



TOWN OF DEDHAM
FINANCE AND WARRANT COMMITTEE

REPORT & RECOMMENDATIONS FOR THE SPRING ANNUAL TOWN MEETING

MONDAY, MAY 18, 2026 AT 7:00 P.M.
DEDHAM HIGH SCHOOL AUDITORIUM
140 WHITING AVENUE, DEDHAM, MA 02026

2025-2026 FINANCE AND WARRANT COMMITTEE

MEMBERS	PRECINCT	TERM ENDS
DAVE ROBERTS, CHAIR	3	2026
MICHAEL LEAHY, VICE CHAIR	AT-LARGE (5)	2028
MIKE PATRIARCA	1	2027
KATHERINE DUCEMAN	2	2028
SARAH SMEGAL	4	2028
VACANT	5	2027
CINDY BARICH	6	2026
ED DOCKHAM	7	2027
MIKE EMERY	AT-LARGE	2027

MODERATOR - LIZ O'DONNELL (PRESENT)

PAST MODERATORS:

- DANIEL J. DRISCOLL (1993-2026)
- H. HOLTON WOOD (1964-1993)

PAST FINANCE AND WARRANT COMMITTEE CHAIRS

YEAR(S)	NAME	YEAR(S)	NAME
2021-PRESENT	DAVE ROBERTS	1992-1993	DAVID E. KRUSZ
2018-2020	KEVIN PRESTON	1991-1992	KEVIN E. YOUNG
2014-2017	JOHN HEFFERNAN	1990-1991	JAMES A. MACDONALD
2012-2014	RUSSELL C. STAMM	1989-1990	SANDRA A. LYNCH
2007-2012	DAVID N. MARTIN	1988-1989	JAMES V. HERRIGAN
2006-2007	MARK DRISCOLL	1987-1988	STEPHEN P. RAHAVY
2002-2006	CHRISTOPHER E. MELLEN	1986-1987	MARGOT C. PYLE
2001-2002	WILLIAM A. PODOLSKI	1985-1986	JAMES S. MCDONALD
2000-2001	VALERIE T. IRVING	1984-1985	FRANCIS J. SALLY
1998-2000	CONSTANTINE P. CALLIONTZIS	1983-1984	DAVID THIBODEAU
1996-1998	PAUL G. JOYCE	1981-1983	JOHN I. STANTON, JR.
1995-1996	FRANCIS T. KEALLY	1980-1981	ANTHONY THACHER
1993-1995	RICHARD C. BREMER		

TABLE OF CONTENTS

Page

- 1 **MODERATOR'S LETTER** TO TOWN MEETING REPRESENTATIVES AND THE CITIZENS OF DEDHAM
- 2 **FINANCE AND WARRANT COMMITTEE CHAIR'S LETTER** TO TOWN MEETING REPRESENTATIVES AND THE CITIZENS OF DEDHAM
- 3 **FY2027 SOURCES AND USES OF FUNDS**
- 4 **ARTICLE ONE:** ELECTION OF TOWN OFFICIALS
- 5 **ARTICLE TWO:** PERSONNEL BYLAW CHANGES AND COLLECTIVE BARGAINING AGREEMENTS
- 6 **ARTICLE THREE:** TOWN OPERATING BUDGET
- 13 **ARTICLE FOUR:** CAPITAL IMPROVEMENT BUDGET
- 16 **ARTICLE FIVE:** PRIOR YEAR BILLS
- 17 **ARTICLE SIX:** LINE ITEM TRANSFERS FOR CURRENT FISCAL YEAR
- 20 **ARTICLE SEVEN:** APPROPRIATION(S) FROM SPECIAL PURPOSE STABILIZATION FUNDS
- 21 **ARTICLE EIGHT:** SEWER AND STORMWATER ENTERPRISE FUND
- 23 **ARTICLE NINE:** RESCIND AUTHORIZED AND UNUSED DEBT
- 23 **ARTICLE TEN:** AMEND FUNDING FOR BORROWING
- 24 **ARTICLE ELEVEN:** PROPOSED BYLAW AMENDMENT - BAN CRYPTOCURRENCY ATMS
- 26 **ARTICLE TWELVE:** GENERAL BYLAW AMENDMENTS - DECENNIAL BYLAW REVIEW
- 27 **ARTICLE THIRTEEN:** GENERAL BYLAW AMENDMENTS - DECENNIAL BYLAW REVIEW (STREET TAKEOVERS)
- 28 **ARTICLE FOURTEEN:** GENERAL BYLAW AMENDMENT - DETAILED BUDGETS (SELECT BOARD MEMBER DR. DENNIS J. TEEHAN, JR.)
- 29 **ARTICLE FIFTEEN:** GENERAL BYLAW AMENDMENT - IN-PERSON MEETINGS (PRECINCT 4 REP. CARMEN E. DELLO IACONO)
- 30 **ARTICLE SIXTEEN:** ESTABLISH WORKING GROUP TO CONSIDER USE OF REVENUE FROM PLANNED COMMERCIAL DEVELOPMENT


ADDITIONAL INFORMATION AND RESOURCES REFERENCED IN THIS WARRANT BOOK CAN BE FOUND ON THE FOLLOWING PAGES:


Page

- A-1 DEFINITIONS** - MUNICIPAL FINANCE TERMINOLOGY
- A-4 ORGANIZATIONAL CHART** - TOWN DEPARTMENTS (AS OF APRIL 2026)
- A-5 SCHEDULE B SALARY PLAN** - FY27: NON-UNION PERSONNEL
- A-10 FY27 FTE TABLE** - FULL-TIME EQUIVALENT POSITIONS
- A-11 BUDGET PROCESS OVERVIEW** - MONTH-BY-MONTH OUTLINE AND WHO'S WHO IN THE ANNUAL BUDGET PROCESS
- A-12 MGL CH. 44, SECTION 7** - CITIES AND TOWNS, PURPOSES FOR BORROWING MONEY WITHIN DEBT LIMIT
- A-14 MGL CH. 44, SECTION 8** - CITIES AND TOWNS, PURPOSES FOR BORROWING MONEY OUTSIDE DEBT LIMIT
- A-18 PROPOSED BYLAW REVIEW AMENDMENTS** - TRACK CHANGES VERSION, AS VOTED BY THE DECENNIAL BYLAW REVIEW COMMITTEE

2026 Spring Town Meeting Resource Page and Electronic Book

A digital copy of this book (along with links to recordings of public meetings, electronic voting instructions, informational videos, and more resources), can be found on the Town website:

 www.dedham-ma.gov/2026SpringTM

 or scan the QR code to the right with your mobile device



Accessibility Statement

To request a copy of the Warrant or related documents in large print, please contact Amanda Smith, Director of Communications at asmith@dedhamma.gov.

The Town of Dedham does not discriminate based on disability and is committed to holding accessible meetings. Any person requiring a reasonable accommodation for Town Meeting should contact the Town Manager's Office at 781-751-9100. The Town encourages requests for reasonable accommodation to be made at least two weeks in advance of Town Meeting to allow the Town adequate time to try to accommodate the request.



TOWN OF
DEDHAM
MASSACHUSETTS

Town Moderator, Liz O'Donnell

Dear Town Meeting Members,

It is an honor to address you for the first time in my role as Town Moderator. I look forward to serving with you.

Town Meeting is central to our local democracy, where members deliberate and decide the issues that shape our community. Its strength depends on the thoughtful participation, mutual respect, and commitment of each member.

This year's warrant includes a range of articles, including the operating budget, which encompasses both the Town and School budgets. Like many communities across the Commonwealth, Dedham faces fiscal challenges, as the cost of providing services continues to grow while revenue increases remain constrained. In response, the Finance and Warrant Committee has devoted considerable time to reviewing the budgets recommended by the Town Manager and the School Department, assessing needs, priorities, and available resources. The Committee's recommendations are included in this warrant for your review and decision.

Thank you for your service and commitment to the Town.

Respectfully,

Liz O'Donnell
Town Moderator



TOWN OF
DEDHAM
MASSACHUSETTS

Finance and Warrant Committee Chair, Dave Roberts

Dear Town Meeting Representatives and the Citizens of Dedham,

The Spring Town Meeting this year will consider what action should be taken on 16 warrant articles. The Finance and Warrant Committee (FWC) conducted several public hearings where we heard from proponents and any opponents of each article. Our recommendations are presented at the end of each article.

The FWC would like to highlight the following information for consideration by Town Meeting members:

- The FWC reviewed the Town and School Department operating budget (Article 3) and capital expenditures budget (Article 4) with extensive input from department heads, public safety chiefs, and residents. After the public hearings closed, the committee deliberated and voted on its recommendations. The vote on Article 3 (operating budget) was 5-3, and the vote on Article 4 (capital expenditures) was unanimous at 8-0. This budget season was more challenging than in prior years, and the voting results reflect the thorough and comprehensive nature of the FWC's review process.
- Article 16 asks the Select Board to form a working group to recommend how revenue from future large-scale development projects can best be used to bolster the Robin Reyes Stabilization Fund. The public hearing prompted pointed questions and discussion.
- See the Warrant book for more details.

On behalf of the FWC, I would like to recognize and thank Town Manager Leon Goodwin, Assistant Town Manager Nancy Baker, Finance Director Brady Winsten, Assistant to Administration Doreen LaBrecque, Director of Communications Amanda Smith, and Management Analyst Amber Moroney for their invaluable guidance and assistance during the budget review process.

If you have any questions concerning any of the recommendations, please contact me at bostate72@gmail.com.

Regards,

David Roberts
Finance and Warrant Committee Chair

FY2027 Sources and Uses

General Fund Summary	FY2024 Actual	FY2025 Actual	FY2026 Original Budget	FY2027 Town Manager	FY2027 FWC
Sources					
State Aid	11,054,474	14,256,529	14,616,338	14,975,279	14,975,279
Local Receipts for Major Cap Stabil					
Local Receipts for Operations	8,380,651	9,958,107	7,415,000	8,247,426	8,247,426
Free Cash (for All Uses)	2,881,488	3,035,000	4,129,899	3,556,500	3,766,500
Major Cap Stabil for Debt Service	1,849,283	2,503,689	2,503,548	2,796,029	2,796,029
Enterprise Funds Trsf In for Indirects	1,805,607	1,222,922	1,466,216	1,546,801	1,546,801
Other Available Funds	1,000,000				
Tax Levy	109,648,329	115,357,710	119,635,706	125,880,054	125,880,054
Total Sources	136,903,937	146,333,957	149,766,707	157,002,089	157,212,089
Uses					
General Government	7,078,000	7,484,863	7,920,110	8,262,293	8,262,293
Public Safety	16,001,173	18,813,695	20,131,292	21,004,180	21,004,180
Public Works	8,319,444	8,320,187	8,547,963	8,994,225	8,994,225
Town Facilities	2,247,570	2,549,817	3,277,927	3,372,713	3,372,713
Human Services	1,270,414	1,315,687	1,515,306	1,583,941	1,583,941
Culture & Recreation	2,797,590	2,905,984	3,030,124	3,203,091	3,203,091
Town	37,712,059	41,390,233	44,422,722	46,420,443	46,420,443
Dedham District Education	55,530,306	57,754,325	60,880,335	64,734,060	64,734,060
Regional District Education	2,238,400	2,299,888	2,197,308	2,263,227	2,263,227
Schools	57,768,706	60,054,213	63,077,643	66,997,287	66,997,287
Employee Benefits	17,808,785	20,770,677	21,468,203	22,550,839	22,550,839
Debt Service	13,455,371	13,634,820	13,226,861	13,936,375	13,936,375
Shared Expenses	31,264,156	34,405,497	34,695,064	36,487,214	36,487,214
State charges	3,524,531	3,939,064	4,248,680	4,327,859	4,327,859
Cherry Sheet offsets	56,851	61,470	61,398	62,786	62,786
Abatement overlay	750,000	750,000	750,000	750,000	750,000
Other deficits to be raised					
Other Charges to be Raised	4,750,534	4,750,534	5,060,078	5,140,645	5,140,645
Operating Expenditures	131,495,455	140,600,477	147,255,507	155,045,589	155,045,589
Major (Cash) Capital	1,266,501	875,000	2,169,200	656,500	656,500
Trsf to Major Cap Stabil Fund Prior Yrs					
Trsf to General Stabilization		660,000			
Snow & Ice Deficit			342,000	1,300,000	1,510,000
Other Articles		1,158,000			
Other Expenditures	1,266,501	2,693,000	2,511,200	1,956,500	2,166,500
Total Uses	\$ 132,761,956	\$ 143,293,477	\$ 149,766,707	\$ 157,002,089	\$ 157,212,089
				\$ -	\$ -

Enterprise Fund Summary

Sources					
Sewer/Stormwater Utility Enterprise	11,594,776	12,620,146	12,742,403	12,619,029	12,619,029
Total Sources	11,594,776	12,620,146	12,742,403	12,619,029	12,619,029
Uses					
Direct Operating	7,312,774	8,130,133	11,276,187	11,072,228	11,072,228
Indirect Expenditures	1,805,607	1,222,922	1,466,216	1,546,801	1,546,801
Total Uses	9,118,381	9,353,055	12,742,403	12,619,029	12,619,029
Surplus/(Deficit)	\$ 2,476,395	\$ 3,267,091	\$ -	\$ -	\$ -

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE ONE: ELECTION OF TOWN OFFICIALS

To choose all necessary Town Officers. The following are to be chosen by the Ballot.

