



Memo

From the Office of the Town Manager

To: Colchester Selectboard
 From: Aaron Frank, Town Manager; Geoff Urbanik, Deputy Town Manager;
 and Lara Aley, Finance Director
 Date: November 5, 2018
 Re: FY 2020 Draft Budget – General Expense Overview

This memo and the attached spreadsheets show departmental and cost center budget changes to aid the Selectboard in their consideration of the budget request by the Town administration. Seven of the twenty five areas were reduced.

Overall General Fund Operating Budget	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Total	\$13,129,419,	\$12,816,326	2.4%	\$313,093

This proposed budget represents an increase of \$313,093 (2.4%) and can be broken down into two general categories of expenses: the current level of services which accounts for an increase of \$153,402 (1.2%) and improvements to services, which account for an increase of \$159,691 (1.2%).

Improvements to the level of services include:

- Fire services: increase in local match to a federal grant program to fund two full time firefighters to provide daytime coverage - \$36,750
- Police: Essex Community Justice Center contribution of \$16,200
- Police: Community Mental Health/Social Services by \$20,000
- Transportation for Seniors and Persons with Disabilities \$10,000
- Additional Public Works Highway and Path Maintenance Worker Wages benefits and employer paid taxes \$76,741

In drafting departmental budgets, department heads were made aware of the administration and Selectboard priorities including enhancement of public safety and the need to grow our highway department to better keep up with expanded responsibilities. As a result, their requests to the manager were pre-constrained, understanding that adding this capacity was a priority. The departments could better meet residents and taxpayer needs with more resources. However, we respect the will of the residents, businesses and voters to keep the tax rate affordable and this budget represents a balance of those competing goals. Finally, we have tried to resource services in new, different, and more cost effective ways as exemplified by the reduction of expenses in 1/4 of the Town's cost centers.

Departmental Information Summaries

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Selectboard	\$75,574	\$75,747	-0.2%	\$(173)

The Selectboard serves as both the judicial and legislative branch of Town government, meeting over 30 times a year to consider policy and significant operational and contractual issues. The Selectboard, is a representative form of government that provides input and guidance to the Town Manager. This cost center includes Selectboard stipends, printing of the annual Town report and binding a handful of paper copies of the Town ordinances.

The majority of the funds, \$66,000 is for "Selectboard Contingency" and could fund budget over-runs or items not budgeted. However, the funding for Selectboard Contingency does not come from FY 20 tax revenues, but rather fund balance. If they are spent they would need to be replaced with tax dollars. The Selectboard and Town Management are protective of these funds and would generally spend them only after all other sources of revenue are exhausted.

Changes to this cost center include an increase in stipends to match the \$1,500 per Selectboard member that the members of the public voted on during Town Meeting Day 2018, and a reduction of Town Meeting related printing and binding costs. We have reduced the size and number printed of the annual report now that it is published on our web site.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Transfers	\$20,000	\$-	0.0%	\$20,000

This cost center includes transfers from the voter approved property tax supported general fund to other funds. Other funds have special designated purposes, whereas the general fund does not, other than to support the town's general operations.

Notable changes to this cost center include \$20,000 to the Dispatch Enterprise Fund, a separate cost center that carries the expenses related to Colchester's dispatch center and utilizes multiple funding sources. This funding is for regional dispatch startup costs.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Civil Board	\$38,640	\$38,819	-0.5%	\$(179)

The Civil Board is overseen by the Town Clerk and provides for running elections including registering voters; drafting and ordering ballots; mailing and storage of absentee ballots; overseeing and certifying voting results. Expenses primarily include partial support of one Town Clerk staff member who performs these functions, as well as wages for the elected Justices of the Peace who perform these mandated election related functions.

Notable changes to this cost center include an increase in wages salaries and a decrease in health insurance and unemployment contributions.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Manager	\$676,229	\$658,668	2.7%	\$17,561

This cost center provides for: general management of the Town's ten external service departments and four internal service departments; operating and capital budget development and implementation; tax rate setting; negotiation and implementation of two labor agreements; negotiation and drafting of benefits and vendor contracts on behalf of all Town departments; emergency planning and management; coordination of work by twelve boards and commissions so that they operate in concert with each other, Town management and the Selectboard; oversight and coordination of fire department contracts and relationships; capital and operating budget coordination with six water entities so that water service complements overall development plans; resourcing the development of an expanded sewer system for Selectboard and possible public consideration; coordination and contract management of regional entities such as Chittenden County Regional Planning Commission, Winooski Valley Parks District, Visiting Nurses Association, Lake Champlain Regional Chamber of Commerce, Greater Burlington Industrial Corporation, Green Mountain Transit (previously CCTA) and Special Services Transportation Agency; Chittenden Solid Waste District; coordination with the Colchester School District; oversight of contracted town attorneys in the areas of labor law, development law, general municipal law, and finance law; reporting to and implementing recommendations of the independent external Auditor who is overseen by the Selectboard; drafting, organizing and managing the flow of information and all processes of the Selectboard; drafting, implementing and overseeing 28 Selectboard Policies; drafting charter changes and related ballot language; transportation options evaluation and prioritization; drafting legal documents; recruiting, hiring, and, if needed, concluding employee relationships; directly managing the information technology, emergency management, technical rescue, and human resources departments; insurance and risk management for property casualty and employee liability, workers compensation and disability; oversight of town-wide safety; ongoing employee meetings; development and presentation of training on safety, technology, and business analysis and improvement for all town departments; resetting and analysis of all fees and user services; serving as a leader in regionalization efforts for dispatch services; town-wide communications coordination and document drafting; constituent concerns and complaints; review, analysis and testimony on Vermont legislation affecting the Town; review, interpretation and implementation of federal and state laws as they relate to our employees and diverse areas of operations; resourcing economic development planning and implementation; engaging with businesses for retention and development; engaging, planning and implementing improvements to Town facilities and services; drafting and presenting Town legislative briefings to our State legislators; and assisting the departments to manage the ongoing day to day business of the Town.

Notable changes to this cost center include: wage increases of \$16,429 (4.0%) which represents a decrease in year round staff wages of \$8,571 and a \$25,000 increase in part time wages for assistance with digitizing our HR office; FEMA recovery on the bike path; emergency management; and major capital project implementation. Decreases in other areas leave total changes to the Manager's office at an increase of 2.7%

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Economic Development	\$134,144	\$127,726	5.0%	\$6,418

The Economic Development Department facilitates the effective management of the growth and development of our community while preserving our natural assets. The departmental goals include facilitating Colchester's planned growth; efforts to create, recruit, and retain high quality jobs while protecting and building upon the community characteristics most valued by residents; and developing alternative funding opportunities.

Notable changes to this cost center include: a \$5,798 (8.1%) increase in wages due to a salary adjustment; a \$4,746 (26%) in employer taxes and benefits primarily due to health can plan changes. Service expenses were decreased by \$4,400 (22.7%) due to lowered spending in Marketing and Communications reflecting the lowered costs of social vs. print media and funding for major expenses, such as welcome signage, being paid for with capital and other sources.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Finance	\$412,395	\$401,595	2.7%	\$10,801

The Finance Department provides for accounts payable, payroll, retirement, debt management, financial reporting to the department heads and Selectboard, purchasing for twenty six general fund cost centers, wastewater, dispatch, and recreation enterprise funds and six capital funds. It also manages accounts receivable, special assessment billings, wastewater loan management and billing, loans to housing entities, budget modeling and federal grant tracking and compliance, ongoing inventories of fixed assets, drafting, maintaining oversight of town-wide financial policies and procedures; and maintains financial records and adheres to policies and procedures in a manner that results in few audit findings. The department's outside services include the Town Charter required annual audit, federal grant audits, as well as upkeep of the Town's financial software and hardware. Since the reorganization of the Deputy Town Manager/CFO position the department's two finance officers have taken on additional responsibility for budget development and department oversight.

Notable changes to this cost center include: a \$13,834 (6.1%) increase in wages due to added responsibilities to an existing employee now also serving as Department head and another employees increased responsibility in Stormwater billing; a \$5,684 (5.3%) reduction in employer taxes and benefits; and a \$2,250 4% increase in professional services, which is primarily software updates.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Assessor	\$222,502	\$209,749	6.1%	\$12,753

The Assessor's office assesses property in a manner such that no property owner pays more than their fair share in property taxes. This is accomplished through developing up to date, fair, and accurate assessments that are based on detailed information and research.

Notable changes to this cost center include: increases in wages of \$12,981 (14%) due to a salary adjustment for the department head and increased responsibilities of the Property/Tax Specialist whose position is shared with the Clerk's office; and an \$800(1.2%) reductions in services and utilities which was primarily due to reduced fuel and mileage reimbursement.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Town Clerk	\$352,534	\$386,476	-8.8%	\$(33,942)

The Town Clerk's office provides for tax billing and collections, including tax sales when necessary and receipt of cash and checks from billed services. The Clerks offices also records all documents related to land, vital records, elections, issue a variety of licenses and passports; and are responsible for cemetery lot sales and records.

Notable changes to this cost center include: a reduction of \$18,366 (-7.8%) in wages due to personnel changes in the past year and \$14,976 (-12.9%) employer paid taxes and benefits.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Planning & Zoning & DRB	\$637,769	\$637,971	-0.0%	\$(202)

The Department of Planning and Zoning provides regulatory oversight to construction and development within the community as well as quality of life and environmental concerns. The department's activities are comprised within four major divisions: zoning, building, wastewater, and planning and administration.

Notable changes to this cost center include: an increase of \$9,240 (2.6%) in salaries; a decrease in employer taxes and benefits of \$8,792 (5.8%) due to changes in personnel; and a decrease in services and utilities of \$650 (which was primarily due to an increase in professional services of \$13,415 for changes following the updated Town Plan, which is offset by other expenses the majority of which is a \$10,700 reduction in technology spending).

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Information Tech	\$154,604	\$161,540	-4.3%	\$(6,936)

Information Technology provides central hardware, networking IT and telecom services for all Town Departments. Purchases of equipment are planned centrally and made through a multi-year capital plan. Departments are responsible for maintaining special purpose software although its hardware requirements are met by the IT department. The department maintains six servers, seven switches, three firewalls, and three back up devices which provide access for four public use software systems, seven departmental software systems and seven police software systems. IT also provides user support for 166 PC's/laptops/readers/terminals used by about as many users who include staff, rescue volunteers, board members, and the public (readers are loaned out from the library). The Town Manager serves as department head for this area and assists with infrastructure design and contract management which have helped reduce the labor and operating costs in this area. IT staff have become conversant in setting up servers, firewalls, and advanced backup systems, and are less reliant on external consultants. These changes recognize a shift in approach to IT that has occurred over the last five years whereby central IT services for system design, replacements and upgrades are provided to the Library vs. Library staff billing time to IT.

