

City of Lowell

Annual Budget



FISCAL YEAR 2008

Bernard F. Lynch
City Manager

CITY OF LOWELL

FY2008 PROPOSED BUDGET

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CITY OF LOWELL

FY2008

PROPOSED BUDGET

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May 11, 2007

To the Mayor and City Council:

In accordance with the requirements of the Massachusetts General Laws and the City of Lowell Charter, I herewith present the City of Lowell Proposed Fiscal Year 2008 Operating Budget.

This will be my first full budget as Lowell City Manager and the proposed decisions contained herein reflect a philosophy of financial management that is based upon certain basic principles that are intended to create long term stability and strength. Over time and these principles should be modified to reflect improved fiscal conditions. The currently utilized principles are as follows:

1. Current revenues must be generally sufficient to support current expenditures.
2. The growth in local property taxes is held to a generally accepted 2.5% increase in recognition of the limits of property owner's ability to pay.
3. The budget strives as best as possible to maintain the quality and balance of services currently provided with particular focus upon public safety.
4. General Fund reserves are maintained
5. Adequate contingency funds are budgeted
6. Some level of maintenance and replacement dollars are included to ensure capital facilities and equipment are properly maintained.

In addition to these short-term principles, the City Budget abides by comprehensive *Financial Management Policies & Objectives*, a copy of which is contained as an Appendix of this document. These Policies & Objectives represent the general philosophy upon which financial decisions are made and include provisions for long-term financial planning, as well as guidelines for the use of Free Cash and reserves.

The budget document and its organization itself provide a presentation of financial information that is intended to assist the City Council in their decision making and the general public in understanding the operation of City government and the manner in which it is financed. The structure of the document includes the following sections:

- Budget Message
- Financial Overview and Trend Analysis
- Proposed City Council Resolution
- FY08 Budget Highlights
- Projected Revenue Detail
- Departmental Budget Detail including mission, goals and objectives, staffing, multi-year cost detail, and budget highlights. This information is divided by function and within fund.
- Appendices
 - Financial Management Policies and Objectives

The budget that has been developed and presented within this document is a reflection of the City's difficult financial condition. Lowell is not alone in facing its fiscal challenges though there are certain specific circumstances which add to the FY08 budget complexity. All of these issues will be addressed in a section of Budget Highlights.

The preparation of the Budget is driven largely by available revenue and certain fixed and semi-fixed costs. Upon calculation of these factors we are able to determine what level of spending is available for distribution to departments that provide City services. In FY08 this level of spending has generally been reduced from FY07 levels which will result in a decrease of personnel and some reduction in service levels though it is a city-wide goal to mitigate such reduction through improved management.

The section on Budget Highlights summarizes the major revenue and expenditure changes that are contained within this proposed budget, and greater detail is available within each departmental budget. However the most notable highlights of the budget are as follows:

- Revenue
 - Limit of 2.5% Increase
 - Decrease of \$3.5 million in School Building Assistance funds
 - No use of Free Cash or one time funds to support budget.
- Expenditures
 - Loss of 22.5 positions within City government. This is less than initially proposed and importantly Public Safety personnel were not reduced.
 - First phase of organizational restructuring with focus upon infrastructure issues by consolidating public works departments under Assistant City Manager.

- Restructuring also makes Neighborhood Services a component of City Manager office with emphasis upon citizen requests for service and implementation of performance metrics.
- Gap of \$1.6 million in School Department request and proposed allocation.
- Increase of \$2.1 million in employee health insurance, 15% increase
- \$500,000 set aside for collective bargaining.

The budget, as proposed is very tight, but is fiscally sound with expenditures matching recurring revenues. I would have preferred being able to provide increased funds to the School Department, enhancements in Police services and youth programs and a level of capital investment.

It is conceivable that some or all of the Governor's Municipal Partnership Act will be adopted by the State Legislature. If so and assuming the remainder of the proposed budget remains intact, I would propose that the anticipated Telecommunications property tax revenue of approximately \$700,000 be utilized to fund the Lowell School Department.

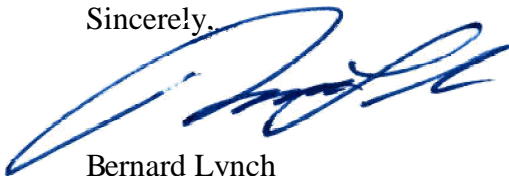
In addition, if approved by the Legislature, I would recommend that the City adopt a 2% local option meals tax that would raise approximately \$2 million. I would propose that these funds be used as follows:

- \$500,000 for the hiring of additional police officers
- \$400,000 for additional funding for Lowell Schools
- \$200,000 for additional funding for the Fire Department
- \$100,000 for enhanced year-round youth recreation programs
- \$150,000 to rehire Public Works employees
- \$650,000 to fund debt service associated with capital improvements for streets and sidewalks throughout the City and energy improvements on public buildings.

This allocation of funds would enhance the quality of life within the City and have long term benefits for the residents without the additional burden of increased property taxes.

I look forward to presenting this budget to the City Council and addressing any questions you might have.

Sincerely,



Bernard Lynch
City Manager

FINANCIAL OVERVIEW

FINANCIAL OVERVIEW

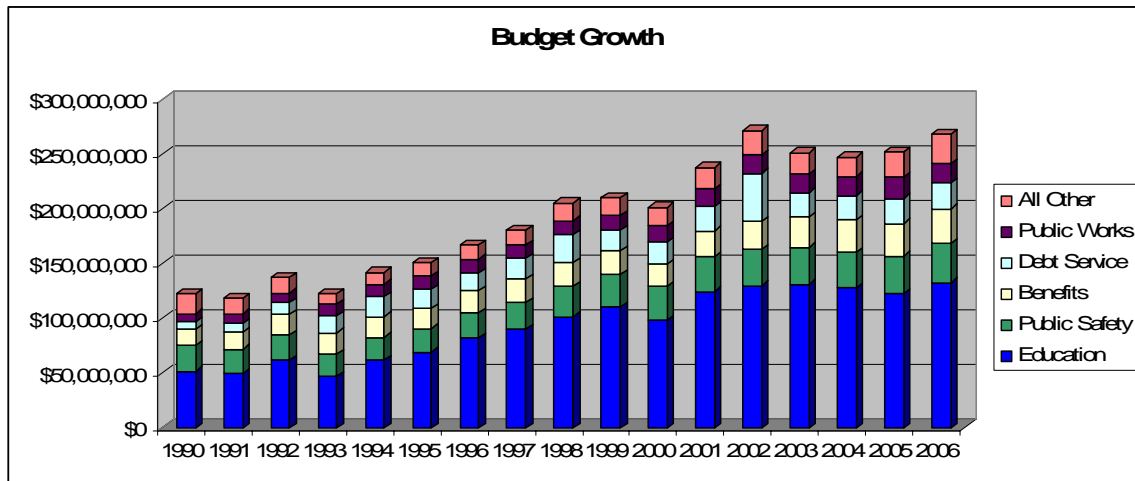
Fiscal Year 2008 will mark significant changes in how the City of Lowell presents and adopts its budget. Visually this budget will emphasize the use of charts and graphs to better enable the user to put data in its historical context. It will also rely on analysis and discussion to communicate the overall mission of the administration and the objectives of each department. We will also provide a narrative for each department so that the public becomes better informed of the specific role each department plays.

Mission of the Administration

It is the mission of the current Lowell City Management administration to deliver programs and services to the City's various constituents in the most cost-effective and efficient manner possible. One way to measure our performance is to compare our operations with that of our peers. More importantly, on a qualitative basis we must listen to the feedback from our residents and businesses.

Overall Budget Trends

Budgetary levels in Lowell are in a large part reflective of the overall economic situation of the Commonwealth. Below is a chart of our budget growth from 1990 to 2006.

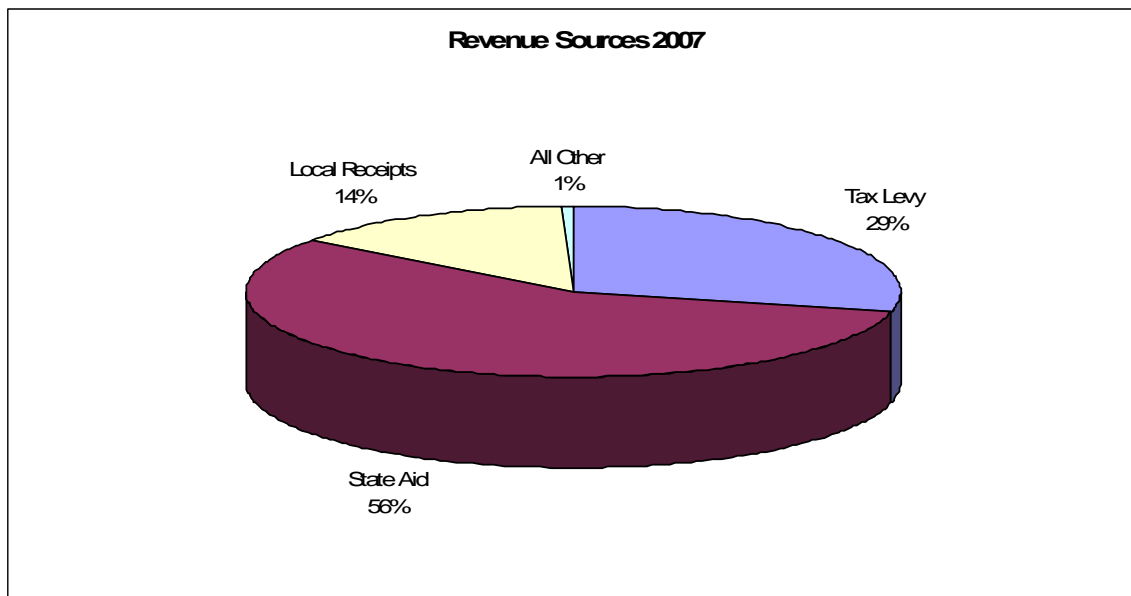


The impact of the two most recent economic recessions is evident in this chart. The periods from 1990 to 1993 and 2003 to 2005 reflect Lowell's response to declining state aid. Lowell's primary source of revenue is state aid, the bulk of which comes in the form of Chapter 70 school aid and Lottery aid. Both of these aid categories are distributed based on complex formulae. During recessions, aid levels decline for most communities.

Each community reacts differently in times of stress. Some draw on reserves while striving to maintain service levels. Those cities that have adequate reserves can rely on them for a short period, but even well positioned communities must begin to make budgetary adjustments if the recession is prolonged. Other municipalities react

immediately to economic stress by reducing appropriations and staff levels. Still others seek to maintain or increase revenue that is less dependent on the state or on economic cycles.

Lowell generally benefits from high levels of state aid. However, this actually makes recessions more difficult for us. State income taxes are the ultimate source of our state aid. Personal income taxes, and especially corporate income tax receipts, are very dependent on economic cycles. This makes them volatile. Unlike Lowell, communities that fund their budgets primarily by real estate taxes have much less volatility in their revenue streams, since real estate taxes are based on value rather than income. In Massachusetts, Proposition 2 ½ actually insulated communities against loss in property values by limiting tax levies but not tax rates or values. The next chart shows Lowell's sources of revenue.

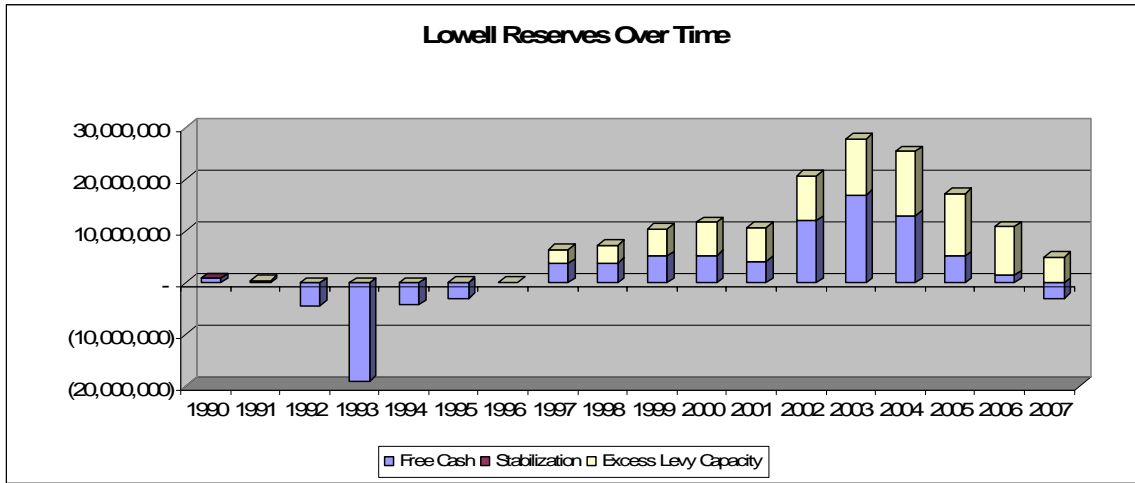


Our proportion of revenues is very different than in FY 1990 when 41% of our revenues came from state aid and 35% came from property taxes. This changed steadily through the 1990's with the economic prosperity of much of that decade. State aid peaked in FY 2002 and has not yet recovered to those levels. Since that date we have relied on dwindling one-time sources of funds to bridge our budget gaps. In FY 2007 our reserves were depleted, and the only source of funding left untapped was our excess levy capacity.

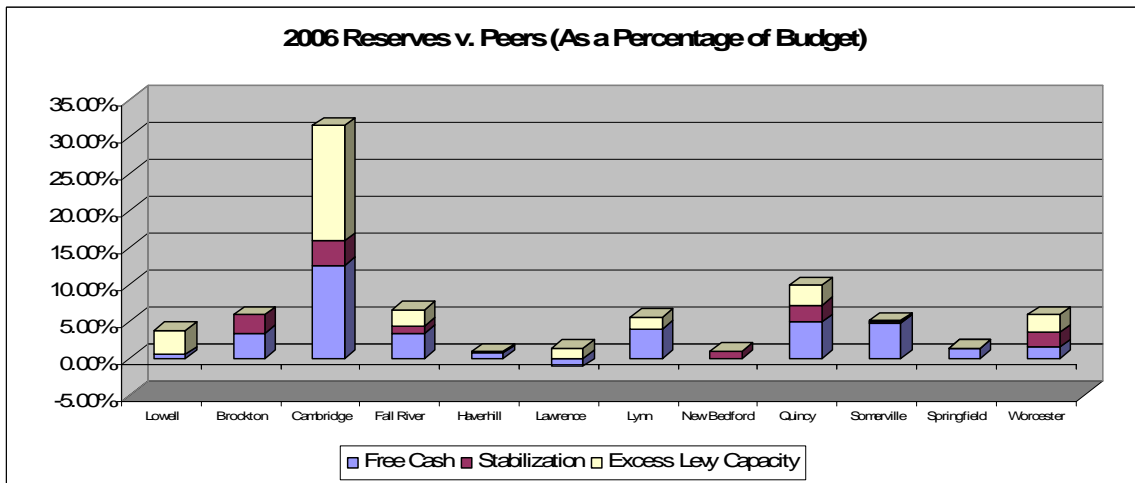
The chart on the next page shows Lowell's financial reserves over the period 1990 to 2006. The early 1990's were a difficult time for Lowell. A state control board assumed much of the financial responsibility in the City. The fiscal discipline that it mandated, along with the prolonged economic expansion, contributed to the restoration of Lowell's finances.

Economic lightning struck again in 2003, and the City found itself using its Free Cash to satisfy operating needs. This practice put us in a downward spiral from which we are

only now beginning to emerge. The FY 2008 budget is based on matching recurring revenues with recurring expenses.



While this chart looks alarming, Lowell faced the same financial pressures as all other Massachusetts municipalities. Each community reacted to this stress differently. One way to gauge our relative strength is to look at the reserves at the disposal of our peers. The next chart does this.



While by 2006, Lowell's reserves were compromised, we were by no means alone. In fact our reserve levels as a percentage of budget were higher than Haverhill, Lawrence, New Bedford and Springfield.

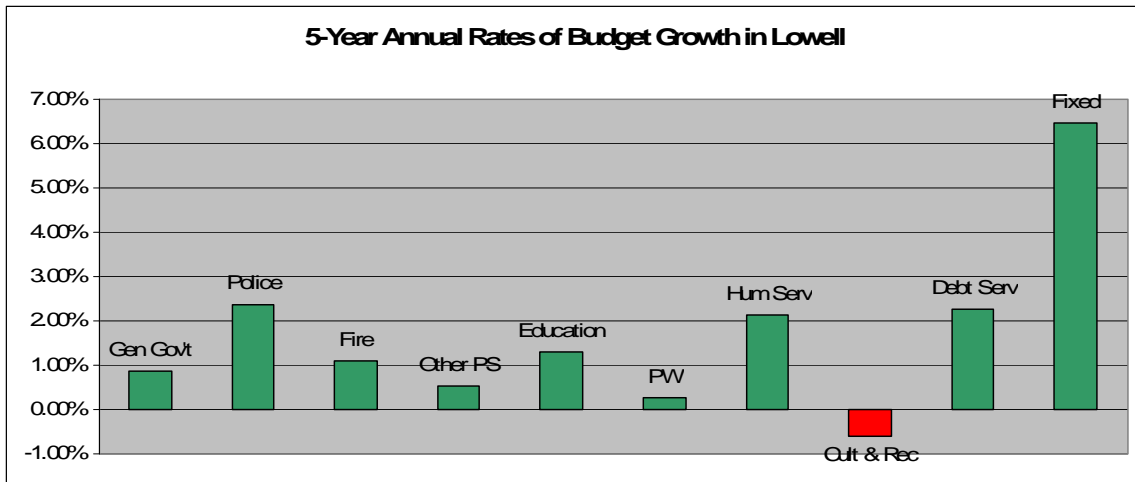
Expenditure Summaries

As helpful as analysis of revenues and reserves can be, it is how we spend our budget that intrigues most people. Once again, it will be helpful to compare Lowell's current spending against historical patterns. Such a comparison will reveal changing priorities, as well as reflect external budgetary influences. Comparisons with other communities

may also be worthwhile. A word of caution is in order. Differing spending levels in a given category may very well indicate that one city is more efficient at delivering that service than another. It may also merely reflect differences in geographic or demographic characteristics, conscious decision making, or differences in accounting methods.

Much of the following data comes from the Department of Revenue’s database of Schedule A’s. Schedule A is a state form that each Massachusetts municipality is required to submit to the DOR annually. Among other things, Schedule A attempts to categorize municipal general fund spending into categories that are common to each city or town. Despite this attempt, local accounting practices may differ significantly. The most notable differences may occur in Public Works spending. Some communities account for their water and/or sewer operations in enterprise funds. Enterprise funds are separate accounting groups that treat the “enterprise” as if it were a stand-alone business. Other communities account for water and sewer in their general funds.

We’ll begin with a chart that depicts Lowell’s annual budget growth rates in the major Schedule A spending categories calculated over a five year period. Following the chart is a brief explanation of each category.



General Government is a catch-all category for “overhead” spending. It includes departments such as Mayor, City Council, Auditor, Treasurer, Law, Assessors, Licensing, MIS, as well as parts of other departmental spending, such as building maintenance from DPW and all land use spending. Police and Fire are obvious. Other Public Safety includes any emergency medical spending and Inspectional Services. Again, Education speaks for itself. Public works includes highways, snow and ice removal, waste collection and disposal, street lighting and water, utilities and parking if they are accounted for in the general fund. In Lowell, only water is in the general fund.

Human Services includes expenses of the Health and Veterans Departments, and Councils on Aging. Culture and Recreation includes Library, Recreation, Parks, Special Events, and the like. Debt Service includes only principal and interest charged to the

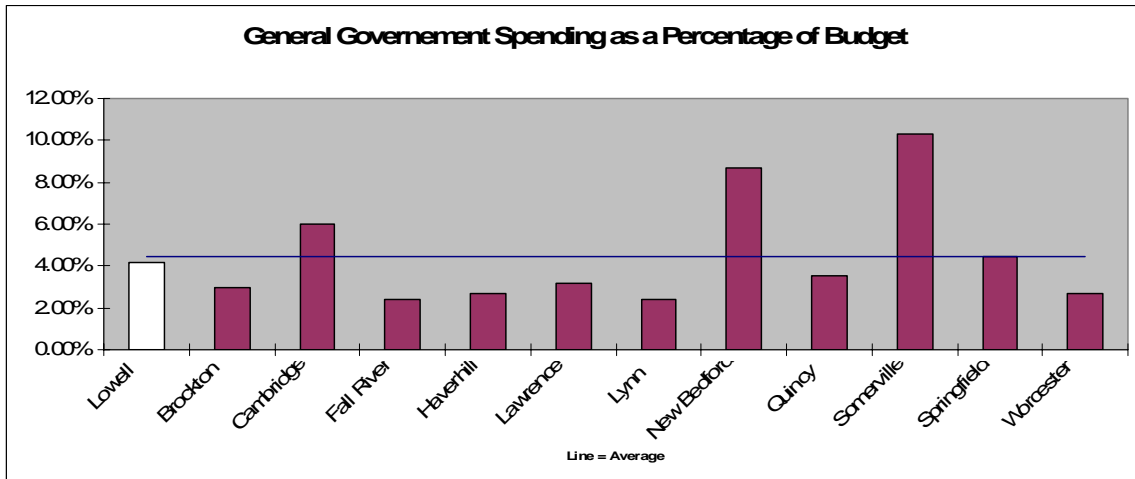
general fund. Fixed costs encompass workers' compensation, unemployment, health insurance, other insurance costs and pension system assessments.

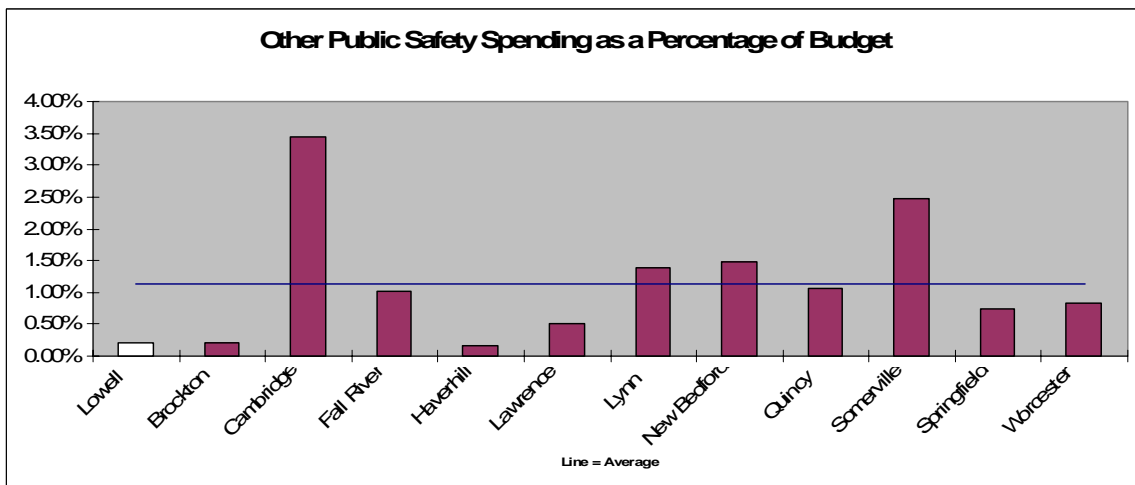
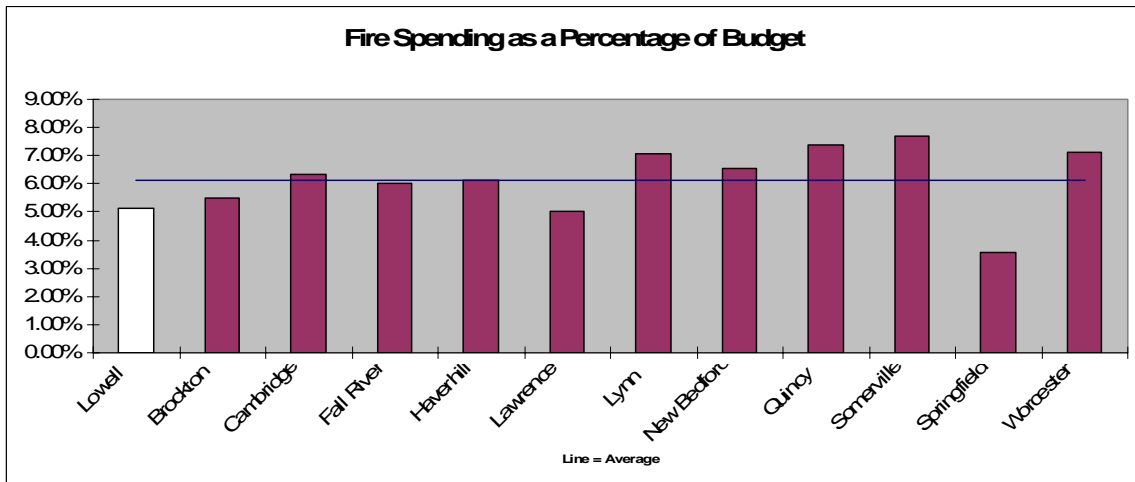
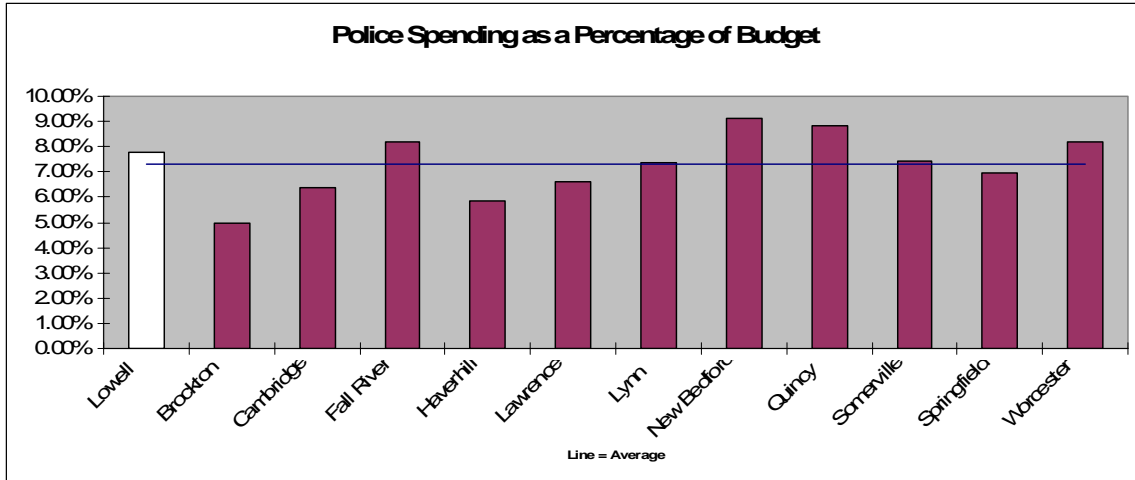
It will come as no surprise that the escalation of fixed costs far exceeds growth in other parts of our budget. With health care inflation continually in the double digits, this trend is likely to continue. In fact, Lowell has held insurance costs artificially low for the past few years by drawing down the reserves of our Health Insurance Trust Funds. That practice must end, and ending it will require additional appropriations.

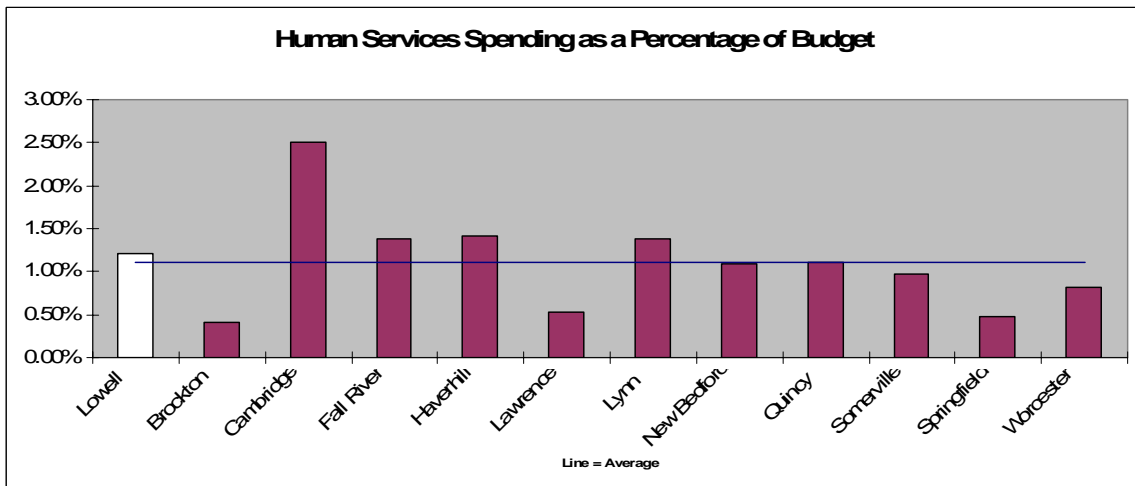
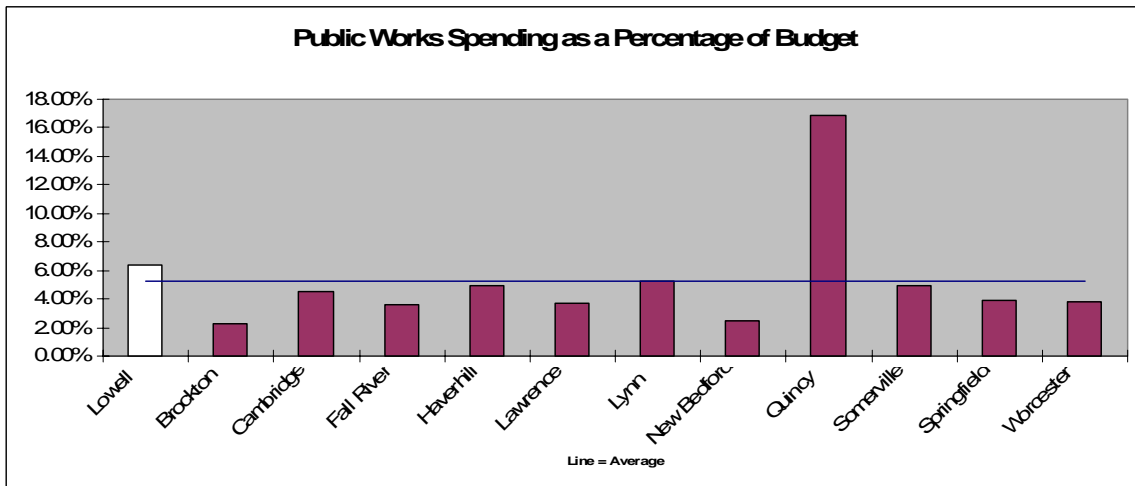
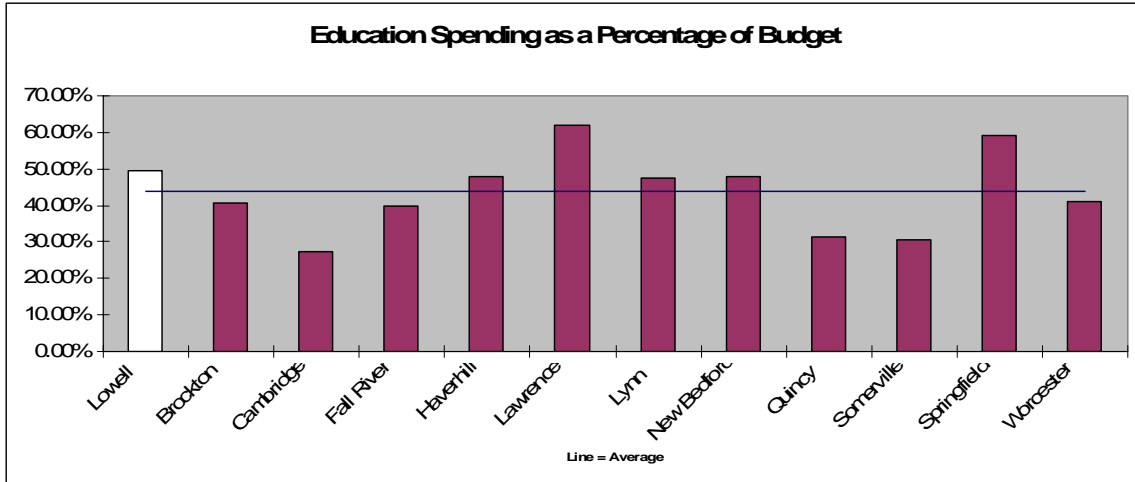
Rising fixed costs and constrained state aid have combined to dampen the growth of the rest of our operating budget. No other category of spending has kept pace with inflation. While this is good from a taxpayer standpoint, it does not bode well for the citizens of Lowell. At first, budgets that grow at a pace slower than inflation can maintain constituent responsiveness by gaining efficiency in their operations. Over a prolonged period, however, service levels will decline.

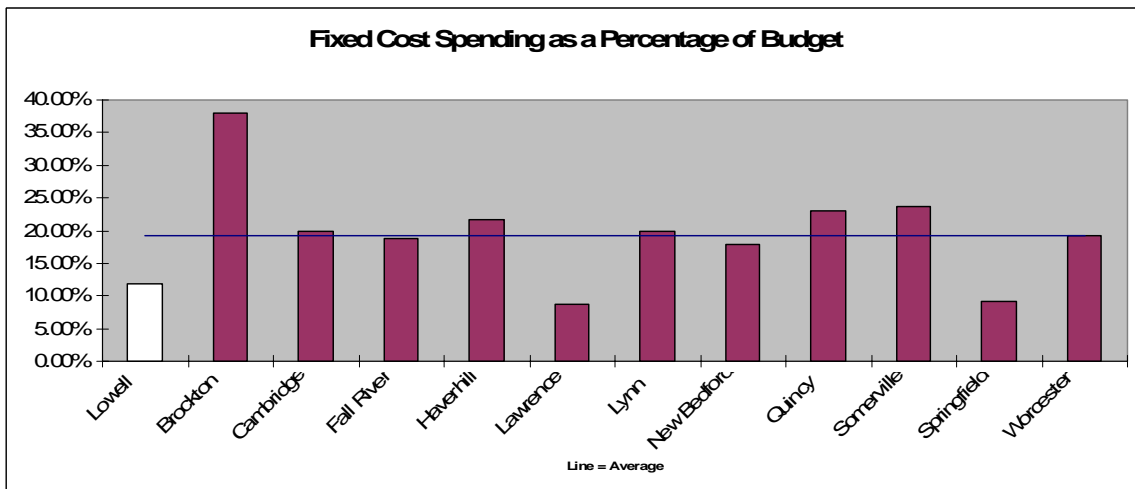
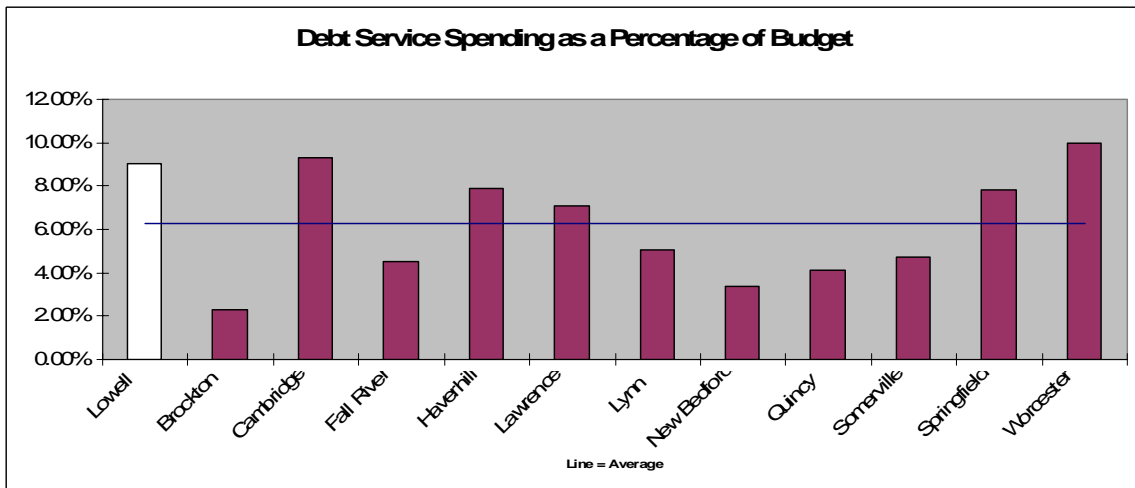
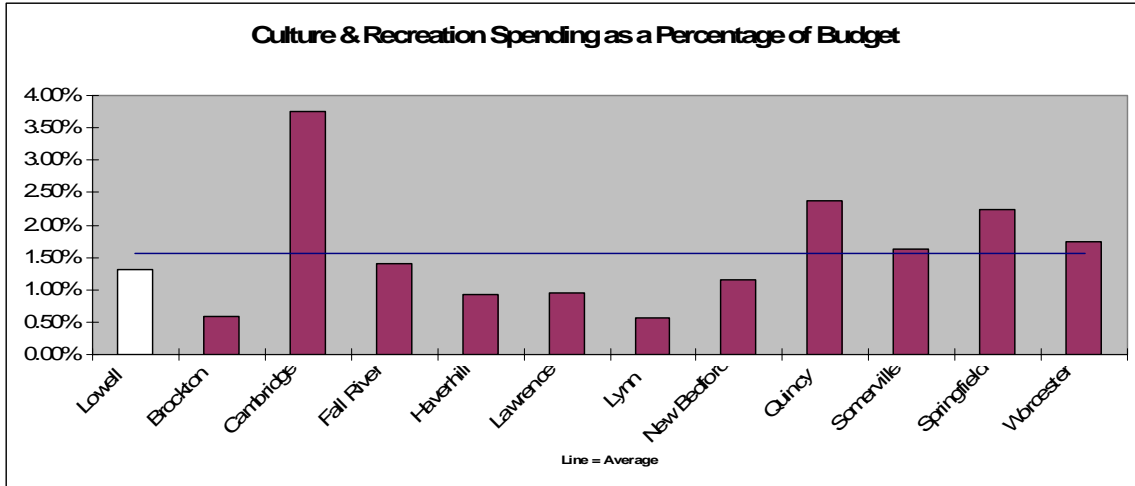
We in the administration continue to look for better ways to do things, but we are also at the point of focusing resources on functions of government are mission-critical and unfortunately must consider scaling back programs that are more limited in their benefit scopes. In the age of increasing demands we find ourselves trying to reduce expectations.

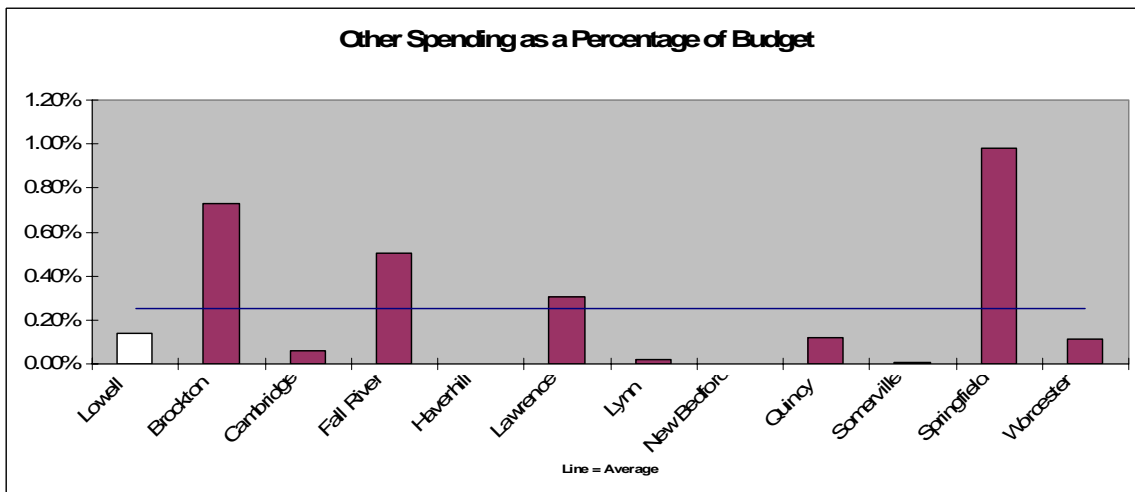
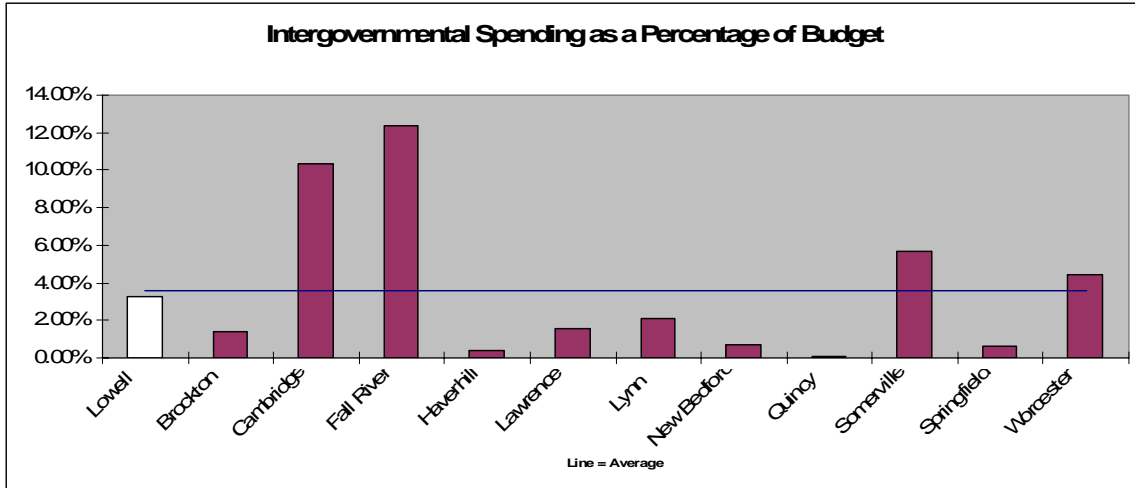
The next series of charts, presented in sequence, compares Lowell spending levels in the Schedule A categories with that of our peers. Brief discussions will follow.











While the appropriate level of General Government spending is somewhat subjective, it is interesting to note that of the four communities above the average line, 75% have bond ratings of A3 or better. Among those below the line, only 38% are rated A3 or better. This may indicate that cutting back too much on spending in this category could leave a city vulnerable to developing bad practices.

It appears that there may be some correlation between police spending and crime rates. Among the peer group selected, New Bedford, Quincy and Worcester spent the highest percentage of their budgets on police. Quincy had among the lowest crime rates of the group, and although the demographics of New Bedford and Quincy would predict high crime rates, their non-violent rates were moderate. It should be said however, that both those communities have high rates of rape, and New Bedford has a very high murder rate.

Conclusions are more difficult on the other end of the spectrum. Brockton, Cambridge and Haverhill spend relatively little on police. Brockton's crime rate was high across the board, Cambridge's was low, and with the exception of burglary. So was Haverhill's. Cambridge's low crime rate may reflect police protection that is enhanced by significant

university forces. All crime data came from “Crime in Massachusetts, 2004-2005,” compiled by the Commonwealth Fusion Center for the Massachusetts Executive Office of Public Safety.

