

**TOWN OF
GROTON
FISCAL YEAR
2025**

**BUDGET
FORUMS**

**February 27, 2024 and
March 6, 2024**





FISCAL YEAR 2025

- ***BUDGET
PROCESS***

PROCESS

- **FY 2025 Budget Process started earlier than usual.**
- **Town Manager's Tri-Comm Working Group began reviewing the issues surrounding the development of the Fiscal Year 2025 Budget in July 2023.**
- **The Working Group conducted studies of comparable Communities and School Districts and determined that spending by the Town and the School District was in line with these Comparables.**
- **The Working Group developed Revenue and Expenditure Assumptions based on the best information available at that time.**

PROCESS

- Outcome of this work showed the Town of Groton would be facing a deficit of \$3.9 Million in FY 2025.
- What issues created this deficit?
- Lack of sustained revenue sources (allowed growth under Proposition 2½ does not keep up with inflationary budget pressures)
- Lack of consistent and appropriate support from the Commonwealth of Massachusetts
- No longer receiving Federal Funding that was used to balance the Budget of the Groton Dunstable Regional School District (GDRSD) in FY 2022 and FY 2023 (CARES Act, ARPA, ESSER II)
- Use of Excess and Deficiency Fund by the GDRSD to cover operating expenses

***LEVY
INCREASE
OVER TIME***

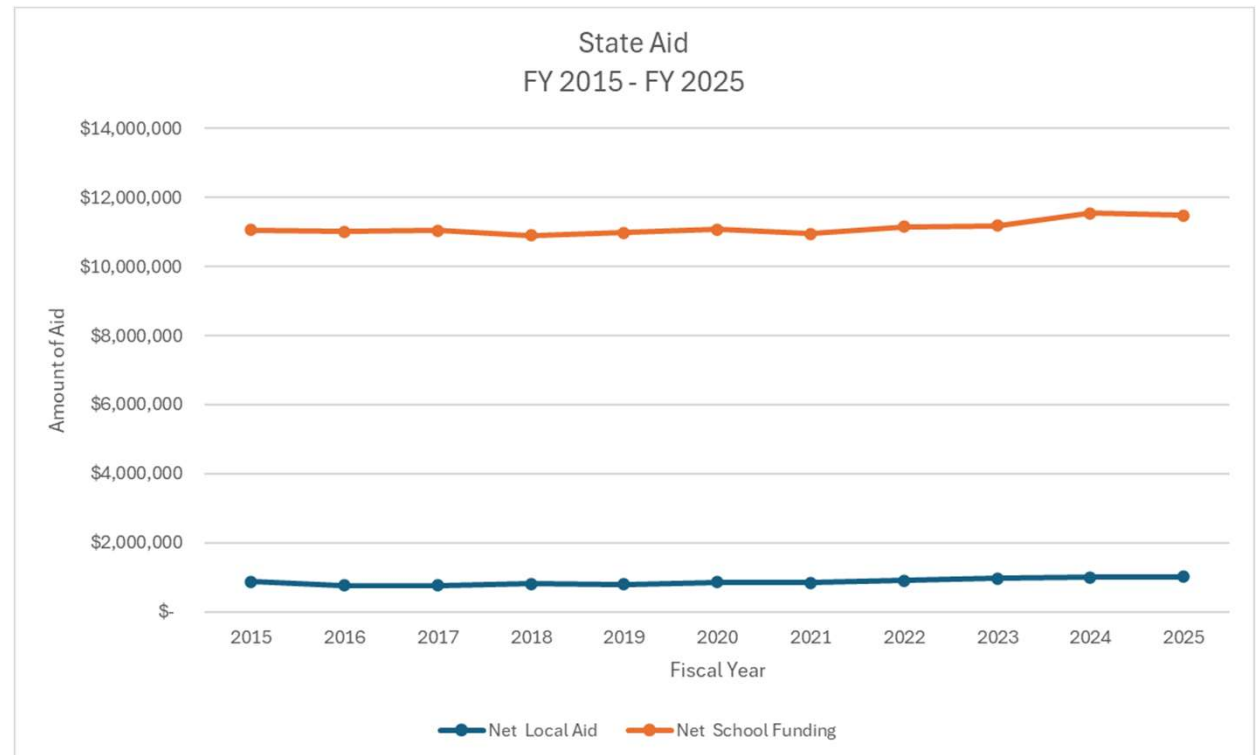
<u>Fiscal Year</u>		<u>Levy Limit</u>	<u>Percentage Increase</u>
2014	\$	24,895,001	-
2015	\$	26,002,556	4.45%
2016	\$	27,029,638	3.95%
2017	\$	28,151,493	4.15%
2018	\$	29,360,225	4.29%
2019	\$	30,650,535	4.39%
2020	\$	31,932,418	4.18%
2021	\$	32,985,370	3.30%
2022	\$	34,157,624	3.55%
2023	\$	35,383,886	3.59%
2024	\$	36,832,663	4.09%
2025	\$	38,055,280	3.32%

