity to participate in the Massachusetts Treasurer & Tax Collector's Association certification program held at the University of Massachusetts at Amherst which is a 3-day conference and full days of classes. They will be assigned to the track that they fit into as determined by their municipal experience. Eligibility to sit for the certification test is determined by years in the job, course credits and other continuing education credits as

required by the association. There are additional association meetings and classes offered three times a year which all the Assistant Managers will be signed up to attend at least 2 each. Attendance at the various classes and meetings gives the participants an opportunity to network with peers in similar positions throughout the state.

7. **Goal – Treasurer/Collector: QR codes will be added to all tax bills in order to offer residents advanced method to make payments that are user-friendly and secure. This will enhance our collection methods by allowing us to reach, engage and convert a wider target audience.**



Objective: To allow residents a more efficient method to make payment of their bills without having to visit city hall, mail payments or even log into a computer. The city worked in conjunction with our software vendor to initiate the process to add a QR code to the City's tax bills. We have added the QR code to the Motor Vehicle Excise Tax Bills in order to do a trial run. Making payments through QR codes ensures quick payments, simplicity of use and safety. The Motor Vehicle Excise bill is the first bill the vendor will use to do a trial run. The City mails out approximately 36,000 Motor Vehicle Excise bills, 32,000 Real Estate Tax bills, 3,600 Personal Property Tax bills and 96,000 Water/Sewer bills on a yearly basis. Our software vendor will be able to track how many tax bills are paid via the QR code method giving us the information we can use to continuously monitor the effects it will have on collections.

Performance Measures

Outcomes & Performance Measurers	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Tax Title Collected – Treas/Col	$707,587	$947,009	$115,000	400,000
Revenue Processed – Treas/Col	$256,532,177	$289,343,098	$295,000,000	300,000,000
Payrolls Processed – Treas/Col	130,000,000	130,000,000	130,000,000	130,000,000
Bank Accounts Reconciled – Treas/Col	70	67	65	65
Stabilization Accounts-CFO	$14,718,498	$19,320,273	13,000,000	13,000,000
Free Cash Certified-CFO	$25,105,861	$20,915,546	15,000,000	15,000,000
OPEB Liability Trust Fund-CFO	$11,184,091	$13,754,750	15,900,000	15,900,000

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

CFO - By providing on-time five-year financial plan, balanced budget, managing risk and liabilities, and promoting transparency and accountability in all financial activities.

Budget Director – by providing on-time annual budget that meet the GFOA's highest standard.

Treasurer/Collector - By cross-training staff in the Treasurer and Tax Collector Offices will allow for more flexibility of the staff being able to assist each other's departments in times of unexpected absences. This will give the City's residents continued efficiency to deliver the services offered by both departments at times when the departments are short-staffed, whether it's waiting on residents in person, via phone or email. We recognize that the high level of service expected by our residents cannot be diminished due to potential staffing issues. We continue to use technology to continue to onboard other City departments to use CHS as the point-of-sale system for residents to make all payments via an online portal. CHS sets up separate merchant accounts in order for residents to be able to make payments via credit card and E-check. The merchant is then able to deposit the monies collected directly to the City's bank account. That payment information is then shared with the corresponding department for them to reconcile with the payment report they receive from CHS. This makes the reconciliation process for all parties involved efficient and minimizes the risk for error and fraud. CHS is instrumental in assisting with rejected credit card payments and all inquiries by communicating directly with the residents. They offer a high level of customer service that reflects the service normally offered by City staff. With the implementation of having a QR code on the tax bills, the City is continuing with their commitment to offer payment options through the use of advanced technology.

The QR code will link the resident to payment modules they can use to make their payments efficiently. With the ever changing and busy world that we live in, the City is committed to assist residents by offering easier and more secure ways of making payments. With the City staff attending training for continued professional development, this will give staff the needed skills and will keep them updated on all changing municipal laws. With their newly gained expertise, they will be able to assist residents with all inquiries and will be able to be a resource for questions that residents of the City may have. The Treasurer & Collector's Office is entrusted to manage and safeguard the City's financial resources, collect revenue efficiently and ensure transparency and accountability in all financial transactions. We are committed to promoting fiscal responsibility to support the growth and prosperity of our community.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

145 - OFFICE OF TREASURER/COLLECTOR							
Account Number	**Account Description**	**FY2024 Expended**	**FY2025 Budget**	**FY2025 Expended**	**FY2026 Requested**	**FY2026 Mayor Recommended**	**FY2026 Council Approved**
PERSONNEL							
01-145-1-5111	SALARIES TREASURER	$976,410.80	$1,058,745.00	$919,897.08	**$1,405,388.00**	**$1,405,388.00**	**$1,405,388.00**
01-145-1-5130	OVERTIME TREASURER	$617.39	$500.00	$393.69	**$500.00**	**$500.00**	**$500.00**
01-145-1-5143	LONGEVITY COLLECTIOR	$7,800.00	$5,550.00	$5,550.00	**$7,350.00**	**$7,350.00**	**$7,350.00**
01-145-1-5144	ABOVE GRADE DIFF COLLECTOR	$293.20	$1,000.00	$0.00	**$1,000.00**	**$1,000.00**	**$1,000.00**
01-145-1-5191	HEARING OFFICER STIPEND	$5,000.00	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-145-1-5193	CLOTHING ALLOWANCE COLLECTOR	$700.00	$700.00	$700.00	**$700.00**	**$700.00**	**$700.00**
PERSONNEL Total:		**$990,821.39**	**$1,066,495.00**	**$926,540.77**	**$1,414,938.00**	**$1,414,938.00**	**$1,414,938.00**
EXPENSES							
01-145-2-5240	EQUIPMENT MAINTENANCE	$1,110.98	$1,500.00	$846.00	**$1,500.00**	**$1,500.00**	**$1,500.00**
01-145-2-5306	RECORDING FEES	$5,240.00	$20,000.00	$11,709.50	**$20,000.00**	**$20,000.00**	**$20,000.00**
01-145-2-5312	DATA PROCESSING (DP) PAYROLL/HMN	$46,294.84	$132,500.00	$116,428.46	**$140,000.00**	**$140,000.00**	**$140,000.00**
01-145-2-5314	FINANCIAL SERVICES	$2,947.50	$28,800.00	$19,221.69	**$26,500.00**	**$26,500.00**	**$26,500.00**
01-145-2-5344	POSTAGE	$64,532.60	$49,500.00	$41,936.06	**$50,000.00**	**$50,000.00**	**$50,000.00**
01-145-2-5385	OTHER CHARGES	$399,384.86	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-145-2-5420	OFFICE SUPPLIES	$17,993.55	$14,500.00	$8,290.12	**$12,500.00**	**$12,500.00**	**$12,500.00**
01-145-2-5430	METER REPAIRS & MAINTENANCE	$15,916.19	$55,000.00	$48,290.00	**$80,000.00**	**$80,000.00**	**$80,000.00**
01-145-2-5580	PARKING METER MINOR EQUIPMENT	$3,721.88	$15,000.00	$14,999.91	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-145-2-5716	PROFESSIONAL DEVELOPMENT	$0.00	$3,700.00	$3,977.59	**$3,000.00**	**$3,000.00**	**$3,000.00**
01-145-2-5745	INSURANCE	$1,575.00	$2,250.00	$1,000.00	**$2,250.00**	**$2,250.00**	**$2,250.00**
01-145-2-5765	OTHER CHARGES	$0.00	$59,500.00	$47,221.89	**$56,500.00**	**$56,500.00**	**$56,500.00**
EXPENSES Total:		**$558,717.40**	**$382,250.00**	**$313,921.22**	**$407,250.00**	**$407,250.00**	**$407,250.00**
145 OFFICE OF TREASURER/COLLECTOR		**$1,549,538.79**	**$1,448,745.00**	**$1,240,461.99**	**$1,822,188.00**	**$1,822,188.00**	**$1,822,188.00**
GENERAL FUND Total:		**$1,549,538.79**	**$1,448,745.00**	**$1,240,461.99**	**$1,822,188.00**	**$1,822,188.00**	**$1,822,188.00**
Grand Total:		**$1,549,538.79**	**$1,448,745.00**	**$1,240,461.99**	**$1,822,188.00**	**$1,822,188.00**	**$1,822,188.00**

145	DEPARTMENT OF FINANCIAL SERVICES / OFFICE OF THE CITY TREASURER - COLLECTOR									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-145-1-5111	CFO [1, 4, 5]	Eric Demas	UNCL	35	0	1	1	$0	$189,198	$189,198
01-145-1-5143	CFO	Vacant	Longevity					$0	$800	$800
01-145-1-5111	Budget Director [1, 4]	Margaret Micherda	UNCL	35	0	1	1	$0	$100,786	$100,786
01-145-1-5111	Treasurer/Collector [1, 6]	Monica Ford	UNCL	35	1	1	1	$134,950	$140,002	$140,002
01-145-1-5111	Deputy Treasurer[1]	Tam Duong	UNCL	35	1	1	1	$87,550	$90,177	$90,177
01-145-1-5111	Assistant Collector[1]	Wendy Bonilla	UNCL	35	1	1	1	$74,253	$79,170	$79,170
01-145-1-5111	Assistant Treasurer 1, 3	Bertha Ruiz (prev Murphy)	UNCL	35	1	1	1	$83,430	$79,175	$79,175
01-145-1-5111	Administrative Assistant [2]	Ruth Liston	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
01-145-1-5143	Administrative Assistant	Ruth Liston	Longevity					$1,650	$1,650	$1,650
01-145-1-5111	Deputy Collector [2]	Tracy OConnor	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
01-145-1-5143	Deputy Collector [2]	Tracy OConnor	Longevity					$1,000	$1,000	$1,000
01-145-1-5111	Administrative Assistant [2]	Laurie Warren	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
01-145-1-5143	Administrative Assistant	Laurie Warren	Longevity					$1,250	$1,250	$1,250
01-145-1-5111	Principal Clerk [2]	Roxana Mejia	C-6U/8	35	1	1	1	$60,493	$62,308	$62,308
01-145-1-5111	Principal Clerk [2]	Markela Mitko (prev Medeiros)	C-6U/3	35	1	1	1	$50,745	$52,268	$52,268
01-145-1-5111	Principal Clerk [2]	Arthi Bathey	C-6U/4	35	1	1	1	$50,745	$54,720	$54,720
01-145-1-5143	Principal Clerk	Arthi Bathey	Longevity					$0	$1,000	$1,000
01-145-1-5111	Principal Clerk [2]	Tanya Benjamin	C-6U/8	35	1	1	1	$60,493	$62,308	$62,308
01-145-1-5111	Principal Clerk [2]	Vacant	C-6U/7	35	1	1	1	$60,493	$59,315	$59,315
01-145-1-5111	Principal Clerk [2]	Jesuina Pagan	C-6U/4	35	1	1	1	$50,745	$54,720	$54,720
01-145-1-5111	Principal Clerk [2, 3]	Jean Broderick	A-6U/3	17.5	0.50	0.50	0.50	$28,278	$31,186	$31,186
01-145-1-5111	Principal Clerk [2]	Rhodora Lantion	C-6U/6	35	0.50	1	1	$34,481	$58,253	$58,253
01-145-1-5111	Parking Meter Repairman [2]	William Mackenzie	W7U/4	40	1	1	1	$65,562	$67,538	$67,538
01-145-1-5143	Parking Meter Repairman	William Mackenzie	Longevity					$1,650	$1,650	$1,650
01-145-1-5193	Parking Meter Repairman	William Mackenzie	Clothing					$700	$700	$700
01-145-1-5191	Hearing Officer	Chad Luongo	UNCL	Varies	0	0	0	$0	$0	$0
					15.00	**17.50**	**17.50**			
145	**City Treasurer / Collector TOTAL**									
										Continued...
							Salary (5111)	$1,058,745	$1,405,388	$1,405,388

						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
						Overtime (5130)		$500	$500	$500
						Longevity (5143)		$5,550	$7,350	$7,350
					Above Grade Difference (5194)			$1,000	$1,000	$1,000
					Hearing Officer Stipend (5191			$0	$0	$0
					Clothing Allowance (5193)			$700	$700	$700
						Personnel Total:		**$1,066,495**	**$1,414,938**	**$1,414,938**
Notes to Budget:										
[1] 3% COLA added to administrative salaries.										
[2] Local 25 Clerical & DPW 3% increase in anticipation of a new contract.										
[3] EE is being shared with Water & Sewer Dept										
[4] EEs previously budgeted in Auditor department.										
[5] CFO will no longer receive Retirement Board stipend due to the separation of duties										
[6] Treasurer requested to add $1,000 to the base salary for maintaining Mass Tax Collector certification										

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

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	1,058,745	$1,405,388	346,643	33%	3% COLA added to some administrative salaries. 3% increase for Local 25 Clerical/DPW union in anticipation of a new contract. Requesting $1k increase for Treasurer/Collector for maintaining Mass. Tax Collector certification. CFO & Budget Director budget transferred here. CFO no longer receives retirement board stipend due to separating CFO/Auditor position.
Overtime	500	500	0	0%	If clerks request OT in lieu of comp time.
Longevity	5,550	7,350	1,800	32%	Ms. Liston ($1,650), Ms. O'Connor ($1,000),Ms. Warren ($1,250.00),Ms. Bathey ($1,000), Mr. Mackenzie ($1,650). Demas ($800).
Above Grade Differential	1,000	1,000	0	0%	Used when clerical staff fill in for someone at a higher job classification.
Hearing Officer Stipend	0	0	0	#DIV/0!	Not funded
Clothing Allowance	700	700	0	0%	Mr. MacKenzie, Local 25 DPW contractual.
Total Personnel Services	**$1,066,495**	**$1,414,938**	**$348,443**	**33%**	
General Operating Expenses					
Equipment Maintenance	1,500	1,500	0	0%	Service contracts on 4 date stamps/$300 ea. Includes ink ribbons. Level funded for FY25.
Recording Fees	20,000	20,000	0	0%	TT filing fee increased from $75 to $105 per deed. Expecting to advertise approximately 100 delinquent properties in April 2024. Estimate for newspaper ad cost $4,000. Land court cases processing fee is $742.25/each. Working with Tax Title attorney on these to determine what properties to file. Level funded for FY26.
Data Processing/Payroll/HR	140,000	140,000	0	0%	Payroll costs include processing fees, report fees, continued city access, W-2 processing, ACA reporting, and other charges for associated with reporting.
Financial Services	31,500	26,500	(5,000)	-16%	Eastern Bank lockbox fees about $14K per year. . Armored car service $12K/year. Moved $10k from Other expenses.
Professional Development	3,000	3,000	0	100%	New line item needed for Treasurer/Collector Association dues and cost of attendance at meetings and conferences needed to maintain MCPPO and Tax Collector certifications.
Postage	42,000	50,000	8,000	19%	Postage for all departments in city. Also pays for supplies to maintain the mail machine. Increased usage for elections (ballots by mail). Postage rates increased in Jan 2025. Level funded for FY26
Other Charges	0		0	#DIV/0!	This Account will be obsolete. GL account with objects 5765 will be used instead.
Other Charges	59,500	56,500	(3,000)	-5%	Also used to pay credit card ach online fees ($500/month) and for parking sticker fulfillment program (estimate 25,000 stickers/year)
Office Supplies	12,500	12,500	0	0%	Copier paper, toner cartridges and other office supplies.
Meter Repairs & Maintenance	55,000	80,000	25,000	45%	Maintenance fees $3,400/month. Credit card processing fees for kiosk use charged by merchant, approx. $2,500-$3,000/mo. Cost for repairs by technician (estimate $5k for 5 visits. All warranties have expired.
Parking Meter Minor Equipment	15,000	15,000	0	0%	Supplies needed for the kiosks. (i.e.. sensors, key pads, receipt paper, credit card swipers, wires, printers). Level funded for FY26.
Insurance	2,250	2,250	0	0%	To bond all employees in Treasurer's and Collector's Office. Level funded for FY26.
Total Expenditures	**$382,250**	**$407,250**	**$25,000**	**7%**	
Total Treasurer/Collector	**$1,448,745**	**$1,822,188**	**$373,443**	**26%**	

Continued...

Retirement of Debt (Found under Fixed Costs)					
April 23,2015	1,060,000	990,000	(70,000)	-7%	Payments per debt schedule.
Jan 25, 2022 GOB	1,320,000	1,330,000	10,000	1%	Payments per debt schedule.
Oct 25, 2007 MSBA High School 2%	449,415	449,415	0	0%	Payments per debt schedule.
Dec. 20, 2013	270,000	250,000	(20,000)	-7%	Payments per debt schedule.
Feb 6, 2014	265,000	265,000	0	0%	Payments per debt schedule.
Feb 18, 2016	925,000	920,000	(5,000)	-1%	Payments per debt schedule.
Feb 19, 2008 Sec 108 HUD Loan	93,000	97,000	4,000	4%	Payments per debt schedule.
Feb 2017	675,000	670,000	(5,000)	-1%	Payments per debt schedule.
May 3,2018	540,000	535,000	(5,000)	-1%	Payments per debt schedule.
April 4, 2019	735,000	735,000	0	0%	Payments per debt schedule.
Feb 11, 2021 GOB	160,000	155,000	(5,000)	-3%	Payments per debt schedule.
Nov 17, 2020 GOB	1,130,000	1,130,000	0	0%	Payments per debt schedule.
August 3, 2023 GOB	415,000	410,000	-5000	100%	Payments per debt schedule.
Total	**$8,037,415**	**7,936,415**	**($101,000)**	**-1%**	

Long Term Debt Interest (Found under Fixed Costs)

April 23, 2015	114,156	71,756	(42,400)	-37%	Payments per debt schedule.
Jan 25, 2022 GOB	702,181	644,681	(57,500)	100%	Payments per debt schedule.
Oct 25, 2007 MSBA High School 2%	80,895	71,906	(8,989)	-11%	Payments per debt schedule.
Dec 20, 2013	51,150	42,570	(8,580)	-17%	Payments per debt schedule.
Feb 6, 2014	42,069	34,119	(7,950)	-19%	Payments per debt schedule.
Feb 18, 2016	217,500	180,500	(37,000)	-17%	Payments per debt schedule.
Feb 28, 2017	254,069	220,319	(33,750)	-13%	Payments per debt schedule.
May 3, 2018	249,131	222,131	(27,000)	-11%	Payments per debt schedule.
April 4, 2019	357,600	320,850	(36,750)	-10%	Payments per debt schedule.
Feb 11, 2021 GOB	54,500	46,500	(8,000)	-15%	Payments per debt schedule.
Nov 17, 2020 GOB	516,538	460,038	(56,501)	-11%	Payments per debt schedule.
August 3, 2023 GOB	441,396	271,300	-170096	100%	Payments per debt schedule.
Total	**$3,081,185**	**2,586,670**	**($494,515)**	**-16%**	

FICA (Found under Fixed Costs)

Medicare (1.45%)	2,536,949	2,689,166	152,217	6%	Employer match of Medicare deduction. 1.45% of pay (health and life deductions not taxed).
Total	**$2,536,949**	**$2,689,166**	**$152,217**	**6%**	

The Office of City Solicitor



The Law Department is charged with the prosecution and defense of all lawsuits in which the City is a party in state and federal courts and in administrative agencies. The Department functions as a full-time law office, handling the City's litigation and other legal functions in-house to the maximum extent possible. It provides 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, open meeting law, tort actions involving personal injury and property damage claims. Members of the Solicitor's Office 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 handling litigation, the Department's attorneys furnish legal advice and opinions on matters referred to them by the Mayor, City Council and Department Heads. Further the Solicitor is the Records Access Officer for the City for public records requests.
The Department's staff includes 2 attorneys, a Paralegal/Hearings Officer and an Executive Assistant.

Mission Statement
To provide high-quality, ethical and cost-effective legal services to the City of Everett. We strive to protect the City's legal interests, support decision-making by City officials, and promote transparency, accountability, and justice in all municipal operations.

Significant Budget & Staffing Changes for FY 2026
There are no staffing changes for FY26

FY 2025: Accomplishments

- Managed claims against city with minimal damages paid outside of insurance policy;
- Defended the city in labor arbitration cases;
- Prepared contracts and license agreements;
- Advised various boards and commissions re: state and local law and case law;
- Prepared opinions for City Council, Boards and Commissions;
- Advised HR on various personnel matters;
- Investigated and advised departments on personnel infractions and prepared disciplinary documents;
- Continuing to assist the class action litigation against the opioid manufacturers and distributers;
- Continuing to work the Treasurer's Office to secure tax title to properties who have not paid taxes;
- Worked with collective bargaining units to ratify successor collective bargaining agreements;
- Managed responses to 958 public records requests for FY24 and 555 as of 02/06/2024 for FY25.

FY 2026: Goals & Objectives

1. **Goal: Advanced up-to-date digital software in daily operations**

Objective: Smoothly transition into a new and updated software for public records requests. The new software will be fully implemented and all employees trained by April 1 2025 which will allow 100% of all records request to be processed through this new software. It is estimated that the City will receive over 1,000 requests in FY26.

2. **Goal: Maximize protection against monetary losses**

Objective: Successfully defend claims against city and its officers', including insurance coverage to defend claims. Each year approximately 100 claims are filed against the City. The Law Department works closely with our insurer to defend each claim and minimize expenses through the deductibles. Continue to provide legal advice to the city administration, all city departments, City Council and all subcommittees. The attorneys provide legal advice to departments daily regarding various issues i.e. zoning, code violations, risk management, legal interpretations of local, state or federal laws; the Solicitor will attend each city council meeting (2nd and 4th Monday of every month) and all sub-committee meetings she is requested to attend. The Solicitor will often provide legal opinions to the city council and its sub-committees when requested.

3. **Goal: Risk Management**

Objective: To implement an asset management program through purchasing software in order to appropriately inventory all property, equipment and other assets in ensure all property (real and personal) are properly insured. Work with the City's insurance broker to keep annual premium cost to a minimum by responding to all risk management suggestions; work with insurance broker to enter into a contract with the insurer and secure premiums with no increases during the contract period.

Performance Measures

Outcomes & Performance Measurers	Actual FY 2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Legal Cases Closed	9	8	5	5
Insurance Claims Processed	36	123	100	100
ISD Appeal Hearings	1100	300	340	500
Public Records Requests	905	958	1000	1000

How FY2026 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

FY2026 City Budget - NO SCHOOLS

151 - OFFICE OF THE CITY SOLICITOR Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-151-1-5111	SALARIES SOLICITOR	$392,061.26	$436,677.00	$392,064.82	**$577,537.00**	**$457,057.00**	**$457,057.00**
01-151-1-5143	LONGEVITY SOLICITOR	$3,550.00	$2,950.00	$1,700.00	**$3,200.00**	**$3,200.00**	**$3,200.00**
01-151-1-5198	RAO STIPEND SOLICITOR	$12,000.00	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
PERSONNEL Total:		**$407,611.26**	**$439,627.00**	**$393,764.82**	**$580,737.00**	**$460,257.00**	**$460,257.00**
EXPENSES							
01-151-2-5302	LITIGATION/PROFESSIONAL SERVICES	$401,019.18	$277,000.00	$269,503.04	**$200,000.00**	**$200,000.00**	**$0.00**
01-151-2-5319	ISD LITIGATION FEES	$3,600.00	$5,000.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-151-2-5420	OFFICE SUPPLIES	$1,996.69	$2,000.00	$1,398.00	**$2,000.00**	**$2,000.00**	**$2,000.00**
01-151-2-5586	WESTLAW COMPUTER RESEARCH	$4,307.32	$6,000.00	$5,801.11	**$6,500.00**	**$6,500.00**	**$6,500.00**
01-151-2-5710	PROFESSIONAL DEVELOPMENT	$2,861.11	$2,300.00	$1,706.94	**$1,500.00**	**$1,500.00**	**$1,500.00**
01-151-2-5760	CLAIMS	$1,750.00	$3,500.00	$1,669.24	**$3,500.00**	**$3,500.00**	**$3,500.00**
01-151-2-5765	OTHER CHARGES	$0.00	$4,351.43	$2,160.00	**$0.00**	**$0.00**	**$0.00**
01-151-2-5850	EQUIPMENT & OTHER	$239.65	$700.00	$580.61	**$1,500.00**	**$1,500.00**	**$1,500.00**
EXPENSES Total:		**$415,773.95**	**$300,851.43**	**$282,818.94**	**$215,000.00**	**$215,000.00**	**$15,000.00**
151 OFFICE OF THE CITY SOLICITOR Total:		**$823,385.21**	**$740,478.43**	**$676,583.76**	**$795,737.00**	**$675,257.00**	**$475,257.00**
GENERAL FUND Total:		**$823,385.21**	**$740,478.43**	**$676,583.76**	**$795,737.00**	**$675,257.00**	**$475,257.00**
Grand Total:		**$823,385.21**	**$740,478.43**	**$676,583.76**	**$795,737.00**	**$675,257.00**	**$475,257.00**

151	OFFICE OF THE CITY SOLICITOR									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-151-1-5111	City Solicitor [1]	Colleen Mejia	UNCL	35	1	1	1	$160,526	$165,342	$165,342
01-151-1-5143	City Solicitor	Colleen Mejia	Longevity					$1,700	$1,700	$1,700
01-151-1-5111	Assistant City Solicitor [1]	Keith Slattery	UNCL	35	1	1	1	$127,308	$131,127	$131,127
01-151-1-5111	Attorney/Assistant City Solicitor	Vacant	UNCL	35	0	1	0	$0	$120,000	$0
01-151-1-5111	Assistant City Solicitor for Labor & Employment [2]	Vacant	UNCL		0	0	0	$0	$0	$0
01-151-1-5143	Assistant City Solicitor for Labor & Employment	Vacant	Longevity					$0	$0	$0
01-151-1-5111	Paralegal [3]	Jen Peters	UNCL	35	1	1	1	$82,281	$92,000	$92,000
01-151-1-5143	Paralegal [4]	Jen Peters	Longevity					$400	$650	$650
01-151-1-5111	Executive Assistant [1]	Maryann Mayo	UNCL	35	1	1	1	$64,822	$66,767	$66,767
01-151-1-5143	Executive Assistant	Maryann Mayo	Longevity					$850	$850	$850
					4	5	4			
151	City Solicitor TOTAL									
							Salary (5111)	$436,677	$577,537	$457,057
							Longevity (5143)	$2,950	$3,200	$3,200
							RAO Stipend (5198)	$0	$0	$0
							Personnel Total:	**$439,627**	**$580,737**	**$460,257**
Notes to Budget:										
[1] 3% COLA added to this salary in FY26										
[2] Not requesting funding for this position in FY26										
[3] Salary reclassification on this position. Additional duties with Procurement										
[4] Ms. Gonzalez's longevity increases to $650 for her 15 year anniversary										

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

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	436,677	457,057	20,380	5%	For non-union positions, there is a 3% salary increase on most. Paralegal salary reclassification. She has taken all of the certification classes and passed the necessary tests in the MCPPO process. She will be taking on some Procurement responsibilities with the CPO.
Longevity	2,950	3,200	250	8%	Ms. Mejia ($1,700), Ms. Peters ($650) and Ms. Mayo ($850).
RAO Stipend	0	0	0	#DIV/0!	This line item is no longer needed
Total Personnel Services	**$439,627**	**$460,257**	**20,630**	**5%**	
General Operating Expenses					
Litigation/Professional Services	200,000	0	(200,000)	-100%	Used to pay any litigation or professional related service, such as legal services, filing complaints, expert witnesses, recording fees, transcripts, etc. Reduced to $0 at budget hearing with the direction to request the money from the cc each time the need emerges. Dept anticipate to spend 200k in FY26.
Other Expenses	0	0	0	#DIV/0!	
ISD Litigation Fees	5,000	0	(5,000)	-100%	Hasn't been utilized in 2 years
Office Supplies	2,000	2,000	0	0%	Level funded for general office supplies from WB Mason.
Westlaw Computer Research	6,000	6,500	500	8%	Increased for the monthly fee increased and used to pay the monthly bill to Westlaw. This is an internet based database used to research a variety of legal issues.
Professional Development	2,300	1,500	(800)	-35%	Used for dues and trainings
Claims	3,500	3,500	0	0%	Level funded for small claims brought against the city.
Equipment & Other	700	1,500	800	114%	Level funded
Total Expenditures	**$219,500**	**$15,000**	**(204,500)**	**-93%**	
Total Solicitor's Office	**$659,127**	**$475,257**	**($183,870)**	**-28%**	
Property/Liability Insurance (Found under Fixed Costs)					
Comp General Liability	2,640,972	2,800,000	$159,028	6%	All city insurance including schools. Anticipating increase in premiums because of new fleet vehicles and new park equipment.
Insurance Deductibles	151,500	200,000	$48,500	32%	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	**$2,792,472**	**$3,000,000**	**$207,528**	**7%**	we have a $50,000 deductible on litigation claims and attorneys' hourly fees increase

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. As a trusted business partner, Human Resources optimizes the employee experience by providing innovative and efficient solutions to drive positive organizational change. The Human Resources department is here to establish, administer, and effectively communicate 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 FY2026

In FY26, the City of Everett will implement strategic staffing changes to strengthen its human resources operations and improve organizational efficiency. As part of this restructuring, an **internal department director will serve as the Acting Human Resources Director**, providing leadership and oversight while the city evaluates long-term staffing needs for the position. Additionally, the city will **promote the current Human Resources Generalist to a Human Resources Manager**, recognizing their expanded role in managing day-to-day HR operations and employee relations. This promotion aligns with the city's commitment to employee growth and development. The HR generalist position was vacant, and we were able to fill this position towards the end of FY25 with a promising candidate. To optimize resources, the city will also **unfund the Human Resources Assistant position**, streamlining administrative functions under the restructured leadership model. These adjustments are designed to enhance the city's human resources capacity while maintaining fiscal responsibility.

FY2025: Accomplishments

In FY25, the City of Everett achieved several significant milestones to strengthen its human resources operations and employee support. The department **implemented an enhanced onboarding process**, which introduced **mandatory 30-60-90-day check-ins for all new non-union employees**, fostering consistent communication and setting clear expectations during the critical early stages of employment. A **performance review plan was proposed for existing non-union employees** beyond their 90-day probationary period, laying the groundwork for a more structured evaluation process to promote employee development and accountability, which is planned for launch in FY26. The city also **improved hiring efforts for key positions, including school nurses, Director of Assessor, DPW positions and more**, through **collaborative cross-departmental partnerships and outreach**, helping to fill essential roles more efficiently. For the first time since 2018, the **non-union employee handbook was updated**, providing clearer policies and expectations for the workforce. Additionally, the city successfully **bargained new union contracts**, strengthening labor relations and demonstrating its commitment to supporting employees across all departments. These accomplishments reflect the city's dedication to building a more transparent, efficient, and employee-centered workplace.

FY2026: Goals & Objectives

1. **Goal: Implement Comprehensive Performance Review System for Non-Union Employees and Department Heads.**



Objective: Establish and launch a **standardized performance review process for all non-union employees and department heads** to promote employee growth, improve communication, and align individual performance with organizational goals. The system will include:

- **Quarterly performance evaluations** with structured templates for consistent feedback.
- **Employee self-assessments** to encourage reflection and goal setting.
- **Clear performance improvement plans (PIPs)** to guide underperforming employees with measurable benchmarks.
- **Training for managers and department heads** on how to conduct effective, constructive performance reviews.

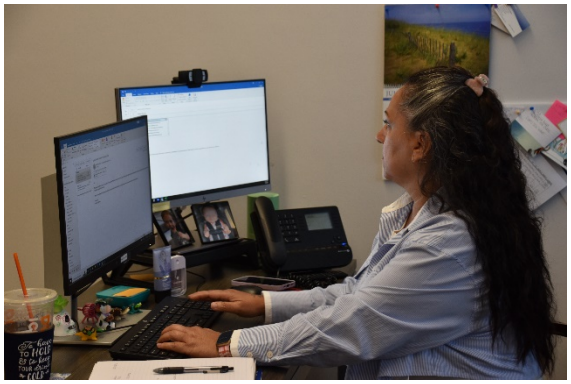
2. **Goal: Streamline Recruitment Efforts with Technology and AI Tools.**

Objective: Modernize the recruitment process to improve efficiency, attract diverse candidates, and reduce hiring timelines through **technology-driven solutions**. This goal will include:

- Implement an **Applicant Tracking System (ATS)** to automate job postings, application screening, and communication with candidates.
- Leverage **AI-powered screening tools** to identify top candidates based on job qualifications and experience.
- Introduce **video interview platforms** for initial screening rounds to expedite the hiring process.
- Expand **outreach strategies through social media, digital job boards, and community partnerships** to improve diversity and attract local talent.

3. **Goal: Enhance Employee Retention and Morale through Onboarding, Check-Ins, Employee-Centered Initiatives.**

Objective: Invest in employee satisfaction and long-term retention by creating a more supportive and engaging work environment. This goal will include:



- Fully implementing the **30-60-90-day check-in process for all new non-union hires** to provide consistent feedback and support during the critical first months of employment.
- Developing a **city-wide employee recognition program** to celebrate achievements and milestones.
- Offering **professional development trainings** on leadership, communication, and wellness topics.
- Expanding **employee wellness programs**, including mental health resources and fitness partnerships.
- Organizing **staff appreciation events, team-building activities, and volunteer opportunities** to foster a positive workplace culture.
- Creating clearer **internal career development pathways** to support employee growth and advancement.

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
New Hires	45	49	65	70

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

These FY26 Human Resources goals directly align with the **City of Everett's short and long-term strategic priorities** by fostering a more efficient, equitable, and supportive workplace culture. In the short term, implementing **structured performance reviews** and **streamlining recruitment efforts** will enhance operational efficiency, improve communication between employees and managers, and help fill critical vacancies faster. These immediate improvements support the city's ongoing efforts to provide **high-quality services to residents** by ensuring that departments are properly staffed and employees are set up for success. In the long term, the focus on **employee-centered initiatives, professional development, and retention strategies** will contribute to a more **engaged, diverse, and skilled workforce**, strengthening the city's ability to attract and retain top talent. By prioritizing workforce development and employee well-being, these goals align with the city's broader vision of **building a supportive and inclusive workplace culture** that positions the City of Everett as an **employer of choice** in the region.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

152 - DEPARTMENT OF HUMAN RESOURCES							
Account Number	**Account Description**	**FY2024 Expended**	**FY2025 Budget**	**FY2025 Expended**	**FY2026 Requested**	**FY2026 Mayor Recommended**	**FY2026 Council Approved**
PERSONNEL							
01-152-1-5111	SALARIES HUMAN RESOURCES	$204,542.22	$340,411.00	$234,028.13	**$301,433.00**	**$301,433.00**	**$301,433.00**
01-152-1-5113	PART TIME SALARIES HUMAN	$37,773.32	$37,445.00	$31,992.24	**$38,722.00**	**$38,722.00**	**$38,722.00**
01-152-1-5123	JOBS TRAINING PROGRAM HUMAN	$18,839.04	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-152-1-5143	LONGEVITY HUMAN RESOURCES	$0.00	$0.00	$1,700.00	**$0.00**	**$0.00**	**$0.00**
01-152-1-5151	EMPLOYEE BUY BACK & OTHER	$1,011,040.42	$1,500,000.00	$1,263,100.53	**$1,800,000.00**	**$1,800,000.00**	**$1,800,000.00**
PERSONNEL Total:		**$1,272,195.00**	**$1,877,856.00**	**$1,530,820.90**	**$2,140,155.00**	**$2,140,155.00**	**$2,140,155.00**
EXPENSES							
01-152-2-5152	MEDICAL EXAMS	$7,611.00	$21,700.00	$17,747.00	**$25,000.00**	**$25,000.00**	**$25,000.00**
01-152-2-5161	LOCAL 25 BENEFITS	$131,555.40	$229,916.00	$188,893.23	**$236,480.00**	**$236,480.00**	**$236,480.00**
01-152-2-5217	RECRUITMENT	$5,125.94	$5,000.00	$4,547.00	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-152-2-5301	PROFESSIONAL SERVICES	$47,082.77	$72,500.00	$68,344.84	**$100,000.00**	**$100,000.00**	**$100,000.00**
01-152-2-5420	OFFICE SUPPLIES	$1,302.77	$800.00	$567.57	**$3,000.00**	**$3,000.00**	**$3,000.00**
01-152-2-5710	PROFESSIONAL DEVELOPMENT	$6,497.76	$6,000.00	$5,647.15	**$8,000.00**	**$8,000.00**	**$8,000.00**
01-152-2-5765	OTHER CHARGES	$0.00	$38,953.09	$27,352.09	**$10,000.00**	**$10,000.00**	**$10,000.00**
EXPENSES Total:		**$199,175.64**	**$374,869.09**	**$313,098.88**	**$392,480.00**	**$392,480.00**	**$392,480.00**
152 DEPARTMENT OF HUMAN RESOURCES		**$1,471,370.64**	**$2,252,725.09**	**$1,843,919.78**	**$2,532,635.00**	**$2,532,635.00**	**$2,532,635.00**
GENERAL FUND Total:		**$1,471,370.64**	**$2,252,725.09**	**$1,843,919.78**	**$2,532,635.00**	**$2,532,635.00**	**$2,532,635.00**
Grand Total:		**$1,471,370.64**	**$2,252,725.09**	**$1,843,919.78**	**$2,532,635.00**	**$2,532,635.00**	**$2,532,635.00**

152	DEPARTMENT OF HUMAN RESOURCES									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-152-1-5111	Director of Human Resources [1]	John Russolillo	UNCL	35	1	1	1	$135,795	$137,832	$137,832
01-152-1-5111	Human Resources Manager [1, 2]	Rosa Viveiros	UNCL	35	0	1	1	$103,000	$86,275	$86,275
01-152-1-5111	Human Resources Generalist [1]	Alexandra Doto	UNCL	35	1	1	1	$77,250	$76,125	$76,125
01-152-1-5111	Human Resources Assistant	Vacant	UNCL	35	1	0	0	$23,000	$0	$0
01-152-1-5113	Benefits Specialist PT	Nancy Vitukevich	UNCL	18.5	0.53	0.53	0.53	$37,445	$38,568	$38,568
					3.53	3.53	3.53			
152	**Human Resources TOTAL**									
							Salary (5111)	$340,411	$301,433	$301,433
							Part Time (5113)	$37,445	$38,722	$38,722
							Temp Personnel (5121)	$0	$0	$0
							Overtime (5130)	$0	$0	$0
							Employee Buyback & Other (5151)	$1,000,000	$1,800,000	$1,800,000
							Personnel Total:	**$1,377,856**	**$2,140,155**	**$2,140,155**
Notes to Budget:										
[1] For employees promoted or hired in January or after 1.5% increase.										
[2] Position reclassification, prev assistant director position.										
[3] 3% increase.										

(152) Department of Human Resources - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	340,411	301,433	(38,978)	-11%	Not funding assistant position. 1.5% COLA for those promoted or hired after Jan 1st. 3% COLA for Benefits Specialist.
Part Time Salaries	37,445	38,722	1,277	3%	This is the Benefits Technician position.
Temp Personnel - All Dept.	0	0	0	#DIV/0!	No funding requested.
Year-Round Program	0	0	0	#DIV/0!	This program has been moved to YDE
Overtime	0	0	0	#DIV/0!	No funding requested.
Employee Buyback & Other	1,500,000	1,800,000	300,000	20%	Had more expenses in F25 due to high ranking civil service positions retiring, expecting the same trend in F26 based on receiving intent to retire forms from civil service.
Total Personnel Services	**$1,877,856**	**$2,140,155**	**$262,299**	**14%**	
General Operating Expenses					
Medical Exams	21,700	25,000	3,300	15%	Increased for pre-employment physicals (more frequent). Also want to make sure there is funding for all new hires, and for employees to take physicals, independent medical exams, etc. when returning to work from sickness or injury.
Local 25 Benefits	147,916	236,480	88,564	60%	Covering increase in # of employees electing to be a part of the Teamsters health benefits. Increase of enrollments in F25 and expected trend in F26. This line item also pays towards a Legal Fund for Local 25 members.
Recruitment	5,000	10,000	5,000	100%	Need to increase for ZipRecruiter, indeed and other platforms used for recruiting.
Professional Services	70,900	100,000	29,100	41%	Employee assistance program (KGA) and legal assistance for workers comp (Law offices of Kathy Moore). Planning to perform the classification study in FY26.
Office Supplies	2,400	3,000	600	25%	Reduced for Belmont Printing and WB Mason forms and paper employee documents.
Other Charges	38,953	10,000	(28,953)	-74%	New GL Account
Professional Development	6,000	8,000	2,000	33%	Increased for additional training and development for staff to increase their skill set around specific topics and continually improve our internal workforce.
Total Expenditures	**$292,869**	**$392,480**	**99,611**	**34%**	
Total Human Resources	**$2,170,725**	**$2,532,635**	**$361,910**	**17%**	

Unemployment Compensation (Found under Fixed Costs)

Unemployment Compensation	263,928	175,000	(88,928)	-34%	The account is responsible for various claims throughout the city, including the schools, unemployment taxes as well as 3rd party administrator.
Total	**$263,928**	**$175,000**	**($88,928)**	**-34%**	

Employee Benefits (Found under Fixed Costs)

Life Insurance and Other	88,000	80,000	(8,000)	-9%	City working with new life insurance company, The Standard. Lower rates with an estimated 10% savings.
Health Insurance	28,402,176	35,261,421	6,859,245	24%	City of Everett contributions come out of this for all the health insurance plans. Recommended 21% increase in health insurance premiums. Same trend seen nationally. 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).
AD&D Insurance	30,800	33,000	2,200	7%	Increased by 7% for fire and police only. The city pays the premium - it is .07 cents per 1000, per the new standard rates.
Total	**$28,520,976**	**$35,374,421**	**$6,853,445**	**24%**	

Employee Injuries (Found under Fixed Costs)

Active Police and Fire	358,000	358,000	0	0%	Level funded based on the trend spend for FY25. All reimbursements for injuries for the police/fire departments to FutureComp.
Retired Police & Fire	19,500	19,500	0	0%	Level funded for all prescription reimbursements for retirees.
Workers Comp	965,000	1,000,000	35,000	4%	Based on settlements and increase in injuries and accidents. All workers comp injury claims for both, city employees and schools. Medical reimbursements made to FutureComp, workers comp TPA.
Total	**$1,342,500**	**$1,377,500**	**$35,000**	**3%**	

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 FY 2026

All efforts were made to maintain level funding for FY26, we have additional wireless users, and one new printer lease (for Shute Library) but have managed to negotiate rates and a new printer contract to maintain current pricing rate.

A new Support Technician will be hired for FY26

FY2025: Accomplishments

- Deployment of CrowedStrike security / managed ransomeware and threat detection
- Upgrade of Active Directory and Exchange servers.
- Upgrade of Metroethernet to all buildings, with City Hall as hub.
- Start of deployment of MDM (mobile device management system)
- Continued work with MS-IAC (Multi-State Information Sharing and Analysis Center) on comprehensive Cybersecurity response plans.

FY2026: Goals & Objectives

1. **Goal: Reversion of Munis to Harpers**

Objective: Migration of all financial data / systems to Harpers from the Munis platform

2. **Goal: Implement a more robust mobile device management system.**

Objective: As the City becomes increasingly reliant on mobile technology to deliver services, we aim to enhance the security of city-issued mobile devices, which often contain sensitive information and access to critical systems. By implementing a more secure MDM system. This has been partially completed and will be finalized in FY26

3. **Goal: Expand cybersecurity incident response plan**

Objective: Continued work with MS-IAC (Multi-State Information Sharing and Analysis Center) on comprehensive Cybersecurity response plans. This is an ongoing initiative coordinating efforts with neighboring cities, the state of Massachusetts and Federal cybersecurity agencies.

4. **Goal: Digital Inclusion and Accessibility**

Objective: Ensure equitable access to technology resources for all citizens. At the heart of this goal lies a clear and compelling objective: to ensure equitable access to technology resources for all citizens, regardless of their socio-economic status. This objective reflects the city's commitment to fostering a more inclusive and equitable society, where every individual has the opportunity to thrive and participate fully in the digital age. Everett is working closely with the Massachusetts Broadband Coalition and other local and Federal agencies to expand broadband infrastructure and improve internet access in underserved areas. Through collaborative efforts and funding partnerships, Everett aims to bridge the digital divide and ensure that all residents, regardless of their location or income level, have access to high-speed internet connectivity. By leveraging the expertise and resources of organizations like the Massachusetts Broadband Coalition and federal agencies, the city can accelerate the deployment of broadband infrastructure and implement initiatives to increase internet affordability and digital literacy. This collaborative approach underscores Everett's commitment to equitable access to technology resources and its vision of a more connected and inclusive community.

Performance Measures

Outcomes and Performance Measurers	**Actual FY2023**	**Actual FY2024**	**Estimated FY2025**	**Estimated FY2026**
Endpoint upgrades	220	92	250	100
Server Virtualization	6	5	16	10
End user support tickets resolved	4,166	4,922	5,250	NA
Munis users added		77	125	NA

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The administration places significant emphasis on digital inclusion, accessibility, and ensuring the continuity of service and data security. These objectives are central to the mission of the IT department and continue to receive utmost attention and focus.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

155 - DEPT OF INFORMATION TECHNOLOGY							
Account Number	**Account Description**	**FY2024 Expended**	**FY2025 Budget**	**FY2025 Expended**	**FY2026 Requested**	**FY2026 Mayor Recommended**	**FY2026 Council Approved**
PERSONNEL							
01-155-1-5111	SALARIES INFORMATION TECHNOLOGY	$196,533.48	$268,499.00	$196,046.84	**$280,670.00**	**$280,670.00**	**$280,670.00**
01-155-1-5143	LONGEVITY INFORMATION	$1,450.00	$1,450.00	$1,450.00	**$1,450.00**	**$1,450.00**	**$1,450.00**
PERSONNEL Total:		**$197,983.48**	**$269,949.00**	**$197,496.84**	**$282,120.00**	**$282,120.00**	**$282,120.00**
EXPENSES							
01-155-2-5244	CONTRACT MAINTENANCE	$78,860.33	$95,000.00	$43,896.53	**$95,000.00**	**$95,000.00**	**$95,000.00**
01-155-2-5245	COPIERS/MAINTENANCE	$66,656.41	$92,000.00	$28,604.39	**$92,000.00**	**$92,000.00**	**$92,000.00**
01-155-2-5263	WEBSITE MAINTENANCE	$0.00	$0.00	$0.00	**$30,000.00**	**$30,000.00**	**$30,000.00**
01-155-2-5268	CONTRACTUAL SERVICES	$187,963.48	$200,000.00	$117,367.36	**$230,000.00**	**$230,000.00**	**$230,000.00**
01-155-2-5312	SUPPLIES	$5,019.47	$8,000.00	$2,049.36	**$8,000.00**	**$8,000.00**	**$8,000.00**
01-155-2-5340	TELEPHONE COMMUNICATIONS	$20,829.50	$90,000.00	$48,969.99	**$90,000.00**	**$90,000.00**	**$90,000.00**
01-155-2-5341	WIRELESS COMMUNICATIONS	$48,005.68	$66,000.00	$66,000.00	**$66,000.00**	**$66,000.00**	**$66,000.00**
01-155-2-5710	PROFESSIONAL DEVELOPMENT	$5,000.00	$10,000.00	$7,768.00	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-155-2-5785	311 EXPENSES	$7,680.07	$20,000.00	$15,133.92	**$20,000.00**	**$20,000.00**	**$20,000.00**
01-155-2-5865	DATA COMMUNICATIONS	$21,828.99	$58,000.00	$6,958.92	**$58,000.00**	**$58,000.00**	**$58,000.00**
01-155-2-5866	DIRECT FIBER DATA	$22,166.42	$70,000.00	$69,400.00	**$70,000.00**	**$70,000.00**	**$70,000.00**
01-155-2-5880	HARDWARE/SOFTWARE EQUIPMENT	$10,271.94	$85,000.00	$41,676.80	**$85,000.00**	**$85,000.00**	**$85,000.00**
EXPENSES Total:		**$474,282.29**	**$794,000.00**	**$447,825.27**	**$854,000.00**	**$854,000.00**	**$854,000.00**
CAPITAL IMPROVEMENTS							
01-155-3-5867	TECHNOLOGY INFRASTRUCTURE	$18,818.19	$0.00	$3,117.78	**$0.00**	**$0.00**	**$0.00**
CAPITAL IMPROVEMENTS Total:		**$18,818.19**	**$0.00**	**$3,117.78**	**$0.00**	**$0.00**	**$0.00**
155 DEPT OF INFORMATION TECHNOLOGY		**$691,083.96**	**$1,063,949.00**	**$648,439.89**	**$1,136,120.00**	**$1,136,120.00**	**$1,136,120.00**
GENERAL FUND Total:		**$691,083.96**	**$1,063,949.00**	**$648,439.89**	**$1,136,120.00**	**$1,136,120.00**	**$1,136,120.00**
Grand Total:		**$691,083.96**	**$1,063,949.00**	**$648,439.89**	**$1,136,120.00**	**$1,136,120.00**	**$1,136,120.00**

155	DIVISION OF INFORMATION TECHNOLOGY									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-155-1-5111	I T Director [1]	Kevin Dorgan	UNCL	35	1	1	1	$111,409	$114,751	$114,751
01-155-1-5143	IT Director	Kevin Dorgan	Longevity					$800	$800	$800
01-155-1-5111	Assistant I T Director [1]	Eugene Masella	UNCL	35	1	1	1	$91,020	$93,751	$93,751
01-155-1-5143	Assistant I T Director	Gene Masella	Longevity					$650	$650	$650
01-155-1-5111	I T Tech Specialist [2]	Vacant	UNCL	35	1	1	1	$65,000	$71,050	$71,050
					3	3	3			
155	Information Technology TOTAL									
							Salary (5111)	$268,499	$280,670	$280,670
							Longevity (5143)	$1,450	$1,450	$1,450
							Personnel Total:	$269,949	$282,120	$282,120
Notes to Budget:										
[1] 3% COLA added to administrative salary.										

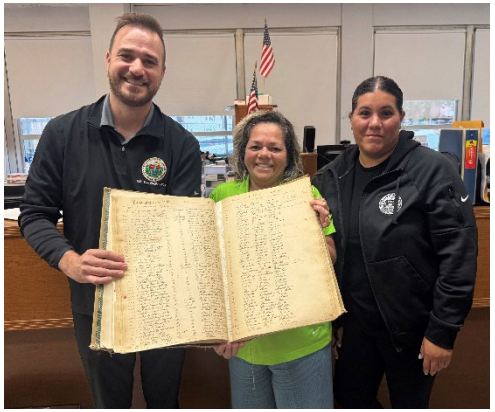
(155) Information Technology - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	268,499	280,670	12,171	5%	3% COLA on administrative salaries. New Position added (Support Specialist).
Longevity	1,450	1,450	0	0%	Mr. Dorgan ($800) and Mr. Masella ($650).
Total Personnel Services	**$269,949**	**$282,120**	**$12,171**	**5%**	
General Operating Expenses					
Contract Maintenance	95,000	95,000	0	0%	Renegotiated contracts for Verizon Wireless, and Comcast.
Copiers / Maintenance	92,000	92,000	0	0%	Renegotiated contract with Xerox Financial Services.
Contractual Services	200,000	230,000	30,000	15%	Transferred 30k from Procurement (DocuSign), otherwise level funded.
Website Maintenance	0	30,000	30,000	#DIV/0!	Development and Maintenance of a New Website.
Supplies	8,000	8,000	0	0%	Level funded for keyboards, wires, connectors, general office supplies.
Other Charges	0	0	0	#DIV/0!	New GL Account
Telephone Communications	90,000	90,000	0	0%	Reduced for all city phones, Verizon phones and PRI circuits.
Wireless Communications	66,000	66,000	0	0%	Renegotiated contract with Verizon Wireless
Professional Development	10,000	10,000	0	0%	Level Funded despite adding of new Support Specialist position in FY26
311 Expenses	20,000	20,000	0	0%	Level funded for Qalert and support equipment
Data Communications	58,000	58,000	0	0%	Level funded for Sprint , Towerstream, Comcast for data links between all city buildings.
Direct Fiber Data	70,000	70,000	0	0%	Level funded for fiber data links for all city buildings.
Hardware/Software Equipment	85,000	85,000	0	0%	Level funded for printers, computers, monitors, servers and for all operating systems.
Total Expenditures	**$794,000**	**$854,000**	**$60,000**	**8%**	
Total IT	**$1,063,949**	**$1,136,120**	**$72,171**	**7%**	

The 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, and death certificates) and business and professional certificates.

The City Clerk is also responsible for:



- The Filings of Appeals to the Board of Zoning Appeal and Planning Board.
- Posting notifications of meetings of municipal governmental bodies in the Clerk's Office.
- Filing Zoning Petition Fee $355.00 and Zoning Consultant Fee $2,000.
- Administering and enforcing over 300 licenses/Permits at over 200 locations city wide.
- Responding to freedom of information requests (FOIA) as Super RAO.
- Codifying ordinances passed by city government.
- Certifying official city documents.
- The City Clerk is the official keeper of the City Seal and City Ordinances.

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 Elections Commission, and Historical Commission. It is the goal of the Office of the City Clerk to continue provide increased and more effective and efficient services to residents and businesses.

Significant Budget & Staffing Changes for FY 2026

There have been no changes in staffing proposed for FY 2026, the office of the City Clerk is still down a clerical employee since FY22 which is needed to provide the most efficient services. A re-organization of the City Clerks and Elections Office would also accomplish this.

FY2025: Accomplishments

The Office of the City Clerk along with the Solicitor has hired a new FOIA service provider which will assist the 2 Super Records Access Officers in the duties on logging, maintaining, filing, answering and reporting of FOIA requests in accordance with Mass. General Laws. The Office of the City Clerk has also continued to scan and file Council documents in an online repository.

FY2026: Goals & Objectives

1. **Goal: Make Everett most desired tourist destination.**

Objective: Continue to develop historical information for the City's walking Tour which began in the summer of 2024 and a full tour will begin in the summer of 2026 to coincide with the United States 250th anniversary. The Historical Commission under the direction of the City Clerk will begin placing historical signs across the city to begin the process of the development of a walking tour. The Historical Commission will build a booklet with insights, Historical places and a map of all historical locations determined by the Historical Commission. The Commission and City Clerk will place 20 more Historical plaques in 2025 so that visitors of Everett can see the Historical places and people in Everet. The Commission will work on a pamphlet to allow residents to follow a map and read about these Historical places and people. At the beginning these will be self-guided tours and may one day become a guided tour.

2. **Goal: Advanced and up-to-date software for daily operations**



Objective: Implement new licensing software to streamline City Council Licensees, continue Micro filming of paper documents into a program, which will drastically reduce research time and most importantly protect the documentation for decades to come. In 2026 we will process all documents of the City Council from 2025 over 550 items with over 6,000 pages. The Office of the City Clerk will also continue scanning older documents and will scan another 5-10 thousand pages of Historical data. The office of the City Clerk has implemented newly purchased programs that will allow residents to apply for services online. Currently about 10% of requests for Vitals documents come through an online portal. The Office of the City Clerk should see at least 25% of Vitals records request come through the online portal which will drastically reduce in person visits and assist with the turnaround time of other documents. The Office of the City Clerk has also implemented a new AI program where residents can see a full transcript of Council meetings and this will be going live on the city website by the summer of 2025.

Performance Measurers

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Marriage Licenses Recorded	437	454	470	480
Dog Licenses	627	601	640	650
Business Certificates	195	158	215	225
Births	612	641	620	630
Deaths	397	403	410	415

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The Office of the City Clerk has been increasing technology by utilizing systems to allow residents to apply for licenses at the counter utilizing computers instead of paper and to allow for businesses to apply for permits and licenses at home or work. This has limited the number of customers at the Counter while still providing a high level of customer service. We also hire students annually to assist with filing, processing and general duties in line with the city's goal of becoming a youth Intellectual Cultural and Sports hub.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

161 - CITY CLERK Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-161-1-5111	SALARIES CITY CLERK	$345,876.00	$364,123.00	$332,327.26	**$375,643.00**	**$375,643.00**	**$375,643.00**
01-161-1-5130	OVERTIME CITY CLERK	$3,000.00	$2,300.00	$968.42	**$3,300.00**	**$3,300.00**	**$3,300.00**
01-161-1-5143	LONGEVITY CITY CLERK	$3,600.00	$4,000.00	$3,350.00	**$4,000.00**	**$4,000.00**	**$4,000.00**
01-161-1-5198	RAO STIPEND CITY CLERK	$7,800.00	$1,000.00	$1,000.00	**$8,400.00**	**$8,400.00**	**$8,400.00**
PERSONNEL Total:		**$360,276.00**	**$371,423.00**	**$337,645.68**	**$391,343.00**	**$391,343.00**	**$391,343.00**
EXPENSES							
01-161-2-5201	HISTORICAL PRESERVATION	$1,167.80	$1,500.00	$0.00	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-161-2-5204	PROFESSIONAL & TECHNICAL SERVICES	$297.00	$4,000.00	$1,536.00	**$4,000.00**	**$4,000.00**	**$4,000.00**
01-161-2-5240	EQUIPMENT MAINTENANCE	$9,018.13	$15,000.00	$4,885.15	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-161-2-5385	OTHER EXPENDITURES	$1,946.30	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-161-2-5420	OFFICE SUPPLIES	$9,693.43	$12,500.00	$6,405.52	**$12,500.00**	**$12,500.00**	**$12,500.00**
01-161-2-5422	ARCHIVES	$3,012.16	$3,500.00	$0.00	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-161-2-5423	WEB BASED PROGRAMS	$82,925.67	$52,500.00	$14,474.15	**$75,000.00**	**$75,000.00**	**$75,000.00**
01-161-2-5710	PROFESSIONAL DEVELOPMENT	$-1,660.16	$5,000.00	$3,073.91	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-161-2-5745	INSURANCE & BONDS	$0.00	$200.00	$0.00	**$200.00**	**$200.00**	**$200.00**
01-161-2-5765	OTHER CHARGES	$0.00	$5,698.00	$3,182.00	**$2,000.00**	**$2,000.00**	**$2,000.00**
EXPENSES Total:		**$106,400.33**	**$99,898.00**	**$33,556.73**	**$123,700.00**	**$123,700.00**	**$123,700.00**
161 CITY CLERK Total:		**$466,676.33**	**$471,321.00**	**$371,202.41**	**$515,043.00**	**$515,043.00**	**$515,043.00**
GENERAL FUND Total:		**$466,676.33**	**$471,321.00**	**$371,202.41**	**$515,043.00**	**$515,043.00**	**$515,043.00**
Grand Total:		**$466,676.33**	**$471,321.00**	**$371,202.41**	**$515,043.00**	**$515,043.00**	**$515,043.00**

161	CITY CLERK									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-161-1-5111	City Clerk [1]	Sergio Cornelio	UNCL	35	1	1	1	$135,920	$140,591	$140,591
01-161-1-5143	City Clerk	Sergio Cornelio	Longevity					$1,700	$1,700	$1,700
01-161-1-5111	Assistant City Clerk/City Messenger [1]	Peter Napolitano	UNCL	35	1	1	1	$95,482	$98,357	$98,357
01-161-1-5143	Assistant City Clerk/City Messenger	Peter Napolitano	Longevity					$850	$850	$850
01-161-1-5111	Administrative Assistant [2]	Sylvia Navarro-Oliverez	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
01-161-1-5143	Administrative Assistant	Sylvia Navarro-Oliverez	Longevity					$1,450	$1,450	$1,450
01-161-1-5111	Principal Clerk [2]	Michelle Allen	C-6U/8	35	1	1	1	$60,493	$62,308	$62,308
01-161-1-5111	Principal Clerk [3]	N/A	C-6U/0	35	0	0	0	$1	$1	$1
					4	4	4			
161	City Clerk TOTAL									
							Salary (5111)	$364,123	$375,643	$375,643
							Overtime (5130)	$3,300	$3,300	$3,300
							Longevity (5143)	$4,000	$4,000	$4,000
							RAO Stipend (5198)	$0	$8,400	$8,400
							Personnel Total:	**$371,423**	**$391,343**	**$391,343**
Notes to Budget:										
[1] 3% COLA on this administrative salary.										
[2] Local 25 Clerical 3% increase per contract in FY26										
[3] Not requesting funding for this position in FY26										

(161) City Clerk - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	364,123	375,643	11,520	3%	3% increase for administrative staff. Local 25 Clerical increased 3% per contract for FY25. Not requesting funding for Principal Clerk position in FY25.
Overtime	2,300	3,300	1,000	43%	If clerks request OT in lieu of comp time.
Longevity	4,000	4,000	0	0%	Mr. Cornelio ($1,700), Mr. Napolitano ($850), Ms. Navarro ($1,450).
RAO Stipend	1,000	8,400	7,400	740%	The Clerk's office is mandated as the official Records Access Officer.
Total Personnel Services	**$371,423**	**$391,343**	**$19,920**	**5%**	
General Operating Expenses					
Historical Preservation	1,500	5,000	3,500	233%	(Historical preservation is understanding our city's heritage). Need to purchase historical items relevant to Everett, Increase for purchasing of Historical signs for walking tour.
Professional and Technical Services	4,000	4,000	0	0%	This will be used for any services not covered in the budget including but not limited to legal services and any other possible services covered under this line item.
Equipment Maintenance	15,000	15,000	0	0%	SimplexGrinnell, NE Copy, time clock and typewriters. Also for all other equipment needs.
Other Expenditures	0	0	0	#DIV/0!	This account will be obsolete
Other Charges	2,000	2,000	0	0%	This is an account for formal events that the City Clerk hosts. They purchase many items for inaugurals, the mid-term address and when other dignitaries come to Everett. Also for any unforeseen events or payments.
Office Supplies	12,500	12,500	0	0%	This pays for all paper, printers and other major supplies.
Archives	3,500	5,000	1,500	43%	This account pays for a yearly audit required by law. Also archive supplies and shredding of older documents which the costs have increased.
Web-Based Programs	54,000	75,000	21,000	39%	The increase is due to a program that is active in the Clerk's office as a cloud based document repository which will now house more departments documents which is causing an increase in annual fees. All contracts annually paid see an annual increase of approximately 3%. New programs have been purchased for the City Council to track resident complaints, etc. Increase due to codification of ordinances and new features for codified ordinances which will track past ordinance revisions.
Professional Development	5,000	5,000	0	0%	Clerk's Conferences and continuing education. The Clerk's office will attend classes for the state vitals records and Registrar systems at a clerk's conference and for other continuing education needs for staff. The State is implementing a few new programs which staff will need to know.
Insurance & Bonds	200	200	0	0%	Bonding for Messrs. Cornelio and Napolitano thru Messinger Insurance.
Total Expenditures	**$97,700**	**$123,700**	**26,000**	**27%**	
Total City Clerk/Elections	**$469,123**	**$515,043**	**$45,920**	**10%**	

Elections Department

Conducts voter registration, supervises all elections including state mandated early and vote by mail requirements, conducts annual City census, certifies signatures on nomination papers and petitions, and administers campaign and political finance reporting.



Mission Statement

To plan and execute all elections, including but not limited to, primaries, general elections and all state mandated early voting hours and vote by mail requirements and to establish procedures to be followed by election officials at each precinct, oversee registration of voters, prepares official reports on election returns, and prepares election materials of voting precincts. Will organize the set-up of precincts and maintains handicapped accessibility of all voting locations, hires and supervises polling location staff, issues nominations papers to local candidates, certifies signatures of voters signing nomination papers and initiative petitions for state ballot questions. Responsible for all public records requests that fall under the purview of our record keeping surrounding elections, voter information, resident information, candidate information and campaign finance information, among other things. We are also responsible for the mass mailing of the citywide census which includes dog license applications and Vote by Mail Applications and confirmation cards as well as maintaining, processing and entering the data and the creation of the annual Resident's Books.

Significant Budget & Staffing Changes for FY 2026

The full time A6 Administrative Assistant position has been filled creating a full-time position in the Election Office and will need to hire for the part-time position this summer. We have also taken on 4 Student Interns that work after school year-round in conjunction with the Elections and Clerk's Office. We have also expanded our Student Poll Worker program to include positions where students can set up the polling locations prior to election day.

FY2025: Accomplishments

We successfully planned and executed a State Primary and Presidential Election in 2024. We also sent out a multi-dwelling census to all households with 6 or more units. 10,000+ Confirmation Cards were sent out by hand to voters who did not initially respond to the annual census. Utilized the ICC High Speed Tabulator and implemented a Central Tabulation Polling Location (21st precinct) where all early and vote by mail ballots are counted per state recommendation. Hired and trained poll workers on the new equipment and polling location along with the election staff and Election Commission. Expanded our Student Poll Worker Program to include hiring students to help set up the polling locations prior to election day along with having roughly 60 students apply for positions. We had students at every polling location for both State Elections where they took on greater responsibility and were allowed to serve in the same roles as our adult poll workers to great success! We worked closely with Mrs. MacWilliams at the high school in order to recruit students and get them all the information and forms they needed.



We held a voter registration drive at Everett High School where we got hundreds of our students pre-registered to vote. We continued our tradition of working with the Event Coordinator at Everett Rehab Nursing Home in order to ensure the residents have access and the ability to vote. Purchased and implemented a translation service to be utilized at the polling locations and the office. Created new training materials and election day poll worker forms for our poll workers. Continued the process of updating all of our materials to be bilingual in order to meet state and Federal mandated language requirements. We have also worked on providing all pertinent forms in not only English and Spanish but also Portuguese and Creole in order to better serve all of our residents.

FY2026: Goals & Objectives

1. **Goal**: **Expand our Student Poll Worker program**

Objective: To work with the school department to educate students on the importance of voting and encourage our high school students to get involved by working with the Election Commission during election seasons. We have created a working relationship with Mrs. MacWilliam, an EHS Government teacher, who helps facilitate recruiting students

and ensuring they have access to the forms they need in order to work for the Student Poll Worker Program. We have an ongoing dialog with her via email and a shared Google Doc where she can help students sign up and we have access to the information right away. We have 4 Student Interns who now work with us year-round in conjunction with the City Clerk's Office. We have also expanded the program to include setting up and taking down the polling locations before and after election day. We saw interest in our Student Poll Worker Program expand from roughly 30 students the first year to roughly 50 students in the 2024 State Election year and we expect to see that number grow even further in 2025. We also plan on holding more Voter Registration Drives within the high school and using students from our Student Poll Worker program to help set up and work the event with us.

2. **Goal: Successfully implement and train all staff on the new VRIS system the state is launching in March/April 2025**

Objective: To ensure a smooth transition from the current VRIS state system we are using to the new VRIS system which is launching this year. To ensure that all functions of the office remain available to the public without any lapse in information accessibility. The plan is to create a manual that will be available to all of the staff that use the program on top of the manual that the state provides.

3. **Goal: Expand from offering all materials in English and Spanish to also include Portuguese and Creole to better service our diverse voter pool**

Objective: To better service our diverse population by offering all voting materials in multiple languages so every voter has the ability to have their voice heard. Due to population demographics, we are state mandated to offer everything in English and Spanish but we have been trying to go beyond that by also including Portuguese and Creole. As of now we have our voter registration forms, census forms, Absentee and Vote by Mail applications in all four aforementioned languages as well as Vietnamese, Chinese and Khmer. We have been working with local voters and elected officials to have our materials translated and we also utilize our diverse Student Poll Workers to not only help translate written materials but to ensure we have multiple languages spoken at every polling location. We also purchased a translation service, Language Line, which is available at every polling location and our office and provides a program where a live individual appears via video or audio and can translate directly for out voters and constituents.

4. **Goal: To clean up our central address list to no longer include households/apartments that no longer exist and to add the new housing development into the system**

Objective: We embarked on a project that sifted through our "Return to Sender" census forms and sent each address a newly created packet which included a letter explaining our objective, a blank census form, voter registration forms for any eligible residents and Vote by Mail applications. We sent out roughly 8,000 packets by hand and were able to remove addresses that no longer existed, update how apartment numbers were allocated in homes, remove apartment numbers that did not exist and add new residents and voters while removing residents who no longer reside in Everett. We sent this out in conjunction with our confirmation cards that were sent to 10,000 voters as a "second attempt census" to confirm that they still lived in Everett or that they had moved. Our central address list is much more accurate which will be beneficial to the city's record keeping and will help create an accurate street list when the state VRIS system is updated to the new version. We completed these mass mailings on our own instead of utilizing a printing company which saved the city roughly $5000.



Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Actual FY2025	Estimated FY2026
Number of Registered Voters	22,282	23,733	23,500	23,800
Actual Voter Turnout (combined Preliminary and General Elections)	7,496 (State Election)	11,675 (Municipal Election and Presidential Primary, 3 Election Year)	15,037 (State Election)	10,000 (Municipal Election)
Census forms mailed out and processed (number of households)	17,296	15,235 *Decrease due to not sending to vacant addresses or duplicate forms to inactive voters	13,350	15,675

How FY2025 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The Election Commission hopes to help do their part in reaching Everett's goal of becoming a Youth Intellectual, Cultural and Sports hub in the Greater Boston Area with the implementation and expansion of our Student Poll Worker Program. Our program helps kids get involved at a young age which fosters their ability to learn about their local government, civic engagement and our structure of democracy. The program has expanded with between 40-50 students taking part in 2024 as we worked closely with Mrs. MacWilliam at the high school to help get students the information needed and to aid them in completing all necessary steps to becoming a student poll worker in regards to paperwork and permission slips.

We also plan to increase the number of voter registration drives we hold in the high school this year. Students can pre-register at 16 years old and then once their 18th birthday rolls around, they are automatically registered to vote without them having to take any further steps. In 2024 we had roughly 200 students register or pre-register and we hope to reach or surpass that number this year in the fall of 2025 voter registration drive.

The Election Commission is also attempting to do our part in Everett becoming an efficient, technology driven and responsive government with highest quality services for all citizens with the implementation of our ICC High Speed scanner, the Central Tabulation poll and the continued use of the Poll Pads (election iPads). The ICC scanner is one of the newest pieces of election equipment that is being used all over the country and with our purchase of this piece of equipment we not only can count all mail in and early ballots with incredible accuracy but also at a speed that could not be matched by any other pieces of equipment. We joined a growing number of Massachusetts communities in introducing this equipment in our Central Tabulation Poll which gives voters, the press and candidates the ability to watch their vote by mail and early ballots be tallied which creates a transparent environment.

Our use of the Poll Pads also expands every year and we are able to replace the old fashioned "books" with this technology that makes it easier for poll workers to check voters in, eliminates the need for a "check out table and book" and makes the certifying process much more efficient and seamless for our office. The purchase and use of the LanguageLine translating program which gives our poll workers and election officials the ability to call in to a live translator in a multitude of languages has immensely assisted our office in serving our voters regardless of language barriers. The fact that this technology is now accessible at every poll and within the office has been a game changer and we plan to further implement programs like this along with diversifying our poll worker community even further. We plan to continue on utilizing these technologies to make sure that the right to vote is accessible, transparent and widely available to all of Everett's voters.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

162 - ELECTION COMMISSION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-162-1-5111	SALARIES ELECTION COMMISSION	$205,694.38	$241,647.50	$227,661.94	**$234,981.00**	**$234,981.00**	**$234,981.00**
01-162-1-5125	CUSTODIANS-ELECTION COMMISSION	$8,882.23	$4,764.12	$4,764.12	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-162-1-5126	ELECTION STIPEND FT ELECTION	$10,000.00	$2,026.50	$2,026.50	**$16,000.00**	**$16,000.00**	**$16,000.00**
01-162-1-5129	ALL ELECTION WORKERS	$191,886.08	$173,083.58	$173,083.58	**$224,000.00**	**$224,000.00**	**$224,000.00**
01-162-1-5130	OVERTIME ELECTION COMMISSION	$11,686.24	$15,000.00	$17,183.31	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-162-1-5143	LONGEVITY ELECTION COMMISSION	$1,000.00	$0.00	$0.00	**$2,450.00**	**$2,450.00**	**$2,450.00**
01-162-1-5191	ELECTION COMMISSION STIPEND	$40,043.92	$45,902.30	$45,418.71	**$38,750.00**	**$38,750.00**	**$38,750.00**
PERSONNEL Total:		**$469,192.85**	**$482,424.00**	**$470,138.16**	**$541,181.00**	**$541,181.00**	**$541,181.00**
EXPENSES							
01-162-2-5240	EQUIPMENT MAINTENANCE	$68,155.21	$81,000.00	$10,171.71	**$56,000.00**	**$56,000.00**	**$56,000.00**
01-162-2-5302	PROFESSIONAL & TECHNICAL SERVICES	$0.00	$4,000.00	$2,635.41	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-162-2-5346	ADVERTISING-ELECTION	$10,622.47	$4,000.00	$3,652.03	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-162-2-5380	PREP OF VOTING MACHINES	$55,929.79	$23,000.00	$13,221.77	**$60,000.00**	**$60,000.00**	**$60,000.00**
01-162-2-5384	ELECTION TRAINING	$12,808.60	$34,000.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-162-2-5386	CITY CENSUS	$15,616.46	$22,000.00	$21,105.03	**$30,000.00**	**$30,000.00**	**$30,000.00**
01-162-2-5387	RECOUNTS	$0.00	$500.00	$0.00	**$500.00**	**$500.00**	**$500.00**
01-162-2-5389	STREET LISTS	$2,998.00	$5,000.00	$0.00	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-162-2-5420	OFFICE SUPPLIES	$861.10	$3,000.00	$2,010.64	**$3,000.00**	**$3,000.00**	**$3,000.00**
01-162-2-5580	ELECTION SUPPLIES	$27,890.54	$18,000.00	$6,451.90	**$18,000.00**	**$18,000.00**	**$18,000.00**
01-162-2-5710	PROFESSIONAL DEVELOPMENT	$943.55	$6,000.00	$4,749.25	**$6,000.00**	**$6,000.00**	**$6,000.00**
01-162-2-5765	OTHER CHARGES	$0.00	$0.00	$0.00	**$17,000.00**	**$17,000.00**	**$17,000.00**
01-162-2-5785	MISC EXPENSES	$19,073.91	$17,000.00	$16,902.64	**$0.00**	**$0.00**	**$0.00**
EXPENSES Total:		**$214,899.63**	**$217,500.00**	**$80,900.38**	**$215,500.00**	**$215,500.00**	**$215,500.00**
162 ELECTION COMMISSION Total:		**$684,092.48**	**$699,924.00**	**$551,038.54**	**$756,681.00**	**$756,681.00**	**$756,681.00**
GENERAL FUND Total:		**$684,092.48**	**$699,924.00**	**$551,038.54**	**$756,681.00**	**$756,681.00**	**$756,681.00**
Grand Total:		**$684,092.48**	**$699,924.00**	**$551,038.54**	**$756,681.00**	**$756,681.00**	**$756,681.00**

162	ELECTION COMMISSION									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-162-1-5111	Director of Elections/Registrar[1]	Mirlande Felissaint	UNCL	35	1	1	1	$90,150	$92,855	$92,855
01-162-1-5143	Director of Elections/Registrar[1]	Mirlande Felissaint	Longevity					$0	$800	$800
01-162-1-5111	Elections Coordinator/Assistant Registrar of VotersPT [2]	Caryn Antonelli	UNCL	20	0.57	0.57	0.57	$39,880	$41,880	$41,880
01-162-1-5111	Administrative Assistant [3]	Kathy Bereznoski	A-6U/7	35	1	1	1	$66,098	$69,433	$69,433
01-162-1-5143	Administrative Assistant	Kathy Bereznoski	Longevity					$1,650	$1,650	$1,650
01-162-1-5111	Principal Clerk [3]	Vacant	C-6U/3	20	0.57	0.57	0.57	$28,995	$29,867	$29,867
01-162-1-5191	Election Commission Chair	Sergio Cornelio	UNCL		0	0	0	$10,500	$10,500	$10,500
01-162-1-5191	Election Commission Vice-Chair	Vacant	UNCL		0	0	0	$8,000	$8,000	$8,000
01-162-1-5191	Election Commission Board Member	Brian McCarthy	UNCL		0	0	0	$6,750	$6,750	$6,750
01-162-1-5191	Election Commission Board Member	Maria Pineda	UNCL		0	0	0	$6,750	$6,750	$6,750
01-162-1-5191	Election Commission Board Member	Ophny Jean Francois	UNCL		0	0	0	$6,750	$6,750	$6,750
					3.14	3.14	3.14			
162	Election Commission TOTAL									
							Salary (5111)	$226,024	$234,981	$234,981
							Custodians (5125)	$10,000	$10,000	$10,000
							Election Stipend (FT) (5126)	$16,000	$16,000	$16,000
							All Election Workers (5129)	$175,000	$224,000	$224,000
							Overtime (5130)	$15,000	$15,000	$15,000
							Longevity (5143)	$1,650	$2,450	$2,450
							Election Commission Stipend (5191)	$38,750	$38,750	$38,750
							Personnel Total:	**$482,424**	**$541,181**	**$541,181**

Notes to Budget:

[1] 3% COLA on administrative salary.

[2] EE took more responsibility in the department - 5% increase

[3] 3% increase on Local 25 Clerical salary per pending contract & step increase from A6U/6 to A6U/7 & C-6U/2 to C-6U/3

(162) Election Commission - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	226,024	234,981	8,957	4%	3% COLA on administrative salaries. Local 25 Clerical increased 3% requested in preparation for contract negotiations. Both clerical employee positions also receive a step increase in accordance with the union contract.
Custodians	10,000	10,000	0	0%	Level Funded
Election Stipends (FT)	16,000	16,000	0	0%	Level Funded
All Election Workers	175,000	224,000	49,000	28%	This account will include election training account also. For all election workers who work early voting and election days, voting prep, FT/former employees who help with elections, custodians and any other worker needed prior, during and/or after election months. We have expanded from 12 to 21 precincts and now must adhere to increased state mandated early voting requirements, Advanced Removal/Processing and Central Tabulation plus our Student Poll Worker program.
Overtime	15,000	15,000	0	0%	If clerks request OT in lieu of comp time.
Longevity	1,650	2,450	800	48%	Kathleen Bereznoski longevity. ($1,650).
Election Commission	38,750	38,750	0	0%	Chair ($10,500), Vice-Chair ($8,000), members ($6,750).
Total Personnel Services	**$482,424**	**$541,181**	**$58,757**	12%	
General Operating Expenses					
Equipment Maintenance	81,000	56,000	(25,000)	-31%	This pays for election related equipment and software for all 21 precincts.
Professional and Technical Services	4,000	10,000	6,000	100%	Including but not limited to legal services, technical services from vendors and any other event that may fall under this line item
Advertising - Election	10,000	10,000	0	0%	Election ads placed in 2 papers. Advertising also includes informing voters of state mandated early voting days/hours.
Prep of Voting Machines	23,000	60,000	37,000	161%	Auto mark programming, LHS prep for Image Cast/Poll pads and ICC High Speed Tabulator. Annual equipment costs have increased. Amount increased to pay for ballot printing for the municipal election.
Election Training	20,000	0	(20,000)	-100%	Moved to All Election workers
City Census	30,000	30,000	0	0%	Level funded for printing costs and postage as well as the addition of Vote by Mail Applications and Dog License Applications included in the census mailing.
Recounts	500	500	0	0%	Level funded only if necessary.
Street Lists	5,000	5,000	0	0%	Increased Printing of street list book.
Office Supplies	3,000	3,000	0	0%	Level funded for all paper, printers and other major supplies.
Election Supplies	18,000	18,000	0	0%	Any supplies needed for elections, including handicap ramps at the Parlin School. Increase due to additional polling locations.
Professional Development	6,000	6,000	0	0%	Reduced for continuing education needs for staff.
Other Charges	17,000	17,000	0	0%	Election day meals for poll workers & other expenses as needed.
Misc Expenses	0	0	0	#DIV/0!	
Total Expenditures	**$217,500**	**$215,500**	(2,000)	-1%	
Total Elections	**$699,924**	**$756,681**	**$56,757**	8%	

Licensing Commission

Licensing Commission regulate and oversee the licenses issued in the City

Mission Statement

The Licensing Commission is created to oversee all alcohol 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 ABCC, and to regulate licenses by working with the City Solicitor and the Everett Police Department.



Significant Budget & Staffing Changes for FY 2025

no changes

FY2025: Accomplishments

The License Commission has increased the fees in FY2025 to be comparable with surrounding cities.

FY2026: Goals & Objectives

1. **Goal: Increase revenues and economic development**

Objective: By working with local businesses, to ensure all liquor licenses are fully utilized. The License Boards meeting on a monthly basis and businesses are welcome to come to the meeting with their request.

Performance measures

Outcomes and Performance Measurers	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Liquor Licenses	$71,875	$88,500	$132,000	$189,200
Common Victualled Licenses	$7,275	$6,600	$10,200	$13,000
Entertainment	$6,150	$5,700	$8,200	$12,500

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The Licensing Commission supports local economic growth, enhancing regulatory compliance, and maximizing the use of available licenses to generate revenue and promote vibrant business development.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

165 - LICENSING COMMISSION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-165-1-5191	LICENSING COMMISSION STIPEND	$7,200.00	$7,200.00	$7,200.00	**$7,200.00**	**$7,200.00**	**$7,200.00**
PERSONNEL Total:		**$7,200.00**	**$7,200.00**	**$7,200.00**	**$7,200.00**	**$7,200.00**	**$7,200.00**
EXPENSES							
01-165-2-5420	OFFICE SUPPLIES	$465.15	$500.00	$173.75	**$500.00**	**$500.00**	**$500.00**
EXPENSES Total:		**$465.15**	**$500.00**	**$173.75**	**$500.00**	**$500.00**	**$500.00**
165 LICENSING COMMISSION Total:		**$7,665.15**	**$7,700.00**	**$7,373.75**	**$7,700.00**	**$7,700.00**	**$7,700.00**
GENERAL FUND Total:		**$7,665.15**	**$7,700.00**	**$7,373.75**	**$7,700.00**	**$7,700.00**	**$7,700.00**
Grand Total:		**$7,665.15**	**$7,700.00**	**$7,373.75**	**$7,700.00**	**$7,700.00**	**$7,700.00**

165	LICENSING COMMISSION									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-165-1-5191	Chairman	Phil Antonelli	LiCom		0	0	0	$2,800	$2,800	$2,800
01-165-1-5191	Board Member	Phil Arloro Jr.	LiCom		0	0	0	$2,200	$2,200	$2,200
01-165-1-5191	Board Member	Michael Dantone	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

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Stipend	7,200	7,200	$0	0%	Monthly stipend for members.
Total Personnel Services	**$7,200**	**$7,200**	**$0**	**0%**	
General Operating Expenses					
Other Charges	0	0	$0	#DIV/0!	New GL Account
Office Supplies	500	500	$0	0%	Level funded postage and miscellaneous office supplies.
Total Expenditures	**$500**	**$500**	**$0**	**0%**	
Total Licensing	**$7,700**	**$7,700**	**$0**	**0%**	

Conservation Commission

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

Mission Statement

To protect and restore the wetlands of the City by applying nature-based solutions to enhance the ecological process, establish native plants, animals, fungi and microbes deemed to have a significant effect upon wetland values, climate change, resiliency, groundwater, flood control, erosion control, storm damage prevention, storm water pollution, fisheries, shellfish, wildlife, recreations and aesthetics. These activities are achieved through permitting required under Chapter 131 Section 40 of Massachusetts General Laws (The Wetlands Protection Act).



Significant Budget & Staffing Changes for FY2026

None.

FY25 Accomplishments

- Rivergreen Park: Transplanted dormant seedlings from meadow into the riverbank and riparian forest plots for erosion control and additional wildlife habitat. Planted approximately 200 trees and shrubs. Worked with STEM club students to collect and propagate local seeds and seeds received from donor sites.
- Island End River: Performed inspections and monitoring reports as well as maintenance of plantings in the newly created armored banks of a formerly culverted stream. Planting enhancements and soil amendments included seeded filter tubes, live stakes. Installed drip irrigation system and performed mechanical control of invasive plants. Enhanced native habitat by planting pollinator meadow and installing educational signage at the Island End River riparian restoration project.
- Gateway Park: Began the implementation of a US Forestry Grant at gateway Park. Cut approximately 23 acres of invasive phragmites, removed and or girdled 100 Trees of Heaven to create additional wildlife habitat. Delivered woodchips to the site to prepare for the planting for up to 3000 trees to restore the degraded wetlands on the former Monsanto Chemical site.
- Conservation Commission: Commission members and staff conducted numerous site visits to review compliance requirements for wetland permit approvals, including Rivergreen Park, Island End River, Amazon, Exxon-Mobil, Distrigas, Schnitzer Steel, Gateway Mall and Park, South Creek, and the Amelia Earhart Dam, among others.
- Securing Grant Funding: The Commission has worked with city staff to implement over three million in grant funded projects. Four Massachusetts Vulnerability Preparedness Grants, a US Forestry Department Grant, Greening the Gateway Cities Tree funding grant and two Massachusetts Gaming Commission Grants to provide a feasibility study to restore the Historic MWRA Pumping Facility on Alford Street and design a harbor walk extension to the existing Boston Harbor located at Encore.

FY2026: Goals & Objectives

1. **Goal: Promote, restore, and develop natural resources and protect watershed resources in the City of Everett.**

Objective: (1) Acquire underutilized waterfront and wetland parcels for passive recreation and conservation land; as well as other lands owned by other entities to be kept open through any legal requirement; (2) Prevent erosion near local water bodies through the planting and maintenance of suitable tree planting; (3) Spur the creation and habitat to encourage a growth of native wildlife; (4) Administer the Wetlands Protection Act (G.LCh. 131S 11.4).

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Notices of Intent considered	5	5	5	5
Orders of Conditions issued	4	5	5	5
Certificate of Compliance issued	1	3	3	2
Determination of Applicability	3	1	1	2

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

Goals of the Conservation Commission support the City's long- and short-term goals by enhancing climate resilience, restoring ecological health, and expanding access to passive recreation through the protection and sustainable development of natural and waterfront resources.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

171 - CONSERVATION COMMISSION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-171-1-5191	CONSERVATION COMISSION STIPEND	$13,699.56	$15,400.00	$9,190.96	**$12,200.00**	**$12,200.00**	**$12,200.00**
01-171-1-5340	TELECOMMUNICATIONS	$0.00	$200.00	$0.00	**$200.00**	**$200.00**	**$200.00**
PERSONNEL Total:		**$13,699.56**	**$15,600.00**	**$9,190.96**	**$12,400.00**	**$12,400.00**	**$12,400.00**
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	$485.00	$485.00	$485.00	**$485.00**	**$485.00**	**$485.00**
EXPENSES Total:		**$485.00**	**$685.00**	**$485.00**	**$685.00**	**$685.00**	**$685.00**
171 CONSERVATION COMMISSION Total:		**$14,184.56**	**$16,285.00**	**$9,675.96**	**$13,085.00**	**$13,085.00**	**$13,085.00**
GENERAL FUND Total:		**$14,184.56**	**$16,285.00**	**$9,675.96**	**$13,085.00**	**$13,085.00**	**$13,085.00**
Grand Total:		**$14,184.56**	**$16,285.00**	**$9,675.96**	**$13,085.00**	**$13,085.00**	**$13,085.00**

171	CONSERVATION COMMISSION									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-171-1-5191	Chairman	Eamon Kernan	ConCom		0	0	0	$5,200	$2,000	$2,000
01-171-1-5191	Board Member	Carl Colson	ConCom		0	0	0	$1,700	$1,700	$1,700
01-171-1-5191	Board Member	Maeve Kernan	ConCom		0	0	0	$1,700	$1,700	$1,700
01-171-1-5191	Board Member	Rita Hashem	ConCom		0	0	0	$1,700	$1,700	$1,700
01-171-1-5191	Board Member	Daryl Colson	ConCom		0	0	0	$1,700	$1,700	$1,700
01-171-1-5191	Alternate Board Member	Vacant	ConCom		0	0	0	$1,700	$1,700	$1,700
01-171-1-5191	Alternate Board Member	Vacant	ConCom		0	0	0	$1,700	$1,700	$1,700
					0	**0**	**0**			
171	**Conservation Commission TOTAL**									
							Stipends (5191)	$15,400	$12,200	$12,200
							Telecommunications (5340)	$200	$200	$200
							Personnel Total:	**$15,600**	**$12,400**	**$12,400**
Notes to Budget:										
.										

(171) Conservation Commission - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Stipend	15,400	12,200	($3,200)	-21%	Decrease due to a decrease in the Chairperson's stipend.
Telecommunications	200	200	$0	100%	Telephone
Total Personnel Services	**$15,600**	**$12,400**	**($3,200)**	**-21%**	
General Operating Expenses					
Office Supplies	200	200	$0	0%	Level funded for miscellaneous office supplies.
Other Expenses	0	0	$0	#DIV/0!	New GL Account
Dues and Memberships	485	485	$0	0%	Level funded for conservation dues.
Total Expenditures	**$685**	**$685**	**$0**	**0%**	
Total ConCom	**$16,285**	**$13,085**	**($3,200)**	**-20%**	

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. Through the Site Plan Review process, the Board also serves as a quasi-design-review-committee. The Planning Board is the Special Permit Granting Authority for the Lower Broadway Economic Development District and signage. The Planning Board also serves as the Special Permit Granting Authority for Inclusionary Zoning Special Permits. 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. 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.

Significant Budget & Staffing Changes for FY 2026

None.

FY2025: Accomplishments

- Assisted in the creation of the City’s review process of Master Plans through recommendation of a Zoning Ordinance;
- Collaborated with City staff to create a new Zoning district to govern the City’s largest contiguous parcel of land – the ExxonMobil tank farm – which is slated for large-scale redevelopment;
- Continued and built upon the relationship with the Administration and the City Councilors, attempting to become more-educated on the various visions of the City in order to make the most-informed decisions during the Planning Board approval processes to provide the greatest benefit to the residents of Everett.

FY2026: Goals & Objectives

1. **Goal: Full compliance with state laws and local ordinances.**

Objective: (1) Compliance with the Commonwealth’s MBTA Communities Act (3A) was completed in FY24, and adherence to the law, in the case of whether it remains as written or requires amendment in the future, shall remain in effect in the zoned-area approved by the State. (2) The Zoning Re-Codification will be reviewed extensively by the Planning Board, providing recommendations throughout the process to best align the zoning language with the future vision of the planned-areas throughout the City, keeping in mind which areas should be preserved as-is and which areas contain a greater desire to be redeveloped. (3) Adherence to State requirements/guidelines as they pertain to Inclusionary Zoning (affordable housing). While the City has met one of the deed-restricted affordable housing metrics – General Land Area Minimum, which safeguards the City against 40B – there is much more than can be done to exceed the requirements of the Commonwealth and be truly responsive to the residents’ needs for more-deeply-affordable housing units.

2. **Goal: Robust economic development.**

Objective: To provide input on the ongoing Zoning re-codification efforts for the City of Everett, to effectively work with other local boards and commissions reviewing development projects, and to enhance the future development of the City. Throughout the permitting process, negotiating with developers and placing into conditions of approval that they dedicate space within the project site to commercial spaces and try to attract local businesses to occupy them. Insist on not displacing existing commercial tenants in redeveloped projects (guaranteeing the current tenant(s) the right of first refusal for the commercial space). Also, work to require a local workforce for the construction of larger projects, particularly advocating for a labor force comprised of Everett and local residents with competitive pay and benefits.

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Special Permits	9	7	5	8
Site Plan Reviews	11	6	14	12
Zoning Ordinance Recommendations	1	4	4	2

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

Planning Board goals support the City's long- and short-term goals by promoting responsible growth, housing affordability, and economic development through thoughtful zoning reforms, compliance with state mandates, and community-centered planning practices.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

175 - PLANNING BOARD Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-175-1-5191	PLANNING BOARD STIPEND	$12,295.56	$14,200.00	$11,667.81	**$14,200.00**	**$14,200.00**	**$14,200.00**
01-175-1-5340	TELECOMMUNICATIONS PLANNING	$0.00	$100.00	$16.00	**$100.00**	**$100.00**	**$100.00**
PERSONNEL Total:		**$12,295.56**	**$14,300.00**	**$11,683.81**	**$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:		**$12,295.56**	**$14,400.00**	**$11,683.81**	**$14,400.00**	**$14,400.00**	**$14,400.00**
GENERAL FUND Total:		**$12,295.56**	**$14,400.00**	**$11,683.81**	**$14,400.00**	**$14,400.00**	**$14,400.00**
Grand Total:		**$12,295.56**	**$14,400.00**	**$11,683.81**	**$14,400.00**	**$14,400.00**	**$14,400.00**

175	PLANNING BOARD									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-175-1-5191	Chairman	Fred Cafasso	PlanBd		0	0	0	$2,200	$2,200	$2,200
01-175-1-5191	Board Member	Michael O'Connor	PlanBd		0	0	0	$2,000	$2,000	$2,000
01-175-1-5191	Board Member	James Tarr	PlanBd		0	0	0	$2,000	$2,000	$2,000
01-175-1-5191	Board Member	Shayane Rangel	PlanBd		0	0	0	$2,000	$2,000	$2,000
01-175-1-5191	Board Member	Leo Pizzano Jr.	PlanBd		0	0	0	$2,000	$2,000	$2,000
01-175-1-5191	Alternate Board Member	Michael Hart	PlanBd		0	0	0	$2,000	$2,000	$2,000
01-175-1-5191	Alternate Board Member	Vacant	PlanBd		0	0	0	$2,000	$2,000	$2,000
					0	**0**	**0**			
175	**Planning Board TOTAL**									
							Stipends (5191)	$14,200	$14,200	$14,200
							Telecommunications (5340)	$100	$100	$100
							Personnel Total:	**$14,300**	**$14,300**	**$14,300**
Notes to Budget:										

(175) Planning Board - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Stipend	14,200	14,200	$0	0%	For Messrs. Cafasso (Chairman), O'Connor, Tarr, Rangel, Pizzano, and Hart, as well as funding for the one vacant seat (Alternate Member).
Telecommunications	100	100	$0	0%	Level funded for phone reimbursement for Mr. Cafasso.
Total Personnel Services	**$14,300**	**$14,300**	**$0**	**0%**	
General Operating Expenses					
Other Expenses	0	0	$0	#DIV/0!	New GL Account
Office Supplies	100	100	$0	0%	Level funded for miscellaneous office supplies.
Total Expenditures	**$100**	**$100**	**$0**	**0%**	
Total Planning	**$14,400**	**$14,400**	**$0**	**0%**	

Zoning Board of Appeals

The **Zoning Board of Appeals (ZBA)** reviews requests for relief from local zoning regulations, including variances, special permits and appeals of zoning decisions. Its role is to ensure fair and consistent applications of zoning laws. The ZBA provides a forum for public input and helps guide responsible land use across the city.
The Board will additionally hear and decide any variances from code enforcement officers/ISD.

Mission Statement

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

Significant Budget & Staffing Changes for FY2026

Budget is at level funding. No current changes.



FY2025: Accomplishments

The zoning section of the ordinance has been redone in FY2025; however, it has not been enacted yet.

FY2026: Goals & Objectives

1. **Goal: Strengthen the collaboration with ISD and Code Enforcement to support Zoning Compliance Across City Projects.**

Objective: Coordinate regularly with ISD and code enforcement officers during project review and site evaluations to ensure zoning decisions align with inspectional and code enforcement standards.

2. **Goal: Ensure Fair and Timely Review of Zoning Petitions.**

Objective: Conduct all hearings in accordance with legal timelines and public notice requirements.

Performance Measures

Outcome & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Total number of appeals	34	41	26	30
Percentage of decisions overturned	21	39	18	20
Withdrew	2	1	0	0
Extension	4	1	0	0

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

- The ZBA goals align with the City's priorities by supporting code enforcement through close collaboration with ISD and ensuring timely, transparent zoning decisions that uphold city standards and contribute to overall property maintenance and beautification efforts.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

176 - ZONING BOARD OF APPEALS Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-176-1-5191	BOARD OF APPEALS STIPEND	$12,979.26	$14,600.00	$9,146.91	**$14,600.00**	**$14,600.00**	**$14,600.00**
01-176-1-5340	TELECOMMUNICATIONS BOARD OF	$0.00	$96.00	$8.00	**$96.00**	**$96.00**	**$96.00**
PERSONNEL Total:		**$12,979.26**	**$14,696.00**	**$9,154.91**	**$14,696.00**	**$14,696.00**	**$14,696.00**
EXPENSES							
01-176-2-5420	OFFICE SUPPLIES	$334.78	$500.00	$491.62	**$500.00**	**$500.00**	**$500.00**
EXPENSES Total:		**$334.78**	**$500.00**	**$491.62**	**$500.00**	**$500.00**	**$500.00**
176 ZONING BOARD OF APPEALS Total:		**$13,314.04**	**$15,196.00**	**$9,646.53**	**$15,196.00**	**$15,196.00**	**$15,196.00**
GENERAL FUND Total:		**$13,314.04**	**$15,196.00**	**$9,646.53**	**$15,196.00**	**$15,196.00**	**$15,196.00**
Grand Total:		**$13,314.04**	**$15,196.00**	**$9,646.53**	**$15,196.00**	**$15,196.00**	**$15,196.00**

176	ZONING BOARD OF APPEALS									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-176-1-5191	Chairman	Rebecca Edmonson-Koran	BOA		0	0	0	$2,800	$2,800	$2,800
01-176-1-5191	Board Member	Ashmael Brun	BOA		0	0	0	$2,200	$2,200	$2,200
01-176-1-5191	Board Member	Mary Gerace	BOA		0	0	0	$2,200	$2,200	$2,200
01-176-1-5191	Board Member	Derek Shooster	BOA		0	0	0	$2,200	$2,200	$2,200
01-176-1-5191	Board Member	Jean Theimitus	BOA		0	0	0	$2,200	$2,200	$2,200
01-176-1-5191	Associate Member	Vacant	BOA		0	0	0	$1,500	$1,500	$1,500
01-176-1-5191	Associate Member	Vacant	BOA		0	0	0	$1,500	$1,500	$1,500
					0	0	0			
176	Board of Appeals TOTAL									
							Stipends (5191)	$14,600	$14,600	$14,600
							Telecommunications (5340)	$96	$96	$96
							Personnel Total:	$14,696	$14,696	$14,696
Notes to Budget:										

(176) Zoning Board of Appeals - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
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%	
General Operating Expenses					
Other Charges	0	0	$0	#DIV/0!	New GL Account
Office Supplies	500	500	$0	0%	Level funded for 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.