With regard to fire safety, spending levels appear to have little effect. According to the National Fire Incident Reporting System, all but one of our peer communities responds to a call in six minutes or less at least 96% of the time. Lowell hits this target 97.3% of the time. The lone exception is Worcester, which makes the grade 90.2% of the time. Success can largely be attributed to the relatively short distances that fire departments must travel in dense cities.

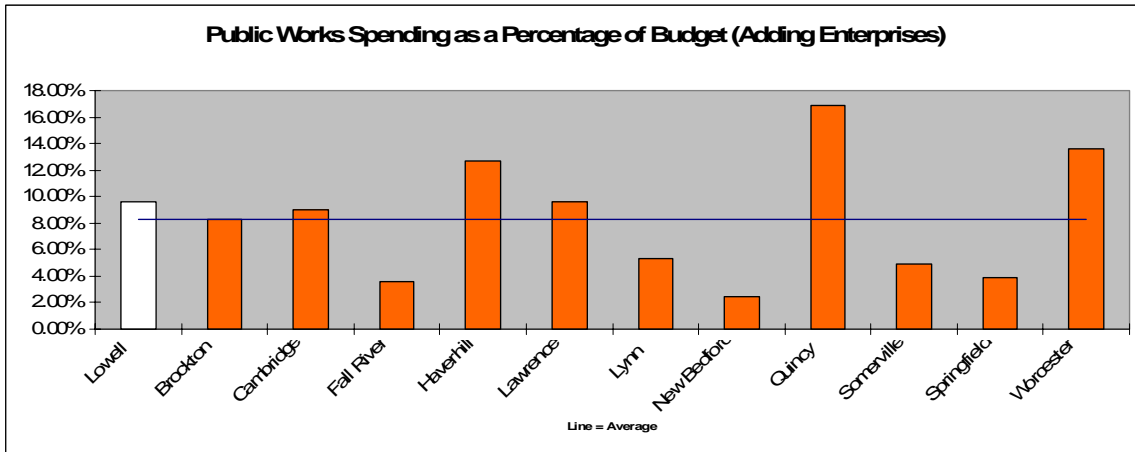
The Other Public Safety comparison is one that could lead to incorrect conclusions without caution. In general, spending in this category represents a small proportion of municipal spending. Two communities stand out as having very high expenses, Cambridge and Somerville. Those cities may operate their own ambulance services either through their fire departments or independently. They also may pay for those services, in whole or in part, through fees generated by the ambulances and charged to Medicare, private insurers or patients directly. Lowell, in contrast, contracts with a private ambulance company.

Minimum education spending is mandated by the state, and the percentage of the budget is but one way to view educational spending. Many large cities benefit heavily from Chapter 70 school aid and so, even though spending may be a high percentage of the budget, local taxpayers may only fund a small portion. Lawrence can afford to spend such a high percentage of their budget on education since 91.95% is funded by the state, not through local property taxes. Other percentages funded by the state are: Springfield 86.61%, Lowell 81.72%, Haverhill 52.74%, New Bedford 97.83%, Lynn 90.78%, Worcester 88.32%, Brockton 85.00%, Fall River 100.11%, Quincy 19.26%, Somerville 45.19%, and Cambridge 7.45%

In general, the more the state funds education, the larger the percentage of that city’s budget will be spent on education. Surprising is that even though the state pays for all of Fall River’s education spending, it’s percentage of their total budget is so low. Also surprising is that Haverhill appropriates so much of their local tax dollars to education. Lowell is right about where you would expect it to be.

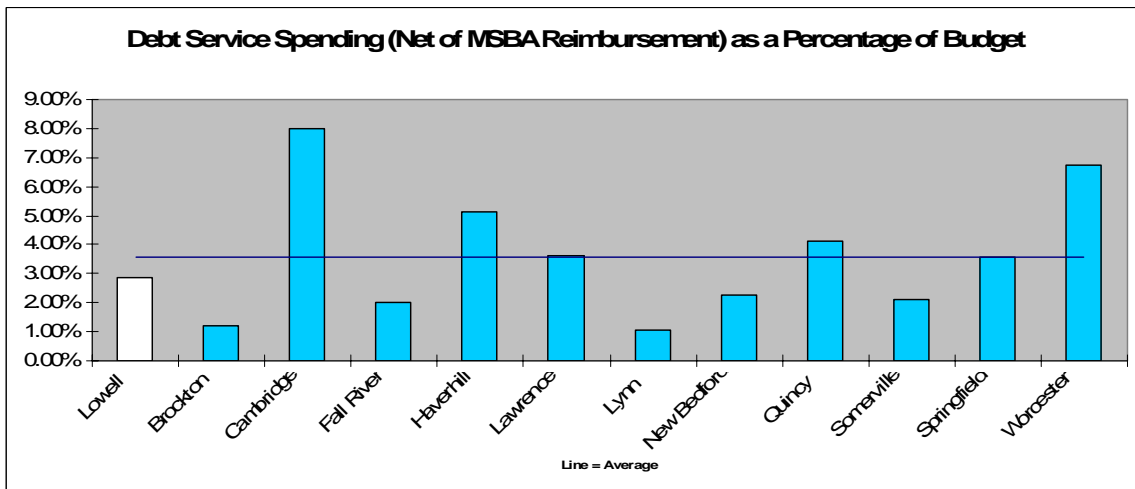
Public Works spending looks fairly uniform with the exception of Quincy. Each community accounts for their utilities differently, however. Lowell includes water expenses in our general fund, Cambridge includes sewer expenses, and Brockton, Haverhill, Lawrence and Worcester include neither. The rest of the communities include both. To facilitate comparison, the chart on the next page next adds water and sewer charges accounted for in enterprise funds back into the general funds.

Now public works spending looks much more uniform. Still there are large differences. Those may relate to large mandatory projects such as our own CSO work, or recent investments in capital upgrades.



The next two categories, Human Services and Culture & Recreation, tend to have considerable variation. Although these categories can shape a community’s character, support tourism and affect its appearance, they are also often the first areas to be affected by budget cuts. This can be the reason a well-capitalized community such as Cambridge spends so much in these areas while struggling cities such as Brockton, Lawrence and Lynn spend so little.

Debt service is a category of expense that, on the surface appears to divert funds from service providing departments. Analysis is more complicated than that, though. Some debt may be accounted for in enterprise or special revenue funds. Even the debt accounted for in general funds may be supported by dedicated revenue streams such as water and sewer rates or Massachusetts School Building Authority Reimbursements. The next chart removes the portion of the debt reimbursed by the MSBA. This provides a more, but not entirely, accurate view of debt supported by local revenues.



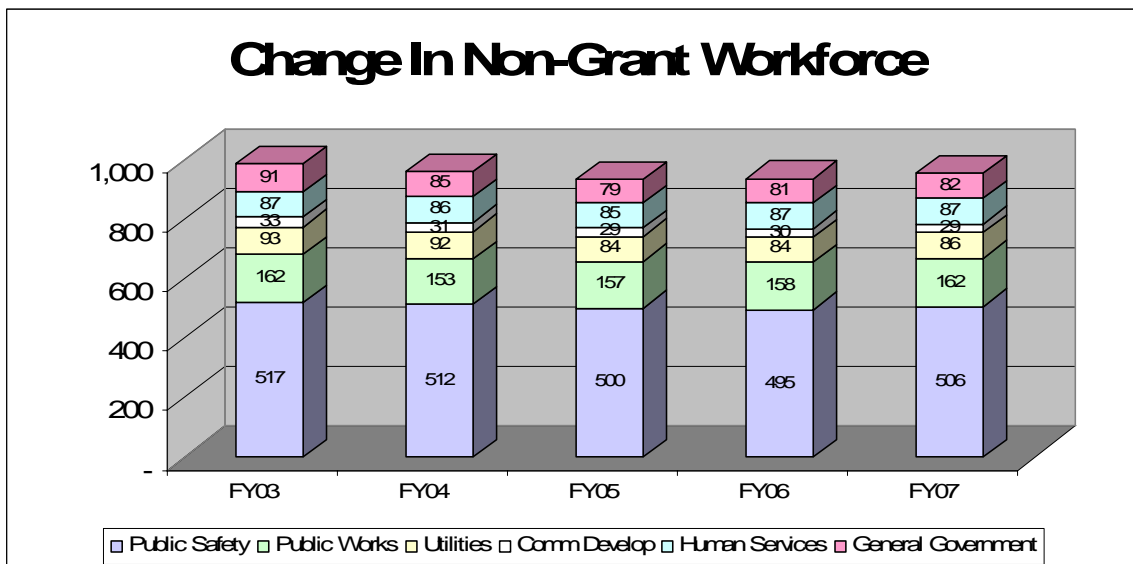
Like the previous chart, this indicates that communities that have a firmer financial base like Cambridge and Quincy are better able to invest in their infrastructure, while less fortunate cities are not as able.

Fixed cost spending often reflects the level of benefits offered to employees and retirees. Many of the communities with relatively high spending offer generous benefits. For example, Haverhill pays for 90% of health insurance costs. Other cities such as Lawrence keep insurance expenses low by not offering traditional indemnity health insurance, but instead offering a PPO as a proxy.

Brockton is an unusual case. Brockton is one of the few cities in Massachusetts to have issued pension obligation bonds to provide cash to mitigate the unfunded liability in their retirement system. The debt service obligation on those bonds has driven up the required annual contribution to the retirement fund. If over time the investments purchased with the bond proceeds exceed the required return, their unfunded liability could be greatly reduced or even eliminated, drastically reducing future annual appropriations.

The final two categories, Intergovernmental and Other Spending vary widely from city to city, and constitute very little of annual budgets.

It is very important to keep in mind that the vast majority of municipal spending is personnel-related, either as direct salary expense, or as benefits such as health insurance and retirement contributions. As our City budget came under pressure from the recession and reduction in state aid beginning in fiscal year 2003, the only meaningful way to manage expenditures was to control the number of employees. The next chart shows the change in full-time non-grant-funded positions over the period 2003 to 2007.

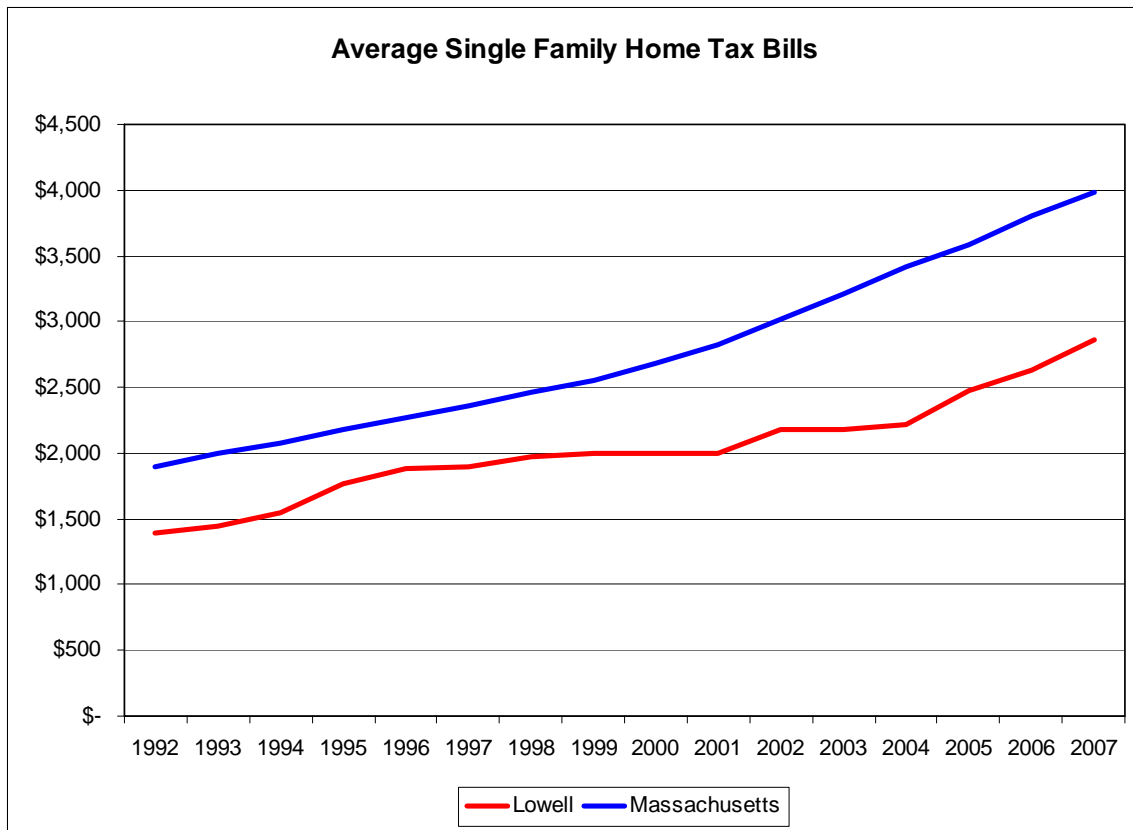


Given the difficulties in balancing Lowell’s 2007 budget, it would appear that we were somewhat premature in restoring some of the eliminated positions.

There is public perception that most of Lowell's eliminated positions came from Police and Fire, but this is not true. Community Development staffing is down 12.1% from 2003, General Government is down 9.9%, Utilities (water and wastewater) are down 7.5% and Public Safety is down 2.1%. Public Works and Human Services are unchanged.

Property Taxes

No matter how complex a budget is, discussion on the funding of that budget often focuses on property tax levels. Property taxes have the most direct and significant financial impact on a city's residents. Unfortunately, property taxes are often misinterpreted and are prone to both positive and negative exaggeration. It is helpful to look at property tax trends, both in Lowell and in Massachusetts as a whole. The final chart does just that.



PROPOSED RESOLUTION OF CITY COUNCIL

LEGISLATIVE

City Council

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	124,620	126,353	139,000	139,000	139,000	139,000	139,000
Ordinary Expenses	5,409	4,320	6,824	10,000	10,000	10,000	10,000
Capital Expenses	-	-	-	-	-	-	-
Total	130,029	130,673	145,824	149,000	149,000	149,000	149,000
Full-Time Employees	9	9	9	9	9	9	9

Mayor

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	61,324	61,091	59,397	68,835	71,358	70,165	70,165
Ordinary Expenses	7,040	5,408	4,622	7,500	6,000	6,000	6,000
Capital Expenses	-	809	622	1,000	3,000	3,000	3,000
Total	68,364	67,307	64,641	77,335	80,358	79,165	79,165
Full-Time Employees	2	2	2	2	2	2	2

City Clerk

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	293,560	312,857	323,606	336,598	338,458	303,813	303,813
Ordinary Expenses	4,067	1,911	3,031	6,600	10,100	6,600	6,600
Capital Expense	-	-	-	-	-	-	-
Total	297,627	314,768	326,637	343,198	348,558	310,413	310,413
Full-Time Employees	8	8	8	8	8	8	8

CITY MANAGER

City Manager

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	654,205	568,774	631,905	671,648	845,310	614,018	614,018
Ordinary Expenses	36,655	202,350	174,504	39,200	32,700	32,500	32,500
Capital Expenses	-	644	-	2,000	1,000	1,000	1,000
Total	690,861	771,767	806,409	712,848	879,010	647,518	647,518
Full-Time Employees	7	7	8	8	9	7	7

City Manager - Disability Commission

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	1,500	1,500	1,500	1,500	1,500	1,500	1,500
Ordinary Expenses	-	-	-	-	-	-	-
Capital Expenses	-	-	-	-	-	-	-
Total	1,500	1,500	1,500	1,500	1,500	1,500	1,500
Full-Time Employees	-	-	-	-	-	-	-

City Manager - Lowell School System

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	-	-	-	-	-	-	-
Ordinary Expenses	439,990	467,500	428,665	529,830	557,120	557,120	557,120
Capital Expenses	-	-	-	-	-	-	-
Total	439,990	467,500	428,665	529,830	557,120	557,120	557,120
Full-Time Employees	-	-	-	-	-	-	-

City Manager - Marketing Development

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	-	-	-	-	-	-	-
Ordinary Expenses	607,988	607,605	628,254	780,000	750,000	750,000	750,000
Capital Expenses	-	-	-	-	-	-	-
Total	607,988	607,605	628,254	780,000	750,000	750,000	750,000
Full-Time Employees	-	-	-	-	-	-	-

City Manager - Scholarships

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	-	-	-	-	-	-	-
Ordinary Expenses	75,000	74,200	75,000	75,000	75,000	75,000	75,000
Capital Expenses	-	-	-	-	-	-	-
Total	75,000	74,200	75,000	75,000	75,000	75,000	75,000
Full-Time Employees	-	-	-	-	-	-	-

City Manager - Manager's Contingency

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	-	-	-	-	1,500,000	-	-
Ordinary Expenses	-	-	-	292,872	100,000	250,000	250,000
Capital Expenses	-	-	-	-	-	-	-
Total	-	-	-	292,872	1,600,000	250,000	250,000
Full-Time Employees	-	-	-	-	-	-	-

City Manager - Cable Access

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	14,000	13,729	14,000	14,044	14,000	-	-
Ordinary Expenses	184,701	189,891	(4,752)	109,475	92,800	92,800	92,800
Capital Expenses	7,071	21,000	20,000	20,000	15,000	15,000	15,000
Transfers	97,956	107,811	(94,752)	107,850	107,800	107,800	107,800
Total	303,729	332,430	(65,504)	251,369	229,600	215,600	215,600
Full-Time Employees	-	-	-	-	-	-	-

City Manager - Neighborhood Services

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	31,716	73,939	69,659	82,615	84,727	55,461	55,461

Ordinary Expenses	3,440	3,836	3,776	3,908	4,750	4,750	4,750
Capital Expenses	-	-	-	-	-	-	-
Total	35,156	77,775	73,435	86,523	89,477	60,211	60,211
Full-Time Employees	2	2	2	2	2	1	1

FINANCE

Finance - General

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	-	-	-	-	-	146,510	146,510
Ordinary Expenses	-	-	-	-	-	200	200
Capital Expenses	-	-	-	-	-	-	-
Total	-	-	-	-	-	146,710	146,710
Full-Time Employees	-	-	-	-	2	2	2

Auditor

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	334,805	384,781	397,062	420,414	427,687	413,826	413,826
Ordinary Expenses	83,370	80,395	68,355	74,200	79,700	73,700	73,700
Capital Expenses	178	745	911	800	750	750	750
Total	418,353	465,921	466,328	495,414	508,137	488,276	488,276
Full-Time Employees	9	9	9	9	9	9	9

Purchasing

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	185,397	185,565	189,714	203,154	210,359	204,175	204,175
Ordinary Expenses	272,565	299,183	302,107	317,009	311,650	311,650	311,650
Capital Expenses	-	-	4,416	-	-	-	-
Total	457,961	484,748	496,236	520,163	522,009	515,825	515,825
Full-Time Employees	6	5	5	5	5	5	5

Assessors

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	403,633	411,477	438,872	483,091	457,097	453,281	453,281
Ordinary Expenses	104,193	105,283	70,779	128,062	223,188	223,188	223,188
Capital Expenses	1,265	1,141	954	896	800	800	800
Total	509,091	517,901	510,604	612,049	681,085	677,269	677,269
Full-Time Employees	11	11	12	12	11	11	11

Treasurer

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	466,595	489,807	526,281	557,614	478,334	478,702	478,702
Ordinary Expenses	431,024	363,381	362,159	369,925	411,900	371,900	371,900
Capital Expense	-	-	-	-	-	-	-
Total	897,619	853,188	888,440	927,539	890,234	850,602	850,602

Full-Time Employees	15	12	12	12	10	10	10
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Human Relations

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	151,880	157,751	165,400	178,619	175,802	176,298	176,298
Ordinary Expenses	16,660	17,403	15,198	20,800	16,200	16,200	16,200
Capital Expense	-	-	-	-	-	-	-
Total	168,539	175,154	180,598	199,419	192,002	192,498	192,498

Full-Time Employees	3	3	3	3	3	3	3
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MIS

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	435,349	448,568	505,788	542,745	569,886	527,296	527,296
Ordinary Expenses	742,720	855,736	862,568	892,536	1,017,500	885,500	885,500
Capital Expense	-	-	-	-	-	-	-
Total	1,178,069	1,304,304	1,368,355	1,435,281	1,587,386	1,412,796	1,412,796

Full-Time Employees	8	8	9	9	9	9	9
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LEGAL

Law

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	629,720	691,938	722,698	836,546	1,015,389	830,690	830,690
Ordinary Expenses	47,507	51,468	106,340	60,172	79,150	185,150	185,150
Capital Expense	431	1,000	1,000	1,000	1,000	1,000	1,000
Total	677,658	744,406	830,039	897,718	1,095,539	1,016,840	1,016,840

Full-Time Employees	13	11	10	12	14	13	13
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Elections

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	139,365	157,806	136,747	188,722	193,402	193,402	193,402
Ordinary Expenses	31,601	27,614	30,081	42,940	42,780	42,780	42,780
Capital Expense	-	4,926	-	-	-	-	-
Total	170,967	190,346	166,828	231,662	236,182	236,182	236,182

Full-Time Employees	3	3	3	3	3	3	3
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PLANNING AND DEVELOPMENT

Planning Board

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	45,777	41,112	48,762	50,612	50,612	50,612	50,612
Ordinary Expenses	-	-	-	220	220	220	220
Capital Expense	-	-	-	-	-	-	-
Total	45,777	41,112	48,762	50,832	50,832	50,832	50,832

Full-Time Employees	1	1	1	1	1	1	1
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Planning and Development

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	807,607	859,106	855,564	916,575	937,787	864,337	864,337
Ordinary Expenses	417,100	410,590	407,735	417,778	422,778	420,778	420,778
Capital Expense	217,742	153,807	187,215	217,129	222,500	221,500	221,500
Total	1,442,449	1,423,503	1,450,514	1,551,482	1,583,065	1,506,615	1,506,615

Full-Time Employees	16	15	16	16	16	15	15
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POLICE

Police

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	18,360,954	19,188,428	19,876,363	20,766,966	19,914,395	20,217,107	20,217,107
Ordinary Expenses	782,223	828,287	989,648	1,050,420	1,089,588	1,089,588	1,089,588
Capital Expense	94,006	199,724	209,830	229,840	244,640	244,640	244,640
Total	19,237,184	20,216,439	21,075,841	22,047,226	21,248,623	21,551,335	21,551,335

Full-Time Employees	308	304	302	310	301	309	309
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FIRE

Fire

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	12,385,256	12,973,746	13,371,492	13,911,405	14,364,005	13,950,005	13,950,005
Ordinary Expenses	351,023	380,358	438,627	420,200	638,000	480,250	480,250
Capital Expense	54,886	112,785	37,188	35,879	111,000	77,500	77,500
Total	12,791,166	13,466,888	13,847,307	14,367,484	15,113,005	14,507,755	14,507,755

Full-Time Employees	210	201	201	200	200	200	200
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INSPECTIONAL SERVICES

Inspectional Services

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	500,457	551,373	594,825	611,036	620,967	618,972	618,972
Ordinary Expenses	43,554	46,127	51,196	59,500	68,100	57,400	57,400
Capital Expense	8,448	8,465	6,417	8,500	8,500	6,500	6,500
Total	552,459	605,965	652,438	679,036	697,567	682,872	682,872

Full-Time Employees	14	13	13	13	13	13	13
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EDUCATION

Schools

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Lowell Public Schools	119,400,750	123,705,306	128,712,530	131,878,136	136,758,473	135,975,089	135,975,089
Gr Lowell Vocational	4,811,953	4,981,908	4,824,844	5,119,960	5,264,017	5,264,017	5,264,017
Total	124,214,707	128,689,219	133,539,380	136,998,096	142,022,490	141,239,106	141,239,106

PUBLIC WORKS

DPW General

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	617,242	689,446	741,439	731,747	739,366	754,147	754,147
Ordinary Expenses	830,404	819,538	831,763	1,106,650	1,053,000	993,000	993,000
Capital Expense	27,877	21,610	14,284	35,000	20,000	20,000	20,000
Total	1,475,523	1,530,595	1,587,486	1,873,397	1,812,366	1,767,147	1,767,147

Full-Time Employees 12 11 12 12 12 11 11

DPW Engineering

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	328,177	340,618	355,067	345,670	348,503	348,503	348,503
Ordinary Expenses	-	-	-	-	-	-	-
Capital Expense	-	-	-	-	-	-	-
Total	328,177	340,618	355,067	345,670	348,503	348,503	348,503

Full-Time Employees 6 6 6 6 6 6 6

DPW Land & Buildings

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	1,021,705	1,097,382	1,144,337	1,301,896	1,309,193	1,259,896	1,259,896
Ordinary Expenses	582,894	606,921	793,260	849,000	920,750	720,750	720,750
Capital Expense	127,893	150,430	125,429	180,000	140,000	140,000	140,000
Total	1,732,492	1,854,732	2,063,027	2,330,896	2,369,943	2,120,646	2,120,646

Full-Time Employees 33 33 33 33 32 31 31

DPW Electrical

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	419,620	420,474	446,741	459,487	461,254	461,254	461,254
Ordinary Expenses	-	-	-	-	-	-	-
Capital Expense	-	-	-	-	-	-	-
Total	419,620	420,474	446,741	459,487	461,254	461,254	461,254

Full-Time Employees 10 10 10 10 10 10 10

DPW Streets

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	1,003,770	992,926	1,053,974	1,252,219	1,268,580	1,269,539	1,269,539
Ordinary Expenses	-	-	-	-	-	-	-

Capital Expense	86,031	98,099	28,536	45,000	45,000	35,000	35,000
Total	1,089,801	1,091,026	1,082,510	1,297,219	1,313,580	1,304,539	1,304,539

Full-Time Employees	34	34	34	34	34	34	34
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DPW Parks

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	1,509,747	1,594,900	1,691,571	1,861,568	1,789,977	1,904,895	1,904,895
Ordinary Expenses	519,039	653,499	557,125	549,869	669,151	547,151	547,151
Capital Expense	184,110	162,431	150,042	165,031	167,890	167,890	167,890
Total	2,212,896	2,410,830	2,398,738	2,576,468	2,627,018	2,619,936	2,619,936

Full-Time Employees	42	40	40	44	40	44	44
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DPW Cemetery

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	348,991	350,867	421,112	438,024	437,618	463,237	463,237
Ordinary Expenses	73,251	97,504	88,272	95,516	97,646	80,946	80,946
Capital Expense	15,736	45,595	20,807	21,552	19,802	19,802	19,802
Total	437,978	493,966	530,191	555,092	555,066	563,985	563,985

Full-Time Employees	11	11	11	11	10	11	11
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DPW Water

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	1,665,561	1,562,073	1,638,727	1,752,807	1,802,491	1,798,365	1,798,365
Ordinary Expenses	1,574,084	1,580,648	2,215,272	2,561,500	2,718,500	2,618,500	2,618,500
Capital Expense	56,753	245,841	249,355	59,000	384,000	284,000	284,000
Total	3,296,398	3,388,562	4,103,354	4,373,307	4,904,991	4,700,865	4,700,865

Full-Time Employees	45	39	38	38	38	38	38
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DPW Other

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Snow & Ice	550,000	2,597,763	550,000	550,000	550,000	580,015	580,015
Street Lighting	680,000	724,000	875,000	880,000	950,000	940,000	940,000
Waste Collection & Disposal	5,973,736	6,250,005	6,100,616	6,518,235	6,785,000	6,460,000	6,460,000
Total	7,203,736	9,571,768	7,525,616	7,948,235	8,285,000	7,980,015	7,980,015

HUMAN SERVICES

Human Services - General

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	-	-	-	-	-	-	-
Ordinary Expenses	-	-	-	-	-	-	-
Capital Expense	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-

Full-Time Employees	-	-	-	-	-	-	-
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Health

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	1,794,789	1,949,238	2,099,600	2,243,029	2,156,859	2,194,686	2,194,686
Ordinary Expenses	76,206	103,882	95,915	131,400	117,700	117,700	117,700
Capital Expense	2,842	2,948	2,717	3,000	3,000	3,000	3,000
Total	1,873,837	2,056,069	2,198,233	2,377,429	2,277,559	2,315,386	2,315,386
Full-Time Employees	53	51	52	52	49	50	50

Council on Aging

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	150,616	160,450	219,246	234,438	235,116	235,344	235,344
Ordinary Expenses	81,493	85,549	92,936	107,696	98,419	98,419	98,419
Capital Expense	2,958	3,435	2,134	1,000	-	-	-
Total	235,067	249,433	314,316	343,134	333,535	333,763	333,763
Full-Time Employees	6	7	7	7	7	7	7

Veterans'

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	141,647	146,325	154,542	160,468	160,688	124,641	124,641
Ordinary Expenses	477,235	489,840	573,508	608,234	618,500	576,500	576,500
Capital Expense	-	-	-	-	-	-	-
Total	618,882	636,165	728,050	768,702	779,188	701,141	701,141
Full-Time Employees	4	4	4	4	4	3	3

Recreation

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	232,885	233,723	279,442	352,413	391,277	391,277	391,277
Ordinary Expenses	59,725	55,705	50,557	64,536	58,536	57,536	57,536
Capital Expense	-	-	-	-	-	-	-
Total	292,610	289,428	330,000	416,949	449,813	448,813	448,813
Full-Time Employees	4	4	4	4	4	4	4

LIBRARY

Library

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	639,971	690,422	742,845	829,151	819,567	820,978	820,978
Ordinary Expenses	219,759	214,361	221,075	218,789	240,116	238,116	238,116
Capital Expense	-	-	-	-	-	-	-
Total	859,730	904,784	963,921	1,047,940	1,059,683	1,059,094	1,059,094
Full-Time Employees	21	21	22	22	21	21	21

OTHER

Debt Service

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Principal	12,310,696	15,082,951	16,079,876	16,210,937	16,173,132	16,173,132	16,173,132
Interest on Bonds	9,005,774	8,247,449	8,054,388	6,730,514	6,052,688	6,052,688	6,052,688
Interest on Notes	18,633	10,370	450,450	100,000	400,214	400,214	400,214
Total	21,335,103	23,340,770	24,584,715	23,041,451	22,626,034	22,626,034	22,626,034

Unclassified

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Workers Comp	657,884	680,494	794,039	1,467,865	800,000	800,000	800,000
Unemployment	1,323,778	457,454	371,282	375,202	380,000	445,000	445,000
Health Insurance	14,130,000	14,836,500	15,336,500	16,136,500	18,879,705	18,374,416	18,374,416
State Assessments	6,680,478	8,475,999	9,737,708	12,623,671	12,895,068	12,895,068	12,895,068
Retirement	12,315,627	12,375,653	12,994,791	13,875,333	14,907,663	14,637,663	14,637,663
Medicare Tax	1,580,052	1,625,329	1,894,911	1,650,000	2,000,000	1,950,000	1,950,000
Claims & Judgments	1,066,673	643,456	1,244,927	1,065,000	1,210,000	1,210,000	1,210,000
Other Insurance	385,103	295,619	376,428	354,705	346,134	346,134	346,134
No. Middlesex	25,978	25,978	25,978	26,631	26,631	26,631	26,631
Total	38,165,573	39,416,481	42,776,565	47,574,907	51,445,201	50,684,912	50,684,912
Full-Time Employees	926	895	898	911	894	900	900

WASTEWATER ENTERPRISE FUND

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	2,039,572	2,199,892	2,316,734	2,552,599	2,586,978	2,584,788	2,584,788
Ordinary Expenses	4,027,504	4,730,460	4,766,544	6,159,949	5,951,400	6,036,400	6,036,400
Capital Expense	32,957	16,780	227,138	16,500	37,000	37,000	37,000
Debt Service	1,134,985	1,342,674	1,342,674	1,425,508	1,978,702	1,978,702	1,978,702
Health Insurance	-	-	-	500,572	560,625	406,153	406,153
Retirement	539,800	539,800	539,800	360,984	377,253	377,253	377,253
Indirect Costs	651,437	443,748	443,748	263,385	939,934	939,934	939,934
Transfer Out	-	-	2,500,000	1,100,000	1,100,000	1,100,000	1,100,000
Total	8,426,255	9,273,354	12,136,638	12,379,497	13,531,891	13,460,229	13,460,229
Full-Time Employees	47	47	47	48	48	48	48

ARENA ENTERPRISE FUND

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	-	-	-	-	-	-	-
Ordinary Expenses	1,442,319	1,172,319	1,422,319	1,422,319	1,422,319	1,297,319	1,297,319
Capital Expense	-	-	-	-	-	-	-
Debt Service	381,633	437,134	437,134	437,134	436,522	436,522	436,522
Manager Fee (set aside)	100,000	-	100,000	100,000	100,000	100,000	100,000
Total	1,923,952	1,609,453	1,959,453	1,959,453	1,958,841	1,833,841	1,833,841
Full-Time Employees	-	-	-	-	-	-	-

PARKING GARAGE FUND

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
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Personal Services	-	180,989	210,552	254,997	549,000	271,333	271,333
Ordinary Expenses	-	2,453,065	2,313,824	2,450,500	2,816,000	2,816,000	2,816,000
Capital Expense	-	-	-	-	-	-	-
Debt Service	-	402,000	382,903	434,000	1,727,731	1,727,731	1,727,731
Transfers	-	320,000	320,000	500,000	-	-	-
Total Expenditures	-	3,356,053	3,227,279	3,639,497	5,092,731	4,815,065	4,815,065
Full-Time Employees	-	-	-	7	7	7	7

CAREER CENTER

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	-	-	-	2,239,412	2,295,779	2,295,779	2,295,779
Ordinary Expenses	-	-	-	2,862,846	3,406,999	3,406,999	3,406,999
Capital Expense	-	-	-	-	-	-	-
Total Expenditures	-	-	-	5,102,258	5,702,778	5,702,778	5,702,778
Full-Time Employees	-	-	-	44	42	42	42
 Grand Total All Funds				304,723,864	319,122,758	314,018,986	314,018,986

BUDGET HIGHLIGHTS

The City budget is divided into different funds. The largest is the General Fund which supports the vast majority of city services. In addition, the City operates two Enterprises; Wastewater and the Arena, as well as Parking as a quasi-Enterprise. The Enterprise Funds do provide reimbursement for costs paid from the General Fund to support their operation. The largest component of such costs is employee benefits such as health insurance and pensions. The total amount currently projected for transfer is \$1.99 million. The City also serves as the fiscal agent for the regional Career Center which is included within the overall City budget.

REVENUES

General Fund

A central tenet of good financial management is operating within the available revenues that are sustainable over time. Budget should not be driven by expenditures or through the utilization of one-time non-recurring sources of revenue. The effect of either of these actions is the placement of burden upon those that provide the revenues (i.e. taxpayers) or the creation of unsustainable structural deficits. Lowell has used such revenues over the past several years in order to avoid decisions of service/staffing reductions, cost savings or an increase in total taxes. Those one-time revenues are now totally exhausted.

The total revenue in the FY08 General Fund Budget is estimated to be \$287,868,291 representing an increase of \$4,972,396, or 1.76% over FY07. These total revenues are included within the four sources that are available to the City: local property taxes, state aid, local receipts and available funds. The highlights of each will be discussed in detail.

Property Taxes: In total Property Taxes in FY08 are proposed and projected to be \$89.6 million, representing an increase of just over \$4 million from FY07. The increase of existing property taxes is \$2.264 million based upon an imposed growth limit of 2.5%. This is in line with the standards used by most Massachusetts communities and will retain the City's unused levy capacity at about \$5 million. The estimated effect of this increase upon the residential taxpayer will be about 2.25% or about \$60 per year as a result of stable or slightly declining values while commercial taxpayers will see a slightly larger increase. This estimated impact upon the residential taxpayer compares favorably with the recent years in which the average tax bill increased annually by 5.7 %, or \$136.00. The limit on the level of increase was deliberate in an attempt to minimize annual impact in recognition of the increases that have occurred over the past several years.

The remainder of the total increase in taxes is \$1.75 million which will occur as a result of new developments within the City. This estimated level of growth is comparable to the last several years during which time the City has captured an increase in personal property values and reaped the results of the condominium developments in the downtown area. A renewed focus on commercial development will hopefully increase overall growth in the future.

State Aid: Total aid from the state is expected to grow from \$150.3 million in FY07 to \$155.4 million in FY08, or \$5.1 million. This increase is largely attributable to Chapter 70 education aid which grew by \$6.2 million. However, this growth was offset by a reduction in Charter School reimbursement of \$1.32 million.

In FY07 the State lifted its cap on the distribution of Lottery funds to communities. As a result, Lowell saw an increase of \$4.2 million over FY06. In FY08 the increase in this aid is only \$400,000. The other major form of general revenue sharing, Additional Assistance, is again limited to \$6.3 million which is the same level that it has been since FY03 when it was reduced from nearly \$8 million.

The most dramatic change in state aid in FY08 is a reduction of approximately \$3.3 million in School Building Assistance reimbursement as the result of a completion of audits for a number of school projects in which the City was over-reimbursed for a number of years. This is largely attributable to better than anticipated interest rates received on City borrowings. Unfortunately, this adjustment is made late in the reimbursement schedule resulting in a very serious loss of revenue that had been sustaining operations.

Local Receipts: It is estimated that the City will receive approximately \$28.4 million in FY08, which is comparable with FY07. There will be a full year of the fee increases approved by the Council in FY07. However, the additional five months of these revenues plus an expected increase in water revenues (\$532,000) and Medicare Part D reimbursement (\$586,000) is offset by a loss of PILOT (\$479,000) and Tax Lien funds (\$226,000) and the appropriate allocation of Parking and Wastewater related revenues to those enterprises. In addition, an Urban Renewal payment of \$472,000 from the state that was double counted as a receipt and state aid payment in FY07 has been eliminated.

Available Funds: The City is able to appropriate from funds on hand to offset operating costs. In FY07 this source of funding provided approximately \$1,846,000. In FY08 it is only estimated to provide \$1,267,000 based upon the full allocation of parking related revenues and expenditures to that quasi-enterprise. The largest source of funding in this area is a \$1.1 million transfer from Wastewater Enterprise which is similar to FY07. The basis of this transfer is reimbursement to the General Fund for prior years in which the Enterprise was subsidized. The Department of Revenue has approved this type of transfer for FY06-08 but advised the City that this revenue will not be allowed in subsequent years. In addition, it is expected that there will be \$92,000 in Overlay Surplus that can be transferred to the operating budget.

Enterprise Fund Revenues

The City currently operates three areas as Enterprises: Wastewater, Tsongas Arena and Parking. Wastewater revenue is expected to increase in FY08 by approximately \$1.3 million. This is primarily attributable to the proper allocation of sewer lien receipts, increased revenue from the participating communities and a transfer of prior year enterprise free cash.

The Arena revenue is estimated to remain essentially level at \$1 million.

Parking is projected to increase by approximately \$1.2 million. This growth is attributable to full allocation of parking meter revenue, an doubling of Middlesex Community College fees (\$225,000), partial year JAM garage revenue (\$180,000), and collection of past due amounts.

Career Center Revenues

The City of Lowell operates the regional Career Center as a Department of the City but with all funding provided through the Commonwealth of Massachusetts. As such the funds are passed through the City directly to the operation. In FY08 the revenue and expenses equal \$4,970,000.

EXPENDITURES

General Fund Expenditures

The expenditure side of the budget includes costs which are already committed and those necessary to operate the City and provide services. The substantial portions of these costs that are largely fixed limit the amount available for the variety of services and programs provided by City departments. These fixed areas include debt service, pension costs, employee health insurance, Medicare tax, workers compensation and Public Safety IOD, legal claims, state assessments, and the vocational school assessment. Together these areas total nearly \$78 million or 27% of the General Fund. In addition the City is required to spend a certain amount on education. The City is just at, or a small amount under, this level which represents another \$135.1 million, or 47% of the total budget. Further, there are a number of other budgetary areas that are have certain spending requirements due to state law or grant conditions (Library and Fire Department); and others in which it is difficult to make sizeable cost savings such as solid waste, street lighting and snow and ice. Finally, this budget has recognized the difficulty in reducing police staffing given the crime trends of the past year.

In short, the limited revenue, the large increases in some fixed cost areas and the limited options relating to other cost areas have produced a very tight budget that includes a number of reductions in expenses and personnel including reduction of 14 in employee headcount. This budget also provides a first phase of restructuring designed to maximize efficiency and economies of scale. Further restructuring will occur beyond the budget process. The budget has been divided into functional areas of the Uniform Municipal Accounting System which forms the basis of this analysis.

Legislative: This area includes funding for the City Council, Mayor's Office and City Clerk. The only notable change is the City Clerk's reduction of the Clerk of Committee position for a savings of approximately \$32,000.

City Manager: This area includes the City Manager office, certain costs associated with School spending, Marketing and Cultural Development, Disability Commission, Scholarship Fund, Cable Access, and Neighborhood Services. There are a several changes which provide cost reductions.

- Assistant City Manager for Operations is moved to Public Works Area and assigned responsibility for that functional area. General City Manager staff support in operations is replaced by an Assistant to City Manager/Chief of Staff position at lower salary. Savings: approximately \$11,000
- Administrative Assistant to City Manager is moved to Public Works to provide support to Assistant City Manager. Replaced by PT Executive Assistant. Savings: approximately \$8,000
- CFO and Executive Secretary moved to another area of budget. Relocated within building. No savings.
- Neighborhood Services (NS) office eliminated with coordinator moved into City Manager office and assigned all citizen services. Senior Clerk position in NS eliminated. New Senior Clerk position established in City Manager office. No savings.
- City Manager Contingency reduced by \$42, 872. Salary Reserve of \$500,000 established for collective bargaining.
- City appropriation to Convention and Visitors Bureau retained at \$100,000 subject to execution of a contract with defined responsibilities and performance measurements.
- Cable Access Coordinator position eliminated. Savings \$14,000

Finance: This area includes the Chief Financial Officer, City Auditor, Purchasing, Treasurer, Assessors, Human Relations and Management Information Services. Given the significance of these functions and previous reductions in this area there are limited staffing changes. Some cost reductions have been implemented but these are offset by some required increases. The highlights are as follows:

- As previously noted the CFO and an Executive Secretary are moved out of City Manager budget into this area. No cost impact.
- Assessors Revaluation costs increased by \$90,000 for funding of triennial revaluation.
- Assessor Principal Clerk reduced by layoff. Savings \$32,000
- The restructuring that occurred in FY07 remains in place with the Parking Office merged with the Treasurer's Office and the Attorney and Paralegal assigned to Tax Title shifted to Law Department. No cost impacts.
- Postage for tax bills increased by \$35,000
- MIS overtime reduced by 50%. Savings: \$17,500

Law Department: This area now includes the Solicitor Office, Licensing and Elections. Legal claims and Workers Comp/111F are shifted to a section of the budget designated as Unclassified. There are various highlights within this budget but the effect on the budget are negligible as they are shifts of costs as opposed to increases/decreases.

- Tax title related costs of salaries and expenses are shifted from Treasurer to Law Department.
- City Physician position is eliminated and those costs along with those of 111f Physician are shifted into Professional Services. The Occupational Health service will provide medical services for all injured employees. Anticipated to have improvement in claim costs.
- License Commission office shifted to Law Department space. No cost impact.

