



Initial Town Override Recommendation

February 14, 2023

The Challenge

- Revenues have not fully rebounded from the pandemic
- Restoration of services and deferred maintenance are competing with rising fixed costs, inflation, and collective bargaining pressures
- Limited new growth on the horizon
- Increasing demand for municipal services
- These issues combined with the constraints of Proposition 2 ½ point to the need for an operating override

Override Development

- The Process:
 - Began with discussions with community members during TA onboarding process
 - Formation and ongoing meetings with the Override Working Group to provide guidance and feedback
 - December meetings with Department Heads to identify needs
 - Select Board Budget Summits to identify and set priorities
 - Identify non-property tax sources of funding to defray costs

Estimated Tax Impact

The proposed **base** override would result in the following increases:

	Year 1	Year 2	Year 3	Cumulative
Town	\$2,416,000	\$1,415,000	\$1,164,000	\$4,995,000
School	\$3,699,561	\$1,753,875	\$1,534,931	\$6,988,367
Total Override	\$6,115,561	\$3,168,875	\$2,698,931	\$11,983,367
Levy Increase (%)	2.2%	1.1%	1%	4.3%

*estimates based on FY2023 tax rate

The Town will publish a calculator that will allow residents to estimate their total tax increase as a result of the proposed override using their property value.

What Can \$4.995M Do?

- Maintain the services we already provide;
- Restore critical services cut during the pandemic;
- Make our roads safe and resilient for all users;
- Increase planning capacity for sustainable community growth;
- Fund long-term pest control/waste disposal solutions;
- Take concrete steps toward our fossil-fuel-free future;
- Preserve critical natural resources, especially our unique tree canopy;
- Provide expanded services to potentially vulnerable populations;
- Reorganize key municipal departments to make them more efficient; and
- Offer competitive pay to employees so we can provide the best services possible to the community.

Budget Restorations - \$825k

- This represents the restoration of line items the Town would reduce to close the FY24 deficit. Reductions would be made in the following areas:
 - Elimination of vacant positions
 - Reduction of capital outlay for vehicles
 - Reductions in consulting budgets
 - Reductions in supplies
 - Reductions in service contracts
- State aid, if higher or lower than expected, may impact this number
- In event of no override, these would be the permanent cuts

Revitalizing the Town

- Streetscape Transformation - \$2,100,000*
 - Per 2022 Transportation/Mobility Plan: “\$5 million a year in roadway maintenance is required in order to maintain the overall condition of the roadway network in the current condition”
 - Current annual funding level is \$2.8m
- DPW Fleet Replacement - \$225,000*
 - Massive pandemic-related backlog
 - Allows for the purchase of one additional large vehicle each year
- Town Facilities Maintenance - \$200,000
 - Pandemic forced significant rerouting of maintenance budget for COVID compliance
 - Restoring this will lessen chances of costly system-wide failures

