



*Beginning the conversation:
Its time to take a hard look at what is driving
Boca Raton's fiscal problems*

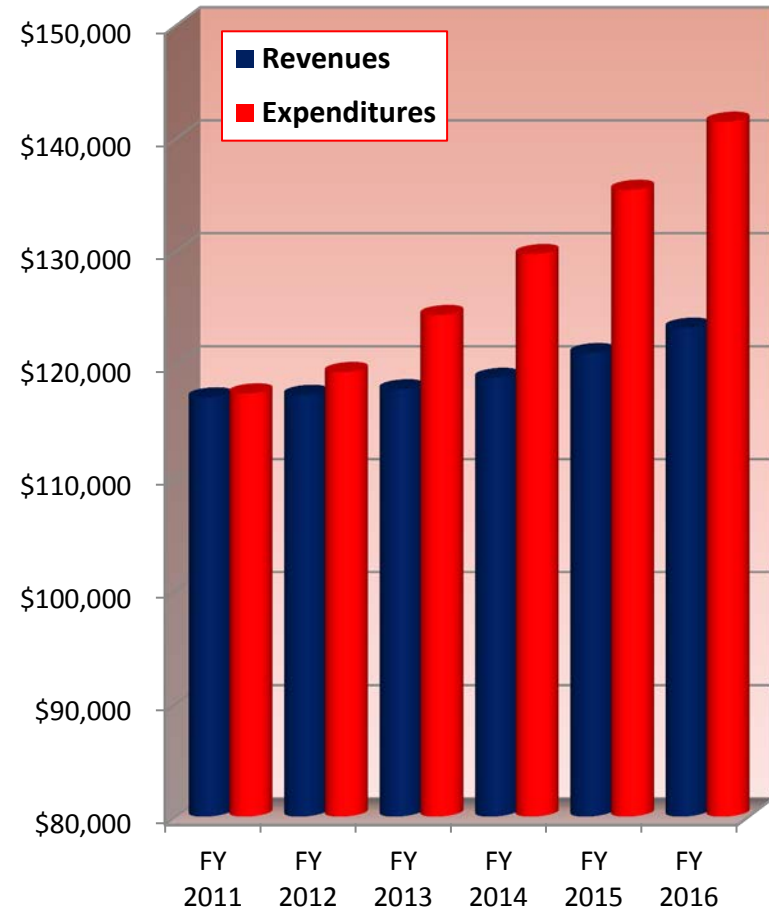
Boca Citizens for Financial Responsibility

