

Financial Funds and Basis of Accounting

<u>Governmental</u> fund financial statements are reported using the flow of current financial resources measurement focus and the modified accrual basis of accounting. Under the modified accrual basis of accounting, revenues are recognized when susceptible to accrual (i.e., measurable and available). Measurable means the amount of the transaction can be determined and available means collectible within the current period or soon enough thereafter to pay liabilities of the current period. Expenditures are recorded when the related fund liability is incurred, except for un-matured interest on general long-term debt which is recognized when due, and certain compensated absences, claims and judgments which are recognized when the obligations are expected to be liquidated with current expendable available resources.

The Town considers property tax revenues available if they are collected within 60 days after year-end. Investment income is susceptible to accrual. Other receipts and tax revenues become measurable and available when the cash is received and are recognized as revenue at that time.

Entitlements and shared revenues are recorded at the time of receipt or earlier if the susceptible to accrual criteria is met. Expenditure driven grants recognize revenue when the qualifying expenditures are incurred and all other grant requirements are met.

The following major governmental funds are reported:

- The *general fund* is the primary operating fund. It is used to account for all financial resources, except those that are required to be accounted for in another fund.
- The *capital borrowing fund* is a capital project fund used to account for the Town's annual capital appropriations that are budgeted to be financed through long-term borrowing.
- The non-major governmental funds consist of special revenue, other capital projects, and permanent funds that are aggregated and presented in the *non-major governmental funds* column on the governmental funds financial statements.

The following describes the general use of these fund types:

- The *special revenue fund* is used to account for and report the proceeds of specific revenue sources that are restricted or committed to expenditure for specified purposes other than permanent funds or capital projects.
- The capital projects fund is used to account for and report financial resources that are restricted, committed, or assigned to expenditure for capital outlays, including the acquisition or construction of capital facilities and other capital assets of the governmental funds.
- The *permanent fund* is used to account for and report financial resources that are legally restricted to the extent that only earnings, not principal, may be used for purposes that support the governmental programs.



Financial Funds and Basis of Accounting (continued)

<u>Proprietary</u> fund financial statements are reported using the flow of economic resources measurement focus and use the accrual basis of accounting. Under this method, revenues are recorded when earned and expenses are recorded when the liabilities are incurred.

Proprietary funds distinguish operating revenues and expenses from non-operating items. Operating revenues and expenses generally result from providing services and producing and delivering goods in connection with the proprietary funds principal ongoing operations. All revenues and expenses not meeting this definition are reported as non-operating revenues and expenses.

The following major proprietary funds are reported:

- The water and sewer enterprise fund is used to account for the water and sewer activities.
- The youth services enterprise fund is used to account for the youth services activities.
- The council on aging enterprise fund is used to account for the council on aging activities.
- The Ed Burns Arena enterprise fund is used to account for the rink activities.
- The recreation enterprise fund is used to account for the recreation activities.

<u>Fiduciary</u> fund financial statements are reported using the flow of economic resources measurement focus and use the accrual basis of accounting. Fiduciary funds are used to account for assets held in a trustee capacity for others that cannot be used to support the governmental programs.

The following fiduciary fund types are reported:

- The pension trust fund is used to account for the activities of the System, which accumulates resources to provide pension benefits to
 eligible retirees and their beneficiaries.
- The other postemployment benefit trust fund is used to accumulate resources to provide funding for future other postemployment benefits (OPEB) liabilities.
- The *private-purpose trust fund* is used to account for trust arrangements, other than those properly reported in the pension trust fund, other postemployment benefit trust, or permanent fund, under which principal and investment income exclusively benefit individuals, private organizations, or other governments.
- The agency fund is used to account for assets held in a purely custodial capacity.