Department of Planning and Development: This area is essentially unchanged from prior years as we simultaneously focus upon increasing economic development and effective planning. However, there are staffing changes:

- Historic Board Administrative Assistant position eliminated by layoff: Savings \$33,917
- Secretary/Receptionist position eliminated by layoff: Savings \$29,118

Police Department: Despite budget conditions it was a priority within this budget to retain the existing headcount of the uniformed force at the current headcount of 244. The budget does anticipate various vacancies occurring during the year with resulting savings and also includes filling eight vacant positions. Through various staff changes through the year a budget adjusted reduction figure of \$200,000 is retained as it was in FY07. Highlights:

- Minimal staffing changes. Reduction of one mechanic and one sign painter
- Temporary Salary and Wages reduced by approximately \$44,000. Only to be used for on-call dispatchers
- Overtime reduced by \$41,000
- Court time increased by \$20,000
- Compensatory time reduced by \$35,000
- Horses/Boarding Costs reduced by \$20,000 pending further review.
- Rental of Equipment increased by \$26,000
- Gasoline increased by \$19,000 to reflect increased costs
- Police cars increased by \$42,000 but still a 1 car reduction in the planned cruiser replacement
- Police Equipment reduced by \$27,000

Fire Department: This department is essentially unchanged from FY07 due to staffing requirements of a grant received by the City for the past three years and prioritization of public safety. However, overtime has been reduced by \$100,000 which may result in increased station closures. Other highlights include:

- Increase in gasoline by \$25,000
- Increase in safety SCBA Equipment \$20,000
- Replacement of safety apparel. Cost \$15,000

Inspections: This department is virtually unchanged from FY07 reflecting prioritization of code and safety enforcement within the City. Ongoing reorganization and restructuring related to this Department may ultimately result in increased savings.

Education: This area of the budget includes the Lowell Public Schools and the Greater Lowell Regional Vocational School. The highlights are as follows:

- Greater Lowell assessment increases by \$144,000 over FY07.
- Lowell Public School budget increases by approximately \$3.3 million. This is an area of concern as the City is perilously close to dropping below the 95% of school spending requirements which could impact Chapter 70 funding. Additional analysis is needed.

Public Works: This area includes all Public Works related departments under the direct supervision of an Assistant City Manager. During the course of FY08 the position will be merged with the Commissioner of Public Works constituting a dual assignment. This will occur upon the anticipated retirement of the current Commissioner. Departments and divisions in this section include: Public Works Records and Accounts, Engineering, Land and Buildings, Messenger, Electrical, Streets, Solid Waste, Street Lighting, Snow and Ice, Parks, Cemetery and Water. Wastewater also is part of the Public Works area but is budgeted separately as an enterprise. During the course of the year it is expected that the functional area will be restructured for increased efficiency. Budget highlights include:

- Assignment of Assistant City Manager to Public Works reflecting increased emphasis on infrastructure. Merge with Public Works Commissioner during year expected to save approximately \$50,000
- Assignment of Administrative Assistant to City Manager to provide administrative support. Cost \$48,000
- Eliminate vacant Contract Administrator position. Savings \$42,138
- Eliminate vacant Principal Clerk position. Savings: \$32,135
- Eliminate Asst. Animal Control Officer position. Savings: \$38,919
- Reduce lease of DPW Equipment. Savings \$46,000
- Reduce professional services. Savings: \$60,000
- Reduce Plows and Frames. Savings \$10,000
- Eliminate one Land and Building Craftsman by layoff. Savings: \$42,876
- Eliminate one vacant HVAC Technician \$43,106
- Reduce Underground Storage Tank costs by \$40,000

- Increase Gas utility costs for City Hall by \$75,000
- Projected reduction of solid waste costs by \$70,000 through increased enforcement of ordinance.
- Increased Street lighting costs to reflect actual. Cost \$70,000
- Increase Snow and Ice OT Costs by \$30,000 to reflect actual costs transferring from Parks and Cemetery.
- Reduce four Park Laborers through layoffs. Total savings;\$119,148
- Increase Parks gasoline by \$41,000
- Eliminate Cemetery laborer by layoff. Savings: \$25,522
- Increase Water Utility Chemicals \$31,000
- Purchase Carbon Filter Replacements: \$225,000 (to be covered by recommended increase in fees as part of overall capital improvement project)

Human Services: This segment of the Budget includes those departments that provide community and social service functions within the City. This includes Health, Senior Center, Veterans and Recreation. It is intended that this will undergo further refinement to increase service collaboration. Budget highlights include:

- Eliminate one vacant Head Clerk position. Savings: \$33,413
- Eliminate a vacant School Nurse position. Savings: \$42,000
- Eliminate Veteran's Deputy Director by layoff. Savings: \$36,270
- Increase Recreation Temporary Salary and Wages by \$32,000 to enhance youth programs and open one additional pool for the summer.

Library: The Library budget has minimal changes in order to maintain the state required minimum increase in spending so as to retain state funding and membership in the regional consortium. The only budget highlights are as follows:

- Elimination of Library Secretary position. Savings: \$34,863
- Elimination of a vacant Library Aide position. Savings: \$6,825
- Increase in electricity costs by \$20,000

Debt: The City's debt service costs decrease in FY08 as older projects decrease or fall off the debt schedule. The FY08 Debt budget does include the initial payments (\$85,000) on the architectural costs for the Butler school project. It is anticipated that total debt will trend upward again in FY09 as the several projects debt service is increased or come on line. In some cases it will be proposed that the impact be offset by rate increases such as water.

Unclassified: This section of the budget includes all those costs that cut across all departments but not distributed including City insurance premiums, amounts reserved for legal claims, Cherry sheet assessments; and Employee benefits such as workers compensation, unemployment, health insurance, Medicare tax and pensions. The area of employee benefits is one of the fastest growing areas of the budget. The highlights of the Unclassified area are as follows:

- Workers Compensation Claim costs are set at \$800,000 which is a historically accurate level of funding. It is approximately \$667,000 below the level budgeted for FY07.
- Health insurance premiums are increased by 15% in FY08 resulting in an appropriation increase of \$2.1 million. This level of funding is calculated based upon claim and cost trends, plus the Department of Revenue required reserves. In part this increase is required as a result of under-funding of the account over the past three years. During this period of time the City's health insurance consultant and Blue Cross recommended annual increases of 10% instead of the 2-2.5% increases that were implemented.
- Cherry Sheet assessments increase by approximately \$270,000
- City pension costs for retirees increase by approximately \$800,000.
- Medicare tax payments are adjusted upward by \$300,000 to reflect actual payments needed.

Enterprise Fund Expenditures

Wastewater: The Wastewater enterprise is calculated to increase costs by approximately \$1.1 million in FY08 matching the incoming revenue. Debt service costs are estimated to increase by approximately \$550,000 to cover payments on the borrowings for the CSO project and improvements to the Duck Island plant. There is also a full loading of all indirect costs associated with the enterprise resulting in a charge-off of \$939,934, an increase of about \$670,000.

Arena: The Arena is once again projected to run at a deficit (-\$708,841). However this will be a decrease of \$250,000 based upon the elimination of the costs associated with the Lowell Devils contract. This elimination is based upon the inability of the City to afford these continued costs. It is proposed that this amount not be appropriated and the contract terminated in accordance with the annual appropriation clause.

Parking: Technically, the Parking Department is not an enterprise as the relevant section of state law has not been accepted by the City Council establishing such. However, for purposes of this budget preparation it is being treated as an enterprise. The major expenditure changes are as follows:

- Debt Service is projected to increase by almost \$1.3 million from original FY07 budget as a result of full funding of JAM garage.
- Ordinary expenses are projected to increase by approximately \$350,000 as a result of JAM garage coming on line in late fall of 2007.
- All indirect costs associated with the parking operation are included in the budget.

REVENUE DETAIL

REVENUE

REVENUES

Type	Account #	Actual 2004	Actual 2005	Actual 2006	Budget 2007	Est 2007	Request 2008	Manager 2008	Approved 2008
Tax Levy	multiple	63,736,257	69,345,179	75,460,895	83,698,529	83,698,529	87,805,565	87,805,565	87,805,565
New Growth	multiple	-	-	-	1,842,132	1,842,132	1,700,000	2,550,000	2,550,000
Total Property Taxes		63,736,257	69,345,179	75,460,895	85,540,661	85,540,661	89,505,565	90,355,565	90,355,565
Veterans Benefits	461000	292,119	324,058	528,699	402,179	402,179	304,416	304,416	304,416
State Owned Land	461003	143,782	224,755	290,149	163,654	163,654	182,844	182,844	182,844
Police Career Incentive	461005	1,046,167	1,011,763	1,215,760	1,382,921	1,382,921	1,264,416	1,264,416	1,264,416
Lottery	461009	17,476,479	17,476,479	20,245,398	24,601,241	24,601,241	25,007,761	25,007,761	25,007,761
Additional Assistance	461010	6,340,746	6,340,746	6,340,746	6,340,746	6,340,746	6,340,746	6,340,746	6,340,746
Vets/Blind Exemptions	461500	127,824	129,389	-	129,389	129,389	130,541	130,541	130,541
Elderly Exemptions	461600	156,500	148,592	149,094	149,094	149,094	158,130	158,130	158,130
Charter School Capital	462006	-	475,151	639,844	-	-	-	-	-
School Transportation	462015	619,900	-	-	-	-	-	-	-
Charter Tuition Reimb	462018	404,455	738,947	2,525,357	4,976,289	4,976,289	3,647,686	3,647,686	3,647,686
Charter School Revenue	488521	14,039	-	-	-	-	-	-	-
Chapter 70	462200	103,496,108	108,277,003	108,399,119	111,660,607	111,660,607	117,869,547	117,869,547	117,869,547
Urban Redevelopment 121A	461001	468,750	476,262	472,396	509,000	509,000	509,000	509,000	509,000
Total Local Aid		130,586,868	135,623,145	140,806,562	150,315,120	150,315,120	155,415,087	155,415,087	155,415,087
Tax Liens Redeemed	414000	-	-	718,863	719,000	765,000	765,000	765,000	765,000
Demo Liens	414300	-	-	285	-	-	-	-	-
Tax Foreclosures Redeemed	414501	-	-	-	-	103	-	-	-
Tax Foreclosure Prop Sale	416000	-	-	-	-	-	-	-	-
Roll Back Tax	414700	185,305	-	-	-	-	-	-	-
Assessors Misc	427023	7,243	9,279	11,065	11,000	7,000	7,000	7,000	7,000
MV Excise	415XXX	6,650,805	6,728,338	6,816,475	6,816,000	6,443,000	6,966,000	6,970,000	6,970,000
Boat Excise	416XXX	2,994	3,404	170	-	2,000	2,623	2,861	2,861
PP Penalty & Interest	417100	3,030	4,576	8,525	9,000	6,000	6,000	7,000	7,000
RE Penalty & Interest	417101	204,755	222,039	235,171	235,000	326,000	326,000	326,000	326,000
MV Penalty & Interest	417200	525,766	461,086	368,976	369,000	271,000	271,000	271,000	271,000
Other Excise P & I	417201	2	107	69	-	2	-	-	-
Tax Lien Penalty & Interest	417200	533,557	282,862	601,169	601,000	345,000	375,000	375,000	375,000
PILOT	418000	1,283,107	916,129	704,148	1,229,000	2,700,000	750,000	750,000	750,000
Misc Other Fees	432006	815	350	15	-	2	-	-	-
Proforma Taxes	432100	56,224	8,557	28,834	29,000	2,000	2,000	2,000	2,000
Lien Certificates	432200	138,518	111,329	102,403	107,000	80,000	84,000	84,000	84,000
Interest on Investments	482001	831,787	813,094	1,160,640	1,161,000	1,750,000	1,750,000	1,750,000	1,750,000
Other Misc Interest	482003	193,891	233,215	303,802	304,000	253,000	253,000	253,000	253,000
Interest on Demo Liens	482005	-	-	2,992	3,000	-	-	-	-
Constable Fees	432014	6,767	8,439	7,218	7,000	8,000	8,000	8,000	8,000
Treasurer's Misc	437010	6,113	10,716	6,338	6,000	12,000	12,000	12,000	12,000
Junk Revenue Misc	437017	615	5,559	652	1,000	4,000	4,000	4,000	4,000
Auditing Misc	437029	-	-	13	-	20	-	-	-
DPD Misc	437030	-	-	17,000	17,000	-	-	-	-
Urban Redevelopment	461001	-	-	-	472,000	-	-	-	-
FEMA S & I Reimbursement	454004	-	305,719	-	-	-	-	-	-
Excess Rev One-time	461020	-	2,335,793	1	-	-	-	-	-
Hotel/Motel Tax	419100	240,105	228,794	209,923	210,000	250,000	250,000	250,000	250,000
COA Resitution	427012	485	-	-	-	-	-	-	-
Court Fines	469500	193,555	249,557	318,855	319,000	374,000	374,000	374,000	374,000
Medicaid Reimbursement	474000	1,292,772	1,762,924	1,648,416	1,648,000	1,648,000	1,648,000	1,648,000	1,648,000
Misc Other Revenue	484011	48,842	240	810	1,000	-	-	-	-
Mass Electric Rebare	484014	-	1,210	-	-	-	-	-	-
Premium From Bond Sale	490002	2,403,801	7,018	-	-	61,997	50,000	50,000	50,000
Premium From Note Sale	490005	-	59,791	15,730	15,000	40,000	15,000	15,000	15,000
Treas Over/Under	496806	(38,421)	25,079	18,383	18,000	-	-	-	-
Int Received on Bond Sale	490006	-	52,395	42,194	-	25,280	25,000	25,000	25,000
Liquor Licenses	437303	269,000	271,100	276,000	292,000	292,000	304,000	304,000	304,000
Special Alcohol Licences	441000	15,255	14,095	13,505	16,000	13,000	14,000	14,000	14,000
Beer & Wine Licenses	441001	18,600	32,500	24,000	28,000	37,000	40,000	40,000	40,000
Amusement Licenses	442003	15,800	15,250	19,875	21,000	14,000	15,000	15,000	15,000
Auto 2nd Hand Licenses	442004	600	900	2,000	2,000	-	-	-	-
Common Victualler	442012	12,250	13,050	12,000	16,000	22,000	25,000	25,000	25,000
Misc Licenses	442018	48,316	47,864	44,998	45,000	52,000	52,000	52,000	52,000
Auto used Car Licenses	442021	7,300	9,800	15,400	15,000	18,000	18,000	18,000	18,000
Auto Junk Dealer Licenses	442029	640	600	1,200	1,000	1,000	1,000	1,000	1,000
Sunday Entertainment	442032	2,700	1,555	1,800	2,000	-	-	-	-
Taxi Licenses	442034	9,440	7,575	8,500	9,000	7,000	7,000	7,000	7,000
Lodging House	442042	1,500	1,600	1,050	1,000	1,000	1,000	1,000	1,000
Special Event Permits	442048	1,325	6,630	500	1,000	6,000	6,000	6,000	6,000
Legal Settlements	424611	450,000	450,000	-	-	-	-	-	-
Human Relations Misc	437027	-	-	13	-	28	-	-	-
Business Permits	442007	13,050	13,043	13,040	17,000	16,000	19,000	19,000	19,000
Mortgages	442008	4,648	34	20	-	-	-	-	-
Garage & Gas	442016	6,822	9,137	9,732	10,000	15,000	15,000	15,000	15,000
Marriage Licenses	442045	10,490	10,815	11,485	18,000	16,000	21,000	21,000	21,000
City Clerk Misc	437006	117,468	123,808	132,671	172,000	200,000	228,000	228,000	228,000
Elections Misc	437003	936	937	712	1,000	1,000	1,000	1,000	1,000
Reim Extended Polling	469703	12,205	24,403	-	-	28,921	29,000	29,000	29,000
Cable Franchise Fee	437013	424,570	200,212	233,538	234,000	234,000	234,000	234,000	234,000

REVENUES

Type	Account #	Actual 2004	Actual 2005	Actual 2006	Budget 2007	Est 2007	Request 2008	Manager 2008	Approved 2008
Advert & Recording Pl Bd	484006	42,757	28,705	29,133	29,000	17,000	17,000	17,000	17,000
Boad of Appeals Fees	432201	14,200	9,100	7,500	8,000	7,000	7,000	7,000	7,000
Riptide Parking	424308	1,178	407	7,500	8,000	10,000	10,000	10,000	10,000
Parking	4243XX	2,276,493	-	-	-	-	-	-	-
MV Non-Renewal Fees	417202	112,088	86,275	97,981	98,000	100,000	100,000	100,000	100,000
Parking Ticket Reg Fees	432203	2,965	-	-	-	-	-	-	-
Parking Ticket Mark Fees	433204	745	-	-	29,000	-	-	-	-
Parking Ticket Late Fees	432204	111,925	-	29,483	-	-	-	-	-
Parking Ticket Fines	477001	397,883	-	214,970	215,000	-	-	-	-
Police Towing Reimb	427005	46,598	46,042	64,324	64,000	93,000	93,000	93,000	93,000
Police Firearms	437005	8,638	7,700	7,169	7,000	9,000	9,000	9,000	9,000
Police Misc	437020	136,295	123,797	115,473	115,000	171,000	171,000	171,000	171,000
Fire Smoke Detectors	442001	52,630	56,620	72,125	198,000	90,000	196,000	196,000	196,000
Fire Misc Permits	442035	19,135	20,725	14,705	20,000	23,000	27,000	27,000	27,000
Alarms Ordinance	442051	-	-	80	-	50	-	-	-
Fire Misc	437016	429	461	298	-	7,000	7,000	7,000	7,000
Code & Inspections Signs	442033	1,630	1,790	2,287	3,000	1,000	2,000	2,000	2,000
Occupancy Permits	442040	51,445	74,508	108,695	123,000	82,000	93,000	93,000	93,000
Misc Permits	442043	15,017	13,242	10,955	12,000	12,000	13,000	13,000	13,000
Code & Inspection Misc	437015	672	2,936	4,685	6,000	1,000	1,000	1,000	1,000
Code & Inspection Bldg Permits	442013	687,056	671,405	762,457	953,000	746,000	883,000	883,000	883,000
Code & Inspection Plumbing	442014	57,201	54,550	77,382	88,000	69,000	77,000	77,000	77,000
Code & Inspection Gas Permits	442017	28,477	35,731	37,481	42,000	49,000	53,000	53,000	53,000
Sealer Misc	437014	3,840	3,690	16,040	21,000	12,000	15,000	15,000	15,000
Wire Misc	437011	85,131	122,833	110,601	137,000	138,000	156,000	156,000	156,000
Private Sewer Entry	424707	6,806	9,145	2,448	2,000	2,000	2,000	2,000	2,000
DPW Misc	437018	1,705	2,482	1,435	1,000	1,000	1,000	1,000	1,000
Cleanup Cost Reimb	437103	-	-	695	1,000	1,378	-	-	-
DPW Street Openings	427003	18,543	16,845	35,155	45,000	22,000	29,000	29,000	29,000
Trash/Recycling Services	424700	1,706,114	1,775,966	1,853,703	2,262,000	1,989,000	2,281,000	2,281,000	2,281,000
Dumpster Fees	424705	2,425	2,025	1,827	2,000	2,000	2,000	2,000	2,000
Water Lien Revenue	422102	313,101	27,202	650,931	651,000	482,000	482,000	482,000	482,000
Water Usage	421100	7,458,866	7,541,719	7,078,335	7,256,000	7,077,000	7,189,000	7,788,448	7,788,448
Water Bulk	437028	23,460	25,985	23,545	24,000	17,000	17,000	17,000	17,000
Cemetery Openings	437101	153,615	158,750	129,520	135,000	157,000	162,000	162,000	162,000
Health Reg Food Establishments	442002	11,040	11,760	11,080	43,000	61,000	84,000	84,000	84,000
Health Wagon Licenses	442009	300	150	1,390	-	50	-	-	-
Health Burial Permits	442010	25,200	22,870	24,650	25,000	25,000	25,000	25,000	25,000
Health Bakery Permits	442011	4,230	2,800	3,310	3,000	5,000	5,000	5,000	5,000
Health Septic Tank	442020	1,475	-	-	-	-	-	-	-
Funeral Dir Licenses	442022	600	1,900	1,900	2,000	2,000	2,000	2,000	2,000
Canteen Truck Permits	442024	1,700	1,500	1,700	2,000	1,000	1,000	1,000	1,000
Manufacturer Ice Cream	442025	450	400	475	-	1,000	1,000	1,000	1,000
Health Catering Licenses	442028	1,200	2,400	1,600	2,000	3,000	3,000	3,000	3,000
Ice Cream	442031	4,980	5,060	5,160	2,000	680	-	-	-
Health Milk Licenses	442036	8,800	8,480	8,780	4,000	1,320	-	-	-
Tobacco Licenses	442037	4,400	3,950	4,750	5,000	11,000	11,000	11,000	11,000
Health Public/Semi Pools	442039	1,550	1,050	1,350	2,000	1,000	2,000	2,000	2,000
Health Night Soil	442041	3,600	4,050	3,375	3,000	9,000	9,000	9,000	9,000
Health Body Art Licenses	442047	500	1,800	2,000	2,000	1,000	2,000	2,000	2,000
Health Dumpster Licenses	442049	25,925	35,000	31,925	51,000	79,000	92,000	92,000	92,000
Riptide License	442050	-	12,800	-	-	-	-	-	-
Health Misc Licenses	442003	5,664	5,154	6,076	10,000	5,000	8,000	8,000	8,000
Health Tobacco Fines	477004	4,900	5,300	1,300	1,000	5,000	5,000	5,000	5,000
Snow & Ice Sidewalk Fines	477005	-	100	50	-	75	-	-	-
Contributions & Donations	483000	-	-	2,500	3,000	-	-	-	-
Library Misc	437200	19,455	18,330	17,906	18,000	21,000	21,000	21,000	21,000
Sewer Liens	437014	-	-	734,053	734,000	-	-	-	-
Medicare Part D Reimb?	TBD	-	-	-	-	585,960	586,000	586,000	586,000
Parks Misc Rent	436008	27,164	13,085	17,205	27,000	34,000	41,000	41,000	41,000
Total Local Receipts		30,259,935	27,170,882	26,580,431	28,702,000	28,586,866	27,966,623	28,571,309	28,571,309
Perpetual Care	8406	75,500	450,000	28,800	81,000	81,000	81,000	81,000	81,000
Sale of Cemetery Lots	1723	-	-	-	51,000	51,000	55,000	55,000	55,000
Dog Licenses	1714	-	-	-	31,000	31,000	31,000	31,000	31,000
Parking Fines	1708	-	-	-	83,712	83,712	-	-	-
Parking Meters (Police)	4450	-	320,000	320,000	300,000	300,000	-	-	-
Parking meters (General)	4450	371,985	535,888	1,347,166	199,223	200,000	-	-	-
Total Available Funds		447,485	1,305,888	1,695,966	745,935	746,712	167,000	167,000	167,000
SBA Reimbursement	462005	16,282,496	16,492,179	16,492,179	16,492,179	16,492,179	12,926,895	13,172,962	13,172,962
Indirect Revenues	49XXXX	421,460	1,252,900	374,951	-	-	-	-	-

REVENUES

Type	Account #	Actual 2004	Actual 2005	Actual 2006	Budget 2007	Est 2007	Request 2008	Manager 2008	Approved 2008
Wastewater:									
Usage	424600	8,488,632	9,835,682	9,506,542	11,222,995	9,319,000	9,319,000	9,319,000	9,319,000
Industrial Useage	424601	75,818	674	1,131	-	2,000	2,000	2,000	2,000
Rate Relief	424603	18,310	28,923	23,813	-	55,300	55,000	55,000	55,000
Septage	424606	608,470	674,300	715,940	-	670,000	670,000	670,000	670,000
Sewer Liens	422103	430,134	36,333	201,105	-	740,000	740,000	740,000	740,000
Pre-Treatment Permits	442038	300	1,310	100	-	1,000	1,000	1,000	1,000
Laboratory Analysis	437204	11,582	9,707	20,028	-	20,000	20,000	20,000	20,000
Tewksbury Assessment	424602	206,777	390,149	325,453	-	487,000	487,000	487,000	487,000
Chelmsford Assessment	424605	410,313	602,748	533,952	-	1,297,000	897,000	897,000	897,000
Dracut/Tyngsboro Assessment	424607	339,758	493,751	654,812	-	929,000	929,000	929,000	929,000
Legal Settlements	424611	-	-	-	-	275,000	-	-	-
Misc Other	484011	64,997	7,536	131,403	919,005	101,000	101,000	101,000	101,000
Sewer Free Cash							279,425	239,229	239,229
Total Wastewater		10,655,090	12,081,111	12,114,279	12,142,000	13,896,300	13,500,425	13,460,229	13,460,229
Arena Revenue									
	463003	1,215,915	1,006,548	1,037,583	1,038,000	1,000,000	1,000,000	1,000,000	
Parking									
Ayotte	424300	-	516,932	463,291	435,000	453,000	435,000	453,000	453,000
John Street	424302	-	743,763	807,661	800,000	806,000	936,000	806,000	806,000
Davidson Lot	424303	-	90,913	86,942	85,000	120,000	100,000	120,000	120,000
Roy	424304	-	863,738	933,942	1,000,000	1,020,000	1,130,000	1,020,000	1,020,000
Meters - Streets	424305	-	419,119	7,118	100,000	361,000	400,000	361,000	361,000
Lower Lock	424306	-	669,573	617,824	650,000	764,000	959,000	764,000	764,000
Ticket Reg Fees	432203	-	7,562	17,271	100,000	210,000	400,000	228,000	228,000
Ticket Late Fees	432204	-	120,071	12,166	-	76,000	-	108,000	108,000
Ticket Mark Fees	433204	-	1,870	4,335	-	54,000	-	58,000	58,000
Rental Pass Cards	433205	-	3,582	8,071	-	14,000	-	14,000	14,000
Parking Tickets	477001	-	371,714	80,819	535,902	535,000	600,000	780,000	780,000
JAM	TBD	-	-	-	-	-	180,000	180,000	180,000
Dutton Lot	TBD	-	-	-	-	-	60,000	60,000	60,000
Total Parking		-	3,808,837	3,039,440	3,705,902	4,413,000	5,200,000	4,952,000	4,952,000

DETAILED DEPARTMENTAL BUDGETS

GENERAL FUND

SUMMARY

GENERAL FUND SUMMARY

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Property Taxes	63,736,257	69,345,179	75,460,895	85,540,661	89,505,565	90,355,565	90,355,565
Local Aid	130,586,868	135,623,145	140,806,562	150,315,120	155,415,087	155,415,087	155,415,087
Local Receipts	30,259,935	27,170,882	26,580,431	28,702,000	27,966,623	28,571,309	28,571,309
Available Funds	447,485	1,305,888	1,695,966	745,935	167,000	167,000	167,000
Free Cash	-	-	-	-	-	-	-
MSBA Reimbursement	16,282,496	16,492,179	16,492,179	16,492,179	12,926,895	13,172,962	13,172,962
Sewer Ent Free Cash	-	-	2,500,000	1,100,000	1,100,000	1,100,000	1,100,000
Total Receipts	241,313,042	249,937,274	263,536,033	282,895,895	287,081,170	288,781,923	288,781,923

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	45,870,725	47,854,604	49,987,618	52,944,656	54,330,567	52,335,932	52,335,932
Ordinary Expenses	9,567,023	10,025,912	10,920,829	12,356,042	12,977,676	12,338,026	12,338,026
Capital Expense	785,774	1,027,246	845,610	1,026,627	1,387,882	1,241,382	1,241,382
Debt Service	21,335,103	23,340,770	24,584,715	23,041,451	22,626,034	22,626,034	22,626,034
Health Insurance	14,130,000	14,836,500	15,336,500	16,136,500	18,879,705	18,374,416	18,374,416
Retirement	12,315,627	12,375,653	12,994,791	13,875,333	14,907,663	14,637,663	14,637,663
Medicare Tax	1,580,052	1,625,329	1,894,911	1,650,000	2,000,000	1,950,000	1,950,000
Unemployment	1,323,778	457,454	371,282	375,202	380,000	445,000	445,000
Workers Compensation	657,884	680,494	794,039	1,467,865	800,000	800,000	800,000
Legal Claims	1,066,673	643,456	1,244,927	1,065,000	1,210,000	1,210,000	1,210,000
Trash Removal	5,973,736	6,250,005	6,100,616	6,518,235	6,785,000	6,460,000	6,460,000
Street Lighting	680,000	724,000	875,000	880,000	950,000	940,000	940,000
Snow & Ice	550,000	2,597,763	550,000	550,000	550,000	580,015	580,015
Lowell Public Schools	119,400,750	123,705,306	128,712,530	131,878,136	136,758,473	135,975,089	135,975,089
Gr Lowell Vocational	4,811,953	4,981,908	4,824,844	5,119,960	5,264,017	5,264,017	5,264,017
State Assessments	6,680,478	8,475,999	9,737,708	12,623,671	12,895,068	12,895,068	12,895,068
No. Middlesex	25,978	25,978	25,978	26,631	26,631	26,631	26,631
Transfers	97,956	107,811	(94,752)	107,850	107,800	107,800	107,800
Total Expenditures	246,853,490	259,736,187	269,707,146	281,643,158	292,836,516	288,207,073	288,207,073

Surplus/(Deficit)	(5,540,448)	(9,798,914)	(6,171,113)	1,252,737	(5,755,346)	574,850	574,850
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Unappropriated funding:

Estimated FY 2007 Snow & Ice Deficit					(600,000)	(730,033)	(730,033)
Other Deficits					-	-	-
Add FY 2008 Arena Deficit					(958,841)	(833,841)	(833,841)
Less Estimated Indirect wages (WW & Garage)					653,247	683,259	683,259
Less Estimated Indirect expenses (WW & Garage)					438,226	438,226	438,226
Less Estimated Indirect Health Insurance (WW & Garage)					642,383	443,270	443,270
Less Estimated Indirect Pensions (WW & Garage)					432,269	432,269	432,269
Plus Provision for Abatements and Exemptions					(1,100,000)	(1,100,000)	(1,100,000)
Less declared overlay surplus					92,000	92,000	92,000

Net "Recap"					(6,156,062)	(0)	(0)
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Total Employees	926	895	898	911	894	900	900
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LEGISLATIVE

City Council

Mayor

City Clerk

Mayor

By charter, the Mayor is the official head of the city for all ceremonial purposes. There are other duties of the Mayor, including chairing both the City Council and the School Committee, as well as other duties in times of public danger or emergency. Nearly all of the expenditures in the Mayor's office are to provide support to the Mayor in fulfilling his duties as the ceremonial head of the City.

Like many departments, most of the budget is for personnel costs. The Mayor has 2 staff members who assist in planning, scheduling and coordinating many of the Mayor's activities. Some of these activities require extensive planning and preparation, while others are planned by other groups with limited input from the Mayor's office. During the last fiscal year, these activities included the following:

- Participating in varied programs to promote economic development and job creation in the City, including those sponsored by the Lowell Plan, the Merrimack Valley Economic Development Council, and the Greater Lowell Chamber of Commerce, the Lowell Rotary Club, the Merrimack Valley Chamber of Commerce and the Lowell Center City Committee
- Hosting or greeting foreign dignitaries from various countries, including France, Greece, Portugal, the Ukraine, Ireland, Italy, Scotland, Canada, Cambodia and Kenya
- Welcoming officials from the federal government; recent visitors to the city include United States Senators Edward Kennedy and John Kerry, United States Secretary of Energy Samuel Bodner, HUD Regional Director Taylor Caswell, former United States Representative Joseph Kennedy
- Welcoming officials from the state and other municipal governments; recent visitors to the city include, Governor Deval Patrick, Lieutenant Governor Timothy Murray, former Governor Mitt Romney and former Lieutenant Governor Kerry Healy, Massachusetts Secretary of Energy and Environment Ian Bowles, Massachusetts Secretary of Administration and Finance Leslie Kirwan, Massachusetts Director of Public Safety Kevin Burke, and about 20 Mayors of other Massachusetts cities for a recent meeting of the Massachusetts Mayors' Association
- Planning or participating in flag raisings and other celebrations for over 30 ethnic groups;
- Planning the City's annual Holiday reception;
- Participating in community meetings and activities involving the National Park Service, youth groups, senior citizens, neighborhood groups, advocacy groups for various causes, local hospitals, artists groups and non-profit agencies
- Participating in commencement exercises, including those at the University of Massachusetts at Lowell, Middlesex Community College, Lowell High School, Lowell Youth Build, and the Lowell Police Academy
- Planning and coordinating press conferences and responses to press inquiries about matters including from the 2006 flood, special events, public safety and economic activity in the City

In addition to the foregoing, the Mayor's staff devotes several hours each day to responding to citizen correspondence and requests for assistance. These requests are extraordinarily diverse, and require a working knowledge of not only city government but other resources available to residents of the city. The vast majority of requests are handled efficiently by the Mayor's staff, sometimes with the Mayor's guidance and occasionally with direct intervention by the Mayor.

The Mayor's staff also meets with various groups in lieu of the Mayor, including the Mayor's Joint Youth Commission, the Citizen School's Steering Committee, Winterfest Committee, Annual City of Lights Parade, and Rib'n Brews Event Committee.

The other expenses in the Mayor's budget are also primarily related to the Mayor's duties as the ceremonial head of the city. Those expenses include things such as stationery costs for citations and proclamations, costs for keys to the City and other small ceremonial gifts, and travel expenses for attending various events (by ordinance the Mayor receives a \$1,500 travel allowance).

In the coming year the 3 main goals for the Mayor's office are:

- To continue to provide first rate service and response to all citizen inquiries in the Mayor's office;
- To have the staff focus on working in partnership with other city departments to provide assistance where needed and to avoid duplication of efforts
- To improve the promotion and publicity of positive activities occurring daily in the City to enhance the City's image to its citizens and visitors

City Clerk

The mission statement of the Office of the City Clerk is one of simplicity. The duties, responsibilities and the authorities of the City Clerk and staff are prescribed by law and include the implementation of applicable statutes, city ordinances and all promulgated rules and regulations thereof. Though at times described as the keeper of the records, the Office of the City Clerk can most accurately be described as the hub around which the wheel of local government revolves, having daily contact with nearly every city department and agency. The Clerk's Office also relates, on a regular basis, with a multitude of Federal, State and Local Departments and Agencies. Also among the duties and responsibilities of the Office of the City Clerk are the registering, administering and distribution of Vital Records (Births, Deaths & Marriages) a duty and responsibility for which the general public most commonly associates the City Clerk.

These are just a few of the duties and responsibilities of the City Clerk's Office, as prescribed by law, there are many more and they are a curious blending of both an official and unofficial description. It is in relating to the general public, the various government agencies and the city departments, boards and commissions that we believe this City Clerk's Office rises to the level of excellence for which we are often commended. So it is no wonder that we have chosen for its Mission Statement, that the City Clerk's Office continue to carry out, to the best of our ability, the aforementioned duties, responsibilities and authorities while preserving the integrity, prestige and respect this Office has achieved since Thomas Ordway served as it's first City Clerk in early 1840s.

The first of our three goals is to carry out our mission while continuing to work within the fiscal restraints that our and other city departments have experienced over the past several years. To achieve this goal, many steps have been implemented and will continue to be implemented within the City Clerk's Office. They include, but are not limited to, cross training of employees, staggering employee work hours, improving the flow of workload and by asking employees to help us work better through these trying financial times.

The second of the goals is to continue to work with and in total cooperation, with all city departments and agencies making the entire operation of the city as efficient, streamline and productive as possible. To achieve this goal, which to all appearances seems a bit small, we will continue to exercise an open dialog, graciously accept any and all suggestions for improvement and continue, as a link in the chain, to move the City in a positive and more productive direction.

The third of the goals is to continue, along with other city departments and agencies, to improve and advance the technological capabilities of the various operations within the Office of the City Clerk. To achieve this goal we will make available to our employees; training seminars, classes, workshops and/or any and all tools possible to achieve advancement.

We will continue to work with applicable Federal, State and Local Agencies to ensure that we remain on the cutting edge of technology. And lastly, we will continue to implement any and all plans and procedures set forth by the governing body aimed at making not only the City Clerk's Office, but all other city departments and agencies, as user friendly as possible.

LEGISLATIVE

CITY COUNCIL - 111

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Mayor, Martin, William			19,000	19,000	19,000	19,000
Councillor, Broderick, Kevin			15,000	15,000	15,000	15,000
Councillor, Caulfield, Edward			15,000	15,000	15,000	15,000
Councillor, Donoghue, Eileen			15,000	15,000	15,000	15,000
Councillor, Elliott, Rodney			15,000	15,000	15,000	15,000
Councillor, Mercier, Armand			15,000	15,000	15,000	15,000
Councillor, Mercier, Rita			15,000	15,000	15,000	15,000
Councillor, Milinazzo, James			15,000	15,000	15,000	15,000
Councillor, Ramirez, George			15,000	15,000	15,000	15,000
TOTAL			139,000	139,000	139,000	139,000

			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W Perm.	01114151-511000	139,000	139,000	139,000	139,000	139,000
Advertising	01114153-531702	6,824	10,000	10,000	10,000	10,000
TOTAL		145,824	149,000	149,000	149,000	149,000

MAYOR'S OFFICE - 121

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Asst. to Mayor, Diana LeMay			38,603	39,569	38,853	38,853
Aide, Michael Paglia			31,014	31,789	31,312	31,312
TOTAL			69,617	71,358	70,165	70,165

			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W-Perm	01214151-511000	59,397	68,835	71,358	70,165	70,165
Office Supplies	01214151-544400	1,014	1,500			
Office Equipment	01214170-589166	622	1,000			
Office Operations	NEW			4,000	4,000	4,000
Trans. - Monthly Allowance	01214157-570700	1,375	1,500	1,500	1,500	1,500
Trans. Reimburse. & Seminars	01214157-570702	201	500	500	500	500
Miscellaneous Charges	01214157-573400	2,033	4,000	-	-	-
Mayoral Portrait	NEW			3,000	3,000	3,000
TOTAL BUDGET		64,641	77,335	80,358	79,165	79,165

CITY CLERK - 161

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
City Clerk, Richard Johnson			78,868	76,007	76,299	76,299
Asst. City Clerk, Angela Gitschier			55,127	59,234	56,459	56,459
Office Manager, MaryJo Christian			36,596	36,737	36,737	36,737
Clerk of Committees, Audrey McMahon			32,022	32,145	1	1
Head Clerk, Jennifer Martinez			33,315	33,571	33,571	33,571
Head Clerk, Daryl Bastien			33,315	32,896	32,896	32,896
Head Clerk, Kathy Hubert			33,315	33,571	33,571	33,571
Head Clerk, Shannon Gouveia			33,315	33,571	33,571	33,571
TOTAL			335,873	337,733	303,106	303,106

			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W - Perm	01614151-511000	322,899	335,873	337,733	303,106	303,106
Longevity	01614151-514800	707	725	725	707	707
Incentive BB Active Employees	01614151-51803		-			
Repair & Maint. Equipment	01614153-520500	933	1,500	1,500	1,500	1,500
Printing & Binding	01614153-531800	-	2,000	3,000	2,000	2,000
Office Supplies	01614154-544400	1,898	1,800	3,300	1,800	1,800
Dues & Subscriptions	01614157-570401	200	300	300	300	300
Computer Equip/ Soft.	01617754-541000	-	1,000	2,000	1,000	1,000
TOTAL		326,637	343,198	348,558	310,413	310,413

CITY MANAGER

Manager

Lowell School System Rents/Misc.

Marketing Development

Disability Commission

Scholarships

Contingency

Cable Access

Neighborhood Services

City Manager

The City Manager's Department oversees the day-to-day activities of every department in the City with the exception of the School Department and the departments under the City Council's control (Auditor, City Clerk, City Council, and Mayor). All major operational decisions require the City Manager's approval. This department is also the focal point for all communications with the City's legislative body, the Lowell City Council.

All budgeting and long-range financial planning is prepared and coordinated through the City Manager's Department. The City Manager generally makes appointments to City boards and committees. City department heads are appointed by, and serve at the will of, the City Manager.

In addition to these general responsibilities there are specific detailed activities that are controlled through this department. These include marketing development, maintenance of buildings and grounds in the City Hall complex, and, historically, management of local governmental telephone systems.

Annual Goals

Reorganize the departmental structure of Lowell to better group similar responsibilities, position ourselves to take advantage of efficiencies and eliminate redundancies, and provide improved responsiveness to constituents.

Create a multi-year capital plan. This capital plan will project the infrastructure needs of Lowell for at least ten years. It will consider needs for building, grounds and equipment. In addition, it will provide a comprehensive analysis of the City's vehicle fleet. Finally, the plan will make recommendations as to funding our needs. Eventually the capital plan will be incorporated into our budgeting and general financial planning.

Begin the collective bargaining process with our non-school unions. Our objective is to modify contracts in a way that is fair to both taxpayers and employees, and provides a financial framework that is realistic and sustainable.