FY2025 Accomplishments

- New Chief of Police has been selected and in position.
- Implemented new digital system for assigning policy review and signoff.
- Have successfully recruited, processed and trained 2 new officers and 1 transfer. 4 student officers have been recruited and are currently in the police academy with anticipated graduation early FY26.

FY2026 Goals & Objectives of the Everett Police Department

1. **Goal: Enhance Officer Safety and De-escalation Capabilities.**

Objective: Obtain modern less lethal weapons to deescalate incident and provide other than lethal options to officers.

2. **Goal: Maintain and Strengthen K-9 Capabilities.**

Objective: Obtain and new EOD/ multipurpose dog as K9 Mary reaches retirement age.

3. Goal: Expend Training and Professional Development.

Objective: Increase training opportunities for officers and supervisors to enhance skills, leadership, and public safety.

4. **Goal: Establish a Modern and Representative Honor Guard.**

Objective: New Honor Guard, Officers have been selected to represent the department and will be fitted with new Honor Guard uniforms that have not been updated in 20 years.

5. **Goal: Obtain POST certification and accreditation of the department and its personnel.**

Objective: Pursue formal accreditation to meet recognized law enforcement standards and best practices.

6. **Goal: Modernize current technology within the department to meet current standards.**

Objective: Improve efficiency, data security, and service delivery through modernization.



Chart 1: Calls For Service by Month – 2024

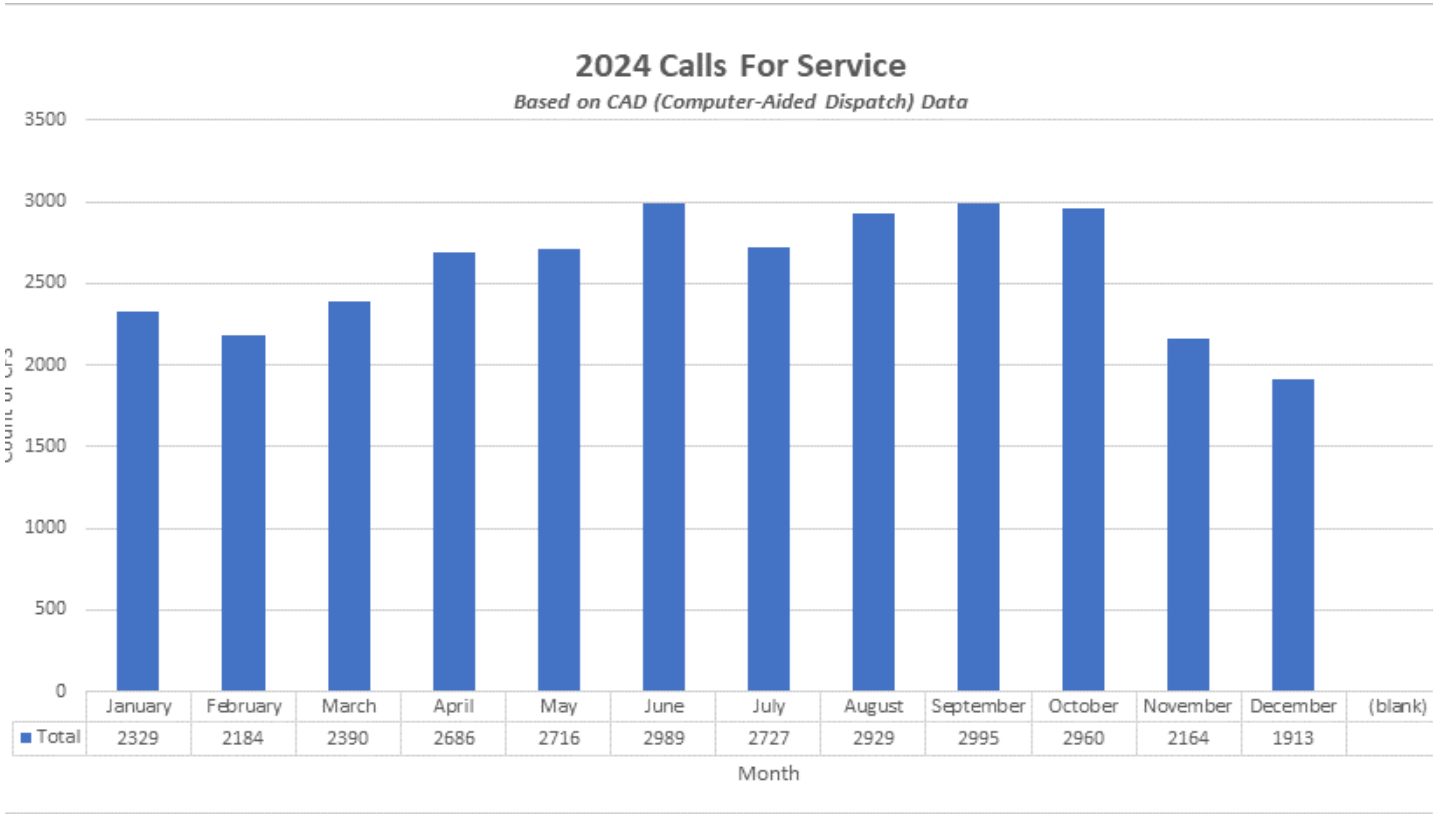




Table 1: Group A Crimes by Year Including 5 Yr. Average and Percent Change

Offense Type	2018	2019	2020	2021	2022	2023	5 Yr. Avg 2018-2022	5 Yr. % Change btw 5yr. Avg vs 2023	1 Yr. % Change 2022 vs 2023
Total	1670	1714	1716	1579	1630	**1784**	1662	**7%**	**9%**
Murder and Nonnegligent Manslaughter	1	3	0	1	2	**0**	1	-100%	-100%
Negligent Manslaughter	0	1	0	0	0	**0**	0	-100%	NC
Kidnapping/Abduction	1	4	4	1	4	**2**	3	-29%	-50%
Rape	17	18	23	24	21	**21**	21	2%	0%
Sodomy	0	0	2	0	1	**0**	1	-100%	-100%
Sexual Assault With An Object	0	1	1	0	1	**1**	1	67%	0%
Fondling	9	12	5	15	8	**14**	10	**43%**	**75%**
Incest	1	0	1	0	0	**0**	0	-100%	NC
Statutory Rape	0	1	0	0	1	**3**	0	650%	200%
Aggravated Assault	122	201	141	105	122	**155**	138	**12%**	**27%**
Simple Assault	112	128	126	142	163	**152**	134	**13%**	**-7%**
Intimidation	84	89	97	88	116	**141**	95	**49%**	**22%**
Arson	1	1	1	0	2	**0**	1	-100%	-100%
Bribery	0	0	0	0	1	**0**	0	-100%	-100%
Burglary/Breaking & Entering	114	110	78	70	95	**71**	93	**-24%**	**-25%**
Counterfeiting/Forgery	10	8	6	2	6	**5**	6	-22%	-17%
Destruction/Damage/Vandalism of Property	242	212	243	249	223	**210**	234	**-10%**	**-6%**
Embezzlement	2	1	1	1	0	**1**	1	0%	NC
Extortion/Blackmail	3	0	4	0	3	**2**	2	0%	-33%
False Pretenses/Swindle/Confidence Game	25	38	51	46	29	**47**	38	**24%**	**62%**
Credit Card/Automatic Teller Fraud	85	71	33	39	28	**42**	51	**-18%**	**50%**
Impersonation	5	2	2	8	4	**9**	4	114%	125%
Welfare Fraud	0	0	8	1	2	**3**	2	36%	50%
Wire Fraud	8	3	8	12	8	**8**	8	3%	0%
Identity Theft	22	41	82	45	43	**71**	47	**52%**	**65%**
Hacking/Computer Invasion	NA	3	1	0	1	**2**	1	60%	100%
Robbery	40	21	19	12	19	**15**	22	**-32%**	**-21%**
Pocket-picking	3	3	3	1	3	**4**	3	54%	33%
Purse-snatching	9	5	2	6	4	**6**	5	15%	50%
Shoplifting	130	153	131	117	137	**192**	134	**44%**	**40%**
Theft From Building	29	44	30	26	34	**51**	33	**56%**	**50%**
Theft From Coin Operated Machine or Device	2	0	0	0	0	**0**	0	-100%	NC
Theft From Motor Vehicle	118	85	171	151	118	**98**	129	**-24%**	**-17%**
Theft of Motor Vehicle Parts/Accessories	1	5	8	21	49	**9**	17	**-46%**	**-82%**
All Other Larceny	271	253	227	207	190	**222**	230	**-3%**	**17%**
Motor Vehicle Theft	76	76	81	88	99	**88**	84	**5%**	**-11%**
Stolen Property Offenses	13	14	17	14	9	**8**	13	**-40%**	**-11%**
Drug/Narcotic Violations	56	50	53	38	44	**83**	48	**72%**	**89%**
Drug Equipment Violations	22	16	18	12	15	**22**	17	**33%**	**47%**
Betting/Wagering	0	1	1	1	0	**0**	1	-100%	NC
Gambling Equipment Violations	1	1	1	0	0	**0**	1	-100%	NC
Pornography/Obscene Material	1	2	3	13	7	**6**	5	15%	-14%
Prostitution	0	1	0	0	1	**0**	0	-100%	-100%
Weapon Law Violations	20	21	17	14	13	**17**	17	**0%**	31%
Animal Cruelty	14	14	16	9	4	**3**	11	-74%	-25%

Significant Budget & Staffing Changes for FY2025



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 for 123 full-time officers. We are staffed fully at the budgeted amount. Due to the current and anticipated growth of the city the department plans to increase the number of sworn officers to 130, parking enforcement to 10 and crossing guards to 25.

Both Superior Officer and Patrolman Union contracts have been ratified though FY25.

The use of technology continues to play a role in our budget expenditures to include replacing aging technologies as well as newer gaining technological advances to support administrative as well as investigative work. New digital evidence storage, computer forensics and electronic policy and accreditation systems are among the first needed to modernize the department. Replacement of aging computer servers and email systems to ensure business continues uninterrupted.

With the increase in overall sworn personnel in recent years and new mandates from POST, all members need to meet increased training demands as well as 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, Narcan, lighting equipment, holsters and more. The police station itself is also subject to certification standards and requires internal cameras, updated detention areas, evidence controls and auditing and additional key control access.

Performance Measures

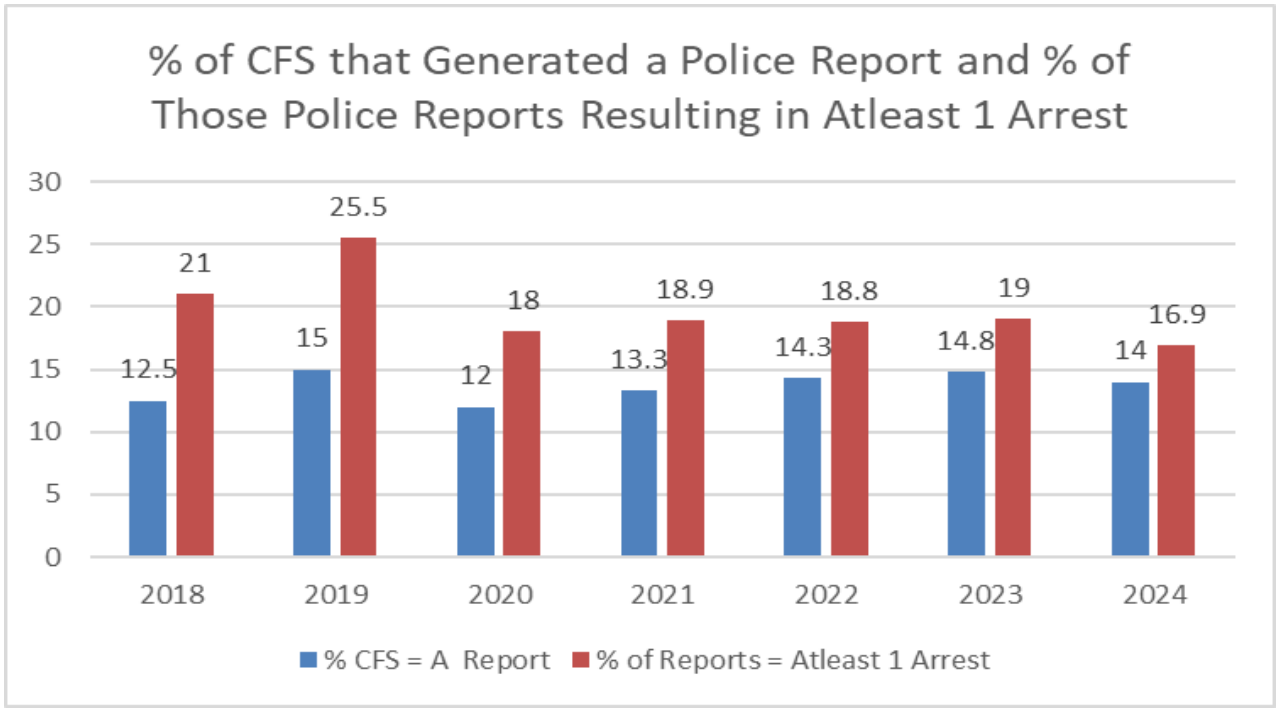
Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimate FY2025	Estimate FY2026
Calls for Service	28,062	30,985	31,000	31,000
Arrests	789	733	750	750
Protective Custody	7	9	8	8
MV Accidents all types	1,445	1,598	1,500	1,500
MV Citation all types	1,492	2,236	2,100	2,100
MV Verbal Warnings	1,563	2,280	2,100	2,100

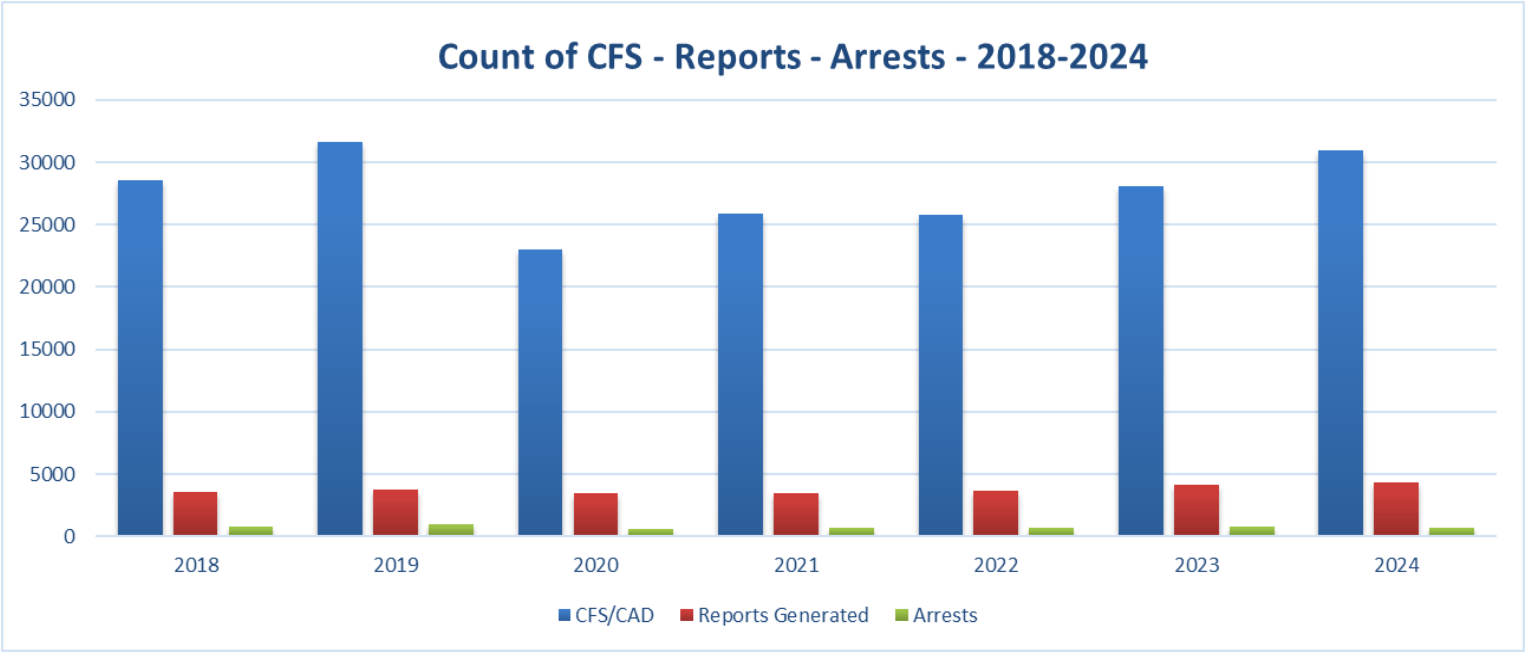
Additional Arrests made on Group B Offenses in 2024

Arrest Data Offence Type	2021	2022	2023	2024
Disorderly Conduct	43	26	25	23
Driving Under the Influence	24	40	34	37
Family Offences	117	130	125	141
Trespass of Real Property	34	5	49	37
Liquor Law Violations	0	3	0	0
All Other Offences	14	0	2	0
Total Group B Arrests	**232**	**204**	**219**	**238**

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

Efforts to achieve accreditation directly support City's objective of maintaining accountability and professional standards. Training, accreditation and outreach initiatives help build public trust and improve service delivery. Overall, departmental goals support both short- and long-term city improvements in safety, transparency, and community relations.





City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

210 - POLICE DEPARTMENT Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-210-1-5111	SALARIES POLICE DEPARTMENT	$13,317,706.52	$15,402,334.00	$13,341,643.37	**$15,811,815.00**	**$15,811,815.00**	**$15,811,815.00**
01-210-1-5113	PART TIME POLICE DEPARTMENT	$44,720.00	$60,493.00	$1,887.99	**$0.00**	**$0.00**	**$0.00**
01-210-1-5130	OVERTIME POLICE DEPARTMENT	$541,833.25	$1,300,000.00	$1,009,969.85	**$1,800,000.00**	**$1,800,000.00**	**$1,800,000.00**
01-210-1-5140	HOLIDAY POLICE DEPARTMENT	$980,092.45	$1,152,434.00	$944,996.22	**$1,148,887.00**	**$1,148,887.00**	**$1,148,887.00**
01-210-1-5142	NIGHT DIFFERENTIALS POLICE	$403,504.44	$391,604.00	$336,911.56	**$421,448.00**	**$421,448.00**	**$421,448.00**
01-210-1-5143	LONGEVITY POLICE DEPARTMENT	$15,850.00	$177,241.00	$67,047.64	**$11,700.00**	**$11,700.00**	**$11,700.00**
01-210-1-5144	ABOVE GRADE DIFFERENTIALS POLICE	$15,832.22	$16,000.00	$11,536.67	**$16,000.00**	**$16,000.00**	**$16,000.00**
01-210-1-5145	EMT CERTIFICATION POLICE	$4,068.52	$4,000.00	$3,219.65	**$4,000.00**	**$4,000.00**	**$4,000.00**
01-210-1-5146	SENIOR PATROL STIPEND POLICE	$55,334.00	$68,065.00	$2,744.61	**$59,447.00**	**$59,447.00**	**$59,447.00**
01-210-1-5147	LICENSE TO CARRY STIPEND POLICE	$249,616.09	$259,151.00	$165,648.57	**$177,605.00**	**$177,605.00**	**$177,605.00**
01-210-1-5148	BREATHALYZER STIPEND POLICE	$64,567.42	$69,385.00	$63,150.15	**$83,636.00**	**$83,636.00**	**$83,636.00**
01-210-1-5149	SPECIAL DUTY POLICE DEPARTMENT	$162,398.00	$147,500.00	$128,693.73	**$150,918.00**	**$150,918.00**	**$150,918.00**
01-210-1-5156	COURT TIME POLICE DEPARTMENT	$106,483.25	$180,000.00	$90,337.24	**$180,000.00**	**$180,000.00**	**$180,000.00**
01-210-1-5191	CROSSING GUARDS & MATRONS POLICE	$281,725.72	$310,535.00	$136,976.07	**$263,926.00**	**$263,926.00**	**$263,926.00**
01-210-1-5193	CLOTHING ALLOWANCE POLICE	$186,869.74	$207,100.00	$141,171.43	**$235,700.00**	**$235,700.00**	**$235,700.00**
01-210-1-5194	LANGUAGE STIPEND POLICE	$26,505.64	$15,000.00	$14,222.78	**$17,557.00**	**$17,557.00**	**$17,557.00**
01-210-1-5195	MPTC POLICE DEPARTMENT	$15,754.52	$16,500.00	$12,781.97	**$13,040.00**	**$13,040.00**	**$13,040.00**
01-210-1-5198	TRAINING STIPEND POLICE	$0.00	$0.00	$346,192.55	**$491,514.00**	**$491,514.00**	**$491,514.00**
01-210-1-5199	SUPERVISOR STIPEND POLICE	$0.00	$0.00	$47,850.37	**$83,636.00**	**$83,636.00**	**$83,636.00**
PERSONNEL Total:		**$16,472,861.78**	**$19,777,342.00**	**$16,866,982.42**	**$20,970,829.00**	**$20,970,829.00**	**$20,970,829.00**
EXPENSES							
01-210-2-5245	RADIO MAINTENANCE	$15,685.08	$35,184.00	$23,451.81	**$51,000.00**	**$51,000.00**	**$51,000.00**
01-210-2-5246	RADIO-GRTR BOS POLICE COUNCIL	$2,533.35	$5,000.00	$5,000.00	**$7,675.00**	**$7,675.00**	**$7,675.00**
01-210-2-5318	DATA HANDLING	$90,131.32	$96,646.03	$89,757.65	**$181,000.00**	**$181,000.00**	**$181,000.00**
01-210-2-5320	PROFESSIONAL SERVICES /ROCA	$34,945.00	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-210-2-5340	TELECOMMUNICATIONS	$52,467.98	$40,883.10	$29,866.77	**$60,000.00**	**$60,000.00**	**$60,000.00**
01-210-2-5343	TICKET PRINTING	$15,066.36	$17,148.20	$13,248.20	**$30,000.00**	**$30,000.00**	**$30,000.00**
01-210-2-5344	POSTAGE	$3,145.93	$3,200.00	$2,775.85	**$3,700.00**	**$3,700.00**	**$3,700.00**
01-210-2-5374	TICKET PROCESSING & TICKETS	$96,779.90	$104,766.90	$104,766.90	**$180,000.00**	**$180,000.00**	**$180,000.00**

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

210 - POLICE DEPARTMENT Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
EXPENSES							
01-210-2-5420	OFFICE SUPPLIES	$29,920.40	$31,558.78	$26,929.15	**$35,000.00**	**$35,000.00**	**$35,000.00**
01-210-2-5580	EQUIPMENT	$46,119.41	$65,660.31	$42,275.13	**$80,000.00**	**$80,000.00**	**$80,000.00**
01-210-2-5583	ANIMAL CONTROL EXPENSES	$7,180.00	$7,800.00	$4,695.00	**$50,000.00**	**$50,000.00**	**$50,000.00**
01-210-2-5588	AMMUNITION	$17,523.19	$29,100.00	$29,100.00	**$50,000.00**	**$50,000.00**	**$50,000.00**
01-210-2-5710	PROFESSIONAL SERVICES	$2,657.20	$2,299.00	$2,299.00	**$7,500.00**	**$7,500.00**	**$7,500.00**
01-210-2-5712	ACADEMY/TRAINING/TRAVEL	$19,990.93	$27,403.68	$24,660.47	**$50,000.00**	**$50,000.00**	**$50,000.00**
01-210-2-5717	CANINE EXPENSES	$7,027.91	$6,500.00	$5,309.72	**$20,000.00**	**$20,000.00**	**$20,000.00**
01-210-2-5722	ACCREDITATION	$0.00	$0.00	$0.00	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-210-2-5765	OTHER CHARGES	$0.00	$119.25	$119.25	**$0.00**	**$0.00**	**$0.00**
01-210-2-5785	MEALS FOR PRISONERS	$5,375.49	$5,500.00	$3,539.17	**$6,500.00**	**$6,500.00**	**$6,500.00**
EXPENSES Total:		**$446,549.45**	**$478,769.25**	**$407,794.07**	**$822,375.00**	**$822,375.00**	**$822,375.00**
CAPITAL IMPROVEMENTS							
01-210-3-5859	BALLISTIC VESTS	$36,712.62	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-210-3-5864	PORTABLE RADIOS	$125,081.31	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
CAPITAL IMPROVEMENTS Total:		**$161,793.93**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**
210 POLICE DEPARTMENT Total:		**$17,081,205.16**	**$20,256,111.25**	**$17,274,776.49**	**$21,793,204.00**	**$21,793,204.00**	**$21,793,204.00**
GENERAL FUND Total:		**$17,081,205.16**	**$20,256,111.25**	**$17,274,776.49**	**$21,793,204.00**	**$21,793,204.00**	**$21,793,204.00**
Grand Total:		**$17,081,205.16**	**$20,256,111.25**	**$17,274,776.49**	**$21,793,204.00**	**$21,793,204.00**	**$21,793,204.00**

210 POLICE DEPARTMENT			
	FY25 APPROPRIATION	FY26 DEPT REQUEST	FY26 MAYOR AND COUNCIL REC
Chief, Patrolmen and Superior FTE	126	123	123
Salary Quinns (5111)	$ 14,184,331.55	$ 14,286,450	$ 14,286,450.00
Holiday (5140)	$ 1,152,434	$ 1,148,887	$ 1,148,887.00
Night Shift (5142)	$ 391,604	$ 421,448	$ 421,448
Longevity (5143)	$ 167,090	$ -	$ -
Senior Patrol (5146)	$ 68,065	$ 59,447	$ 59,447
EMT (5145)	$ 4,000	$ 4,000	$ 4,000
License to Carry (5147)	$ 259,151	$ 177,605	$ 177,605
Breathelizer (5148)	$ 69,385	$ 83,636	$ 83,636
Special Duty (5149)	$ 147,500	$ 150,918	$ 150,918
Clothing Allowance (5193)	$ 198,400	$ 221,000	$ 221,000
Language (5194)	$ 15,000	$ 17,557	$ 17,557
MPTC Inst (5195)	$ 16,500	$ 13,040	$ 13,040
Training Stipend-POST (5198)	$ -	$ 491,514	$ 491,514
Superv. Stipend (5199)	$ -	$ 83,636	$ 83,636
Total Police Officers:	$ 16,673,461	$ 17,159,138	$ 17,159,138
Civilians FTE	20	24	$ 24
Salary Civilian (5111)	$ 1,218,001	$ 1,525,365	$ 1,525,365
Part-time (5113)	$ 60,493	$ -	$ -
Longevity (5143)	$ 10,151	$ 11,700	$ 11,700
Crossing Guard and Matron Stipend (5191)	$ 310,535	$ 263,926	$ 263,926
Clothing Allowance (5193)	$ 8,700	$ 14,700	$ 14,700
Night Shift (5142)	$ 9,490	$ 10,000	$ 10,000
Total Civilians:	$ 1,617,370	$ 1,825,691	$ 1,825,691
Police Department Total FTE:	146	147	147
Salary (5111)	$ 15,402,334	$ 15,811,815	$ 15,811,815
Part-time (5113)	$ 60,493	$ -	$ -
Overtime ((5130)	$ 1,300,000	$ 1,800,000	$ 1,800,000
Holiday (5140)	$ 1,152,434	$ 1,148,887	$ 1,148,887
Night Shift (5142)	$ 391,604	$ 421,448	$ 421,448
Longevity (5143)	$ 177,241	$ 11,700	$ 11,700

Above Grade Differential (5144)	$ 16,000	$ 16,000	$ 16,000
EMT (5145)	$ 4,000	$ 4,000	$ 4,000
Senior Patrol (5146)	$ 68,065	$ 59,447	$ 59,447
License to Carry (5147)	$ 259,151	$ 177,605	$ 177,605
Breathelizer (5148)	$ 69,385	$ 83,636	$ 83,636
Special Duty Stipend (5149)	$ 147,500	$ 150,918	$ 150,918
Court Time (5156)	$ 180,000	$ 180,000	$ 180,000
Crossing Guard and Matron Stipend (5191)	$ 310,535	$ 263,926	$ 263,926
Clothing Allowance (5193)	$ 207,100	$ 235,700	$ 235,700
Language Stipend (5194)	$ 15,000	$ 17,557	$ 17,557
MPTC Instructor (5195)	$ 16,500	$ 13,040	$ 13,040
Training Stipend-POST (5198)	$ -	$ 491,514	$ 491,514
Superv. Stipend (5199)	$ -	$ 83,636	$ 83,636
Police Department Personnel Total:	$ 19,777,342	$ 20,970,829	$ 20,970,829

Civilians Police Department			FY25		FY26					
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
					F T E	F T E	F T E	FY25	DEPT	& COUNCIL
				Hours	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-210-1-5111	IT Manager Police [8]	Vacant	UNCL	35	0	1	1	$0	$100,000	$100,000
01-210-1-5111	Crime/Research Analyst [2]	Melissa Trzepacz	UNCL	35	1	1	1	$79,310	$81,689	$81,689
01-210-1-5143	Crime/Research Analyst	Melissa Trzepacz	Longevity					$650	$650	$650
01-210-1-5111	Police Ops Support Admin [2]	Joanne Parris	UNCL	35	1	1	1	$59,478	$61,263	$61,263
01-210-1-5143	Police Ops Support Admin	Joanne Parris	Longevity					$1,500	$1,500	$1,500
01-210-1-5111	Assistant Crime/Research Analyst [2]	Sarah Herrmann	UNCL	35	1	1	1	$72,100	$74,263	$74,263
01-210-1-5111	Domestic Violence Advocate Dir. [2]	Deborah Romvos	UNCL	40	1	1	1	$55,620	$57,289	$57,289
01-210-1-5143	Domestic Violence Advocate Director	Deborah Romvos	Longevity					$850	$850	$850
01-210-1-5111	Animal Control Officer [3]	Stacia Gorgone	W-7U/4	40	1	1	1	$65,562	$67,528	$67,528
01-210-1-5143	Animal Control Officer [3]	Stacia Gorgone	Longevity					$0	$900	$900
01-210-1-5193	Parking Control Officers / Days	Stacia Gorgone	Clothing					$700	$700	$700
01-210-1-5111	Director	Adriana Indrisano (prev Chad L.)	UNCL	35	1	1	1	$108,741	$111,650	$111,650
01-210-1-5143	Director	Adriana Indrisano	Longevity					$0	$0	$0
01-210-1-5111	Director	Adriana Indrisano	Stipend					$0	$0	$0
01-210-1-5111	Parking Control Officers / Days [4]	Fritznel Narcisse	SEIU/6/day	35	1	1	1	$51,795	$53,145	$53,145
01-210-1-5143	Parking Control Officers / Days	Fritznel Narcisse	Longevity					$1,200	$1,250	$1,250
01-210-1-5193	Parking Control Officers / Days	Fritznel Narcisse	Clothing					$1,000	$1,000	$1,000
01-210-1-5111	Parking Control Officers / Days [4]	Frantzy Jabouin	SEIU/6/night	35	1	1	1	$53,622	$54,965	$54,965
01-210-1-5143	Parking Control Officers / Days	Frantzy Jabouin	Longevity					$0	$1,000	$1,000
01-210-1-5193	Parking Control Officers / Days	Frantzy Jabouin	Clothing					$1,000	$1,000	$1,000
01-210-1-5111	Parking Control Officers / Days [4]	Kenneth Giannelli	SEIU/3/night	35	1	1	1	$53,622	$50,447	$50,447
01-210-1-5193	Parking Control Officers / Days	Kenneth Giannelli	Clothing					$1,000	$1,000	$1,000
01-210-1-5111	Parking Control Officers / Days [4]	Eric Faymen	SEIU/3/day	35	1	1	1	$47,849	$48,627	$48,627
01-210-1-5193	Parking Control Officers /Days	Eric Faymen	Clothing					$1,000	$1,000	$1,000
01-210-1-5111	Parking Control Officers / Nights [4]	KELLEY KENYON	SEIU/6/day	35	0.86	1	1	$51,795	$53,145	$53,145
01-210-1-5143	Parking Control Officers / Nights	Kelley Kenyan	Longevity					$1,200	$1,250	$1,250
01-210-1-5193	Parking Control Officers / Nights	Kelley Kenyan	Clothing					$1,000	$1,000	$1,000
01-210-1-5111	Parking Control Officers / Nights [4]	Anthony Iuliano	SEIU/6/night	35	0.86	1	1	$41,405	$54,965	$54,965
01-210-1-5193	Parking Control Officers / Nights	Anthony Iuliano	Clothing					$1,000	$1,000	$1,000
01-210-1-5111	Parking Control Officers / Nights [4]	BRIAN GIANNELLI	SEIU/6/night	35	0.86	1	1	$46,354	$54,965	$54,965
01-210-1-5193	Parking Control Officers / Days	Brian Gianelli	Clothing					$1,000	$1,000	$1,000
01-210-1-5111	Parking Control Officers / Nights [4]	Philip Mastrocola	SEIU/3/night	35	0.86	1	1	$41,405	$50,447	$50,447
01-210-1-5193	Parking Control Officers / Days	Philip Mastrocola	Clothing					$1,000	$1,000	$1,000
01-210-1-5111	Parking Control Officers / Days	Vacant-overnight	SEIU/1	35	0	1	1	$0	$47,654	$47,654
01-210-1-5193	Parking Control Officers / Days	Vacant	Clothing					$0	$1,000	$1,000
01-210-1-5111	Parking Control Officers / Nights	Vacant-afternoon	SEIU/1	35	0	1	1	$0	$47,648	$47,648
01-210-1-5193	Parking Control Officers / Days	Vacant	Clothing					$0	$1,000	$1,000
										Continued...
01-210-1-5111	Administrative Assistant [5]	Kristy Kelley	A-6U/6	35	1	1	1	$64,824	$68,082	$68,082
01-210-1-5143	Administrative Assistant	Dawn Colmeta (Kristy Kelley)	Longevity					$1,450	$0	$0
01-210-1-5111	Administrative Assistant [5]	Lisa LaMonica	A-6U/8	35	1	1	1	$70,766	$72,890	$72,890
01-210-1-5143	Administrative Assistant	Lisa LaMonica	Longevity					$1,850	$1,850	$1,850
01-210-1-5111	Principal Clerk [5]	Work Comp (Rose Bamford)	C-6U/8	35	1	1	1	$60,493	$62,308	$62,308

01-210-1-5143	Clerk	Work Comp (Rose Bamford)	Longevity					$1,450	$1,450	$1,450
01-210-1-5111	Principal Clerk [5]	Nelia Buckley	C-6U/8	35	1	1	1	$60,493	$62,308	$62,308
01-210-1-5143	Principal Clerk	Nelia Buckley	Longevity					$1	$0	$0
01-210-1-5111	Principal Clerk [5]	KARLA MARQUEZ	C-6U/3	35	1	1	1	$60,493	$52,269	$52,269
01-210-1-5143	Principal Clerk	Karla Marques	Longevity					$0	$0	$0
01-210-1-5111	Evidence Property Clerk [5]	Lori Tammaro	A-6U/7	35	1	1	1	$67,411	$69,433	$69,433
01-210-1-5143	Evidence Property Clerk [5]	Lori Tammaro	Longevity					$1,000	$1,000	$1,000
01-210-1-5111	Principal Clerk [5]	Brianna Sweeny	C-6U/8	35	0.57	1	1	$60,493	$62,308	$62,308
01-210-1-5191	Detention Supervisor - PT (1) [6]	**Vacant (P. Couto)**	**Matrons**		**Varies**	**Varies**	**Varies**	**$35,535**	**$36,601**	$36,601
01-210-1-5191	School Crossing Guards - PT [7]		**Xing Guards**		**Varies**	**Varies**	**Varies**	**$275,000**	**$227,325**	**$227,325**
	Police Civilian TOTAL				**20.01**	**24.00**	**24.00**			
							Salary (Civilian) (5111)	**$ 1,218,001**	**$ 1,525,365**	**$ 1,525,365**
							Part Time (5113)	**$ 60,493**	**$ -**	**$ -**
							Longevity (5143)	**$ 10,151**	**$ 11,700**	**$ 11,700**
							Crossing Guard & Matron Stipend (5191)	**$ 310,535**	**$ 263,926**	**$ 263,926**
							Clothing Allowance (5193)	**$ 8,700**	**$ 14,700**	**$ 14,700**
							Night Shift Differential (5142)	**$ 9,490**	**$ 10,000**	**$ 10,000**
								$ 1,617,370	**$ 1,825,691**	**$ 1,825,691**
										Continued...

Notes to Budget:

Superior & Patrol Officers salary 3% increase in anticipation of contract negotiations.

[1] Chief Police annual salary is contractual.

[2] 3% COLA on administrative salary.

[3] Local 25 DPW 3% increase in anticipation of a new contract.

[4] Parking Enforcement union 3% increase plus change from 30 to 35 for afternoon shift.

[5] Local 25 Clerical union increase 3% per pending contract/ Kristy Kelly changes from A-6U/5 to A-6U/6/ Karla Marquez from C-6U/2 to C-6U3 (Incorrect Budget in FY25)/ Brianna Sweeny replaced PT Karen Greene

[6] Salary adjustment by 3% for Matron position, currently vacant

[7] Names see below:

1	CASTIELLO, GEORGE
2	CRAWFORD, THERESA
3	DANIELS JOHN
4	DEGENOVA, JEAN
5	DEMAMBRO RICHARD
6	DEMETRIO, CHIRSTINE
7	FINNIGAN THOMAS
8	KIRNON, ELROY
9	LE, HUONG
10	NELSON, DOUGLAS
11	RIDLON, CAROL
12	SADLER, THERESA
13	SOULE, DOUGLAS
14	TERMINIELLO, TINA
15	VIL VOLMAR UVETTA
16	WINSOR, JOHN

[8] Requesting IT Manager for Police department only

(210) Police Department - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	15,402,334	15,811,815	409,481	3%	Chief's salary is contractual. Patrol and Superior Officers union salaries have increased 3% in anticipation of contract settlement. Local 25 Clerical & DPW union increased 3% in anticipation of a new contract. Parking Enforcement union increased 3%. 7 Officers will be paid by GEU. 3% COLA on administrative salary. Requesting IT manager for dedicated to Police department.
Part Time Salaries	60,493	0	(60,493)	-100%	PT position reclassed to FT
Overtime	1,300,000	1,800,000	500,000	38%	Ensure proper staffing during vacation, long term sick, injured in Patrol Ops, etc. For city events that request police presence, mountain bikes, 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.
Holiday	1,152,434	1,148,887	(3,547)	0%	All sworn officers in department this money based on formula.
Night Differentials	391,604	421,448	29,844	8%	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	177,241	11,700	(165,541)	-93%	For civilian personnel. Longevity is part of the base for officers.
Above Grade Differentials	16,000	16,000	0	0%	Paid to officers working out of grade. Normally for Sgt's who are acting as Officer in Charge of Shift when the Lt. is out. Also, to Captains when the Chief designates them as Acting Chief.
EMT Certification	4,000	4,000	0	0%	$500 per officer with EMT Training.
Senior Patrol Stipend	68,065	59,447	(8,618)	-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	259,151	177,605	(81,546)	-31%	2% on base salary. Paid to Patrol Officers who maintain LTC. Superior officers LTC is part of the base.
Breathalyzer Stipend	69,385	83,636	14,251	21%	2% on base salary. Paid to Superior Officers who maintain certification.
Special Duty	147,500	150,918	3,418	2%	$3,500 to any who are assigned special duty, on call, specialized training.
Court Time	180,000	180,000	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.
Crossing Guards/Matrons Stipend	310,535	263,926	(46,609)	-15%	For Detention Supervisors ($36k) and the Crossing Guards ($227k).
Clothing Allowance	207,100	235,700	28,600	14%	Paid to all sworn officers in 2 installments yearly for a total of $1,600 each for clothing purchase & maintenance. $20K for Honor Guard. $4K for high visibility clothing for parking enforcement.
Language Stipend	15,000	17,557	2,557	17%	$500 per officer fluent in foreign language.
MPTC Instructor Stipend	16,500	13,040	(3,460)	-21%	$500 per officer who is MPTC Instructor certified.
Training Stipend PD	0	491,514	491,514	#DIV/0!	Post stipend per contract
Supervisor Stipend	0	83,636	83,636	#DIV/0!	Supervisor stipend per contract
Total Personnel Services	**$19,777,342**	**$20,970,829**	**$1,193,487**	**6%**	

Continued...

General Operating Expenses					
Radio Maintenance	37,000	51,000	14,000	38%	Increased due to increases in headcount, maintenance and spare parts prices. Contract to maintain all mobile and portable radio equipment. Approximately 146 portable and over 39 mobile radios.
Radio-Grtr Bos Police Counsel	5,000	7,675	2,675	54%	Increase in dues. Contract to use BAPERN radio network and foreign language line for non-English speaking people.
Data Handling	106,000	181,000	75,000	71%	NEW DIGITAL EVIDENCE SERVER, Increased due to new equipment, license renewals and replacement of outdated hardware/software. Fingerprint scanner replacement. 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. FOIA, Web-site hosting, email exchange certificate, Cloud back-ups and anti-virus, miscellaneous IT parts.
Telecommunications	45,650	60,000	14,350	31%	Contract for department issued phones, mobile computers assigned to police vehicles and detectives. Police messaging app for phones.
Ticket Printing	21,000	30,000	9,000	43%	Increased due to increasing fees. For the printing of all parking tickets.
Postage	3,200	3,700	500	16%	For all postage that is mailed from the department.
Ticket Processing & Tickets	100,000	180,000	80,000	80%	The company that processes all parking tickets and resident stickers. Costs have increased over the past two years and the last 2 years have been $170,000 each.
Office Supplies	32,000	35,000	3,000	9%	Increased due to office upgrades. 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
Professional Services/ROCA	0	0	0	#DIV/0!	No requesting funding for FY26
Equipment	48,000	80,000	32,000	67%	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 cruisers. Upgrade video/audio system in jail cell area. Crime scene equipment, shredding machine, chairs for front office
Animal Control Expenses	7,800	50,000	42,200	541%	Costs for new kennel (Ocean View) Animals are held until they are claimed by owners, adopted or euthanized, ACO training and professional development.
Ammunition	29,100	50,000	20,900	72%	All ammunition for police firearms to include pistols, shotguns, rifles, submachine guns, sniper rifles, tear gas canisters, pepper spray. Ammo is used for training purposes so that officers are trained and proficient in use of weapons. State mandate requires training 2x per year.
Professional Development	4,000	7,500	3,500	88%	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, Chiefs in Service training
Academy/Training/Travel	27,900	50,000	22,100	79%	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.

Canine Expenses	6,500	20,000	13,500	208%	All dog food, vet visits, leashes, collars, medicines, boarding costs, protective equipment, harnesses, training equipment.
Accreditation	0	10,000	10,000	#DIV/0!	To maintain accreditation
Meals for Prisoners	5,500	6,500	1,000	18%	Meals to feed all arrestees that end up in custody overnight/weekends.
Other Charges	119	0	(119)	-100%	
Total Expenditures	**$478,769**	**$822,375**	**$343,606**	**72%**	
Total	**$20,256,111**	**$21,793,204**	**$1,537,093**	**8%**	

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 aby 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 FY 2026

We will be filling vacancies due to retirements within the past year, bringing our staffing levels to 112 uniformed members. The proposed budget reflects the needs of the department as we are confronted with an increase of an all-hazards response concept, to include new technological hazards within our community.

We anticipate CIP proposals to address a more effective and efficient way to record incidents as well as presenting more information to on scene crews while mitigating calls for service. Updated technology is being utilized by surrounding communities, as should we.

FY2025: Accomplishments

The City of Everett received its first fire boat, which involves many hours of training, which is ongoing. We also capitalized on external funding to acquire Haz Mat equipment and training on air monitoring equipment, lithium batteries, and dry decon techniques.

We also placed our first ambulance in service, to include billing for calls of service. The objective of this fire-based EMS venture was to provide a more effective response to medical calls, while closing the gap on transport times within the city.

- **New command vehicle**. The receipt of the new command vehicle represents a significant milestone in our efforts to enhance emergency response capabilities, ensuring that our organization is well-equipped, technologically advanced, and prepared to address the evolving challenges in our operational environment.

- **Start the operation of the 1st EFD BLS ambulance.** The commencement of operations for the first Emergency Medical Services Basic Life Support (BLS) ambulance under the EFD umbrella. This addition signifies a critical enhancement in our emergency response capabilities, providing timely and essential medical support to the community. The introduction of the BLS ambulance represents a commitment to delivering swift and proficient emergency medical care, further fortifying our role in safeguarding public health and safety. This included the logistical process for billing and working with a third-party quality control program.

- **Continue the outreach program to the public for fire safety and prevention.** This initiative, marked by sustained efforts and community engagement, has played a vital role in raising awareness about fire hazards and promoting proactive measures to enhance safety. By fostering a culture of prevention, we have contributed to building a resilient and well-informed community, reducing the risk of fire incidents and ensuring the well-being of our residents

- **CIP secured for the purchase of a new fire apparatus.** We were able to secure funding for the design and purchase of a new engine to replace our oldest frontline piece. The contract was signed we have one in the beginning stages of production.

- **CIP secured for a much-needed communications upgrade.** We were able to secure funding for the design and installment of outdated communications equipment necessary for reliable transmissions between dispatch and fire department units.

- **The purchase of a mechanical spare ambulance.** This apparatus was purchased used with revenue generated by our existing ambulance account. This back up ambulance is critical in times where our primary unit is out of service for repairs and or maintenance. This eliminates a gap in service for the citizens and visitors of Everett.

FY2026: Goals and Objectives



1. **Goal: Expand EFD marine capabilities**

Objective: This strategic initiative involves acquiring advanced maritime assets, enhancing training programs, and developing specialized expertise within our team. The objective is to bolster our capacity to respond effectively to emergencies in aquatic environments, including water rescues, marine fires, and other incidents. By investing in expanded marine capabilities, we aim to ensure comprehensive coverage and proficiency in safeguarding communities across diverse geographical areas, reinforcing our commitment to public safety and emergency response excellence.

2. **Goal: Implement a new Fire reporting software platform**

Objective: The strategic goal of implementing a cutting-edge fire reporting software platform is twofold. Firstly, it aims to revolutionize our data management capabilities by facilitating the efficient collection and analysis of incident-related data. This, in turn, empowers the Fire Department with invaluable insights for informed decision-making and continuous improvement. Secondly, this initiative serves the purpose of modernizing our existing reporting system, aligning it with contemporary standards and technological advancements. Through the incorporation of this advanced software, we seek to enhance our operational efficiency, streamline reporting processes, and uphold a commitment to staying at the forefront of technological innovation in the service of our community's safety.

3. **Goal: Implement a new drone program**

Objective: The strategic goal of training and utilizing this new piece of technology enhances on scene decisions with the information gathered through drone usage. The utilization of this equipment goes beyond fire related incidents, to include hazmat, maritime, and training evolutions.







Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2023	Estimated FY2025	Estimated FY2026
Call Volume	9473	10507	11500	12500
Average response time to emergencies	3.5 min	3.9 min	3.9	4.0
Mutual Aid Given	93	94	100	105
Mutual Aid Received	21	37	40	42
Training Classes (hours)	12,850	14,462	15,500	16,000

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The Fire Departmental Goals are strategically crafted to contribute to the City's overall long and short-term objectives. By aligning with the city's vision for safety, technological advancement, and infrastructure development, the Fire Department is actively participating in the realization of a resilient and forward-looking community. The fire department will continue expanding our outreach initiatives to heighten public awareness of fire safety. We're not only responding to emergencies but actively engaging with the community to reduce risks and enhance preparedness.

Along with our capital improvement initiative, our communications infrastructure will provide a more reliable means of transmitting vital information in the field.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

220 - FIRE DEPARTMENT Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-220-1-5111	SALARIES FIRE DEPARTMENT	$10,151,955.89	$9,995,292.52	$8,639,479.28	**$10,275,033.00**	**$10,275,033.00**	**$10,275,033.00**
01-220-1-5114	CALL IN SHIFT FIRE DEPARTMENT	$0.00	$5,200.00	$1,000.00	**$5,200.00**	**$5,200.00**	**$5,200.00**
01-220-1-5130	OVERTIME FIRE DEPARTMENT	$1,565,034.89	$2,036,480.48	$1,726,530.18	**$2,000,000.00**	**$2,000,000.00**	**$2,000,000.00**
01-220-1-5131	OVERTIME FP COMMUNITY EVENTS	$0.00	$0.00	$0.00	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-220-1-5133	OVERTIME TRAINING	$0.00	$0.00	$0.00	**$40,000.00**	**$40,000.00**	**$40,000.00**
01-220-1-5140	HOLIDAY FIRE DEPARTMENT	$355,014.82	$901,958.00	$863,705.18	**$928,503.00**	**$928,503.00**	**$928,503.00**
01-220-1-5141	ADJUNCT EDUCATION FIRE	$277,565.72	$281,400.00	$281,577.85	**$302,200.00**	**$302,200.00**	**$302,200.00**
01-220-1-5142	SHIFT DIFFERENTIAL FIRE	$214,490.39	$250,000.00	$194,730.03	**$257,000.00**	**$257,000.00**	**$257,000.00**
01-220-1-5143	LONGEVITY FIRE DEPARTMENT	$173,900.00	$158,250.00	$128,772.39	**$191,350.00**	**$191,350.00**	**$191,350.00**
01-220-1-5144	ABOVE GRADE DIFFERENTIALS FIRE	$104,928.97	$132,000.00	$39,321.98	**$135,960.00**	**$135,960.00**	**$135,960.00**
01-220-1-5145	DEFIBRILATOR STIPENDS FIRE	$113,622.14	$112,000.00	$750.00	**$115,000.00**	**$115,000.00**	**$115,000.00**
01-220-1-5147	HAZARDOUS DUTY PAY FIRE	$706,259.34	$1,012,968.00	$972,978.03	**$1,081,481.00**	**$1,081,481.00**	**$1,081,481.00**
01-220-1-5151	EMT STIPEND FIRE DEPARTMENT	$502,832.25	$1,061,205.00	$745,610.02	**$1,092,437.00**	**$1,092,437.00**	**$1,092,437.00**
01-220-1-5158	MEDICAL EXPENSE STIPEND FIRE	$385,576.43	$526,363.00	$380,488.41	**$446,906.00**	**$446,906.00**	**$446,906.00**
01-220-1-5192	OVERTIME MEAL ALLOWANCE FIRE	$105,000.00	$125,000.00	$32,430.00	**$125,000.00**	**$125,000.00**	**$125,000.00**
01-220-1-5193	CLOTHING ALLOWANCE FIRE	$219,650.50	$179,200.00	$172,400.00	**$179,200.00**	**$179,200.00**	**$179,200.00**
01-220-1-5194	CERTIFICATIONS FIRE DEPARTMENT	$440,072.03	$482,800.00	$236,035.47	**$448,000.00**	**$448,000.00**	**$448,000.00**
PERSONNEL Total:		**$15,315,903.37**	**$17,260,117.00**	**$14,415,808.82**	**$17,633,270.00**	**$17,633,270.00**	**$17,633,270.00**
EXPENSES							
01-220-2-5214	EYEGLASS REPLACEMENT	$1,548.74	$4,000.00	$2,214.35	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-220-2-5240	EQUIPMENT MAINTENANCE	$147,977.55	$186,400.00	$151,591.94	**$198,500.00**	**$198,500.00**	**$198,500.00**
01-220-2-5245	RADIO MAINTENANCE	$4,745.72	$47,000.00	$29,586.75	**$50,000.00**	**$50,000.00**	**$50,000.00**
01-220-2-5253	BLS-1 OPERATING FUNDS	$114,546.86	$125,000.00	$1,130.98	**$0.00**	**$0.00**	**$0.00**
01-220-2-5254	IT SUPPLIES	$5,743.03	$8,000.00	$949.80	**$28,000.00**	**$28,000.00**	**$28,000.00**
01-220-2-5261	APPARATUS TESTING	$2,635.00	$10,000.00	$2,143.00	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-220-2-5340	TELECOMMUNICATIONS	$15,136.02	$25,000.00	$18,886.67	**$35,000.00**	**$35,000.00**	**$35,000.00**
01-220-2-5420	OFFICE SUPPLIES	$7,822.93	$8,000.00	$2,631.29	**$8,000.00**	**$8,000.00**	**$8,000.00**
01-220-2-5510	TRAINING	$32,910.19	$48,600.00	$22,381.05	**$30,000.00**	**$30,000.00**	**$30,000.00**
01-220-2-5580	REPLACEMENT FIRE FIGHTING SUPP &	$27,106.80	$40,000.00	$26,044.81	**$50,000.00**	**$50,000.00**	**$50,000.00**

City of Everett

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FY2026 City Budget - NO SCHOOLS

220 - FIRE DEPARTMENT Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
EXPENSES							
01-220-2-5581	STATION SUPPLIES	$33,344.82	$35,000.00	$23,631.25	**$40,000.00**	**$40,000.00**	**$40,000.00**
01-220-2-5590	MEDICAL SUPPLIES	$23,200.31	$40,000.00	$20,625.44	**$40,000.00**	**$40,000.00**	**$40,000.00**
01-220-2-5656	METRO FIRE	$5,000.00	$5,000.00	$5,000.00	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-220-2-5703	PERSONAL PROTECTION EQUIPMENT	$37,356.43	$60,000.00	$399.00	**$66,000.00**	**$66,000.00**	**$66,000.00**
01-220-2-5710	PROFESSIONAL DEVELOPMENT	$4,632.79	$10,000.00	$925.00	**$30,000.00**	**$30,000.00**	**$30,000.00**
01-220-2-5746	EMERGENCY MANAGEMENT PROGRAM	$32,726.00	$40,000.00	$37,535.51	**$25,000.00**	**$25,000.00**	**$25,000.00**
01-220-2-5765	OTHER CHARGES	$0.00	$707.57	$39.15	**$0.00**	**$0.00**	**$0.00**
EXPENSES Total:		**$496,433.19**	**$692,707.57**	**$345,715.99**	**$620,500.00**	**$620,500.00**	**$620,500.00**
CAPITAL IMPROVEMENTS							
CAPITAL IMPROVEMENTS Total:		**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**
220 FIRE DEPARTMENT Total:		**$15,812,336.56**	**$17,952,824.57**	**$14,761,524.81**	**$18,253,770.00**	**$18,253,770.00**	**$18,253,770.00**
GENERAL FUND Total:		**$15,812,336.56**	**$17,952,824.57**	**$14,761,524.81**	**$18,253,770.00**	**$18,253,770.00**	**$18,253,770.00**
Grand Total:		**$15,812,336.56**	**$17,952,824.57**	**$14,761,524.81**	**$18,253,770.00**	**$18,253,770.00**	**$18,253,770.00**

220 FIRE DEPARTMENT			
Fire FTE	*112*	*112*	*112*
Office FTE	*3*	*4*	*4*
FTE	*115*	*116*	*116*
	FY25 APPROPRIATION	**FY26 DEPT REQUEST**	**FY26 MAYOR AND COUNCIL REC**
Salary (5111)	**9,995,293**	**$ 10,275,033**	**$ 10,275,033**
Overtime (5130)	**2,036,480**	**$ 2,050,000**	**$ 2,050,000**
Holiday (5140)	**901,958**	**$ 928,503**	**$ 928,503**
Adjunct Education (5141)	**281,400**	**$ 302,200**	**$ 302,200**
Differential (5142)	**250,000**	**$ 257,000**	**$ 257,000**
Longevity (5143)	**158,250**	**$ 191,350**	**$ 191,350**
Above Grade Diff (5144)	**132,000**	**$ 135,960**	**$ 135,960**
Defib Stipend (5145)	**112,000**	**$ 115,000**	**$ 115,000**
Haz Duty Pay (5147)	**1,012,968**	**$ 1,081,481**	**$ 1,081,481**
EMT Stipend (5151)	**1,061,205**	**$ 1,092,437**	**$ 1,092,437**
Medical Expence Stipend (5158)	**526,363**	**$ 446,906**	**$ 446,906**
Overtime Meal Allowance (5192)	**125,000**	**$ 125,000**	**$ 125,000**
Clothing (5193)	**179,200**	**$ 179,200**	**$ 179,200**
Certifications (5194)	**482,800**	**$ 448,000**	**$ 448,000**
Call in Shift (5114)	**5,200**	**$ 5,200**	**$ 5,200**
Total Fire Personnel:	**$ 17,260,117**	**$ 17,633,270**	**$ 17,633,270**

(220) Fire Department - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	9,995,293	10,275,033	279,740	3%	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. 3% COLA on administrative salary. Local 25 Clerical increased 3% per contract. Requesting Fire dedicated IT Manager.
Overtime	2,036,480	2,000,000	(36,480)	-2%	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.
Overtime FP Community Events	0	10,000			Overtime previously covered by state grants have been realigned. This line would cover the Overtime for community events to include details attached to city events.
Overtime Training	0	40,000			These funds will cover backfill and overtime for training for courses and trainings not covered by grants or external funding streams. These funds have been reallocated from the Training line within the operations side of the budget.
Holiday	901,958	928,503	26,545	3%	Funding for uniformed personnel as required by collective bargaining agreement.
Adjunct Education	281,400	302,200	20,800	7%	Funding for education hours for uniformed personnel as required by collective bargaining agreement. This amount varies year to year due to CBA.
Shift Differentials	250,000	257,000	7,000	3%	Funding for differential pay to uniformed personnel as required by collective bargaining agreement.
Longevity	158,250	191,350	33,100	21%	Funding for longevity pay to all as required by collective bargaining agreements. Amount varies year to year due to CBA.
Above Grade Differentials	132,000	135,960	3,960	3%	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	112,000	115,000	3,000	3%	Funding to uniformed personnel trained in cardiac defibrillation as required by collective bargaining agreement.
Hazardous Duty Pay	1,012,968	1,081,481	68,513	7%	Funding for hazardous duty pay to uniformed personnel as required by collective bargaining agreement.
EMT Stipend	1,061,205	1,092,437	31,232	3%	Funding for payment of stipend to Registered Emergency Medical Technicians as required by CBA.
Medical Expense Stipend	526,363	446,906	(79,457)	-15%	Funding to carry Narcan on emergency vehicles.
Overtime Meal Allowance	125,000	125,000	0	0%	For payment of meals while working OT. Per CBA.
Clothing Allowance	179,200	179,200	0	0%	Funding for uniformed personnel per CBA.
Certifications	482,800	448,000	(34,800)	-7%	Paid for educational stipends.
Call in Shift	5,200	5,200	0	0%	Paid for educational stipends.
Total Personnel Services	**$17,260,117**	**$17,633,270**	**$323,153**	**2%**	

Continued...

General Operating Expenses					
Eyeglass Replacement	4,000	5,000	1,000	25%	Per CBA the department replaces damaged eyeglasses. Cort are going up.
Equipment Maintenance	175,000	198,500	23,500	13%	This line item reflects the maintenance and repair of 29 vehicles, which includes three boats and two ATV's. This line is also used for front line equipment, as well as gym equipment.(10% increase due to rising costs of equipment and services)
Radio Maintenance	47,000	50,000	3,000	6%	For payment of maintenance related costs for mobile and portable radios. Also covers replacement/repair of department radios and equipment on the fire side of E911.
BLS-1 Operating Funds	125,000	0	(125,000)	100%	$76,935 transfer in. This will cover any operating costs of BLS-1 to include supplies, licensing and replacement medical and operating equipment.
IT Supplies	8,000	28,000	20,000	100%	Funding for multiple platforms, such as Vector, Fire Trac, DHQ, and Code Red. Some of these items were previously covered under Emergency Management.
Apparatus Testing	10,000	10,000	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. Additional testing needed for BLS ambulance. Increase of fees for testing of vehicles.

Telecommunications	25,000	35,000	10,000	40%	For payment of all costs for telecommunications equipment including cell phones, tablets, satellite communications equipment, etc. Increase in overall cost of telecommunications.
Office Supplies	8,000	8,000	0	0%	For office supplies for administrative offices as well as 3 fire stations. The overall cost of office supplies has increased from the suppliers. Additionally, we have created a new EMS Division which has increased our need for office supplies.
Training	55,000	30,000	(25,000)	-45%	For costs associated with continued training due to increasing threats and additional tasks within the community and the fire service. The addition of the BLS ambulance and the introduction of a marine unit has added an additional training component to our training calendar. Hazards such as EV, lightweight construction and high rise response have also added a need for specialized training. Cost increase for such training is also a factor. Funds have been reallocated to the Overtime Training Line in Personnel services.
Replacement FF Supp & Equip	40,000	50,000	10,000	25%	Replacement and purchase of firefighting tools and equipment. Costs continue to increase.
Station Supplies	35,000	40,000	5,000	14%	Trash bags, cleaning supplies, apparatus soaps, paper towels, etc. for 3 stations and the Training Division located at the old high school. Increased costs of supplies. Paper towel and toilet paper now purchased by EFD instead of Facilities Maintenance department.
Medical Supplies	40,000	40,000	0	0%	This account will supply all medical equipment annually for the apparatus, this account is separate from the ambulance revolving fund. This also funds Med Waste pick up and disposal.
Metro Fire	5,000	5,000	0	0%	Dues to Metro Fire Inc.
Personal Protection Equip	60,000	66,000	6,000	10%	For personal protective equipment for uniformed personnel such as turnout gear, helmets, boots, gloves, etc. We are adding 10 new members who need to be supplied with 2 sets of PPE. This includes the purchasing of initial badges for new members and promotions, and helmet shields, allows for an increase in cost of up to 10%.
Professional Development	15,000	30,000	15,000	100%	EMT recertification as well as leadership development programs such as FCAM and NFA courses for upper leadership positions.
Emergency Management Pro	40,000	25,000	(15,000)	-38%	Costs associated with emergency management activities in the City of Everett, including the Mass Notification System, Emergency Management Association, NFPA Code Resources.
Other Charges	708	0			New account
Total Expenditures	**$692,708**	**$620,500**	**(72,208)**	**-10%**	
Grand Total	**$17,952,825**	**$18,253,770**	**$300,945**	**2%**	

ISD



The **Inspectional Services Department** (ISD), staffed with 23 inspectors and support personnel, and responsible for the enforcement of all laws and related City Ordinances that pertain to the Massachusetts State Building Code and particular articles of the State Sanitary Code. More specifically, these responsibilities encompass the administration of the State Building, Plumbing 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, daycare, swimming pools, and short-term rentals. Also, ISD is responsible for the enforcement of the City Zoning Ordinance and the provision of administrative support for the Zoning Board of Appeals (ZBA).

Planning, funding, and managing the Wire Dept will continue to be the responsibility of ISD under the supervision of the Inspector of Wires. The Dept is staffed with 5 electricians and 1 apprentice. The wire dept maintains, repairs, and installs electrical systems throughout the City. This includes Buildings, Parks, Traffic Signals, street lights, municipal fire alarm, and emergency systems.

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.

The wire department's focus will be maintaining and repairing City's Electrical Systems including Municipal Buildings, Parks, Traffic Signals, street lights, municipal fire alarm, and emergency systems.

Significant Budget & Staffing Changes for FY2026

Electrician Apprentice

FY2025: ISD Accomplishments

- Over 2000 Permits issued;
- Collected over $2.5 million in permit fee's (building, electric, plumbing/gas);
- Over $150,000 in fee's (Food, Common Vic, Entertainment and Alcohol);
- Code Enforcement collected over $30,000 in fines;
- Vacant/Foreclosed collected over $20,000 in fees;
- Habitability Inspections over $30,000 in fees;
- Replaced two ISD vehicles to the fleet;
- Always approving our ability to educate the public through continuing education for our inspectors.

FY2025: Wire Dept Accomplishments

- Awarded Transportation grant 360,500 Broadway traffic signal corridor upgrades;
- Updated E Generators at EPD and dispatch;
- Completed demo of old systems @ dispatch Center;
- Responded to 300 plus electrical work orders from general maintenance to new installations;

FY2026: Goals & Objectives

1. **Goal: Integrate the Newly Implemented Online Permitting System to Effectively Issue Permits Log Inspections and Grant Habitability/Occupancy Permits for the Influx of New Construction Projects in FY26. Along with Educating the Public/Contractors/Developers on the Online Permitting System.**

Objective: In streamlining the permit process, the ISD department seeks to maintain a customer friendly approach in granting permits all the way through the inspection process to final sign off. FY2026 will see continued influx of new construction Apartment units and will strive to maintain professional services to our constituents.

2. **Goal: Inspection of All Multifamily Residences and Bringing Them in Compliance**

Objective: ISD will continue to embark on an aggressive inspection program with the goal of inspecting more 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 outstanding problems. The expectation is that we can achieve this goal with proper funding and staff. Periodic inspections will reduce unsafe and dangerous living conditions in the City. Safer buildings and structures reduce the need for emergency services. Solving the health issue associated with hoarding will eliminate reoccurrences and provide safe housing.

3. **Goal: Implement the Awarded Grant for Broadway Corridor Upgrades**

Objective: The wire department in conjunction with Coastal Traffic will implement miovision system an arial detection system replacing the underground loops. The City of Everett will see a tremendous upgrade in traffic signal capability along the Broadway corridor. A permanent solution to monitor, analyze, and solve traffic issues. This project will yield traffic data insights, enabling mobility improvements and normalizing travel time along the corridor.

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2025
All Permits Collected	$5,242,162	$3,335,324	$3,200,000	$3,200,000
Tickets & Permits Collected	$70,275	$116,285	$40,000	$40,000

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

- Periodic inspections will reduce dangerous living conditions in the City.
- Supporting the city's traffic signals will provide greater control and reliability to the system.
- Working to implement a system to allow safe and an expedited creation of accessory dwelling units.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

242 - DEPT OF INSPECTIONAL SERVICES							
Account Number	**Account Description**	**FY2024 Expended**	**FY2025 Budget**	**FY2025 Expended**	**FY2026 Requested**	**FY2026 Mayor Recommended**	**FY2026 Council Approved**
PERSONNEL							
01-242-1-5111	SALARIES INSPECTIONAL SERVICES	$1,735,284.85	$1,938,859.00	$1,664,675.55	**$2,000,054.00**	**$2,000,054.00**	**$2,000,054.00**
01-242-1-5113	PART TIME INSPECTIONAL SERVICES	$7,609.50	$400.00	$400.00	**$20,000.00**	**$20,000.00**	**$20,000.00**
01-242-1-5114	ON CALL STIPEND INSPECTIONAL	$300.00	$10,400.00	$3,500.00	**$5,200.00**	**$5,200.00**	**$5,200.00**
01-242-1-5120	OTHER PERSONNEL SERVICES	$0.00	$5,000.00	$808.92	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-242-1-5130	OVERTIME INSPECTIONAL SERVICES	$104,961.27	$144,600.00	$130,329.45	**$150,000.00**	**$150,000.00**	**$150,000.00**
01-242-1-5143	LONGEVITY INSPECTIONAL SERVICES	$6,150.00	$6,150.00	$4,783.13	**$7,150.00**	**$7,150.00**	**$7,150.00**
01-242-1-5191	HEARING OFFICER INSPECTIONAL	$18,333.34	$15,000.00	$15,000.00	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-242-1-5193	CLOTHING ALLOWANCE INSPECTIONAL	$3,300.00	$4,000.00	$4,000.00	**$4,000.00**	**$4,000.00**	**$4,000.00**
01-242-1-5194	CERTIFICATIONS INSPECTIONAL	$5,000.00	$10,000.00	$0.00	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-242-1-5196	TOOLS FOR MECHANICS INSPECTIONAL	$800.00	$800.00	$800.00	**$1,000.00**	**$1,000.00**	**$1,000.00**
PERSONNEL Total:		**$1,881,738.96**	**$2,135,209.00**	**$1,824,297.05**	**$2,217,404.00**	**$2,217,404.00**	**$2,217,404.00**
EXPENSES							
01-242-2-5210	UTILITIES	$1,922,112.18	$2,887,606.00	$1,930,979.88	**$1,500,000.00**	**$1,500,000.00**	**$1,500,000.00**
01-242-2-5240	EQUIPMENT MAINTENANCE	$21,486.28	$15,000.00	$2,884.00	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-242-2-5242	FIRE ALARM REPAIR & MAINT	$4,218.10	$20,000.00	$4,730.02	**$25,000.00**	**$25,000.00**	**$25,000.00**
01-242-2-5243	STREET LIGHT MAINTENANCE	$66,420.87	$91,000.00	$44,614.38	**$96,500.00**	**$96,500.00**	**$96,500.00**
01-242-2-5249	SIGNAL & SHOP REPAIRS	$80,518.68	$103,000.00	$81,253.75	**$96,500.00**	**$96,500.00**	**$96,500.00**
01-242-2-5343	PRINTING	$2,683.24	$10,000.00	$2,923.86	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-242-2-5420	OFFICE SUPPLIES	$5,159.80	$12,000.00	$4,396.79	**$12,000.00**	**$12,000.00**	**$12,000.00**
01-242-2-5434	EQUIPMENT	$7,924.05	$29,000.00	$5,338.67	**$29,000.00**	**$29,000.00**	**$29,000.00**
01-242-2-5580	SOFTWARE	$52,906.88	$82,500.00	$55,552.22	**$100,000.00**	**$100,000.00**	**$100,000.00**
01-242-2-5585	UNIFORMS	$5,416.17	$11,000.00	$4,646.88	**$11,000.00**	**$11,000.00**	**$11,000.00**
01-242-2-5586	PROFESSIONAL RESOURCE MATERIAL	$232.36	$5,000.00	$273.50	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-242-2-5704	WIRE EXPENSES	$83,654.66	$104,100.00	$56,632.69	**$115,000.00**	**$115,000.00**	**$115,000.00**
01-242-2-5710	PROFESSIONAL SERVICES	$58,619.11	$100,000.00	$45,103.00	**$100,000.00**	**$100,000.00**	**$100,000.00**
01-242-2-5765	OTHER CHARGES	$0.00	$11,291.70	$23.20	**$0.00**	**$0.00**	**$0.00**
01-242-2-5780	PROFESSIONAL DEVELOPMENT	$8,208.89	$10,000.00	$8,403.01	**$12,500.00**	**$12,500.00**	**$12,500.00**
EXPENSES Total:		**$2,319,561.27**	**$3,491,497.70**	**$2,247,755.85**	**$2,122,500.00**	**$2,122,500.00**	**$2,122,500.00**

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

242 - DEPT OF INSPECTIONAL SERVICES Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
CAPITAL IMPROVEMENTS							
CAPITAL IMPROVEMENTS Total:		**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**
242 DEPT OF INSPECTIONAL SERVICES Total:		**$4,201,300.23**	**$5,626,706.70**	**$4,072,052.90**	**$4,339,904.00**	**$4,339,904.00**	**$4,339,904.00**
GENERAL FUND Total:		**$4,201,300.23**	**$5,626,706.70**	**$4,072,052.90**	**$4,339,904.00**	**$4,339,904.00**	**$4,339,904.00**
Grand Total:		**$4,201,300.23**	**$5,626,706.70**	**$4,072,052.90**	**$4,339,904.00**	**$4,339,904.00**	**$4,339,904.00**

242	DEPARTMENT OF INSPECTIONAL SERVICES									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-242-1-5111	ISD Director & Inspector of Buildings [1]	David Palumbo	UNCL	35	1	1	1	$127,664	$131,494	$131,494
01-242-1-5143	ISD Director & Inspector of Buildings [1]	David Palumbo	Longevity					$0	$0	$0
01-242-1-5111	Wire Inspector [6]	Richard Connors	UNCL	35	1	1	1	$103,137	$115,192	$115,192
01-242-1-5143	Wire Inspector	Richard Connors	Longevity					$400	$400	$400
01-242-1-5111	Assistant Building Inspector [1]	Michael Desmond	UNCL	35	1	1	1	$97,967	$100,906	$100,906
01-242-1-5143	Assistant Building Inspector	Michael Desmond	Longevity					$850	$850	$850
01-242-1-5111	Code Enforcement Manager [1]	Mark Mayo	UNCL	35	1	1	1	$93,241	$96,038	$96,038
01-242-1-5143	Code Enforcement Manager	Mark Mayo	Longevity					$400	$400	$400
01-242-1-5111	Assistant Building Inspector [1]	John DeVito	UNCL	35	1	1	1	$85,219	$87,776	$87,776
01-242-1-5111	Inspector of Gas & Plumbing [1]	John OKeefe	UNCL	35	1	1	1	$84,938	$87,776	$87,776
01-242-1-5111	Assistant Building Inspector [1]	Vacant	UNCL	35	1	1	1	$75,396	$77,758	$77,758
01-242-1-5111	Code Enforcement Supervisor [1]	Peter Sikora	UNCL	35	1	1	1	$74,497	$76,732	$76,732
01-242-1-5143	Code Enforcement Supervisor [1]	Peter Sikora	Longevity					$0	$400	$400
01-242-1-5111	Code Officer/W & M Inspector [1]	Edmond Aliberti	UNCL	35	1	1	1	$70,109	$72,212	$72,212
01-242-1-5143	Code Off/W & M Insp	Edmond Aliberti	Longevity					$400	$400	$400
01-242-1-5193	Code Officer/W & M Insp	Edmond Aliberti	Clothing					$500	$500	$500
01-242-1-5111	Code Officer/Food & Milk Inspector [1]	Louis Staffieri	UNCL	35	1	1	1	$70,109	$72,212	$72,212
01-242-1-5143	Code Off/Food & Milk Insp	Louis Staffieri	Longevity					$650	$650	$650
01-242-1-5111	Code Officer - Ward 1 [4]	Leroy Heard	UNCL	35	1	1	1	$61,787	$70,354	$70,354
01-242-1-5111	Code Officer - Ward 2	Eric Bowdridge (prev Fabo)	UNCL	35	1	1	1	$61,787	$61,786	$61,786
01-242-1-5111	Code Officer - Ward 4 [1]	Michael Mastrocola	UNCL	35	1	1	1	$70,110	$72,213	$72,213
01-242-1-5143	Code Officer - Ward 4 [1]	Michael Mastrocola	Longevity					$0	$400	$400
01-242-1-5111	Code Officer - Ward 5	Michael Bruno (prev Karpenko)	UNCL	35	1	1	1	$68,310	$63,624	$63,624
01-242-1-5111	Code Officer - Ward 6 [1]	John Sullivan	UNCL	35	1	1	1	$68,704	$70,765	$70,765
01-242-1-5111	Superintendent of Signals [2]	Stephen Moccia	W-14/4	40	1	1	1	$101,670	$104,720	$104,720
01-242-1-5193	Superintendent of Signals	Stephen Moccia	Clothing					$700	$700	$700
01-242-1-5196	Superintendent of Signals	Stephen Moccia	Tools					$200	$200	$200
01-242-1-5111	Assistant Electrician [2]	Daniel Pizzi	W-13/2	40	1	1	1	$98,675	$92,643	$92,643
01-242-1-5193	Assistant Electrician	Daniel Pizzi	Clothing					$700	$700	$700
01-242-1-5196	Assistant Electrician	Daniel Pizzi	Tools					$200	$200	$200
01-242-1-5111	Assistant Electrician [2]	Brian Pereira	W-13/4	40	1	1	1	$98,675	$101,635	$101,635
01-242-1-5193	Assistant Electrician	Brian Pereira	Clothing					$700	$700	$700
01-242-1-5196	Assistant Electrician	Brian Pereira	Tools					$200	$200	$200
01-242-1-5111	Assistant Electrician [2]	Anthony Rosati	W-13/4	40	1	1	1	$98,675	$101,635	$101,635
01-490-1-5193	Assistant Electrician	Anthony Rosati Jr.	Clothing					$700	$700	$700
01-490-1-5196	Assistant Electrician	Anthony Rosati Jr.	Tools					$200	$200	$200
01-242-1-5111	Apprentice	Andre Lizabreu	W-7/2	40	1	1	1	$60,840	$64,210	$64,210
01-242-1-5193	Apprentice	Andre Lizabreu	Clothing					$700	$700	$700

						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-242-1-5196	Apprentice	Andre Lizabreu	Tools					$0	$200	$200
01-242-1-5111	Administrative Assistant [2]	Annette Debilio	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
01-242-1-5143	Administrative Assistant	Annette Debilio	Longevity					$1,450	$1,650	$1,650
01-242-1-5111	Administrative Assistant [2]	Linda Yebba	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
01-242-1-5143	Administrative Assistant	Linda Yebba	Longevity					$1,000	$1,000	$1,000
01-242-1-5111	Principal Clerk [2]	Karina Desouza	C-6U/8	35	1	1	1	$60,493	$62,308	$62,308
01-242-1-5111	Principal Clerk [2]	Donna Lento	C-6U/8	35	1	1	1	$57,588	$62,308	$62,308
01-242-1-5143	Principal Clerk	Donna Lento	Longevity					$1,000	$1,000	$1,000
01-242-1-5111	Administrative Assistant [3]	Vacant	A-6U/8	35	0	0	0	$1	$1	$1
01-242-1-5191	Hearing Officer	Jen Gonzalez	UNCL		0	0	0	$15,000	$15,000	$15,000
					24	24	24			
										Continued...

						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
242	Inspectional Services TOTAL									
						Salary (5111)		$1,938,859	$2,000,054	$2,000,054
						Part Time (5113)		$20,000	$20,000	$20,000
						On Call Stipend (5114)		$10,400	$5,200	$5,200
						Other Personnel Services (5120)		$5,000	$5,000	$5,000
						Overtime (5130)		$125,000	$150,000	$150,000
						Longevity (5143)		$6,150	$7,150	$7,150
						Hearing Officer (5191)		$15,000	$15,000	$15,000
						Clothing Allowance (5193)		$4,000	$4,000	$4,000
						Certifications (5194)		$10,000	$10,000	$10,000
						Tools (5196)		$800	$1,000	$1,000
Notes to Budget:						Personnel Total:		$2,135,209	$2,217,404	$2,217,404
[1] 3% COLA added to administrative salary.										
[2] Local 25 Clerical & DPW salaries increased 3% per pending contract.										
[3] Not requesting funding for this position in FY26										
[4] Leroy Heard was promoted										
[5] Two PT food delivery drivers charged to ARPA fund										
[6] Higher % increase due to managing wire department										

(242) Inspectional Services - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	1,938,859	2,000,054	61,195	3%	3% COLA on administrative salary. Local 25 Clerical and DPW union increased 3% per contract. Wire Dept Manager/wire inspect increased 12% to maintain above managed employees. C6u/8 Principle clerks leveled. Code officer Promoted
Part Time Salaries	400	20,000	19,600	4900%	Part Time employee for filing
On Call Stipend	10,400	5,200	(5,200)	-50%	Wire dept on call
Other Personnel Services	5,000	5,000	0	0%	Plumber fill in inspector
Overtime	144,600	150,000	5,400	4%	Wire dept and inspectors Emergency Response. Weekend coverage. Let Clerical to bring OpenGov up to date
Longevity	6,150	7,150	1,000	16%	Longevity for employees see personnel
Hearing Officer	15,000	15,000	0	0%	Hearing officers Stipend
Clothing Allowance	4,000	4,000	0	0%	Contracted Clothing allowance Wire Dept and Weights and measures
Certifications	10,000	10,000	0	0%	Paid to employees who pass certifications.
Tools	800	1,000	200	25%	Contractual for Local 25 DPW personnel. (Wire Dept)
Total Personnel Services	**$2,135,209**	**$2,217,404**	**$82,195**	**4%**	
General Operating Expenses					
Utilities	2,887,606	1,500,000	(1,387,606)	-48%	Decrease due to expectation of using Solar credits to pay for electricity bill.
Equipment Maintenance	10,000	10,000	0	0%	Funds to Outsource Maintenance on mobile generators and wire dept tools.
Fire Alarm Repair & Maint	25,000	25,000	0	0%	Municipal Fire Alarm Maintenance

Continued...

Street Light Maintenance	93,500	96,500	3,000	3%	Increased due to anticipated inflation and increase in costs. The line provides funding for upkeep of all street lights excluding Rivergreen Drive. This is inclusive of all outdoor lighting systems including decorative lights and parks. Increase due to material cost increase.
Signal & Shop Repairs	93,500	96,500	3,000	3%	Increased due to anticipated inflation and increase in costs. The line provides funding for repair and upkeep of traffic signals throughout the City. Increase due to material cost increase.
Printing	10,000	10,000	0	0%	Level Funded. The line is used for 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 for all new apartment buildings.
Office Supplies	12,000	12,000	0	0%	Level Funded This line 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.
Other Charges	11,292	0	(11,292)	-100%	
Equipment	29,000	29,000	0	0%	Specialized field inspection electronics and hardware. GEOTMS hand held computers and printers, cameras for the inspectors to take pix of violations Wire dept specialized equipment. Funding transferred from Equipment Maintenance to Equipment. Surveillance equipment.
Software	82,500	100,000	17,500	21%	Open Gov contracts. Training other Dept. on Open Gov. Covers licenses, software upgrades and used city-wide. Update Docuware to new company Inception. (scanning document)
Uniforms	11,000	11,000	0	0%	Level funded for inspectors - outerwear, shirts, jackets. Needed so homeowners can recognize them when they inspect homes.
Professional Resource Material	5,000	5,000	0	0%	Level funded for specialized codebooks. NFPA, NEC, Commonwealth of MA, ICC. Every three to six year the state adopts new codes.

Wire Expenses	111,100	115,000	3,900	4%	Increased due to anticipated inflation and increase in costs. The line provides funding for upkeep of electrical systems in Buildings
Professional Services	100,000	100,000	0	0%	Legal council for ZBA, OpenGov consultant and BeanTown Pest Control for residential baiting around the City.
Professional Development	10,000	12,500	2,500	25%	Specialized code training programs for mandated continuing education for all inspectors. Pays for seminars for MEHA, MHOA & Mass Building Commission & Inspectors. New electrical apprentice.
Total Expenditures	**$3,491,498**	**$2,122,500**	**($1,368,998)**	-39%	
Total	**$5,626,707**	**$4,339,904**	**($1,286,802)**	**-23%**	

E-911



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 and business of the City of Everett.

Mission Statement

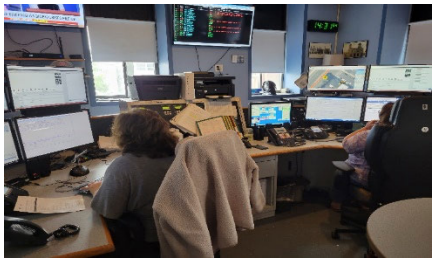
The Everett Emergency Communication Center is committed to providing prompt, accurate, coordinated and reliable E-911 and emergency dispatch services for all of those that we serve. Such service shall be provided in a courteous, responsive and professional manner. We recognize the need for human compassion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

Significant Budget & Staffing Changes for FY2024

Contracts for (Local 25 E911 and Local 25 Clerical) are settled through FY2027.
One dispatcher retired, one dispatcher passed away and five new were hired and trained bringing our staffing levels up to budgeted amount.

FY2025: Accomplishments

- Replaced Fire mutual aid radio system (Metro Fire).
- Replaced phone system for business lines for police and fire.
- Obtained funding for fire radio infrastructure upgrade.
- Updated E-911 Communication Center with phone recorder.
- Basement renovations have been completed.



FY2026: Goals and Objectives

1. **Goal: Improve Emergency Communication Infrastructure.**

Objectives:

- Replacement of Fire radio infrastructure (repeaters, antennas, wire connections) to ensure reliable communications
- Replacement of Police mutual aid infrastructure (BAPERN) to ensure radio communications within Metro Boston
- Merging 911 and Business phone recording systems.

2. **Goal: Strengthen Supervision and Staffing.**

Objectives:

- Obtaining a 911 civilian supervisor (reports to the Police Chief) for better management of personal.
- Hiring 1 additional full-time dispatcher for impact shifts.

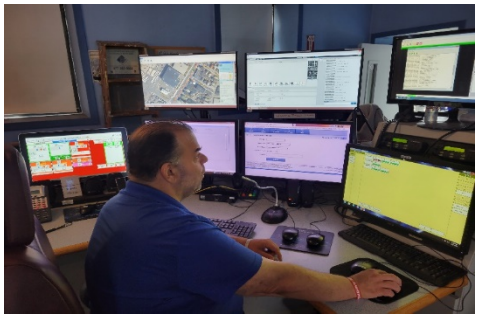
3. **Goal: Enhance Facility Security.**

Objective: Install new exterior security cameras and replace outdated interior cameras to improve overall facility safety and monitoring.

Performance Measures

Outcomes & Performance Measurers	Actual FY2019 (Pre-Casino)	Actual FY2023	Actual FY2024	Estimated FY2024	Estimated FY2026
Total 911 Calls	21,967	31,814	32,009	32,100	32,100
Total 911 Text Messages	25	61	74	80	80
Training Classes Mass State 911 Mandated	16 hrs.	16 hrs.	16 hrs.	16 hrs.	16 hrs.

How FY2026 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.

Over the last several years the Everett Emergency Communication Center has experienced an increase in calls with the growth and development in residential units around the city.

One of the City's short-term goals is to improve and continue to utilize the newer Text-to-911 and bring awareness of this option to the public. 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 is to incorporate Video Chat-to-911 calls as well as APP based Text-to-911 via the internet. Although the base technology this technology is still in its infancy. Everett 911 will be one of the first to utilize this type of 911 feature with the implementation of Rapid SOS technology. Everett 911 will be able to take a 911 call from rideshare and delivery apps. This will allow for timely response, GPS positioning and the future ability to utilize a phones camera to see the caller.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

299 - EMERGENCY COMMUNICATIONS OFFIC Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-299-1-5111	SALARIES EMERGENCY	$842,488.57	$956,530.00	$961,137.08	**$1,167,856.00**	**$1,167,856.00**	**$1,167,856.00**
01-299-1-5113	PART TIME EMERGENCY	$48,000.00	$60,000.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-299-1-5130	OVERTIME EMERGENCY	$201,255.30	$185,400.00	$84,948.00	**$185,400.00**	**$185,400.00**	**$185,400.00**
01-299-1-5140	HOLIDAY EMERGENCY	$51,372.20	$63,860.00	$59,902.86	**$63,860.00**	**$63,860.00**	**$63,860.00**
01-299-1-5142	NIGHT DIFFERENTIALS EMERGENCY	$42,347.22	$56,650.00	$31,095.18	**$56,650.00**	**$56,650.00**	**$56,650.00**
01-299-1-5143	LONGEVITY EMERGENCY	$3,650.00	$8,400.00	$5,950.00	**$9,900.00**	**$9,900.00**	**$9,900.00**
01-299-1-5144	ABOVE GRADE DIFFERENTIAL	$50,479.20	$51,500.00	$26,575.23	**$51,500.00**	**$51,500.00**	**$51,500.00**
PERSONNEL Total:		**$1,239,592.49**	**$1,382,340.00**	**$1,169,608.35**	**$1,535,166.00**	**$1,535,166.00**	**$1,535,166.00**
EXPENSES							
01-299-2-5245	RADIO MAINTENANCE	$54,686.83	$68,000.00	$8,520.00	**$85,500.00**	**$85,500.00**	**$85,500.00**
01-299-2-5340	TELECOMMUNICATIONS	$11,870.83	$11,600.00	$9,900.41	**$35,000.00**	**$35,000.00**	**$35,000.00**
01-299-2-5420	OFFICE SUPPLIES	$2,811.27	$3,000.00	$2,035.23	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-299-2-5711	TRAINING EXPENSES	$3,953.00	$9,000.00	$2,073.00	**$9,600.00**	**$9,600.00**	**$9,600.00**
01-299-2-5765	OTHER CHARGES	$0.00	$0.00	$0.00	**$13,000.00**	**$13,000.00**	**$13,000.00**
EXPENSES Total:		**$73,321.93**	**$91,600.00**	**$22,528.64**	**$148,100.00**	**$148,100.00**	**$148,100.00**
299 EMERGENCY COMMUNICATIONS OFFIC		**$1,312,914.42**	**$1,473,940.00**	**$1,192,136.99**	**$1,683,266.00**	**$1,683,266.00**	**$1,683,266.00**
GENERAL FUND Total:		**$1,312,914.42**	**$1,473,940.00**	**$1,192,136.99**	**$1,683,266.00**	**$1,683,266.00**	**$1,683,266.00**
Grand Total:		**$1,312,914.42**	**$1,473,940.00**	**$1,192,136.99**	**$1,683,266.00**	**$1,683,266.00**	**$1,683,266.00**

299	OFFICE OF EMERGENCY COMMUNICATIONS									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-299-1-5111	E911 Manager [2]	Vacant	UNCL	35	0	1	1	$0	$85,000	$85,000
01-299-1-5111	Clerk [1]	Nancy Winsor	C-6U/8	35	1	1	1	$60,493	$62,308	$62,308
01-299-1-5143	Clerk [1]	Nancy Winsor	Longevity					$1,000	$1,000	$1,000
01-299-1-5111	911 Lead Dispatcher [1]	Deborah Giannone	Local 25/10	37.5	1	1	1	$68,094	$75,914	$75,914
01-299-1-5143	911 Lead Dispatcher	Deborah Giannone	Longevity					$1,350	$1,450	$1,450
01-299-1-5111	911 Lead Dispatcher [1]	Mary Tieri	Local 25/10	37.5	1	1	1	$68,094	$75,914	$75,914
01-299-1-5143	911 Lead Dispatcher	Mary Tieri	Longevity					$1,150	$1,450	$1,450
01-299-1-5111	911 Lead Dispatcher [1]	Kara Cuthbert	Local 25/10	37.5	1	1	1	$68,094	$75,914	$75,914
01-299-1-5143	911 Lead Dispatcher	Kara Cuthbert	Longevity					$950	$1,250	$1,250
01-299-1-5111	911 Dispatcher [1]	Ronald Taylor	Local 25/5	37.5	1	1	1	$60,294	$63,317	$63,317
01-299-1-5143	911 Dispatcher	Ronald Taylor	Longevity					$0	$0	$0
01-299-1-5111	911 Dispatcher [1]	Frank Calascibetta	Local 25/3	37.5	1	1	1	$53,976	$59,144	$59,144
01-299-1-5143	911 Dispatcher	Frank Calascibetta	Longevity					$0	$0	$0
01-299-1-5111	911 Dispatcher [1]	Rebecca Buckley	Local 25/8	37.5	1	1	1	$65,559	$73,710	$73,710
01-299-1-5143	911 Dispatcher	Rebecca Buckley	Longevity					$950	$1,250	$1,250
01-299-1-5111	911 Dispatcher [1]	Michael Iandoli	Local 25/8	37.5	1	1	1	$63,317	$71,507	$71,507
01-299-1-5143	911 Dispatcher	Michael Iandoli	Longevity					$750	$1,250	$1,250
01-299-1-5111	911 Dispatcher [1]	Paul Dobbins	Local 25/10	37.5	1	1	1	$68,094	$75,914	$75,914
01-299-1-5143	911 Dispatcher	Paul Dobbins	Longevity					$750	$1,250	$1,250
01-299-1-5111	911 Dispatcher [4]	Robert McDougall	Local 25/5	37.5	1	1	1	$60,294	$63,317	$63,317
01-299-1-5143	911 Dispatcher	Robert McDougall	Longevity					$750	$0	$0
01-299-1-5111	911 Dispatcher [1]	Katherine Carroll	Local 25/5	37.5	1	1	1	$60,294	$63,317	$63,317
01-299-1-5143	911 Dispatcher	Katherine Carroll	Longevity					$750	$0	$0
01-299-1-5111	911 Dispatcher [1]	Kristine Dow	Local 25/6	37.5	1	1	1	$60,294	$68,835	$68,835
01-299-1-5143	911 Dispatcher	Kristine Dow	Longevity					$0	$1,000	$1,000
01-299-1-5111	911 Dispatcher [1]	Jeanine Meehan	Local 25/5	37.5	1	1	1	$60,294	$63,317	$63,317
01-299-1-5143	911 Dispatcher	Jeanine Meehan	Longevity					$0	$0	$0
01-299-1-5111	911 Dispatcher [1]	Timothy Gorman	Local 25/5	37.5	1	1	1	$60,294	$63,317	$63,317
01-299-1-5143	911 Dispatcher	Timothy Gorman	Longevity					$0	$0	$0
01-299-1-5111	911 Dispatcher [1]	Michael Penta	Local 25/5	37.5	1	1	1	$60,294	$63,317	$63,317
01-299-1-5143	911 Dispatcher	Michael Penta	Longevity					$0	$0	$0
01-299-1-5113	911 Dispatcher [3]	vacant	Local 25/2	37.5	0.5	1	1	$30,000	$59,144	$59,144
01-299-1-5113	Dispatchers - Part Time [3]			18.75	0.5	0	0	$30,000	$0	$0
					16.0	**17.0**	**17.0**			
299	**Emergency Communication Center TOTAL**									
										Continued...
						Salary (5111)		$956,530	$1,167,856	$1,167,856
						Part Time (5113)		$30,000	$0	$0
						Overtime (5130)		$185,400	$185,400	$185,400

						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
						Holiday (5140)		$63,860	$63,860	$63,860
						Night Differentials (5142)		$56,650	$56,650	$56,650
						Longevity (5143)		$8,400	$9,900	$9,900
						Above Grade Differentials (5144)		$51,500	$51,500	$51,500
						Personnel Total:		**$1,352,340**	**$1,535,166**	**$1,535,166**
Notes to Budget:										
[1] Bi-lingual										
[2] New position										
[3] Part Time per Diem positions reclassed to one full time step2 dispatcher										
[4] Previously Briann Castranova (moved to police)										

(299) E 9 1 1 - Notes to Budget

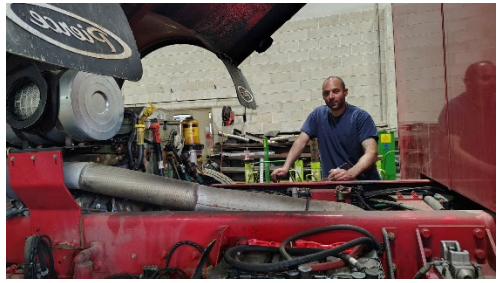
	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	956,530	1,167,856	211,326	22%	Local 25 Clerical 3% in anticipation of a new contract. E911 union updated with renegotiated rates. Requesting a manager's position (civilian).
Part Time Salaries	60,000	0	(60,000)	-100%	Reclassifying 2 per-diem position into 1 full time step 2 position.
Overtime	185,400	185,400	0	0%	Will supplement OT paid from grant funds in FY25.
Holiday	63,860	63,860	0	0%	Paid in December to all union employees.
Night Differentials	56,650	56,650	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	8,400	9,900	1,500	18%	Paid to all employees with 10+ years on the job. Updated with the rates from a new contract.
Above Grade Differential	51,500	51,500	0	0%	For those covering shifts of the lead dispatchers
Total Personnel Services	**$1,382,340**	**$1,535,166**	**$152,826**	**11%**	
General Operating Expenses					
Radio Maintenance	68,000	85,500	17,500	26%	Maintenance agreement with Motorola to service the radio equipment. All Comm, Verizon & Motorola. Radio equipment replacements.
Telecommunications	11,600	35,000	23,400	202%	Data lines and Director cell phone/email. Comcast, Verizon Wireless
Office Supplies	3,000	5,000	2,000	67%	WB Mason, Conway Office supplies. Includes handouts for school children when they visit E911.
Other Charges	0	13,000	13,000	#DIV/0!	Contract for chairs, equipment, personal supplies, shredder
Training Expenses	9,000	9,600	600	7%	Mandatory continuing education: Police/Fire/EMS training. Includes 16 dispatchers at $600 each per year. Supplemented with grant.
Total Expenditures	**$91,600**	**$148,100**	**$56,500**	**62%**	
Total	**$1,473,940**	**$1,683,266**	**$209,326**	**14%**	

Department of Public Works

- **Executive Division**

The Executive Division oversees the fiscal control and day to day operations of Public Works. The Division manages and, working in partnership with the Purchasing Department, who oversees all of the City's bidding, maintains the operating and capital budgets 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.
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 as well as ISD, and pieces of equipment, such as front-end loaders, backhoes, Bobcats, salting, spreaders, etc.
Fleet Division plays an important role in the implementation of the City's Green Fleet 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 recycle antifreeze, and wipe rags; and by recycling as many unusable parts on vehicles and equipment as possible.

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.

Significant Budget & Staffing Changes for FY 2026

Looking to add an additional 1 or 2 Fleet Mechanics with Heavy Duty Truck experience to alleviate costs of sending out equipment. This will result in more efficient vehicles and less down time.

