



City of Springfield, Massachusetts
Multi-Year Financial Plan (FY14-FY17)
March 29, 2013

CITY OF SPRINGFIELD, MASSACHUSETTS



MULTI-YEAR FINANCIAL PLAN (FY14-FY17)



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MESSAGE FROM THE ACTING CHIEF ADMINISTRATIVE AND FINANCIAL OFFICER TIMOTHY J. PLANTE

Mayor Sarno, City Councilors and Springfield Residents and Businesses:

Developing the annual budget for the City of Springfield is the most important task of the City as it sets priorities, addresses the needs of our residents and businesses and allocates limited resources to provide services in the most efficient way possible. I am happy to report that we as a City have not only taken ownership and accountability for our finances but also pride in the fact that during this great recession we have maintained vital services, financially weathered natural and man-made disasters and continue to maintain our commitment to our financial policies.

As we plan ahead for the coming budget cycle, it is important to understand how the decisions we made as a City today will effect tomorrow. It is also critical to set guiding principles to keep the budget development task focused. For me these include:

- ✓ Providing core services to residents, businesses and visitors which will require an evaluation of everything that we do to determine our focus and to be leaders in the services we can afford to provide.
- ✓ Preserving and maintaining our assets while also making strategic investments in economic development which will strengthen our City's tax base and in turn the services that we are able to provide.
- ✓ Treating the workforce fairly which will require honest conversations with employee unions and weighing the cost/benefit of providing salary increases and maintaining benefits at current levels.
- ✓ Continued implementation of our financial policies which requires us to maintain reserves, reduce our structural deficit and maximize revenue collections where ever possible.

Statement of these guiding principles is important as a reminder as we navigate through this process and will be reflected upon as tough decisions are made. We face many challenges which include maintaining our bond rating by ensuring that fiscal integrity is maintained, dealing with the challenges that all urban centers face and the demands that puts on City resources, and funding core services when our levy ceiling prevents the City from raising revenues.

Fiscal Challenges

Meeting the demands that the City faces is proving to be a difficult task when accounting for facts such as the \$1 billion decline in values that has brought Springfield against its levy ceiling, long-term scheduled liabilities such as Pensions, Other Post-Employment Benefits (OPEB) and infrastructure needs and no increases in our State Aid after a 30% reduction since FY08. All of these factors compress the availability of funds for other core services that residents tend to more easily see and feel. However meeting our financial obligations and maintaining a



balanced budget must be treated equally as important as providing core services such as police and fire.

The City's property values have experienced over \$1 billion in decline since FY08 which has not fully stabilized. Because of this significant decline, the City's levy ceiling has been significantly constrained. As such, growth to the levy, even the annual 2.5% or the benefit of economic development known as "new growth" has not been able to be captured. Springfield is the only community in the Commonwealth that, to date is having this experience, however other communities are close and will soon face the same issues. Without being able to grow local revenues and without increases in State Aid, non-discretionary costs are crowding out all other budgetary needs and impacting the City's ability to provide core services.

Setting the improvement of our Schools as a priority will ensure overall economic success of our City. The State has made investments in C.70 throughout the current Administration which in turn have been used to make our system stronger. It should be noted however, that these investments have not been equal on the City-side of local government therefore maintaining non-School programs and services at current levels is impossible. The success of our Schools requires City service support and as funding for such things as Police, Fire, and DPW deteriorates, those investments made in our Schools will be for nothing. We must consider funding for our City, not just schools and not just other City departments, to ensure we succeed.

The City must also account for long-term liabilities including funding the City's unfunded pension and Other Post-Employment Benefits, debt service and addressing the needs of our infrastructure as outlined in our Capital Improvement Plan.

- Pensions - The City's pension system, funded at a 29% ratio is the lowest funded ratio in the State and continues to make up for FY08 market losses. The annual contribution for the entire City is over \$40 million which must be paid before any other costs as a non-discretionary expense.
- OPEB - In addition to our pension liability, the City recently updated its OPEB valuation learning that the liability is over \$1 billion. To date, funding options have been evaluated however it is difficult to consider adding an appropriation to address this liability in light of the other fiscal constraints that the City is experiencing.
- Capital Improvement Plan - Consideration must also be given to the City's long-term liability for capital costs as described in our \$500 million capital plan which identifies the entire infrastructure and equipment needs of the City. Without investments in capital, our City's infrastructure will deteriorate and equipment will become outdated. Continuing to address these liabilities whether on a schedule as the pension and debt service liabilities are or when funds are available as the CIP liabilities have more recently been addressed is just as important as maintaining core programs and services.