State Aid to Town of Groton and Groton Dunstable Regional School District

Fiscal Year		Net Local Aid	Net School Funding
2015	\$	869,706	\$ 11,068,425
2016	\$	756,730	\$ 11,016,078
2017	\$	754,570	\$ 11,045,618
2018	\$	804,503	\$ 10,905,100
2019	\$	799,107	\$ 10,977,751
2020	\$	859,662	\$ 11,074,754
2021	\$	840,222	\$ 10,953,988
2022	\$	894,676	\$ 11,155,438
2023	\$	957,446	\$ 11,195,152
2024	\$	988,430	\$ 11,548,831
2025	\$	1,015,417	\$ 11,484,897



Average Yearly Increase **1.52%** **0.34%**

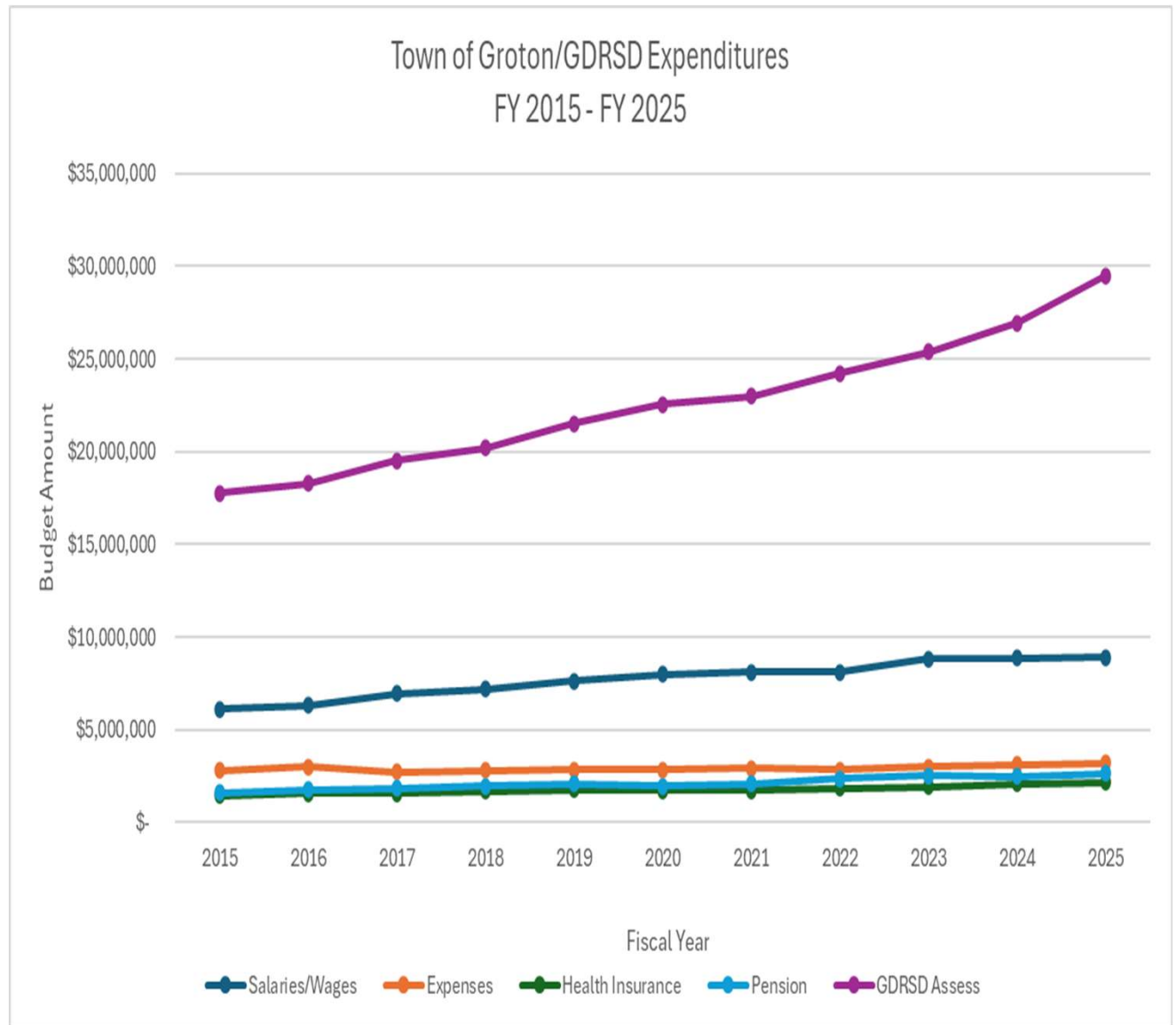


Major Estimated Receipts

	<u>FY 2016</u>	<u>FY 2017</u>	<u>FY 2018</u>	<u>FY 2019</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>	<u>Eight Year Percentage Increase</u>
Local Meals Tax	\$ 120,076	\$ 133,961	\$ -	\$ 168,570	\$ 172,096	\$ 144,283	\$ 215,759	\$ 242,074	101.60%
Local Room Occupancy Tax	\$ -	\$ -	\$ -	\$ -	\$ 45,994	\$ 36,958	\$ 136,445	\$ 174,676	279.78% *
Excise Taxes	\$ 1,670,830	\$ 1,717,507	\$ 1,807,342	\$ 1,791,544	\$ 1,781,243	\$ 1,835,724	\$ 1,843,246	\$ 1,927,790	15.38%
PILOTS	\$ 235,070	\$ 225,690	\$ 279,194	\$ 281,907	\$ 242,168	\$ 399,707	\$ 298,231	\$ 361,853	53.93%
