

**EXPENDITURE BASELINE AND PROJECTION FACTORS**

Beginning in FY 2020-21, the Town started budgeting salaries at the actual salary plus a one-step increase. In the Five-Year Forecast, positions are forecasted at the actual rate of pay including salaries and benefits as of December 31, 2024. Beginning FY 2023-24 the total salaries and benefits budget includes 4.6% vacancy factor.

Type of Expenditures	FY 2024-25 Budget	FY 2025-26 Forecast	FY 2026-27 Forecast	FY 2027-28 Forecast	FY 2028-29 Forecast	FY 2029-30 Forecast
<b>Salaries*(TEA)</b>	5%	3%	3%	2%	2%	2%
<b>Salaries *(POA)</b>	6.5%	5%	4%	2%	2%	2%
<b>Salaries*(AFSCME)</b>	4%	4%	4%	2%	2%	2%
<b>Salaries * (Management, Confidential, Temp)</b>	5%	3%	3%	2%	2%	2%
<b>Benefit - Medical**</b>	4%	4%	4%	4%	4%	4%
<b>Operating Expenditures***</b>	3%	3%	3%	3%	3%	3%
<b>Grants &amp; Awards</b>	0%	0%	0%	0%	0%	0%
<b>Utilities***</b>	Varies	3%	3%	3%	3%	3%
<b>Workers Comp Charges</b>	Based on projected payroll	3%	3%	3%	3%	3%
<b>General Liability Charges</b>	Based on projected payroll	3%	3%	3%	3%	3%
<b>Other Internal Service Charges***</b>	Based on operating cost and scheduled replacement	Based on operating cost and scheduled replacement	Based on operating cost and scheduled replacement	Based on operating cost and scheduled replacement	Based on operating cost and scheduled replacement	Based on operating cost and scheduled replacement
<b>Debt Service</b>	Debt Service Schedules					

\*Salary increases are based on actual step increases and approved Memoranda of Understanding with the bargaining units from FY 2024-25 through FY 2026-27. Beyond FY 2027-28 the assumption is 2% per year cost of living adjustment.

\*\* Benefit increase estimates are provided by CalPERS/Public Employees' Medical and Hospital Care Act (PEMHCA)

\*\*\* Based on historical trends.

The Town's required employer contribution rate estimates were developed using data provided by each plan's most recent CalPERS actuarial valuation. The employer contribution rates reflect percentages of covered payroll. Rates shown for FY 2024-25 are actual rates as prescribed by CalPERS. Forecasted rates for FY 2025-26 and subsequent years are based on the most recent CalPERS actuarial valuation Reports as adjusted by the impact related to the FY 2022-23 CalPERS 6.1% investment return and forecasted payroll.

Beginning in FY 2021-22, the estimates of employer contributions were credited with an anticipated reductions associated with the approximate \$4.8 million additional discretionary payment (ADP) toward the 2016 unfunded amortization base paid off in October 2019 and the total of approximately \$5.8 million in ADPs toward unfunded 2013 and 2015 amortization bases that were paid off in FY 2020-21.

Type of Expenditures	FY 2024-25 Budget	FY 2025-26 Forecast	FY 2026-27 Forecast	FY 2027-28 Forecast	FY 2028-29 Forecast	FY 2029-30 Forecast
<b>Safety POA</b>	94.98%	98.72%	102.27%	106.14%	115.00%	117.32%
<b>Safety Management POA</b>	97.98%	101.72%	105.27%	109.14%	118.00%	120.32%
<b>Safety POA - PEPPRA</b>	15.56%	15.56%	15.68%	15.69%	16.32%	16.61%
<b>Miscellaneous TEA/AFSCME/Confidential/Management</b>	30.62%	29.65%	31.01%	32.28%	33.81%	34.49%
<b>Miscellaneous TEA/AFSCME/Confidential/Management PEPPRA</b>						
Separate PEPPRA rate for Miscellaneous has not been established yet by CalPERS.	30.62%	29.65%	31.01%	32.28%	33.81%	34.49%