Fringe Benefits

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Finance Assistant

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 2023-2024 Major Service Level Accomplishments

- Revived and promoted the employee wellness programs offering our employees healthy opportunities and education
- 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 2024-2025 Major Service Level Goals

- Continued to work with our insurance consultant to negotiate smallest increases in health insurance for the fiscal year 2024-2025.
- 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 19.86%. The final rates will be communicated to the town after the current RFP process. This budget will be updated continuously as we know more about next years health insurance.

Overall increases are driven by:
Health Insurance Rate Increase
More new employees choosing insurance rather than an insurance waiver stipend (when compared to the FY24 budget)

Expenditures by Expense Type

Name	Account ID	FY2022 Actual	FY2023 Actual	FY2024 Budgeted	FY2025 Budgeted	FY2024 Budgeted vs. FY2025 Budgeted (% Change)	FY 23-24 Approved Budget vs. FY 24-25 Budget ($ Change)
Expense Objects							
Salaries & Wages							
OTHER WAGES	10551070-51590	$27,218	$28,718	$30,500	$29,500	-3.3%	-$1,000
Total Salaries & Wages:		**$27,218**	**$28,718**	**$30,500**	**$29,500**	**-3.3%**	**-$1,000**
Employee Benefits							
EMPLOYER SHARE SOCIAL SECURITY	10551070-52200	$273,704	$287,627	$327,129	$325,151	-0.6%	-$1,978
RETIREMENT CONTRIBUTIONS-TOWN EMPLOYEES (SENTRY)	10551070-52300	$127,442	$150,082	$150,773	$144,487	-4.2%	-$6,286
SENTRY (TOWN EMPLOYEES)	10551070-52300-10705		-$2,882	$0	$0	0%	$0
MERF	10551070-52303	$34,902	$38,094	$57,222	$44,795	-21.7%	-$12,427
VOLUNTEER FIREFIGHTER RETIRE	10551070-52305	$64,004	$64,004	$0	$64,004	N/A	$64,004
TUITION REIMBURSEMENT	10551070-52500	$0		$2,000	$2,000	0%	$0
UNEMPLOYMENT COMPENSATION	10551070-52600	$1,720	$9,139	$2,500	$2,500	0%	$0
HEALTH INSURANCE	10551070-52800	$625,571	$690,865	$828,456	$915,215	10.5%	$86,759
DENTAL INSURANCE	10551070-52905	$14,315	$14,623	$18,568	$17,484	-5.8%	-$1,084
LIFE INSURANCE	10551070-52960	$13,755	$16,053	$14,263	$11,931	-16.3%	-$2,332
Total Employee Benefits:		**$1,155,413**	**$1,267,605**	**$1,400,911**	**$1,527,567**	**9%**	**$126,656**
Purchased Professional Services							
PURCHASED PROFESSIONAL SERVICE	10551070-53010	$428		$1,666	$0	-100%	-$1,666
Total Purchased Professional Services:		**$428**		**$1,666**	**$0**	**-100%**	**-$1,666**
Total Expense Objects:		**$1,183,058**	**$1,296,323**	**$1,433,077**	**$1,557,067**	**8.7%**	**$123,990**