



**Town of Medfield
List of Warrant Articles
Annual Town Meeting
May 6, 2024**

Annual Town Reports		Vote Type	Sponsor
1	Annual Town Reports	Majority	Select Board

Human Resource Articles

2	Elected Officials Compensation	Majority	Select Board
3	Personnel Administration Plan	Majority	Personnel Board
4	Classification and Compensation Plan	Majority	SB/Personnel Board

Financial Articles

5	Dissolve Opioid Stabilization Fund	2/3	Select Board
6	Create Departmental Revolving Fund Account: EV Chargers	Majority	Select Board
7	Create Departmental Revolving Fund Account: Parks and Recreation	Majority	Parks and Recreation Commission
8	Create Departmental Revolving Fund Account: Council on Aging	Majority	Select Board
9	Appropriate funds to Vaccine Revolving Fund	Majority	Board of Health
10	Revolving Fund Expenditure Limit Authorization	Majority	Select Board
11	Cemetery Perpetual Care	Majority	Cemetery Commission/DPW Director

12	Local PEG Access Appropriation	Majority	Select Board
13	Route 27/Dale Street Traffic Mitigation Special Revenue Fund	Majority	Select Board
14	Establish Special Education Reserve Fund	Majority	School Committee
15	Establish Elementary School Tax Mitigation Stabilization Fund	2/3	SBC/SC/WC/SB
16	Transfers to Municipal Building Capital Stabilization Fund	Majority	Select Board
17	Capital Project Appropriation: Municipal Buildings	2/3	Select Board
18	Appropriation to the Capital Stabilization Fund	Majority	Select Board
19	Capital Projects Appropriation: Non Buildings	2/3	Select Board
20	Elementary School Feasibility Study Funding	Majority	SB/SC/SBC
21	Prior Year Bills	4/5	Select Board
22	FY2025 Operating Budget	Majority	Warrant Committee
23	FY2025 Water and Sewer Enterprise Fund Budget	Majority	Board of Water and Sewerage/DPW Director
24	Rescind Bond Authorization for the Mt. Nebo Water Tower Painting Project (ATM 2018 Art 35)	Majority	Select Board Treasurer/Collector
25	Appropriation to 375th Anniversary Trust Fund	Majority	Select Board
26	Appropriation to Economic Vitality Fund	Majority	Select Board
27	Appropriation for Pond Survey(s)	Majority	Conservation Commission
28	Appropriation for Conservation Commission Property Signage	Majority	Conservation Commission
29	Appropriation for maintenance and security at the Medfield State Hospital	Majority	Select Board

General Articles

30	Town Moderator 3-Year Term	Majority	Select Board
31	Zoning Enforcement Fees	Majority	Select Board
32	Dog Control Bylaw: Expand dog leash requirement; exception of Off Leash Areas	Majority	Select Board
33	Authorize Select Board name change in Town Bylaws	Majority	Select Board
34	Hinkley North Disposition Authority	2/3	Select Board

Zoning Articles

35	MBTA Communities Zoning District	Majority	Planning Board
----	----------------------------------	----------	----------------

Citizen Petitions

36	Sale of MSH Chapel Property to Bellforge	2/3	Jean Mineo
----	--	-----	------------

Free Cash

37	Free Cash	Majority	Board of Assessors
----	-----------	----------	--------------------

TOWN OF MEDFIELD
DRAFT WARRANT FOR THE ANNUAL TOWN MEETING
May 6, 2024

Norfolk, ss.

To either of the Constables in the Town of Medfield in said County. Greetings:

In the name of the Commonwealth of Massachusetts you are hereby directed to notify the Inhabitants of the Town of Medfield qualified to vote in elections and town affairs to meet on Monday, the sixth of May 2024, commencing at 7:00 PM, there and then the following Articles will be acted on at the Amos Clark Kingsbury High School, located at 88R South Street in said Medfield, viz.

ANNUAL REPORTS

Article 1. Annual Town Reports

Submitted by the Select Board

To see if the Town will vote to accept the reports of the several Town Officers for the past year.

