

	FY2024	FY2025	\$ Change	% Change
REVENUES	Budget	Forecast	FY24 to FY25	FY24 to FY25
Property Tax Levy	\$49,521,862	\$51,283,621	\$1,761,759	3.56%
2 1/2 Levy Increase	\$1,238,047	\$1,282,091	\$44,044	3.56%
New Growth	\$400,000	\$475,000	\$75,000	18.75%
Debt Exclusions	\$2,590,854	\$2,382,869	-\$207,985	-8.03%
<b>Total Property Tax Levy</b>	<b>\$53,750,763</b>	<b>\$55,423,580</b>	<b>\$1,672,818</b>	<b>3.11%</b>

	FY2024	FY2025	\$ Change	% Change
OTHER REVENUES	Budget	Forecast	FY24 to FY25	FY24 to FY25
State Aid	\$8,481,363	\$8,655,894	\$174,531	2.06%
Local Receipts	\$4,307,337	\$4,872,307	\$564,970	13.12%
Other Available General Funds	\$730,772	\$784,887	\$54,115	7.41%
Enterprise Fund Offset	\$2,263,466	\$2,280,968	\$17,502	0.77%
<b>Total Other Revenue</b>	<b>\$15,782,938</b>	<b>\$16,594,056</b>	<b>\$811,118</b>	<b>5.14%</b>

<b>Total Revenue</b>	<b>\$69,533,700</b>	<b>\$72,017,636</b>	<b>\$2,483,935</b>	<b>3.57%</b>
----------------------	---------------------	---------------------	--------------------	--------------

SHARED FIXED COSTS - INSURANCE/BENEFITS	FY24 Town Meeting Approved	FY25 Forecast	\$ Change	% Change
Workers Compensation Insurance	\$280,878	\$293,518	\$12,640	4.50%
Property, General Liability, and Professional	\$279,507	\$292,085	\$12,578	4.50%
Police and Fire 111F Injured on Duty Insurance	\$95,000	\$90,000	-\$5,000	-5.26%
Unemployment Trust Fund	\$30,000	\$25,000	-\$5,000	-16.67%
Life Insurance	\$15,900	\$16,000	\$100	0.63%
Health Insurance	\$4,928,810	\$4,948,985	\$20,175	0.41%
Medicare Tax	\$665,000	\$708,000	\$43,000	6.47%

Norfolk County Retirement	\$3,296,275	\$3,434,727	\$138,452	4.20%
<b>Total Town and School Employee Benefits</b>	<b>\$9,591,370</b>	<b>\$9,808,314</b>	<b>\$216,944</b>	<b>2.26%</b>

<b>DEBT SERVICE</b>	<b>FY24 Town Meeting Approved</b>	<b>FY25 Forecast</b>	<b>\$ Change</b>	<b>% Change</b>
Town Debt - Principal	\$2,914,709	\$2,931,249	\$16,540	0.57%
Town Debt - Interest	\$1,160,574	\$1,035,984	-\$124,590	-10.74%
Lease Purchase Finance Payment	\$48,095	\$48,095	\$0	0.00%
<b>Total Debt</b>	<b>\$4,123,378</b>	<b>\$4,015,328</b>	<b>-\$108,050</b>	<b>-2.62%</b>

<b>EXPENDITURES NOT REQUIRING APPROPRIATION</b>	<b>FY24 Town Meeting Approved</b>	<b>FY25 Forecast</b>	<b>\$ Change</b>	<b>% Change</b>
Snow Deficit/Land Damages/Tax Title	\$25,000	\$25,000	\$0	0.00%
State Aid Offsets	\$30,132	\$30,986	\$854	2.83%
Deficit to be raised on the Recap	\$0	\$0	\$0	0.00%
State Assessments	\$936,146	\$708,928.00	-\$227,218	-24.27%
Overlay	\$200,000	\$200,000	\$0	0.00%
<b>Total Not Requiring Approp</b>	<b>\$1,191,278</b>	<b>\$964,914</b>	<b>-\$226,364</b>	<b>-19.00%</b>