Notable changes to this cost center include: reduction in salaries of \$2,920 (-2.7%); a reduction in employer paid taxes and benefits of \$2,316 (-8.3%); and a reduction of services and utilities of \$1,600.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Police	\$3,901,348	\$3,847,779	1.4%	\$53,569

The Colchester Police Department provides 24/7/365 police services to the Colchester community. CPD provides emergency and non-emergency response to a broad variety of citizen and officer initiated calls for service. CPD strives to work collaboratively with citizens, other Town departments and all stakeholders in public safety.

Services include: response to emergencies; proactive community contacts, patrols and public engagement; problem solving, crime prevention; investigation of crimes, crashes, and reported incidents; provision of community services such as car seat inspections, fingerprinting and personal safety classes; traffic safety through enforcement and education; and special units, programs and activities.

Notable changes to this cost center include:

- 1) Wage and salary increases of \$ 26,784 (1.1%)
- 2) Reductions in employee benefits and employer paid taxes due of \$9,015 (0.8%) which is primarily comprised of an increase in workers compensation of \$35,080, a decrease in health insurance of \$28,857 (6.0%), a decrease in general liability insurance \$12,738, and a decrease in unemployment insurance of \$7,632
- 3) Miscellaneous expenses include:
 - a. A new contribution of \$16,200 to the Essex Community Justice Center – which we expect to “settle up” with Essex through their contribution of \$10,000 to Colchester Tech Rescue
 - b. A new budgeted contribution of \$20,000 for the Community Outreach program with Howard Human Services

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Dispatch	\$418,582	\$409,000	2.3%	\$9,582

Colchester’s Public Safety Dispatch is managed by the Colchester Police Department, and dispatches for five Colchester entities including the Malletts Bay Fire Department, the Colchester Center Volunteer Fire Company (of which St. Michaels Fire is a sub-unit or battalion), Colchester Police, Colchester Rescue, and Colchester Technical Rescue.

Additionally, under contract we dispatch for Milton Police, Milton Fire, and Milton Rescue. The Town of Milton reimburses Colchester based on percentage of calls for their share of wages, supervision, overhead and equipment through a contribution to a dispatch enterprise fund. The Town of Colchester also provides property tax funding to the dispatch enterprise fund.

Providing dispatch to another community allows us to provide more coverage than we could on our own at the same cost. It also allows calls to be shared among more dispatchers when emergencies arise.

We proposed an increase in the Milton contract of 2.1% from what they agreed to in FY 19 for an amount of \$250,896 (pro-rated to a monthly amount). Based on this assumption, Colchester’s General Fund Contribution to the dispatch enterprise fund for FY 20 will be \$418,582. If regionalization of this service occurs, dispatch funding would be provided to the regional entity and Colchester’s contracts with external agencies would conclude and the funding in this cost center would be available to regional dispatch.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Fire Departments	\$1,009,651	\$959,274	5.3%	\$50,377

Firefighting services are provided to the Town through three volunteer fire companies: Colchester Center Volunteer Fire Company, Malletts Bay Fire Department, and Saint Michaels Fire and Rescue.

Saint Michaels Fire and Rescue provides firefighting and rescue services to the Route 15 area at no cost to the Town. Saint Michaels Fire is a battalion of the Colchester Center Volunteer Fire Company.

Colchester Center Volunteer Fire Company and Malletts Bay Fire Department are operated by volunteers but the Town provides funding through agreements with each entity to provide operating funding and capital funding for each organization.

The Malletts Bay Volunteer Fire Department (MBFD) has requested an additional \$9,900 (2.4%) for their ongoing operations in the proposed budget.

Colchester Center Volunteer Fire Company (CCVFC) has requested an additional \$3,200 (0.6%). We have funded the request of \$521,700 for their ongoing operations in the proposed budget.

In 2018, MBFD applied for a grant to fund three firefighters to provide daytime coverage for the entire town— the service areas of both Fire Departments. Unfortunately, this grant was not awarded but with a few modifications to the proposal, it has a strong chance of success in the next funding round. The Town match to this grant for FY 19 was \$26,250, and the FY20 proposal is for \$63,000 – an increase of \$36,750 (140%). This funding is included in the proposed budget. It does, however, have future fiscal year requirements as noted below. In FY 23 the program would be entirely locally funded. This approach saves the Town over \$300,000 over the course of five years and provides a more incremental method to funding these three positions, lessening the impact on the budget and tax rate.

	Firefighter Cost	3 Firefighter Cost	Local %	% of year	Local Cost	Annual incr.	% incr.
FY 19	\$ 70,000	\$ 210,000	25%	75%	\$ 39,375	\$ 39,375	
FY 20	\$ 72,800	\$ 218,400	25%	100%	\$ 63,000	\$ 23,625	60%
FY 21	\$ 75,712	\$ 227,136	55%	100%	\$ 142,061	\$ 79,061	125%
FY 22	\$ 78,740	\$ 236,221	91%	100%	\$ 241,774	\$ 99,713	70%
FY 23	\$ 81,890	\$ 245,670	100%	100%	\$ 245,670	\$ 3,897	2%

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Rescue	\$680,281	\$671,241	1.3%	\$9,041

Rescue services are provided to Colchester through Saint Michaels Fire and Rescue in the Route 15 area of Town and the Colchester Rescue Squad elsewhere. The Colchester Rescue squad is both a Town Department and a volunteer organization. We provide ambulances service with a squad of 30 volunteers, a few “per-diem” staff, four career staff, an Assistant Chief and a Chief.

Notable changes to this cost center include:

- 1) a \$14,719 (3.8%) increase in wages, due to the need to fill more paid shifts (this was done with per-diem vs. full time or overtime wages, as it is a less costly way to fill shifts when we can find available and credentialed staff);
- 2) a \$15,553, (8.1%) decrease in employer paid taxes and benefits primarily due to staff changes and a change in insurance plans;
- 3) a 7,175 (10.7%) increase in services and utilities which is based on past actual expenses.

The new state rescue revenue tax of 3.3% of annual gross revenues received has been in place for a couple of years. This leveraged federal funds and increased the amount of Medicare and Medicaid reimbursement. The impact on Colchester was minimal as our taxes are about equal to the new revenue. We understand it was very helpful to rescue state-wide.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Tech Rescue	\$36,945	\$36,461	1.3%	\$483

Colchester Technical Rescue (CTR) provides primary search and rescue services for the entire Town of Colchester. These disciplines include, water, dive, rope, trench, confined space and structural collapse rescue and recovery. Services are provided to the residents of Colchester, surrounding communities, state-wide, and nationally. CTR performs 30-40 activations per year, some are to mutual aid communities and some are state responses that are reimbursed by Vermont Emergency Management and through agreements with other States.

Notable changes to this cost center include increases to equipment maintenance fees, fuel, and building maintenance of \$483 (1.3%) due to moderate pricing changes. Colchester requested \$10,000 in funding from the Town of Essex for CTR equipment replacement, which would be in addition to this budgeted amount, if it is granted. Essex requested funding from Colchester for Community Justice, so it seemed fair to ask for a “settling up.”

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Public Works-Admin	\$598,354	\$623,836	-4.1%	\$ (25,482)

The Administrative Division consists of the Director, Assistant Director/Town Engineer, Operations Manager, Project Manager and Operations Coordinator. This division is responsible for the overall management of the Public Works Department which provides all planning, policy development, program development, finance, engineering, construction and maintenance relative to the Town's critical infrastructure. The Administrative Division manages five maintenance divisions and two capital plans. The overall service objectives are to preserve capital investment, protect and preserve the community's environmental resources; improve the quality of life for citizens, ensure public safety and preserve and promote economic vitality within the community.

Notable changes in DPW Administration are for wage increases \$ 10,801 (2.7%) and a reduction to employer paid taxes and benefits of \$36,453 (20.7%) primarily due to changes in healthcare plans.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Highway	\$1,305,893	\$1,162,010	12.4%	\$143,883

The division is responsible for the overall management, maintenance, repair, and inspection of the Town's transportation system consisting of 90 miles of public roadways and 37 miles of bike paths and sidewalks. The mission of this division is to improve the overall quality of life of the community through the development of a superior infrastructure; by providing safety improvements and services to the transportation system; preserving the community's investment through preventative maintenance programs; and protecting and preserving the Town's natural resources through sensible maintenance programs.

Notable changes to this cost center include

- 1) a \$55,847 (12.4%) increase in salaries primarily related to an additional highway maintenance worker
- 2) a \$50,426 (20.1%) increase in employer paid taxes and benefits increases which are primarily due to health care plan changes; providing an additional employee with health care; and \$8,486 in increased workers compensation expenses;
- 3) a \$6,896 (5.2%) increase in services and utilities primarily due to the need for additional street light maintenance,
- 4) a \$30,714 (11.3%) increase in supplies and parts due to road salt increases of \$20,807 and fuel increases of \$7,837

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Maintenance Facility	\$349,517	\$347,683	.5%	\$1,834

The division is responsible for the overall management, maintenance, repair, and inspection of the Town's equipment fleet consisting of 64 pieces of rolling stock equipment and 53 other small pieces of equipment. The mission of the Equipment Maintenance Division is to provide safe and efficient equipment to Town departments; preserve the capital investment made in the Town's equipment fleet; provide a safe working environment for the equipment maintenance personnel; and protect and preserve the natural resources within the area of the maintenance facility.

Notable changes to this cost center include a \$5,021 (2.8%) increase in wages; a reduction of \$9,037 (8.5%) in employer paid taxes and benefits; a services and utilities increase of \$2,300 due to maintenance to the facility itself; and an increase in supplies and parts of \$3,550 due to the need to purchase diesel particulate filter fluid for the Town's trucks and equipment.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Stormwater	\$132,645	\$135,689	-2.2%	\$(3,044)

The division is responsible for the overall management, maintenance, repair, and inspection of the Town's storm water system consisting of 2,500 structures and associated piping, street sweeping, drainage ditches, water quality sampling and the compliance requirements associated with the Town's Phase II MS4 Storm Water Permit. The mission of the Storm Water Division is to improve the quality of life within the community through the development of a superior infrastructure and preserving and protecting the community's environment and natural resources. Funding is provided through the Town's Stormwater Utility, plus the above noted fee for services from the General Fund.

