

# ***Planning – Conservation Commission***

## **Mission Statement**

The mission of the Salem Conservation Commission is to protect wetlands, waterways, and riverfront areas through the administration of the Wetlands Protection Act, the Rivers Protection Act, Stormwater Management regulations, and the local Wetlands Protection and Conservation Ordinance, and to promote conservation awareness and practice.

## **Significant Changes**

There were no significant changes this past year. There were no staff level changes.

## **Previous Fiscal Year Accomplishments**

- In accordance with the Commission's mission, the Commission:
  - Issued 12 Determinations of Applicability
  - Issued 29 Orders of Conditions
  - Issued 15 Full Certificates of Compliance
  - Issued one Emergency Certification Form
- In accordance with the Commission's goals and objectives to maintain the Conservation Agent's expertise the Agent and several Commissioners attended various workshops throughout the fiscal year on topics including wetland plant identification, Low Impact Development (LID) techniques, enforcement, application of riverfront regulations, and coastal storms workshop.
- In accordance with the Commission's goals and objectives to provide information to the public about the importance of wetlands and protect Salem's wetlands, the Commission paid for the City of Salem to be a member of Greenscapes North Shore Coalition. Greenscapes educates homeowners about maintaining attractive lawns and gardens while protecting rivers, waterways, beaches, harbor and coast. As a member Salem residents benefited from free workshops, newsletter, and discounts on various plants from local nurseries.
- In accordance with the Commission's goals and objectives to participate in public education activities to inform the public of the responsibilities of the Conservation Commission, the Commission participated in an Earth Day event held at the Carlton School and the Living Green Fair held at Old Town Hall.
- In accordance with the Commission's goals and objectives to protect wetlands the Conservation Agent is a member of the Stormwater Working Group that has been tasked with developing a stormwater ordinance for the city. Development of the ordinance has been ongoing throughout 2007-2008.

## FY 2010 Goals & Objectives

### *Application Review*

- Perform a thorough review of applications through site inspections, public hearings, and issuance of determinations of applicability and orders of conditions
- Review applications and issue decisions in a timely manner
- Inspect and resolve reported violations in a timely manner
- Maintain expertise of Conservation Commission membership
- Maintain expertise of the Conservation Agent by supporting attendance at appropriate workshops, seminars, certification courses, etc.

### *Protect Wetlands*

- Identify and plan for acquisition of key wetland and buffer properties
- Identify ways to restore filled wetlands and provide natural floodplain protection

### *Protect Open Spaces*

- Protect examples of Salem's ecological diversity
- Revise local land use regulations to address open space preservation and protection
- Support establishment of "friends of" groups to help maintain open spaces
- Participate in the long range planning for protection of open spaces
- Apply the goals and objectives of the Open Space and Recreation Plan's 5 year Action Plan
- Work with other City departments to keep the Open Space and Recreation Plan current and updated

### *Public Outreach*

- Participate in public education activities to inform the public of the responsibilities of the Conservation Commission
- Provide information to the public regarding the City's open spaces and land owned by the Conservation Commission, including but not limited to trail maps, open space maps, etc.

## PERFORMANCE INDICATORS

### 200-Conservation Commission

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Request for Determination of Applicability (RDA) applications reviewed/acted upon (Does the wetlands act apply)	6	17	12	10	10
Notices of Intent considered	22	30	30	20	20
Orders of Conditions issued	20	29	29	20	20
Full Certificates of Compliance issued	13	10	15	10	10

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Conservation Comm-Personnel</b>									
11711	5111	SALARIES-FULL TIME	22,177.63	23,562.00	23,562.00	22,717.35	23,562.00	24,001.00	24,001.00
11711	5150	FRINGE/STIPENDS	0.00	0.00	0.00	0.00	2,000.00	2,000.00	2,000.00
<b>Total Conservation Comm-Personnel</b>			<b>22,177.63</b>	<b>23,562.00</b>	<b>23,562.00</b>	<b>22,717.35</b>	<b>25,562.00</b>	<b>26,001.00</b>	<b>26,001.00</b>
<b>Conservation Comm-Expenses</b>									
11712	5421	OFFICE SUPPLIES (GEN	0.00	119.00	119.00	76.42	119.00	119.00	119.00
11712	5730	DUES AND SUB	306.00	306.00	306.00	306.00	306.00	306.00	306.00
<b>Total Conservation Comm-Expenses</b>			<b>306.00</b>	<b>425.00</b>	<b>425.00</b>	<b>382.42</b>	<b>425.00</b>	<b>425.00</b>	<b>425.00</b>
<b>200</b>	<b>171</b>	<b>Department Total</b>	<b>22,483.63</b>	<b>23,987.00</b>	<b>23,987.00</b>	<b>23,099.77</b>	<b>25,987.00</b>	<b>26,426.00</b>	<b>26,426.00</b>

FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES

Name	Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
					52.2					2.0%	0.0%	52.2	52.2	2.0%	52.2	
DUQUES	CAREY	200 PLANNING-CON COM	11711-5111 Con Com Agnt/Staff Plann	7/5/2006	21,911.77		0.5		50%	839.54	839.54	21,911.99	21,911.99	856.33	22,350.23	22,350.23
BRAY	ANDREA	200 PLANNING-CON COM	11711-5111 CLERK	2007	1,650.00	B			22	75.00	75.00	1,650.00	1,650.00	75.00	1,650.00	1,650.00
					23,561.77	Total Full Time - 5111						23,561.99	23,561.99		24,000.23	24,000.23
									1		2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00
					-	Total Fringe - 5150						2,000.00	2,000.00		2,000.00	2,000.00
					23,561.77	0.5	Department Total					25,561.99	25,561.99		26,000.23	26,000.23

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	0.5	0.5	0.5	0.0

FY 2010 DETAILED BUDGET REPORT  
EXPENSES

CONSERVATION COMMISSION - 200

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
11712	5387	<b>FEES</b> RECORDING ORDER OF CONDITIONS AT THE REGISTRY OF DEEDS	-	-	-
<b>TOTAL</b>			-	-	-
11712	5421	<b>OFFICE SUPPLIES</b> CONCOM ENVELOPES	119	119	119
<b>TOTAL</b>			119	119	119
11712	5730	<b>DUES &amp; SUB</b> MEMBERSHIP FOR CONSERVATION COMMISSION BOARD MEMBERS TO THE MASSACHUSETTS ASSOCIATION OF CONSERVATION COMMISSION	306	306	306
<b>TOTAL</b>			306	306	306
<b>TOTAL PROPOSED</b>			425	425	425

# ***Planning – Planning Board***

## **Mission Statement**

To ensure the best possible new development and redevelopment in accordance with the City of Salem Zoning Ordinance and the Subdivision Rules and Regulations, to review and comment on proposed zoning amendments, and to work on long-range community planning efforts.

## **Significant Changes**

The Planning Board continues to participate in the Zoning Ordinance recodification through representation of the Board on the Zoning Recodification Committee. Former Chairman Walter Power had stepped down as Chair in June of 2007 after more than 30 years of service. He remained a Planning Board member until he passed away on April 18, 2008 after a long illness. Charles Puleo, formerly the Vice Chairman, was subsequently elected as the new Chairman of the Planning Board. There have been no staffing level changes.

## **Previous Fiscal Year Accomplishments**

Between July 1, 2007 and June 30, 2008, the Planning Board considered and approved the following applications:

- 10 Form A Applications - Application Not Requiring Approval under the Subdivision Control Law *(9 approved and 1 withdrawn without prejudice)*
- 0 Form B Applications - Preliminary Subdivision Plans *(none filed)*
- 2 Form C Applications - Definitive Subdivision Plans *(1 approved and 1 withdrawn with out prejudice)*
- 3 Amendments to previously approved Definitive Subdivision Plan *(3 approved)*
- 3 Waivers from Frontage *(3 approved)*
- 3 Site Plan Review Special Permits *(2 approved and 1 ongoing)*
- 2 Amendments to previously approved Site Plan Review Special Permit *(2 approved)*
- 1 Wetlands and Flood Hazard District Special Permits *(1 ongoing)*
- 2 Drive-Through Facilities Special Permits *(2 approved)*
- 1 North River Canal Corridor (NRCC) Special Permit *(1 ongoing)*
- 6 Wireless Communication Facility Special Permits *(6 approved)*
- 0 Planned Unit Development Special Permits *(none filed)*
- 2 Amendments to previously approved Planned Unit Development Special Permit *(2 approved)*

Additionally, the Board made a favorable recommendation to the City Council to pass two proposed amendments to the zoning ordinance: one allowing the siting of wind energy facilities by Special Permit in selected zoning districts, and another to allow Planned Unit Developments by Special Permit in the Business Park Development zoning district.

## FY 2010 Goals & Objectives

- To continue to review development proposals to ensure the best possible development for the City, and ensure compliance with state laws and local ordinances.
- To work closely with the Design Review Board on specific development projects to ensure that the architecture and site design is compatible with and enhances the historic character of the city.
- To effectively work with other local boards and commissions reviewing development projects.
- To work on long-range community planning efforts, as applicable.
- To review and comment on proposed zoning amendments.
- To continue participation in the Zoning Ordinance Recodification through member representation.
- To obtain training which can further the skills and knowledge of Board members, keep Board members up to date on current practices, and assist Board members in making effective land-use decisions.



## PERFORMANCE INDICATORS

### 200-Planning Board

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Form A Applications - Application Not Requiring Approval under the Subdivision Control Law (Review/Action)	10	8	10	6	6
Subdivision Applications (Review/Action)	3	4	5	2	2
Special Permits (Review/Action)	11	7	15	8	8
Site Plan Review (Review/Action)	5	7	5	3	3

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Planning Board-Personnel</b>									
11751	5111	SALARIES-FULL TIME	22,135.11	23,858.00	20,658.00	19,805.99	22,597.00	22,999.00	22,999.00
<b>Total Planning Board-Personnel</b>			<b>22,135.11</b>	<b>23,858.00</b>	<b>20,658.00</b>	<b>19,805.99</b>	<b>22,597.00</b>	<b>22,999.00</b>	<b>22,999.00</b>
<b>Planning Board-Expenses</b>									
11752	5306	ADVERTISING	804.46	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
11752	5421	OFFICE SUPPLIES (GEN	499.99	300.00	300.00	224.00	300.00	300.00	300.00
11752	5426	REPRODUCTIONS	561.49	1,000.00	1,000.00	852.50	1,000.00	1,000.00	1,000.00
11752	5710	IN STATE TRAVEL/MEETINGS	413.19	450.00	450.00	412.48	450.00	450.00	450.00
11752	5730	DUES AND SUB	250.00	250.00	250.00	75.00	250.00	250.00	250.00
<b>Total Planning Board-Expenses</b>			<b>2,529.13</b>	<b>3,000.00</b>	<b>3,000.00</b>	<b>2,563.98</b>	<b>3,000.00</b>	<b>3,000.00</b>	<b>3,000.00</b>
<b>200</b>	<b>175</b>	<b>Department Total</b>	<b>24,664.24</b>	<b>26,858.00</b>	<b>23,658.00</b>	<b>22,369.97</b>	<b>25,597.00</b>	<b>25,999.00</b>	<b>25,999.00</b>

FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES

Name	Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
					52.2					2.0%	6.0%	52.2	52.2	2.0%	52.2	
DUPUIS	STACEY	200 PLANNING BOARD	11751-5111 CLERK		2,520.00	B			28	90.00	90.00	2,520.00	2,520.00	90.00	2,520.00	2,520.00
LASH	AMY	200 PLANNING BOARD	11751-5111 STAFF PLANNER		21,337.38	B		1		408.76	-	-	-	-	-	-
MCKNIGHT	DANIELLE	200 PLANNING BOARD	11751-5111 STAFF PLANNER	11/10/08	-	B	0.5	1	50%	769.23	769.23	20,076.90	20,076.90	784.61	20,478.44	20,478.44
					<b>23,857.38</b>	<b>Total Full Time - 5111</b>						<b>22,596.90</b>	<b>22,596.90</b>		<b>22,998.44</b>	<b>22,998.44</b>
					<b>23,857.38</b>	<b>0.5</b>	<b>Department Total</b>					<b>22,596.90</b>	<b>22,596.90</b>		<b>22,998.44</b>	<b>22,998.44</b>

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	0.5	0.5	0.5	0.0

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**PLANNING BOARD - 200**

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
11752	5306	<b>ADVERTISING</b> JOINT PUBLIC HEARINGS - CITY COUNCIL AND PLANNING BD MEMBERS (3 PER YEAR)	1,000	1,000	1,000
<b>TOTAL</b>			<b>1,000</b>	<b>1,000</b>	<b>1,000</b>
11752	5421	<b>OFFICE SUPPLIES</b> PLANNING BOARD ENVELOPES BUSINESS CARDS	260 40	260 40	260 40
<b>TOTAL</b>			<b>300</b>	<b>300</b>	<b>300</b>
11752	5426	<b>REPRODUCTIONS</b> REPRODUCTIONS FOR CITY APPLICATIONS MADE TO THE PLANNING BOARD AND CITY PRESENTATIONS MADE TO PLANNING BOARD ADHESIVE MOUNTING SPRAY - 10 @ 5.00 COURIER SERVICES REPRODUCTION OF BLUEPRINTS AND PLANS	400 50 200 350	400 50 200 350	400 50 200 350
<b>TOTAL</b>			<b>1,000</b>	<b>1,000</b>	<b>1,000</b>
11752	5710	<b>IN STATE TRAVEL/MEETINGS</b> MILEAGE PARKING FEES REGISTRATION FEE	225 125 100	225 125 100	225 125 100
<b>TOTAL</b>			<b>450</b>	<b>450</b>	<b>450</b>
11752	5730	<b>DUES AND SUB</b>  DUES, i.e., MASSACHUSETTS FEDERATION OF PLANNING BOARDS SUBSCRIPTION TO SALEM NEWS	250	250	250
<b>TOTAL</b>			<b>250</b>	<b>250</b>	<b>250</b>
<b>TOTAL PROPOSED</b>			<b>3,000</b>	<b>3,000</b>	<b>3,000</b>

# ***Planning – General Administration***

## Mission Statement

To provide a strong, comprehensive approach for the future development of the City through a wide range of activities, including economic development, land use planning, housing policy, transportation projects, historic preservation, open space conservation, and neighborhood improvement efforts.

## Significant Changes

There were no significant changes this past fiscal year. There were no staffing level changes.

## Previous Fiscal Year Accomplishments

- Based on an application submitted by the Department of Planning & Community Development, Downtown Salem was designated by the American Planning Association as one of the 10 Great Places in America in 2008.
- Roadway reconstruction of North Street with period lighting was completed.
- Worked with EOT and MBTA on moving forward with the MBTA parking garage. MBTA is moving forward with 30% plans.
- The park at 15 Peabody Street was bid together with the South River Harborwalk in the fall, 2008. Bids were higher than budgeted. The projects were separated and redesigned to reduce cost. 15 Peabody Street Park was bid again in December, 2008 and a contract has been awarded for construction. Construction should start winter, 2009 and will be completed in 2009. Funding is through an EPA grant, Urban Self Help grant and CDBG funds.
- Harborwalk – The project has been “value engineered” to reduce cost and new plans have been completed.. The City continues to work with National Grid in order to obtain a license to construct the Harborwalk adjacent to their property.
- A contractor has been selected for the clean up of 61 Ward Street and the roadway intersection project at Peabody/Ward and Congress Streets. Construction slated for spring 2009.
- Port Plan – schematic design of the Salem Wharf was completed. The city is in the process of hiring a consultant firm for the completion of the engineering plans of the Salem Wharf.
- Began the survey, sediment testing, and cost disposal analysis to dredge the South River Channel and South River Basin.
- Worked with the Urban Land Institute (ULI) on conceptual recommendations for the potential redevelopment of the Church Street Lot.
- Continued to implement the Downtown Retail Market Study in collaboration with Salem Main Streets.
- Implemented local elements of a regional creative economy initiative (creative bumps, proclamation of creative economy day, collaboration with other cities and towns)
- Gordon College was selected as the management entity for the Old Town Hall by the City Council based on a recommendation from the Salem Redevelopment Authority. A lease agreement was executed in July 2008. DPCD has continued to work with Gordon College on grant applications for building improvements.

- Acquired tables and chairs for Derby Square to animate the area during warm weather.
- Had a successful Artists' Row season.
- Provided funding to ten (10) business and property owners for storefront improvement and new signs.
- Provided economic development loans to three businesses. It is projected that these loans will create two jobs, as well as enabling the businesses to retain their existing jobs, which total approximately 15 full and part-time employees.
- Implemented a component of the City's comprehensive signage program through updating the four pedestrian kiosk maps and installing 32 new parking signs (15 are in new locations; 17 replace older signs).
- In May 2008 the City received a \$70,880 grant from the State Executive Office of Transportation and Public Works to form the North Shore Transportation Management Association (TMA). The City hired Northeast Transit Planning & Management Corp. to implement the program, whose goals are to encourage alternative forms of transportation and reduce traffic congestion. The TMA Board has been organized and activities are underway.
- In November 2008 the City received a Recreational Trails Grant in the amount of \$6,560 for trail improvements in Salem Woods located in Highland Park.
- Housing
  - Secured a second round of funding for low-income first-time homebuyers through the American Downpayment Dream Initiative (ADDI) in the amount of \$346,000.
  - Rehabilitated 7 units of housing for low and moderate income households, with an additional 3 units underway.
  - Deleaded 11 housing units.
  - Provided downpayment assistance to 7 households to enable them to purchase their first home.
  - Provided expanded downpayment assistance to 3 low-income households.
  - 22 units of affordable housing completed for chronically homeless individuals by providing financial assistance to Salem Mission.
  - 39 households received rental assistance.
  - Funds provided to Habitat to assist with acquisition of a property in the Point Neighborhood to be converted into two units of affordable housing.
  - One homeowner saved from foreclosure through efforts of DPCD staff to connect the homeowner with a lender willing to finance a new mortgage.
  - City's web site now contains a list of links to various resources for foreclosure prevention and legal assistance. Housing staff are contacting families that may be threatened with foreclosure. DPCD tracks foreclosures to address vacant properties in neighborhoods.
- 31 social service programs funded through CDBG assisted 14,238 people.
- Handicapped restroom at Loring Avenue firehouse installed.
- Implemented neighborhood improvements, including roadway repaving on Congress Street; sidewalk improvements at various locations, tree planting, and installation of the High Street playground fence.
- Witch House historic structures report and long-term maintenance and improvement study completed. Sidewalk providing handicapped accessibility to the Witch House was constructed.

## FY 2010 Goals & Objectives

- To continue to keep the community informed and to share information through full utilization of the City's web site.
- To continue to provide high quality technical assistance to the various land use boards and commissions.

- Continue to work with DCAM and residents on the design and implementation of the new Court complex.
- To develop the Harbor into an active waterfront through the implementation of projects identified in the Harbor Plan, including the Harborwalk and the Salem Wharf.
- To secure funding to start the permitting process for the dredging of the South River basin and channel.
- To complete the creation of the park at 15 Peabody Street.
- To remediate environmental conditions and construct roadway intersection improvements at Peabody Street/Ward Street/ and Congress Street.
- To provide affordable housing opportunities through housing rehabilitation funding, downpayment assistance, and support of other affordable housing initiatives; and to continue to work on initiatives to address the foreclosure problem.
- To promote appropriate economic development.
- To work with Mass Highway to secure funding and implement transportation improvement projects, specifically 1A Bridge Street and Canal Street.
- To continue the revitalization of the downtown through a comprehensive approach.
- To work with Gordon College toward the significant reuse and preservation of Old Town Hall.
- To complete the recodification of the Zoning Ordinance.
- To continue to work closely with the MBTA on the parking garage in order to move that project through design and permitting.
- To implement the next phase of the Comprehensive Signage program, which consists of pedestrian wayfinding signs.

# PERFORMANCE INDICATORS

## 200-Planning

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Community Development Block Grants received		\$1,158,932	\$1,161,440	\$1,127,314	\$1,127,314
HOME funds received		\$196,899	\$192,626	\$185,050	\$185,050
Studies and reports completed	1	4	3	2	2
Zoning amendments adopted	1		2	1	1
CDBG projects completed	1	3	2	6	3
Rental housing subsidies provided	99	45	39	54	54
Affordable housing units assisted	61		24	1	15
First-time homebuyers assisted	17	20	7	6	6
Housing units rehabilitated	10	19	7	3	3
Social service programs assisted	38	33	31	27	27
Technical assistance to businesses	22	27	9	20	20
Financial assistance to businesses	4	14	6	10	6
Street/sidewalks improved	5	12	12	2	2
Contaminated sites cleaned up	2		1	2	
Street trees planted	66	109	26	35	27



# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Planning-Personnel</b>									
11821	5111	SALARIES-FULL TIME	184,731.01	192,944.00	192,944.00	189,945.87	192,944.00	196,804.00	196,804.00
<b>Total Planning-Personnel</b>			<b>184,731.01</b>	<b>192,944.00</b>	<b>192,944.00</b>	<b>189,945.87</b>	<b>192,944.00</b>	<b>196,804.00</b>	<b>196,804.00</b>
<b>Planning-Expenses</b>									
11822	5320	CONTRACTED SERVICES-NSTMA	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	0.00	0.00
11822	5421	OFFICE SUPPLIES (GEN	3,273.83	3,275.00	3,275.00	3,193.13	3,275.00	3,275.00	3,275.00
11822	5426	REPRODUCTIONS	83.80	500.00	500.00	500.00	500.00	500.00	500.00
11822	5710	IN STATE TRAVEL/MEETINGS	1,583.77	2,000.00	2,000.00	1,489.38	2,000.00	2,000.00	2,000.00
11822	5730	DUES AND SUB	500.00	500.00	500.00	500.00	500.00	500.00	500.00
11822	5771	PUBLIC/PRIVATE PARTNERSHP DUE	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	0.00	0.00
11822	5851	OFFICE EQUIPMENT	972.55	1,000.00	1,000.00	992.66	1,000.00	1,000.00	1,000.00
<b>Total Planning-Expenses</b>			<b>31,413.95</b>	<b>32,275.00</b>	<b>32,275.00</b>	<b>31,675.17</b>	<b>32,275.00</b>	<b>7,275.00</b>	<b>7,275.00</b>
<b>200</b>	<b>182</b>	<b>Department Total</b>	<b>216,144.96</b>	<b>225,219.00</b>	<b>225,219.00</b>	<b>221,621.04</b>	<b>225,219.00</b>	<b>204,079.00</b>	<b>204,079.00</b>

## FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES

Name		Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
						52.2					2.0%	0.0%	52.2	52.2	2.0%	52.2	
DUNCAN	LYNN	200	PLANNING DEPT	11821-5111	DIRECTOR OF PLANNING	7/5/2004											
						53,399.73		0.6	1	64%	1,598.42	1,598.42	53,400.02	53,400.02	1,630.39	54,468.02	54,468.02
DUQUES	CAREY	200	PLANNING DEPT	11821-5111	STAFF PLANNER			0.4	1	40%	839.54	839.54	17,529.60	17,529.60	856.33	17,880.19	17,880.19
DANIEL	THOMAS	200	PLANNING DEPT	11821-5111	ECON DEVELOP DIR			0.5	1	45%	1,127.88	1,127.88	26,493.79	26,493.79	1,150.43	27,023.66	27,023.66
MEDINA	JULIA	200	PLANNING DEPT	11821-5111	BUDGET COORDINATOR	12141979		0.8	1	80%	1,006.58	1,006.58	42,034.65	42,034.65	1,026.71	42,875.34	42,875.34
WINN	KATHLEEN	200	PLANNING DEPT	11821-5111	ASST DIR OF PLANNING	1/10/2006		0.8	1	77%	1,330.70	1,330.70	53,486.24	53,486.24	1,357.32	54,555.97	54,555.97
						192,943.82	Total Full Time - 5111					192,944.29	192,944.29		196,803.18	196,803.18	
						192,943.82	3.1	Department Total					192,944.29	192,944.29		196,803.18	196,803.18

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	3.1	3.1	3.1	0.0

CDBG AND OTHER SPECIAL REVENUE FUNDING SOURCES										Grant Funding Only	Total Employee Salary	Total FTE
DANIEL	THOMAS	CDBG - Grant	25513-5111	ECONOMIC DEVEL MGR	0.55	55%	1,127.88	1,150.44	33,029.06	60,052.84	1.0	
		Planning Budget	11821-5111		0.45	45%	1,127.88	1,150.44	27,023.78		1.0	
DUNCAN	LYNN	CDBG - Grant	25513-5111	PLANNER/CD DIRECTOR	0.36	36%	1,598.42	1,630.39	30,638.26	85,106.27	1.0	
		Planning Budget	11821-5111		0.64	64%	1,598.42	1,630.39	54,468.02		1.0	
DUQUES	CAREY	CDBG - Grant	25513-5111	CDBG/Con Com Agent/Planning	0.10	10%	839.54	856.33	4,470.05	44,700.47	1.0	
		Planning Budget	11821-5111		0.50	50%	839.54	856.33	22,350.23		1.0	
		Con Com Budget	11711-5111		0.40	40%	839.54	856.33	17,880.19		1.0	
FRANCISCO	NAOMI	CDBG - Grant	25513-5111	Housing Assistant	0.50	50%	707.17	721.31	18,826.28	37,652.56	1.0	
		Home Program - Grant	25503-5111		0.50	50%	707.17	721.31	18,826.28		1.0	
GUY	JANE	CDBG - Grant	25513-5111	ASST CD DIR/HIS AIDE	0.90	90%	1,125.48	1,147.99	53,932.55	59,925.06	1.0	
		Historic Comm Budget	16911-5111		0.10	10%	1,125.48	1,147.99	5,992.51		1.0	
LOVETTE	NATALIE	CDBG - Grant	25513-5111	CDBG PLANNER	1.00	100%	826.92	843.46	44,028.53	44,028.53	1.0	
KOLODZIEL	JENNIFER	CDBG - Grant	25513-5111	HOUSING COORDINATOR	0.50	50%	872.88	890.34	23,237.81	46,475.62	1.0	
		Home Program - Grant	25503-5111		0.50	50%	872.88	890.34	23,237.81		1.0	
MCKNIGHT	DANIELLE	CDBG - Grant	25513-5111	STAFF PLANNER	0.50	50%	769.23	784.61	20,478.44	40,956.88	1.0	
		Planning Budget	11821-5111		0.50	50%	769.23	784.61	20,478.44		1.0	
LEVESQUE	JEAN	CDBG - Grant	25513-5111	COMMISSION ON DISABILITIES AIDE	0.00	100%	13.60	13.87	13,034.13	13,034.13	-	
MEDINA	JULIA	CDBG - Grant	25513-5111	BUDGET COORDINATOR	0.20	20%	1,006.58	1,026.71	10,718.67	53,594.35	1.0	
		Planning Budget	11821-5111		0.80	80%	1,006.58	1,026.71	42,875.48		1.0	
TAROMINA	FRANK	HARBOR PLAN Grant	24713-5111	STAFF PLANNER/HARBOR COOR	1.00	100%	859.15	876.33	45,744.58	45,744.58	1.0	
WALSH	PATRICIA	CDBG - Grant	25513-5111	ADMIN ASSISTANT	1.00	100%	604.69	616.78	32,196.11	32,196.11	1.0	
WINN	KATHY	CDBG - Grant	25513-5111	ASSISSTANT CITY PLANNER	0.23	23%	1,330.70	1,357.31	16,295.91	70,851.79	1.0	
		Planning Budget	11821-5111		0.77	77%	1,330.70	1,357.31	54,555.88		1.0	
BRAY	ANDREA	CDBG - Grant	25513-5111	BOARD			75.00	75.00	1,800.00	1,800.00		
					12.0		Total Other Funding Sources		636,119.20	636,119.20	12.0	
*Note - The department(s) listed in parenthesis is where the portion of the salary funded by the General Fund is located)												

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**PLANNING - 200**

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
11822	5320	<b>CONTRACTED SERVICES</b>			
		TRANSPORTATION MANAGEMENT ASSOCIATION	15,000	0	0
<b>TOTAL</b>			<b>15,000</b>	<b>0</b>	<b>0</b>
11822	5421	<b>OFFICE SUPPLIES</b>			
		COPIER PAPER FOR PRINTERS, COPIER AND FAX MACHINE - 12 CT @ 26.10 PER CT.	313	313	313
		12 DOZ. RULED PADS @ 9.50 PER DOZEN	114	114	114
		NOTE, POST IT - 12 DOZ @ 4.80 PER DOZEN	58	58	58
		PENS - 20 DOZ @ 4.20 PER DOZEN	84	84	84
		5 BOXES OF MANILA FOLDERS @ 4.20	21	21	21
		3 BOXES OF CLASP ENVELOPES - 9.5X12 @9.35	28	28	28
		BUSINESS CARDS FOR PLANNING DEPARTMENT STAFF - 2 @ 40 EACH	80	80	80
		PLANNING DEPT. ENVELOPES	234	234	234
		HEWLETT PACKARD 4000 LASERJET CARTRIDGES 6 @ 119.00 PER CARTRIDGE	714	714	714
		HEWLETT PACKARD INKJET 1200 CARTRIDGES - 5 @ 32 PER CARTRIDGE	160	160	160
		HEWLETT PACKARD INKJET 1200 CARTRIDGES COLOR - 5 @ 36 PER CARTRIDGE	180	180	180
		HEWLETT PACKARD 7400 CARTRIDGES BLACK - 15 @ 24.00 PER CARTRIDGE	360	360	360
		HEWLETT PACKARD 7400 CARTRIDGES COLOR -13 @ 37.00 PER CARTRIDGE	481	481	481
		TONER/CARTRIDGES FOR (2) LASERJET 4 - 4 @ 112	448	448	448
<b>TOTAL</b>			<b>3,275</b>	<b>3,275</b>	<b>3,275</b>
11822	5426	<b>REPRODUCTIONS</b>			
		COPY/BINDING FOR STUDIES	350	350	350
		SHEETS FOAM CORE FOR PRESENTATIONS	150	150	150
<b>TOTAL</b>			<b>500</b>	<b>500</b>	<b>500</b>
11822	5710	<b>IN STATE TRAVEL/MEETINGS</b>			
		MILEAGE	1,250	1,250	1,250
		PARKING FEES	500	500	500
		REGISTRATION FEE	250	250	250
<b>TOTAL</b>			<b>2,000</b>	<b>2,000</b>	<b>2,000</b>
11822	5730	<b>DUES AND SUB</b>			
		i.e. AMERICAN PLANNING ASSOCIATION	500	500	500
		CITIZEN HOUSING AND PLANNING ASSOCIATION			
<b>TOTAL</b>			<b>500</b>	<b>500</b>	<b>500</b>

FY 2010 DETAILED BUDGET REPORT  
EXPENSES

PLANNING - 200

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
11822	5771	PUBLIC/PRIVATE PARTNERSHIP SALEM PARTNERSHIP DUES	10,000	0	0
TOTAL			10,000	0	0
11822	5851	OFFICE EQUIPMENT Chairs, Desks, File Cabinets, , Book Cases, Desk Supplies	1,000	1,000	1,000
TOTAL			1,000	1,000	1,000
TOTAL PROPOSED			32,275	7,275	7,275

# ***Planning – Market & Tourism***

## **Mission Statement**

Our goal is to establish Salem as dynamic year round arts & cultural destination by identifying new markets and a fresh message, and by exploring partnerships with the Boston tourism industry to create an enticing new, regional destination. In addition, our goal is to boost the local creative economy by generating new markets for local artists through a variety of means including the redevelopment of Old Town Hall into a more active venue for live performances and the visual arts and by the continued, successful operation of Artists Row.

## **Significant Changes**

Destination Salem, the City's marketing organization completed a successful first year of operation. The organization revised its by-laws, held its first annual meeting and put into place its first elected Board of Directors. Utilizing funds from an Abigail Adams grant acquired by the City, Destination Salem undertook a comprehensive market analysis based on extensive consumer research. The final report's recommendations will be the basis for much of the City's marketing strategy going forward including use of the tagline "Discover the Magic of Salem." The success of the Salem Ferry continued to grow for the third year as the increase in Ferry riders provided a significant boost to the downtown economy. This past year, the City also helped to lead efforts to establish "Historic Ports", an initiative aimed at marketing Massachusetts as a regional destination for the cruise industry. A web site was created and plans were made to establish a presence at cruise industry tradeshows. The City has joined forces with Gordon College and has entered into a lease agreement for the management of Old Town Hall. The College's History Alive! program will produce original plays at Old Town Hall and Pioneer Village. The City will install outside tables and chairs at Old Town Hall and is finalizing plans for a weekly Farmer's Market in an effort to activate the Marketplace area. There have been no staffing level changes within the Department.

## **Previous Fiscal Year Accomplishments**

- The Marketplace stalls were successfully leased to local artists and artisans who provided entertainment and promotional events in addition to the selling of their crafts.
- Heritage Trail Red Line was re-vamped and re-painted.
- Destination Salem utilized funding acquired through Mass. Cultural Council's Abigail Adams Grant from to develop a new marketing strategy aimed as establishing Salem as a year round arts & cultural destination.
- The City completed an RFP process and entered into a lease agreement with Gordon College for the management of Old Town Hall with a goal of increasing programming to generate economic activity downtown and to provide a venue for local theater and the arts.
- More than 90,000 visitors arrived in Salem via the Salem Ferry providing an economic boost to downtown merchants and attractions.

## FY 2009 Goals & Objectives

- To support the mission and efforts of Destination Salem through continued financial support from the hotel/motel tax and acquisition of grant funding.
- To work with Destination Salem in the development of a new marketing strategy and message that will re-position Salem as a year-round, rather than simply a seasonal destination.
- To work with Historic Ports to increase awareness and generate business from the growing international cruise markets.
- To continue to lease the Marketplace stalls to local artist and artisans to promote events and bring exposure to the City's Marketplace.
- To work with Gordon College toward successful management of Old Town Hall in order to increase artistic programming in an effort to promote the local arts community and to generate additional economic activity in the downtown.

