

2000 ANNUAL TOWN MEETING WARRANT

SUMMARY OF PROPOSED CAPITAL PROJECTS - FY 2002 - 2005

The FY2001 to 2005 Capital Improvement Plan (CIP) is the proposed schedule for the expenditure of funds to build, replace, and maintain the public facilities used by the citizens of Needham. The Capital Budget is the first year of the CIP and is reflected in 2000 Annual Town Meeting Warrant Articles 31 through 70. In addition, the CIP included other capital project requests for funding in FY2001 or future years. Those projects which were deferred for further consideration are shown in the list below.

DEFERRED AND FUTURE PROJECTS

PROJECT	FY2001-2005 COST	POTENTIAL FUNDING SOURCE	FY2001 [note 1]	YEAR FUNDING INITIALLY REQUESTED				
				FY2002	FY2003	FY2004	FY2005	
MUNICIPAL BUILDING MAINTENANCE BOARD								
1. ROOF REPLACEMENTS (EMORY GROVER/LIBRARY POLICE STA/ ELIOT HILLSIDE HIGH ROCK SCHOOL)	975,000	G.O.DEBT	250,000	100,000	325,000	0	300,000	
2. MECHANICAL SYSTEMS REPAIR(SCHOOLS DPW)	1,760,000	G.O.DEBT	30,000	360,000	610,000	430,000	330,000	
3. EXTERIOR PAINTING (SCHOOL + MUNICIPAL BLDGS)	480,000	G.O.DEBT	0	330,000	50,000	100,000	0	
4. HIGH SCHOOL EXTRAORDINARY REPAIRS (windows)	120,000	G.O.DEBT	0	30,000	30,000	30,000	30,000	
5. WINDOW REPLACEMENT(EMORY GROVER /HILLSIDE MITCHELL/HIGH ROCK/HILLSIDE/DPW)	1,040,000	G.O.DEBT	100,000	125,000	300,000	515,000	0	
6. SCHOOL PARKING LOT REPAIRS(HILLSIDE/ POLLARD/NEWMAN	990,000	G.O.DEBT	70,000	590,000	230,000	100,000	0	
7. POLLARD BRIDGE RECONSTRUCTION	100,000	AVAIL/FUNDS	100,000	0	0	0	0	
8. SCHOOL FLOORING REPLACEMENT	240,000	G. O. DEBT	0	60,000	60,000	60,000	60,000	
9. INTERIOR PAINTING (SCHOOL + MUNICIPAL BLDGS)	300,000	G.O. DEBT	0	75,000	75,000	75,000	75,000	
10. LIGHT + SOUND SYS REPLACE(NEWMAN AUDI)	240,000	see note 2	0	130,000	110,000	0	0	
11. ADA COMPLIANCE - MEMORIAL PARK / POLLARD	60,000	AVAIL/FUNDS	0	10,000	50,000	0	0	
SUBTOTAL	6,305,000		550,000	1,810,000	1,840,000	1,310,000	795,000	
POLICE DEPARTMENT								
12. MOBILE DATA TERMINALS	130,000	G.O. DEBT	0	0	0	130,000	0	
SUBTOTAL	130,000		0	0		130,000	0	
FIRE DEPARTMENT								
13. REPLACEMENT OF C-1 (FIRE CHIEF'S CAR)	35,000	AVAIL/FUNDS	0	0	35,000	0	0	
14. REPLACEMENT OF C-5 (FIRE ALARM BUCKET TRUCK)	70,000	G.O.DEBT	0	70,000	0	0	0	
15. REPLACEMENT OF TURNOUT GEAR	140,000		0	0	0	0	140,000	
16. VENTING SYSTEMS (STATIONS #1 AND #2)	90,000	G.O. DEBT	0	0	90,000	0	0	
17. REPLACEMENT OF FIRE C-2	45,000	AVAIL/FUNDS	0	0	0	0	45,000	
18. REPLACEMENT OF FIRE ENGINE 1	600,000	G.O. DEBT	0	0	0	600,000	0	
19. REPLACEMENT OF FIRE ENGINE 3	350,000	G.O.DEBT	0	350,000	0	0	0	
SUBTOTAL	1,330,000		0	420,000	125,000	125,000	185,000	
DEPARTMENT OF PUBLIC WORKS								
20. MUNICIPAL PARKING LOT IMPROVEMENTS	190,000	G.O.DEBT (pkgng.meter fund)	0	190,000	0	0	0	
21. DEFAZIO ACCESS RD/PARKING LOT RECONS.	394,000	G.O.DEBT	147,000	247,500	0	0	0	
22. GEOGRAPHIC INFORMATION SYSTEM	81,000	G.O.DEBT (water/sewer fees)	0	81,000	0	0	0	
23. VEHICLE EQUIPMENT WASH SYSTEM	TBD	G.O.DEBT (water/sewer fees)				TO BE DETERMINED		
24. HANDICAPPED RAMPS	200,000	G.O. DEBT	0	50,000	50,000	50,000	50,000	
25. LOCAL RD/INTERSECTION RECONSTRUC PROG	4,755,000	G.O.DEBT	155,000	1,000,000	1,100,000	1,200,000	1,300,000	
26. SIDEWALK REPAIR AND RESURFACING	510,000	G.O. DEBT	0	60,000	125,000	65,000	260,000	
27. TRAFFIC SIGNAL EQUIPMENT REPLACEMENT	200,000	G.O. DEBT	0	50,000	50,000	50,000	50,000	
28. TRANSFER TRAILER REPLACEMENT	189,000	RTS FEES	0	45,000	46,500	48,000	49,500	
29. SCHOOL GROUNDS MAINTENANCE EQUIPMENT	63,000	G.O. DEBT	0	63,000	0	0	0	

