



Town of Belmont
Town Administration's Fiscal Year 2015 Budget Recommendation

February 10, 2014

EMPLOYEE BENEFITS

OVERVIEW:

FY14 Budget	FY15 Budget	\$ Change	% Change
\$7,430,429	\$8,343,294	\$912,865	12.29%

This allotment contains funding for employee benefits which are not included in the individual departmental budgets. Items which are contained in this budget includes the funding for pension and health insurance costs for retired employees, salary and health benefited resources, life insurance, unemployment insurance, workers compensation and premiums for property and liability insurance.

Pension costs are scheduled to increase by \$389,260 or 6.9% from FY14 based on the new funding schedule contained in the pension actuarial study, which is updated every two years. Retiree Health Insurance Costs are scheduled to increase by \$62,747.

Health insurance costs for current employees are budgeted are transferred to a central account where expenditures are made. Overall health insurance costs for all active employees are retirees are expected not to increase in FY15.

Property and Liability Insurance costs are estimated to increase by \$35,251 or 10%. Workers Compensation Policy is provided by the Massachusetts Interlocal Insurance Association (MIIA). MIIA was incorporated by the Massachusetts Municipal Association as a nonprofit organization to provide insurance services to cities and towns. The total FY15 Workers Compensation Insurance costs is estimated at \$400,493 or a 6% increase for all Town and School Departments.