



Town of Concord

Office of the Town Clerk
22 Monument Square
Concord, Massachusetts 01742-0535

ANNUAL TOWN MEETING
April 29, April 30, and May 1, 2024

FISCAL YEAR 2025 TOWN BUDGET

ARTICLE 8.

Upon a **MOTION** made by Mr. Dane and duly seconded, it was **VOTED**:

That the Town raise and appropriate the sum of \$54,824,074, transfer the following amounts:

- \$275,790 from the Cemetery Fund;
- \$308,475 from the Sewer Fund;
- \$894,618 from the Water Fund;
- \$1,312,774 from the Light Fund;
- \$142,547 from the Solid Waste Fund;
- \$57,974 from the Swim & Fitness Fund;
- \$35,956 from the Telecom Fund;
- \$1,552 from PEG Access Fund;
- \$1,650,000 from the Pension Reserve Fund;
- \$137,354 from the Recreation Fund;
- \$3,500 from the Transportation Network Fund; and
- \$29,851 from the National Opioid Settlement Fund

• for a total appropriation under Article 8 of \$59,674,465, as printed in the handout “Article 8, FY2025 Town Budget”, Items 1 – 16, for the

necessary and expedient purposes of the Town for the Fiscal Year ending June 30, 2025, and that the same be expended only for such purposes under the direction of the Town Manager; and further, that the Town Manager is authorized to turn in or sell at public auction surplus equipment, the amount allowed or received therefore to be applied against the purchase of new equipment; and that the Town appropriate and transfer the sum of \$1,000 from the Dog Inoculation Fees Reserve Account for the cost of the Board of Health's Rabies Clinic; and further that the Town appropriate \$67,808 from the Title 5 Septic Loan Betterment Reserve Account to meet the loan payments to the Massachusetts Clean Water Trust due and payable during FY2025.


HANDOUT


Handout: Article 8, FY2025 Town Budget

Motion: That the Town raise and appropriate the sum of \$54,824,074, transfer the following amounts:

- \$275,790 from the Cemetery Fund;
- \$308,475 from the Sewer Fund;
- \$894,618 from the Water Fund;
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- \$29,851 from the National Opioid Settlement Fund

for a total appropriation under Article 8 of \$59,674,465, as printed in the handout "Article 8, FY2025 Town Budget", Items 1 – 16, for the necessary and expedient purposes of the Town for the Fiscal Year ending June 30, 2025, and that the same be expended only for such purposes under the direction of the Town Manager; and further, that the Town Manager is authorized to turn in or sell at public auction surplus equipment, the amount allowed or received therefore to be applied against the purchase of new equipment; and that the Town appropriate and transfer the sum of \$1,000 from the Dog Inoculation Fees Reserve Account for the cost of the Board of Health's Rabies Clinic; and further that the Town appropriate \$67,808 from the Title 5 Septic Loan Betterment Reserve Account to meet the loan payments to the Massachusetts Clean Water Trust due and payable during FY2025.

