FISCAL YEAR
2025-2026

PALM BEACH
Florida



COMPREHENSIVE ANNUAL BUDGET

SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED APRIL 17, 1911



TOWN OF PALM BEACH, FLORIDA

COMPREHENSIVE ANNUAL BUDGET

FISCAL YEAR 2026
(October 1, 2025 - September 30, 2026)

Mayor and Town Council

Danielle Moore, Mayor
Bobbie Lindsay, Town Council President
Lew Crampton, Town Council President Pro-Tem
Julie Araskog, Town Council Member
Ted Cooney, Town Council Member
Bridget Moran, Town Council Member

Town Manager

Kirk Blouin
Prepared by the Finance Department
Bob Miracle, Deputy Town Manager
Melissa Ladd, Controller
Aston Rowe, Budget & Payroll Manager
(561) 838-5400
www.townofpalmbeach.com

TOWN OF PALM BEACH
ORGANIZATIONAL STRUCTURE

CITIZENS OF PALM BEACH

ELECT



MAYOR
Danielle H. Moore

TOWN COUNCIL



PRESIDENT
Bobbie Lindsay



PRESIDENT PRO-TEM
Lew Crampton



Julie Araskog



Ted Cooney



Bridget Moran

APPOINTS



TOWN ATTORNEY
Joanne O'Connor



TOWN MANAGER
Kirk Blouin

ADVISORY BOARD AND COMMISSIONS



DEPUTY TOWN MANAGER - FINANCE & ADMINISTRATION
Bob Miracle



DEPUTY TOWN MANAGER – BUSINESS ENTERPRISE & CULTURE
Carolyn Stone



DIRECTOR OF PEOPLE AND CULTURE
Gillian Barth



DIRECTOR OF PLANNING, ZONING AND BUILDING
Wayne Bergman



DIRECTOR OF PUBLIC WORKS
H. Paul Brazil



DIRECTOR OF RECREATION
Mark Bresnahan



POLICE CHIEF
Nicholas Caristo



FIRE-RESCUE CHIEF
Sean Baker



DIRECTOR OF INFORMATION TECHNOLOGY
Andy Jadoo

GUIDE FOR READERS

The following information might be helpful to the reader in finding information in the budget document for programs, services and financial information. The Town of Palm Beach Budget compiles financial and service delivery data in a single source document for easy reference. This guide explains the budget format and will assist in locating information that may be of particular interest. The budget is intended to serve four purposes.

THE BUDGET AS A POLICY DOCUMENT

As a policy document, the Budget indicates what services the Town of Palm Beach will provide during the upcoming fiscal year, and the reasons for these services. The Budget provides goals and objectives for each organizational unit in the Town of Palm Beach as well as the performance measures upon which programs will be monitored for the forthcoming fiscal year. All Town of Palm Beach funds are described in detail in their respective sections.

THE BUDGET AS AN OPERATIONS GUIDE

As an operations guide, the budget indicates how departments and funds are organized to provide services that will be delivered to the community. The Departments' budget sections provide a mission statement, goals and objectives, organization chart, authorized personnel, revenue and expenditure summaries with descriptions, and performance measures for each Town of Palm Beach Department.

THE BUDGET AS A FINANCIAL PLAN

As a financial plan, the budget outlines the cost of the Town of Palm Beach services and how they will be funded. The Revenues and Expenditures Section provides an overview of the Budget including major revenue and expenditure breakdowns and categories for the following Funds: General, Special Revenue Funds, Debt Service, Capital, Enterprise, Internal Service Activity and Trust & Agency. The introductory section includes a budget message, Town-wide goals, demographic information, assessed value and millage rate information, Town history, a discussion of the Town of Palm Beach accounting structure and financial policies, a description of the budget preparation process and the financial structure. The budget summary section details the approved budget as well as a comparison of financial activity over a multi-year period with an analysis of the Town reserves.

THE BUDGET AS A COMMUNICATIONS DEVICE

The Budget is designed to be user friendly with summary information in text, charts, tables and graphs. A glossary of financial budget terms is included for your reference. In addition to the reader's guide, the table of contents provides a listing of sections in the order in which they appear in this document. The statistical section includes miscellaneous information relevant to the Town of Palm Beach. Should you have a question about the Town of Palm Beach that this document does not answer, please feel free to call The Finance Department at (561) 838-5444. This Budget Document is available on the Town's web site, www.townofpalmbeach.com.

A STEP BY STEP GUIDE

Given its size and the variety of information it contains, the budget document can be an overwhelming undertaking to review. The purpose of this section is to provide the reader with a guide to the document's contents: where and how to find the information and how to understand or use the information.

The budget document has been prepared in a summary format intended to be easily understood by the public. The following describes each of its major sections:

Introduction

The budget message or transmittal letter is the best place to start. It is most important in understanding where we have been and where we are going in the upcoming year. The letter provides a broad perspective of services provided and discusses taxes and millage rates, changes in operations, significant differences in revenues and expenditures, and the focus and direction of the budget year.

The introduction section also includes general information about the Town, its budget philosophy and process, financial policies (which form the foundation of the Town's budget development and financial management processes), and other general information.

Budget Summary, General Fund, Revenues, Expenditures, Departmental Tabs and Other

The Budget Summary, General Fund, Revenues, Expenditures including Departmental and Other tabs include various presentations of the general fund budget. The Budget Summary section includes summary budget information for all funds and an analysis of Town reserves. The General Fund section includes a financial trend analysis of Revenues and Expenditures. The Revenues tab includes a detailed five-year general fund revenue history, as well as narrative and charts regarding major general fund revenue history. The Expenditures tab includes an exhibit containing four years of expenditure history by program, as well as summary budget charts.

An overview of each department/program, the largest portion of the General Fund budget, is included in this section. Each department's section may include the following: A revenue and expenditure summary, personnel complements, an organizational chart, mission statement, goals and objectives, performance measures and workload indicators.

Special Revenue, Debt Service, Capital, Enterprise, Internal Service and Trust & Agency Funds

These sections include budget summaries, program descriptions, trend analyses and income statement analyses for the Town's governmental (other than general), enterprise, internal service and trust & agency funds.

Appendix

The appendix includes donation reserve account detail, financial policies, historical staffing levels, and other exhibits that may be helpful to the reader.

We sincerely hope this "how-to" has aided in finding and understanding information contained in the Town's budget. If any point is unclear, or if additional information is necessary, please call the Finance Department at (561)838-5444. Should the same requests repeatedly occur, we will make an effort to incorporate clarifications in next year's budget document.

GOVERNMENT FINANCE OFFICERS ASSOCIATION

Distinguished Budget Presentation Award

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Town of Palm Beach
Florida

For the Fiscal Year Beginning

October 01, 2024

Christopher P. Morrill

Executive Director

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Budget Message

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

Town of Palm Beach, Florida

September 8, 2025

Honorable Mayor, Town Council and Residents of the Town of Palm Beach,

Each year the Directors and I start the budget process by conducting a thorough review of Town operations and available resources, while looking for improved ways to meet the needs and expectations of the community.

The proposed FY2026 budget is the result of Town Management and department efforts to improve efficiency and apply lean principles townwide. Once adopted, staff will carefully review each expense to ensure it is still necessary, can be deferred, can be managed more efficiently, or is being made in the most cost-effective way.

The Town Team found efficiencies where possible and produced a $2.7 million surplus in FY2024. The majority of this surplus has been earmarked for projects in FY2026 . These projects included additional funding for paving projects for phases completed with the Undergrounding project. For FY2026, we are proposing a budget which contains additional staffing to meet the operational and service needs of the community as outlined by the Town Council and members of Town staff. The slow down in the real estate market continues as additional revenue from property taxes continues to decline. More detail on proposed expenditures and revenues are contained later in the summary. This year staff has been busy implementing new initiatives and working on many significant projects. These include:

- For the second consecutive year, the Town has been awarded the Top Workplaces Award by the Sun Sentinel. This year, based on the scores of our annual employee engagement survey, the Town improved its score even further from 2024. It scored high enough against national benchmarks to be recognized along with 126 other small, medium, and large South Florida businesses. The Town was the only municipality to receive this award in 2025.
- The Town has been recognized with the Government Finance Officers Association's (GFOA) prestigious Triple Crown for Excellence in Financial Reporting for fiscal year 2024. Only 39 government organizations (including municipalities, counties, utility districts, and school districts) in the State of Florida have earned this recognition. This distinction is awarded to governments that have received all three of the following GFOA honors:
  - Certificate of Achievement for Excellence in Financial Reporting,
  - Popular Annual Financial Reporting Award, and
  - Distinguished Budget Presentation Award.
- The IT Department continues to update cybersecurity measures while maintaining and upgrading the IT infrastructure; plus supporting the Town staff.

- The Procurement and Contract Management Division was the recipient of the National Procurement Institute Achievement of Excellence in Procurement Award in 2024. This prestigious annual award is earned by those organizations that demonstrate excellence by obtaining a high score based on criteria designed to measure innovation, professionalism, productivity, e-procurement, and leadership attributes of the procurement organization. The Town was one of one hundred and ninety-two organizations nationwide to achieve this award. In addition, the Division was the recipient of the Florida Association of Public Procurement Officer's Award of Excellence in Public Procurement for the fourth time in a row in 2024. Only twenty-four Florida public procurement agencies were awarded this honor.
- Planning, Zoning and Building (PZB) Department staff have continued to work on reviewing code reform opportunities. The Planning & Zoning Commission is reviewing approved uses in all zoning districts, they are studying the commercial districts and south-end multi-family regulations.
- The Town of Palm Beach 2024 Comprehensive Plan was formally adopted by the Town Council on February 12, 2025. The 2024 Comprehensive Plan places Quality of Life for Town residents at the forefront. As such, the Quality of Life definition is the controlling element within each of the Goals of the 2024 Comprehensive Plan.
- PZB along with Public Works, Police, Finance and IT implemented a new permitting software system that went live April 2024, this will help streamline the building permit process and integrate data between departments.
- The Town-wide undergrounding project is expected to finish construction of Phase 4 South, Phase 5 North, Phase 5 South and Phase 6 North during FY25. During FY26 work will continue on Phase 6 South, Phase 7 North, Phases 7 South and Phase 8. The entire project is expected to be completed in 2027. Paving will be done as each phase is completed.
- The Town is in negotiations with West Palm Beach and Lake Worth Beach on who will be the Town's next water provider.
- We are requesting to expand the number of police officers to increase interaction with residents, businesses, schools, and religious institutions in Town.
- Police are leading the efforts in implementing the Town's proposed comprehensive parking plan. Additional Parking Enforcement Officers were hired with the expansion of the ParkMobile paid parking spaces in Midtown and additional duties for traffic mitigation.
- Construction on the North Fire-Rescue was completed and firefighters moved into the building in the spring of 2025.
- The Mandel Recreation Center projections indicate that this year's recreation revenues are expected to be close to the record high figures achieved in fiscal year 2024.
- Seaview Park and Phipps Ocean Tennis Centers' revenues are ahead of last year's record pace.
- Marina revenues remain strong with a noted increase in transient dockage reservations.
- Golf revenues are slightly ahead of last year's record levels.

General Fund
FY26 General Fund Revenues

Property Taxes

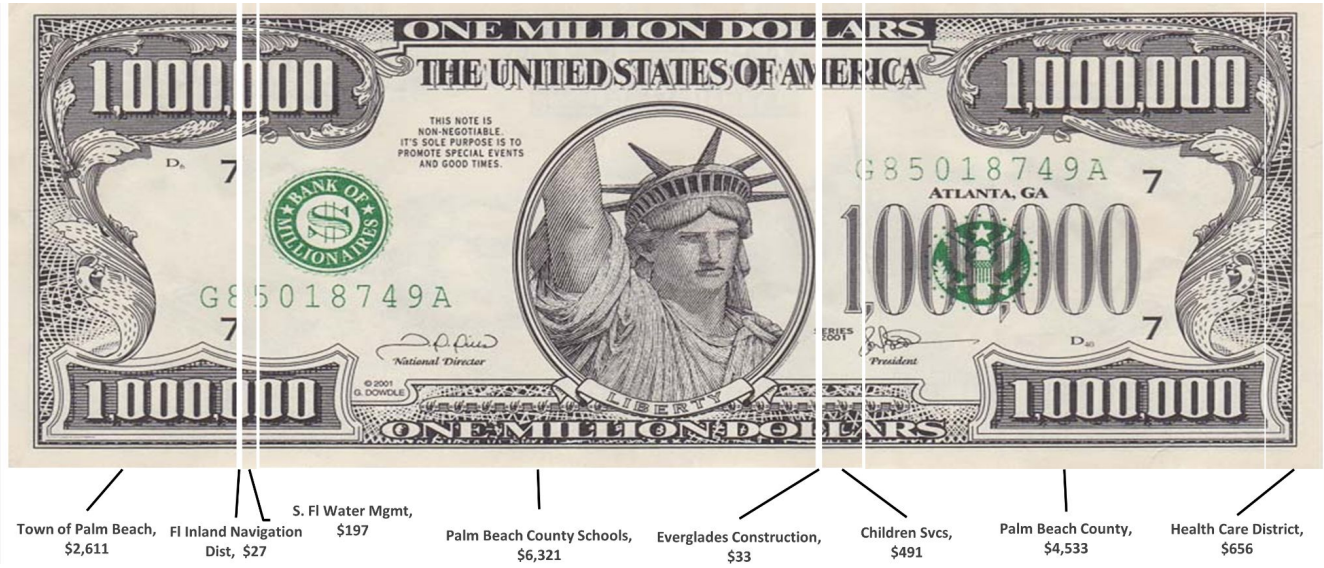
FY26 Final Property Taxes

The General Fund is the only fund to directly use property taxes as a revenue source. Property taxes (ad valorem taxes) represent the largest revenue source. The Town's portion of the total millage rate in FY2026 was 17.6%. This means for every $100 paid in taxes only $17.60 stays in the Town.

Below are the taxing districts and the adopted millage rates for FY2026 with the total amount of taxes paid to each of the districts by Palm Beach Property owners. The largest beneficiaries of property taxes paid by Town of Palm Beach property owners are Palm Beach County and the Palm Beach County School District, which together collect 73.0% of all property taxes. The Town of Palm Beach follows with 17.6% while the remaining 9.30% is distributed among other taxing districts.

Taxing Authority	FY25 Adopted Millage Rates	Taxes Per $1 Million Value	% of Total Tax Bill	Total Taxes Paid by Palm Beach Property Owners
Palm Beach County School District	6.3210	$ 6,321	42.51%	$ 207,602,858
Palm Beach County	4.5330	$ 4,533	30.49%	$ 148,878,936
Palm Beach	2.6110	$ 2,611	17.56%	$ 85,754,005
Health Care District	0.6561	$ 656	4.41%	$ 21,548,526
Children Services	0.4908	$ 491	3.30%	$ 16,119,520
South Florida Water Mgmt	0.1974	$ 197	1.33%	$ 6,483,279
Everglades Construction	0.0327	$ 33	0.22%	$ 1,073,978
Florida Inland Navigation	0.0270	$ 27	0.18%	$ 886,771
Grand Total	**14.8690**	**$ 14,869**	**100.00%**	**$ 488,347,872**

The total taxes paid per million of taxable value in the Town in FY26 was $14,869 a decrease of $1 from FY25. This decrease was primarily due to a decrease in the millage rates for Palm Beach School District and the Health Care District. Of that total taxes paid, $2,611 stayed in the Town to pay for services and the remaining $12,258 went to other taxing districts. A breakdown by taxing district for a $1 million property using the FY26 tax rates is shown on the following chart.



FY26 Millage Rate

Below is a millage rate table that shows the FY26 proposed rate versus the FY25 millage rate. The proposed FY26 millage rate of 2.6110 represents a 0.00% change from FY25 and a $79 increase in taxes per million for homesteaded properties. It also represents a $206 increase for non-homestead properties based on the 10% cap, as defined by State law, for these properties.

	FY2025 Actual Millage Rate	FY2026 Proposed Millage Rate
Millage Rate	2.6110	2.6110
Tax Revenue	$ 79,475,083	$ 85,754,136
Revenue Increase over FY25	n/a	$ 6,279,053
Millage % Increase/Decrease vs. FY25	n/a	0.00%
Homestead Value Increased by 3.0%	$ 1,000,000	$ 1,030,000
Town Taxes	$ 2,480	$ 2,559
Increase/(Decrease) over FY25	n/a	$ 79
Non-Homestead Tax Increase (Decrease) Max 10%	n/a	$ 206

General Fund Revenues

The FY25 revenue budget estimates were conservative. For FY25, to date, some of the revenue sources are exceeding budget expectations. The FY26 proposed revenues represent a moderate increase over FY25. The revenue budget by type for the General Fund for FY26 compared to FY25 is shown on the table below:

Revenue	FY2025	FY2026	FY25 vs FY26 Difference	% Change
Ad Valorem Taxes	$ 79,745,500	$ 85,754,136	$ 6,008,636	7.53%
Non Ad Valorem Taxes	6,780,000	6,930,000	150,000	2.21%
Licenses & Permits	5,463,500	5,873,500	410,000	7.50%
Intergovernmental	1,272,500	1,466,517	194,017	15.25%
Charges for Services	9,975,775	11,284,560	1,308,785	13.12%
Fines and Forfeitures	1,128,000	1,668,000	540,000	47.87%
Investment Earnings	1,864,494	1,939,667	75,173	4.03%
Miscellaneous	1,328,700	1,367,500	38,800	2.92%
Transfers from the Enterprise Funds	8,362,090	9,688,024	1,325,934	15.86%
Transfers from unassigned fund balance for Contingency and Compensated Absences	3,260,000	1,360,000	(1,900,000)	(58.28%)
Total Revenues	**$ 119,180,559**	**$ 127,331,904**	**$ 8,151,345**	**6.84%**

Significant highlights for General Fund FY26 revenues include:

- The Property Appraiser's 2025 Estimate of Taxable Value, issued on May 28, 2025, showed existing property taxable values in the Town have risen 7.90% over the prior year. The total taxable value is now $34,571,954,529.
- The amount included for property tax represents the taxes generated from millage rate of 2.6110 that represents a $79 increase per million for homestead property owners.
- The Non Ad Valorem tax revenue has increased slightly based on current trends.
- The increase in Licenses and Permits is due to current activity expected to continue into FY26.
- The Intergovernmental revenue increase is due to improvements in State sales tax receipts.
- Charges for services increased due to additional paid parking associated with the Town's comprehensive parking plan and recreation fees anticipated to increase with historically high levels of usage.
- Fines and forfeiture revenue is projected to increase based on current collection trends.
- Investment earnings have increased based on the current interest rate environment.
- The transfers from the Enterprise Funds represent:
  - A transfer of $100,000 from the Par 3 Golf Course Enterprise fund, a $75,000 increase from the previous year,
  - A transfer of $1,210,435 from the Marina Fund which reflects the allocation of General Fund costs for services such as Finance, People and Culture, the Town Manager's Office, and Public Works.
  - A transfer from the Building Enterprise Fund of $8,377,589 for services paid for in the General Fund that were provided in support of the building permit process.
- Transfers from fund balance represent transfers for Contingency and the compensated absence payouts for the year.

General Fund Expenditures

General Fund expenditures have increased by 6.84% from FY25. The details by expenditure category are shown in the table below.

Expenditure Category	FY2025	FY2026	FY25 vs FY26 Difference	% Change
Salary and Wages	$ 36,922,812	$ 38,562,309	$ 1,639,497	4.44%
Pension Benefits	14,543,945	16,154,737	1,610,792	11.08%
Other Employee Benefits	9,814,486	12,258,227	2,443,741	24.90%
Contractual	16,498,487	18,482,066	1,983,579	12.02%
Commodities	2,210,727	2,292,750	82,023	3.71%
Depreciation/Capital Outlay	3,055,028	2,931,666	(123,362)	(4.04%)
Subtotal Operating Expenditures	**83,045,485**	**90,681,755**	**7,636,270**	**9.20%**
Library	396,912	407,232	10,320	2.60%
Transfer to the Risk Insurance Fund	2,329,817	2,329,817	-	-%
Transfer to Capital Improvement Program	14,250,622	15,050,000	799,378	5.61%
Transfer to Equipment Replacement Fund	2,000,000	-	(2,000,000)	(100.00%)
Transfer to the Debt Service Fund	5,846,518	5,872,774	26,256	0.45%
Transfer to Coastal Management Fund	5,791,205	7,670,326	1,879,121	32.45%
Extraordinary Transfer to Retirement Fund	5,420,000	5,420,000	-	-%
Salary Savings	(500,000)	(800,000)	(300,000)	60.00%
Contingency	600,000	700,000	100,000	16.67%
Subtotal Transfers and Contingency	**36,135,074**	**36,650,149**	**515,075**	**1.43%**
Total General Fund	**$ 119,180,559**	**$ 127,331,904**	**$ 8,151,345**	**6.84%**
FTE Totals	**384.129**	**396.135**	**12.01**	**3.03%**

Highlights for General Fund expenditures are as follows:

Total operating expenditures increased $7,636,270 or 9.20% from FY25. Total transfers and other expenses increased $515,075 or 1.43%. Details of the changes are as follows:

Operating Expenditures:

- Tentatively, $1,639,497 has been earmarked to pay for increased salary and wages, and the increase in FTEs allocated to the General Fund of 12.01 (see full description later in the document). This increase also includes merit and step increases and a cost-of-living lump sum payment (COLA). In 2022, the Town adopted a policy using the Social Security COLA calculation as the method to determine the annual COLA rather than focusing on a one-month snapshot, which could result in abnormal spikes. We use the average of the CPI index for the Miami-Ft. Lauderdale-West Palm Beach area for the last three reporting periods. (This CPI index is reported every other month).
    - Using this methodology the COLA for FY26 would be 2.6%. Included in this proposed budget is a 2.6% non-pensionable lump sum payment. Paying out 2.6% as a non-pensionable lump sum would help curb any impacts to the pension fund and assist in keeping salaries in line with the assumptions in the actuarial forecasts.
- We are also including market adjustments for Police and Fire-Rescue personnel to ensure they remain at the 85th percentile and a 3% market adjustment for General Employee ranges to maintain internal equity and market competitiveness. Additional information regarding compensation changes can be found later in this message under “Compensation Update”.
- The total annual required contribution for the defined benefit plan (DB) and defined contribution (DC) pension benefits increased in the general fund by a total of $1,610,792 due to investment losses in FY22 and plan changes in FY24.
- Other employee benefit costs increased by $2,443,741 or 24.90%. Total Town funding for health insurance increased by $2,555,723 with $2,298,303 of the increase allocated to the General Fund. Health Insurance costs are calculated and then allocated throughout the budget on a per Full-Time Equivalent (FTE) basis. The health costs per FTE for FY26 are $20,972.
- FICA tax increased by $252,273 due to the increase in the salary budget. The Longevity/Bonus program increased slightly by $1,954. New employees are not eligible for bonus until they have worked for the Town for 5 years.
- Included in Other Employee Benefits is the Transfer to the OPEB trust. The transfer to the OPEB trust fund increased by $68,024.
- The increase in contractual costs, $1,983,579, is primarily due to
    - $200,000 for fire upgrades,
    - $100,000 for software implementation,
    - $131,270 for anticipated CPI-based contract renewal increases,
    - $148,100 for enhanced employee training,
    - $313,000 for legal advice and litigation,
    - $253,118 for police body camera monitoring,
    - $200,000 for transferring General Engineering from Capital to the General Fund,
    - $242,216 for ECR costs, and
    - $400,398 for increased utility expenses.

These adjustments align the budget more closely with current spending trends.

- The increase in commodities of $82,023 is mostly due to higher vehicle maintenance of $59,750, and other supply budget increases and decreases.
- Depreciation/Capital outlay costs decreased $123,362.
- The funding for the Four Arts Library will increase by $11,908. This funding is now tied to CPI or 3% whichever is lower.

Transfers and Other:

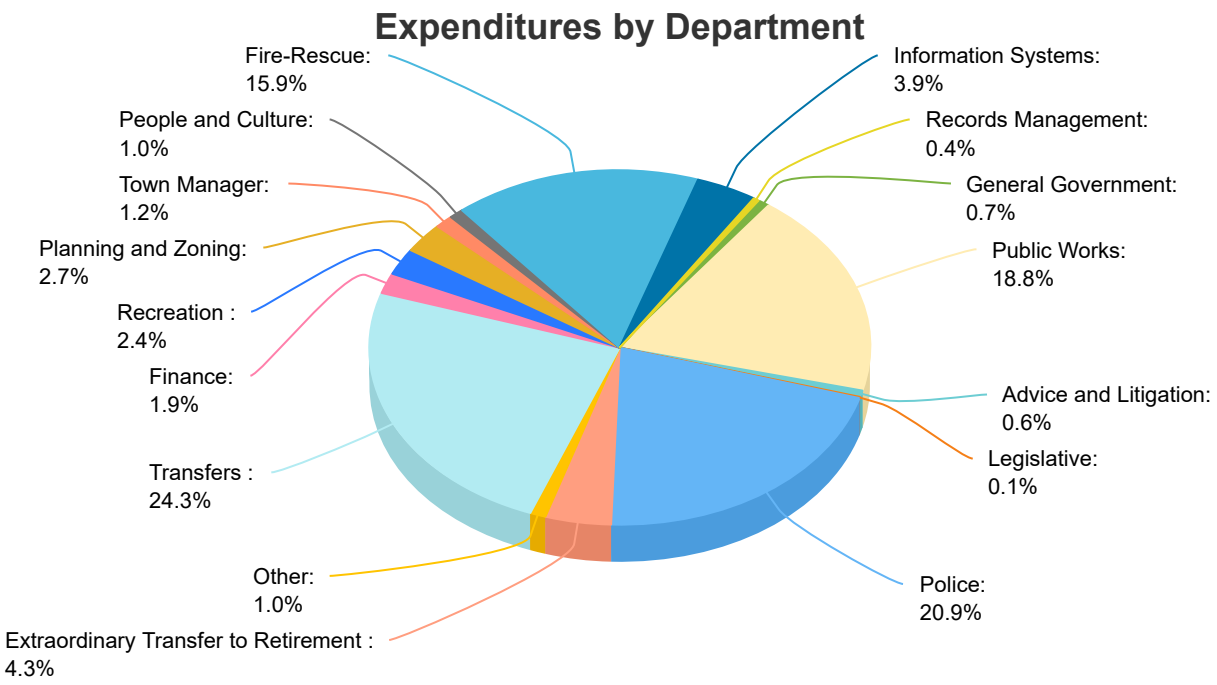
- The transfer to the Risk Fund remains the same for FY26.
- The annual transfer to the Capital Improvement Fund (CIP) increased by $799,378 or 5.61%, to $15,050,000.This transfer will be used to fund major projects such as:
  - N. County Road Canopy Drainage project - $1,400,000,
  - Paving Phases 4 S and 6 S - $4,250,000,
  - Installing Mast Arms at Bradley Place and Sunset Avenue - $1,000,000,
  - A-43 and E-7 Sanitary Sewer Pump systems - $4,235,000,
  - Renovating the Police and South Fire Stations - $4,697,000,
  - Other projects funded from prior year transfers will also be worked on by Public Works in FY26.
- The transfer to the debt service fund increased by $26,256.
- Coastal funding increased by 32% or $1,879,121 to $7,670,326 The transfer will provide funding for:
  - Future Mid-Town Seawall Replacement,
  - Shoreline Fortification,
  - Sea Turtle Nesting Monitoring,
  - Reach 8 Dune/Beach Construction.

Please see the Coastal Budget section for more information about the budget and forecasted expenditures and revenues.

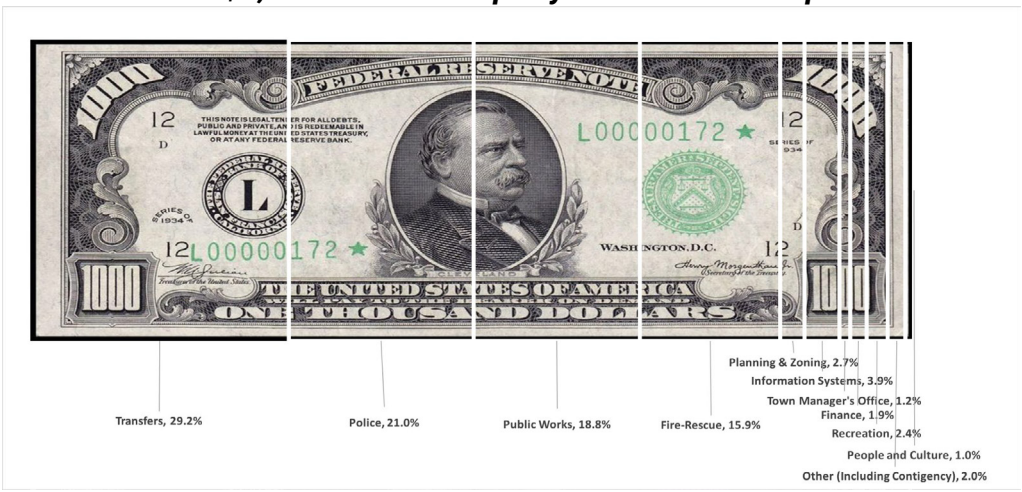
- The extraordinary transfer to the retirement fund to accelerate improvements to the UAAL remained at $5,420,000.
- Contingency increased by $100,000 or 16.67%. Absent extraordinary unforeseen circumstances, this amount should be enough to cover unexpected expenditures.

Departmental Expenditures

The three largest departments, Police, Fire-Rescue and Public Works, account for over 55.7% of the Town budget. The transfers mentioned on the prior page account for another 28.5%, for a total of 84.2% of the total Town budget. All other general government and administrative departments make up the balance of 15.8%. The following charts provide a graphic example of expenditures by each department and transfers.



How each $1,000 of Town Property Tax Revenue is spent



General Fund Balance

The General Fund Unassigned Fund Balance as of September 30, 2024, was $35,697,740. This amount was $3,369,575 above the policy-required minimum. The FY26 budget includes a transfer of $700,000 from fund balance to fund contingencies. Estimated compensated absence payouts totaling $660,000 will be paid from the reserve for compensated absences. Total excess reserves in the Town's remaining funds as of September 30, 2024, were $14,846,360.

For FY25, revenues are in line with the budget estimates at 88.7% through April, and expenditures are in line with budget estimates at 75.2%.

Compensation Update

People & Culture is in the process of conducting the regular annual market assessment for public safety to ensure that the Town's pay ranges remain at the 85th percentile. All Sworn and certified positions will be included in this study.

Thirty-Three (33) percent of all General employee positions have been studied and the majority required some adjustments to the scale and/or incumbent's salaries. It bears emphasizing that the current market for talent in the public sector is highly competitive, and if the Town wishes to attract and retain exceptional employees, such studies and adjustments will be required over the coming months/years. As planned in FY24, another thirty-three (33) percent of positions will be reviewed in the coming year.

People & Culture is also recommending that the general employee salary scales be adjusted upwards by 3% to avoid pay crowding at the top of each scale.

Personnel Complement

Total Full Time Equivalent (FTE) positions include full-time and part-time employees (PTNB) with no benefits. The total FTE for all funds for FY26 is 397.135, which is a net increase of 13.006 FTE from the adopted FY25 budget. The additional FTE's included in the FY26 budget include the FTE's approved by Council to support the additional needs of Phipps Ocean Park when construction is complete in FY27. These positions are being partially funded for FY26. The other increases in FTEs in FY26 are made up of the following changes in full-time and part-time positions:

Department	Roles	# FTEs	Comments
People and Culture	Administrative Assistant	(1.000)	Decreased through attrition
Police	Police Service Aides	2.000	Increased for parking and traffic needs
Police	Police Officer	4.000	Increased for safety and traffic
Police	Police Officer	1.000	Phipps Ocean Park needs (2 months funding)
Police	Parking Enforcement Officer	0.500	Phipps Ocean Park needs (2 months funding)
Recreation	Crew Foreman	1.000	Phipps Ocean Park needs (2 months funding)
Recreation	Parks Attendant	2.000	Phipps Ocean Park needs (2 months funding)
Recreation	Fitness Supervisor	1.000	Transferred from contractual agreement
Public Works	CMMS Coordinator	1.000	Added to address increased Asset Management & CIP needs
Public Works	Deputy Town Engineer	1.000	Added to address increased CIP needs
Building Fund	Project Engineer	1.000	Reduction of contracted services
Recreation	Part-time Employees	(0.494)	Annual Adjustment
Total FTE additions		**13.006**	

Other Funds

Below are highlights from the budgets for other Town funds. Additional information can be found at the tabs in the back of the Budget Document behind the General Fund information. The Town's other funds include Special Revenue, Debt Service, Capital Improvement Funds, Enterprise Funds (Marina, Par 3 Golf Course and Building Enterprise Fund), Internal Service Funds (Health, Risk, and Equipment Replacement), and Trust Funds (Pension and OPEB Trusts).

Special Revenue Fund (122) Town-wide Underground Utility Project

The Town-wide Underground Utility Project fund accounts for the project costs and associated assessments and borrowings for the project. During FY26, we expect to complete Phases 6 North and South. During FY26 work will continue on Phases 7 North, 7 South, and Phase 8. The entire project is expected to be completed in 2027.

The annual transfer of Marina surplus funds to offset prior project deficits will be $8.0 million in the FY26 budget.

Debt Service Funds (205, 206)

The Debt Service Funds provide for the payment of principal and interest on the Town's outstanding bonds.

The 2013, 2016A and 2019 Series Revenue Bond debt service is funded from non-ad valorem revenues. A portion of the debt service payment is funded through the Par 3 Enterprise Fund for the Town's portion of the golf course and clubhouse renovation ($184,998), and a portion is funded through the Coastal Management Fund ($511,417). The non-ad valorem revenue transfer from the General Fund for FY26 is $5,872,774.

The 2016B Series Revenue Bonds debt service appropriation of $723,039 is funded through non ad valorem assessments on the property owners within the Worth Avenue Assessment District.

The Town has issued General Obligation bonds for the Underground Utility Project. These bonds shall be payable first from the Underground Utility Project Special Assessments. Total debt service for FY26 on these bonds will be $3,847,855 and is included in the Town-wide Underground Utility project fund.

In 2020, the Town issued non ad valorem debt totaling $31,000,000 through a bank loan for the Marina construction project at an interest rate of 2.25%. The debt service for FY26 will be $1,999,238 and paid through the Marina fund.

The Town's outstanding debt, as of September 30, 2024, is shown in the table below.

Year Issued	Outstanding Principal Balance September 30, 2025	Purpose
2016A	$ 35,550,000	First Phase of the ACIP and Refund Outstanding Debt
2016B	$ 9,160,000	Worth Avenue Commercial District Project
2013	$ 2,870,000	Remaining Balance on Second Phase of ACIP
2018	$ 51,075,000	General Obligation Bonds for Townwide Undergrounding Project
2019	$ 47,425,000	Taxable Refunding Revenue Bonds for Second Phase of the ACIP
2019	$ 4,095,000	Refunding of Remaining Balance of First Phase of ACIP Debt
2020	$ 28,350,000	Marina Loan
2021	$ 8,140,000	General Obligation Bonds for Townwide Undergrounding Project
Total	**$ 186,665,000**	

As of September 30, 2025, the Town's net bonded debt will amount to 10.4% of the legal limit of $1,728,597,726 (5% of preliminary FY26 taxable value of $34,571,954,529).

Capital Project Funds (307, 309, 311)

Capital Improvement Fund

For FY26, the following items totaling $23,780,000 are included in the Capital Improvement Fund (307):

- Town-wide sidewalking/curbing - $1,500,000
- Undergrounding Paving (Phases 4 and 6 S) - $4,250,000
- Canopy Drainage (N. County Rd) - $1,400,000
- Mast Arm Installation - $1,000,000
- Drainage Improvements – $1,450,000
- A-5 Sanitary Sewer Royal Poinciana - $955,000
- A-43 Sanitary Sewer Atriums of Palm Beach – $3,370,000
- Police Renovations - $2,200,000

- South Fire Renovations - $2,497,000
- Water Main Improvements (WPB) – $1,000,000 (Funded by West Palm Beach)
- Water Feasibility - $100,000
- Transfer to Undergrounding Fund (One Cent Sales Tax) - $125,000

The transfer from the General Fund to the Capital Improvement Fund is $15,050,000 and increased by $799,378 from FY25.

Coastal Management

The Coastal Management Fund (309) is used to fund the construction costs of the coastal projects. The details of the FY26 budget for Coastal Management can be found in the Budget Document. This plan has been updated by Public Works to include estimates for future projects based upon current costs. The plan includes annual operating costs, as well as planned projects. Also included in this budget is annual funding of $1,000,000 per year for the next ten years for seawall or bulkhead repair or replacement. We are proposing an increase in the annual funding for the coastal program of $1,879,121 or 32% increase over FY25.

Worth Avenue Special Assessment District

The budget for the Worth Avenue Special Assessment District is included in the Capital Funds and the Debt Service section of the budget document. The budget includes funding for maintenance and debt service. These costs are fully offset by the assessments charged to property owners within the district.

Enterprise Funds (401, 402, 405)

Town Marina

Town Marina reopened for new vessels on November 1, 2021. FY25 has been a very successful year. The success is due in part to improvements in branding, marketing, and financial planning. The FY26 revenue budget is projected to increase 4.5%, or $654,813 to $15,347,813. The operating expenditure budget has a decrease of 4.9%, $169,914 due to a decrease in the submerged land lease, which is based on revenues, offset slightly by increases in salaries and employee benefits. Non operating expenditures include a $8 million transfer to the Underground Utility Fund.

Par 3 Golf Course

The FY26 fee adjustments include strategic increases to green fees and passes, designed to capitalize on player demand. The Par 3 Golf Course anticipates an operating gross profit of $1,831,995 prior to depreciation and other below the line expenses. Deductions from the operating profit include transfers for debt service, $184,998, contingency, $176,031 and the general fund transfer, $100,000.

Building Enterprise Fund

The Building Enterprise Fund was created in FY21 to account for all building permit revenue and expenses and allow for greater transparency as required by the State of Florida. During FY20, a cost allocation study was performed to confirm the appropriate permit fee multiplier to stay consistent with Florida Statutes and to provide the basis for implementing reduced permit fees for owners and contractors that choose to use private providers on their construction projects. FY25 revenues are trending to be higher than budget and will provide for a surplus. Total revenues for FY26 are conservatively estimated to be $10,304,500 and total operating expenses are $13,391,688, which includes a transfer to the General Fund of $8,377,589, which is for the allocated costs that the General Fund provides to the building permit process. Building permit related revenues have increased by $225,000 due to the anticipated stabilization of building activity.

After depreciation of $85,000 and a 5% operating expense contingency of $253,529 there is a projected reduction in reserves of $3,425,717.

Internal Service Funds (501, 502, 320)

Risk Fund

The transfer to the Risk Fund (501) remained stable for FY26.

Health Insurance Fund

The transfer from all funds to the Health Insurance Fund (502) has increased $2,555,722 or 45% due to recent higher than normal claims experience. Since FY23 the fund has lost $4,310,357 of fund balance. The increase in health care costs, especially pharmaceuticals, over the last few years will continue for the foreseeable future. Future increases to the transfer from the general fund will be needed to stabilize the fund.

In FY23 the Town re-established the Town Clinic, located at the Public Works facility in West Palm Beach. The increase in Clinic services, contracted out to Concentra, will provide minor urgent care and primary care services to all employees, ultimately impacting claims and reducing the overall claims expense in the upcoming and future years. The return on investment will not be realized until we can review future claims experience.

Equipment Replacement Fund

The Equipment Replacement Fund (320) contains the accumulated depreciation of all fixed assets over the established thresholds of $5,000 for capital equipment and $3,000 for computer equipment. A detailed listing of planned equipment purchases is located in the Internal Service Funds section of the Proposed Budget Document.

In FY26, the Equipment Replacement Fund budget also includes an IT Project Manager position. This position will oversee the implementation of the new Enterprise Resource Planning (ERP) software.

Trust Funds (600 & 610)

Retirement

The FY26 actuarially determined contribution to the Defined Benefit (DB) plan totals $16,252,401. The contribution increased $1,592,148 due to weak investment returns for FY22 and benefit updates in FY24.

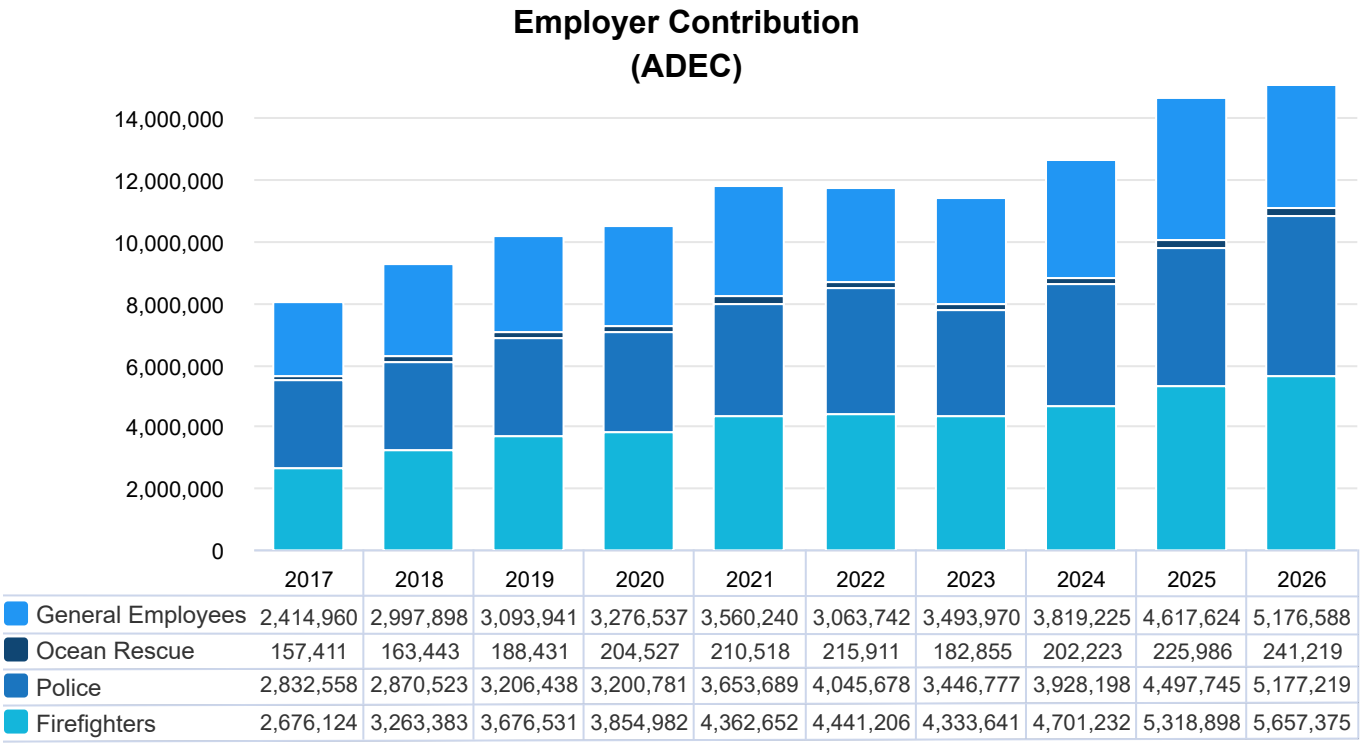
The budget also contains the $5,420,000 extraordinary contribution to the retirement plan. The funded ratio increased from 73.6% to 73.8% and the unfunded liability increased from $98,335,829 to $104,135,219. Assuming all assumptions are realized the total Town contributions to the retirement system, including the extra Town contributions of $5.42 million per year, are expected to be in the range of $22.4 to $18.0 million over the next 8 years and are then projected to decline to around $8.7 million in FY35.

The Town contribution amounts by employee group are shown below versus the FY25 contribution. Legacy plan costs represent $9,949,298 (61.2%) of the total and the costs for the ongoing plan are $6,303,103 (38.8%).

Town DB and DC Retirement Contributions

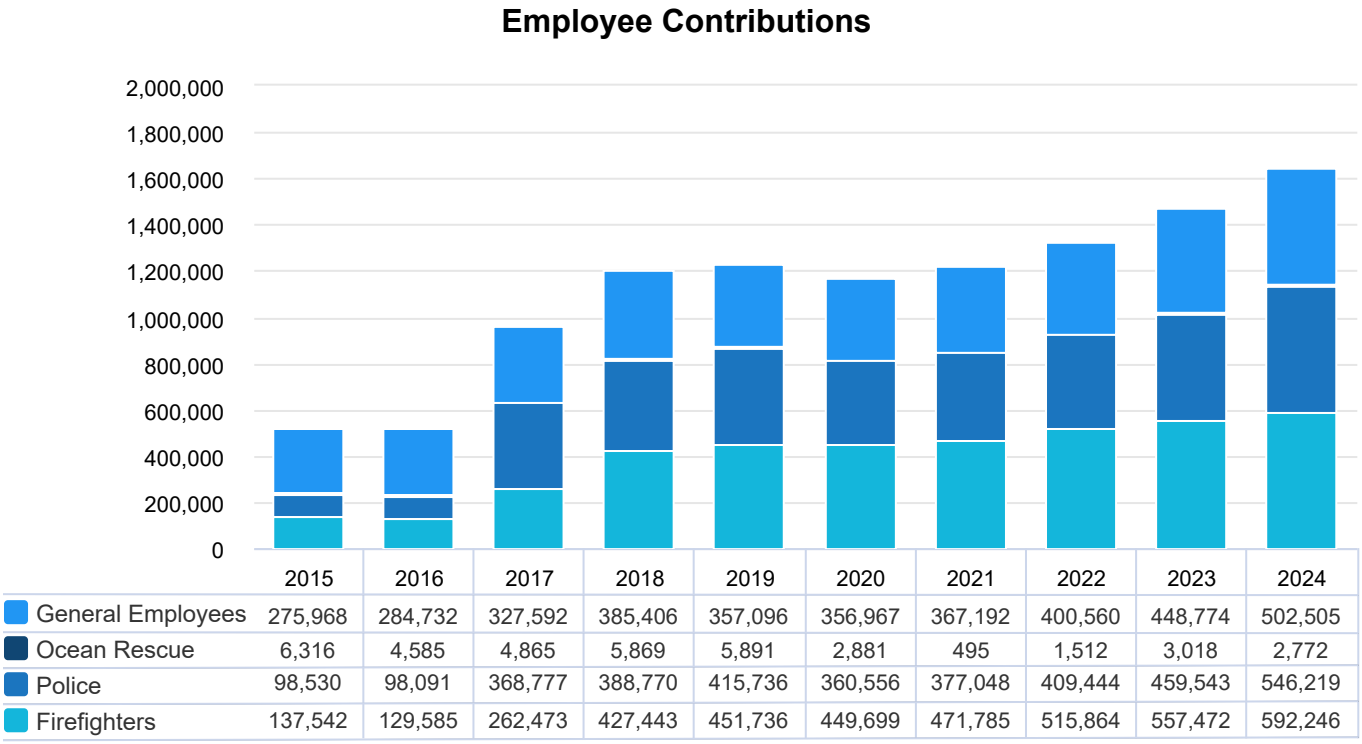
Town Retirement Contributions	FY2025	FY2026	$ Change	% Change
General Employee DB	$ 4,617,624	$ 5,176,588	$ 558,964	12.11%
Lifeguards DB	225,986	241,219	15,233	6.74%
Police DB	4,497,745	5,177,219	679,474	15.11%
Fire-Rescue DB	5,318,898	5,657,375	338,477	6.36%
Total DB Contribution	**$ 14,660,253**	**$ 16,252,401**	**$ 1,592,148**	**10.86%**
Total DC Contribution	**$ 845,445**	**$ 994,556**	**$ 149,111**	**17.64%**
Total Town DB and DC Contribution	**$ 15,505,698**	**$ 17,246,957**	**$ 1,741,259**	**11.23%**

The historical 10-year trend in Town actuarially determined employer contributions (ADEC) for the defined benefit pensions are shown on the chart below.



	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
General Employees	2,414,960	2,997,898	3,093,941	3,276,537	3,560,240	3,063,742	3,493,970	3,819,225	4,617,624	5,176,588
Ocean Rescue	157,411	163,443	188,431	204,527	210,518	215,911	182,855	202,223	225,986	241,219
Police	2,832,558	2,870,523	3,206,438	3,200,781	3,653,689	4,045,678	3,446,777	3,928,198	4,497,745	5,177,219
Firefighters	2,676,124	3,263,383	3,676,531	3,854,982	4,362,652	4,441,206	4,333,641	4,701,232	5,318,898	5,657,375

The 10-year trend for employee contributions to the Defined Benefit plan is shown below:



	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
General Employees	275,968	284,732	327,592	385,406	357,096	356,967	367,192	400,560	448,774	502,505
Ocean Rescue	6,316	4,585	4,865	5,869	5,891	2,881	495	1,512	3,018	2,772
Police	98,530	98,091	368,777	388,770	415,736	360,556	377,048	409,444	459,543	546,219
Firefighters	137,542	129,585	262,473	427,443	451,736	449,699	471,785	515,864	557,472	592,246

Based on pension changes, the Town no longer provides a hybrid plan for public safety employees. For General Employees and Lifeguards, the Town contributes a mandatory match of 3% and an optional match of 2% to the Defined Contribution (DC) plan. With recent pension changes employees may opt in to a DC only plan. For general employees and lifeguards the mandatory contribution for this plan is 3% with an employer match of 10%. Public Safety employees opting in for the DC only option contribute 3% and the Town will match 16%. Total employer contributions to the DC plan are shown in the table below:

Employer Defined Contribution Funding

DC Contributions	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2026 Budget
General	$ 504,896	$ 562,798	$ 632,581	$ 836,210	$ 978,189
Lifeguards	1,393	2,441	$ 2,361	9,234	16,367
Total	**$ 506,289**	**$ 565,239**	**$ 634,942**	**$ 845,444**	**$ 994,556**

OPEB Trust

The actuarially determined transfer to the OPEB trust from the General Fund in the FY26 budget is $896,608. This amount is $68,024 more than FY25. The funded ratio in the October 1, 2024 actuarial report was 112.3% at the 5% rate of return.

The Town's balance in the OPEB trust fund continues to be well ahead of other government agencies across the country.

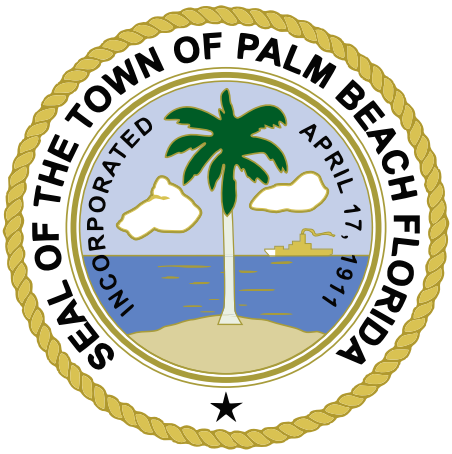
Conclusion

This concludes the executive summary portion of the FY26 budget. Staff will be prepared to answer any questions you may have.



Kirk Blouin
Town Manager

cc: Department Directors

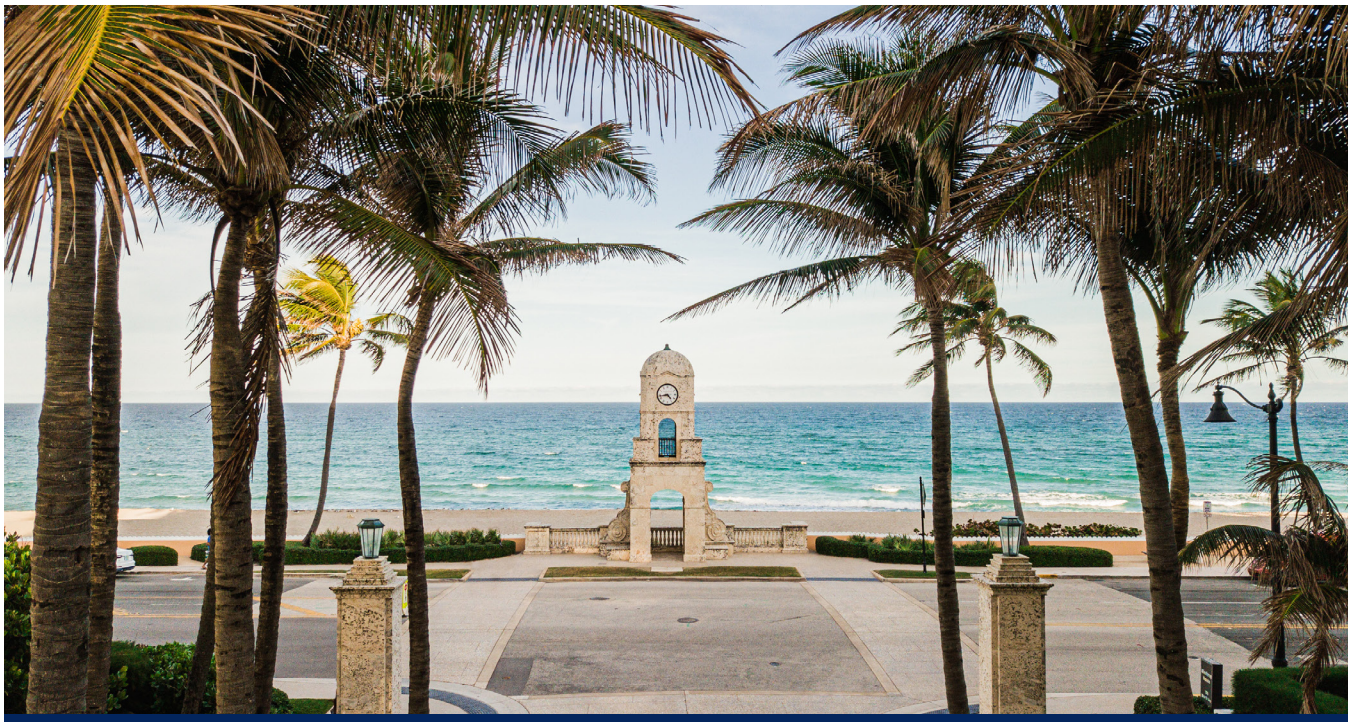

SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



Strategic Plan 2023-2028

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com



Town of Palm Beach

Strategic Plan

2023-2028

FY2026 Updates





The original Strategic Plan ('The Plan') for the Town of Palm Beach was adopted in 2003, establishing strategic priorities to uphold the community's character and quality of life based upon the mission and vision statements. Subsequent annual updates to The Plan were conducted until 2012. The Plan provided primary policy direction to town government operations regarding the Town's social, economic, and physical development.

In 2021, the Town Council commissioned the creation of a new Strategic Planning Board to write a new Strategic Plan for the Town. The Town of Palm Beach embarked on its strategic planning journey in December 2021, marked by adopting Resolution No. 141-2021. This resolution established the Strategic Planning Board, a body designed to offer advisory insights in crafting the 2023 Strategic Plan. Mayor Danielle H. Moore served as the Chair of the Board. Eight residents were selected for their varied areas of expertise, including Alfred 'Skip' Aldridge, Elizabeth Dowdle, Kristen Kelly Fisher, Nicki McDonald, Peter McKelvy, Katherine Ostberg, Michael Pucillo, and Michael Reiter.

This meticulous process unfolded through well-defined phases to guarantee a comprehensive and all-encompassing strategic plan. These phases encompassed eleven facilitated board meetings, a comprehensive community survey, a series of focus groups, active engagement events involving past and present town leaders, inclusive community input sessions, and multiple workshops involving senior-level staff.

The outcomes of the Strategic Planning Board's efforts were presented for deliberation and approval by the Town Council in the Spring of 2023. This led to the endorsement of the mission and vision statements, the strategic priorities, and the strategic focus areas on May 9, 2023.

The resulting strategic plan is projected to span a five-year lifecycle, serving as a guiding path until the fiscal year 2028. This timeframe encompasses plan execution, monitoring, strategy refinement, and mid-cycle evaluations.

The five overarching strategic priorities endorsed by the Board emerged from a conscientious process of community engagement, surveys, and input from diverse stakeholders. These priorities encapsulate the pivotal areas necessitating focused efforts and investments to propel the town toward a progressive future.

Within each strategic priority, the process involves refining strategic focus areas, that add granularity to the overarching priorities. This ensures precise identification of areas needing strategic intervention.

Complementary to these focus areas, actionable and quantifiable strategic objectives are outlined. These objectives provide a clear roadmap for the town, defining specific achievements within each focus area.

Integral to the successful realization of the plan are the senior-level staff members responsible for translating strategic objectives into tangible projects, judiciously allocating resources, and diligently tracking progress. Their involvement ensures the effective execution of the strategic plan through action plans.

Moreover, the strategic plan seamlessly intertwines with forthcoming fiscal budget planning cycles. The articulated objectives guide resource allocation, ensuring financial investments are channeled into initiatives and projects aligned with strategic priorities.

The format and design of The Strategic Plan ('The Plan') has been designed to be actionable, dynamic, and easily digestible. The presentation of The Plan in this format seeks to guide the business of the Town operations and policies as well as serves as a unifying source of motivation and focus.

A Guide to Visualizing Our Strategy

Vision: The Town of Palm Beach will promote an exceptional quality of life for current and future generations. We take pride in our small-town character and charm, honoring our heritage as a unique legacy worth keeping, while creatively managing future challenges.

Mission:

The Town of Palm Beach provides unparalleled services to residents, businesses, and visitors. Through leadership and community engagement we:

- Promote our gracious community character and culture
- Ensure a safe and secure Town
- Respect our history and architecture
- Conserve the health of our environment

Organizational Values:

The employees of the Town of Palm Beach commit to and are guided by the following values:

- Respect for everyone
- Personal responsibility and accountability
- Open, timely communication
- Spirit of innovation
- Commitment to quality
- Cooperation and teamwork
- Highest ethical standards

Department Icon Key:



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Strategic Priorities and Focus Areas



Community, Culture, and Character

- Community Preservation
- Quality of Life

Environmental Stewardship

- Management of Environmental Threats
- Sustainable Management of Town Assets

Mobility and Transportation

- On-Island Mobility
- Quality of Life

Safe and Resilient Community

- Emergency Management
- Water Resources



Governmental Leadership and Innovation

- Cooperative Relationships
- Sound Fiscal Management
- Collaborative Town Government



Community, Culture & Character

- **Quality of Life:** Our lifestyle is sustained by preservation of our community beauty through its built and natural environment; management of traffic, parking, and mobility impacts; enjoyment of cultural, recreational, and educational opportunities; expectations for respectful community conduct; and a safe and secure community.
- **Preserve Community Culture and Character:** The Town promotes the small- town feel of Palm Beach by preserving its exceptional architectural character, rich history, unique character, and its historic commercial districts and businesses.

Mobility & Transportation

- **Quality of Life:** Our lifestyle is sustained by the preservation of our community beauty through its built and natural environment; management of traffic, parking, and mobility impacts; enjoyment of cultural, recreational, and educational opportunities; expectations for respectful community conduct; and a safe and secure community.
- **Control, regulate and stabilize on-island mobility including traffic, parking, and pedestrian-friendly routing.**

Environmental Stewardship

- **Proactive Management of Environmental Threats:** The Town creates resilience to environmental (natural and man-made) threats by identifying and planning for immediate and future threats such as climate change impacts, pollution from pesticides and chemicals, invasive species, sewage/stormwater/garbage impacts, and intrusive new technologies.
- **Promote sustainable management and enhancement of the Town of Palm Beach's outstanding parks and natural environment through conservation and environmental protection.**

Safe & Resilient Community

- **Provide a framework for supporting the Town of Palm Beach before, during, and after a natural or man-made disaster.**
- **Safe, clean, and sustainable management of drinking water, wastewater, and storm water**. The Town's drinking water is healthy, both for consumption and the environment. It is readily available without worry or limitations. The utility infrastructure is sound and meets current and future needs to provide reliable and sustainable management of drinking water, wastewater, and storm water.

Governmental Leadership & Innovation

- **Collaborative Town Government:** Elected officials, Town staff, volunteers, residents, and businesses work together to respond positively and proactively to the needs of residents, businesses, and visitors.
- **Sound Fiscal Management:** The Town thrives financially over the long term because of decision-making and budgeting based on accurate and relevant data, setting organizational priorities across all government services considering needs, and basing fiscal policies on governmental accounting best practices.
- **Actively engage with federal, state, and local governments and agencies to protect home rule and promote cooperative relationships that affect the quality of life for the Town of Palm Beach.**



Strategic Plan at a Glance



COMMUNITY, CULTURE, AND CHARACTER

Quality of Life
- Proactively address the impacts of development decisions occurring outside the Town to minimize adverse impacts to residents.
- Support the community to live happier, healthier, and longer lives through educational and recreational programming and partnerships.

Community Preservation
- Update the Comprehensive Plan to support long-term planning, sustainability, and quality of life.
- Support and preserve historical sites and landmarks.
- Plan for and manage growth, development, and redevelopment to maintain Palm Beach's small-town feel and its integrity as a distinctive and vibrant coastal community.

ENVIRONMENTAL STEWARDSHIP

Management of Environmental Threats
- Continue making land-related decisions in harmony with the natural environment, always considering green space, beautification, and impacts on habitats and wildlife.
- Ensure biodiversity including its coastal, marine terrestrial and water ecosystems are protected and restored.

Sustainable Management of Town Assets
- Continue to identify and implement actions and standards in keeping with the Town's Green Initiative program.
- Optimize technology and prioritize digitalization to reduce environmental impacts; support paperless and cloud-based transactions, activities, and operations.

MOBILITY AND TRANSPORTATION

On-Island Mobility
- Form productive partnerships with local, state, and federal stakeholders to proactively review and address regional transportation challenges, including technology-driven traffic coordination.
- Review existing parking inventory to identify opportunities and shortcomings in order to develop a comprehensive parking management plan.

Quality of Life
- Enhance the safety of all modes of traffic to reduce accidents in roadways and waterways through enforcement of traffic laws and increased public education opportunities.
- Implement emerging methods and technologies to enhance pedestrian safety including remote management systems and strategic crosswalk initiatives.

SAFE AND RESILIENT COMMUNITY

Water Resources
- Complete and review a water feasibility study that evaluates the water supply and distribution options, emphasizing service needs, quality, and cost. Develop an implementation plan in line with the feasibility study findings and begin negotiations for a contract with the provider.

Emergency Management
- Continue the review of ambitious and adaptive safeguard methods identified through the Town's Coastal Flood Vulnerability Assessment, prepared by Woods Hole Group, and update as necessary based on available data.
- Use new data to determine revisions to the Level-Up Palm Beach Coastal Resilience Implementation Plan with input from Town Council to mitigate the potential impacts.

GOVERNMENTAL LEADERSHIP AND INNOVATION

Cooperative Relationships
- Participate in intergovernmental coordination processes and consider the impacts of proposed comprehensive plan amendments and future developments.

Sound Fiscal Management
- Deliver exceptional services to the community with optimal resource utilization.
- Enable a sustainable future by proactively managing overall costs of Town government.

Collaborative Town Government
- Maximize technology to deliver streamlined information through user-friendly interfaces.
- Optimize interoperability and coordination of technology platforms.

Strategic Priority: **Community Culture and Character**



Strategic Focus Area:

Quality of Life | Our lifestyle is sustained by the preservation of our community's beauty through its built and natural environment, management of traffic, parking, and mobility impacts, enjoyment of cultural, recreational, and educational opportunities, expectations for respectful community conduct, and a safe and secure community.

Strategic Objectives:

- Support the community to live happier, healthier, and longer lives.
  - Ensure the delivery of exceptional medical care to our community.
    - Implement medical and equipment industry standards and best practices for community care.
    - Ensure Fire Rescue has sufficient in-house instructors.
    - Meet and exceed American Heart Association standards for EMS-related activities.
    - Maintain the highest national ISO rating to keep our fire and rescue services in the top 10% nationwide.
    - Ensure firefighters receive ongoing company-level training, both online and in-person, and maintain certification.
  - Intradepartmental coordination of contract staffing management for recreation, tennis, golf, and marina maintenance and improvements.
  - Renovate the original golf shop to improve player experience and restaurant operations.
  - Enhance the experience for customers at the driving range.
  - Update youth and adult programming and seek partnerships as needed.
    - Collaborate programming with partners HealthFitness, Rush Soccer, and Perseverance Basketball.
    - Solicit program and facility feedback using online reviews, in-person comments, and surveys.
  - Update GIS map layers for community culture, historical sites, and landmarks, including landmark and zoning web applications, monument assets and ADA ramp assets, as well as existing paper town maps.
  - Create and prepare new maps in support of the Comprehensive Plan.

- Proactively address the impacts of development decisions occurring outside the Town to minimize adverse impacts to residents.
  - Investigate the effects of federal, state, and county regulations.

- Plan and manage growth and redevelopment to maintain Palm Beach's small-town feel and integrity as a distinctive, vibrant coastal community.
  - Preserve and manage historic resources with aesthetic or architectural character.
  - Streamline the development review and permit process.

- Create a town-wide culture among employees that mirrors the community's culture of graciousness, kindness, and exceptionalism through operational alignment of the Town's Vision, Mission, Values, and Strategic Plan.
  - Operate the marina in alignment with the culture and character of the Town of Palm Beach.
  - Continue to hire and promote top individuals focused on abilities and exceptional customer service.
    - Revise the hiring process to identify top talent.
    - Revise the promotional process to identify the most qualified individuals.
  - Reinforce the importance of Town values in performance management (onboarding, workforce planning, progression, and performance).



Strategic Focus Area:

Community Preservation | The Town promotes Palm Beach's small-town feel by preserving its exceptional architectural character, rich history, unique character, and historic commercial districts and businesses.

Strategic Objectives:

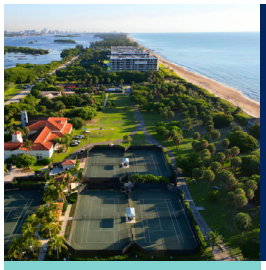
- Complete and implement the Comprehensive Plan and Zoning Code review.
  - Adopt and implement the Town's Comprehensive Plan.
  - Develop GIS mapping for planning purposes.
  - Review, update, and adopt the Town's zoning code revisions.
  - Implement communication and education post-adoption.

- Support and preserve historical sites and landmarks.
  - Adopt and enforce the required ordinances and resolutions.
  - Implement historic preservation programs for landmarks, districts, and significant buildings.
  - Review properties for potential landmarking and historically significant designations.
  - Implement public visibility layers for landmarked properties, districts, and historically significant buildings.
  - Assist owners of landmarked and historically significant properties with rehabilitation projects throughout the permitting process.

- Deliver community enhancement projects.
  - Renovate Phipps Ocean Park.
  - Complete the North Fire Station Renovation Project.

- Maximize the use of technology for community safety and awareness.
  - Expand the Town's camera system over the next two years.
  - Implement high visibility patrol and specialty unit operations.
  - Educate the public on Town ordinances to enhance compliance and property values.
  - Conduct inspections for code compliance across the Town.
  - Expand Direct Connect users to improve alarm response for residents and businesses while reducing resources allocated to false alarms.

Strategic Priority: **Environmental Stewardship**



Strategic Focus Area:

Management of Environmental Threats | The Town creates resilience to environmental (natural and man-made) threats by identifying and planning for immediate and future threats such as climate change impacts, pollution from pesticides and chemicals, invasive species, sewage/stormwater/garbage impacts, and intrusive new technologies.

Strategic Objectives:

- Make land-related decisions harmoniously with the natural environment, always considering green space, beautification, and impacts on habitats and wildlife.
  - Review and update adaptive safeguard methods identified through the Town's Coastal Flood Vulnerability Assessment.
  - Revise the Level-Up Palm Beach Coastal Resilience Implementation Plan to incorporate input from the Mayor and Town Council, as well as new data, in order to effectively mitigate potential impacts on both public and private property.
    - Seek state funding for capital improvement projects aligned with the Level-Up Palm Beach Coastal Resiliency Implementation Plan.
  - Manage the phased implementation of the Woods Hole Group's resiliency study's proposed solutions for mitigating rising sea-level impacts including freeboard for new construction, improvements, damaged properties, and seawall construction.
  - Implement a long-term coastal protection plan.
    - Construct shore protection projects following the Coastal Management Program's adopted 10-year long-term plan.
    - Monitor Beach Management Agreement (BMA) permit and obtain required Federal permits.
    - Implement a GIS asset and aerial imagery database of Coastal Management.
  - Protect and restore biodiversity across ecosystems (coastal, marine, terrestrial, and water) through education and healthy landscape practices.
  - Implement GIS asset layers of Recreation, Par-3, Phipps Ocean Park, and Marina assets.
  - Ensure safe operations and minimize light pollution in coastal areas during sea turtle nesting season.
  - Manage and maintain street lighting, including preventative maintenance.
  - Provide efficient yard waste collection and disposal service in a timely manner.
  - Educate residents and businesses about recycling benefits to boost recycling volumes.

PUBLIC WORKS

INFORMATION TECHNOLOGY

PROCUREMENT & CONTRACTS

- Increase awareness of environmental landscaping practices.
- Maintain and improve landscaping by standardizing irrigation and inspecting historic trees.
- Ensure environmental crimes and violations of Town Ordinances are enforced.
  - Identify and enforce violations of law and ordinances relating to environmental crimes (e.g., illegal dumping, stormwater violations, sea turtle-related rules).
  - Perform proactive patrols with Police Officers and Code Enforcement Officers to identify and prevent environmental crimes.
- Reduce the environmental impact of Fire Rescue operations.
  - Replace gas-powered tools with electric alternatives, reducing emissions and improving reliability.
  - Convert small gas equipment into battery-powered equipment.
  - Replace environmentally harmful and older formulations of firefighter foams with newer, non-toxic alternatives.
  - Improve exhaust capture technologies for all diesel vehicles.

- Enhance technology and prioritize digital solutions to minimize environmental impact while promoting paperless and cloud-based transactions, activities, and operations.
  - Identify and evaluate new or application of existing technologies to enhance service delivery of phone calls, such as AI tools.
  - Identify and evaluate the Town's communication systems to integrate, ensuring that updates are automatically shared across platforms.
  - Implement the agenda and meeting management software transition.
  - Develop a system for tracking legislation to effectively monitor and manage policy changes.
  - Optimize paperless public meeting materials.
  - Reduce printed forms and transition to an electronic workflow of documents.
  - Transition to a centralized network printer.
  - Implement paperless marina contracts with digital signatures.
  - Implement Play by Point and DaySmart for online booking.
  - Convert EMS and Fire protocols, procedures, and standard operating guidelines to electronic format.
  - Digitize training forms, including sign-in rosters, school forms, and acting forms.
  - Streamline permitting efficiency for public and private projects by integrating with the online permitting software EPL.
  - Implementation of Enterprise Resource Planning (ERP)/ Human Resources Information System (HRIS).
  - Reduce and recycle electronic waste, including equipment, batteries, shipping, and packing materials.
  - Upgrade, configure, dispatch, and train field devices (iPads) for more efficient and effective management of Public Works operations.
  - Upgrade CentralSquare's Enterprise Asset Management (CS EAM) powered by Lucity work management application for Public Works to log, manage, track, and execute appropriate actions to maintain a safe and clean Town.
  - Upgrade data center to reduce energy utilization by consolidating and using more energy-efficient technology.
  - Update GIS irrigation infrastructure data.
  - Plan and implement EAM GIS Asset Management.

- Promote procurement practices that prioritize purchasing green products by adjusting purchasing requirements and sourcing products that align with green initiatives for sustainability.

- Champion Townwide transition away from single-use plastics throughout the workplace.
  - Reduce single-use water bottles for public meetings.
  - Reduction of plastic utensils.
  - Discontinue single-use plastics.



Strategic Focus Area:

Sustainable Management of Town Assets | Promote sustainable management and enhancement of the Town of Palm Beach's outstanding parks and natural environment through conservation and environmental protection.

Strategic Objectives:

- Identify and implement standards aligned with the Town's Green Initiative, such as smart irrigation, energy-efficient equipment, and implementing Integrated Pest Management (IPM) in Town parks, fields, and golf courses.
  - Identify areas affected by nematodes and replace the soil in those areas to minimize chemical use when rebuilding bunkers or re-leveling tees.
  - Expand native/non-mow areas on the golf course to reduce carbon emissions and increase wildlife habitat.
  - Construct a properly designed chemical mixing station along with a washdown area for equipment.
  - Continue to explore advancements in farming and agricultural technology to enhance efficiency in the course.
  - Install sensors on mowers and equipment to measure water content, aiming to reduce water usage.
  - Transition most hand and backpack blowers to electric models, keeping gas blowers for special occasions.
  - Transform the flower beds at the front of the clubhouse and the parking lot into butterfly gardens.
  - Eliminate invasive plant species from the golf course and replace them with native plants.
  - Introduce electric robot mowers gradually to decrease emissions and reduce noise pollution.
  - Replace gas-powered field mowers with electric.
  - Maintain the keeping of bees to promote pollinators and butterflies at the Par 3 (Hole in One Honey).
  - Explore adding an osprey nest to the course and the installation of a monitoring camera.
  - Plan and implement GIS asset database of Town-wide irrigation asset network.
  - Effectively and economically maintain Town grounds and rights-of-way while enhancing their appearance adhering to the Town's Green Initiative Program.
  - Explore natural landscaping opportunities.
  - Preserve natural vegetation and trees.
  - Explore opportunities to support the Town's Green Initiatives.



- Explore native plant education and gardening.
- Provide educational opportunities on native plants and environmental best practices through the website in collaboration with community partners.
- Optimize the replacement of vehicles and equipment with environmentally friendly options while verifying vendor's information to limit the town's liability.
- Implement best practices to enhance efficiency by standardizing equipment, industry labor, and materials.
- Kindness Rock Garden Project at Mandel Recreation Center.
- Propagate native flora and fauna at Lake Drive Park.

- Earn the Clean Marina Designation.
  - Implement measures to enhance the marina's environmental sustainability.

- Coordinate with the Florida Fish and Wildlife Commission (FWC) to develop Sea Turtle Rescue response plans and assess certification options for Town responders.

- Maintain Town-owned buildings, structures, and facilities efficiently, safely, and cost-effectively for the public and Town employees.

- Coordinate with Federal, State, County, and adjacent municipalities or agencies to protect and restore the existing coastal dune system and beaches along the Town's beachfront and establish standards to minimize impacts resulting from beach erosion.

Strategic Priority: **Mobility and Transportation**



Strategic Focus Area:

Quality of Life | Our lifestyle is sustained by the preservation of our community's beauty through its built and natural environment; management of traffic, parking, and mobility impacts; enjoyment of cultural, recreational, and educational opportunities; exceptions for respectful community conduct; and a safe and secure community.

Strategic Objectives:

TOWN MANAGER
FIRE RESCUE
POLICE
PUBLIC WORKS
PLANNING, ZONING & BUILDING

- Coordinate community-wide traffic mitigation efforts.
- Enhance the safety of all modes of traffic to reduce accidents in roadways and waterways through traffic law enforcement and increased public education opportunities.
  - Issue traffic-related communication from a centralized platform to multiple platforms for up-to-date information.
  - Increase geo-location communication subscriptions.
  - Reduce the impact of emergency responses on traffic and increase safety.
    - Install the HAAS Alert system on Fire Rescue units to alert motorists of nearby emergency vehicles, improving road safety.
      - Evaluate the effectiveness of the trial system on new apparatus.
    - Utilize the Town alerting system to inform residents and businesses of road closures and detours due to fire and EMS incidents.
      - Reinforce training for incident commanders to notify dispatch of any extended-duration incidents.
    - Adjust the company-level fire inspection, hydrant testing, and Knox Box inspection schedules to reduce traffic impact.
  - Provide all necessary regulatory traffic control signage, pavement markings, and roadway maintenance.
  - Operate and maintain traffic signals, including preventative maintenance.
  - Increase site inspections to ensure compliance with permitted use and parking within the right-of-way.

- Address construction site violations to reduce parking, traffic, noise complaints, and related community concerns through better regulations and improved enforcement.



Strategic Focus Area:

On-island Mobility | Control, regulate, and stabilize on-island mobility, including traffic, parking, and pedestrian-friendly routing.

Strategic Objectives:

TOWNWIDE

- Implement alternatives to reduce traffic and parking congestion.
  - Coordinate a community and staff driven mitigation plan.



- Implement emerging methods and technologies to enhance pedestrian safety.
  - Remedy Marina parking gate miscues.
  - Install new CradlePoint modems to enhance connectivity for emergency vehicles and improve communications for public safety and traffic management operations.
  - Develop and update GIS map layers for traffic signals and related equipment, including the traffic asset network, parking initiatives, and Lake Trail, to enhance identification and maintenance tracking.
  - Plan and implement GIS asset layer for sidewalk and bike rack assets.
  - Install 10G fiber internet to link with Palm Beach County for traffic management systems.

- Review existing parking inventory to identify opportunities and shortcomings to develop a comprehensive parking management plan.
  - Implement the six-point mobility plan.
    - Explore the expansion of the placard program based on data.
    - Explore valet parking plans to identify the oversaturation of spots.

- Create a resident-focused parking management plan.
  - Deploy parking solution provider.
    - Implement a new marina parking system to replace HUB parking.
    - Bid traffic signs.
    - Install new parking signs for Residential Parking Permit (RPP) and ParkMobile paid parking programs.
    - Implement the parking placard program electronically.
    - Expand paid parking program to Royal Poinciana.

- Enhance traffic flow to meet service levels outlined in the comprehensive plan, and implement traffic mitigation measures for roadways that do not comply with Town standards.
  - Mitigate for traffic impacts on South Lake Drive.
    - Develop and implement a Marina parking enforcement plan with integrated electronic vendor communication.
    - Place service vehicles within marina lots when possible.
    - Issue citations for oversized vehicles in unauthorized areas and without proper credentials.
  - Identify strategies and solutions for truck traffic using the 2021 Truck Logistics Study by Kimley Horn.
  - Enforce all parking ordinances and regulations in the Town of Palm Beach to ensure adequate turnover.
  - Assist with school crossing.
  - Enforce traffic laws.
  - Explore traffic impacts of school zones including Palm Beach Public School Cocoanut crossing and Palm Beach Day Academy staggered drop-off.
  - Implement actions based on the findings from the parking study.
  - Implement Emergency Operations Plans and proactive measures to ensure effective resource allocation for adequate traffic flow during rush hour and for emergency vehicles.
    - Adjusted bridge opening schedules during peak travel times for all three bridges.
  - Form productive partnerships with local, state, and federal stakeholders to proactively review and address regional transportation challenges, including technology-driven traffic coordination across organizations.

- Improve safety and walkability and maximize on-island vehicle flow.
  - Identify crosswalks within the Town-wide Underground Utilities construction phases and within signalized intersections that can be modified to include spare conduits for future use.
  - Implement smart traffic signalization software and convert traffic study information into traffic corridor coordination plans.

Strategic Priority: **Safe and Resilient Community**



Strategic Focus Area:

Emergency Management | Provide a framework for supporting the Town of Palm Beach before, during, and after a natural or man-made disaster.

Strategic Objectives:

- Minimize the vulnerabilities of the Town to natural disasters.
  - Complete Townwide Utility Undergrounding (TWUU).
    - Bid TWUU Phase 7 North and South.
    - Finalize design permitting and bid for Phase 8.
    - Complete construction of ongoing phases.

- Establish a modern and secure Information Technology/digital infrastructure that optimizes and coordinates software to meet the increasing demands of Town operations.
  - Enhance digitalization by converting all existing paper records townwide into secure and easily accessible digital formats.
  - Deploy the multi-factor authentication, DUO.
  - Install new Townwide network infrastructure.
  - Ensure redundant internet connections include additional fiber circuits and Starlink.
  - GIS planning and implementation of asset layers in various software, including the Tyler Technologies Computer Aided Dispatch (CAD), Fire Hydrants Annual PM, CrisisTrack Software GIS Layer Update, WinCan Sewer Pipe Video Uploads, asset management of Water Resources in Lucity, Town-wide AEDs, IT Fiber Network, and Public Works-owned Fire Extinguishers.
  - Streamline FEMA reimbursement applications by ensuring comprehensive documentation for all claimed expenses to prevent denials, using Crisis Track and F-ROC software.
  - Optimize interactive emergency service software solutions, such as the Town's first-in-county use of Prepared Live.
  - Operationalize a state-of-the-art public safety communication command center.
  - Optimize self-serve options and information resources on the internal TownNet site.
  - Utilize advanced technology to gather evidence at crime scenes and in controlled laboratory settings, aiding crime prevention through the identification of suspects via fingerprint and DNA analysis.
    - Modernize a modern fingerprint lab with ALS.
    - Employ innovative measures to gather and analyze intelligence proactively.
  - Upgrade the outdated CAD/RMS system with advanced technology.
  - Upgrade sUAS Drone program hardware and software using FDLE-provided grant funds.
  - Leverage Axon BWC, In-Car Video, Interview Room, and drone solutions to streamline operations and provide effective oversight.

PUBLIC WORKS
TOWN MANAGER
TOWN CLERK
INFORMATION TECHNOLOGY
FIRE RESCUE
FINANCE
PROCUREMENT & CONTRACTS
POLICE
PEOPLE & CULTURE



- Expand the use of the tracking software Procare across all programs to manage participants' locations, special needs, and allergies.



- Enhance the marina's safety and security.
  - Improve marina security by utilizing surveillance cameras and installing covert and dome cameras.
  - Update Emergency Operations "Panic" File in order for staff to promptly respond to a fuel or oil spill.
  - Conduct quarterly training sessions on spill response at the marina and provide detailed information on effective response strategies and procedures.
  - Earn Safe and Resilient Marina Designation.









- Develop and implement an emergency response support system to minimize the Town's vulnerabilities and expedite mobilization and rapid responses to emergencies.
  - Proactive review of Ordinances and application of best practices.
  - Implement Florida Milestone Inspection Program.
  - Ensure consistent administration of the Flood Prevention Code.
  - Participate in the Community Rating System (CRS).
  - Establish an emergency communication system with hazard-specific plans for efficient information-sharing while enhancing the Town's communication library, tools, and partnerships.





- Identify emergency service and public safety needs based on trending analytics.
  - Build dashboards with specific criteria for data analysis and develop training programs to meet identified needs.
  - Deploy new state-of-the-art Motorola radios to enhance the department's communication and response readiness.
  - Increase the efficiency and consistency of emergency response services.
  - Identify areas at high risk for cardiac events and install AEDs in public spaces. Collaborate with Community Outreach to raise awareness and offer training in CPR and AED usage.
  - Identify high-risk locations for emergencies using historical data and trends, ensure rapid response times for critical medical situations, enhance overall response efficiency by setting clear benchmarks for personnel, and increase the use of essential medical interventions such as aspirin and CPR training.



- Review and update emergency management policies, practices, and staffing levels for increased preparedness.
  - Execute "tabletop" exercises with emergency management staff.

- Coordinate with the local governments and the Palm Beach County School District on emergency preparedness issues.



Strategic Focus Area:

Water Resources | The Town's drinking water is healthy for consumption and the environment. It is readily available without worry or limitations. The utility infrastructure is sound and meets current and future needs for reliable and sustainable drinking water, wastewater, and stormwater management.

Strategic Objectives:

- Complete the water feasibility study that evaluates the water supply and distribution options, emphasizing service needs, quality, and cost.
- Establish and maintain reliable drinking water, wastewater, and stormwater contracts.
- Enhance the Town's Supervisory Control and Data Acquisition (SCADA) System for storm and sanitary sewer pumping stations.
- Proactively manage stormwater collection and pumping to minimize unexpected equipment failures.
- Investigate the Cured in Place Pipe (CIPP) lining through TV inspections to ensure the mitigation of groundwater infiltration into the sanitary sewer collection system.
- Monitor 811 on-call and locate existing lines to prevent damage during construction and repairs.
- Ensure the safe management of the Town's sanitary sewage through efficient collection, transport, and disposal while maintaining sewer systems to minimize equipment failures and effectively address clogs, backups, and overflow risks.

Strategic Priority: **Governmental Leadership and Innovation**



Strategic Focus Area:

Collaborative Town Government | Elected officials, Town staff, volunteers, residents, and businesses work together to respond positively and proactively to the needs of residents, businesses, and visitors.

TOWN MANAGER
TOWN CLERK
INFORMATION TECHNOLOGY
PLANNING, ZONING & BUILDING
PUBLIC WORKS
MARINA
PEOPLE & CULTURE
POLICE
RECREATION
FINANCE
TOWNWIDE

Strategic Objectives:

- Maximize technology to deliver streamlined information and continual access to Town information and processes by producing user-friendly interfaces.
  - Continued website enhancement to facilitate better public access to records and information.
  - Develop intradepartmental collaborative communication platforms and offer training on how to use them effectively.
  - Develop a change management plan to support staff through transitions and technological upgrades.
  - Enhance public access to records and information.
  - Enhance Laserfiche and other digital tools for better record management and searchability.
  - Establish a standardized lease format and automate annual lease renewals.
  - Optimize self-serve options and information resources on TownNet.
  - Implement various projects, including deploying a policy manager application, migrating town data to SharePoint, migrating Laserfiche data to a cloud environment, implementing a new ERP system, a new agenda and meeting management software, CAD/RMS software application, an online permit and land use management system, and recreation data into the Lucity software.
  - Streamline and increase ease of parking registration for residents.

- Advance organizational operations by fostering collaborative efforts across departments to plan for future challenges proactively.

- Value and invest in a professional Town workforce that receives competitive compensation, recognition, and rewards for exceptional employee achievement in support of a culture of continuous improvement.
  - Develop training programs and succession planning to build skills and prepare for future needs.
    - Create a professional development plan with training programs and workshops relevant to current and future job roles.
    - Encourage staff to participate in external training and certification programs.
    - Continue Office 365, Outlook, and SharePoint training.
  - Reinforce the importance of Town values concerning performance.
  - Sponsor cross-departmental learning events to build collaboration and operational effectiveness.
  - Conduct annual employee engagement survey and use results to inform policy development.









- Implement monthly, quarterly, and yearly employee recognition initiatives.
- Launch fellow employee recognition program.
- Expand the TOPB Concentra Wellness Center and employee lead-Wellness Program.
- Continue ongoing policy review.
- Initiate leadership development program.
- Ensure professionals' salaries and benefits are competitive with the local marketplace.
- Maintain Town facilities and buildings to provide a safe and functional working environment.





- Support and enhance open, two-way communication between the Town, its residents, and businesses.
  - Develop a comprehensive formal communications program and allocate resources to address the information needs of community residents and Town employees.
  - Optimize communication platforms and tools.
  - Assess, develop, and implement a system for tracking and addressing complaints related to road closures and other high-visibility issues.
  - Internal communications should be distributed by the town manager to keep town employees informed so they can serve as information ambassadors for the community.
  - Optimize the emergency call software Prepared Live, which allows Police to access real-time events through a caller's cellphone.







- Enhance relationships between Town employees, residents, and businesses.
  - Optimize the partnership opportunities provided by Palm Beach Police and Fire Foundation and SafeGuard to deliver events to the community, including the annual document destruction and medication disposal event, the Public Safety Forums, the Citizen's Academy, Teen's Academy, and the opportunity to develop new initiatives.
  - Develop a community outreach program that educates the public on realistic drills, expands fire rescue drills, and identifies community threats.
  - Ensure the Marina establishes a premier brand that attracts global customers while aligning with the Town's focus on quality of life.
  - Continue the Volunteer in Police Service Program (VIPS), enabling citizens to collaborate with PD staff and provide essential support to the department.



- Lead residents towards living happier, healthier, and longer lives through public education, campaigns, and program offerings.
  - Focus public education efforts on common medical emergencies in Town, such as falls, stroke, and ST-elevation myocardial infarction (STEMI) heart attacks.
  - Enhance and expand emergency medical care provided within the Town of Palm Beach by exploring specialized ambulances for stroke and cardiac patients.

- Embrace a workforce culture that promotes being proactive and anticipatory.
  - Facilitate workshops and training sessions to help staff adapt to new technologies and processes.
  - Promote an open communication and feedback culture to address concerns and build a unified team front.
  - Develop the Innovation Award.
  - Conduct contingency planning for a hybrid workforce.



Strategic Focus Area:

Sound Fiscal Management | The Town thrives financially over the long term because its decision-making and budgeting are based on accurate and relevant data, it sets organizational priorities across all government services, considers needs, and bases its fiscal policies on governmental accounting best practices.

Strategic Objectives:

- Deliver exceptional services to the community with optimal resource utilization.
- Optimize interoperability and coordination of technology platforms to reduce environmental impact and improve efficiency.
- Market Town-owned properties in West Palm Beach for potential ground leases to enhance and diversify revenue streams.
- Ensure the Town remains competitive in staffing levels, compensation, and benefits across all employment categories.
- Invest sufficiently in the Town's internal infrastructure to maximize productivity, enhance performance, develop technical and leadership skills, and create an optimized staffing structure.
  - Develop a succession plan to prepare for future leadership needs.
  - Identify potential future leaders within the team and provide them with mentorship and training opportunities.
  - Project workforce needs into 2028.
  - Skills inventory and 2028 future planning.
  - Develop a comprehensive training program for board, commission, and council members on procedures and use of new technologies.
  - Regularly update training materials and sessions based on feedback and evolving needs.
  - Expand training for purchasing cards, contract administration, and procurement.
  - Prepare staff and future leaders by providing specialized training in confined space operations, small engine, and hand tools.
  - Strategize reclassifications and promotions to encourage career growth.
  - Continue development programs, i.e., Internship, apprenticeship, etc.

TOWNWIDE
FINANCE
FIRE RESCUE
TOWN MANAGER
PEOPLE & CULTURE
RISK MANAGEMENT
TOWN CLERK
RECREATION
MARINA
POLICE
PUBLIC WORKS

- Promote transparency practices.
  - Publish the Annual Financial Report, Popular Annual Financial Report, and Annual Budget Reports and submit them to GFOA for review and feedback.
  - Develop dashboards for Fire and EMS calls and publish them on the Fire Rescue SharePoint page.
- Enable a sustainable future by proactively managing the overall costs of the Town government.
  - Review department budget and functions to achieve cost savings and revenue sources for future budgets.
- Implement cost-effective strategies and resource management practices within Fire Rescue to ensure long-term sustainability while maintaining essential services.
- Assess and implement legal strategies to allocate resources effectively to mitigate risks.
- Evaluate, update, enact, and follow sensible fiscal policies.
- Develop, implement, and operationalize dashboards.
- Evaluate risk complements for resiliency.
- Align and integrate the strategic planning process, budget cycle, and operations.
- Pursue grant opportunities.



Strategic Focus Areas:

Cooperative Relationships | Actively engage with federal, state, and local governments and agencies to protect home rule and promote cooperative relationships that affect the quality of life for the Town of Palm Beach.

TOWNWIDE

Strategic Objectives:

- Participate in intergovernmental coordination processes and consider the impacts of proposed comprehensive plan amendments and future developments.



- Maintain a public-facing Future Land Use Map and GIS Map Series on the Town's website.
- Intergovernmental Plan Amendment Review Committee (IPARC) participation on the Executive Committee and Issues Forum.
- Request to appoint Town representatives to County advisory committees.
- Participate in the Lake Worth Lagoon Steering Committee in relation to the Florida Department of Environmental Protection's program for the Lake Worth Lagoon Ecosystem Management Area.

- Participate in the County's Multijurisdictional process and planning framework to provide for a county-wide vision for transportation and mobility that safely connects people to places.

- Address regional and state significance issues in coordination with the Treasure Coast Regional Planning Council, South Florida Water Management District, and state and federal agencies.
  - Continued coordination with the United States Coast Guard to reduce bridge openings during rush hour.
  - Pursue appointing a member of the Town Council or a Commission member to the Business Development Board of Palm Beach County and the Palm Beach County Chamber of Commerce.
  - Coordinate with the Florida Department of Transportation (FDOT), Palm Beach County, West Palm Beach, and other communities to minimize transportation impacts to the Town through active participation in the Palm Beach TPA Technical Review Committee.
  - Coordinate with the Palm Beach School District.

- Create an informed community about emerging topics within the Town, County, and State.
  - Develop and implement a system for legislative tracking to monitor and manage policy changes effectively.
  - Train and update staff on legal and regulatory compliance.
  - Develop website content for county, state, and federal resources.
  - Network and collaborate with Palm Beach County professional peers through participation, education, and coordination.
  - Create two southbound lanes on North County Road from 3:00 PM to 5:00 PM to improve traffic flow and prevent blockages, with appropriate staffing and resources.



Strategic Plan 2023-2028 Tasks

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

Strategic Tasks: **Community Culture and Character**



Strategic Focus Area:

Quality of Life | Our lifestyle is sustained by the preservation of our community's beauty through its built and natural environment, management of traffic, parking, and mobility impacts, enjoyment of cultural, recreational, and educational opportunities, expectations for respectful community conduct, and a safe and secure community.

Maximize the use of technology for community safety and awareness.	**ONGOING**
Expand the Town's camera system over the next two years.	IN PROGRESS
Implement high visibility patrol and specialty unit operations.	ONGOING
Conduct inspections for code compliance across the Town.	ONGOING
Expand Direct Connect users to improve alarm response for residents and businesses while reducing resources allocated to false alarms.	TO DO
Deliver community enhancement projects.	**IN PROGRESS**
Renovate Phipps Ocean Park.	IN PROGRESS
Complete the North Fire Station Renovation Project.	COMPLETE
Maintain services during renovations, preserving historical value while meeting budget and timeline goals.	COMPLETE
Beautify the Royal Poinciana Way medians, N County Road canopy, Park Ave park	IN PROGRESS
Create a town-wide culture among employees that mirrors the community's culture of graciousness, kindness, and exceptionalism through operational alignment of the Town's Vision, Mission, Values, and Strategic Plan.	**ONGOING**
Continue to hire and promote top individuals focused on abilities and exceptional customer service.	ONGOING
Revise the hiring process to identify top talent.	IN PROGRESS
Revise the promotional process to identify the most qualified individuals.	TO DO
Align People & Culture Strategic Plan with the Town of Palm Beach Strategic Plan.	COMPLETE
Reinforce the importance of Town values in performance management (onboarding, workforce planning, progression, and performance).	ONGOING
Operate the marina in alignment with the culture and character of the Town of Palm Beach.	ONGOING
Design a customer survey to measure the boater's experience and alignment to Town's culture.	COMPLETE
Host an annual Captain's Luncheon in alignment with the Town's culture to express appreciation for our customers	ONGOING
Support the community to live happier, healthier, and longer lives.	**ONGOING**
Enhance and expand emergency medical care provided within the Town of Palm Beach by exploring specialized ambulances for stroke and cardiac patients.	IN PROGRESS
Focus public education efforts on common medical emergencies in Town, such as falls, stroke, and ST-elevation myocardial infarction (STEMI) heart attacks.	IN PROGRESS
Ensure the delivery of exceptional medical care to our community.	ONGOING
Intradepartmental coordination of contract staffing management for recreation, tennis, golf, and marina maintenance and improvements.	COMPLETE
Renovate the original golf shop to improve player experience and restaurant operations.	TO DO
Enhance the experience for customers at practice facilities (driving range/putting practice areas).	COMPLETE

Strategic Tasks: **Community Culture and Character**

GIS - Update map layers for community culture, historical sites, and landmarks, including landmark and zoning web applications, monument assets, ADA ramp assets, and existing paper town maps.	COMPLETE
Create and prepare new maps in support of the Comprehensive Plan.	ONGOING
Update youth and adult programming and seek partnerships as needed.	ONGOING
Collaborate programming with partners including Rush Soccer, and Perseverance Basketball.	ONGOING
Solicit program and facility feedback using online reviews, in-person comments, and surveys.	ONGOING
Ensure Fire Rescue has sufficient in-house instructors.	ONGOING
Meet and exceed American Heart Association standards for EMS-related activities.	ONGOING
Maintain the highest national ISO rating to keep our fire and rescue services in the top 10% nationwide.	ONGOING
Ensure firefighters receive ongoing company-level training, both online and in-person, and maintain certification.	ONGOING
Ensure all firefighter Emergency Medical Technicians and Paramedics are 100% certified in Tactical Emergency Casualty Care and Basic Life Support.	ONGOING
Ensure all firefighters complete the annual ISO Class 1 Fire Suppression Rating System (FSRS) compliance training.	ONGOING
Implement medical and equipment industry standards and best practices for community care.	ONGOING
Update all Emergency Medical Services (EMS) procedures under the advisement of the Town's medical director.	COMPLETE



Strategic Focus Area:

Community Preservation | The Town promotes Palm Beach's small-town feel by preserving its exceptional architectural character, rich history, unique character, and historic commercial districts and businesses.

Complete and implement the Comprehensive Plan and Zoning Code review.	**IN PROGRESS**
Adopt and implement the Town's Comprehensive Plan.	ONGOING
GIS - Develop mapping for planning purposes.	ONGOING
Review, update, and adopt the Town's zoning code revisions.	ONGOING
Implement communication and education post-adoption of comprehensive plan and zoning code review.	TO DO
Support and preserve historical sites and landmarks.	**ONGOING**
GIS - Support for historical sites and landmarks Inventory	ONGOING
Adopt and enforce the required ordinances and resolutions.	ONGOING
Implement historic preservation programs for landmarks, districts, and significant buildings.	ONGOING
Review properties for potential landmarking and historically significant designations.	ONGOING
Implement public visibility layers for landmarked properties, districts, and historically significant buildings.	ONGOING
Assist owners of landmarked and historically significant properties with rehabilitation projects during the permitting process.	ONGOING
Plan and manage growth and redevelopment to maintain Palm Beach's small-town feel and integrity as a distinctive, vibrant coastal community.	**ONGOING**

Strategic Tasks: **Community Culture and Character**	
Enforce state statutes related to moorings in the intracoastal waterway.	ONGOING
Develop a town wide donor and recognition signage policy	TO DO
Educate the public on Town ordinances to enhance compliance and property values.	TO DO
Preserve and manage historic resources with aesthetic or architectural character.	ONGOING
Streamline the development review and permit process.	COMPLETE

Strategic Tasks: **Environmental Stewardship**

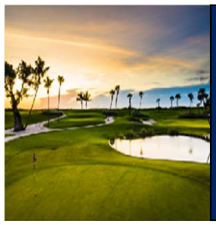


Strategic Focus Area:

Management of Environmental Threats | The Town creates resilience to environmental (natural and man-made) threats by identifying and planning for immediate and future threats such as climate change impacts, pollution from pesticides and chemicals, invasive species, sewage/stormwater/garbage impacts, and intrusive new technologies.