May 2012

Available (shortfall) for Future Years

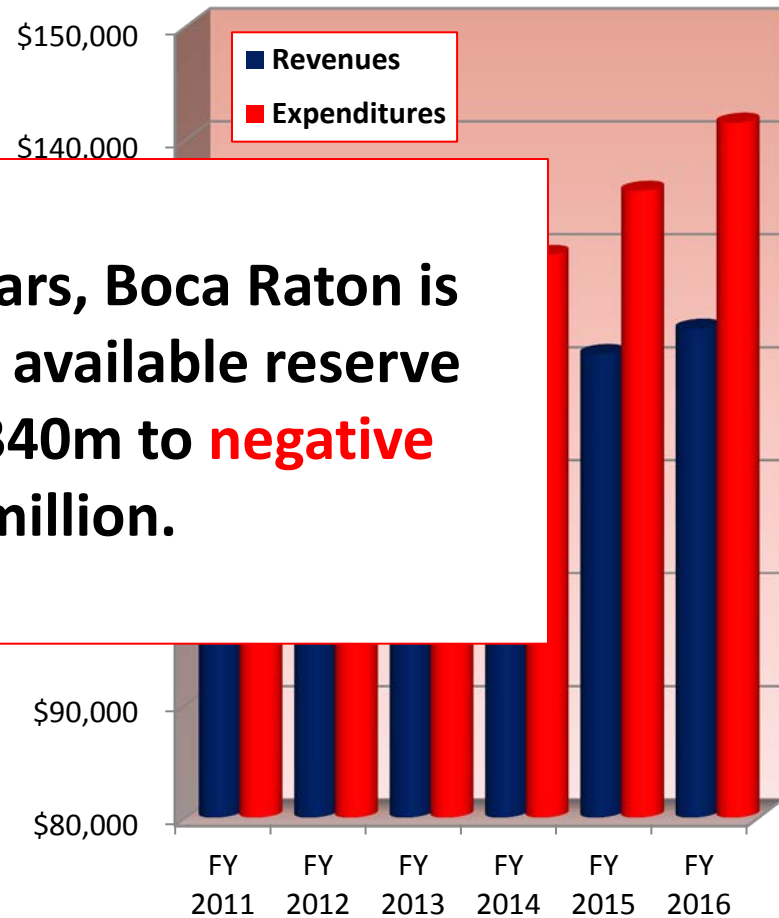
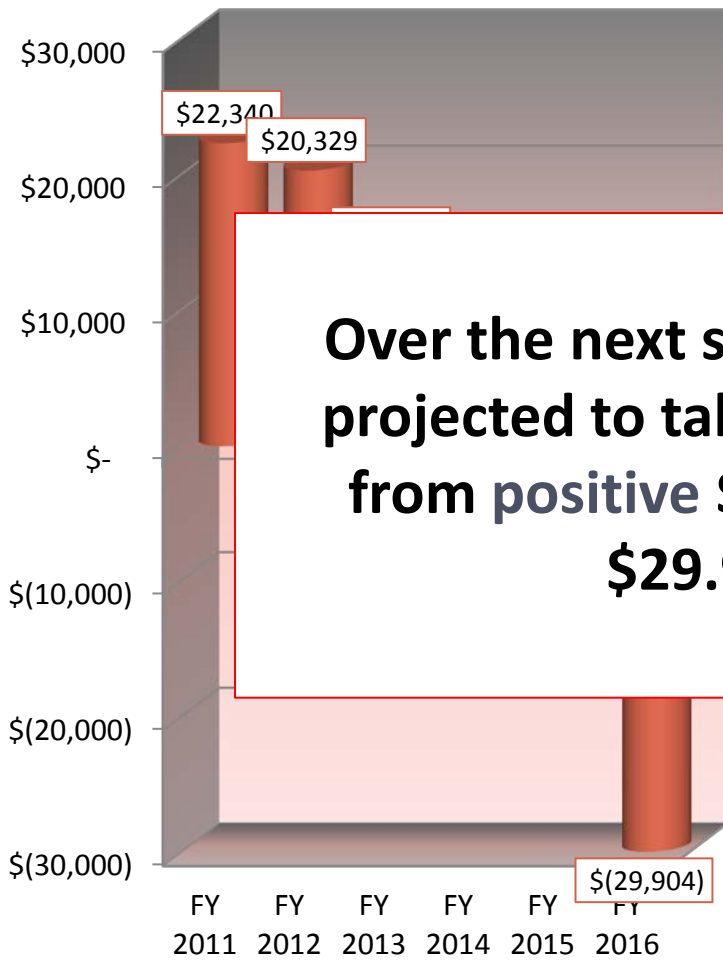


Projected Revenues and Expenses for Future Years



Available (shortfall) for Future Years

Projected Revenues and Expenses for Future Years



Over the next six years, Boca Raton is projected to take its available reserve from positive \$22.340m to **negative \$29.904 million.**