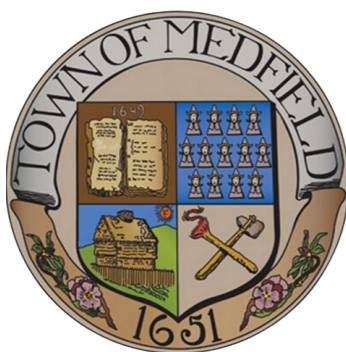
<b>VOCATIONAL SCHOOL ASSESSMENT</b>	<b>FY24 Town Meeting Approved</b>	<b>FY25 Forecast</b>	<b>\$ Change</b>	<b>% Change</b>
Vocational School Assessment	\$107,355	\$127,924	\$20,569	19.16%
<b>Total Vocational School Assessment</b>	<b>\$107,355</b>	<b>\$127,924</b>	<b>\$20,569</b>	<b>19.16%</b>
<b>TOTAL SHARED/FIXED COSTS</b>	<b>\$15,013,381</b>	<b>\$14,916,481</b>	<b>-\$96,900</b>	<b>-0.65%</b>
<b>REMAINING REVENUES</b>	<b>\$2,296,335</b>	<b>\$2,580,836</b>	<b>\$284,502</b>	<b>12.39%</b>

<b>OPERATING BUDGETS: 75%/25% REVENUE SPLIT</b>	<b>FY24 Town Meeting Approved</b>	<b>FY25 Forecast</b>	<b>\$ Change</b>	<b>% Change FY24 to FY25</b>
School Department	\$41,176,784	\$43,112,411	\$1,935,627	4.7%
Town Departments	\$13,343,535	\$13,988,744	\$645,209	4.8%
<b>Total</b>	<b>\$54,520,319</b>	<b>\$57,101,155</b>	<b>\$2,580,836</b>	<b>4.73%</b>

**Increase from original forecast:**

<b>School</b>	<b>\$247,951</b>
<b>Town</b>	<b>\$82,650</b>

# **TOWN OF MEDFIELD**



## **HEALTH INSURANCE PROPOSAL**

**Under MGL. Chapter 32B, Section 19**

**January, 2024**

## **Executive Summary**

The Town of Medfield Select Board adopted MGL. Chapter 32B Section 19 on September 12, 2023. This resulted in the formation of a Public Employee Committee (PEC). The PEC includes union representatives from each collective bargaining unit and a retiree representative. The PEC is the negotiating group. The Town of Medfield is providing notice to the PEC with this comprehensive package of information regarding proposed health insurance changes.

Following receipt of the notice, the Town will meet with the PEC on January 17, 2024 at 3:30pm at the Town House and will meet as often as necessary during the month of January to reach an agreement among all parties. Absent an agreement by the end of January, the Town is prepared to abandon the Section 19 process and instead adopt MGL. Chapter 32B Sections 21-22, where the proposed changes, or possibly more aggressive plan changes, will be implemented.

As the Town of Medfield, among many other municipal employers, is contending with high medical inflation increasing healthcare costs year over year by 7-9%, while pharmaceutical inflation is rising into the double digits. These trends will be factored in as a baseline of expected cost increases before the Town's claims experience is applied to the FY25 rate increase. Therefore the Town is anticipating a rate increase of over 10%. We must take action to control costs as much as possible. The current state of healthcare costs is unsustainable to both the Town budget and to our employees.

We believe this proposal would reduce the total projected costs in the next fiscal year after implementation by approximately \$617,659. Please refer to the attached FY24 Proposed Alternative Plan Savings Budget which highlights the current plan rates compared to the proposed plan rates. By implementing the proposed benefit plans, we can avoid a 10% or higher rate increase and maintain a more affordable plan going forward.

