

Town of Medfield

Fiscal Year 2025 Budget

FY25 New Budget Process

→ Developed Revenue and Fixed Costs Forecast

- ◆ WC Recommended 75/25 revenue split between School/Town after fixed costs
- ◆ Guidance issued to Town/School on available revenue prior to submission of budgets
 - Goal to provide Prop 2 ½ Compliant budget

WC Budget Guidance (November 2023)

- After estimating all shared revenues and fixed costs, Warrant Committee distributed 75% of remaining revenues to the School Department and 25% to Town Departments:

FY25 Revenue Forecast for Operating Budgets	\$71,939,401
FY25 Fixed Cost Forecast	(\$15,168,848)
FY24 Town and School Operating Budgets	(\$54,520,319)
Additional Revenue Available	\$2,250,234

Department	\$ Change	% Change
School	\$1,687,676	4.1%
Town	\$562,559	4.2%
Total	\$2,250,235	4.13%

FY25 Initial Town Budget

- Met with all Town Depts in the fall
- Town Budgets met WC Guidance of 4.2% increase
- FY2025 Budget included:
 - ◆ 3% COLA increase for all non-union personnel
 - ◆ All collective bargaining obligations, including third year of new Police agreement
 - ◆ New Assistant Director of Parks and Recreation starting January 2025
 - ◆ Increase in DPW budget to address state-mandated stormwater management requirements

FY25: What wasn't included

- Denied request for FT Con Com Agent
- Denied request for increase in Library Staffing
- Denied request for COA Receptionist
- Did not include Merit for Managerial
- Did not include funding for Class and Comp Study
- Reductions to Operating Budgets where possible

Financial Forecast Updated

- Local Aid
 - ◆ Governor's Budget released 1/24/2024, state aid figures \$57,732 higher than anticipated in our forecast
- Health Insurance
 - ◆ PEC Negotiations resulted in \$226,236 decrease in health insurance expenditure forecast
- Other smaller revisions for enterprise offset, Tri-County assessment, worker's compensation and liability insurance

PEC Agreement Highlights

- Overall reduction in plan cost: \$700,978
 - ◆ Employee savings: \$278,292
 - ◆ Town savings: \$422,686
- Town will share additional savings with employees with a one-time partial premium holiday in December 2024
 - ◆ \$250 individual plans
 - ◆ \$500 family plans
- Flexible Spending Accounts for all eligible employees
- Increased contributions to HSA for employees on HMOHD
- New voluntary vision/dental plans (BCBS)

WC Budget Guidance (February 2024)

- After increased state aid estimates, decrease in health insurance expenditure forecast, and other adjustments, the Warrant Committee issued revised guidance with an additional \$330,601 in available revenue:

FY25 Revenue Forecast for Operating Budgets	\$72,017,636
FY25 Fixed Cost Forecast	(\$14,916,481)
FY24 Town and School Operating Budgets	(\$54,520,319)
Additional Revenue Available	\$2,580,836

Department	\$ Change	% Change
School	\$1,935,627	4.7%
Town	\$645,209	4.8%
Total	\$2,580,836	4.73%

FY25 Town Budget Highlights

- 3% COLA increase for all non-union personnel
- 1% merit increase for Management Positions
- All collective bargaining obligations, including third year of new Police agreement
- New Assistant Director for Parks and Recreation starting January 2025
- Full-time Conservation agent starting September
- Fund class and compensation study
- Increases in DPW budget to address state-mandated stormwater management requirements
- Increase in line painting fees

Next Steps

- Warrant Committee continues review of all warrant articles
- Key dates:
 - ◆ Feb 27: School Budget Review
 - ◆ April 2: Warrant Hearing
 - ◆ May 6: Town Meeting