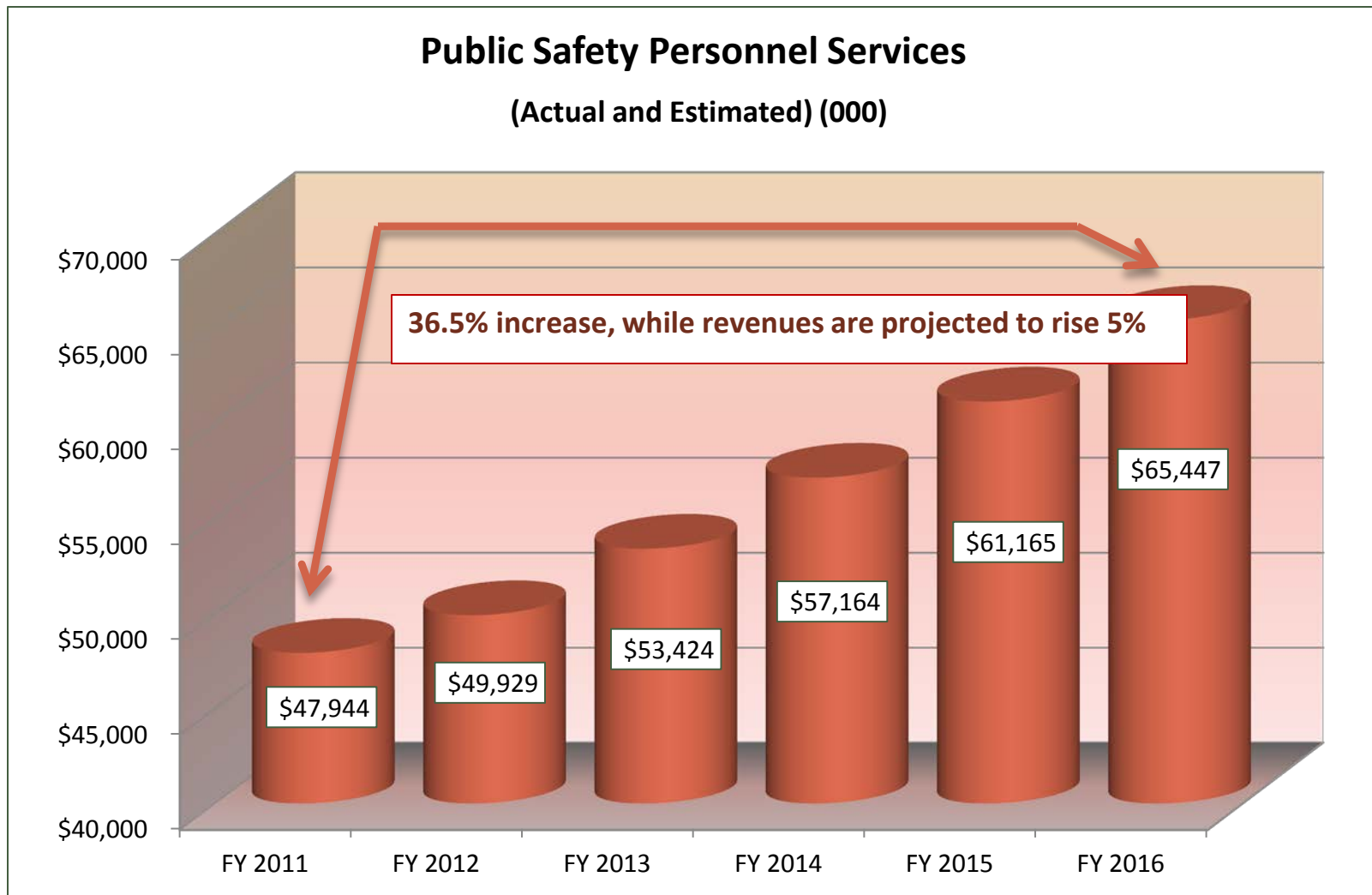
The first rule for problem solving . . .