FY2025: Accomplishments

- We have added two new 2024 F350 Pickups with plows and salters to update our fleet, an additional new 2024 F150 will be added as well.
- We installed JPro software for mechanics to better be able to diagnose and troubleshoot both Fire Department vehicles and DPW vehicles with use of diagnostics.

FY2026: Goals & Objectives

We will be looking to add 3-4 more pickup trucks to be able to handle the narrow streets with more parking and that are more fuel efficient and save on gas and repairs.

1. **Goal: Efficient preventative maintenance and inventory management systems**



Objective: We are 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. We will look to have the software up and running in late Q3 and been trained and following day use by End of Q4. Look to have 75% updates by end of Q4.

2. **Goal: Efficient fleet management and zero carbon emission fleet**

Objective: Installation of Fuel Monitoring System and controls to better focus on each department usage, trends in fuel consumption and helping to maintain sufficient quantity of fuel and check on pricing to more proactive on lower pricing as market changes. We will look to have everyone on new fuel monitoring system by end of Q3. Bring on more hybrid vehicles and also battery powered mowers to reduce fuel and maintenance costs Looking to add one or two Supervisors vehicles but availability and price are becoming an issue. Install Canopy over fuel pumps to maintain safety and environmental concerns will go out to bid in Q4 FY24 and be installed by end of Q2 FY25. Working in partnership with National Grid to identify charging station opportunities and fleet changeover to hybrid/electrical vehicles when appropriate. This will involve non-heavy-duty trucks and equipment. Looking to tailor goals based upon availability and price.

3. **Goal: 100 percent OSHA compliant workplace**

Objective: We will continue OSHA Compliance review and safety upgrades. All supporting requirements are posted and notifications are up. Look to coordinate training dates and times with Teamsters Local 25.

Performance Measures

Outcomes and Performance Measurers	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Surplus Vehicles Sold	16	0	13	6
New Vehicles/Equipment Purchased	2	0	3	5

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

Looking to upgrade all the appropriate vehicles to be more energy efficient which will led to lower pollution and use of less fossil fuels. Will look to purchase new battery powered or hybrid vehicles and equipment where price and availability meet.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

490 - DPW EXECUTIVE DIVISION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-490-1-5111	SALARIES DPW EXECUTIVE DIVISION	$933,155.74	$956,333.00	$770,130.61	**$1,106,195.00**	**$1,088,123.00**	**$1,088,123.00**
01-490-1-5113	PART TIME DPW EXECUTIVE DIVISION	$25,669.00	$33,045.00	$30,725.60	**$34,173.00**	**$34,173.00**	**$34,173.00**
01-490-1-5114	ON CALL STIPENDS DPW EXECUTIVE	$10,400.00	$10,400.00	$6,200.00	**$10,400.00**	**$10,400.00**	**$10,400.00**
01-490-1-5123	SEASONAL EMPLOYEES DPW	$49,300.24	$130,000.00	$35,795.26	**$130,000.00**	**$130,000.00**	**$130,000.00**
01-490-1-5130	OVERTIME DPW EXECUTIVE DIVISION	$56,020.61	$54,000.00	$37,600.97	**$56,430.00**	**$56,430.00**	**$56,430.00**
01-490-1-5142	NIGHT DIFFERENTIALS DPW	$1,000.00	$1,080.00	$0.00	**$1,080.00**	**$1,080.00**	**$1,080.00**
01-490-1-5143	LONGEVITY DPW EXECUTIVE DIVISION	$5,100.00	$6,600.00	$6,600.00	**$6,000.00**	**$6,000.00**	**$6,000.00**
01-490-1-5144	ACTING GRADE DPW EXECUTIVE	$349.76	$1,080.00	$0.00	**$1,080.00**	**$1,080.00**	**$1,080.00**
01-490-1-5191	CITY SERVICES COMMISSION STIPEND	$33,387.49	$22,600.00	$17,454.13	**$22,600.00**	**$22,600.00**	**$22,600.00**
01-490-1-5193	CLOTHING ALLOWANCE DPW	$2,800.00	$2,800.00	$2,800.00	**$2,800.00**	**$2,800.00**	**$2,800.00**
01-490-1-5194	CERTIFICATIONS DPW EXECUTIVE	$2,000.00	$2,000.00	$0.00	**$2,000.00**	**$2,000.00**	**$2,000.00**
01-490-1-5196	TOOLS FOR MECHANICS DPW	$800.00	$800.00	$800.00	**$800.00**	**$800.00**	**$800.00**
PERSONNEL Total:		**$1,119,982.84**	**$1,220,738.00**	**$908,106.57**	**$1,373,558.00**	**$1,355,486.00**	**$1,355,486.00**
EXPENSES							
01-490-2-5400	REPAIRS AND PARTS	$-1,935.00	$75,000.00	$38,650.50	**$90,000.00**	**$90,000.00**	**$90,000.00**
01-490-2-5404	CITY-WIDE SEASONAL EXPENDITURES	$99,742.51	$156,760.87	$153,756.36	**$155,000.00**	**$155,000.00**	**$155,000.00**
01-490-2-5420	OFFICE SUPPLIES	$5,076.53	$7,000.00	$4,905.17	**$7,000.00**	**$7,000.00**	**$7,000.00**
01-490-2-5445	TOWING	$7,925.00	$5,000.00	$2,670.00	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-490-2-5480	GASOLINE/DIESEL/OIL	$382,571.82	$441,775.82	$318,190.13	**$535,000.00**	**$535,000.00**	**$535,000.00**
01-490-2-5546	DPW - REPAIR MAINTENANCE	$246,526.80	$440,000.00	$270,941.45	**$375,000.00**	**$375,000.00**	**$375,000.00**
01-490-2-5548	POLICE-REPAIR MAINTENANCE	$16,869.11	$35,000.00	$21,684.68	**$40,000.00**	**$40,000.00**	**$40,000.00**
01-490-2-5570	VEHICLE REPAIRS AND SUPPLIES	$2,649.92	$35,000.00	$17,257.62	**$45,000.00**	**$45,000.00**	**$45,000.00**
01-490-2-5580	MV INSPECTIONS	$810.00	$15,000.00	$1,835.00	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-490-2-5581	TIRES & TIRE SUPPLIES	$37,733.59	$70,000.00	$42,475.65	**$70,000.00**	**$70,000.00**	**$70,000.00**
01-490-2-5582	TRAINING & SOFTWARE	$10,557.53	$12,000.00	$6,856.00	**$12,000.00**	**$12,000.00**	**$12,000.00**
01-490-2-5583	BODY SHOP REPAIRS	$1,973.33	$20,000.00	$997.25	**$20,000.00**	**$20,000.00**	**$20,000.00**
01-490-2-5656	ISD - REPAIR MAINTENANCE	$5,297.91	$6,000.00	$4,011.47	**$21,000.00**	**$21,000.00**	**$21,000.00**
01-490-2-5710	PROFESSIONAL DEVELOPMENT	$3,990.71	$2,278.13	$1,329.25	**$2,278.00**	**$2,278.00**	**$2,278.00**
01-490-2-5746	EYEGLASS REPLACEMENT	$0.00	$450.00	$0.00	**$450.00**	**$450.00**	**$450.00**

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

490 - DPW EXECUTIVE DIVISION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
EXPENSES							
01-490-2-5765	OTHER CHARGES	$0.00	$4,185.18	$4,185.18	**$0.00**	**$0.00**	**$0.00**
EXPENSES Total:		**$819,789.76**	**$1,325,450.00**	**$889,745.71**	**$1,392,728.00**	**$1,392,728.00**	**$1,392,728.00**
CAPITAL PROJECT							
CAPITAL PROJECT Total:		**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**
490 DPW EXECUTIVE DIVISION Total:		**$1,939,772.60**	**$2,546,188.00**	**$1,797,852.28**	**$2,766,286.00**	**$2,748,214.00**	**$2,748,214.00**
GENERAL FUND Total:		**$1,939,772.60**	**$2,546,188.00**	**$1,797,852.28**	**$2,766,286.00**	**$2,748,214.00**	**$2,748,214.00**
Grand Total:		**$1,939,772.60**	**$2,546,188.00**	**$1,797,852.28**	**$2,766,286.00**	**$2,748,214.00**	**$2,748,214.00**

490	DEPARTMENT OF PUBLIC WORKS - Executive Division									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-490-1-5111	DPW Director [1]	Jerry Navarra	UNCL	40	1	1	1	$141,409	$145,651	$145,651
01-490-1-5143	DPW Director	Jerry Navarra	Longevity					$1,300	$1,300	$1,300
01-490-1-5111	Assistant DPW Director [2]	Vacant	UNCL	40	1	1	1	$0	$0	$0
01-490-1-5111	Operations Manager [1,2]	Scott Martinelli (prev. Kevin Noonan)	UNCL	40	1	1	1	$116,634	$130,000	$130,000
01-490-1-5143	Operations Manager	Scott Martinelli (prev. Kevin Noonan)	Longevity					$800	$0	$0
01-490-1-5111	Business Manager [1]	Brian McCarthy	UNCL	35	1	1	1	$87,421	$110,000	$92,000
01-490-1-5111	Fleet Superintendent	Anthony Scenna	UNCL	40	1	1	1	$86,169	$91,350	$91,350
01-490-1-5143	General Superintendent [1]	vacant	Longevity					$800	$0	$0
01-490-1-5111	Administrative Assistant [4,6]	Stacy Leo	A-6U/8	35	1	1	1	$66,098	$72,889	$72,889
01-490-1-5143	Administrative Assistant	Stacy Cook	Longevity					$0	$0	$0
01-490-1-5111	Principal Clerk [4,5]	Deborah Petrone	A-6U/8	35	1	1	1	$60,493	$72,889	$72,889
01-490-1-5143	Principal Clerk	Deborah Petrone	Longevity					$1,450	$1,450	$1,450
01-493-1-5111	Administrative Assistant [4, 9]	Frances Moccia	A-6U/8	35	0	1	1	$0	$72,889	$72,889
01-493-1-5143	Administrative Assistant	Frances Moccia	Longevity					$0	$1,000	$1,000
01-490-1-5111	Fleet Foreman [7]	Joseph Carbo	W-14U/4	40	1	1	1	$101,670	$104,721	$104,721
01-490-1-5143	Fleet Foreman	Joseph Carbo	Longevity					$900	$900	$900
01-490-1-5114	Fleet Foreman	Joseph Carbo	On Call					$5,200	$5,200	$5,200
01-490-1-5193	Fleet Foreman	Joseph Carbo	Clothing					$700	$700	$700
01-490-1-5196	Fleet Foreman	Joseph Carbo	Tools					$200	$200	$200
01-490-1-5111	Fire Apparatus Repair Tech [7]	Daniel Rio	W-13U/4	40	1	1	1	$98,675	$101,635	$101,635
01-490-1-5114	Fire Apparatus Repair Tech	Daniel Rio	On Call					$5,200	$5,200	$5,200
01-490-1-5193	Fire Apparatus Repair Tech	Daniel Rio	Clothing					$700	$700	$700
01-220-1-5194	Fire Apparatus Repair Tech	Daniel Rio	Certific					$2,000	$2,000	$2,000
01-490-1-5196	Fire Apparatus Repair Tech	Daniel Rio	Tools					$200	$200	$200
01-490-1-5111	Motor Equipment Repairman [7]	Mark Sweazey	W-12U/4	40	1	1	1	$96,970	$99,882	$99,882
01-490-1-5193	Motor Equipment Repairman	Mark Sweazey	Clothing					$700	$700	$700
01-490-1-5196	Motor Equipment Repairman	Mark Sweazey	Tools					$200	$200	$200
01-490-1-5143	Motor Equipment Repairman	Mark Sweazey	Longevity					$1,350	$1,350	$1,350
01-490-1-5111	Motor Equipment Repairman [7]	Vacant	W-12U/4	40	1	1	1	$96,970	$99,882	$99,882
01-490-1-5193	Motor Equipment Repairman	Vacant	Clothing					$700	$700	$700
01-490-1-5196	Motor Equipment Repairman	Vacant	Tools					$200	$200	$200
01-490-1-5111	Motor Equipment Repairman [8]	N/A	W-12U/1	40	0	0	0	$1	$0	$0
										Continued...
01-490-1-5111	Motor Equipment Repairman [8]	N/A	W-12U/1	40	0	0	0	$1	$0	$0
01-490-1-5111	Motor Equipment Repairman [8]	N/A	W-12U/1	40	0	0	0	$1	$0	$0
01-490-1-5113	Shop Mechanic - PT [1]	Richard Pasquariello	UNCL	19.5	0.5	0.5	0.5	$33,045	$34,037	$34,037
01-490-1-5191	Public Works Commission	Carmine DeMaria	Chair		0	0	0	$4,600	$4,600	$4,600

						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-490-1-5191	Public Works Commission	Joseph Lamonica	Board		0	0	0	$3,000	$3,000	$3,000
01-490-1-5191	Public Works Commission	Anthony Medeiros	Board		0	0	0	$3,000	$3,000	$3,000
01-490-1-5191	Public Works Commission	Mark Puleo	Board		0	0	0	$3,000	$3,000	$3,000
01-490-1-5191	Public Works Commission	Vacant	Board		0	0	0	$3,000	$3,000	$3,000
01-490-1-5191	Public Works Commission	Richard Zullo	Board		0	0	0	$3,000	$3,000	$3,000
01-490-1-5191	Public Works Commission	Jay Holt	Board		0	0	0	$3,000	$3,000	$3,000
					11.5	12.5	12.5			
490	DPW Executive TOTAL						Salary (5111)	$956,333	$1,106,195	$1,088,123
							Part Time (5113)	$33,045	$34,173	$34,173
							On call stipend (5114)	$10,400	$10,400	$10,400
							Seasonal Workers (5123)	$130,000	$130,000	$130,000
							Overtime (5130)	$54,000	$56,430	$56,430
							Night Differential (5142)	$1,080	$1,080	$1,080
							Longevity (5143)	$6,600	$6,000	$6,000
							Above Grade Differential (5144)	$1,080	$1,080	$1,080
							Public Works Commission Stipend (5191)	$22,600	$22,600	$22,600
							Clothing Allowance (5193)	$2,800	$2,800	$2,800
							Certifications (5194)	$2,000	$2,000	$2,000
							Tools for Mechanics (5196)	$800	$800	$800
							Personnel Total:	**$1,220,738**	**$1,373,558**	**$1,355,486**
Notes to Budget:										
[1] 3% COLA added to administrative salary.										
[2] Kevin Noonan moved to Parks & Cemetery Dept.										
[3] Scott Marinelli moved from Parks & Cemetery to Executive. EE had a salary adjustment LY due to the change in position. LY budgeted in P & C.										
[4] Local 25 Clerical 3% increase in anticipation of a new contract.										
[5] Change in Step from A-6U/8 to A-6U/8										
[6] Change in Step from A-6U/6 to A-6U/8. A-6U/7 not budget last year.										
[7] Local 25 DPW 3% increase in anticipation of pending contract										
[8] Not Requesting										
[9] Frances Moccia budgeted in Parks & Cemetery in FY25										

(490) DPW Executive / Fleet Division - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	956,333	1,088,123	131,790	14%	3% COLA increase on administrative salaries. Operations manager absorbs the duty of Highway Superintendent. Brian McCarthy salary adjustment. Newly hired fleet superintendent 1.5% increase. Local 25 DPW and Clerical 3% increase in anticipation of a pending contract..
Part Time	33,045	34,173	1,128	3%	For part time Shop Mechanic.
On Call Stipend	10,400	10,400	0	0%	For Fleet Foreman and Fire Apparatus Repair Tech. Both are on-call every week.
Seasonal Employees	130,000	130,000	0	0%	Temporary employees needed during fall/spring clean up and shoveling after snowstorms.
Overtime	54,000	56,430	2,430	5%	When necessary. Based on Local 25 DPW contract raises.
Night Differentials	1,080	1,080	0	0%	Per Local 25 DPW contract any employee regularly scheduled between 6pm - 6am will receive a night diff of $1/hr.
Longevity	6,600	6,000	(600)	-9%	For those with 10+ years with City.
Above Grade Differentials	1,080	1,080	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	2,800	2,800	0	0%	Contractual per Local 25 DPW. $700 per year.
Certifications	2,000	2,000	0	0%	For Fire Apparatus Repair Technician.
Tools for Mechanics	800	800	0	0%	Contractual. $200 per mechanic.
Total Personnel Services	**$1,220,738**	**$1,355,486**	**$134,748**	**11%**	
General Operating Expenses					
Repairs and Parts	75,000	90,000	15,000	20%	For Mass Operational Division program for purchasing parts, materials and supplies at a 25% cost savings minimum in FY25

Continued...

City Wide Seasonal Expenses	156,761	155,000	(1,761)	-1%	Slight increase in in costs for materials
Office Supplies	7,000	7,000	0	0%	Reduced for support of Exec/Fleet, Parks and Highway departments.
Other Expenses	4,185	0	(4,185)	-100%	New GL Account
Towing	5,000	5,000	0	0%	Level funded for the towing of commercial vehicles. Also for towing situations such as emergency branch removal.
Gasoline/Diesel/Oil	481,776	535,000	53,224	11%	4% increase as fuel is still a commodity subject to huge price swings. We still want sufficient amounts available in case of increased storms. 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 environmental a/b testing & yearly pressure test of fuel tanks. ACO report & monitor annular space tank repairs.
DPW - Repair Maintenance	385,000	375,000	(10,000)	-3%	7% increase due to aging fleet and increased costs for materials, electronics, as a result of supply chain issues needed to do in-house repairs.
Police - Repair Maintenance	35,000	40,000	5,000	14%	Slight increase for older police vehicles. The account is used for maintenance of police vehicles including additional vehicles purchased.
Vehicle Repairs & Supplies	35,000	45,000	10,000	29%	Tire machine lift and increased demand for supplies in the rising prices environment.
MV Inspections	15,000	15,000	0	0%	For fleet inventory is 175 in need of yearly inspections.
Tires & Tire Supplies	70,000	70,000	0	0%	Level funded. Fleet inventory is 200 vehicles. This line also includes vehicles and equipment such as trailers, hot box, etc.
Training & Software	12,000	12,000	0	0%	Reduced for upgrades for DPW systems.

Body Shop Repairs	20,000	20,000	0	0%	Reduced $20K by CC in FY24. Level funded for when vehicles are sent out for body work that cannot be done in-house.
ISD - Repair Maintenance	21,000	21,000	0	0%	For maintenance of all ISD vehicles.
Professional Development	2,278	2,278	(0)	0%	Level funded for conferences, trainings, licenses.
Eyeglass Replacement	450	450	0	0%	Contractual per Local25 DPW. $225 per pair
	$1,325,450	**$1,392,728**	**$67,278**	**5%**	
Total Executive Budget	**$2,546,188**	**$2,748,214**	**$202,026**	**8%**	

Facilities Maintenance



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 and 4 Parks. Energy efficiency and environmental sustainability are a priority in all maintenance and operations. In the broader community, Public Buildings supports approximately 85 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.

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.

Significant Budget & Staffing Changes for FY2026

Step increases only (Local 25 Clerical & Local 25 DPW). General Operating expenses are level funded.

FY2025: Accomplishments



- The Department updated and performed a complete install of the Glenwood Cemetery Garage HVAC heat & cooling system, and removed the last remaining oil heating unit in the city. Upgrading the entire system, using electric ductless mini splits, which is more environmentally friendly and energy efficient.
- Replaced and installed all new windows at the Glenwood Cemetery Garage, improving insulation, ventilation and airflow. Also completed the upstairs bathroom renovation.
- Replaced the aging generator at the 911 Emergency Communications building, prepped the docking station and pad for the new generator installation and replaced it with a new Kohler Generator and ATS docking station.
- Made roof repairs to large sections of the DPW building, installed infrared radiant heaters and removed all existing non-operating unit heaters throughout the three garage bays. Ensuring the garage bays are warm during the winter months and that the wet sprinkler system prevents from freezing during extreme cold temperatures.
- Reinforced the flooring in the main ballroom and hallway of the Connolly Center so it can safely continue operating all Food Pantry efforts. Requiring pickup and delivery from the Greater Boston Food Bank every week. To packing, storing, setup and breakdown in the main hall.
- Renovated the first floor Veteran's Office with new flooring, walls painted, updated to LED lighting, replaced HVAC and added electric heat strip.
- Converted the mechanical room on the second floor at the Police Station, into new office space. Completely gutted all the mechanicals, duct work and piping. Installed new flooring, new ceiling, painted walls and updated to LED lighting.
- Renovated the Recreational Center locker rooms and converted them into new office spaces. Removed lockers, installed new flooring, painting and repaired HVAC system.
- Renovated the Treasury Dept., by installing new flooring, painted walls and installed a kitchenette.
- Renovated the Planning Dept. breakroom and installed new countertop, flooring, painting and cabinets.
- In the process of gutting the third-floor breakroom kitchen in City Hall and completely renovate. Installing new plumbing, flooring, cabinetry, cooktop, painting and lighting.

FY2026: Goals & Objectives

1. **Goal: Continuous building maintenance upgrades with top-notch equipment and technology.**

Objective: 1) Working with Procurement, project managers and architects, to prep and begin construction this Spring, of the Old EHS Roof Project. 2) Continue efforts with the Planning Dept. to replace the aging roof on the Connolly Center, along with future renovations of the entire building. 3) Continue to update and make necessary repairs to elevator equipment and controls of all municipal buildings: all seven elevators in the municipal buildings have been updated and inspected. 4) Working with vendors and securing service contracts to continue implementing preventive maintenance, thus reducing the City's operating budget while addressing the ever-changing needs of all municipal buildings: we perform preventative maintenance to all infrastructure throughout the city, thus trying to keep costs down and minimizing repair costs by making most work in-house and upgrading to more energy efficient systems. 5) Responding to all operational needs of city buildings, including building maintenance, renovations, repairs and custodial services. Ensuring all facilities are safe and well-functioning. Major renovations and repairs planned for FY25 are as follows: Old EHS roof replacement, Connolly Center roof replacement and Police Station roof replacement.

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
New Installs % of total	20%	20%	20%	20%
Preventive % of total	40%	40%	40%	40%
Repairs % of total	40%	40%	40%	40%

*While it is challenging to quantify every aspect of Facility Maintenance operations through exact metrics, the department uses performance measures as a general guide to support decision-making to align with the goal of delivering cost-effective, high-quality service to the City of Everett. The department is involved with thousands of projects annually, ranging from small repairs to major renovations. Given the volume, these measures help us identify trends and set priorities.

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The Facility Maintenance Dept. directly contribute to the City of Everett's long and short-term goals by ensuring the functionality, safety, and efficiency of all our municipal public buildings and infrastructure, which are critical for maintaining quality of life for both, our employees as well as our constituents, and promoting economic development. All key elements of our City's long-term vision, while simultaneously addressing immediate needs like repairs, making energy efficient upgrades, and preventative maintenance to maintain smooth operations in the short term.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

491 - DPW FACILITIES MAINTENANCE DIV							
Account Number	**Account Description**	**FY2024 Expended**	**FY2025 Budget**	**FY2025 Expended**	**FY2026 Requested**	**FY2026 Mayor Recommended**	**FY2026 Council Approved**
PERSONNEL							
01-491-1-5111	SALARIES FACILITIES MAINTENANCE	$1,257,290.99	$1,443,070.00	$1,147,153.97	**$1,568,392.00**	**$1,568,392.00**	**$1,568,392.00**
01-491-1-5114	ON CALL STIPEND FACILITIES	$13,600.00	$5,200.00	$4,869.76	**$5,200.00**	**$5,200.00**	**$5,200.00**
01-491-1-5130	OVERTIME FACILITIES MAINTENANCE	$255,164.69	$305,000.00	$275,353.97	**$280,000.00**	**$280,000.00**	**$280,000.00**
01-491-1-5143	LONGEVITY FACILITIES MAINTENANCE	$9,650.00	$12,150.00	$12,150.00	**$15,900.00**	**$15,900.00**	**$15,900.00**
01-491-1-5144	ABOVE GRADE DIFFERENTIAL	$10,218.02	$15,000.00	$7,570.87	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-491-1-5193	CLOTHING ALLOWANCE FACILITIES	$11,900.00	$11,900.00	$11,900.00	**$11,900.00**	**$11,900.00**	**$11,900.00**
01-491-1-5196	TOOLS FOR MECHANICS FACILITIES	$400.00	$600.00	$600.00	**$600.00**	**$600.00**	**$600.00**
PERSONNEL Total:		**$1,558,223.70**	**$1,792,920.00**	**$1,459,598.57**	**$1,896,992.00**	**$1,896,992.00**	**$1,896,992.00**
EXPENSES							
01-491-2-5202	OFFICE SUPPLIES	$1,567.20	$4,200.00	$3,060.75	**$3,000.00**	**$3,000.00**	**$3,000.00**
01-491-2-5213	CITY BLDGS SEASONAL EXP	$16,977.32	$24,433.00	$15,274.00	**$25,000.00**	**$25,000.00**	**$25,000.00**
01-491-2-5218	UTILITIES	$0.00	$135,000.00	$92,103.87	**$135,000.00**	**$135,000.00**	**$135,000.00**
01-491-2-5247	HVAC SERVICE CONTRACT/REPAIRS	$101,371.33	$120,000.00	$62,504.15	**$120,000.00**	**$120,000.00**	**$120,000.00**
01-491-2-5260	ELEVATOR SERVICE CONTRACT	$51,616.98	$90,000.00	$40,497.67	**$90,000.00**	**$90,000.00**	**$90,000.00**
01-491-2-5291	CLEANING SERVICE CONTRACT/CITY	$30,238.96	$35,000.00	$32,312.22	**$35,000.00**	**$35,000.00**	**$35,000.00**
01-491-2-5430	BUILDING REPAIR & MAINTENANCE	$453,571.48	$415,000.00	$304,715.18	**$415,000.00**	**$415,000.00**	**$415,000.00**
01-491-2-5450	CUSTODIAL SUPPLIES	$75,320.12	$88,800.00	$83,803.12	**$90,000.00**	**$90,000.00**	**$90,000.00**
01-491-2-5580	UNIFORMS	$0.00	$8,567.00	$8,566.18	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-491-2-5704	WIRE EXPENSES	$0.00	$20,000.00	$9,899.23	**$20,000.00**	**$20,000.00**	**$20,000.00**
01-491-2-5710	PROFESSIONAL DEVELOPMENT	$0.00	$2,500.00	$856.00	**$2,500.00**	**$2,500.00**	**$2,500.00**
01-491-2-5765	OTHER CHARGES	$0.00	$3,719.31	$3,719.31	**$0.00**	**$0.00**	**$0.00**
EXPENSES Total:		**$730,663.39**	**$947,219.31**	**$657,311.68**	**$945,500.00**	**$945,500.00**	**$945,500.00**
491 DPW FACILITIES MAINTENANCE DIV		**$2,288,887.09**	**$2,740,139.31**	**$2,116,910.25**	**$2,842,492.00**	**$2,842,492.00**	**$2,842,492.00**
GENERAL FUND Total:		**$2,288,887.09**	**$2,740,139.31**	**$2,116,910.25**	**$2,842,492.00**	**$2,842,492.00**	**$2,842,492.00**
Grand Total:		**$2,288,887.09**	**$2,740,139.31**	**$2,116,910.25**	**$2,842,492.00**	**$2,842,492.00**	**$2,842,492.00**

491	DEPARTMENT OF PUBLIC WORKS - Facilities Maintenance									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-491-1-5111	Facilities Maintenance Superintendent [1]	Angelo Febbo	UNCL	40	1	1	1	$107,070	$120,582	$120,582
01-491-1-5111	Administrative Assistant [2]	Roberta Suppa	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
01-491-1-5143	Administrative Assistant	Roberta Suppa	Longevity					$1,000	$1,000	$1,000
01-491-1-5111	Facilities Maintenance Mechanic [2]	Paul Bernier	W-14U/4	40	1	1	1	$101,670	$104,707	$104,707
01-491-1-5193	Facilities Maintenance Mechanic	Paul Bernier	Clothing					$700	$700	$700
01-491-1-5196	Facilities Maintenance Mechanic	Paul Bernier	Tools					$200	$200	$200
01-491-1-5111	Facilities Maintenance Plumber [2]	Derek Cipriano	W-14U/4	40	1	1	1	$101,670	$104,707	$104,707
01-491-1-5193	Facilities Maintenance Plumber [2]	Derek Cipriano	Clothing					$700	$700	$700
01-491-1-5196	Facilities Maintenance Plumber [2]	Derek Cipriano	Tools					$200	$200	$200
01-491-1-5111	Facilities Maintenance Supervisor [2]	Anthony Ferrante	W-13U/4	40	1	1	1	$98,675	$101,639	$101,639
01-491-1-5193	Facilities Maintenance Supervisor	Anthony Ferrante	Clothing					$700	$700	$700
01-491-1-5196	Facilities Maintenance Supervisor	Anthony Ferrante	Longevity					$900	$900	$900
01-491-1-5196	Facilities Maintenance Mechanic	Anthony Ferrante	Tools					$200	$200	$200
01-491-1-5111	Facilities Maintenance Carpenter [2]	Anthony Medeiros	W-13U/4	40	1	1	1	$98,675	$101,639	$101,639
01-491-1-5143	Facilities Maintenance Carpenter	Anthony Medeiros	Longevity					$1,550	$1,750	$1,750
01-491-1-5193	Facilities Mainteance Carpenter	Anthony Medeiros	Clothing					$700	$700	$700
01-491-1-5111	Facilities Maintenance Carpenter [2]	Tom Maloney (WC)	W-13U/4	40	1	1	1	$98,675	$101,639	$101,639
01-491-1-5193	Facilities Maintenance Carpenter	Tom Maloney	Clothing					$700	$700	$700
01-491-1-5111	Lead Custodian / General Maintenance (Eve) [2]	Richard Cardosi	W-11U/4	40	1	1	1	$79,997	$82,397	$82,397
01-491-1-5143	Lead Custodian / General Maintenance	Richard Cardosi	Longevity					$1,750	$1,750	$1,750
01-491-1-5193	Lead Custodian / General Maintenance	Richard Cardosi	Clothing					$700	$700	$700
01-491-1-5111	Lead Custodian / General Maintenance [2]	Joseph Keefe	W-11U/4	40	1	1	1	$79,997	$82,397	$82,397
01-491-1-5143	Lead Custodian / General Maintenance	Joseph Keefe	Longevity					$1,350	$1,550	$1,550
01-491-1-5193	Lead Custodian / General Maintenance	Joseph Keefe	Clothing					$700	$700	$700
01-491-1-5111	Facilities Maintenance Craftsman/Tiler [3]	Saban Skaljic (WC)	W-9U/4	40	1	0	0	$74,048	$0	$0
01-491-1-5143	Custodian / General Maintenance	Saban Skaljic (WC)	Longevity					$0	$0	$0
01-491-1-5193	Facilities Maintenance Craftsman/Tiler	Saban Skaljic (WC)	Clothing					$700	$0	$0
01-491-1-5111	Craftsman [4]	Matt Grassa	W-10U/4	40	1	0	0	$77,938	$0	$0
01-491-1-5193	Craftsman	Matt Grassa	Clothing					$700	$0	$0
01-491-1-5143	Craftsman	Matt Grassa	Longevity					$900	$0	$0
										Continued...
01-491-1-5111	Custodian / General Maintenance [2]	Steven Baldi	W-7U/4	40	1	1	1	$65,562	$67,538	$67,538
01-491-1-5143	Custodian / General Maintenance	Steven Baldi	Longevity					$1,350	$1,350	$1,350
01-491-1-5193	Custodian / General Maintenance	Steven Baldi	Clothing					$700	$700	$700
01-491-1-5111	Custodian / General Maintenance [2]	Matteo DiNunzio	W-7U/4	40	1	1	1	$65,562	$67,538	$67,538
01-491-1-5143	Custodian / General Maintenance	Matteo DiNunzio	Longevity					$1,550	$1,550	$1,550
01-491-1-5193	Custodian / General Maintenance	Matteo DiNunzio	Clothing					$700	$700	$700
01-491-1-5111	Custodian / General Maintenance [3]	Jason LaMonica	W-9U4	40	1	1	1	$65,562	$76,285	$76,285
01-491-1-5143	Custodian / General Maintenance	Jason LaMonica	Longevity					$900	$900	$900
01-491-1-5193	Custodian / General Maintenance	Jason LaMonica	Clothing					$700	$700	$700
01-491-1-5111	Custodian / General Maintenance [5]	Domenic Maccioli	W-9U4	40	1	1	1	$65,562	$76,285	$76,285
01-491-1-5143	Custodian / General Maintenance	Domenic Maccioli	Longevity					$900	$900	$900

						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-491-1-5193	Custodian / General Maintenance	Domenic Maccioli	Clothing					$700	$700	$700
01-491-1-5111	Custodian / General Maintenance [2]	Jeffery Bernard	W-7U/4	40	1	1	1	$65,562	$67,538	$67,538
01-491-1-5143	Custodian / General Maintenance	Jeffery Bernard	Longevity					$0	$900	$900
01-491-1-5193	Custodian / General Maintenance	Jeffery Bernard	Clothing					$700	$700	$700
01-491-1-5111	Custodian / General Maintenance [2]	Asima Memic	W-7U/4	40	1	1	1	$65,562	$67,538	$67,538
01-491-1-5193	Custodian / General Maintenance	Asima Memic	Clothing					$700	$700	$700
01-491-1-5111	Custodian / General Maintenance [2]	Asmira Mekic	W-7U/4	40	1	1	1	$65,562	$67,538	$67,538
01-491-1-5193	Custodian / General Maintenance	Asmira Mekic	Clothing					$700	$700	$700
01-491-1-5111	Custodian / General Maintenance [2]	Vacant (prev WC Hutchinson)	W-7U/3	40	1	1	1	$63,898	$64,214	$64,214
01-491-1-5143	Custodian / General Maintenance	Vacant (prev WC Hutchinson)	Longevity					$900	$900	$900
01-491-1-5193	Custodian / General Maintenance	Vacant (prev WC Hutchinson)	Clothing					$700	$700	$700
01-491-1-5111	Custodian / General Maintenance [2]	Chad Luongo	W-7U/4	40	0	1	1	$0	$67,538	$67,538
01-491-1-5143	Custodian / General Maintenance	Chad Luongo	Longevity					$0	$900	$900
01-491-1-5193	Custodian / General Maintenance	Chad Luongo	Clothing					$0	$700	$700
01-491-1-5111	Custodian / General Maintenance [2]	Michael DiPietro	W-7U/4	40	0	1	1	$0	$67,538	$67,538
01-491-1-5143	Custodian / General Maintenance	Michael DiPietro	Longevity					$0	$1,550	$1,550
01-491-1-5193	Custodian / General Maintenance	Michael DiPietro	Clothing					$0	$700	$700
					19	19	19			
491	DPW Facilities Maintenance TOTAL									
		ASMIRA MEKIC				Salary (5111)		$1,518,070	$1,568,392	$1,568,392
						On Call Stipend (5114)		$5,200	$5,200	$5,200
						Overtime (5130)		$230,000	$280,000	$280,000
						Longevity (5143)		$12,150	$15,900	$15,900
						Above Grade Differential (5144)		$15,000	$15,000	$15,000
						Clothing Allowance (5193)		$11,900	$11,900	$11,900
						Tool Allowance (5196)		$600	$600	$600
						Personnel Total:		**$1,792,920**	**$1,896,992**	**$1,896,992**

Notes to Budget:

[1] 3% COLA on administrative salary. Mayor approved 10k increase in FY25

[2] Local 25 Clerical & DPW increased 3% per pending contracts.

[3] WC case settled. Jason LaMonica promoted to this position W-9U4

[4] EE resigned

[5] Domenic Maccioli promoted to W-9U4

(491) DPW Facilities Maintenance Division - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	1,443,070	1,568,392	125,322	9%	3% COLA on administrative salaries. Local 25 Clerical & DPW contract increased 3% per pending contracts.
On Call Stipend	5,200	5,200	0	0%	Foreman and Lead Custodian alternate weekends.
Overtime	305,000	280,000	(25,000)	-8%	To cover programs at Rec Center & Pope John. Increase to account for COLA, step increases and growing needs due to aging infrastructure and preventative maintenance. This account line is used to cover the cost of overtime associated with the Wellness Center, Armory, City Hall, Rec. Center, etc. Also for all city events that require building maint. participation. Police & 911 wknds. & Holidays w/dbl. time.
Longevity	12,150	15,900	3,750	31%	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 Local 25 contract any employee required to work above their pay grade is to receive an above grade differential.
Clothing Allowance	11,900	11,900	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	**$1,792,920**	**$1,896,992**	**$104,072**	**6%**	
General Operating Expenses - Facilities					
Office Supplies	4,200	3,000	(1,200)	-29%	For office supplies as needed.
Other Charges	3,719	0	(3,719)	-100%	New GL Account
City Bldgs. Seasonal Exp	24,433	25,000	567	2%	Level funded for city buildings all seasonal lights/décor, Spring & Winter supplies
HVAC Service Contract/Repairs	120,000	120,000	0	0%	Materials and supplies. Older infrastructure, making more installs & repairs in-house.
Elevator Service Contract	90,000	90,000	0	0%	Level funded for contract w/ Delta Beckwith - service 7 elevators. City Hall, Parlin Library, Shute Library, Police, Old EHS & Pope John. Aging elevators in need of frequent servicing.
Cleaning Service Contract/City Hall	35,000	35,000	0	0%	Level funded for Citron feminine hygiene and diaper disposal, Cintas rugs for City Hall, EPD, Recreation Ctr. Also includes Wellness Center & seasonal cleaning of Memorial Stadium. Majority done in-house.
Building Repair & Maintenance	415,000	415,000	0	0%	Level funded for all city bldgs. Doing more in-house repairs. American Alarm, Beantown Pest, Collins Overhead, Craftsman Glass, FW Webb, Encore Fire, Home Depot, Masslock, Weld Power, etc. Preventative maintenance and emergency repairs needed at all city buildings and properties. Majority of installs & repairs completed in-house to keep costs down.
Custodial Supplies	88,800	90,000	1,200	1%	For all city buildings.
Wire Expenses	20,000	20,000	0	0%	For all city buildings.
Utilities	135,000	135,000	0	0%	Industrial Mobile Boiler for Old EHS building
Professional Development	2,500	2,500	0	0%	Continuing education
Uniforms	8,567	10,000	1,433	17%	Staff uniforms, hiring 2 more people (prev positions on WC), price increasing
Total Expenditures	**$947,219**	**$945,500**	**($1,719)**	**0%**	
Total Facilities Budget	**$2,740,139**	**$2,842,492**	**$102,353**	**4%**	

Engineering



The Engineering Department is responsible for administration, management, and planning for future resiliency of the City's infrastructure and development. Our staff provides input, technical review, and management for a variety of tasks on nearly every type of project in the City including: roadways, sidewalks, ADA accessibility, sanitary sewer, storm water and flood control, domestic water main upgrades, traffic signals, parks, playgrounds, school and other municipal buildings.

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. To ensure that all infrastructure projects are planned, designed, and constructed based on sound engineering practices and in accordance with applicable federal, state, and City guidelines.

Significant Budget & Staffing Changes for FY 2026

Was not able to fill open position for Jr. Engineer. Will be shifting responsibilities within existing personnel. Adding a 1 full time senior Engineer.

FY2025: Accomplishments

- Completion of the first phase of the restoration of South Creek – dredging the existing channel to restore the natural creek bed.
- Ferry Street nearly complete, paving from Glendale Square to Malden line remains.
- Installation of upgraded watermains on Estes Street, Grover Street, Evelyn Road, Winter Street, Hoyt Street, and Silver Road
- Completion of Park renovations at: Shapiro Park, Hale School Park, Baldwin Ave. Park



FY2026: Goals & Objectives

1. **Goal: Address flooding issues near Rivergreen Park**

Objective: Complete Phase 2 of South Creek Restoration – installation of a 2'x6' box culvert

2. **Goal: Replacement of old watermains**

Objective: Install $2.0M of upgraded watermain to provide improved domestic water and firefighting flows in the established residential sections of the City.

3. **Goal: Develop infrastructure build-out plan for the Commercial Triangle**

Objective: Complete analysis of future needs to: reduce flooding in the area; provide adequate fire flow and sewer capacity for future development.

4. **Goal: Develop infrastructure build-out plan for the Island End Business District**

Objective: Complete analysis of future needs to: provide adequate infrastructure capacity for future development.

5. **Goal: Continue to update aged park equipment and playing fields**

Objective: Begin construction on: Fuller Street Park, Central Avenue Park, and Upper Florence Park

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Number of street permits issued	180	177	65	75
Number of linear feet paved	10,230	15,055	12,550	15,000
Drain layer licenses issued	15	28	32	12

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The FY2026 goals directly support the City's long-term vision of resilient infrastructure sustainable development, and enhanced public safety.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

492 - DPW ENGINEERING DIVISION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-492-1-5111	SALARIES ENGINEERING	$439,242.71	$466,480.00	$404,410.51	**$545,011.00**	**$545,011.00**	**$545,011.00**
01-492-1-5113	PART TIME ENGINEERING	$0.00	$0.00	$0.00	**$15,662.00**	**$15,662.00**	**$15,662.00**
01-492-1-5130	OVERTIME ENGINERRING	$0.00	$500.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-492-1-5143	LONGEVITY ENGINERRING	$1,700.00	$1,700.00	$3,150.00	**$2,300.00**	**$2,300.00**	**$2,300.00**
01-492-1-5144	ABOVE GRADE DIFFERENTIAL	$0.00	$0.00	$185.60	**$0.00**	**$0.00**	**$0.00**
PERSONNEL Total:		**$440,942.71**	**$468,680.00**	**$407,746.11**	**$562,973.00**	**$562,973.00**	**$562,973.00**
EXPENSES							
01-492-2-5230	STORMWATER EXPENDITURES	$244,460.00	$250,000.00	$4,000.00	**$200,000.00**	**$200,000.00**	**$200,000.00**
01-492-2-5240	EQUIPMENT MAINT./REPAIR	$42.84	$2,000.00	$2,000.00	**$1,000.00**	**$1,000.00**	**$1,000.00**
01-492-2-5300	PROFESSIONAL SERVICES	$72,076.27	$200,000.00	$33,075.52	**$200,000.00**	**$200,000.00**	**$200,000.00**
01-492-2-5420	OFFICE SUPPLIES	$3,821.89	$10,000.00	$5,783.38	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-492-2-5421	OFFICE EQUIPMENT	$22,820.84	$12,961.66	$1,449.35	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-492-2-5434	FIELD EQUIPMENT & SUPPLIES	$3,981.61	$10,000.00	$1,432.43	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-492-2-5435	STORM WATER INV & REPAIRS	$-0.02	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-492-2-5541	CENETER LINE X-WALK MARK	$0.00	$150,000.00	$0.00	**$150,000.00**	**$150,000.00**	**$150,000.00**
01-492-2-5705	ANNUAL ENVIRONMENTAL REPORTING	$0.00	$20,000.00	$0.00	**$20,000.00**	**$20,000.00**	**$20,000.00**
01-492-2-5710	PROFESSIONAL DEVELOPMENT	$0.00	$5,000.00	$115.24	**$4,000.00**	**$4,000.00**	**$4,000.00**
01-492-2-5734	LICENSES & MEMBERSHIP FEES	$0.00	$500.00	$0.00	**$400.00**	**$400.00**	**$400.00**
01-492-2-5765	OTHER CHARGES	$0.00	$7,038.34	$7,038.34	**$0.00**	**$0.00**	**$0.00**
01-492-2-5881	SOFTWARE SUBSCRIPTON	$0.00	$0.00	$0.00	**$12,000.00**	**$12,000.00**	**$12,000.00**
EXPENSES Total:		**$347,203.43**	**$667,500.00**	**$54,894.26**	**$607,400.00**	**$607,400.00**	**$607,400.00**
492 DPW ENGINEERING DIVISION Total:		**$788,146.14**	**$1,136,180.00**	**$462,640.37**	**$1,170,373.00**	**$1,170,373.00**	**$1,170,373.00**
GENERAL FUND Total:		**$788,146.14**	**$1,136,180.00**	**$462,640.37**	**$1,170,373.00**	**$1,170,373.00**	**$1,170,373.00**
Grand Total:		**$788,146.14**	**$1,136,180.00**	**$462,640.37**	**$1,170,373.00**	**$1,170,373.00**	**$1,170,373.00**

492	DEPARTMENT OF PUBLIC WORKS - Engineering Division									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-492-1-5111	Director of Engineering [1]	Erik Swanson	UNCL	35	1	1	1	$130,375	$130,375	$130,375
01-492-1-5111	City Engineer*	Julius Ofurie	UNCL	35	1	1	1	$113,018	$116,408	$116,408
01-492-1-5143	City Engineer	Julius Ofurie	Longevity					$1,700	$850	$850
01-492-1-5111	Civil Engineering Aide [6]	Dennis Gooding	UNCL	35	1	1	1	$73,202	$82,608	$82,608
01-492-1-5111	Project Coordinator [2]	Patrick Johnston	UNCL	19.5	0	0.5	0.5	$0	$40,560	$40,560
01-492-1-5111	Administrative Assistant [3]	Kimberly Rauseo	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
01-492-1-5143	Administrative Assistant	Kimberly Rauseo	Longevity					$0	$1,450	$1,450
01-492-1-5113	Coop/Intern [4]	Vacant	UNCL	12	0	0.3	0.3	$0	$15,600	$15,600
01-492-1-5111	Junior Engineer [5]	Vacant	UNCL	35	1	0	0	$77,250	$0	$0
01-492-1-5111	Engineer	Vacant	UNCL	35	0	1	1	$0	$100,000	$100,000
					5.0	5.8	5.8			
492	DPW Engineering TOTAL									
							Salary (5111)	$466,480	$545,011	$545,011
							Part-Time (5113)	$0	$15,662	$15,662
							Overtime (5130)	$500	$0	$0
							Longevity (5143)	$1,700	$2,300	$2,300
							Above Grade Differential (5144)	$0	$0	$0
							Personnel Total:	**$468,680**	**$562,973**	**$562,973**

Notes to Budget:

[1] 0% COLA for Director, 3% Cola adjustments on other positions.

[2] This position is part-time. The primary responsibility for this position is to coordinate design and permitting of the Island End resiliency project. This project is funded through state and federal grants. There is an in-kind match requirement for these grants, and this position is critical to meeting that goal.

[3] Local 25 Clerical union increased 3% per pending contract.

[4] This position is part-time.

						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
[5] This position was advertised for more than a year, without any viable candidates to fill the vacancy. Will utilize coop/intern for projects & design. Additional inspection work will be handled by outside consultants.										
[6] EE received a raise in FY25										
[7] New position										

(492) DPW Engineering Division - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	466,480	545,011	78,531	17%	Director of Engineering not requesting COLA for himself. 3% COLA on other administrative salaries. Dennis Gooding salary adjustment in FY25 due to change in responsibilities. Local 25 Clerical member 3% increase in anticipation of a new contract. Not hiring a Junior Engineer in FY26. New Engineer position.
	0	15,662			Coop/Intern. Not hiring Junior Engineer.
Overtime	500	0	(500)	-100%	In lieu of comp time if requested.
Longevity	1,700	2,300	600	35%	Mr. Ofurie
Above Grade Differentials	0	0	0	#DIV/0!	Contractual per Local 25 Clerical.
Total Personnel Services	**$468,680**	**$562,973**	**$94,293**	**20%**	
General Operating Expenses -Engineering					
Stormwater Expenditures	250,000	200,000	(50,000)	-20%	This fund will provide for construction of smaller "trouble spot" drainage projects. Planned for this fiscal year are: Kelvin Street Outfall permitting. This fund will also provide for ongoing stormwater maintenance (purchase/rental of equipment, materials, and contractors if needed) for open channels, as well as parts of the existing drainage system that need upgrades.
Equipment Maint/Repair	2,000	1,000	(1,000)	-50%	Reduced $1K by CC LY. Maintenance of field equipment.
Professional Services	200,000	200,000	0	0%	Professional engineering services to support construction and permitting of infrastructure improvements throughout the City.
Office Supplies	10,000	5,000	(5,000)	-50%	Printer paper - general office supplies.
Other Charges	7,038	0	(7,038)	-100%	Other Charges
Software Subscriptions	0	12,000	12,000	#DIV/0!	2 Civil 3d licenses ($3,750 ea.), 1/2 of mapping services, misc. GIS
Office Equipment	12,962	10,000	(2,962)	-23%	New printer, plotter.
Field Equipment & Supplies	10,000	5,000	(5,000)	-50%	Equipment and supplies to support GPS data collection and field work.
Center Line X-walk Mark	150,000	150,000	0	0%	Line markings for entire city. Using more durable product. City Council has requested additional line markings throughout the city.
Annual Environment Reporting	20,000	20,000	0	0%	Annual Environmental Reporting are needed for stormwater discharge MS4 permit report made in compliance with EPA/DEP regulations. Hazardous Mitigation Plan (HMP) updates.
Professional Development	5,000	4,000	(1,000)	-20%	Continuing education courses/engineering/construction.
Licenses & Membership Fees	500	400	(100)	-20%	Licenses & Membership fees for Director and City Engineer.
Total Expenditures	**$667,500**	**$607,400**	**($60,100)**	**-9%**	
Total	**$1,136,180**	**$1,170,373**	**$34,193**	**3%**	

Department of Public Works - 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.

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.

Significant Budget & Staffing Changes for FY 2026



We are looking to hire 3 additional full-time workers for the cemetery which will enable a dedicated crew for upkeep and maintenance as well as reducing the need for additional overtime during spring and fall cleanups especially with the increase in sales of plots and niches.

We are looking to hire 3 full time employees dedicated to just working with our Certified Arborist in the handling of trees and all aspects, trimming, take downs, planting, etc. With an inventory of approximately 7,400 trees and growing, the dedicated crew will be able to enact a maintenance and sustainable growth track to lower temperature in the city.

FY2025: Accomplishments

We have planted 3,200 begonias and 3,200 mums for the spring and fall planting seasons for all the parks throughout the city. Completed renovation of the original cemetery house and have full time clerk to assist with purchase of plots and niches on a as needed basis.

FY2026: Goals & Objectives

1. **Goal: City's strong "Reduce, Reuse, recycle" culture and programs to address climate change issues**

Objective: 1. Will continue to sponsor a Hazardous Waste Disposal Day for residents to dispose of household materials; 2. Sponsored Document Shredding Day for the Community again to help them recycle as well as protect against identity theft. We had 120 residents deliver hazardous waste and 64 drop off shredding materials. We look to have that increase to 150 residents for Hazardous Waste and 75 residents for Shredding.

2. **Goal: Climate Resilient Parks to combat "heat island" effect and National and Recreation Park Association Award**

Objective: 1. Fuller Street Park will go out for design bids and contract award in the spring of FY 25 for approximate value of $1,000,000; 2. Within 3 years every park in the city will have been updated with Fuller Street and Central Ave Park and Big Florence Street completed or near completion; 3.Working with DCR to increase tree planting capabilities with our full time Arborist who will assist DCR and residents in plating in excess of 200 trees as well as continuing to plant trees in private residents through DCR, and with a full time Tree Crew, able to trim and plant more trees through the city in strategic locations; 3. Work with our landscape contractor to handle spring planting and as well as schedule fall planting and floral designs for all parks . Bring uniformity and color to all locations/. We look to have 100% of the parks in tune for fall planting in FY 26; 4. Maintain planting 200 new trees and replacing older ones help the environment and lower temperature throughout the city. Look to add additional ones in areas to help reduce heat and lower carbon emissions.

3. **Goal: Excellent funeral services for residents and their grieving families**

Objective: 1. We have a full-time clerk available during normal working hours to assist family during tough time and walk them through the process and have a full time Cemetery Director on July 1, 2025

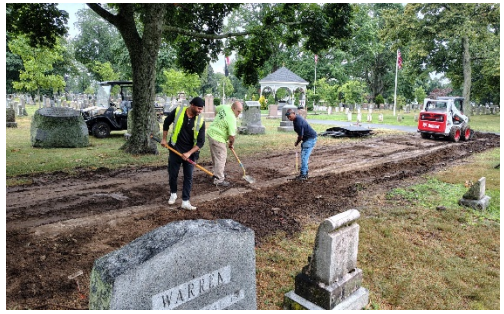
Performance Measures

Outcomes & Performance Measurers	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Trees Planted	200	75	50	50
Full Burials	40	40	22	40
Cremations	20	20	16	20
Niches and Plots Sold	N/A	3	9	25

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

We will be looking to add a full-time tree crew, under the direction of our full time Arborist. By incorporating their duties, trimming, diagnosis of early disease, planting of new trees in strategic locations, will help to bring down the overall temperature of the city. It will always save money by identifying which trees can be saved or need to be replaced for a quicker turnaround. Being able to determine which trees are best for each area helps with biodiversity.







City of Everett

Everett Budget Council Summary Report

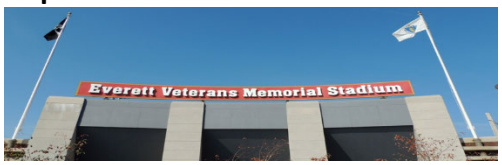
FY2026 City Budget - NO SCHOOLS

493 - DPW PARKS AND CEMETERIES DIV Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-493-1-5111	SALARIES PARKS	$865,871.12	$1,236,124.00	$956,234.93	**$1,363,024.00**	**$1,363,024.00**	**$1,363,024.00**
01-493-1-5113	PART TIME PARKS	$60,000.00	$36,000.00	$15,680.09	**$81,000.00**	**$81,000.00**	**$81,000.00**
01-493-1-5130	OVERTIME PARKS	$183,473.01	$195,000.00	$179,767.40	**$191,750.00**	**$191,750.00**	**$191,750.00**
01-493-1-5142	NIGHT DIFFERENTIAL PARKS	$666.50	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-493-1-5143	LONGEVITY PARKS	$10,950.00	$13,300.00	$13,300.00	**$8,350.00**	**$8,350.00**	**$8,350.00**
01-493-1-5144	ABOVE GRADE DIFFERENTIAL PARKS	$11,642.83	$5,400.00	$0.00	**$5,400.00**	**$5,400.00**	**$5,400.00**
01-493-1-5160	TREE STIPEND PARKS	$4,575.60	$10,000.00	$1,985.25	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-493-1-5193	CLOTHING ALLOWANCE PARKS	$6,300.00	$9,800.00	$9,800.00	**$11,200.00**	**$11,200.00**	**$11,200.00**
PERSONNEL Total:		**$1,143,479.06**	**$1,505,624.00**	**$1,176,767.67**	**$1,670,724.00**	**$1,670,724.00**	**$1,670,724.00**
EXPENSES							
01-493-2-5255	LANDSCAPING	$292,779.00	$575,000.00	$332,312.23	**$575,000.00**	**$575,000.00**	**$575,000.00**
01-493-2-5256	GRAFFITI REMOVAL	$0.00	$5,000.00	$0.00	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-493-2-5257	GLENWOOD CEMETERY EXPENSES	$4,105.34	$60,000.00	$21,892.58	**$60,000.00**	**$60,000.00**	**$60,000.00**
01-493-2-5259	OUTDOOR WINTERIZATION	$0.00	$15,000.00	$1,879.00	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-493-2-5300	PROFESSIONAL SERVICES	$0.00	$30,000.00	$18,350.00	**$30,000.00**	**$30,000.00**	**$30,000.00**
01-493-2-5435	REPAIR & MAINTENANCE	$92,298.92	$185,000.00	$60,119.07	**$185,000.00**	**$185,000.00**	**$185,000.00**
01-493-2-5439	TREES SEED & SOD SUPPLIES	$23,707.75	$80,000.00	$14,431.36	**$80,000.00**	**$80,000.00**	**$80,000.00**
01-493-2-5830	CONCRETE LINERS	$0.00	$10,000.00	$2,475.00	**$10,000.00**	**$10,000.00**	**$10,000.00**
EXPENSES Total:		**$412,891.01**	**$960,000.00**	**$451,459.24**	**$960,000.00**	**$960,000.00**	**$960,000.00**
493 DPW PARKS AND CEMETERIES DIV Total:		**$1,556,370.07**	**$2,465,624.00**	**$1,628,226.91**	**$2,630,724.00**	**$2,630,724.00**	**$2,630,724.00**
GENERAL FUND Total:		**$1,556,370.07**	**$2,465,624.00**	**$1,628,226.91**	**$2,630,724.00**	**$2,630,724.00**	**$2,630,724.00**
Grand Total:		**$1,556,370.07**	**$2,465,624.00**	**$1,628,226.91**	**$2,630,724.00**	**$2,630,724.00**	**$2,630,724.00**

493	DEPARTMENT OF PUBLIC WORKS - Parks and Cemeteries Division						FY25	FY26		
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-493-1-5111	Parks, Cemetery & Sanitation Director [1,3,11]	Kevin Noonan (prev. Scott Martinelli)	UNCL	40	1	1	1	$101,119	$120,133	$120,133
01-493-1-5143	Parks, Cemetery & Sanitation Director	Kevin Noonan	Longevity					$0	$800	$800
01-493-1-5111	Administrative Assistant [2, 10]	Frances Moccia	A-6U/8	35	1	0	0	$70,766	$0	$0
01-493-1-5143	Administrative Assistant	Frances Moccia	Longevity					$1,000	$0	$0
01-493-1-5111	General Foreman [2]	Paul DeMato	W-13U/4	40	1	1	1	$98,675	$101,635	$101,635
01-493-1-5143	General Foreman	Paul DeMato	Longevity					$1,550	$1,550	$1,550
01-493-1-5193	General Foreman	Paul DeMato	Clothing					$700	$700	$700
01-493-1-5111	Working Foreman (cemetery) [4]	Francis McGrath	W-11U/4	40	1	1	1	$79,997	$82,397	$82,397
01-493-1-5143	Working Foreman	Francis McGrath	Longevity					$1,750	$900	$900
01-493-1-5193	Working Foreman	Francis McGrath	Clothing					$700	$700	$700
01-493-1-5111	Working Foreman (parks) [5]	Matthew Ragucci	W-11U/4	40	1	1	1	$79,997	$82,397	$82,397
01-493-1-5143	Working Foreman	Matthew Ragucci	Longevity					$1,750	$900	$900
01-493-1-5193	Working Foreman	Matthew Ragucci	Clothing					$700	$700	$700
01-493-1-5111	Craftsman - SMEO w/CDL & Hoisting	Vacant	W-11U/4	40	1	1	1	$79,997	$82,397	$82,397
01-493-1-5193	Craftsman - SMEO w/CDL & Hoisting	Vacant	Clothing					$700	$700	$700
01-493-1-5111	Craftsman - SMEO w/CDL & Hoisting [2]	Joseph Paoletta	W-10U/4	40	1	1	1	$77,938	$80,276	$80,276
01-493-1-5193	Craftsman - SMEO w/CDL & Hoisting	Joe Paoletta	Clothing					$700	$700	$700
01-493-1-5111	Craftsman - SMEO w/CDL & Hoisting [2]	Charles Montesano	W-10U/4	40	1	1	1	$77,938	$80,276	$80,276
01-493-1-5143	Craftsman - SMEO w/CDL & Hoisting	Charles Montesano	Longevity					$900	$900	$900
01-493-1-5193	Craftsman - SMEO w/CDL & Hoisting	Charles Montesano	Clothing					$700	$700	$700
01-493-1-5111	Craftsman - SMEO w/CDL & Hoisting [7]	Richard Dellasola (prev. vacant)	W-10U/4	40	1	1	1	$77,938	$80,276	$80,276
01-493-1-5143	Craftsman - SMEO w/CDL & Hoisting	Richard Dellasola	Longevity					$900	$0	$0
01-493-1-5193	Craftsman - SMEO w/CDL & Hoisting	Richard Dellasola	Clothing					$700	$700	$700
01-493-1-5111	Craftsman - HMEO w/CDL [2]	Joseph Baldacchino	W-9U/4	40	1	1	1	$74,048	$76,294	$76,294
01-493-1-5143	Craftsman - HMEO w/CDL	Joseph Baldacchino	Longevity					$1,150	$1,150	$1,150
01-493-1-5193	Craftsman - HMEO w/CDL	Joseph Baldacchino	Clothing					$700	$700	$700
01-493-1-5111	Craftsman - Tiler [2]	Michele DiFlorio (WC)	W-9U/4	40	1	1	1	$74,048	$76,294	$76,294
01-493-1-5143	Craftsman - Tiler	Michele DiFlorio	Longevity					$1,150	$1,150	$1,150
01-493-1-5193	Craftsman - Tiler	Michele DiFlorio	Clothing					$700	$700	$700
										Continued...
01-493-1-5111	Craftsman - HMEO (No CDL) [2]	Khyle Hope	W-8U/4	40	1	1	1	$69,160	$71,240	$71,240
01-493-1-5193	Craftsman - HMEO (No CDL)	Khyle Hope	Clothing					$700	$700	$700
01-493-1-5111	Craftsman [2, 6]	Mark Geyhart (prev Donald Lariviere)	W-7U/4	40	1	1	1	$65,562	$67,538	$67,538
01-493-1-5143	Craftsman	Mark Geyhart (prev Donald Lariviere)	Longevity					$1,350	$0	$0
01-493-1-5193	Craftsman	Mark Geyhart (prev Donald Lariviere)	Clothing					$700	$700	$700
01-493-1-5111	Craftsman (sign shop w/o CDL) [2, 9]	Joseph Ronan	W-13U/2	40	1	1	1	$72,883	$92,643	$92,643
01-493-1-5143	Craftsman (sign shop)	Joseph Ronan	Longevity					$900	$900	$900
01-493-1-5193	Craftsman (sign shop)	Joseph Ronan	Clothing					$700	$700	$700
01-493-1-5111	Craftsman [2]	Paul Blauvelt	W-7U/4	40	1	1	1	$65,562	$67,538	$67,538

						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-493-1-5193	Craftsman	Paul Blauvelt	Clothing					$700	$700	$700
01-493-1-5143	Craftsman	Paul Blauvelt	Longevity					$900	$900	$900
01-493-1-5111	Craftsman [2]	Salvatore DiPierro	W-7U/4	40	1	1	1	$65,562	$67,538	$67,538
01-493-1-5193	Craftsman	Salvatore DiPierro	Clothing					$700	$700	$700
01-493-1-5111	Craftsman - tree crew [8]	Eric Rumson	W-7U/3	40	0	1	1	$0	$65,811	$65,811
01-493-1-5193	Craftsman - tree crew	Eric Rumson	Clothing					$0	$700	$700
01-493-1-5111	Craftsman - tree crew [8]	Vacant	W-7U/1	40	0	1	1	$0	$62,911	$62,911
01-493-1-5193	Craftsman - tree crew	Vacant	Clothing					$0	$700	$700
					16	17	17			
493	**DPW Parks & Cemeteries TOTAL**									
							Salary (5111)	$1,236,124	$1,363,024	$1,363,024
							Part Time (5113)	$81,000	$81,000	$81,000
							Overtime (5130)	$150,000	$191,750	$191,750
							Longevity (5143)	$13,300	$8,350	$8,350
							Above Grade Differential (5144)	$5,400	$5,400	$5,400
							Tree Stipend (5160)	$10,000	$10,000	$10,000
							Clothing Allowance (5193)	$9,800	$11,200	$11,200
							Personnel Total:	**$1,505,624**	**$1,670,724**	**$1,670,724**
Notes to Budget:										
[1] 3% COLA added to administrative salary.										
[2] Local 25 DPW & Clerical unions 3% increase in anticipation of a new contract.										
[3] Scott Martinelli moved to DPW executive. Position reclassification.										
[4] Francis McGraph moved to Working Foremen (cemetery) position.										
[5] Matthew Ragucci moved to Working Foreman (parks) position. He was promoted in August 2024										
[6] Mark Geyhart replaces retired Donald Lariviere.										
[7] Richard Dellasola transferred from Water & Sewer department.										
[8] Position moved from Highway (see note 4 in Highway dept)										
[9] Previously W-11U/2 grade position										
[10] Moving Frances Moccia to exec/admin department										
[11] This is not a 18% increase, LY Scott Martinelli										

Department of Public Works – Stadium Division





The Everett Veterans Memorial Stadium is one of the most used athletic fields in the region. Not only home to the Everett High School Crimson Tide Athletics, football, boys' and girls' soccer, boys' and girls' lacrosse, girls' field hockey, Everett Crimson Tide Band, youth football and youth soccer programs and clinics. It also is used for Everett High School Graduation as well as many cultural and civic events throughout the year like Community Ball. It is used almost daily from late March through Thanksgiving. It is a multi-purpose sports and entertainment venue that serves a wide range of community needs providing an inclusive space for Everett's residents for all ages.

Mission Statement

To maintain, improve, and operate Everett Veterans Memorial Stadium as a safe, inclusive and high-performing public venue that supports youth development, school athletics, cultural events, and community recreation – while preserving public infrastructure for current and future generations through responsible stewardship and strategic investment.

Significant Budget & Staffing Changes for FY2026

No changes

FY2025: Accomplishments

- Finalized new turf Installation agreements – successfully completed planning and contractual agreements for the full replacement of the stadium's turf field, ensuring improved safety, performance, and long-term durability for all users.
- Installed stadium banners highlighting Everett's rich football history, proudly honoring 25 Everett High School graduates who advanced to play in the National Football Leage (NFL).
- Completed rehabilitation of the stadium press box.

FY2026: Goals & Objectives

1. **Goal: America's Best Stadiums for Residents' Healthy Lifestyle and National Competitions**

Objective: 1. Engineering report on full scope for repairs to the Fieldhouse; We would hope to coincide the Field Turf Replacement and Field House work to be simultaneous if possible 2. Replacement of retaining wall at the exterior of the field on the Spring Street side.

Performance Measures

Outcomes and Performance Measurers	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
High School Games & Practices	89	94	100	100
Youth Games & Practices	84	93	98	98
Special Events	8	14	18	18
Other-Rented	4	6	10	10

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

We will be refurbishing one of the cornerstones of Everett and give the residents and up to date and first-class field along with working with DCR to plant trees both inside and outside the stadium to reduce heat zones and help purify the air both in and around the stadium.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

494 - DPW STADIUM DIVISION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
EXPENSES							
01-494-2-5255	MAINTENANCE TO FIELD	$0.00	$20,000.00	$0.00	**$20,000.00**	**$20,000.00**	**$20,000.00**
01-494-2-5435	REPAIR & MAINTENANCE	$0.00	$16,500.00	$0.00	**$16,500.00**	**$16,500.00**	**$16,500.00**
EXPENSES Total:		**$0.00**	**$36,500.00**	**$0.00**	**$36,500.00**	**$36,500.00**	**$36,500.00**
494 DPW STADIUM DIVISION Total:		**$0.00**	**$36,500.00**	**$0.00**	**$36,500.00**	**$36,500.00**	**$36,500.00**
GENERAL FUND Total:		**$0.00**	**$36,500.00**	**$0.00**	**$36,500.00**	**$36,500.00**	**$36,500.00**
Grand Total:		**$0.00**	**$36,500.00**	**$0.00**	**$36,500.00**	**$36,500.00**	**$36,500.00**

(494) DPW Stadium Division - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Stadium Division					
Other Expenses	0	0	0	#DIV/0!	New GL Account
Fuel	0	0	0	#DIV/0!	Not required in FY25. For heating the field house (Direct Energy).
Equipment Motor Maint	0	0	0	#DIV/0!	Not needed in FY25.
Maintenance to Field	20,000	20,000	0	0%	New Turf will be installed in mid June and Completed in July. Will need updated rakes and materials
Repair & Maint Supplies/Mtrl	16,500	16,500	0	0%	This is for ancillary fixes to gates and fences and locker rooms
Total	**$36,500**	**$36,500**	**$0**	**0%**	

Department of Public Works – 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.

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 generation.

Significant Budget & Staffing Changes for FY 2026

Looking to add additional milling and paving machine for greater efficiency. Looking to secure asphalt, concrete, and on call tree service contracts for better pricing and quicker delivery.

FY2025: Accomplishments

Able to slightly increase the number of potholes and sidewalks repaired without increasing much needed staff.

FY2026: Goals & Objectives

1. **Goal: Excellent, efficient maintenance programs for street infrastructure**

Objective: 1. Increase the number of sidewalks repaired, keeping all work in-house. Look to repair or replace over 11,000 feet of sidewalk. 2. Remove all tree stumps in the city. Once completed, the Parks division will work with Highway and DCR to replant with trees. Looking to plant 200 trees and trim approximately 40-50 streets 3. Improve overall cleanliness of streets, parks and other public areas. We will be upgrading equipment in the parks. 4. Improve signage and sign shop equipment, operation and maintenance. Will replace upwards of 25-30 signs during the FY26. 5. Replace Street and traffic signs as needed. About 12 per year on average. 6. Streamline process for our winter snow removal program by coordinating our pricing based upon Mass DOT posted fees end of October. Prepare prepackaged applications with checklists for completed information.

2. **Goal: Continuous training of staff on modern highway technology and equipment**

Objective: Training classes for all Highway employees on the new equipment brought into the department. We will look to add 2-3 new pieces of equipment and involve training 8-10 employees on each machine. This includes stump grinders, backhoes, excavators, snow removal equipment, etc.

Performance Measures

Outcomes & Performance Measurers	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Pothole Fills (Repairs)	511	540	590	590
Sink Holes	27	31	35	35
Sidewalk Repairs	10,875 feet	11,100 feet	11,300 feet	11,500 feet

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

By continuing to proactively respond to repairs and maintenance of streets and sidewalks, as well as assisting in planting trees it lowers positions from traffic congestion and brings more green tree cleaning to cool the city further.







City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

495 - DPW HIGHWAY DIVISION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-495-1-5111	SALARIES HIGHWAY	$1,093,601.62	$1,295,045.00	$1,080,538.19	**$1,256,846.00**	**$1,154,737.00**	**$1,154,737.00**
01-495-1-5130	OVERTIME HIGHWAY	$216,738.64	$183,600.00	$177,155.70	**$191,862.00**	**$191,862.00**	**$191,862.00**
01-495-1-5142	NIGHT DIFFERENTIAL HIGHWAY	$895.14	$3,780.00	$2,515.52	**$3,780.00**	**$3,780.00**	**$3,780.00**
01-495-1-5143	LONGEVITY HIGHWAY	$8,300.00	$12,450.00	$12,450.00	**$11,800.00**	**$10,600.00**	**$10,600.00**
01-495-1-5144	ABOVE GRADE DIFFERENTIAL	$7,463.41	$16,200.00	$11,364.37	**$16,200.00**	**$16,200.00**	**$16,200.00**
01-495-1-5193	CLOTHING ALLOWANCE HIGHWAY	$9,100.00	$11,200.00	$11,200.00	**$10,500.00**	**$10,500.00**	**$10,500.00**
01-495-1-5196	TOOLS FOR MECHANICS HIGHWAY	$200.00	$200.00	$200.00	**$200.00**	**$200.00**	**$200.00**
PERSONNEL Total:		**$1,336,298.81**	**$1,522,475.00**	**$1,295,423.78**	**$1,491,188.00**	**$1,387,879.00**	**$1,387,879.00**
EXPENSES							
01-495-2-5241	CONSTRUCTION/REPAIRS	$652.47	$25,000.00	$11,918.29	**$25,000.00**	**$25,000.00**	**$25,000.00**
01-495-2-5268	CONTRACTED SERVICES / EQUIPMENT	$139,497.47	$139,000.00	$108,369.47	**$110,000.00**	**$110,000.00**	**$110,000.00**
01-495-2-5280	EQUIPMENT HIRE	$14,021.12	$15,000.00	$8,118.96	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-495-2-5435	REPAIR & MAINTENANCE	$39,417.14	$82,000.00	$48,533.06	**$86,000.00**	**$86,000.00**	**$86,000.00**
01-495-2-5436	STREET CLEANING SUPPLIES &	$0.00	$20,000.00	$0.00	**$20,000.00**	**$20,000.00**	**$20,000.00**
01-495-2-5440	STREET & TRAFFIC SIGNS	$20,056.72	$45,000.00	$19,729.99	**$45,000.00**	**$45,000.00**	**$45,000.00**
01-495-2-5543	CEMENT STONE & ASPHALT	$46,589.03	$90,000.00	$26,485.54	**$125,000.00**	**$125,000.00**	**$125,000.00**
01-495-2-5856	OTHER - POLICE DETAILS	$6,325.00	$15,000.00	$5,850.00	**$15,000.00**	**$15,000.00**	**$15,000.00**
EXPENSES Total:		**$266,558.95**	**$431,000.00**	**$229,005.31**	**$441,000.00**	**$441,000.00**	**$441,000.00**
495 DPW HIGHWAY DIVISION Total:		**$1,602,857.76**	**$1,953,475.00**	**$1,524,429.09**	**$1,932,188.00**	**$1,828,879.00**	**$1,828,879.00**
GENERAL FUND Total:		**$1,602,857.76**	**$1,953,475.00**	**$1,524,429.09**	**$1,932,188.00**	**$1,828,879.00**	**$1,828,879.00**
Grand Total:		**$1,602,857.76**	**$1,953,475.00**	**$1,524,429.09**	**$1,932,188.00**	**$1,828,879.00**	**$1,828,879.00**

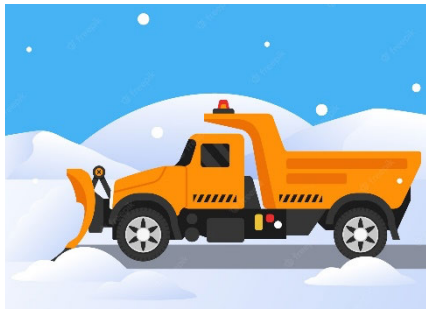
495	DEPARTMENT OF PUBLIC WORKS - Highway Division									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-495-1-5111	Highway Superintendent [1]	Richard Odonnell	UNCL	40	1	1	0	$98,741	$101,703	$0
01-495-1-5143	Highway Superintendent	Richard Odonnell	Longevity					$1,200	$1,200	$0
01-495-1-5111	Principal Clerk [2]	N/A	C-6U/5	20	0	0	0	$1	$1	$1
01-495-1-5111	Work Foreman / Hwy-Bldg-Grounds [4]	position reclass (prev Joe Nolette WC)	W-11U/4	40	1	0	0	$79,997	$0	$0
01-495-1-5143	Work Foreman / Hwy-Bldg-Grounds	Joe Nolette/WC	Longevity					$1,150	$0	$0
01-495-1-5193	Work Foreman / Hwy-Bldg-Grounds	Joe Nolette/WC	Clothing					$700	$0	$0
01-495-1-5111	Work Foreman / Hwy-Bldg-Grounds [3]	Antonio Ventresca	W-11U/4	40	1	1	1	$79,997	$82,389	$82,389
01-495-1-5143	Work Foreman / Hwy-Bldg-Grounds	Antonio Ventresca	Longevity					$1,550	$1,550	$1,550
01-495-1-5193	Work Foreman / Hwy-Bldg-Grounds	Antonio Ventresca	Clothing					$700	$700	$700
01-495-1-5111	Signal Maintainer [3]	Kenneth Dellisola	W-11U/4	40	1	1	1	$79,997	$82,389	$82,389
01-495-1-5143	Signal Maintainer	Kenneth Dellisola	Longevity					$1,550	$1,550	$1,550
01-495-1-5193	Signal Maintainer	Kenneth Dellisola	Clothing					$700	$700	$700
01-495-1-5196	Signal Maintainer	Kenneth Dellisola	Tools					$200	$200	$200
01-495-1-5111	Specialist Craftsman-SMEO w/CDL & Hoisting	Thomas Golden	W-13U/2	40	1	1	1	$89,939	$92,643	$92,643
01-495-1-5143	Specialist Craftsman-SMEO w/CDL & Hoisting	Thomas Golden	Longevity					$1,150	$1,150	$1,150
01-495-1-5193	Craftsman - SMEO w/CDL & Hoisting	Thomas Golden	Clothing					$700	$700	$700
01-495-1-5111	Craftsman - SMEO w/ CDL & Hoisting [3]	Joseph Recupero	W-10U/4	40	1	1	1	$77,938	$80,267	$80,267
01-495-1-5143	Craftsman - SMEO w/CDL & Hoisting	Joseph Recupero	Longevity					$1,350	$1,350	$1,350
01-495-1-5193	Craftsman - SMEO w/CDL & Hoisting	Joseph Recupero	Clothing					$700	$700	$700
01-495-1-5111	Craftsman - SMEO w/ CDL & Hoisting [3]	Jason Papa	W-10U/4	40	1	1	1	$77,938	$80,267	$80,267
01-495-1-5193	Craftsman - SMEO w/CDL & Hoisting	Jason Papa	Clothing					$700	$700	$700
01-495-1-5111	Craftsman - SMEO w/ CDL & Hoisting [3, 5]	Jesse Winocour	W-10U/4	40	1	1	1	$74,568	$80,267	$80,267
01-495-1-5143	Craftsman - SMEO w/CDL & Hoisting	Jesse Winocour	Longevity					$900	$900	$900
01-495-1-5193	Craftsman - SMEO w/CDL & Hoisting	Jesse Winocour	Clothing					$700	$700	$700
01-495-1-5111	Craftsman - HMEO w/CDL CLASS A [3]	Roubens Fauche	W-9AU/4	40	1	1	1	$77,771	$80,101	$80,101
01-495-1-5193	Craftsman - HMEO w/CDL CLASS A	Roubens Fauche	Clothing					$700	$700	$700
01-495-1-5143	Craftsman - HMEO w/CDL CLASS A	Roubens Fauche	Longevity					$900	$900	$900
01-495-1-5111	Craftsman - HMEO w/CDL [3]	Gregory Reed	W-9U/4	40	1	1	1	$74,048	$76,294	$76,294
01-495-1-5143	Craftsman -HMEO w/CDL	Gregory Reed	Longevity					$900	$1,150	$1,150
01-495-1-5193	Craftsman - HMEO w/CDL	Gregory Reed	Clothing					$700	$700	$700
										Continued...

						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-495-1-5111	Watchman - HMEO w/CDL (40 Hours) [3, 5]	Owen Gillis	W-9U/3	40	1	1	1	$68,120	$72,966	$72,966
01-495-1-5193	Watchman - HMEO w/CDL (40 Hours)	Owen Gillis	Clothing					$700	$700	$700
01-495-1-5111	Watchman - HMEO w/CDL [3, 5]	Joseph LaMonica	W-9U/4	40	1	1	1	$70,866	$76,294	$76,294
01-495-1-5193	Watchman - HMEO w/CDL	Joseph LaMonica	Clothing					$700	$700	$700
01-495-1-5111	Craftsman - HMEO no/CDL [3]	Pedro Rivera	W-8U/4	40	1	1	1	$69,160	$71,240	$71,240
01-495-1-5193	Craftsman - HMEO no/CDL	Pedro Rivera	Clothing					$700	$700	$700
01-495-1-5143	Craftsman - HMEO no/CDL	Pedro Rivera	Longevity					$900	$900	$900
01-495-1-5111	Craftsman [3]	Michael Russo	W-9U/4	40	1	1	1	$74,048	$76,294	$76,294
01-495-1-5143	Craftsman	Michael Russo	Longevity					$900	$1,150	$1,150
01-495-1-5193	Craftsman	Michael Russo	Clothing					$700	$700	$700
01-495-1-5111	Craftsman [3]	James Tiberii (WC)	W-7U/4	40	1	1	1	$65,562	$67,538	$67,538
01-495-1-5193	Craftsman	James Tiberii	Clothing					$700	$700	$700
01-495-1-5111	Craftsman [3, 6]	Kevin Shapleigh	W-7U/3	40	1	1	1	$65,624	$63,648	$63,648
01-495-1-5193	Craftsman	Kevin Shapleigh	Clothing					$700	$700	$700
60-450-1-5111	Craftsman -Meter Service Craftsman [3]	Anthony Escobar	W-7U/4	40	1	1	1	$65,562	$67,538	$67,538
60-450-1-5193	Craftsman - Meter Service Craftsman	Anthony Escobar	Clothing					$700	$700	$700
					17	16	15			
495	DPW Highway TOTAL									
						Salary (5111)		$1,295,045	$1,256,846	$1,154,737
						Overtime (5130)		$183,600	$191,862	$191,862
						Night Differential (5142)		$3,780	$3,780	$3,780
						Longevity (5143)		$12,450	$11,800	$10,600
						Above Grade Differential (5144)		$16,200	$16,200	$16,200
						Clothing Allowance (5193)		$11,200	$10,500	$10,500
						Tools (5196)		$200	$200	$200
						Personnel Total:		**$1,522,475**	**$1,491,188**	**$1,387,879**
Notes to Budget:										
[1] Duties absorbed by Operations Manager.										
[2] Not requesting funding for this position in FY25.										
[3] Local 25 DPW union 3%incease in anticipation of pending contract.										
[4] WC case resolved, using the funding to create W7U/1 Craftsmen & W7U/3 and moving the positions to Parks.										
[5] EE going 1 step higher.										
[6] Previously higher step position										

(495) DPW Highway Division - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	1,295,045	1,154,737	(140,308)	-11%	Highway Superintendent duties absorbed by Operations Manager. Local 25 DPW union 3% increase in anticipation of a new contract.
Overtime	183,600	191,862	8,262	5%	When needed.
Night Differential	3,780	3,780	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	12,450	10,600	(1,850)	-15%	Paid to employees who have reached employment milestones of 10, 15, 20, 25 & 30 years.
Above Grade Differential	16,200	16,200	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	11,200	10,500	(700)	-6%	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	**$1,522,475**	**$1,387,879**	**($134,596)**	**-9%**	
General Operating Expenses - Highway					
Other Expenses	0	0	0	#DIV/0!	New GL Account
Construction Repairs	25,000	25,000	0	0%	Level funded for parts for equipment
Contracted Services	110,000	110,000	0	0%	Street Sweeping Contract out to bid, waiting for final selection. This may need to be increased.
Equipment Hire	15,000	15,000	0	0%	We have purchased some equipment to lessen the need but busy season coming up from bad winter
Repair & Maintenance	86,000	86,000	0	0%	We had worse than normal winter due to demand for supplies & materials needed to do street repair & maintenance. We are trying to keep flat. Past season coming up based on snow.
Street Cleaning Sup & Equip	20,000	20,000	0	0%	Level funded for supplies and equipment for city owned sweeper.
Street & Traffic Signs	45,000	45,000	0	0%	Need to replace many signs on Ferry and Elm. Also supplies, materials and message boards.
Cement Stone & Asphalt	115,000	125,000	10,000	9%	Level funded for cement, stone and asphalt.
Other Police Details	15,000	15,000	0	0%	Level funded and used as needed.
Total Expenditures	**$431,000**	**$441,000**	**$10,000**	**2%**	
Total	**$1,953,475**	**$1,828,879**	**($124,596)**	**-6%**	

Department of Public Works – Snow & Ice Division



The City's Snow & Ice Division 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.

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.

Significant Budget & Staffing Changes for FY2026

We have been able to add 3 more pickup trucks with plows and salters to be able to utilize more DPW workers to manage the narrow streets. Looking to add at least two more with similar equipment.

FY2025: Accomplishments

DPW along with our private contractors have been able to far exceed other surrounding communities' standards to have all major streets and arteries clear to the pavement as much as weather conditions allow. We have had more snow and icing events than we have had in the past several years and with all the street configuration changes and challenges on Elm and Ferry, we have been able to keep things clear and safe.

FY2026: Goals & Objectives

1. **Goal: Continue to work with 311 and Everett Police to establish updated parking and enforcement procedures for snow events to maintain highest level of plowing, salting and public safety.**

Objective: 1. We have added two new F350 Pickups with Plows and Salters for the upcoming season and looking to add two more 2. To have all snow contractors in place before the season begins, by November 1, 2025. We will look to add additional contractors if needed. Having more pickups will help reduce outside contractors.

Performance Measurers

Outcomes & Performance Measurers	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
# of salting events	22	9	13	13
# of plowing events	10	3	6	6
Tons of salt purchased	6,000	5,000	6,500	6,500
# of outside Contractors	11	12	12	12

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The City of Everett is looking to better increase snow operations and communication to continue improving even more the high standards of our plowing and salting. Increasing the partnership of public and private vehicles and equipment under the leadership of DPW. The additional vehicles at DPW will help reduce outside contractor costs.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

496 - DPW SNOW AND ICE DIVISION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-496-1-5130	S & I OVERTIME	$121,127.50	$100,000.00	$184,939.40	**$100,000.00**	**$100,000.00**	**$100,000.00**
01-496-1-5159	SNOW STIPEND	$12,630.00	$0.00	$4,523.87	**$0.00**	**$0.00**	**$0.00**
PERSONNEL Total:		**$133,757.50**	**$100,000.00**	**$189,463.27**	**$100,000.00**	**$100,000.00**	**$100,000.00**
EXPENSES							
01-496-2-5280	CONTRACTED SERVICES	$83,940.00	$50,000.00	$202,435.00	**$50,000.00**	**$50,000.00**	**$50,000.00**
01-496-2-5434	S & I SUPPLIES & MATERIALS	$40,537.04	$50,000.00	$42,831.43	**$50,000.00**	**$50,000.00**	**$50,000.00**
01-496-2-5446	S & I REPAIR /MAINTENANCE	$0.00	$7,500.00	$0.00	**$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	$223,725.65	$250,000.00	$378,182.63	**$350,000.00**	**$350,000.00**	**$350,000.00**
EXPENSES Total:		**$348,202.69**	**$382,500.00**	**$623,449.06**	**$485,000.00**	**$485,000.00**	**$485,000.00**
496 DPW SNOW AND ICE DIVISION Total:		**$481,960.19**	**$482,500.00**	**$812,912.33**	**$585,000.00**	**$585,000.00**	**$585,000.00**
GENERAL FUND Total:		**$481,960.19**	**$482,500.00**	**$812,912.33**	**$585,000.00**	**$585,000.00**	**$585,000.00**
Grand Total:		**$481,960.19**	**$482,500.00**	**$812,912.33**	**$585,000.00**	**$585,000.00**	**$585,000.00**

(496) DPW Snow & Ice - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
S & I Overtime	100,000	100,000	0	0%	Snow and Ice is dependent upon number of ice and snow event. No way of predicting.
Snow Stipend	0	0	0	#DIV/0!	
Total Personnel Services	**$100,000**	**$100,000**	**$0**	**0%**	
General Operating Expenses					
Other Expenses	0	0	0	#DIV/0!	
Contracted Services	50,000	50,000	0	0%	This line is for outside contractors who assist with plowing and/or salting. Competitive pricing increase expected.
S & I Supplies & Materials	50,000	50,000	0	0%	Level funded for supplies needed for winter season.
S & I Repair Maintenance	7,500	10,000	2,500	33%	This line is increased to $2,500 for FY26 to account for inflation and aging equipment. These costs are associated with repairs/maintenance needed to vehicles and/or equipment used during snow / ice emergencies.
S & I Fuel	25,000	25,000	0	0%	Used for fuel.
S & I Salt	250,000	350,000	100,000	40%	Salt used over the entire City. Increase in cost per number of snow/ice events and to account for the inflation.
Total Expenditures	**$382,500**	**$485,000**	**$102,500**	**27%**	
Total Snow & Ice	**$482,500**	**$585,000**	**$102,500**	**21%**	

Department of Public Works - Solid Waste Division



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

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.

Significant Budget & Staffing Changes for FY 2026

Slight budget increases to cover projection of increased recycling costs and volumes as well as increased volume and price of trash. Recycling Contract is out to bid to minimize increase in in budget. Trash pickup and disposal are in contract.

FY2025: Accomplishments

We were able to have both our annual Shredding Event to help reduce the cost of recycling to the city as well as a Hazardous Waste Day to help keep the environment and property free from storage of toxic materials.

FY2026: Goals & Objectives

1. **Goal: Effective waste recycling process to address climate change and other environmental issues**

Objectives: 1. Continue to keep city proactive with recycling through use of social media, reverse 911 calls, information sent to the schools to distribute to students who may be more attuned to environmental issues and have the students become the teachers. We will look to have a different theme sent out quarterly to coincide with the seasons and needs. Recycling contract will go out to bid. Capitol will have one more year remaining and Win Waste will be entering year 2 of a 3-year contract. Look to introduce more ways to recycle, textiles, clothing, etc.

2. **Goal: Efficient cost saving strategies and opportunities at all times**

Objectives: We utilize the new city packer to more efficiently keep the parks clean of debris and food waste to prevent rodent and bug infestation, and give citizens more opportunities to spend time outside to be healthier.



Performance Measurers

Outcomes & Performance Measurers	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Consumer complaints regarding trash pick up	90	68	55	45
# of yard waste pick ups	20	20	20	20
Tons of trash picked up	13,700 ton	14,912 ton	15,300 ton	15,500
Tons of recycling picked up	3,600 ton	2,670 ton	3,000 ton	3,200

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

By continually educating not only the adults, but continue with the inclusion of students, this will lead to a better understanding, especially with the bilingual opportunities to lower trash and increase recycling. Better for the environment and for the city.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

497 - DPW SOLID WASTE DIVISION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
EXPENSES							
01-497-2-5290	REFUSE COLLECTION	$2,014,702.37	$2,300,000.00	$1,641,530.26	**$2,400,000.00**	**$2,400,000.00**	**$2,400,000.00**
01-497-2-5293	SOLID WASTE DISPOSAL	$1,523,374.98	$1,927,610.00	$1,296,286.67	**$2,023,990.00**	**$2,023,990.00**	**$2,023,990.00**
01-497-2-5297	RECYCLABLES DISPOSAL	$408,349.10	$562,000.00	$229,456.87	**$590,100.00**	**$590,100.00**	**$590,100.00**
01-497-2-5298	HAZARDOUS WASTE COLL/DISP	$3,077.80	$55,000.00	$23,158.92	**$55,000.00**	**$55,000.00**	**$55,000.00**
01-497-2-5299	RUBBL/YARD WASTE DISPOSAL	$9,925.00	$80,000.00	$14,085.00	**$80,000.00**	**$80,000.00**	**$80,000.00**
EXPENSES Total:		**$3,959,429.25**	**$4,924,610.00**	**$3,204,517.72**	**$5,149,090.00**	**$5,149,090.00**	**$5,149,090.00**
497 DPW SOLID WASTE DIVISION Total:		**$3,959,429.25**	**$4,924,610.00**	**$3,204,517.72**	**$5,149,090.00**	**$5,149,090.00**	**$5,149,090.00**
GENERAL FUND Total:		**$3,959,429.25**	**$4,924,610.00**	**$3,204,517.72**	**$5,149,090.00**	**$5,149,090.00**	**$5,149,090.00**
Grand Total:		**$3,959,429.25**	**$4,924,610.00**	**$3,204,517.72**	**$5,149,090.00**	**$5,149,090.00**	**$5,149,090.00**

(497) DPW - Solid Waste - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Solid Waste					
Other Expenses	0	0	0	#DIV/0!	
Refuse Collection	2,300,000	2,400,000	100,000	4%	Increase for Capitol Waste contract price.
Solid Waste Disposal	1,927,610	2,023,990	96,380	5%	Win Waste contract price new contract
Recyclables Disposal	562,000	590,100	28,100	5%	Going out to Bid estimated increase
Hazardous Waste Coll/Disp	55,000	55,000	0	0%	Triumvirate - Street sweeping disposal and supplies.
Rubl/Yard Waste Disposal	80,000	80,000	0	0%	Level funded for Northgate Recycling, Rocky Hill - Includes tree stumps, street waste (old pavement), street sweeping waste. Also included citywide disposal and hazardous waste events.
Total Solid Waste	**$4,924,610**	**$5,149,090**	**$224,480**	**5%**	

Department of Health & Human Services



The Everett Health 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.

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.

Significant Budget & Staffing Changes for FY 2025

Hire additional school nurses to fill all vacancies to have a total of 22 full time school nurses.

FY2025: Accomplishments



The Health Department successfully planned and administered the flu vaccine to residents in the community. A city-wide flu clinic was held at the Lafayette school. Along with other clinics being held at City Hall, Everett Housing and Connolly center. The health department continued to have COVID-19 home test kits available for residents to pick up. PCR testing was available at Rivergreen Park for the beginning of the year seven days a week through the end of March 2023. Continued with the sharps take back program. There are two sharp collection sites in the city; 1 located in the police station lobby and the second located in the health department. Sharps containers are also given to residents if needed in the health department when they are disposing of sharps. AED's were placed on each level of city hall. AED was also provided to the wellness center and the recreation center. Updated and reviewed all health policies for the school nurses. Updated tobacco regulations in regards to fines and tobacco suspensions if an establishment sells a tobacco product to someone under the age of 21. Continued support and education pertaining to the opioid crisis. Hired a part-time substance abuse coordinator to assist with substance abuse prevention. Held handwashing programs in the public schools for kindergarten and 1st graders to explain the importance of handwashing.

FY2026: Goals & Objectives

1. **Goal: Increase Life Expectancy of the General Population to 80+ years in Everett**



Objective: 1. Increase availability of vaccine to residents; Held multiple city flu clinic- Connolly Center, Lafayette School, and City Hall and administered a total of 1478 flu vaccines 2. Increase the number of visits under the Direct Observation Therapy Program A total of 825 Directly Observed Therapy Visits were conducted. This consists of daily visits by the Public Health Nurse to residents that need assistance with their medication; 3. Re-organize Health Department to increase services and health and wellness to the community and employees; 4. Provide monthly programs of interest to the community, including CPR and the use of AED systems, stop the bleed program 5. To ensure proper permitting and license to comply with State, Federal and local laws; 6. To partner and collaborate with local agencies and medical organizations re: Seasonal Affective Disorder, Mental Health & Physical Health, Breast Cancer, Prostate Cancer, etc.

2. **Goal: Permanently Eliminate Opioid Crisis, and make Everett Drug Free Community**

Objective: 1. To raise awareness of Opioid Crisis and guidance to assistance; 2. Cultural Health Barriers and Obstacles and Awareness: Bringing awareness and resources to the community for healthy outcomes.

3. **Goal: Reduction and Elimination of Community Disparities**

Objectives: 1**.** Warming center for winter months: Held a total of 23 warming center during significantly colder days. 2. Meet with various folks from stakeholders to community advocates & workers to create and establish a system that works to address the community disparities. 5 Meetings were held with 4 community organizations.

