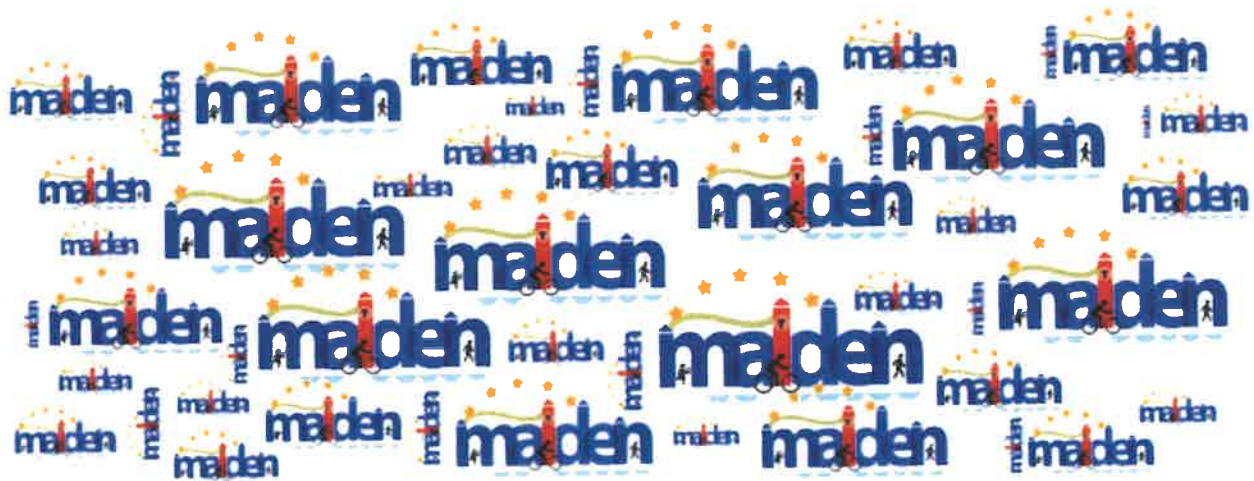




City of Malden

Fiscal Year 2026 Proposed Budget



Proposed Version - 5/13/2025





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FUNDING SOURCES



General Fund Revenues Summary

The Department of Revenue (DOR) Best Practice guidance indicates that sound financial policies should generate free cash in an amount equal to three to five percent of its annual budget. This threshold helps deter free cash from being depleted in any particular year, which enables the following year's calculation to begin with a positive balance. It is necessary to utilize conservative revenue projections and departmental appropriations to generate excess income and departmental turn backs. As a non-recurring revenue source, free cash should be restricted to paying one-time expenditures, funding capital projects, or replenishing other reserves.

Revenue reflects a flattening of local receipts after a robust recovery. This can be expected to continue as the economy softens and the predictions of a potential recession hit home. Everything from excise taxes to new growth shows a slowing from the prior year. In some cases we see a contraction in areas like permitting. We do see a solid run rate from the two open Cannabis shops, although it's worth noting that associated expected additional revenue from Cannabis host community agreements was lost to a change in the law. This would have added another \$420k to the revenue stream.

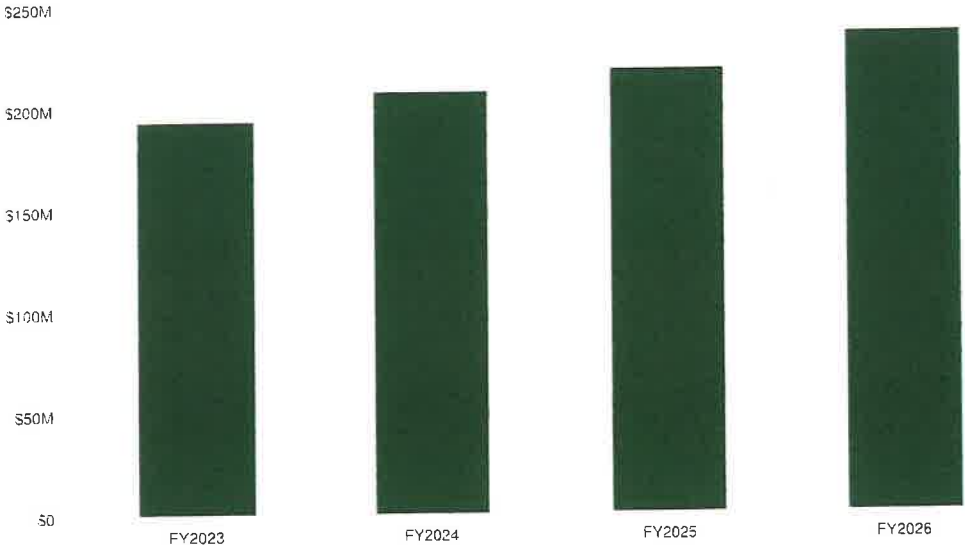
Revenues for the parking garages continue to lag behind prior years as the return to the office dynamic continues to play out. Leases for parking garage spaces continue to be utilized at less than maximum levels, which continues to hurt revenue collection. The loss of DESE at 75 Pleasant had a material impact in FY25 and that continues with FY26 with an over \$400k loss of parking revenue. Our program of providing extensive validation support for our downtown business has been met with great success but, of course, at the expense of some revenue.

Additional details of revenues, including definitions of each revenue source, can be found within the Funding Sources section of this budget.

The City's Chapter 70 aid increases by almost \$5.3 million or over 9%. This represents a welcome reversal of the prior trend but carries with it the additional local contribution burden mentioned in other areas of this budget.

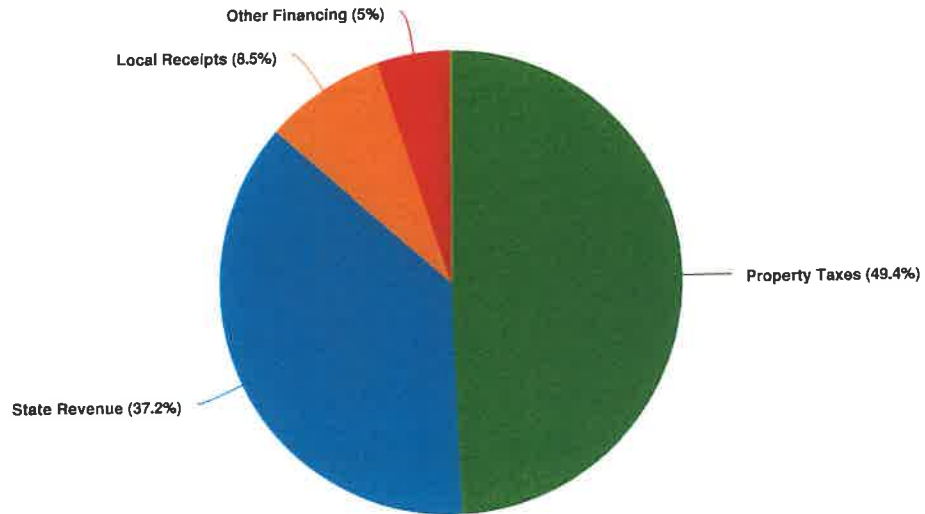
\$236,117,612 **\$18,049,165**
(8.28% vs. prior year)

General Fund Revenues Proposed and Historical Budget vs. Actual

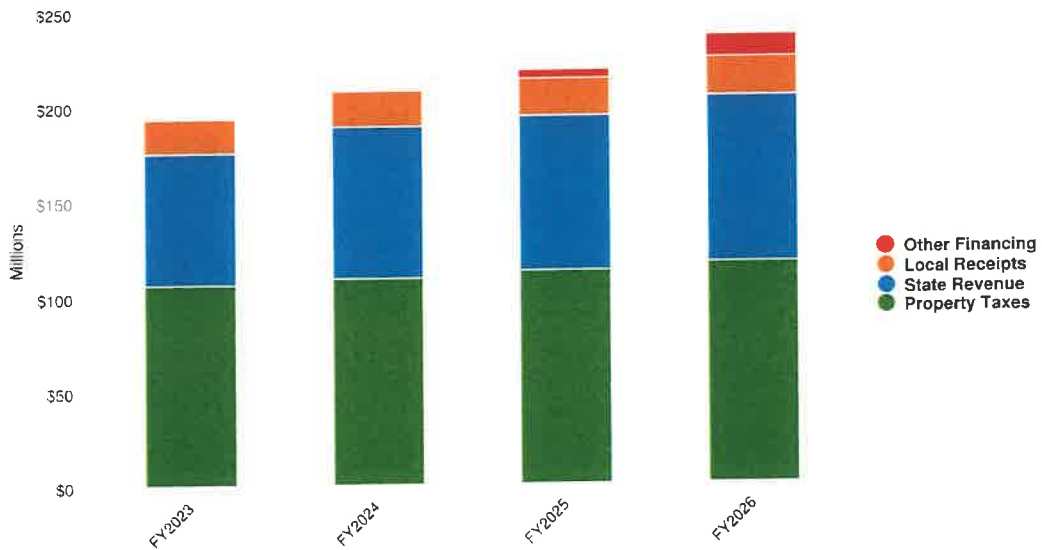


Revenues by Source

Projected 2026 Revenues by Source



Budgeted and Historical 2026 Revenues by Source



Name	FY2023 Budgeted	FY2024 Budgeted	FY2025 Budgeted	FY2026 Budgeted	FY2025 Budgeted vs. FY2026 Budgeted (% Change)
Revenue Source					