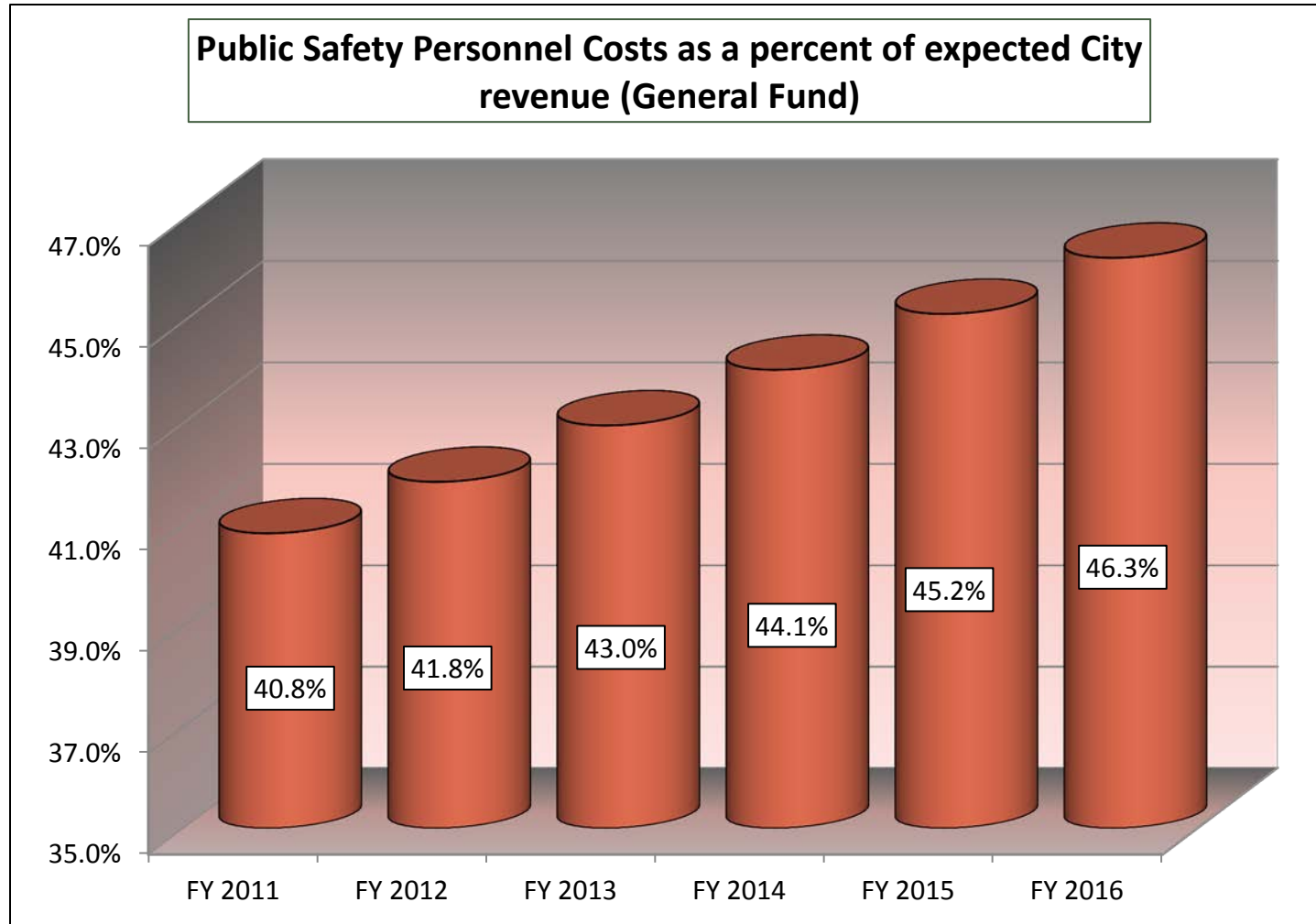
When you
discover that you
have dug yourself
into a hole,

***Stop
Digging!***

Public Safety Personal Costs: Estimated (by the City Manager*) to rise 7% a year)