- Two members of the Select Board for a term of three years
- One member of the Board of Assessors for a term of three years
- Two members of the School Committee for a term of three years
- One member of the Board of Health for a term of three years
- One member of the Planning Board for a term of five years
- Two members of the Trustees of the Public Library for a term of three years
- One member of the Commissioner of Trust Funds for a term of three years
- Two members of the Park and Recreation Commission for a term of three years
- One member of the Housing Authority for a term of five years

Town Meeting Representatives as follows:

- Precinct One: Vote for not more than thirteen for a term of three years
- Precinct Two: Vote for not more than thirteen for a term of three years
- Precinct Three: Vote for not more than thirteen for a term of three years
- Precinct Three: Vote for not more than one for a term of one year
- Precinct Four: Vote for not more than thirteen for a term of three years
- Precinct Five: Vote for not more than thirteen for a term of three years
- Precinct Five: Vote for not more than one for a term of one year
- Precinct Six: Vote for not more than thirteen for a term of three years
- Precinct Six: Vote for not more than one for a term of two years
- Precinct Seven: Vote for not more than thirteen for a term of three years
- Precinct Seven: Vote for not more than one for a term of one year

Recommendation of the Finance and Warrant Committee

No action required

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE TWO: PERSONNEL BYLAW CHANGES AND COLLECTIVE BARGAINING AGREEMENTS

By the Select Board: By the Select Board: To see if the Town will vote to adopt changes in Schedule A (Classification Schedule), or Schedule B (Compensation Schedule), or Schedule C (Fringe Benefits) of the Personnel Wage and Salary Administration Plan; to act upon the recommendations of the Town Manager as to actions he deems advisable and necessary in order to maintain a fair and equitable pay level and compensation policy; to implement collective bargaining agreements listed below, the funding for which is included in the appropriate departmental budgets under Article Three:

1. AFSCME, Local #362 (Library Staff Unit)
2. Dedham Police Patrolman's Association, Massachusetts Coalition of Police, Local #448, AFL-CIO
3. Dedham Police Association (Lieutenants & Sergeants)
4. Dedham Firefighter's Association, Local 1735
5. AFSCME, Local #362 (DPW- Unit A)
6. AFSCME, Local #362 (DPW-Unit B)
7. AFSCME, Local #362 (Town Hall)
8. AFSCME, Local #362 (Parks)
9. AFSCME, Local #362 (Civilian Dispatchers)

or take any other action relative thereto. **Referred to Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

That the Town vote to fund a cost of living adjustment for Management and Management Support staff, for the period beginning July 1, 2026 and ending on June 30, 2027, by raising and appropriating the sum of \$136,560.00 in the Fiscal Year 2027 operating budget, and as shown in Article 3 and Schedule B.

Purpose of the Article

Article 2 would approve changes in Schedule B to the Personnel Wage and Salary Administration Plan for non-union employees.

Reference Information

- Schedule B: Non-Union Personnel Salary Plan (FY27) - Appendix Page A-5

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE THREE: TOWN OPERATING BUDGET

To see what sum of money the Town will vote to raise and appropriate or transfer from available funds such sums of money needed to defray departmental and incidental expenses of the Town for the fiscal year commencing July 1, 2026, not otherwise provided for, or take any other action relative thereto. **Referred to Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

Voted 5-3 that the sum of \$149,904,944 be raised and appropriated in the amounts and for the specific purposes hereafter designated, to be expended under the direction of respective boards, committees or officers of the Town.

Purpose of the Article

Article 3 provides for the salaries and benefits of all Town employees and necessary expenditures to provide Town services.

Note: Operating Budget tables begin on the next page (page 7)

Article Three: Town Operating Budget

Line #		FY2024 Actual	FY2025 Actual	FY2026 Original Budget	FY2027 Level Service	FY2027 Town Manager	FY2027 FWC
Town Manager							
1	Personal Services	742,127	757,784	790,471	911,017	877,999	877,999
2	Purchase of Services	44,300	36,769	61000	61300	61300	61300
3	Supplies & Materials	-	-	-	-	-	-
4	Other Charges & Expenses	1,320,208	1,476,440	1,684,600	1,858,605	1,812,053	1,812,053
1-4	TOTAL	2,106,635	2,270,992	2,536,071	2,830,922	2,751,352	2,751,352
						8.49%	8.49%
Legal							
5	Purchase of Services	602,828	268,124	285,098	293,650	293,650	293,650
6	Litigation & Judgments	58,365	527,884	25,000	25,000	25,000	25,000
5-6	TOTAL	661,193	796,008	310,098	318,651	318,651	318,651
						2.76%	2.76%
Finance & Warrant Committee							
7	Purchase of Services	-	-	-	-	-	-
8	Supplies & Materials	-	-	-	-	-	-
9	Other Charges & Expenses	-	-	-	-	-	-
10	Reserve Fund	60,000	66,900	250,000	250,000	250,000	250,000
7-10	TOTAL	60,000	66,900	250,000	250,000	250,000	250,000
						0.00%	0.00%
Finance Department							
11	Personal Services	790,744	670,446	920,914	833,611	918,106	918,106
12	Purchase of Services	150,036	184,513	191,360	207,438	207,438	207,438
13	Supplies & Materials	205	342	3000	3000	3000	3000
14	Other Charges & Expenses	11,512	10,524	14,250	14,898	14,898	14,898
11-14	TOTAL	952,497	865,826	1,129,524	1,058,947	1,143,442	1,143,442
						1.23%	1.23%
Technology Department							
15	Personal Services	398,742	324,615	224,947	262,671	262,671	262,671
16	Purchase of Services	1,093,012	1,106,175	1,078,686	1,160,220	1,157,820	1,157,820
17	Supplies & Materials	9,143	13,737	18,500	18,500	18,500	18,500
18	Other Charges & Expenses	3,343	3,686	7,000	8,500	8,500	8,500
19	Operating Capital	-	384	6,000	-	-	-
15-19	TOTAL	1,504,240	1,448,596	1,335,133	1,449,891	1,447,491	1,447,491
						8.42%	8.42%
Central Purchasing							
20	Personal Services	7,250	9,500	10,000	10,000	10,000	10,000
21	Overtime	63,918	84,000	60,000	60,000	60,000	60,000
22	Purchase of Services	73,974	81,344	73,000	78,000	78,000	78,000
23	Supplies & Materials	75,882	65,006	73,000	73,000	73,000	73,000
24	Other Charges & Expenses	-	-	-	-	-	-
20-24	TOTAL	221,024	239,850	216,000	221,000	221,000	221,000
						2.31%	2.31%
Assessing							
25	Personal Services	405,171	435,218	455,396	482,527	482,527	482,527
26	Purchase of Services	39,915	46,038	203,250	78,250	78,250	78,250
27	Supplies & Materials	-	30	500	500	500	500
28	Other Charges & Expenses	2,718	1,217	3,500	3,500	3,500	3,500
25-28	TOTAL	447,804	482,503	662,646	564,777	564,777	564,777
						-14.77%	-14.77%

Article Three: Town Operating Budget

Human Resources							
29	Personal Services	295,756	337,350	344,504	351,183	351,183	351,183
30	Purchase of Services	28,770	29,282	95,275	95,275	95,275	95,275
31	Other Charges & Expenses	1,449	2,224	4,400	4,400	4,400	4,400
29-31	TOTAL	325,975	368,857	444,179	450,858	450,858	450,858
						1.50%	1.50%
Town Clerk							
32	Personal Services	356,056	408,824	382,276	429,353	429,353	429,353
33	Purchase of Services	62,217	85,108	52,600	77,100	77,100	77,100
34	Supplies & Materials	4,188	1,129	800	1,200	1,200	1,200
35	Other Charges & Expenses	980	1,010	1,450	1,850	1,850	1,850
32-35	TOTAL	423,441	496,070	437,126	509,503	509,503	509,503
						16.56%	16.56%
Planning, Zoning, Natural Resources							
36	Personal Services	309,431	434,579	523,034	528,919	528,919	528,919
37	Purchase of Services	50,764	78,713	71,450	71,450	71,450	71,450
38	Supplies & Materials	1,543	3,254	4,850	4,850	4,850	4,850
39	Other Charges & Expenses	-	-	-	-	-	-
36-39	TOTAL	361,738	516,546	599,334	605,219	605,219	605,219
						0.98%	0.98%
TOTAL GENERAL GOVERNMENT		7,064,546	7,552,147	7,920,111	8,259,768	8,262,293	8,262,293
						4.32%	4.32%
Police							
40	Personal Services	5,814,924	6,927,561	7,628,613	7,940,891	7,940,891	7,940,891
41	Overtime	909,749	945,275	884,365	989,308	989,308	989,308
42	Purchase of Services	226,624	204,185	257,770	324,418	288,443	288,443
43	Supplies & Materials	148,964	118,148	168,954	141,406	133,486	133,486
44	Other Charges & Expenses	23,586	21,788	26,227	27,595	27,595	27,595
45	Operating Capital	235,114	357,554	244,900	228,500	228,500	228,500
40-45	TOTAL	7,358,960	8,574,510	9,210,830	9,652,119	9,608,224	9,608,224
						4.31%	4.31%
Fire							
46	Personal Services	6,110,658	7,411,103	7,826,641	8,007,028	7,958,233	7,958,233
47	Overtime	769,475	915,984	816,247	951,408	951,408	951,408
48	Purchase of Services	145,107	224,390	362,915	393,205	367,205	367,205
49	Supplies & Materials	199,585	160,431	220,710	340,910	340,910	340,910
50	Other Charges & Expenses	13,645	10,366	14,685	16,185	16,185	16,185
51	Operating Capital	-	-	-	-	-	-
46-51	TOTAL	7,238,470	8,722,273	9,241,198	9,708,736	9,633,941	9,633,941
						4.25%	4.25%
Dispatch							
52	Personal Services	643,678	656,677	854,519	878,313	865,924	865,924
53	Overtime	133,786	193,894	75,250	218,187	75,250	75,250
54	Purchase of Services	44,616	52,610	66,949	73,775	73,775	73,775
55	Supplies & Materials	1,827	686	2,000	2,000	2,000	2,000
56	Other Charges & Expenses	-	-	1,910	11,810	11,810	11,810
57	Operating Capital	-	-	-	-	-	-
52-57	TOTAL	823,907	903,868	1,000,628	1,184,085	1,028,759	1,028,759
						2.81%	2.81%

Article Three: Town Operating Budget

Building Inspection							
58	Personal Services	579,165	611,871	633,891	689,756	685,256	685,256
59	Overtime	-	-	-	-	-	-
60	Purchase of Services	-	-	30,000	30,000	30,000	30,000
61	Supplies & Materials	-	273	1,500	1,500	1,500	1,500
62	Other Charges & Expenses	670	900	1,500	1,500	1,500	1,500
63	Operating Capital	-	-	8,000	8,000	15,000	15,000
58-63	TOTAL	579,835	613,044	674,891	730,756	733,256	733,256
						8.65%	8.65%
Civil Preparedness							
64	Purchase of Services	-	-	1,395	-	-	-
65	Supplies & Materials	-	-	2,350	-	-	-
66	Other Charges & Expenses	-	-	-	-	-	-
64-66	TOTAL	0	0	3,745	0	0	0
						-100.00%	-100.00%
TOTAL PUBLIC SAFETY		16,001,173	18,813,695	20,131,292	21,275,696	21,004,180	21,004,180
						4.34%	4.34%
Dedham Public Schools							
	Personal Services	41,534,574	43,977,886	45,560,775	48,327,322	48,850,056	48,850,056
	Purchase of Services	7,571,058	7,180,182	7,659,830	7,536,610	7,536,610	7,536,610
	Supplies & Materials	1,312,203	1,425,270	1,636,341	1,613,754	1,613,754	1,613,754
	Other Charges & Expenses	227,029	162,867	150,653	150,745	150,745	150,745
	Operating Capital	155,260	93,836	202,500	690,000	690,000	690,000
	TOTAL: DPS EDUCATION	50,800,124	52,840,042	55,210,099	58,318,431	58,841,165	58,841,165
						6.58%	6.58%
	School Facilities	4,730,182	4,890,163	5,670,236	5,782,474	5,892,895	5,892,895
67	TOTAL: DPS	55,530,306	57,730,205	60,880,335	64,100,905	64,734,060	64,734,060
						6.33%	6.33%
Regional School Districts							
68	Norfolk Agricultural School	51,744	72,112	80,016	136,215	136,215	108,681
69	Blue Hills Regional School Dist	2,186,656	2,227,776	2,117,292	2,127,012	2,127,012	2,154,546
	TOTAL	2,238,400	2,299,888	2,197,308	2,263,227	2,263,227	2,263,227
						3.00%	3.00%
TOTAL (NET) EDUCATION*		53,038,524	55,139,930	57,407,407	60,581,658	61,104,392	61,104,393
*Net of employee benefits							
Engineering							
70	Personal Services	559,316	527,916	554,625	577,500	577,500	577,500
71	Purchase of Services	149,400	35,021	87,800	120,300	120,300	120,300
72	Supplies & Materials	12,375	2,166	16,950	16,950	16,950	16,950
73	Other Charges & Expenses	1,676	5,608	11,020	11,020	11,020	11,020
74	Operating Capital	-	-	-	-	-	-
70-74	TOTAL	722,767	570,712	670,395	725,770	725,770	725,770
						8.26%	8.26%
Public Works							
75	Personal Services	1,775,879	1,783,248	1,970,403	2,038,481	2,038,481	2,038,481
76	Overtime	173,110	163,434	206,010	216,310	216,310	216,310
77	Purchase of Services*	1,518,674	1,519,871	1,590,000	1,735,000	1,710,000	1,710,000
78	Supplies & Materials	307,587	276,381	405,000	417,000	417,000	417,000
79	Other Charges & Expenses	10,959	12,196	-	-	-	-
80	Operating Capital	-	-	14,000	14,000	14,000	14,000
75-80	TOTAL	3,786,209	3,755,129	4,185,413	4,420,791	4,395,791	4,395,791
						5.03%	5.03%
*Includes Cemeteries							
Snow & Ice							
81	Snow & Ice Expenditures	1,011,399	638,974	677,000	677,000	677,000	677,000
	TOTAL	1,011,399	638,974	677,000	677,000	677,000	677,000
						0.00%	0.00%