Name	FY2023 Budgeted	FY2024 Budgeted	FY2025 Budgeted	FY2026 Budgeted	FY2025 Budgeted vs. FY2026 Budgeted (% Change)
Property Taxes					
Personal Property Taxes					
2023 PERSONAL PROPERTY REVENUE	\$3,241,730.20	\$0.00	\$0.00	\$0.00	0%
2024 PERSONAL PROPERTY REVENUE	\$0.00	\$3,322,733.00	\$0.00	\$0.00	0%
2025 PERSONAL PROPERTY REVENUE	\$0.00	\$0.00	\$3,405,802.00	\$0.00	-100%
2026 PERSONAL PROPERTY REVENUE	\$0.00	\$0.00	\$0.00	\$3,490,947.00	N/A
Total Personal Property Taxes:	\$3,241,730.20	\$3,322,733.00	\$3,405,802.00	\$3,490,947.00	2.5%
Real Estate Taxes					
2023 REAL ESTATE TAX REVENUE	\$102,456,719.00	\$0.00	\$0.00	\$0.00	0%
2024 REAL ESTATE TAX REVENUE	\$0.00	\$105,689,208.00	\$0.00	\$0.00	0%
2025 REAL ESTATE TAX REVENUE	\$0.00	\$0.00	\$109,331,438.00	\$0.00	-100%
2026 REAL ESTATE TAX REVENUE	\$0.00	\$0.00	\$0.00	\$113,064,723.00	N/A
Total Real Estate Taxes:	\$102,456,719.00	\$105,689,208.00	\$109,331,438.00	\$113,064,723.00	3.4%
Total Property Taxes:	\$105,698,449.20	\$109,011,941.00	\$112,737,240.00	\$116,555,670.00	3.4%
Local Receipts					
Licenses and Permits					
CITY CLERK LIC & FEES	\$200,000.00	\$180,000.00	\$160,000.00	\$165,000.00	31%
LIQUOR LICENSE	\$175,000.00	\$175,000.00	\$175,000.00	\$175,000.00	0%
FIRE PERMITS	\$57,000.00	\$57,000.00	\$55,000.00	\$55,000.00	0%
INSPECTIONAL SERVICE PERMITS	\$2,000,000.00	\$2,000,000.00	\$2,000,000.00	\$1,500,000.00	-25%
STREET PERMITS	\$20,000.00	\$20,000.00	\$22,000.00	\$22,000.00	0%
HIGHWAY DPW WHITE GOODS	\$9,000.00	\$9,000.00	\$6,000.00	\$6,000.00	0%
Total Licenses and Permits:	\$2,461,000.00	\$2,441,000.00	\$2,418,000.00	\$1,923,000.00	-20.5%
Court Fines					
COURT FINES - TICKETS	\$17,500.00	\$25,000.00	\$25,000.00	\$35,000.00	40%
Total Court Fines:	\$17,500.00	\$25,000.00	\$25,000.00	\$35,000.00	40%
Rooms and Meals Taxes					
ROOMS OCCUPANCY	\$115,000.00	\$125,000.00	\$100,000.00	\$145,000.00	45%
MEALS TAX	\$874,999.41	\$975,000.00	\$1,000,000.00	\$1,000,000.00	0%
CANNABIS LOCAL EXCISE	\$0.00	\$0.00	\$300,000.00	\$420,000.00	40%
Total Rooms and Meals Taxes:	\$989,999.41	\$1,100,000.00	\$1,400,000.00	\$1,565,000.00	11.8%
Other Tax Items					
PENALTIES & INTEREST TAXES/EXCISE	\$875,000.00	\$900,000.00	\$900,000.00	\$950,000.00	5.6%



Name	FY2023 Budgeted	FY2024 Budgeted	FY2025 Budgeted	FY2026 Budgeted	FY2025 Budgeted vs. FY2026 Budgeted (% Change)
PAYMENTS IN LIEU OF TAXES	\$396,000.00	\$400,000.00	\$460,000.00	\$470,000.00	2.2%
Total Other Tax Items:	\$1,271,000.00	\$1,300,000.00	\$1,360,000.00	\$1,420,000.00	4.4%
Excise Taxes					
2023 MOTOR VEHICLE EXCISE REVENUE	\$5,700,000.00	\$0.00	\$0.00	\$0.00	0%
2024 MOTOR VEHICLE EXCISE REVENUE	\$0.00	\$5,727,660.00	\$0.00	\$0.00	0%
2025 MOTOR VEHICLE EXCISE REVENUE	\$0.00	\$0.00	\$6,190,000.00	\$0.00	-100%
2026 MOTOR VEHICLE EXCISE	\$0.00	\$0.00	\$0.00	\$6,346,992.00	N/A
Total Excise Taxes:	\$5,700,000.00	\$5,727,660.00	\$6,190,000.00	\$6,346,992.00	2.5%
Charges for Services					
CHARGES SERVICES MUNICIPAL LIENS	\$35,000.00	\$35,000.00	\$17,500.00	\$20,000.00	14.3%
PARKING TICKETS	\$985,000.00	\$1,100,000.00	\$1,100,000.00	\$1,150,000.00	4.5%
POLICE DETAIL ADMINISTRATION	\$325,000.00	\$350,000.00	\$350,000.00	\$400,000.00	14.3%
TRAFFIC STICKERS	\$55,000.00	\$55,000.00	\$55,000.00	\$55,000.00	0%
FIPE DETAIL ADMINISTRATON	\$3,500.00	\$3,500.00	\$3,500.00	\$4,500.00	28.6%
VACANT PROPERTY REVENUE	\$5,000.00	\$5,000.00	\$15,000.00	\$50,000.00	233.3%
SOLID WASTE REVENUE	\$1,000,000.00	\$800,000.00	\$800,000.00	\$650,000.00	-18.7%
SOLID WASTE TRASH TAGS REVENUE	\$445,000.00	\$460,000.00	\$500,000.00	\$575,000.00	15%
DEPT REC ADVERTISING REVENUE	\$55,000.00	\$55,000.00	\$55,000.00	\$55,000.00	0%
DEPT REC PARK RENTALS REVENUE	\$24,183.50	\$24,183.50	\$25,000.00	\$40,000.00	60%
DEPT REC SOUTH BROADWAY RENT REVENUE	\$86,600.00	\$86,600.00	\$86,600.00	\$86,600.00	0%
PARKING METER REVENUE	\$250,000.00	\$280,000.00	\$360,000.00	\$335,000.00	-6.9%
PARKING GARAGE REVENUE	\$1,700,000.00	\$1,300,000.00	\$725,000.00	\$600,000.00	-17.2%
CEMETERY CASH RECEIPTS	\$140,000.00	\$140,000.00	\$125,000.00	\$135,000.00	8%
HEALTH FEES	\$275,000.00	\$275,000.00	\$150,000.00	\$140,000.00	-6.7%
STADIUM RECREATION DEPT. REVENUE	\$70,000.00	\$70,000.00	\$55,000.00	\$50,000.00	-9.1%
Total Charges for Services:	\$5,454,283.50	\$5,039,283.50	\$4,422,600.00	\$4,346,100.00	-1.7%
Federal Revenue					
MEDICAID REIMBURSEMENT	\$800,000.00	\$850,000.00	\$850,000.00	\$850,000.00	0%
Total Federal Revenue:	\$800,000.00	\$850,000.00	\$850,000.00	\$850,000.00	0%
Fines and Forfeitures					
REGULATORY FINES	\$55,000.00	\$55,000.00	\$73,000.00	\$75,000.00	2.7%
REGULATORY LIEN	\$80,000.00	\$80,000.00	\$90,000.00	\$70,000.00	-22.2%



Name	FY2023 Budgeted	FY2024 Budgeted	FY2025 Budgeted	FY2026 Budgeted	FY2025 Budgeted vs. FY2026 Budgeted (% Change)
Total Fines and Forfeitures:	\$135,000.00	\$135,000.00	\$163,000.00	\$145,000.00	-11%
Miscellaneous Revenues					
HIGHWAY MISC REVENUE	\$0.00	\$0.00	\$300.00	\$300.00	0%
EARNINGS ON INVESTMENTS	\$200,000.00	\$800,000.00	\$2,000,000.00	\$2,150,000.00	7.5%
CAR LEASE SURCHARGE REVENUE	\$0.00	\$0.00	\$0.00	\$6,500.00	N/A
CASINO SURROUNDING COMMUNITY PAYME	\$974,390.63	\$998,750.39	\$1,018,267.39	\$1,043,724.07	2.5%
OPIOID SETTLEMENT	\$0.00	\$0.00	\$44,000.00	\$105,149.68	139%
CHARGING STATION REVENUE	\$0.00	\$0.00	\$0.00	\$40,000.00	N/A
Total Miscellaneous Revenues:	\$1,174,390.63	\$1,798,750.39	\$3,062,567.39	\$3,345,673.75	9.2%
Total Local Receipts:	\$18,003,173.54	\$18,416,693.89	\$19,891,167.39	\$19,976,765.75	0.4%
State Revenue					
Tax Exemptions					
EXEMPTIONS ELDERLY BLIND, ETC.	\$163,983.00	\$152,667.00	\$145,502.00	\$187,147.00	28.6%
Total Tax Exemptions:	\$163,983.00	\$152,667.00	\$145,502.00	\$187,147.00	28.6%
Education Aid					
CHEPPY SHEET/EDUCATION	\$54,074,627.00	\$63,196,977.00	\$63,910,729.00	\$69,770,045.00	9.2%
Total Education Aid:	\$54,074,627.00	\$63,196,977.00	\$63,910,729.00	\$69,770,045.00	9.2%
Unrestricted Aid					
UNRESTRICTED LOCAL AID	\$14,160,869.00	\$14,998,221.00	\$15,302,304.00	\$15,788,028.00	3.2%
Total Unrestricted Aid:	\$14,160,869.00	\$14,998,221.00	\$15,302,304.00	\$15,788,028.00	3.2%
Charter School Reimbursements					
CHARTER SCHOOL REIMBURSEMENTS	\$1,227,956.00	\$1,533,328.00	\$1,797,063.00	\$1,727,217.00	-3.9%
Total Charter School Reimbursements:	\$1,227,956.00	\$1,533,328.00	\$1,797,063.00	\$1,727,217.00	-3.9%
Veterans Benefits					
VETERANS BENEFITS	\$73,035.00	\$58,404.00	\$84,441.00	\$62,739.00	-25.7%
Total Veterans Benefits:	\$73,035.00	\$58,404.00	\$84,441.00	\$62,739.00	-25.7%
Homeless Transportation					
HOMELESS TRANSPORTATION REIMBURSEME	\$200,000.00	\$200,000.00	\$200,000.00	\$200,000.00	0%
Total Homeless Transportation:	\$200,000.00	\$200,000.00	\$200,000.00	\$200,000.00	0%
Total State Revenue:	\$69,900,470.00	\$80,139,597.00	\$81,440,039.00	\$87,735,176.00	7.7%
Other Financing					



