



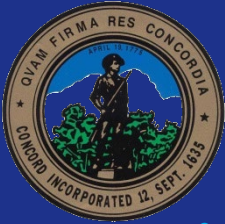
ARTICLE 8: FY2025 Town Budget

ARTICLE 8. Mr. Dane moves that the Town take affirmative action on Article 8, as printed in the handout pertaining to this article.



Manner of Appropriation

- Town's budget is appropriated by Town Meeting in 14 distinct line-items
- Town Manager must then manage to the “bottom line” of each line-item appropriation
- Adjustments only allowed:
 - Further Town Meeting action
 - MGL c.44, §33B



FY25 Budget Timetable

- August/ September 2023: FinCom review & approve guideline methodology & metrics
- September 2023: Town FY25 Budget & Capital Process Begins
- October 2023: Town response to Guideline Information Request/ Preliminary Guideline is established
- November 2023: Town FY25 Budget & CIP reviewed with Select Board; Town responds to FY25 Preliminary Guideline
- December 2023: FinCom issues final guideline for FY25
- February 2024: Town FY25 Budget & CIP is finalized
- March 2024: Public Hearing
- April 2024: Annual Town Meeting



FY2025 Town Budget - Guideline Met

FY25 Town Budget			
Article	Lines	Category	Amount
8	1- 11	Guideline: Town, Operating Budget	\$ 32,745,639
8	12- 14	Non-Guideline: Joint Expense (Town - CPS)	\$ 26,928,826
8		Total: Article 8	\$ 59,674,465
Article	Lines	Category	Amount
9		Guideline, Tier One Capital	\$ 2,180,000
FinCom Guideline			
8	1- 11	Guideline: Town, Operating Budget	\$ 32,745,639
9		Guideline, Tier One Capital	\$ 2,180,000
		Total: FY25 Guideline	\$ 34,925,639



FY2025 Strategic Issues & Spending Drivers

Strategic Issues

- Recruitment & Retention
 - Total compensation in line with peers
 - Targeting positions competing with private sector
 - Updating policies, procedures & practices
- Maintaining Capital Infrastructure (Article 9)
 - Funding at target; evaluating target for efficacy
- Balancing Service Level Expectations through Strategic Planning
 - Aligning goals & objectives

Spending Drivers

- Known & anticipated wage adjustments: \$581,506
 - 5 of 6 union contracts expire on June 30, 2024
 - Holding some budgeted positions vacant
 - Market Conditions; Recruitment & Retention
 - Continue to work through recommendations of Personnel Study Task Force
- Cost of materials & utilities
 - Supply chain
 - lead time is challenging given appropriation constraints
- Build back Tier One Funding: +\$455,000
 - Funding remains at minimum of policy recommendation



New Budget Lenses

Equity & Inclusion

- What are the assumptions at the foundations of the issue?
- Does this program/ funding allocation promote equity, or address previous inequities?
- Does it produce intentional benefits or unintentional consequences?
- How are various groups impacted?
- How are decisions being made; are a broad range of voices being heard throughout the process?

Resilient & Sustainable

- Understanding objectives
- Climate Action & Resilience Plan (2020)
- Thoughtful design
- Strategic planning



FY2025 Budget Recommendation

Fixed Expense Category	FY23	% of Town General Fund Budget	FY24	% of Town General Fund Budget	FY25	% of Town General Fund Budget
General Government	\$ 4,194,241	8.24%	\$ 4,913,601	8.93%	\$ 5,602,619	9.39%
Legal Services	\$ 450,000	0.88%	\$ 450,000	0.82%	\$ 400,000	0.67%
Finance	\$ 2,386,111	4.69%	\$ 2,473,813	4.49%	\$ 2,599,727	4.36%
Planning & Land Management	\$ 2,213,816	4.35%	\$ 2,505,856	4.55%	\$ 2,628,721	4.41%
Human Services	\$ 3,536,271	6.95%	\$ 3,451,331	6.27%	\$ 3,488,951	5.85%
Public Safety	\$ 10,992,463	21.60%	\$ 11,928,437	21.67%	\$ 12,106,896	20.29%
Public Works	\$ 4,627,600	9.09%	\$ 4,958,795	9.01%	\$ 5,112,219	8.57%
Unclassified	\$ 1,334,543	2.62%	\$ 1,030,000	1.87%	\$ 806,506	1.35%
sub-total: Operating Budget	\$ 29,735,045	58.43%	\$ 31,711,833	57.62%	\$ 32,745,639	54.87%
total: General Fund budget	\$ 50,889,957		\$ 55,036,779		\$ 59,674,465	