HUMAN RESOURCE ARTICLES

Article 2. Elected Officer Compensation

Submitted by the Select Board

To see if the Town will vote to fix the salaries and compensation of the following elected officers: Moderator, Town Clerk, Select Board, Assessors, School Committee, Trustees of the Public Library, Parks and Recreation Commissioners, Planning Board, Housing Authority, and Trust Fund Commissioners; or do or act anything in relation thereto.

Officer	Present Salary	Warrant Committee Recommends
Town Clerk	\$74,607	
Select Board, Chair	\$900	\$900
Select Board, Clerk	\$900	\$900
Select Board, Third Member	\$900	\$900
Assessors, Chair	\$900	\$900
Assessors, Clerk	\$900	\$900
Assessors, Third Member	\$900	\$900
Moderator	0	0

Housing Authority	0	0
School Committee	0	0
Library Trustees	0	0
Planning Board	0	0
Parks and Recreation Commissioners	0	0
Trust Fund Commissioners	0	0

Article 3. Personnel Administration Plan

Submitted by the Personnel Board

To see if the Town will vote to amend the Personnel Administration Plan, Classification of Positions, and Pay Schedule, effective July 1, 2024, as set out in the Warrant Report; or do or act anything in relation thereto.

Article 4. Classification and Compensation Plan

Submitted by the Select Board

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money to implement the Non-Union Classification and Compensation Plan; or do or act anything in relation thereto.

FINANCIAL ARTICLES

Article 5. Dissolve Opioid Settlement Stabilization Fund

Submitted by the Select Board

To see if the Town will vote to dissolve, pursuant to Chapter 77 of the Legislative Acts of 2023, the special purpose stabilization fund known as the “Opioid Settlement Stabilization Fund”, created by Article 6 of the 2023 Annual Town Meeting; or do or act anything in relation thereto.

Article 6. Authorization for New Electric Vehicle (EV) Charging Station Fund

Submitted by the Select Board

To see if the Town will vote to amend the Code of the Town of Medfield Chapter 117 Departmental Revolving Funds by adding a new Section J to establish and authorize the

following revolving fund under Massachusetts General Laws Chapter 44, Section 53E½, as follows; and further to appropriate a sum of \$3,000 from Free Cash into the Electric Vehicle (EV) Charging Station Fund;

K. Electric Vehicle Fund

- (1) Fund Name. There shall be a separate fund called the Electric Vehicle (EV) Charging Station Fund authorized for use by the Select Board
- (2) Revenues. The Town Accountant shall establish the Electric Vehicle (EV) Charging Station Fund as a separate account and credit to the fund all of the fees, charges, or other receipts to be charged and received by the Town in connection with the EV Chargers
- (3) Purposes and Expenditures. During each fiscal year, the Select Board may incur liabilities against and spend monies from the Electric Vehicle (EV) Charging Station Fund for EV Charger materials and expenses in connection with the operation of the EV Charging Stations
- (4) Fiscal Years. The Electric Vehicle (EV) Charging Station Fund shall operate for fiscal years that begin on or after July 1, 2024.

or do or act anything in relation thereto.

Article 7. Authorization for new Parks and Recreation Revolving Fund

Submitted by the Parks and Recreation Commission

To see if the Town will vote to amend the Code of the Town of Medfield Chapter 117 Departmental Revolving Funds, by adding a new Section K to establish and authorize the following revolving fund under Massachusetts General Laws Chapter 44, Section 53E½, as follows; and further to appropriate a sum of money from available funds into the Parks and Recreation Revolving Fund;

L. Parks and Recreation Revolving Fund

- (1) Fund Name. There shall be a separate fund called the Parks and Recreation Revolving Fund authorized for use by the Parks and Recreation Commission
- (2) Revenues. The Town Accountant shall establish the Parks and Recreation Revolving Fund as a separate account and credit to the fund all of the fees, charges, or other receipts to be charged and received by the Town in connection with the activities and programs operated by the Parks and Recreation Commission.
- (3) Purposes and Expenditures. During each fiscal year, the Parks and Recreation Commission may incur liabilities against and spend monies

from the Parks and Recreation Revolving Fund for the operation of and in connection to the Parks and Recreation.

- (4) Fiscal Years. The Parks and Recreation Revolving Fund shall operate for fiscal years that begin on or after July 1, 2024.

or do or act anything in relation thereto.