## PERFORMANCE INDICATORS

### 200-Market & Tourism

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Businesses Participating in Visitors Guide			120,000	120,000	120,000
Visitor Guides Distributed			225,000	225,000	225,000
Marketplace stalls leased/licensed			5	5	5

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Market &amp; Tour-Expenses</b>									
11992	5211	ELECTRICITY	1,700.00	1,700.00	1,700.00	1,696.58	1,700.00	1,700.00	1,700.00
11992	5306	ADVERTISING	491.40	500.00	500.00	491.40	500.00	500.00	500.00
11992	5389	PROMOTION & MARKETING	65,000.00	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00	75,000.00
11992	5846	RENOVATION & REPAIRS	5,800.00	5,800.00	5,800.00	5,779.11	5,800.00	5,800.00	5,800.00
<b>Total Market &amp; Tour-Expenses</b>			<b>72,991.40</b>	<b>83,000.00</b>	<b>83,000.00</b>	<b>82,967.09</b>	<b>83,000.00</b>	<b>83,000.00</b>	<b>83,000.00</b>
<b>200</b>	<b>199</b>	<b>Department Total</b>	<b>72,991.40</b>	<b>83,000.00</b>	<b>83,000.00</b>	<b>82,967.09</b>	<b>83,000.00</b>	<b>83,000.00</b>	<b>83,000.00</b>



**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**MARKET & TOURISM - 200**

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
11992	5211	<b>ELECTRICITY</b> ELECTRICAL SERVICES FOR MARKET PLACE	1,700	-	1,700
<b>TOTAL</b>			<b>1,700</b>	<b>-</b>	<b>1,700</b>
11992	5306	<b>ADVERTISING</b> ADVERTISEMENT FOR RFP'S FOR MARKET PLACE STALLS ADVERTISEMENT FOR UPCOMING EVENTS	250 250	- -	250 250
<b>TOTAL</b>			<b>500</b>	<b>-</b>	<b>500</b>
11992	5389	<b>PROMOTION &amp; MARKETING</b> PROMOTION & MARKETING OF SALEM	75,000	75,000	75,000
<b>TOTAL</b>			<b>75,000</b>	<b>75,000</b>	<b>75,000</b>
11992	5846	<b>RENOVATION &amp; REPAIRS</b> RENOVATION, REPAIRS & UPKEEP AS NEEDED TO PUBLIC RESTROOMS	5,800	-	5,800
<b>TOTAL</b>			<b>5,800</b>	<b>-</b>	<b>5,800</b>
<b>TOTAL PROPOSED</b>			<b>83,000</b>	<b>75,000</b>	<b>83,000</b>

# ***Planning – Historical Commission***

## **Mission Statement**

The mission of the Salem Historical Commission is to provide regulatory design review within Salem's four local historic districts and to undertake community-wide historic preservation planning.

## **Significant Changes**

There were no significant changes this past year. There were no staffing level changes.

## **Previous Fiscal Year Accomplishments**

- The Historic Commission issued 131 decisions on projects in local historic districts.
- The Commission reviewed and acted on 4 requests under the Demolition Delay Ordinance.
- The Commission reviewed and commented on the J. Michael Ruane Judicial Center Memorandum of Agreement, 30%, 60% and 80% design submissions for the new courthouse, landscape drawings, and the 90% submission for the relocation of the Baptist Church.
- The Commission commented on the U.S. Coast Guard's Baker's Island Soil Remediation Project, Mass Highway's proposal for a bike path connection from the Bridge Street Bypass to Bridge Street and the U.S. Post Office's proposed facility repairs.
- The Commission provided letters of support for the City of Salem's application for a Massachusetts Preservation Projects Fund grant for the Witch House, for a Massachusetts Historic Rehabilitation Tax Credit Application for the Salem Jail Complex, for the City's application to be designated a Preserve America Community and for the House of the Seven Gables application for a Massachusetts Preservation Projects Fund grant for the initial planning phase of a comprehensive master plan.
- The Joseph Fenno House (Women's Friend Society on Hawthorne Blvd) was accepted for listing on the National Register of Historic Places.
- The DPCD completed a Neighborhood Architectural Conservation District study for which the City of Salem received a \$18,000 funding award from the FY07 Survey and Planning Grant program
- The City of Salem was awarded a \$52,000 Massachusetts Preservation Projects Fund grant for improvements to the Salem Public Library.
- The City of Salem was awarded a \$50,000 Massachusetts Preservation Projects Fund grant for the Witch House roof and chimney restoration and accessibility improvements.
- The City of Salem was awarded a \$4,000 Essex Heritage Partnership grant for the Witch House roof and chimney restoration and accessibility improvements.
- The City of Salem was designated a Preserve America Community.

## FY 2010 Goals & Objectives

- To ensure that the Salem Historical Commission Ordinance is legally enforced.
- To conduct public hearings and issue decisions for projects within local historic districts.
- To comment on projects that may impact historic resources.
- To prepare grant applications for funding in order to implement various preservation related projects through the Department of Planning & Community Development.
- To maintain relationships with other preservation-based organizations and the Massachusetts Historical Commission.
- To administer the Certified Local Government Program.
- To provide information to property owners within historic districts.
- To obtain training which can further the skills and knowledge of Board members, keep Board members up to date on current practices, and assist Board members in making decisions and recommendations.
- To continue to work with the State and other interested parties on the reuse of the Superior Court and County Commissioner's Building.
- To continue to enhance the Salem Historical Commission's web page on the city's website.

## PERFORMANCE INDICATORS

### 200-Historic Commission

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Regular meetings of the Salem Historical Commission	22	21	22	23	22
Applications will be received for approval	152	151	128	76	76
# of Certificates of Non-Applicability to be issued	74	82	69	47	47
# of Certificates of Appropriateness to be issued	74	70	56	45	45
Workshops/seminars/trainings related to historic preservation issues to be attended by Commisison members	3	8	16	2	2

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Historical Comm-Personnel</b>									
16911	5111	SALARIES-FULL TIME	6,870.50	7,064.00	7,064.00	7,139.39	7,526.00	7,643.00	7,643.00
<b>Total Historical Comm-Personnel</b>			<b>6,870.50</b>	<b>7,064.00</b>	<b>7,064.00</b>	<b>7,139.39</b>	<b>7,526.00</b>	<b>7,643.00</b>	<b>7,643.00</b>
<b>Historical Comm-Expenses</b>									
16912	5342	POSTAGE	343.81	600.00	600.00	523.34	600.00	600.00	600.00
16912	5421	OFFICE SUPPLIES (GEN	150.00	150.00	150.00	150.00	150.00	150.00	150.00
16912	5583	PHOTOGRAPHY SUPPLIES	0.00	400.00	400.00	388.69	400.00	400.00	400.00
16912	5710	IN STATE TRAVEL/MEETINGS	0.00	50.00	50.00	0.00	50.00	50.00	50.00
16912	5730	DUES AND SUB	0.00	150.00	150.00	60.00	150.00	150.00	150.00
<b>Total Historical Comm-Expenses</b>			<b>493.81</b>	<b>1,350.00</b>	<b>1,350.00</b>	<b>1,122.03</b>	<b>1,350.00</b>	<b>1,350.00</b>	<b>1,350.00</b>
<b>200</b>	<b>691</b>	<b>Department Total</b>	<b>7,364.31</b>	<b>8,414.00</b>	<b>8,414.00</b>	<b>8,261.42</b>	<b>8,876.00</b>	<b>8,993.00</b>	<b>8,993.00</b>

FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES

Name		Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010		
						52.2					2.0%	0.0%	52.2	52.2	2.0%	52.2			
GUY	JANE	200 PLANNING-HIST COMM	16911-5111	ASST CD DIR/HIS AIDE	08171998	5,413.21		0.1	1	10%	1,125.48	1,125.48	5,875.01	5,875.01	1,147.99	5,992.51	5,992.51		
GUY	JANE	200 PLANNING-HIST COMM	16911-5111	CLERK	07061987	1,650.00	B		1	22	75.00	75.00	1,650.00	1,650.00	75.00	1,650.00	1,650.00		
						7,063.21	Total Full Time - 5111						7,525.01	7,525.01			7,642.51	7,642.51	
						7,063.21	0.1	Department Total						7,525.01	7,525.01			7,642.51	7,642.51

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	0.1	0.1	0.1	0.0

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**HISTORICAL COMMISSION - 200**

<b>ORG</b>	<b>OBJECT</b>	<b>DESCRIPTION</b>	<b>Dept Request Level Funded</b>	<b>Dept Request 10% Cut</b>	<b>Approved by Mayor</b>
16912	5342	POSTAGE POSTAGE AND LABELS	600	600	600
<b>TOTAL</b>			<b>600</b>	<b>600</b>	<b>600</b>
16912	5421	OFFICE SUPPLIES ENVELOPES	150	150	150
<b>TOTAL</b>			<b>150</b>	<b>150</b>	<b>150</b>
16912	5583	PHOTOGRAPHY SUPPLIES PHOTO SUPPLIES AND DEVELOPMENT OF FILMS FOR MEETINGS	400	400	400
<b>TOTAL</b>			<b>400</b>	<b>400</b>	<b>400</b>
16912	5710	IN STATE TRAVEL/MEETINGS REIMBURSEMENT FOR EXPENSES INCURRED IN STATE TRAVEL AND MEETINGS	50	50	50
<b>TOTAL</b>			<b>50</b>	<b>50</b>	<b>50</b>
16912	5730	DUES AND SUB SUBSCRIPTION TO FORUM NATIONAL TRUST HISTORIC MASSACHUSETTS, INC.	105 45	105 45	105 45
<b>TOTAL</b>			<b>150</b>	<b>150</b>	<b>150</b>
<b>TOTAL PROPOSED</b>			<b>1,350</b>	<b>1,350</b>	<b>1,350</b>

# ***Public Services – General Administration***

## **Mission Statement**

The purpose of this department is to maintain and manage at a high level all green space areas assigned to it, including but not limited to all municipally owned cemeteries, trees and open space areas including parks and beaches. In addition we provide services to the public, manage, operate and maintain the municipal infrastructure and interface with all City Departments to improve overall team performance within budget constraints and available staffing.

## **Significant Changes**

Within the Cemetery side of the division, where we had begun in house grave digging, we upgraded an employee to Heavy Equipment Operator in July. As well, we upgraded an employee to working foreman within the street side of the division as well as within the motor pool. We are also looking to supplement seasonal labor costs for the cemetery with cemetery special funds and accounts. \*10% plan – We plan to not contract out for lawncutting as done the past 3 years and to reduce the contracted services for line painting. Anticipated savings from these contracts not being put in place, or reduced - \$130-150,000.00. Also in the 10% reduction plan, we would have a personnel loss not replacing a retiring 4/09 employee.

## **Previous Fiscal Year Accomplishments**

- There was a continued effort of restructuring the staff within the division, offering promotional upgrades.
- Personnel has been integrated on many levels, resulting in a beneficial factor of being able to assign employees within the division where needed.
- Approx 60 sidewalks replaced/repared – approx 50% funded by CDBG monies
- Successful street sweeping program 3 sweepers 5 times per week for 4 months.
- Haunted Happenings events successful as well as other special events and coverage thereof.
- Crowd control/block parties
- Support Staff to supplement elections staff personnel
- Bid solid waste collection and recycle. Awarded to NorthSide Carting at a lower cost.
- Reduced flooding areas through catch basin cleaning contract.
- Continued with signage replacement for A.D.A. compliance
- Put line painting out to bid and hired subsequent contractor.
- Cemetery side of division began in house grave digging. With understanding that if needed the contractor will help out.
- Improved tracking of potholes, sidewalks, and other improvements using computer program and GIS
- Installed benches, shrubs on Bike Path
- Extended ramp at Forest River (Pioneer Beach) ramp.
- Continued utilization of reverse 911.



## FY 2010 Goals & Objectives

- Continue to Improve recycle program.
- To provide courteous and timely response to the requests from the constituents and other city departments.
- Continue to offer and support Arbor Day programs throughout school system
- Continue with tree plantings through CDBG funding
- Acquire online service for constituent reports of work orders especially, sidewalk and pothole repairs for tracking purposes.
- Continue to improve public relations through the use of media, web site, notices keeping staff and residents informed about what is expected of them; such as city policy and practices.
- Maintain roadways and sidewalks to reduce danger to life and safety of residents, businesses and visitors to City of Salem.
- Secure thermostats within the division for better control
- Update gasboy program.
- Complete signage replacement for A.D.A. compliance.
- Rebid line painting for center lines and crosswalks. 10% plan- reduced painting projects
- Chapter 90 monies to purchase sign machine for the traffic maintenance side of the division.
- We certainly aim to maintain the level of services provided to the residents. It is our hope to continue to enhance the quality of the ball fields through daily maintenance and upkeep.
- We look forward to the purchase through use of CIP monies of a replacement of unit #114.
- Continue to consider ways in which our overall budget can reflect savings and efficiencies in personnel, through cross training and programming.
- Provide maintenance on City Parks and beaches, allowing for safe recreational areas for Salem residents.
- Continue to supply staff for trash removal, sweeping program, sanding and snow removal.
- Street Signage throughout the City of Salem to be initiated for update. To be funded by Chapter 90 monies.
- City Hall roof is in need of repair, and we hope to retain CIP monies for the repair. Possibility of grant monies to also be used as this is a historical building. Expected cost to repair \$80,000.+/-
- Repoint City Hall 57,500.00? CIP monies or possibility grant monies
- Possible grant monies for elevator through planning department help.
- Mack Park Roof needs replacement CIP
- Continued monitoring of fuel consumption with the goal to reduce consumption and expense of.
- We are requesting funds to purchase a small tree stump grinder, this would allow us to do *some* of the removal work rather than having to call in a professional service to do for us all the time.
- Would like to Re-do Castle Hill Softball field – need small bulldozer contractor to do work.
- Continue to work on Sprinkler system at Riley Plaza. 3 zones out of 13 now working
- Activate May Street irrigation System
- Install playground equipment at DiBiase Park – on hold

- Utilize state services and community service groups for open space areas.
- Web Q & A
- 10 % plan – return to grass cutting parks and open spaces by department personnel eliminating \$100,000.00 contract from being rebid and awarded
- 10% plan – reduce line painting
- 10% plan – do not replace retiring personnel (04/2009) on cem side of division

## PERFORMANCE INDICATORS

### 230-Public Services-Administration

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
<b>Street</b>					
Sidewalk Repairs	42	63	115	120	125
Pothole Fills (Repairs)	48	20	50	310	350
Catch Basin Repairs			25	15	25
Sink Holes			15	10	10
Trenches	13			24	20
<b>Trees/Open Space/Cemetery</b>					
Trees planted Spring		68	60	75	70-75

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Public Services/General-Psn</b>									
14111	5111	SALARIES-FULL TIME	1,237,232.42	1,255,761.00	1,165,251.02	1,118,457.93	1,212,740.00	1,249,470.00	1,249,470.00
14111	5113	SALARIES-PART TIME	0.00	0.00	21,562.00	20,761.50	26,622.00	27,155.00	27,155.00
14111	5118	SEASONAL LABOR	66,409.00	70,000.00	78,200.00	63,064.30	75,000.00	75,000.00	75,000.00
14111	5131	OVERTIME (GENERAL)	68,427.54	75,000.00	77,200.00	75,398.32	77,000.00	77,000.00	77,000.00
14111	5150	FRINGE/STIPENDS	10,747.75	17,290.00	16,890.00	16,889.58	22,515.00	24,111.00	24,111.00
<b>Total Public Services/General-Psn</b>			<b>1,382,816.71</b>	<b>1,418,051.00</b>	<b>1,359,103.02</b>	<b>1,294,571.63</b>	<b>1,413,877.00</b>	<b>1,452,736.00</b>	<b>1,452,736.00</b>
<b>Public Services/General-Exp</b>									
14112	5211	ELECTRICITY	24,481.42	24,000.00	24,000.00	24,000.00	24,000.00	10,000.00	10,000.00
14112	5215	NATURAL GAS	18,000.00	20,000.00	20,000.00	20,000.00	20,000.00	9,000.00	9,000.00
14112	5216	OIL HEAT	13,000.00	13,000.00	8,210.77	8,210.77	13,000.00	13,000.00	13,000.00
14112	5241	BUILDING MAINT-DPW	20,202.20	22,000.00	22,000.00	18,338.37	22,000.00	22,000.00	22,000.00
14112	5249	GROUND MAINTENANCE-CEMETER	4,500.00	4,700.00	4,700.00	4,579.56	4,700.00	4,700.00	4,700.00
14112	5253	RADIO MAINT & PARTS	973.50	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00
14112	5270	RENTAL & LEASE	3,527.00	2,550.00	2,550.00	2,550.00	2,550.00	2,550.00	2,550.00
14112	5284	EQUIPEMENT LEASE-TRUCKS	45,700.00	0.00	0.00	0.00	0.00	0.00	0.00
14112	5301	POLICE DETAIL	16,000.00	20,000.00	35,489.23	35,489.23	20,000.00	20,000.00	20,000.00
14112	5304	PROFESSIONAL SERV/FEES	5,100.00	11,900.00	9,400.00	8,042.49	11,900.00	11,900.00	11,900.00
14112	5317	EDUCATIONAL TRAINING	252.93	2,250.00	1,205.00	931.55	2,250.00	2,250.00	2,250.00
14112	5320	CONTRACTED SERVICES	85,390.89	138,550.00	164,550.00	133,368.12	138,550.00	138,550.00	138,550.00
14112	5341	TELEPHONE	4,387.16	4,000.00	4,800.00	4,541.46	4,000.00	4,000.00	4,000.00
14112	5383	BURIAL SERVICES	8,920.00	0.00	0.00	0.00	0.00	0.00	0.00
14112	5391	SPRAYING AND REMOVAL	3,230.91	14,000.00	14,000.00	13,999.97	14,000.00	14,000.00	14,000.00
14112	5392	TREE PLANTING	0.00	6,000.00	6,000.00	5,947.37	6,000.00	6,000.00	6,000.00
14112	5421	OFFICE SUPPLIES (GEN	2,000.00	2,500.00	2,500.00	1,898.99	2,500.00	2,500.00	2,500.00
14112	5451	CUSTODIAL SUPPLIES	3,000.00	7,000.00	4,750.00	4,750.00	7,000.00	13,000.00	13,000.00
14112	5461	GROUNDS MAINT & SUPPLIES	27,895.80	10,900.00	10,900.00	9,982.38	10,900.00	10,900.00	10,900.00
14112	5481	GASOLINE/DIESEL FUEL	50,533.61	100,000.00	100,000.00	98,960.85	100,000.00	100,000.00	100,000.00
14112	5483	VEHICLE PRTS/ACCES/OIL/TIRES	53,518.43	50,000.00	50,000.00	48,391.45	50,000.00	50,000.00	50,000.00
14112	5485	STREET SWEEPER BROOM	14,856.12	15,000.00	15,000.00	14,928.44	15,000.00	15,000.00	15,000.00
14112	5537	GROUND MAINT PARKS	7,999.62	0.00	0.00	0.00	0.00	0.00	0.00
14112	5710	IN STATE TRAVEL/MEETINGS	880.27	2,200.00	2,200.00	818.98	2,200.00	2,200.00	2,200.00
14112	5730	DUES AND SUB	500.00	500.00	1,545.00	510.45	500.00	500.00	500.00
14112	5780	OTHER EXPENSES	2,377.54	3,170.00	3,170.00	3,073.13	3,170.00	3,170.00	3,170.00
14112	5843	IMPROVEMENTS PW & PARK	50,000.00	50,000.00	65,000.00	64,965.27	50,000.00	50,000.00	50,000.00

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
14112	5846	REPAIRS/RENOV/SIDEWALKS	48,061.04	15,000.00	27,250.00	27,250.00	15,000.00	15,000.00	15,000.00
14112	5851	OFFICE EQUIPMENT	0.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
14112	5860	EQUIPMENT PURCHASE & REPAIR	45,071.47	20,445.00	48,376.00	45,267.18	20,445.00	20,445.00	20,445.00
	<b>Total</b>	<b>Public Services/General-Exp</b>	<b>560,359.91</b>	<b>563,165.00</b>	<b>651,096.00</b>	<b>604,296.01</b>	<b>563,165.00</b>	<b>544,165.00</b>	<b>544,165.00</b>
<b>230</b>	<b>411</b>	<b>Department Total</b>	<b>1,943,176.62</b>	<b>1,981,216.00</b>	<b>2,010,199.02</b>	<b>1,898,867.64</b>	<b>1,977,042.00</b>	<b>1,996,901.00</b>	<b>1,996,901.00</b>

**FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES**

Name	Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
					52.2					2.0%	0.0%	52.2	52.2	2.0%	52.2	
<b>PUBLIC SERVICES - GENERAL (Combined Open Space/Park Maint/Public Services)</b>																
MALONEK	RONALD	230 PUBLIC SERVICES-GENERAL:	14111-5111 GENERAL FOREMAN	9/5/06	57,567.35		1.0	100%		1,198.61	1,198.61	62,567.44	62,567.44	1,222.58	63,818.79	63,818.79
O'SHEA	THOMAS	230 PUBLIC SERVICES-GENERAL:	14111-5111 GENERAL FOREMAN		57,567.35		1.0	100%		1,198.61	1,198.61	62,567.44	62,567.44	1,222.58	63,818.79	63,818.79
RENNARD	RICHARD	230 PUBLIC SERVICES-GENERAL:	14111-5111 PUBLIC SERVICES DIR	06031974	29,026.97		0.3	34%		1,635.51	1,635.51	29,026.97	29,026.97	1,668.22	29,607.51	29,607.51
							25.4			Total AFSCME 1818		1,087,301.94	1,061,893.77		1,092,224.31	1,092,224.31
					144,161.66		27.7	Total Full Time - 5111				1,241,463.78	1,216,055.62		1,249,469.40	1,249,469.40
FITZPATRICK	MARY	230 PUBLIC SERVICES-GENERAL:	14111-5113 PT ADMIN ASSISTANT	11/7/2008	-			19 hours per wk		15.00	15.00	14,877.00	14,877.00	15.30	15,174.54	15,174.54
MICHAUD	DONNA	230 PUBLIC SERVICES-GENERAL:	14111-5113 PT ADMIN ASSISTANT	11/7/2008	-			15 hours per wk		15.00	15.00	11,745.00	11,745.00	15.30	11,979.90	11,979.90
					-			Total Part Time - 5113				26,622.00	26,622.00		27,154.44	27,154.44
		020 PUBLIC SERVICES-GENERAL:	14111-5111 SEASONAL LABOR-OS		20,400.00							25,400.00	25,400.00		25,400.00	25,400.00
		020 PUBLIC SERVICES-GENERAL:	14111-5111 SEASONAL-Park Trash		38,000.00							38,000.00	3,000.00		38,000.00	38,000.00
		020 PUBLIC SERVICES-GENERAL:	14111-5111 SEASONAL -Park Trash		11,600.00							11,600.00	11,600.00		11,600.00	11,600.00
					-										-	-
					70,000.00			Total Seasonal - 5118				75,000.00	40,000.00		75,000.00	75,000.00
		020 PUBLIC SERVICES-GENERAL:	14111-5131 Overtime-Open Space		15,000.00							15,000.00	10,000.00		15,000.00	15,000.00
		020 PUBLIC SERVICES-GENERAL:	14111-5131 Overtime-Park		28,000.00							28,000.00	28,000.00		28,000.00	28,000.00
		020 PUBLIC SERVICES-GENERAL:	14111-5131 Overtime-Public Services		32,000.00							32,000.00	32,000.00		32,000.00	32,000.00
		020 PUBLIC SERVICES-GENERAL:	14111-5131 Overtime-Custodians									2,000.00	2,000.00		2,000.00	2,000.00
					75,000.00			Total Seasonal - 5118				77,000.00	72,000.00		77,000.00	77,000.00
		020 PUBLIC SERVICES-GENERAL:	14111-5150 Fringe/Stipends		16,375.00			25.4	650.00	950.00		22,515.00	22,515.00	950.00	24,111.00	24,111.00
					289,161.66		27.7	Department Total				1,442,600.78	1,377,192.62		1,452,734.84	1,452,734.84

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	14.7	28.0	27.7	-0.3

**FY 2010 AFSCME Union Employee Rates**

EMPLOYEE NAME		Department	Org/Object	Job Title	Hire Date	BUDGET FY 2009 52.2	F T E	Rate FY 2009 2.0%	Rate FY 2010 2.0%	STEP INCREASES				Dept Level Funded FY 2010 52.2	Dept 10% Reduction FY 2010 52.2	Mayor FY 2010 52.2	Council FY 2010 52.2	LONGEVITY
Date	Rate	# Wks Old	New															
ADDISON JOHN	230	PUBLIC SERV-General	14111-5111	MOTOR EQUIP REPAIR I/II	7/31/07	42,515.05	1.0	817.27	833.62	7/31/2009	865.95	4.8	47.4	45,047.38	45,047.38	45,047.38	45,047.38	
ALBERT MICHAEL	230	PUBLIC SERV-General	14111-5111	HEO	03062000	41,846.65	1.0	817.69	834.04					43,537.09	43,537.09	43,537.09	43,537.09	
BASH EDWARD	230	PUBLIC SERV-General	14111-5111	MAINT CRAFTSMAN		39,512.43	0.0	817.69	834.04					43,537.09	-	-	-	Retired
BELL ROBERT	230	PUBLIC SERV-General	14111-5111	MAINT CRAFTSMAN III	07271996	39,512.43		756.94	-					-	-	-	-	Retired
BEZZATI JOHN	230	PUBLIC SERV-General	14111-5111	HEO III	3/28/00	42,683.75	1.0	817.70	834.05					43,537.42	43,537.42	43,537.42	43,537.42	
CLEARY JAMES	230	PUBLIC SERV-General	14111-5111	WORKING FOREMAN III	08061990	46,467.40	1.0	890.18	907.98					47,396.74	47,396.74	47,396.74	47,396.74	
COVIELLO VALERIE	230	PUBLIC SERV-General	14111-5111	PRINCIPAL ACCT CLERK	3/2/2000	13,869.08	0.3	781.44	797.07				34%	14,146.46	14,146.46	14,146.46	14,146.46	
CRONIN DAVID	230	PUBLIC SERV-General	14111-5111	WORKING FOREMAN III	09141987	46,467.57	1.0	890.18	907.99					47,396.92	47,396.92	47,396.92	47,396.92	
CULIPHER Shift Differential	230	PUBLIC SERV-General	14111-5111	Base Rate X 8% (20 HRS)		3,409.21		65.31	66.62					3,477.40	3,477.40	3,477.40	3,477.40	
CULIPHER WAYNE	230	PUBLIC SERV-General	14111-5111	HEO III	09011997	42,683.52	1.0	817.69	834.05					43,537.19	43,537.19	43,537.19	43,537.19	
HARVEY ROBERT	230	PUBLIC SERV-General	14111-5111	WORKING FOREMAN III	02131992	46,467.59	1.0	890.18	907.99					47,396.94	47,396.94	47,396.94	47,396.94	
HENDERSON SCOTT	230	PUBLIC SERV-General	14111-5111	HEO III	05281985	42,683.55	1.0	817.69	834.05					43,537.22	43,537.22	43,537.22	43,537.22	
HUGHES BRIAN	230	PUBLIC SERV-General	14111-5111	HEAD FOREMAN III	04081996	51,289.50	1.0	982.56	1,002.21					52,315.29	52,315.29	52,315.29	52,315.29	
LECLERC STEVEN	230	PUBLIC SERV-General	14111-5111	CEMETERY MAINT III	04111996	37,349.59	1.0	715.51	729.82					38,096.58	38,096.58	38,096.58	38,096.58	
LEVESQUE JAMES	230	PUBLIC SERV-General	14111-5111	St/Sidewalk Foreman III	06211999	17,438.43	0.3	982.56	1,002.21				34%	17,787.20	17,787.20	17,787.20	17,787.20	
LEVESQUE LOUIS	230	PUBLIC SERV-General	14111-5111	MOTOR EQUIP REPAIR	8/1/2006	44,316.05	1.0	848.97	865.95					45,202.37	45,202.37	45,202.37	45,202.37	
MARINO PAUL	230	PUBLIC SERV-General	14111-5111	WORKING FOREMAN	07231998	21,341.76	0.0	856.86	874.00	10/20/2009	907.98	16	36.2	100%	46,852.83	-	-	-
MARTINEAU RICHARD	230	PUBLIC SERV-General	14111-5111	MAINT CRAFTS	8/21/2000	39,512.43	1.0	756.94	772.08					40,302.67	40,302.67	40,302.67	40,302.67	
OBRIEN JIM	230	PUBLIC SERV-General	14111-5111	TREE CLIMBER III	3/13/2006	42,683.74	1.0	817.70	834.05					43,537.42	43,537.42	43,537.42	43,537.42	
OSTALKIEWICZ MARILYN	230	PUBLIC SERV-General	14111-5111	PRINCIPAL CLERK III	03211989	40,791.40		781.44	-					-	-	-	-	RETIRED
PARSONS DAVID	230	PUBLIC SERV-General	14111-5111	MAINT CRAFTSMAN III	5/14/2001	39,512.43	1.0	756.94	772.08					40,302.67	40,302.67	40,302.67	40,302.67	
PELLETIER EDWARD	230	PUBLIC SERV-General	14111-5111	MAINT CRAFTSMAN III	05131996	39,512.43	1.0	756.94	772.08					40,302.67	40,302.67	40,302.67	40,302.67	
SANDS GEORGE	230	PUBLIC SERV-General	14111-5111	HEO	04271987	42,683.52	1.0	817.69	834.05					43,537.19	43,537.19	43,537.19	43,537.19	
SOPER JAMES	230	PUBLIC SERV-General	14111-5111	WORKING FOREMAN III	04221996	46,467.57	1.0	890.18	907.99					47,396.92	47,396.92	47,396.92	47,396.92	
STANWOOD JR DANIEL	230	PUBLIC SERV-General	14111-5111	WORKING FOREMAN I/II	12041989	46,467.59	1.0	890.18	907.99					47,396.94	47,396.94	47,396.94	47,396.94	
STUART MIKE	230	PUBLIC SERV-General	14111-5111	MAINT CRAFTSPERSON		39,512.43	1.0	756.94	772.08					40,302.67	40,302.67	40,302.67	40,302.67	
TASSINARI STEPHEN	230	PUBLIC SERV-General	14111-5111	SR WORKING FOREMAN	05241999	48,463.75	1.0	945.65	964.56					50,350.19	50,350.19	50,350.19	50,350.19	
WRIGHT JOHN	230	PUBLIC SERV-General	14111-5111	WORKING FOREMAN III	9/14/1992	46,467.59	1.0	890.18	907.99					47,396.94	47,396.94	47,396.94	47,396.94	
Replace Zandarski	230	PUBLIC SERV-General	14111-5111	MAINT CRAFTSMAN III		39,512.18	1.0	756.94	772.08					40,302.42	40,302.42	10,075.61	10,075.61	Start 4/1/10
City Hall Custodian	230	PUBLIC SERV-General	14111-5111	SR BLDG CUST-City Hall	07011985	-	1.0	770.67	786.09							41,033.78	41,033.78	From Bldg Insp
Shift Differential - City Hall Custodia	230	PUBLIC SERV-General	14111-5111	Base Rate X 8%		-		61.65	62.89							3,262.98	3,262.98	From Bldg Insp
Custodian From COA	230	PUBLIC SERV-General	14111-5111	SR BLDG CUST-COA	7/26/1999	-	0.7	770.68	786.10				70%	28,723.91	28,723.91	28,723.91	28,723.91	From COA
OUT OF GRADE PAYS	230	PUBLIC SERV-General	14111-5111			1,500.00								1,500.00	1,500.00	1,500.00	1,500.00	
Replace Bash	230	PUBLIC SERV-General	14111-5111	LABORER - Step 1	7/1/2009		1.0		658.42							34,369.52	34,369.52	
						1,132,940.60	25.4							1,087,301.94	1,061,893.77	1,092,224.31	1,092,224.31	-

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**PUBLIC SERVICES - Admin - 230**

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
14112	5211	<b>ELECTRICITY</b>			
		Nat'l Grid electricity power to Public Works Garage 1015.00 X 12 = 12185.00	12,185	12,185	10,000
		Transcanda 604 X 12 and National Grid 411.00, costs may increase	7,659	7,659	
		Electricity for fountains in large pond cemetery	1,500	1,500	Split with W/S
		6 mo. @350.00, 2 mo @233.00, 4 mo. @ 8.32			
		Electricity for fountains in small pond cemetery	1,800	1,800	
		6 mo. @ 250.00, 2 mo. @183.00, 4 mo @ 8.32			
		Electricity for garage cemetery	1,200	1,200	
		6 mo @ 200.00, 6 mo @ 100.00			
		Electricity for office cemetery	500	500	
		8 mo. @50.00 4 mo. @ 25.00			
		allowance for increase *finance suggested budgeting for increase	(844)	(844)	
<b>TOTAL</b>			<b>24,000</b>	<b>24,000</b>	<b>10,000</b>
14112	5215	<b>NATURAL GAS</b>			
		Keyspan - avg. monthly \$533 x 12 = \$6396.	6,400	6,400	9,000
		Metromedia - avg. monthly \$942.33 x 12 = \$11308.00	11,308	11,308	Split with W/S
		f2292.orecasted cost increase for Fy 10'	2,292	2,292	-
<b>TOTAL</b>			<b>20,000</b>	<b>20,000</b>	<b>9,000</b>
14912	5216	<b>OIL HEAT</b>			
		Yearly Maintenance for 4 oil burners vendor Boorma	400	400	400
		Oil Heat for chapel vendor Todd Oil	800	800	800
		Oil Heat for office vendor Todd Oil	1,500	1,500	1,500
		Oil heat for 1 cem garages 1 @ 4400.00	5,400	5,400	5,400
		Oil heat for 1 garages 1 @ 3200.00	4,200	4,200	4,200
		Burner service for City Hall and Old Town Hall	700	700	700
<b>TOTAL</b>			<b>13,000</b>	<b>13,000</b>	<b>13,000</b>
14112	5241	<b>BUILDING MAINTENANCE - DPW</b>			
		overhead door repairs fy09 7500.00+ vendor Salem Overhead Door vendor 4624	7,000	6,000	7,000
		Cintas Gas Boy tests mandated and fuel pump repairs	900	900	900
		Electrical purchases for repairs (Beacon Electrical, Delandes)	500	400	500
		Hayden and All Safe - keys and lock repairs dps facilities	1,000	750	1,000
		McEachern Plumbing	2,000	1,500	2,000
14912		automatic door maintenance- garage			
		Fire Extinguishers test & repair vendor Boston Fire	1,500	1,500	1,500
11922		Repairs and small projects on the ten buildings that this department is responsible for. Unkeep of boilers at City Hall, Old Town Hall	3,000	3,000	3,000
		Major Repairs for City Building including electrical, plumbing and repairs			
		Emergency repairs and small renovations to City Owned Buildings	4,320	4,170	4,320
		Old Town Hall elevator \$115.00 x 12 and 400.00 to certify	1780	1780	1780
<b>TOTAL</b>			<b>22,000</b>	<b>20,000</b>	<b>22,000</b>