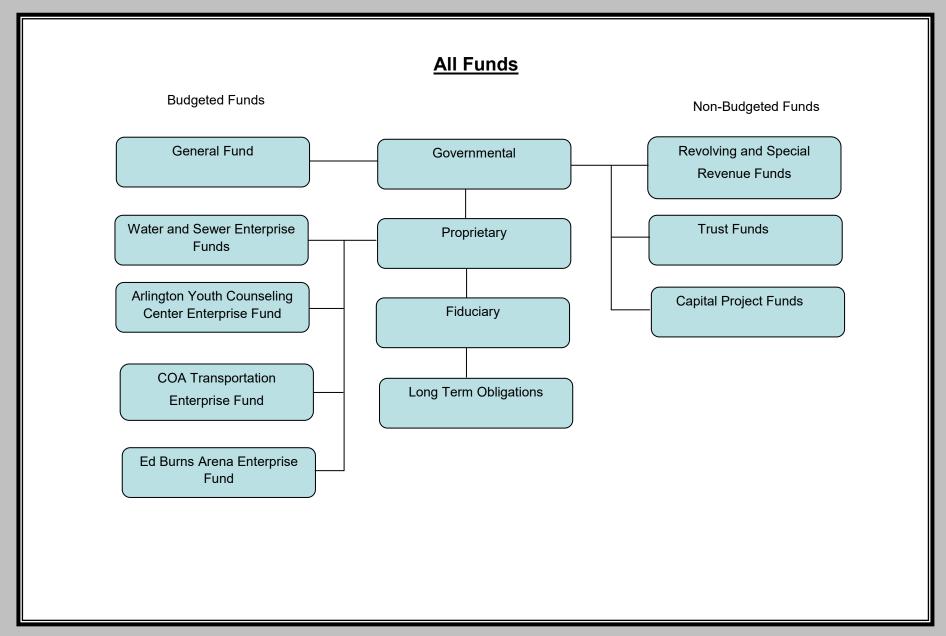


Financial Funds and Basis of Accounting (continued)

An annual budget is adopted for the Town's General and Enterprise Funds. The Town's annual budget is adopted on a statutory basis, specific to the Commonwealth of Massachusetts, and it differs in some respects from GAAP. The major differences between the budget and GAAP basis are that:

- 1. Budgeted revenues are recorded when cash is received, except for real estate and personal property taxes, which are recorded as revenue when levied (budget), as opposed to when susceptible to accrual (GAAP).
- 2. For the budget, encumbrances are treated as expenditures in the year the commitment is made. Also, certain appropriations do not lapse and are treated as budgetary expenditures in the year they are authorized as opposed to when the liability is actually incurred (GAAP).
- 3. The depreciation of Fixed Assets is not recognized as a current expense on a budgetary basis, except to the extent that actual maintenance costs are included in departmental budgets.







			0	verall Bu	ıd	get Sum	ım	ary						
		General Fund	١	Water and Sewer	F	Recreation		Rink		AYCC	Tr	COA ansport		Total Funds
Revenue														_
Property Tax	\$	123,704,451											\$	123,704,451
Local Receipts/Fees	\$	9,171,000	\$	15,744,804	\$	1,786,150	\$	632,521	\$	531,988	\$	71,900	\$	27,938,363
State Aid	\$	19,807,315											\$	19,807,315
School Construction Aid	\$	476,523											\$	476,523
Free Cash/Fund Balance	\$	4,593,375									\$	17,805	\$	4,611,180
Other Funds	\$	200,000											\$	200,000
Override Stabilization Fund	\$	2,755,435											\$	2,755,435
Transfers in (Offsets)	\$	2,479,812	\$	5,593,112					\$	120,000			\$	8,192,924
TOTAL REVENUES	\$	163,187,911	\$	21,337,916	\$	1,786,150	\$	632,521	\$	651,988	\$	89,705	\$	187,686,191
Expenditures														
Salaries	\$	27,679,831	\$	2,314,443	\$	781,980	\$	272,590	\$	396,189	\$	67,705	\$	31,512,738
Expenses	\$	10,518,852		833,700		954,100		228,810		255,799	\$	22,000		12,813,261
Arlington School Department	\$	66,102,319	•		•	,	•	,	_		•	,	\$	66,102,319
Minuteman Regional High School	\$	4,936,724											\$	4,936,724
Non-Departmental (Healthcare & Pensions)	\$	27,924,645	\$	1,670,310	\$	50,070	\$	48,530					\$	29,693,555
Capital (Includes Debt Service)	\$	12,839,157		1,867,094	•	,	\$	82,591					\$	14,788,842
MWRA Debt Shift/Transfers to Other Funds	\$	5,593,112		14,652,369			•	,					\$	20,245,481
Warrant Articles	\$	1,127,628	•	1,00=,000									\$	1,127,628
Reserve Fund & Elections	\$	1,553,287											\$	1,553,287
Override Stabilization Fund Deposit	\$	-											\$	-
TOTAL EXPENDITURES	\$	158,275,555	\$	21,337,916	\$	1,786,150	\$	632,521	\$	651,988	\$	89,705	\$	182,773,835
Non-Appropriated Expenses	\$	4,912,356											\$	4,912,356
State Assessment, Library Direct Aid, Overlay	Ψ	1,012,000											Ψ	1,012,000
TOTAL EXPENSES	\$	163,187,911	\$	21,337,916	\$	1,786,150	\$	632,521	\$	651,988	\$	89,705	\$	187,686,191
Surplus / (Deficit)	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-



