

Annual Town Meeting

Select Board

Article 7

MOTIONS 1-5

Article 7, Motion 1

Winter Maintenance

That the Town appropriate the sum of \$700,000.00 (SEVEN HUNDRED THOUSAND DOLLARS) for snow and ice removal costs, said sum to be taken from Certified Free Cash and added to the amount appropriated to the Board of Public Works – 456 Winter Maintenance under Motion 2 of Article 8 of the Warrant for the 2024 Annual Town Meeting.

Article 7, Motion 1

Winter Maintenance Overview

- The Town's practice is to budget conservatively for snow and ice because:
 - costs are unknown and variable year to year; and
 - there is a MGL provision that specifically authorizes supplemental appropriations later in the year.
- The snow and ice budget includes:
 - Equipment prep and maintenance
 - Supplies including fuel, de-icing, chemicals, sand
 - Staffing, including contractor and overtime staffing costs

Article 7, Motion 1

Winter Maintenance

- BPW is authorized to incur incremental costs during the budget year to address storm events; these costs are reviewed and approved by the Select Board and Advisory during the year (MGL Chapter 44, Section 31D).
- At ATM, formal authorization is sought to transfer from Free Cash the funds that have been incurred and approved during the fiscal year.

Winter Maintenance History

DPW Snow and Ice History		FY20	FY21	FY22	FY23	FY24	FY25*
Sources							
Appropriation in Article 8, Motion 2		\$366,355	\$379,177	\$379,177	\$379,177	\$379,177	\$379,177
Supplemental		300,000	600,000	700,000	225,000	400,000	700,000
Total Appropriation		\$666,355	\$979,177	\$1,079,177	\$604,177	\$779,177	\$1,029,177
Uses							
Personal Services		\$160,519	\$298,129	\$264,748	\$172,519	\$188,592	\$322,454
Sand/Salt		85,724	190,696	186,994	132,701	96,969	194,146
Contractor Plowing		65,620	143,894	171,414	97,958	63,843	218,742
Vehicle Repair &		216,468	160,397	178,244	177,034	133,226	238,113
Other		10,792	27,459	17,731	23,965	11,437	16,034
Total PS & Expenses		\$539,122	\$820,575	\$819,131	\$604,177	\$494,067	\$989,494
Events							
Sanding/Salting		9	8	17	14	9	14
Plowing		3	10	6	3	2	4
Snow/Ice Removal		0	2	0	0	0	1
Flooding		0	0	0	0	0	0
Total Snowfall		16"	55"	48"	17"	14"	29"

The Select Board requests your
favorable action on
Article 7, Motion 1.

Article 7, Motion 2

Transfer Graves Officer Stipend to Celebrations Committee

Transfer \$2,500 Graves Officer Stipend to Celebrations Committee

- The Select Board made a similar transfer at the 2024 Annual Town Meeting
- The Graves Officer position has been vacant, and the transfer will offset some of the costs associated with the Wellesley Wonderful Weekend Parade and other Celebration Committee events.

The Select Board requests your
favorable action on
Article 7, Motion 2.

Article 7, Motion 3

Compensated Absences Supplemental

- The Compensated Absences budget covers payouts for sick and vacation time earned in prior years:
 - upon an employee's retirement, termination, or death
 - upon promotion from a Union position to a management position such as Police Chief/Deputy Chief, Fire Chief/Assistant Chief
- Payouts are governed by collective bargaining agreements
- Since 2019 the Compensated Absences budget has been \$120,000.

Article 7, Motion 3

Compensated Absences Supplemental

- This year, to date, there were three (3) retirements, two (2) promotions out of union positions, and two (2) vacation pay outs
- Payouts due during FY25 from the Fund will exceed the budget
- The request is for a supplemental appropriation of \$110,000 from Free Cash to make the budget whole by the close of FY2025

Article 7, Motion 3

Compensated Absences Supplemental

- The FY2026 budget has been increased to \$130,000; the Town does not anticipate the same level of payouts as FY2025
- However, to plan for years beyond FY26 in which many retirements are anticipated, the Select Board will propose to create a Compensated Absences Reserve Fund to supplement annual budget requests and smooth costs (Article 11)

The Select Board requests your
favorable action on
Article 7, Motion 3.

Article 7, Motion 4

Health Insurance Supplemental Appropriation

- Health Insurance Contributions
 - Harvard Pilgrim: Town pays 60%, employees pay 40%
 - Blue Cross Blue Shield: Town pays 78%, employees pay 22%
- Using an Excel spreadsheet, the Town determines health insurance costs based on actual and projected enrollments.

Article 7, Motion 4

Health Insurance Supplemental

A formula error mistakenly multiplied the Town's obligation by 60% twice ($100 \times .60 \times .60$), covering only 36% instead of 60%

FY 2024 shortfall: \$616,000 (absorbed within turnback)

FY 2025 shortfall: \$996,402 (the correct amount was paid)

Budget shortfall → Need for \$1M supplemental appropriation to Employee Benefits Group Insurance

Article 7, Motion 4

Health Insurance Supplemental

Future Safeguards for FY 2026 and beyond:

- **Conservative budget projection**
- **New secondary review process by Executive Director & Finance Department**

The Select Board requests your
favorable action on
Article 7, Motion 4.

Article 7, Motion 5

Police Station Parking Lot

- Project Purpose: to modify Police Parking Lot to add 13 police spaces and 5 Wellesley Housing Authority (WHA) spaces
- Initial Projected Cost in FY 2017: \$150,000
- Project was Delayed from 2017-2020 because an easement was needed from WHA, and negotiations delayed the project
- The MOU was signed by WHA in April 2020 and by the SB in September

Article 7, Motion 5

Police Station Parking Lot

- By the time the project was ready, the winning bid was: \$287,000
- The updated budgeted amount at signing of MOU was \$314,580
 - \$150,000 original budget
 - 164,580 from remaining FY18 Traffic & Parking Funds

Article 7, Motion 5

Police Station Parking Lot

- **Project Challenges & Scope Changes**
 - Greater tree removal & landscaping required
 - Discovery of unidentified underground utilities
 - Electrical line to Housing Authority was cut and required replacement
 - EV Charging Station grant received mid-construction; the charging station placement conflicted with drainage installation and required rerouting the power conduit

Article 7, Motion 5

Police Station Parking Lot

- Key change orders incurring additional costs:
 - Power conduit adjustments needed for EV charging station
 - Need for a second EV charger due to the donation to Police Department of \$100,000 for an electric cruiser
 - Additional redesign needed of a transfer pad, electrical conduit, and a drainage manhole
 - Price escalation due to COVID-19

Article 7, Motion 5

Police Station Parking Lot

Change Orders	Cost
Landscaping and hydrant relocation	\$32,800
EV Charging	\$72,000
Lighting conduit, cable, and fixtures	\$25,500
Secondary lighting power between WHA buildings (disturbed)	\$39,000
Unit Price Increases (asphalt, signs, pavement markings)	\$20,000
Negotiated Settlement	\$22,435
Total Request	\$211,735

Article 7, Motion 5

Police Station Parking Lot

- A supplemental appropriation of \$211,735 from Free Cash is needed to cover additional costs incurred in completing the project

The Select Board requests your
favorable action on
Article 7, Motion 5.