NOTE 1: PROJECTS IN THIS COLUMN WERE PREVIOUSLY PLANNED FOR FY2001 OR EARLIER, BUT ARE BEING DEFERRED FOR FINANCIAL REASONS. **NOTE 2:** A PORTION OF THE NEWMAN PROJECT CAN BE FINANCED WITH THE RESIDUAL BALANCE OF THE \$5.75 MILLION NEWMAN RENOVATION AUTHORIZATION.

2000 ANNUAL TOWN MEETING WARRANT

DEFERRED AND FUTURE PROJECTS CONTINUED

PROJECT	FY2000-2005 COST	POTENTIAL FUNDING SOURCE	FY2001 (Note 1)	YEAR		FUNDING INITIALLY		REQUESTED FY2005
				FY2002	FY2003	FY2004		
30. STORM DRAINAGE IMPROVEMENTS	TBD	G.O. DEBT		TBD				
31. BROOK AND CULVERT MAINTENANCE PROGRAM	0	AVAIL FUNDS	0	0	0	0		0
32. EPA STORMWATER DISCHARGE PERMIT	TBD	G.O. DEBT		TBD				
33. EPA STORM DRAIN DISCHARGE IMPROVEMENT	TBD	G.O. DEBT		TBD				
34. WASTEWATER SYS REHABILITATION DESIGN	150,000	SEWER FEES	150,000	TBD	TBD	TBD		TBD
35. WASTEWATER SYS REHABILITATION CONSTRUCT	TBD						SUBJECT TO ABOVE DESIGN	
36. WASTEWATER PUMPING STA PUMP REPLACE PRO	100,000	SEWER FEES	0	25,000	25,000	25,000		25,000
37. WASTEWATER PUMP STATION IMPROVEMENTS	TBD	SEWER FEES	TBD	TBD	TBD	TBD		TBD
38. SPORTSMAN POND CLEAN UP	120,000	G.O. DEBT	120,000	0	0	0		0
39. WATER SYSTEM REHABILITATION PROGRAM	2,675,000	G.O. DEBT (Water fees)	0	485,000	745,000	705,000		740,000
40. WATER SYSTEM - FIRE FLOW IMPROVEMENTS	4,400,000	G.O. DEBT	300,000	2,200,000	1,150,000	750,000		0
41. WATER SYSTEM IMPROVEMENTS -SMALL DIAMETER MAIN REPLACEMENT / WATER MAIN LOOPING	800,000		0	200,000	200,000	200,000		200,000
42. MITCHELL SCHOOL PICKUP/DROP OFF IMPROV.	TBD	G.O. DEBT			TBD			
43. DPW EQUIPMENT REPLACEMENT	3,086,145	G.O. DEBT	348,730	472,792	864,839	902,284		497,500
SUBTOTAL	17,913,645		1,220,730	6,390,022	4,356,339	3,985,284		3,172,700
PARK AND RECREATION								
44. RENOVATION OF CRICKET BUILDING	500,000	G.O. DEBT			50,000	450,000		
45. LANDFILL REUSE	250,000	G.O. DEBT	0	TBA	250,000	0		0
46. ROSEMARY POOL COMPLEX IMPROVEMENTS	1,000,000	G.O. DEBT	0	1,000,000	0	0		0
47. DEFAZIO BASKETBALL COURT CONSTR.	25,000	AVAIL/FUNDS	0	0	25,000	0		0
SUBTOTAL	1,775,000		0	1,050,000	725,000	0		0
LIBRARY								
48. LIBRARY INTERIOR SPACE RENOVATION	9,417,480	STATE AID/ EXCLUDED DEBT	650,000	0	8,767,480	0		0
