

CITY OF FRAMINGHAM
IN COUNCIL

ORDER NO. 2019-___

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 2020, for the payment of pensions and for all other necessary expenses of the City for the Fiscal Year 2019 (July 1, 2019 – June 30, 2020) which total \$296,263,258 to pay costs of the following General Fund operating budget items:

General Fund	Appropriation Amount
Unclassified Division	
Property/Liability Insurance	\$1,992,814
Self Insurance	\$80,000
Retired Police and Fire Medical	\$100,000
Workers' Compensation	\$620,000
Unemployment Insurance	\$410,000
Sick Leave buyback	\$40,000
Group Insurance (Health, Dental and Wellness)	\$31,493,694
Medicaid Part 1 Contract	\$80,000
Retirement Division	
Framingham Retirement Fund Appropriation	\$16,513,289
Medicare/FICA Appropriation	\$2,240,804
Other Post Employment Benefits (OPEB) Appropriation	\$250,000
Debt Service	
Principal and Interest on Bonds	\$14,398,291
BAN Interest	\$215,661
Interest on Abatements	\$287,000
Fire Division	
Fire Department	\$14,938,136
Police Division	
Police Department	\$14,763,565
Animal Control Department	\$179,841
Framingham Emergency Management Department	\$67,539
Public Works Division	
Administration Department	\$602,769
Engineering Department	\$1,018,417
Fleet Department	\$1,296,761
Highway Department	\$4,031,258

Sanitation Department	\$4,180,145
Streetlight & Traffic Signals Department	\$905,336
Framingham Public Library	\$3,262,085
City Clerk/Elections Division	
City Clerk Department	\$318,381
Elections Department	\$273,667
Office of the Mayor	\$995,995
Traffic Commission	\$25,000
Capital Projects & Facilities Management	\$2,567,898
City Solicitor	\$765,000
City Council	\$306,969
Parks & Recreation/Cultural Affairs Division	
Parks & Recreation Department	\$3,000,176
Council on Aging	\$528,560
Loring Arena	\$599,585
City Cemeteries	\$308,700
Administration and Finance Division	
Accounting Department	\$641,972
Assessing Department	\$682,248
Chief Financial Officer Department	\$743,790
Purchasing Department	\$228,219
Technology Services Department	\$2,343,174
Media Service Department	\$389,292
Treasurer/Collector Department	\$657,398
Inspectional Services Division	
Inspectional Service Department	\$1,125,543
Weights & Measures Department	\$85,373
Public Health Department	\$1,223,944
Planning & Community Development Division	\$1,086,233
Human Resources Division	
Human Resources Department	\$614,155
Veterans Services Department	\$581,069
Framingham Public Schools	\$137,873,104
South Middlesex Regional Vocational Technical Assessment	\$9,170,250
Stabilization Fund	\$448,209
Capital Stabilization Fund	\$1,900,000
Salary Reserve Fund	\$520,000
Reserve Fund	\$400,000
Snow & Ice Appropriation	\$1,654,688
Tax Title Account	\$78,000
State Assessments	\$8,259,262
Tax Overlay Account	<u>\$1,900,000</u>
General Fund Total	\$296,263,258

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

Transfer from Utility Enterprise Fund	\$3,422,238
Transfer from Consumer and Merchant Protection Act Funds	\$5,000
Transfer from PEG Access & Cable Related Fund	\$840,326

The remainder to be raised from taxation

FURTHER ORDERED: that \$52,023,199 is appropriated to pay costs of the following Utility Enterprise Fund departments:

Water Department	\$22,378,524
Sewer Department	\$29,644,665

FURTHER ORDERED: that \$650,000 is transferred from retained earnings to meet said appropriation and offset revenue to be raised by rates:

Water Department	\$650,000
Sewer Department	\$0

SECTION 2:

ORDERED: to adopt FY20 Classification Plan for Senior Non-Union, Senior Management, and Division Head positions and associated salary schedules:

Framingham Non-Union Classification Plan Grade/Position
M1
Administrative Assistant 1
Clerical Assistant
Custodian
Engineering Intern
Intern
Media Services Assistant
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
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
Billing Coordinator
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/Position
M6
Associate Planner
Administrator
Benefits Manager/HR
Capital Procurement Administrator
Code Enforcement Office Manager
Conservation Administrator
Financial Analyst
Office Manager 3
Operating 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
Citizen Participation Officer
Community Development Administrator
Director of Veterans Services
Licensing Coordinator
Operations Manager
Payroll Administrator
Maintenance/Electrician
Maintenance/Plumber
Project Engineer
Senior Financial Analyst
M8
Assistant City Accountant
Assistant City Clerk
Assistant Treasurer/Collector
Business Manager
Chief of Environmental Health
City Council Auditor
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 Traffic & Transportation Engineer
Sustainability Coordinator
Webmaster/Public Information Officer

