

CITY OF FRAMINGHAM
IN COUNCIL

ORDER NO. 2018-___

SECTION 1:

ORDERED: to raise and appropriate, transfer from available funds, or otherwise provide a sum or sums of money for the support of the operations of the City, for a Reserve Fund, for the payment of notes and bonds of the City, if any, which mature in fiscal year 2019, for the payment of pensions and for all other necessary expenses of the City for the Fiscal Year 2019 (July 1, 2018 – June 30, 2019) which total \$287,723,173 to pay costs of the following General Fund operating budget items:

General Fund	Appropriation Amount
Unclassified Division	
Property/Liability Insurance	\$1,897,918
Self Insurance	\$80,000
Retired Police and Fire Medical	\$100,000
Workers' Compensation	\$650,000
Unemployment Insurance	\$410,000
Sick Leave buyback	\$40,000
Group Insurance (Health, Dental and Wellness)	\$30,487,603
Medicaid Part 1 Contract	\$80,000
Retirement Division	
Framingham Retirement Fund Appropriation	\$15,412,744
Medicare/FICA Appropriation	\$2,134,099
Other Post Employment Benefits (OPEB) Appropriation	\$500,000
Debt Service	
Principal and Interest on Bonds	\$14,227,562
BAN Interest	\$365,661
Interest on Abatements	\$298,000
Fire Division	
Fire Department	\$14,925,245
Police Division	
Police Department	\$14,393,409
Animal Control Department	\$185,017
Framingham Emergency Management Department	\$86,910
Public Works Division	
Administration Department	\$599,050
Engineering Department	\$1,039,627
Fleet Department	\$1,201,598
Highway Department	\$3,888,658

Sanitation Department	\$3,831,901
Streetlight & Traffic Signals Department	\$1,020,801
Framingham Public Library	\$3,319,354
City Clerk/Elections Division	
City Clerk Department	\$323,772
Elections Department	\$233,859
Office of the Mayor	\$1,173,369
Facilities Management	\$2,603,332
City Solicitor	\$750,000
City Council	\$299,684
Parks & Recreation/Cultural Affairs Division	
Parks & Recreation Department	\$2,928,536
Council on Aging	\$515,315
Loring Arena	\$599,247
City Cemeteries	\$35,504
Administration and Finance Division	
Accounting Department	\$618,409
Assessing Department	\$721,836
Chief Financial Officer Department	\$370,083
Purchasing Department	\$199,067
Technology Services Department	\$2,199,402
Media Service Department	\$387,710
Treasurer/Collector Department	\$645,521
Inspectional Services Division	
Inspectional Service Department	\$1,117,922
Weights & Measures Department	\$90,106
Public Health Department	\$1,176,295
Community & Economic Development Division	
Community and Economic Development Department	\$460,529
Conservation Commission	\$245,659
Planning Board	\$239,871
Zoning Board of Appeals	\$99,117
Economic Development Industrial Corporation (EDIC)	\$125,000
Human Resources Division	
Human Resources Department	\$602,871
Veterans Services Department	\$581,056
Framingham Public Schools	\$133,017,949
South Middlesex Regional Vocational Technical Assessment	\$8,992,897
Stabilization Fund	\$451,913
Capital Stabilization Fund	\$2,200,000
Salary Reserve Fund	\$490,000
Reserve Fund	\$400,000
Snow & Ice Appropriation	\$1,654,688

Tax Title Account	\$78,275
State Assessments	\$7,819,221
Tax Overlay Account	<u>\$2,100,000</u>
General Fund Total	\$287,723,173

To support said appropriations, transfers are authorized from the following funds:

Transfer from Free Cash	\$4,291,051
Transfer from Utility Enterprise Fund	\$3,322,561
Transfer from Consumer and Merchant Protection Act Funds	\$5,000
Transfer from PEG Access & Cable Related Fund	\$815,850

The remainder to be raised from taxation

FURTHER ORDERED: that \$50,279,084 is appropriated to pay costs of the following Utility Enterprise Fund departments:

Water Department	\$21,281,161
Sewer Department	\$28,997,923

FURTHER ORDERED: that \$2,600,000 is transferred from retained earnings to meet said appropriation and offset revenue to be raised by rates:

Water Department	\$1,150,000
Sewer Department	\$1,450,000

SECTION 2:

ORDERED: to adopt FY19 Classification Plan for Senior Non-Union, Senior Management, and Division Head positions and associated salary schedules:

FRAMINGHAM NON-UNION
CLASSIFICATION PLAN
GRADE/POSITIONS
M1
Administrative Assistant 1
Clerical Assistant
Media Services Assistant/Intern
Outreach Worker/COA
M2
Administrative Assistant 2
Assistant Animal Control Officer
Customer Service Representative 1
Parking Enforcement Officer
M3
Accounts Payable Service Representative
Administrative Assistant 3
Benefits Assistant/HR
Crime Analyst
Customer Service Representative 2
Lead Records Clerk/Police
Payroll/Payables Specialist
Production Technician
M4
Accounts Payable Specialist
Administrative Assistant Conservation
Billing Coordinator
Building Maintenance Worker
Code Enforcement Official
Community Outreach Coordinator
Grant Writer
Library Building Facilities Manager
Office Coordinator/Tax Collector
Office Manager 1
Permit Coordinator/Engineering
Recycling Coordinator
Senior Custodian
M5
Activities Manager
Administrative Assistant 4
Assistant Conservation Administrator
Carpenter/Painter
Code Enforcement Task Coordinator
Communications/Connections Coordinator
GIS Database Administrator
Election Services Coordinator
Engineering Administrator Capital Program
Executive Assistant
Fiscal Supervisor/Cash Collections
Fiscal Supervisor
HR Generalist/Analyst
Fiscal Manager
Maintenance Supervisor
Office Manager 2
Recreation Supervisor
Records Access Officer
System Network Manager 1/Financial Coordinator

FRAMINGHAM NON-UNION
CLASSIFICATION PLAN
GRADE/POSITIONS
M6
Associate Planner
Administrator
Benefits Manager/HR
Capital Procurement Administrator
Code Enforcement Office Manager
Conservation Administrator
Financial Analyst
Office Manager 3
Operations Manager/Building Facilities
Payroll Coordinator
Program Coordinator - Health
Records Manager
Workers Comp and Safety Coordinator
M7
Conservation Administrator
Animal Control Officer
Assistant Commercial Assessor
Assistant Director Elder Affairs
Assistant Treasurer/Collector
Business Mgr 1/Asst Dir. of Admin/Operations
Chief of Community Health
Chief of Environmental Health
Citizen Participation Officer
Community Development Administrator
Deputy Director of Public Health
Director of Veterans Services
Licensing Coordinator
Operations Manager
Payroll Administrator
Maintenance/Electrician
Maintenance/Plumber
Project Engineer
Senior Financial Analyst
M8
Assistant Library Director
Assistant Town Accountant
Assistant Town Clerk
Assistant Treasurer/Collector
Business Manager
City Council Auditor
Deputy Building Commissioner
Deputy Director/Working Foreman
Director of Media Services
Division Finance Coordinator
Economic Development Coordinator/Planner
Environmental Health Manager
Finance Manager/Parks and Recreation
Fire Protection Engineer
GIS Manager
Library Media Services Director
Procurement Administrator
Program Manager
Project Manager
Senior Advisor for Policy
Senior Advisor for External Affairs
Senior Project Manager/Transportation
Senior Project Manager/Utilities
Senior Stormwater/Environmental Engineer
Senior Traffic & Transportation Engineer
Webmaster/Public Information Officer

FRAMINGHAM SENIOR MANAGEMENT CLASSIFICATION PLAN GRADE/POSITIONS
S1
Assistant Director of Development
Assistant Director of Highway & Sanitation
Assistant Director of Water and Sewer
Assistant Director of Public Health
Assistant Director of Support
Assistant Director of Water and Wastewater-Engineering
Assistant to the Police Chief
Director of Administration
Director of Capital Project Management
Director of Elder Services
Director of Fleet Services
Fire Alarm Superintendent
Network Services Manager
Director of Administration & Finance/DPW
Director of Project Development & Right of Way
Director Capital Constr. Management
Senior Development & Project Engineer
S2
Assistant Director of Comm and Econ Development
Assistant Director of Planning and Land Use
Deputy Director of Administration -DPW
Deputy Director/Parks and Recreation
Director of Communications
Director of Engineering
Director of Highway & Sanitation
Director of Library
Director of Transportation Engineering
Director of Water & Sewer
Planning Board Administrator
S3
Chief Assessor
Assistant Chief Financial Officer/Chief Procurement Officer
Deputy Director/Chief Engineer
Town Accountant
Deputy Police Chief
Treasurer/Collector