**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**PUBLIC SERVICES - Admin - 230**

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
14112	5249	<b>GROUND MAINTENANCE - CEMETERY</b>			
		Loam 20 yds. @ 150.00			
		Fertilizer and grass seed			
		Mulch 40 yds @30.00	4,700	4,000	4,700
		Lesco, N.E. Nursery, Rent-All misc purchases			
		Aggregate sand for cemetery foundation			
		rakes, shovels, brooms			
		Aquatic and ASAP Drains fountains repairs/set ups, clean outs etc.			
		Mower Blades			
		Garden hoses			
		Wood Trucking			
		Stateline Irrigation - systems, repairs cemetery and open space areas			
<b>TOTAL</b>			<b>4,700</b>	<b>4,000</b>	<b>4,700</b>
14112	5253	<b>RADIO MAINT &amp; PARTS</b>			
		Ranmark Unlimited, Nextel for bad phone replacements, repairs or accessories	2,500	2,000	2,500
<b>TOTAL</b>			<b>2,500</b>	<b>2,000</b>	<b>2,500</b>
14112	5270	<b>RENTAL AND LEASE - UNIFORMS</b>			
		AmSan rags for central motor usage	750	500	750
		Gloves, Goggles, Safety Equipment, Rain Gear etc..needed by Employees formally 5780	800	500	800
		Rent All misc	1,000	1,000	1,000
<b>TOTAL</b>			<b>2,550</b>	<b>2,000</b>	<b>2,550</b>
14112	5301	<b>POLICE DETAIL</b>			
		Tree removal details 10hrs. @ 100.00 1000.00	1,000	1,000	1,000
		As needed for road work for street openings, paving, pothole repairs etc.	15,000	14,000	15,000
		As needed for traffic maintenance crew details	4,000	4,000	4,000
<b>TOTAL</b>			<b>20,000</b>	<b>19,000</b>	<b>20,000</b>
14112	5304	<b>PROFESSIONAL SERVICES</b>			
		Stump removals - vendor David Porter	5,800	5,800	5,800
		Bobs Tire Service	500	500	500
		North Side Carting Dumpster usage and fees for emerg/special pickups	2,000	1,500	2,000
		Eagle Tribune Notices	700	400	700
		Tanknology - central motors	2,100	2,100	2,100
		N.E. Environmental - central motors	200	200	200
		surveying	600	500	600
<b>TOTAL</b>			<b>11,900</b>	<b>11,000</b>	<b>11,900</b>
14112	5317	<b>EDUCATIONAL TRAINING</b>			
		Street personnel and management training seminars and exhibits	750	750	750
		Begin offering inservices for dept employees, training	1,500	1,500	1,500
<b>TOTAL</b>			<b>2,250</b>	<b>2,250</b>	<b>2,250</b>

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**PUBLIC SERVICES - Admin - 230**

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
14112	5320	<b>CONTRACTED SERVICES-</b>			
		CONTRACT FOR MOWING SERVICES BY ELM	81,400		81,400
		cem - roadside vegetation mowing proposal ELM 1,650.00 x 3 visits	4,950		4,950
		Belmont Springs	600	600	600
		Line Painting	50,000	15,000	50,000
		Workplace Essentials - sanitation disposal fees/rentals City hall & 120 Wash restrooms	1,600	1,600	1,600
<b>TOTAL</b>			<b>138,550</b>	<b>17,200</b>	<b>138,550</b>
14112	5341	<b>TELEPHONE</b>			
		744-3302 - \$88 x 12 = \$1056 vendor Verizon	1,056	1,056	1,056
		744-3306 - \$61 x 12 = \$732	732	732	732
		744-1837 - \$59 x 12 = \$708 - Fax	708	708	708
		745-2676 - \$59 x 12 = \$708 - Central Motors	708	708	708
		745-0195 Verizon 12 @130. Cemetery	1,560	1,560	1,560
		A. T. & T. 12 mo. @ 36.66 cemetery-Fax	440	440	440
<b>TOTAL</b>			<b>(1,204)</b>	<b>(1,204)</b>	<b>(1,204)</b>
14112	5383	<b>BURIAL EXPENSES</b>			
		Burial Expenses are funded from Sale of Lots and sale of Vaults Funds			
<b>TOTAL</b>			<b>-</b>	<b>-</b>	<b>-</b>
14112	5391	<b>SPRAYING AND REMOVAL - CEM</b>			
		two chain saws	1,050	1,050	1,050
		Chains for saws, ropes,3166equipment maint.	3,166	3,166	3,166
		Equipment	8,000	784	8,000
		Emergency Contract services	1,784	1,000	1,784
<b>TOTAL</b>			<b>14,000</b>	<b>6,000</b>	<b>14,000</b>
14112	5392	<b>TREE PLANTING - CEM/OPEN SPACE</b>			
		Tree planting in areas not designated under CDBG locations	5,000	4,000	5,000
		Arbor Day plantings and material	1,000	1,000	1,000
<b>TOTAL</b>			<b>6,000</b>	<b>5,000</b>	<b>6,000</b>
14112	5421	<b>OFFICE SUPPLIES</b>			
		Copy Paper and other office supplies - Cemetery office Public Services general	1,200	900	1,200
		Toner and Print Cartridges	800	700	800
		Plastic Sleeves for temporary signage mostly for traffic maintenance,special events	500	400	500
<b>TOTAL</b>			<b>2,500</b>	<b>2,000</b>	<b>2,500</b>
14112	5451	<b>CUSTODIAL SUPPLIES</b>			
		General cleaning and Paper supplies	2,500	2,500	2,500
		Big Belly Trash Compactor Bags	500	500	500
		Trash Bags, etc. Needed for upkeep of Office, Garage, Kernwood	4,000	4,000	4,000
		DPW, Cem., Mack Park Garage, Central Motors, Willows Cottages, F.R.Bathhouse			
		Additional From Bldg Insp for 120 & 93 Washington Street			
			From Bldg Insp		6,000
<b>TOTAL</b>			<b>7,000</b>	<b>7,000</b>	<b>13,000</b>

FY 2010 DETAILED BUDGET REPORT  
EXPENSES

**PUBLIC SERVICES - Admin - 230**

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
14112	5461	<b>GROUNDSKEEPING SUPPLIES - DPW</b>			
		misc purchases, Winers, Home Depot, Moynihan, One Way,	10,000	8,000	10,000
		Hickory Knoll Crematory Fees	400	400	400
		Oilmans supply	500	500	500
	<b>TOTAL</b>		<b>10,900</b>	<b>8,900</b>	<b>10,900</b>
14112	5481	<b>GASOLINE/DIESEL FUEL</b>			
		Burke for diesel and unleaded fuel per state bid	100,000	90,000	100,000
	<b>TOTAL</b>		<b>100,000</b>	<b>90,000</b>	<b>100,000</b>
14112	5483	<b>VEHICLE PARTS &amp; ACCESSORIES</b>			
		C & C Auto Parts - State Bid - approx 3-4,000 x 12 months	18,000	15,775	18,000
		Jack Young - State Bid - \$15,000	8,000	6,000	8,000
		Minuteman Truck - \$2500	2,400	2,000	2,400
		motor oil and lubricants purchased under state bid FY08 req	2,500	2,250	2,500
		Ideal transmission repairs	2,500	2,500	2,500
		Sullivan Tire and Goodyear Tire \$5,000	5,000	5,000	5,000
		Misc. Vendors -	6,000	6,000	6,000
		State inspection fees 29.00 x 160.	4,800	4,800	4,800
		Safety Clean Parts Cleaning Tank	500	400	500
		Holden Propane for hot top box	100	75	100
		Walnut Printing City Seals, decals for city fleet vehicles	200	200	200
	<b>TOTAL</b>		<b>50,000</b>	<b>45,000</b>	<b>50,000</b>
14112	5485	<b>STREET SWEEPER BROOM</b>			
		Atlantic Broom-main brooms, gutter brooms, misc. parts \$12-15,000.	15,000	15,000	15,000
		C. N. Wood - misc. parts not supplied by Atlantic Broom - \$5-\$8,000			
	<b>TOTAL</b>		<b>15,000</b>	<b>15,000</b>	<b>15,000</b>
14112	5710	<b>IN STATE TRAVEL, MEETINGS</b>			
		Tolls, Parking, Seminars	750	550	750
		Seminars New. England Grows. Grows cem	450	450	450
		N. E. Cem. Assoc. Mass Tree Wardens Seminars 600.00 cem	600	600	600
		Tree seminar cem	250	250	250
		Reimbursable travel for tolls for fleet transport	150	150	150
	<b>TOTAL</b>		<b>2,200</b>	<b>2,000</b>	<b>2,200</b>
14112	5730	<b>DUES &amp; SUBSCRIPTIONS</b>			
		Arborist, Highway Assoc., ISA	500	500	500
	<b>TOTAL</b>		<b>500</b>	<b>500</b>	<b>500</b>

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**PUBLIC SERVICES - Admin - 230**

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
14112	5780	<b>OTHER EXPENSES</b>			
		Reimbursement for licenses for DPS personnel per AFSCME agrmnt Clay, Bezzati	950	950	950
		5 pesticide licenses @\$50 albert, cronin, pelletier, hughes, soper	250	250	250
		1 pesticide license @ \$100 rennard	100	100	100
		hoisting licenses- cemetery	120	120	120
		Medical Supplies (formally 5501) -Northern Safety, WB Mason	500	500	500
		Business Meeting Expense Lunches	1,000	830	1,000
		Reimbursement Prisoner lunches etc. for volunteer	250	250	250
<b>TOTAL</b>			<b>3,170</b>	<b>3,000</b>	<b>3,170</b>
14112	5843	<b>GEN PW IMPROVEMENTS</b>			
		Aggregate Industries - State Bid - Mix for patching, lypac for filling trenches, Repairs to roads, & other surfaces, hot top removal costs.	37,000	37,000	37,000
		Brox Products	2,000	2,000	2,000
		North Shore Concrete - \$5,000 +/- for small amounts of poured concrete	6,000	6,000	6,000
		Traffic maintenance Dept -supplies, paint, signs Permaline and WW Grainger	5,000	4,000	5,000
<b>TOTAL</b>			<b>50,000</b>	<b>49,000</b>	<b>50,000</b>
14112	5846	<b>RENOVATION &amp; REPAIRS - REPAIRS/SIDEWALKS</b>			
		Used strictly for maintaining City Sidewalks and includes outside contractors if necessary and supplies. Marchese	15,000	14,000	15,000
<b>TOTAL</b>			<b>15,000</b>	<b>14,000</b>	<b>15,000</b>
14112	5851	<b>OFFICE EQUIPMENT</b>			
		Computer equipment, office machines, etc., file cabinets,	1,000	1,000	1,000
<b>TOTAL</b>			<b>1,000</b>	<b>1,000</b>	<b>1,000</b>
14112	5860	<b>EQUIPMENT PURCHASE &amp; REPAIRS</b>			
		Paint, rakes, shovels, brooms, etc	900	900	900
		Oil, batteries, filters, etc. 1000.00	1,000	1,000	1,000
		trimmers 5 x 200.00	1,000	1,000	1,000
		Trimmer nylon	450	450	450
		Nuts , bolts screws, ear protectors	125	125	125
		Heavy chains 2 @40.00	80	80	80
		Garden hoses	150	150	150
		Power drill, bits	140	140	140
		All repairs and parts for the upkeep of all equipment for dept.	13,500	8,500	13,500
		Cutters, Lawnmowers, Bobcats, Sanders, tools, lumber, motor parts, hardware			
		Plumbing, Hardware Supplies, Maintenance and upkeep DPW Garage	3,000	3,000	3,000
		Locks	100	100	100
			<b>20,445</b>	<b>15,445</b>	<b>20,445</b>
<b>TOTAL PROPOSED</b>			<b>563,165</b>	<b>402,295</b>	<b>544,165</b>

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Snow &amp; Ice-Personnel</b>									
14231	5131	OVERTIME (GENERAL)	71,210.18	50,000.00	50,000.00	101,841.11	50,000.00	50,000.00	50,000.00
<b>Total Snow &amp; Ice-Personnel</b>			<b>71,210.18</b>	<b>50,000.00</b>	<b>50,000.00</b>	<b>101,841.11</b>	<b>50,000.00</b>	<b>50,000.00</b>	<b>50,000.00</b>
<b>Snow &amp; Ice-Expenses</b>									
14232	5244	VEHICLE REPAIR AND M	110,294.41	45,000.00	45,000.00	83,977.17	45,000.00	45,000.00	45,000.00
14232	5284	EQUIPEMENT LEASE	39,560.00	0.00	0.00	0.00	0.00	0.00	0.00
14232	5292	SNOW REMOVAL	309,968.11	115,000.00	115,000.00	422,156.97	115,000.00	115,000.00	115,000.00
14232	5293	SAND REMOVAL/SWEEPING	50,412.50	20,000.00	20,000.00	11,202.50	20,000.00	20,000.00	20,000.00
14232	5429	MISC SUPPLIES	19,233.11	8,000.00	8,000.00	14,962.99	8,000.00	8,000.00	8,000.00
14232	5481	GASOLINE/DIESEL FUEL	0.00	20,000.00	20,000.00	19,944.29	20,000.00	20,000.00	20,000.00
14232	5534	SALT	372,865.05	121,560.00	121,560.00	501,738.40	121,560.00	121,560.00	121,560.00
14232	5535	CACLIUM CHLORIDE	0.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
14232	5536	SAND	17,198.41	10,000.00	10,000.00	11,996.94	10,000.00	10,000.00	10,000.00
<b>Total Snow &amp; Ice-Expenses</b>			<b>919,531.59</b>	<b>344,560.00</b>	<b>344,560.00</b>	<b>1,070,979.26</b>	<b>344,560.00</b>	<b>344,560.00</b>	<b>344,560.00</b>
<b>230</b>	<b>423</b>	<b>Department Total</b>	<b>990,741.77</b>	<b>394,560.00</b>	<b>394,560.00</b>	<b>1,172,820.37</b>	<b>394,560.00</b>	<b>394,560.00</b>	<b>394,560.00</b>

# ***Public Services – Snow & Ice***

## **Mission Statement**

Coordination of private and publicly owned plows, mechanics and route supervisors to inspect and control plowing activities and other support personnel. It is our goal to do all we can to reduce the likelihood of personal injury to our residents, automobile accidents and property damage by making the roadways as safe as possible under the worst of conditions.

## **Significant Changes**

For FY10 we are setting forth a plan to demonstrate prudent budgeting practices.

## **Previous Fiscal Year Accomplishments**

- Trackless Sidewalk Snow Tractor purchased .
- Continued utilization of Reverse 911 and Web site used for up-to-date snow emergency related bulletins.

## **FY 2010 Goals & Objectives**

- Continue to provide service to quickly open streets making them passable so that they can be safe to navigate.
- Continue to work with other city departments in support of restoring safe road conditions as efficiently as possible.
- Decrease usage of contractors called in for salting only use, with additional purchase of sanding equipment supported by CIP monies.
- Update plows with newer units to help cut down on fuel and on mechanical deficiencies
- Investigate further the idea of purchasing a salt shed.
- Update snow maps
- Purchase of F550

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**PUBLIC SERVICES - Snow & Ice - 230**

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
14232	5244	<b>VEHICLE REPAIR AND MAINTENANCE</b>			
		General line for misc. vendors-Brake & Clutch, Atlantic Plow winter equipment parts and maintenance	45,000	45,000	45,000
<b>TOTAL</b>		plow and sander parts and repairs as needed on city fleet vehicles	<b>45,000</b>	<b>45,000</b>	<b>45,000</b>
14232	5292	<b>SNOW REMOVAL</b>			
		For payment to snow contractors as approved by contract for services to aid in sanding and plowing of city streets as well as city lots/parking garages etc as directed also may include snow removal (FY08 SPENT TO DATE \$200,000 PLUS 70,000 SCHOOL)	115,000	115,000	115,000
<b>TOTAL</b>			<b>115,000</b>	<b>115,000</b>	<b>115,000</b>
14232	5293	<b>SAND REMOVAL / SWEEPINGS</b>			
		Contract to Robert James for hauling and disposal of material swept from city streets following winter storm maintenance. Street sweeper costs to remove sand	20,000	20,000	20,000
<b>TOTAL</b>			<b>20,000</b>	<b>20,000</b>	<b>20,000</b>
14232	5429	<b>MISC SUPPLIES</b>			
		Precision Weather Forecasting \$1075.00	1,075	1,075	1,075
		Clarke Steel Drums for sand barrel usage	2,000	2,000	2,000
		Brox Performance Patch or aggregate product for pothole fills	3,500	3,500	3,500
		Marino Mix	-	-	-
		NE Nursery rock salt - cemetery	325	325	325
		Lesco, Park and open space	200	200	200
		Feeding Work Crews- meals during storm coverage etc.	150	150	150
		other small items not deemed parts	750	750	750
<b>TOTAL</b>			<b>8,000</b>	<b>8,000</b>	<b>8,000</b>
14232	5481	<b>GASOLINE/DIESEL FUEL</b>			
		would like to add fuel line - approx \$2250.00 per storm x 8 storms would be	20,000	20,000	20,000
<b>TOTAL</b>			<b>20,000</b>	<b>20,000</b>	<b>20,000</b>
14232	5534	<b>SALT</b>			
		Salt product purchased under state bid	121,560	121,560	121,560
<b>TOTAL</b>		FY09 cost per ton \$69.00 delivered FY09 SPENT \$350,000.+	<b>121,560</b>	<b>121,560</b>	<b>121,560</b>
14232	5535	<b>CALCIUM CHLORIDE</b>			
		Fill up of Calcium Chloride Product in tanks 5 Jefferson Ave under state bid	5,000	5,000	5,000
<b>TOTAL</b>		5,000 gallon tanks	<b>5,000</b>	<b>5,000</b>	<b>5,000</b>
14232	5536	<b>SAND</b>			
		Sand product purchased from Aggregate for sanding of streets.	10,000	10,000	10,000
<b>TOTAL</b>		FY08 cost per ton \$22.95 picked up delivery has add'l fees (fy08 20,000.00 SPENT)	<b>10,000</b>	<b>10,000</b>	<b>10,000</b>
<b>TOTAL PROPOSED</b>			<b>344,560</b>	<b>344,560</b>	<b>344,560</b>

# ***Engineering – General Administration***

## **Mission Statement**

The Engineering Department provides technical expertise and plan review to various city boards and departments for all public infrastructure improvements and private development projects. Engineering is responsible to implement the City-wide pavement management system and also manages the Chapter 90 paving program, other state and federally funded (TIP) projects, and the City's Road Opening permit program. In addition, Engineering is also responsible for the City's capital improvement program relative to infrastructure and provides guidance from the City's perspective to the larger state funded developments including the J. Michael Ruane Judicial Center and new dormitories and athletic fields at Salem State College; along with the new Leggs Hill Road YMCA Facility.

Funding for the efforts described herein is derived for the City's general Fund.

## **Significant Changes**

There are no significant changes.

## **Previous Fiscal Year Accomplishments**

- Completed city-wide paving program – utilizing the pavement management program and Chapter 90 funds, 29 roads were reconstructed under this \$1.3 million project.
- Oversaw and coordinated the completion of the North Street and Bridge Street By-pass Road construction projects, through the State and federally funded TIP program.
- Advanced the next three projects to have construction funded through the TIP Program: Bridge Street Route 1A (to 75% design), Canal Street (to 25% design) and Boston Street (to conceptual design), ensuring Salem's continued successful involvement in the TIP program.
- Advanced a number of roadway improvement projects utilizing Chapter 90 funding, including: the Lafayette Street Safety Improvements and the Leggs Hill Road Culvert Improvements (both scheduled for completion in the Summer 2009), street sign replacement program, and the purchase of a new 6-wheel dump truck for Public Services.
- Completed the evaluation of the Derby/Congress/Hawthorne Boulevard intersection for traffic signals and began design efforts to install the signals.
- Issued 212 road opening permits and over 40 developments for the planning board.

## **FY 2010 Goals & Objectives**

- Continue to advance the City's proposed TIP projects to ensure state funding is secured for the reconstruction of Bridge Street Route 1A, Canal Street and Boston Street.



- Continue to manage the City's Chapter 90 roadway improvement program to maximize the cost effectiveness of the City's re-investment into its roadway infrastructure.
- Complete the installation of traffic signals at the Derby/Congress/Hawthorne Boulevard intersection.
- Evaluate current Road Opening Permit Tracking System and make improvements.
- Manage the City's new Trench Safety and Permitting Program, required by the Massachusetts Legislature for trenches on public and private property.

## PERFORMANCE INDICATORS

### 235-Engineering-Administration

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Number of street permits issued	157	162	213	234	258
Drainlayer licences issued	44	45	46	42	45

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Engineering-Psnl</b>									
14121	5111	SALARIES-FULL TIME	71,486.19	71,998.00	71,998.00	72,085.07	63,386.00	64,653.00	64,653.00
14121	5113	SALARIES-PART TIME	4,347.54	4,452.00	4,452.00	4,447.04	4,542.00	4,633.00	4,633.00
<b>Total Engineering-Psnl</b>			<b>75,833.73</b>	<b>76,450.00</b>	<b>76,450.00</b>	<b>76,532.11</b>	<b>67,928.00</b>	<b>69,286.00</b>	<b>69,286.00</b>
<b>Engineering-Expenses</b>									
14122	5317	EDUCATIONAL TRAINING	0.00	500.00	150.00	150.00	500.00	500.00	500.00
14122	5421	OFFICE SUPPLIES (GEN	586.88	1,000.00	433.86	433.86	1,000.00	1,000.00	1,000.00
14122	5710	IN STATE TRAVEL/MEETINGS	270.00	500.00	266.14	239.00	500.00	500.00	500.00
14122	5730	DUES AND SUB	385.00	1,000.00	1,000.00	805.25	1,000.00	1,000.00	1,000.00
14122	5851	OFFICE EQUIPMENT	0.00	500.00	300.00	292.05	500.00	500.00	500.00
<b>Total Engineering-Expenses</b>			<b>1,241.88</b>	<b>3,500.00</b>	<b>2,150.00</b>	<b>1,920.16</b>	<b>3,500.00</b>	<b>3,500.00</b>	<b>3,500.00</b>
<b>235</b>	<b>412</b>	<b>Department Total</b>	<b>77,075.61</b>	<b>79,950.00</b>	<b>78,600.00</b>	<b>78,452.27</b>	<b>71,428.00</b>	<b>72,786.00</b>	<b>72,786.00</b>

FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES

Name	Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
					52.2		E			2.0%	0.0%	52.2	52.2	2.0%	52.2	
DUBINSKY ELLEN	235 PUBLIC SERV-ENGINEER	14121-5111	ADMIN ASSISTANT		43,059.78		0.8	80%		824.90	824.90	34,447.82	34,447.82	841.40	35,136.78	35,136.78
KNOWLTON DAVID	235 PUBLIC SERV-ENGINEER	14121-5111	CITY ENGINEER	5/21/2007	28,937.40		0.3	34%		1,630.46	1,630.46	28,937.40	28,937.40	1,663.07	29,516.15	29,516.15
					71,997.18		1.1	Total Full Time - 5111				63,385.22	63,385.22		64,652.93	64,652.93
ALBERT JIMMY	235 PUBLIC SERV-ENGINEER	14121-5113	INTERN	11/05/1991	4,451.20			10 hours per wk		8.70	8.70	4,541.40	4,541.40	8.87	4,632.23	4,632.23
					4,451.20			Total Part Time - 5113				4,541.40	4,541.40		4,632.23	4,632.23
					76,448.38		1.1	Department Total				67,926.62	67,926.62		69,285.16	69,285.16

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	0.0	1.4	1.1	-0.3

FY 2010 DETAILED BUDGET REPORT  
EXPENSES

ENGINEERING 235

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
14112	5317	EDUCATIONAL TRAINING			
		Management training seminars and exhibits	500	500	500
<b>TOTAL</b>			<b>500</b>	<b>500</b>	<b>500</b>
14112	5421	OFFICE SUPPLIES			
		Printer Paper, 3-hole printer paper, envelopes	250	250	250
		Oce' Map Machine - paper rolls - 4 ctns @ \$48 = \$192 + 2 ctns toner @\$295=\$580	300	300	300
		Print Cartridges:color and b/w = \$400	300	300	300
		Other: pens, paper, etc.	150	150	150
<b>TOTAL</b>			<b>1,000</b>	<b>1,000</b>	<b>1,000</b>
14112	5710	IN STATE TRAVEL, MEETINGS			
		Tolls, Parking, Seminars	500	500	500
<b>TOTAL</b>			<b>500</b>	<b>500</b>	<b>500</b>
14112	5730	DUES & SUBSCRIPTIONS			
		ENR, American Society of Civil Engineers, Essex County Highway Assoc.	1,000	1,000	1,000
<b>TOTAL</b>			<b>1,000</b>	<b>1,000</b>	<b>1,000</b>
14112	5851	OFFICE EQUIPMENT			
		Replacement/repair of scanner, fax, etc.	500	500	500
<b>TOTAL</b>			<b>500</b>	<b>500</b>	<b>500</b>
<b>TOTAL PROPOSED</b>			<b>3,500</b>	<b>3,500</b>	<b>3,500</b>

# ***Library***

## Mission Statement

To provide quality public library service at the Salem Public Library in a reliable, caring, and cost-effective manner; to satisfy Salem Public Library patrons by delivering a level of library service that exceeds our patrons' expectations and to achieve consistent upward growth in the total quality of our Salem Public Library services and collections.

## Significant Changes

The Library continues to be a vital and active institution. FY08 was the busiest year ever (514,708 circulation). The major roof repair project is finished insuring that the Library building will continue to be usable and the Library's collection will be secure.

## Previous Fiscal Year Accomplishments

- Continued to be the busiest Library in the NOBLE network – new circulation record set with well over 500,000 yearly circulations. FY09 is on track to break circulation record again.
- Applied for and was awarded Gates Foundation Online Hardware Grants Program - \$9750 in FY09 and \$6500 in FY10 (purchase of ten computers).
- Oversaw the completion of the Library's roof replacement project (\$207, 000) and passed in final report to Massachusetts Historical Commission.
- Worked with architect and Trustees to come up with a new design for the Library walkway. Worked with the purchasing department to go out for bid for the project.
- Oversaw the replacement and renovation of twenty year old children's room deck.
- Worked with new landscaping company to re-design and install major new plantings around the fountain.
- Continued to work with the Head Custodian on major repairs.
- Purchased three new data bases patrons can access at the Library and from home (Auto Repair, Home Improvement and Small Engine Repair).
- Added new downloadable audio service.
- Initiated a book club for adults that meets bi-monthly.
- Created two new book clubs for children and for families.
- Worked with the children's room staff and CinemaSalem to sponsor three special movie events for Salem patrons.
- Worked with the Friends of the Library to plan and run an outdoor book sale as a fundraiser for the Friends.
- Served on the Executive Board of NOBLE.

## FY 2010 Goals & Objectives

- Oversee repair and replacement of brick Children's Room entrance walkway.
- Continue to stress strong customer service which contributes to Salem Public Library being the highest circulating library in NOBLE (514,708 in FY08).
- Oversee implementation of Gates Foundation Grant. Work with staff to identify priorities and re-design reference computer stations.
- Work with High School Librarian to evaluate and purchase data bases for home and school use.
- Continue to stress reading in elementary grades by developing new book groups and continuing author program.
- Re-design library web site to incorporate more web 2.0 technologies including RSS feeds, dynamic content updates and an expanded children's/programming section.
- Create Salem history Wiki to put on public web site.

## PERFORMANCE INDICATORS

### 140-Library

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Volumes in Circulation	141,595	143,052	148,752	153,500	156,500
Total Volumes borrowed	508,728	500,907	514,708	526,000	532,000
Attendance in Library	240,008	232,654	239,262	241,000	243,000
Number of Salem Library Cardholders	26,585	28,464	30,502	32,000	34,500
Number of Reference Questions Asked	36,894	41,977	44,551	46,500	48,000
Number of Children's Programs Held	205	235	280	290	300
Number of Internet Computer Sessions	24,388	24,960	26,988	28,000	30,500



# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Library-Personnel</b>									
16101	5111	SALARIES-FULL TIME	569,163.81	589,095.00	576,146.70	563,322.37	589,900.00	600,877.00	600,877.00
16101	5113	SALARIES-PART TIME	172,723.24	195,090.00	195,090.00	185,873.14	198,891.00	202,121.00	202,121.00
16101	5115	SUNDAY HOURS	35,106.41	37,394.00	37,394.00	35,405.86	37,394.00	38,142.00	38,142.00
16101	5131	OVERTIME (GENERAL)	1,785.00	4,000.00	4,000.00	2,340.90	3,000.00	3,000.00	3,000.00
16101	5150	FRINGE/STIPENDS	400.00	650.00	650.00	650.00	950.00	950.00	950.00
<b>Total Library-Personnel</b>			<b>779,178.46</b>	<b>826,229.00</b>	<b>813,280.70</b>	<b>787,592.27</b>	<b>830,135.00</b>	<b>845,090.00</b>	<b>845,090.00</b>
<b>Library-Expenses</b>									
16102	5211	ELECTRICITY	33,870.94	43,000.00	44,500.00	44,335.46	43,000.00	43,000.00	43,000.00
16102	5216	OIL & GAS HEATING FUEL	13,000.00	13,000.00	13,000.00	12,937.76	13,000.00	13,000.00	13,000.00
16102	5241	BUILDING MAINTENANCE	17,388.29	17,502.00	15,552.00	15,151.81	16,000.00	16,000.00	16,000.00
16102	5341	TELEPHONE	3,650.00	4,000.00	4,450.00	4,424.09	4,000.00	4,000.00	4,000.00
16102	5451	CUSTODIAL SUPPLIES	3,092.77	3,500.00	3,500.00	3,500.00	3,000.00	3,000.00	3,000.00
16102	5512	BOOKS & MATERIALS	146,987.85	147,000.00	147,000.00	147,000.00	145,860.00	139,360.00	139,360.00
16102	5516	MICROFILM SUBSCRIPTI	5,300.00	5,300.00	5,300.00	5,300.00	4,300.00	2,300.00	2,300.00
16102	5517	PERIODICALS	7,000.00	7,000.00	7,000.00	6,978.00	6,000.00	4,000.00	4,000.00
16102	5730	DUES AND SUB	41,555.00	43,570.00	43,570.00	43,570.00	44,806.00	44,806.00	44,806.00
<b>Total Library-Expenses</b>			<b>271,844.85</b>	<b>283,872.00</b>	<b>283,872.00</b>	<b>283,197.12</b>	<b>279,966.00</b>	<b>269,466.00</b>	<b>269,466.00</b>
<b>140</b>	<b>610</b>	<b>Department Total</b>	<b>1,051,023.31</b>	<b>1,110,101.00</b>	<b>1,097,152.70</b>	<b>1,070,789.39</b>	<b>1,110,101.00</b>	<b>1,114,556.00</b>	<b>1,114,556.00</b>

**FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES**

Name	Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
					52.2		E			2.0%	0.0%	52.2	52.2	2.0%	52.2	
ALLEN PATRICIA	140 LIBRARY	16101-5111	LIBRARY ASSISTANT	9/17/2007	35,161.27		1.0	1		673.59	673.59	35,161.27	35,161.27	687.06	35,864.50	35,864.50
ARMSTRONG PATRICIA	140 LIBRARY	16101-5111	LIBRARY ASSISTANT I	01031990	29,449.69		1.0	1		564.17	564.17	29,449.69	29,449.69	575.45	30,038.68	30,038.68
CONNELLY AMY	140 LIBRARY	16101-5111	LIBRARY ASSISTANT II	11261979	32,709.08		1.0	1		626.61	626.61	32,709.08	32,709.08	639.14	33,363.26	33,363.26
CUMMINGS DIANA	140 LIBRARY	16101-5111	LIBRARY ASSISTANT II	05301995	33,113.58		1.0	1		634.36	634.36	33,113.58	33,113.58	647.05	33,775.85	33,775.85
DELLAMONICA VITTORIA	140 LIBRARY	16101-5111	SPEC LIBRARY ASSISTANT	07011982	35,841.05		1.0	1		686.61	686.61	35,841.05	35,841.05	700.34	36,557.87	36,557.87
GAUDRAULT SUSAN	140 LIBRARY	16101-5111	TECH SERV/CATALOG	05301989	37,774.54		1.0	1		723.65	723.65	37,774.54	37,774.54	738.12	38,530.03	38,530.03
GROCKI* KEVIN	140 LIBRARY	16101-5111	TECH SERV/COMPUTER	11102001	42,799.94		0.9	1		819.92	819.92	42,799.94	42,799.94	836.32	43,655.94	43,655.94
JACKSON LORRAINE	140 LIBRARY	16101-5111	LIBRARY DIRECTOR	12061971	69,317.96		1.0	1		1,327.93	1,327.93	69,317.96	69,317.96	1,354.49	70,704.32	70,704.32
NIEVES SUZANNE	140 LIBRARY	16101-5111	LIBRARY ASSISTANT II	09111995	31,552.88		1.0	1		604.46	604.46	31,552.88	31,552.88	616.55	32,183.93	32,183.93
OPOLSKI CHERYL	140 LIBRARY	16101-5111	CHILDREN'S LIBRARIAN	09041990	40,151.48		1.0	1		769.19	769.19	40,151.48	40,151.48	784.57	40,954.51	40,954.51
SPEICHER CYNTHIA	140 LIBRARY	16101-5111	LIBRARY ASSISTANT I	09/24/2001	29,449.69		1.0	1		564.17	564.17	29,449.69		575.45	30,038.68	30,038.68
STEELE RACHEL	140 LIBRARY	16101-5111	CIRCULATION LIBRARIAN	10/02/2006	36,891.70		1.0	1		706.74	706.74	36,891.70	36,891.70	720.87	37,629.54	37,629.54
TRACY NANCY	140 LIBRARY	16101-5111	ASST LIBRARY DIRECTOR	06151994	53,352.06		1.0	1		1,022.07	1,022.07	53,352.06	53,352.06	1,042.51	54,419.11	54,419.11
WALSH JANE	140 LIBRARY	16101-5111	REFERENCE LIBRARIAN	10151979	40,439.14		1.0	1		774.70	774.70	40,439.14	40,439.14	790.19	41,247.92	41,247.92
SHIFT DIFFERENTIAL			SHIFT DIFFERENTIAL		861.43					861.43	861.43	861.43	861.43	878.66	878.66	878.66
					1.0			Total AFSCME 1818				41,033.89	-		41,033.89	41,033.89
					548,865.47	14.9	Total Full Time - 5111					589,899.36	519,415.79		600,876.67	600,876.67