The change to this cost center is a reduction in the estimated fee to be paid by the general fund of \$3,044.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Buildings	\$167,614	\$176,796	-5.2%	\$(9,182)

The Buildings Division is responsible for the management and care of 15 Town buildings. This division consists of one full time employee equivalent whose tasks are fulfilled by DPW highway staff and whose assignments are jointly managed by the department's Operations Manager and Operations Coordinator. The service objectives are to improve the quality of life within the community through the development of a superior infrastructure by providing maintenance and improvements to Town facilities used for the delivery of Town services and programs and the overall management of the community. We have been assertive in rebidding contracts for cleaning, rubbish, elevator maintenance, copier leases, etc. which have allowed us to reduce expenses in these labor intensive functions. The Parks Department is now providing winter snow removal from Town buildings and parking lots, allowing the Public Works staff to focus more on winter road and path maintenance.

Notable changes to this cost center include a \$10,868 (19.7%) reduction in wages, a \$2,972, (12.1%) reduction in employer paid taxes and benefits, a \$3,542 (3.8%) increase in services and utilities driven primarily by Town Hall maintenance contracts, and an increase in supplies and parts of \$1,116 (28.7%)

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Health Services	\$61,952	\$59,249	4.6%	\$2,703

Health Services includes funding to external entities that assist with protecting and improving the health and welfare of the community. Proposed FY 20 includes \$36,000 for the University of Vermont Health Network Home Health and Hospice (formerly Visiting Nurses Association), which is the current budgeted expense; an additional \$503 (2.7%) for the contracted animal control officer, and \$2,200 (53.7%) for contracted kennel fees (for animals picked up by the animal control officer where the owner does not take responsibility), and \$500 for Steps to End Domestic Violence (formerly Women Helping Battered Women), although their request is for \$550. The proposed increase of \$2,703 is for the animal control officer and kennel fees only.

Additionally, the Town has received requests from Vermont Adult Learning for \$2,000 and from Age Well (formerly CVAA) in the amount of \$3,000. We have shared these requests with the Selectboard for their consideration but have not budgeted for them.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Parks	\$433,692	\$425,255	2.0%	\$8,437

The Colchester parks division staff maintain 13 parks with amenities that include – 6 tennis courts, 3 basketball courts, 6 play structures, 4 sand volleyball courts, 4 soccer fields, 4 baseball fields, 1 softball field, 1 lacrosse/football field, 2 pavilions, 6 horseshoe pits, 3 bathhouses, 2 shuffleboard courts, and skateboard park, 6 cemeteries, 2 beaches and swim areas, 1 dingy dock, 5 bike/pedestrian paths, 1 ice rink, 8 miles of Nordic trails, 4 pump stations and all Municipal building grounds. (Bayside Activity Center, Burnham Library, Town Hall, Police, Rescue, Public Works, Park Maintenance and Historical Society) This covers approximately 388 acres of land and 10.8 miles of bike/pedestrian paths. This division provides snow removal around all municipal buildings and parks, by changing a 9-month seasonal position into a full-time, year-round position. Following the loss of access to the state correctional crew which previously mowed properties on the Route 15 area including the wastewater pump station, an area near Lime Kiln Bridge, and the green space along the Saint Michaels Connector Road, we had to contract for these services.

Notable changes to this cost center include: an increase in wages of 18,204 (9.1%); a decrease in employer paid taxes and benefits of \$20,567 (20.7%); an increase in services and utilities of \$8,800 (8.8%) of which is primarily for contracted mowing services as noted above, and for additional supplies of \$2,000 (13.3%) for salt for use on sidewalks around Town buildings and parking lots.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Recreation	\$238,907	\$238,663	0.1%	\$ 244

The Recreation cost center provides management and administration for the Parks and Recreation Department and the Recreation Program Fund, manages the parks capital plan, the recreation impact fees on new residential properties, develops plans and oversees Park maintenance, pavilion, athletic field and park rentals, plans and implements special events and activities throughout the year, and pays for non-fee generating activities of recreation. The recreation program fund operates services and programs for fees and does not require general fund property tax funds.

Notable changes to this cost center include \$ 3,865 (2.8%) for wage increases and a \$3,695 (7.2%) reduction in employer paid taxes and benefits (due to employee health plan changes).

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Library	\$748,906	\$723,450	3.5%	\$25,456

The Burnham Memorial Library welcomes people of all ages and economic backgrounds to enrich their lives through books, audio-visual materials, and programs. The Library will provide materials for life-long learning and assistance in using information resources, with an emphasis on early childhood literacy. Colchester residents will look to the Library as a place that is attractive and welcoming, with an atmosphere that inspires them to learn, grow, and become better citizens. Due to the tight labor market it was necessary to increase the pay for temps and substitutes from \$12.75 to \$13.75 per hour. Following the departure of a staff member dedicated as the “digital librarian,” and Library IT manager staffing was reorganized so that all staff became responsible for digital services to the public. Another staff member has picked up some of the IT responsibilities and the rest migrated to central IT staff.

Notable changes to this cost center include: \$ 9,183 (2.3%) increase for wages, comprised of \$7,614 in increases for year round employees; two hours a week of additional library staff time; a \$1,569 (\$1/hr.) increase for substitutes, an increase of \$4,141 (2.2%) for employer paid taxes and benefits; and \$15,922 (8.3%) for additional employer taxes and benefits related to personnel and health plan changes within the library.

	Proposed FY 20	FY 19	% Change From FY 19	\$ change from FY 19
Intergovernmental	\$320,740	\$301,648	6.3%	\$19,092

This cost center provides for the Town of Colchester’s support of regional entities including: the Lake Champlain Regional Chamber of Commerce, the Vermont Council on World Affairs, Greater Burlington Industrial Council, Chittenden County Regional Planning Commission, Winooski Valley Park District, Vermont League of Cities and Towns, Green Mountain Transit (formerly Chittenden County Transportation Authority) fixed route and services for persons with disabilities, Special Services Transportation Agency (services for Elders and Persons with Disabilities), Local Motion, Chittenden County (funding for the Chittenden Superior Court, Probate Court and the County Sherriff), and the Colchester Conservation Commission.

As explained to the Selectboard over the last year SSTA increased their price which has resulted in a substantial increase in the cost services for Elders and Persons with Disabilities. This program is important as the Town of Colchester, while close to the urban core of Chittenden County, has a population disbursed around Malletts Bay and is difficult to serve with traditional public transit. The Town asked for and received an increase in State provided federal funding in the amount of \$40,000. This requires a match of \$10,000 to keep the current program operating.

Notable changes to this cost center include: an increase of \$720 (2.8%) for Chittenden County Regional Planning Commission dues; an increase of \$351 (1.7%) for VLCT dues; an increase of \$2,271 (5.0%) for the Winooski Valley Park District; an increase of \$10,000 (54.1%) for the GMT elderly and disabled services (operated by SSTA); an increase of \$4,750 (6.6%) for Green Mountain Transit services; and a Town staff estimate of County Tax increase of \$1,000 (0.9%).

COLCHESTER PROPOSED FY 2020 BUDGET

Account	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Budget	FY20 Budget	\$ Inc/Dec from FY 19	% Inc/Dec from FY 19 Budget
SELECTBOARD							
SALARIES	6,500	6,500	6,500	6,500	7,500	1,000	15.4%
SOCIAL SECURITY	497	497	497	497	574	77	15.4%
TOWN MEETING	0	0	0	750	0	(750)	-100.0%
TOWN REPORT	684	680	1,381	1,000	1,500	500	50.0%
PRINTING & BINDING	0	0	0	500	0	(500)	-100.0%
MISCELLANEOUS	0	0	0	500	0	(500)	-100.0%
CONTINGENCY	0	0	0	66,000	66,000	0	0.0%
Total Select Board	7,681	7,677	8,379	75,747	75,574	(173)	-0.2%

TRANSFERS							
TRANSFER TO LEAVE TIME FUND FOR EXPENSES EXCEEDING BUDGET	153,814	100,000	100,000	0	0	0	0.0%
TRANSFER TO DISPATCH ENTERPRISE FUND	0	0	26,000	0	20,000	20,000	0.0%
TRANSFER TO PARK CAP PLAN	0	122,742	0	0	0	0	0.0%
TRANSFER TO DISPATCH	0	150,000	0	0	0	0	0.0%
Total Transfers	153,814	372,742	126,000	0	20,000	20,000	0.0%

CIVIL BOARD							
SALARIES	12,969	13,959	14,439	13,903	14,634	731	5.3%
C B & OTHER SALARIES	1,575	5,078	243	8,000	8,000	0	0.0%
HEALTH INS	6,652	7,157	7,330	7,967	6,784	(1,183)	-14.8%
DENTAL INS	532	252	397	(155)	184	339	-218.8%
LIFE/DIS	182	203	208	210	215	5	2.5%
SOCIAL SECURITY	1,063	1,404	1,088	1,675	1,731	56	3.4%
RETIREMENT	1,112	1,194	1,227	1,182	1,244	62	5.2%
UNEMPLOYMENT	485	340	268	386	186	(200)	-51.8%
WORKER'S COMPENSATION	65	51	51	51	61	10	20.5%
POSTAGE	447	940	332	1,000	1,000	0	0.0%
MACHINERY & EQUIPMENT	0	0	100	600	600	0	0.0%
MISCELLANEOUS	2,121	3,408	1,035	4,000	4,000	0	0.0%
Total Civil Board	27,203	33,986	26,717	38,819	38,640	(179)	-0.5%