Fund Balances

The Town defines a **fund balance** as the difference between assets and liabilities reported in a government fund. This is also known as fund equity. The Town classifies the funds as follows: General Fund, Enterprise Funds, Reserve Funds and Revolving Funds.

General Fund – The fund used to account for most financial resources and activities governed by the normal Town Meeting appropriation process.

Free Cash – "Free Cash" is a revenue source that results from the calculation, as of July 1, of a community's remaining, unrestricted funds from operations of the previous fiscal year, based on the balance sheet as of June 30. It typically includes actual receipts in excess of revenue estimates and unspent amounts in departmental budget line-items for the year just ending, plus unexpended free cash from the previous year. Consistent with current practice, the Town appropriates up to 50% of its Free Cash balance from the prior year to as an operating revenue.

Enterprise Fund – An enterprise fund, authorized by MGL Ch. 44 Sec.53F ½ is a separate accounting and financial reporting mechanism for municipal services for which a fee is charged in exchange for goods or services. It allows a community to demonstrate to the public the portion of total costs of a service that is recovered user charges and the portion that is subsidized by the tax levy, if any.

Revolving Fund – A revolving fund allows a community to raise revenues from a specific service and use those revenues without appropriation to support the service. For department revolving funds, MGL Ch. 44 Sec. 53E ½ stipulates that each fund must be reauthorized each year at annual Town Meeting and that a limit on the total amount that may be spent from each fund must be established at that time.

Urban Renewal Fund – An urban renewal fund is a fund set up to help a community meet the planning and implementation costs of urban revitalization and development projects.



Reserve Fund – An amount set aside annually within the budget of a town to provide a funding source for extraordinary or unforeseen expenditures. In a town, the finance committee can authorize transfers from this fund for "extraordinary or unforeseen" expenditures. Other uses of the fund require budgetary transfers by Town Meeting.

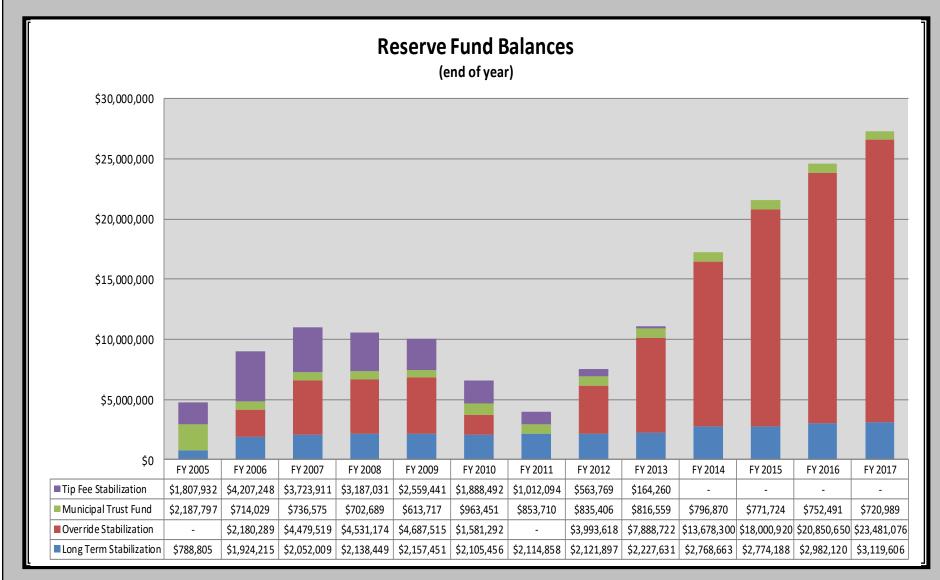
Tip Fee Stabilization Fund – The Town of Arlington participated in a regional solid waste consortium, the North East Solid Waste Committee. Upon leaving the consortium in September of 2005, the Town was entitled to revenue derived from the regional agreement. Since then, the Town uses funds from the Tip Fee Stabilization Fund to offset solid waste disposal costs. The Town appropriated \$164,000 from the fund in FY2014 depleting its balance.