Fees	\$ 382,207	\$ 405,859	\$ 423,593	\$ 392,157	\$ 340,328	\$ 429,273	\$ 428,207	\$ 420,806	10.10%
Licenses and Permits	\$ 364,349	\$ 510,162	\$ 719,667	\$ 413,343	\$ 455,235	\$ 465,011	\$ 537,500	\$ 800,579	119.73%
Country Club Revenue	\$ 446,827	\$ 442,346	\$ 462,714	\$ 552,570	\$ 323,711	\$ 661,208	\$ 739,701	\$ 793,769	77.65%

*Percentage increase since FY 2020

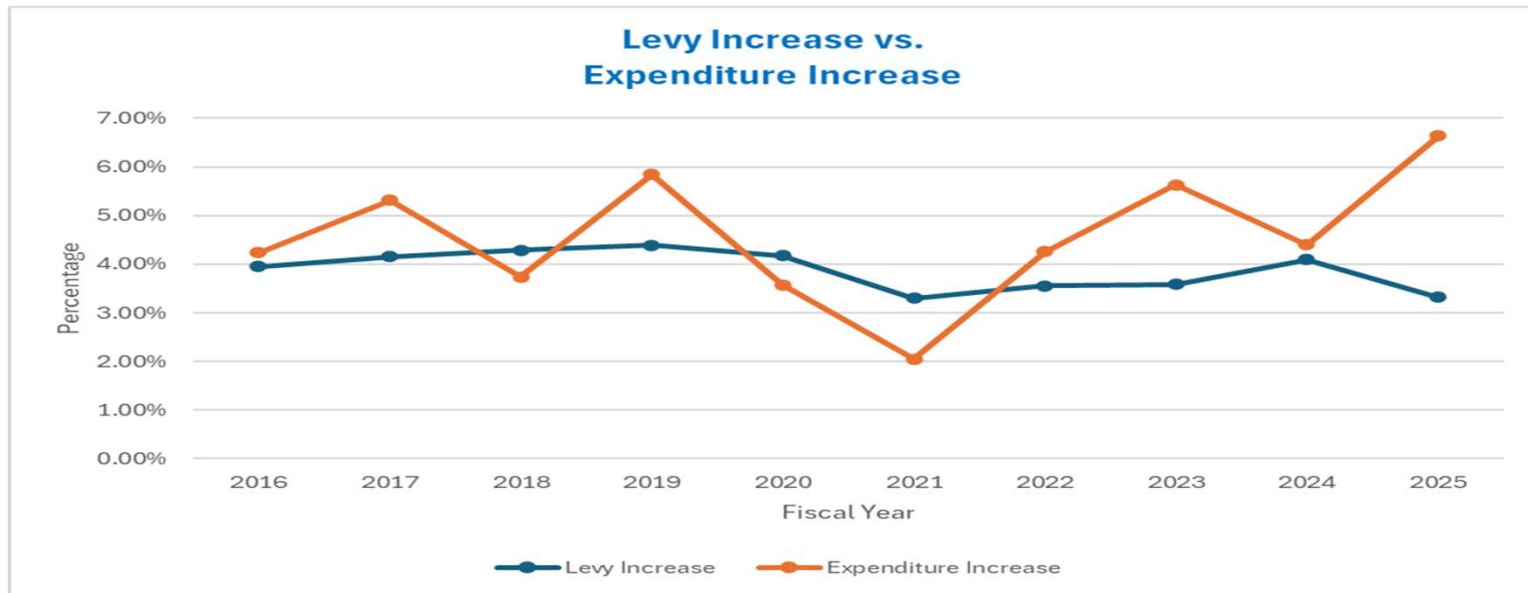
Town of Groton/GDRD Expenditures FY 2015 – FY 2025



Levy Increases vs. Expenditure Increases

Fiscal Year	Percentage Levy Increase	Percentage Expenditure Increase	Difference
2016	3.95%	4.24%	-0.29%
2017	4.15%	5.32%	-1.17%
2018	4.29%	3.74%	0.55%
2019	4.39%	5.85%	-1.46%
2020	4.18%	3.58%	0.60%
2021	3.30%	2.05%	1.25%
2022	3.55%	4.26%	-0.71%
2023	3.59%	5.63%	-2.04%
2024	4.09%	4.40%	-0.31%
2025	3.32%	6.64%	-3.32%

Federal Funding Supported Operating Budget of GDRSD



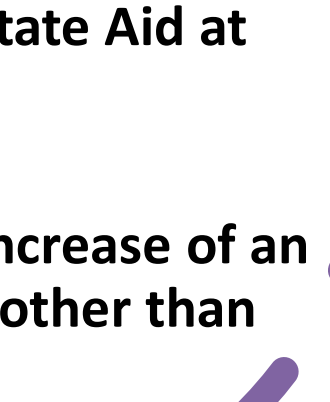


PROCESS

- **To Balance the Fiscal Year 2025 Budget, the Working Group determined that an Override of Proposition 2½ would be required, or the Town and School District would face substantial cuts in their respective Operating Budgets.**