SUBTOTAL	9,417,480		650,000	0	8,767,480	0		0
FINANCE								
49. TOWNWIDE LOCAL AREA WIDE AREA COMP NET	231,000	G.O. DEBT	0	139,500	68,000	23,500		0
50. UPGRADE OF PUBLIC SAFETY COMPUTER SYS.	120,000	G.O. DEBT	0	0	0	120,000		0
51. TOWN COMPUTER SYSTEM UPGRADE	200,000	G.O. DEBT	0	0	200,000	0		0
52. TOWN FORMS/POSTAGE EQUIPMENT	36,000	G.O. DEBT	0	0	36,000	0		0
SUBTOTAL	356,000		0	139,500	304,000	143,500		0
SELECTMEN								
53. EMERY GROVER BUILDING	5,500,000	EXCLUDED DEBT	0	0	0	500,000		5,000,000
54. NEW TOWN ADMINISTRATION OFFICE BLDG	9,900,000	EXCLUDED DEBT	0	0	0	900,000		9,000,000
55. RENOVATION OF HIGH ROCK SCHOOL	5,500,000	EXCLUDED DEBT	0	350,000	5,200,000	0		0
56. RENOVATION OF TOWN HALL	5,500,000	EXCLUDED DEBT	0	0	500,000	5,000,000		0
57. STEPHEN PALMER RENOVATION	120,000	EXCLUDED DEBT	0	0	0	10,000		110,000
58. POLICE/FIRE DISPATCH CENTER	TBD	G.O. DEBT					TO BE DETERMINED	
SUBTOTAL	26,450,000		0	350,000	5,700,00	6,410,000		14,110,000
SCHOOL DEPARTMENT								
59. WOMEN'S LOCKER ROOM RENOVATION (High S)	221,885	G.O. DEBT	0	20,000	201,885	0		0
60. HIGH SCHOOL MEDIA CENTER REPAIR/EQUIP.	150,000	G.O. DEBT	150,000	0	0	0		0
61. MITCHELL SCHOOL - REPLACEMENT OF CAFÉ TABLES	20,000	G.O. DEBT	20,000	0	0	0		0
SUBTOTAL	391,900		170,000	20,000	201,885	0		0
GRAND TOTAL	64,069,010		2590,730	10,179,522	22,019,704	12,113,784		18,262,000

NOTE 1: PROJECTS IN THIS COLUMN WERE PREVIOUSLY PLANNED FOR FY2001 OR EARLIER, BUT ARE BEING DEFERRED FOR FINANCIAL REASONS

2000 ANNUAL TOWN MEETING WARRANT

TRANSFERS FROM FINANCE COMMITTEE RESERVE FUND TO APPROPRIATION ACCOUNTS

July 1, 1998 - June 30, 1999

(Transfers have been summarized below by department. These amounts are included
in the departmental EXPENDED FY 1999 column of the Operating Budget section)

<u>REQUESTS</u>	<u>AMOUNT</u>
Board of Selectmen	\$ 19,500
Legal	35,000
Personnel Board	275
Police	138,537
DPW - Snow & Ice	93,383
Municipal Building Maintenance Board	99,000
Board of Health	700
Planning Board	<u>7,688</u>
Total	\$ 394,083

2000 ANNUAL TOWN MEETING WARRANT

GENERAL GOVERNMENT SALARY AND STAFFING SCHEDULE Of Funded Full-Time Equivalent Positions (Excludes Summer/Seasonal Positions)

