

FY25 Budget Finance and Warrant Commission February 12, 2024

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Assistant Town Administrator/Finance Director

FY25 Budget Presentation Overview

- Collaborative process for both Municipal and Overall Operating Budgets
 - Budget Steering Committee meetings
 - Working collaboratively with Municipal Department heads to present a well rounded budget that preserves high level services
- Proposed Municipal Budget
 - Review of services included in the proposed budget
 - Highlighted changes to salaries and expenses
 - History of increases
- Details on proposed Operating budget
- Proposed Overall Budget
 - Proposed budget is currently balanced
 - High level summary of proposed expenditures and revenue sources
- Next Steps



FY25 Proposed Municipal Budget

FY25 Proposed Municipal Budget Summary

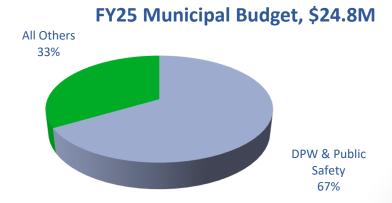
What does the Municipal Budget Provide?

High quality services that respond to all areas and all age groups throughout the Town.

What Are the Components of the Municipal Budget?

- Majority of the budget is Public Safety and Public Works 67% of the budget
- Police and Fire 46% of the budget
- DPW services include maintenance of roads, fields and all buildings 20% of the budget
- Programs and services for all ages in Town:
 - Council on Aging
 - Library
 - Recreation
- State required
 - Zoning, Health, Licensing, Veterans

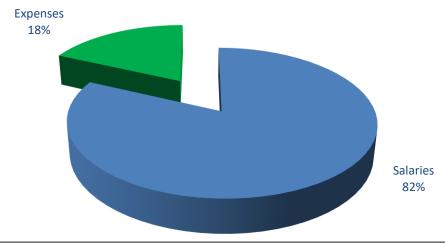




FY25 Proposed Municipal Budget Summary

The municipal budget is salary driven.

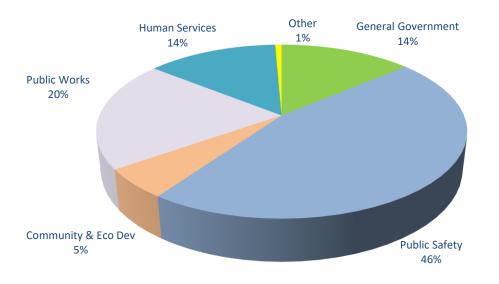
- The major portion of the municipal budget is spent on staffing
- Our primary service delivery is through our staff police officers, firefighters and DPW workers providing direct services to our residents



FY24 Budget	Function	FY25 Proposed Budget	% of Total
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\$19,055,180 \$4,628,557	Salaries Expenses	\$20,330,142 \$4,557,923	82% 18%
\$23,683,737	Total	\$24,888,065	100%

FY25 Proposed Municipal Budget Updated

How is the municipal budget funding allocated among service areas?



	FY24 Budget	FY25 Proposed	\$ Increase	% Increase
General Government	\$3,223,745	\$3,421,939	\$198,194	6.1%
Public Safety	\$10,731,416	\$11,453,907	\$722,491	6.7%
Community & Eco Dev	\$1,354,965	\$1,358,707	\$3,742	0.3%
Public Works	\$4,906,996	\$5,099,740	\$192,744	3.9%
Human Services	\$3,300,115	\$3,387,272	\$87,157	2.6%
Other	\$166,500	\$166,500	\$0	0.0%
	4		4	
Total	\$23,683,737	\$24,888,065	\$1,204,328	5.1%

• Public Works and Public Safety have an increase in FY25 of \$1.2M, which is 79% of the total overall increase.

FY25 Proposed Municipal Budget Summary

What are the salary changes in the FY25 Budget?

	EV24	Proposed FY25	Differe	
Category	FY24 Budget	Budget	Differe \$	%
- Carego: y	20.0.800	20060	т	,,
Salaries	\$19,055,180	\$20,330,142	\$1,274,962	6.7%
Expenses	\$4,630,157	\$4,557,923	(\$72,234)	-1.6%
Total	\$23,685,337	\$24,888,065	\$1,202,728	5.1%

Approximately \$1.2M or 100% of the total increase is for salaries. We were able to offset a portion of this increase with reductions to overall expenses within General Government without reducing funding for the most critical services and program areas.