It is important to all of us that we do all that is necessary to ensure that tax payer dollars are being spent in the most efficient, effective and legal manner and I take my role in this very seriously. This plan is meant to provide an honest outlook of the City's finances and the struggles we are facing. It is also meant to share the ideas being considered to help us achieve our guiding principles within the limited resources available to us.



*City of Springfield, Massachusetts
Multi-Year Financial Plan (FY14-FY17)
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This plan will continue to be updated as new information becomes available. I look forward to working with you on the FY14 budget planning process and am open to all ideas that will positively benefit our City.

Sincerely,

A handwritten signature in blue ink, appearing to read "Timothy J. Plante".

Timothy J. Plante,
Acting CAFO



EXECUTIVE SUMMARY

The City of Springfield is governed by strict financial policies adopted as ordinances in September of 2009. Section 4.44.020 (G) stipulates that *“The chief administrative and financial officer shall produce and issue a four (4) year financial plan for the city by March 30th of each year. Said plan shall be comprised of reasonable revenue estimates and all expenditures the city may reasonably experience during said period. All assumptions contained in the forecasts shall be clearly presented within the forecast document.”*

The following pages represent adherence to this requirement and show actual spending in FY09 - FY12 and the Adopted budget for FY13 and the draft projected budgets for FY14, FY15, FY16 and FY17. The projected budgets for F14 through FY17 were estimated by using appropriate and conservative assumptions for revenues and spending including:

- Level Non-School State Aid revenue
- Level property tax revenue
- Level Local Receipts revenue with some loss in revenue for one-time revenue assumptions
- Declining use of one time resources / reserves
- Departmental spending growth ranging from 2 – 2.5% and other known growth costs
- Scheduled growth for pensions, assumptions for health insurance, debt

It should be noted that of the entire City budget, only a small portion (approximately 20%) is discretionary in that it is not mandated by law or ordinance. Therefore, the discretionary portion of the budget must assume all of the reductions to achieve a balanced budget. ***Based on these assumptions, it is clear that spending growth will continue to outpace revenue growth for the coming years forcing the City to develop creative solutions, reduce or eliminate programs and services and ask the State for additional assistance to meet the core service needs that the City provides to residents, businesses and visitors.***

Section 1, titled “Multi-Year Financial Plan (FY14-FY17)” includes the assumptions used to develop this plan and provides a graphic representation of recent history of actual expenditures and revenues, the FY13 adopted, and the four-year financial forecast for FY14 through FY17. This graph shows that the City, despite a strong Stabilization Reserve balance and strict financial ordinances, continues to face major budget gaps from FY14 through FY17. This demands a proactive approach to budgeting and policy decision-making that will have impacts on the programs and services that the City can provide.

Section 2, titled “Steps to Resolve the Projected Gap” discusses specific steps that govern the decision making process.

Lastly, this document includes 2 appendices; an overview of the City’s Reserve Funds and an overview of the City’s long term liabilities. These informational pieces provide important context for this financial plan.



MULTI-YEAR FINANCIAL PLAN FY14 THROUGH FY17

The following assumptions were used for FY14 through FY17. These assumptions consider historical revenue collections and spending and the current economic climate.

Revenue Assumptions

State Aid – In January, the Governor’s budget recommendations were released for the State’s FY14 budget. Based on the significant tax increases required to support the plan and the Legislatures careful comments on their support of the package, at this time, the City used more conservative estimates to develop the MYFP assumptions.