**LEVEL SERVICE
BUDGET
DEVELOPMENT**

- **The Fiscal Year 2024 Approved Budget is \$244,920 under the Levy Limit.**
 - **FY 2024 New Growth was certified at \$36 million, which added \$564,180 to the FY 2024 Tax Levy.**
 - **We have estimated Fiscal Year 2025 New Growth at \$20 million which will add \$301,800 to the Tax Levy.**
 - **The Proposed Fiscal Year 2025 Town Operating Budget anticipates State Aid at \$1,145,967.**
 - **We are anticipating a modest increase of an additional \$130,563 in sources other than the Property Tax.**
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LEVEL SERVICE BUDGET DEVELOPMENT

Overall, the Town of Groton anticipates an increase of 3.17% in New Revenues for Fiscal Year 2025

<u>Revenue Source</u>	<u>Budgeted</u> <u>FY 2024</u>	<u>Proposed</u> <u>FY 2025</u>	<u>Dollar</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
Property Tax*	\$ 36,832,663	\$ 38,055,280	\$ 1,222,617	3.32%
State Aid	\$ 1,116,143	\$ 1,145,967	\$ 29,824	2.67%
Local Receipts - Excluding Country Club	\$ 4,797,383	\$ 4,877,946	\$ 84,626	1.76%
Country Club Revenue	\$ 700,000	\$ 750,000	\$ 50,000	7.14%
Other Available Funds	\$ 350,000	\$ 350,000	\$ -	0.00%
TOTAL	\$ 43,796,189	\$ 45,179,193	\$ 1,387,067	3.17%

*Includes 2½ percent increase allowed by law and \$20 million in new growth.

**LEVEL SERVICE
BUDGET
DEVELOPMENT**

The Town and the School District then took steps to reduce the anticipated FY 2025 deficit, including the following:



LEVEL SERVICE BUDGET DEVELOPMENT



Groton Dunstable Regional School District will phase out the use of E&D and phase in full day kindergarten over three years (along with other budget adjustments).



Select Board voted to join the Patriot Regional Emergency Communications Center.



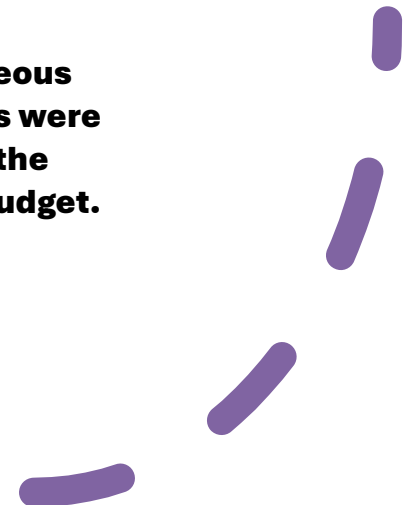
Select Board voted to join MIIA for Health Insurance.



The Town scrubbed revenues and found areas to increase them from the original estimate developed by the Tri-Comm Working Group.



Miscellaneous Adjustments were made to the Municipal Budget.



**LEVEL SERVICE
BUDGET
DEVELOPMENT**

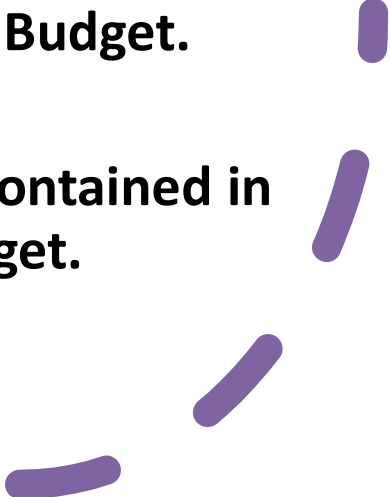
**These actions
reduced the
anticipated
deficit to
\$1,710,260 in
FY 2025**

Original Projected Deficit	\$	3,918,075
School District Adjustments	\$	1,400,316
Regional Dispatch	\$	464,314
Health Insurance	\$	117,563
Adjusted Nashoba Tech Assessment	\$	35,937
New Revenues	\$	130,563
Misc. Budget Adjustments	\$	59,122
New Projected Deficit	\$	1,710,260

LEVEL SERVICE BUDGET SUMMARY

- **By joining MIIA for Health Insurance in FY 2025, this budget will only increase by 3.38%, or \$70,588.**
- **The FY 2025 Pension Budget will increase by 6.36%, or \$158,739.**
- **FY 2025 is the third year of three-year agreements with our Unions. Total Salary Increase for FY 2025 (including COLA, Performance Incentives, Contractual Employee and one time cash payments) is \$231,964.**
- **Excluded Debt will increase by 6.3%, or \$299,760.**
- **The Finance Team anticipates covering all costs associated with the Groton Country Club without any taxpayer subsidy.**