MANAGER							
SALARIES	321,863	339,416	338,615	407,903	424,332	16,429	4.0%
OVERTIME	510	2,282	4,121	0	0	0	0.0%
HEALTH INS	50,306	47,367	46,664	53,325	58,421	5,096	9.6%
DENTAL INS	2,676	2,206	2,727	2,997	3,418	421	14.0%
LIFE/DIS	3,872	3,976	3,834	4,374	4,459	85	1.9%
INSURANCE-PACIF/CL/BOND/E&O	5,736	10,767	8,215	9,056	6,849	(2,206)	-24.4%
SOCIAL SECURITY	25,229	26,926	27,021	31,893	32,806	913	2.9%
RETIREMENT	6,626	22,542	22,934	23,574	22,894	(680)	-2.9%
UNEMPLOYMENT	1,942	1,646	1,298	2,778	1,343	(1,435)	-51.7%
WORKER'S COMPENSATION	1,211	1,234	1,260	1,268	1,407	139	10.9%
Townwide: Dental Tax & COBRA	2,069	2,034	1,962	2,100	2,100	0	0.0%
PERSONNEL DEVELOPMENT	5,741	4,228	7,285	6,000	6,000	0	0.0%
EMPLOYEE & VOLUNTEER APPRECIATION	2,179	526	600	2,500	2,500	0	0.0%
DUES & PUBLICATIONS	3,884	4,321	4,881	4,500	4,900	400	8.9%
PROFESSIONAL SERVICES	8,238	17,766	6,409	11,000	11,000	0	0.0%
LEGAL	21,906	36,548	33,959	26,000	32,000	6,000	23.1%
LEGAL UNION NEGOTIATING	32,620	138	9,126	1,000	1,000	0	0.0%
LEGAL HUMAN RESOURCES	2,059	1,479	3,916	8,000	2,000	(6,000)	-75.0%
COMMUNICATIONS	4,452	1,416	4,395	4,500	4,400	(100)	-2.2%
RECRUITING	0	744	3,687	6,000	5,000	(1,000)	-16.7%
MUNICIPAL MARKETING	34	0	0	0	0	0	0.0%
FLAG REPLACEMENT	396	0	0	500	500	0	0.0%
PUBLIC HEARING ADVERTISING	5,549	6,212	9,373	6,000	6,500	500	8.3%
OPERATING SUPPLIES	2,287	215	225	2,200	1,600	(600)	-27.3%
OFFICE SUPPLIES GENERAL	8,554	7,700	10,363	8,500	10,000	1,500	17.6%
POSTAGE	242	282	2,342	1,000	1,500	500	50.0%
MILEAGE ALLOW & REIMBURSE	6,596	9,313	8,312	9,400	9,000	(400)	-4.3%
MISC	23,278	19,483	18,627	22,000	20,000	(2,000)	-9.1%
GREEN UP VERMONT	0	48	0	300	300	0	0.0%
EMERGENCY MANAGEMENT	0	122	0	0	0	0	0.0%
Total Manager	550,054	570,937	582,153	658,668	676,229	17,561	2.7%

COLCHESTER PROPOSED FY 2020 BUDGET

Account	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Budget	FY20 Budget	\$ Inc/Dec from FY 19	% Inc/Dec from FY 19 Budget
ECONOMIC DEVELOPMENT							
SALARIES	66,538	68,884	75,929	71,303	77,101	5,798	8.1%
HEALTH INS	17,509	13,780	19,387	17,139	21,885	4,746	27.7%
DENTAL INS	1,743	579	1,750	1,188	1,414	226	19.0%
LIFE/DIS	939	978	889	1,075	1,137	62	5.8%
INSURANCE-PACIF/CL/BOND/E&O	1,792	2,505	1,805	1,896	1,501	(395)	-20.9%
SOCIAL SECURITY	4,951	5,202	5,730	5,455	5,783	328	6.0%
RETIREMENT	3,660	3,789	3,850	4,011	4,253	242	6.0%
UNEMPLOYMENT	485	412	325	445	203	(242)	-54.3%
WORKER'S COMPENSATION	252	259	262	264	318	54	20.3%
PERSONNEL DEVELOPMENT	2,452	2,457	1,146	2,500	2,500	0	0.0%
PROFESSIONAL SERVICES	0	80	0	0	0	0	0.0%
DUES & PUBLICATIONS	2,249	965	1,182	1,250	1,250	0	0.0%
MILEAGE ALLOW AND REIMBURSE		1,246	1,500	1,500	1,500	0	0.0%
VEHICLE MAINT & TRANSPORTATION	1,312	378	0	0	0	0	0.0%
MUNICIPAL MARKETING	16,565	0	0	0	0	0	0.0%
ADVERTISING	41	0	0	0	0	0	0.0%
MARKETING & COMMUNICATION	0	17,369	9,402	19,400	15,000	(4,400)	-22.7%
OFFICE SUPPLIES	112	0	0	0	0	0	0.0%
OPERATING SUPPLIES	293	0	699	300	300	0	0.0%
MISCELLANEOUS	0	0	95	0	0	0	0.0%
TRANSFER TO PARKS CAPITAL	0	0	3,600	0	0	0	0.0%
Total Economic Development	120,893	118,883	127,549	127,726	134,144	6,418	5.0%

FINANCE							
SALARIES	209,200	213,164	220,556	226,855	240,689	13,834	6.1%
OVERTIME & SUMMER HELP	2,760	1,156	208	1,000	1,000	0	0.0%
HEALTH INS	36,375	47,462	48,857	62,373	56,147	(6,226)	-10.0%
DENTAL INS	4,094	3,643	3,539	2,698	3,071	373	13.8%
LIFE/DIS	2,878	3,046	3,170	3,351	3,638	287	8.6%
INSURANCE-PACIF/CL/BOND/E&O	5,033	7,228	5,164	5,777	4,444	(1,333)	-23.1%
SOCIAL SECURITY	16,180	15,592	15,854	17,431	18,489	1,058	6.1%
RETIREMENT	11,412	11,794	12,149	14,788	15,744	956	6.5%
UNEMPLOYMENT	1,650	1,646	1,298	1,779	813	(966)	-54.3%
WORKER'S COMPENSATION	757	800	823	843	1,011	168	19.9%
PERSONNEL DEVELOPMENT	403	1,110	687	2,000	1,500	(500)	-25.0%
DUES & PUBLICATIONS	40	0	230	200	250	50	25.0%
PROFESSIONAL SERVICES	28,875	29,105	34,000	34,000	35,000	1,000	2.9%
OFFICE SUPPLIES	3,157	1,995	3,882	2,600	3,000	400	15.4%
POSTAGE	1,447	1,454	1,014	1,900	2,000	100	5.3%
SOFTWARE MAINTENANCE	20,929	21,954	25,104	23,500	25,000	1,500	6.4%
MISCELLANEOUS	544	1,114	1,172	500	600	100	20.0%
Total Finance	345,734	362,263	377,707	401,595	412,395	10,801	2.7%

ASSESSOR							
SALARIES	86,432	92,547	94,213	92,791	105,772	12,981	14.0%
LISTERS	522	244	247	500	500	0	0.0%
HEALTH INS	22,762	24,227	24,754	26,909	26,381	(528)	-2.0%
DENTAL INS	1,788	2,248	1,179	1,699	1,712	13	0.8%
LIFE/DIS	1,222	1,272	1,335	1,554	1,475	(79)	-5.1%
INSURANCE-PACIF/CL/BOND/E&O	3,479	1,138	2,633	3,061	2,061	(1,001)	-32.7%
SOCIAL SECURITY	6,496	6,941	7,059	7,137	8,130	993	13.9%
RETIREMENT	6,780	7,016	7,224	7,300	8,297	997	13.7%
UNEMPLOYMENT	849	823	649	890	406	(484)	-54.3%
WORKER'S COMPENSATION	3,058	3,090	3,162	3,188	3,849	661	20.7%
PERSONNEL DEVELOPMENT	2,032	135	1,421	2,400	2,000	(400)	-16.7%
DUES & PUBLICATIONS	4,999	6,103	5,390	6,500	6,500	0	0.0%
PROFESSIONAL SERVICES	16,651	18,186	23,737	23,000	24,000	1,000	4.3%
LEGAL	1,185	7,168	0	9,000	9,000	0	0.0%
REAPPRAISAL	15,850	17,600	0	18,000	18,000	0	0.0%
OPERATING SUPPLIES	318	962	174	500	500	0	0.0%
POSTAGE	874	1,014	797	1,000	1,000	0	0.0%
GASOLINE	720	192	574	2,400	1,000	(1,400)	-58.3%
TECHNOLOGY	195	649	555	1,500	1,500	0	0.0%
VEHICLE MAINT	0	420	52	420	420	0	0.0%
Total Assessor	176,213	191,975	175,154	209,749	222,502	12,753	6.1%

COLCHESTER PROPOSED FY 2020 BUDGET

Account	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Budget	FY20 Budget	\$ Inc/Dec from FY 19	% Inc/Dec from FY 19 Budget
TOWN CLERK/TREASURER							
SALARIES	218,303	233,658	267,109	236,124	217,758	(18,366)	-7.8%
OVERTIME & PT CLERICAL	518	780	64	0	0	0	0.0%
HEALTH INS	52,269	56,136	56,777	64,004	52,801	(11,203)	-17.5%
DENTAL INS	5,134	5,688	5,345	4,458	4,951	493	11.1%
LIFE/DIS	2,625	3,173	3,304	3,331	3,233	(98)	-2.9%
INSURANCE-PACIF/CL/BOND/E&O	5,497	7,142	5,178	6,006	4,704	(1,302)	-21.7%
SOCIAL SECURITY	16,814	18,118	20,086	18,063	16,659	(1,404)	-7.8%
RETIREMENT	15,465	16,595	18,380	17,133	16,629	(504)	-2.9%
UNEMPLOYMENT	1,933	1,719	1,355	1,838	835	(1,003)	-54.6%
WORKER'S COMPENSATION	850	848	869	869	915	46	5.2%
PERSONNEL DEVELOPMENT	1,560	1,090	2,997	3,000	3,000	0	0.0%
DUES & PUBLICATIONS	335	674	315	700	700	0	0.0%
LEGAL	7,079	7,044	638	7,000	7,000	0	0.0%
TELEPHONE	0	0	0	600	0	(600)	-100.0%
OFFICE SUPPLIES	0	0	0	1,500	1,500	0	0.0%
OPERATING SUPPLIES	10,470	10,436	13,478	12,000	12,000	0	0.0%
POSTAGE	7,684	8,124	3,164	8,000	8,000	0	0.0%
MACHINERY & EQUIPMENT	0	0	100	500	500	0	0.0%
TECHNOLOGY	0	0	0	750	750	0	0.0%
MISCELLANEOUS	163	545	691	600	600	0	0.0%
Total Town Clerk/Treasurer	346,699	371,770	399,850	386,476	352,534	(33,942)	-8.8%