Make land-related decisions harmoniously with the natural environment, always considering green space, beautification, and impacts on habitats and wildlife.	**IN PROGRESS**
Coordinate with the Florida Fish and Wildlife Commission (FWC) to develop Sea Turtle Rescue response plans and assess certification options for Town responders.	TO DO
GIS - Comprehensive Plan Application	TO DO
Coordinate with Federal, State, County, and adjacent municipalities or agencies to protect and restore the existing coastal dune system and beaches along the Town's beachfront and establish standards to minimize impacts resulting from beach erosion.	TO DO
Review and update adaptive safeguard methods identified through the Town's Coastal Flood Vulnerability Assessment.	IN PROGRESS
Revise the Level-Up Palm Beach Coastal Resilience Implementation Plan to incorporate input from the Mayor and Town Council, as well as new data, in order to effectively mitigate potential impacts on both public and private property.	IN PROGRESS
Seek state funding for capital improvement projects aligned with the Level-Up Palm Beach Coastal Resiliency Implementation Plan.	IN PROGRESS
Implement a long-term coastal protection plan.	IN PROGRESS
Construct shore protection projects following the Coastal Management Program's adopted 10-year long-term plan.	IN PROGRESS
Monitor Beach Management Agreement (BMA) permit and obtain required Federal permits.	IN PROGRESS
Implement an asset and aerial imagery database of Coastal Management.	COMPLETE
Replace the Mid-Town Seawall including the contractor selection process, green space development, permitting, Architectural Commission approval, and bidding for the most qualified contractor.	IN PROGRESS
Protect and restore biodiversity across ecosystems (coastal, marine, terrestrial, and water) through education and healthy landscape practices.	TO DO
Removal of illegal moorings in the intracoastal waterway	IN PROGRESS
GIS - Implement asset layers of Recreation, Par-3, Phipps Ocean Park, and Marina assets.	COMPLETE
Ensure safe operations and minimize light pollution in coastal areas during sea turtle nesting season.	ONGOING
Manage and maintain street lighting, including preventative maintenance.	ONGOING
Provide efficient yard waste collection and disposal service in a timely manner.	ONGOING
Educate residents and businesses about recycling benefits to boost recycling volumes.	ONGOING
Maintain and improve landscaping effectively by standardizing the irrigation system and inspecting historic trees.	ONGOING
Ensure environmental crimes and violations of Town Ordinances are enforced.	TO DO

Strategic Tasks: **Environmental Stewardship**	
Identify and enforce violations of law and ordinances relating to environmental crimes (e.g., illegal dumping, stormwater violations, sea turtle-related rules).	TO DO
Perform proactive patrols with Police Officers and Code Enforcement Officers to identify and prevent environmental crimes.	TO DO
Reduce the environmental impact of Fire Rescue operations.	TO DO
Replace gas-powered tools with electric alternatives, reducing emissions and improving reliability.	ONGOING
Convert small gas equipment into battery-powered equipment.	ONGOING
Replace environmentally harmful and older formulations of firefighter foams with newer, non-toxic alternatives.	COMPLETE
Improve exhaust capture technologies for all diesel vehicles.	ONGOING
Keep bees and sell Hole in One Honey at par 3 to demonstrate environmental commitment.	ONGOING
Living Shoreline (FIND grant pursuit)	TO DO



Strategic Focus Area:

Sustainable Management of Town Assets | Promote sustainable management and enhancement of the Town of Palm Beach's outstanding parks and natural environment through conservation and environmental protection

Enhance technology and prioritize digital solutions to minimize environmental impact while promoting paperless and cloud-based transactions, activities, and operations.	**IN PROGRESS**
Implement the agenda and meeting management software transition.	COMPLETE
Reduce printed forms and transition to an electronic workflow of documents.	IN PROGRESS
Transition to a centralized network printer.	IN PROGRESS
Implement paperless marina contracts with digital signatures.	COMPLETE
Implement Play by Point and DaySmart for online booking.	COMPLETE
Convert EMS and Fire protocols, procedures, and standard operating guidelines to electronic format.	COMPLETE
Digitize training forms, including sign-in rosters, school forms, and acting forms.	IN PROGRESS
Streamline permitting efficiency for public and private projects by integrating with the online permitting software EPL.	IN PROGRESS
Implementation of Enterprise Resource Planning (ERP)/ Human Resources Information System (HRIS).	IN PROGRESS
Reduce and recycle electronic waste, including equipment, batteries, shipping, and packing materials.	IN PROGRESS
Place receptacles in Town Facilities and schedule pickups with vendors.	TO DO
Upgrade, configure, dispatch, and train field devices (iPads) for more efficient and effective management of Public Works operations.	IN PROGRESS
Upgrade CentralSquare's Enterprise Asset Management (CS EAM) powered by Lucity work management application for Public Works to log, manage, track, and execute appropriate actions to maintain a safe and clean Town.	IN PROGRESS

Strategic Tasks: **Environmental Stewardship**	
Upgrade data center to reduce energy utilization by consolidating and using more energy-efficient technology.	TO DO
GIS - Update irrigation infrastructure data.	COMPLETE
Plan and implement EAM GIS Asset Management.	COMPLETE
Identify and implement standards aligned with the Town's Green Initiative, such as smart irrigation, energy-efficient equipment, and implementing Integrated Pest Management (IPM) in Town parks, fields, and golf courses.	**ONGOING**
Promote procurement practices that prioritize purchasing green products by adjusting purchasing requirements and sourcing products that align with green initiatives for sustainability.	TO DO
Assist departments in the funding and procurement of electric vehicles and charging stations.	ON HOLD
Examine charging stations infrastructure at the Police, Public Works, and Australian parking lots.	COMPLETE
Utilize less paper	TO DO
Optimize the online platform, eProcurement.	TO DO
Optimize the online platform, eContract Management.	TO DO
Complete employee file digitization.	IN PROGRESS
Increase awareness of environmental landscaping practices.	TO DO
Earn the Clean Marina Designation.	ONGOING
Implement measures to enhance the marina's environmental sustainability.	ONGOING
Relocate marina trash compactor and recycling to enhance asthetics for area residents.	IN PROGRESS
Champion Townwide transition away from single-use plastics throughout the workplace.	TO DO
Reduction of plastic utensils.	TO DO
Discontinue single-use plastics.	COMPLETE
Identify areas affected by nematodes and replace the soil in those areas to minimize chemical use when rebuilding bunkers or re-leveling tees.	ONGOING
Expand native/non-mow areas on the golf course to reduce carbon emissions and increase wildlife habitat.	ONGOING
Construct a properly designed chemical mixing station along with a washdown area for equipment.	COMPLETE
Continue to explore advancements in farming and agricultural technology to enhance efficiency in the course.	ONGOING
Install sensors on mowers and equipment to measure water content, aiming to reduce water usage.	COMPLETE
Transition most hand and backpack blowers to electric models, keeping gas blowers for special occasions.	COMPLETE
Transform the flower beds at the front of the clubhouse and the parking lot into butterfly gardens.	ONGOING
Eliminate invasive plant species from the golf course and replace them with native plants.	ONGOING
Introduce electric robot mowers gradually to decrease emissions and reduce noise pollution.	ONGOING
Implement robotic mowers at Seaview Park to handle vast majority of mowing in the park.	COMPLETE
Replace gas-powered field mowers with electric.	ONGOING
Maintain the keeping of bees to promote pollinators and butterflies at the Par 3 (Hole in One Honey).	ONGOING

Strategic Tasks: **Environmental Stewardship**	
Explore adding an osprey nest to the course and the installation of a monitoring camera.	TO DO
GIS - Plan and implement GIS asset database of Town-wide irrigation asset network.	COMPLETE
Effectively and economically maintain Town grounds and rights-of-way while enhancing their appearance adhering to the Town's Green Initiative Program.	ONGOING
Explore natural landscaping opportunities.	IN PROGRESS
Preserve natural vegetation and trees.	ONGOING
Explore opportunities to support the Town's Green Initiatives.	IN PROGRESS
Explore native plant education and gardening.	IN PROGRESS
Provide educational opportunities on native plants and environmental best practices through the website in collaboration with community partners.	TO DO
Optimize the replacement of vehicles and equipment with environmentally friendly options while verifying vendor's information to limit the town's liability.	ONGOING
Kindness Rock Garden Project.	ONGOING
Propagate native flora and fauna at Lake Drive Park.	TO DO
Implement best practices to enhance efficiency by standardizing equipment, industry labor, and materials.	TO DO
Maintain Town-owned buildings, structures, and facilities efficiently, safely, and cost-effectively for the public and Town employees.	**ONGOING**
GIS - Comprehensive Utility Application	IN PROGRESS
GIS - Town-owned building drone inventory	IN PROGRESS
GIS - Capital Improvement Projects (CIP) Application	TO DO
Systematically replace existing lighting with energy-efficient LED lighting.	COMPLETE
Replace old lavatory faucet systems with water-saving systems.	COMPLETE

Strategic Tasks: **Mobility and Transportation**



Strategic Focus Area:

Quality of Life | Our lifestyle is sustained by the preservation of our community's beauty through its built and natural environment, management of traffic, parking, and mobility impacts, enjoyment of cultural, recreational, and educational opportunities, expectations for respectful community conduct, and a safe and secure community.

Enhance traffic flow to meet service levels outlined in the comprehensive plan, and implement traffic mitigation measures for roadways that do not comply with Town standards.	**IN PROGRESS**
Form productive partnerships with local, state, and federal stakeholders to proactively review and address regional transportation challenges, including technology-driven traffic coordination across organizations.	ONGOING
Have Town representation on WPB Go transportation committee	COMPLETE
Regularly communicate with and create partnerships with USACE, USSS, USCG, Town's Federal Representatives, City of West Palm Beach, Palm Beach County to ask for relief to bridge openings, road closures, and other issues that increase traffic	ONGOING
Seek a seat on Palm Beach County's Transportation Planning Agency	CANCELLED
Collaborate with Palm Beach County governmental professionals	ONGOING
Coordinate community-wide traffic mitigation efforts.	ONGOING
Assess, develop, and implement a system for tracking and addressing complaints related to road closures and other high-visibility issues.	IN PROGRESS
Implement traffic@townofpalmbeach to receive suggestions from constituents on ways to improve traffic	COMPLETE
Create and deploy key messaging related to "Don't Block the Box" and resident employee scheduling	COMPLETE
Create a resident-focused parking management plan.	IN PROGRESS
Implement actions based on the findings from the parking study.	TO DO
Mitigate for traffic impacts on South Lake Drive.	ONGOING
Develop and implement a Marina parking enforcement plan with integrated electronic vendor communication.	ONGOING
Place service vehicles within marina lots when possible.	ONGOING
Issue citations for oversized vehicles in unauthorized areas and without proper credentials.	ONGOING
Review existing parking inventory to identify opportunities and shortcomings to develop a comprehensive parking management plan.	ONGOING
Implement the six-point mobility plan.	ONGOING
Explore the expansion of the placard program based on data.	TO DO
Explore valet parking plans to identify the oversaturation of spots.	ONGOING
Obtain consultant firms capable of providing traffic engineering services.	DELAYED
Deploy parking solution provider.	IN PROGRESS
Implement a new marina parking system to replace HUB parking.	COMPLETE
Bid traffic signs.	TO DO
Install new parking signs for Residential Parking Permit (RPP) and ParkMobile paid parking programs.	ONGOING

Strategic Tasks: **Mobility and Transportation**

Implement the parking placard program electronically.	IN PROGRESS
Expand paid parking program to Royal Poinciana.	COMPLETE
Enforce all parking ordinances and regulations in the Town of Palm Beach to ensure adequate turnover.	ONGOING
Implement Emergency Operations Plans and proactive measures to ensure effective resource allocation for adequate traffic flow during rush hour and for emergency vehicles.	IN PROGRESS
Adjusted bridge opening schedules during peak travel times for all three bridges.	IN PROGRESS
Create slip lanes onto Royal Palm Way from Cocoanut Row during 3-6pm rush hour.	ONGOING
Create slip lanes on North County Road onto Royal Poinciana Way during 3-6pm rush hour	ONGOING
Research constructability and cost of increasing lane capacity at Bradley Place/Royal Poinciana Corridor	IN PROGRESS
Create design for TC consideration and pricing estimate	COMPLETE
Work with FDOT to research necessary actions to create southbound slip lane onto Royal Poinciana Way	COMPLETE
Evaluate loss of parking vs. creating additional lane space on Bradley Place from Royal Poinciana Way to Sunrise Ave.	COMPLETE
Provide manual traffic control at key intersections in town during rush hours.	COMPLETE
Evaluate methods to increase traffic capacity, reduce demand and/or spread the demand throughout the day.	ONGOING
Implement emerging methods and technologies to enhance mobility and transportation.	**TO DO**
Increase geo-location communication subscriptions.	ONGOING
Install new CradlePoint modems to enhance connectivity for emergency vehicles and improve communications for public safety and traffic management operations.	COMPLETE
GIS - Develop and update map layers for traffic signals and related equipment, including the traffic asset network, parking initiatives, and Lake Trail, to enhance identification and maintenance tracking.	COMPLETE
GIS - Plan and implement GIS asset layer for sidewalk and bike rack assets.	COMPLETE
Install 10G fiber internet links with Palm Beach County for traffic management systems.	IN PROGRESS
Remedy Marina parking gate miscues.	COMPLETE



Strategic Focus Area:

On-island Mobility | Control, regulate, and stabilize on-island mobility, including traffic, parking, and pedestrian-friendly routing.

Address construction and landscape impacts including education of ordinances and the enforcement of violations.	**TO DO**
Implement Construction management agreement (CMA) to provide instruction to vendors for parking, shuttling employees, and construction hours.	COMPLETE
Bring forward to Town Council a Resolution to limit construction hours and related truck traffic.	TO DO

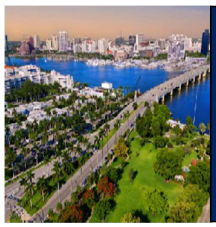
Strategic Tasks: **Mobility and Transportation**	
Issue non-compliance violations to enforce and improve compliance with the Town's right-of-way standards manual.	ONGOING
Consider Right of Way (ROW) manual modifications.	IN PROGRESS
Enhance the safety of all modes of traffic to reduce accidents in roadways and waterways through traffic law enforcement and increased public education opportunities.	**ONGOING**
Assist with school crossing.	ONGOING
Enforce traffic laws.	ONGOING
Improve safety and walkability and maximize on-island vehicle flow.	ONGOING
Identify crosswalks within the Town-wide Underground Utilities construction phases and within signalized intersections that can be modified to include spare conduits for future use. (PW GEN ENGINEERING SERVICES)	COMPLETE
Implement smart traffic signalization software and convert traffic study information into traffic corridor coordination plans. (PW GEN ENGINEERING SERVICES)	COMPLETE
Explore traffic impacts of school zones including Palm Beach Public School Cocoanut crossing and Palm Beach Day Academy staggered drop-off.	COMPLETE
Issue traffic-related communication from a centralized platform to multiple platforms for up-to-date information.	COMPLETE
Reduce the impact of emergency responses on traffic and increase safety.	ONGOING
Implement alternatives to reduce traffic and parking congestion.	ONGOING
Provide all necessary regulatory traffic control signage, pavement markings, and roadway maintenance.	ONGOING
Operate and maintain traffic signals, including preventative maintenance.	ONGOING
Increase site inspections to ensure compliance with permitted use and parking within the right-of-way.	ONGOING
Monitor signal timing on North and South County Road	ONGOING
Revise electric micro-mobility: Proposed Ordinance 18-2025 creating Sec. 118-16, Regulation of Micromobility Devices within Chapter 118 – Traffic and Vehicles	IN PROGRESS
Work with PBDA and public schools to maximize drop off and pick up lanes to create queuing capacity.	COMPLETE
GIS - Support for Parking & Traffic	ONGOING
Promote walking and biking as transportation options for visitors to the Mandel.	ONGOING
Change designation of Seaview Park Public lot to Seaview Park Users Only - enhancing parking opportunities for resident users of recreation in Town	COMPLETE
Install more visible bike racks.	ONGOING
Implement remote hybrid work arrangement.	IN PROGRESS
Implement flexible work schedules.	IN PROGRESS
Implement a voluntary employee carpool program.	IN PROGRESS
Reinforce training for incident commanders to notify dispatch of any extended-duration incidents.	**ONGOING**
Install the HAAS Alert system on Fire Rescue units to alert motorists of nearby emergency vehicles, improving road safety.	IN PROGRESS
Evaluate the effectiveness of the trial system on new apparatus.	COMPLETE
Utilize the Town alerting system to inform residents and businesses of road closures and detours due to fire and EMS incidents.	ONGOING



Strategic Tasks: **Mobility and Transportation**

Adjust the company-level fire inspection, hydrant testing, and Knox Box inspection schedules to reduce traffic impact.	ONGOING

Strategic Tasks: **Safe and Resilient Community**



Strategic Focus Area:

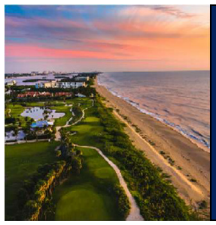
Emergency Management | Provide a framework for supporting the Town of Palm Beach before, during, and after a natural or man-made disaster.

Ensure the safe management of the Town's sanitary sewage through efficient collection, transport, and disposal while maintaining sewer systems to minimize equipment failures and effectively address clogs, backups, and overflow risks.	**ONGOING**
Proactively manage stormwater collection and pumping to minimize unexpected equipment failures.	**ONGOING**
Investigate the use of Cured in Place Pipe (CIPP) lining through TV inspections to ensure the mitigation of groundwater infiltration into the sanitary sewer collection system.	**ONGOING**
Monitor 811 on-call and locate existing lines to prevent damage during construction and repairs.	**ONGOING**
GIS - Fiber Network Inventory	**DELAYED**
GIS - Support & Signs Inventory	**TO DO**
Coordinate with the local governments and the Palm Beach County School District on emergency preparedness issues.	**TO DO**
Review and update emergency management policies, practices, and staffing levels for increased preparedness.	**TO DO**
Execute “tabletop” exercises with emergency management staff.	COMPLETE
Establish a new Comprehensive Emergency Management Plan specifically drafted for the Town’s unique needs, including the Marina, cybersecurity, pandemics, and more.	ONGOING
Create a Fire Rescue Comprehensive Safety Plan for maintaining and advancing a safe and healthy workplace. (FIRE)	COMPLETE
Review of emergency policies concerning the Employee Manual.	IN PROGRESS
Establish and maintain reliable contracts to mitigate and react to a natural or man-made disaster.	ONGOING
Evaluate and implement the best practices of emergency purchasing thresholds.	ONGOING
Explore public safety educational and informational opportunities.	ONGOING
Increase AED and CPR training for all Town staff.	ONGOING
Provide emergency response training.	IN PROGRESS
Identify emergency service and public safety needs based on trending analytics.	**TO DO**
Build dashboards with specific criteria for data analysis and develop training programs to meet identified needs.	ONGOING
Ensure effective radio communications throughout the Town of Palm Beach inside and outside of buildings through signal strength measurements and working closely with PBC radio techs	ONGOING
Deploy new state-of-the-art Motorola radios to enhance the department's communication and response readiness.	COMPLETE
Increase the efficiency and consistency of emergency response services.	ONGOING

Strategic Tasks: **Safe and Resilient Community**	
Identify areas at high risk for cardiac events and install AEDs in public spaces. Collaborate with Community Outreach to raise awareness and offer training in CPR and AED usage.	ONGOING
Identify high-risk locations for emergencies using historical data and trends, ensure rapid response times for critical medical situations, enhance overall response efficiency by setting clear benchmarks for personnel, and increase the use of essential medical interventions such as aspirin and CPR training.	ONGOING
Swiftly identify, treat, and transport stroke victims, myocardial infarction patients, and trauma-alert patients with on-scene times below 15 minutes 90% of the time.	ONGOING
Increase 12-lead EKGs within 10 minutes for patients over 35 years old.	ONGOING
Maintain an average response time of 4.5 minutes or less on high-priority emergency responses.	ONGOING
Ensure 80% of STEMI patients receive aspirin during transport.	ONGOING
Develop and implement an emergency response support system to minimize the Town's vulnerabilities and expedite mobilization and rapid responses to emergencies.	**TO DO**
Proactive review of Ordinances and application of best practices.	TO DO
Implement Florida Milestone Inspection Program.	COMPLETE
Ensure consistent administration of the Flood Prevention Code.	ONGOING
Participate in the Community Rating System (CRS).	ONGOING
Establish an emergency communication system with hazard-specific plans for efficient information-sharing while enhancing the Town's communication library, tools, and partnerships.	ONGOING
Enhance the marina's safety and security.	**ONGOING**
Improve marina security by utilizing surveillance cameras and installing covert and dome cameras.	ONGOING
Update Emergency Operations "Panic" File in order for staff to promptly respond to a fuel or oil spill.	ONGOING
Conduct quarterly training sessions on spill response at the marina and provide detailed information on effective response strategies and procedures.	ONGOING
Earn Safe and Resilient Marina Designation.	COMPLETE
Expand the use of the tracking software Procare across all programs to manage participants' locations, special needs, and allergies.	**ONGOING**
Provide comprehensive Procare training for staff, inform parents and guardians about its use, and update profiles to include allergies and special needs.	ONGOING
Establish a modern and secure Information Technology/digital infrastructure that optimizes and coordinates software to meet the increasing demands of Town operations.	**IN PROGRESS**
Enhance digitalization by converting all existing paper records townwide into secure and easily accessible digital formats.	IN PROGRESS
Deploy the multi-factor authentication, DUO.	IN PROGRESS
Install new Townwide network infrastructure.	IN PROGRESS
Ensure redundant internet connections include additional fiber circuits and Starlink.	COMPLETE

Strategic Tasks: **Safe and Resilient Community**

GIS planning and implementation of asset layers in various software, including the Tyler Technologies Computer Aided Dispatch (CAD), Fire Hydrants Annual PM, CrisisTrack Software GIS Layer Update, WinCan Sewer Pipe Video Uploads, asset management of Water Resources in Lucity, Town-wide AEDs, IT Fiber Network, and Public Works-owned Fire Extinguishers.	COMPLETE
Streamline FEMA reimbursement applications by ensuring comprehensive documentation for all claimed expenses to prevent denials, using Crisis Track and F-ROC software.	ONGOING
Optimize interactive emergency service software solutions, such as the Town's first-in-county use of Prepared Live.	IN PROGRESS
Operationalize a state-of-the-art public safety communication command center.	COMPLETE
Optimize self-serve options and information resources on the internal TownNet site.	ONGOING
Planning and implantation of ERP/HRIS.	IN PROGRESS
Utilize advanced technology to gather evidence at crime scenes and in controlled laboratory settings, aiding crime prevention through the identification of suspects via fingerprint and DNA analysis.	IN PROGRESS
Modernize a modern fingerprint lab with ALS.	COMPLETE
Employ innovative measures to gather and analyze intelligence proactively.	IN PROGRESS
Upgrade the outdated CAD/RMS system with advanced technology.	IN PROGRESS
Upgrade sUAS Drone program hardware and software using FDLE-provided grant funds.	COMPLETE
Leverage Axon BWC, In-Car Video, Interview Room, and drone solutions to streamline operations and provide effective oversight.	COMPLETE
Minimize the vulnerabilities of the Town to natural disasters.	**IN PROGRESS**
Complete Townwide Utility Undergrounding	IN PROGRESS
Bid TWUU Phase 7 North and South.	COMPLETE
Finalize design permitting and bid for Phase 8.	COMPLETE



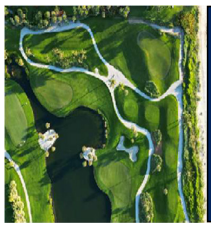
Strategic Focus Area:

Water Resources | The Town's drinking water is healthy for consumption and the environment. It is readily available without worry or limitations. The utility infrastructure is sound and meets current and future needs for reliable and sustainable drinking water, wastewater, and stormwater management.

Enhance the Town's Supervisory Control and Data Acquisition (SCADA) System for storm and sanitary sewer pumping stations.	**TO DO**
Establish and maintain reliable drinking water, wastewater, and stormwater contracts.	**ONGOING**
Complete the water feasibility study that evaluates the water supply and distribution options, emphasizing service needs, quality, and cost.	**ONGOING**
Completed evaluation of potable water supply alternatives at Town Council's direction and provided Town Manager and Town Council with detailed information to support their decision-making process.	COMPLETE
Support negotiations as necessary.	IN PROGRESS

Strategic Tasks: **Safe and Resilient Community**	
Evaluate water supply and distribution options emphasizing service needs, quality, and cost.	IN PROGRESS
Develop an implementation plan and begin negotiations for a contract with the provider.	IN PROGRESS

Strategic Tasks: **Governmental Leadership and Innovation**



Strategic Focus Area:

Collaborative Town Government | Elected officials, Town staff, volunteers, residents, and businesses work together to respond positively and proactively to the needs of residents, businesses, and visitors.

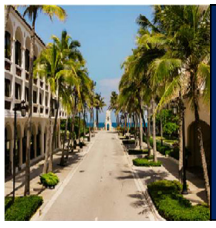
Optimize interoperability and coordination of technology platforms to reduce environmental impact and improve efficiency.	**TO DO**
Develop, implement, and operationalize dashboards.	IN PROGRESS
Develop and implement external dashboards.	TO DO
Identify and evaluate the Town's communication systems to integrate, ensuring that updates are automatically shared across platforms.	ONGOING
Development of new agenda software.	COMPLETE
Provide continuous cybersecurity training and information to Town staff and officials.	IN PROGRESS
GIS - Implementation of EPL, Property Elevations Layer, Town-wide utility map, Town-wide easement inventory, Declaration of Use Agreements (DOUAs), Florida Public Utilities (FPU) - Natural Gas Underground Network, and Undergrounding Phases 1N, 1S, 2N, 3N, 4N.	COMPLETE
Internal communications to be distributed to keep town employees informed so they can serve as information ambassadors for the community.	**ONGOING**
Create an informed community about emerging topics within the Town, County, and State.	**ONGOING**
Develop website content for county, state, and federal resources.	COMPLETE
Community partnership presentations (Traffic Forum)	**COMPLETE**
Invest sufficiently in the Town's internal infrastructure to maximize productivity, enhance performance, develop technical and leadership skills, and create an optimized staffing structure.	TO DO
Project workforce needs into 2028.	TO DO
Skills inventory and 2028 future planning.	TO DO
Expand training for purchasing cards, contract administration, and procurement.	ONGOING
Prepare staff and future leaders by providing specialized training in confined space operations, small engine, and hand tools. (FIRE)	COMPLETE
Strategize reclassifications and promotions to encourage career growth.	ONGOING
Continue development programs, i.e., Internship, apprenticeship, etc.	IN PROGRESS
Promote transparency practices.	ONGOING
Publish the Annual Financial Report, Popular Annual Financial Report, and Annual Budget Reports and submit them to GFOA for review and feedback.	ONGOING
Develop dashboards for Fire and EMS calls and publish them on the Fire Rescue SharePoint page.	TO DO
Monitor and report overtime costs	ONGOING
Prepare Long Term Financial Plan providing strategic insight into the Town's financial condition	ONGOING

Strategic Tasks: **Governmental Leadership and Innovation**

Ensure the Town remains competitive in staffing levels, compensation, and benefits across all employment categories.	**ONGOING**
Compensation reviews and strategies.	ONGOING
Benefits analysis and enhancements.	ONGOING
Pension reform.	COMPLETE
Amenity benefits.	ONGOING
Deliver exceptional services to the community with optimal resource utilization.	**TO DO**
Implement best procurement practices, follow Town ordinances, and foster an environment for stakeholder engagement in the procurement process, ensuring contracts are established and well maintained.	ONGOING
Create a benchmark for the contract process that includes increased business metrics and analytics when evaluating independent contractors.	ONGOING
Expand online merchandise sales.	COMPLETE
Deploy new brand materials.	COMPLETE
Implement the marketing plan focusing on new clients, using public relations, social media, paid advertising, blogs, earned media, and contact super yacht boat show representatives for increased awareness.	ONGOING
Design, refine, and implement an effective community outreach program.	ONGOING
Provide Town communication to residents, contractors, and staff regarding recently adopted laws or changes in the Town code and new permitting regulations.	ONGOING
Provide high availability network and internet capacity, timely response to service requests, knowledgeable support, and productive solutions.	TO DO
Track key performance indicators to minimize downtime, provide responsive customer service, and balance needs of daily operational issues and strategic initiatives.	TO DO
Maintain high equipment availability, reduce downtime through proactive maintenance, acquire new vehicles and equipment from the Equipment Replacement Fund, evaluate right-sizing studies, adjust preventive maintenance intervals, and create predictive maintenance tasks.	ONGOING
Embrace a workforce culture that promotes being proactive and anticipatory.	**IN PROGRESS**
Promote an open communication and feedback culture to address concerns and build a unified team front.	IN PROGRESS
Develop the Innovation Award.	TO DO
Conduct contingency planning for a hybrid workforce.	IN PROGRESS
Implement new POS (Point of Sales Systems) for tennis and recreation to streamline operations and enhance end user experience.	COMPLETE
Develop a comprehensive training program for board and council members	**ONGOING**
Value and invest in a professional Town workforce that receives competitive compensation, recognition, and rewards for exceptional employee achievement in support of a culture of continuous improvement.	**ONGOING**
Reinforce the importance of Town values concerning performance.	ONGOING
Sponsor cross-departmental learning events to build collaboration and operational effectiveness.	IN PROGRESS
Implement monthly, quarterly, and yearly employee recognition initiatives.	IN PROGRESS
Launch fellow employee recognition program.	COMPLETE
Expand the TOPB Concentra Wellness Center and employee lead-Wellness Program.	COMPLETE

Strategic Tasks: **Governmental Leadership and Innovation**

Continue ongoing policy review.	IN PROGRESS
Initiate leadership development program.	COMPLETE
Ensure professionals' salaries and benefits are competitive with the local marketplace.	IN PROGRESS
Maintain Town facilities and buildings to provide a safe and functional working environment.	ONGOING
Develop a shared goal framework encouraging departments to collaborate on joint projects.	**ONGOING**
Continued website enhancement to facilitate better public access to records and information.	**ONGOING**
Maximize technology to deliver streamlined information and continual access to Town information and processes by producing user-friendly interfaces.	**IN PROGRESS**
Establish a standardized lease format and automate annual lease renewals.	COMPLETE
Optimize self-serve options and information resources on TownNet.	IN PROGRESS
Implement various projects, including deploying a policy manager application, migrating town data to SharePoint, migrating Laserfiche data to a cloud environment, implementing a new ERP system, a new agenda and meeting management software, CAD/RMS software application, an online permit and land use management system, and recreation data into the Lucity software.	IN PROGRESS
Streamline and increase ease of parking registration for residents.	ONGOING
Advance organizational operations by fostering collaborative efforts across departments to plan for future challenges proactively.	**IN PROGRESS**
Implement a project management tool to track tasks and responsibilities across the team.	TO DO
Enhance relationships between Town employees, residents, and businesses.	**ONGOING**
Optimize the partnership opportunities provided by Palm Beach Police and Fire Foundation and SafeGuard to deliver events to the community, including the annual document destruction and medication disposal event, the Public Safety Forums, the Citizen's Academy, Teen's Academy, and the opportunity to develop new initiatives.	ONGOING
Develop a community outreach program that educates the public on realistic drills, expands fire rescue drills, and identifies community threats.	ONGOING
Ensure the Marina establishes a premier brand that attracts global customers while aligning with the Town's focus on quality of life.	ONGOING
Continue the Volunteer in Police Service Program (VIPS), enabling citizens to collaborate with PD staff and provide essential support to the department.	ONGOING
Support and enhance open, two-way communication between the Town, its residents, and businesses.	**ONGOING**
Optimize the emergency call software Prepared Live, which allows Police to access real-time events through a caller's cellphone.	IN PROGRESS



Strategic Focus Area:

Sound Fiscal Management | The Town thrives financially over the long term because its decision-making and budgeting are based on accurate and relevant data, it sets organizational priorities across all government services, considers needs, and bases its fiscal policies on governmental accounting best practices.

Strategic Tasks: **Governmental Leadership and Innovation**

Seek brand collaborations for marina to create additional brand awareness and revenue growth.	IN PROGRESS
Evaluate risk complements for resiliency.	TO DO
Pursue grant opportunities.	IN PROGRESS
Participate in available grant opportunities, including the application to reimburse the Town for extraordinary overtime expenses and emergency equipment purchases necessitated by an event.	ONGOING
Align and integrate the strategic planning process, budget cycle, and operations.	ONGOING
Establish a formal process to evaluate the department's strategic objectives and action items.	COMPLETE
Evaluate, update, enact, and follow sensible fiscal policies.	TO DO
Assess and implement legal strategies to allocate resources effectively to mitigate risks.	TO DO
Provide adequate staffing to focus on fulfilling records requests in a timely fashion	ONGOING
Continue to look for and foster opportunities for learning and training staff, especially positions holding licenses or professional certifications per job requirements	ONGOING
Market Town-owned properties in West Palm Beach for potential ground leases to enhance and diversify revenue streams.	TO DO
Implement cost-effective strategies and resource management practices within Fire Rescue to ensure long-term sustainability while maintaining essential services.	**TO DO**
Conduct a comprehensive audit of operations related to resource utilization and distribution.	TO DO
Develop a long-term capital improvement plan prioritizing operational and repair cost reductions.	TO DO
Enable a sustainable future by proactively managing the overall costs of the Town government.	ONGOING
Review department budget and functions to achieve cost savings and revenue sources for future budgets.	ONGOING
Review individual unit functions and budgets to accomplish cost savings without comprising services.	ONGOING
Develop training programs and succession planning to build skills and prepare for future needs.	**IN PROGRESS**

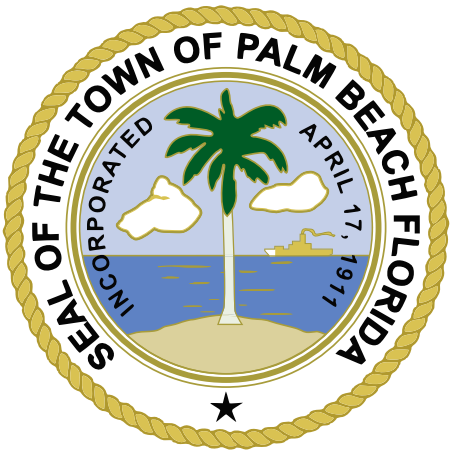


Strategic Focus Area:

Cooperative Relationships | Actively engage with federal, state, and local governments and agencies to protect home rule and promote cooperative relationships that affect the quality of life for the Town of Palm Beach.

Address regional and state significance issues in coordination with the Treasure Coast Regional Planning Council, South Florida Water Management District, and state and federal agencies.	**ONGOING**
Continued coordination with the United States Coast Guard to reduce bridge openings during rush hour.	ONGOING

Strategic Tasks: **Governmental Leadership and Innovation**	
Pursue appointing a member of the Town Council or a Commission member to the Business Development Board of Palm Beach County and the Palm Beach County Chamber of Commerce.	TO DO
Coordinate with the Florida Department of Transportation (FDOT), Palm Beach County, West Palm Beach, and other communities to minimize transportation impacts to the Town through active participation in the Palm Beach TPA Technical Review Committee.	ONGOING
Coordinate with the Palm Beach School District.	ONGOING
Participate in the County's Multijurisdictional process and planning framework to provide for a county-wide vision for transportation and mobility that safely connects people to places.	**TO DO**
Participate in intergovernmental coordination processes and consider the impacts of proposed comprehensive plan amendments and future developments.	**TO DO**
Town representation on IPARC	COMPLETE
Town representation on CCNA (airport) board	COMPLETE
GIS - Maintain a public-facing Future Land Use Map and GIS Map Series on the Town's website.	COMPLETE
Intergovernmental Plan Amendment Review Committee (IPARC) participation on the Executive Committee and Issues Forum.	COMPLETE
Request to appoint Town representatives to County advisory committees.	TO DO
Participate in the Lake Worth Lagoon Steering Committee in relation to the Florida Department of Environmental Protection's program for the Lake Worth Lagoon Ecosystem Management Area.	TO DO
Address impacts of the City of West Palm Beach Downtown Master Plan.	TO DO


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



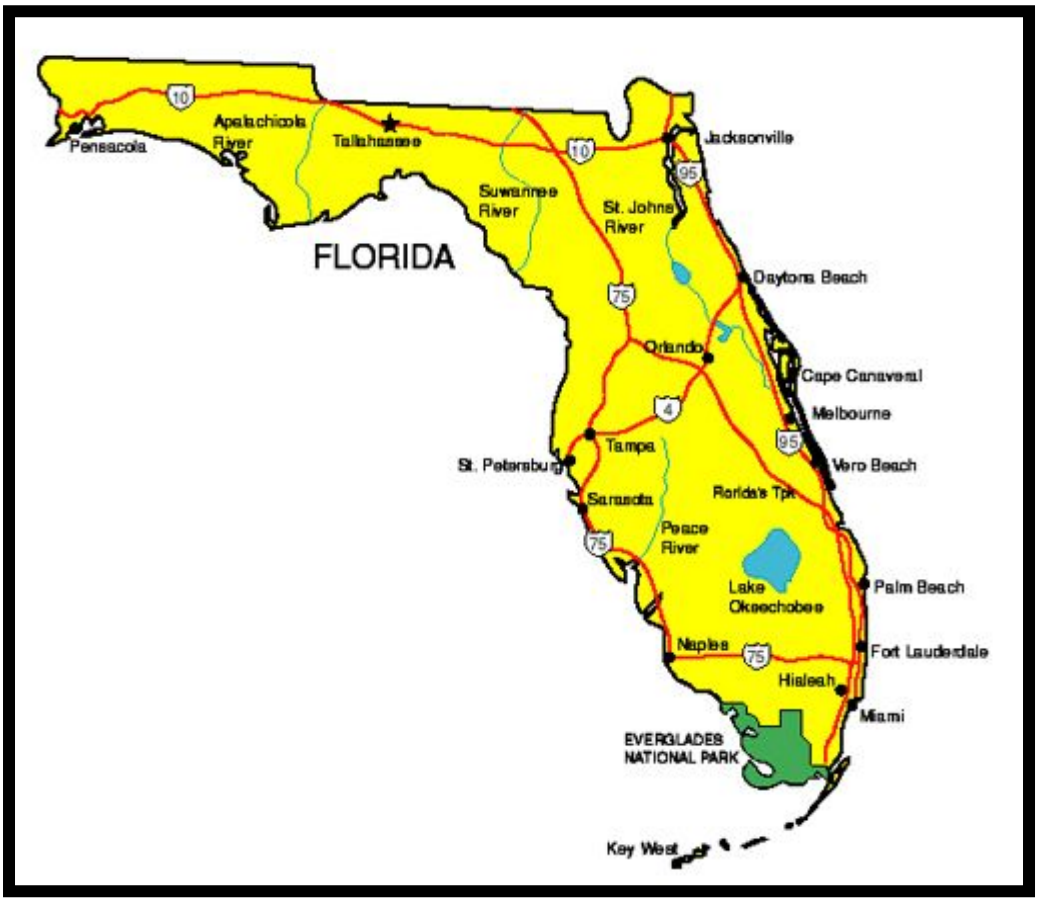
Introductory Information

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

LOCATION

Palm Beach is located on a barrier island east of West Palm Beach, Florida in Palm Beach County. The land area of the Town is approximately 3.77 square miles with 12.1 miles of coastline on the Atlantic Ocean. The Town is also bound on the west by 15.9 miles of Intracoastal frontage (Lake Worth), on the north by the Palm Beach Inlet, and on the south by the Town of South Palm Beach.



TOWN OVERVIEW/DEMOGRAPHICS

Palm Beach at a Glance	
Date of Incorporation	April 17, 1911
Form of Government	Council/Manager
Land Area	3.77 Square Miles
FY2026 General Fund Budget	$119.2 Million
Taxable Property Valuation	$30 Billion

Town of Palm Beach Demographics

Population	
2022 (Univ of Florida est)	9,218
2021 (Univ of Florida est)	9,253
2020 (Census)	9,245
2019 (Univ of Florida est)	8,321
2018 (Univ of Florida est)	8,295
2010 (Census)	8,161
2000	9,676
1990	9,814
1980	9,432
1980	9,086
1960	6,055
1950	3,886

Resident Statistics	
Median Age	70.6 yrs.
Avg. Household Size	1.71
Median Home Value	$1.52 Million

Population by Age	
Under 5 years	1.3%
Under 18 years	5.6%
65 years and over	63.0%

Racial Composition	
Caucasian & Other Races	92.9%
Hispanic/Latino	6.5%
African American	0.2%
Asian	0.9%

Service Statistics	
Police Stations	1
Fire-Rescue Stations	3
Public Elementary School	1
Public Library	1
Recreation Facilities	
Tennis Courts	13
Par 3 Golf Course	1
Marina (84 slips)	1
Community Building	1
Playfields	5
Bicycle Paths	9.3 miles
Picnic Tables	77
Outdoors Grills	28
Recreation Areas	
Phipps Ocean Park	24 acres
Special Use Parks	
Public Park on Beach	3.0 acres
Municipal Beach	5.60 acres
Peruvian/So. County Rd	0.24 acres
Southern Blvd Causeway	9.60 acres
Nature Islands	39 acres

Registered Voters	7,531

Bond Ratings

	2013/2016 Revenue Bonds	Issuer's Rating
Moody's	Aaa	Aaa
S&P	AAA	AAA

TOWN HISTORY

According to early settler accounts, Palm Beach received its name from a shipwreck named the "Providencia". The ship washed ashore in January of 1878 with a load of coconuts bound from Havana to Barcelona. Early settlers lost no time claiming salvage and planting the coconuts, which were not native to South Florida in an effort to launch tropical South Florida on a commercial coconut industry.

In 1893 millionaire industrialist Henry M. Flagler and his second wife honeymooned in St. Augustine. Impressed with the beauty and history of the area, he envisioned an "American Riviera". Flagler left home at age 14 with an eighth-grade education. Later, with John D. Rockefeller and Samuel Adams, he founded Standard Oil, and the rest is history. Having invested large sums in several hotels in the St. Augustine area, Flagler extended his holdings southward. He bought and improved existing railways anticipating the tremendous potential for South Florida. His railway was named the Florida East Coast Railway.

Flagler's agents soon were buying acres of land on the island of Palm Beach. Many early homesteaders found themselves very wealthy, as orders had been given to buy "at any price". Ground was broken May 1, 1893, and on February 11, 1894, the Royal Poinciana Hotel, the largest wood structure in the world, opened in Palm Beach and welcomed 17 guests. A month after the opening, the first train pulled from the station on Loftin Street (later used as an office and warehouse by the Town of Palm Beach) in West Palm Beach on the newly built bridge across Lake Worth to deliver vacationing residents, some in their own private railway cars, to the new hotel. Henry Flagler built his own house in 1902, Whitehall, as a wedding present for his third wife, Mary Lily Kenan. Whitehall is now the Henry Morrison Flagler Museum and is open to the public.



Flagler continued to develop the Royal Poinciana Hotel property and built a second hotel, the Palm Beach Inn, on the beachfront portion of the Royal Poinciana's property. When the Palm Beach Inn burned in 1903 the first Breakers Hotel was built. Destroyed by a fire in 1925, it was rebuilt as the splendid hotel it is today. The Breakers is listed in the National Register of Historic Places.

On April 17, 1911, a meeting of the registered and qualified voters of Palm Beach, Florida, was held at the Palm Beach Hotel for the purpose of incorporating the Town of Palm Beach. Thirty-four qualified voters voted to incorporate the Town.

In 1918, before the end of World War I, Addison Mizner, an established New York architect who was born in California and studied in Spain, accepted an invitation from Paris Singer to recuperate from a leg injury in Palm Beach. As Mizner's health improved his boredom turned into creativity, and he transformed Singer's bungalow into a Chinese villa. The conversion was a success, but Singer looked forward to a larger project. Having established two hospitals in France, Paris Singer decided to build a convalescent home in Palm

Beach for service men returning from the war. The buildings were completed, but before the opening of the clubhouse in January 1919, the "Touchstone Convalescent Club" had been transformed into the exclusive Everglades Club on Worth Avenue where it still is today. Mizner's era had begun and was to continue along the southeast Florida coast through the 1920's.

The Town of Palm Beach soon began long range plans to develop and protect this island paradise, and the beauty which Town residents now enjoy is due to the efforts of several generations of planning activity. In 1929, the Garden Club of Palm Beach joined the Town and formally sponsored the preparation of a Town Plan. The overall goal of the 1929 Plan stated the following:

> *"One attractive and well managed public bath and beach, the concentration of general traffic upon a limited number of streets, beautification without especial reference to main arteries of travel, and a system of leisurely and convenient byways free from automobiles, punctuated with gardens: this is a plan which will localize recreation seeking crowds, discourage trespassing, and provide safety and quiet for residents of Palm Beach."*

Also included in the plan was the following statement:

> *"There are many communities which can be said to be beautiful. The places in which charm is the additional attribute are very few. The element of charm is the thing, which lifts a community out of the ordinary and makes it distinctive. The attribute of charm may be produced by an intelligent development of physical advantages in an unusual way."*

Today's Comprehensive Plan in Palm Beach builds on the early foundation as an effort to preserve the quality and beauty of Palm Beach.

The Town of Palm Beach has 8,371 registered voters in 2020 with approximately 8,321 full time residents. The population swells to approximately 25,000 during "season" which is from November to April. Residents and visitors enjoy the very best in dining, shopping, and luxurious surroundings. Worth Avenue shops attract visitors worldwide.

In 2011, the Town celebrated its Centennial with a season full of activities and events. A Centennial Commission was formed to engage with the community, residents and businesses alike, to identify ways to celebrate the 100th anniversary of the Town's incorporation on April 17, 2011.

TAXABLE VALUE AND MILLAGE RATE

The Town Council approved a millage rate of 2.6110 for FY26, a 0.00% change from the FY25 millage rate of 2.6110. Taxable value increased 7.53% to $34,571,954,529 for FY26. Ad Valorem revenue of $85,754,136 is included in the FY26 budget. The Town adopted final millage rate is above rollback but below maximum millage rates. The decrease in tax revenue if the rollback rate was adopted would have been 5,912,474. The chart below identifies the millage rate options available to the Town and the Town's adopted final millage rate.

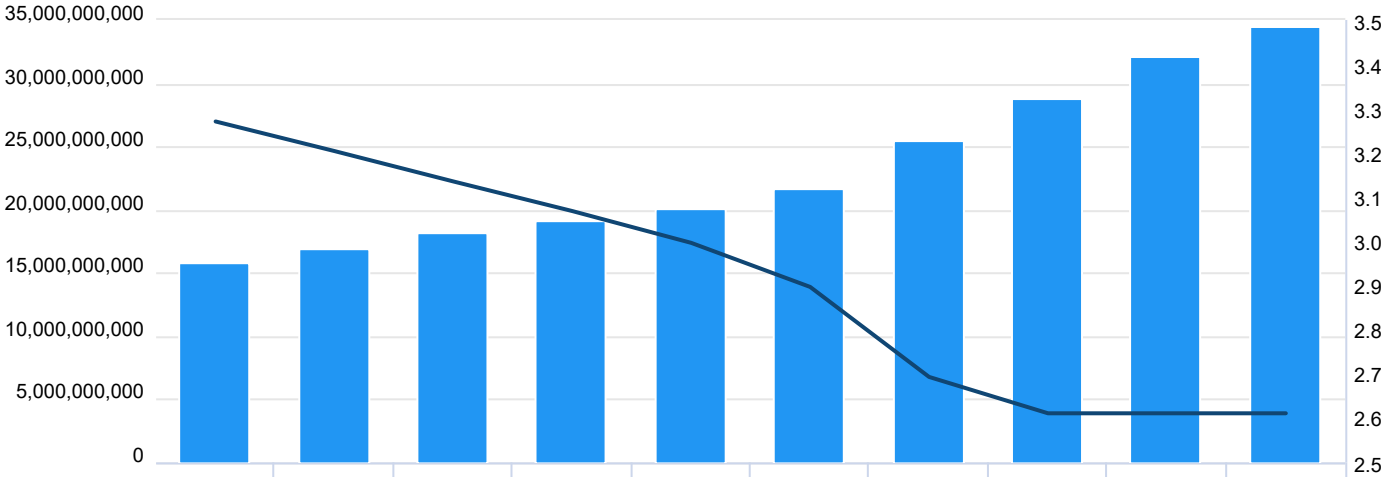
	Millage Rate	Tax Revenue
Rollback Millage Rate	2.4310	$ 79,841,531
Majority Vote Maximum Millage Rate	2.5406	$ 83,441,832
2/3 Vote Maximum Millage Rate	2.7947	$ 91,787,329
FY25 Millage Rate	2.6110	$ 85,754,005
FY26 Proposed Millage Rate	2.6110	$ 85,754,005

The majority maximum millage rate is the prior year rolled-back rate adjusted to the rolled back rate if the prior year majority vote rate had been levied. This newly calculated rolled-back rate is then adjusted by the percentage change in per capita Florida personal income to arrive at the current year majority vote rate. This year the percentage change in Florida personal income was 1.0569%. The 2/3 vote maximum rate is 110% of the majority maximum rate.

The Town's taxable value since 2016 has increased 120% to all-time highs as shown in the chart below. In 2026 the taxable value increased by 8%.

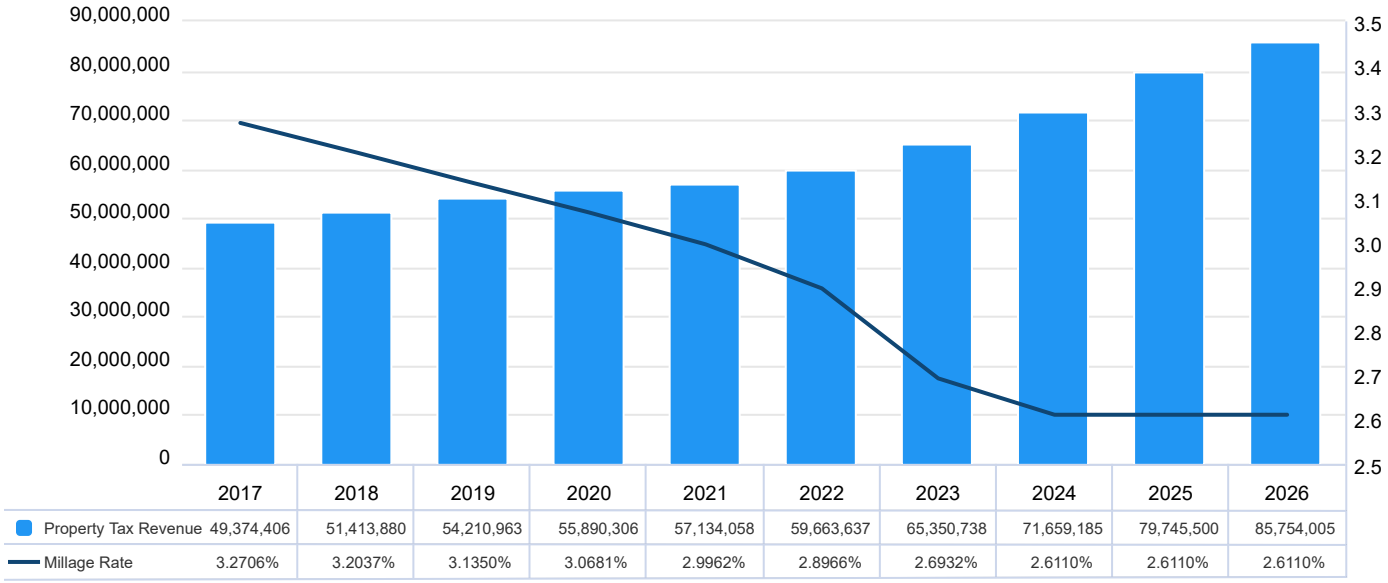
Since FY17, the millage rate has declined 20.2% due to increasing values. The tax revenue trend is shown on the following chart.

Taxable Value and Millage Rate Trend



	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Taxable Value	15,890,986,028	16,892,928,014	18,202,287,698	19,175,353,217	20,072,463,151	21,681,912,582	25,542,199,170	28,889,587,970	32,149,560,525	34,571,954,529
Millage Rate	3.2706%	3.2037%	3.1350%	3.0681%	2.9962%	2.8966%	2.6932%	2.6110%	2.6110%	2.6110%

Property Tax Revenue and Millage Rate History



	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Property Tax Revenue	49,374,406	51,413,880	54,210,963	55,890,306	57,134,058	59,663,637	65,350,738	71,659,185	79,745,500	85,754,005
Millage Rate	3.2706%	3.2037%	3.1350%	3.0681%	2.9962%	2.8966%	2.6932%	2.6110%	2.6110%	2.6110%

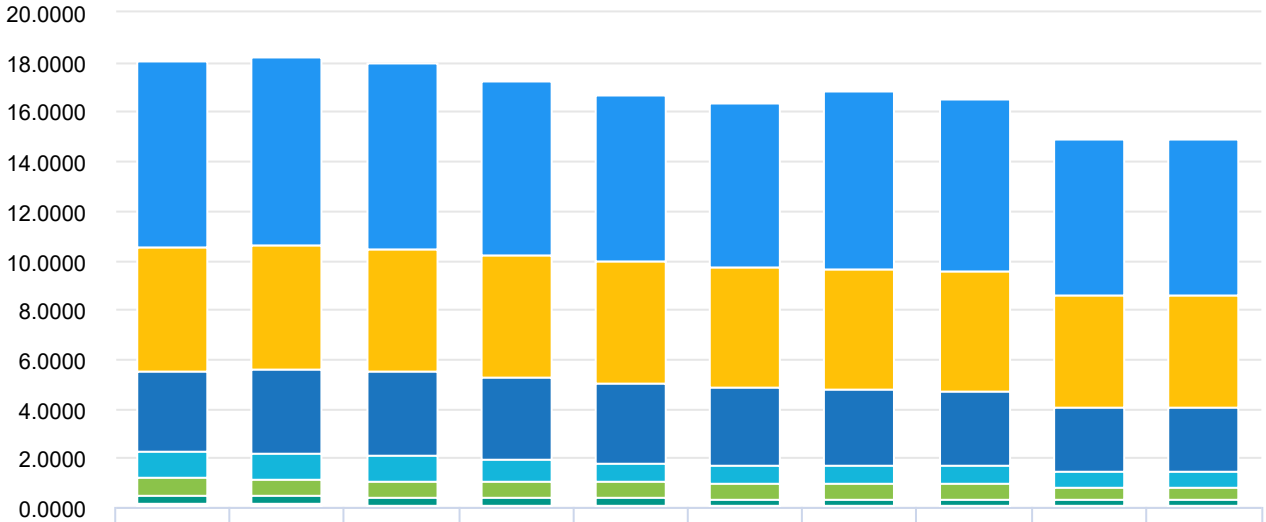
The Town millage rate represents 17.56% of the total tax bill. The table below illustrates the difference between the FY25 vs FY26 total tax bill by taxing district for a Palm Beach property owner with a taxable value of $1 million.

Impact on owner of $1 million property

Taxing Authority	FY25 Millage Rate	FY26 Millage Rate	FY26 Tax Per $1 million value	Change Per $1 million Value	% Change	% of Total Tax Bill
Palm Beach County School District	6.3140	6.3210	$ 6,321	$ 7	0.11%	42.51%
Palm Beach County	4.5396	4.5330	$ 4,533	($ 7)	(0.15%)	30.48%
Palm Beach	2.6110	2.6110	$ 2,611	$ 0	-%	17.56%
Health Care District	0.6561	0.6561	$ 656	$ 0	-%	4.41%
Children Services	0.4908	0.4908	$ 491	$ 0	-%	3.30%
South Florida Water Mgmt	0.1974	0.1974	$ 197	$ 0	-%	1.32%
Everglades Construction	0.0327	0.0327	$ 33	$ 0	-%	0.22%
Florida Inland Navigation	0.0288	0.0288	$ 29	$ 0	-%	0.20%
Grand Total	**14.8704**	**14.8708**	**$ 14,871**	**$ 0**	**0.00%**	**100.00%**

The chart on the next page shows the 10-year trend in millage rates for all taxing authorities.

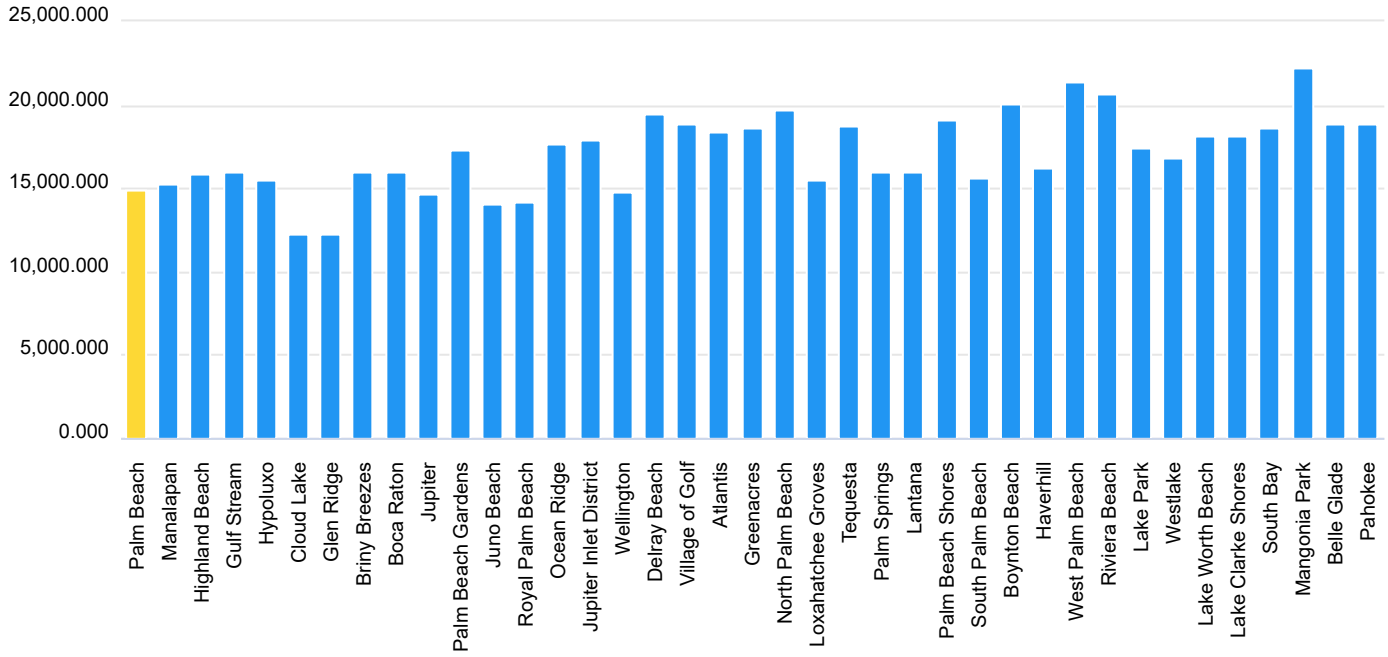
Tax Rate Detail History



	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26
School District	7.5860	7.5940	7.5120	7.0700	6.7690	6.5720	7.1640	7.0100	6.3140	6.3210
Palm Beach County	4.9852	4.9729	4.9277	4.9142	4.9023	4.8980	4.8580	4.8124	4.5396	4.5330
Town of Palm Beach	3.2468	3.4058	3.3779	3.2706	3.2037	3.1350	3.0681	2.9962	2.6110	2.6110
Health Care District	1.0800	1.0800	1.0426	0.8993	0.7808	0.7261	0.7261	0.7261	0.6561	0.6561
Children Services	0.7025	0.6745	0.6677	0.6833	0.6590	0.6403	0.6497	0.6497	0.4908	0.4908
SFWMD	0.3523	0.3294	0.3045	0.2836	0.2659	0.2519	0.2398	0.2295	0.1974	0.1974
Everglades	0.0587	0.0548	0.0506	0.0471	0.0441	0.0417	0.0397	0.0380	0.0327	0.0327
FIND	0.0345	0.0345	0.0320	0.0320	0.0320	0.0320	0.0320	0.0320	0.0320	0.0288

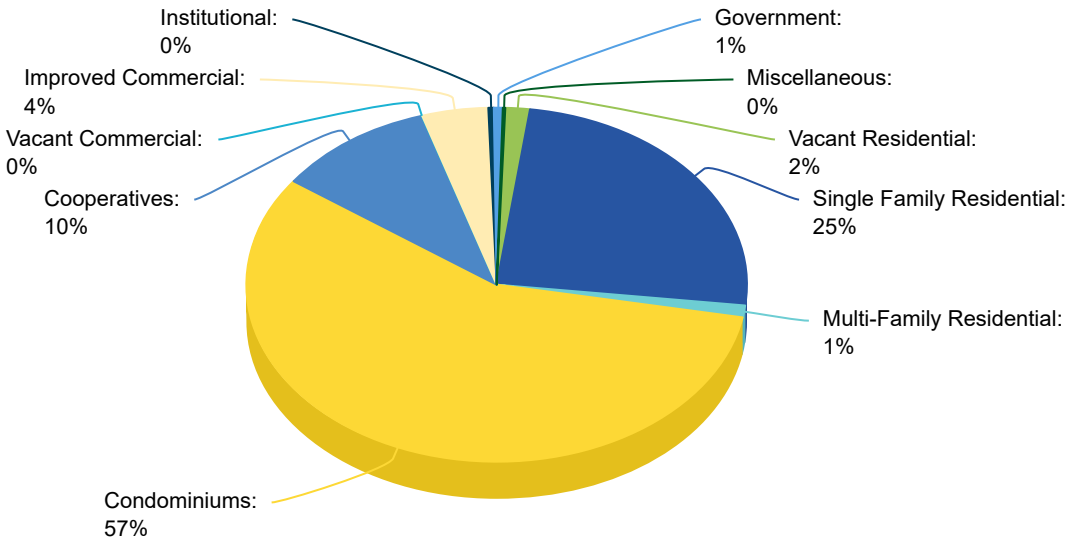
The Town's total millage rate is among the lowest of all municipalities in Palm Beach County. The following chart below compares the taxes per $1 million of taxable value across various Palm Beach County municipalities.

Millage Rates of Palm Beach County Municipalities



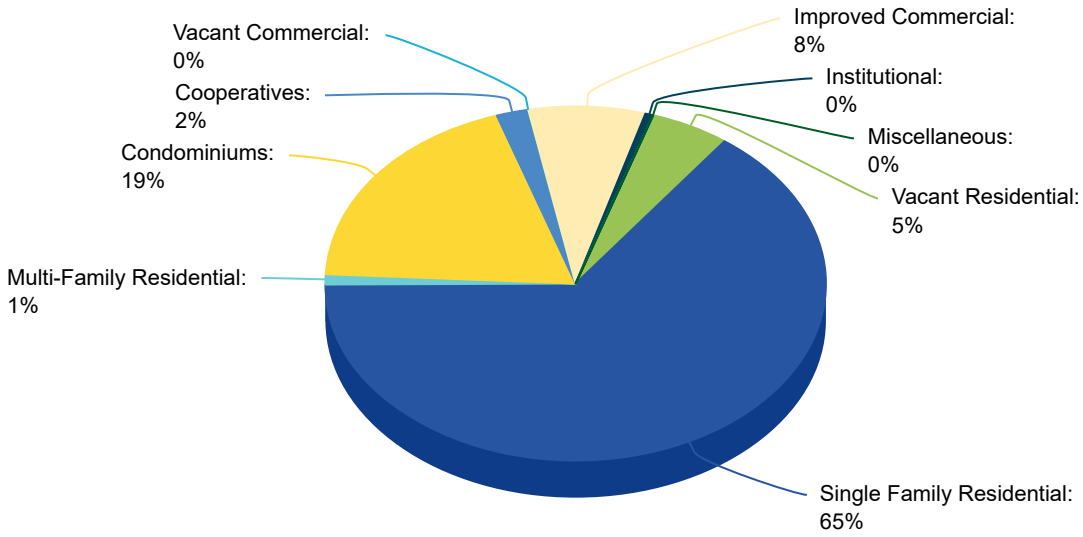
PROPERTY BREAKDOWN BY NUMBER OF PARCELS

The Town has a total of 9,256 total parcels. Residential units total 8,756 or 94.6% of all parcels. Condominiums and Cooperatives represent the greatest percentage of total parcels in the Town at 67.2% or 6,219 parcels. Single family residential parcels are the second largest group at 2,437 parcels or 26.3% of the total. Commercial and Industrial parcels total 400 and the balance is made up of multi-family, government, institutional and miscellaneous parcels. There are 3,076 properties with a Homestead exemption representing 33.2% of the total parcels in the Town.



PROPERTY BREAKDOWN BY TAXABLE VALUE

The taxable value of parcels in the Town total $34.4 billion. Residential parcels represent 92% of the total value of parcels at $31,621,722,684 and single family residential represents 70% of the total value or $24,042,451,062. Commercial properties represent 8% or $2,598,680,458 of the total value of parcels.

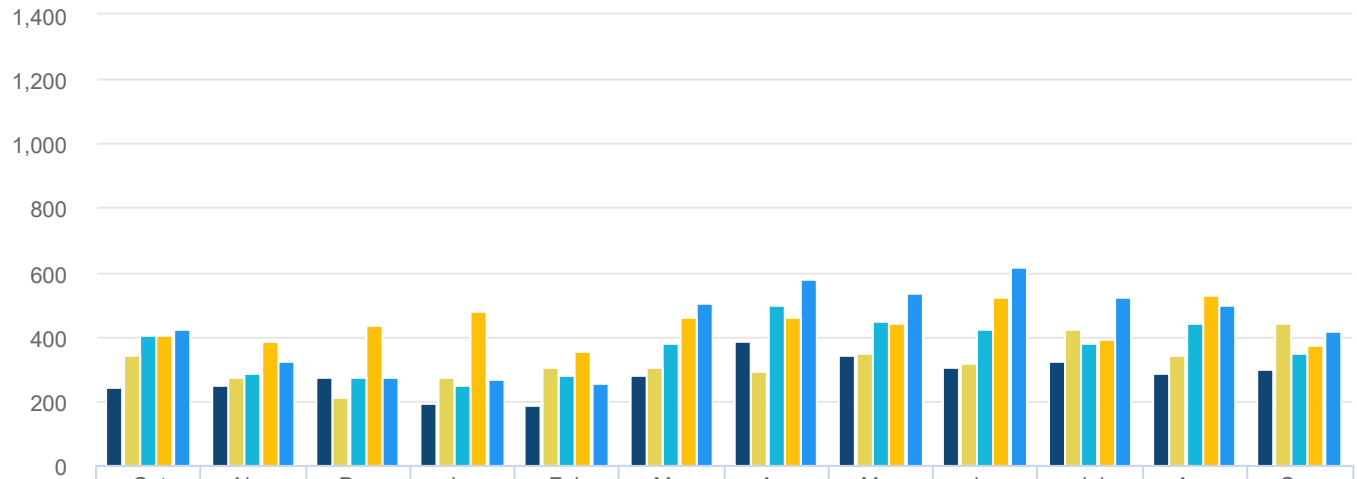


HISTORICAL BUILDING PERMIT DETAIL

During FY19, the Town revised the permit process and consolidated many building permits for one project into a master permit. Therefore, while the permit application numbers declined by 13% because of the new "one permit" process, total construction value increased by 4%. Total construction valuation for FY25 was $712,060,648 compared to $682,510,914 in FY24 and exceeded all prior year's totals.

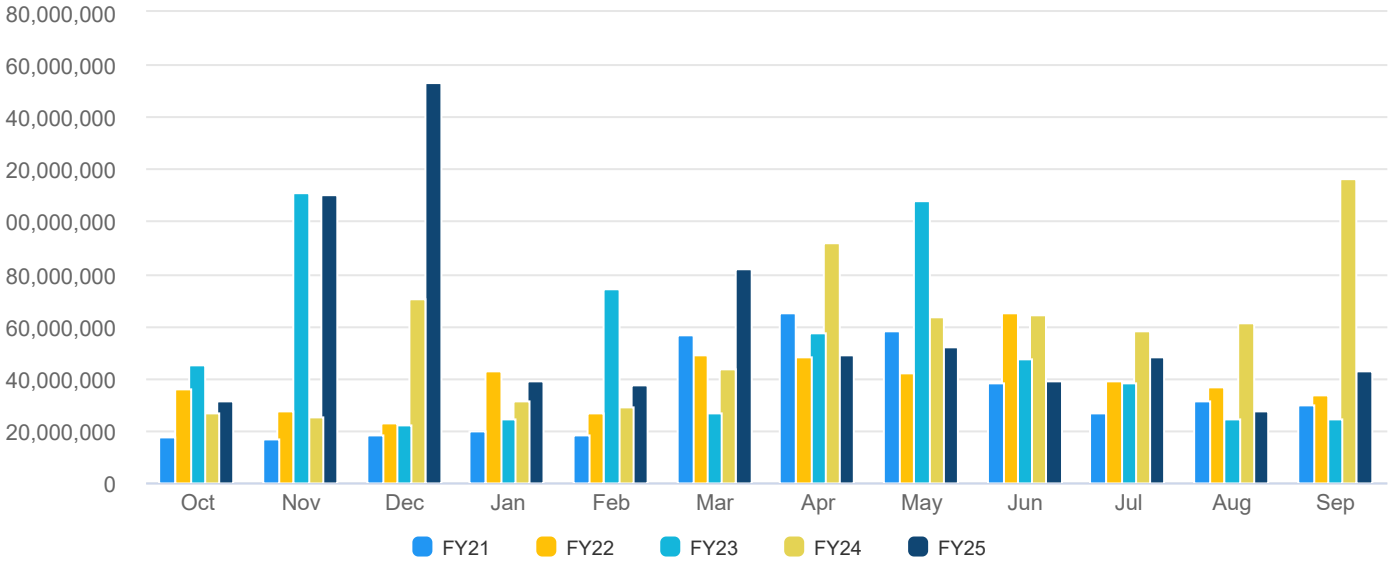
The monthly trend for permit activity and permit valuation for the past five years is shown on the charts below.

Total Permit Applications



	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
FY21	422	325	274	268	253	504	578	534	618	522	498	417
FY22	405	386	437	479	352	460	460	440	525	391	527	376
FY23	402	287	273	247	277	377	500	449	421	377	443	349
FY24	344	272	209	275	303	304	293	351	319	422	345	439
FY25	244	250	273	194	186	280	384	341	303	323	287	299

Construction Valuation



FINANCIAL POLICIES

The Town of Palm Beach financial policies, compiled below, set forth the basic framework for the overall financial management of the Town. These policies assist the Town Council's decision-making process and provide guidelines for evaluating both current activities and proposals for future programs. Copies of Town Council adopted policies are located in the appendix section of this document.

GENERAL POLICIES

- Annually prepare a budget, submit it to the Town Council for approval and publicly issue a budget document.
- Identify costs and funding sources before recommending approval of capital and operating budgets.
- Provide for sound financial planning, the best possible bond rating, funding of depreciation and adequate working capital in all funds.
- Take measures to protect against catastrophic losses through a combination of insurance, funded self-insurance, and cash reserves.
- Follow the Town of Palm Beach Charter when preparing the Town's budget.
- Estimate and review the long-term costs associated with proposed new programs or services.
- Assign all program costs as accurately as practical (including interfund transfers when necessary) utilizing intergovernmental service funds where indicated.
- Annually review all existing programs to determine whether a recommendation to the Town Council to maintain, decrease, or increase service levels is appropriate.
- Review annually all administrative policies governing accounting procedures, billing, purchasing, asset use and control, and risk management.

OPERATING BUDGET POLICIES

- Pay for all current year operating expenses with current year revenues and/or available fund balances.
- Provide for adequate funding of all pension plans, as determined by the Town's actuary.
- Make all purchases in an impartial, economical, efficient, and competitive manner, in accordance with all Federal, State and municipal laws and coordinated through the Purchasing Division.
- The budget will be controlled at the program level within each department by the applicable department head. Budget amendment requests and transfers of funds between programs will originate from the applicable department director and the Finance Director and shall be subject to the approval of the Town Manager.
- The Town Manager may authorize transfers between departments if the action is deemed necessary to meet the obligations of the Town.
- Issue a Comprehensive Annual Budget Document after adoption.

CAPITAL BUDGET POLICIES

- Evaluate the relative merit of each capital project according to the Town Council's goals and priorities.

- Rely on internally generated funds and/or grants to finance its capital needs. Debt will be issued for a capital project only in the case of an emergency, or when inclusion of a project in the Town's pay-as-you-go Capital program will preclude the construction of smaller necessary capital improvements.
- Thoroughly evaluate and update the Capital Improvement Program on an annual basis providing detailed information regarding operational impacts.

REVENUE MANAGEMENT POLICIES

- Levy taxes to provide the desired level of service.
- Annually review all revenue schedules, including taxes, rates, licenses, user fees, and other charges, to insure compliance with Town Council's approved policies.
- Maintain a diversified revenue base to help mitigate the effects of short-term fluctuations in any one revenue source.
- Conservatively estimate annual revenues utilizing established industry standards along with historical trend information.
- Annually review user fees for the Recreation Programs and the Marina and Golf Course Enterprise Funds and set at a level that is competitive in the market and provides value for Town residents.
- Review new sources of revenue to fund operating and capital costs consistent with the Town Councils' goals and priorities.

INVESTMENT MANAGEMENT POLICIES

- Prepare a cash flow analysis of all funds on a regular basis. Disbursement, collection and deposit of all funds will be scheduled to insure cash availability.
- Deposit funds only in financial institutions which are insured by the Federal Deposit Insurance Corporation or are approved for full collateralization by the public deposit protection act or other state statutes.
- Pool cash from all legally permitted funds for investment purposes.
- Maximize the investment rate of return. Adhere to lawful investment options. Safety of the principal shall be the dominant requirement, followed by sufficient liquidity to meet operating requirements, and then yield
- Insure timely deposit of all collected revenues.

DEBT MANAGEMENT POLICIES

- Periodically approve the issuance of Debt Obligations on behalf of the Town to finance the construction or acquisition of infrastructure and other assets for the purpose of meeting its governmental obligations to its residents.
- Approve the issuance of Debt Obligations to refund outstanding debt when market conditions indicate or for management considerations.
- Assure that such Debt Obligations are issued and administered in such a manner as to ensure and sustain the long-term financial integrity of the Town, to achieve the highest possible credit rating and to preserve and enhance the quality of life, safety and welfare of its citizens.

- Assure that such Debt Obligations shall not be issued or debt proceeds used to finance current operations of the Town except as provided herein.
- Issue Debt Obligations if necessary to minimize the impact of construction or acquisition of infrastructure and other assets on the budget of the Town.
- Consider long-term financing for the acquisition, maintenance, replacement, or expansion of physical assets (including land) only if they have an economic/useful life of at least five years.
- Not issue debt for periods exceeding the useful life or average useful lives of the project or projects to be financed.
- Normally rely on internally generated funds and/or grants to finance its capital needs. Debt will be issued for a capital project only in the case of an emergency, or when inclusion of a project in the Town's pay-as-you-go capital program will preclude the construction of smaller necessary capital improvements.
- Keep outstanding debt within the limits prescribed by Section 7.01 of the Town Charter.

ACCOUNTING, AUDITING AND REPORTING POLICIES

- Establish and maintain a high degree of accounting competency. Financial accounting and reporting will be done in accordance with methods prescribed by the Governmental Accounting Standards Board and the Government Finance Officers Association, or their equivalents.
- Present monthly and annual reports to the Town Council summarizing financial activity.
- Maintain financial systems to monitor expenditures, revenues and performance of all municipal programs on an ongoing basis.
- Provide full disclosure in annual financial statements and bond representations.
- Use an independent certified public accounting firm to perform an annual audit.
- Publicly issue a Comprehensive Annual Financial Report.
- Comply with all required reporting requirements related to bond issuance terms.

RESERVE POLICIES

- Maintain a contingency reserve in the General Fund equal to 1% of the proposed General Fund budget to address unexpected needs that occur throughout the year, subject to the formal affirmative vote of the Town Council.
- Maintain a contingency reserve in the Capital Fund equal to 10% of the proposed Capital Fund budget to address unexpected needs that occur throughout the year, subject to the formal affirmative vote of the Town Council.
- Maintain an unassigned fund balance in the General Fund equal to a minimum of 30% of current year General Fund budgeted expenditures.
- Maintain a contingency reserve for the Equipment Replacement Fund of $500,000 to address unexpected needs that occur throughout the year, subject to the formal affirmative vote of the Town Council.
- Maintain a contingency reserve in the Enterprise Funds equal to 5% of the proposed Town Marina and Golf Course Enterprise Fund's operating expense budget to address unexpected needs that occur throughout the year, subject to the formal affirmative vote of the Town Council.

- Maintain a contingency reserve in the Self-Insurance Risk Fund of $500,000 to address unexpected needs that occur throughout the year, subject to the formal affirmative vote of the Town Council.
- Maintain a contingency reserve in the Self-Insurance Health Fund of $500,000 to address unanticipated expenditures and/or to meet unexpected increases in health insurance costs and claims exposure.
- Establish a reserve to designate fund balance in the amount equal to the Town's unpaid obligations, unfinished projects and prepaid expenses that carry over from one fiscal year into the next.
- Maintain minimum unrestricted net position levels equal to one year of operating expenses plus one year of debt service.
- Maintain minimum unrestricted net position levels equal to or less than a four-year average of the Fund's operating budget in the Building Enterprise Fund.
- Maintain a minimum reserve of $2,500,000 for the Risk Fund designated as a reserve for catastrophic exposures/emergencies.
- Maintain a reserve for funding the replacement costs of General Fund existing equipment, vehicles, and computers when they reach the end of their useful lives. The reserve will be maintained at a rate of 100% of accumulated depreciation (calculated at replacement cost) of the existing equipment.
- Maintain a reserve for funding the replacement costs of Golf Course Enterprise Fund existing equipment, vehicles, and computers when they reach the end of their useful lives. The reserve will be maintained at a rate of 100% of accumulated depreciation (calculated at replacement cost) of the existing equipment.
- Maintain a reserve for funding a dock replacement fund. The reserve will be maintained at a rate of 100% of accumulated depreciation based on the cost of construction for the marina built in 2021.
- Maintain a repair and replacement reserve for funding the maintenance and improvement projects for the Golf Course.
- Maintain a reserve for funding the costs on non-routine maintenance and improvement projects of the Town Marina. The reserve fund is to be funded at a rate of 1% of annual revenues calculated at fiscal year-end.
- Maintain a commitment of fund balance in the General Fund for payment of the liability related to compensated absences. This commitment will be funded at a rate of 100% of the fiscal year end accrued balance.

RETIREMENT FUNDING POLICY

- The Town of Palm Beach will budget and contribute an amount equal to the Actuarially Determined Employer Contribution (ADEC).
- In addition, the Town of Palm Beach will contribute additional funds over and above the ADEC during the first month of the fiscal year. These additional funds serve to reduce the Town's Unfunded Actuarially Accrued Liability (UAAL) and will be reflected as receivable contributions in the actuarial valuation that is as of the September 30th immediately preceding the deposit date of the additional Funds.
- The amount of $5,420,000 of additional funding will be paid annually until fully funded, unless reduced due to a maximum allowed under this policy and subject to said funds being budgeted annually.

BUDGET PREPARATION PROCESS

The accounting policies and reporting practices of the Town conform to generally accepted accounting principles as applicable to governments. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. The following is a summary of significant policies and practices.

FINANCIAL REPORTING ENTITY

For financial reporting purposes, management has defined the reporting entity in accordance with criteria set forth in generally accepted accounting principles. The basic criterion for including a potential component unit within the reporting entity is the governing body's ability to exercise oversight responsibility. The most significant manifestation of this ability is financial interdependency. Other manifestations of the ability to exercise oversight responsibility include, but are not limited to, the selection of governing authority, the designation of management, the ability to significantly influence operations, and accountability for fiscal matters. A second criterion used in evaluating potential component units is the scope of public service. Application of this criterion involves considering whether the activity benefits the government and/or its citizens, or whether the activity is conducted within the geographic boundaries of the government and is generally available to its citizens. A third criterion used to evaluate potential component units for inclusion or exclusion from the reporting entity is the existence of special financing relationships, regardless of whether the government is able to exercise oversight responsibilities. Based upon the application of these criteria, the following is a brief review of each potential component unit addressed in defining the Town's reporting entity.

Included within the reporting entity:

The Town of Palm Beach Employees' Retirement System

The Town and the Systems' participants are obligated to fund the costs based upon actuarial valuations. The Employee's Retirement Board recommends and the Town Council is authorized to establish benefit levels and to approve the actuarial assumptions used in the determination of contribution levels.

Excluded from the reporting entity:

East Central Regional Wastewater Treatment Facility ("Facility")

The Town participates in an interlocal agreement with Palm Beach County and the Cities of West Palm Beach, Riviera Beach and Lake Worth to provide wastewater treatment. The facility is governed by a Board of Directors comprised of one member from each participating entity. The Board of Directors has the authority to accept and disburse funds, approve an annual budget, transact business, enter into contracts and decide all other matters related to the Facility. The Town reimburses the Facility based upon usage and also provides funds for renewal and replacement costs. The Town does not exercise significant oversight responsibility nor can the Town significantly influence the Facility's operations and, therefore, the Facility has not been included as part of the reporting entity.

BASIS OF ACCOUNTING

Basis of accounting refers to when revenues and expenditures or expenses are recognized in the accounts and reported in the financial statements. Basis of accounting relates to the timing of the measurements made, regardless of the measurement focus applied.

All Governmental Funds are accounted for using the modified accrual basis of accounting. Their revenues are recognized in the period in which they become susceptible to accrual that is when they become measurable and available to pay liabilities of the current period.

Property taxes, utility and franchise taxes, intergovernmental revenues and charges for services are susceptible to accrual when collected in the current year or within sixty days subsequent to September 30th, provided that amounts received pertained to billings through the fiscal year just ended. Further, property taxes are recognized as revenue in the fiscal year for which they are levied. Investment earnings are recorded as earned since they are measurable and available. Permits, fines, forfeitures and contributions are not susceptible to accrual because, generally, they are not measurable until received in cash. Revenues collected in advance of the year to which they apply are recorded as deferred revenues.

Expenditures under the modified accrual basis of accounting are generally recognized when the related fund liability is incurred and expected to be liquidated with available resources. Exceptions to this general rule include principal and interest on general long-term debt which are recognized when due.

All Proprietary Fund types and the Pension and Nonexpendable Trust Funds are accounted for using the accrual basis of accounting. Revenue is recognized when earned, and expenses are recognized when they are incurred.

The Agency Funds are custodial in nature and do not involve measurement of results of operations. They are accounted for under the modified accrual basis of accounting. Assets and liabilities are recognized on the modified accrual basis.

BUDGET BASIS

The budgets of general government type funds are prepared on a modified accrual basis. Briefly, this means that obligations of the Town are budgeted as expenses, but revenues are recognized only when they are actually received. Unencumbered appropriations lapse at fiscal year end.

The enterprise funds, on the other hand, are budgeted on a full accrual basis. Not only are expenditures recognized when a commitment is made, but revenues are also recognized when they are obligated to the town.

The Annual Comprehensive Financial Report (ACFR) shows the status of the Town's finances on the basis of "generally accepted accounting principles" (GAAP) and fund expenditures/revenues on both a GAAP basis and budget basis for comparison purposes.

BUDGETS AND BUDGETARY REQUIREMENTS

The Town follows these procedures in establishing the budgetary data reflected in the financial statements:

- Under the Laws of the State of Florida and the Town Code, prior to July 31, the Town Manager submits to the Mayor and Town Council a proposed Annual Budget and Financial Plan for the fiscal year, commencing the following October 1st. The Annual Budget and Financial Plan is prepared by fund, function and activity and includes proposed expenditures and the means of financing them.
- Two Public hearings are conducted to obtain taxpayer comments.
- Prior to October 1st, the budget is legally enacted by the Town Council through passage of a resolution.
- Encumbrance accounting, under which purchase orders, contracts, and other commitments for the expenditure of monies are recorded in order to reserve that portion of the applicable appropriation, is employed as an extension of formal budgetary control in the General Fund and Capital Projects

Funds. On a Non-GAAP budgetary basis, encumbrances are recorded as expenditures of the current year. On a GAAP basis, encumbrances at year-end are reported as reservations of fund balance for subsequent-year expenditures.

- Budgets are adopted each fiscal year for the General, Debt Service, Capital Projects, Enterprise, Internal Service, and Trust Funds. Budgets are adopted on a basis consistent with generally accepted accounting principles except that budgetary comparisons for the General Fund and Capital Projects include encumbrances as expenditures.
- All annual unencumbered appropriations lapse at fiscal year end.
- Changes or amendments to the budgeted amounts at the fund level must be approved by Ordinance by the Town Council; however, changes within a function or activity may be approved at the administrative level.

TRUTH IN MILLAGE (TRIM)

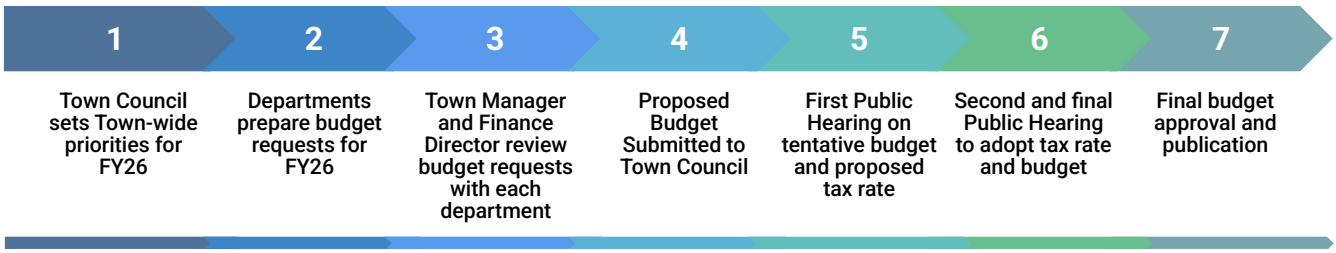
The budget and property tax rate adoption process is governed by the State Statute known as TRIM (truth in millage). In Florida, properties are assessed by the County Property Appraiser and property taxes are collected by the County Tax Collector. Property owners are eligible to receive a homestead exemption of $50,000 on their principal place of residence. All property is assessed at 85% of market value.

By State Law, the Town is required to hold two public hearings for adoption of a property tax rate and budget. The first public hearing is advertised by the Property Appraiser's mailing to each property owner a TRIM notice. In addition to notification of this first public hearing the TRIM notice contains the following information:

- The new assessed value and the assessed value for the prior year and any exemptions on the property;
- The prior year property taxes;
- The tax bill if the rolled-back rate is levied for the new year (the rolled-back rate is that property tax rate which would derive the same amount of revenue based on the new assessed values as was raised in the prior year at the old assessed values); and
- The property tax bill if the proposed budget is adopted.

The second public hearing is advertised by means of a newspaper advertisement which must be published not more than 5 days but not less than 2 days prior to the second public hearing. Accompanying this advertisement is a summary of the revenues and expenditures contained within the budget tentatively approved at the first public hearing.

Budget Process



Budget calendar

Date	Task
02/05/2025	Finance to distribute FY26 budget instructions
03/18/2025	Submit initial CIP request forms to Public Works, IT requests to IT and reorganization/reclassification requests to HR
04/08/2025	All budget information submitted to finance from departments
04/17/2025 - 05/08/2025	Town Manager's review of departmental budgets, including Capital, Coastal, Health and OPEB
05/31/2025	Property Appraiser issues preliminary property values
06/07/2025	Proposed budget document pages finalized
	Distribution of proposed FY26 budget document
06/30/2025	Notice from Property Appraiser of preliminary certification of taxable value
07/01/2025	Distribution of proposed FY25 budget document
07/10/2025	Town Council Meeting – consider proposed FY26 budget and initial resolution(s) adopting special non-ad valorem assessments
08/12/2025	Notice of proposed property taxes is mailed from Palm Beach County Property Appraiser
09/08/2025	Town Council Meeting – First Public Hearing to approve tentative budget and proposed tax rate for FY26 and final resolution(s) adopting special non-ad valorem assessments
09/18/2025	Town Council Meeting – Second Public Hearing to adopt the FY26 budget and millage rate
09/19/2025	Resolution adopting the final millage rate is forwarded to Property Appraiser and Tax Collector and Certificate of Compliance sent to the Department of Revenue

DESCRIPTION OF FUNDS AND FUND TYPES

For accounting purposes, a state or local government is not treated as a single, integral entity. Rather, a government is viewed instead as a collection of smaller, separate entities known as "funds". The Governmental Accounting Standards Board's (GASB) *Codification of Governmental Accounting and Financial Reporting Standards (Codification*), Section 1300, defines a fund as:

> A fiscal and accounting entity with a self-balancing set of accounts recording cash and other financial resources, together with all related liabilities and residual equities or balances, and changes therein, which are segregated for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions, or limitations.

All of the funds used by a government must be classified into one of seven "fund types". Four of these fund types are used to account for a state or local government's "governmental-type" activities and are known as "governmental funds". Two of these fund types are used to account for a government's "business-type" activities and are known as "proprietary funds". Finally, the seventh fund type is reserved for a government's "fiduciary activities".

GOVERNMENTAL FUNDS

Four fund types are used to account for governmental-type activities. These are the general fund, special revenue funds, debt service funds, and capital projects funds.

GENERAL FUND (MAJOR)

The General Fund is used to account for most of the day-to-day operations of the Town, which are financed from property taxes, fees, licenses, permits, fines and forfeitures, intergovernmental and other general revenue. There can only be one general fund.Activities financed by the General Fund include the following:

- **General Government**

  Includes expenditures for Compensated Absences and other Town-wide items.

- **Legislative**

  Includes expenditures for the Mayor and Town Council.

- **Town Manager**

  The budget of the Town Manager includes expenditures for administrative expenses relating to the Town Manager's Office, Advice and Litigation expenses for the Town Attorney and outside counsel, Information Technology and the Town Clerk's Office.

  In FY17, the Town Clerk's Office became a division of the Town Manager's Office. The Town Clerk's Office is responsible for the records of the Town as well as conducting elections held within the Town. The Department also processes permits for charitable solicitations, special events, commercial motion picture-making, going-out-of-business sales, and door-to-door solicitations.

- **People and Culture**

  The People and Culture Department is responsible for the recruitment, screening, and selection of employees to serve the Town. The Department is also responsible for employee benefits administration and compensation analysis.

- **Finance**

  The Finance Department is responsible for the administration, development and monitoring of the operating and capital budgets, preparation of the comprehensive financial reports, investments, debt management, cash management, and the maintenance of accurate financial reporting systems to meet all of the Town needs. The Department also is responsible for the operation and management of the purchasing, payroll and accounts payable functions. The Risk Manager is also under the supervision of the Finance Department.

- **Planning and Zoning**

  The Planning and Zoning Department is responsible for zoning changes. The Department also assists residents, businesses, and the construction industry in code compliance. The Department strives to preserve the aesthetic, historical, and economic values of Palm Beach.

- **Fire-Rescue**

  The Fire-Rescue Department provides fire suppression, fire prevention education, rescue and emergency medical care and ocean rescue functions to the citizens and visitors to the Town. The Department conducts education programs on injury, heart attack and stroke prevention.

- **Police**

  The Police Department is responsible for the prevention of crime, preservation of peace, enforcement of laws and ordinances.This is accomplished through the patrol services, organized crime, vice and narcotics (OCVAN), crime scene/evidence, parking control enforcement and communications.

- **Public Works**

  The Public Works Department is responsible for the repair, maintenance, and cleaning of streets within the Town, the maintenance of storm sewers and sanitary sewers, the collection and disposal of residential and commercial garbage and yard trash, beach cleaning, the maintenance of the Town parks and buildings, coastal management, and providing the general engineering services for the Town.

- **Other**

  Under this classification are expenditures relating to the Four Arts Library and contingent appropriations.

- **Transfers to other Funds**

  This classification includes transfers to the capital, coastal, underground utility project, risk insurance, OPEB Trust, debt service funds and the extraordinary retirement contribution.

SPECIAL REVENUE FUNDS

Special Revenue Funds are used to account for revenues derived from specific taxes or other earmarked revenue sources which, by law, are designated to finance particular functions or activities of government and which therefore cannot be diverted to other uses. The Town has the following special revenue funds for which an annual budget is not adopted:

- (101) State Forfeiture Fund (Nonmajor) – Accounts for State confiscated property through the Police Department per Florida State Statutes Section 932.
- (102) Federal Forfeiture Fund (Nonmajor) – Accounts for federally confiscated property through the Police Department.An annual report is submitted to the United States Department of Justice by November 30th of each year.

- (103) Donations Fund (Nonmajor) – The Town of Palm Beach receives substantial donations each year from its residents.Most donations are earmarked for specific departments and/or purposes.
- (110) Grant Fund (Nonmajor) – Accounts for grants received by the Town.
- (120) Underground Utility Assessment Fund (Nonmajor) – Accounts for assessment projects relating to undergrounding utilities in various assessment areas in the Town.
- (121) Special Assessment Maintenance Fund (Nonmajor) – Accounts for the non-capitalized expenses related to the assessment districts.

The Town has the following special revenue fund for which an annual budget is adopted:

- (122) Town-wide Undergrounding of Utilities Project Fund (Major) – Accounts for undergrounding utilities town-wide for all areas not previously completed.

DEBT SERVICE FUNDS (NONMAJOR)

The Debt Service Funds are used to account for the payment of interest and principal on general and special obligation debts other than those payable from special assessments and debt issued for and serviced by a governmental enterprise.The sources of revenues in these funds are transfer of non-ad valorem revenue from the General Fund and transfers of assessment revenue from the Worth Avenue Assessment Area Improvement Fund.

- (205) Revenue Bond Series 2010A, 2013, 2016A and General Obligation Bond Series 2018 – This fund accounts for the debt service for the accelerated capital improvement program and the Town-wide Underground Utility Project.
- (206) Revenue Bond Series 2010B and 2016B – This fund accounts for the debt service for the Worth Avenue Special Assessment District Construction Project.

CAPITAL PROJECTS FUNDS

The Capital Projects Funds account for all resources used for the acquisition and/or construction of capital infrastructure by the Town except those financed by Enterprise and Internal Service Funds. The sources of revenue in these funds are revenue bonds, transfers from other funds and grants.

- (307) Capital Improvement Fund (Nonmajor) – This fund accounts for various construction projects undertaken by the Town. Any unexpended amounts at fiscal year- end, are rolled over to the new fiscal year. A five year Capital plan is presented during the budget process, of which only the first year is adopted by the Town Council. This fund is financed on a pay-as-you go basis from the General Fund.
- (309) Comprehensive Coastal Management Plan (CCMP) Construction Fund (Major) – This fund was created during Fiscal Year 2000 to account for the Beach Restoration Project construction costs financed with proceeds from the 2000 Revenue Bond.
- (311) Worth Avenue Assessment Area Improvement Fund (Nonmajor) – This fund was created during Fiscal Year 2010 to account for pre-construction and ongoing maintenance costs for Worth Avenue Improvements.

PROPRIETARY FUNDS

Two fund types are used to account for a government's business-type activities (activities that receive a significant portion of their funding through user fees). These are the enterprise funds and the internal service funds.

ENTERPRISE FUNDS

Enterprise Funds are used to account for operations that are financed and operated in a manner similar to private business enterprises; where the intent of the government's board is that the costs of providing goods and services to the general public on a continuing basis are financed or recovered primarily through user charges; or where the government's board has decided that periodic determination of net income is appropriate for accountability purposes.

- (401) Marina Enterprise Fund – This fund was created in FY2019 after the Recreation Enterprise Fund was dissolved and accounts for the Marina services at the Town Docks.The fund also includes capital projects and for the enterprise fund.
- (402) Par 3 Enterprise Fund – This fund was created in FY2019 after the Recreation Enterprise Fund was dissolved and accounts for the revenues and expenses of the Par 3 Golf Course.The fund also includes capital projects and equipment replacement reserves for the enterprise fund.
- (405) Building Enterprise Fund – This fund was created in FY2021. The fund includes the issuance of permits for building, mechanical, plumbing, electrical, gas, energy and coastal construction.

INTERNAL SERVICE FUNDS

Internal Service Funds are used to account for the financing of goods or services provided by one department or agency of a government to other department or agencies on a cost reimbursement basis. Accounting for Internal Service Funds as a proprietary fund type is designed to accumulate the total cost (including depreciation) of providing a particular service. Costs for services are reimbursed by the departments or agencies to which the services are provided.

- (501) Risk Management Self Insurance Fund – This fund was established to account for the Town's Property, Liability and Worker's Compensation Insurance costs. Monthly funding transfers are made from the General Fund to the Risk Fund.
- (502) Health Insurance Self Insurance Fund – This fund was established to account for the Town's health insurance costs which include medical, dental, life, long-term disability accidental death/ dismemberment and supplemental life insurance. Monthly funding transfers are made from the General Fund to the Health Fund.
- (320) Equipment Replacement Fund – This reserve was established to fund the replacement cost of existing equipment, vehicles and computers when they reach the end of their useful lives. The reserve has significantly reduced the budgetary fluctuations due to purchases of equipment and established the fixed asset inventory and depreciation schedule required by GASB 34.

FIDUCIARY FUNDS

These funds are used when a government holds or manages financial resources in an agent or fiduciary capacity.This single type is subdivided into four "sub-fund types" to account for various types of fiduciary obligations. These are the pension trust fund, nonexpendable trust fund, expendable trust fund, and agency funds.

TRUST FUNDS

Trust funds are used when governments manage pension and OPEB trust plans. The sources of revenues in these funds are transfers from other funds, interest earnings and employee contributions.

- (600) Employees Retirement Fund – This fund accounts for the Town's defined benefit retirement program for General, Lifeguard, Police Officers and Firefighter employees.
- (610) Other Post-Employment Benefits (OPEB) Trust Fund – This fund was established by Ordinance 9-06 to fund the portion of health care benefits paid by the Town for retirees.

NON-EXPENDABLE AND EXPENDABLE TRUST FUNDS

These consist of resources received from non-Town sources and held by the Town as trustee to be expended or invested in accordance with the conditions of the trust. In a non-expendable trust, the government typically is only permitted to spend the investment earnings and not the assets. The Town does not have non-expendable and expendable trust funds at the present time.

AGENCY FUNDS

Trust funds typically involve some degree of financial management. Agency funds are used when the government plays a more limited role by just collecting funds on behalf of a third party. The Town does not have an Agency Fund at the present time.



Long-Term Financial Plan

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

GENERAL FUND LONG-TERM FINANCIAL PLAN FORECAST

Financial forecasts are the foundation of a long term financial plan. These forecasts provide the Mayor, Town Council and staff with information they need to more effectively determine future levels of service and methods of funding. We prepared this forecast of General Fund revenues and expenditures to include the 2026 approved budget and a 9-year forecast through FY35.

ASSUMPTIONS

The forecast for the first 2 – 4 years is based upon recent trends and specific expectations. The forecast for the remaining years is less tactical and more mathematical, and is based primarily upon estimates by actuaries and long-term inflation expectations.

The major assumptions that were used to prepare the forecast are as follows:

	FY27	FY28	FY29	FY30	FY31	FY32	FY33	FY34	FY35
Ad Valorem Tax Increase	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%
General Inflation	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%	2.50%
Salaries & Wages	5.75%	5.75%	5.75%	5.75%	5.75%	5.75%	5.75%	5.75%	5.75%
Health Insurance	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%
Pension (ADEC)	4.51%	(1.77%)	(4.59%)	(5.49%)	(3.71%)	(5.02%)	(12.63%)	(18.22%)	(11.71%)
Other Employee Benefits	4.77%	4.85%	4.81%	4.75%	4.62%	4.64%	4.64%	4.64%	4.64%
Property Insurance	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%	8.00%
Liability Insurance	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%
W/C Insurance	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%

Revenue forecasts are based upon historical trends and recent activity. The forecast was prepared using property tax to balance the budget. The percentage increases for ad valorem taxes are shown in the table above. This will not be the ultimate result in future years. The forecast for all revenue categories are described in greater detail later in this section.

The assumption for inflation for FY26 and the next eight years is 2.5%, which is based upon the forecast in the June 2024 *Livingston Survey* issued by the Federal Reserve Bank of Philadelphia. The salary and wage assumption is based upon the most recent compensation and benefits study and actuarial estimates for General, Police and Firefighters. The health insurance forecast assumption is based upon input from our health consultant's actuary. The pension forecast assumptions were updated by the Town's pension actuary. The other employee benefit assumptions have been calculated based upon anticipated retirements and other inflation factors and does not include health insurance. Property, Liability and Worker's Compensation insurance assumptions are based upon information received from our brokers regarding potential increases.

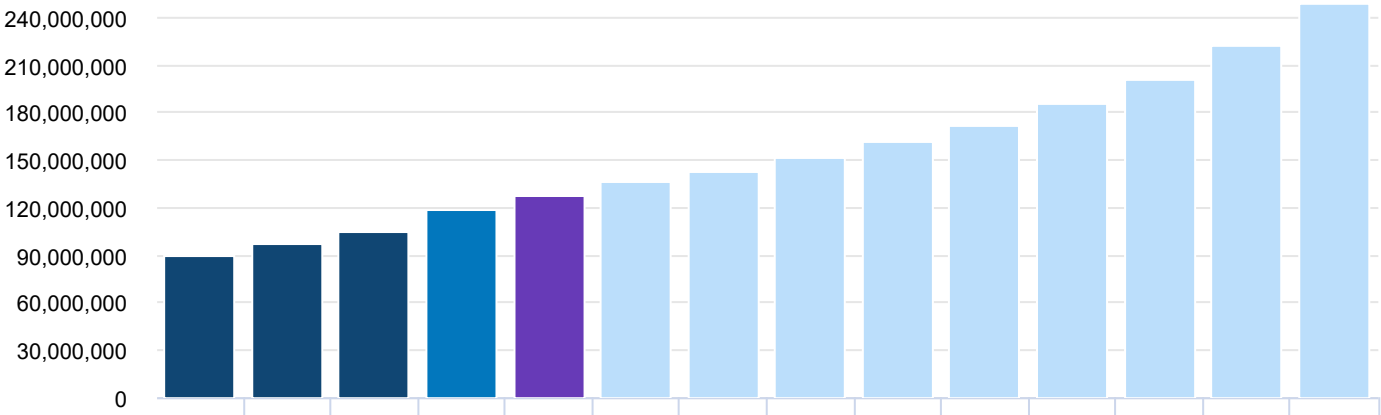
2026 FORECAST

The forecast charts shown on the following pages include actual results for 2022-2024 shown in dark blue, the FY25 budget, shown in medium blue and the FY26 budget shown in violet, and then forecasts through FY35 shown in light blue. The forecast maintains service levels and funds the additional contribution of $5,420,000 for the retirement program.

GENERAL FUND REVENUE FORECAST

The forecast for revenues is conservative and should allow for minor fluctuations in various revenue sources. The forecast details for each major revenue category are included in this analysis. The forecast chart below contains the property tax increases based on the assumptions shown on the table at the beginning of the document.

General Fund Revenue

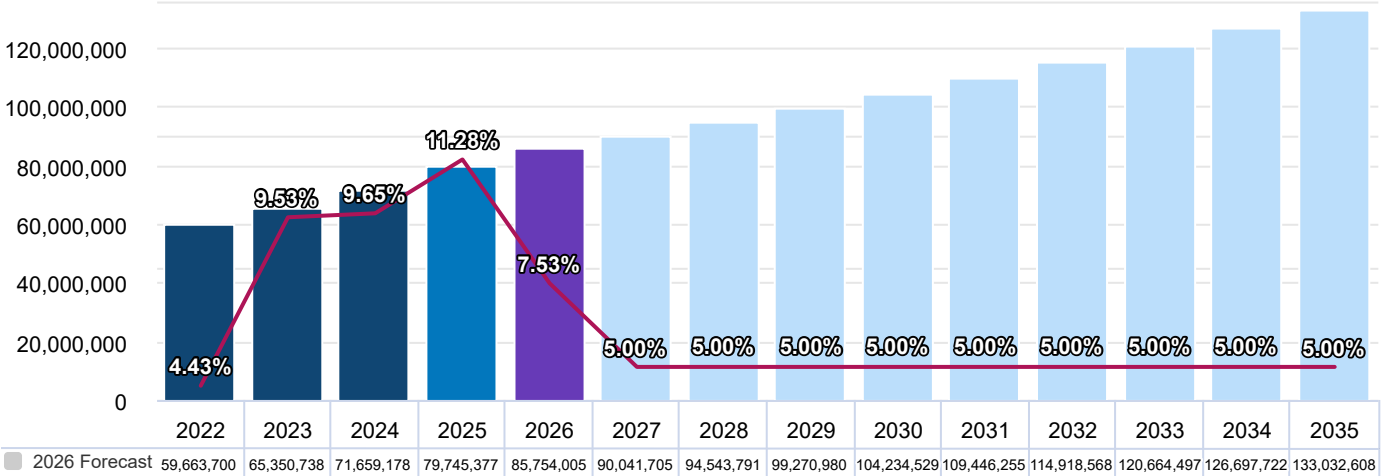


	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
2026 Forecast	89,140,573	97,191,938	105,000,000	119,000,000	127,000,000	136,000,000	143,000,000	151,000,000	161,000,000	172,000,000	185,000,000	201,000,000	222,000,000	249,000,000

PROPERTY TAX REVENUE

As mentioned earlier, we used ad valorem property taxes as the plug to balance the budget for the forecast years of FY26 through FY35. Over the past 5 years, taxable value has increased by 59% an average of 12% per year. The taxable value increase for FY26 was 7.5%.