Article Three: Town Operating Budget

Rubbish & Recycling							
82	Rubbish & Recycling	3,169,350	2,982,948	3,015,155	3,195,664	3,195,664	3,195,664
	TOTAL	3,169,350	2,982,948	3,015,155	3,195,664	3,195,664	3,195,664
						5.99%	5.99%
	TOTAL PUBLIC WORKS	8,689,725	7,947,763	8,547,963	9,019,225	8,994,225	8,994,225
Facilities - Town							
83	Personal Services	689,696	777,048	1,135,675	1,169,533	1,169,534	1,169,534
84	Overtime	63,703	57,551	65,000	65,000	65,000	65,000
85	Purchase of Services	437,991	487,297	658,193	703,738	703,738	703,738
86	Supplies & Materials	232,302	225,412	248,695	265,080	265,079	265,079
87	Utilities	748,896	872,433	972,438	971,436	971,436	971,436
88	Other Charges & Expenses	1,218	946	2,926	2,926	2,926	2,926
89	Operating Capital	73,763	142,836	195,000	195,000	195,000	195,000
83-89	TOTAL	2,247,570	2,563,523	3,277,927	3,372,713	3,372,713	3,372,713
						2.89%	2.89%
Facilities - School							
	Personal Services	1,918,990	2,082,652	2,273,913	2,218,423	2,218,423	2,218,423
	Overtime	163,348	179,661	250,551	185,000	185,000	185,000
	Purchase of Services	636,402	703,557	642,920	801,221	886,642	886,642
	Supplies	317,686	332,323	337,433	428,630	428,630	428,630
	Utilities	1,693,615	1,590,301	1,915,419	1,899,200	1,924,200	1,924,200
	Other Charges & Expenses	142	1,669	-	-	-	-
	Operating Capital	-	-	250,000	250,000	250,000	250,000
	TOTAL	4,730,182	4,890,163	5,670,236	5,782,474	5,892,895	5,892,895
						3.93%	3.93%
	TOTAL FACILITIES	6,977,753	7,453,686	8,948,163	9,155,187	9,265,608	9,265,608
Health Department							
90	Personal Services	448,938	452,131	493,286	518,651	528,651	528,651
91	Purchase of Services	4,639	1,090	11,895	12,252	2,937	2,937
92	Supplies & Materials	1,758	1,462	1,850	1,906	1,906	1,906
93	Other Charges & Expenses	21,783	17,624	32,700	34,917	14,167	14,167
94	Operating Capital	-	6,634	8,000	8,000	8,000	8,000
90-94	TOTAL	477,117	478,942	547,731	575,726	555,661	555,661
						1.45%	1.45%
Council On Aging							
95	Personal Services	336,851	342,515	364,960	401,635	407,635	407,635
96	Purchase of Services	26,213	25,558	30,000	30,675	30,675	30,675
97	Supplies & Materials	18,506	18,400	38,500	38,785	32,785	32,785
98	Other Charges & Expenses	4,148	3,965	5,500	5,500	5,500	5,500
95-98	TOTAL	385,719	390,438	438,960	476,595	476,595	476,595
						8.57%	8.57%
Youth Commission							
99	Personal Services	264,737	293,695	333,513	345,007	345,007	345,007
100	Purchase of Services	3,505	15,730	17,000	20,000	19,000	19,000
101	Supplies & Materials	4,524	4,270	5,500	11,750	7,500	7,500
102	Other Charges & Expenses	1,531	1,500	3,000	3,500	3,500	3,500
99-102	TOTAL	274,298	315,195	359,013	380,257	375,007	375,007
						4.45%	4.45%
Veterans Services							
103	Personal Services	95,661	102,917	108,152	115,228	115,228	115,228
104	Purchase of Services	-	-	500	500	500	500
105	Supplies & Materials	-	-	300	300	300	300
106	Other Charges & Expenses	35,488	28,195	60,650	60,650	60,650	60,650
103-106	TOTAL	131,148	131,112	169,602	176,678	176,678	176,678
						4.17%	4.17%
	TOTAL HUMAN SERVICES	1,268,282	1,315,687	1,515,306	1,609,256	1,583,941	1,583,941

Article Three: Town Operating Budget

Library							
107	Personal Services	1,139,309	1,176,481	1,324,523	1,368,091	1,368,091	1,368,091
108	Overtime	7,666	18,711	12,000	12,000	12,000	12,000
109	Purchase of Services	111,498	90,305	101,315	104,450	104,450	104,450
110	Supplies & Materials	264,537	262,995	277,170	304,714	304,714	304,714
111	Other Expenses	7,239	4,314	8,700	8,700	8,700	8,700
107-111	TOTAL	1,530,250	1,552,806	1,723,708	1,797,955	1,797,955	1,797,955
						4.31%	4.31%
Parks & Recreation							
112	Personal Services	829,649	862,227	801,432	830,135	830,135	830,135
113	Overtime	7,151	12,000	12,000	12,000	12,000	12,000
114	Purchase of Services	60,191	79,984	72,000	54,520	54,520	54,520
115	Supplies & Materials	137,898	155,594	159,000	164,565	164,565	164,565
116	Utilities	1,198	1,907	2,250	6,250	6,250	6,250
117	Other Charges & Expenses	390	420	600	600	600	600
118	Operating Capital	-	-	-	-	-	-
112-118	TOTAL	1,036,477	1,112,131	1,047,282	1,068,070	1,068,070	1,068,070
						1.98%	1.98%
Flag Day*							
119	Other Expense	-	-	-	70,000	70,000	70,000
120	TOTAL	0	0	0	70,000	70,000	70,000
*Moved from Parks & Recreation in FY2027						100.00%	100.00%
Endicott Estate							
121	Personal Services	182,926	192,235.30	200,884	208,816	208,816	208,816
122	Purchase of Services	13,993	15,728.79	21,350	21,350	21,350	21,350
123	Supplies & Materials	3,913	3,082.74	5,000	5,000	5,000	5,000
124	Other Charges & Expenses	31	-	1,900	1,900	1,900	1,900
121-124	TOTAL	200,863	211,047	229,134	237,066	237,066	237,066
						3.46%	3.46%
Civic & Cultural Programs							
125	Civic Pride	20,000	20,000	20,000	20,000	20,000	20,000
126	Cultural Council	10,000	10,000	10,000	10,000	10,000	10,000
125-126	TOTAL	30,000	30,000	30,000	30,000	30,000	30,000
						0.00%	0.00%
TOTAL CULTURE & RECREATION		2,797,590	2,905,984	3,030,124	3,203,091	3,203,091	3,203,091
Debt Service							
	Principal On Debt	9,060,825	9,445,325	9,130,645	9,766,194	9,766,194	9,766,194
	Interest	4,394,546	4,189,495	4,096,216	4,170,181	4,170,181	4,170,181
127	TOTAL DEBT SERVICE	13,455,371	13,634,820	13,226,861	13,936,375	13,936,375	13,936,375
						5.36%	5.36%
Thereof: Excluded Debt							
	Excluded Debt Service	1,777,050	1,777,050	1,708,532	1,070,350	1,070,350	1,070,350
	Premium Adjustment						
	TOTAL EXCLUDED DEBT SERVICE	1,777,050	1,777,050	1,708,532	1,070,350	1,070,350	1,070,350
	Major Capital Debt Service	5,874,705	5,874,705	5,598,940	5,475,198	5,475,198	5,475,198

Article Three: Town Operating Budget

Employee Benefits							
128	Unemployment	79,734	49,981	50,000	50,000	50,000	50,000
129	Medicare Tax	1,034,144	1,132,458	1,132,240	1,132,240	1,203,852	1,203,852
130	Health Insurance	12,112,949	12,877,162	15,316,598	16,637,616	16,416,147	16,416,148
131	OPEB Liability Contribution	750,000		250,000	250,000	-	-
132	Pensions, Contributory	4,440,657	4,530,182	4,614,365	4,775,839	4,775,839	4,775,839
133	Pensions, Non-Contributory	-	-	-	-	-	-
134	Deferred Compensation	-	-	-	-	-	-
135	Life Insurance	53,714	45,744	60,000	60,000	60,000	60,000
136	111F Claims	87,587	68,000	45,000	60,000	45,000	45,000
128-136	TOTAL BENEFITS	18,558,785	18,703,528	21,468,203	22,965,695	22,550,838	22,550,839
						5.04%	5.04%
TOTAL OPERATING EXPENDITURE		127,851,749	133,467,239	142,195,429	150,005,952	149,904,944	149,904,944

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE FOUR: CAPITAL IMPROVEMENT BUDGET

To see what sum of money the Town will vote to raise and appropriate, transfer from available funds or borrow to implement capital improvements and capital projects, or take any other action relative thereto. **Referred to Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

That the Town appropriate \$656,500 from Free Cash to pay the costs of items 3, 7, 8, 10, 12, 13, 18, 27, 28, 29, 30 and 31, and all incidental and related expenses, including, as applicable, associated design, construction, purchases, equipping of vehicles, improvements, installation, and removal, all as shown in the table on the following page, and further, that the Town borrow \$4,950,000 to pay the costs of items 1, 4, 9, 15, 17, 19, 20, 23, and 26 and all incidental and related expenses, including, as applicable, associated design, construction, purchases, equipping of vehicles, improvements, installation, and removal, all as shown in the following table, and that to meet this appropriation, the Treasurer, with the approval of the Select Board, is authorized to borrow said amount under and pursuant to Chapter 44, Sections 7 and 8 of the General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefor.

Purpose of the Article

Article 4 funds capital requests for FY2027.

Reference Information

- MGL Chapter 44, Section 7 - Appendix Page A-12
- MGL Chapter 44, Section 8 - Appendix Page A-14

Note: Capital Improvements Budget table included on the next page (page 14)

Article Four: Capital Improvements Budget

Line #	Department	FY27 Project Request	Department Request	CEC Recommended	Town Manager Recommended	FWC Recommended	Free Cash	Bonded
1	Parks and Recreation	Heaphy Baseball field renovation	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000		\$ 250,000
2	Parks and Recreation	Memorial Playground replacement	\$ 650,000	\$ -	\$ -	\$ -		
		SUBTOTAL	\$ 900,000	\$ 250,000	\$ 250,000	\$ 250,000	\$ -	\$ 250,000
3	Fire	Department Vehicles / Squad 2	\$ 62,000	\$ 62,000	\$ 62,000	\$ 62,000	\$ 62,000	
4	Fire	Department Vehicles / Engine 4	\$ 1,100,000	\$ 1,100,000	\$ 1,100,000	\$ 1,100,000		\$ 1,100,000
		SUBTOTAL	\$ 1,162,000	\$ 1,162,000	\$ 1,162,000	\$ 1,162,000	\$ 62,000	\$ 1,100,000
5	Police	Firearms Upgrade - Red Dot Sights	\$ 50,000	\$ -	\$ -	\$ -		
6	Police	Radio System Infrastructure	\$ 64,200	\$ -	\$ -	\$ -		
7	Police	Two-Way Radios	\$ 27,250	\$ 27,250	\$ 27,250	\$ 27,250	\$ 27,250	
8	Police	Mobile Data Terminals	\$ 37,250	\$ 37,250	\$ 37,250	\$ 37,250	\$ 37,250	
		SUBTOTAL	\$ 178,700	\$ 64,500	\$ 64,500	\$ 64,500	\$ 64,500	\$ -
9	Engineering	Bussey St / Milton St - Design	\$ 700,000	\$ 700,000	\$ 700,000	\$ 700,000		\$ 700,000
		SUBTOTAL	\$ 700,000	\$ 700,000	\$ 700,000	\$ 700,000	\$ -	\$ 700,000
10	Public Works	F150	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	
11	Public Works	F150	\$ 50,000	\$ -	\$ -	\$ -		
12	Public Works	F 350	\$ 70,000	\$ 70,000	\$ 70,000	\$ 70,000	\$ 70,000	
13	Public Works	Brookdale Columbrum Improvements	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	
14	Public Works	Wheeled Excavator	\$ 180,000	\$ -	\$ -	\$ -		
15	Public Works	ADA Transition Plan - Roads - Sidewalks	\$ 700,000	\$ 700,000	\$ 700,000	\$ 700,000		\$ 700,000
		SUBTOTAL	\$ 1,150,000	\$ 920,000	\$ 920,000	\$ 920,000	\$ 220,000	\$ 700,000
16	Sewer	Inflow & Infiltration	\$ 1,500,000	\$ 1,500,000	\$ 1,500,000	\$ -		\$ -
17	Sewer	Sewer Repairs	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000		\$ 500,000
		SUBTOTAL	\$ 2,000,000	\$ 2,000,000	\$ 2,000,000	\$ 500,000	\$ -	\$ 500,000
18	Information Technology	Mobile Data Terminals Replacements (Fire Department, 7 units)	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	
		SUBTOTAL	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ -

Article Four: Capital Improvements Budget

Line #	Department	FY27 Project Request	Department Request	CEC Recommended	Town Manager Recommended	FWC Recommended	Free Cash	Bonded
19	School Facilities	Communications Infrastructure - District - Phone System Update	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000		\$ 400,000
20	School Facilities	Electrical Infrastructure Modernization - Systemwide - Riverdale, Oakdale, Greenlodge, DHS - Phase II & III- Design & Construction	\$ 750,000	\$ 750,000	\$ 750,000	\$ 750,000		\$ 750,000
21	School Facilities	Controlled Entry - Oakdale - Reconfigure main entrance to provide controlled access to facility - Phase II Construction	\$ 250,000	\$ 250,000	\$ -	\$ -		
22	School Facilities	Controlled Entry/Access and Front Office Reconfiguration - Greenlodge - Phase III - Construction	\$ 1,800,000	\$ 1,800,000	\$ -	\$ -		
23	School Facilities	Emergency Egress/Fire Alarm Control Panel - DHS - Phase IIIA- Installation	\$ 300,000	\$ 300,000	\$ 300,000	\$ 300,000		\$ 300,000
24	School Facilities	Exterior Rehabilitation - Oakdale - Addition Walls/Windows - Phase III - Construction	\$ 900,000	\$ 900,000	\$ -	\$ -		
25	School Facilities	Exterior Rehabilitation - Riverdale - Addition Walls/Windows - Phase III - Construction	\$ 900,000	\$ 900,000	\$ -	\$ -		
26	School Facilities	Athletic/Play/Recreation Maintenance and Repair - Avery - Playground - Replace Poured in Place Surface	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000		\$ 250,000
27	School Facilities	Facility Access and Usability - District - ADA Compliance Upgrades	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	
28	School Facilities	Interior security camera systems - Avery - Phase III - System expansion (30 cameras)	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	
29	School Facilities	Interior security camera systems - Oakdale - Phase III - System expansion (20 cameras)	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	
30	School Facilities	Interior security camera systems - Riverdale - Phase III - System expansion (15 cameras)	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	
31	School Facilities	Interior security camera systems: - Greenlodge - Phase III - System expansion (20 cameras)	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	
SUBTOTAL			\$ 5,820,000	\$ 5,820,000	\$ 1,970,000	\$ 1,970,000	\$ 270,000	\$ 1,700,000

	Dept. Request	CEC Rec.	TM Rec.	FWC Rec.	Free Cash	Total Bonded
Total	11,950,700	10,956,500	7,106,500	5,606,500	656,500	4,950,000

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE FIVE: PRIOR YEAR BILLS

By the Director of Finance: To see what sum of money the Town will vote to raise and appropriate or transfer from available funds for payment of outstanding bills of prior fiscal years, or take any other action relative thereto. **Referred to Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

That the sum of \$1,526.95 be appropriated from Free Cash for payment of the following bills from prior fiscal years:

- \$160.00 (Human Resources/Beth Israel Lahey Health employee screening);
- \$137.92 (Public Works/Southeridge Farm & Nursery perennial plants); and,
- Five (5) invoices totaling \$1,229.03 (Police Dept/Atlantic Tactical).