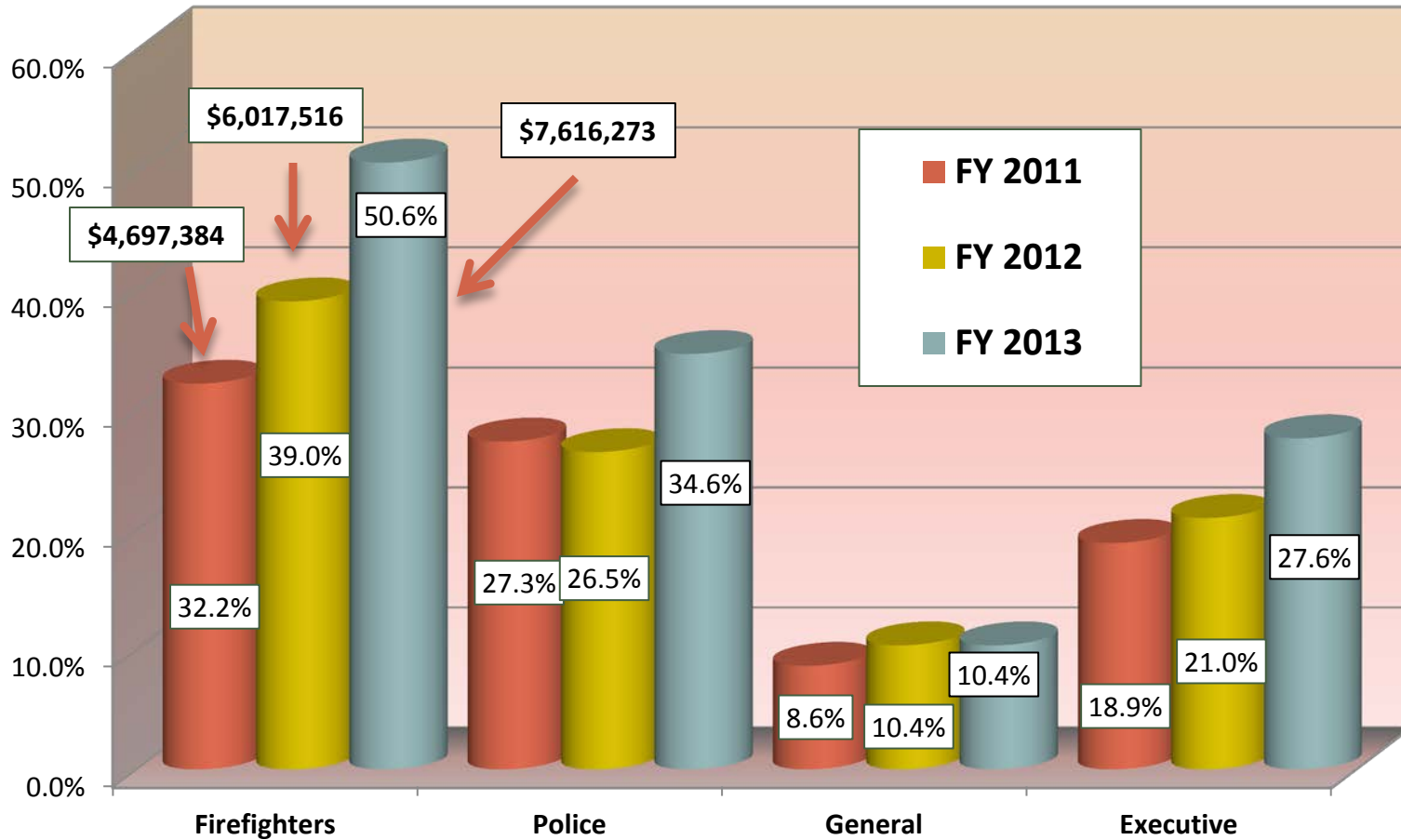


Public Safety Personnel Costs are expected to be an increasing percent of the cost of City operations



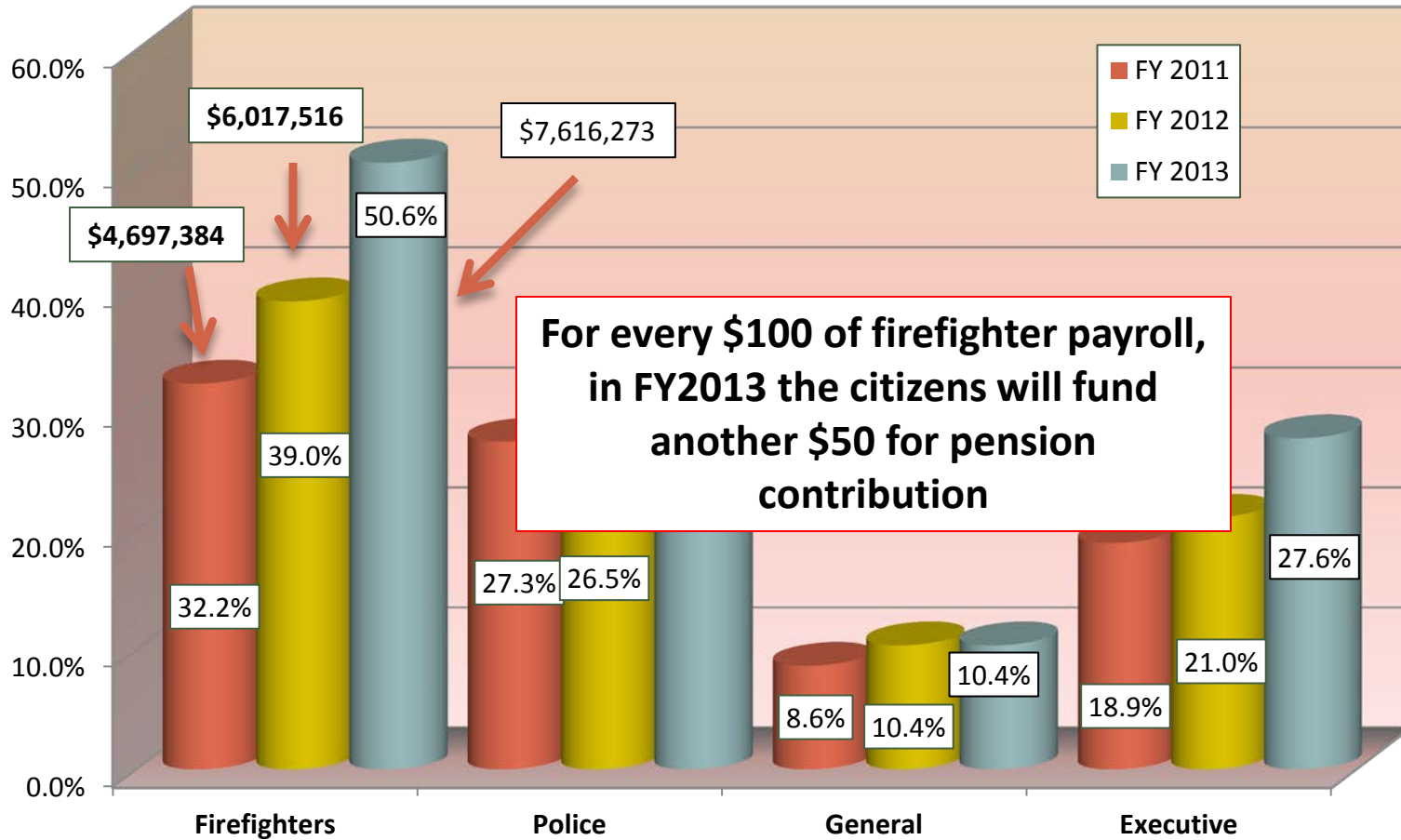
Source: Boca Raton Long Range Financial Plan, revised April 23, 2012