Respectfully Submitted,

Kristine Trierweiler  
Town Administrator

## **Proposed Plan**

The Town of Medfield proposes to change the current active employee and non-Medicare retiree plans: Network Blue New England and Blue Care Elect PPO plans to the Network Blue New England \$500/\$1,000 Deductible and Blue Care Elect PPO \$500/\$1,000 Deductible plans effective July 1, 2024.

Please refer to the attached plan design comparisons which highlight the benefit changes being proposed.

Although the Town cannot guarantee rates over multiple years, we can offer to maintain the agreed upon plan designs for a duration of three years effective July 1, 2024 through June 30, 2027.

The following summarizes the Town's mitigation proposal for active and current employees that we discussed at the PEC meeting on December 19, 2023.

- a. Town would be willing to share the cost savings by offering each active employee currently enrolled in the Network Blue New England and Blue Care Elect PPO plans a one time \$250 Individual/\$500 Family Premium Reduction, to occur in December 2024.
- b. A Flexible Spending Account (FSA) will be made available to subscribers who opt into the program and are enrolled in the new HMO/PPO Deductible plans. The Town would be willing to cover the new monthly administrative costs for the duration of this agreement. (Active Employees)
- c. The Town will increase the Town's HSA contribution for employees who are currently enrolled in or choose to enroll in the the Access Blue High Deductible Plan and enrolled in the HSA. The employee on an individual plan must continue to contribute \$500 per plan year to the HSA in order to receive the \$1,000 Town contribution and an employee on a family plan must continue to contribute \$1,000 per plan year to the HSA to receive the \$2,000 Town contribution. (Active Employees)

	Current Town Deductible Contribution	Proposed Deductible Contribution
Individual	600.00	1,000.00
Family	1,200.00	2,000.00

- d. Town will offer a new BCBS voluntary vision plan and a new BCBS voluntary dental plan that is richer and more cost effective than the current Delta Dental plan offering. (Active Employees)