						As a result of Article 7 action		
								
Line No.	Item No.	Department	FY23 Appropriation	FY24 Appropriation (Original)	FY24 Appropriation (Revised)	FY24 Appropriation (Adjusted 04.29.2024)	FY25 Appropriation	
General Government								
1	A	Town Manager's Office	\$ 686,197	\$ 730,350	\$ 730,350	\$ 716,923	\$ 864,166	
	B	Human Resources	\$ 595,606	\$ 573,682	\$ 573,682	\$ 563,451	\$ 481,562	
	C	Information Systems (Technology)	\$ 1,348,980	\$ 1,757,756	\$ 1,757,756	\$ 1,726,409	\$ 1,828,904	
	D	Town Meetings & Reports	\$ 117,919	\$ 95,400	\$ 95,400	\$ 93,699	\$ 100,000	
	E	Facilities Administration	\$ 1,026,590	\$ 1,930,088	\$ 1,930,088	\$ 1,895,668	\$ 2,077,139	
	F	Parks & Playgrounds	\$ 215,776	\$ 216,727	\$ 216,727	\$ 212,862	\$ 110,848	
	G	Resource Sustainability	\$ 165,203	\$ 125,000	\$ 125,000	\$ 122,771	\$ 140,000	
	H	Visitor's Center	\$ 37,970	\$ -	\$ -	\$ -	\$ -	
	I	Adjustment			\$ (515,402)	\$ -	\$ -	
		sub-total:	\$ 4,194,241	\$ 5,429,003	\$ 4,913,601	\$ 5,331,783	\$ 5,602,619	
2	A	Legal Services	\$ 450,000	\$ 450,000	\$ 450,000	\$ 450,000	\$ 400,000	
		total: General Government	\$ 4,644,241	\$ 5,879,003	\$ 5,363,601	\$ 5,781,783	\$ 6,002,619	
Finance								
3	A	Finance Administration	\$ 555,491	\$ 647,927	\$ 647,927	\$ 637,257	\$ 756,342	
	B	Treasurer-Collector	\$ 505,631	\$ 466,957	\$ 466,957	\$ 459,267	\$ 476,700	
	C	Town Accountant	\$ 340,945	\$ 367,594	\$ 367,594	\$ 361,540	\$ 392,374	
	D	Assessors	\$ 444,387	\$ 434,957	\$ 434,957	\$ 427,794	\$ 442,730	
	E	Town Clerk	\$ 439,831	\$ 464,499	\$ 464,499	\$ 456,849	\$ 457,834	
	F	Elections	\$ 89,374	\$ 80,714	\$ 80,714	\$ 79,385	\$ 60,289	
	G	Registrars	\$ 10,452	\$ 11,165	\$ 11,165	\$ 10,981	\$ 13,458	
		total: Finance	\$ 2,386,111	\$ 2,473,813	\$ 2,473,813	\$ 2,433,073	\$ 2,599,727	

							As a result of Article 7 action 	
Public Works			FY23 Appropriation	FY24 Appropriation (Original)	FY24 Appropriation (Revised)	FY24 Appropriation (Adjusted 04.29.2024)	FY25 Appropriation	
7	A	Public Works Administration	\$ 403,332	\$ 422,120	\$ 422,120	\$ 415,168	\$ 458,696	
	B	Engineering	\$ 506,999	\$ 701,634	\$ 701,634	\$ 690,079	\$ 693,132	
	C	Highway Administration	\$ 1,638,237	\$ 1,805,133	\$ 1,805,133	\$ 1,775,406	\$ 2,031,753	
	D	Winter Maintenance	\$ 650,000	\$ 655,500	\$ 655,500	\$ 644,705	\$ 655,500	
	E	Parks & Trees	\$ 901,592	\$ 992,220	\$ 992,220	\$ 975,880	\$ 873,271	
	F	Cemetery	\$ 312,235	\$ 273,790	\$ 273,790	\$ 269,281	\$ 282,838	
	G	133/ 135 Keyes Road	\$ 183,580	\$ 68,088	\$ 68,088	\$ 66,967	\$ 75,000	
	H	Street Lighting	\$ 31,625	\$ 40,310	\$ 40,310	\$ 39,646	\$ 42,029	
		total: Public Works	\$ 4,627,600	\$ 4,958,795	\$ 4,958,795	\$ 4,877,132	\$ 5,112,219	
Unclassified								
8		Employee Wellness	\$ -	\$ 75,000	\$ 75,000	\$ 73,765	\$ 25,000	
	A	Unused Sick Leave	\$ 23,061	\$ -	\$ -	\$ -	\$ -	
	B	Public Safety Disability	\$ 887	\$ -	\$ -	\$ -	\$ -	
	C	Employee Assistance Program	\$ 2,661	\$ -	\$ -	\$ -	\$ -	
		sub-total:	\$ 26,609	\$ 75,000	\$ 75,000	\$ 73,765	\$ 25,000	
9		Reserve Fund	\$ 225,000	\$ 200,000	\$ 200,000	\$ 200,000	\$ 200,000	
10		Salary Reserve Fund	\$ 1,057,934	\$ 755,000	\$ 755,000	\$ 755,000	\$ 581,506	
11		Land Fund	\$ 25,000	\$ -	\$ -	\$ -	\$ -	
		Total: Unclassified	\$ 1,334,543	\$ 1,030,000	\$ 1,030,000	\$ 1,028,765	\$ 806,506	
		Total: FY Town, General Fund	\$ 29,735,045	\$ 32,227,235	\$ 31,711,833	\$ 31,711,833	\$ 32,745,639	