Purpose of the Article

Article 5 appropriates funds which enables the Town to pay for prior year bills, as listed above.

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE SIX: LINE ITEM TRANSFERS FOR CURRENT FISCAL YEAR

By the Finance and Warrant Committee: To see what sum of money the Town will vote to raise and appropriate or transfer from available funds to meet additional expenses of the current fiscal year not adequately funded under Article Three of the 2025 Spring Annual Town Meeting (FY'26) or any other article thereof, or take any other action relative thereto. **Referred to Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

That the following sums of money, totaling \$520,695.00 be transferred from available funds as scheduled in the chart on the following page to meet additional expenses for the current fiscal year.

Purpose of the Article

Article 6 transfers money from one municipal account to another for the payment of additional expenses in the current fiscal year ending June 30, 2026.

Note: Line item transfer table included on the next page (page 18)

Article 6: Line Item Transfers

FROM (Decrease)						TO (Increase)						
Line #	Department Name	Code Description	Org	Obj	Amount	Line #	Department Name	Code Description	Org	Obj	Amount	
1	Fire Department	Firefighters	12205100	510223	\$165,000	1	Fire Department	Overtime Public Safety	12205100	513500	\$165,000	
2	Fire Department	Educational Differential	12205100	514010	\$16,000	2	Fire Department	Overtime Public Safety	12205100	513500	\$16,000	
3	Fire Department	Training Services	12205700	530290	\$55,000	3	Fire Department	Overtime Public Safety	12205100	513500	\$55,000	
4	Fire Department	Other Supplies	12205700	558060	\$20,000	4	Fire Department	Overtime Public Safety	12205100	513500	\$20,000	
5	Fire Department	Medical Services	12205700	530120	\$25,000	5	Fire Department	Overtime Public Safety	12205100	513500	\$25,000	
6	Fire Department	Positional Stipends	12205100	519000	\$30,000	6	Fire Department	Overtime Public Safety	12205100	513500	\$30,000	
7	Police	Employee Testing	12105700	530060	\$5,925	7	Police	Overtime	12105100	513500	\$5,925	
8	Police	Technology	12105700	530100	\$5,000	8	Police	Overtime	12105100	513500	\$5,000	
9	Police	Medical	12105700	530120	\$7,000	9	Police	Overtime	12105100	513500	\$7,000	
10	Police	Uniforms/Protective Equip	12105700	558100	\$6,920	10	Police	Overtime	12105100	513500	\$6,920	
11	Police	Vehicle Fuel	12105700	548010	\$15,000	11	Police	Overtime	12105100	513500	\$15,000	
12	Police	Travel	12105700	571000	\$5,000	12	Police	Overtime	12105100	513500	\$5,000	
13	Library	Professional Librarians	16105100	510613	\$45,250	13	Police	Wellness Incentive	12105100	517040	\$45,250	
14	Finance	Assistant Town Accountant	11305100	510135	\$24,000	14	Police	Operating Capital	12105800	585999	\$24,000	
15	Finance	Assistant Town Accountant	11305100	510135	\$1,000	15	IT	Operating Capital	11335800	585999	\$1,000	
16	Endicott	Clerical/Admin	16905100	510725	\$7,000	16	Human Resource	Clerical/Admin	11505100	510725	\$7,000	
17	Endicott	Clerical/Admin	16905100	510725	\$4,000	17	Health	Clerical/Admin	15105100	510725	\$4,000	
18	Endicott	Clerical/Admin	16905100	510725	\$8,000	18	COA	Non Clerical Support	15415100	510650	\$8,000	
19	Health	Technical Services	15105700	530250	\$2,000	19	Health	Inspector/Code	15105100	510242	\$2,000	
20	Library	Managers	16105100	510614	\$8,600	20	Library	Overtime	16105100	513000	\$8,600	
21	Town Manager	Public Records & Reporting	11205700	530170	\$15,000	21	Central Purchasing	Overtime	11385100	513000	\$15,000	
22	Public Works	Non-Clerical/Support	14205100	510650	\$50,000	22	Public Works	Vehicle Repair/Maint	14205700	524040	\$50,000	
			SUBTOTAL		\$ 520,695				SUBTOTAL		\$ 520,695	
					Total						Total	\$ 520,695
					Surplus / Deficit						Surplus / Deficit	\$ -

Article 6: Line Item Transfers

LIT #	Descriptions
1	3 Firefighter vacancies due to retirement and resignation / transfer funds to Overtime Public Safety in order to maintain minimum staffing levels for the remainder of FY26
2	Unused educational incentive funds / transfer funds to Overtime Public Safety in order to maintain minimum staffing levels for the remainder of FY26
3	Several training classes have been deferrered to FY27 due to scheduling restraints / transfer funds to Overtime Public Safety in order to maintain minimum staffing levels for the
4	Unused firefighting foam and ice rescue equipment funds / transfer funds to Overtime Public Safety in order to maintain minimum staffing levels for the remainder of FY26
5	Unused firefighter cancer and cardiovascular screening funds / transfer funds to Overtime Public Safety in order to maintain minimum staffing levels for the remainder of FY26
6	Several unfilled EMT and other stipend positions / transfer funds to Overtime Public Safety in order to maintain minimum staffing levels for the remainder of FY26
7-12	Staffing shortages primarily due to injury leave, parental leave and FMLA leave have led to 814.5 lost work days fiscal year to date as of 3/17/2026.
13	As part of the FY26 budget, we included a provision to fund certain personnel items out of turnover savings.
14	Transfer of funds to complete payment for police cruiser replacement.
15	Funds transferred to help pay for the Town's plotter leases.
16	Funds transferred to help pay for personnel turnover.
17	Funds transferred to help pay for personnel costs related to providing social service referrals to Town residents.
18	Funds transferred to pay for part time staff.
19	Transfer of funds within the Health Department to pay for per diem inspections.
20	Transfer of funds within the Library Department to pay for overtime associated with multiple vacancies.
21	Transfer of funds from savings in minute taking services to pay for overtime staffing for Town Hall departments.
22	Transfer of funds within DPW to pay for outside vehicle repairs while our internal mechanic position is vacant.

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE SEVEN: APPROPRIATION(S) FROM SPECIAL PURPOSE STABILIZATION FUNDS

By the Director of Finance: To see what sum of money the Town will vote to appropriate from any special purpose fund, or from one or more special purpose stabilization funds, to one or more of the stated purposes for such funds to be expended at the direction of a specified officer or multiple member body of the Town, or take any other action relative thereto. **Referred to Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

That the sum of \$2,796,029.00 be appropriated from the Robin Reyes Major Capital Facilities Stabilization Fund for the purpose of paying debt service for Fiscal Year 2027 and, further, that the sum of \$205,587.31 be appropriated from the Special Revenue Fund for Cable for Public, Education and Government ("PEG") programming, for the purpose of making a grant to the Dedham Visionary Access Corp. for PEG purposes.

Purpose of the Article

Article 7 authorizes an expenditure from the Robin Reyes Major Capital Facilities Stabilization Fund to pay for debt service for Fiscal Year 2027, and that funds be used from the Special Revenue Fund for local cable access programming.

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE EIGHT: SEWER AND STORMWATER ENTERPRISE FUND

By the Director of Finance: . To see what sum of money the Town will vote to raise and appropriate or transfer from available funds to operate the Sewer & Stormwater Enterprise Funds for the fiscal year commencing on July 1, 2026, or take any other action relative thereto. **Referred to Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

That the following sums listed under the heading "Revenues" be raised or transferred from available funds to operate the Sewer & Stormwater Enterprise Fund for FY2027, and, further, to approve the FY2027 budget for the Sewer & Stormwater Enterprise, including amounts appropriated under Article 4 and included herein for reference only, all as set forth in the table on the following page.

Purpose of the Article

Article 8 would authorize the budget for the operation, maintenance, and extension of the sewer system and for stormwater management, and the billing and collection of sewer and stormwater management use fees as an enterprise fund in Fiscal Year 2027.

Note: Sewer and Stormwater Enterprise Fund table included on the next page (page 22)

Article 8: Sewer and Stormwater Enterprise Fund

Enterprise Consolidated	FY2024 Actual	FY2025 Actual	FY2026 Adopted	FY2027 Town Manager	FY2027 FWC
Revenues					
Sewer Receipts	8,032,271	8,863,849	8,849,606	8,863,606	8,863,606
Stormwater Receipts	3,562,504	3,756,298	3,892,797	3,755,423	3,755,423
All other revenues or penalties			-	-	-
Retained Earnings- Use			-	-	-
Total Revenues	11,594,776	12,620,146	12,742,403	12,619,029	12,619,029
Personal Services	191,022	239,290	496,372	513,880	513,880
MWRA Assessment	6,409,056	6,319,318	6,382,741	6,319,057	6,319,057
Purchased Services-MS4 Permittir	513,592	1,433,165	1,322,118	1,322,118	1,322,118
Purchase Services - Other	33,407	34,421	469,326	484,142	484,142
Maintenance	165,696	103,939	250,000	200,000	200,000
Stormwater Operating Capital		-	2,355,630	2,233,030	2,233,030
Direct Operating	7,312,774	8,130,133	11,276,187	11,072,228	11,072,228
Indirect Expenditures	1,343,124	800,923	811,837	785,272	785,272
Capital Outlay	462,483	421,999	654,379	761,529	761,529
Indirect Expenditures	1,805,607	1,222,922	1,466,216	1,546,801	1,546,801
Total Enterprise Expenditures	9,118,381	9,353,055	12,742,403	12,619,029	12,619,029

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE NINE: RESCIND AUTHORIZED AND UNISSUED DEBT

By the Director of Finance: To see if the Town will vote to rescind borrowing authorizations that have been previously authorized, but not yet issued, or take any other action relative thereto. **Referred to Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

That it be so voted, as noted below:

That the Town rescind the balances of the following previously authorized but unissued borrowings:

- Article 4 of the May 7, 2010 Annual Town Meeting: \$25,000
- Article 4 of the May 16, 2022 Annual Town Meeting: \$600,000

Purpose of the Article

Article 9 would cancel funds previously voted by Town Meeting because the funds were not needed, as outlined below:

- Solar Panels (5/7/10, Article 4): \$25,000 remaining from a \$250,000 authorization; Town only bonded for \$225,000
- Sewer Repairs (5/16/22, Article 4): \$600,000 authorized from the Sewer Enterprise Fund; work paused during COVID, bonding was not needed

ARTICLE TEN: AMEND FUNDING FOR BORROWING

By the Director of Finance: To see if the Town will vote to amend the funding sources for certain capital projects for which borrowings have been authorized, but not yet issued, and, in turn, to rescind all or a portion of such borrowing authorizations, or take any other action relative thereto. **Referred to Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

That the Town amend the vote taken under Article 4 of the May 19, 2025 Town Meeting by rescinding the \$400,000 borrowing authorization for the design of Bussey and Milton Street, and, instead, to fund the project by transferring the sum of \$400,000 from the unused balance of the amounts appropriated under Article 9 of the November 14, 2022 Town Meeting for the MBACC elevator project.

Purpose of the Article

Article 10 authorizes the Town to use the balance of bonded funds from a previously approved elevator project at the Mother Brook Arts and Community Center that was never built.

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE ELEVEN: PROPOSED ZONING BYLAW AMENDMENT - BAN CRYPTOCURRENCY ATMS

By Police Chief Michael d'Entremont. To see if the Town will vote to amend the Dedham Zoning By-Laws, Chapter 280 of the Town Code, to regulate so-called "cryptocurrency" automatic teller machines (ATMs), or take any other action relative thereto. **Referred to Planning Board for study and report.**

Recommendation of the Finance and Warrant Committeeⁱ

That the Town amend the General By-laws by inserting a new by-law, entitled, "Prohibition of Cryptocurrency Machines", as set forth below, and to authorize the Town Clerk, pursuant to Section 1-5 of the General Bylaws, to properly number or renumber such By-law:

§ XX-1 Purpose and intent

This By-law prohibits the use of cryptocurrency automatic teller machines, whether described as crypto ATMs, crypto kiosks, or any description ("Virtual Currency Kiosk"), within the Town of Dedham to prevent crime, protect personal property, and promote the health, safety, and welfare of the residents of and visitors to the Town of Dedham. The Massachusetts Attorney General and police chiefs throughout the state are concerned that criminals use Virtual Currency Kiosks to target vulnerable populations, as well as others, because of the anonymity of the transactions, the avoidance of third-party financial intermediaries validating the transactions, and the transactions are irrevocable. In addition, these virtual transactions allow transfers of funds overseas, impeding the ability of any U.S. law enforcement agency to recover such funds.

Where these Virtual Currency Kiosks pose a serious risk to residents and visitors, this By-law will provide a tool to prevent the locating of such machines in the Town of Dedham.

§ XX-2 Definitions

"Host" means any Person who owns or has lawful control of real property in the Town of Dedham who allows any other person to place or operate a virtual currency automatic teller machine ("Virtual Currency Kiosk").

"Person" means any individual, partnership, corporation, firm, association or group owning, operating, or hosting a Virtual Currency Kiosk.

"Virtual Currency" or "Cryptocurrency" means any type of digital representation of value that is not government issued legal tender that: (1) is used as a medium of exchange, unit of account, or store of value; and (2) is not money, whether or not denominated in money, and thus does not have legal tender status. Virtual Currency includes brand names such as Bitcoin, Ethereum, Dash, Monero, Litecoin, and any other digital representation of value meeting the definition in this bylaw, regardless of the name given by the Virtual Currency Kiosk Operator. Virtual currency does not include transactions where a merchant grants, as part of a rewards program, value that cannot be exchanged with the merchant for money, bank credit, or virtual currency. It also does not include digital representation of value issued by or on behalf of a publisher used solely within an online game.

CONTINUED ON NEXT PAGE

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE ELEVEN: PROPOSED ZONING BYLAW AMENDMENT - BAN CRYPTOCURRENCY ATMS

Recommendation of the Finance and Warrant Committeeⁱ (continued)

"Virtual Currency Kiosk" means a physical electronic terminal located in an area accessible to the general public acting as a mechanical agent of the virtual currency kiosk operator to enable the virtual currency kiosk operator to facilitate the exchange of virtual currency for money, bank credit or other virtual currency, including, but not limited to, by: (i) connecting directly to a separate virtual currency exchange that performs the actual virtual currency transmission; or (ii) drawing upon the virtual currency in the possession of the electronic terminal's operator. "Virtual Currency Kiosk Operator." A person that engages in virtual currency business activity through a Virtual Currency Kiosk.