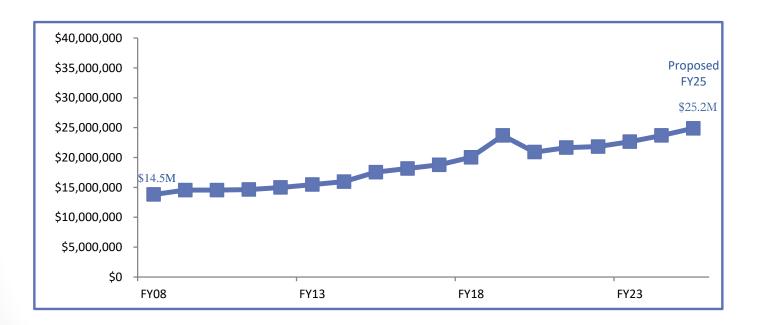
The salary increase includes the following major items:

Department	Item	Amount
	Salary contractual obligations, COLA/Step increases for	
All Departments	all staff	\$769,400
	Addition of 2 new firefighter positions, increased	
	overtime budget to support increased staffing levels	
Fire	approved in FY24	\$250,000
	HVAC Technician – net change, offset by decrease to	
DPW Maintenance	expenses	\$110,000
	Total	\$1,129,400

FY25 Proposed Municipal Budget Summary

How has the municipal budget increased over the last several years?

- The municipal base budget has had relatively moderate growth
- The Select Board strives for sustainable budget growth
- This year's budget includes an increase in Public Safety staffing
- In FY25 the current proposed municipal budget increase is 5.1%.



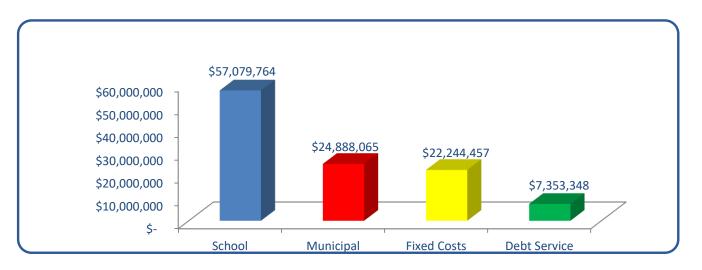
	FY19	FY20	FY21	FY22	FY23	FY24	Proposed FY25
Municipal Budget	3.1%	3.5%	3.57%	3.17%	3.74%	4.6%	5.1%



FY25 Proposed Operating Budget Details

Operating Budgets

- Town Meeting approves structurally sound budgets that provide for core services to community
- Strive for operating budget stability for school and municipal budgets



- Each 1% increase for school, municipal and fixed cost budgets is approximately:
 - School (Budget \$57M) \$550k
 - Municipal (Budget \$24.8M) \$236k
 - Fixed Costs (Budget \$22.2M) \$213k

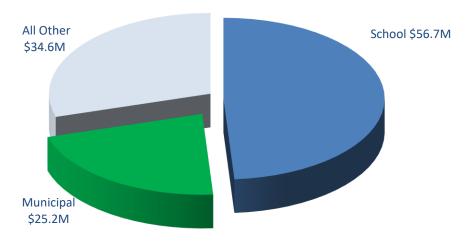
% Increase	Schools	Municipal	Fixed Costs
3%	\$1.65M	\$710k	\$638k
4%	\$2.2M	\$947k	\$851k
5%	\$2.75M	\$1.18M	\$1.06M