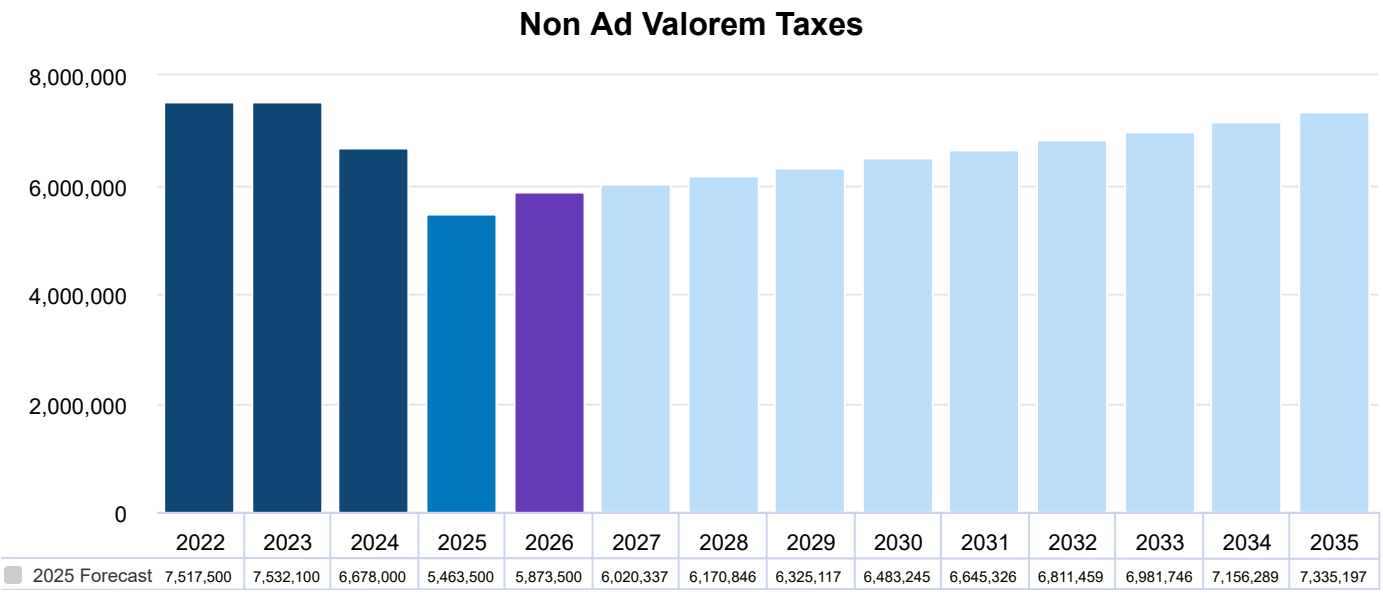
Property Tax Forecast



	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
2026 Forecast	59,663,700	65,350,738	71,659,178	79,745,377	85,754,005	90,041,705	94,543,791	99,270,980	104,234,529	109,446,255	114,918,568	120,664,497	126,697,722	133,032,608

NON AD VALOREM TAXES

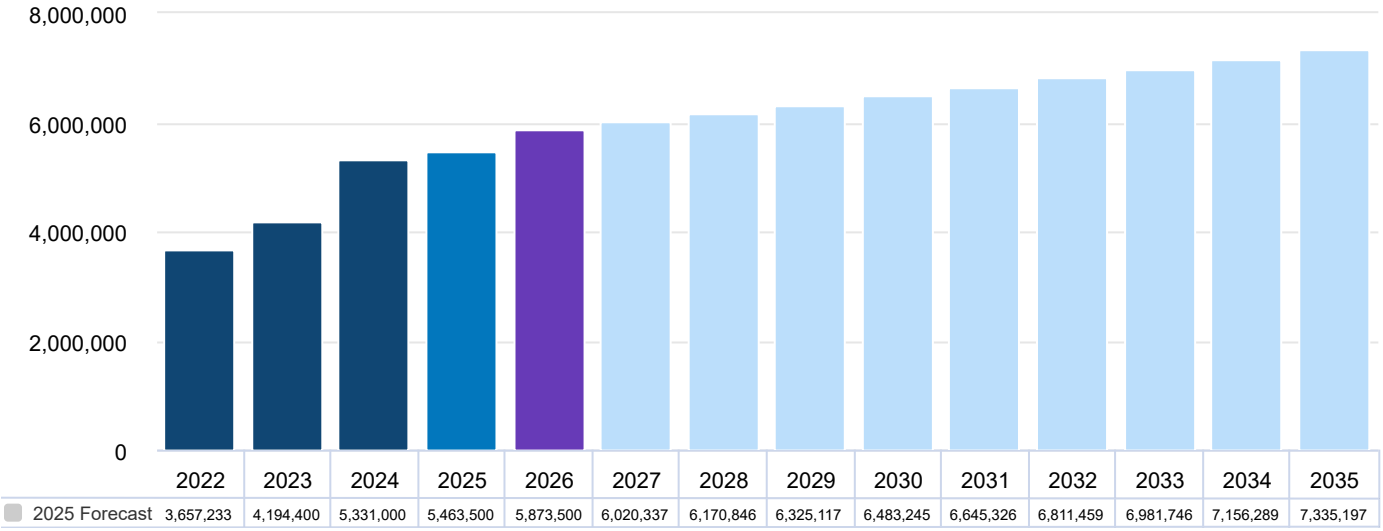
Non ad valorem taxes include local option gas taxes, franchise fees and utility service taxes. The forecast has increased because recent revenue collections have improved. The forecast and trend chart is shown on the next page:



LICENSE AND PERMIT REVENUE

License and permit revenue includes business licenses, building permit revenues and parking permits.

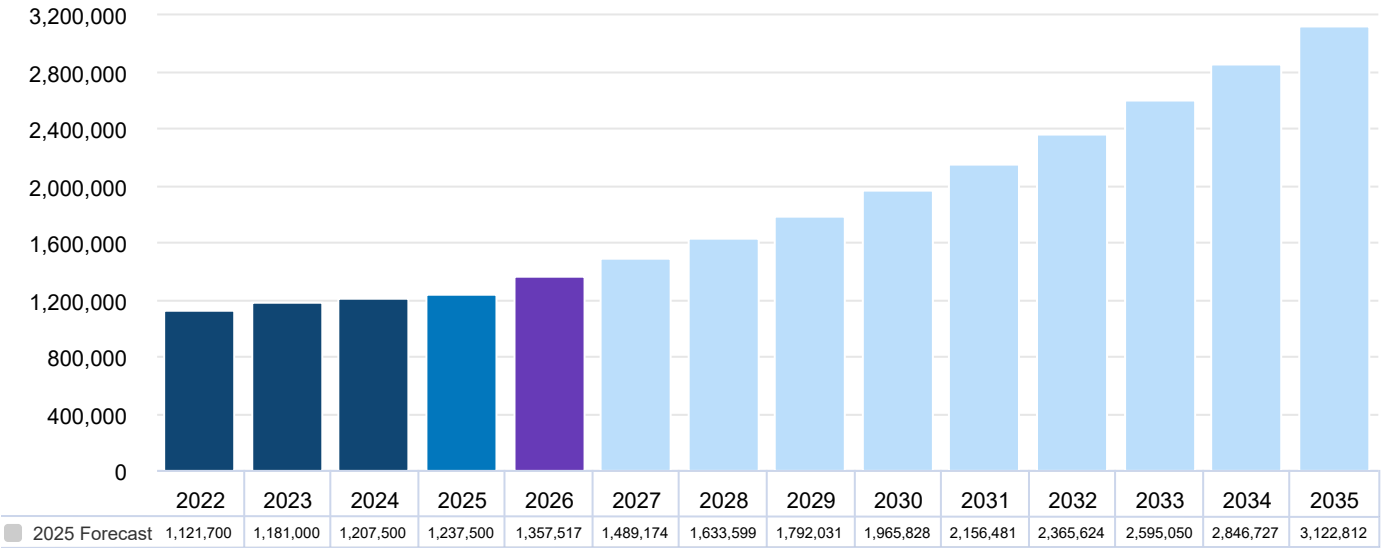
For FY22 through FY35, the building permit related revenues have been transferred to the Building Enterprise Fund. The forecast is for the remaining non-building permit revenues.



INTERGOVERNMENTAL REVENUE

Intergovernmental revenue includes revenue received from Federal, State, County and local government sources. Revenues from the State of Florida include State revenue sharing, local government sales tax and alcoholic beverage licenses. Local revenues also include County occupational license revenue, 911 reimbursement from Palm Beach County. Federal and State grants are also included in this category.

Intergovernmental Revenue



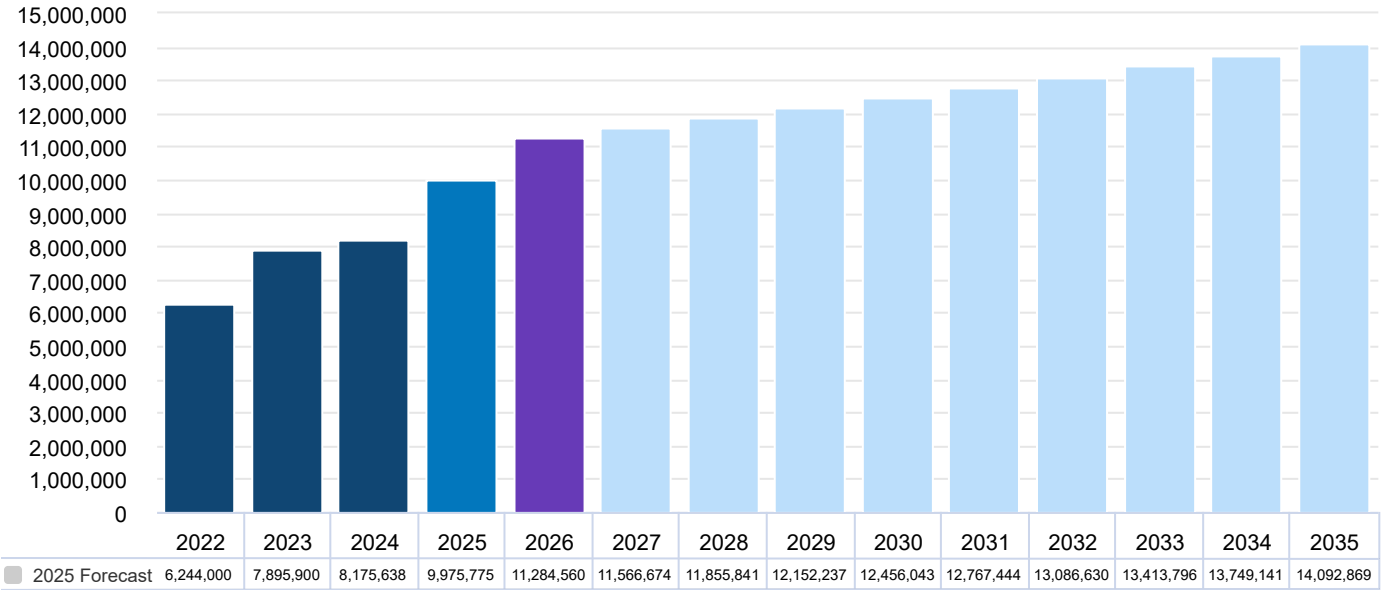
	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
2025 Forecast	1,121,700	1,181,000	1,207,500	1,237,500	1,357,517	1,489,174	1,633,599	1,792,031	1,965,828	2,156,481	2,365,624	2,595,050	2,846,727	3,122,812

The forecast for intergovernmental revenues has increased slightly for FY26 based on revenues received from the State of Florida for sales tax and revenue sharing returning to more normalized levels. The updated forecast anticipates a small inflationary increase per year.

CHARGES FOR SERVICES

Charges for services include public safety fees, solid waste fees, parking meter collections and other small fees such as copy charges and lien searches. The updated forecast reflects the increase in special assignment overtime for two new large contracts. This revenue source offsets increased expenditures in the salary and wage budget in the police department. If the contracts were not renewed and the revenue was lost, the expenditures would also decline by approximately the same amount. The forecast for these revenue sources reflect small inflationary increases.

Charges for Services Forecast



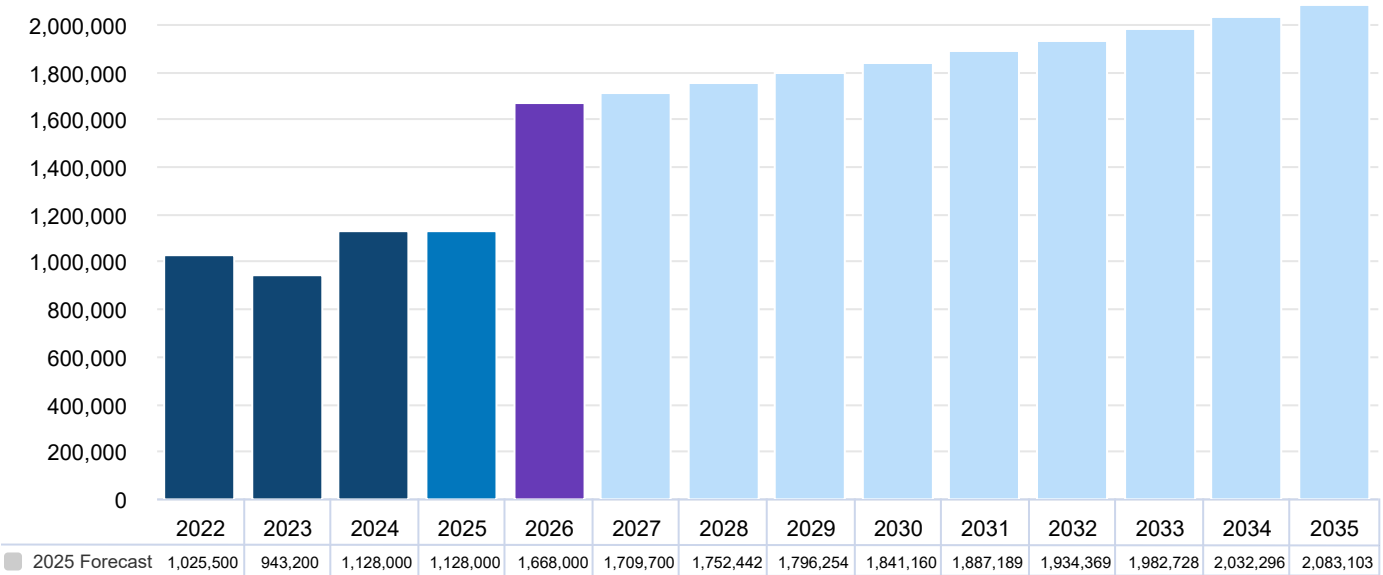
	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
2025 Forecast	6,244,000	7,895,900	8,175,638	9,975,775	11,284,560	11,566,674	11,855,841	12,152,237	12,456,043	12,767,444	13,086,630	13,413,796	13,749,141	14,092,869

FINES AND FORFEITURES

Fine and Forfeiture revenue includes traffic violation fines and penalties, parking fines and penalties and code enforcement violation fines.

Revenues from these sources have been variable. Recent efforts to add contractual parking enforcement officers have increased revenues.

Fines and Forfeitures Forecast

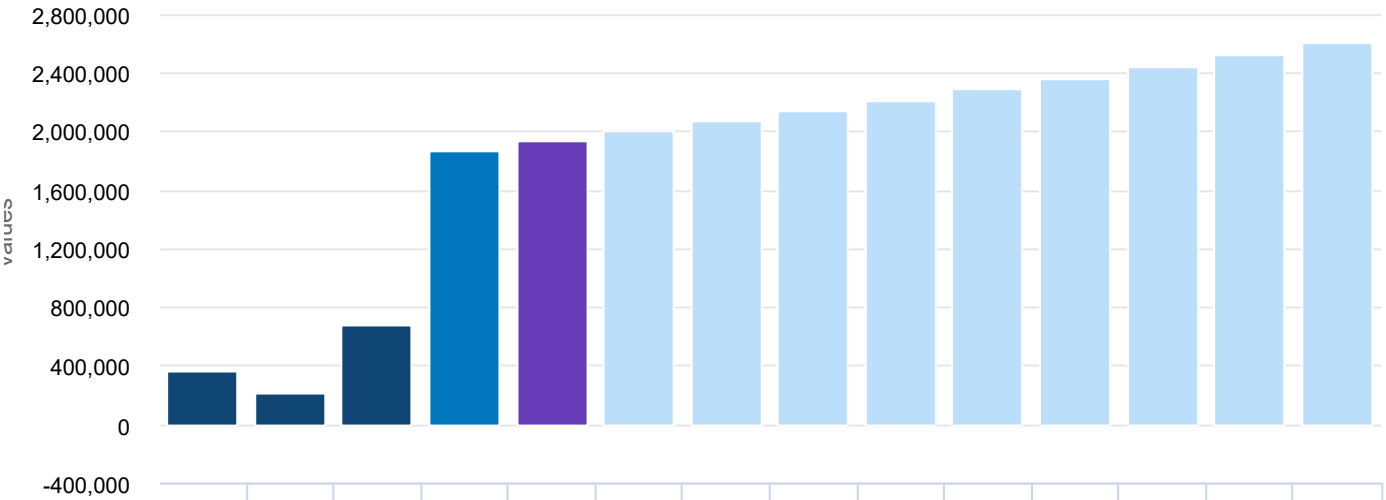


	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
2025 Forecast	1,025,500	943,200	1,128,000	1,128,000	1,668,000	1,709,700	1,752,442	1,796,254	1,841,160	1,887,189	1,934,369	1,982,728	2,032,296	2,083,103

INVESTMENT INCOME

Investment returns is projected to increase due to rising interest rates. The Investment Advisory Committee and our investment consultants are monitoring the situation closely and will adjust the duration of the portfolios as required.

Investment Income Forecast

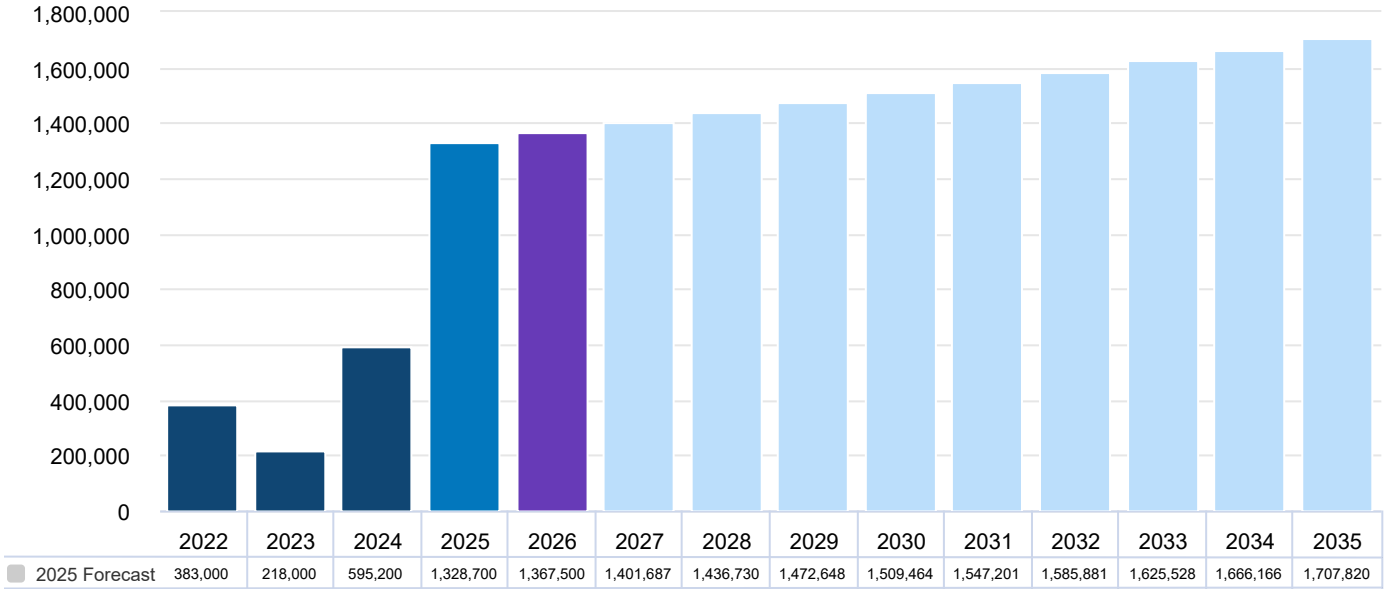


	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
2025 Forecast	359,811	213,217	685,386	1,864,484	1,939,667	2,004,646	2,071,801	2,141,207	2,212,937	2,287,071	2,363,688	2,442,871	2,524,707	2,609,285

MISCELLANEOUS AND TRANSFERS

Miscellaneous revenue includes rents and royalties, the sale of fixed assets and other revenue. The increases in miscellaneous revenue in FY26 – FY35 is largely due to the land lease agreement that began partially in FY25 and fully in FY26.

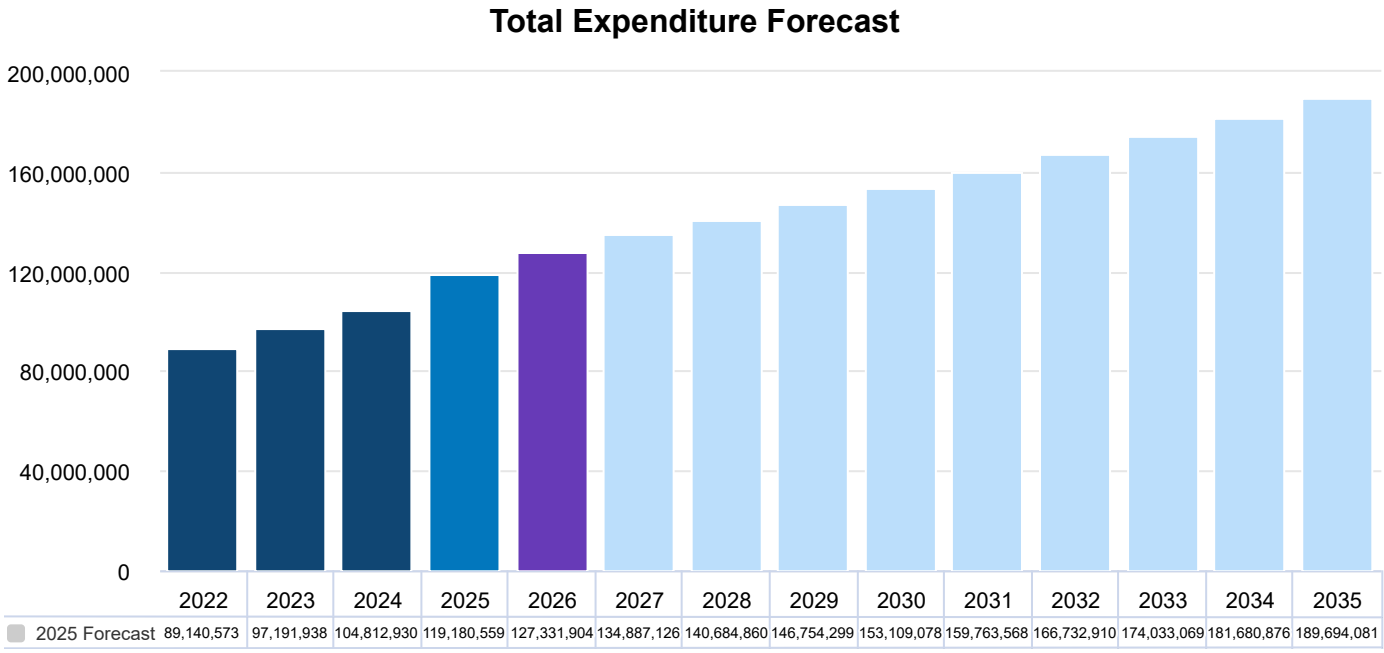
Miscellaneous Revenue and Transfers



	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
2025 Forecast	383,000	218,000	595,200	1,328,700	1,367,500	1,401,687	1,436,730	1,472,648	1,509,464	1,547,201	1,585,881	1,625,528	1,666,166	1,707,820

TOTAL GENERAL FUND EXPENDITURES

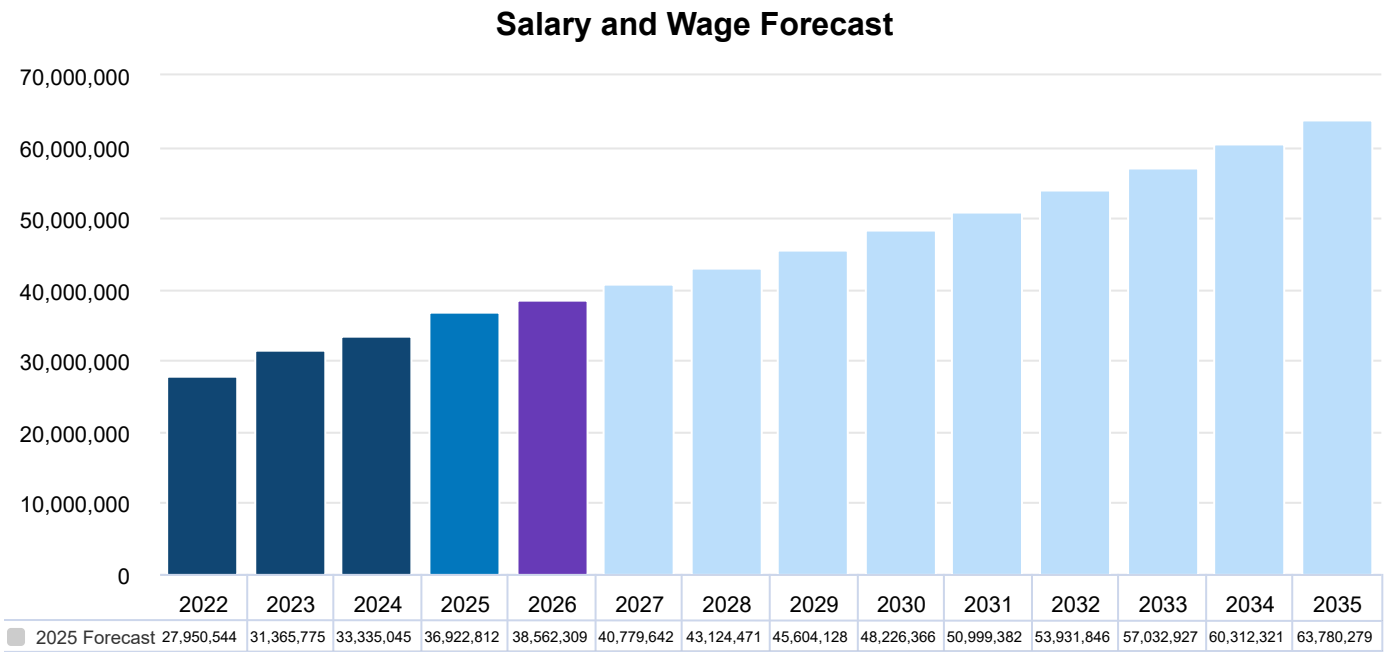
The 2026 forecast contains the FY26 budget and includes the annual additional funding of $5,420,000 for the pension fund. In addition, the forecast reflects the expenditure increase assumptions outlined earlier in this section. The charts in this section include three years of actual data from 2022 - 2024 in dark blue, the FY25 budget in medium blue, the FY26 budget in violet and the forecast through FY35 in light blue.



	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
2025 Forecast	89,140,573	97,191,938	104,812,930	119,180,559	127,331,904	134,887,126	140,684,860	146,754,299	153,109,078	159,763,568	166,732,910	174,033,069	181,680,876	189,694,081

SALARY AND WAGES

The forecasted salary and wage increases are based upon the employee pay policies and the actuarial assumptions for General, Police and Firefighters. The salary and wage assumption is based upon the compensation study results and the change to the merit system and new step program including COLA on October 1st of each year. In recent years expenditures have come in below budget due to vacancies from retirements and turnover. We expect the FY25 actual costs to also be below the budget amount. For FY26, a COLA lump sum payment of 2.6% is included in the budget. The chart on the following page shows the forecast and past trends.

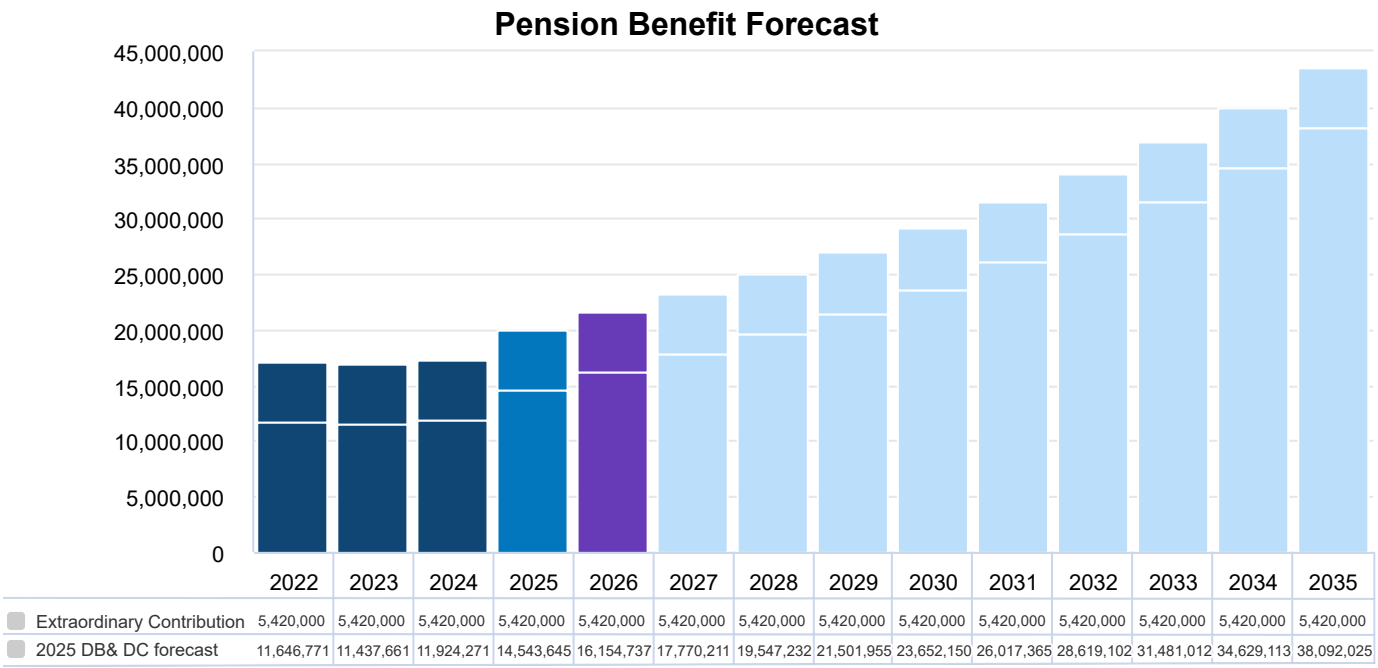


The average increase throughout the forecast period is 5.75% for total salary and wages.

Pension Benefits

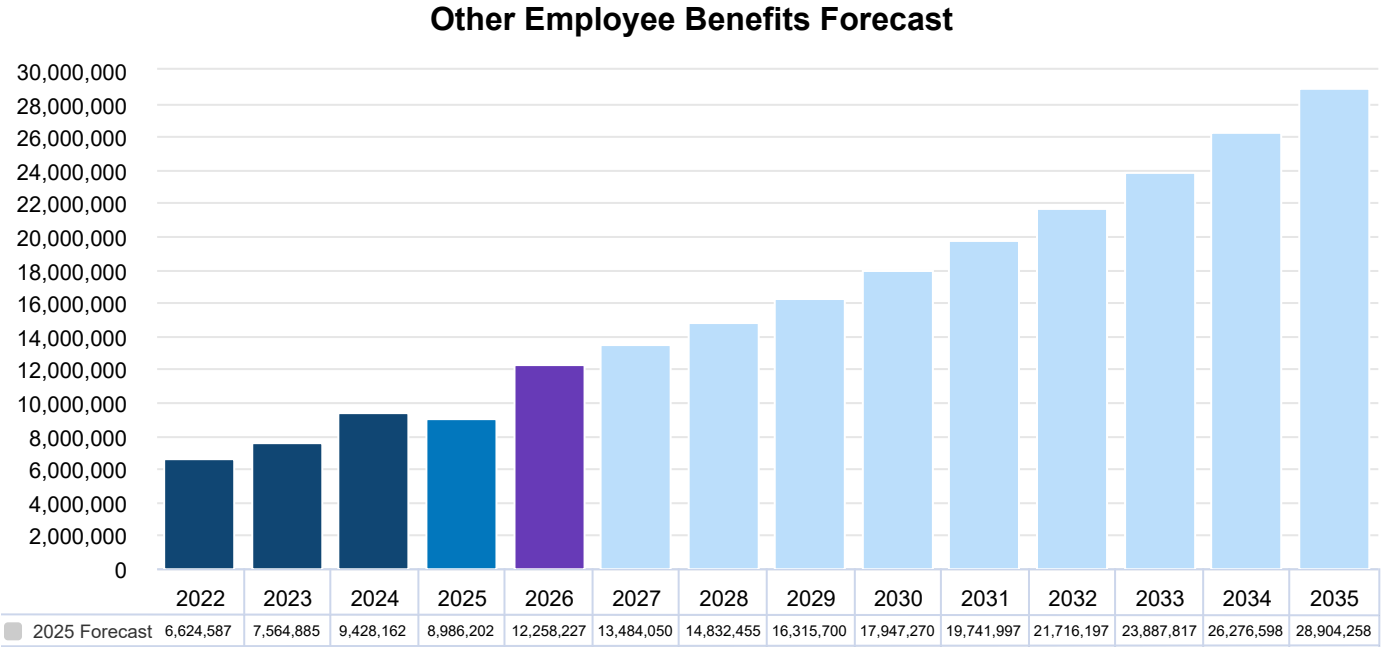
The pension estimate is based upon the actuary's forecast of the annual required contribution and estimates for the General Employee DC contributions. The extraordinary contribution of $5,420,000 is included in each year of the forecast.

The forecast reflects the Town's Retirement Board recommended change in the investment assumption from 7.0% to 6.0% over a 5-year period, the change in the payroll growth assumption, the increase in the wage growth assumption and the new mortality tables. The actuary forecasts the costs will decline over the 9-year period if all assumptions are met. If the assumptions are met and the extraordinary contribution is continued through FY33, the funded ratio of the plan is estimated at 92.9% in FY34.



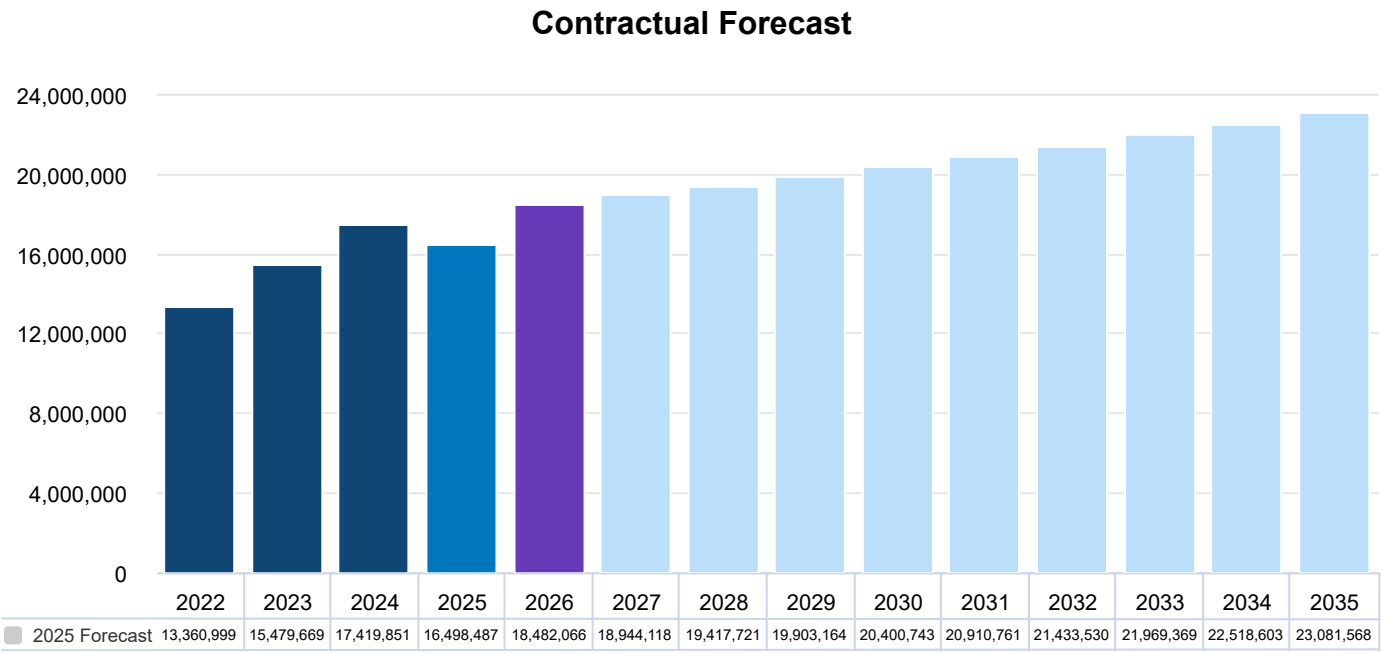
OTHER EMPLOYEE BENEFITS

Other Employee Benefits category includes all other benefits including health insurance. Health insurance costs remained relatively flat for FY22 to FY24. The health insurance forecast reflects the forecast prepared by the plan's actuary. FY26 budget includes a 10% increase in health insurance costs. Other employee benefits (including FICA, longevity, incentives, and allowances) are expected to increase at a much lower rate.



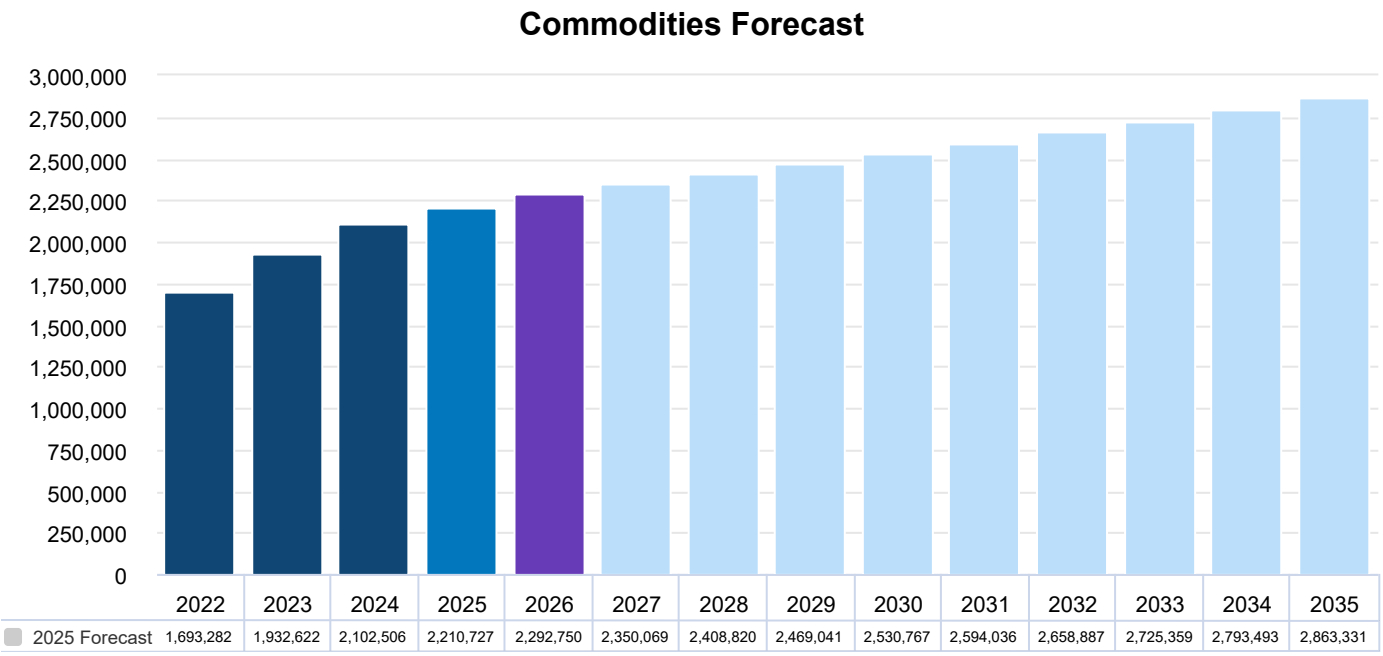
CONTRACTUAL

Contractual costs have increased due to higher software maintenance expenses, sanitary sewer treatment costs, landscape maintenance fees, and the addition of Recreation Department contract costs, which are offset by the department's corresponding revenue. In recent years contractual costs have increased due to contracting out parking enforcement, lifeguards, and some recreation positions. Contractual expenditures are forecasted to increase by the rate of inflation.



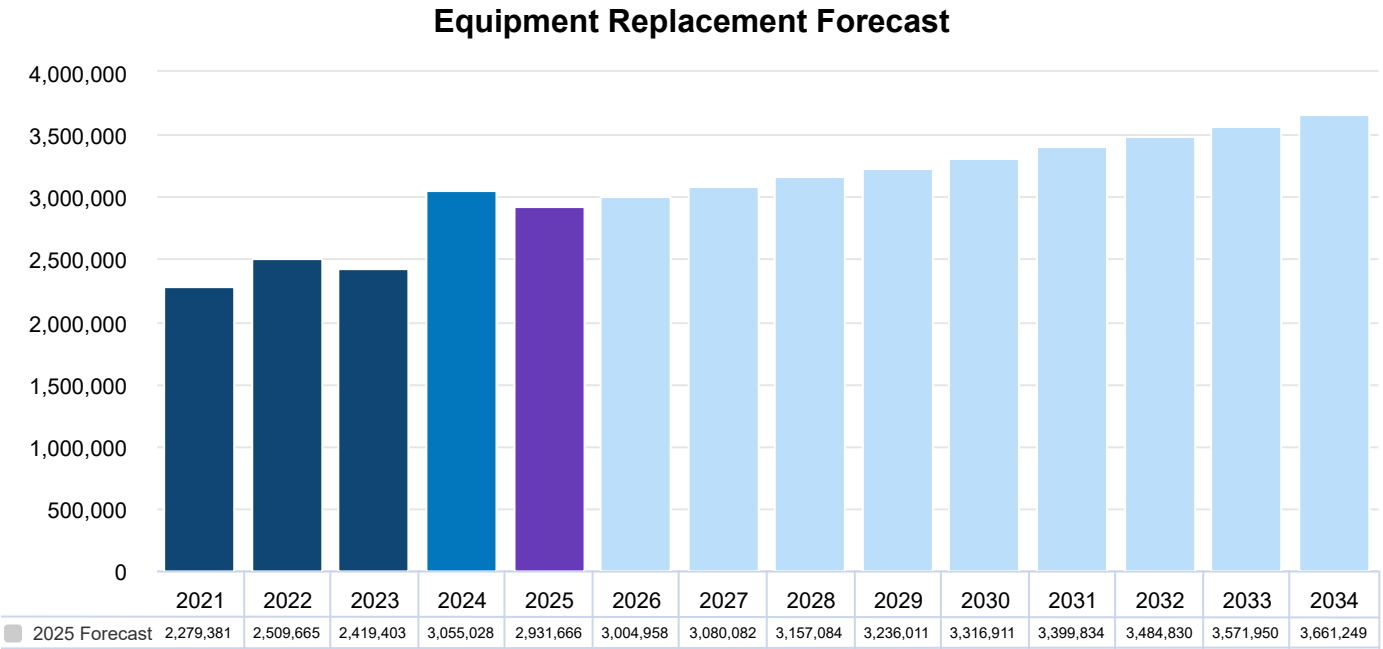
COMMODITIES

The commodity forecast is based upon the assumed rate of inflation. Commodity budgets include fuel, supplies, dues, software, some computer hardware and vehicle maintenance and uniforms. The reduction in expenses in recent years represent an overall town effort to reduce expenses wherever possible.



EQUIPMENT REPLACEMENT/CAPITAL OUTLAY

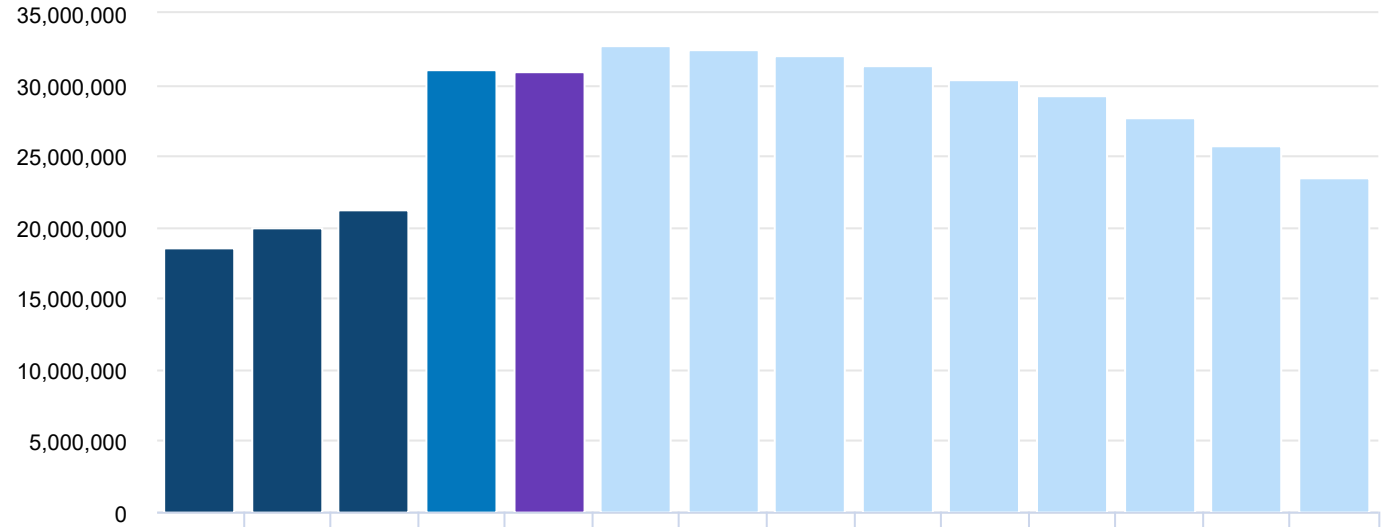
This category includes depreciation on Town vehicles and equipment that is charged to the departments and transferred to the Equipment Replacement Fund. It also includes purchases of new equipment that is not replacement equipment.



TRANSFERS

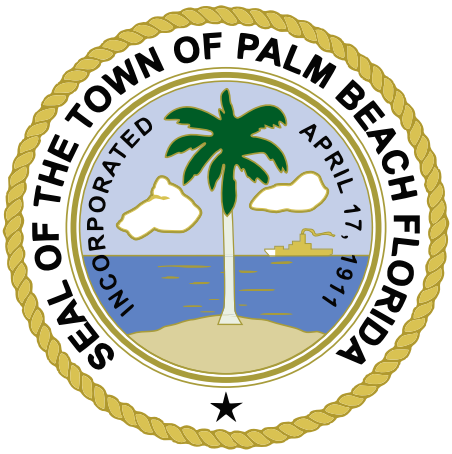
The Transfers category includes transfers to the Capital Improvement Program, Coastal Protection Fund, Debt Service Fund, Risk Insurance Fund and Retiree Health Insurance Trust. It also includes the annual contingency allocation.

Transfers Forecast



	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
2025 Forecast	18,601,779	19,907,534	21,178,339	31,046,746	30,922,917	32,819,167	32,531,294	32,052,372	31,356,645	30,415,510	29,197,219	27,666,554	25,784,465	23,507,681

- The increase in FY22 includes the transfer to the Capital Improvement Fund of $5,500,000 for the reconstruction of the North Fire-Rescue Station. A portion of the transfer ($1,500,000) is from an increase in taxes and the balance of $4 million is from General Fund reserves. The forecast assumes a 6.51% decrease in FY24 due completion of the North Fire-Rescue Station, and a 5% increase through FY33. The increases are in anticipation of the need for increased funding in the Capital Improvement fund going forward for the pay-as-you-go program for capital improvement projects.
- The budget for FY26 is the same as FY25, and the forecast assumes a 10% increase per year in funding.
- The forecast includes the debt service on both the 2016 and 2019 bonds which are paid mostly from General Fund revenues.
- Retiree Health Insurance is based upon a forecast for Town Contributions prepared by the Town's actuary. Due to investment losses in the trust the transfer for FY26 is projected to be $896,128. The actuary calculated the amounts in the forecast to keep the plan 100% funded if the investment return assumption is set at 5%.
- The General Fund contingency appropriation has been estimated to be 1%, or approximately $700,000, of the forecasted operating expenditures, as required by Town policy. The General Fund contingency is funded through a transfer from fund balance rather than through operating revenues.
- The Town's contribution to the Four Arts Library is forecasted to increase by CPI capped at 3% per year.


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911

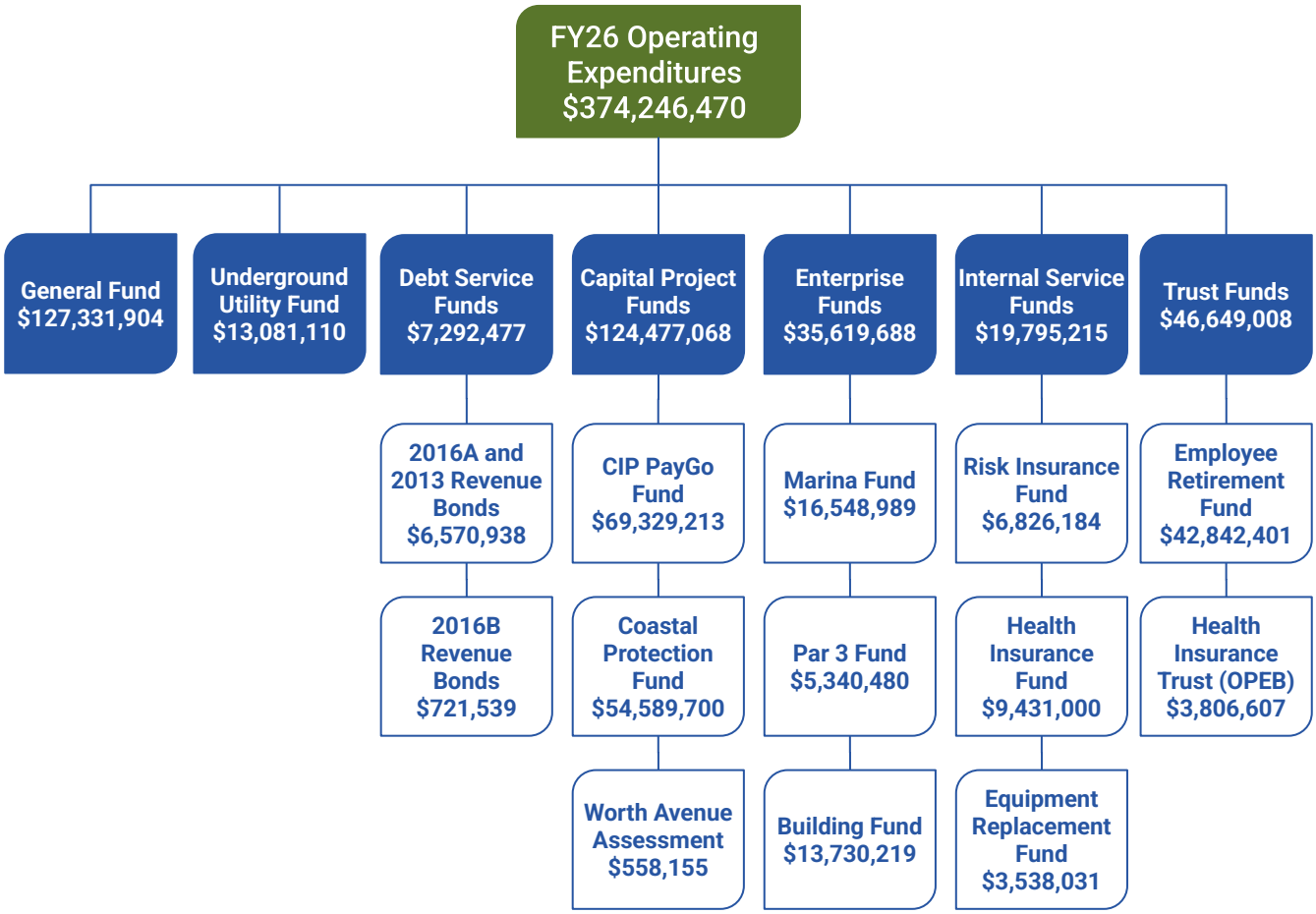


Budget Summary

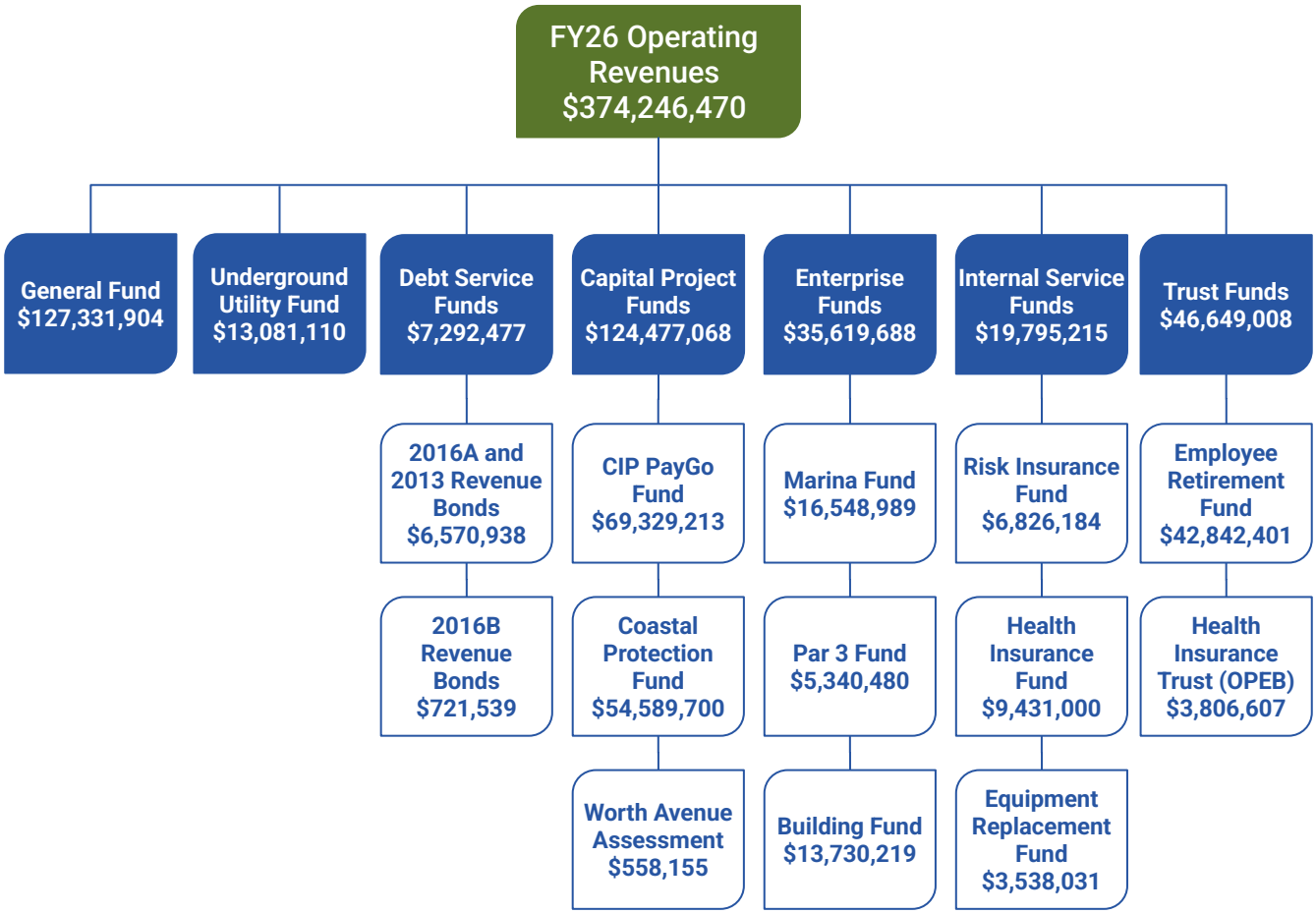
Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

BREAKDOWN OF TOTAL OPERATING EXPENDITURES – ALL FUNDS



BREAKDOWN OF TOTAL OPERATING REVENUES – ALL FUNDS



BUDGET SUMMARY BY FUND TYPE

FY26 Budget Summary by Fund Type, Revenues and Expenditures

	General	Special Revenue	Debt Service	Capital Projects	Enterprise	Internal Service	Trust & Agency	Total
Revenues								
Ad Valorem Taxes	85,754,136	-	-	-	-	-	-	85,754,136
Non Ad Valorem Taxes	6,930,000	3,856,110	723,039	462,155	-	-	-	11,971,304
Licenses and Permits	5,873,500	-	-	-	9,666,500	-	-	15,540,000
Intergovernmental	1,357,517	-	-	1,884,493	-	-	-	3,242,010
Charges for Services	11,284,560	-	-	-	19,452,293	11,342,112	-	42,078,965
Fines and Forfeitures	1,668,000	-	-	-	45,000	-	-	1,713,000
Contributions/Grants	109,000	-	-	5,000	-	-	18,862,401	18,976,401
Gain/Loss on Investments	-	-	-	-	-	75,000	4,800,000	4,875,000
Interest Earnings	1,939,667	900,000	249	2,701,000	1,100,000	550,000	16,670,000	23,860,916
Miscellaneous	1,367,500	200,000	-	-	729,000	250,000	-	2,546,500
Interfund Transfers	9,688,024	8,125,000	6,569,189	22,720,326	-	2,329,817	6,316,607	55,748,963
Subtotal	125,971,904	13,081,110	7,292,477	27,772,974	30,992,793	14,546,929	46,649,008	266,307,195
Appropriations from Fund Balance	1,360,000	-	-	96,704,094	4,626,895	5,248,286	-	107,939,275
Total Revenues	**127,331,904**	**13,081,110**	**7,292,477**	**124,477,068**	**35,619,688**	**19,795,215**	**46,649,008**	**374,246,470**
Expenditures								
Salaries and Wages	38,562,309	-	-	127,472	3,335,626	373,667	168,403	42,567,477
Employee Benefits	27,516,356	-	-	60,060	2,030,051	8,522,292	3,168,460	41,297,219
Contractual	18,482,066	5,008,050	7,500	4,991,929	5,293,514	3,674,826	29,249,842	66,707,727
Commodities	2,292,750	-	-	5,300	1,019,675	6,603	3,252	3,327,580
Depreciation/Capital Outlay	2,931,666	-	-	118,655,890	2,596,998	2,655,650	-	126,840,204
Debt Service	-	3,847,855	7,284,977	-	1,999,238	-	-	13,132,070
Interfund Transfers	37,239,525	-	-	636,417	17,873,022	-	-	55,748,964
Other	307,232	4,225,205	-	-	595,224	4,562,177	-	9,689,842
Subtotal	127,331,904	13,081,110	7,292,477	124,477,067	34,743,349	19,795,214	32,589,957	359,311,083
Transfer to Fund Balance/Retained Earnings	-	-	-	-	876,338	-	14,059,050	14,935,388
Total Expenditures	**127,331,904**	**13,081,110**	**7,292,477**	**124,477,068**	**35,619,688**	**19,795,215**	**46,649,008**	**374,246,470**
Financial Ratios								
	General	**Special Revenue**	**Debt Service**	**Capital Projects**	**Enterprise**	**Internal Service**	**Trust & Agency**	**Total**
Ad Valorem Taxes as percentage of total fund budget	67.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	22.91%
Ad Valorem Taxes per capita (9,212 population)	$ 9,309	$ -	$ -	$ -	$ -	$ -	$ -	$ 9,309
Total expenditures per capita (9,212 population)	$ 13,822	$ 1,420	$ 792	$ 13,512	$ 3,867	$ 2,149	$ 5,064	$ 40,626
Personnel as a percentage of the total budget	51.89%	-%	-%	0.15%	15.06%	44.94%	7.15%	22.41%
Capital expenditures as percentage of total fund budget	2.30%	-%	-%	95.32%	7.29%	13.42%	-%	33.89%
Capital expenditures per capita (9,212 population)	$ 318	$ -	$ -	$ 12,881	$ 282	$ 288	$ -	$ 13,769

Summary of Major Revenues by Fund Type

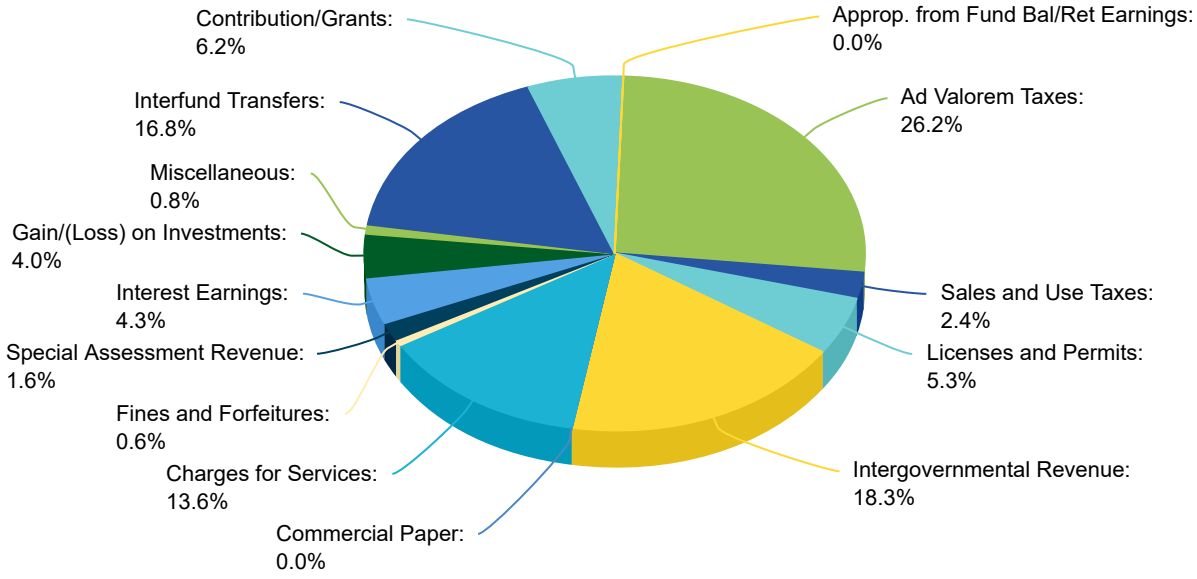
Description	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Variance	% of Total Budget
General Fund							
Ad Valorem Taxes	$ 66,331,261	$ 72,878,561	$ 79,745,500	$ 79,745,500	$ 85,754,136	7.53%	67.56%
Sales and Use Taxes	7,072,140	7,470,205	6,780,000	6,780,000	6,930,000	2.21%	5.74%
Licenses and Permits	6,149,186	6,333,365	5,463,500	5,888,000	5,873,500	7.50%	4.99%
Intergovernmental Revenue	1,496,817	1,634,546	1,272,500	1,283,500	1,466,517	15.25%	1.09%
Charges for Services	9,156,931	9,545,662	9,975,775	10,676,210	11,284,560	13.12%	9.04%
Fines and Forfeitures	3,214,593	1,338,269	1,128,000	1,743,000	1,668,000	47.87%	1.48%
Interest Earnings	2,840,220	3,696,734	1,864,494	2,150,000	1,939,667	4.03%	1.82%
Miscellaneous	984,817	630,587	1,328,700	1,411,900	1,367,500	2.92%	1.20%
Interfund Transfers	6,164,921	7,748,997	8,362,090	8,362,090	9,688,024	15.86%	7.08%
Subtotal	103,410,886	111,276,925	115,920,559	118,040,200	125,971,904	8.67%	100.00%
Appropriations from Fund Balance	-	-	3,260,000	-	1,360,000	(58.28%)	-%
Total General Fund	**$ 103,410,886**	**$ 111,276,925**	**$ 119,180,559**	**$ 118,040,200**	**$ 127,331,904**	**6.84%**	**100.00%**
Special Revenue Funds							
Interest Earnings	$ 1,718,274	$ 1,447,985	$ 500,000	$ 1,000,000	$ 900,000	80.00%	7.40%
Special Assessments	3,513,265	3,516,522	3,856,110	3,821,825	3,856,110	-%	28.29%
Intergovernment Revenue	3,091,946	1,155,247	-	2,000,000	-	-%	14.80%
Miscellaneous Revenue	189,464	192,967	224,900	190,000	200,000	(11.07%)	1.41%
Interfund Transfers	3,291,116	4,600,000	6,500,000	6,500,000	8,125,000	25.00%	48.11%
Subtotal	11,804,065	10,912,721	11,081,010	13,511,825	13,081,110	18.05%	100.00%
Appropriations from Fund Balance	-	-	6,856,135	-	-	(100.00%)	-%
Total Special Revenue Funds	**$ 11,804,065**	**$ 10,912,721**	**$ 17,937,145**	**$ 13,511,825**	**$ 13,081,110**	**(27.07%)**	**100.00%**
Debt Service Funds							
Interest Earnings	$ 33,418	$ 26,603	$ 17,500	$ 5,500	$ 249	(98.58%)	0.08%
Special Assessments	718,434	800,489	725,188	725,188	723,039	(0.30%)	9.98%
Interfund Transfers	6,377,227	6,375,683	6,539,277	6,539,277	6,569,189	0.46%	89.95%
Subtotal	7,129,078	7,202,774	7,281,965	7,269,965	7,292,477	0.14%	100.00%
Total Debt Service Funds	**$ 7,129,078**	**$ 7,202,774**	**$ 7,281,965**	**$ 7,269,965**	**$ 7,292,477**	**0.14%**	**100.00%**
Capital Projects Funds							
Interest Earnings	$ 2,099,718	$ 4,658,153	$ 3,501,000	$ 3,205,000	$ 2,701,000	(22.85%)	3.87%
Sales and Use Taxes	$ 904,621	$ 921,594	500,000	500,000	$ 125,000	(75.00%)	0.60%
Grants/Interlocal/Donations	$ 1,985,034	$ 2,408,763	11,881,950	54,559,864	$ 1,764,493	(85.15%)	65.91%
Special Assessment Revenue	389,540	418,140	408,558	408,558	462,155	13.12%	0.49%
Miscellaneous	93,728	2,400	-	-	-	-%	-%
Interfund Transfers	15,323,801	18,099,327	24,101,827	24,101,827	22,720,326	(5.73%)	29.12%
Subtotal	20,796,442	26,508,378	40,393,335	82,775,249	27,772,974	(31.24%)	100.00%
Appropriations from Fund Balance	-	-	74,369,763	-	96,704,094	30.03%	-%
Total Capital Projects Funds	**$ 20,796,442**	**$ 26,508,378**	**$ 114,763,098**	**$ 82,775,249**	**$ 124,477,068**	**8.46%**	**100.00%**

Summary of Major Revenues by Fund Type (continued)

Description	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Variance	% of Total Budget
Enterprise Funds							
Charges for Services	$ 20,306,526	$ 19,260,399	$ 19,419,545	$ 19,450,636	$ 20,086,293	3.43%	62.74%
Licenses and Permits	14,869,912	13,600,353	9,909,500	10,227,800	9,734,500	(1.77%)	32.99%
Interest Earnings	1,363,712	2,242,114	650,000	1,225,000	1,100,000	69.23%	3.95%
Miscellaneous	1,926	31,485	73,000	100,745	72,000	(1.37%)	0.32%
Subtotal	36,542,075	35,134,351	30,052,045	31,004,181	30,992,793	3.13%	100.00%
Appropriations from Retained Erngs.	-	-	6,635,341	-	4,626,895	(30.27%)	-%
Total Enterprise Funds	**$ 36,542,075**	**$ 35,134,351**	**$ 36,687,386**	**$ 31,004,181**	**$ 35,619,688**	**(2.91%)**	**100.00%**
Internal Service Funds							
Interest Earnings	$ 1,080,249	$ 2,113,261	$ 450,000	$ 950,000	$ 550,000	22.22%	7.27%
Gain/Loss on Investments	6,311	15,910	75,000	50,000	75,000	-%	0.38%
Miscellaneous	193,334	572,557	-	575,000	250,000	-%	4.40%
Interfund Transfers	336,156	2,447,890	2,000,000	200,000	-	(100.00%)	1.53%
Charges for Services	9,776,229	10,236,967	11,280,113	11,296,915	13,671,929	21.20%	86.42%
Subtotal	11,392,279	15,386,586	13,805,113	13,071,915	14,546,929	5.37%	100.00%
Appropriations from Retained Erngs.	-	-	6,640,469	-	5,248,286	(20.97%)	-%
Total Internal Service Funds	**$ 11,392,279**	**$ 15,386,586**	**$ 20,445,582**	**$ 13,071,915**	**$ 19,795,215**	**(3.18%)**	**100.00%**
Trust & Agency Funds							
Interest Earnings	$ 26,206,694	$ 48,506,068	$ 16,670,000	$ 4,515,000	$ 16,670,000	-%	11.02%
Gain/Loss on Investments	(1,452,926)	8,144,655	2,800,000	12,000,000	4,800,000	71.43%	29.29%
Miscellaneous	122,858	18,781	-	300,000	-	-%	0.73%
Contributions	14,308,715	16,041,304	18,098,837	18,736,337	19,759,008	9.17%	45.73%
Interfund Transfers	5,420,000	5,420,000	5,420,000	5,420,000	5,420,000	-%	13.23%
Subtotal	44,605,341	78,130,808	42,988,837	40,971,337	46,649,008	8.51%	100.00%
Total Trust & Agency Funds	**$ 44,605,341**	**$ 78,130,808**	**$ 42,988,837**	**$ 40,971,337**	**$ 46,649,008**	**8.51%**	**100.00%**
All Funds							
Ad Valorem Taxes	$ 66,331,261	$ 72,878,561	$ 79,745,500	$ 79,745,500	$ 85,754,136	7.53%	26.18%
Sales and Use Taxes	7,976,761	8,391,799	7,280,000	7,280,000	7,055,000	(3.09%)	2.39%
Licenses and Permits	21,019,098	19,933,718	15,373,000	16,115,800	15,608,000	1.53%	5.29%
Intergovernmental Revenue	1,496,817	4,043,309	1,272,500	55,843,364	3,231,010	153.91%	18.33%
Charges for Services	39,239,685	39,043,029	40,675,433	41,423,761	45,042,782	10.74%	13.60%
Fines and Forfeitures	3,214,593	1,338,269	1,128,000	1,743,000	1,668,000	47.87%	0.57%
Special Assessment Revenue	4,621,239	4,735,151	4,989,856	4,955,571	5,041,304	1.03%	1.63%
Interest Earnings	35,342,284	62,690,919	23,652,994	13,050,500	23,860,916	0.88%	4.28%
Gain/(Loss) on Investments	(1,446,616)	8,160,566	2,875,000	12,050,000	4,875,000	69.57%	3.96%
Miscellaneous	1,586,128	1,448,777	1,626,600	2,577,645	1,889,500	16.16%	0.85%
Interfund Transfers	36,913,221	44,691,897	52,923,194	51,123,194	52,522,539	(0.76%)	16.78%
Contribution/Grants	16,293,749	16,041,304	29,980,787	18,736,337	19,759,008	(34.09%)	6.15%
Approp. from Fund Bal/Ret Earnings	-	-	97,761,708	-	107,939,275	10.41%	-%
Total All Funds	**$ 232,588,221**	**$ 283,397,297**	**$ 359,284,572**	**$ 304,644,672**	**$ 374,246,470**	**4.16%**	**100.00%**

This table summarizes by fund type, the major revenue categories indicating category percentages of total fund revenues and percent change from the prior year.

FY26 Budget by Revenue Type - All Funds



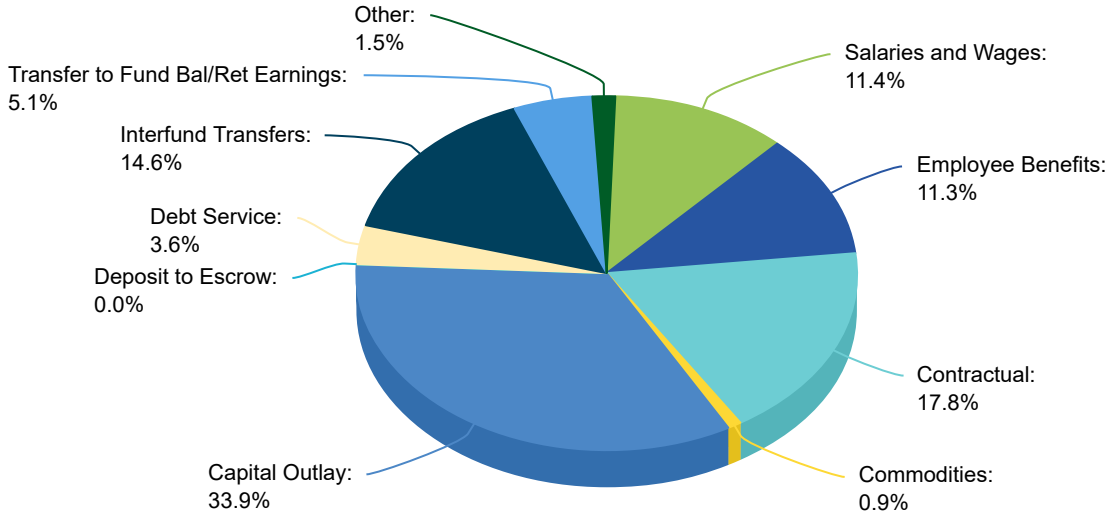
Summary of Expenditure Classifications by Fund Type

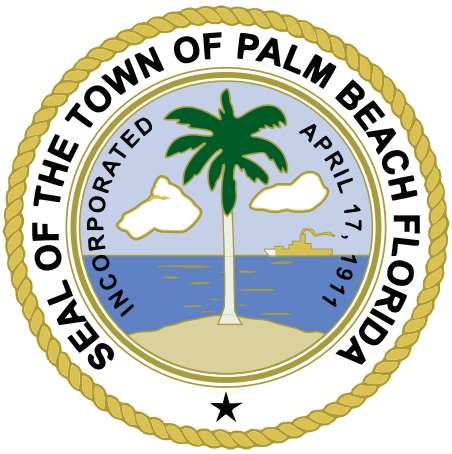
Description	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Variance	% of Total Budget
General Fund							
Salaries and Wages	$ 30,726,295	$ 34,223,477	$ 36,922,812	$ 37,049,229	$ 38,562,309	4.44%	30.28%
Employee Benefits	18,871,014	21,172,649	24,358,431	24,364,351	28,412,964	16.65%	22.31%
Contractual	14,137,166	15,330,531	16,498,487	17,037,401	18,482,066	12.02%	14.51%
Commodities	2,447,814	2,317,974	2,210,727	2,106,755	2,292,750	3.71%	1.80%
Depreciation/Capital Outlay	2,591,020	2,331,960	3,055,028	2,988,997	2,931,666	(4.04%)	2.30%
Interfund Transfers	28,201,640	32,748,636	35,638,162	35,638,162	36,342,917	1.98%	28.54%
Other	374,127	385,351	496,912	396,912	307,232	(38.17%)	0.24%
Subtotal	97,349,075	108,510,577	119,180,559	119,581,807	127,331,904	6.84%	100.00%
Total General Fund	**$ 97,349,075**	**$ 108,510,577**	**$ 119,180,559**	**$ 119,581,807**	**$ 127,331,904**	**6.84%**	**100.00%**
Special Revenue Funds							
Salaries and Wages	$ 105,608	$ -	$ -	$ -	$ -	-%	-%
Employee Benefits	45,202	54	-	-	-	-%	-%
Contractual	22,963,213	21,521,220	14,089,290	20,508,450	5,008,050	(64.45%)	56.55%
Commodities	-	89	250	-	-	(100.00%)	-%
Debt Service	3,850,655	3,846,855	3,847,605	3,847,605	3,847,855	0.01%	43.45%
Subtotal	26,964,678	25,368,219	17,937,145	24,356,055	8,855,905	(50.63%)	100.00%
Transfer to Fund Balance	-	-	-	-	4,225,205	-%	47.71%
Total Special Revenue Funds	**$ 26,964,678**	**$ 25,368,219**	**$ 17,937,145**	**$ 24,356,055**	**$ 13,081,110**	**(27.07%)**	**147.71%**
Debt Service Funds							
Debt Service	$ 7,261,677	$ 7,264,731	$ 7,274,465	$ 7,265,965	$ 7,284,977	0.14%	99.90%
Contractual	7,500	7,500	7,500	-	7,500	-%	0.10%
Interfund Transfers	-	1,000,000	-	-	-	-%	-%
Subtotal	7,269,177	8,272,231	7,281,965	7,265,965	7,292,477	0.14%	100.00%
Total Debt Service Funds	**$ 7,269,177**	**$ 8,272,231**	**$ 7,281,965**	**$ 7,265,965**	**$ 7,292,477**	**0.14%**	**100.00%**
Capital Projects Funds							
Salaries and Wages	$ 154,415	$ 79,178	$ 142,746	$ 142,746	$ 127,472	(10.70%)	0.10%
Employee Benefits	55,766	48,181	62,115	57,198	60,060	(3.31%)	0.05%
Contractual	4,720,339	5,217,490	437,608	4,199,679	4,991,929	1040.73%	4.01%
Commodities	968	2,780	8,200	4,246	5,300	(35.37%)	0.00%
Capital Outlay	8,970,756	15,417,561	113,103,669	32,271,549	118,655,890	4.91%	95.32%
Interfund Transfers	1,009,135	1,008,463	1,008,760	1,008,760	636,417	(36.91%)	0.51%
Subtotal	14,911,380	21,773,654	114,763,098	37,684,178	124,477,068	8.46%	100.00%
Total Capital Projects Funds	**$ 14,911,380**	**$ 21,773,654**	**$ 114,763,098**	**$ 37,684,178**	**$ 124,477,068**	**8.46%**	**100.00%**
Enterprise Funds							
Salaries and Wages	$ 2,581,303	$ 3,089,924	$ 3,125,524	$ 3,046,514	$ 3,335,626	6.72%	9.36%
Employee Benefits	2,409,600	1,982,144	1,691,655	1,711,930	2,030,051	20.00%	5.70%
Contractual	4,972,686	5,485,691	5,452,879	5,451,794	5,293,514	(2.92%)	14.86%
Commodities	928,172	959,778	978,225	1,026,264	1,019,675	4.24%	2.86%
Capital Outlay	2,061,797	2,103,530	3,181,123	2,686,399	2,596,998	(18.36%)	7.29%
Debt Service	862,455	823,286	2,180,243	2,180,243	2,184,236	0.18%	6.13%
Interfund Transfers	9,452,970	11,848,997	18,564,020	18,564,020	17,836,506	(3.92%)	50.07%
Other	-	-	561,318	-	595,224	6.04%	1.67%
Subtotal	23,268,983	26,293,351	35,734,987	34,667,164	34,891,831	(2.36%)	97.96%
Transfer to Retained Earnings	-	-	952,399	-	727,857	(23.58%)	2.04%
Total Enterprise Funds	**$ 23,268,983**	**$ 26,293,351**	**$ 36,687,386**	**$ 34,667,164**	**$ 35,619,688**	**(2.91%)**	**100.00%**

Summary of Expenditure Classifications by Fund Type (continued)

Description	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Variance	% of Total Budget
Internal Service Funds							
Salaries and Wages	$ 227,334	$ 221,342	$ 345,995	$ 297,194	$ 373,667	8.00%	1.89%
Employee Benefits	6,515,474	7,451,915	7,692,744	8,005,009	8,522,293	10.78%	43.05%
Contractual	2,401,518	3,564,171	3,620,806	4,145,742	3,674,826	1.49%	18.56%
Commodities	15,283	16,914	6,059	28,260	6,603	8.98%	0.03%
Capital Outlay	1,701,803	1,782,962	4,779,978	4,268,284	2,655,650	(44.44%)	13.42%
Interfund Transfers	63,738	242,171	-	-	-	-%	-%
Other	-	-	4,000,000	-	4,562,177	14.05%	23.05%
Subtotal	10,925,150	13,279,476	20,445,582	16,744,489	19,795,215	(3.18%)	100.00%
Total Internal Sevice Funds	**$ 10,925,150**	**$ 13,279,476**	**$ 20,445,582**	**$ 16,744,489**	**$ 19,795,215**	**(3.18%)**	**100.00%**
Trust & Agency Funds							
Salaries and Wages	$ 144,321	$ 161,360	$ 169,695	$ 170,902	$ 168,403	(0.76%)	0.36%
Employee Benefits	1,997,566	2,262,029	2,750,899	3,079,095	3,168,461	15.18%	6.79%
Contractual	25,508,055	24,965,051	25,256,647	23,700,580	29,249,843	15.81%	62.70%
Commodities	557	1,337	1,923	2,615	3,252	69.11%	0.01%
Subtotal	27,650,499	27,389,777	28,179,164	26,953,192	32,589,958	15.65%	69.86%
Transfer to Fund Balance	-	-	14,809,673	-	14,059,050	(5.07%)	30.14%
Total Trust & Agency Funds	**$ 27,650,499**	**$ 27,389,777**	**$ 42,988,837**	**$ 26,953,192**	**$ 46,649,008**	**8.51%**	**99.99%**
Total: All Funds							
Salaries and Wages	$ 33,939,277	$ 37,775,282	$ 40,706,772	$ 40,706,585	$ 42,567,477	4.57%	11.37%
Employee Benefits	29,894,622	32,916,973	36,555,844	37,217,583	42,193,830	15.42%	11.27%
Contractual	74,702,976	76,084,153	65,355,717	75,043,646	66,700,228	2.06%	17.82%
Commodities	3,392,793	3,298,873	3,205,384	3,168,140	3,327,580	3.81%	0.89%
Capital Outlay	15,325,375	21,636,014	124,119,798	42,215,229	126,840,203	2.19%	33.89%
Debt Service	11,974,787	11,934,872	13,302,313	13,293,813	13,317,068	0.11%	3.56%
Interfund Transfers	38,727,483	46,848,267	55,210,942	55,210,942	54,815,840	(0.72%)	14.65%
Transfer to Fund Bal/Ret Earnings	-	-	15,762,072	-	19,012,112	20.62%	5.08%
Other	381,627	392,851	5,065,730	396,912	5,472,133	8.02%	1.46%
Subtotal All Funds	**$ 208,338,941**	**$ 230,887,285**	**$ 359,284,572**	**$ 267,252,850**	**$ 374,246,470**	**4.16%**	**100.00%**

FY26 Budget by Expenditure Classification - All Funds




SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



Reserve Analysis

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

RESERVES

The Town Council has adopted twenty two financial policies, nineteen of which address reserves. The reserve policies serve to safeguard the Town's financial resources and ensure fiscal stability. The size of a municipality's fund balance can affect its ability to withstand financial emergencies. Reserves can also be used to accumulate funds for capital purchases or capital projects without having to borrow.

Below is a table outlining the projected fund balance through September 30, 2025, based on the ending fund balance at September 30, 2024 and adjusted for FY25 budgeted revenues less expenditures across all funds.

FUND BALANCE PROJECTIONS

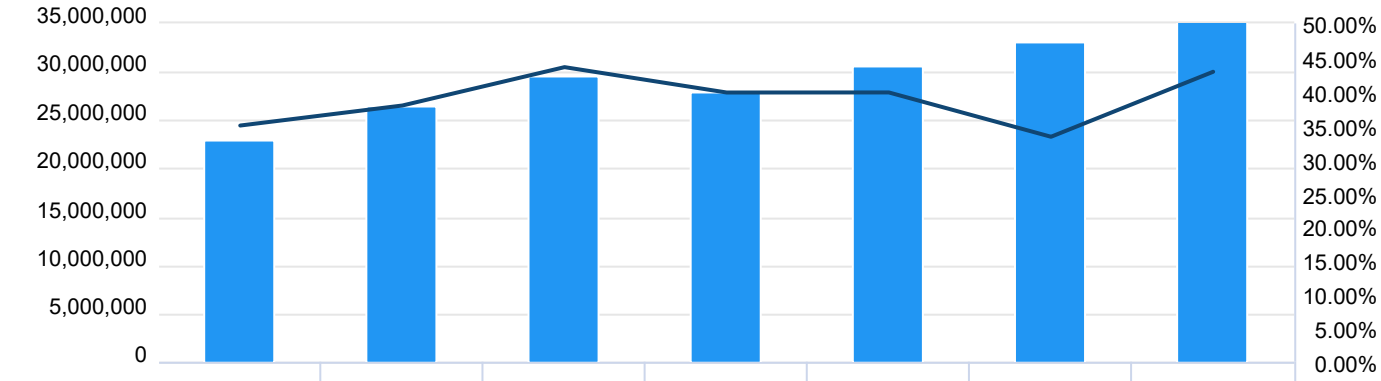
Estimated FY26 Reserve Balances

Fund	Estimated Fund Balance at 9/30/25	Estimated FY2026 Revenues	Estimated FY2026 Expenditures	Projected Fund Balance at 9/30/26
General Fund	$ 32,437,740	$ 125,971,904	$ 127,331,912	$ 31,077,732
Townwide Underground Utilities Fund	10,298,801	13,081,110	13,081,110	10,298,801
2013 and 2016A/2019 Bonds Debt Service Fund	16,501	6,569,438	6,569,438	16,501
2016B Worth Avenue Bond Debt Service Fund	285,727	723,039	723,039	285,727
Capital Improvement Fund	(3,075,817)	18,275,000	19,845,000	(4,645,817)
Coastal Management Fund	(4,871,026)	9,029,819	3,660,023	498,770
Worth Avenue Assessment District Fund	315,304	468,155	558,155	225,304
Marina Enterprise Fund	5,754,369	15,347,813	16,548,989	4,553,193
Par 3 Golf Course Enterprise Fund	395,386	5,340,480	5,340,480	395,386
Building Fund	12,964,860	10,304,500	13,730,219	9,539,141
Risk Insurance Fund	1,145,764	2,479,817	6,826,184	(3,200,603)
Health Insurance Fund	1,484,421	9,431,000	9,431,000	1,484,421
Equipment Replacement Fund	22,398,293	2,636,112	3,538,031	21,496,374
Employee's Retirement Fund	297,047,876	42,842,401	42,842,401	297,047,876
OPEB Trust Fund	43,765,760	3,806,607	3,806,606	43,765,761
Totals	**$ 420,363,959**	**$ 266,307,195**	**$ 273,832,587**	**$ 412,838,567**

UNASSIGNED FUND BALANCE – GENERAL FUND

Pursuant to adopted policy, the unassigned fund balance for the General Fund is to be maintained at a minimum level of 30% of current year General Fund budgeted expenditures. This minimum level is to be maintained to protect the Town against economic downturns, temporary revenue shortfalls, unpredicted one-time expenditures, and for tax rate stabilization purposes. Thirty percent of the FY24 General Fund operating budget (General Fund budget less CIP, coastal and extraordinary retirement transfer) is $28,115,620. The FY24 ending unassigned fund balance was $35,697,740. The unassigned fund balance exceeded the minimum requirement by $3,369,575. The General Fund Undesignated Fund Balance has consistently exceeded the required minimum level of 30%. The chart shows the trend for the General Fund Undesignated Fund Balance and the percent of budgeted expenditures the balance represents. The unassigned fund balance increased by $2,649,155. The percentage of Unassigned Fund Balance vs. Budget was 42.9%.

General Fund



	2018	2019	2020	2021	2022	2023	2024
Reserves	23,063,128	26,540,203	29,628,725	28,001,332	30,702,132	33,048,585	35,697,740
% of budget	34.91%	37.87%	43.54%	39.79%	39.80%	33.25%	42.86%

DESIGNATION OF GENERAL FUND RESERVES FOR PAYMENT OF LIABILITY RELATED TO COMPENSATED ABSENCES LEAVE BALANCES

The Reserve for Compensated Absences reduces the budgetary fluctuations due to the payout of accrued leave time to employees when they leave Town service. This reserve is funded at a rate of 100% of the fiscal year end accrued leave balances. Funds are appropriated annually from this reserve based upon estimates of pay-outs of eligible accrued vacation and sick time and the related payroll tax liability. The balance in the reserve as of September 30, 2024, was $1,992,249. The FY25 appropriation for the pay-out of eligible accrued vacation, sick and compensatory time from this reserve is $660,000.

TOWNWIDE UNDERGROUND UTILITIES FUND

The Town issued General Obligation Bonds in FY19 and FY21 for the Townwide Underground Utilities Project.

- Phase 1 North was completed in FY19.
- Phase 1 South and Phase 2 North were completed in FY20.
- Phase 3 North was completed in FY21.
- Phase 2 South and Phase 4 North were completed in FY23.
- Phase 3 South was completed in FY24.
- Phase 4 South, Phase 5 North, Phase 5 South and Phase 6 North were completed in FY25.
- Phase 6 South and Phase 7 North are expected to be completed in FY26
- Work has begun for Phases 7 South and Phase 8 of the project, to be completed by FY27.

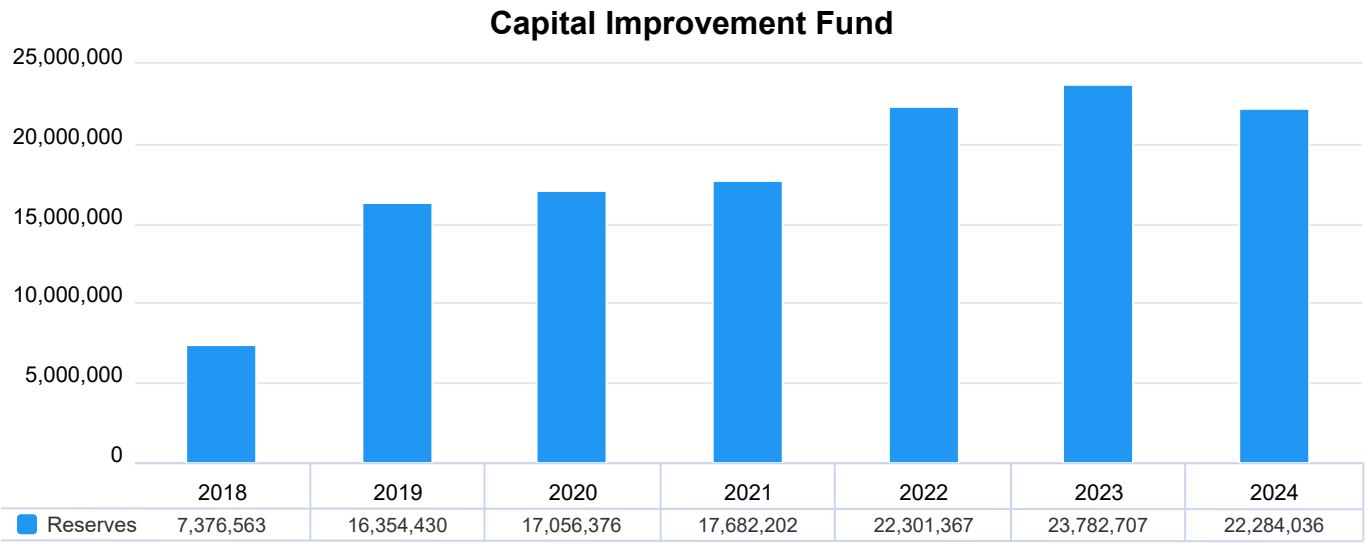
The completion of many of these projects is why there is a large decrease in the reserves of this fund for FY24.

DEBT SERVICE FUNDS

As of September 30, 2024 the debt service fund for the 2016A and 2019 bonds has excess reserves of $302,228 that had accrued since the issuance of the 2013 bonds. These excess funds are being used to lower the annual transfer from the General Fund to the debt service fund and explains the decrease of 78.0% in the reserves for FY24.

CAPITAL IMPROVEMENT FUND

For many years, the Town funded all of the capital infrastructure improvements through pay-as-you-go financing. For FY26, the transfer to the Capital Improvement Fund from the General Fund increased to $15,050,000 to fund future renovation such as Police and Fire-Rescue station renovations and town wide projects for paving and the drainage system. Reserves of $49,484,213 have been encumbered for current and future projects.

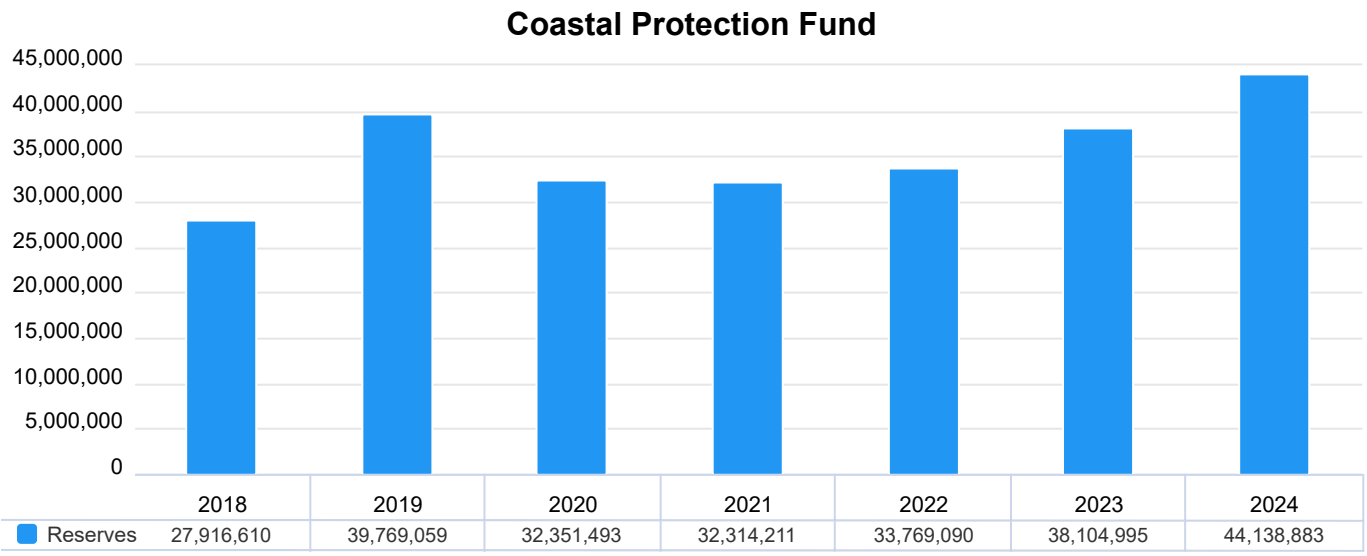


	2018	2019	2020	2021	2022	2023	2024
Reserves	7,376,563	16,354,430	17,056,376	17,682,202	22,301,367	23,782,707	22,284,036

COASTAL PROTECTION FUND

The Coastal Protection Fund reserves are in place for beach renourishment projects.

The Coastal Protection financing plan calls for annual transfers from the General Fund to the Coastal Fund to accumulate funds for renourishment projects and the other costs associated with the plan. The FY25 transfer was $5,791,205. As of September 30, 2024, the reserve balance in this fund is $44,138,884. The Mid-Town beach renourishment project occurred in FY20 which lowered the balance of these reserves. Sufficient funds will be available for future projects with Federal, State and County grant funds expected to offset a significant amount of the cost.

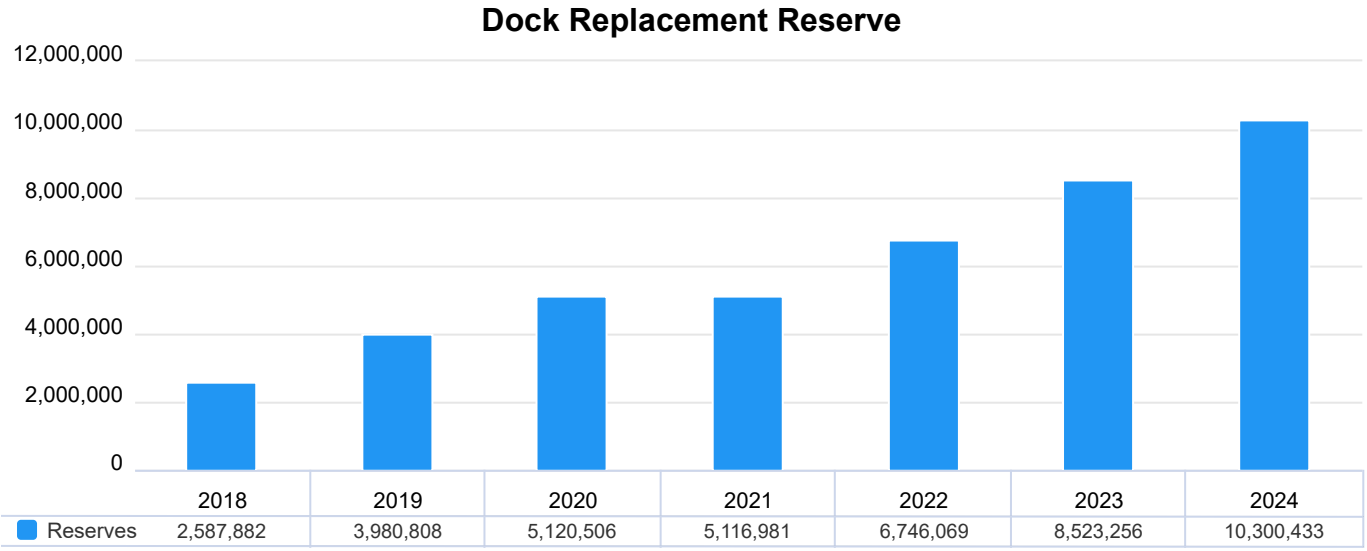


WORTH AVENUE ASSESSMENT DISTRICT

The Worth Avenue Assessment District is used to account for the maintenance of the improvements on Worth Avenue. The maintenance is fully paid through assessments on the property owners in this district. The reserves in this fund have accumulated since the initial capital project was completed. The reserves in FY26 are being used to offset increased maintenance costs.

MARINA ENTERPRISE FUND RESERVES

The Dock Replacement reserve amount as of September 30, 2024 was $10,300,433. This reserve was created to partially fund the replacement cost of the Town's docks. The Town Council approved an allocation from these reserves to be used to fund a portion of the Lake Drive Park project that is related to the Marina. The Town Council also approved the use of future profits from the Marina to the Townwide Underground Utility Project. The reserve balance will continue to grow in this fund to ensure funding for the replacement when needed.



PAR 3 ENTERPRISE FUND RESERVES

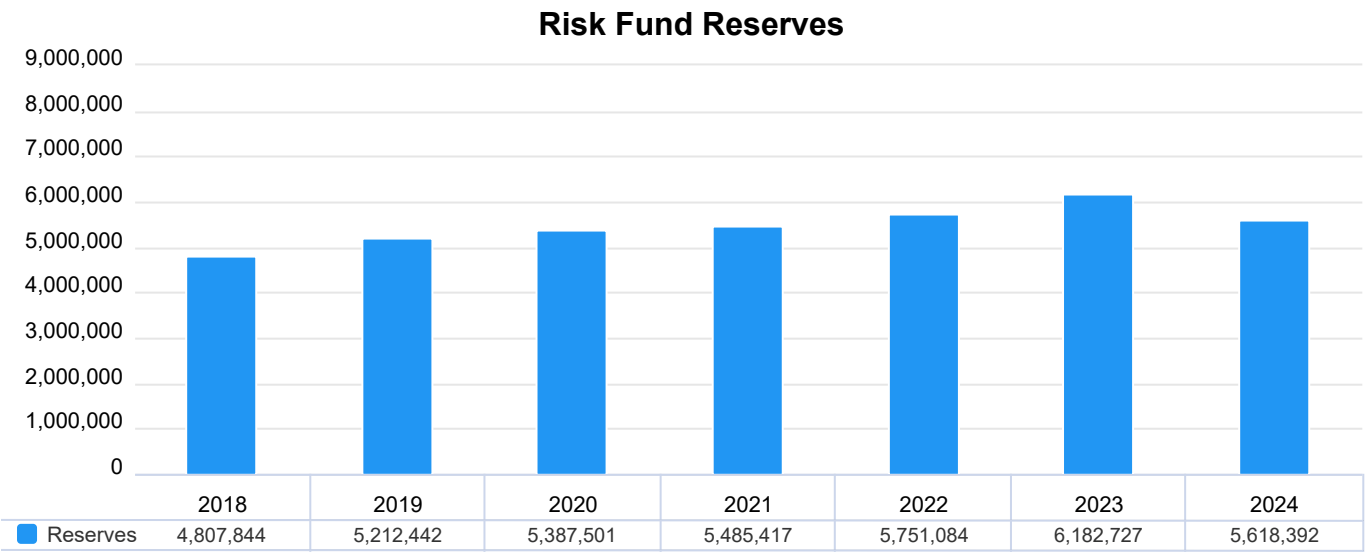
The Par 3 Golf course repair and replacement reserve is funded with a transfer equal to ½ of the annual depreciation on the clubhouse and golf course. The balance in this reserve as of September 30, 2024 is $395,386. The Par 3 Enterprise Fund also has an Equipment Replacement Fund with a reserve balance at the end of FY24 of $532,171.



	2018	2019	2020	2021	2022	2023	2024
Reserves	872,468	992,341	985,326	1,050,369	1,015,845	628,706	395,386

RISK FUND RESERVES

The total reserve balance for the Risk Fund was $5,618,392 as of September 30, 2024. Out of this reserve balance, the Town funds the Reserve for Catastrophic Exposures/Emergencies - Risk Fund in the amount of $2,500,000 and the Contingency Reserve for $500,000. The trend for the Risk Fund Reserve is shown in the table. The fund balance declined in FY18 due to a transfer of $2,300,000 of excess reserves to the Recreation Enterprise Fund to partially fund the Town's portion of the new Recreation Center. The minimum recommended reserve balance is $4,000,000, which represents the amount of the Reserve for Catastrophic Exposures/Emergencies and the Contingency Reserve plus an equity amount of $1 million to safeguard the Town's budget from an adverse event recommended by the actuary. The $3,000,000 appropriated each year for contingency and the Reserve for Catastrophic Exposures/Emergencies are not expected to be spent unless there is an emergency event such as a hurricane that would require the use of these reserves.