						As a result of Article 7 action			
						↓			
Joint Accounts (Town - Concord Public Schools)				FY23 Appropriation	FY24 Appropriation (Original)	FY24 Appropriation (Revised)	FY24 Appropriation (Adjusted 04.29.2024)	FY25 Appropriation	
12	A	Group Insurance	\$ 7,468,322	\$ 8,140,471	\$ 8,140,471	\$ 8,140,471	\$ 8,140,471	\$ 8,000,000	
	B	Property/ Liability Insurance	\$ 378,000	\$ 406,350	\$ 406,350	\$ 406,350	\$ 406,350	\$ 539,412	
	C	Unemployment	\$ 120,000	\$ 138,000	\$ 138,000	\$ 138,000	\$ 138,000	\$ 140,760	
	D	Worker's Compensation	\$ 142,450	\$ 163,818	\$ 163,818	\$ 163,818	\$ 163,818	\$ 176,149	
	E	Social Security & Medicare	\$ 942,064	\$ 989,168	\$ 989,168	\$ 989,168	\$ 989,168	\$ 1,028,735	
		sub-total:	\$ 9,050,836	\$ 9,837,807	\$ 9,837,807	\$ 9,837,807	\$ 9,837,807	\$ 9,885,056	
13	A	Retirement Assessment, General Fund	\$ 3,381,101	\$ 3,399,675	\$ 3,399,675	\$ 3,399,675	\$ 3,399,675	\$ 4,349,746	
	B	Retirement Assessment, Pension Reserve	\$ 1,501,370	\$ 1,650,000	\$ 1,650,000	\$ 1,650,000	\$ 1,650,000	\$ 1,650,000	
		sub-total:	\$ 4,882,471	\$ 5,049,675	\$ 5,049,675	\$ 5,049,675	\$ 5,049,675	\$ 5,999,746	
14	A	Debt Service, Within Levy Limit							
		A1. Town, Principal & Interest	\$ 3,423,349	\$ 3,698,148	\$ 3,698,148	\$ 3,698,148	\$ 3,698,148	\$ 3,576,699	
		A2. CPS, Principal & Interest	\$ 741,752	\$ 829,552	\$ 829,552	\$ 829,552	\$ 829,552	\$ 806,651	
		A3. Interest on Short-Term Notes	\$ 70,000	\$ -	\$ -	\$ -	\$ -	\$ 70,000	
		sub-total:	\$ 4,235,101	\$ 4,527,700	\$ 4,527,700	\$ 4,527,700	\$ 4,527,700	\$ 4,453,350	
	B	Debt Service, Excluded from Levy Limit							
		B1. Town, Principal & Interest	\$ 326,294	\$ 317,544	\$ 317,544	\$ 317,544	\$ 317,544	\$ 303,794	
		B2. CPS, Principal & Interest	\$ 2,660,210	\$ 3,592,220	\$ 3,592,220	\$ 3,592,220	\$ 3,592,220	\$ 6,286,880	
		B3. Interest on Short-Term Notes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
		sub-total:	\$ 2,986,504	\$ 3,909,764	\$ 3,909,764	\$ 3,909,764	\$ 3,909,764	\$ 6,590,674	
		total: Joint Accounts	\$ 21,154,912	\$ 23,324,946	\$ 23,324,946	\$ 23,324,946	\$ 23,324,946	\$ 26,928,826	
Total: Fiscal Year Appropriation			\$ 50,889,957	\$ 55,552,181	\$ 55,036,779	\$ 55,036,779	\$ 55,036,779	\$ 59,674,465	

Summary of Appropriations and Funding Sources:

Unlike other operating budgets, the Town’s budget is appropriated by Town Meeting in 16 distinct line items. Lines 1 – 11 appropriate what is commonly referred to as the “Guidelines” budget and lines 12 – 16 appropriate Fixed Costs shared by the Town and Concord Public Schools. Once appropriated, the Town Manager must then manage to the “bottom line” of each line-item appropriation, rather than to the total warrant article appropriation. Adjustments to the Town’s budget are then only allowed, either by further Town Meeting action or at year-end with the approval of the Finance Committee and the Select Board.