FY25 Proposed Operating Budget \$116M, 3.4% increase

FY25 Proposed Operating Budget

✓ Maintain high quality of services provided by Town and School departments

FY24 Budget	Category	FY25 Proposed	\$ Change FY25 v FY24	% Change FY25 v FY24
\$ 54,743,565	School Operating	\$ 56,763,603	\$ 2,020,038	3.7%
\$ 23,683,737	Municipal Operating	\$ 24,888,065	\$ 1,204,328	5.1%
\$ 169,054	Blue Hills Regional School	\$ 185,959	\$ 16,905	10.0%
\$ 126,367	Traffic Supervisors	\$ 130,202	\$ 3,835	3.0%
\$ 21,290,095	Fixed Costs	\$ 22,244,457	\$ 954,362	4.5%
\$ 7,709,245	Debt Service	\$ 7,353,348	\$ (355,897)	-4.6%
\$ 4,486,129	Sewer	\$ 4,474,095	\$ (12,034)	-0.3%
\$ 112,208,192		Total \$ 116,039,729	\$ 3,831,537	3.4%



 Some items are still estimates, including: Health Insurance, Blue Hills Assessment and MWRA Assessment, to be updated.

A Look at Fixed Costs/Shared Costs – Proposed FY25 Budget

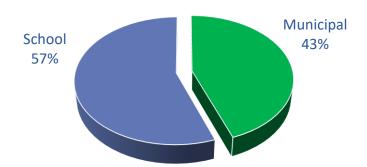
Fixed Costs – Employee Benefits Costs, Shared Costs/Trash/Reserve Accounts

Fixed costs are approximately 20% of the Operating Budget

Budget Provides For	
Municipal and School Employee Benefits Costs	\$18,034,611
Municipal and School Insurance/Shared Accounts	\$1,480,078
Trash Services	\$1,910,000
Town Wide Reserves	<u>\$820,000</u>
Total FY25	\$22,244,457

	School	Municipal	Total
Fixed Employee Related Costs	\$10,245,460	\$7,789,151	\$18,034,611

Employee Benefit Related Costs



Fixed Costs – Projected Increases in FY25

Increase

<u>Fixed Costs</u> – current estimated increase to total fixed costs budget - approx. 4.5%

\$954k

Pension Assessment Updated (\$6.72M) increase of .6% over FY24

Approx \$38K

Received FY25 assessment from Norfolk County Retirement System

Approx \$640K

Health Insurance (current \$8.35M) increase of 8.3% - Estimate only

Current estimate only

Group Insurance Commission (GIC) updates FY24 Information

Plan Description – February 2023 meeting

Final Rates – March 2023 meeting

Previous year's actual increases have been:

FY20 5%, FY21 5%, FY22 5%, FY23 7%, FY24 5.7%

Trash (current \$1.96M) estimated increase of 7.7%

Approx \$136K

Approx \$108K

Other fixed cost increases

Comprehensive insurance, 5%

Medicare, 0%

Payroll tax, 5%



FY25 Overall Proposed Budget

FY25 Overall Budget

- FY25 Proposed Overall Budget includes:
 - Projected Revenue Sources
 - Tax Levy
 - State Aid
 - Local Receipts
 - Sewer Enterprise Fund
 - Meals and Hotel Tax
 - Free Cash
 - Proposed Expenditures
 - Operating Budget (Appendix D)
 - Capital Articles
 - Stabilization Fund
 - OPEB Trust Fund
 - State and County Charges



Balance Many Needs

FY25 Overall Proposed Budget Summary Updated

FY25 Proposed Budget is a comprehensive plan that provides for:

- ✓ Maintain high quality of services provided by Town and School
 - Continued stable and sustainable operating budget growth
 - School Budget 3.7%
 - Municipal Budget 5.1%
 - Fixed costs currently 4.5%
- ✓ Base Capital Budget
 - Municipal Capital Improvements \$1,335,250 Funded with Free Cash
 - School Capital Improvements- \$1,017,000 Funded with Free Cash
- ✓ Supplemental Capital Budget Funded with Meals/Hotels Tax/Other funding
 - Appropriation for additional capital as done in prior year
 - Town-wide Projects \$550,000
 - Funded with Meals/Hotels Tax (current balance \$1.3M)
 - Pool Acoustic Tiles
 - Municipal Buildings Generator Upgrades and Replacements
 - Sewer Capital Improvements \$750,000 Funded with Sewer retained earnings
 - Other Capital Improvements \$120,000 Funded with Ambulance receipts
- ✓ Liabilities/Reserves
 - \$125K transfer from Free Cash to Stabilization Fund keeps on target with financial policy
 - \$1.565M contributed to <u>OPEB</u> trust fund keeps on target with required funding
- ✓ Borrowing
 - Capital Projects that would require borrowing:

•	Fire Department Squad Vehicle	\$750,000
•	High School Roof Restoration	\$2,500,000
•	Conant Road Culvert Construction	\$1.500.000

✓ Overall Proposed Budget is currently balanced

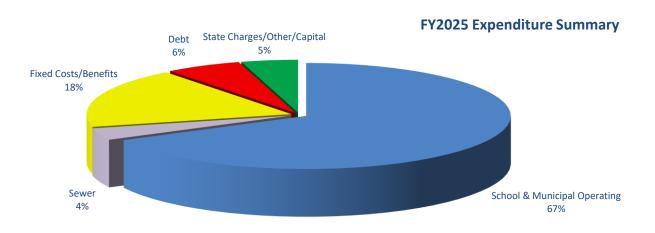
FY25 Total Expenditures Summary - \$122.8M, 1.5% Increase

	FY2025 Proposed			
	FY2024	FY2025 Proposed	\$ Change	% Change
Total Operating	\$112,208,192	\$116,039,729	\$3,831,537	3.4%
Capital Articles	\$5,177,500	\$3,772,250	(\$1,405,250)	-27.1%
OPEB & Stabilization	\$1,665,000	\$1,690,000	\$25,000	1.5%
Prior Year/Other Articles	\$598,000	\$0	(\$598,000)	-100.0%
Other Amounts to be Raised	\$1,359,992	\$1,345,482	(\$14,510)	-1.1%
Total Expenditures	\$121,008,684	\$122,847,461	\$1,838,777	1.5%

There are five major categories of the Expenditure Budget:

- Operating budget includes Municipal, Schools, Fixed Costs, Sewer and Debt
- Capital Articles includes base Municipal, base School, Sewer, Additional, Borrowing
- OPEB and Stabilization annual appropriations to reserve accounts in compliance with Financial Policies
- Prior Year/Other Articles adjustments made to current fiscal year budget
 - All of these categories are appropriations made by Town Meeting action
- Other Amounts to be Raised charges assessed by State and County

FY25 Proposed Expenditure Budget Summary - \$122.8M



FY2025 Proposed Expenditure Summary						
	FY2024	FY2025 Projected	\$ Change	% Change		
Operating Budget - School Categories	\$55,038,986	\$57,079,764	\$2,040,778	3.7%		
Operating Budget - Municipal	\$23,683,737	\$24,888,065	\$1,204,328	5.1%		
Benefits/Reserves/Insurance	\$21,290,095	\$22,244,457	\$954,362	4.5%		
Sewer - Operating	\$4,486,129	\$4,474,095	(\$12,034)	-0.3%		
Debt Service	\$7,709,245	\$7,353,348	(\$355,897)	-4.6%		
Total Operating	\$112,208,192	\$116,039,729	\$3,831,537	3.4%		
Capital Base Budget - School & Municipal	\$2,372,500	\$2,352,250	(\$20,250)	-0.9%		
Capital - Sewer	\$1,260,000	\$750,000	(\$510,000)	-40.5%		
Other Appropriations:						
To Stabilization	\$125,000	\$125,000	\$0	0.0%		
Additional Capital	\$1,545,000	\$670,000	(\$875,000)	-56.6%		
To OPEB Trust	\$1,540,000	\$1,565,000	\$25,000	1.6%		
Prior Year/Other Articles	\$598,000	\$0	(\$598,000)	-100.0%		
State Charges/Offsets/Overlay/Snow	\$1,359,992	\$1,345,482	(\$14,510)	-1.1%		
Total Expenditures	\$121,008,684	\$122,847,461	\$1,838,777	1.5%		

FY25 Proposed Capital Budget Articles

The Select Board has supported continued reinvestment in the Town's assets and infrastructure.