RESERVE FOR CATASTROPHIC EXPOSURES/EMERGENCIES – RISK FUND

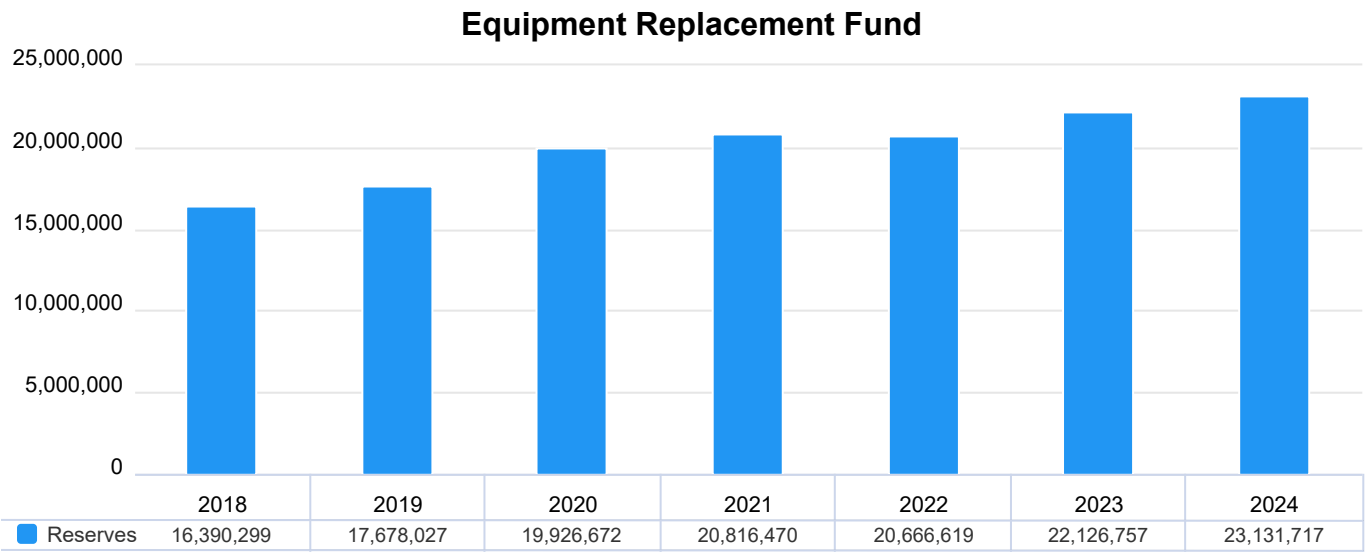
The Reserve for Catastrophic Exposures/Emergencies for the Risk Fund is funded at a minimum of $2,500,000. This reserve was established to set aside emergency funds to protect the Town against the potential financial impacts of large judgments in excess of insurance coverage and the financial impacts of response to and recovery from a man-made or natural emergency situation. In addition, the reserve can be used in response to increases in premium rates and/or loss fund increases. This reserve is funded with a budget appropriation from the Net Asset reserves of the Risk Fund.

EQUIPMENT REPLACEMENT FUND

The Town-wide Equipment Replacement Fund is intended to fund the replacement cost of existing equipment, vehicles and computers when they reach the end of their useful life. This reserve significantly reduces the budgetary fluctuations due to purchases of large pieces of equipment.

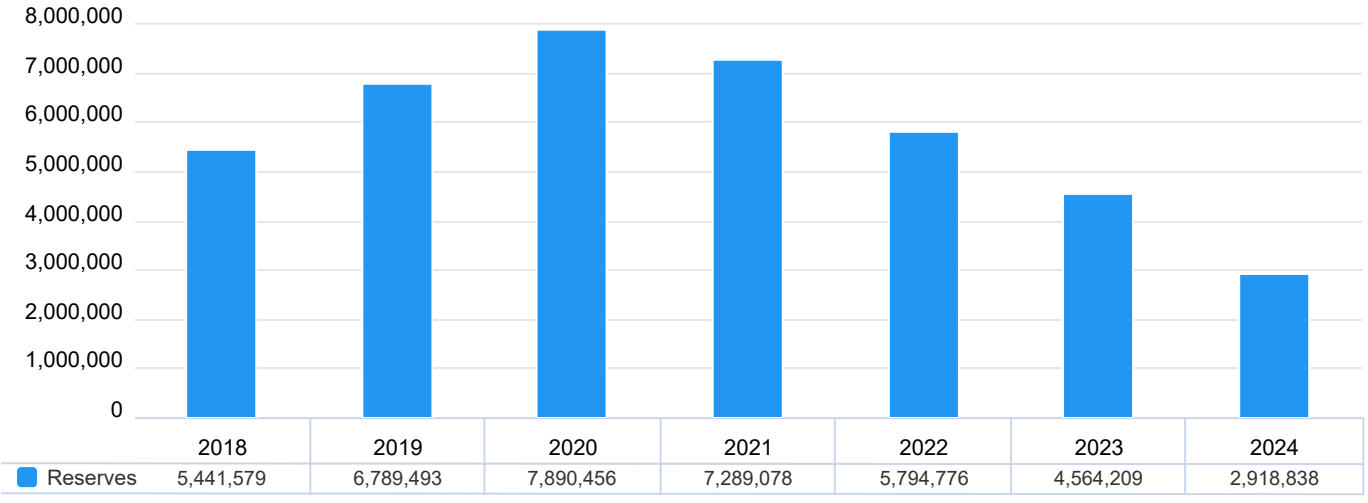
The Unassigned balance in the Equipment Replacement Fund Reserve for year-end FY24 was $23,131,717. In FY13, the Town Council approved the use of funds from this reserve for internal financing for small neighborhood underground utility projects financed by special assessments.

For FY26, income, including the depreciation transfer, will total $2,636,112 and expenditures for capital equipment are budgeted at $3,038,031 which will cause the net assets of this fund to decrease.



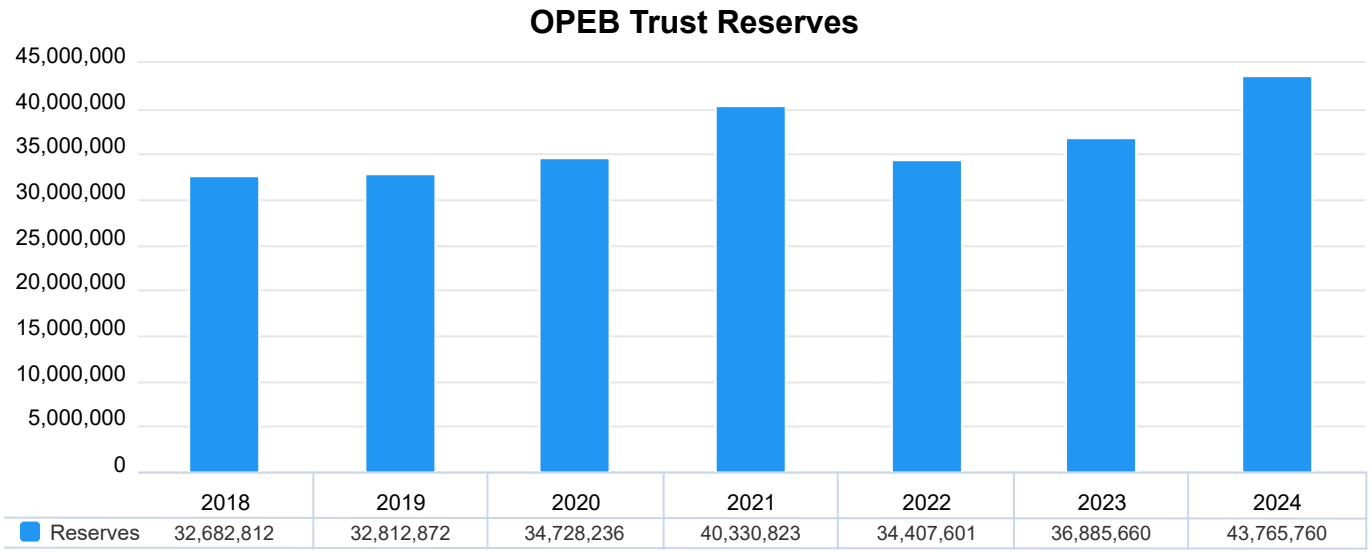
HEALTH INSURANCE RESERVE

The balance of the reserve in the Health Fund at the end FY24 was $2,918,839. These reserves guard against any deficiencies in the Town's self-insurance health fund for active employees' insurance expenditures. The trend in the reserve balance is shown in the chart. Since FY13, the Town maintained level funding of health insurance benefits due to the wellness program and good claims experience which enabled a reduction in funding for FY19 and FY20 and allowed for maintained level funding in FY21. The reserves of this fund have provided a cushion in case claims unexpectedly increase. In FY18, a transfer of $2,300,000 from excess reserves to the Recreation Enterprise Fund was made to fund the Town's portion of the new Recreation Center. In FY21, reserves decreased due to higher than expected claims due to COVID. The actuary recommends a minimum reserve of 6 months of estimated claims, plus 60 days of claims, as well as the incurred but not Recorded (IBNR) claims. These amounts at the end of FY24 totaled $3,364,147, incurring a reserve shortfall of $445,309. This reserve will more than likely decrease again in 2025 but should stabilize in 2026.



OPEB (OTHER POST EMPLOYMENT BENEFITS) TRUST

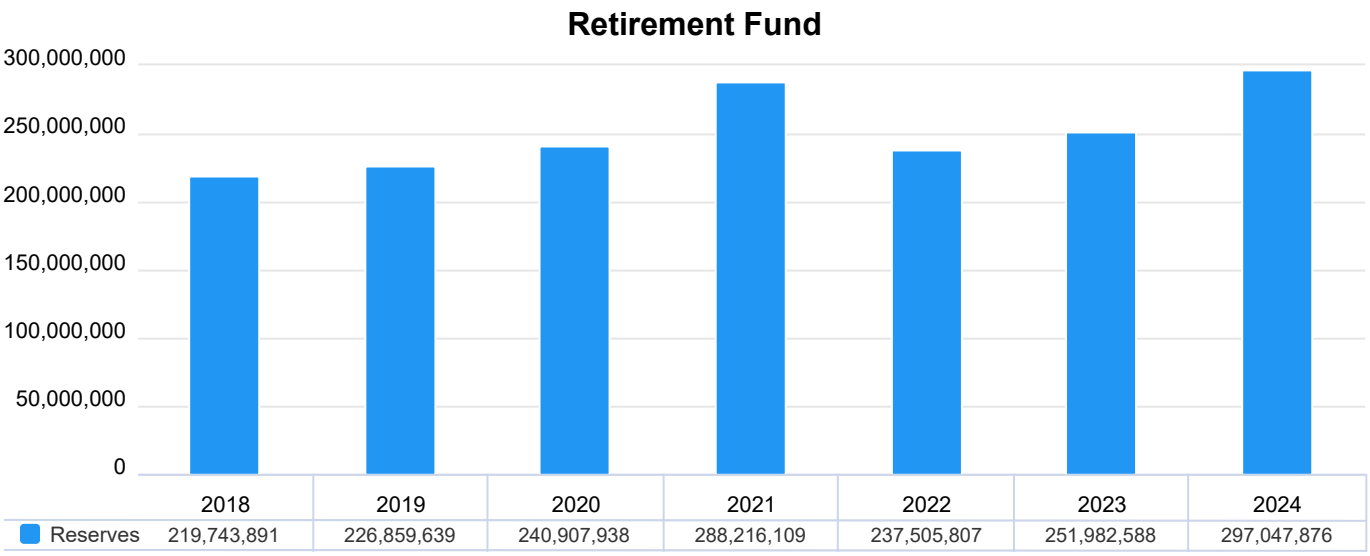
The Town's OPEB Trust Fund was established in 2007 to comply with GASB Statements 43 and 54, which required the establishment of a liability for actuarially determined costs of retiree health benefits. This fund's investments are overseen by the Town's Investment Advisory Committee. The Committee lowered the investment assumption from 6% to 5% in FY21. The net asset balance in this trust was $43,765,761 as of September 30, 2024. The total OPEB liability at the end of FY24, was calculated to be $39,804,598, resulting in a Net OPEB asset of $3,969,477, and a funded ratio of 109.97% using a 5% return assumption. The actuarially determined transfer from the General Fund for the OPEB liability for FY26 is $896,608 . The Town is exceptionally well funded and continues to be well ahead of other government agencies.



	2018	2019	2020	2021	2022	2023	2024
Reserves	32,682,812	32,812,872	34,728,236	40,330,823	34,407,601	36,885,660	43,765,760

RETIREMENT FUND

The Town provides pension benefits for General Employees, Lifeguards, Police Officers, and Firefighters. The funds were separately managed by three pension boards until the consolidation on April 1, 2012, into the Employee's Retirement Fund. The Retirement Board oversees all of the Town's pension assets and retirement programs. The net assets of the consolidated retirement fund at the end of FY24 were $295,843,522. The increase was a result of good investment performance during the year. The funded ratio decreased from 75.2% last year to 74.0% this year. The reduction in the actuarial results resulted in an increase of $1,193,635 in the actuarially determined employer contribution for FY24. The increase in reserves in this fund is partially due to the additional $5,420,000 contributed annually until the fund is 100% funded per Town Council direction.



CONTINGENCY RESERVES

Contingency reserves were established for the General Fund, Capital Fund, Equipment Replacement Fund, Marina and Par 3 Enterprise Funds, Building Enterprise Fund, Risk Insurance Fund and Health Insurance Fund to provide for unanticipated unbudgeted expenditures of a nonrecurring nature. The amount of the General Fund Contingency has been funded at $700,000 for the FY26 operating budget. The Capital Fund Contingency is appropriated at 10% of the capital budget, while the Equipment Replacement Fund, Risk, and Health Contingency Reserves are appropriated at $500,000 each. The Enterprise Funds maintain a Contingency Reserve at 5% of the operating expenses. All of the contingency reserves are annually appropriated in the budget process from the net asset reserves of each of the funds. Amounts from the contingency are appropriated for expenditures through an affirmative vote of the Town Council.

The table on the following page identifies the contingency budgets and actual expenditures for the fiscal years 2021 through FY2026 budget.

Contingency Balances
2021-2026

Contingency	2021	2022	2023	2024	2025	2026
General Fund Budget	$ 600,000	$ 600,000	$ 600,000	$ 600,000	$ 600,000	$ 700,000
General Fund Actual	105,000	42,000	212,000			-
ERF Budget	500,000	500,000	500,000	500,000	500,000	500,000
ERF Actual	30,000	130,000	144,337			-
Risk Budget	500,000	500,000	500,000	500,000	500,000	500,000
Risk Actual	-	-	-	60,000		-
Health Budget	500,000	500,000	500,000	500,000	500,000	500,000
Health Actual	-	-	-	-		-
Par 3Golf Course Budget	93,223	103,477	130,169	142,022	142,022	176,031
Par 3Golf Course Actual	-	100,000		-		-
Marina Budget	39,686	123,094	145,985	185,883	185,883	165,664
Marina Actual	-	-	-	-		-
Building Permit Fund Budget	138,720	166,817	187,439	217,708	217,708	253,529
Building Permit Fund Actual	74,030		-	-		-

UNASSIGNED NET POSITION

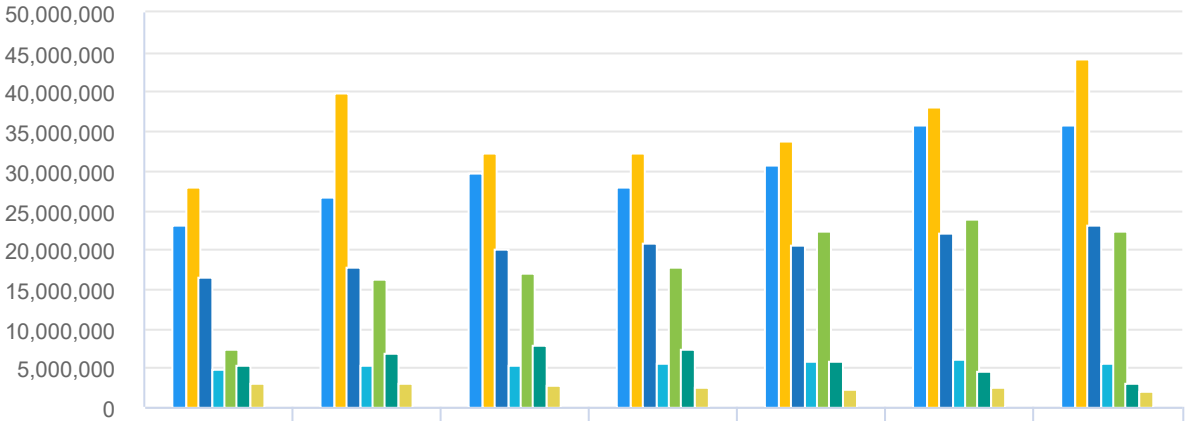
All reserves are at or over the policy established minimum. The financial strength of the Town can be measured by the health of its reserves. Bond rating agencies look closely at the reserve levels and the financial policies in place when rating a municipality. The rating agencies reviewed the Town's credit ratings in preparation for the issuance of the Town's bonds. They cited the Town's healthy reserves, solid fiscal policies, and conservative management practices as some of the reasons for our exceptional bond ratings. Moody's Investors Service upgraded in FY23 the Town's Revenue Bonds to Aaa and provided the Town with a General Obligation Bond rating of Aaa. Standard and Poor's has recently upgraded the credit rating on the revenue bonds to AAA and provided the Town's General Obligation Bond a rating of AAA. These revenue bond ratings and issuer credit ratings are the highest ratings these two services issue and represent the highest quality investment grade debt.

The table and the chart on the following page summarize the trend of the unassigned net position, compensated absence, and replacement reserve balances for fiscal year ending 2018 through fiscal year end 2024. Total reserves equal $533,574,167. Reserves less Pension and Retiree Health Trust total $192,760,531. Total Town reserves have grown over 47.4% since 2018. Total reserves *less* the Pension Fund and Retiree Health OPEB Trust have grown by 76.1% or $83,272,244 over the same period. The Pension and Retiree Health Funds have grown by $88,386,933 or 35.0% since 2018. Funding for future capital, coastal and Townwide underground utility projects held in reserves totals $83,577,855.

Town Reserve Balance History
2018-2024

Fund	2018	2019	2020	2021	2022	2023	2024
General Fund	$ 23,063,128	$ 26,540,203	$ 29,628,725	$ 28,001,332	$ 30,702,132	$ 35,697,740	$ 35,697,740
Compensated Absence (GF)	3,129,714	3,094,888	2,703,693	2,645,408	2,198,670	2,652,248	1,992,249
Equipment Replacement Fund	16,390,299	17,678,027	19,926,672	20,816,470	20,666,619	22,126,757	23,131,717
Town Docks Unassigned Reserve				5,244,165	2,465,346	7,801,152	10,887,923
Dock Replacement	2,587,882	3,980,807	5,141,712	5,116,981	6,746,069	8,523,256	10,300,433
Par 3 M&I Reserve	-	-	-	-		20,102	7,167
Tennis M&I reserve	71,610	80,841	80,962	80,962	80,962	80,962	80,962
Par 3 R&R Reserve	872,468	992,341	985,326	1,050,369	1,015,845	628,706	395,386
Par 3 Equipment Replacement	638,842	524,641	524,869	555,779	591,211	487,596	532,171
Building Fund				2,572,742	7,252,043	12,361,385	15,054,137
MPSCC Replacement Fund (PS Radios)					196,445	262,467	262,467
Donation Fund	1,666,199	1,490,547	1,011,637	1,041,522	1,016,553	1,019,940	2,000,866
Debt Service	1,566,248	1,381,353	1,659,221	1,479,569	1,511,783	1,371,684	302,228
Capital Improvement	7,376,553	16,354,430	17,056,376	17,682,202	22,301,367	23,782,707	22,284,036
Coastal Protection Fund	27,916,610	39,769,059	32,351,493	32,314,211	33,769,090	38,104,995	44,138,883
Townwide Underground Fund	6,672,736	63,944,516	57,855,306	64,700,595	46,759,918	31,605,309	17,154,936
2013 ACIP Fund	7,286,574	1,601,603	864,227	-	-	-	-
Health Fund	5,441,578	6,789,493	7,890,456	7,289,078	5,794,776	4,564,209	2,918,838
Risk Fund	4,807,846	5,212,442	5,387,501	5,485,417	5,751,084	6,182,727	5,618,392
Health - OPEB Trust	32,682,812	32,812,872	34,728,236	40,330,823	34,407,601	36,885,660	43,765,760
Pension Funds	219,743,891	226,859,639	240,907,938	288,216,109	237,505,807	251,982,588	297,047,876
Total	**$ 361,914,990**	**$ 449,107,701**	**$ 458,704,350**	**$524,623,734**	**$460,733,321**	**$486,142,190**	**$533,574,167**

Town Reserve Trends

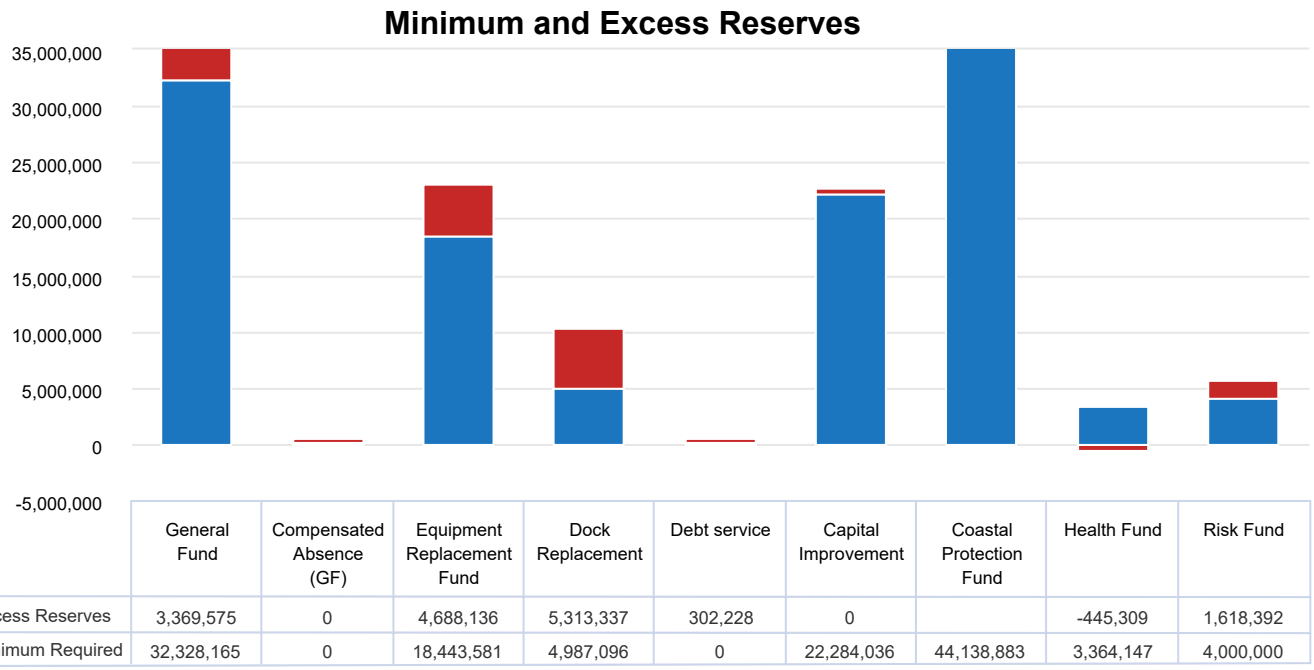


	2018	2019	2020	2021	2022	2023	2024
General Fund	23,063,128	26,540,203	29,628,725	28,001,332	30,702,132	35,697,740	35,697,740
Coastal Protection Fund	27,916,610	39,769,059	32,351,493	32,314,211	33,769,090	38,104,995	44,138,883
Equipment Replacement Fund	16,390,299	17,678,027	19,926,672	20,816,470	20,666,619	22,126,757	23,131,717
Risk Fund	4,807,846	5,212,442	5,387,501	5,485,417	5,751,084	6,182,727	5,618,392
Capital Fund	7,376,553	16,354,430	17,056,376	17,682,202	22,301,367	23,782,707	22,284,036
Health Fund	5,441,578	6,789,493	7,890,456	7,289,078	5,794,776	4,564,209	2,918,838
Compensated Absence (GF)	3,129,714	3,094,888	2,703,693	2,645,408	2,198,670	2,652,248	1,992,249

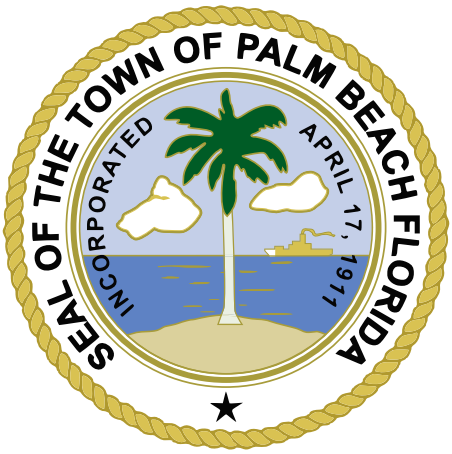
EXCESS RESERVES

Many of the Town's reserves must be maintained at a minimum level set by policy or based on recommendations of the actuarial firms used by the Town. The various capital fund reserves represent funds that have been accrued for future projects. The chart below shows the FY24 ending balance, minimum reserve amount and excess reserve balances. Total excess reserves are $14,846,359.

Fund	2024 Reserve Balance	Minimum Required Balance	Excess Reserves
General Fund	$ 35,697,740	$ 32,328,165	$ 3,369,575
Building Enterprise Fund	15,054,137	15,054,137	$ -
Equipment Replacement Fund	23,131,717	18,443,581	$ 4,688,136
Dock Replacement	10,300,433	4,987,096	$ 5,313,337
Debt Service	302,228	-	$ 302,228
Capital Improvement	22,284,036	22,284,036	$ -
Coastal Protection Fund	44,138,883	44,138,883	$ -
Health Fund	2,918,838	3,364,147	$ (445,309)
Risk Fund	5,618,392	4,000,000	$ 1,618,392
Health - OPEB Trust	43,765,760	43,765,760	$ -
Pension Funds	297,047,876	297,047,876	$ -
Total	**$ 500,260,040**	**$ 485,413,681**	**$ 14,846,359**



	General Fund	Compensated Absence (GF)	Equipment Replacement Fund	Dock Replacement	Debt service	Capital Improvement	Coastal Protection Fund	Health Fund	Risk Fund
Excess Reserves	3,369,575	0	4,688,136	5,313,337	302,228	0		-445,309	1,618,392
Minimum Required	32,328,165	0	18,443,581	4,987,096	0	22,284,036	44,138,883	3,364,147	4,000,000


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



Capital Expenditures

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

CAPITAL EXPENDITURES

The Town of Palm Beach defines a “capital expenditure as the cost(s) associated with the acquisition of land, improvements to land, buildings, vehicles, machinery, equipment, works of art, infrastructure and other tangible or intangible assets that are used in operations and that have an initial useful life extending beyond a single reporting period. Capital expenditures with the following minimum dollar threshold are recognized as depreciable as recommended by GFOA Best Practices:

- Infrastructure – $50,000
- Computer Software – $25,000
- Machinery, equipment, vehicles and office furniture – $5,000
- Computers – $3,000

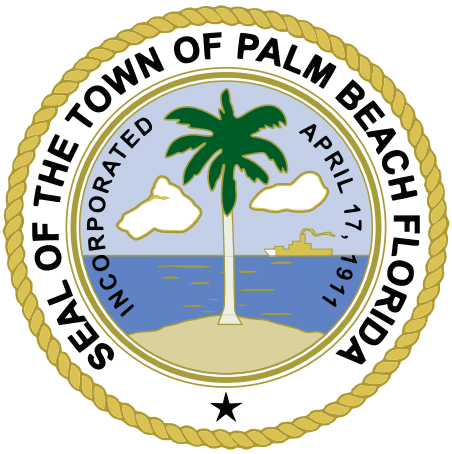
Capital expenditures are further categorized as “routine” and “non-routine.” Routine capital expenditures represent the cost of items that are purchased on an annual basis such as computer hardware, vehicles and various other types of equipment. Non-routine capital expenditures represent the cost of items such as capital improvements projects that are not incurred on a regular basis.

The Town defines the term “capital improvement” as a major repair, renovation or replacement of infrastructure which has an estimated cost of $50,000 or greater and extends the useful life by at least five years or adds capacity/square footage to an existing facility. Capital improvements are accounted for in the Capital Funds section of the budget.

The purpose of the capital budget is to promote advanced planning by department directors and serves as a fiscal planning tool to forecast the demands on revenues and future borrowing needs. The capital improvements program is reviewed and updated annually. During the budget preparation process, departments provide the Public Works Director with updates on current projects, the projects scheduled for the next fiscal year and any changes that are requested from the previous five-year plan. The plan is then presented to the Budget Review Committee for review prior to approval by Town Council. These changes include requests for new projects or modifications to projects already forecasted in the plan. Departments are required to give a description of the project, estimated costs and justification, funding resources and a statement of impact on the Town’s annual operating budget.

FY2026 Town-Wide Capital Expenditures

Department	General Fund	Internal Service Funds	Capital Funds	Enterprise Funds	Total
Information Technology					
Annual Depreciation	128,717				128,717
Major Computer Equipment	175,000	1,232,587			1,407,587
Finance					
Annual Depreciation	1,820				1,820
Folding Machine		3,144			
Planning and Zoning					
Annual Depreciation	2,303				2,303
Recreation					
Annual Depreciation	48,744				48,744
Fire Rescue					
Annual Depreciation	673,272	-			673,272
Grant Equipment	25,000	-			25,000
Ford F150		39,015			39,015
Police Department					
Annual Depreciation	588,793	-			588,793
Finger Print Developer	-	5,000			5,000
Admin Patrol Vehicle	-	33,000			33,000
Safes/Cabinets in Patrol		5,000			5,000
A/C Freon Machine		6,000			6,000
Surveillance Cameras		389,300			389,300
Electronic Diagnostic Kit	-	6,000			6,000
Public Works					
Annual Depreciation	669,366	-			669,366
Ford F150	7,605	33,895			41,500
Ford Service Truck	53,136	40,084			93,220
2 Ford Pickup Trucks	6,648	61,352			68,000
Vehicle for Engineering Department	33,000				33,000
Vehicle Maintenance Equipment	6,000				6,000
Trash Crane		253,000			253,000
Ford Escape		33,895			
Bulldozer		447,000			447,000
Riding Lawnmower		18,200			18,200
Capital Fund					
Capital Projects			38,207,296		38,207,296
Coastal Fund					
Annual Depreciation					-
Coastal Projects			35,661,983		35,661,983
Par 3 Fund					
Annual Depreciation				380,416	380,416
Rental Golf Carts [37]				85,000	85,000
Utility Cart [2]				21,000	21,000
Utility Vehicle				34,000	34,000
Grounds Master Rough Mower				47,000	47,000
Marina Fund					
Annual Depreciation				1,723,069	1,723,069
3 Yamaha Umax Utility Carts				33,600	33,600
Surveillance Cameras				48,125	48,125
Building Fund					
Annual Depreciation				86,897	86,897
Vehicles [2]				80,000	80,000
Total Capital Expenditures	**$2,419,404**	**$2,606,472**	**$73,869,279**	**$2,539,107**	**$81,397,223**


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



General Fund

Town of Palm Beach / FY 2026 Adopted Annual Budget

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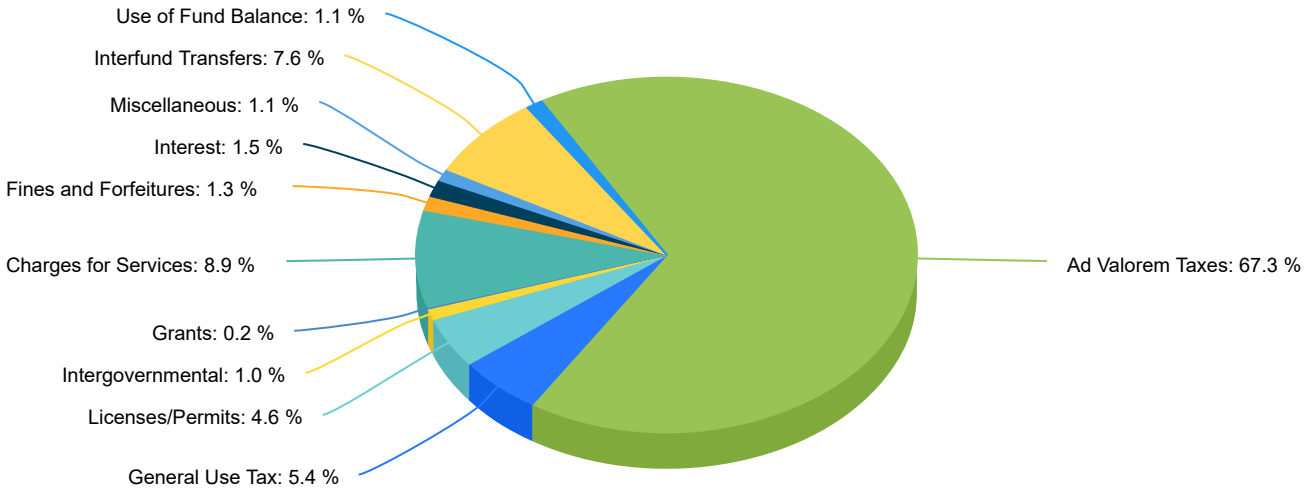
GENERAL FUND REVENUES AND EXPENDITURES

Budget Comparison

Fiscal Years 2025 - 2026

	FY2025 Budget	FY2026 Budget	FY25 vs. FY26 $ Difference	FY25 vs. FY26 % Change
Revenues				
Ad Valorem Taxes	$ 79,745,500	$ 85,754,136	$ 6,008,636	7.53%
Non Ad Valorem Taxes	6,780,000	6,930,000	150,000	2.21%
Licenses & Permits	5,463,500	5,873,500	410,000	7.50%
Intergovernmental	1,272,500	1,466,517	194,017	15.25%
Charges for Services	9,975,775	11,284,560	1,308,785	13.12%
Fines and Forfeitures	1,128,000	1,668,000	540,000	47.87%
Investment Earnings	1,864,494	1,939,667	75,173	4.03%
Miscellaneous Revenues	1,328,700	1,367,500	38,800	2.92%
Interfund Transfers	1,134,000	1,310,435	176,435	15.56%
Transfer From Fund Balance	3,260,000	1,360,000	(1,900,000)	(58.28%)
Transfer from Building Fund	7,228,090	8,377,589	1,149,499	15.90%
Total Revenues	**$119,180,559**	**$127,331,904**	**$ 8,151,345**	**6.84%**
Expenditures				
Department				
Legislative	$ 151,550	$ 152,450	$ 900	0.59%
General Government	896,400	873,000	(23,400)	(2.61%)
Town Manager	1,395,961	1,516,260	120,299	8.62%
Town Clerk	397,770	456,953	59,183	14.88%
Advice and Litigation	731,000	755,000	24,000	3.28%
People and Culture	1,160,516	1,212,419	51,903	4.47%
Information Technology	4,673,237	5,022,962	349,725	7.48%
Finance	2,152,522	2,372,832	220,310	10.23%
Recreation and Tennis	2,797,014	3,072,997	275,983	9.87%
Planning/Building/Zoning	2,853,220	3,488,674	635,454	22.27%
Library	396,912	407,232	10,320	2.60%
Fire-Rescue	19,151,911	20,268,816	1,116,905	5.83%
Police	23,719,212	26,683,186	2,963,974	12.50%
Public Works	22,136,588	23,909,599	1,773,011	8.01%
Contingency	600,000	700,000	100,000	16.67%
Salary Savings	(500,000)	(800,000)	(300,000)	60.00%
Transfer to Other Funds				
Transfer to CIP	14,250,622	15,050,000	799,378	5.61%
Transfer to Coastal	5,791,205	7,670,326	1,879,121	32.45%
Transfer to Equipment Replacement Fund	2,000,000	-	(2,000,000)	(100.00%)
Transfer to Debt Service	5,846,518	5,872,774	26,256	0.45%
Transfer to Risk Fund	2,329,817	2,329,817	-	-%
Transfer to OPEB Trust Fund	828,584	896,608	68,024	8.21%
Extraordinary Transfer to Retirement Fund	5,420,000	5,420,000	-	-%
Total General Fund Expenditures	**$119,180,559**	**$127,331,904**	**$ 8,151,345**	**6.84%**

General Fund Revenues by Type



Ad Valorem Taxes	$85,754,136
General Use Tax	$6,930,000
Licenses/Permits	$5,873,500
Intergovernmental	$1,272,500
Grants	$194,017
Charges for Services	$11,284,560
Fines and Forfeitures	$1,668,000
Interest	$1,939,667
Miscellaneous	$1,367,500
Interfund Transfers	$9,688,024
Use of Fund Balance	$1,360,000
	$127,331,904

General Fund Revenues

Title	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Variance	% of Total Budget
Ad Valorem Taxes							
Current Ad Valorem Taxes	66,085,830	72,845,265	79,745,500	79,745,500	85,754,136	7.53%	67.35%
Back Taxes	245,431	33,296	-	-	-	-%	-%
	66,331,261	**72,878,561**	**79,745,500**	**79,745,500**	**85,754,136**	**7.53%**	**67.35%**
Sales, Use and Fuel Taxes							
1-6 Cents Local Opt Fuel Tax	244,764	234,487	235,000	235,000	235,000	-%	0.18%
1-5 Cents Local Opt Fuel Tax	111,329	106,275	110,000	110,000	110,000	-%	0.09%
	356,093	**340,762**	**345,000**	**345,000**	**345,000**	**-%**	**0.27%**
Utility Services Taxes							
Electricity Utility	3,215,024	3,326,442	2,900,000	2,900,000	3,000,000	3.45%	2.36%
Simplified Telecom Tax	1,119,059	1,164,309	1,050,000	1,050,000	1,100,000	4.76%	0.86%
Water Utility	1,979,189	2,270,191	2,100,000	2,100,000	2,100,000	-%	1.65%
Gas Utility	371,638	335,601	350,000	350,000	350,000	-%	0.27%
Propane Utility	31,138	32,899	35,000	35,000	35,000	-%	0.03%
	6,716,048	**7,129,442**	**6,435,000**	**6,435,000**	**6,585,000**	**2.33%**	**5.17%**
Business Tax Receipts							
Business Tax Receipts	856,866	879,952	875,000	875,000	875,000	-%	0.69%
Business Tax Receipt Penalties	60,031	60,815	40,000	40,000	40,000	-%	0.03%
	916,897	**940,767**	**915,000**	**915,000**	**915,000**	**-%**	**0.72%**
Building Permits							
Except/Var. App.	689,303	557,618	500,000	500,000	500,000	-%	0.39%
Abandonments	1,000	1,871	1,000	1,000	1,000	-%	0.00%
Architectural Fees	456,800	523,414	450,000	450,000	450,000	-%	0.35%
Landmarks Submittal	50,900	60,150	65,000	65,000	65,000	-%	0.05%
Tax Abatement Program	-	1,500	-	-	-	-%	-%
Miscellaneous Permit Fees	(1,000)	(350)	2,500	7,000	7,500	200.00%	0.01%
Special Events Permit and Usage Fees	-	20,560	10,000	-	-	(100.00%)	-%
	1,197,003	**1,164,763**	**1,028,500**	**1,023,000**	**1,023,500**	**(0.49%)**	**0.80%**
Franchise Fees							
Electricity Franchise	2,555,914	2,451,789	2,200,000	2,240,000	2,200,000	-%	1.73%
Gas Franchise	345,283	268,208	325,000	300,000	325,000	-%	0.26%
	2,901,196	**2,719,998**	**2,525,000**	**2,540,000**	**2,525,000**	**-%**	**1.98%**
Other Licenses, Fees and Permits							
Right Of Way Permits	978,187	1,168,936	750,000	900,000	900,000	20.00%	0.71%
Residential Parking Plans	115,730	149,108	110,000	185,000	185,000	68.18%	0.15%
Town-wide Resident Parking Permit	-	146,718	100,000	275,000	275,000	175.00%	0.22%
Taxi Permits	225	-	-	-	-	-%	-%
Newsrack Enclosure Admin Fee	480	580	-	-	-	-%	-%
Charitable Solicitations Fee	38,937	42,497	35,000	50,000	50,000	42.86%	0.04%
Char Solit Late Filing Fee	530	-	-	-	-	-%	-%
	1,134,089	**1,507,838**	**995,000**	**1,410,000**	**1,410,000**	**41.71%**	**1.11%**
Federal Grants							
Bullet Proof Vests Grant	9,750	-	10,000	6,000	10,000	-%	0.01%
FEMA - Asst to Firefighters	-	-	-	-	74,000	100.00%	0.06%
Federal Grants - Public Safety	12,027	10,520	-	20,000	-	-%	-%
FEMA/FDOT Reimbursement	47	215,705	-	-	-	-%	-%
	21,823	**226,225**	**10,000**	**26,000**	**84,000**	**740.00%**	**0.07%**

General Fund Revenues (continued)

Title	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Variance	% of Total Budget
State Grants							
State Grant - Public Safety	9,147	7,640	20,000	10,000	85,017	325.09%	0.07%
State Grant - Emergency Management	-	14,586	-	-	-	-%	-%
	9,147	**22,226**	**20,000**	**10,000**	**85,017**	**325.09%**	**0.07%**
State Shared Revenues							
State Revenue Sharing	351,210	339,028	300,000	300,000	300,000	-%	0.24%
Alcoholic Beverage Lic	25,926	31,114	30,000	30,000	30,000	-%	0.02%
Local Govt. Sales Tax	954,848	917,347	800,000	800,000	850,000	6.25%	0.67%
Fire Supplemental Compensation	36,811	45,752	37,000	37,000	37,000	-%	0.03%
911 Equip Reimbursement	45,990	(4,357)	12,000	12,000	12,000	-%	0.01%
Seized Tag	65	-	-	-	-	-%	-%
Fuel Tax Refund	23,748	24,102	21,000	21,000	21,000	-%	0.02%
	1,438,598	**1,352,986**	**1,200,000**	**1,200,000**	**1,250,000**	**4.17%**	**0.98%**
Grants From Other Local Units							
Ems Grant - Palm Beach County	-	11,548	25,000	25,000	25,000	-%	0.02%
	-	**11,548**	**25,000**	**25,000**	**25,000**	**-%**	**0.02%**
Shared Reveneus From Other Local Units							
County Occ. Licenses	22,409	21,560	15,000	20,000	20,000	33.33%	0.02%
$12.50 Citation Monies	4,839	-	2,500	2,500	2,500	-%	0.00%
	27,248	**21,560**	**17,500**	**22,500**	**22,500**	**28.57%**	**0.02%**
Public Safety							
Special Assignment Ot - Other	2,247,335	2,498,965	1,750,000	2,000,000	2,000,000	14.29%	1.57%
Burglar Alarm False Alarm Fees	40,800	28,534	35,000	25,000	25,000	(28.57%)	0.02%
Burglar Alarm Registration Fee	87,000	89,161	87,000	87,000	87,000	-%	0.07%
Burglar Alarm - Penalties	3,661	4,803	5,000	5,000	5,000	-%	0.00%
Burglar Alarm - Direct Connect	21,669	20,926	21,000	21,000	21,000	-%	0.02%
Valet Parking Permit	18,100	14,500	14,000	13,000	13,000	(7.14%)	0.01%
Tent Permits	23,349	14,126	15,000	-	-	(100.00%)	-%
Special Detail-Fire	34,990	22,170	25,000	30,000	30,000	20.00%	0.02%
Fire Prev Bonfires	300	600	-	300	-	-%	-%
Fire Prev Hot Work	4,400	2,475	2,500	-	-	(100.00%)	-%
Fire Prev Public Assembly	-	720	-	-	-	-%	-%
False Fire Alarms	45,437	25,779	20,000	16,000	16,000	(20.00%)	0.01%
Fire Prev Fireworks	10,000	10,000	10,000	10,000	10,000	-%	0.01%
Fire Prev Technical Fire Insp	-	1,250	-	-	-	-%	-%
Fire Prev Inspection Fees	141,119	41,453	100,000	125,000	125,000	25.00%	0.10%
Ems Transport Fees	499,879	473,326	425,000	425,000	435,000	2.35%	0.34%
	3,178,040	**3,248,787**	**2,509,500**	**2,757,300**	**2,767,000**	**10.26%**	**2.17%**
Physical Enviornment							
Special Solid Waste	9,497	9,071	12,000	9,000	9,000	(25.00%)	0.01%
Solid Waste	854,714	898,755	850,000	900,000	900,000	5.88%	0.71%
Comp. Garbage Collection Fee	393,711	400,725	325,000	400,000	350,000	7.69%	0.27%
Sanitary Sewer Capital Connection Fees	-	1,375	-	-	-	-%	-%
Historic Specimen Tree Fee	2,431	2,873	2,000	3,300	3,300	65.00%	0.00%
	1,260,353	**1,312,799**	**1,189,000**	**1,312,300**	**1,262,300**	**6.16%**	**0.99%**

General Fund Revenues (continued)

Title	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Variance	% of Total Budget
Transportation							
Prkg Meter Royal Palm Way Lot	51,547	35,734	50,000	50,000	50,000	-%	0.04%
Prkg Meter Australian Avenue	-	12,624	-	170,000	175,000	100.00%	0.14%
Prkg Meter Ocean Front	1,844,898	1,853,061	1,710,000	1,750,000	1,710,000	-%	1.34%
Prkg Meter Lake Front	-	-	1,060,000	-	-	(100.00%)	-%
Prkg Meter Phipps Ocean Front	300,302	330,463	75,000	140,000	-	(100.00%)	-%
Prkg Meter Peruvian	260,586	274,506	240,000	240,000	240,000	-%	0.19%
Prkg Meter Bradley Place	17,971	23,534	25,000	20,000	75,000	200.00%	0.06%
Prkg Meter North County	80,437	97,473	100,000	100,000	125,000	25.00%	0.10%
Prkg Meter South County	-	6,796	-	350,000	350,000	100.00%	0.27%
Prkg Meter Royal Palm Way, 100 block	201,622	161,781	180,000	180,000	180,000	-%	0.14%
Pkg Meter Southern Blvd Causeway	-	6,964	-	10,000	10,000	100.00%	0.01%
Pkg Meter Brazilian Ave	-	14,911	-	160,000	170,000	100.00%	0.13%
Pkg Meter Chilean Ave	-	3,503	-	140,000	140,000	100.00%	0.11%
Pky Meter Hibiscus Ave	-	775	-	50,000	50,000	100.00%	0.04%
Prkg Meter Sunrise	148,697	146,664	140,000	140,000	150,000	7.14%	0.12%
Pky Meter Cocoanut Row	-	3,626	-	180,000	150,000	100.00%	0.12%
Pky Meter Hammon Ave	-	334	-	140,000	150,000	100.00%	0.12%
Pky Meter Four Arts Plaza	-	73	-	-	-	-%	-%
SEAVIEW AVE	-	774	-	10,000	100,000	100.00%	0.08%
Prkg Meter Worth Ave	-	831	742,915	600,000	600,000	(19.24%)	0.47%
Prkg Meter Royal Poinciana Way	-	-	-	-	450,000	100.00%	0.35%
Prkg Meter Sunset Ave	-	-	-	-	150,000	100.00%	0.12%
Other Parking Placard Programs	386,066	399,179	415,000	435,000	435,000	4.82%	0.34%
	3,292,125	**3,373,605**	**4,737,915**	**4,865,000**	**5,460,000**	**15.24%**	**4.29%**
Culture and Recreation							
Adult Program Fees (Rec)	5,854	30,426	25,000	25,000	30,000	20.00%	0.02%
Youth Program Fees (Rec)	564,769	580,392	620,000	547,200	620,000	-%	0.49%
Soma Dome fees	125	168	-	200	100	100.00%	0.00%
Fitness Center Classes	17,423	24,834	25,000	17,500	25,000	-%	0.02%
Tennis Mixers	513	442	2,000	1,500	2,000	-%	0.00%
Merchandise Sales	31,867	36,033	45,000	40,000	45,000	-%	0.04%
Adult Program Fees (Tennis)	640	2,735	3,000	50	-	-$1.00	$0.00
Tennis 12 Play Pass	40,797	39,818	-	-	-	-%	-%
Daily Tennis Court Fees	55,670	68,388	70,000	125,900	125,000	78.57%	0.10%
Annual Tennis Court Fees	87,135	92,553	90,000	115,000	120,000	33.33%	0.09%
Passes/Daily Admission	156,181	193,344	90,000	170,000	200,000	122.22%	0.16%
Personal Training	-	48,810	75,000	90,000	-	(100.00%)	-%
Marina Amenity	191,100	200,660	200,660	200,660	200,660	-%	0.16%
Promotional Merchandise	1,802	1,368	2,500	1,300	2,500	-%	0.00%
Town Share Tennis Teaching Services	176,870	203,235	215,200	337,300	350,000	62.64%	0.27%
Town Share Tennis Merchandise Sales	1,907	1,345	-	-	-	-%	-%
	1,332,653	**1,524,551**	**1,463,360**	**1,671,610**	**1,720,260**	**17.56%**	**1.35%**

General Fund Revenues (continued)

Title	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Variance	% of Total Budget
Other Charges for Services							
Certification Copy	141	30	-	-	-	-%	-%
Misc Copies	13,280	6,853	-	-	-	-%	-%
Pubic Records Requests	-	11,113	1,000	10,000	10,000	900.00%	0.01%
Lien Search Fee	66,840	57,800	75,000	60,000	65,000	(13.33%)	0.05%
Tennis Pro Admin Fees	13,500	10,125	-	-	-	-%	-%
	93,761	**85,921**	**76,000**	**70,000**	**75,000**	**(1.32%)**	**0.06%**
Judgments and Fines							
Fines - Other Parking	591,193	542,114	500,000	500,000	400,000	(20.00%)	0.31%
Fines - Parking Meters	289,306	233,644	175,000	700,000	700,000	300.00%	0.55%
Row Parking Violation Fines	106,124	66,383	100,000	50,000	50,000	(50.00%)	0.04%
Moving Violations	13,406	10,668	7,500	7,500	7,500	-%	0.01%
Revenue/2nd $ Funding	1,566	1,573	1,000	1,000	1,000	-%	0.00%
Boot Fees	16,100	22,750	15,000	30,000	30,000	100.00%	0.02%
Penalty - Other Parking	136,443	233,576	125,000	150,000	175,000	40.00%	0.14%
Penalty - Parking Meters	73,330	103,451	50,000	175,000	175,000	250.00%	0.14%
	1,227,468	**1,214,159**	**973,500**	**1,613,500**	**1,538,500**	**58.04%**	**1.21%**
Violations of Local Ordinances							
Code Compliance Fines	1,980,575	119,160	150,000	125,000	125,000	(16.67%)	0.10%
Code Compliance Admin Fee	6,550	4,950	4,500	4,500	4,500	-%	0.00%
	1,987,125	**124,110**	**154,500**	**129,500**	**129,500**	**(16.18%)**	**0.10%**
Interest and Other Earnings							
Interest - Checking	923,007	831,680	1,000,000	900,000	713,983	(28.60%)	0.56%
Fmivt Interest	3,720	-	20,000	-	-	(100.00%)	-%
PFM/TD Bank Interest Income	1,001,742	368,529	324,494	600,000	600,000	84.90%	0.47%
Interest Certificates of Deposit	868,500	2,420,595	500,000	600,000	600,000	20.00%	0.47%
Investment Earnings/Ad Valorem	42,929	75,864	20,000	50,000	25,684	28.42%	0.02%
Interest - Leases	323	65	-	-	-	-%	-%
	2,840,220	**3,696,734**	**1,864,494**	**2,150,000**	**1,939,667**	**4.03%**	**1.52%**
Rents and Royalties							
Okeechobee Ground Lease	-	-	800,000	800,000	800,000	-%	0.63%
Facility Rental Fees (Tennis)	1,399	4,023	2,500	2,900	2,500	-%	0.00%
Facility Rental Fees (Rec)	57,948	51,372	50,000	52,000	45,000	(10.00%)	0.04%
Seview Park Concession	777	5,145	16,000	13,000	16,000	-%	0.01%
Cell Phone Tower Lease Revenue	33,767	31,731	41,200	30,000	30,000	(27.18%)	0.02%
	93,890	**92,271**	**909,700**	**897,900**	**893,500**	**(1.78%)**	**0.70%**
Contributions/Donations from Private Sou							
Donations - Miscellaneous	-	10,000	-	-	-	-%	-%
	-	**10,000**	**-**	**-**	**-**	**-%**	**-%**
Other Miscellaneous Revenues							
State Highway Lighting Maint	136,899	141,006	120,000	120,000	120,000	-%	0.09%
FDOT Traffic Light Maintenance	-	61,262	61,000	61,000	61,000	-%	0.05%
Rebate For Town Towing	3,000	2,459	3,000	3,000	3,000	-%	0.00%
Purchase Card Rebate	20,700	30,380	25,000	55,000	55,000	120.00%	0.04%
Credit Card Customer Surcharge	49,784	155,888	110,000	150,000	150,000	36.36%	0.12%
DC Forfeiture Transfer from ICMA	-	40,000	50,000	50,000	10,000	(80.00%)	0.01%
Miscellaneous Revenue	680,545	107,321	50,000	75,000	75,000	50.00%	0.06%
	890,927	**538,316**	**419,000**	**514,000**	**474,000**	**13.13%**	**0.37%**

General Fund Revenues (continued)

Title	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Variance	% of Total Budget
Interfund Transfer							
Use of Fund Balance	-	-	3,260,000	-	1,360,000	(58.28%)	1.07%
Interfd Transfer-Marina	620,465	1,096,000	1,109,000	1,109,000	1,210,435	9.15%	0.95%
Interfd Transfer - Golf	25,000	25,000	25,000	25,000	100,000	300.00%	0.08%
Interfd Transfer - Building Dept Fund	5,519,456	6,627,997	7,228,090	7,228,090	8,377,589	15.90%	6.58%
	6,164,921	**7,748,997**	**11,622,090**	**8,362,090**	**11,048,024**	**(4.94%)**	**8.68%**
Installment Purchases Proceeds							
OFS - Lease Liabs Issued	-	117,062	-	-	-	-%	-%
OFS - Subscriptions	354,336	-	-	-	-	-%	-%
	354,336	**117,062**	**-**	**-**	**-**	**-%**	**-%**
Total General Fund Revenue	**103,765,222**	**111,403,987**	**119,180,559**	**118,040,200**	**127,331,904**	**6.84%**	**100.00%**

MAJOR REVENUE SOURCES

PROPERTY TAX

General Description

Under State law, the assessment of all properties and the collection of all county, municipal and school board property taxes are consolidated in the offices of the property appraiser of each county and tax collector of each county. Municipalities are not permitted to levy property taxes at a rate of more than 10 mills for operating millage. There is no limitation as to rate or amount of ad valorem taxes levied for the purpose of paying debt service on general obligation bonds, pursuant to Florida Statues, but the Town, according to Section 7.01 of the Town Charter, cannot have a total indebtedness which exceeds an amount equal to five percent (5%) of the total assessed value of the taxable property within the Town's corporate limits. The laws of the State regulating tax assessment are designed to assure a consistent property valuation method statewide. The State Constitution does, however, permit different assessment standards for agricultural land, land used exclusively for noncommercial recreational purposes, tangible personal property held for sale as stock-in-trade and livestock.

Property Assessment Procedure

Municipal ad valorem taxes are levied based upon the assessed valuation of taxable real and tangible personal property located within the boundaries of the municipality. Property valuations are determined each year as of January 1 by the Property Appraiser. A tax roll is prepared by July 1 and each taxpayer whose property is subject to taxation is given notice of the assessment of such property. The property owner has the right to file an appeal with the Value Adjustment Board, which considers petitions relating to assessments and exemptions. The Value Adjustment Board certifies the assessment roll upon completion of the hearing of all appeals.

Exemptions

Every person who has the legal title or beneficial title in equity to real property in the State of Florida and who resides thereon and in good faith makes the same his or her permanent residence or the permanent residence of others legally or naturally dependent upon such person is entitled to an exemption from ad valorem taxation by counties of $25,000 for a property with an assessed value of up to $50,000. Beginning at $50,000 and continuing through an assessed value of $75,000 the additional benefit will increase with the increase in property value. A property with an assessed value of $75,000 or more will receive the full $50,000 exemption. Other exemptions from the ad valorem tax include property owned by certain permanently and totally disabled persons; active military personnel; disabled veterans; renewable energy source improvements; inventory; historic properties; property used by hospitals, nursing homes, homes for special services and property used by homes for the aged; educational property; property owned and used by labor organizations; community centers; governmental property; property owned by not-for-profit sewer and water companies; and the first $500 of property of every widow and widower.

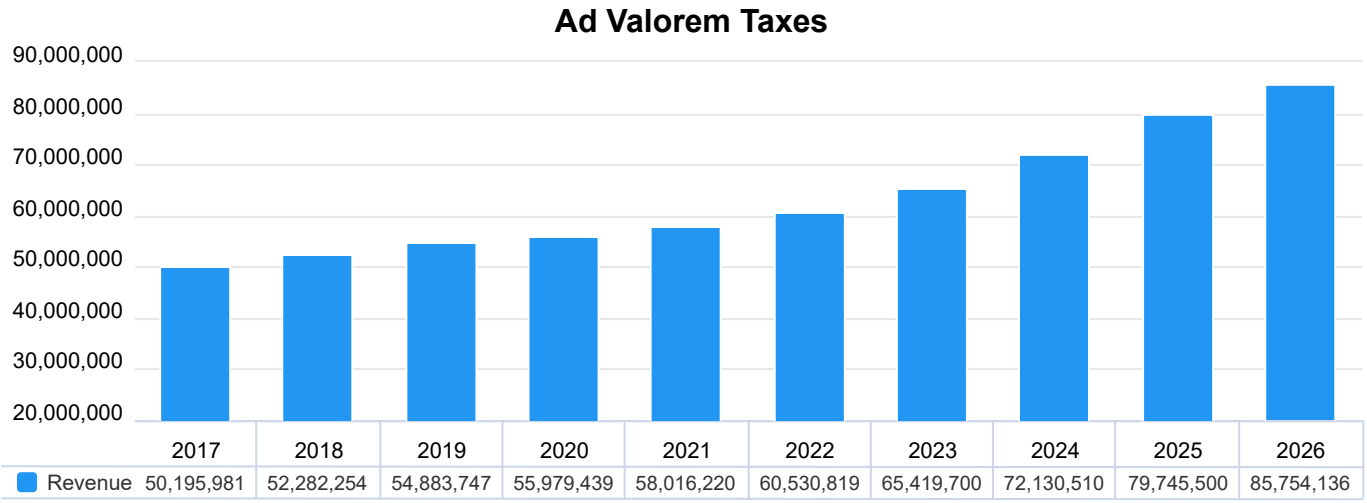
Levy of Ad Valorem Taxes

The Town is required to establish a budget for each fiscal year. The Town is required to compute a proposed millage rate necessary to fund the tentative budget other than the portion of the budget to be funded from sources other than ad valorem taxes. After a procedure involving notice, hearings and public comment, the tentative budget and millage rate become final when approved by the Town Council. This procedure creates the tax roll which is then turned over to the Tax Collector on or about the first Monday in October.

Tax Collection Procedure

Upon receipt of the certified tax roll, the Tax Collector is required to mail to each taxpayer appearing on the assessment roll a tax notice stating, among other things, the amount of current taxes, including any ad valorem taxes due from the taxpayer. In general, each taxpayer is required to pay all taxes shown in the tax notice without preference in payment of any particular increment of the tax bill.

The Statutes relating to the enforcement of county ad valorem taxes (and thus municipal property taxes) provide that such taxes become due and payable on November 1 of the year in which assessed or as soon thereafter as the certified tax roll is received by the Tax Collector. If paid during November or the following three (3) months, the taxpayer is granted a discount which is equal to four percent (4%) in November and which decreases pro rata monthly to one percent (1%) in February. All taxes become delinquent on April 1 following the year in which they are assessed or immediately after sixty (60) days have expired from the mailing of the original tax notice, whichever is later, and the tax collector is required to collect taxes prior to the date of delinquency and to institute statutory procedures upon delinquency to collect assessed taxes.



Property Tax Reform

Millage rate increases are limited to the rolled back rate (the rate that produces the same taxes as the prior year, exclusive of taxes from new construction) plus growth in personal income. Local governments are allowed to override the cap by extraordinary vote, either a 2/3 vote of the Council for up to a 10% increase over the rolled back rate, or a unanimous vote of the Council for an increase in excess of 10%. For FY26 the Town adopted a millage rate of 2.6110, which is 0.00% less than the FY25 rate of 2.6110. Since taxable value increased by 7.53%, the reduced millage rate resulted in an increase in taxes of $6,008,504 over FY25.

The chart below identifies the FY26 TRIM options available to the Town.

Taxable Value			**$ 34,571,954,529**
FY26 Millage Rate Options	**Millage**		**Tax Revenue**
Rollback Millage Rate	2.4310	$	79,842,200
Majority Maximum Millage Rate	2.5406	$	83,441,832
2/3 Vote Maximum Millage Rate	2.7947	$	91,787,329
FY26 Town Adopted Millage Rate	**2.6110**	**$**	**85,754,005**

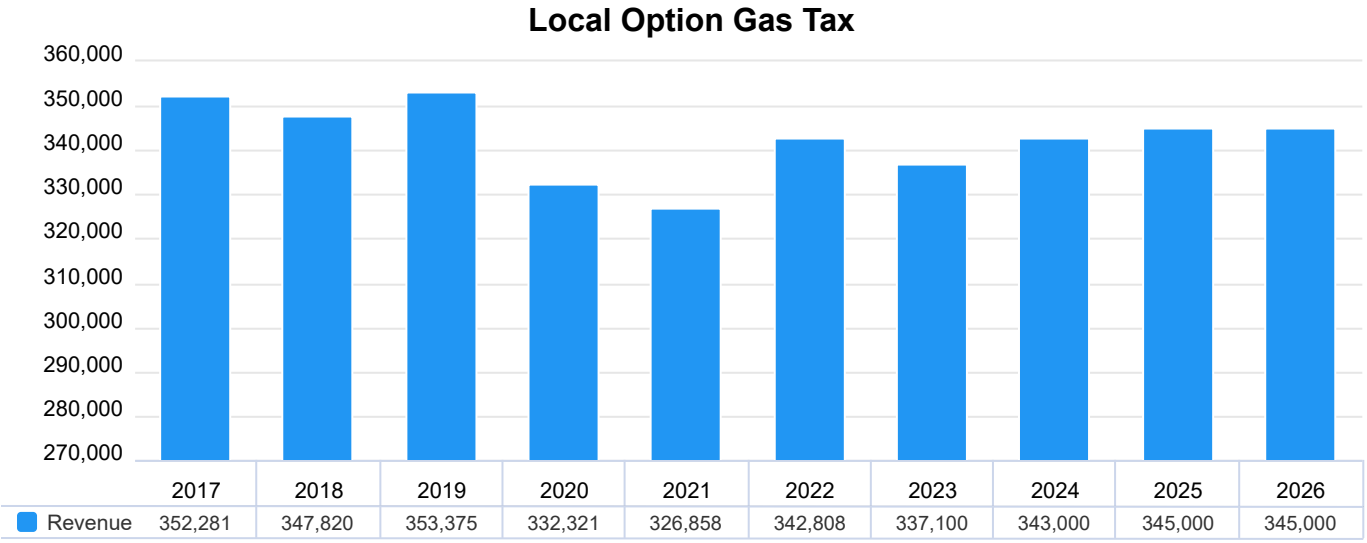
LOCAL OPTION GAS TAX

Local governments are authorized to impose a tax of 1 cent to 6 cents on every gallon of motor fuel and special fuel sold at the retail level. Local Option Gas Taxes are enacted by an inter-local agreement concerning the distribution of the tax proceeds is established between the local governments in the county.

The Town participates in two separate and distinct inter-local agreements relative to Local Option Gas Tax as follows:

1. In 1986, an inter-local agreement was signed which provided a distribution formula for the six cent gas tax in effect of 1/3 of all sums collected to municipalities and 2/3 of all sums collected to the county.
2. A second inter-local agreement was signed in August 1993 providing a distribution formula for an additional five cent gas tax which the state legislation authorized the county commission to levy and the county commission approved on July 20, 1993. The approved distribution formula is 21% of all sums collected by the County from the State are distributed to municipalities and 79% of all sums collected are distributed to the County. The agreement is written to terminate at such time as the gas tax proceeds are no longer collected and distributed, with the distribution formula scheduled for review annually.

The Local Option Gas Tax budget for FY26 is based upon estimates provided by the State of Florida.



	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Revenue	352,281	347,820	353,375	332,321	326,858	342,808	337,100	343,000	345,000	345,000

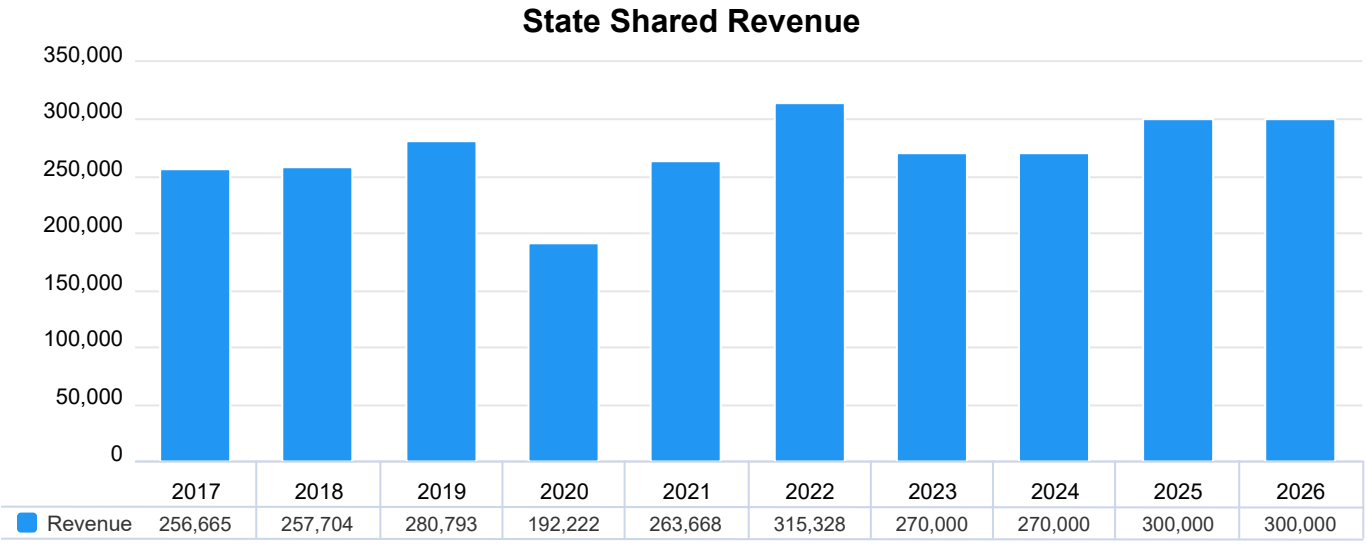
STATE SHARED REVENUE

Sharing of certain state revenues with cities and counties began in Florida at least as early as 1931. Financial rescue of the counties from their overwhelming road debts from the 1920's came principally through sharing of the state's motor fuel tax. The Florida Revenue Sharing Act of 1972 was a major attempt by the legislature to ensure an equitable distribution at a minimum level of revenue across counties and municipalities.

The current structure of the revenue sharing program has three revenue sources for municipalities: Cigarette tax, one-cent municipal gas tax and the state alternative fuel decal user's fee. There are several criteria a local government must meet in order to qualify to receive funds.Governments must: Levy ad valorem taxes (excluding debt service and other special millage) that will produce the equivalent of three mills per dollar of assessed valuation or collect an equivalent amount of revenue from an occupational license tax, or a utility tax (or both) in combination with the ad valorem tax. Other requirements include annual audits of financial statements and certification of compliance with TRIM.

Funds for the above referenced revenue sources are collected in a trust and net of administrative cost, then are distributed monthly to qualified recipients based on an apportionment formula comprised of three factors: weighted population, sales tax, and relative ability to raise revenue. The State provides estimates each year for budgeting purposes.

Revenues have decreased following the pandemic, but have begun to increase back to pre pandemic levels. The budget for FY26 is based upon estimates provided by the State of Florida.



SHARED REVENUE COLLECTIONS

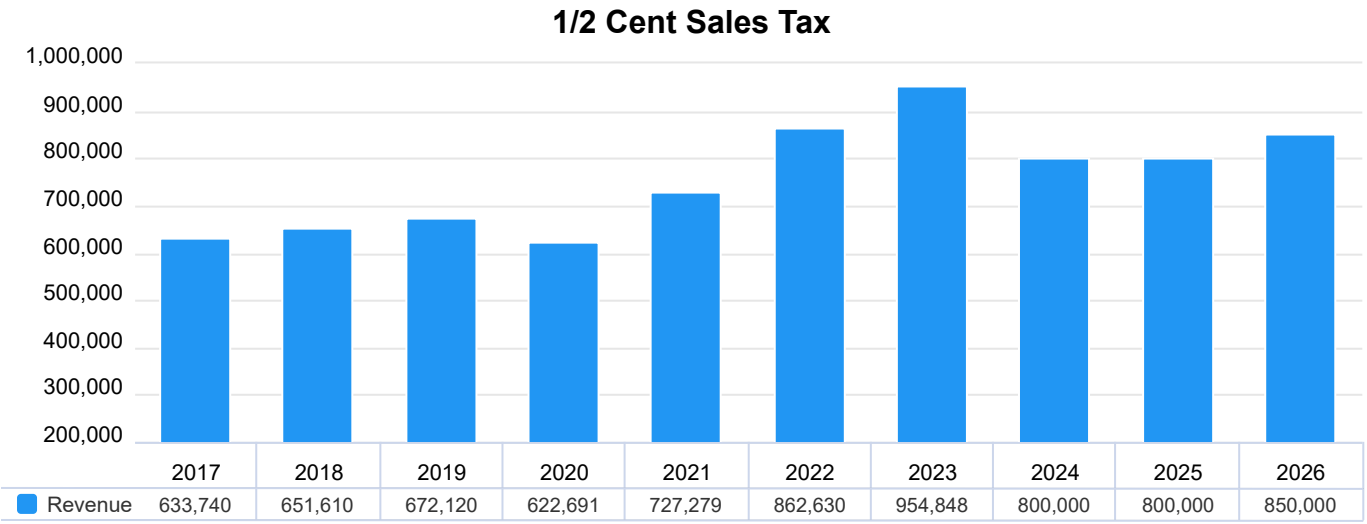
Fiscal Year	Local Option Gas Tax	State Shared Revenue	Half-Cent Sales Tax	Total
2026 (Budget)	$ 345,000	$ 300,000	$ 850,000	**$ 1,495,000**
2025 (Estimate)	345,000	300,000	800,000	**1,445,000**
2024	343,000	270,000	800,000	**1,413,000**
2023	337,100	270,000	954,848	**1,561,948**
2022	342,808	315,328	862,630	**1,520,766**
2021	326,858	263,668	727,279	**1,317,805**
2020	332,321	192,222	622,691	**1,147,234**
2019	353,375	280,793	672,120	**1,306,288**
2018	347,820	357,704	651,610	**1,357,134**
2017	352,281	256,665	633,740	**1,242,686**

HALF-CENT SALES TAX

In 1982, the State authorized the Local Government Half Cent Sales Tax Program. The program includes three distributions of state sales tax revenue collected. The ordinary distribution to eligible county and municipal governments is possible due to the transfer of 8.814 percent of net sales tax proceeds to the Local Government Half-cent Sales Tax Clearing Trust Fund. The emergency and supplemental distributions are possible due to the transfer of .095% of net sales tax proceeds to the Trust Fund. The emergency and supplemental distributions are available to select counties that meet certain fiscal-related eligibility requirements.

Like the sales tax itself, the proceeds from the sales tax distributed to local governments are subject to cyclical variations based on the level of economic activity within the particular month. In 1987, the State expanded the base upon which the sales tax is levied by including several services formerly exempted.

Effective February 1, 1988, the sales tax on goods was increased to 6%. The current rate in effect for Palm Beach County is 7%. The State provides estimates for budgeting purposes.



	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Revenue	633,740	651,610	672,120	622,691	727,279	862,630	954,848	800,000	800,000	850,000

ONE-CENT SALES TAX

On November 8, 2016, the voters of Palm Beach County approved a 1-cent sales surtax for infrastructure throughout the County. The surtax began on January 1, 2017 and will end on December 31, 2026 or when $2.7 billion in revenue is collected, whichever is earlier. The proceeds are to be disbursed on a percentage basis as follows:

- School Board 50% – ($1,350,000,000)
- Palm Beach County 30% – ($810,000,000)
- Municipalities 20% – ($540,000,000)

The Town of Palm Beach is expected to receive distributions from the State for this tax over the ten year-period of approximately $5 million. The funds are to be used for infrastructure projects. The Town Council approved using the revenues for the Town-wide undergrounding project.

Fiscal Year		Amount Received
FY23	$	980,000
FY24	$	980,000
FY25 (Estimate)	$	800,000
FY26 (Budget)	$	850,000

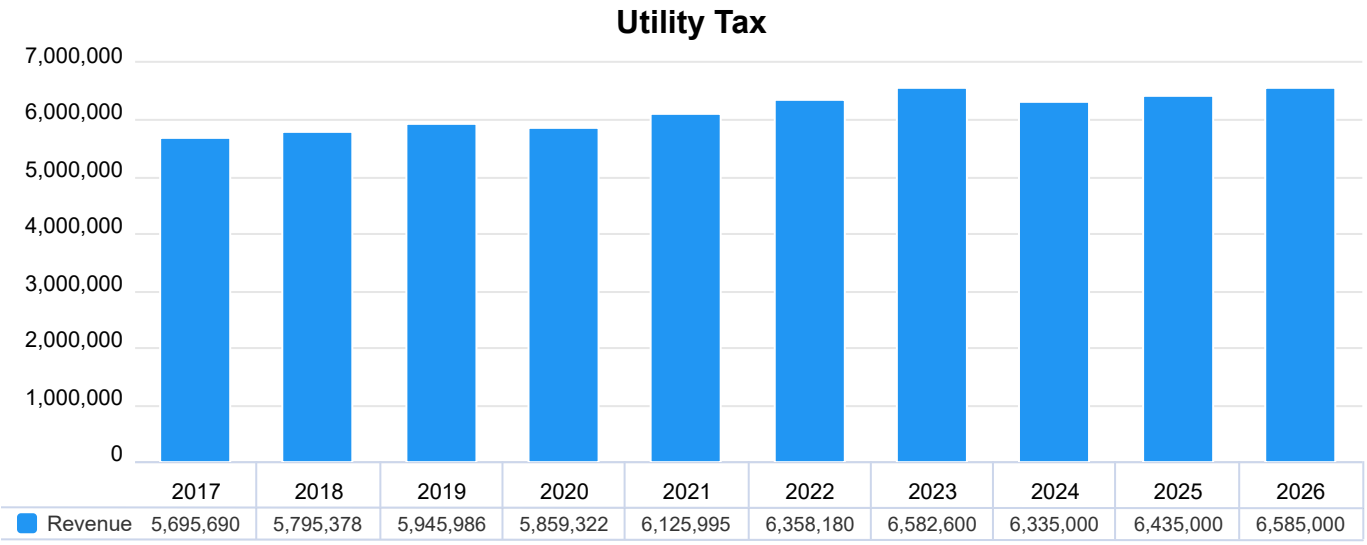
UTILITY TAX

Pursuant to F.S.166.231, the Town levies a utility tax, or public service tax on the purchase of electricity, metered or bottled gas and water service. The Town levies this tax at the state allowed maximum of 10% for all services.

The Florida Legislature adopted the Communications Tax Simplification law that went into effect on October 1, 2001. This legislation combined the Telecommunications utility tax as well as the Telecommunications franchise fee and cable franchise fee into one tax rate on a broad base of services. The rate is 5.1% plus .12% (additional rate for not charging separate permit fees) totaling 5.22%.

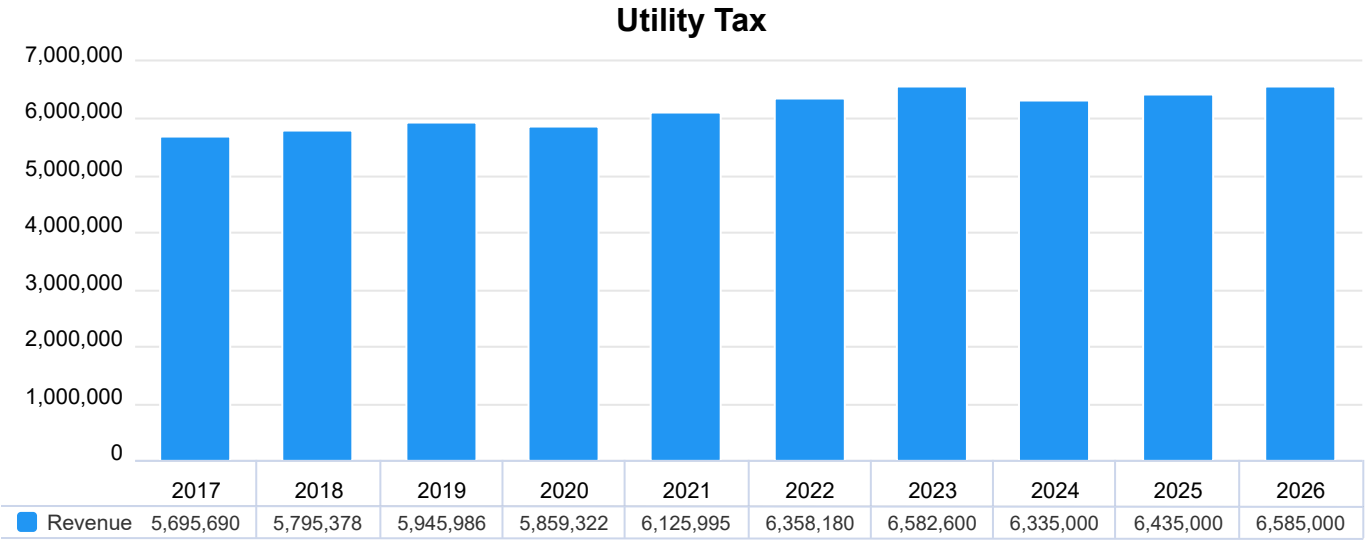
Collections from these taxes vary depending on utility usage. The water and electricity utility tax depends to a great extent on weather conditions. Fluctuations may be experienced from these revenue sources

which are beyond the ability of the Town to predict or control. The budget for utility tax is based on historical trends. Recent revenue trends have been positive. Electricity, gas and water utility taxes have exceeded budget expectations. The FY26 budget reflects an estimate based on recent trends.



UTILITY TAX

Fiscal Year	Electricity	Comm. Service Tax	Water	Gas	Propane	Total
2026 (Budget)	$ 3,000,000	$ 1,100,000	$ 2,100,000	$ 350,000	$ 35,000	**$ 6,585,000**
2025 (Anticipated)	2,900,000	1,050,000	2,100,000	350,000	35,000	**6,435,000**
2024	2,800,000	1,050,000	2,100,000	350,000	35,000	**6,335,000**
2023	2,835,000	1,111,500	2,218,300	384,000	33,800	**6,582,600**
2022	2,865,367	1,039,761	2,062,997	353,853	36,202	**6,358,180**
2021	2,702,687	1,004,023	2,036,173	356,011	27,101	**6,125,995**
2020	2,555,680	1,067,826	1,912,624	300,000	23,192	**5,859,322**
2019	2,652,524	1,041,475	1,956,020	277,509	18,458	**5,945,986**
2018	2,599,713	1,030,521	1,788,414	351,634	25,096	**5,795,378**
2017	2,531,458	955,689	1,842,141	345,385	21,017	**5,695,690**



FRANCHISE FEES

Public utilities operating within the Town of Palm Beach must pay to the Town a franchise fee in return for the right to do business within the Town and for the right to use public rights-of-way. The following table shows the two franchise agreements currently in effect. The budget for franchise fees is based upon historical trends. As mentioned under the Utility Tax section, the Communications Tax Simplification Law eliminated the franchise fees for telephone and cable companies and replaces it with a single rate on a broad base of telecommunication and cable services. The trend in franchise fee revenue is also shown in the table below.

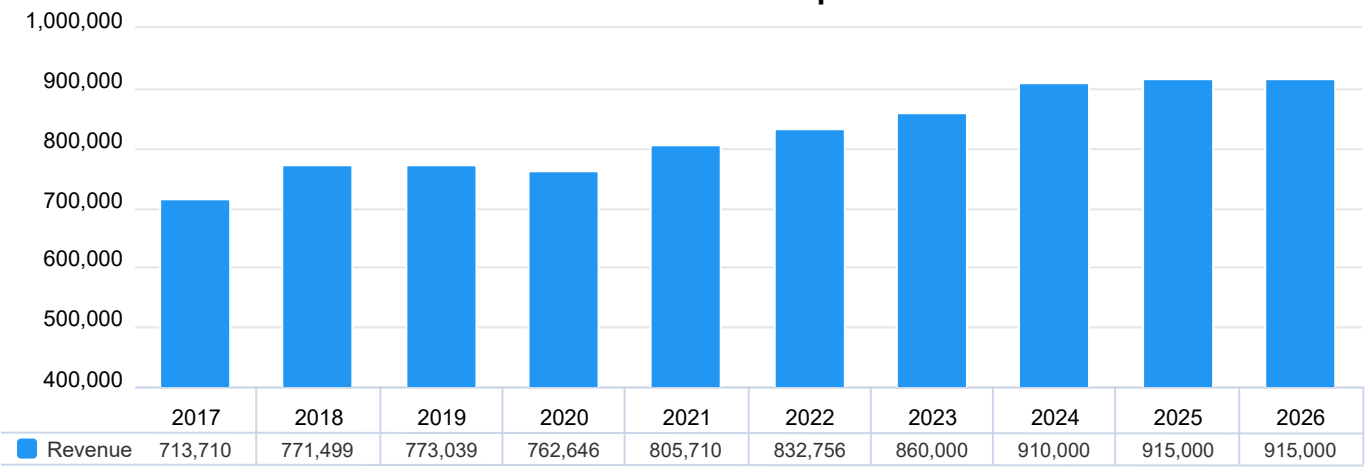
FRANCHISE FEES

Fiscal Year	Electricity	Gas	Total
Provider Effective Date Term Rate	Florida Power & Light 4/1/11 30 years, 5.9%	Florida Public Utilities 4/1/16 25 years, 6.0%	
2026 (Budget)	$ 2,200,000	$ 325,000	**$ 2,525,000**
2025 (Anticipated)	2,200,000	325,000	**2,525,000**
2024	2,100,000	305,000	**2,405,000**
2023	2,304,111	300,000	**2,604,111**
2022	2,302,533	298,275	**2,600,808**
2021	1,959,374	308,622	**2,267,996**
2020	1,832,668	300,000	**2,132,668**
2019	1,956,231	270,709	**2,226,940**
2018	1,933,883	315,184	**2,249,067**
2017	1,935,063	370,652	**2,305,715**

BUSINESS TAX RECEIPTS

Any person engaging in or managing any business, occupation or profession, within the limits of the Town of Palm Beach must have a license and pay a Business Tax. All licenses must be secured at the time the business begins operation and are renewed thereafter each October 1. The fee for each license is based on the business in which the entity is engaged. During 2012, a change in state law was adopted that exempts real estate brokers from the tax. Proposed fee increases are proposed to the Town Council every two years and were adopted for the FY26 budget year.

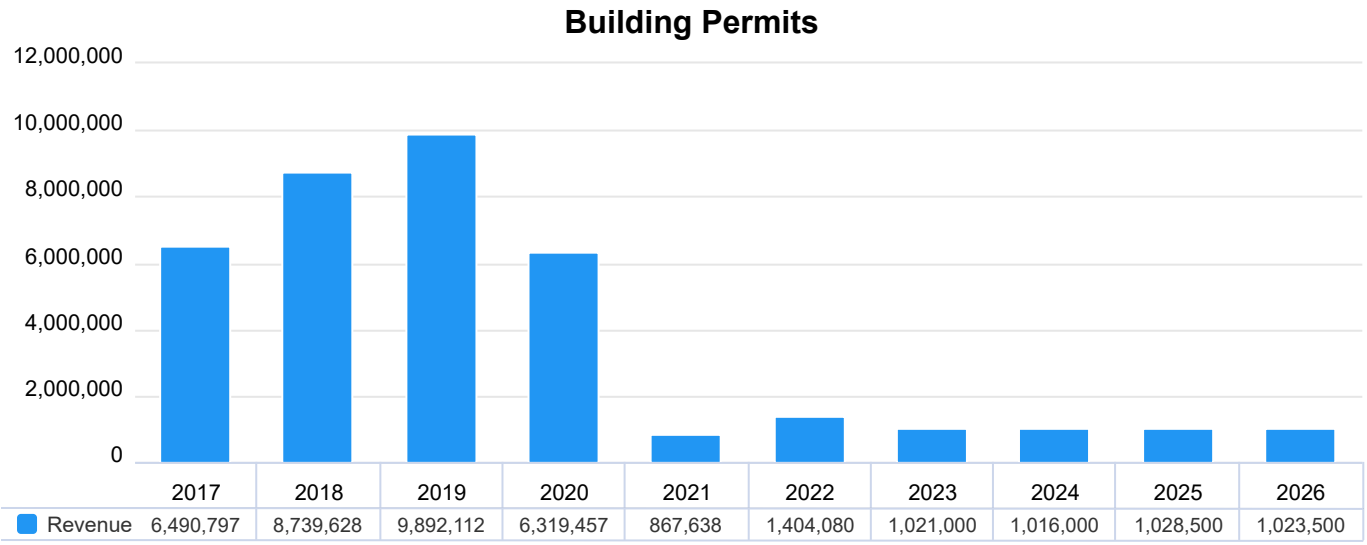
Business Tax Receipts



	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Revenue	713,710	771,499	773,039	762,646	805,710	832,756	860,000	910,000	915,000	915,000

BUILDING PERMITS

Permits must be issued to any individual or business that performs construction work within the corporate limits of the Town of Palm Beach. Permits are issued for building, electrical, plumbing, and mechanical construction. The revenue from building permits fluctuates based upon current economic conditions and major construction projects. In FY17 a cost allocation study was completed and building permit fees were lowered. FY18 and FY19 permit activity was strong. For FY21, a Building Enterprise Fund was created and most building related revenues were transferred to the new fund. The fund was created to allow for better transparency related to the new State mandates.

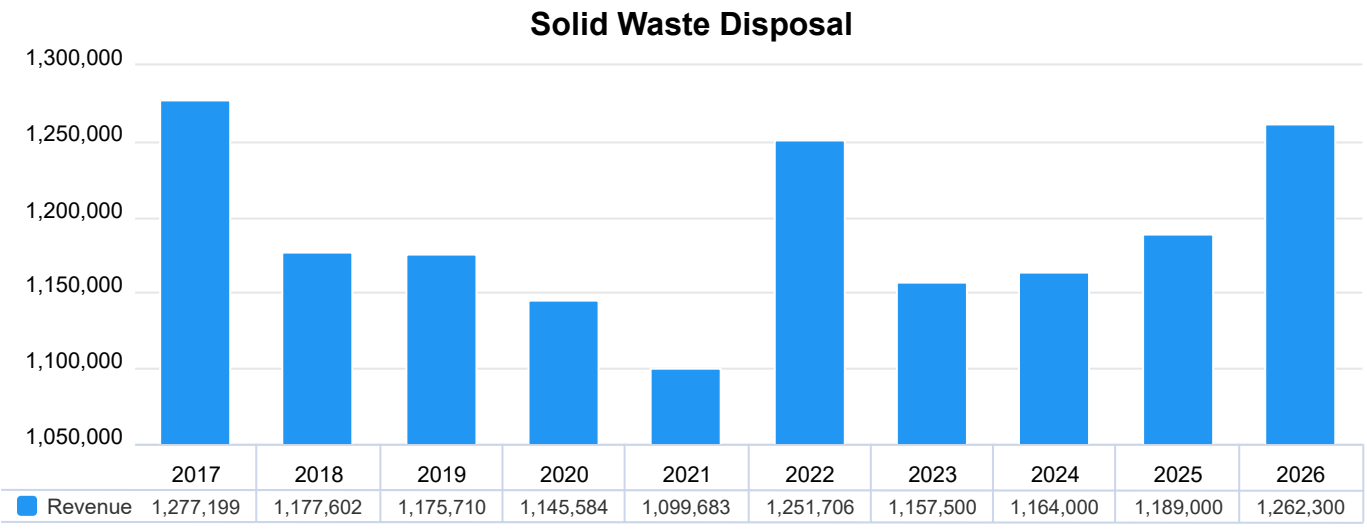


	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Revenue	6,490,797	8,739,628	9,892,112	6,319,457	867,638	1,404,080	1,021,000	1,016,000	1,028,500	1,023,500

SOLID WASTE DISPOSAL

Commercial establishments, including apartments, are charged for collection and disposal costs based upon the type of facility being serviced. Annually the Town Council will adjust the rate structure to cover anticipated costs. The Solid Waste Authority of Palm Beach County assesses commercial facilities for a portion of their disposal costs while the Town is responsible for the remaining cost.

The Town is the sole provider of garbage service to its residents and commercial properties. Most commercial properties are serviced five times per week, except restaurants, which are serviced seven times per week. The solid waste disposal charges for commercial properties are billed as a non-ad valorem assessment on the customer's property tax bill. FY20 and FY21 revenues were affected by the pandemic, but we expect the effects to be temporary.

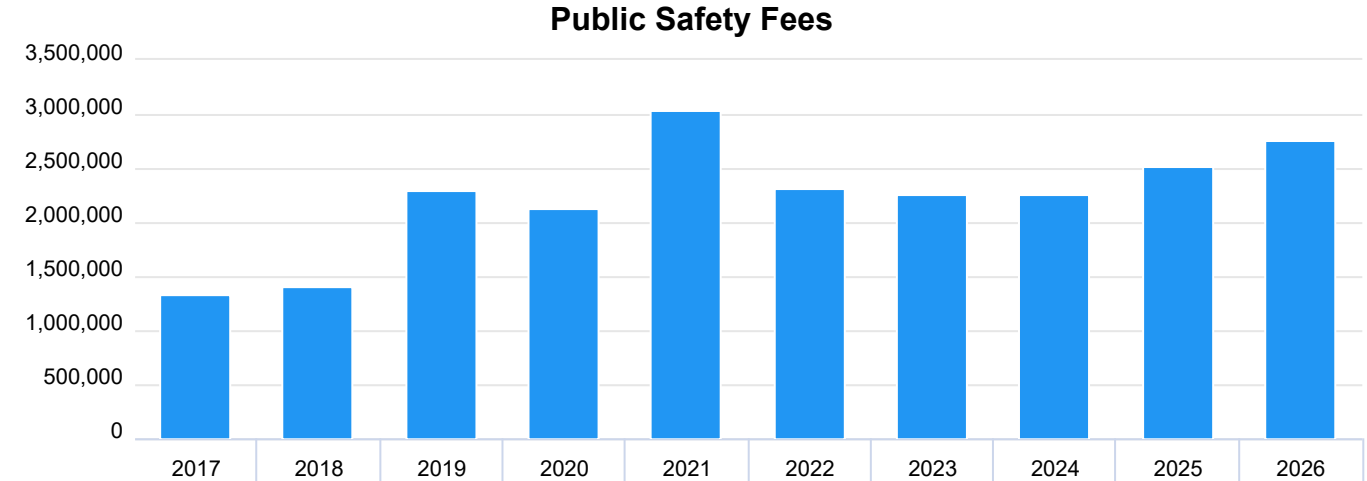


	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Revenue	1,277,199	1,177,602	1,175,710	1,145,584	1,099,683	1,251,706	1,157,500	1,164,000	1,189,000	1,262,300

PUBLIC SAFETY FEES

Public Safety Fees include special detail charges for police and fire-rescue services, alarm registration fees and false alarm fees, fire prevention fees and EMS transport fees.

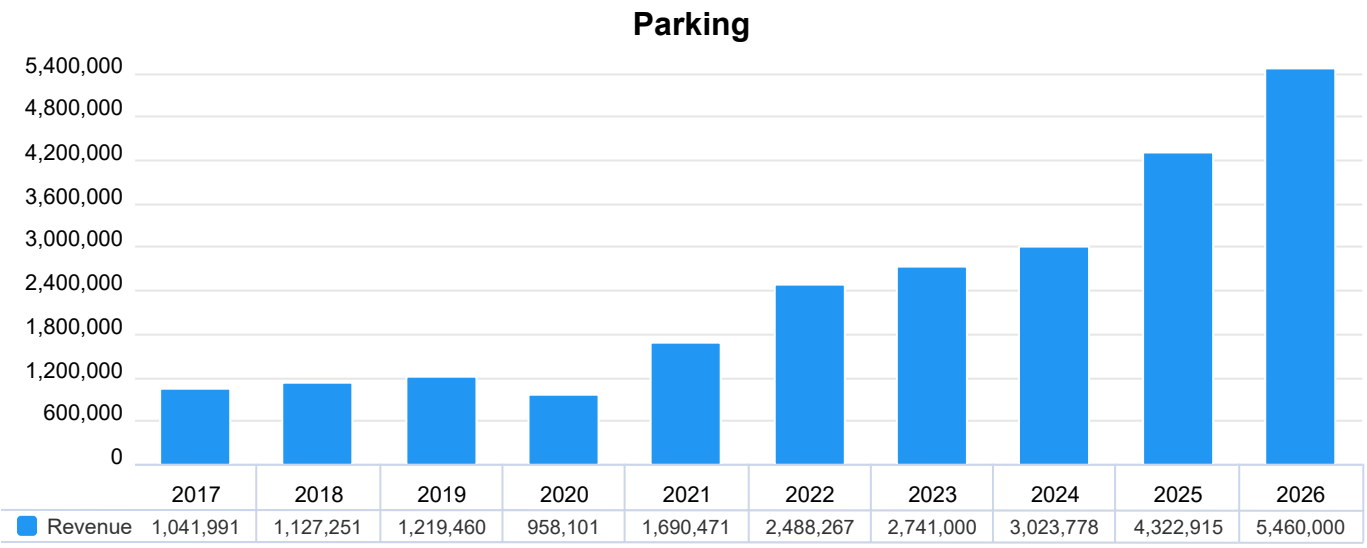
The revenue since FY19 reflects an increase in special assignment overtime due to a few new large contracts. The revenue from these contracts have decreased and recent revenue has been closer to trend.



	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Revenue	1,324,118	1,416,643	2,301,067	2,122,406	3,039,469	2,319,099	2,258,500	2,256,500	2,509,500	2,767,000

PARKING FEES

The Town provides paid parking at various commercial locations throughout the community. Parking revenue also includes the sale of parking placards for designated areas such as the oceanfront, lakefront, and a few other select locations. The primary source of parking revenue comes from the oceanfront parking zones at Mid-Town Beach. This revenue amounts to approximately 25% of the total parking revenue. In FY20 revenues were affected by the pandemic. The FY26 budget includes the addition of paid parking around the Royal Poinciana commercial area.

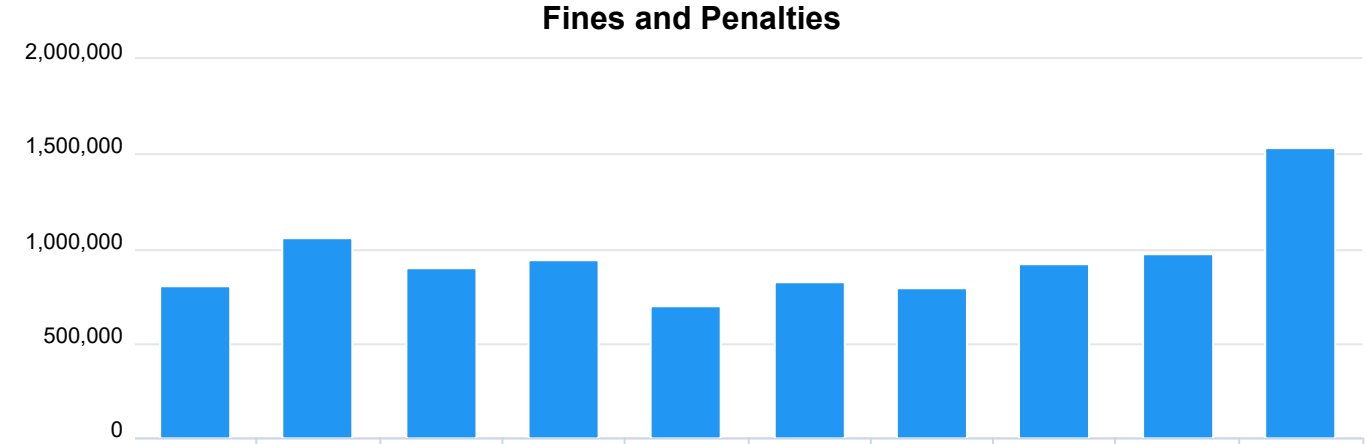


	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Revenue	1,041,991	1,127,251	1,219,460	958,101	1,690,471	2,488,267	2,741,000	3,023,778	4,322,915	5,460,000

FINES AND PENALTIES

Parking fines, penalties and code enforcement penalties make up a significant portion of this revenue source. Revenues from these sources have increased in recent years due to improved collection efforts. In addition to parking and code compliance fines, right of way parking violation fines, and moving violations are included in this category of revenues.

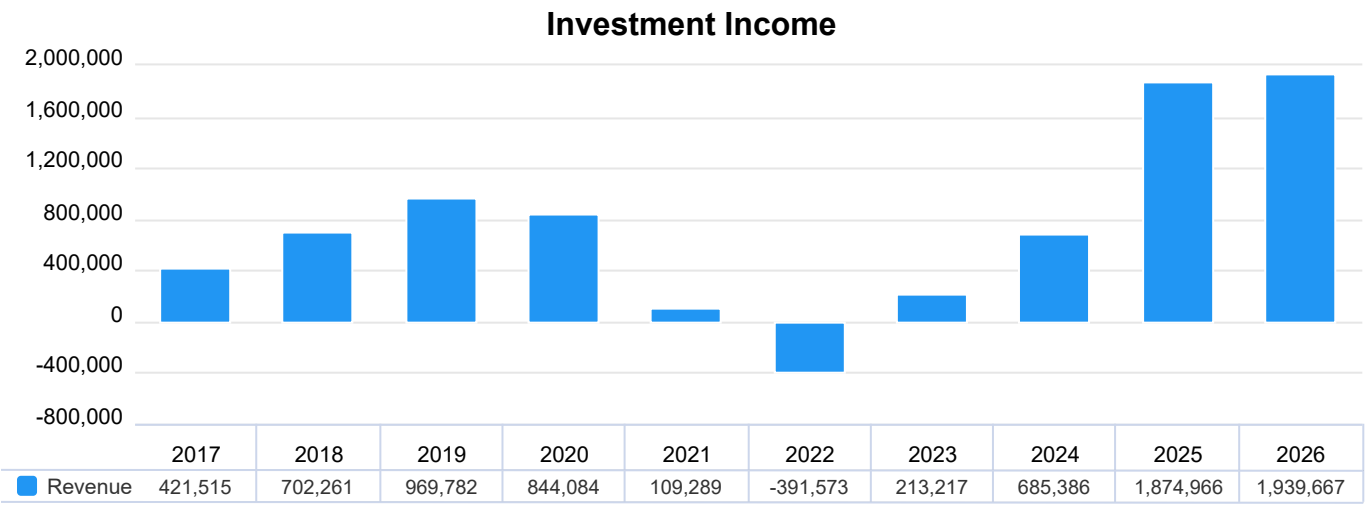
The budget for code enforcement and other fines for FY26 is conservative due to the volatile nature of this revenue source.



	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Revenue	799,769	1,058,544	904,076	939,086	702,109	822,026	788,700	923,500	973,500	1,538,500

INVESTMENT INCOME

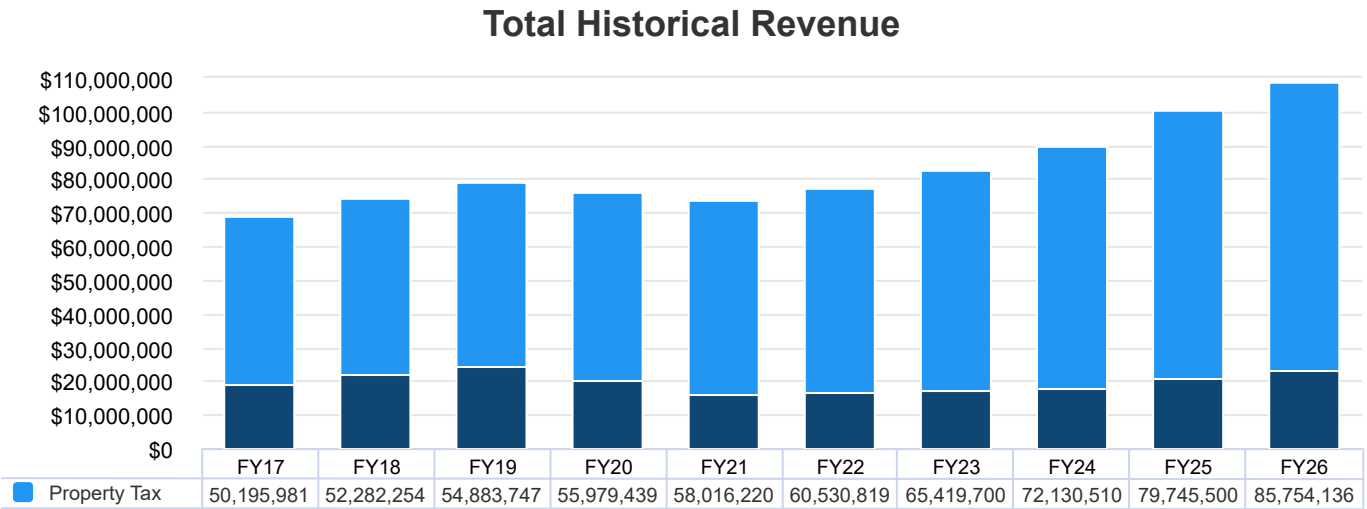
The Town's Investment Advisory Committee oversees the investment of the Town's surplus funds. The historically low rates have kept revenues low. The increasing revenue trend from FY18 through FY21 was based on the higher interest rate environment and increased surplus funds. The FY21 decrease is related to the Federal Reserve's actions to begin to raise rates. The FY22 losses were a continuation of a volatile stock market. In FY25 we are expecting to see higher than budgeted returns and the FY26 budget is conservative due to the ever changing market.