BAEZ MERCY	140 LIBRARY	16101-5113	PAGE SHELIVING & PASTINC	9/17/07	5,111.42	P		12		8.16	-	Terminated	-	-	-	-
BAEZ NATHALY	140 LIBRARY	16101-5113	PAGE SHELIVING & PASTINC	7/31/07	3,407.62	P		8		8.16	8.16	3,407.62	3,407.62	8.32	3,475.77	3,475.77
BARUA DARSANA	140 LIBRARY	16101-5113	DESK PAGE	09211994	2,679.62	P		4		12.83	12.83	2,679.62	2,679.62	13.09	2,733.21	2,733.21
BURKE CHRISTINE	140 LIBRARY	16101-5113	SR. LIBRARY ASSISTANT	2/14/2008	2,806.27	P		4		13.71	13.71	2,862.40	2,862.40	13.98	2,919.65	2,919.65
CHE LINDA	140 LIBRARY	16101-5113	JR. LIBRARY ASSISTANT	6/22/07	3,221.26	P		5		12.34	12.34	3,221.26	3,221.26	12.59	3,285.69	3,285.69
CHOATE BRYAN	140 LIBRARY	16101-5113	PAGE SHELIVING & PASTINC	9/5/07	4,259.52	P		10		8.16	-	Terminated	-	-	-	-
COUGHLIN ELIZABETH	140 LIBRARY	16101-5113	SR. LIBRARY ASSISTANT	9/16/1990	Sunday Only	P		0		16.47	16.47	Sunday Only	-	-	-	-
CRAIGEN ROBERT	140 LIBRARY	16101-5113	JR. BLDG. CUSTODIAN	5/17/07	6,670.41	P		12		10.65	10.65	6,670.41	6,670.41	10.86	6,803.82	6,803.82
CROCKETT MICHAEL	140 LIBRARY	16101-5113	SR. LIBRARY ASSISTANT	5/11/2005	3,580.43	P		5		13.72	-	Terminated	-	-	-	-
CUNNINGHAM SARA	140 LIBRARY	16101-5113	PAGE SHELIVING & PASTINC	07/19/2006	5,335.05	P		12		8.52	-	Terminated	-	-	-	-
CAPPABIANCA LINDA	140 LIBRARY	16101-5113	JR. LIBRARY ASSISTANT	7/29/2008	-	P		5		12.55	12.55	3,275.55	3,275.55	12.80	3,341.06	3,341.06
DAMICO NANCY	140 LIBRARY	16101-5113	SR. LIBRARY ASSISTANT	01/22/1990	Sunday Only	P		0		18.53	18.53	Sunday Only	-	-	-	-
DAVIS COURTNEY	140 LIBRARY	16101-5113	JR. LIBRARY ASSISTANT	5/30/2008	-	P		5		12.10	12.10	Sunday Only	-	-	-	-
DAWSON JEAN	140 LIBRARY	16101-5113	JR LIBRARY ASSISTANT	05211999	7,035.68	P		9		14.98	14.98	7,035.68	7,035.68	15.28	7,176.39	7,176.39
FELTON DAVID	140 LIBRARY	16101-5113	JR BLDG CUSTODIAN	10181994	9,734.77	P		12		15.54	15.54	9,734.77	9,734.77	15.85	9,929.47	9,929.47
FLAHERTY ERIN	140 LIBRARY	16101-5113	SR. LIBRARY ASSISTANT	10/14/2003	Sunday Only	P		0		13.72	13.72	Sunday Only	-	-	-	-
GROVES VICTORIA	140 LIBRARY	16101-5113	JR LIBRARY ASSISTANT	11/01/04	Sunday Only	P		0		13.22	13.22	Sunday Only	-	-	-	-
HARVEY RUKMAL	140 LIBRARY	16101-5113	SR. LIBRARY ASSISTANT	11072000	3,666.67	P		5		14.05	14.05	3,666.67	3,666.67	14.33	3,740.01	3,740.01
HEDIO JOSEPH	140 LIBRARY	16101-5113	JR. LIBRARY ASSISTANT	1/26/05	11,448.48	P		16		13.71	13.71	11,448.48	11,448.48	13.98	11,677.45	11,677.45
HIGGINS JAMES	140 LIBRARY	16101-5113	JR BLDG CUSTODIAN	7/3/04	6,151.56	P		8		14.73	14.73	6,151.56	6,151.56	15.03	6,274.59	6,274.59
HO STEPHANIE	140 LIBRARY	16101-5113	PAGE SHELIV & PASTING	11/01/2006	2,667.52	P		6		8.52	8.52	2,667.52	2,667.52	8.69	2,720.87	2,720.87
HOOKS MARY	140 LIBRARY	16101-5113	SR. LIBRARY ASSISTANT	05/16/2005	2,862.12	P		4		13.71	13.71	2,862.12	2,862.12	13.98	2,919.36	2,919.36
JENNINGS JEREMIAH	140 LIBRARY	16101-5113	PAGE SHELIVING & PASTINC	5/23/08	-	P		10		8.00	8.00	4,176.00	4,176.00	8.16	4,259.52	4,259.52
LANDRY ANNE	140 LIBRARY	16101-5113	DESK PAGE	12/18/2002	6,442.52	P		10		12.34	12.34	6,442.52	6,442.52	12.59	6,571.37	6,571.37
LARSON MARGARET	140 LIBRARY	16101-5113	PAGE SHELIVING & PASTINC	7/12/07	3,407.62	P		8		8.16	-	Terminated	-	-	-	-
LEJEUNE LISA	140 LIBRARY	16101-5113	SR LIBRARY ASSISTANT	01/12/04	12,365.43	P		16		14.81	14.81	12,365.43	12,365.43	15.10	12,512.74	12,512.74
LEPAGE LUCILLE	140 LIBRARY	16101-5113	LIBRARY ASSISTANT II	8/23/04	-	P		0		-	-	Sunday Only	-	-	-	-
LONDON ASHLEY	140 LIBRARY	16101-5113	PAGE SHELIVING & PASTINC	8/4/08	-	P		12		9.00	9.00	5,637.60	5,637.60	9.18	5,750.35	5,750.35
LORD SUZANNE	140 LIBRARY	16101-5113	LIBRARY ASSISTANT	11/08/01	12,135.64	P		17		13.68	13.68	12,135.64	12,135.64	13.95	12,378.35	12,378.35
LYONS HAILY	140 LIBRARY	16101-5113	PAGE SHELIVING & PASTINC	7/23/08	-	P		8		8.00	8.00	3,340.80	3,340.80	8.16	3,407.62	3,407.62
MATTESON CASEY	140 LIBRARY	16101-5113	JR LIBRARY ASSISTANT	1/6/09	-	P		3		12.10	12.10	1,894.86	1,894.86	12.34	1,932.76	1,932.76
MATTOX ASHLEY	140 LIBRARY	16101-5113	JR. LIBRARY ASSISTANT	12/07/07	3,158.10	P		15		12.34	12.34	9,663.79	9,663.79	12.59	9,857.06	9,857.06
NIETHAMER DIANA	140 LIBRARY	16101-5113	JR LIBRARY ASSISTANT	7/19/2002	2,862.40	P		4		13.71	13.71	2,862.40	2,862.40	13.98	2,919.65	2,919.65
OLSZEWSKI JOHN	140 LIBRARY	16101-5113	DESK PAGE	01191988	11,767.85	P		18		12.52	12.52	11,767.86	-	12.77	12,003.21	12,003.21
PRESSMAN SHARI	140 LIBRARY	16101-5113	JR. LIBRARY ASSISTANT	9/4/07	5,724.79	P		8		13.71	13.71	5,724.79	5,724.79	13.98	5,839.29	5,839.29
RAMOS RUFINO	140 LIBRARY	16101-5113	JR BLDG CUSTODIAN	8/24/2005	9,294.10	P		16		11.13	11.13	9,294.10	9,294.10	11.35	9,479.98	9,479.98
RASMUSSEN SARAH	140 LIBRARY	16101-5113	SR LIBRARY ASSISTANT	10022000	3,053.52	P		4		14.62	14.62	3,053.52	-	14.92	3,114.59	3,114.59
RIVERA ANTHONY	140 LIBRARY	16101-5113	PAGE SHELIVING & PASTINC	10/22/07	4,259.52	P		10		8.16	-	Terminated	-	-	-	-
LAO MARIA	140 LIBRARY	16101-5113	PAGE SHELIVING & PASTINC	8/11/08	-	P		10		8.00	8.00	4,176.00	4,176.00	8.16	4,259.52	4,259.52

FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES

Name		Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
						52.2					2.0%	0.0%	52.2	52.2	2.0%	52.2	
SECORSKY	CAMERON	140 LIBRARY	16101-5113	PAGE SHELVING & PASTINC	9/22/08	-	P		10		8.00	8.00	4,176.00	4,176.00	8.16	4,259.52	4,259.52
STROM	JENNIFER	140 LIBRARY	16101-5113	SR. LIBRARY ASSISTANT	10/04/2006	10,515.96	P		12		16.79	16.79	10,515.96	10,515.96	17.12	10,726.28	10,726.28
STROM	ROSEMARY	140 LIBRARY	16101-5113	PAGE SHELVING & PASTINC	9/5/07	2,555.71	P		6		8.16	8.16	2,555.71	2,555.71	8.32	2,606.83	2,606.83
SZPAK	SUSAN	140 LIBRARY	16101-5113	JR LIBRARY ASSISTANT	08/01/1985	23,424.43	P		25		17.95	17.95	23,424.43	23,424.43	18.31	23,892.92	23,892.92
New Position		140 LIBRARY	16101-5113	Part-Time Computer Assist		7,124.00	P		10		13.70	-	-	-	-	-	-
																(748.00)	(748.00)
						198,730.01	Total Part Time - 5113					198,891.07	184,069.69		202,120.89	202,120.89	
		140 LIBRARY	16101-5115	Sunday Hours		37,394.00						37,394.00	-		38,141.88	38,141.88	
		140 LIBRARY	16101-5131	Overtime		4,000.00						3,000.00	3,000.00		3,000.00	3,000.00	
		140 LIBRARY	16101-5150	AFSCME Stipend		650.00				1.0	650.00	950.00	950.00	950.00	950.00	950.00	
													830,134.43	707,435.48			
						747,595.48	14.9	Department Total					830,134.43	707,435.48			
																845,089.44	845,089.44

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	15.6	15.6	14.9	-0.7

FY 2010 AFSCME Union Employee Rates

EMPLOYEE NAME	Department	Org/Object	Job Title	Hire Date	BUDGET FY 2009 52.2	F T E	Rate FY 2009 2.0%	Rate FY 2010 2.0%	STEP INCREASES				Dept Level Funded FY 2010 52.2	Dept 10% Reduction FY 2010 52.2	Mayor FY 2010 52.2	Council FY 2010 52.2	LONGEVITY
									Date	Rate	# Wks Old	Now					
FOUCHER KEVIN	140 LIBRARY	16101-5111	SR BLDG CUSTODIAN	6/13/05	40,229.30	1.0	770.68	786.09					41,033.89	Make Part time	41,033.89	41,033.89	
					40,229.30	1.0							41,033.89	-	41,033.89	41,033.89	-

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**LIBRARY - 140**

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
16102	5211	<b>ELECTRICITY</b>			
		National Grid	43,000	43,000	43,000
		TransCanada			
<b>TOTAL</b>			<b>43,000</b>	<b>43,000</b>	<b>43,000</b>
16102	5216	<b>OIL HEAT - GAS</b>			
		National Grid	13,000	13,000	13,000
		Metromedia			
<b>TOTAL</b>			<b>13,000</b>	<b>13,000</b>	<b>13,000</b>
16102	5241	<b>BUILDING MAINTENANCE</b>			
		A-1 Exterminators (\$120 monthly maintenance)	1,500	1,500	1,500
		Atlantic Elevator (\$286 monthly maintenance etc.)	4,500	4,000	4,500
		Keane Fire & Safety Equipment	900	400	900
		Lyons Plumbing	800	300	800
		Preferred Air Inc. (HVAC maintenance)	1,700	700	1,700
		3M Library Systems	3,500	3,400	3,500
		SOS Security Systems (yearly monitoring)	1,300	1,300	1,300
		Talbot Electric	700	252	700
		Various Vendors	450	-	450
		Workplace Essentials (OSHA disposal services)	650	650	650
<b>TOTAL</b>			<b>16,000</b>	<b>12,502</b>	<b>16,000</b>
16102	5341	<b>TELEPHONE</b>			
		740-4533 - 21.00 per month x 12 months =	252	252	252
		744-0860 - 105.00 per month x 12 months	1260	1260	1260
		744-0863 - 50.53 per month x 12 months	605	605	605
		744-4143 70.00 per month x 12 months =	840	840	840
		744-4552 - 34.95 per month x 12 months=	418	418	418
		744-0860 Long Distance 21.45 per month x 12 months =	257	257	257
		744-0863 Long Distance 16.80 per month x 12 months =	200	200	200
		744-5442 Long Distance 14.02 per month x 12 months =	168	168	168
<b>TOTAL</b>			<b>4,000</b>	<b>4,000</b>	<b>4,000</b>
16102	5451	<b>CUSTODIAL SUPPLIES</b>			
		General	3,000	3,000	3,000
<b>TOTAL</b>			<b>3,000</b>	<b>3,000</b>	<b>3,000</b>
16102	5512	<b>BOOKS</b>			
		Baker & Taylor/Ingram (Bid)	145,860	122,013	139,360
		Various Vendors			
<b>TOTAL</b>			<b>145,860</b>	<b>122,013</b>	<b>139,360</b>

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**LIBRARY - 140**

<b>ORG</b>	<b>OBJECT</b>	<b>DESCRIPTION</b>	<b>Dept Request Level Funded</b>	<b>Dept Request 10% Cut</b>	<b>Approved by Mayor</b>
16102	5516	<b>MICROFILM SUBSCRIPTION</b>			
		Proquest	4,300	3,300	2,300
<b>TOTAL</b>			<b>4,300</b>	<b>3,300</b>	<b>2,300</b>
16102	5517	<b>PERIODICALS</b>			
		General Periodicals	6,000	5,000	4,000
<b>TOTAL</b>			<b>6,000</b>	<b>5,000</b>	<b>4,000</b>
16102	5730	<b>DUES AND SUBSCRIPTION</b>			
		NOBLE (bid) - North Shore Library computer consortium of 17 public libraries, 5 public college libraries, and 4 private college libraries	44,806	44,806	44,806
<b>TOTAL</b>			<b>44,806</b>	<b>44,806</b>	<b>44,806</b>
<b>TOTAL PROPOSED</b>			<b>279,966</b>	<b>250,621</b>	<b>269,466</b>

# ***Council on Aging***

## Mission Statement

The mission of the Salem Council on Aging (COA) is to develop and offer a program for all senior citizens (60 and older) of Salem that affirms life, challenges creativity, enhances socialization and promotes spiritual, psychological and physical wellness. The Council recognizes that the main center of programs and services is offered at the Senior Center of Salem, but also stresses the necessity of offering services to the homebound, isolated and culturally diverse senior citizens of Salem. Note: The COA was merged with the Park and Recreation Department in April of 2006, forming the Park, Recreation & Community Services Department.

## Significant Changes

Due to budgetary considerations, as well as to enhance employee satisfaction, several staff changes were put in place as FY 2009 began. The position of part-time Volunteer Coordinator was expanded to reflect the growing importance of recruiting and retaining people who are willing to contribute their time and energy to support the activities and programs of the COA. Part-time Volunteer Coordinator Carole Isaacson declined the expanded hours and chose to retire. She was replaced by Sandy George, who had been the full-time Transportation Coordinator. George was replaced by full-time receptionist Amy Walsh and her new Transportation Coordinator position was altered to include van driving responsibilities, as needed, thus allowing a full-time driving position to be cut to part-time. Walsh, in turn, was replaced as receptionist by Meghan Murtagh, who had been a seasonal office support person, primarily for the Recreation component of the Park, Recreation & Community Services Department. Murtagh was replaced, in a more limited role, by Tricia DeOrio. Despite the tightening of staff, the commitment of Director Doug Bollen to maintain the level of services and programs of the COA remained uncompromised. The 153-year-old Senior Center building, at 5 Broad St., will remain the home of the Council on Aging for the remainder of FY 2009, although strong consideration is being made (as of February, 2009) to move to a new facility at the corner of Bridge and Boston streets. Construction, if approved without delays, could begin as early as FY 2010.

## Previous Fiscal Year Accomplishments

- A grassroots initiative to better serve the City's Spanish-speaking population was begun. It may be safely estimated that nearly 1,000 Latino senior citizens are living in Salem. It is apparent that they are grossly under-represented in the activities and services of the COA, and informal survey results indicate that many go to the COA in Lynn because they don't face as many language barriers there. Spanish-speaking volunteers were recruited to help locate Latino senior citizens, identify their needs and provide appropriate services. An abbreviated Spanish-language edition of the monthly "Senior Power" newsletter was printed and circulated in select locations. More information, overall, is being disseminated in Spanish.
- The Council on Aging launched a Web-based data-collection and statistic-reporting system called "My Senior Center." It enables senior citizens to sign in for activities using bar-coded swipe cards, and enables staff members to readily access information and retrieve statistics used to substantiate grant applications.

- The last three staff computer stations have been equipped for networking. Every employee at the Senior Center now has the advantage of access to the Internet, Web-based programs, e-mail, intra- and inter- office file sharing and communication.
- A new van, acquired through North Shore Elder Services, was put in full-time service. The COA's partial financial responsibility for the acquisition was covered by Friends of the Salem Council on Aging using funds previously donated by Dominion, Inc.
- Even though a move from the Senior Center to a new location is being strongly considered, the current facility must be maintained as a suitable place for guests to gather and in which staff members can work. Toward that end: the handicap-access ramp and rails were repaired and upgraded; new indoor/outdoor carpet replaced badly soiled carpet in the center hall lobby; a new locking system and push-bar was installed on the primary exterior door.
- Program booklets, which include Council on Aging activities, are being published and mailed to all households in the city for the third consecutive year. Approximately 20,000 spring/summer booklets, and a similar number of fall/winter booklets, informs residents of all ages about scores of recreational opportunities offered throughout the year. The entire cost of the booklets was, as always, covered by the department's revolving account, which is maintained through activity fees, not tax revenue.
- A new, more efficient senior citizen call-reassurance program was developed in conjunction with Blackboard-CTY, which is the City's automated announcement system. The tailoring of a system that was already in place eliminated the need for the previously used "Are You OK?" program, recent upgrades of which proved to be faulty. Approximately 15 senior citizens are currently called on a daily basis as a means to confirm their well being.
- The Council on Aging Web site continues to be updated regularly to include a calendar of events and the monthly "Senior Power" newsletter, as well as COA-specific information from the aforementioned program booklet. Activities, services and information have also been promoted by Salem Access TV.
- The Council on Aging board, under the leadership of Chair Kathleen Wilkinson, remained full and viable. Two board members attended a training session for COA board members, presented by the state's Executive Office of Elder Affairs.
- The Senior Volunteer Property Tax Work-Off Program continued to allow senior citizen volunteers to earn property tax abatements of as much as \$500 by logging 63 hours of volunteer service to a City department. Eight senior citizens took advantage of the opportunity in FY 2009. Strong consideration is being made to loosen income-eligibility requirements for FY 2010 and increase the maximum allowable tax credit to \$750.
- Salem's Triad program (a partnership between senior citizens, law enforcement and the COA) continued to administer the following personal safety programs: Seniors and Law Enforcement Together (SALT), the File of Life, Yellow Dot, Is Your Number Up and the new call-reassurance program.
- Three dozen nursing students from North Shore Community College were accommodated at the Senior Center to help them fulfill requirements for their "Well Elder" units. The students visited with guests and supported lunch service during their fall semesters.
- Three COA staff members attended the annual conference of the Massachusetts COA for the purpose of professional development.
- A flu clinic accommodated approximately 300 citizens, and a successful blood drive, "Salem So Scary," was held.
- All Council on Aging-specific state and federal grants were successfully renewed and secured.

## FY 2010 Goals & Objectives

- Consider reorganization of staff members of the Council on Aging and the Park & Recreation departments to reflect fuller unity under the 2006 establishment of the Park, Recreation & Community Services Department. Reorganization would result in significant cost savings without significant, if any, decrease in services to the senior citizens of Salem.



- To support efforts to move the COA to a new facility, and to be actively involved in development of plans for that building for the facilitation of programs and services for senior citizens and the community at large.
- Maintain full services and programs for COA clients with level-funded budget, and to pursue grants to help fund staff positions and/or programs.
- To effectively publicize and promote COA programs to Latino senior citizens, and to make measurable strides in increasing the number of those who participate in COA activities and take advantage of COA services.
- To pursue grants that would allow for the hiring of a part-time “bilingual service facilitator” who could assist in outreach to, and communications with, Latino senior citizens.
- To explore ways in which senior citizens can be more fully integrated into recreational programs and activities for residents of all ages.
- To effectively publicize and promote COA programs to the Baby Boom generation, which is increasingly gaining senior citizen status.

# PERFORMANCE INDICATORS

## 060-Council on Aging

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Attendance			1,343	1,500	1,600
Van rides	16,776	19,810	18,678	20,000	21,000
Meals on wheels	36,005	35,035	29,830	30,000	31,000
Tax workoff participants	4	5	12	25	25
Volunteers	83	125	137	150	175
Congregate Meals	4,140	3,594	3,589	3,500	3,500

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Council On Aging-Personnel</b>									
15411	5111	SALARIES-FULL TIME	258,155.80	267,671.00	264,393.90	261,139.80	267,686.00	200,069.00	200,069.00
15411	5113	SALARIES-PART TIME	10,925.65	19,360.00	22,360.00	21,709.68	19,322.00	19,708.00	19,708.00
15411	5118	SEASONAL LABOR	0.00	0.00	0.00	0.00	0.00	10,000.00	10,000.00
15411	5131	OVERTIME (GENERAL)	6.04	1,000.00	1,000.00	231.20	1,000.00	1,000.00	1,000.00
15411	5150	FRINGE/STIPENDS	800.00	1,300.00	1,577.10	1,577.10	1,900.00	950.00	950.00
<b>Total Council On Aging-Personnel</b>			<b>269,887.49</b>	<b>289,331.00</b>	<b>289,331.00</b>	<b>284,657.78</b>	<b>289,908.00</b>	<b>231,727.00</b>	<b>231,727.00</b>
<b>Council On Aging-Expenses</b>									
15412	5320	CONTRACTED SERVICES	1,100.00	1,100.00	1,100.00	1,100.00	1,100.00	1,100.00	1,100.00
15412	5341	TELEPHONE	2,120.47	3,000.00	3,000.00	2,750.90	3,000.00	3,000.00	3,000.00
15412	5351	RECREATIONAL ACTIVIT	3,644.49	4,000.00	4,000.00	3,875.84	4,000.00	4,000.00	4,000.00
15412	5381	PRINTING AND BINDING	500.00	500.00	500.00	456.00	500.00	500.00	500.00
15412	5421	OFFICE SUPPLIES (GEN	2,836.66	3,000.00	3,000.00	2,381.03	3,000.00	3,000.00	3,000.00
15412	5431	BLDG REP/MAINT SUPPL	11,740.45	12,000.00	12,000.00	10,632.12	12,000.00	12,000.00	12,000.00
15412	5483	VEHICLE PRTS & ACCES	4,561.30	5,000.00	5,000.00	4,121.79	5,000.00	5,000.00	5,000.00
15412	5491	FOOD	502.18	1,000.00	1,000.00	850.05	1,000.00	1,000.00	1,000.00
15412	5710	IN STATE TRAVEL/MEETINGS	500.00	500.00	500.00	500.00	500.00	500.00	500.00
15412	5730	DUES AND SUB	952.76	1,000.00	1,000.00	957.49	1,000.00	1,000.00	1,000.00
<b>Total Council On Aging-Expenses</b>			<b>28,458.31</b>	<b>31,100.00</b>	<b>31,100.00</b>	<b>27,625.22</b>	<b>31,100.00</b>	<b>31,100.00</b>	<b>31,100.00</b>
<b>060</b>	<b>541</b>	<b>Department Total</b>	<b>298,345.80</b>	<b>320,431.00</b>	<b>320,431.00</b>	<b>312,283.00</b>	<b>321,008.00</b>	<b>262,827.00</b>	<b>262,827.00</b>

**FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES**

Name	Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
					52.2					2.0%	0.0%	52.2	52.2	2.0%	52.2	
BARRETT LYNNE	060 COUNCIL ON AGING	15411-5111	SOCIAL REC COORD	03051993	40,944.35		1.0	1	42%	784.37	784.37	40,944.35	-	800.06	17,540.56	17,540.56
FELTON SHARON	060 COUNCIL ON AGING	15411-5111	SOC SERV TECH	12181995	41,228.11		1.0	1		789.81	789.81	41,228.11	41,228.11	805.61	42,052.67	42,052.67
GRIECO WILLIAM	060 COUNCIL ON AGING	15411-5111	VAN DRIVER	10231987	20,959.02			35		401.51	-	-	-	-	-	-
KENNEDY ELLEN	060 COUNCIL ON AGING	15411-5111	FOOD SVC		10,336.80		0.3	7.5	25%	14.14	14.14	5,535.81	5,535.81	14.42	188.21	188.21
MURTAUGH MEGHAN	170 COUNCIL ON AGING	15411-5111	BOARD CLERK		900.00	B			12	75.00	75.00	900.00	900.00	75.00	900.00	900.00
SOUCY-GEORGE SANDRA	060 COUNCIL ON AGING	15411-5111	VOL COORDINATOR		24,785.08		1.0	35		405.00	405.00	21,141.00	21,141.00	413.10	21,563.82	21,563.82
WALSH AMY	060 COUNCIL ON AGING	15411-5111	TRANS COORDINATOR	09/19/2006	17,535.91		1.0	35		437.50	437.50	22,837.50	22,837.50	446.25	23,294.25	23,294.25
MURTAGH MEGHAN	060 COUNCIL ON AGING	15411-5111	RECEPTIONIST	6/18/08	-		1.0	35		420.00	420.00	21,924.00	21,924.00	428.40	22,362.48	22,362.48
WOOLLEY WILLIAM	170 COUNCIL ON AGING	15411-5111	ASST DIR REC & COMM SEF	8/4/2006	29,959.96		0.7	1	70%	819.92	819.92	29,959.96	29,959.96	836.32	30,559.16	30,559.16
							1.0			Total AFSCME 1818		83,215.04	41,607.52		41,607.52	41,607.52
					186,649.23		7.0	Total Full Time - 5111				267,685.77	185,133.91		200,068.68	200,068.68
HINCEMAN RAYMOND	060 COUNCIL ON AGING	15411-5113	P/T VAN DRIVER		11,375.04	P		19		11.47	11.47	11,375.04	11,375.04	11.70	11,602.54	11,602.54
MOON JEFF	060 COUNCIL ON AGING	15411-5113	P/T VAN DRIVER		7,984.34	P		13		11.71	11.71	7,946.41	7,946.41	11.94	8,105.33	8,105.33
New PT W 10% Cut	060 COUNCIL ON AGING	15411-5113	PT Custodian		-	P		19	52		14.00	-	13,885.20	14.00	-	-
					19,359.37			Total Part Time - 5113				19,321.44	33,206.64		19,707.87	19,707.87
New PT W 10% Cut	060 COUNCIL ON AGING	15411-5118	Seasonal Activities Director		-	P		19.5	32	14.00	14.00	-	8,736.00	14.00	-	-
New PT W 10% Cut	060 COUNCIL ON AGING	15411-5118	Seasonal Activities Director		-	P		35	28	14.00	14.00	-	13,720.00	14.00	10,000.00	10,000.00
					19,359.37			Total Seasonal - 5118				-	22,456.00		10,000.00	10,000.00
	060 COUNCIL ON AGING	15411-5131	OVERTIME		1,000.00							1,000.00	1,000.00		1,000.00	1,000.00
	060 COUNCIL ON AGING	15411-5150	AFSCME Stipend		1,300.00			1		650.00	950.00	1,900.00	950.00	950.00	950.00	950.00
					206,008.61		7.0	Department Total				289,907.22	242,746.55		231,726.55	231,726.55

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	8.0	8.0	7.0	-1.0

**COA OTHER SPECIAL REVENUE FUNDING SOURCES**

					Special Revenue funding only			
Name	Dept Name	Org/Obj	Job Desc					
BARRETT LYNNE	COA GRANT/COA Budget	2460	SOCIAL REC COORD		58%	784.37	784.37	800.06
CALNAN JUDITH	COA GRANT	2460	OUT REACH SOCIAL WKR		100%	16.00	16.00	24,222.62
KENNEDY ELLEN	COA GRANT	2576	FOOD SVC	0.7	15	100%	16.00	12,528.00
MARCHI RICHARD	COA GRANT	2461	VAN DRIVER		21	70%	13.27	10,182.60
SOUCY JACLYN	COA GRANT	2461	VAN DRIVER		16	100%	11.00	8,352.00
SOUCY-GEORGE SANDRA	COA GRANT	2461	VAN DRIVER		19	100%	9.50	9,422.10
PALOMERS GENNEY	COA GRANT	2461	TRANS COORDINATOR		35	-	-	-
AKATYSZEWSKI JOHN	COA GRANT	2461	VAN DRIVER		19	100%	10.00	9,918.00
CULL MARGARET	COA GRANT	2461	VAN DRIVER		19	100%	10.00	9,918.00
TURNER JUDY	COA GRANT	2575	PT SOCIAL WORKER		15	100%	15.00	11,745.00
			VAN DRIVER		19	100%	10.50	10,413.90

FY 2010 AFSCME Union Employee Rates

EMPLOYEE NAME		Department	Org/Object	Job Title	Hire Date	BUDGET FY 2009 52.2	F T E	Rate FY 2009 2.0%	Rate FY 2010 2.0%	STEP INCREASES				Dept Level Funded	Dept 10% Reduction	Mayor	Council	LONGEVITY
										Date	Rate	# Wks Old    Now		FY 2010 52.2	FY 2010 52.2	FY 2010 52.2	FY 2010 52.2	
GRIMES	JACQUELYN	060 COUNCIL ON AGING	15411-5111	PRIN ACCT CLK III	07071997	40,791.48	1.0	781.45	797.08					41,607.52	41,607.52	41,607.52	41,607.52	
VOTTA	ALFRED	060 COUNCIL ON AGING	15411-5111	SR BLDG CUST STEP	7/26/1999	40,229.57	0.0	770.68	786.10				70%	41,607.52	-	To DPW	-	
						81,021.04	1.0							83,215.04	41,607.52	41,607.52	41,607.52	-

FY 2010 DETAILED BUDGET REPORT  
EXPENSES

COUNCIL ON AGING - 060

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
15412	5320	<b>Contracted Services</b>			
		Service contract with New England Copier Service.	1,100	1,100	1,100
		Service contract on copier for 1 year or up to 66,000 copies this includes			
		all labor, parts, drum, webs and iol rollers	1,100	1,100	1,100
<b>TOTAL</b>					
15412	5341	<b>Telephone</b>			
		744-0924 - per month x 12 months =	3,000	3,000	3,000
		744-0925 - per month x 12 months =			
		744-0929 - per month x 12 months =			
		745-0409 - per month x 12 months =			
		744-0929 Long Distance - per month x 12 months			
		744-0924 Long Distance - per month x 12 months =			
<b>TOTAL</b>			3,000	3,000	3,000
15412	5351	<b>Recreational Activities</b>			
		Guest Lectures, Musical programs, Holiday Bazaar, Cookbook	2,500	2,500	2,500
		Recreational activities for Salem Seniors	1,500	1,500	1,500
<b>TOTAL</b>			4,000	4,000	4,000
15412	5381	<b>Printing &amp; Binding</b>			
		Stationary and envelopes	250	250	250
		Printing of flyers for major events and brochures as needed	250	250	250
<b>TOTAL</b>			500	500	500
15412	5421	<b>Office Supplies</b>			
		15 cases of copier paper	3,000	3,000	3,000
		15 printer cartridges black			
		8 printer cartridges color			
		20 dozen blue pens & 20 Dozen Black Pens			
		4 boxes of labels for mailings			
		15 dozen of pads of paper 8x11 -white			
		15 dozen of pads of paper 8x11 - yellow			
		10 dozen of pads of paper 5x8 - white			
		10 dozen of pads of paper 5x8 -yellow			
		30 dozen of stickie pads			
		8 toner for copier			
		other supplies as needed and not mentioned			
<b>TOTAL</b>			3,000	3,000	3,000

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**COUNCIL ON AGING - 060**

<b>ORG</b>	<b>OBJECT</b>	<b>DESCRIPTION</b>	<b>Dept Request Level Funded</b>	<b>Dept Request 10% Cut</b>	<b>Approved by Mayor</b>
15412	5431	<b>Bldg Rep/Maint Supplies</b>			
		30 cases toilet paper	4,000	4,000	4,000
		25 cases multifold paper towels			
		25 cases paper towels			
		30 cases trash liners SM.			
		10 cases disinfectant spray			
		15 cases glass cleaner			
		25 casess trash liners very large			
		test & repair fire extinguishers once a year			
		alarm company 12 months D12			
		supplies for repairs as needed			
		monthly service charge for elevator, repairs to elevator, yearly certification	8,000	8,000	8,000
<b>TOTAL</b>			<b>12,000</b>	<b>12,000</b>	<b>12,000</b>
15412	5483	<b>Vehicle Parts &amp; Assessories</b>			
		parts for repairing of vans	5,000	5,000	5,000
<b>TOTAL</b>			<b>5,000</b>	<b>5,000</b>	<b>5,000</b>
15412	5491	<b>Food</b>			
		All COA sponsored workshops	250	250	250
		volunteer appreciation celebration	750	750	750
<b>TOTAL</b>			<b>1,000</b>	<b>1,000</b>	<b>1,000</b>
15412	5713	<b>In State Travel/Meetings</b>			
		NSDCOA and conference	500	500	500
		MSOA fall conference			
<b>TOTAL</b>			<b>500</b>	<b>500</b>	<b>500</b>
15412	5730	<b>Dues and Subscriptions</b>	1,000	1,000	1,000
		annual membership for MCOA member ship			
<b>TOTAL</b>			<b>1,000</b>	<b>1,000</b>	<b>1,000</b>
<b>TOTAL PROPOSED</b>			<b>31,100</b>	<b>31,100</b>	<b>31,100</b>

# ***Recreation – General Administration***

## **Mission Statement**

Maximum participation and enjoyment are criteria for assessing worth of individual programs. Utilization of all available facilities in order to provide recreational involvement for all Salem Residents is the goal of the Parks and Recreation Department Staff and Administrators.

## **Significant Changes**

In February 2009, we hosted our second Parks and Recreation Appreciation Night, during which we recognized 20 groups and individuals who donated time, money or a program to enhance our department. Eileen Dunn, our Recreation Supervisor, continued her great work, making arrangements for hundreds of programs. We continued to provide numerous special events, which resulted in our largest attendance in the past six years.

The Recreation Revolving Fund, established in 2002, enables us to cover a wide range of costs at no expense to taxpayers. It also enables us to subsidize certain activities our already-low user fees do not cover. One such activity is the youth basketball program, which annually serves more than 1,000 boys and girls. The fee to participate in the summer and winter leagues is \$25 per season. By raising money through special events and other activities, we are able to keep that fee modest and have never turned away a child due to inability to pay. Some special purchases made from the revolving fund have included: computers; a copy machine; a road race clock; a movie projector and screen; equipment for programs; an ice skating rink, a 40-x-40-foot tent for the day recreation program, new picnic tables; tables with umbrellas for the pool at Forest River Park; and funding of Awards Appreciation Night.