CITY MANAGER

CITY MANAGER

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
City Manager, Lynch, Bernard F.			130,000	145,000	145,000	145,000
Asst. City Manager, McCarthy, T.J.			89,689	93,554	1	1
Chief Financial Officer, Moses, Thomas			105,833	110,393	-	-
Assistant to City Manager (New)			-	85,000	82,000	82,000
Adm. Asst. to Manager			48,738	50,838	1	1
Executive Assistant					42,138	42,138
Administrative Assistant, Teles, Brenda			45,902	48,155	46,610	46,610
Executive Secretary, Rourke, Keri			39,923	41,843	-	-
Special Events Coordinator, St. Onge, Andrew			56,002	56,002	56,002	56,002
Sr.Clerk Typist (New)			-	-	29,267	29,267
Dir. C.O.O.L,Nunn, Elizabeth			45,561	47,524	45,999	45,999
TOTAL			561,648	678,310	447,018	447,018

			FY07	FY08 Request	08 Mgr	FY08 Approved
Salaries & Wages - Permanent	01234151-511000	529,654	561,648	678,310	447,018	447,018
Salaries & Wages - Temporary	01234151-512000	1,376	5,000	2,500	2,500	2,500
Repair & Maint. Equipment	01234153-520500	-	400	200	200	200
Leasing Equipment & Service	01234153-525100	360	1,000	500	500	500
Professional Services	01234153-530000	545	8,000	8,000	8,000	8,000
Advertising	01234153-531702	1,136	1,500	1,200	1,200	1,200
Office Supplies	01234154-544400	1,170	2,000	1,500	1,300	1,300
Mis.- Supplies - Other	01234154-545300	-	1,000	500	500	500
Mass. Municipal Association Dues	01234157-570400	12,800	12,800	12,800	12,800	12,800
In-State Travel Reimbursement	01234157-570701	115	2,500	1,500	1,500	1,500
Transportation Reimbursement & Seminar	01234157-570702	-	1,000	500	500	500
Miscellaneous Charges	01234157-573400	24,161	-	-	-	-
Out of State Travel	01234160-572300	2,726	7,500	5,000	5,000	5,000
Office Furniture & Equip	01234170-589166	-	2,000	1,000	1,000	1,000
Computer Equipment & Seminar	01237754-540900		1,000	500	500	500
Dues & Subscriptions	01237757-570401	55	500	500	500	500
Sick Leave Incentive	01234151-514900	57,629	50,000	75,000	75,000	75,000
Incentive BB Active Employees	01234151-51803					
Buy Back Sick Leave			50,000	75,000	75,000	75,000
Deferred Compensation			5,000	14,500	14,500	14,500
TOTAL		631,727	712,848	879,010	647,518	647,518

LOWELL SCHOOL SYSTEM

			FY07	FY08 Request	08 Mgr	FY08 Approved
Medicaid Reimbursement Expense			70,000	107,120	107,120	107,120
Rental - School Administration	01238353-524008	428,665	459,830	450,000	450,000	450,000
TOTAL		428,665	529,830	557,120	557,120	557,120

MARKETING DEVELOPMENT

			FY07	FY08 Request	08 Mgr	FY08 Approved
Professional Auditorium	01238153-525004	400,000	400,000	400,000	400,000	400,000
Marketing - CVB	01238153-531700	100,000	100,000	100,000	100,000	100,000
Cultural Development	01238153-535906	-	100,000	100,000	100,000	100,000
Special Events	01238153-535903	78,254	130,000	100,000	100,000	100,000
Merrimack Repertory Theatre	01238153-530210	50,000	50,000	50,000	50,000	50,000
TOTAL		50,000	780,000	750,000	750,000	750,000

DISABILITY COMMISSION

			FY07	FY08 Request	08 Mgr	FY08 Approved
Administrative Assistant, Oxton, Jade	01244153-530053	1,500	1,500	1,500	1,500	1,500
TOTAL		1,500	1,500	1,500	1,500	1,500

SCHOLARSHIPS

		FY07	FY08 Request	08 Mgr	FY08 Approved
Scholarship Fund/Awards	01234190-598000	75,000	75,000	75,000	75,000
TOTAL		75,000	75,000	75,000	75,000

MANAGER'S CONTINGENCY

		FY07	FY08 Request	08 Mgr	FY08 Approved
Reserve Fund	01237056-561700	-	292,872	100,000	250,000
Salary Reserve (new)			-	1,500,000	-
TOTAL		-	292,872	1,600,000	250,000

CABLE ACCESS

		FY07	FY08 Request	08 Mgr	FY08 Approved
Cable Coordinator, Hall, Jack		14,000	14,000	-	-
TOTAL		14,000	14,000	-	0

		FY07	FY08 Request	08 Mgr	FY08 Approved
Salaries & Wages - Perm	01237951-511000	14,000	14,000	14,000	-
Holiday	01237951-514000	-	44	-	-
Legal & filing Fees	01237953-525002	-	5,000	2,000	2,000
Contracted Services	01237953-530002	90,000	103,500	90,000	90,000
Misc - Supplies - Other	01237954-545300	-	500	500	500
Dues & Subscriptions	01237957-570401	-	100	100	100
Trans. Reimbursement & Semin	01237957-570702	-	375	200	200
Equipment - Other	01237975-588200	20,000	20,000	15,000	15,000
Transfer to Lowell Schools	01237991-598200	(107,552)	95,050	95,000	95,000
Transfer to Lowell Voc.	01237991-598300	12,800	12,800	12,800	12,800
TOTAL		29,248	251,369	229,600	215,600

NEIGHBORHOOD SERVICES

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Director, T.J. McCarthy			1	-	-	-
Coordinator, Michael Demaras			54,054	54,262	54,262	54,262
Sr.Clerk Typist, Gail McKeon			28,561	29,267	1	1
TOTAL			82,615	83,529	54,263	54,263

		FY07	FY08 Request	08 Mgr	FY08 Approved
S & W-Perm.	01244151-511000	69,659	82,615	83,529	54,263
Repair & Maintenance Equipment	01244153-520500	97	400	400	400
Professional Services	01244153-530000	226	400	400	400
Economic/Prof Development	01244153-530038	-	400	500	500
Printing & Binding	01244153-531800	1,002	1,300	1,300	1,300
Tuition Reimbursements	01244153-531904	-	258	1,000	1,000
Office Supplies	01244154-544400	579	750	750	750
Trans. Reimbursement & Seminars	01244157-570702	373	400	400	400
Longevity				1,198	1,198
TOTAL		71,935	86,523	89,477	60,211

FINANCE

Finance General

City Auditor

Purchasing

Assessor

Treasurer

Human Relations

Management Information Systems

Finance General

The Finance – General group is newly created this year, and is a spin-off from the City Manager’s Department. Staff will be responsible for coordinating all financial functions of the City, as well as preparation of the annual budget. In addition, Finance – General will be coordinating the creation of a comprehensive capital plan in FY 2008.

Auditor

MISSION: The mission of the Auditing Department is to process and report the financial transactions of the City in a timely and accurate manner. We safeguard and monitor the City’s financial resources. The Auditors Office services and assists all other Departments in fulfilling their missions. We report financial information to the State, Council, City Manager, Departments, and the public.

Below are three main goals of this department. We realize that some of these issues may take more than one fiscal year to resolve, but we do intend on making measurable progress on each in Fiscal 08.

Goal 1 – the City Audit and the Management Letter are documents required by Law. They are issued by our Auditors and are reviewed by rating agencies and potential investors to determine our ratings and costs for borrowings. The current Management Letter cites “Material Weakness in Internal Controls over Cash”. Goal #1 of the Auditors Department is to assist the Treasurers Office in implementing procedures to reconcile cash on a monthly basis and thereby rectify this material weakness.

Goal 2 – is to systematically address each Management Letter comment and put procedures in place to resolve each and every issue.

Goal 3 – is to restructure the Chart of Accounts to make it more “user friendly”. The current structure is much more complex than it needs to be. Department Heads find that it is almost impossible to understand, let alone be useful in making informed decisions. We intend on developing a chart that can be easily understood and used by all.

Purchasing

The primary mission of the Purchasing Department is to procure all goods and services requested by city departments, school department, and any other agency within the City of Lowell. Under the supervision of the Chief Procurement Officer/Purchasing Agent, the City:

- Implements and administers the purchasing policies and practices of the City.
- Provides procurement support to all City Departments, including the Schools.
- Procures purchases of goods and services in accordance with applicable MA General Laws and City Ordinances.
- Ensures that all purchases are in the best interest of the City and from the most responsible and responsive vendor.
- Maintains all procurement records in accordance with M.G.L. Chap 30B and the MA Public Records Retention Laws.

The Purchasing Department strives for open and fair competition, while maintaining goodwill with all vendors interested in servicing the needs of the City and preserving public trust.

GOALS FOR THE PURCHASING DEPARTMENT

Updating Procurement Reference Manual:

The last edition of the Procurement Reference Manual published and distributed to all departments in October, 2002 is due for revision and updating. Since this publication, the procurement process for purchasing goods and services under blanket contracts has been revised. Also, as technology continues to improve, electronic transmission for requesting information, forms, and publication of bids, etc. is now available. These are not documented in the current manual.

City's Intranet website:

With assistance from the Management Information Systems, the Intranet (Citydesk) currently has available forms, links to resource websites, publishing procurement policies, etc. This is a work in progress project for the Purchasing Department to add all forms and other information that will allow departments to utilize this resource tool. Requests for disposal of equipment, supplies, etc. between departments can be posted through the Intranet. Likewise, if a department is in need of something, it can also be advertised here. Training for using the Intranet is ongoing through the MIS Department and the Purchasing Department.

City's Website:

Notices for all public bids procured by the Purchasing Department are currently available on the City's Website. For the purpose of reducing costs associated with forwarding bid documents to proposed bidders these can be made available on the website. This requires creating adobe files to include Word documents and Excel Spreadsheets associated with each bid. Training Purchasing staff responsible is required to convert files to pdf.

Assessors

The Assessors Department's mission is to provide the taxpayers with equitable real estate assessments for tax purposes as well as keeping the citizens informed about the tax exemptions the city offers to elderly, veterans and the less fortunate populace in a welcoming and professional manner.

There are many annual goals the Assessors Department sets, however, the three main goals for FY 2008 are as follows:

1. To get the FY 2008 Triennial Revaluation finalized and certified by the Department of Revenue by September 15, 2008. The annual updates and triennial revaluations are normally completed by November.
2. To realize 100% compliancy from all property owners relative to the "Affidavit of Address" project - a 1996 City Council Ordinance to collect owner information. This project has been a challenge to management, however, we are getting close to seeing the light at the end of the tunnel and would like to have all affidavits on file other than the current year sales. This goal includes getting all pertinent information into the database.
3. To complete a data quality study (DQS) on all 26,000+ properties by the end of Fiscal Year 2008. This is in addition to the ongoing state-mandated cyclical reinspection currently being done in-house.

Treasurer

The Treasurer's Department is the focal point for all cash transactions within the City. All collections are deposited through this office. While the City's funds remain in the Treasury, staff in this department invests cash with regard to safety, liquidity and yield. All cash payments, whether by wire or check, ultimately come from the Treasurer.

In addition to collection, banking, investment and disbursement of cash, the Treasurer is responsible for borrowing for the capital needs of the City, by issuing municipal notes and bonds at various times throughout the year.

Important goals for Fiscal Year 2008 are:

- Cross-training between the Treasurer's staff and the newly incorporated Parking Collections group
- Upgrading the cash reporting computer system
- Identifying and implementing new strategies to create more efficiency and automation

Human Relations

PURPOSE & MISSION: The Human Relations Office is committed to providing quality service to all prospective, current and past employees and treats all individuals with respect and professionalism. The department exists to provide services that help the City to attract, retain, and reward competent and dedicated employees. The Department works with managers, supervisors, and employees to develop solutions to organizational and human resource issues.

Benefit Administration:

The Office is responsible for overall administration of the City's health, dental, life, and disability insurances, unemployment insurance, employee assistance program, deferred compensation programs, and Flexible Spending Accounts for City and School employees, and retirees.

Medical - The Health Insurance account for employee benefits continues to represent a large portion of the City's budget. The City offers three types of medical products through Blue Cross/Blue Shield to its eligible City and School employees and retirees. Currently, there are over 2,400 active employees and 1700 retirees insured in these plans. The City contributes 75% towards the cost of the premium. The Office processes all enrollments electronically, and administers COBRA and HIPAA procedures. Over 1220 electronic benefit changes were processed in 2006. The City contracts with a consultant to monitor monthly expenses, prepare projected costs, track and monitor claims and recoveries.

There are approximately 49% of active eligible employees currently enrolled in the managed care plans with the remaining in Master Medical. It is expected that the Human Relations Office will see an increase in employees enrolling into the managed care plan with the recent adoption of Section 16 of Chapter 32B of MGL.

The Office is responsible for managing the Medicare Part D prescription drug subsidy program. There are approximately 1100 eligible Medicare retirees for whom the City has applied to receive the federal subsidy allowance. In addition to monthly data filing requirements and cost reporting of prescription drug expenses to the Center of Medicare and Medicaid, the Human Relations Office educates retirees with mandated annual notices regarding the advantages of their current City provided insurance plan.

Dental - The City provides a basic dental insurance plan to its employees and retirees and contributes 75% towards the cost of the plan. The City continues to explore alternative options to enhance the benefit level but with enhancements, comes additional costs to the City. The Office is examining a change to a national provider system for July 1st in order to meet the needs of out-of-state retirees and employees, at no additional cost to the City or subscriber.

Management Information Systems

Description/Mission: The Management Information Systems Department (M.I.S.) is responsible for providing technical services, support, and policy planning. The M.I.S. mission is: *“To help further the transformation of the relationship between local government and the community by making technology a tool for better government.”*

FY08 Goals:

- Inventory, allocate, and adjust technology resources throughout the City.
- Introduce an electronic document project to reduce paper, and document storage.
- Increase the City’s external and internal website use.

FINANCE

FINANCE GENERAL TDB

	Accounts #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FT08 Approved
Chief Financial Officer, Moses, Thomas					106,241	106,241
Executive Secretary, Rourke, Keri					40,269	40,269
TOTAL			-	-	146,510	146,510
			FY07	FY08 Request	08 Mgr	FT08 Approved
Salaries-Perm			-	-	146,510	146,510
Office Supplies			-	-	200	200
TOTAL		-	-	-	146,710	146,710

CITY AUDITOR- 135

	Accounts #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FT08 Approved
Auditor, Wright, Sheryl			80,663	87,290	85,279	85,279
Asst. Auditor, O'Beirne, Karen (37.5 hrs)			55,834	57,389	57,389	57,389
System Analyst, Vacant			1	1	1	1
Payroll Spervisor, Lamarre, Tricia (37.5 hrs)			52,508	52,508	52,508	52,508
Asst. Payroll Supr.. Riopelle, Lisa (40 hrs)			46,173	46,173	46,173	46,173
Senior Accountant, Parke, Albert (40hrs)			49,260	49,260	49,260	49,260
Head Clerk,Cardero, Maribel			33,315	33,315	33,315	33,315
Asst. A/P Supr., Childs, Pamila			33,350	33,350	22,500	22,500
Head Clerk,Daly, Christine			33,315	33,315	33,315	33,315
Head Clerk, Paasewe Samutah			33,315	33,315	33,315	33,315
TOTAL			417,734	425,916	413,055	413,055
			FY07	FY08 Request	08 Mgr	FT08 Approved
Salaries-Perm	01354151-511000	393,653	417,734	425,916	413,055	413,055
Salaries-Temp	01354151-512000	2,701	-	-	-	-
Overtime	01354151-513000	-	1	1	1	1
Retirement vacation owed (Retirees Buy Back)	01354151-518502	-	1,969	770	770	770
Buy Back Vacation (IOD)	0134151-518500	-	-	-	-	-
Employee Incentive Buy Back (Active employees)	01354151-51803	-	-	1,000	-	-
SW LONGEVITY	01354151-514800	709	710	-	-	-
Repair & Maint.-Equip.	01354153-520500	-	300	300	300	300
Printing & Binding	01354153-531800	500	500	300	300	300
Forms & Supplies	01354154-541700	4,072	6,000	7,000	6,000	6,000
Office Supplies	01354154-544400	1,473	1,500	1,500	1,500	1,500
In-State Travel	01354157-570701	33	200	500	500	500
Office Furn. & Equip.	01354170-589166	911	800	750	750	750
Data Proc.-SP Projects - accruals/treasury module	01354253-520704	33,000	22,500	20,000	20,000	20,000
Employee Training - MUNIS/UMAS/MMA				5,000	-	-
Independent Audit (total cost \$85,000 allocated)	01354153-525005	29,178	43,000	45,000	45,000	45,000
Ins. Premium -Bond	01354257-571904	100	200	100	100	100
TOTAL		466,328	495,414	508,137	488,276	488,276

Community Development Block Grant

	FY07	FY08	08 Mgr	FT08 Approved
Financial Specialist, Hernandez, Everlidis	37,984	37,984	37,984	37,984
TOTAL	37,984	37,984	37,984	37,984

* increased by one step

** current contract expires - Employees at max

PURCHASING DEPARTMENT - 138

	<u>Account #'s</u>	<u>FY06 Actual</u>	<u>FY07</u>	<u>FY08 Request</u>	<u>08 Mgr</u>	<u>FY08 Approved</u>
CPO/Purchasing Agent,			62,449	65,771	62,931	62,931
Deputy Purchasing Agent, Vacant			1	1	1	1
Off. Mgr./Proc.Compl.Of, Themelis, Pamela			44,718	44,890	44,890	44,890
Head Clerk, Sek, Sokra			33,315	33,443	33,443	33,443
Principal Clerk, Foote, Pauline			32,012	32,135	32,135	32,135
Senior Clerk, McGovern, Helen			30,352	30,469	30,469	30,469
Senior Clerk, Vacant			1	1	1	1
TOTAL			202,848	206,709	203,869	203,869

			<u>FY07</u>	<u>FY08 Request</u>	<u>08 Mgr</u>	<u>FY08 Approved</u>
S & W-Perm.	01384151-511000	189,408	202,848	206,709	203,869	203,869
Longevity	01384151-514800	305	306	306	306	306
Incentive BB Active Employee	01384151-51803					
Retiree Sick / Vac Buy Back	01384151-518502	-		3,344	-	-
Repair & Maint. Equip	01384153-520500	1,199	410	500	500	500
Advertising	01384153-531702	3,071	2,800	2,750	2,750	2,750
Printing & Binding	01384153-531800	423	100	150	150	150
Office Supplies	01384154-544400	994	504	2,000	2,000	2,000
Dues & Subscriptions	01384157-570401	345	400	750	750	750
Trans. Reimb & Seminars	01384157-570702	350	295	1,000	1,000	1,000
Office Furniture & Equipment	01384170-589166	4,416	-	-	-	-
TOTAL BUDGET		200,511	207,663	217,509	211,325	211,325

Salary increases due to 52.2 weeks on all employees.

Dept Head increase per city ordinance.-New Dept Head salary shall be lower.

*Accrued BB Sick/Vac for early retire. Inc. previously paid under Mgr.Dept.

Operating expenses show an increase for Dues-GLEC Coop Group and MAPPO recertification training at IG's Office for Proc. Compliance Officer. Office Supplies shows an increase for purchase of white and colored paper. (paper previously supplied by IT Dept-colored & School Dept-white) All purchase orders are printed in Purchasing Dept-white=vendor copy purple=purch file copy; pink=dept file copy; yellow=receiving copy

TELEPHONE EXCHANGE (formerly in the City Managers Department

			<u>FY07</u>	<u>FY08 Request</u>	<u>08 Mgr</u>	<u>FY08 Approved</u>
Purchase of Services	01584153-530000	281,301	290,000	290,000	290,000	290,000
Telephone	01584753-520200	1,531	7,500	2,500	2,500	2,500
Misc-Supplies-Other	01584754-545300	1,951	2,500	2,000	2,000	2,000
Telephone-moves, adds, equip	01584754-545301	10,943	12,500	10,000	10,000	10,000
TOTAL		295,726	312,500	304,500	304,500	304,500

ASSESSORS - 141

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Chief Assessor, LeMay Susan			64,235	66,747	62,931	62,931
Assessor, Golden Karen			49,502	49,502	49,502	49,502
Assessor, Cohen Joel			50,739	50,739	50,739	50,739
Adm. Asst. Bd., Callahan Donna			46,860	46,860	46,860	46,860
Adm. Asst. Bd./ Finance, Patenaude Lisa			39,377	39,377	39,377	39,377
Asst. Assessor, Rondeau, Ryan			33,875	33,875	33,875	33,875
Asst. Assessor, Trzcienski Gail			33,875	33,875	33,875	33,875
Appraisal Clerk, Gagniere Cathy			35,622	35,622	35,622	35,622
Principal Clerk, N Karen Nielsen			30,432	31,374	31,374	31,374
Head Clerk, Boucher, Aline			33,314	33,314	33,314	33,314
Principal Clerk, layoff			32,012	1	1	1
Principal Property Lister, Hubert Lindsey			33,951	33,951	33,951	33,951
Annual Chair Stipend			1,500	1,500	1,500	1,500
TOTAL			485,294	456,737	452,921	452,921

			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W - Perm	01414151-511000	438,512	482,731	456,737	452,921	452,921
Longevity	01414151-514800	360	360	360	360	360
Incentive BB Active Employees	01414151-51803					
Repair & Maint. Equipment	01414153-520500	1,396	1,800	2,000	2,000	2,000
Appraisal's	01414153-530010	-	5,000	10,000	10,000	10,000
Prof Service - Interim Reval/P.P. Relist/Tri Reval	01414153-530022	50,976	100,000	190,000	190,000	190,000
Advertising	01414153-531702	926	3,000	2,500	2,500	2,500
Printing & Binding	01414153-531800	1,703	2,300	2,000	2,000	2,000
Data Proc- Equi & Supply	01414154-540900	1,221	2,000	2,000	2,000	2,000
Office Supplies	01414154-544400	2,261	2,194	2,000	2,000	2,000
Tuition Reimb	01414157-531904	1,000	-	1,000	1,000	1,000
Dues & Subscriptions	01414157-570401	1,917	2,200	2,200	2,200	2,200
Trans Reimburse & Seminars	01414157-570702	4,096	4,300	4,500	4,500	4,500
Miscellaneous Charges	01414157-573400	1,384	2,000	2,000	2,000	2,000
Office Furniture & Equipment	01414170-589166	954	896	800	800	800
Data Processing - Spec Proj	01414253-520704	1,631	1,000	1,500	1,500	1,500
Leasing of copier	01414253-525100	2,268	2,268	1,488	1,488	1,488
TOTAL		510,604	612,049	681,085	677,269	677,269

TREASURERS - 145

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Treasurer, Rosengard, Mark			78,520	81,590	81,958	81,958
Asst. Treasurer, Winters, Judith			57,279	57,499	57,499	57,499
Sr. Accountant, Darezzo, Kathleen A.			40,027	43,051	43,051	43,051
Accountant, Butt, Donna A.			35,230	37,892	37,892	37,892
Tax Title Director/Asst City Solicitor, McKenna, John			62,570	-	-	-
Paralegal, Long, Thida			36,689	-	-	-
Head Clerk, Tarmey Katherine			33,379	33,507	33,507	33,507
Head Clerk, Vacant			-	-	1	1
Head Clerk, Roane, Gertrude A			33,379	35,900	35,900	35,900
Principal Clerk, McMahan, Sheila (injured)			30,810	30,929	30,929	30,929
Principal Clerk, Vacant			1	1	1	1
Senior Clerk, Vacant			1	1	1	1
Senior Clerk, Vacant			1	1	1	1
Clerk Typist (2), Vacant			2	2	2	2
Accountants (2), Vacant			2	2	2	2
Cashier (1)			1	1	1	1
1st Asst. Parking Clerk, Coughlin, Judy (37.5 Hrs)			43,842	44,011	44,011	44,011
Head Clerk/Treas Parking Div, Gavin, Sheila			37,196	35,763	35,763	35,763
2nd Asst. Parking Clerk Hudzik, Courtney (37.5Hrs)			33,379	33,508	33,508	33,508
TOTAL			522,308	433,659	434,027	434,027

			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W-Perm.	01454151-511000	411,690	522,308	433,659	434,027	434,027
S & W-Temp.	01454151-512000	32,552	34,131	43,500	43,500	43,500
Overtime	01454151-513000					
Longevity	01454151-514800	1,175	1,175	1,175	1,175	1,175
Incentive BB Active Employees	01454151-51803					
Retiree Sick/Vac Buy Back	01454151-518502					
Repair & Maint. Equipment	01454153-520500	6,865	7,000	7,000	7,000	7,000
Professional Services	01454153-530000	68,877	70,000	70,000	70,000	70,000
Bond Counsel - Banking Serv	01454153-530028	42,648	43,025	50,000	50,000	50,000
Printing & Binding	01454153-531800	2,772	5,000	5,000	5,000	5,000
Postage	01454153-536900	197,961	190,000	225,000	225,000	225,000
Equipment Leasing	01457753-525100	-	4,500	4,500	4,500	4,500
Office Supplies	01454154-544400	2,928	3,000	3,000	3,000	3,000
Dues & Subscriptions	01454157-570401	365	400	400	400	400
Transportation Reimbursement	01454157-570704	3,047	3,000	3,000	3,000	3,000
Tax Title Fees	01454157-573400	32,697	40,000	40,000	-	-
Ins. Premiums - Bonds	01459657-571904	4,000	4,000	4,000	4,000	4,000
TOTAL		807,575	927,539	890,234	850,602	850,602

HUMAN RELATIONS - 152

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Human Relations Manager, Tierney, Kathryn			76,007	76,007	76,299	76,299
Assistant Human Relations Manager, Callery, Mary			53,127	53,127	53,331	53,331
Administrative Assistant, Cheney, Kathleen Personnel Technician,			36,914	37,056	37,056	37,056
	TOTAL		166,048	166,190	166,686	166,686
S & W - Perm.	01524151-511000	156,524	166,048	166,190	166,686	166,686
S & W - Temp.	01524151-512000	8,665	12,359	9,400	9,400	9,400
Longevity	01524151-514800	211	212	212	212	212
Incentive BB Active Employees	01524151-51803					
Repair & Maintenance Equipment	01524153-520500	531	650	-	-	-
Drug Program	01524153-520607	3,171	4,500	4,000	4,000	4,000
Economic/Prof. Development	0154153-525200	525	1,000	1,000	1,000	1,000
Professional Services	01524153-530000	2,419	3,000	2,000	2,000	2,000
Safety Committee	01524153-530031	450	500	-	-	-
Pre-employment physicals	01524153-530103	3,000	4,900	4,500	4,500	4,500
Advertising	01524153-531702	2,048	2,500	2,000	2,000	2,000
Printing & Binding	01524153-531800	900	900	700	700	700
Office Supplies	01524154-544400	643	900	700	700	700
Transportation, Reimbursement & Seminars	01524157-570702	485	800	500	500	500
Dues & Subscriptions	01524157-570401	491	500	450	450	450
Misc.	01524157-573400	536	650	350	350	350
	TOTAL	180,598	199,419	192,002	192,498	192,498
	TOTAL BUDGET	180,598	199,419	192,002	192,498	192,498

Impact of 4.2% reduction:

Departments will absorb more of their advertising costs
 Seasonal help will not be drug screened.
 Departments will need to share expense of arbitration/other ADR processes.
 Any 1705 initiatives for safety procedures/items will need to be funded through departments impacted.

? For funding items: Chief Assessment Center Practice-
 Settlement for the remaining 2 of the 16 term. Laborers
 If a RIF occurs, unemployment costs will increase.
 I did not factor in any salary increase since it would mean cutting staffing levels to an inoperable level.

MANAGEMENT INFORMATION SYSTEMS - 155

	Account #s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Chief Information Officer, Fernandez, Miran			92,156	97,057	92,765	92,765
MIS Director, Gagnon, George (Ted)			77,015	77,311	77,311	77,311
Systems Administrator, Kapeckas, Edward			61,965	62,203	62,203	62,203
Systems Administrator, Welch, David			60,454	60,686	60,686	60,686
GIS Manager, Donovan, Joseph			57,761	57,984	57,984	57,984
Network Systems Specialist, John Meyers			30,900	51,698	30,900	30,900
Application Developer, John Overton			43,260	43,427	43,427	43,427
Desktop Support Specialist, Bleckmann, Mark			41,160	41,318	41,318	41,318
Desktop Support Specialist, Vacant			1	1	1	1
Technical Administrative Assistant, Carvalho, April			33,072	33,200	33,200	33,200
Senior Clerk, Vacant			1	1	1	1
TOTAL			497,745	524,886	499,796	499,796

			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W-Perm. (1)	01554151-511000	479,523	497,745	524,886	499,796	499,796
S & W-Temp.(2)	01554151-512000	3,280	10,000	10,000	10,000	10,000
Overtime (3)	01554151-513000	22,985	35,000	35,000	17,500	17,500
Incentive BB Active Employee	01554151-51803	-				
Repair & Maint of Equipment (4)	01554153-520500	133,576	120,702	77,000	77,000	77,000
Data Processing - Spec Proj (5)	01554153-520704	20,107	20,250	123,000	28,000	28,000
Leasing Equip. & Software (6)	01554153-525100	176,093	195,659	132,000	132,000	132,000
Professional Services (7)	01554153-530000	17,823	18,000	59,000	59,000	59,000
Employee Training (8)	01554153-530108	31,930	23,000	37,000	25,000	25,000
Data Proc - Equip & Supply (9)	01554154-540900	32,099	32,425	54,000	54,000	54,000
Office Supplies (10)	01554154-544400	4,968	4,910	4,500	4,500	4,500
Software Licensing & Support (11)	1554157-570100	422,780	456,340	466,000	466,000	466,000
Computer Equip/Software (12)	01554154-541000	23,192	21,250	65,000	40,000	40,000
TOTAL		1,368,355	1,435,281	1,587,386	1,412,796	1,412,796

Summary:

The FY08 MIS Budget includes over \$160K in increases (\$20K to properly reflect John Meyers' true salary without cross-funding, \$45K in MUNIS licensing, \$75K approximation to implement broadcasting from the Mayor's Reception Room, and \$20K to complete the City's ordinance codification project), yet due to cuts made in other areas, the net increase was kept to \$138K over FY07. The notes below highlight some of the changes to the budget, along with unbudgeted areas, and areas for potential cross funding.

Notes:

- 1 - 52.2wks used for staffing, without any union increases; ordinance increase is included in the CIO position; John Meyers position reflects the \$20K x funded from other sources
- 2 - This is typically used for an M.I.S. intern to augment the staff
- 3 - Level funded, which may create a challenge depending on the union increases, and need for OT; note that production systems can only be worked on after-hours
- 4 - 3rd party I-Net Maintenance discontinued; line items moved to other account lines
- 5 - Includes: Document Imaging, Permits/Licenses/Code Enforcement, Online Payment/Collections, and Ordinance Codification projects
- 6 - I-Net upgrades removed from budget (hopefully, they will come through on the Cable Franchise), departmental computing moved to #12
- 7 - Items from other account lines consolidated here to properly reflect Professional Services' engagements for various projects
- 8 - Increased to reflect additional training opportunities; this includes MIS and other City staff training
- 9 - Items from other account lines consolidated here to properly reflect centrally funded items
- 10 - Slight decrease
- 11 - \$44.6K increase in MUNIS licensing costs; offset by prior upgrades on I-Net which don't require licensing, and other discontinued apps; note other license costs have increased
- 12 - Increased to reflect departmental hardware funding

Additional Notes:

- No NBX Telecommunications expansion are included; hopefully the telecommunications savings will accommodate this
- No I-Net Maintenance or upgrades are included; hopefully the cable franchise contract will accommodate this
- Schools currently cross-funds the Network Systems Specialist position with \$10,000
- Schools currently cross-funds the Application Developer position with \$15,000
- The Parking Department currently cross-funds the Network Systems Specialist position with \$10,000
- The Division of Planning and Development currently cross-funds the Application Developer position with \$5,000
- Potential areas of chargeback include:
 - Retirement for MUNIS SW, and MIS Support Services
 - WasteWater for MUNIS SW, and MIS Support Services
 - Water for MUNIS SW, and MIS Support Services
 - Schools for MUNIS SW they have purchased
- Police *are supposed to* pay for certain Larimore Change Orders that they have initiated

LEGAL

Law

Elections

Law

OVERVIEW: The Law Department employs 15 individuals. Currently, the major areas of operation are as follows: **Litigation:** (4) full-time attorneys, (2) part-time attorneys, (1) litigation manager and (1) support staff.¹; **In-House Counsel:** (1) part-time attorney; **Claims Collections:** (1) part-time claims investigator² who works with most of the attorneys; **Contracts:** (1) Contract Administrator and (1) Assistant Contract Administrator³; **Workers Compensation and §111F:** (1) Workers' Compensation Agent who works with the attorneys; **City Physician:** currently there is (1) city physician and (1) public safety physician who is under contract, as well as (2) nurse case managers, who are also under contract. **Licenses** for liquor establishments and other licenses: (1) executive secretary to the license commission, along with three commissioners. Since early retirement, a number of positions have remained vacant in this department, such as an assistant city solicitor, assistant workers' compensation agent, and a senior and junior clerk's position. Other current vacancies include: claims investigator, an assistant contract administrator, and paralegal.

MISSION STATEMENT: The mission of the Law Department is to provide a wide range of legal services to the City of Lowell and all its departments, boards and commissions, as well as satisfy all of the duties as set forth in the City Code below.

DIVISION 4. CITY SOLICITOR, Sec. 2-256. Duties.

It shall be the duty of the city solicitor to draft all bonds, contracts, deeds, leases, obligations, conveyances and other legal instruments which may be required of him by any ordinance or order of the City Council, or by any committee of the City Council; to commence and prosecute all suits brought by order of the City, or on account of any estate, claims, rights, privileges or demand of the City; to appear before any court in this commonwealth in defense of all actions or suits against the City or its officers in their official capacity, wherein the rights, estate, privileges, ordinances or acts of the City, or breach of any ordinance, may be brought in question; to try and argue any and all causes in which the City shall be a party, before any legal tribunal; to do every professional act which may be required of him by the City Council, the mayor or any committee of the city council, or by any order or rule of the City Council; when required by the mayor, the city council or any committee of the City Council, or by the school committee of the City, he shall furnish a written opinion on any legal question or subject which may be submitted to him in writing, setting out in detail the question; and he shall at all times furnish legal advice to any officer of the City who may require his opinion upon any subject concerning the duties incumbent upon such officer.

FY 08 GOALS AND OBJECTIVES:

- **Increase collections efforts for the City** from a number of different areas, including but not limited to the following: 1) third party claims as they relate to injured police and fire; 2) damage to City property, such as traffic signals, vehicles, fire hydrants etc. 3) streamlining claims from other departments for such items as police details, hazmat spills, clean up liens; 4) tax title properties. Currently, the law department handles all of the above collection efforts, however, changes in our approach and procedure may very well result in increased revenues in these areas. For example, currently with respect to third party claims the worker's compensation agent notifies the injured officer of the City's lien amount. In most, if not all cases, suit is brought by the injured officer. While the vast majority of these cases, nearly 100%, are settled, the settlements are always contingent on the City significantly compromising our lien amount, as well as paying the attorney's fees and costs associated with the suit. By bringing such collection efforts in-house, the City would not only eliminate the plaintiff's attorney's fees and costs, but also be directly involved of any such settlements.

¹ The Principal Clerk also works with the contract administrator in the distribution of contracts as well as the day-to-day functions of the office such as telephones, inter-office mail, etc.

² Currently, the claims investigator position is vacant. The part-time person who performed these functions has retired.

³ Currently, this position is vacant.

- **Create a Database and Tracking System** for all matters of litigation and in-house counsel services, including but not limited to the number of claims, suits and opinions.⁴ Such information will be beneficial in several respects. For example, from this data base the law department will be able to track such things as: how many claims are filed during the course of a particular fiscal year, how many claims are pending during the course of the year, how many are disposed, what is the average settlement. More importantly, of the suits filed and pending in our office, such information will reveal the nature of the action, from zoning, discrimination, civil rights, tort claims. Such information will be beneficial for hiring purposes, as well as identifying areas of high litigation. Implementation of this goal will need to be in conjunction with the MIS Department.
- **Establish a Stabilization Fund for Court Judgments and Claims General:** Over the past four years the Law Department has not exceeded the department appropriation in either accounts, with one exception. For **Court Judgments** the annual appropriation has been \$425,000 in 2003 and \$375,000 to date. Of that the department has expended: \$75,000 in FY2003 (balance \$350,000); \$288,701 in FY2004 (balance \$86,299); \$195,000 in FY2005 (balance \$180,000); and, \$355,893 in FY2006 (\$19,107). For all four years that has left the Law Department, in theory, with a balance of \$635,406. For **Claims General** the annual appropriation has been \$250,000, of that the department spent \$276,516 in FY2003 (-\$26,516); \$204,296* (FY04) (balance \$45,704) [*included a structured final payment of \$120,000 from years ago relating to the Arena]; \$98,934.85 (FY05) (balance \$151,065); \$218,416 in FY06 (balance \$31,584.) For all four years that has left the Law Department, in theory, with a balance of \$201,838. If those sums had been reserved in a stabilization fund, the balance would have been in excess of \$800,000.

Some of these funds went to Free Cash, others were used to satisfy Worker's Comp. and §111F, still others went to pay other line items in the Law Department for professional services. I would recommend that a "trust fund" or stabilization fund be established for these particular line items. While the City has enjoyed surpluses in both line items for the past four years, there may be years in which that will not be the case. A stabilization fund could serve as added protection to both the City and the taxpayers in the event that either line item proves insufficient in a particular fiscal year. Such a stabilization fund or practice of maintaining at least some of our surplus funds from these line items could also potentially assist in our bond rating.

Elections

The Election Commission is a 2-function office, conducting all elections held in the City as well as conducting the annual city Census.

Conducting an election takes several months to prepare for. We begin preparations in the spring for the primaries held in September and the Elections held in November of each year. Preparations include everything from voter registration to voting machine programming.

Our goal is to register as many eligible citizens as possible and to increase voter turnout on Election Day.

⁴ Over the past two years the Law Department began collecting data regarding §111F cases. The information obtained has been extremely useful in identifying officers who have been receiving such benefits on multiple occasions or for lengthy periods of time. Also now monitored is the average stay of a public safety officer receiving §111F benefits. The data has shown that the average stay has dropped dramatically.

LEGAL

LAW DEPARTMENT - 151

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
City Solicitor, O'Connor, Christine			102,999	108,477	103,397	103,397
1st Asst. City Solicitor, McMahon, Kimberly			76,007	80,050	76,299	76,299
Asst. City Solicitor, Leahey, Brian			69,875	73,591	70,336	70,336
Asst. City Solicitor, Sheehy, Maria			43,516	45,831	43,684	43,684
Asst. City Solicitor, Slagle, Robert			61,011	64,256	61,246	61,246
Asst. City Solicitor, Vacant			35,121	56,655	1	1
Asst. City Solicitor/Tax Title, McKenna, John				67,801	64,661	64,661
Asst. City Solicitor, Of Counsel				S&WT	S&WT	S&WT
Asst. City Solicitor, Of Counsel				S&WT	S&WT	S&WT
Workers Comp. Agent, Gagnon, Karen			61,011	64,256	61,246	61,246
Claims Investigator ¹				S&WT	S&WT	S&WT
Legal Office Mgr/Litigation Mgr., Apostolos, Maureen			62,689	66,023	62,931	62,931
Asst. Office Mgr/Contract Administrator, Duggan, Kathy			61,011	64,256	61,246	61,246
Principal Clerk			32,012	32,135	32,135	32,135
Sr.Clerk, Vacant			1	1	1	1
Asst. Contract Administrator, Tessier, Marie			38,246	38,245	38,245	38,245
Paralegal, Vacant			1	1	1	1
Paralegal/Tax Title*, Long, Thida				36,889	36,889	36,889
City Physician ²			16,489	16,489	1	1
Physician-Public Safety Officers - §111F ²			50,000	50,000	0	0
Executive Secretary - License Comm. ^{3, Wynn, R.}			44,338	44,509	44,509	44,509
License Commissioner			1,300	1,300	1,300	1,300
License Commissioner			1,300	1,300	1,300	1,300
License Commissioner, Vacant			1,300	1,300	1,300	1,300
TOTAL			758,227	913,366	760,728	760,728

			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W Perm.	01514151-511000	638,815	758,227	913,366	760,728	760,728
S & W Temp.	01514151-512000	83,255	77,594	82,984	69,237	69,237
Longevity	01514151-514800	628	725	725	725	725
Sick Leave Incentive Buyback Active Employees	01514151-51803			5321	0	0
Retiree Sick/Vac Buyback	01514151-518502			12,993	0	0
Repair/Maint.Equip.	01514153-520500	3,999	4,000	4,000	4,000	4,000
Legal & Filing Fees	01514153-525002	7,000	7,000	7,000	7,000	7,000
Legal Research	01514153-525003	2,000	2,000	2,000	2,000	2,000
Professional Services	01514153-530000	12,000	12,000	22,000	90,000	90,000
Printing & Binding	01514153-531800	655	700	1,000	1,000	1,000
Research Materials	01514154-541602	18,000	21,000	30,000	30,000	30,000
Office Supplies	01514154-544400	3,300	2,500	3,500	3,500	3,500
Dues & Subscriptions	01514157-570401	1,000	1,000	1,000	1,000	1,000
Trans.Reim./Seminars	01514157-570702	13,000	7,322	6,000	6,000	6,000
Tax Title Fees	TBD-573400	-	0	0	38,000	38,000
Office Furn./Equip.	01514170-589166	1,000	1,000	1,000	1,000	1,000
Ins. Premiums - Other	01514257-571903	131	150	150	150	150
Computer Equip./Software	01514357-570102	2,500	2,500	2,500	2,500	2,500
			787,284	897,718	1,095,539	1,016,840

¹The Law Dept's Claims Investigator, Mr. Costello, has retired from this position. The position is currently funded at \$18,237.44 (\$350.72/wk) and is part-time (15 hrs/wk.) The duties of this position have historically included working with attorneys on claims involving property damage (pothole claims, motor vehicle accidents, damage to City property, etc.) The claims investigator has taken photos, gathered documentation from various departments and worked with insurance companies in the settlement of such claims. I would like to discuss a revised job description for this position with expanded duties/hours relating to workers' compensation and §111F cases; namely, restoring house visits which had always been done by the Law Dept. prior to Early Retirement.

²Currently, the City has budgeted for a City Physician at an annual salary of \$16,489 plus benefits, as well as a \$50,000 contract for physician services relating to §111F cases. I would recommend an organization change, consolidating these two positions.

³Currently, the Executive Secretary is located on the first floor. When he is out of the office, the Law Dept. provides back-up for certain of his functions. If the License Commission stays under the Law Dept., I would propose that the Executive Secretary be relocated to the front office of the Law Dept. In doing so, proper supervision of office employees becomes more feasible. More importantly, this employee could assist with day-to-day support tasks within the Law Dept. at no additional budgetary cost.

*Paralegal/Tax Title-moving this position to Law Dept. will mitigate current vacancy of Senior Clerk position.

ELECTION OFFICE - 162

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Office Manager, Cenik, Gail			39,887	39,887	39,887	39,887
Election Clerk, Ouellette, Maureen			35,634	36,969	36,969	36,969
Election Clerk, Heng, Seda			37,601	37,746	37,746	37,746
Election Commissioner, Briere, Mark			1,200	1,200	1,200	1,200
Election Commissioner, Thel, Sar			1,200	1,200	1,200	1,200
Election Commissioner, Merrill, William			1,200	1,200	1,200	1,200
Election Commissioner, Teague, Denis			1,200	1,200	1,200	1,200
TOTAL			117,922	119,402	119,402	119,402

			FY07	FY08 Request	08 Mgr	FY08 Approved
Salaries & Wages - Perm	01624151-511000	97,402	117,922	119,402	119,402	119,402
Salaries & Wages - Temp	01624151-512000	35,824	65,000	67,000	67,000	67,000
Overtime	01624151-513000	3,521	5,800	7,000	7,000	7,000
Retiree Sick / Vac Buy Back	01624151-518502	-				
Rental of Halls	01624153-524003	560	1,120	1,260	1,260	1,260
Professional Services	01624153-530000	6,935	12,000	12,000	12,000	12,000
Advertising	01624153-531702	120	0	300	300	300
Printing & Binding	01624153-531800	4,296	6,787	5,000	5,000	5,000
Census Forms Printing	01624153-531802	4,756	6,800	7,000	7,000	7,000
Postage	01624153-536900	10,690	11,200	11,700	11,700	11,700
Voting Machine Supplies	01624154-540500	326	73	300	300	300
Office Supplies	01624154-544400	418	1,000	600	600	600
Freight Charges	01624157-573500	1,980	3,960	4,620	4,620	4,620
TOTAL BUDGET		166,828	231,662	236,182	236,182	236,182

PLANNING & DEVELOPMENT

Planning Board

Planning & Development

Planning & Development

The Office of the City Manager, Division of Planning and Development (DPD) is responsible for all aspects of short and long term planning and the administration of the Community Development Block Grant (CDBG), HOME, ESG and HOPWA Programs, which are annual entitlements funded by the Federal Department of Housing and Urban Development.

DPD is proactive on numerous fronts, taking advantage of State and Federal programs to help stimulate development. In 2003 the DPD created the City of Lowell's Comprehensive Master Plan, a policy statement that establishes long-term goals and provides a shared vision aimed at the unified and coordinated development of the City of Lowell. The long-range policies within the plan serve as the framework for future development, outlining specific goals for the City over the next 20 years.

The Master Plan, the City's two Urban Revitalization and Development Plans (Acre & JAM), and Neighborhood Master Plans seek to continue the expansion of the City's commercial and residential tax base by encouraging the creation and expansion of residential and commercial development opportunities. DPD's mission is and will continue to be the implementation and oversight of these policy documents. DPD staff works continuously with input from the public sector, City Officials, private sector and other partners to create a "lifetime city" for people of various backgrounds to live, work and play.