Performance Measurers

Outcomes & Performance Measurers	Actual FY2023	Estimated FY2024	Estimated FY2025	Estimated FY2026
Number of inspections	60	75	80	80
Number of permits issued from the Board of Health	925	1000	1000	1000
Preventive vaccines administered – includes TB testing	950	1000	1000	1000
Direct Observation Therapy – daily home visits to Everett residents	400	700	750	750
Body art establishments	8	10	10	10
Flu shots administered	1000	1500	1500	1500

How FY2026 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.
- Work with our Substance Abuse Prevention Advocate to provide resources to families and residents re: the Opioid Crisis.
- Work with the Department of Public Health to continue to research and apply for grants to assist with reaching goals.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

510 - DEPT OF HEALTH & HUMAN SERVICE Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-510-1-5111	SALARIES HEALTH & HUMAN SERVICES	$1,528,211.93	$2,190,717.00	$1,390,601.47	**$2,333,706.00**	**$2,333,706.00**	**$2,333,706.00**
01-510-1-5113	PART TIME HEALTH & HUMAN	$24,000.00	$70,000.00	$149,088.19	**$82,400.00**	**$82,400.00**	**$82,400.00**
01-510-1-5130	OVERTIME HEALTH & HUMAN	$39,190.89	$34,500.00	$38,726.66	**$50,000.00**	**$50,000.00**	**$50,000.00**
01-510-1-5141	EDUCATION HEALTH & HUMAN	$0.00	$66,500.00	$18,788.87	**$66,500.00**	**$66,500.00**	**$66,500.00**
01-510-1-5143	LONGEVITY HEALTH & HUMAN	$4,400.00	$5,200.00	$5,200.00	**$5,700.00**	**$5,700.00**	**$5,700.00**
01-510-1-5144	ABOVE GRADE DIFFERENTIAL HEALTH	$400.00	$400.00	$0.00	**$400.00**	**$400.00**	**$400.00**
01-510-1-5191	BOARD OF HEALTH STIPEND	$5,791.64	$6,200.00	$4,883.86	**$6,200.00**	**$6,200.00**	**$6,200.00**
01-510-1-5193	CLOTHING ALLOWANCE HEALTH &	$750.00	$6,250.00	$3,500.00	**$6,250.00**	**$6,250.00**	**$6,250.00**
PERSONNEL Total:		**$1,602,744.46**	**$2,379,767.00**	**$1,610,789.05**	**$2,551,156.00**	**$2,551,156.00**	**$2,551,156.00**
EXPENSES							
01-510-2-5249	EQUIPMENT REPAIRS	$195.00	$500.00	$0.00	**$500.00**	**$500.00**	**$500.00**
01-510-2-5300	PROFESSIONAL SERVICES	$233,552.14	$450,000.00	$399,602.75	**$800,000.00**	**$450,000.00**	**$450,000.00**
01-510-2-5303	DOMESTIC VIOLENCE PREVENTION	$14,000.00	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-510-2-5403	VACCINES	$18,657.48	$25,000.00	$13,047.15	**$25,000.00**	**$25,000.00**	**$25,000.00**
01-510-2-5420	OFFICE SUPPLIES	$3,141.38	$4,000.00	$2,320.37	**$4,500.00**	**$4,500.00**	**$4,500.00**
01-510-2-5710	PROFESSIONAL DEVELOPMENT OFFICE	$1,662.82	$2,500.00	$2,278.00	**$2,500.00**	**$2,500.00**	**$2,500.00**
01-510-2-5780	MOSQUITO CONTROL	$20,000.00	$20,000.00	$20,000.00	**$20,800.00**	**$20,800.00**	**$20,800.00**
01-511-2-5310	MEDICAL SUPPLIES	$3,340.81	$7,800.00	$2,403.37	**$6,000.00**	**$6,000.00**	**$6,000.00**
01-511-2-5383	MEDICAL WASTE	$3,554.37	$5,200.00	$2,814.70	**$7,000.00**	**$7,000.00**	**$7,000.00**
01-511-2-5710	PROFESSIONAL DEVELOPMENT NURSES	$2,177.82	$4,000.00	$1,741.82	**$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:		**$300,281.82**	**$534,000.00**	**$444,208.16**	**$885,300.00**	**$535,300.00**	**$535,300.00**
510 DEPT OF HEALTH & HUMAN SERVICE		**$1,903,026.28**	**$2,913,767.00**	**$2,054,997.21**	**$3,436,456.00**	**$3,086,456.00**	**$3,086,456.00**
GENERAL FUND Total:		**$1,903,026.28**	**$2,913,767.00**	**$2,054,997.21**	**$3,436,456.00**	**$3,086,456.00**	**$3,086,456.00**
Grand Total:		**$1,903,026.28**	**$2,913,767.00**	**$2,054,997.21**	**$3,436,456.00**	**$3,086,456.00**	**$3,086,456.00**

510	DEPARTMENT OF HEALTH & HUMAN SERVICES									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
	Ana Hernandez				FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-510-1-5111	Public Health Director [1]	SABRINA FIRICANOLOBONO	UNCL	35	1	1	1	$111,461	$114,805	$114,805
01-510-1-5193	Public Health Director	Sabrina Firicano-LoBono	Clothing					$250	$250	$250
01-510-1-5143	Public Health Director	Sabrina Firicano-LoBono	Longevity					$800	$800	$800
01-510-1-5111	Public Health Nurse [1]	Krista Costello	UNCL	35	1	1	1	$92,882	$95,668	$95,668
01-510-1-5193	Public Health Nurse	Krista Costello	Clothing					$250	$250	$250
01-510-1-5111	Health & Wellness Coordinator [1]	Rana Wehbe	UNCL	35	1	1	1	$90,640	$93,359	$93,359
01-510-1-5111	Health & Human Services Equity Access Officer [1]	Antoinette Octaveblanchard	UNCL	35	1	1	1	$90,150	$92,855	$92,855
01-510-1-5111	Substance Abuse Prevention Coordinator [1]	Christopher Simonelli	UNCL	23	0.66	0.66	0.66	$62,063	$63,925	$63,925
01-510-1-5111	Mental Health Clinician [5]	Vacant	UNCL	35	0	0	0	$0	$0	$0
01-510-1-5111	Public Health Nurse PT [1]	Joanne Agnes	UNCL	25	0.71	0.71	0.71	$38,714	$39,875	$39,875
01-510-1-5193	Public Health Nurse PT	Joanne Agnes	Clothing					$250	$250	$250
01-510-1-5143	Public Health Nurse	Joanne Agnes	Longevity					$400	$650	$650
01-510-1-5111	Nurse / RN [2, 3]	Larissa Strait	RN-U/4	35	1	1	1	$78,598	$83,059	$83,059
01-510-1-5193	Nurse / RN	Larissa Strait	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Angela Ciaramaglia	RN-U/4	35	1	1	1	$73,117	$77,264	$77,264
01-510-1-5143	Nurse / RN	Angela Ciaramaglia	Longevity					$1,000	$1,250	$1,250
01-510-1-5193	Nurse / RN	Angela Ciaramaglia	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Britni Chiarello	RN-U/4	35	1	1	1	$73,117	$77,264	$77,264
01-510-1-5143	Nurse / RN	Britni Chiarello	Longevity					$1,000	$1,000	$1,000
01-510-1-5193	Nurse / RN	Britni Chiarello	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Glenn Nadeau	RN-U/4	35	1	1	1	$73,117	$77,264	$77,264
01-510-1-5143	Nurse / RN	Glenn Nadeau	Longevity					$1,000	$1,000	$1,000
01-510-1-5193	Nurse / RN	Glenn Nadeau	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Dina McCarron	RN-U4	35	1	1	1	$73,117	$77,264	$77,264
01-510-1-5193	Nurse / RN	Dina McCarron	Clothing					$250	$250	$250
01-510-1-5143	Nurse / RN	Dina McCarron	Longevity					$0	$1,000	$1,000
01-510-1-5111	Nurse / RN [2]	Maria Woods	RN-U/4	35	1	1	1	$73,117	$77,264	$77,264
01-510-1-5193	Nurse / RN	Maria Woods	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Juliana Corey	RN-U/3	35	1	1	1	$73,117	$75,013	$75,013
01-510-1-5193	Nurse / RN	Juliana Corey	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	SAMARA SILVA	RN-U/3	35	1	1	1	$70,979	$75,013	$75,013
01-510-1-5193	Nurse / RN	Samara Silva	Clothing					$250	$250	$250
										Continued...

						FY26	FY26			FY26
	Ana Hernandez				FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-510-1-5111	Nurse / RN [2]	Ana Hernandez	RN-U/3	35	1	1	1	$73,117	$75,013	$75,013
01-510-1-5193	Nurse / RN	Ana Hernandez	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Stephanie Duperier	RN-U/3	35	1	1	1	$70,979	$75,013	$75,013
01-510-1-5193	Nurse / RN	Stephanie Duperier	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Erica Bruzinga	RN-U/3	35	1	1	1	$70,979	$75,013	$75,013
01-510-1-5193	Nurse / RN	Erica Bruzinga	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Stephanie Cartagenasantos	RN-U/3	35	1	1	1	$73,117	$75,013	$75,013
01-510-1-5193	Nurse / RN	Stephanie Cartagenasantos	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Stefanie Oliveira	RN-U/3	35	1	1	1	$73,117	$75,013	$75,013
01-510-1-5193	Nurse / RN	Stefanie Oliveira	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Monica Quinones	RN-U/3	35	1	1	1	$70,979	$75,013	$75,013
01-510-1-5193	Nurse / RN	Monica Quinones	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Shyae Ellis	RN-U/3	35	1	1	1	$70,979	$75,013	$75,013
01-510-1-5193	Nurse / RN	Shyae Ellis	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Vacant	RN-U/3	35	1	1	1	$73,117	$75,013	$75,013
01-510-1-5193	Nurse / RN	Vacant	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Vacant	RN-U/3	35	1	1	1	$70,979	$75,013	$75,013
01-510-1-5193	Nurse / RN	Vacant	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Vacant	RN-U/3	35	1	1	1	$70,979	$75,013	$75,013
01-510-1-5193	Nurse / RN	Vacant	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Vacant	RN-U/2	35	1	1	1	$70,979	$72,829	$72,829
01-510-1-5193	Nurse / RN	Vacant	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Vacant	RN-U/2	35	1	1	1	$70,979	$72,829	$72,829
01-510-1-5193	Nurse / RN	Vacant	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Vacant	RN-U/2	35	1	1	1	$70,979	$72,829	$72,829
01-510-1-5193	Nurse / RN	Vacant	Clothing					$250	$250	$250
01-510-1-5111	Nurse / RN [2]	Vacant	RN-U/2	35	1	1	1	$70,979	$72,829	$72,829
01-510-1-5193	Nurse / RN	Vacant	Clothing					$250	$250	$250
01-510-1-5111	Parent Information Nurse / RN [5]	Vacant	UNCL	35	0	0	0	$0	$0	$0
01-510-1-5193	Nurse / RN	Vacant	Clothing					$0	$0	$0
01-510-1-5111	Joint Committee/1 vacant	Elvira Pinjic plus Vacant	UNCL	35	1	1	1	$87,550	$90,177	$90,177
01-510-1-5111	Administrative Assistant [4]	Caitlin Norden	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
01-510-1-5111	Principal Clerk [5]	N/A	C-6U/1	35	0	0	0	$1	$1	$1
01-510-1-5113	Nurses - Per Diem [6]	Varies	RN-U	Varies	0	0	0	$45,000	$80,000	$80,000
01-510-1-5191	Board Chairman	Dr. Sean Connolly	BOH Chair	BOH	0	0	0	$2,200	$2,200	$2,200
01-510-1-5191	Board Member	Joan Lavecchio	BOH	BOH	0	0	0	$2,000	$2,000	$2,000
01-510-1-5191	Board Member	Deanne Mullet	BOH	BOH	0	0	0	$0	$2,000	$2,000
					29.37	29.37	29.37			
										Continued...

						FY26	FY26			FY26
	Ana Hernandez				FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
510	Department of Health & Human Services TOTAL									
							Salary (5111)	$2,243,717	$2,333,706	$2,333,706
							Part Time (5113)	$45,000	$82,400	$82,400
							Overtime (5130)	$6,500	$50,000	$50,000
							Longevity (5143)	$5,200	$5,700	$5,700
							Above Grade Differential (5144)	$400	$400	$400
							Board of Health Stipend (5191)	$6,200	$6,200	$6,200
							Clothing (5193)	$6,250	$6,250	$6,250
							Education (5141)	$66,500	$66,500	$66,500
							Personnel Total:	**$2,379,767**	**$2,551,156**	**$2,551,156**
Notes to Budget:										
[1] 3% COLA added to administrative salary.										
[2] School RNs are state mandated per capita.										
[3] Nurse who covers the Devens School receives a 7% differential per their union contract.										
[4] Local 25 Clerical union 3% increase per pending contract.										
[5] Not requesting funding for this position in FY26.										
[6] Covers duties when permanent nurses take sick and personal time.										

(510) Department of Health - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	2,190,717	2,333,706	142,989	7%	3% COLA added to administrative salaries. RNs salaries increased by about 30% for FY25. Teamsters Local Union 25 clerical salary increased by 3%, per unratified contract, plus a step increase. Reclassification of 4 permanent PT employees to PT GL account.
Part Time Salaries	70,000	82,400	12,400	18%	Per diem nurses assist as a second nurse in a school building, assist with mandated screenings and can fill in when permanent nurses are out. Per diem nurses also can cover at the parent information center to review medical records for new students entering the school system. Currently we have a total of 6 per diem nurses. Each per diem nurse is required to work at least 4 shifts per month. Per diem rate is increased RNs to $35/hr. and LPNs to $32/hr. from $30/hr. to attract more candidates.
Overtime	34,500	50,000	15,500	45%	For nurses to cover before & after school programs and February and April break programs being held at the schools. Before school programs are held at 6 different school buildings and are 1 hour each day; Afterschool programs are held at 7 different school buildings each day and typically run for either 1 hour and 15 minutes or 2 hours and 15 minutes depending on the building. February and April break programs occur in 7 different school buildings and run typically from 4-6 hours per day for the vacation week.
Longevity	5,200	5,700	500	10%	For 10+ years of service. Increased by $200 per each nurse, per new union ratified contract.
Above Grade Differential	400	400	0	0%	Level funded for 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), D. Mullett ($2,000).
Clothing Allowance	6,250	6,250	0	0%	$250 per nurse to pay for uniforms/lab coats to be worn in schools & Health Department. CDC guidelines state that uniforms/lab coats must be replaced yearly to prevent unnecessary health risks.
Education	66,500	66,500			Educational bonus of $3,500 bachelor's and $5,000 master's. Currently 6 nurses with bachelor's degrees and 1 nurse with a master's degree. and 13 vacant positions, which we do not know if all candidates will have either bachelor's or master's but assume all will have bachelor's.
Total Personnel Services	**$2,379,767**	**$2,551,156**	**$171,389**	**7%**	
General Operating Expenses					
Equipment Repairs	500	500	0	0%	Used for yearly calibration and repair of vaccine refrigerators and other repairs for BOH machinery.
Other Expenses	0	0	0	#DIV/0!	
Professional Services	450,000	450,000	0	0%	$130,000 transfer in. Covering the cost of Cataldo RNs to help in the school buildings. The rate currently for Cataldo is $95.00 and the shift is for 7 hours coming to $665 per day. We currently have 6 Cataldo nurses per day working in the schools. The Cataldo nurses are serving as a secondary nurse to the main nurse in the buildings and we have Cataldo currently covering the two pre-school buildings until we have more staff.
Vaccines	25,000	25,000	0	0%	The cost of flu vaccine.
Office Supplies	4,000	4,500	500	13%	Increase by $500.00 to purchase ink for school nurse printers.
Prof Development (Office)	2,500	2,500	0	0%	Pays for training to perform basic health department functions at City Hall. CPR/First aid, shelter training and needle use certs. Also MHOA dues and EHA dues and travel expenses when training.
Mosquito Control	20,000	20,800	800	4%	Increased 4% by Eastern Middlesex Mosquito Control for larvicides & aerial spraying to prevent EEE & West Nile outbreaks.
Medical Supplies	6,000	6,000	0	0%	Level funded for all supplies used during flu clinics, medical emergencies, etc.
Medical Waste	7,000	7,000	0	0%	Level funded for sharps disposal. Pick ups to City Hall and Police station where sharp bins are located.
Prof Development (Nurses)	4,000	4,000	0	0%	Level funded for trainings that are imperative for general & school nursing. DOE certs, AED training, seizure certs, etc.
Education Incentive	15,000	15,000	0	0%	Level funded for those nurses who continue to take classes in the nursing field. $5,000 stipend for any nurse that completes their DESE certification. Per union contract.
Total Expenditures	**$534,000**	**$535,300**	**$1,300**	**0%**	
Total	**$2,913,767**	**$3,086,456**	**$172,689**	**6%**	

Continued

Planning & Development

The Department of Planning & Development plans and guides inclusive growth in our City, with a focus on creating opportunities for people of all backgrounds and walks of life to live, work, recreate, and connect within our municipal boundaries.



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, promotion of economic activities, community-building, and increasing the affordable housing stock to meet the demands of a growing population. The Department of Planning & Development strives to retain the City's character while, at the same time, reinvent areas of the City that have not yet met their true potential.

Significant Budget & Staffing Changes for FY2025

Staffing has increased during the Fiscal Year, filling grant-funded positions such as the Bi-Lingual Energy Advocate (funded through National Grid) and the Energy Advocate position, funded by Community First Partnership. These two positions do not have a municipal-financial-match component, and, therefore, did not have an impact on the overall budget.

FY2025: Accomplishments

- Drafted and submitted the Zoning Re-Codification (and accompanying Zoning Map), which took a deep dive into the existing zoning language, cleaning up any conflicting language and modernizing various Zoning Designations to better align with the future vision of the City. The draft is presently introduced to City Council and the Planning Board, kicking off the public hearings on the major project.
- Drastically expanded the Department's focus on sustainability. These efforts include energy-saving measures for municipal buildings through weatherization, HVAC upgrades, and heat pumps, while also assisting Everett residents with at-home energy-saving measures, lowering their cost through partnerships with Community Based Organizations and National Grid. The Department has also secured millions of dollars in grants to increase riverfront access, habitat restoration, tree planting (including 3,000 at Rivergreen Park, Gateway Park, and 7-Acre Park), and implement Urban Heat Island remediation.
- Increased engagement with the City's hardest-to-reach populations (low-income & English-isolated residents) through the Community First Partnership and Buildings Upgrade Prize. This effort was further enhanced by the Department's recent-hires having expertise in multiple languages that are most-spoken by our residents.
- Collaborated with stakeholders, Planning Board, and City Council to create two major pieces of Zoning – (1) the creation of a Master Plan review process; and (2) the creation of a new Zoning District (Everett Docklands Innovation District ("EDID")), which rezoned the nearly 100-acres of land formerly occupied by ExxonMobil to allow for highest and best uses for the parcel's redevelopment.



- Greatly increased engagement between residents and community organizations/private organizations (including Housing Families, The Neighborhood Developers, and National Grid) by hosting weekly office hours where residents can meet one-on-one with staff from these respective organizations to apply for grants and incentives, as well as walk through the various processes that they may encounter along the way.
- Transitioning from a Mini-Entitlement to an Entitlement Community for the purposes of Community Development Block Grant (CDBG). This transition, as we understand it currently, will increase our annual allotment of CDBG funds (for this upcoming Fiscal Year, the increase appears to be roughly $100,000) and streamlines the receipt of funds and monitoring of expenditures, as we will report directly to HUD rather than going through EOHLC who then reports to HUD.

FY2026: Goals & Objectives

1. **Goal: Highest and Best Use of Land in Everett**



Objective: 1. Continue the redevelopment of outdated, underutilized, pollution-causing parcels throughout the City to see that land throughout the City achieves its
highest and best use. Such redevelopment may be achieved through allowance for private investment and development (achieved through Zoning, Master Planning, further implementation of Design Regulations to require minimum percentages of publicly-accessible open spaces on private developments, and streamlined permitting processes) as well as public investment into remediating and activating public spaces such as the waterfront, open spaces, and parks. 2. Continue to work on the full Zoning Recodification, an extensive and long-awaited effort which is now officially underway, which will be delivered for a vote to the Planning Board and City Council during FY25. 3. Collaborate with public and private entities on the redevelopment of the Exxon-Mobil land assemblage & Station Parcel (owned and operated by Constellation). These two parcels serve as some of the largest opportunities in the inner-core and can be transformative for the City in multiple facets, including a massive increase in tax revenue, employment creation, recreational opportunities, and environmental reclamation.

2. **Goal: Make Significant Strides toward the Resolution of the Local Housing, an issue Pervasive throughout the Commonwealth and the Nation as a Whole, through the Development of Affordable Housing Units and Providing Pathways to Building Residential Equity for Everett Residents.**



Objective: 1. Implement Everett's 5-year Housing Production Plan, which is a joint effort between City of Everett employees, Everett residents, Everett business owners, local elected officials, members of social service organizations, and the Metropolitan Area Planning Council (MAPC). This effort was completed in FY24/FY25 and will be implemented during FY25 and FY26. 2. Continue to carry out as well as expand upon the existing housing programs offered here in Everett, including First Time Homebuyer Down Payment Assistance, Housing Rehabilitation, and Rental Relief Program. 3. Continue funding and supporting the City's Housing Rehabilitation Program, funded through CDBG, to rehabilitate homes for income-qualified Everett residents, providing financial assistance and technical support to bring their homes into compliance and add affordable housing units (if the subject-property is a multifamily dwelling) into the City's stock.

3. **Goal: Build Upon the Principles of Conservation and Sustainability throughout the City through Action.**



Objective: 1. Continue the development and maintenance of the urban canopy, both public and private, through a Citywide Tree Ordinance as well as securing non-municipal funding for the planting of thousands of street-trees and trees in public parks. This will be further assisted as we continue our partnership with DPW to have a full-time tree-staff as well as continuing our collaboration with State organizations (DCR, in particular), to assist us in the planting and maintenance of street trees. 2. Continue the expansion of accessibility to the City's waterfront. Trails have been created along the Malden River at Rivergreen Park, a boardwalk has been designed at Gateway Park, designs have commenced for an expanded waterfront boardwalk along the Mystic River, connecting Encore Boston Harbor's boardwalk to the eastern-side of Broadway, under the Alford Street Bridge, and discussions have recently begun on a waterfront connector to link Rivergreen Park to the riverfront walking path behind the BNY Mellon building. The Department will work on securing funding for these projects throughout the Fiscal Year, partnering with public and private parties, to commence construction during FY26. 4. Continued adherence to the City's 2019-2026 citywide Open Space and Recreation Master Plan, designing public open spaces that conform to the needs of our residents and increasing the amount of publicly-available open space for all new developments through Design Regulations adopted by the Planning Board.

4. **Goal: Secure and Expend Non-municipal Funding & Provide Resources for Various Diverse Populations.**



Objective: 1. Continuing our relationships with social organizations to ensure that they receive funding and resources from the City in order to assist them in carrying out a wide array of services for our diverse population. Through the Community Development Block Grant, $183,000 will be distributed to five different Community Organizations, focused on areas of food-security, afterschool programs, elder services, homelessness prevention/counseling, housing services, and ESOL classes. Through the Everett Citizens Foundation (which operates under the Planning Department, but whose Board of Directors is staffed outside of the Department), nearly $300,000 will be allocated for organizations around the City that further municipal objectives and positively benefit Everett residents in a multitude of ways. 2. Seek additional funding sources, whether they come in the form of State/Federal grants or private philanthropic ventures, to support community goals, an effort that has improved through the hiring of a full-time Grant Administrator/Writer. 3. Increase engagement with residents, led by the Department's Community Planner/Energy Advocate staff, through social media, in-person engagement, events, and educational materials. This past Fiscal Year has seen a massive uptick in the in-person traffic coming to the Department due to the ongoing efforts and we seek to expand upon existing efforts to further increase our engagement.

Performance Measures

Outcomes and Performance Measurers	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Sustainability Grant Amounts	$975,000	$2,672,918	$2,000,000	$1,500,000
Trees Planted	600	2,000	3,500	2,000
Resident Energy-Saving Enrollment	200	680	850	800
Housing Units Rehabilitated (CDBG)	8	7	6	7

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

"Continue City's commitment to Green Communities designation and energy efficiency goals" – The Department of Planning and Development will be applying for, and will likely succeed in obtaining, a Green Communities designation for FY26. This is due to the City's unwavering commitment in pursuing goals outlined by the program, including a dedication to activate public and private green spaces, improving air quality and combatting urban heat island effect through the increase in public shade trees, partnering with community based organizations and private entities to install and track air quality through air quality monitors, continuing to open up the waterfront for recreational use, utilizing grant funding to improve the sustainability of our municipal buildings through weatherization, heat pumps, solar, and HVAC improvements while also assisting Everett residents with at-home energy-saving measures, lowering their cost through partnerships with Community Based Organizations and National Grid.

"Enhance community engagement efforts, advance affordable housing, support small businesses, promote healthy living and improve the environment" – Engagement has been a key tenement to decision-making within the Department in a multitude of aspects. In addition to expanding advertising materials for public notices, recognizing and working to bridge the language barrier has become a focal point of the Department, specifically as it pertains to conservation and sustainability goals. The advancement of affordable housing is an effort that will be ongoing in perpetuity, as it is one of the most pressing issues of a working-class community such as Everett. Continued partnerships with the North Suburban Consortium, MAPC, regional advocacy groups, and affordable-housing-partners such as The Neighborhood Developers will be key to crafting policies that best reflect the needs of the community as well as delivering an expanded, truly-affordable housing stock into the City's inventory. Small business engagement is done through partnership with the Chamber of Commerce as well as a focus on Zoning Ordinances (Transportation Demand Management and Design Regulations) which require ground-floor retail spaces on developments in business-zoned-areas. These storefronts, which would be rendered impossible to create if parking requirements remained as originally written some years ago, provide spaces that our local businesses can afford and be proud of. Healthy living is an overarching goal of many of the efforts undertaken by the department, be it through increasing the amount of recreational spaces for people of all ages, creating a farmer's market with locally-grown produce at little-to-no cost to our residents, implementing urban agriculture ordinances,

converting impervious surfaces with activated green spaces, providing shade trees to combat heat island effect, installing water fountains and cooling stations throughout the City to escape the heat during the summer months, emphasize safe walking and bicycling routes as well as providing the proper equipment (BlueBike stations, fix-it stations, etc.) through development and public-private partnerships, requiring heavy remediation of contaminated lands for redevelopment projects, and beautifying the City through public art and building materials that are aesthetically pleasing and environmentally-conscious.

"Continue to implement the Everett Housing Production Plan, Commercial Triangle Master Plan, Everett Square Visioning Plan, and Green Communities program" – An updated Everett Housing Production Plan has been completed and findings from the plan will be implemented into action items throughout FY26 and beyond. The Commercial Triangle Master Plan and is currently being improved through a road/trail access-network plan to be incorporated into the new Zoning Re-Codification project, has been and will continue to shape the future of a nearly 100-acre area of land rife for redevelopment. The creation of the new Everett Docklands Innovation District will also assist in the creation of more housing (preliminary plans have placed the figure around 3,000 units of new housing on the site).

"Implement Inclusionary Zoning to promote affordable housing" – The City has a robust Inclusionary Zoning policy that has been in effect for a number of years already. However, we have continued to refine the Ordinance throughout the years, trying to respond as best we can to the residents' needs in our community through the policy. Recently, an amendment was made to the Ordinance, allowing greater flexibility for the City to negotiate with developers whereby we may decrease the percentage of overall units required to be deed-restricted as affordable in a project in exchange for deepening the level of affordability for these units. Additionally, the City has recently implemented a Linkage Fee policy, through which private development of residential structures and/or commercial and industrial (above 15,000 sq. ft.) must pay a fee – dictated through a fee-schedule codified in the Ordinance – that is to be used solely for the production of new affordable housing units, rehabilitation of existing affordable housing units, or the extension of the affordability deed-restriction on existing affordable housing units. Millions of dollars will be generated through this Linkage Fee program, all of which will be dedicated toward affordable housing, and will not come as a cost toward our residents, unlike a Community Preservation Act that other municipalities have favored.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

521 - DEPT OF PLANNING & DEVELOPMENT							
Account Number	**Account Description**	**FY2024 Expended**	**FY2025 Budget**	**FY2025 Expended**	**FY2026 Requested**	**FY2026 Mayor Recommended**	**FY2026 Council Approved**
PERSONNEL							
01-521-1-5111	SALARIES PLANNING & DEVELOPMENT	$126,691.28	$520,393.00	$465,712.61	**$533,112.00**	**$526,128.00**	**$526,128.00**
01-521-1-5130	OVERTIME PLANNING & DEVELOPMENT	$0.00	$100.00	$0.00	**$100.00**	**$100.00**	**$100.00**
01-521-1-5143	LONGEVITY PLANNING & DEVEOPMENT	$1,450.00	$1,450.00	$1,450.00	**$1,850.00**	**$1,850.00**	**$1,850.00**
01-521-1-5191	EVERETT FOOD POLICY COUNCIL	$6,325.00	$10,500.00	$5,125.00	**$10,500.00**	**$10,500.00**	**$10,500.00**
PERSONNEL Total:		**$134,466.28**	**$532,443.00**	**$472,287.61**	**$545,562.00**	**$538,578.00**	**$538,578.00**
EXPENSES							
01-521-2-5300	PROFESSIONAL SERVICES	$210,057.07	$300,000.00	$138,830.75	**$300,000.00**	**$300,000.00**	**$300,000.00**
01-521-2-5313	GIS EXPENSES	$4,999.80	$5,000.00	$0.00	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-521-2-5420	OFFICE SUPPLIES	$3,142.68	$4,000.00	$1,123.69	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-521-2-5580	EQUIPMENT	$-154.78	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-521-2-5710	PROFESSIONAL DEVELOPMENT	$2,395.34	$8,000.00	$7,430.74	**$8,000.00**	**$8,000.00**	**$8,000.00**
01-521-2-5765	OTHER CHARGES	$0.00	$2,945.00	$2,945.00	**$0.00**	**$0.00**	**$0.00**
EXPENSES Total:		**$220,440.11**	**$319,945.00**	**$150,330.18**	**$318,000.00**	**$318,000.00**	**$318,000.00**
521 DEPT OF PLANNING & DEVELOPMENT		**$354,906.39**	**$852,388.00**	**$622,617.79**	**$863,562.00**	**$856,578.00**	**$856,578.00**
GENERAL FUND Total:		**$354,906.39**	**$852,388.00**	**$622,617.79**	**$863,562.00**	**$856,578.00**	**$856,578.00**
Grand Total:		**$354,906.39**	**$852,388.00**	**$622,617.79**	**$863,562.00**	**$856,578.00**	**$856,578.00**

521	DEPARTMENT OF PLANNING & DEVELOPMENT									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-521-1-5111	Director of Planning & Development [1]	Matthew Lattanzi	UNCL	35	0.40	0.60	0.60	$50,266	$77,665	$77,665
01-521-1-5111	Affordable Housing Coordinator [2]	Zerina Gace	UNCL	35	1.00	0.55	0.55	$77,234	$43,747	$43,747
01-521-1-5111	Conservation Agent/Environmental Planner [3]	Thomas Philbin	UNCL	35	1.00	1	1	$83,597	$86,105	$86,105
01-521-1-5143	Conservation Agent/Environmental Planner	Thomas Philbin	Longevity					$0	$400	$400
01-521-1-5111	Environmental/Conservation Policy Manager [3]	Katherine Jenkinssullivan	UNCL	35	1.00	1	1	$82,400	$90,000	$84,872
01-521-1-5111	Community Planner/Energy Advocate [4]	Jonatan Frias Acevedo	UNCL	35	0.55	0.45	0.45	$36,953	$32,400	$30,571
01-521-1-5111	Grant Administrator/Writer [5]	Jamillah Kasuswa	UNCL	35	1.00	1	1	$90,000	$85,490	$85,490
01-521-1-5192	Tree Warden Arborist	Jacob St Louis	UNCL	35	1.00	1	1	$77,250	$78,409	$78,409
01-521-1-5111	Administrative Assistant [6]	Jeanne Vitukevich	A-6U/8	35	0.30	0.51	0.51	$20,611	$37,173	$37,173
01-521-1-5143	Administrative Assistant	Jeannie Vitukevich	Longevity					$1,450	$1,450	$1,450
01-521-1-5191	Everett Food Policy Council Stipends [7]	7 Members (All filled)	Council		0.00	0.00	0.00	$10,500	$10,500	$10,500
					6.25	6.11	6.11			
521	Planning & Development TOTAL									
							Salary (5111)	$520,393	$533,112	$526,128
							Overtime (5130)	$100	$100	$100
							Longevity (5143)	$1,450	$1,850	$1,850
Notes to Budget:							EFP Council Stipend (5191)	$10,500	$10,500	$10,500
[1] Partially funded by grant (see below). Annual salary is $129,414. FY26 request represents 3% COLA							General Fund Total	$532,443	$545,562	$538,578
[2] Partially funded by grant (see below). Annual salary is $79,539. FY26 request represents 3% COLA										
[3] 3% COLA, positions fully funded by the city										
[4] Will be partially reimbursed by a grant from the Community First Partnership. 3% COLA $67,935.50										
[5] Position filled at $83,000 in FY25. FY26 request represents 3% COLA										
[6] Partially funded by grant (see below). Annual salary is $72,889										
[7] Funding 7 members at an annual stipend of $1,500 each.										
								FY25	FY26	
CDBG	Director of Planning & Development [1]	Matthew Lattanzi	UNCL	35	0.60	0.40		$75,398	$51,776	
CDBG	Affordable Housing Coordinator	Zerina Gace	UNCL	35	0.00	0.45		$0	$35,793	
CDBG	Administrative Assistant [6]	Jeanne Vitukevich	A-6U/8	35	0.70	0.41		$48,094	$35,716	
BuildingsUpgrade	Sustainability Planner (Part-Time)	Aya Oulal	UNCL		1.00	1.00		$30,000	$60,000	
National Grid	Bi-Lingual Energy Advocate	Kervens Estyl	UNCL		1.00	0.57		$40,000	$40,000	
CFP	Community Planner/Energy Advocate [4]	Jonatan Frias Acevedo	UNCL	35	0.45	0.55		$30,000	$37,365	
CFP	Energy Advocate	Ricky Freni	UNCL		0.00	0.57		$0	$30,000	
521	Planning & Development Grant TOTAL				3.8	4.5		$223,492	$290,649	

(521) Planning & Development - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	520,393	$526,128	5,735	1%	There are no requests to increase headcount within the Department. 3% COLA for all existing staff. Some positions pay supplemented with grants.
Overtime	100	100	0	0%	
Longevity	1,450	1,850	400	28%	Ms. Vitukevich ($1,450), Philbin ($400).
Everett Food Policy Council Stipend	10,500	10,500	0	0%	
Total Personnel Services	**$532,443**	**$538,578**	**$6,135**	**1%**	
General Operating Expenses					
Professional Services	300,000	300,000	0	0%	Includes: police details, appraisal work, printing services, consultant work related to drafting new policies/ordinances (includes: housing, sustainability, transportation/infrastructure improvements, and economic development), consultant work related to Area Planning, and supporting grant matches.
Other Expenses	2,945	0	(2,945)	-100%	New GL account
GIS Expenses	5,000	5,000	0	0%	GIS software, plotter and scanner supplies, technical support.
Office Supplies	4,000	5,000	1,000	25%	WB Mason
Professional Development	8,000	8,000	0	0%	To support staff with specialized workshops and trainings relative to needs.
Total Expenditures	**$319,945**	**$318,000**	**($1,945)**	**-1%**	
Total	**$852,388**	**$856,578**	**$4,190**	**0%**	

Department of Transportation



The Everett Department of Transportation and Mobility sets policy, makes plans for and manages capital infrastructure projects that enhance the mobility of Everett residents as they travel by foot, bike, bus and car. The department works closely with the Planning and Development Department to ensure that improved mobility for all roadway users is integrated into all new development projects.

Mission Statement

To enhance the mobility and safety of Everett residents through sound urban transportation policy and planning practices, that prioritizes all users of the cities roadways, but especially those most vulnerable users including our school children, elderly, pedestrians, cyclists and transit riders.

Significant Budget & Staffing Changes for FY2026

There are no anticipated staffing changes for FY2026. The departments largest non-payroll line item, professional services, is being level funded at $250,000. Minor adjustments to salaries and professional development are proposed to ensure that staff remain competitive with their peers in similar roles elsewhere in the region.

FY2025: Accomplishments

- In FY2025, the Transportation and Mobility Department was successful in winning a record amount of new grant funding and prepared to deploy those funds in partnership with our state agency partners. The Transportation Department's application for a $1.5M federal Reconnecting Communities Grant was successful and will be used to advance planning for improvements to Sweetser Circle as well as a transit hub/commuter rail station. The City also successfully partnered with the MBTA to apply for a $22M federal RAISE grant to fund construction of the Silver Line busway on Route 99. The department continues to coordinate planning efforts for major developments coming to the City including the former Exxon Mobile tank farm and the proposed soccer stadium. Through developer contributions and the City's TDM ordinance, the City was able to purchase 3 new Blue Bikes stations to add to the bike share system.
- The City, in partnership with the MBTA launched two new bus routes in the City, bringing new access to Everett residents to Logan Airport and Harvard Square. This included constructing new bus lanes and bus stops on Second Street.
- The department advanced designs for major capital projects including Everett Square, Beacham Street and Third Street, which will bring approximately $20M in federal funding to Everett.
- The City also increased its public outreach efforts, including holding a "Transportation Fair" in May, forming a Active Transportation Committee to take input on pedestrian and cyclists issues, and holding a quarterly speaker series highlighting City and regional efforts to improve mobility.

FY2026: Goals & Objectives

FY 2026 goals include advancing construction on capital projects including Everett Square and numerous traffic calming measures citywide. On the planning side, the department will advance projects that received grants or other state and federal funding. These include the development of transit facilities that will support the future MBTA Silver Line and other proposed transit services, advance designs of the Wellington Connector bike path, Third and Vine Street and Second Street. The department will continue to engage with private developers through the planning board process and master planning process to ensure that developer plans and mitigation are consistent with city and regional goals.

1. **Goal: Use of all possible state and federal grants for transport projects**

Objective: 1**.** Work with MBTA to advance design of Sweetser Circle, Commuter Rail Station and Lower Broadway busway.

2. **Goal: Successful cooperation and partnership of the City, residents and businesses**

Objective: Continue and build upon accomplishments in 2025. Grow the capacity of the Active Transportation Committee, conduct at least 3 major outreach events and engage with at least 250 residents.

3. **Goal: City-wide traffic calming and safe access to critical destinations**

Objective: 1. Traffic calming measures in residential neighborhoods at up to 5 locations including Nichols Street, Fuller Street, Union Street, Prescott Street and Tileston Street; 2. Work with the developers of the Exxon Mobile site to develop a comprehensive circulation and mobility plan in conjunction with the MBTA and MassDOT. Plan to be substantially completed in FY 2025; 3. Reconstruct Everett Square; Contingent on funding approval from the City Council, 50% completion by the end of FY 2025. 5. Increase safe access to the City's waterfront and green spaces through completion of design plans for the Wellington Connector Trail.

Performance Measures

Outcomes and Performance Measurers	Actual FY2023	Actual FY2024	Actual FY2025	Estimated FY2026
Grand Funds Received	N/A	$2 Million	$25 Million	$5 Million
Traffic Safety Improvements	N/A	3 Location	5 Locations	5 Locations
Bike Share Stations Added	N/A	0	3	3
Transit Improvements	N/A	2 Locations	5 Locations	5 Locations

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The Transportation Department's 2025 goals support the City's long- and short- term goals of reducing vehicle dependency, improving bicycle, pedestrian and transit mobility, and supporting new development in the City. Each of the goals is rooted in improving safety and convenience for Everett residents, leveraging state and federal funding to invest in transit supportive infrastructure, and working with the City's private developers to ensure that new development is complementary to these goals.



City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

522 - TRANSPORTATION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-522-1-5111	SALARIES TRANSPORTATION	$211,802.68	$198,253.00	$186,799.32	**$209,644.00**	**$206,632.00**	**$206,632.00**
01-522-1-5120	INTERNSHIPS TRANSPORTATION	$0.00	$25,000.00	$19,725.00	**$31,200.00**	**$31,200.00**	**$31,200.00**
PERSONNEL Total:		**$211,802.68**	**$223,253.00**	**$206,524.32**	**$240,844.00**	**$237,832.00**	**$237,832.00**
EXPENSES							
01-522-2-5300	PROFESSIONAL SERVICES	$106,400.43	$242,961.66	$13,486.78	**$250,000.00**	**$250,000.00**	**$250,000.00**
01-522-2-5420	OFFICE SUPPLIES	$1,860.40	$3,000.00	$159.51	**$3,000.00**	**$3,000.00**	**$3,000.00**
01-522-2-5710	PROFESSIONAL DEVELOPMENT	$2,790.24	$5,000.00	$2,018.37	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-522-2-5765	OTHER CHARGES	$0.00	$7,038.34	$7,038.34	**$0.00**	**$0.00**	**$0.00**
EXPENSES Total:		**$111,051.07**	**$258,000.00**	**$22,703.00**	**$258,000.00**	**$258,000.00**	**$258,000.00**
522 TRANSPORTATION Total:		**$322,853.75**	**$481,253.00**	**$229,227.32**	**$498,844.00**	**$495,832.00**	**$495,832.00**
GENERAL FUND Total:		**$322,853.75**	**$481,253.00**	**$229,227.32**	**$498,844.00**	**$495,832.00**	**$495,832.00**
Grand Total:		**$322,853.75**	**$481,253.00**	**$229,227.32**	**$498,844.00**	**$495,832.00**	**$495,832.00**

522	DEPARTMENT OF TRANSPORTATION									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-522-1-5111	Executive Transportation Planner [1]	Jay Monty	UNCL	35	1	1	1	$120,203	$123,809	$123,809
01-522-1-5111	Senior Transportation Planner [2]	Eric Molinari	UNCL	35	1	1	1	$77,250	$85,000	$82,000
01-522-1-5111	Junior Transportation Planner Data Analyst [3]	Vacant	UNCL	35	0	0	0	$0	$0	$0
					2	**2**	**2**			
522	**Transportation TOTAL**									
							Salary (5111)	$197,453	$209,644	$206,632
							Internships (5120)	$25,000	$31,200	$31,200
							Overtime (5130)	$100	$0	$0
							General Fund Total	**$222,553**	**$240,844**	**$237,832**
Notes to Budget:										
[1] 3% COLA on administrative salary.										
[2] Requesting higher increase due to responsibilities & making the salary more comparable with other cities.										
[3] Not requesting funding in FY26										

(522) Transportation - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	198,253	206,632	8,379	4%	3% COLA on administrative salary. 6% increase for Senior Transportation Planner position.
Internships	25,000	31,200	6,200	25%	These are paid internships with preference given to Everett students interested in the field of planning (or related field). Every year we reach out to the local colleges and universities about this opportunity. We currently have an engineering student filling this position at roughly 20 hours per week. Budget increase is to fund the position at 24 hours per week to accommodate current work load. Typical hourly rate is $20 to $25/hour.
Overtime	0	0	0	#DIV/0!	Not requesting in FY25.
Total Personnel Services	**$223,253**	**$237,832**	**$14,579**	**7%**	
General Operating Expenses					
Professional Services	242,962	250,000	7,038	100%	Police details, appraisal work, printing services, consultant work related to drafting new policies/ordinances, plans and designs
Other Expenses	7,038	0	(7,038)	100%	New GL Account
Office Supplies	3,000	3,000	0	100%	
Professional Development	5,000	5,000	0	100%	To support staff with specialized workshops and trainings relative to needs.
Total Expenditures	**$258,000**	**$258,000**	**$0**	**100%**	
Total	**$481,253**	**$495,832**	**$14,579**	**3%**	

Council on Aging

To improve the quality of life for our older adult population through evaluation, promoting existing activities, and services that allows older adults to live the best and most independent life possible. Provide information, referrals, resources, benefits and activities available to them. Act as an advisory to the mayor on all matters pertaining to the wellbeing of Older Everett Adults.



Mission Statement

Providing a safe, nurturing environment for Older Adults with no judgement. To ensure the senior adults are being treated fairly with dignity and equality.

Significant Budget & Staffing Changes for FY 2026

Currently, on staff, we have, a director, an A6 clerk, 3 part time Elder Assistants, one person working with funding through ARPA funding. We have a C6 and an Elder Assistant position available.

FY2025: Accomplishments

- Recognizing challenges that older adults face, we offered numerous health and fitness programs, social event, Informative lectures, Tech support, an in-house lunch program in partnership with Mystic Valley Elder Services. This past year working with SCM transportation, we are able to provide transportation for social calls and trips to The Gateway Mall. Multicultural events, Hispanic Heritage Month, Kwanza candle ceremony, Black History month, Irish and Italian heritage months. We celebrated the August Moon with food and entertainment. Our office also assists older adults with fuel assistance referrals, Insurance coverage referrals, a flu clinic and our breaking down barriers with conversation and food for the older adults with different back ground, whether its culture, ethnicities and race. We work with ABCD to provide free tax preparation, and work with Cambridge Health alliance to provide health information and referrals

FY2026: Goals & Objectives

The Connolly Center and its staff continue to provide a safe nurturing environment for Older Adults. We are hoping to apply for more grants to enhance programming. Through team work and partnering with different agencies to ensure that Older adult age and in place. We will continue to offer programs such as our men's group, our Portuguese Speaking Program, Health and Wellness programs. We will research funding to benefit those with language barriers. Outreach programming in the Elder Housing Complexes.

1. **Goal: Outstanding health services for the older adults**

Objective: 1. Servicing an average of 200 Older Adult residents every day, post-Covid with instruction, fitness and reference. In 2025, we are expecting to exceed over 250 participants each week with 10 fitness classes along with 5 learning and development classes. Providing transportation to medical appointments. 378 older adults participate in our transportation services weekly, 218 medical rides and 160 shopping. This service is contracted out to SCM Transportation 2. Make The Connolly Center more accessible through transportation; Percentage completion in FY25 3. Provide Holiday Assistance to Older Adults in need through donations. We received approximately 2800.00 in donations to help the Elderly with Holiday and Fuel assistance.

2. **Goal: Strongest mental and physical health in New England**



Objective: 1. Providing language classes specifically to Older Adults; We are hoping for two classes weekly such as Spanish and Haitian Creole languages in addition to our already successful Portuguese Speakers Group. About 40 participants in each program weekly. 2. Life enrichment classes for Older Adults such as photography, foreign language classes, dance instruction; We will entertain 18 life enrichment classes each 3. Offer CPR and ADA training for Older Adults; Spearheading a knitting and crochet club in order to provide hats, gloves, scarves and blankets to those in need in collaboration with CHA. We offer one class each week.

Performance Measures

Outcomes & Performance Measures	Actual FY2022	Actual FY 2024	Estimated FY2025	Estimated FY2026
Number of weekly events	22	26	30	30
Number of weekly programs	18	21	25	25
Number of weekly participants	650	700	750	770
Number of weekly participants	250	300	400	400

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

- **Expand Programming to educate Older Adults on embracing, Diversity, Equity and Inclusion:** Work with the different population to include all cultures and ethnicities, through programming in their native language, as well as learning through visual and arts; some are ongoing.
- **Addressing transportation and housing crisis:** Seeking out grant opportunities and working with the community to assist older adults to find housing, and the appropriate transportation to meet their needs.
- **Increase Outreach to Older Adults living in housing as well as those that are homebound:** provide wellness programming, such as physical classes, lectures and talks. The homebound, phone calls and needs assessment to those that are willing to participate. Providing companionship through a staff of volunteer.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

541 - COUNCIL ON AGING Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
EXPENSES							
01-541-2-5420	OFFICE SUPPLIES	$4,451.90	$4,500.00	$2,356.68	**$2,500.00**	**$2,500.00**	**$2,500.00**
01-541-2-5710	PROFESSIONAL DEVELOPMENT	$0.00	$1,000.00	$0.00	**$4,000.00**	**$4,000.00**	**$4,000.00**
01-541-2-5780	SENIOR ACTIVITIES EXPENSES	$24,137.68	$84,000.00	$29,857.77	**$101,000.00**	**$101,000.00**	**$101,000.00**
EXPENSES Total:		**$28,589.58**	**$89,500.00**	**$32,214.45**	**$107,500.00**	**$107,500.00**	**$107,500.00**
541 COUNCIL ON AGING Total:		**$28,589.58**	**$89,500.00**	**$32,214.45**	**$107,500.00**	**$107,500.00**	**$107,500.00**
GENERAL FUND Total:		**$28,589.58**	**$89,500.00**	**$32,214.45**	**$107,500.00**	**$107,500.00**	**$107,500.00**
Grand Total:		**$28,589.58**	**$89,500.00**	**$32,214.45**	**$107,500.00**	**$107,500.00**	**$107,500.00**

(541) Council on Aging - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Office Supplies	4,500	2,500	(2,000)	-44%	Toner cartridges for fliers, pamphlets, and informational packets to seniors to promote programming and upcoming events. Level Funded.
Other Expenses	0	0	0	#DIV/0!	New GL Account
Professional Development	1,000	4,000	3,000	300%	This is a new account line that would cover the cost of conferences, enrichment programs for employees, courses for staff.
Senior Activities Expenses	84,000	101,000	17,000	20%	Pays for all the supplies used to have events and programming in the Senior Center, including paper products, decorations, coffee, food at some of the senior events, musical bands and singers for senior entertainment, paperware, etc. Costs for supplies has been increasing steadily for the past 2 years.
Total	**$89,500**	**$107,500**	**$18,000**	**20%**	

The Office of Veteran's 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 actions.

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

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 is 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.



Mission Statement

To honor and support Everett's veterans and their homilies by providing compassionate, efficient access to local, state, and federal benefits; promoting recognition through public events and memorials; and advocating for the well-being, dignity, and legacy of all who have served.

Significant Budget & Staffing Changes for FY2026

The Office of Veterans Services FY2026 budget was developed and enacted with both a strong emphasis on providing more services effectively. In order to provide the veteran community with more efficient service, 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 FY2024, the Office of Veterans Services experienced a significant uptick in core constituency traffic due to the passing of the Hero act. This was due directly to an increased M.G.L. Chapter 115 client case load, 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. Also, through the redefining of a Veteran through the Hero Act.

FY2025: Accomplishments



- Implementation of New initiatives such as Veterans Luncheon at the high school to connect the Youth and the Veteran and Rosie the Riveter Day celebration in celebration of Women who served.
- Continuation of the "hands-on" approach when applying for service or pensions.
- 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 the liaison between the Executive office of Veterans Service and the citizens of Everett
- Choreographed a successful move back to the original office in order to better serve our senior Veterans

FY2026: Goals & Objectives

1. **Goal: Expend Outreach and Awareness of Veteran's Services.**

Objective: Implement the final phase of a five-part outreach plan to identify and inform Everett residents, including widows of deceased veterans, about available resources.

2. **Goal: Strengthen Intergenerational and Community Connections**.

Objective: Develop & Expand Programs that Connect Everett's Veterans with Local Youth.

3. **Goal: Improve Service Delivery Through Feedback and Data.**

Objective: 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.

4. **Goal: Enhance Staff Capacity and Knowledge.**

Objective: Continue staff participation in relevant seminars, certifications, and training to improve the quality of services offered to veterans and their families.

5. **Goal: Honor and Recognize Veterans through Public Ceremonies and Memorials.**

Objective: 1. Continue to oversee successful Veterans Day and Memorial Day programs. 2. Ensure that veterans with identifiable markers on their graves have flags placed at their gravesites in both the Woodlawn & Glenwood Cemetery. 4. Continue to update as necessary the WWII Roll Call Memorial located at the Everett High School Football Stadium. 5. Look into Grants to set up Wehner Park as a new Veterans memorial Park to have all dedications be localized there.

6. **Goal: Optimize VA Claims Processing Through Technology.**

Objective: Continue to use Vetra-Spec as this software allows the EOVS 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.

7. **Goal: Promote Civic Engagement and Flag Etiquette.**

Objective: Institute a Flag Day event for Citizens to be able to dispose of their tarnished flags properly.

8. **Goal: Foster Ongoing Veterans Engagement**.

Objective: Create a Weekly Veterans Coffee Hour in order to keep the flow of information from the state to the citizens easily accessible.

9. **Goal: Preserve Veterans Stories for Future Generations**.

Objective: Begin conducting and recording interviews with local veterans to document their stories and contributions for historical preservation and educational purposes.

Performance Measures:

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
# of Cases	60	27	30	30
Amount Reimbursed to City from State	$300,000	$88,502	$154,000	$154,000
$$ and Benefits Expended	$415,000	$126,431	$220,000	$220,000

How FY2026 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 FY2026 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.
- 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 fourth 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.





City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

543 - OFFICE OF VETERANS SERVICES Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-543-1-5111	SALARIES VETERAN'S SERVICES	$60,116.61	$85,211.00	$80,808.97	**$87,768.00**	**$87,768.00**	**$87,768.00**
01-543-1-5113	PART TIME SALARY VETERAN'S	$40,756.10	$34,619.00	$32,011.84	**$35,752.00**	**$35,752.00**	**$35,752.00**
PERSONNEL Total:		**$100,872.71**	**$119,830.00**	**$112,820.81**	**$123,520.00**	**$123,520.00**	**$123,520.00**
EXPENSES							
01-543-2-5252	VETERAN BURIALS	$11,610.00	$15,000.00	$9,000.00	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-543-2-5351	WREATHS	$6,113.13	$7,000.00	$5,780.00	**$10,000.00**	**$10,000.00**	**$10,000.00**
01-543-2-5420	OFFICE SUPPLIES	$679.13	$1,200.00	$668.31	**$1,200.00**	**$1,200.00**	**$1,200.00**
01-543-2-5700	CITY FLAGS	$11,604.89	$15,000.00	$14,781.23	**$25,000.00**	**$25,000.00**	**$25,000.00**
01-543-2-5701	VETERANS PLAQUES & SIGNS	$3,193.50	$5,000.00	$3,605.05	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-543-2-5706	WELCOME HOME BANNERS	$1,356.90	$500.00	$253.79	**$0.00**	**$0.00**	**$0.00**
01-543-2-5708	GRADUATE TO GUARDIANS PROGRAM	$0.00	$500.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-543-2-5709	THANK A VET PROGRAM	$0.00	$750.00	$711.91	**$0.00**	**$0.00**	**$0.00**
01-543-2-5715	TRAVEL	$603.19	$500.00	$0.00	**$500.00**	**$500.00**	**$500.00**
01-543-2-5716	PROFESSIONAL DEVELOPMENT	$449.00	$750.00	$449.00	**$750.00**	**$750.00**	**$750.00**
01-543-2-5765	OTHER CHARGES	$0.00	$103.90	$0.00	**$0.00**	**$0.00**	**$0.00**
01-543-2-5770	VET BEN-ALLOWANCE	$265,890.38	$300,000.00	$276,926.98	**$300,000.00**	**$300,000.00**	**$300,000.00**
01-543-2-5775	VET BEN-DR / DENTIST / HOSPITAL	$0.00	$5,000.00	$774.62	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-543-2-5777	VET BEN-MEDEX	$7,645.21	$12,000.00	$7,483.73	**$12,000.00**	**$12,000.00**	**$12,000.00**
01-543-2-5783	VETERANS DAY	$687.19	$1,500.00	$1,335.02	**$0.00**	**$0.00**	**$0.00**
01-543-2-5785	CITY MEMORIAL DAY EXPENSES	$0.00	$1,000.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-543-2-5792	EVENTS	$0.00	$0.00	$0.00	**$11,500.00**	**$11,500.00**	**$11,500.00**
EXPENSES Total:		**$309,832.52**	**$365,803.90**	**$321,769.64**	**$385,950.00**	**$385,950.00**	**$385,950.00**
543 OFFICE OF VETERANS SERVICES Total:		**$410,705.23**	**$485,633.90**	**$434,590.45**	**$509,470.00**	**$509,470.00**	**$509,470.00**
GENERAL FUND Total:		**$410,705.23**	**$485,633.90**	**$434,590.45**	**$509,470.00**	**$509,470.00**	**$509,470.00**
Grand Total:		**$410,705.23**	**$485,633.90**	**$434,590.45**	**$509,470.00**	**$509,470.00**	**$509,470.00**

543	OFFICE OF VETERAN'S SERVICES									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-543-1-5111	Veteran's Director [1]	Antoine Coleman	UNCL	35	1	1	1	$84,872	$ 87,418.08	$ 87,418.08
01-543-1-5113	Principal Clerk - Part Time [2]	Geraldine Miranda	C-6U/8	20	0.57	0.57	0.57	$34,481	$ 35,609.60	$ 35,609.60
					1.57	**1.57**	**1.57**			
543	**Veteran's Services TOTAL**									
							Salary (5111)	$85,211	$87,768	$87,768
		ANTOINE COLEMAN					Part Time (5113)	$34,619	$35,752	$35,752
		GERALDINE MIRANDA					**Personnel Total:**	**$119,831**	**$123,520**	**$123,520**
Notes to Budget:										
[1] 3% COLA on administrative salary.										
[2] Local 25 Clerical union 3 increase in anticipation of a new contract.										

(543) Veterans' Services - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	85,211	87,768	2,557	3%	3% COLA on administrative salary.
Part Time Salary	34,619	35,752	1,133	3%	3% in anticipation of a new contract.
Total Personnel Services	**$119,830**	**$123,520**	**$3,690**	**3%**	
General Operating Expenses					
Veteran Burials	15,000	15,000	0	0%	Level funded. This 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.
Other Expenses	104	0	(104)	-100%	New GL account
Wreaths	7,000	10,000	3,000	43%	Increased for military markers and memorials in advance of Memorial Day. Increase requested due to increase in cost for materials and increase in signs and memorials
Office Supplies	1,200	1,200	0	0%	Level funded for W.B. Mason office supplies and other ancillary office supplies.
City Flags	15,000 0	25,000	10,000	67%	Increased for 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. Due to an increase in price for materials we will be requesting additional funding for flags. **Continued...**
Veterans Plaques & Signs	5,000	5,000	0	0%	Level funded for many Memorial square signs are in need of replacement due to wear and tear and construction. Additionally, this line item is also used to add Everett WWII Veterans to the WWII Memorial Wall located at the Veterans Memorial Stadium. Plan to replace as many signs as possible before switching to Wehrner park for dedication memorial
Welcome Home Banners	500	0	(500)	-100%	The program will be discontinued
Graduate to Guardians	500	0	(500)	-100%	The program will be discontinued
Thank-a-Vet Program	750	0	(750)	-100%	The program will be discontinued
Travel	500	500	0	0%	Level funded. 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 etc.. This line item is for any/all reimbursements for travel to include tolls, gas mileage, etc.
Professional Development	750	750	0	0%	Level funded. 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. This also includes the cost of the annual Vetrapsec software.
Vet Ben Allowance	300,000	300,000	0	0%	Remain the same for 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	5,000	5,000	0	0%	Remains the same for prescriptions and dental reimbursements.
Vet Ben Medex	12,000	12,000	0	0%	Remains the same for Medical reimbursements.

Veterans Day	1,500	0	(1,500)	-100%	This account will be obsolete
City Memorial Day Expenses	1,000	0	(1,000)	-100%	This account will be obsolete
Events	0	11,500	11,500	#DIV/0!	All events will booked in this line. Requesting an increase.
Total Expenditures	**$365,804**	**$385,950**	**$20,146**	**6%**	
Total	**$485,634**	**$509,470**	**$23,836**	**5%**	

Disability Commission

Everett Disability Commission serves as an advisory body focused on improving accessibility and inclusion for residents with disabilities. The Commission reviews and provides recommendations on handicap parking applications, special accessibility projects for city-owned facilities, and collaborates closely with the Parking Department to ensure ADA compliance. The commission meets monthly, excluding July and August, but remains available year-round for urgent matters.



Mission Statement

To advocate and enhance the quality of life for individuals with disabilities in Everett by promoting accessibility & inclusion.

Significant Budget & Staffing Changes for FY2026

no changes

FY2025: Accomplishments

- Thorough check on physical addresses;
- Ramp for recreation center.

FY2026: Goals & Objectives

1. **Goal: Ensure Accessibility for Residents with Disabilities throughout the City of Everett.**

Objective: 1. Review and recommend handicap parking applications to the Parking Department for final approval. 2. Identify and recommend improvements to city-owned facilities, such as ramps and door access, to enhance public accessibility.

2. **Goal: Promote Coordination and Compliance Among City Departments on Disability Related Matters.**

Objective: Collaborate with the Parking Department and other municipal staff to ensure adherence to ADA guidelines and best practices. 2. Provide guidance and knowledge to newer staff to maintain legal compliance in disability services.

Performance measures

Outcomes & Performance Measurers	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
# of Handicap Applications Reviewed/Approved	21/13	15/7	18/10	18/10
Average Response Time to Inquires	1 month	1 month	1 month	1 month

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The Disability Commissions' objectives directly support the City of Everett's long-term goal of building and inclusive and equitable community. In the short term, the Commission contributes to efficient municipal operations by working collaboratively with other departments. Its ongoing advisory role promotes thoughtful planning, responsive governance, and accessibility for all.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

544 - DISABILITY COMMISSION Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-544-1-5191	STIPEND DISABILITY COMMISSION	$6,325.04	$10,700.00	$5,683.37	**$10,700.00**	**$10,700.00**	**$10,700.00**
PERSONNEL Total:		**$6,325.04**	**$10,700.00**	**$5,683.37**	**$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:		**$6,325.04**	**$10,950.00**	**$5,683.37**	**$10,950.00**	**$10,950.00**	**$10,950.00**
GENERAL FUND Total:		**$6,325.04**	**$10,950.00**	**$5,683.37**	**$10,950.00**	**$10,950.00**	**$10,950.00**
Grand Total:		**$6,325.04**	**$10,950.00**	**$5,683.37**	**$10,950.00**	**$10,950.00**	**$10,950.00**

544	DISABILITY COMMISSION									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-544-1-5191	Commission Chair	Ron Visconti	DisCom		0	0	0	$1,700	$1,700	$1,700
01-544-1-5191	Commission Member	Amanda Harold	DisCom		0	0	0	$1,500	$1,500	$1,500
01-544-1-5191	Commission Member	James Booker	DisCom		0	0	0	$1,500	$1,500	$1,500
01-544-1-5191	Commission Member	Rosemarie Ciampi	DisCom		0	0	0	$1,500	$1,500	$1,500
01-544-1-5191	Commission Member	Vacant	DisCom		0	0	0	$1,500	$1,500	$1,500
01-544-1-5191	Commission Member	Vacant	DisCom		0	0	0	$1,500	$1,500	$1,500
01-544-1-5191	Commission Member	Vacant	DisCom		0	0	0	$1,500	$1,500	$1,500
					0	**0**	**0**			
544	**Commission on Disability TOTAL**									
							Stipends (5191)	$10,700	$10,700	$10,700
							Personnel Total:	**$10,700**	**$10,700**	**$10,700**

(544) Disability Commission - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Stipends	10,700	10,700	$0	0%	Stipend paid to Board members.
Total Personnel Services	**$10,700**	**$10,700**	**$0**	0%	
General Operating Expenses					
Office Supplies	250	250	$0	0%	Level funded for miscellaneous office supplies.
Other Expenses	0	0	$0	#DIV/0!	
Total Expenditures	**$250**	**$250**	**$0**	**0%**	
Total Disability Comm	**$10,950**	**$10,950**	**$0**	**0%**	

Human Services

The **Department of Human Services** provides an extensive range of assistance to disadvantaged residents of the city of Everett. We provide services, are a point of information, and refer those in need from a new born infant to our older adult population to what is available to them. We address the many struggles of homelessness, those that are federally assisted, older adults, and newly immigrated families. We work directly with nonprofit organizations, local employers, and hirelings through local and federal grants. Residents are encouraged to participate in the work of the department at all levels. Employees, volunteers and members of The Council on Aging are committed to provide the tools and the building blocks of consume services:



- Neighborhood based enriched programs;
- Recreation programming for Older Adults;
- Provide Guidance and Support;
- Referrals for housing search, casework services, homelessness and at-risk individuals and families;
- Provide English language classes for non-native speakers;
- Service multi-cultural groups.

In addition, The Office of Human Services brings non-profit and community-based organizations together for planning, funding, coordinating and providing, 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 older adults, disabled, challenged, low income, and minority populations. Provide general relief to the community facing hardships, ranging from hunger, housing and healthcare.

Significant Budget & Staffing Changes for FY2026

Currently we have a C6 clerk open and Elder Assistant, hoping to fill both positions 2025-2026

FY2025: Accomplishments



- Our Food Pantry ended December 2024, during that time we serviced over 500 families weekly and approximately 300 home deliveries to the elderly and disabled. We added a fitness class on Wednesday mornings as well as Health Talk Services for Older Adults;
- Two times weekly we offer tech services to those that need help either with their phones, iPads to laptops. This is very well received;
- Our Holiday Assistance program provided meal for over 300 families;
- EALC program serviced 300 individuals with classes with, English as a second language;
- Through a partnership with Mystic Valley Elder Services, we were able to provide, SHINE Counseling to about 115 Older Adults, providing information about. The Connolly Center isa MVES meal site servicing 120 Older Adults weekly;
- In partnership with ABCD we offered Fuel Assistance to over 100 clients, tax preparation to low-income residents of Everett;
- In partnership with Cambridge Health Alliance, we are able of offer 21 different fitness classes weekly;
- In collaboration with SCM transportation and The EOEA grant we are happy to provide over 200 residents weekly with rides to and from medical appointments as well as nutritional shopping to various supermarkets. In addition to this, we along with SCM, are now providing social rides for older adults. The participant can use this service Monday Through Friday to visit a loved one or attend events at The Connolly Center;

- Our Portuguese language group has expanded to over 35 participants weekly;
- Our "Coffee Clutch", Seniors helping seniors has become a successful program, where seniors of different cultural backgrounds, that may speak different languages "help" each other, whether it is conversation, sharing a meal or participating in an event or one of the fitness classes.



FY2026: Goals & Objectives

Our goal is to always expand programming. Our 2026 focus will be to be able to provide programming and outreach in the various senior housing complexes. Focusing on attending to the needs of the diverse cultures that live in the city of Everett. There will be an ongoing speaker series to address things such as financial planning, wills, estate planning, fraud, bereavement, fire safety, CPR classes working with the RED CROSS, and health talks. Collaborating with Youth work force development to provide translation services for, not just older adults, but also our walk-in clients at The Connolly Center. Expand EALC classes to include a summer session.

1. **Goal: Capture all possible state and federal grants**

Objective: Searching for grant opportunities, local, state and federal, to help satisfy the needs of our clients. Grants to address homelessness, food, rental, utility, food insecurities, social services. Currently we apply for three grants, and we are looking to increase that number by at least two more. We are looking at new grant opportunities to assist those with cultural and ethnically diverse backgrounds, with specific programming to their needs in their native languages

2. **Goal: Provide maximum relief to the socially vulnerable population**

Objective: To provide, access to transportation for the elderly, and persons with disabilities. To Advocate and provides services to people of ethnic and racial minorities, The LGBTQ community, refugees and displaced persons. To prevent the human suffering and financial loss in the event of a disaster. By working with the government, local agencies, outreach into the community, to provide support to those struggling with financial or emotional stability. Working with minority, LGBTQ, women and children's groups by recognizing the problems and providing the tools to overcome the vulnerabilities they face each day. Will provide a safe space with no judgement for these groups or individuals.

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
# of weekly events	22	26	30	30
# of weekly programs	18	21	25	25
# of weekly participants	650	700	750	750
English as a Second Language Participants (ESL)	250	300	400	400

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The long-term goals of The Office of Human Services are to provide services to address specific populations of vulnerability. Would like to start ongoing support groups for the ethnic and racial groups affected by poverty and discrimination. Break down racial barriers. Continue to enhance community engagement through open lines of communications in different languages. Promote a "Healthy City" program for those in need.

We commit to working alongside other city departments and agencies and to be able to provide extensive service to vulnerable populations. Searching for solutions to alleviate the housing crisis, problems with transportation and guiding and referring those in need of medical services.














City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

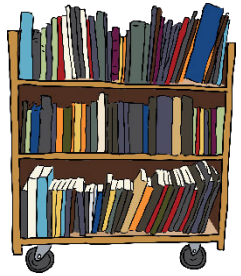
599 - OFFICE OF HUMAN SERVICES Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-599-1-5111	SALARIES HUMAN SERVICES	$292,237.37	$311,976.00	$182,692.16	**$320,187.00**	**$320,187.00**	**$320,187.00**
01-599-1-5113	PART TIME HUMAN SERVICES	$48,912.30	$80,554.00	$71,262.70	**$83,302.00**	**$83,302.00**	**$83,302.00**
01-599-1-5130	OVERTIME HUMAN SERVICES	$414.96	$0.00	$0.00	**$2,000.00**	**$2,000.00**	**$2,000.00**
01-599-1-5143	LONGEVITY HUMAN SERVICES	$800.00	$2,100.00	$2,950.00	**$3,500.00**	**$3,500.00**	**$3,500.00**
PERSONNEL Total:		**$342,364.63**	**$394,630.00**	**$256,904.86**	**$408,989.00**	**$408,989.00**	**$408,989.00**
EXPENSES							
01-599-2-5302	DOMESTIC VIOLENCE PREVENTION	$0.00	$14,500.00	$0.00	**$14,500.00**	**$14,500.00**	**$14,500.00**
01-599-2-5420	OFFICE SUPPLIES	$2,707.05	$4,500.00	$4,465.72	**$4,500.00**	**$4,500.00**	**$4,500.00**
01-599-2-5431	EALC OFFICE SUPPLIES	$1,993.68	$2,000.00	$1,236.46	**$2,000.00**	**$2,000.00**	**$2,000.00**
01-599-2-5434	EALC BOOKS/CLASS SUPPLIES	$10,970.00	$15,000.00	$0.00	**$15,000.00**	**$15,000.00**	**$15,000.00**
01-599-2-5780	SOCIAL SERVICES	$18,254.27	$35,000.00	$23,422.23	**$51,000.00**	**$51,000.00**	**$51,000.00**
01-599-2-5781	ELDER SERVICES	$75,155.72	$126,916.00	$77,681.96	**$178,916.00**	**$178,916.00**	**$178,916.00**
EXPENSES Total:		**$109,080.72**	**$197,916.00**	**$106,806.37**	**$265,916.00**	**$265,916.00**	**$265,916.00**
599 OFFICE OF HUMAN SERVICES Total:		**$451,445.35**	**$592,546.00**	**$363,711.23**	**$674,905.00**	**$674,905.00**	**$674,905.00**
GENERAL FUND Total:		**$451,445.35**	**$592,546.00**	**$363,711.23**	**$674,905.00**	**$674,905.00**	**$674,905.00**
Grand Total:		**$451,445.35**	**$592,546.00**	**$363,711.23**	**$674,905.00**	**$674,905.00**	**$674,905.00**

599	OFFICE OF HUMAN SERVICES									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-599-1-5111	Director of Elder Services [1]	Dale Palma	UNCL	35	1	1	1	$87,421	$90,044	$90,044
01-599-1-5143	Director of Elder Services [2]	Dale Palma	Longevity					$1,300	$1,700	$1,700
01-599-1-5111	Office Manager	Andrea Romboli (WC)	UNCL	30	0.86	0.86	0.86	$74,579	$74,579	$74,579
01-599-1-5111	Constituent Services Aide [1]	Joanne LaMonica	UNCL	25	0.71	0.71	0.71	$43,035	$44,326	$44,326
01-599-1-5143	Constituent Services Aide	Joanne LaMonica	Longevity					800	800	800
01-599-1-5111	Constituent Services Aide [1]	Vacant	UNCL	20	0.57	0.57	0.57	$39,348	$40,528	$40,528
01-599-1-5111	Administrative Assistant [4]	Catarina Patterson	A-6U/7	35	1	1	1	$66,098	$69,433	$69,433
01-599-1-5143	Administrative Assistant [2]	Catarina Patterson	Longevity					0	1000	1000
01-599-1-5111	Principal Clerk [3]	Vacant	C-6U/8	35	0	0	0	$1	$1	$1
01-599-1-5113	Elderly Assistant [1]	John Darrigo	UNCL	30	0.86	0.86	0.86	$31,879	$32,835	$32,835
01-599-1-5113	Elderly Assistant [1]	Catherine Connors	UNCL	30	0.86	0.86	0.86	$31,879	$32,835	$32,835
01-599-1-5113	ELS Assistant	Janice Reppucci	UNCL	7.5	0.24	0.24	0.24	$13,240	$13,637	$13,637
01-599-1-5113	Fitness Instructor [1]	Jill Martin	UNCL	Varies	0	0	0	$3,556	$3,662	$3,662
					6.10	**6.10**	**6.10**			
599	**Human Services TOTAL**									
							Salary (5111)	$311,976	$320,187	$320,187
							Part Time (5113)	$80,554	$83,302	$83,302
							Overtime (5130)	$0	$2,000	$2,000
							Longevity (5143)	$2,100	$3,500	$3,500
							Personnel Total:	**$394,630**	**$408,989**	**$408,989**
Notes to Budget:										
[1] 3% COLA on administrative salary.										
[2] Dale Palma - 20 years of service.										
[3] Not Requesting funding for this position										
[4] Local 25 Clerical union 3% and Step change for next year.										

(599) Human Services - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	311,976	320,187	8,211	3%	3% COLA on most administrative salaries. Local 25 Clerical salary increased 3%, per pending contract, including Step change for next year.
Part Time Salaries	80,554	83,302	2,748	3%	3% COLA on most PT administrative salaries.
Overtime	0	2,000	0	#DIV/0!	Requesting funding for FY26
Longevity	2,100	3,500	1,400	67%	Longevity payments for staff D. Palma, J. LaMonica, C. Patterson
Total Personnel Services	**$394,630**	**$408,989**	**$14,359**	**4%**	
General Operating Expenses					
Domestic Violence Prev. Serv.	14,500	14,500	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.
Other Expenses	0	0			New Account
Office Supplies	4,500	4,500	0	0%	Level funded
EALC Office Supplies	2,000	2,000	0	0%	Level funded
EALC Books/Class Supplies	15,000	15,000	0	0%	Level funded
Social Services	35,000	51,000	16,000	46%	This account line is 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. We want to increase this line by $16,000 to cover the rising costs due to inflation and to provide additional services to more residents.
Elder Services	126,916	178,916	52,000	41%	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. We request to increase this line by $52,000 to provide additional services, programming, to supplement transportation services for older adults (SCM).
Total Expenditures	**$197,916**	**$265,916**	**$68,000**	**34%**	
Total	**$592,546**	**$674,905**	**$82,359**	**14%**	

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.

On a day-to-day basis, the libraries provide residents with access to computers and printers, wireless internet access, notary services, a space to read or do work without having to pay, and access to print and electronic books, databases, video games, e-readers, wireless hotspots, educational tablets, and discounts to museums, zoos, and the New England Aquarium.

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.

Significant Budget & Staffing Changes for FY2026

Some positions were partially funded in FY2025 due to vacancies. We expect to have no vacancies, for the first time in years, in FY 2026. We have one staff member who will begin receiving longevity. The contract expires and is up for renewal.

The carrier rates for adding the stop to the Shute Library increased by $10.00 per day since last quoted for the FY 2024 budget.

Overtime was not used as of February of 2025, and given the increase in staffing it is no longer an anticipated need.

FY2025: Accomplishments



- The Everett Public Libraries completed a website redesign project, which will result in an easy-to-use portal to the information, resources, and services the Everett Public Libraries offer. Our current events calendar and room booking engine, with an additional museum pass management product, has been implemented. Now residents are able to request discounts to museums and other attractions online at their convenience.
- The Shute Memorial Library now has a Children's librarian for the first time in this decade.
- The 24 in '24 Reading Challenge was the Libraries' first year-long reading challenge, supported by the Friends of the Everett Public Libraries. It was a success, with 122 participants. There were 135 participants in the 2024 Summer Reading challenge.
- The libraries plan to upgrade the security camera systems by the end of FY 2025.

FY2026: Goals & Objectives

1. **Goal: Improve library security at the Parlin Memorial Library**

Objective: The libraries plan to change the access doors to allow fob access, rather than keys, for easy access and greater control, eliminating the risk that keys may not be returned when employees leave. Improvements to managing access to library restrooms is also a goal.

2. **Goal: Improve public awareness of library services**

Objective: Local newspapers offer press releases for free, but ads for specific programs cost money. The libraries will run ads at least quarterly in fiscal 2026. With increased staff, the libraries will conduct more outreach at community and school events.

3. **Goal: Make collections and resources more accessible to residents**

Objective: With the Libraries' new website, the libraries will publish more information on Everett history, that can also be shared on social media sites. The libraries will also seek to increase offerings in Spanish, Portuguese, and Haitian Creole.

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Volumes in Circulation	103,537	101,863	102,127	102,000
Volumes borrowed	34,532	50,619	50,500	50,000
Number of Children's and YA programs	179	192	250	325
Number of Adult programs	52	63	88	105

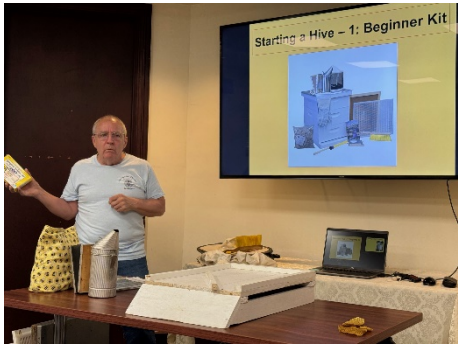
How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

With the proliferation of media, it is more difficult to get through the noise to inform residents of library collections and services. Different channels must be used - print, email, social media, and physical media. Improving the security of the libraries ensures residents can feel comfortable availing themselves of those services, without disruption. Improving the local history collection will help us promote Everett history, preserve and disseminate information, and decrease the time and effort required to get the information.









City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

610 - DEPARTMENT OF LIBRARIES Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
01-610-1-5111	SALARIES LIBRARIES	$762,778.42	$919,404.00	$839,443.18	**$1,056,688.00**	**$1,056,688.00**	**$1,056,688.00**
01-610-1-5113	PART TIME LIBRARIES	$113,025.70	$146,430.00	$134,408.30	**$147,016.00**	**$147,016.00**	**$147,016.00**
01-610-1-5130	OVERTIME LIBRARIES	$400.80	$10,000.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-610-1-5143	LONGEVITY LIBRARIES	$3,150.00	$3,150.00	$3,150.00	**$3,950.00**	**$3,950.00**	**$3,950.00**
01-610-1-5146	LIBRARY TRUSTEE STIPEND	$18,041.28	$26,200.00	$16,156.93	**$26,200.00**	**$26,200.00**	**$26,200.00**
PERSONNEL Total:		**$897,396.20**	**$1,105,184.00**	**$993,158.41**	**$1,233,854.00**	**$1,233,854.00**	**$1,233,854.00**
EXPENSES							
01-610-2-5240	EQUIPMENT REPAIR & MAINTENANCE	$2,131.71	$3,727.84	$3,181.00	**$840.00**	**$840.00**	**$840.00**
01-610-2-5241	EQUIPMENT & OTHER	$2,748.06	$3,910.84	$3,642.14	**$4,500.00**	**$4,500.00**	**$4,500.00**
01-610-2-5302	MARKETING	$0.00	$2,025.00	$0.00	**$2,025.00**	**$2,025.00**	**$2,025.00**
01-610-2-5303	PROFESSIONAL SERVICES	$0.00	$0.00	$0.00	**$5,460.00**	**$5,460.00**	**$5,460.00**
01-610-2-5307	DELIVERIES	$0.00	$8,320.00	$3,108.00	**$10,920.00**	**$10,920.00**	**$10,920.00**
01-610-2-5420	OFFICE SUPPLIES	$4,574.71	$4,000.00	$3,642.87	**$4,500.00**	**$4,500.00**	**$4,500.00**
01-610-2-5423	NON PRINT MEDIA	$46,807.53	$74,827.47	$37,444.31	**$80,700.00**	**$80,700.00**	**$80,700.00**
01-610-2-5586	BOOKS MAGAZINES & PAPERS	$48,891.48	$66,102.53	$42,577.58	**$80,230.00**	**$80,230.00**	**$80,230.00**
01-610-2-5710	PROFESSIONAL DEVELOPMENT	$3,362.76	$3,000.00	$348.21	**$3,000.00**	**$3,000.00**	**$3,000.00**
01-610-2-5711	TUITION REIMBURSEMENT	$536.10	$16,000.00	$0.00	**$16,000.00**	**$16,000.00**	**$16,000.00**
01-610-2-5765	OTHER CHARGES	$0.00	$0.00	$0.00	**$4,000.00**	**$4,000.00**	**$4,000.00**
01-610-2-5793	LIBRARY NOBLE NETWORK SERVICE	$81,418.00	$73,798.00	$68,151.70	**$76,012.00**	**$76,012.00**	**$76,012.00**
PARLIN LIBRARY Total:		**$190,470.35**	**$255,711.68**	**$162,095.81**	**$288,187.00**	**$288,187.00**	**$288,187.00**
01-611-2-5240	EQUIPMENT REPAIRS & MAINTENANCE	$3,444.50	$3,046.32	$3,036.49	**$700.00**	**$700.00**	**$700.00**
01-611-2-5344	POSTAGE	$87.46	$500.00	$0.00	**$500.00**	**$500.00**	**$500.00**
01-611-2-5420	OFFICE SUPPLIES	$2,829.55	$4,400.00	$4,231.00	**$5,000.00**	**$5,000.00**	**$5,000.00**
01-611-2-5510	BOOKS MAGAZINES & NEWSPAPERS	$28,954.92	$35,265.00	$31,279.17	**$38,963.00**	**$38,963.00**	**$38,963.00**
01-611-2-5512	NON PRINT MEDIA	$10,540.40	$25,557.00	$20,581.14	**$31,557.00**	**$31,557.00**	**$31,557.00**
SHUTE LIBRARY Total:		**$45,856.83**	**$68,768.32**	**$59,127.80**	**$76,720.00**	**$76,720.00**	**$76,720.00**
EXPENSES Total:		**$236,327.18**	**$324,480.00**	**$221,223.61**	**$364,907.00**	**$364,907.00**	**$364,907.00**
610 DEPARTMENT OF LIBRARIES Total:		**$1,133,723.38**	**$1,429,664.00**	**$1,214,382.02**	**$1,598,761.00**	**$1,598,761.00**	**$1,598,761.00**

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

610 - DEPARTMENT OF LIBRARIES Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
GENERAL FUND Total:		**$1,133,723.38**	**$1,429,664.00**	**$1,214,382.02**	**$1,598,761.00**	**$1,598,761.00**	**$1,598,761.00**
Grand Total:		**$1,133,723.38**	**$1,429,664.00**	**$1,214,382.02**	**$1,598,761.00**	**$1,598,761.00**	**$1,598,761.00**

610	DEPARTMENT OF LIBRARIES									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-610-1-5111	Director [1]	Kevin Sheehan	UNCL	35	1	1	1	$100,534	$103,550	$103,550
01-610-1-5111	Branch Librarian (Shute Library) [2]	Trisha Hernandez	ELSA 8/7	35	1	1	1	$82,197	$84,648	$84,648
01-610-1-5111	Technical Services Librarian [2]	Craig Diskin	ELSA 7/2	35	0	1	1	$1	$67,977	$67,977
01-610-1-5111	Reference Librarian [2]	Kathleen Slipp	ELSA 7/7	35	1	1	1	$75,751	$78,023	$78,023
01-610-1-5143	Reference Librarian [2]	Kathleen Slipp	Longevity					$0	$800	$800
01-610-1-5111	Information Services Librarian [2]	Aubrianna SkaggsBrads	ELSA 7/4	35	1	1	1	$68,281	$71,763	$71,763
01-610-1-5111	Youth Services Librarian (Shute Library) [2]	Valerie Terenzi	ELSA 7/2	35	1	1	1	$38,376	$67,977	$67,977
01-610-1-5111	Youth Services Librarian [2]	Kristin McAuliffe	ELSA 7/4	35	1	1	1	$68,281	$71,763	$71,763
01-610-1-5111	Technical Services Assistant [2]	Gayle Joseph	ELSA 6/7	35	1	1	1	$69,810	$71,908	$71,908
01-610-1-5143	Technical Services Assistant	Gayle Joseph	Longevity					$1,700	$1,700	$1,700
01-610-1-5111	Head of Circulation [2]	Victoria Strand	ELSA 7/5	35	1	1	1	$64,203	$73,182	$73,182
01-610-1-5111	Administrative Assistant [3]	Robert Fitzpatrick	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
01-610-1-5143	Administrative Assistant	Robert Fitzpatrick	Longevity					$1,450	$1,450	$1,450
01-610-1-5111	Library Aide [1]	Kyle Larguinha	ELSA 2/2	35	1	1	1	$46,332	$44,535	$44,535
01-610-1-5111	Library Aide [1]	Joanne Crafts	ELSA 2/6	35	1	1	1	$47,265	$50,123	$50,123
01-610-1-5143	Technical Services Assistant	Joanne Crafts	Longevity					$0	$0	$0
01-610-1-5111	Library Aide [1]	Stephen Short	ELSA 2/4	35	1	1	1	$45,419	$47,739	$47,739
01-610-1-5111	Library Aide [1]	Concetta Nathanson	ELSA 2/4	35	1	1	1	$45,419	$47,739	$47,739
01-610-1-5111	Library Aide [1]	Ashley Lemus	ELSA 2/3	35	1	1	1	$46,332	$46,792	$46,792
01-610-1-5111	Library Aide [1]	Vacant	ELSA 2/7	35	1	1	1	$46,332	$51,870	$51,870
01-610-1-5113	Employees - Part Time		UNCL	Varies	0	0	0	$146,430	$146,430	$146,430
01-610-1-5146	Library Trustees Stipend		Board	13	0	0	0	$26,200	$26,200	$26,200
					15	16	16			
610	**Library TOTAL**									
							Salary (5111)	$919,404	$1,056,688	$1,056,688
							Part Time (5113)	$146,430	$147,016	$147,016
							Overtime (5130)	$10,000	$0	$0
							Longevity (5143)	$3,150	$3,950	$3,950
Notes to Budget:							Library Trustees Stipend (5146)	$26,200	$26,200	$26,200
[1] 3% increase for administrative personnel.							**Personnel Total:**	**$1,105,184**	**$1,233,854**	**$1,233,854**
[2] ELSA union 3% increase in anticipation of a contract										
[3] Local 25 Clerical 3% increase in anticipation of a contract										

(610) Library - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	919,404	1,056,688	137,284	15%	3% COLA on administrative salary. 3% increase for ELSA per contract. Local 25 Clerical increased 3% per contract. Positions were partially funded in FY25, resulting in a larger percentage increase for FY26.
Part Time Salaries	146,430	147,016	586	0%	Increased part time pay to be more competitive with other libraries.
Longevity	3,150	3,950	800	25%	10+ years of service. Ms. Joseph and Ms. Slipp, and Mr. Fitzpatrick
Overtime	10,000	0	(10,000)	100%	Not requesting
Library Trustees Stipend	26,200	26,200	0	0%	$2,200 for Chair and $2K for each member (12).
Total Personnel Services	**$1,105,184**	**$1,233,854**	**$128,670**	**12%**	
General Operating Expenses					
Equipment Repair & Maint	3,000	840	(2,160)	-72%	To maintain printers, scanners, etc. in the Parlin Library as needed.
Equipment & Other	3,685	4,500	815	22%	For software licenses for 37 computers. Cost of Comcast subscription. Replacing computer equipment and peripherals. Purchasing book carts
Other Expenses	0	4,000	4,000	#DIV/0!	New budget line to capture miscellaneous expenses such as refreshments, contest prizes such as water bottles, keychains, etc.
Office Supplies	4,000	4,500	500	13%	For covers cost for paper, toner & maintenance . 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.
Marketing	2,025	2,025	0	0%	This line item was added during the budget to properly account for expenses, prev paid out of different line items: 600 web hosting, 1,560 website maintenance, $3,300 comcast.
Professional Services	0	5,460	5,460	#DIV/0!	This line item was added during the budget to properly account for expenses, prev paid out of different line items: 600 web hosting, 1,560 website maintenance, $3,300 comcast.

Continued...

Non-Print Media	65,700	80,700	15,000	23%	Increased to reflect inflation for 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. Online resources such as Rosetta Stone, Udemy, Mango Languages, Consumer Reports, etc.
Books, Magazines, Papers	75,230	80,230	5,000	7%	Printed library materials for use by library patrons.
Professional Development	3,000	3,000	0	0%	Fees paid for MBLC, ALA, MLS, etc. conferences & workshops. Consistently encouraging staff to engage in skills development.
Tuition Reimbursement	16,000	16,000	0	0%	Per ELSA contract.
Library Noble Network Service	73,798	76,012	2,214	3%	Everett's share in the NOBLE consortium membership. Also incudes subscriptions to License for security software, Wowbrary, and other online resources.
Equipment Repairs & Maint	4,000	700	(3,300)	-83%	To maintain printers, scanners, etc. in the Shute Library as needed. Decreased for comcast contract, which has been booked to Professional Services

Postage	500	500	0	0%	Stamps for overdue notices, bills for books never returned, shipping for repair of damaged items
Office Supplies	4,400	5,000	600	14%	See Office Supplies above.
Books, Magazines, Papers	35,265	38,963	3,698	10%	Printed library materials for use by library patrons.
Non-Print Media	25,557	31,557	6,000	23%	For DVDs, video games, learning toys, online resources, etc.
Deliveries	8,320	10,920	2,600	100%	Book deliveries to the Shute Library, formerly done other departments that no longer have the capacity to do it.
Total Expenditures	**$324,480**	**$364,907**	**$40,427**	**12%**	
Total	**$1,429,664**	**$1,598,761**	**$169,097**	**12%**	

Youth & Wellness



The Office of Health and Wellness in Everett, MA, led by the vision of Mayor Carlo DeMaria, is dedicated to nurturing the holistic well-being of our community, with a special focus on our youth by providing exclusive access to enrichment, wellness, and workforce development programs. Through recreation, sports, education, and career readiness initiatives, the department fosters lifelong learning, physical and mental well-being, and economic opportunity for youth ages 14-25. The department also supports community health goals by hosting public events, promoting urban agriculture, and collaborating with local organizations and businesses. Additionally, the department oversees the city-run community gym, which is currently closed for renovations and expected to reopen with enhanced facilities to further support Everett's goal of becoming the healthiest city in America.

Mission Statement

Our mission is to cultivate a vibrant and resilient community by promoting physical, mental, and social wellness through innovative programs and initiatives. We are committed to providing youth with opportunities for recreation, enrichment, and personal growth, while also fostering their development as future leaders. Through a unique blend of youth recreation and enrichment, workforce opportunities, and career development initiatives, we strive to empower the next generation with the skills, confidence, and resilience needed to thrive in an ever-evolving world. Our approach is rooted in collaboration, inclusivity, and adaptability, as we work together to create a healthier, happier, and more prosperous future for all residents of Everett.

Significant Budget & Staffing Changes for FY2026



With the addition of the **youth workforce program**, our budget has undergone significant changes to accommodate this initiative. This youth workforce program includes the Youth Summer Jobs Program as well as the Youth Year-Round Jobs program, which the number represents salaries to pay the youth. In addition to allocating funds for youth workforce development, we have also expanded our budget to account for hosting events, advertising campaigns, and professional development opportunities. These adjustments reflect our department's commitment to holistic well-being, community engagement, and continuous improvement, ensuring that we can effectively serve the needs of our residents and youth while promoting health and wellness initiatives throughout Everett.

We have added a valuable asset to our team and hired an Assistant Director of Youth Substance Abuse Prevention and Recovery. We are excited to be able to impact the youth from another angle, and be able to help those youth in need and experiencing troubling times. We also see this position just as much from a prevention side as we do a recovery side, and believe that career services, recreation and enrichment to be some of the best ways to prevent a substance abuse problem from happening. This role will be dynamically assisting in all facets of the department.

- In FY26, YDE budgeted out two part-time positions for two interns graduating from the year-round program. These two interns have helped YDE develop monthly newsletters, developing of programming, navigate through department platforms myrec and AHQ. The two interns have gained the confidence to help residents with concerns and needs with programming, park/field reservations, and any other concerns residents have when coming to the rec center for programs or information;
- YDE has restructured its department with its full-time personal positions to help support the two PT employees graduating from the year-round program;
- In FY25 YDE had three (3) assistant directors and one (1) Director of Youth Development and Enrichment; In FY26 YDE will look to have one (1) Director of Youth Development and Enrichment, one (1) assistant Director of Youth Development and Enrichment, one (1) Assistant Director of Youth Substance Use and Prevention, two (2) Managers that will have separate roles in the department to manage. One manager will be the Workforce Development Manager; this Manager will be in charge of the workforce aspect and professional development programs. The other manager will be a Recreation and Enrichment Manager; this Manager will be in charge of all recreation and enrichment programming. A long with the two part-time program coordinators the department will now have 7 positions in the department to help ensure programs are running properly and have the coverage.

FY2025: Accomplishments



- successfully streamlined the registration process for our recreation and enrichment programs, making it easier for youth and residents, using any language, to access and participate in these valuable opportunities.
- expanded our youth enrichment offerings, particularly in the realm of STEM programs, empowering young individuals with the skills and knowledge needed to succeed in the modern world.
- career services section streamlined the process of registering for activities and our summer program by upgrading to AfterSchoolHQ, a program designed to help make this process easier for our participants.
- significant capital improvements to the Samuel Gentile Recreation Center, including opening up more office spaces to accommodate additional staff. This expansion allows us to better serve the community and support our growing programs and initiatives.
- finalizing an agreement to replace the current flooring for the basketball court as well as pave the outside area to be safer and more welcoming.
- hosted the inaugural City Youth Job Fair, connecting local businesses with talented young individuals and providing valuable workforce development opportunities. This is the first city ran Youth Job Fair, and we are proud to have accomplished this successful event as well as plan to continue this event bi-annually.
- office forged partnerships with more local businesses to enhance our summer youth jobs programs, creating meaningful employment opportunities for youth in our community. In addition to this, we prioritized educating youth on the skills of career development and financial literacy, hosting workshops and courses with professionals in the subject matter to better equip our youth with the tools necessary to succeed.
- our flagship summer programming successfully onboarded and provided employment opportunities for 300 young individuals, with a significant portion transitioning into full-time roles post-program. This accomplishment underscores our dedication to nurturing talent and fostering pathways to sustainable employment for our youth population.
- our year-round work program welcomed 24 youth participants, offering ongoing support and development opportunities beyond the summer months. Through this initiative, we continue to cultivate a culture of continuous learning and skill-building, empowering our youth to thrive in the ever-evolving job market.
- in embracing cultural diversity and fostering community cohesion, we proudly organized Fiesta Del Rio and Canciones and Comida, both a vibrant celebration of Hispanic heritage that touched the lives of hundreds across our city. These events not only showcased the richness of our cultural tapestry but also strengthened the bonds of inclusivity and understanding within our community.
- successfully hosted Black History Month events at the Recreation Center that spanned over a week long, featuring educational content on African American cuisine as well as black athletes from Everett to speak to the youth about how sports have shaped their life experiences.
- YDE was able to develop programs and partnerships to collaborate on said programs. YDE has developed creative arts, STEM, Dj 101, Homework club to name a few of them. YDE identified inclusive programming for youth to engage in. With the help of youth from year-round (also the potential two-part timers) YDE has seasonal program that averages 20 to 25 youth signing, YDE has received a good combination of returning youth to programming along with new youth that heard from others of the programming and intent of YDE to give a welcoming, inclusive feel when joining YDE programming.
- YDE continued to build relationships with non-profit organizations like Elliott Family, La Comunidad to develop new programs. For example, YDE established a child's playgroup every Friday from 12:30pm to 2pm with Elliott providing staff to watch the children and engage in activities and games.
- divider has been set in place to help provide more space on the gym floor that allows YDE to now run multiple programming while being able to provide the space. For example, moving forward there will be open Gym on one side and open soccer on the other. We can break down more group programming, for example a soccer program for boys from 5 to 7 years old on one side and on the other girls' soccer for 5 to 7 years old.

FY2026: Goals & Objective



The Youth Development Department will continue its commitment to foster the growth and well-being of young people by offering a wide range of services aimed at their physical, mental, and emotional development. This department focuses on providing recreational activities that promote physical fitness, teamwork, and social engagement. Programs are designed to keep youth active while encouraging fun, sportsmanship, and healthy competition.

In addition to recreational activities, the department also emphasizes enrichment programs that nurture academic skills, creative expression, and leadership development. These programs aim to broaden the educational and cultural horizons of young people, providing opportunities for them to explore various interests, such as arts, music, and science, in a structured and supportive environment.

Recognizing the importance of mental health in youth development, the department also offers dedicated mental health programming. These initiatives are designed to provide youth with the tools and support they need to manage stress, anxiety, and other emotional challenges. Through counseling services, peer support groups, and workshops, young people will learn to develop resilience and emotional intelligence, preparing them for the challenges of adulthood.

Moreover, the department incorporates workforce experience and training programs to help prepare young individuals for the professional world. These programs offer hands-on job experience, internships, and skills-building workshops that provide valuable insight into various career paths. By pairing youth with mentors and industry professionals, the department helps bridge the gap between education and the workforce, ensuring that young people are ready to enter the job market with the skills and confidence they need.

Through this comprehensive approach, the Youth Development Department will continue to create a well-rounded and supportive environment where young people can thrive, learn, and grow into capable, responsible, and empowered adults.

1. **Goal: Apply and Acquire All Grant Opportunities**

Objective: The Office of Health and Wellness in Everett is steadfastly committed to seeking out grant and funding opportunities to expand the scope and reach of our recreation, sports, enrichment, and workforce programs for the youth of our community. We are committed to submitting one grant application per week for FY2026, which would total up to 50 grants applied for in FY2026.

With these grants, our objectives are to expand our development program opportunities in sport, helping youth prepare for high school and collegiate athletics. Also, we plan to use grant funding to offer more STEM, business and financial literacy courses to help them better prepare for life as young adults.

Our workforce programs are also a cornerstone of our department, and to continue to provide funding for our youth to be able to find work, we will actively pursue funding not only to continue but to be able to provide more youth with opportunities. Our goal is to continue to provide funding from the city for more youth each year to be impacted by our workforce programs, which will require more funding from grants.

2. **Goal: Expand Enrichment, Sport Development and Wellness Programs to Impact All Youth**

Objective: At the Office of Health and Wellness for the city of Everett, we are dedicated to enhancing the well-being of our community's youth by expanding access to a comprehensive range of enrichment programs and sports development opportunities.

Through our enrichment programs, including arts, STEM education, and cultural activities, we aim to ignite creativity, curiosity, and lifelong learning among young minds. For us this means offering 8 enrichment programs each season. Which would total up to 32 programs each year/ Simultaneously, our sports development programs offer structured coaching, facilities, and resources to nurture physical fitness, sportsmanship, and teamwork skills. Our goal is to be a true “feeder” program for the high school, allowing our high school to thrive in sport and create more opportunity for youth to participate in sport and use this as a catalyst for higher education. By adding an additional 4 sport development programs each season, this would be an additional 16 programs for FY2026.

Our department also strives to be accessible and inclusive as possible, so we will also be prioritizing sensory friendly and adaptable programming to impact those youth that require this programming and would not otherwise have somewhere to participate. By adding up to 4 programs each season for sensory friendly and adaptive youth, we aim to have 16 programs for FY2026.

3. **Goal: Provide All Youth Age 14-25 with Career Development Opportunities**



Objective: In Everett, the Office of Health is spearheading a comprehensive approach to empower youth aged 14-25 with equitable access to career development opportunities. Through a range of initiatives, we are dedicated to fostering inclusive growth and ensuring that every young person in our community has the tools and support they need to succeed.

Central to our mission is the provision of financial literacy classes and life skills courses tailored to the diverse needs of our youth population. By equipping them with essential knowledge and practical skills, we are laying the foundation for long-term financial stability and personal growth, irrespective of background or circumstance. In FY2026 we plan to offer 8 courses that will equip our youth with the knowledge and skills that will help them with life and financial literacy skills. We have teamed up with the Members Plus Credit Union as well as other local businesses and professionals to be able to offer these courses.

Moreover, our commitment to equitable access extends to hosting interviewing and resume workshops, ensuring that all youth have the opportunity to hone their professional skills and present themselves effectively in the job market. Through these workshops, we strive to level the playing field and empower youth from all backgrounds to pursue their career aspirations with confidence and competence. Our interview, resume and career building platform will have an online learning portion, as well as up to 8 in person learning courses in FY2026.