FY25 Spending Drivers: Non-Guidelines

Fixed Expense Category	FY23	% of Town General Fund Budget	FY24	% of Town General Fund Budget	FY25	% of Town General Fund Budget
Group Insurance	\$ 7,468,322	14.68%	\$ 8,140,471	14.79%	\$ 8,000,000	13.41%
Property/ Liability	\$ 378,000	0.74%	\$ 406,350	0.74%	\$ 539,412	0.90%
Unemployment & Workers Comp	\$ 262,450	0.52%	\$ 301,818	0.55%	\$ 316,909	0.53%
Retirement, General Fund	\$ 3,381,101	6.64%	\$ 3,399,675	6.18%	\$ 4,349,746	7.29%
Retirement, Pension Reserve	\$ 1,501,370	2.95%	\$ 1,650,000	3.00%	\$ 1,650,000	2.77%
Social Security/ Medicare	\$ 942,064	1.85%	\$ 989,168	1.80%	\$ 1,028,735	1.72%
Debt Service	\$ 7,221,605	14.19%	\$ 8,437,464	15.33%	\$ 11,044,024	18.51%
sub-total: Fixed Expense	\$ 21,154,912	41.57%	\$ 23,324,946	42.38%	\$ 26,928,826	45.13%
total: General Fund budget	\$ 50,889,957		\$ 55,036,779		\$ 59,674,465	



FY25 Budget: Fixed Cost, Debt Service

		% of Town General Fund Budget		% of Town General Fund Budget		% of Town General Fund Budget
Debt Service	FY23		FY24		FY25	
Non-Exempt, Town	\$ 3,423,349	6.73%	\$ 3,698,148	6.72%	\$ 3,576,699	5.99%
Non-Exempt, School	\$ 741,752	1.46%	\$ 829,552	1.51%	\$ 806,651	1.35%
Notes Expense, Anticipated	\$ 70,000	0.14%	\$ -	0.00%	\$ 70,000	0.12%
sub-total:	\$ 4,235,101	8.32%	\$ 4,527,700	8.23%	\$ 4,453,350	7.46%
Exempt, Town	\$ 326,294	0.64%	\$ 317,544	0.58%	\$ 303,794	0.51%
Exempt, School (Elementary)	\$ 2,660,210	5.23%	\$ 2,247,320	4.08%	\$ 2,148,580	3.60%
Exempt, School (Middle)	\$ 863,393	1.70%	\$ 4,182,046	7.60%	\$ 4,138,300	6.93%
sub-total:	\$ 3,849,897	7.57%	\$ 6,746,910	12.26%	\$ 6,590,674	11.04%
Total: Town Debt	\$ 8,084,998	15.89%	\$ 11,274,610	20.49%	\$ 11,044,024	18.51%
Exempt, CCRSD	\$ 3,179,377		\$ 3,055,012		\$ 3,016,080	
Exempt, Minuteman Technical	\$ 521,385		\$ 488,844		\$ 425,838	
sub-total:	\$ 3,700,762		\$ 3,543,856		\$ 3,441,918	
Total: Debt, All Categories	\$ 11,785,760		\$ 14,818,466		\$ 14,485,942	
Total: Exempt Debt, All Categories	\$ 7,550,659		\$ 10,290,766		\$ 10,032,592	



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