Municipal Buildings Trust Fund – In accordance with Massachusetts General Law, Chapter 40, Section 13, the Town established a Municipal Buildings Trust Fund for the purposes of offsetting the costs associated with significant property loss.

Override Stabilization Fund – The Override Stabilization Fund was created as a result of the 2005 Proposition 2 1/2 override. The Town makes annual appropriations to the fund until the time in which it is necessary to make withdrawals for the purposes of balancing the general fund budget. As the graph illustrates on page 205, the first appropriation to the fund was in FY2006 after the passage of an operating override and was depleted in FY2011. The Town passed another override leading into FY2012 which explains the increase of \$3,993,618 that year.

Long Term Stabilization Fund – In accordance with Massachusetts General Law, Chapter 40, Section 5B, the Town may appropriate in any year an amount not exceeding, in the aggregate, 10% of the amount raised in the preceding fiscal year's tax levy. The Town may appropriate funds from the Long Term Stabilization Fund for any lawful purpose with a two-thirds vote of Town Meeting.





Fiscal Year 2019 Budget



					Revo	olving F	und Ba	alances	,			
	FY2006	FY2007	FY2008	FY2009	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017
Ambulance/Life Support	\$73,325	\$109,742	\$264,069	\$376,291	\$446,194	\$396,176	\$256,610	\$298,672	\$405,815	\$547,148	\$628,306	\$687,553
Board of Health		\$38,162	\$41,927	\$45,106	\$79,163	\$91,253	\$103,800	\$86,284	\$65,529	\$56,720	\$104,466	\$113,619
Conservation Commission	\$2,726	\$2,937	\$2,937	\$2,847	\$2,897	\$2,907	\$3,221	\$3,312	\$2,742	\$2,742	\$2,710	\$2,623
Council on Aging Program									\$4,320	\$4,571	\$9,974	\$22,263
Field User Fees	\$21,539	\$10,769	\$76,974	\$52,865	\$88,845	\$62,975	\$49,757	\$72,820	\$63,849	\$23,390	\$36,126	\$48,065
Fox Library	\$6,365	\$8,978	\$12,347	\$14,241	\$13,463	\$16,523	\$17,891	\$13,690	\$15,068	\$16,773	\$3,780	\$3,857
Gibbs School Energy							\$25,688	\$27,730	\$36,459	\$34,171	\$28,078	\$26,468
Library PC Vendor					\$6,971	\$12,711	\$13,361	\$14,315	\$4,873	\$4,745	\$8,420	\$9,661
Private Way Repair	\$27,790	\$24,148	\$37,396	\$13,305	\$13,305	\$13,305	\$1,305	\$13,305	\$50,858	\$87,715	\$118,526	\$85,767
Public Way Repair	\$1,559	\$1,559	\$1,559	\$168	\$168	\$168	\$168	\$168	\$168	\$168	\$168	\$15,255
Robbins House Rental				(\$4,117)	\$19,927	\$22,958	\$33,938	\$35,312	\$31,893	\$19,093	\$13,027	\$17,641
Robbins Library Rental				\$6,492	\$9,187	\$11,658	\$17,892	\$16,751	\$21,696	\$26,586	\$24,451	\$24,414
Town Hall Rental		\$2,275	\$6,989	\$3,456	\$8,601	\$29,904	\$42,735	\$22,163	\$14,534	\$70,154	\$96,859	\$86,999
Uncle Sam				\$334	\$334	\$344	\$319	\$411	\$1,526	\$1,526	\$1,526	\$1,526
White Good Recycling					\$27,887	\$44,369	\$38,202	\$16,755	\$45,109	\$57,406	\$57,041	\$59,216
TOTAL	\$133,304	\$198,570	\$444,198	\$510,988	\$716,942	\$705,251	\$604,887	\$621,688	\$764,439	\$952,908	\$1,133,458	\$1,204,928