<u>TITLE</u>	<u>GRADE</u>	<u>FUNDED FY 98</u>	<u>FUNDED FY 99</u>	<u>FUNDED ANNUALIZED FY2000</u>	<u>SALARY RANGE</u>
<u>GENERAL GOVERNMENT</u>					
<u>Board of Selectmen</u>					
Town Administrator	NA	1.00	1.00	1.00	\$89,700
Sr. Administrative Coordinator	SS-5	1.00	0.00	0.00	\$30,474-38,852
Assistant to Town Administrator	NR-3	0.00	1.00	1.00	\$31,359-41,815
Department Assistant 1	TS-1	1.13	1.13	1.13	\$19,736-25,994
Department Assistant 2	TS-2	0.34	0.48	0.67	\$23,165-29,503
Asst. Town Admin/Personnel Dir.	M-3	1.00	1.00	1.00	\$55,543-69,604
Administrative Assistant	SS-3	1.00	1.00	1.00	\$25,155-33,014
Administrative Specialist	SS-4	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$28,999-36,963
Subtotal:		6.47	6.61	6.80	
<u>Town Clerk</u>					
Town Clerk	Elected	1.00	1.00	1.00	\$61,356
Assistant Town Clerk	NR-3	0.00	1.00	1.00	\$31,359-41,815
Assistant Town Clerk	TS-4	1.00	0.00	0.00	\$29,000-36,963
Department Assistant 2	TS-2	2.00	2.00	2.00	\$23,165-29,503
Department Assistant 1	SS-1	<u>0.24</u>	<u>0.24</u>	<u>0.00</u>	\$19,736-25,994
Subtotal:		4.24	4.24	4.00	
<u>Legal</u>					
Town Counsel	Sch C				\$53,176.39
<u>Personnel Board</u>					
Recording Secretary	Sch C				\$13.73/hour
<u>FINANCE</u>					
<u>Assessors</u>					
Administrative Assessor	M-2	1.00	1.00	1.00	\$51,388-64,424
Asst. Administrative Assessor	PT-4	1.00	1.00	1.00	\$35,088-45,844
Administrative Coordinator	TS-4	1.00	1.00	1.00	\$29,000-36,963
Department Specialist	TS-3	2.00	2.00	2.00	\$25,155-33,014
Department Assistant 2	TS-2	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$23,165-29,503
Subtotal:		6.00	6.00	6.00	
<u>Finance Department</u>					
Finance Director	M-4	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$63,937-80,089
Parking Clerk	Sch C				\$4,000
Subtotal		1.00	1.00	1.00	
<u>Accounting</u>					
Town Comptroller	M-2	1.00	1.00	1.00	\$51,388-64,424
Administrative Specialist	TS-4	2.00	2.00	2.00	\$29,000-36,963
Department Specialist	TS-3	<u>0.80</u>	<u>0.80</u>	<u>0.80</u>	\$25,155-33,014
Subtotal		3.80	3.80	3.80	
<u>Data Processing</u>					
Director	M-3	1.00	1.00	1.00	\$55,543-69,604
Senior Systems Analyst	PT-6	1.00	1.00	0.00	\$40,923-53,467

2000 ANNUAL TOWN MEETING WARRANT

Network Administrator	PT-6	0.00	0.00	1.00	\$40,923-53,467
GIS Administrator	PT-5	0.00	0.00	1.00	\$39,266-50,508
Systems Analyst	PT-3	1.00	1.00	0.00	\$30,595-40,795
Programmer/Computer Operator	PT-3	1.00	1.00	1.00	\$30,595-40,795
Computer Operator	PT-1	1.00	1.00	1.00	\$25,503-33,723
Technical Support Specialist	PT-3	0.00	0.00	1.00	\$30,595-40,795
Department Specialist	TS-3	<u>1.16</u>	<u>1.16</u>	<u>0.20</u>	\$24,542-32,209
PC Specialist	Sch C				\$28.43 /hour
Subtotal		6.16	6.16	6.20	