In our efforts to promote equity and opportunity, we are also committed to hosting job fairs that connect youth with employers and organizations committed to diversity and inclusion. These events serve as invaluable networking opportunities and pathways to meaningful employment, furthering our mission to ensure that no youth is left behind. We plan to offer at least 2 job fairs in FY2026 hosted by our department for the youth.

Furthermore, we understand the pivotal role of language proficiency in workplace success. That's why we are proud to offer free English classes to help youth better their skills and enhance their communication abilities in diverse work environments. By breaking down language barriers and fostering linguistic proficiency, we are empowering youth to thrive in today's globalized workforce. We began in 2024 to launch ESL classes through our department, and plan to offer more through grant funding which we have secured and will begin in FY2026.













Performance Measures

Outcomes & Performance Measures	Actual FY2024	Actual FY2025	Estimated FY2025	Estimated FY2026
# of Recreation & Enrichment Programs	70	80	90	90
# of Recreation & Enrichment Participants	2,250	3,000	3,250	3,250
Overall Youth Employed	300	300	300	300
Public Events Held	15	20	25	25
Wellness Center Membership	3,000	3,500	4,000	4,000

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

City Goal: Promote and Actively Support the Northern Strand Urban Farm, Local Community Gardens and the Everett Farmer's market.

At the Office of Health and Wellness, we are deeply committed to promoting health and well-being in our community through initiatives that support local agriculture and access to fresh, nutritious foods. Our greenhouse building initiative aligns perfectly with Mayor DeMaria's goal to promote and actively support the Northern Strand Urban Farm, local community gardens, and the Everett Farmer's Market. By investing in greenhouse infrastructure, we are not only creating opportunities for urban agriculture but also fostering community engagement and education around sustainable food practices. Through collaboration with local partners and stakeholders, we aim to create a healthier, more vibrant Everett where everyone has access to fresh, locally grown produce.

City Goal: To Make Everett the Healthiest City in America

At the Office of Health and Wellness, we're dedicated to making Mayor DeMaria's goal of making Everett the healthiest city in America a reality. Through our recreation and wellness centers, we provide top-quality programs for residents of all ages, including youth. From fitness classes to educational workshops, our goal is to promote well-being and active living.

But it's not just about physical health; our workforce development programs play a crucial role too. By offering opportunities for skill-building and job placement, we empower residents to achieve financial stability and increased disposable income. This, in turn, contributes to overall health and well-being, as individuals with stable incomes are better able to access health care and make healthier lifestyle choices.

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

630 - YOUTH DEVELOPMENT AND ENRICHME							
Account Number	**Account Description**	**FY2024 Expended**	**FY2025 Budget**	**FY2025 Expended**	**FY2026 Requested**	**FY2026 Mayor Recommended**	**FY2026 Council Approved**
PERSONNEL							
01-630-1-5111	SALARIES YOUTH DEVELOPMENT	$486,901.63	$390,954.56	$349,704.24	**$650,090.00**	**$489,450.00**	**$489,450.00**
01-630-1-5113	PART TIME YOUTH DEVELOPMENT	$0.00	$25,000.00	$21,358.34	**$30,000.00**	**$30,000.00**	**$30,000.00**
01-630-1-5122	JOBS TRAINING PROGRAM YOUTH	$0.00	$281,533.44	$281,186.57	**$100,000.00**	**$100,000.00**	**$100,000.00**
01-630-1-5130	OVERTIME YOUTH DEVELOPMENT	$2,732.18	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
01-630-1-5143	LONGEVITY YOUTH DEVELOPMENT	$1,000.00	$2,100.00	$1,000.00	**$1,250.00**	**$1,250.00**	**$1,250.00**
01-630-1-5191	YOUTH COUNCIL STIPEND	$0.00	$13,500.00	$12,375.00	**$12,000.00**	**$12,000.00**	**$12,000.00**
01-630-1-5193	CLOTHING ALLOWANCE YOUTH	$700.00	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
PERSONNEL Total:		**$491,333.81**	**$713,088.00**	**$665,624.15**	**$793,340.00**	**$632,700.00**	**$632,700.00**
EXPENSES							
01-630-2-5240	EQUIPMENT MAINTENANCE & SUPPLIES	$4,302.85	$8,000.00	$8,000.00	**$8,000.00**	**$8,000.00**	**$8,000.00**
01-630-2-5302	ADVERTISITNG & MARKETING	$0.00	$6,000.00	$5,065.00	**$8,000.00**	**$8,000.00**	**$8,000.00**
01-630-2-5352	WELLNESS CENTER EXPENDITURES	$140,183.14	$195,000.00	$114,521.35	**$50,000.00**	**$50,000.00**	**$50,000.00**
01-630-2-5357	PROFESSIONAL & PROGRAM SERVICES	$137,228.31	$150,000.00	$117,545.18	**$0.00**	**$0.00**	**$0.00**
01-630-2-5420	OFFICE SUPPLIES	$2,074.15	$2,000.00	$1,768.90	**$2,000.00**	**$2,000.00**	**$2,000.00**
01-630-2-5585	UNIFORMS	$1,106.00	$8,000.00	$1,302.63	**$3,500.00**	**$3,500.00**	**$3,500.00**
01-630-2-5710	PROFESSIONAL DEVELOPMENT	$0.00	$5,000.00	$3,423.09	**$8,000.00**	**$8,000.00**	**$8,000.00**
01-630-2-5721	OFFICIAL PUBLIC EVENTS	$0.00	$30,000.00	$27,239.64	**$40,000.00**	**$40,000.00**	**$40,000.00**
EXPENSES Total:		**$284,894.45**	**$404,000.00**	**$278,865.79**	**$119,500.00**	**$119,500.00**	**$119,500.00**
630 YOUTH DEVELOPMENT AND ENRICHME		**$776,228.26**	**$1,117,088.00**	**$944,489.94**	**$912,840.00**	**$752,200.00**	**$752,200.00**
GENERAL FUND Total:		**$776,228.26**	**$1,117,088.00**	**$944,489.94**	**$912,840.00**	**$752,200.00**	**$752,200.00**
Grand Total:		**$776,228.26**	**$1,117,088.00**	**$944,489.94**	**$912,840.00**	**$752,200.00**	**$752,200.00**

630	Department of Youth Development and Enrichment									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
01-630-1-5111	Director of Youth Development and Enrichment [1]	Vacant	UNCL	35	1	1	1	$113,300	$116,699	$116,699
01-630-1-5111	Assistant Director of of Youth Development and Enrichment [2]	Roberto Velasquez	UNCL	35	1	1	1	$97,850	$110,000	$110,000
01-630-1-5111	Recreation and Enrichment Manager [3]	Gabriella Hartz	UNCL	40	1	1	1	$100,786	$76,125	$76,125
01-630-1-5143	Assistant Director of Recreation	Mike DiPietro	Longevity	35				$850	$0	$0
01-630-1-5111	Assistant Director of Youth Substance Abuse Prevention [4]	Eric Mazzeo	UNCL	40	0.5	0.5	0.5	$50,393	$51,149	$51,149
01-630-1-5111	Youth Program Coordinator [5]	Vacant	UNCL	40	0	0	0	$0	$0	$0
01-630-1-5111	Workforce Manager [5]	Mario Bonilla	UNCL	40	0	1	1	$0	$71,050	$71,050
01-630-1-5111	Administrative Assistant [6]	Karen Martinelli	A-6U/8	30	1	0.86	0.86	$70,766	$62,476	$62,476
01-630-1-5143	Administrative Assistant	Karen Martinelli	Longevity					$1,250	$1,250	$1,250
01-630-1-5111	Wellness Center General Manager - new [7]	Vacant	UNCL	35	0	1	0	$0	$85,000	$0
01-630-1-5111	Wellness Center Assisatant Manager - new [7]	Vacant	UNCL	35	0	1	0	$0	$75,000	$0
01-630-1-5111	Youth Development Assistant [8]	Vacant (prev. Raquel De Souza)	UNCL	40	1	0	0	$62,400	$0	$0
01-630-1-5111	Custodian General Maintenance [8]	Vacant	W-7U/4	40	0	0	0	$1	$1	$1
01-630-1-5193	Custodian General Maintenance	Vacant	Clothing					$0	$0	$0
01-630-1-5122	Jobs Training Program	Multiple						175000	$200,000	$200,000
01-122-1-5191	Youth Council Stipend	12	UNCL	Monthly	0	0	0	$13,500	$12,000	$12,000
					5.50	**7.36**	**5.36**			
630	**Youth Development and Enrichment TOTAL**									
							Salary (5111)	$497,488	$650,090	$489,450
							Longevity (5143)	$2,100	$1,250	$1,250
							Clothing Allowance (5193)	$0	$0	$0
							[9] Jobs Training Program (5122)	$175,000	$100,000	$100,000
							Stipend (5191)	$13,500	$12,000	$12,000
							Overtime (5130)	$0	$0	$0
							Part-time salaries (5113)	$25,000	$30,000	$30,000
							Personnel Total:	**$713,088**	**$793,340**	**$632,700**
National Opioid Settlement	Assistant Director of Youth Substance Abuse Prevention	Eric Mazzeo	UNCL	40	0	0.5	0.5	$0	$51,149	
Notes to Budget:										
[1] John Russolillo - Currently acting HR Director.										
[2] Title Change.										
[3] Position reclassification.										
[4] Hired March 2024, funded 50/50 general fund and NOS.										
[5] Position reclassification prev Assistant Workforce Coordinator.										
[6] 3% increase in anticipation of a new contract; EE budgeted as a FTE last year.										
[7] These 2 positions are in place of Wellness Center Expenses.										
[8] Not Requesting.										
[9] Fully funded by ARPA										

(630) Department of Youth Development & Enrichment - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	437,488	489,450	51,962	12%	3% increase on administrative salary, 1.5% for employees hired/promoted in January & after; Clerical Union - 3% increase in anticipation of a pending contract, YDE Director currently acting HR Director, position reclassifications.
Part Time Salaries	25,000	30,000	5,000	20%	Part time salaries for temporary/seasonal employment for recreation center and basketball coaches. Two additional PT positions looking to budget for Youth from graduating Year-Round Program.
Longevity	2,100	1,250	(850)	-40%	Ms. Martinelli ($1,250)
Jobs Training Program	235,000	100,000	(135,000)	100%	Partially funded by ARPA funds in FY26
Youth Council Stipends	13,500	12,000	(1,500)	100%	8 members at $125/month paid to meet and develop initiatives and ideas for the youth for the City to implement.
Total Personnel Services	**$713,088**	**$632,700**	**($80,388)**	**-11%**	
General Operating Expenses					
Official Public Events	30,000	40,000	10,000	33%	Line for hosting events at Rec center and public venues. Food vendors, entertainment, equipment. From first fiscal year, increase for more job fairs, events that are youth & community based.
Advertising and Marketing	6,000	8,000	2,000	33%	Line for radio advertisement, physical marketing material.
Professional Development	5,000	8,000	3,000	60%	YDE has joined the Mass Rec & Park Association. This organization provides monthly meetings and trainings for professional development and certification when working with youth.
Equipment Maintenance and Supplies	8,000	8,000	0	0%	Potentially, Wellness center will be closed from May to November for repairs to the roof. Majority of funds may not be used, during fiscal year.
Wellness Center Expenses	200,000	50,000	(150,000)	-75%	Wellness Center: equipment, maintenance etc.
Professional & Program Services	150,000	0	(150,000)	-100%	Department will use recreation revolving account to cover these expenses.
Office Supplies	2,000	2,000	0	0%	Office supplies can stay the same as we tend to go digital with promotion and filing.
Other Expenses	0	0	0	#DIV/0!	New GL Account
Uniforms / Other	3,000	3,500	500	17%	Additional 500 to support uniforms for additional staff.
Total Expenditures	**$404,000**	**$119,500**	**($284,500)**	**-70%**	
Total	**$1,117,088**	**$752,200**	**($364,888)**	**-33%**	

FY26 Fixed Cost Overview

Retirement Assessment

$ 21,435,962

Employee Insurance

$ 35,374,421

FICA

$ 2,689,166

Employee Injuries

$ 1,377,500

Property and Liability Insurance

$ 3,000,000

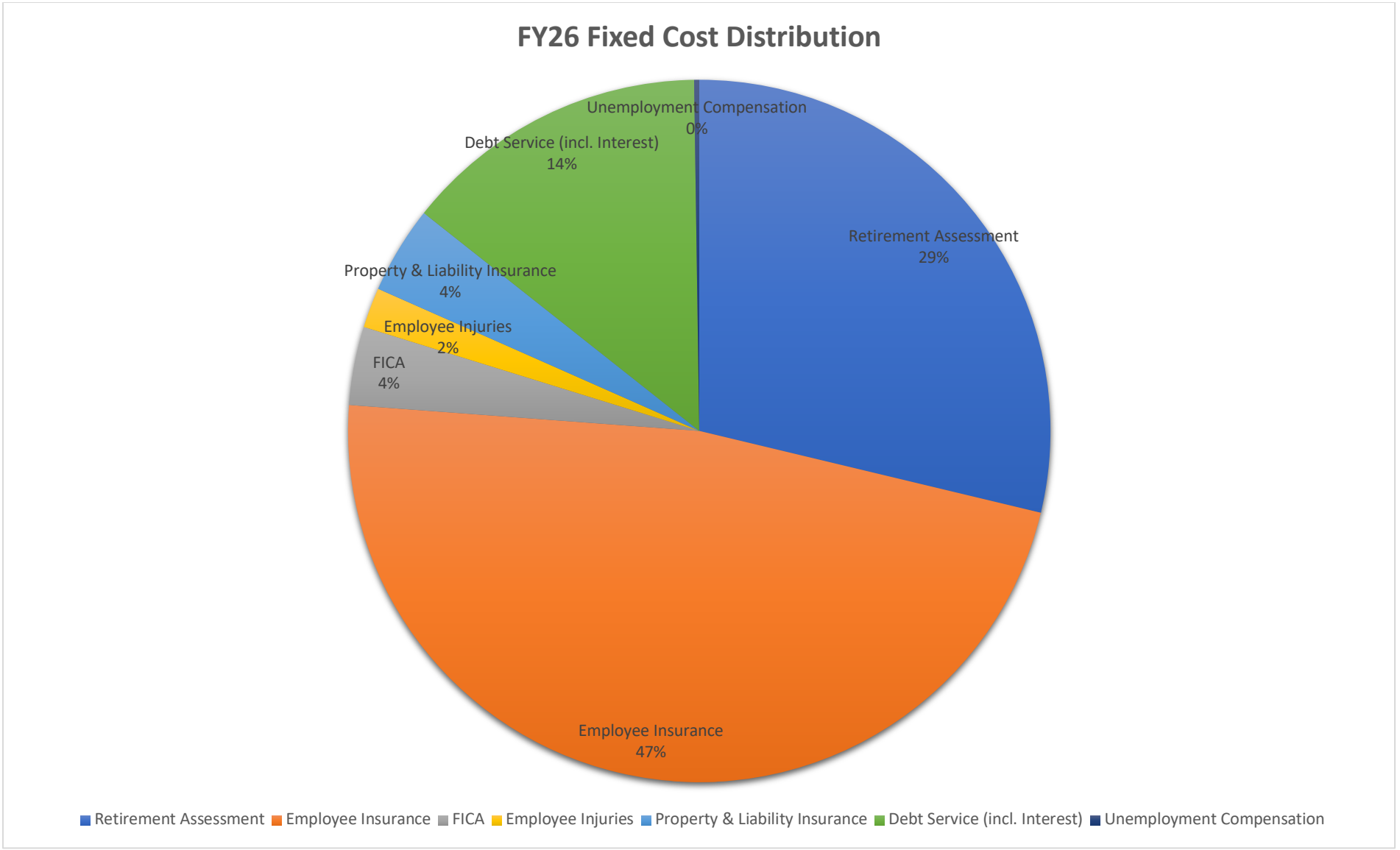
Debt Service (incl interest)

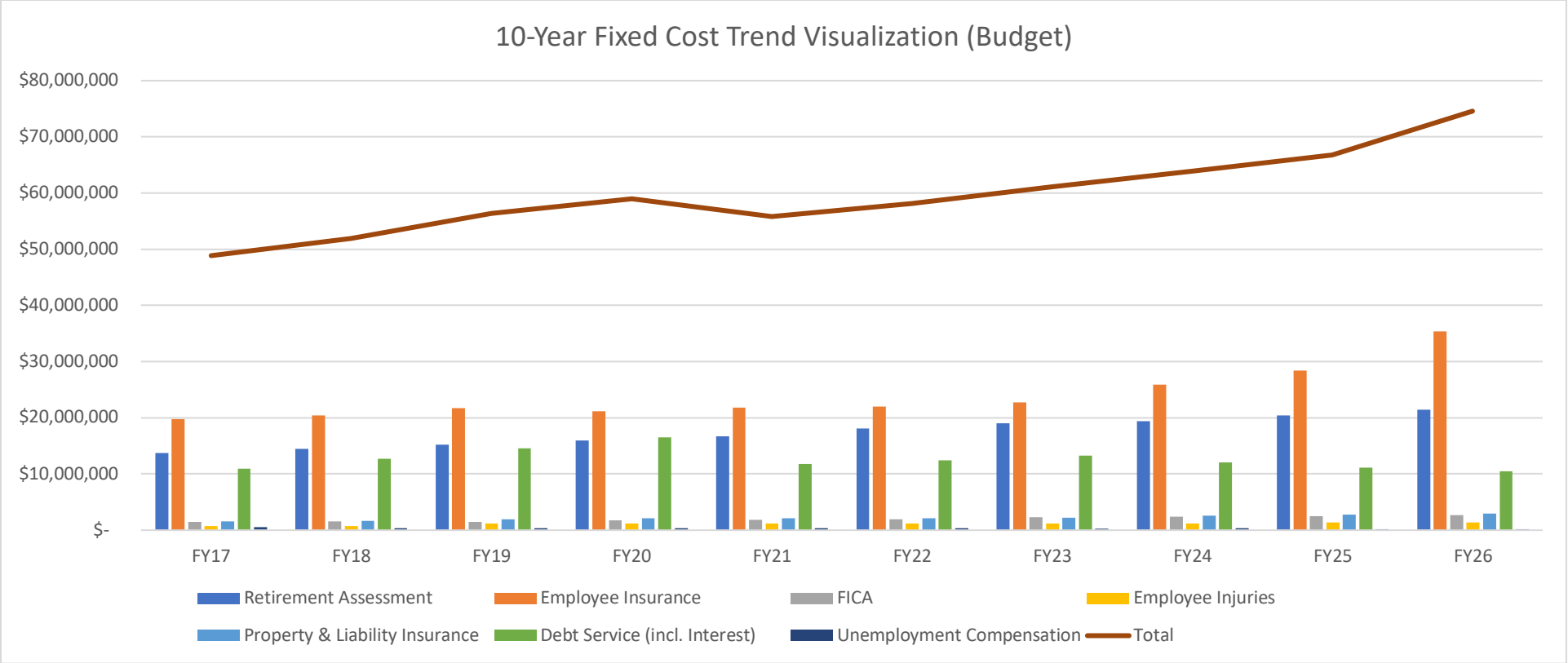
$ 10,523,085

Unemployment Compensation

$ 175,000

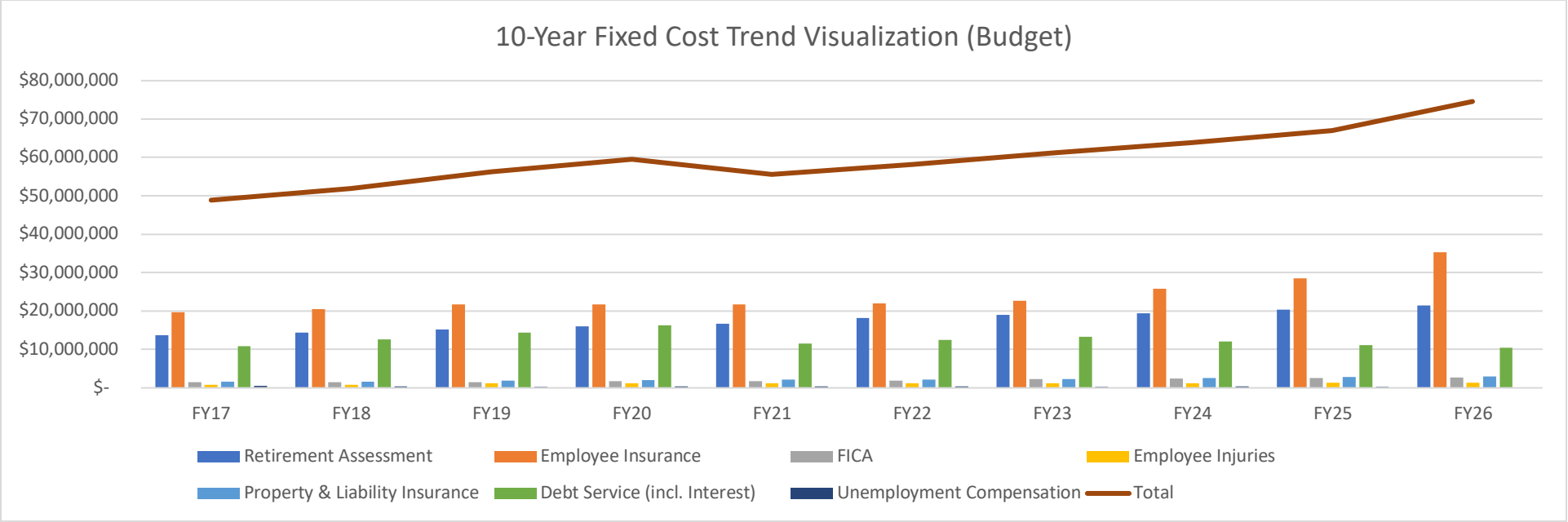
TOTAL FIXED COSTS = $ 74,575,134


FY26 Fixed Cost Distribution
Unemployment Compensation
0%
Debt Service (incl. Interest)
14%
Retirement Assessment
29%
Property & Liability Insurance
4%
Employee Injuries
2%
FICA
4%
Employee Insurance
47%
Retirement Assessment
Employee Insurance
FICA
Employee Injuries
Property & Liability Insurance
Debt Service (incl. Interest)
Unemployment Compensation


10-Year Fixed Cost Trend Visualization (Budget)
$80,000,000
$70,000,000
$60,000,000
$50,000,000
$40,000,000
$30,000,000
$20,000,000
$10,000,000
$-
FY17
FY18
FY19
FY20
FY21
FY22
FY23
FY24
FY25
FY26
Retirement Assessment
Employee Insurance
FICA
Employee Injuries
Property & Liability Insurance
Debt Service (incl. Interest)
Unemployment Compensation
Total

10-Year Fixed Cost Trend Visualization (Budget)

The chart below represents the 10 – year trend based on budgeted amount. The budget is amended throughout the fiscal year, if the adjustments occur.



City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

710 - RETIREMENT OF DEBT Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
DEBT SERVICE							
01-710-9-5905	APRIL 23,2015	$1,060,000.00	$1,060,000.00	$1,060,000.00	**$990,000.00**	**$990,000.00**	**$990,000.00**
01-710-9-5906	JAN 25, 2022 GOB	$1,305,000.00	$1,320,000.00	$1,320,000.00	**$1,330,000.00**	**$1,330,000.00**	**$1,330,000.00**
01-710-9-5981	OCT 25,2007 MSBA HIGH SCHOOL 2%	$449,415.00	$449,415.00	$449,415.00	**$449,415.00**	**$449,415.00**	**$449,415.00**
01-710-9-5984	DEC 20,2013	$625,000.00	$270,000.00	$270,000.00	**$250,000.00**	**$250,000.00**	**$250,000.00**
01-710-9-5985	FEB 6,2014	$265,000.00	$265,000.00	$365,000.00	**$265,000.00**	**$265,000.00**	**$265,000.00**
01-710-9-5986	Feb. 18, 2016	$925,000.00	$925,000.00	$955,000.00	**$920,000.00**	**$920,000.00**	**$920,000.00**
01-710-9-5987	Feb. 19, 2008 Sec 108 HUD Loan	$0.00	$93,000.00	$0.00	**$97,000.00**	**$97,000.00**	**$97,000.00**
01-710-9-5988	FEB 2017	$675,000.00	$675,000.00	$675,000.00	**$670,000.00**	**$670,000.00**	**$670,000.00**
01-710-9-5991	MAY 3, 2018	$540,000.00	$540,000.00	$0.00	**$535,000.00**	**$535,000.00**	**$535,000.00**
01-710-9-5992	APRIL 4, 2019	$1,780,000.00	$735,000.00	$735,000.00	**$735,000.00**	**$735,000.00**	**$735,000.00**
01-710-9-5995	FEB 11, 2021 GOB	$160,000.00	$160,000.00	$160,000.00	**$155,000.00**	**$155,000.00**	**$155,000.00**
01-710-9-5998	NOV 17, 2020 GOB	$1,130,000.00	$1,130,000.00	$1,130,000.00	**$1,130,000.00**	**$1,130,000.00**	**$1,130,000.00**
01-710-9-6005	AUG 3rd 2023 GOB	$0.00	$415,000.00	$415,000.00	**$410,000.00**	**$410,000.00**	**$410,000.00**
DEBT SERVICE Total:		**$8,914,415.00**	**$8,037,415.00**	**$7,534,415.00**	**$7,936,415.00**	**$7,936,415.00**	**$7,936,415.00**
710 RETIREMENT OF DEBT Total:		**$8,914,415.00**	**$8,037,415.00**	**$7,534,415.00**	**$7,936,415.00**	**$7,936,415.00**	**$7,936,415.00**

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

751 - LONG TERM DEBT INTEREST Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
DEBT SERVICE							
01-751-9-5905	APRIL 23,2015	$156,556.00	$114,156.00	$114,156.26	**$71,756.00**	**$71,756.00**	**$71,756.00**
01-751-9-5906	JAN 25, 2022 GOB	$759,231.00	$702,181.00	$702,181.26	**$644,681.00**	**$644,681.00**	**$644,681.00**
01-751-9-5981	OCT 25,2007 MSBA HIGH SCHOOL 2%	$89,883.00	$80,895.00	$80,895.08	**$71,906.00**	**$71,906.00**	**$71,906.00**
01-751-9-5984	DEC 20,2013	$64,980.00	$51,150.00	$27,802.50	**$42,570.00**	**$42,570.00**	**$42,570.00**
01-751-9-5985	FEB 6,2014	$50,019.00	$42,069.00	$57,943.76	**$34,119.00**	**$34,119.00**	**$34,119.00**
01-751-9-5986	Feb. 18, 2016	$254,500.00	$217,500.00	$219,900.00	**$180,500.00**	**$180,500.00**	**$180,500.00**
01-751-9-5988	FEB 2017	$287,819.00	$254,069.00	$254,068.76	**$220,319.00**	**$220,319.00**	**$220,319.00**
01-751-9-5991	MAY 3, 2018	$265,178.34	$249,131.00	$124,565.64	**$222,131.00**	**$222,131.00**	**$222,131.00**
01-751-9-5992	APRIL 4, 2019	$446,600.00	$357,600.00	$357,600.00	**$320,850.00**	**$320,850.00**	**$320,850.00**
01-751-9-5997	FEB 11, 2021 GOB	$62,500.00	$54,500.00	$54,500.00	**$46,500.00**	**$46,500.00**	**$46,500.00**
01-751-9-5998	NOV 17, 2020 GOB	$573,038.00	$516,538.00	$516,537.52	**$460,038.00**	**$460,038.00**	**$460,038.00**
01-751-9-6005	AUG 3rd 2023 GOB	$0.00	$441,396.00	$441,395.57	**$271,300.00**	**$271,300.00**	**$271,300.00**
DEBT SERVICE Total:		**$3,010,304.34**	**$3,081,185.00**	**$2,951,546.35**	**$2,586,670.00**	**$2,586,670.00**	**$2,586,670.00**
751 LONG TERM DEBT INTEREST Total:		**$3,010,304.34**	**$3,081,185.00**	**$2,951,546.35**	**$2,586,670.00**	**$2,586,670.00**	**$2,586,670.00**

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

911 - RETIREMENT BOARD Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
EXPENSES							
01-911-2-5177	PAYMENT PENSION FUND	$19,395,891.00	$20,406,927.00	$20,406,927.00	**$21,435,962.00**	**$21,435,962.00**	**$21,435,962.00**
EXPENSES Total:		**$19,395,891.00**	**$20,406,927.00**	**$20,406,927.00**	**$21,435,962.00**	**$21,435,962.00**	**$21,435,962.00**
911 RETIREMENT BOARD Total:		**$19,395,891.00**	**$20,406,927.00**	**$20,406,927.00**	**$21,435,962.00**	**$21,435,962.00**	**$21,435,962.00**

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

913 - UNEMPLOYMENT COMPENSATION							
Account Number	**Account Description**	**FY2024 Expended**	**FY2025 Budget**	**FY2025 Expended**	**FY2026 Requested**	**FY2026 Mayor Recommended**	**FY2026 Council Approved**
EXPENSES							
01-913-2-5170	UNEMPLOYMENT COMPENSATION	$139,013.38	$263,927.63	$193,950.44	**$175,000.00**	**$175,000.00**	**$175,000.00**
EXPENSES Total:		**$139,013.38**	**$263,927.63**	**$193,950.44**	**$175,000.00**	**$175,000.00**	**$175,000.00**
913 UNEMPLOYMENT COMPENSATION Total:		**$139,013.38**	**$263,927.63**	**$193,950.44**	**$175,000.00**	**$175,000.00**	**$175,000.00**

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

914 - EMPLOYEE BENEFITS Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
EXPENSES							
01-914-2-5171	LIFE & OTHER INSURANCE	$80,537.73	$88,000.00	$58,643.30	**$80,000.00**	**$80,000.00**	**$80,000.00**
01-914-2-5172	HEALTH INSURANCE	$25,771,317.57	$28,402,176.00	$24,218,666.39	**$35,261,421.00**	**$35,261,421.00**	**$35,261,421.00**
01-914-2-5175	AD & D INSURANCE	$25,892.70	$30,800.00	$16,669.40	**$33,000.00**	**$33,000.00**	**$33,000.00**
EXPENSES Total:		**$25,877,748.00**	**$28,520,976.00**	**$24,293,979.09**	**$35,374,421.00**	**$35,374,421.00**	**$35,374,421.00**
914 EMPLOYEE BENEFITS Total:		**$25,877,748.00**	**$28,520,976.00**	**$24,293,979.09**	**$35,374,421.00**	**$35,374,421.00**	**$35,374,421.00**

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

915 - FICA Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
EXPENSES							
01-915-2-5176	MEDICARE (1.45%)	$2,095,924.21	$2,536,949.00	$2,252,840.71	**$2,689,166.00**	**$2,689,166.00**	**$2,689,166.00**
EXPENSES Total:		**$2,095,924.21**	**$2,536,949.00**	**$2,252,840.71**	**$2,689,166.00**	**$2,689,166.00**	**$2,689,166.00**
915 FICA Total:		**$2,095,924.21**	**$2,536,949.00**	**$2,252,840.71**	**$2,689,166.00**	**$2,689,166.00**	**$2,689,166.00**

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

944 - EMPLOYEE INJURIES Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
EXPENSES							
01-944-2-5152	ACTIVE POLICE AND FIRE	$226,494.70	$238,000.00	$259,423.72	**$358,000.00**	**$358,000.00**	**$358,000.00**
01-944-2-5153	RETIRED POLICE & FIRE	$1,194.70	$19,500.00	$1,102.35	**$19,500.00**	**$19,500.00**	**$19,500.00**
01-944-2-5171	WORKER'S COMP	$770,612.60	$1,085,000.00	$985,297.56	**$1,000,000.00**	**$1,000,000.00**	**$1,000,000.00**
EXPENSES Total:		**$998,302.00**	**$1,342,500.00**	**$1,245,823.63**	**$1,377,500.00**	**$1,377,500.00**	**$1,377,500.00**
944 EMPLOYEE INJURIES Total:		**$998,302.00**	**$1,342,500.00**	**$1,245,823.63**	**$1,377,500.00**	**$1,377,500.00**	**$1,377,500.00**

City of Everett

Everett Budget Council Summary Report

FY2026 City Budget - NO SCHOOLS

945 - PROPERTY/ LIABILITY INSURANCE Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
EXPENSES							
01-945-2-5745	COMP GENERAL LIABILITY	$2,482,048.41	$2,640,972.00	$2,622,138.32	**$2,800,000.00**	**$2,800,000.00**	**$2,800,000.00**
01-945-2-5748	INSURANCE DEDUCTIBLES	$109,442.14	$151,500.00	$100,267.98	**$200,000.00**	**$200,000.00**	**$200,000.00**
EXPENSES Total:		**$2,591,490.55**	**$2,792,472.00**	**$2,722,406.30**	**$3,000,000.00**	**$3,000,000.00**	**$3,000,000.00**
945 PROPERTY/ LIABILITY INSURANCE		**$2,591,490.55**	**$2,792,472.00**	**$2,722,406.30**	**$3,000,000.00**	**$3,000,000.00**	**$3,000,000.00**
GENERAL FUND Total:		**$63,023,088.48**	**$66,982,351.63**	**$61,601,888.52**	**$74,575,134.00**	**$74,575,134.00**	**$74,575,134.00**
Grand Total:		**$63,023,088.48**	**$66,982,351.63**	**$61,601,888.52**	**$74,575,134.00**	**$74,575,134.00**	**$74,575,134.00**

City of Everett Fixed Costs - Notes to Budget

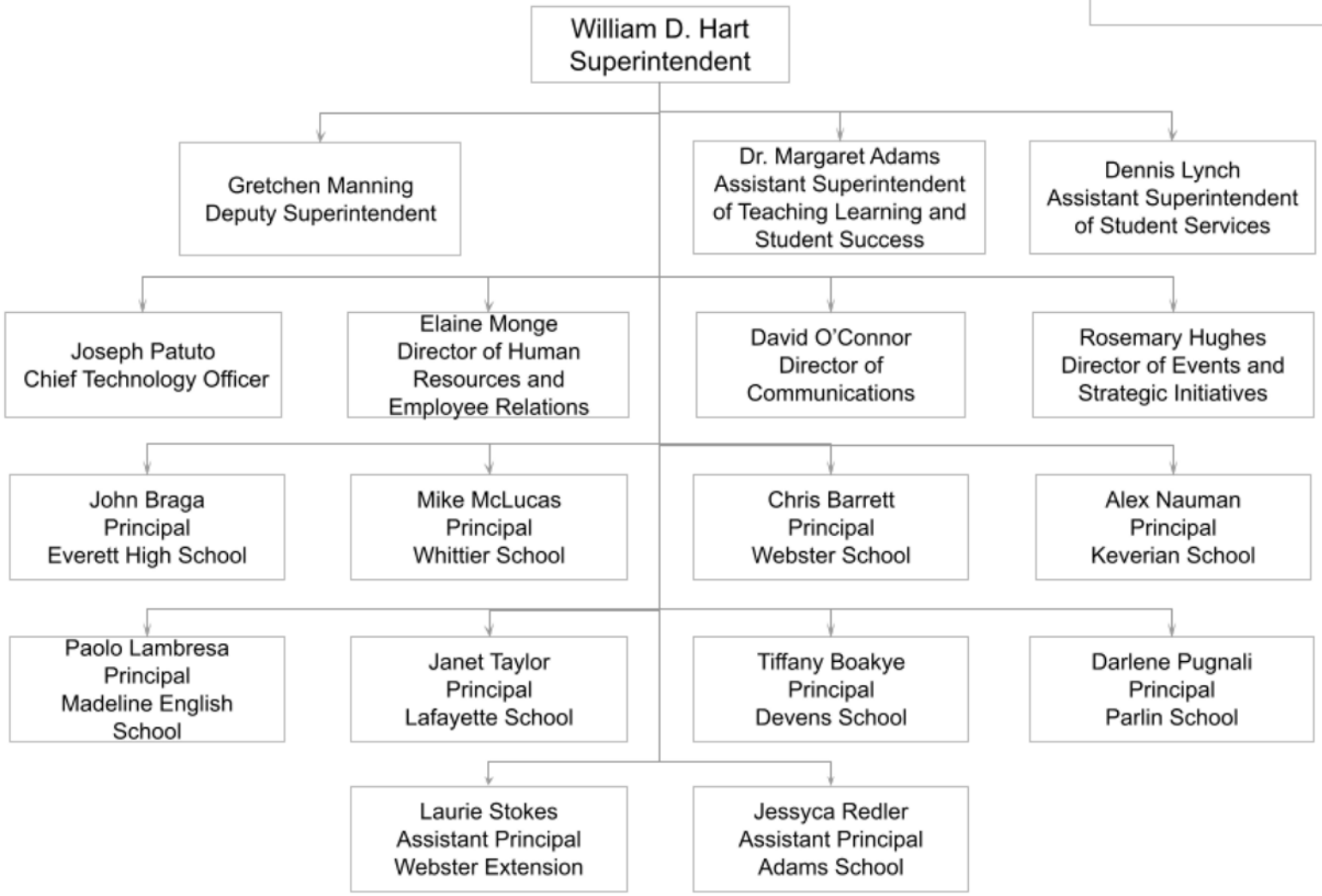
	FY24 Budget	FY25 Request	$ +/-	% +/-	Detail
Retirement of Debt					
April 23,2015	1,060,000	$990,000	($70,000)	-7%	Payments per debt schedule.
Jan 25, 2022 GOB	1,320,000	$1,330,000	$10,000	1%	Payments per debt schedule.
25, 2007 MSBA High School 2%	449,415	$449,415	$0	0%	Payments per debt schedule.
Dec. 20, 2013	270,000	$250,000	($20,000)	-7%	Payments per debt schedule.
Feb 6, 2014	265,000	$265,000	$0	0%	Payments per debt schedule.
Feb 18, 2016	925,000	$920,000	($5,000)	-1%	Payments per debt schedule.
Feb 19, 2008 Sec 108 HUD Loan	93,000	$97,000	$4,000	4%	Payments per debt schedule.
Feb 2017	675,000	$670,000	($5,000)	-1%	Payments per debt schedule.
May 3,2018	540,000	$535,000	($5,000)	-1%	Payments per debt schedule.
April 4, 2019	735,000	$735,000	$0	0%	Payments per debt schedule.
Feb 11, 2021 GOB	160,000	$155,000	($5,000)	-3%	Payments per debt schedule.
Nov 17, 2020 GOB	1,130,000	$1,130,000	$0	0%	Payments per debt schedule.
August 3, 2023 GOB	415,000	$410,000	($5,000)	-1%	Payments per debt schedule.
Total	**$8,037,415**	**$7,936,415**	**($101,000)**	**-1%**	
Long Term Debt Interest					
April 23, 2015	114,156	$71,756	($42,400)	-37%	Payments per debt schedule.
Jan 25, 2022 GOB	702,181	$644,681	($57,500)	-8%	Payments per debt schedule.
25, 2007 MSBA High School 2%	80,895	$71,906	($8,989)	-11%	Payments per debt schedule.
Dec 20, 2013	51,150	$42,570	($8,580)	-17%	Payments per debt schedule.
Feb 6, 2014	42,069	$34,119	($7,950)	-19%	Payments per debt schedule.
Feb 18, 2016	217,500	$180,500	($37,000)	-17%	Payments per debt schedule.
Feb 28, 2017	254,069	$220,319	($33,750)	-13%	Payments per debt schedule.
May 3, 2018	249,131	$222,131	($27,000)	-11%	Payments per debt schedule.
April 4, 2019	357,600	$320,850	($36,750)	-10%	Payments per debt schedule.
Feb 11, 2021 GOB	54,500	$46,500	($8,000)	-15%	Payments per debt schedule.
Nov 17, 2020 GOB	516,538	$460,038	($56,501)	-11%	Payments per debt schedule.
August 3, 2023 GOB	441,396	$271,300	($170,096)	-39%	Payments per debt schedule.
Total	**$3,081,185**	**$2,586,670**	**($494,515)**	-16%	**Continued...**

		FY24	FY25	$	%	
		Budget	Request	+/-	+/-	Detail
Retirement Board						
Payment Pension Fund		20,406,927	$21,435,962	$1,029,035	5%	Reflects the updated biennial valuation completed by PERAC.
Total		**$20,406,927**	**$21,435,962**	**$1,029,035**	5%	
Unemployment Compensation						
Unemployment Compensation		263,928	$175,000	($88,928)	-34%	The account is responsible for various claims throughout the city, including the schools, unemployment taxes as well as 3rd party administrator.
Total		**$263,928**	**$175,000**	**($88,928)**	**-34%**	
Employee Benefits						
Life Insurance and Other		88,000	$80,000	(8,000)	-9%	City working with new life insurance company, The Standard. Lower rates with an estimated 10% savings.
Health Insurance		28,402,176	$35,261,421	6,859,245	24%	City of Everett contributions come out of this for all the health insurance plans. Recommended 21% increase in health insurance premiums. Same trend seen nationally. 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).
AD&D Insurance		30,800	$33,000	2,200	7%	Increased by 7% for fire and police only. The city pays the premium - it is .07 cents per 1000, per the new standard rates.
Total		**$28,520,976**	**$35,374,421**	**$6,853,445**	**24%**	
						Continued...

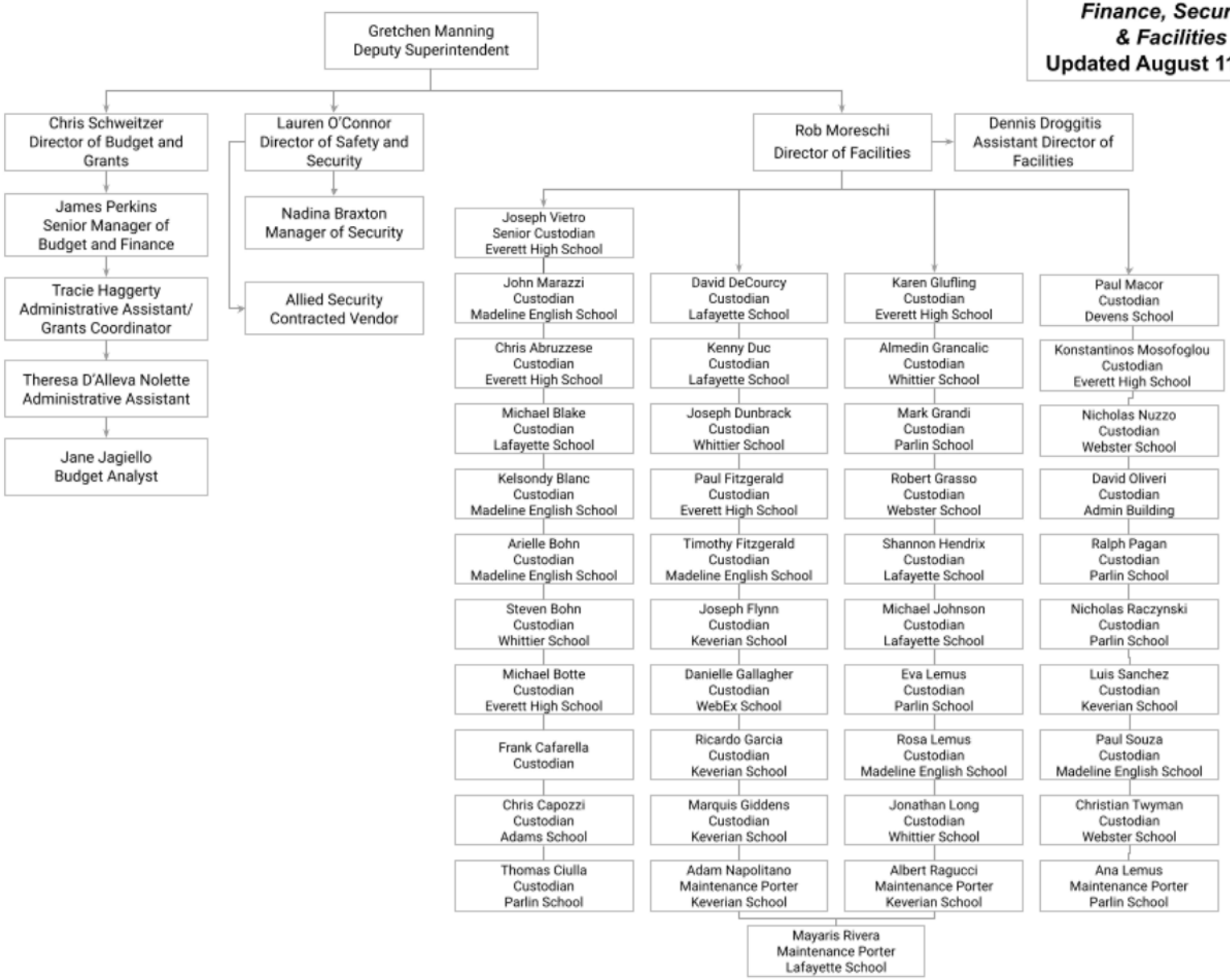
		FY24	FY25	$	%	
		Budget	Request	+/-	+/-	Detail
FICA						
Medicare (1.45%)		2,536,949	$2,689,166	152,217	6%	Employer match of Medicare deduction. 1.45% of pay (health and life deductions not taxed).
Total		**$2,536,949**	**$2,689,166**	**$152,217**	**6%**	
Employee Injuries						
Active Police and Fire		358,000	$358,000	0	0%	Level funded based on the trend spend for FY25. All reimbursements for injuries for the police/fire departments to FutureComp.
Retired Police & Fire		19,500	$19,500	0	0%	Level funded for all prescription reimbursements for retirees.
Workers Comp		965,000	$1,000,000	35,000	4%	Based on settlements and increase in injuries and accidents. All workers comp injury claims for both, city employees and schools. Medical reimbursements made to FutureComp, workers comp TPA.
Total		**$1,342,500**	**$1,377,500**	**$35,000**	**3%**	
Property/Liability Insurance						
Comp General Liability		2,640,972	$2,800,000	159,028	6%	All city insurance including schools. Anticipating increase in premiums because of new fleet vehicles and new park equipment.
Insurance Deductibles		151,500	$200,000	$48,500	32%	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		**$2,792,472**	**$3,000,000**	**$207,528**	**7%**	we have a $50,000 deductible on litigation claims and attorneys' hourly fees increase
		$66,982,352	**$74,575,134**	**$7,592,782**	**11%**	

GENERAL FUND – SCHOOL BUDGET

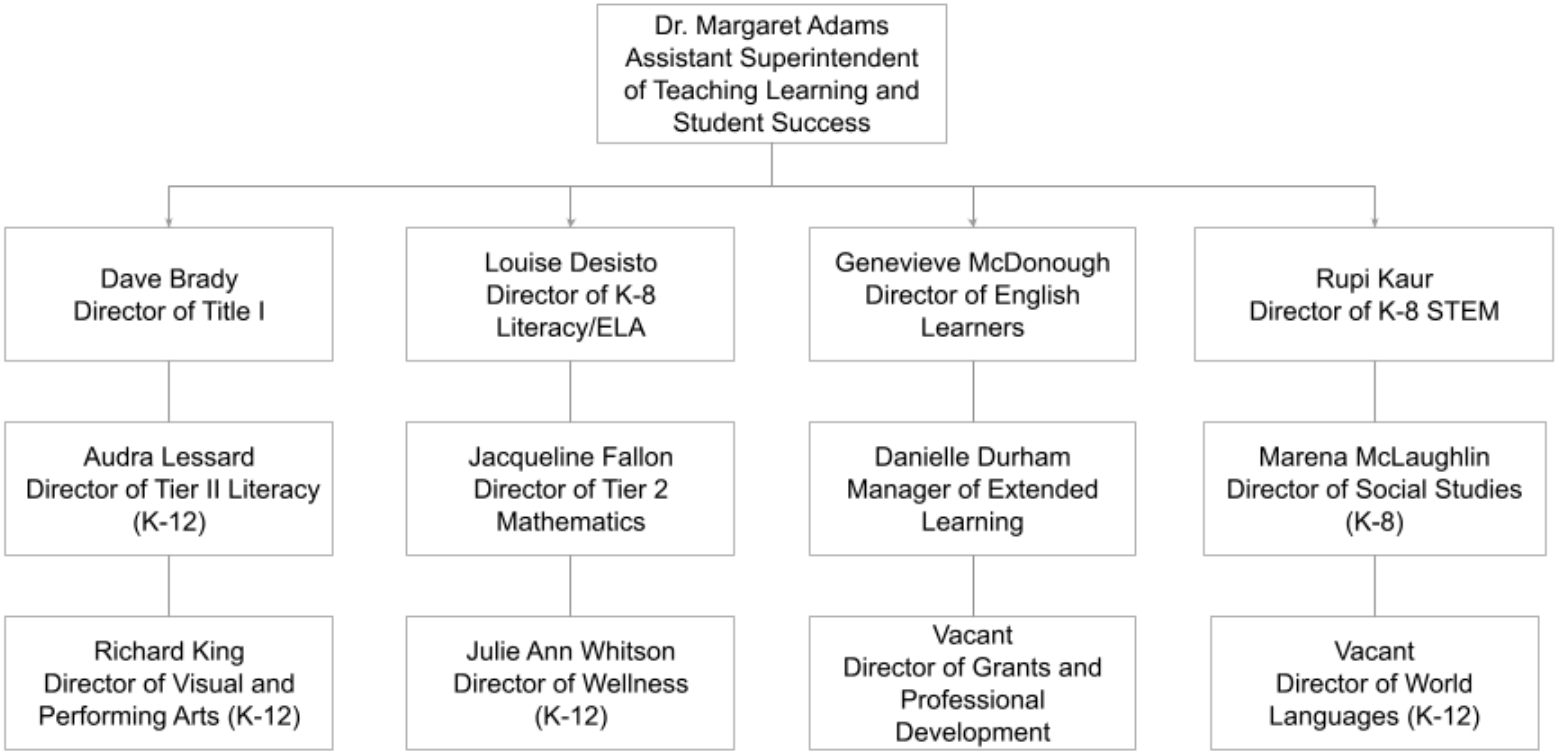
Executive Team
Updated July 23, 2025



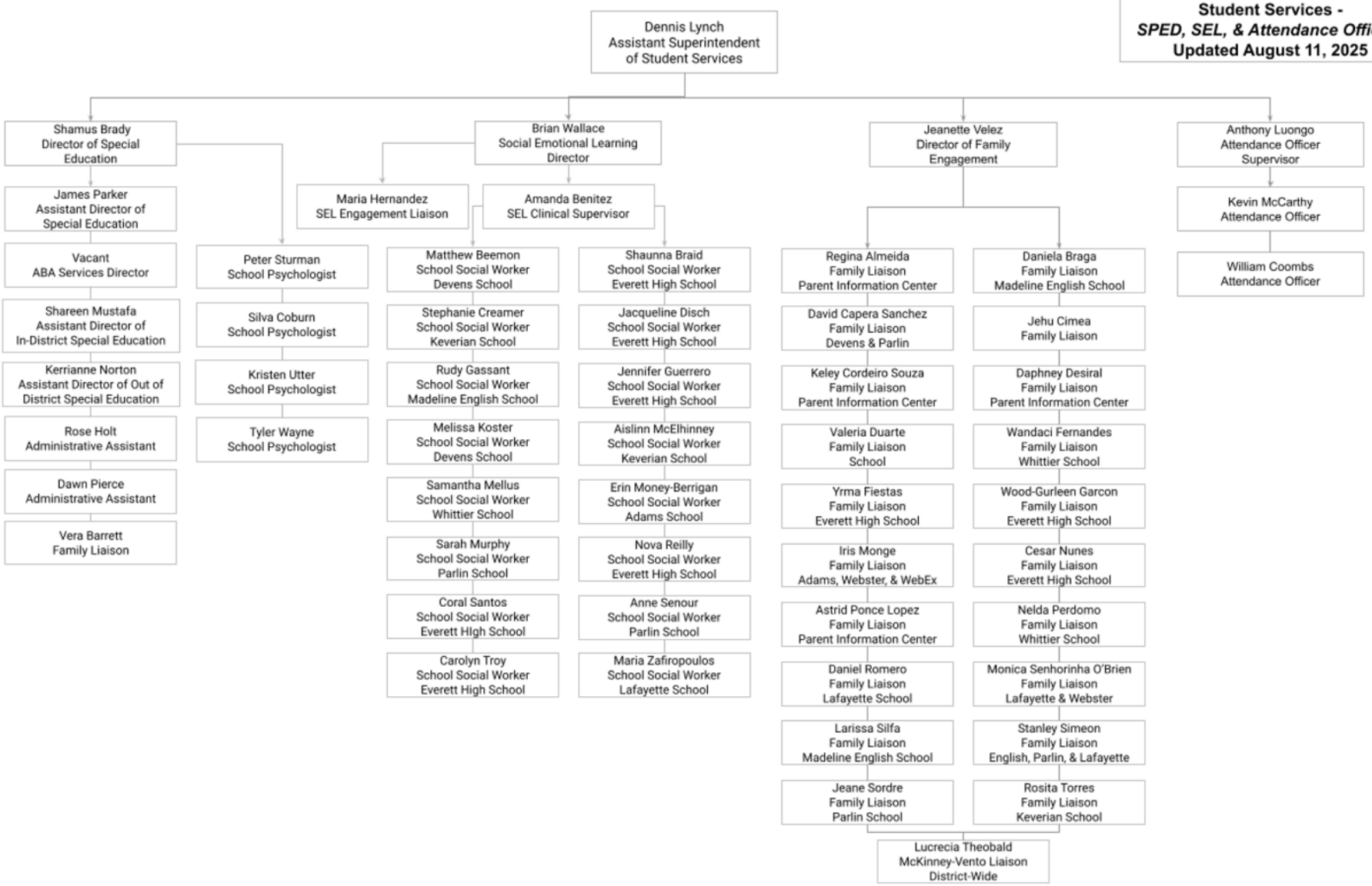
Deputy Superintendent -
Finance, Security, & Facilities
Updated August 11, 2025



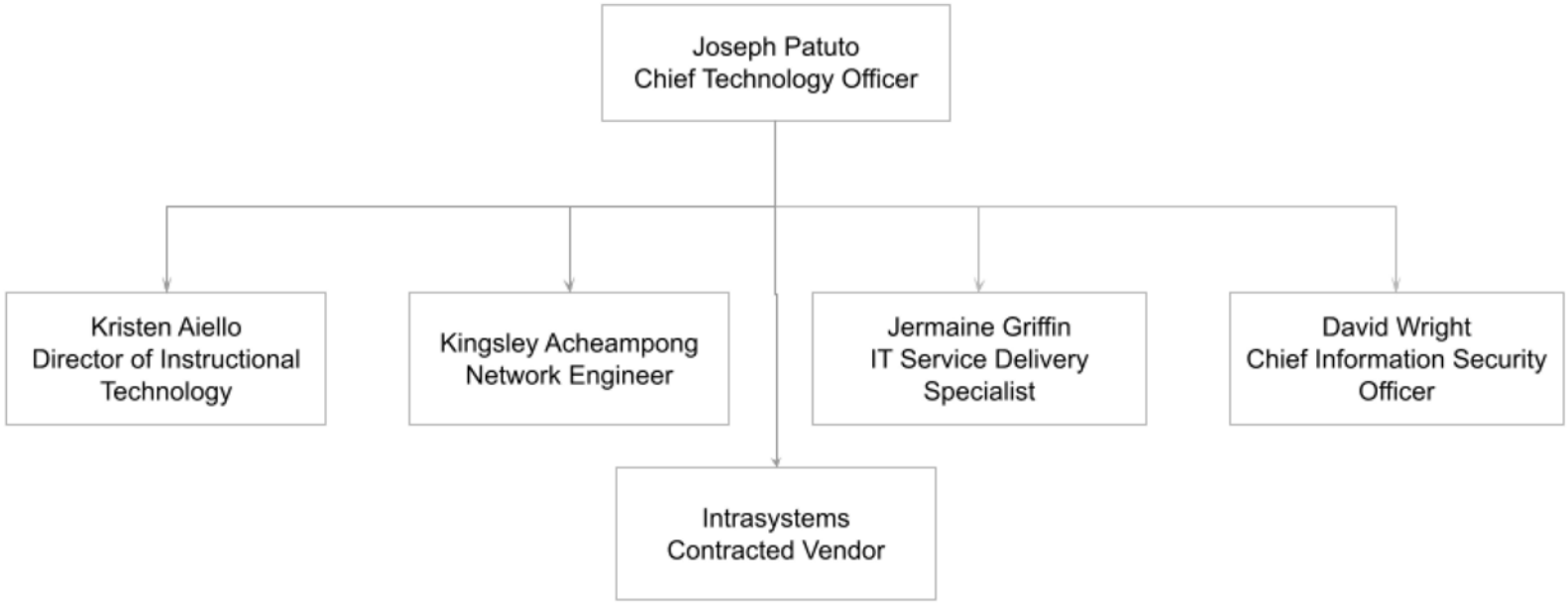
Assistant Superintendent of Teaching and Learning - *Curriculum Directors*
Updated August 11, 2025



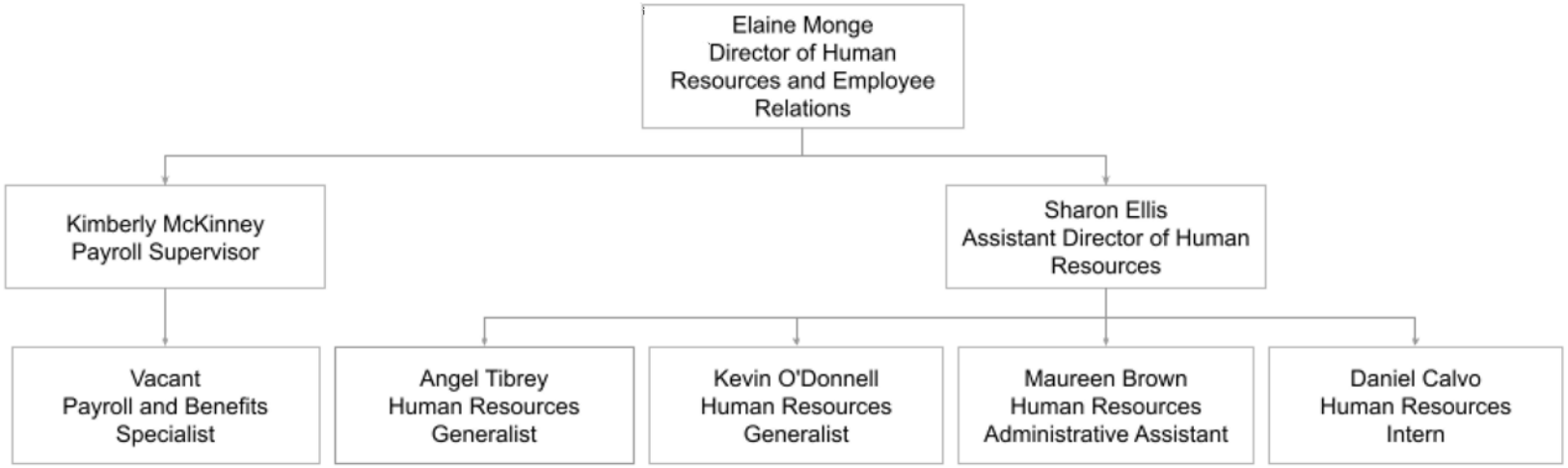
Assistant Superintendent of Student Services -
SPED, SEL, & Attendance Officers
Updated August 11, 2025



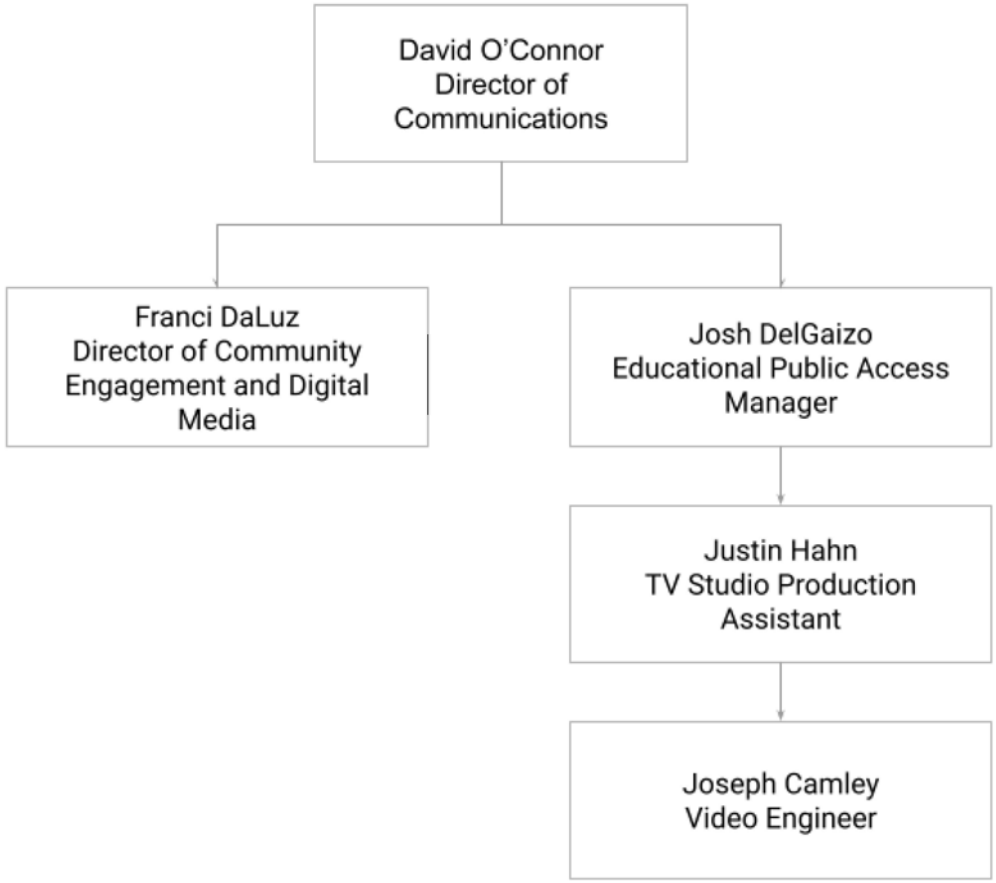
Chief Technology Officer - Technology
Updated July 25, 2025



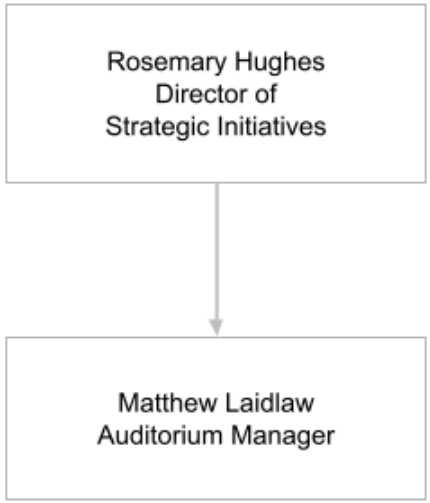
Director of Human Resources and Employee Relations - Human Resources/Payroll
Updated July 25, 2025



Director of Communications - Communications
Updated July 7, 2025



Director of Strategic Initiatives
Updated July 16, 2025



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.

Significant Budget & Staffing Changes for FY2026

The Everett Public Schools has adopted a service-level budget and there are no significant budget or staffing changes for FY26

FY2025 Accomplishments

- The High School has received a positive NEASC accreditation review.
- All collective bargaining contracts have been successfully completed through collaboration and consensus. Unlike other public school districts in Massachusetts, EPS did not experience the threat of strikes from any union, and the process was done in a respectful and collaborative manner by all sides of the negotiating teams.
- IT systems and infrastructure were updated and cyber-security insurance was obtained.
- Staff training around safety and security were provided based on national models and best practices for school-districts.
- The District developed an Attendance Committee appointed by the Superintendent. While attendance for most districts in Massachusetts declined in 2024-2025, EPS experienced improved attendance across grade levels.

FY2026 Goals & Objectives

- **Student Learning Goal:**
    - EPS educators will intentionally implement Student-Centered Literacy Instructional Strategies with HQIM to plan data-driven instruction, ensuring all students, especially students with disabilities and multilingual learners experience targeted, rigorous instruction that leads to grade-level proficiency in reading fluency, comprehension, and academic language development.
- **District Improvement Goal:**
    - Create a culture of lifelong learning for students and staff focused on growth mindset, resilience and critical thinking skills.
        - Objective A: Create Pathway Models for Students that includes but not limited to job shadowing experiences, Early College Exploration, Career Technical Education Pathways, and Dual Enrollment Programs.
        - Objective B: Offer Professional Development Offerings and Student Enrichment Programs that focus on growth mindset, positivity, collaboration and creative thinking.
- **District Improvement Goal:**
    - Create Opportunities for Families and the Community to gather, learn, and create through well-planned and executed engagement programs, social media campaigns, and annual events.
        - Objective A: Engagement efforts will be welcoming and create a sense of belonging for students, families and employees.

Performance Measures

School Districts are evaluated based on metrics set by the Commonwealth and the Department of Elementary and Secondary Education.

How FY2026 Goals Relate to City's Overall Long- & Short-Term Goals

The Everett Public Schools has strategically planned with the City to maintain a fiscally and responsive Capital Improvement Plan for the scheduling of repairs, maintenance, and new investments to the District's physical and technological infrastructure. Management and proper planning for schedule repairs in Facilities promotes a more conducive learning environment. Significant investments in technology ensures better connectivity for our students and staff and enhances the safety and security of the network and personal data. Further, investments in Security presents a safe and secure environment on all school properties for students, Families, and the Community to gather and celebrate the tremendous work happening in Everett.



Everett Public Schools

Fiscal Year 2026

Budget Presentation

Committee of the Whole

April 3, 2025

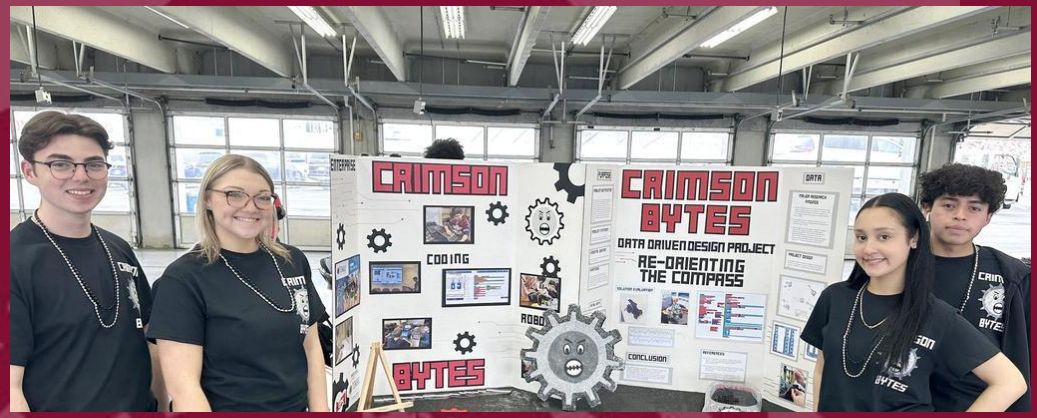
William D. Hart, Superintendent

"Alone we can do so little; Together we can do so much"

- Helen Keller

A Look Back to FY25 Budgeting…

- Successfully Negotiated five Collective Bargaining Contracts
- Building IT Systems & Infrastructure
- Engaged Students & Families through Inclusive Events & Activities
- Developed & Implemented Emergency Response Trainings
- Implemented Year-One of the Student Opportunity Act Plan







FY26 Priorities: Investment in Teaching, Learning & Student Success

- High Academic Standards & Curriculum that is Inclusive & Student-Centered
- Continue our efforts in IT & Infrastructure
- Career Readiness & Vocational Technical Programs
- Continued investment in Social-Emotional Learning

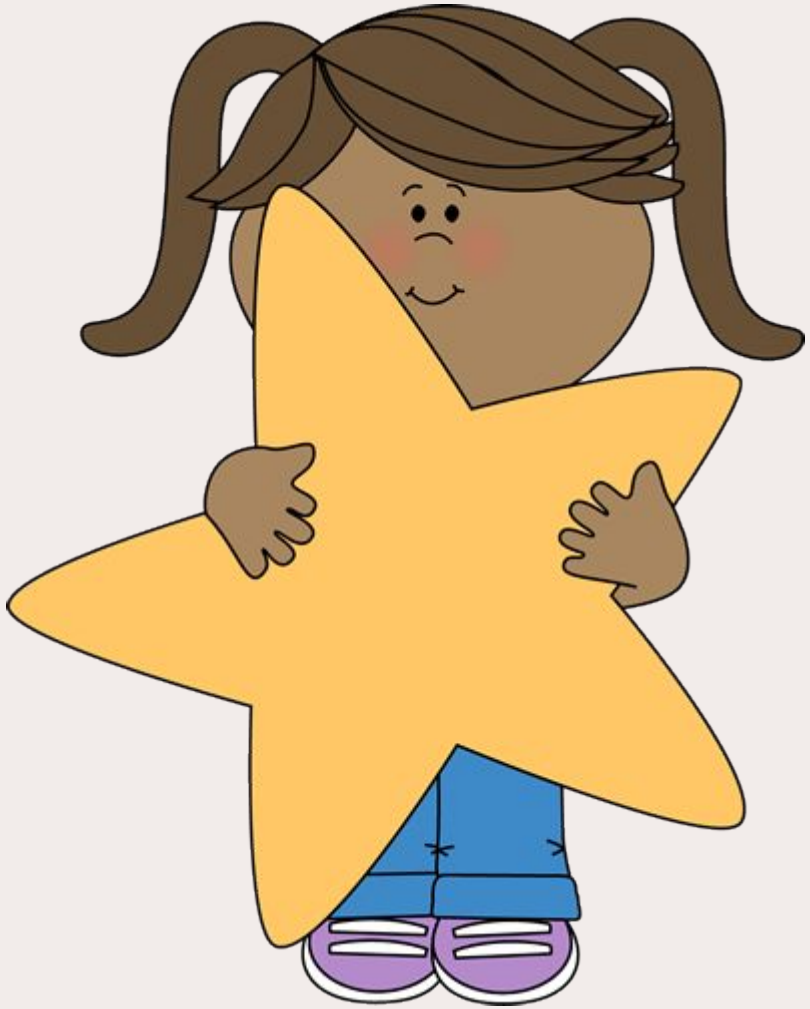





Together We Shine

- Committed to retaining our dedicated teachers and all employees that make our District a welcoming environment to learn and work

- Continued to develop the budget through a transparent and inclusive process





- Vision For the Future and Priorities for the Year Ahead
- Allocation of funds to schools, departments & overall operations of the EPS District
- Inclusive & Transparent
- Ties to laws and regulatory accountability

What is an Annual Public School Budget?

Budget Timeline & Stakeholder Input

Winter 2025
- Review of Enrollments
- Review of State Funding
- Meet with School Leaders & Departments
- Prepare Budget Projections
- Review City Chargebacks

April 2025
- Budget Presentation to School Committee
- Budget Hearings & School Committee Vote

May 2025
- City Council Budget Approval







School Leadership & Department-Level Input

District Leadership

Student Input

Community Input

Parents & Families

School Committee

City Council

City Administration

Contributing Factors Influencing the FY26 Budget

- Student Opportunity Act (SOA)
- Continuation from FY25 when we absorbed staff from ESSER grant
- Inclusion of Five Collective Bargaining Agreements
- Steps & Cost of Living Increases
- Increased Out-of-District Tuition, Insurance, & Fixed Costs



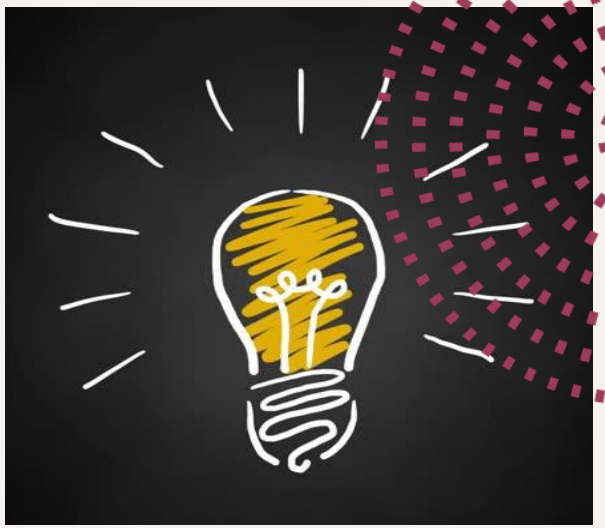
General Budget Assumptions

- Budgeted Items are Categorized by DESE's Required Year-End Report
- SOA Incorporated into the Budget - $1.57M for Year 2 of SOA Plan
- We are presenting a service-level budget
- Investment in our students, our systems, and our people

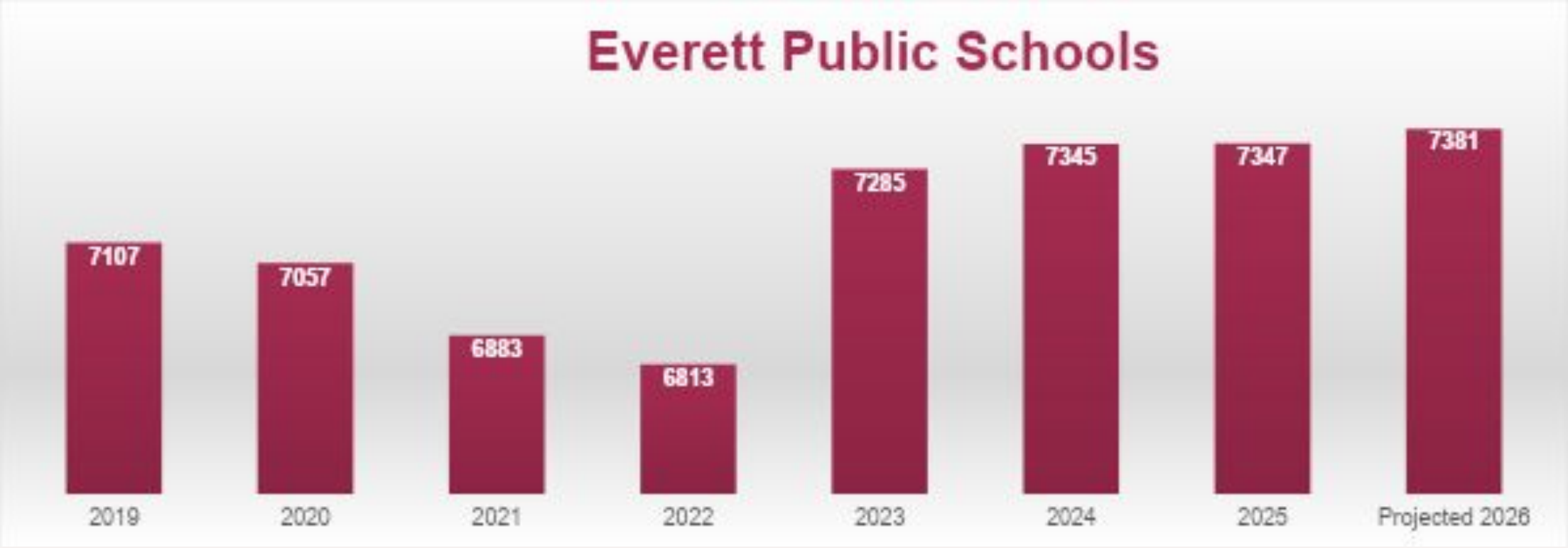








Enrollment Comparison





School Department Operating Budget
$ 136,940,205

+

Special Education Transportation Budget
$ 5,214,215

FY26 Total Budget = $ 142,154,420

Proposed FY26 School Budget

What Makes Up Our FY26 Budget?

Line Item	FY25	FY26	$ Change	% Change
Chapter 70	118,072,876	126,865,323	8,792,447	7.45%
Required Local Contribution	43,738,229	45,846,412	2,108,183	4.82%
Net School Spending	**161,811,105**	**172,711,735**	**10,900,630**	**6.74%**
Less City Hall Chargebacks	(32,749,540)	(35,771,530)	(3,021,990)	9.23%
Net School Spending after Chargebacks	**129,061,565**	**136,940,205**	**7,878,640**	**6.10%**
Additional City Appropriation	1,849,137	-	(1,849,137)	-100.00%
Total School Operating Budget	**130,910,702**	**136,940,205**	**6,029,503**	**4.61%**
SPED Transportation Budget Request	4,600,000	5,214,215	614,215	13.35%
Total Budget	**135,510,702**	**142,154,420**	**6,643,718**	**4.90%**

FY26 Chargebacks Overview

Category	Addtional Information	Amount
Board of Health	- Nurse Salaries - Partial salary of the Board of Health Director	864,951
Administration	- 48% of City Hall office expenses and budgeted salaries: - City Auditor's Office and Salaries - Treasurer's Office Salaries	575,342
Health/Life Insurance	- Includes Health Insurance for active, retired, and new employees	16,211,877
City Retirement	- School share of City's Retirement Assessment	2,104,586
Other Benefits	- Includes Worker's Comp, Medicare, and Unemployment	2,207,850
Other Expenses	- Charter School Tuition and School Choice Assessments - Insurance on School Buildings - Upkeep of Everett Stadium - School Resource Officer Salaries	13,806,925

School Administration Personnel

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
SCHOOL ADMINISTRATION	ASSISTANT SUPERINTENDENT	3	3
SCHOOL ADMINISTRATION	ASST DIR OF HUMAN RESOURCES	1	1
SCHOOL ADMINISTRATION	ASST SUPT ADMIN ASST	1	1
SCHOOL ADMINISTRATION	BUDGET AND GRANTS DIRECTOR	1	1
SCHOOL ADMINISTRATION	DATA MANAGER	1	1
SCHOOL ADMINISTRATION	DEPUTY SUPERINTENDENT	1	1
SCHOOL ADMINISTRATION	DIRECTOR OF COMMUNICATIONS	1	1
SCHOOL ADMINISTRATION	DIRECTOR OF COMMUNITY ENGAGEMENT AND DIGITAL MEDIA	1	1
SCHOOL ADMINISTRATION	DIRECTOR OF DISTRICT EVENTS	1	1
SCHOOL ADMINISTRATION	DIRECTOR OF HUMAN RESOURCES	1	1
SCHOOL ADMINISTRATION	DIRECTOR OF RESEARCH AND PLANNING	1	1
SCHOOL ADMINISTRATION	FINANCE ADMIN ASST	2	2
SCHOOL ADMINISTRATION	FINANCIAL ANALYST (PART TIME)	1	1

School Administration Personnel

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
SCHOOL ADMINISTRATION	HR GENERALIST	1	1
SCHOOL ADMINISTRATION	HR SPECIALIST - BENEFITS & PAYROLL	1	1
SCHOOL ADMINISTRATION	HUMAN RESOURCES ADMIN ASST	1	1
SCHOOL ADMINISTRATION	IN-HOUSE LEGAL COUNSEL	1	1
SCHOOL ADMINISTRATION	PAYROLL SPECIALIST	1	1
SCHOOL ADMINISTRATION	PROJECTS SPECIALIST	1	1
SCHOOL ADMINISTRATION	SENIOR MANAGER, BUDGET & FINANCE	1	1
SCHOOL ADMINISTRATION	SUPERINTENDENT	1	1
SCHOOL ADMINISTRATION	SUPERINTENDENT ADMIN ASST	1	1
SCHOOL ADMINISTRATION	WEBSITE MANAGER	1	1
Grand Total		**26**	**26**

School Administration Budget

Line Item	Line Description	FY25 Budget	FY26 Budget
Central Office Expenses	Admin Copier Maintenance	7,500	9,888
	Admin Dues, Expenses, and Meetings	49,189	118,200
	Admin Office Supplies & Postage	70,000	85,000
	Admin Professional Development	5,000	7,500
	Auto Mileage	12,800	14,300
	Business Dept Contracted Services	12,984	3,784
	Communications Dept Contracted Services	62,275	74,000
	Data Dept Contracted Services	134,626	135,358
	Human Resources Contracted Services	35,721	95,276
	Human Resources Dept Supplies	3,563	4,000
School Committee	School Committee Compensation	114,750	124,875
	School Committee Contracted Services	298,637	254,755
	School Committee Legal	500,000	500,000
	School Committee Reimbursement	8,100	8,100
	School Committee Translation and Interpretation	63,978	63,978

School Administration Budget

Line Item	Line Description	FY25 Budget	FY26 Budget
Central Office Salaries	Administration Admin Asst Salaries	69,828	74,017
	Asst Superintendent Salaries	767,566	588,010
	Asst Supt Admin Asst Salaries	0	68,983
	Business Dept Admin Asst Salaries	139,656	137,965
	Business Dept Salaries	305,589	469,200
	Central Admin Professional Salaries	795,227	843,662
	Data Dept Salaries	95,400	95,000
	Human Resources Dept Salaries	479,649	544,729
	Superintendent Admin Asst Salaries	75,828	84,017
	Superintendent Salaries	240,000	247,200
Grand Total		**4,347,866**	**4,651,797**

Systemwide Personnel

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
SYSTEMWIDE	ASST DIR OF ATHLETICS AND PHYS ED	1	1
SYSTEMWIDE	ASST DIR OF FACILITIES	1	1
SYSTEMWIDE	ASST DIR OF SPECIAL EDUCATION	1	1
SYSTEMWIDE	ATTENDANCE OFFICER	4	4
SYSTEMWIDE	AUDITORIUM MANAGER	1	1
SYSTEMWIDE	BATTELLE EVALUATOR	1	1
SYSTEMWIDE	BUILDING MAINTENANCE TECHNICIAN	0	2
SYSTEMWIDE	CHIEF OF EQUITY	1	1
SYSTEMWIDE	CHIEF TECHNOLOGY OFFICER	1	1
SYSTEMWIDE	COMMUNITY ENGAGEMENT COORDINATOR	1	1
SYSTEMWIDE	COORDINATOR OF ABA	1	1
SYSTEMWIDE	COORDINATOR OF ART	1	1
SYSTEMWIDE	COORDINATOR OF HEALTH	1	1
SYSTEMWIDE	COORDINATOR OF LIBRARIES	1	1

Systemwide Personnel

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
SYSTEMWIDE	COORDINATOR OF MUSIC	1	1
SYSTEMWIDE	COORDINATOR OF WORLD LANGUAGE	1	1
SYSTEMWIDE	DIRECTOR OF ATHLETICS AND PHYSICAL ED	1	1
SYSTEMWIDE	DIRECTOR OF ENGLISH LEARNERS	1	1
SYSTEMWIDE	DIRECTOR OF FACILITIES	1	1
SYSTEMWIDE	DIRECTOR OF INCLUSION	1	1
SYSTEMWIDE	DIRECTOR OF INSTRUCTION	1	1
SYSTEMWIDE	DIRECTOR OF INSTRUCTIONAL TECHNOLOGY	1	1
SYSTEMWIDE	DIRECTOR OF SECURITY	1	1
SYSTEMWIDE	DIRECTOR OF SOCIAL EMOTIONAL LEARNING	1	1
SYSTEMWIDE	DIRECTOR OF SPECIAL EDUCATION	1	1
SYSTEMWIDE	DIRECTOR OF TIER II LITEREACY	1	1
SYSTEMWIDE	DIRECTOR OF TIER II MATH	1	1

Systemwide Personnel

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
SYSTEMWIDE	EDUCATIONAL PUBLIC ACCESS MANAGER	1	1
SYSTEMWIDE	IN-DISTRICT COORDINATOR	1	1
SYSTEMWIDE	IT SERVICE DELIVERY SPECIALIST	1	1
SYSTEMWIDE	K-8 INSTRUCTIONAL COACH	10	12
SYSTEMWIDE	K-8 LITERACY DIRECTOR	1	1
SYSTEMWIDE	K-8 SOCIAL STUDIES COORDINATOR	1	1
SYSTEMWIDE	K-8 STEM DIRECTOR	1	1
SYSTEMWIDE	MAINTENANCE PORTER	4	4
SYSTEMWIDE	MANAGER OF SECURITY	1	1
SYSTEMWIDE	MUSIC TEACHER	7	7
SYSTEMWIDE	OUT OF DISTRICT COORDINATOR	1	1
SYSTEMWIDE	REENGAGEMENT SPECIALIST	1	1
SYSTEMWIDE	SCHOOL CUSTODIAN	38	38

Systemwide Personnel

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
SYSTEMWIDE	SCHOOL PSYCHOLOGIST	3	3
SYSTEMWIDE	SEL CLINICAL SUPERVISOR	1	1
SYSTEMWIDE	SEL SPECIALIST	1	1
SYSTEMWIDE	SOCIAL WORKER	21	21
SYSTEMWIDE	SPECIAL EDUCATION ADMIN ASST	2	2
SYSTEMWIDE	TV STUDIO PRODUCTION ASSISTANT	1	1
SYSTEMWIDE	VIDEO ENGINEER	1	1
Grand Total		**127**	**131**

New FY26 Positions

School/Location	Position Description	FY26 Staff Adds
SYSTEMWIDE	BUILDING MAINTENANCE TECHNICIAN	2
SYSTEMWIDE	K-8 INSTRUCTIONAL COACH	2
Grand Total		**4**

Systemwide Budget

Line Item	Line Description	FY25 Budget	FY26 Budget
Systemwide Expenses	Art Dept	100,350	85,965
	Athletics Dept	679,090	1,038,201
	Curriculum/Instruction Dept	557,650	882,612
	EL Dept	40,775	69,850
	Equity Dept	172,000	189,800
	Extended Learning Dept	750,710	0
	Family Liaison Dept	8,000	5,000
	Health Dept	198,688	121,065
	K-8 ELA	211,750	330,561
	K-8 Social Studies	0	32,500
	K-8 STEM	225,000	161,500
	Library Dept	118,150	137,546
	Maintenance Dept	6,668,182	6,160,386
	Music Dept	316,136	476,600
	Physical Education Dept	37,000	52,000

Systemwide Budget

Line Item	Line Description	FY25 Budget	FY26 Budget
Systemwide Expenses Cont.	Security Dept	1,313,918	1,291,975
	Social-Emotional Learning Dept	133,108	61,750
	Special Education Dept	9,255,000	10,645,320
	Systemwide	2,104,663	2,473,647
	Technology Dept	1,128,835	1,550,066
	Theater Dept	55,010	138,306
	TV Studio Dept	299,500	271,400
Systemwide Salaries	Athletics Dept Salaries	252,985	291,759
	Family Liaison Dept Salaries	349,933	0
	Library Dept Salaries	121,439	125,760
	Maintenance Dept Salaries	2,839,216	3,112,580
	Security Dept Salaries	210,357	212,586
	Special Education Dept Salaries	915,899	955,441
	Systemwide Salaries	7,422,151	7,644,247
Grand Total		**36,485,495**	**38,518,422**

Adams School Personnel (PreK)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
ADAMS SCHOOL	ADAMS 3 YR. (PREK) TEACHER	4	4
ADAMS SCHOOL	ADAMS 4 YR. (PREK) TEACHER	4	4
ADAMS SCHOOL	ADAMS ADMIN ASST	1	1
ADAMS SCHOOL	ADAMS ASSISTANT PRINCIPAL	1	1
ADAMS SCHOOL	ADAMS PARAPROFESSIONAL	8	8
ADAMS SCHOOL	ADAMS SCHOOL BUILDING SUB	1	1
ADAMS SCHOOL	ADAMS SPECIAL ED TEACHER	2	2
Grand Total		**21**	**21**

Adams School Budget (PreK)

Line Item	Line Description	FY25 Budget	FY26 Budget
Copier Maintenance	Adams Copier Maintenance	9,680	8,474
Field Trips	Adams Field Trips	8,000	8,000
Professional Development	Adams Professional Development	20,000	0
Supplies and Materials	Adams Supplies	16,013	16,013
Textbooks	Adams Textbooks	4,575	0
Administrative Assistant Salaries	Adams Admin Asst Salaries	67,451	74,017
Classroom Teacher Salaries	Adams Classroom/Specialist Teacher Salaries	971,822	984,324
Guidance Counselor Salaries	Adams Guidance Counselor Salaries	78,164	0
Preschool Para Salaries	Adams Special Education Para Salaries	279,076	341,353
Special Education Teacher Salaries	Adams Special Education Teacher Salaries	168,244	160,131
Substitute Salaries	Adams Substitute Teacher Salaries	62,022	66,776
Grand Total		**1,685,047**	**1,659,089**

Webster Ext. School Personnel (PreK)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
WEBSTER EXT SCHOOL	WEBSTER EXT 3 YR. (PREK) TEACHER	3	3
WEBSTER EXT SCHOOL	WEBSTER EXT 4 YR. (PREK) TEACHER	5	5
WEBSTER EXT SCHOOL	WEBSTER EXT ABA PARAPROFESSIONAL	3	3
WEBSTER EXT SCHOOL	WEBSTER EXT ADMIN ASST	1	1
WEBSTER EXT SCHOOL	WEBSTER EXT BCBA	1	1
WEBSTER EXT SCHOOL	WEBSTER EXT ASSISTANT PRINCIPAL	1	1
WEBSTER EXT SCHOOL	WEBSTER EXT GUIDANCE COUNSELOR	1	1
WEBSTER EXT SCHOOL	WEBSTER EXT PARAPROFESSIONAL	27	27
WEBSTER EXT SCHOOL	WEBSTER EXT SCHOOL BUILDING SUB	3	3
WEBSTER EXT SCHOOL	WEBSTER EXT SPECIAL ED TEACHER	10	10
Grand Total		**55**	**55**

Webster Ext. School Budget (PreK)

Line Item	Line Description	FY25 Budget	FY26 Budget
Copier Maintenance	Webster Ext Copier Maintenance	9,680	15,278
Field Trips	Webster Ext Field Trips	8,000	8,000
Professional Development	Webster Ext Professional Development	20,000	0
Supplies and Materials	Webster Ext Supplies	17,675	17,675
Textbooks	Webster Ext Textbooks	5,050	0
Administrative Assistant Salaries	Webster Ext Admin Asst Salaries	69,828	74,017
Classroom Teacher Salaries	Webster Ext Classroom Specialist Teacher Salaries	1,005,402	1,063,047
Guidance Counselor Salaries	Webster Ext Guidance Counselor Salaries	110,029	112,184
Special Education Para Salaries	Webster Ext Special Education Para Salaries	976,610	1,210,923
Special Education Teacher Salaries	Webster Ext Special Education Teacher Salaries	958,004	1,000,349
Substitute Salaries	Webster Ext Substitute Teacher Salaries	186,066	146,776
Grand Total		**3,366,344**	**3,648,249**

Webster School Personnel (K-5)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
WEBSTER SCHOOL	WEBSTER ABA PARAPROFESSIONAL	12	12
WEBSTER SCHOOL	WEBSTER ADMIN ASST	1	1
WEBSTER SCHOOL	WEBSTER ASSISTANT PRINCIPAL	1	1
WEBSTER SCHOOL	WEBSTER EL COORDINATOR	1	1
WEBSTER SCHOOL	WEBSTER EL TEACHER	6	6
WEBSTER SCHOOL	WEBSTER GUIDANCE COUNSELOR	1	1
WEBSTER SCHOOL	WEBSTER INTERVENTIONIST	4	4
WEBSTER SCHOOL	WEBSTER KINDERGARTEN PARAPROFESSIONAL	3	3
WEBSTER SCHOOL	WEBSTER PRINCIPAL	1	1
WEBSTER SCHOOL	WEBSTER SCHOOL BUILDING SUB	4	4
WEBSTER SCHOOL	WEBSTER SPECIAL ED TEACHER	15	15
WEBSTER SCHOOL	WEBSTER SPECIALIST	5	5
WEBSTER SCHOOL	WEBSTER TEACHER	18	18
Grand Total		**72**	**72**

Webster School Budget (K-5)

Line Item	Line Description	FY25 Budget	FY26 Budget
Copier Maintenance	Webster Copier Maintenance	12,100	13,706
Field Trips	Webster Field Trips	21,000	10,500
Professional Development	Webster Professional Development	20,000	0
Supplies and Materials	Webster Supplies	28,963	28,963
Textbooks	Webster Textbooks	8,275	0
Administrative Assistant Salaries	Webster Admin Asst Salaries	73,334	77,727
Administrative Salaries	Webster Administration Salaries	147,143	149,806
Classroom Teacher Salaries	Webster Classroom/Specialist Teacher Salaries	3,758,057	3,799,111
Guidance Counselor Salaries	Webster Guidance Counselor Salaries	120,805	123,178
Kindergarten Para Salaries	Webster Para Salaries	92,961	81,211
Special Education Para Salaries	Webster Special Education Para Salaries	459,824	569,745
Special Education Teacher Salaries	Webster Special Education Teacher Salaries	1,377,608	1,551,826
Substitute Salaries	Webster Substitute Teacher Salaries	248,088	253,756
Grand Total		**6,368,158**	**6,659,530**

English School Personnel (K-8)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
ENGLISH SCHOOL	ENGLISH ADMIN ASST	1	1
ENGLISH SCHOOL	ENGLISH ASSISTANT PRINCIPAL	2	2
ENGLISH SCHOOL	ENGLISH BCBA	1	1
ENGLISH SCHOOL	ENGLISH EL COORDINATOR	1	1
ENGLISH SCHOOL	ENGLISH EL TEACHER	9	9
ENGLISH SCHOOL	ENGLISH GUIDANCE COUNSELOR	3	3
ENGLISH SCHOOL	ENGLISH HEAD TEACHER	1	1
ENGLISH SCHOOL	ENGLISH INTERVENTIONIST	8	8
ENGLISH SCHOOL	ENGLISH PARAPROFESSIONAL	18	18
ENGLISH SCHOOL	ENGLISH PRINCIPAL	1	1
ENGLISH SCHOOL	ENGLISH SCHOOL BUILDING SUB	4	4
ENGLISH SCHOOL	ENGLISH SPECIAL ED TEACHER	20	20
ENGLISH SCHOOL	ENGLISH SPECIALIST	9	9
ENGLISH SCHOOL	ENGLISH TEACHER	37	37
Grand Total		**115**	**115**

English School Budget (K-8)

Line Item	Line Description	FY25 Budget	FY26 Budget
Copier Maintenance	English Copier Maintenance	18,150	21,914
Field Trips	English Field Trips	27,000	13,500
Professional Development	English Professional Development	20,000	0
Supplies and Materials	English Supplies	70,875	70,875
Textbooks	English Textbooks	19,550	0
Administrative Assistant Salaries	English Admin Asst Salaries	69,828	74,017
Administrative Salaries	English Administration Salaries	418,075	404,644
Classroom Teacher Salaries	English Classroom/Specialist Teacher Salaries	6,772,853	6,728,687
Guidance Counselor Salaries	English Guidance Counselor Salaries	303,322	323,580
Special Education Para Salaries	English Special Education Para Salaries	448,247	708,501
Special Education Teacher Salaries	English Special Education Teacher Salaries	1,952,369	1,965,924
Substitute Salaries	English Substitute Teacher Salaries	248,088	253,552
Grand Total		**10,368,357**	**10,565,194**

Keverian School Personnel (K-8)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
KEVERIAN SCHOOL	KEVERIAN ADMIN ASST	1	1
KEVERIAN SCHOOL	KEVERIAN ASSISTANT PRINCIPAL	2	2
KEVERIAN SCHOOL	KEVERIAN EL COORDINATOR	1	1
KEVERIAN SCHOOL	KEVERIAN EL TEACHER	13	13
KEVERIAN SCHOOL	KEVERIAN GUIDANCE COUNSELOR	3	3
KEVERIAN SCHOOL	KEVERIAN INTERVENTIONIST	9	9
KEVERIAN SCHOOL	KEVERIAN KINDERGARTEN PARAPROFESSIONAL	4	4
KEVERIAN SCHOOL	KEVERIAN PARAPROFESSIONAL	1	1
KEVERIAN SCHOOL	KEVERIAN PRINCIPAL	1	1
KEVERIAN SCHOOL	KEVERIAN SCHOOL BUILDING SUB	4	4
KEVERIAN SCHOOL	KEVERIAN SPECIAL ED TEACHER	10	10
KEVERIAN SCHOOL	KEVERIAN SPECIALIST	10	10
KEVERIAN SCHOOL	KEVERIAN TEACHER	42	42
Grand Total		**101**	**101**

Keverian School Budget (K-8)

Line Item	Line Description	FY25 Budget	FY26 Budget
Copier Maintenance	Keverian Copier Maintenance	18,150	25,418
Field Trips	Keverian Field Trips	37,000	18,500
Professional Development	Keverian Professional Development	20,000	0
Supplies and Materials	Keverian Supplies	82,425	82,425
Textbooks	Keverian Textbooks	23,550	0
Administrative Assistant Salaries	Keverian Admin Asst Salaries	69,828	74,017
Administrative Salaries	Keverian Administration Salaries	419,109	404,553
Classroom Teacher Salaries	Keverian Classroom/Specialist Teacher Salaries	7,178,327	7,345,431
Guidance Counselor Salaries	Keverian Guidance Counselor Salaries	287,575	298,430
Kindergarten Para Salaries	Keverian Para Salaries	141,357	190,156
Special Education Teacher Salaries	Keverian Special Education Teacher Salaries	1,049,525	1,015,352
Substitute Salaries	Keverian Substitute Teacher Salaries	248,088	219,147
Success Coach Salaries	Keverian Success Coach Salaries	47,162	0
Grand Total		**9,622,096**	**9,673,429**