					Urban	Renew	al Fund	l Balan	ce			
	FY2006	FY2007	FY2008	FY2009	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017
Urban Renewal Fund	\$308,043	\$226,273	\$215,906	\$98,056	\$249,860	\$290,665	\$377,193	\$399,794	\$400,732	\$439,839	\$542,262	\$456,159



			F	Fund Ba	alances						
	FY2007	FY2008	FY2009	FY2010	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016	FY2017
General Fund (Free Cash)	3,637,574	2,995,814	1,164,101	770,498	4,378,542	7,793,055	6,085,848	6,871,692	9,074,598	9,701,131	9,701,131
Enterprise Funds											
Water/Sewer Enterprise	5,110,456	4,718,828	5,550,844	3,117,257	4,422,651	2,551,390	2,497,966	3,718,958	8,546,621	7,188,427	7,299,339
Youth Enterprise	27,417	(20,345)	53,598	42,184	50,000	67,661	45,315	23,474	23,056	37,349	44,349
Council on Aging Enterprise	12,595	30,686	44,318	50,448	97,152	112,520	114,489	132,640	63,211	80,209	50,658
Rink Enterprise	13,690	38,620	58,412	27,702	91,325	78,992	90,435	74,503	77,154	78,839	357,573
Recreation Enterprise	78,221	85,392	68,360	77,200	101,380	105,452	120,887	132,023	205,874	381,219	446,480

MAJOR & NON MAJOR FUNDS - CHANGES IN FUND BALANCE

General	Fund - 0100	& 0200		Major
Fiscal			Inc/Decr from	
Year	Beg FB	End FB	prior FY	% Var in FB
	•			_
2015	\$0	\$10,291,536		
2016	\$10,291,536	\$13,761,217	\$3,469,681	34%
2017	\$13,761,217	\$14,783,863	\$1,022,646	7%
2018	\$14.783.863	\$14.783.863	\$0	0%

The General Fund is the primary operating fund of the Town, and is used to account for all financial resources except those that are required to be accounted for in other funds.

For FY18, it is estimated that fund balance will remain consistent with FY17.

Water &	Sewer Ente	rprise Fund	- 6500	Major
Fiscal			Inc/Decr from	
Year	Beg FB	End FB	prior FY	% Var in FB
2015	¢Ω	¢0 ⊑4 € €21	Ī	Π
2015	\$0	\$8,546,621		
2016	\$8,546,621	\$7,188,427	(\$1,358,194)	-16%
2017	\$7,188,427	\$7,299,339	\$110,912	2%
2018	\$7.299.339	\$7.299.339	\$0	0%

The Water and Sewer Enterprise Fund is a proprietary (enterprise) fund that is used to account for the water and sewer activites of the Town.

For FY18, it is estimated that fund balance will remain consistent with FY17.



AYCC Enterprise Fund - 6550

Non-Major

Fiscal			Inc/Decr from	
Year	Beg FB	End FB	prior FY	% Var in FB
2015	\$0	\$23,055		
2016	\$23,055	\$37,349	\$14,294	62%
2017	\$37,349	\$44,349	\$7,000	19%
2018	\$44,349	\$44,349	\$0	0%

The Arlington Youth Counseling Center (AYCC) is a proprietary (enterprise) fund that is used to account for the activities of the AYCC.

The undesignated fund balance in FY17 saw an increase due to higher than anticipated revenue collections and appropriation turnbacks.

For FY18, it is estimated that fund balance will remain consistent with FY17.

COA Transportation Enterprise Fund - 6560 Non-Major

					_
Fiscal			Inc/Decr from		
Year	Beg FB	End FB	prior FY	% Var in FB	
2015	\$0	\$63,211			1
2016	\$63,211	\$80,209	\$16,998	27%	1
2017	\$80,209	\$50,658	(\$29,551)	-37%]
2018	\$50,658	\$50,658	\$0	0%	1

The Council on Aging (COA) Transportation Fund is a proprietary (enterprise) fund that is used to account for the activities of the COA Transportation services.