Treasurer

Treasurer/Collector	M-2	1.00	1.00	1.00	\$51,388-64,424
Assistant Treasurer/Collector	NR-5	1.00	1.00	1.00	\$39,266-50,508
Department Specialist	TS-3	2.00	2.00	2.00	\$25,155-33,014
Department Specialist	SS-3	0.30	0.30	0.40	\$25,155-33,014
Department Assistant 2	TS-2	1.00	1.00	1.00	\$23,165-29,503
Department Assistant 1	SS-1	<u>0.47</u>	<u>0.47</u>	<u>0.47</u>	\$19,736-25,994
Sub Total:		5.77	5.77	5.87	

Finance Committee

Finance Comm. Exec. Secretary	Sch C				\$24,861
-------------------------------	-------	--	--	--	----------

Retirement

Senior Administrative Coordinator	TS-5	1.00	1.00	1.00	\$30,475-38,852
Department Specialist	TS-3	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$25,155-33,014
Subtotal:		2.00	2.00	2.00	

PUBLIC SAFETY

Police Department

Chief	Contract	1.00	1.00	1.00	\$83,963
Lieutenant	P-4	3.00	3.00	3.00	\$48,726-61,875
Sergeant	P-2	8.00	8.00	8.00	\$41,677-48,429
Police Officer	P-1	35.00	35.00	37.00	\$32,510-39,195
COPS FAST Officer	P-1	1.00	1.00	0.00	\$32,510-39,195
Animal Control Officer	PB-1	1.00	1.00	1.00	\$29,326-38,915
Administrative Specialist	TS-4	1.00	1.00	1.00	\$29,000-36,963
Maintenance Worker/Custodian	NR-1	1.00	1.00	1.00	\$26,141-34,566
Department Assistant 2	TS-2	2.00	2.00	2.00	\$23,165-29,503
Public Safety Dispatcher	NR-1	5.00	5.00	3.00	\$26,141-34,566
Parking Enforcement Attendant	SS-2	<u>0.93</u>	<u>1.00</u>	<u>1.00</u>	\$23,165-29,504
Traffic Supervisor	Sch C				
Subtotal:		58.93	59.00	58.00	

Fire Department

Fire Chief	M-5	1.00	1.00	1.00	\$72,113-90,365
Deputy Fire Chief Operations	F-4	1.00	1.00	1.00	\$53,374-63,496

<u>TITLE</u>	<u>GRADE</u>	<u>FUNDED FY 98</u>	<u>FUNDED FY 99</u>	<u>FUNDED FY2000</u>	<u>ANNUALIZED SALARY RANGE</u>
Deputy Fire Chief	F-4	4.00	4.00	4.00	\$50,961-56,048
Fire Captain	F-3	2.00	2.00	2.00	\$47,508-48,992
Fire Lieutenant	F-2	6.00	6.00	6.00	\$40,984-45,073
Firefighter	F-1	53.00	53.00	52.00	\$32,947-39,195
Asst., Super., Fire Alarm	FA-2	1.00	1.00	1.00	\$38,626-46,461

2000 ANNUAL TOWN MEETING WARRANT

Management Analyst	PT-5	1.00	1.00	1.00	\$39,266-50,508
Administrative Assistant	TS-3	1.00	1.00	1.03	\$25,155-33,014
Public Safety Dispatcher	NR-1	0.00	0.00	4.00	\$26,141-34,566
Public Safety Dispatch Super.	NR-4	0.00	0.00	1.00	\$35,088-45,844
Dir. Emergency Mgmt.	Sch C				\$2,000
Asst. Dir. Emergency Mgmt.	Sch C				\$1,500
Subtotal:		70.00	70.00	74.03	
<u>Building</u>					
Inspector of Buildings	M-2	1.00	1.00	1.00	\$51,388-64,424
Plumbing & Gas Inspector	NR-4	0.53	0.53	0.53	\$35,088-45,844
Wiring Inspector	NR-4	0.53	0.53	0.53	\$35,088-45,844
Local Building Inspector	NR-5	1.00	1.00	1.00	\$39,266-50,508
Sealer of Weights and Measures	NR-4	0.25	0.25	0.25	\$35,088-45,844
Administrative Specialist	TS-4	1.00	1.00	1.00	\$29,000-36,963
Department Assistant 2	TS-2	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$23,165-29,503
Building Inspector Substitute	Sch C				\$15.81/hour
Plumbing & Gas Inspector Sub.	Sch C				\$41.00 (per diem)
					\$12.00 (per inspection)
Wire Inspector Substitute	Sch C				\$41.00 (per diem)
					\$12.00 (per inspection)
Subtotal:		5.31	5.31	5.31	

