



TOWN OF MARBLEHEAD

SELECT BOARD

FY 2027

Annual Town Meeting

THREE-TIER OVERRIDE

3-YEAR OVERRIDE TIERS AND PURPOSE

TIER 1

\$9M

Partial Restore

TIER 2

\$12M

Build

TIER 3

\$15M

Invest

THREE-TIER OVERRIDE

Understanding Tier Options



1 TIER 1 — PARTIAL RESTORE

\$9 Million

Partially restores previously reduced services to ensure baseline functionality across key departments.

- Restores 15 positions cut in FY27 balanced budget
- Allows Library to apply for accreditation waiver
- Brings back Police SRO position
- Restores DPW, Rec & Park, COA, Public Buildings, Finance
- Partial restore of Community Development and Laborer in Cemetery
- Restores Long-Term Financial Health contributions

2 TIER 2 — BUILD

\$12 Million

Adds staff, creates a maintenance division, and expands Recreation and Council on Aging services.

- All Tier 1 restorations included
- Fully restores Library and Materials and +1 PT Assistant Librarian + expenses
- +2 Firefighters + 1 Police Officer
- +1 IT Director +1 Budget Analyst
- + 1 PT Social Worker +1 GIS position
- \$450K maintenance to public buildings for buildings and rail trail
- Restores 1 Special Clerk and 1 Assistant Planner (former Sustainability) and 1 Conservation Agent (former Grants)

3 TIER 3 — INVEST

\$15 Million

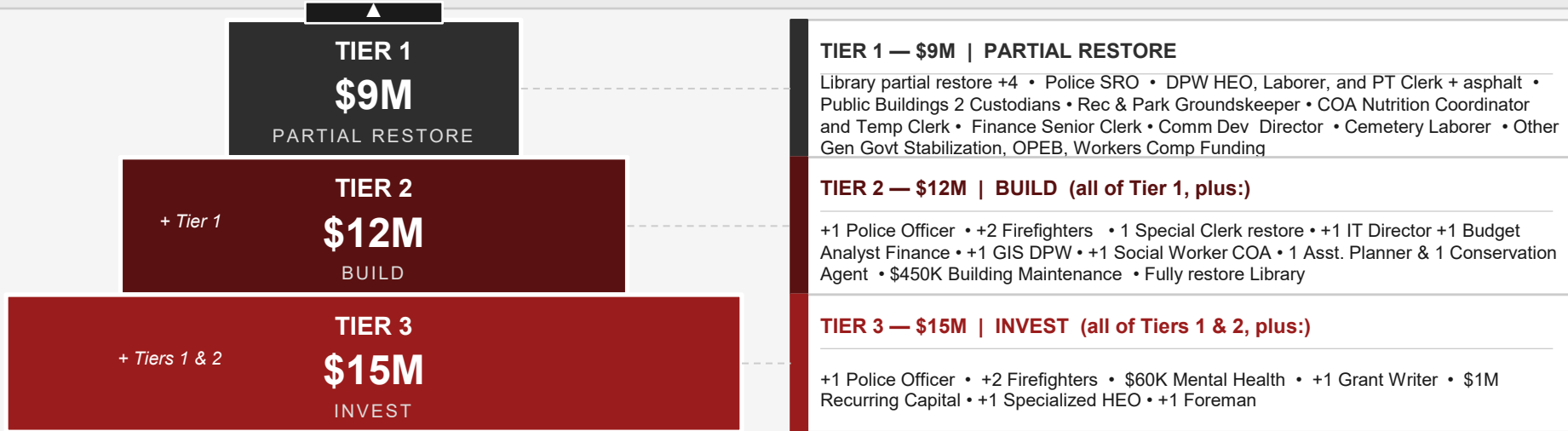
Comprehensive investment combining all restorations, enhancements, mental health funding & capital.

- All Tier 1 & 2 investments included
- +2 Firefighters + 1 Police Officer
- +1 Foreman +1 Specialized HEO
- +1 Grants Writer
- \$60K for mental health counseling
- \$1M recurring capital investment

HOW A THREE-TIER OVERRIDE WORKS



One question on the ballot. Three tiers. Vote YES on any or all tiers — the tier with highest \$ amount and majority vote is approved.