The undesignated fund balance has decreased slightly in FY17 due to lower than anticipated revenue collections.

For FY18, it is estimated that fund balance will remain consistent with FY17.

Rink Enterprise Fund - 6570

Non-Major

Fiscal			Inc/Decr from	
Year	Beg FB	End FB	prior FY	% Var in FB
2015	\$0	\$77,154		
2016	\$77,154	\$78,839	\$1,685	2%
2017	\$78,839	\$96,636	\$17,797	23%
2018	\$207,997	\$207,997	\$111,361	115%

The Rink Enterprise Fund is a proprietary (enterprise) fund that is used to account for the activities of the municipal ice skating rink.

Undesignated fund balance is expected to increase in FY18, because of reclassification of debt borrowing proceeds from a previous year.

Recreation Enterprise Fund - 6580

Non-Major

	= p			
Fiscal			Inc/Decr from	
Year	Beg FB	End FB	prior FY	% Var in FB
2015	\$0	\$205,894		
2016	\$205,894	\$381,219	\$175,325	85%
2017	\$381,219	\$446,480	\$65,261	17%
2018	\$446,480	\$446,480	\$0	0%

The Recreation Fund is a proprietary (enterprise) fund that is used to account for the activities of the recreation department.

Undesignated fund balance increase in FY17 due to higher than anticipated enrollment in many of the recreation programs which increased revenues over budgeted amounts combined with appropriation turnbacks.

Fund balance is expected to remain consistent with FY17 for FY18.

Est.



Urban Renewal Fund - 2770

Non-Major

Fiscal			Inc/Decr from	
Year	Beg FB	End FB	prior FY	% Var in FB
2015	\$0	\$375,926		
2016	\$375,926	\$486,914	\$110,988	30%
2017	\$486,914	\$456,159	(\$30,755)	-6%
2018	\$456,159	\$270,000	(\$186,159)	-41%

The Urban Renewal Fund was set up to help the Town meet the planning and implementation costs of urban revitalization and development projects.

The fund decreased in FY17 due to loss of rental revenues (vacancies). The FY18 Budget provided for rent payments for Town occupants of the Central School (HHS) to by made to the Fund to stabilize the balance.

Antenna Fund - 3480

Non-Major

Fiscal			Inc/Decr from	
Year	Beg FB	End FB	prior FY	% Var in FB
2015	\$0	\$831,935		
2016	\$831,935	\$658,075	(\$173,860)	-21%
2017	\$658,075	\$649,256	(\$8,819)	-1%
2018	\$649,256	\$649,256	\$0	0%

The Antenna Fund was created by home rule petition that allows for deposits of revenue generated from rent collected on antennas placed on municipal buildings. This revenue is used to fund open space and recreation purposes.

The fund decreased slightly in FY17 due to expenses exceeding revenues. For FY18, the fund is estimated to remain consistent with FY17 fund balance due to revenues and expenses expected to offset each other for FY18.

Fiscal Stabilization Fund - 8950

Non-Major

Fiscal		Inc/Decr from		
Year	Beg FB	End FB	prior FY	% Var in FB
2015	\$0	\$18,000,920		
2016	\$18,000,920	\$20,850,650	\$2,849,730	16%
2017	\$20,850,650	\$23,481,076	\$2,630,426	13%
2018	\$23,481,076	\$23,692,212	\$211,136	1%

The Fiscal Stabilization Fund (aka the "override" stabilization fund) was created in 2005 to help keep the budget stable and to avoid annual override votes. Funds are accumulated when there are excees funds, and drawn down when spending exceeds available recurring revenue sources.

For FY2018, the fund is estimated to decrease by \$6.5 million to fund a budget gap in the FY2019 budget.

Stabilization Fund - 8850

Non-Major

Fiscal		Inc/Decr from		
Year	Beg FB	End FB	prior FY	% Var in FB
2015	\$0	\$2,879,467		
2016	\$2,879,467	\$2,992,020	\$112,553	4%
2017	\$2,992,020	\$3,119,606	\$127,586	4%
2018	\$3,119,606	\$3,229,606	\$110,000	4%

Est.

The Stabilization Fund is the Town's "rainy day" fund. IT can be used for any lawful purpose with a two-thirds vote of Town Meeting.