This chart shows a summary of the line-item appropriations on the left and a summary of the various funding sources supporting the appropriations on the right. As you can see, there are a variety of funding sources used to support the Town’s operating budget including property tax, local receipts and transfers from enterprise and other special revenue funds.

Appropriation:			Funding:	
Line Item	Line Item, description	Amount	Line Item, description	Amount
1 - 11	Guideline Budget	\$ 32,745,639	Raise & Appropriate	\$ 54,824,074
12A	Group Insurance	\$ 8,000,000	Light Fund, including Retirement Assessment	\$ 1,312,774
12B	Property/ Liability Insurance	\$ 539,412	Telecom Fund	\$ 35,956
12C	Unemployment	\$ 140,760	Water Fund, including Retirement Assessment	\$ 894,618
12D	Worker's Compensation	\$ 176,149	Sewer Fund, including Retirement Assessment	\$ 308,475
12E	Social Security & Medicare	\$ 1,028,735	Swim & Fitness Fund, including Retirement Assessment	\$ 57,974
13A	Retirement Assessment, General & Enterprise Funds	\$ 4,349,746	Solid Waste Fund	\$ 142,547
13B	Retirement Assessment, Pension Reserve	\$ 1,650,000	Cemetery Fund	\$ 275,790
14A	Debt Service within Levy	\$ 4,453,350	Recreation Fund	\$ 137,354
14B	Debt Service, Excluded from Levy	\$ 6,590,674	Pension Reserve	\$ 1,650,000
			PEG	\$ 1,552
			National Opioid Settlement Fund	\$ 29,851
			Transportation Network Fund	\$ 3,500
	Sub-total: Article 8, FY25 Town Budget	\$ 59,674,465		\$ 59,674,465
	Additional Appropriations:			
	Dog Inoculation	\$ 1,000	Dog Inoculation Fees	\$ 1,000
	Septic Betterments, debt	\$ 67,808	Septic Betterment Fund	\$ 67,808
	Total: Article 8, FY25 Budget & Additional Appropriations	\$ 59,743,273	Total Revenue to Support Article 8	\$ 59,743,273

2024 ATM
Article 8, cont'd

Passed by a near unanimous vote
April 29, 2024

A True Copy Attest:

Kaari Mai Tari
Town Clerk



Town of Concord

Office of the Town Clerk
22 Monument Square
Concord, Massachusetts 01742-0535

ANNUAL TOWN MEETING
April 29, April 30, and May 1, 2024

FISCAL YEAR CAPITAL IMPROVEMENT AND DEBT PLAN

ARTICLE 9.

Upon a **MOTION** made by Mr. Dane and duly seconded, it was **VOTED**:

That the Town appropriate \$6,280,000, to be expended at the direction of the Town Manager, to pay costs of the fiscal year 2025 Capital Improvement and Debt Plan as printed in the Warrant, and that to meet this appropriation, (i) the Town shall raise and appropriate the sum of \$2,180,000 to pay costs of the Tier I Capital Improvement Plan, and (ii) the Town Treasurer with the approval of the Select Board, is authorized to borrow by the issuance of bonds or notes of the Town under the provisions of G.L. c. 44, §7 or §8, or any other enabling authority, the sum of \$4,100,000 to pay costs of the Tier II Capital Improvement Plan.

WARRANT

FY2025 CAPITAL IMPROVEMENT AND DEBT PLAN

ARTICLE 9. To determine whether the Town will raise and appropriate, or transfer from available funds, or authorize the Town Treasurer with the approval of the Select Board to borrow by the issuance of bonds or notes under the provisions of Mass. Gen. Laws c. 44, § 7, the sums of money specified in the FY2025 Capital Improvement and Debt Plan, or any other sum, to be expended under the direction of the Town Manager, or take any other action relative thereto.