The FY25 Budget:

- ✓ Continues high level of Capital Investment
 - Important to maintain Town and School buildings and infrastructure
 - Important to ensure safe and efficient capital equipment
 - Consistent investment through base capital
 - Continue efforts for additional funding beyond base for important projects
 - ✓ Base Capital Budget
 - Municipal Capital Improvements \$1,335,250 Funded with Free Cash
 - School Capital Improvements- \$1,017,000 Funded with Free Cash
 - Sewer Capital Improvements \$750,000 Funded with Sewer retained earnings
 - Other Capital Improvements \$120,000 Funded with Ambulance receipts
 - ✓ Additional Capital Budget Funded with Meals/Hotels Tax
 - Appropriation for additional capital as done in prior years
 - Additional Capital Improvements \$550,000 Funded with Meals/Hotels Tax Revenue
 - ✓ Additional Capital Articles with projects that would require borrowing

FY25 Capital Budget – Proposed Municipal Capital Article

		- "
Item	Amount	Funding Source
DPW - One Ton Dump Truck (Truck 11)	\$90,000	Free Cash
DPW - Asphalt Roller	\$80,000	Free Cash
Fire - Radio Upgrade and Replacement	\$28,000	Free Cash
Fire - Turnout Gear Purchase and Replacement	\$38,250	Free Cash
IT - End User Technology	\$75,000	Free Cash
Building - Building Division Motor Vehicle	\$50,000	Free Cash
Library - Library Technology	\$20,000	Free Cash
Library - Media Suite	\$100,000	Free Cash
Library - Meeting Room AV Upgrade	\$50,000	Free Cash
Police - Police Vehicles	\$285,000	Free Cash
Police - Safety Equipment	\$70,000	Free Cash
Police - Radio Telecom Infrastructure	\$89,000	Free Cash
Building - Facility Maintenance	\$150,000	Free Cash
Building - Energy Efficiency	\$50,000	Free Cash
Building - Facilities Vehicle	\$60,000	Free Cash
Building - ADA Improvements	\$100,000	Free Cash
	Total \$1,335,250	Free Cash

This Article is to be Funded with Free Cash This is the annual base capital for Municipal

FY25 Capital Budget – Proposed Schools Capital Article

Item	Amount	Funding Source
Technology	\$150,000	Free Cash
HVAC and Controls	\$200,000	Free Cash
Building Improvements	\$350,000	Free Cash
Roofing	\$250,000	Free Cash
Furniture, Fixtures, and Equipment	\$67,000	Free Cash
	Total \$1,017,000	Free Cash

This Article is to be Funded with Free Cash This is the annual base capital for Schools

FY25 Capital Budget – Proposed Other Capital Articles / Sewer

Sewer Capital Improvements

Item	Amount	Funding Source
Stormwater MS4	\$325,000	Sewer Retained Earnings
Inflow & Infiltration Assessment	\$125,000	Sewer Retained Earnings
Rapid View Camera Truck	\$300,000	Sewer Retained Earnings
	Total \$750,000	Sewer Retained Earnings

Other Capital Improvements - Ambulance

Item		Amount	Funding Source
Fire - Rescue Upgrade and Replacement		\$74,000	Ambulance Receipts
Fire - Lifepak Cardiac Monitor for Ambulance		\$46,000	Ambulance Receipts
	Total	\$120,000	Ambulance Receipts

FY25 Capital Budget – Proposed Additional Capital

Item		Amount	Funding Source
Generator Upgrades and Replacements at			
Municipal Buildings		\$400,000	Meals/Hotels Tax Revenue
Recreation – Acoustic Tiles for Pool		\$150,000	Meals/Hotels Tax Revenue
	Total	\$550,000	Meals/Hotels Tax Revenue