- *Chapter 70* - The City’s largest source of state aid is Chapter 70 funds, which is devoted exclusively to education. Created from the Education Reform Act of 1993, the Commonwealth determines every municipality’s required local contribution. A municipality’s local contribution, combined with its Chapter 70 aid, equals the school district’s net school spending requirement, the minimum the district must spend on education each fiscal year. The projection assumes a 3% increase in FY14 consistent with the Governor’s budget recommendations and a 3% increase in the remaining years of the plan.
- *Charter School Tuition Reimbursements* - The Commonwealth provides assistance to municipalities whose resident students attend charter schools. Sending districts are reimbursed a portion of the costs associated with students attending charter schools, 100 percent of the tuition increase for the first year, 60 percent in the second year, and 40 percent in the third year. The projection assumes a \$1 million increase in Charter School reimbursements based on enrollment information for FY14. The remaining years of the projection assume an annual 25% decrease.
- *Unrestricted General Government Aid (UGGA)* - Unrestricted General Government Aid is undedicated revenue provided by the State for municipal services. The Governor’s FY14 budget recommendations include an allocation to all communities of \$31 million through a new formula which allots \$1.6 million to Springfield, the second largest beneficiary of the new formula. The projection assumes level UGGA over the life of the plan.
- *School Building Assistance Aid* - The Massachusetts School Building Authority (MSBA) reimburses approved school building projects through School Building Assistance aid. This program is designed to help struggling communities keep building costs at a manageable level and provide students first class facilities in which to learn. These are the final projects statewide being funded under the “old” MSBA method. The official reimbursement schedule has been supplied by MSBA therefore the amounts included in the plan are based on that schedule.
- *Other State Aid* - The following are the assumptions for the other state aid categories Springfield receives:
 - *Quinn Bill* – The State eliminated its portion of funding for this program in FY12 therefore the City has been paying the full amount of the \$3.8 million annual program.
 - *Veterans’ Benefits* - The City receives a 75 percent reimbursement on all eligible spending towards veterans’ financial, medical and burial benefits. The projection assumes level revenue from the State for Veterans’ benefits.
 - *Tax Exemptions* - Chapter 59 of Massachusetts General Laws set a series of exemptions for Veterans and their surviving spouses, persons over 70 years old and legally blind persons. Those who meet the requirements as stated by Chapter 59 receive exemptions from their property taxes, ranging from \$175 to



\$500. The State reimburses municipalities for these exemptions. The projection assumes level revenue from the State for tax exemptions.

- The State reimburses municipalities for a portion of the taxes lost on state owned land. The projection assumes level revenue from the State for PILOT payments.

Local Source Revenue - The remainder of revenue collected by the City is through local source revenue, including property taxes, excise tax on motor vehicles, fees, fines and payments-in-lieu of taxes. Over the last several years, the City made great strides in improving local source revenue collections. These revenue sources are discussed in greater detail, as some are relatively stable while others are cyclical with the economy. For the purpose of the plan, all local source revenue remained level with the current year budget with the exception of PILOT payments to the City from non-profit entities based on the expiration of the PILOT agreements.

- *Property Taxes* – Based on initial estimates completed by the City’s Board of Assessors, property values are finally leveling off after six straight years of declines. The City continues to remain at the primary levy ceiling and is constrained from any growth by the rules of Proposition 2½. The chart below illustrates the constraints and the revenue lost due to the law:

	FY11	FY12	FY13	FY14	FY15	FY16	FY17
	Levy Calculation	Levy Calculation	Levy Calculation	Levy Calculation	Levy Calculation	Levy Calculation	Levy Calculation
Tax Levy	170,824,032	171,233,218	169,400,199	167,408,833	165,734,744	164,077,397	164,077,397
Increase Levy 2.5%	4,292,701	4,318,594	4,452,106	4,185,221	4,143,369	4,101,935	4,101,935
Subtotal	175,116,733	175,551,812	173,852,305	171,594,054	169,878,113	168,179,332	168,179,332
New Growth	3,482,214	4,526,534	5,868,281	4,000,000	4,000,000	4,000,000	32,000,000
Subtotal of Gross Tax Levy	178,598,947	180,078,346	179,720,586	175,594,054	173,878,113	172,179,332	200,179,332
Levy Ceiling	171,233,218	169,400,199	167,408,833	165,734,744	164,077,397	164,077,397	181,577,397
LOST REVENUE	7,365,729	10,678,147	12,311,753	9,859,310	9,800,716	8,101,935	18,601,935
To Support Operations							
	Total lost to date FY11-FY13:		30,355,629	Total estimated lost FY11-FY17:			76,719,525

The City’s values have experienced over \$1 billion in decline since FY08 which has not fully stabilized. Because of this significant decline, the City’s levy ceiling has been significantly constrained. As such, growth to the levy, even the annual 2.5% or the benefit of economic development known as “new growth” has not been able to be captured. Springfield is the only community in the Commonwealth that, to date is having this experience, however other communities are close and will soon face the same issues. Without being able to grown local revenues and without increases in State Aid, non-discretionary costs are crowding out all other budgetary needs and impacting the City’s ability to provide core services.