In addition, for the fifth consecutive year, we did citywide mailings of our two recreation (sold Adds) program booklets. The spring/summer edition and the fall/winter edition were each delivered by the U.S. Postal Service to approximately 20,000 households. These attractive publications have come to be eagerly anticipated by residents. Each spring, we get calls from residents asking when the next booklet will be available. It is distributed to key spots throughout the city and sent to public schools, along with announcements of new programs and special events.

We also recently started online registration, through the City of Salem's official Web site, to allow residents to sign up for programs and events by computer. We also made a major change in the summer day recreation program, which we relocated from Camp Naumkeag to Forest River Park. We saw a 9 percent increase in attendance and the children were able to enjoy the Forest River Park pool during each day's camping experience. The shift in location truly enhanced the summer program. Our Special events continued to grow in size as a number of them doubled in attendance. The Derby Street Mile and Olde Salem Greens races doubled in attendance in 2008 and the Wild Turkey race attracted more than a thousand runners and is the largest race on the North Shore.

We continue to offer new activities throughout the year and are determined to stay on the cutting edge of recreation on behalf of Salem residents of all ages.



## Previous Fiscal Year Accomplishments

We produced two brochures, which were both mailed citywide at no cost to the taxpayer. All costs of the spring/summer brochure and fall/winter brochure, which was mailed, to 20,000 residents came from the Recreation Revolving Fund. The Recreation Revolving Fund also enabled us to purchase a movie projector, multi use copy machine, four computers, race clock timer as well as an ice rink.

- Sold ads for the brochure to raise funds to offset some of the mailing and printing.
- To maintain full services and strong programs for Salem residents of all ages at no cost to city budget thru use of Recreation Revolving fund
- To continue to offer new programs to residents of all ages and keep fees affordably to residents
- To initiate a Pooch Pass Program at the new dog park to raise funds for maintenance at the park
- Too host the second annual appreciation awards for individuals and groups who contribute to the Department and city.
- To move Recreation Day Program from Camp Naumkeag to Forest River Park this will provide a wider range of activities for the youth in Salem.
- To offer the 2008 Race series for our 5 road races to enhance each event and provide residents an opportunity to achieve personal goals.
- Fitness for all ages programs
- Pioneer Village was leased for 10 years to Gordon College
- Parking sticker's fee was changed to a lower fee for seniors and an additional \$5 fee was added for a second car in a family.
- Special events continued to grow and become traditions in the city and raise revenue for the Revolving fund. The Wild Turkey road race, Derby Mile, 5k Cross country run, One Mile swim, youth triathlons all raised significant amount of profit to subsidize other recreation programs such as kid's track meet ,swim meet and youth basketball program. Thousands of dollars have been saved since its inception in 2003 and 100's of programs has been funded. New Special events included Wicked Half marathon and New Year's Day Frosty Four Mile race.

## FY 2010 Goals & Objectives

- To further enhance our online registration procedure and access information on our programs thru our website
- To maintain full services and strong programs for Salem residents of all ages at no cost to city budget thru continued use of Recreation Revolving fund
- To continue to offer new programs to residents of all ages and keep fees affordable to residents
- To continue to sell ads for the brochure to offset some of the mailing and printing costs.
- To move forward on repairs at Willows- have new roofs and repairs made at Sun houses.
- To complete the building of 5 new playgrounds- Forest River, Mack Park, Furlong park, and Dibaise and Salem Common
- To complete upgrade of pool and be in compliance to follow the Virginia Graham Act
- To improve the quality of our programs by encouraging our participants to complete the online program and instructor evaluation form
- Due to the success of the 2008-road race series, we are continuing the series in 2009.

- To offer a larger variety of cultural programs with a focus on art, music and language. (Spanish lessons, guitar lessons and more art lessons)
- With three staff members recently completing a training at SATV to use equipment, we plan on having more programs shown on SATV.

# PERFORMANCE INDICATORS

## 170-Recreation Administration

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Overall Programs	140	168	175	200	220
Special events (Road races & Swim races) participants	1,400	2,200	2,700	2,800	3,000
Pooch passes sold			296	300	325
Park stickers sold	3,000	1,195	2,990	1,200	3,100
Pool Passes sold	1,900	1,888	1,710	1,800	1,900

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Recreation-Personnel</b>									
16501	5111	SALARIES-FULL TIME	166,248.56	168,467.00	169,317.00	169,303.58	169,283.00	171,812.00	171,812.00
16501	5118	SEASONAL LABOR	133,932.78	157,502.00	151,652.00	135,989.20	156,386.00	156,386.00	156,386.00
16501	5131	OVERTIME (GENERAL)	1,196.07	2,000.00	2,000.00	0.00	2,000.00	2,000.00	2,000.00
16501	5141	LONGEVITY	150.00	150.00	150.00	150.00	150.00	150.00	150.00
16501	5150	FRINGE/STIPENDS	400.00	650.00	650.00	650.00	950.00	950.00	950.00
<b>Total Recreation-Personnel</b>			<b>301,927.41</b>	<b>328,769.00</b>	<b>323,769.00</b>	<b>306,092.78</b>	<b>328,769.00</b>	<b>331,298.00</b>	<b>331,298.00</b>
<b>Recreation-Expenses</b>									
16502	5211	ELECTRICITY	49,987.54	57,000.00	57,000.00	55,781.45	57,000.00	57,000.00	57,000.00
16502	5217	GAS/OIL HEAT	13,455.32	8,400.00	8,400.00	7,879.20	8,400.00	8,400.00	8,400.00
16502	5249	PARK & GROUND MAINT	0.00	30,000.00	36,640.70	30,610.26	30,000.00	30,000.00	30,000.00
16502	5251	UTILITY SERV REP & M	414.00	700.00	700.00	541.50	700.00	700.00	700.00
16502	5301	POLICE DETAIL	2,384.00	3,000.00	2,500.00	1,940.00	3,000.00	3,000.00	3,000.00
16502	5320	CONTRACTED SERVICES	11,154.96	12,000.00	12,178.60	10,349.30	12,000.00	12,000.00	12,000.00
16502	5341	TELEPHONE	4,695.50	5,000.00	5,000.00	4,991.20	5,000.00	5,000.00	5,000.00
16502	5352	POOL MAINTENANCE	11,583.50	12,000.00	11,460.70	7,570.36	12,000.00	12,000.00	12,000.00
16502	5353	HAULING FLOATS	0.00	1,400.00	850.00	237.46	1,400.00	1,400.00	1,400.00
16502	5381	PRINTING AND BINDING	290.00	1,000.00	270.00	270.00	1,000.00	1,000.00	1,000.00
16502	5421	OFFICE SUPPLIES (GEN	1,400.00	1,400.00	1,400.00	1,345.42	1,400.00	1,400.00	1,400.00
16502	5588	RECREATIONAL SUPPLIE	11,037.41	12,000.00	12,000.00	8,780.80	12,000.00	12,000.00	12,000.00
16502	5730	DUES AND SUB	180.00	210.00	210.00	150.00	210.00	210.00	210.00
16502	5846	RENOVATION & REPAIRS	5,729.42	7,500.00	7,500.00	7,095.63	7,500.00	7,500.00	7,500.00
<b>Total Recreation-Expenses</b>			<b>112,311.65</b>	<b>151,610.00</b>	<b>156,110.00</b>	<b>137,542.58</b>	<b>151,610.00</b>	<b>151,610.00</b>	<b>151,610.00</b>
<b>170</b>	<b>650</b>	<b>Department Total</b>	<b>414,239.06</b>	<b>480,379.00</b>	<b>479,879.00</b>	<b>443,635.36</b>	<b>480,379.00</b>	<b>482,908.00</b>	<b>482,908.00</b>

## FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES

Name	Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
					52.2		E			2.0%	0.0%	52.2	52.2	2.0%	52.2	
BOLLEN DOUGLAS	170 RECREATION	16501-5111	SUPERINTENDENT	07/22/2002	74,365.06			1.0	1	1,424.62	1,424.62	74,365.06	74,365.06	1,453.11	75,852.36	75,852.36
DUNN EILEEN	170 RECREATION	16501-5111	PROGRAM SUPERVISOR	5/28/2007	39,270.11			1.0	1	752.30	752.30	39,270.11	42,270.00	767.35	40,055.51	40,055.51
THIBODEAU COLLEEN	170 RECREATION	16501-5111	P/R COMMISSION CLERK		1,200.00	B			12	100.00	100.00	1,200.00	1,200.00	100.00	1,200.00	1,200.00
WOOLLEY WILLIAM	170 RECREATION	16501-5111	ASST DIR REC & COMM SER		12,839.98			0.3	1	819.92	819.92	12,839.98	12,839.98	836.32	13,096.78	13,096.78
								1.0			Total AFSCME 1818	41,607.31	41,607.31		41,607.31	41,607.31
					127,675.15			3.3	Total Full Time - 5111			169,282.46	172,282.35		171,811.96	171,811.96
	170 RECREATION	16501-5118	CASHIER KERNWOOD		10,560.00	P			40	12.00	14.00	10,560.00	8,960.00	14.00	10,560.00	10,560.00
	170 RECREATION	16501-5118	CASHIER KERNWOOD		10,560.00	P			40	12.00	10.00	10,560.00	6,400.00	10.00	10,560.00	10,560.00
	170 RECREATION	16501-5118	CASHIERS FST RVR		8,064.00	P			56	12.00	10.00	8,064.00	5,600.00	10.00	8,064.00	8,064.00
	170 RECREATION	16501-5118	LEAGUE DIRECTOR		4,000.00	P			1	4,000.00	1,000.00	2,884.00	-	1,000.00	2,884.00	2,884.00
	170 RECREATION	16501-5118	SEASONAL OFFICE		10,400.00	P			35	24	10.00	10,400.00	7,000.00	10.00	10,400.00	10,400.00
	170 RECREATION	16501-5118	INSTRUCTORS		11,200.00	P			70	10.00	10.00	11,200.00	7,000.00	10.00	11,200.00	11,200.00
	170 RECREATION	16501-5118	POOL MAINT		19,250.00	P			175	11	10.00	19,250.00	19,250.00	10.00	19,250.00	19,250.00
	170 RECREATION	16501-5118	LIFEGUARDS- POOL		56,700.00	P			595	9	10.00	56,700.00	53,550.00	10.00	56,700.00	56,700.00
	170 RECREATION	16501-5118	SUPERVISORS		19,200.00	P			120	10	12.00	19,200.00	14,400.00	12.00	19,200.00	19,200.00
	170 RECREATION	16501-5118	SECURITY		1,968.00	P			15	12	11.00	1,968.00	1,968.00	11.00	1,968.00	1,968.00
	170 RECREATION	16501-5118	Pool Director		5,600.00	P			40	10.00	18.00	5,600.00	7,200.00	18.00	5,600.00	5,600.00
					157,502.00				Total Seasonal - 5118			156,386.00	131,328.00		156,386.00	156,386.00
	170 RECREATION	16501-5131	OVERTIME		2,000.00							2,000.00	2,000.00		2,000.00	2,000.00
	170 RECREATION	16501-5141	LONGEVITY		150.00				1			150.00	150.00		150.00	150.00
	170 RECREATION	16501-5150	FRINGE		650.00				1	650.00	950.00	950.00	950.00	950.00	950.00	950.00
					2,800.00				Total Other			3,100.00	3,100.00		3,100.00	3,100.00
					287,977.15			3.3	Department Total			328,768.46	306,710.35		331,297.96	331,297.96

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	3.0	3.3	3.3	0.0

FY 2010 AFSCME Union Employee Rates

EMPLOYEE NAME		Department	Org/Object	Job Title	Hire Date	BUDGET FY 2009 52.2	F T E	Rate FY 2009 2.0%	Rate FY 2010 2.0%	STEP INCREASES				Dept Level Funded FY 2010 52.2	Dept 10% Reduction FY 2010 52.2	Mayor FY 2010 52.2	Council FY 2010 52.2	LONGEVITY
										Date	Rate	# Wks Old    New						
LEBLANC	ALICE	170 RECREATION	16501-5111	PRINCIPAL CLERK	11131978	40,791.48	1.0	781.45	797.67					41,607.31	41,607.31	41,607.31	41,607.31	150.00
						40,791.48	1.0							41,607.31	41,607.31	41,607.31	41,607.31	150.00

FY 2010 DETAILED BUDGET REPORT  
EXPENSES

RECREATION - 170

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
16502	5211	<b>ELECTRICITY</b>			
		All Parks and Ballfields summaries	57,000	57,000	57,000
		Kernwood Marina, Forest River, Leavitt Street, Islands, Walkways, (22) Sprinkler Systems			
		Commercial Street			
	<b>TOTAL</b>		<b>57,000</b>	<b>57,000</b>	<b>57,000</b>
16502	5217	<b>GAS/OIL HEAT</b>			
		Gas, Mack Park Garage, Forest River, Leavitt Street, Oil Heat, Mack Park Office, Forest River Caretakers, Gallows Hill Caretakers, Leavitt Street, All Energy, Boston Gas, Michaud & Raymond (Boiler Cleaning)	8,400	8,400	8,400
	<b>TOTAL</b>		<b>8,400</b>	<b>8,400</b>	<b>8,400</b>
16502	5249	<b>PARK &amp; GROUND MAINTENANCE</b>			
		General annual maintenance to City Parks & Playgrounds benches, signs, wood carpet, sod, clay for ballfields, irrigation supplies, backboards, rims, nets, field paint, fertilizer program, tools, lawnmower, papergoods (trash bags toilet paper), grass seed, hardware, keys, locks, lightbulbs, beach sand, infield conditioner	30,000	30,000	30,000
	<b>TOTAL</b>		<b>30,000</b>	<b>30,000</b>	<b>30,000</b>
16502	5251	<b>UTILITY SERVICE REP &amp; MAINT</b>			
		Service Repairs, Alarms Repairs Water Heater Rental	700	700	700
	<b>TOTAL</b>		<b>700</b>	<b>700</b>	<b>700</b>
16502	5301	<b>POLICE DETAIL</b>			
		Details Forest River Gate & Pool for Season Witch House Haunted Happenings & Special Events	3,000	3,000	3,000
	<b>TOTAL</b>		<b>3,000</b>	<b>3,000</b>	<b>3,000</b>
16502	5320	<b>CONTRACTED SERVICES</b>			
		Cleaning Services for Mac Park, Golf Course, Willows	12,000	12,000	12,000
	<b>TOTAL</b>		<b>12,000</b>	<b>12,000</b>	<b>12,000</b>
16502	5341	<b>TELEPHONE</b>			
		All Park & Rec Telephone Lines 3 in Office, Parks, (2) Pool, (1) Garages (1) Kernwood Marina Long Distance Credit Card Line, Fax	5,000	5,000	5,000
	<b>TOTAL</b>		<b>5,000</b>	<b>5,000</b>	<b>5,000</b>
16502	5352	<b>POOL MAINTENANCE</b>			
		Opening and Closing of Forest River Pool	6,000	6,000	6,000
		Maintenance & Painting Forest River Pool	1,000	1,000	1,000
		Chlorine	5,000	5,000	5,000
	<b>TOTAL</b>		<b>12,000</b>	<b>12,000</b>	<b>12,000</b>
16502	5353	<b>HAULING FLOATS</b>			
		Floats set out in the Spring and brought in in the Fall at Salem Willows Pier and Kernwood Marina	1,400	1,400	1,400
	<b>TOTAL</b>		<b>1,400</b>	<b>1,400</b>	<b>1,400</b>

FY 2010 DETAILED BUDGET REPORT  
EXPENSES

RECREATION - 170

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
16502	5381	PRINTING AND BINDING			
		Letterhead, Envelopes, Brochures, etc....	1,000	1,000	1,000
TOTAL			1,000	1,000	1,000
16502	5421	OFFICE SUPPLIES (GENERAL)			
		Miscellaneous supplies needed for performance of the office and all functions	1,400	1,400	1,400
		20 cs Copier, Pens, Pads, Toner Cartridges			
TOTAL			1,400	1,400	1,400
16502	5588	RECREATIONAL SUPPLIES			
		Athletic Supplies (Balls, nets, Etc..),	5,500	5,500	5,500
		Miscellaneous supplies needed (replacement swings, etc.)	6,500	6,500	6,500
TOTAL			12,000	12,000	12,000
16502	5730	DUES AND SUBSCRIPTIONS			
		Annual Dues, Subscriptions, etc....	210	210	210
TOTAL			210	210	210
16502	5846	RENOVATIONS AND REPAIRS			
		Hardware Supplies & Equipment, Plumbing, Electrical, etc.. Needed for upkeep	7,500	7,500	7,500
		of all Parks Buildings, Garages, Kernwood Marina, Willows Cottages, Office, etc.			
		Renovations of all Parks			
TOTAL			7,500	7,500	7,500
TOTAL PROPOSED			151,610	151,610	151,610



# ***Recreation – Golf Course***

## **Mission Statement**

Maximum participation and enjoyment are criteria for assessing worth of individual programs. Utilization of Olde Salem Greens in order to provide recreational involvement for Salem Residents is the goal of the Parks and Recreation Department Staff and Administrators.

## **Significant Changes**

Revenues increased for the third year in a row, reaching \$570,142. In 2005, revenue came in at \$502,740 and there has been a steady increase since then. Weather played a major role in the past year, but we also made some changes by adding more special offers to increase play at slower times, and kept our prices reasonable. We received \$100,000 of capital from the city and purchased four new pieces of equipment, which replaced old equipment that was in disrepair. We purchased a rough, a fairway and a greens mower, as well as a new aerator. We completed our second year in a four-year lease of golf carts from Country Club Enterprises, which will raise our revenue share to 70 percent for Salem, while 30 percent goes to the company. We currently host 11 leagues and five tournaments. We directed the sixth annual Mayor's Cup Golf Tournament, which raised more than \$5,000, all of which went back into the golf course for improvements. We purchased new clothing to enhance sales at the pro shop and increase the potential for more revenue.

We signed a three-year lease with the Engine House Pizza restaurant to direct our concession stand. They are a local business and should enjoy a great deal of positive support from the community. A golf study was completed by Essex Golf Consultants. Some of the major recommendations of the study were to hire a golf manager or consider a private management firm. The study gave many recommendations to enhance more revenue at the course. They recommended looking into automated tee times, putting more signage up for directions in Salem, moving league play out of prime times on weekends and purchasing new equipment. The study is available for review at the Park and Recreation office.

## **Previous Fiscal Year Accomplishments**

- Hired a golf consultant to do a study and evaluation at Olde Salem Greens to determine the best practices available and recommendation for possible outsourcing
- Hired a new company for golf concession stand.
- Raised fees for season passes to increase revenue
- Maintained daily fees to be competitive with other courses
- Enhanced Pro shop sales thru offering a wider inventory
- Continued to offer golf special weekdays from 10am to 1pm to fill slow periods.
- Continued to provide golf instruction to residents of all ages which include a golf league for kids during the summer and instruction from May to Nov.
- Held Mayor's Cup golf tournament

- We purchased 4 new pieces of equipment through the Capital money

## FY 2010 Goals & Objectives

- To hire a golf manager –Pro to enhance operations per the consultants report in 2009
- Maintain daily and seasonal fees to be competitive with other courses
- Enhance Pro shop sales thru offering a wider inventory
- To continue to offer golf special weekdays from 10am to 1pm to fill slow periods and slow times weekend afternoons.
- Continue to provide free golf instruction to residents of all ages which include a golf league for kids during the summer and instruction from May to Nov.
- To conduct 7<sup>th</sup> annual Mayor's Cup golf tournament to raise funds for course
- Explore winter usage for activities such as snowshoeing, cross-country skiing, sledding and winter wonderland days
- To upgrade irrigation system to make it more efficient to save water
- To install sub surface drainage on the 3<sup>rd</sup> green which will address the wet greens

## PERFORMANCE INDICATORS

### 170-Golf Course

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Revenue at Olde Salem Greens	525,404	546,841	570,142	550,000	550,000
Season passes sold	201	182	179	150	125
Rounds played	31,749	32,218	34,939	32,000	32,000
Round played daily fee	19,825	20,227	24,152	22,000	22,000
Rounds played by season pass holders	11,925	11,991	10,787	10,000	10,000

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Golf Course-Personnel</b>									
16511	5111	SALARIES-FULL TIME	133,258.08	137,099.00	137,107.00	137,106.32	138,743.00	139,841.00	139,841.00
16511	5118	SEASONAL LABOR	75,488.05	86,609.00	86,601.00	78,568.90	84,359.00	84,359.00	84,359.00
16511	5131	OVERTIME (GENERAL)	3,583.13	3,000.00	3,000.00	2,917.19	3,000.00	3,000.00	3,000.00
16511	5150	FRINGE/STIPENDS	772.32	1,300.00	1,300.00	1,300.00	1,900.00	1,900.00	1,900.00
<b>Total Golf Course-Personnel</b>			<b>213,101.58</b>	<b>228,008.00</b>	<b>228,008.00</b>	<b>219,892.41</b>	<b>228,002.00</b>	<b>229,100.00</b>	<b>229,100.00</b>
<b>Golf Course-Expenses</b>									
16512	5211	ELECTRICITY	9,754.92	11,500.00	11,500.00	11,158.54	11,500.00	11,500.00	11,500.00
16512	5217	GAS/OIL HEAT	7,421.09	9,000.00	7,600.00	7,194.57	9,000.00	9,000.00	9,000.00
16512	5270	RENTAL & LEASE	26,813.18	23,000.00	26,040.55	22,611.52	23,000.00	23,000.00	23,000.00
16512	5320	CONTRACTED SERVICES	5,000.00	0.00	0.00	0.00	0.00	0.00	0.00
16512	5341	TELEPHONE	3,001.62	3,500.00	3,500.00	3,422.81	3,500.00	3,500.00	3,500.00
16512	5354	IRRIGATION SYSTEM MA	4,026.82	4,500.00	3,715.18	3,556.94	4,500.00	4,500.00	4,500.00
16512	5421	OFFICE SUPPLIES (GEN	175.59	500.00	500.00	500.00	500.00	500.00	500.00
16512	5431	BLDG REP/MAINT SUPPL	3,197.78	3,500.00	3,500.00	3,245.70	3,500.00	3,500.00	3,500.00
16512	5461	GROUNDSKEEPING SUPPL	15,769.56	18,000.00	18,000.00	17,791.59	18,000.00	18,000.00	18,000.00
16512	5581	SOUVENIRS	5,827.42	9,000.00	8,718.27	7,662.68	9,000.00	9,000.00	9,000.00
16512	5730	DUES AND SUB	900.00	1,000.00	900.00	900.00	1,000.00	1,000.00	1,000.00
16512	5846	RENOVATION & REPAIRS	9,173.06	10,000.00	10,000.00	8,680.59	10,000.00	10,000.00	10,000.00
16512	5860	EQUIPMENT	5,666.54	6,000.00	5,526.00	5,156.84	6,000.00	6,000.00	6,000.00
<b>Total Golf Course-Expenses</b>			<b>96,727.58</b>	<b>99,500.00</b>	<b>99,500.00</b>	<b>91,881.78</b>	<b>99,500.00</b>	<b>99,500.00</b>	<b>99,500.00</b>
<b>170</b>	<b>651</b>	<b>Department Total</b>	<b>309,829.16</b>	<b>327,508.00</b>	<b>327,508.00</b>	<b>311,774.19</b>	<b>327,502.00</b>	<b>328,600.00</b>	<b>328,600.00</b>

FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES

Name	Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
DREW	RICHARD	170 GOLF COURSE	16511-5111 GOLF COURSE SUPT	04301983	54,902.75		E	1		1,051.78	1,051.78	54,902.75	54,902.75	1,072.81	56,000.81	56,000.81
								2.0								
										Total AFSCME 1818		83,839.75	83,839.75		83,839.75	83,839.75
					54,902.75			3.0	Total Full Time - 5111			138,742.50	138,742.50		139,840.56	139,840.56
2 Seasonal Lab	170 GOLF COURSE	16511-5118	SEASONAL LABORER		9,189.00	P		30	37 Wks	10.00	10.00	6,939.00	6,939.00	10.00	6,939.00	6,939.00
2 Seasonal	170 GOLF COURSE	16511-5118	CUSTODIAN/CARTS		7,400.00	P		20	37 Wks	10.00	10.00	7,400.00	7,400.00	10.00	7,400.00	7,400.00
3 Starters	170 GOLF COURSE	16511-5118	STARTER		24,050.00	P		65	37 Wks	10.00	10.00	24,050.00	24,050.00	10.00	24,050.00	24,050.00
3 Cashiers	170 GOLF COURSE	16511-5118	CASHIER		23,310.00	P		63	37 Wks	10.00	10.00	23,310.00	23,310.00	10.00	23,310.00	23,310.00
1 Head Cashier	170 GOLF COURSE	16511-5118	HEAD CASHIER		20,160.00	P		40	42 Wks	12.00	12.00	20,160.00	20,160.00	12.00	20,160.00	20,160.00
1 Ranger	170 GOLF COURSE	16511-5118	RANGER		2,500.00	P		12.5	10 Wks	10.00	10.00	2,500.00	2,500.00	10.00	2,500.00	2,500.00
					86,609.00				Total Seasonal - 5118			84,359.00	84,359.00		84,359.00	84,359.00
	170 RECREATION	16511-5131	OVERTIME		3,000.00							3,000.00	3,000.00		3,000.00	3,000.00
	170 RECREATION	16511-5150	FRINGE		1,300.00			2.0		650.00	950.00	1,900.00	1,900.00	950.00	1,900.00	1,900.00
					145,811.75			3.0	Department Total			228,001.50	228,001.50		229,099.56	229,099.56

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	3.0	3.0	3.0	0.0

**FY 2010 AFSCME Union Employee Rates**

EMPLOYEE NAME	Department	Org/Object	Job Title	Hire Date	BUDGET	F	Rate	Rate	STEP INCREASES				Dept Level Funded	Dept 10% Reduction	Mayor	Council	LONGEVITY
					FY 2009	T	FY 2009	FY 2010	Date	Rate	# Wks	FY 2010		FY 2010	FY 2010	FY 2010	
					52.2	E	2.0%	2.0%			Old	Now		52.2	52.2	52.2	
CASTONGUAY WILLIAM	170 GOLF COURSE	16511-5111	Sr Pesticide/Groundskeeper	04241969	42,683.46	1.0	817.69	834.04					43,537.13	43,537.13	43,537.13	43,537.13	
GALLAGHER MICHAEL	170 GOLF COURSE		MAINT CRAFTSMAN II/III	4/17/07	39,512.37	1.0	756.94	772.08					40,302.62	40,302.62	40,302.62	40,302.62	
					82,195.84	2.0						83,839.75	83,839.75	83,839.75	83,839.75	-	

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**GOLF COURSE - 170**

<b>ORG</b>	<b>OBJECT</b>	<b>DESCRIPTION</b>	<b>Dept Request Level Funded</b>	<b>Dept Request 10% Cut</b>	<b>Approved by Mayor</b>
16512	5211	<b>ELECTRICITY</b>			
		Golf Course, Willson Street Lights around Rotary and up the Hill, Clubhouse, Workshop, Garage,	11,500	11,500	11,500
	<b>TOTAL</b>		<b>11,500</b>	<b>11,500</b>	<b>11,500</b>
16512	5217	<b>GAS/OIL HEAT</b>			
		Oil for Clubhouse and Garages	9,000	9,000	9,000
		Gas & Carrier Charges			
	<b>TOTAL</b>		<b>9,000</b>	<b>9,000</b>	<b>9,000</b>
16512	5270	<b>RENTAL AND LEASE</b>			
		Leasing contract for Golf Carts @ 53%	23,000	23,000	23,000
	<b>TOTAL</b>		<b>23,000</b>	<b>23,000</b>	<b>23,000</b>
16512	5341	<b>TELEPHONE</b>			
		Clubhouse Line, Garage, Pay Phone outside Clubhouse			
		Register, Fax Line, Credit Card Line, Computer Line	3,197	3,197	3,197
		Long Distance charges	303	303	303
	<b>TOTAL</b>		<b>3,500</b>	<b>3,500</b>	<b>3,500</b>
16512	5354	<b>IRRIGATION SYSTEMS MAINTENANCE</b>			
		Toro Irrigation Parts, Conversion Assemblies, Valves,	4,500	4,500	4,500
	<b>TOTAL</b>		<b>4,500</b>	<b>4,500</b>	<b>4,500</b>
16512	5421	<b>OFFICE SUPPLIES</b>			
		Copier Paper, Printing of Tickets, Paper, Pens, Toner Cartridges, Register Tape	500	500	500
	<b>TOTAL</b>		<b>500</b>	<b>500</b>	<b>500</b>
16512	5431	<b>BUILDING REPAIRS/MAINTENANCE SUPPLIES</b>			
		Alarms, Plumbing, Electrical, Custodial Supplies, Hardware Supplies, Cable, All that is needed to keep Clubhouse, Workshop, and Garages repaired and maintained	3,500	3,500	3,500
	<b>TOTAL</b>		<b>3,500</b>	<b>3,500</b>	<b>3,500</b>
16512	5461	<b>GROUNDSKEEPING SUPPLIES</b>			
		Goundskeeping Supplies -			
		Fertilizer, Loam, Mulch	4,750	4,750	4,750
		Chemicals	10,650	10,650	10,650
		Grass Seeds, Flowers, Trees, Shrubery, etc...	2,600	2,600	2,600
	<b>TOTAL</b>		<b>18,000</b>	<b>18,000</b>	<b>18,000</b>
16512	5581	<b>SOUVENIRS</b>			
		This line is funded through R/Res transfers during the year	9,000	9,000	9,000
	<b>TOTAL</b>		<b>9,000</b>	<b>9,000</b>	<b>9,000</b>
16512	5730	<b>DUES AND SUBSCRIPTIONS</b>			
		Annual Dues, Special Licenses (Chemicals, Pesticide) MGA Dues	1,000	1,000	1,000
	<b>TOTAL</b>		<b>1,000</b>	<b>1,000</b>	<b>1,000</b>

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**GOLF COURSE - 170**

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
16512	5846	<b>RENOVATIONS AND REPAIRS</b>			
		Maintenance of all Golf Course Equipment - Rental of Equipment	10,000	10,000	10,000
		Equipment Repair Parts, vehicle repairs added			
		Hardware & Tools Supplies, Locks			
		Repairs to Garage or Clubhouse,			
<b>TOTAL</b>			<b>10,000</b>	<b>10,000</b>	<b>10,000</b>
16512	5860	<b>EQUIPMENT</b>			
		New Equipment needed to maintain the Golf Course in good condition	6,000	6,000	6,000
		All Equipment is dated 1985 and before - should be replaced			
<b>TOTAL</b>			<b>6,000</b>	<b>6,000</b>	<b>6,000</b>
<b>TOTAL PROPOSED</b>			<b>99,500</b>	<b>99,500</b>	<b>99,500</b>



# ***Recreation – Witch House***

## Mission Statement

The Witch House, a seventeenth century mansion owned by the City of Salem Park and Recreation Department, is a historic site offering public tours, educational programs and historical interpretation. It is dedicated to preserving and interpreting the social history and material culture of this era as well as providing information about the Salem Witchcraft Trials of 1692 and their connection to the house's long time owner, Judge Jonathan Corwin. The Witch House, which is listed on the National Register of Historic Places as part of Salem's McIntire District, was built between 1642 and 1675 and is the only building in surviving in Salem today, with direct ties to the trials. It was restored to its current seventeenth century appearance in 1945 by Historic Salem Incorporated, and was opened to the public in 1947. The Witch House is committed to providing an exemplary tradition of public access that exhibits history, architecture, and the house's collection in an engaging and relevant format.

## Significant Changes

FY08 witnessed the embarkation of the long anticipated Handicap Accessibility modifications to the Witch House. During July of 2008 Phase 1 of the wheelchair access ramp was completed. Further interior access modifications are slated to be worked on January of 2009. This was accomplished by a CDBG grant.

## Previous Fiscal Year Accomplishments

- Witch House accomplishments for FY08 include completing the ENHC Category Three Grant Requirements and receipt of a Historic Site Report from the architectural historian Bill Finch of Finch and Rose. This information coupled with the CAP Assessment due by June 2009, will give the Witch House a body of information to draw upon for the purposes of determining the house's structural changes and alterations over the years. This information will also help dictate the house's preservation.
- The Witch House did continue involvement in three of its events established in prior years. One of these events was part of the Family Program Series and titled Hearth and Field Day. The Witch House lawn was very much occupied with Witch House staff and a troupe of 18<sup>th</sup> century re-enactors demonstrating colonial games and crafts.
- The second event was Heritage Days, held at Derby Wharf, where Witch House staff assisted children and interacted with participants while demonstrating a sundial craft.
- The final event repeated from last year was Eerie Evenings, the Witch House's annual theatrical event. With ticket sales at \$12,250 the house maintained accrued revenue expectations for the month of October.
- The House participated in new program titled "17<sup>th</sup> Century Saturdays", sponsored by GoNorth, designed to encourage knowledge, awareness and appreciation of our unique heritage.

## FY 2010 Goals & Objectives

- To oversee completion of the Handicap Accessibility Project.
- To oversee completion of roof replacement.
- To oversee completion of bulk-head door replacement and basement window seals initiated in November 2008. This group of repairs will address all known leakage issues for the Witch House, effectively making the house leak free for the first time in at least ten years. In his 1998 Preservation Plan created for the City of Salem, Bill Finch called attention to the importance of these repairs. It will be an accomplishment, indeed, to have them properly cared for.
- To establish a viable web presence capable of online commerce. At [www.witchhouse.info](http://www.witchhouse.info), the Witch House will be making the gift shop products available over the internet. It is an opportunity to showcase the offerings of local artists as well as potentially provide income for the house despite the season.
- To begin planning the filming of a series of instructional videos that will be available to educators. The first subject being childhood in the 17<sup>th</sup> century. The first concentration and focus being games. The hoped for outcome of the series would be to depict what life was truly like for our young forefathers. Accurately portraying dress, education, play, pastimes and the day to day realities and hardships they faced. Another important result of these videos would be the development of a collection of antique skill instruction and a record of individuals knowledgeable in their execution.
- To increase attendance and revenue to the Witch House by improving trial information through tour content and material display. Our educational tours will be augmented and enhanced by the addition of a program titled "Judgement Days", a program comprised of lessons tailored to student's grade level that will teach them of the many facets of the events, proceedings and consequences of the trials of 1692.