	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Revenue	421,515	702,261	969,782	844,084	109,289	-391,573	213,217	685,386	1,874,966	1,939,667

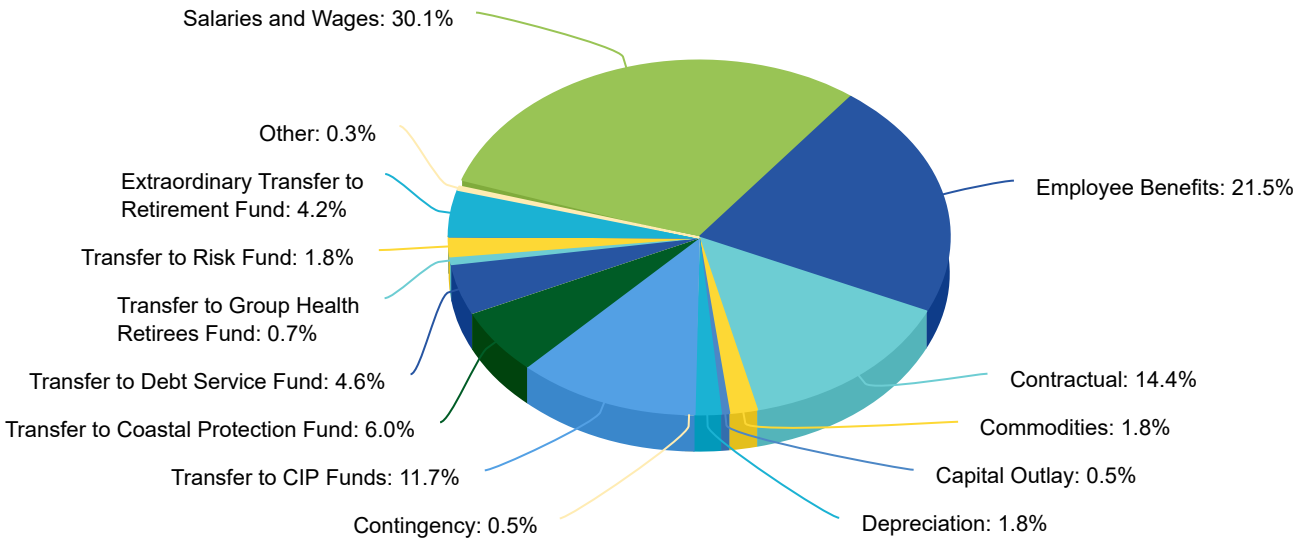
GENERAL FUND REVENUE TREND SUMMARY

Total General Fund revenues have increased at an average annual rate of 3.6% since FY15. This trend is due to increases in ad valorem revenues, fine revenue, and one time revenues from the sale of Town owned property, offset by a decline in FY20, that was mainly due to the reductions caused by the pandemic and investment income. The 10-year trend is shown in the chart below. FY15 and FY16, revenues increased due to a planned increase in property taxes to begin to fund the annual requirement for the 10-year Coastal Protection Program. The increases in FY23 and FY24 are mainly due to the increases in taxable values in the Town of Palm Beach.



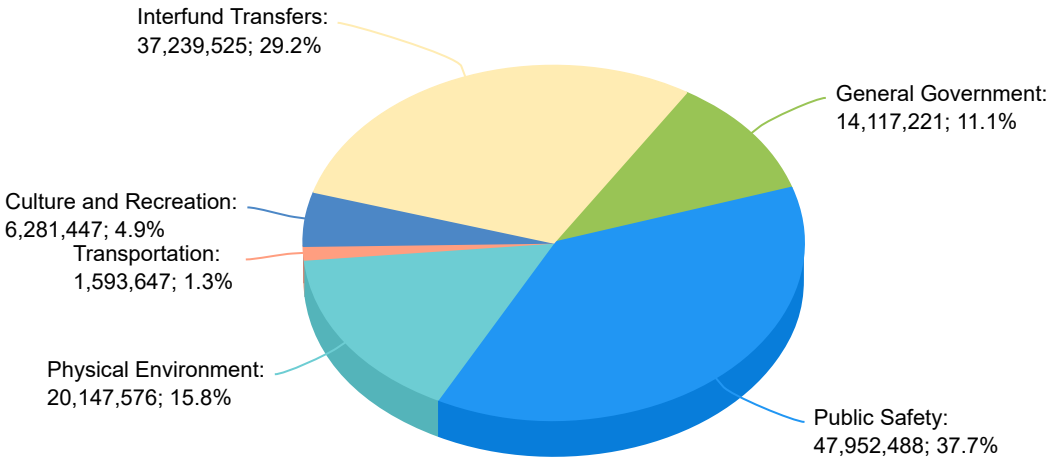
	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25	FY26
Property Tax	50,195,981	52,282,254	54,883,747	55,979,439	58,016,220	60,530,819	65,419,700	72,130,510	79,745,500	85,754,136
Non Ad Valorem	19,007,475	22,045,940	24,487,520	20,097,920.21	15,758,169.01	16,605,307.11	17,184,464.82	17,727,164	20,693,381	22,985,967

General Fund Expenditures by Type



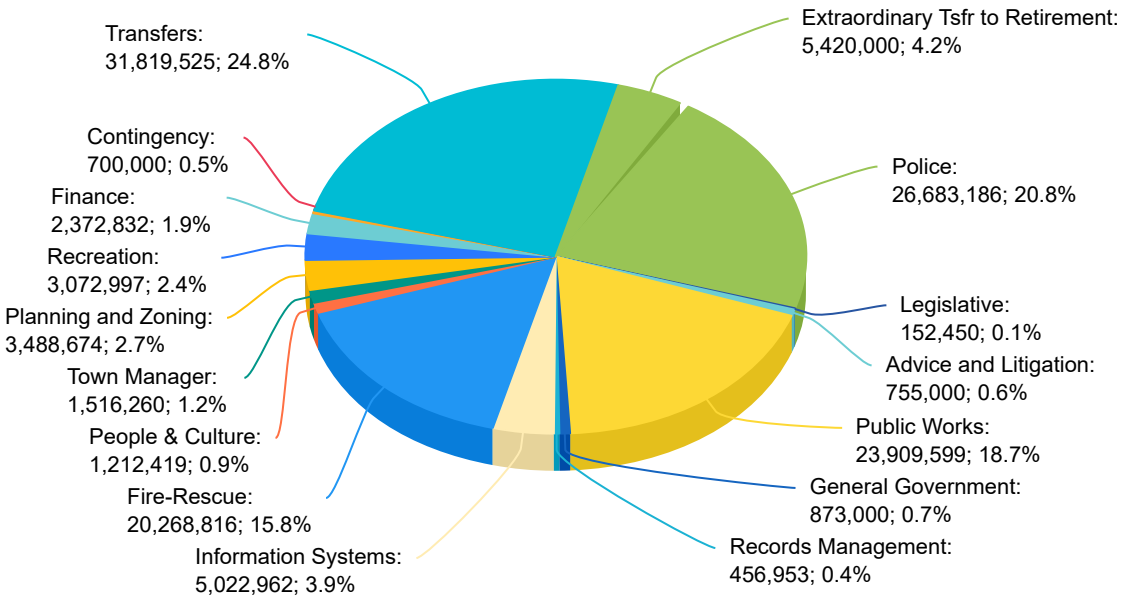
Salaries and Wages	$ 38,562,309
Employee Benefits	27,516,356
Contractual	18,482,066
Commodities	2,292,750
Capital Outlay	670,555
Depreciation	2,261,111
Contingency	700,000
Salary Savings	(800,000)
Transfer to CIP Funds	15,050,000
Transfer to Coastal Protection Fund	7,670,326
Transfer to Debt Service Fund	5,872,774
Transfer to Group Health Retirees Fund	896,608
Transfer to Risk Fund	2,329,817
Extraordinary Transfer to Retirement Fund	5,420,000
Other	407,232
	$ 127,331,904

General Fund Expenditures by Function



General Government	$	14,117,221
Public Safety		47,952,488
Physical Environment		20,147,576
Transportation		1,593,647
Culture and Recreation		6,281,447
Interfund Transfers		37,239,525
	$	127,331,904

General Fund Expenditures by Department



Police	$ 26,683,186
Legislative	152,450
Advice and Litigation	755,000
Public Works	23,909,599
General Government	873,000
Records Management	456,953
Information Systems	5,022,962
Fire-Rescue	20,268,816
People & Culture	1,212,419
Town Manager	1,516,260
Planning and Zoning	3,488,674
Recreation	3,072,997
Finance	2,372,832
Other	407,232
Contingency	700,000
Salary Savings	(800,000)
Transfers	31,819,525
Extraordinary Tsfr to Retirement	5,420,000
	$ 127,331,904

General Fund Expenditures – Summary by Department

Program		FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2026 Projected	FY2026 Budget	% Change	% of Total GF Budget
LEGISLATIVE	**111**	**88,191**	**151,550**	**151,550**	**150,283**	**152,450**	**0.59%**	**0.12%**
GENERAL GOVERNMENT	**113**	**1,123,499**	**896,400**	**896,400**	**883,992**	**873,000**	**(2.61%)**	**0.69%**
TOWN MANAGER'S OFFICE	**121**	**1,274,861**	**1,395,961**	**1,408,348**	**1,277,027**	**1,516,260**	**8.62%**	**1.19%**
ADVICE & LITIGATION	**122**	**1,118,820**	**731,000**	**731,000**	**696,000**	**755,000**	**3.28%**	**0.59%**
INFORMATION SYSTEMS	**125**	**4,151,800**	**4,673,237**	**4,821,983**	**4,723,397**	**5,022,962**	**7.48%**	**3.94%**
RECORDS MANAGEMENT	**131**	**395,399**	**397,770**	**397,770**	**412,958**	**456,953**	**14.88%**	**0.36%**
PEOPLE & CULTURE	**123**	**912,723**	**1,160,516**	**1,173,641**	**1,049,015**	**1,212,419**	**4.47%**	**0.95%**
FINANCE								
Financial Management	141	1,229,276	1,275,196	1,275,196	1,250,476	1,411,253	10.67%	1.11%
Procurement & Contracts Management	144	852,852	877,326	878,117	921,411	961,579	5.54%	0.84%
		2,082,128	**2,152,522**	**2,153,313**	**2,171,887**	**2,372,832**	**10.23%**	**1.86%**
PLANNING/ZONING/BUILDING								
Planning & Zoning	211	1,779,169	1,360,620	2,053,550	1,746,445	1,855,345	36.36%	1.46%
Permit Issuance	212	203	-	-	-	-	-%	-%
Landmarks Preservation	214	287,805	554,349	554,349	392,604	632,842	14.16%	0.50%
Fire Prevention	215	420,014	535,968	535,968	550,405	589,167	9.93%	0.46%
Code Enforcement	216	368,057	402,283	402,283	393,523	411,319	2.25%	0.32%
		2,855,248	**2,853,220**	**3,546,150**	**3,082,977**	**3,488,674**	**22.27%**	**2.74%**
RECREATION								
Rec Administration	311	321,782	368,841	368,841	364,214	375,527	1.81%	0.29%
Tennis	312	712,421	813,996	818,280	801,296	884,468	8.66%	0.69%
Recreation Center	313	1,542,109	1,614,177	1,816,876	1,561,766	1,616,783	0.16%	1.27%
Phipps Ocean Park	314	-	-	-	-	196,219	100.00%	0.15%
		2,576,312	**2,797,014**	**3,003,997**	**2,727,276**	**3,072,997**	**9.87%**	**2.41%**
FIRE-RESCUE								
Fire Administration	411	575,948	670,612	670,612	654,212	681,166	1.57%	0.53%
Operations	417	15,991,215	17,192,985	17,198,271	17,278,050	18,217,690	5.96%	14.31%
Training	418	352,120	400,037	400,037	405,537	422,368	5.58%	0.33%
Beach Rescue	419	753,179	888,277	888,277	790,170	947,592	6.68%	0.74%
		17,672,462	**19,151,911**	**19,157,197**	**19,127,969**	**20,268,816**	**5.83%**	**15.92%**
POLICE								
Administrative Management	421	1,519,975	1,549,802	1,550,802	1,546,641	2,003,278	29.26%	1.57%
Org Crime/Vice/Narcotics	422	1,040,252	1,068,289	1,069,635	1,097,727	1,154,019	8.02%	0.91%
Records Information Systems	423	199,295	218,596	218,596	215,296	220,893	1.05%	0.17%
Training/Per/Pub Enf	424	247,847	265,708	265,708	253,653	338,444	27.37%	0.27%
Communications	425	1,957,649	2,330,415	2,337,015	2,350,402	2,465,970	5.82%	1.94%
Crime Scene/Evidence	426	444,326	563,877	563,877	557,688	646,424	14.64%	0.51%
Patrol Services	428	13,282,517	15,130,970	15,139,470	15,322,541	16,769,917	10.83%	13.17%
Criminal Investigation	429	1,426,618	1,494,870	1,494,870	1,524,828	1,581,062	5.77%	1.24%
Parking Control	430	780,549	1,096,685	1,096,685	1,163,635	1,503,179	37.07%	1.18%
		20,899,029	**23,719,212**	**23,736,658**	**24,032,411**	**26,683,186**	**12.50%**	**20.96%**

General Fund Expenditures – Summary by Department (continued)

Program		FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change	% of Total GF Budget
PUBLIC WORKS								
Administrative Management	511	1,023,352	1,077,537	1,077,537	1,073,112	1,267,494	17.63%	1.00%
Street Repair/Maintenance	521	605,185	603,798	626,117	609,271	627,192	3.87%	0.49%
Traffic Control	523	59,565	45,900	76,803	42,585	41,500	(9.59%)	0.03%
Street Lighting	524	805,192	856,759	882,193	864,257	924,955	7.96%	0.73%
Storm Sewer Maintenance	531	430,589	459,058	506,670	472,358	453,400	(1.23%)	0.36%
Sanitary Sewer Maintenance	532	2,221,122	2,426,976	2,439,485	2,423,594	2,545,621	4.89%	2.00%
Sanitary Sewer Treatment	533	3,192,751	3,907,784	3,907,784	4,008,500	4,150,500	6.21%	3.26%
Residential Collection	541	1,088,612	1,297,353	1,299,383	1,314,524	1,410,088	8.69%	1.11%
Commercial Collection	542	1,413,940	1,671,522	1,680,172	1,640,897	1,763,433	5.50%	1.38%
Refuse Disposal	543	135,790	90,000	90,000	94,360	95,000	5.56%	0.07%
Yard Trash Collection	544	2,385,337	2,619,688	2,770,003	2,575,666	2,861,754	9.24%	2.25%
Recycling	545	434,398	493,294	497,460	494,094	577,983	17.17%	0.45%
Parks	551	2,030,017	2,307,829	2,308,045	2,324,558	2,168,377	(6.04%)	1.70%
Facilities Maintenance	554	1,575,364	1,913,111	2,125,837	2,000,518	2,083,650	8.91%	1.64%
General Engineering Services	561	1,261,033	1,298,207	1,302,385	1,398,591	1,847,235	42.29%	1.45%
Right of Way Inspections	565	364	-	-	-	-	-%	-%
Equip Operations/Maintenance	571	891,236	1,067,772	1,067,772	1,046,072	1,091,419	2.21%	0.86%
Coastal Operations	581	209	-	-	-	-	-%	-%
		19,554,056	**22,136,588**	**22,657,646**	**22,382,957**	**23,909,599**	**8.01%**	**18.78%**
LIBRARY SERVICES	**321**	**385,351**	**396,912**	**396,912**	**396,912**	**407,232**	**2.60%**	**0.32%**
TRANSFER TO OTHER FUNDS								
Cap Impr Program (307/308/310/320)	611	10,308,122	14,250,622	14,250,622	14,250,622	15,050,000	5.61%	11.82%
Cap Impr Program - Phipps Park Improvements	611	1,000,000	-	-	-	-	-%	-%
Coastal Protection Fund (309)	611	5,791,205	5,791,205	5,791,205	5,791,205	7,670,326	32.45%	6.02%
Townwide Underground Utilities (122)	611	-	-	-	-	-	-%	-%
Equipment Replacement Fund (320)	611	2,220,479	2,000,000	2,000,000	2,000,000	-	(100.00%)	-%
Debt Service Fund (205)	611	5,679,013	5,846,518	5,846,518	5,846,518	5,872,774	0.45%	4.61%
Group Health Retirees (610)	611	789,128	828,584	828,584	828,584	896,608	8.21%	0.70%
Risk-W/C,Liab,Prop (501)	680	2,329,817	2,329,817	2,329,817	2,329,817	2,329,817	-%	1.83%
Extraordinary trsfr to Retirement (600)	680	5,420,000	5,420,000	5,420,000	5,420,000	5,420,000	-%	4.26%
		33,537,764	**36,466,746**	**36,466,746**	**36,466,746**	**37,239,525**	**2.12%**	**29.25%**
INVENTORY WRITE-OFF	**680**	**41,310**	**-**	**-**	**-**	**-**	**-%**	**-%**
EMERGENCY/DISASTER RESPONSE	**710**	**4,555**	**-**	**-**	**-**	**-**	**-%**	**-%**
CONTINGENT APPROPRIATIONS	**711**	**-**	**600,000**	**600,000**	**-**	**700,000**	**16.67%**	**0.55%**
SALARY SAVINGS	**711**	**-**	**(500,000)**	**(500,000)**	**-**	**(800,000)**	**(100.00%)**	**(0.63%)**
General Operating Fund (001) Total		**75,135,742**	**82,713,813**	**84,332,565**	**83,115,061**	**90,092,379**	**8.92%**	**70.75%**
Transfers to Other Funds		**33,537,764**	**36,466,746**	**36,466,746**	**36,466,746**	**37,239,525**	**2.12%**	**29.25%**
TOTAL GENERAL FUND		**108,673,506**	**119,180,559**	**120,799,311**	**119,581,807**	**127,331,904**	**6.84%**	**100.00%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.



DEPARTMENT:
Legislative

Town of Palm Beach / FY 2026 Adopted Annual Budget

PROGRAM: Legislative 111

Pursuant to the Town's Charter, the Mayor and Town Council are elected at large by the electors of the Town. The Town Council safeguards and shapes the Town's well-being and safety through legislation, budgets, and policy development. Voters elect Town Council members to staggered two-year terms, with two seats filled in odd-numbered years and three in even-numbered years. The Mayor, elected in odd-numbered years for a two-year term, holds unique powers as the town's ombudsman and intergovernmental leader but doesn't hold a regular vote. However, the mayor can cast a deciding vote in ties. The presiding officer, the Town Council President, is selected by the Town Council by vote each year. All elected officials serve without compensation.

This program also includes funding allocations for lobbying services and Mayor and Town Council interaction with other government related agencies. These agencies include the Palm Beach County League of Cities, the Florida League of Cities, the Countywide Intergovernmental Coordination Program, and other local, State and Federal government organizations. Formal and informal interaction with other government representatives improves existing information exchange networks, and enables Town officials to provide better services to the community and protect the Town's interests in Federal, State, and County legislative and administrative matters.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Contractual	88,466	77,500	140,500	140,500	138,500	140,500	-%
Commodities	10,479	10,691	11,050	11,050	11,783	11,950	8.14%
TOTALS	**98,944**	**88,191**	**151,550**	**151,550**	**150,283**	**152,450**	**0.59%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

CONTRACTUAL

The proposed budget for contractual services includes costs related to general and Coastal Management Program lobbying.

COMMODITIES

Includes costs associated with membership dues and miscellaneous expenses for the Mayor and Town Council.



DEPARTMENT:
General Government

Town of Palm Beach / FY 2026 Adopted Annual Budget

PROGRAM: General Government 113

In accordance with Florida's Uniform Accounting System Manual, this program represents the cost of general government services and activities that are not specifically or reasonably classified elsewhere within departmental program classifications of the Town's General Fund budget. The majority of the activities in this program are overseen by the Town Manager's Office.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	725,862	540,814	660,000	660,000	650,000	660,000	-%
Employee Benefits	18,541	286	300	300	-	300	-%
Contractual	259,254	576,391	235,500	235,500	233,492	212,100	(9.94%)
Commodities	234,130	6,008	600	600	500	600	-%
TOTALS	**1,237,787**	**1,123,499**	**896,400**	**896,400**	**883,992**	**873,000**	**(2.61%)**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The cost of compensated absences (accrued vacation and sick leave) as projected by the Finance Department. Compensated absences remained the same in FY2026 due to stabilization in turnover and retirements.

EMPLOYEE BENEFITS

The cost of FICA is associated with payment of compensated absences as projected by the Finance Department.

CONTRACTUAL

Includes costs associated with contracted services, employee events and recognition, and holiday decorations.

COMMODITIES

Includes costs associated with boards' and committees' refreshments

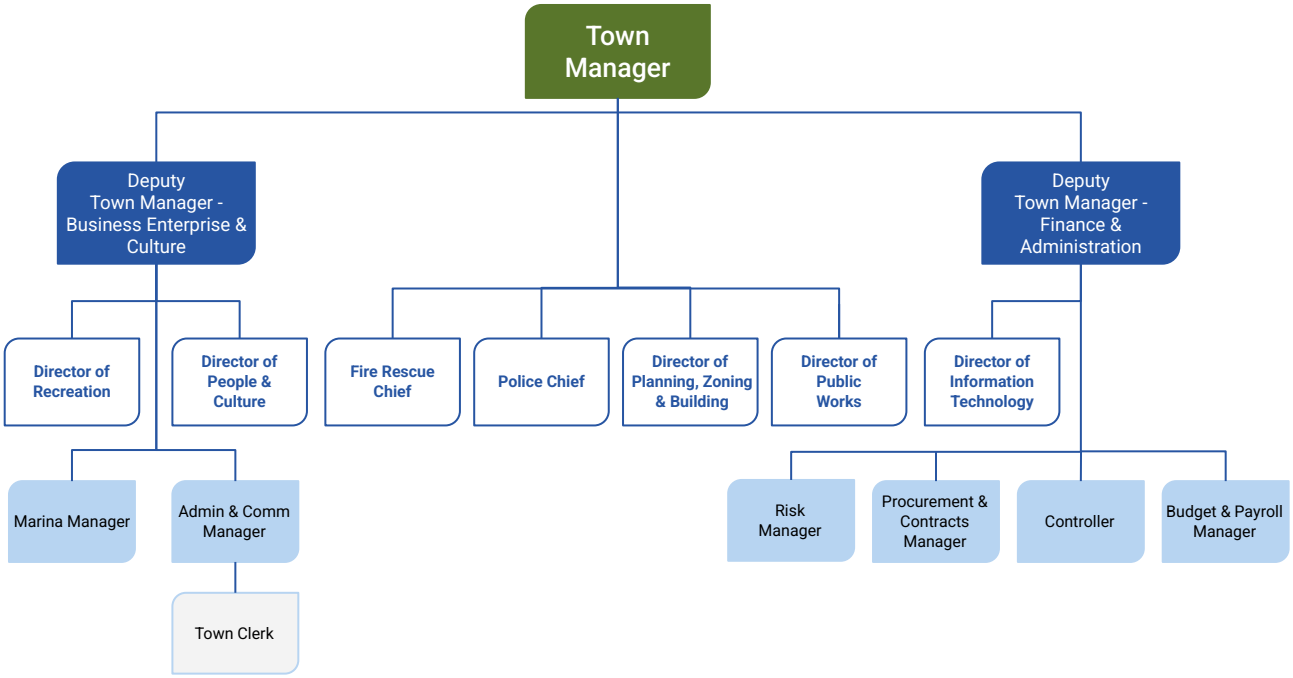


DEPARTMENT:

Town Manager's Office

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com


Town Manager
Deputy Town Manager - Business Enterprise & Culture
Deputy Town Manager - Finance & Administration
Director of Recreation
Director of People & Culture
Fire Rescue Chief
Police Chief
Director of Planning, Zoning & Building
Director of Public Works
Director of Information Technology
Marina Manager
Admin & Comm Manager
Town Clerk
Risk Manager
Procurement & Contracts Manager
Controller
Budget & Payroll Manager

Program: Administrative Management 121

VISION

We aspire to collaboratively deliver an unparalleled standard of living to the community by weaving together the threads of exceptional service, effortless access, unwavering safety, honesty, and transparent governance.

MISSION

Working in tandem with the Mayor and Town Council, we strive to be at the forefront of policy formation and implementation. We develop, deliver, and execute administrative direction focused on our pursuit to enhance the quality of life by delivering exceptional services, maintaining a safe and clean environment, and preserving the town's unique character. We are committed to fostering fiscal responsibility, promoting collaboration, encouraging innovation, empowering employees, and engaging the community.

MAIN ACTIVITIES

- Advise the Mayor and Town Council and assist them in adopting sound policy decisions.
- Provide exceptional customer service to residents, elected officials, staff, and stakeholders.
- Deliver streamlined information and access to Town information through user-friendly communication platforms.
- Facilitate the integration and alignment of the Strategic Plan priorities into Town operations.
- Advance organizational operations by fostering collaborative efforts across departments to proactively plan for future challenges.
- Monitor and manage staff progress on Town programs and projects.
- Create an optimized staffing structure.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	878,496	941,979	993,831	993,831	939,264	1,047,687	5.42%
Employee Benefits	257,721	304,029	362,930	362,930	319,088	385,090	6.11%
Contractual	24,798	7,131	23,350	23,350	8,525	69,223	196.46%
Commodities	9,176	12,779	15,850	28,237	10,150	14,260	(10.03%)
Capital Outlay	-	8,942	-	-	-	-	-%
Other	1,050	-	-	-	-	-	-%
TOTALS	**1,171,241**	**1,274,861**	**1,395,961**	**1,408,348**	**1,277,027**	**1,516,260**	**8.62%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

PROGRAM: Administrative Management 121

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA, pay for performance, and the transfer of 0.5 FTE of the Communications Coordinator from People & Culture to the Town Manager's Administrative Management budget.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Includes costs associated with education reimbursement, conference expenses, copy machine, postage, and other minor miscellaneous expenses.

COMMODITIES

Includes costs associated with office supplies, fuel, membership dues, and other minor miscellaneous expenses.

OTHER

Other includes the principal and interest payments on the lease of a copy machine per GASB 87 guidelines.

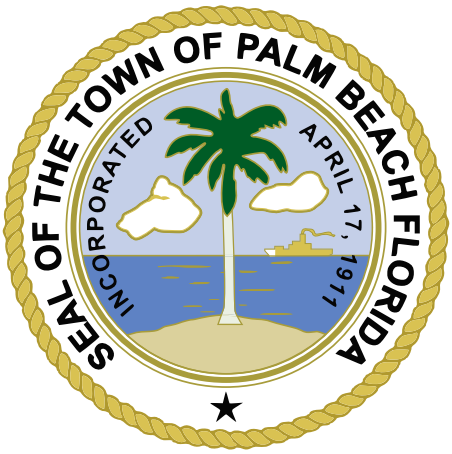
Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Town Manager	1.000	1.000	1.000	1.000	1.000
Deputy Town Manager	1.000	1.000	1.750	1.650	1.650
Assistant Town Manager	0.200	0.250	0.000	0.000	0.000
Administrative & Communications Manager	0.000	0.000	0.000	0.000	1.000
Administrative Manager	1.000	1.000	1.000	1.000	0.000
Communications Coordinator	0.000	0.000	0.000	0.500	1.000
Communications Specialist	0.500	0.500	0.500	0.000	0.000
Administrative & Policy Support Assistant	0.000	0.000	0.000	0.000	1.600
Administrative Assistant	1.500	1.500	0.500	1.000	0.000
Administrative Clerk	0.000	0.000	1.000	1.000	0.000
	5.200	5.250	5.750	6.150	6.250

Town Manager Productivity Measures

Effectiveness/Output Measures	FY2024 Actual	FY2025 Actual	FY2026 Projected
COMMUNICATIONS			
Communication Pushes	422	396	400
Website Web sessions	484,347	476,136	480,000
Website search bar uses	25,461	24,112	24,500
Website AI search uses, implemented September 2024	367	3,177	2,500
Website AI chatbot uses, implemented May 2025		737	1,250
ENGAGEMENT: subscribers			

Program: Administrative Management 121

Information and News news subscribers	4,179	4,706	4,800
Public Safety & Emergency Services news subscribers	3,100	3,685	3,800
Planning, Zoning, & Building news subscribers	4,375	4,673	4,700
Recreation news subscribers	1,980	2,317	2,400
Alerts subscribers	8,777	10,251	10,500
Geo-location opt in subscribers	920	2,190	2,500
Website calendar subscribers	1,915	3,072	3,000
Agendas and minutes subscribers		68	200
ENGAGEMENT: social media			
X: Town	2,098	2,155	
X: Police	2,513	2,700	
X: Fire Rescue	579	601	
Facebook: Town	4,700	5,845	
Facebook: Police	1,800	2,352	
Facebook: Fire Rescue	3,500	3,581	
Facebook: Recreation	797	816	
Facebook: Par 3	4,000	4,206	
Facebook: Marina	682	889	
Instagram: Town	152	332	
Instagram: Police	2,730	3,256	
Instagram: Fire Rescue	3,329	3,923	
Instagram: Recreation	2,829	3,384	
Instagram: Par 3	5,810	7,084	
Instagram: Marina	2,437	4,293	


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



DEPARTMENT:

Advice and Litigation

Town of Palm Beach / FY 2026 Adopted Annual Budget

PROGRAM: Advice and Litigation 122

The Town Attorney advises the Town's elected officials and staff regarding legal matters concerning the Town of Palm Beach. The Town Attorney represents the Town in lawsuits, hearings, and other litigation matters and prepares contracts, deeds, ordinances, resolutions and other legal instruments for the Town. The Town Attorney, or designee, attends Town Council, Architectural Commission, Code Enforcement Board, Landmarks Preservation Commission, Planning and Zoning Commission and other Town meetings to provide legal advice and direction regarding issues related to the deliberations of the Mayor, Town Council, Boards and Commissions. The Town Attorney is a contractual position serving at the pleasure of the Town Council. This program also includes funding for special counsel who advises and represents the Town in all collective bargaining, other labor related issues, and miscellaneous Town matters.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Contractual	641,600	1,118,820	731,000	731,000	696,000	755,000	3.28%
TOTALS	**641,600**	**1,118,820**	**731,000**	**731,000**	**696,000**	**755,000**	**3.28%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY22 budget.

CONTRACTUAL

The proposed budget for contractual expenses includes general, labor, and telecom legal advice and anticipated litigation costs.



DEPARTMENT:
Town Clerk

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

PROGRAM: Town Clerk 131

VISION

We aspire to be a beacon of excellence, innovation, and accessibility in local governance, dedicated to enriching our community by providing citizen-centric services and serving the public and fellow employees.

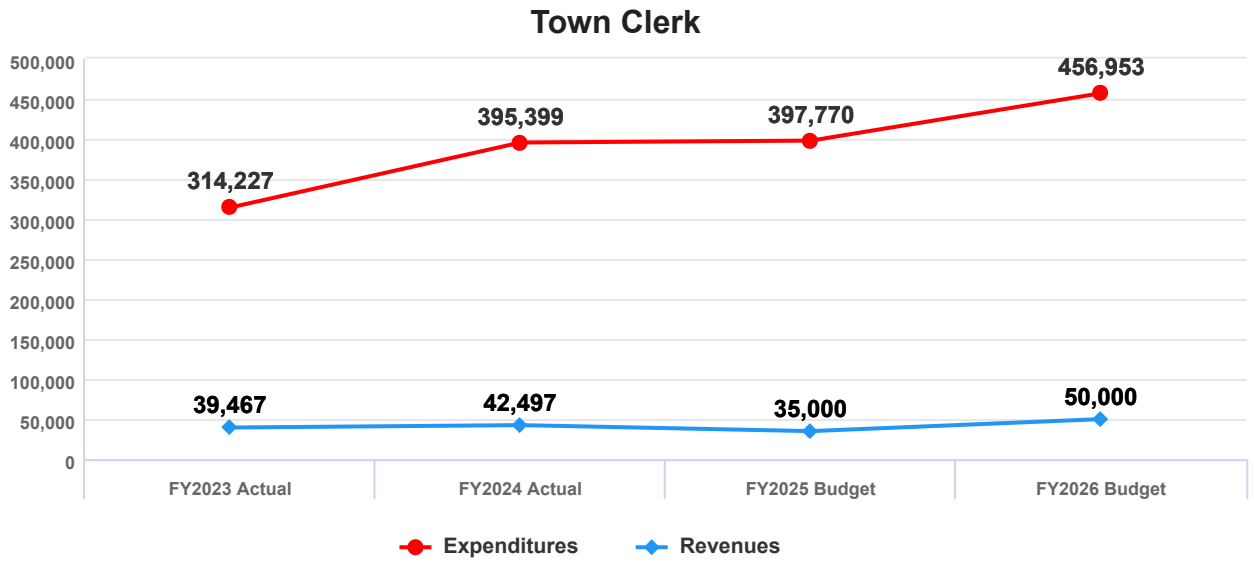
MISSION

Dedicated to upholding the highest standards, we pledge to safeguard and preserve the integrity of official records, vital documents, and historical artifacts that define our town's heritage. We embrace the privilege of serving as the custodians of our town's past, present, and future. Our commitment extends beyond mere administrative tasks. We understand that our duties encompass the heart of public service in accordance with the town ordinances and state statutes, and we approach each interaction with warmth, respect, and a keen understanding of our community's needs.

MAIN ACTIVITIES:

- Manage the Town's official records, including ordinances, resolutions, bonds, deeds, contracts, agreements, and meeting minutes.
- Prepare the meeting materials, including the agendas, supporting documents, and minutes for all Town Council and Council Committee Meetings.
- Attest and certify the Town's official documents and adopted legislation
- Maintain the Town's Code of Ordinances
- Support all Council candidates and coordinate with the Supervisor of Election to administer the Town's municipal election.
- Oversee and coordinate the fulfillment of public records requests.
- Manage the appointment process for all Advisory Boards and Commissions process.

Program: Town Clerk 131



Revenue Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Charitable Solicitations Fee	38,937	42,497	35,000	35,000	50,000	50,000	42.86%
Pubic Records Requests	-	11,113	1,000	1,000	10,000	10,000	900.00%
Special Events Permit and Usage Fees	-	20,560	10,000	10,000	-	-	(100.00%)
Miscellaneous Permit Fees	-	(350)	2,500	2,500	7,000	7,500	200.00%
TOTALS	**38,937**	**73,820**	**48,500**	**48,500**	**67,000**	**67,500**	**39.18%**

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	154,179	206,841	187,516	187,516	228,438	219,844	17.24%
Employee Benefits	116,161	124,181	120,844	120,844	127,399	151,685	25.52%
Contractual	32,443	41,760	80,750	80,750	47,523	80,925	0.22%
Commodities	10,043	9,493	8,660	8,660	9,598	4,500	(48.04%)
Capital Outlay	-	10,134	-	-	-	-	-%
Other	1,400	2,990	-	-	-	-	-%
TOTALS	**314,227**	**395,399**	**397,770**	**397,770**	**412,958**	**456,953**	**14.88%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY26 budget includes a lump sum COLA and pay for performance.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

PROGRAM: **Town Clerk 131**

CONTRACTUAL

Increase is associated with transcription services, staff training, legal advertisements, and codification updates.

COMMODITIES

Commodities include necessary materials and software.

OTHER

Other includes the principal and interest payments on the lease of a copy machine per GASB 87 guidelines.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Town Clerk	1.000	1.000	0.500	0.500	0.500
Deputy Town Clerk	1.000	1.500	1.000	1.000	1.000
Clerk Support Specialist	0.000	0.000	0.000	0.000	1.000
Administrative & Policy Support Assistant	0.000	0.000	0.000	0.000	0.400
Administrative Assistant	0.500	0.500	0.500	0.000	0.000
Clerk Support Assistant	0.000	0.000	1.000	1.000	0.000
	2.500	3.000	3.000	2.500	2.900

TOWN CLERK FY2025 ACCOMPLISHMENTS

- ✔ Town-wide records management training and tools deployed
- ✔ Implementation of agenda and meeting management software
- ✔ Laserfiche enhancements
- ✔ Utilization of TownNet to provide resources to employees
- ✔ Digital resources and training for elected officials and appointed officials created and deployed

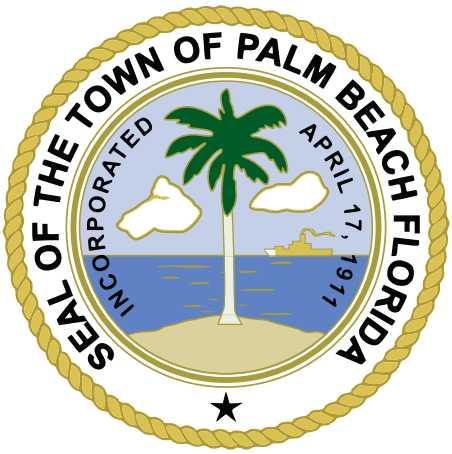
FY26 STRATEGIC OBJECTIVES

- ✔ Ensure operational efficiency and risk management
- ✔ Optimize technology and digitalization
- ✔ Enhance internal coordination and communication
- ✔ Strengthen professional development, talent management, and training
- ✔ Improve public relations, address issues, and enhance public access
- ✔ Optimize minute-taking
- ✔ Continue to enhance SharePoint and TownNet resources
- ✔ Educate departments on record-keeping
- ✔ Continue to improve record organization and retention policies

Program: Town Clerk 131

Town Clerk Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
PUBLIC RECORDS REQUESTS					
Public records requests received: Town, Media, Govt, & Attorney	803	826	1,780	1,995	1,500
Public records requests received: Police			2,401	2,775	2,700
Public records requests: complete			1,396	1,575	1,500
Public records requests: not custodian of records			1,414	1,275	1,300
Public records requests: no records exist			810	1,085	1,000
Public records requests: no response from requestor			115	125	120
PUBLIC MEETINGS					
Public meetings	112	109	98	94	94
Public meeting views				13,499	13,000
PERMITS					
Charitable Solicitation permits	51	78	85	88	85
Special Event permits		14	6	10	10
Temporary Animal permits		12	11	14	12
Religious Display permit		1	1	1	1
Commercial Picture permit	-	-	-	2	2


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



DEPARTMENT:

Information Technology

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

PROGRAM: Information Technology 125

MISSION:

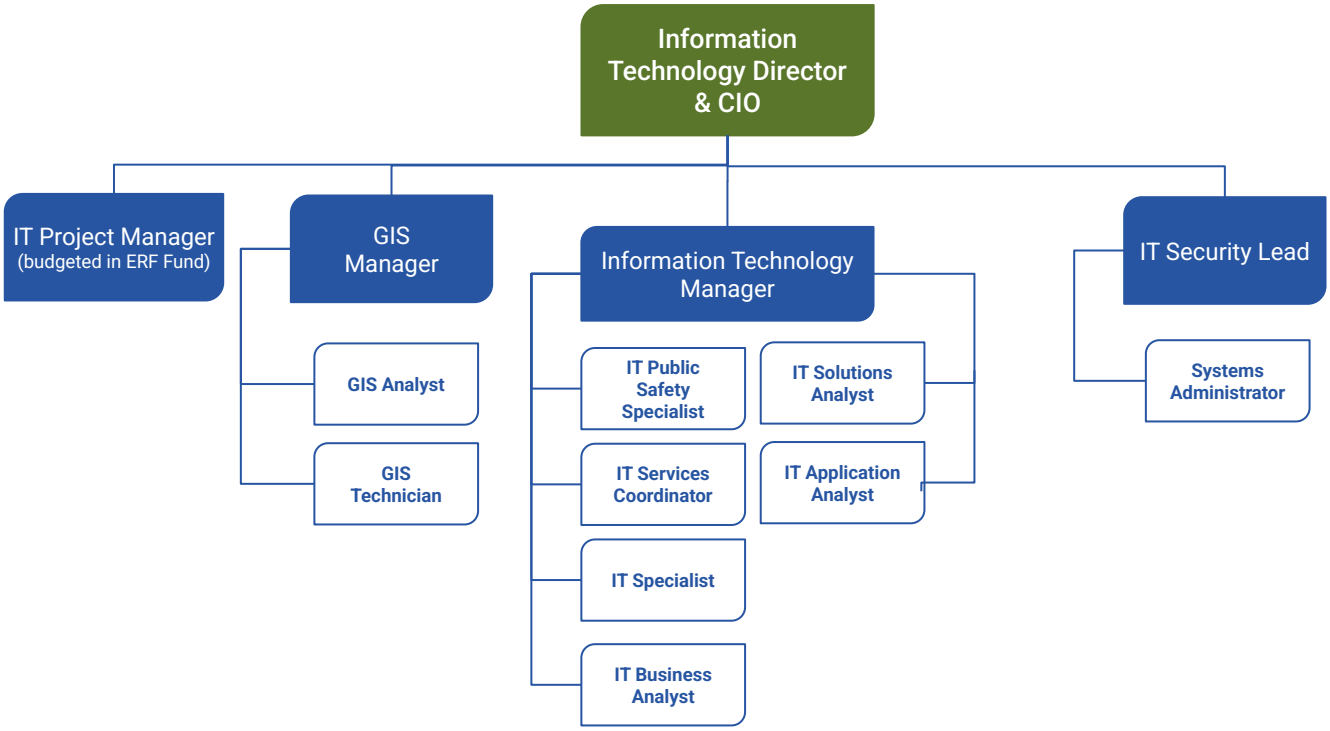
Provide a collaborative and cooperative enterprise approach in identifying, prioritizing, managing, supporting, partnering and successfully executing a service portfolio of digital initiatives and solutions aligning with town strategic goals and cross-functional vision through the use of industry standards, generally accepted principles and formal project management tools and techniques.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Provide strategic direction and long-range planning for the development, deployment, integration and operation of the foundational digital environment in support of evolving town-wide operations
- Continuously evaluate the digital environment against evolving security threats and execute emerging best practices and ongoing security training
- Establish and promote IT governance that includes IT Controls, Frameworks and Methodologies including Policies, Procedures (SOP), and Best Practices
- Provide exceptional customer service and responsive remediation based on defined service levels
- Coordinate and direct services and solutions that ensure efficiency and effective use of digital resources
- Advocate in support of digital solutions that support transparency and civic engagement
- Support collaboration of emerging digital resources among Town personnel and residents
- Centralize systems support, service, programming and high availability
- Facilitate end-user device management, maintenance, support, and established refresh cycles
- Manage, coordinate and educate regarding the complex digital service portfolio managed and maintained town-wide
- Coordinate the continued execution of replacement cycles as suggested by industry best practices and standards
- Oversee GIS solutions and assist departments with the optimal use of these mission critical systems
- Manage and maintain key elements of Town electronic content management (ECM) systems.

Program: Information Technology 125



Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	1,082,618	1,209,007	1,201,489	1,201,489	1,204,989	1,206,665	0.43%
Employee Benefits	402,481	530,844	601,182	601,182	604,596	700,819	16.57%
Contractual	1,666,994	1,956,696	2,439,515	2,588,261	2,543,261	2,796,910	14.65%
Commodities	207,531	192,846	142,300	142,300	131,800	132,000	(7.24%)
Capital Outlay	373,550	8,079	75,000	75,000	25,000	25,000	(66.67%)
Depreciation	196,698	128,717	213,751	213,751	213,751	161,568	(24.41%)
Other	130,609	125,610	-	-	-	-	-%
TOTALS	**4,060,481**	**4,151,800**	**4,673,237**	**4,821,983**	**4,723,397**	**5,022,962**	**7.48%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual costs have increased due to growing need for training, and staff augmentation; specifically for network and security programming, replacement of the Town's virtual server environment, and migration to Office365. Telephone base and long distance costs have gone up due to vendor increases.

PROGRAM: **Information Technology 125**

COMMODITIES

Decrease due to reduction of Computer Software purchases.

CAPITAL OUTLAY

Capital Outlay costs remain unchanged.

DEPRECIATION

Depreciation costs have increased due to new networking equipment that has been purchased.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
CIO & Director of Information Technology	0.000	0.000	0.000	1.000	1.000
Director of Information Technology	0.000	0.000	1.000	0.000	0.000
Division Director of Information Technology	0.000	1.000	0.000	0.000	0.000
GIS Manager	0.000	0.000	1.000	1.000	1.000
Information Technology Manager	1.000	1.000	1.000	1.000	1.000
Information Technology Security Lead	0.000	0.000	0.000	1.000	1.000
IT Project Manager	0.000	0.000	0.000	1.000	1.000
Systems Administrator	2.000	2.000	2.000	1.000	1.000
Information Technology Analyst	0.000	0.000	1.000	0.000	0.000
Information Technology Applications Analyst	0.000	0.000	1.000	1.000	1.000
Information Technology Solutions Analyst	0.000	0.000	0.000	1.000	1.000
IT Solutions Analyst	0.000	0.000	1.000	0.000	0.000
IT Business Analyst	0.000	0.000	0.000	0.000	1.000
GIS Technician	0.000	0.000	1.000	1.000	1.000
GIS Specialist	0.000	0.000	1.000	0.000	0.000
Information Technology Business Analyst	0.000	0.000	0.000	1.000	0.000
Information Technology Public Safety Specialist	0.000	1.000	1.000	1.000	1.000
Information Technology Specialist	3.000	1.000	0.000	1.000	1.000
Information Technology Services Coordinator	0.000	1.000	1.000	1.000	1.000
Assistant IT Director	1.000	0.000	0.000	0.000	0.000
GIS Coordinator	1.000	1.000	0.000	0.000	0.000
Information Technology Applications Specialist	0.000	1.000	0.000	0.000	0.000
	8.000	9.000	12.000	13.000	13.000

INFORMATION TECHNOLOGY FY2025 ACCOMPLISHMENTS

- ✔ Evaluated terminated Comcast iNet franchise agreement and developed action plan to replace Wide Area Network solution allowing continued interconnectivity between critical Town sites
- ✔ Implemented redundant offsite backups into the cloud for disaster recovery and redundancy
- ✔ Completed migration of all Town owned computers to Windows 10 operating system
- ✔ Deployed new secured VPN access for remote employee access to Town resources
- ✔ Led task force in identification of next generation MDTs (computers) for Public Safety vehicle fleet
- ✔ Contracted penetration test and internal vulnerability assessment and started implementation of recommendations
- ✔ Supported deployment of new Computerized Maintenance Management System (Lucity) for Public Works
- ✔ Managed implementation of Crisis Track for Fire Rescue

Program: Information Technology 125

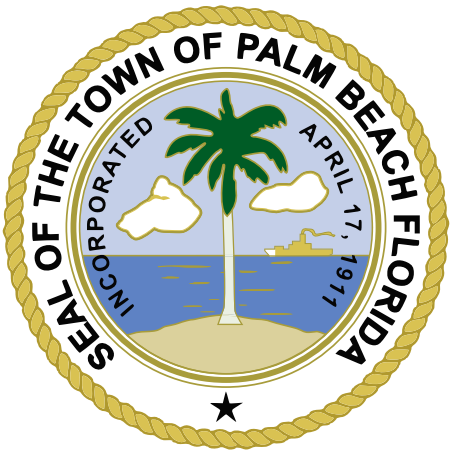
- ✔ Completed transition to new firewall
- ✔ Deployed new UPS for critical Public Safety infrastructure and EOC operations
- ✔ Updated IT Handbook including associated policies and procedures
- ✔ Continued monthly cyber security testing and training to ensure all end-users are properly educated in the proper and safe usage of digital resources and communications
- ✔ Further increased data backup retention periods through repurposing useful storage devices
- ✔ Transitioned several critical services to the cloud and eliminated 9 servers

Performance Measures

Performance Measures	FY2024 Actual	FY2025 Actual	FY2026 Projected
Evaluation process	Internal/External Bandwidth Monitoring	Internal/External Bandwidth Monitoring	Internal/External Bandwidth Monitoring
Implementation of network bandwidth improvements	1. No annual upgrades required 2. Bandwidth utilization remains consistent with highly performing environments.	1. An increased bandwidth requirements due more Saas applications. 2. Aquired new vendor and network fiber upgrade started.	Optimize new 10GB connection to PBC and NWRDC

Information Technology Department Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Monitor network and server activity via automated systems to be proactive in fixing issues	Yes	Yes	Yes	Yes	
Automate password and security changes via domain policy	Yes	Yes	Yes	Yes	
Implement recommended policies, procedures and best practices identified as a result of ongoing technology audits	Yes	Yes	Yes	Yes	


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



DEPARTMENT:
People and Culture

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

PROGRAM: People and Culture 123

MAIN ACTIVITIES:

- The People & Culture Department's primary mission is to cultivate a positive, dynamic, and aspirational workplace that attracts top-tier talent while exemplifying the highest standards of professionalism and cost-efficiency to both internal and external stakeholders.
- Through a comprehensive employee life cycle model—encompassing attraction, onboarding, development, support, recognition, advancement, and retention—the department serves as a vital strategic partner to all Town Departments. Its efforts aim to position the Town of Palm Beach as the premier employer of choice for the next generation of exceptional municipal public service professionals.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	451,851	510,517	593,092	593,092	561,076	516,730	(12.88%)
Employee Benefits	226,492	236,003	323,743	323,743	315,908	297,734	(8.03%)
Contractual	80,641	141,865	213,869	226,994	145,431	363,215	69.83%
Commodities	27,745	21,105	29,812	29,812	26,600	34,739	16.53%
Capital Outlay	-	1,614	-	-	-	-	-%
Other	1,619	1,619	-	-	-	-	-%
TOTALS	**788,348**	**912,723**	**1,160,516**	**1,173,641**	**1,049,015**	**1,212,419**	**4.47%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a COLA increase and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual costs which have increased include external records storage, talent agents for market competitive positions, advertising platforms, out-of-state pre-employment testing and background checks, professional development training vendors and content, employee appreciation, engagement and innovation platforms.

COMMODITIES

Includes increases to accommodate physical storage and training facilities, office supplies and membership dues.

Program: People and Culture 123

Full Time Equivalent Employees	FY2024	FY2023	FY2024	FY2025	FY2026
Assistant Town Manager	0.200	0.250	0.000	0.000	0.000
Director of People & Culture	0.000	0.000	0.700	0.700	0.700
People & Culture Division Director	0.500	0.600	0.000	0.000	0.000
People & Culture Manager	0.000	0.900	0.900	0.900	0.900
Senior People & Culture Generalist	0.000	0.000	0.000	0.000	0.150
Talent Development Officer	0.000	0.000	0.900	0.900	0.900
Communications Coordinator	0.000	0.000	0.000	0.500	0.000
Communications Specialist	0.500	0.500	0.500	0.000	0.000
People & Culture Generalist	0.900	0.150	0.150	0.150	0.000
People & Culture Coordinator	0.900	0.900	1.050	0.900	0.350
People and Culture Analyst	1.000	0.900	0.000	0.350	0.900
Administrative Assistant	0.400	0.850	0.850	1.850	1.000
People and Culture Specialist	0.000	0.150	0.000	0.000	0.000
	4.400	5.200	5.050	6.250	4.900

PEOPLE AND CULTURE FY2025 ACCOMPLISHMENTS

Talent Attraction

- New recruitment initiative for broader website access at reduced cost allowing for greater visibility on LinkedIn and a substantial increase in followers to the Town's website.
- Updated and refreshed career opportunities recruitment page of Website.
- Strategic use of talent agents to fill more complex roles (e.g. Engineers).

Recruitment & Selection

- Improved candidate screening capacity through enhanced social media reviews.
- Total compensation statements developed for job offers, enabling increased transparency and attractiveness of positions .

Onboarding

- Improved corporate workflow and assist other departments, incorporated additional onboarding responsibilities into Department (e.g. driver's license and parking registration, IT equipment, fitness center registration, GIS employee identification for emergencies).

Learning & Development

- Achieved successful implementation of several new training programs for Town employees enabling improvement in employee management.
- Draft learning and development program strategy developed and ready for implementation in 2026.

Reward, Recognition & Benefits

- Successful implementation of new employee recognition program and streamlining of current awards into a single platform for greater cost effectiveness.
- Commenced review of GRS pension administration services.

PROGRAM: **People and Culture 123**

- Monthly notifications and 1:1 meeting availability and education with retirement plan vendors for eligible employees, encouraging preparation for financial soundness in retirement, in addition to vendor webinars and in-person education.
- Worked with current insurance benefits broker to implement cost-sharing and cost-saving measures for the 2026 plan year to assist in alleviating the rising costs of health insurance claims for employees and retirees.
- Conducted RFP selection process for new insurance benefits broker.
- Achieved a positive return on investment for Town Clinic (Wellness Center) and negotiated a waiver of the 3% escalator for FY2026 fees.
- Oversight and organization of employee Wellness Champions committee, delivering a variety of wellness programs, campaigns, challenges, and webinars utilizing health insurance carrier wellness funding. Employee wellness challenges had an average participation rate of 50% or more.
- For the first year, submitted for and received Bell Seal for Workplace Mental Health, Cigna Healthy Workforce Designation – Gold, American Heart Association Well-Being Works Better Designation – Silver, and Springbuk's Healthiest Employers of Florida – 7th in 200-499 Employees category.
- 100% of all public safety jobs reviewed against market competition and pegged to the 85th percentile.
- Over 33% of General employee jobs reviewed against market competition and pegged to the 75th percentile of market.
- Top Workplaces award received for second year in a row.

Workforce Planning, Progression & Performance

- Workforce plan strategy developed and ready for initial implementation.

Retention/Separation

- Began utilization and testing of a new employee policy platform with plans to transition policies fully in 2026.

Cross/Cutting Themes

- Human capital management platform selected.
- Draft change management guide developed to ensure a smooth transition and successful adoption of the new ERP system.
- Through employee attrition, reorganized P&C roles to maximize effectiveness, efficiencies, accelerate digital filing project, and alleviate budget.
- 70% of all employee files digitized.
- Completed archival organization, cataloging, and movement of 50% of employee personnel records from Town facilities to vendor Vital Records storage for statutory retention of records.
- Implemented a new Statement of Public Service establishing parameters of exceptional performance of Town employees.

Program: People and Culture 123

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Total fiscal year end health insurance plan cost (includes employees and retirees for health plan only)	$ 6,931,063	$ 6,777,593	7,078,329	9,084,326	8,976,611
% change in total health insurance plan cost	11.4%	(2.2%)	4.4%	28.3%	(1.2%)
Average annual insurance plan enrollment (employees and retirees, including health plan only, not those who participate in other plans and opt out of health/Rx coverage)	414	422	430	445	450
Town cost per employee/retiree per year based on total plan costs less employee/retiree contributions	$ 12,929	$ 12,799	12,856	16,771	16,392
Number of benefit and retirement orientation trainings offered to new employees	61	47	61	41	50
Number of open enrollment and/or other benefit changes processed	177	175	177	288	150
Number of claim issues managed	85	63	93	82	83

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Number of workplace training and online classes offered	17[1]	170	143	94	132
Workplace training attendees	802	2,076	1,640	3,001	2,538
Tuition reimbursement program participants	10	6	16	11	13

[1] In class sessions were reduced due to pandemic conditions

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Annual turnover	13%	12%	10%	9%	11%
Number of advertised positions	39	31	37	42	37
Number of applications received	4,412	3,172	4,227	3,838	3,912
Number of pre-employment selection tests offered	905	889	901	101	699
Number of qualified applicants interviewed	620	638	641	403	575
Average number of calendar days from posting to offer	68	70	43	53	58
Total number of hires into budget approved positions:	62	55	74	50	56
Full-time	53	43	61	40	47
Part-time	1	1	3	2	2
Part-time partial benefits	-	5	-	1	-
Temporary	8	6	10	4	7
Number of orientation sessions held	-	-	150	100	112

[1] This includes 'open until filled' positions that continuously collect applications for multiple vacancies.

PROGRAM: People and Culture 123

People & Culture Department Productivity Measures					
Effectiveness/Output Measures	**FY2022 Actual**	**FY2023 Actual**	**FY2024 Actual**	**FY2025 Actual**	**FY2026 Projected**
Number of public record requests received and processed	87	44	18	74	73
Number of employment verifications received	185	83	104	94	139
Number of personnel action forms processed	517	662	729	697	598
Number of notary services provided	42	65	79	115	66
Number of non-town employment disclosures received	64	20	17	38	46
Number of acceptance of favors or gratuities disclosures received	212	272	424	303	249
Number of unemployment claims received	18	5	5	3	11
Number of electronic forms/processes submitted	19[2]	0	1711	1110	1110

[1]Occurrences reduced due to pandemic conditions

[2]Process implemented in the last 6 weeks of the Fiscal Year

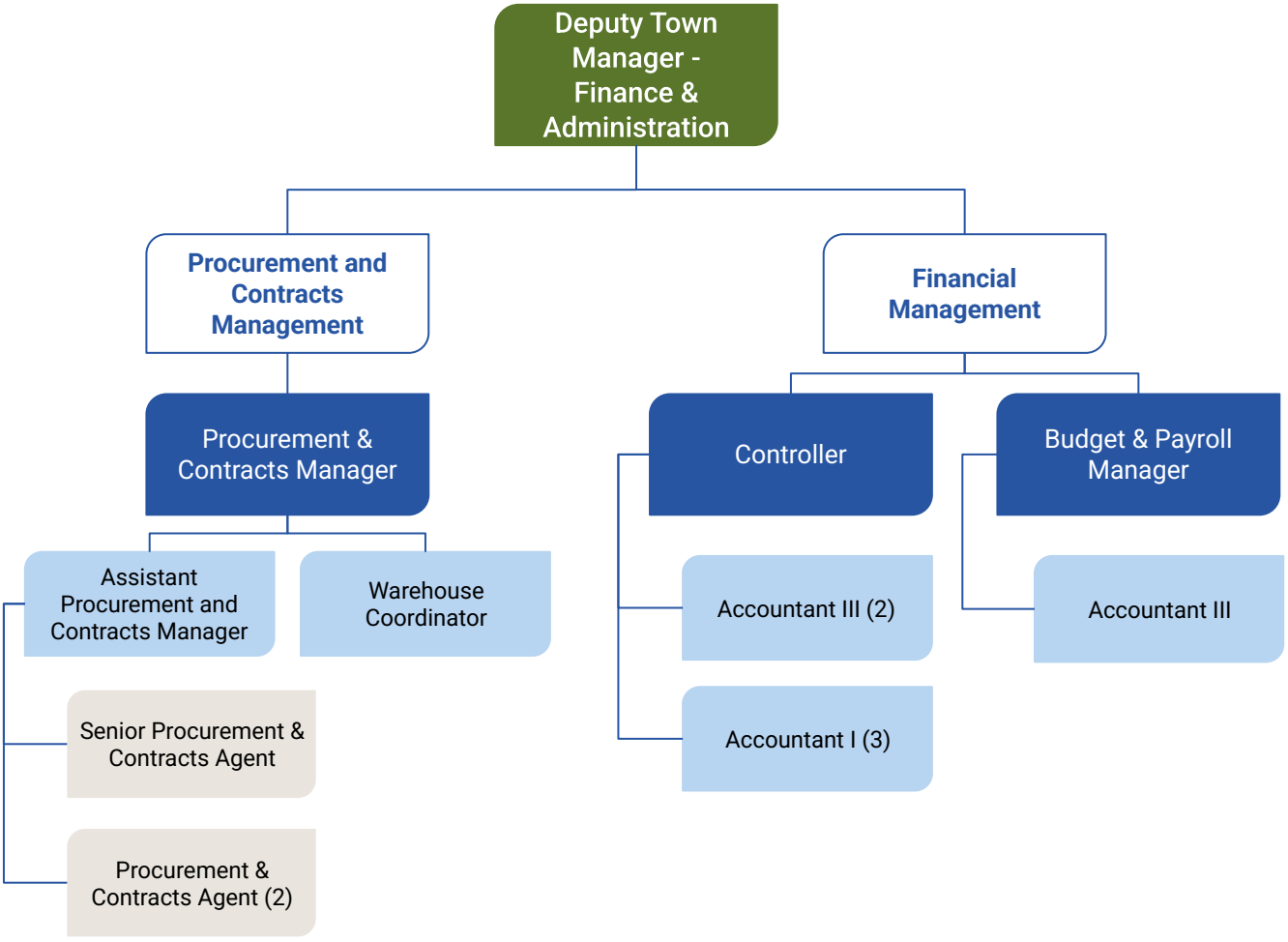


DEPARTMENT:
Finance

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

FINANCE DEPARTMENT ORGANIZATIONAL CHART



DEPARTMENT: FINANCE

MISSION

The Finance department is dedicated to providing the highest quality service through a commitment to excellence, integrity, and teamwork. We serve the finance and purchasing needs of the Town Council, citizens, Town Manager, Town employees and general public. We provide publications and information to inform citizens and other interested parties regarding the financial position and operations of the Town. We use Generally Accepted Accounting Principles and GFOA budgeting standards to assure that policy makers and the community are well informed, and the Town remains fiscally strong. It is important to us to perform our duties efficiently, effectively, reliably, and accurately. We take pride in serving our elected officials, our fellow employees, and our community.

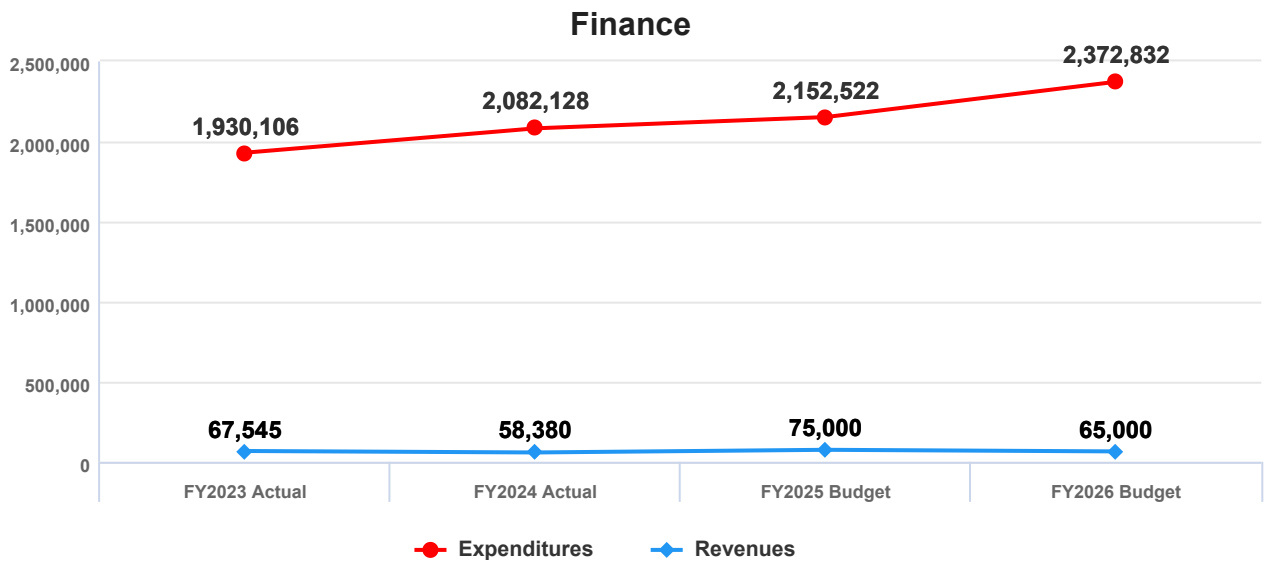
Revenue Summary

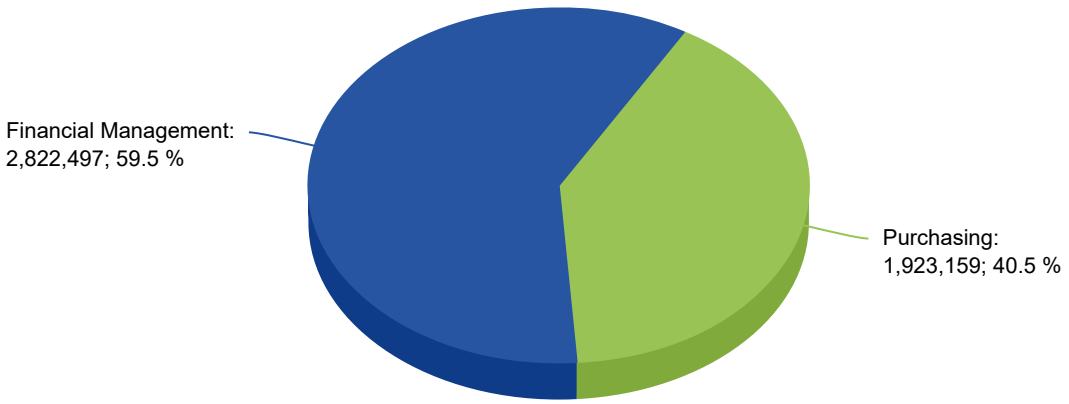
	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Taxi Permits	225	0	0	0	0	-%
Newsrack Enclosure Admin Fee	480	580	0	0	0	-%
Lien Search Fee	66,840	57,800	75,000	60,000	65,000	(13.33%)
TOTALS	**67,545**	**58,380**	**75,000**	**60,000**	**65,000**	**(13.33%)**

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	1,169,216	1,213,285	1,242,529	1,242,529	1,249,578	1,298,734	4.52%
Employee Benefits	575,125	591,487	658,493	658,493	670,563	808,043	22.71%
Contractual	151,346	214,986	227,980	228,771	226,686	241,410	5.89%
Commodities	28,830	31,335	23,520	23,520	25,060	24,645	4.78%
Capital Outlay	-	26,389	-	-	-	-	-%
Depreciation	3,326	1,820	-	-	-	-	-%
Other	2,264	2,827	-	-	-	-	-%
TOTALS	**1,930,106**	**2,082,128**	**2,152,522**	**2,153,313**	**2,171,887**	**2,372,832**	**10.23%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.





	FY2023	FY2024	FY2025	FY2026
Total Full Time Equivalent Employees	13.539	13.689	14.750	13.800

Program: Financial Management 141

MISSION

This division exists to provide central accounting, fiscal control and professional advice and recommendations in the formation of sound fiscal policies to ensure long-term financial strength for the Town of Palm Beach.

MAIN ACTIVITIES

The most important things we do to fulfill the mission are:

- Advise the Town Council and Manager regarding financial matters
- Develop and recommend administrative and Council fiscal policy
- Provide internal checks and balances regarding financial control and purchasing procedures
- Develop and submit an annual budget that is reliable and balanced
- Direct purchasing activities in an efficient and effective manner

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	648,885	642,594	671,795	671,795	650,028	723,138	7.64%
Employee Benefits	331,762	333,413	370,021	370,021	374,527	456,880	23.47%
Contractual	143,940	208,266	220,805	220,805	212,136	218,435	(1.07%)
Commodities	13,149	21,837	12,575	12,575	13,785	12,800	1.79%
Capital Outlay	-	20,296	-	-	-	-	-%
Depreciation	314	314	-	-	-	-	-%
Other	1,050	2,557	-	-	-	-	-%
TOTALS	**1,139,100**	**1,229,276**	**1,275,196**	**1,275,196**	**1,250,476**	**1,411,253**	**10.67%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the following table. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

The budget includes funds for the annual external audit, financial consultants for water feasibility, copy machine charges, supplies for annual wage reporting and the residential parking permit program, credit card discount fees on Town receipts, and postage.

COMMODITIES

Commodities include office supplies, professional membership dues/subscriptions and continuing education.

PROGRAM: **Financial Management 141**

DEPRECIATION

Depreciation includes a folding machine, which in FY2024 was switched to a lease.

OTHER

Other includes the principal and interest payments on the lease of a copy machine per GASB 87 Guidelines

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Director of Finance	0.850	0.750	0.000	0.000	0.000
Controller	0.000	0.000	0.975	1.000	1.000
Assistant Director of Finance	0.975	0.975	0.000	0.000	0.000
Budget & Payroll Manager	0.000	0.000	0.000	0.000	0.950
Budget Manager	0.000	0.000	0.900	0.950	0.000
Accountant III	0.000	0.000	2.900	2.900	2.900
Budget Analyst	0.900	0.900	0.000	0.000	0.000
Accountant	2.000	2.000	0.000	0.000	0.000
Accountant I	0.000	0.000	2.914	2.950	2.950
Accounting Technician	2.964	2.914	0.000	0.000	0.000
	7.689	7.539	7.689	7.800	7.800

FINANCE DEPARTMENT FY2025 ACCOMPLISHMENTS

- ✔ Worked with Town Manager and staff to prepare the FY2026 budget, which resulted in an increase in operating expenditures of 3.8%. The adopted millage rate was 3.05% less than FY2025.
- ✔ Awarded the Certificate of Achievement for Excellence in Financial Reporting for the 35th consecutive year by the Government Finance Officers Association of the United States and Canada
- ✔ Awarded the Distinguished Budget Presentation Award for the 31st year by the Government Finance Officers Association of the United States and Canada. Also received the Special Capital Recognition for the first time.
- ✔ Developed a 10-year long-term financial plan forecast. The forecast was used to develop the FY2026 budget.
- ✔ Developed a Popular Annual Financial Report (PAFR) for the second consecutive year, and submitted to the Government Finance Officers Association for review and recognition.
- ✔ Implemented a new budget software that streamlines the budget process for all departments and provides better reporting to Town Council, residents and the public.

Program: Financial Management 141

FY26 STRATEGIC GOALS AND OBJECTIVES

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Town's annualized blended return	(4.62%)	2.13%	6.31%	4.25%	3.90%
Town's benchmark return	(4.72%)	1.83%	5.76%	4.02%	3.90%

Finance Productivity Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Credit Rating – Issuer	AAA	AAA	AAA	AAA	AAA
Credit Rating – Revenue Bond	AAA	AAA	AAA	AAA	AAA
Number of Management letter comments in audit	0	0	0	0	0
Parking ticket collection rate	84.0%	82.9%	79.4%	81.1%	80.0%

PROGRAM: Procurement and Contracts Management 144

MISSION:

The Procurement and Contracts Management Division provides professional procurement services to the Town Departments while ensuring compliance with County Ethics Commission, Inspector General, Florida State Statutes, Federal Circulars, and Town Purchasing Policies and Procedures. These services include purchase of supplies, equipment services, and construction in an efficient, effective manner as well as managing the purchasing card program, the fixed asset inventory, central stores warehouse, and surplus property.

The Town of Palm Beach was awarded the National Purchasing Institute Achievement of Excellence in Procurement during FY25. Additionally, Town Procurement received the Florida Association of Public Procurement Officers Association award for Best Practices in FY25.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Develop and administer purchasing policies consistent with established policies and procedures and governmental best business practices.
- Solicit goods, services and construction services for Town Departments through RFP's, RFQ's and ITB's.
- Coordinate solicitation documents, award documents and agenda preparation for all sourced items.
- Administer the Town Purchasing Card Program.
- Prepare contracts/agreements for awarded solicitations.
- Continually seek to improve procurement and inventory processes while providing top quality service and products.
- Ensure delivery of critical purchases on time.
- Maintain positive vendor relationships.
- Administer evaluation process for vendor performance for both goods, services and construction.
- Facilitate the sale of surplus Town assets through an online Government Auction Site.
- Evaluate warehouse stock to minimize long-term storage and obsolete materials.
- Engage performance improvement with user departments/divisions.
- Provide internal stakeholder training and to the vendor community.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	520,330	570,690	570,734	570,734	599,550	575,596	0.85%
Employee Benefits	243,363	258,074	288,472	288,472	296,036	351,164	21.73%
Contractual	7,405	6,720	7,175	7,966	14,550	22,975	220.21%
Commodities	15,681	9,498	10,945	10,945	11,275	11,845	8.22%
Capital Outlay	-	6,094	-	-	-	-	-%
Depreciation	3,012	1,506	-	-	-	-	-%
Other	1,214	270	-	-	-	-	-%
TOTALS	**791,006**	**852,852**	**877,326**	**878,117**	**921,411**	**961,579**	**9.60%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

Program: Procurement and Contracts Management 144

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

The increase in contractual is proposed for training. Training is seen as a best practice for Procurement as solicitations are more complex. Town Purchasing implemented an E-Bidding Platform for solicitations and Contract Management. The increase was offset from other programs within the Procurement Budget as continuous training was noted to be the best expense of funds to ensure sound contract management and sourcing for the Town.

COMMODITIES

Estimates for commodities have increased based on current market conditions

OTHER

Other includes the principal and interest payments on the lease of a copy machine per GASB 87 guidelines

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Procurement & Contracts Manager	1.000	1.000	1.000	1.000	1.000
Assistant Procurement & Contracts Manager	1.000	1.000	1.000	1.000	1.000
Senior Procurement & Contracts Agent	-	-	1.000	1.000	1.000
Procurement & Contracts Agent	-	-	2.000	2.000	2.000
Warehouse Coordinator	1.000	1.000	1.000	1.000	1.000
Buyer	1.000	1.000	-	-	-
Junior Buyer	1.000	1.000	-	-	-
Senior Buyer	1.000	1.000	-	-	-
	6.000	6.000	6.000	6.000	6.000

PURCHASING DEPARTMENT FY2025 ACCOMPLISHMENTS

- ✔ Updated Purchasing Policy and Procedures Manual – Administrative Procedure No. 1-25-4
- ✔ Procurement and Contract Management was awarded the National Procurement Institute Award for Excellence in Government Purchasing (NPI AEP). The Town was one of 196 agencies in North America to be honored with this award. This is the Town's fifth time receiving this prestigious award representing best practices in Public Procurement.
- ✔ Procurement and Contract Management was awarded the Florida Association of Public Procurement Officers (FAPPO) Award for Excellence in Governmental Purchasing. The Town was one of 25 agencies in the State to be awarded this honor. This is the third consecutive award for best practices in Public Procurement.
- ✔ Purchasing expanded the use of the E-Bidding and E-Contract Management Software during FY24 and FY25. The initial deployment was in FY19, with the overall goals of streamlined rankings of RFP's and RFQ's, greater accountability in the process and greater outreach to the vendor community to respond to Town solicitations. The E-Bidding Platform is web-based and has been noted by the vendor community to be easier to use in responding to solicitations. The goal of the Contract Management

PROGRAM: Procurement and Contracts Management 144

Tool was to be able to share all vendors that currently have contracts or agreements with Town staff or the vendor community, provide for better management of renewals and for capturing metrics of vendor performance. Both the E-Bidding Platform and Contract Management Software were reviewed by the Office of the Inspector General. The E-Bidding Software has allowed for more first time participation in Town issued solicitations.

- ✔ During FY25, 891 new vendor registrations were logged in the E-Bidding Platform for solicitations to potentially do work for the Town.
- ✔ Pursued surveys on all vendor performance for each awarded contract to determine level of performance and satisfaction. Public Works and Recreation are currently completing vendor survey of performance. This initiative is being expanded for all contracts that are used by all departments in December 2025.
- ✔ Continued search for agreements that were originally handled by Departments with the goal of entering into the Contract Management Program. Worked with departments and divisions to secure information.
- ✔ Sought greater outreach to the vendor community for participation in Town Solicitations.
- ✔ Conducted annual survey on level of service being provided by Procurement with the goal of providing the best in Customer Service.
- ✔ Facilitated selection committee meetings, per-bid meetings, bid openings through electronic platforms to maintain transparency to the procurement process.
- ✔ Incorporated the use of Subject Matter Experts to participate in Selection Committees for solicitations both from the private and public sectors.
- ✔ The Procurement and Contract Division Director continued the responsibility to write Town Council Agenda Items related to all purchasing related items for all departments.
- ✔ During FY25, procurement staff continued outreach to all operating departments and divisions with a goal of providing the best in service, timely response to strategic sourcing and providing guidance to routine business needs. Additionally, the senior buyer, buyer and junior buyer positions have been meeting with respective user departments and divisions for greater knowledge of upcoming needs.
- ✔ Encouraged procurement and contract staff to obtain national certification through educational offerings. There is a requirement for three years of government procurement experience and number of course work to be able to qualify for testing. Staff continued educational opportunities. Currently, all eligible employees have sat for accreditation testing.
- ✔ Developed refresher training for p-card holders online to ensure compliance with established policy and procedures. The class was offered through NeoGov.
- ✔ Successfully completed annual warehouse physical inventory with oversight with external auditor.
- ✔ Expanded the use of primary, secondary and tertiary vendors for all itemized contracts. This provides the Town with options in the event that a contractor cannot provide the required services as requested.
- ✔ Staff has attended monthly meetings of the NIGP Cooperative within the South Florida region.
- ✔ Procurement and Contract Division Director presented at FAPPO, Florida Association of Public Procurement Officers at the Spring Conference and then at the Fall Conference for the National Procurement Institute. He also has presented at the National Convention for Government Finance Officers Association (GFOA) for the last two years on various procurement topics.
- ✔ Increased spending on purchase cards to $4,537,549 in FY24, earning the Town a rebate in the amount of $52,249.03. PFM and the bank run the rebate program from January 1st to December 31st each year. The rebate for FY25 will not be known until February 2026.
- ✔ Continue practice of providing the best in Internal Customer Service to the departments and divisions that are served.

Program: Procurement and Contracts Management 144

✔ Focused on obtaining Best Value for all solicitations.

Performance Measures

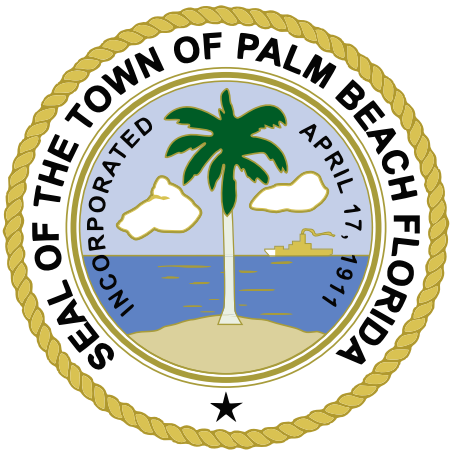
Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Number of employees trained	47	62	193	131	

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Surveys completed by Town end users	59	76	101	844	

Procurement Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Purchase orders written	1,059	1,114	1,284	1,222	
Total Value of Purchase Orders Issued	$ 165,508,133	$ 26,695,472	$ 44,924,421	$ 91,626,523	
Formal bids, RFPs, RFQs	24	51	36	30	
Purchase orders ($1.00 - $4,999)	605	571	N/A (thresholds have changed)	N/A (thresholds have changed)	
Purchase orders ($5,000 - $9,999)	153	165	N/A (thresholds have changed)	N/A (thresholds have changed)	
Purchase orders ($1,000 - $9,999)	N/A	N/A	850	768	
Purchase orders ($10,000-$34,999)	168	229	N/A (thresholds have changed)	N/A (thresholds have changed)	
Purchase orders ($10,000-$49,999)	N/A	N/A	279	278	
Purchase orders ($35,000 - $99,999)	99	86	N/A (thresholds have changed)	N/A (thresholds have changed)	
Purchase orders ($50,000 - $99,999)	N/A	N/A	85	89	
Purchase orders (>$100,000))	33	63	70	87	
Warehouse –# of issues	2,697	2,440	2,868	2,575	
Dollars spent using purchasing cards	$ 2,130,274	$ 3,009,986	$ 4,537,550	Information not available until January 2026	
# of Credit Card Transactions	5,331	6,494	7,265	Information not available until January 2026	
Credit Card Rebate	$ 20,700	$ 30,380	$ 52,249	Information not available until January 2026	
Surplus sales	$ 59,088	$ 76,735	$ 119,112	$ 77,028	


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911

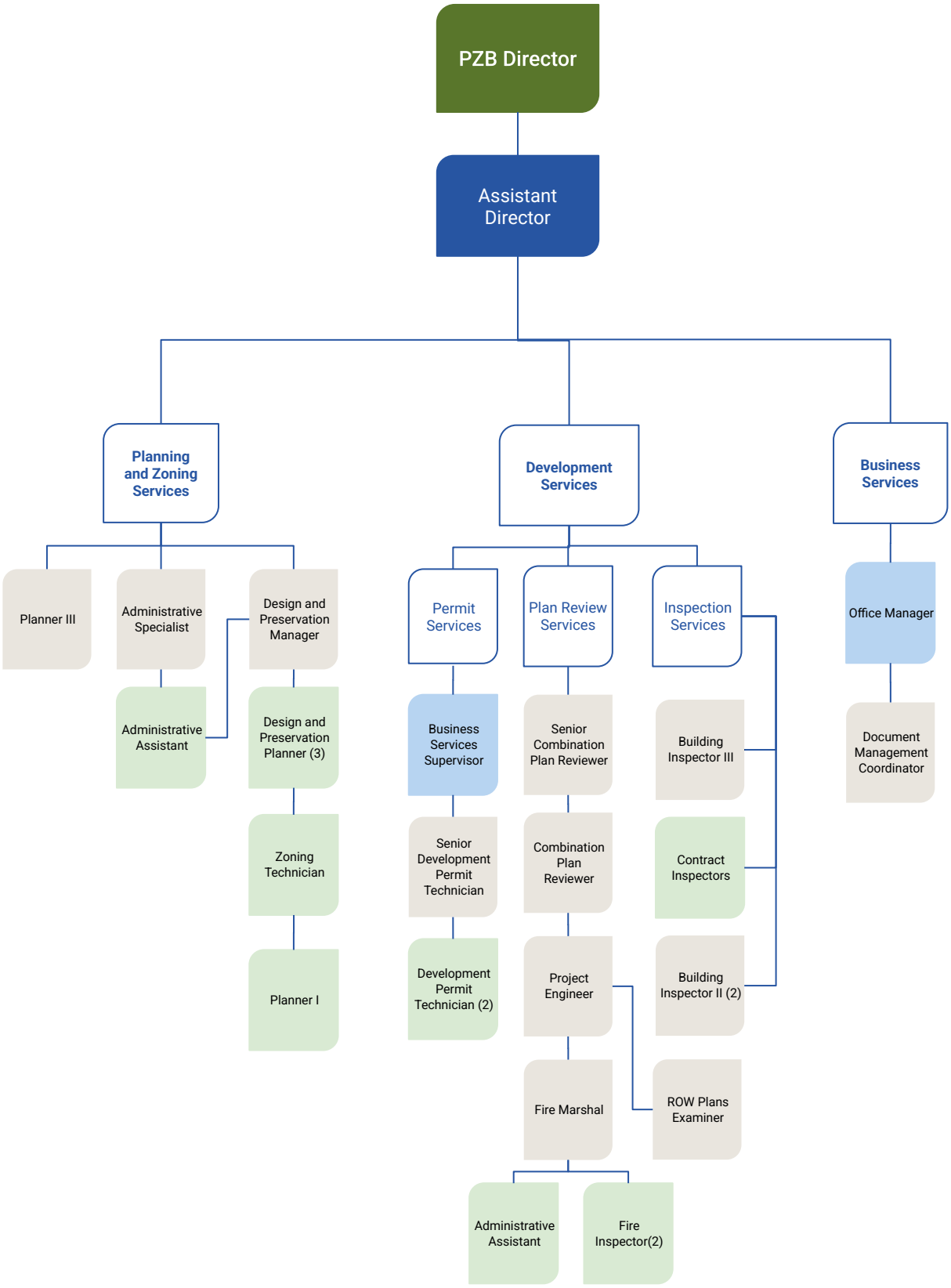


DEPARTMENT:

Planning, Zoning and Building

Town of Palm Beach / FY 2026 Adopted Annual Budget

PLANNING, ZONING AND BUILDING ORGANIZATIONAL CHART



DEPARTMENT: PLANNING, ZONING AND BUILDING

MISSION

The Planning, Zoning and Building Department identifies, recommends and implements the vision of the community, as expressed through the policies of the Town Council, relative to the development, redevelopment and use of real property, to ensure the beauty, quality of life and character of the Town, and the health, safety and welfare of our residents, businesses and visitors, while providing the highest quality of service to our customers.

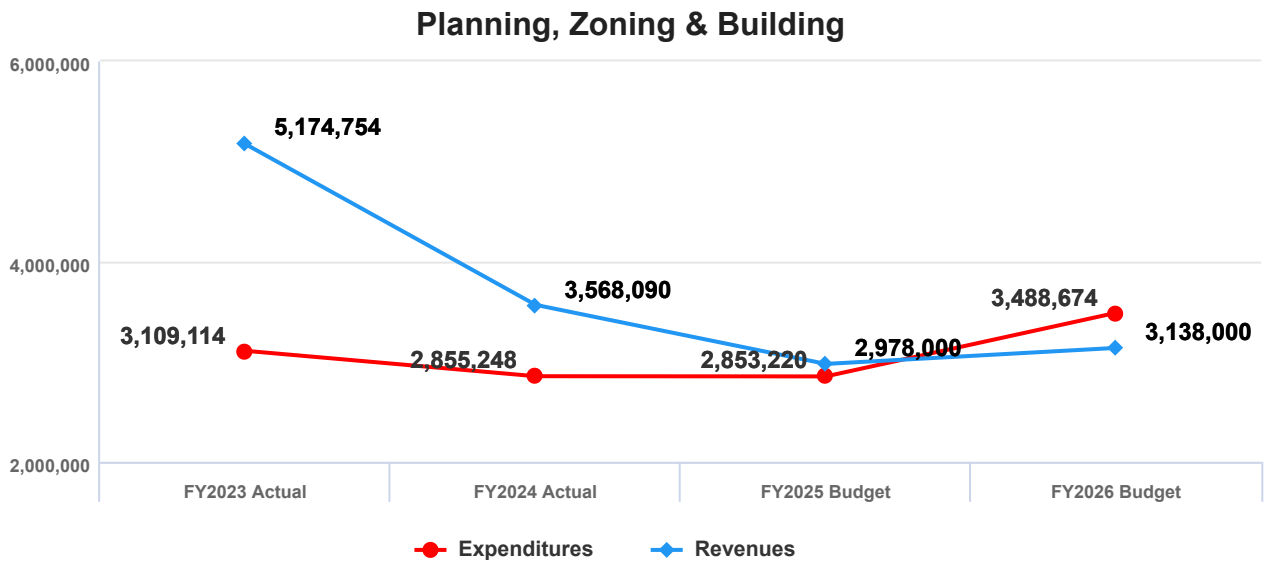
Revenue Summary

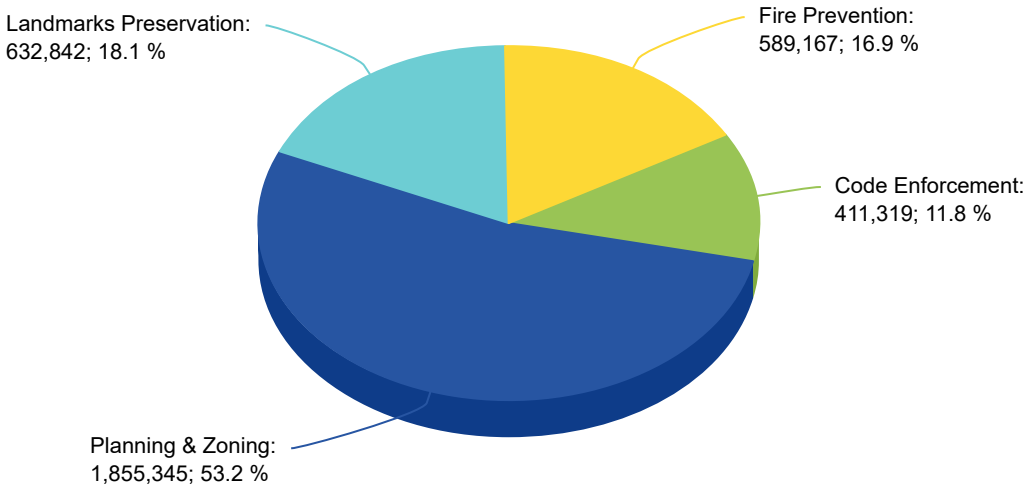
	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Business Tax Receipts	856,866	879,952	875,000	875,000	875,000	-%
Business Tax Receipt Penalties	60,031	60,815	40,000	40,000	40,000	-%
Except/Var. App.	689,303	557,618	500,000	500,000	500,000	-%
Abandonments	1,000	1,871	1,000	1,000	1,000	-%
Architectural Fees	456,800	523,414	450,000	450,000	450,000	-%
Landmarks Submittal	50,900	60,150	65,000	65,000	65,000	-%
Miscellaneous Permit Fees	(1,000)	(350)	2,500	7,000	7,500	200.00%
Right Of Way Permits	978,187	1,168,936	750,000	900,000	900,000	20.00%
County Occ. Licenses	22,409	21,560	15,000	20,000	20,000	33.33%
Tent Permits	23,349	14,126	15,000	-	-	(100.00%)
Code Compliance Fines	1,980,575	119,160	150,000	125,000	125,000	(16.67%)
Code Compliance Admin Fee	6,550	4,950	4,500	4,500	4,500	-%
Credit Card Customer Surcharge	49,784	155,888	110,000	150,000	150,000	36.36%
TOTALS	**5,174,754**	**3,568,090**	**2,978,000**	**3,137,500**	**3,138,000**	**5.37%**

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	1,137,322	1,244,988	1,377,878	1,377,878	1,329,989	1,391,824	1.01%
Employee Benefits	401,938	478,852	706,775	706,775	697,731	814,668	15.27%
Contractual	1,542,712	1,092,115	717,852	1,410,782	995,142	1,238,043	72.46%
Commodities	22,535	36,989	32,715	32,715	42,115	44,139	34.92%
Capital Outlay	-	-	18,000	18,000	18,000	-	(100.00%)
Depreciation	4,607	2,303	-	-	-	-	-%
TOTALS	**3,109,114**	**2,855,248**	**2,853,220**	**3,546,150**	**3,082,977**	**3,488,674**	**22.27%**

*FY2025 Adjusted includes FY2025 adopted budget plus purchase orders written against the FY2024 budget but spent against the FY2025 budget.





	FY2023	FY2024*	FY2025	FY2026
Total Full Time Equivalent Employees	9.475	10.675	14.100	13.850

*In FY2024 two programs were moved from the General Fund into the new Building Enterprise Fund

Program: Planning and Zoning 211

MISSION:

This division exists to stabilize and preserve the aesthetic, historical and economic values of Palm Beach.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Coordination and support of ARCOM, Planning & Zoning Commission and Town Council;
- Conduct planning and zoning studies, and recommend changes where necessary;
- Prepare the Comp Plan EAR
- Develop, recommend, implement and enforce policies in a highly professional manner;
- Maintain all maps and data contained in the Comprehensive Plan and Land Development Regulations;
- Interpret Zoning Code, Comprehensive Plan and Land Development Regulations and process applications;
- Keep citizens informed of policies and procedures and solicit input from citizens; and
- Work continually to improve the efficiency and effectiveness of the processes of the department.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	595,058	630,453	547,627	547,627	646,434	521,760	(4.72%)
Employee Benefits	180,693	223,089	274,493	274,493	282,011	286,888	4.52%
Contractual	1,289,181	911,124	526,500	1,219,430	795,500	1,026,700	95.00%
Commodities	6,947	14,503	12,000	12,000	22,500	19,997	66.64%
TOTALS	**2,071,879**	**1,779,169**	**1,360,620**	**2,053,550**	**1,746,445**	**1,855,345**	**36.36%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Includes costs associated with legal services, general planning activities, and concurrency studies per state law.

COMMODITIES

Includes office and computer supplies and replacement costs, and continued software enhancements.

PROGRAM: Planning and Zoning 211

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Director of Planning Zoning & Building	0.700	0.700	0.700	0.350	0.350
Assistant Director of PZB	0.350	0.350	0.350	0.350	0.350
Design & Preservation Manager	0.000	0.000	0.000	0.250	0.250
Planner III	0.000	1.000	1.000	1.000	1.000
Zoning Manager	1.000	0.000	0.000	0.000	0.000
Design & Preservation Planner	0.000	0.000	0.800	1.600	1.200
Planner I	0.500	0.500	0.500	0.250	0.250
Office Manager	0.000	0.000	0.000	0.250	0.250
Administrative Specialist	0.500	0.500	0.500	0.250	0.250
Zoning Technician	0.000	0.500	0.500	0.500	0.500
Administrative Assistant	0.500	0.000	0.500	0.500	0.500
Historic Preservation Planner	0.400	0.400	0.000	0.000	0.000
	3.950	3.950	4.850	5.300	4.900

PLANNING & ZONING FY2025 ACCOMPLISHMENTS

- Continue to use and improve the One Permit per Project process to reduce the number of permits issued each year
- Continued to refine ARCOM and LPC Administrative reviews/approvals which are now processed as permits
- Implemented Enterprise Permitting & Licensing software (EPL)
- Continuous integration and development of the EPL software are being completed to provide for best customer experience, most efficient staff utilization, and allowing for green initiatives regarding less resources
- Worked extensively with department staff, the public and the Planning & Zoning Commission to review and update our Comprehensive Plan
- Continuing to work on reforming the Zoning Code, bringing forward Quick Fixes for review.
- Completed the ISO/FEMA 5 year cycle visit for the Community Rating System (CRS)
- Reconfigured the front lobby to better serve the public and provide for better utilization of space.
- Managed the Traffic and Parking Study initiative, completed by The Corradino Group, to provide updated information on traffic congestion and parking

Program: Planning and Zoning 211

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Comprehensive Plan amendments processed	1	1	-	2	2
Zoning amendments processed	7	7	1	4	8
Development review application processed	94	99	76	N/A	N/A
TC ZON Only applications processed	-	-	34	5	5
ARCOM applications processed	170	203	176	N/A	N/A
ARCOM/ZON applications processed	-	-	-	130	130
ARCOM Staff approvals processed	778	586	586	859	850
ARCOM Time Extensions processed	-	-	-	7	10
COA/ZON Combo applications processed	-	-	-	111	120
HSB/ZON Combo applications processed	-	-	-	8	10
LPC Staff approvals processed	N/A	168	163	226	177
Properties Designated a Landmark	-	-	-	8	15
COA Only applications processed	-	-	-	91	79
# of Business Tax receipts issued	1,678	1,710	1,477	2,285	2,285
# of new business applications processed	208	208	165	515	500
# of records request processed	2,183	2,010	2,010	1,434	2,000

PROGRAM: Landmarks Preservation 214

MISSION:

This division exists to serve the Town's desire to maintain its rich history and quality of life by stabilizing and preserving the historic and economic value of significant physical structures, features, and other properties.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Coordinate and support the Landmark Preservation Commission;
- Develop, recommend and enforce policies that serve historic preservation;
- Inform and educate our citizens;
- Process Certificates of Appropriateness as directed by codes and policy;
- Discuss and entertain requests for possible designation of properties as historic; and
- Maintain accurate records and files.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	70,397	89,206	256,079	256,079	99,296	273,904	6.96%
Employee Benefits	19,790	33,031	131,070	131,070	110,308	158,206	20.70%
Contractual	224,130	160,990	162,000	162,000	176,000	194,000	19.75%
Commodities	3,427	4,578	5,200	5,200	7,000	6,732	29.46%
TOTALS	**317,743**	**287,805**	**554,349**	**554,349**	**392,604**	**632,842**	**14.16%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contract costs related to landmark designation studies and historic preservation.

COMMODITIES

Office supplies and minor software enhancements

Program: Landmarks Preservation 214

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Director of Planning Zoning & Building	0.050	0.050	0.050	0.150	0.150
Assistant Director of PZB	0.050	0.050	0.050	0.150	0.150
Design & Preservation Manager	0.000	0.000	0.000	0.500	0.500
Design & Preservation Planner	0.000	0.000	0.600	0.750	0.900
Planner I	0.000	0.000	0.000	0.250	0.250
Office Manager	0.000	0.000	0.000	0.250	0.250
Administrative Specialist	0.000	0.000	0.000	0.250	0.250
Zoning Technician	0.000	0.000	0.000	0.250	0.250
Historic Preservation Planner	0.300	0.300	0.000	0.000	0.000
	0.400	0.400	0.700	2.550	2.700

LANDMARKS PRESERVATION FY2025 ACCOMPLISHMENTS

- ✔ GIS capabilities to view Landmarked properties and Historically Significant properties throughout the Town internally.
- ✔ The Commission reviewed **29** Certificates of Appropriateness (COA).
- ✔ The Commission reviewed **11** Historically Significant Buildings (HSB).
- ✔ The Commission was able to conduct **7** new designation hearings prior to the end of the fiscal year.
- ✔ On behalf of the Commission, staff (with Preservation Consultants Murphy Stillings) designated **6** Historically Significant Buildings.
- ✔ The Town Council passed **3** Historic Ad Valorem Tax Exemption resolutions for Landmarked properties that received COA approvals from the Landmarks Preservation Commission.
- ✔ Procedures were adopted to strengthen the LPC process and protect the Town's heritage:
  - ♦ Training on preservation topics were hosted in 2024 by the Preservation Foundation of Palm Beach for LPC, Town Council, ARCOM, and Town Staff. Staff provides a more robust onboarding for new Commission members to ensure the continuity of the Landmarks Program.
  - ♦ Staff continues to monitor significant projects in the field more frequently in addition to final inspections.

FY26 STRATEGIC GOALS AND OBJECTIVES

Performance Measures	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Projected
Number of historically significant buildings preserved under this program	14	14	7	10

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
# of COA/ZON Combo applications processed	-	-	-	111	120
# of HSB/ZON Combo applications processed	-	-	-	8	10
# of LPC Staff approvals processed	165	168	163	204	200
# of Properties Designated a Landmark	6	15	5	8	10
# of Properties Designated a Historic Building	-	14	5	7	10
# of COA Applications processed	33	70	70	N/A	N/A

PROGRAM: Fire Prevention 215

(Program managed by Fire Rescue)

MISSION:

This division exists to enforce Federal, State and local life safety codes to protect life and property to improve the community.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Educate the community on life saving skills, fire prevention and community risk reduction programs
- Conduct annual fire safety inspections
- Managing the adequacy and reliability of the fire protection water supply
- Conduct community risk analysis
- Create or revise ordinances to enhance fire prevention
- Generate revenue through fire inspection and other fees
- Investigate fires for cause and origin

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	264,010	304,303	354,721	354,721	366,708	367,966	3.73%
Employee Benefits	80,415	95,873	158,780	158,780	161,230	208,409	31.26%
Contractual	23,829	15,925	18,152	18,152	18,152	7,883	(56.57%)
Commodities	1,628	3,913	4,315	4,315	4,315	4,910	13.79%
TOTALS	**369,881**	**420,014**	**535,968**	**535,968**	**550,405**	**589,167**	**9.93%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual increased due to increases in travel expenses.

COMMODITIES

Commodities increased due to membership fee increases.

Program: Fire Prevention 215

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Fire Marshal	1.000	1.000	1.000	1.000	1.000
Fire Inspector	1.000	1.000	1.000	2.000	2.000
Administrative Assistant	0.000	0.000	0.000	0.500	0.500
Administrative Assistant (Part Time)	0.375	0.375	0.375	0.000	0.000
	2.375	2.375	2.375	3.500	3.500

FIRE PREVENTION PROGRAM FY2025 ACCOMPLISHMENTS

- Ensured that all commercial buildings were inspected for unsafe design and use
- Improved cooperation, coordination, and integration with Planning Zoning and Building Department for construction related matters
- Improved cooperation, coordination, and integration with Public Works for all town projects, including undergrounding, roadways and town infrastructure projects
- Attended all meetings related to undergrounding
- 100% of inspections completed
- Increased compliance with NFPA1 and Town ordinance for complete buildings

FY26 STRATEGIC GOALS AND OBJECTIVES

Performance Measures	FY24 Actual	FY25 Actual	FY26 Projected
Percentage of annual fire prevention inspections on all commercial and multi-family properties	100%	100%	100%
Number of false fire alarms (NFIRS 700 class) incidents	582	604	592

PROGRAM: Fire Prevention 215

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Building plans reviewed	1,917	1,917	1,917	1,904	1,904
Pre-fire plans completed	0*	158	158	975	975
Fire hydrants tested and maintained	398	403	403	403	403
High-rise safety training programs delivered	-	11	11	3	13
Fire extinguisher training programs delivered	-	16	16	17	17
Total inspections conducted	622	1,267	1,267	1,239	1,275
Inspections conducted by shift members	137	650	650	384	255
Inspections conducted by Fire Prevention	485*	617	617	1,683	1,705

* Cancelled or reduced due to Covid-19

Program: Code Enforcement 216

(Program managed by Police)

MISSION:

The Code Enforcement Unit is responsible for the enforcement of codes and ordinances relating to quality of life, public safety and health, building and licensing, sanitation, nuisance, parks and recreation, trees and shrubs, and landmark preservation. The Code Enforcement Unit pro-actively conducts inspections and investigates code and ordinance violations, citing violators when necessary, and prosecuting violations either through the Town Code Enforcement Board or when applicable, the County Court system through the process set forth in Florida Statutes Chapter 162.

MAIN ACTIVITIES

The most important things we do to fulfill the mission are:

- To respond to complaints from citizens
- Conduct inspections and investigate code and ordinance violations
- Issue code enforcement citations to violators
- To attempt to achieve compliance prior to having to go to Code Enforcement Board meetings/hearings
- Prepare and maintain correspondence and board meeting minutes
- Complete Records Requests
- Supply the Town Manager with Statistical Data

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	207,856	221,025	219,451	219,451	217,551	228,193	3.98%
Employee Benefits	121,041	126,860	142,432	142,432	144,182	161,166	13.15%
Contractual	5,572	3,873	11,200	11,200	5,490	9,460	(15.54%)
Commodities	10,534	13,996	11,200	11,200	8,300	12,500	11.61%
Capital Outlay	-	-	18,000	18,000	18,000	-	(100.00%)
Depreciation	4,607	2,303	-	-	-	-	-%
TOTALS	**349,611**	**368,057**	**402,283**	**402,283**	**393,523**	**411,319**	**2.25%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contracted services slightly decreased due to postage and data line charges.

PROGRAM: **Code Enforcement 216**

COMMODITIES

Commodities increased due to the addition of Code Enforcement Officers, training for those Officers, as well as an increase in fuel charges for unit vehicles.

CAPITAL OUTLAY

The FY26 budget reflects a slight decrease due to not requiring expenditure funds for new vehicle depreciation gaping. In FY25, vehicles were replaced, but replacement costs were higher than the accumulated depreciation. One time expenditure funds were budgeted to compensate for this gap in funding (Depreciation Gap).