Lafayette School Personnel (K-8)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
LAFAYETTE SCHOOL	LAFAYETTE ABA THERAPIST	1	1
LAFAYETTE SCHOOL	LAFAYETTE ADMIN ASST	1	1
LAFAYETTE SCHOOL	LAFAYETTE ASSISTANT PRINCIPAL	2	2
LAFAYETTE SCHOOL	LAFAYETTE EL COORDINATOR	1	1
LAFAYETTE SCHOOL	LAFAYETTE EL TEACHER	14	14
LAFAYETTE SCHOOL	LAFAYETTE GUIDANCE COUNSELOR	4	4
LAFAYETTE SCHOOL	LAFAYETTE INTERVENTIONIST	10	10
LAFAYETTE SCHOOL	LAFAYETTE KINDERGARTEN PARA	5	5
LAFAYETTE SCHOOL	LAFAYETTE PARAPROFESSIONAL	19	19
LAFAYETTE SCHOOL	LAFAYETTE PRINCIPAL	1	1
LAFAYETTE SCHOOL	LAFAYETTE SCHOOL BUILDING SUB	5	5
LAFAYETTE SCHOOL	LAFAYETTE SPECIAL ED TEACHER	26	26
LAFAYETTE SCHOOL	LAFAYETTE SPECIALIST	10	10
LAFAYETTE SCHOOL	LAFAYETTE TEACHER	48	48
Grand Total		**147**	**147**

Lafayette School Budget (K-8)

Line Item	Line Description	FY25 Budget	FY26 Budget
Copier Maintenance	Lafayette Copier Maintenance	18,150	22,214
Field Trips	Lafayette Field Trips	27,000	13,500
Professional Development	Lafayette Professional Development	20,000	0
Supplies and Materials	Lafayette Supplies	94,588	94,588
Textbooks	Lafayette Textbooks	27,025	0
Administrative Assistant Salaries	Lafayette Admin Asst Salaries	69,828	74,017
Administrative Salaries	Lafayette Administration Salaries	431,987	440,684
Classroom Teacher Salaries	Lafayette Classroom/Specialist Teacher Salaries	8,450,171	8,901,397
Guidance Counselor Salaries	Lafayette Guidance Counselor Salaries	369,842	396,590
Kindergarten Para Salaries	Lafayette Para Salaries	82,963	111,989
Special Education Para Salaries	Lafayette Special Education Para Salaries	547,158	841,373
Special Education Teacher Salaries	Lafayette Special Education Teacher Salaries	2,542,085	2,628,180
Substitute Salaries	Lafayette Substitute Teacher Salaries	310,110	333,881
Grand Total		**12,990,907**	**13,858,412**

Parlin School Personnel (K-8)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
PARLIN SCHOOL	PARLIN ADMIN ASST	1	1
PARLIN SCHOOL	PARLIN ASSISTANT PRINCIPAL	2	2
PARLIN SCHOOL	PARLIN EL COORDINATOR	1	1
PARLIN SCHOOL	PARLIN EL TEACHER	14	14
PARLIN SCHOOL	PARLIN GUIDANCE COUNSELOR	3	3
PARLIN SCHOOL	PARLIN INTERVENTIONIST	10	10
PARLIN SCHOOL	PARLIN KINDERGARTEN PARAPROFESSIONAL	3	3
PARLIN SCHOOL	PARLIN PRINCIPAL	1	1
PARLIN SCHOOL	PARLIN SCHOOL BUILDING SUB	4	4
PARLIN SCHOOL	PARLIN SPECIAL ED TEACHER	10	10
PARLIN SCHOOL	PARLIN SPECIALIST	8	8
PARLIN SCHOOL	PARLIN TEACHER	44	44
Grand Total		**101**	**101**

Parlin School Budget (K-8)

Line Item	Line Description	FY25 Budget	FY26 Budget
Copier Maintenance	Parlin Copier Maintenance	18,150	27,902
Field Trips	Parlin Field Trips	27,000	13,500
Professional Development	Parlin Professional Development	20,000	0
Supplies and Materials	Parlin Supplies	95,813	95,813
Textbooks	Parlin Textbooks	27,375	0
Administrative Assistant Salaries	Parlin Admin Assst Salaries	73,326	77,727
Administrative Salaries	Parlin Administration Salaries	439,694	442,192
Classroom Teacher Salaries	Parlin Classroom/Specialist Teacher Salaries	7,556,717	7,934,486
Guidance Counselor Salaries	Parlin Guidance Counselor Salaries	329,703	321,492
Kindergarten Para Salaries	Parlin Para Salaries	94,975	120,133
Special Education Teacher Salaries	Parlin Special Education Teacher Salaries	962,827	1,001,765
Substitute Salaries	Parlin Substitute Teacher Salaries	221,066	240,328
Grand Total		**9,866,646**	**10,275,339**

Whittier School Personnel (K-8)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
WHITTIER SCHOOL	WHITTIER ADMIN ASST	1	1
WHITTIER SCHOOL	WHITTIER ASSISTANT PRINCIPAL	2	2
WHITTIER SCHOOL	WHITTIER EL COORDINATOR	1	1
WHITTIER SCHOOL	WHITTIER EL TEACHER	9	9
WHITTIER SCHOOL	WHITTIER GUIDANCE COUNSELOR	2	2
WHITTIER SCHOOL	WHITTIER INTERVENTIONIST	6	6
WHITTIER SCHOOL	WHITTIER KINDERGARTEN PARAPROFESSIONAL	3	3
WHITTIER SCHOOL	WHITTIER PRINCIPAL	1	1
WHITTIER SCHOOL	WHITTIER SCHOOL BUILDING SUB	4	4
WHITTIER SCHOOL	WHITTIER SPECIAL ED TEACHER	10	10
WHITTIER SCHOOL	WHITTIER SPECIALIST	7	7
WHITTIER SCHOOL	WHITTIER TEACHER	31	31
Grand Total		**77**	**77**

Whittier School Budget (K-8)

Line Item	Line Description	FY25 Budget	FY26 Budget
Copier Maintenance	Whittier Copier Maintenance	18,150	19,718
Field Trips	Whittier Field Trips	27,000	13,500
Professional Development	Whittier Professional Development	20,000	0
Supplies and Materials	Whittier Supplies	55,475	55,475
Textbooks	Whittier Textbooks	15,850	0
Administrative Assistant Salaries	Whittier Admin Asst Salaries	62,704	68,983
Administrative Salaries	Whittier Administration Salaries	404,163	445,062
Classroom Teacher Salaries	Whittier Classroom/Specialist Teacher Salaries	5,039,279	5,358,203
Guidance Counselor Salaries	Whittier Guidance Counselor Salaries	201,877	213,504
Kindergarten Para Salaries	Whittier Para Salaries	90,525	115,686
Special Education Teacher Salaries	Whittier Special Education Teacher Salaries	1,086,382	1,034,046
Substitute Salaries	Whittier Substitute Teacher Salaries	221,066	213,552
Grand Total		**7,242,471**	**7,537,730**

Devens School Personnel (K-12)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
DEVENS SCHOOL	DEVENS ABA PARAPROFESSIONAL	3	3
DEVENS SCHOOL	DEVENS ADMIN ASST	1	1
DEVENS SCHOOL	DEVENS BCBA	1	1
DEVENS SCHOOL	DEVENS GUIDANCE COUNSELOR	1	1
DEVENS SCHOOL	DEVENS HEAD TEACHER	1	1
DEVENS SCHOOL	DEVENS PARAPROFESSIONAL	8	8
DEVENS SCHOOL	DEVENS PRINCIPAL	1	1
DEVENS SCHOOL	DEVENS SCHOOL BUILDING SUB	2	2
DEVENS SCHOOL	DEVENS SPECIAL ED TEACHER	15	15
DEVENS SCHOOL	DEVENS SPECIALIST	2	2
DEVENS SCHOOL	DEVENS THERAPUTIC CRISIS INTERVENTIONIST	4	4
Grand Total		**39**	**39**

Devens School Budget (K-12)

Line Item	Line Description	FY25 Budget	FY26 Budget
Contracted Services	Devens Therapeutic Programming	10,000	10,000
Copier Maintenance	Devens Copier Maintenance	12,100	10,524
Field Trips	Devens Field Trips	4,000	2,000
Professional Development	Devens Professional Development	20,000	0
Supplies and Materials	Devens Supplies	4,900	4,900
Textbooks	Devens Textbooks	1,400	0
Administrative Assistant Salaries	Devens Admin Asst Salaries	69,828	74,017
Administrative Salaries	Devens Administration Salaries	144,303	144,067
Classroom Teacher Salaries	Devens Special Education/Specialist Teacher Salaries	1,802,602	1,824,447
Guidance Counselor Salaries	Devens Guidance Counselor Salaries	166,597	86,652
Special Education Para Salaries	Devens Special Education Para Salaries	353,416	444,388
Substitute Salaries	Devens Substitute Teacher Salaries	124,044	80,000
Therapeutic Crisis Interventionist Salaries	Devens Therapeutic Crisis Interventionist Salaries	297,458	351,202
Grand Total		**3,010,648**	**3,032,197**

Everett High School Personnel (9-12)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
EVERETT HIGH SCHOOL	EHS ADMIN ASST	4	4
EVERETT HIGH SCHOOL	EHS APPOINTMENT AND ASSESSMENT SPEC	1	1
EVERETT HIGH SCHOOL	EHS BRYT ACADEMIC LIAISION	1	1
EVERETT HIGH SCHOOL	EHS CONNECTIONS TEACHERS	4	4
EVERETT HIGH SCHOOL	EHS COORDINATOR OF DATA PROGRAMS	1	1
EVERETT HIGH SCHOOL	EHS CTE DIRECTOR	1	1
EVERETT HIGH SCHOOL	EHS CTE TEACHER	20	20
EVERETT HIGH SCHOOL	EHS CULINARY ARTS DEPARTMENT HEAD	1	1
EVERETT HIGH SCHOOL	EHS DEAN	5	5
EVERETT HIGH SCHOOL	EHS EARLY COLLEGE SPECIALIST	1	1
EVERETT HIGH SCHOOL	EHS EL DEPT HEAD	1	1

Everett High School Personnel (9-12)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
EVERETT HIGH SCHOOL	EHS EL TEACHERS	12	12
EVERETT HIGH SCHOOL	EHS ELA TEACHER	16	16
EVERETT HIGH SCHOOL	EHS ELECTIVE TEACHERS	25	25
EVERETT HIGH SCHOOL	EHS ENGLISH DEPT CHAIR	1	1
EVERETT HIGH SCHOOL	EHS GUIDANCE ADMIN ASST	2	2
EVERETT HIGH SCHOOL	EHS GUIDANCE COUNSELOR	13	13
EVERETT HIGH SCHOOL	EHS GUIDANCE DEPARTMENT CHAIR	1	1
EVERETT HIGH SCHOOL	EHS MATH DEPT. CHAIR	1	1
EVERETT HIGH SCHOOL	EHS MATH TEACHER	24	24
EVERETT HIGH SCHOOL	EHS PARAPROFESSIONAL	8	8
EVERETT HIGH SCHOOL	EHS PRINCIPAL	1	1

Everett High School Personnel (9-12)

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
EVERETT HIGH SCHOOL	EHS SCHOOL BUILDING SUB	12	12
EVERETT HIGH SCHOOL	EHS SCIENCE DEPT. CHAIR	1	1
EVERETT HIGH SCHOOL	EHS SCIENCE TEACHER	21	21
EVERETT HIGH SCHOOL	EHS SOCIAL STUDIES DEPT. CHAIR	1	1
EVERETT HIGH SCHOOL	EHS SOCIAL STUDIES TEACHER	20	20
EVERETT HIGH SCHOOL	EHS SPECIAL EDUCATION	24	24
EVERETT HIGH SCHOOL	EHS SPED DEPT CHAIR	1	1
EVERETT HIGH SCHOOL	EHS SUCCESS COACH	6	6
EVERETT HIGH SCHOOL	EHS TRAINER	2	2
EVERETT HIGH SCHOOL	EHS VICE PRINCIPAL	2	2
EVERETT HIGH SCHOOL	EHS WORLD LANGUAGE TEACHER	15	15
Grand Total		**249**	**249**

Everett High School Budget (9-12)

Line Item	Line Description	FY25 Budget	FY26 Budget
Everett High School Expenses	Copier Maintenance	30,250	49,135
	Dues, Expenses, and Meetings	9,000	9,000
	Field Trips	46,000	46,000
	Graduation	90,000	100,000
	Professional Development	20,000	0
	Supplies and Materials	119,575	119,575
	Textbooks	58,450	0
	EHS CTE Dept	265,490	344,016
	EHS English Dept	32,900	61,600
	EHS Gateway to College	43,150	28,500
	EHS Guidance Dept	122,350	98,300
	EHS Math Dept	27,254	26,375
	EHS Science Dept	211,600	227,250
	EHS Social Studies Dept	20,000	10,000
	EHS World Language Dept	20,000	17,500

Everett High School Budget (9-12)

Line Item	Line Description	FY25 Budget	FY26 Budget
Everett High School Salaries	Administrative Assistant Salaries	426,136	459,253
	Administrative Salaries	508,191	519,900
	Classroom Teacher Salaries	16,061,084	16,648,401
	Department Head Salaries	1,040,467	1,111,051
	Guidance Counselor Salaries	1,377,539	1,514,354
	School-Based Managerial Salaries	389,409	415,111
	Special Education Para Salaries	261,327	327,068
	Special Education Teacher Salaries	2,590,853	2,792,852
	Substitute Salaries	779,264	694,209
	Success Coach Salaries	298,861	392,233
Grand Total		**24,849,150**	**26,011,682**

Alternative School Personnel

School/Location	Position Description	FY25 Staff Count	FY26 Staff Count
ALTERNATIVE HIGH SCHOOL	ALT HS ASSISTANT PRINCIPAL	1	1
ALTERNATIVE HIGH SCHOOL	ALT HS GUIDANCE COUNSELOR	1	1
ALTERNATIVE HIGH SCHOOL	ALT HS PARA	2	2
ALTERNATIVE HIGH SCHOOL	ALT HS SPED TEACHER	1	1
ALTERNATIVE HIGH SCHOOL	ALT HS SUCCESS COACH	1	1
ALTERNATIVE HIGH SCHOOL	ALT HS TEACHER	3	3
Grand Total		**9**	**9**

Alternative School Budget

Line Item	Line Description	FY25 Budget	FY26 Budget
Professional Development	Alt HS Professional Development	50,000	50,000
Supplies and Materials	Alt HS Supplies	60,000	60,000
Administrative Salaries	Alt HS Administrative Salaries	94,875	167,337
Classroom Teacher Salaries	Alt HS Teacher Salaries	261,800	345,409
Guidance Counselor Salaries	Alt HS Guidance Salaries	65,450	90,152
Para Salaries	Alt HS Para Salaries	130,900	76,235
Success Coach Salaries	Alt HS Success Coach Salaries	44,492	60,000
Grand Total		**707,517**	**849,134**

Special Education Personnel

Line Description	FY25 Budget	FY26 Budget
Admin Asst Salaries	199,984	211,982
Administration Salaries	930,046	961,544
Guidance Counselor Salaries	166,597	86,652
Paraprofessional Salaries	3,081,182	4,443,351
School Psychologists Salaries	351,015	352,898
Teacher Salaries	14,959,404	15,054,872
Therapeutic Crisis Interventionist Salaries	297,458	351,202
Grand Total	**19,985,686**	**21,462,500**

Special Education Non-Personnel

Line Description	FY25 Budget	FY26 Budget
Devens School Non-Personnel Budget	52,400	27,424
Special Education Dept Clinical Contracted Services	2,895,000	2,849,038
Special Education Dept Supplies	75,000	50,000
Special Education Dept Translation Services	315,000	575,000
Special Education Dept Vision & Hearing Services	10,000	0
Special Education Medicaid Processing	60,000	60,000
Special Education Tuition - Out-of-District Placements	5,900,000	7,111,282
Grand Total	**9,307,400**	**10,672,744**

Maintenance Personnel

Line Description	FY25 Budget	FY26 Budget
Maintenance Dept Administration Salaries	241,934	243,445
Maintenance Dept Custodian Salaries	2,597,282	2,669,135
Maintenance Dept Other Pay	35,500	35,500
Maintenance Dept Other Staff	-	200,000
Maintenance Dept Overtime Pay	273,086	273,086
Grand Total	**3,147,802**	**3,421,165**

Maintenance Non-Personnel

Line Description	FY25 Budget	FY26 Budget
Maintenance Dept Cleaning Contract	371,700	359,100
Maintenance Dept Clothing	46,500	20,000
Maintenance Dept Custodian Supplies	480,000	300,000
Maintenance Dept Electrical Contract	113,000	150,000
Maintenance Dept Elevator Contract	150,000	150,000
Maintenance Dept Facilities/Electricity	2,475,000	2,310,240
Maintenance Dept Facilities/Gas Heat	937,500	786,000
Maintenance Dept General Work	585,000	560,000
Maintenance Dept HVAC Contract	604,896	857,180
Maintenance Dept Landscaping	80,000	103,500
Maintenance Dept Motor Maintenance	15,000	25,000
Maintenance Dept Plumbing Contract	176,000	76,000
Maintenance Dept Snow Plowing	150,000	75,000
Maintenance Dept Sprinkler System	175,000	79,780
Grand Total	**6,359,596**	**5,851,800**


"An Investment in Knowledge Always Pays the Best Interest." – Benjamin Franklin

EVERETT PUBLIC SCHOOLS

2024 ENTRY PLAN

Superintendent

WILLIAM D. HART









121 Vine Street · Everett, MA 02149
617-394-2400 ✯ www.everettpublicschools.org









A LETTER FROM THE Superintendent

It is an honor to lead the EPS School District, a district serving more than 7,300 students and more than 600 teachers. We are a diverse school district with the important mission of providing a stimulating, integrated and educational environment for the intellectual, cultural, social and physical growth of all children, while fostering the necessary concepts, attitudes, and skills for future growth. Simply put, we strive to provide the best possible education for all children! As one of the largest school districts in Massachusetts, our work is critical to ensuring that all students who call the remarkable City of Everett "home" have both the access and the opportunity to the highest quality education that helps them to develop their unique talents and pursue their individual goals and dreams. Serving as your Superintendent is deeply personal to me – EPS is where I went to school and where I learned from some of the best educators. I am grateful for the quality education I had in my formative years, and I will work diligently to ensure all students have the access and opportunity to learn, grow and flourish. One of the many reasons that I am humbled and honored to serve this district is because my leadership values align with our District's established core values.

MY LEADERSHIP VALUES
- Culture of Belonging
- Collaboration and Civility
- Lifelong Learning & Discovery
- Culture of Excellence

DISTRICT'S CORE VALUES
- Equity & Access
- Collaboration
- Celebration of Uniqueness
- Culture of Learning & Innovation

All new Superintendents develop entry plans during their inaugural year and this plan will help guide our work together throughout the 2024-2025 calendar. This plan will occur in three phases with some phases and activities occurring concurrently. The purpose is to gain an in-depth understanding of where we are currently; and with your input and feedback determine where we need to focus moving forward to ensure all students are successful from Pre-K through high school graduation and beyond. Upon completion, an Entry Plan Report will be presented to the School Committee and posted on the District's website.

Sincerely,

William D. Hart

William D. Hart
Superintendent

Mission STATEMENT

The Everett Public Schools will provide 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 needed skills and sensitivity for living effectively and responsibly.

It is the Everett Public Schools' responsibility, in cooperation with the community, 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 will provide 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:

- To accept all students for who they are.
- To accommodate the varying learning styles and learning rates of all children.
- To develop self-esteem in all students.
- To respect cultural differences within the student population.
- To educate all students to become lifelong learners.
- To maintain high levels of expectations and to provide opportunities for all students to reach their maximum potential.



3 Phases & Timeline

PHASE
ONE 1
SURVEY THE VESSEL

January-June 2024

PHASE
TWO 2
STEADY THE SHIP

June-December 2024

PHASE
THREE 3
CHART THE COURSE

December 2024-June 2025

Concurrent Work
Between Phases 2 and 3







Phase One: Survey the Vessel

January-June 2024

GOAL ONE: Begin to develop transparent, collaborative, and trusting relationships with stakeholders and constituencies to gain insight into the strengths, challenges and opportunities for Everett Public Schools.

— Activities & Steps —

1. Conduct a proactive Listening Tour seeking to build authentic relationships with the following constituencies to gain insight and to hear input:

- Visiting all schools, different classrooms and activities.
- Attend Parent Council Meetings.
- Regularly meet with union leadership.
- Meet and hear from City Departments and personnel.
- Talk with community partners and understand existing partnerships.
- Meet with elected officials on the state and city level of representation.
- Seek opportunities to meet with compliance stakeholders such as the Department of Elementary and Secondary Education (DESE).
- Collaborate and Learn from Local Superintendents and District Leaders in Massachusetts (5DP, M.A.S.S., etc.).

2. Review District-Level and School-Level Data including, but not limited to:

- Improvement Plans.
- NEASC and other Accreditation Reports.
- DESE Reports
- Data from the DESE Directory of Datasets and Reports
- Past fiscal budgets
- District Instructional Leadership Team Goals (DILT).

3. Review and gain a thorough understanding of existing Safety and Emergency Planning:

- Review current Emergency Plan
- Understand current system resources around emergency planning, as well as any system gaps (e.g. Emergency Alert Systems, communication modalities internally and with local state/ federal enforcement agencies).

4. Gain a thorough understanding of current IT Systems

- Understand both employee and student IT systems currently in place.
- Understand technology resources utilized within the District by employees and students; as well as needs for different or additional technology resources.
- Understand any technology vulnerabilities around cybersecurity.
- Determine if there are gaps in accessing and utilizing technology resources from an equity perspective (speaking with students, parents, teachers).
- Speak to Superintendents and IT content experts as to what systems and resources other districts are utilizing.

5. Learn how Equity is Currently Viewed in the District and if it is Viewed as a Priority?

- Is there or has there been a Vision for Equity for the District?
- Is equity addressed through the budget-making process?
- What does equity mean to the different stakeholders?
- Learn new best-practices from colleagues locally and nationally around Equity; survey current research and literature.

Phase Two: Steady the Ship

June-December 2024

GOAL TWO: Establish a baseline for critical processes for operations and compliance; refining or implementing new efficiencies and collaborations where needed.

— Activities & Steps —

1. Review all financial policies, process-flow and compliance requirements; engaging various stakeholders from EPS and City of Everett personnel.
2. Determine current academic and financial compliance.
3. Ensure a budget development process for FY25 that is inclusive and transparent.
4. Review Current Organizational Chart – fill vacancies, determine senior leadership team profile and norms.
5. Ensure the District has an inclusive process in place that results in a compliant Student Opportunity Act Plan (SOA) for the District (as required by DESE and is included in Chapter 70 funding).
6. Determine areas for further study, including, but not limited to, student outcomes by school and grade, with emphasis on reviewing outcomes for marginalized groups.











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Phase Three: Chart the Course

December 2024-June 2025

GOAL THREE: Embark on an Inclusive Planning Process to Establish a Safe, Welcoming, Supportive Environment for Students and Employees with a focus on Student Success.

— Activities & Steps —

1. Begin process for space utilization planning.

2. Conduct IT audit/sssessment of the District.

3. Develop a comprehensive Emergency Plan for the District based on best practices that includes routine training (increase resources if needed).

4. Embark on Multi-Year District Improvement Plan focused on Student Success (academic performance, equity, social – emotional learning, partnerships and career exploration) Build plan goals and objectives based on improving outcomes for marginalized students. This process includes review of disaggregated data, including SPED, High Needs, Poverty, and other marginalized groups.

5. Develop and implement a plan for a culture of excellence regarding employee relations (staffing retention, employee wellness, culture of pride in our work, professional development).

a) Completion of collective bargaining negotiations for five contracts.

b) Increase general professional development opportunities for employees related to wellness (with a goal towards staff retention and collaborative culture norms).











★EPS

SOURCE: Department of Elementary and Secondary Education
As of the end of the 2023-2024 School Year

Everett Public Schools
121 Vine St., Everett, MA 02149



ENROLLMENT: 7,345

NUMBER OF SCHOOLS: 10

NAME	ENROLLMENT
Everett High School (9-12)	2,289
Albert Parlin (K-8)	1,012
George Keverian (K-8)	873
Lafayette (K-8)	1,000
Madeline English (K-8)	780
Sumner Whittier (K-8)	616
Webster (K-5)	341
Adams (Pre-K)	163
Webster Extension (Pre-K)	222
Devens (Special Education School)	49

TEACHERS AND FTE: 905

FY25 BUDGET: $135,510,702

KEY DEMOGRAPHICS:

RACE/ETHNICITY	% OF DISTRICT
African American	12.6
Asian	5.2
Hispanic	67.6
Native American	0.2
White	13.1
Multi-Race, Non-Hispanic	1.3

HIGH NEEDS STUDENTS: 84.3%

SELECTED POPULATION	% OF DISTRICT
First Language not English	73.1
English Language Learner:	41.7
Students with Disabilities:	13.3
High Needs:	84.5
Low Income:	71.5

WILLIAM D. HART
Superintendent of Schools
Phone: : 617-394-2400
Email: whart@everett.k12.ma.us

Massachusetts Department of Elementary and Secondary Education

FY25 Chapter 70 Summary

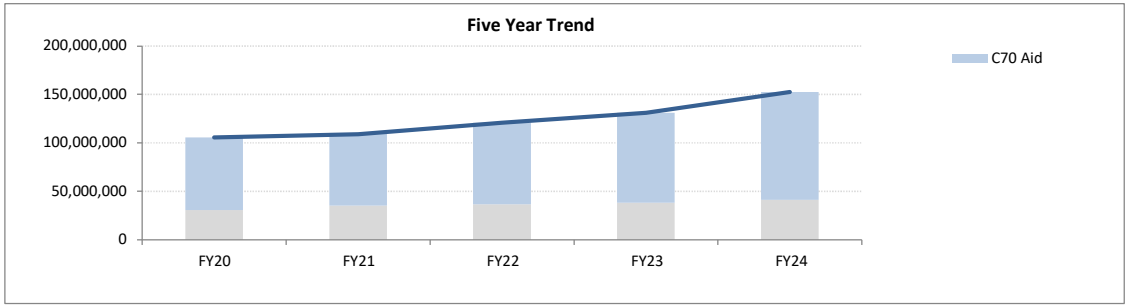
93 Everett

Aid Calculation FY25

Prior Year Aid		
1	Chapter 70 FY24	**111,682,212**
Foundation Aid		
2	Foundation budget FY25	161,607,819
3	Required district contribution FY25	43,738,229
4	Foundation aid (2 -3)	117,869,590
5	Increase over FY24 (4 - 1)	**6,187,378**
Minimum Aid		
6	Minimum $30 per pupil increase	240,600
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	**117,869,590**
Minimum Aid Adjustment		
9	Minimum aid adjustment	111,922,812
10	Aid adjustment increment (if line 9 - line 8 > 0, then line 9 - line 8, otherwise 0	**0**
Non-Operating District Reduction to Foundation		
11	Reduction to foundation	**0**
Hold Harmless Aid		
12	Hold harmless aid	**0**
FY25 Chapter 70 Aid		
13	Sum of 1,5,7,10, 12 minus 11	**117,869,590**

Comparison to FY24

	FY24	FY25	Change	Pct Chg
Enrollment	7,937	8,020	83	1.05%
Foundation budget	152,643,280	161,607,819	8,964,539	5.87%
Required district contribution	40,961,068	43,738,229	2,777,161	6.78%
Chapter 70 aid	**111,682,212**	**117,869,590**	6,187,378	5.54%
Required net school spending (NSS)	152,643,280	161,607,819	8,964,539	5.87%
Target aid share	66.12%	65.91%		
C70 % of foundation	73.17%	72.94%		
Required NSS % of foundation	100.00%	100.00%		



Note on Minimum Aid Adjustment on lines 9 and 10:

The minimum aid adjustment is the sum of (a) the greater of foundation aid or base aid determined based on the FY21 base and incremental rates, inflated to FY24, and (b) foundation enrollment multiplied by $30. The aid adjustment increment (line 10) is the line 9 amount less the line 8 amount if the difference is positive. Otherwise, the increment is zero.

WATER & SEWER ENTERPRISE FUND

Water/Sewer Enterprise Fund FY2026 Budget

Carlo DeMaria, Mayor

Eric Demas, CFO/City Auditor

April 9, 2025

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 FY2026 is $23,049,312
  * $ 22,043,908 represents direct costs including:
    * Salaries, Expenses, Debt Service, MWRA assessments, etc.
  * $ 1,005,404 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 FY2026 is $6,729,800 including:
  * $ 629,800 for water main replacement
  * $ 1,500,000 for Lead replacement program
    * Funded through MWRA 25% grant
    * 0% interest loan program (LWSAP) for 75%
  * $ 1,770,000 for sewer inflow and infiltration through MWRA I/I loan program at 0% interest
  * $ $1,500,000 for Boston street improvements
  * $130,000 for replacement of fire hydrants ($25k) and Storm Water Improvements ($105k) funded through available funds
  * $ 1,200,000 for Commercial Triangle Improvements

Water and Sewer Rates

* The MWRA advisory board conducts an annual rate survey of all MWRA communities.
* The average water and sewer charge for all MWRA communities in 2024 was $2,017 annually.
* Everett's 2024 average water and sewer charge was $1,264 ($753 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 5% for FY2026.
* The City plans to review the indirect cost policy, future capital needs, and usage to determine a long-term rate structure during FY26.

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

April 9, 2025

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, and the five-year capital improvement plan.

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 2024 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 $2,017 per year, while Everett's average annual cost is $1,264, an average savings of $753 for the typical Everett ratepayer. This is approximately 37% less than the typical MWRA ratepayer.

For FY2026, a rate increase of 5.0% 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. The rate is also based upon the use of $750,000 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), Margaret Micherda (Budget Director)

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.

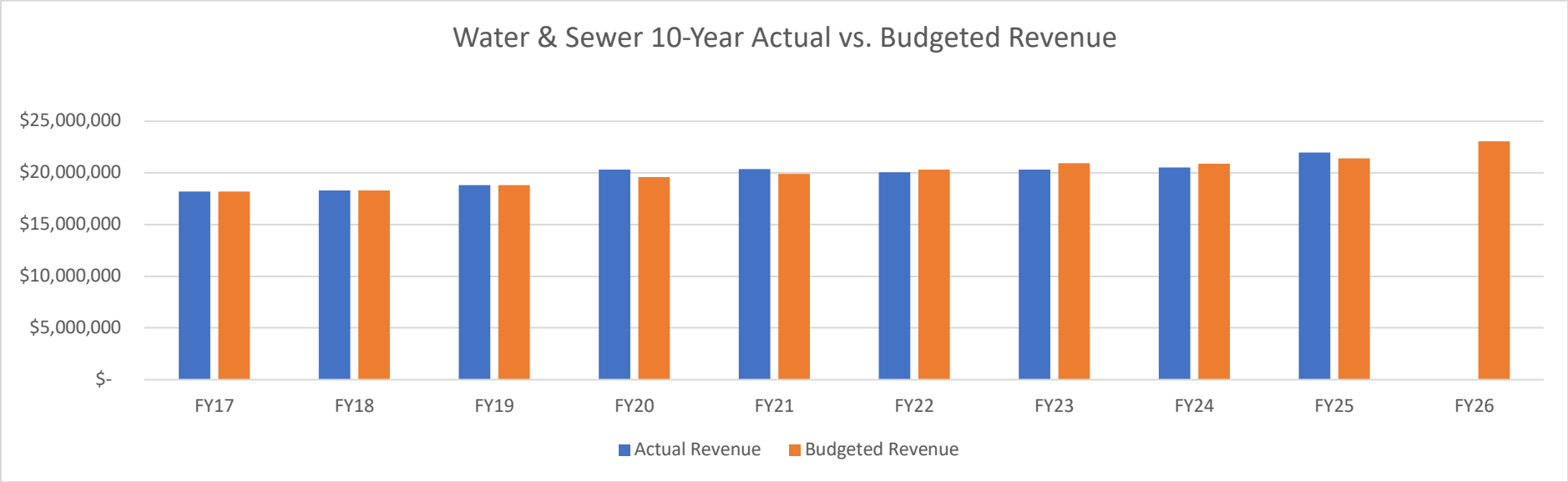
Basis of Accounting

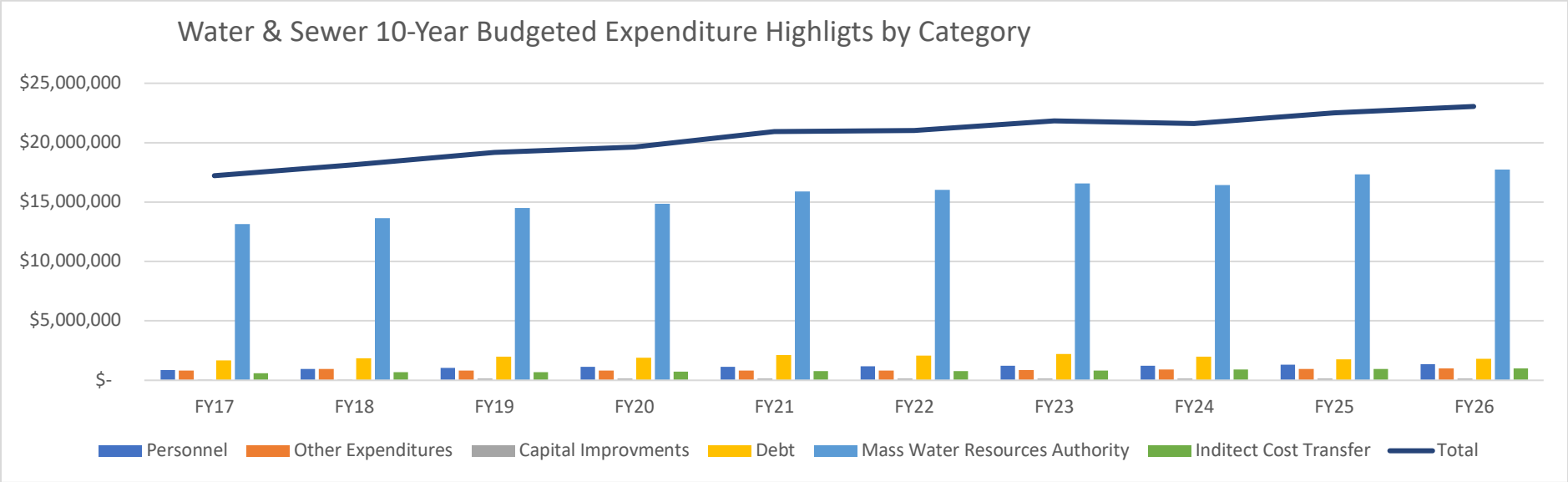
Proprietary fund revenues and expenses are recognized on the accrual basis. Revenues are recognized in the accounting period in which they are earned and become measurable; expenses are recognized in the period incurred, if measurable. The following major proprietary funds are classified as Proprietary funds and audited as such:

- The Water and Sewer Enterprise fund is used to account for the Water and Sewer activities.

Visit General Law - Part I, Title VII, Chapter 44, Section 53F 1/2 for entire information.

Water and Sewer Enterprise Fund Revenue and Expenditure Highlights (Infographics)





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

Mission is to provide reliable, high quality, safe and clean drinking water as well as reliable sewer services at a reasonable cost with superior customer service. The Water & Sewer Department Operates and Maintains the City of Everett's water distribution system and wastewater collection system.

Significant Budget & Staffing Changes for FY2026

None

FY2025: Accomplishments

In the fiscal year 2025, the Water & Sewer Department was highly productive. They addressed 11 water leaks, replaced 8 fire hydrants, and upgraded 7 gate valves. The team successfully completed the annual hydrant flushing program, flushing a total of 738 fire hydrants to ensure optimal performance. Additionally, a comprehensive leak detection survey of the entire water system was conducted, leading to the repair of all identified leaks. The department also successfully transitioned from its older asset management software to **CityWorks**—a move that will improve reporting, tracking, and overall efficiency.

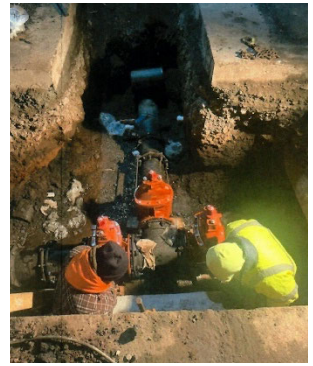
These initiatives reflect the department's commitment to enhancing water quality, increasing system redundancy, and modernizing the drinking water infrastructure for the benefit of the community.

FY2026: Goals & Objectives

In the upcoming fiscal year of 2025, the Water & Sewer Department is gearing up for another productive year. The department plans to persist in its successful valve exercising program, aiming to maintain the city's valves. This involves the meticulous examination of gate valves to identify and replace inoperable ones. The goal is to exercise a substantial 350 valves in the coming year, ensuring the smooth operation of the city's water system. Another critical objective is the replacement of 150 lead water service lines, underlining the commitment to safeguarding public health and upgrading the water delivery system.

The hydrant replacement program remains a top priority, dedicated to guaranteeing that every fire hydrant across the city is in optimal working order. This proactive approach enhances fire protection capabilities, prioritizing the safety of residents. Embracing innovation, the department plans to upgrade its asset management software to a more robust system. This strategic move ensures meticulous documentation of progress and upgrades in water and sewer systems, facilitating informed decision-making and system optimization.

1. **Goal: Create and Maintain a Durable, Safe, and Reliable Water Distribution System**



Objective: The primary objective is to establish and uphold a well-functioning water distribution system characterized by durability, safety, and reliability. A key initiative in achieving this goal is the continuation of the valve exercising program. This program takes a targeted approach by focusing on exercising 150 valves out of the city's total 1,800 valves.

The valve exercising process serves two critical functions: first, it assesses the operational status of each valve, and second, it identifies inoperable valves that require replacement.

By implementing this comprehensive valve exercising program, the department ensures the immediate functionality of the system while proactively addressing potential issues. This preventive maintenance strategy significantly contributes to the longevity, safety, and reliability of the water distribution infrastructure, aligning with the overarching goal of creating a resilient and dependable system for the community.

2. **Goal: Outstanding Fire Protection and Public Health**

Objective: The primary goal is to enhance fire protection and promote public health. To achieve this, the department plans to replace 150 lead water service lines in FY25. Additionally, the hydrant replacement and flushing programs will continue to ensure that all city fire hydrants remain in optimal working condition. A comprehensive strategy includes inspecting all 724 fire hydrants, ensuring that any hydrants requiring repair or replacement are promptly addressed. This proactive approach underscores the department's commitment to strengthening fire protection capabilities and maintaining the well-being of the community.



3. **Goal: Advancing Digital Technology and Equipment**

Objective: The goal is to embrace digital technology and advanced equipment to enhance operational efficiency. A key objective is the continued integration of all assets into **CityWorks** asset management software.
This robust platform provides seamless integration with GIS, comprehensive documentation of water and sewer work, efficient management of infrastructure development, and highly accurate record-keeping. By leveraging **CityWorks**, the department enhances its ability to track, manage, and optimize water and sewer systems, enabling a more informed and streamlined approach to operations.

Performance Measures

Outcomes & Performance Measures	Actual FY2023	Actual FY2024	Estimated FY2025	Estimated FY2026
Water Leak Repairs	35	22	15	15
Hydrants Replaced	13	8	8	8
Valves Exercised	62	20	10	350
Hydrants Flushed	724	724	738	738

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

The ongoing commitment to staff training is a direct investment in community well-being, equipping personnel with the skills needed for efficient service delivery and prompt issue resolution. This not only enhances overall community satisfaction but also ensures a more responsive approach to resident requests.
The replacement of approximately 150 lead water service lines is a critical step toward improving water quality and aligns with public health goals by mitigating risks associated with lead exposure, ultimately safeguarding the community's well-being.
Beyond infrastructure improvements, the cleaning, CCTV inspection, and development of a sewer relining contract for city-owned sewer lines contribute to environmental health. These initiatives minimize contamination risks, supporting a healthier living environment for residents.
The identification and replacement of inoperable gate valves, along with exercising all city-owned gate valves, play a crucial role in reducing water outages. This ensures a consistent water supply, minimizes disruptions to daily life, and enhances emergency response capabilities.
Continuing the hydrant flushing program proactively maintains water quality by preventing sediment buildup and ensuring residents receive clean and safe water.
Investing in the training and development of Water & Sewer personnel not only strengthens the workforce but also enables the department to efficiently undertake more projects. This benefits the community through improved services and supports the local economy by utilizing in-house expertise.
Collectively, these initiatives contribute to a healthier, more resilient community by addressing water quality, infrastructure reliability, and personnel development—essential components of public health and community well-being.

City of Everett

Everett Budget Council Summary Report

FY26 Water/Sewer

450 - WATER Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
60-450-1-5111	SALARIES	$968,340.48	$1,162,295.00	$729,344.59	**$1,166,247.00**	**$1,166,247.00**	**$1,166,247.00**
60-450-1-5113	PART TIME	$0.00	$0.00	$12,000.00	**$20,883.00**	**$20,883.00**	**$20,883.00**
60-450-1-5114	ON-CALL UNION STIPEND	$5,200.00	$5,200.00	$200.00	**$5,200.00**	**$5,200.00**	**$5,200.00**
60-450-1-5121	POLICE DETAILS	$36,332.50	$65,000.00	$37,945.00	**$65,000.00**	**$65,000.00**	**$65,000.00**
60-450-1-5130	OVERTIME	$64,326.33	$81,000.00	$1,588.68	**$81,000.00**	**$81,000.00**	**$81,000.00**
60-450-1-5144	ABOVE GRADE	$0.00	$500.00	$0.00	**$500.00**	**$500.00**	**$500.00**
60-450-1-5143	LONGEVITY	$5,300.00	$10,150.00	$4,400.00	**$7,900.00**	**$7,900.00**	**$7,900.00**
60-450-1-5193	CLOTHING ALLOWANCE	$6,300.00	$6,300.00	$1,200.00	**$6,301.00**	**$6,301.00**	**$6,301.00**
PERSONNEL Total:		**$1,085,799.31**	**$1,330,445.00**	**$786,678.27**	**$1,353,031.00**	**$1,353,031.00**	**$1,353,031.00**
EXPENSES							
60-450-2-5280	EQUIPMENT/ HIRE	$1,937.07	$75,914.00	$49,414.00	**$24,450.00**	**$24,450.00**	**$24,450.00**
60-450-2-5341	TELECOMMUNICATIONS	$6,915.77	$8,400.00	$2,866.58	**$8,400.00**	**$8,400.00**	**$8,400.00**
60-450-2-5380	PROFESSIONAL SERVICES	$49,978.34	$162,000.00	$13,117.27	**$237,000.00**	**$237,000.00**	**$237,000.00**
60-450-2-5420	OFFICE SUPPLIES	$2,914.75	$4,000.00	$1,122.81	**$4,000.00**	**$4,000.00**	**$4,000.00**
60-450-2-5430	EMERGENCY REPAIRS	$12,334.97	$249,000.00	$92,199.09	**$150,000.00**	**$150,000.00**	**$150,000.00**
60-450-2-5435	MAINTENANCE SUPPLIES	$2,918.13	$4,500.00	$820.27	**$4,500.00**	**$4,500.00**	**$4,500.00**
60-450-2-5438	SEWER LINE CLEANING	$141,442.00	$73,536.00	$91,760.50	**$200,000.00**	**$200,000.00**	**$200,000.00**
60-450-2-5532	PIPES FITTINGS VALVES	$100,612.67	$200,000.00	$49,024.90	**$200,000.00**	**$200,000.00**	**$200,000.00**
60-450-2-5534	METERS/MAINTENANCE	$73,089.89	$100,000.00	$65,882.89	**$100,000.00**	**$100,000.00**	**$100,000.00**
60-450-2-5543	STONE/ASPHALT	$13,086.91	$20,000.00	$4,311.33	**$20,000.00**	**$20,000.00**	**$20,000.00**
60-450-2-5710	PROFESSIONAL DEVELOPMENT	$4,434.00	$10,000.00	$1,884.00	**$15,000.00**	**$15,000.00**	**$15,000.00**
60-450-2-5785	EXTRA/UNFORSEEN CHARGES	$12,741.17	$43,550.00	$17,637.86	**$43,550.00**	**$43,550.00**	**$43,550.00**
EXPENSES Total:		**$422,405.67**	**$950,900.00**	**$390,041.50**	**$1,006,900.00**	**$1,006,900.00**	**$1,006,900.00**
CAPITAL IMPROVEMENTS							
60-450-3-5533	HYDRANTS	$25,000.00	$25,000.00	$0.00	**$25,000.00**	**$25,000.00**	**$25,000.00**
60-450-3-5535	STORMWATER EXPENSES	$127,763.50	$130,000.00	$92,864.00	**$130,000.00**	**$130,000.00**	**$130,000.00**
CAPITAL IMPROVEMENTS Total:		**$152,763.50**	**$155,000.00**	**$92,864.00**	**$155,000.00**	**$155,000.00**	**$155,000.00**

City of Everett

Everett Budget Council Summary Report

FY26 Water/Sewer

450 - WATER Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
450 WATER Total:		**$1,660,968.48**	**$2,436,345.00**	**$1,269,583.77**	**$2,514,931.00**	**$2,514,931.00**	**$2,514,931.00**

City of Everett

Everett Budget Council Summary Report

FY26 Water/Sewer

710 - RETIREMENT OF DEBT Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
DEBT SERVICE							
60-710-9-5786	MAY 22,2013 MWPAT	$142,339.00	$145,432.00	$0.00	**$148,593.00**	**$148,593.00**	**$148,593.00**
60-710-9-5972	NOVEMBER 13, 2017 MWRA LOAN	$94,100.00	$94,100.00	$94,100.00	**$94,100.00**	**$94,100.00**	**$94,100.00**
60-710-9-5973	MWRA WATER SYSTEM	$395,240.00	$368,019.00	$611,372.27	**$268,725.00**	**$268,725.00**	**$268,725.00**
60-710-9-5975	JUNE 6,2012 MWPAT CW2-31,8-14	$9,721.00	$9,913.00	$0.00	**$10,108.00**	**$10,108.00**	**$10,108.00**
60-710-9-5984	DEC 20,2013	$90,000.00	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
60-710-9-5985	FEB 06,2014	$270,000.00	$100,000.00	$0.00	**$100,000.00**	**$100,000.00**	**$100,000.00**
60-710-9-5986	Feb. 16, 2016	$30,000.00	$30,000.00	$0.00	**$30,000.00**	**$30,000.00**	**$30,000.00**
60-710-9-5990	APRIL 13, 2017 CW-14-24	$23,010.00	$23,511.00	$0.00	**$24,022.00**	**$24,022.00**	**$24,022.00**
60-710-9-5993	DEC 2, 2019 MWRA	$222,130.00	$222,130.00	$375,020.00	**$222,130.00**	**$222,130.00**	**$222,130.00**
60-710-9-5995	JUNE 1,20 MWRA WATER BONDS	$50,000.00	$50,000.00	$0.00	**$50,000.00**	**$50,000.00**	**$50,000.00**
60-710-9-5996	JUNE 15,20 MCWT SEWER BONDS	$4,137.00	$4,227.00	$0.00	**$4,319.00**	**$4,319.00**	**$4,319.00**
60-710-9-5999	FEB 8 , 2021 SEWER	$60,270.00	$60,270.00	$0.00	**$60,270.00**	**$60,270.00**	**$60,270.00**
60-710-9-6000	FEB 8, 2021 WATER	$152,890.00	$152,890.00	$0.00	**$152,890.00**	**$152,890.00**	**$152,890.00**
60-710-9-6001	MAY 10, 2021 MWRA LEAD PROGRAM	$150,000.00	$150,000.00	$0.00	**$150,000.00**	**$150,000.00**	**$150,000.00**
60-710-9-6002	JUNE 20, 2022 WATER	$150,000.00	$150,000.00	$0.00	**$63,755.00**	**$63,755.00**	**$63,755.00**
60-710-9-6003	JUNE 20, 2022 SEWER	$63,755.00	$63,755.00	$0.00	**$150,000.00**	**$150,000.00**	**$150,000.00**
60-710-9-6006	JUNE 12, 2023 MWRA WATER	$0.00	$80,000.00	$0.00	**$80,000.00**	**$80,000.00**	**$80,000.00**
60-710-9-6007	APRIL 25 MWRA LEAD	$0.00	$0.00	$0.00	**$125,000.00**	**$125,000.00**	**$125,000.00**
DEBT SERVICE Total:		**$1,907,592.00**	**$1,704,247.00**	**$1,080,492.27**	**$1,733,912.00**	**$1,733,912.00**	**$1,733,912.00**
710 RETIREMENT OF DEBT Total:		**$1,907,592.00**	**$1,704,247.00**	**$1,080,492.27**	**$1,733,912.00**	**$1,733,912.00**	**$1,733,912.00**

City of Everett

Everett Budget Council Summary Report

FY26 Water/Sewer

751 - LONG TERM DEBT INTEREST Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
DEBT SERVICE							
60-751-9-5786	MAY 22,2013 MWPAT	$31,420.00	$28,573.00	$14,790.20	**$25,664.00**	**$25,664.00**	**$25,664.00**
60-751-9-5975	LONG TERM INTEREST MWPAT	$8,615.00	$7,978.00	$32,347.25	**$7,329.00**	**$7,329.00**	**$7,329.00**
60-751-9-5984	DEC 20,2013	$1,350.00	$0.00	$0.00	**$0.00**	**$0.00**	**$0.00**
60-751-9-5985	FEB 6,2014	$23,975.00	$15,875.00	$0.00	**$12,875.00**	**$12,875.00**	**$12,875.00**
60-751-9-5986	Feb. 16, 2016	$3,600.00	$2,400.00	$0.00	**$1,200.00**	**$1,200.00**	**$1,200.00**
60-751-9-5990	APRIL 13, 2017 CW-14-24	$7,437.00	$6,977.00	$0.00	**$6,507.00**	**$6,507.00**	**$6,507.00**
60-751-9-5996	JUNE 15,20 MCWT SEWER BONDS	$618.00	$537.00	$0.00	**$451.00**	**$451.00**	**$451.00**
60-751-9-6004	JUNE 6, 2012 MWPAT CW2-31,8-14	$1,570.00	$1,373.00	$0.00	**$1,173.00**	**$1,173.00**	**$1,173.00**
DEBT SERVICE Total:		**$78,585.00**	**$63,713.00**	**$47,137.45**	**$55,199.00**	**$55,199.00**	**$55,199.00**
751 LONG TERM DEBT INTEREST Total:		**$78,585.00**	**$63,713.00**	**$47,137.45**	**$55,199.00**	**$55,199.00**	**$55,199.00**

City of Everett

Everett Budget Council Summary Report

FY26 Water/Sewer

821 - MASS WATER RESOURCES AUTH Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
INTERGOVERNMENTAL							
60-821-6-5230	MWRA LEAK DETECTION	$7,980.00	$8,250.00	$0.00	**$10,000.00**	**$10,000.00**	**$10,000.00**
60-821-6-5231	MWRA SAFE DRINKING WATER	$13,183.83	$15,000.00	$12,940.81	**$15,000.00**	**$15,000.00**	**$15,000.00**
60-821-6-5694	MWRA WATER	$6,233,323.52	$6,870,477.00	$4,113,638.40	**$7,072,297.00**	**$7,072,297.00**	**$7,072,297.00**
60-821-6-5695	MWRA SEWER	$10,045,294.00	$10,439,476.00	$6,217,468.20	**$10,642,569.00**	**$10,642,569.00**	**$10,642,569.00**
INTERGOVERNMENTAL Total:		**$16,299,781.35**	**$17,333,203.00**	**$10,344,047.41**	**$17,739,866.00**	**$17,739,866.00**	**$17,739,866.00**
821 MASS WATER RESOURCES AUTH Total:		**$16,299,781.35**	**$17,333,203.00**	**$10,344,047.41**	**$17,739,866.00**	**$17,739,866.00**	**$17,739,866.00**

City of Everett

Everett Budget Council Summary Report

FY26 Water/Sewer

990 - TRANSFERS Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
TRANSFERS OUT							
60-990-9-5961	INDIRECT COST TRANSFERS OUT	$911,865.00	$955,419.00	$955,419.00	**$1,005,404.00**	**$1,005,404.00**	**$1,005,404.00**
TRANSFERS OUT Total:		**$911,865.00**	**$955,419.00**	**$955,419.00**	**$1,005,404.00**	**$1,005,404.00**	**$1,005,404.00**
990 TRANSFERS Total:		**$911,865.00**	**$955,419.00**	**$955,419.00**	**$1,005,404.00**	**$1,005,404.00**	**$1,005,404.00**
WATER & SEWER ENTERPRISE Total:		**$20,858,791.83**	**$22,492,927.00**	**$13,696,679.90**	**$23,049,312.00**	**$23,049,312.00**	**$23,049,312.00**
Grand Total:		**$20,858,791.83**	**$22,492,927.00**	**$13,696,679.90**	**$23,049,312.00**	**$23,049,312.00**	**$23,049,312.00**

60	WATER / SEWER ENTERPRISE FUND									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
60-450-1-5111	Water Superintendent [1]	Ernest Lariviere	UNCL	40	1	1	1	$122,012	$125,672	$125,672
60-450-1-5143	Water Superintendent	Ernest Lariviere	Longevity					$800	$800	$800
60-450-1-5111	Assistant Water Superintendent [1]	Ralph Renzulliiv	UNCL	40	1	1	1	$113,848	$117,263	$117,263
60-450-1-5143	Assistant Water Superintendent [1]	Ralph Renzulliiv	Longevity					$400	$400	$400
60-450-1-5111	Administrative Assistant [2]	Rita Crafts	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
60-450-1-5143	Administrative Assistant	Rita Crafts	Longevity					$1,450	$1,450	$1,450
60-450-1-5111	Administrative Assistant [2]	Tamekajoy Walsh	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
60-450-1-5143	Administrative Assistant	Tamekajoy Walsh	Longevity					$1,000	$1,000	$1,000
60-450-1-5111	Principal Clerk 4	Jean Broderick	C-6U/8	17.5	0.50	0.50	0.50	$28,278	$31,154	$31,154
60-450-1-5111	Sr. Specialist Service Craftsman [3, 5]	Gino Chiaravalloti	W-13U/2	40	1	1	1	$98,675	$92,643	$92,643
60-450-1-5193	Sr. Specialist Service Craftsman	Gino Chiaravalloti	Clothing					$700	$700	$700
60-450-1-5143	Sr. Specialist Service Craftsman	Gino Chiaravalloti	Longevity					$1,150	$900	$900
60-450-1-5111	Working Foreman [3, 6]	Vacant	W-13U/4	40	1	1	1	$98,675	$1	$1
60-450-1-5193	Working Foreman	Vacant	Clothing					$700	$1	$1
60-450-1-5143	Working Foreman	Vacant	Longevity					$1,150	$0	$0
60-450-1-5111	Craftsman - HMEO w/CDL License [3, 7]	Vacant	W-9U/4	40	1	1	1	$0	$76,269	$76,269
60-450-1-5193	Craftsman - HMEO w/CDL License	Vacant	Clothing					$0	$700	$700
60-450-1-5143	Craftsman - HMEO w/CDL License	Vacant	Longevity					$0	$0	$0
60-450-1-5111	Craftsman - SMEO w/CDL & Hoisting [3]	Vacant	W-10U/4	40	1	1	1	$77,938	$80,276	$80,276
60-450-1-5193	Craftsman - SMEO w/CDL & Hoisting	Vacant	Clothing					$700	$700	$700
60-450-1-5143	Craftsman - SMEO w/CDL & Hoisting	Vacant	Longevity					$900	$900	$900
60-450-1-5111	Craftsman - SMEO w/CDL & Hoisting [3]	Michael Ovalle/WC	W-10U/4	40	1	1	1	$77,938	$80,276	$80,276
60-450-1-5193	Craftsman - SMEO w/CDL License	Michael Ovalle/WC	Clothing					$700	$700	$700
60-450-1-5111	Craftsman - HMEO w/CDL License [3]	Peter Martin	W-9U/2	40	1	1	1	$74,048	$76,269	$76,269
60-450-1-5193	Craftsman - HMEO w/CDL License	Peter Martin	Clothing					$700	$700	$700
60-450-1-5111	Craftsman - HMEO w/CDL License [3]	Timothy Keough	W-9U/4	40	1	1	1	$74,048	$76,269	$76,269
60-450-1-5193	Craftsman - HMEO w/CDL License	Timothy Keough	Clothing					$700	$700	$700
60-450-1-5143	Craftsman - HMEO w/CDL & Hoisting	Timothy Keough	Longevity					$0	$900	$900
60-450-1-5111	Craftsman - HMEO w/CDL License [3]	Vacant (prev E. Cuthbert)	W-9U/4	40	1	1	1	$74,048	$76,269	$76,269
60-450-1-5143	Craftsman - HMEO w/CDL License	Vacant	Longevity					$1,550	$0	$0
60-450-1-5193	Craftsman - HMEO w/CDL License	Vacant	Clothing					$700	$700	$700
										Continued...

60	WATER / SEWER ENTERPRISE FUND									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	**POSITION**		**STEP**	**HOURS**	**STAFF**	**REQ**	**REC**	**APPROPRIATION**	**REQUEST**	**REC**
60-450-1-5111	Craftsman - SMEO w/CDL License [3]	Edward Cuthbert	W-10U/4	40	1	1	1	$77,938	$80,276	$80,276
60-450-1-5193	Craftsman - SMEO w/CDL License	Edward Cuthbert	Clothing					$700	$700	$700
60-450-1-5143	Craftsman - SMEO w/CDL License	Edward Cuthbert	Longevity					$0	$1,550	$1,550
60-450-1-5111	Special Water Mechanic	Mark Silvestro	W-13U/4	40	1	1	1	$98,675	$101,635	$101,635
60-450-1-5143	Special Water Mechanic	Mark Silvestro	Longevity					$1,750	$0	$0
60-450-1-5193	Special Water Mechanic	Mark Silvestro	Clothing					$700	$700	$700
60-450-1-5113	Consultant	Dominic Fernano	UNCL	8	0	0.23	0.23	$0	$20,800	$20,800
					14.50	**14.73**	**14.73**			
60	**Water/Sewer Enterprise Fund TOTAL**									
						Salary (5111)		$1,162,295	$1,166,247	$1,166,247
						Part-Time (5113)		$0	$20,883	$20,883
					On Call Union Stipend (5114)			$5,200	$5,200	$5,200
						Police Details (5121)		$65,000	$65,000	$65,000
						Overtime (5130)		$81,000	$81,000	$81,000
						Longevity (5143)		$10,150	$7,900	$7,900
						Above Grade (5144)		$500	$500	$500
					Clothing Allowance (5193)			$6,300	$6,301	$6,301
						Personnel Total:		**$1,330,445**	**$1,353,031**	**$1,353,031**
Notes to Budget										
[1] 3% COLA added to administrative salary.										
[2] Local 25 Clerical union increased 3% per contract. Also a step increase when appropriate.										
[3] Local 25 DPW union increased 3% per contract. Also a step increase when appropriate.										
[4] Splitting salary between Water/Sewer & Treasurer/Collector. EE will change her step to C-6U/8 on her aniversary										
[5] Change title per contract										
[6] Not filling for FY26										
[7] New position for FY26										

(60) Water/Sewer Enterprise Fund - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	1,162,295	$1,166,247	$3,952	0%	3% COLA added to administrative salaries. Per contract, 3% increase added to Local 25 Clerical and DPW union salaries.
Part-Time	0	$20,883	$20,883	#DIV/0!	Dominic Fernano
On-Call Union Stipend	5,200	$5,200	$0	0%	Paid to the union member 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	81,000	$81,000	$0	0%	Paid after normal business hours. Contract settlement factored in.
Longevity	10,150	$7,900	($2,250)	-22%	For employees who have worked 10+ years.
Above Grade	500	$500	$0	0%	For those employees filling in for a higher ranking employee.
Clothing Allowance	6,300	$6,301	$1	0%	$700 per Local 25 DPW member.
Total Personnel Services	**$1,330,445**	**$1,353,031**	**$22,586**	**2%**	
General Operating Expenses					
Equipment Hire	75,914	24,450	($51,464)	-68%	All rentals and tools needed that the city does not own. Account was amended Transfer of funds
Telecommunications	8,400	8,400	$0	0%	Mobile devices and for insurance & 2 cell phones. Increased based on the historical usage.
Professional Services	162,000	237,000	$75,000	46%	Consultant/Software licensing/Attorney/DEP directive/GIS Services.
Office Supplies	4,000	4,000	$0	0%	Cost of supplies has increased. Toner cartridges, paper, WB Mason. Postage added
Emergency Repairs	249,000	150,000	($99,000)	-40%	For emergencies beyond our control. Account was amended. Sewer repair on Shirley St. Transfer of funds
Maint Supplies	4,500	4,500	$0	0%	Level funded for cleaning supplies for sewer and water.
Sewer Line Cleaning	73,536	200,000	$126,464	172%	Outside contracts for sewer cleaning. Account was amended
Pipes Fittings Valves	200,000	200,000	$0	0%	To purchase pipes and valves and appurtenances
Meters Maintenance	100,000	100,000	$0	0%	Level funded for meters and supplies/meter testing/upgrades to meter reading system
Stone/Asphalt	20,000	20,000	$0	0%	Cost of supplies has increased. Used when repairing streets after a break occurs.
Professional Development	10,000	15,000	$5,000	50%	Memberships/classes/OSHA license requirements, CDL's and training.
Other Charges	43,550	43,550	$0	0%	Emergency funding for issues that are not covered by any of the above.
Total Expenditures	**$950,900**	**$1,006,900**	**$56,000**	**6%**	
Capital Improvements					
Hydrants	25,000	25,000	$0	0%	Replace old hydrants around the city.
Stormwater Expenses	130,000	130,000	$0	0%	Any stormwater capital expense. Includes cleaning catch basins.
Total Capital	**$155,000**	**$155,000**	**$0**	**0%**	
Total	**$2,436,345**	**$2,514,931**	**$78,586**	**3%**	

Continued…

Retirement of Debt

May 22, 2013 MWPAT	145,432	148,593	$3,161	2%	Payments per debt schedule.
Nov 13, 2017 MWRA Water	94,100	94,100	$0	0%	Payments per debt schedule.
MWRA Water System	368,019	268,725	($99,294)	-27%	Payments per debt schedule.
June 6, 2012 MWPAT CW2-31,8-14	9,913	10,108	$195	2%	Payments per debt schedule.
Dec 20, 2013	0	0	$0	#DIV/0!	Payments per debt schedule.
Feb 06, 2014	100,000	100,000	$0	0%	Payments per debt schedule.
Feb 18, 2016	30,000	30,000	$0	0%	Payments per debt schedule.
April 13, 2017 MCWT CW-14-24	23,511	24,022	$511	100%	Payments per debt schedule.
Dec 2, 2019 MWRA	222,130	222,130	$0	0%	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	4,227	4,319	$92	2%	Payments per debt schedule.
Feb 8, 2021 SEWER	60,270	60,270	$0	0%	Payments per debt schedule.
Feb 8, 2021 WATER	152,890	152,890	$0	0%	Payments per debt schedule.
May 10, 2021 MWRA Water	150,000	150,000	$0	0%	Payments per debt schedule.
June 20, 2022 Sewer	150,000	63,755	($86,245)	100%	Payments per debt schedule.
June 20, 2022 Water	63,755	150,000	$86,245	100%	Payments per debt schedule.
June 12, 2023 MWRA Water	80,000	80,000	$0	100%	Payments per debt schedule.
April 25 MWRA Lead	0	125,000	$125,000	0%	Payments per debt schedule.
Total	**$1,704,247**	**$ 1,733,912**	**$29,665**	**2%**	

Long Term Debt Interest

May 22, 2013 MWPAT	28,573	25,664	($2,909)	-10%	Payments per debt schedule.
Long Term Interest MWPAT	7,978	7,329	($649)	-8%	Payments per debt schedule.
Dec 20, 2013	0	0	$0	#DIV/0!	Payments per debt schedule.
Feb 6, 2014	15,875	12,875	($3,000)	-19%	Payments per debt schedule.
Feb 16, 2016	2,400	1,200	($1,200)	-50%	Payments per debt schedule.
April 13, 2017 MCWT CW-14-24	6,977	6,507	($470)	-7%	Payments per debt schedule.
June 15, 2020 MCWT Sewer Bond	537	451	($86)	-16%	Payments per debt schedule.
June 6, 2012 MWPAT CW2-31,8-14	1,373	1,173	($200)	100%	Payments per debt schedule.
Total	**$63,713**	**$55,199**	**($8,514)**	**-13%**	

Mass Water Resources Authority

MWRA Leak Detection Assessment	8,250	10,000	$1,750	21%	Contractor checks for leaks that do not surface.
MWRA Safe Drinking Water	15,000	15,000	$0	0%	Fee paid to Mass Department of Environmental Protection (DEP).
MWRA Water	6,870,477	7,072,297	$201,820	2.9%	Preliminary FY24 Water Assessment. Final assessment will be determined in June.
MWRA Sewer	10,439,476	10,642,569	$203,093	1.9%	Preliminary FY24 Sewer Assessment. Final assessment will be determined in June.
Total	**$17,333,203**	**$17,739,866**	**$406,663**	**2%**	

Grand Total Water/Sewer Budget	**$21,537,508**	**$22,043,908**	**$506,400**	**2%**	
Indirect Costs Transfer Out	955,419	1,005,404	$49,985	5%	Costs appropriated in the general fund (to be transferred to enterprise).
Grand Total	**$22,492,927**	**$23,049,312**	**$556,385**	**2%**	

City of Everett Water and Sewer Rates

Water and Sewer Enterprise Fund

Actual - FY2025

	TIERS	USAGE	WATER	SEWER	TOTAL
Monthly per 100 cubic feet	Tier 1	1 to 10	$ 2.84	$ 7.70	$ 10.53
	Tier 2	11 to 20	$ 3.58	$ 10.08	$ 13.66
	Tier 3	21 to 30	$ 4.32	$ 11.57	$ 15.89
	Tier 4	31 to 100	$ 4.91	$ 12.98	$ 17.89
	Tier 5	101 to 200	$ 6.81	$ 15.35	$ 22.17
	Tier 6	Over 200	$ 7.73	$ 16.26	$ 23.99

Proposed - FY2026

	TIERS	USAGE	WATER	SEWER	TOTAL
Monthly per 100 cubic feet	Tier 1	1 to 10	$ 2.98	$ 8.08	$ 11.06
	Tier 2	11 to 20	$ 3.76	$ 10.58	$ 14.34
	Tier 3	21 to 30	$ 4.53	$ 12.15	$ 16.68
	Tier 4	31 to 100	$ 5.16	$ 13.63	$ 18.79
	Tier 5	101 to 200	$ 7.16	$ 16.12	$ 23.27
	Tier 6	Over 200	$ 8.11	$ 17.08	$ 25.19

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

2024

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
2 Griffin Way
Suite A
Chelsea, MA 02150

E-mail: **nathan.cote@mwraadvisoryboard.com**

or visit the Advisory Board's website at:
http://www.mwraadvisoryboard.com

Visit our social media: **https://**linktr.ee/mwraadvisoryboard

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Walpole
Waltham
Watertown
Wellesley
Weston
Westwood
Weymouth
Wilbraham
Wilmington
Winchester
Winthrop
Woburn
Worcester

MWRA
Advisory Board

2024

Annual Water and Sewer Retail Rate Survey

Matthew A. Romero
Executive Director

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Introduction

This is the thirty-fifth "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 preparation of this year's survey was led by Nathan Coté of the Advisory Board staff, with support from Kareen Sud, a student from Northeastern University who is working toward a degree in Political Science and Business Administration.

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) 788-2050 or email us at mwra.ab@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 (local) in their annual Public Water Supply Annual Statistic Report filed with the Massachusetts Department of Environmental Protection (state), and the total population and average household size for each community based on data from the U.S. Census bureau (federal). 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.

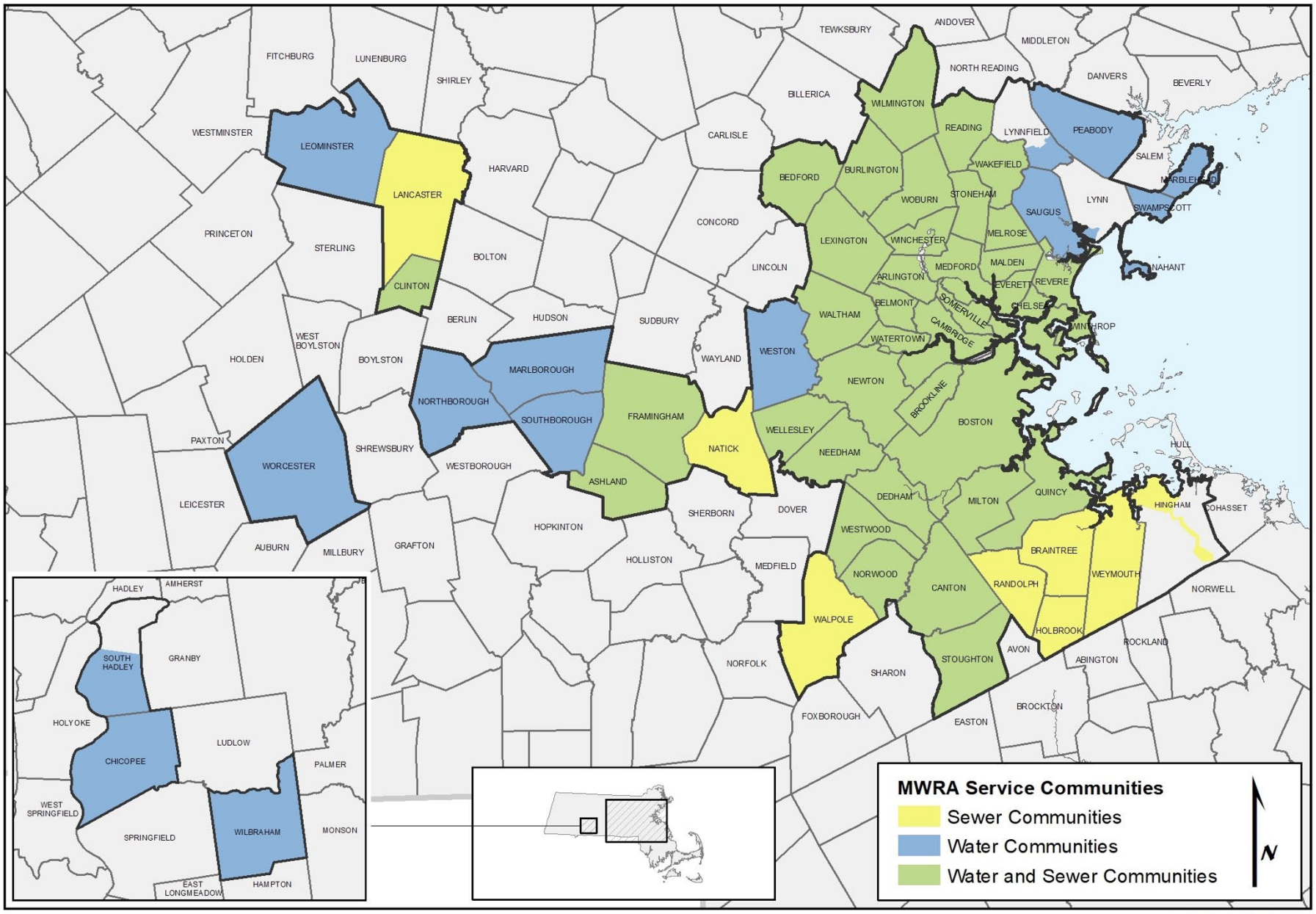
The MWRA Advisory Board

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 60 of the 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.

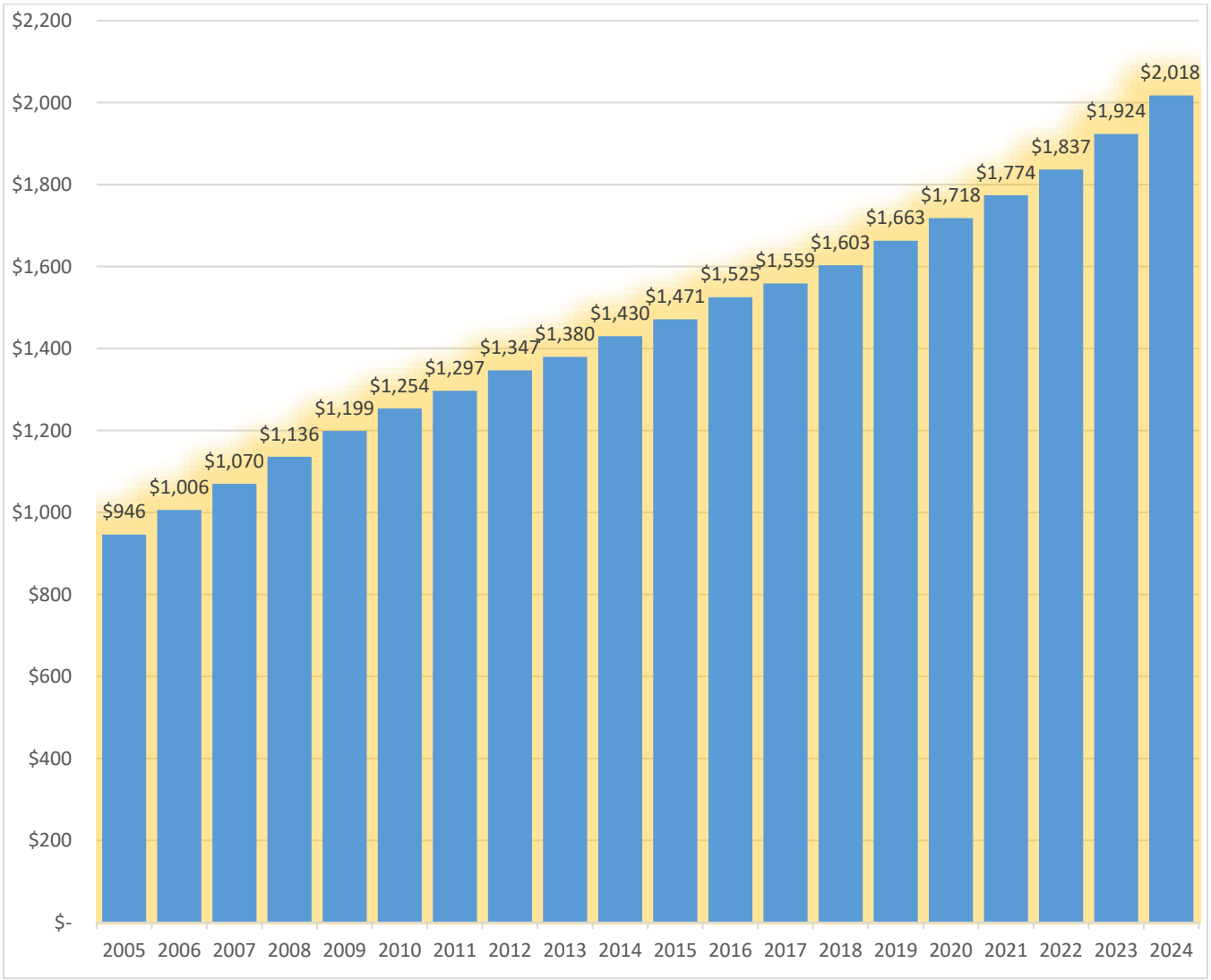
MWRA COMMUNITY 2024
WATER AND SEWER CHARGES



Date: 1/21/2022 MwraGIS 431-24

Average Combined Annual Water & Sewer Charges in MWRA Communities* 2005 – 2024

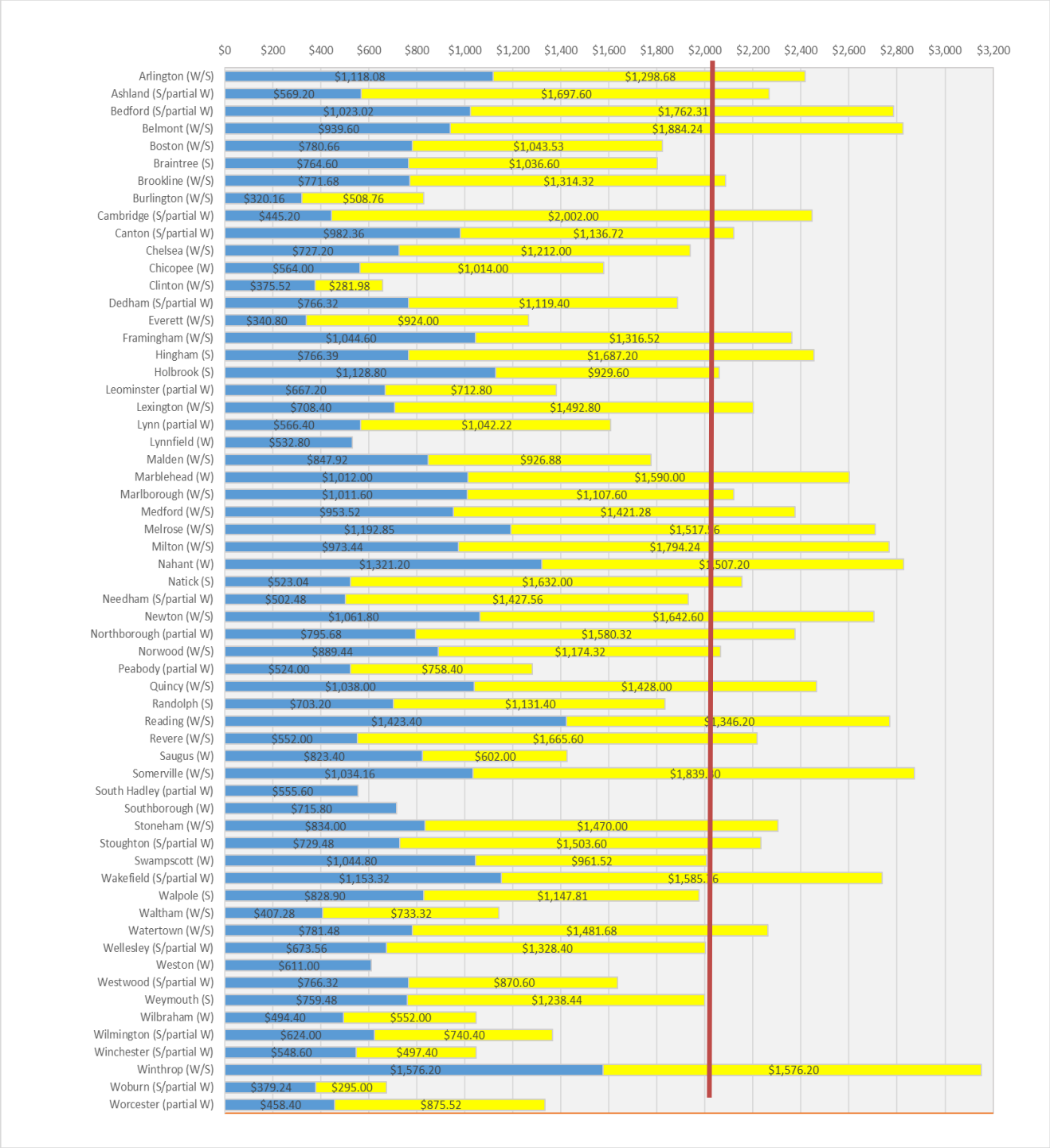
(Consumption at 120 HCF ≈ 90 kgal)



*The following communities do not provide municipal sewer services and, therefore, are not included in the averages: Lynnfield Water District, South Hadley Fire District #1, Southborough and Weston.

2024 Combined Retail Water & Sewer Community Charge Comparisons*

(Consumption at 120 HCF ≈ 90 kgal)



*The following communities do not provide municipal sewer services and, therefore, are not included in the averages: Lynnfield Water District, South Hadley Fire District #1, Southborough, and Weston.

ANNUAL WATER AND SEWER CHARGES IN COMMUNITIES RECEIVING SERVICES FROM THE MWRA 2024

	Water	Sewer
Arlington (W/S)*	$ 1,118.08	$ 1,298.68
Ashland (S/partial W)	$ 569.20	$ 1,697.60
Bedford (S/partial W)	$ 1,023.02	$ 1,762.31
Belmont (W/S)	$ 939.60	$ 1,884.24
Boston (W/S)	$ 780.66	$ 1,043.53
Braintree (S)	-	$ 1,036.60
Brookline (W/S)	$ 771.68	$ 1,314.32
Burlington (W/S)	$ 320.16	$ 508.76
Cambridge (S/partial W)	$ 445.20	$ 2,002.00
Canton (S/partial W)	$ 982.36	$ 1,136.72
Chelsea (W/S)	$ 727.20	$ 1,212.00
Chicopee (W)	$ 564.00	-
Clinton (W/S)	$ 375.52	$ 281.98
Dedham (S/partial W)	$ 766.32	$ 1,119.40
Everett (W/S)	$ 340.80	$ 924.00
Framingham (W/S)	$ 1,044.60	$ 1,316.52
Hingham (S)	-	$ 1,687.20
Holbrook (S)	-	$ 929.60
Leominster (partial W)	$ 667.20	-
Lexington (W/S)	$ 708.40	$ 1,492.80
Lynn (partial W)	$ 566.40	-
Lynnfield (W)	$ 532.80	-
Malden (W/S)	$ 847.92	$ 926.88
Marblehead (W)	$ 1,012.00	-
Marlborough (partial W)	$ 1,011.60	-
Medford (W/S)	$ 953.52	$ 1,421.28
Melrose (W/S)	$ 1,192.85	$ 1,517.56
Milton (W/S)	$ 973.44	$ 1,794.24
Nahant (W)*	$ 1,321.20	-
Natick (S)	-	$ 1,632.00
Needham (S/partial W)	$ 502.48	$ 1,427.56
Newton (W/S)	$ 1,061.80	$ 1,642.60
Northborough (partial W)	$ 795.68	-
Norwood (W/S)	$ 889.44	$ 1,174.32
Peabody (partial W)	$ 524.00	-
Quincy (W/S)	$ 1,038.00	$ 1,428.00
Randolph (S)	-	$ 1,131.40
Reading (W/S)	$ 1,423.40	$ 1,346.20
Revere (W/S)	$ 552.00	$ 1,665.60
Saugus (W)	$ 823.40	-
Somerville (W/S)	$ 1,034.16	$ 1,839.30
South Hadley (W)	$ 555.60	-
Southborough (W)	$ 715.80	-
Stoneham (W/S)	$ 834.00	$ 1,470.00
Stoughton (S/partial W)	$ 729.48	$ 1,503.60
Swampscott (W)	$ 1,044.80	-
Wakefield (S/partial W)	$ 1,153.32	$ 1,585.76
Walpole (S)	-	$ 1,147.81
Waltham (W/S)	$ 407.28	$ 733.32
Watertown (W/S)	$ 781.48	$ 1,481.68
Wellesley (S/partial W)	$ 673.56	$ 1,328.40
Weston (W)	$ 611.00	-
Westwood (S/partial W)	$ 766.32	$ 870.60
Weymouth (S)	-	$ 1,238.44
Wilbraham (W)	$ 494.40	-
Wilmington (S/partial W)	$ 624.00	$ 740.40
Winchester (S/partial W)*	$ 548.60	$ 497.40
Winthrop (W/S)	$ 1,576.20	$ 1,576.20
Woburn (S/partial W)	$ 379.24	$ 295.00
Worcester (partial W)	$ 458.40	-
AVERAGE	$784.03	$1,274.18
Percent change	5.7%	4.27%

Water and Sewer Charges are based on an annual water consumption of 120 HCF ≈ 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 2024

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)*	$1,118.08	$1,298.68	$2,416.76	3.1%
Ashland (S/partial W)	$569.20	$1,697.60	$2,266.80	6.4%
Bedford (S/partial W)	$1,023.02	$1,762.31	$2,785.33	10.9%
Belmont (W/S)	$939.60	$1,884.24	$2,823.84	6.2%
Boston (W/S)	$780.66	$1,043.53	$1,824.19	1.4%
Braintree (S)	$764.60	$1,036.60	$1,801.20	0.7%
Brookline (W/S)	$771.68	$1,314.32	$2,086.00	3.5%
Burlington (S/partial W)	$320.16	$508.76	$828.92	8.0%
Cambridge (S/partial W)	$445.20	$2,002.00	$2,447.20	5.2%
Canton (S/partial W)	$982.36	$1,136.72	$2,119.08	10.9%
Chelsea (W/S)	$727.20	$1,212.00	$1,939.20	1.5%
Chicopee (W)	$564.00	$1,014.00	$1,578.00	14.9%
Clinton (W/S)	$375.52	$281.98	$657.50	0.0%
Dedham (S/partial W)	$766.32	$1,119.40	$1,885.72	13.5%
Everett (W/S)	$340.80	$924.00	$1,264.80	5.1%
Framingham (W/S)	$1,044.60	$1,316.52	$2,361.12	0.0%
Hingham (S)	$766.39	$1,687.20	$2,453.59	0.0%
Holbrook (S)	$1,128.80	$929.60	$2,058.40	0.0%
Leominster (partial W)	$667.20	$712.80	$1,380.00	19.4%
Lexington (W/S)	$708.40	$1,492.80	$2,201.20	3.7%
Lynn (partial W)	$566.40	$1,042.22	$1,608.62	4.2%
Malden (W/S)	$847.92	$926.88	$1,774.80	8.0%
Marblehead (W)	$1,012.00	$1,590.00	$2,602.00	10.3%
Marlborough (partial W)	$1,011.60	$1,107.60	$2,119.20	8.5%
Medford (W/S)	$953.52	$1,421.28	$2,374.80	8.0%
Melrose (W/S)	$1,192.85	$1,517.56	$2,710.41	5.1%
Milton (W/S)	$973.44	$1,794.24	$2,767.68	6.1%
Nahant (W)*	$1,321.20	$1,507.20	$2,828.40	8.1%
Natick (S)	$523.04	$1,632.00	$2,155.04	0.0%
Needham (S/partial W)	$502.48	$1,427.56	$1,930.04	5.8%
Newton (W/S)	$1,061.80	$1,642.60	$2,704.40	2.5%
Northborough (partial W)	$795.68	$1,580.32	$2,376.00	3.9%
Norwood (W/S)	$889.44	$1,174.32	$2,063.76	6.0%
Peabody (partial W)	$524.00	$758.40	$1,282.40	0.0%
Quincy (W/S)	$1,038.00	$1,428.00	$2,466.00	9.0%
Randolph (S)	$703.20	$1,131.40	$1,834.60	0.9%
Reading (W/S)	$1,423.40	$1,346.20	$2,769.60	3.4%
Revere (W/S)	$552.00	$1,665.60	$2,217.60	4.3%
Saugus (W)	$823.40	$602.00	$1,425.40	5.6%
Somerville (W/S)	$1,034.16	$1,839.30	$2,873.46	6.6%
Stoneham (W/S)	$834.00	$1,470.00	$2,304.00	2.6%
Stoughton (S/partial W)	$729.48	$1,503.60	$2,233.08	0.0%
Swampscott (W)	$1,044.80	$961.52	$2,006.32	10.6%
Wakefield (S/partial W)	$1,153.32	$1,585.76	$2,739.08	2.5%
Walpole (S)	$828.90	$1,147.81	$1,976.71	3.5%
Waltham (W/S)	$407.28	$733.32	$1,140.60	0.0%
Watertown (W/S)	$781.48	$1,481.68	$2,263.16	7.0%
Wellesley (S/partial W)	$673.56	$1,328.40	$2,001.96	3.8%
Westwood (S/partial W)	$766.32	$870.60	$1,636.92	2.7%
Weymouth (S)	$759.48	$1,238.44	$1,997.92	3.3%
Wilbraham (W)	$494.40	$552.00	$1,046.40	0.0%
Wilmington (S/partial W)	$624.00	$740.40	$1,364.40	0.0%
Winchester (S/partial W)*	$548.60	$497.40	$1,046.00	10.4%
Winthrop (W/S)	$1,576.20	$1,576.20	$3,152.40	4.0%
Woburn (S/partial W)	$379.24	$295.00	$674.24	0.0%
Worcester (partial W)	$458.40	$875.52	$1,333.92	3.0%
AVERAGE	$796.66	$1,220.85	$2,017.50	4.89%

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 2024
Next adjustment scheduled:	July 2025
Fund:	Enterprise
0 – 10 HCF	$2.84/HCF
10 – 20 HCF	$3.58 "
20 – 30 HCF	$4.32 "
31 – 100 HCF	$4.91 "
101 – 200 HCF	$6.81 "
>200 HCF	$7.73 "
Billing Frequency:	Monthly

Residential Sewer Rates:	
Last adjusted:	July 2024
Next adjustment scheduled:	July 2025
Fund:	Enterprise
0 – 10 HCF	$7.70/HCF
10 – 20 HCF	$ 10.08 "
20 – 30 HCF	$ 11.57 "
31 – 100 HCF	$ 12.98 "
101 – 200 HCF	$ 15.35 "
>200 HCF	$ 16.26 "
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 2023
Water	$340.80	5.19%
Sewer	$924.00	5.05%
Combined	**$1,264.80**	**5.08%**

Annual Cost Based on
Local, State & Federal Data
(61.3 HCF – See Appendix C for Data & Calc.)

Water	$174.09
Sewer	$472.01
Combined	**$646.10**

Additional Information Provided by Community

Water

Everett provides a 15% discount on the water portion of bills for senior citizens and individuals with disabilities. FY25 water operating expenses are approximately $2.44M, with 6% of bills liened. The town has not experienced revenue shortfalls, and unaccounted-for water is 9%. A universal rate structure applies to all users, and no affordability measures are in place.

Sewer

Everett does not offer sewer bill discounts. FY25 sewer operating expenses are $200K, with water and sewer combined into a single bill. Sewer charges are based on water usage, and secondary irrigation meters are not allowed. Capital needs for the next five years are undetermined, as planning is still in progress.

Stormwater

Everett has not conducted a stormwater capital needs analysis. Annual operations and maintenance costs for catch basin cleaning are approximately $130K. The town has not considered establishing a stormwater utility and relies on existing mechanisms for cost recovery.

PFAS

Everett is not currently concerned about PFAS regulations and has taken no action on PFAS water settlements.

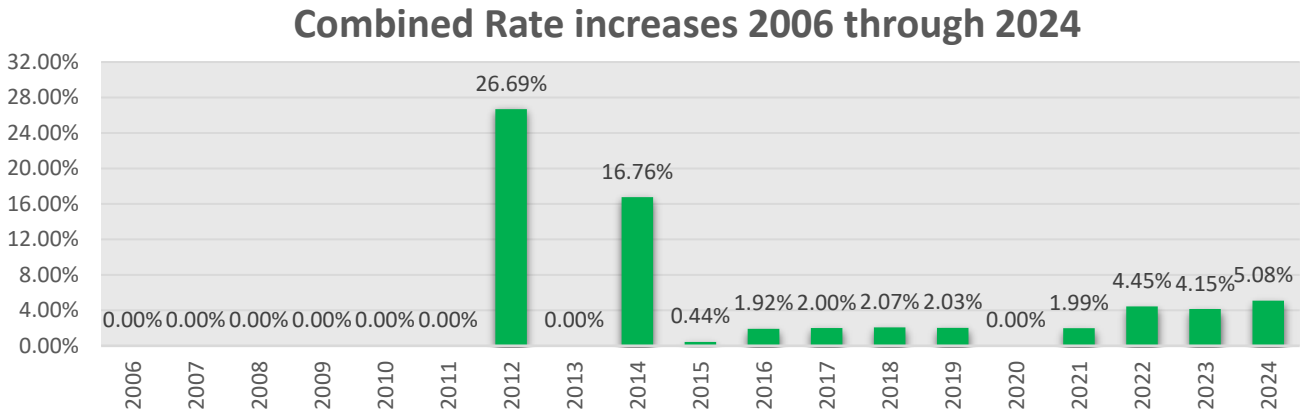
Lead & Copper Rule

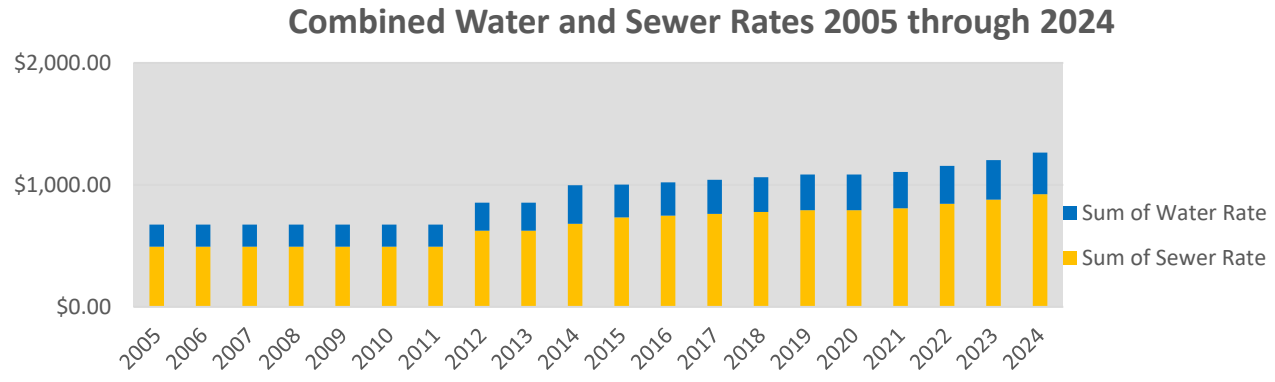
Everett identified 1,079 lead service lines, 0 galvanized requiring replacement (GRR) lines, and 1,452 unknown service lines in its EPA inventory. The city has launched a comprehensive Lead Service Replacement Program, replacing both public and private lead service lines at no cost to homeowners. An external contractor performs the replacements, overseen by an engineering consultant.