Article 8. Authorization for new Council on Aging (COA) Revolving Fund

Submitted by the Select Board

To see if the Town will vote to amend the Code of the Town of Medfield Chapter 117 Departmental Revolving Funds by adding a new Section L, to establish and authorize the following revolving fund under Massachusetts General Laws Chapter 44, Section 53E½, as follows; and further to appropriate a sum of money from available funds into the COA Revolving Fund;

M. COA Revolving Fund

- (1) Fund Name. There shall be a separate fund called the COA Revolving Fund authorized for use by the Council on Aging
- (2) Revenues. The Town Accountant shall establish the COA Revolving Fund as a separate account and credit to the fund all of the fees, charges, or other receipts received by the Council on Aging in connection with the Medfield COA.
- (3) Purposes and Expenditures. During each fiscal year, the Council on Aging Director may incur liabilities against and spend monies from the COA Revolving Fund for the operation of the COA.
- (4) Fiscal Years. The COA Revolving Fund shall operate for fiscal years that begin on or after July 1, 2024.

or do or act anything in relation thereto.

Article 9. Appropriate funds to Vaccine Revolving Fund

Submitted by the Board of Health

To see if the Town will vote to appropriate the sum of \$5,000 from Free Cash into the “Vaccine Revolving Fund” or do or act anything in relation thereto.

Article 10. Annual Revolving Fund Expenditure Limit Authorization

Submitted by the Select Board

To see if the Town will vote to set Expenditure Limits for Massachusetts General Laws Chapter 44, Section 53E ½ Revolving Funds established under the Code of the Town of Medfield, Chapter 117 Departmental Revolving Funds for Fiscal Year 2025, as follows:

Section		Amount
A	Fire Alarm Revolving Fund	\$10,000
B	Ambulance Revolving Fund	35,000
C	Advanced Life Support Revolving Fund	400,000
D	Community Gardens Revolving Fund	3,000
E	CENTER at Medfield Building Maintenance Revolving Fund	2,000
F	Library Revolving Fund	5,000
G	Respite Care Revolving Fund	75,000
H	Transfer Station Recycling Revolving Fund	10,000
I	Former State Hospital Revolving Fund	100,000
J	Vaccine Revolving Fund	10,000
K	Electric Vehicle Charging Station Revolving Fund	3,000
L	COA Revolving Fund	
M	Parks and Recreation Revolving Fund	1,000,000

or do or act anything in relation thereto.

Article 11. Cemetery Perpetual Care Trust Funds

Submitted by the Cemetery Commission/Department of Public Works Director

To see if the Town will vote to accept the following named sums as Perpetual Trust Funds for the care of lots in the Vine Lake Cemetery, the interest thereof as may be necessary for said care;

Nancy Wilhelm	\$3,000.00
Gerald & Louise Kazanjian	\$3,000.00
Cheryl & William Dunlea	\$1,500.00
Thomas S. Murphy	\$750.00
George and Holly Mykulak	\$600.00
Timothy & Kelly Reardon	\$1,500.00

DRAFT WARRANT

James & Janice Cannon	\$3,000.00
John L. Tincler	\$750.00
Kenneth W. Simpson	\$750.00
Elizabeth Salisbury	\$750.00
Caitlin M. Gavaghan	\$600.00
Joann & John O'Brien	\$3,000.00
Gino Mariani	\$1,500.00
Margaret E. Doyle	\$750.00
John & Lisa Crowley	\$600.00
Michael J. Gorman	\$600.00
Total	\$22,650.00

or do or act anything in relation thereto.

Article 12. Local PEG Access Appropriation

Submitted by the Select Board

To see if the Town will vote to appropriate a sum of money from the Public, Educational, and Governmental (PEG) Access and Cable Related Fund to Medfield TV for the purpose of providing local cable access services, equipment, and programming for the Town of Medfield; or do or act anything in relation thereto.

Article 13. Route 27/Dale Street Traffic Mitigation Fund

Submitted by the Select Board

To see if the Town will vote to transfer the sum of \$98,567 from Free Cash to the Dale Street Traffic Mitigation Fund for the purpose of funding the Route 27/Dale Street Traffic Mitigation as required in the Medfield Zoning Board Decision #1362 dated May 10, 2019; or do or act anything in relation thereto.

