Fringe Benefits

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The Fringe Benefit budget provides for all expenses associated with employee benefits. Included are health, dental and prescription benefits, contributions to the Sentry and MERFB pension programs, short-term disability and life insurance for employees and volunteer firefighters.

Fiscal Year 2022-2023 Major Service Level Accomplishments

- Revived and promoted the employee wellness programs offering our employees healthy opportunities and education that have been impacted due to COVID-19.
- To continue to work with our insurance consultant to negotiate the best insurance rates possible.
- To continue to fully fund the firefighter pension plan.
- Successfully implemented new vendor to manage the employee retirement savings plan and firefighter retirement plan to achieve greater customer service for our employees and savings in plan administrative costs.

Fiscal Year 2023-2024 Major Service Level Goals

- Continued to work with our insurance consultant to negotiate smallest increases in health insurance for the fiscal year 2023-2024.
- Continued to fully fund the firefighter pension plan.
- Continued to utilize our new payroll vendor services to provide greater information to our employees and to automate as many services as possible.

Additional Budget Information

Employee Assistance Program: At the end of fiscal year 2020-2021, we implemented an Employee Assistance Program. There are two programs, one for public safety and the other for all other employees. It is an essential program that provides our employees with free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems. EAPs address a broad and complex body of issues affecting mental and emotional well-being, to include, but not limited to alcohol and other substance abuse, stress, grief, family problems, and psychological disorders. As part of the plan, regular bulletins are provided to employees, highlighting the EAP benefits that are offered to employees.

Health insurance assumes a maximum rate increase of 8.4%. The final rates will be communicated to the town in spring, and will not exceed the 8.4% threshold. Rates may finalize slightly lower than the budgeted 8.4% increase.

Overall increases are driven by:
Health Insurance Rate Increase
More employees choosing insurance rather than an insurance waiver stipend (when compared to the FY23 budget)
The inclusion of benefits costs for all positions that are budgeted in Shared Services (the FY23 budget did not include the benefits cost for several of these positions)

Expenditures by Expense Type

Name	Account ID	FY2020 Actual	FY2021 Actual	FY2022 Actual	FY2023 Budgeted	FY24 Requests 2-17-23 v1.1 (General Fund)	FY2023 Budgeted vs. FY24 Requests 2-17-23 v1.1 (General Fund) ($ Change)	FY2023 Budgeted vs. FY24 Requests 2-17-23 v1.1 (General Fund) (% Change)
Expense Objects								
Salaries & Wages								
OTHER WAGES (INSURANCE STIPENDS)	10551070-51590	$29,791	$26,420	$27,218	$42,500	$30,500	-$12,000	-28.2%
Total Salaries & Wages:		**$29,791**	**$26,420**	**$27,218**	**$42,500**	**$30,500**	**-$12,000**	**-28.2%**
Employee Benefits								
EMPLOYER SHARE SOCIAL SECURITY	10551070-52200	$236,210	$253,509	$273,704	$282,853	$327,129	$44,276	15.7%
RETIREMENT CONTRIBUTION-TOWN EMPLOYEES (SENTRY)	10551070-52300	$85,195	$94,240	$127,442	$130,528	$150,773	$20,245	15.5%
RETIREMENT CONTRIBUTION-TEAMSTERS (MERF)	10551070-52303	$65,962	$42,580	$34,902	$43,252	$45,271	$2,019	4.7%
RETIREMENT CONTRIBUTION-FIREFIGHTERS	10551070-52305	$64,004	$59,268	$64,004	$64,004	$64,004	$0	0%
TUITION REIMBURSEMENT	10551070-52500	$1,921	$2,000	$0	$2,000	$2,000	$0	0%
UNEMPLOYMENT COMPENSATION	10551070-52600	$1,272	$2,355	$1,720	$2,500	$2,500	$0	0%
HEALTH INSURANCE	10551070-52800	$572,794	$624,631	$625,571	$664,931	$828,456	$163,525	24.6%
DENTAL INSURANCE	10551070-52905	$13,802	$13,093	$14,315	$15,277	$18,568	$3,291	21.5%
LIFE INSURANCE	10551070-52960	$7,725	$10,855	$13,755	$10,971	$14,263	$3,292	30%
Total Employee Benefits:		**$1,048,885**	**$1,102,530**	**$1,155,413**	**$1,216,316**	**$1,452,964**	**$236,648**	**19.5%**
Purchased Professional Services								
PURCHASED PROFESSIONAL SERVICES	10551070-53010	$0		$428	$0	$1,666	$1,666	N/A
EMPLOYEE ASSISTANCE PROGRAM	xxxxx				$1,558	$0	-$1,558	-100%
Total Purchased Professional Services:		**$0**		**$428**	**$1,558**	**$1,666**	**$108**	**6.9%**
Total Expense Objects:		**$1,078,675**	**$1,128,950**	**$1,183,058**	**$1,260,374**	**$1,485,130**	**$224,756**	**17.8%**