DPD's responsibilities include the following areas of endeavor:

- Administration of the CDBG, HOME, ESG and HOPWA Programs
- Industrial, Commercial and Residential Development
- Urban Planning, Design and Graphic Arts
- Grantsmanship, Accounting and Contract Management
- Historic Preservation
- Land Use Policy
- Neighborhood Planning
- Housing Rehabilitation and Lead Abatement
- Environmental Policy and Open Space Management
- Transportation, Parking and Access
- Homelessness Issues
- Asset Management
- Marketing and Public Relations

DIVISION OF PLANNING & DEVELOPMENT

PLANNING BOARD - 175

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Chairman, Linnehan, Thomas			1,400	1,400	1,400	1,400
Member, Clermont, Joseph			1,000	1,000	1,000	1,000
Member, Lockhart, Richard			1,000	1,000	1,000	1,000
Member, Gendron, Stephen			1,000	1,000	1,000	1,000
Member, Frechette, Gerard			1,000	1,000	1,000	1,000
Associate Planner, vacant			45,212	45,212	45,212	45,212
TOTAL			50,612	50,612	50,612	50,612
			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W-Perm.	01754151-511000	48,762	50,612	50,612	50,612	50,612
Dues & Subscriptions	01754157-570401	0	220	220	220	220
TOTAL PLANNING BOARD		48,762	50,832	50,832	50,832	50,832

DIVISION OF PLANNING & DEVELOPMENT - 182

	FY07	FY08 Request	08 Mgr	FY08 Approved
Asst. City Manager/Director, Coggins, Matthew	107,289	112,990	109,428	109,428
Deputy Director for Eco/Comm. Dev., Baacke, Adam	79,390	83,608	80,776	80,776
Asst. City Solicitor, Talty, Patricia	67,279	70,853	68,453	68,453
Chief Planner, Proakis, George	63,143	63,143	63,143	63,143
Urban Renewal Proj. Manager, James Errickson	55,106	55,106	55,106	55,106
Historic Bd. Admin., Stowell, Stephen	52,634	52,634	52,634	52,634
Asset Manager, Bevere, Lawrence	52,194	52,194	52,194	52,194
Transportation Engineer, Gomes, Jeffrey	45,819	45,819	45,819	45,819
Economic Dev. Officer, Dickinson, Maria	44,667	44,667	44,667	44,667
Downtown Coordinator, Samaras, Chris	43,626	43,626	43,626	43,626
Executive Secretary, Spenard, Nancy	45,547	47,967	46,343	46,343
Environmental Officer, Thomas, Christine	39,762	39,762	39,762	39,762
Design Planner, Tradd, Diane (26h/wk)	38,149	38,149	38,149	38,149
Neighborhood Planner, Safari, Parris	37,301	37,301	37,301	37,301
Finance Officer, Masson, Susan	34,397	34,397	34,397	34,397
Historic Bd. Asst. Admin., Uhlendorf, Sarah	33,917	33,917	1	1
Planning Secretary, Vacant	1	1	1	1
Asst. Traff. Planner, Roux, Matthew (28h/wk)	31,104	31,104	31,104	31,104
Secretary/Receptionist, Collins, R.	29,118	29,118	1	1
Design Planner, Swaille, Sandra (14h/wk)	20,150	20,150	20,150	20,150
TOTAL	920,593	936,506	863,056	863,056

DIVISION OF PLANNING & DEVELOPMENT

	FY07	FY08 Request	08 Mgr	FY08 Approved
S & W-Perm.	854,286	915,294	936,506	863,056
Longevity	1,278	1,281	1,281	1,281
Incentive BB Active Employees	0			
Telephone	5	500	500	500
Repair & Maintenance Equipment	4,898	5,000	5,000	5,000
Leasing Equipment & Service	4,951	5,000	5,000	5,000
Business/Marketing Development	299,660	298,000	300,000	300,000
Professional Services	24,683	23,000	25,000	23,000
Appraisals/Assessments	15,522	10,000	10,000	10,000
Advertising	11,067	14,000	15,000	15,000
Printing & Binding	1,250	1,250	1,250	1,250
Office Supplies	3,499	4,000	4,000	4,000
Dues & Subscriptions	1,045	1,250	1,250	1,250
Trans. Reimbursement & Seminars	9,880	12,528	12,528	12,528
Miscellaneous Charges	6,590	12,000	12,000	12,000
Traffic Improv-Signalization	13,529	17,000	18,000	17,000
Office Furniture	1,478	1,500	1,500	1,500
Capital Improvements	3,000	3,000	3,000	3,000
Property Management	24,684	30,000	30,000	30,000
Computer Hardware/Software	0	1,250	1,250	1,250
ACRE Urban Renewal	34,833	50,000	50,000	50,000
JAM Urban Renewal	88,775	95,629	100,000	100,000
Two for Lowell	45,600	50,000	50,000	50,000
TOTAL	1,450,514	1,551,482	1,583,065	1,506,615

DIVISION OF PLANNING & DEVELOPMENT**Community Development Block Grant**

	FY07	FY08 Request	08 Mgr	FY08 Approved
Deputy Director/HOME Admin.,Barton, Anne	82,022	85,907	82,997	82,997
Director of Economic Development, Parks, Theresa	69,869	69,869	69,869	69,869
Director of Housing Programs, LaMotte, Michael	66,449	66,449	66,449	66,449
Lead Paint Program Director, Johnson, Carrie	56,976	56,976	56,976	56,976
Project Manager, Vacant	1	1	1	1
Sr. Finance Officer, McLaughlin, Dyanne	52,358	52,358	52,358	52,358
Senior CD Specialist, Vacant	1	1	1	1
Community Development Specialist, King, Linda	49,428	49,428	49,428	49,428
Housing Program Manager, Ferreira, Philip	47,071	47,071	47,071	47,071
Assoc. Planner-Con. Plan Prog., Lamey, Allison(37.5hrs)	49,109	49,109	49,109	49,109
Lead Paint Coordinator, Sullivan, David	45,070	45,070	45,070	45,070
Community Development Assistant, Vacant	1	1	1	1
Construction Manager, Lucken, Patti	43,709	43,709	43,709	43,709
ED Assistant, Suon, Sophy	43,059	43,059	43,059	43,059
Housing Rehab Tech, Parent, Dennis	40,182	40,182	40,182	40,182
Graphic Designer, Moyle, Michael	38,081	38,081	38,081	38,081
Accounting Office Manager, Malapan, Sharon	37,766	37,766	37,766	37,766
Lead Paint Technician, Busby, Edward	40,182	40,182	40,182	40,182
Sr. Program Manager, Murphy, Susan(37.5hrs)	39,472	39,472	39,472	39,472
Lead Paint Program Specialist, Ilg, Joan	36,073	36,073	36,073	36,073
Program Assistant, Caron, Jackie	33,659	33,659	33,659	33,659
Assistant Planner, Vacant	1	1	1	1
Clerk/Typist, Dolan, Doreen	29,118	29,118	29,118	29,118
Housing Secretary, Solomon, Amy	29,118	29,118	29,118	29,118
Lead Paint Program Intake Specialist, McDermott, K (22hrs)	18,008	18,008	18,008	18,008
Design Planner, Tradd, Diane (9hrs)	13,205	13,205	13,205	13,205
TOTAL FEDERALLY FUNDED POSITIONS	959,988	963,873	960,963	960,963

NOTE:Salaries for ordinance employees are calculated with adjustments

POLICE

Police

The Lowell Police Department submitted an initial budget which reflected a 4.2% decrease from the FY07 budget. This budget cut necessitated an 8.6% decrease in the police force, reducing the number of sworn officers from 244 to 223. Currently the Department has 8 vacant positions. The original plan anticipated layoffs of 6-13 officers, and further depended on the results of several anticipated retirements and terminations. Extensive budget review and effort by the Department has identified strategies to restore the force. The Manager's recommendations include 244 sworn officer slots, unchanged from FY 2007.

The original budget also would have affected the department's ability to patrol the City by eliminating the Mounted Unit and reassigning 4 officers from the SRO program and 7 from the Housing Authority Unit and eliminating that unit. The revised budget restores all but the Mounted Unit.

Finally both the original and the revised budgets include the closure of the Acre and Pawtucketville precincts. Other arrangements have been made to accommodate the functions that took place in those precincts, so that their closure will not affect community safety.

The Department's goals are to:

- Reduce crime
- Decrease fear of crime
- Enhance community policing

POLICE

POLICE - 210

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Acting Superintendent, Lavallee, Kenneth			112,417	132,896	132,896	132,896
Superintendent, Davis, Edward			132,387	-	-	-
Deputy Superintendent, Cormier, Dennis			112,417	112,842	112,842	112,842
Captain, DeMoura, Robert			100,588	100,975	100,975	100,975
Captain, Flaherty, John			100,588	100,975	100,975	100,975
Captain, Friedl, Deborah			100,588	100,975	100,975	100,975
Captain, Kennedy, Thomas			100,588	100,975	100,975	100,975
Captain, Ryan, Arthur Jr.			100,588	100,975	100,975	100,975
Captain, Staveley, Kevin			100,588	100,975	100,975	100,975
Captain, Sullivan, Kevin			90,032	100,975	100,975	100,975
Captain, Taylor, William			100,588	100,975	100,975	100,975
Captain, Webb, Jonathan			100,588	100,975	100,975	100,975
Lieutenant, Buckley, Mark			90,032	90,379	90,379	90,379
Lieutenant, Busby, William			90,032	90,379	90,379	90,379
Lieutenant, Dowling, Edward			90,032	90,379	90,379	90,379
Lieutenant, Golner, Barry			86,430	86,763	86,763	86,763
Lieutenant, Hodgdon, James			90,032	90,379	90,379	90,379
Lieutenant, Humphrey, Randall			86,430	86,763	86,763	86,763
Lieutenant, Laferriere, Paul			90,032	90,379	90,379	90,379
Lieutenant, Larocque, Daniel			90,032	90,379	90,379	90,379
Lieutenant, McPadden, James			90,032	90,379	90,379	90,379
Lieutenant, Meehan Thomas			90,032	90,379	90,379	90,379
Lieutenant, Potvin, Ronald			79,228	79,533	79,533	79,533
Lieutenant, Richardson, Raymond			80,607	90,379	90,379	90,379
Lieutenant, Rouine, Francis			90,032	90,379	90,379	90,379
Sergeant, Boyle, Douglas			80,607	80,917	80,917	80,917
Sergeant, Callahan, Richard			64,733	64,734	64,734	64,734
Sergeant, Capone, Diane			80,607	80,917	80,917	80,917
Sergeant, Crawford, Donald			77,382	77,680	77,680	77,680
Sergeant, Crowley, Timothy			80,607	80,917	80,917	80,917
Sergeant, Daly, Thomas			80,607	80,917	80,917	80,917
Sergeant, Davis, John			80,607	80,917	80,917	80,917
Sergeant, Dolan, John			80,607	80,917	80,917	80,917
Sergeant, Duarte, Charles			80,607	80,917	80,917	80,917
Sergeant, Durkin, Brendan			80,607	-	-	-
Sergeant, Fitzpatrick, James			70,934	71,207	71,207	71,207
Sergeant, Fleming Thomas			80,607	80,917	80,917	80,917
Sergeant, Kilbride, Timothy			80,607	80,917	80,917	80,917
Sergeant, Kilmartin, Michael			80,607	80,917	80,917	80,917
Sergeant, Lombard, Thomas			80,607	80,917	80,917	80,917
Sergeant, McCann, Michael			63,548	77,680	77,680	77,680
Sergeant, Morrill, Steven			77,382	77,680	77,680	77,680
Sergeant, Murray, Joseph			77,382	77,680	77,680	77,680
Sergeant, O'Keefe, Michael			80,607	80,917	80,917	80,917
Sergeant, O'Neill, Steven			80,607	80,917	80,917	80,917
Sergeant, Santos, Shaun			80,607	80,917	80,917	80,917
Sergeant, Sheehan, John			77,382	77,680	77,680	77,680
Sergeant, Siopes, Thomas			66,196	80,917	80,917	80,917
Sergeant, Torres, Jose			77,382	77,680	77,680	77,680
Sergeant, Taylor, Francis			83,831			
Sergeant, Tousignant, David			80,607	80,917	80,917	80,917
Sergeant, Trudel, James			80,607	80,917	80,917	80,917
Officer, Quirbach, David			66,196	80,917	80,917	80,917
Officer, Alvarez, Robert			66,196	66,451	66,451	66,451
Officer, Annis, David			63,548	63,793	63,793	63,793
Officer, Arbour, Brian			48,471	53,510	53,510	53,510
Officer, Beauchesne, Dawn			66,196	66,451	66,451	66,451
Officer, Beland, Stephen			66,196	66,451	66,451	66,451
Officer, Bellefeuille, Thomas			52,957	53,160	53,160	53,160
Officer, Bergeron, Michael			52,957	53,160	53,160	53,160
Officer, Bernard, William			63,548	63,793	63,793	63,793
Officer, Berube, Karen			52,957	53,160	53,160	53,160
Officer, Bomil, Christopher			66,196	66,451	66,451	66,451
Officer, Bourrett, Raymond			63,548	63,793	63,793	63,793
Officer, Boutselis, John			66,196	66,451	66,451	66,451
Officer, Bowler, Nathan			52,957	53,160	53,160	53,160
Officer, Brackett, Crosby			66,196	-	-	-
Officer, Brady, Daniel			63,548	63,793	63,793	63,793
Officer, Burke, Michael			66,196	66,451	66,451	66,451
Officer, Callahan, Brian			66,196	66,451	66,451	66,451
Officer, Callahan, John			66,196	66,451	66,451	66,451
Officer, Callahan, William			63,548	63,793	63,793	63,793
Officer, Camara, Michael			63,548	63,793	63,793	63,793
Officer, Caron, Robert			66,196	66,451	66,451	66,451
Officer, Cassella, James			52,957	53,160	53,160	53,160

Officer, Chavez, Marcos	66,196			
Officer, Christiansen, Neils	43,416	48,645	48,645	48,645
Officer, Ciavola, Stephen	52,957	53,160	53,160	53,160
Officer, Comtois, Joseph	58,252	58,477	58,477	58,477
Officer, Concepcion, Felix	63,548	63,793	63,793	63,793
Officer, Conroy, Phillip	66,196	63,793	63,793	63,793
Officer, Conroy, Julie	63,548	66,451	66,451	66,451
Officer, Corcoran, Paul	66,196	66,451	66,451	66,451
Officer, Cormier, Raymond	58,252	58,477	58,477	58,477
Officer, Coughlin, Linda	17,244	17,311	17,311	17,311
Officer, Couture, David	41,650	45,163	45,163	45,163
Officer, Coyle, Stephen	63,548	63,793	63,793	63,793
Officer, Cullen, John	63,548	63,793	63,793	63,793
Officer, Czarnionka, Casimir	58,252	58,477	58,477	58,477
Officer, Davidson, Robert	58,252	58,477	58,477	58,477
Officer, DeMaio, James	52,957	53,160	53,160	53,160
Officer, DeRoche, Kenneth	66,196	-	-	-
Officer, Desilets, Richard	58,252	58,477	58,477	58,477
Officer, Desmarais, Daniel	45,102	52,549	52,549	52,549
Officer, Dillon Gary	63,548	63,793	63,793	63,793
Officer, Donaldson, David	63,548	63,793	63,793	63,793
Officer, Doolin, Christopher	63,548	63,793	63,793	63,793
Officer, Downs, Christal	63,548	63,793	63,793	63,793
Officer, Drakoulakos, Peter	39,172	43,113	43,113	43,113
Officer, Durham, Joseph	58,252	58,477	58,477	58,477
Officer, Dyer, Robert	63,548	63,793	63,793	63,793
Officer, Erickson, Corey	58,252	58,477	58,477	58,477
Officer, Espinola, Joseph	66,196	66,451	66,451	66,451
Officer, Evans, Timothy	66,196	66,451	66,451	66,451
Officer, Farnum, Michael	66,196	66,451	66,451	66,451
Officer, Fay, James	63,548	63,793	63,793	63,793
Officer, Fenlon, Todd	52,957	53,160	53,160	53,160
Officer, Fernandez, Vincent	58,252	58,477	58,477	58,477
Officer, Ferry, David	63,548	63,793	63,793	63,793
Officer, Figueroa, Felix	63,548	63,793	63,793	63,793
Officer, Finn, John	58,252	58,477	58,477	58,477
Officer, Finn, William	66,196	66,451	66,451	66,451
Officer, Finneral, Christopher	63,548			
Officer, Flynn, Gerald	66,196	66,451	66,451	66,451
Officer, Frechette, David	63,548	63,793	63,793	63,793
Officer, Fuller, Scott	66,196	66,451	66,451	66,451
Officer, Garneau, Kevin	52,957	53,160	53,160	53,160
Officer, Gendreau, Stephen	63,548	63,793	63,793	63,793
Officer, Geoffroy, David	58,252	58,477	58,477	58,477
Officer, Giuffrida, Michael	66,196	66,451	66,451	66,451
Officer, Golden, Timothy	66,196	66,451	66,451	66,451
Officer, Gomez, Oscar	63,548	63,793	63,793	63,793
Officer, Gonzalez, Julio	52,957	53,160	53,160	53,160
Officer, Gray, Nicolina	52,957			
Officer, Hanson, Christian	58,252	58,477	58,477	58,477
Officer, Hawes, Kevin	52,957	53,160	53,160	53,160
Officer, Hickey, Thomas	52,957	53,160	53,160	53,160
Officer, Hickman, Lawrence	66,196	66,451	66,451	66,451
Officer, Houston, Daniel	63,548	63,793	63,793	63,793
Officer, Hudon, Gregory	66,196	66,451	66,451	66,451
Officer, Hultgren, Thomas	66,196	66,451	66,451	66,451
Officer, Hyde, Daniel	63,548	63,793	63,793	63,793
Officer, Hyde, Eric	52,957	53,160	53,160	53,160
Officer, Iglesias, Felix	52,957	53,160	53,160	53,160
Officer, Jason, Brian	63,548	63,793	63,793	63,793
Officer, Jean, Raymond	52,957	53,160	53,160	53,160
Officer, Johnson, Patrick	43,416	48,645	48,645	48,645
Officer, Keefe, Brian	63,548	63,793	63,793	63,793
Officer, Keefe, Francis	63,548	63,793	63,793	63,793
Officer, Kelleher, Peter	52,957	53,160	53,160	53,160
Officer, Kelly, Christopher	43,416	48,645	48,645	48,645
Officer, Kelly, Tracy	63,548	63,793	63,793	63,793
Officer, Kennedy, Francis	58,252	58,477	58,477	58,477
Officer, Kiernan, John	58,252	58,477	58,477	58,477
Officer, Kinney, Brian	63,548	63,793	63,793	63,793
Officer, Koller, Heather	52,957	53,160	53,160	53,160
Officer, Lafferty, Thomas	63,548	63,793	63,793	63,793
Officer, Lakmany, Aravanh	39,172	43,113	43,113	43,113
Officer, Lally, David	66,196	66,451	66,451	66,451
Officer, Lamarche, Daniel	63,548	63,793	63,793	63,793
Officer, Lane, James	52,957	53,160	53,160	53,160
Officer, Langlois, Melissa (Bellefeuille)	66,196	66,451	66,451	66,451
Officer, Latham, James	66,196	68,952	68,952	68,952
Officer, Lavoie, David	39,172	43,113	43,113	43,113

Officer, Leavitt, Richard	66,196	66,451	66,451	66,451
Officer, Lebeau, Scott	63,548	-	-	-
Officer, LeBlanc, Mark	63,548	63,793	63,793	63,793
Officer, Lessieur, M. Ann	63,548	63,793	63,793	63,793
Officer, Levasseur, Jason	52,957	53,160	53,160	53,160
Officer, Levasseur, Norman	14,373	14,426	14,426	14,426
Officer, Lowe, Charles	52,957	53,160	53,160	53,160
Officer, Lumenello, Christopher	66,196	66,451	66,451	66,451
Officer, Ma, Narin	52,957	53,160	53,160	53,160
Officer, MacLaughlin, John	66,196	66,451	66,451	66,451
Officer, Maldonado, Francisco	63,548	63,793	63,793	63,793
Officer, Maldonado, Sergio	58,252	58,477	58,477	58,477
Officer, Manousos, Charles	58,252	58,477	58,477	58,477
Officer, Martir, William	58,252	58,477	58,477	58,477
Officer, Matos, James	43,416	48,645	48,645	48,645
Officer, McCabe Matthew	63,548	63,793	63,793	63,793
Officer, McCarthy, Robert	52,957	53,160	53,160	53,160
Officer, McGrail, Jason	52,957	53,160	53,160	53,160
Officer, McMahon, Bryan	63,548	63,793	63,793	63,793
Officer, McMahon, Edward	52,957	-	-	-
Officer, Mendes, Leo	66,196	66,451	66,451	66,451
Officer, Mercado, Carlos	52,957	53,160	53,160	53,160
Officer, Mercier, Sheryl	52,957	53,160	53,160	53,160
Officer, Miles, Michael	63,548	63,793	63,793	63,793
Officer, Moore, Jeffrey	66,196	66,451	66,451	66,451
Officer, Moore, Kenneth	-	-	-	-
Officer, Moriarty, Dennis	52,957	53,160	53,160	53,160
Officer, Nobrega, Frank	66,196	66,451	66,451	66,451
Officer, Nobrega, Jason	52,957	53,160	53,160	53,160
Officer, Nobrega, Marisol	63,548	63,793	63,793	63,793
Officer, Noone, Jonathan	66,196	66,451	66,451	66,451
Officer, Oeur, Mao	63,548	63,793	63,793	63,793
Officer, Osborne, Howard	52,957	53,160	53,160	53,160
Officer, Otero, Angel	66,196	66,451	66,451	66,451
Officer, Otero, Norma	66,196	-	-	-
Officer, Page, Michelle	52,957	-	-	-
Officer, Panagiotakos, Christopher	66,196	66,451	66,451	66,451
Officer, Pappaconstantinou, Charles	43,416	48,645	48,645	48,645
Officer, Peace, Nadja	66,196	66,451	66,451	66,451
Officer, Peaslee, David	66,196	66,451	66,451	66,451
Officer, Pender, David	-	-	-	-
Officer, Penrose, Matthew	66,196	66,451	66,451	66,451
Officer, Perrin, Danny	63,548	63,793	63,793	63,793
Officer, Phay, Tong	58,252	63,793	63,793	63,793
Officer, Poirier, Mark	66,196	66,451	66,451	66,451
Officer, Pol, Miquel	52,957	53,160	53,160	53,160
Officer, Polak, Mark	63,548	63,793	63,793	63,793
Officer, Prescott, Michael	66,196	66,451	66,451	66,451
Officer, Quigley, David	66,196	66,451	66,451	66,451
Officer, Quigley, John	66,196	66,451	66,451	66,451
Officer, Ramirez, Carlos	63,548	63,793	63,793	63,793
Officer, Ramirez, Jose	52,957	53,160	53,160	53,160
Officer, Ramos, Alexander	39,172	47,424	47,424	47,424
Officer, Reyes, Robert	63,548	63,793	63,793	63,793
Officer, Rios, Luis	52,957	53,160	53,160	53,160
Officer, Rivera, Jose	63,548	63,793	63,793	63,793
Officer, Rivera, Jose A Jr.	66,196	66,451	66,451	66,451
Officer, Rivera, Rafael	39,172	43,113	43,113	43,113
Officer, Royer, Raymond	52,957	53,160	53,160	53,160
Officer, Sadlier, Charles	58,252	58,477	58,477	58,477
Officer, Samaras, William	63,548	63,793	63,793	63,793
Officer, Santiago, Jose	66,196	66,451	66,451	66,451
Officer, Santiago, Richard	58,252	-	-	-
Officer, Sauve, Scott	58,252	58,477	58,477	58,477
Officer, Shaw, Kenneth	52,957	53,160	53,160	53,160
Officer, Siopes, Arlene	52,957	53,160	53,160	53,160
Officer, Smith, Christopher	58,252	58,477	58,477	58,477
Officer, Sou, Sophan	58,252	58,477	58,477	58,477
Officer, St. Arnaud, Peter	52,957	53,160	53,160	53,160
Officer, Sturtevant, Robert	17,963	18,016	18,016	18,016
Officer, Sylvester, Michael	52,957	53,160	53,160	53,160
Officer, Tetreault, Thomas	52,957	53,160	53,160	53,160
Officer, Tetreault, Thomas A.	52,957	53,160	53,160	53,160
Officer, Thomas Paul	45,102	52,549	52,549	52,549
Officer, Trudel, Mark	55,457	55,661	55,661	55,661
Officer, Ung, Darith	63,548	63,793	63,793	63,793
Officer, Vachon, Raymond	63,548	63,793	63,793	63,793
Officer, Wayne, Eric	52,957	53,160	53,160	53,160
Officer, Wayne, Gerald	52,957	53,160	53,160	53,160

Dispatcher, Badilo, Mildred (24 Hrs)	22,806	22,903	22,903	22,903
Dispatcher, Bodenrader, Frederick	38,026	-	-	-
Dispatcher, Cooper, Therese	38,026	38,172	38,172	38,172
Dispatcher, Daly, Dennis	37,650	38,042	38,042	38,042
Dispatcher, Fernandez, Jacqueline	38,026	38,172	38,172	38,172
Dispatcher, Ferraro, Katie	38,026	38,172	38,172	38,172
Dispatcher, Foley, Lori	38,026	38,172	38,172	38,172
Dispatcher, Kouy, Den	38,026	38,172	38,172	38,172
Dispatcher, Lopez, Janet	36,428	37,371	37,371	37,371
Dispatcher, Maille, Angela	38,026	38,172	38,172	38,172
Dispatcher, Mason, Michael	38,026	38,172	38,172	38,172
Dispatcher, McCabe, Amanda	38,026	38,158	38,158	38,158
Dispatcher, O'Connell, Sean	38,026	38,172	38,172	38,172
Dispatcher, Ouellette, Chantelle	35,731	1	1	1
Dispatcher, Page, Christine	38,026	38,172	38,172	38,172
Dispatcher/Trainer Police, Paris Stephen Title Dispatcher	40,102	1	1	1
Dispatcher, Riel, John	38,026	38,172	38,172	38,172
Dispatcher, Sheehan, Tara	38,026	38,172	38,172	38,172
Dispatcher, Siara, Thaddeus, J.	36,855	38,028	38,028	38,028
Dispatcher, Brian Watermen	38,026	38,172	38,172	38,172
Dispatcher, Waterman, Francis	35,025	36,358	36,358	36,358
Dispatcher, Zawadski, Michael	38,026	38,172	38,172	38,172
Dispatcher, Davenport, Adrienne	-	35,961	35,961	35,961
Dispatcher, Vacant FY07 and FY08	33,887	34,017	34,017	34,017
Dispatcher, Vacant FY08		34,017	34,017	34,017
Civilian Detention Attendants				
Supervisor Detention Attendant, Schaffer, Judy	35,551	35,688	35,688	35,688
Sr Detention Attendant, Shurtleff, Donna	32,319	32,443	32,443	32,443
Sr Detention Attendant, Brasil, Gilbert	32,218	32,443	32,443	32,443
Sr Detention Attendant, Callery, Christopher	32,319	32,443	32,443	32,443
Detention Attendant, Dalton, Erin	25,011	25,441	25,441	25,441
Detention Attendant, Lekites, Timothy	26,473	26,574	26,574	26,574
Detention Attendant, Shanahan, Kyle	25,131	25,956	25,956	25,956
Detention Attendant, Buckley, Shaun	24,207	25,215	25,215	25,215
Detention Attendant, Broderick, Jack		24,695	24,695	24,695
Detention Attendant, Vacant FY07 Filled FY08	23,144	-	-	-
Parking				
Head Clerk, Kelly, Shirley (40 Hrs)	37,957	38,221	38,221	38,221
W/F Meter Repairman/Maintenance Man, Strykoski, Barry	35,930	36,069	36,069	36,069
Pkg Meter Repairman, Servin, Mark	30,475	30,592	30,592	30,592
Temp Pkg Meter Rprman Vacant	1	1	1	1
Traffic Supervisors				
Traffic Supervisor, Anstiss, Michelle	5,497	5,497	5,497	5,497
Traffic Supervisor, Burns, Adonica	6,151	6,151	6,151	6,151
Traffic Supervisor, Catton, Walter	6,151	6,151	6,151	6,151
Traffic Supervisor, Cook, Mary	6,151	6,151	6,151	6,151
Traffic Supervisor, Dubey, Pauline	6,151	6,151	6,151	6,151
Traffic Supervisor, Farrell, Shannon	6,151	6,151	6,151	6,151
Traffic Supervisor, Frizzell, Doris	6,151	5,497	5,497	5,497
Traffic Supervisor, Gauthier Diane	6,151	5,497	5,497	5,497
Traffic Supervisor, Greathead, Frederick	6,151	5,497	5,497	5,497
Traffic Supervisor, Hebert, Henry	5,497	-	-	-
Traffic Supervisor, Holder, Donna	5,497	5,497	5,497	5,497
Traffic Supervisor, Kouy, Bunlinda	5,497	5,497	5,497	5,497
Traffic Supervisor, Lane Joan	5,497	5,497	5,497	5,497
Traffic Supervisor, Largy, William	5,497	5,497	5,497	5,497
Traffic Supervisor, Lasorsa, Debra	5,497	5,497	5,497	5,497
Traffic Supervisor, Leduc, Norman	5,497	5,497	5,497	5,497
Traffic Supervisor, Lekites, Robert	5,497	5,497	5,497	5,497
Traffic Supervisor, Mapako, Patricia	5,497	5,497	5,497	5,497
Traffic Supervisor, Martin, Francis	5,497	5,497	5,497	5,497
Traffic Supervisor, McGrath, Cheryl	5,497	5,497	5,497	5,497
Traffic Supervisor, McMullen, Kathleen	6,151	5,497	5,497	5,497
Traffic Supervisor, McNatt, Misty	6,151	-	-	-
Traffic Supervisor, Murphy, Judith	6,151	6,151	6,151	6,151
Traffic Supervisor, Normandie, Joanne	5,497	5,497	5,497	5,497
Traffic Supervisor, Vandinter, Marianne	5,497	5,497	5,497	5,497
Traffic Supervisor, Wedge, Patricia	5,497	5,497	5,497	5,497
Traffic Supervisor, Moran, Sue		5,497	5,497	5,497
Traffic Supervisor, Vandinter, Jolynn		5,497	5,497	5,497
	18,041,606	17,709,837	17,994,549	17,994,549
Savings from filling Deputy Position and deleting patrol		(66,451)	(66,451)	(66,451)
Savings from filling Sergeant and deleting patrol		(66,451)	(66,451)	(66,451)
Four anticipated vacancies in FY08		(257,830)	(257,830)	(257,830)
Budget Adjustment	(200,000)	(200,000)	(200,000)	(200,000)
TOTAL	17,841,606	17,119,105	17,403,817	17,403,817

			FY07	FY08 Request	08 Mgr	FY08 Approved
S W - Perm	02104151-511000	16,905,604	17,841,606	17,119,105	17,403,817	17,403,817
S W - Temp	02104151-512000	161,399	60,642	16,000	16,000	16,000
Overtime	02104151-513000	593,715	566,280	525,000	525,000	525,000
Holiday	02104151-514000	988,501	1,052,965	1,043,205	1,052,205	1,052,205
Special Events	02104151-514100	79,986	82,400	75,400	75,400	75,400
Longevity	02104151-514800	35,469	35,804	34,428	34,428	34,428
Court Time	02104151-515000	357,540	350,119	370,355	370,355	370,355
Comp Time	02104151-515003	284,283	261,945	225,000	225,000	225,000
Retiree Sick Buy Back	02104151-51802	0				
Buy Back Sick Leave	02104151-518501	138,359	185,055	182,052	182,052	182,052
Contractual Allowances	02104151-515001	315,900	317,250	311,850	311,850	311,850
Uniform Allowance	02104151-519300	10,000	6,900	6,000	15,000	15,000
Uniform - Traffic Supervisors	02104151-519800	5,608	6,000	6,000	6,000	6,000
Repair & Maintenance of Equipment	02104153-520500	63,850	70,000	80,327	80,327	80,327
Garage Repair - Service Vehicle	02104153-520504	65,000	70,000	70,000	70,000	70,000
Repair & Maint Microcomputer	02104153-520512	51,974	67,000	67,000	67,000	67,000
Police Jail Area Maint	02104153-520515	6,505	8,000	8,000	8,000	8,000
Hepatitis Shots	02104153-521900	0		2,000	2,000	2,000
Horses/Boarding Expenses	02104153-522200	17,324	20,433	-	-	-
Animal Expenses	02104153-522400	5,593	6,000	6,000	6,000	6,000
Police - Rental Sub-Station	02104153-522600	74,640	87,527	88,893	88,893	88,893
Paint/Meter Division	02104153-522800	49,939	50,000	50,000	50,000	50,000
Rental of Equipment	02104153-524000	16,743	24,080	50,680	50,680	50,680
Leasing Vehicles	02104153-525105	75,695	75,695	75,695	75,695	75,695
Psychological Exams	02104153-530100	14,417	9,900	9,900	9,900	9,900
Training/Evaluation Program	02104153-530105	38,520	40,000	40,000	40,000	40,000
Food Service Supplies	02104154-542100	7,300	8,200	8,200	8,200	8,200
Gas & Motor Oil Supplies	02104154-542300	259,420	249,984	268,992	268,992	268,992
Garage/Auto Parts Supplies	02104154-543300	64,045	65,000	65,000	65,000	65,000
Office Supplies	02104154-544400	12,894	16,053	16,053	16,053	16,053
Misc. Supplies Other	02104154-545300	3,860	5,000	5,000	5,000	5,000
Service Legal Defense Fund	02104157-530039	4,900	7,350	7,650	7,650	7,650
Dues & Subscriptions	02104157-570401	1,790	6,695	6,695	6,695	6,695
In State Travel Reimb & Seminars	02104157-570701	1,000	1,500	1,500	1,500	1,500
No Middlesex Law Enforce County	02104157-571400	5,000	6,037	6,037	6,037	6,037
Miscellaneous Charges	02104157-573400	37,801	40,000	40,000	40,000	40,000
Dive/Rescue Team Equipment	02104170-589108	9,685	10,000	8,000	8,000	8,000
Police Cars	02104170-589116	103,601	103,601	145,495	145,495	145,495
Police Photo Lab & Equipment	02104170-589117	4,879	5,000	5,000	5,000	5,000
Police Equipment Other	02104170-589118	61,666	70,550	43,950	43,950	43,950
Portable Radios & Other	02104170-589140	25,000	30,000	30,000	30,000	30,000
Office Furniture & Equipment	02104170-589166	5,000	10,689	12,195	12,195	12,195
Computer Equipment	02104357-570102	89,698	99,155	99,155	99,155	99,155
Communications - CDMA	02104153-531704	0	16,811	16,811	16,811	16,811
TOTAL		21,054,101	22,047,226	21,248,623	21,551,335	21,551,335.00

Police Grants**JAG Funding**

	FY07	FY08 Request	08 Mgr	FY08 Approved
Research Analyst, Vacant	1	1	1	1
Asst Crime Analyst, Vacant	1	1	1	1
Crime Analyst, Pierce Katie (moved position to Domestic V)	32,906			
Principal Crime Analyst, Pierce Katie (moved position from State C)		36,937	36,937	36,937
<u>State Community Policing Grant</u>				
Officer, Coughlin, Linda	46,304	46,482	46,482	46,482
Officer, Levasseur, Norman	38,584	38,734	38,734	38,734
Officer, Sturtevant, Robert	48,233	48,435	48,435	48,435
Administrative Assist, Vacant	1	1	1	1
Community Liaison, Khun Saravon (Position Moved to Domestic V)	42,000	-	-	-
Dir Research & Development, Hanson, Sharon (Terminated)	62,000	-	-	-
Dir Research & Development, Ball, Jennifer		62,238	62,238	62,238
Front Desk, Vacant Filled FY08	21,204	-	-	-
Front Desk, Cheam Ly		21,765	21,765	21,765
Front Desk, Dolliver, John	21,923	22,811	22,811	22,811
Principal Clerk, Bond, Mabel	27,895	30,124	30,124	30,124
Principal Clerk, Goulakos, Thomas (Terminated)	28,954	-	-	-
Principa Clerk Vacant		28,002	28,002	28,002
Princ Crime Analyst, Reynolds, John (Term)(Postion Moved to JAG)	36,795	-	-	-
Program Manager, Ball, Jennifer (moved to another position)	50,000	-	-	-
Program Manager, Vacant		50,000	50,000	50,000
Training Director, Lally, William	47,278	47,460	47,460	47,460
Volunteer Coordinator, Callery, Sharon	26,670	26,710	26,710	26,710
Adm Assist, Joyce Cheryl (moved to another position)	31,000			
Adm Assist, Lucas Adam		31,119	31,119	31,119
<u>School Resource Officers (Lowell School Department)</u>				
Officer, Moore, Kenneth	66,451	66,451	66,451	66,451
Officer, Pender, David	66,451	66,451	66,451	66,451
<u>JAIBG</u>				
Juvenile Crime Analyst, Vacant (Delete Position)	1	-	-	-
<u>Domestic Violence Initiative</u>				
Director of Victim Services, Khun-Leng, Saravon		45,173	45,173	45,173
Project Coordinator, Okafor, Cecilia (20 hrs)	1	15,058	15,058	15,058
Community Liaison Ormonde, Jacqueline (post mov from State C)		35,135	35,135	35,135
Crime Analyst, Macone, Sarah (position moved from JAG)		33,032	33,032	33,032
Administrative Asst, Vacant	1	1	1	1
Program Analyst Hourly (Delete Position)	1	-	-	-
Tracking Analyst, Vacant (Position moved to Shannon)	1	-	-	-
<u>New England High Intensity Drug Trafficking Area Funding</u>				
Intelligence Research Analyst, Vacant	1	1	1	1
<u>Re-Entry Initiative Grant</u>				
Program Manager, Joyce, Cheryl	40,000	40,154	40,154	40,154
<u>Asian Task Force Grant</u>				
Program Analyst, Smith Robin	55,000	55,207	55,207	55,207
<u>Shannon Grant</u>				
Tracking Analyst, Moffett, Meghan		29,839	29,839	29,839
TOTAL GRANTS	789,657	877,322	877,322	877,322

FIRE

Fire

1st- MANPOWER: To improve fire protection coverage so that all citizens will have equal and full coverage at all times. To accomplish this, a plan must be developed that keeps all fire station open at all times. The current policy of randomly closing a station is less than optimal. This would require increased numbers of firefighters and/or overtime costs.

2nd- FIRE ALARM SYSTEM: The city's 100 MHz Fire Alarm system is failing. It is approximately 100 years old and is showing its age. Our goal is to replace it. Today's system of fire alarm notification is best handled by "Radio Box" alarms system. We have been preparing a proposal to bring to the Manager and ultimately the City Council in order to educate them on the necessity for funding such a large scale endeavor. Updates to the fire alarm system will provide better service and safety to Lowell residents.

3rd- EQUIPMENT AND CAPITAL IMPROVEMENTS: To establish a schedule of fire apparatus replacement that would improve the reliability of all types of our fire apparatus. For the next year, we are in fairly good situation with the fire trucks (pumpers and aerial apparatus) but a schedule apparatus replacement needs to be established soon as apparatus purchasing can take upwards of a full one year process. In addition all less expensive apparatus need a replacement schedule. This includes the nine automobiles assigned to fire prevention, arson investigation, training and the two mechanics pickup trucks. We also have two hovercraft that are in constant state of disrepair and three inflatable boats with outboard motors that need scheduled replacement.

The second part of this goal is to address building needs. We need to establish a system to maintain our ten stations proactively. That system needs to be both cost effective and comprehensive.

ADDITIONAL GOALS FOR IMPROVED PERFORMANCE AND BENEFIT TO THE CITY POPULATION INCLUDES:

4th- IMPROVED SERVICES: The citizens of Lowell deserve first responders that are trained and certified in all levels of first responder rescue and services. Our basic level of firefighter training is adequate but the department as a whole needs specialized training to provide increased and improved services, such as: Fire Officer Training, Emergency Medical Technician, Vertical Rescue Certification, Confined Space Rescue, Dive Team Training and Certification, and Emergency Vehicle Operator Certification. In addition, continued certification in Hazardous Materials Technician and further development of our Haz-Mat Team could be cost effective and ultimately generate income for the City.

5th- OFFICE OF EMERGENCY MANAGMENT: Emergency Management is a very large portion of emergency services today. Historically it has not been clearly defined as the management team that handles large scale incidents, such as the recent Flood of 2006. Under the current reorganization of the Federal Government's Office of Homeland Security and the Federal Emergency Management Agency, the Office of Emergency Management for the City of Lowell needs dramatic increases in funding and staffing. This office would benefit all agencies and departments in the City and would benefit all citizens, businesses and government by improving services and federal grant opportunities.