PLANNING/ZONING							
SALARIES	342,551	351,644	328,871	361,968	371,208	9,240	2.6%
SALARIES - PLAN COMM/ZON BD	3,554	3,744	3,996	4,350	4,350	0	0.0%
OVERTIME	5,226	2,492	629	3,000	3,000	0	0.0%
HEALTH INS	71,825	75,207	71,840	93,755	86,485	(7,270)	-7.8%
DENTAL INS	6,093	7,892	5,743	5,095	5,899	804	15.8%
LIFE/DIS	4,804	4,976	4,530	5,363	5,541	178	3.3%
INSURANCE-PACIF/CL/BOND/E&O	9,505	12,129	8,736	9,399	6,586	(2,813)	-29.9%
SOCIAL SECURITY	26,884	27,350	25,611	28,195	28,960	765	2.7%
RETIREMENT	22,347	22,828	21,265	23,621	24,313	692	2.9%
UNEMPLOYMENT	2,912	2,470	1,947	2,669	1,219	(1,450)	-54.3%
WORKER'S COMPENSATION	3,565	3,702	3,768	3,771	4,073	302	8.0%
PERSONNEL DEVELOPMENT	5,203	8,616	3,965	8,000	8,000	0	0.0%
DUES & PUBLICATIONS	6,301	6,050	6,034	6,100	6,100	0	0.0%
PROFESSIONAL SERVICES	11,839	18,780	19,331	24,000	37,415	13,415	55.9%
LEGAL	23,937	26,143	35,909	27,000	27,000	0	0.0%
MASTER PLAN REWRITE	0	0	0	2,000	0	(2,000)	-100.0%
COMMUNICATIONS	789	692	702	800	800	0	0.0%
ADVERTISING-RECRUITMENT	0	0	1,183	500	500	0	0.0%
ADVERTISING-PUBLIC MEETINGS	2,687	2,055	1,659	2,200	1,700	(500)	-22.7%
PRINTING & BINDING	217	562	376	300	300	0	0.0%
OPERATING SUPPLIES	3,420	3,223	4,112	3,500	3,500	0	0.0%
POSTAGE	1,662	1,590	1,891	1,700	1,200	(500)	-29.4%
GASOLINE	797	781	800	1,285	1,120	(165)	-12.8%
MILEAGE ALLOW & REIMBURSE	887	710	374	900	400	(500)	-55.6%
TECHNOLOGY	12,550	6,671	5,787	16,500	5,800	(10,700)	-64.8%
VEHICLE MAINT	542	268	47	1,000	1,000	0	0.0%
GIS	1,333	650	650	1,000	1,300	300	30.0%
3rd PARTY CONSULTANT FEES	13,288	0	0	0	0	0	0.0%
MISCELLANEOUS	225	0	0	0	0	0	0.0%
Total Planning/Zoning	584,941	591,225	559,758	637,971	637,769	(202)	0.0%

COLCHESTER PROPOSED FY 2020 BUDGET

Account	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Budget	FY20 Budget	\$ Inc/Dec from FY 19	% Inc/Dec from FY 19 Budget
INFORMATION TECHNOLOGY							
SALARIES	109,626	105,012	104,079	109,301	106,381	(2,920)	-2.7%
HEALTH INS	9,284	8,085	8,082	9,855	8,992	(863)	-8.8%
DENTAL INS	1,407	448	682	484	436	(48)	-9.8%
LIFE/DIS	1,072	1,073	1,059	793	1,120	327	41.2%
INSURANCE-PACIF/CL/BOND/E&O	2,213	4,084	2,525	2,370	1,845	(525)	-22.2%
SOCIAL SECURITY	8,939	8,070	7,969	8,362	8,138	(224)	-2.7%
RETIREMENT	4,214	4,280	4,117	4,569	4,189	(380)	-8.3%
UNEMPLOYMENT	1,135	966	762	1,052	406	(646)	-61.4%
WORKER'S COMPENSATION	470	397	402	404	447	43	10.6%
PERSONNEL DEVELOPMENT	0	0	912	2,500	1,000	(1,500)	-60.0%
INTERNET PROVIDER	1,942	2,066	2,092	2,100	2,100	0	0.0%
TELEPHONE	1,092	150	155	300	0	(300)	-100.0%
COMMUNICATIONS	6,064	826	804	850	850	0	0.0%
REPAIR/MAINT - EQUIP	3,542	217	1,542	4,000	4,000	0	0.0%
OFFICE SUPPLIES	204	0	0	100	0	(100)	-100.0%
MILEAGE ALLOW & REIMBURSE	0	9	0	100	0	(100)	-100.0%
MACHINERY & EQUIPMENT	6,533	4,466	3,967	5,000	5,000	0	0.0%
COMPUTERS	800	30	560	0	0	0	0.0%
SOFTWARE	6,318	7,645	8,738	6,400	6,400	0	0.0%
PROFESSIONAL SERVICES	4,256	850	8,367	3,000	3,300	300	10.0%
Total Information Technology	169,111	148,674	156,814	161,540	154,604	(6,936)	-4.3%

POLICE ENFORCEMENT							
SALARIES	1,865,377	1,866,981	1,887,622	2,094,156	2,117,020	22,864	1.1%
SHIFT DIFFERENTIAL	23,228	24,971	25,976	25,000	26,000	1,000	4.0%
LONGEVITY DIFFERENTIAL	118	491	546	0	0	0	0.0%
SUPERVISOR DIFFERENTIAL	0	537	1,019	0	0	0	0.0%
SEASONAL STAFF	6,640	0	0	0	0	0	0.0%
CSO	0	7,695	3,913	10,800	12,720	1,920	17.8%
ACCESS ATTENDANT	0	0	0	1,980	1,980	0	0.0%
OVERTIME	176,823	187,141	230,806	195,000	195,000	0	0.0%
OVERTIME 2X	12,473	10,135	14,905	14,000	14,000	0	0.0%
OVERTIME 3X	3,760	6,430	7,587	6,000	7,000	1,000	16.7%
HEALTH INSURANCE	352,597	370,532	393,248	484,352	455,495	(28,857)	-6.0%
DENTAL INSURANCE	31,035	21,784	24,435	28,054	30,910	2,856	10.2%
LIFE INSURANCE	25,683	26,185	25,720	29,286	29,218	(68)	-0.2%
INSURANCE-PACIF	78,527	77,652	50,486	55,444	42,706	(12,738)	-23.0%
SOCIAL SECURITY	164,480	168,586	167,369	179,541	181,590	2,049	1.1%
RETIREMENT	204,477	192,632	193,610	205,861	206,282	421	0.2%
RETIREMENT HEALTH SVGS	0	0	0	1,095	970	(125)	-11.4%
UNEMPLOYMENT	15,061	12,796	10,087	14,144	6,512	(7,632)	-54.0%
WORKERS COMP	96,438	126,898	161,710	157,666	192,746	35,080	22.2%
PERSONNEL DEVELOPMENT	2,824	2,583	2,364	4,000	4,000	0	0.0%
DUES AND PUBLICATONS	1,539	1,859	1,688	2,500	2,500	0	0.0%
TRAINING	23,493	24,967	35,411	24,000	26,000	2,000	8.3%
UNIFORMS & EQUIPMENT	123,634	51,282	66,009	45,000	45,000	0	0.0%
LEGAL	663	3,184	375	500	500	0	0.0%
UTILITIES	22,283	21,435	22,540	23,000	23,000	0	0.0%
TELEPHONE	6,058	5,947	6,367	5,000	6,000	1,000	20.0%
COMMUNICATIONS	37,226	40,857	34,632	35,000	35,000	0	0.0%
PUBLIC SAFETY COMMUNICATIONS	18,824	44,920	89,095	19,000	19,000	0	0.0%
NEW VEHICLE EQUIPMENT	0	18,361	0	0	0	0	0.0%
VEHICLE MAINT	29,575	26,057	22,604	33,000	33,000	0	0.0%
OFFICE EQUIPMENT	0	0	0	0	1,000	1,000	0.0%
MAINTENANCE - BUILDING	34,893	37,152	31,135	36,000	35,000	(1,000)	-2.8%
OFFICE SUPPLIES	9,753	9,738	9,334	10,000	10,000	0	0.0%
PHOTO AND FINGERPRINT	6,265	6,644	6,639	6,700	6,700	0	0.0%
POSTAGE	1,215	496	976	1,000	1,000	0	0.0%
GASOLINE	48,227	46,223	49,266	62,200	60,000	(2,200)	-3.5%
TECHNOLOGY	6,684	3,813	6,707	6,000	6,000	0	0.0%
MISCELLANEOUS	20,945	22,296	20,222	17,000	52,000	35,000	205.9%
MARINE	17,287	7,891	7,656	9,500	9,500	0	0.0%
SPECIAL PROGRAMS	2,545	4,433	17,791	6,000	6,000	0	0.0%
Total Police	3,470,648	3,481,584	3,629,850	3,847,779	3,901,348	53,569	1.4%

PUBLIC SAFETY DISPATCH							
TRANS TO DISPATCH FUND	327,504	396,800	422,532	409,000	418,582	9,582	2.3%
Total Public Safety Dispatch	327,504	396,800	422,532	409,000	418,582	9,582	2.3%

COLCHESTER PROPOSED FY 2020 BUDGET

Account	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Budget	FY20 Budget	\$ Inc/Dec from FY 19	% Inc/Dec from FY 19 Budget
FIRE DEPARTMENTS							
RADIO TOWER LEASE	100	0	0	6,324	6,851	527	8.3%
DAYTIME COVERAGE PILOT	0	0	0	26,250	63,000	36,750	140.0%
COLCHESTER CENTER FIRE CO	464,900	489,200	513,919	518,500	521,700	3,200	0.6%
MALLETTS BAY FIRE DEPT	368,052	389,400	398,857	408,200	418,100	9,900	2.4%
Total Fire Dept	833,052	878,600	912,776	959,274	1,009,651	50,377	5.3%