- *Local Receipts* – In general, the forecast for Local Receipts does not substantially change on an annual basis unless it is affected by a legal change such as a fee or fine increase. This includes motor vehicle excise, rooms occupancy tax, fees and fines, interest income and license and permit revenue among others.
- *PILOT* – The PILOT revenue assumes a gradual decline based on the agreements in place and their expiration dates. Some agreements may be renewed which would positively impact revenue collections. As these PILOT agreements expire, the City should see the tax revenue proportionally increase as these entities cycle back onto the tax rolls.



- *Reserves* – For the purposes of the initial forecast it is assumed that \$7 million in one-time revenues (reserves and overlay) will be used. This is about one-half of what was used in reserves in FY13.

Spending Assumptions

Overall, the projection represents level service funding for the entire forecast period. Even with this assumption, there are still areas of the budget that continue to grow that must be accommodated within the revenue available. The following are the assumptions for spending in the large categories of the City's budget:

- *City Departments* - The projection assumes a 2-2.5% increase for all City Departments which assumes that all collective bargaining contracts will have 2-2.5% built into FY14.
- *School Department* - The School Department projection is based on a projected enrollment increase and the required funding rate per student. The projection assumes a 3% annual increase. The majority of the School Department spending increase is offset by State Aid revenue for Schools. Net School Spending (NSS) is the required amount of annual spending on schools that the C.70 formula dictates and is a combination of the state aid for schools and the district's required contribution. The NSS amount is the minimum that must be spent on the School department and only costs related to education can be included. This rule restricts paying for certain costs such as transportation, leases of buildings after a certain period of time and adult basic education (ABE), capital expenditures above \$100K and debt service. Therefore, all of these costs associated with Schools must be borne by the City and therefore reduces the amount available for other City services. To put this into context, the FY13 NSS requirement is \$321M. Of that, \$286M is allocated by the State through C.70 and \$35M is the City's required contribution. In FY13, the State provided \$32M in unrestricted State Aid (non-school aid that is intended to fund City services). Based on the required contribution, all of this unrestricted aid plus some additional locally generated revenue is dedicated to the schools. Then, on top of all that, other non-NSS eligible costs, such as transportation, leases and ABE, which total \$23M must be funded by the City without any support from State Aid. Again, this takes locally generated revenue away from other City services that are vital to residents.
- *Debt Service* - The City's debt service assumed to be level through each year of the projection. The current schedule has debt service declining over the next several years however it is hoped that by maintaining a level debt service payment, the City can make some investment in its capital needs as spelled out in the Capital Improvement Plan.
- *Health Insurance* - The City has annually saved millions by receiving its health insurance through the Group Insurance Commission. This financial forecast assumes an overall increase of 5% associated with health insurance annually. The GIC recently went out to bid for plans and based on its selection rates are expected to increase by less than 4% for the City.
- *Retirement* - The retirement projection is based on the City's most recent actuarial report which assumes annual increases to get to full funding by 2040. The most recently adopted schedule continues to account for FY08 market losses which require significant increases annual to appropriately fund the schedule within the scheduled period.