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Office Manager	0.000	0.000	0.000	0.000	0.750
Lead Code Compliance Officer	0.000	0.000	1.000	0.000	0.000
Lead Code Enforcement Officer	0.000	0.000	0.000	1.000	1.000
Code Compliance Officer I	2.000	2.000	1.000	0.000	0.000
Code Enforcement Officer	0.000	0.000	0.000	1.000	1.000
Parking/Code Enforcement Specialist	0.750	0.750	0.750	0.750	0.000
	2.750	2.750	2.750	2.750	2.750

CODE ENFORCEMENT FY2025 ACCOMPLISHMENTS

- ✔ Assisted other departments in the collection of outstanding dues and fines such as Finance, Public Works, and the Fire Marshall (i.e. Solid Waste bills, false fire alarms, etc.)
- ✔ Brought extremely old cold cases into compliance and collected outstanding fines on these properties
- ✔ Continued to provide timely and consistent enforcement of the Town of Palm Beach Code of Ordinances
- ✔ Taken proactive steps to promote voluntary code compliance from business, landscapers, construction companies and residents
- ✔ Continued to educate the public and achieve voluntary compliance with lighting during Turtle Season
- ✔ Code Enforcement collected past due fines for the Fire Marshall for False Fire Alarms and Violations
- ✔ Recruited, hired, trained, and managed Code Enforcement Officers in the furtherance of enforcing Town Ordinances
- ✔ Implemented a new Turtle lighting letter that was mailed to all coastal properties
- ✔ Code Enforcement collected past due Right of Way fines
- ✔ Implemented warning letters to property owners whose landscaping companies who were still using gas powered leaf blowers and have seen substantial compliance from landscapers changing to electric leaf blowers

FY26 STRATEGIC GOALS AND OBJECTIVES

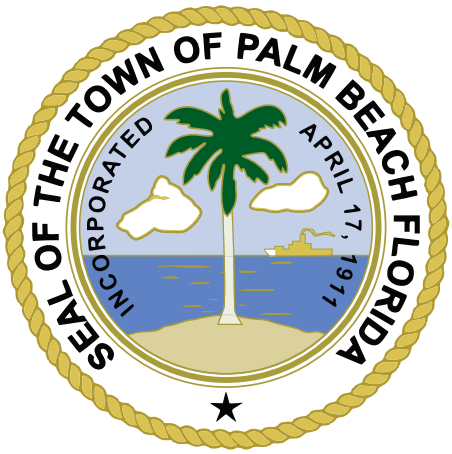
To continue to gain compliance through outreach and education.

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Code violation complaints	1,478	1,828	2,380	2,585	2,000
Code violations issued *	1,145	1,578	1,841	2005	1,500
Code violation cases brought for CEB	54	66	129	102	60

*Violations issued include: Verbal Warnings, Written Warnings, NOV Letters & NOV Citations

** Projected figures are less because our goal is to obtain compliance before having to go to a hearing.

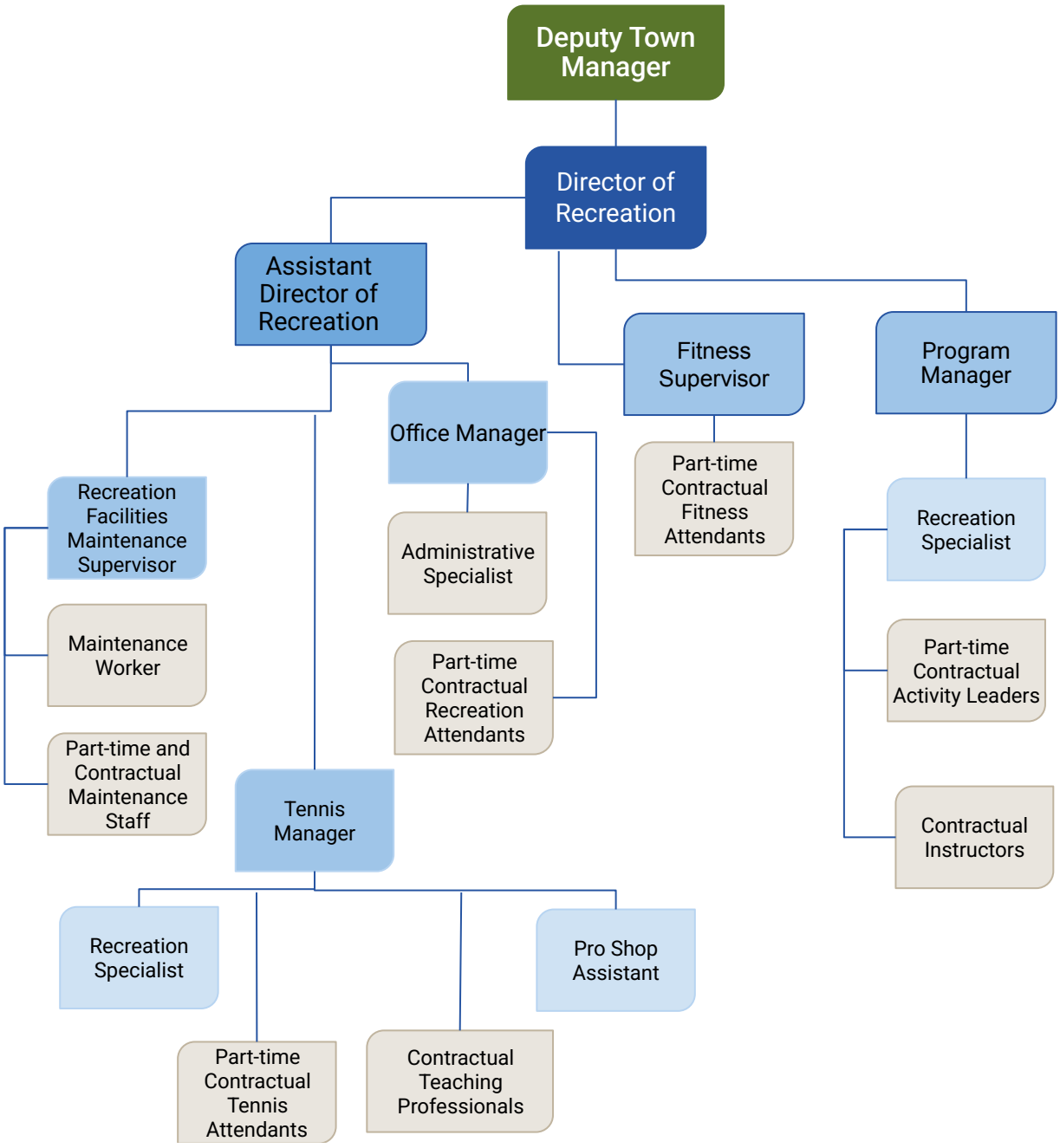

SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



DEPARTMENT:
Recreation

Town of Palm Beach / FY 2026 Adopted Annual Budget

RECREATION DEPARTMENT ORGANIZATIONAL CHART



DEPARTMENT: RECREATION

The goal of the Recreation Department is to provide outstanding recreational opportunities, excellent customer service, and safe, well-maintained facilities at Seaview Park and Phipps Ocean Park Tennis Centers, and the Mandel Recreation Center.

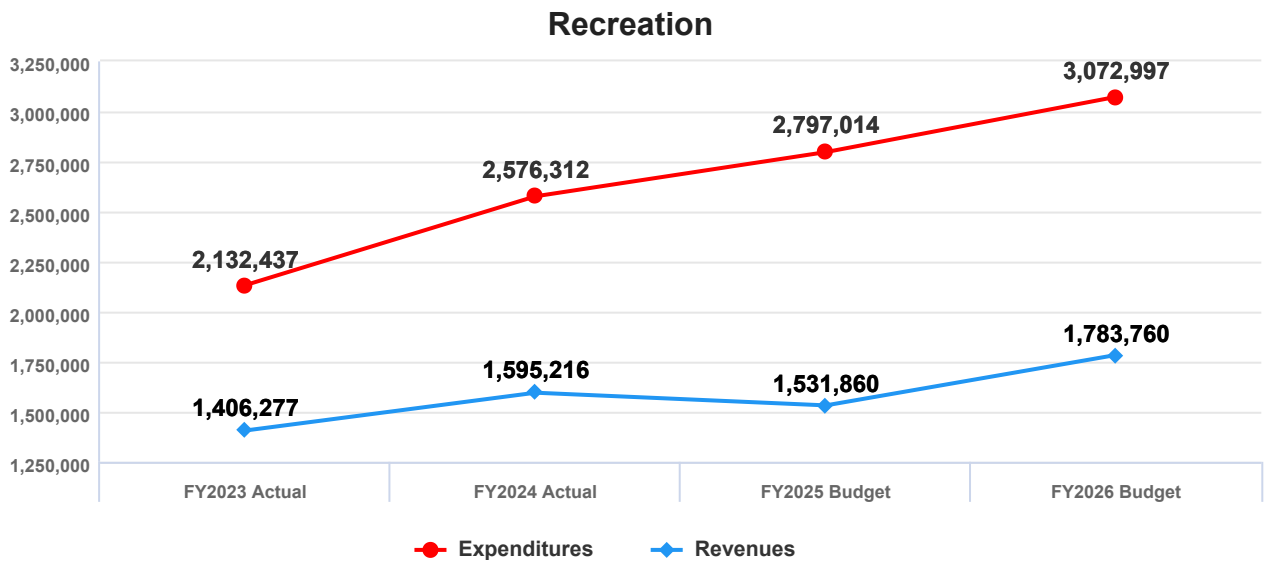
Revenue Summary

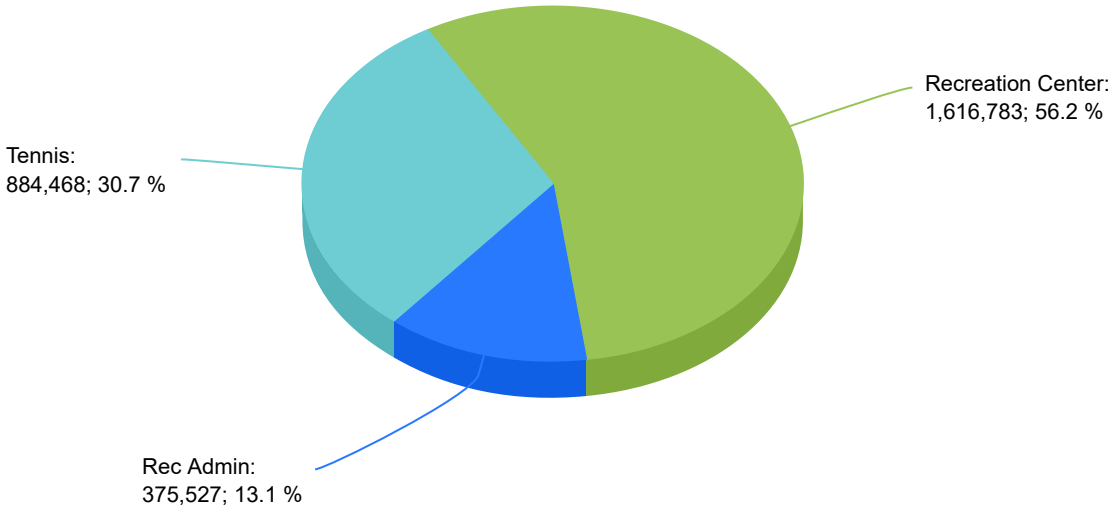
	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Adult Program Fees (Rec)	5,854	30,426	25,000	25,000	30,000	20.00%
Youth Program Fees (Rec)	564,769	580,392	620,000	547,200	620,000	-%
Soma Dome fees	125	168	-	200	100	100.00%
Fitness Center Classes	17,423	24,834	25,000	17,500	25,000	-%
Tennis Mixers	513	442	2,000	1,500	2,000	-%
Merchandise Sales	31,867	36,033	45,000	40,000	45,000	-%
Adult Program Fees (Tennis)	640	2,735	3,000	50	-	(100.00%)
Tennis 12 Play Pass	40,797	39,818	-	-	-	-%
Daily Tennis Court Fees	55,670	68,388	70,000	125,900	125,000	78.57%
Annual Tennis Court Fees	87,135	92,553	90,000	115,000	120,000	33.33%
Marina Amenity	191,100	200,660	200,660	200,660	200,660	-%
Passes/Daily Admission	156,181	193,344	90,000	170,000	200,000	122.22%
Personal Training	-	48,810	75,000	90,000	-	(100.00%)
Promotional Merchandise	1,802	1,368	2,500	1,300	2,500	-%
Town Share Tennis Teaching Services	176,870	203,235	215,200	337,300	350,000	62.64%
Town Share Tennis Merchandise Sales	1,907	1,345	-	-	-	-%
Tennis Pro Admin Fees	13,500	10,125	-	-	-	-%
Facility Rental Fees (Tennis)	1,399	4,023	2,500	2,900	2,500	-%
Facility Rental Fees (Rec)	57,948	51,372	50,000	52,000	45,000	(10.00%)
Seview Park Concession	777	5,145	16,000	13,000	16,000	-%
TOTALS	**1,406,277**	**1,595,216**	**1,531,860**	**1,739,510**	**1,783,760**	**16.44%**

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected*	FY2026 Budget	% Change
Salaries and Wages	603,242	745,353	883,896	883,896	831,698	960,690	8.69%
Employee Benefits	369,860	397,104	505,734	505,734	511,401	771,533	52.56%
Contractual	953,356	1,206,664	1,239,850	1,444,549	1,208,652	1,127,830	(9.03%)
Commodities	152,002	174,987	118,790	121,074	126,781	134,200	12.97%
Capital Outlay	-	1,728	-	-	-	30,000	100.00%
Depreciation	52,244	48,744	48,744	48,744	48,744	48,744	(0.00%)
Other	1,733	1,733	-	-	-	-	-%
TOTALS	**2,132,437**	**2,576,312**	**2,797,014**	**3,003,997**	**2,727,276**	**3,072,997**	**9.87%**

* FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.





	FY2023	FY2024	FY2025	FY2026
Total Full Time Equivalent Employees	11.446	11.194	12.154	14.985

Program: Administration 311

Administrative management responsibilities include providing leadership and organizational management of all Recreation Department operations. The administrative management team is responsible for budget development and control, business plan modifications, department policies and procedures, action planning, record keeping, recruitment, training and development of staff, payroll processing, coordinating/processing work requests, requisitions and contracts. Administration duties also include complaint management and conflict resolution, risk management, enforcement of ordinances, rules and regulations at all Town recreation facilities, and the ongoing assessment and evaluation of Recreation Department facilities, programs and services offered to the community. Department administration is also responsible for the coordination, facilitation, and support of Recreation Advisory Commission meetings and its members. Administrative staff also coordinates communication with the Town Manager and the Mayor and Town Council. The administrative management team consists of the Director of Recreation, Assistant Director of Recreation, Office Manager, and Administrative Specialist.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	139,875	167,317	189,335	189,335	185,205	178,695	(5.62%)
Employee Benefits	84,337	90,666	108,266	108,266	109,948	126,862	17.18%
Contractual	5,024	4,882	15,720	15,720	15,220	15,900	1.15%
Commodities	9,512	11,836	11,900	11,900	10,221	10,450	(12.18%)
Capital Outlay	-	1,728	-	-	-	-	-%
Depreciation	47,120	43,620	43,620	43,620	43,620	43,620	-%
Other	1,733	1,733	-	-	-	-	-%
TOTALS	**287,602**	**321,782**	**368,841**	**368,841**	**364,214**	**375,527**	**1.81%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Includes annual software maintenance fees, legal notices and advertisements and copy machine fees

COMMODITIES

Includes office supplies, professional membership dues, staff professional development and subscriptions

DEPRECIATION

Includes CCTV System; Fitness Center equipment; Athletic equipment; Furnishings

OTHER

Other includes the principal and interest payments on the lease of a copy machine per GASB 87 Guidelines

PROGRAM: Administration 311

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Assistant Town Manager	0.250	0.250	0.000	0.000	0.000
Director of Recreation	0.000	0.000	0.300	0.300	0.300
Division Director of Recreation	0.300	0.300	0.000	0.000	0.000
Assistant Director of Recreation	0.300	0.300	0.300	0.300	0.300
Office Manager	0.000	0.000	1.000	1.000	1.000
Administrative Specialist	0.000	0.000	0.000	0.000	0.600
Administrative Assistant	0.600	1.000	0.600	0.600	0.000
Recreation Specialist	0.400	0.400	0.000	0.000	0.000
	1.850	2.250	2.200	2.200	2.200

Program: Tennis 312

The Tennis program offers drop-in play, league play, lessons, clinics, mixers, tournaments, and special events for children and adults throughout the year. A total of thirteen (13) Har-Tru clay tennis courts are provided at the Seaview Park and Phipps Ocean Park Tennis Centers. A Tennis Manager coordinates the teaching services at both facilities, as well as the retail concession for tennis equipment related merchandise. Tennis Professionals are hired as contractual instructors for lessons, clinics and coaching.

The tennis program is supervised by the Tennis Manager. Daily operations are managed by the Recreation Specialist and Pro Shop Assistant, with assistance from part time and contractual labor staff. Recreation maintenance personnel provide routine and seasonal tennis court maintenance services.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	186,129	267,391	355,360	355,360	332,743	350,430	(1.39%)
Employee Benefits	101,962	143,714	211,312	211,312	213,719	245,834	16.34%
Contractual	135,521	192,827	200,400	202,400	200,410	230,080	14.81%
Commodities	76,445	104,615	43,050	45,334	50,550	54,250	26.02%
Depreciation	3,874	3,874	3,874	3,874	3,874	3,874	(0.01%)
TOTALS	**503,931**	**712,421**	**813,996**	**818,280**	**801,296**	**884,468**	**8.66%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Includes costs associated with contractual labor, contractual court repair/maintenance and programming requirements

COMMODITIES

Includes cost of maintenance supplies for tennis courts, cost of merchandise sold, building and program supplies

DEPRECIATION

Includes a tennis roller and court maintenance tennis carts.

PROGRAM: Tennis 312

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Director of Recreation	0.000	0.000	0.150	0.150	0.150
Division Director of Recreation	0.150	0.150	0.000	0.000	0.000
Assistant Director of Recreation	0.250	0.250	0.250	0.250	0.250
Tennis Manager	0.000	0.000	0.000	1.000	1.000
Recreation Facilities Maintenance Supervisor	0.350	0.350	0.350	0.350	0.350
Administrative Specialist	0.000	0.000	0.000	0.000	0.100
Administrative Assistant	0.100	0.200	0.100	0.100	0.000
Recreation Specialist	1.100	1.100	1.000	1.000	1.000
Pro-Shop Assistant	0.000	0.000	1.000	1.000	1.000
Maintenance Worker	0.000	0.000	0.500	0.500	0.500
Maintenance Worker (Part Time)	0.540	0.540	0.040	0.000	0.000
Tennis Attendant (Part Time)	0.991	0.845	0.835	0.835	0.835
	3.481	3.435	4.225	5.185	5.185

TENNIS FY2025 ACCOMPLISHMENTS

- ✔ Estimated operating cost recovery of 105% exceeds goal of 81.0%*
- ✔ Generated the most revenue in the Tennis Centers history (more than $849,000*)
- ✔ Implemented new POS system, allowing Residents to schedule courts via Playbypoint as well as schedule lessons with pros, and sign up for clinics.
- ✔ Changed structure of tennis pros to be contracted directly with the Town
- ✔ Phipps Ocean Park Tennis Center began scheduled renovation to include court resurfacing, fence replacement, new net posts and nets, and new windscreens. Additionally, all tennis buildings were painted. Renovation will be completed by October 31, 2025.
- ✔ Added two new pickleball courts to Phipps Ocean Park Tennis Center

*FY2025 operating cost recovery results are estimated as of October 7, 2025 postings

FY26 STRATEGIC GOALS AND OBJECTIVES

Performance Measures

Performance Measures	FY2025 Actual	FY2026 Projected
Conduct customer service trainings	Ongoing	Ongoing
Conduct orientation for instructors and employees	Ongoing	Ongoing

Performance Measures

Performance Measures	FY2025 Actual	FY2026 Projected
Enhance social media	Ongoing	Ongoing
Develop new and re-imagine recreation marketing materials	Ongoing	Ongoing
Increase the frequency of promotions and number of marketing outlets utilized to promote programs and facilities	Ongoing	Ongoing

Program: Tennis 312

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Projected	FY2026 Projected
Lesson participation	7,742	7,732	7,749	8,896	9,000
Clinic participation	1,526	2,612	2,580	1,200	1,500
Daily youth participation	2,997	2,503	2,476	1,249	1,300
Daily adult participation	21,389	19,521	20,000	26,300	27,000
Annual/Seasonal passes sold	77	79	79	127	130
Tournaments/special events	3	3	5	3	6
League teams hosted	4	6	6	7	5
Resident/nonresident ratio	72/28	72/28	72/28	65/35	65/35
Operating cost recovery	88.5%*	0.932	81.60%	105.00%	85.00%

FY22 and FY23 participation were affected by the construction enhancements to Seaview Park (which included limiting access to courts at various times), and the courts were closed due to COVID-19 from March 18-April 30, 2023.

* FY25 Operating Cost Recovery results are estimated as of June 7, 2025

PROGRAM: Recreation Center 313

The Mandel Recreation Center offers recreational programs and a fitness center to the residents and/or visitors of Palm Beach. Examples of adult programs offered include a variety of fitness/wellness, foreign languages, art, dancing, and technology classes. Youth programs include athletics, arts & crafts, dance, self-defense, pre-school programs and a variety of other instructional/enrichment classes. In addition to these activities, an after-school program and day camps are offered, along with special events. The Mandel Recreation Center program also manages the maintenance of the Seaview Park amenities. This includes the coordination, monitoring, and oversight of daily maintenance, preventative maintenance, and special projects.

The Mandel Recreation Center daily operations are overseen by the Program Manager, with assistance from the Recreation Specialist, who supervise a variety of part-time and contractual staff in planning and coordinating, implementing, and evaluating the maintenance, programs and events. Recreation maintenance personnel provide routine maintenance services. The Fitness Center and all fitness programming is overseen by the Fitness Supervisor.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	277,238	310,645	339,201	339,201	313,750	404,765	19.33%
Employee Benefits	183,561	162,723	186,156	186,156	187,734	264,418	42.04%
Contractual	812,811	1,008,954	1,023,730	1,226,429	993,022	846,850	(17.28%)
Commodities	66,044	58,537	63,840	63,840	66,010	69,500	8.87%
Capital Outlay	-	-	-	-	-	30,000	100.00%
Depreciation	1,250	1,250	1,250	1,250	1,250	1,250	-%
TOTALS	**1,340,904**	**1,542,109**	**1,614,177**	**1,816,876**	**1,561,766**	**1,616,783**	**0.16%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Includes costs associated with contractual labor, preventative building maintenance and janitorial support, non-warranty building repairs, and programming requirements.

COMMODITIES

Includes cost of maintenance supplies for the Mandel Recreation Center and Seaview Park amenities, buildings and program supplies

DEPRECIATION

Includes a mower and utility trailer.

Program: Recreation Center 313

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Director of Recreation	0.000	0.000	0.300	0.300	0.300
Division Director of Recreation	0.300	0.300	0.000	0.000	0.000
Assistant Director of Recreation	0.250	0.250	0.250	0.250	0.250
Fitness Supervisor	0.000	0.000	0.000	0.000	1.000
Program Manager	0.000	1.000	1.000	1.000	1.000
Recreation Facilities Maintenance Supervisor	0.450	0.450	0.450	0.450	0.450
Administrative Specialist	0.000	0.000	0.000	0.000	0.100
Recreation Supervisor	2.000	1.000	1.000	1.000	0.000
Administrative Assistant	0.100	0.600	0.100	0.100	0.000
Recreation Specialist	0.500	0.500	0.000	0.000	1.000
Maintenance Worker	0.000	0.000	0.500	0.500	0.500
Activity Leader (Part Time)	0.530	0.550	0.552	0.552	0.000
Bus Driver (Part Time)	0.304	0.304	0.304	0.304	0.000
Maintenance Worker (Part Time)	0.579	0.600	0.097	0.097	0.000
Recreation Center Attendants (Part Time)	0.425	0.207	0.216	0.216	0.000
	5.438	5.761	4.769	4.769	4.600

RECREATION CENTER FY2025 ACCOMPLISHMENTS

- ✔ Estimated operating cost recovery of 70% exceeds goal of 66%*
- ✔ Implemented new POS system for program registration
- ✔ Redesigned website to incorporate links for online registration
- ✔ Increased online presence with over 3,000 subscribers to RecConnect and over 4,200 Instagram followers
- ✔ Added digital display screens in the Mandel Recreation Center to provide real-time schedules
- ✔ Camp Palm Beach increased Resident participation with most weeks at full capacity
- ✔ Began managing the Fitness Center and all related fitness activities with Town staff

* FY2025 operating cost recovery results are estimated as of October 7, 2025 postings

FY26 STRATEGIC GOALS AND OBJECTIVES

PROGRAM: Recreation Center 313

Performance Measures	FY2025 Actual	FY2026 Projected
Conduct customer service trainings	Ongoing	Ongoing
Conduct orientation for instructors and employees	Ongoing	Ongoing

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Family special events participation	529	860	1,398	628	800
Youth enrichment/athletics participation	2,360	5,170	5,210	3,906	4,200
Youth camps/after school participation	5,643	8,402	8,427	6,875	7,000
Adult enrichment/fitness participation	976	830	915	950	960
Resident/nonresident ratio – youth	40/60	34/66	37/63	43/57	40/60
Resident/nonresident ratio – adult	94/6	93/7	93/7	85/15	90/10
Operating cost recovery	53.8%	74.8%	65.7%	68.9%	65.0%

FY22 and FY23 participation were affected by the construction enhancements to Seaview Park, and the Mandel Recreation Center was closed beginning March 18, 2023, re-opening on May 18, 2023, with limited capacity.

* FY2025 operating cost recovery results are estimated as of June 7, 2025 postings

Program: Phipps Ocean Park 314

Phipps Ocean Park is currently undergoing an extensive revitalization to transform into a premier 20-acre coastal destination that highlights Palm Beach's natural beauty, historical heritage, and commitment to environmental stewardship. Upon completion, the park will be managed by a dedicated Park Superintendent and two Park Rangers, with the Superintendent reporting directly to the Golf Course Superintendent.

Key features will include expansive native landscaping, ADA-accessible pathways, restored dune and mangrove ecosystems, educational areas such as the relocated Little Red Schoolhouse and the Coastal Restoration Center, and a custom-designed playground. The revitalized park will uniquely blend public recreation with nature preservation, emphasizing sustainability, historical education, and passive recreational activities. The Preservation Foundation of Palm Beach will support ongoing maintenance for several park amenities and will assist in ensuring the continued health and vitality of the native plantings.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	-	-	-	-	-	26,800	100.00%
Employee Benefits	-	-	-	-	-	134,419	100.00%
Contractual	-	-	-	-	-	35,000	100.00%
Commodities	-	-	-	-	-	-	-%
TOTALS	**-**	**-**	**-**	**-**	**-**	**196,219**	**100.00%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

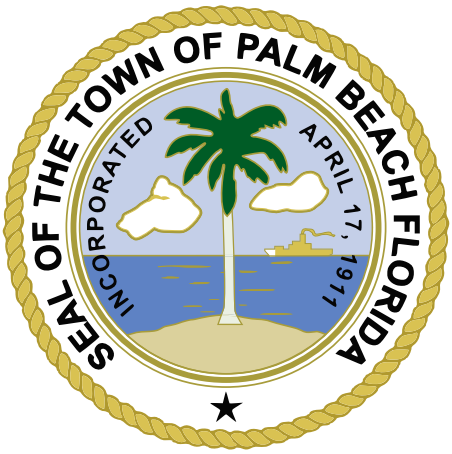
EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Includes costs associated with contractual labor, contractual court repair/maintenance and programming requirements

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Crew Foreman	0.000	0.000	0.000	0.000	1.000
Park Attendant	0.000	0.000	0.000	0.000	2.000
	-	-	-	-	3.000

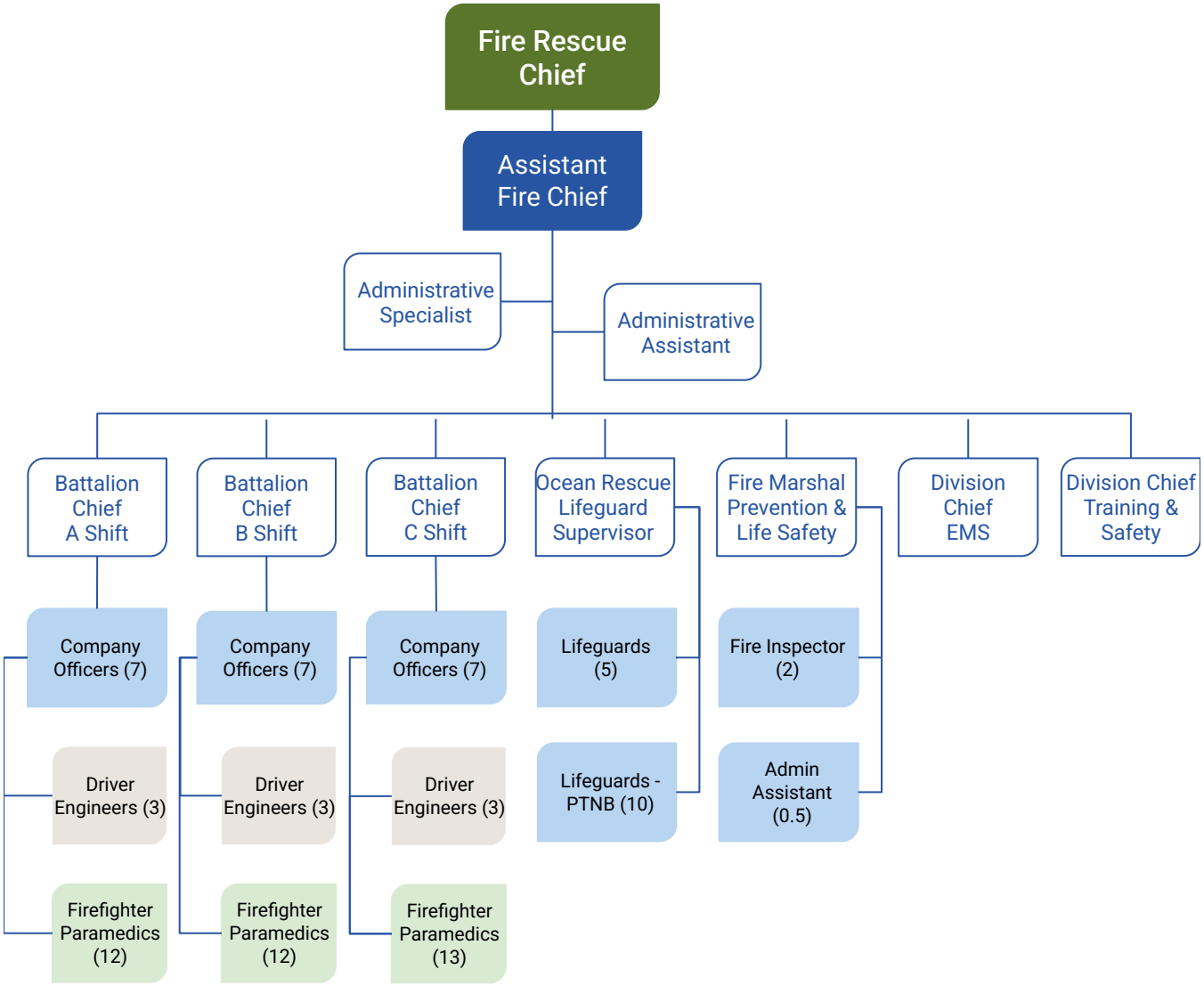

SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



DEPARTMENT:
Fire Rescue

Town of Palm Beach / FY 2026 Adopted Annual Budget

FIRE RESCUE ORGANIZATIONAL CHART



DEPARTMENT: FIRE RESCUE

MISSION:

To positively impact the lives of the residents and visitors to the Town of Palm Beach through the protection of life and property, provision of pre-hospital care for the sick and injured, and mitigation of man- made and natural emergencies. We will accomplish this through the effective and efficient delivery of emergency and non-emergency services.

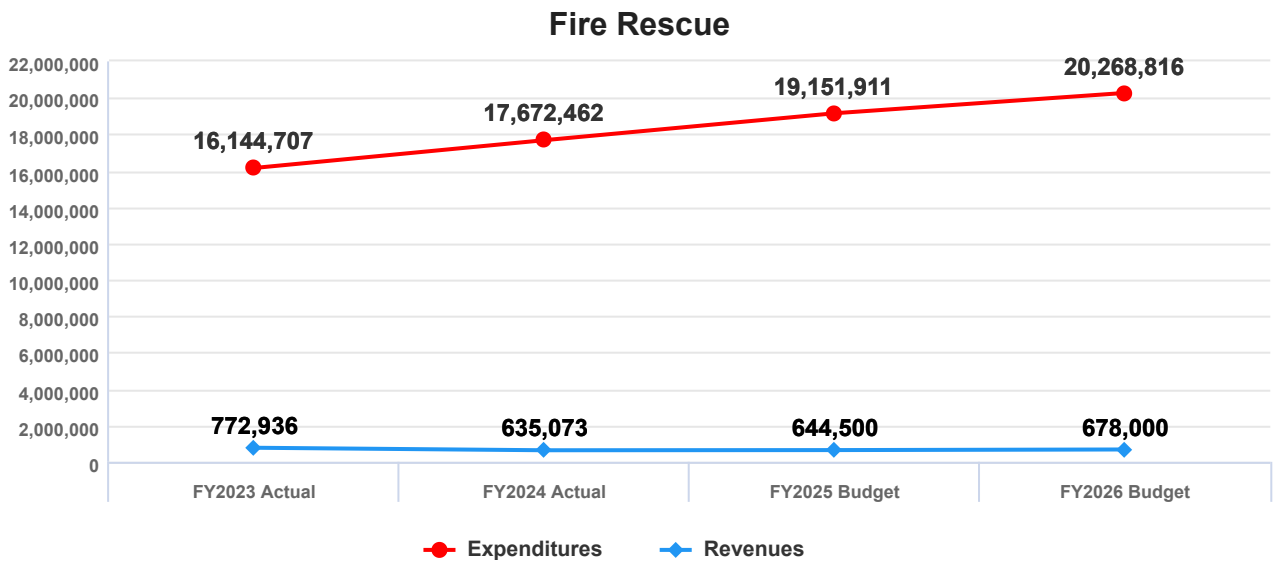
Revenue Summary

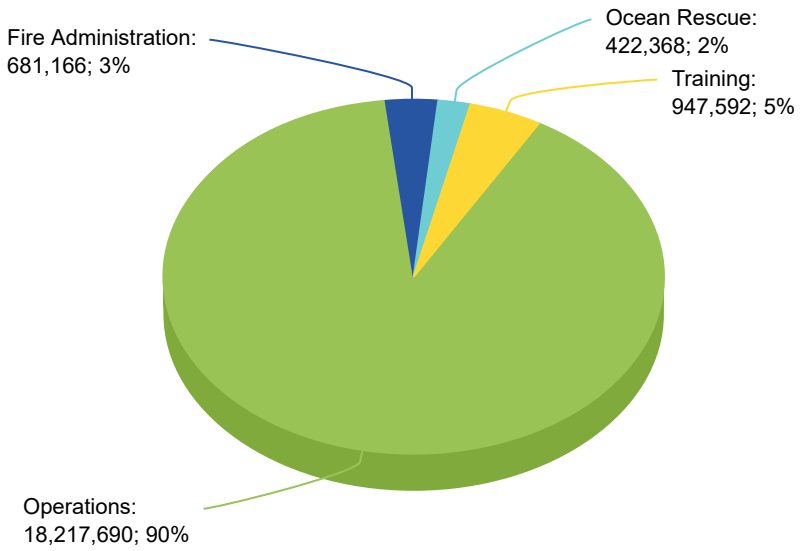
	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Fire Supplemental Compensation	36,811	45,752	37,000	37,000	37,000	-%
Ems Grant - Palm Beach County	-	11,548	25,000	25,000	25,000	-%
Special Detail-Fire	34,990	22,170	25,000	30,000	30,000	20.00%
Fire Prev Bonfires	300	600	-	300	-	-%
Fire Prev Hot Work	4,400	2,475	2,500	-	-	(100.00%)
Fire Prev Public Assembly	-	720	-	-	-	-%
False Fire Alarms	45,437	25,779	20,000	16,000	16,000	(20.00%)
Fire Prev Fireworks	10,000	10,000	10,000	10,000	10,000	-%
Fire Prev Technical Fire Insp	-	1,250	-	-	-	-%
Fire Prev Inspection Fees	141,119	41,453	100,000	125,000	125,000	25.00%
Ems Transport Fees	499,879	473,326	425,000	425,000	435,000	2.35%
TOTALS	**772,936**	**635,073**	**644,500**	**668,300**	**678,000**	**5.20%**

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	8,375,463	9,261,120	9,656,414	9,656,414	9,526,307	9,807,328	1.56%
Employee Benefits	6,443,916	6,988,786	7,880,615	7,880,615	7,881,158	8,711,641	10.55%
Contractual	459,228	459,301	461,062	466,348	572,691	543,217	17.82%
Commodities	228,776	229,903	259,140	259,140	256,284	280,275	8.16%
Capital Outlay	-	54,543	45,000	45,000	41,849	239,923	433.16%
Depreciation	635,340	673,272	849,680	849,680	849,680	686,431	(19.21%)
Other	1,983	5,537	-	-	-	-	-%
TOTALS	**16,144,707**	**17,672,462**	**19,151,911**	**19,157,197**	**19,127,969**	**20,268,816**	**5.83%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.





	FY2023	FY2024	FY2025	FY2026
Total Full Time Equivalent Employees	81.400	81.400	85.400	85.400

Program: Fire Administration 411

MISSION:

This division exists to oversee the Fire-Rescue department to ensure that the community is provided with the highest quality of life through the protection of life and property.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Plan for the future to meet the needs of the community
- Provide leadership and direction for personnel
- Acquire resources to enable the department to function properly
- Maintain adequate staffing level with trained and competent personnel
- Develop and justify budget requests to meet future needs
- Generate revenue through EMS transport billings

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	306,010	330,033	336,259	336,259	336,259	338,543	0.68%
Employee Benefits	170,185	115,412	215,797	215,797	215,797	242,480	12.36%
Contractual	88,478	106,033	105,121	105,121	92,077	90,558	(13.85%)
Commodities	10,445	6,651	13,435	13,435	10,079	9,585	(28.66%)
Capital Outlay	-	12,244	-	-	-	-	-%
Depreciation	449	37	-	-	-	-	-%
Other	1,983	5,537	-	-	-	-	-%
TOTALS	**577,551**	**575,948**	**670,612**	**670,612**	**654,212**	**681,166**	**1.57%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY22 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Reduction in this category is due to removal of the MPSCC charges for radio operational costs.

COMMODITIES

Increase in this category is due to an increase in memberships.

PROGRAM: Fire Administration 411

OTHER

Other includes the principal and interest payments on the lease of a copy machine per GASB 87 Guidelines

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Fire-Rescue Chief	1.000	1.000	1.000	1.000	1.000
Administrative Specialist	1.000	1.000	1.000	1.000	1.000
Administrative Assistant	1.000	1.000	1.000	1.000	1.000
	3.000	3.000	3.000	3.000	3.000

FIRE ADMINISTRATION FY2025 ACCOMPLISHMENTS

- ✔ Hired 4 new firefighters, 1 full-time lifeguard and 4 part-time lifeguards
- ✔ Managed the responsibilities of Emergency Management
- ✔ Successfully registered and “opted-in” the Town into the Florida Recovery Obligation Calculation (F-ROC) program
- ✔ Administrative personnel attended monthly board meetings for the EMS Advisory Council, EMS Providers Association, Palm Beach County Fire Chiefs Association, Florida Fire Chiefs Association, Fire Marshals Association, and the Training Officers Association, Health Emergency Response Coalition, including staff serving as board members
- ✔ Administrative personnel participated in state level meetings through the Florida Fire Chiefs Association
- ✔ Participated in the annual Town toy drive, school supply drive, and food drive as the key collection points town wide, Cancer Alliance Events, and Turkey Trot
- ✔ Continued the Public Safety succession plan
- ✔ Attended Secret Service planning meetings to discuss protectees logistics and multiagency drills.
- ✔ Maintained an average response time from dispatch to arrival of 4.08 minutes or less on all high priority (Priorities 1, 2, & P) emergency responses
- ✔ Implemented a new Quick Response Vehicle program with new QRV’s at Central and North Fire.

Program: Operations 417

MISSION:

This division exists to protect life and property through fire protection and suppression, excellent pre-hospital care for sick and injured and mitigation of natural and man-made emergencies.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are emergency response for:

- Fire protection and suppression
- Advanced Life Support services and EMS transport
- Hazardous condition response
- Technical Rescue

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	7,637,522	8,421,734	8,671,912	8,671,912	8,679,912	8,819,036	1.70%
Employee Benefits	5,889,675	6,451,478	7,185,704	7,185,704	7,186,247	7,926,208	10.31%
Contractual	221,950	210,703	221,331	226,617	301,004	301,618	36.27%
Commodities	192,946	198,478	226,781	226,781	226,781	250,210	10.33%
Capital Outlay	-	42,299	45,000	45,000	41,849	239,923	433.16%
Depreciation	627,008	666,524	842,257	842,257	842,257	680,695	(19.18%)
TOTALS	**14,569,102**	**15,991,215**	**17,192,985**	**17,198,271**	**17,278,050**	**18,217,690**	**5.96%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes 4 new firefighter positions, lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Includes maintenance and repairs performed by outside vendors. The increase is due to maintenance fee increase and external vehicle maintenance fees.

COMMODITIES

The increase in this category is due to increasing vehicle maintenance costs and Medical Supply costs.

CAPITAL OUTLAY

The increase in this category is due to the rising costs of bunker gear in FY2026.

PROGRAM: Operations 417

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Assistant Fire-Rescue Chief	1.000	1.000	1.000	1.000	1.000
Division Chief - EMS Coordinator	1.000	1.000	1.000	1.000	1.000
Battalion Chief	0.000	0.000	0.000	3.000	3.000
Battalion/Division Chief	3.000	3.000	3.000	0.000	0.000
Lieutenant/Paramedic	21.000	21.000	21.000	21.000	21.000
FF Driver/Engineer Paramedic	10.000	10.000	8.000	9.000	9.000
Firefighter Emt	0.000	0.000	9.000	6.000	9.000
Firefighter Paramedic	0.000	0.000	24.000	30.000	27.000
FF Driver/Engineer Emt	0.000	0.000	1.000	1.000	1.000
Fleet Manager	0.200	0.200	0.200	0.200	0.200
Mechanic/PD	0.200	0.200	0.200	0.200	0.200
Firefighter, Paramedic or EMT	32.000	32.000	0.000	0.000	0.000
	68.400	68.400	68.400	72.400	72.400

FIRE OPERATIONS FY2025 ACCOMPLISHMENTS

- ✔ Staff identified and conducted leadership training targeting potential personnel for future leadership positions
- ✔ Hired 4 operations personnel through attrition and successfully transitioned them through an in-house onboarding program before going to shift
- ✔ As of 09/30/25, Responded to 2,846 medical and fire responses this year
- ✔ Maintained an average response time from dispatch to arrival of 4.08 minutes or less on all high priority (Priorities 1, 2 & P) emergency responses
- ✔ Responded to 32 Trauma Alerts
- ✔ Responded to 7 Cardiac Alerts
- ✔ Responded to 23 Cardiac Arrests
- ✔ Responded to 21 Stroke Alerts
- ✔ Responded to 84 Natural Gas Emergencies
- ✔ Responded to 45 Motor Vehicle Accidents
- ✔ Responded to 15 Water Rescues/Drownings
- ✔ Responded to 15 fire, 3 structure fires
- ✔ Continue to stay pro-active in Community Outreach Programs this year, teaching Cardiopulmonary Resuscitation Classes ((CPR), fire extinguisher safety and Condo emergencies
- ✔ Hydrant testing completed by operational personnel
- ✔ Continued to modify Image Trend our reporting system, to the new State standard
- ✔ PBFR was awarded the AHA 2024 Mission Lifeline Gold Award for professional excellence in responding to Stroke and Cardiac Emergencies
- ✔ A more thorough quality control process has been implemented with a quality control team for all high priority EMS calls

Program: Operations 417

FY26 STRATEGIC GOALS AND OBJECTIVES

Productivity Measures				
Effectiveness/Output Measures	**FY2023 Actual**	**FY2024 Actual**	**FY2025 Actual**	**FY2026 Projected**
Average response time from dispatch to arrival on all high priority emergency responses	4.40	4.40	4.05	4.05

PROGRAM: Training 418

MISSION:

This division exists to provide fire and EMS training to all personnel to ensure state of the art, competent and safe operations to best serve the citizens of Palm Beach.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Develop and deliver pertinent classroom and hands-on training for Fire, EMS, Hazardous Materials, Technical Rescue and all aspects for fire-rescue operations
- Seek opportunities for training that continually keep the department on the cutting edge of the fire-rescue field

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	129,019	146,087	149,865	149,865	149,865	155,237	3.58%
Employee Benefits	92,904	101,369	107,838	107,838	107,838	116,809	8.32%
Contractual	74,972	83,919	128,610	128,610	133,610	135,041	5.00%
Commodities	19,904	20,745	13,724	13,724	14,224	15,280	11.34%
TOTALS	**316,799**	**352,120**	**400,037**	**400,037**	**405,537**	**422,368**	**5.58%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

The increase in contractual is due to an increase in the travel account and an expansion of our community outreach program.

COMMODITIES

The increase in commodities was due to an increase in our Minor operating equipment.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Division Chief - Training/Safety	1.000	1.000	1.000	1.000	1.000
	1.000	1.000	1.000	1.000	1.000

Program: Training 418

FIRE TRAINING FY2025 ACCOMPLISHMENTS

- ✔ Participated in 1244 hours of facility training, including Live Fire training
- ✔ On-boarded 4 New firefighters
- ✔ Four new paramedics signed off with the medical director
- ✔ Trained 3 New ACLS Instructor for In-House classes
- ✔ Conducted monthly fire company and EMS training drills using nationally standardized performance criteria
- ✔ Participated in training with mutual aid partners West Palm Beach
- ✔ Conducted Pediatric Advanced Cardiac Life Support training for 100% of Paramedics
- ✔ Conducted case based STEMI training with Dawn Altman
- ✔ Conducted joint water rescue training with Palm Beach Ocean Rescue
- ✔ Completed 1860 hours of In-House FLUSAR State certification classes for Rope Technician, Confined Space Operational and Technical level certification, Trench Rescue Operations and Technician and Structural Collapse Operations for department personnel

FY26 STRATEGIC GOALS AND OBJECTIVES

Productivity Measures

Effectiveness/Output Measures	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Operational personnel will train in Confined Space Operations and Technical Rescue (*Metric Adjusted to account for hours)	N/A	N/A	1860 Hours	500
70% of operational personnel will conplete a small Engine and Hand Tool Training	N/A	N/A	72%	N/A

Productivity Measures	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Percentage of Lieutenants and Acting Lieutenants completing at least 10 fire simulation	95%	100%	Discontinued	Discontinued
Percentage of Paramedics serving as the lead Paramedic for EMS simulation training exercises	95%	100%	Discontinued	Discontinued
Percentage of paramedics maintaining certification in Basic Life Support, Advanced Cardiac Life Support, Pediatric Advanced Life Support and an advanced course in trauma life support	100%	100%	N/A	100%
70% of Operational personnel completing an Lithium-Ion Emergencies Class	N/A	N/A	N/A	N/A

PROGRAM: **Ocean Rescue 419**

MISSION:

This division exists to provide for the safety and security of beach patrons.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Ensure that lifeguards maintain top physical conditioning
- Participate in first-aid training programs, parking enforcement and local sea turtle conservation program
- Inform public of hazards through signs, condition boards, flags, beach report and verbal
- Continually train staff in environmental conditions and hazards, medical skills, and rescue techniques
- Take proactive measures to ensure the safety of swimmers

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	302,912	363,265	498,378	498,378	360,271	494,512	(0.78%)
Employee Benefits	291,152	320,527	371,276	371,276	371,276	426,144	14.78%
Contractual	73,827	58,646	6,000	6,000	46,000	16,000	166.67%
Commodities	5,481	4,029	5,200	5,200	5,200	5,200	-%
Depreciation	7,883	6,711	7,423	7,423	7,423	5,736	(22.73%)
TOTALS	**681,255**	**753,179**	**888,277**	**888,277**	**790,170**	**947,592**	**6.68%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual remained constant.

COMMODITIES

Increase in commodities is due to an increase in certification fees for USLA.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Supervisor Lifeguard	1.000	1.000	1.000	1.000	1.000
Lifeguard	5.000	5.000	5.000	5.000	5.000
Lifeguard On-Call	3.000	3.000	3.000	3.000	3.000
	9.000	9.000	9.000	9.000	9.000

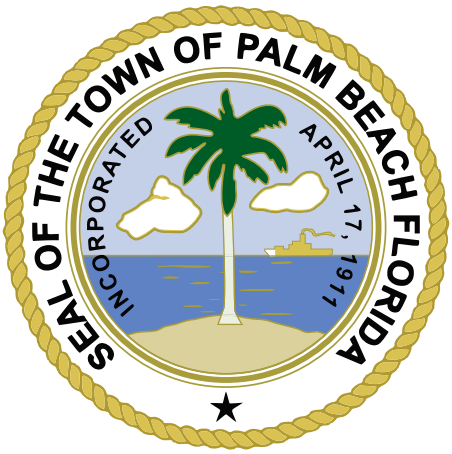
Program: Ocean Rescue 419

OCEAN RESCUE FY2025 ACCOMPLISHMENTS

- ✔ Changed hours in Ocean Rescue after analyzing data to reflect need for additional lifeguard coverage
- ✔ 0 drownings on public beaches while lifeguards on duty
- ✔ Conducted comprehensive water rescue and survival training for all operations level Fire Rescue personnel
- ✔ Provided onboarding water testing and training for 5 new personnel
- ✔ Sand Entrapment Training with our Fire Department and outside agencies
- ✔ Multi agency training on Marine Rescue Units for Search and Rescue in our areas

FY26 STRATEGIC GOALS AND OBJECTIVES

Productivity Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Number of candidates recruited and hired	5	4	4	5	4


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911

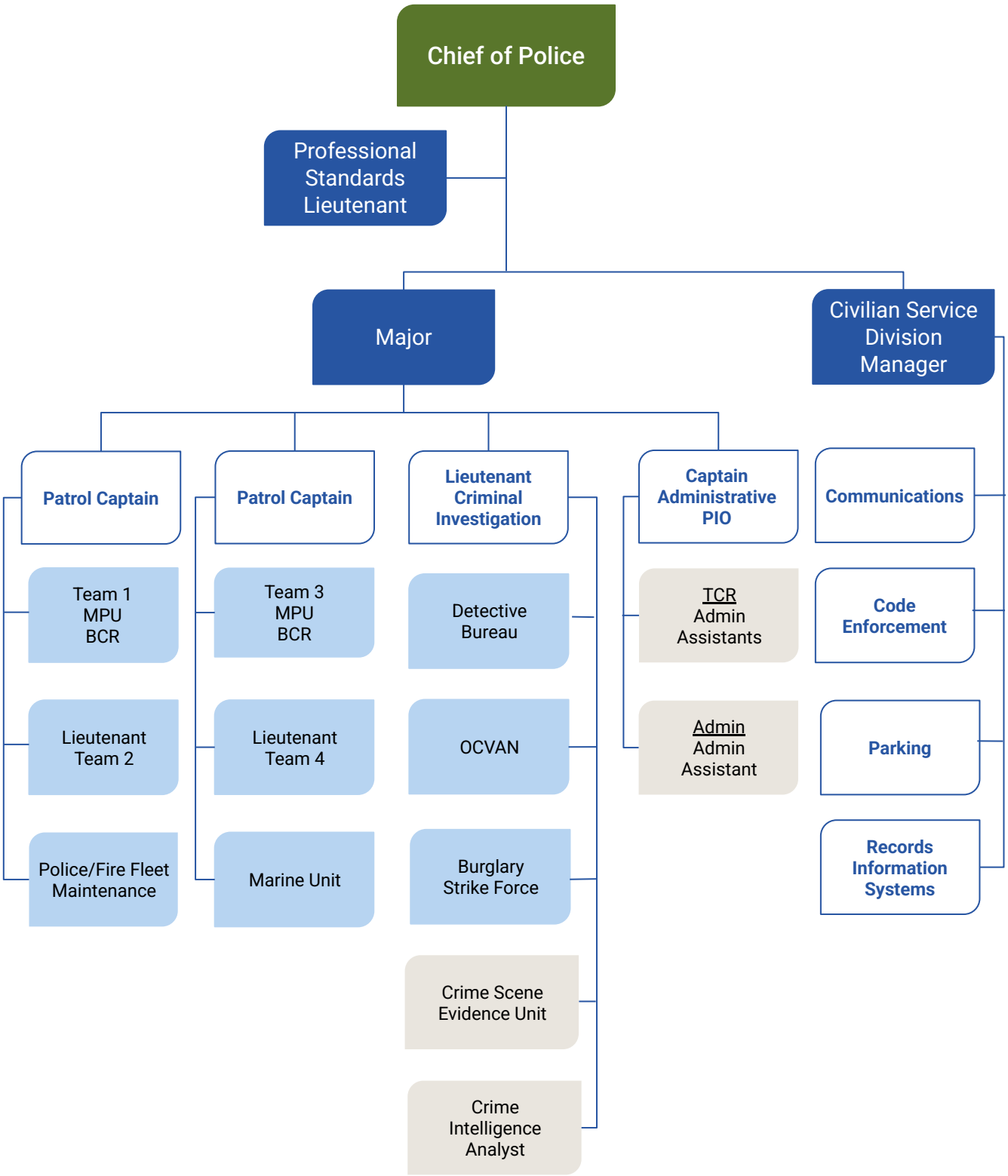


DEPARTMENT:
Police Department

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

PALM BEACH POLICE DEPARTMENT ORGANIZATIONAL CHART



DEPARTMENT: POLICE DEPARTMENT

MISSION

The Palm Beach Police Department is dedicated to the:

- prevention of crime and the protection of life and property;
- preservation of peace, order and safety;
- enforcement of laws and ordinances; and,
- safeguarding of constitutional guarantees through pro-active and creative means.

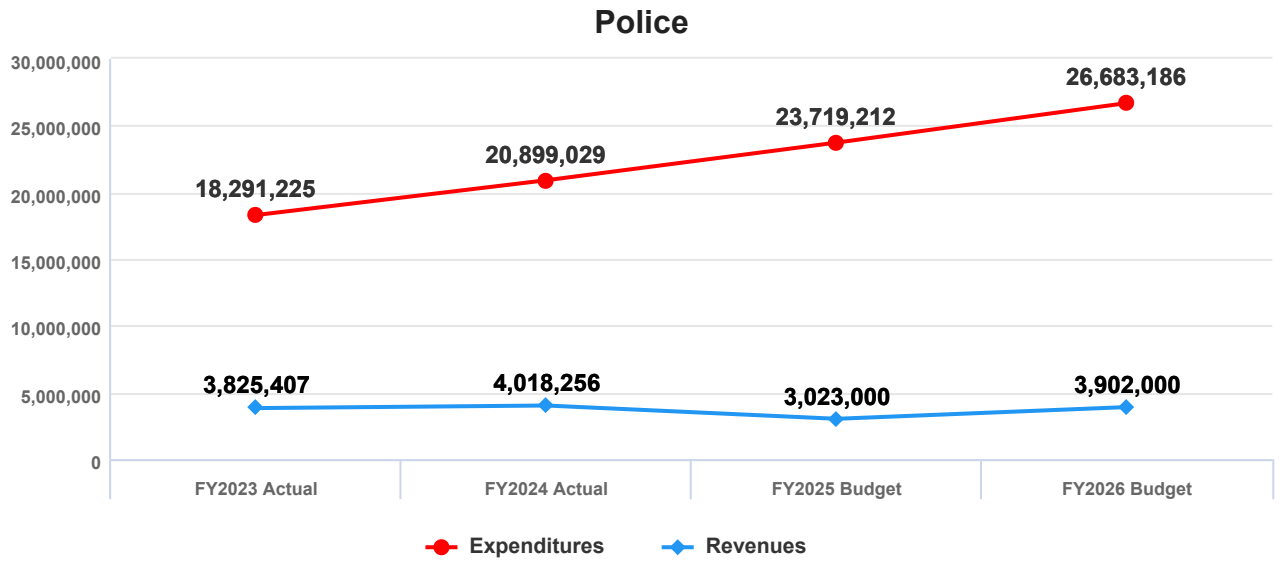
Revenue Summary

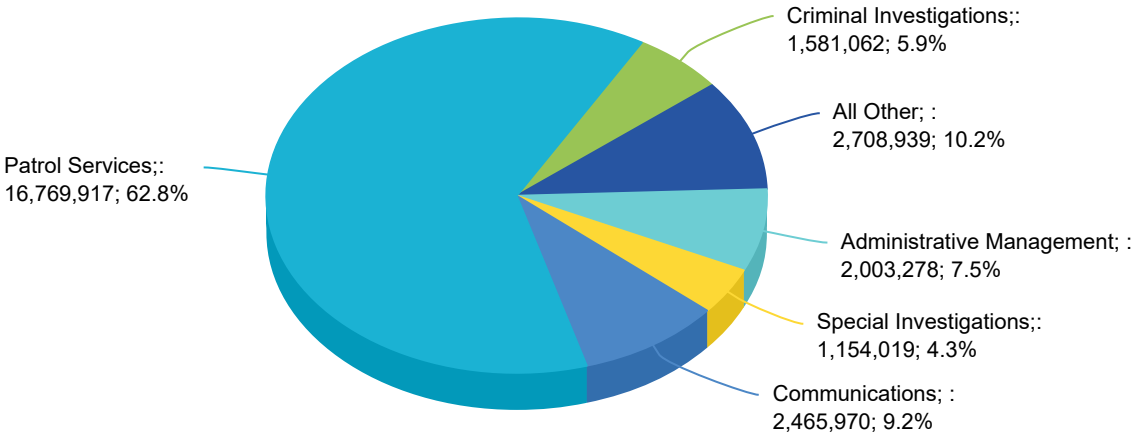
	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Residential Parking Plans	115,730	149,108	110,000	185,000	185,000	68.18%
Bullet Proof Vests Grant	9,750	-	10,000	6,000	10,000	-%
911 Equip Reimbursement	45,990	(4,357)	12,000	12,000	12,000	-%
Seized Tag	65	-	-	-	-	-%
$12.50 Citation Monies	4,839	-	2,500	2,500	2,500	-%
Special Assignment Ot - Other	2,247,335	2,498,965	1,750,000	2,000,000	2,000,000	14.29%
Burglar Alarm False Alarm Fees	40,800	28,534	35,000	25,000	25,000	(28.57%)
Burglar Alarm Registration Fee	87,000	89,161	87,000	87,000	87,000	-%
Burglar Alarm - Penalties	3,661	4,803	5,000	5,000	5,000	-%
Burglar Alarm - Direct Connect	21,669	20,926	21,000	21,000	21,000	-%
Valet Parking Permit	18,100	14,500	14,000	13,000	13,000	(7.14%)
Fines - Other Parking	591,193	542,114	500,000	500,000	400,000	(20.00%)
Fines - Parking Meters	289,306	233,644	175,000	700,000	700,000	300.00%
Row Parking Violation Fines	106,124	66,383	100,000	50,000	50,000	(50.00%)
Moving Violations	13,406	10,668	7,500	7,500	7,500	-%
Revenue/2nd $ Funding	1,566	1,573	1,000	1,000	1,000	-%
Boot Fees	16,100	22,750	15,000	30,000	30,000	100.00%
Penalty - Other Parking	136,443	233,576	125,000	150,000	175,000	40.00%
Penalty - Parking Meters	73,330	103,451	50,000	175,000	175,000	250.00%
Rebate For Town Towing	3,000	2,459	3,000	3,000	3,000	-%
TOTALS	**3,825,407**	**4,018,256**	**3,023,000**	**3,973,000**	**3,902,000**	**29.08%**

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	10,297,196	11,996,874	13,201,733	13,201,733	13,608,311	14,208,874	7.63%
Employee Benefits	6,410,294	7,250,472	8,389,101	8,389,101	8,414,896	10,139,465	20.86%
Contractual	519,723	578,393	784,800	793,746	746,606	1,009,366	28.61%
Commodities	434,533	421,850	464,225	472,725	383,245	497,117	7.09%
Capital Outlay	-	47,866	319,716	319,716	319,716	348,632	9.04%
Depreciation	615,833	588,792	559,637	559,637	559,637	479,732	(14.28%)
Other	13,645	14,782	-	-	-	-	-%
TOTALS	**18,291,225**	**20,899,029**	**23,719,212**	**23,736,658**	**24,032,411**	**26,683,186**	**12.50%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.





	FY2023	FY2024	FY2025	FY2026
Total Full Time Equivalent Employees	102.850	105.850	110.850	118.350

Program: Administrative Management 421

MISSION:

This division exists to manage, support and evaluate all functions of the Police Department in order to provide highly effective and efficient law enforcement for Palm Beach.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Provide leadership and motivation
- Administer a budget that supports necessary activities
- Develop, review, and enforce department policy to promote the goals and objectives of the Town and the Department
- Develop staff members for future leadership roles

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	904,710	921,020	899,477	899,477	897,977	937,697	4.25%
Employee Benefits	451,541	472,815	502,505	502,505	506,504	548,415	9.14%
Contractual	44,687	63,347	93,800	94,800	93,050	140,100	49.36%
Commodities	35,504	59,857	53,500	53,500	48,590	358,067	569.28%
Capital Outlay	-	1,204	-	-	-	-	-%
Depreciation	520	520	520	520	520	19,000	3553.85%
Other	1,208	1,211	-	-	-	-	-%
TOTALS	**1,438,170**	**1,519,975**	**1,549,802**	**1,550,802**	**1,546,641**	**2,003,278**	**29.26%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual costs increased due to the Administrative Unit consolidating costs for Data Line charges, most External Vehicle Maintenance expenses, and all Copy Machine expenses to maintain departmental needs in one account rather than across multiple units.

COMMODITIES

Commodities increased due to expectant increases in uniforms in FY26 as well as the Administrative Unit consolidating most vehicle maintenance expenses & fuel charges.

PROGRAM: **Administrative Management 421**

OTHER

Other includes the principal and interest payments on the lease of a copy machine per GASB 87 Guidelines

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Police Chief	1.000	1.000	1.000	1.000	1.000
Police Major	1.000	1.000	1.000	1.000	1.000
Police Captain	0.000	1.000	1.000	1.000	1.000
Police Lieutenant	1.000	1.000	0.000	0.000	0.000
Police Lieutenant Prof Standards	0.000	0.000	1.000	1.000	1.000
Civilian Services Division Manager	1.000	1.000	1.000	1.000	1.000
Administrative Specialist	1.000	1.000	1.000	0.000	0.000
Administrative Assistant	0.000	1.000	1.000	1.000	1.000
Police Planner	1.000	0.000	0.000	0.000	0.000
	6.000	7.000	7.000	6.000	6.000

POLICE ADMINISTRATION FY2025 ACCOMPLISHMENTS

- ✔ Managed recruitment and staffing issues
- ✔ Addressed the security needs and traffic issues related to high-profile dignitary visits
- ✔ Applied for and received reimbursement of personnel-related expenses such as overtime through state and federally funded programs
- ✔ Oversaw budgetary concerns regarding the department and continued a working relationship with Finance to establish greater financial stability

FY26 STRATEGIC GOALS AND OBJECTIVES

- ► Continue to prioritize fiscal accountability through diligent expenditure monitoring and strategic resource allocation aligned with departmental priorities.
- ► Pursue reimbursement for expenses incurred during POTUS visits, including overtime and traffic control costs associated with road closures.
- ► Pursue state and federal grant opportunities to support specialized investigations, technology enhancements, and critical equipment needs.
- ► Strengthen community engagement and transparency by enhancing communication strategies, collaborating with the Town's Coordinator, and implementing proactive public outreach initiatives.
- ► Strengthen interdepartmental collaboration to ensure timely support for police operations, training, and special projects.
- ► Advance policy review and compliance efforts to maintain alignment with operational standards and best practices.

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Website visitors	27,540	33,888	15,602	28,174	35,000

Program: Administrative Management 421

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Police Budget	16,726,636	16,892,526	18,276,043	23,451,775	26,683,186
POTUS Grant Reimbursement	12,210	8,798	-	-	-
Bulletproof Vest Reimbursement *	2,420	3,672	9,750	4,861	15,000

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Applicants interviewed	235	343	249	171	120
Applicants completed FTO training	9	11	8	10	6
Training hours: external and internal	8,466	7,318	7,671	10,465	9,000

* Includes sponsored Police Academy cadets.

** Training hours limited due to PBC Pandemic Emergency Orders

PROGRAM: Organized Crime Vice and Narcotics (OCVAN) 422

MISSION:

This division exists to minimize the impact of specialized criminal activity (drug enforcement, computer/internet, major financial, organized and vice) within the Town of Palm Beach.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Interview potential targets and associates
- Conduct surveillance
- Make arrests, seize property and assets, establish confidential informants
- Network with other agencies and intelligence groups
- Analyze all intelligence to disseminate
- Maintain intelligence files
- Unmarked crime suppression activities and general support of patrol and investigation
- Reducing residential burglary through proactive strategic and tactical operations

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	469,794	536,892	549,935	549,935	589,935	621,921	13.09%
Employee Benefits	366,063	405,172	460,292	460,292	463,630	499,396	8.50%
Contractual	10,584	11,388	26,500	27,846	18,000	23,000	(13.21%)
Commodities	7,837	10,810	14,150	14,150	8,750	4,650	(67.14%)
Capital Outlay	-	44,109	-	-	-	-	-%
Depreciation	20,866	20,866	17,412	17,412	17,412	5,052	(70.99%)
Other	9,878	11,015	-	-	-	-	-%
TOTALS	**885,022**	**1,040,252**	**1,068,289**	**1,069,635**	**1,097,727**	**1,154,019**	**8.02%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual decreased for the year due to efficiencies.

COMMODITIES

Commodities decreased due to vehicle maintenance, fuel, and training account consolidation. Vehicle maintenance and fuel charges are accounted for in the Administration Unit. Training costs are accounted for in the Training Unit.

Program: Organized Crime Vice and Narcotics (OCVAN) 422

OTHER

Other includes the principal and interest payments on the lease two vehicles per GASB 87 Guidelines.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Police Sergeant	1.000	1.000	1.000	1.000	1.000
Police Officer	0.000	0.000	0.000	4.000	4.000
Police Officer/Detective	4.000	4.000	4.000	0.000	0.000
	5.000	5.000	5.000	5.000	5.000

OCVAN FY2025 ACCOMPLISHMENTS

- ✔ Gained extensive intelligence monitoring protests in an undercover capacity, which was coordinated with multiple Law Enforcement Agencies throughout South Florida, the South Florida Fusion Center, USSS and the FBI.
- ✔ Worked extensively with PBSO, USSS, FBI, DHS, USCG and various other Federal Agencies regarding matters involving POTUS, Mar-A-Lago. OCVAN became a participating agency in a Federal Grant which targets maritime human and narcotic smuggling operations. The Town of Palm Beach also obtained a coastal radar system to view real time maritime activity
- ✔ 8 arrests of members associated with South Florida Organized Auto Theft Rings and maintained a recovery rate which is higher than the national standard for stolen vehicles
- ✔ Worked complicated organized fraud cases involving Money Laundering, Wire and Credit Card Fraud, Unlawful Use of Personal Identification, and Organized Scheme to Defraud, and COVID-19 related fraud.
- ✔ Intercepted a fraudulent FedEx delivery for $10,000 retrieving the victim's funds
- ✔ Investigated a warranty deed investigation which led to the arrest of a suspect responsible for $330 million dollars in fraud along with the FBI
- ✔ Continued to assist in the Town camera project which upgraded and added surveillance camera as well as LPR's through the Town
- ✔ Conducted Covert Operations resulting in arrests for organized retail theft, Grand Theft Auto and narcotics.
- ✔ Detective assigned to the South Florida FBI Joint Terrorism Task Force investigated cases involving threats to the Town of Palm Beach.
- ✔ Members of OCVAN entered into a partnership with the FBI's Threat Management Team/Behavioral Health Unit and are now a member of the Palm Beach County Threat Management Task Force which resulted in the serving of 3 Risk Protection Orders.
- ✔ Added a Task Force Officer to ICART thru the Palm Beach County Human Trafficking Task Force

PROGRAM: Organized Crime Vice and Narcotics (OCVAN) 422

FY26 STRATEGIC GOALS AND OBJECTIVES

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Total cases investigated	189	250	261	261	275
Total intelligence reports (received)	91	111	158	206	125
Disseminated intelligence bulletins	136	91	126	170	115

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Cases investigated	189	250	261	261	275
Warrants applied for	37	28	****39	****39	35
Arrests	28	28	19	19	30
Surveillance hours	1,183**	1,200***	1,500	1,200	1,200

* Significant increase due to 9-month investigation and demonstrations and protest related to election

**Increase surveillance hours due to undercover operations: as well as increased threats to Mar a Lago and POTUS during the 2024 election cycle

*** Significant increase due to Mid-Term elections and POTUS declaring residency at Mar a Lago

**** Warrant applied for both arrest/search warrants

Program: Records Information System Unit 423

MISSION:

This division exists to provide a centralized collection point for all police activity records and to disseminate the information in an accurate and meaningful way.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Input all records and data into a computer system
- Destroy records in accordance with General Records Schedule for Local Government Agencies and Law Enforcement Agencies
- Provide the public, department, and other government agencies with requested reports and records
- Maintain an accurate inventory of police equipment and all police property
- Fulfill over 4000 public records requests yearly

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	95,870	115,451	116,487	116,487	116,987	110,737	(4.94%)
Employee Benefits	70,613	76,017	88,920	88,920	88,920	100,967	13.55%
Contractual	2,487	2,451	7,800	7,800	6,500	6,300	(19.23%)
Commodities	4,719	1,690	4,500	4,500	2,000	2,000	(55.56%)
Capital Outlay	-	1,289	-	-	-	-	-%
Depreciation	1,417	1,109	889	889	889	889	(0.02%)
Other	1,292	1,289	-	-	-	-	-%
TOTALS	**176,399**	**199,295**	**218,596**	**218,596**	**215,296**	**220,893**	**1.05%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual costs slightly decreased for the year due to the consolidation of Copy Machine charges. These expenses are now accounted for in the Administration Unit.

COMMODITIES

Commodities slightly decreased due training account consolidation. These expenses are now accounted for in the Training Unit.

OTHER

PROGRAM: Records Information System Unit 423

Other includes the principal and interest payments on the lease of a copy machine per GASB 87 Guidelines.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Police Records Specialist	2.000	2.000	2.000	2.000	2.000
	2.000	2.000	2.000	2.000	2.000

RECORDS PROGRAM FY2025 ACCOMPLISHMENTS

- ✔ Completed the migration process towards NIBRS federal compliance of 2024
- ✔ Continued to scan documents and arrests packets into the Records Management System (RMS) and created an electronic document file for non-case related items for easier retrieval if needed
- ✔ Completed the transitioned items inventoried by the RIS Unit (i.e. Tasers, Firearms, AEDs) from RMS to the new RMS.
- ✔ Transitioned from FOIA to GovQA for public records requests

Productivity Measures					
Effectiveness/Output Measures	**FY2022 Actual**	**FY2023 Actual**	**FY2024 Actual**	**FY2025 Actual**	**FY2026 Projected**
Incident reports received	1,440	1,383	2,064	865	1,500
Citations/violations processed	1,576	2,115	4,449	1,915	2,200
Public records requests processed	853	865	2,400*	2,352*	2,800

* Numbers are included through online PRR portal.

Program: Training and Community Relations Unit (TCR) 424

MISSION:

This division exists to enhance public safety by providing education and training to the community and the Police Department staff that will both enhance crime prevention and encourage citizen involvement.

MAIN ACTIVITIES:

The most important thing we do to fulfill the mission are:

- Provide education programs for citizens, businesses and schools as needed based on current trends and community issues.
- Recruit, place and manage volunteers for a variety of assignments
- Provide progressive training necessary for certification, retention, advancement and to ensure that all training is statutorily compliant
- Provide accurate information to the public and news media regarding police activities
- Plan, process and track external training requests
- Manage the Special Assignment Overtime detail program
- Develop new programs that stay abreast with current crime trends

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	125,722	135,533	141,565	141,565	141,143	144,744	2.25%
Employee Benefits	57,596	62,975	73,093	73,093	74,593	114,199	56.24%
Contractual	27,573	39,746	41,000	41,000	29,495	49,000	19.51%
Commodities	5,773	9,593	10,050	10,050	8,422	30,500	203.48%
TOTALS	**216,664**	**247,847**	**265,708**	**265,708**	**253,653**	**338,444**	**12.33%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual costs increased due training. The Training Unit has consolidated most of the Departments expenses associated with such costs.

COMMODITIES

Commodities increased due training. The Training Unit has consolidated most of the Departments expenses associated with such costs.

PROGRAM: Training and Community Relations Unit (TCR) 424

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Administrative Assistant	2.000	2.000	2.000	2.000	2.000
	2.000	2.000	2.000	2.000	2.000

TRAINING AND COMMUNITY RELATIONS FY2025 ACCOMPLISHMENTS

- ✔ Continued to coordinate Instructor level training of new VIRTRA 300 Response to Resistance Simulator as well as Department-wide VIRTRA 300 training to include response to resistance, responding to special needs populations (Autism) and Active Shooter response
- ✔ Maintained the responsibility of recruitment and hiring from People & Culture
- ✔ Continued to maintain the responsibility of the Special Assignment Overtime detail program

FY26 STRATEGIC GOALS AND OBJECTIVES

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Public E-blasts (via website)	6	13	20	20	25
News releases/bulletins to website	40	193	56	50	70
Website hits	27,540	33,888	15,602	28,174	30,000
Website updates (i.e. pictures, forms, flyers, etc.)	95	60	36	25	50

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Applications received	1,527	1,810	1,376	1,167	1,000
Applicants interviewed	235	343	249	171	120
Applicants hired	13	16	17	15	10
Applicants completed FTO program	9	11	8	10	6
# of hours of training provided	8,466	7,318	7,671	10,465	9,000

* Includes sponsored Police Academy cadets.

** Training hours limited due to PBC Pandemic Emergency Orders.

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Crime prevention/community activities/ meetings/programs	6	30	17	31	35
Palm Beach Crime Watch members*	232	237	237	232	250

Meetings/activities include Crime Watch breakfast, various community association meetings, school programs, shred events, open house, National Night Out, etc.

* Crime Watch was absorbed by the Palm Beach Police & Fire Foundation. The PD continues to be a vested partner.

** Numerous programs cancelled/rescheduled due to PBC Pandemic Emergency Orders

Program: Communications Unit 425

MISSION:

This division exists to provide rapid and efficient emergency response coordination, ensuring the safety of the community and Public Safety, and saving lives through effective communication and rescue deployment.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Receive emergency and non-emergency calls for service
- Coordinate appropriate response of Public Safety services
- Provide emergency medical instructions
- Operate and control interoperable radio systems for Police, Fire Rescue, and Parking & Code Enforcement
- Support Public Safety by processing and relaying information

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	980,514	1,152,047	1,347,246	1,347,246	1,347,246	1,384,226	2.74%
Employee Benefits	592,310	641,403	763,584	763,584	774,760	881,069	15.39%
Contractual	104,093	134,604	191,500	198,100	204,011	181,000	(5.48%)
Commodities	4,264	3,012	6,200	6,200	2,500	3,000	(51.61%)
Depreciation	74,775	26,583	21,885	21,885	21,885	16,675	(23.81%)
TOTALS	**1,755,956**	**1,957,649**	**2,330,415**	**2,337,015**	**2,350,402**	**2,465,970**	**5.82%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual increased due to projected costs for radio repairs, depreciation, maintenance (increased console maintenance costs) and parts associated with the Motorola/County Radio System transition.

COMMODITIES

Commodity costs decreased for the year due to the Training Unit consolidating training expenditures. The decrease is also due to the Other Equipment Repair account, which had a one-time cost in FY25 that is not needed in FY26.

PROGRAM: Communications Unit 425

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2026	FY2026
Telecommunications Supervisor Lead	1.000	1.000	1.000	1.000	1.000
Telecommunicator Supervisor	4.000	4.000	4.000	4.000	4.000
Telecommunicator	10.000	10.000	10.000	10.000	10.000
	15.000	15.000	15.000	15.000	15.000

COMMUNICATIONS FY2025 ACCOMPLISHMENTS

- ✔ Upgraded all Communication phone lines and audio recorder with SIP (Session Initiation Protocol) Integration.
- ✔ Deployed text & video to 911 streaming services
- ✔ Successfully hired and trained two Telecommunicators
- ✔ Implemented standardized pay ranges for hiring Telecommunicators with previous year of experience
- ✔ Upgraded all radio infrastructure, dispatch consoles, and radio fleet.
- ✔ Upgraded to a new CAD system.

FY26 STRATEGIC GOALS AND OBJECTIVES

- ► Create a formal step plan for the Communications Unit.
- ► Upgrade Direct Connect System.

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Average call dispatch time (Police)	1:25	2:20	2:08	0*	2:00
Average call dispatch time (Fire/Medical)	0:11	0:34	0:32	0**	0:30

Due to Transition in new dispatch software, average call dispatch time is seperated into two numbers for FY25:

* 2:21 (old system); 1:29 (new system)

** 0:33 (old system); 0:16 (new system)

Productivity Measures					
Effectiveness/Output Measures	**FY2022 Actual**	**FY2023 Actual**	**FY2024 Actual**	**FY2025 Actual**	**FY2026 Projected**
Police calls	52,167	52,685	59,715	65,750	54,000
Fire/medical calls	2,651	2,880	2,959	2,820	2,900

Program: Crime Scenes/Evidence Unit 426

MISSION:

This division exists to enhance public safety and assist the crime solving process through the forensic investigation of crime scenes.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Collect, record and preserve physical evidence found at crime scenes
- Prepare detailed investigative reports
- Sketching and photography, as needed
- Conduct laboratory analysis of forensic evidence
- Examination and comparison of latent fingerprints
- Preparation of cases for trial
- Submission of evidence to appropriate forensic laboratories for analysis
- Perform crime prevention services for the community to include fingerprinting and identification cards
- Receives, logs, and stores all items of evidence and property turned in to the unit. Purges same by either returning, auctioning, or destroying when property and evidence is no longer needed either by adjudication or statute of limitation
- Respond to and fulfill FOIA requests

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	171,349	291,697	349,041	349,041	352,041	360,344	3.24%
Employee Benefits	78,908	127,518	187,077	187,077	187,685	266,739	42.58%
Contractual	579	5,799	7,800	7,800	1,500	4,100	(47.44%)
Commodities	4,277	6,876	8,025	8,025	4,528	3,700	(53.89%)
Capital Outlay	-	1,264	-	-	-	-	-%
Depreciation	9,903	9,903	11,934	11,934	11,934	11,540	(3.30%)
Other	1,268	1,268	-	-	-	-	-%
TOTALS	**266,284**	**444,326**	**563,877**	**563,877**	**557,688**	**646,424**	**14.64%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

PROGRAM: Crime Scenes/Evidence Unit 426

CONTRACTUAL

Contractual services decreased due to eliminating the Copy Machine Charge account and consolidating such charges to the Administration Unit.

COMMODITIES

Commodity decreased for the year due to consolidation of Fuel and Training accounts. Fuel expenses consolidated to the Administration Unit and Training expenses consolidated to the Training Unit.

OTHER

Other includes the principal and interest payments on the lease of a copy machine per GASB 87 Guidelines.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Police Sergeant	0.000	0.000	0.000	1.000	1.000
Crime Scene Evidence Manager	1.000	1.000	1.000	0.000	0.000
Crime Scene Evidence Tech I	0.000	0.000	0.000	1.000	1.000
Crime Scene Evidence Technician	1.000	1.000	1.000	0.000	0.000
Administrative Specialist	0.000	0.000	0.000	1.000	1.000
Digital Crime Scene Tech	0.000	0.000	1.000	0.000	0.000
Digital Evidence Tech	0.000	0.000	0.000	1.000	1.000
	2.000	2.000	3.000	4.000	4.000

CRIME SCENE/EVIDENCE UNIT FY2025 ACCOMPLISHMENTS

- ✔ The unit successfully implemented a streamlined video upload process, revolutionizing the way video evidence is managed. By establishing efficient protocols for video categorization, the unit has significantly reduced the time and effort required to locate, upload, and catalog video evidence. This has resulted in quicker access to critical video footage for investigations, improving the overall rate of submission to the State Attorney's Office.
- ✔ Recognizing the crucial role that officers play in evidence vouchering, a comprehensive training program was initiated to aim at enhancing their efficiency and accuracy in this process. Through hands-on training sessions, Officers were empowered with the necessary skills and knowledge to properly document and package evidence, ensuring its admissibility in court. As a result, the unit has witnessed a noticeable increase in the quality and completeness of submissions, leading to stronger cases and improved judicial outcomes.
- ✔ To further enhance the unit's capabilities, the evidence Field Training Officer (FTO) program was enhanced to introduce the technical aspect of evidence submission. This program equips newly recruited personnel with the essential knowledge and practical skills required for effective evidence management. As part of this initiative, a practice version of the Records Management System (RMS) evidence module was created allowing trainees to simulate real-life scenarios in a controlled environment. This hands-on training has significantly improved the trainees' understanding of evidence handling procedures and their ability to navigate the RMS, ultimately leading to more competent and confident evidence management professionals.
- ✔ The Unit has taken on a significant role in fulfilling FOIA requests by taking the lead on responding to, assigning and closing FOIA requests

Program: Crime Scenes/Evidence Unit 426

FY26 STRATEGIC GOALS AND OBJECTIVES

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Hurricane Re-entry forms	0	1350	256	920	920
Crime scenes processed	85	46	75	20	20

Productivity Measures					
Effectiveness/Output Measures	**FY2022 Actual**	**FY2023 Actual**	**FY2024 Actual**	**FY2025 Actual**	**FY2026 Projected**
Latent print comparisons	240	23	-	-	-
Audio/visual/photographic evidence	500	7,453	7,850	3,072	8,949
Evidence collected	1,500	1,848	1,748	2,084	1,993
Evidence disposed of	2,800	2,579	2,450	2,450	2,500

PROGRAM: Patrol 428

MISSION:

This division exists to protect life and property, prevent and suppress crime, preserve the public order and apprehend violators of laws and ordinances in order to create an environment where citizens feel safe and secure.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Provide first level of law enforcement response
- Use Patrol vehicles, motorcycles, bicycles, ATV's, marine units and foot patrol as appropriate to the situation
- Provide special event security at high volume community affairs
- Investigate suspicious persons and incidents to deter and detect criminal activity
- Establish 'omnipresence' through frequent and conspicuous patrol throughout the community
- Resolve various types of problems and conflicts in order to preserve the peace
- Enforce traffic regulations, investigate accidents and maintain an orderly flow of traffic
- Employ a proactive approach to deter and prevent crime

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	6,500,919	7,672,995	8,448,199	8,448,199	8,748,199	9,053,110	7.16%
Employee Benefits	4,020,104	4,721,637	5,348,414	5,348,414	5,358,135	6,527,423	22.04%
Contractual	128,601	126,796	270,700	270,700	194,550	504,818	86.49%
Commodities	339,157	293,522	323,000	331,500	281,000	68,000	(78.95%)
Capital Outlay	-	-	268,086	268,086	268,086	198,632	(25.91%)
Depreciation	442,430	467,567	472,571	472,571	472,571	417,934	(11.56%)
TOTALS	**11,431,212**	**13,282,517**	**15,130,970**	**15,139,470**	**15,322,541**	**16,769,917**	**10.83%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual costs increased due to the movement of leased camera costs to expenditure funds.

Program: Patrol 428

COMMODITIES

The commodity budget in the Patrol Unit is fluid from year to year based on particular unit needs. The decreases this FY are due to the account consolidation of fuel costs for patrol vehicles and police boat, vehicle maintenance, uniform and training costs. Fuel, vehicle maintenance and uniform expenses consolidated to the Administration Unit. Training Costs consolidated to the Training Unit.

CAPITAL OUTLAY

Capital Outlay funds through expenditure accounts are used to offset the gap that depreciation funds would cover. The Patrol Division was able to decrease FY26 capital outlay costs through expenditure accounts and was able to fund most equipment through depreciation funds.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Police Captain	2.000	2.000	2.000	2.000	1.000
Police Lieutenant	2.000	2.000	2.000	2.000	3.000
Police Sergeant	8.000	8.000	8.000	9.000	9.000
Police Officer	40.000	43.000	46.000	47.000	52.000
Fleet Manager	0.800	0.800	0.800	0.800	0.800
Mechanic/PD	0.800	0.800	0.800	0.800	0.800
	53.600	56.600	59.600	61.600	66.600

POLICE PATROL FY2025 ACCOMPLISHMENTS

- ✔ Continued to utilize a sUAS (Drone) program and unit as well as implementation of officer training
- ✔ Beach patrol continued through the use of ATV and Mule. The ATV offers opportunities for positive personal contact between the officers and the community while patrolling the beach
- ✔ Continued to establish a working relationship with community organizers to assist with response to demonstrations in Town
- ✔ The Business and Community Relations Unit continued to focus on issues and concerns of businesses and community groups in the Town, provide a variety of programs related to crime prevention and public safety, and establish relationships with the public through personal contacts
- ✔ Provided traffic mitigation coordination and management throughout Town to address adverse traffic impacts experienced as a result of traffic volume increases and Presidential protection policies
- ✔ Fully staffed a Motorcycle Patrol/Traffic Enforcement Unit and utilized them to address traffic concerns and provide efficiencies in Patrol services
- ✔ Completed the first phase of enforcement related to illegal moorings within the Lake Worth Lagoon through marine Patrol and USAR (Dive) Team Operations

FY26 STRATEGIC GOALS AND OBJECTIVES

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Public E-blasts (via website)	6	13	20	20	25
News releases/bulletins to website	40	193	56	50	70

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Applications received	1,527**	1,810	1,810	1,167	1,000

PROGRAM: Patrol 428

Applicants interviewed	235	343	343	171	120
Applicants hired*	13	16	16	15	10
Applicants completed FTO program	9	11	11	10	6
# of hours of training provided	8,466	7,318	7,671	10,465	9,000

*Includes sponsored Police Academy cadets

**This number has increased due to allowing continuous applications and the maintenance of an eligibility list

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Police calls	52,167	52,685	52,685	65,750	55,000
Patrol response time	4:37	4:31	4:31	*	3:39
Arrest by patrol officer	869	967	967	960	960
Business security checks	10,155	9,158	9,158	10,852	10,000
Closed housed checks/Security Check	5,398	3,846	3,846	6,662	5,000
Field interview reports	213	256	256	324	275
Intelligence reports	91	111	178	206	200

*For FY25, there will be two sets of #s due to transitioning into new system: 3:34 (Old System), 3:39 (New System)

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Foot patrol hours	1,228	1,048	883	1552*	1,500
Bicycle/Segway patrol hours	145	308	266	263	260
ATV patrol hours	151	129	69	60	60
Marine patrol hours	1,443	1,614	1,673	706	700
Selective enforcement hours	3,300	3,001	5,550	5,597	5,500

Program: Criminal Investigation 429

MISSION:

The Detective Bureau's purpose is to identify and arrest criminal offenses and offenders utilizing thorough investigative procedures, including the interviewing of victims and witnesses of criminal activity, locating evidence for collection by Detective and the CSEU, and the recovery of stolen property, thereby providing justice to the victims of crime and ensuring the Palm Beach community stay safe and secure for those that reside, work, and visit our Town.

MAIN ACTIVITIES:

Tasks critical to the successful fulfillment of our mission are as follows:

- Contact victims and provide follow-up on their cases;
- Interview witnesses and interrogate suspects
- Access online investigative resources to develop leads and identify potential stolen property;
- Utilize the Crime Analyst to help identify criminal suspects and potential crime hot spots;
- Monitor and surveil for criminal activity using the PBPD's REalTime Crime Center (RTCC);
- Suppress criminal activities through the use of unmarked patrol units;
- Reduce residential burglary through proactive strategic and tactical operatives;
- Coordinate the flow of investigational information among other jurisdictions and units;
- Work directly with the State Attorney's Office in developing the best practices necessary to bring successful prosecutions to criminal cases;
- Complete and execute Risk Protection ORders (RPOs) to limit at-risk individuals' access to firearms
- Provide dignitary protection for qualified recipients when required
- Complete thorough background investigations for public safety new hires, promoting community security and trust by employing only those individuals with the highest standards

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	761,980	835,104	834,427	834,427	884,427	899,903	7.85%
Employee Benefits	598,325	552,338	611,272	611,272	608,230	663,156	8.49%
Contractual	9,612	8,346	9,700	9,700	7,500	8,200	(15.46%)
Commodities	18,810	16,391	23,700	23,700	8,900	4,300	(81.86%)
Depreciation	14,440	14,440	15,771	15,771	15,771	5,503	(65.11%)
TOTALS	**1,403,167**	**1,426,618**	**1,494,870**	**1,494,870**	**1,524,828**	**1,581,062**	**5.77%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

PROGRAM: **Criminal Investigation 429**

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual decreased due to account consolidation for external vehicle maintenance and training costs. Vehicle maintenance expenses consolidated to the Administration Unit and the Training costs consolidated to the Training Unit.

COMMODITIES

Commodities decreased due to account consolidation for fuel charges, vehicle maintenance and training costs. Fuel and vehicle maintenance costs consolidated to the Administration Unit and Training costs consolidated to the Training Unit.

Program: Criminal Investigation 429

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Police Captain	1.000	0.000	0.000	0.000	1.000
Police Lieutenant	0.000	1.000	1.000	1.000	0.000
Police Sergeant	1.000	1.000	1.000	1.000	1.000
Police Officer	0.000	0.000	0.000	4.000	4.000
Police Officer/Detective	5.000	5.000	4.000	0.000	0.000
Crime Intelligence Analyst	1.000	1.000	1.000	1.000	1.000
	8.000	8.000	7.000	7.000	7.000

CRIMINAL INVESTIGATION UNIT FY2025 ACCOMPLISHMENTS

- ✔ Maintained an exceptional criminal case clearance rate for Part A and B crimes of 66%. Investigated a total of 173 criminal cases and effected 40 case arrests for FY25. Investigated another 69 non-criminal cases, completed 42 background investigations for employees and PBPD-sponsored event participants, and served 8 Risk Protection Orders on at-risk individuals.
- ✔ Updated technology and equipment for the CIU, including the establishment and personnel staffing of the Real Time Crime Center (RTCC), which since its inception has been instrumental in the quick resolution of crimes and emergency incidents as they have unfolded. The RTCC is manned by CIU staff 16 hours daily Monday-Friday, and is available for access to other authorized personnel 24/7.
- ✔ Added a 5th Detective to help with both RTCC responsibilities and with heightened demands of the Detective Bureau related to increasing visitors and activity within the Town.
- ✔ Fully adopted the previously temporary responsibilities of manning the Mar-A-Lago Command Post after the January 2025 inauguration of President Donald Trump while POTUS is in residence. Continued working with the U.S. Secret Service, U.S. Coast Guard, and PBSO to ensure smooth lines of communication flow between the agencies, and that situations related to suspicious persons and incidents and emergency access through the security checkpoint is addressed swiftly.
- ✔ Detective Bureau Detectives were awarded Officer of the Month awards on two occasions in FY25, and also received the 2025 Palm Beach Civic Association's Raymond J. Kunkel Award for heroic and/or meritorious service to the Palm Beach community.
- ✔ Continued to oversee the Burglary STrike Force Unit, adding an additional officer to the unit and adjusting their strategies, locations, and schedules to combat the Town's evolving crime trends.

FY26 STRATEGIC GOALS AND OBJECTIVES

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Detective Bureau Crimes investigated	299	133	160	173	190
Investigative clearance rate (Part 1/A)	56%	34%/54%*	0.5725	57%	55%

* A transition in reporting methodology occurred mid-year from UCR to NIBRS/FIBRS in FY23

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Total Cases Assigned *	-	277	264	285	325
Total Successfully Closed Cases **	-	131	181	177	200
Successful Total Case Closure Rate**	-	63.50%	77.10%	76.50%	60+%

* Crim, Non-Crim, Backgrounds

** Crim/Non-Crim.

PROGRAM: Parking Control Unit 430

MISSION:

This division exists to provide for the efficient use of limited public parking availability through active enforcement of all parking ordinances, rules and regulations.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Patrol parking areas on a regular basis to identify and ticket violators and to increase turnover of parking spots
- Address inquiries and complaints from the public
- Handle pedestrian and vehicular traffic at schools and major intersections
- Apply vehicle immobilization device as necessary
- Review construction plans for traffic hazards, traffic flow and parking for special events as needed
- Parking Enforcement Officers serve as the school crossing guards for the Town
- Police Service Aides handle traffic crashes and minor reports.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	286,338	336,134	515,356	515,356	530,356	696,191	35.09%
Employee Benefits	174,835	190,595	353,944	353,944	352,439	538,100	52.03%
Contractual	191,505	185,916	136,000	136,000	192,000	92,848	(31.73%)
Commodities	14,191	20,100	21,100	21,100	18,555	22,900	8.53%
Capital Outlay	-	-	51,630	51,630	51,630	150,000	190.53%
Depreciation	51,482	47,804	18,655	18,655	18,655	3,139	(83.17%)
TOTALS	**718,350**	**780,549**	**1,096,685**	**1,096,685**	**1,163,635**	**1,503,179**	**37.07%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY22 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual costs decreased due Bank Service Charges.

COMMODITIES

Commodities increased due to Software costs.

Program: Parking Control Unit 430

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Office Manager	0.000	0.000	0.000	0.000	0.250
Police Service Aide	0.000	0.000	0.000	0.000	6.000
Parking/Code Enforcement Specialist	0.250	0.250	0.250	0.250	0.000
Lead Parking Control Officer	1.000	1.000	1.000	0.000	0.000
Parking Enforcement Officer Lead	0.000	0.000	0.000	1.000	1.000
Parking Enforcement Officer	2.000	4.000	4.000	7.000	3.500
	3.250	5.250	5.250	8.250	10.750

PARKING CONTROL FY2025 ACCOMPLISHMENTS

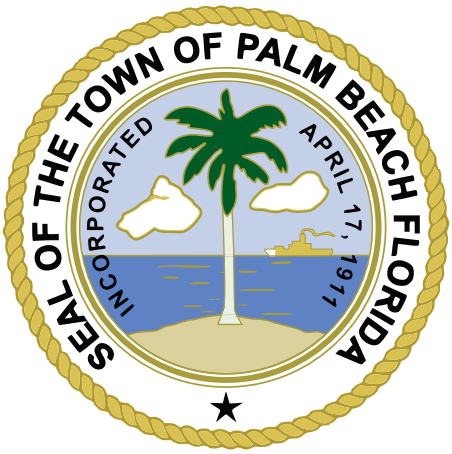
- ✔ Completed upgrade to all Gtechna LPRs which will enable viewing of all tags recorded by a Parking Enforcement Unit and assist with the RPP program
- ✔ Parking Enforcement Officers assisted with traffic closures and vehicular flow during demonstrations, protests, crashes, and Traffic Mitigation during POTUS visits
- ✔ Parking Enforcement Officers are responsible for escorting vendors within restricted areas
- ✔ Parking Enforcement assists with underground project parking daily
- ✔ The unit added Police Service Aides (PSA), which allows the unit to handle traffic crashes and minor reports.

FY26 STRATEGIC GOALS AND OBJECTIVES

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Parking tickets	10,776	14,426	16,740	23,589	15,000
Parkmobile/Kiosk tickets*	2,139	3,564	5,172	12,412	3,600
Traffic boots	46	47	50	88	50

*The Town replaced Kiosk ticketing with ParkMobile in FY2025.

Productivity Measures					
Effectiveness/Output Measures	**FY2022 Actual**	**FY2023 Actual**	**FY2024 Actual**	**FY2025 Actual**	**FY2026 Projected**
Vehicle patrol hours	7,928	7,043	6,365	8,471	8,000
Traffic Mitigation	-	-	-	-	1400*
School Crossing	249	105	303	330	300
Revenues	$1,977,926	$1,066,292	$1,066,292	$1,962,709	$2,000,000
Expenditures	$633,207	$642,565	$642,565	$1,101,585	$1,503,178


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911

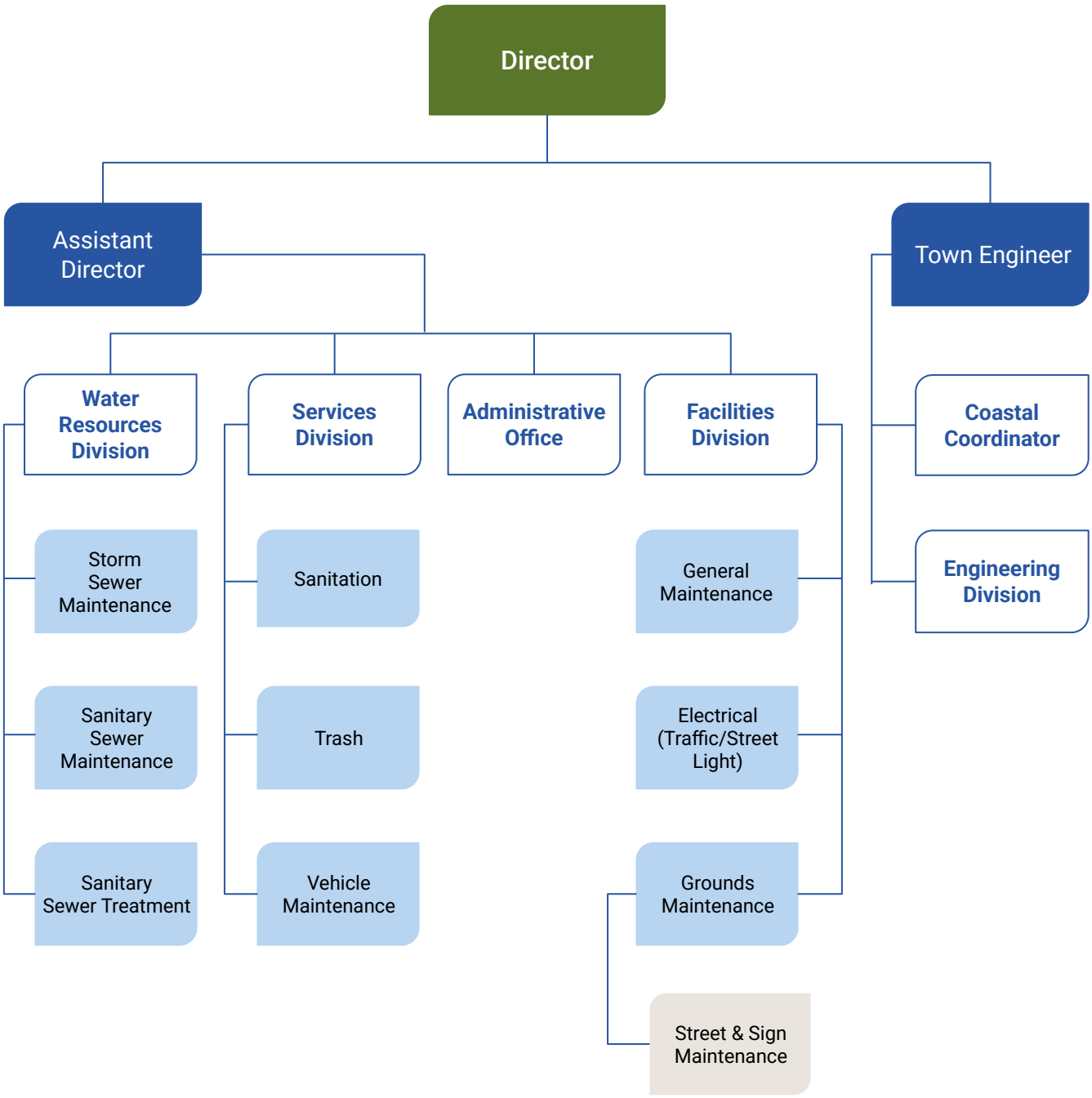


DEPARTMENT:
Public Works

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

PUBLIC WORKS ORGANIZATIONAL CHART



DEPARTMENT: PUBLIC WORKS

MISSION:

The Public Works Department exists to create and maintain a safe, clean and aesthetically pleasing environment for all the citizens of Palm Beach. This efficient and cost-effective environment is provided for the residents, businesses, visitors, and employees who utilize the Town facilities in our community. The Public Works Department applies both proven and innovative techniques and systems to provide for excellence in the operation, construction, maintenance and repair of the public buildings, structures and grounds to achieve this purpose. The continuous stewardship of the Town's infrastructure and coastal resources is achieved through the dedicated efforts of a diverse group of operational, administrative, engineering, and construction professionals.