RESCUE							
SALARIES	235,516	263,884	327,516	311,035	310,754	(281)	-0.1%
PER DIEM	53,452	35,138	34,506	25,000	40,000	15,000	60.0%
AMBULANCE PERSONNEL	28,115	25,889	24,629	28,000	30,000	2,000	7.1%
OVERTIME	17,277	24,757	26,606	23,000	21,000	(2,000)	-8.7%
HEALTH INS	43,046	44,532	64,174	85,577	67,838	(17,739)	-20.7%
DENTAL INS	4,386	4,451	3,993	4,603	3,944	(659)	-14.3%
LIFE/DIS	3,285	3,626	4,098	4,602	4,692	90	2.0%
INSURANCE-PACIF/CL/BOND/E&O	11,412	10,559	8,202	9,375	7,877	(1,497)	-16.0%
SOCIAL SECURITY	27,029	27,880	32,296	29,608	30,734	1,126	3.8%
RETIREMENT	14,142	16,579	20,109	18,117	18,047	(70)	-0.4%
UNEMPLOYMENT	3,398	2,881	2,271	2,669	1,626	(1,043)	-39.1%
WORKER'S COMPENSATION	31,958	33,495	34,081	37,605	41,845	4,240	11.3%
TRAINING	9,357	6,323	3,242	8,500	8,500	0	0.0%
UNIFORMS	2,825	4,771	2,368	3,500	4,500	1,000	28.6%
HEALTH & SAFETY	0	0	50	500	250	(250)	-50.0%
ANNUAL AMBULANCE ASSESSMENT	0	12,470	12,962	13,800	13,800	0	0.0%
UTILITIES	11,614	13,120	12,445	13,200	13,500	300	2.3%
TELEPHONE	0	0	0	0	700	700	0.0%
COMMUNICATIONS	1,877	2,155	2,202	2,300	3,000	700	30.4%
JANITORIAL SERVICES	1,280	1,107	1,387	1,800	1,000	(800)	-44.4%
VEHICLE MAINT	6,085	8,157	5,392	5,000	6,000	1,000	20.0%
REPAIR/MAINT - EQUIP	2,913	3,983	5,654	3,800	3,800	0	0.0%
BLDG MAINTENANCE	3,935	7,911	3,836	6,000	6,000	0	0.0%
COMMUNICATION R & M	150	303	0	400	400	0	0.0%
OFFICE SUPPLIES	1,674	1,144	1,481	1,200	1,400	200	16.7%
OPERATING SUPPLIES	16,438	17,942	17,904	18,000	18,000	0	0.0%
POSTAGE	41	29	47	50	75	25	50.0%
GASOLINE	3,437	3,863	4,649	5,000	6,500	1,500	30.0%
MACHINERY & EQUIPMENT	3,462	428	3,329	1,000	2,500	1,500	150.0%
TECHNOLOGY	755	0	1,766	1,000	2,500	1,500	150.0%
MISC	7,106	7,006	6,654	5,500	8,000	2,500	45.5%
AMBULANCE PERSONNEL Donations	1,780	3,251	1,515	1,000	1,000	0	0.0%
SPECIAL PROGRAMS	0	203	170	500	500	0	0.0%
TRANSFER TO CAPITAL EQUIP.	10,900	0	0	0	0	0	0.0%
TRANSFER TO CAPITAL COMM.	6,300	0	0	0	0	0	0.0%
Total Rescue	564,944	587,837	669,533	671,241	680,281	9,041	1.3%

TECHNICAL RESCUE							
TECHNICAL RESCUE PERSONNEL	9,908	7,350	3,740	9,000	9,000	0	0.0%
INSURANCE-PACIF/CL/BOND/E&O	1,775	1,314	601	442	457	14	3.3%
SOCIAL SECURITY	758	562	286	689	689	(1)	-0.1%
WORKER'S COMPENSATION	987	972	970	930	989	59	6.4%
TRAINING	2,978	200	2,975	3,500	3,500	0	0.0%
UNIFORMS	3,020	2,160	2,047	2,500	2,200	(300)	-12.0%
LEGAL	615	0	0	0	0	0	0.0%
HEALTH & SAFETY	50	266	1,574	800	800	0	0.0%
UTILITIES	143	115	158	150	160	10	6.7%
COMMUNICATIONS	2,946	3,117	3,231	3,200	3,300	100	3.1%
VEHICLE MAINT	2,735	3,512	4,197	4,500	4,400	(100)	-2.2%
EQUIPMENT R&M	754	2,212	4,294	2,200	2,500	300	13.6%
COMMUNICATIONS R&M	0	48	0	250	250	0	0.0%
OPERATING SUPPLIES	171	313	770	300	300	0	0.0%
GASOLINE	1,195	1,788	2,240	2,200	2,400	200	9.1%
MACHINERY & EQUIPMENT	2,807	1,873	7,541	4,000	4,000	0	0.0%
BLDG MAINTENANCE	1,412	1,874	4,215	1,800	2,000	200	11.1%
TRANS TO T/RSQ CAP EQUIP	6,000	0	0	0	0	0	0.0%
TRANS TO CAPITAL COMM	2,000	0	0	0	0	0	0.0%
Total Technical Rescue	40,253	27,676	38,840	36,461	36,945	483	1.3%

COLCHESTER PROPOSED FY 2020 BUDGET

Account	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Budget	FY20 Budget	\$ Inc/Dec from FY 19	% Inc/Dec from FY 19 Budget
PUBLIC WORKS - ADMIN							
SALARIES	366,980	402,369	387,396	394,634	405,435	10,801	2.7%
HEALTH INS	79,976	85,727	63,631	95,089	58,793	(36,296)	-38.2%
DENTAL INS	6,611	5,880	3,350	5,939	7,071	1,132	19.1%
LIFE/DIS	4,871	5,100	5,176	5,697	5,492	(205)	-3.6%
INSURANCE-PACIF/CL/BOND/E&O	2,213	11,802	8,738	9,652	7,707	(1,945)	-20.2%
SOCIAL SECURITY	27,931	30,473	29,564	30,534	31,360	826	2.7%
RETIREMENT	22,675	23,647	21,639	22,185	22,806	621	2.8%
UNEMPLOYMENT	2,427	2,058	1,623	2,224	1,073	(1,151)	-51.7%
WORKER'S COMPENSATION	13,483	7,083	4,611	4,502	5,066	564	12.5%
PERSONNEL DEVELOPMENT	2,681	837	5,420	3,500	3,500	0	0.0%
DUES & PUBLICATIONS	1,319	1,408	1,879	1,000	1,500	500	50.0%
PROFESSIONAL SERVICES	35,337	21,699	32,515	32,700	32,700	0	0.0%
LEGAL	3,518	2,943	60	1,000	1,000	0	0.0%
COMMUNICATIONS	1,917	1,917	1,947	2,130	1,950	(180)	-8.5%
VEHICLE MAINT & TRANS	247	146	109	200	150	(50)	-25.0%
ADVERTISING	107	121	0	200	150	(50)	-25.0%
RECRUITMENT	968	2,105	357	1,000	1,000	0	0.0%
OFFICE SUPPLIES	1,274	1,732	1,258	1,300	1,300	0	0.0%
OPERATING SUPPLIES	60	286	88	200	150	(50)	-25.0%
POSTAGE	767	485	859	650	650	0	0.0%
GASOLINE	152	116	137	200	200	0	0.0%
MILEAGE ALLOW & REIMBURSE	4,711	4,619	4,500	4,500	4,500	0	0.0%
TECHNOLOGY	4,840	4,235	4,650	4,800	4,800	0	0.0%
MISCELLANEOUS	0	780	540	0	0	0	0.0%
TRANSFER TO WASTEWATER	0	0	75,000	0	0	0	0.0%
Total Public Works-Admin	585,066	617,568	655,045	623,836	598,354	(25,482)	-4.1%

COLCHESTER PROPOSED FY 2020 BUDGET

Account	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Budget	FY20 Budget	\$ Inc/Dec from FY 19	% Inc/Dec from FY 19 Budget
HIGHWAY DEPT							
SALARIES	384,925	393,643	410,097	450,903	506,750	55,847	12.4%
ROTATING FOREMAN, PAGER	8,827	9,010	8,975	12,620	12,620	0	0.0%
OVERTIME	11,189	33,588	35,551	38,888	38,888	0	0.0%
OVERTIME 2X	1,749	753	2,923	5,456	5,456	0	0.0%
HEALTH INS	88,095	102,518	98,614	102,593	138,934	36,341	35.4%
DENTAL INS	9,185	9,899	7,632	7,460	10,642	3,182	42.7%
LIFE/DIS	5,361	6,786	6,505	6,806	6,792	(14)	-0.2%
HEALTH INS SUPPLEMENTAL	80	0	0	0	0	0	0.0%
INSURANCE-PACIF/CL/BOND/E&O	16,029	20,455	14,384	17,829	13,670	(4,159)	-23.3%
SOCIAL SECURITY	32,727	35,477	37,392	38,852	43,124	4,272	11.0%
RETIREMENT	23,595	25,718	27,306	30,384	34,240	3,856	12.7%
UNEMPLOYMENT	3,883	3,293	2,596	4,003	2,465	(1,538)	-38.4%
WORKER'S COMPENSATION	37,064	39,646	43,957	42,305	50,791	8,486	20.1%
UNIFORMS	6,032	5,791	6,200	6,600	7,886	1,286	19.5%
COMMERCIAL DRIVERS LICENSE	225	257	90	600	300	(300)	-50.0%
STREET LIGHTS	62,242	69,308	69,234	71,200	71,200	0	0.0%
STREET LIGHT MAINTENANCE	1,761	1,334	7,719	2,500	7,500	5,000	200.0%
TRAFFIC SIGNALS	15,156	15,772	4,819	9,000	9,000	0	0.0%
COMMUNICATIONS	768	288	294	550	300	(250)	-45.5%
TREE MAINTENANCE	4,855	5,385	7,040	5,000	6,000	1,000	20.0%
TIRES AND TUBES	8,297	8,516	4,844	8,500	8,500	0	0.0%
STRIPING	26,725	21,503	2,648	28,700	28,700	0	0.0%
TRK 1	118	147	22	750	500	(250)	-33.3%
TRK 2	612	927	51	750	500	(250)	-33.3%
TRK 3 - 1999 INTL DUMP	26	1,120	737	750	750	0	0.0%
TRK 4 - 2002 CHEVY 1 TON DUMP	893	469	2,955	500	500	0	0.0%
TRK 5 - 1999 INTL DUMP	46	741	955	750	1,750	1,000	133.3%
TRK 6 - 1998 FORD DUMP	748	937	626	1,600	750	(850)	-53.1%
GRADER	4,796	4,265	8,444	5,480	5,480	0	0.0%
LOADER	567	2,159	995	500	500	0	0.0%
TRACTOR/MOWER	790	1,639	1,950	850	850	0	0.0%
DROTT	279	163	1,391	500	500	0	0.0%
BELOS/HOLDER	189	217	0	1,000	1,000	0	0.0%
TRACKLESS	848	1,039	221	1,000	1,000	0	0.0%
TRK 18- 2000 INTL DUMP	184	273	561	750	750	0	0.0%
TRK 8 - 00 FORD F550	735	123	348	500	500	0	0.0%
TRK 9 - 2002 CHEVY CREW CAB	330	101	233	500	250	(250)	-50.0%
TRK 10 2004 CHEVY 4X4	848	410	1,131	750	250	(500)	-66.7%
trk 20	400	522	308	500	500	0	0.0%
BELOS SIDEWALK TRACTOR	0	0	556	0	0	0	0.0%
CHAIN SAWS	300	129	338	300	300	0	0.0%
SANDERS	1,946	2,162	2,070	2,000	2,000	0	0.0%
SNOWPLOW	11,390	11,177	11,225	11,390	11,390	0	0.0%
BRIDGES	241	0	2	250	250	0	0.0%
ROLLER / TRAILER	9	175	115	150	150	0	0.0%
PAINT TRAILER	10	0	24	100	100	0	0.0%
HIRED EQUIPMENT - WINTER	118	450	0	500	500	0	0.0%
HIRED EQUIPMENT - SUMMER	524	1,000	613	1,100	1,100	0	0.0%
OPERATING SUPPLIES	3,707	4,066	5,687	4,000	5,000	1,000	25.0%
EQUIPMENT SUPPLIES	1,018	636	1,221	1,750	1,750	0	0.0%
SMALL TOOLS & EQUIPMENT	729	776	1,208	1,000	1,000	0	0.0%
CHLORIDE	9,784	7,498	10,854	9,320	9,320	0	0.0%
GRAVEL	25,240	20,015	19,305	17,688	20,000	2,312	13.1%
ASPHALT REPAIR	6,611	7,270	34,191	5,740	5,900	160	2.8%
SIGNS	6,753	7,199	6,658	7,000	7,000	0	0.0%
WINTER SAND	18,427	30,945	32,812	16,342	16,200	(142)	-0.9%
WINTER SALT	71,770	150,868	151,940	123,063	143,870	20,807	16.9%
GASOLINE	28,291	36,421	44,844	52,138	59,975	7,837	15.0%
MARBLE ISLAND ROAD	0	17,389	438	0	0	0	0.0%
MISC	1,730	106	516	0	0	0	0.0%
Total Highway Dept	949,778	1,122,474	1,144,367	1,162,010	1,305,893	143,883	12.4%