City of Springfield, Massachusetts
Multi-Year Financial Plan (FY14-FY17)
March 29, 2013

MULTI-YEAR FINANCIAL PLAN (FY14-FY17):

	FY09 ACTUAL	FY10 ACTUAL	FY11 ACTUAL	FY12 ACTUAL	FY13 ADOPTED	FY13 REVISED	FY14 MYFP PROJECTED	FY15 MYFP PROJECTED	FY16 MYFP PROJECTED	FY17 MYFP PROJECTED
REVENUE										
Property Taxes	158,790,820	165,100,169	160,748,781	159,593,039	157,492,170	157,492,170	162,324,697	162,324,697	162,324,697	162,324,697
Local Receipts	47,973,995	42,537,995	38,431,505	42,035,174	38,402,040	39,275,508	34,566,669	34,534,669	34,534,669	34,534,669
State Aid - Schools	241,946,329	264,140,752	266,995,345	278,696,150	289,784,150	289,784,150	299,647,295	307,539,757	316,012,894	324,997,502
State Aid - Non-Schools	62,144,023	51,983,004	52,629,095	51,434,391	51,929,515	51,929,515	52,163,042	50,967,311	49,106,837	47,102,959
Reserves	11,304,220	10,000,000	13,500,000	6,454,644	8,000,000	8,575,000	5,000,000	2,000,000	-	-
Other Sources - Schools	-	4,240,600	10,881,300	18,636,202	-	18,629,047	-	-	-	-
Other Sources - Non-Schools	-	4,349,189	4,945,354	6,458,300	6,185,000	5,420,000	2,000,000	1,500,000	-	-
Total	522,159,387	542,351,709	548,131,380	563,307,900	551,792,875	571,105,390	555,701,702	558,866,434	561,979,097	568,959,827
EXPENDITURES										
City Non-Discretionary										
SCHOOLS	282,212,288	310,099,714	320,382,859	348,740,600	344,286,266	362,915,315	357,073,968	366,229,729	375,757,312	385,818,309
MUSEUM	1,320,000	1,320,000	1,320,000	1,320,000	1,320,000	1,320,000	1,320,000	1,320,000	1,320,000	1,320,000
DEBT SERVICE	39,231,614	38,250,684	39,047,540	38,107,918	37,750,576	37,750,576	37,750,576	37,750,576	37,750,576	37,750,576
STATE ASSESSMENTS	3,216,792	3,284,465	3,068,177	2,898,344	2,958,885	2,958,885	3,220,078	3,300,580	3,383,094	3,467,672
CONTRIBUTION RETIREMENT PENSION	20,844,904	22,050,947	23,926,835	23,531,632	24,322,157	24,322,157	25,261,067	26,524,120	28,115,567	29,802,502
UNEMPLOYMENT	-	527,421	306,900	292,405	378,069	378,069	378,069	378,069	378,069	378,069
WORKERS COMPENSATION	-	962,702	995,783	721,593	935,069	935,069	935,069	935,069	935,069	935,069
MEDICAL & DENTAL	-	1,095,890	1,456,888	962,017	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
HEALTH INSURANCE - CITY	23,119,014	22,782,865	21,788,782	22,623,848	23,052,239	23,052,239	24,948,065	26,195,468	27,505,242	28,880,504
NON-CONTRIB. PENSIONS	-	321,734	327,259	293,641	300,000	300,000	300,000	300,000	300,000	300,000
CAPITAL RESERVE FUND	-	2,545,124	2,901,441	2,459,738	2,500,995	2,500,995	2,500,995	2,500,995	2,500,995	2,500,995
PARKING CONTRACT	1,045,291	1,397,072	1,279,521	1,656,936	1,497,884	1,497,884	1,527,842	1,558,399	1,589,566	1,621,358
PAY-AS-YOU-GO CAPITAL	1,285,337	3,312,791	2,121,882	1,974,271	2,938,413	2,938,413	2,953,370	2,952,890	2,952,890	2,952,890
DIF Debt Service Payment	-	660,185	125,735	130,000	130,000	130,000	130,000	130,000	130,000	130,000
Subtotal (Non-Discretionary)	372,275,240	408,611,594	419,049,602	445,712,943	443,370,552	461,999,601	459,299,099	471,075,895	483,618,381	496,857,943
<i>% of Total</i>	<i>75%</i>	<i>78%</i>	<i>77%</i>	<i>80%</i>	<i>80%</i>	<i>81%</i>	<i>79%</i>	<i>79%</i>	<i>79%</i>	<i>79%</i>
City Discretionary										
City Departments	124,916,411	117,548,099	125,313,094	112,607,372	108,405,790	109,105,791	120,957,857	124,342,263	127,570,989	130,722,111
M.C.D.I. CONTRACT	-	1,025,000	825,000	625,023	-	-	-	-	-	-
Subtotal (Discretionary)	124,916,411	118,573,099	126,138,094	113,232,394	108,405,790	109,105,791	120,957,857	124,342,263	127,570,989	130,722,111
<i>% of Total</i>	<i>25%</i>	<i>22%</i>	<i>23%</i>	<i>20%</i>	<i>20%</i>	<i>19%</i>	<i>21%</i>	<i>21%</i>	<i>21%</i>	<i>21%</i>
Total Expenditures	497,191,651	527,184,693	545,187,696	558,945,338	551,776,343	571,105,393	580,256,955	595,418,158	611,189,370	627,580,054
MYFP - Surplus / (Gap)	24,967,736	15,167,016	2,943,684	4,362,562	16,532	(3)	(24,555,253)	(36,551,724)	(49,210,274)	(58,620,227)
Actual Stabilization Balance	34,897,570	30,011,939	43,752,876	40,069,869	30,269,869	35,000,000	30,000,000	28,000,000	28,000,000	28,000,000
Estimated Stabilization Balance						35,000,000	30,000,000	28,000,000	28,000,000	28,000,000
<i>% of Budget</i>				7.11%	5.49%	6.13%	5.40%	5.01%	4.98%	4.92%