HOW RESIDENT VOTE WORKS

Vote YES on Tier 1 only

-> \$9M enacted — Tier 1 restorations take effect

Vote YES on Tier 2 (Tiers 1 & 2)

-> \$12M enacted — Tier 1 restore & Tier 2 additions

Vote YES on Tier 3 (1 & 2 plus Tier 3 adds)

-> \$15M enacted — Tier 1 restore & Tier 2 additions plus Tier 3 additions

IF NO OVERRIDE PASSES

Loss of Town Services by Department

LIBRARY

Loses certification

Open only 3 days/week ; No Evenings and No Weekends; 8.5 positions cut

POLICE

No SRO in schools

School Resource Officer eliminated

FIRE

Overtime costs spike; Down 1 full shift

RECREATION & PARKS

No Groundskeeper

No Trash pickup for 186 public trash barrels

TOWN CLERK

No Special Clerk ; reduced services

PUBLIC WORKS

2.5 positions Cut & Asphalt Cut

No Laborer, Heavy Equipment Operator, and PT Clerk; \$60K Asphalt

CEMETERY

No Laborer

COUNCIL ON AGING

Key staff cut

No Nutrition Coordinator/Labor and Temporary Clerk ;

COMM DEV & PLANNING

No Community Development Director, Sustainability Coordinator, and Grants Coordinator;

FINANCE

Senior Clerk cut and IT equipment and Training cut

No Senior Clerk causing Treasurers Office to be understaffed; IT replacement equipment & training for new staff eliminated

PUBLIC BUILDINGS

2 Custodians cut

Facility upkeep diminished for Mary Alley and Abbot Hall.

BUILDING INSPECTIONS

Cut Other Professional and Technical Expense which funds OpenGov Subscription & Copier Maintenance

CAPITAL

Zero capital FY2027

No equipment, Public Buildings improvements

FINANCIAL HEALTH

No Stabilization Fund or OPEB liability (\$250K each); Cut FinCom Reserve by \$26K; cut \$97,662 Workers Comp

COMPARISON: NO OVERRIDE vs. TIERS 1–3



	No Override	Tier 1 – Partial Restore	Tier 2 - Build	Tier 3 - Invest
Library	Lose Accreditation; Operates only 3 days per week; No evenings or weekends; 8.5 positions cut	Allows Waiver for Accreditation; No evenings/weekend hours; 4 positions restored	Fully Restored; 8.5 positions and library materials; +1 Part-time Librarian and increase expenses funding	✓
Police Department	No School Resource Officer (SRO) brings staffing to 29 officers	Fully restored SRO but Police staffing level at historically low level	Fully Restored SRO +1 Police Officer Added	1 Police Officer added for a total of 3 with SRO brings Police Staffing Level to 33 Officers in line with historic staffing level
Fire Department	No staff cuts to contain overtime (OT) expense; currently down 1 full shift		2 Firefighters added	2 Firefighters added for a total of 4 to reduce overtime costs
Department of Public Works	2.5 positions cut; \$60,000 reduction in asphalt; reduced services levels	Fully restored 1 PT General Clerk, 1 Heavy Equipment Operator, 1 Laborer and Asphalt; service levels at historic low level	1 GIS position added; Improved service levels	In addition to the 3 positions restored and the new GIS position in tier 2, Adding 1 Foreman position & 1 Specialized HEO; significantly improved service levels in line with past staff levels
Recreation & Parks	Cut Groundskeeper; No trash pick up for 187 public trash barrels	Fully restored 1 Groundskeeper to pickup trash barrels	Maintenance & Materials budget increased \$25,000; Utilities increased \$17,000	✓
Council on Aging	Nutrition Coordinator/General Labor & Temp Special Clerk cut	Fully restored 1 Nutritional Coordinator/Labor and 1 Temp Clerk	1 Part time Social Worker added; Building maintenance \$15K added; Improved Service	✓
Community Development & Planning	Cuts include Director, Sustainability Coordinator, and Grant Coordinator	Director restored only; Currently the Director is also the interim Planner; Lost 2 employees (planner & sustainability) FY26.	1 Asst. Planner & 1 Conservation Agent added (replacing Sustainability Coordinator & Grant Coordinator)	In addition to full restore and 2 tier positions Adding 1 Grant Writer position to bring in additional grant revenue for the Town.
Finance Department	Senior Clerk cut; Computer equipment and Staff training cut; Treasurer Office under staffed and need IT equipment Cut 2 Special Labor Custodians that service Mary Alley and Abbot Hall. Impacts cleaning, meetings, & more.	Fully restored 1 Senior Clerk, IT equipment identified for replacement, and training for new staff hired along with certifications	1 Town IT director added; 1 Budget Analyst added to improve IT and operations	✓
Public Buildings		Fully restored 2 Special Labor Custodians that serve Mary Alley and Abbot Hall.	Establish a \$450,000 maintenance budget for buildings townwide and rail trail	✓
Building Inspections	Cut OpenGov subscription and copier maintenance.	Fully restored OpenGov subscription and copier maintenance needed for operations.	✓	✓
Health Department	Level funded Health despite need for additional mental health			Double funding to Mental Health with \$60,000 investment in mental health counseling
Town Clerk	Cut 1 special clerk reducing the office from 3 employees to 2 employees		Fully restored 1 Special Clerk	✓
Cemetery	Reduce dept. head to part time; Cut 1 laborer	Restore 1 laborer	✓	✓
Recurring Capital	No Capital for FY2027 except contractual Leases; 1 of 3 recurring Capital Articles on warrant funded.			\$1 million capital for recurring leases, equipment, and building improvements (3 articles seen annually on the Town Warrant)
Long Term Financial Health	No contribution to Stabilization Fund or OPEB liability (\$250K each); Cut FinCom Reserve by \$26K; cut \$97,662 Workers Comp	Fully restored annual stabilization transfer, OPEB transfer, FinCom Reserve restored to 440K, and workers comp restored to cover any unexpected claims.	✓	✓
FTE Summary	Cuts 21.5 Positions	Restores 15 Positions	Restores another 6.5 positions; Adds 7 New Positions	Adds an additional 6 New Positions