• *Additional \$100k to be added to this line item from parking fee increase

Preventive Maintenance for Roads & Buildings

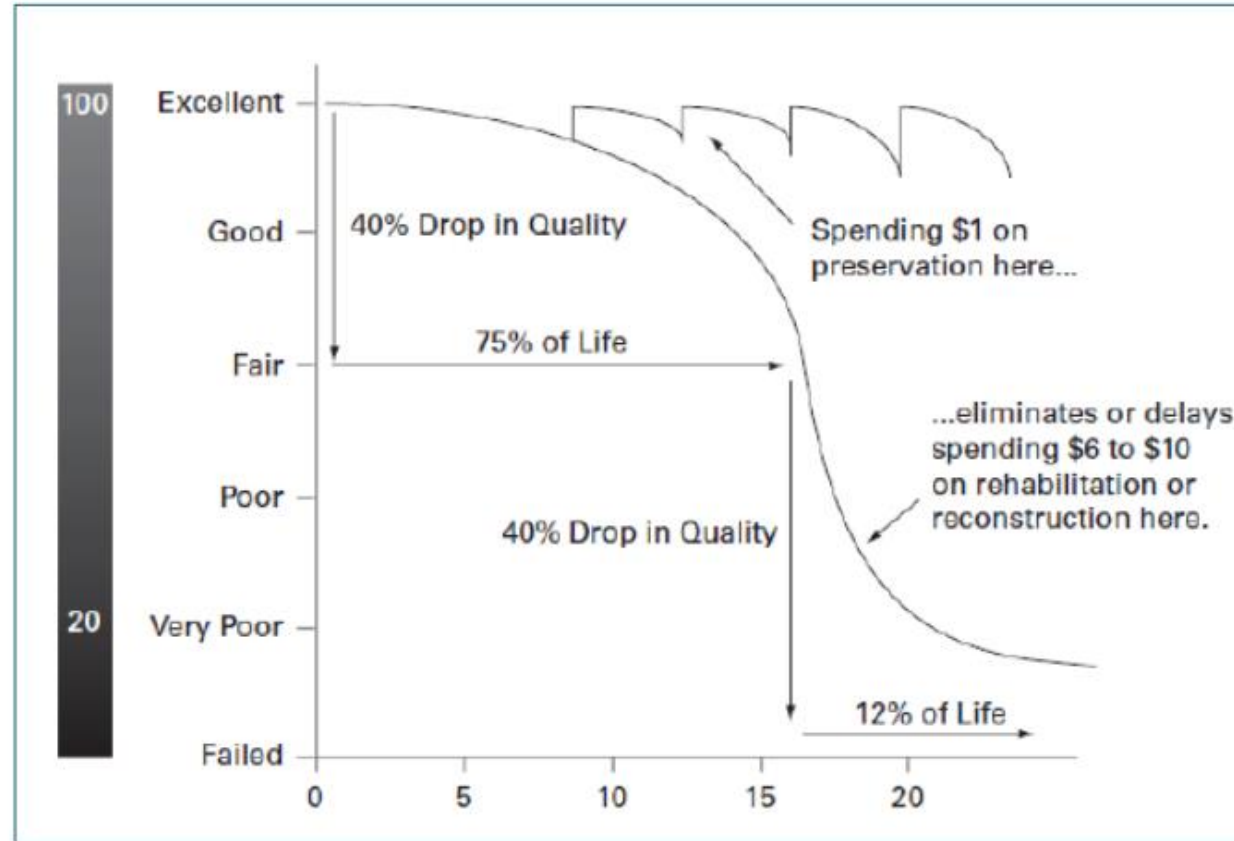


Image Source: U.S. Department of Transportation Federal Highway Administration

Municipal Resiliency

- Employee Recruitment & Retention - \$500,000
 - Unprecedented turnover in gov't services & tight labor market requires us to increase wages to provide the level of service the community expects
 - This amount would allow the Town to better recruit and retain mid-management & technical employees, especially in highly competitive positions
- Building Department Reorganization - \$235,000
 - Major retirements have led to institutional knowledge drain
 - Retirements also provide the opportunity to restructure and this model (based on Wellesley) would ensure future redundancy of responsibility
- Absorbing HCA-funded Positions - \$35,000
 - Shift from HCAs to license fee leaves small portion of 2.5 FTE salaries uncovered

Position Group	Departments	Percent Below Market
Mid-Managers	Building, Finance, HR, Recreation	2 – 16%
Technical/Professionals	Building, COA, Finance, Planning, Recreation	5 – 20%

Enhanced Municipal Services

- Rodent Control Action Plan - \$226,000
 - FT Code Enforcement Specialist, renewal/potential expansion of pest control contract and food safety consulting contract
 - Additional \$200k being requested from ARPA and \$74k anticipated from sanitation fees
- Urban Forestry Management Program - \$155,000*
 - Cost of contracted service continuing to rise: in 2004 a budget of \$125k paid for 54 weeks of contractor service, in FY20 this covered just 14.2 weeks
 - 3 FT employees: Tree Warden, Urban Forest Manager, Tree Climber/Bucket Truck Operator
- Increased Planning Capacity -\$223,000
 - Allows the Planning Dept to undertake two additional studies per year (one large and one small)

*Additional \$100k to be added to this line item from parking fee increase

Serving Vulnerable Populations

- Age-Friendly Services and Programs - \$100,000*
- Language Access - \$100,000
- Farmers' Market Coupon Program - \$50,000
- Community Gatekeepers Program - \$15,000
- “Welcome to Brookline” Program - \$6,000

• *Continuing Round 2/3 ARPA investment of \$150,040

Potential Stand-Alone Ballot Questions

- Low- to Moderate-Income Recreation Scholarships
 - WA26 committee estimates total yearly cost of approx. \$1.3M for comprehensive LMI scholarship program (sliding scale of up to 100% fee forgiveness for lowest-income residents)
 - Approx. \$300k could potentially be financed by revolving fund & donations
- Composting
 - Rolled out over a period of 3 years: 5k homes (yr 1)/10k homes, all homes
 - Instituting fees competitive w/private compost providers could reduce cost by approx. \$400k but reduce uptake
 - Policy discussion regarding whether to allow for compost fees needed prior to finalizing ballot question



Questions & Next Steps