LEVEL SERVICE BUDGET SUMMARY

- **Due to a decrease in Cable Revenues, it has been proposed to eliminate the Cable Enterprise in FY 2025 and make it a Town Department that will be supported by Cable Receipts Reserved for Appropriation and General Fund Revenues.**
 - **In FY 2025, it has been recommended that the Cable Department be supported by \$155,442 from the Town's Free Cash Account to give the Cable Receipts an opportunity to build up a reserve over the next year. Benefits for Cable Employees will be covered in the General Fund Budget.**
 - **There are no Major Initiatives Contained in the Proposed Level Service Budget.**
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LEVEL SERVICE BUDGET SUMMARY

<u>Category</u>	<u>FY 2024</u>	<u>FY 2025</u>	<u>Dollar Difference</u>	<u>Percentage Change</u>
General Government	\$ 2,388,159	\$ 2,472,927	\$ 84,768	3.55%
Land Use	\$ 499,606	\$ 520,749	\$ 21,143	4.23%
Protection of Persons and Property	\$ 4,772,597	\$ 4,515,079	\$ (257,518)	-5.40%
Department of Public Works	\$ 2,351,495	\$ 2,389,516	\$ 38,021	1.62%
Library and Citizen Services*	\$ 1,947,870	\$ 2,192,957	\$ 245,086	12.58%
Employee Benefits	\$ 4,930,663	\$ 5,174,990	\$ 244,327	4.96%
Sub-Total	\$ 16,890,390	\$ 17,266,217	\$ 375,828	2.23%
Debt Service - Excluded	\$ 4,326,957	\$ 4,649,077	\$ 322,120	7.44%
Debt Service - In Levy Only	\$ 474,605	\$ 407,534	\$ (67,071)	-14.13%
Sub-Total - All Municipal	\$ 21,691,952	\$ 22,322,828	\$ 630,877	2.91%
Nashoba Tech	\$ 762,656	\$ 966,719	\$ 204,063	26.76%
Groton-Dunstable Operating	\$ 25,937,716	\$ 28,741,942	\$ 2,804,226	10.81%
Groton-Dunstable Excluded Debt	\$ 406,982	\$ 384,622	\$ (22,360)	-5.49%
Groton-Dunstable Debt	\$ 58,814	\$ 60,534	\$ 1,720	2.92%
Groton Dunstable Capital	\$ 552,203	\$ 295,767	\$ (256,436)	-46.44%
Sub-Total - Education	\$ 27,718,371	\$ 30,449,584	\$ 2,731,213	9.85%
Grand Total - Town Budget	\$ 49,410,323	\$ 52,772,412	\$ 3,362,090	6.80%

*In FY 2025, Library and Citizen Services includes the Cable Access Department for the first time

Projected Three Year Deficit

**Based on a set of assumptions,
including:**

- **Anticipated increases in the Operating Assessment of the Groton Dunstable Regional School District**
- Anticipated salary increases**
- Historical increases in health insurance and pension costs**
- Average increases in expenses over the last five years**

The Town Manager estimated that the Town of Groton would face a \$5.5 million deficit over the next three Fiscal Years (2025, 2026 & 2027)