§ XX-3 Virtual Currency Kiosks prohibited

No person shall host, allow, operate, permit, locate or place a Virtual Currency Kiosk within any location in the Town of Dedham that is open to and accessible by members of the public. If any publicly accessible Virtual Currency Kiosks exist in the Town as of the Effective Date of this By-law, they shall be removed within 60 days after the Effective Date. This section does not apply to any virtual currency transfers that are conducted without the use of a Virtual Currency Kiosk and does not intend to interfere with other types and methods of virtual currency transfers.

§ XX-4 Administration and enforcement.

A. This By-law may be enforced in accordance with § 1-6 of the By-laws, provided, however, that when enforced through non-criminal disposition, the following shall apply:

1. Upon the first violation, the enforcement person shall provide the violator with written notice of the violation. The written notice shall also state that the violator has 15 days after receiving such notice to cure the violation before the imposition of a fine.
2. After the 15-day cure period, if the violation has not been cured, the enforcing person shall impose fines of \$300 per violation.

Purpose of the Article

Article 11 would update the Town's regulations to prohibit Cryptocurrency ATMs from being installed anywhere in Dedham.

ⁱ This article proposes a General By-law that would prohibit virtual currency, or "cryptocurrency", kiosks or ATMs in the Town of Dedham. The Massachusetts Attorney General and police chiefs throughout the state are concerned that criminals use virtual currency kiosks to target vulnerable populations, as well as others, because the transactions are anonymous, irrevocable, and not validated by third-party financial intermediaries. Although the original concept was to propose a Zoning By-law, the Attorney General has since approved general bylaws prohibiting such kiosks. Adoption of this prohibition as a General By-law means that if any such kiosks exist in Dedham at this time, they would be required to be removed, and, further, that no new kiosks could be located in the Town.

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE TWELVE: GENERAL BYLAW AMENDMENTS - DECENNIAL BYLAW REVIEW

By the Decennial Bylaw Review Committee. To see if the Town will vote to amend the Town of Dedham General By-laws, as recommended by the Decennial By-law Review Committee, by making revisions to Chapter 12, Boards, Commissions and Committees, Article II, Sections 12-1 through 12-6, Youth Commission, to characterize the Youth Commission as the Youth Commission Board, so as to distinguish it from the Youth Commission Department, and update certain portions thereof, by making revisions to certain sections in Chapter 39, Finances, Article II, Budget Preparation, Section 39-8 and Article III Audits, Expenditures and Collections, to update certain outdated language, and to correct a typographical error in Chapter 39, Finances, Article VI, Departmental Revolving Funds, Section 39-9, all as set forth in more detail in a document entitled, "Article Twelve - Recommendations of the Decennial By-law Review Committee - General By-law Amendments", on file in the office of the Town Clerk and available on the Town's website at <http://www.dedham-ma.gov>, or take any other action relative thereto. **Referred to Bylaw Review Committee and Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

That it be so voted.

Purpose of the Article

Article 12 would make housekeeping updates to the Town's General Bylaws, as outlined below:

- Youth Commission: Officially renames the board the "Youth Commission Board" to distinguish it from the Youth Commission Department, which handles day-to-day operations.
- Finance Chapter: Updates outdated language in sections covering budget preparation and audits, and fixes a typo.

Reference Information

- Proposed Bylaw Review Amendments with Track Changes, as voted by the Decennial Bylaw Review Committee - Appendix Page A-18

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE THIRTEEN: GENERAL BYLAW AMENDMENTS - DECENNIAL BYLAW REVIEW (STREET TAKEOVERS)

By the Decennial Bylaw Review Committee. To see if the Town will vote to amend the Town of Dedham General By-laws. as recommended by the Decennial By-law Review Committee, by inserting a new bylaw in Chapter 265, Vehicles and Traffic as Article 9, Street Takeovers, prohibiting persons from intentionally engaging in Street Takeovers, including Street Racing, and Trick or Stunt Riding, upon any public way or highway or on private property open to the public, including parking lots, regardless of whether the business owning or controlling the property is open or closed at that time, all as set forth in more detail in a document entitled, "Article Thirteen –Recommendations of the Decennial By-law Review Committee - Street Takeovers", on file in the office of the Town Clerk and available on the Town's website at <http://www.dedham-ma.gov>, or take any other action relative thereto. **Referred to Bylaw Review Committee and Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

That it be so voted.

Purpose of the Article

Article 13 would add a new bylaw prohibiting street takeovers, as outlined below:

- Street Takeovers: Bans street racing, stunts, and trick riding on any public road or privately owned property open to the public (such as parking lots), whether or not a business is open at the time.

Reference Information

- Proposed Bylaw Review Amendments with Track Changes, as voted by the Decennial Bylaw Review Committee - Appendix Page A-18

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE FOURTEEN: GENERAL BYLAW AMENDMENT - DETAILED BUDGETS (SELECT BOARD MEMBER DR. DENNIS J. TEEHAN, JR.)

By Select Board member Dennis J. Teehan, Jr. To see if the Town will vote to amend the Dedham General Bylaws by revising Section 39-10, entitled, "Departments to submit budgets to Director of Finance", to clarify that all departments of the Town, including the School Department, are required to submit detailed budgets to Director of Finance as part of the budget development process, and, for such purposes, to delete the strikethrough and insert the underlined text, as follows:

All officers, boards, departments and committees of the Town authorized to expend money, including the school department, shall annually prepare a detailed line-item statement of the amounts estimated to be necessary for the proper maintenance of the respective departments, boards or committees for the ensuing year, including estimates of the salaries for officers of the respective boards or departments, with the same purpose during the preceding year; estimates of the amounts necessary for capital outlays for permanent improvements; estimates of the income to be received in connection with the Town business or property entrusted to their respective appropriations of which they have the expenditure and which remain unpaid, showing the amount thereof, to whom due and for what due. Such statements shall include the actual expenditures for each line item for the three years immediately preceding the current fiscal year and shall be submitted to the Director of Finance for the Finance and Warrant Committee in accordance with a schedule annually determined by the Town Manager but in no event later than 90 days prior to the start of the Annual Town Meeting or on such other date as may be established from time to time pursuant to the Town Charter. With respect to the detailed line-item statement submitted by the school department, consistent with the provisions of G.L. c.71, §34, the finance and warrant committee, may make non-binding recommendations to increase or decrease certain items allocating such appropriations.

or take any other action relative thereto. **Referred to Bylaw Review Committee and Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

Voted 5-3 that it be indefinitely postponed.

Purpose of the Article

Article 14 would clarify that all Town departments, including the School Department, must submit detailed line-item budgets to the Director of Finance each year, no later than 90 days before Annual Town Meeting. It also specifies that the Finance and Warrant Committee may make non-binding recommendations on the School Department's budget.

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE FIFTEEN: GENERAL BYLAW AMENDMENT - IN-PERSON MEETINGS (PRECINCT 4 TOWN MEETING REPRESENTATIVE CARMEN E. DELLO IACONO)

By Precinct 4 Town Meeting Member Carmen E. Dello Iacono. To see if the Town will vote to amend the Town of Dedham General Bylaws by inserting the following new bylaw:

Chapter 12, Article XIII, General Provisions Section 12-58 Meetings

Meetings of public bodies shall preferably be held in person with other means of access provided, if feasible, including, for example, simultaneous airing of the meeting on public access television or through a remote meeting platform.

or take any other action relative thereto. **Referred by Bylaw Review Committee and Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

Voted 7-1 that it be indefinitely postponed.

Purpose of the Article

Article 15 would add a new bylaw encouraging public body meetings to be held in person, while also providing remote access options (such as public access TV or a virtual meeting platform) when feasible.

Note: Unless otherwise stated, all recommendations were unanimous votes of the FWC.

ARTICLE SIXTEEN: ESTABLISH WORKING GROUP TO CONSIDER USE OF REVENUE FROM PLANNED COMMERCIAL DEVELOPMENT

By Select Board member Dennis J. Teehan, Jr. To see if the Town will vote to request that the Select Board establish a working group to consider how to best utilize anticipated tax revenues generated by so-called Planned Commercial Developments in the Single Residence A District abutting Route 128/95, including the project commonly known as The Campus at 128, analyzing whether it may be appropriate to deposit a portion of such anticipated tax revenues in the Robin Reyes Stabilization Fund and/or to set aside a portion of such revenues to address the Town's current and future capital needs, including school building needs, or otherwise; such working group to include but not be limited to the following voting members: a member of each of the Select Board, Finance Committee, School Committee, Planning Board, and Capital Planning Committee, as designated by their respective board or committee, and two or four voters of the Town of Dedham appointed by the Select Board, with support from the Town Manager, Director of Finance, and Superintendent; such working group to be disbanded upon submission of its recommendations to the Select Board, or take any other action relative thereto. **Referred to Finance and Warrant Committee for study and report.**

Recommendation of the Finance and Warrant Committee

Voted 6-2 that it be indefinitely postponed.

Purpose of the Article

Article 16 would ask the Select Board to form a working group to study how best to use new tax revenue expected from planned commercial developments and explore whether some of that money should go into the Robin Reyes Stabilization Fund or be set aside for capital needs, such as school buildings. Members would include representatives from the Select Board, Finance Committee, School Committee, Planning Board, and Capital Planning Committee, plus two to four Dedham residents.

MUNICIPAL FINANCE TERMINOLOGY

The following terms are frequently used in the Annual Town Report and at Town Meeting. Definitions are provided in order to provide an understanding of their meaning:

CAPITAL IMPROVEMENTS: Construction, renovation or improvement of buildings or grounds which exceeds \$50,000

CAPITAL OUTLAY EXPENDITURE EXCLUSION: A type of tax override that allows towns to raise funds for capital projects. Its rules are similar to those for debt exclusions, except the cost is only added to the levy for the year in which the project is undertaken.

CHAPTER 70: State aid funding to public elementary and secondary schools.

CHERRY SHEET: Named for the cherry colored paper on which the Massachusetts Department of Revenue traditionally has printed it, listing the amounts of state and county assessments, as well as the estimated state distribution (State Aid).

COLA: Cost of Living Adjustment

COLLECTIVE BARGAINING: A process in which employees, through their unions, negotiate contracts with employers to determine terms of employment (i.e., pay, hours, benefits, etc.)

DEBT EXCLUSION: A debt exclusion allows towns to raise funds to pay for debt incurred by the town. The amount of the payment is added to the levy for the life of the debt, and is not included in calculations of the new levy limit for future years. A debt exclusion requires a two-thirds majority vote to borrow at town meeting and requires a majority vote at a special town election.

ENTERPRISE FUND: A separate fund inclusive of the direct and indirect costs to provide a service and amounts of revenue to support the fund in exchange for the service (i.e., sewer enterprise fund).

EXCESS LEVY CAPACITY: If a community sets its levy below its levy limit, the difference between them is called excess levy capacity. The levy limit is not affected by excess capacity, however, meaning that in future years a town can tax up to that limit regardless of the previous levy. For example, a one percent levy increase one year allows the town to raise the levy by 4 percent the next year - the normal 2 ½ percent, plus the 1 ½ percent not taxed the year before.

FREE CASH: The amount certified annually by the State Bureau of Accounts by deducting from Surplus Revenue (formally the "Unreserved Fund Balance" or "Excess and Deficiency") all uncollected taxes of prior years. Surplus Revenue is the amount by which the cash accounts receivable and other assets of the Town exceed the liabilities and reserves. Surplus revenues build up mainly from unexpended balances of general appropriations and from excess receipts from non-tax sources (Local Receipts) over estimated receipts. Free Cash may be appropriated by vote of the Town Meeting.

Municipal Finance Terminology continued on next page →

MUNICIPAL FINANCE TERMINOLOGY (CONTINUED)

GENERAL OVERRIDE: Residents can vote to increase tax levies beyond the levy limit, as long as the community is below the levy ceiling. The increase is included in the levy for that year and added to the base used to calculate future levy limits. An override requires a majority vote of the town at a special town election.

GENERAL STABILIZATION FUND: This fund serves as a general financial reserve for the Town. Money may be appropriated to the Fund up to ten percent of the preceding year's tax levy, but the Fund may not exceed ten percent of the total tax valuation of the Town. The Fund may be used for any legal purpose by a two-thirds vote of the Town Meeting. Interest earned remains in the Fund.

LEVEL FUNDING: Appropriates the same amount of money as the prior year to each department, and includes cost increases.

LEVEL SERVICES: No cuts are made and the budget is prepared to accommodate for changes that provide the same services and staffing levels as the previous year. These changes can include COLA increases, inflation, contractual obligations, etc.

LEVY CEILING: The maximum amount a community may levy under all conditions. A community's levy ceiling is 2 ½ percent of the aggregated valuation of all taxable properties.

LEVY LIMIT: The maximum amount a community may levy in a year. The levy limit can increase only by 2 ½ percent each year, plus adjustment for new growth and the addition of the debt service for previously voted tax overrides, such as debt exclusions.

MAJOR CAPITAL FACILITIES STABILIZATION: This is another special purpose reserve created by vote of Town Meeting. Expenditures may be made from the fund only on a two-thirds vote of Town Meeting. It is a management policy of the Town that this fund be used for major construction or renovation of buildings estimated to cost \$4 million or more.

MITIGATION STABILIZATION: These are special purpose reserves created by vote of Town Meeting. Like the General Stabilization Fund, expenditures from these funds require a two-thirds vote of Town Meeting.

MWRA: The Massachusetts Water Resources Authority was established in 1985 to provide water supply services and sewer collection, treatment and disposal services to the region. To fund its operations and debt the MWRA sets user rates and assesses each town in the area according to the metered flow of water through the sewers. Dedham funds its sewer assessment from billings based upon a metered water use rate set by the Selectmen. The Town is not assessed water use charges.

NEW GROWTH: A community can increase its levy limit annually based on new development and other growth in the tax base. Property that has increased in value because of new construction, new subdivision parcels and condominium conversions, and new properties are all considered new growth. An increase in property value assessed during triennial reevaluation (appreciation) is not considered new growth.