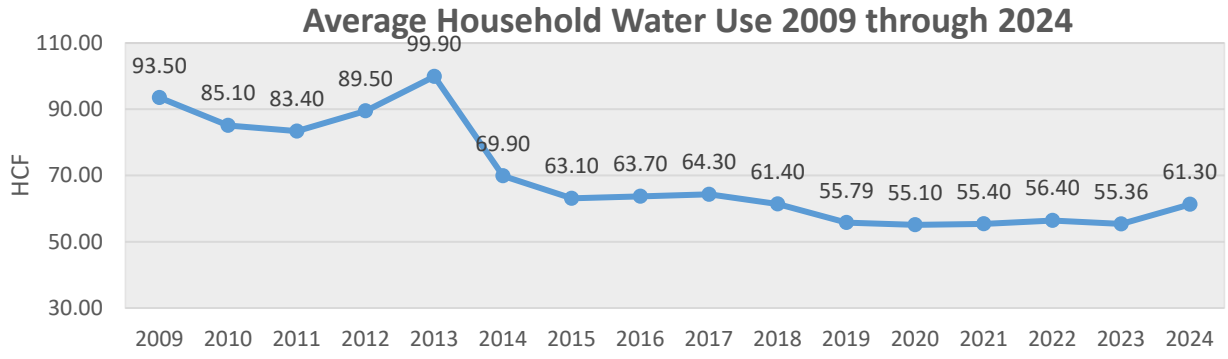
Everett (W/S)

FY 2025 MWRA Assessments			
	FY24	**FY25**	**% Change**
Water	$6,179,040	$6,856,064	11.0%
Sewer	$10,045,294	$10,362,447	3.2%
Combined	$16,224,334	$17,218,511	6.1%





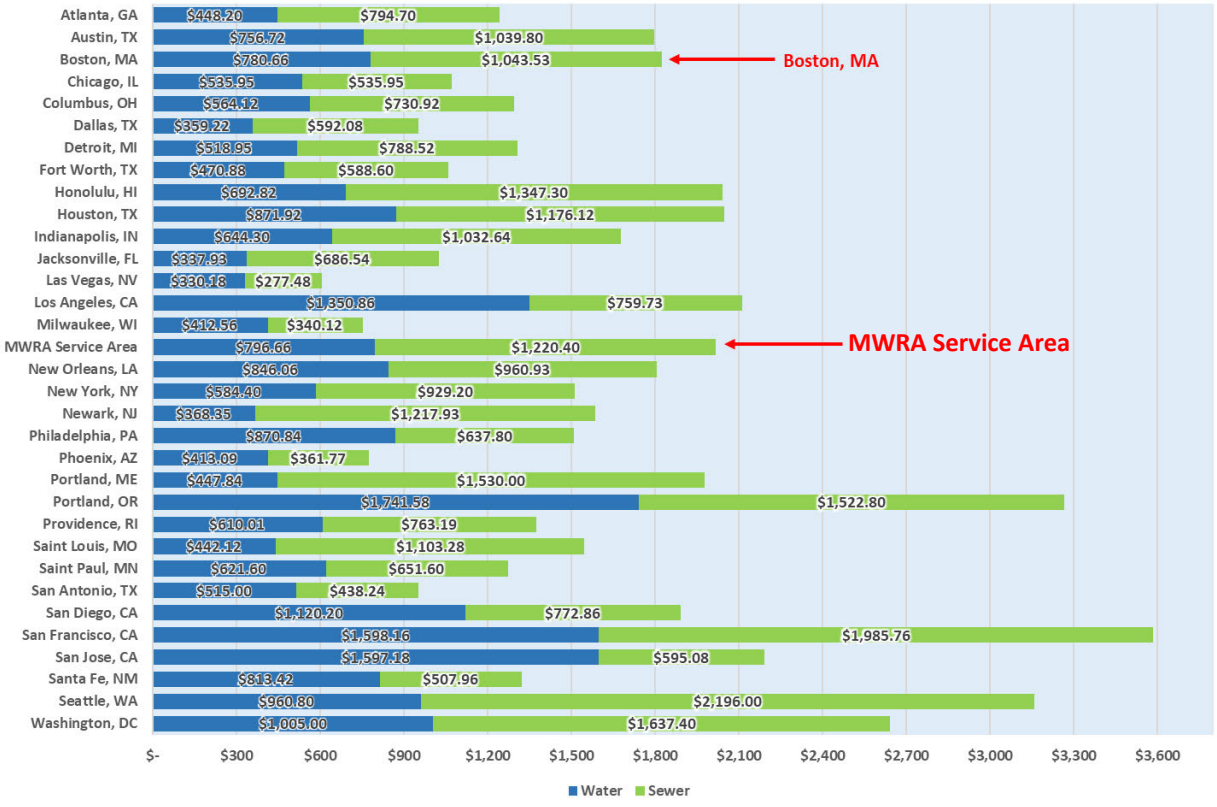




COMPARATIVE ANNUAL RESIDENTIAL WATER & SEWER CHARGES FOR MAJOR UNITED STATES CITIES
2024

	Water	Sewer	Combined	Change
Atlanta, GA	$448.20	$794.70	$1,242.90	5.0%
Austin, TX	$756.72	$1,039.80	$1,796.52	9.9%
Boston, MA	$780.66	$1,043.53	$1,824.19	1.4%
Chicago, IL	$535.95	$535.95	$1,071.90	2.6%
Columbus, OH	$564.12	$730.92	$1,295.04	2.4%
Dallas, TX	$359.22	$592.08	$951.30	1.3%
Detroit, MI	$518.95	$788.52	$1,307.47	3.2%
Fort Worth, TX	$470.88	$588.60	$1,059.48	2.6%
Honolulu, HI	$692.82	$1,347.30	$2,040.12	11.4%
Houston, TX	$871.92	$1,176.12	$2,048.04	3.3%
Indianapolis, IN	$644.30	$1,032.64	$1,676.94	-0.3%
Jacksonville, FL	$337.93	$686.54	$1,024.46	0.0%
Las Vegas, NV	$330.18	$277.48	$607.66	5.7%
Los Angeles, CA	$1,350.86	$759.73	$2,110.59	17.7%
Milwaukee, WI	$412.56	$340.12	$752.68	1.4%
MWRA Service Area	$796.66	$1,220.40	$2,017.05	5.1%
New Orleans, LA	$846.06	$960.93	$1,806.99	0.0%
New York, NY	$584.40	$929.20	$1,513.60	8.5%
Newark, NJ	$368.35	$1,217.93	$1,586.28	4.3%
Philadelphia, PA	$870.84	$637.80	$1,508.64	14.7%
Phoenix, AZ	$413.09	$361.77	$774.85	5.8%
Portland, ME	$447.84	$1,530.00	$1,977.84	1.2%
Portland, OR	$1,741.58	$1,522.80	$3,264.38	5.4%
Providence, RI	$610.01	$763.19	$1,373.20	1.4%
Saint Louis, MO	$442.12	$1,103.28	$1,545.40	11.5%
Saint Paul, MN	$621.60	$651.60	$1,273.20	7.0%
San Antonio, TX	$515.00	$438.24	$953.24	0.7%
San Diego, CA	$1,120.20	$772.86	$1,893.06	5.7%
San Francisco, CA	$1,598.16	$1,985.76	$3,583.92	5.2%
San Jose, CA	$1,597.18	$595.08	$2,192.26	8.8%
Santa Fe, NM	$813.42	$507.96	$1,321.38	0.0%
Seattle, WA	$960.80	$2,196.00	$3,156.80	2.6%
Washington, DC	$1,005.00	$1,637.40	$2,642.40	6.6%
AVERAGE	$737.11	$919.43	$1,656.53	

Water and sewer charges based on an annual water consumption of 120 HCF ≈ 90 kgal
Note: MWRA Service Area averages exclude non-sewered communities.



APPENDIX A

2023 WATER & SEWER RETAIL RATE INFORMATION

NOTE: The Advisory Board endeavors to portray the most accurate information possible at time of print. As a result, some 2023 rates and calculations may differ from the information published in the 2023 Retail Rate Survey to reflect more accurate information obtained since that time.

****Revised to remove sewer only communities from water section****

ANNUAL WATER AND SEWER CHARGES IN COMMUNITIES RECEIVING SERVICES FROM THE MWRA 2023

	Water	Sewer
Arlington (W/S)*	$ 1,084.72	$ 1,259.32
Ashland (S/partial W)	$ 481.60	$ 1,649.60
Bedford (S/partial W)	$ 1,016.00	$ 1,496.00
Belmont (W/S)	$ 877.88	$ 1,646.48
Boston (W/S)	$ 759.15	$ 1,039.30
Braintree (S)	$ 758.60	$ 1,030.60
Brookline (W/S)	$ 745.80	$ 1,269.72
Burlington (W/S)	$ 291.60	$ 476.20
Cambridge (S/partial W)	$ 416.80	$ 1,910.40
Canton (S/partial W)	$ 773.52	$ 1,137.80
Chelsea (W/S)	$ 716.40	$ 1,194.00
Chicopee (W)	$ 564.00	-
Clinton (W/S)	$ 375.52	$ 281.98
Dedham (S/partial W)	$ 723.72	$ 937.28
Everett (W/S)	$ 324.00	$ 879.60
Framingham (W/S)	$ 1,044.60	$ 1,316.52
Hingham (S)	$ 766.39	$ 1,687.20
Holbrook (S)	$ 1,128.80	$ 929.60
Leominster (partial W)	$ 548.20	-
Lexington (W/S)	$ 708.40	$ 1,414.00
Lynn (partial W)	$ 544.80	-
Lynnfield (W)	$ 502.80	-
Malden (W/S)	$ 785.04	$ 858.24
Marblehead (W)	$ 931.00	-
Marlborough (partial W)	$ 944.40	-
Medford (W/S)	$ 882.72	$ 1,315.92
Melrose (W/S)	$ 1,062.24	$ 1,517.56
Milton (W/S)	$ 944.40	$ 1,663.68
Nahant (W)*	$ 1,226.40	-
Natick (S)	$ 523.04	$ 1,632.00
Needham (S/partial W)	$ 488.88	$ 1,334.52
Newton (W/S)	$ 1,036.00	$ 1,602.20
Northborough (partial W)	$ 781.60	-
Norwood (W/S)	$ 842.04	$ 1,105.20
Peabody (partial W)	$ 524.00	-
Quincy (W/S)	$ 952.80	$ 1,310.40
Randolph (S)	$ 697.00	$ 1,120.60
Reading (W/S)	$ 1,372.00	$ 1,307.00
Revere (W/S)	$ 529.20	$ 1,597.20
Saugus (W)	$ 776.90	-
Somerville (W/S)	$ 944.55	$ 1,751.61
South Hadley (W)	$ 567.60	-
Southborough (W)	$ 660.56	-
Stoneham (W/S)	$ 834.00	$ 1,411.20
Stoughton (S/partial W)	$ 729.48	$ 1,503.60
Swampscott (W)	$ 987.00	-
Wakefield (S/partial W)	$ 1,094.84	$ 1,577.20
Walpole (S)	$ 816.95	$ 1,092.62
Waltham (W/S)	$ 407.28	$ 733.32
Watertown (W/S)	$ 720.00	$ 1,396.00
Wellesley (S/partial W)	$ 648.96	$ 1,279.20
Weston (W)	$ 554.00	-
Westwood (S/partial W)	$ 723.72	$ 870.60
Weymouth (S)	$ 708.24	$ 1,225.72
Wilbraham (W)	$ 494.40	-
Wilmington (S/partial W)	$ 624.00	$ 740.40
Winchester (S/partial W)*	$ 393.20	$ 454.20
Winthrop (W/S)	$ 1,516.20	$ 1,516.20
Woburn (S/partial W)	$ 379.24	$ 295.00
Worcester (partial W)	$ 453.60	-
AVERAGE	$745.18	$1,221.98
Percent change	6.2%	6.13%

Water and Sewer Charges are based on an annual water consumption of 120 HCF ≈ 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 2023

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)*	$1,084.72	$1,259.32	$2,344.04	3.6%
Ashland (S/partial W)	$481.60	$1,649.60	$2,131.20	0.0%
Bedford (S/partial W)	$1,016.00	$1,496.00	$2,512.00	9.2%
Belmont (W/S)	$877.88	$1,646.48	$2,524.36	0.0%
Boston (W/S)	$759.15	$1,039.30	$1,798.45	1.3%
Braintree (S)	$758.60	$1,030.60	$1,789.20	2.2%
Brookline (W/S)	$745.80	$1,269.72	$2,015.52	4.2%
Burlington (S/partial W)	$291.60	$476.20	$767.80	5.0%
Cambridge (S/partial W)	$416.80	$1,910.40	$2,327.20	5.4%
Canton (S/partial W)	$773.52	$1,137.80	$1,911.32	5.9%
Chelsea (W/S)	$716.40	$1,194.00	$1,910.40	1.5%
Chicopee (W)	$564.00	$809.15	$1,373.15	0.0%
Clinton (W/S)	$375.52	$281.98	$657.50	0.0%
Dedham (S/partial W)	$723.72	$937.28	$1,661.00	2.3%
Everett (W/S)	$324.00	$879.60	$1,203.60	4.2%
Framingham (W/S)	$1,044.60	$1,316.52	$2,361.12	0.0%
Hingham (S)	$766.39	$1,687.20	$2,453.59	16.2%
Holbrook (S)	$1,128.80	$929.60	$2,058.40	13.2%
Leominster (partial W)	$548.20	$607.60	$1,155.80	0.0%
Lexington (W/S)	$708.40	$1,414.00	$2,122.40	9.4%
Lynn (partial W)	$544.80	$999.60	$1,544.40	4.0%
Malden (W/S)	$785.04	$858.24	$1,643.28	2.9%
Marblehead (W)	$931.00	$1,428.00	$2,359.00	1.2%
Marlborough (partial W)	$944.40	$1,009.20	$1,953.60	0.0%
Medford (W/S)	$882.72	$1,315.92	$2,198.64	9.0%
Melrose (W/S)	$1,062.24	$1,517.56	$2,579.80	3.5%
Milton (W/S)	$944.40	$1,663.68	$2,608.08	8.0%
Nahant (W)*	$1,226.40	$1,389.60	$2,616.00	-9.2%
Natick (S)	$523.04	$1,632.00	$2,155.04	6.0%
Needham (S/partial W)	$488.88	$1,334.52	$1,823.40	2.6%
Newton (W/S)	$1,036.00	$1,602.20	$2,638.20	3.5%
Northborough (partial W)	$781.60	$1,505.08	$2,286.68	4.0%
Norwood (W/S)	$842.04	$1,105.20	$1,947.24	7.8%
Peabody (partial W)	$524.00	$758.40	$1,282.40	29.7%
Quincy (W/S)	$952.80	$1,310.40	$2,263.20	4.7%
Randolph (S)	$697.00	$1,120.60	$1,817.60	1.8%
Reading (W/S)	$1,372.00	$1,307.00	$2,679.00	0.2%
Revere (W/S)	$529.20	$1,597.20	$2,126.40	4.2%
Saugus (W)	$776.90	$573.16	$1,350.06	4.2%
Somerville (W/S)	$944.55	$1,751.61	$2,696.16	7.2%
Stoneham (W/S)	$834.00	$1,411.20	$2,245.20	3.2%
Stoughton (S/partial W)	$729.48	$1,503.60	$2,233.08	22.3%
Swampscott (W)	$987.00	$826.72	$1,813.72	2.5%
Wakefield (S/partial W)	$1,094.84	$1,577.20	$2,672.04	2.7%
Walpole (S)	$816.95	$1,092.62	$1,909.58	9.1%
Waltham (W/S)	$407.28	$733.32	$1,140.60	1.6%
Watertown (W/S)	$720.00	$1,396.00	$2,116.00	15.6%
Wellesley (S/partial W)	$648.96	$1,279.20	$1,928.16	3.8%
Westwood (S/partial W)	$723.72	$870.60	$1,594.32	2.4%
Weymouth (S)	$708.24	$1,225.72	$1,933.96	4.4%
Wilbraham (W)	$494.40	$552.00	$1,046.40	6.1%
Wilmington (S/partial W)	$624.00	$740.40	$1,364.40	0.0%
Winchester (S/partial W)*	$393.20	$454.20	$847.40	6.3%
Winthrop (W/S)	$1,516.20	$1,516.20	$3,032.40	6.8%
Woburn (S/partial W)	$379.24	$295.00	$674.24	0.0%
Worcester (partial W)	$453.60	$841.92	$1,295.52	1.8%
AVERAGE	$757.60	$1,161.92	$1,919.52	5.50%

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).

APPENDIX B

SECOND METER INFORMATION AND GLOSSARY

SECOND METER INFORMATION:

	Number	Percent
MWRA or partially supplied communities utilizing second meters to adjust water bills	YES: 38 NO: 22	YES: 63.3% NO: 36.7%

Ashland (S/partial W)	Yes	Arlington (W/S)*	No
Bedford (S/partial W)	Yes	Braintree (S)	No
Belmont (W/S)	Yes	Clinton (W/S)	No
Boston (W/S)	Yes	Everett (W/S)	No
Brookline (W/S)	Yes	Hingham (S)	No
Burlington (S/partial W)	Yes	Holbrook (S)	No
Cambridge (S/partial W)	Yes	Lynnfield (W)	No
Canton (S/partial W)	Yes	Malden (W/S)	No
Chelsea (W/S)	Yes	Northborough (partial W)	No
Chicopee (W)	Yes	Randolph (S)	No
Dedham (S/partial W)	Yes	Reading (W/S)	No
Framingham (W/S)	Yes	Somerville (W/S)	No
Leominster (partial W)	Yes	South Hadley (W)	No
Lexington (W/S)	Yes	Southborough (W)	No
Lynn (partial W)	Yes	Stoughton (S/partial W)	No
Marblehead (W)	Yes	Wakefield (S/partial W)	No
Marlborough (partial W)	Yes	Weston (W)	No
Medford (W/S)	Yes	Weymouth (S)	No
Melrose (W/S)	Yes	Wilmington (S/partial W)	No
Milton (W/S)	Yes	Winchester (S/partial W)*	No
Nahant (W)*	Yes	Winthrop (W/S)	No
Natick (S)	Yes	Woburn (S/partial W)	No
Needham (S/partial W)	Yes		
Newton (W/S)	Yes		
Norwood (W/S)	Yes		
Peabody (partial W)	Yes		
Quincy (W/S)	Yes		
Revere (W/S)	Yes		
Saugus (W)	Yes		
Stoneham (W/S)	Yes		
Swampscott (W)	Yes		
Walpole (S)	Yes		
Waltham (W/S)	Yes		
Watertown (W/S)	Yes		
Wellesley (S/partial W)	Yes		
Westwood (S/partial W)	Yes		
Wilbraham (W)	Yes		
Worcester (partial W)	Yes		

GLOSSARY:

ABBREVIATIONS/DESIGNATIONS

- (W/S) = MWRA Water and Sewer Community
- (W) = MWRA Water Only Community
- (S) = MWRA Sewer Only Community
- CF = Cubic Foot
- HCF = Hundred Cubic Feet
- 1 HCF = 100 Cubic Feet = 748 Gallons
- kgal = 1,000 gallons
- n/a = No answer

All of the information cited below is taken directly from *Massachusetts Water Resources Authority Technical Assistance Program: Municipal Water and Sewer Rate Making, A Guide for Local Officials.* May, 1989.

DEBT EXCLUSION
A referendum to increase the levy limit by the amount of principal and interest payable each year on specific long-term bonds issued by a community; this exclusion remains in effect for the life of the debt only.

WATER AND SEWER WHOLESALE CHARGES
Within the MWRA service area, these are the charges that are made by the MWRA to each community for the total amount of water and/or sewer treatment service, which is provided to that community for a fiscal year; MWRA wholesale charges constitute one component of each community's total water and sewer service costs.

WATER AND SEWER RETAIL CHARGES
User charges which are billed to specific properties by a municipality or public utility for the provision of water and sewer service; these charges are generally billed periodically during the year and are generally based on the metered flow of water into each property; also known as "retail rates."

GENERAL FUND - *7 water, 6 sewer (full and partial MWRA communities)*
General fund accounting for water and sewer operations is typically the most understood accounting support alternative. This option does not require adoption of any legislation. Essentially, water and sewer expenditure and revenue accounts exist with the general fund along with other community financial activity. No segregation of utility costs and revenues is provided for. General fund accounting is on the budgetary (cash) basis and period-end or year-end reporting is on the modified accrual basis.

SPECIAL REVENUE FUND - *3 water, 3 sewer (full and partial MWRA communities)*
A special revenue fund is defined as "a fund used to account for the proceeds of specific revenue sources (other than expendable trusts or major capital projects) that are legally restricted to expenditure for specified purposes".

Special revenue fund accounting provides for segregation of water/sewer costs and revenues from other municipal financial activity.

Like the general fund, special revenue fund accounting is on the budgetary (cash) basis and financial reporting is on the modified accrual basis.

ENTERPRISE FUND - *51 water, 47 sewer (full and partial MWRA Communities)*
A fund established to account for operations financed and operated in a manner similar to private business enterprises. In this instance the governing body intends that costs (expenses, including depreciation) of providing goods or services to the general public on a continuing basis be recovered primarily through user charges.

A fund established because the governing body has decided that periodic determination of revenues earned, expenses incurred and/or net income is appropriate for capital maintenance, public policy management control, accountability or other purposes.

Like special revenue funds, enterprise funds allow communities to separately account for the expenditures and revenues of their water/sewer operations. Similarly, this segregated accounting provides enhanced information regarding the results of operations and facilitates rate setting and rate analyses. A community may elect to adopt enterprise fund(s) through city council or town meeting vote. Each enterprise fund must be adopted individually.

Enterprise fund accounting is generally the most complex of the accounting alternatives. Its accounting may be on the accrual basis or budgetary (cash) basis. Reporting, however, should be on the accrual basis. Accordingly, if accounting is on the budgetary basis, year-end accrual adjustments will be required to attain accrual basis reporting. These year-end accrual adjustments will generally include:

- Fixed asset capitalization and related depreciation
- Pension liabilities
- Sick, vacation and other compensated absences
- Revenue
- Contributed capital
- Other year-end accruals

APPENDIX C

2023 Community Water Use Data

Local, State, & Federal Data

	A	B	C	D	E	F
Community	Annual Residential Water Use (million gallons) [1]	Population [2]	Annual Per Capita Water Use (gallons)	Average Household Size [2]	Annual Household Water Use (gallons)	Annual Household Water Use (hcf)
Data Source / Calculation	Public Water Supply Annual Statictical Report *		Calculation C = A/B	2020 US Census	Calculation E= C x D	Calculation F = E /748
Arlington	720.5	46,308	15,559	2.24	34,853	46.6
Ashland	327.3	18,832	17,378	2.59	45,010	60.2
Bedford	281.8	14,383	19,593	2.50	48,981	65.5
Belmont	523.0	27,295	19,162	2.54	48,671	65.1
Boston	9,125.0	675,647	13,506	2.26	30,523	40.8
Braintree	753.8	39,143	19,258	2.56	49,301	65.9
Brookline	1,266.2	63,191	20,037	2.27	45,484	60.8
Burlington	419.7	26,377	15,912	2.64	42,009	56.2
Cambridge	1,721.9	118,403	14,543	2.00	29,086	38.9
Canton	458.1	22,453	20,403	2.54	51,823	69.3
Chelsea	627.4	40,787	15,383	2.92	44,919	60.1
Chicopee	1,075.3	55,560	19,353	2.28	44,126	59.0
Clinton	303.8	15,428	19,694	2.32	45,689	61.1
Dedham/Westwood	824.8	41,630	19,812	2.57	50,917	68.1
Everett	843.4	49,075	17,187	2.67	45,888	61.3
Framingham	1,234.7	72,362	17,063	2.47	42,145	56.3
Hingham 4	743.4	45,339	16,397	2.46	40,338	53.9
Holbrook	161.8	11,405	14,189	2.62	37,175	49.7
Leominster	555.8	43,782	12,694	2.41	30,592	40.9
Lexington	751.0	34,454	21,797	2.68	58,416	78.1
Lynn	1,760.0	101,253	17,382	2.69	46,758	62.5
Lynnfield Water District 3	100.6	4,820	20,877	2.77	57,830	77.3
Malden	1,170.1	66,263	17,658	2.50	44,146	59.0
Marblehead	475.9	20,441	23,279	2.42	56,336	75.3
Marlborough	547.2	41,793	13,094	2.46	32,212	43.1
Medford	930.8	59,659	15,603	2.38	37,135	49.6
Melrose	493.1	29,817	16,539	2.38	39,363	52.6
Milton	547.9	28,630	19,136	2.75	52,623	70.4
Nahant	87.7	3,334	26,317	2.18	57,370	76.7
Natick	648.1	37,006	17,513	2.44	42,731	57.1
Needham	785.0	32,091	24,460	2.72	66,532	88.9
Newton	2,040.8	88,923	22,950	2.50	57,375	76.7
Northborough	198.4	13,524	14,671	2.73	40,050	53.5
Norwood	534.4	31,611	16,906	2.37	40,066	53.6
Peabody	968.4	54,481	17,775	2.38	42,304	56.6
Quincy	1,248.7	101,636	12,286	2.24	27,521	36.8
Randolph	664.0	34,984	18,980	2.75	52,195	69.8
Reading	426.0	25,518	16,693	2.64	44,069	58.9
Revere	764.6	62,186	12,295	2.52	30,984	41.4
Saugus	563.2	25,826	21,806	2.55	55,605	74.3
Somerville	1,211.4	81,045	14,947	2.29	34,229	45.8
South Hadley FD #1 3	271.4	15,100	17,973	2.25	40,438	54.1
Southborough 3	209.3	10,609	19,730	2.89	57,020	76.2
Stoneham	446.1	23,244	19,192	2.36	45,294	60.6
Stoughton	458.6	29,281	15,663	2.59	40,568	54.2
Swampscott	328.6	15,111	21,744	2.46	53,491	71.5
Wakefield	546.7	27,090	20,181	2.47	49,848	66.6
Walpole	457.5	26,383	17,342	2.69	46,649	62.4
Waltham	1,133.7	65,218	17,383	2.28	39,633	53.0
Watertown	648.0	35,329	18,343	2.15	39,438	52.7
Wellesley	640.7	29,550	21,683	2.78	60,279	80.6
Weston	384.3	11,851	32,428	2.82	91,447	122.3
Weymouth	963.6	57,437	16,777	2.37	39,762	53.2
Wilbraham	252.3	8,998	28,037	2.63	73,736	98.6
Wilmington	418.0	23,349	17,902	2.93	52,454	70.1
Winchester	517.0	22,970	22,508	2.75	61,896	82.7
Winthrop	327.8	19,316	16,971	2.24	38,015	50.8
Woburn	1,311.5	40,876	32,086	2.43	77,969	104.2
Worcester	3,224.6	206,518	15,614	2.46	38,410	51.4

1 Residential usage is based primarily on total residential consumption reported by each community in their 2023 Annual Public Water Supply Annual Statistical Report filed with the Massachusetts Department of Environmental Protection.

2 Except where noted Total population and average household size for each community based on the US Census Bureau.

3 Total polulation based on the Annual Public Water Supply Annual Statistical Report filed with the Massachusetts Department of Environmental Protection.
4 Based on the Annual Public Water Supply Annual Statistical Report for Hingham and Hull combined.

APPENDIX D

FINAL MWRA
FISCAL YEAR 2025 BILLABLE
WATER AND SEWER CHARGES

MASSACHUSETTS WATER RESOURCES AUTHORITY
FINAL FY25 BILLABLE WATER AND SEWER CHARGES

MWRA Customer	Final FY24 Water Assessment	Final FY25 Water Assessment	Percent Change from FY24	Final FY24 Sewer Assessment	Final FY25 Sewer Assessment	Percent Change from FY24	Final FY24 Combined Assessment	Final FY25 Combined Assessment	Dollar Change from FY24	Percent Change from FY24
ARLINGTON	5,723,767	5,700,350	-0.4%	9,375,412	9,492,790	1.3%	15,099,179	15,193,140	93,961	0.6%
ASHLAND	0	0	-	2,924,453	2,975,664	1.8%	2,924,453	2,975,664	51,211	1.8%
BEDFORD	0	0	0.0%	3,784,242	3,886,054	2.7%	3,784,242	3,886,054	101,812	2.7%
BELMONT	3,281,643	3,259,822	-0.7%	5,652,772	5,692,509	0.7%	8,934,415	8,952,331	17,916	0.2%
BOSTON (BWSC)	101,284,742	109,867,908	8.5%	148,321,901	150,037,179	1.2%	249,606,643	259,905,087	10,298,444	4.1%
BRAINTREE	0	0	0.0%	10,766,148	10,613,254	-1.4%	10,766,148	10,613,254	-152,894	-1.4%
BROOKLINE	8,536,286	8,373,742	-1.9%	13,902,081	13,457,245	-3.2%	22,438,367	21,830,987	-607,380	-2.7%
BURLINGTON	1,668,047	2,637,231	58.1%	6,153,342	6,231,204	1.3%	7,821,389	8,868,435	1,047,046	13.4%
CAMBRIDGE	0	0	0.0%	30,213,141	31,407,738	4.0%	30,213,141	31,407,738	1,194,597	4.0%
CANTON	2,490,180	2,745,413	10.2%	5,085,296	5,157,794	1.4%	7,575,476	7,903,207	327,731	4.3%
CHELSEA	5,466,192	5,851,930	7.1%	9,640,943	9,894,333	2.6%	15,107,135	15,746,263	639,128	4.2%
DEDHAM	0	0	0.0%	6,409,056	6,319,318	-1.4%	6,409,056	6,319,318	-89,738	-1.4%
DEDHAM-WESTWOOD WATER DISTRICT	670,890	909,823	35.6%	0	0	0.0%	670,890	909,823	238,933	35.6%
EVERETT	6,179,040	6,856,064	11.0%	10,045,294	10,362,447	3.2%	16,224,334	17,218,511	994,177	6.1%
FRAMINGHAM	9,526,952	9,692,961	1.7%	14,213,653	14,830,822	4.3%	23,740,605	24,523,783	783,178	3.3%
HINGHAM SEWER DISTRICT	0	0	0.0%	2,172,503	2,165,417	-0.3%	2,172,503	2,165,417	-7,086	-0.3%
HOLBROOK	0	0	0.0%	2,028,551	2,122,461	4.6%	2,028,551	2,122,461	93,910	4.6%
LEXINGTON	8,832,742	8,432,204	-4.5%	8,861,891	9,153,352	3.3%	17,694,633	17,585,556	-109,077	-0.6%
LYNN (LWSC)	133,677	163,485	22.3%	0	0	0.0%	133,677	163,485	29,808	22.3%
LYNNFIELD WATER DISTRICT	945,917	919,790	-2.8%	0	0	0.0%	945,917	919,790	-26,127	-2.8%
MALDEN	8,565,543	9,497,417	10.9%	14,777,974	14,576,224	-1.4%	23,343,517	24,073,641	730,124	3.1%
MARBLEHEAD	3,130,039	3,043,998	-2.7%	0	0	0.0%	3,130,039	3,043,998	-86,041	-2.7%
MARLBOROUGH	7,138,193	7,379,850	3.4%	0	0	0.0%	7,138,193	7,379,850	241,657	3.4%
MEDFORD	7,823,249	8,041,818	2.8%	13,530,297	14,191,728	4.9%	21,353,546	22,233,546	880,000	4.1%
MELROSE	3,520,729	3,865,069	9.8%	7,002,292	6,926,272	-1.1%	10,523,021	10,791,341	268,320	2.5%
MILTON	4,176,564	4,046,121	-3.1%	6,314,438	6,786,934	7.5%	10,491,002	10,833,055	342,053	3.3%
NAHANT	592,489	567,027	-4.3%	0	0	0.0%	592,489	567,027	-25,462	-4.3%
NATICK	0	0	0.0%	6,408,947	6,648,860	3.7%	6,408,947	6,648,860	239,913	3.7%
NEEDHAM	1,887,130	1,212,985	-35.7%	7,084,841	7,445,411	5.1%	8,971,971	8,658,396	-313,575	-3.5%
NEWTON	14,430,518	15,254,114	5.7%	23,540,735	24,471,190	4.0%	37,971,253	39,725,304	1,754,051	4.6%
NORTHBOROUGH	1,476,411	1,550,117	5.0%	0	0	0.0%	1,476,411	1,550,117	73,706	5.0%
NORWOOD	4,646,813	4,735,735	1.9%	9,252,685	9,377,625	1.4%	13,899,498	14,113,360	213,862	1.5%
PEABODY	3,952,791	2,323,753	-41.2%	0	0	0.0%	3,952,791	2,323,753	-1,629,038	-41.2%
QUINCY	14,041,679	14,668,740	4.5%	23,052,419	23,271,259	0.9%	37,094,098	37,939,999	845,901	2.3%
RANDOLPH	0	0	0.0%	7,144,574	7,343,719	2.8%	7,144,574	7,343,719	199,145	2.8%
READING	2,826,508	2,854,927	1.0%	5,245,406	5,198,653	-0.9%	8,071,914	8,053,580	-18,334	-0.2%
REVERE	6,411,786	6,555,178	2.2%	12,448,042	12,651,589	1.6%	18,859,828	19,206,767	346,939	1.8%
SAUGUS	5,446,924	5,363,922	-1.5%	0	0	0.0%	5,446,924	5,363,922	-83,002	-1.5%
SOMERVILLE	9,500,557	10,694,450	12.6%	17,759,770	17,561,095	-1.1%	27,260,327	28,255,545	995,218	3.7%
SOUTHBOROUGH	1,202,081	1,086,340	(0)	0	0	0	1,202,081	1,086,340	(115,741)	(0)
STONEHAM	3,617,722	3,671,848	1.5%	5,906,212	6,085,041	3.0%	9,523,934	9,756,889	232,955	2.4%
STOUGHTON	103,566	97,985	-5.4%	5,714,438	5,752,600	0.7%	5,818,004	5,850,585	32,581	0.6%
SWAMPSCOTT	2,610,031	2,496,307	-4.4%	0	0	0.0%	2,610,031	2,496,307	-113,724	-4.4%
WAKEFIELD	3,337,730	3,304,401	-1.0%	6,826,973	6,791,838	-0.5%	10,164,703	10,096,239	-68,464	-0.7%
WALPOLE	0	0	0.0%	4,614,313	4,670,240	1.2%	4,614,313	4,670,240	55,927	1.2%
WALTHAM	11,996,268	12,987,389	8.3%	14,796,930	15,008,366	1.4%	26,793,198	27,995,755	1,202,557	4.5%
WATERTOWN	4,202,656	4,583,303	9.1%	7,004,552	7,277,190	3.9%	11,207,208	11,860,493	653,285	5.8%
WELLESLEY	4,211,496	3,262,215	-22.5%	6,630,804	7,020,669	5.9%	10,842,300	10,282,884	-559,416	-5.2%
WESTON	2,867,622	2,462,486	-14.1%	0	0	0.0%	2,867,622	2,462,486	-405,136	-14.1%
WESTWOOD	0	0	0.0%	3,249,150	3,171,027	-2.4%	3,249,150	3,171,027	-78,123	-2.4%
WEYMOUTH	0	0	0.0%	14,230,541	14,167,109	-0.4%	14,230,541	14,167,109	-63,432	-0.4%
WILMINGTON	1,145,370	484,407	-57.7%	3,173,321	3,341,156	5.3%	4,318,691	3,825,563	-493,128	-11.4%
WINCHESTER	2,356,818	2,034,253	-13.7%	4,875,271	5,385,020	10.5%	7,232,089	7,419,273	187,184	2.6%
WINTHROP	1,865,387	2,127,216	14.0%	3,978,407	4,029,198	1.3%	5,843,794	6,156,414	312,620	5.3%
WOBURN	5,851,127	5,715,234	-2.3%	10,478,117	11,159,078	6.5%	16,329,244	16,874,312	545,068	3.3%
TOTAL	**$299,675,872**	**$311,379,328**	**3.9%**	**$534,592,128**	**$544,108,672**	**1.8%**	**$834,268,000**	**$855,488,000**	**$21,220,000**	**2.5%**

(1) Some communities receive partial water or sewer services from MWRA.

FY2026 Water & Sewer Enterprise Fund Capital Budget – Executive Summary

- The total proposed Capital Plan for the City of Everett's Enterprise Funds for FY26 is $6,729,800. However, the total amount proposed for borrowing is $6,224,800.
- The Enterprise Fund's Capital Plan for FY26 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.

FY26 Enterprise Fund CIP – Funding Sources

FY26 Enterprise Fund CIP – funded from sale of bonds

• Water Main replacement (MWRA's LWSAP program)	$ 629,800
• Commercial Triangle	$ 1,200,000
• Boston Street Improvements	$ 1,500,000
• Sewer Inflow and Infiltration (I/I) projects (MWRA's I/I program)	$ 1,770,000
• MWRA Lead Program	$ 1,125,000
TOTAL ~ BONDING:	**$ 6,224,800**

FY26 Enterprise Fund CIP – funded from operating budget

• Replacement of Fire Hydrants (operating budget appropriation)	$ 25,000
• Storm Water Improvements	$ 105,000
TOTAL ~ OPERATING FUNDS:	**$ 130,000**

FY26 Enterprise Fund CIP – funded from Grants

• MWRA Lead Program (MWRA Grant)	$ 375,000

FY26 Operating Impact of Water & Sewer Capital Improvement Project

Description	Cost	Funding	Impact on Operating Budget
Sewer Inflow/Infiltration projects	**$1,770,000**	**Bonding through MWRA's Lead program (0% interest loan program)**	**No impact on FY26 budget.** **Estimated debt payments of $177K per year starting in FY27 and ending in FY36**
Boston Street Improvements	**$1,500,000**	**Bonding**	**No impact on FY26 budget.** **Estimate debt payments of $150k per year starting In FY27 and ending in FY436**
Commercial Triangle Water Improvements	**$1,200,000**	**Bonding**	**No impact on FY26 budget.** **Estimate debt payments of $120k per year staring in FY27 and ending in FY36**
Rehabilitation of Water Mains	**$629,800**	**Bonding through MWRA's LWSAP program (0% interest loan program)**	**No impact on FY26 budget.** **Estimated debt payments of $63k per year starting in FY27 and ending in FY36**
Replacement of Fire Hydrants	**$25,000**	**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 FY26 budget.** **Estimated debt payment of $112k per year starting in FY26 and ending in FY36**

Goals Determination and Links to Strategic Goals

All Water & Sewer Capital Improvements Projects are **Recurring** and focused on maintaining and improving critical utility assets in order to preserve service reliability, comply with state and federal regulations and protect public safety. Investments are prioritized to align with City's strategic goals for public safety, asset management, environmental compliance and resilient infrastructure.

Everett Debt Service Projection

FY2026 Projects - Water/Sewer Enterprise Fund

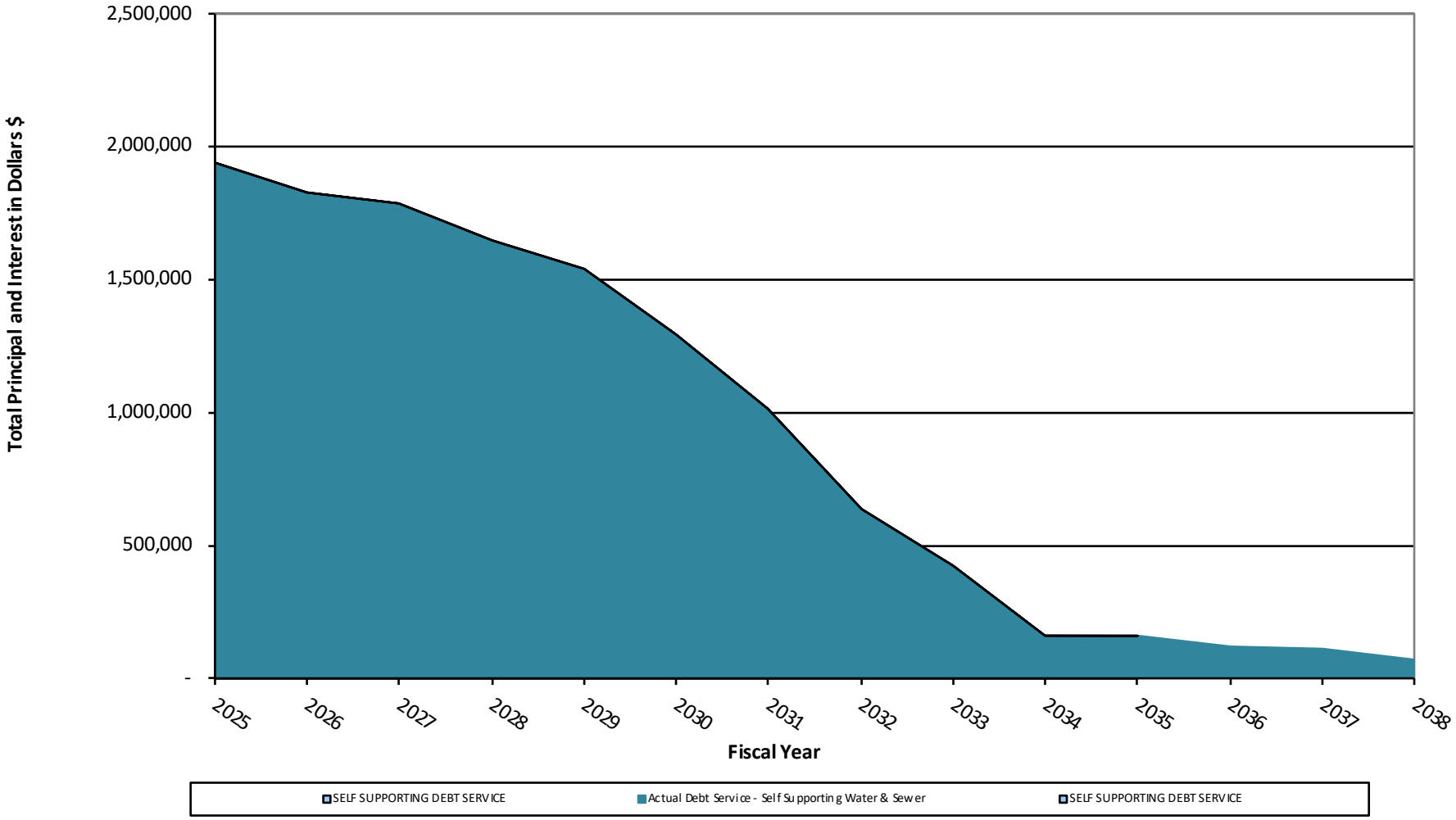
	Yrs.	2.00%	Projected Bond Interest Rate						
Public Buildings, Facilities and Infrastructure				**FY27**	**FY28**	**FY29**	**FY30**	**FY31**	**TOTAL**
Water Main Replacement (MWRA's LWSAP program)	10	$ 629,800	Principal		62,980	62,980	62,980	62,980	629,800
			Interest	6,298	11,966	10,707	9,447	8,187	69,278
Sewer Inflow and Infiltration (MWRA's I/I program)	10	$ 1,770,000	Principal		177,000	177,000	177,000	177,000	1,770,000
			Interest	17,700	33,630	30,090	26,550	23,010	194,700
MWRA Lead Program	10	$ 1,125,000	Principal		112,500	112,500	112,500	112,500	1,125,000
			Interest	11,250	21,375	19,125	16,875	14,625	123,750
Commercial Triangle Water Improvements	10	$ 1,200,000	Principal		120,000	120,000	120,000	120,000	1,200,000
			Interest	12,000	22,800	20,400	18,000	15,600	132,000
Boston Street Improvements	10	$ 1,500,000	Principal		150,000	150,000	150,000	150,000	1,500,000
			Interest	22,500	28,500	25,500	22,500	19,500	172,500
SUBTOTAL: Public Bldgs, Facilities, and Infrastructure		**$ 6,224,800**	Principal	-	622,480	622,480	622,480	622,480	6,224,800
			Interest	69,748	118,271	105,822	93,372	80,922	692,228
GRAND TOTAL		**$ 6,224,800**	Principal	-	622,480	622,480	622,480	622,480	6,224,800
			Interest	69,748	118,271	105,822	93,372	80,922	692,228

Long Term Debt Scheulde as of June 30, 2024
City of Everett, Massachusetts

Actual Debt Service - Self Supporting Water & Sewer

Date of Issue	Purpose	Type of Payment	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	Total
12/14/06	MWPAT CW-02-31 (I)	**Principal**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6/6/12	MWPAT CW-08-14 (I) Revised	**Principal**	9,913	10,108	10,306	10,509	10,716	10,926	11,142	-	-	-	-	-	-	-	73,621
		Interest	1,373	1,173	969	761	549	332	111	-	-	-	-	-	-	-	5,268
5/22/13	MWPAT CW-10-20 (I)	**Principal**	145,432	148,593	151,823	155,122	158,494	161,938	165,458	169,054	172,728	-	-	-	-	-	1,428,642
		Interest	28,573	25,664	22,692	19,656	16,553	13,384	10,145	6,836	3,455	-	-	-	-	-	146,957
12/20/13	Water Meters 1 (O)	**Principal**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/6/14	Residential Water Meters (OSS)	**Principal**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/6/14	Water Main Replacement (OSS)	**Principal**	100,000	100,000	100,000	100,000	100,000	-	-	-	-	-	-	-	-	-	500,000
		Interest	15,875	12,875	9,875	6,750	3,500	-	-	-	-	-	-	-	-	-	48,875
2/6/14	Water System Repairs (OSS)	**Principal**	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11/17/14	MWRA Water (O)	**Principal**	100,000	-	-	-	-	-	-	-	-	-	-	-	-	-	100,000
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
1/7/15	MCWT CW-10-20-A	**Principal**	32,494	33,200	33,922	34,659	35,412	36,182	36,969	37,772	38,593	39,432	40,289	-	-	-	398,924
		Interest	7,978	7,329	6,665	5,986	5,293	4,585	3,861	3,122	2,366	1,594	806	-	-	-	49,585
2/18/16	Enterprise Departmental Equipment (I)	**Principal**	30,000	30,000	-	-	-	-	-	-	-	-	-	-	-	-	60,000
		Interest	2,400	1,200	-	-	-	-	-	-	-	-	-	-	-	-	3,600
9/12/16	MWRA Water (O)	**Principal**	100,000	100,000	100,000	-	-	-	-	-	-	-	-	-	-	-	300,000
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9/12/16	MWRA Sewer (I)	**Principal**	35,525	35,525	35,525	-	-	-	-	-	-	-	-	-	-	-	106,575
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/28/17	Sewer illicit Connections Infrastructure (I)	**Principal**	4,000	4,000	4,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	-	42,000
		Interest	1,609	1,409	1,209	1,009	889	769	679	589	499	405	308	206	105	-	9,683
2/28/17	Elton & Tremont Drainage Improvements (I)	**Principal**	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	9,000	9,000	9,000	9,000	-	126,000
		Interest	4,728	4,228	3,728	3,228	2,828	2,428	2,128	1,828	1,528	1,215	923	619	315	-	29,719
4/13/17	MCWT CW-14-24 (I)	**Principal**	23,511	24,022	24,544	25,077	25,622	26,179	26,748	27,329	27,923	28,530	29,150	29,784	30,431	-	348,850
		Interest	6,977	6,507	6,026	5,535	5,034	4,521	3,998	3,463	2,916	2,358	1,787	1,204	609	-	50,936
11/13/17	MWRA Water (O)	**Principal**	94,100	94,100	94,100	94,100	-	-	-	-	-	-	-	-	-	-	376,400
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5/3/18	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	65,000	910,000
		Interest	36,806	33,556	30,306	27,056	23,806	21,206	18,606	16,006	13,406	10,806	8,694	6,581	4,388	2,194	253,419
12/3/18	MWRA Water (O)	**Principal**	100,000	100,000	100,000	100,000	100,000	-	-	-	-	-	-	-	-	-	500,000
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4/4/19	Vactor Truck (O)	**Principal**	40,000	40,000	40,000	40,000	40,000	-	-	-	-	-	-	-	-	-	200,000
		Interest	9,600	7,600	5,600	3,600	1,600	-	-	-	-	-	-	-	-	-	28,000
12/2/19	MWRA Water I (O)	**Principal**	122,130	122,130	122,130	122,130	122,130	122,130	-	-	-	-	-	-	-	-	732,780
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12/2/19	MWRA Water II (O)	**Principal**	100,000	100,000	100,000	100,000	100,000	100,000	-	-	-	-	-	-	-	-	600,000
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6/1/20	MWRA Water (O)	**Principal**	50,000	50,000	50,000	50,000	50,000	50,000	-	-	-	-	-	-	-	-	300,000
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6/15/20	MCWT CW-18-14-A (I)	**Principal**	4,227	4,319	4,413	4,509	4,607	4,707	-	-	-	-	-	-	-	-	26,783
		Interest	536	451	365	276	186	94	-	-	-	-	-	-	-	-	1,908
2/8/21	MWRA Water (O)	**Principal**	152,890	152,890	152,890	152,890	152,890	152,890	152,890	-	-	-	-	-	-	-	1,070,230
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2/8/21	MWRA Sewer (I)	**Principal**	60,270	60,270	60,270	60,270	60,270	60,270	60,270	-	-	-	-	-	-	-	421,890
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5/10/21	MWRA Water (O)	**Principal**	150,000	150,000	150,000	150,000	150,000	150,000	150,000	-	-	-	-	-	-	-	1,050,000
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6/20/22	MWRA Sewer (O)	**Principal**	63,755	63,755	63,755	63,755	63,755	63,755	63,755	63,755	-	-	-	-	-	-	510,040
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6/20/22	MWRA Water (O)	**Principal**	150,000	150,000	150,000	150,000	150,000	150,000	150,000	150,000	-	-	-	-	-	-	1,200,000
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6/12/23	MWRA Water Bonds	**Principal**	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	-	-	-	-	-	720,000
		Interest	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Self Supporting Debt Service																	
	Outstanding Principal		1,823,247	1,727,912	1,702,678	1,571,021	1,481,896	1,246,978	975,232	605,910	397,244	144,962	146,439	106,784	107,431	65,000	12,102,735
	Outstanding Interest		116,455	101,991	87,434	73,857	60,238	47,319	39,528	31,843	24,170	16,379	12,517	8,611	5,416	2,194	627,950
	Total Outstanding Long-Term Debt Service		1,939,702	1,829,903	1,790,113	1,644,879	1,542,134	1,294,296	1,014,760	637,753	421,414	161,341	158,956	115,395	112,847	67,194	12,730,685

City of Everett, Massachusetts
Existing Net Debt Service - Water & Sewer Debt



ECTV ENTERPRISE FUND

ECTV (Everett Cable Television) Enterprise Fund

This was a new enterprise fund added in our FY2020 Budget as required by 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."

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.

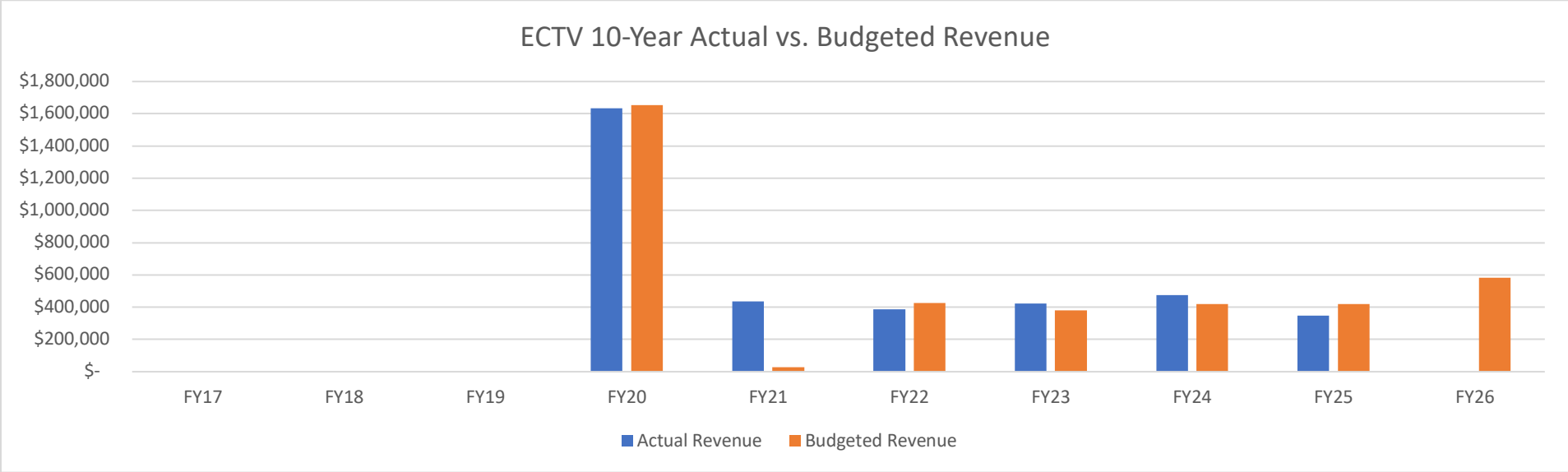
The city or town shall include in its tax levy for the fiscal year the amount appropriated for the total expenses of the enterprise and an estimate of the income to be derived by the operations of the enterprise. If the estimated income is less than the total appropriation, the difference shall be added 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.

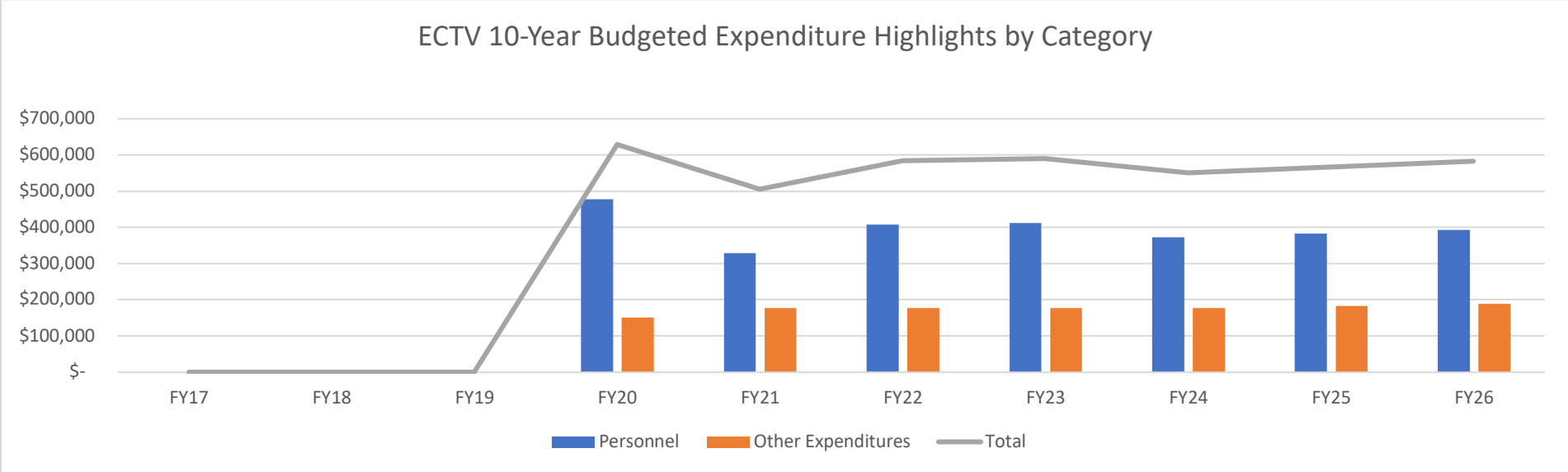
If during a fiscal year the enterprise produces a surplus, such surplus shall be kept in such separate reserve fund and used for the purposes provided therefor in this section.

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.

ECTV Revenue and Expenditure Highlights (Infographics)





Everett Community Television (ECTV)



Everett Community Television (ECTV) is the City of Everett's municipal media and communication department, responsible for managing public, educational, and government access channels in partnership with the local cable system. ECTV serves as a vital communication bridge between City Hall and the community, supporting transparency, accessibility and civic engagement. The department manages digital media platforms, and provides live coverage of city meetings and events, while also supporting emergency communications and community-driven productions.

Mission Statement

To foster the development of community access television in Everett in some of the following ways:

• Presenting information that will expand citizen awareness of city government and non-profit organizations that provide necessary services to all citizens of the City of Everett.

• Expanding resident access to city programs and services utilizing our network.

• Strengthening emergency communications in the city.

Significant Budget & Staffing Changes for FY 2026

In fiscal year 2026, ECTV plans on utilizing professional services to expand communication outreach, using freelance contractors and working to create several opportunities that necessitate an uptick in operating funding. We also hope to invest in a new website for the city that would offer greater ease of use and accessibility. ECTC/Communications will seek to fill its open Administrative Assistant role with a Local 25-member adept at certain social media/graphics tools and ideally that speak/read/write a second language.
We anticipate slight cost increases for Broadcast services, significant in comparison to previous years.

FY2025: Accomplishments

- ECTV/Communications has continued to find ways to reach a greater number of Everett's diverse residents through greater consideration of accessibility needs and through targeted outreach. This includes, for example, a highly successful tour of City Hall run in conjunction with *La Comunidad*. Our Social Network following has continued to grow and diversify and Comms continues to drive a greater number of residents and visitors toward participating in city-led events. Further, social media and awareness during public safety events/inclement weather has been rapid and accurate, providing the public with assured communications they can trust. The department has also partnered with other departments to secure language interpretation services for city meetings.
- The department also launched a new city-wide newsletter spotlighting events, developments, and members of the local community.
- Our production value remains above standard, and we have made necessary investments with tech partners to ensure that issues can be cleared up in short order.
  ECTV has continued its tradition of hosting Holiday and Seasonal Public Events, and are now able to broadcast live from location for those with limited mobility and access.
  ECTV/Comms has also invested significant time in nurturing relationships with the press to enhance media coverage for the city, particularly around significant new developments (such as the proposed New England Revolution stadium).
- Internally, the Director has also introduced greater professionalization to the department through weekly planning meetings and monthly 1-on-1 professional development meetings with staff to ensure team culture is consistent with greater productivity, creativity, and a harmonious work environment. Additionally, Comms has introduced internal communication tools in an effort to give the public more notice for events and opportunities.
- ECTV has broadened our media outreach to almost every major online viewing platform, with far less broadcast/ streaming issues then previous years.
- We have upgraded our Council Chambers to allow better connectivity to accessibility devices and translation services.

FY2026: Goals & Objectives

1. **Goal: Enhance Digital Accessibility and Resident Engagement.**

Objective: 1) Collaborate with other city departments to develop the new city website featuring multilingual support, AI-powered chatbots, and user-friendly interfaces to improve access to services. 2) Expend outreach to Everett's diverse population through television and social media to ensure residents are aware that ECTV is a resource available to them.
3) Launch an awareness campaign to promote ECTV's offerings and recruit new producers, particularly those that can speak to Everett's diverse residents.



2. **Goal: Support and Promote Community Events**.

Objective: 1) Plan and execute major city events such as the annual Christmas tree lighting and fourth of July fireworks celebration. 2) Partner with departments like Planning, DEI, and YDE to publicize and support city programs and community events.

3. **Goal: Improve Facility Operations and Public Access.**

Objective: 1) Upgrade studio lighting system to meet current industry standards. 2) Evaluate and repair the HVAC system to ensure equipment preservation and a safe studio environment, including regulated temperatures for video servers. 3) Expand public access by offering studio availability during select evenings and weekends to better accommodate the public.

4. **Goal: Invest in Production and Educational Tools.**

Objective: 1) Acquire video and audio editing software license to distribute on 6 Apple IPAD Devices, this will assist in teaching and demonstrations. Software included but not limited to, Final Cut, Adobe CC, Luma-Fusion, & Procreate. 2) Executive-produce four new public access programs to air between 7am-12pm. Programming will include: exercise program for older adults, a mindfulness and mental health series, a nutrition and wellness segment, a strength and fitness program targeting younger audience.

5. **Goal: Expend Live Broadcasting Capabilities.**

Objective: Acquire a dedicated mobile hotspot for ECTV (currently live on location is determined by device availability at EPL) to allow reliable live broadcasts.







Performance Measures

Outcomes and Performance Measurers	Actual FY2023	Actual FY2024	Estimate FY2025	Estimate FY2026
Regular Meetings Held	26	24	23	23
Sub-Committee Meetings Held	30	30	32	32

How FY2026 Departmental Goals Relate to City's Overall Long- & Short-Term Goals

ECTV Government Access overall goal continues to be to improve the communication and transparency between members of the community, businesses and interest and Everett City Hall. Through television, web, robocalls, Soofa messages, and other ad-hoc communication methods, the department is committed to reaching the whole of Everett.
ECTV Public Access overall goal is to increase community membership, program enrollment, and in studio member led productions.
Offering workshops on media trends, and creating a viable vocation network that will allow members to become and stay active in the broadcast field.

City of Everett

Everett Budget Council Summary Report

FY26 ECTV Budget

169 - ECTV Account Number	Account Description	FY2024 Expended	FY2025 Budget	FY2025 Expended	FY2026 Requested	FY2026 Mayor Recommended	FY2026 Council Approved
PERSONNEL							
59-169-5170-5111	SALARIES	$294,517.63	$305,382.00	$227,750.48	**$319,231.00**	**$317,420.00**	**$317,420.00**
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	$0.00	$6,000.00	$0.00	**$6,000.00**	**$6,000.00**	**$6,000.00**
59-169-5170-5143	LONGEVITY	$1,450.00	$1,450.00	$0.00	**$0.00**	**$0.00**	**$0.00**
PERSONNEL Total:		**$295,967.63**	**$382,832.00**	**$227,750.48**	**$395,231.00**	**$393,420.00**	**$393,420.00**
EXPENSES							
59-169-5170-5302	PROFESSIONAL SERVICES	$3,984.75	$22,000.00	$13,903.10	**$25,000.00**	**$25,000.00**	**$25,000.00**
59-169-5170-5340	TELECOMMUNICATIONS	$7,687.73	$10,000.00	$2,982.25	**$10,500.00**	**$10,500.00**	**$10,500.00**
59-169-5170-5420	OFFICE SUPPLIES	$149.82	$4,000.00	$432.40	**$4,000.00**	**$4,000.00**	**$4,000.00**
59-169-5170-5510	PROFESSIONAL DEVELOPMENT	$3,590.27	$10,000.00	$0.00	**$7,000.00**	**$7,000.00**	**$7,000.00**
59-169-5170-5700	OTHER CHARGES & EXPENSES	$526.66	$6,000.00	$142.57	**$6,000.00**	**$6,000.00**	**$6,000.00**
59-169-5170-5721	OFFICIAL PUBLIC EVENTS	$0.00	$60,000.00	$13,317.21	**$63,000.00**	**$63,000.00**	**$63,000.00**
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	$76,170.47	$70,000.00	$23,071.80	**$72,000.00**	**$72,000.00**	**$72,000.00**
EXPENSES Total:		**$92,109.70**	**$183,000.00**	**$53,849.33**	**$188,500.00**	**$188,500.00**	**$188,500.00**
CAPITAL IMPROVEMENTS							
CAPITAL IMPROVEMENTS Total:		**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**
169 ECTV Total:		**$388,077.33**	**$565,832.00**	**$281,599.81**	**$583,731.00**	**$581,920.00**	**$581,920.00**
ECTV Total:		**$388,077.33**	**$565,832.00**	**$281,599.81**	**$583,731.00**	**$581,920.00**	**$581,920.00**
Grand Total:		**$388,077.33**	**$565,832.00**	**$281,599.81**	**$583,731.00**	**$581,920.00**	**$581,920.00**

169	ECTV									
	PERSONNEL SERVICES									
						FY26	FY26			FY26
					FY25	DEPT	MAYOR		FY26	MAYOR
			CLASS/		F T E	F T E	F T E	FY25	DEPT	& Council
DEPT	POSITION		STEP	HOURS	STAFF	REQ	REC	APPROPRIATION	REQUEST	REC
59-169-5170-5111	Communications Director [1]	Keith Sonia	UNCL	35	0	0	0	$0	$0	$0
59-169-5170-5143	Communications Director	Keith Sonia	Longevity					$0	$0	$0
59-169-5170-5111	Station Manager / Producer [2]	Akinyele Staples	UNCL	35	1	1	1	$90,178	$94,687	$92,883
59-169-5170-5111	ECTV Coordinator [3]	Robert Barrett	UNCL	35	1	1	1	$79,568	$83,546	$83,546
59-169-5170-5111	Administrative Assistant [3]	Vacant	A-6U/8	35	1	1	1	$70,766	$72,889	$72,889
59-169-5170-5143	Administrative Assistant		Longevity					$1,450	$0	$0
59-169-5170-5111	Communications Specialist [3]	Ron Colman	UNCL	35	1	1	1	$63,654	$66,837	$66,837
					4	4	4			
169	ECTV TOTAL									
							Salary (5111)	$305,382	$319,231	$317,420
							Benefits (5122)	$70,000	$70,000	$70,000
							Overtime (5130)	$6,000	$6,000	$6,000
							Longevity (5143)	$1,450	$0	$0
							Personnel Total:	**$382,832**	**$395,231**	**$393,420**
Notes to Budget										
[1] Entire salary moved to the Mayor's Office in FY25.										
[2] 3% COLA increase										
[3] 5% salary adjustment										
[4] Local 25 Clerical union 3% increase in anticipation of a new contract.										

(169) ECTV - Notes to Budget

	FY25 Budget	FY26 Request	$ +/-	% +/-	
Personnel Services					
Salaries	305,382	317,420	12,038	4%	Communications Director salary charged 100% to the Mayor's Office. 3% COLA on Manager's position; 5% salary adjustment for Robert Barret & Ron Coleman; 3% increase for Local 25 member in anticipation of a new contract.
Operating Benefits	70,000	70,000	0	0%	Employee benefits reimbursements to City
Overtime	6,000	6,000	0	0%	As needed.
Longevity	1,450	0	(1,450)	-100%	N/A with current staff
Total Personnel Services	**$382,832**	**$393,420**	**$10,588**	**3%**	
General Operating Expenses					
Professional Services	22,000	25,000	3,000	14%	Contractual services as needed. Adequate software licenses, payment for programs needed to develop programming on ECTV.
Official Public Events	60,000	63,000	3,000	100%	Event production and enhancement: Audio & Lighting services, equipment rental, stage décor, entertainment, fireworks displays, live bands etc., for the purposes of enhancing the quality of the content that is recorded and later broadcast on ECTV public access channels.
Telecommunications	10,000	10,500	500	5%	Comcast.
Office Supplies	4,000	4,000	0	0%	For general office supplies, mostly from WB Mason.
Professional Development	10,000	7,000	(3,000)	-30%	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 & Membership Fees	1,000	1,000	0	0%	Local access channels
Operating Production	70,000	72,000	2,000	3%	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	**$183,000**	**$188,500**	**$5,500**	**3%**	
Capital Improvements					
Technology Upgrades	$0	$0	0	100%	
Total	**$565,832**	**$581,920**	**$16,088**	**3%**	

CAPTITAL IMPROVEMENT PROJECTS

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 – FY2026 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 FY2026 capital budget is focused on overhauling and renovating aging public buildings and facilities, 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.

FY2026 Capital Improvement Program (CIP) – Highlights of Proposed CIP and FY2026 Capital Budget

For FY2026, 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 FY2026 include, but are not limited to, the following:

- New vehicles and equipment for the Police Department
- Police Department building improvements and gym equipment replacement
- Replacement of Parking Enforcement vehicles
- Replacement of City Services vehicles
- New vehicles and equipment for the Fire Department
- Replacement of Inspectional Services vehicles
- Replacement of City voting machines
- Replacement of School Department vehicles
- Replacement of City and School Information Technology and Network Infrastructure systems
- Stage Improvements for the Whittier, Parlin and Lafayette Schools

- Everett High School Control Room and Auditorium Improvements

Proposed capital projects include, but are not limited to the following:

- Armory Renovations
- Chelsea Street Park Construction
- Chelsea Street Dog Park Design
- Lafayette Park and Tot Lot Design and Construction
- City Hall Feasibility Study and Improvements
- Bouvier Building Improvements
- Commercial Triangle Improvements and Drainage
- Bus Lane Improvements
- Waterfront Improvements
- Floating Dock
- Gateway Park Boardwalk
- Glenwood Cemetery Improvements

Further, with regards to the City's infrastructure, the City is estimating $700,000 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 FY2026 Capital Improvement Budget will be included in your binders.

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 $25,000 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.

FY2026 CIP – General Fund: Executive Summary

- The total proposed Capital Plan for the City of Everett for FY25 is $ 46,220,793
- The total amount proposed for borrowing is $ 41,315,721
- 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.

FY26 CIP – Funding Sources

FY26 CIP – funded from operating budget:

• I.T. - Replacement of City Technology Systems	$	35,000
• Police Equipment Portable Radios	$	51,000
TOTAL ~ OPERATING BUDGET:	**$**	**86,000**

FY26 CIP – funded from grants and other available funds:

• City Services – Full-depth re-pavement program (Ch. 90)	$	700,000
• Commercial Triangle Drainage	$	1,155,000
• Armory Improvements	$	500,000
TOTAL ~ GRANTS and OTHER FINANCIAL SOURCES:	**$**	**2,355,000**

FY26 CIP – funded from Capital Improvement Stabilization fund:

• Police – Non-Administrative Vehicles (Patrol Division)	$	155,000
• Police – Non-Administrative Vehicles (Parking Division)	$	70,000
• Police – Administrative Vehicles	$	90,000
• Police – Portable Radios	$	75,000
• Police – Vehicle Computers	$	100,000
• Police – Fully Upfitted Vehicles	$	312,000
• Police – M4 Patrol Rifles & Less-Lethal Shotguns	$	45,000
• Police – Building Improvements (Accreditation)	$	57,000
• Police – Animal Control Vehicle	$	80,000
• Police – Gym Equipment	$	50,000
• Police – Body Armor	$	26,300
• Police – Taser Upgrades	$	82,800
• E911 – Antenna Replacement for Radio Sites	$	30,000
• E911- Replacement of Bapern Repeater	$	60,000

• Facilities Maintenance – Transit Van	$ 52,000
• Inspectional Services – Ford F150	$ 43,000
• Inspectional Services – Vehicles	$ 70,000
• Fire Department – Administration Vehicles (3)	$ 186,000
• Fire Department – Reporting Software	$ 74,900
• Fire Department – Computer Automated Dispatch	$ 133,072
• Fire Department – Turnout Gear	$ 65,000
• Human Resources – Recruiting and Hiring Software	$ 50,000
• ECTV – Website Updates	$ 27,000
• City Hall – Feasibility Study	$ 100,000
• Municipal Building Improvement Study	$ 200,000
• Stadium Relocation Project	$ 50,000
• Planning – Truck for City Arborist	$ 60,000
• Elections – Voting Machines	$ 90,000
• Keverian – Scoreboard Sign	$ 30,000
TOTAL ~ CAPITAL IMPROVEMENT STABILIZATION FUND:	**$ 2,464,072**

FY25 CIP – funded from anticipated Bond Authorization:

Vehicles and Equipment:

• City Services – F450 Dump Truck with Plow/Sander	$ 78,000
• City Services – Two (2) F350 Pickup Trucks	$ 45,000
• City Services – Front End Loader	$ 284,000
• City Services – Ford F350 w/ Plows & Sanders	$ 195,000
• City Services – Ford F550 Dump Truck	$ 95,000
• City Services – Ford Versalift Bucket Truck	$ 149,721
• Inspectional Services – Citywide Signs	$ 100,000
• EHS Control Room Improvements	$ 200,000
• EHS Media Truck	$ 250,000
• Whittier Stage Improvements	$ 125,000
• Lafayette Stage Improvements	$ 200,000
• Parlin Stage Improvements	$ 450,000
• EHS Auditorium Projector, Lights & Sound	$ 400,000
• EPS Network Infrastructure Modernization	$ 4,000,000
• EPS Information Technology Infrastructure	$ 200,000
• EPS Update Floor Plans	$ 80,000
SUB-TOTAL ~ VEHICLES AND EQUIPMENT:	**$ 6,851,721**

Parks and Open Space:

• Citywide – Design and Refurbish Tot Lots	$ 700,000
• Everett Waterfront Improvements	$ 1,334,000
• Glenwood Cemetery Improvements	$ 500,000
• Bouvier Building	$ 1,000,000
• Planning – Floating Dock	$ 1,000,000
• Chelseas Street Park Construction	$ 945,000
• Planning – Gateway Park Boardwalk	$ 1,500,000
• Lafayette Tot Lot	$ 1,100,000
• Lafayette Park Design & Construction	$ 150,000
• Chelsea Street Dog Park Design	$ 600,000
• Engineering – Stadium Retaining Wall	$ 3,000,000
SUB-TOTAL ~ PARKS AND OPEN SPACE:	**$ 11,829,000**

FY26 CIP – funded from anticipated Bond Authorization (continued):

Public Buildings and Facilities:

• City Hall Improvements	$ 200,000
• Armory Renovations	$ 1,500,000
• New Stadium Design and Construction	$ 50,000
• Police Station Design and Construction	$ 125,000
• Planning – Energy Efficiency Upgrades for Buildings	$ 500,000
• Planning – Boat House	$ 1,500,000
• Replacement of Police Department Roof	$ 300,000
• EHS Lighting and Control System	$ 225,000
• EHS Stage Replacement and Orchestra Pit	$ 750,000
• EHS Main Stairs	$ 200,000
• EPS Districtwide Shades	$ 500,000
• EPS Districtwide Doors	$ 500,000
• Parlin School Carpeting	$ 400,000
• EPS Admin Building Parking Lot	$ 150,000
• Keverian School – AACU 1	$ 335,000
• Keverian Fence	$ 150,000
• Keverian Library Improvements	$ 500,000
• English School 1st Floor Repairs	$ 250,000
• Existing Stadium Building	$ 250,000
• Whittier School Gym Storage & Office Space	$ 80,000
• Recreation Center	$ 250,000

• EHS Crimson Café/Gym/Library Improvements	$ 300 000
• English School Chiller	$ 550,000
• Parlin Schol Wall ACs	$ 250,000
SUB-TOTAL ~ PUBLIC BUILDINGS AND FACILITIES:	**$ 9,815,000**

Roadway Infrastructure/Surface Enhancements:

• Street and Sidewalk Repairs	$ 3,000,000
• Complete Streets	$ 1,000,000
• Bus Lane Improvements	$ 2,000,000
• Ferry & Elm Improvements	$ 500,000
• Elton & Tremont Phase 2	$ 100,000
• Commercial Triangle Improvements	$ 250,000
• Coburn Terrace Improvements	$ 500,000
• Hancock Design & Construction	$ 2,000,000
• Stormwater – Kelvin Street Outfall	$ 1,000,000
• Citywide Drainage	$ 125,000
• Commercial Triangle Drainage	$ 2,345,000
SUB-TOTAL ~ Roadway Infrastructure:	**$ 12,820,000**
BOND AUTHORIZATION ~ GRAND TOTAL:	**$41,315,721**

Capital Improvement Projects (CIP) Selection and Prioritization

Purpose

The Capital Improvement Program (CIP) is Everett's 5-year plan for financing major infrastructure, facility, and equipment investments.
It provides a transparent framework for identifying community needs, ranking projects, and determining how the City will finance them while maintaining long-term financial sustainability.

Project Submission

Each year department heads submit their capital needs to the Budget Director, including a description, estimated costs, proposed funding sources (grants – if available).
These requests reflect all known needs of the City at the time of the submission.

Internal Review and Financial Planning

The Mayor and Chief Financial Officer (CFO) review all departmental requests. The CFO prepares a five-year financial plan showing how City could fund all requested projects if every proposal was approved, including potential debt issuance, grant opportunities, and other financing strategies.
This plan provides a starting point for decision making and illustrates the City's overall capital capacity.

Evaluation and Scoring

To ensure consistency and transparency, each project is evaluated against a set of criteria:

- Health & Safety – Urgency or repairs or risk reduction.
- Regulatory Compliance – Need to meet state and federal mandates.
- Financial Impact – projects with grants are given a priority; for all other evaluation of external funding, effect of debt levels, and potential cost savings.
- Strategic Alignment – Support Citywide priorities.
- Operating Impact – Estimated future effect on operating budget.
- Readiness – Planning status, design completion, timely implementation.

Prioritization

Throughout the year, projects are prioritized based on evaluation results, the necessity of absolute repairs, and opportunities to leverage grants.
This ensures that limited capital funds are directed to the most urgent and cost-effective needs.

Public and Council Review

The recommended Capital Improvement Projects (CIP) are submitted to the City Council for approval.
Projects are reviewed in the Ways and Means Committee meetings, which are open to public and broadcast thru Everett Community Television (ECTV).
These hearings give both the Administration and the public the opportunity to comment before the final plan is adopted.

Funding Sources and Debt Management

For each approved project, funding source is identified with references to the City's formal debt policy and legal debt limits. New borrowing (if needed) must remain within prudent parameters and maintain Everett's strong credit rating.

Operating Impact

The Capital Improvement Projects (CIP) include a brief analysis of future operating costs or savings.

Monitoring and Reporting

The CIP is updated annually to reflect changes in project scope, cost, or financing.

Summary

This structured process ensures that capital investments are strategic, financially responsible, and publicly vetted, aligning City's limited resources with the most urgent priorities while meeting GFOA best practice standards for capital planning and budgeting.

City of Everett
Five Year Capital Improvement Plan - General Fund
Fiscal Years 2025 - 2029

CAPITAL REQUEST	FUNDING SOURCE	FY25	FY 2026	FY 2027	FY 2028	FY 2029
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 Stabilization**	140,000	155,000	155,000	155,000	155,000
Police - Administrative Vehicles	**Capital Stabilization**	120,000	90,000	90,000	90,000	90,000
Police - Equipment ~ Portable Radios	**Operating Budget**	35,000	51,000	35,000	35,000	35,000
Police - Radio System	**Capital Stabilization**	-	75,000	-	-	-
Police - Vehicle Computers	**Capital Stabilization**	-	100,000	-	-	-
Police Body Armor	**Capital Stabilization**	26,300	26,300	26,300	26,300	26,300
Police Taser upgrades	**Capital Stabilization**	82,800	82,800	82,800	82,800	82,800
Police Parking Enforcement Vehicles	**Capital Stabilization**	44,000	70,000	70,000	70,000	70,000
Police - Fully Upfitted Vehicles	**Capital Stabilization**	-	312,000	-	-	-
Police - M4 Patrol Rifles & Less Lethal Shotguns	**Capital Stabilization**	-	45,000	-	-	-
Police building improvements (Accreditation)	**Capital Stabilization**	-	57,000	-	-	-
Police - Animal Control Van	**Capital Stabilization**	-	80,000	-	-	-
Police - Gym Equipment	**Capital Stabilization**	-	50,000	-	-	-
E911 Dispatch - Antenna Replacement for Radio Sites	**Capital Stabilization**	-	30,000	-	-	-
E911 Dispatch - Replacement of Bapern Repeater	**Capital Stabilization**	-	60,000	-	-	-
Fire Department - Turnout gear	**Capital Stabilization**	60,000	65,000	65,000	65,000	65,000
Fire Department - Pumper ~ Engine 3 replacement	**Bonding**	965,000	-	-	-	-
Inspectional Services Vehicles	**Capital Stabilization**	70,000	70,000	35,000	35,000	35,000
School Truck	**Bonding**	60,000	-	-	-	-
City Services - F450 Dump truck with plow/sander	**Bonding**	78,000	78,000	78,000	78,000	78,000
City Services - Two (2) F350 Pickup Trucks	**Bonding**	45,000	45,000	45,000	45,000	45,000
ISD - Citywide signs	**Bonding**	100,000	100,000	100,000	100,000	100,000
City Services - Front End Loader	**Bonding**	-	284,000	-	-	-
City Services - Ford F350 w Plows & Salters (3)	**Bonding**	-	195,000	-	-	-
City Services - Ford 550 one and one-half ton dump truck	**Bonding**	-	95,000	-	-	-
City Services - Ford 600 Versalift bucket truck	**Bonding**	-	149,721	-	-	-
Facilities Maintenance - Transit Van	**Capital Stabilization**	-	52,000	-	-	-
Inspectional Services - Ford F150	**Capital Stabilization**	-	43,000	-	-	-
Fire Department - Administration Vehicles (3)	**Capital Stabilization**	-	186,000	-	-	-
Fire Department - Reporting Software	**Capital Stabilization**	-	74,900	-	-	-
Fire Department - Computer Automated Dispatch	**Capital Stabilization**	-	133,072	-	-	-
Human Resources - AI Automated Recruiting and Hiring Software	**Capital Stabilization**	-	50,000	-	-	-
ECTV - Website Updates	**ECTV Capital**		27,000	-	-	-
Planning - Truck For City Arborist	**Capital Stabilization**	-	60,000	-	-	-
Elections - Voting Machines	**Capital Stabilization**	-	90,000	-	-	-
Milling Machine	**Bonding**	300,000	-	-	-	-
Ambulance	**Bonding**	350,000	-	-	-	-
Public Safety Radio Improvements	**Bonding**	265,000	-	-	-	-
School Servers System Wide	**Capital Stabilization**	100,000	-	-	-	-
EHS Control Room Improvements	**Bonding**	100,000	200,000	-	-	-
EHS Media Truck	**Bonding**	250,000	250,000	-	-	-
Whittier Stage Improvements	**Bonding**	85,000	125,000	-	-	-
Lafayette Stage Improvements	**Bonding**	165,000	200,000	-	-	-
Parlin Stage Improvements	**Bonding**	350,000	450,000	-	-	-
EHS Auditorium Projector, Lights & Sound	**Bonding**	-	400,000	-	-	-
EHS Digital Sign	**Capital Stabilization**	50,000	-	-	-	-
Keverian Scoreboard Sign	**Capital Stabilization**	-	30,000	-	-	-
Everett Public Schools Network Infrastructure Modernization	**Bonding**	-	4,000,000		1,000,000	1,000,000
Everett Public Schools IT Infrastructure	**Bonding**	-	200,000	200,000	200,000	200,000
Everett Public Schools Update Floor Plans	**Bonding**	-	80,000	-	-	-
Council on Aging Van	**Capital Stabilization**	50,000	-	-	-	-
Engineering vehicles (2)	**Capital Stabilization**	65,000	-	-	-	-
Subtotal: Equipment Acquisition		**$ 3,991,100**	**$ 9,051,793**	**$ 1,017,100**	**$ 2,017,100**	**$ 2,017,100**

City of Everett
Five Year Capital Improvement Plan - General Fund
Fiscal Years 2025 - 2029

CAPITAL REQUEST	FUNDING SOURCE	FY25	FY 2026	FY 2027	FY 2028	FY 2029
Land/Space Improvements & Other						
Design and Refurbish City Parks and Tot Lots - Citywide	**Bonding**	700,000	700,000	700,000	700,000	700,000
Everett Waterfront Improvements	**Bonding**	1,334,000	1,334,000	1,334,000	1,334,000	1,334,000
Glenwood Cemetery Improvements	**Bonding**	1,000,000	500,000	500,000	500,000	500,000
Stadium Turf	**Bonding**	1,400,000	-	-	-	-
Revere Beach Parkway Parkland restoration	**Bonding**	2,000,000	-	-	-	-
Everett Square improvements	**Bonding / Grants**	5,000,000	-	-	-	-
Bouvier Building	**Bonding**		1,000,000			
Planning - Floating Dock	**Bonding**	-	1,000,000			
Chelsea Street Park Construction	**Bonding**		945,000			
Planning - Gateway Park Boardwalk	**Bonding**		1,500,000			
Lafayette tot lot	**Bonding**		1,100,000			
Lafayette Park Design & Construction	**Bonding**		150,000	1,000,000		
Chelsea street dog park design	**Bonding**		600,000			
Engineering - Stadium Retaining Wall	**Bonding**	-	3,000,000	-	-	-
Northern Strand - Bike Path/Malden Trail	**Bonding**	2,000,000	-	-	-	-
Boat House	**Bonding/Potential Grant**	3,400,000	-	-	-	-
Boardwalk	**Bonding/Grant**	4,010,000	-	-	-	-
School Administration Parking Lot Improvements	**Bonding**	150,000	-	-	-	-
Subtotal: Parks and Open Space		**$ 20,994,000**	**$ 11,829,000**	**$ 3,534,000**	**$ 2,534,000**	**$ 2,534,000**
Public Buildings and Facilities						
City Hall - Improvements	**Bonding**	200,000	200,000	200,000	200,000	200,000
Armory Renovations	**Bonding/Grant**	7,500,000	2,000,000	-	-	-
New Stadium design & Construction	**Bonding**	50,000	50,000	5,000,000	5,000,000	5,000,000
Police Station design & Construction	**Bonding**	125,000	125,000	-	50,000,000	-
Planning - Energy efficiency upgrades for buildings	**Bonding**	-	500,000	-	-	-
Planning - Boat House	**Bonding**	-	1,500,000	-	-	-
Facilities Maintenance - Replacement of Police Department Roof	**Bonding**	200,000	300,000	-	-	-
Adams School (Down spouts, bricks, other)	**Bonding**	500,000	-	-	-	-
Parlin School ADA Compliance	**Bonding**	3,500,000	-	3,500,000	-	-
Replace Whittier School Ceiling	**Bonding**	500,000	-	-	-	-
English School Parking lot	**Bonding**	500,000	-	-	-	-
HS Roof underpass	**Bonding**	100,000	-	-	-	-
HS Lighting and control system	**Bonding**	-	225,000	-	-	-
HS Stage Replacement & Orchestra Pit	**Bonding**	-	750,000	-	-	-
HS Main Stairs	**Bonding**	-	200,000	-	-	-
HS Bleachers	**Bonding**	-	-	250,000	-	-
EPS - Districtwide Shades	**Bonding**	-	500,000	-	-	-
EPS - Districtwide Doors	**Bonding**	-	500,000	-	-	-
Adams School Improvements	**Bonding**	500,000	-	-	-	-
Parlin School Air Conditioners	**Bonding**	250,000	-	250,000	-	-
Parlin Carpeting	**Bonding**	-	400,000	-	-	-
School Admin building Parking lot	**Bonding**	-	150,000	150,000	-	-
Lafayette School Roof	**Bonding**	1,000,000	-	1,000,000	-	-
Lafayette School ACCU-2	**Bonding**	285,000	-	284,183	-	-
Keverian School - ACCU-1	**Bonding**	-	335,000	-	-	-
Keverian School - ACCU-2	**Bonding**	-	-	275,323	-	-
Keverian Roof Improvements	**Bonding**	-	-	750,000	-	-
Keverian Fence	**Bonding**	-	150,000	-	-	-
Keverian Rugs	**Bonding**	-	-	200,000		
English School roof	**Bonding**	-	-	1,000,000	-	-
English School 1st Floor Repairs	**Bonding**	-	250,000	-	-	-
Existing Stadium Building	**Bonding**	250,000	250,000	250,000	250,000	250,000

City of Everett
Five Year Capital Improvement Plan - General Fund
Fiscal Years 2025 - 2029

CAPITAL REQUEST	FUNDING SOURCE	FY25	FY 2026	FY 2027	FY 2028	FY 2029
Keverian Library Improvements	**Bonding**	50,000	500,000	-	-	-
Whittier School Gym Storage and Office Space	**Bonding**	-	80,000	-	-	-
Whittier School Bathroom Renovations	**Bonding**	-	-	400,000	-	-
Whittier Café	**Bonding**	-	-	250,000	-	-
Recreation Center	**Bonding**	250,000	250,000	250,000	250,000	250,000
Insulation and Weatherization Improvements	**Bonding/Grants**	807,641	-	-	-	-
EHS Crimson Café/Gym/Library Improvements	**Bonding**	200,000	300,000	-	-	-
English School Chiller	**Bonding**	-	550,000	549,501	-	-
Parlin School Wall AC's	**Bonding**	-	250,000	-	-	-
English School ACCU-2	**Bonding**	-	-	281,572	-	-
MSBA High School Feasibility Study	**Bonding**	2,000,000	-	-	-	-
Old Everett High School Improvements	**Bonding**	5,000,000	-	80,000,000	-	-
Old High School Roof	**ARPA**	10,000,000	-	-	-	-
Old High School Feasibility Study	**Bonding**	500,000				
City Hall - Feasibility Study	**CIP Stabilization**	-	100,000	-	-	-
Municipal Building Improvement Study	**CIP Stabilization**	-	200,000	-	-	-
Stadium Relocation Project	**Bonding /CIP Stabilization**	-	50,000	-	20,000,000	-
Old High School Parking Structure	**Bonding /CIP Stabilization**	-	-	50,000	-	10,000,000
Subtotal: Public Buildings and Facilities		**$ 34,267,641**	**$ 10,665,000**	**$ 94,890,579**	**$ 75,700,000**	**$ 15,700,000**
Surface Enhancements						
Street and Sidewalk Repairs	**Bonding**	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000
Full Depth Replacement Program - Chapter 90	**Grant**	696,593	700,000	700,000	700,000	700,000
Complete Streets	**Bonding**	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Bus Lane Improvements	**Bonding**	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
Ferry & Elm Improvements	**Bonding**	1,000,000	500,000	-	-	-
Elton & Tremont Phase 2	**Bonding**	100,000	100,000	-	-	-
Commercial Triangle improvements	**Bonding**	3,300,000	250,000	1,000,000	1,000,000	1,000,000
Coburn Terrace Improvements	**Bonding**	-	500,000	-	-	-
Hancock Design & Construction	**Bonding**	-	2,000,000	2,000,000	2,000,000	2,000,000
Stormwater - Kelvin Street Outfall	**Bonding**	125,000	1,000,000	1,000,000	1,000,000	1,000,000
Citywide Drainage	**Bonding**	125,000	125,000	125,000	125,000	125,000
Commercial Triangle Drainage	**Bonding/Grant**	2,150,000	3,500,000	3,500,000	3,500,000	3,500,000
Subtotal: Surface Enhancements		**$ 13,496,593**	**$ 14,675,000**	**$ 14,325,000**	**$ 14,325,000**	**$ 14,325,000**
Total - General Fund		**$ 72,749,334**	**$ 46,220,793**	**$ 113,766,679**	**$ 94,576,100**	**$ 34,576,100**
LESS ~ Non Grant Funds to offset costs						
CIP: from Capital Improvement Stabilization Fund:						
Police - Non-Administrative Vehicles (Patrol Division)		(140,000)	(155,000)	(155,000)	(155,000)	(155,000)
Police - Non-Administrative Vehicles (Parking Division)		(44,000)	(70,000)	(70,000)	(70,000)	(70,000)
Police - Administrative Vehicles		(120,000)	(90,000)	(90,000)	(90,000)	(90,000)
Police - Portable Radios		-	(75,000)	-	-	-
Police - Vehicle Computers		-	(100,000)	-	-	-
Police - Fully Upfitted Vehicles		-	(312,000)	-	-	-
Police - M4 Patrol Rifles & Less Lethal Shotguns		-	(45,000)	-	-	-
Police building improvements (Accreditation)		-	(57,000)	-	-	-
Police - Animal Control Vehicle		-	(80,000)	-	-	-
Police - Gym Equipment		-	(50,000)	-	-	-
E911 Antenna Replacement for Radio Sites		-	(30,000)	-	-	-
E911 Replacement of Bapern Repeater		-	(60,000)	-	-	-

City of Everett
Five Year Capital Improvement Plan - General Fund
Fiscal Years 2025 - 2029

CAPITAL REQUEST	FUNDING SOURCE	FY25	FY 2026	FY 2027	FY 2028	FY 2029
Facilities Maintenance - Transit Van		-	(52,000)	-	-	-
Inspectional Services - Ford F150		-	(43,000)	-	-	-
Fire Department - Administration Vehicles (3)		-	(186,000)	-	-	-
Fire Department - Reporting Software		-	(74,900)	-	-	-
Fire Department - Computer Automated Dispatch		-	(133,072)	-	-	-
Human Resources - AI Automated Recruiting and Hiring Software		-	(50,000)	-	-	-
Inspectional Services Vehicles		(70,000)	(70,000)	(35,000)	(35,000)	(35,000)
ECTV - Website Updates		-	(27,000)	-	-	-
Fire Department - Turnout gear		(60,000)	(65,000)	(65,000)	(65,000)	(65,000)
Police Body Armor		(26,300)	(26,300)	(26,300)	(26,300)	(26,300)
Police Taser upgrades		(82,800)	(82,800)	(82,800)	(82,800)	(82,800)
School Servers System Wide		(100,000)	-	-	-	-
EHS Digital Sign		(50,000)	-	-	-	-
Council on Aging Van		(50,000)	-	-	-	-
Engineering vehicles (2)		(65,000)	-	-	-	-
City Hall - Feasibility Study		-	(100,000)	-	-	-
Municipal Building Improvement Study		-	(200,000)	-	-	-
Stadium Relocation Project		-	(50,000)	-	-	-
Old High School Parking Structure		-	-	(50,000)	-	-
Planning - Truck For City Arborist		-	(60,000)	-	-	-
Elections - Voting Machines		-	(90,000)	-	-	-
Keverian Scoreboard Sign		-	(30,000)	-	-	-
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
LESS ~ Grants and other sources/funds to offset costs		-	-	-	-	-
		-	-	-	-	-
CIP: Grants and other sources/funds to offset costs		-	-	-	-	-
GRANTS AND OTHER AVAILABLE FUNDS		-	-	-	-	-
Engineering - Chapter 90		(696,593)	(700,000)	(700,000)	(700,000)	(700,000)
Old High School Roof	**ARPA**	(10,000,000)	-	-	-	-
Commercial Triangle Drainage	**Mass Works**	(709,500)	(1,155,000)	(1,155,000)	(1,155,000)	(1,155,000)
Armory Improvements	**Energy Grants**	(1,875,000)	(500,000)	-	-	-
MSBA - New Highschool	**MSBA**	(1,540,000)				
Boardwalk	**MGC Grant**	(1,335,000)	-	-	-	-
Insulation and Weatherization Improvements	**National Grid Incentives**	(433,717)	-	-	-	-
Boat House	**Valley Charter Grant**	(500,000)	-	-	-	-
Everett Square Improvements	**Various**	(3,000,000)	-	-	-	-
APPROPRIATIONS - OPERATING BUDGET						
I.T. - Replacement of City Technology Systems		(35,000)	(35,000)	(35,000)	(35,000)	(35,000)
Police - Radio System		(35,000)	(51,000)	(35,000)	(35,000)	(35,000)
Net ~ General Fund Expenses - to be bonded		**$ 51,781,424**	**$ 41,315,721**	**$ 111,267,579**	**$ 92,127,000**	**$ 32,127,000**
		FY25	**FY 2026**	**FY 2027**	**FY 2028**	**FY 2029**

CIP Criteria

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: FY2025 Capital Requests and Five-year Capital Plan

Date: January 7, 2025

The City has begun modifying the Capital Improvement Program (five-year plan) and Capital Improvement Budget (one-year plan) for FY2026 budgeting purposes. As such, I have included the documents necessary in order for you to complete your requests for FY2026. You will find the following documents attached:

- Capital Improvement Program Overview
- Capital Project/Equipment request form (required for each FY2026 request)
- Copy of most recent CIP (including FY2025 approved projects and FY2025-FY2029 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	Not a Capital Asset
• Fire truck, DPW equipment, etc.	• Services. Books.
• Buildings (purchase or major renovations)	• Painting rooms or a building.
• Infrastructure (roadways, pumping stations, etc.)	• Medical treatment.
• Building plans, some studies.	• Routine building maintenance.

There are two distinct types of Capital Items for budgeting purposes:

1. CAPITAL PROJECTS
   a. For FY26 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 FY26 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 surplused should be identified.

You may have already queued up projects or equipment for FY2026, 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, February 17, 2025. Finance Department staff 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.