COLCHESTER PROPOSED FY 2020 BUDGET

Account	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Budget	FY20 Budget	\$ Inc/Dec from FY 19	% Inc/Dec from FY 19 Budget
MAINTENANCE FACILITY							
SALARIES	214,734	165,382	168,846	173,074	178,095	5,021	2.9%
ROTATING FOREMAN/PAGER	298	163	481	841	841	0	0.0%
SEASONAL LABOR	11,602	13,919	13,097	0	0	0	0.0%
OVERTIME	1,815	4,854	1,004	1,869	1,869	0	0.0%
OVERTIME 2X	670	99	809	426	426	0	0.0%
HEALTH INS	30,991	36,961	48,888	64,969	55,184	(9,785)	-15.1%
DENTAL INS	4,644	5,064	3,121	3,071	3,612	541	17.6%
LIFE/DIS	2,609	1,677	2,259	2,609	2,553	(56)	-2.1%
INSURANCE-PACIF/CL/BOND/E&O	4,813	6,072	5,545	5,378	4,048	(1,330)	-24.7%
SOCIAL SECURITY	18,032	13,821	13,781	13,480	13,864	384	2.8%
RETIREMENT	13,256	10,265	10,474	9,799	10,081	282	2.9%
UNEMPLOYMENT	1,825	1,548	1,220	1,334	610	(724)	-54.3%
WORKER'S COMPENSATION	16,600	17,790	10,666	14,678	16,329	1,651	11.2%
TRAINING	975	975	975	975	975	0	0.0%
UNIFORMS	2,385	3,039	2,724	2,832	2,550	(282)	-10.0%
VEHICLE INSPECTION FEES		49	203	200	200	0	0.0%
UTILITIES	15,118	15,820	17,674	17,000	17,400	400	2.4%
REPAIRS AND MAINTENANCE	9,642	12,016	17,898	11,000	13,300	2,300	20.9%
VEHICLE MAINT	193	302	345	500	300	(200)	-40.0%
OFFICE SUPPLIES	100	100	0	150	150	0	0.0%
OPERATING SUPPLIES	2,715	3,618	3,249	3,775	3,775	0	0.0%
EQUIPMENT SUPPLIES	13,683	15,018	16,338	14,450	18,000	3,550	24.6%
WELDING SUPPLIES	991	995	855	1,000	1,000	0	0.0%
GASOLINE	610	755	869	1,073	1,155	82	7.6%
MACHINERY & EQUIPMENT	2,974	6,677	2,726	3,000	3,000	0	0.0%
TECHNOLOGY	0	135	0	200	200	0	0.0%
MISC	0	20	0	0	0	0	0.0%
Total Maintenance Facility	371,275	337,134	344,047	347,683	349,517	1,834	0.5%

STORMWATER							
SALARIES	86,353	90,562	0	0	0	0	0.0%
OVERTIME	1,534	4,130	0	0	0	0	0.0%
HEALTH INS	20,279	21,387	0	0	0	0	0.0%
DENTAL INS	872	427	0	0	0	0	0.0%
LIFE/DIS	1,186	1,233	0	0	0	0	0.0%
INSURANCE-PACIF/CL/BOND/E&O	2,286	1,530	0	0	0	0	0.0%
SOCIAL SECURITY	6,574	7,043	0	0	0	0	0.0%
RETIREMENT	5,315	5,087	0	0	0	0	0.0%
UNEMPLOYMENT	1,051	895	0	0	0	0	0.0%
WORKER'S COMPENSATION	7,343	7,884	0	0	0	0	0.0%
UNIFORMS	1,329	2,256	0	0	0	0	0.0%
LEGAL	195	660	0	0	0	0	0.0%
CATCH BASINS	4,250	3,718	0	0	0	0	0.0%
SWEEPER (1986)	2,419	402	0	0	0	0	0.0%
SWEEPER (2007)	3,758	6,536	0	0	0	0	0.0%
WATER FOR SWEEPER	683	81	0	0	0	0	0.0%
STORMWATER PUMPS	822	855	0	0	0	0	0.0%
FLOW MONITORING	0	9,232	0	0	0	0	0.0%
STORMWATER PERMITTING	20,262	15,026	0	0	0	0	0.0%
TREATMENT STRUCTURES	2,259	1,673	0	0	0	0	0.0%
SMALL TOOLS & EQUIPMENT	0	267	0	0	0	0	0.0%
CULVERTS	6,218	1,302	0	0	0	0	0.0%
GASOLINE	2,751	2,562	0	0	0	0	0.0%
PUBLIC EDUCATION/OUTREACH	5,000	5,784	0	0	0	0	0.0%
WATER QUALITY TESTING	6,537	5,745	0	0	0	0	0.0%
MISCELLANEOUS	0	2,824	0	0	0	0	0.0%
TRANS TO CAPITAL TRANSP PLAN	80,000	0	0	0	0	0	0.0%
TOWN STORMWATER FEES	0	0	133,002	135,689	132,645	(3,044)	-2.2%
Total Stormwater	269,275	199,101	133,002	135,689	132,645	(3,044)	-2.2%

COLCHESTER PROPOSED FY 2020 BUDGET

Account	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Budget	FY20 Budget	\$ Inc/Dec from FY 19	% Inc/Dec from FY 19 Budget
BUILDINGS							
SALARIES	47,383	48,392	35,305	50,643	39,775	(10,868)	-21.5%
OVERTIME	2,187	3,546	3,427	4,000	4,000	0	0.0%
OVERTIME 2x	362	0	508	400	400	0	0.0%
HEALTH INS	7,710	7,517	5,631	9,289	8,992	(297)	-3.2%
DENTAL INS	112	116	60	418	436	18	4.4%
LIFE/DIS	669	695	356	768	645	(123)	-16.0%
INSURANCE-PACIF/CL/BOND/E&O	1,966	3,670	2,480	2,973	2,170	(804)	-27.0%
SOCIAL SECURITY	3,766	3,918	3,000	4,211	3,379	(832)	-19.7%
RETIREMENT	3,317	3,388	2,287	3,853	3,092	(761)	-19.7%
UNEMPLOYMENT	485	412	325	445	259	(186)	-41.8%
WORKER'S COMPENSATION	2,562	2,585	2,640	2,604	2,615	11	0.4%
UTILITIES - TOWN HALL	32,885	36,254	35,438	37,500	37,000	(500)	-1.3%
UTILITIES-MEETING HOUSE	0	7,207	0	0	0	0	0.0%
UTILITIES - HISTORICAL SOCIETY	2,022	2,020	2,265	2,400	2,400	0	0.0%
COMMUNICATIONS	455	528	361	600	600	0	0.0%
TRACTOR	0	0	455	500	500	0	0.0%
VEHICLE MAINT	580	1,706	339	600	600	0	0.0%
MAINTENANCE-TOWN HALL	17,245	21,850	26,688	20,401	30,000	9,599	47.1%
CLEANING - TOWN HALL	10,627	13,058	14,040	13,400	15,000	1,600	11.9%
MAINTENANCE-MEETING HOUSE	0	8,445	0	0	0	0	0.0%
MAINTENANCE - HIST SOCIETY	1,007	130	269	1,000	1,000	0	0.0%
OPERATING SUPPLIES	2,762	5,261	5,410	3,884	5,000	1,116	28.7%
GASOLINE	930	1,070	1,189	1,157	0	(1,157)	-100.0%
MILEAGE ALLOW & REIMBURSE	0	0	0	50	50	0	0.0%
MISC	670	402	842	700	700	0	0.0%
EQUIPMENT - RENTALS/LEASES	14,055	12,195	16,087	15,000	9,000	(6,000)	-40.0%
TRANSFER TO RESERVE	99	2,416	0	0	0	0	0.0%
TRANSFER TO CAPITAL	0	0	25,000	0	0	0	0.0%
Total Buildings	153,856	186,781	184,402	176,796	167,614	(9,182)	-5.2%

HEALTH SERVICES							
VISITING NURSE ASSOC	36,000	36,000	36,000	36,000	36,000	0	0.0%
STEPS TO END DOMESTIC VIOLENCE	0	0	0	500	500	0	0.0%
ANIMAL CONTROL CONTRACT	16,037	16,334	17,942	18,649	19,152	503	2.7%
ANIMAL CONTROL FEES	3,855	3,532	6,687	4,100	6,300	2,200	53.7%
Total Health Services	55,892	55,866	60,629	59,249	61,952	2,703	4.6%