Article 14. Establish a Special Education Reserve Fund

Submitted by the School Committee

To see if the Town will vote to accept the provisions of Chapter 40, Section 13E of the Massachusetts General Laws to establish a Special Education Reserve Fund and vote to raise, appropriate, borrow, or transfer a sum of money from available funds into the “Special Education Reserve Fund” or do or act anything in relation thereto.

Article 15. Establish an Elementary School Tax Mitigation Stabilization Fund

Submitted by the Select Board/Warrant Committee/School Committee/School Building Committee

To see if the Town will vote to raise, appropriate, borrow, or transfer a sum of money from available funds into an “Elementary School Tax Mitigation Stabilization Fund” established hereby under MGL Chapter 40 Section 5B for the purpose of paying debt service payments for the excluded debt notes and/or bonds to be issued for the new Elementary School Project in order to reduce the need to raise these funds through the annual tax rate, or for any other lawful purpose; or do or act anything in relation thereto.

Article 16. Transfers to the Municipal Building Capital Stabilization Fund

Submitted by the Select Board

To see if the Town will vote to transfer a sum of money in unexpended appropriation funds, and the remaining balance, at June 30, 2024, of the FY2024 Emergency Repairs fund, to the Municipal Buildings Capital Stabilization Fund; or do or act anything in relation thereto.

Article 17. Capital Projects: Municipal Buildings

Submitted by the Capital Budget Committee

To see if the Town will vote to appropriate a sum of money and transfer said sum from the Municipal Building Capital Stabilization Fund created under Article 43 of the 2018 Annual Town Meeting for the purposes and amounts as set out below; or do or act anything in relation thereto.

Article 18. Appropriation to the Capital Stabilization Fund

Submitted by the Select Board

To see if the Town will vote to raise and appropriate and/or transfer from available funds, a sum of money, into the designated “Capital Stabilization Fund;” or do or act anything in relation thereto.

Article 19. Capital Budget: Non-Buildings

Submitted by the Capital Budget Committee

To see if the Town will vote to appropriate a sum of money to pay costs of the capital projects described in the Warrant Report, including all costs incidental and related thereto; to determine whether this appropriation shall be raised by borrowing, taxes, transfers, grants and/or otherwise; or do or act anything in relation thereto.

Article 20. Elementary School Feasibility Study Funding

Submitted by the Select Board/School Committee/School Building Committee

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money to be expended under the direction of the School Building Committee for paying the costs of a feasibility study including but not limited to, an independent comprehensive school enrollment and capacity analysis, public outreach, obtaining soil borings, topographical studies, land surveys, wetlands surveys, preliminary site development plans, schematic designs, architectural and engineering designs, cost estimates, independent enrollment studies, construction alternatives, and any incidental or related services, for the addition and/or renovation to or replacement of the Dale Street Elementary School, located at 45 Adams Street, Medfield, MA 02052; or do or act anything in relation thereto.

Article 21. Prior Year Bills

Submitted by the Select Board

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the purpose of paying the prior year bills incurred in a prior fiscal year; or do or act anything in relation thereto.

Article 22. FY2025 Operating Budget

Submitted by the Select Board

To see if the Town will vote to raise and appropriate and/or transfer from available funds, sums of money requested by the Select Board or any other Town Officer, Board, Commission, or

Committee to defray operating expenses of the Town for the fiscal year commencing July 1, 2024 or such other sums as the Town may determine, as required by Massachusetts General Laws, Chapter 41, Section 108; or do or act anything in relation thereto.

Article 23. FY2025 Water and Sewer Enterprise Fund Budget

Submitted by the Board of Water and Sewerage/Department of Public Works Director

To see if the Town will vote to raise, appropriate, or transfer from available funds the sum of money for the Water Enterprise Fund and the Sewer Enterprise Fund as follows; or do or act anything in relation thereto.

Article 24. Rescind Bond Authorization for Mount Nebo Water Tower

Submitted by the Select Board/Board of Water and Sewerage

To see if the Town will vote to rescind the \$645,000 portion of the \$850,000 borrowing authorization approved by the 2018 Annual Town Meeting (Article 35) to finance improvements to the Mount Nebo water tower that has not been used and that is no longer needed for such purpose; or to take any other action relative thereto; or do or act anything in relation thereto.