# PERFORMANCE INDICATORS

## 170-Witch House

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Revenue at Witch House	153,732	168,899	176,580	177,000	180,000
Attendance	19,623	18,085	19,612	20,000	21,000
Erie events attendance	1,338	1,311	1,301	1,400	1,450

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Witch House-Personnel</b>									
16521	5118	SEASONAL LABOR	64,874.90	74,066.00	69,066.00	67,899.00	74,066.00	74,066.00	74,066.00
<b>Total Witch House-Personnel</b>			<b>64,874.90</b>	<b>74,066.00</b>	<b>69,066.00</b>	<b>67,899.00</b>	<b>74,066.00</b>	<b>74,066.00</b>	<b>74,066.00</b>
<b>Witch House-Expenses</b>									
16522	5211	ELECTRICITY	4,834.35	5,000.00	5,000.00	4,866.27	5,000.00	5,000.00	5,000.00
16522	5215	NATURAL GAS	2,412.65	2,500.00	2,500.00	2,118.86	2,500.00	2,500.00	2,500.00
16522	5241	BUILDING MAINTENANCE	2,635.47	3,000.00	3,000.00	2,511.99	3,000.00	3,000.00	3,000.00
16522	5306	ADVERTISING	6,910.70	7,500.00	7,500.00	6,025.00	7,500.00	7,500.00	7,500.00
16522	5320	CONTRACTED SERVICES	13,702.36	15,380.00	15,380.00	7,573.26	15,380.00	15,380.00	15,380.00
16522	5341	TELEPHONE	1,684.53	2,500.00	2,500.00	1,662.93	2,500.00	2,500.00	2,500.00
16522	5381	PRINTING AND BINDING	1,720.46	3,400.00	3,400.00	1,162.00	3,400.00	3,400.00	3,400.00
16522	5421	OFFICE SUPPLIES (GEN	8,311.95	9,000.00	9,000.00	6,891.75	9,000.00	9,000.00	9,000.00
16522	5581	SOUVENIRS	13,670.25	15,000.00	15,000.00	12,911.44	15,000.00	15,000.00	15,000.00
16522	5780	OTHER EXPENSES	598.10	1,000.00	1,000.00	930.00	1,000.00	1,000.00	1,000.00
<b>Total Witch House-Expenses</b>			<b>56,480.82</b>	<b>64,280.00</b>	<b>64,280.00</b>	<b>46,653.50</b>	<b>64,280.00</b>	<b>64,280.00</b>	<b>64,280.00</b>
<b>170</b>	<b>652</b>	<b>Department Total</b>	<b>121,355.72</b>	<b>138,346.00</b>	<b>133,346.00</b>	<b>114,552.50</b>	<b>138,346.00</b>	<b>138,346.00</b>	<b>138,346.00</b>

FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES

Name	Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
					52.2					2.0%	0.0%	52.2	52.2	2.0%	52.2	
3 Cashiers	170 WITCH HOUSE	16521-5118	CASHIER WITCH HOUSE		45,792.00	P		2862		16.00	-	-	-	-	-	-
Guides	170 WITCH HOUSE	16521-5118	GUIDES WITCH HOUSE		22,264.00	P		2024		11.00	-	-	-	-	-	-
4 Interns	170 WITCH HOUSE	16521-5118	INTERNS		6,009.60	P		1920		3.13	-	-	-	-	-	-
	170 WITCH HOUSE	16521-5118	Witch House Manager			P		40	28	16.00	16.00	17,920.00	17,920.00	16.00	17,920.00	17,920.00
	170 WITCH HOUSE	16521-5118	Witch House Manager			P		18	24	16.00	16.00	6,912.00	6,912.00	16.00	6,912.00	6,912.00
	170 WITCH HOUSE	16521-5118	Gift Shop Cashier			P		52.5	28	10.00	10.00	14,700.00	14,700.00	10.00	14,700.00	14,700.00
	170 WITCH HOUSE	16521-5118	Admissions Cashier (Weekends)			P		15	28	10.00	10.00	4,200.00	4,200.00	10.00	4,200.00	4,200.00
	170 WITCH HOUSE	16521-5118	Tour Guides			P		52.5	5	10.00	10.00	2,625.00	2,625.00	10.00	2,625.00	2,625.00
	170 WITCH HOUSE	16521-5118	Tour Guides			P		52.5	23	10.00	10.00	18,975.00	18,975.00	10.00	18,975.00	18,975.00
	170 WITCH HOUSE	16521-5118	Interns Stipends			P						3,734.00	3,734.00		3,734.00	3,734.00
	170 WITCH HOUSE	16521-5118	Other Seasonal			P						5,000.00	-		5,000.00	5,000.00
					74,065.60	Total Seasonal - 5118						74,066.00	69,066.00		74,066.00	74,066.00
					74,065.60	0.0	Department Total					74,066.00	69,066.00		74,066.00	74,066.00

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	0.0	0.0	0.0	0.0

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**WITCH HOUSE 170**

<b>ORG</b>	<b>OBJECT</b>	<b>DESCRIPTION</b>	<b>Dept Request Level Funded</b>	<b>Dept Request 10% Cut</b>	<b>Approved by Mayor</b>
16522	5211	<b>ELECTRICITY</b>			
		Mass Electric Alarms	5,000	5,000	5,000
<b>TOTAL</b>			<b>5,000</b>	<b>5,000</b>	<b>5,000</b>
16522	5215	<b>NATURAL GAS</b>			
		Natural Gas Witch House Allenergy (Carrier)	2,500	2,500	2,500
<b>TOTAL</b>			<b>2,500</b>	<b>2,500</b>	<b>2,500</b>
16522	5241	<b>BUILDING MAINTENANCE</b>			
		Floor Mat Rental & Cleaning, Renovation of Several Rooms and Public Restroom, Painting, etc... Flowers, Corn Stalks (Halloween), Xmas wreaths Custodial Supplies, Paper Goods, Locks, Curtains	3,000	3,000	3,000
<b>TOTAL</b>			<b>3,000</b>	<b>3,000</b>	<b>3,000</b>
16522	5306	<b>ADVERTISING</b>			
		Advertising in Visitor Guide Advertising in Trolley Advertising Maps, North of Boston County Newspapers for Haunted Happenings & Heritage Days	7,500	7,500	7,500
<b>TOTAL</b>			<b>7,500</b>	<b>7,500</b>	<b>7,500</b>
16522	5320	<b>CONTRACTED SERVICES</b>			
		Haunted City Programs Actors, Specialists, All Participants	15,380	15,380	15,380
<b>TOTAL</b>			<b>15,380</b>	<b>15,380</b>	<b>15,380</b>
16522	5341	<b>TELEPHONE</b>			
		Witch House Telephone Long Distance Service Charge Card Line, Fax, New Register, Computer, etc..	2,500	2,500	2,500
<b>TOTAL</b>			<b>2,500</b>	<b>2,500</b>	<b>2,500</b>
16522	5381	<b>PRINTING &amp; BINDING</b>			
		Haunted City Flyers, Brochures, Posters Admittance Tickets, Program Flyers	3,400	3,400	3,400
<b>TOTAL</b>			<b>3,400</b>	<b>3,400</b>	<b>3,400</b>

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**WITCH HOUSE 170**

<b>ORG</b>	<b>OBJECT</b>	<b>DESCRIPTION</b>	<b>Dept Request Level Funded</b>	<b>Dept Request 10% Cut</b>	<b>Approved by Mayor</b>
16522	5421	<b>OFFICE SUPPLIES</b>			
		General Supplies, Paper Bags, Sales Tags, Copier Paper	9,000	9,000	9,000
		New Cash Register, Computer, Tapes, Ink, Ribbons			
<b>TOTAL</b>			<b>9,000</b>	<b>9,000</b>	<b>9,000</b>
16522	5581	<b>SOUVENIRS</b>			
		Gift shop inventory for resale	15,000	15,000	15,000
<b>TOTAL</b>			<b>15,000</b>	<b>15,000</b>	<b>15,000</b>
16522	5780	<b>OTHER EXPENSES</b>			
		Supplies & Costumes needed for Haunted City Program	1,000	1,000	1,000
<b>TOTAL</b>			<b>1,000</b>	<b>1,000</b>	<b>1,000</b>
<b>TOTAL PROPOSED</b>			<b>64,280</b>	<b>64,280</b>	<b>64,280</b>

# ***Recreation – Winter Island***

## **Mission Statement**

Provide quality recreation services at Winter Island Park, offering a diverse range of maritime activities at competitive prices, while maintaining economic self-sufficiency and compatibility with community standards and expectations.

## **Significant Changes**

Winter Island enjoyed a very busy season from May through October. This was the third year in which a manager was not on duty during the winter months. Despite that absence, Winter Island enjoyed one of its best revenue years. Revenue in 2003 was \$224,000. It decreased to \$199,000 in 2006, but for 2007 it rose to \$226,000 and in 2008 revenue reached \$245,000. Favorable weather played a significant role in the revenue increase, attracting more boating and camping activity to the island. This past year also saw the start of Sail Salem. Sail Salem is a new program, directed by Salem resident Dave Smith, which is designed to teach children how to sail. The program is similar the Community Boating Program on the Charles River in Boston, where the fee for a child is \$1 per year. Sail Salem is a non-profit organization and had 200 young people in its program. Its goal, next year, is to have 400 youngsters in the program. Sail Salem have conducted fundraisers and sold adult memberships to the program to subsidize it for children. The program earned excellent reviews in its first year. The function hall continues to stay busy for rentals on weekends. The water taxi business will have to respond to a Request for Proposals in 2009. It serves an important safety service in bringing boaters out to their moorings. Boat storage is being considered for next winter as a revenue-producer, and the island continues to be a jewel on the North Shore. The Rebel Shakespeare drama program returned for its fifth season and more Salem residents have joined the program.

## **Previous Fiscal Year Accomplishments**

- Initiate a sailing program for Salem residents (Sail Salem)
- Continue Water Taxi service to moorings
- To increase use of facilities and rentals.
- To implement Harbormaster's boats storage plan during the winter months.
- Replace old doors at bath houses, place new door at Function hall.

## **FY 2010 Goals & Objectives**

- To increase use of facilities and rentals.
- To increase the boats storage program during the winter months.



- To maintain and upgrade all floats
- Repair motor on the Hanger door
- To find funding to have a master plan of the island done
- Increase membership and usage in the Sail Salem program

# PERFORMANCE INDICATORS

## 170-Winter Island

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Revenue at Winter Island	199,415	226,808	245,727	250,000	255,000

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Winter Island-Personnel</b>									
16991	5111	SALARIES-FULL TIME	0.00	0.00	0.00	316.17	0.00	35,471.00	35,471.00
16991	5118	SEASONAL LABOR	94,010.96	94,757.00	94,757.00	94,971.82	94,757.00	59,982.00	59,982.00
<b>Total Winter Island-Personnel</b>			<b>94,010.96</b>	<b>94,757.00</b>	<b>94,757.00</b>	<b>95,287.99</b>	<b>94,757.00</b>	<b>95,453.00</b>	<b>95,453.00</b>
<b>Winter Island-Expenses</b>									
16992	5211	ELECTRICITY	19,803.08	24,000.00	24,000.00	23,260.31	24,000.00	24,000.00	24,000.00
16992	5217	GAS/OIL HEAT	5,890.81	6,000.00	6,000.00	5,804.47	6,000.00	6,000.00	6,000.00
16992	5249	GROUND MAINTENANCE	5,309.48	5,500.00	5,500.00	5,266.95	5,500.00	5,500.00	5,500.00
16992	5306	ADVERTISING	599.00	1,000.00	1,000.00	624.00	1,000.00	1,000.00	1,000.00
16992	5341	TELEPHONE	1,976.64	2,000.00	2,000.00	1,990.32	2,000.00	2,000.00	2,000.00
16992	5421	OFFICE SUPPLIES (GEN	500.00	500.00	500.00	476.48	500.00	500.00	500.00
16992	5440	STORE INVENTORY	10,813.39	11,000.00	12,960.01	11,049.94	11,000.00	11,000.00	11,000.00
16992	5846	RENOVATION & REPAIRS	888.34	3,000.00	3,000.00	1,996.17	3,000.00	3,000.00	3,000.00
16992	5860	EQUIPMENT	2,973.07	3,000.00	1,039.99	39.99	3,000.00	3,000.00	3,000.00
<b>Total Winter Island-Expenses</b>			<b>48,753.81</b>	<b>56,000.00</b>	<b>56,000.00</b>	<b>50,508.63</b>	<b>56,000.00</b>	<b>56,000.00</b>	<b>56,000.00</b>
<b>170</b>	<b>699</b>	<b>Department Total</b>	<b>142,764.77</b>	<b>150,757.00</b>	<b>150,757.00</b>	<b>145,796.62</b>	<b>150,757.00</b>	<b>151,453.00</b>	<b>151,453.00</b>

FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES

Name	Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
ARNOLD CHARLIE	170 WINTER ISLAND	16991-5111	ASSISTANT MANAGER		52.2					2.0%	0.0%	52.2	52.2	2.0%	52.2	
					34,774.99	P	1.0			666.19	666.19	34,774.99	34,774.99	679.51	35,470.49	35,470.49
					34,774.99		1.0	Total Full Time - 5111				34,774.99	34,774.99		35,470.49	35,470.49
	170 WINTER ISLAND	16991-5118	CASHIER-OPEN SEASON		5,616.00	P		24	26	9.00	9.00	5,616.00	5,616.00	9.00	5,616.00	5,616.00
	170 WINTER ISLAND	16991-5118	GATEKEEPERS		27,144.00	P		116	26	9.00	9.00	27,144.00	27,144.00	9.00	27,144.00	27,144.00
	170 WINTER ISLAND	16991-5118	LABORER		18,902.00	P		120	26	9.00	9.00	18,902.00	18,902.00	9.00	18,902.00	18,902.00
	170 WINTER ISLAND	16991-5118	OFFICE/STORE		8,320.00	P		32	26	10.00	10.00	8,320.00	8,320.00	10.00	8,320.00	8,320.00
					59,982.00			Total Seasonal- 5118				59,982.00	59,982.00		59,982.00	59,982.00
					94,756.99		1.0	Department Total				94,756.99	94,756.99		95,452.49	95,452.49

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	0.0	0.0	1.0	1.0

**FY 2010 DETAILED BUDGET REPORT  
EXPENSES**

**WINTER ISLAND - 170**

<b>ORG</b>	<b>OBJECT</b>	<b>DESCRIPTION</b>	<b>Dept Request Level Funded</b>	<b>Dept Request 10% Cut</b>	<b>Approved by Mayor</b>
16992	5211	<b>ELECTRICITY</b>			
		Winter Island Road Lights, Office, Function Hall, Camp Store, All Camp Sites, Park Lights, 10 Accounts	24,000	24,000	24,000
<b>TOTAL</b>			<b>24,000</b>	<b>24,000</b>	<b>24,000</b>
16992	5217	<b>GAS/OIL HEAT</b>			
		Propane Gas for all Camp Sites Gas Tank Rentals	6,000	6,000	6,000
<b>TOTAL</b>			<b>6,000</b>	<b>6,000</b>	<b>6,000</b>
16992	5249	<b>GROUND MAINTENANCE</b>			
		Supplies and Equipment for Ground work, Hardware The Shed Portable Restroom Custodial Supplies, Paper Goods Exterminators Services	5,500	5,500	5,500
<b>TOTAL</b>			<b>5,500</b>	<b>5,500</b>	<b>5,500</b>
16992	5306	<b>ADVERTISING</b>			
		Salem Maps, Salem Tourism & Cultural Advertising Essex County Newspapers, North of Boston, etc....	1,000	1,000	1,000
<b>TOTAL</b>			<b>1,000</b>	<b>1,000</b>	<b>1,000</b>
16992	5341	<b>TELEPHONE</b>			
		Telephone Line (1) AT&T, Verizon Long Distance Cove Communications Credit Card Line, Computer Line, Fax Line	2,000	2,000	2,000
<b>TOTAL</b>			<b>2,000</b>	<b>2,000</b>	<b>2,000</b>
16992	5421	<b>OFFICE SUPPLIES</b>			
		General Supplies for Office Functions Copier Paper, Pads, Pens, & Supplies in order for the Office to Function	500	500	500
<b>TOTAL</b>			<b>500</b>	<b>500</b>	<b>500</b>
16992	5440	<b>STORE INVENTORY</b>			
		Camp store inventory for resale	11,000	11,000	11,000
<b>TOTAL</b>			<b>11,000</b>	<b>11,000</b>	<b>11,000</b>

FY 2010 DETAILED BUDGET REPORT  
EXPENSES

WINTER ISLAND - 170

ORG	OBJECT	DESCRIPTION	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
16992	5846	<b>RENOVATIONS AND REPAIRS</b>			
		Repairs to Equipment, Buildings, Camp Sites, Function Hall, Office, Hangar, etc...	3,000	3,000	3,000
		Upkeep of all Buildings, motor vehicle repair			
<b>TOTAL</b>			<b>3,000</b>	<b>3,000</b>	<b>3,000</b>
16992	5860	<b>EQUIPMENT</b>			
		Equipment needed for Groundskeeping & upkeep of all Camp Sites and Park	3,000	3,000	3,000
<b>TOTAL</b>			<b>3,000</b>	<b>3,000</b>	<b>3,000</b>
<b>TOTAL PROPOSED</b>			<b>56,000</b>	<b>56,000</b>	<b>56,000</b>

# **Veterans Services**

## **Mission Statement**

The Veterans Services Department provides Services & Benefits to Veterans and their dependents. As the Director of Veterans Services, assistance, guidance and advocacy are given to those who seek and apply for Federal help from the Department of Veterans Affairs. As the Veterans Agent, State Benefits for Veterans are provided under M.G.L. Chap. 115. These benefit costs are reimbursed to the City of Salem. (.75 to the dollar)

## **Significant Changes**

The State has mandated new eligibility of “peace-time” veterans; as well as the increase of “poverty-level” elderly/needy veterans. This has doubled the Veterans Benefits being applied for and given out. With the return of many Iraq & Afghanistan veterans we will experience twice more applications for help. These additional increases have necessitated the need to request for an additional part-time driver and more monies to pay for Veterans Benefits.

## **Previous Fiscal Year Accomplishments**

- Our Department has seen a doubling of the applicants and requests for services and benefits in the past year. We have been able to respond and administer these additional duties without seeking help.
- Our office made the necessary arrangements to receive two additional office assistants, at no costs to the City of Salem. These two part-time works are from Operation Able and are paid from Federal Funds. The savings of the costs of these “free” office workers is \$20,000.00 in salaries & benefits to the city.

## **FY 2010 Goals & Objectives**

- Continue to advocate for Veterans in their need for Services from the Federal Department of Veterans Affairs. Especially important is to increase our outreach within the Vet Centers and at other “service providers”, who will administer to veterans; the costs and services which the City could void.
- Double our department’s transportation availability. With the new eligibility guidelines a vast number of veterans and their surviving widows are now able to apply for Healthcare from the Veterans Services Department. By enrolling them in V.A. Healthcare and transporting them to the V.A. Facilities, the city can hope to avoid having to pick up the costs of these eligible veterans who might opt for local hospital care and local prescription drug purchases.
- Work with the many existing volunteer groups and community agencies; in a search to find services and “free help” which can be used and expanded upon to pay for man-power hours and/or costly health/rehab services.
- Maximize all time and effort in seeking a sensible approach to control the costs of providing healthcare to our aging veteran community; as well as the young veterans returning home. As the state increases the numbers of eligible “peace-time” veterans, it means more applications of these elderly “peace-time” & “poverty-level” veterans will seek help. More time and effort will be needed to educate the veteran community and get them enrolled in V.A. Healthcare. Hopefully the “steering-away” from local hospitalization and nursing home/rehab use will cut the city’s liability to pay.

## PERFORMANCE INDICATORS

### 280-Veterans

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Number of Cases	83	119	102	200	275
Dollors in Benefits expended	43,205	98,998	82,844	175,000	225,000
Amount reimbursed to the City from the State	33,451	74,249	64,123	130,000	168,000
% Authorized by the State ( 75% max. allowed)	72.0%	75.0%	74.9%	74.9%	75.0%



## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Veterans Services-Personnel</b>									
15431	5111	SALARIES-FULL TIME	47,835.38	48,790.00	48,790.80	48,790.80	48,790.00	49,765.00	49,765.00
15431	5113	SALARIES-PART TIME	20,382.67	21,262.00	21,261.20	20,376.70	21,262.00	21,687.00	21,687.00
<b>Total Veterans Services-Personnel</b>			<b>68,218.05</b>	<b>70,052.00</b>	<b>70,052.00</b>	<b>69,167.50</b>	<b>70,052.00</b>	<b>71,452.00</b>	<b>71,452.00</b>
<b>Veterans Services-Expenses</b>									
15432	5249	GROUND MAINTENANCE	998.31	1,000.00	1,000.00	989.40	1,000.00	1,000.00	1,000.00
15432	5341	TELEPHONE	1,117.65	1,500.00	1,500.00	990.00	1,500.00	1,500.00	1,500.00
15432	5421	OFFICE SUPPLIES (GEN	975.12	1,000.00	1,000.00	990.95	1,000.00	1,000.00	1,000.00
15432	5710	IN STATE TRAVEL/MEETINGS	1,484.22	2,000.00	1,600.00	1,270.34	2,000.00	2,000.00	2,000.00
15432	5770	VETERANS BENEFITS	78,257.44	70,000.00	153,722.00	134,802.28	70,000.00	106,000.00	106,000.00
15432	5788	VETERANS DAY	2,212.91	2,500.00	2,900.00	2,020.60	2,500.00	2,500.00	2,500.00
15432	5796	CARE OF GRAVES	2,689.50	2,700.00	2,700.00	2,689.50	2,700.00	2,700.00	2,700.00
15432	5851	OFFICE EQUIPMENT	641.72	500.00	500.00	470.63	500.00	500.00	500.00
<b>Total Veterans Services-Expenses</b>			<b>88,376.87</b>	<b>81,200.00</b>	<b>164,922.00</b>	<b>144,223.70</b>	<b>81,200.00</b>	<b>117,200.00</b>	<b>117,200.00</b>
<b>280</b>	<b>543</b>	<b>Department Total</b>	<b>156,594.92</b>	<b>151,252.00</b>	<b>234,974.00</b>	<b>213,391.20</b>	<b>151,252.00</b>	<b>188,652.00</b>	<b>188,652.00</b>

FY 2010 MANAGEMENT, BOARD MEMBERS AND PART-TIME SALARIES

Name	Dept Name	Org/Obj	Job Desc	Hire Date	Budget Voted FY 2009	Code	F T E	# Hours Wkly = 1	# Board Meetings	Rate FY 2009	Dept Rate FY 2010	Dept Level Funded FY 2010	Dept - 10% Reduction FY 2010	Mayor Rate FY 2010	Mayor FY 2010	Council FY 2010
MARTINEAU	JEAN-GUY	280 VETERANS AGENT	15431-5111 VETERANS AGENT	04041991	48,789.03		1.0	1		934.66	934.66	48,789.03	48,789.03	953.35	49,764.81	49,764.81
					<b>48,789.03</b>		<b>1.0</b>	<b>Total Full Time - 5111</b>				<b>48,789.03</b>	<b>48,789.03</b>		<b>49,764.81</b>	<b>49,764.81</b>
ROCHON	BARBARA	280 VETERANS AGENT	15431-5113 PRINCIPAL CLERK-PT		11,144.69			10 Hours		213.50	213.50	11,144.69	11,144.69	217.77	11,367.58	11,367.58
MERRY	MICHALE	280 VETERANS AGENT	15431-5113 PART TIME DRIVER		10,116.36			19 Hours		10.20	10.20	10,116.36	10,116.36	10.40	10,318.69	10,318.69
					<b>21,261.05</b>			<b>Total Part Time - 5113</b>				<b>21,261.05</b>	<b>21,261.05</b>		<b>21,686.27</b>	<b>21,686.27</b>
					<b>70,050.08</b>		<b>1.0</b>	<b>Department Total</b>				<b>70,050.08</b>	<b>70,050.08</b>		<b>71,451.08</b>	<b>71,451.08</b>

	FY 2008	FY 2009	FY 2010	Variance
Full-Time Equivalent Employees:	1.0	1.0	1.0	0.0

FY 2010 DETAILED BUDGET REPORT  
EXPENSES

VETERANS - 280

ORG	OBJECT	EXPENSE TITLE	Dept Request Level Funded	Dept Request 10% Cut	Approved by Mayor
15432	5249	GROUND MAINTENANCE FLAGS FOR GRAVES	1,000	1,000	1,000
TOTAL			1,000	1,000	1,000
15432	5341	TELEPHONE MCI VERIZON	300	300	300
TOTAL			1,200	1,200	1,200
15432	5421	OFFICE SUPPLIES GENERAL RENTAL OF WATER COOLER AND FRIDGE BUSINESS CARDS TONER FOR COPIER 3@ 65.00 HANGING FOLDER 10 BOXES @ 6.88 BROWN ENVELOPES 8 BOXES @ 8.87 CALENDERS 4@10.25 CARTIDGE TAPES FOR LABEL MACHINE 12 @ 4.41 PENS - BLACK 10 BOXES @ 7.00 OFFICE SUPPLIES AS NEEDED NOT MENTIONED	85 50 195 69 71 41 53 70 366	85 50 195 69 71 41 53 70 366	85 50 195 69 71 41 53 70 366
TOTAL			1,000	1,000	1,000
15432	5710	IN STATE TRAVEL, MEETING TRANSPORTATION TO VA HOSPITALS, TOLLS,PARKING, ETC.	2,000	1,000	2,000
TOTAL			2,000	1,000	2,000
15432	5770	VETERANS BENEFITS MEDICAL AND FOOD ORDERS BENEFITS FOR VETERANS AND EMERGENCEY SHELTER FOR VETERANS Increased based on 3 year average of expenditures - per Mayor	20,000 50,000	20,000 35,875	20,000 50,000 36,000
TOTAL			70,000	55,875	106,000
15432	5788	VETERANS DAY FLOWERS COLLATION PARADE MEMORIAL DAY AND OTHER CITY EVENTS	385 725 200 1,190	385 725 200 1,190	385 725 200 1,190
TOTAL			2,500	2,500	2,500
15432	5796	CARE OF GRAVES PAYMENTS TO HARMONY GROVE FOR PERPETUAL CARE OF GRAVE	2,700	2,700	2,700
TOTAL			2,700	2,700	2,700
15432	5851	OFFICE EQUIPMENT TYPEWRITER REPAIRS MAINTENANCE FEE FOR COPIER ( DOES NOT INCLUDE A DRUM) OTHER EQUIPMENT AS NEEDED SUCH AS DRUM FOR COPIER AND TYPEWRITER	60 250 190	60 250 190	60 250 190
TOTAL			500	500	500
TOTAL PROPOSED			81,200	66,075	117,200

# School

## Mission Statement

By being focused in everything we do, by fostering the best teaching and learning practices, and by using the rich resources of the Salem community, the mission of the Salem Public Schools is to inspire students to realize their full potential and to prepare them to function successfully in a complex world.

## Significant Changes

- Programs to return special needs students placed outside the district have reduced those numbers by 33% in the past three years.
- Capacity for special education programs continues to expand with additional sections added to work with needy students
- Reduction in Salem Public Schools staffing continues to help close budget shortfall for FY 2010
- Pre-AP program commences at middle and high school levels
- Planning commences for “Readiness School” cooperation with Salem State College
- Completion of K-5 to K-8 transition at Saltonstall

## Previous Fiscal Year Accomplishments

- Maintenance of sound fiscal management procedures and oversight in the Salem Public Schools’ business office
- Grade 10 MCAS science scores among the highest on the North Shore
- Implementation of expansion of K-8 model to Saltonstall School
- Expansion of Advanced Placement course offerings at Salem High School
- Improvement of curriculum, instruction, and material support of vocational-technical education programs
- Institute a “credit recovery” program to reduce failure of some students to complete high school

## FY 2010 Goals & Objectives

- Develop a five-year strategic plan for Salem Public Schools
- Implement training year for more effective laboratory instruction in Grades 6-8 science
- Realize continued cost management in special education programs
- Continue to expand Advanced Placement course offerings at Salem High School
- Continue to improve operation of Salem Public Schools vocational-technical programs
- Complete planning for “Readiness School” program

# PERFORMANCE INDICATORS

## 250-School

Activity	Actual FY 2006	Actual FY 2007	Actual FY 2008	Estimated FY 2009	Estimated FY 2010
Number of Students	4,744	4,573	4,404	4,475	4,589
Number of Graduates	255	269	254	260	304
Number of Teachers	477	484	479	475	472
10th Graders Passing MCAS-ELA for Graduation	90%	85%	94%		
10th Graders Passing MCAS-Math for Graduation	85%	79%	85%		
10th Graders Passing MCAS-Science			90%		

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Admin/Supp- Schl Comm-Psnl</b>									
13032020	5160	CLERICAL	17,063.11	18,977.00	18,977.00	17,694.49	19,357.00	19,357.00	19,357.00
13032040	5117	ADMINISTRATIVE	132,999.88	133,000.00	133,000.00	133,000.00	133,000.00	133,000.00	133,000.00
13032040	5160	CLERICAL	53,140.87	56,294.00	56,294.00	56,524.84	57,404.00	57,404.00	57,404.00
13032040	5163	PARAPROFESSIONALS	5,699.83	0.00	0.00	0.00	0.00	0.00	0.00
13032060	5117	ADMINISTRATIVE	95,000.10	100,815.00	110,000.00	110,000.00	110,000.00	110,000.00	110,000.00
13032060	5160	CLERICAL	46,412.51	49,036.00	49,036.00	49,226.55	50,107.00	50,107.00	50,107.00
<b>Total Admin/Supp-Asst Super-Psnl</b>			<b>350,316.30</b>	<b>358,122.00</b>	<b>367,307.00</b>	<b>366,445.88</b>	<b>369,868.00</b>	<b>369,868.00</b>	<b>369,868.00</b>
<b>Admin/Supp- Schl Comm-Exp</b>									
13032021	5320	CONTRACTED SERVICES	579.60	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
13032021	5421	OFFICE SUPPLIES (GEN	0.00	400.00	400.00	400.00	400.00	400.00	400.00
13032041	5320	CONTRACTED SERVICES	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
13032041	5421	OFFICE SUPPLIES (GEN	571.84	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
13032041	5514	INSTRUCTIONAL SUPPLI	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13032041	5780	OTHER EXPENSES	1,150.51	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
13032061	5421	OFFICE SUPPLIES (GEN	500.00	500.00	500.00	499.05	500.00	500.00	500.00
13032061	5712	EXPENSE REIMBURSE	0.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00
<b>Total Admin/Supp-Asst Super-Exp</b>			<b>7,801.95</b>	<b>24,400.00</b>	<b>24,400.00</b>	<b>24,399.05</b>	<b>24,400.00</b>	<b>24,400.00</b>	<b>24,400.00</b>
<b>250</b>	<b>003</b>	<b>Department Total</b>	<b>358,118.25</b>	<b>382,522.00</b>	<b>391,707.00</b>	<b>390,844.93</b>	<b>394,268.00</b>	<b>394,268.00</b>	<b>394,268.00</b>

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Crossing Guards-Oth-Exp-Psn</b>									
13120120	5113	SALARIES-PART TIME	100,626.35	122,535.00	122,535.00	122,338.89	134,640.00	134,640.00	134,640.00
<b>Total Crossing Guards-Oth-Exp-Psn</b>			<b>100,626.35</b>	<b>122,535.00</b>	<b>122,535.00</b>	<b>122,338.89</b>	<b>134,640.00</b>	<b>134,640.00</b>	<b>134,640.00</b>
<b>Crossing Guards-Oth-Exp-Exp</b>									
13120121	5421	OFFICE SUPPLIES (GEN	0.00	1,000.00	1,000.00	936.00	1,000.00	1,000.00	1,000.00
<b>Total Crossing Guards-Oth-Exp-Exp</b>			<b>0.00</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>936.00</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>1,000.00</b>
<b>250</b>	<b>012</b>	<b>Department Total</b>	<b>100,626.35</b>	<b>123,535.00</b>	<b>123,535.00</b>	<b>123,274.89</b>	<b>135,640.00</b>	<b>135,640.00</b>	<b>135,640.00</b>

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Technology-Tech-Psnl</b>									
13170120	5111	SALARIES-FULL TIME	223,067.84	236,383.00	236,383.00	236,383.00	240,775.00	240,775.00	240,775.00
13170120	5117	ADMINISTRATIVE	80,420.08	85,342.00	85,342.00	85,342.00	87,049.00	87,049.00	87,049.00
13170120	5125	DIST WIDE TEACHING	-11,461.38	0.00	0.00	0.00	0.00	0.00	0.00
13170120	5160	CLERICAL	42,360.90	38,351.00	38,351.00	38,498.92	39,107.00	39,107.00	39,107.00
13170230	5102	ELEMENTARY	34,702.85	0.00	0.00	0.00	0.00	0.00	0.00
13170310	5102	ELEMENTARY	34,702.72	0.00	0.00	0.00	0.00	0.00	0.00
13170430	5102	ELEMENTARY	15,712.92	0.00	0.00	0.00	0.00	0.00	0.00
13170510	5102	ELEMENTARY	24,291.32	0.00	0.00	0.48	0.00	0.00	0.00
13170610	5102	ELEMENTARY	23,569.10	0.00	0.00	0.00	0.00	0.00	0.00
13170740	5102	ELEMENTARY	23,569.10	0.00	0.00	0.00	0.00	0.00	0.00
13170810	5102	ELEMENTARY	36,438.94	0.00	0.00	0.00	0.00	0.00	0.00
13170940	5130	MIDDLE SCHOOL	60,049.08	63,397.00	62,215.00	62,214.64	64,605.00	64,605.00	64,605.00
13171030	5140	TEACHING	64,456.59	67,271.00	67,271.00	67,270.92	68,705.00	68,705.00	68,705.00
13171060	5160	CLERICAL	-5,031.74	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Technology-Tech-Psnl</b>			<b>646,848.32</b>	<b>490,744.00</b>	<b>489,562.00</b>	<b>489,709.96</b>	<b>500,241.00</b>	<b>500,241.00</b>	<b>500,241.00</b>
<b>Technology-Tech-Exp</b>									
13170121	5270	RENTAL & LEASE	100,000.00	0.00	0.00	0.00	54,000.00	54,200.00	54,200.00
13170121	5320	CONTRACTED SERVICES	140,182.16	229,000.00	229,000.00	231,367.08	229,000.00	213,200.00	213,200.00
13170121	5421	OFFICE SUPPLIES (GEN	500.00	2,100.00	2,100.00	1,999.22	2,100.00	3,000.00	3,000.00
13170121	5519	COMPUTER SOFTWARE	8,151.00	10,700.00	10,700.00	10,700.00	10,700.00	22,000.00	22,000.00
13170121	5522	COMPUTER NETWORKING	7,386.00	20,000.00	20,000.00	17,555.00	20,000.00	23,400.00	23,400.00
13170121	5780	OTHER EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13170240	5272	COMPUTER EQUIPMENT	558.00	0.00	0.00	0.00	0.00	0.00	0.00
13170240	5519	COMPUTER SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13170240	5582	DATA PROCESSING SUPP	1,479.24	0.00	0.00	0.00	0.00	0.00	0.00
13170340	5582	DATA PROCESSING SUPP	1,660.79	0.00	0.00	0.00	0.00	0.00	0.00
13170420	5519	COMPUTER SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13170420	5582	DATA PROCESSING SUPP	581.04	0.00	0.00	0.00	0.00	0.00	0.00
13170540	5272	COMPUTER EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13170540	5519	COMPUTER SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13170540	5582	DATA PROCESSING SUPP	1,034.23	0.00	0.00	0.00	0.00	0.00	0.00
13170640	5272	COMPUTER EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13170640	5519	COMPUTER SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13170640	5582	DATA PROCESSING SUPP	500.00	0.00	0.00	0.00	0.00	0.00	0.00
13170741	5272	COMPUTER EQUIPMENT	5,117.93	0.00	0.00	0.00	0.00	0.00	0.00



# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
13170741	5519	COMPUTER SOFTWARE	75.00	0.00	0.00	0.00	0.00	0.00	0.00
13170741	5582	DATA PROCESSING SUPP	1,280.00	0.00	0.00	0.00	0.00	0.00	0.00
13170840	5272	COMPUTER EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13170840	5519	COMPUTER SOFTWARE	5,517.56	0.00	0.00	0.00	0.00	0.00	0.00
13170840	5582	DATA PROCESSING SUPP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13170941	5272	COMPUTER EQUIPMENT	2,083.81	0.00	0.00	0.00	0.00	0.00	0.00
13170941	5519	COMPUTER SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13170941	5582	DATA PROCESSING SUPP	3,942.66	0.00	0.00	0.00	0.00	8,000.00	8,000.00
13171020	5272	COMPUTER EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13171061	5272	COMPUTER EQUIPMENT	8,029.77	0.00	0.00	0.00	0.00	0.00	0.00
13171061	5519	COMPUTER SOFTWARE	1,992.00	0.00	0.00	0.00	0.00	0.00	0.00
13171061	5582	DATA PROCESSING SUPP	4,801.51	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>Technology-Tech-Exp</b>		<b>294,872.70</b>	<b>261,800.00</b>	<b>261,800.00</b>	<b>261,621.30</b>	<b>315,800.00</b>	<b>323,800.00</b>	<b>323,800.00</b>
<b>250</b>	<b>017</b>	<b>Department Total</b>	<b>941,721.02</b>	<b>752,544.00</b>	<b>751,362.00</b>	<b>751,331.26</b>	<b>816,041.00</b>	<b>824,041.00</b>	<b>824,041.00</b>

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>General Op-Bus Off-Psnl</b>									
13252010	5117	ADMINISTRATIVE	105,480.92	86,700.00	86,700.00	87,040.12	86,700.00	88,434.00	88,434.00
13252010	5131	OVERTIME (GENERAL)	608.10	0.00	0.00	0.00	0.00	0.00	0.00
13252010	5160	CLERICAL	215,512.38	186,562.00	186,562.00	191,075.81	195,334.00	195,334.00	195,334.00
13252010	5180	SUBSTITUTES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total General Op-Bus Off-Psnl</b>			<b>321,601.40</b>	<b>273,262.00</b>	<b>273,262.00</b>	<b>278,115.93</b>	<b>282,034.00</b>	<b>283,768.00</b>	<b>283,768.00</b>
<b>General Op-Central Serv-Exp</b>									
13250110	5342	POSTAGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13250110	5780	OTHER EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13252011	5320	CONTRACTED SERVICES	31.15	1,000.00	1,000.00	540.00	1,000.00	1,000.00	1,000.00
13252011	5421	OFFICE SUPPLIES (GEN	551.10	2,750.00	2,750.00	2,695.99	2,750.00	2,750.00	2,750.00
13252011	5582	DATA PROCESSING SUPP	175.00	1,800.00	1,800.00	1,800.00	1,800.00	1,800.00	1,800.00
13252011	5851	OFFICE EQUIPMENT	0.00	1,500.00	1,500.00	1,500.00	1,500.00	0.00	0.00
13252030	5273	OFFICE EQUIPMENT REN	499.35	2,500.00	2,500.00	2,500.00	2,500.00	2,266.00	2,266.00
13252030	5277	PHOTOCOPY MACHINE LE	27,421.62	125,000.00	125,000.00	125,000.00	180,000.00	180,000.00	180,000.00
13252030	5303	LEGAL SERVICES	52,042.82	35,000.00	35,000.00	37,080.84	35,000.00	35,000.00	35,000.00
13252030	5320	CONTRACTED SERVICES	47,002.00	40,000.00	40,000.00	39,961.07	40,000.00	40,000.00	40,000.00
13252030	5342	POSTAGE	33,890.37	35,000.00	35,000.00	29,280.10	35,000.00	35,000.00	35,000.00
13252030	5381	PRINTING AND BINDING	1,374.00	5,000.00	5,000.00	3,922.15	5,000.00	5,000.00	5,000.00
13252030	5421	OFFICE SUPPLIES (GEN	6,370.00	15,000.00	15,000.00	11,668.14	15,000.00	15,000.00	15,000.00
13252030	5582	DATA PROCESSING SUPP	1,534.75	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00	5,500.00
13252030	5780	OTHER EXPENSES	7,898.31	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total General Op-Central Serv-Exp</b>			<b>178,790.47</b>	<b>270,050.00</b>	<b>270,050.00</b>	<b>261,448.29</b>	<b>325,050.00</b>	<b>323,316.00</b>	<b>323,316.00</b>
<b>250</b>	<b>025</b>	<b>Department Total</b>	<b>500,391.87</b>	<b>543,312.00</b>	<b>543,312.00</b>	<b>539,564.22</b>	<b>607,084.00</b>	<b>607,084.00</b>	<b>607,084.00</b>

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Insurance-Insurance-Exp</b>									
13392020	5740	INSURANCE PREMIUMS	294,817.00	280,000.00	280,000.00	280,000.00	280,000.00	280,000.00	280,000.00
<b>Total Insurance-Insurance-Exp</b>			<b>294,817.00</b>	<b>280,000.00</b>	<b>280,000.00</b>	<b>280,000.00</b>	<b>280,000.00</b>	<b>280,000.00</b>	<b>280,000.00</b>
<b>250</b>	<b>039</b>	<b>Department Total</b>	<b>294,817.00</b>	<b>280,000.00</b>	<b>280,000.00</b>	<b>280,000.00</b>	<b>280,000.00</b>	<b>280,000.00</b>	<b>280,000.00</b>

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Occ Ed-High Schl-Psnl</b>									
13421020	5140	HIGH SCHOOL	320,605.22	288,777.00	318,526.00	318,526.18	351,263.00	351,263.00	351,263.00
<b>Total Occ Ed-High Schl-Psnl</b>			<b>320,605.22</b>	<b>288,777.00</b>	<b>318,526.00</b>	<b>318,526.18</b>	<b>351,263.00</b>	<b>351,263.00</b>	<b>351,263.00</b>
<b>Occ Ed-High Schl-Exp</b>									
13421021	5514	INSTRUCTIONAL SUPPLI	0.00	0.00	50,000.00	49,982.46	30,000.00	30,000.00	30,000.00
<b>Total Occ Ed-High Schl-Exp</b>			<b>0.00</b>	<b>0.00</b>	<b>50,000.00</b>	<b>49,982.46</b>	<b>30,000.00</b>	<b>30,000.00</b>	<b>30,000.00</b>
<b>250</b>	<b>042</b>	<b>Department Total</b>	<b>320,605.22</b>	<b>288,777.00</b>	<b>368,526.00</b>	<b>368,508.64</b>	<b>381,263.00</b>	<b>381,263.00</b>	<b>381,263.00</b>

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Guidance-Guidance-Psnl</b>									
13440120	5102	ELEMENTARY	414,705.99	433,616.00	432,466.00	432,466.09	447,682.00	447,682.00	447,682.00
13440920	5130	MIDDLE SCHOOL	185,287.22	215,389.00	215,389.00	216,267.34	222,084.00	222,084.00	222,084.00
13441020	5117	ADMINISTRATIVE	76,399.14	85,342.00	85,342.00	85,342.00	87,049.00	87,049.00	87,049.00
13441020	5131	OVERTIME (GENERAL)	2,192.58	0.00	0.00	0.00	0.00	0.00	0.00
13441020	5140	HIGH SCHOOL	350,455.19	410,924.00	421,035.00	419,252.27	440,673.00	440,673.00	440,673.00
13441020	5150	FRINGE/STIPENDS	24,753.94	0.00	0.00	0.00	0.00	0.00	0.00
13441020	5160	CLERICAL	50,090.33	36,503.00	36,503.00	37,997.33	37,214.00	37,214.00	37,214.00
<b>Total Guidance-Guidance-Psnl</b>			<b>1,103,884.39</b>	<b>1,181,774.00</b>	<b>1,190,735.00</b>	<b>1,191,325.03</b>	<b>1,234,702.00</b>	<b>1,234,702.00</b>	<b>1,234,702.00</b>
<b>Guidance-Guidance-Exp</b>									
13441021	5272	COMPUTER EQUIPMENT	1,580.00	0.00	0.00	0.00	0.00	0.00	0.00
13441021	5307	INSTRUCT/EDUC TEST	23,000.00	0.00	0.00	0.00	24,000.00	24,000.00	24,000.00
13441021	5381	PRINTING AND BINDING	3,469.10	0.00	0.00	0.00	4,000.00	4,000.00	4,000.00
13441021	5514	INSTRUCTIONAL SUPPLI	1,849.46	0.00	0.00	0.00	0.00	0.00	0.00
13441021	5582	DATA PROCESSING SUPP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Guidance-Guidance-Exp</b>			<b>29,898.56</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>28,000.00</b>	<b>28,000.00</b>	<b>28,000.00</b>
<b>250</b>	<b>044</b>	<b>Department Total</b>	<b>1,133,782.95</b>	<b>1,181,774.00</b>	<b>1,190,735.00</b>	<b>1,191,325.03</b>	<b>1,262,702.00</b>	<b>1,262,702.00</b>	<b>1,262,702.00</b>

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Athl/St Activ-Stud Activ-Ps</b>									
13450220	5116	CO-CURRIC/ATHLETIC	2,500.00	0.00	0.00	0.00	0.00	0.00	0.00
13450320	5116	CO-CURRIC/ATHLETIC	7,421.04	0.00	0.00	-200.00	0.00	0.00	0.00
13450420	5116	CO-CURRIC/ATHLETIC	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13450520	5116	CO-CURRIC/ATHLETIC	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13450620	5116	CO-CURRIC/ATHLETIC	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13450720	5116	CO-CURRIC/ATHLETIC	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13450820	5116	CO-CURRIC/ATHLETIC	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13450920	5116	CO-CURRIC/ATHLETIC	11,337.86	0.00	11,888.00	12,057.00	16,000.00	16,000.00	16,000.00
13451020	5112	TRANSPORTATION	22,654.35	25,600.00	25,600.00	26,924.92	25,600.00	25,600.00	25,600.00
13451020	5113	SALARIES-PART TIME	924.00	0.00	0.00	0.00	0.00	0.00	0.00
13451020	5116	CO-CURRIC/ATHLETIC	168,135.28	137,000.00	137,000.00	165,378.65	68,200.00	128,200.00	128,200.00
13451020	5117	ADMINISTRATIVE	70,336.44	60,000.00	60,000.00	60,000.00	61,200.00	61,200.00	61,200.00
13451020	5150	FRINGE/STIPENDS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13451020	5160	CLERICAL	35,623.59	37,624.00	37,624.00	37,662.61	38,219.00	38,219.00	38,219.00
13451030	5116	CO-CURRIC/ATHLETIC	31,217.05	35,809.00	35,809.00	35,056.40	35,000.00	35,000.00	35,000.00
13451030	5140	HIGH SCHOOL	30,572.40	5,300.00	5,300.00	5,300.00	5,300.00	5,300.00	5,300.00
<b>Total Athl/St Activ-Stud Activ-Ps</b>			<b>380,722.01</b>	<b>301,333.00</b>	<b>313,221.00</b>	<b>342,179.58</b>	<b>249,519.00</b>	<b>309,519.00</b>	<b>309,519.00</b>
<b>Athl/St Activ-Stud Activ-Ex</b>									
13450120	5333	PUPIL TRANSPORTATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13451021	5270	RENTAL & LEASE	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00
13451021	5320	CONTRACTED SERVICES	61,778.30	57,255.00	58,184.00	54,761.36	57,184.00	57,184.00	57,184.00
13451021	5333	PUPIL TRANSPORTATION	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
13451021	5394	SECURITY	6,500.00	6,500.00	5,500.00	5,500.00	6,500.00	6,500.00	6,500.00
13451021	5421	OFFICE SUPPLIES (GEN	699.35	800.00	800.00	52.00	800.00	800.00	800.00
13451021	5742	INSURANCE-ATHLETIC	13,414.00	10,500.00	10,500.00	10,396.31	10,500.00	10,500.00	10,500.00
13451031	5320	CONTRACTED SERVICES	7,100.00	5,650.00	5,650.00	5,075.00	5,650.00	5,650.00	5,650.00
13451031	5514	INSTRUCTIONAL SUPPLI	0.00	8,100.00	8,100.00	8,850.00	8,100.00	8,100.00	8,100.00
13451031	5780	OTHER EXPENSES	1,610.40	8,850.00	8,850.00	4,000.00	8,850.00	8,850.00	8,850.00
13451031	5860	EQUIPMENT	113.95	4,000.00	4,000.00	579.20	4,000.00	4,000.00	4,000.00
<b>Total Athl/St Activ-Stud Activ-Ex</b>			<b>104,216.00</b>	<b>114,655.00</b>	<b>114,584.00</b>	<b>102,213.87</b>	<b>114,584.00</b>	<b>114,584.00</b>	<b>114,584.00</b>
<b>250</b>	<b>045</b>	<b>Department Total</b>	<b>484,938.01</b>	<b>415,988.00</b>	<b>427,805.00</b>	<b>444,393.45</b>	<b>364,103.00</b>	<b>424,103.00</b>	<b>424,103.00</b>

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Bates</b>									
13460210	5163	PARAPROFESSIONALS	15,328.48	0.00	9,515.00	9,515.00	0.00	9,922.00	9,922.00
13460310	5163	PARAPROFESSIONALS	16,062.35	0.00	9,515.00	10,275.81	0.00	10,776.00	10,776.00
13460410	5163	PARAPROFESSIONALS	9,859.40	0.00	9,515.00	9,586.80	0.00	10,276.00	10,276.00
13460510	5163	PARAPROFESSIONALS	14,106.55	0.00	9,515.00	9,515.00	0.00	10,022.00	10,022.00
13460610	5163	PARAPROFESSIONALS	12,805.56	0.00	9,515.00	8,998.57	0.00	9,922.00	9,922.00
13460710	5163	PARAPROFESSIONALS	16,768.97	0.00	9,515.00	9,822.62	0.00	10,815.00	10,815.00
13460810	5163	PARAPROFESSIONALS	11,803.79	0.00	9,515.00	9,515.00	0.00	9,922.00	9,922.00
13460920	5130	MIDDLE SCHOOL	61,462.49	64,271.00	64,271.00	63,388.85	65,605.00	65,605.00	65,605.00
13460920	5163	PARAPROFESSIONALS	21,650.58	0.00	9,515.00	9,954.98	0.00	10,152.00	10,152.00
13461020	5140	HIGH SCHOOL	39,843.05	43,085.00	43,085.00	43,085.12	45,613.00	45,613.00	45,613.00
13461020	5163	PARAPROFESSIONALS	14,236.10	0.00	9,515.00	9,264.31	0.00	9,399.00	9,399.00
<b>Total</b>	<b>MediaLibrary-Psnl</b>		<b>233,927.32</b>	<b>107,356.00</b>	<b>192,991.00</b>	<b>192,922.06</b>	<b>111,218.00</b>	<b>202,424.00</b>	<b>202,424.00</b>
<b>District Wide</b>									
13460121	5320	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13460121	5421	OFFICE SUPPLIES (GEN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13460220	5320	CONTRACTED SERVICES	180.00	0.00	0.00	0.00	0.00	0.00	0.00
13460220	5514	INSTRUCTIONAL SUPPLI	1,911.60	0.00	0.00	0.00	0.00	0.00	0.00
13460320	5514	INSTRUCTIONAL SUPPLI	1,553.04	0.00	0.00	0.00	0.00	0.00	0.00
13460420	5514	INSTRUCTIONAL SUPPLI	663.09	0.00	0.00	0.00	0.00	0.00	0.00
13460520	5514	INSTRUCTIONAL SUPPLI	44.95	0.00	0.00	0.00	0.00	0.00	0.00
13460520	5582	DATA PROCESSING SUPP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13460620	5514	INSTRUCTIONAL SUPPLI	1,441.53	0.00	0.00	0.00	0.00	0.00	0.00
13460620	5582	DATA PROCESSING SUPP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13460720	5320	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13460720	5512	BOOKS	1,474.50	0.00	0.00	0.00	0.00	0.00	0.00
13460720	5514	INSTRUCTIONAL SUPPLI	817.41	0.00	0.00	0.00	0.00	0.00	0.00
13460820	5320	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13460820	5514	INSTRUCTIONAL SUPPLI	4,515.12	0.00	0.00	0.00	0.00	0.00	0.00
13460820	5582	DATA PROCESSING SUPP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13460921	5320	CONTRACTED SERVICES	496.00	0.00	0.00	0.00	0.00	0.00	0.00
13460921	5421	OFFICE SUPPLIES (GEN	315.88	0.00	0.00	0.00	0.00	0.00	0.00
13460921	5514	INSTRUCTIONAL SUPPLI	9,352.33	0.00	15,189.00	14,034.14	0.00	0.00	0.00
13460921	5582	DATA PROCESSING SUPP	3,940.00	0.00	0.00	0.00	0.00	7,000.00	7,000.00
13461021	5320	CONTRACTED SERVICES	1,301.59	0.00	0.00	0.00	0.00	0.00	0.00
13461021	5421	OFFICE SUPPLIES (GEN	1,471.42	0.00	0.00	0.00	0.00	0.00	0.00

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures	Adopted Budget	Adjusted Budget	Y-T-D Expenses	Department	Mayor	Council
			FY 2008	FY 2009	FY 2009	FY 2009	FY 2010	FY 2010	FY 2010
13461021	5512	BOOKS	14,621.73	0.00	0.00	0.00	0.00	0.00	0.00
13461021	5514	INSTRUCTIONAL SUPPLI	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13461021	5860	EQUIPMENT	2,921.04	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>MediaLibrary-Exp</b>		<b>47,021.23</b>	<b>0.00</b>	<b>15,189.00</b>	<b>14,034.14</b>	<b>0.00</b>	<b>7,000.00</b>	<b>7,000.00</b>
<b>250</b>	<b>046</b>	<b>Department Total</b>	<b>280,948.55</b>	<b>107,356.00</b>	<b>208,180.00</b>	<b>206,956.20</b>	<b>111,218.00</b>	<b>209,424.00</b>	<b>209,424.00</b>



# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Personnel- Personnel-Psnl</b>									
13482020	5117	ADMINISTRATIVE	83,000.06	58,080.00	3,193.00	3,192.31	0.00	0.00	0.00
13482020	5160	CLERICAL	49,172.29	51,786.00	53,149.00	53,153.30	52,757.00	52,757.00	52,757.00
<b>Total</b>	<b>Personnel- Personnel-Psnl</b>		<b>132,172.35</b>	<b>109,866.00</b>	<b>56,342.00</b>	<b>56,345.61</b>	<b>52,757.00</b>	<b>52,757.00</b>	<b>52,757.00</b>
<b>Personnel- Personnel-Exp</b>									
13482021	5306	ADVERTISING	38,317.00	40,000.00	20,000.00	16,500.41	0.00	0.00	0.00
13482021	5320	CONTRACTED SERVICES	-1,239.42	0.00	0.00	0.00	0.00	0.00	0.00
13482021	5381	PRINTING AND BINDING	2,085.00	1,000.00	1,000.00	0.00	1,000.00	1,000.00	1,000.00
13482021	5421	OFFICE SUPPLIES (GEN	0.00	1,000.00	1,000.00	654.71	1,000.00	1,000.00	1,000.00
<b>Total</b>	<b>Personnel- Personnel-Exp</b>		<b>39,162.58</b>	<b>42,000.00</b>	<b>22,000.00</b>	<b>17,155.12</b>	<b>2,000.00</b>	<b>2,000.00</b>	<b>2,000.00</b>
<b>250</b>	<b>048</b>	<b>Department Total</b>	<b>171,334.93</b>	<b>151,866.00</b>	<b>78,342.00</b>	<b>73,500.73</b>	<b>54,757.00</b>	<b>54,757.00</b>	<b>54,757.00</b>

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Health- Attendance-Psnl</b>									
13490120	5111	SALARIES-FULL TIME	80,612.21	57,662.00	56,860.00	58,109.59	70,725.00	70,725.00	70,725.00
13490140	5111	SALARIES-FULL TIME	497,433.81	543,715.00	608,208.00	605,990.12	621,776.00	621,776.00	621,776.00
13490140	5163	PARAPROFESSIONALS	17,373.48	14,058.00	14,058.00	24,619.94	15,423.00	15,423.00	15,423.00
13490140	5180	SUBSTITUTES CLERICAL	12,477.50	5,600.00	5,600.00	5,600.00	5,600.00	5,600.00	5,600.00
<b>Total Health- Hlth Serv-Psnl</b>			<b>607,897.00</b>	<b>621,035.00</b>	<b>684,726.00</b>	<b>694,319.65</b>	<b>713,524.00</b>	<b>713,524.00</b>	<b>713,524.00</b>
<b>Health- Attendance-Exp</b>									
13490121	5421	OFFICE SUPPLIES (GEN	101.30	500.00	500.00	0.00	500.00	500.00	500.00
13490141	5320	CONTRACTED SERVICES	11,050.00	13,260.00	13,260.00	11,216.00	13,500.00	13,500.00	13,500.00
13490141	5421	OFFICE SUPPLIES (GEN	483.41	500.00	500.00	500.00	500.00	500.00	500.00
13490141	5501	MED & SURGICAL SUPPL	6,993.29	7,000.00	7,000.00	6,603.35	7,000.00	7,000.00	7,000.00
13490141	5514	INSTRUCTIONAL SUPPLI	2,505.00	2,505.00	2,505.00	30.00	2,505.00	2,505.00	2,505.00
<b>Total Health- Hlth Serv-Exp</b>			<b>21,133.00</b>	<b>23,765.00</b>	<b>23,765.00</b>	<b>18,349.35</b>	<b>24,005.00</b>	<b>24,005.00</b>	<b>24,005.00</b>
<b>250</b>	<b>049</b>	<b>Department Total</b>	<b>629,030.00</b>	<b>644,800.00</b>	<b>708,491.00</b>	<b>712,669.00</b>	<b>737,529.00</b>	<b>737,529.00</b>	<b>737,529.00</b>

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Other Fixed Chgs- Op/Maint-</b>									
13500520	5270	RENTAL & LEASE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13500920	5270	RENTAL & LEASE	9,000.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>Other Fixed Chgs- Op/Maint-</b>		<b>9,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>250</b>	<b>050</b>	<b>Department Total</b>	<b>9,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Operations/Maint- Op/Maint-</b>									
13530120	5117	ADMINISTRATIVE	97,492.39	93,000.00	93,000.00	93,393.08	149,860.00	149,860.00	149,860.00
13530120	5118	SEASONAL LABOR	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13530120	5131	OVERTIME (GENERAL)	90,999.32	90,000.00	90,000.00	90,026.52	0.00	0.00	0.00
13530120	5141	LONGEVITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13530120	5150	FRINGE/STIPENDS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13530120	5160	CLERICAL	41,991.96	42,314.00	42,314.00	42,853.52	43,494.00	43,494.00	43,494.00
13530120	5162	CUSTODIAL	1,040,293.13	988,229.00	988,229.00	946,438.70	1,025,987.00	1,025,987.00	1,025,987.00
13530120	5166	MAINTENANCE	80,397.96	119,437.00	119,437.00	101,189.20	188,987.00	188,987.00	188,987.00
13530140	5162	CUSTODIAL	2,365.00	4,725.00	4,725.00	1,925.00	4,725.00	4,725.00	4,725.00
<b>Total Operations/Maint- Civic Act</b>			<b>1,353,539.76</b>	<b>1,337,705.00</b>	<b>1,337,705.00</b>	<b>1,275,826.02</b>	<b>1,413,053.00</b>	<b>1,413,053.00</b>	<b>1,413,053.00</b>
<b>Operations/Maint- Op/Maint-</b>									
13530121	5211	ELECTRICITY	1,075,829.99	1,303,500.00	1,073,500.00	942,244.58	1,303,500.00	1,303,500.00	1,303,500.00
13530121	5215	NATURAL GAS	581,568.64	582,000.00	582,000.00	581,876.37	582,000.00	582,000.00	582,000.00
13530121	5216	OIL HEAT	746.73	5,150.00	5,150.00	945.22	5,150.00	5,150.00	5,150.00
13530121	5241	BUILDING MAINTENANCE	210,613.87	210,000.00	210,000.00	200,568.33	210,000.00	210,000.00	210,000.00
13530121	5249	GROUND MAINTENANCE	60,510.34	90,000.00	90,000.00	40,688.37	90,000.00	90,000.00	90,000.00
13530121	5251	UTILITY SERV REP & M	215,568.99	250,000.00	250,000.00	167,301.70	250,000.00	250,000.00	250,000.00
13530121	5255	BUILDING/EQUIP MAINT	2,865.32	3,000.00	3,000.00	0.00	3,000.00	3,000.00	3,000.00
13530121	5270	RENTAL & LEASE	5,793.90	7,200.00	7,200.00	4,275.60	7,200.00	7,200.00	7,200.00
13530121	5292	SNOW REMOVAL	0.00	0.00	0.00	101,225.00	0.00	0.00	0.00
13530121	5341	TELEPHONE	50,636.43	65,000.00	95,000.00	72,255.33	65,000.00	65,000.00	65,000.00
13530121	5394	SECURITY	10,416.68	20,500.00	20,500.00	8,674.59	20,500.00	20,500.00	20,500.00
13530121	5421	OFFICE SUPPLIES (GEN	974.47	1,000.00	1,000.00	687.16	1,000.00	1,000.00	1,000.00
13530121	5431	BLDG REP/MAINT SUPPL	66,461.31	75,000.00	75,000.00	42,426.25	75,000.00	75,000.00	75,000.00
13530121	5451	CUSTODIAL SUPPLIES	96,570.01	65,000.00	65,000.00	64,905.73	65,000.00	65,000.00	65,000.00
13530121	5461	GROUNDSKEEPING SUPPL	19,082.44	20,000.00	20,000.00	1,832.86	20,000.00	20,000.00	20,000.00
13530121	5780	OTHER Expenses	38,859.17	40,000.00	39,119.00	38,949.77	40,000.00	40,000.00	40,000.00
13530121	5781	AUTO ALLOWANCE	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
13530121	5860	EQUIPMENT	5,874.83	10,000.00	10,000.00	4,256.60	10,000.00	10,000.00	10,000.00
13530121	5868	EQUIP: NON-INSTRUCT	1,265.37	10,950.00	10,950.00	0.00	10,950.00	10,950.00	10,950.00
13530141	5211	ELECTRICITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13530141	5215	NATURAL GAS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13530141	5421	OFFICE SUPPLIES (GEN	50.00	0.00	0.00	0.00	0.00	0.00	0.00
13530141	5780	OTHER EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Operations/Maint- Civic Act</b>			<b>2,445,188.49</b>	<b>2,759,800.00</b>	<b>2,558,919.00</b>	<b>2,274,613.46</b>	<b>2,759,800.00</b>	<b>2,759,800.00</b>	<b>2,759,800.00</b>

## CITY OF SALEM - FY 2010 OPERATING BUDGET

Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
-------------------------	---------------------------	----------------------------	---------------------------	-----------------------	------------------	--------------------

250	053	Department Total	3,798,728.25	4,097,505.00	3,896,624.00	3,550,439.48	4,172,853.00	4,172,853.00	4,172,853.00
-----	-----	------------------	--------------	--------------	--------------	--------------	--------------	--------------	--------------

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Regular Day- Supervision-Ps</b>									
13570120	5163	PARAPROFESSIONALS	223.02	0.00	0.00	0.00	0.00	0.00	0.00
13570130	5117	ADMINISTRATIVE	-2,792.85	0.00	0.00	0.00	0.00	0.00	0.00
13570140	5100	SUBSTITUTE TEACHERS	225,749.44	200,000.00	200,000.00	197,731.16	200,000.00	200,000.00	200,000.00
13570140	5101	LONG-TERM SUBS	196,920.12	125,000.00	125,000.00	106,533.89	125,000.00	125,000.00	125,000.00
13570140	5114	TUTORS	4,882.50	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00	15,000.00
13570140	5125	DIST WIDE TEACHING	334,706.81	340,551.00	365,159.00	394,673.58	337,181.00	337,181.00	337,181.00
13570140	5160	CLERICAL	0.00	2,000.00	0.00	0.00	0.00	0.00	0.00
13570150	5112	TRANSPORTATION	54,960.34	52,874.00	52,874.00	54,619.32	56,533.00	33,731.00	33,731.00
13570150	5131	OVERTIME (GENERAL)	21,312.01	11,000.00	11,000.00	11,000.00	11,000.00	0.00	0.00
13570220	5102	ELEMENTARY	1,036,912.97	1,006,783.00	1,033,562.00	1,034,198.55	1,037,796.00	1,061,583.00	1,061,583.00
13570220	5117	ADMINISTRATIVE	85,861.88	91,117.00	91,117.00	91,117.00	92,939.00	92,939.00	92,939.00
13570220	5131	OVERTIME (GENERAL)	499.68	0.00	0.00	0.00	0.00	0.00	0.00
13570220	5163	PARAPROFESSIONALS	596.02	14,316.00	14,316.00	15,415.98	11,023.00	11,023.00	11,023.00
13570240	5160	CLERICAL	34,390.90	29,301.00	29,301.00	27,754.23	29,417.00	29,417.00	29,417.00
13570320	5102	ELEMENTARY	1,052,245.95	1,055,516.00	1,117,278.00	1,113,157.23	1,142,127.00	1,217,118.00	1,217,118.00
13570320	5117	ADMINISTRATIVE	85,999.94	87,720.00	87,720.00	87,720.00	89,474.00	89,474.00	89,474.00
13570320	5150	FRINGE/STIPENDS	10,750.00	0.00	11,250.00	13,194.75	0.00	12,500.00	12,500.00
13570320	5163	PARAPROFESSIONALS	5,673.60	0.00	0.00	0.00	0.00	9,399.00	9,399.00
13570340	5160	CLERICAL	54,068.67	57,408.00	57,408.00	61,889.37	28,536.00	28,536.00	28,536.00
13570350	5131	OVERTIME (GENERAL)	1,171.97	0.00	0.00	0.00	0.00	0.00	0.00
13570420	5102	ELEMENTARY	519,536.53	526,346.00	522,698.00	522,697.91	582,734.00	582,734.00	582,734.00
13570420	5117	ADMINISTRATIVE	83,000.06	84,660.00	84,660.00	84,660.00	86,353.00	86,353.00	86,353.00
13570420	5131	OVERTIME (GENERAL)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570420	5163	PARAPROFESSIONALS	8,306.63	0.00	0.00	0.00	0.00	0.00	0.00
13570440	5160	CLERICAL	30,685.00	28,135.00	28,135.00	28,523.27	29,326.00	29,326.00	29,326.00
13570520	5102	ELEMENTARY	765,230.75	747,299.00	736,411.00	777,629.08	791,284.00	791,284.00	791,284.00
13570520	5117	ADMINISTRATIVE	161,895.95	91,783.00	91,783.00	91,783.00	93,618.00	93,618.00	93,618.00
13570520	5150	FRINGE/STIPENDS	2,993.96	0.00	6,500.00	6,478.76	0.00	7,000.00	7,000.00
13570520	5163	PARAPROFESSIONALS	18,250.89	0.00	0.00	0.00	0.00	0.00	0.00
13570540	5160	CLERICAL	54,781.83	56,670.00	57,886.00	58,106.39	57,885.00	57,885.00	57,885.00
13570620	5102	ELEMENTARY	912,218.36	870,990.00	959,008.00	940,773.23	1,015,265.00	1,039,349.00	1,039,349.00
13570620	5117	ADMINISTRATIVE	42,000.02	44,571.00	44,571.00	43,697.06	44,571.00	44,571.00	44,571.00
13570620	5150	FRINGE/STIPENDS	0.00	0.00	4,000.00	2,487.50	0.00	6,900.00	6,900.00
13570620	5163	PARAPROFESSIONALS	17,537.61	6,065.00	6,065.00	6,974.19	0.00	0.00	0.00
13570640	5160	CLERICAL	25,658.01	26,884.00	26,884.00	27,307.23	27,425.00	27,425.00	27,425.00