Name	FY2023 Budgeted	FY2024 Budgeted	FY2025 Budgeted	FY2026 Budgeted	FY2025 Budgeted vs. FY2026 Budgeted (% Change)
Other Financing					
FREE CASH TRANSFER	\$1,889,473.00	\$3,000,000.00	\$2,561,587.00	\$5,200,000.00	103%
TRANSFER FROM SPECIAL REVENUE	\$125,000.00	\$0.00	\$200,000.00	\$125,000.00	-37.5%
ARPA REVENUE REPLACEMENT	\$0.00	\$0.00	\$0.00	\$3,200,000.00	N/A
TRANSFER FROM ENTERPRISE	\$3,200,000.00	\$3,200,000.00	\$3,200,000.00	\$3,200,000.00	0%
TRANSFER FROM TRUST FUNDS	\$100,000.00	\$100,000.00	\$100,000.00	\$125,000.00	25%
Total Other Financing:	\$5,314,473.00	\$6,300,000.00	\$6,061,587.00	\$11,850,000.00	95.5%
Total Other Financing:	\$0.00	\$0.00	\$4,000,000.00	\$11,850,000.00	196.3%
Total Revenue Source:	\$193,602,092.74	\$207,568,231.89	\$218,068,446.39	\$236,117,611.75	8.3%



Funding Sources Explained

PROPERTY TAXES

Personal Property Taxes

Personal property generally includes tangible items that are not firmly attached to land or buildings and are not considered part of the real estate. This includes merchandise, furnishings and effects, machinery, tools, animals and equipment. Utility companies are an important component of the Personal Property Tax Levy. Machinery, poles, wires, underground conduits, wires and pipes owned by telephone telegraph companies and pipelines over 25 miles in length owned by oil or gas companies are taxable as personal property. Businesses with taxable personal property are required to file a list of taxable property situated in each community as of January 1st with the DOR.

Real Estate Taxes

The Property Tax levy is governed by Massachusetts General Laws (MGL) Chapter 59 and is made up of several individual components. At the simplest, the levy is made up of the total levies for each class of property as well as a reserve for abatements.

Proposition 2½-The property tax levy is the revenue a community can raise through real and personal property taxes. In Massachusetts, Proposition 2½ places constraints on the amount of the levy raised by a city or town and on how much the levy can be increased from year to year. A levy limit is a restriction on the amount of property taxes a community can levy. Proposition 2½ established two types of levy limits:

1. First, a community cannot levy more than 2.5 percent of the total full and fair cash value of all taxable real and personal property in the community.
 2. Second, a community's levy is also constrained in that it can only increase by a certain amount from year to year.
- Proposition 2½ does provide communities with some flexibility.

New Growth-This adds to the Levy Limit and is typically driven by development in the community. There are only a few possible sources of New Growth, primarily: properties that have increased in value since the prior year due to development or other construction, exempt property that becomes no longer exempt, new personal property, and new subdivision parcels and condominium conversions.

LOCAL RECEIPTS

Revenue other than from Property Taxes and State Aid is known as Local Receipts. This category includes Excise Taxes, interest income, Payments In Lieu Of Taxes (PILOTs), and other locally generated revenues. This is the broad category over which the municipality has the most control, but some local receipts, like excise taxes, are controlled by the state. In general, these revenue sources are more economically sensitive, and therefore may fluctuate during the current economic crisis. The majority of the local receipts revenue are generated from the motor vehicle excise tax. This is an elastic source of revenue, which means that it is susceptible to economic fluctuations. During an economic recession, residents typically make fewer purchases, resulting in less new revenue to support ongoing expenditures for the City.

Room and Meals Taxes

The Commonwealth granted municipalities a new local option tax on restaurant meals beginning October 1, 2009. The Local Option Meals Tax is .75% on all meals and was adopted in October 2009 as authorized under MGL Chapter 64L. This local option is also administered by DOR.

DOR manages the administration of the Rooms Excise, as authorized under MGL Chapter 64C. Within that chapter there are some types of rooms that are exempt from the excise, which includes rooms rented at a "bed and breakfast home." This exemption is particularly important for many communities in Massachusetts with the rise in the "sharing economy" with services that allow residents to rent a portion of their homes to visitors as a bed and breakfast through an on-line platform. The state recently passed legislation taxing and regulating short-term rentals.

Excise Tax

The Motor Vehicle Excise is the City's largest source of Excise Tax Revenue. Under MGL Chapter 60A, the Commonwealth imposes an excise in-lieu of property tax on motor vehicles, the proceeds of which are received by the municipality where the vehicle is principally kept. The excise is a uniform rate of \$25 per \$1,000 of vehicle valuation. Valuations are determined by a statutorily defined depreciation schedule based on the manufacturer's list price and the year of manufacture. The City of Malden Assessing Department receives information from the Registry of Motor Vehicles, which is used to generate the Motor Vehicle Excise bills.

Other Tax Items



Revenue from PILOT (Payment In Lieu of Taxes) agreements is part of the Other Tax Items category, as are funds received for interest and penalties on the late payment of property and excise taxes.

Charges for Services

Fees generated for municipal waste charges (PAYT), parking related revenues, (parking garages, meters, stickers, enforcement), Cemetery receipts, Health receipts and rental revenue received are the items that make up the largest portion of this revenue source.

Licenses and Permits

Primarily comprised of fees from building related permits, along with liquor license fees and city clerk fees.

Fines and Forfeitures

Revenue related to the enforcement of ordinances and building codes in the City of Malden.

Miscellaneous Revenues

Miscellaneous revenue includes earnings on investments on deposit, as well as earnings received from the Surrounding Community Agreement that the City has with Encore Boston Harbor. Finally, revenue of a one-time nature may be reflected in this category.

Court Fines

Revenue associated with Police traffic enforcement is reflected in this category. These fines are collected and administered through the District Court system and a portion turned over to the City.

Federal Revenues

Medicaid reimbursement from the federal government makes up the majority and often times entirety of this funding source each year.

STATE REVENUE (AID)

State Aid has two main categories: Education and Unrestricted Aid, which are made up of several individual items. Some elements of State Aid are based on statewide formulas, while others are reimbursements tied to expenditures from the City. Additional offset items directly fund specific programs such as public libraries and veterans' benefits. Generally, State Aid figures are considered estimates until the State Legislature finalizes its budget at the end of June each year.

Unrestricted Aid

General aid provided by the State and available for general government services.

Veteran Benefits

Formula based aid provided by the state to partially reimburse the City for services provided locally to Veterans.

Education Aid (Chapter 70)

Chapter 70 aid is the common name for state aid distributed to our schools throughout Massachusetts. Chapter 70 aid is specifically targeted to each school district, whereas Unrestricted General Government Aid -- the other major source of local aid for our city -- can be used for general government services.

Chapter 70 state aid is distributed to school districts based on set funding formulas. Through the annual budget process the State Legislature and the Governor set the overall amount of Chapter 70 funds (the total appropriation, or how big the pie is), but the specific distribution to individual school districts (the apportionment, or how big each slice is) is determined by formula and is non-discretionary.

Homeless Transportation

Formula based aid provided by the state to partially reimburse cities for the cost of providing transportation to homeless students attending Malden Public Schools.

Tax Exemptions

State reimbursement for statutory exemptions for qualified taxpayers.

Charter School Reimbursement

Charter School Reimbursement (Transition aid) was initially established by Chapter 46 of the Acts of 1997 [\[1\]](#) and revised in 2010 through An Act Relative to the Achievement Gap [\[2\]](#). Effective with the fiscal year 2020 budget, Chapter 41 of the Acts of 2019 [\[3\]](#) outside section 38, the program returned to its original three tiers, 100/60/40 model.



M.G.L. c. 71 § 89 (gg) Any district whose total charter school tuition amount is greater than its total charter school tuition amount for the previous year shall be reimbursed by the Commonwealth in accordance with this paragraph and subject to appropriation; provided, however, that no funds for said reimbursements shall be deducted from funds distributed pursuant to chapter 70. The district's reimbursement shall be 100 percent of the increase in the year in which the increase occurs, 60 percent of the increase in the year following the increase and 40 percent of the increase in the second year following the increase.

OTHER FINANCING

Other Financing

Funds transferred from the Water & Sewer Enterprise fund to pay for costs incurred within the City budget to support the Water & Sewer Enterprise Fund and funds transferred from the Cemetery Trust Fund to partially offset the costs of maintaining the Cemetery make up a substantial portion of funding in this category. In addition, revenue received to offset the costs of administering grants such as the Community Development Block Grant and Lead Paint are reflected in this category. Funds utilized from free cash are also contained within the other financing sources.

Cherry Sheet Funding

The below is data as published by the Commonwealth of Massachusetts and report on funding from the state which is contained within this budget book.