STEPS TO SOLVE THE PROJECTED GAP

The process for developing the fiscal year budget begins in the fall of each year and continues to be updated until July 1st as new information becomes available. Annually, the City completes a fiscal year budget process that consists of the following steps.

- October – Develop initial draft of Multi-Year Financial Plan (MYFP)
- December / January – Send Fiscal Year budget planning exercise to departments
- January / February – Evaluate revenue and spending reduction submissions from departments
- January / February / March – Develop request to the State for assistance and meet with key stakeholders
- February – Hold Mayor’s public budget hearings to better understand impacts of suggested revenues and budget reductions
- March – Evaluate tax levy and overlay account
- April / May – Make updates based on Legislative budgets from State and other new information
- April - Finalize decisions on spending and revenue to balance the budget:
- May / June – Publish Mayor’s budget recommendations and implement new revenues and spending reductions

Develop initial draft of Multi-Year Financial Plan (MYFP):

In the fall of each fiscal year, the initial review of spending and revenue for the next fiscal year begins based on assumptions made by the Finance team. These assumptions, based on both history and current information, help develop that initial budget gap so that the problem that needs to be solved can be estimated. This initial gap is then used to develop the request that the Finance department makes of departments for revenue maximization and spending reduction ideas usually with a targeted amount that will help solve the overall projected budget gap. For FY13, when the initial draft of the MYFP was completed, the gap was estimated at \$27M. For the current plan developed for FY14, the initial gap was projected at \$21M. This gap continues to be updated throughout the budget development process as new information becomes available.

Send Fiscal Year budget planning exercise to departments:

In January, a request is sent to all City departments for their level service budget requests along with a reduction target. The goals of the exercise are:

1. Determine the cost of providing the same level of programs and services as provided in the current year;
2. Determine the options for revenue increases or spending reductions; and
3. Determine the impact of those revenue increases and spending reductions on residents and FTEs.

By the end of January, departments provide this detailed information to the Finance department who spends the next several weeks analyzing the numbers and gathering additional information in preparation for the Mayor’s public budget hearings.

Evaluate revenue and spending reduction submissions from departments:

As soon as departmental budget information is available, the Finance team works with the departments to understand the requests including the explanation of any increases or decreases in the level service request and the program and service impacts on revenue enhancements and service reductions. At this point in time, the MYFP is updated based upon



the level service request of departments. For example, in the development of the MYFP for FY14, spending was projected at \$575M. However, based on departmental submissions, spending was \$579M which increases the gap that needs to be solved to balance the budget. The increases are attributed to the knowledge that departments have of their operations or changes in information that were not available when the initial assumptions were made.