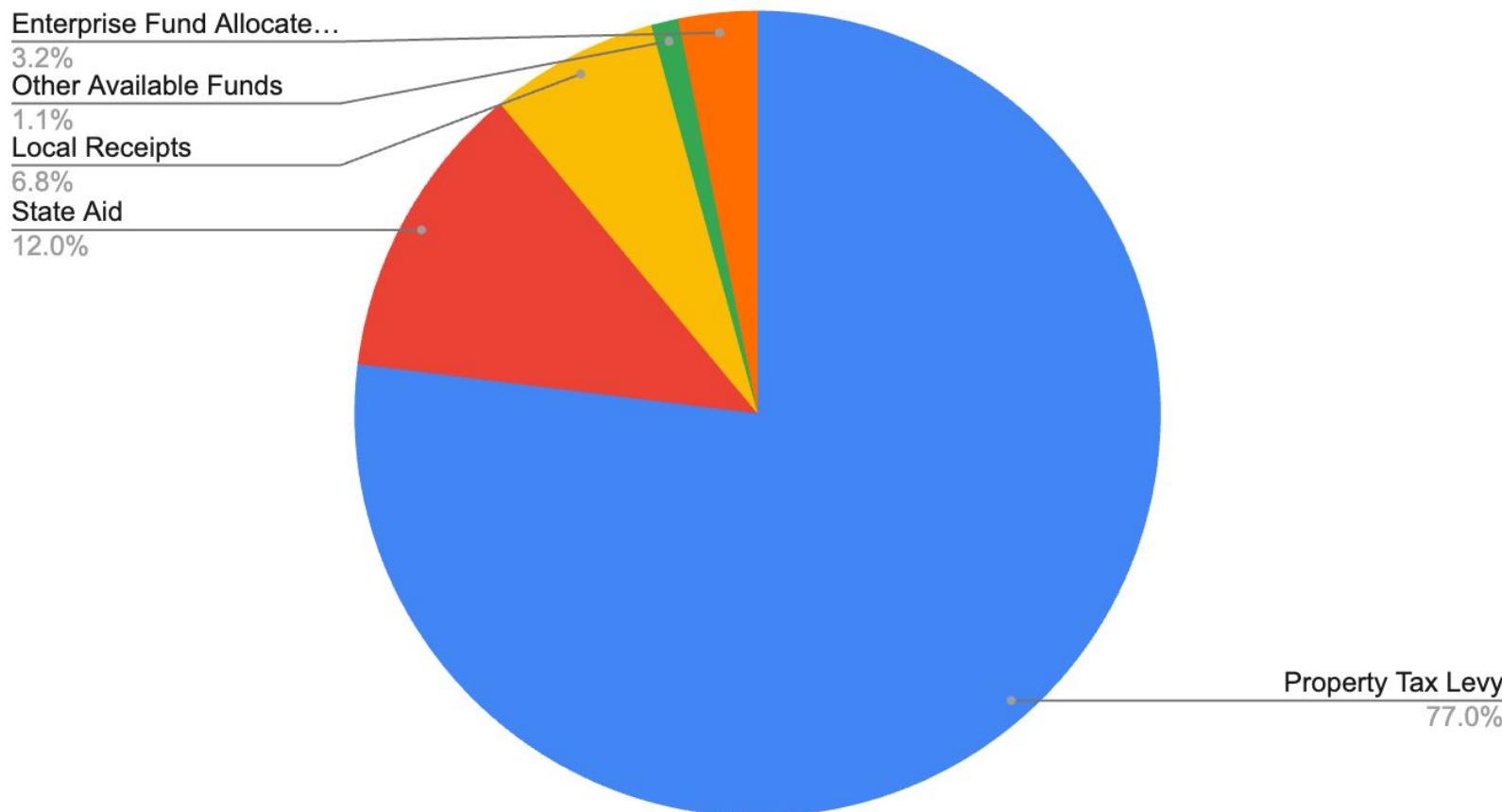
Appendix

FY25 Revenue Forecast

Revenue	FY24 Budget	FY25 Forecast	\$ Change	% Change
Tax Levy	\$53,750,763	\$55,423,580	\$1,672,818	3.56%
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 Funds	\$730,772	\$784,887	\$54,115	7.41%
Ent. Offset	\$2,263,266	\$2,280,968	\$17,502	0.77%
Total	\$69,533,700	\$72,017,636	\$2,483,935	3.57%