FIRE DEPT

FIRE DEPT 220

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	08 Approved
Chief, Pitta Edward J.		127,532	128,022	128,022	128,022	128,022
Deputy Chief, Cushing Michael		82,871	81,715	81,715	81,715	81,715
Deputy Chief, Donnelly, Michael		81,715	81,715	81,715	81,715	81,715
Deputy Chief, Dowling John		81,715	81,715	81,715	81,715	81,715
Deputy Chief, McCabe Patrick R.		81,715	81,715	81,715	81,715	81,715
Deputy Chief, Mulligan John J.		81,715	81,715	81,715	81,715	81,715
Deputy Chief, Flynn Robert F.		82,871	82,871	82,871	82,871	82,871
Deputy Chief, Lemire Philip L.		81,715	81,715	81,715	81,715	81,715
Deputy Chief, Winward Jeffrey		80,265	81,715	81,715	81,715	81,715
Captain, Beane, Robert		68,610	68,610	68,610	68,610	68,610
Captain, Callahan Brian W.		68,610	68,610	68,610	68,610	68,610
Captain, Charron Phillip A.		68,610	70,921	70,921	70,921	70,921
Captain, Fahey John		68,610	68,610	68,610	68,610	68,610
Captain, Gallagher, Peter		69,765	69,765	69,765	69,765	69,765
Captain, Kilbride William P.		69,765	69,765	69,765	69,765	69,765
Captain, Leary Martin		69,765	69,765	69,765	69,765	69,765
Captain, Littlefield Robert W.		69,765	69,765	69,765	69,765	69,765
Captain, McCarthy Donald		68,315	68,315	68,315	68,315	68,315
Captain, McGuane Mark		69,765	69,765	69,765	69,765	69,765
Captain, Price Dana		68,610	68,610	68,610	68,610	68,610
Captain, Quinlan Garrett J.		68,610	69,765	69,765	69,765	69,765
Captain, Roth, Joseph		68,610	68,610	68,610	68,610	68,610
Captain, Wallace David		68,610	68,610	68,610	68,610	68,610
Captain, Weber John J.		69,765	69,765	69,765	69,765	69,765
Lieutenant, Bergeron Dennis		62,936	62,936	62,936	62,936	62,936
Lieutenant, Boldrighini Michael		64,092	62,936	62,936	62,936	62,936
Lieutenant, Brostek William J.		62,936	62,936	62,936	62,936	62,936
Lieutenant, Casey, Timothy P.		62,936	62,936	62,936	62,936	62,936
Lieutenant, Cassella Anthony III		62,936	62,936	62,936	62,936	62,936
Lieutenant, Cassella Paul		62,936	62,936	62,936	62,936	62,936
Lieutenant, Coleman, Anthony		64,092	64,092	64,092	64,092	64,092
Lieutenant, Couillard John J.		62,936	62,936	62,936	62,936	62,936
Lieutenant, Crabtree Robert		64,092	64,092	64,092	64,092	64,092
Lieutenant, Cronk Paul D.		62,642	62,642	62,642	62,642	62,642
Lieutenant, Deangelo Brian P.		62,936	62,936	62,936	62,936	62,936
Lieutenant, Destrempe Robert		62,936	62,936	62,936	62,936	62,936
Lieutenant, Demers Frederick		64,092	64,092	64,092	64,092	64,092
Lieutenant, Dillon Michael F.		62,642	62,642	62,642	62,642	62,642
Lieutenant, Dowling Brett		62,936	62,936	62,936	62,936	62,936
Lieutenant, Downes Timothy		62,936	62,936	62,936	62,936	62,936
Lieutenant, Gannon James		62,936	62,936	62,936	62,936	62,936
Lieutenant, Gikas, Jeffery		62,936	62,936	62,936	62,936	62,936
Lieutenant, Gilligan Thomas J.		62,936	62,936	62,936	62,936	62,936
Lieutenant, Guenther Charles J.		64,092	64,092	64,092	64,092	64,092
Lieutenant, Kaye Robert M.		64,092	64,092	64,092	64,092	64,092
Lieutenant, Keene David		61,486	61,486	61,486	61,486	61,486
Lieutenant, Kilbride Thomas		64,092	61,486	61,486	61,486	61,486
Lieutenant, Laferriere Eugene		62,936	62,936	62,936	62,936	62,936
Lieutenant, Lafontaine Andre		62,936	62,936	62,936	62,936	62,936
Lieutenant, Ledoux Laurence		61,486	62,936	62,936	62,936	62,936
Lieutenant, Levasseur Richard H.		62,936	62,936	62,936	62,936	62,936
Lieutenant, McCabe Stephen H.		61,486	61,486	61,486	61,486	61,486
Lieutenant, McCullough Thomas		64,092	64,092	64,092	64,092	64,092
Lieutenant, Mello Stephen E.		62,936	62,936	62,936	62,936	62,936
Lieutenant, Nadeau Norman		64,092	64,092	64,092	64,092	64,092
Lieutenant, Panneton Rodney		62,936	62,936	62,936	62,936	62,936
Lieutenant, Ready Sean G.		64,092	64,092	64,092	64,092	64,092
Lieutenant, Rose George		62,936	62,936	62,936	62,936	62,936
Lieutenant, Savard Charles E.		64,092	64,092	64,092	64,092	64,092
Lieutenant, Soucy Thomas		61,486	61,486	61,486	61,486	61,486
Lieutenant, Stamp Charles E.		61,486	61,486	61,486	61,486	61,486
Lieutenant, Strunk Jason		62,936	62,936	62,936	62,936	62,936
Lieutenant, Sullivan, John		62,936	62,936	62,936	62,936	62,936
Lieutenant, Underwood Bernard		62,936	62,936	62,936	62,936	62,936
Lieutenant, Underwood Thomas		62,936	62,936	62,936	62,936	62,936

Lieutenant, Watson William	64,092	64,092	64,092	64,092
Lieutenant, Winward John R.	62,642	62,936	62,936	62,936
Firefighter, Allard Gerald P.	52,832	52,832	52,832	52,832
Firefighter, Andre Richard J.	53,987	53,987	53,987	53,987
Firefighter, Armstrong Christopher	54,282	54,282	54,282	54,282
Firefighter, Baccam, Southavone	49,974	54,282	54,282	54,282
Firefighter, Baccam, Souvankham	49,974	54,282	54,282	54,282
Firefighter, Baribeault Dennis A.	54,282	54,282	54,282	54,282
Firefighter, Boudreau James R.	6,145	16,122	16,122	16,122
Firefighter, Breck Paul	52,832	52,832	52,832	52,832
Firefighter, Brothers Thomas J.	54,282	54,282	54,282	54,282
Firefighter, Bue John	54,282	54,282	54,282	54,282
Firefighter, Bugler Robert S.	54,282	54,282	54,282	54,282
Firefighter, Burgess Richard G.	54,282	54,282	54,282	54,282
Firefighter, Calavritinos, Arthur	49,974	54,282	54,282	54,282
Firefighter, Callahan, Michael	49,974	54,282	54,282	54,282
Firefighter, Carroll Robert C.	54,282	54,282	54,282	54,282
Firefighter, Carroll, Ryan	49,974	54,282	54,282	54,282
Firefighter, Carvalho Ryan C.	52,832	45,880	45,880	45,880
Firefighter, Casey Kevin M.	6,145	16,122	16,122	16,122
Firefighter, Centeno Edgardo	52,832	54,282	54,282	54,282
Firefighter, Centeno Gabriel	6,145	16,122	16,122	16,122
Firefighter, Cooper Bennie	52,832	54,282	54,282	54,282
Firefighter, Cortez Roger	52,832	54,282	54,282	54,282
Firefighter, Demers Rene J.	52,832	54,282	54,282	54,282
Firefighter, Dempsey Brian J.	52,832	54,282	54,282	54,282
Firefighter, Diaz John	54,282	54,282	54,282	54,282
Firefighter, Dominguez Elvin	54,282	45,880	45,880	45,880
Firefighter, Donnelly Shawn P.	6,145	16,122	16,122	16,122
Firefighter, Doster James P.	54,282	54,282	54,282	54,282
Firefighter, Dougherty, John	49,974	54,282	54,282	54,282
Firefighter, Dougherty Joseph M.	54,282	54,282	54,282	54,282
Firefighter, Dowling Thomas J.	53,987	53,987	53,987	53,987
Firefighter, Dubey John	52,832	54,282	54,282	54,282
Firefighter, Duprey Roberto	52,832	54,282	54,282	54,282
Firefighter, Eaton, Daniel	54,282	54,282	54,282	54,282
Firefighter, Finn Lawrence A.	52,832	54,282	54,282	54,282
Firefighter, Fisetta Russell W.	53,987	55,437	55,437	55,437
Firefighter, Fontes John A.	54,282	54,282	54,282	54,282
Firefighter, Froton, Franklin J. Jr.	52,832	54,282	54,282	54,282
Firefighter, Gallant John A.	54,282	54,282	54,282	54,282
Firefighter, Gannon Barry F.	54,282	54,282	54,282	54,282
Firefighter, Gannon Daniel J. III	52,832	54,282	54,282	54,282
Firefighter, Garcia Francisco	52,832	54,282	54,282	54,282
Firefighter, Garcia Ricardo	54,282	54,282	54,282	54,282
Firefighter, Garcia William G.	6,145	16,122	16,122	16,122
Firefighter, Gauvreau, Jason P.	54,282	54,282	54,282	54,282
Firefighter, Gauvreau Phillip E.	54,282	54,282	54,282	54,282
Firefighter, Glen William J.	54,282	54,282	54,282	54,282
Firefighter, Goyette, Donald	52,832	54,282	54,282	54,282
Firefighter, Grandalski Michael	52,832	54,282	54,282	54,282
Firefighter, Grimes Michael W.	52,832	54,282	54,282	54,282
Firefighter, Grooms Darryn	54,282	54,282	54,282	54,282
Firefighter, Hamilton James	52,832	54,282	54,282	54,282
Firefighter, Harland William R. Jr.	54,282	54,282	54,282	54,282
Firefighter, Howell Michael A.	45,880	49,974	49,974	49,974
Firefighter, Humphrey Walter G. Jr.	44,430	49,974	49,974	49,974
Firefighter, Janeiro Michael P.	55,437	55,437	55,437	55,437
Firefighter, Johnson Wallace L.	52,832	52,832	52,832	52,832
Firefighter, Jones Jason S.	44,430	49,974	49,974	49,974
Firefighter, Jones Kevin	54,282	54,282	54,282	54,282
Firefighter, Kelly, Francis	55,437	55,437	55,437	55,437
Firefighter, Kilbride Nathan T.	6,145	16,122	16,122	16,122
Firefighter, Lachance Paul W. Jr.	45,880	49,974	49,974	49,974
Firefighter, Laferrriere Michael E.	52,832	52,832	52,832	52,832
Firefighter, Laflamme Robert	54,282	54,282	54,282	54,282
Firefighter, Latham, Francis	54,282	54,282	54,282	54,282
Firefighter, Latour Richard	54,282	54,282	54,282	54,282
Firefighter, Lotti, Edward	54,282	54,282	54,282	54,282
Firefighter, Lozada Henry	52,832	54,282	54,282	54,282

Firefighter, Luna Josue	52,832	54,282	54,282	54,282
Firefighter, Ly Justin	52,832	54,282	54,282	54,282
Firefighter, Maher David G.	52,832	52,832	52,832	52,832
Firefighter, Maldonado Robert	52,832	54,282	54,282	54,282
Firefighter, Martinez, Manuel	52,832	54,282	54,282	54,282
Firefighter, McAleer David M.	54,282	54,282	54,282	54,282
Firefighter, McCauley Kevin J.	52,832	54,282	54,282	54,282
Firefighter, McCauley Kevin J. Jr.	54,282	54,282	54,282	54,282
Firefighter, McCluskey, Michael	52,832	54,282	54,282	54,282
Firefighter, McDowell Scott K.	6,145	16,122	16,122	16,122
Firefighter, McGuire, Michael	52,832	54,282	54,282	54,282
Firefighter, McHugh, Joseph	52,832	54,282	54,282	54,282
Firefighter, Mc Kenna Michael J.	54,282	54,282	54,282	54,282
Firefighter, McNeil, David	54,282	54,282	54,282	54,282
Firefighter, McSwiggin Robert P.	52,832	52,832	52,832	52,832
Firefighter, Merricks, Troy	54,282	54,282	54,282	54,282
Firefighter, Milinazzo Donald M.	52,832	54,282	54,282	54,282
Firefighter, Morales Elizabeth	52,832	54,282	54,282	54,282
Firefighter, Newell John R.	52,832	54,282	54,282	54,282
Firefighter, Normandin, James	51,129	55,437	55,437	55,437
Firefighter, O'Donnell Michael	54,282	54,282	54,282	54,282
Firefighter, Olejarz Joseph J.	54,282	54,282	54,282	54,282
Firefighter, Ortolani Keith R.	52,832	45,880	45,880	45,880
Firefighter, Page Kelly	52,832	54,282	54,282	54,282
Firefighter, Pastrana Julio	52,832	54,282	54,282	54,282
Firefighter, Pastrana, Julio Jr.	49,974	54,282	54,282	54,282
Firefighter, Peaslee Lawrence J.	54,282	54,282	54,282	54,282
Firefighter, Pekkala Bruce	54,282	54,282	54,282	54,282
Firefighter, Plunkett James V.	54,282	54,282	54,282	54,282
Firefighter, Poitras Brian F.	54,282	54,282	54,282	54,282
Firefighter, Poirier Keith	54,282	54,282	54,282	54,282
Firefighter, Poirier Marc	49,974	54,282	54,282	54,282
Firefighter, Quealy, Sean	49,974	54,282	54,282	54,282
Firefighter, Rachal John P.	52,832	52,832	52,832	52,832
Firefighter, Ralls Gary J.	54,282	54,282	54,282	54,282
Firefighter, Ramos George	54,282	54,282	54,282	54,282
Firefighter, Reid Paul R.	52,832	54,282	54,282	54,282
Firefighter, Rivera Jose	54,282	54,282	54,282	54,282
Firefighter, Rivera Jose A.	52,832	54,282	54,282	54,282
Firefighter, Rodriquez Josue	54,282	54,282	54,282	54,282
Firefighter, Rodriquez Luis	54,282	54,282	54,282	54,282
Firefighter, Rowe George J.	52,832	52,832	52,832	52,832
Firefighter, Ruiz Joseph	54,282	55,437	55,437	55,437
Firefighter, Ryan William P.	52,832	52,832	52,832	52,832
Firefighter, Ryder, Christopher	49,974	54,282	54,282	54,282
Firefighter, Sabetti, Anthony	48,524	54,282	54,282	54,282
Firefighter, Santos, Brenda	49,974	54,282	54,282	54,282
Firefighter, Schulte Laurian J.	54,282	54,282	54,282	54,282
Firefighter, Silva Michael	54,282	54,282	54,282	54,282
Firefighter, Sirois Shawn	54,282	54,282	54,282	54,282
Firefighter, Sousa Herman	54,282	54,282	54,282	54,282
Firefighter, Soucy Steve	52,832	52,832	52,832	52,832
Firefighter, Spenard John W.	53,987	53,987	53,987	53,987
Firefighter, St. Sauveur Robert L.	54,282	54,282	54,282	54,282
Firefighter, Stairs Anthony B.	52,832	52,832	52,832	52,832
Firefighter, Stelmokas Mary E.	6,145	16,122	16,122	16,122
Firefighter, Torres Hector	54,282	54,282	54,282	54,282
Firefighter, Torres Oscar	52,832	54,282	54,282	54,282
Firefighter, Trzcienski Stanley W.	52,832	54,282	54,282	54,282
Firefighter, Vail Eugene E.	52,832	54,282	54,282	54,282
Firefighter, Weber Hans M.	54,282	45,880	45,880	45,880
Firefighter, Vacant	54,282	40,336	40,336	40,336
Firefighter, Vacant	54,282	40,336	40,336	40,336
Firefighter, Vacant	52,832	40,336	40,336	40,336
Firefighter, Vacant	52,832	40,336	40,336	40,336
Firefighter, Vacant	45,880	40,336	40,336	40,336
Firefighter, Vacant	1	1	1	1
Firefighter, Vacant	1	1	1	1
Firefighter, Vacant	1	1	1	1
Business Manager, Coates Tara M. J.	55,813	55,813	55,813	55,813

Dept Mechanic, Patenaude Raymond	50,819	50,819	50,819	50,819
Emergency Mng Coor, Boldrighini Mark (PT)	17,000	17,000	17,000	17,000
Administrative Asst., Howard Deborah A.	41,804	41,804	41,804	41,804
Admin Head Clerk, LeMaitre Barbara	35,758	35,758	35,758	35,758
ME Repairman/MEO3, McMeniman Charles S.	33,945	33,945	33,945	33,945
Head Clerk, Archambault Priscilla	33,442	33,442	33,442	33,442
Head Clerk, Vail Sherrold	33,442	33,442	33,442	33,442
	11,549,476	11,671,023	11,671,023	11,671,023
Historical Adjustment	-200,000	-200,000	-200,000	-200,000
TOTAL BUDGET	11,349,476	11,471,023	11,471,023	11,471,023

			FY07	FY08 Request	08 Mgr	FY08 Approved
Salaries & Wages -Perm	02204151-511000	10,928,592	11,349,476	11,471,023	11,471,023	11,471,023
Clothing Maintenance	02204151-511600	1,994	2,000	2,000	2,000	2,000
Salaries & Wages - Temp	02204151-512000	12,519	12,782	12,782	12,782	12,782
Overtime	02204151-513000	699,997	600,000	700,000	500,000	500,000
Overtime - Wellness Program	02204151-513006	2,000	2,000	2,000	2,000	2,000
Overtime - Public Education	02204151-513007	9,978	9,855	10,000	10,000	10,000
Overtime/Holiday	02204151-513200	160,089	161,292	175,200	166,200	166,200
Holiday	02204151-514000	703,374	743,000	745,000	745,000	745,000
Longevity	02204151-514800	69,996	68,000	68,000	68,000	68,000
Court Time	02204151-515000	3,000	3,000	3,000	3,000	3,000
Out of Grade Compensation	02204151-515600	90,000	100,000	110,000	100,000	100,000
Apparatus Detail Pay	02204151-511605	24,000	30,000	35,000	30,000	30,000
Hazardous Material Compensation	02204151-515700	465,000	480,000	530,000	490,000	490,000
Buy Back Vacation (IOD)	02204151-518500	30,655	100,000	175,000	100,000	100,000
Buy Back Sick Leave	02204151-518501	170,297	250,000	325,000	250,000	250,000
Utility Electricity	02204152-520100	35,990	33,000	39,000	39,000	39,000
Utility Heating/Gas	02204152-520101	85,696	70,000	75,000	75,000	75,000
Repair & Maint. Equipment	02204153-520500	8,145	9,000	9,000	9,000	9,000
Repair & Maint. Fire Alarm	02204153-520501	4,968	5,000	10,000	5,000	5,000
Repair & Maint of Vehicle	02204153-520504	74,074	79,200	100,000	80,000	80,000
Hazardous Waste Collection	02204153-521400	9,915	9,500	10,000	10,000	10,000
Ladder Testing	02204153-523700	4,875	0	5,000	5,000	5,000
Health & Safety/Contract	02204153-525006	33,741	35,000	35,000	35,000	35,000
Leasing - Vehicles	02204153-525105	26,341	26,700	27,000	27,000	27,000
Professional Services	02204153-530000	1,942	1,500	5,000	1,500	1,500
Prof. Svc - EMT/Ambulance	02204153-530014	7,350	9,000	9,000	9,000	9,000
Wellness Program	02204153-520615	3,000	1,800	10,000	5,000	5,000
Physicals	02204153-530101	7,754	20,000	20,000	20,000	20,000
Training/Evaluation Prog	02204153-530105	19,708	10,000	60,000	10,000	10,000
Printing & Binding	02204153-531800	1,236	1,500	1,500	1,500	1,500
Water & Sewer	02204153-537600	1,682	3,000	3,000	3,000	3,000
Firefighter Supplies	02204154-540800	11,781	12,000	22,000	15,000	15,000
LEPC - Supplies/Travel/Misc	02204154-540801	2,000	1,000	4,000	1,000	1,000
Computer Equip & Software	02204154-541800	9,897	10,000	30,000	10,000	10,000
Medical & Surgical Supplies	02204154-541800	5,063	6,000	24,000	15,000	15,000
Gas & Motor Oil - Supplies	02204154-542300	47,167	38,000	63,000	63,000	63,000
Automotive - Tires & Tubes	02204154-542500	5,281	5,500	10,000	7,750	7,750
Hardware - Supplies	02204154-543600	1,948	2,000	4,000	2,000	2,000
Office Supplies	02204154-544400	4,995	5,000	5,000	5,000	5,000
Misc - Supplies - Other	02204154-545300	1,468	1,500	4,000	1,500	1,500
Dues & Subscriptions	02204157-570401	2,917	2,500	3,000	2,500	2,500
In-State Travel Reimb & Sem	02204157-570701	1,996	2,000	2,000	2,000	2,000
Out of State Travel	NEW			3,500	0	0
Education Reimbursements	02204157-571800	3,006	5,000	5,000	5,000	5,000
Miscellaneous Charges	02204157-573400	3,278	3,500	4,000	3,500	3,500
Upgrade Radio System	02204170-589107	8,351	10,000	20,000	10,000	10,000
Other Equipment (Scuba, etc.)	02204170-589109	4,737	3,879	15,000	5,000	5,000
SCBA-Equipment (Air Tanks)	02204170-589119	10,000	5,500	25,000	25,000	25,000
4"Hose & Hardware	02204170-589127	2,000	2,000	8,000	8,000	8,000
Office Furniture & Equipment	02204170-589166	1,000	500	10,000	500	500
Replace - Repair Apparel	02204170-589179	7,100	10,000	25,000	25,000	25,000
Improvements - Buildings	02204175-582500	4,000	4,000	8,000	4,000	4,000
Repair & Maint - Buildings	02204253-520507	6,735	10,000	30,000	10,000	10,000
Custodial - Supplies	02204354-543100	1,989	2,000	6,000	2,000	2,000
TOTAL		13,844,619	14,367,484	15,113,005	14,507,755	14,507,755

INSPECTIONAL SERVICES

Inspectional Services

The primary function of Inspectional Services/Building Department is to ensure the safety of the general public, property and all emergency responders if an incident occurs. This is accomplished by enforcing the Massachusetts State Building Code.

Inspectional Services conducts extensive plan reviews prior to issuing building permits, monitors construction projects, conducts regular safety inspections on new and pre-existing structures, and by responds to complaints and alleged violations that may violate the Massachusetts State Building Code, or jeopardize life and property. Often our response is coordinated with those of other City departments.

The goals stated below are the methods used to address our mission statement and accomplish our primary objective

First - Establishing an in-house policy & procedure that will enable Inspectional Services to function as a team. This will be accomplished by streamlining the permitting process and establishing procedures to address complaints and violations, and implementing follow-up procedures to resolve issues in a satisfactory and timely fashion.

Second - Provide the best possible service when assisting the property owner, contractor & developer in following through with all safety & code compliant issues with new and existing structures.

Third - Establish a policy that will better enable Inspectional Services to interact in a more productive way with other City departments when addressing complaints and alleged violations. Institute a procedure and protocol that will minimize confusion during the plan review and permitting process, inspections during construction and the final close out and the issuance of an occupancy certificate.

INSPECTIONAL SERVICES

INSPECTIONAL SERVICES - PRELIMINARY PROPOSAL FOR 2008 BUDGET - See Mission Statement

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Board of Appeals Chairman, Kazanjian Alan			1,400	1,400	1,400	1,400
Board of Appeal Member, Vacant			1,000	1,000	1,000	1,000
Board of Appeals Member, McMahon Donna			1,000	1,000	1,000	1,000
Board of Appeals Member, Nuon Vesna			1,000	1,000	1,000	1,000
Board of Appeals Member, Geary Stephen			1,000	1,000	1,000	1,000
Secretary, Board of Appeals (stipend)			2,500	2,500	2,500	2,500
Alt. Board of Appeals Member, Belanger Corey			200	200	200	200
Alt. Board of Appeals Member, Knox John			200	200	200	200
Commissioner, Camacho Robert			85,790	79,506	76,511	76,511
Office Manager, Weissbach, Kerry			46,597	46,784	46,784	46,784
Records Management Officer, Menyongai, Jerry			35,134	35,269	35,269	35,269
Head Admin.Clerk Kim Hayes-Kackett			36,512	36,653	36,653	36,653
Head Clerk, Vacant			1	1	1	1
Head Admin.Clerk Justiniano Denisse			36,512	36,935	36,935	36,935
Senior Building Inspector, StHilaire David			59,275	60,948	60,948	60,948
Building Inspector/Plans Exam., Costello Raymond			46,338	51,149	51,149	51,149
Building Inspector, Vacant			42,767	42,931	42,931	42,931
Building Inspector, Welcome Paul			41,763	42,931	42,931	42,931
Building Inspector, Vacant			1	1	1	1
Building Inspector, Regan Roger			42,767	42,931	42,931	42,931
Plumbing/Gas Inspector, Ames Ernest			47,860	48,044	48,044	48,044
Zoning Officer, Kathy Murphy			42,767	42,931	42,931	42,931
Sealer, Hynes John			41,509	41,652	41,652	41,652
Deputy Sealer, Vacant			1	1	1	1
Total			613,895	616,967	613,972	613,972

		FY07	FY08 Request	08 Mgr	FY08 Approved
Salaries & Wages - Perm	02404151-511000	591,090	607,036	616,967	613,972
Salaries & Wages - Temp	02404151-512000	3,735	4,000	4,000	5,000
Incentive BB Active Employee	02408151-51803				
Retiree Sick / Vac Buy Back	02408151-518502				
Other Services	02404153-530015	1,220	2,000	2,000	2,000
Repair & Maint. Equipment	02404153-520500	1,181	2,000	2,400	2,000
Advertising	02404153-531702	9,100	11,000	11,000	6,000
Printing & Binding	02404153-531800	136	500	800	500
Uniforms & Other Clothing/Protective gear	02404154-545500	919	1,000	1,500	1,500
Gas & Motor Oil - Supplies	02404154-542300	-	350	350	0
Automotive - Tires & Tubes	02404154-542500	-	250	250	0
Office Supplies	02404154-544400	4,204	4,500	5,800	5,000
Misc - Supplies - Other	02404154-545300	436	500	700	500
Dues & Subscriptions	02404157-570401	520	1,000	1,300	1,300
Trans. - Monthly allowance	02404157-570700	30,850	32,400	36,000	32,400
Trans. Reimburse. & Seminars	02404157-570702	2,135	3,000	4,500	5,000
Education Reimbursements	02404157-571800	495	1,000	1,500	1,200
Equipment - Other	02404170-589161	2,429	2,500	2,500	2,500
Office Furniture & Equip	02404170-589166	3,988	6,000	6,000	4,000
		652,438	679,036	697,567	682,872

Incentive BB Active Employee	1,963
Retiree ick/vac buy back	4,104

Copier for office estimates coming in for Purchase or Lease
 Storage container for Weights and Measures \$1,200.00 - \$2,000.00
 Part time assistant for Weights & Measurements 3 Months
 Residential Parking signs - Should they be a separate line item ? Comin out of office supplies Approx. \$1,000.00 per year

SCHOOLS

DIRECT SCHOOL BUDGET

REGIONAL ASSESSMENTS

	FY07	2008 Request	2008 Manager	2008 Approved
Greater Lowell Regional Technical School	5,119,960	5,264,017	5,264,017	5,264,017
TOTAL	5,119,960	5,264,017	5,264,017	5,264,017

LOWELL SCHOOL DEPARTMENT

	FY07	2008 Request	2008 Manager	2008 Approved
Local Schools	131,878,136	136,758,473	135,975,089	135,975,089
TOTAL	131,878,136	136,758,473	135,975,089	135,975,089

PUBLIC WORKS

Public Works General

Engineering

Land & Buildings (including Messenger)

Electrical

Streets

Waste Collection & Disposal

Street Lighting

Snow & Ice

Parks

Cemetery

Water

Public Works

The Public Works Department is responsible for maintaining all of Lowell's owned infrastructure. This includes land such as parks and athletic fields, buildings, and streets. Public Works also provides common services such as snow removal, water service, rubbish removal and disposal, street lighting, and animal control to Lowell's citizens.

In order to carry out our mission, the Public Works Department will be reorganized to incorporate several formerly stand-alone departments that also provide similar services. This year Public Works will absorb the parks and cemetery functions of the Parks/Cemetery/Recreation Department. In addition, Public Works welcomes the Water Department. Finally the Messenger Department, which provides building and maintenance services to the area around City Hall will be absorbed into the Land and Buildings Division of Public Works. We believe that these organizational changes will provide efficiencies in the future, and thus will enable the City to keep operating costs in check. They will also provide opportunities for better coordination between functional areas.

The Public Works Department has identified several capital needs with regard to land and buildings. All of these needs require funding that is not included in this budget. These needs include:

- A new roof at the Bartlett School
- Boilers at the Reilly School
- Maintenance and Repairs to Riverwalk lights
- Construction of a new service building at the Martin/Alumni Complex
- Provide a permanent facility in the rear of the stadium for athletes at Lowell High
- Install a multi-purpose playing surface at the South Common
- Improve the gateway into the City by providing an artificial playing surface, lighting, and landscaping improvements along Thorndike Street
- Complete the State Revolving Fund-financed water system improvement projects
- Vehicle replacement in several functional areas

Other operational goals are to:

- Increase downtown cleaning routes to include the JAM Area, Riverwalk and areas around City Hall and implement maintenance plan
- Complete a residuals management analysis for the water treatment plant
- Replace the carbon filters at the treatment plant
- Identify strategies for reducing and containing utility costs City-wide.
- Improve funding to maintain 65 irrigated park locations (a 100% increase in four years)

This budget request addresses the increasing costs of utilities, building supplies and materials.

PUBLIC WORKS

PUBLIC WORKS GENERAL

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Records & Accounts - 400						
Asst. City Manager/Public Works Commissioner McCarthy, T.J.					90,035	90,035
Commissioner, Walsh, Edward			89,689	94,720	45,000	45,000
Office Manager, Brady, Michelle (40 hrs)			51,114	51,311	51,311	51,311
Head Admin Clerk/DPW Contract Administrator, Tessier, Marie (37.5 hrs)			41,977	42,138	1	1
Administrative Asst./Water Billing Clerk) Vaillancourt, Donna (37.5 hrs)			43,376	43,543	43,543	43,543
Adm. Asst., Cooper, Dawn			-	-	48,738	48,738
Head Clerk, Cruz, Evelyn			33,315	33,443	33,443	33,443
Head Clerk, Rivera, Elizabeth			33,315	33,443	33,443	33,443
Head Clerk, Souza, Deborah			33,315	33,443	33,443	33,443
Accountant, Pilato, Lisa			35,896	36,034	36,034	36,034
Principal Clerk, Vacant			32,011	32,135	-	-
Principal Clerk, Belida, Sally			31,373	32,135	32,135	32,135
Animal Control Officer, Patenaude, Edward			42,939	43,104	43,104	43,104
MEO3/Lab/Spc/Ast Animal Cont., Pickard, Robert			38,770	38,919	38,919	38,919
TOTAL RECORDS & ACCOUNTS			507,090	514,366	529,147	529,147

Salaries - Permanent	04004151-511000	451,456	506,747	514,366	529,147	529,147
S & W-Temp.	04004151-512000	21,070	25,000	25,000	25,000	25,000
Overtime	04004151-513000	268,913	200,000	200,000	200,000	200,000
Incentive BB Active Employees	04004151-51803	-	-	-	-	-
Retiree Sick / Vac Buy Back	04004151-518502	-	-	-	-	-
Utility Electricity	04004152-520100	80,000	157,000	160,000	160,000	160,000
Utility Heating/Gas	04004152-520101	35,000	50,000	40,000	40,000	40,000
Repair & Maint. Equipment	04004153-520500	44,579	70,000	70,000	70,000	70,000
Electrical Repair & Parts	04004153-520503	26,528	30,000	30,000	30,000	30,000
Animal control - Chg/Expense	04004153-522300	21,404	30,000	30,000	30,000	30,000
Rental of Equipment	04004153-524000	71,916	75,000	75,000	75,000	75,000
Rental of Uniforms	04004153-524004	15,028	25,000	25,000	25,000	25,000
Lease/Purchase - DPW Equipment	04004153-525100	89,819	106,650	60,000	60,000	60,000
Professional Services	04004153-530000	101,139	120,000	120,000	60,000	60,000
Kennel Services	04004153-530020	26,135	30,000	30,000	30,000	30,000
Advertising	04004153-531702	13,944	15,000	15,000	15,000	15,000
Printing & Binding	04004153-531800	1,000	1,000	1,000	1,000	1,000
Automotive - Tires & Tubes	04004154-542500	72,538	95,000	95,000	95,000	95,000
Gas & Motor Oil-Supplies	04004154-542501	68,843	75,000	75,000	75,000	75,000
Public Works - Supplies	04004154-543700	41,877	45,000	45,000	45,000	45,000
Rep & Maint Electr Supplies	04004154-544000	92,246	115,000	115,000	115,000	115,000
Office Supplies	04004154-544400	11,979	10,000	10,000	10,000	10,000
Trans. Reimb	04004157-570704	1,033	5,000	5,000	5,000	5,000
DPW - Various Schl Projects	04004157-571300	44,911	45,000	45,000	45,000	45,000
Miscellaneous Charges	04004157-573400	7,034	7,000	7,000	7,000	7,000
Plows & Frames	04004170-589111	3,505	10,000	-	-	-
Fire Alarm Systems	04004170-589122	9,900	10,000	10,000	10,000	10,000
Irrigation Equip/Supplies	04004170-589165	2,973	10,000	10,000	10,000	10,000
Improv-Bridges & Viaducts	04004175-582900	1,248	5,000	-	-	-
TOTAL ENGINEERING		1,626,018	1,873,397	1,812,366	1,767,147	1,767,147

Engineering Division - 400

Superintendent of Engineering, Vacant			80,527	81,147	81,147	81,147
Prov. Civil Engineer, Grade 4, Cady, Joseph			58,444	58,669	58,669	58,669
Prov. Civil Engineer, Grade 4, Moloney, Peter			58,633	58,858	58,858	58,858
Prov. Civil Engineer, Grade 4, Labrecque, Ronald			60,261	60,495	60,495	60,495
Prov. Civil Engineer, Grade 3, Gleason, John			48,816	50,188	50,188	50,188
Prov. Civil Engineer, Grade 3, (vacant)			1	1	1	1
Prov. Civil Engineer, Grade 3, (vacant)			1	1	1	1
Prov. Civil Engineer, Grade 3, (vacant)			1	1	1	1
Prov. Principal Engineering Clerk, Themelis, Karen			38,985	39,142	39,142	39,142
Prov. Civil Engineer, (vacant)			1	1	1	1
TOTAL ENGINEERING			345,670	348,503	348,503	348,503

Salaries -Permanent	04008151-511000	355,067	345,670	348,503	348,503	348,503
Retiree Sick/ Vac Buy Back	04008151-518502	-	-	-	-	-
TOTAL		355,067	345,670	348,503	348,503	348,503

Lands & Buildings - 400

			FY07	FY08 Request	08 Mgr	FY08 Approved
Deputy Commissioner/L&B, Blazon, David			61,309	61,545	61,545	61,545
General Foreman/HVAC, Green, James			50,733	50,928	50,928	50,928
Asbestos Engineer, (Vacant)			1	1	1	1
Brick Mason/Craftsman, Bernier, Richard			36,203	36,342	36,342	36,342
Carpenter/Craftsman, Chau, Daniel			36,203	36,342	36,342	36,342
Carpenter/Craftsman, Fleming, Kevin			36,203	36,342	36,342	36,342
Carpenter/Craftsman, Sandelli, Matthew			36,203	36,342	36,342	36,342
Carpenter/Craftsman, Pelletier, Richard			36,203	36,342	36,342	36,342
Carpenter/Craftsman, Ellis, Jeffrey			36,203	36,342	36,342	36,342

HVAC Monitoring, (Vacant)	1	1	1	1
HVAC Technician, Craftsman, Tarsa, William	43,106	42,048	42,048	42,048
HVAC Technician/Craftsman, (Vacant)	43,106	42,048	1	1
HVAC Technician, Craftsman, Renaud, Michael	41,887	42,048	42,048	42,048
MEO Grade I/Laborer, Zapatka, Edwin	35,964	36,103	36,103	36,103
Painter/Glazier/Craftsman, Lamphier, Wayne	37,501	37,645	37,645	37,645
Painter/Glazier/Craftsman, Degan, Daniel	36,248	36,387	36,387	36,387
Painter/Glazier/Craftsman, (Vacant)	1	1	1	1
Plumber/Irrigation Spec, Otte, David	41,887	42,048	42,048	42,048
Plumber/Irrigation Spec, Tierney, Harry	43,187	43,353	43,353	43,353
Chem App/Graffiti/Glaz/Pnt/Cftman., Pilato, George	42,876	-	1	1
Chem App/Foreman, (upgrade)	-	43,082	43,082	43,082
Roofer/Craftsman, Mercier, Gary	36,203	36,342	36,342	36,342
Stockroom Clerk 3/Laborer, Correia	33,965	34,096	34,096	34,096
Wkg. Frmn/Carp/Crft/L, Basnett, Ronald	39,823	39,976	39,976	39,976
Wkg. Frmn/Mason/Crft/L, Brian Lamarre	39,823	39,976	39,976	39,976
Wkg. Frmn/Painter-Glazer, Rudy, Keith	41,251	41,707	41,707	41,707
Wkg. Frmn/Plumber/Irrigation Spec, Rivard, Glen	46,067	46,245	46,245	46,245
Wkg. Frmn/Roofer/Crft/L, Morrisette, Robert	39,823	39,976	39,976	39,976
Wkg. Frmn/HVAC Tech/Cft/L, Conlon, Thomas	44,553	44,724	44,724	44,724
Head Clerk, Marchand, Maureen	33,315	33,442	33,442	33,442
TOTAL LAND & BUILDINGS	1,049,848	1,051,776	1,009,730	1,009,730

Salaries - Permanent	04007951-511000	897,825	1,049,848	1,051,776	1,009,730	1,009,730
Repair & Maint - Buildings	04007953-520507	80,604	95,000	95,000	95,000	95,000
Custodial - Supplies	04007954-543100	4,584	5,000	5,000	5,000	5,000
Graffiti Supplies	04007954-543400	12,844	13,000	13,000	13,000	13,000
Building - Supplies	04007954-543800	88,040	100,000	100,000	100,000	100,000
Underground Storage Tanks	04007954-588600	16,100	40,000	-	-	-
Building Improvements	04007975-582500	117,508	140,000	140,000	140,000	140,000
TOTAL LAND & BUILDINGS			1,442,848	1,404,776	1,362,730	1,362,730

MESSENGER DEPARTMENT-CITY HALL (formerly part of Manager's department, beginning with FY 2008 merge into Land & Buildings) - 157

	FY07	FY08 Request	08 Mgr	FY08 Approved
Messenger, Moses, Thomas	1	1	0	0
Building Manager, Moran, James	49,631	49,631	49,631	49,631
Telecommunications Manager, LeMay, Susan	3,500	3,500	0	0
Wrk. Frmn.-Grnds/Clocks, Picanso, Agostino	37,284	37,284	37,284	37,284
Prov. Bldg. Cst./Grk, Christakos, Doris	30,732	31,438	31,438	31,438
Sr. Bldg. Custodian, Noel, James	33,488	33,749	33,749	33,749
Bldg. Custodian, Brown, Leo	31,304	31,438	31,438	31,438
Bldg. Custodian, Dean, Holly	31,304	31,438	31,438	31,438
Cust. Grdskp., Cronk Anthony	31,304	31,438	31,438	31,438
TOTAL	248,548	249,917	246,416	246,416

	FY07	FY08 Request	08 Mgr	FY08 Approved		
Salaries & Wages - Perm	01574151-511000	239,012	244,548	249,917	246,416	246,416
Overtime	01574151-513000	7,500	7,500	7,500	3,750	3,750
Incentive BB Active Employees	01574151-51803	-	-	-	-	-
Utility Electricity	01574152-520100	380,000	380,000	380,000	180,000	180,000
Utility Heating/Gas	01574152-520101	199,994	225,000	300,000	300,000	300,000
Trans. Reimbursement & Semin	01574157-570702	230	250	250	250	250
Repair & Maintenance - Building	01578353-520507	22,755	23,000	20,000	20,000	20,000
Custodial - Supplies	01578354-543100	6,381	7,000	7,000	7,000	7,000
Computer Equipment/Software	01577754-541000	1,401	750	500	500	500
TOTAL		857,273	888,048	965,167	757,916	757,916

Electrical Division - 400

	FY07	FY08 Request	08 Mgr	FY08 Approved
City Electrician/Wire Inspector, Sheehan, Robert	79,061	79,364	79,364	79,364
Asst. Electrician/Wire Inspector, Coutu, Steve	54,193	54,401	54,401	54,401
Electrician Gr B Master, Jezak, Joseph	46,247	46,425	46,425	46,425
Electrician Gr B/Master, Kenney, John	46,037	46,214	46,214	46,214
WF TR Signal Maint/F.A, Do, Vietfield	39,752	39,905	39,905	39,905
Head Admin. Clerk, Daigle, Dianne	36,378	36,518	36,518	36,518
Elect. Helper/Traf. Maint. Helper, Pilato, Michael	35,061	35,196	35,196	35,196
Electrician Helper/Traf. Maint., Kelleher II, Daniel	35,061	35,196	35,196	35,196
Electrician Helper/Traf. Maint. Helper, (Vacant)	1	1	1	1
Gr.B-Elec/Fire Alarm Maint/Jrnyman., Thibeault, Phillipe	43,848	44,017	44,017	44,017
Tech of City Traff/Fire Alarm Sys., Ramahlo, Joseph	43,848	44,017	44,017	44,017
TOTAL ELECTRICAL	459,487	461,254	461,254	461,254

Salaries - Permanent	04008951-511000	446,741	459,487	461,254	461,254	461,254
Incentive BB Active Employees	04008951-51803	-	-	-	-	-
TOTAL		446,741	459,487	461,254	461,254	461,254

Streets Division - 400

FY 07	FY08 Request	08 Mgr	FY08 Approved
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Dep. Comm./Streets/Recycling, Thibeault, Al	61,405	61,642	61,642	61,642
Gen Foreman/Tree Climber, Carroll, Daniel	40,347	38,058	38,058	38,058
General Foreman/Streets, Lavigne Sr., Paul	54,257	56,965	56,965	56,965
Prov. Highway Foreman, Flynn, Edward	49,325	51,787	51,787	51,787
Recycling Coordinator, Weilenstein, Gunther	38,000	38,148	38,148	38,148
Solid Waste Inspector, (Vacant)	-	-	37,300	37,300
Brick Mason/Craftsman, (Vacant)	36,203	36,342	1	1
Maint. Man, Flynn, Brendan	32,200	32,324	32,324	32,324
Maint. Man, O'Malley, Michael	32,586	32,712	32,712	32,712
Maint. Man, Quinlan, Patrick	32,296	32,420	32,420	32,420
Maint. Man, Shay, Richard	33,029	33,156	33,156	33,156
MEO Gr I/Laborer/Watchman, Ladebauche, Eric	32,100	34,335	34,335	34,335
MEO Gr I/Laborer/Watchman, Patenaude, Michael	32,100	32,223	32,223	32,223
MEO Gr I/Laborer/Watchman, Wilson, John	33,061	33,188	33,188	33,188
MEO Gr III/Laborer, Lavigne, Paul Jr.	33,549	34,335	34,335	34,335
MEO Gr III/Laborer, Ladebauche, Eric	32,912	34,335	34,335	34,335
MEO Gr III/Laborer, Carney, Jay	34,203	34,335	34,335	34,335
MEO Gr III/Laborer, Belanger, David	34,203	34,335	34,335	34,335
MEO Gr III/Laborer, Shanahan, Shawn	34,203	34,335	34,335	34,335
MEO Gr III/Laborer, Dery, Victor	34,684	34,817	34,817	34,817
MEO Gr III/Laborer, Machado, John	34,258	34,389	34,389	34,389
MEO Gr III/Laborer, Lehman, Jeffrey	32,912	33,038	33,038	33,038
MEO Gr III/Laborer, Pierzynski, John	34,203	34,335	34,335	34,335
MEO Gr III/Laborer, Patenaude, John	34,203	34,335	34,335	34,335
MEO Gr III/Laborer, Morales, Francisco	33,549	34,335	34,335	34,335
MEO Gr III/Laborer, Suprenant, Jeffery	32,912	34,335	34,335	34,335
MEO Gr III/Laborer/Watchman, Hoey, William	34,203	34,335	34,335	34,335
MEO Gr III/Motor Equip Repair, (Vacant)	1	1	1	1
MEO Gr III/Motor Equip Repair/Welder, Lyons, John	40,760	42,048	42,048	42,048
MEO Gr III/Motor Equip Repair, Silva, Andy	33,945	34,075	34,075	34,075
Wkg.Frmn./MEO Gr.3/Spec/Tree Climb, Balous, Michael	36,679	36,819	36,819	36,819
Wkg. Foreman/Maintenance Person, Jaynes, Robert	35,531	35,667	35,667	35,667
Wkg.Frmn./ME Repairman, Guziejka, Chester	44,836	47,079	47,079	47,079
Wkg. Foreman/MEO Grade 3/Spec/Lab, Dymont, David	38,470	38,618	38,618	38,618
Wkg. Frman/MEO Grade3/Spec/Lab, Larochelle, Richard	37,547	37,692	37,692	37,692
Wkg. Frmn/MEO Grade3/Spec/Lab, Riley, William	37,547	37,692	37,692	37,692
TOTAL STREETS	1,252,219	1,268,580	1,269,539	1,269,539