PUBLIC FACILITIES

Department of Public Works

Director	M-5	1.00	1.00	1.00	\$72,113-90,365
Town Engineer	M-3	1.00	1.00	1.00	\$55,543-66,289
Division Super. Highway	M-2	1.00	1.00	1.00	\$51,388-61,357
Division Super. Parks	M-2	1.00	1.00	1.00	\$51,388-61,357
Division Super. Water & Sewer	M-3	1.00	1.00	1.00	\$55,543-66,289
Garage & Equipment Supervisor	M-1	1.00	1.00	1.00	\$44,183-52,741
Program Manager/Landfill	M-3	1.00	1.00	1.00	\$55,543-66,289
Assistant Town Engineer	NR-6	1.00	1.00	1.00	\$40,923-53,467
Dir. of Administrative Services	NR-5	1.00	1.00	1.00	\$39,266-50,508
Assistant Superintendent	NR-5	4.00	5.00	5.00	\$39,266-50,508
Water Treatment Facility Mgr.	NR-5	0.00	1.00	1.00	\$39,266-50,508
Civil Engineer	NR-4	0.00	1.00	1.00	\$35,088-45,844
Senior Draftsman	NR-2	2.00	2.00	2.00	\$30,096-39,320
Survey Party Chief	NR-3	2.00	2.00	2.00	\$31,359-41,815
Senior Administrative Coordinator	TS-5	1.00	1.00	1.00	\$30,475-38,852
Department Specialist	TS-3	2.00	2.00	2.00	\$25,155-33,014
Department Assistant 2	TS-2	1.00	1.00	1.00	\$23,165-29,503
Master Mechanic	W-9	1.00	1.00	1.00	\$15.43-17.89/hour
Working Foreman	W-8	9.00	8.00	8.00	\$14.98-17.37/hour
Equipment Mechanic 1	W-6	1.00	1.00	1.00	\$13.94-16.12/hour
Equipment Mechanic 2	W-7	2.00	2.00	2.00	\$14.53-16.73/hour
Public Works Inspector	W-7	1.00	2.00	2.00	\$14.53-16.73/hour
HME0 1	W-5	12.00	9.00	9.00	\$13.41-15.56/hour
HME0 2	W-6	1.00	2.00	2.00	\$13.94-16.12/hour
Craftworker 1	W-5	12.50	11.50	12.00	\$13.41-15.56/hour
Craftworker 2	W-6	5.00	6.00	6.00	\$13.94-16.12/hour
Tree Climber	W-6	2.00	2.00	2.00	\$13.94-16.12/hour
Chief Pumping Station Operator	W-7	3.00	1.00	1.00	\$14.53-16.73/hour
Pumping Station Operator	W-6	1.00	3.00	3.00	\$13.94-16.12/hour
Public Works Specialist	W-6	1.00	1.00	1.00	\$13.94-16.12/hour
Weighmaster	W-4	0.50	1.00	1.00	\$12.91-14.98/hour

2000 ANNUAL TOWN MEETING WARRANT

Laborer 1	W-1	5.00	6.00	1.00	\$11.65-13.41/hour
Laborer 2	W-3	4.00	2.00	7.00	\$12.45-14.53/hour
Laborer 3	W-4	<u>2.00</u>	<u>2.00</u>	<u>2.00</u>	\$12.91-14.98/hour
Subtotal:		84.00	84.5	85.0	