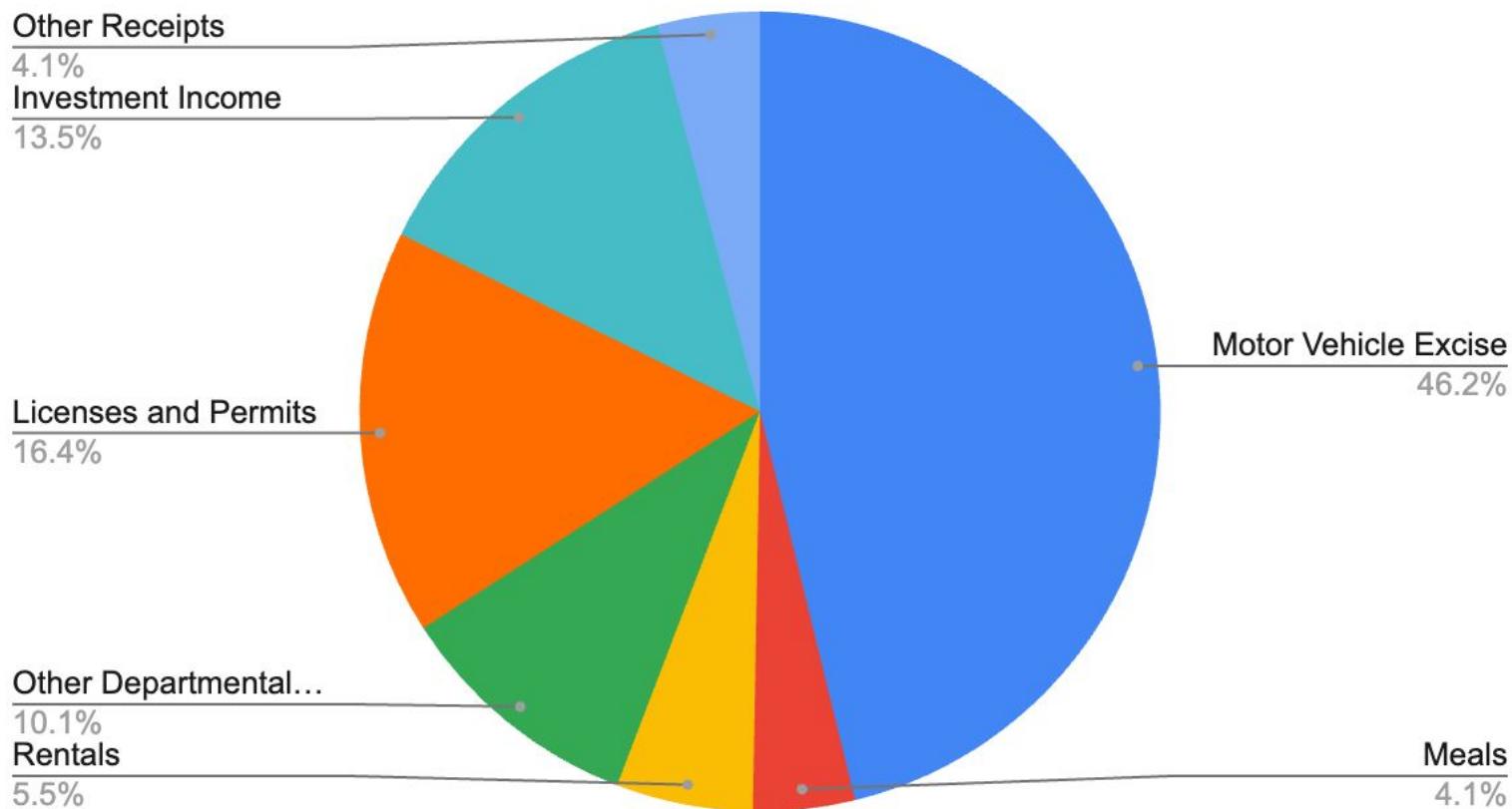
FY25 Financial Forecast

FY25 Revenue Forecast



FY25 Financial Forecast

FY25 Local Receipts Estimates - \$4.87 million



FY25 Fixed Costs Forecast

Expense	FY24 Budget	FY25 Forecast	\$ Change	% Change
Town Insurance	\$685,385	\$700,602	\$15,217	2.2%
Employee Benefits	\$8,905,985	\$9,107,712	\$201,727	2.3%
Debt Service	\$4,123,378	\$4,015,328	-\$108,050	-2.62%
Tri-County	\$107,335	\$127,924	\$20,569	19.16%
Not Requiring Approp.	\$1,191,278	\$964,914	-\$226,364	-19.00%
Total	\$15,013,361	\$14,916,480	-\$96,901	-0.65%