Municipal Finance Terminology continued on next page →

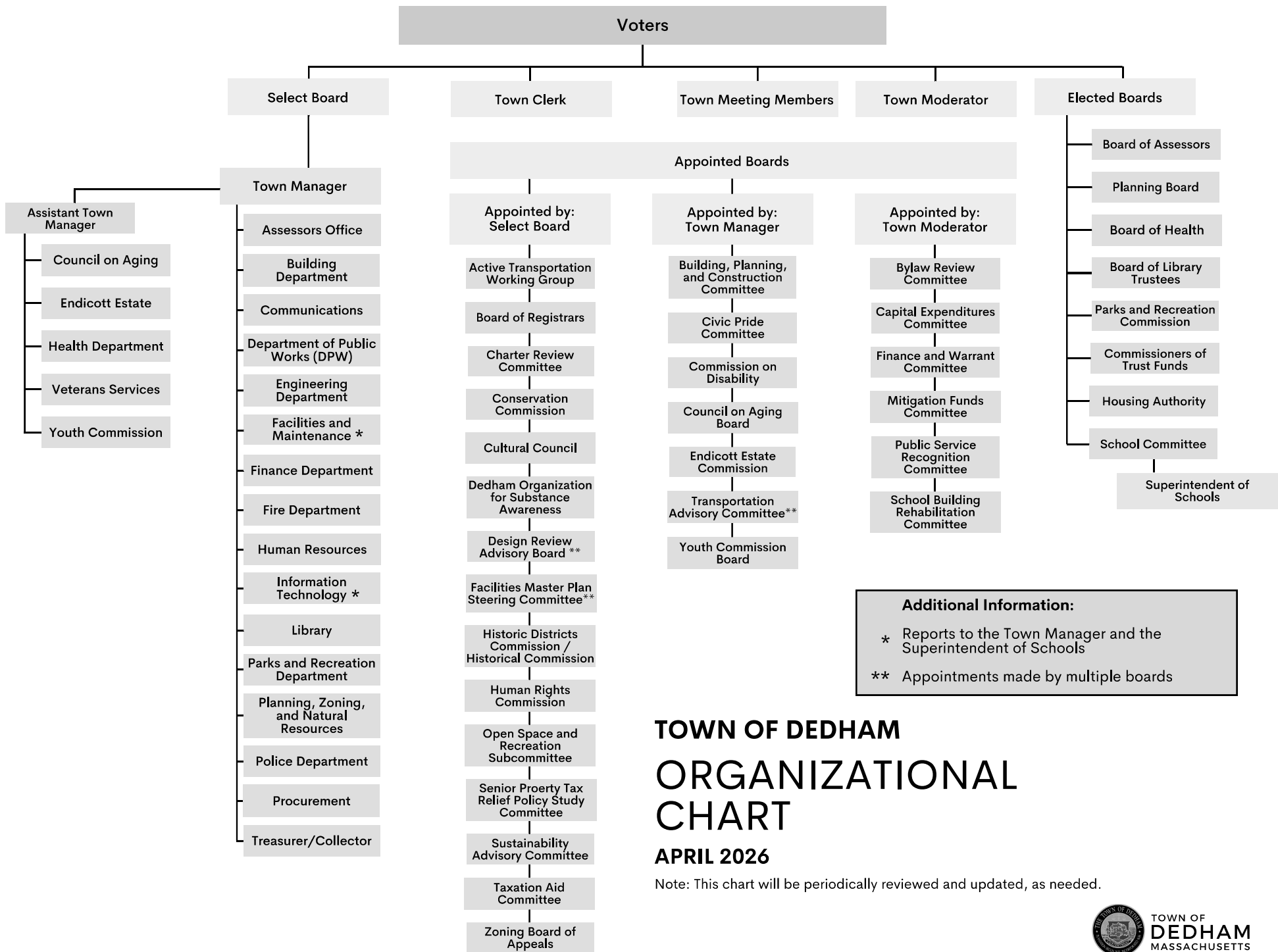
MUNICIPAL FINANCE TERMINOLOGY (CONTINUED)

OTHER AVAILABLE FUNDS: Certain receipts, when received by the Town, must be set aside and reserved for particular appropriation. These include the Endicott Estate Receipts, Sale of Cemetery Lots and Graves, and Parking Meter Receipts. In addition, funds from the Overlay Surplus (the accumulated amount of the overlay for various years not used or required to be held in the overlay account) may be used by a town to offset budget requests for the next year. Also, all unused balances from prior years' Special Article Appropriations may be transferred to meet a new appropriation.

OVERLAY SURPLUS: The Overlay is the amount from the property tax levy in excess of appropriations and other charges. It is used to cover abatements and exemptions granted locally or on appeal. The Overlay Surplus is the unused portion of previous years' overlays.

PROPERTY TAX LEVY: The total revenue a community raises through property taxes. Often just called the "levy," it is the largest source of revenue for most Massachusetts cities and towns. This is different from the tax rate, which is the tax amount charged individual properties per \$1,000 of property valuation. The tax rate is set each year by the town.

RESERVE FUND: This fund is established by the Town Meeting and may be composed of (a) an appropriation (not exceeding 5% of last year's levy), (b) money transferred from existing accounts or funds, or (c) both. The Reserve Fund amounts to an omnibus appropriation, to be transferred by vote of the Finance Committee for extraordinary or unforeseen expenditures where the Committee decides such expenditures would be approved by Town Meeting. "Extraordinary" covers items, which are not in the usual line, or are great or exceptional. "Unforeseen" includes items which were unforeseen at the time of the Town Meeting, when appropriations were voted.



Additional Information:

- * Reports to the Town Manager and the Superintendent of Schools
- ** Appointments made by multiple boards

TOWN OF DEDHAM ORGANIZATIONAL CHART

APRIL 2026

Note: This chart will be periodically reviewed and updated, as needed.



MANAGEMENT SUPPORT GROUP

Effective 07/01/2026

STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
MANAGEMENT SUPPORT 1				
1	23.8128	178.5968	892.98	46435.18
2	24.5272	183.9548	919.77	47828.25
3	25.2632	189.4734	947.37	49263.09
4	26.0211	195.1576	975.79	50740.98
5	26.8016	201.0123	1005.06	52263.21
6	27.6056	207.0427	1035.21	53831.11
7	28.4339	213.254	1066.27	55446.04
8	29.2869	219.6516	1098.26	57109.42
9	30.1656	226.2412	1131.21	58822.7
10	31.0704	233.0284	1165.14	60587.38
MANAGEMENT SUPPORT 2				
1	28.5755	214.3163	1071.58	55722.23
2	29.4328	220.7458	1103.73	57393.9
3	30.3157	227.3682	1136.84	59115.72
4	31.2253	234.1892	1170.95	60889.18
5	32.1619	241.2148	1206.07	62715.86
6	33.1269	248.4513	1242.26	64597.34
7	34.1205	255.9048	1279.52	66535.26
8	35.1443	263.582	1317.91	68531.31
9	36.1987	271.4894	1357.45	70587.25
10	37.2845	279.6341	1398.17	72704.87
MANAGEMENT SUPPORT 3				
1	34.2907	0.0000	1285.9	66866.66
2	35.3192	0.0000	1324.47	68872.67
3	36.3789	0.0000	1364.21	70938.84
4	37.4701	0.0000	1405.13	73067.02
5	38.5944	0.0000	1447.29	75259.02
6	39.7523	0.0000	1490.71	77516.8
7	40.9448	0.0000	1535.43	79842.3
8	42.1731	0.0000	1581.49	82237.6
9	43.4332	0.0000	1628.87	84701.35
10	44.7413	0.0000	1677.8	87245.84

MANAGEMENT GROUP

Effective 07/01/2026

STEP	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
MANAGEMENT DPW BUSINESS MANAGER				
1	53.9593	431.6738	2158.37	112235.20
2	55.578	444.6232	2223.12	115602.03
3	57.2453	457.9630	2289.81	119070.37
DEPUTY POLICE CHIEF				
1	89.7268	717.8139	3589.07	186631.61
2	92.4185	739.3483	3696.74	192230.55
3	95.191	761.5288	3807.64	197997.48
4	98.0468	784.3746	3921.87	203937.4
5	100.9883	807.9058	4039.53	210055.51
6	104.0178	832.143	4160.71	216357.17
MANAGEMENT 4				
1	37.2688	279.5157	1397.58	72674.08
2	38.3869	287.9012	1439.51	74854.3
3	39.5384	296.5382	1482.69	77099.93
4	40.7245	305.4343	1527.17	79412.93
5	41.9464	314.5974	1572.99	81795.32
6	43.2048	324.0353	1620.18	84249.18
7	44.5008	333.7564	1668.78	86776.67
8	45.836	343.7691	1718.85	89379.96
9	47.2109	354.0822	1770.41	92061.36
10	48.6272	364.7046	1823.52	94823.19

MANAGEMENT 5

1	40.4365	303.2746	1516.37	78851.39
2	41.6496	312.3728	1561.86	81216.92
3	42.8992	321.7439	1608.72	83653.42
4	44.1861	331.3963	1656.98	86163.03
5	45.5117	341.3382	1706.69	88747.92
6	46.8771	351.5783	1757.89	91410.36
7	48.2835	362.1257	1810.63	94152.67
8	49.732	372.9895	1864.95	96977.26
9	51.224	384.1791	1920.9	99886.57
10	52.7605	395.7045	1978.52	102883.17

MANAGEMENT 6

1	43.8736	329.0529	1645.26	85553.75
2	45.1899	338.9245	1694.62	88120.36
3	46.5456	349.0922	1745.46	90763.97
4	47.9419	359.5649	1797.82	93486.88
5	49.3803	370.3519	1851.76	96291.5
6	50.8616	381.4625	1907.31	99180.25
7	52.3875	392.9064	1964.53	102155.66
8	53.9592	404.6936	2023.47	105220.33
9	55.5779	416.8343	2084.17	108376.93
10	57.2453	429.3394	2146.7	111628.24

MANAGEMENT 7

1	47.6029	357.0223	1785.11	92825.81
2	49.0312	367.733	1838.67	95610.58
3	50.5019	378.765	1893.82	98478.9
4	52.0171	390.128	1950.64	101433.27
5	53.5776	401.8318	2009.16	104476.28
6	55.1848	413.8868	2069.43	107610.57
7	56.8405	426.3034	2131.52	110838.89
8	58.5456	439.0925	2195.46	114164.05
9	60.3021	452.2653	2261.33	117588.97
10	62.1112	465.8332	2329.17	121116.64

MANAGEMENT 8

1	51.6493	387.3692	1936.85	100716
2	53.1987	398.9904	1994.95	103737.50
3	54.7947	410.96	2054.8	106849.61
4	56.4384	423.2888	2116.44	110055.1
5	58.1317	435.9875	2179.94	113356.75
6	59.8757	449.0671	2245.34	116757.45
7	61.672	462.5391	2312.7	120260.17
8	63.5221	476.4153	2382.08	123867.98
9	65.4277	490.7078	2453.54	127584.03
10	67.3907	505.429	2527.15	131411.55

MANAGEMENT 9

1	56.0395	420.2957	2101.48	109276.87
2	57.7205	432.9046	2164.52	112555.19
3	59.4523	445.8917	2229.46	115931.84
4	61.2357	459.2685	2296.34	119409.80
5	63.0728	473.0464	2365.23	122992.07
6	64.9651	487.2378	2436.19	126681.83
7	66.9139	501.855	2509.27	130482.3
8	68.9213	516.9107	2584.55	134396.77
9	70.9891	532.418	2662.09	138428.68
10	73.1187	548.3905	2741.95	142581.53

MANAGEMENT 10

1	60.8027	456.0208	2280.1	118565.4
2	62.6269	469.7014	2348.51	122122.37
3	64.5056	483.7924	2418.96	125786.03
4	66.4408	498.3062	2491.53	129559.61
5	68.4341	513.2554	2566.28	133446.41
6	70.4872	528.653	2643.27	137449.79
7	72.6016	544.5126	2722.56	141573.28
8	74.7797	560.848	2804.24	145820.49
9	77.0232	577.6735	2888.37	150195.10
10	79.3339	595.0037	2975.02	154700.97

MANAGEMENT 11

1	65.9709	494.7825	2473.91	128643.46
2	67.9501	509.626	2548.13	132502.76
3	69.9885	524.9148	2624.57	136477.84
4	72.0883	540.6622	2703.31	140572.18
5	74.2509	556.8821	2784.41	144789.35
6	76.4784	573.5886	2867.94	149133.04
7	78.7728	590.7963	2953.98	153607.03
8	81.136	608.5201	3042.6	158215.23
9	83.5701	626.7758	3133.88	162961.7
10	86.0773	645.579	3227.9	167850.54

MANAGEMENT 12

1	71.5787	536.839	2684.2	139578.14
2	73.7259	552.9442	2764.72	143765.49
3	75.9376	569.5325	2847.66	148078.45
4	78.2157	586.6185	2933.09	152520.82
5	80.5624	604.2171	3021.09	157096.44
6	82.9792	622.3436	3111.72	161809.33
7	85.4685	641.0139	3205.07	166663.61
8	88.0325	660.2443	3301.22	171663.52
9	90.6736	680.0517	3400.26	176813.44
10	93.3939	700.4532	3502.27	182117.84

FY2027 Full-Time Equivalent (FTE) Positions

DEDHAM FTEs	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Actual	FY2027 Request
Administration	36.6	38.6	37.5	36.5	36.5
Public Safety	137	137	137	137	138
Public Works	28.4	28.4	25.4	25.4	25.4
Combined Facilities	41.5	41.5	36	36	36
Health & Human Services	16.1	16.1	15.4	15.3	15.3
Culture & Recreation	4	29	28.1	28	28
Town	263.7	290.7	279.4	278.2	279.2
Change	(0.4)	27	(11.3)	(1.2)	1

Category Breakdown:

- Administration: Town Manager's Office, Finance, IT, Assessing, HR, Town Clerk, PZNR
- Public Safety: Police, Fire, Dispatch
- Public Works: DPW, Engineering
- Health & Human Services: Health, COA, Veterans, Youth Commission
- Culture & Recreation: Library, Parks & Recreation, Endicott Estate

Faculty & Staffing Trends by Category					
	2023	2024	2025*	2026*	2027
General Education	206.9	208.9	202.8	200.1	213.9
Special Education	191.8	185.8	214	220	218
Instructional Support	34.5	39	38.6	39.6	39.6
Operations	15	16	15	15	15
Policy & Admin	30.6	28	37.2	32.8	32.8
Custodial & Maintenance			32.5	27.5	27.5
Total	478.8	477.7	540.1	535	546.8

(As shown in DPS FY2027 Budget Book Submitted to Finance & Warrant Committee, March 2026)

*METHODOLOGICAL ADJUSTMENTS OF NOTE

It is important to note that the District employed a series of methodological changes in preparing the FY26 budget. One of these adjustments to the budgeting process included reconstruction of all personnel and non-personnel accounts that comprise the budget. Through this process the District learned that the historical data reported in the Staffing Trends table was generally accurate but did not reflect all budget reporting categories, types of employees, or any employees not assigned to a budget reporting category.