Municipal Building Maintenance Board

Director	M-4	1.00	1.00	1.00	\$63,937-80,089
Supervisor of Custodial Services	NR-5	1.00	1.00	1.00	\$39,266-50,508
Senior Program Manager	M-3	0.00	1.00	0.00	\$55,543-66,289
Administrative Specialist	TS-4	1.00	1.00	1.00	\$29,000-36,963
Department Specialist	TS-3	0.53	0.53	0.53	\$25,155-33,014
Senior Building Custodian	T-10	2.22	2.00	2.00	\$26,140-34,493
Building Custodian	T-7	1.00	1.00	0.00	\$20,892-27,532
Jr. Building Custodian	T-5	0.73	0.30	0.00	\$18,643-24,550
Senior Custodian 1	BC-2	11.00	11.00	9.00	\$28,209-33,195
Senior Custodian 2	BC-3	0.00	0.00	1.00	\$29,622-34,858
Junior Custodian	BC-1	24.25	23.75	27.3	\$25,600-30,125
Warehouse Person	BT-5	1.00	1.00	1.00	\$29,894-35,178
General Maintenance	AC-3	3.00	3.00	2.00	\$27,130-31,956
HVAC Technician	BT-3	1.00	1.00	1.00	\$36,181-42,576
Carpenter	BT-2	1.00	1.00	1.00	\$32,884-38,696
Craftsworker	BT-2	1.00	1.00	2.00	\$32,884-38,696
Plumber	BT-3	1.00	1.00	1.00	\$36,181-42,576
Electrician	BT-3	1.00	1.00	1.00	\$36,181-42,576
Building Monitor	Sch C				
Subtotal:		51.73	51.58	51.83	

Permanent Public Building Comm.

Bldg. Construction/Renov. Mgr.	M-3	1.00	1.00	1.00	\$55,543-69,605
Committee Secretary	SS-3	<u>0.25</u>	<u>0.25</u>	<u>0.25</u>	\$25,155-33,014
Subtotal:		1.25	1.25	1.25	

HUMAN SERVICES

Board of Health

Director	M-3	1.00	1.00	1.00	\$55,543-69,604
Environmental Health Agent	PT-5	1.00	1.00	1.00	\$39,266-50,508
Nutritionist	PT-3	0.60	0.60	0.60	\$31,359-41,815
Public Health Nurse	PT-5	1.17	1.17	1.17	\$39,266-50,508
Administrative Specialist	TS-4	1.00	1.00	1.00	\$29,000-36,963
Department Assistant 2	SS-1	<u>0.00</u>	<u>0.28</u>	<u>0.40</u>	\$23,165-29,503
Animal Inspector	Sch C				\$2,000
Seasonal Packer/Driver	Sch C				\$9.70/hour
Recording Secretary	Sch C				\$13.73/hour
Subtotal:		4.77	5.05	5.17	

Veterans Services

Director	M-1	0.53	0.53	0.53	\$44,183-55,378
Department Specialist	TS-3	<u>0.53</u>	<u>0.53</u>	<u>0.53</u>	\$25,155-33,014
Subtotal:		1.06	1.06	1.06	

Youth Commission

Director	M-2	1.00	1.00	1.00	\$51,388-64,424
Social Worker	PT-3	1.80	1.80	2.00	\$31,359-41,815
Administrative Assistant	TS-3	<u>0.40</u>	<u>0.40</u>	<u>0.80</u>	\$25,155-33,014
Subtotal:		3.20	3.20	3.80	

Council on Aging

2000 ANNUAL TOWN MEETING WARRANT

Executive Director	M-2	1.00	1.00	1.00	\$51,388-64,424
Associate Director	PT-4	1.00	1.00	1.00	\$35,088-45,844
Outreach Worker	PT-2	1.00	0.25	0.25	\$30,096-39,320
Social Worker	PT-3	0.00	1.00	1.00	\$31,359-41,815
Department Assistant 2	TS-2	<u>1.20</u>	<u>1.20</u>	<u>1.20</u>	\$23,165-29,503
Program Coordinator	NR-2				\$30,096-39,320
Program Coordinator PT	Sch C				\$14.25
Assistant	Sch C				\$11.07/hour
Assistant Program Coordinator	Sch C				\$12.50/hour
Recording Secretary	Sch C				\$13.73/hour
Subtotal:		4.20	4.45	4.45	

DEVELOPMENT

Planning Board

Director	M-2	1.00	1.00	1.00	\$51,388-64,424
Assistant Planning Director	NR-3	0.00	0.00	1.00	\$31,359-41,815
Administrative Assistant	TS-3	<u>1.00</u>	<u>1.00</u>	<u>0.00</u>	\$25,155-33,014
Recording Secretary	Sch C				
Student Intern	Sch C				
Subtotal:		2.00	2.00	2.00	

Conservation Commission

Conservation Officer	Sch C	<u>0.50</u>	<u>0.50</u>	<u>0.70</u>	\$15.81/hour
Subtotal:		0.50	0.50	0.70	