Senior Management/Division Heads 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	
Deputy Director	
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	
Director of Project Development & Right of Way	
Director Capital Construction Management	
Senior Stormwater/Environmental Engineer	
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 Engineering	
Director of Highway & Sanitation	
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	
City Accountant	
Deputy Police Chief	
Treasurer/Collector	

Senior Management/Division Heads 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	
City Clerk	
DH2	
Director of Planning & Community 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	

Non-Union Municipal Effective 07/01/2019

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
M371	\$ 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
M372	\$ 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
M273	\$ 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
M374	\$ 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
M375	\$ 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
M376	\$ 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
M377	\$ 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
M378	\$ 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
M401	\$ 36,987	\$ 37,733	\$ 38,488	\$ 39,258	\$ 40,044	\$ 40,844	\$ 41,662	\$ 42,494	\$ 43,344	\$ 44,211	\$ 45,095	\$ 45,998	\$ 46,917	\$ 47,856
M402	\$ 40,693	\$ 41,507	\$ 42,337	\$ 43,184	\$ 44,048	\$ 44,929	\$ 45,828	\$ 46,743	\$ 47,679	\$ 48,632	\$ 49,605	\$ 50,598	\$ 51,609	\$ 52,641
M403	\$ 44,763	\$ 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
M404	\$ 49,239	\$ 50,224	\$ 51,228	\$ 52,253	\$ 53,297	\$ 54,364	\$ 55,451	\$ 56,560	\$ 57,691	\$ 58,845	\$ 60,023	\$ 61,222	\$ 62,447	\$ 63,696
M405	\$ 54,163	\$ 55,246	\$ 56,351	\$ 57,478	\$ 58,628	\$ 59,799	\$ 60,996	\$ 62,216	\$ 63,460	\$ 64,730	\$ 66,024	\$ 67,344	\$ 68,692	\$ 70,065
M406	\$ 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
M407	\$ 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
M408	\$ 72,091	\$ 73,532	\$ 75,003	\$ 76,503	\$ 78,033	\$ 79,594	\$ 81,187	\$ 82,809	\$ 84,466	\$ 86,156	\$ 87,879	\$ 89,636	\$ 91,428	\$ 93,257

Temporary & Seasonal Effective 07/01/2019

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
TEM1	\$ 12.10	\$ 12.47	\$ 12.84	\$ 13.22	\$ 13.62	\$ 14.03	\$ 14.38	\$ 14.67
TEM2	\$ 12.93	\$ 13.31	\$ 13.71	\$ 14.12	\$ 14.55	\$ 14.98	\$ 15.43	\$ 15.82
TEM3	\$ 14.22	\$ 14.64	\$ 15.08	\$ 15.54	\$ 16.00	\$ 16.48	\$ 16.98	\$ 17.40
TEM4	\$ 15.64	\$ 16.11	\$ 16.59	\$ 17.09	\$ 17.60	\$ 18.13	\$ 18.67	\$ 19.14
TEM5	\$ 17.20	\$ 17.72	\$ 18.25	\$ 18.80	\$ 19.36	\$ 19.94	\$ 20.54	\$ 21.05
TEM6	\$ 18.92	\$ 19.49	\$ 20.08	\$ 20.68	\$ 21.30	\$ 21.94	\$ 22.60	\$ 23.17

Temporary & Seasonal Effective 01/01/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
TEM1	\$ 13.10	\$ 13.43	\$ 13.76	\$ 14.11	\$ 14.46	\$ 14.82	\$ 15.19	\$ 15.57
TEM2	\$ 13.60	\$ 13.94	\$ 14.29	\$ 14.65	\$ 15.01	\$ 15.39	\$ 15.77	\$ 16.17
TEM3	\$ 15.14	\$ 15.52	\$ 15.91	\$ 16.30	\$ 16.71	\$ 17.13	\$ 17.56	\$ 18.00
TEM4	\$ 17.11	\$ 17.54	\$ 17.98	\$ 18.43	\$ 18.89	\$ 19.36	\$ 19.84	\$ 20.34
TEM5	\$ 18.22	\$ 18.68	\$ 19.14	\$ 19.62	\$ 20.11	\$ 20.61	\$ 21.13	\$ 21.66
TEM6	\$ 19.99	\$ 20.49	\$ 21.00	\$ 21.53	\$ 22.07	\$ 22.62	\$ 23.18	\$ 23.76

Senior Management & Division Heads Effective 07/01/2019

	Min	Mid	Max
S1	\$ 94,643	\$ 104,108	\$ 114,520
S2	\$ 97,482	\$ 107,231	\$ 117,954
S3	\$ 100,407	\$ 100,448	\$ 121,493
DH-1	\$ 103,419	\$ 118,933	\$ 138,126
DH-2	\$ 111,754	\$ 128,508	\$ 147,795
DH-3	\$ 134,105	\$ 154,731	\$ 177,354

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