As such the District has (1) ensured that all employees are coded to a budget reporting category and (2) adjusted the data in the Staffing Trends table to reflect all reporting categories and all employee roles funded by the operating budget.

Budget Process Overview - MONTH-BY-MONTH outline and who's who in the ANNUAL BUDGET PROCESS

The Budget Cycle: Month-By-Month

Dedham's budget process runs year-round and involves multiple boards, committees, and town officials working in sequence. The fiscal year begins July 1.

- **December–January:** The Finance Director solicits capital expenditure requests from all Town and School departments. The Capital Expenditures Committee begins public meetings with Department Heads. Department Heads and the Superintendent prepare and submit operating budget requests to the Finance Department and Town Manager.
- **February:** The Town Manager presents the proposed budget to the Select Board and Finance & Warrant Committee (FWC). The School Committee votes on its proposed budget. The warrant closes for Spring Annual Town Meeting.
- **March–April:** The FWC holds public meetings to review all line items in the proposed operating and capital budgets, asks questions of Department Heads and the Town Manager, and takes votes on the budget to be included in the final Warrant Book.
- **May:** A Warrant Review meeting is held one week before Town Meeting to answer questions. Town Meeting Representatives debate and vote on warrant articles appropriating funds for the operating and capital budgets. Town Meeting is the final approval of the annual Town budget.
- **June–July:** The fiscal year closes and the new fiscal year begins July 1.
- **August–October:** The Select Board sets the date for Fall Annual Town Meeting. The warrant closes, and the FWC holds public meetings to review line-item transfers and capital requests, then takes votes for the Fall Warrant Book.
- **November:** The Board of Assessors presents the townwide valuation to the Select Board at a Tax Classification Hearing. The Select Board votes to classify the tax rate. Fall Annual Town Meeting is held, with a Warrant Review meeting held one week prior.

Who's Who in the Budget Process?

- **Town Manager:** Evaluates operating and capital budget requests; forecasts revenues; presents the budget message and capital plan to the Select Board
- **Finance Director:** Coordinates the budget process; projects revenues and expenditures; helps develop the Capital Improvement Plan
- **Assistant Town Manager:** Works with Department Heads to finalize requests; schedules public meetings; prepares the Town Meeting Warrant Book
- **Department Heads & Superintendent of Schools:** Review prior year results; prioritize staffing and expenses; identify efficiency opportunities
- **Select Board:** Serves as the Town's Chief Executive Body; sets policy; receives the Town Manager's budget presentation
- **School Committee:** Oversees Dedham Public Schools (appoint leadership, review, recommend budgets, and set school education goals, policies)
- **Finance & Warrant Committee (FWC):** Reviews all budget line items; ask questions of Department Heads; deliberates and votes on recommendations to Town Meeting
- **Capital Expenditures Committee:** Reviews capital requests with the Town Manager; recommends allocations for Town-owned buildings, projects, and studies
- **Board of Assessors:** Oversees annual valuation of real estate and personal property; presents townwide valuation to the Select Board for tax classification
- **Town Clerk:** Chief Elections Officer; staffs Town Meeting; posts official notices; records minutes and vote counts
- **Town Meeting Representatives:** Elected residents who debate and vote on all warrant articles; serve as the Town's legislative body and give final approval to the annual budget

SELECTED STATUTES AND BYLAWS REFERENCED

MGL Ch. 44, Section 7 - Cities and Towns, Purposes for Borrowing Money Within Debt Limit

Section 7. Cities and towns may incur debt, by a two-thirds vote, within the limit of indebtedness prescribed in section 10, for the following purposes and payable within the periods hereinafter specified not to exceed 30 years or, except for clauses (2), (3), (6) and (7), within the period determined by the director to be the maximum useful life of the public work, improvement or asset being financed under any guideline issued under section 38:

(1) For the acquisition of interests in land or the acquisition of assets, or for the following projects: the landscaping, alteration, remediation, rehabilitation or improvement of public land, the dredging, improvement, restoration, preservation or remediation of public waterways, lakes or ponds, the construction, reconstruction, rehabilitation, improvement, alteration, remodeling, enlargement, demolition, removal or extraordinary repair of public buildings, facilities, assets, works or infrastructure, including: (i) the cost of original equipment and furnishings of the buildings, facilities, assets, works or infrastructure; (ii) damages under chapter 79 resulting from any such acquisition or project; and (iii) the cost of engineering, architectural or other services for feasibility studies, plans or specifications as part of any acquisition or project; provided that the interest in land, asset acquired or project shall have a useful life of at least 5 years; and provided further, that the period of such borrowing shall not exceed the useful life of the interest in land, asset acquired or project.

(2) For a revolving loan fund established under section 53E.75; to assist in the development of renewable energy and energy conservation projects on privately-held buildings, property or facilities within the city or town, 20 years.

(3) For the payment of final judgments, 1 year or for a longer period of time approved by a majority of the members of the municipal finance oversight board after taking into consideration the ability of the city, town or district to provide other essential public services and pay, when due, the principal and interest on its debts and such other factors as the board may deem necessary or advisable.

(4) In Boston, for the original construction, or the extension or widening, with permanent pavement of lasting character conforming to specifications approved by the Massachusetts Department of Transportation established under chapter 6C and under the direction of the board of park commissioners of the city of Boston, of ways, other than public ways, within or bounding on or connecting with any public park in said city, including land damages and the cost of pavement and sidewalks laid at the time of said construction, or for the construction of such ways with stone, block, brick, cement concrete, bituminous concrete, bituminous macadam or other permanent pavement of similar lasting character under specifications approved by said department of highways, 10 years.

(5) For the cost of repairs to private ways open to the public under section 6N of chapter 40, 5 years.

(6) For the payment of charges incurred under contracts authorized by section 4D of chapter 40, but only for those contracts for purposes comparable to the purposes for which loans may be authorized under this section. Each authorized issue shall constitute a separate loan, and the loans shall be subject to the conditions of the applicable clauses of this section.

Continued on next page →

(7) For the cost of feasibility studies or engineering or architectural services for plans and specifications for any proposed project for which a city, town or district is authorized to borrow, 5 years if issued before any other debt relating to the project is authorized, otherwise the period for the debt relating to the project.

(8) For energy audits as defined in section 3 of chapter 25A, if authorized separately from debt for energy conservation or alternative energy projects; 5 years.

(9) For the development, design, purchase and installation of computer hardware or software and computer-assisted integrated financial management and accounting systems; 10 years.

(10) For the cost of cleaning up or preventing pollution caused by existing or closed municipal facilities not referenced in clause (20) of section 8, including cleanup or prevention activities taken pursuant to chapter 21E or chapter 21H, 10 years; provided, however, that no indebtedness shall be incurred hereunder until plans relating to the project shall have been submitted to and approved by the department of environmental protection.

(11) For any other public work, improvement or asset with a maximum useful life of at least 5 years and not otherwise specified in this section, 5 years.

MGL Ch. 44, Section 8 - Cities and Towns, Purposes for Borrowing Money Outside Debt Limit

Section 8. Cities and towns may incur debt, by a two-thirds vote, outside the limit of indebtedness prescribed in section 10, for the following purposes and payable within the periods hereinafter specified or, except with respect to clauses (1), (2), (3A), (9) and (18), within such longer period not to exceed 30 years determined by the director to be the maximum useful life of the public work, improvement or asset being financed under any guidelines issued under section 38:

(1) For temporary loans under sections 4, 6, 6A and 17, the periods authorized by those sections.

(2) For maintaining, distributing and providing food, other common necessities of life and temporary shelter for their inhabitants upon the occasions and in the manner set forth in section 19 of chapter 40, 2 years.

(3) For establishing or purchasing a system for supplying a city, town, or district and its inhabitants with water, for taking or purchasing water sources, either from public land or private sources, or water or flowage rights, for the purpose of a public water supply, or for taking or purchasing land for the protection of a water system, 30 years.

(3A) For conducting groundwater inventory and analysis of the community water supply, including pump tests and quality tests relating to the development of using said groundwater as an additional source or a new source of water supply for any city, town or district, 10 years.

(4) For the construction or enlargement of reservoirs, the construction of filter beds, the construction or reconstruction or making extraordinary repairs to standpipes, buildings for pumping stations including original pumping station equipment, and buildings for water treatment, including original equipment therefor, and the acquisition of land or any interest in land necessary in connection with any of the foregoing, 30 years.

(4A) For remodeling, reconstructing or making extraordinary repairs to reservoirs and filter beds, 30 years; provided, however, that no indebtedness shall be incurred hereunder until plans relating to the project shall have been submitted to the department of environmental protection, and the approval of said department has been granted therefor.

(5) For constructing or reconstructing, laying or relaying aqueducts or water mains or for the extension of water mains, or for lining or relining such mains, and for the development or construction of additional well fields and for wells, 40 years.

(6) For the purchase and installation of water meters, 10 years.

(7) For the payment of the city, town or district share of the cost to increase the storage capacity of any reservoir, including land acquisition, constructed by the water resources commission for flood prevention or water resources utilization, 20 years.

(7A) For the purchase, replacement or rehabilitation of water departmental equipment, 10 years.

Continued on next page →

(8) For establishing, purchasing, extending, or enlarging a municipally owned gas or electric lighting plant, community antenna television system, or telecommunications system, 20 years.

(8A) For remodeling, reconstructing, or making extraordinary repairs to a municipally owned gas or electric lighting plant, community antenna television system, or telecommunications system, when approved by a majority of the members of the municipal finance oversight board, for the number of years not exceeding 10, as said board shall fix. Each city or town seeking approval by the board of a loan under this clause shall submit to said board all plans and other information considered by the board to be necessary for a determination of the probable extended use of such plant, community television antenna system or telecommunications system likely to result from the remodeling, reconstruction, or repair, and in considering approval under this clause of a requested loan and the terms thereof, special consideration shall be given to that determination.

(9) For emergency appropriations that are approved by the director, not more than 2 years or such longer period not to exceed 10 years as determined by the director after taking into consideration the ability of the city, town or district to provide other essential public services and pay, when due, the principal and interest on its debts, the amount of federal and state payments likely to be received for the purpose of the appropriations and such other factors as the director may deem necessary or advisable; provided, however, that for the purposes of this clause, "emergency" shall mean a sudden, unavoidable event or series of events which could not reasonably have been foreseen or anticipated at the time of submission of the annual budget for approval; provided, further, that emergency shall not include the funding of collective bargaining agreements or items that were previously disapproved by the appropriating authority for the fiscal year in which the borrowing is sought; and provided, further, that for the purposes of this clause, debt may be authorized by the treasurer of the city, town or district, with the approval of the chief executive officer in a city or town, or the prudential committee, if any, or by the commissioners in a district.

(9A) For emergency appropriations approved by a majority of the members of the municipal finance oversight board, up to the period fixed by law for the debt as determined by the board; provided, however, that this clause shall apply only to appropriations for capital purposes including, but not limited to, the acquisition, construction, reconstruction or repair of any public building, work, improvement or asset, and upon a demonstration by the city, town or district that the process for authorizing debt in the manner otherwise provided by law imposes an undue hardship in its ability to respond to the emergency; provided further, that for purposes of this clause, "emergency" shall mean a sudden, unavoidable event or series of events which could not reasonably have been foreseen or anticipated at the time of submission of the annual budget for approval; and provided, further, that for the purposes of this clause, debt may be authorized by the treasurer of the city, town or district, with the approval of the chief executive officer in a city or town, or the prudential committee, if any, or by the commissioners in a district.

(10) For acquiring land or constructing buildings or other structures, including the cost of original equipment, as memorials to members of the army, navy, marine corps, coast guard, or air force, 20 years.

Continued on next page →

The designation of any such memorial shall not be changed except after a public hearing by the board of selectmen or by the city council of the municipality wherein said memorial is located, notice of the time and place of which shall be given, at the expense of the proponents, by the town or city clerk as the case may be, by publication not less than 30 days prior thereto in a newspaper, if any, published in such town or city; otherwise, in the county in which such town or city lies; and notice of which shall also have been given by the proponents, by registered mail, not less than 30 days prior to such hearing, to all veterans' organizations of such town or city.

(11) For acquiring street railway or other transportation property under sections 143 to 158, inclusive, of chapter 161, operating the same, or contributing toward the sums expended or to be expended by a transportation area for capital purposes, 10 years.

(12) For the acquisition, construction, establishment, enlargement, improvement or protection of public airports, including the acquisition of land, 10 years. The proceeds of indebtedness incurred hereunder may be expended for the acquisition, construction, establishment, enlargement, improvement or protection of such an airport, including the acquisition of land, jointly by 2 or more municipalities.

(13) For the financing of a program of eradication of Dutch elm disease, including all disbursements on account of which reimbursement is authorized or may be authorized by the commonwealth, county, any city or town, or by any manner of assessment or charges, pursuant to and consistent with chapter 132, 5 years.

(14) For the construction of sewers, sewerage systems and sewage treatment and disposal facilities, or for the lump sum payment of the cost of tie-in to such services in a contiguous city or town, for a period not exceeding 30 years; provided, however, that either: (i) the city or town has an enterprise or special revenue fund for sewer services, and that the accountant, auditor or other officer having similar duties in the city or town shall have certified to the treasurer that rates and charges have been set at a sufficient level to cover the estimated operating expenses and debt service related to the fund; or (ii) the issuance of the debt is approved by a majority of the members of the municipal finance oversight board.

(15) For the construction and rehabilitation of municipal golf courses, including the acquisition and reconstruction of land, installation and replacement of irrigation systems, the construction and rehabilitation of buildings, and the cost of equipment and furnishings, 20 years.

(16) For the payment of charges incurred under contracts authorized by section 4D of chapter 40, but only for those contracts for purposes comparable to the purposes for which loans may be authorized under this section. Each authorized issue shall constitute a separate loan, and the loans shall be subject to the conditions of the applicable clauses of this section.

