



Town of Belmont
Town Administration's Fiscal Year 2016 Budget Recommendation

February 9, 2015

EMPLOYEE BENEFITS

OVERVIEW:

FY15 Budget	FY16 Budget	\$ Change	% Change
\$8,212,709	\$9,368,205	\$1,155,496	14.07%

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 benefit resources, life insurance, unemployment insurance, workers compensation and premiums for property and liability insurance.

Pension costs are scheduled to increase by \$479,090 or 7.95% from FY15 based on the new funding schedule contained in the pension actuarial study, which is updated every two years.

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 estimated to increase by 2.5%, or \$88,203 in FY16.

Property and Liability Insurance costs are estimated to increase by \$41,020 or 10.6%. 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 FY16 Workers Compensation Insurance costs is estimated at \$112,050 or a 3% increase for Town Departments.

Other budget items contained in this allocation include Unemployment Compensation (\$40,000), Life Insurance, (\$19,425) and Medicare (\$6,500), which reflect no increase from FY15.