Funded by Meals/Hotels Revenue

FY25 Capital Budget – Borrowing Articles

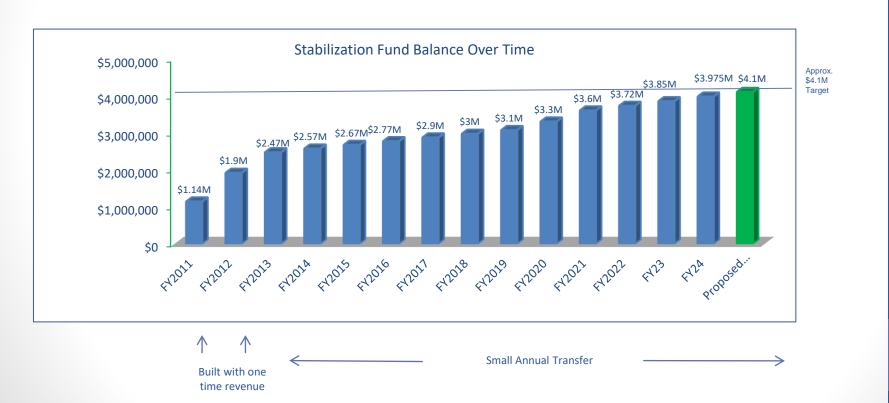
Item	Amount	Funding Source
Fire - Squad Truck Replacement	\$725,000	Would require borrowing
Schools - High School Roof Restoration	\$2,500,000	Would require borrowing
DPW – Conant Road Culvert Construction	\$1,500,000	Would Require Borrowing

These projects would be funded as a borrowing article.

- Conant Road Culvert is being proposed to move up a year in the capital 5 year plan
 from FY26 to FY25
 - Reimbursable grant opportunity
- These three projects were voted by Select Board on 2/5/24 to become Budget Articles 11 through 13

Stabilization Fund – FY25 Appropriation \$125,000

- The Stabilization Fund is the Town's main reserve account
- Protects the Town against emergencies
- Very important for credit rating (AAA)
- Can help mitigate budget disruptions such as economic decline
- Funded with Free Cash



OPEB Liability Trust Fund – FY25 Appropriation \$1,565,000

On target with funding plan, \$25K additional per year

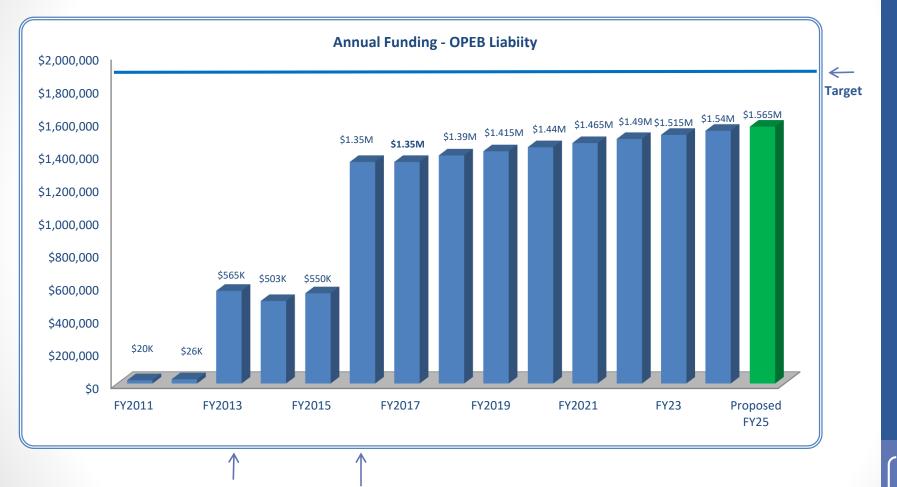
FY13 Change in

health care plan

FY16 Change in

health care plan

Balance in trust fund account as of 12/23 is approximately \$21M

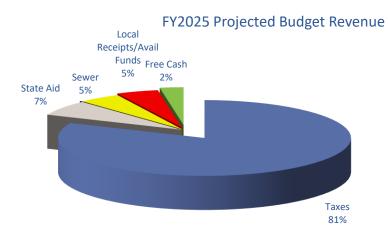


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FY25 Proposed Budget Revenue - \$122.8M, 1.5% Increase

There are eight major categories of the Revenue Budget:

	EV2025 Projected Ru	udget Revenue			
FY2025 Projected Budget Revenue					
	FY2024	FY2025 Proj	\$ Change	% Change	
Taxes	\$97,119,785	\$100,121,042	\$3,001,257	3.1%	
State Aid	\$8,023,334	\$8,131,535	\$108,201	1.3%	
Sewer Enterprise	\$6,188,863	\$5,685,452	(\$503,411)	-8.1%	
Local Receipts	\$4,195,857	\$4,595,857	\$400,000	9.5%	
Available Funds	\$434,325	\$434,325	\$0	0.0%	
Available Funds - prior yr/other articles	\$650,000	\$120,000	(\$530,000)	-81.5%	
Meals/Hotels Tax	\$1,100,000	\$550,000	(\$550,000)	-50.0%	
Free Cash	\$3,295,500	\$3,209,250	(\$86,250)	-2.6%	
Tota	\$121,007,664	\$122,847,461	\$1,839,797	1.5%	



Tax Revenue

FY25 Total Projected Revenue Budget - \$122.8M

- Taxes are approximately 82% of revenue most important component of financial stability
- Proposition 2 ½
 - Limits total property taxes a community can raise can increase 2.5% plus new growth
 - Calculation not applied to individual tax bills
 - Town Meeting can approve a debt exclusion which allows for additional property taxes to be levied in an amount equal to the debt service payments associated with the project
- For FY25, the projected property tax revenue supporting the overall budget is \$100.1M
 - Includes exempt debt

Tax Levy Calculation per Proposition 2 ½

Tax Levy Calculation	FY2021	FY2022	FY2023	FY2024	Budget FY2025	
Prior Year Levy Limit Plus 2.5% Increase Plus New Growth New Tax Levy University Station TIF* General Overrides Tax Levy Limit	\$79,703,916 \$1,992,598 \$889,111 \$491,000 \$0 \$83,076,625	\$2,076,916 \$1,356,788 \$208,000	\$2,167,958 \$1,017,139 \$107,000 \$0	\$2,250,261 \$725,557 \$52,746 \$187,740	\$2,330,668 \$550,000 \$0	Plus 2.5% Estimated New growth Estimated Uni Station new growth Estimated one time TIF increase
Exempt Debt* Levy Capacity	\$1,217,416 \$84,294,041	\$1,048,819 \$87,767,148			\$4,013,644 \$100,121,042	
Actual Levy Assessed Excess Levy(Taxes not raised)	\$83,468,800 \$825,241			\$97,119,785 \$476,486		What we do tax (Not finalized) Unused Tax Levy (Not finalized)

- Exempt debt This is the net principal and interest payment required each year for borrowing projects approved outside Proposition 2 1/2.
- New Growth This represents taxes from new residential and commercial development
- No general override since 2007
- Exempt debt declines slightly in FY25, Elementary school bond payment schedule began in FY24

^{*} One time new growth increase due to TIF transition year

<u>Preliminary FY25 State Aid Revenue – Per Governor's Budget</u>

- State Aid is approximately 6.6% of the Total Revenue budget for FY25
- State aid steady— no mid year cuts or disruptions for several years, even with COVID.



	FY24	FY25	\$ Change	% Change
Chapter 70	\$ 7,092,497	\$7,156,166	\$63,669	0.9%
Municipal Unrestricted	\$872,165	\$898,330	\$26,165	3%
All Other	\$58,672	\$77,039	\$18,367	31%
Total Revenue	\$8,023,334	\$8,131,535	\$108,201	1.3%
State Charges	FY24	FY25	\$ Change	% Change
	\$811,877	\$808,339	(\$3,538)	5%

Free Cash Certification

- Certified Free Cash as of June 30, 2023 is \$10,959,301.
- Disciplined use of free cash balance.
 - Not applied to operating budgets. Not using full allowance.
 - In line with Financial Policy, apply higher amounts to capital needs, not operating budget.
 - Good FY23 budget to actual results.
- \$2.1M of Free Cash was appropriated through Article 1 at January 2024 Special Town Meeting
- FY25 proposed budget is funded by \$3.2M of free cash :
 - \$2,352,200 for school and municipal capital
 - \$125,000 for Stabilization
 - \$732K for Reserves and Fixed costs



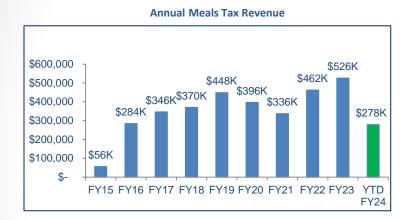
Financial Policy target is approximately \$4.2M unallocated.