Board of Appeals

Committee Secretary	SS-3				\$13.73/hour
---------------------	------	--	--	--	--------------

CULTURE AND LEISURE SERVICES

Library

Director	M-3	1.00	1.00	1.00	\$55,543-66,289
Assistant Director	NR-6	1.00	1.00	1.00	\$40,923-57,235
Reference Supervisor	NR-4	1.00	1.00	1.00	\$35,088-45,844
Children's Supervisor	NR-4	1.00	1.00	1.00	\$35,088-45,844
Tech. Services Supervisor	NR-4	1.00	1.00	1.00	\$35,088-45,844
Reference Librarian/AV Specialist	NR-3	1.00	1.00	1.00	\$31,359-41,815
Circulation Supervisor	SS-5	1.00	1.00	1.00	\$30,474-38,852
Assistant Children's Librarian	SS-4	1.00	1.00	1.00	\$28,944-36,963
Assistant Cataloger	SS-3	1.00	1.00	1.00	\$25,155-33,014
Administrative Assistant	TS-3	1.00	1.00	1.00	\$25,155-33,014
Library Assistant	SS-2	6.16	6.16	6.16	\$23,165-29,504
Reference Librarian PT	NR-2	<u>1.53</u>	<u>2.01</u>	<u>2.48</u>	\$30,096-39,320
Library Page	Sch C				\$5.98-6.34/hour
Subtotal:		17.69	18.17	18.64	

Park & Recreation

Director	M-2	1.00	1.00	1.00	\$51,388-64,424
Assistant Director	NR-4	1.00	1.00	1.00	\$35,088-45,844
Administrative Specialist	TS-4	1.00	1.00	1.00	\$29,000-36,963
Department Assistant 2	TS-2	<u>1.00</u>	<u>1.00</u>	<u>1.00</u>	\$23,165-29,503
Subtotal:		4.00	4.00	4.00	

GRAND TOTAL:		344.08	341.30	351.72	
---------------------	--	---------------	---------------	---------------	--

NEEDHAM PUBLIC SCHOOLS SALARY AND STAFFING SCHEDULE

NUMBER OF	SALARY	SALARY
-----------	--------	--------

2000 ANNUAL TOWN MEETING WARRANT

<u>CLASSIFICATION</u>	<u>EMPLOYEES</u>	<u>EQUIVALENCY</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
Superintendent	1	1		\$109,000 yr.
Asst. Supt, Personnel & Curric.	1	1		\$84,000 yr.
Asst. Supt, Student Dev/Comm	1	1		\$84,000 yr.
Director of Financial Operations	1	1		\$69,870 yr.
High School Principal	1	1		\$91,960 yr.
Middle School Principal	1	1		\$88,365 yr.
Elementary Principal	5	5	\$71,925 yr	\$85,796 yr.
High School Asst. Principal	2	2	\$61,293 yr	\$79,886 yr.
M.S. House Administrator	3	3	\$56,986 yr.	\$75,578 yr.
Elementary Asst. Principal	2	1.5	\$47,455 yr	\$67,795 yr.
Director	6	5.3	\$51,992 yr.	\$74,421 yr.
Director of Special Education	3	3	\$53,197 yr.	\$74,851 yr.
Director	6	5.3	\$49,487 yr.	\$70,098 yr.
Director of Special Education	2	2	\$50,634 yr.	\$71,245 yr.
Department Chairs	5	3.2	\$50,340 yr.	\$72,152 yr.
Teacher	356	341	\$30,599 yr.	\$63,906 yr.
Nurse	8	7	\$30,000 yr.	\$43,500 yr.
Instruct/SPED Aides	96	85.3	\$12.16 hr.	\$23.12 hr.
Permanent Substitute	3	3		\$76.31/dy
Media Technician	1	1		\$46,751 yr.
School Aide	21	10.2	\$8.32 hr.	\$10.98 hr.
Mail Carrier	1	.5		\$9.90 hr.
Secretary	48	48	\$12.67 hr.	\$19.48 hr.
Grants Coordinator	1	0.6		\$24,000 yr.
Administrative Assistant	2	2	\$17.24 hr.	\$26.84 hr.
Bus Driver	1	1		\$12.94 hr.