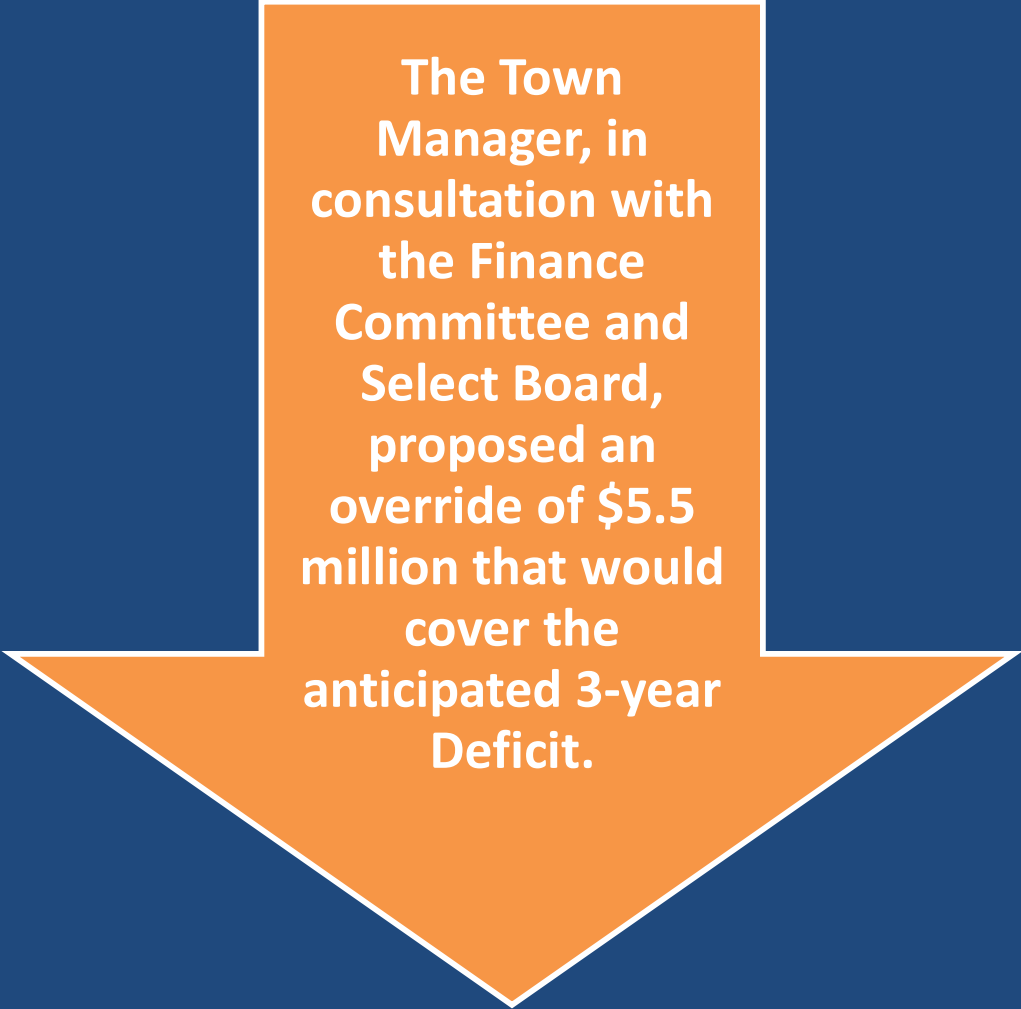
Projected Three Year Deficit

General Fund Revenues	FY 2024	FY 2025	FY 2026	FY 2027
Property Tax Levy	41,565,448	43,087,871	45,504,776	46,912,790
State Aid Cherry Sheet	1,116,143	1,145,967	1,165,043	1,184,501
Estimated Local Receipts	5,497,383	5,623,883	5,677,569	5,732,329
Available Funds/Other Financing Sources	2,217,637	2,321,460	2,321,460	2,321,460
Enterprise (for Indirects)	336,486	315,664	321,977	328,417
Total General Fund Revenues	50,733,097	52,494,845	54,990,825	56,479,497
Total Revenue Percentage Change		3.5%	4.8%	2.7%

General Fund Expenditures

General Government	2,388,159	2,472,927	2,519,726	2,567,551
Land Use	499,605	520,749	531,838	543,185
Public Safety	4,772,597	4,515,079	4,600,296	4,687,167
Regional Schools	27,718,371	30,699,754	33,093,439	35,829,711
Department of Public Works	2,351,495	2,389,516	2,433,734	2,478,903
Library and Citizen Services	1,947,870	2,192,957	2,239,917	2,287,972
Employee Benefits	4,930,663	5,174,990	5,483,218	5,810,559
Debt Service	4,801,562	5,056,611	6,519,225	6,512,851
Total Town Budget	49,410,322	53,022,583	57,421,393	60,717,899
State Assessments	95,249	101,443	101,443	101,443
Other Amounts Raised	982,606	1,081,078	1,081,078	1,081,078
Total General Fund Expenditures	50,488,177	54,205,104	58,603,914	61,900,420
General Fund Surplus/(Shortfall)	244,920	(1,710,259)	(3,613,089)	(5,420,923)
Total Expenditures Percentage Change		7.4%	8.1%	5.6%

How to Address the 3-Year Deficit



The Town Manager, in consultation with the Finance Committee and Select Board, proposed an override of \$5.5 million that would cover the anticipated 3-year Deficit.

How to Address the 3-Year Deficit

General Fund Revenues	FY 2024	FY 2025	FY 2026	FY 2027
Property Tax Levy	41,565,448	48,587,871	51,142,276	52,691,227
State Aid Cherry Sheet	1,116,143	1,145,967	1,165,043	1,184,501
Estimated Local Receipts	5,497,383	5,623,883	5,677,569	5,732,329
Available Funds/Other Financing Sources	2,217,637	2,321,460	2,321,460	2,321,460
Enterprise (for Indirects)	336,486	315,664	321,977	328,417
Total General Fund Revenues	50,733,097	57,994,845	60,628,325	62,257,934
Total Revenue Percentage Change		14.3%	4.5%	2.7%

General Fund Expenditures

General Government	2,388,159	2,472,927	2,519,726	2,567,551
Land Use	499,605	520,749	531,838	543,185
Public Safety	4,772,597	4,515,079	4,600,296	4,687,167
Regional Schools	27,718,371	30,699,754	33,093,439	35,829,711
Department of Public Works	2,351,495	2,389,516	2,433,734	2,478,903
Library and Citizen Services	1,947,870	2,192,957	2,239,917	2,287,972
Employee Benefits	4,930,663	5,174,990	5,483,218	5,810,559
Debt Service	4,801,562	5,056,611	6,519,225	6,512,851
Total Town Budget	49,410,322	53,022,583	57,421,393	60,717,899
State Assessments	95,249	101,443	101,443	101,443
Other Amounts Raised	982,606	1,081,078	1,081,078	1,081,078
Total General Fund Expenditures	50,488,177	54,205,104	58,603,914	61,900,420
General Fund Surplus/(Shortfall)	244,920	3,789,741	2,024,411	357,514
Total Expenditures Percentage Change		7.4%	8.1%	5.6%