Everett Debt Service Projection

FY2026 Projects - General Fund

	Yrs.	5.00%	Projected Bond Interest Rate						
Departmental Equipment				**FY27**	**FY28**	**FY29**	**FY30**	**FY31**	**TOTAL**
City Services - F450 Dump Truck with Plow/Sander	10	$ 78,000	Principal		7,800	7,800	7,800	7,800	78,000
			Interest	1,950	3,705	3,315	2,925	2,535	21,255
City Services - Two (2) F350 Pickup Trucks	5	$ 45,000	Principal		9,000	9,000	9,000	9,000	45,000
			Interest	1,125	2,025	1,575	1,125	675	6,750
Inspectional Services - Citywide Signs	10	$ 100,000	Principal		10,000	10,000	10,000	10,000	100,000
			Interest	2,500	4,750	4,250	3,750	3,250	27,250
City Services - Front End Loader	10	$ 284,000	Principal		28,400	28,400	28,400	28,400	284,000
			Interest	7,100	13,490	12,070	10,650	9,230	77,390
City Services - Ford F350 w Plows/Sanders	10	$ 195,000	Principal		19,500	19,500	19,500	19,500	195,000
			Interest	4,875	9,263	8,288	7,313	6,338	53,138
City Services - Ford F550 1.5 Ton Dump Truck	10	$ 95,000	Principal		9,500	9,500	9,500	9,500	95,000
			Interest	2,375	4,513	4,038	3,563	3,088	25,888
City Services - Ford 600 Versalift Bucket Truck	10	$ 149,721	Principal		14,972	14,972	14,972	14,972	149,721
			Interest	3,743	7,112	6,363	5,615	4,866	40,799
EHS Control Room Improvements	10	$ 200,000	Principal		20,000	20,000	20,000	20,000	200,000
			Interest	2,000	9,500	8,500	7,500	6,500	51,500
EHS - Media Truck	5	$ 250,000	Principal		50,000	50,000	50,000	50,000	250,000
			Interest	2,500	11,250	8,750	6,250	3,750	33,750
Whittier Stage Improvements	10	$ 125,000	Principal		12,500	12,500	12,500	12,500	125,000
			Interest	1,250	5,938	5,313	4,688	4,063	32,188
Lafayette Stage Improvements	10	$ 200,000	Principal		20,000	20,000	20,000	20,000	200,000
			Interest	2,000	9,500	8,500	7,500	6,500	51,500
Parlin Stage Improvements	10	$ 450,000	Principal		45,000	45,000	45,000	45,000	450,000
			Interest	4,500	21,375	19,125	16,875	14,625	115,875
EHS Auditorium Projector, Lights & Sound	10	$ 400,000	Principal		40,000	40,000	40,000	40,000	400,000
			Interest	4,000	19,000	17,000	15,000	13,000	103,000
EPS Network Infrastructure Modernization	10	$ 4,000,000	Principal		400,000	400,000	400,000	400,000	4,000,000
			Interest	40,000	190,000	170,000	150,000	130,000	1,030,000
EPS IT Infrastructure	10	$ 200,000	Principal		20,000	20,000	20,000	20,000	200,000
			Interest	2,000	9,500	8,500	7,500	6,500	51,500
EPS Update Floor Plans	5	$ 80,000	Principal		16,000	16,000	16,000	16,000	80,000
			Interest	800	3,600	2,800	2,000	1,200	10,800
									-
SUBTOTAL: Departmental Equipment		**$ 6,851,721**	**Principal**	**-**	**722,672**	**722,672**	**722,672**	**722,672**	**6,851,721**
			Interest	**82,718**	**324,519**	**288,386**	**252,252**	**216,118**	**1,732,581**
Parks and Open Space				**FY27**	**FY28**	**FY29**	**FY30**	**FY30**	**TOTAL**
Design & Refurbish City Parks & Tot Lots - Citywide	10	$ 700,000	Principal		70,000	70,000	70,000	70,000	700,000
			Interest	17,500	33,250	29,750	26,250	22,750	190,750
Everett Waterfront Improvements	10	$ 1,334,000	Principal		133,400	133,400	133,400	133,400	1,334,000
			Interest	33,350	63,365	56,695	50,025	43,355	363,515

Everett Debt Service Projection

FY2026 Projects - General Fund

	Yrs.	5.00%	Projected Bond Interest Rate							
Glenwood Cemetery Improvements	10	$ 500,000	Principal		50,000	50,000	50,000	50,000		500,000
			Interest	12,500	23,750	21,250	18,750	16,250		136,250
Bouvier Building	10	$ 1,000,000	Principal		100,000	100,000	100,000	100,000		1,000,000
			Interest	25,000	47,500	42,500	37,500	32,500		272,500
Planning - Floating Dock	10	$ 1,000,000	Principal		100,000	100,000	100,000	100,000		1,000,000
			Interest	25,000	47,500	42,500	37,500	32,500		272,500
Chelsea Street Park Construction	10	$ 945,000	Principal		94,500	94,500	94,500	94,500		945,000
			Interest	23,625	44,888	40,163	35,438	30,713		257,513
Gateway Park Boardwalk	10	$ 1,500,000	Principal		150,000	150,000	150,000	150,000		1,500,000
			Interest	37,500	71,250	63,750	56,250	48,750		408,750
Lafayette Tot Lot	10	$ 1,100,000	Principal		110,000	110,000	110,000	110,000		1,100,000
			Interest	27,500	52,250	46,750	41,250	35,750		299,750
Lafayette Park Design	10	$ 150,000	Principal		15,000	15,000	15,000	15,000		150,000
			Interest	3,750	7,125	6,375	5,625	4,875		40,875
Chelsea Street Dog Park Design	10	$ 600,000	Principal		60,000	60,000	60,000	60,000		600,000
			Interest	15,000	28,500	25,500	22,500	19,500		163,500
Engineering - Stadium Retaining Wall	10	$ 3,000,000	Principal		300,000	300,000	300,000	300,000		3,000,000
			Interest	30,000	142,500	127,500	112,500	97,500		772,500
SUBTOTAL: Parks and Open Space		**$ 11,829,000**	**Principal**	**-**	**1,182,900**	**1,182,900**	**1,182,900**	**1,182,900**		**11,829,000**
			Interest	**250,725**	**561,878**	**502,733**	**443,588**	**384,443**		**3,178,403**
Public Buildings, Facilities and Infrastructure				**FY26**	**FY27**	**FY28**	**FY29**	**FY30**		**TOTAL**
City Hall Improvements	10	$ 200,000	Principal		20,000	20,000	20,000	20,000		200,000
			Interest	5,000	9,500	8,500	7,500	6,500		55,000
Armory Renovations	20	$ 1,500,000	Principal		75,000	75,000	75,000	75,000		1,500,000
			Interest	37,500	73,125	69,375	65,625	61,875		755,625
New Stadium Design & Construction	20	$ 50,000	Principal		2,500	2,500	2,500	2,500		50,000
			Interest	1,250	2,438	2,313	2,188	2,063		25,188
Police Station Design & Construction	20	$ 125,000	Principal		6,250	6,250	6,250	6,250		125,000
			Interest	3,125	6,094	5,781	5,469	5,156		62,969
Planning - Emergency Efficiency Upgrades for Buildings	20	$ 500,000	Principal		25,000	25,000	25,000	25,000		500,000
			Interest	12,500	24,375	23,125	21,875	20,625		251,875
Boat House	20	$ 1,500,000	Principal		75,000	75,000	75,000	75,000		1,500,000
			Interest	37,500	73,125	69,375	65,625	61,875		755,625
Replacement of Police Department Roof	20	$ 300,000	Principal		15,000	15,000	15,000	15,000		300,000
			Interest	7,500	14,625	13,875	13,125	12,375		151,125
EHS Lighting and Control System	10	$ 225,000	Principal		22,500	22,500	22,500	22,500		225,000
			Interest	5,625	10,688	9,563	8,438	7,313		61,313
EHS Stage and Orchestra Pit	10	$ 750,000	Principal		75,000	75,000	75,000	75,000		750,000
			Interest	18,750	35,625	31,875	28,125	24,375		204,375
EHS Main Stairs	20	$ 200,000	Principal		10,000	10,000	10,000	10,000		200,000
			Interest	5,000	9,750	9,250	8,750	8,250		104,750
EPS Districtwide Shades	10	$ 500,000	Principal		50,000	50,000	50,000	50,000		500,000
			Interest	12,500	23,750	21,250	18,750	16,250		136,250

Everett Debt Service Projection

FY2026 Projects - General Fund

	Yrs.	5.00%	Projected Bond Interest Rate							
EPS Districtwide Doors	20	$ 500,000	Principal		25,000	25,000	25,000	25,000		500,000
			Interest	12,500	24,375	23,125	21,875	20,625		261,875
Parlin Carpeting	10	$ 400,000	Principal		40,000	40,000	40,000	40,000		400,000
			Interest	10,000	19,000	17,000	15,000	13,000		109,000
School Admin Building Parking Lot	10	$ 150,000	Principal		15,000	15,000	15,000	15,000		150,000
			Interest	3,750	7,125	6,375	5,625	4,875		40,875
Keverian School ACCU-1	20	$ 335,000	Principal		16,750	16,750	16,750	16,750		335,000
			Interest	8,375	16,331	15,494	14,656	13,819		175,456
Keverian Fence	10	$ 150,000	Principal		15,000	15,000	15,000	15,000		150,000
			Interest	3,750	7,125	6,375	5,625	4,875		40,875
English School 1st Floor Repairs	10	$ 250,000	Principal		25,000	25,000	25,000	25,000		250,000
			Interest	6,250	11,875	10,625	9,375	8,125		68,125
Existing Stadium Building	10	$ 250,000	Principal		25,000	25,000	25,000	25,000		250,000
			Interest	6,250	11,875	10,625	9,375	8,125		68,125
Keverian Library Improvements	20	$ 500,000	Principal		25,000	25,000	25,000	25,000		500,000
			Interest	12,500	24,375	23,125	21,875	20,625		261,875
Whittier School Gym Storage and Office Space	10	$ 80,000	Principal		8,000	8,000	8,000	8,000		80,000
			Interest	2,000	3,800	3,400	3,000	2,600		21,800
Recreation Center	20	$ 250,000	Principal		12,500	12,500	12,500	12,500		250,000
			Interest	6,250	12,188	11,563	10,938	10,313		130,938
EHS Crimson Café/Gym/Library Improvements	10	$ 300,000	Principal		30,000	30,000	30,000	30,000		300,000
			Interest	7,500	14,250	12,750	11,250	9,750		81,750
English School Chiller	10	$ 550,000	Principal		55,000	55,000	55,000	55,000		550,000
			Interest	13,750	26,125	23,375	20,625	17,875		149,875
Parlin School Wall Acs	10	$ 250,000	Principal		25,000	25,000	25,000	25,000		250,000
			Interest	6,250	11,875	10,625	9,375	8,125		68,125
Street and Sidewalk Repair	20	$ 3,000,000	Principal		150,000	150,000	150,000	150,000		3,000,000
			Interest	75,000	146,250	138,750	131,250	123,750		1,571,250
Complete Streets	20	$ 1,000,000	Principal		50,000	50,000	50,000	50,000		1,000,000
			Interest	25,000	48,750	46,250	43,750	41,250		523,750
Bus Lane Improvements	20	$ 2,000,000	Principal		100,000	100,000	100,000	100,000		2,000,000
			Interest	50,000	97,500	92,500	87,500	82,500		1,047,500
Ferry & Elm Improvements	20	$ 500,000	Principal		25,000	25,000	25,000	25,000		500,000
			Interest	12,500	24,375	23,125	21,875	20,625		261,875
Elton & Tremont Phase 2	20	$ 100,000	Principal		5,000	5,000	5,000	5,000		100,000
			Interest	2,500	4,875	4,625	4,375	4,125		52,375
Commercial Triangle Improvements	20	$ 250,000	Principal		12,500	12,500	12,500	12,500		250,000
			Interest	6,250	12,188	11,563	10,938	10,313		130,938
Coburn Terrace Improvements	20	$ 500,000	Principal		25,000	25,000	25,000	25,000		500,000
			Interest	12,500	24,375	23,125	21,875	20,625		261,875
Hancock Design & Construction	20	$ 2,000,000	Principal		100,000	100,000	100,000	100,000		2,000,000
			Interest	50,000	97,500	92,500	87,500	82,500		1,047,500
Stormwater - Kelvin Street Outfall	20	$ 1,000,000	Principal		50,000	50,000	50,000	50,000		1,000,000
			Interest	25,000	48,750	46,250	43,750	41,250		523,750

Everett Debt Service Projection

FY2026 Projects - General Fund

	Yrs.	5.00%	Projected Bond Interest Rate						
Citywide Drainage	20	$ 125,000	Principal		6,250	6,250	6,250	6,250	125,000
			Interest	3,125	6,094	5,781	5,469	5,156	65,469
Commercial Triangle Drainage	20	$ 2,345,000	Principal		117,250	117,250	117,250	117,250	2,345,000
			Interest	58,625	114,319	108,456	102,594	96,731	1,228,194
			Principal						
			Interest						
SUBTOTAL: Public Bldgs, Facilities, and Infrastructure		**$ 22,635,000**	**Principal**	**-**	**1,334,500**	**1,334,500**	**1,334,500**	**1,334,500**	**22,635,000**
			Interest	**564,625**	**1,095,950**	**1,029,350**	**962,750**	**896,150**	**10,732,075**
GRAND TOTAL		**$ 41,315,721**	**Principal**	**-**	**3,240,072**	**3,240,072**	**3,240,072**	**3,240,072**	**41,315,721**
			Interest	**898,068**	**1,982,347**	**1,820,468**	**1,658,590**	**1,496,711**	**15,643,059**

FY26 Operating Impact of Recurring and Non-Recurring Capital Projects, Links to Strategic Goals.

CIP Category	CIP Description	CIP Cost	CIP Funding Source	CIP Impact on Operating Budget	Links to Strategic Goals	Recurring/Non-recurring
Vehicle, Equipment, Software	Police – Non-Administrative Vehicles (Patrol Division)	$ 155,000.00	Stabilization Fund	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Police – Non-Administrative Vehicles (Parking Division)	$ 70,000.00	Stabilization Fund	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Police – Administrative Vehicles	$ 90,000.00	Stabilization Fund	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Police – Portable Radios	$ 75,000.00	Stabilization Fund	Increased Productivity, less maintenance	Project Creates Cost Savings, Public Safety	Recurring
Vehicle, Equipment, Software	Police – Vehicle Computers	$ 100,000.00	Stabilization Fund	Increased Productivity, less maintenance	Project Creates Cost Savings, Technology Upgrades	Recurring
Vehicle, Equipment, Software	Police – Fully Upfitted Vehicles	$ 312,000.00	Stabilization Fund	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Public Safety, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Police – M4 Patrol Rifles & Less-Lethal Shotguns	$ 45,000.00	Stabilization Fund	Better public safety - less employee injuries because of poor equipment.	Public Safety	Recurring
Vehicle, Equipment, Software	Police – Building Improvements (Accreditation)	$ 57,000.00	Stabilization Fund	Better public safety, compliance.	Public Safety/ Compliance	Non-recurring
Vehicle, Equipment, Software	Police – Animal Control Vehicle	$ 80,000.00	Stabilization Fund	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Police – Gym Equipment	$ 50,000.00	Stabilization Fund	Better productivity, less employee injuries.	Asset Maintenance and Improvement, Safety	Recurring
Vehicle, Equipment, Software	Police – Body Armor	$ 26,300.00	Stabilization Fund	Better public safety - less employee injuries.	Safety, Compliance	Recurring
Vehicle, Equipment, Software	Police – Taser Upgrades	$ 82,800.00	Stabilization Fund	Better public safety - less employee injuries.	Safety, Compliance	Recurring
Vehicle, Equipment, Software	E911 – Antenna Replacement for Radio Sites	$ 30,000.00	Stabilization Fund	Fewer maintenance costs, energy efficiency, better safety and performance for first responders.	Public Safety, Maintenance	Recurring
Vehicle, Equipment, Software	E911- Replacement of Bapern Repeater	$ 60,000.00	Stabilization Fund	Fewer maintenance costs, energy efficiency, better safety and performance for first responders.	Public Safety, Maintenance	Recurring
Vehicle, Equipment, Software	Facilities Maintenance – Transit Van	$ 52,000.00	Stabilization Fund	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Inspectional Services – Ford F150	$ 43,000.00	Stabilization Fund	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Inspectional Services – Vehicles	$ 70,000.00	Stabilization Fund	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Fire Department – Administration Vehicles (3)	$ 186,000.00	Stabilization Fund	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Fire Department – Reporting Software	$ 74,900.00	Stabilization Fund	Improved cost control, operating readiness and safety, efficiency, time saving, compliance.	Project Creates Cost Savings, Safety	Recurring
Vehicle, Equipment, Software	Fire Department – Computer Automated Dispatch	$ 133,072.00	Stabilization Fund	Improved cost control, operating readiness and safety, efficiency, time saving, compliance.	Project Creates Cost Savings, Public Safety	Recurring
Vehicle, Equipment, Software	Fire Department – Turnout Gear	$ 65,000.00	Stabilization Fund	Better public safety - less employee injuries because of poor equipment.	Public Safety, Cost Savings	Recurring
Vehicle, Equipment, Software	Human Resources – Recruiting and Hiring Software	$ 50,000.00	Stabilization Fund	Cost control, efficiency.	Project Creates Cost Savings	Recurring
Vehicle, Equipment, Software	ECTV – Website Updates	$ 27,000.00	Stabilization Fund	Efficiency, Cost savings, compliance, risk management, transparency.	Improve Communication and Transparency with Citizens	Recurring
Vehicle, Equipment, Software	City Hall – Feasibility Study	$ 100,000.00	Stabilization Fund	Cost avoidance, Budget alignment, Funding justification.	Future Cost Savings, Asset Maintenance	Non-recurring
Vehicle, Equipment, Software	Municipal Building Improvement Study	$ 200,000.00	Stabilization Fund	Cost avoidance, Budget alignment, Funding justification.	Future Cost Savings, Asset Maintenance	Non-recurring
Vehicle, Equipment, Software	Stadium Relocation Project	$ 50,000.00	Stabilization Fund	Cost avoidance, Budget alignment, Funding justification.	Future Cost Savings, Asset Maintenance	Non-recurring
Vehicle, Equipment, Software	Planning – Truck for City Arborist	$ 60,000.00	Stabilization Fund	Better public service, decreased costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Elections – Voting Machines	$ 90,000.00	Stabilization Fund	Cost control (lower maintenance costs, fewer rentals), efficiency compliance.	Lower Maintenance, Asset Maintenance, Efficiency & Effectiveness of City Services, Reliability	Recurring
Vehicle, Equipment, Software	Keverian – Scoreboard Sign	$ 30,000.00	Stabilization Fund	Efficiency, Capital Investment.	Investment in New Technology	Non-recurring
Vehicle, Equipment, Software	City Services – F450 Dump Truck with Plow/Sander	$ 78,000.00	Bonding	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	City Services – Two (2) F350 Pickup Trucks	$ 45,000.00	Bonding	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	City Services – Front End Loader	$ 284,000.00	Bonding	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	City Services – Ford F350 w/ Plows & Sanders	$ 195,000.00	Bonding	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	City Services – Ford F550 Dump Truck	$ 95,000.00	Bonding	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	City Services – Ford Versalift Bucket Truck	$ 149,721.00	Bonding	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Inspectional Services – Citywide Signs	$ 100,000.00	Bonding	Decreased maintenance costs, better information for public	Maintenance	Recurring
Vehicle, Equipment, Software	EHS Control Room Improvements	$ 200,000.00	Bonding	Decreased maintenance costs.	Asset Maintenance and Improvement	Recurring
Vehicle, Equipment, Software	EHS Media Truck	$ 250,000.00	Bonding	Decreased maintenance costs, decreased fuel costs, slight increase for insurance costs.	Project Creates Cost Savings, Environmental Sustainability	Recurring
Vehicle, Equipment, Software	Whittier Stage Improvements	$ 125,000.00	Bonding	Increased productivity, reliability, less maintenance.	Asset Maintenance and Improvement	Recurring
Vehicle, Equipment, Software	Lafayette Stage Improvements	$ 200,000.00	Bonding	Increased productivity, reliability, less maintenance.	Asset Maintenance and Improvement	Non-recurring
Vehicle, Equipment, Software	Parlin Stage Improvements	$ 450,000.00	Bonding	Increased productivity, reliability, less maintenance.	Asset Maintenance and Improvement	Non-recurring
Vehicle, Equipment, Software	EHS Auditorium Projector, Lights & Sound	$ 400,000.00	Bonding	Increased productivity, reliability, less maintenance.	Asset Maintenance and Improvement	Non-recurring
Vehicle, Equipment, Software	EPS Network Infrastructure Modernization	$ 4,000,000.00	Bonding	Increased productivity, reliability, less maintenance.	Asset Maintenance and Improvement	Non-recurring
Vehicle, Equipment, Software	EPS Information Technology Infrastructure	$ 200,000.00	Bonding	Increased productivity, reliability, less maintenance.	Asset Maintenance and Improvement	Non-recurring
Vehicle, Equipment, Software	EPS Update Floor Plans	$ 80,000.00	Bonding	Increased productivity, reliability, less maintenance.	Asset Maintenance and Improvement	Non-recurring
Vehicle, Equipment, Software	I.T. - Replacement of City Technology Systems	$ 35,000.00	Operating Budget	Increased productivity, reliability, less maintenance.	Asset Maintenance and Improvement	Recurring
Vehicle, Equipment, Software	Police Equipment Portable Radios	$ 51,000.00	Operating Budget	Increased Productivity, less maintenance.	Asset Maintenance and Improvement	Recurring
	Vehicle, Equipment, Software Total	**$ 9,401,793.00**				
Parks and Open Space	Citywide – Design and Refurbish Tot Lots	$ 700,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement, Safety	Recurring
Parks and Open Space	Everett Waterfront Improvements	$ 1,334,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Parks and Open Space	Glenwood Cemetery Improvements	$ 500,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Parks and Open Space	Bouvier Building	$ 1,000,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Parks and Open Space	Planning – Floating Dock	$ 1,000,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Parks and Open Space	Chelseas Street Park Construction	$ 945,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Parks and Open Space	Planning – Gateway Park Boardwalk	$ 1,500,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Parks and Open Space	Lafayette Tot Lot	$ 1,100,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Parks and Open Space	Lafayette Park Design & Construction	$ 150,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Parks and Open Space	Chelsea Street Dog Park Design	$ 600,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Parks and Open Space	Engineering – Stadium Retaining Wall	$ 3,000,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
	Parks and Open Space Total	**$ 11,829,000.00**				
Public Buildings and Facilities	City Hall Improvements	$ 200,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Recurring
Public Buildings and Facilities	Armory Renovations	$ 1,500,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Recurring
Public Buildings and Facilities	New Stadium Design and Construction	$ 50,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	Police Station Design and Construction	$ 125,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	Planning – Energy Efficiency Upgrades for Buildings	$ 500,000.00	Bonding	Increased debt service costs, decreased maintenance costs, cost efficiency.	Asset Maintenance and Improvement, Environmental Sustainability	Non-recurring
Public Buildings and Facilities	Planning – Boat House	$ 1,500,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	Replacement of Police Department Roof	$ 300,000.00	Bonding	Increased debt service costs, decreased maintenance costs, safety.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	EHS Lighting and Control System	$ 225,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	EHS Stage Replacement and Orchestra Pit	$ 750,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	EHS Main Stairs	$ 200,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	EPS Districtwide Shades	$ 500,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	EPS Districtwide Doors	$ 500,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	Parlin School Carpeting	$ 400,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	EPS Admin Building Parking Lot	$ 150,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	Keverian School – AACU 1	$ 335,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	Keverian Fence	$ 150,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	Keverian Library Improvements	$ 500,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	English School 1st Floor Repairs	$ 250,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring

Public Buildings and Facilities	Existing Stadium Building	$	250,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	Whittier School Gym Storage & Office Space	$	80,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	Recreation Center	$	250,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	EHS Crimson Café/Gym/Library Improvements	$	300,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	English School Chiller	$	550,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	Parlin Schol Wall ACs	$	250,000.00	Bonding	Increased debt service costs, decreased maintenance costs.	Asset Maintenance and Improvement	Non-recurring
Public Buildings and Facilities	Armory Improvements	$	500,000.00	Grants	No Impact on Operating Budget	Asset Maintenance and Improvement	Non-recurring
	Public Buildings and Facilities Total	**$**	**10,315,000.00**				
Roadway Infrastructure/Surface Enhancements	Street and Sidewalk Repairs	$	3,000,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	Complete Streets	$	1,000,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	Bus Lane Improvements	$	2,000,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	Ferry & Elm Improvements	$	500,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	Elton & Tremont Phase 2	$	100,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	Commercial Triangle Improvements	$	250,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	Coburn Terrace Improvements	$	500,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	Hancock Design & Construction	$	2,000,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	Stormwater – Kelvin Street Outfall	$	1,000,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	Citywide Drainage	$	125,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	Commercial Triangle Drainage	$	2,345,000.00	Bonding	Increased debt service costs.	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	City Services – Full-depth re-pavement program (Ch. 90)	$	700,000.00	Grants	No Impact on Operating Budget	Asset Maintenance and Improvement	Recurring
Roadway Infrastructure/Surface Enhancements	Commercial Triangle Drainage	$	1,155,000.00	Grants	No Impact on Operating Budget	Asset Maintenance and Improvement	Recurring
	Roadway Infrastructure/Surface Enhancements Total	**$**	**14,675,000.00**				
	All CIP	**$**	**46,220,793.00**				

CAPITAL IMPROVEMENT PLAN
FY2025 - FY2029
& FY2026 CAPITAL BUDGET OVERVIEW

CARLO DEMARIA, MAYOR

ERIC DEMAS, CFO/CITY AUDITOR

MAY 12, 2025

OVERVIEW: CAPITAL IMPROVEMENT PLAN VS. CAPITAL IMPROVEMENT BUDGET

- Capital Improvement Plan (CIP) is the long term plan for capital improvements throughout the City (FY2025-FY2029).
- Capital Improvement Budget is the spending plan for the upcoming fiscal year (FY2026) 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: FY2025 – FY2029

- 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 (FY2026) 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: FY2025 – FY2029

- 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 FY2026 Capital Budget requests

- These documents are part of your CIP binder.

CAPITAL IMPROVEMENT BUDGET: FY2026

- The FY2026 Capital Improvement Budget is the upcoming year's spending plan for capital items.
- The Capital Improvement Budget dovetails into the City's FY2026 operational budget.
- Therefore, It is the hope of the administration that the capital budget is approved as part of the submission of the FY2026 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 $25,000 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.

FY2026 CAPITAL IMPROVEMENT BUDGET

EXECUTIVE SUMMARY – GENERAL FUND

- This Capital Budget has multiple funding sources, including grant funds, revolving fund appropriations, and bonding.
- The total proposed Capital Plan for the City of Everett for FY2026 is $46,220,793.
  - $ 41,315,721 ~ Bonding (Long term debt issuance)
  - $ 2,464,072 ~ Capital Improvement Stabilization
  - $ 2,355,000 ~ Grants and Other Financial Sources (OFS)
  - $ 86,000 ~ FY26 Operating Budget
- Details on the General Fund CIP can be found in FY2026 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.

DEBT

City of Everett Fixed Costs – Debt

Debt Administration:
Outstanding long-term debt of the City, as of June 30, 2025, totaled $84,713,810.06. In the past 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 July 12, 2023, Standard and Poor's rating services assigned its "AA+" rating to the city's 2023 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.

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 of through the issue 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 principal 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.

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 2024 equalized valuation (EQV) of $10,578,900,900 its normal debt limit is $528,945,045 (5%) and its double debt limit is $1,057,890,090 (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 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 s 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
Fiscal Year 2026 Projected Principal and Interest Payments
Aggregate Debt Service

Date	Issue : Purpose	Principal	Interest	Total P+I
07/15/2025	June 6 2012 MWPAT CW-08-14 (I) Revised	10,107.92	637.08	10,745.00
	May 22 2013 MWPAT CW-10-20 (I)	-	12,832.10	12,832.10
	January 7 2015 MCWT CW-10-20-A (I)	-	3,664.30	3,664.30
	April 13 2017 MCWT CW-14-24 (I)	-	3,253.39	3,253.39
	June 15 2020 MCWT CW-08-14-A (I)	-	225.56	225.56
	January 25 2022 Taxable (I)	-	123,221.88	123,221.88
	January 25 2022 Tax-Exempt : Glenwood Cemetery (I)	-	11,075.00	11,075.00
	January 25 2022 Tax-Exempt : Complete Streets (I)	-	14,875.00	14,875.00
	January 25 2022 Tax-Exempt : City Park Tot Lots (I)	-	10,375.00	10,375.00
	January 25 2022 Tax-Exempt : Street & Sidewalk Repairs (I)	-	45,000.00	45,000.00
	January 25 2022 Tax-Exempt : Complete Streets II (I)	-	18,850.00	18,850.00
	January 25 2022 Tax-Exempt : Ferry & Elm Improvements (I)	-	14,875.00	14,875.00
	January 25 2022 Tax-Exempt : Commercial Triangle Improvements (I)	-	14,875.00	14,875.00
	January 25 2022 Tax-Exempt : Coburn Terrace Improvements (I)	-	7,600.00	7,600.00
	January 25 2022 Tax-Exempt : Summer Street Park Design/Construction (I)	-	6,250.00	6,250.00
	January 25 2022 Tax-Exempt : Park Ave./Highland Park Design/Const (I)	-	7,250.00	7,250.00
	January 25 2022 Tax-Exempt : Waterfront Improvements (I)	-	13,843.75	13,843.75
	January 25 2022 Tax-Exempt : Fuller Street Park Design/Construction (I)	-	14,875.00	14,875.00
	January 25 2022 Tax-Exempt : Raised Crosswalks (I)	-	19,375.00	19,375.00
Subtotal		**$10,107.92**	**$342,953.06**	**$353,060.98**
08/01/2025	February 19 2008 Section 108 HUD Loan (O)	97,000.00	-	97,000.00
	February 6 2014 : Water Main Replacement (OSS)	-	6,437.50	6,437.50
	February 6 2014 : Tot Lot (I)	-	965.63	965.63
	February 6 2014 : City Hall Roof Repair (I)	-	643.75	643.75
	February 6 2014 : Fire Pumper Truck (I)	-	2,575.00	2,575.00
	February 6 2014 : Road & Sidewalk (I)	-	12,875.00	12,875.00
	April 23 2015 : Day Park Renovation (I)	-	3,262.50	3,262.50
	April 23 2015 : Street & Sidewalk Improvements (I)	-	14,500.00	14,500.00
	April 23 2015 : Shute Library Renovation (I)	-	4,450.00	4,450.00
	April 23 2015 : Whittier School Roof (I)	-	5,228.13	5,228.13
	April 23 2015 : Adv Ref of Feb 1 07- High School (I)	-	8,425.00	8,425.00
	April 23 2015 : Adv Ref of Feb 1 07- Prior Schools (I)	-	12.50	12.50
	November 17 2020 : Cur Ref of 8 1 09 School Remodeling (I)	85,000.00	10,625.00	95,625.00
	November 17 2020 : Seven Acre Park Construction (I)	50,000.00	13,062.50	63,062.50
	November 17 2020 : Swan St. Park Construction (I)	75,000.00	19,593.75	94,593.75
	November 17 2020 : Baldwin Ave. Park Construction (I)	75,000.00	19,593.75	94,593.75
	November 17 2020 : Edith St. Park Construction (I)	55,000.00	14,368.75	69,368.75
	November 17 2020 : Property Acquisitions (I)	25,000.00	6,531.25	31,531.25
	November 17 2020 : Everett Square Improvements I (I)	20,000.00	3,500.00	23,500.00
	November 17 2020 : Everett Square Improvements II (I)	50,000.00	10,500.00	60,500.00
	November 17 2020 : Northern Strand Bike Path (I)	110,000.00	21,250.00	131,250.00

City of Everett, Massachusetts
Fiscal Year 2026 Projected Principal and Interest Payments
Aggregate Debt Service

Date	Issue : Purpose	Principal	Interest	Total P+I
08/01/2025	November 17 2020 : High School Vocational (I)	25,000.00	5,975.00	30,975.00
continued	November 17 2020 : Street & Sidewalk Repair I (I)	200,000.00	39,375.00	239,375.00
	November 17 2020 : Elton & Tremont Surface Drainage (I)	45,000.00	9,150.00	54,150.00
	November 17 2020 : Commercial Triangle Improvements (I)	15,000.00	2,900.00	17,900.00
	November 17 2020 : Street & Sidewalk Repair II (I)	200,000.00	42,000.00	242,000.00
	February 11 2021 (I)	-	23,250.00	23,250.00
	August 3 2023 : High School Central Storage (I)	20,000.00	8,400.00	28,400.00
	August 3 2023 : Keverian School Health Center (I)	15,000.00	6,300.00	21,300.00
	August 3 2023 : Lafayette School Library (I)	5,000.00	1,400.00	6,400.00
	August 3 2023 : City Hall Improvements (I)	25,000.00	9,500.00	34,500.00
	August 3 2023 : High School Gym Roof (I)	10,000.00	2,475.00	12,475.00
	August 3 2023 : High School Boilers (I)	10,000.00	3,900.00	13,900.00
	August 3 2023 : Streets and Sidewalks (I)	200,000.00	64,000.00	264,000.00
	August 3 2023 : Woodland Avenue Park (I)	20,000.00	5,675.00	25,675.00
	August 3 2023 : Baldwin Avenue Park (I)	15,000.00	4,400.00	19,400.00
	August 3 2023 : Keverian School Heat Units (I)	5,000.00	500.00	5,500.00
	August 3 2023 : Keverian School ACCU1/ACCU2 (I)	40,000.00	15,325.00	55,325.00
	August 3 2023 : Maddy English Chiller Replacement (I)	45,000.00	18,900.00	63,900.00
Subtotal		**$1,637,000.00**	**$467,543.76**	**$2,104,543.76**
08/15/2025	February 18 2016 : Refurbish Park & Tot Lots (I)	-	4,200.00	4,200.00
	February 18 2016 : Land Acquisition (I)	-	4,275.00	4,275.00
	February 18 2016 : Sacramone Park (I)	-	16,100.00	16,100.00
	February 18 2016 : Park Renovation (I)	-	13,625.00	13,625.00
	February 18 2016 : Webster School Air Conditioning (I)	-	6,725.00	6,725.00
	February 18 2016 : Parlin School Yard/Walkway Repavement (I)	-	4,675.00	4,675.00
	February 18 2016 : Parlin School Additional Classrooms I (I)	-	12,675.00	12,675.00
	February 18 2016 : Parlin School Additional Classrooms II (I)	-	6,825.00	6,825.00
	February 18 2016 : Ladder One Replacement (I)	-	2,300.00	2,300.00
	February 18 2016 : Street & Sidewalk Repairs (I)	-	18,850.00	18,850.00
	February 18 2016 : Enterprise Departmental Equipment (I)	-	600.00	600.00
	September 12 2016 MWRA Water (O)	100,000.00	-	100,000.00
	September 12 2016 MWRA Sewer (I)	35,525.00	-	35,525.00
	February 28 2017 : Central Fire Station Renovation (I)	-	20,310.63	20,310.63
	February 28 2017 : Parlin School Renovation (I)	-	33,500.00	33,500.00
	February 28 2017 : High School Panel Improvements (I)	-	200.00	200.00
	February 28 2017 : Library Parlin Renovations (I)	-	1,526.88	1,526.88
	February 28 2017 : Police Station Renovations (I)	-	977.50	977.50
	February 28 2017 : City Hall Renovations (I)	-	3,254.38	3,254.38
	February 28 2017 : Amory Renovations (I)	-	7,634.38	7,634.38
	February 28 2017 : City Services Building Renovations (I)	-	1,257.50	1,257.50
	February 28 2017 : Everett Stadium Renovations (I)	-	977.50	977.50
	February 28 2017 : Gym Renovations (I)	-	1,257.50	1,257.50
	February 28 2017 : Connolly Center Renovation (I)	-	1,745.00	1,745.00
	February 28 2017 : Refurbish Tot Lots (I)	-	5,670.00	5,670.00

City of Everett, Massachusetts
Fiscal Year 2026 Projected Principal and Interest Payments
Aggregate Debt Service

Date	Issue : Purpose	Principal	Interest	Total P+I
08/15/2025	February 28 2017 : Meadows/Kearins Park Design & Construction (I)	-	100.00	100.00
continued	February 28 2017 : Swan Street Park Design & Construction (I)	-	7,680.00	7,680.00
	February 28 2017 : Gramsford Park Design & Construction (I)	-	6,750.00	6,750.00
	February 28 2017 : North Strand Bike Path Renovation (I)	-	4,050.00	4,050.00
	February 28 2017 : Hugh Common Construction (I)	-	175.00	175.00
	February 28 2017 : Traffic Signal Improvements (I)	-	1,100.00	1,100.00
	February 28 2017 : LED Streetlights (I)	-	2,600.00	2,600.00
	February 28 2017 : Traffic Lights (I)	-	500.00	500.00
	February 28 2017 : Keverian Parking Lot Reconstruction (I)	-	6,075.00	6,075.00
	February 28 2017 : Sewer illicit Connections Infrastructure (I)	-	704.38	704.38
	February 28 2017 : Elton & Tremont Drainage Improvements (I)	-	2,113.75	2,113.75
Subtotal		**$135,525.00**	**$201,009.40**	**$336,534.40**
10/01/2025	April 4 2019 : Street/Sidewalk Improvements (I)	-	33,625.00	33,625.00
	April 4 2019 : Morris Playground (I)	-	5,625.00	5,625.00
	April 4 2019 : Complete Streets Implementation (I)	-	4,750.00	4,750.00
	April 4 2019 : Northern Strand Bike Path Extension (I)	-	2,775.00	2,775.00
	April 4 2019 : Hale St. Park Construction (I)	-	18,303.13	18,303.13
	April 4 2019 : Appleton St. Park Construction (I)	-	13,406.25	13,406.25
	April 4 2019 : Central Ave. Park Construction (I)	-	13,406.25	13,406.25
	April 4 2019 : Tennis Court Design/Construction (I)	-	13,406.25	13,406.25
	April 4 2019 : Everett Square Improvements II (I)	-	11,125.00	11,125.00
	April 4 2019 : Werner & Fuller St. Park Design/Construction (I)	-	12,065.63	12,065.63
	April 4 2019 : Tot Lot Design/Refurbish (I)	-	9,509.38	9,509.38
	April 4 2019 : Seven Acre Park Design/Construction (I)	-	375.00	375.00
	April 4 2019 : Central Fire Station Renovations (I)	-	5,937.50	5,937.50
	April 4 2019 : Vocational Program at High School (I)	-	8,293.75	8,293.75
	April 4 2019 : Addl Vocational Program at High School (I)	-	4,021.88	4,021.88
	April 4 2019 : Vactor Truck (O)	-	3,800.00	3,800.00
Subtotal		**-**	**$160,425.02**	**$160,425.02**
11/01/2025	October 25 2007 MSBA School (O)	449,415.32	71,906.45	521,321.77
	May 3 2018 : Hancock St Fire Station Renovation (I)	-	41,550.00	41,550.00
	May 3 2018 : Park Design (I)	-	13,125.00	13,125.00
	May 3 2018 : Best Buy Purchase (I)	-	3,871.88	3,871.88
	May 3 2018 : Roadway Infrastructure (I)	-	15,650.00	15,650.00
	May 3 2018 : Elton & Tremont St Drainage (I)	-	16,778.13	16,778.13
	May 3 2018 : Meadows/Kearins Park Phase II- Design Field (I)	-	6,928.13	6,928.13
	May 3 2018 : Everett Square Improvements (I)	-	4,075.00	4,075.00
	May 3 2018 : Webster/Lincoln Intersection (I)	-	1,750.00	1,750.00
	May 3 2018 : Traffic Signal Upgrades (I)	-	1,500.00	1,500.00
	May 3 2018 : Wellness Building Boiler (I)	-	1,290.63	1,290.63
	May 3 2018 : Parlin School Flooring (I)	-	4,546.88	4,546.88
Subtotal		**$449,415.32**	**$182,972.10**	**$632,387.42**

City of Everett, Massachusetts

Fiscal Year 2026 Projected Principal and Interest Payments

Aggregate Debt Service

Date	Issue : Purpose	Principal	Interest	Total P+I
11/15/2025	November 13 2017 MWRA Water (O)	94,100.00	-	94,100.00
	December 3 2018 MWRA Water (O)	100,000.00	-	100,000.00
	December 2 2019 MWRA Water I (O)	122,130.00	-	122,130.00
	December 2 2019 MWRA Water II (O)	100,000.00	-	100,000.00
Subtotal		**$416,230.00**	**-**	**$416,230.00**
12/15/2025	December 20 2013 : Glendale Park Improvements (I)	110,000.00	5,445.00	115,445.00
	December 20 2013 : Parlin School Masonry Repair (I)	30,000.00	3,052.50	33,052.50
	December 20 2013 : Shute Library Construction 1 (I)	75,000.00	9,652.50	84,652.50
	December 20 2013 : Shute Library Construction 2 (I)	25,000.00	3,712.50	28,712.50
	December 20 2013 : Fire Station Repairs & Design (I)	10,000.00	1,485.00	11,485.00
Subtotal		**$250,000.00**	**$23,347.50**	**$273,347.50**
01/15/2026	June 6 2012 MWPAT CW-08-14 (I) Revised	-	536.00	536.00
	May 22 2013 MWPAT CW-10-20 (I)	148,593.00	12,832.10	161,425.10
	January 7 2015 MCWT CW-10-20-A (I)	33,200.00	3,664.30	36,864.30
	April 13 2017 MCWT CW-14-24 (I)	24,022.00	3,253.39	27,275.39
	June 15 2020 MCWT CW-08-14-A (I)	4,319.23	225.56	4,544.79
	January 25 2022 Taxable (I)	435,000.00	123,221.88	558,221.88
	January 25 2022 Tax-Exempt : Glenwood Cemetery (I)	40,000.00	11,075.00	51,075.00
	January 25 2022 Tax-Exempt : Complete Streets (I)	70,000.00	14,875.00	84,875.00
	January 25 2022 Tax-Exempt : City Park Tot Lots (I)	50,000.00	10,375.00	60,375.00
	January 25 2022 Tax-Exempt : Street & Sidewalk Repairs (I)	200,000.00	45,000.00	245,000.00
	January 25 2022 Tax-Exempt : Complete Streets II (I)	85,000.00	18,850.00	103,850.00
	January 25 2022 Tax-Exempt : Ferry & Elm Improvements (I)	70,000.00	14,875.00	84,875.00
	January 25 2022 Tax-Exempt : Commercial Triangle Improvements (I)	70,000.00	14,875.00	84,875.00
	January 25 2022 Tax-Exempt : Coburn Terrace Improvements (I)	35,000.00	7,600.00	42,600.00
	January 25 2022 Tax-Exempt : Summer Street Park Design/Construction (I)	30,000.00	6,250.00	36,250.00
	January 25 2022 Tax-Exempt : Park Ave./Highland Park Design/Const (I)	35,000.00	7,250.00	42,250.00
	January 25 2022 Tax-Exempt : Waterfront Improvements (I)	50,000.00	13,843.75	63,843.75
	January 25 2022 Tax-Exempt : Fuller Street Park Design/Construction (I)	70,000.00	14,875.00	84,875.00
	January 25 2022 Tax-Exempt : Raised Crosswalks (I)	90,000.00	19,375.00	109,375.00
Subtotal		$1,540,134.23	$342,851.98	$1,882,986.21
02/01/2026	February 6 2014 : Water Main Replacement (OSS)	100,000.00	6,437.50	106,437.50
	February 6 2014 : Tot Lot (I)	15,000.00	965.63	15,965.63
	February 6 2014 : City Hall Roof Repair (I)	10,000.00	643.75	10,643.75
	February 6 2014 : Fire Pumper Truck (I)	40,000.00	2,575.00	42,575.00
	February 6 2014 : Road & Sidewalk (I)	200,000.00	12,875.00	212,875.00
	April 23 2015 : Day Park Renovation (I)	45,000.00	3,262.50	48,262.50
	April 23 2015 : Street & Sidewalk Improvements (I)	200,000.00	14,500.00	214,500.00
	April 23 2015 : Shute Library Renovation (I)	35,000.00	4,450.00	39,450.00
	April 23 2015 : Whittier School Roof (I)	35,000.00	5,228.13	40,228.13
	April 23 2015 : Adv Ref of Feb 1 07- High School (I)	674,000.00	8,425.00	682,425.00

City of Everett, Massachusetts
Fiscal Year 2026 Projected Principal and Interest Payments
Aggregate Debt Service

Date	Issue : Purpose	Principal	Interest	Total P+I
02/01/2026	April 23 2015 : Adv Ref of Feb 1 07- Prior Schools (I)	1,000.00	12.50	1,012.50
continued	November 17 2020 : Cur Ref of 8 1 09 School Remodeling (I)	-	8,500.00	8,500.00
	November 17 2020 : Citywide Tot Lots (I)	-	8,268.75	8,268.75
	November 17 2020 : Florence Park Construction (I)	-	14,950.00	14,950.00
	November 17 2020 : Seven Acre Park Construction (I)	-	11,812.50	11,812.50
	November 17 2020 : Swan St. Park Construction (I)	-	17,718.75	17,718.75
	November 17 2020 : Baldwin Ave. Park Construction (I)	-	17,718.75	17,718.75
	November 17 2020 : Edith St. Park Construction (I)	-	12,993.75	12,993.75
	November 17 2020 : Property Acquisitions (I)	-	5,906.25	5,906.25
	November 17 2020 : Everett Square Improvements I (I)	-	3,000.00	3,000.00
	November 17 2020 : Everett Square Improvements II (I)	-	9,250.00	9,250.00
	November 17 2020 : Northern Strand Bike Path (I)	-	18,500.00	18,500.00
	November 17 2020 : High School Vocational (I)	-	5,350.00	5,350.00
	November 17 2020 : Street & Sidewalk Repair I (I)	-	34,375.00	34,375.00
	November 17 2020 : Elton & Tremont Surface Drainage (I)	-	8,025.00	8,025.00
	November 17 2020 : Commercial Triangle Improvements (I)	-	2,525.00	2,525.00
	November 17 2020 : Street & Sidewalk Repair II (I)	-	37,000.00	37,000.00
	February 11 2021 (I)	155,000.00	23,250.00	178,250.00
	August 3 2023 : High School Central Storage (I)	-	7,900.00	7,900.00
	August 3 2023 : Keverian School Health Center (I)	-	5,925.00	5,925.00
	August 3 2023 : Lafayette School Library (I)	-	1,275.00	1,275.00
	August 3 2023 : City Hall Improvements (I)	-	8,875.00	8,875.00
	August 3 2023 : High School Gym Roof (I)	-	2,225.00	2,225.00
	August 3 2023 : High School Boilers (I)	-	3,650.00	3,650.00
	August 3 2023 : Streets and Sidewalks (I)	-	59,000.00	59,000.00
	August 3 2023 : Woodland Avenue Park (I)	-	5,175.00	5,175.00
	August 3 2023 : Baldwin Avenue Park (I)	-	4,025.00	4,025.00
	August 3 2023 : Keverian School Heat Units (I)	-	375.00	375.00
	August 3 2023 : Keverian School ACCU1/ACCU2 (I)	-	14,325.00	14,325.00
	August 3 2023 : Maddy English Chiller Replacement (I)	-	17,775.00	17,775.00
Subtotal		**$1,510,000.00**	**$429,043.76**	**$1,939,043.76**
02/15/2026	February 18 2016 : Refurbish Park & Tot Lots (I)	45,000.00	4,200.00	49,200.00
	February 18 2016 : Land Acquisition (I)	30,000.00	4,275.00	34,275.00
	February 18 2016 : Sacramone Park (I)	175,000.00	16,100.00	191,100.00
	February 18 2016 : Park Renovation (I)	145,000.00	13,625.00	158,625.00
	February 18 2016 : Webster School Air Conditioning (I)	40,000.00	6,725.00	46,725.00
	February 18 2016 : Parlin School Yard/Walkway Repavement (I)	50,000.00	4,675.00	54,675.00
	February 18 2016 : Parlin School Additional Classrooms I (I)	75,000.00	12,675.00	87,675.00
	February 18 2016 : Parlin School Additional Classrooms II (I)	45,000.00	6,825.00	51,825.00
	February 18 2016 : Ladder One Replacement (I)	115,000.00	2,300.00	117,300.00
	February 18 2016 : Street & Sidewalk Repairs (I)	200,000.00	18,850.00	218,850.00
	February 18 2016 : Enterprise Departmental Equipment (I)	30,000.00	600.00	30,600.00
	February 28 2017 : Central Fire Station Renovation (I)	94,000.00	20,310.63	114,310.63

City of Everett, Massachusetts

Fiscal Year 2026 Projected Principal and Interest Payments

Aggregate Debt Service

Date	Issue : Purpose	Principal	Interest	Total P+I
	February 28 2017 : Parlin School Renovation (I)	155,000.00	33,500.00	188,500.00
02/15/2026	February 28 2017 : High School Panel Improvements (I)	4,000.00	200.00	4,200.00
continued	February 28 2017 : Library Parlin Renovations (I)	7,000.00	1,526.88	8,526.88
	February 28 2017 : Police Station Renovations (I)	5,000.00	977.50	5,977.50
	February 28 2017 : City Hall Renovations (I)	15,000.00	3,254.38	18,254.38
	February 28 2017 : Amory Renovations (I)	35,000.00	7,634.38	42,634.38
	February 28 2017 : City Services Building Renovations (I)	6,000.00	1,257.50	7,257.50
	February 28 2017 : Everett Stadium Renovations (I)	5,000.00	977.50	5,977.50
	February 28 2017 : Gym Renovations (I)	6,000.00	1,257.50	7,257.50
	February 28 2017 : Connolly Center Renovation (I)	8,000.00	1,745.00	9,745.00
	February 28 2017 : Refurbish Tot Lots (I)	42,000.00	5,670.00	47,670.00
	February 28 2017 : Meadows/Kearins Park Design & Construction (I)	4,000.00	100.00	4,100.00
	February 28 2017 : Swan Street Park Design & Construction (I)	57,000.00	7,680.00	64,680.00
	February 28 2017 : Gramsford Park Design & Construction (I)	50,000.00	6,750.00	56,750.00
	February 28 2017 : North Strand Bike Path Renovation (I)	30,000.00	4,050.00	34,050.00
	February 28 2017 : Hugh Common Construction (I)	4,000.00	175.00	4,175.00
	February 28 2017 : Traffic Signal Improvements (I)	22,000.00	1,100.00	23,100.00
	February 28 2017 : LED Streetlights (I)	52,000.00	2,600.00	54,600.00
	February 28 2017 : Traffic Lights (I)	10,000.00	500.00	10,500.00
	February 28 2017 : Keverian Parking Lot Reconstruction (I)	45,000.00	6,075.00	51,075.00
	February 28 2017 : Sewer illicit Connections Infrastructure (I)	4,000.00	704.38	4,704.38
	February 28 2017 : Elton & Tremont Drainage Improvements (I)	10,000.00	2,113.75	12,113.75
	February 8 2021 MWRA Water (O)	152,890.00	-	152,890.00
	February 8 2021 MWRA Sewer (I)	60,270.00	-	60,270.00
Subtotal		**$1,833,160.00**	**$201,009.40**	**$2,034,169.40**
04/01/2026	April 4 2019 : Street/Sidewalk Improvements (I)	180,000.00	33,625.00	213,625.00
	April 4 2019 : Morris Playground (I)	30,000.00	5,625.00	35,625.00
	April 4 2019 : Complete Streets Implementation (I)	25,000.00	4,750.00	29,750.00
	April 4 2019 : Northern Strand Bike Path Extension (I)	15,000.00	2,775.00	17,775.00
	April 4 2019 : Hale St. Park Construction (I)	70,000.00	18,303.13	88,303.13
	April 4 2019 : Appleton St. Park Construction (I)	50,000.00	13,406.25	63,406.25
	April 4 2019 : Central Ave. Park Construction (I)	50,000.00	13,406.25	63,406.25
	April 4 2019 : Tennis Court Design/Construction (I)	50,000.00	13,406.25	63,406.25
	April 4 2019 : Everett Square Improvements II (I)	60,000.00	11,125.00	71,125.00
	April 4 2019 : Werner & Fuller St. Park Design/Construction (I)	45,000.00	12,065.63	57,065.63
	April 4 2019 : Tot Lot Design/Refurbish (I)	40,000.00	9,509.38	49,509.38
	April 4 2019 : Seven Acre Park Design/Construction (I)	5,000.00	375.00	5,375.00
	April 4 2019 : Central Fire Station Renovations (I)	25,000.00	5,937.50	30,937.50
	April 4 2019 : Vocational Program at High School (I)	35,000.00	8,293.75	43,293.75
	April 4 2019 : Addl Vocational Program at High School (I)	15,000.00	4,021.88	19,021.88
	April 4 2019 : Vactor Truck (O)	40,000.00	3,800.00	43,800.00
Subtotal		**$735,000.00**	**$160,425.02**	**$895,425.02**
05/01/2026	May 3 2018 : Hancock St Fire Station Renovation (I)	165,000.00	41,550.00	206,550.00

City of Everett, Massachusetts

Fiscal Year 2026 Projected Principal and Interest Payments

Aggregate Debt Service

Date	Issue : Purpose	Principal	Interest	Total P+I
	May 3 2018 : Park Design (I)	75,000.00	13,125.00	88,125.00
05/01/2026	May 3 2018 : Best Buy Purchase (I)	15,000.00	3,871.88	18,871.88
continued	May 3 2018 : Roadway Infrastructure (I)	90,000.00	15,650.00	105,650.00
	May 3 2018 : Elton & Tremont St Drainage (I)	65,000.00	16,778.13	81,778.13
	May 3 2018 : Meadows/Kearins Park Phase II- Design Field (I)	30,000.00	6,928.13	36,928.13
	May 3 2018 : Everett Square Improvements (I)	25,000.00	4,075.00	29,075.00
	May 3 2018 : Webster/Lincoln Intersection (I)	25,000.00	1,750.00	26,750.00
	May 3 2018 : Traffic Signal Upgrades (I)	20,000.00	1,500.00	21,500.00
	May 3 2018 : Wellness Building Boiler (I)	5,000.00	1,290.63	6,290.63
	May 3 2018 : Parlin School Flooring (I)	20,000.00	4,546.88	24,546.88
Subtotal		**$535,000.00**	**$111,065.65**	**$646,065.65**
05/15/2026	June 1 2020 MWRA Water (O)	50,000.00	-	50,000.00
	May 10 2021 MWRA Water (O)	150,000.00	-	150,000.00
	June 20 2022 MWRA Sewer (O)	63,755.00	-	63,755.00
	June 20 2022 MWRA Water (O)	150,000.00	-	150,000.00
	June 12 2023 MWRA Water (O)	80,000.00	-	80,000.00
	May 19 2025 MWRA Water (O)	112,500.00	-	112,500.00
Subtotal		**$606,255.00**	**-**	**$606,255.00**
06/15/2026	December 20 2013 : Glendale Park Improvements (I)	-	3,630.00	3,630.00
	December 20 2013 : Parlin School Masonry Repair (I)	-	2,557.50	2,557.50
	December 20 2013 : Shute Library Construction 1 (I)	-	8,415.00	8,415.00
	December 20 2013 : Shute Library Construction 2 (I)	-	3,300.00	3,300.00
	December 20 2013 : Fire Station Repairs & Design (I)	-	1,320.00	1,320.00
Subtotal		**-**	**$19,222.50**	**$19,222.50**
Total		**$9,657,827.47**	**$2,641,869.15**	**$12,299,696.62**

Hilltop Securities Inc.
Public Finance

City of Everett, Massachusetts

Total Long-Term Debt Outstanding as of June 30, 2025

Aggregate Debt Service

Hilltop Sequrities, Public Finance

Date	Principal	Interest	Total P+I
06/30/2025	-	-	-
06/30/2026	9,657,827.47	2,641,869.15	12,299,696.62
06/30/2027	8,837,593.47	2,306,974.00	11,144,567.47
06/30/2028	8,578,936.56	1,993,402.27	10,572,338.83
06/30/2029	8,200,811.70	1,710,079.35	9,910,891.05
06/30/2030	7,675,892.84	1,434,704.42	9,110,597.26
06/30/2031	7,059,147.38	1,182,335.30	8,241,482.68
06/30/2032	5,934,825.32	955,672.07	6,890,497.39
06/30/2033	5,491,159.32	773,151.91	6,264,311.23
06/30/2034	4,595,462.00	612,486.16	5,207,948.16
06/30/2035	4,171,939.00	497,000.68	4,668,939.68
06/30/2036	3,649,784.00	395,230.72	4,045,014.72
06/30/2037	3,205,431.00	300,916.16	3,506,347.16
06/30/2038	2,100,000.00	212,001.30	2,312,001.30
06/30/2039	1,830,000.00	149,620.00	1,979,620.00
06/30/2040	1,260,000.00	100,698.15	1,360,698.15
06/30/2041	1,280,000.00	66,266.90	1,346,266.90
06/30/2042	895,000.00	35,552.50	930,552.50
06/30/2043	145,000.00	8,700.00	153,700.00
06/30/2044	145,000.00	2,900.00	147,900.00
Total	**$84,713,810.06**	**$15,379,561.04**	**$100,093,371.10**

Par Amounts Of Selected Issues

October 25 2007 MSBA School (O)	3,595,322.56
February 19 2008 Section 108 HUD Loan (O)	308,000.00
June 6 2012 MWPAT CW-08-14 (I) Revised	63,707.93
May 22 2013 MWPAT CW-10-20 (I)	1,283,210.00
December 20 2013 -Glendale Park Improvements (I)	330,000.00
December 20 2013 -Parlin School Masonry Repair (I)	185,000.00
December 20 2013 -Shute Library Construction 1 (I)	585,000.00

City of Everett, Massachusetts

Total Long-Term Debt Outstanding as of June 30, 2025

Aggregate Debt Service

Hilltop Sequrities, Public Finance

Date	Principal	Interest	Total P+I
December 20 2013 -Shute Library Construction 2 (I)			225,000.00
December 20 2013 -Fire Station Repairs & Design (I)			90,000.00
February 6 2014 -Water Main Replacement (OSS)			400,000.00
February 6 2014 -Tot Lot (I)			60,000.00
February 6 2014 -City Hall Roof Repair (I)			40,000.00
February 6 2014 -Fire Pumper Truck (I)			160,000.00
February 6 2014 -Road & Sidewalk (I)			800,000.00
January 7 2015 MCWT CW-10-20-A (I)			366,430.00
April 23 2015 -Day Park Renovation (I)			225,000.00
April 23 2015 -Street & Sidewalk Improvements (I)			1,000,000.00
April 23 2015 -Shute Library Renovation (I)			300,000.00
April 23 2015 -Whittier School Roof (I)			350,000.00
April 23 2015 -Adv Ref of Feb 1 07- High School (I)			674,000.00
April 23 2015 -Adv Ref of Feb 1 07- Prior Schools (I)			1,000.00
February 18 2016 -Refurbish Park & Tot Lots (I)			265,000.00
February 18 2016 -Land Acquisition (I)			275,000.00
February 18 2016 -Sacramone Park (I)			1,015,000.00
February 18 2016 -Park Renovation (I)			860,000.00
February 18 2016 -Webster School Air Conditioning (I)			435,000.00
February 18 2016 -Parlin School Yard/Walkway Repavement (I)			295,000.00
February 18 2016 -Parlin School Additional Classrooms I (I)			820,000.00
February 18 2016 -Parlin School Additional Classrooms II (I)			440,000.00
February 18 2016 -Ladder One Replacement (I)			115,000.00
February 18 2016 -Street & Sidewalk Repairs (I)			1,190,000.00
February 18 2016 -Enterprise Departmental Equipment (I)			30,000.00
September 12 2016 MWRA Water (O)			200,000.00
September 12 2016 MWRA Sewer (I)			71,050.00
February 28 2017 -Central Fire Station Renovation (I)			1,117,000.00
February 28 2017 -Parlin School Renovation (I)			1,842,000.00
February 28 2017 -High School Panel Improvements (I)			8,000.00
February 28 2017 -Library Parlin Renovations (I)			84,000.00
February 28 2017 -Police Station Renovations (I)			53,000.00

City of Everett, Massachusetts

Total Long-Term Debt Outstanding as of June 30, 2025

Aggregate Debt Service

Hilltop Sequrities, Public Finance

Date	Principal	Interest	Total P+I
February 28 2017 -City Hall Renovations (I)			179,000.00
February 28 2017 -Amory Renovations (I)			420,000.00
February 28 2017 -City Services Building Renovations (I)			69,000.00
February 28 2017 -Everett Stadium Renovations (I)			53,000.00
February 28 2017 -Gym Renovations (I)			69,000.00
February 28 2017 -Connolly Center Renovation (I)			96,000.00
February 28 2017 -Refurbish Tot Lots (I)			294,000.00
February 28 2017 -Meadows/Kearins Park Design & Construction (I)			4,000.00
February 28 2017 -Swan Street Park Design & Construction (I)			398,000.00
February 28 2017 -Gramsford Park Design & Construction (I)			350,000.00
February 28 2017 -North Strand Bike Path Renovation (I)			210,000.00
February 28 2017 -Hugh Common Construction (I)			7,000.00
February 28 2017 -Traffic Signal Improvements (I)			44,000.00
February 28 2017 -LED Streetlights (I)			104,000.00
February 28 2017 -Traffic Lights (I)			20,000.00
February 28 2017 -Keverian Parking Lot Reconstruction (I)			315,000.00
February 28 2017 -Sewer illicit Connections Infrastructure (I)			38,000.00
February 28 2017 -Elton & Tremont Drainage Improvements (I)			116,000.00
April 13 2017 MCWT CW-14-24 (I)			325,339.00
November 13 2017 MWRA Water (O)			282,300.00
May 3 2018 -Hancock St Fire Station Renovation (I)			2,090,000.00
May 3 2018 -Park Design (I)			600,000.00
May 3 2018 -Best Buy Purchase (I)			195,000.00
May 3 2018 -Roadway Infrastructure (I)			715,000.00
May 3 2018 -Elton & Tremont St Drainage (I)			845,000.00
May 3 2018 -Meadows/Kearins Park Phase II- Design Field (I)			345,000.00
May 3 2018 -Everett Square Improvements (I)			185,000.00
May 3 2018 -Webster/Lincoln Intersection (I)			70,000.00
May 3 2018 -Traffic Signal Upgrades (I)			60,000.00
May 3 2018 -Wellness Building Boiler (I)			65,000.00
May 3 2018 -Parlin School Flooring (I)			225,000.00
December 3 2018 MWRA Water (O)			400,000.00
April 4 2019 -Street/Sidewalk Improvements (I)			1,590,000.00

City of Everett, Massachusetts

Total Long-Term Debt Outstanding as of June 30, 2025

Aggregate Debt Service

Hilltop Sequrities, Public Finance

Date	Principal	Interest	Total P+I
April 4 2019 -Morris Playground (I)			265,000.00
April 4 2019 -Complete Streets Implementation (I)			225,000.00
April 4 2019 -Northern Strand Bike Path Extension (I)			130,000.00
April 4 2019 -Hale St. Park Construction (I)			950,000.00
April 4 2019 -Appleton St. Park Construction (I)			700,000.00
April 4 2019 -Central Ave. Park Construction (I)			700,000.00
April 4 2019 -Tennis Court Design/Construction (I)			700,000.00
April 4 2019 -Everett Square Improvements II (I)			525,000.00
April 4 2019 -Werner & Fuller St. Park Design/Construction (I)			630,000.00
April 4 2019 -Tot Lot Design/Refurbish (I)			495,000.00
April 4 2019 -Seven Acre Park Design/Construction (I)			15,000.00
April 4 2019 -Central Fire Station Renovations (I)			305,000.00
April 4 2019 -Vocational Program at High School (I)			430,000.00
April 4 2019 -Addl Vocational Program at High School (I)			210,000.00
April 4 2019 -Vactor Truck (O)			160,000.00
December 2 2019 MWRA Water I (O)			610,650.00
December 2 2019 MWRA Water II (O)			500,000.00
June 1 2020 MWRA Water (O)			250,000.00
June 15 2020 MCWT CW-08-14-A (I)			22,555.57
November 17 2020 -Cur Ref of 8 1 09 School Remodeling (I)			425,000.00
November 17 2020 -Citywide Tot Lots (I)			560,000.00
November 17 2020 -Florence Park Construction (I)			1,000,000.00
November 17 2020 -Seven Acre Park Construction (I)			800,000.00
November 17 2020 -Swan St. Park Construction (I)			1,200,000.00
November 17 2020 -Baldwin Ave. Park Construction (I)			1,200,000.00
November 17 2020 -Edith St. Park Construction (I)			880,000.00
November 17 2020 -Property Acquisitions (I)			400,000.00
November 17 2020 -Everett Square Improvements I (I)			170,000.00
November 17 2020 -Everett Square Improvements II (I)			550,000.00
November 17 2020 -Northern Strand Bike Path (I)			1,060,000.00
November 17 2020 -High School Vocational (I)			350,000.00
November 17 2020 -Street & Sidewalk Repair I (I)			1,965,000.00
November 17 2020 -Elton & Tremont Surface Drainage (I)			470,000.00

City of Everett, Massachusetts

Total Long-Term Debt Outstanding as of June 30, 2025

Aggregate Debt Service

Hilltop Sequrities, Public Finance

Date	Principal	Interest	Total P+I
November 17 2020 -Commercial Triangle Improvements (I)			140,000.00
November 17 2020 -Street & Sidewalk Repair II (I)			2,200,000.00
February 8 2021 MWRA Water (O)			917,340.00
February 8 2021 MWRA Sewer (I)			361,620.00
February 11 2021 (I)			930,000.00
May 10 2021 MWRA Water (O)			900,000.00
January 25 2022 Taxable (I)			9,215,000.00
January 25 2022 Tax-Exempt -Glenwood Cemetery (I)			680,000.00
January 25 2022 Tax-Exempt -Complete Streets (I)			790,000.00
January 25 2022 Tax-Exempt -City Park Tot Lots (I)			550,000.00
January 25 2022 Tax-Exempt -Street & Sidewalk Repairs (I)			2,400,000.00
January 25 2022 Tax-Exempt -Complete Streets II (I)			995,000.00
January 25 2022 Tax-Exempt -Ferry & Elm Improvements (I)			790,000.00
January 25 2022 Tax-Exempt -Commercial Triangle Improvements (I)			790,000.00
January 25 2022 Tax-Exempt -Coburn Terrace Improvements (I)			395,000.00
January 25 2022 Tax-Exempt -Summer Street Park Design/Construction (I)			325,000.00
January 25 2022 Tax-Exempt -Park Ave./Highland Park Design/Const (I)			380,000.00
January 25 2022 Tax-Exempt -Waterfront Improvements (I)			850,000.00
January 25 2022 Tax-Exempt -Fuller Street Park Design/Construction (I)			790,000.00
January 25 2022 Tax-Exempt -Raised Crosswalks (I)			1,030,000.00
June 20 2022 MWRA Sewer (O)			446,285.00
June 20 2022 MWRA Water (O)			1,050,000.00
June 12 2023 MWRA Water (O)			640,000.00
August 3 2023 -High School Central Storage (I)			380,000.00
August 3 2023 -Keverian School Health Center (I)			285,000.00
August 3 2023 -Lafayette School Library (I)			60,000.00
August 3 2023 -City Hall Improvements (I)			425,000.00
August 3 2023 -High School Gym Roof (I)			110,000.00
August 3 2023 -High School Boilers (I)			175,000.00
August 3 2023 -Streets and Sidewalks (I)			2,800,000.00
August 3 2023 -Woodland Avenue Park (I)			245,000.00
August 3 2023 -Baldwin Avenue Park (I)			190,000.00
August 3 2023 -Keverian School Heat Units (I)			20,000.00

City of Everett, Massachusetts

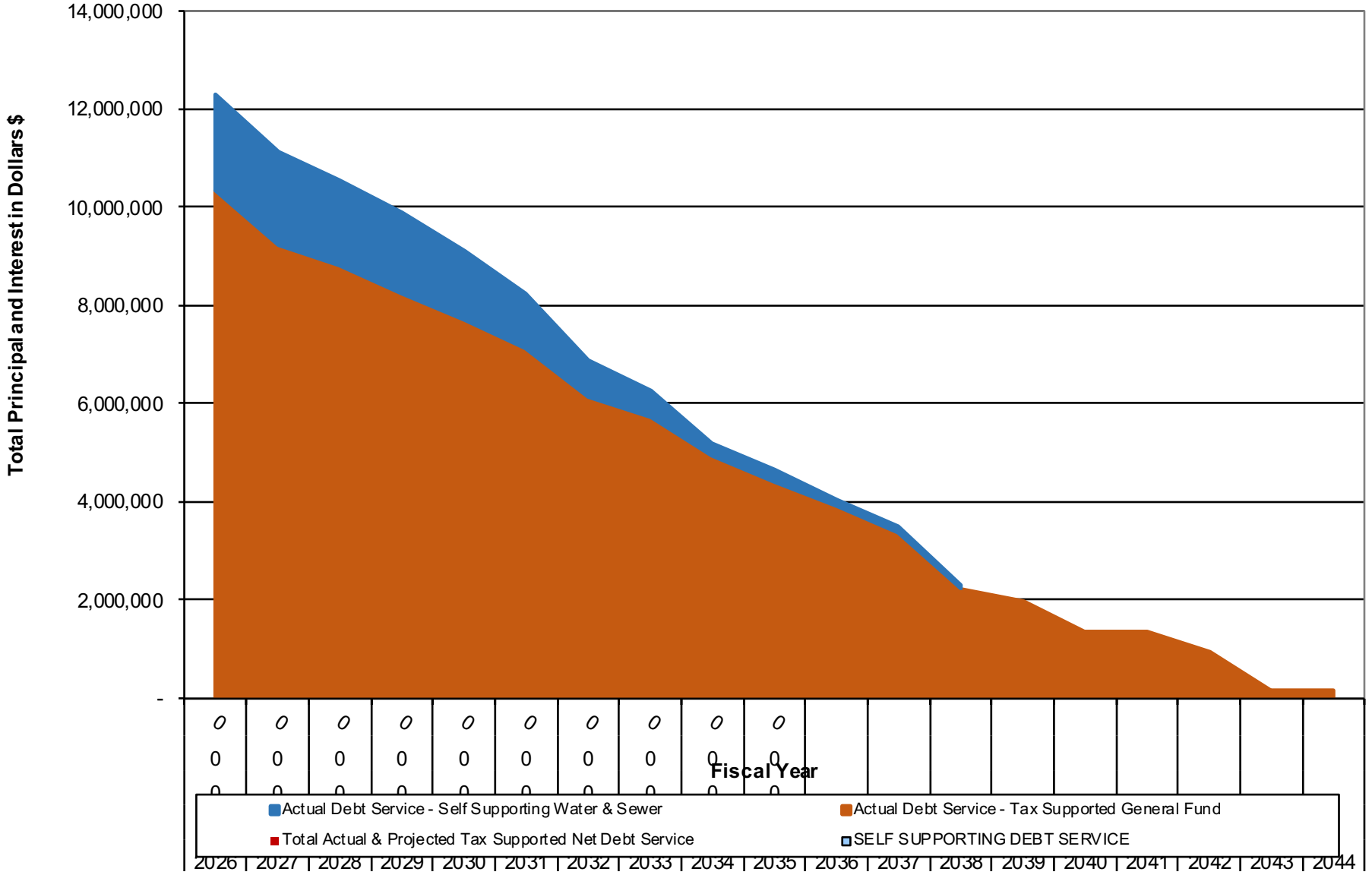
Total Long-Term Debt Outstanding as of June 30, 2025

Aggregate Debt Service

Hilltop Sequrities, Public Finance

Date	Principal	Interest	Total P+I
August 3 2023 -Keverian School ACCU1/ACCU2 (I)			690,000.00
August 3 2023 -Maddy English Chiller Replacement (I)			855,000.00
May 19 2025 MWRA Water (O)			1,125,000.00
TOTAL			**84,713,810.06**

City of Everett, Massachusetts
Existing Net Debt Service - All Debt
General Fund vs. Water & Sewer



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 to 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.

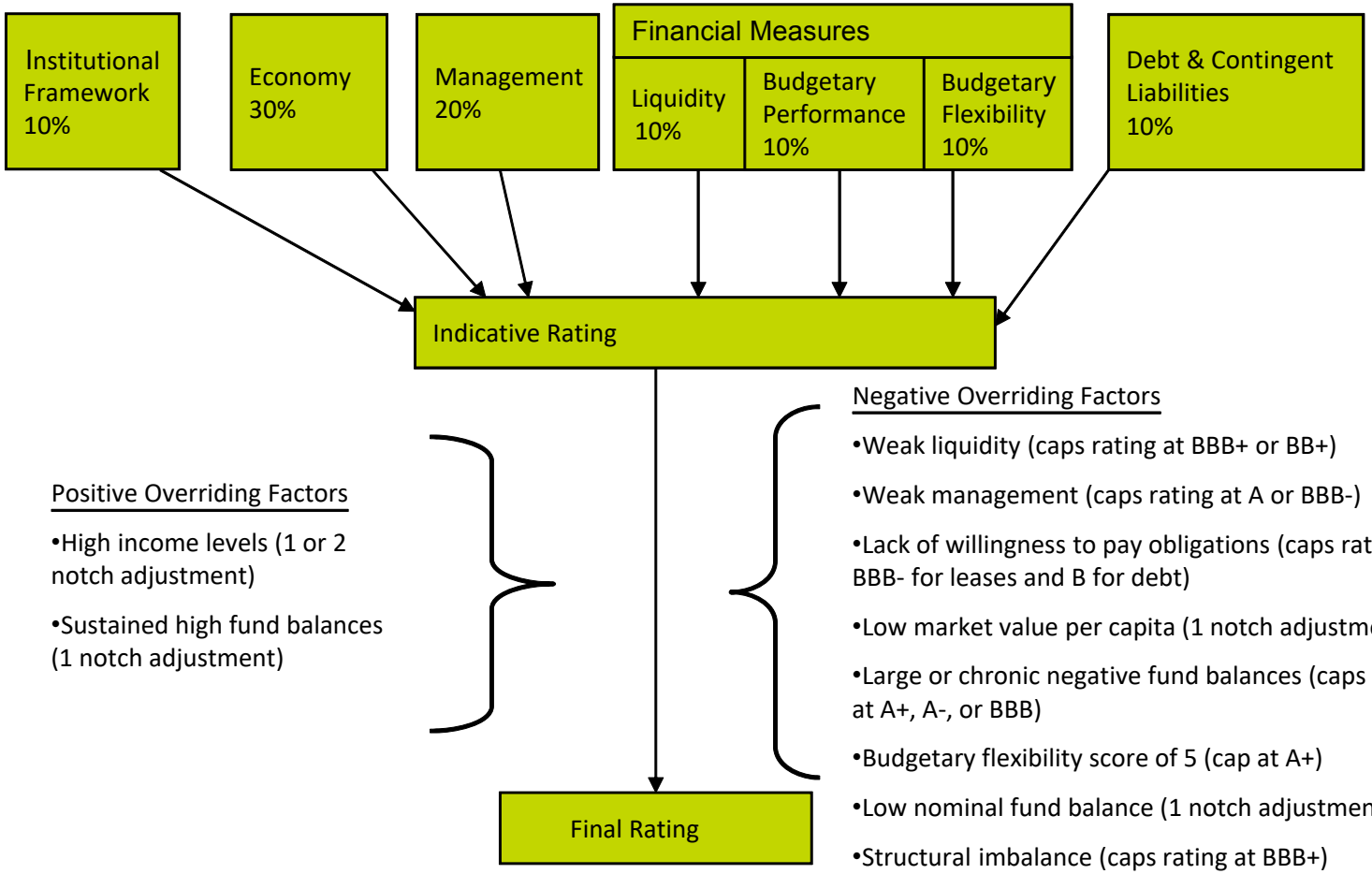
Are Credit Ratings absolute measures of default probability?

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



7 Source: Standard & Poor's Ratings Services.

S&P Global
Ratings

RatingsDirect®

Summary:

Everett, Massachusetts; General Obligation

Primary Credit Analyst:
Melissa Stoloff, Boston (1) 617-530-8030; melissa.stoloff@spglobal.com

Secondary Contact:
Krystal Tena, New York + 1 (212) 438-1628; krystal.tena@spglobal.com

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Credit Highlights

Outlook

Related Research

Summary:

Everett, Massachusetts; General Obligation

Credit Profile		
US$7.205 mil GO mun purp loan of 2023 bnds due 08/01/2043		
Long Term Rating	AA+/Stable	New
Everett GO mun purp loan bnds		
Long Term Rating	AA+/Stable	Affirmed
Everett GO mun purp loan bnds ser 2020 due 04/01/2040		
Long Term Rating	AA+/Stable	Affirmed
Everett GO		
Long Term Rating	AA+/Stable	Affirmed

Credit Highlights

- S&P Global Ratings assigned its 'AA+' long-term rating to Everett, Mass.' $7.205 million series 2023 general obligation (GO) municipal purpose loan bonds.
- At the same time, S&P Global Ratings affirmed its 'AA+' long-term rating on the city's existing debt.
- The outlook is stable.

Security

The city's full-faith-and-credit pledge, subject to Proposition 2 1/2 limitations, secures the bonds. 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 property 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.

Bond proceeds will finance various capital improvement projects across the city.

Credit overview

Everett's credit profile is supported by its stable financial performance, leading to steady reserves, which is expected to continue over the next two fiscal years. Preliminary estimates for fiscal 2023 indicate year-end surplus results of about $4.5 million given strong revenue performance, particularly in building permits and meals and rooms taxes. Furthermore, the city's local economy just north of Boston continues to experience various residential, commercial, and mixed-use development. Encore Boston Casino, a casino and hotel that has been in operation since 2019, plans to expand its operations to adjacent property and is going through the regulatory process to receive final approval. In addition, the city has been planning for the closing of the Mystic Generating Station in 2024 by gradually reducing the budgeted tax revenue it depends on from the plant, as well as holding ongoing discussions with the state regarding eligibility for energy transition assistance funding. While new growth and more economically sensitive revenues could soften in the near term, we anticipate the local economy will remain stable (see "Economic Outlook U.S. Q3 2023: A Sticky Slowdown," published June 26, 2023, on RatingsDirect).

The city will have about $105 million of total debt after this issuance and could issue about $10 million over the next two years for various capital improvements in accordance with its capital improvement plan; we do not expect a material effect on its debt profile and believe that management will continue to incorporate any capital needs or larger projects into its forward-looking capital and five-year financial plans.

The rating also reflects our opinion of the city's:

- Growing tax base that directly contributes to the greater Boston economy and is poised for further long-term development;
- Forward-looking financial management supported by five-year operational and capital planning, along with a strong institutional framework score;
- Trend of steady financial performance supported by a predictable revenue profile composed of property tax, state aid and PILOT payments; fund balance levels have also remained consistent over the past three years; and
- Strong debt position given rapid amortization and manageable debt service costs of about 4.5% of budget, but a large pension and other postemployment benefits (OPEB) obligation with costs likely to escalate as the pension system works toward fully funded status in 2030. However, the city has contributed $1.7 million in free cash toward its OPEB obligation in recent years.

Environmental, social, and governance

We have assessed Everett's social, environmental, and governance risks relative to the city's economy, finances and debt profile and have determined they are neutral in our credit analysis. The city is partnering with its neighboring city, Chelsea, on infrastructure projects (seawall replacement and wetland improvements) to mitigate flood risk, for which it expects to seek federal reimbursement.

Outlook

Everett's steady financial performance, coupled with maintenance of reserves and a manageable debt profile, support the stable outlook.

Downside scenario

We could lower the rating if budgetary performance were to deteriorate, causing a reserve drawdown; or, while unlikely, if changes to the casino host agreement resulted in less revenue that could negatively affect financial operations.

Upside scenario

We could raise the rating if Everett's wealth and income metrics were to improve to levels commensurate with those of higher-rated peers, or if retirement liabilities were to materially decrease while finances remained balanced.

Everett, Massachusetts--key credit metrics

	Most recent	Historical information		
		2022	2021	2020
Strong economy				
Projected per capita EBI % of U.S.	85		82	82
Market value per capita ($)	167,127	161,866	154,164	146,785
Population			44,994	44,911
County unemployment rate(%)		3.1		
Market value ($000)	7,519,723	7,283,019	6,936,449	6,592,280
Ten largest taxpayers % of taxable value	17.9			
Strong budgetary performance				
Operating fund result % of expenditures		1.3	2.9	1.4
Total governmental fund result % of expenditures		2.6	2.4	2.3
Very strong budgetary flexibility				
Available reserves % of operating expenditures		19.3	11.8	16.1
Total available reserves ($000)		48,247	27,505	38,109
Very strong liquidity				
Total government cash % of governmental fund expenditures		48	42	26
Total government cash % of governmental fund debt service		1073	980	410
Strong management				
Financial Management Assessment	Good			
Strong debt & long-term liabilities				
Debt service % of governmental fund expenditures		4.5	4.3	6.4
Net direct debt % of governmental fund revenue	37			
Overall net debt % of market value	4.1			
Direct debt 10-year amortization (%)	78			
Required pension contribution % of governmental fund expenditures		6.3		
OPEB actual contribution % of governmental fund expenditures		3.4		
Strong institutional framework				

EBI--Effective buying income. OPEB--Other postemployment benefits. Data points and ratios may reflect analytical adjustments.

Related Research

- Through The ESG Lens 3.0: The Intersection Of ESG Credit Factors And U.S. Public Finance Credit Factors, March 2, 2022

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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APPENDIX

Budgeting & 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 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).

Basis of Accounting & Budgeting

The ***basis of accounting*** and the ***basis of budgeting*** determine when revenues and expenditures are recognized for the purposes of financial reporting and budget control. Accounting on a ***cash basis*** means that revenues and expenditures are recorded when cash is actually received or paid out. Most large businesses employ ***full accrual accounting*** in which revenue are recorded when earned (rather than when received), and expenditures are recognized when an obligation to pay is incurred (rather than when the payment is made). Capital expenses (the cost of acquiring tangible assets) are recognized over the life of the asset, not when the asset is purchased.

Governments typically employ a hybrid basis of accounting termed ***modified accrual***. Under this system, revenues are recognized when they become measurable and available; expenditures are recognized when the obligation to pay is incurred. Capital expenditures are recognized at the time of purchase. This means that governments may experience significant increases and decreases in total expenditures from year to year because capital expenses tend to be large and unevenly timed. To help explain year to year expenditure trends, capital expenditures are reported separately from operating costs in this budget document.

The City of Everett uses modified accrual accounting and budgeting for its governmental fund types, which include the general fund, special revenue funds, and capital project funds. For proprietary fund types (enterprise funds) the city uses full accrual accounting and budgeting.

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 purposed 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 purposed. 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 good 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 Accounting- The modified accrual basis of accounting, as appropriate, should be utilized in measuring financial position and operating results.

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 e 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 funds0 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 interfund receivable a payable arise.

Fund Balance & Fund Equity – The arithmetic difference between the number 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. A copy of the most current CAFR and prior fiscal year financial statements can be found on the City's website at https://www.Everett.com/auditor-director-finance/pages/financial-statements .

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 primary 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 (CRS) was established to provide retirement benefits to City employees, the Everett Housing Authority employees, the South Essex Sewerage District employees, the Everett-Beverly Water Supply Board employees, the North Shore Regional Vocational School employees and their beneficiaries. The System is governed by a five-member board comprised of the Finance Director (ex-officio), two members elected by the System's participants, one member appointed by the Mayor and one member appointed by the other 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.

The City is a member of the South Essex Sewerage District (SESD), a joint venture with the Cities of Everett and Beverly and the Towns of Danvers and Marblehead, for the operation of a septage disposal facility. The members share in overseeing the operations of SESD. Each member is responsible for its proportionate share of the operational costs of the SESD, which are paid in the form of assessments Complete financial statements for the District can be obtained by contacting them at 50 Fort Avenue, Everett, MA 01970.

The City is a member of the Everett-Beverly Water Supply Board (SBWSB), a joint venture with the City of Beverly for the operation of a water distribution system. The City does not have an equity interest in the Everett-Beverly Water Supply Board. Complete financial information for the SBWSB can be obtained by contacting them at 50 Arlington Avenue, Beverly, MA 01915.

Availability of Financial Information for Component Units

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 20 Central Street, Suite 110, Everett, Massachusetts 01970.

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, propriety 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 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 *school capital projects fund* is used to account for the ongoing construction and renovations of the City's school buildings.

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 *water & sewer enterprise fund* is used to account for water & sewer activities.

The *Everett community television enterprise fund* is used to account for the community television operations.

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 *other post-employment benefits (OPEB) is* the term referring to the benefits other than pensions that public employees receive after they retire, the most significant being health insurance, but also life, vision and dental insurance depending on the providing entity.

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.

Budgetary Fund Structure

The City of Everett's Budget is organized into series of funds, each established to ensure that revenues are used only for their intended purpose to comply with state and accounting standards.

The **General Fund** is the primary operating fund and finances most governmental services such as public safety, education and administration.

Special Revenue Funds track dedicated revenues – such as grants or revolving accounts – that must be spent for specific programs.

Enterprise Funds (Water & Sewer and ECTV) – operate like self-supporting business, with user fees covering the cost of service.

Capital Project Funds record major construction and infrastructure projects. However the City may use different form of financing its capital projects.

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 Shor-t 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 is required to include a table of Outcomes and Performance Measurers in their mission statements. They are 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 into the overall goals of the City and is included for each department in their mission statements.

What Performance Measures are (According to GFOA)?
Performance measures are quantifiable indicators used by government to:

- Monitor financial and budgetary health;
- Evaluate service delivery and program outcomes;
- Understand operational performance and community conditions;
- Support informed, evidence-based decision making.

They help leaders how well the objectives are being met and inform continuous improvement efforts.

GFOA Principles for Effective Measurement:

- Useful – Actionable insights for decisions;
- Relevant – Directly linked to desired outcomes;
- Reliable – Consistent, defined, trustworthy data;
- Adequate – Balanced, multi-dimensional;
- Collectible – Easy and practical to gather;
- Consistent – Tracked regularly over time;
- Environmental – Reflect external conditions;
- Responsibility – Clear roles for data ownership;
- Systems – Use existing tools or create new ones.

GFOA clarifications and Good Practices:

- Tailor to audience needs;
- Compare Cautiously – context matters;
- Focus on Learning, not punishment or award;
- Provide clear source, method, and context;
- Communicate regularly – internally and externally.

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:
Best Practices: Performance Management (Board Approval Date: Saturday, March 31, 2018) Performance Measures

Departmental Fund Relationships

		Governmental Funds					Enterprise Funds/ Propriatary		Internal Service Fund	Trust & Agency Funds - Fiduciary		
		Major	Non-Major	Non-Major	Non-Major	Major	Major	Major	Major	Non-Major	Non-Major	Non-Major
Department	Sub Department	General Fund Appropriated	Special Revenue Funds	Revolving Funds	Capital Projects	Stabilization Funds Appropriated	Water/Sewer Appropriated	ECTV Appropriated	Self Insurance Fund	Expendable Permanent Trust Funds	Non-Expendable Trust Funds	Agency Funds
Legislative	City Council	Yes								Yes	Yes	
Mayor	Executive	Yes	Yes	Yes				Yes		Yes	Yes	
Constituent Services		Yes										
Diversity, Equity & Incl.		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	Yes	Yes								
Solicitor	Licensing Board	Yes										
Solicitor	General Liability Insurance	Yes										
Human Resources		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	Yes							
ISD	Zoning Board of Appeals	Yes										Yes
E911		Yes			Yes							
DPW	Executive/Fleet	Yes	Yes	No	Yes					Yes		Yes
DPW	Facilities Maintenance	Yes	Yes	No	Yes							

Departmental Fund Relationships

		Governmental Funds					Enterprise Funds/ Propriatary		Internal Service Fund	Trust & Agency Funds - Fiduciary		
		Major	Non-Major	Non-Major	Non-Major	Major	Major	Major	Major	Non-Major	Non-Major	Non-Major
Department	Sub Department	General Fund Appropriated	Special Revenue Funds	Revolving Funds	Capital Projects	Stabilization Funds Appropriated	Water/Sewer Appropriated	ECTV Appropriated	Self Insurance Fund	Expendable Permanent Trust Funds	Non-Expendable Trust Funds	Agency Funds
DPW	Engineering	Yes	yes	Yes	Yes							Yes
DPW	Stadium	Yes			Yes							
DPW	Parks & Cemeteries	Yes	Yes	Yes	Yes					Yes	Yes	
DPW	Highway	Yes			Yes							
DPW	Snow & Ice	Yes										
DPW	Solid Waste	Yes										
Health & Human Services	Board of Health	Yes	Yes	Yes								
Planning & Development		Yes	Yes	Yes	Yes							Yes
Planning & Development	Conservation Commission	Yes										
Planning & Development	Planning Board	Yes	Yes	Yes								Yes
Transportation		Yes	Yes		Yes							
Veterans Agent		Yes	Yes									
Council On Aging		Yes	Yes									
Human Services		Yes	Yes		Yes							
Library	Parlin & Shute	Yes	Yes	Yes	Yes					Yes	Yes	
Health & Wellness	Formerly Recreation	Yes	Yes	Yes	Yes							
GF Trans Out	Trans Out	Yes				Yes						
School	School	Yes	Yes	Yes	Yes					Yes	Yes	Yes
ENTERPRISE FUNDS												
Water/Sewer Enterprise					No		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				

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	
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	34,255,201.96	9,713,686.96	40%	
2023	34,255,201.96	33,552,498.00	(702,703.96)	-2%	
2024	33,552,498.00	34,247,044.00	694,546.00	2%	
2025	34,247,044.00	31,675,054.00	(2,571,990.00)	-8%	
2026	31,675,054.00	31,675,054.00	-	0%	Est

The objective of the General Fund is to raise revenue to cover expenses for the fiscal year.

Stabilization Fund - 8400 — MAJOR

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund Bal	% Var in FB
2017	8,854,048.00	6,156,000.00	(2,698,048.00)	-30%
2018	6,156,000.00	2,519,922.00	(3,636,078.00)	-59%
2019	2,519,922.00	3,730,339.00	1,210,417.00	48%
2020	3,730,339.00	4,907,985.00	1,177,646.00	32%
2021	4,907,985.00	5,518,119.00	610,134.00	12%
2022	5,518,119.00	5,607,681.00	89,562.00	2%
2023	5,607,681.00	7,826,487.00	2,218,806.00	40%
2024	7,826,487.00	10,847,424.00	3,020,937.00	39%
2025	10,847,424.00	13,713,644.00	2,866,220.00	26%
2026	13,713,644.00	13,713,644.00	-	0%

15% of Free Cash was appropriated to the City's Stabilization Fund in FY25

Water/Sewer Enterprise Fund - 6000 — NON-MAJOR

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund Bal	% Var in FB	
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	5,045,946.00	(193,076.00)	-4%	
2023	5,045,946.00	4,130,479.00	(915,467.00)	-18%	
2024	4,130,479.00	3,555,665.00	(574,814.00)	-14%	
2025	3,555,665.00	3,822,094.00	266,429.00	7%	
2026	3,822,094.00	3,936,756.82	114,662.82	3%	Est.

The objective of the Water/Sewer Enterprise Fund is to raise revenue to cover expenses for the fiscal year

ECTV — NON-MAJOR

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund Bal	% Var in FB
2017		-	-	#DIV/0!
2018	-	-	-	#DIV/0!
2019	-	-	-	#DIV/0!
2020	-	1,129,166.00	1,129,166.00	#DIV/0!
2021	1,129,166.00	915,726.00	(213,440.00)	-19%
2022	915,726.00	822,203.00	(93,523.00)	-10%
2023	822,203.00	884,860.00	62,657.00	8%
2024	884,860.00	1,053,935.00	169,075.00	19%
2025	1,053,935.00	1,037,168.00	(16,767.00)	-2%
2026	1,037,168.00	1,016,424.64	(20,743.36)	-2%

The objective of ECTV Eterprise Fund is to raise revenue to cover expenses for the fiscal year

Major Non-Major Funds - Changes in Fund Balance

Capital Improvement Fund - 8400

NON-MAJOR

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund Bal	% Var in FB	
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	5,934,434.00	555,191.00	10%	
2023	5,934,434.00	6,690,984.00	756,550.00	13%	
2024	6,690,984.00	8,048,356.00	1,357,372.00	20%	
2025	8,048,356.00	9,342,541.00	1,294,185.00	16%	
2026	9,342,541.00	9,622,817.23	280,276.23	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 was appropriated to the City's Capital Improvement Fund.

Other Post Employment Benefits (OPEB) - 8600

NON-MAJOR

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund Bal	% Var in FB
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	9,092,315.00	1,056,581.00	13%
2023	9,092,315.00	11,184,091.00	2,091,776.00	23%
2024	11,184,091.00	13,754,750.00	2,570,659.00	23%
2025	13,754,750.00	18,718,663.00	4,963,913.00	36%
2026	18,718,663.00	19,280,222.89	561,559.89	3%

15% of Free Cash was appropriated to the City's Other Post Employment Benefits Liability Trust Fund Fund i

School Capital Improvement Fund - 3200

NON-MAJOR

Fiscal Year	Beg FB	End FB	Inc/Decr from prior FY End Fund Bal	% Var in FB
2017	1,539,209.00	3,801,200.00	2,261,991.00	147%
2018	3,801,200.00	1,126,124.00	(2,675,076.00)	-70%
2019	1,126,124.00	1,129,354.00	3,230.00	0%
2020	1,129,354.00	413,744.00	(715,610.00)	-63%
2021	413,744.00	855,644.00	441,900.00	107%
2022	855,644.00	1,477,655.00	622,011.00	73%
2023	1,477,655.00	1,401,545.00	(76,110.00)	-5%
2024	1,401,545.00	2,377,640.00	976,095.00	70%
2025	2,377,640.00	76,013.00	(2,301,627.00)	-97%
2026	76,013.00	76,013.00	-	0%

The fund is used for the Everett Public School Capital Improvement Projects

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.

Everett City Council 2025

CITY COUNCIL ..... **No. C0211-25**

IN THE YEAR TWO THOUSAND AND TWENTY-FIVE

AN ORDER RECOMMENDING THE AUTHORIZATION OF THE FY2026 EXPENDITURE LIMITS FOR THE CITY'S 53E½ REVOLVING FUNDS IN USE BY MANY CITY DEPARTMENTS.

ls/Councilor Stephanie Martins, as President

Be it Ordered by the City Council of the City of Everett, Massachusetts, as follows:

That the Everett City Council hereby approves the FY2026 expenditure limits for the city's 53E½ Revolving Funds in use by many city departments.as listed below,

Authorized Revolving Funds	**Fiscal Year 2026 Expenditure Limit**
Recycling	25,000
City Hall Bookstore	20,000
Advertising	15,000
Hazmat Training	25,000
Wireless Fire Alarms	5,000
Night School	25,000
Vocational School	50,000
E-Rate	50,000
Building Rental	50,000
Summer School	100,000

Professional Development	10,000
Stadium Receipts	10,000
School Transportation	750,000
Electricity	15,000
Abandoned Condemned and Foreclosed Buildings	100,000
Vaccine Reimbursement	10,000
COA Programs	70,000
Literacy	75,000
Rec/ Armory Rental	15,000
Fresh Meals Program	75,000
City Works	75,000
Veteran Reimbursement	7,500
City Building Rentals	200,000
Copiers	5,000
ECTV Video Duplication & Class Fees	5,000
Devens Tuition	900,000
Lost Books	5,000
Preschool Registration	100,000
School Gifts	100,000
Ambulance	1,000,000

June 9, 2025 Passed by the City Council

9 yeas, 0 nays (Away- Aley Jabouin, Pietrantonio)

A true copy attest

Sergio Cornelio, City Clerk

Organizational Structure

Departments and Functions
The City's revised organizational structure 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 Youth Development & 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), Department of Diversity, Equity & Inclusion (122), Constituent Services (129)

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), Information Technology (155)

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/Fleet 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), Transportation Division (522)

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 Youth Development & Wellness - Expenditures related to the youth development activities & provision of recreational activities.

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 800-999 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)

The City of Everett, MA – Budget Digital Resources

Digital Resources

The City of Everett MA is committed to providing residents and stakeholders with transparent and accessible budget information. The following resources are available to help the public review FY2026 budget and participate in the budget process.

Digital Budget Book

The City prepares a complete digital budget book using ClearGov, which is ADA compliant and fully searchable. The FY2026 digital budget will be updated following GFOA submission to include the adopted budget and supplemental materials.
Residents can access the Mayor Recommended budget book and The Adopted budget book directly from the website along with the books from all prior years. The PDF format of the budget book in FY2026 is searchable. Finance Department - Everett, MA - Official Website

Public Hearings and Legal Notices

In compliance with the City Charter, the City Council advertises all budget hearings in local newspapers. Hearing dates, times, and agendas are posted on the City's website and all hearings are recorded with a live option during the meeting along with all video archives posted to the City's website. City Council - Everett, MA - Official Website

Access to Budget Documents

The complete Mayor Recommended (Proposed) budget book (searchable PDF) is posted on the City's website for easy viewing and downloading. Printed copies of the Proposed budget are available at the City's Libraries and City Clerk's office. The public has an access to digital copy along with printed copies. After the adoption of the budget, the Adopted budget book is posted on the website along with the printed copies being redistributed between Libraries and City Clerk's office for continued viewing. Budget - Everett, MA - Official Website

Budget Calendar

The annual budget calendar is included in the budget book itself and outlines key milestones for preparation, hearings, and adoption.

Future Enhancements

Following submission of this the GFOA budget, the City will work on releasing an updated digital budget book using the ClearGov platform with enhanced navigation and visual features.

For assistance with any documents or the budget process, please contact:
Public Records @ Request - Everett, MA - Official Website

These digital resources ensure that Everett residents can review the proposed budget, prepare for public hearings, and stay informed about the City's financial plans, meeting the GFOA's Communication Device standards while the City continues to expand its online transparency tools.

Budget Document Survey

Your feedback is important to us. Please take a few minutes to share your thoughts after reviewing the FY2026 GFOA Budget Book.

1. Overall Experience

How easy was it to find the information you needed in the budget book?

☐ Very easy ☐ Somewhat easy ☐ Somewhat hard ☐ Very hard

How clear and understandable was the budget information?

☐ Very clear ☐ Mostly clear ☐ Somewhat unclear ☐ Very unclear

Did charts and visuals help you understand the budget?

☐ Yes, very helpful ☐ Somewhat helpful ☐ Not very helpful ☐ Not helpful at all

2. Key Sections

Please rate how helpful each section of budget was for understanding: (If you didn't read a section, skip it.)

Executive Summary:	☐ Very Helpful	☐ Somewhat Helpful	☐ Not Helpful
City Overview:	☐ Very Helpful	☐ Somewhat Helpful	☐ Not Helpful
Financial Polices:	☐ Very Helpful	☐ Somewhat Helpful	☐ Not Helpful
Revenue and Expense Overview:	☐ Very Helpful	☐ Somewhat Helpful	☐ Not Helpful
Departmental Budget:	☐ Very Helpful	☐ Somewhat Helpful	☐ Not Helpful
School Budget:	☐ Very Helpful	☐ Somewhat Helpful	☐ Not Helpful
Water & Sewer Fund Budget:	☐ Very Helpful	☐ Somew hat Helpful	☐ Not Helpful
ECTV Fund Budget:	☐ Very Helpful	☐ Somewhat Helpful	☐ Not Helpful
Capital Improvement Program (CIP):	☐ Very Helpful	☐ Somewhat Helpful	☐ Not Helpful
City Debt:	☐ Very Helpful	☐ Somewhat Helpful	☐ Not Helpful
Appendix:	☐ Very Helpful	☐ Somewhat Helpful	☐ Not Helpful
Glossary of Terms:	☐ Very Helpful	☐ Somewhat Helpful	☐ Not Helpful

3. Your Input

1. What part of the budget book did you find most useful or interesting?

……

2. What part was hard to understand or could be improved?

……

3. Is the anything you would like to be added in the future?

……

4. Comments:

……

4. About You (optional)

Age: ☐ Under 18 ☐ 18–34 ☐ 35–54 ☐ 55+

Relationship to Everett: ☐ Resident ☐ Business Owner ☐ City Employee ☐ Other: __

Thank You!

Please return this survey at **City Hall**, or mail it to the **Budget Division, City If Everett, MA, 484 Broadway, Everett MA 02149**

GLOSSARY OF TERMS

Glossary of Terms

121A Payments - Chapter 121A of the Massachusetts General Laws allows cities and towns to stop placing real property taxes on properties found to be blighted. The goal is to encourage redevelopment of these properties by Chapter 121A Corporations. 121A project owners make an alternative tax payment each year that is made up of: an excise PILOT (Payment in Lieu of Taxes) that is collected by the Commonwealth and given to the City, and a payment resulting from a 6A agreement. This agreement is between 121A project owners and the City. It's related to City services available to the development. Most 121A projects are for low- and moderate-income housing.

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.

Blended Component Unit – A blended component unit's financial information is reported with the City's financial statements as if it were a part of the City.

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: Municipal Cherry Sheet Estimates

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.

Component Unit – Component units are legally separate organizations for which the City is financially accountable.

Cost Center – The lowest hierarchical level of allocating monies. Often referred to as a program, project or operation.

COVID-19 – Coronavirus disease (COVID-19) is an infectious disease caused by the SARS-CoV-2 virus. Most people infected with the virus will experience mild to moderate respiratory illness and recover without requiring special treatment. However, some will become seriously ill and require medical attention.

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 to 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.

ESSER – Stands for Elementary and Secondary School Emergency Relief.

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.

Fiduciary Fund – Used in governmental accounting to report on assets held in trust for others. It used the accrual basis of accounting.

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-terms 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.

GAAP – Stands for generally accepted accounting principles and is a collection of commonly followed accounting rules and standards for financial reporting.

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.

GFOA – The Government Finance Officers Association (GFOA) as identified in their mission statement is an organization that was established to assist in the professional management of governments by developing and identifying financial policies and best practices through education, training, and facilitation of member leadership.

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: Cherry Sheet Manual - Massachusetts Municipal Association (MMA)

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 - F*unds* 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 is 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 unites 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.