## Departmental Budget Summary

Fund/Department	FY2022 Actual	FY2023 Actual	FY2024 Approved	FY2025 Request	\$ Change from FY24	% Change from FY24
<b>General Fund</b>						
Administration						
Select Board	11,195	13,863	15,859	15,859	-	0%
Town Administrator	404,674	414,106	460,327	460,327	-	0%
Town Counsel	131,257	219,367	124,944	114,944	(10,000)	-8%
Information Technology	218,925	235,693	241,299	236,349	(4,950)	-2%
Human Resources	33,590	35,425	43,888	196,770	152,882	348%
Town Report/Town Meeting	17,518	20,427	16,750	18,250	1,500	9%
Administration - Total	817,159	938,881	903,067	1,042,499	139,432	15%
Town Accountant	243,613	259,467	256,752	272,529	15,777	6%
Assessors	229,758	242,128	257,973	259,139	1,166	0%
Treasurer/Collector	292,426	298,962	318,072	325,122	7,050	2%
Town Clerk	111,039	158,110	164,396	166,272	1,876	1%
Conservation	46,204	38,369	43,990	44,575	585	1%
Planning & Zoning	123,792	116,842	146,636	142,907	(3,729)	-3%
Facilities/Building	620,253	599,278	756,027	733,358	(22,669)	-3%
Police Department	2,586,978	2,386,651	2,905,942	3,175,942	270,000	9%
Animal Control	104,008	102,813	117,556	117,556	-	0%
Traffic Marking/Signs	50,688	55,037	37,007	37,007	-	0%
Police - Total	2,741,674	2,544,501	3,060,505	3,330,505	270,000	9%
Fire & Rescue Department	1,493,205	1,654,781	1,676,332	1,727,844	51,512	3%
Inspections	248,570	251,061	297,912	300,912	3,000	1%
Trees	65,444	58,138	74,326	74,326	-	0%
Highway	1,489,409	1,303,410	1,560,530	1,576,572	16,042	1%
Snow & Ice	349,670	199,055	293,437	293,438	1	0%
Street Lighting	5,653	8,256	12,500	12,500	-	0%
Equipment Repair & Maintenance	424,304	377,677	472,004	474,928	2,924	1%
Sidewalks	35,000	28,348	35,000	35,000	-	0%
Public Works Utilities	-	-	-	-	-	N/A
Solid Waste Disposal	510,203	591,146	638,848	644,938	6,090	1%
Cemetery	168,434	171,393	200,156	215,120	14,964	7%
Department of Public Works - Total	3,048,117		3,286,801	3,326,822	40,021	1%
Health	108,204	188,085	207,371	207,371	-	0%
Council on Aging	230,896	247,668	259,900	261,402	1,502	1%
Veterans' Services	34,887	28,124	59,831	49,831	(10,000)	-17%
Outreach	181,752	187,750	276,972	283,850	6,878	2%
Medfield Public Library	757,907	802,558	850,242	863,081	12,839	2%
Parks & Recreation	286,041	303,492	337,255	379,775	42,520	13%
Sealer of Weights & Measures	3,077	3,117	3,200	7,800	4,600	144%
Historical Commission	1,323	375	1,500	1,500	-	0%
Memorial Day	300	366	1,800	1,800	-	0%
Arts/Cultural Council	6,000	6,500	7,300	7,300	-	0%
Reserve Fund	92,060	152,826	170,000	170,000	-	0%
<b>General Fund Departmental - Total</b>	<b>11,718,258</b>	<b>9,023,242</b>	<b>13,343,834</b>	<b>13,906,193</b>	<b>562,359</b>	<b>4.21%</b>
<b>Enterprise Funds</b>						
DPW - Water Division	1,007,661		1,260,126	1,307,847	47,721	4%
DPW - Sewer Division	1,239,586		1,466,089	1,518,596	52,507	4%
<b>Enterprise Fund Departmental - Total</b>	<b>2,247,247</b>		<b>2,726,215</b>	<b>2,826,443</b>	<b>100,228</b>	<b>4%</b>
<b>Departmental Total - All Funds</b>	<b>13,965,505</b>		<b>16,070,049</b>	<b>16,732,636</b>	<b>662,587</b>	<b>4%</b>



## Departmental Budget

HEALTH DEPARTMENT	FY2022 Actual	FY23 Actual	FY2024 Approved	FY2025 Request	\$ Change from FY25	% Change from FY25
-------------------	---------------	-------------	-----------------	----------------	---------------------	--------------------

## Departmental Budget

HEALTH DEPARTMENT	FY2022 Actual	FY23 Actual	FY2024 Approved	FY2025 Request	\$ Change from FY25	% Change from FY25
-------------------	---------------	-------------	-----------------	----------------	---------------------	--------------------

### SALARIES

SALARIES-HEALTH	34,975	117,822	132,033	132,033	-	0%
<b>SALARIES - SUBTOTAL</b>	<b>34,975</b>	<b>117,822</b>	<b>132,033</b>	<b>132,033</b>	<b>-</b>	<b>0%</b>

### OPERATING EXP.

ADVERTISING		192	250	250	-	0%
UTIL-TELEPHONE					-	N/A
DUES & MEMBERSHIPS	150	210			-	N/A
PROFESSIONAL DEVELOPMENT			1,000	1,000	-	N/A
TRAINING & EDUCATION*	422	244			-	N/A
MEDICAL SERV&SUPPL	5,297	2,592	7,000	7,000	-	0%
PRINTNG-POSTG-STATY	618	479	700	700	-	0%
LAB FEES					-	N/A
CNTR SV-HEA AGENT	56,400	56,400	56,400	56,400	-	0%
CNTR SV-P HEA NURSE					-	N/A
CNTR SV-MNTL HEALTH	7,988	7,988	7,988	7,988	-	0%
MEETINGS+CONFERENCES					-	N/A
OFFICE SUPPLIES*	1,901	472	1,500	1,500	-	0%
CAR ALLOW/MILEAGE	250	550	500	500	-	0%
CONTRACT SERVICE					-	N/A
ENCUMBRANCES	203	1,134			-	N/A
<b>OPERATING EXP. - SUBTOTAL</b>	<b>73,229</b>	<b>70,263</b>	<b>75,338</b>	<b>75,338</b>	<b>-</b>	<b>0%</b>
<b>HEALTH DEPARTMENT - TOTAL</b>	<b>108,204</b>	<b>188,085</b>	<b>207,371</b>	<b>207,371</b>	<b>-</b>	<b>0%</b>