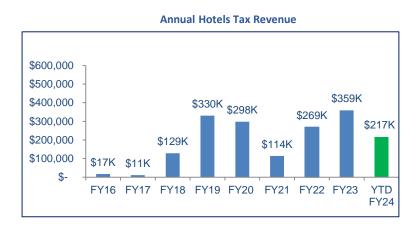
Meals and Hotels Tax

Use of Funds

Any use of funds must be appropriated by Town Meeting. All use requires a 2/3 vote by Town Meeting, Funds have been used for capital projects.

- Proposal for May 2024 meeting includes usage of \$550K of funds
 - Generator upgrade and replacement at municipal buildings \$400K
 - Replacement of acoustic tiles at the town pool \$150K

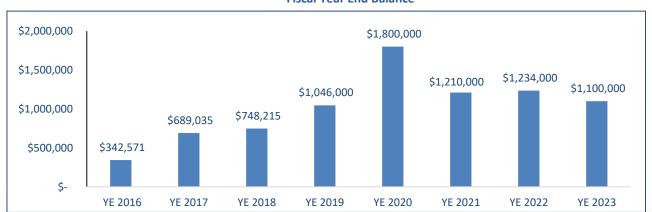




Balance in the Account

The balance at December 31, 2023 is \$1.1M

History of Meals/Hotels Tax Account Balance Fiscal Year End Balance



Next Steps in Budget Cycle

- February and March Meetings:
 - Continue update and review of FY25 revenue projections
 - FY25 State Aid Budget
 - Continue review of expenditures/other updates
 - Assessments (Blue Hills, MWRA)
 - Health Insurance
 - Continue to review capital budget articles



- Prepare Articles 1 and 2 FY24 Budget Supplements
 - Article 1: Transfers from one budget to another
 - Article 2: Supplement budget with additional funds (free cash)
 - Select Board will finalize mid March in advance of Finance Commission final public hearing in March
- Any updates will be presented to Finance and Warrant Commission in advance of Fincom Public Hearings



Select Board Article 13

Select Board 13 – Adoption of Fee Schedule for Sealing of Weights and Measures

On February 5, 2024, the Select Board voted to use one of the Miscellaneous Articles (Misc. #4) to create Select Board Article #13, Adoption of Fee Schedule for Sealing of Weights and Measures

Article Language:

To see if the Town will vote to approve a Fee Schedule for Sealing of Weight & Measures, as an alternative to the fee schedule set forth in M.G.L. Chapter 98, Section 56, to be phased in over a period of four (4) years beginning in Calendar Year 2024 and reaching full rates in Calendar Year 2027, as follows, or take any other action in relation thereto:

Select Board 13 – Adoption of Fee Schedule for Sealing of Weights and Measures

Fee Schedule for Sealing and Inspecting Weighing of Measuring Devices:

Type of Device	<u>2024</u>	<u>2025</u>	<u>2026</u>	2027 and Subsequent Years
Scale 0-10lbs. (each)	\$6.67	\$10.00	\$13.33	\$20.00
Scale 10-100lbs. (each)	\$10.00	\$15.00	\$20.00	\$30.00
Apothecary Scale (each)	\$2.33	\$3.50	\$4.67	\$7.00
Taxi/Odometer (each)	\$8.33	\$12.50	\$16.67	\$25.00
Gas/Diesel Fueling Pump (each)	\$6.67	\$10.00	\$13.33	\$20.00
Tanker Vehicle (each)	\$50.00	\$75.00	\$100.01	\$150.00
Fabric (each)	\$3.33	\$5.00	\$6.67	\$10.00
Wire/Rope/Cordage (each)	\$3.33	\$5.00	\$6.67	\$10.00
Scanners 1-3 (total)	\$13.33	\$20.00	\$26.67	\$40.00
Scanners 4-11 (total)	\$26.66	\$40.00	\$53.34	\$80.00
Scanners 12+ (total)	\$41.66	\$62.50	\$83.34	\$125.00