WHAT DOES IT COST?

Tax impact on the Median \$998,600 Marblehead homeowner

Overrides are phased in over 3 years. The amounts below reflect the estimated annual property tax increase per household.

TIER 1 — Partial Restore

\$9M

Override Total

Year 1	~\$130
Year 2	~\$533
Year 3	~\$256
	\$919

TIER 2 — Build

\$12M

Override Total

Year 1	~\$280
Year 2	~\$676
Year 3	~\$274
	\$1,230

TIER 3 — Invest

\$15M

Override Total

Year 1	~\$430
Year 2	~\$720
Year 3	~\$388
	\$1,538

WHAT DOES IT COST?

Tax impact on the Average \$1,291,507 Marblehead homeowner

Overrides are phased in over 3 years. The amounts below reflect the estimated annual property tax increase per household.

TIER 1 — Partial Restore

\$9M

Override Total

Year 1	~\$168
Year 2	~\$689
Year 3	~\$331
	\$1,188

TIER 2 — Build

\$12M

Override Total

Year 1	~\$362
Year 2	~\$875
Year 3	~\$353
	\$1,590

TIER 3 — Invest

\$15M

Override Total

Year 1	~\$556
Year 2	~\$931
Year 3	~\$502
	\$1,989

OVERRIDE TAX IMPACT (CUMULATIVE AT END OF 3 YEARS)



★ Median home value: \$998,600 (current tax bill ~\$8,548/yr) | Average home value: \$1,291,507 (current tax bill ~\$11,055/yr) | Current Tax Rate \$8.56

Annual cost per household based on assessed home value. Rate: \$0.10 per \$1,000. Chart shows increase if full costs in year one rather than phased over 3 years.

Home Value	Tier 1 — \$9M	Tier 2 — \$12M	Tier 3 — \$15M	Monthly (Tier 3)
\$500,000	\$450	\$600	\$750	\$63/mo
\$600,000	\$540	\$720	\$900	\$75/mo
\$700,000	\$630	\$840	\$1,050	\$88/mo
\$800,000	\$720	\$960	\$1,200	\$100/mo
\$900,000	\$810	\$1,080	\$1,350	\$113/mo
\$998,600 ★ MEDIAN	\$899	\$1,198	\$1,498	\$125/mo
\$1,100,000	\$990	\$1,320	\$1,650	\$138/mo
\$1,200,000	\$1,080	\$1,440	\$1,800	\$150/mo
\$1,291,507 ★ AVG	\$1,162	\$1,550	\$1,937	\$161/mo
\$1,400,000	\$1,260	\$1,680	\$2,100	\$175/mo
\$1,500,000	\$1,350	\$1,800	\$2,250	\$188/mo

MEMORANDUM OF UNDERSTANDING (MOU)



A public commitment among the Select Board, School Committee, and Finance Committee governing fiscal discipline through FY2030.

No override at least through FY2030

Select Board, School Committee, and Finance Committee commits to not pursuing another override at least through fiscal year 2030.

62%–38% unrestricted revenue split formalized along with benefits allocation

Establishes clear allocation of revenues and benefits between schools and the town.

Quarterly joint financial review

Quarterly finance reviews and annual public updates from Town Administrator and School Superintendent

Reduce reliance on Free Cash

Shift to structural budgeting and phase out use of Free Cash to balance the budget.

Build Stabilization Fund to 5% of Operating Budget

Establishes a target reserve level that provides a meaningful financial cushion for the town against future volatility and unexpected costs in line with financial policy.

This MOU is a public promise — accountability to Marblehead residents.