PROGRAM	FY2025 Cherry Sheet Estimate	FY2025 Governor's Local Aid Proposal	FY2025 House Budget	FY2025 Senate Budget	FY2025 Conference Committee
Education Receipts:					
Chapter 70	63,910,729	69,770,045	69,770,045	69,770,045	
School Transportation	0	0	0	0	
Charter Tuition Reimbursement	1,805,623	2,021,209	1,742,817	1,727,217	
Smart Growth School Reimbursement	0	0	0	0	
Offset Receipts:					
School Choice Receiving Tuition	0	0	0	0	
Sub-Total, All Education Items:	65,716,352	71,791,254	71,512,862	71,497,262	
General Government:					
Unrestricted Gen Gov't Aid	15,448,168	15,788,028	15,448,168	15,788,028	
Local Share of Racing Taxes	0	0	0	0	
Regional Public Libraries	0	0	0	0	
Veterans Benefits	84,441	62,739	62,739	62,739	
Exempt: VBS and Elderly	128,141	207,754	207,754	187,147	
State Owned Land	0	0	0	0	
Offset Receipts:					
Public Libraries	184,838	192,043	192,043	192,043	
Sub-Total, All General Government:	15,845,588	16,250,564	15,910,704	15,229,957	
Total Estimated Receipts:	81,561,940	88,041,818	87,423,566	87,727,219	

DEPARTMENTS



Human Resources



Odelisa Macedo
Director

The Human Resources Department (HR) strives to provide excellent customer service to City employees and retirees while working to attract and employ a workforce that is representative of the people the City serves. HR facilitates employee hiring processes, administers benefits, handles personnel matters and assists City Departments with all aspects of employee-related issues. Additionally, HR maintains a wide range of personnel benefits and programs to help sustain and grow a high quality and healthy workforce that meets the needs of our community and its municipal services.

Expenditures Summary

Personnel budgeted line items reflect a mix of statuses for employees across departments

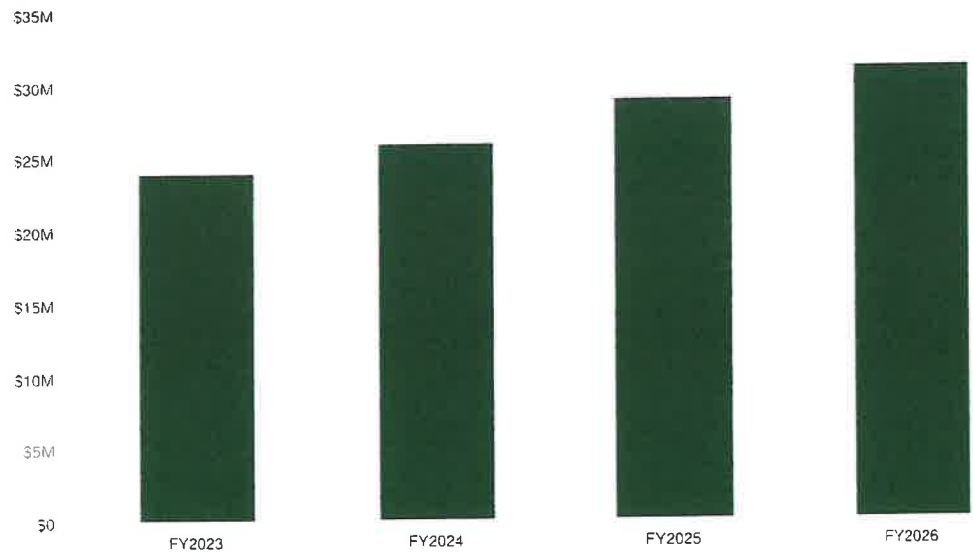
For the FY26 budget, those who are part of the Municipal and the Asst Dept Head bargaining units have an open contract for both Fiscal Year 2025 and Fiscal Year 2026. Those employees are noted in the Bargaining Unit column within the Personnel schedule below. The salaries reflected are through Fiscal year 2024. A salary reserve is carried within the Controller's budget to account for future raises that may be bargained for. Those who are part of the Department Head bargaining unit have an open contract for Fiscal Year 2026. These salaries reflected are through Fiscal year 2025. A salary reserve is carried within the Controller's budget to account for future raises that may be bargained for.

All other non-union employees reflect salaries through FY25 as a COLA has not been voted on yet for FY26. A salary reserve is carried within the Controller's budget to account for future raises that may be approved by the Mayor and City Council.

Note that funding for health insurance is partially being provided by S3.2 being provided from ARPA funds. Therefore, the appropriation order is reduced by that amount.

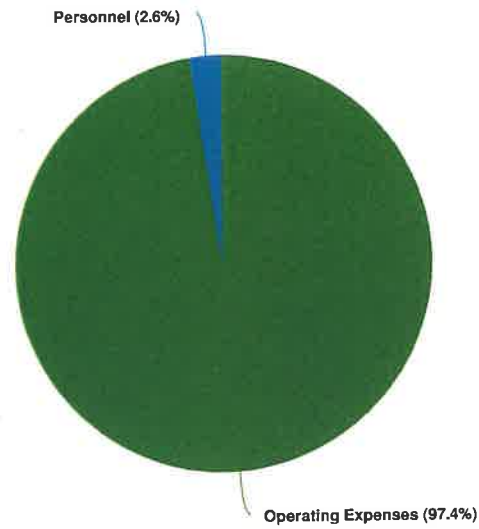
\$31,111,124 **\$2,129,169**
(7.35% vs. prior year)

Human Resources Proposed and Historical Budget vs. Actual

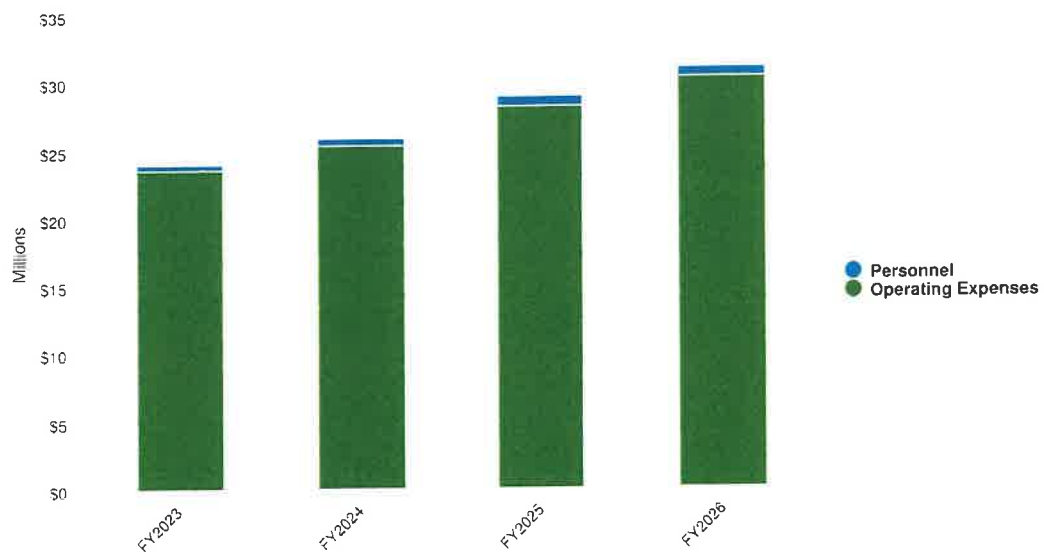


Expenditures by Expense Type

Budgeted Expenditures by Expense Type



Budgeted and Historical Expenditures by Expense Type



Name	FY2023 Budgeted	FY2024 Budgeted	FY2025 Budgeted	FY2026 Budgeted	FY2025 Budgeted vs. FY2026 Budgeted (% Change)
Expense Objects					
Personnel					
HUMAN RESOURCES SALARIES	\$340,330.00	\$350,617.42	\$427,979.00	\$474,666.00	-2.7%
HR CITYWIDE LONGEVITY/EDUCATION INCEN	\$0.00	\$103,864.40	\$190,000.00	\$221,855.00	16.8%
HUMAN RESOURCES SICK BUY BACK	\$30,000.00	\$75,000.00	\$100,000.00	\$100,100.00	0.1%
HUMAN RESOURCES TRAINING	\$2,000.00	\$2,000.00	\$2,000.00	\$4,000.00	100%
Total Personnel:	\$372,330.00	\$531,481.82	\$779,979.00	\$800,621.00	2.6%
Operating Expenses					
HUMAN RESOURCES PROFESSIONAL SERVIC	\$270,000.00	\$270,000.00	\$90,000.00	\$90,000.00	0%
HUMAN RESOURCES ADVERTISING	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	0%
HUMAN RESOURCES DRUG TESTING	\$7,000.00	\$7,000.00	\$18,500.00	\$18,500.00	0%
HUMAN RESOURCES DEI INITIATIVES	\$0.00	\$0.00	\$0.00	\$30,000.00	N/A
HUMAN RESOURCES OPERATING COSTS	\$5,000.00	\$20,000.00	\$5,000.00	\$15,000.00	200%
UNEMPLOYMENT COMP MISCELLANEOUS	\$250,000.00	\$250,000.00	\$250,000.00	\$260,000.00	4%
GROUP INSURANCE DENTAL	\$0.00	\$0.00	\$60,000.00	\$70,000.00	16.7%
GROUP INSUR - MISCELLANEOUS	\$21,550,000.00	\$23,166,250.00	\$25,765,476.00	\$27,837,003.00	8%
GROUP INSUR - LIFE	\$0.00	\$0.00	\$208,000.00	\$185,000.00	-11.1%
GROUP INSUR - OPT OUT	\$0.00	\$0.00	\$150,000.00	\$150,000.00	0%
MEDICARE INSURANCE MISCELLANEOUS	\$1,500,000.00	\$1,650,000.00	\$1,650,000.00	\$1,650,000.00	0%
Total Operating Expenses:	\$23,587,000.00	\$25,368,250.00	\$28,201,976.00	\$30,310,503.00	7.5%
Total Expense Objects:	\$23,959,330.00	\$25,899,731.82	\$28,981,955.00	\$31,111,124.00	7.3%