The City contributes more (as a percentage of current compensation) to firefighter pension funds than to other pension funds



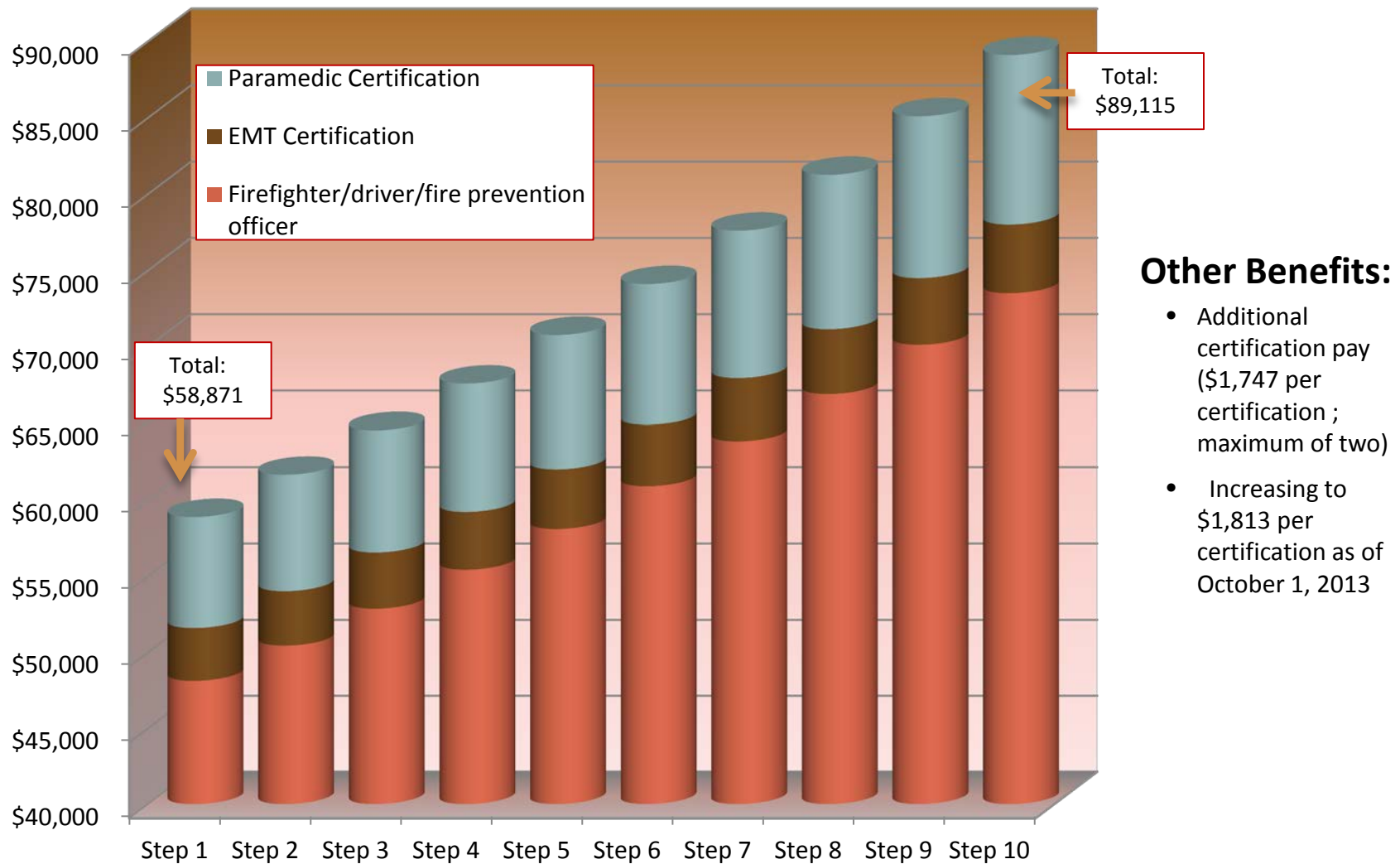
Source: Boca Raton Long Range Financial Plan, revised April 23, 2012 and Boca Raton Long Range Financial Plan for 2011