Article 25. Appropriate funds to the 375th Anniversary Fund

Submitted by the Select Board

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the celebration of the 375th anniversary of the Town's incorporation, and to establish a special fund in the town Treasury in which this appropriation shall be deposited, together with any and all sums received from contributions, the sale of commemorative items or from admission charges for commemorative ceremonies or events, for the purposes of celebration, as authorized by MGL Chapter 44, Section 531, or do or act anything in relation thereto.

Article 26. Appropriate funds to the Economic Vitality Fund

Submitted by the Select Board

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the purpose of making improvements to the economic vitality of the Town, or do or act anything in relation thereto.

Article 27. Pond Surveys

Submitted by the Conservation Commission

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the purpose of conducting a study related to the ponds under the care, custody, and control of the Conservation Commission, or do or act anything in relation thereto.

Article 28. Conservation Commission Property Signage

Submitted by the Conservation Commission

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the purpose of design, construction, and placement of Conservation Commission Property Signage, or do or act anything in relation thereto.

Article 29. Medfield State Hospital Maintenance and Security

Submitted by the Select Board

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the purpose of providing ongoing maintenance and security at the site of the former state hospital, or do or act anything in relation thereto.

GENERAL ARTICLES

Article 30. Town Charter Amendment: Moderator Term

Submitted by the Select Board

To see if the Town will vote to propose an amendment to the Town Charter, to be submitted to the voters at the next annual town meeting for the election of officers, for their approval pursuant to the Home Rule Procedures Act, G.L. Chapter 43B, Sections 10 and 11, as follows:

Section 2-4 Moderator and Deputy Moderator; election, appointing powers, terms, compensation

Amend the first sentence as follows:

Beginning with the 2026 annual election, the Moderator shall be elected for a term of three years and, upon election, shall preside over the Annual Town Meeting and any Special Town Meeting; or do or act anything in relation thereto.

Article 31. Enforcement of Zoning Bylaw Violation(s) by Non-criminal Disposition

Submitted by the Select Board

To see if the Town will vote to amend the Code of the Town of Medfield Chapter 300 Zoning Section 300-14.7 Violations and Penalties, by adding a new Subparagraph C as follows:

C. In addition to the foregoing, a zoning bylaw violation may be addressed by non-criminal disposition, as provided in GL Chapter 40 Section 21D. For said purpose, the fine for each zoning bylaw violation shall be:

First Offense: \$100

Second Offense: \$200

Third and Subsequent Offenses: \$300

In the case of a continuing violation, each day shall constitute a separate offense. The Building Commissioner, Building Inspector(s), and their designee(s) shall each have the authority to enforce the provisions of this subparagraph,

or do or act anything in relation thereto.

Article 32. Dog Control Bylaw: Expanded dog leash requirement; exception for “Off-Leash” Areas

Submitted by the Select Board and Dog Control Bylaw Review Committee

To see if the Town will vote to amend the Code of the Town of Medfield Chapter 100 Animals Section 100-5 Restraint of Dogs by striking the last sentence and replacing it with the following:

No dog shall be permitted on any public place or street within the Town of Medfield unless it is effectively restrained by a chain or leash not more than ten feet in length; this prohibition shall not apply to posted “off-leash” areas, as provided in the next section.

and by adding a new Section 100-5a Restraint of Dogs in Off-Leash Areas:

A dog may be off-leash within the confines of a Town-designated and posted “off leash” area, if effectively under voice control of the animal’s owner or keeper, provided that the dog shall be and remain, at all times, within said person’s field of vision,

or do or act anything in relation thereto.

Article 33. Substitution of “Select Board” and “Select Board Member” in Town Bylaws

Submitted by the Select Board

To see if the Town will vote to amend the Code of the Town of Medfield, Division 1: Bylaws, by substituting “Select Board” for “Board of Selectmen” or “Selectmen” and by substituting “Select Board Member” for “Selectman,” throughout all of Town’s bylaws, or do or act anything in relation thereto.