Department Position Schedule

Department	Title	Business Unit	Grade/Step	FY26 Salary	Other	Total Salary	Department Total
Human Resources	Clerk	Municipal	CLK1/1	\$ 47,896.16		\$ 47,896.16	
Human Resources	Diversity Equity and Inclusion Coordinator	Non-union	M1A/1	\$ 90,732.72		\$ 90,732.72	
Human Resources	Director	Non-union	M2/6	\$ 124,429.76		\$ 124,429.76	
Human Resources	Assistant Director	Non-union	M1A/1	\$ 90,732.72		\$ 90,732.72	
Human Resources	HR Specialist	Non-union	SPA2/3	\$ 68,006.12		\$ 68,006.12	
Human Resources	Clerk	Municipal	CLK2/1	\$ 52,868.40		\$ 52,868.40	\$ 424,865.88



FY25 Significant Accomplishments

- While continuing to implement strategies and initiatives to promote a diverse and inclusive workforce, Human Resources (HR) recruitment initiatives led to the hiring of 25 new employees for the Department of Public Works, Engineering, Fire, Human Resources, Inspectional Services, Library, Office of Strategic Planning & Community Development, Parking Department, Police, Legal Department, and Teen Center. Additionally, HR coordinated departmental promotions, transfers, and reclassification of 13 positions.
- Participated in Collective Bargaining Agreement (CBA) negotiations. Contributed to the successful ratification of three (3) Agreements, and continued negotiations with both existing and a new union group.
- Human Resources continues to focus on managing employee morale by hosting events; however, it is most proud of its contribution to the Thanksgiving food drive.
- Maintained compliance with annual State Ethics training and Conflict of Interest Law; Fair Labor Standards Act; Family Medical Leave; Affordable Care Act reporting; and Equal Employment Opportunity reporting.
- Organized the annual Biometrics Screenings and Benefits Fair for Open Enrollment.
- Ongoing digitization of personnel records.



FY25 Key Metrics

- Human Resources facilitated and participated in numerous interviews to fill vacancies
- The Department administers medical, dental, life, and vision insurance for

- **City Enrollment**

- HMO – Total Enrollment: 306
 - 119 individual subscribers
 - 187 family subscribers
- PPO – Total Enrollment: 18
 - 13 individual subscribers
 - 5 family subscribers
- Dental – Total Enrollment: 274
 - 120 individual subscribers
 - 154 family subscribers
- Vision Insurance – Total Enrollment: 43
 - 26 individual subscribers
 - 17 family subscribers
- Basic Life Insurance – Total Enrollment: 365

- **School Enrollment**

- HMO – Total Enrollment: 519
 - 256 individual subscribers
 - 263 family subscribers
- PPO – Total Enrollment: 68
 - 49 individual subscribers
 - 19 family subscribers
- Dental Insurance – Total Enrollment: 526
 - 300 individual subscribers
 - 226 family subscribers
- Vision Insurance – Total Enrollment: 114
 - 85 individual subscribers
 - 29 family subscribers
- Basic Life Insurance – Total Enrollment: 388

- **Retirees**

- HMO – Total Enrollment: 167
 - 110 individual subscribers
 - 57 family subscribers
- PPO – Total Enrollment: 30
 - 23 individual subscribers
 - 7 family subscribers
- Medicare – Total Enrollment: 1,008
- Basic Life Insurance – Total Enrollment: 707

FY26 Goals and Objectives

- Improve recruitment initiatives to ensure we attract, screen, and hire the best talent
- Reduce employee turnover by investing in employee well-being, creating a positive work environment, offer career development opportunities, and ensure employees feel valued
- Continue to educate employees on diversity, equity, and inclusion, and promote a culture that is focused on civility
- Implement DocuSign to streamline and automate workflows to improve efficiency.
- Evaluate workplace trends to ensure we continue to offer quality benefits and remain competitive
- Introducing lunch and learning sessions.
- Complete Employee Handbook



Retirement



Robert Soohoo
Director

The City contributes to the System, a cost-sharing multiple-employer defined benefit pension plan for the City, the Malden Housing Authority and the MRA. The System was established under Chapter 32 of Massachusetts General Laws. The System is administered by the City and is included as part of the reporting entity as a fiduciary fund.

Current membership in the System for all employers as of December 31, 2024 was as follows:

Active and inactive employees

1,142

Retirees and beneficiaries currently receiving benefits and terminated employees entitled to benefits yet to receive them

705

Total System Membership

1,847

Benefit Terms – Membership in the System is mandatory for all full-time employees and nonseasonal, part-time employees who, in general, regularly work more than twenty hours per week. Teachers and certain administrative personnel employed by the school department participate in a separate pension plan administered by the Massachusetts Teachers' Retirement System, which is the legal responsibility of the Commonwealth of Massachusetts. Members of the System do not participate in the federal Social Security retirement system.

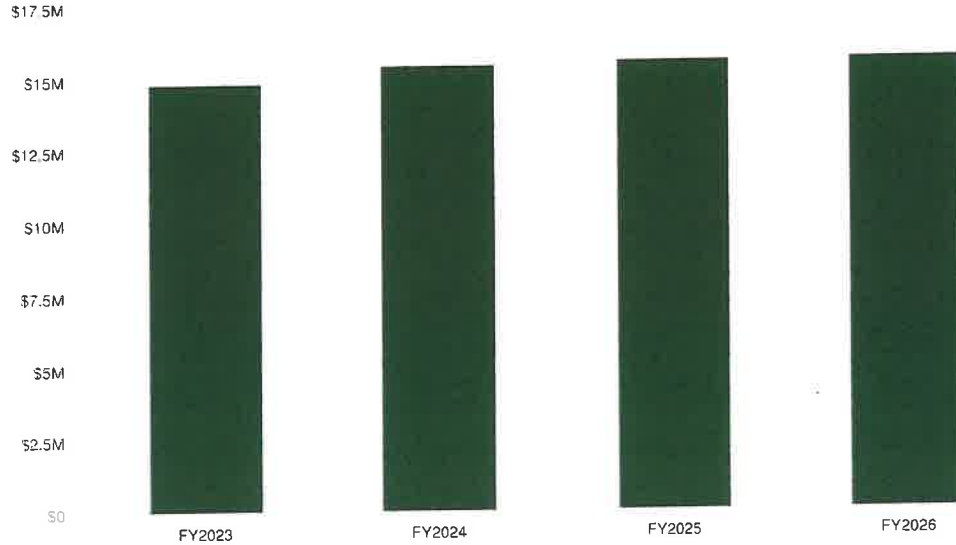
Massachusetts contributory retirement system benefits are uniform from retirement system to retirement system. The System provides for retirement allowance benefits up to a maximum of 80% of a participant's highest three-year or five-year average annual rate of regular compensation, depending on the participant's date of hire. Benefit payments are based upon a participant's age, length of creditable service, level of compensation and job classification. The most common benefits paid by the System include normal retirement, disability retirement and survivor benefits.

Expenditures Summary

The Fiscal Year 2026 retirement appropriation reflects the appropriation required under the most recently completed actuarial evaluation

\$15,627,207 **\$34,204**
(0.22% vs. prior year)

Retirement Proposed and Historical Budget vs. Actual



Expenditures by Expense Type

Name	FY2023 Budgeted	FY2024 Budgeted	FY2025 Budgeted	FY2026 Budgeted	FY2025 Budgeted vs. FY2026 Budgeted (% Change)
Expense Objects					
Operating Expenses					
CONTRIBUTORY PENSIONS	\$14,830,839.00	\$15,438,903.00	\$15,593,003.00	\$15,627,207.00	0.2%
MISCELLANEOUS					
Total Operating Expenses:	\$14,830,839.00	\$15,438,903.00	\$15,593,003.00	\$15,627,207.00	0.2%
Total Expense Objects:	\$14,830,839.00	\$15,438,903.00	\$15,593,003.00	\$15,627,207.00	0.2%



Perac Funding Memorandum

This annual appropriation letter from PERAC provides the GROSS appropriation required for the total system. Note that previously there were three component units, but with the integration of the Malden Redevelopment Authority into the City structure, there are now just two component units.

PERAC

COMMONWEALTH OF MASSACHUSETTS PUBLIC EMPLOYEES' RETIREMENT ADMINISTRATION COMMISSION
WILLIAM T. KEefe, Executive Director
President: DIANA DETIGLIO | VICE PRESIDENT: KATHLEEN M. FALLON | KATE FITZPATRICK | JAMES GILLO | RICHARD MACLENNON, JR. | SHARPER SULLIVAN, ESQ.
Auditor: DIANA DETIGLIO | KATHLEEN M. FALLON | KATE FITZPATRICK | JAMES GILLO | RICHARD MACLENNON, JR. | SHARPER SULLIVAN, ESQ.

MEMORANDUM

TO: Malden Retirement Board
FROM: William T. Keefe, Executive Director *3k*
RE: Appropriation for Fiscal Year 2026
DATE: February 11, 2025

Required Fiscal Year 2026 Appropriation: **\$17,148,257**

This Commission is hereby furnishing you with the amount to be appropriated for your retirement system for Fiscal Year 2026 which commences July 1, 2025.

Attached please find the portion of the Fiscal Year 2026 appropriation to be paid by each of the governmental units within your system.

If you have any questions, please contact PERAC's Actuary, John Boorack, at (617) 666-4446 Extension 935.