The City contributes more (as a percentage of current compensation) to firefighter pension funds than to other pension funds



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Analysis of the effect of time on employee compensation

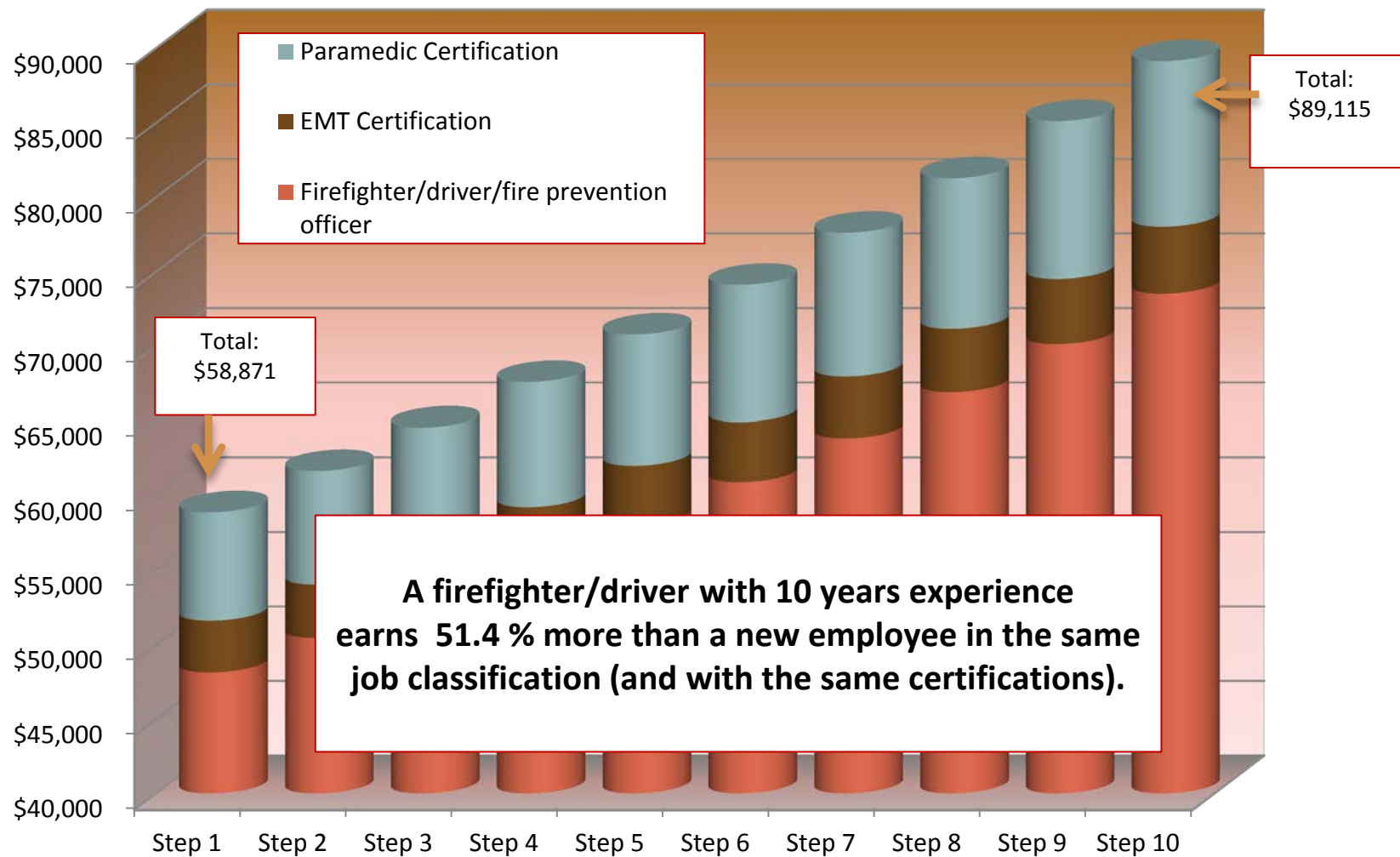


Other Benefits:

- Additional certification pay (\$1,747 per certification ; maximum of two)
- Increasing to \$1,813 per certification as of October 1, 2013

Based on Step and Grade schedule for FY 2012/2013 contained in the City contract with the Firefighters' Union

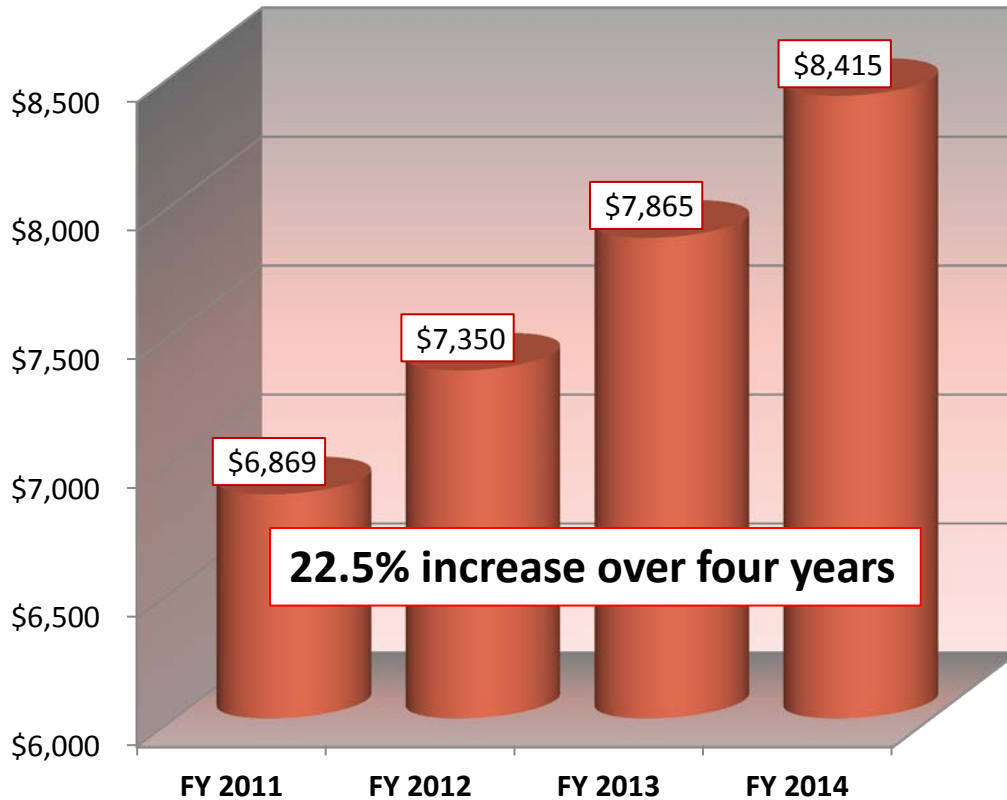
Analysis of the effect of time on employee compensation



Based on Step and Grade schedule for FY 2012/2013 contained in the City contract with the Firefighters' Union

Health, Dental and Vision Benefits for Firefighters

**Annual City Contributions to Union Health Plan
(per employee in the bargaining unit)**



Other Related Benefits:

- In addition to the City's specified contribution to the Union Health Plan, the City is obligated to contribute, for each employee in the bargaining unit, the equivalent of the cost of the City's dental and vision plans (which it provides as a benefit to other employees)

Agreement between the city of Boca Raton and the Firefighters of Boca Raton, October 1, 2011 through September 30, 2014, p. 64

Firefighter Pension Benefits

- Retirement eligibility after 20 years of service
- Pension based on two highest contiguous years
- Monthly retirement supplement ($\$10.50 \times$ years of service; annual benefit estimated as $\$3780$); payable for life
- COLA increase of 3% a year if the covered employee retired with a minimum of 20 years of continuous service



What we are asking City Council to do

Take a hard look at future expenditures before:

- **Increasing taxes and fees**
- **Reducing programs and services which have already been severely cut**
- **Unfairly placing the burden of cutbacks on general employees**