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
13570650	5131	OVERTIME (GENERAL)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570720	5102	ELEMENTARY	1,342,668.58	1,386,751.00	1,418,914.00	1,396,907.80	1,465,826.00	1,560,924.00	1,560,924.00
13570720	5117	ADMINISTRATIVE	43,249.92	45,897.00	45,897.00	45,897.00	46,815.00	46,815.00	46,815.00
13570720	5150	FRINGE/STIPENDS	0.00	0.00	10,000.00	8,915.00	0.00	9,000.00	9,000.00
13570720	5163	PARAPROFESSIONALS	37,763.63	24,960.00	24,960.00	27,350.42	27,706.00	27,706.00	27,706.00
13570740	5160	CLERICAL	53,310.00	40,707.00	40,707.00	41,183.92	41,664.00	41,664.00	41,664.00
13570820	5102	ELEMENTARY	1,342,115.14	1,261,039.00	1,337,551.00	1,342,095.90	1,269,987.00	1,294,071.00	1,294,071.00
13570820	5117	ADMINISTRATIVE	88,000.12	89,760.00	89,760.00	89,760.00	91,555.00	91,555.00	91,555.00
13570820	5150	FRINGE/STIPENDS	5,000.00	0.00	5,000.00	0.00	0.00	5,000.00	5,000.00
13570820	5163	PARAPROFESSIONALS	16,170.66	10,394.00	10,394.00	11,807.16	0.00	0.00	0.00
13570840	5160	CLERICAL	27,738.50	29,301.00	28,546.00	28,345.21	29,873.00	29,873.00	29,873.00
13570910	5117	ADMINISTRATIVE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570920	5114	TUTORS	-1,050.00	19,400.00	12,500.00	12,500.00	12,500.00	12,500.00	12,500.00
13570920	5117	ADMINISTRATIVE	249,958.48	253,972.00	251,055.00	251,054.38	267,755.00	267,755.00	267,755.00
13570920	5130	MIDDLE SCHOOL	3,316,490.53	2,722,157.00	2,683,222.00	2,677,579.15	2,603,663.00	2,659,028.00	2,659,028.00
13570920	5131	OVERTIME (GENERAL)	15,907.50	0.00	0.00	0.00	0.00	0.00	0.00
13570920	5150	FRINGE/STIPENDS	23,965.00	0.00	10,305.00	9,450.00	16,000.00	12,305.00	12,305.00
13570920	5163	PARAPROFESSIONALS	61,846.39	44,748.00	44,748.00	44,748.00	46,200.00	46,200.00	46,200.00
13570940	5160	CLERICAL	79,474.61	61,940.00	57,743.00	57,068.59	63,787.00	63,787.00	63,787.00
13570950	5114	TUTORS	17,066.00	15,000.00	15,000.00	17,178.00	15,000.00	15,000.00	15,000.00
13571020	5131	OVERTIME (GENERAL)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13571020	5140	HIGH SCHOOL	4,765,878.20	4,687,697.00	4,699,059.00	4,705,899.58	4,766,618.00	4,818,470.00	4,818,470.00
13571020	5150	FRINGE/STIPENDS	8,500.00	0.00	8,500.00	6,590.00	8,500.00	8,500.00	8,500.00
13571020	5160	CLERICAL	105,751.78	100,733.00	102,718.00	100,612.04	99,397.00	99,397.00	99,397.00
13571020	5163	PARAPROFESSIONALS	20,296.20	14,010.00	14,010.00	13,800.42	14,530.00	14,530.00	14,530.00
13571060	5117	ADMINISTRATIVE	370,732.44	471,478.00	462,601.00	462,605.16	445,674.00	445,674.00	445,674.00
13571120	5150	FRINGE/STIPENDS	3,910.65	0.00	5,500.00	5,500.00	0.00	3,000.00	3,000.00
13571120	5160	CLERICAL	26,247.11	27,885.00	27,885.00	27,995.21	28,436.00	28,436.00	28,436.00
<b>Total Regular Day- Pre Schl-Psnl</b>			<b>17,867,220.01</b>	<b>16,879,818.00</b>	<b>17,186,161.00</b>	<b>17,199,965.62</b>	<b>17,265,973.00</b>	<b>17,630,536.00</b>	<b>17,630,536.00</b>
<b>Regular Day- Teach/Und-Exp</b>									
13570141	5320	CONTRACTED SERVICES	7,363.72	10,000.00	10,000.00	4,449.22	10,000.00	10,000.00	10,000.00
13570141	5333	PUPIL TRANSPORTATION	3,140.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
13570141	5508	EDUCATIONAL	71,130.25	95,000.00	90,500.00	90,385.63	40,000.00	36,005.00	36,005.00
13570141	5511	TEXTBOOKS	1,770.49	3,000.00	3,000.00	2,999.36	3,000.00	3,000.00	3,000.00
13570141	5514	INSTRUCTIONAL SUPPLI	20,227.88	18,000.00	18,000.00	17,687.00	18,000.00	18,000.00	18,000.00
13570141	5730	DUES AND SUB	4,996.33	6,500.00	6,500.00	6,336.00	6,500.00	6,500.00	6,500.00

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
13570141	5852	OFFICE FURNITURE	4,108.01	5,000.00	5,000.00	6,500.00	5,000.00	5,000.00	5,000.00
13570141	5860	EQUIPMENT	5,000.00	5,000.00	5,000.00	4,764.54	5,000.00	5,000.00	5,000.00
13570151	5333	PUPIL TRANSPORTATION	504,743.21	610,000.00	570,000.00	374,389.93	650,000.00	550,000.00	550,000.00
13570160	5514	INSTRUCTIONAL SUPPLI	0.00	501,500.00	0.00	0.00	527,000.00	0.00	0.00
13570221	5277	PHOTOCOPY MACHINE LE	6,397.78	0.00	0.00	0.00	0.00	0.00	0.00
13570221	5511	TEXTBOOKS	11,408.87	0.00	16,433.00	16,038.36	0.00	10,449.00	10,449.00
13570221	5514	INSTRUCTIONAL SUPPLI	18,442.95	0.00	15,744.00	15,423.08	0.00	19,000.00	19,000.00
13570241	5320	CONTRACTED SERVICES	0.00	0.00	400.00	0.00	0.00	0.00	0.00
13570241	5421	OFFICE SUPPLIES (GEN	9,853.72	0.00	4,473.00	4,440.45	0.00	8,171.00	8,171.00
13570321	5277	PHOTOCOPY MACHINE LE	14,398.59	0.00	0.00	0.00	0.00	0.00	0.00
13570321	5320	CONTRACTED SERVICES	0.00	0.00	2,000.00	1,827.48	0.00	3,000.00	3,000.00
13570321	5421	OFFICE SUPPLIES (GEN	3,696.00	0.00	5,000.00	4,865.24	0.00	11,000.00	11,000.00
13570321	5511	TEXTBOOKS	3,931.73	0.00	6,000.00	5,750.37	0.00	8,000.00	8,000.00
13570321	5514	INSTRUCTIONAL SUPPLI	10,046.34	0.00	8,890.00	8,233.30	0.00	2,000.00	2,000.00
13570321	5860	EQUIPMENT	0.00	0.00	0.00	0.00	0.00	2,000.00	2,000.00
13570341	5277	PHOTOCOPY MACHINE LE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570341	5421	OFFICE SUPPLIES (GEN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570341	5851	OFFICE EQUIPMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570421	5277	PHOTOCOPY MACHINE LE	4,212.78	0.00	0.00	0.00	0.00	0.00	0.00
13570421	5421	OFFICE SUPPLIES (GEN	4,727.30	0.00	5,700.00	5,676.79	0.00	4,000.00	4,000.00
13570421	5511	TEXTBOOKS	0.00	0.00	4,231.00	4,036.24	0.00	4,000.00	4,000.00
13570421	5514	INSTRUCTIONAL SUPPLI	7,541.02	0.00	7,109.00	5,580.12	0.00	11,350.00	11,350.00
13570441	5277	PHOTOCOPY MACHINE LE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570441	5320	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570441	5421	OFFICE SUPPLIES (GEN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570521	5277	PHOTOCOPY MACHINE LE	11,188.34	0.00	0.00	0.00	0.00	0.00	0.00
13570521	5320	CONTRACTED SERVICES	2,143.00	0.00	2,500.00	2,304.00	0.00	1,000.00	1,000.00
13570521	5421	OFFICE SUPPLIES (GEN	17,880.45	0.00	0.00	0.00	0.00	12,000.00	12,000.00
13570521	5511	TEXTBOOKS	3,656.45	0.00	16,000.00	15,493.59	0.00	13,000.00	13,000.00
13570521	5514	INSTRUCTIONAL SUPPLI	9,993.02	0.00	24,930.00	24,215.13	0.00	15,000.00	15,000.00
13570521	5860	EQUIPMENT	437.99	0.00	0.00	0.00	0.00	5,000.00	5,000.00
13570541	5277	PHOTOCOPY MACHINE LE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570541	5320	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570541	5421	OFFICE SUPPLIES (GEN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570621	5270	RENTAL & LEASE	3,600.00	0.00	0.00	0.00	0.00	0.00	0.00
13570621	5277	PHOTOCOPY MACHINE LE	5,873.29	0.00	0.00	0.00	0.00	0.00	0.00



## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
13570621	5320	CONTRACTED SERVICES	25.56	0.00	0.00	0.00	0.00	0.00	0.00
13570621	5421	OFFICE SUPPLIES (GEN	4,688.00	0.00	9,910.00	9,858.19	0.00	5,020.00	5,020.00
13570621	5511	TEXTBOOKS	3,538.52	0.00	7,000.00	6,675.52	0.00	12,000.00	12,000.00
13570621	5514	INSTRUCTIONAL SUPPLI	7,338.38	0.00	10,000.00	8,616.69	0.00	10,300.00	10,300.00
13570621	5852	OFFICE FURNITURE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570621	5860	EQUIPMENT	719.21	0.00	0.00	0.00	0.00	0.00	0.00
13570641	5421	OFFICE SUPPLIES (GEN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570721	5277	PHOTOCOPY MACHINE LE	6,200.00	0.00	0.00	0.00	0.00	0.00	0.00
13570721	5320	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	1,500.00	1,500.00
13570721	5421	OFFICE SUPPLIES (GEN	8,574.09	0.00	10,000.00	9,960.66	0.00	8,560.00	8,560.00
13570721	5511	TEXTBOOKS	6,490.43	0.00	6,000.00	5,904.85	0.00	7,000.00	7,000.00
13570721	5514	INSTRUCTIONAL SUPPLI	16,285.87	0.00	12,610.00	10,735.19	0.00	15,400.00	15,400.00
13570721	5852	OFFICE FURNITURE	653.92	0.00	0.00	0.00	0.00	0.00	0.00
13570721	5860	EQUIPMENT	349.97	0.00	0.00	0.00	0.00	1,000.00	1,000.00
13570741	5277	PHOTOCOPY MACHINE LE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570741	5421	OFFICE SUPPLIES (GEN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570821	5277	PHOTOCOPY MACHINE LE	10,228.52	0.00	0.00	0.00	0.00	0.00	0.00
13570821	5421	OFFICE SUPPLIES (GEN	4,921.00	0.00	14,610.00	14,610.00	0.00	11,090.00	11,090.00
13570821	5511	TEXTBOOKS	1,029.11	0.00	10,000.00	9,669.84	0.00	10,000.00	10,000.00
13570821	5514	INSTRUCTIONAL SUPPLI	12,401.57	0.00	15,000.00	14,600.87	0.00	15,000.00	15,000.00
13570841	5421	OFFICE SUPPLIES (GEN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570921	5277	PHOTOCOPY MACHINE LE	19,432.42	0.00	0.00	0.00	0.00	0.00	0.00
13570921	5320	CONTRACTED SERVICES	0.00	0.00	10,000.00	10,000.00	0.00	8,000.00	8,000.00
13570921	5381	PRINTING AND BINDING	7,822.00	0.00	0.00	0.00	0.00	0.00	0.00
13570921	5421	OFFICE SUPPLIES (GEN	15,906.16	0.00	15,000.00	15,000.00	0.00	13,000.00	13,000.00
13570921	5511	TEXTBOOKS	6,999.26	0.00	500.00	706.53	0.00	10,000.00	10,000.00
13570921	5514	INSTRUCTIONAL SUPPLI	8,827.99	0.00	10,478.00	13,058.43	0.00	9,295.00	9,295.00
13570921	5860	EQUIPMENT	439.95	0.00	0.00	0.00	0.00	0.00	0.00
13570941	5277	PHOTOCOPY MACHINE LE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570941	5381	PRINTING AND BINDING	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570941	5421	OFFICE SUPPLIES (GEN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13570960	5320	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13571021	5277	PHOTOCOPY MACHINE LE	23,398.94	0.00	0.00	0.00	0.00	0.00	0.00
13571021	5320	CONTRACTED SERVICES	27,859.37	0.00	64,661.00	59,051.30	0.00	65,000.00	65,000.00
13571021	5421	OFFICE SUPPLIES (GEN	34,872.48	0.00	25,388.00	23,533.56	0.00	25,000.00	25,000.00
13571021	5511	TEXTBOOKS	56,514.37	0.00	16,031.55	14,519.12	0.00	15,000.00	15,000.00

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
13571021	5514	INSTRUCTIONAL SUPPLI	57,746.43	0.00	24,757.50	22,937.60	0.00	62,750.00	62,750.00
13571021	5860	EQUIPMENT	9,321.00	0.00	0.00	0.00	0.00	0.00	0.00
13571040	5277	PHOTOCOPY MACHINE LE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13571040	5320	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13571040	5421	OFFICE SUPPLIES (GEN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13571121	5277	PHOTOCOPY MACHINE LE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13571121	5320	CONTRACTED SERVICES	447.00	0.00	500.00	409.49	0.00	500.00	500.00
13571121	5421	OFFICE SUPPLIES (GEN	4,000.00	0.00	4,610.00	4,353.45	0.00	2,000.00	2,000.00
13571121	5514	INSTRUCTIONAL SUPPLI	7,033.47	0.00	3,000.00	2,439.47	0.00	500.00	500.00
13571121	5860	EQUIPMENT	0.00	0.00	0.00	0.00	0.00	2,000.00	2,000.00
<b>Total Regular Day- Pre Schl-Exp</b>			<b>1,135,974.50</b>	<b>1,259,000.00</b>	<b>1,102,466.05</b>	<b>883,036.59</b>	<b>1,269,500.00</b>	<b>1,077,390.00</b>	<b>1,077,390.00</b>
<b>250</b>	<b>057</b>	<b>Department Total</b>	<b>19,003,194.51</b>	<b>18,138,818.00</b>	<b>18,288,627.05</b>	<b>18,083,002.21</b>	<b>18,535,473.00</b>	<b>18,707,926.00</b>	<b>18,707,926.00</b>

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures	Adopted Budget	Adjusted Budget	Y-T-D Expenses	Department	Mayor	Council
			FY 2008	FY 2009	FY 2009	FY 2009	FY 2010	FY 2010	FY 2010
<b>SPED- Supervision-Psnl</b>									
13640140	5117	ADMINISTRATIVE	-3,461.54	0.00	0.00	0.00	0.00	0.00	0.00
13640140	5160	CLERICAL	3,179.75	0.00	0.00	0.00	0.00	0.00	0.00
13640140	5163	PARAPROFESSIONALS	617.50	250,000.00	28,500.00	0.00	0.00	0.00	0.00
13640160	5100	SUBSTITUTE TEACHERS	2,660.00	0.00	0.00	61,392.28	0.00	0.00	0.00
13640160	5111	SALARIES-FULL TIME	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13640160	5114	TUTORS	1,262.50	15,000.00	15,000.00	14,792.50	18,000.00	18,000.00	18,000.00
13640160	5117	ADMINISTRATIVE	93,461.58	180,509.00	169,880.00	169,879.66	184,119.00	184,119.00	184,119.00
13640160	5125	DIST WIDE TEACHING	178,030.48	490,906.00	555,034.00	567,663.77	915,269.00	1,106,271.00	1,106,271.00
13640160	5160	CLERICAL	25,047.67	28,391.00	28,391.00	30,210.22	30,685.00	30,685.00	30,685.00
13640160	5163	PARAPROFESSIONALS	11,695.48	7,156.00	7,117.00	7,117.00	7,460.00	7,420.00	7,420.00
13640170	5125	DIST WIDE TEACHING	187,298.89	0.00	268,999.00	268,999.00	0.00	0.00	0.00
13640180	5112	TRANSPORTATION	523,028.17	470,451.00	518,451.00	577,099.45	551,164.00	310,239.00	310,239.00
13640180	5131	OVERTIME (GENERAL)	60,091.75	30,000.00	30,000.00	30,000.00	31,500.00	0.00	0.00
13640180	5160	CLERICAL	0.00	0.00	0.00	0.00	0.00	33,856.00	33,856.00
13640180	5165	NON-INST SUPERVISOR	55,537.38	43,860.00	43,860.00	44,442.16	47,500.00	47,500.00	47,500.00
13640220	5102	ELEMENTARY	299,589.94	292,459.00	224,559.00	224,557.64	296,000.00	250,387.00	250,387.00
13640220	5163	PARAPROFESSIONALS	157,242.42	168,778.00	177,741.00	177,741.00	200,879.00	257,864.00	257,864.00
13640320	5102	ELEMENTARY	286,138.29	275,134.00	180,390.00	180,389.80	175,571.00	198,378.00	198,378.00
13640320	5163	PARAPROFESSIONALS	139,872.70	126,280.00	166,722.00	166,722.00	193,006.00	138,898.00	138,898.00
13640420	5102	ELEMENTARY	162,848.50	207,433.00	302,750.00	302,750.18	249,719.00	249,719.00	249,719.00
13640420	5163	PARAPROFESSIONALS	52,895.16	91,736.00	91,333.00	91,333.00	94,620.00	67,412.00	67,412.00
13640520	5102	ELEMENTARY	197,729.49	253,511.00	267,016.00	266,843.55	275,842.00	230,229.00	230,229.00
13640520	5163	PARAPROFESSIONALS	125,099.35	167,800.00	168,707.00	168,707.00	192,653.00	162,971.00	162,971.00
13640620	5102	ELEMENTARY	182,449.87	258,501.00	243,414.00	240,063.73	273,932.00	319,545.00	319,545.00
13640620	5163	PARAPROFESSIONALS	135,985.67	172,640.00	147,034.00	147,034.00	157,540.00	157,540.00	157,540.00
13640720	5102	ELEMENTARY	167,100.46	121,933.00	164,706.00	162,748.30	180,300.00	203,106.00	203,106.00
13640720	5163	PARAPROFESSIONALS	95,020.26	113,336.00	200,660.00	180,061.42	195,504.00	224,183.00	224,183.00
13640820	5102	ELEMENTARY	267,114.38	332,951.00	305,744.00	302,375.32	321,469.00	367,082.00	367,082.00
13640820	5163	PARAPROFESSIONALS	205,311.34	262,872.00	310,998.00	302,904.37	327,641.00	320,625.00	320,625.00
13640920	5130	MIDDLE SCHOOL	955,967.65	1,095,000.00	1,105,257.00	1,103,409.90	1,151,050.00	1,014,211.00	1,014,211.00
13640920	5163	PARAPROFESSIONALS	184,275.60	251,333.00	309,327.00	299,487.14	350,712.00	373,006.00	373,006.00
13641020	5140	SPED High Schl-Psnl	1,059,963.80	1,275,853.00	1,204,123.00	1,199,787.97	1,247,406.00	1,247,406.00	1,247,406.00
13641020	5163	PARAPROFESSIONAL	98,319.34	182,659.00	264,072.00	240,697.57	286,042.00	315,723.00	315,723.00
13641120	5111	SALARIES-FULL TIME	309,797.15	367,241.00	381,679.00	426,472.10	380,722.00	380,722.00	380,722.00
13641120	5150	FRINGE/STIPENDS	625.00	0.00	0.00	0.00	0.00	0.00	0.00

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
13641120	5163	PARAPROFESSIONALS	170,772.74	195,222.00	181,577.00	181,577.00	212,495.00	212,495.00	212,495.00
<b>Total SPED- Pre Schl-Psnl</b>			<b>6,392,568.72</b>	<b>7,728,945.00</b>	<b>8,063,041.00</b>	<b>8,137,259.03</b>	<b>8,548,800.00</b>	<b>8,429,592.00</b>	<b>8,429,592.00</b>
<b>SPED- Teach/Und-Exp</b>									
13640161	5302	MEDICAL CONTRACTUAL	408,112.00	1,275,000.00	1,215,000.00	1,390,000.00	1,120,000.00	975,639.00	975,639.00
13640161	5307	INSTRUCT/EDUC TEST	527.85	10,000.00	10,000.00	9,834.50	10,000.00	10,000.00	10,000.00
13640161	5313	EDUCATION EVALUATION	123,884.19	180,000.00	157,500.00	148,462.85	125,000.00	130,000.00	130,000.00
13640161	5320	CONTRACTED SERVICES	608,752.01	310,000.00	972,500.00	952,148.70	700,000.00	700,000.00	700,000.00
13640161	5324	TUITION	5,006,498.96	4,627,000.00	3,809,743.00	3,575,778.73	4,400,000.00	4,400,000.00	4,400,000.00
13640161	5421	OFFICE SUPPLIES (GEN	5,579.99	6,000.00	6,000.00	5,385.78	6,000.00	8,000.00	8,000.00
13640161	5514	INSTRUCTIONAL SUPPLI	9,260.60	25,000.00	21,000.00	20,208.32	25,000.00	25,000.00	25,000.00
13640161	5519	COMPUTER SOFTWARE	6,375.00	25,000.00	1,000.00	977.55	10,000.00	20,000.00	20,000.00
13640161	5582	DATA PROCESSING SUPP	951.70	1,200.00	1,200.00	1,193.65	1,200.00	1,200.00	1,200.00
13640161	5780	OTHER EXPENSES	7,450.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00
13640161	5860	EQUIPMENT	21,118.35	35,000.00	15,000.00	14,639.86	20,000.00	28,000.00	28,000.00
13640171	5307	INSTRUCT/EDUC TEST	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13640181	5244	VEHICLE REPAIR AND M	15,000.00	30,000.00	30,000.00	29,999.05	30,000.00	30,000.00	30,000.00
13640181	5270	RENTAL & LEASE	70,280.00	70,280.00	70,280.00	70,280.00	0.00	0.00	0.00
13640181	5320	CONTRACTED SERVICES	2,500.00	2,500.00	2,500.00	2,462.62	2,500.00	0.00	0.00
13640181	5332	SPEC ED TRANSPORTATI	814,419.17	800,000.00	627,000.00	496,878.94	700,000.00	600,000.00	600,000.00
13640181	5504	SUPPLIES-TRANS GENRL	2,725.81	15,000.00	15,000.00	14,973.02	15,000.00	0.00	0.00
13641140	5514	INSTRUCTIONAL SUPPLI	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00
13642020	5320	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13642020	5421	OFFICE SUPPLIES (GEN	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13642020	5519	COMPUTER SOFTWARE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13642020	5780	OTHER EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total SPED-Supervision-Exp</b>			<b>7,104,435.63</b>	<b>7,421,980.00</b>	<b>6,963,723.00</b>	<b>6,743,223.57</b>	<b>7,174,700.00</b>	<b>6,937,839.00</b>	<b>6,937,839.00</b>
<b>250</b>	<b>064</b>	<b>Department Total</b>	<b>13,497,004.35</b>	<b>15,150,925.00</b>	<b>15,026,764.00</b>	<b>14,880,482.60</b>	<b>15,723,500.00</b>	<b>15,367,431.00</b>	<b>15,367,431.00</b>

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Bilingual- Supervision-Psnl</b>									
13700120	5125	DIST WIDE TEACHING	70,816.26	98,011.00	61,159.00	61,158.65	132,594.00	132,594.00	132,594.00
13700120	5131	OVERTIME (GENERAL)	0.00	1,000.00	0.00	0.00	0.00	0.00	0.00
13700120	5160	CLERICAL	35,492.66	33,569.00	33,569.00	35,735.61	36,299.00	36,299.00	36,299.00
13700120	5163	PARAPROFESSIONALS	6,500.00	12,500.00	12,500.00	17,116.53	14,190.00	14,190.00	14,190.00
13700320	5102	ELEMENTARY	271,289.26	179,930.00	239,065.00	239,064.60	244,438.00	244,438.00	244,438.00
13700320	5111	SALARIES-FULL TIME	-1,421.96	0.00	0.00	0.00	0.00	0.00	0.00
13700320	5163	PARAPROFESSIONALS	15,947.58	10,876.00	10,876.00	13,248.76	11,251.00	11,251.00	11,251.00
13700520	5111	SALARIES-FULL TIME	862,965.90	814,234.00	888,508.00	890,644.66	915,300.00	915,300.00	915,300.00
13700520	5163	PARAPROFESSIONALS	5,590.05	0.00	0.00	0.00	0.00	0.00	0.00
13700720	5111	SALARIES-FULL TIME	144,613.09	70,111.00	72,740.00	72,739.75	71,562.00	71,562.00	71,562.00
13700720	5163	PARAPROFESSIONALS	7,629.35	0.00	0.00	0.00	0.00	0.00	0.00
13700820	5102	ELEMENTARY	113,594.48	127,315.00	127,315.00	127,263.52	130,008.00	130,008.00	130,008.00
13700820	5111	SALARIES-FULL TIME	8,473.44	0.00	0.00	0.00	0.00	0.00	0.00
13700820	5163	PARAPROFESSIONALS	9,151.54	0.00	0.00	0.00	0.00	0.00	0.00
13700920	5130	MIDDLE SCHOOL	268,231.22	284,738.00	315,962.00	310,027.80	310,880.00	310,880.00	310,880.00
13701020	5111	SALARIES-FULL TIME	285,173.46	307,796.00	326,814.00	327,403.47	337,206.00	337,206.00	337,206.00
13701020	5140	TEACHING	6,148.00	0.00	0.00	0.00	0.00	0.00	0.00
13701020	5163	PARAPROFESSIONALS	11,959.36	14,698.00	14,698.00	11,588.82	14,841.00	14,841.00	14,841.00
<b>Total Bilingual- High Schl-Psnl</b>			<b>2,122,153.69</b>	<b>1,954,778.00</b>	<b>2,103,206.00</b>	<b>2,105,992.17</b>	<b>2,218,569.00</b>	<b>2,218,569.00</b>	<b>2,218,569.00</b>
<b>Bilingual- Teach/Und-Exp</b>									
13701331	5320	CONTRACTED SERVICES	46,978.50	50,000.00	50,000.00	49,985.15	30,000.00	30,000.00	30,000.00
13701331	5514	INSTRUCTIONAL SUPPLI	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13702020	5277	PHOTOCOPY MACHINE LE	1,064.99	0.00	0.00	0.00	0.00	0.00	0.00
13702020	5582	DATA PROCESSING SUPP	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13702030	5421	OFFICE SUPPLIES (GEN	1,187.04	4,000.00	4,000.00	1,846.75	4,000.00	4,000.00	4,000.00
13702050	5780	OTHER EXPENSES	289.73	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Bilingual- Prof Dev-Exp</b>			<b>49,520.26</b>	<b>54,000.00</b>	<b>54,000.00</b>	<b>51,831.90</b>	<b>34,000.00</b>	<b>34,000.00</b>	<b>34,000.00</b>
<b>250</b>	<b>070</b>	<b>Department Total</b>	<b>2,171,673.95</b>	<b>2,008,778.00</b>	<b>2,157,206.00</b>	<b>2,157,824.07</b>	<b>2,252,569.00</b>	<b>2,252,569.00</b>	<b>2,252,569.00</b>

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Capital Project Expenses</b>									
13730120	5760	JUDGMENTS/SETTLEMENTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	<b>Total</b>	<b>Capital Project Expenses</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>250</b>	<b>073</b>	<b>Department Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Prior FY Exp - Personnel</b>									
13800001	5111	SALARIES-FULL TIME	454,122.34	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Prior FY Exp - Personnel</b>			<b>454,122.34</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Prior FY Exp-Non-personnel</b>									
13800005	5302	MEDICAL CONTRACTUAL	325,038.20	0.00	0.00	0.00	0.00	0.00	0.00
13800005	5313	EDUCATION EVALUATION	166,952.00	0.00	0.00	0.00	0.00	0.00	0.00
13800005	5320	CONTRACTED SERVICES	6,961.48	0.00	0.00	0.00	0.00	0.00	0.00
13800005	5324	TUITION	696,429.04	0.00	0.00	0.00	0.00	0.00	0.00
13800005	5332	SPEC ED TRANSPORTATI	151,070.19	0.00	0.00	0.00	0.00	0.00	0.00
13800005	5780	OTHER EXPENSES	753,188.12	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Prior FY Exp-Non-personnel</b>			<b>2,099,639.03</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>250</b>	<b>080</b>	<b>Department Total</b>	<b>2,553,761.37</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

# **CITY OF SALEM - FY 2010 OPERATING BUDGET**

			<b>Expenditures FY 2008</b>	<b>Adopted Budget FY 2009</b>	<b>Adjusted Budget FY 2009</b>	<b>Y-T-D Expenses FY 2009</b>	<b>Department FY 2010</b>	<b>Mayor FY 2010</b>	<b>Council FY 2010</b>
<b>FY2008 ISSUES-PERSONNEL</b>									
13810001	5110	FURLOUGH & DONATIONS	-385,000.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total FY2008 ISSUES-PERSONNEL</b>			<b>-385,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>250</b>	<b>081</b>	<b>Department Total</b>	<b>-385,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>



# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
<b>Reserve Fund- Contingncy-Ps</b>									
13930120	5146	VAC/SICK LEAVE BYBK	363,761.05	0.00	97,939.00	97,938.12	0.00	0.00	0.00
13930120	5161	RETROACTIVE WAGES	0.00	1,000,000.00	1,113,091.00	1,113,090.51	0.00	0.00	0.00
13930120	5164	MERIT POOL	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Reserve Fund- Contingncy-Ps</b>			<b>363,761.05</b>	<b>1,000,000.00</b>	<b>1,211,030.00</b>	<b>1,211,028.63</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>250</b>	<b>093</b>	<b>Department Total</b>	<b>363,761.05</b>	<b>1,000,000.00</b>	<b>1,211,030.00</b>	<b>1,211,028.63</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

# CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures	Adopted Budget	Adjusted Budget	Y-T-D Expenses	Department	Mayor	Council
			FY 2008	FY 2009	FY 2009	FY 2009	FY 2010	FY 2010	FY 2010
<b>Prof Dev- Prof Dev-Psnl</b>									
13990160	5100	SUBSTITUTE TEACHERS	3,600.00	0.00	0.00	0.00	0.00	0.00	0.00
13990160	5150	FRINGE/STIPENDS	19,402.75	30,500.00	30,500.00	22,897.57	30,500.00	30,500.00	30,500.00
13990240	5150	FRINGE/STIPENDS	1,700.00	0.00	2,950.00	2,950.00	0.00	0.00	0.00
13990320	5150	FRINGE/STIPENDS	1,225.99	0.00	8,000.00	8,000.00	0.00	0.00	0.00
13990410	5150	FRINGE/STIPENDS	0.00	0.00	2,600.00	2,400.00	0.00	2,100.00	2,100.00
13990540	5100	SUBSTITUTE TEACHERS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990540	5150	FRINGE/STIPENDS	2,459.20	0.00	0.00	0.00	0.00	0.00	0.00
13990710	5100	SUBSTITUTE TEACHERS	0.00	500.00	500.00	0.00	0.00	0.00	0.00
13990820	5100	SUBSTITUTE TEACHERS	0.00	2,000.00	2,000.00	1,743.60	0.00	0.00	0.00
13990820	5150	FRINGE/STIPENDS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990940	5100	SUBSTITUTE TEACHERS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990940	5150	FRINGE/STIPENDS	367.50	0.00	0.00	0.00	0.00	0.00	0.00
13991020	5150	FRINGE/STIPENDS	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Prof Dev- Prof Dev-Psnl</b>			<b>28,755.44</b>	<b>33,000.00</b>	<b>46,550.00</b>	<b>37,991.17</b>	<b>30,500.00</b>	<b>32,600.00</b>	<b>32,600.00</b>
<b>Prof Dev- Asst Super-Exp</b>									
13990120	5324	TUITION	1,693.00	0.00	0.00	0.00	0.00	0.00	0.00
13990141	5730	DUES AND SUB	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990150	5317	EDUCATIONAL TRAINING	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990150	5780	OTHER EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990161	5317	EDUCATIONAL TRAINING	605.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00
13990161	5324	TUITION	28,105.00	50,000.00	30,000.00	28,647.50	0.00	0.00	0.00
13990161	5514	INSTRUCTIONAL SUPPLI	1,908.34	5,000.00	5,000.00	4,141.80	5,000.00	5,000.00	5,000.00
13990161	5780	OTHER EXPENSES	94.33	6,500.00	6,500.00	6,499.42	6,500.00	6,500.00	6,500.00
13990161	5781	AUTO ALLOWANCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990241	5317	EDUCATIONAL TRAINING	580.00	0.00	1,800.00	1,762.80	0.00	0.00	0.00
13990241	5514	INSTRUCTIONAL SUPPLI	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990321	5317	EDUCATIONAL TRAINING	0.00	0.00	0.00	0.00	0.00	1,870.00	1,870.00
13990321	5780	OTHER EXPENSES	1,920.45	0.00	0.00	0.00	0.00	0.00	0.00
13990415	5780	OTHER EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990420	5780	OTHER EXPENSES	0.00	0.00	600.00	0.00	0.00	0.00	0.00
13990541	5317	EDUCATIONAL TRAINING	0.00	0.00	1,000.00	508.40	0.00	1,340.00	1,340.00
13990541	5514	INSTRUCTIONAL SUPPLI	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990541	5780	OTHER EXPENSES	653.94	0.00	0.00	0.00	0.00	0.00	0.00
13990621	5317	EDUCATIONAL TRAINING	0.00	0.00	0.00	0.00	0.00	700.00	700.00
13990621	5514	INSTRUCTIONAL SUPPLI	265.05	0.00	0.00	0.00	0.00	0.00	0.00

## CITY OF SALEM - FY 2010 OPERATING BUDGET

			Expenditures	Adopted Budget	Adjusted Budget	Y-T-D Expenses	Department	Mayor	Council
			FY 2008	FY 2009	FY 2009	FY 2009	FY 2010	FY 2010	FY 2010
13990621	5780	OTHER EXPENSES	490.00	0.00	0.00	0.00	0.00	0.00	0.00
13990720	5317	EDUCATIONAL TRAINING	550.00	0.00	0.00	0.00	0.00	0.00	0.00
13990720	5514	INSTRUCTIONAL SUPPLI	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990821	5317	EDUCATIONAL TRAINING	0.00	0.00	5,000.00	1,830.67	0.00	5,000.00	5,000.00
13990821	5514	INSTRUCTIONAL SUPPLI	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990910	5780	OTHER EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13990941	5317	EDUCATIONAL TRAINING	1,299.00	0.00	9,000.00	9,000.00	0.00	5,000.00	5,000.00
13990941	5514	INSTRUCTIONAL SUPPLI	1,500.00	0.00	0.00	0.00	0.00	0.00	0.00
13990941	5780	OTHER EXPENSES	769.00	0.00	0.00	0.00	0.00	0.00	0.00
13991021	5317	EDUCATIONAL TRAINING	1,966.80	0.00	1,000.00	880.00	0.00	1,000.00	1,000.00
13991021	5780	OTHER EXPENSES	0.00	0.00	0.00	0.00	0.00	0.00	0.00
13991121	5317	EDUCATIONAL TRAINING	0.00	0.00	3,000.00	1,023.04	0.00	400.00	400.00
13992020	5712	EXP CTL REIMBURSE	15,000.00	0.00	0.00	0.00	0.00	0.00	0.00
13992020	5780	OTHER EXPENSES	0.00	6,000.00	6,000.00	6,000.00	0.00	0.00	0.00
13992040	5780	OTHER EXPENSES	2,328.04	2,000.00	2,000.00	1,999.37	0.00	0.00	0.00
13992060	5780	OTHER EXPENSES	755.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Prof Dev- Personnel-Exp</b>			<b>60,482.95</b>	<b>74,500.00</b>	<b>75,900.00</b>	<b>67,293.00</b>	<b>16,500.00</b>	<b>31,810.00</b>	<b>31,810.00</b>
<b>250</b>	<b>099</b>	<b>Department Total</b>	<b>89,238.39</b>	<b>107,500.00</b>	<b>122,450.00</b>	<b>105,284.17</b>	<b>47,000.00</b>	<b>64,410.00</b>	<b>64,410.00</b>

## CITY OF SALEM - FY 2010 OPERATING BUDGET

	Expenditures FY 2008	Adopted Budget FY 2009	Adjusted Budget FY 2009	Y-T-D Expenses FY 2009	Department FY 2010	Mayor FY 2010	Council FY 2010
Fund Totals For 100	46,317,676.02	45,376,000.00	45,774,696.05	45,070,429.51	45,876,000.00	45,876,000.00	45,876,000.00