Article 34. Authorize disposition of Town Owned Land: Hinkley North

Submitted by the Select Board

To see if the Town will vote to authorize the Select Board to dispose of, by sale or ground lease, a parcel of Town-owned land shown as “parcel B” (Hinkley North) on a plan of land captioned “Approval Not Required (ANR) Survey Medfield Senior Center Medfield, Massachusetts” prepared by DiPrete Engineering, 990 Washington Street, Suite 101A, Dedham, MA 02026 dated June 26, 2018 and recorded at Norfolk County Registry of Deeds in Plan Book 672 at Page 75, containing 4.80 acres, according to said plan, together with a twenty foot wide access easement over, under, and through abutting land, as shown on said plan, to a private developer, pursuant to the provisions of G.L. Chapter 30B, Section 16, on such terms and conditions as the Select Board determine to be in Town’s interests, and, if deemed necessary or desirable, to authorize the Select Board to petition the General Court of the Commonwealth of Massachusetts to enact special legislation to authorize said disposition, and/or construction, or do or act anything in relation thereto.

ZONING ARTICLES

Article 35. MBTA ZONING DISTRICT

Submitted by Planning Board

CITIZEN PETITIONS

Article 36. Citizen Petition: Sale of Property

DRAFT WARRANT

Submitted by Citizen Petition

To see if the Town will vote to authorize the Select Board to sell or otherwise convey a portion of the property known as the Medfield State Hospital, that portion being as set forth on a sketch plan dated Jan. 7, 2024, and on file with the Town Clerk, which includes 120,483 square feet more or less, but no more than 126,000 square feet and no less than 115,000 square feet, including the buildings thereon contingent upon a final approval not required plan being endorsed by the Planning Board, and further contingent upon the sale not being in violation of the Town's Land Disposition Agreement along with an agreement by the purchasers of the Medfield State Hospital Property, Trinity Acquisitions, LLC and under such terms and conditions as the Select Board deem appropriate and in the best interest of the Town and to further authorize the Select Board to enter into any agreements and/or restrictions to effect said conveyance, or take any other action relative thereto.

Article 37. Free Cash

Submitted by the Board of Assessors

To see if the Town will authorize the Board of Assessors to use a sum of money from free cash in the Treasury for the reduction of the tax rate for the Fiscal Year 2025, or do or act anything in relation thereto.

And you are directed to serve the Warrant by posting an attested copy thereof, in the usual place for posting warrants in said Medfield, seven days at least before the time of holding said Town Meeting.

Hereof fail not and make due return of this Warrant with your doings thereon, unto the Town Clerk at the time and place of the Town Meeting aforesaid. Given unto our hands this March, Two Thousand and Twenty-Four.

Eileen M. Murphy /s/

Gustave H. Murby, Sr. /s/

Osler L. Peterson /s/

DRAFT WARRANT

Select Board

By virtue of this Warrant, I have notified and warned the Inhabitants of the Town of Medfield, qualified to vote in the election and at town meetings, by posting attested copies of the same at five public places seven days before the date of the Town Meeting as within directed.

Constable:

Date:

A TRUE COPY ATTEST:

Marion Bonoldi

Town Clerk

Departmental Budget

CONSERVATION	FY2022 Actual	FY2023 Actual	FY2024 Approved	FY2025 Request	\$ Change from FY24	% Change from FY24
SALARIES						
CONSERV AGENT SALARY	33,323	-	36,050	54,808	18,758	52%
SALARIES - SUBTOTAL	33,323	-	36,050	54,808	18,758	52%
OPERATING EXP.						
DUES & MEMBERSHIPS	902	980	950	1,000	50	5%
UTIL - TELEPHONE		223	500	500		
PROFESSIONAL DEVELOPMENT		180	600	600	-	N/A
TRAINING & EDUCATION*	276				-	N/A
PRINTNG-POSTG-STATY	818	106	150	300	150	100%
NEWSPAPERS	354		125	400	275	220%
CONS CONSULTANT		36,783		-	-	N/A
POND MAINTENANCE	4,800		5,000	5,000	-	0%
OFFICE SUPPLIES	616		440	550	110	25%
CAR ALLOW/MILEAGE			175	175	-	0%
ENCUMBRANCES	5,115	96			-	N/A
OPERATING EXP. - SUBTOTAL	12,881	38,369	7,940	8,525	585	7%
CONSERVATION - TOTAL	46,204	38,369	43,990	63,333	19,343	44%

* Training and education & meetings and conferences were combined into professional development in FY24