WTK/jfb
Attachment

Perac funding for FY2026 for retirement system

100 HENRIETTA AVENUE, SUITE 204, SOMERVILLE, MA 02143
TEL: 617 666-4446 | FAX: 617 620-4882 | TTY: 617 514 8917 | WWW.PEAC.GOV/PERAC



Appropriation Breakdown

Malden Retirement Board Appropriation by Governmental Unit

Fiscal Year 2026 - July 1, 2025 to June 30, 2026

Aggregate amount of appropriation: \$17,148,257

UNIT	Percent of Aggregate Amount	Funding Schedule (excluding ERI)	ERI	Total Appropriation
City of Malden	91.13%	\$15,627,207	\$0	\$15,627,207
Malden Housing Authority	8.87%	\$1,521,050	\$0	\$1,521,050
Malden Redevelopment Authority	0.00%	\$0	\$0	\$0
UNIT TOTAL	100%	\$17,148,257	\$ 0	\$17,148,257

The Total Appropriation column shown above is in accordance with your current funding schedule and the scheduled payment date(s) in that schedule. Whenever payments are made after the scheduled date(s), the total appropriation should be revised to reflect interest at the rate assumed in the most recent actuarial valuation. Payments should be made before the end of the fiscal year.



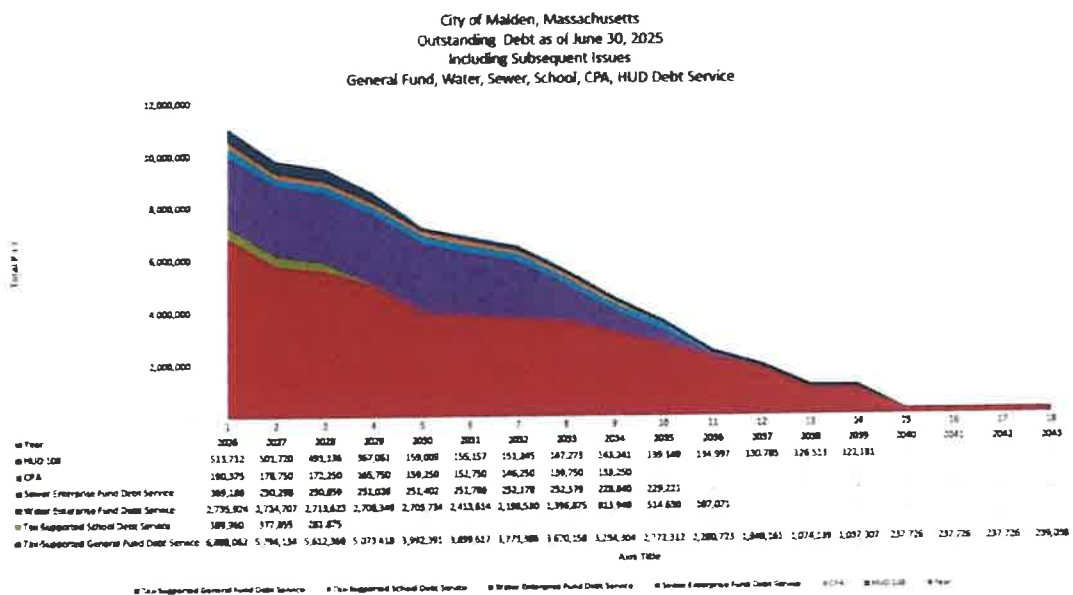
DEBT



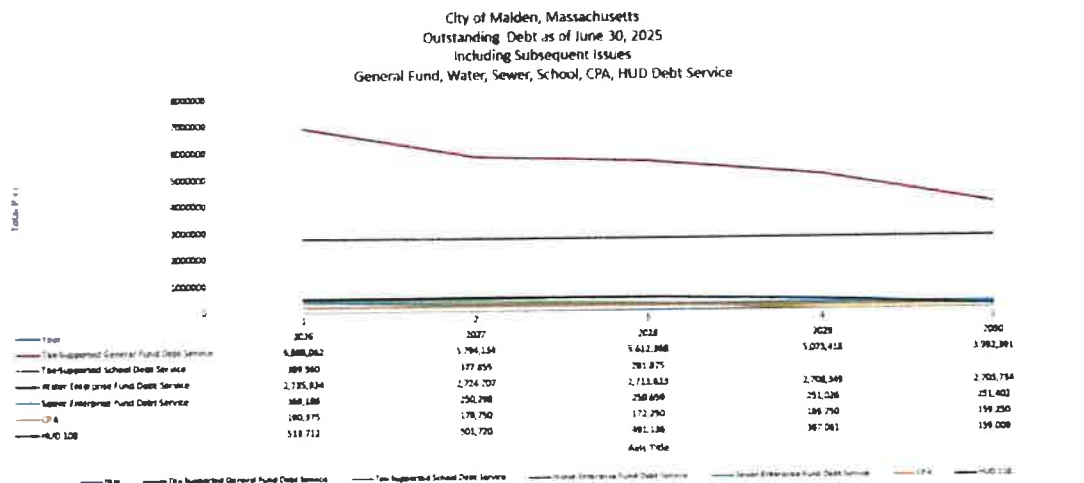
Government Debt Overview

All Debt that the City has outstanding is considered General Obligation meaning that the responsibility to pay rests with the City whether it be Water/Sewer, School, Road work, Buildings or other City Debt is classified in three areas with the first being General Debt which includes but is not limited to parks, roadwork, building purchases, maintenance and repairs. The second classification is School Debt which is debt which was raised for and includes but is not limited to Sewer Inflow/Outflow work, Lead line replacement, and Water main replacement. The municipal debt that the City currently has outstanding is financed through General Fund or Water/Sewer Enterprise revenue. The following pages illustrate the Date of Issue, Purpose and Amount, 5 Year Principal and Interest to be paid as well as the 5-year debt trajectory by General Fund, Water/Sewer Enterprise fund and General Fund School line items.

Outstanding Debt Overview

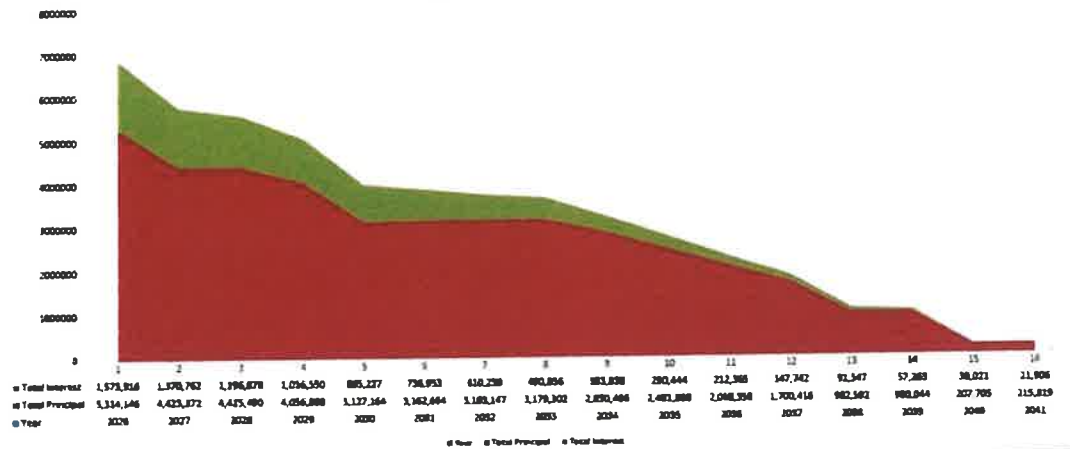


5 Year Debt Trajectory by Category



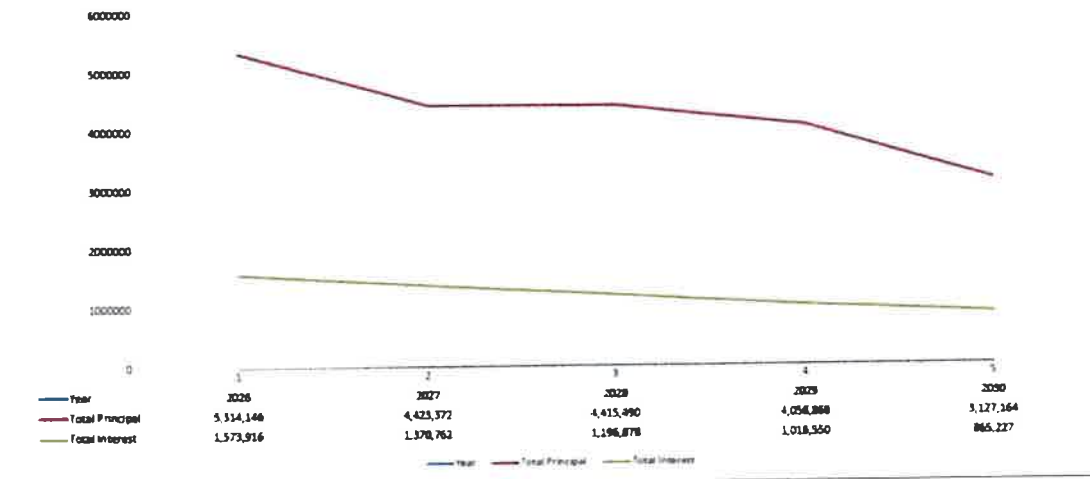
Outstanding General fund Long Term Debt (Non-School)

Malden, Massachusetts
Outstanding Tax-Supported Debt as of June 30, 2025
Including Subsequent Issues
Tax-Supported General Fund Debt Service



General Fund 5 Year Debt Trajectory (Non-School)

City of Malden, Massachusetts
Outstanding Tax-Supported Debt as of June 30, 2025
Including Subsequent Issues
Tax-Supported General Fund Debt Service