How to Address the 3-Year Deficit

	<u>FY 2025</u>	<u>FY 2026</u>	<u>FY 2027</u>
Levy - No Override	\$ 38,055,280	\$ 39,383,662	\$ 40,754,679
Other Revenues	\$ 9,406,974	\$ 9,486,049	\$ 9,566,707
Total Revenues	\$ 47,462,254	\$ 48,869,711	\$ 50,321,386
Anticipated Budget	\$ 49,171,404		
Deficit*	\$ 1,709,150		
New Levy Using Override Funds		\$ 41,135,541	
Other Revenues		\$ 9,486,049	
Total Revenues		\$ 50,621,590	
Anticipated Budget		\$ 52,482,800	
Deficit		\$ 1,861,210	
New Levy Using Override Funds			\$ 44,458,095
			\$ 9,566,707
Total Revenues			\$ 54,024,802
Anticipated Budget			\$ 55,742,309
Deficit			\$ 1,717,507
	Override Requested	\$ 5,500,000	
	FY 2025 Need	\$ 1,709,150	
	FY 2026 Need	\$ 1,861,210	
	FY 2027 Need	\$ 1,717,507	
Remaining Balance**		\$ 212,133	

*Please note that the actual deficit in FY 2025 is \$1,710,260, but it is offset by \$1,110 in bond proceeds.

**Please note that by adding the entire amount of the override (\$5,500,000) in FY 2025 the levy will increase by an additional \$145,381, leaving a balance in FY 2027 of \$357,514

FY 2025 TAX IMPACT

	<u>Actual</u> <u>FY 2024</u>	<u>Proposed</u> <u>FY 2025</u>	<u>Dollar</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
Levy Capacity Used	\$ 36,607,742	\$ 38,055,280	\$ 1,447,538	3.95%
Tax Rate on Levy Capacity Used	\$ 13.36	\$ 13.80	\$ 0.44	3.29%
Average Tax Bill	\$ 9,284	\$ 9,590	\$ 306	3.29%
Override	\$ -	\$ 1,710,260	\$ 1,710,260	100.00%
Tax Rate on Override	\$ -	\$ 0.62	\$ 0.62	100.00%
Average Tax Bill	\$ -	\$ 431	\$ 431	100.00%
Excluded Debt	\$ 4,732,786	\$ 5,032,590	\$ 299,804	6.33%
Tax Rate on Excluded Debt	\$ 1.73	\$ 1.82	\$ 0.09	5.20%
Average Tax Bill	\$ 1,202	\$ 1,265	\$ 63	5.20%
Final Levy Used	\$ 41,340,528	\$ 44,798,130	\$ 3,457,602	8.36%
Final Tax Rate	\$ 15.09	\$ 16.24	\$ 1.15	7.62%
Average Tax Bill	\$ 10,487	\$ 11,286	\$ 799	7.62%

NO OVERRIDE

OVERRIDE

<u>Fiscal Year</u>	<u>Tax Rate</u>	<u>Average Tax Bill</u>	<u>Increase Per Year</u>	<u>Tax Rate</u>	<u>Average Tax Bill</u>	<u>Increase Per Year</u>	<u>Override Cost</u>
2024	\$ 13.36	\$ 9,284		\$ 13.36	\$ 9,284		\$ -
2025	\$ 13.80	\$ 9,590	\$ 306	\$ 14.42	\$ 10,021	\$ 737	\$ 431
2026	\$ 14.16	\$ 9,840	\$ 250	\$ 15.47	\$ 10,751	\$ 730	\$ 480
2027	\$ 14.54	\$ 10,104	\$ 264	\$ 16.48	\$ 11,453	\$ 702	\$ 438
Total Increase		\$ 820			\$ 2,168		

Over three years, the average tax bill with an override will increase by \$1,349 or an average of \$449 per year.

Breakdown of Tax Increase

<u>Fiscal Year</u>	<u>Normal Prop 2½ Increase</u>	<u>Override Increase</u>	<u>Existing Excluded Debt</u>	<u>FloRo Excluded Debt</u>	<u>PFAS Excluded Debt</u>	<u>Total Increase</u>	<u>Total Average Tax Bill</u>
2025	\$ 306	\$ 431	\$ 21	\$ 41	\$ -	\$ 799	\$ 11,286
2026	\$ 250	\$ 480	\$ (7)	\$ 183	\$ 82	\$ 988	\$ 12,273
2027	\$ 264	\$ 438	\$ -	\$ -	\$ -	\$ 702	\$ 12,974

Three Year Tax Impact

TAX IMPLICATIONS

How much more can I expect to pay if the override passes?

The specific amount you will pay will be based on your property value, however, for an estimate based on the average Groton home value of approximately \$700,000, you can expect to pay the following to retain the same services we currently have across Town and School Departments.