For FY2018, the Fund is estimated to increase by \$110,000 through Town Meeting appropriation and assumed interest earned on principal balance.

Est.



Est.

OPEB - Retiree Healthcare Fund - 8890

Non-Major

Fiscal			Inc/Decr from	
Year	Beg FB	End FB	prior FY	% Var in FB
	,			
2015	\$0	\$8,377,646		
2016	\$8,377,646	\$9,184,192	\$806,546	10%
2017	\$9,184,192	\$11,201,306	\$2,017,114	22%
2018	\$11,201,306	\$12,350,984	\$1,149,678	10%

The OPEB fund is used to accumulate resources to provide funding for future other post-employment benfits (OPEB) liabilities.

The FY2017 fund balance increased by \$2.5m due to appropriations made by Town meeting from avaiable funds and from the Health Claims Trust Fund, as well as investment earnings. FY2018 is estmated to increase by \$1.15 million due to \$900k appropriations and estimated investment income.

Health Claims Trust Fund - 8860

Non-Major

Est.

Fiscal		Inc/Decr from		
Year	Beg FB	End FB	prior FY	% Var in FB
2015	\$0	\$2,808,350		
2016	\$2,808,350	\$2,528,945	(\$279,405)	-10%
2017	\$2,528,945	\$2,248,008	(\$280,937)	-11%
2018	\$2,248,008	\$1,948,008	(\$300,000)	-13%

Health Claims Trust Fund is a fund that is a holdover from when the Town was self- insured. All funds are Town funds. The Town is now insured on a premium-based plan through the Commonwealth's health insurance plans.

The FY2017 fund balance decreased by \$299k due to a \$300k appropriation from the fund to the OPEB fund combined with interest earnings received. FY2018 also uses \$300k to fund the OPEB fund, and also assumes interest income.



Town of Arlington Standing Financial Policies & Practices

Balanced Budget: The Town defines a balanced budget as a budget in which receipts are greater than (or equal to) expenditures. The Commonwealth of Massachusetts requires all municipalities to present a balanced budget each year as a basic budgetary constraint intended to ensure that a government does not spend beyond its means and its use of resources for operating purposes does not exceed available resources over a defined period of time.

Free Cash Practice: The Town of Arlington appropriates up to 50% of the prior year's Certified Free Cash Balance as an operating revenue with a majority vote of Town Meeting.

Capital Budget: The Town Manager shall present a Capital Budget equal to 5% of projected revenues. The Town has followed this practice since 1986.

Town of Arlington Override Policies & Commitments

As part of the Town's Proposition 2 ½ Override campaign in 2011, the Town made several financial commitments that would guide the Town's financial planning for future years. Below are those original commitments with updates in bold.

- Override funds will be made to last at least three years (FY2012-FY2014). No general override will be sought during this period. –
 Current projections have extended the plan to cover FY2012-FY2020.
- Town and School operating budget increases will be capped at 3.5% per year. An additional allowance of up to 7% shall be allowed for documented special education cost increases. Should actual special education cost increases exceed this amount, the remaining School budget shall be decreased by the difference. This commitment has been maintained and this year's Town operating budget is being held to a 3.25% increase. Due to continuing enrollment growth, a school funding increase above 3.5% is proposed and discussed herein.
- Health care cost increases will be programmed at 7%. Should actual increases exceed this amount, the Town and School budget totals shall be proportionately decreased by the excess amount. Should actual increases be less than this amount as a result of negotiated health care savings, the extra savings will be:
 - Deposited into the override stabilization fund to extend the three year override period;
 - ♦ Used to preserve services; and



- To satisfy any and all negotiated items between the Town Manager, its employees, and its retirees. The override period has been extended to nine years from the original three-year period based to a large degree on health care savings and the first year health care savings also supported FY2012 wage settlements with employee bargaining units. For future planning purposes, health care premiums are projected to grow 5.25%, which more accurately reflects the historical average annual growth of Group Insurance Commission premiums.
- An additional \$600,000 shall be appropriated for the School Department in FY2012 and \$400,000 shall be appropriated each year in addition to the amount currently appropriated in the capital budget for road improvements. **This commitment has been met.**
- Reserves shall be maintained in an amount equivalent to at least 5% of the budget. **This commitment is being maintained**.



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