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

## Other Non-Departmental Budgets

	FY2022 Actual	FY2023 Actual	FY2024 Approved	FY2025 Request	\$ Change from FY24	% Change from FY24
<b>VETERANS' SERVICES</b>						
<b>OPERATING EXP.</b>						
DUES & MEMBERSHIPS	-	35	100	100	-	0%
PROFESSIONAL DEVELOPMENT	-		400	400	-	-
MEETINGS AND CONFERENCES	-	300			-	
PROFESSIONAL SERVICES	-		160	160	-	0%
PRINTNG-POSTG-STATY	-		200	200	-	0%
VETERANS' BENEFITS	8,114	6,085	24,000	14,711	(9,289)	-39%
OFFICE SUPPLIES	-		240	240	-	0%
GRAVE MARKERS+FLAGS	-	1,659	2,200	2,200	-	0%
VETERAN'S DAY SUPPLIES				1,000	1,000	
INTGOV-VET SAL APPORT	22,155	15,398	27,454	28,617	1,163	4%
INTGOV-VET FRNG BEN APPORT	4,618	4,746	4,577	1,703	(2,874)	-63%
CAR ALLOW/MILEAGE	-		500	500	-	0%
ENCUMBERANCES		393				
<b>OPERATING EXP. - SUBTOTAL</b>	<b>34,887</b>	<b>28,616</b>	<b>59,831</b>	<b>49,831</b>	<b>(10,000)</b>	<b>-17%</b>
<b>VETERANS' SERVICES - TOTAL</b>	<b>34,887</b>	<b>28,616</b>	<b>59,831</b>	<b>49,831</b>	<b>(10,000)</b>	<b>-17%</b>

### OTHER NON-DEPARTMENTAL:

#### SEALER OF WEIGHTS & MEASURES

##### SALARIES

SEALER-RATE	2,860	2,917	3,000	7,800	4,800	160%
<b>SALARIES - SUBTOTAL</b>	<b>2,860</b>	<b>2,917</b>	<b>3,000</b>	<b>7,800</b>	<b>4,800</b>	<b>160%</b>

**OPERATING EXP.**

OTHER EQUIPMENT	-	-	10	10	-	0%
DUES & MEMBERSHIPS	-	-	35	35	-	0%
PROFESSIONAL DEVELOPMENT	-	-	75	75	-	0%
OFFICE SUPPLIES	150	103	30	30	-	0%
CAR ALLOW/MILEAGE	67	97	50	50	-	0%

<b>OPERATING EXP. - SUBTOTAL</b>	<b>217</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>-</b>	<b>0%</b>
----------------------------------	------------	------------	------------	------------	----------	-----------

<b>SEALER OF WEIGHTS &amp; MEASURES - TOTAL</b>	<b>3,077</b>	<b>3,117</b>	<b>3,200</b>	<b>8,000</b>	<b>4,800</b>	<b>150%</b>
---	--------------	--------------	--------------	--------------	--------------	-------------

**HISTORICAL COMMISSION**

ADVERTISING	55	375	100	100	-	0%
DUES & MEMBERSHIPS	-	-	100	100	-	0%
PROFESSIONAL SERVICES	-	-	1,300	1,300	-	0%
OFFICE SUPPLIES	1,234	-	-	-	-	0%
ENCUMBERANCES	33	-	-	-	-	