Capital Outlay (Tier One). Details by Town department/division are as follows for the capital outlay, designated Tier One (cash) portion of the Capital Improvement Plan, summarized in Table One, below:

General Government		Amount
Information Technology	Computers	\$ 120,000
Information Technology	Security Improvements	\$ 50,000
Information Technology	Public Safety computers & modems	\$ 10,000
Information Technology	Evaluate Building Security	\$ 50,000
Information Technology	Copiers and Multi-function printers	\$ 28,000
Finance		Amount
Town Clerk	Poll Place Scanner and Tabulator	\$ 10,000
Planning & Land Management		Amount
Planning & Land Management	Natural Resources	\$ 20,000
Planning & Land Management	Building & Inspections	\$ 100,000
Human Services		Amount

Library	Computer Equipment	\$ 15,000
COA	Transport Vehicle	\$ 113,000
Veterans Agent	Electric Vehicle	\$ 25,000
Public Safety		Amount
Police	Tasers	\$ 65,000
Police	Cruiser Laptops	\$ 70,000
Police	Public Safety Equipment	\$ 30,000
Police	Patrol Cruisers - Hybrid	\$ 220,000
Police	Policy & Training Mgmt. Software Upgrade	\$ 16,000
Police	Communications Center Upgrades	\$ 18,200
Fire	Miscellaneous Equipment/unforeseen	\$ 34,825
Fire	Turnout Gear (9 sets per year - change in FY25)	\$ 40,000
Fire	Medical Equipment upgrade	\$ 15,675
Public Works		Amount
Public Works - Engineering	Street Pavement Markings	\$ 102,000
Public Works - Engineering	Roadside Safety & Guardrail Improvements	\$ 171,000
Public Works - Engineering	Landfill Monitoring	\$ 28,300
Public Works - Engineering	Culvert & Bridge Repairs	\$ 25,000
Public Works - Engineering	Stormwater Mgt (MS4 compliance)	\$ 50,000
Public Works - Engineering	Pedestrian Safety & Bike Improvements	\$ 163,000
Public Works - Highway Maintenance	Small Equipment - Highway	\$ 10,000
Public Works - Highway Maintenance	Falcon Hotbox Trailer	\$ 47,000
Public Works - Highway Maintenance	H14 2009 Ford F-550 Dump/Plow	\$ 120,000
Public Works - Highway Maintenance	74,000 lbs. Capacity Mobile Vehicle Lift	\$ 80,000
Public Works - Highway Maintenance	Upgrade Fuel Master System	\$ 37,000
Public Works - Parks & Trees	Small Equipment - Parks & Trees	\$ 10,000
Public Works - Parks & Trees	Tree Planting - Public Shade Trees & Setback Trees	\$ 50,000
Public Works - Parks & Trees	Completion of Updated tree Inventory	\$ 136,000
Public Works - Facilities	Facilities replace miscellaneous tools & equipment	\$ 25,000
Public Works - Facilities	Facilities additional vehicle	\$ 75,000
Tier I Capital Improvement Plan Total		\$ 2,180,000

Borrowed Funds (Tier Two). Details by Town departments are as follows for the debt plan, designated Tier Two (funded through the issuance of debt, within levy) portion of the Capital Improvement Plan, summarized in Table Two, below:

DEPARTMENT	ITEM(S)	Tier II (Debt)
Police	Records Management System Upgrade	\$ 350,000
Police	Communications Center Upgrades	\$ 418,200
Public Works - Engineering	Parking Lot Rehabilitation	\$ 336,500
Public Works - Engineering	Road Pavement Management	\$ 2,120,300
Public Works - Engineering	Traffic Improvements	\$ 500,000
Public Works - Highway Maintenance	H23 2012 Freightliner 35,000GVWR	\$ 375,000
Tier II Capital Improvement Plan Total		\$ 4,100,000

FY2025 Capital Improvement and Debt Plan total: **\$6,280,000**

Prior Year Borrowed Funds (Tier Two). The following Capital project is funded through the transfer of previously authorized and unused debt article (Article 11 from 2023 Annual Town Meeting Warrant), which is no longer needed for its original intended purpose.