Develop request to the State for assistance and meet with key stakeholders:

In addition to determining the spending and revenue items that the City can locally control and change, the Finance team, with the help of departments reviews areas where the State can be of assistance and develops a request. For the FY13 budget, the City developed a list of nine policy options for the State to consider. Feedback received from the State last year was that our request was too late in the process. For the FY14 planning process, the City began meeting with the local delegation in the fall of 2012 to provide an overview of the City's finances. In addition to discussing the situation with delegation members, the Finance team met with delegation staff to educate them on the financial situation of the City which initiated a meeting with State legislative leadership at both the staff level and the Legislator level with the Mayor. The goal of these meetings is to educate as many State stakeholders as possible of the issues we are facing and the decisions that need to be made without further State support.

Hold Mayor's public budget hearings to better understand impacts of suggested revenues and budget reductions:

Each February, the Mayor holds public meetings with each of his departments so that he can hear directly from his departmental experts on the impacts of revenue enhancements and spending reductions. Even though the departments provide written impact statements and notes, this face to face meeting allows for dialogue and a review of ideas for helping to resolve the budget gap. The hearings take place over a 2 week period and are published so that both the public and members of the City Council can take part, hear directly from departments and ask questions that they may have.

Evaluate tax levy and overlay account:

While other revenue proposals and spending reductions are being evaluated, the Board of Assessors continues through their process of reviewing residential and commercial values. The Assessors are then able to provide an update on the gross and net tax levy estimates for the coming fiscal year.

Make updates based on Legislative budgets from State and other new information:

The House Ways & Means Committee releases their budget in mid-April and the full House finalizes their budget by the end of April. Then the Senate Ways & Means Committee releases their budget in Mid-May to be finalized by the end of May. Based on these budgets, a Conference report is developed which compromises on the differences between the two budgets. Normally, the two branches are consistent in their treatment in local aid and sometimes publish a local aid resolution that delineates early on what the local aid budgets will be for the coming fiscal year. The goal, however, is to get as many requests into one if not both versions of the Legislative budgets to ensure they are at least discussed in the conference committee.



Finalize decisions on spending and revenue to balance the budget:

Based on all of the information provided by the departments and the updates on revenue provided by the Board of Assessors and the State, the Mayor must then make decisions on which spending reduction and revenue increases to implement. For context, departments submitted a total of \$19M in spending cuts from their FY14 level service requests and \$1.6M in revenue proposals. Some of the ideas to help reduce costs or enhance revenue are:

- Health Insurance Swat Team – An internal working group has been created to evaluate data in MUNIS as it compares to the GIC bill to determine data clean-up needs and recognize savings.
- Lease analysis of purchase versus leasing – The City is evaluating purchasing two facilities that are currently under a lease agreement. Although the up-front purchase cost will need to be borrowed, it is expected that the debt service can be paid with what would normally be the lease payment. Then once the debt is extinguished, the City will own the building.
- Eliminating vacancies – The City is evaluating all positions that are vacant and working with departments to determine if a restructuring or reallocation of duties is appropriate for a cost savings.
- Analyzing fees – All departments have been asked to review fees that are charged to ensure they are up to date, consistent with the cost of providing the service and comparable to surrounding communities.
- Implementing clean and lien to better collect noncriminal tickets – Based on a recently updated City ordinance the Building Code department now has the ability to better collect fines for sanitary code violations that will generate revenue and help deter blight in neighborhoods in order to avoid a fine. The updated ordinance allows for all sanitary code violations to be liened to the annual tax bill to ensure future collection if not paid by the written due date.

All of these proposals have been evaluated and discussed with departments and the Mayor makes the final decision on what will be implemented to balance the budget.

Publish Mayor's budget recommendations and implement new revenues and spending reductions:

Based on all final decisions, the Mayor's budget recommendations are published and departments can begin their work on implementing them for the fiscal year which begins on July 1st. The City Council has a chance to review the budget, hold their own public hearings and reduce the budget where they see fit. The budget cannot be increased by the Council. All of the information that has been made available over the course of the preceding 6 months is what is used to finalize the budget recommendations. Although sometimes it may look as though a gap is identified and then miraculously solved, there are many meetings, requests for information, review of details, follow-up meetings and alternatives proposed before getting to the final decision making point in the process. None of the recommendations are taken lightly and the City works to maximize all sources of revenue before cutting into the core of its City services through spending reductions.