FRAMINGHAM SENIOR MANAGEMENT CLASSIFICATION PLAN GRADE/POSITIONS
DH1
Assistant Fire Chief
Deputy Director DPW
Assistant/Deputy Police Chief
Director of Capital Projects & Facilities
Director of Inspectional Services
Director of Public Health
Diversity and Inclusion Officer
DH2
Assistant Town Manager
Director of Community & Economic Development
Director of Library
Director of Parks and Recreation
Director of Technology Services
Human Resources Director
DH3
Chief Financial Officer/Dir of Finance and Administration
Chief Operating Officer
Director of DPW
Fire Chief
Police Chief

**Municipal Nonbargaining
July 1, 2018 - June 30 ,2019**

Effective COLA 1%

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
M1 37.5	36,994	37,734	38,488	39,258	40,044	40,844	41,661	42,494	43,344	44,211	45,095	45,997	46,917	47,856
M2 37.5	40,693	41,508	42,337	43,184	44,048	44,929	45,828	46,743	47,679	48,632	49,605	50,598	51,608	52,641
M3 37.5	44,762	45,658	46,571	47,503	48,453	49,422	50,410	51,419	52,447	53,495	54,566	55,656	56,769	57,905
M4 37.5	49,238	50,224	51,228	52,253	53,297	54,364	55,452	56,560	57,691	58,846	60,023	61,222	62,447	63,696
M5 37.5	54,163	55,246	56,351	57,478	58,628	59,799	60,996	62,216	63,460	64,730	66,024	67,344	68,691	70,065
M6 37.5	59,579	60,770	61,986	63,226	64,490	65,781	67,096	68,438	69,806	71,203	72,627	74,079	75,561	77,072
M7 37.5	65,537	66,848	68,185	69,548	70,939	72,359	73,806	75,281	76,787	78,322	79,890	81,487	83,117	84,779
M8 37.5	72,091	73,532	75,003	76,503	78,033	79,594	81,186	82,809	84,466	86,156	87,878	89,636	91,428	93,257
M1 40	36,994	37,734	38,488	39,258	40,044	40,844	41,661	42,494	43,344	44,211	45,095	45,997	46,917	47,856
M2 40	40,693	41,508	42,337	43,184	44,048	44,929	45,828	46,743	47,679	48,632	49,605	50,598	51,608	52,641
M3 40	44,762	45,658	46,571	47,503	48,453	49,422	50,410	51,419	52,447	53,495	54,566	55,656	56,769	57,905
M4 40	49,238	50,224	51,228	52,253	53,297	54,364	55,452	56,560	57,691	58,846	60,023	61,222	62,447	63,696
M5 40	54,163	55,246	56,351	57,478	58,628	59,799	60,996	62,216	63,460	64,730	66,024	67,344	68,691	70,065
M6 40	59,579	60,770	61,986	63,226	64,490	65,781	67,096	68,438	69,806	71,203	72,627	74,079	75,561	77,072
M7 40	65,537	66,848	68,185	69,548	70,939	72,359	73,806	75,281	76,787	78,322	79,890	81,487	83,117	84,779
M8 40	72,091	73,532	75,003	76,503	78,033	79,594	81,186	82,809	84,466	86,156	87,878	89,636	91,428	93,257

Senior Managers/Division Heads

Effective 1% COLA

July 1, 2018 - June 30, 2019

Salary Range

S1	90,085	109,003
S2	92,788	112,273
S3	95,571	115,641
DH-1	98,439	131,474
DH-2	106,372	140,676
DH-3	127,646	168,812

Introduced In City Council and Referred to Finance Committee: _____, 20__

Finance Committee Report Received by City Council: _____, 20__

Public Hearing Held: _____, 20__

Roll Call Vote of City Council Held: _____, 20__ (_____ yeas ([insert names of Councilors]),

_____ nays ([insert names of Councilors]), _____ absent ([insert names of Councilors]))

Approved by the Mayor: _____, 20__

Mayor's Signature