<b>HISTORICAL COMMISSION - TOTAL</b>	<b>1,323</b>	<b>375</b>	<b>1,500</b>	<b>1,500</b>	<b>-</b>	<b>0%</b>
--------------------------------------	--------------	------------	--------------	--------------	----------	-----------

**MEMORIAL DAY**

MEMORIAL DAY SUPPLIES	300	366	1,800	1,800	-	0%
-----------------------	-----	-----	-------	-------	---	----

<b>MEMORIAL DAY - TOTAL</b>	<b>300</b>	<b>366</b>	<b>1,800</b>	<b>1,800</b>	<b>-</b>	<b>0%</b>
-----------------------------	------------	------------	--------------	--------------	----------	-----------

**ARTS/CULTURAL COUNCIL**

PURCHASE OF SERVICE	6,000	6,500	7,300	7,300	-	0%
---------------------	-------	-------	-------	-------	---	----

<b>ARTS/CULTURAL COUNCIL - TOTAL</b>	<b>6,000</b>	<b>6,500</b>	<b>7,300</b>	<b>7,300</b>	<b>-</b>	<b>0%</b>
--------------------------------------	--------------	--------------	--------------	--------------	----------	-----------

OTHER NON-DEPARTMENTAL - TOTAL	45,587	38,974	73,631	68,431	4,800	7%
--------------------------------	--------	--------	--------	--------	-------	----

<b>Recommended Free Cash Usage for FY2024</b>	
<b>Certified Free Cash</b>	<b>\$5,142,310</b>
Dale Street/Rt. 27 Mitigation Fund	\$98,567
MSH Maintenance and Security	\$50,000
Transfer to General Stabilization	\$0
Transfer to Capital Stabilization Fund	\$700,000
Parks and Recreation Capital Projects	\$68,000
Transfer to School Tax Impact Mitigation Fund	\$750,000
Transfer to Special Education Reserve Fund	\$205,000
School Building Committee Feasibility Study	\$650,000
Transfer to OPEB Trust	\$551,250
Conservation Commission Capital Project	\$20,000
Select Board Economic Vitality Fund	\$15,000
Revolving Funds (EV, COA, Vaccine)	\$8,000
<b>Total</b>	<b>\$3,115,817</b>
<b>Free Cash Balance</b>	<b>\$2,026,493</b>
<b>Free Cash Required to Meet Policy</b>	<b>\$1,975,822</b>
<b>Available for Appropriation</b>	<b>\$50,672</b>



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

**Annual Town Reports**

**Sponsor**

1	Annual Town Reports	Select Board
---	---------------------	--------------

**Human Resource Articles**

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

**Financial Articles**

5	Dissolve Opioid Stabilization Fund	Select Board
6	Create Opioid Special Revenue Fund	Select Board
7	Create Departmental Revolving Fund Account: EV Chargers	Select Board
8	Create Departmental Revolving Fund Account: Parks and Recreation	Parks and Recreation Commission
9	Create Departmental Revolving Fund Account: Council on Aging	Select Board
10	Revolving Fund Expenditure Limit Authorization	Select Board
11	Cemetery Perpetual Care	Cemetery Commission/DPW Director
12	Local PEG Access Appropriation	Select Board

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

### **General Articles**

32	Town Moderator 3-Year Term	Select Board
33	Zoning Enforcement Fees	Select Board
34	Dog Bylaw	Select Board
35	Authorize Select Board name change in Town Bylaws	Select Board
36	Hinkley North Disposition Authority	Select Board

### **Zoning Articles**

37	MBTA Communities Zoning District	Planning Board
----	----------------------------------	----------------

### **Citizen Petitions**

38	Sale of MSH Chapel Property to Bellforge	Jean Mineo
----	--	------------

### **Free Cash**

39	Free Cash	Board of Assessors
----	-----------	--------------------