(17) For the construction of a regional incinerator for the purpose of disposing solid waste, refuse and garbage by 2 or more communities, 20 years.

Continued on next page →

(18) For the lending or granting of money to industrial development financing authorities and economic development and industrial corporations, with the approval of the Massachusetts office of business development and the director of housing and community development, 20 years.

(19) For the purposes of implementing a project financed in whole or in part by the Farmers Home Administration of the United States Department of Agriculture, pursuant to Chapter 50 of Title 7 of the United States Code, up to 40 years. Regional school districts established under any general or special law shall be authorized to incur debt for the purposes and within the limitations described in this clause.

(20) For the cost of cleaning up or preventing pollution caused by existing or closed landfills or other solid waste disposal facilities, including clean up or prevention activities taken pursuant to chapter 21E or chapter 21H, 30 years; provided, however, that no indebtedness shall be incurred hereunder until plans relating to the project shall have been submitted to the department of environmental protection and the approval of said department has been granted therefor.

(21) For the construction of incinerators, refuse transfer facilities, recycling facilities, composting facilities, resource recovery facilities or other solid waste disposal facilities, other than landfills, for the purpose of disposing of waste, refuse and garbage, 25 years; provided, however, that no indebtedness shall be incurred hereunder until plans relating to the project shall have been submitted to the department of environmental protection and the approval of said department has been granted therefor.

(22) For remodeling, reconstructing or making extraordinary repairs to incinerators, refuse transfer facilities, recycling facilities, resource recovery facilities or other solid waste disposal facilities, other than landfills, owned by the city, town or district, and used for the purpose of disposing of waste, refuse and garbage, 10 years; provided, however, that no indebtedness shall be incurred hereunder until plans relating to the project shall have been submitted to the department of environmental protection and the approval of said department has been granted therefor.

(23) For the purpose of closing out a landfill area, opening a new landfill area, or making improvements to an existing landfill area, 25 years; provided, however, that no indebtedness shall be incurred hereunder until plans relating to the project shall have been submitted to the department of environmental protection and the approval of said department has been granted therefor.

(24) For the acquisition of a dam or the removal, repair, reconstruction and improvements to a dam owned by a municipality, as may be necessary to maintain, repair or improve such dam, 40 years; provided, however, that this clause shall include dams as defined in section 44 of chapter 253 acquired by gift, purchase, eminent domain under chapter 79 or otherwise and located within a municipality, including any real property appurtenant thereto, if the dam and any appurtenant real property is not at the time of such acquisition owned or held in trust by the commonwealth.

Text in **bold/underlined blue** to be inserted; ~~Strikethrough~~ text to be deleted

Chapter 12 Boards, Commissions and Committees

Article II Youth Commission

[Adopted as Ch. 21 of the 1996 By-laws; amended 11-18-2013 STM by Art. 16]

§ 12-3 Youth Commission established; terms set.
[Amended 11-17-2014 ATM by Art. 18]

There is hereby established a Youth Commission, **to be known as the Youth Commission Board ("Board")**, under G.L. c.40, § 8E. The ~~commission~~ **Board** shall consist of not less than three nor more than seven members appointed by the Town Manager for rotating three-year terms. ~~Any member of the Commission so appointed may, consistent with applicable provisions of the Dedham Home Rule Charter, be removed for cause by the Town Manager.~~ A vacancy occurring otherwise than by expiration of a term shall be filled for the unexpired term in the same manner as an original appointment.

§ 12-4 Duties of the **Youth Commission Board**.

A. Except as may otherwise be provided by charter, by by-law or by vote of Town meeting, the ~~Youth Commission~~ **Board** shall have the powers and duties conferred upon Youth Commissions by state statute and shall be responsible to the Town Manager for carrying out programs which may be designed or established to meet the opportunities, challenges and problems of the youth of Dedham and in conjunction with any similar or related programs of any state, federal, or local agency or department.
[Amended 11-17-2014 ATM by Art. 18]

B. The ~~Youth Commission~~ **Board** shall **ensure that** keep accurate records of its meetings and actions **are kept** and shall file an annual report as required under § 78-3 of these By-Laws.

~~**C.** The Commission may receive gifts of property, both real and personal, in the name of the Town of Dedham. Gifts of personal property shall be managed and controlled by the Commission for the purposes of this chapter. Gifts of real property shall be used for the purposes of this chapter or as directed by the terms of the gift and shall be under the care, custody and superintendence of the Town Manager as provided in Chapters 5 and 88 of these By-Laws.~~

[Amended 11-17-2014 ATM by Art. 18]

§ 12-5 Director and staff.

[Amended 11-17-2014 ATM by Art. 18]

A. The Town Manager shall appoint a Director, who shall, with the approval of the Town Manager, appoint such clerks and other employees as may be required from time to time.

B. The Youth Commission Department may receive gifts in the name of the Town of Dedham, which gifts shall be managed by the Director in compliance with G.L. c. 44, §§ 53A and 53A and used only for the purposes provided.

2026 Annual Town Meeting By-law Amendments
Approved by the Decennial By-Law Review Committee (version 2/19/26)

§ 12-6 Administration.

A. The ~~Youth Commission~~ Board shall, with the approval of the Town Manager, establish policy and overall operating guidelines and for that purpose shall, with or through the Youth Commission Director, regularly meet with the Town Manager to submit reports, to consult on budgetary and administrative issues and generally to coordinate activities to best serve the interest of the youth of Dedham.

[Amended 11-17-2014 ATM by Art. 18]

B. The Youth Commission Director shall be responsible to the ~~Youth Commission~~ Board for implementing such policy as well as for the daily direction of staff and operations.

Text in bold/underlined blue to be inserted; ~~Strikethrough~~ text to be deleted

Chapter 39. Finances

Article II. Budget Preparation

§ 39-8. Capital budget process; definitions.

[Amended 5-19-2025 ATM by Art. 25]

For the purposes of this bylaw, a "Capital Improvement" is defined as a physical betterment, including, but not limited to, the construction of new buildings or facilities, the alteration of buildings or facilities now or hereafter existing, and the purchase of land, or items of equipment, provided that any such physical betterment shall have a cost of at least \$25,000. Capital Improvements include both "Operating Capital Expenditures" and "Debt Capital."

An "Operating Capital Expenditure" is defined as a physical betterment of items or equipment costing at least \$25,000 with a useful life of at least three years. Operating capital expenditures that are recurring, such as department vehicles, should be financed from the respective department operating budget in a separate line item.

"Debt Capital" includes but is not limited to the construction of new buildings or facilities now and hereafter existing, the purchase of land, or items of equipment, provided that it has a cost of at least ~~\$100,000~~ \$250,000 with a useful life of at least five years. On an annual basis, detailed estimates of the expenditures necessary for Debt Capital should be identified by each department for the ensuing five years and such projects should be financed as a separate capital expense of the Town annually in a capital expenditure warrant article.

-- INTENTIONALLY BLANK – SEE NEXT PAGE --

Article III. Audits, Expenditures and Collections

[Adopted as Ch. 4 of the 1996 By-laws; amended 11-18-2013 STM by Art. 16]

§ 39-13. Audit to be made annually.

[Amended 11-17-2014 ATM by Art. 18]

A. The Select Board, through the Town Manager, shall annually provide for an audit of all financial books and records of each department of the Town, or whenever the Select Board deems an audit of the whole Town or of any particular Town agency to be necessary, under the supervision of the state division of accounts, as provided in G.L. c.44, § 35. The audit shall be conducted by a certified public accountant, or firm of such accountants, having no interest, direct or indirect, in the [affairs](#) of the Town. The annual audit shall be completed within six months after the end of the subject fiscal year.

B. Immediately following the dissolution of the Annual Town Meeting, the Town Manager shall select the accountant or firm of accountants to conduct the annual Town audit; provided, however, that the Select Board may contract with such accountant or firm for up to three consecutive years of auditing services; provided, further, that no person or firm may be selected to perform such audit for more than six years in succession nor for more than six years out of every nine.

§ 39-14. Warrants for payment to be signed by Director of Finance, Manager and Select Board.

[Amended 11-17-2014 ATM by Art. 18]

No monies shall be paid from the Town Treasury except in payment of taxes due the County and the Commonwealth and of notes and interest due thereon without a warrant on the Treasurer-Collector to pay the same, signed by the Director of Finance and the Town Manager and countersigned by at least a majority of the Select Board or as may otherwise be authorized by the Town Charter.

§ 39-15. Bills to be approved for expenditure and submitted to Director of Finance.

All officers, boards, departments and committees authorized to expend Town money shall, on or before the 15th day of each month, [within 14 days of receipt](#), approve and transmit to the Director of Finance all correctly presented bills, demands, drafts, orders and accounts chargeable to the respective appropriations of which they have the expenditure. Each bill, demand, draft, order or account so approved shall be consecutively numbered and approval shall consist of such number, the date and the signatures, [or electronic approval](#), of at least two members (or three members where three or more would constitute a majority) of the board, department or committee, or, in the case of a department having but one head or directing officer, the signature of such department head or officer. Each board, department and committee shall have a separate designation and series of numbers. [There shall be a clear designation and accounting system for each bill, demand, or order.](#)

§ 39-19. Petty cash accounts authorized.

At the first of any financial year, each department may draw on the Town Treasury for a sum not in excess of \$50 for use as an emergency fund and petty cash payments. Whenever any part of this fund is expended, a requisition with voucher numbered and attached shall be at once made on the Director of Finance for an amount equal to the sum expended which when collected by the department making the requisition, shall be placed with such fund so that at all times the amount drawn for said fund will be equal in cash or warrants to the amount originally drawn for said fund. [Departments may, as needed, set up a process for petty cash with the Treasurer.](#)

§ 39-20. ~~All payments to be by check.~~ Payment methods

No money shall be paid from the Town Treasury except by a check made payable to the creditor or order, or by such other alternate forms of payment as may be authorized by the Treasurer and Director of Finance, with the number of each warrant issued by the Director of Finance ~~shall to~~ be endorsed thereon or otherwise marked for tracking purposes. ~~on the margin of the check issued in payment thereof.~~

§ 39-23. Expenditures to be made for appropriated purpose only; unexpended balances to be transferred to excess and deficiency account.

No money appropriated for a general or special purpose shall be applied to any other use unless by a vote of the Town, and all unexpended balances of annual appropriations in the Treasury on June 30th of each fiscal year shall be transferred to an account designated the Excess and Deficiency Account, which account shall be managed in accordance with applicable state law. All unexpended balances of special appropriations shall be transferred only by vote of the Town.

Article VI. Departmental Revolving Funds

[Adopted 5-15-2017 ATM by Art. 14]

§ 39-39. Revolving funds established.

NEW PROPOSED BY-LAW – ALL NEW TEXT -

Chapter 265 Vehicles and Traffic

Art. IX Public Safety – Prohibition of Street Takeovers

§265-24 **Purpose.**

The purpose of this By-law is to regulate the use of vehicles and conveyances operated in the Town of Dedham, to promote the public health, safety, and welfare of the public and respond to the ongoing public safety threat of so-called “Street Takeovers.” Street Takeovers pose a serious threat to public safety and interfere with the normal flow of traffic, including for emergency personnel. A Street Takeover is commonly understood to involve the act of gathering individuals to impede or block the normal flow of traffic on a public way, highway or other publicly accessible locations, including parking lots, to engage in, facilitate, or spectate activities such as reckless driving, vehicle stunts, street racing, burnouts, or any similar activity. Street Takeovers in Massachusetts, including in the Town of Dedham and the abutting City of Boston, have involved a significant number of participants, caused significant public safety concerns for Town residents and members of the public in impacted areas, as well as for law enforcement and other first responders, impeded traffic flow in

2026 Annual Town Meeting By-law Amendments
Approved by the Decennial By-Law Review Committee (version 2/19/26)

the community, caused public disorder, and included, in one instance, the torching of a police cruiser.

This By-law provides a mechanism for the Town of Dedham Police Department to: (1) prevent these types of gatherings in the interest of public safety, and (2) establish consequences for engaging in this type of activity.

§265-25 **Definitions.**

The following definitions shall apply for purposes of this By-law:

CONVEYANCE

A wheeled device that is designed to carry persons or property and which is powered by any means other than muscular power alone.

OPERATOR

A person operating or riding in a Conveyance involved in a Street Takeover, Trick or Stunt Ride or Street Racing.

TRICK OR STUNT RIDE

Performing or engaging in burnouts, doughnuts, drifting, or wheelies, and/or allowing an operator or passenger to ride either partially or fully outside of the vehicle while operating that vehicle.

STREET TAKEOVER

Blocking or impeding the regular flow of vehicular or pedestrian traffic for the purpose of Street Racing or a Trick or Stunt Ride on a public road, street, or highway or on private property open to the general public, including parking lots, regardless of whether the business owning or controlling the property is open or closed at that time,

STREET RACING

Includes the operation of two or more Conveyances from a point side-by-side, accelerating speeds in a competitive attempt to outdistance each other, or the operation of one or more vehicles over a common selected course, from the same point to the same point, for the purpose of comparing the relative speeds or power of acceleration of such vehicle or vehicles within a certain distance or time limit.

§ 265-26 **Prohibited Conduct.**

It shall be unlawful for any person to knowingly participate in a Trick or Stunt Ride, Street Racing and/or a Street Takeover upon any public way or highway or on private property open to the public, including parking lots, regardless of whether the business owning or controlling the property is open or closed at that time.

§ 265-27 **Compliance with applicable laws and regulations.**

Operators of Conveyances shall comply with all other applicable laws and regulations.

§265-28 **Enforcement.**

A. This By-law may be enforced in accordance with Section 1-6 of these By-laws, and, for purposes of non-criminal disposition, any Police Officer of the Town may enforce the same, with the penalty for each violation shall be \$300.

B. In addition to enforcement available in law or in equity under Section 1-6 of these By-laws, in the event that a Police Officer determines based upon an individualized assessment of the public safety risk given the particularized facts at issue, including but not limited to whether the Conveyance is registered, the risk of the Conveyance being abandoned on public or private property, whether the driver of the Conveyance is licensed, and the nature of the unlawful conduct, that impoundment of the Conveyance is necessary to protect the public safety, such Police Officer is hereby authorized to impound any such Conveyance used in violation of this By-law. The Operator shall, in addition to any other penalty that may be applicable, be assessed a fee for towing and storage of the Conveyance, which total amount shall be paid in full prior to release of the Conveyance to the Operator or owner.