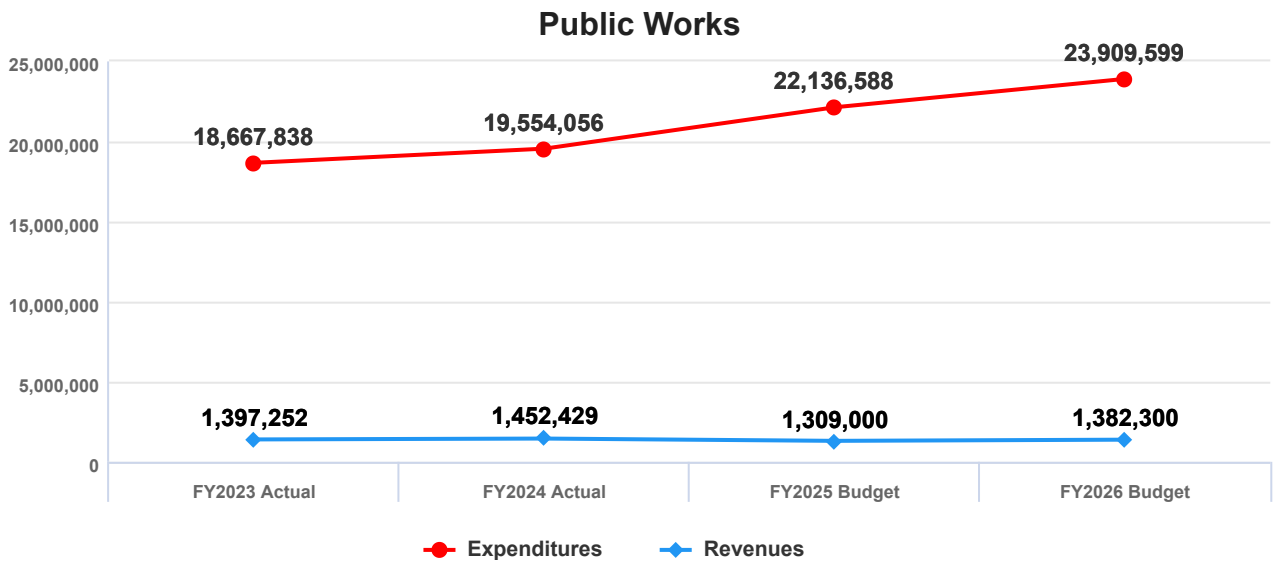
Revenue Summary

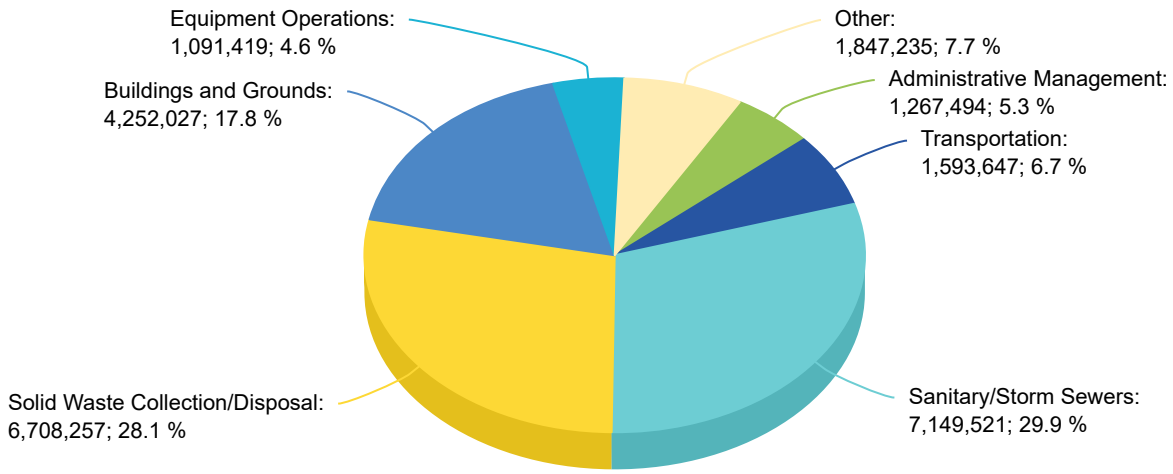
	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Special Solid Waste	9,497	9,071	12,000	9,000	9,000	(25.00%)
Solid Waste	854,714	898,755	850,000	900,000	900,000	5.88%
Comp. Garbage Collection Fee	393,711	400,725	325,000	400,000	350,000	7.69%
Historic Specimen Tree Fee	2,431	2,873	2,000	3,300	3,300	65.00%
State Highway Lighting Maint	136,899	141,006	120,000	120,000	120,000	-%
TOTALS	**1,397,252**	**1,452,429**	**1,309,000**	**1,432,300**	**1,382,300**	**5.60%**

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	5,850,849	6,352,699	6,924,434	6,924,434	6,919,579	7,243,933	4.61%
Employee Benefits	3,317,267	3,481,478	3,980,130	3,980,130	3,993,027	4,735,378	18.98%
Contractual	7,709,364	7,854,354	9,202,459	9,605,046	9,474,892	9,904,327	7.63%
Commodities	1,080,596	1,128,678	1,104,065	1,182,117	1,082,839	1,114,325	0.93%
Capital Outlay	26,266	59,651	172,294	212,712	159,414	27,000	(84.33%)
Depreciation	683,156	669,366	753,206	753,206	753,206	884,636	17.45%
Other	340	7,831	-	-	-	-	-%
TOTALS	**18,667,838**	**19,554,056**	**22,136,588**	**22,657,646**	**22,382,957**	**23,909,599**	**8.01%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.





	FY2023	FY2024	FY2025	FY2026
Total Full Time Equivalent Employees	81.000	81.000	81.000	83.000

Program: Administrative Management 511

MISSION:

This division provides guidance, inspiration, resources and direction to the Public Works Department to ensure that the multiple services we perform are both efficient through our commitment to continual improvement and effective in meeting the expectations of the citizens we serve.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Provide oversight to all Public Works programs to ensure we maintain or improve levels of service and safety measures
- Implement the Town's Capital Improvement Plan and the Comprehensive Coastal Management Plan
- Manage all projects authorized by the Town Council
- Continually seek new and better ways to accomplish our mission

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	604,373	666,056	702,656	702,656	702,656	774,993	10.29%
Employee Benefits	253,398	278,986	310,893	310,893	310,893	424,589	36.57%
Contractual	66,753	35,986	46,025	46,025	42,700	50,000	8.64%
Commodities	7,377	9,349	11,200	11,200	10,100	11,150	(0.45%)
Capital Outlay	-	24,609	-	-	-	-	-%
Depreciation	536	536	6,763	6,763	6,763	6,763	(0.00%)
Other	340	7,831	-	-	-	-	-%
TOTALS	**932,776**	**1,023,352**	**1,077,537**	**1,077,537**	**1,073,112**	**1,267,494**	**17.63%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

The FY2026 contractual budget costs increased by 8.64%, this includes an increase in employee recognition/events, postage, tuition reimbursement, additional contractual administrative support, and the payments for the lease of two (2) copy machines per GASB 87 Guidelines.

DEPRECIATION

The FY2026 depreciation budget has 0% change.

PROGRAM: Administrative Management 511

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Director of Public Works	1.000	1.000	1.000	1.000	1.000
Assistant Director of Public Works	1.000	1.000	1.000	1.000	1.000
GIS Specialist	1.000	0.000	0.000	0.000	0.000
Office Manager	1.000	1.000	1.000	1.000	1.000
Administrative Specialist	0.000	0.000	0.000	1.000	0.000
CMMS Coordinator	1.000	0.000	0.000	0.000	1.000
Administrative Assistant	3.000	3.000	3.000	2.000	3.000
	8.000	6.000	6.000	6.000	7.000

Program: Street & Sign Maintenance 521

MISSION:

This bureau exists to maintain and repair wayfinding, regulatory signage, pavement markings and cleanliness of streets in order to provide a safe riding surface, and to assure that we have safe sidewalks, bikeways, and trail systems throughout the Town.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Work to continually improve quality and efficiency
- Inspect the condition of streets, sidewalks, and paths to prioritize maintenance, repairs and replacement appropriately
- Install new signs as approved by the Town Manager and upgrade/replace signs as needed to be consistent with industry standards
- Respond to emergencies and priorities in a timely fashion

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	147,971	158,892	161,818	161,818	160,318	156,126	(3.52%)
Employee Benefits	79,100	85,164	94,509	94,509	94,022	104,433	10.50%
Contractual	194,426	252,902	235,550	257,869	246,080	256,350	8.83%
Commodities	103,554	86,044	90,950	90,950	87,880	95,250	4.73%
Depreciation	16,530	22,182	20,971	20,971	20,971	15,033	(28.32%)
TOTALS	**541,581**	**605,185**	**603,798**	**626,117**	**609,271**	**627,192**	**3.87%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual increased by 8.83% or $20,800 due to additional anticipated sidewalk grinding and after-hours Rights of Way (ROW) work; a small increase in curb painting due to anticipated CPI and cost average for street sweeper dumpster (year 2 average costs).

COMMODITIES

Commodities increased by 4.73% or $4,300 due to 3-year average fuel costs, actual costs for uniforms addition of safety shoe program, aluminum & overall material cost increases.

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PROGRAM: Street & Sign Maintenance 521

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Facilities Maint Div Manager	0.333	0.250	0.250	0.250	0.250
Grounds Supervisor	0.500	0.500	0.500	0.500	0.500
Streets/grounds Maint Tech II	0.000	0.000	0.000	0.000	1.000
Equipment Operator II	1.000	1.000	1.000	1.000	0.000
	1.833	1.750	1.750	1.750	1.750

STREET & SIGN MAINTENANCE FY2025 ACCOMPLISHMENTS

- ✔ Performed Town-wide sidewalk inspections and repairs
- ✔ Optimizing staff efficiency by contracting with a third-party vendor to assist in repairs and maintenance of Town streets and sidewalks
- ✔ Repair & replace regulatory wayfinding and parking signage as needed for enforcement, local and state laws
- ✔ Continued use of Lucity (work order management system) to manage assets, create work orders, track workload, schedule projects and create reports
- ✔ Completed ParkMobile & Residential Permit Parking sign change out in the Mid-Town district
- ✔ Converted all central commercial district signage to new ParkMobile and Residential Permit Parking signage

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Sweeper debris collected (tons)				80.53 Tons	60 Tons
Curbs painted (LF)	35,166 LF	35,166 LF	35,166 LF	35,166 LF	35,166 LF
Total potholes patched	207	50	52	58	40
Total sidewalk repairs/replacement (inspected Wells to Hammond)	1,115 LF	1,264 LF	2,646 LF	2,444 LF	1,000 LF
Total traffic control signs replaced	296	262	193	850	300

Program: Traffic Control 523

MISSION:

This bureau exists to provide and maintain signalized traffic intersections and controls to ensure vehicular safety

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Preventive maintenance and inspection programs to proactively address issues
- Repair/replace traffic signals, and respective equipment as needed or required per Town's preventative maintenance service plan
- Enhance traffic programming for improved vehicular movements

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	7,443	2,136	-	-	-	-	-%
Employee Benefits	669	158	-	-	-	-	-%
Contractual	41,197	50,587	26,500	39,868	24,825	25,100	(5.28%)
Commodities	28,253	6,684	19,400	36,935	17,760	16,400	(15.46%)
TOTALS	**77,561**	**59,565**	**45,900**	**76,803**	**42,585**	**41,500**	**(9.59%)**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

CONTRACTUAL

Contractual services decreased by 5.28% or $1,400, due to Econolite traffic management/configuration/monitoring, and traffic cabinet modem cost correction (connection taxes, etc.); small decrease in electrical, and other equipment maintenance.

COMMODITIES

Commodities decreased by 15.46% or $3,000 due to removal of office supplies, and moving chemicals supplies to 524 program, and reductions in 52.12 Other Supplies 3-year average.

PROGRAM: Traffic Control 523

TRAFFIC CONTROL FY2025 ACCOMPLISHMENTS

- ✔ Performed preventative maintenance on all traffic signal intersections limiting downtime and maintained consistent traffic flow
- ✔ Upgraded traffic telemetry system from dial-up to cellular connections for all Town signalized intersections
- ✔ Performed traffic surveys
- ✔ Monitored and adjusted Edaptive traffic software, created new timing plans and installed into the traffic controllers
- ✔ Continued use of Lucity (work order management system) to manage assets, create work orders, track workload, schedule projects and create reports
- ✔ Continued assessment and adjustments to timing for signalized interactions for more efficient traffic movements throughout Town
- ✔ Purchased intelligent pedestrian crosswalk (IntelliCross) button system for major intersections
- ✔ Mapped & imported into the Towns GIS system all signalized intersections mast arms, pullboxes, control locations and cable routing

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Traffic signal replacements (red, yellow, green lamps)	11	18	28	15	10
Perform preventative maintenance in signalized intersections	52	52	52	52	52

Program: Electrical & Street Lighting 524

MISSION:

This bureau exists to maintain reliable, safe and effective street lighting systems that contribute to safe streets in the Town and protect endangered sea turtles from light intrusion during nesting season.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Conduct preventive maintenance annually on the 1,251 streetlights in Town
- Perform “locates” for underground wiring to minimize the likelihood of damage due to digging
- Replacement of older poles on predetermined schedule for uniform lighting
- Conduct periodic inspections of streetlights to ensure they are operating properly

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY 2026 Budget	% Change
Salaries and Wages	253,331	227,017	291,841	291,841	292,641	303,273	3.92%
Employee Benefits	130,962	137,034	164,378	164,378	164,266	186,821	13.65%
Contractual	285,389	321,264	288,700	312,450	298,560	332,100	15.03%
Commodities	55,128	91,400	83,500	85,184	80,450	76,455	(8.44%)
Depreciation	28,887	28,477	28,340	28,340	28,340	26,306	(7.18%)
TOTALS	**753,697**	**805,192**	**856,759**	**882,193**	**864,257**	**924,955**	**7.96%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual services increased by 15.03% or $43,400 due to additional bid costs with street light painting, and vendor costs associated with street light traffic and pump station repairs. Electric cost increases and moving phone stipends.

COMMODITIES

Commodities decreased by 8.44% or $7,045 due to cost reductions in LED lamp costs, and fixtures for Witches hat assemblies. Small decrease in Fuel costs, and 3 year average for 52.12 account for Other Supplies used for bureau. Corrected uniform line item for actual costs and added safety shoe program.

PROGRAM: Electrical & Street Lighting 524

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Water Resources Division Manager	0.500	0.000	0.000	0.000	0.000
Facilities Maint Div Manager	0.000	0.250	0.250	0.250	0.250
Electrician Supervisor	1.000	1.000	1.000	1.000	1.000
Industrial Electrician Senior	1.000	1.000	0.000	0.000	0.000
Industrial Electrician	1.000	1.000	2.000	2.000	2.000
	3.500	3.250	3.250	3.250	3.250

ELECTRICAL & STREET LIGHTING FY2025 ACCOMPLISHMENTS

- ✔ Annual maintenance painting of Town owned streetlights
- ✔ Quarterly preventive maintenance on Town owned streetlights
- ✔ Performed utility locates for underground wiring to minimize the likelihood of damage to Town infrastructure due to digging
- ✔ Performed preventive electrical maintenance for all Town owned facilities, to include stormwater and sanitary pump stations
- ✔ Continued use of Lucity (work order management system) to manage assets, create work orders, track workload, schedule projects, and create reports
- ✔ Mapped & imported into the Town GIS system all Town and FPL streetlights, pullboxes, and lighting circuits
- ✔ Conversion of traditional lamp type lightning fixtures to LED lighting fixtures.

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Total streetlights painted	x	x	x	201	300
Total streetlight service requests	x	x	x	130	100
Total bi-monthly street light surveying	7	7	7	7	7
Total utility locates call-outs	x	x	x	1,284	1,000

Program: Stormwater Maintenance 531

MISSION:

This bureau exists to protect the health, safety and property of residents and businesses by effectively operating and maintaining the storm system.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Perform highest level of preventive maintenance to provide 100% equipment readiness at all times
- Clean, inspect and repair storm water collection and pumping systems to keep them fully functional
- Respond quickly to rainfall and storm events
- Evaluate and improve systems to meet or exceed design standards
- Track rainfall and storm duration for analysis and future planning

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	14,327	5,287	-	-	-	-	-%
Employee Benefits	1,217	390	-	-	-	-	-%
Contractual	281,992	349,055	372,200	372,200	390,800	382,400	2.74%
Commodities	72,129	70,698	77,400	84,594	72,100	71,000	(8.27%)
Capital Outlay	-	-	7,834	48,252	7,834	-	(100.00%)
Depreciation	15,937	5,158	1,624	1,624	1,624	-	(100.00%)
TOTALS	**385,602**	**430,589**	**459,058**	**506,670**	**472,358**	**453,400**	**(1.23%)**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

CONTRACTUAL

Contractual needs are based on services that are outside of our expertise and also includes utility needs. The increase is based on rising maintenance costs for pumps, generators, fuel tanks, and SCADA repair services.

COMMODITIES

This decrease is due to the reduced needs for storm water safety equipment and other supplies.

STORMWATER MAINTENANCE FY2025 ACCOMPLISHMENTS

- ✔ Performed visual inspection on stormwater stations and continued preventative maintenance
- ✔ Respond and investigate issues with stormwater pumps, as needed, and send to vendors for repairs
- ✔ Continue with our system wide tv inspection and cleaning program for our stormwater collection system
- ✔ Continued use of Lucity (work order management system) to manage assets, create work orders, track workload, schedule projects and create reports
- ✔ Inspection and maintenance of Town's standby generators and fuel tanks

PROGRAM: Stormwater Maintenance 531

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Pump station inspections	903	700	671	689	676
Storm pump repairs	19	9	6	9	As needed
Manhole basin inspections	743	20	8	114	20
Raise and replace catch basin inlets	-	-	-	-	20
Mainline cleaning (feet)	3,606 FT	5,243 FT	6,990 FT	5,284 FT	5,000 FT
Televised inspections (mainline)	-	1,100 FT	630 FT	1,921 FT	2,000 FT
Generator inspections (Town wide)	-	303	1,072	1,125	1,050
Clean and inspect storm inlets	1,640	824	1,241	1,781	1,640
Inspect de-watering permits	-	-	-	79	As needed
Storm and sanitary locates	-	-	-	3,365	As needed

Program: Sanitary Sewer Maintenance 532

MISSION:

This bureau exists to protect the health and well-being of residents, businesses, and visitors by operating a sanitary sewer system that prevents sewage back-up, spillage or odor impact and is 100% reliable.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Schedule and conduct proper preventive maintenance and repairs on all systems
- Troubleshoot and repair all mechanical problems in a timely manner
- Televise gravity lines and repair as necessary
- Closely monitor run time for pumps
- Reduce inflow and infiltration into systems to reduce treatment costs
- Emergency repairs and electrical maintenance of sewer pump station controls, telemetry systems, and back-up generator systems
- Upgrade stations to improve efficiency

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	1,084,217	1,114,298	1,177,017	1,177,017	1,177,017	1,193,849	1.43%
Employee Benefits	607,556	633,897	717,380	717,380	717,653	848,644	18.30%
Contractual	243,676	213,770	247,800	258,670	248,209	268,052	8.17%
Commodities	129,273	204,679	109,200	110,839	111,136	114,050	4.44%
Capital Outlay	-	-	57,505	57,505	51,505	-	(100.00%)
Depreciation	66,799	54,478	118,074	118,074	118,074	121,026	2.50%
TOTALS	**2,131,522**	**2,221,122**	**2,426,976**	**2,439,485**	**2,423,594**	**2,545,621**	**4.89%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

The increase is due to rising costs of repairs and service of pumps, air compressors, rental of equipment, telemetry equipment, fuel tanks and generators. All service repairs and electrical costs are based on a three (3) year average.

PROGRAM: Sanitary Sewer Maintenance 532

COMMODITIES

Increase for anticipated fuel expenses based on prior year's expenses, general office supplies, gas detecting equipment, and small maintenance supplies.

CAPITAL OUTLAY

The Increase is due to retrofitting costs for a replacement service truck and existing camera van.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Water Resources Division Manager	0.500	1.000	1.000	1.000	1.000
Utilities Maintenance Supervisor	1.000	1.000	1.000	1.000	1.000
Utilities Operations Supervisor	0.000	0.000	0.000	0.000	1.000
Water Resources Technician II	3.000	4.000	5.000	4.000	4.000
Water Resources Technician I	10.000	9.000	8.000	9.000	8.000
	14.500	15.000	15.000	15.000	15.000

SANITARY SEWER MAINTENANCE FY2025 ACCOMPLISHMENTS

- ✔ Continued field verification of sanitary sewer infrastructure for inflow and infiltration that are slated for Cured in Place Pipe Lining (CIPP)
- ✔ Continued annual preventative maintenance program to replace and/or rebuild pumps before failure occurs
- ✔ Continued trenchless pipe patch repair as identified within the sanitary sewer system
- ✔ Continue with our system wide tv inspection and cleaning program for our sanitary sewer collection system
- ✔ Continued use of Lucity (work order management system) to manage assets, create work orders, track workload, schedule projects and create reports
- ✔ Rebuilt three sanitary sewer ejection stations

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Residential service calls	10	44	44	44	25
Inspect/repair pump stations	1,996	2,763	2,054	2,197	2,200
Inspect/repair manhole basins	331	14	19	118	50
Mainline cleaning (feet)	138,479 FT	114,061 FT	141,609 FT	149,672 FT	130,000 FT
Utility locates	4,764	5,332	7,086	3,365	As needed
Inspect sewer connections and abandonments	-	-	-	59	As needed
CCTV sanitary sewer lines	8,890	26,595	26,413	8,945	20,000

Program: Sanitary Sewer Treatment 533

This program reflects the costs of treatment and disposal of the Town's sanitary sewage at the East Central Regional Water Reclamation Facility (ECR).

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Contractual	3,484,988	3,192,751	3,907,784	3,907,784	4,008,500	4,150,500	6.21%
TOTALS	**3,484,988**	**3,192,751**	**3,907,784**	**3,907,784**	**4,008,500**	**4,150,500**	**6.21%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

CONTRACTUAL

This increase reflects the ECR greater operating costs associated with infrastructure and the debt service required to fund several essential capital projects. This also includes the chemical pre-treatment increase prior to pumping effluent to the regional treatment plant, located at Station S-2.

PROGRAM: Residential Collection 541

MISSION:

This bureau exists to promote the health of the community through the efficient and effective removal of residential garbage on a regular schedule prescribed by ordinance.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Collect garbage four days per week and recyclable materials once per week. Minimize the impact of garbage odors, pest attraction and unpleasant appearance
- Collect with the least disruption possible

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	518,410	561,549	669,549	669,549	669,549	693,599	3.59%
Employee Benefits	346,737	348,366	433,128	433,128	445,649	515,974	19.13%
Contractual	1,347	2,403	5,750	7,780	5,750	5,750	-%
Commodities	62,299	69,448	82,800	82,800	87,450	90,800	9.66%
Depreciation	106,846	106,846	106,126	106,126	106,126	103,966	(2.04%)
TOTALS	**1,035,639**	**1,088,612**	**1,297,353**	**1,299,383**	**1,314,524**	**1,410,088**	**8.69%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and changing all sanitation bureau staff to a step pay plan.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

The budget for Contractual remained the same for FY2026.

COMMODITIES

This escalation reflects the increase in other supplies, and uniform costs.

Program: Residential Collection 541

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Sanitation Supervisor	0.400	0.400	0.400	0.400	0.400
Transfer Station Operator	0.750	0.750	0.750	0.750	0.750
Equipment Operator I	7.200	7.200	7.200	8.000	8.000
Services Division Manager	0.200	0.200	0.200	0.200	0.200
	8.550	8.550	8.550	9.350	9.350

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Residential Garbage Collected (Tons)	6,725	6,892	6,798	6,827	7,000
Residential Garbage Reported Misses	4	3	5	6	4

PROGRAM: Commercial Collection 542

MISSION:

This bureau exists to serve the commercial and business garbage collection and disposal needs of the community.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Collect commercial garbage five days a week. Provide steady, and consistently excellent scheduled service without missing pickups
- Maintain positive customer relationships with commercial customers

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	509,895	531,602	613,349	613,349	613,349	634,951	3.52%
Employee Benefits	284,274	287,360	338,609	338,609	338,609	374,760	10.68%
Contractual	416,849	484,889	554,800	563,450	534,200	565,200	1.87%
Commodities	58,530	50,481	65,050	65,050	55,025	57,200	(12.07%)
Depreciation	92,822	59,609	99,714	99,714	99,714	131,322	31.70%
TOTALS	**1,362,370**	**1,413,940**	**1,671,522**	**1,680,172**	**1,640,897**	**1,763,433**	**5.50%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and changing all sanitation bureau staff to a step pay plan.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

This increase includes compacted garbage collection costs and an increase to the temporary labor contracts. The compacted garbage contract increase will be offset by equal revenues.

COMMODITIES

The decrease reflects reduction in fuel costs.

DEPRECIATION

The increase reflects the purchase of new collection equipment.

Program: Commercial Collection 542

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Sanitation Supervisor	0.400	0.400	0.400	0.400	0.400
Transfer Station Operator	0.250	0.250	0.250	0.250	0.250
Equipment Operator II	2.000	2.000	2.000	2.000	2.000
Services Division Manager	0.200	0.200	0.200	0.200	0.200
Sanitation and Trash Worker	4.000	4.000	4.000	4.000	4.000
	6.850	6.850	6.850	6.850	6.850

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Commercial Garbage Collected (Tons)	2,882	2,954	2,914	2,928	3,000
Commercial Garbage Reported Misses	-	2	3	4	3

PROGRAM: Refuse Disposal 543

MISSION:

This program exists to serve the community's health and welfare by transporting residential and commercial garbage to the county solid waste authority for appropriate processing disposal.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Operate transfer station to transport all residential and commercial garbage efficiently and effectively to the Solid Waste Authority for disposal
- Function as part of the team that collects garbage and delivers it to the transfer station to assure proper coordination and efficiency
- Provides funding for landfill tip fees not covered by commercial and residential credits

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted	FY2025 Projected	FY2026 Budget	% Change
Contractual	80,113	135,790	90,000	90,000	94,360	95,000	5.56%
TOTALS	**80,113**	**135,790**	**90,000**	**90,000**	**94,360**	**95,000**	**5.56%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

CONTRACTUAL

Solid waste disposal fees paid to the Solid Waste Authority. Increase reflects proposed rate increases, actual quantities disposed and anticipated tip fees.

Program: Yard Trash Collection 544

MISSION:

This bureau exists to collect yard trash from streets, right-of-ways and off road "stash" areas in a safe, timely, efficient and effective manner to keep the Town attractive and drainage inlets clear.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Provide weekly curbside collection, transport and disposal of yard waste from all properties in the Town
- Perform our job with commitment to leaving the pickup site clean and free of waste residue
- Keep storm drains clear for proper drainage
- Partner with other Public Works divisions to serve community drainage needs

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	994,512	1,092,544	1,142,098	1,142,098	1,142,098	1,205,589	5.56%
Employee Benefits	668,837	709,031	782,143	782,143	782,143	900,718	15.16%
Contractual	206,223	191,631	294,050	444,365	251,335	326,850	11.15%
Commodities	136,927	122,878	151,715	151,715	150,408	153,350	1.08%
Capital Outlay	-	-	28,355	28,355	28,355	-	(100.00%)
Depreciation	245,709	269,253	221,327	221,327	221,327	275,246	24.36%
TOTALS	**2,252,208**	**2,385,337**	**2,619,688**	**2,770,003**	**2,575,666**	**2,861,754**	**9.24%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and changing all trash bureau staff to a step pay plan.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

This reflects an increase in funds for a contract driver during the season.

COMMODITIES

This account reflects an increase related to the safety shoe program and uniform cost increases.

PROGRAM: Yard Trash Collection 544

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Trash Supervisor	1.000	1.000	1.000	1.000	1.000
Crane Operator	3.000	3.000	3.000	3.000	3.000
Landfill Operator	1.000	1.000	1.000	1.000	1.000
Equipment Operator II	1.000	1.000	1.000	1.000	1.000
Equipment Operator I	8.000	8.000	8.000	7.000	7.000
Services Division Manager	0.200	0.200	0.200	0.200	0.200
Sanitation and Trash Worker	3.000	3.000	3.000	3.000	3.000
	17.200	17.200	17.200	16.200	16.200

YARD TRASH COLLECTION FY2025 ACCOMPLISHMENTS

- ✔ Collection and landfill operations processed 103,420 cubic yards of debris generated from residential and commercial establishments
- ✔ Maintained permit compliance with all conditions per regulatory agencies
- ✔ Continued use of Lucity (work order management system) to manage assets, create work orders, track workload, schedule projects, and create reports

Productivity Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
CY collected and disposed of yard waste	127,276	125,900	120,970	103,420	118,000

Program: Recycling 545

MISSION:

This bureau exists to provide recycling services for paper, plastic, and other recyclable materials accepted by the Solid Waste Authority for processing. These services are provided to the residents, businesses and visitors in an efficient, safe and courteous manner.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Collect and dispose of recyclables on schedule
- Demonstrate excellent customer service in all we do
- Publicize and encourage participation in recycling programs

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	204,945	235,764	261,056	261,056	263,556	269,982	3.42%
Employee Benefits	133,745	137,093	166,612	166,612	166,612	193,644	16.22%
Contractual	17,849	18,876	19,500	23,666	19,500	20,300	4.10%
Commodities	16,363	14,740	18,200	18,200	16,500	17,500	(3.85%)
Depreciation	27,926	27,926	27,926	27,926	27,926	76,557	174.14%
TOTALS	**400,828**	**434,398**	**493,294**	**497,460**	**494,094**	**577,983**	**17.17%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and changing all sanitation bureau staff to a step pay plan.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Slight increase in funds for temporary labor contract.

COMMODITIES

Budget reflects a decrease in anticipated fuel costs.

PROGRAM: Recycling 545

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Sanitation Supervisor	0.200	0.200	0.200	0.200	0.200
Commercial Recycling Operator	0.000	0.000	0.000	1.000	1.000
Equipment Operator I	1.800	1.800	1.800	2.000	2.000
Services Division Manager	0.200	0.200	0.200	0.200	0.200
Equipment Operator III	1.000	1.000	1.000	0.000	0.000
	3.200	3.200	3.200	3.400	3.400

RECYCLING FY2025 ACCOMPLISHMENTS

- ✔ Met residential and commercial collection schedules with no reported misses
- ✔ Continue to coordinate and maintain a universal county-wide recycling page with SWA
- ✔ Purchased Commercial truck to expand recycling service levels to businesses
- ✔ Continued use of Lucity (work order management system) to manage assets, create work orders, track workload, schedule projects, and create reports

Productivity Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Recycling Collection (Tons)	1,503	1,599	1,599	1,472	1,500

Program: Grounds Maintenance 551

MISSION:

This bureau exists to maintain all Town parks, green spaces, and entryways into the Town of Palm Beach to the highest standards.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Maintain public areas to optimum condition adhering to established work program and environmental standards
- Trim all Town-owned trees as needed, and consistent with desired aesthetic and safety requirements
- Provide maintenance to privately owned historic/specimen trees as requested per program details.
- Continue to Manage & implement green pest control for parks, green spaces, and trees.
- Continually seek new approaches and improved systems to enhance efficiency and effectiveness

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	215,362	214,488	183,607	183,607	180,752	171,053	(6.84%)
Employee Benefits	86,405	86,962	92,991	92,991	93,804	101,715	9.38%
Contractual	1,482,044	1,603,224	1,904,800	1,905,016	1,921,671	1,767,925	(7.19%)
Commodities	83,528	96,293	100,650	100,650	102,550	105,750	5.07%
Depreciation	30,108	29,050	25,781	25,781	25,781	21,934	(14.92%)
TOTALS	**1,897,448**	**2,030,017**	**2,307,829**	**2,308,045**	**2,324,558**	**2,168,377**	**(6.04%)**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual decreased by 7.19% or $136,875 due to landscape zone maintenance, fixed firm contract pricing ($225,516.46) reduction in Arborist hours (345 to 300), new bid for Fertilization labor and LY treatments, tree trimming, fountain maintenance. Included in the contractual costs are anticipated additional maintenance costs for Southern Causeway and Royal Poinciana Way projects. Upgraded turf replacement costs (Citra Blue in lieu of Floratam), tree replacement program, temp staffing (adding contracted staff), and plant replacement increases.

PROGRAM: **Grounds Maintenance 551**

COMMODITIES

Commodities increased by 5.07% or $5,100 due to Chemical treatment costs ($4,400), Town Hall Square tea table costs, fuel, new uniform costs including safety shoe program and 3-year average of expenditures for other supplies.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Facilities Maint Div Manager	0.333	0.250	0.250	0.250	0.250
Grounds Supervisor	0.500	0.500	0.500	0.500	0.500
Irrigation and Spray Technician	1.000	1.000	1.000	1.000	1.000
	1.833	1.750	1.750	1.750	1.750

LANDSCAPE MAINTENANCE FY2025 ACCOMPLISHMENTS

- ✔ Continue to convert outdated irrigation systems to remote access systems (telemetry) for real time adjustments and monitoring
- ✔ Continue to incorporate native plantings
- ✔ Continue to add and maintain Pannill pipes to Lakeside Park, Palmo Park and the North County Road Landmarked Ficus trees for strength and stability
- ✔ Removed ficus hedges from Town owned properties and replacing them with native species
- ✔ We have ceased the use of synthetic non-selective herbicides and are pursuing alternative safer methods of control
- ✔ Continued use of Lucity (work order management system) to manage assets, create work orders, track workload, schedule projects, and create reports
- ✔ Restoration of Annie's Dock Park

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Inspect irrigation systems (hours)	484	1,180	937	1,057	500
Inspect historic trees	118	121	121	121	121

Program: Facility Maintenance 554

MISSION:

This bureau's main function is to maintain Town facilities to a high standard, providing timely repairs and making residents proud of the Town.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Ensure a clean, safe, and positive work environment for staff and visitors
- Set and follow maintenance schedules
- Repair, maintain and inspect all Town structures
- Work efficiently always seeking better tools, techniques, materials and methods

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	320,372	313,236	424,815	424,815	424,815	415,612	(2.17%)
Employee Benefits	204,849	212,068	255,630	255,630	255,519	295,286	15.51%
Contractual	841,383	942,400	1,125,700	1,288,426	1,212,618	1,262,400	12.14%
Commodities	54,365	72,415	47,200	97,200	47,800	47,820	1.31%
Capital Outlay	26,266	-	-	-	-	-	-%
Depreciation	21,986	35,245	59,766	59,766	59,766	62,533	4.63%
TOTALS	**1,469,222**	**1,575,364**	**1,913,111**	**2,125,837**	**2,000,518**	**2,083,650**	**8.91%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual services increased by 12.14% or $136,700 due to anticipated CPI increases, anticipated FY25 HVAC bid, scheduled duct cleaning (South Fire & Town Hall), new ice machine and refrigeration contract costs, and facility projects.

COMMODITIES

Commodities increased by 1.31% or $620.

PROGRAM: Facility Maintenance 554

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Facilities Maint Div Manager	0.334	0.250	0.250	0.250	0.250
General Maintenance Supervisor	1.000	1.000	1.000	1.000	1.000
Public Works Project Coordinator	2.000	2.000	2.000	2.000	2.000
Building Maintenance Worker	2.000	2.000	2.000	2.000	2.000
	5.334	5.250	5.250	5.250	5.250

FACILITY MAINTENANCE FY2025 ACCOMPLISHMENTS

- ✔ Continued conversion of existing lighting to LED in Town owned facilities
- ✔ Continued conversion to hands free, low flow, water saving restroom fixtures in Town owned facilities
- ✔ Continued replacement of existing drinking fountain equipment to bottle filling type equipment
- ✔ Continued use of Lucity (work order management system) to manage assets, create work orders, track workload, schedule projects, and create reports
- ✔ Systematicity replaced older HVAC units to more energy efficient units
- ✔ Applied roof coatings to Police, Central Fire and Town Hall Facilities to increase the useful life of exposed flat decking
- ✔ Upgraded Elevators in Police, Central Fire and Town Hall Facilities to meet current codes
- ✔ Continued security card access retrofitting program
- ✔ Interior renovation of Mid-Town Lifeguard restroom facility and roofing membrane
- ✔ Recertified lighting protection for Town Hall and Central Fire station

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Total facility inspections (Quarterly)	-	6	-	35	60
Total work orders for service/repairs	257	338	438	472	700
Total Re-active work orders completed	216	311	694	220	200

Program: General Engineering Services 561

MISSION:

This division exists to apply sound engineering and architectural principles to plan, budget, design, and build infrastructure that maximizes functionality and minimizes maintenance, repair and replacement costs.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Prepare budget estimates for infrastructure projects
- Plan, design and oversee construction of public facilities
- Complete design, cost estimates, and construction of miscellaneous minor projects not planned or budgeted elsewhere
- Coordinate with other entities to address engineering issues and address complaints
- Continually seek new and better ways to provide our services
- Conduct development review and contract administration

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	613,554	862,300	878,091	878,091	877,791	1,009,624	14.98%
Employee Benefits	272,783	340,938	384,795	384,795	384,795	490,823	27.55%
Contractual	10,553	9,586	7,800	11,978	109,984	322,800	4038.46%
Commodities	4,924	6,408	10,500	10,500	9,000	10,600	0.95%
Capital Outlay	-	29,994	-	-	-	-	-%
Depreciation	7,403	11,807	17,021	17,021	17,021	13,388	(21.35%)
TOTALS	**909,217**	**1,261,033**	**1,298,207**	**1,302,385**	**1,398,591**	**1,847,235**	**42.29%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

Contractual increased due to rising costs of permit fees, travel, and transfer of data plan for Construction & R-O-W Manager from program 565 to 561.

PROGRAM: General Engineering Services 561

COMMODITIES

Commodities increased due to rise in training, membership dues, supplies, and fuel costs.

CAPITAL OUTLAY

The decrease is due to a vehicle purchase in FY2024 for the new Project Engineer Coordinator position.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Town Engineer	1.000	1.000	1.000	1.000	1.000
Deputy Town Engineer	0.000	0.000	0.000	0.000	1.000
Project Engineer Senior	1.000	1.000	1.000	1.000	1.000
Project Engineer	2.000	2.000	2.000	2.000	2.000
Project Engineer Coordinator	0.000	0.000	1.000	0.000	1.000
Underground Utilities Easement Acquisition Manager	0.000	0.000	0.000	1.000	0.000
Construction & Right-A-Way Manager	0.000	0.000	1.000	1.000	1.000
GIS Specialist	0.000	1.000	0.000	0.000	0.000
Engineering Support Coordinator	0.000	0.000	1.000	1.000	1.000
CMMS Coordinator	0.000	1.000	0.000	0.000	0.000
	4.000	6.000	7.000	7.000	8.000

GENERAL ENGINEERING FY2025 ACCOMPLISHMENTS

- ✔ Successful completion of A-4 and D-12 Pump Stations and North Fire Station
- ✔ Successful implementation of Town-wide Undergrounding Program including completion of Phases 4 North, 5 North, 3 South and 5 South. Award of construction contracts for Phases 6 North, 6 South, 7 North and 7 South

Performance Measures

Performance Measures	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Complete North Fire Station by end of FY24	1	1	100%	

Performance Measures

Performance Measures	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Complete construction of A-4 and D-12 Pump Stations by end of FY 24	0	0	10%	50%

Performance Measures

Performance Measures	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Complete the replacement of the Mid-Town Seawall by end of FY28	-	30% (Design and Permitting 100%)	30% (Design and Permitting 100%)	ON HOLD

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Complete installation of necessary conduit for smart crosswalks by FY26	0%	0%	0%	Complete	

Program: General Engineering Services 561

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
% of right of way permits issued captured in GIS map	100%	100%	100%	100%	100%
Weekly right of way inspections	100	177	177	177	200
Monthly review of right-of-way permits and road impacts	170	400	400	400	350

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Execute GMP for Phases 7 South and Phase 8					100%
Complete construction on Phases 3, 4, 5, and 6					100%

PROGRAM: Equipment Operation & Maintenance 571

MISSION:

This bureau exists to maintain the Town's fleet of vehicles and equipment in top condition at the lowest operating cost.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Schedule and perform preventive maintenance inspections for the Town's vehicles and equipment
- Service and repair equipment to optimize operating time
- Prepare specifications and plan for new vehicle purchases on a scheduled replacement

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	324,309	367,531	418,537	418,537	415,037	415,284	(0.78%)
Employee Benefits	212,030	224,031	239,062	239,062	239,062	297,972	24.64%
Contractual	54,150	48,814	75,500	75,500	65,800	73,600	(2.52%)
Commodities	267,119	227,014	236,300	236,300	234,680	247,000	4.53%
Capital Outlay	-	5,048	78,600	78,600	71,720	27,000	(65.65%)
Depreciation	18,942	18,799	19,773	19,773	19,773	30,563	54.57%
TOTALS	**876,551**	**891,236**	**1,067,772**	**1,067,772**	**1,046,072**	**1,091,419**	**2.21%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA increase and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

CONTRACTUAL

This reflects a decrease due to software renewals/upgrades being transferred to the Information Technology (IT) Budget.

COMMODITIES

Budget reflects an increase due to repair parts costs and minor operating equipment needs.

CAPITAL OUTLAY

Decrease reflects the purchase of specific type of shop equipment for FY2026.

Program: Equipment Operation & Maintenance 571

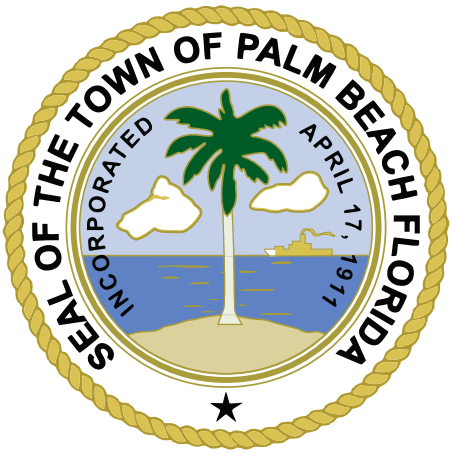
Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2026	FY2026
Services Division Manager	0.200	0.200	0.200	0.200	0.200
Fleet Mechanic Supervisor	1.000	1.000	1.000	1.000	1.000
Fleet Mechanic	3.000	3.000	3.000	3.000	3.000
Administrative Assistant	1.000	1.000	1.000	1.000	1.000
	5.200	5.200	5.200	5.200	5.200

EQUIPMENT OPERATION AND MAINTENANCE FY2025 ACCOMPLISHMENTS

- ✔ Met projected goal of unscheduled repairs by implementing a predictive monitoring plan
- ✔ Purchased and installed new lift equipment in the shop bays

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Equipment Repair Totals	1,039	705	671	589	500
Preventive Maintenance Scheduled	506	552	207	251	300


SEAL OF THE TOWN OF PALM BEACH FLORIDA
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APRIL 17, 1911



Other Programs

Town of Palm Beach / FY 2026 Adopted Annual Budget

PROGRAM 321: Library Services

The Town contracts with The Society of the Four Arts Library to provide library services to its residents. The library maintains an exceptional collection of books, audio, and video tapes and periodicals on the arts. It also sponsors special events and activities for its patrons. This annual appropriation takes the place of, and is substantially less than, property taxes that would be levied upon the residents by the Palm Beach County Library District.

Expenditure Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Salaries and Wages	-	-	-	-	-	-	-%
Employee Benefits	-	-	-	-	-	-	-%
Contractual	-	-	-	-	-	-	-%
Commodities	-	-	-	-	-	-	-%
Other	374,127	385,351	396,912	396,912	396,912	407,232	2.60%
TOTALS	**374,127**	**385,351**	**396,912**	**396,912**	**396,912**	**407,232**	**2.60%**

*FY25 Adjusted includes FY25 adopted budget plus purchase orders written against the FY24 budget but spent against the FY25 budget.

PROGRAMS 611 to 625: Transfers

The following transfers are made from the general fund into the other funds within the Town.

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Capital Improvement Fund (307)	9,371,020	10,308,122	14,250,622	14,250,622	15,050,000	5.61%
Coastal Protection Fund (309)	5,264,732	5,791,205	5,791,205	5,791,205	7,670,326	32.45%
Townwide Underground Utilities (122)	191,116	-	-	-	-	-%
Debt Service Fund (205)	5,680,666	5,679,013	5,846,518	5,846,518	5,872,774	0.45%
Equipment Replacement Fund (320)	-	2,220,479	2,000,000	2,000,000	-	(100.00%)
Extraordinary Transfer to Retirement (600)	5,420,000	5,420,000	5,420,000	5,420,000	5,420,000	-%
Group Health Retirees (610)	331,217	789,128	828,584	828,584	896,608	8.21%
Risk - W/C, Liab, Prop	2,274,106	2,329,817	2,329,817	2,329,817	2,329,817	-%
TOTALS	**28,532,857**	**32,537,764**	**36,466,746**	**36,466,746**	**37,239,525**	**(4.04%)**

PROGRAM 711: Contingent Appropriations

This program contains the budget for the General Fund Contingency account.

The budget for the General Fund Contingency Account is and adjusted throughout the year by Town Council approved transfers. Appropriations are transferred out of this line item and into line items designated by Town Council. Expenditures are not reflected in this program, but in the program approved by Town Council, on a case by case basis.

The Contingent Appropriations Program reflects expenditures which are not readily identifiable to a Program, and are not under the direction of any one Department.

Expenditure Summary

	FY2023 Budget	FY2024 Budget	FY2025 Budget	FY2026 Budget	% Change
Salaries and Wages	-	-	-	-	-%
Employee Benefits	-	-	-	-	-%
Contractual	-	-	-	-	-%
Commodities	-	-	-	-	-%
Salary Savings	-	-	(500,000)	(800,000)	60.00%
Contingency	600,000	600,000	600,000	700,000	16.67%
TOTALS	**600,000**	**600,000**	**100,000**	**(100,000)**	**(200.00%)**



Town-wide Underground Utilities Fund

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

FUND 122: TOWN-WIDE UNDERGROUND UTILITIES

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Revenues						
Special Assessment Revenue	1,376,934	1,430,457	3,856,110	3,821,825	3,856,110	-%
Grant Proceeds - FEMA Mitigation	3,091,946	1,155,247	-	2,000,000	-	-%
Transfer from General Fund	191,116	-	-	-	-	-%
Transfer from CIP Fund (307)	500,000	500,000	500,000	500,000	125,000	(75.00%)
Interest on Investments	3,840,724	3,519,896	500,000	1,000,000	900,000	80.00%
Transfer from Marina Fund	2,600,000	4,100,000	6,000,000	6,000,000	8,000,000	33.33%
Other Income	189,464	192,967	224,900	190,000	200,000	(11.07%)
TOTALS	**11,790,184**	**10,898,567**	**11,081,010**	**13,511,825**	**13,081,110**	**18.05%**
Expenditures						
Salaries and Wages	105,608	-	-	-	-	-%
Employee Benefits	45,202	54	-	-	-	-%
Contractual Services	166,623	155,760	61,000	8,450	8,050	(86.80%)
Commodities	-	89	250	-	-	(100.00%)
Debt Service	3,850,655	3,846,855	3,847,605	3,847,605	3,847,855	0.01%
Projects	22,776,703	21,346,182	14,028,290	20,500,000	5,000,000	(64.36%)
TOTALS	**26,944,791**	**25,348,941**	**17,937,145**	**24,356,055**	**8,855,905**	**(50.63%)**
Total Revenues Over/(Under) Expenses	(15,154,607)	(14,450,374)	(6,856,135)	(10,844,230)	4,225,205	
Beginning Fund Equity	46,759,918	31,605,311	17,154,937	17,154,937	6,310,707	
Ending Net Assets	**31,605,311**	**17,154,937**	**10,298,802**	**6,310,707**	**10,535,912**	

REVENUES

Special Assessment Revenue

Non Ad Valorem revenue collected for the Town-wide Undergrounding project via the Palm Beach County Tax Collector

Transfer from the CIP (Pay As You Go) Fund (307)

The transfer of the 1-cent sales tax funds that have been approved by the Town Council to be used for the underground utility project. This funding ends 12/31/2025.

Interest on Investments

Interest revenue is based upon the financial market conditions and funds available for investment

Transfer from Marina Fund

Transfer approved by the Town Council to be used for the underground utility project

EXPENSES

Salaries and Wages/Employee Benefits

Salaries/Wages and Employee Benefits for the Underground Utilities Easement Acquisition Manager have been moved into the Public Works Engineering budget.

Contractual Services

Projected budget for engineering and other contractual services related to the project

Debt Service

Interest payments on the commercial paper, the payoff of the commercial paper once the GO Bonds have been issued and first year debt service on the GO bond

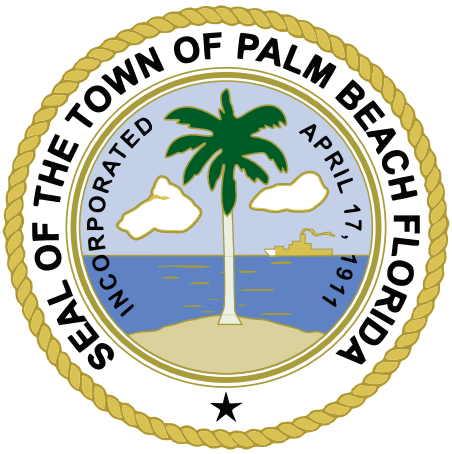
Carry Over Projects

Projected unexpended project balances, authorized in prior years

Projects

The Town-wide Underground Utility Project accounts for the project costs and associated assessments and borrowings for the project. During FY26, we expect to complete Phases 3 South, 4 South, 5 North, 5 South, 6 North and 6 South. During FY26 work will continue on Phases 7 North, 7 South, and Phase 8. The entire project is expected to be completed in 2027.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Underground Utilities Easement Acquisition Manager	1.000	1.000	0.000	0.000	0.000
Administrative Assistant (Part Time)	0.750	0.750	0.000	0.000	0.000
	1.750	1.750	0.000	0.000	0.000


SEAL OF THE TOWN OF PALM BEACH FLORIDA
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Debt Administration

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

DEBT ADMINISTRATION

GENERAL OBLIGATION BONDS

General Obligation Bonds offer maximum security to investors through the pledge of the municipality's full faith and credit, which for the Town of Palm Beach requires voter approval.

The voters approved a referendum on March 15, 2016 for the issuance of $90,000,000 in General Obligation Bonds for the Underground Utility Project. The Town issued $56,040,000 of the General Obligation Bonds in September 2018. The all-in true interest cost (TIC) for the 2018 series was 3.64%.

In 2021, the Town issued $8,575,000 in General Obligation Bonds through Robert W. Baird & Co. Inc. for the Underground Utility Project. The all-in true interest cost (TIC) for the 2021 series was 2.02%. The General Obligation Bonds shall be payable first from the Underground Utility Project Special Assessments.

REVENUE BONDS

In 2010, the Town issued 2010A Public Improvement Revenue and Refunding Bonds in the principal amount of $57,035,000, and 2010B Worth Avenue Commercial District Project bonds in the principal amount of $14,770,000. The all-in true interest cost (TIC) for the 2010A issue was 4.52% and the 2010B issue was 4.51%.

The 2010A bonds refunded the 2003B bonds ($5,310,000), the 2008 Revenue Note ($10,000,000), and a 2009 Line of Credit ($600,000) which was issued for the Worth Avenue Project. The balance of the proceeds were to fund a portion of the Town's Accelerated Capital Improvement Program totaling $41,232,000 and $1,740,844 was used to reimburse the Town for the Town's portion of the Par 3 Golf Course Project.

The 2010B bonds were used to fund the Worth Avenue Commercial District streetscape project. The Town imposed a capital special assessment against real property in the Worth Avenue Commercial District to pay the costs of the Worth Avenue Projects. The assessments will be payable over a thirty year period. The assessments will be security for the 2010B bonds.

On January 1, 2012, the Town used excess funds remaining after completion of the Worth Avenue Project to redeem $1,485,000 of the 2010B Bonds.

On August 25, 2016, the Town issued bonds to refund the 2010A & 2010B bonds. This transaction produced gross savings of $8,900,539 over 23 years. The net present value savings is $6,895,965 or 13.35%. The all-in true interest cost (TIC) for the 2016 issue was 2.75%. On October 17, 2019, the Town refunding the remaining $4,660,000 of the 2010A bonds. The refunding achieved $1,157,902 of net present value debt service savings or 25.39% of the refunded bonds par amount. The all-in true interest Cost (TIC) was 2.46%.

In 2013, the Town issued Public Improvement Revenue Bonds in a par amount of $55,590,000. The proceeds of the bond were used for the second phase of the Town's Accelerated Capital Improvement Program ($44,997,957) groin rehabilitation and seawall replacement ($11,900,000) and the Town's portion of the Par 3 Clubhouse project ($1,250,000). The all-in true interest cost (TIC) for the 2013 issue was 4.49%. In 2019, the Town issued bonds to refund most of the 2013 bonds. The transaction produced savings of $4,385,248 or 10.24%. The all-in true interest cost (TIC) for the 2019 refunding was 3.036%.

In 2020, the Town issued $31,000,000 in Revenue Bond through CenterState Bank for the Marina Construction project. This bond is secured by non-ad valorem revenues. The rate on the bonds is 2.25%.

All of these bonds are revenue obligations of the Town payable solely from and secured solely by the pledged revenues. Pledged revenues shall consist primarily of Non-Ad Valorem Revenues budgeted and appropriated annually by the Town for the purpose of paying debt service on the Bonds. The Town

covenants that in each fiscal year while any bonds are outstanding, the total non-self-supporting debt service in any fiscal year of the Town will not exceed 50% of Non-Ad Valorem Revenues of the Town.

The Town has covenanted and agreed that it will not incur any indebtedness payable from or supported by a pledge of the Non-Ad Valorem Revenues unless the Town can show that following the incurrence of such additional indebtedness, (1) the total amount of Non-Ad Valorem Revenues (based upon the most recent Fiscal Year) will be greater than twice the then maximum debt service and (2) the total amount of Non-Ad Valorem Revenues in each Fiscal Year in which Bonds are outstanding will be greater than 2.00 times the non self-supporting debt in each such fiscal year.

As part of the preparation for the 2021 General Obligation Bond, the Town's issuer's and Revenue Bond ratings were reviewed by both Moody's and Standard & Poor's. The Town's conservative financial policies and strong management of its financial resources were recognized, and it resulted in Moody's Investors Service issuing a rating of Aa1 for the Revenue bonds and an Aaa GO issuer's rating. Standard and Poor's issued a Revenue bond rating of AA+ and a AAA issuer's GO rating. The ratings for both the Bond and issuer credit are the highest ratings these two rating services issue and represent the highest quality investment grade debt.

On February 23, 2018, Standard and Poor's reviewed the Town's Revenue bond ratings and raised the credit rating from AA+ to AAA while affirming the stable outlook. For the 2018 General Obligation Bond issue both Standard and Poor's and Moody's reaffirmed the Town's AAA ratings.

LEGAL DEBT MARGIN

The Town of Palm Beach has a 5% debt limit as a percent of assessed valuation per Section 7.01 of the Town Charter. The following is a computation of the Town of Palm Beach Legal Debt Margin:

Preliminary Assessed Valuation	$34,571,954,529
Legal Debt Margin:	
Debt Limitation - 5% of Assessed Value	$1,728,597,726
Town Covenants:	
50% Non Ad Valorem Revenue	$16,645,234
Non Self-Supporting Debt Service	$9,269,141

DEBT SERVICE PAYMENTS

Principal payments are due on January 1, and interest payments are due on January 1 and July 1 of each year. The annual debt service requirements for the outstanding bonds through 2035 are contained in the table below.

Fiscal Year	2013 Revenue Bond	2016 Revenue Bond ACIP-I	2016 Revenue Bond Worth Ave	2019 Revenue Bond	2019 Taxable Revenue Bond	2018 General Obligation Bond	2020 Revenue Bond	2021 General Obligation Bond	Total
2026	-	2,930,125	720,538	288,754	3,333,224	3,401,100	1,996,500	446,255	13,116,496
2027	-	2,926,500	713,888	288,803	3,342,099	3,399,600	1,998,031	449,255	13,118,176
2028	-	2,924,000	717,263	293,677	3,339,599	3,399,850	2,003,719	446,505	13,124,613
2029	-	2,927,250	714,513	293,376	3,330,912	3,401,600	2,003,563	448,255	13,119,469
2030	-	2,930,875	720,513	292,959	3,329,639	3,399,600	2,007,563	449,255	13,130,404
2031	-	2,924,875	715,263	292,425	3,329,416	3,398,850	2,005,719	449,505	13,116,053
2032	-	2,933,875	713,888	291,775	3,335,134	3,399,100	2,008,031	449,005	13,130,808
2033	-	2,943,400	723,263	291,008	3,342,058	3,400,100	2,009,444	447,505	13,156,778
2034	-	2,944,400	728,394	295,067	3,340,688	3,401,600	2,014,900	445,905	13,170,954
2035	-	2,936,900	732,644	289,009	3,345,488	3,398,000	2,014,400	449,205	13,165,646

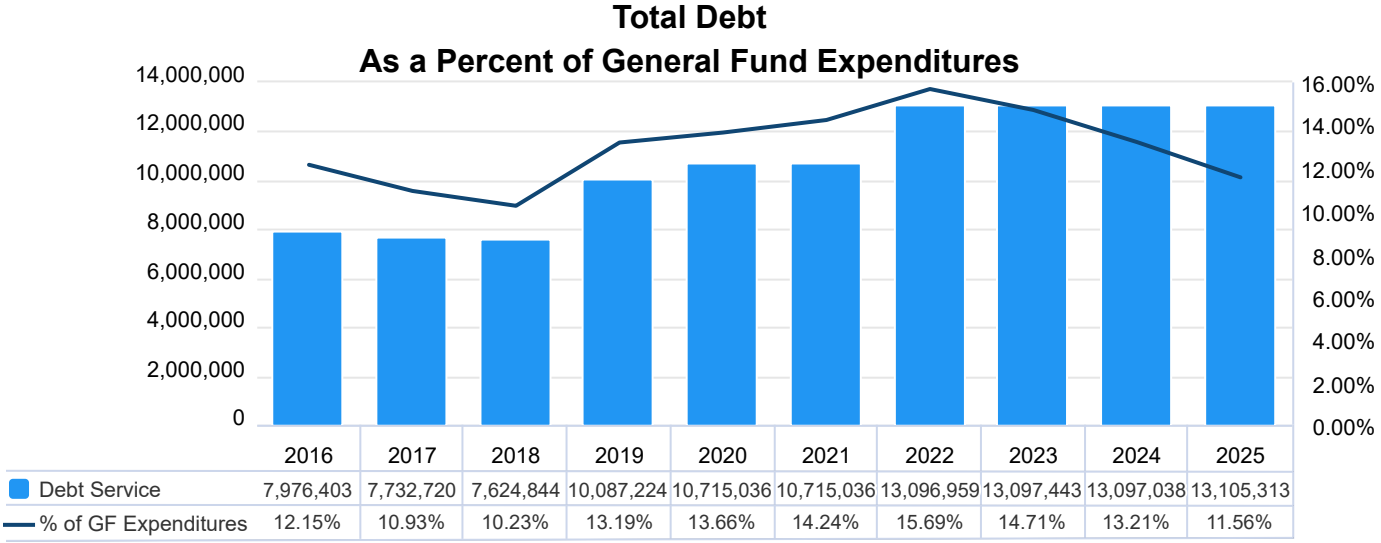
DEBT SUMMARY

Outstanding debt as of September 30, 2025:

General Obligation Bonds	**$ 56,290,000**
General Fund Pledge Obligations:	
Non-Ad Valorem Revenue Bonds	$ 116,860,000
Total Gross Debt (18.6% of capacity)	**$ 173,150,000**

	Debt Ratios	Per Capita
Population	9,464	
Taxable Value	$ 34,571,954,529	$ 3,652,996
Total Gross Debt	**$ 173,150,000**	**$ 18,296**

The chart below shows the trend of total debt service as a percentage of general fund expenditures.

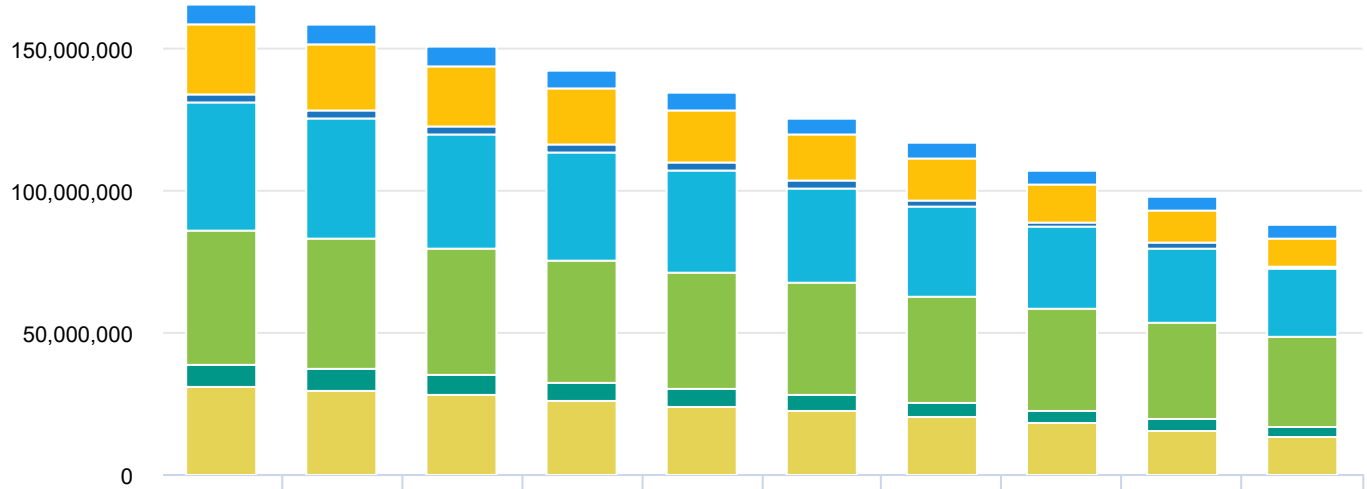


Principal Debt Outstanding
FY2026 - FY2035

Fiscal Year	2016A Revenue Bond ACIP-I	2016B Revenue Bond Worth Ave	2019 Revenue Bond	2019 Taxable Revenue Bond	2018 General Obligation Bond	2020 Revenue Bond	2021 General Obligation Bond	Total Debt Outstanding
2026	31,170,000	7,960,000	3,485,000	44,505,000	47,275,000	24,135,000	7,445,000	165,975,000
2027	29,560,000	7,540,000	3,275,000	42,430,000	45,880,000	22,665,000	7,190,000	158,540,000
2028	27,870,000	7,095,000	3,060,000	40,305,000	44,415,000	21,160,000	6,925,000	150,830,000
2029	26,090,000	6,630,000	2,835,000	38,135,000	42,875,000	19,615,000	6,645,000	142,825,000
2030	24,215,000	6,135,000	2,605,000	35,910,000	41,260,000	18,035,000	6,350,000	134,510,000
2031	22,250,000	5,620,000	2,370,000	33,625,000	39,565,000	16,415,000	6,040,000	125,885,000
2032	20,175,000	5,080,000	2,130,000	31,270,000	37,785,000	14,760,000	5,715,000	116,915,000
2033	17,995,000	4,510,000	1,885,000	28,840,000	35,915,000	13,065,000	5,385,000	107,595,000
2034	15,725,000	3,920,000	1,635,000	26,340,000	33,950,000	11,330,000	5,050,000	97,950,000
2035	13,370,000	3,310,000	1,375,000	23,760,000	31,910,000	9,550,000	4,705,000	87,980,000

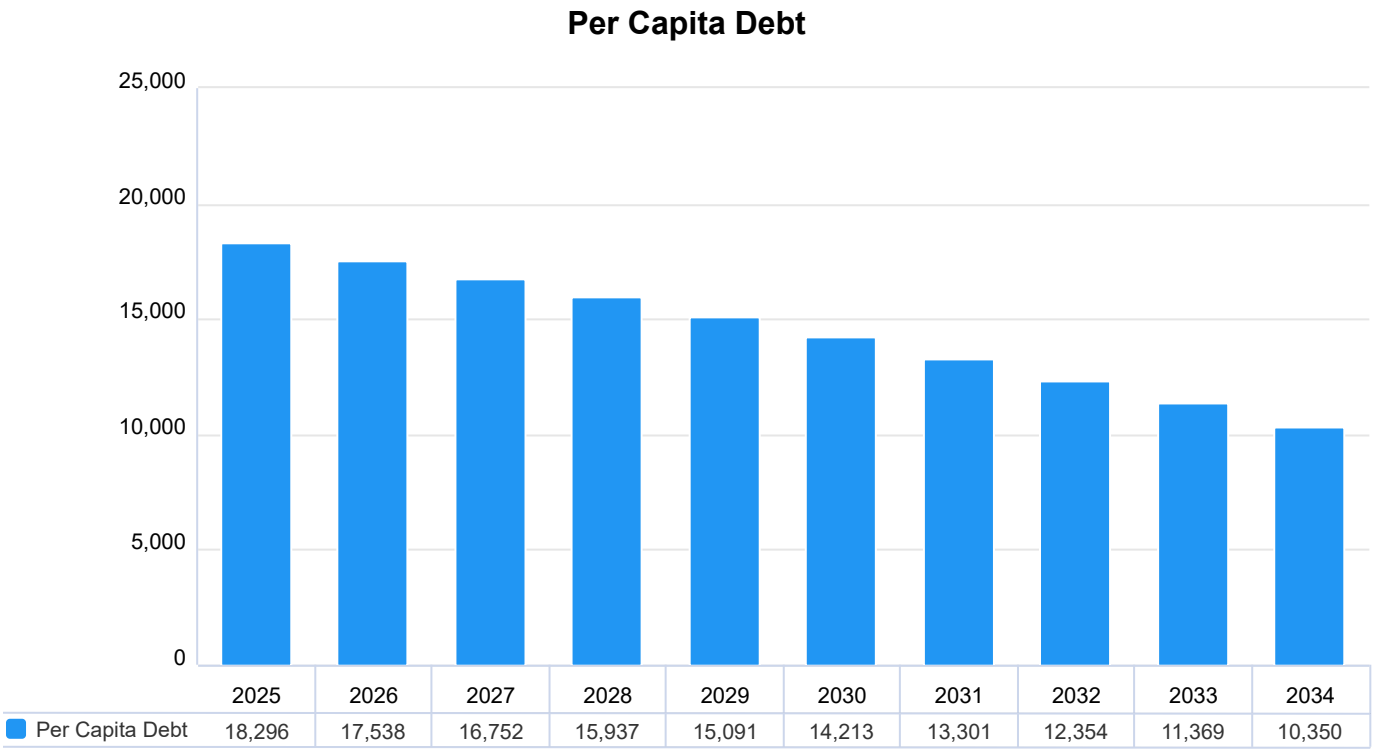
The chart below shows the total principal debt outstanding for FY26 through FY35

Principal Debt Outstanding

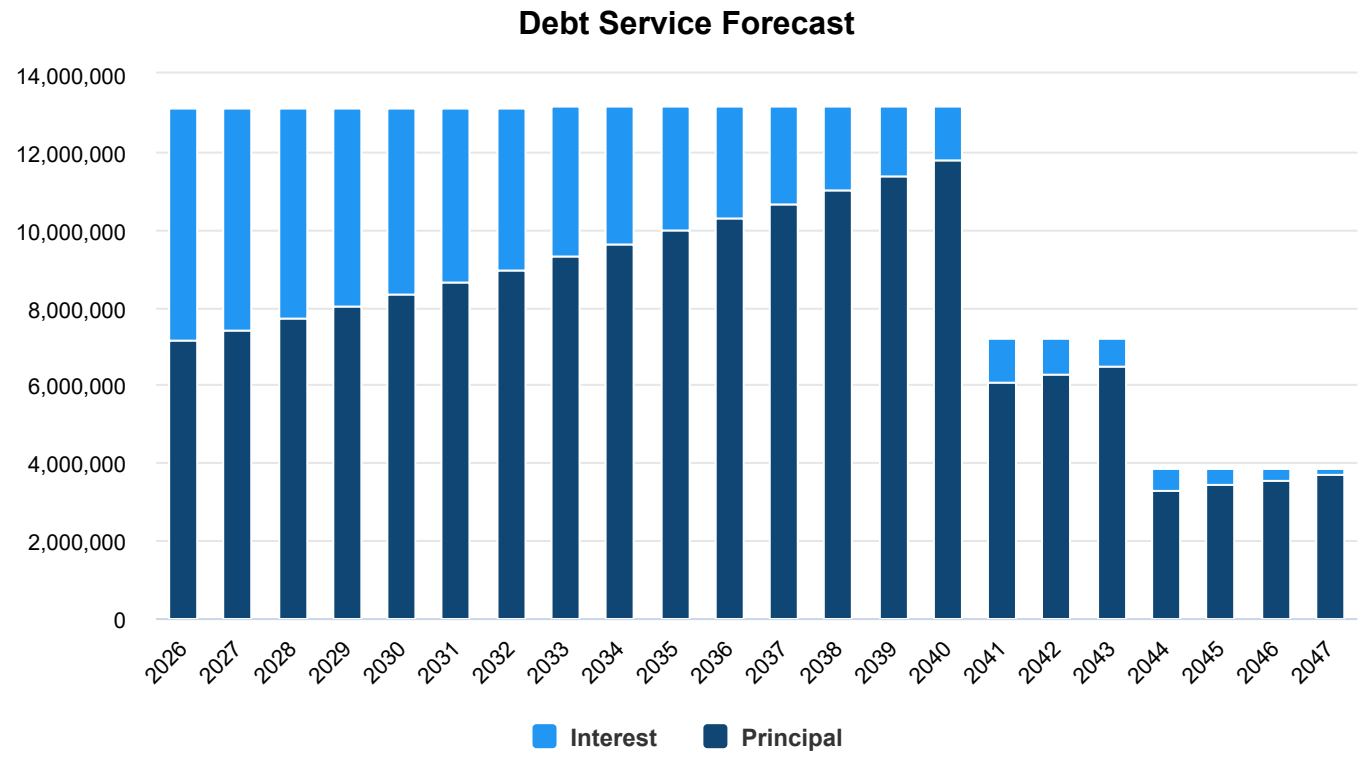


	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
2021 GO	7,445,000	7,190,000	6,925,000	6,645,000	6,350,000	6,040,000	5,715,000	5,385,000	5,050,000	4,705,000
2020	24,135,000	22,665,000	21,160,000	19,615,000	18,035,000	16,415,000	14,760,000	13,065,000	11,330,000	9,550,000
2019	3,485,000	3,275,000	3,060,000	2,835,000	2,605,000	2,370,000	2,130,000	1,885,000	1,635,000	1,375,000
2019	44,505,000	42,430,000	40,305,000	38,135,000	35,910,000	33,625,000	31,270,000	28,840,000	26,340,000	23,760,000
2018 GO	47,275,000	45,880,000	44,415,000	42,875,000	41,260,000	39,565,000	37,785,000	35,915,000	33,950,000	31,910,000
2016B	7,960,000	7,540,000	7,095,000	6,630,000	6,135,000	5,620,000	5,080,000	4,510,000	3,920,000	3,310,000
2016A	31,170,000	29,560,000	27,870,000	26,090,000	24,215,000	22,250,000	20,175,000	17,995,000	15,725,000	13,370,000

The chart below shows total outstanding debt per capita for FY25 through FY34.



The forecasted total annual debt service through the life of all outstanding debt, broken down by principal and interest is shown on the chart below.



FUND 205: 2016A AND 2019 REVENUE BONDS

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2025 Budget	% Change
Revenues						
Interest Earnings	21,480	15,633	17,500	500	249	(98.58%)
Transfer from General Fund	5,680,666	5,679,013	5,846,518	5,846,518	5,872,774	0.45%
Transfer from Par 3 Golf Course	187,426	188,207	183,999	183,999	184,998	0.54%
Transfer from Coastal Fund	509,135	508,463	508,760	508,760	511,417	0.52%
TOTALS	**6,398,707**	**6,391,316**	**6,556,777**	**6,539,777**	**6,569,438**	**0.19%**
Expenditures						
Debt Service Interest	3,254,665	3,103,144	2,944,277	2,944,277	2,796,938	(5.00%)
Debt Service Principal	3,280,000	3,430,000	3,595,000	3,595,000	3,755,000	4.45%
Other Expenses	2,250	3,225	10,000	2,500	10,000	-%
Contractual	7,500	7,500	7,500	-	7,500	-%
Transfer to CIP Fund	-	1,000,000	-	-	-	-%
TOTALS	**6,544,415**	**7,543,869**	**6,556,777**	**6,541,777**	**6,569,438**	**0.19%**
Total Revenues Over/(Under) Expenses	(145,708)	(1,152,553)	-	(2,000)	-	
Beginning Fund Equity	1,314,761	1,169,053	16,501	16,501	14,501	
Ending Net Assets	**1,169,053**	**16,501**	**16,501**	**14,501**	**14,501**	

REVENUES

Interest Earnings

Represents interest earned on reserves of fund

Transfer from General Fund

Debt service on 2016A/2019 Bond issues

Transfer from Par 3 Golf Course

Debt service on 2016A/2019 Bond issues

Transfer from Coastal Fund

Debt service on 2019 Bond issue

EXPENDITURES

Debt Service Interest/Principal

Represents the amount of interest/principal due on the 2016A and 2019 Revenue Bonds

Other Expenses

Represents amounts due for bond expenses

Contractual

Cost of debt software to manage outstanding debt and lease agreements

FUND 206: 2016B WORTH AVENUE REVENUE BOND

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Revenues						
Interest Earnings	11,938	10,970	-	5,000	-	-%
Non Ad Valorem Assessment Revenue	718,434	800,489	725,188	725,188	723,039	(0.30%)
TOTALS	**730,372**	**811,458**	**725,188**	**730,188**	**723,039**	**(0.30%)**
Expenses						
Debt Service Interest	346,013	334,538	322,688	322,688	310,539	(3.76%)
Debt Service Principal	375,000	390,000	400,000	400,000	410,000	2.50%
Other Expenses	3,750	3,825	2,500	1,500	2,500	-%
TOTALS	**724,763**	**728,363**	**725,188**	**724,188**	**723,039**	**(0.30%)**
Total Revenues Over/(Under) Expenses	5,609	83,096	-	6,000	-	
Beginning Fund Equity	173,503	179,113	262,208	262,208	268,208	
Ending Net Assets	**179,113**	**262,208**	**262,208**	**268,208**	**268,208**	

REVENUES

Interest Earnings

Represents interest earned on reserves of fund

Non Ad Valorem Assessment Revenue

Assessment for debt service

EXPENDITURES

Debt Service Interest/Principal

Represents the amount of interest/principal due on the 2016B Revenue Bond

Other Expenses

Represents amounts due for bond expenses



Capital Funds

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

CAPITAL FUNDS

Introduction:

The Capital Improvement Fund section includes accomplishments as well as summary schedules that reflect each project with carry-over funds from prior years that will be utilized at some point in the future for a designated purpose.

Description of Funds:

The Town accounts for four Capital Funds as described below:

1. **Capital Improvement Program - Pay-as-you-go (307)**

   This fund accounts for capital projects not covered by the remaining three capital funds. While the Capital Improvement Program encompasses a five year period, only the first year of the Program is adopted each year by the Town Council for funding and implementation. The out years of the Program are not a budget, but provide appropriate financial information for prudent budget and planning recommendations and assist the Town's Elected Officials and Management Staff in the decision making process. Through budgetary action, the first year of the Program becomes the Capital Projects allocation which is funded from the General Operating Budget for the Town.

2. **Comprehensive Coastal Management Plan (CCMP) (309)**

   This fund accounts for coastal expenditures financed with proceeds from bond issues, transfers from other Town funds and grants. Coastal expenditures include beach restoration/renourishment through the placement of sand, construction of groin fields and environmental mitigation for beach stabilization in all or a portion of the beaches located in Town.

3. **Worth Avenue Assessment District (311)**

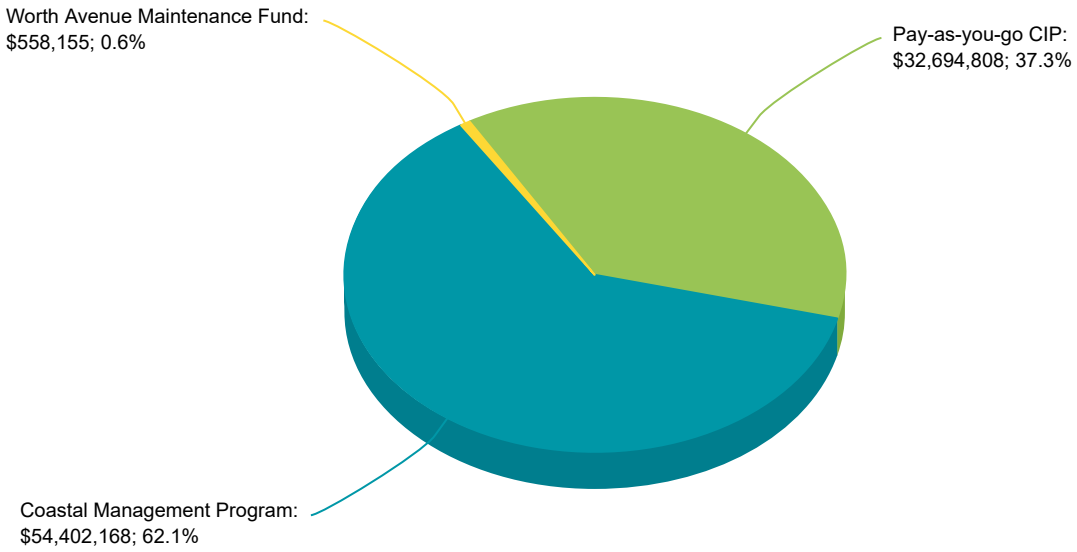
   This fund was initially established to account for the Worth Avenue Assessment District construction costs. This fund currently accounts for maintenance costs associated with the district.

There are many features that distinguish the operating budget from the capital budget. The operating budget includes expenses that are generally of a recurring nature for all services and are appropriated for one year only, but do not result in major physical assets. From year to year, changes in the operating budget are expected to be fairly stable and represent incremental changes in the cost of doing business and the types and levels of the services provided. Capital expenditures or the capital budget on the other hand include one-time costs for projects and may fluctuate widely from year to year.

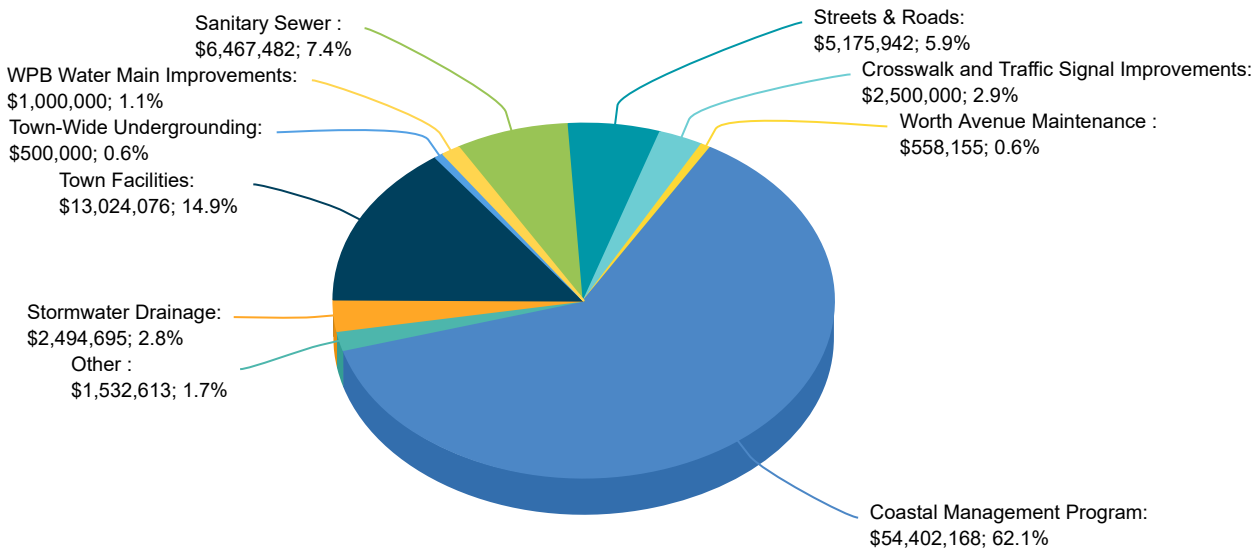
The most obvious connection is the fact that the operating budget assumes the cost of maintaining and operating new facilities that are built under the capital budget. The operating budget impact estimates for capital projects are important for future planning and are included in budget projections used in the annual budget process. These costs or savings adjust the annual operating budget in the year the asset is complete and the asset is operational. Some capital improvements will actually decrease maintenance costs, such as replacement of vehicles and reconstruction of roads.

CAPITAL PROJECTS BY PROJECT TYPE AND FUND

FY2026 Capital Funds Budget by Fund - $87,655,131



FY2026 Capital Funds Budget by Project Type



FUND 307: PAY-AS-YOU-GO CAPITAL IMPROVEMENT FUND

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Revenues						
Transfer from General Fund (001)	9,371,020	11,308,122	14,250,622	14,250,622	15,050,000	5.61%
Transfer from Marina (401)	-	-	4,000,000	4,000,000	-	(100.00%)
Transfer from Building Fund (405)	688,049	-	60,000	60,000	-	(100.00%)
Transfer from Debt Service Fund (205)	-	1,000,000	-	-	-	-%
Restricted - One Cent Sur Tax	904,621	921,594	500,000	500,000	125,000	(75.00%)
American Rescue Plan	1,687,709	2,042,496	-	-	-	-%
State Grants	-	-	-	90,000	100,000	100.00%
Donations	289,095	360,997	-	32,587,000	-	-%
Interest on Investments	917,249	1,864,181	2,000,000	2,000,000	2,000,000	-%
Cost Sharing/Interlocal Agreement	-	-	1,000,000	1,000,000	1,000,000	-%
Miscellaneous Revenue	-	2,400	-	-	-	-%
TOTALS	**13,857,744**	**17,499,790**	**21,810,622**	**54,487,622**	**18,275,000**	**(16.21%)**
Expenses						
Projects	11,876,404	18,379,162	23,606,783	14,599,378	23,655,000	0.20%
Carry Over Reserves	-	-	23,063,692	-	45,549,213	97.49%
Transfer to TWUU Fund (122)	500,000	500,000	500,000	500,000	125,000	(75.00%)
TOTALS	**12,376,404**	**18,879,162**	**47,170,475**	**15,099,378**	**69,329,213**	**46.98%**
Total Revenues Over/(Under) Expenses	1,481,340	(1,379,372)	(25,359,853)	39,388,244	(51,054,213)	
Beginning Fund Equity	22,301,367	23,782,707	22,403,335	22,403,335	61,791,579	
Ending Net Assets	**23,782,707**	**22,403,335**	**(2,956,518)**	**61,791,579**	**10,737,366**	

REVENUES

Transfer from General Fund (001)

Annual Pay-As-You-Go funding transferred from the General Fund to the Capital Fund

Restricted One Cent Surtax

Voter approved surtax restricted for infrastructure projects

Interest on Investments

The interest revenue is based upon the financial market conditions and funds available for investment

American Rescue Plan

Federal Aid to make investments in infrastructure

Interlocal Agreement

Revenue from residents for single-family expulsor station assessments and the city of West Palm Beach for water projects

EXPENSES

Carry Over Projects

Projected unexpended project balances, authorized in prior years

Contingency

Eliminated in FY25 - Contingency is included in individual projects

Transfer to Underground Utility Fund (122)

Transfer of One-Cent Sales Tax to the Underground Utility Project, approved by Town Council at the December 10, 2019 meeting

Pay-as-you-go Capital Improvement Plan
FY2026 Budget

Item #		Location	Accumulated Project Budget through FY25	FY2025 Available Balance as of 5/15/25	FY2026 Budget	FY2027 Estimated	FY2028 Estimated	FY2029 Estimated	FY2030 Estimated	FY2026-2030 Total
Pavement Management										
Town-Wide Paving Program				$ 1,372,840				$ 1,500,000	$ 1,500,000	**$ 3,000,000**
		Undergrounding Phase 4 North		$ 81,892						**$ -**
		Clarke Ave Drainage Improvements		$ 264						**$ -**
		Canopy Drainage (N. County Rd)		$ 1,517,266	$ 1,400,000					**$ 1,400,000**
		Undergrounding Phases 3 S and 5 S		$ 4,431						**$ -**
		Undergrounding Phases 4 S and 6 S		$ 0	$ 4,250,000					**$ 4,250,000**
		Undergrounding Phase 5 N and 6 N		$ 2,367,933						
		Undergrounding Phase 7 N and 7 S		$ 0		$ 4,500,000				**$ 4,500,000**
		Undergrounding Phase 8		$ 0			$ 4,500,000			**$ 4,500,000**
		Via Palma Drainage Improvement		$ 33,408						**$ -**
Crosswalk Improvements			$ 1,000,000	$ 825,069						**$ -**
Town-wide Sidewalk and Curb					$ 1,500,000	$ 300,000	$ 300,000	$ 1,000,000	$ 1,000,000	**$ 4,100,000**
Mast Arm Replacements			$ 116,155	$ 8,164	$ 1,000,000	$ 1,000,000	$ 1,000,000		$ 20,000	**$ 3,020,000**
Ibis Way & Island Rd Bridges						$ 500,000				**$ 500,000**
FDOT Miscellaneous					$ 125,000	$ 100,000				**$ 225,000**
Total Pavement Management			**$ 1,116,155**	**$ 6,211,267**	**$ 8,275,000**	**$ 6,400,000**	**$ 5,800,000**	**$ 2,500,000**	**$ 2,520,000**	**$ 25,270,000**
Drainage System										
1	D-2	Palmo Way	$ 396,370	$ 57,960		$ 450,000	$ 8,250,000	$ 2,750,000		**$ 11,450,000**
2	D-3	Tangier Avenue	$ 200,000	$ -	$ 500,000		$ 590,000	$ 4,500,000		**$ 5,590,000**
3	D-8	Country Club Road	$ 1,675,683	$ -				$ 1,215,000	$ 9,180,000	**$ 10,395,000**
4	D-12	Everglade Avenue	$ 1,345,832	$ 27,751						**$ -**
5	D-17	Clarendon Avenue	$ 6,929,786	$ 6,655,785						**$ -**
6		Stormwater Pumpstation Condition Assessment	$ 100,000	$ -				$ 120,000		**$ 120,000**
7		Resiliency Implementation			$ 100,000		$ 100,000		$ 100,000	**$ 300,000**
8		Stormwater Pump/R&R		$ 41,312	$ 150,000	$ 150,000	$ 150,000	$ 150,000	$ 150,000	**$ 750,000**
9		Minor Drainage Improvements		$ 160,290	$ 50,000	$ 50,000	$ 50,000	$ 50,000	$ 50,000	**$ 250,000**
10		Structural Upgrades			$ 100,000	$ 700,000	$ 330,000	$ 60,000	$ 360,000	**$ 1,550,000**
11		Fuel System Upgrades			$ 80,000	$ 500,000				**$ 580,000**
12		Wet Well Light Upgrades			$ 70,000	$ 430,000				**$ 500,000**
13		Pump Can Rehabilitation/ Replacement		$ 400,000	$ 400,000	$ 400,000	$ 500,000	$ 500,000	$ 500,000	**$ 2,300,000**
Total Drainage System			**$ 10,647,671**	**$ 7,343,098**	**$ 1,450,000**	**$ 2,680,000**	**$ 9,970,000**	**$ 9,345,000**	**$ 10,340,000**	**$ 33,785,000**
Sanitary Sewer System										
	A-4	The Breakers								**$ -**

Pay-as-you-go Capital Improvement Plan (continued)

FY2026 Budget

Item #		Location	Accumulated Project Budget through FY25	FY2025 Available Balance as of 5/15/25	FY2026 Budget	FY2027 Estimated	FY2028 Estimated	FY2029 Estimated	FY2030 Estimated	FY2026-2030 Total
1	A-5	Royal Poinciana Way (S of S-2)	$ 2,500,000	$ 2,348,700	$ 955,000					**$ 955,000**
2	A-7	Island Road/S County Rd				$ 350,000	$ 3,490,000			**$ 3,840,000**
3	A-39	Phipps Park	$ 2,145,250	$ 1,770,117				$ 350,000	$ 3,500,000	**$ 3,850,000**
4	A-41	Palm Beach Par 3 Golf Course					$ 330,000	$ 3,255,000		**$ 3,585,000**
5	A-42	Bellaria Condominium	$ 80,000	$ 80,000	$ 345,000	$ 3,430,000				**$ 3,775,000**
6	A-43	Atriums of Palm Beach	$ 220,000		$ 3,370,000					**$ 3,370,000**
7	E-3	Garden Road (trail)			$ 85,000	$ 825,000				**$ 910,000**
8	E-7	North Lake Way (Next to D-4)	$ 173,000	$ 173,000	$ 865,000					**$ 865,000**
9	E-11	El Vedado Way					$ 120,000	$ 1,165,000		**$ 1,285,000**
10	E-13	Clarendon Ave (Ejector Station)		$ 1,241,211						**$ -**
11	E-15	Via Del Lago (Ejector Station)						$ 170,000	$ 1,690,000	**$ 1,860,000**
12	E-19	Mar a Lago						$ 95,000	$ 930,000	**$ 1,025,000**
13	G-9	Chilean Ave/S Ocean Blvd					$ 30,000			**$ 30,000**
13	S-2	Royal Poinciana Way (N of A-5)		$ 83,907	$ 50,000	$ 50,000	$ 650,000	$ 4,320,000	$ 50,000	**$ 5,120,000**
14	Ejector Stations - 21 in Total			$ 32,990	$ 450,000	$ 3,600,000	$ 3,600,000	$ 3,600,000	$ 3,600,000	**$ 14,850,000**
15	I and I Implementation		$ 3,051,508	$ 281,510	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000	**$ 1,000,000**
16	Wastewater Pumpstation Condition Assessment		$ 180,000	$ 4,900				$ 120,000		**$ 120,000**
17	Resiliency Implementation			$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	**$ 500,000**
18	Wastewater Pump/R&R			$ -	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	**$ 500,000**
19	Sanitary Sewer Air Release Valve R&R			$ 61,213	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	**$ 50,000**
Total Sanitary Sewer System			**$ 8,349,758**	**$ 6,177,549**	**$ 6,530,000**	**$ 8,665,000**	**$ 8,630,000**	**$ 13,485,000**	**$ 10,180,000**	**$ 47,490,000**
Town Facilities										

Pay-as-you-go Capital Improvement Plan (continued)

FY2026 Budget

Item #	Location	Accumulated Project Budget through FY25	FY2025 Available Balance as of 5/15/25	FY2026 Budget	FY2027 Estimated	FY2028 Estimated	FY2029 Estimated	FY2030 Estimated	FY2026-2030 Total
1	Bradley Park Restrooms & Tea House						$ 20,000		**$ 20,000**
2	Pinewalk Transfer Station		$ 35,000	$ 75,000					**$ 75,000**
3	Skees Road Storage		$ 280,000	$ 28,000					**$ 28,000**
4	Skees/Okeechobee Landfill		$ 192,120				$ 55,000	$ 55,000	**$ 110,000**
5	Police Department	$ 410,000	$ 26,994	$ 2,200,000	$ 300,000	$ 125,000			**$ 2,625,000**
6	Public Works Facility	$ 1,977,766	$ 59,590				$ 150,000		**$ 150,000**
7	Central Fire Fuel Tank	$ 2,914,698	$ 436,670						**$ -**
8	Central Fire Station / EOC	$ 149,000	$ 43,094		$ 600,000	$ 175,000			**$ 775,000**
9	South Fire Station	$ 300,000	$ 300,000	$ 2,497,000					**$ 2,497,000**
10	North Fire Station	$ 17,596,769	$ 460,536						**$ -**
11	Town Hall		$ -		$ 250,000		$ 1,500,000	$ 170,000	**$ 1,920,000**
12	6th Street Facility/Old Purchasing				$ 100,000				**$ 100,000**
13	Midtown Beach Linear Park	$ 470,000	$ 80,000		$ 190,000	$ 4,500,000			**$ 4,690,000**
14	Midtown Beach Linear Park								**$ -**
14	Seaview Tennis and Sports Fields		$ 92,514	$ 200,000		$ 700,000			**$ 900,000**
15	Phipps Ocean Park Lifeguard Bldg	$ 150,000							**$ -**
16	Phipps Ocean Park Improvements								**$ -**
17	Phipps Park Tennis Resurface & Fence Replacement		$ 1,595						**$ -**
18	Marina Compactor Relocation	$ 500,000	$ 420,570						**$ -**
Total Town Facilities		**$ 24,468,233**	**$ 2,428,683**	**$ 5,000,000**	**$ 1,440,000**	**$ 5,500,000**	**$ 1,725,000**	**$ 225,000**	**$ 13,890,000**
Water Feasibility Study		$ 771,330	$ 75,501	$ 100,000					**$ 100,000**
CIP Expenditures - Subtotal			**$ 22,236,098**	**$ 21,355,000**	**$ 19,185,000**	**$ 29,900,000**	**$ 27,055,000**	**$ 23,265,000**	**$ 120,535,000**
Town Wide Undergrounding Transfer - Sales Tax			$ 500,000	$ 125,000					**$ 125,000**
Water Main Improvements			$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	**$ 5,000,000**
Expenditures/Encumbrances to date			$ 47,650,461						**$ -**
CIP Expenditures			**$ 71,386,560**	**$ 22,480,000**	**$ 20,185,000**	**$ 30,900,000**	**$ 28,055,000**	**$ 24,265,000**	**$ 125,660,000**
REVENUES									
General Fund Transfer			$ 14,250,622	$ 15,050,000	$ 14,000,000	$ 14,500,000	$ 15,000,000	$ 15,500,000	**$ 74,050,000**
Transfer from Building Fund			$ 60,000						**$ -**
Transfer from Marina Fund			$ 4,000,000			$ 6,000,000	$ 6,000,000	$ 6,000,000	**$ 18,000,000**
Water Main Improvements			$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	**$ 5,000,000**
Grants			$ 90,000	$ 100,000	$ 300,000	$ -	$ -	$ -	**$ 400,000**
Donation			$ 32,587,000						**$ -**
Interest			$ 2,000,000	$ 2,250,000	$ 1,250,000	$ 1,000,000	$ 500,000	$ 500,000	**$ 5,500,000**
1 Cent Sales Tax			$ 500,000	$ 125,000	$ -	$ -	$ -	$ -	**$ 125,000**
Capital Improvement Program Revenues			**$ 54,487,622**	**$ 18,525,000**	**$ 16,550,000**	**$ 22,500,000**	**$ 22,500,000**	**$ 23,000,000**	**$ 103,075,000**
Surplus/(Deficit)			$ (16,898,938)	$ (3,955,000)	$ (3,635,000)	$ (8,400,000)	$ (5,555,000)	$ (1,265,000)	**$ (22,585,000)**
Beginning Reserve Balance			$ 22,284,036	$ 5,385,098	$ 1,430,098	$ (2,204,902)	$ (10,604,902)	$ (16,159,902)	
Ending Reserve Balance			$ 5,385,098	$ 1,430,098	$ (2,204,902)	$ (10,604,902)	$ (16,159,902)	$ (17,424,902)	

NORTH COUNTY ROAD DRAINAGE IMPROVEMENTS

PROJECT DESCRIPTION: The scope of work was identified to improve road drainage and safety conditions at N. County Rd. between Wells Rd and Miraflores Dr. The project consists of two phases: underground (FY2025) and aboveground (FY2026) ground infrastructure. Work includes adjustments or replacements of existing manholes, storm inlets, and valve boxes underground and asphalt overbuilt, curbing, and medians aboveground.

PROJECT ENGINEER: Dennis Polski, P.E.
CONSULTANT: Chen Moore & Associates
CONTRACTOR: TBD
PROJECT LOCATION: N. County Rd. between Wells Rd and Miraflores Dr

CURRENT ACTIVITIES	WHAT'S COMING UP
Planning and Procurement	Bid and Town Council Review





SCHEDULE		
	Begin Activity	Activity Complete
Design	2024	2024
Procurement/Council	2024	2024
Pre-Construction	2025	2025
Construction	2025	2025
Hold		

BUDGET
Current
$2,600,000
Amendments
Spent to Date
Remaining

OPERATING IMPACT: Maintenance will be absorbed by Public Works staff and existing maintenance contracts.

TOWNWIDE PAVING PROGRAM

PROJECT DESCRIPTION: Upon completion of undergrounding the power and franchise utilities (AT&T, Comcast), the Town paves all of the roads that have been open cut and patched across to underground the utilities. The roads are milled and resurfaced to have a smooth, consistent, long lasting roadway.

PROJECT ENGINEER: Julie Parham, P.E.
CONSULTANT: Chen Moore & Associates, Inc.
CONTRACTOR: TBD
PROJECT LOCATION: Townwide

CURRENT ACTIVITIES

Paving Undergrounding Phase 4S, 5N, 6N in Summer 2025



WHAT'S COMING UP

Paving Undergrounding Phase 6S, 7N, 7S and 8 in Summer 2026



SCHEDULE

	Begin Activity	Activity Complete
Design		January 1, 2025
Procurement/Council	January 1, 2025	March 31, 2025
Pre-Construction	TBD	TBD
Construction	May 1, 2025	November 21, 2025
Hold		

BUDGET

Current
$4,000,000
Amendments
Spent to Date
Remaining

OPERATING IMPACT: Maintenance will be absorbed by Public Works staff and existing maintenance contracts. The roads will continue to be maintained for the lifecycle of the asset.

D-17 PUMP STATION IMPROVEMENTS

PROJECT DESCRIPTION: The 2024 pump station condition assessment report identified D-17 pump station's overall condition requiring upgrades and repairs. The Town received $210,000 grant funding through the Resilient Florida Program from FDEP. The E-13 Sanitary Sewer Pump Station improvements will be done at the same time as these are in close proximity on Clarendon.

PROJECT ENGINEER: Mike Roach, P.E.
CONSULTANT: Mock Roos and Associates, Inc.
CONTRACTOR: TBD
PROJECT LOCATION: Clarendon Ave

CURRENT ACTIVITIES

Design



WHAT'S COMING UP

Bid & Award Construction Early 2025



SCHEDULE

	Begin Activity	Activity Complete
Design	2024	2025
Procurement/Council	2025	2025
Pre-Construction	2025	2025
Construction	2025	2025
Hold	N/A	N/A

BUDGET

Current
$6,750,000
Amendments
Spent to Date
Remaining

OPERATING IMPACT: Maintenance will be absorbed by Water Resources staff and existing maintenance contracts. The station will continue to be maintained for each aspect based on the lifecycle of the asset within.

A-5 PUMP STATION IMPROVEMENTS

PROJECT DESCRIPTION: This project was identified in the 2016 Town-wide Wastewater Pump Station Condition Assessment Report as requiring improvements. The project's scope is to replace pumps, piping, and electrical controls and make necessary improvements to the building's envelope and floodproofing to meet state-guided resiliency criteria.

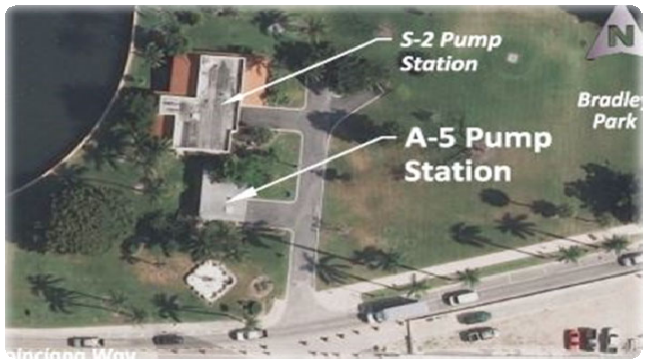
PROJECT ENGINEER: Dennis Polski, P.E.
CONSULTANT: Kimley Horn & Associates
CONTRACTOR: TBD
PROJECT LOCATION: Bradley Park, south of S-2 pump station

CURRENT ACTIVITIES

Planning and Design Analysis

WHAT'S COMING UP

Advertisement and Town Council Review





SCHEDULE

	Begin Activity	Activity Complete
Design	2024	2025
Procurement/Council	2025	2025
Pre-Construction	2025	2025
Construction	2025	2025
Hold		

BUDGET

Current
$2,500,000
Amendments
Spent to Date
Remaining

OPERATING IMPACT: Maintenance will be absorbed by Water Resources staff and existing maintenance contracts. The station will continue to be maintained for each aspect based on the lifecycle of the asset within.

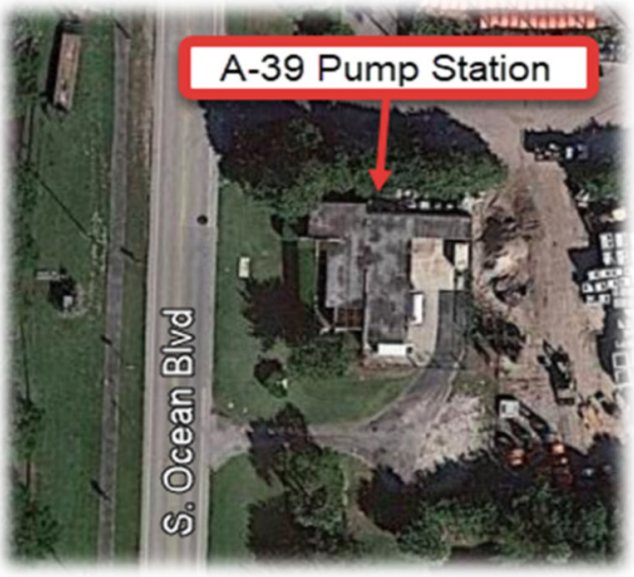
A-39 SANITARY SEWER SYSTEM

PROJECT DESCRIPTION: This project was identified in the 2016 Town-wide Wastewater Pump Station Condition Assessment Report. The improvements include: pumps, discharge valves and intake piping replacement, bypass pump connection replacement, interior door replacements. The project will include floodproofing improvements. Structural repairs, roof replacement, exterior doors and louvers replacements have been completed.

PROJECT ENGINEER: Dennis Polski, P.E.
CONSULTANT: Kimley Horn & Associates
CONTRACTOR: TBD
PROJECT LOCATION: 2171 S. Ocean Blvd

CURRENT ACTIVITIES
Design

WHAT'S COMING UP
Advertisement and Town Council review





SCHEDULE		
	Begin Activity	Activity Complete
Design	2022	2024
Procurement/Council	2023	2023
Pre-Construction	2023	TBD
Construction	2023	2025
Hold		

BUDGET
Current
$2,798,000
Amendments
Spent to Date
$479,382
Remaining

OPERATING IMPACT: Maintenance will be absorbed by Water Resources staff and existing maintenance contracts. The station will continue to be maintained for each aspect based on the lifecycle of the asset within.