DEPARTMENT	ITEM(S)	Tier II (Debt)
Fire	Refurbish 2018 Pumper, Engine 4	\$ 210,000

Passed by a Near Unanimous and more than Two-thirds Majority Vote
 April 29, 2024

A True Copy Attest:

Kaari Mai Tari
 Town Clerk



Town of Concord

Office of the Town Clerk
22 Monument Square
Concord, Massachusetts 01742-0535

ANNUAL TOWN MEETING
April 29, April 30, and May 1, 2024

MINUTEMAN REGIONAL TECHNICAL HIGH SCHOOL BUDGET

ARTICLE 19.

Upon a **MOTION** made by Mr. Ledoux and duly seconded, it was **VOTED**:

That the Town raise and appropriate the sum of \$1,732,805 for the Town's assessed portion of funds for the necessary and expedient purposes of the Minuteman Regional Technical High School District for the fiscal year ending June 30, 2025.

Passed by Unanimous Vote
April 29, 2024

A True Copy Attest:

Kaari Mai Tari

Town Clerk



Town of Concord

Office of the Town Clerk
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Concord, Massachusetts 01742-0535

ANNUAL TOWN MEETING
April 29, April 30, and May 1, 2024

CONCORD-CARLISLE REGIONAL SCHOOL DISTRICT BUDGET

ARTICLE 20.

Upon a **MOTION** made by Ms. Marano and duly seconded, it was **VOTED**:

That the Town raise and appropriate the sum of \$26,140,908 as the Town's apportioned share of funds for the necessary and expedient purposes of the Concord-Carlisle Regional School District for the fiscal year ending June 30, 2025, and that the same be expended only for such purposes and under the direction of the Concord-Carlisle Regional School Committee.

Passed by Majority Vote
April 29, 2024

A True Copy Attest:

Kaari Mai Tari

Town Clerk



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Concord, Massachusetts 01742-0535

ANNUAL TOWN MEETING
April 29, April 30, and May 1, 2024

Concord Public Schools Operating Budget

ARTICLE 23.

Upon a **MOTION** made by Anderson and duly seconded, it was **VOTED**:

That the Town appropriate the sum of \$46,515,714 for the necessary and expedient purposes of the public schools of the Town for the fiscal year ending June 30, 2025; and that the same be expended only for such purposes and under the direction of the Concord School Committee, and further that an additional sum of \$76,308 be transferred from Free Cash, said sum representing the specific amount received by the Town, on behalf of Concord Public Schools, through the Commonwealth's School of Origin Transportation Pilot program, for the purpose of reimbursing additional transportation expenses arising from students residing at the homeless shelter at 740 Elm St, Concord, MA, said sum requiring further municipal appropriation by Town Meeting.

Passed by a near unanimous vote
April 30, 2024

A True Copy Attest:

Kaari Mai Tari
Town Clerk



Town of Concord

Office of the Town Clerk
22 Monument Square
Concord, Massachusetts 01742-0535

ANNUAL TOWN MEETING
April 29, April 30, and May 1, 2024

Concord Public Schools Capital Budget

ARTICLE 24.

Upon a **MOTION** made by Ms. Anderson and duly seconded, it was **VOTED**:

That the Town appropriate \$446,000, to be expended at the direction of the School Committee, to pay costs of remodeling, constructing, reconstructing or making extraordinary repairs, including original equipment and related work, at various Concord Public School buildings, and that to meet this appropriation, the Town Treasurer, with the approval of the Select Board, is authorized to borrow said amount under the provisions of G.L. c. 44, §7(1) or any other enabling authority, and to issue bonds or notes of the Town therefor.

Passed by a Near Unanimous and more than Two-thirds Majority Vote
April 30, 2024

A True Copy Attest:

Kaari Mai Tari
Town Clerk