APPENDIX 1: RESERVE FUNDS

The City has various reserve funds some of which are designated for specific purposes and others that can be used for operational expenses upon action by the Mayor and City Council. After decades of certifying negative reserve fund balances, the City has certified five consecutive years of positive reserve fund balances.

Stabilization Reserve Funds

The City's Stabilization Reserve Fund (Fund 8213) currently has a balance of \$35.0 million. The purpose of this reserve is to provide long-term financial stability for the City while improving its financial flexibility and credit worthiness. The City's financial policies require the City to maintain a stabilization reserve fund equal to between 5% and 15% of operating revenues, less debt exclusions.

Chapter 656 Reserve Fund

Chapter 656 of the Acts of 1989 established a fiscal stability reserve fund for the City of Springfield. The balance of this reserve is to be one percent of the gross amount raised as shown in the assessors' tax recapitulation sheet approved by the Department of Revenue. This reserve is maintained in the general fund and has a balance of \$5.5 million.

Self Insurance Reserve Fund

The City is self insured, meaning that it does not have property or liability insurance and pays all damage claims without the use of insurance policies. The Self Insurance Reserve Fund (Fund 8219) is designed to provide the City financial support should a significant liability occur; this allows the City to avoid making unplanned reductions in its operating budget or reserve funds. The current balance of the Self Insurance Reserve Fund is \$569K.

ESCO Stabilization Reserve Fund

The Finance Control Board restructured the City's debt portfolio in 2007 and again in 2009 to address the City's prior inappropriate management of debt and capital investment. As part of the structure of the 2007 bond issuance, the Board appropriated funds into a stabilization reserve fund to help finance a more aggressive debt schedule for the City's energy services contract (ESCO) debt (Fund 3267). The more aggressive debt structure has saved the City substantial interest expenses while also helping to re-shape the City's bond repayment plan to allow future capital investment and prevent the "debt spikes" that were built into the City's debt schedule prior to 2004. The current balance of this Fund is \$66K.



APPENDIX 2: LONG-TERM LIABILITIES

As with any large organization long-term liabilities are continually evaluated and help drive decisions on current year services.

- *Property Tax Limitations* – Property values are continuing to decline in the City. In addition, the City is against its levy ceiling which will not allow for annual 2.5% increases or new growth to be counted into the budget.
- *Personnel* - One of the largest costs in the City's budget is personnel. The City is able to manage these costs through strict control mechanisms such as the Personnel Review Committee. This Committee reviews every hire, backfill, and promotion prior to filling a vacancy and frequently drives a re-examination and modernization of departmental structures as part of its review. Department heads must justify and/or reaffirm the need for every position when a vacancy occurs. Union positions make up the majority of the City's FTEs along with the need to address their annual contractual pay increases.
- *Benefits* - Prior to Fiscal Year 2007, the City's health insurance costs were increasing at a rate of 18 percent annually. The City became the first community to join the Group Insurance Commission (GIC). The GIC purchases health insurance for 265,000 state employees and retirees and has significant purchasing power. Over the last number of years, GIC premiums increased at an average 3.7% annually since FY09 which is significant growth but much more controlled than under the previous situation.
- *Retirement* - Retirement benefits for local and state employees are uniform across the Commonwealth. Until July 2009, Chapter 32 of the Massachusetts General Laws required municipalities to fully fund their retirement liability by 2028. The Commonwealth's Fiscal Year 2010 budget included an extension of this requirement to 2030, and further modifications to 2040 were adopted in FY11. The City must revalue its schedule every 3 years and adjust the schedule accordingly. Springfield's most recent actuarial valuation estimated the City's unfunded actuarial accrued liability (UAAL) at \$657 million as of January 1, 2012. Our funded status is 29%.
- *Other Post Employment Benefits* - In addition to providing pension benefits, the City provides health, dental, vision and life insurance to retired employees and their survivors, in accordance with Chapter 32 of the Massachusetts General Laws. The City's OPEB unfunded actuarial accrued liability is estimated at \$1.0 billion as of June 30, 2012.
- *Debt Service and Capital Needs* - The City has a \$540.4 million Capital Improvement Plan that identifies major equipment and construction needs over the next five years. Due to previous deferred maintenance and the number of facilities and parks, the City has significant capital needs.