Salaries - Permanent	04008351-511000	1,053,974	1,252,219	1,268,580	1,269,539	1,269,539
Incentive BB Active Employees	04008351-51803	-	-	-	-	-
Improv - Highway - Sidewalks	04009175-588503	28,526	45,000	45,000	35,000	35,000
		1,082,500	1,297,219	1,313,580	1,304,539	1,304,539

WASTE COLLECTION & DISPOSAL - 400

			FY07	FY08 Request	08 Mgr	FY08 Approved
Hazardous Waste Collection	04009353-521400	38,669	40,000	40,000	40,000	40,000
Recycling	04009353-521500	731,050	757,500	770,000	770,000	770,000
Trash Collection & Disposal	04009353-521504	5,330,898	5,720,735	5,975,000	5,650,000	5,650,000
TOTAL WASTE COLLECTION		6,100,616	6,518,235	6,785,000	6,460,000	6,460,000

STREET LIGHTING - 400

			FY07	FY08 Request	08 Mgr	FY08 Approved
Energy - Street Lighting	04008952-520103	875,000	800,000	870,000	870,000	870,000
Energy - Parking Lot Lighting	04008952-520105	-	-	-	-	-
Rep & Maint - Downtown Light Sup	04008953-520513	39,980	40,000	40,000	40,000	40,000
Upgrade Lighting	04008975-581100	39,722	40,000	40,000	30,000	30,000
TOTAL STREET LIGHTING		954,702	880,000	950,000	940,000	940,000

SNOW & ICE - 400

			FY07	FY08 Request	08 Mgr	FY08 Approved
Overtime	04008551-513000	125,000	125,000	125,000	155,015	155,015
Purchase of Services	04008753-529600	225,000	225,000	225,000	225,000	225,000
Other Charges & Expenses	04008757-573400	25,000	25,000	25,000	25,000	25,000
Salt & Sand	04008766-542300	175,000	175,000	175,000	175,000	175,000
TOTAL SNOW & ICE		550,000	550,000	550,000	580,015	580,015

Communtiy Block Grant Program

Sidewalk Improvments Program

PARKS - 650

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Commissioner, Bellegarde, Thomas			89,689	94,720	90,035	90,035
Supt. of Parks, Purtell, Stephen			71,287	71,287	71,287	71,287
Asst. Supt. of Parks, Gauthier, Emile			51,566	51,566	51,566	51,566
Park Foreman, Swiderski, Robert			46,388	46,462	46,462	46,462
Office Admin., Coupe, Lisa			46,418	46,418	46,418	46,418
Admin. Asst/Sec. Corkery, Theresa			41,204	41,204	41,204	41,204
Wkg Foreman/Mtr. Repairman, Perry, David			41,537	41,696	41,696	41,696
Wkg Foreman/MEO III Spec/Lab., Quintal, Mark			37,547	37,692	37,692	37,692
Wkg Foreman/MEO III Spec/Lab., DeRosa, Alfred			37,547	37,692	37,692	37,692
Wkg Foreman/MEO III Spec/Lab., Demange, David			37,836	37,981	37,981	37,981
Wkg Foreman/MEO III Spec/Lab., Aubrey, Frank			37,547	37,692	37,692	37,692
Wkg Foreman/MEO III Spec/Lab., Demange, Richard			37,547	37,692	37,692	37,692

Downtown Mgr. MEOIII/Craftsman Lab., Larkin, Edward	42,129	42,291	42,291	42,291
Wk. Foreman Welder/Craftsman, Prestipino, Michael	39,823	39,976	39,976	39,976
Chief Maint. Craftsman, Apostolos, Chris	42,076	42,238	42,238	42,238
Wk. Frmn.Chem. Applicator, Shanahan, Maureen	36,930	37,072	37,072	37,072
Stockroom Maintenance, Casey, Donald	33,912	34,043	34,043	34,043
Gmd./Maint. MEOI/Lab, Vallerand, Paul	33,912	34,043	34,043	34,043
Park Maint. Craftsman/Lab., Kraus, Thomas	36,766	36,909	36,909	36,909
Park Maint/MEO I/Lab., Bastien, Denis	33,912	34,043	34,043	34,043
Mtr. Equip. Repair, Vallios, Dennis	34,133	34,264	34,264	34,264
Mtr. Equip. Repair, Cote, Jean	33,945	34,075	34,075	34,075
WF MEO Gr. III/Specialist/Lab, Crowell, William	37,547	37,692	37,692	37,692
MEO Gr. III/Laborer, Dumas, Armand	34,287	34,418	34,418	34,418
Wk. Frmn.MEOI/Laborer, Concepcion, Luis	33,007	33,133	33,133	33,133
Wk. Foreman/Laborer, Williams, Peter	31,338	31,458	31,458	31,458
Wk. Foreman/Laborer, Oquendo, Raul	31,399	31,519	31,519	31,519
MEO Gr. 1/Laborer, Heron, Derek	32,100	32,223	32,223	32,223
Laborer, Wojcik, John	29,787	1	29,902	29,902
Laborer, Bastien, Justin	29,787	1	29,902	29,902
Downtown Maint./Lab.Hightower, Russell	32,200	32,323	32,323	32,323
Downtown Maint./Lab.St. Marie, David	32,200	32,323	32,323	32,323
Laborer, Lord, John	29,787	1	29,902	29,902
Laborer, Santiago, Luis	29,787	29,902	29,902	29,902
Downtown Maint./Lab.Wasik, Robert	32,200	32,323	32,323	32,323
Stadium Manager, MEOIII/Craftsman, Landry, Paul	41,934	42,095	42,095	42,095
Park Maint./MEO I/Lab., Robinson, Corey	33,912	34,043	34,043	34,043
Park Maint./MEO I/Lab., O'Malley, Michael	35,608	35,745	35,745	35,745
Motor Equip./Repair, Zannoni, Edward	33,945	34,075	34,075	34,075
Head Clerk, Oxton, Jade	33,315	33,443	33,443	33,443
MEO Gr. III.Laborer, Choate, David	34,204	34,335	34,335	34,335
Junior Clerk, Luis, Debbie	14,536	14,592	14,592	14,592
Laborer, Brodeur, Dennis	29,787	29,902	29,902	29,902
Laborer, Hamilton, Mark	29,787	29,902	29,902	29,902
Laborer, Rudy, Keith	29,787	1	29,902	29,902
MEO1, Laborer	1	1	1	1
Wk Fore. MEOIII Spec/Lab.	1	1	1	1
Motor Equip./Helper	1	1	1	1
TOTAL	1,675,897	1,566,507	1,681,425	1,681,425

PARKS (cont.)

			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W-Perm.	06504151-511000	1,493,758	1,640,798	1,566,507	1,681,425	1,681,425
S & W-Temp.	06504151-512000	46,053	65,000	70,000	70,000	70,000
Overtime	06504151-513000	145,995	150,000	148,500	148,500	148,500
Dedications, Special Events	06504151-513005	4,746	4,750	3,950	3,950	3,950
Longevity	06504151-514800	1,020	1,020	1,020	1,020	1,020
Incentive BB Active Employees	06504151-51803	-	-	-	-	-
Retiree Sick / Vac Buy Back	06504151-518502	-	-	-	-	-
Utility Electricity	06504152-520100	134,514	155,500	160,000	160,000	160,000
Utility Heating/Gas	06504152-520101	65,000	70,000	65,000	65,000	65,000
Repair & Maintenance Equip.	06504153-520500	107,949	122,500	109,500	109,500	109,500
Gateway Cities Program	6504153-520602	2,845	2,950	1	1	1
Pool Maintenance	06504153-520611	6,369	6,500	8,000	8,000	8,000
Rental of Equipment	06504153-524000	1,500	1,500	1	1	1
Leasing Equipment & Service	06504153-525100	63,921	0	1	1	1
Professional Services	06504153-530000	7,250	7,500	7,000	7,000	7,000
Training/Evaluation Program	06504153-530105	728	2,500	1,950	1,950	1,950
Botanical Gardens	06504153-531002	7,494	7,500	7,250	7,250	7,250
Advertising	06504153-531702	210	298	1	1	1
Parks Supplies - Other	06504154-540103	59,299	61,000	58,500	58,500	58,500
Gas & Motor Oil - Supplies	06504154-542300	38,000	38,000	79,000	79,000	79,000
Office Supplies	06504154-544400	2,214	2,750	2,500	2,500	2,500
Misc.- Supplies - Other	06504154-545300	26,770	29,000	28,500	28,500	28,500
Trans. Reimbursement & Semin.	06504157-570702	-	2,550	2,500	2,500	2,500
Licenses	06504157-573200	965	7,500	3,950	3,950	3,950
Parks Board - Misc. Expenses	06504157-573400	38	70	1	1	1
Used Van/Trucks	06504170-589135	4,995	4,995	4,995	4,995	4,995
Misc. Equipment Parks Departm	06504170-589161	6,395	7,995	15,915	15,915	15,915
Irrigation Equipment	06504170-589165	-	1	1	1	1
Fences	06504170-589188	13,404	13,500	15,000	15,000	15,000
Trimmers, Mowers, etc.	06504170-589193	1,596	1,698	1,675	1,675	1,675
Communication Equipment/Expe	06504170-589218	1,935	1,995	1,850	1,850	1,850
Varnum Park Improvement	06504175-580307	942	1,400	1	1	1
Pool Renovations	06504175-589223	2,744	2,950	3,950	3,950	3,950
Cawley Stadium Improvements	06504175-583800	-	1	1	1	1
Snow & Ice Removal Control	06504253-529600	25,001	25,000	122,000	-	-
Computer Equipment/Software	06504254-541000	-	1	1	1	1
Improvements - Parks & Playgr	06504275-588400	118,032	128,500	124,500	124,500	124,500
Building Supplies	06504354-543800	7,058	7,250	5,995	5,995	5,995
Other Snow Removal Equipment	06504253-589229	-	1	1	1	1
CAWLEY STADIUM						
Equipment	06504170-589224	-	1,995	1	1	1
Field Maint./Other	NEW	-	0	7,500	7,500	7,500
TOTAL		2,398,739	2,576,468	2,627,018	2,619,936	2,619,936

CEMETERY - 491

	FY07	FY08 Request	08 Mgr	FY08 Approved
Administrator, Charbonneau, Richard	54,314	54,314	54,314	54,314
Cemetery Manager/Craftsman/MEO III, Gavin, Kevin	40,029	42,048	42,048	42,048
Wkg Foreman MEO III/Spec./Lab., Gavin, Ryan	37,547	37,692	37,692	37,692
Grnd/Maint MEO I/Laborer, Baluta, Raymond	33,912	34,043	34,043	34,043
Motor Equip. Repairman, Metherall, Joseph	33,945	34,075	34,075	34,075
Head Admin. Clerk, Schaefer, Anne	40,269	40,269	40,269	40,269
MEO III/Laborer, Gavin, Dennis	34,204	34,335	34,335	34,335
MEO III/Laborer, Laflamme, Kevin	34,204	34,335	34,335	34,335
Laborer, Meehan, James	29,787	29,902	29,902	29,902
Laborer, Durate, Gary	29,787	29,902	29,902	29,902
Laborer, Christakos, Robert	25,522	1	25,620	25,620
Wkg Foreman MEO III/Spec./Lab., Vacant	1	1	1	1
MEO I/Laborer, Vacant	1	1	1	1
Principle Clerk, Vacant	1	1	1	1
MEO I/Laborer, Vacant	1	1	1	1
TOTAL	393,524	370,918	396,537	396,537

CEMETERY

		FY07	FY08 Request	08 Mgr	FY08 Approved
S & W-Perm.	04914151-511000	340,468	389,524	370,918	396,537
S & W-Temp.	04914151-512000	24,725	0	13,000	13,000
Overtime	04914151-513000	55,919	48,500	53,700	53,700
Incentive BB Active Employee	04914151-51803	-	-	-	-
Retiree Sick / Vac Buy Back	04914151-518502	-	-	-	-
Utility Heating/Gas	04914152-520101	7,919	20,125	15,125	15,125
Utility Electricity	04914153-520100	4,025	11,000	7,500	7,500
Repair & Maintenance Equipmen	04914153-520500	17,575	18,000	17,500	17,500
Rental of Equipment	04914153-524000	750	750	750	750
Lease/Purchase Equipment	04914153-525101	186	1	1	1
Professional Services	04914153-530000	2,746	2,750	2,750	2,750
Flowers - Perpetual Care	04914153-531000	3,376	3,500	3,500	3,500
Trans. Reimbursement & Semin	04914157-570702	997	1,000	950	950
Miscellaneous Charges	04914157-573400	4,582	6,500	5,995	5,995
Cemetery General Improvement	04914170-580301	6,500	6,500	5,500	5,500
Fences	04914170-589188	2,750	2,750	2,750	2,750
Mowers/Blowers/Weed Eater	04914170-589190	1,536	1,550	1,550	1,550
Westlawn II - Cemetery Improve	04914175-580300	10,022	9,500	8,750	8,750
Renovate Cemetery Office	04914175-582801	-	1	1	1
Improvement - Cemetery Ave	04914175-580301	-	1,250	1,250	1,250
Snow & Ice Removal Control	04914253-529600	9,106	5,015	16,700	-
Groundskeeping - Supplies	04914254-542700	2,747	2,750	2,750	2,750
Office Supplies	04914254-544400	679	950	950	950
Cemetery - Flowers/Bushes	04914254-545100	350	2,750	2,750	2,750
Misc. - Supplies - Other	04914254-545300	3,734	3,750	3,750	3,750
Building Renovations	04914270-582500	-	1	1	1
Gas & Motor Oil - Supplies	04914354-542501	14,500	16,675	16,675	16,675
TOTAL		515,191	555,092	555,066	563,985

WATER UTILITY - 450

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Ex. Director, Lahiff, Daniel			85,791	91,051	87,625	87,625
Adm. Asst./Bkkpr., Gitschier, JoAnn			46,426	46,604	46,604	46,604
Office Manager, Bomil, Wm.			44,836	43,129	43,129	43,129
Operations/Safety Supt., Duchesne, Steven			67,712	69,629	69,629	69,629
Water Quality Inspector, Ryder, Eric			54,387	54,592	54,592	54,592
Head Operator, Duval, Ronald			48,591	48,629	48,629	48,629
Head Operator, Hebert, Roger			48,591	48,980	48,980	48,980
Head Operator, Fernandez, Sean			48,591	48,980	48,980	48,980
Head Operator, Bergeron, David			48,591	48,980	48,980	48,980
Filter Operator, Sayer, Matthew			35,733	35,870	35,870	35,870
Filter Operator, Davis, John			36,783	36,922	36,922	36,922
Filter Operator, Halligan, David			35,733	35,870	35,870	35,870
Filter Operator, Petroules, James			35,276	35,871	35,871	35,871
Operator in Training, Jean, Roger			31,141	32,060	32,060	32,060
Laboratory Director, Henderson, Diane			54,889	55,137	55,137	55,137
Supt. Maintenance, Brassard, Richard			69,681	69,950	69,950	69,950
Electrician Gr. B/Master, Collupy, Everett			46,037	46,214	46,214	46,214
Skilled Mechanic, Lally, James			37,280	38,137	38,137	38,137
Skilled Mechanic, Farley, Robert			37,980	38,137	38,137	38,137
Skilled Mechanic, Leblanc, Leon			37,032	38,137	38,137	38,137
Supt. Distribution, Trainor, Arthur			68,032	69,950	69,950	69,950
Water Foreman, Murphy, Keith			47,311	48,603	48,603	48,603
Water Foreman, Whitman, Geoff			47,311	48,603	48,603	48,603
Backflow Inspector, Hogue, Robert			42,342	42,504	42,504	42,504
Backflow Inspector, Laird, Thomas			42,342	42,351	42,351	42,351
Water System Maint. Man, Coughlin, Charles			37,405	37,552	37,552	37,552
Water System Maint. Man, O'Neill, Richard			35,131	36,320	36,320	36,320
Water System Maint. Man, O'Keefe, Shaun			34,716	36,320	36,320	36,320

Water System Maint. Man, Morrison, Russell	36,355	36,495	36,495	36,495
Water System Maint. Man, Vacant	1	1	1	1
Water System Maint. Man, Potter, Everett	36,705	36,846	36,846	36,846
Water System Maint. Man, Walton, William	36,705	36,846	36,846	36,846
MER/Laborer Helper, Tremblay, Paul	32,747	32,873	32,873	32,873
Working Foreman Mechanic, Oxtan Theodore	38,110	38,127	38,127	38,127
Water Meter Billing Adm., Keefe, Thomas	38,258	38,473	38,473	38,473
Water Service Inspector, Nadeau, David	30,922	32,712	32,712	32,712
Water Service Inspector, Machado, Shawn	30,507	32,712	32,712	32,712
Water Service Inspector, Chaput, Ben	32,586	32,712	32,712	32,712
Water Service Inspector, Toohey, Daniel	31,340	32,712	32,712	32,712
TOTAL	1,649,907	1,675,591	1,672,165	1,672,165

		<u>FY07</u>	<u>FY08 Request</u>	<u>08 Mgr</u>	<u>FY08 Approved</u>
S & W-Perm.	04504151-511000	1,522,113	1,626,627	1,675,591	1,672,165
S & W-O.T.	04504151-513000	72,660	80,000	80,000	80,000
S & W-Temp.	04504151-512000	4,720	3,280	4,000	3,300
S & W-Hol.	04504151-514000	17,824	20,000	20,000	20,000
Shift Differential	04504151-514300	11,444	13,000	13,000	13,000
Longevity	04504151-514800	2,017	2,100	2,100	2,100
Standby	04504151-515300	7,950	7,800	7,800	7,800
Incentive BB Active Employees	04504151-51803	-	-	-	-
Retiree Sick / Vac Buy Back	04504151-518502	-	-	-	-
Consumer Confidence	04504153-530111	9,000	10,000	10,000	10,000
Professional Services	04504153-530000	27,059	30,000	35,000	30,000
Repair & Maint of Equipment	04504153-520500	9,049	14,000	-	-
Repair & Maint of Buildings	04504253-520507	2,145	3,000	-	-
Repair & Maint of Bldg & Equipment	NEW	-	-	19,000	17,000
Other Services	04504153-530015	642	1,000	1,000	1,000
Transportation/Reimbursements/Seminars	04504157-570702	10,895	15,000	16,000	15,000
Repair & Maint of Vehicle	04504153-520504	8,634	13,000	-	-
Automotive	04504254-542500	9,259	15,000	-	-
Automotive & Repair	NEW	-	-	30,000	28,000
Building Supplies	04504354-543800	17,569	20,000	20,000	20,000
Public Works Supplies	04504254-543700	78,460	97,000	100,000	97,000
Office Supplies	04504254-544400	580	1,000	-	-
Postage	04504153-536900	950	1,000	-	-
Miscellaneous Supplies	04504254-545300	1,270	1,500	-	-
Miscellaneous Supplies/Postage/Office	NEW	-	-	3,500	3,500
Chemicals	04504254-542600	644,467	809,000	925,000	840,000
License Reimbursement	04504157-570500	565	1,000	1,000	1,000
Rental of Equipment	04504153-524000	8,777	15,000	15,000	15,000
Miscellaneous Charges	04504157-573400	2,658	5,000	5,000	5,000
Hydrants	04504170-589173	24,949	20,000	20,000	20,000
Meters	04504170-589176	29,248	30,000	30,000	30,000
Safe Drinking Water Assessment	04504156-564600	36,960	38,000	39,000	39,000
Portable Radios	04504170-589140	1,000	1,000	1,000	1,000
Safety Training Program	04504153-520606	1,185	3,000	-	-
Conferences/Seminars/Education	04504157-570703	3,475	3,000	-	-
Conferences/Seminars/Education/Training	NEW	-	-	6,000	6,000
Preventive Maintenance	04504153-520509	37,799	43,000	43,000	43,000
Laboratory Testing	04504157-530208	11,084	20,000	-	-
Laboratory Supplies	04504254-542800	17,931	23,000	-	-
Lab Supplies/Testing	NEW	-	-	45,000	43,000
Gas Heat	04504152-520101	74,859	85,000	95,000	95,000
Electricity	04504152-520100	1,200,000	1,285,000	1,300,000	1,300,000
Gas & Motor Oil	04504154-542501	-	10,000	10,000	10,000
Carbon Replacement			0	225,000	225,000
Replacement Vehicles			0	100,000	0
PLC/SCADA Equipment and Repair	04504170-589230	7,678	8,000	8,000	8,000
TOTAL		3,916,874	4,373,307	4,904,991	4,700,865

HUMAN SERVICES

Human Services General

Health

Council on Aging

Veterans

Recreation

Health

Our mission is to preserve and maintain the City's public health standards and to both promote and to protect the health and wellness of the people within Lowell, including residents, workers and visitors. We strive to fulfill our mission through a wide range of public health programs that serve to target the prevention of communicable and chronic disease, environmental health and code enforcement as well as emergency preparedness and emergency medical response. The Health Department also provides school nursing services to some 16,000 school children, utilizes public health nurses to promote immunization and to respond to reportable diseases of public health concern and manages the City contract with the City's ambulance provider, Trinity EMS. Housing inspections, retail food service, noise, refuse and public nuisance enforcement and education are also provided. Prevention of youth access to tobacco and the handling of workplace complaints on smoking are also the responsibility of the Lowell Health Department.

BUDGET GOAL ONE

Analyze the efficiency and effectiveness of the Housing Code Certificate of Inspection program authorized by City Ordinance for the re-renting of rental dwelling units.

BUDGET GOAL TWO

Review the process and the adequacy of the selection for, and the enforcement of, the City Ordinance entitled Minimum Standards for Housing.

BUDGET GOAL THREE

Develop an enforcement strategy, including, but not limited to, an improved 21D ticket program, for the City refuse pick up program to reduce litter, increase recycling and reduce solid waste volume in the City's waste disposal contract.

Council on Aging

The Lowell Senior Center (LSC) is a multi-faceted operation. Our mission is to promote and support the health and well being of seniors in the community by providing nutrition, health, recreation, transportation, information and referral programs and services. We see our role and as an advocate to work with seniors and their families. Our responsibilities include, but are not limited to, budget planning, grant writing, program implementation, day to day operations including meals, building/kitchen maintenance, and to ensure that seniors leave the center feeling better than when they walked in.

The LSC is a vital link in the service delivery network which older persons and their families may avail themselves of, that provides a multitude of services for seniors including but not limited to application assistance, health and recreational services, medical screenings, wellness programs, meals and nutritional workshops. We are the gateway to help seniors and their families access many supportive services.

We are catering to three generations of seniors in the senior center, with that comes new challenges in programming and new expenses. The LSC has 2,900 registered members, a 2,000-person increase in the last two years.

Senior centers are evolving from their current status as focal points in each community where individuals and caregivers can begin their exploration of available services and programs to include the role of wellness centers that promote healthy aging, civic engagement, and assist the elder to age in place in their own community.

Goals

Apply with Mass Health to become a provider of medical transportation. The LSC has a van that is under utilized. We hope to secure funding for a driver through the CDBG grant process and use the van for medical transport of seniors to and from medical appointments. If approved, we will be able to bill Mass Health for the rides provided, thus bringing in a new source of income to the City.

Continue the pursuit of funding for a new coach bus for recreational/educational and social trips for the seniors. There is federal legislation pending and this will require a local match.

Investigate and research funding opportunities to increase the wellness services provided by the LSC.

Work in partnership with other health care providers to secure a full time nurse at the LSC.

Veterans

Our first goal is to upgrade and take care of the veterans' sunken graves. Many requests were sent to this department through the Cemetery Department. Our estimate to complete the program for the Edison and Westlawn cemeteries, which are in major need of assistance, is approximately \$30,000.00. There are more than forty sunken and broken markers in the Civil War area. In 1997 we received a state grant for \$7,000.00 to restore this area. This was just a fraction of what is needed.

Our second goal is to hold Veterans Information Seminars three times a year, and to have a Veterans Outreach seminar. The seminars will reach out to dependents in need of assistance. All seminars will be held at the VFW Post at 662 Plain Street because of the convenient parking. Seminars will be in the afternoons.

The third goal is to further reduce expenditures. We plan to continue leveraging the resources of operation A.B.L.E. to assist veterans between the ages of 55 and 62, if they qualify and are accepted. This allows our department to focus our resources on those who do not qualify.

Recreation

The Recreation Department provides the most diverse programming possible, focusing on recreational opportunities for our Citizens. These activities range from sports, arts and crafts, swimming and festival settings provided through in-house staff.

Our group also oversees the Mayor's Youth Commission, and the Lowell Healthy Summer Program, as well as assists with the staffing and oversight of various special events offered by the City.

During the summer and winter months we coordinate volunteers from local schools and organizations to assist in providing recreational opportunities, community work, and beautification projects.

We will complete construction of the City's first water/spray park at Shedd Park. This innovative recreation concept should be in operation by late summer of 2007, will allow the city to keep the facility open long after the pool season, while eliminating the cost for chemicals, lifeguards and related overhead. The cost savings are as follows:

The cost of training and staffing pool personnel	\$39,120.00
Chemicals / Other	<u>\$1,500.00</u>
Total Projected savings	\$40,620.00

HUMAN SERVICES

HUMAN SERVICES GENERAL - TBD

	Account #'s	FY06 Actual	FY07	FY 08 Request	08 Mgr	FY08 Approved
TBD						
TBD						
TOTAL		0	0	0	0	0

HEALTH DEPARTMENT - 541

	Account #'s	FY06 Actual	FY07	FY 08 Request	08 Mgr	FY08 Approved
Board of Health						
Board of Health Member, Donovan, John			1,600	1,600	1,600	1,600
Board of Health Member, Lenzi, Michael			1,600	1,600	1,600	1,600
Board of Health Member, Mondou, Robert			1,600	1,600	1,600	1,600
Board of Health Member, Bailey, William			1,600	1,600	1,600	1,600
Board of Health, Chairperson, Keegan, Jo Ann			2,200	2,200	2,200	2,200
Secretary, Board of Health, Donna Cox(stipend)			2,500	2,500	2,500	2,500
Health Director, Singleton, Frank			83,495	88,608	85,279	85,279
Office Manager, Cox, Donna			51,031	51,031	51,031	51,031
Head Administrative Clerk, Alexander, Kerry			38,352	38,352	38,352	38,352
Head Clerk, Flynn, Isabel			33,315	33,443	33,443	33,443
Head Clerk, vacant			33,315	33,443	1	1
Principal Clerk, Smith-Brown, Patricia			31,093	31,842	31,842	31,842
Principal Clerk, Vacant			1	1	1	1
Sr. Medical Assistant, Vacant			1	1	1	1
Junior Clerk, PT Vacant			1	1	1	1
Senior Code Enforcement Inspector, Clancy, Bernard			53,907	53,907	53,907	53,907
Code Enforcement Inspector, Frediani, Camile			37,156	1	37,300	37,300
Code Enforcement Inspector, Fraser, Robert			37,320	1	37,300	37,300
Code Enforcement Inspector, Purcell, Loretta			38,278	38,424	38,424	38,424
Code/Health Inspector, McNamara, Sandra			37,156	37,300	37,300	37,300
Code Inforcement Inspector, Rivera, Aurea			37,156	37,300	37,300	37,300
Food Service Inspector Stipend			2,500	-	-	-
Code Enforcement Inspector, (vacant) [3]			3	3	3	3
Health Inspector, (vacant) [2]			2	2	2	2
			-	-	-	-
Nurse Coordinator, Zaim, Mary (44weeks)			58,628	58,628	58,628	58,628
Clinical Nurse Manager, Pender, Laurie (42 wk)			50,876	50,876	50,876	50,876
PH Nurse/Schools, Ackert, Angela			41,320	42,046	42,046	42,046
PH Nurse/Schools, Asselin, Colleen			46,251	46,251	46,251	46,251
PH Nurse/Schools, Babcock, Darlene			40,330	41,133	41,133	41,133
PH Nurse/Schools, Baker, Christine			41,842	42,046	42,046	42,046
PH Nurse/Schools, Breault-Guilbicki, Lesa			40,679	41,485	41,485	41,485
PH Nurse/Schools, Brems, Dorothy			45,681	40,051	40,051	40,051
PH Nurse/Schools, Buote, Susan			42,046	42,046	42,046	42,046
PH Nurse/Schools, Castle, Carol			39,976	40,772	40,772	40,772
PH Nurse/Schools, Chenelle, Diane			41,756	40,691	40,691	40,691
PH Nurse/Schools, Cisowski, Cynthia			41,079	41,897	41,897	41,897
PH Nurse/Schools, Cowan, Linda			41,524	42,046	42,046	42,046
PH Nurse/Schools, Crisafulli, Patricia			41,987	42,046	42,046	42,046
PH Nurse/Schools, Doyle, Debra			41,791	42,046	42,046	42,046
PH Nurse/Schools, Fisher, Jane			42,046	40,319	40,319	40,319
PH Nurse/Schools, Frye, Teresa			42,019	42,046	42,046	42,046
PH Nurse/Schools, Guay, Laurie			41,956	42,046	42,046	42,046
PH Nurse/Schools, Hayhurst, Tami			40,135	40,225	40,225	40,225
PH Nurse/Schools, Heath, Erin			41,241	42,046	42,046	42,046
PH Nurse/Schools, Kennedy, Caroline			41,363	42,046	42,046	42,046
PH Nurse/Schools, Knowlton, Jennifer			39,398	40,413	40,413	40,413
PH Nurse/Schools, Kotfila, Karrie			41,732	42,046	42,046	42,046
PH Nurse/Schools, LeBel, Mary			41,948	42,046	42,046	42,046
PH Nurse/Schools, Levis, Pamela			41,014	41,830	41,830	41,830
PH Nurse/Schools, Masse, Beth			46,074	46,251	46,251	46,251
PH Nurse/Schools, McDermott, Tracy			46,112	46,251	46,251	46,251
PH Nurse/Schools, McLaughlin, Mary			40,152	40,416	40,416	40,416
PH Nurse/Schools, O, Meara, Jill			40,544	41,347	41,347	41,347
PH Nurse/Schools, O'Neil, Suzann			40,725	41,536	41,536	41,536
PH Nurse/Schools, O'Sullivan, Maureen			40,034	40,135	40,135	40,135
PH Nurse/Schools, Reedy, Nicole			40,123	40,922	40,922	40,922
PH Nurse/Schools, Sullivan, Kathy			41,251	40,413	40,413	40,413
PH Nurse/Schools, Sullivan, Patricia			46,216	46,251	46,251	46,251

PH Nurse/Schools, vacant MSN	46,078	46,251	46,251	46,251
PH Nurse/Schools, Vacant - BSN	42,046	1	1	1
PH Nurse/Schools, Vacant	1	1	1	1
		-	-	-
Public Health Nurse Manager/Clinics, Connolly, Christine	52,785	52,785	52,785	52,785
PH Nurse/Clinic, Brooks, Donna	47,986	48,369	48,369	48,369
PH Nurse/Clinic, Downing, Dorothy	47,957	48,369	48,369	48,369
PH Nurse/Clinic, Richardson, Diane	47,476	48,369	48,369	48,369
Community Health Nurse Educator, vacant	1	1	1	1
Outreach Health Educ., Vacant	1	1	1	1
TOTAL	2,259,362	2,151,551	2,189,378	2,189,378
	(26,641)			
	2,232,721			

			FY 08 Request			
			FY07	with cuts	08 Mgr	FY08 Approved
S & W - Perm.	05104151-511000	2,072,464	2,232,721	2,151,551	2,189,378	2,189,378
S & W - Temp	05104151-512000	4,928	5,000	-	-	-
Overtime	05104151-513000	4,286	5,000	5,000	5,000	5,000
Longevity	05104151-514800	308	308	308	308	308
Incentive BB Active Employees	05104151-51803	-	-	-	-	-
Retiree Sick / Vac Buy Back	05104151-518502	-	-	-	-	-
Repair & Maint. Equipment	05104153-520500	3,232	4,500	4,500	4,500	4,500
Utilities-Gas/Elec.	05104153-520100	25,777	35,000	35,000	35,000	35,000
Professional Services	05104153-530000	23,252	25,000	25,000	25,000	25,000
Advertising	05104153-531702	1,807	2,000	1,500	1,500	1,500
Printing & Binding	05104153-531800	1,985	2,000	2,000	2,000	2,000
Computer Equip & Software	05104154-541000	1,479	1,500	1,100	1,100	1,100
Dues & Subscriptions	05104157-570401	1,260	1,600	1,600	1,600	1,600
Trans. - Monthly allowance	05104157-570700	25,200	28,800	18,000	18,000	18,000
Trans. Reimburse. & Seminars	05104157-570702	11,924	12,000	12,000	12,000	12,000
Equipment - Other	05104170-589161	1,462	1,500	1,500	1,500	1,500
Office Furniture & Equip	05104170-589166	1,255	1,500	1,500	1,500	1,500
Health Nurse Supplies	05104254-544100	12,188	12,000	10,000	10,000	10,000
Office Supplies	05104254-544400	1,785	2,000	2,000	2,000	2,000
Misc - Supplies - Other	05104254-545300	918	1,000	1,000	1,000	1,000
Uniforms & Other Clothing	05104254-545500	2,723	4,000	4,000	4,000	4,000
TOTAL		2,198,233	2,377,429	2,277,559	2,315,386	2,315,386

Community Development Block Grant

	FY07	FY 08 Request	08 Mgr	FY08 Approved
Code/Health Inspector, Murphy, Donald	36,025	37,024	37,024	37,024
Code/Health Inspector, Sam, Lisa	37,156	37,300	37,300	37,300
Code Enforcement Inspector PT, Cormier, Lillian	16,848	16,929	16,929	16,929
Tobacco Control Program	FY07	FY 08	FY 08	FY 08
Compliance Educator Specialist, Morin, Christopher	32,354	32,479	32,479	32,479
Data Entry Clerk PT, Conole, Kerri (6.5 hrs)	5,438	5,569	5,569	5,569
Enhanced School Health	FY07	FY 08	FY 08	FY 08
Vision/Hearing Screener, Dauphinais, Doris (32 wks)	8,512	8,512	8,512	8,512
Vision/Hearing Screener, Linnehan, Heidi (32 wks)	8,512	8,512	8,512	8,512
Data Entry Clerk PT, Conole, Kerri (23.5hrs)	15,478	20,133	20,133	20,133
Clinical School Nurse Manager, Gallagher, Linda	50,876	50,876	50,876	50,876
Clinical School Nurse Manager, Moffett, MaryBeth Clerk,	50,876	50,876	50,876	50,876
	2,500	2,500	2,500	2,500
Health/Emergency Response Plan (Bioterrorism)	FY07	FY 08	FY 08	FY 08
Clerk,	4,620	4,620	4,620	4,620
HUD Lead Paint Hazard Control Grant	FY07	FY 08	FY 08	FY 08
Morin, Christopher	1,961	1,968	1,968	1,968
Conole, Kerri, Sr. Clerk (5 hrs)	8,834	4,284	4,284	4,284
Community Health Nurse Educator, Connolly, Christine (OT up to this amt.)	9,828	9,085	9,085	9,085
TOTAL GRANT(S) BUDGET	289,818	290,666	290,666	290,666

Lowell Senior Center - 541

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Director, Lynne Brown-Zounes			59,215	59,215	59,443	59,443
Outreach Worker, Amy Medina			29,485	29,599	29,599	29,599
Civic Events Coord, Kathleen Carroll			25,626	25,725	25,725	25,725
Custodian, Mary Lou Fitzpatrick-35 hrs.			26,593	26,696	26,696	26,696
Meals on Wheels, Karl Correa			27,503	27,610	27,610	27,610
Utility Person, Roger Fortin-40 hrs.			32,624	32,750	32,750	32,750
Adm.Bookkeeper, Michelle Ramalho			33,392	33,521	33,521	33,521
TOTAL			234,438	235,116	235,344	235,344

			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W Perm.	05414151-511000	219,238	234,438	235,116	235,344	235,344
S & W Longevity	05414151-514800	-	-	-	-	-
Incentive BB Active Employee	05414151-51803	-	-	-	-	-
Retiree Sick/Vac Buy Back	05414151-518502	-	-	-	-	-
Utility Electricity	05414152-520100	29,500	54,000	54,000	54,000	54,000
Utility Heating/Gas	05414152-520101	21,459	24,000	24,000	24,000	24,000
Repair & Maint Kitchen Equipment	05414153-520200	867	1,500	-	-	-
Repair & Maint of Vehicles	05414153-520500	4,399	5,000	3,658	3,658	3,658
Senior Lunch Program	05414154-542000	8,960	12,000	11,000	11,000	11,000
Gas & Motor Oil	05414154-542300	4,838	5,000	5,000	5,000	5,000
Office Supplies	05414154-544400	3,208	4,000	-	-	-
Center Equipment	05414159-589161	2,134	1,000	-	-	-
Cleaning Supplies	05414154-543000	4,022	2,196	761	761	761
Overtime	05414151-513000	8	-	-	-	-
Rental of Equipment	05414153-524000	172	-	-	-	-
Leasing equip. & Serv.	05414153-525100	2,511	-	-	-	-
TOTAL		301,316	343,134	333,535	333,763	333,763

Community Development Block Grant

	FY07	FY08 Request	08 Mgr	FY08 Approved
Part Time Driver		Pending	Pending	Pending
	-	16,224	16,224	16,224
Custodial Supplies	2,500	2,500	2,500	2,500
Senior Recreation Program	10,000	10,000	10,000	10,000
Center Equipment and Repair	1,500	1,500	1,500	1,500
Lease Contract Copy Machine	2,742	2,742	2,742	2,742
Reimbursements	1,000	1,000	1,000	1,000
Elder Services Local Match	-	2,000	2,000	2,000
TOTAL C.B.D.G. BUDGET	17,742	35,966	35,966	35,966

VETERANS - 543

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Director/Agent, Dussault, Joseph			57,568	57,790	58,012	58,012
Deputy Director, Eric Lamarche			36,270	36,270	1	1
Head Clerk, McGuire, Nancy			33,315	33,314	33,314	33,314
Head Clerk, Felix, Carmen			33,315	33,314	33,314	33,314
TOTAL			160,468	160,688	124,641	124,641

			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W-Perm.	05434151-511000	154,542	160,468	160,688	124,641	124,641
Incentive BB Active Employee	05434151-51803					
Holiday						
Celebrations	05434153-535900	9,636	10,000	10,000	10,000	10,000
Signs - Supplies	05434154-540200	900	1,300	1,300	1,300	1,300
Office Supplies	05434154-544400	1,323	1,700	1,700	1,700	1,700
Trans. Reimb., & Seminar	05434157-570702	2,792	3,000	3,000	3,000	3,000
Veterans Services	05434157-573100	558,857	592,234	600,000	558,000	558,000
TOTAL		728,050	768,702	776,688	698,641	698,641

Lowell Veterans Council			2,500	2,500	2,500	
TOTAL BUDGET			779,188	701,141	701,141	

RECREATION (was formerly part of Parks)

	FY07	FY08 Request	08 Mgr	FY08 Approved
Recreation Planner, Vacant	1	1	1	1
Assoc. Planner, Crowley, Anastasia	37,768	37,768	37,768	37,768
Riverfront Coord., Racicot, Richard	31,978	32,324	32,324	32,324
Youth Coord., Carroll, Allison	40,078	40,078	40,078	40,078
Program Director/Planner, Faticanti, Peter	44,086	44,086	44,086	44,086
Supt. of Recreation, Vacant	1	1	1	1
TOTAL	153,913	154,257	154,257	154,257

		FY07	FY08 Request	08 Mgr	FY08 Approved
S & W-Perm.	06304151-511000	133,386	153,913	154,257	154,257
S & W-Temp.	06304151-512000	117,363	169,000	201,400	201,400
S & W-Temp.-Summer	06304151-512700	25,000	25,000	31,720	31,720
Overtime	06304151-513000	3,693	4,500	3,900	3,900
Incentive BB Active Employees	06304151-51803	-	-	-	-
Retiree Sick / Vac Buy Back	06304151-518502	-	-	-	-
Winter Rec Program	06304153-520609	3,898	4,000	4,000	4,000
Rec. Program	06304153-530036	3,061	5,500	5,500	5,500
Elderly Recreation	06304153-536001	-	500	500	500
Cawley Stadium Football Program	06304153-536005	6,000	11,000	10,000	10,000
Postage	06304153-536900	74	250	250	250
Transportation Contracts	06304153-537000	1,749	1,750	1,750	1,750
Summer Supplies	06304154-540102	2,635	3,500	3,500	3,500
Office Supplies	06304154-544400	1,424	1,560	1,560	1,560
Boat House Oper./Supplies	06304154-545901	-	1	1	1
Transportation Reimbursements	06304157-570702	500	975	1,975	975
Misc. Charges	06304157-573400	31,216	35,500	29,500	29,500
TOTAL		330,000	416,949	449,813	448,813

LIBRARY

Library

Mission Statement

The Pollard Memorial Library is Lowell's gateway to knowledge, meeting the information needs and enriching the quality of life of the community. It is our mission to foster education and literacy, nurture life-long learning, promote personal and cultural enrichment, and to become an increasingly vibrant asset to Lowell's revitalization.