**Tax Implications of Override for
average Groton home value of ~ \$700,000**

	FY 2025	FY 2026	FY 2027
Increase in Average Tax Bill with No Override	\$306/year (\$25.50 monthly)	\$250/year (\$20.83 monthly)	\$264/year (\$22.00 monthly)
Increase in Average Tax Bill with Override	\$737/year (\$61.42 monthly)	\$730/year (\$60.83 monthly)	\$702/year (\$58.50 monthly)
Difference	\$431/year (\$35.92 monthly)	\$480/year (\$40.00 monthly)	\$438/year (\$36.50 monthly)

**Tax Implications of Override for
average Groton home value of ~ \$700,000**

(New FloRo and PFAS mitigation)

	FY 2025	FY 2026	FY 2027
Increase in Average Tax Bill with No Override	\$306/year (\$25.50 monthly)	\$250/year (\$20.83 monthly)	\$264/year (\$22.00 monthly)
Increase in Average Tax Bill with Override, New FloRo Elementary School and PFAS Mitigation	\$799/year (\$66.58 monthly)	\$988/year (\$82.33 monthly)	\$702/year (\$58.50 monthly)
Difference	\$493/year (\$41.08 monthly)	\$738/year (\$61.50 monthly)	\$438/year (\$36.50 monthly)

To preserve level services across the District and the Town, the average Groton Taxpayer would be carrying an additional tax burden of \$41.08 monthly in FY 2025; \$61.50 monthly in FY 2026; and \$36.50 monthly in FY 2027.

BALANCED BUDGET SUMMARY

To provide a balanced budget, the Town Manager must reduce the Proposed Level Service Budget by \$1,710,260.

Under previous practice, to eliminate the deficit, the GDRSD has absorbed sixty (60%) percent of the deficit, while the Town absorbs forty (40%) percent.

Based on this, the School District would need to reduce their proposed level service assessment by \$1,026,156, or 3.57% and the Town would need to reduce its proposed level service budget by \$684,104 or 3.96%. The total reduction of \$1,710,260 is a reduction of 3.72% from the Proposed Level Service Budget.

Reductions at these levels are magnitudes beyond any reductions ever made by the Town or School District.

Reductions to General Government



<u>Department</u>	<u>Description</u>	<u>Original Request</u>	<u>Amount Reduced</u>	<u>Percentage Reduced</u>
<u>General Government</u>				
Select Board		\$ 30,854		
	Pepperell SRF		\$ 24,054	77.96%
Town Manager		\$ 412,800		
	Minute Takers		\$ 10,000	2.42%
Board of Assessors		\$ 213,047		
	Cyclical Inspections		\$ 10,000	4.69%
Treasurer/Tax Collector		\$ 274,954		
	Wages		\$ 762	0.28%
Elections/Registrars		\$ 54,141		
	Stipend		\$ 3,266	6.03%
Insurance and Bonding		\$ 367,000		
	Liability Insurance		\$ 10,000	2.72%
TOTAL GENERAL GOVERNMENT		\$ 2,472,927	\$ 58,082	2.35%

Reductions to Public Safety



<u>Department</u>	<u>Description</u>	<u>Original Request</u>	<u>Amount Reduced</u>	<u>Percentage Reduced</u>
<u>Public Safety</u>				
Police Department		\$ 2,810,496		
	Wages		\$ 147,150	5.24%
	Revenue from Dunstable/Resource Officer		\$ (15,000)	
Fire Department		\$ 1,665,119		
	Wages		\$ 90,000	5.41%
TOTAL PUBLIC SAFETY		\$ 4,515,079	\$ 222,150	4.92%

Reductions to Department of Public Works



<u>Department</u>	<u>Description</u>	<u>Original Request</u>	<u>Amount Reduced</u>	<u>Percentage Reduced</u>
<u>Department of Public Works</u>				
Highway		\$ 1,108,353		
	Wages		\$ 100,000	9.02%
Municipal Buildings		\$ 458,795		
	Minor Capital		\$ 25,000	5.45%
Parks Department		\$ 73,681		
	Wages		\$ 7,522	
	Expenses		\$ 55,759	
	Sub-Total		\$ 63,281	85.89%
TOTAL DEPARTMENT OF PUBLIC WORKS		\$ 2,389,516	\$ 188,281	7.88%

Reductions to Library and Citizen Services



<u>Department</u>	<u>Description</u>	<u>Original Request</u>	<u>Amount Reduced</u>	<u>Percentage Reduced</u>
<u>Library and Citizen Services</u>				
Library		\$ 1,029,302		
	Wages		\$ 75,000	7.29%
Water Safety		\$ 20,143		
	Maintenance		\$ 10,900	54.11%
Weed Management		\$ 34,385		
	Baddacook Weed Management		\$ 15,000	43.62%
TOTAL LIBRARY AND CITIZEN SERVICES		\$ 2,192,957	\$ 100,900	4.60%

Reductions to Employee Benefits



<u>Department</u>	<u>Description</u>	<u>Original Request</u>	<u>Amount Reduced</u>	<u>Percentage Reduced</u>
<u>Employee Benefits</u>				
Health Insurance	Reducing Head Count	\$ 2,161,151	\$ 104,691	4.84%
Medicare	Reducing Head Count	\$ 157,000	\$ 10,000	6.37%
TOTAL EMPLOYEE BENEFITS		\$ 5,174,990	\$ 114,691	2.22%

WE ARE NOT ALONE

**Other Massachusetts Towns facing
major deficits in FY 2025 include:**

Westford

Andover

Chelmsford

Dracut

Acton

Sudbury

Ashby

Belmont

Georgetown

Pepperell

Dunstable

Norton

Millis

/

THANK YOU

Questions