PARKS							
SALARIES	77,348	48,867	75,030	53,542	144,910	91,368	170.6%
SEASONAL LABOR	114,536	110,135	96,208	140,044	66,880	(73,164)	-52.2%
OVERTIME	7,494	9,853	5,475	6,500	6,500	0	0.0%
OVERTIME 2X	0	0	0	500	500	0	0.0%
HEALTH INS	26,087	20,242	16,754	58,008	31,228	(26,780)	-46.2%
DENTAL INS	704	116	475	1,393	1,656	263	18.9%
LIFE/DIS	802	680	1,082	1,483	2,228	745	50.3%
CATAMOUNT HEALTH	704	0	0	0	0	0	0.0%
INSURANCE-PACIF/CL/BOND/E&O	4,655	5,745	6,516	5,829	4,307	(1,522)	-26.1%
SOCIAL SECURITY	15,083	12,771	13,631	15,345	16,737	1,392	9.1%
RETIREMENT	4,354	2,896	4,388	5,354	8,559	3,205	59.9%
UNEMPLOYMENT	3,608	3,106	2,448	2,669	1,333	(1,336)	-50.1%
WORKER'S COMPENSATION	9,598	9,430	8,470	9,488	12,952	3,464	36.5%
PERSONNEL DEVELOPMENT	249	0	250	750	750	0	0.0%
PROFESSIONAL SERVICES	8,892	0	0	0	0	0	0.0%
CONTRACTUAL SERVICES	20,331	29,246	28,650	15,000	20,000	5,000	33.3%
UTILITIES - PARKS	26,495	24,532	27,293	28,500	28,500	0	0.0%
TELEPHONE	1,611	2,112	2,129	2,200	2,200	0	0.0%
COMMUNICATIONS	221	0	95	0	200	200	0.0%
REPAIRS AND MAINTENANCE	16,466	24,531	12,466	17,000	17,000	0	0.0%
VEHICLE MAINT	3,073	3,191	3,434	3,400	3,400	0	0.0%
REPAIR/MAINT - EQUIP	5,100	5,484	6,091	5,000	6,000	1,000	20.0%
RENTAL EQUIP	690	0	104	1,000	1,000	0	0.0%
OPERATING SUPPLIES	15,145	15,593	22,161	15,000	17,000	2,000	13.3%
GRASS SEED & BARK MULCH	628	4,919	3,356	6,000	6,000	0	0.0%
FERTILIZER	11,111	9,412	8,069	11,250	11,250	0	0.0%
GASOLINE	8,751	8,737	10,204	10,000	12,600	2,600	26.0%
MACHINERY & EQUIPMENT	7,562	15,536	11,251	10,000	10,000	0	0.0%
MISC	12,025	71	78	0	0	0	0.0%
Total Parks	403,322	367,205	366,110	425,255	433,692	8,437	2.0%

COLCHESTER PROPOSED FY 2020 BUDGET

Account	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Budget	FY20 Budget	\$ Inc/Dec from FY 19	% Inc/Dec from FY 19 Budget
RECREATION							
SALARIES	128,318	132,831	133,475	136,685	140,550	3,865	2.8%
HEALTH INS	16,811	21,791	23,148	23,694	20,034	(3,660)	-15.4%
DENTAL INS	2,063	1,872	3,039	1,950	2,306	356	18.2%
LIFE/DIS	1,759	1,819	1,847	1,997	2,021	24	1.2%
INSURANCE-PACIF/CL/BOND/E&O	4,694	3,681	3,245	3,619	2,757	(862)	-23.8%
SOCIAL SECURITY	10,505	10,740	10,775	10,801	11,096	295	2.7%
RETIREMENT	7,632	7,902	7,943	7,982	8,214	232	2.9%
UNEMPLOYMENT	849	878	692	805	368	(437)	-54.3%
WORKER'S COMPENSATION	2,167	2,196	508	505	861	356	70.5%
PERSONNEL DEVELOPMENT	1,675	2,930	3,375	5,000	5,000	0	0.0%
DUES & PUBLICATIONS	485	120	899	1,000	1,000	0	0.0%
PROFESSIONAL SERVICES	0	0	950	0	0	0	0.0%
LEGAL	1,265	240	2,528	1,000	1,000	0	0.0%
UTILITIES - Activity Ctr	2,478	3,397	2,852	3,000	3,000	0	0.0%
MAINTENANCE - Activity Ctr	2,030	2,223	2,686	3,000	3,000	0	0.0%
COMMUNICATIONS	309	177	180	325	200	(125)	-38.5%
VEHICLE MAINT & TRANS	4	66	404	0	0	0	0.0%
PRINTING AND BINDING	346	1,423	1,739	2,000	2,000	0	0.0%
OFFICE SUPPLIES	2,081	2,034	1,819	2,100	2,100	0	0.0%
OPERATING SUPPLIES	2,057	1,405	1,134	1,700	1,400	(300)	-17.6%
POSTAGE	1,119	1,082	836	1,200	1,200	0	0.0%
MILEAGE ALLOW & REIMBURSE	4,916	5,030	5,163	5,100	5,100	0	0.0%
TECHNOLOGY	5,053	5,193	4,936	5,500	5,500	0	0.0%
SPECIAL PROGRAMS	5,168	5,681	5,638	5,700	5,700	0	0.0%
FAIR DAY	8,500	8,500	9,500	9,000	9,500	500	5.6%
LOCAL MATCH FOR RAD FUNDS	5,000	5,000	5,000	5,000	5,000	0	0.0%
Total Recreation	217,284	228,211	234,312	238,663	238,907	244	0.1%

LIBRARY							
SALARIES	345,998	356,617	359,385	377,603	385,217	7,614	2.0%
TEMPORARY SUBS	21,483	17,707	31,507	20,000	21,569	1,569	7.8%
HEALTH INS	75,489	88,880	95,427	111,645	123,714	12,069	10.8%
DENTAL INS	4,346	4,337	5,904	5,651	6,141	490	8.7%
LIFE/DIS	5,402	5,158	5,065	5,586	11,872	6,286	112.5%
INSURANCE-PACIF/CL/BOND/E&O	7,230	7,772	9,383	10,153	8,141	(2,013)	-19.8%
SOCIAL SECURITY	27,804	28,031	29,096	30,417	31,119	702	2.3%
RETIREMENT	22,001	22,578	21,659	24,049	22,999	(1,050)	-4.4%
UNEMPLOYMENT	4,204	3,355	2,645	3,625	1,697	(1,928)	-53.2%
WORKER'S COMPENSATION	1,393	1,441	1,464	1,471	2,837	1,366	92.8%
PERSONNEL DEVELOPMENT	4,074	1,662	3,027	3,500	3,500	0	0.0%
DUES & PUBLICATIONS	651	703	775	700	800	100	14.3%
PROGRAMMING	2,855	1,949	2,435	2,300	2,400	100	4.3%
UTILITIES - LIBRARY	13,753	14,456	14,592	14,500	14,500	0	0.0%
UTILITIES - MEETING HOUSE	6,857	0	7,085	7,400	7,200	(200)	-2.7%
TELEPHONE	2,200	2,010	2,036	2,100	2,100	0	0.0%
COMMUN ACCESS- LIBRARY	1,128	1,537	1,602	1,500	1,600	100	6.7%
JANITORIAL SERVICES	9,916	10,957	11,700	11,000	12,000	1,000	9.1%
GENERAL MAINTENANCE	12,287	10,177	9,200	12,000	12,000	0	0.0%
BLDG MAINT - LIBRARY	3,800	1,020	2,103	6,000	5,000	(1,000)	-16.7%
BLDG MAINT -MEETING HOUSE	5,300	0	6,422	9,500	9,500	0	0.0%
RECRUITMENT	39	0	0	100	100	0	0.0%
PRINTING/PUBLICITY	2,168	1,837	2,558	2,000	2,500	500	25.0%
OPERATING SUPPLIES	6,169	3,923	4,669	5,700	5,200	(500)	-8.8%
POSTAGE	3,203	2,649	2,705	2,850	3,000	150	5.3%
MILEAGE ALLOW & REIMBURSE	1,550	1,508	1,881	1,600	1,700	100	6.3%
BOOKS - ADULT	17,296	14,710	16,349	17,750	17,750	0	0.0%
BOOKS - JUVENILE	14,352	14,410	13,355	14,500	14,500	0	0.0%
PERIODICALS	2,721	2,638	2,839	2,750	2,750	0	0.0%
AUDIO/VISUAL MATERIALS	4,955	4,105	4,556	5,000	5,000	0	0.0%
LIBRARY TECHNOLOGY	3,619	3,931	4,081	4,000	4,000	0	0.0%
ELECTRONIC RESOURCES	5,707	6,534	6,425	6,500	6,500	0	0.0%
GRANT RETURNED	395	0	0	0	0	0	0.0%
CLASSIC CONNECTIONS	105	0	0	0	0	0	0.0%
TRANS TO CAPITAL	0	0	10,000	0	0	0	0.0%
Total Library	640,450	636,592	691,932	723,450	748,906	25,456	3.5%

COLCHESTER PROPOSED FY 2020 BUDGET

Account	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Budget	FY20 Budget	\$ Inc/Dec from FY 19	% Inc/Dec from FY 19 Budget
CEMETERY							
REPAIRS AND MAINTENANCE	20,074	10,384	0	0	0	0	0.0%
MISCELLANEOUS	2,364	2,332	0	0	0	0	0.0%
INSURANCE-PACIF/CL/BOND/E&O	0	189	0	0	0	0	0.0%
TRANSFER TO RESERVE FUND	0	0	0	0	0	0	0.0%
Total Cemetery	22,438	12,905	0	0	0	0	0.0%
INTERGOVTL EXPENDITURES							
LCR CHAMBER	1,260	1,300	0	1,500	1,500	0	0.0%
VT COUNCIL ON WORLD AFFAIRS	500	500	0	500	500	0	0.0%
GBIC	6,000	6,000	6,000	6,000	6,000	0	0.0%
CHITT CO REGIONAL PLANNING	25,089	25,083	25,092	25,482	26,202	720	2.8%
WINOOSKI VALLEY PARK DISTRICT	43,000	43,543	45,401	45,401	47,672	2,271	5.0%
VLCT	19,237	19,724	20,436	21,200	21,551	351	1.7%
CCTA ADA	27,663	23,520	77,849	25,195	28,551	3,356	13.3%
CCTA Routes (Rt 15 & Rt 7)	42,523	43,799		46,466	47,860	1,394	3.0%
SSTA (E&D)	17,052	16,837	28,397	18,500	28,500	10,000	54.1%
LOCAL MOTION	2,500	2,500	2,500	2,500	2,500	0	0.0%
COUNTY TAX	92,767	99,098	102,311	106,404	107,404	1,000	0.9%
CONSERVATION COMMISSION	0	2,500	2,500	2,500	2,500	0	0.0%
Total Intergov Expenditures	277,591	284,404	310,486	301,648	320,740	19,092	6.3%
Total Expenditures	11,664,972	12,190,870	12,337,944	12,816,326	13,129,419	313,093	2.44%