Goals

1. Increase community use of library resources and materials

- Improve access to library resources through remote access, improved delivery and new technologies and formats
- Redesign the library's website
- Expand collections for new populations (African, Indian, Brazilian Portuguese)
- Effectively market the library's resources
- Re-establish bookmobile service to neighborhoods

2. Strengthen education and literacy

- Enhance story times and services for preschool, k-4, and children served by daycare providers
- Support early literacy through the Born to Read and Every Child Ready to Read projects
- Increase adult learners served through Adult Literacy Program
- Provide appealing community programming, including Parker at the Pollard, Concord Festival of Authors, and author speaker series

3. Improve ease of use and quality of service

- Effectively plan for changes, challenges and opportunities through the creation of a new long range plan for the library
- Implement self check out services compatible with Sirsi/Dynix
- Ensure a diverse, knowledgeable and customer-oriented staff dedicated to assisting users
- Maintain library as a center for community and culture, a facility that is clean, safe, and comfortable for all users

LIBRARY

LIBRARY

	Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Director, St. Martin, Dora			70,758	75,096	72,271	72,271
Asst. Director, Tontar, S.			55,152	55,364	55,364	55,364
Coor./ Comm. Plan., Iatron, J.			42,579	43,766	43,766	43,766
Coord./Tech. Serv., Woodley, V.			41,926	43,097	43,097	43,097
Coor./Youth Services, Hancock, M.			45,448	45,623	45,623	45,623
Librarian I - Circulation, Colt, P.,			34,963	35,932	35,932	35,932
Librarian I - Reference, McDermott, M.			37,502	37,952	37,952	37,952
Librarian I - Comm. Plann, vacant			29,724	34,360	34,360	34,360
Librarian I - Youth Serv. Brassel, E.			34,585	35,540	35,540	35,540
Lib. Sec., Boisson, B.			34,863	0	1	1
Librarian I - Reference, Fougstedt, S.			37,807	37,952	37,952	37,952
Librarian I - Reference, Sampas, T. (p/t)			11,880	17,347	17,347	17,347
Lib. Asst. Cloutier, D.			31,846	31,968	31,968	31,968
Lib. Asst., MacPhail D.			31,846	31,968	31,968	31,968
Lib. Asst., Colby, M.			28,524	31,630	31,630	31,630
Lib. Asst. Kelton, J. (p/t) job share *			22,344	9,449	9,449	9,449
Lib. Asst. Johnson, D. (p/t) job share *			0	13,547	13,547	13,547
Lib. Asst., Martineau, G.			31,846	31,968	31,968	31,968
Lib. Asst., McLaughlin, J.			31,846	31,968	31,968	31,968
Lib. Asst., Delehanty, D.			31,846	31,968	31,968	31,968
Lib. Asst., Keo, S			31,846	31,968	31,968	31,968
Lib. Asst., Deuso, D. *			30,624	28,307	28,307	28,307
Lib. Asst., Sakellaris, A.			31,846	31,968	31,968	31,968
Lib. Asst., Nangle, M.. *			27,432	28,246	28,246	28,246
Lib. Aide, Vacant (p/t)			1	1	1	1
Lib. Aide, Vacant, (p/t)			6,825	1	1	1
Lib. Aide, Vacant (Love, I.) (p/t) **			6,825	7,308	7,308	7,308
Lib. Page, Aquino, W. (p/t)			4,017	5,090	5,090	5,090
Lib. Page, Smith, M. (p/t)			4,017	5,090	5,090	5,090
Lib. Page, Burns, D. (p/t)			4,017	5,090	5,090	5,090
TOTAL			834,735	819,567	816,743	816,743

			FY07	FY08 Request	08 Mgr	FY08 Approved
S & W-Perm.	06104151-511000	726,690	774,809	756,644	753,820	753,820
S & W-PT.	06104151-512000	16,155	54,342	62,923	67,158	67,158
Incentive BB Active Employee	06104151-51803	-				
Retiree Sick / Vac Buy Back	06104151-518502	-				
Electricity	06104152-520100	60,000	60,000	80,000	80,000	80,000
Repair & Maintenance Equipment	06104153-520500	2,000	2,000	2,000	2,000	2,000
MV-Library-Consortium	06104153-529200	47,014	49,116	49,116	49,116	49,116
Library - Aud/Micro/Bks/Sup.	06104154-540400	109,997	105,000	107,000	105,000	105,000
Office Supplies	06104154-544400	1,892	2,500	2,000	2,000	2,000
Custodial Supplies	06104254-543100	173	173	0	0	0
TOTAL		963,921	1,047,940	1,059,683	1,059,094	1,059,094

Community Dev. Block Grant

YA Behav. Spec., Cote, S. (p/t)			7,396	11,901	11,901	11,901
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* New employee or promotion

DEBT SERVICE

DEBT SERVICE

Purpose	Date	Principal	LT Interest	ST Interest
Refunding	6/15/1998	45,000	214,759	-
School	6/15/1998	150,000	3,263	-
Baseball	2/15/2000	30,000	4,860	-
Cawley Park	2/15/2000	75,000	12,150	-
School	2/15/2000	745,000	127,440	-
Library	2/1/2002	120,000	79,828	-
Library	2/1/2002	95,000	71,179	-
Library	2/1/2002	155,000	108,589	-
Land/Building Acquisition	2/1/2002	50,000	34,840	-
School	2/1/2002	275,000	272,780	-
School	2/1/2002	200,000	139,850	-
School	2/1/2002	40,000	27,970	-
School Refunding	2/1/2002	1,274,674	373,400	-
School Refunding	2/1/2002	1,720,330	371,132	-
School Refunding	2/1/2002	185,672	20,956	-
School	10/15/2003	845,000	559,953	-
School	10/15/2003	140,000	92,610	-
School	10/15/2003	95,000	61,840	-
School	10/15/2003	379,730	27,443	-
School	10/15/2003	3,270,702	390,008	-
School Refunding	4/15/2004	1,801,475	605,759	-
Landfill Closing	4/15/2004	387,536	105,239	-
School Refunding	2/15/2005	2,317,300	963,639	-
Baseball Refunding	2/15/2005	1,500	3,475	-
Cawley Park Refunding	2/15/2005	4,150	13,474	-
School Refunding	2/15/2005	80,850	517,150	-
High School	9/15/2006	100,000	67,500	-
Middle School	9/15/2006	65,000	45,475	-
Martin Sports Complex	9/15/2006	35,000	18,575	-
JAM Land Acquisition	Notes	-	117,000	201,938
Equipment	Notes	-	86,350	133,079
Equipment	Notes	-	12,375	19,072
School Architecture	TBI	-	46,750	25,500
Church Acquisition	TBI	-	30,250	20,625
Total General Fund		14,683,920	5,627,858	400,214
Water	2/15/2000	45,000	7,290	-
Water	2/1/2002	40,000	27,470	-
Water Refunding	2/1/2002	342,190	83,094	-
Water Treatment Plant	10/15/2003	80,000	52,288	-
Water	10/15/2003	122,470	8,850	-
SRF DW 99-21	8/1/2004	448,415	(2,014)	-
SRF DW 03-07	11/23/2004	89,217	61,199	-
SRF DW 99-21	11/23/2004	20,061	3,562	-
Water	2/15/2005	5,500	34,645	-
SRF DW 03-07A	10/16/2005	198,562	95,559	-
SRF DW 03-07A	10/16/2005	97,798	52,887	-
Total Water		1,489,213	424,830	-

Sewer	2/15/2000	25,000	4,050	-
Sewer	2/1/2002	55,000	40,186	-
Sewer Refunding	2/1/2002	187,134	45,808	-
Sewer Refunding	10/15/2003	105,000	69,799	-
Sewage Treatment	10/15/2003	89,611	6,476	-
Sewer Refunding	4/15/2004	150,988	41,002	-
SRF CW 01-16	8/1/2004	231,406	18,070	-
SRF CW 03-22	11/23/2004	189,638	134,613	-
Sewer Refunding	2/15/2005	3,000	19,879	-
Sewer	Notes	-	-	100,989
Sewer	Notes	-	-	6,275
Sewer - CSO	Notes	-	68,750	105,955
CRF CW 05-23	Notes	5,000	74,272	102,920
Treatment Plant	TBI	-	53,834	44,046
Total Wastewater		1,041,778	576,739	360,185
Garage	2/1/2002	110,000	79,335	-
Garage	10/15/2003	147,487	10,659	-
JAM Tax Exempt	9/15/2006	-	591,825	-
JAM Taxable	9/15/2006	-	788,425	-
Total Garage		257,487	1,470,244	-
HUD 108	10/15/2003	55,000	34,031	-
HUD 108	Notes	-	-	133,400
Total HUD		55,000	34,031	133,400
Arena	2/15/2000	50,000	8,100	-
Arena Refunding	2/15/2005	222,700	69,111	-
Arena Refunding	2/15/2005	5,000	17,028	-
Arena Ice	TBI	-	37,500	27,083
Total Arena		277,700	131,739	27,083

UNCLASSIFIED

UNCLASSIFIED

		2006	2007	2008	2008	2008
		Actual	Budget	Request	Manager	Approved
Workers Comp - Schools	01517051-516900	430,745	385,000	425,000	425,000	425,000
Workers Comp - City	01517051-517100	363,294	335,000	375,000	375,000	375,000
Additional Funds W.Comp./§111F	01517051-517300	-	747,865	-	-	-
Total Workmen's Compensation		794,039	1,467,865	800,000	800,000	800,000
		2006	2007	2008	2008	2008
		Actual	Budget	Request	Manager	Approved
Unemployment Compensation-City	01527051-517200	80,000	80,000	80,000	100,000	100,000
Unemployment Compensation-School	01527051-517201	291,282	295,202	300,000	345,000	345,000
Total Unemployment		371,282	375,202	380,000	445,000	445,000
		2006	2007	2008	2008	2008
		Actual	Budget	Request	Manager	Approved
Ins. Health - Accident	01459256-563600	15,336,500	16,136,500	18,879,705	18,374,416	18,374,416
Total Health/Accident Insurance		15,336,500	16,136,500	18,879,705	18,374,416	18,374,416
		2006	2007	2008	2008	2008
		Actual	Budget	Request	Manager	Approved
No. Middlesex Area Comm.	01454256-561300	25,978	26,631	26,631	26,631	26,631
Total Intergovernmental		25,978	26,631	26,631	26,631	26,631
		2006	2007	2008	2008	2008
		Actual	Budget	Request	Manager	Approved
Retired Employees Health Insurance		-	8,036	15,540	15,540	15,540
Air Pollution Districts		19,967	20,408	21,089	21,089	21,089
RMV Non Renewal		105,380	88,120	144,160	144,160	144,160
Regional Transit		757,585	776,525	795,938	795,938	795,938
Special Education		64,116	77,875	71,928	71,928	71,928
School Choice Sending Tuition		215,089	192,968	224,052	224,052	224,052
Charter School Sending Tuition		8,531,697	11,407,106	11,484,941	11,484,941	11,484,941
Essex County Tech Sending Tuition		43,874	52,633	137,420	137,420	137,420
Total Cherry Sheet Assessments		9,737,708	12,623,671	12,895,068	12,895,068	12,895,068
		2006	2007	2008	2008	2008
		Actual	Budget	Request	Manager	Approved
Early Retirement Expense/ Workforce	01357056-521800	797,369	897,369	797,369	797,369	797,369
Retirement - Expense	01357056-560700	261,812	261,812	270,000	-	-
Retirement - Pension	01357056-560800	11,664,834	12,462,354	13,582,644	13,582,644	13,582,644
Pensions & Annuities	01458957-572600	270,776	253,798	257,650	257,650	257,650
Total Retirement		12,994,791	13,875,333	14,907,663	14,637,663	14,637,663
		2006	2007	2008	2008	2008
		Actual	Budget	Request	Manager	Approved
Medicare Tax	01459457-572000	1,894,911	1,650,000	2,000,000	1,950,000	1,950,000
Total Medicare Tax		1,894,911	1,650,000	2,000,000	1,950,000	1,950,000
		2006	2007	2008	2008	2008
		Actual	Budget	Request	Manager	Approved
Court Judgments	01514163-576001	375,000	375,000	375,000	375,000	375,000
Claims (Law) General	01514757-573000	250,000	250,000	250,000	250,000	250,000
Claims (Law) Police/Fire - Active	01514857-573001	284,998	280,000	300,000	300,000	300,000
Claims (Law) Police/Fire - Retired	01517057-573002	334,929	160,000	285,000	285,000	285,000
Total Judgments		1,244,927	1,065,000	1,210,000	1,210,000	1,210,000
		2006	2007	2008	2008	2008
		Actual	Budget	Request	Manager	Approved
Police Ins. Premiums - Other	02104257-571903	21,740	17,194	15,634	15,634	15,634

Fire Ins. Premiums - Other	02204257-571903	2,688	3,000	7,500	7,500	7,500
COA Ins. Premiums - Other	05414257-571903	13,000	15,511	13,000	13,000	13,000
DPW Ins. Premiums - Other	04009557-571903	339,000	319,000	310,000	310,000	310,000
Total Other Insurance		376,428	354,705	346,134	346,134	346,134

WASTEWATER ENTERPRISE FUND

WASTEWATER ENTERPRISE FUND SUMMARY

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Revenues	10,655,090	12,081,111	12,114,279	12,142,000	13,500,425	13,460,229	13,460,229
	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Personal Services	2,039,572	2,199,892	2,316,734	2,552,599	2,586,978	2,584,788	2,584,788
Ordinary Expenses	4,027,504	4,730,460	4,766,544	6,159,949	5,951,400	6,036,400	6,036,400
Capital Expense	32,957	16,780	227,138	16,500	37,000	37,000	37,000
Debt Service	1,134,985	1,342,674	1,342,674	1,425,508	1,978,702	1,978,702	1,978,702
Health Insurance	-	-	-	500,572	560,625	406,153	406,153
Retirement	539,800	539,800	539,800	360,984	377,253	377,253	377,253
Indirect Costs	651,437	443,748	443,748	263,385	939,934	939,934	939,934
Transfer Out	-	-	2,500,000	1,100,000	1,100,000	1,100,000	1,100,000
Total Expenditures	8,426,255	9,273,354	12,136,638	12,379,497	13,531,891	13,460,229	13,460,229
Surplus/(Deficit)	2,228,835	2,807,757	(22,359)	(237,497)	(31,466)	(0)	(0)

Wastewater

The Lowell Regional Wastewater Utility is committed to maintaining a clean healthy Merrimack River by providing reliable wastewater treatment and collection service in an environmentally sensitive, responsible manner. We strive to provide services in a professional and fiscally responsive manner to our customers, the citizens of Lowell.

The utility continually works to reassess and improve operations, which enables us to benefit citizens and employees through the practice of prudent fiscal management, investigation of the latest technological advances, and quality management practices to contribute to the City's financial health, improvement of our water resources and environmental health of the community.

GOALS

1. Maintain ISO 14001 Certification, establish a National Biosolids Partnership Environmental Management System with third party certification for the Utility's biosolids handling operation and initiate other cutting edge managerial practices for improved efficiency and operations.
2. Development and implementation of a capital improvements plan and thorough assessment of the Utility operations and management, for prudent capital investment for efficient operations and maintenance, reduction of odors, reduction of CSOs, free up treatment plant capacity, and improvement of utility operations and management.
3. Maintain environmental compliance with federal and state permit requirements and parameters.

WASTEWATER

Account #'s	FY06 Actual	FY07	FY08	FY08 Mgr	FY08 Approved
Exec. Director, Mark Young		94,416	96,969	94,779	94,779
Office Manager, Lisa Malcuit		47,344	47,439	47,439	47,439
Head Clerk, Cheryl Daigneault		37,770	37,846	37,846	37,846
Ops. Supndt., Garret Murphy		71,373	71,516	71,516	71,516
Asst. Ops. Super, Thomas Kawa		54,424	54,533	54,533	54,533
Head Operator, John Arthur		51,973	52,077	52,077	52,077
Head Operator, David Bernier		51,973	52,077	52,077	52,077
Head Operator, Erik Willett		51,973	52,077	52,077	52,077
Head Operator, L. Anderson		47,125	47,219	47,219	47,219
Operator II, Ronald Halligan		44,229	44,318	44,318	44,318
Operator II, Dennis Halligan		44,229	44,318	44,318	44,318
Operator II, Donald Larose		44,229	44,318	44,318	44,318
Operator II, Rick Toohey		44,229	44,318	44,318	44,318
Operator II, Jason O'Neil		44,229	44,318	44,318	44,318
Operator II, Michael Cassidy		44,229	44,318	44,318	44,318
Operator II, Andrew Webber		44,229	44,318	44,318	44,318
Operator II, Richard Picard		44,229	44,318	44,318	44,318
Operator II, John Fuller III		44,229	44,318	44,318	44,318
Maint. Super, Stephen Faxon		71,373	71,516	71,516	71,516
Maint Super, John Flaherty		54,976	55,086	55,086	55,086
Electrician, Mark Meehan		60,564	60,685	60,685	60,685
HD Colct. Syst Oper, S. Cohan		51,749	51,853	51,853	51,853
Instrument Tech, A. Walsh		51,749	51,853	51,853	51,853
Parts Equip Mgr, Dennis Pare		43,874	43,962	43,962	43,962
Mechanic III, Jeffrey Paquette		46,947	47,041	47,041	47,041
Mechanic III, George Deamicis		44,743	44,833	44,833	44,833
Mechanic III, John Fuller		44,152	44,240	44,240	44,240
Mechanic II, Jean Letendre		44,152	44,240	44,240	44,240
Mechanic II, John Taylor		44,152	44,240	44,240	44,240
Mechanic II, Gary Leighton		44,152	44,240	44,240	44,240
Mechanic I, Richard Bastien		40,712	44,240	44,240	44,240
Mechanic I, Mark Bastien		37,008	37,082	37,082	37,082
Mechanic I, Robert Rocheleau		37,793	37,869	37,869	37,869
Mechanic I, Roger Lampron		37,793	37,869	37,869	37,869
Mechanic I, Matt Daigneault		37,793	37,869	37,869	37,869
Mechanic I, Vernon Atwood		34,945	36,933	36,933	36,933
Mechanic II, Paul Malcuit		31,364	35,516	35,516	35,516
Mechanic II, Mario Reis		31,364	35,516	35,516	35,516
Eng. Supervisor., Michael Stuer		57,476	64,730	64,730	64,730
Staff Engineer II, Aaron Fox		50,732	50,834	50,834	50,834
Staff Engineer II, John Pugh		50,732	50,834	50,834	50,834
Staff Engineer II, Brandon Kelly		42,760	47,094	47,094	47,094
Pretreat.Coor., Chris Crowley		50,732	50,834	50,834	50,834
Engineering Tech, Fred Hamel		43,874	43,962	43,962	43,962
Chemist, Jin-Bok McGowan		57,428	57,543	57,543	57,543
Asst. Chemist, Joanne Shea		48,346	48,443	48,443	48,443
Sr. Lab Tech, K Cavanaugh		44,234	44,323	44,323	44,323
Sr. Lab Tech, Amy Daigneault		42,648	42,733	42,733	42,733
		2,286,749	2,318,628	2,316,438	2,316,438

Account #'s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved	
Salaries & Wages - Temp	60000055-511000	2,054,278	2,286,749	2,318,628	2,316,438	2,316,438
Holiday	60000055-514000	21,132	23,800	23,800	23,800	23,800
Shift Differential	60000055-514300	32,934	36,400	36,400	36,400	36,400
License Incentive	60000055-514400	800	1,000	1,000	1,000	1,000
Longevity	60000055-514800	1,142	1,150	1,150	1,150	1,150
Sick Leave Incentive	60000055-514900	27,039	19,000	21,000	21,000	21,000
Salaries & Wages - Temp	60000055-512000	34,463	34,500	35,000	35,000	35,000
Overtime	60000055-513000	144,944	150,000	150,000	150,000	150,000
Utility Heating/Gas	60000060-520100	612,000	1,100,000	-	-	-
Utility Heating/Gas	60000060-520101	70,919	85,000	-	-	-
Energy - Heating/Gas	60000060-520102	6,998	10,000	-	-	-

	NEW			1,045,000	1,045,000	1,045,000	
Repair & Maint Bldgs & Grds	60000065-520507	57,105	70,000	-	-	-	
Preventive Maint Repairs	60000065-520509	62,658	80,000	-	-	-	
Building Supplies	60000070-543800	56,261	65,000	-	-	-	
Public Works Supplies	60000070-543700	10,698	20,000	-	-	-	
Repair & Maint of Equipment	60000065-520500	206,424	290,000	-	-	-	
Elevator Repairs	60004266-520514	15,145	19,949				
	NEW			615,000	615,000	615,000	
Grit Screening Removal	60000065-525500	150,000	150,000	-	-	-	
Sludge Removal	60000065-521402	2,050,000	2,450,000				
	NEW			2,750,000	2,750,000	2,750,000	
Rental of Equipment	60000065-524000	26,419	29,000	30,000	30,000	30,000	
Uniform Rental	60000065-524004	12,290	18,000	20,000	20,000	20,000	
Professional Services	60000065-530000	175,242	229,000	175,000	175,000	175,000	
Printing & Binding	60000065-531800	265	4,400	-	-	-	
Advertising	60000065-531702	-	900	-	-	-	
Postage	60000065-536900	-	300	-	-	-	
	NEW			8,000	8,000	8,000	
Training Safety	60000065-530105	17,440	25,000	-	-	-	
Dues & Subscriptions	60000075-570401	10,923	12,000	-	-	-	
	NEW			34,000	34,000	34,000	
Police - Special Detail	60000065-522700	38,280	50,000	120,000	120,000	120,000	
Office Supplies	60000070-544400	4,891	6,000	6,000	6,000	6,000	
Office Furn. & Equipment	60000077-589166	6,893	7,000	7,000	7,000	7,000	
Laboratory Supplies	60000070-542800	44,701	60,000	60,000	60,000	60,000	
Chemical Supplies	60000070-542600	288,674	329,000	350,000	435,000	435,000	
Gas & Motor Oil Supplies	60000070-542300	19,229	25,000	50,000	50,000	50,000	
Misc. Supplies - Other	60000070-545300	3,340	6,000	6,000	6,000	6,000	
Out of State Travel	60000075-572300	1,400	1,400	1,400	1,400	1,400	
In- State Seminars	60000075-570701	1,050	2,000	2,000	2,000	2,000	
Misc Charges	60000075-573400	14,862	18,000	18,000	18,000	18,000	
ISO 14001	60004266-530201	31,495	36,000	36,000	36,000	36,000	
TOTAL O&M		6,312,334	7,751,548	7,920,378	8,003,188	8,003,188	
WWTP COLLECTION DIVISION				FY07	FY08 Request	08 Mgr	FY08 Approved
Combined Sewer Overflow	60000085-588516	6,029	5,000	10,000	10,000	10,000	
Improve Sewers & Drains	60004266-521404	204,195	250,000	-	-	-	
Insection San Sewer	60004266-521405	19,756	20,000	-	-	-	
Sanitary Sewers General	60004266-521406	200,000	250,000	-	-	-	
Vaporooting San Lines	6004266-521408	4,950	5,000	-	-	-	
	NEW			625,000	625,000	625,000	
I/I - Sewer Separation	60004266-521412	253,972	443,000	-	-	-	
Remote Diversions	60000080-588800	1,820	4,000	5,000	5,000	5,000	
GIS Work	60000080-588801	70	500	15,000	15,000	15,000	
TOTAL		690,793	977,500	655,000	655,000	655,000	
TOTAL WASTEWATER UTILITY BUDGET		7,003,126	8,729,048	8,575,378	8,658,188	8,658,188	

ARENA ENTERPRISE FUND

ARENA ENTERPRISE FUND SUMMARY

	2004 Actual	2005 Actual	2006 Actual	2007 Budget	2008 Request	2008 Manager	2008 Approved
Revenues	1,215,915	1,006,548	1,037,583	1,038,000	1,000,000	1,000,000	1,000,000
Operating Expenses	1,442,319	1,172,319	1,422,319	1,422,319	1,422,319	1,297,319	1,297,319
Indirect Costs	10,000	-	-	-	-	-	-
Debt Service	381,633	437,134	437,134	437,134	436,522	436,522	436,522
Manager Fee (set aside)	100,000	-	100,000	100,000	100,000	100,000	100,000
Total Expenditures	1,933,952	1,609,453	1,959,453	1,959,453	1,958,841	1,833,841	1,833,841
Surplus/(Deficit)	(718,037)	(602,905)	(921,870)	(921,453)	(958,841)	(833,841)	(833,841)

ARENA ENTERPRISE

	<u>Actual</u>	<u>Budget</u>			
	<u>FY06</u>	<u>FY07</u>	<u>FY08 Request</u>	<u>08 Mgr</u>	<u>FY08 Approved</u>
Operating Expenses	66000030-520605	1,422,319	1,172,319	1,172,319	1,172,319
Lowell Devils Subsidy		-	250,000	125,000	125,000
Manager Fee (set aside)	66000030-530007	100,000	100,000	100,000	100,000
TOTAL		1,522,319	1,522,319	1,397,319	1,397,319

PARKING FUND

Parking Garages

The Parking Department provides the customers of the City of Lowell with a clean, safe, and customer-friendly parking environment with emphasis on quality of facilities and service in a professional manner.

FY08 Goals:

- Bring new state of the art JAM Parking Facility on line on schedule (operational in Q3 FY08)
- Set up, manage, and maintain the National Park Visitor Center Dutton Street Parking Lot under the management of the City of Lowell with the expansion of 100 monthly parking spaces (operational in Summer 2008)
- Institute new parking control system for Middlesex Community College under new contract, via a new passcard system (operational Q1 FY08)
- Reorganize on-street revenue and control systems
- Improve and increase revenue and auditability
- Ticket and Fines- office enforcement vs. collections
- Investigate new meter technology – kiosks / multi meter controls
- Continue the garage infrastructure repairs, with a priority on drainage and expansion joints in the Market Street and Lower Locks Parking Facilities.
- Institute parking facility user rate increase on July 1st 2007 (FY08) to cover expenses in the parking operations due to increased cost in areas of electricity, debt, indirect cost and start up cost of the new JAM parking facility.
- Explore additional opportunities for generating more off-street parking such as:
 - Bike locker rentals
 - Garage Advertising
 - Zip car rental
 - Cell tower rental
 - Car wash & detailing
 - ATM machine lease
 - Storage locker rentals
 - Ticket and receipt advertising

In keeping with the” City of Lowell Being a Good Neighbor” we will continue to offer free parking for Special Events such as:

- Lowell General Cancer Walk
- UMASS Lowell Graduation
- Middlesex Com Co Graduation
- Lowell High Prom
- Lowell High Graduation
- Greater Lowell Graduation
- Lowell Police Graduation
- Lowell Boys Club Auction
- Police Bike Auction
- Lowell Plan Breakfast
- Rotary Club Meetings
- Alzheimers Walk
- Manager’s St. Pats Breakfast

CITY OF LOWELL PARKING DEPARTMENT

GARAGES/ON STREET AND ADMINISTRATION

	Account #/s	FY06 Actual	FY07	FY08 Request	08 Mgr	FY08 Approved
Director, Carney, Charles			59,579	61,366	59,607	59,607
Administrator/ Supervisor, McNeely, Melissa			42,384	43,656	43,656	43,656
Meter Attendants, Boumel, Margaret			29,723	31,614	31,614	31,614
Meter Attendants, Gargan, Linda			29,723	31,614	31,614	31,614
Meter Attendants, Kiernan, Michelle			29,723	31,614	31,614	31,614
Meter Attendants, Sharon Welch			28,142	31,614	31,614	31,614
Meter Attendants, Linscott, Maura			29,723	31,614	31,614	31,614
TOTAL			248,997	263,092	261,333	261,333

		FY06	FY07	FY08 Request	08 Mgr	FY08 Approved
Salaries & Wages - Perm	44500005-511000	201,124	248,997	263,092	261,333	261,333
Overtime	44500005-513000	9,427	6,000	10,000	10,000	10,000
Indirect Costs and Benefits	44500005-511002	64,072	N/A	275,908	0	0
Utility Electricity	44500010-520100	280,389	280,000	370,000	370,000	370,000
Telephone	44500010-520200	1,582	3,000	7,000	7,000	7,000
Repair & Maintenance Equipment	44500010-520500	153,063	169,500	260,000	260,000	260,000
Uniform Rental	44500010-524004	11,617	13,000	14,000	14,000	14,000
Independent Audit	44500010-525005	4,150	6,000	3,000	3,000	3,000
Professional Service - (sub-contract RFP)	44500010-530001	924,143	915,000	990,000	990,000	990,000
Management - Fee & Incentive	44500010-530007	36,000	40,000	40,000	40,000	40,000
Other Services	44500010-530015	11,410	12,000	16,000	16,000	16,000
Advertising	44500010-531702	1,061	1,000	1,000	1,000	1,000
Printing & Binding	44500010-531800	11,986	14,000	18,000	18,000	18,000
Office Supplies	44500015-544400	11,665	13,000	15,000	15,000	15,000
Ins. Premiums - Bonds	44500010-571904	74,903	90,000	95,000	95,000	95,000
Repair & Maintenance - Building	44500010-520507	98,937	146,000	160,000	160,000	160,000
Custodial - Supplies	44500015-543100	5,890	7,000	12,000	12,000	12,000
Miscellaneous Charges	44500010-573400	8,727	11,000	15,000	15,000	15,000
TOTAL		1,910,146	1,975,497	2,565,000	2,287,333	2,287,333

Security	44500010-530011	678,295	730,000	800,000	800,000	800,000
Total Expenses with Security		2,588,441	2,705,497	3,365,000	3,087,333	3,087,333

		FY06	FY07	FY08 Request	08 Mgr	FY08 Approved
Revenue Sharing - City	44500025-598011	500,000	500,000	350,000	0	0
Debt Service / JAM	44500025-597303	382,903	1,056,000	1,382,000	1,727,731	1,727,731
Revenue Transfer Out		1,034,000				
TOTAL		4,505,344	4,261,497	5,097,000	4,815,065	4,815,065

CAREER CENTER

Career Center

The mission of the Career Center of Lowell is to assist our job seeker customers with their employment search and assist our business customers with their workforce needs. We also focus on increasing the employability of economically disadvantaged youth through educational and job search activities. We are a city department under the Office of the City Manager, however our budget consists of federal and state workforce development funds. Our programs are targeted to the citizens of Lowell and the surrounding communities in the Greater Lowell Workforce Investment Area. The Greater Lowell Workforce Investment Board, Mass Department of Workforce Development and the U.S. Department of Labor also conducts oversight of the Career Center.

FY 2008 Goals for the Career Center of Lowell

- Continue to provide quality services to over 9,000 job seekers both youth and adults.
- Provide services to over 300 businesses.
- Continue to expand our One Stop system of collaborative partnerships with local and state agencies providing educational and job search assistance.

CAREER CENTER/WORKFORCE INVESTMENT BOARD

	Approved			
	FY07	FY08 Request	08 Mgr	FY08 Approved
WIA/Career Center Director, McQuaid, Michael	86,567	91,172	91,172	91,172
WIB Director, O'Neil, Barbara	71,292	73,431	73,431	73,431
Assistant CC Director, Akashian, Bruce	68,458	70,511	70,511	70,511
Fiscal Manager, Norton, Shannon	63,136	65,030	65,030	65,030
Budget Analyst/IT Manager, Durkin, Michael	60,993	62,822	62,822	62,822
Program Director, Paradis, Maureen	55,536	57,202	57,202	57,202
Career Planning Manager, Burke, Leslie	52,544	54,120	54,120	54,120
Youth Programs Manager, Gallagher, Vera	46,889	48,296	48,296	48,296
WIB Senior Program Manager, Vacant	43,956	45,275	45,275	45,275
Workshop Specialist, O'Brien, Janet	43,391	44,692	44,692	44,692
Workshop Specialist, Lloyd, Ellen	43,265	44,563	44,563	44,563
Administrative Assistant, McNulty/Jean	42,806	44,090	44,090	44,090
Career Advisor, McNulty, Frances	42,735	44,017	44,017	44,017
Career Advisor, Nou, Monica	40,871	42,097	42,097	42,097
Career Advisor/Supervisor, Vacant	40,431	41,644	41,644	41,644
Workshop Specialist, Vacant	39,928	41,126	41,126	41,126
Employer Services Specialist, Regan, Sally	39,587	40,775	40,775	40,775
IT/Data Processing Specialist, Mastacouris, Steven	39,320	40,499	40,499	40,499
Career Advisor, Gabriel, Maria	37,807	38,941	38,941	38,941
Employer Services Specialist, McLeod, Robert	37,787	38,920	38,920	38,920
School to Work Coordinator, Sturtevant, Cathy	37,787	38,920	38,920	38,920
Grant Specialist, Beth Melnikas	37,699	38,830	38,830	38,830
Sr Career Advisor - Wallace, Bessie	37,223	38,339	38,339	38,339
Staff Accountant, Nutter, David/Jake Barr	37,014	38,124	38,124	38,124
Career Advisor, Mulligan, Susan	36,166	37,251	37,251	37,251
School to Work Coordinator - Sierra, Beatriz	35,636	36,705	36,705	36,705
Career Advisor, Wheeler, Judith	35,102	36,155	36,155	36,155
Computer Workshop ScECIALIST - Vacant	-	36,000	36,000	36,000
Receptionist, Clarke, Nancy	32,962	33,951	33,951	33,951
Career Advisor, Robert McIntosh	32,662	33,641	33,641	33,641
Career Advisor, Beati/Mendonca	32,661	33,641	33,641	33,641
Career Advisor, Robillard, Gloria	32,661	33,641	33,641	33,641
Career Advisor - Vacant	32,542	33,518	33,518	33,518
Career Advisor, Vacant	32,542	33,518	33,518	33,518
Admin Assistant, Vacant	31,991	32,950	32,950	32,950
Career Advisor, Vacant	31,007	31,937	31,937	31,937
SW Case Manager, Vacant	30,938	31,866	31,866	31,866
SW Case Manager, Veillette, Amy	30,585	31,503	31,503	31,503
Youth Coordinator, Quinn, Bridget	30,585	31,503	31,503	31,503
SW Transportation, Colon-Rivera, Madeline	30,585	31,503	31,503	31,503
Career Advisor - Hiring in process	30,585	31,503	31,503	31,503
ABE Instructor, Donovan, Ann	29,335	31,206	31,206	31,206
ABE Instructor, Thompson, Martha	27,861	30,015	30,015	30,015
Summer Counselors, Temporary	18,900	25,000	25,000	25,000
School to Work Case Manager, Sierra/Morgan	15,729	16,201	16,201	16,201
ABE Instructor, Byrne, Kathy	12,150	13,380	13,380	13,380
Career Advisor, Vacant	30,697	-	-	-
Career Advisor - Vacant	30,585	-	-	-
TOTAL FEDERALLY AND STATE FUNDED POSITIONS	1,831,486	1,870,024	1,870,024	1,870,024

CAREER CENTER/WORKFORCE INVESTMENT BOARD

	Approved FY07	FY08 Request	08 Mgr	FY08 Approved
Salaries	1,831,486	1,870,024	1,870,024	1,870,024
Fringe Benefits	402,927	420,755	420,755	420,755
Overtime	5,000	5,000	5,000	5,000
Advertising	7,000	7,000	7,000	7,000
Clothing Allowance	35,000	45,000	45,000	45,000
Conferences/Meetings	10,000	10,000	10,000	10,000
Contractor Reimbursement (Youth & DTA Literacy)	581,000	749,240	749,240	749,240
Custodial Supplies	5,000	5,000	5,000	5,000
Data Processing	23,000	17,000	17,000	17,000
Dues & Subscriptions	16,100	16,700	16,700	16,700
Electricity	53,000	71,000	71,000	71,000
Equipment Rental (Copiers)	39,071	39,071	39,071	39,071
Furniture & Equipment	5,000	5,000	5,000	5,000
Gas	12,000	15,000	15,000	15,000
Gasoline Allowance	50,000	45,000	45,000	45,000
Independent Audit	12,000	15,000	15,000	15,000
Instructional Supplies	12,000	12,000	12,000	12,000
Insurance & Bonding	11,300	11,300	11,300	11,300
Licenses & Fees	7,717	4,000	4,000	4,000
Misc Rental (Storage)	4,000	4,000	4,000	4,000
Misc Supplies	2,000	8,000	8,000	8,000
Needs Based Payments	7,000	5,000	5,000	5,000
Network Access Fee	12,520	12,520	12,520	12,520
Office Supplies	29,143	30,000	30,000	30,000
Parking	109,720	101,733	101,733	101,733
Participant Fringe	16,457	12,463	12,463	12,463
Participant Wages	149,847	166,543	166,543	166,543
Postage	9,000	7,000	7,000	7,000
Printing & Binding	6,500	5,000	5,000	5,000
Professional Services	87,750	91,000	91,000	91,000
Promotional Activities	5,000	5,000	5,000	5,000
Rent	450,727	461,315	461,315	461,315
Repair & Maint of Equipment	17,066	17,753	17,753	17,753
Repair & Maintenance of Vehicle	1,000	2,000	2,000	2,000
Stabilization	458,666	500,000	500,000	500,000
Staff Training	4,000	4,000	4,000	4,000
Telephone	27,500	22,200	22,200	22,200
Training Payments	49,000	39,000	39,000	39,000
Transportation	31,800	32,300	32,300	32,300
Travel - In State	9,500	9,500	9,500	9,500
Travel - Out State	7,000	7,000	7,000	7,000
Tuition Reimbursement (Career Center Customers)	485,462	793,361	793,361	793,361
Uniforms/Other Clothing	3,000	3,000	3,000	3,000

GRAND TOTAL	5,102,258	5,702,778	5,702,778	5,702,778
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APPENDIX A
CITY OF LOWELL
FINANCIAL MANAGEMENT POLICIES AND OBJECTIVES

OVERVIEW

It is the policy of the City of Lowell that financial management be conducted with the objectives of providing municipal service in an efficient, effective and consistent manner that aligns with public policy goals as set forth by the City Manager.

To help ensure the City's financial stewardship, an established program of managing the City's finances becomes essential. To this end, the City manager seeks policies and procedures that are financially prudent and in the City's best economic interest. The City Manager promulgates these Financial Policies consistent with his responsibilities.

In adherence to this policy, the City shall pursue the following objectives:

- To set forth operational principles that minimize the cost of government to the extent consistent with services desired by the public and that minimize financial risk;
- To continue effective financial management within the City that conforms to generally accepted accounting principles;
- To simplify, clarify and modernize the financial systems of the City as the need occurs;
- To provide increased public confidence in public financial management;
- To protect and enhance the City's credit rating and prevent default on any municipal debts;
- And to provide safeguards to ensure the quality and integrity of the financial systems.

In order to obtain the above objectives, the City Manager submits the following policies for Council adoption:

A. ACCOUNTING, AUDITING AND FINANCIAL PLANNING

1. The City will utilize accounting practices that conform to generally accepted accounting principles (GAAP) as set forth by the Government Accounting Standards Board (GASB). The City will comply with GASB Statement 45 by Fiscal Year 2008 and continue to track and report other post-employment benefits.
2. An annual audit will be performed by an independent public accounting firm.
3. A Management Letter, a by-product of an annual audit, shall be provided by the independent public accounting firm no later than March 1. Additional findings

and recommendations may be communicated in a separate letter to be provided no later than April 1.

4. A five-year financial forecast shall be prepared annually by the Chief Financial Officer, projecting revenues and expenditures for all operating funds. This forecast shall be used as a planning tool in developing the following year's operating budget and capital improvements plan, when developed.

B. GENERAL FUND

1. Current revenues will be sufficient to support current expenditures.
2. Debt will not be used to fund current operating expenditures.
3. Reserves, such as the Free Cash and Stabilization Funds (excluding the mandated Chapter 17 special reserve), should be maintained between 5 and 10 percent of general operating revenues. Reserves shall be used to provide for temporary financing for unanticipated or unforeseen extraordinary needs of an emergency nature; for example, costs related to a natural disaster or calamity, an unexpected liability created by Federal or State legislation, immediate public safety or health needs, revenue shortfalls, opportunities to achieve long-term cost savings, or planned capital investments and related debt service. Reserves will not be used to fund recurring budget items.

Funds shall be allocated from reserves only after an analysis and utilization plan has been prepared by the City Manager and presented to the City Council. The analysis shall provide sufficient evidence to establish that the remaining balance is adequate to offset potential downturns in revenue sources and provide a sufficient cash balance for daily financial needs. The analysis and utilization plan shall strive to maintain net non-exempt debt at 4 percent of the gross general fund revenues, deducting for project reimbursements such as the School Building Assistance funds from the State.

As of the date of acceptance of these policies, the Chief Financial Officer will incorporate into the 5-year forecast a five-year plan to build reserves to the 5 to 10 percent target.

Thereafter, funds shall be allocated each year in the budget process to replace any use of reserves funds during the preceding fiscal year to maintain the balance of the reserves at between 5 and 10 percent of budgeted expenditures.

The amount the City has in its reserves balance plays a major role in the City's bond rating. A sudden decline in reserves may be temporary or a planned event but consistent balances below the 5 percent floor may indicate a problem in

meeting current expenditures and revenue targets, subsidizing the current operating budget, planned capital investments, or utilizing reserves for purposes not planned.

4. Free Cash in excess of the goal reserve amount should be used for non-recurring emergency expenditures or appropriated to a stabilization fund for future capital projects and equipment purchases or used to provide property tax relief.
5. The year-to-year increase of actual revenue from the levy of the ad valorem (property) tax shall generally not exceed 2.5 percent (Proposition 2 ½), with the exception of the value gained through new construction or expenditure increases funded outside the tax limit cap (exclusions or overrides).
6. Interim revaluations of official recertification of property values should occur every year.
7. The Treasurer/Collector shall follow an aggressive policy of collecting property tax revenues. An average collection rate of at least 95 percent of current levy shall be maintained.
8. Charges for service and other revenue shall be examined at least every three years and adjusted as deemed necessary to respond to changes in cost of service.
9. An adequate level of maintenance and replacement will be funded addressed in the capital plan referenced above. Capital facilities and equipment should be properly maintained and tied to proper repair and maintenance procedures and funding.
10. The City will avoid budgetary procedures that balance current expenditures at the expense of meeting future year's expenses, such as delaying expenditures until the next fiscal year or rolling over short-term debt.

C. GENERAL OBLIGATION DEBT

1. The requirements for debt financing shall be an expenditure of at least \$25,000 and a useful life in excess of five (5) years.
2. The term of long-term debt generally shall not exceed the expected useful life of the capital asset being financed and, in no case, shall it exceed thirty years. Long-term debt should not be incurred without a clear identification of its financing sources.
3. The ratio of Net Debt (Total outstanding City of Lowell General Obligation debt less reimbursements and rate-funded debt) to The City's total assessed valuation shall not exceed 1.5 percent. This excludes debt of overlapping jurisdictions.

4. The General Fund non-exempt debt service shall not exceed 10 percent of General Fund revenues.
5. Excess appropriated bond issues shall remain in a capital projects fund at the end of a project completion until appropriated out by City Council vote. The recaptured funds shall only be used to 1) make bulk principal paydowns against general bond debt or 2) pay down the principal on any bond issue at the time of refinancing or 3) to fund new capital projects.
6. The City will attempt to maintain a long-term debt schedule so that at least 50 percent of outstanding principal will be paid within ten years.

D. OFFSET RECEIPTS AND ENTERPRISE FUNDS IN GENERAL

1. The City shall establish and maintain enterprise funds pursuant to MGL Chapter 44, Section 53F1/2 wherever possible in order to ensure annual operation and maintenance needs are met and such services are financed in an equitable manner.
2. The term of debt for offset receipts and enterprise funds generally shall not exceed the useful life of the asset and in no case shall the term exceed thirty years.
3. Short-term debt, including tax-exempt commercial paper, shall be used when authorized for interim financing of capital projects. The term of short-term debt shall not exceed five years. Total short-term debt shall generally not exceed 10 percent of outstanding long-term debt.
4. Ongoing routine, preventive maintenance should be funded on a pay-as-you go basis.
5. All Enterprise funds shall maintain available fund balances, as defined by MGL Chapter 59, section 23, as amended, equivalent to 30 days of budgeted operations and maintenance expense.
6. Rates enterprise funds shall be designed to generate sufficient revenues to support the full cost (direct and indirect) of operations and debt and provide debt service coverage, if applicable, and to ensure adequate and appropriate levels of working capital. Fees should be reviewed annually in relation to the cost of providing the service.

E. GIFTS AND GRANTS

1. All grants shall be managed to comply with the laws, regulations and guidance of the grantor and all gifts and donations shall be managed and expended according to the wishes and instructions of the donor.
2. All gifts and grants shall be evaluated for suitability and consistency to City policies. They shall also be formally accepted by both the City Manager and the City Council.

F. TRUST FUND MANAGEMENT

It is the policy of the City of Lowell that trust fund management be consistent with the legal requirements, including City ordinances, and spirit of each respective trust document and, to the maximum extent possible, realize the purpose the trusts were intended to achieve.

Trust fund management will be conducted with the primary objectives of:

- a) Conformance to each trust document's specified purpose, legal requirements, and administrative guidelines;
- b) Adherence to all state law and local ordinances providing for the administration and investment of municipal trusts;
- c) Preservation of capital;
- d) Maintenance of security of trust funds and investments;
- e) Maximization of total return for each trust fund;
- f) Efficient disbursement of funds on an equitable basis; and
- g) Effective collection of all sums due to the trusts