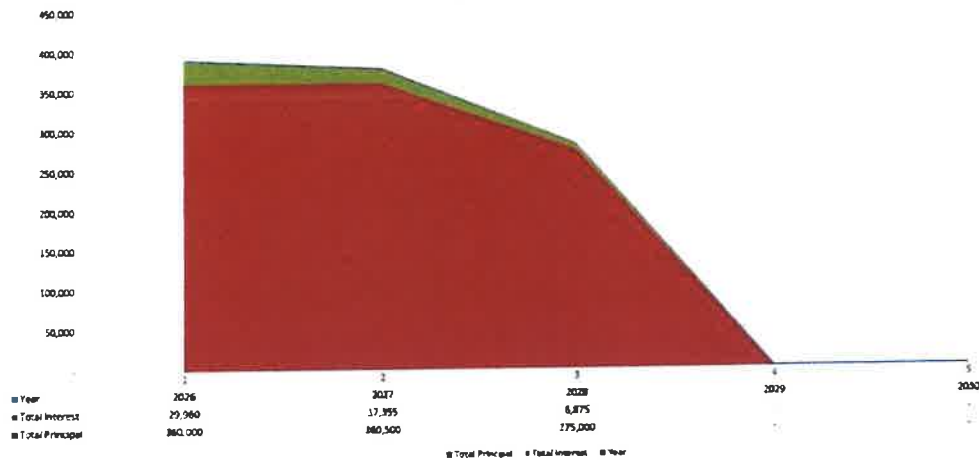


General Fund Outstanding Debt by Issuance 5 Years out (Non-School)

Date of Issue	Purpose	Payment	2026	2027	2028	2029	2030
12/19/2012	Series A - Building Renovations (I)	Principal	100,000	100,000	100,000	100,000	100,000
		Interest	23,875	19,875	16,875	13,875	10,875
12/19/2012	Series A - Forestdale Cemetery Design & Const (I)	Principal	135,000	0	0	0	0
		Interest	3,375	0	0	0	0
12/19/2012	Series A - Recreation (I)	Principal	190,000	0	0	0	0
		Interest	4,750	0	0	0	0
12/19/2012	Series A - Walrus Mount (I)	Principal	115,000	0	0	0	0
		Interest	2,875	0	0	0	0
12/19/2012	Series A - Land Acquisition (I)	Principal	90,000	90,000	90,000	90,000	90,000
		Interest	21,488	17,888	15,188	12,488	9,788
12/19/2012	Series A - Bike to Sea (I)	Principal	35,000	0	0	0	0
		Interest	875	0	0	0	0
12/19/2012	Series A - Tet Lot (I)	Principal	20,000	0	0	0	0
		Interest	500	0	0	0	0
12/19/2012	Series A - Oak Grove Community Center Remod(I)	Principal	5,000	5,000	5,000	5,000	5,000
		Interest	1,194	994	844	694	544
12/19/2012	Series B - Taxable - South Broadway Park (O)	Principal	420,000	0	0	0	0
		Interest	6,090	0	0	0	0
9/25/2014	Street & Sidewalk 1 (I)	Principal	230,000	230,000	230,000	230,000	0
		Interest	22,425	16,875	10,350	3,450	0
9/25/2014	Street & Sidewalk 2 (I)	Principal	215,000	215,000	210,000	210,000	0
		Interest	20,663	15,288	9,450	3,150	0
9/25/2014	Public Building (I)	Principal	30,000	30,000	25,000	25,000	0
		Interest	2,625	1,875	1,125	375	0
9/25/2014	Parks Improvement 1 (I)	Principal	155,000	155,000	155,000	155,000	0
		Interest	15,113	11,238	6,975	2,325	0
9/25/2014	Parks Improvement 2 (I)	Principal	55,000	55,000	55,000	55,000	0
		Interest	5,363	3,988	2,475	825	0
12/30/2015	Police Station & City Hall Construction (I)	Principal	400,000	400,000	400,000	400,000	400,000
		Interest	128,000	114,000	102,000	90,000	78,000
12/30/2015	South Broadway Park (I)	Principal	25,000	25,000	25,000	25,000	25,000
		Interest	4,250	3,375	2,625	1,875	1,125
6/15/2017	South Broadway Park (I)	Principal	10,000	10,000	10,000	10,000	10,000
		Interest	2,125	1,625	1,325	1,050	800
8/30/2018	Public LED Street Lighting (I)	Principal	85,000	85,000	85,000	85,000	0
		Interest	14,875	10,825	6,375	2,125	0
8/30/2018	Street Reconstruction 1 (I)	Principal	160,000	160,000	160,000	160,000	160,000
		Interest	50,400	42,400	34,400	26,400	19,200
8/30/2018	Street Reconstruction 2 (I)	Principal	165,000	165,000	165,000	165,000	165,000
		Interest	56,975	48,725	40,475	32,225	24,800
11/28/2018	Energy Efficiency (I)	Principal	450,000	450,000	450,000	450,000	450,000
		Interest	179,275	156,775	134,275	111,775	91,525
6/20/2019	City Hall Remodeling (I)	Principal	230,000	230,000	230,000	225,000	225,000
		Interest	115,250	103,750	96,850	85,350	74,100
6/20/2019	City Hall Construction (I)	Principal	205,000	205,000	205,000	205,000	205,000
		Interest	104,400	94,150	88,000	77,750	67,500
7/23/2020	Cur Ref 10/15/09 Public Building Remod/Repair 1 (I)	Principal	29,500	29,500	0	0	0
		Interest	1,328	295	0	0	0
7/23/2020	Cur Ref 10/15/09 Public Building Remod/Repair 2 (I)	Principal	205,000	205,000	205,000	0	0
		Interest	19,475	12,300	5,125	0	0
7/23/2020	Cur Ref 10/15/09 Build and Remodel (I)	Principal	70,500	70,000	70,000	0	0
		Interest	6,663	4,200	1,750	0	0
9/23/2021	Street Repaving (I)	Principal	150,000	155,000	165,000	170,000	180,000
		Interest	78,300	70,675	62,675	54,380	45,550
6/9/2022	Roadway Improvements (I)	Principal	255,000	265,000	280,000	295,000	310,000
		Interest	177,100	164,350	151,100	137,100	122,350
6/9/2022	Devis Park Revitalization	Principal	50,000	55,000	55,000	60,000	60,000
		Interest	35,450	32,950	30,200	27,450	24,450
8/3/2023	Roosevelt Park Design & Construction (I)	Principal	135,000	130,000	130,000	130,000	130,000
		Interest	55,375	48,750	42,250	35,750	29,250
8/3/2023	Central Business District Garage Repairs (I)	Principal	60,000	60,000	60,000	60,000	60,000
		Interest	38,700	35,700	32,700	29,700	26,700
8/3/2023	Street Reconstruction (I)	Principal	185,000	185,000	180,000	180,000	180,000
		Interest	116,475	107,225	98,100	89,100	80,100
8/3/2023	Roosevelt Park Revitalization (I)	Principal	110,000	110,000	110,000	110,000	110,000
		Interest	46,000	40,500	35,000	29,500	24,000
1/9/2024	LOC (I)	Principal	122,146	126,872	131,490	136,868	142,164
		Interest	115,580	110,854	106,235	100,858	95,562

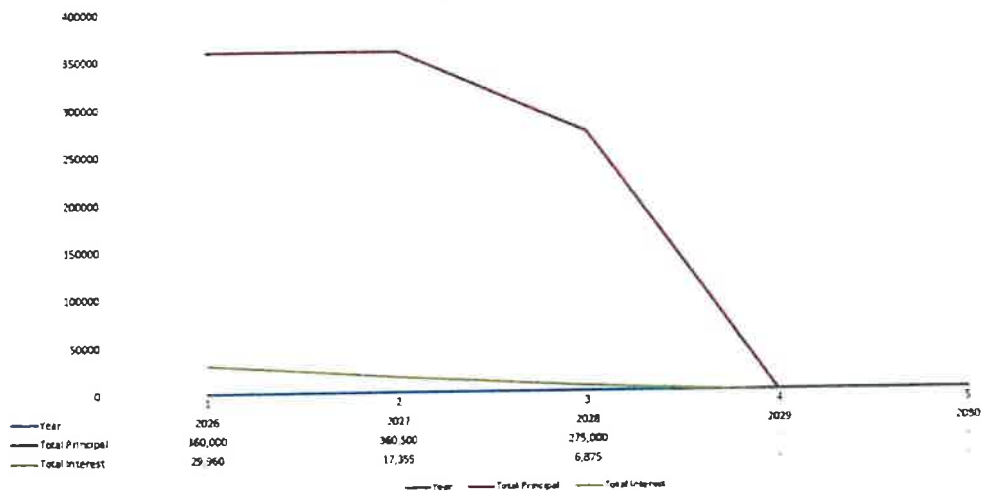
Outstanding Tax-Supported School Debt

City of Malden, Massachusetts
Long-Term Debt Service as of June 30, 2025
Tax Supported School Debt Service



5 Year School Debt Trajectory (School)

City of Malden, Massachusetts
Long-Term Debt Service as of June 30, 2025
Tax Supported School Debt Service



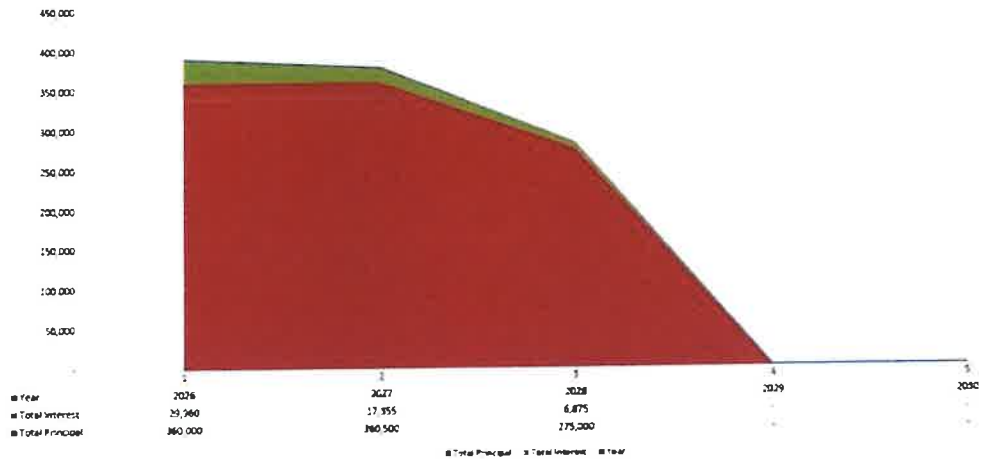
School Outstanding Debt by Issuance 5 Years Out

Date of Issue	Purpose	Payment	2026	2027	2028	2029	2030
7/23/2020	Cur Ref 10/15/09 High School Remodeling (I)	Principal	360,000.0	360,500.0	275,000.0	0.0	0.0
		Interest	29,960.0	17,355.0	6,875.0	0.0	0.0
			289,950.0				



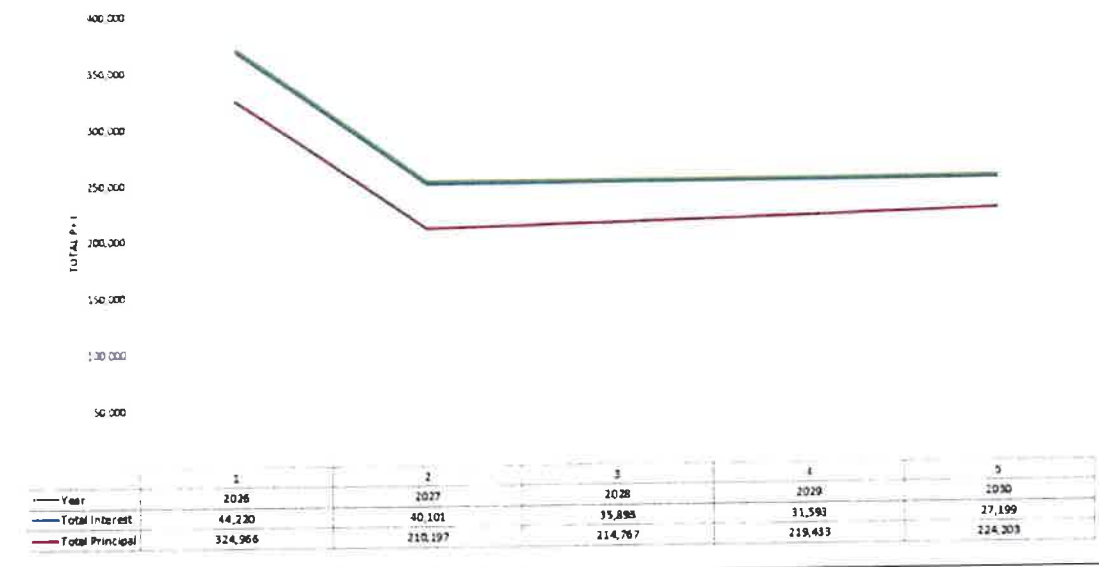
Outstanding Sewer Debt

City of Malden, Massachusetts
Long-Term Debt Service as of June 30, 2025
Tax Supported School Debt Service



Sewer 5 Year Debt Trajectory

City of Malden, Massachusetts
Long-Term Debt Service as of June 30, 2025
Sewer Enterprise



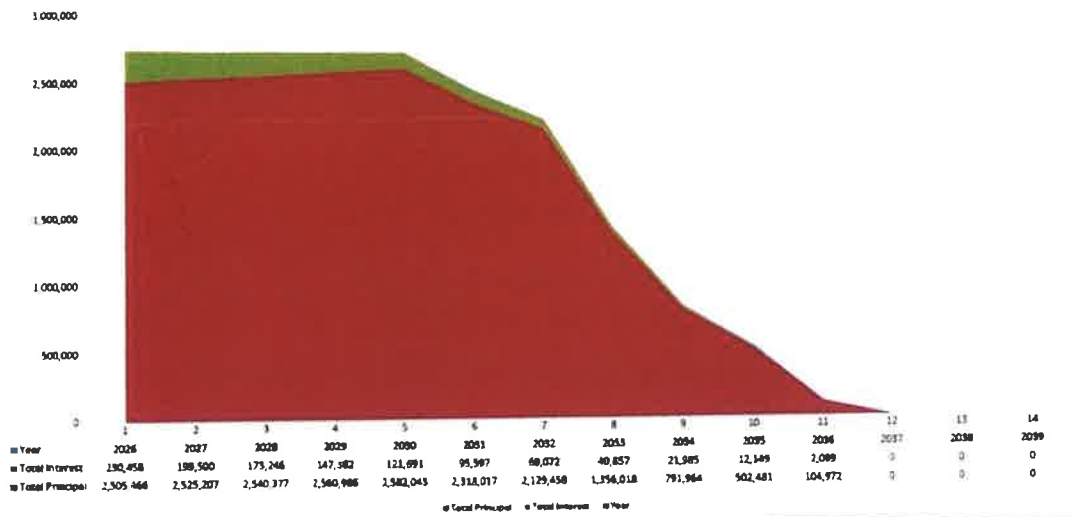
Sewer Outstanding Debt by Issuance 5 Years Out

Date of Issue	Purpose	Payment	2026	2027	2028	2029	2030
6/13/2012	MWPAI CWP-10-16 (I)	Principal	20,537	20,983	21,440	21,905	22,382
		Interest	3,342	2,926	2,502	2,069	1,626
12/16/2016	MCWT CWP-13-25 (I)	Principal	165,189	189,214	193,327	197,528	201,821
		Interest	49,878	37,175	33,390	29,524	25,573
6/14/2021	MWRA Sewer (I)	Principal	119,240	-	-	-	-
		Interest	596,300	-	-	-	-



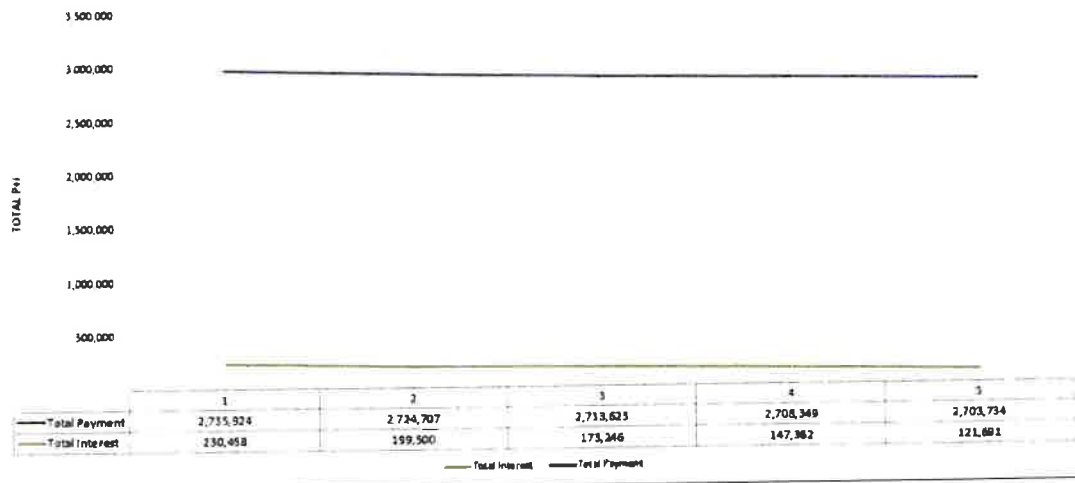
Outstanding Water Debt

City of Malden, Massachusetts
Long-Term Debt Service as of June 30, 2025
Water Enterprise



Water 5 Year Debt Trajectory

City of Malden, Massachusetts
Long-Term Debt Service as of June 30, 2025
Water Enterprise



Water Outstanding Debt by Issuance 5 Years Out

Date of Issue	Purpose		PAYMENT	2026	2027	2028	2029	2030
6/13/2012	MWPAT DWP-10-07 (O)		Principal	193,128	197,325	201,614	205,996	210,473
		3,683,616	Interest	31,425	27,520	23,531	19,455	15,290
1/7/2014	MCWT DWP-11-16 (O)		Principal	13,587	13,882	14,184	14,492	14,807
		270,899	Interest	2,999	2,727	2,458	2,166	1,876
12/16/2016	MCWT DWP-12-04 (O)		Principal	298,084	304,480	311,898	317,860	324,768
		5,701,421	Interest	65,781	59,821	53,731	47,509	41,152
12/16/2016	MCWT DW-10-07 (O)		Principal	17,824	18,212	18,607	19,011	19,425
		341,012	Interest	3,934	3,578	3,214	2,842	2,461
6-13-2017	Roadway Improvements (I)		Principal	255,000	255,000	250,000	250,000	250,000
		3,808,000	Interest	53,525	40,775	33,125	26,250	20,000
2/21/2018	MCWT DWP-11-18 Revised (O)		Principal	381,111	387,655	314,341	321,173	328,153
		4,534,169	Interest	52,006	45,984	39,831	33,544	27,121
2-21-2018	MCWT DWP-13-18 Revised (O)		Principal	84,663	86,503	88,383	90,304	92,267
		1,383,893	Interest	20,788	19,095	17,364	15,597	13,791
9/19/2019	MWRA Water (O)		Principal	285,548	285,540	285,540	285,540	285,540
		2,855,400	Interest	0	0	0	0	0
11/30/2020	MWRA Water (O)		Principal	210,540	210,540	210,540	210,540	210,540
		2,183,400	Interest	0	0	0	0	0
2/28/2022	MWRA Water (O)		Principal	545,900	545,900	545,900	545,900	545,900
		5,459,000	Interest	0	0	0	0	0
9/18/2023	MWRA Water (O)		Principal	250,170	250,170	250,170	250,170	250,170
		2,501,700	Interest	0	0	0	0	0
9-18-2023	MWRA Water 2 (O)		Principal	50,000	50,000	50,000	50,000	50,000
		500,000	Interest	0	0	0	0	0