A-43 Atriums of Palm Beach

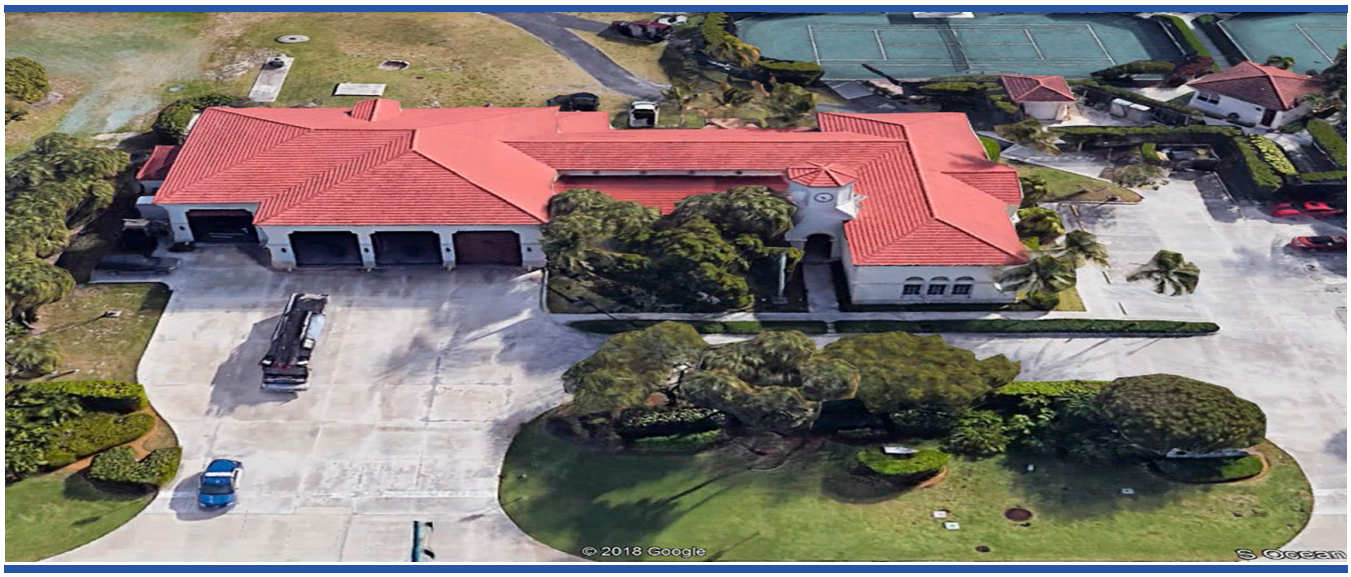
Project Description:

Operating Impact:

Project Engineer:	
Consultant:	
Contractor:	
Project Location:	

SCHEDULE		
	Begin Activity	**Activity Complete**
Design		
Procurement/Council		
Pre-Construction		
Construction		
Hold		

CURRENT ACTIVITIES	**WHAT'S COMING UP**



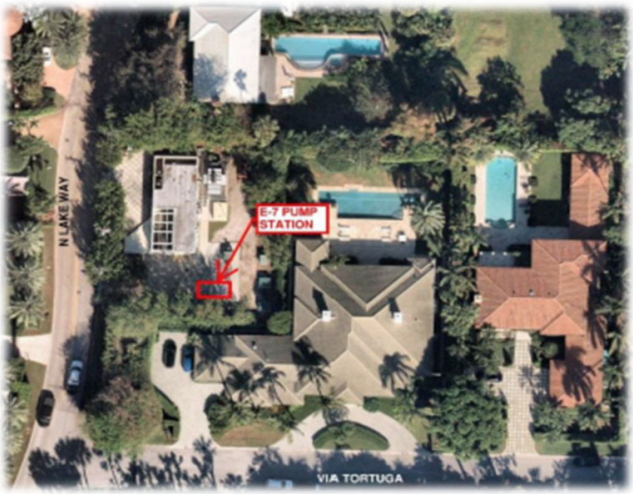
	Current	Amendments	Spent to Date	Remaining
Previous Budget	$90,000			$90,000
Budget FY25	$130,000			$220,000
Budget FY26	$3,239,400			

E-7 SANITARY SEWER PUMP STATION IMPROVEMENTS

PROJECT DESCRIPTION: This project was identified in the 2024 Town-wide Wastewater Pump Station Condition Assessment Report as requiring significant improvements. The project's scope is to replace pumps, piping, and electrical controls and make necessary improvements to the wetwell vault structure, including interior and exterior coatings and hatch replacements.

PROJECT ENGINEER: Dennis Polski, P.E.
CONSULTANT: TBD
CONTRACTOR: TBD
PROJECT LOCATION: 227 Via Tortuga, Palm Beach, FL 33480

CURRENT ACTIVITIES	WHAT'S COMING UP
Planning and Design Analysis	Advertisement and Town Council Review





SCHEDULE		
	Begin Activity	Activity Complete
Design	2025	2025
Procurement/Council	2025	2025
Pre-Construction	2026	2026
Construction	2026	2026
Hold		

BUDGET
Current
$173,000
Amendments
Spent to Date
Remaining

OPERATING IMPACT: Maintenance will be absorbed by Water Resources staff and existing maintenance contracts. The station will continue to be maintained for each aspect based on the lifecycle of the asset within.

Town Buildings - Public Works Facility

Project Description:

Operating Impact:

Project Engineer:	
Consultant:	
Contractor:	
Project Location:	

SCHEDULE		
	Begin Activity	**Activity Complete**
Design		
Procurement/Council		
Pre-Construction		
Construction		
Hold		

CURRENT ACTIVITIES	**WHAT'S COMING UP**

	Current	Adjustments		Spent to Date	Remaining
FY24	$1,977,766		$720,289	$915,817	$341,660
FY25	$0				$341,660

SOUTH FIRE STATION IMPROVEMENTS

PROJECT DESCRIPTION: The South Fire Station was identified for repair and replacement in the 2022 Facilities Assessment report. It encompasses exterior painting, design of the interior floor finishes, public area upgrades, locker rooms, and bay door replacements. This work was intentionally postponed due to other funding priorities (and general funding constraints).

PROJECT ENGINEER: Mike Roach, P.E.
CONSULTANT: Bridges, Marsh & Associates
CONTRACTOR: TBD
PROJECT LOCATION: 2185 S Ocean Blvd

CURRENT ACTIVITIES	WHAT'S COMING UP
Planning	Construction



SCHEDULE		
	Begin Activity	Activity Complete
Design	N/A	N/A
Procurement/Council	2025	2026
Pre-Construction	2026	2026
Construction	2026	2026
Hold	N/A	N/A

BUDGET
Current
$300,000
Amendments
Spent to Date
Remaining

OPERATING IMPACT: Maintenance will be absorbed by Facilities staff and existing facility maintenance contracts. The facility will continue to be maintained for each aspect based on the lifecycle of the asset within.

Town Buildings - North Fire Station

Project Description: Project Description: Full rehabilitation and reconstruction of a Historical Landmarked Town Facility, North Fire Station #2. Improvements include new roof system, building structural modifications and upgrades, new windows and doors, restoration of historical architectural features, and temporary housing to minimize impacts to level of service..

Project Engineer:	Jason Debrincat, P.E.
Consultant:	Bridges, Marsh & Associates
Contractor:	Hedrick Brothers
Project Location:	300 N County Rd

SCHEDULE		
	Begin Activity	**Activity Complete**
Design	11/2021	07/2021
Procurement/Council	11/2021	07/2023
Pre-Construction	11/2021	07/2023
Construction	07/2023	11/2024
Hold		

CURRENT ACTIVITIES	WHAT'S COMING UP
Construction	Construction - Ongoing





	Current	Amendments	Spent to Date	Remaining
Previous Budget	$6,100,000		$6,100,000	$0
Budget FY24	$11,208,604	$4,616,094	$5,656,864	$935,646

COMPREHENSIVE COASTAL MANAGEMENT PROGRAM FY2025 ACCOMPLISHMENTS & FY2026 ACTION PLAN

SHORE PROTECTION BOARD

On July 8, 2008, the Town Council created the Shore Protection Board (SPB) to "act in an advisory capacity to the Town Council and shall make recommendations to the Town Council on all matters relating to shore protection in the Town of Palm Beach." On December 9, 2008, Town Council appointed seven (7) Board members who held their first meeting on December 17, 2008.

Coastal Management Work Plan

On February 11, 2009, the Town Council directed the Board "to accelerate its meetings, identify a contingency plan for Reach 7 and 8, and provide a long-term plan of action (with options) for Town Council consideration in November 2009." Per direction of the Town Council, the Shore Protection Board submitted a Coastal Management Work Plan on November 9, 2009 which the Town Council accepted as a "blue print" for future coastal management activities in the Town of Palm Beach.

During the 2010, 2011, and 2012 calendar years, the Board has continued an adaptive management approach to their 10-year Work Plan. As more information has become available, some items originally suggested for FY 2011, FY 2012, or FY 2013 were adjusted for future years.

The Board's FY 2013 Coastal Management Program budget and 10-Year Plan was peer reviewed by Woods Hole Group between August 2012 and June 2013. Based on the recommendations from Woods Hole Group, a FY 2014 Program Budget and 10-year plan was developed and approved by Town Council for funding and implementation. In 2015, a FY 2016 program budget and 10-year plan update was performed by Town staff at the request of Town Council.

The current status of the Town's Coastal Management Program is set forth below and the 10-year plan summary is presented at the end of this report.

COASTAL PROJECTS UPDATES

Included as an element of the Comprehensive Coastal Management Plan, the Town's shoreline was divided into eight (8) segments, or "reaches". Each reach has a unique set of characteristics, based on upland uses, existing armoring, shoreline condition, shoreline orientation, and previous coastal management projects constructed, among others. The Board planned projects are specific for each reach. The information provided below has been separated and is consistent with the work currently being performed, or to be performed, within each reach.

Reach 1 (LAKE WORTH INLET TO ONONDAGA AVENUE)

Current Action

Continue Inlet Maintenance Dredging to include settling basin, harbor channel, and turning basins. Placement of all beach-compatible sand will be placed on the dry beach and within the permitted beach profile.

The Town continues to work with the U.S. Army Corps of Engineers on the various Federally-participated inlet maintenance dredging activities. Ensuring operation and maintenance of the Sand Transfer Plant.

Reach 1

Reach 1 experienced a net shoreline advancement of 85.3 feet during this monitoring period. Total volumetric gains were 99,379 cubic yards (CY), with 83 percent of the gain occurring between the -13.1 feet contour and the Depth of Closure (DOC) (-26.2 feet NAVD88). Losses of 23,330 CY were observed beyond the DOC to -40 feet. This trend is the opposite of what was observed last year.

Overall, this reach has exhibited a long-term substantial net shoreline advance of 128.0 feet and volumetric gain (to the DOC) of 583,268 CY since 1990. This long-term advance in shoreline and volume is associated with discharge by the Sand Transfer Plant within this reach and direct placement of material from inlet maintenance operations.

FDEP Strategic Beach Management Plan, Southeast Atlantic Coast Region, April 2020

Strategy: Bypass an average annual volume of 202,000 cubic yards of sand to the downdrift beaches through a combination of the operation of the sand transfer plant and beach placement of maintenance dredge material from the federally authorized navigation channel; place all beach compatible material dredged during channel maintenance on downdrift beaches in Reach 1, in an extended beach placement in Reach 2, and when feasible, at Mid-Town and Phipps Ocean Park projects; dredging placement should be limited to dry beach, extension of the discharge pipeline to discharge points located at the south jetty, and approximately 3,600 feet south of the south jetty; comply with the Palm Beach Island Beach Management Agreement (BMA), 2013; monitor; update the sediment budget and the inlet management plan.

Comprehensive Coastal Management Plan, 1998 Update

Reach 1 has been subjected to direct sand placement in recent years as a result of dredged sand disposal from the maintenance of Lake Worth Inlet. With the continued Sand Transfer Plant discharge of sand onto the north end of Palm Beach Island and placement of beach-quality maintenance dredge sand by the U.S. Army Corps of Engineers, two principal Lake Worth Inlet Management Plan objectives of sand bypassing across the Inlet and maintenance of the navigation channel are partially satisfied.

Reach 2 (ONONDAGA AVENUE TO EL MIRASOL)

Due to the extensive amount of hardbottom in Reach 2, is it unlikely that a JCP permit for beach restoration could be obtained. In lieu of a beach restoration project, Town staff has identified alternative projects that would introduce additional sand to Reach 2. The addition of a second discharge for the Sand Transfer Plant would dispose beach quality sand on the dry beach. The purpose of placing sand in Reach 2 is to continue the natural southerly flow of sand that has been interrupted by the channel and inlet jetties. The 3,500 foot pipeline extension south of the inlet may assist the Reach 2 beaches with modest accretion. Town staff worked with FDEP and USACE Civil Works staff to expand the footprint of the Lake Worth Inlet's Maintenance Dredging Project south to Palmo Way in Reach 2.

Should the second discharge, or an expanded inlet maintenance placement area, create a small stable beach throughout Reach 2, a Sand Forepassing Dune Project may be considered to add high quality sand with vegetation to create a more natural beach and dune cross shore profile. Dune projects provide a line of defense from storms and benefit the Town's entire coastal system.

Current Action

The Beach Management Agreement (BMA) was signed in September 2013. The BMA includes an expansion of the Mid-Town Beach Nourishment Project taper into the southern portion of Reach 2. Physical and Biological Monitoring efforts have continued.

Reach 2

Over this monitoring period, the Reach 2 shoreline had an average recession of 0.4 feet. In total, the reach gained a net volume of 40,448 CY over the past year. Large volumetric gains occurred at the northern end of the reach and were most significant within the offshore between -13.1foot depth contour and the DOC. This gain is largely attributable to the STP.

Since 1990, the reach has exhibited a net shoreline advance of 37.9 feet, although this gain primarily occurs within the northernmost portion of the reach between R-78 and R-80. Overall, this reach has gained a net volume of 72,604 CY since 1990. Reach 2 historically exhibits the most significant net long-term loss of volume between R-80 and R-82.

FDEP Strategic Beach Management Plan, Southeast Atlantic Coast Region, April 2020

Strategy: Maintain the Town's restored projects through monitoring and nourishment using sand from offshore sources and upland sources; construct a feeder beach to re-establish littoral transport for Reach 2, and construct restoration projects in environmentally suited areas of Reach 5 and Reach 8. Comply with BMA (2013).

Comprehensive Coastal Management Plan, 1998 Update

Because of high erosion rates in Reach 2, supplemental sand placement must occur.

Reach 2 Related Shore Protection Board Recommended Actions, November 2009

Sand Transfer Plant, Phase II - Installation of a second discharge to be located in Reach 2, south of Reef Road.

> STATUS: A Sand Forepassing project was constructed concurrently with 2025 Lake Worth Inlet Maintenance Dredging event with dry beach placement. The USACE anticipates the next dry beach placement project will occur in early 2026. Monitoring the result of the Sand Forepassing Project will determine the likely effectiveness of a second STP discharge.

Groin Analysis – Following the Groin Assessment performed, a Town consultant analyzed the functionality of the Town's groin system. A revised plan to prioritize rehabilitation is to be developed for Town Council consideration.

> STATUS: Groin Rehabilitation for Reaches 2-6 has been permitted. This item is awaiting future Town Council consideration.

Maintenance Dredge Sand Permitting, Placement Extension – Previous maintenance dredging events performed by the U.S. Corps of Engineers have been conducted under an agreement with the Town of Palm Beach to place sand on the dry beach at the incremental cost versus placing the sand in the nearshore. The dry beach placement has been restricted to Reach 1 and the northern portion of Reach 2. The SPB would like to expand the dry beach placement areas to include other sections of Town, such as the remainder of Reach 2.

> STATUS: The USACE has received State permit authorization to renew their existing permit for inlet maintenance activities. Details of the renewal include the placement of sand further to the south into Reach 2 to approximately R-80 (Palmo Way). The next Lake Worth Inlet Maintenance Dredging Project with dry beach placement will extend south to Palmo Way. An EIS will likely need to be completed to extend the placement area south of the current southern limit.

Reach 3 (EL MIRASOL TO VIA BETHESDA)

Current Action

Continued Physical Monitoring and implementation of BMA-required monitoring.

Continued evaluation and monitoring of existing coastal structures as requested by the SPB.

Reaches 3 & 4

This segment comprises both north and south segments of the Mid-Town Beach Renourishment Project. Over this monitoring period, the reach exhibited a net shoreline recession of 23.9 feet. Losses were observed throughout most of the segment. These losses can be attributed to the equilibrium from the most recent Mid-Town Beach Nourishment in early 2020, which placed 838,647 cy of material.

Since 1990, this shoreline segment has exhibited a net increase in volume of 1,298,949 CY and an average advance in shoreline position of 72.7 feet due to direct sand placement. These significant gains are directly attributable to repealed renourishment efforts within this area.

FDEP Strategic Beach Management Plan, Southeast Atlantic Coast Region, April 2020

Strategy: Maintain the Town's restored projects through monitoring and nourishment using sand from offshore sources and upland sources.

Comprehensive Coastal Management Plan, 1998 Update

The management solution for Reach 3 is beach restoration to occur simultaneously with the renourishment of the Mid-Town project.

Reach 3 Related Shore Protection Board Recommended Actions, November 2009

Groin Analysis – Following the Groin Assessment performed, a Town consultant analyzed the functionality of the Town's groin system. A plan to prioritize rehabilitation was developed for SPB consideration.

> STATUS: Groin Rehabilitation for Reaches 2-6 has been permitted. This item is awaiting future Town Council consideration.

Reach 4 (VIA BETHESDA TO 270 FEET SOUTH OF BANYAN ROAD)

Current Action

Continued Physical Monitoring and implementation of BMA-required monitoring.

Continued evaluation and monitoring of existing coastal structures as requested by the SPB.

Reaches 3 & 4

This segment comprises both north and south segments of the Mid-Town Beach Renourishment Project. Over this monitoring period, the reach exhibited a net shoreline recession of 23.9 feet. Losses were observed throughout most of the segment. These losses can be attributed to the equilibrium from the most recent Mid-Town Beach Nourishment in early 2020, which placed 838,647 cy of material.

Since 1990, this shoreline segment has exhibited a net increase in volume of 1,298,949 CY and an average advance in shoreline position of 72.7 feet due to direct sand placement. These significant gains are directly attributable to repealed renourishment efforts within this area.

FDEP Strategic Beach Management Plan, Southeast Atlantic Coast Region, April 2020

Strategy: Maintain the Town's restored projects through monitoring and nourishment using sand from offshore sources and upland sources.

Comprehensive Coastal Management Plan, 1998 Update

The management solution is the renourishment of the Mid-Town Project. The Mid-Town groin field should be inspected and maintained to support to the beach fill project.

Reach 5 (270 FEET SOUTH OF BANYAN ROAD TO 170 FEET NORTH OF WIDENER'S CURVE)

Current Action

Reach 5 continues to benefit from repeated restorations of Reaches 3 and 4. Continued evaluation and monitoring of existing coastal structures as requested by the SPB.

Continue physical monitoring per BMA requirement.

Reach 5

Over the current monitoring period, Reach 5 has experienced a net average shoreline advance of 25.0 feet, with gains occurring throughout the reach. The reach exhibited a net volumetric gain of 259,154 CY. While gains were observed throughout every region of the profile, gains were greatest in the nearshore region between the MHW line and the -13.1-foot contour, with gains of 195,916 CY.

Long term, this area has experienced a net shoreline advance of 48.2 feet since 1990 and has gained approximately 919,080 cy (above -26.2 feet NAVD) throughout the entire shoreline segment. Gains in shoreline position and volume are directly attributable to the movement of material into Reach 5 from the repeated Mid-Town Beach Projects within Reaches 3 and 4. Lacking regular renourishment of the Mid-Town Project, this reach would likely revert to a net erosion/recession condition consistent with conditions present prior to the initiation of the beach nourishment program.

FDEP Strategic Beach Management Plan, Southeast Atlantic Coast Region, April 2020

Strategy: Construct restoration projects in environmentally suited areas of Reach 5 and Reach 8. Comply with BMA (2013).

Comprehensive Coastal Management Plan, 1998 Update

Proposed improvements include beach fill and a groin field at the south terminus of the reach.

Reach 5 Related Shore Protection Board Recommended Actions, November 2009

Groin Analysis – Following the Groin Assessment performed, a Town consultant analyzed the functionality of the Town's groin system. A plan to prioritize rehabilitation was developed for SPB consideration.

> STATUS: Groin Rehabilitation for Reaches 2-6 has been permitted. This item is awaiting future Town Council consideration.

Dune Restoration – The SPB recognizes that Reach 5 has maintained a healthy beach due to the sand moving down from Reaches 3 and 4. The SPB may recommend adding sand into the beach and dune system in Reach 5. Placement of sand in the form of dunes will create a line of defense for the beachfront owners to improve the storm protection to South Ocean Boulevard. This action will add more sand to naturally be added into the littoral drift during a storm event, eventually bringing sand into the Reach 6 area.

> STATUS: Physical Monitoring is to continue, per BMA-requirement. No dune restoration projects are planned for Reach 5 per the most recent 10-Year Plan for the Coastal Management Program (for

FY 2025). Plan, design, and permitting to begin for a southern expansion of the Mid-Town Beach Nourishment Project to extend the limits south into Reach 5.

Reach 6 (170 FEET NORTH OF WIDENER'S CURVE TO SLOAN'S CURVE)

Current Action

Continued evaluation and monitoring of existing coastal structures as requested by the SPB.

Continue physical monitoring.

Reach 6

Over the most recent monitoring period, Reach 6 exhibited a net shoreline recession of 3.0 feet with the highest loss occurring at R-113 with a loss of 23.8 feet. This loss occurred in the vicinity of the Florida Department of Transportation (FDOT) revetment. Reach 6 exhibited a net volumetric gain (to the DOC) of 20,657 CY over this monitoring period.

Since 1990, Reach 6 has exhibited a net shoreline advance of 46.0 feet and volumetric gains of 411,191 CY (to the DOC).

In general, Reach 6 has remained stable, with a long-term trend of shoreline advance and volumetric gains. Much of this behavior can be attributed to the down-drift effect of the Mid-Town Nourishment Projects which have provided a sediment source to both Reaches 5 and 6. The monitoring data suggest that the functional limit of this beneficial down-drift effect occurs within Reach 6, in the vicinity of the FDOT revetment (between R-111 and R-116).

FDEP Strategic Beach Management Plan, Southeast Atlantic Coast Region, April 2020

Strategy: Maintain the Town's restored projects through monitoring and nourishment using sand from offshore sources and upland sources, construct a feeder beach to re-establish littoral transport for Reach 2, and construct restoration projects in environmentally suited areas of Reach 5 and Reach 8. Comply with BMA (2013).

Comprehensive Coastal Management Plan, 1998 Update

Due to high longshore transport energies evident in this Reach, coupled with the large trough located between 70 and 350 feet from shore and the extensive hardbottom resources, direct placement of sand in this shoreline segment is not recommended.

Reach 6 Related Shore Protection Board Recommended Actions, November 2009

Groin Analysis – Following the Groin Assessment performed, a Town consultant analyzed the functionality of the Town's groin system. A plan to prioritize rehabilitation was developed for SPB consideration.

STATUS: Groin Rehabilitation for Reaches 2-6 has been permitted. This item is awaiting future Town Council consideration.

Dune Restoration – Because of the limited amount of sand going into Reach 7 from Reach 6, the condition of the Reach 7 beaches is a SPB concern. With most of the Reach 6 shoreline consisting of nearshore hardbottom resources, a beach nourishment project is not practical. A thought to be considered by the SPB is to cover the revetment with sand, or place dune sand east of the revetment where the opportunity

presents itself. Creating a more natural beach and dune profile in Reach 6 may provide a volume of sand during storm events to assist the north end of Reach 7 with storm recovery.

STATUS: Physical Monitoring is to continue, per BMA-requirement. No dune restoration projects are planned for Reach 6 per the most recent 10-Year Plan for the Coastal Management Program (for FY 2025).

Reach 7 (SLOAN'S CURVE TO THE LAKE WORTH MUNICIPAL PIER)

The Shore Protection Board has made the Reach 7 beaches a top priority for additional coastal management activities.

Current Action

Continue Physical Monitoring per BMA-requirement.

Reach 7

Over the most recent monitoring period, the Reach 7 shoreline has experienced a net advancement of 52.3 feet, with the largest gains observed in the middle of the reach and from R-119 and R-127. This is due to the direct placement of sand during the 2020-2024 Phipps Beach Restoration Project. Over this monitoring period, Reach 7 has gained a net volume of 685,770 CY.

Since 1990, Reach 7 has exhibited a net average shoreline advance of 73.1 feet. The reach has exhibited a net volumetric gain of 1,562,253 CY above the DOC since 1990. Gains have occurred throughout the reach and are attributable to the repeated nourishment of the beach in this reach.

FDEP Strategic Beach Management Plan, Southeast Atlantic Coast Region, April 2020

Strategy: Maintain the Town's restored projects through monitoring and nourishment using sand from offshore sources and upland sources.

Comprehensive Coastal Management Plan, 1998 Update

Beach fill project and the construction of a groin field.

Reach 8 (LAKE WORTH MUNICIPAL TO LA BONNE VIE CONDOMINIUM)

Based on the Final Order by Administrative Law Judge Robert Meale, FDEP Secretary Michael Sole issued a denial of the Reach 8 beach restoration project in 2009.

Although the project was denied, the Town was able to secure the state cost-share funding until June 2011 through a grant amendment. The purpose of the time extension was to provide ample time to develop a revised project. A permit application for South End Palm Beach Restoration was submitted to the regulatory agencies in September 2010. With this project in the permitting phase, the Town will again seek a grant amendment to extend the life of the agreement through the anticipated construction.

A revised project was designed in an innovative stepped approach to strategically place sand and allow the natural movement of sand to help sustain a minimum beach profile in Reach 8. The Town has received positive feedback from the Surfrider Foundation regarding the revised project. The design and volume of the revised project is consistent with recommendations by both Administrative Law Judge Robert Meale and the petitioners who opposed the Town in the previous Reach 8 beach project administrative hearing (The Surfrider Foundation was the primary petitioner in that hearing). The permit application for the revised proposed beach restoration project in Reach 8 was developed, and is currently on hold until receipt of the USACE-issued Record of Decision following publishing of the Federal-mandated EIS in 2016.

Current Action

South End Palm Beach (Reach 8) Beach Nourishment, Permitting

Central Palm Beach County Comprehensive Erosion Control Project, Managed by Palm Beach County ERM, Environmental Impact Statement (EIS) awaiting Record of Decision from U.S. Army Corps of Engineers.

2024 ***Town-wide Physical Monitoring Report, February 2025***

Reach 8

Over the past year, Reach 8 exhibited a net shoreline advancement of 6.4 feet. Shoreline gains occurred throughout the reach. This reach exhibited a net volumetric gain above the DOC of 162,770 CY over this monitoring period, directly attributable to the dune placement during the 2020-2021 project. The beach experienced a net volumetric gain above MHW of 35,334 CY. Net gains of 72,967 CY were observed in the offshore portion, between the -13.1 and the -26.2-foot-contour.

Since 1990, Reach 8 has exhibited a net average shoreline recession of 2.7 feet. Since 1990, the reach has exhibited a net volumetric gain of 225,567 CY to the Depth of Closure.

FDEP Strategic Beach Management Plan, Southeast Atlantic Coast Region, May 2018

Strategy: Maintain the Town's restored projects through monitoring and nourishment using sand from offshore sources and upland sources; construct a feeder beach to re-establish littoral transport for Reach 2, and construct restoration projects in environmentally suited areas of Reach 5 and Reach 8. Comply with BMA (2013).

Comprehensive Coastal Management Plan, 1998 Update

Beach fill project and the construction of a groin field within the last 2,000 feet of Reach 8.

Reach 8 Related Shore Protection Board Recommended Actions, November 2009

Beach Restoration – A small scale beach nourishment project in Reach 8.

> STATUS: The Final EIS has been published. The Town is awaiting issuance of the Record of Decision from the USACE.

TOWN-WIDE

Regional Monitoring

The Regional Monitoring program is ongoing and currently includes annual aerial cartographic photography used to monitor nearshore hardbottom, topographic and bathymetric surveys to monitor current sand movement throughout the Town, and a sediment budget analysis that provides long-term tracking of sand movement throughout the Town. As of September 2013, the BMA was signed and has served as a regional approach to managing the shoreline along Palm Beach Island. Additional monitoring activities in FY 2026 budget include:

- Biological monitoring related to the beach and dune projects in Reaches 1, 3, 4, 7, and 8.
- Town-wide sea turtle monitoring.
- Annual tilling of the beaches within the nourishment areas.
- Perform escarpment reductions on engineered beaches during sea turtle nesting season, as necessary.

FUND 309: COASTAL MANAGEMENT FUND

MISSION:

The Town's Coastal Management Program implements beach and dune projects for erosion-control and storm protection, as adopted by Town Council, consistent with both the State Strategic Beach Management Plan and the Beach Management Agreement, through coordination with state and federal regulatory and advisory agencies. In addition, the Coastal Management Program includes the planning, development, and implementation of long-term coastal resiliency projects to maintain sustainable shorelines.

MAIN ACTIVITIES:

- Develop budget estimates for beach nourishment, dune restoration, erosion-control structures, and other coastal protection and coastal resiliency projects
- Plan, design, permit and oversee coastal construction projects
- Ensure state and federal permit required physical, biological, and sea turtle nesting monitoring obligations are met
- Prepare Town Council-appointed Shore Protection Board members to make informed decisions during regular public meetings and report their recommendations back to Town Council
- Perform contract administration with U.S. Army Corps of Engineers, consultants, and contractors
- Administer state grant agreements for project-related cost-sharing

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Revenues						
Trsfr from General Fund (001)	5,264,732	5,791,205	5,791,205	5,791,205	7,670,326	32.45%
Interest on Investments	1,176,144	2,788,426	1,500,000	1,200,000	700,000	(53.33%)
Grants/Local Revenue	3,230	270	10,876,950	20,877,864	659,493	(93.94%)
Miscellaneous Revenue	93,728	-	-	-	-	-%
TOTALS	**6,537,834**	**8,579,901**	**18,168,155**	**27,869,069**	**9,029,819**	**(50.30%)**
Expenses						
Salaries and Wages	154,415	79,178	142,746	142,746	127,472	(10.70%)
Employee Benefits	55,766	48,181	62,115	57,198	60,060	(3.31%)
Contractual	60,357	39,558	23,050	59,850	70,950	207.81%
Commodities	968	2,780	8,200	4,246	5,300	(35.37%)
Capital Outlay	327	-	-	-	-	-%
Projects	1,420,961	1,867,852	31,709,000	21,412,000	2,884,824	(90.90%)
Reserve for Projects	-	-	34,724,193	-	50,929,677	46.67%
Transfer to Debt Service	509,135	508,463	508,760	508,760	511,417	0.52%
TOTALS	**2,201,930**	**2,546,013**	**67,178,064**	**22,184,800**	**54,589,700**	**(18.74%)**
Total Revenues Over/(Under) Expenses	4,335,904	6,033,888	(49,009,909)	5,684,269	(45,559,881)	
Beginning Fund Equity	33,769,090	38,104,995	44,138,884	44,138,884	49,823,153	
Ending Net Assets	**38,104,995**	**44,138,884**	**(4,871,025)**	**49,823,153**	**4,263,272**	

REVENUES

Transfer from General Fund (001)

Represents money transferred from the General Fund for the Coastal Program.

Interest on Investments

Interest revenue is based on the financial market conditions and funds available for investments.

Grants/Local Revenue

FDEP/Federal Government reimbursement for beach projects.

EXPENSES

Projects

Reach 7/Phipps Ocean Park Beach Nourishment Project is currently planned for FY2025, this fiscal year. Preparations are underway for major rehabilitation of the Mid-Town seawall in FY2027. FY2025 budget includes a sand search, resiliency projects, and the required physical, biological, and sea turtle nesting monitoring.

Carry Over Projects

Unexpended project balances to be carried over in FY2026.

Transfer to Debt Services

Principal and interest repayment on 2013 debt issue continues into FY2026 and remains consistent with FY2025.

Salaries and Wages

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a COLA and pay for performance increases.

Employee Benefits

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

Contractual

Includes legal/consulting fees, travel, telephone and equipment.

Commodities

Membership dues and training includes requirements for continuing education units, and keeping current with State and Federal permitting requirements.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Coastal Coordinator	0.000	0.000	0.000	0.000	1.000
Coastal Program Manager	1.000	1.000	1.000	1.000	0.000

Program: Town Buildings - North Fire Station

FY26 **STRATEGIC GOALS AND OBJECTIVES**

ENVIRONMENTAL STEWARDSHIP

Management of Environmental Threats

Objective	Status
Continue implementation of a long-term coastal protection plan.	IN PROGRESS
Action Items	
Construct shore protection projects in accordance with the Coastal Management Program's adopted 10-year long-term plan.	ONGOING
Continue BMA , permit required monitoring, and pursuit of required Federal permits in accordance with BMA	ONGOING
Seek state funding for capital improvement projects with coastal resiliency elements, consistent with the Level-up Palm Beach Coastal Resiliency Implementation Plan.	ONGOING

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Continue to pursue required permits in accordance with the BMA	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Lake Worth Inlet Management Plan (volume in cubic yards)	218,000	445,000	445,000	445,000	400,000
Regulatory required monitoring/compliance (No. of events)	5	5	5	5	5

Coastal Management Program Adopted FY 2026 Budget and 10 Year Plan

	Project Name	Accumulated Project Budget Through FY2025	FY2025 Available Balance as of 4/28/25	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	FY2033	FY2034	FY2035
	EXPENDITURES												
	ANNUAL PROGRAM ACTIVITIES												
1	Coastal Management Program Operating Expenses		$ -	$ 204,841	$ 210,986	$ 217,316	$ 223,835	$ 230,550	$ 237,467	$ 244,591	$ 251,929	$ 259,486	$ 267,271
2	BMA Physical Monitoring (BMA Required)		$ 163,980	$ 257,500	$ 265,225	$ 273,182	$ 281,377	$ 289,819	$ 298,513	$ 307,468	$ 316,693	$ 326,193	$ 335,979
3	BMA Sea Turtle Nesting Monitoring (BMA Required)		$ -	$ 297,826	$ 306,761	$ 315,964	$ 325,443	$ 335,206	$ 345,262	$ 355,620	$ 366,288	$ 377,277	$ 388,595
4	BMA Biological Monitoring (BMA Required)		$ 215,574	$ 323,998	$ 333,718	$ 343,729	$ 354,041	$ 364,663	$ 375,602	$ 386,871	$ 398,477	$ 410,431	$ 422,744
5	BMA Beach Tilling (Reaches 1, 2, 3, 4, And 7)		$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000
6	BMA Escarpment Removal (Reaches 1, 2, 3, 4, And 7)		$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000	$ 10,000
7	Flooding And Climate Change		$ 923,180	$ 309,000	$ 319,000	$ 328,000	$ 338,000	$ 348,000	$ 358,000	$ 369,000	$ 380,000	$ 391,000	$ 402,000
8	Water Level Monitoring		$ -	$ 15,500	$ 15,500	$ 15,500	$ 15,500	$ 15,500	$ 15,500	$ 15,500	$ 15,500	$ 15,500	$ 15,500
9	Lobbying		$ 21,500	$ 120,000	$ 120,000	$ 120,000	$ 120,000	$ 120,000	$ 120,000	$ 120,000	$ 120,000	$ 120,000	$ 120,000
10	Dune Vegetation Maintenance		$ 296,192	$ 55,000	$ 58,000	$ 61,000	$ 64,000	$ 67,000	$ 70,000	$ 74,000	$ 78,000	$ 82,000	$ 86,000
11	General Coastal Engineering		$ 65,119	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000
12	Annual Debt Service Payment		$ -	$ 511,417	$ 512,778	$ 512,395	$ 511,062	$ 510,867	$ 510,832	$ 511,710	$ 512,772	$ 512,562	$ 513,298
13	Beach Cleaning (Public Beaches)		$ 113,075	$ 206,000	$ 212,180	$ 218,545	$ 225,102	$ 231,855	$ 238,810	$ 245,975	$ 253,354	$ 260,955	$ 268,783
14	Public Communication		$ 9,261	$ 60,000	$ 60,000	$ 60,000	$ 60,000	$ 60,000	$ 60,000	$ 60,000	$ 60,000	$ 60,000	$ 60,000
	Annual Program Activities Subtotal		**$ 1,827,881**	**$ 2,581,082**	**$ 2,634,148**	**$ 2,685,631**	**$ 2,738,360**	**$ 2,793,459**	**$ 2,849,987**	**$ 2,910,734**	**$ 2,973,012**	**$ 3,035,404**	**$ 3,100,171**
	PLANNED PROJECTS												
1	Townwide: Seawall/Non-Structural Inventory Assessment & Analysis	$ 1,116,000	$ 1,116,000	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
2	Townwide: Seawall Replacement/ Last Line of Defense Rehabilitation	$ 6,000,000	$ -	$ -	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000	$ 1,000,000
3	Townwide: Shoreline Fortification (Lagoon side)		$ -	$ 650,000	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
4	Townwide: Groin Assessment	$ 70,000	$ 70,000	$ -	$ -	$ -	$ -	$ 80,000	$ -	$ -	$ -	$ 80,000	$ -
5	Townwide: Regional Sand Needs/ Sand Search	$ 1,950,000	$ 256,530	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
6	Inlet: Sand Transfer Plant Maintenance		$ 57,606	$ 20,000	$ 20,000	$ 20,000	$ 20,000	$ 20,000	$ 20,000	$ 20,000	$ 20,000	$ 20,000	$ 20,000
7	Inlet: Sand Transfer Plant Repairs	$ 2,024,919	$ 1,915,739	$ -	$ -	$ 250,000	$ -	$ -	$ 250,000	$ -	$ -	$ -	$ 250,000

Coastal Management Program Adopted FY 2026 Budget and 10 Year Plan (continued)

	Project Name	Accumulated Project Budget Through FY2025	FY2025 Available Balance as of 4/28/25	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	FY2033	FY2034	FY2035
8	Inlet: Sand Forepassing		$ 385,000	$ -	$ 742,000	$ -	$ 787,000	$ -	$ 803,000	$ -	$ 819,000	$ -	$ 835,000
9	Bradley Park Bulkhead Replacement		$ -	$ -	$ -	$ 600,000	$ 10,000,000	$ -	$ -	$ -	$ -	$ -	$ -
10	N Lake Way Living Shoreline		$ -		$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
11	Mid-Town Beach Renourishment Engineering/Permitting		$ -	$ -	$ 500,000	$ -	$ -	$ 1,000,000	$ -	$ -	$ -	$ 500,000	$ -
12	Mid-Town Beach Renourishment Construction	$ 3,000,000	$ 1,746,419	$ -	$ 16,000,000	$ -	$ -	$ -	$ 1,400,000	$ -	$ -	$ 20,000,000	$ -
13	Mid-Town Groin Replacement	$ 3,000,000	$ 2,886,181	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
14	Mid-Town Seawall Replacement	$ 11,500,000	$ 16,372,989	$ 1,000,000	$ 6,800,000	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
15	Mid-Town Temporary Dune		$ -	$ -	$ 430,000	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
16	Mid-Town Mitigation - Coral Nursery/ Transplantation (Regulatory Required)		$ 200,000	$ 100,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000	$ 200,000
17	Mid-Town Mitigation - Artificial Reef Construction [*Carryover from FY 16]	$ 7,040,942	$ 6,679,836	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
18	Reach 7: Phipps Nourishment Engineering/Permitting		$ -	$ -	$ -	$ -	$ -	$ -	$ 400,000	$ -	$ -	$ 90,000	$ -
19	Reach 7: Phipps Ocean Park/Reach 7 Beach Nourishment Construction	$ 23,350,000	$ 5,512,789	$ -	$ -	$ -	$ -	$ -	$ 27,600,000	$ -	$ -	$ 1,400,000	$ -
20	Reach 8: South End Palm Beach Restoration Permitting		$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
21	Reach 8: Construction Access Easement and Site Restoration		$ -	$ 150,000	$ -	$ -	$ -	$ -	$ 150,000	$ -	$ -	$ 150,000	$ -
22	Reach 8: Dune/Beach Construct Concurrently with Mid-Town or Phipps	$ 3,073,828	$ 3,073,828	$ -	$ -	$ -	$ -	$ -	$ 3,500,000	$ -	$ -	$ 3,600,000	$ -
23	Reach 8: Biological Monitoring (Non-BMA, Regulatory Required)				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
24	Reach 8: Project Engineering Report (Non-BMA, Regulatory Required)				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
25	Reach 8: Beach Tilling (Non-BMA, Regulatory Required)				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
26	Reach 8: Escarpment Removal (Non-BMA, Regulatory Required)				$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
27	Expenditures/Encumbrances to Date		$ 23,679,340										
	Planned Projects Subtotal		**$ 63,952,257**	**$ 1,920,000**	**$ 25,692,000**	**$ 2,070,000**	**$ 12,087,000**	**$ 2,220,000**	**$ 35,323,000**	**$ 1,220,000**	**$ 2,039,000**	**$ 27,040,000**	**$ 2,305,000**
	TOTALS		**$ 65,780,138**	**$ 4,501,082**	**$ 28,326,148**	**$ 4,755,631**	**$ 14,825,360**	**$ 5,013,459**	**$ 38,172,987**	**$ 4,130,734**	**$ 5,012,012**	**$ 30,075,404**	**$ 5,405,171**

Coastal Management Program Adopted FY 2026 Budget and 10 Year Plan (continued)

Source	FY2025 Estimated	FY2026 Estimated	FY2027 Estimated	FY2028 Estimated	FY2029 Estimated	Outlook FY2030 Estimated	FY2031 Estimated	FY2032 Estimated	FY2033 Estimated	FY2034 Estimated	FY2035 Estimated
REVENUES											
General Fund Transfer	$ 5,791,205	$ 7,670,326	$ 8,437,359	$ 9,281,094	$ 10,209,204	$ 11,230,124	$ 12,353,137	$ 13,588,450	$ 14,947,295	$ 16,442,025	$ 18,086,227
County	$ 4,670,000	$ -	$ -	$ -	$ -	$ -	$ 5,520,000	$ -	$ -	$ 280,000	$ -
State portion of FEMA projects	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
State	$ 10,876,950	$ 659,493	$ 7,231,278	$ 699,656	$ 720,646	$ 742,265	$ 12,893,533	$ 787,469	$ 811,093	$ 10,975,426	$ 860,489
Federal	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 8,190,000	$ -
FEMA (including Mid-Town, Phipps, and Reach 8)	$ 5,330,914	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Bonds	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Interest	$ 700,000	$ 700,000	$ 600,000	$ 600,000	$ 600,000	$ 600,000	$ 600,000	$ 600,000	$ 600,000	$ 600,000	$ 600,000
Grants Receivable	$ 3,700,000										
TOTALS	**$ 31,069,069**	**$ 9,029,819**	**$ 16,268,636**	**$ 10,580,751**	**$ 11,529,850**	**$ 12,572,389**	**$ 31,366,670**	**$ 14,975,920**	**$ 16,358,389**	**$ 36,487,451**	**$ 19,546,716**
NET ANNUAL COST											
	Surplus/ (Deficit)	**Surplus/ (Deficit)**	**Surplus/ (Deficit)**	**Surplus/ (Deficit)**	**Surplus/ (Deficit)**	**Surplus/ (Deficit)**	**Surplus/ (Deficit)**	**Surplus/ (Deficit)**	**Surplus/ (Deficit)**	**Surplus/ (Deficit)**	**Surplus/ (Deficit)**
Surplus/Deficit	**$ (34,711,069)**	**$ 4,528,737**	**$ (12,057,512)**	**$ 5,825,120**	**$ (3,295,510)**	**$ 7,558,930**	**$ (6,806,317)**	**$ 10,845,185**	**$ 11,346,376**	**$ 6,412,047**	**$ 14,141,546**
FUND BALANCE											
Fund Balance 10/1	**$ 44,138,883**	**$ 9,427,814**	**$ 13,956,551**	**$ 1,899,040**	**$ 7,724,159**	**$ 4,428,649**	**$ 11,987,579**	**$ 5,181,262**	**$ 16,026,447**	**$ 27,372,824**	**$ 33,784,870**
Fund Balance 9/30	**$ 9,427,814**	**$ 13,956,551**	**$ 1,899,040**	**$ 7,724,159**	**$ 4,428,649**	**$ 11,987,579**	**$ 5,181,262**	**$ 16,026,447**	**$ 27,372,824**	**$ 33,784,870**	**$ 47,926,416**

FUND 311: WORTH AVENUE MAINTENANCE FUND

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Revenues						
Special Assessment Revenue	389,540	418,140	408,558	408,558	462,155	13.12%
Interest on Investments	6,324	5,546	1,000	5,000	1,000	-%
Donations/Miscellaneous	5,000	5,000	5,000	5,000	5,000	-%
TOTALS	**400,865**	**428,686**	**414,558**	**418,558**	**468,155**	**12.93%**
Expenses						
Maintenance Costs	333,046	348,480	414,558	400,000	558,155	34.64%
TOTALS	**333,046**	**348,480**	**414,558**	**400,000**	**558,155**	**34.64%**
Total Revenues Over/(Under) Expenses	67,818	80,207	-	18,558	(90,000)	
Beginning Fund Equity	167,279	235,097	315,304	315,304	333,862	
Ending Net Assets	**235,097**	**315,304**	**315,304**	**333,862**	**243,862**	

REVENUES

Special Assessment Revenue

Non Ad Valorem revenue collected from property owners for Worth Avenue special assessments

Interest on Investments

The interest revenue is based upon the financial market conditions and funds available for investment

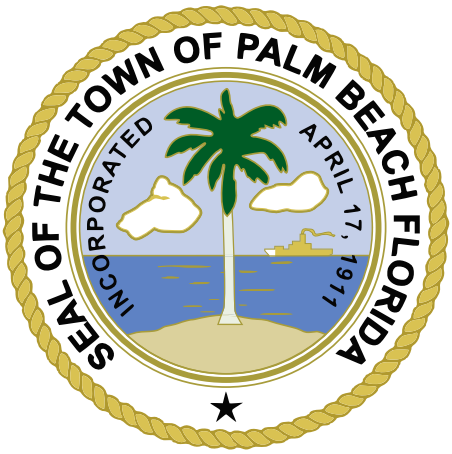
Donations/Miscellaneous

Represents donations received for Worth Avenue maintenance

EXPENSES

Maintenance Costs

Annual maintenance costs for Worth Avenue. Also included are expenses required for the preparation of the annual assessment

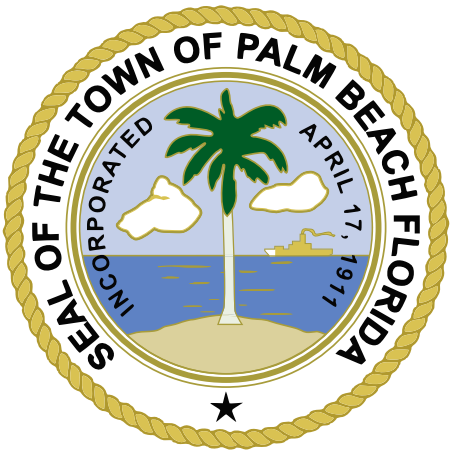

SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



Enterprise Funds

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911

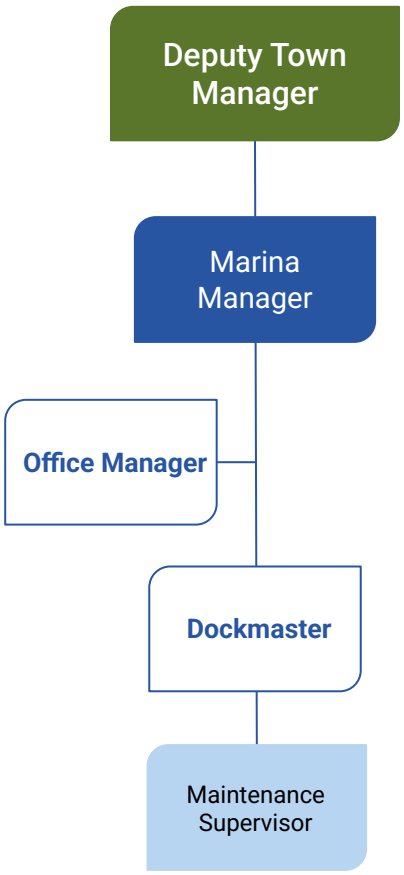


Marina Enterprise Fund

Town of Palm Beach / FY 2026 Adopted Annual Budget

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MARINA ENTERPRISE FUND ORGANIZATIONAL CHART

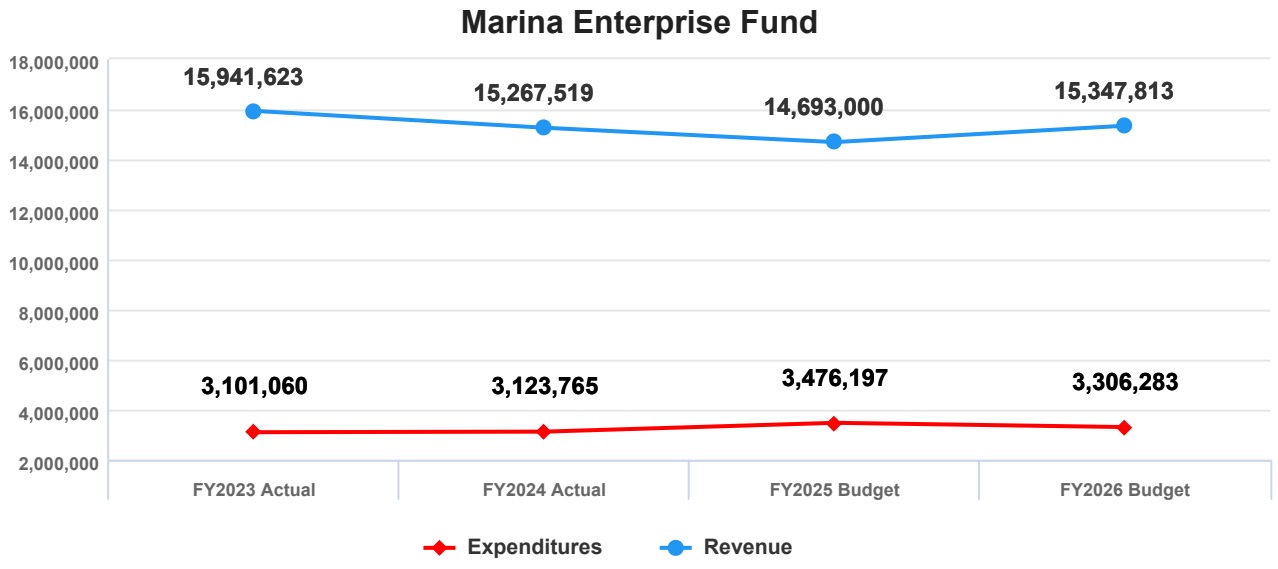


FUND 401: MARINA ENTERPRISE FUND

The only public facility of its kind in the area, a classic dating from the 1940s, The Town of Palm Beach Marina reopened after an extensive $36 million renovation in Fall 2021. It is designed to fit in with the desirable, historic Palm Beach community, with coveted berths ranging in size from 60'-294' for residents and visitors alike. The Marina's location near both the island's fashionable Worth Avenue shopping district and the commercial downtown of West Palm Beach, makes it a perfect boater's destination.

The 84- slips are leased annually, monthly or daily. The marina property offers a variety of amenities - three dock buildings, electrical service panels for all vessels, freshwater, Wi-Fi, Captain's lounge and showers, sewage pump-out systems, and 7 day a week security with surveillance cameras.

The Marina Manager is responsible for daily operations, supervision of employees (Town and contractual), slip assignments, safety, and revenue collection in accordance with established policies, with assistance from the Dockmaster, Office Manager and Dock Attendants. A Marina Maintenance Supervisor provides routine maintenance services and in-house repairs.



FUND 401: MARINA ENTERPRISE FUND

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Revenues							
Annual/Seasonal Leases	11,202,114	9,830,967	9,850,000	9,850,000	9,715,986	10,323,660	4.81%
Transient Rental	3,235,785	3,377,001	3,670,000	3,670,000	3,800,000	3,902,153	6.33%
Electricity	683,447	667,712	650,000	650,000	640,000	600,000	(7.69%)
Waiting List Applic Fee	70,000	60,000	20,000	20,000	20,000	20,000	-%
Tender Rental	-	-	-	-	800	-	-%
Merchandise	-	-	3,000	3,000	-	2,000	(33.33%)
Interest Earnings	749,916	1,331,309	500,000	500,000	575,000	500,000	-%
Sales Tax Commissions	360	330	-	-	360	-	-%
Miscellaneous Revenue	(0)	200	-	-	-	-	-%
TOTALS	**15,941,623**	**15,267,519**	**14,693,000**	**14,693,000**	**14,752,146**	**15,347,813**	**4.46%**
Expenses							
Salaries and Wages	390,247	491,591	485,714	485,714	484,014	513,260	5.67%
Employee Benefits	189,126	208,853	237,924	237,924	237,954	274,548	15.39%
Contractual	2,467,490	2,399,370	2,698,859	2,698,859	2,292,120	2,465,274	(8.65%)
Commodities	54,197	23,951	53,700	53,700	24,336	53,200	(0.93%)
TOTALS	**3,101,060**	**3,123,765**	**3,476,197**	**3,476,197**	**3,038,424**	**3,306,283**	**(4.89%)**
Over/(Under) Expenses	12,840,563	12,143,753	11,216,803	11,216,803	11,713,722	12,041,530	
Depreciation	(1,800,390)	(1,806,457)	(1,718,888)	(1,718,888)	(1,797,289)	(1,718,888)	
Capital Expenses	(43,323)	(70,449)	(623,125)	(634,474)	-	-	
Reclass to Capital Assets	-	63,475	-	-	-	-	
Contingency	-	-	(173,680)	(173,680)	-	(165,664)	
Transfer to General Fund	(620,465)	(1,096,000)	(1,109,000)	(1,109,000)	(1,109,000)	(1,210,435)	
Transfer to TWUU Fund	(2,600,000)	(4,100,000)	(6,000,000)	(6,000,000)	(6,000,000)	(8,000,000)	
Transfer to Capital (307)	-	-	(4,000,000)	(4,000,000)	(4,000,000)	-	
Pension/OPEB Expense	(33,993)	(23,327)	-	-	-	-	
Gain/(Loss) on disposal of asset	-	(17,542)	-	-	-	-	
Debt Service Costs	(675,006)	(633,360)	(1,996,244)	(1,996,244)	(1,996,244)	(1,999,238)	
M & I Reserve (1% Revenue)	-	-	(141,930)	(141,930)	(141,930)	(148,482)	
Total Revenues Over/(Under) Expenses	7,067,386	4,460,094	(4,546,064)	(4,557,413)	(3,330,741)	(1,201,176)	
Beginning Net Assets	12,006,656	19,074,042	23,534,136	23,534,136	23,534,136	20,203,395	
Ending Net Assets	**19,074,042**	**23,534,136**	**18,988,072**	**18,976,724**	**20,203,395**	**19,002,219**	

FUND 401: MARINA ENTERPRISE FUND

REVENUES

Annual Leases

Revenue from vessels under an annual lease at the Town Marina

Transient Rental

Revenue from transient vessels (those staying on a daily or monthly rate without a long-term lease)

Electricity/Utilities

Use of electricity/utilities by dock customers invoiced based upon usage

Sales Tax Commissions

Discount received from the State of Florida for timely filing and payment of sales tax

EXPENSES

Salaries and Wages

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA increase and pay for performance increases.

Employee Benefits

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

Contractual

Costs include electrical costs, 7 day-a-week security, the payment to the state for the Sovereign Submerged Lands Lease (based on the previous year's revenue), contractual labor (Dock Attendants/Hands), water, and the ongoing international marketing and re-branding campaign.

Commodities

Costs include re-stocking office supplies, equipment supplies (non-warranty pumping station parts, compactor maintenance/repair/parts), dock cart replacements and parts, janitorial and cleaning supplies, staff uniforms.

FUND 401: MARINA ENTERPRISE FUND

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Deputy Town Manager	0.000	0.000	0.250	0.250	0.250
Assistant Town Manager	0.250	0.250	0.000	0.000	0.000
Marina Manager	0.000	0.000	1.000	1.000	1.000
Assistant Director of Recreation	0.100	0.100	0.100	0.100	0.100
Dockmaster	1.000	1.000	1.000	1.000	1.000
Office Manager	0.000	0.000	0.000	1.000	1.000
Administrative Assistant	1.100	1.100	1.100	0.100	0.000
Facilities Maintenance Worker	1.000	1.000	1.000	1.000	0.000
Marina Facilities Maintenance Supervisor	0.000	0.000	0.000	0.000	1.000
Recreation Facilities Maintenance Supervisor	0.100	0.100	0.100	0.100	0.100
Administrative Specialist	0.000	0.000	0.000	0.000	0.100
Assistant Dockmaster	1.000	1.000	0.000	0.000	0.000
Dock Attendant (Part Time)	0.000	0.000	1.125	1.125	1.800
	4.550	4.550	5.675	5.675	6.350

MARINA FY2025 ACCOMPLISHMENTS

- ✔ Estimated operating cost recovery exceeds the goal of 400%*
- ✔ Achieved a 82% annual occupancy rate
- ✔ The total transient vessels staying at the Marina (October 1, 2024, through September 30, 2025) was 629, with 4215 transient nights and an average length of stay at 7 nights

*FY2025 operating cost recovery results are final as of Oct 9, 2025 postings

FY26 STRATEGIC GOALS AND OBJECTIVES

Keep operating cost within the set budget

Maintain the annual occupancy in the 80% range

Increase transient dockage through advertising and backfilling vacant slips.

Performance Measures

Performance Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Annual occupancy (vessels)	*N/A	100% (84)	90% (76)	82% (69)	85% (71)
Lease retention	*N/A	79%	73%	58%	65%
Total transient vessels	*N/A	610	522	629	550
Total transient nights	*N/A	3,265	3,974	4,215	3,400
Transient average nights of stay	*N/A	5	5	7	6

*Renovation of Town Marina began in May 2023, seasonal leases only for FY23

*Renovation of Town Marina began in May 2023, and did not open until early FY2025

Marina Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Operating Cost Recovery	*N/A	4.787	543.2%	486.0%	444%

*FY2025 operating cost recovery results are estimated as of June 7, 2025 postings

FUND 401: MARINA ENTERPRISE FUND

Marina Budget Forecast
Plan FY25 - FY35

Marina Income	FY2025 Budget	FY2026 Proposed	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	FY2033	FY2034	FY2035
Annual/Seasonal Lease Revenue	9,850,000	10,323,660	10,633,370	10,952,371	11,280,942	11,619,370	11,967,951	12,326,990	12,696,800	13,077,704	13,470,035
Transient Rental	3,670,000	3,902,153	4,019,218	4,139,794	4,263,988	4,391,908	4,523,665	4,659,375	4,799,156	4,943,131	5,091,425
Sub-Total Dockage revenues	13,520,000	14,225,813	14,652,587	15,092,165	15,544,930	16,011,278	16,491,616	16,986,365	17,495,956	18,020,834	18,561,459
Utility Reimbursement	650,000	600,000	612,000	624,240	636,725	649,459	662,448	675,697	689,211	702,996	717,056
Investment Income	500,000	500,000	522,523	547,166	647,452	759,772	589,947	676,379	771,234	874,781	987,401
Merchandise	3,000	2,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Waiting List Fee	20,000	20,000	-	-	-	-	-	-	-	-	-
TOTAL REVENUE	**14,693,000**	**15,347,813**	**15,797,111**	**16,273,571**	**16,839,106**	**17,430,509**	**17,754,011**	**18,348,441**	**18,966,401**	**19,608,611**	**20,275,916**
Marina Expenses											
Salaries and Wages	485,714	513,260	533,790	555,142	577,348	600,442	624,459	649,438	675,415	702,432	730,529
Employee Benefits	237,924	274,548	288,275	302,689	317,824	333,715	350,401	367,921	386,317	405,632	425,914
Contractual Costs	2,698,859	2,465,274	2,539,232	2,615,409	2,693,871	2,774,688	2,857,928	2,943,666	3,031,976	3,122,935	3,216,623
Commodities	53,700	53,200	54,796	56,440	58,133	59,877	61,673	63,524	65,429	67,392	69,414
Total Marina Operating Expenses	3,476,197	3,306,282	3,416,094	3,529,680	3,647,176	3,768,721	3,894,461	4,024,548	4,159,137	4,298,392	4,442,480
FTE Count	4.550	4.550	4.550	4.550	4.550	4.550	4.550	4.550	4.550	4.550	4.550
Net Income from Operations	**11,216,803**	**12,041,531**	**12,381,017**	**12,743,891**	**13,191,930**	**13,661,788**	**13,859,550**	**14,323,894**	**14,807,264**	**15,310,219**	**15,833,436**

FUND 401: MARINA ENTERPRISE FUND

Marina Budget Forecast
Plan FY25 - FY35

Marina Income	FY2025 Budget	FY2026 Proposed	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	FY2033	FY2034	FY2035
Other Non Operating Expenses											
Capital Expense	623,125	-	250,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Debt Service	1,996,244	1,999,238	1,996,500	1,998,031	2,003,719	2,003,563	2,007,563	2,005,719	2,008,031	2,009,444	2,014,900
Depreciation Reserve	1,718,888	1,718,888	1,718,888	1,718,888	1,718,888	1,718,888	1,718,888	1,718,888	1,718,888	1,718,888	1,718,888
Contingency	173,680	165,314	170,805	176,484	182,359	188,436	194,723	201,227	207,957	214,920	222,124
Maintenance and Improvement Reserve 1% of Revenue	141,930	148,478	152,746	157,264	161,917	166,707	171,641	176,721	181,952	187,338	192,885
Transfer to General Fund for Cost Allocation	1,109,000	1,109,000	1,142,270	1,176,538	1,211,834	1,248,189	1,285,635	1,324,204	1,363,930	1,404,848	1,446,993
Transfer to TWUU Fund	6,000,000	8,000,000	8,000,000	-	-	-	-	-	-	-	-
Transfer to Captial Fund	4,000,000	-	-	6,000,000	6,000,000	6,000,000	6,000,000	6,000,000	6,000,000	6,000,000	6,000,000
Total Non Operating Expenses	**15,762,867**	**13,140,918**	**13,431,209**	**11,277,205**	**11,328,717**	**11,375,784**	**11,428,450**	**11,476,759**	**11,530,758**	**11,585,438**	**5,645,791**
Net Income Including all Operating and Non Operating Marina Expenses	**(4,546,064)**	**(1,099,387)**	**(1,050,192)**	**1,466,686**	**1,863,214**	**2,286,004**	**2,431,100**	**2,847,135**	**3,276,506**	**3,724,781**	**10,187,645**
Beginning Unrestricted Net Position	9,027,095	4,481,031	3,381,644	2,331,452	3,798,138	5,661,352	7,947,356	10,378,456	13,225,591	16,502,097	20,226,879
Ending Unrestricted Net Position	4,481,031	3,381,644	2,331,452	3,798,138	5,661,352	7,947,356	10,378,456	13,225,591	16,502,097	20,226,879	30,414,524
Depreciation Reserve Balance	12,019,331	13,738,219	15,457,107	17,175,995	18,894,883	20,613,771	22,332,659	24,051,547	25,770,435	27,489,323	29,208,211
Maintenance and Improvement Reserve	149,097	297,575	450,321	607,585	769,501	936,209	1,107,849	1,284,570	1,466,522	1,653,860	1,846,745
Total Reserves	**16,649,459**	**17,417,438**	**18,238,880**	**21,581,718**	**25,325,736**	**29,497,336**	**33,818,965**	**38,561,708**	**43,739,054**	**49,370,062**	**61,469,480**

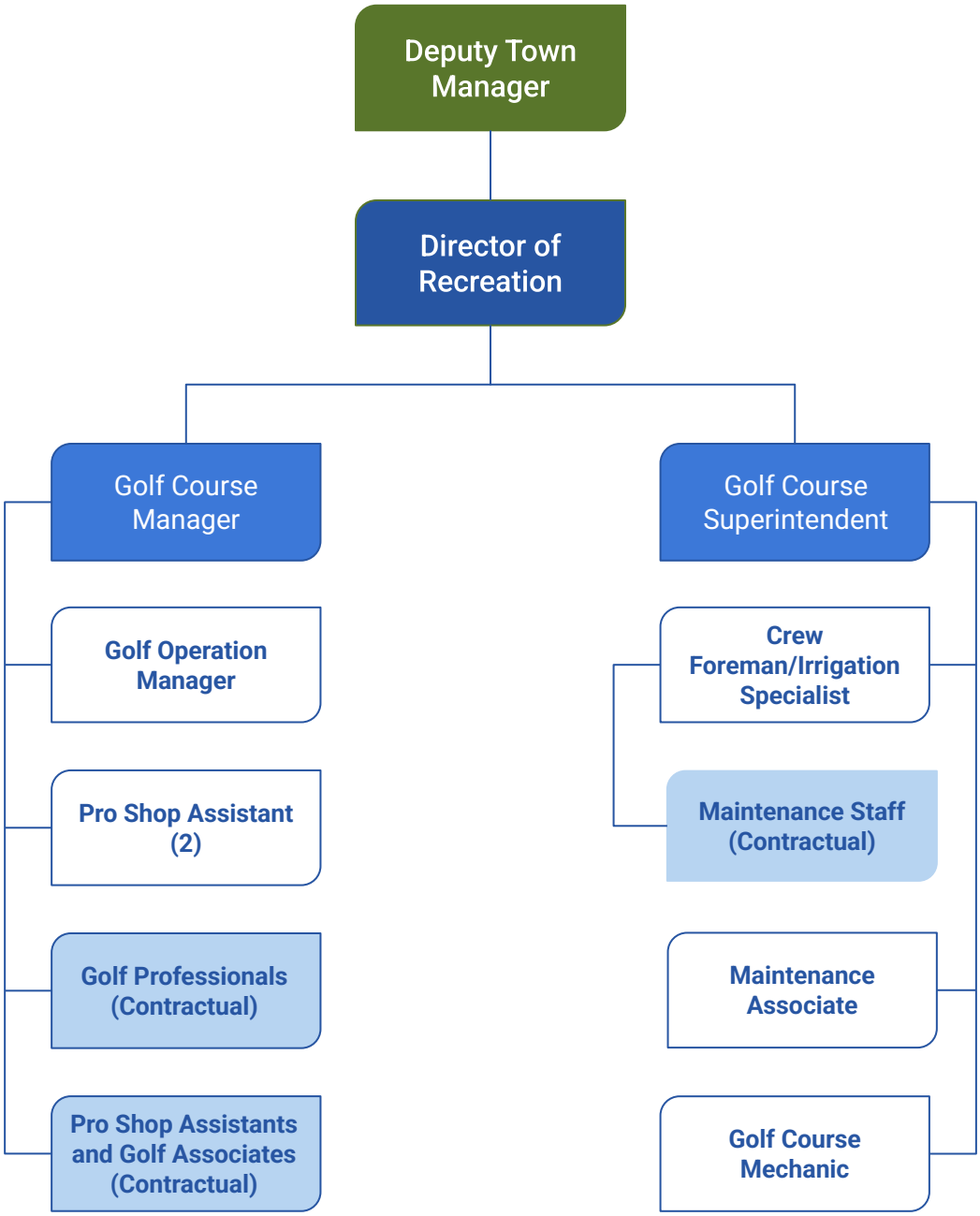


Par 3 Enterprise Fund

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

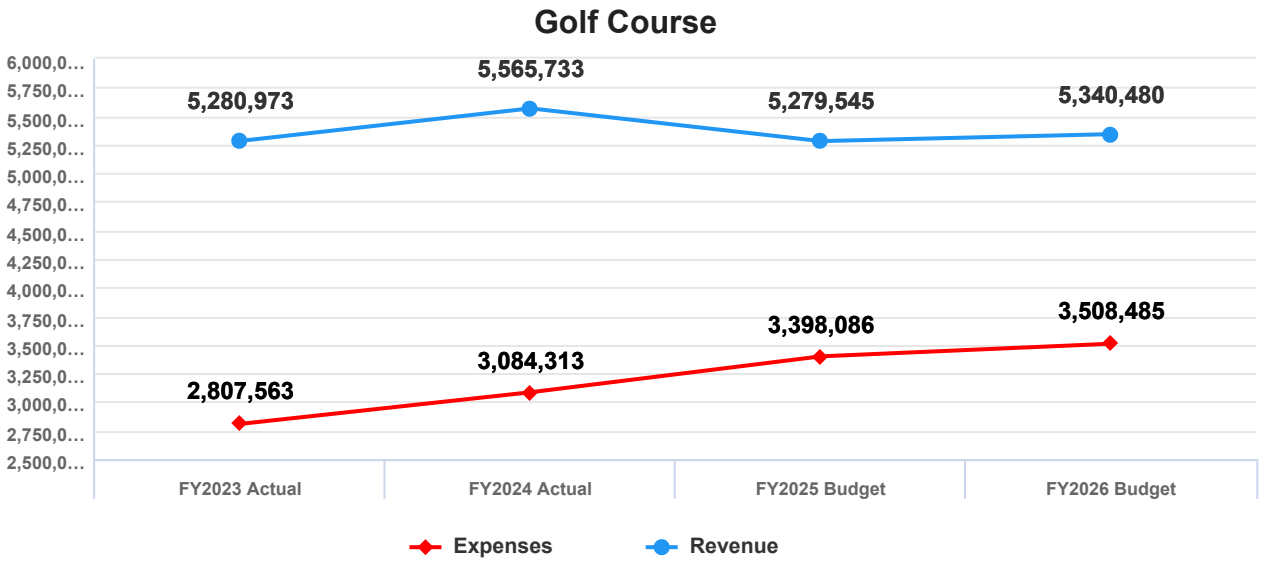
PAR 3 ENTERPRISE FUND ORGANIZATIONAL CHART



FUND 402: PAR 3 ENTERPRISE FUND

The Par 3 Golf Course is a scenic and challenging facility, featuring holes which range up to 211 yards. The clubhouse, which opened in January 2014, offers a full-service pro shop and food and beverage services. There is a staff of qualified PGA instructors who conduct adult and junior clinics and private lessons. The Par 3 hosts outings, tournaments and league play. The maintenance building is located on the west side of South Ocean Boulevard.

The Golf Course Manager is responsible for daily supervision of the golf course, in conjunction with the Golf Course Superintendent. Both positions oversee a variety of full, part-time and contractual labor service employees. The Golf Manager also administers the golf instruction services contract.



FUND 402: PAR 3 ENTERPRISE FUND

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Revenues							
Golf Teaching Services	88,883	94,892	93,350	93,350	90,000	93,350	-%
Resident Pass Fees	24,490	12,450	14,000	14,000	17,000	16,000	14.29%
12 Play Pass - Regular Rate	9,677	-	-	-	-	-	-%
12 Play Pass - Resident Rate	5,635	455	-	-	-	-	-%
Greens Fees - Regular Rate	1,395,967	1,792,743	2,300,000	2,300,000	2,317,000	2,300,000	-%
Greens Fees - Resident Rate	42,950	101,689	200,000	200,000	205,000	200,000	-%
Greens Fees - Reg Weekends & Holidays	678,024	520,097	-	-	-	-	-%
Greens Fees - Resident Weekend & Holidays	171,657	129,004	-	-	-	-	-%
Merchandise Sales	879,079	891,478	850,000	850,000	890,000	860,000	1.18%
Food and Beverage Sales	655,053	657,432	657,000	657,000	640,000	657,000	-%
Riding Cart Rental - Resident Rate	70,024	64,198	61,500	61,500	61,000	61,500	-%
Riding Cart Rental - Regular Rate	589,811	577,927	583,500	583,500	583,000	583,500	-%
Marina Amenity	19,000	19,947	19,950	19,950	19,950	19,950	-%
Pull Cart Rental	27,608	30,313	31,900	31,900	31,000	33,000	3.45%
Club Rentals	155,294	158,446	167,750	167,750	163,000	167,750	-%
Driving Range	169,984	172,045	174,165	174,165	169,000	172,000	(1.24%)
Driving Range - 10 bucket program	18,907	15,140	15,230	15,230	15,000	15,230	-%
Programs and Special Events	8,878	1,423	3,000	3,000	2,900	3,000	-%
Golf Outings	80,427	67,501	51,700	51,700	51,000	51,700	-%
Gift Certificates Sold	44,560	39,217	40,000	40,000	40,000	44,000	10.00%
Gift Certificates Redeemed	(27,012)	(28,250)	(40,000)	(40,000)	(28,000)	(44,000)	10.00%
Sales Tax Commission	360	360	-	-	360	-	-%
Electricity - Par 3	6,284	6,572	6,500	6,500	7,000	6,500	-%
Interest Income	165,390	240,528	50,000	50,000	150,000	100,000	100.00%
Miscellaneous Revenue	43	126	-	-	-	-	-%
TOTALS	**5,280,973**	**5,565,733**	**5,279,545**	**5,279,545**	**5,424,210**	**5,340,480**	**1.15%**
Expenses							
Salaries and Wages	638,566	707,943	732,596	732,596	705,500	758,225	3.50%
Employee Benefits	342,235	384,052	435,445	435,445	445,353	494,394	13.54%
Contractual	1,065,762	1,136,934	1,122,020	1,126,320	1,218,497	1,249,640	11.37%
Commodities	842,319	855,384	879,025	879,025	930,928	906,225	3.09%
Capital Outlay	(81,319)	-	229,000	373,176	369,000	100,000	(56.33%)
TOTALS	**2,807,563**	**3,084,313**	**3,398,086**	**3,546,561**	**3,669,278**	**3,508,485**	**3.25%**
Operating Revenues Over/(Under) Expenses	2,473,410	2,481,420	1,881,459	1,732,984	1,754,932	1,831,995	
Depreciation	(296,406)	(284,029)	(355,110)	(355,110)	(355,110)	(355,110)	
Capital Projects and Equipment Purchases	(496,141)	(342,322)	(207,000)	(268,377)	(133,377)	(288,000)	
Assets	(71,893)	(101,564)	-	-	-	-	
Pension/OPEB Expense	(337,612)	(27,817)	-	-	-	-	
Contingency	-	-	(157,951)	(157,951)	-	(176,031)	
Transfer to Debt Service	(187,426)	(188,207)	(183,999)	(183,999)	(183,999)	(184,998)	
Transfer to General Fund	(25,000)	(25,000)	(25,000)	(25,000)	(25,000)	(100,000)	
Total Revenues Over/(Under) Expenses	**1,058,932**	**1,512,480**	**952,399**	**742,547**	**1,057,446**	**727,856**	
Beginning Net Assets	12,902,457	13,961,389	15,473,869	15,473,869	15,473,869	16,531,315	
Ending Net Assets	13,961,389	15,473,869	16,426,268	16,216,415	16,531,315	17,259,171	

FUND 402: PAR 3 ENTERPRISE FUND

GOLF REVENUES

Teaching Services

Percentage of lesson fees taught by contracted Golf Pros

Resident Pass Fees

Fee paid by resident for annual pass

12-Play-Pass – Regular Rate

Fee paid for 12-play multi use pass by non-resident

12-Play Pass – Resident Rate

Fee paid for 12-play multi use pass by Palm Beach resident

Greens Fees – Regular Rate

Fee paid for daily play by non-residents

Green Fees – Resident Rate

Fee paid for daily play by Palm Beach resident

Greens Fees – Regular Weekend & Holidays

Fees paid by non-residents for greens fees on Friday, Saturday, Sunday and holidays

Greens Fees – Resident Weekend & Holiday

Fees paid by Palm Beach residents for greens fees on Friday, Saturday, Sunday and holidays

Merchandise Sales

This figure represents revenue for merchandise sales in the pro-shop

Food and Beverage Sales

This figure represents the agreement for a food and beverage contractor

Riding Cart Rental – Resident Rate

Fee paid for rental of riding cart by Palm Beach resident

Riding Cart Rental – Regular Rate

Fee paid for rental of riding cart by a non-resident

Pull Cart Rental

Fee paid for rental of pull cart

Club Rentals

Fee paid for use of Town owned rental clubs

Driving Range

Fee paid for use of golf balls on driving range

FUND 402: PAR 3 ENTERPRISE FUND

Driving Range – 10 Bucket Program

Fee paid for multi-use purchase of tokens for golf range usage

Programs and Special Events

Rate category for special programs and activities

Golf Outings

Revenue from pre-arranged golf outings

Gift Certificates Sold

This is a pass through account that is offset by an account for gift certificates redeemed. Actual revenue received is reported in accounts where it is spent (i.e. green fees)

Maintenance and Improvement Fee

Fee that was paid per round of golf, beginning in FY2020 the fee was incorporated into the various fees

Sales Tax Commission

Discount received from the State of Florida for timely filing and payment of sales tax

Golf Now Transaction Fees

Convenience fee charged for booking tee times on GolfNow website (no longer using this service)

Electric Reimbursement from Restaurant

Reimbursement from restaurant for cost of electric service to old clubhouse

EXPENSES

Salaries and Wages

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

Employee Benefits

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

Contractual

These expenses reflect an increased use of contracted labor and other maintenance and operational services performed and are expected to increase as a result of inflation and increased participation.

Commodities

Expenses within these accounts are expected to rise as a result of inflation and increased participation.

FUND 402: PAR 3 ENTERPRISE FUND

Total Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Director of Recreation	0.000	0.000	0.250	0.250	0.250
Division Director of Recreation	0.250	0.250	0.000	0.000	0.000
Golf Manager	1.000	1.000	1.000	1.000	1.000
Assistant Director of Recreation	0.100	0.100	0.100	0.100	0.100
Golf Course Superintendent	1.000	1.000	1.000	1.000	1.000
Assistant Golf Manager	0.000	0.000	0.000	1.000	1.000
Assistant Golf Course Superintendent	0.000	0.000	0.000	1.000	1.000
Crew Foreman/Irrigation Specialist	1.000	1.000	1.000	0.000	0.000
Recreation Facilities Maintenance Supervisor	0.100	0.100	0.100	0.100	0.100
Administrative Specialist	0.000	0.000	0.000	0.000	0.100
Golf Operations Supervisor	1.000	1.000	1.000	0.000	0.000
Golf Course Mechanic	1.000	1.000	1.000	1.000	1.000
Administrative Assistant	0.100	0.100	0.100	0.100	0.000
Irrigation and Spray Technician	0.000	0.000	1.000	1.000	1.000
Pro-Shop Assistant	0.000	1.000	2.000	2.000	2.000
Maintenance Associate	0.000	1.000	0.000	0.000	0.000
Senior Golf Associate	1.000	0.000	0.000	0.000	0.000
Golf Course Associate (Part Time)	0.309	0.290	0.000	0.000	0.000
Maintenance Associate (Part Time)	0.750	0.750	0.000	0.000	0.000
	7.609	8.590	8.550	8.550	8.550

Performance Measures

Performance Measures	FY2025 Actual	FY2026 Projected
Reevaluate current best practices for maintenance - IPM	Ongoing	Ongoing
Upgrade staff training on maintenance procedures	Ongoing	Ongoing

Performance Measures

Performance Measures	FY25 Actual	FY26 Projected
Conduct customer service trainings	Ongoing	Ongoing
Conduct orientation for employees	Ongoing	Ongoing

Performance Measures

Performance Measures	FY2025 Actual	FY2026 Projected
Enhance social media presence	Ongoing	Ongoing
Develop new and enhanced marketing materials	Ongoing	Ongoing

Productivity Measures

Effectiveness/Output Measures	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual	FY2026 Projected
Total lessons/clinics participation	1,625	1,770	2,000	2,000	1,800
Total rounds of golf	52,345	54,775	5,600	5,600	54,000
Tournaments/outings hosted	52	45	60	60	50
Resident/nonresident ratio	20/80	20/80	20/80	20/80	20/80
Operating cost recovery	144.4%	144.3%	150.5%	150.5%	130.0%

FUND 402: PAR 3 ENTERPRISE FUND

Par 3 Golf Course Five Year Capital Improvement Plan
FY2026 Budget

Description	Location	FY2024 Carryover	FY2025 Estimated	FY2026 Estimated	FY2027 Estimated	FY2028 Estimated	FY2029 Estimated	FY2025-2029 Total
Expenditures								
Recreation								
Par 3 Golf Course								
Synthetic Turf Replacement	Golf Course		30,000			25,000		**$ 55,000**
Paint New/Old Clubhouse (Exterior)	Clubhouse			40,000			45,000	**$ 85,000**
Paint Interior and Replace Wallpaper			30,000				35,000	**$ 65,000**
Add or Replace Exterior Cameras			42,000				50,000	**$ 92,000**
AC Replacements (Multiple Units)	Clubhouse				40,000	40,000		**$ 80,000**
Sealcoat/Stripe Parking Lot	Clubhouse				25,000			**$ 25,000**
Replace all Parking Lot Lights			60,000					**$ 60,000**
New Carpet in Proshop	Clubhouse		15,000					**$ 15,000**
Chairlift on Back Stairs	Clubhouse	15,615						**$ -**
Sox Erosion System installed	Clubhouse	60,000						**$ -**
Replace Skid Steer Pump Station	Clubhouse		30,000					**$ 30,000**
Expand/Resurface Parking Lot	Golf Course	20,464						**$ -**
Resod Driving Range	Golf Course	21,000						**$ -**
Concrete repair clubhouse and cart paths	Golf Course	120,000		25,000				**$ 25,000**
Landscaping Improvements	Golf Course	20,000						**$ -**
Relevel 9 Tees/enhance	Golf Course	50,000		60,000		60,000		**$ 120,000**
Renovate Old Clubhouse Restrooms	Golf Course	250,000						**$ -**
Renovate Irrigation System	Golf Course	40,000						**$ -**
Expand Maint. Building, Move Fuel Pumps, Redo Parking Configuration					2,750,000			**$ 2,750,000**
Facilities Assessment - Storage Building								**$ -**
Facilities Assessment - Par 3 Clubhouse	Clubhouse							**$ -**
Facilities Assessment - Old Par 3 Clubhouse	Clubhouse							**$ -**
Capital Improvement Program Expenditures		**$ 597,079**	**$ 207,000**	**$ 125,000**	**$2,815,000**	**$ 125,000**	**$ 130,000**	**$ 3,402,000**
REVENUES								
Source								
M&I Reserve			$ 207,000	$ 125,000	$ 2,815,000	$ 125,000	$ 130,000	**$ 3,402,000**
Financing								$ -
Reserves								$ -
Interest								$ -
Capital Improvement Program Revenues			**$ 207,000**	**$ 125,000**	**$2,815,000**	**$ 125,000**	**$ 130,000**	**$ 3,402,000**
NET COST								
(Surplus / (Deficit))								
Sub-Total - Net Cost			**$ -**	**$ -**	**$ -**	**$ -**	**$ -**	**$ -**

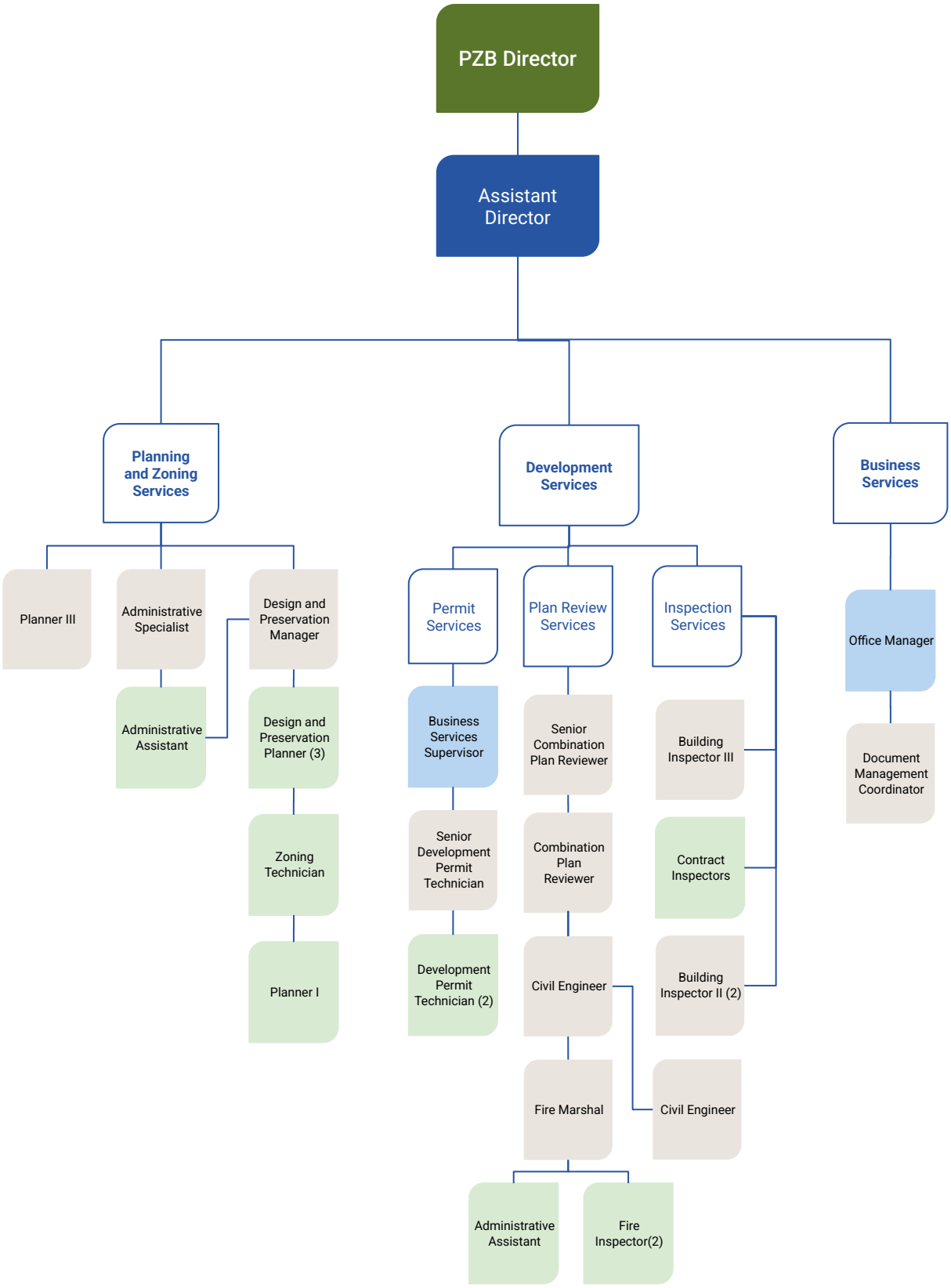


Building Enterprise Fund

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

PLANNING, ZONING AND BUILDING ORGANIZATIONAL CHART



Program: Building Enterprise Fund

MISSION:

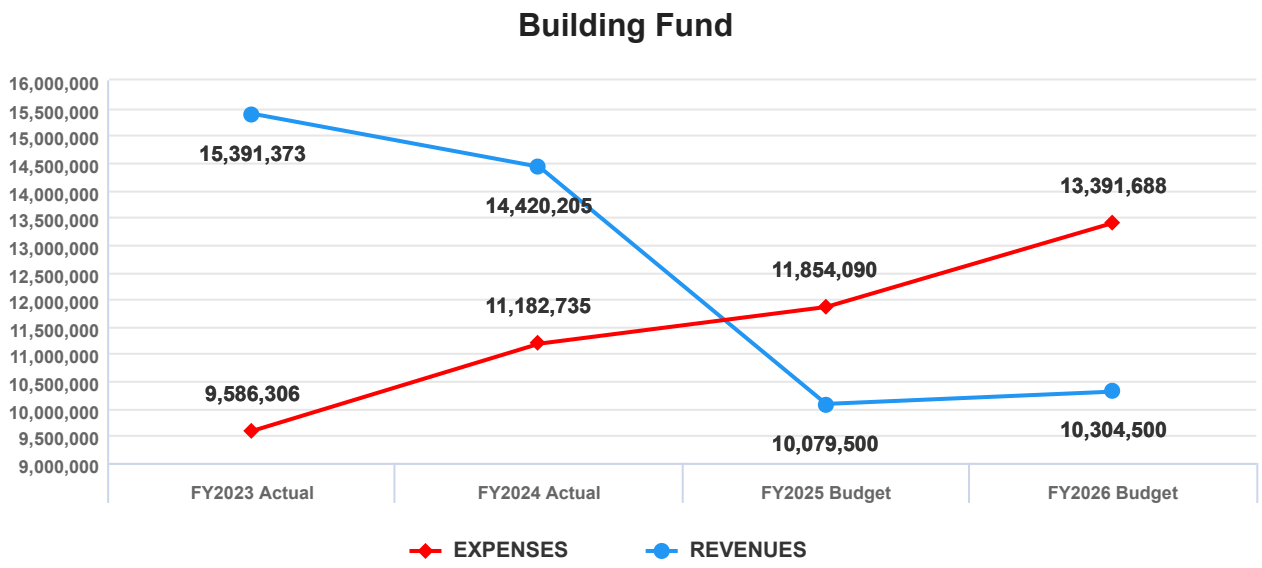
The Building Enterprise Fund identifies, recommends and implements the vision of the community, as expressed through the policies of the Town Council, relative to the development, redevelopment and use of real property, to ensure the beauty, quality of life and character of the Town, and the health, safety and welfare of our residents, businesses and visitors, while providing the highest quality of service to our customers.

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Revenues							
Town Plan Review & Town Inspection	13,622,449	12,408,083	9,000,000	9,000,000	9,500,000	9,000,000	-%
Permit Processing	60,300	94,205	35,000	35,000	125,000	35,000	-%
Permit Penalty	56,551	68,343	50,000	50,000	-	50,000	-%
Reinspection Fees	3,800	2,420	1,500	1,500	2,800	1,500	-%
Contractor Registration Fees	25	-	-	-	-	-	-%
Dune Vegetation Fee	158	-	-	-	-	-	-%
Permit Revision Fee	302,050	129,050	175,000	175,000	-	-	(100.00%)
Flood Plain Management Fee	25,200	8,100	30,000	30,000	8,000	30,000	-%
Right of Way Permits	634,385	788,751	500,000	500,000	500,000	500,000	-%
Building Inspection Fund Fees	20,544	8,325	14,000	14,000	5,000	14,000	-%
Radon Gas	13,711	5,573	9,000	9,000	5,000	9,000	-%
ROW Violations	68,824	35,403	45,000	45,000	32,000	45,000	-%
Building Permit Search Fee	61,915	52,100	50,000	50,000	50,000	50,000	-%
Interest Earnings	520,297	789,383	100,000	100,000	500,000	500,000	400.00%
Miscellaneous Revenue	1,163	757	-	-	25	-	-%
Technology Fee	-	29,712	70,000	70,000	100,000	70,000	-%
TOTALS	**15,391,373**	**14,420,205**	**10,079,500**	**10,079,500**	**10,827,825**	**10,304,500**	**2.23%**
Expenses							
Salaries and Wages	1,552,491	1,890,390	1,907,214	1,907,214	1,857,000	2,064,140	8.23%
Employee Benefits	851,362	976,840	1,018,286	1,018,286	1,028,623	1,261,109	23.85%
Contractual	943,293	1,607,064	1,515,000	1,786,589	1,807,800	1,448,600	(18.92%)
Commodities	31,656	80,443	45,500	52,873	71,000	60,250	13.95%
Capital Outlay	-	-	80,000	80,000	80,000	180,000	125.00%
Transfer to Capital (307)	688,049	-	60,000	60,000	60,000	-	(100.00%)
Transfer for Services to the General Fund	5,519,456	6,627,997	7,228,090	7,228,090	7,228,090	8,377,589	15.90%
TOTALS	**9,586,306**	**11,182,735**	**11,854,090**	**12,133,051**	**12,132,513**	**13,391,688**	**10.37%**
Operating Revenues Over/(Under)							
Expenses	5,805,067	3,237,470	(1,774,590)	(2,053,551)	(1,304,688)	(3,087,188)	
Depreciation	(2,996)	(6,070)	(85,000)	(165,000)	(85,000)	(85,000)	
Pension/OPEB Expense	(655,272)	(361,256)	-	-	-	-	
GASB Lease Expense	(24)	(1,719)	-	-	-	-	
Contingency	-	-	(229,687)	(238,248)	-	(253,529)	
Total Revenues Over/(Under) Expenses	**5,146,775**	**2,868,426**	**(2,089,277)**	**(2,456,799)**	**(1,389,688)**	**(3,425,717)**	
Beginning Net Assets	7,428,162	12,574,937	15,443,363	15,443,363	15,443,363	14,053,675	

PROGRAM: Building Enterprise Fund

ENDING NET ASSETS	**12,574,937**	**15,443,363**	**13,354,086**	**12,986,563**	**14,053,675**	**10,627,957**



	FY2024	FY2023	FY2025	FY2026
Total Full Time Equivalent Employees	20.525	22.325	20.150	21.400

Program: Permit Issuance 212

MISSION

This division exists to provide for the life, safety, and welfare of Palm Beach citizens and visitors through the enforcement of building codes and accurate, and accessible historical records of all departmental files. Moreover, this division promotes and maintains high architectural standards of physical structures in Palm Beach.

MAIN ACTIVITIES

The most important things we do to fulfill the mission are:

- Review building permit applications and plans for adherence to Town codes and policies and issue building permits;
- Communicate Town requirements with contractors, designers, property owners, and other Town departments;
- Ensure that contractors working in the Town have a valid contractor license;
- Keep citizens informed and educated;
- Process applications for architectural approval of proposed construction projects as directed by codes and policy;
- Record departmental revenues accurately; and
- Organize, digitize and retrieve departmental records for public use.

Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Expenses							
Salaries and Wages	689,308	849,166	851,518	851,518	827,000	850,242	(0.15%)
Employee Benefits	329,690	413,663	449,579	449,579	463,327	508,523	13.11%
Contractual	604,443	1,071,139	957,700	1,189,732	1,234,000	855,300	(10.69%)
Commodities	18,322	50,738	21,500	28,873	42,000	29,420	36.84%
Depreciation	2,996	6,070	-	-	-	-	-%
Capital Outlay	-	-	-	-	-	-	-%
TOTALS	**1,644,759**	**2,390,776**	**2,280,297**	**2,519,702**	**2,566,327**	**2,243,486**	**(1.61%)**

* In FY21 Program 212 was moved from the General Fund (001) into the Building Enterprise Fund (405). The shaded areas are presented for trend analysis only

** FY22 Adjusted includes FY22 adopted budget plus purchase orders written against the FY21 budget but spent against the FY22 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

PROGRAM: **Permit Issuance 212**

CONTRACTUAL

Includes costs associated with legal services, general planning activities, and concurrency studies per state law.

COMMODITIES

Includes office and computer supplies and replacement costs, and continued software enhancements.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Director of Planning Zoning & Building	0.150	0.150	0.150	0.250	0.250
Assistant Director of PZB	0.300	0.300	0.300	0.250	0.250
Civil Engineer	0.500	0.500	0.500	0.500	0.500
Project Engineer	0.000	0.000	0.000	0.000	0.500
Town Clerk	0.000	0.000	0.250	0.250	0.250
Design & Preservation Manager	0.000	0.000	1.000	0.250	0.250
Planner II	0.700	0.700	0.700	0.000	0.000
Building Inspector III	0.100	0.100	0.100	0.100	0.100
Building Inspector II	0.500	0.500	0.500	1.300	0.500
Design & Preservation Planner	0.000	0.000	0.600	0.450	0.900
GIS Analyst	0.000	0.000	0.500	0.500	0.500
Combination Plan Reviewer Sr	0.700	0.700	0.700	0.700	0.700
Planner I	0.000	0.000	0.000	0.250	0.000
Office Manager	0.000	0.000	0.000	0.250	0.250
Business Services Supervisor	0.500	0.500	0.500	0.500	0.500
Deputy Town Clerk	0.000	0.250	0.000	0.000	0.000
Administrative Specialist	0.300	0.300	0.300	0.250	0.250
Development Geoprocessor Technician	1.000	1.000	1.000	0.000	0.000
Document Management Coordinator	0.000	0.000	0.000	0.750	1.000
Zoning Technician	0.000	0.000	0.000	0.250	0.000
Administrative Assistant	0.675	0.500	0.300	0.800	0.800
Development Permit Tech Sr	0.500	0.500	0.500	0.500	0.500
Development Permit Technician	1.000	1.000	1.000	0.500	0.500
Administrative Assistant (Part Time)	0.000	0.375	0.375	0.000	0.000
Combination Plan Reviewer	0.700	0.000	0.000	0.000	0.000
Historic Preservation Planner	0.300	0.300	0.000	0.000	0.000
	7.925	7.675	9.275	8.600	8.500

PERMIT ISSUANCE FY2025 ACCOMPLISHMENTS

- Began using the 8th version of the Florida Building Code
- Implemented EPL software to provide for an improved convenience and customer service by using an online portal for electronic submissions of applications, documents, photos and payments of fees.
- Introduced a two (2) percent technology fee to all permits being processed

Program: Permit Issuance 212

FY26 STRATEGIC GOALS AND OBJECTIVES

Permit Issuance Productivity Measures					
Effectiveness/Output Measures	**FY2021 Actual**	**FY2022 Actual**	**FY2023 Actual**	**FY2024 Actual**	**FY2025 Actual**
# of permits issued	8,484	8,399	7,541	N/A	N/A
# of construction permits issued	4,925	4,907	3,966	N/A	N/A
# of revisions processed/issued	1,063	1,119	849	N/A	N/A
# of PW permits processed/issued	2,117	2,737	2,759	N/A	N/A
# of permits processed	-	-	-	3,909	4,480
# of permits issued	-	-	-	3,354	1,274
# of revisions processed	-	-	-	841	1,146
# of ROW permits processed	-	-	-	1,491	3,094
Average # of days to scan current records	1	1	1	1	1
# of Private Providers	19	35	35	35	35
# of Private Provider Inspections	2,400	3,900	4,400	4,400	4,600
# of departmental forms and applications	77	87	87	87	87
Revenue	-	14,168,414	17,467,927	18,000,000	16,507,904
Construction Value	-	470,998,176	604,389,825	650,000,000	795,480,974

Productivity Measures				
Effectiveness/Output Measures	**FY2022 Actual**	**FY2023 Actual**	**FY2024 Actual**	**FY2025 Actual**
Permit Types Issued:				
U – ROW (eden)	2,737	2,757	1,491	-
Right of Way Permits Issued (epl)	-	-	1,733	2,541
B – Construction (eden)	4,907	3,966	1,863	-
Construction Permits Issued (epl)	-	-	1,482	1,274
Revenue	14,168,414	17,467,927	18,000,000	16,507,904
Construction Value	470,998,176	604,389,825	650,000,000	795,480,974

PROGRAM: Inspection & Compliance 213

MISSION:

This division exists to provide protective services to the residents and businesses of the Town through professional and responsible enforcement of building codes and Town policies related to unimproved land, development, construction activities, and issuance of business tax receipts.

MAIN ACTIVITIES:

The most important things we do to fulfill the mission are:

- Inspect construction sites to ensure compliance with appropriate State and Town codes and land development regulations;
- Issue permits for right of way parking and storm water improvements; and
- Review commercial operations for conformance to the zoning code.

Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Adjusted*	FY2025 Projected	FY2026 Budget	% Change
Expenses							
Salaries and Wages	863,183	1,041,224	1,055,696	1,055,696	1,030,000	1,213,898	14.99%
Employee Benefits	521,672	563,177	568,707	568,707	565,296	752,586	32.33%
Contractual	338,850	535,926	557,300	596,857	573,800	593,300	6.46%
Commodities	13,334	29,705	24,000	24,000	29,000	30,830	28.46%
Depreciation	-	-	85,000	85,000	85,000	85,000	-%
Capital Outlay	-	-	80,000	80,000	80,000	180,000	125.00%
TOTALS	**1,737,038**	**2,170,032**	**2,370,703**	**2,410,260**	**2,363,096**	**2,855,614**	**20.45%**

* In FY21 Program 213 was moved from the General Fund (001) into the Building Enterprise Fund (405)

The shaded areas are presented for trend analysis only

** FY21 Adjusted includes FY21 adopted budget plus purchase orders written against the FY20 budget but spent against the FY21 budget.

SALARIES AND WAGES

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

EMPLOYEE BENEFITS

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program. The large increase is due primarily to the addition of 4 full-time construction monitor positions.

CONTRACTUAL

Contract costs related to construction permits, including permit inspections, travel and education and storage and scanning.

COMMODITIES

Office supplies and any necessary hardware or software enhancements.

Program: Inspection & Compliance 213

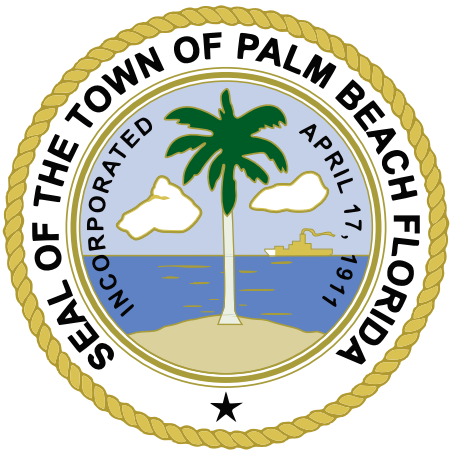
Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Director of Planning Zoning & Building	0.100	0.100	0.100	0.250	0.250
Assistant Director of PZB	0.300	0.300	0.300	0.250	0.250
Civil Engineer	0.500	0.500	0.500	0.500	0.500
Project Engineer	0.000	0.000	0.000	0.000	0.500
Town Clerk	0.000	0.000	0.250	0.250	0.250
Building Inspector III	0.900	0.900	0.900	0.900	0.900
Building Inspector II	2.500	2.500	2.500	1.700	2.500
Design & Preservation Planner	0.000	0.000	0.000	0.200	0.000
GIS Analyst	0.000	0.000	0.500	0.500	0.500
Combination Plan Reviewer Sr	0.300	0.300	0.300	0.300	0.300
Planner II	0.300	0.300	0.300	0.000	0.000
Planner I	0.500	0.500	0.500	0.250	0.500
Office Manager	0.000	0.000	0.000	0.250	0.250
Business Services Supervisor	0.500	0.500	0.500	0.500	0.500
Deputy Town Clerk	0.000	0.250	0.000	0.000	0.000
Administrative Specialist	0.200	0.200	0.200	0.250	0.250
Document Management Coordinator	0.000	0.000	0.000	0.250	0.000
Zoning Technician	0.000	0.500	0.500	0.000	0.250
Administrative Assistant	0.200	0.500	0.200	0.200	0.200
Code Enforcement Officer	0.000	0.000	0.000	4.000	4.000
Construction Site Monitor	1.750	4.000	4.000	0.000	0.000
Development Permit Tech Sr	0.500	0.500	0.500	0.500	0.500
Development Permit Technician	1.000	1.000	1.000	0.500	0.500
Building Inspector I	1.000	0.000	0.000	0.000	0.000
Combination Plan Reviewer	0.300	0.000	0.000	0.000	0.000
	10.850	12.850	13.050	11.550	12.900

INSPECTION AND COMPLIANCE FY20265 ACCOMPLISHMENTS

- Implemented New Florida Milestone Inspection Program for every residential condominium or cooperative building that is three stories or more in height is required to undergo milestone inspections once the building is 30 years old, then every 10 years after
- Began using the 8th version of the Florida Building Code
- Worked with County, State, and Federal agencies on the adoption of the new flood maps and creation of revised flood regulations

Inspection and Compliance Productivity Measures

Effectiveness/Output Measures	FY2021 Actual	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Actual
# of inspections completed	12,083	10,312	9,700	9,500	11,151


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



Internal Service Funds

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

FUND 501: SELF INSURANCE FUND (RISK MANAGEMENT)

MISSION

This division exists to provide a safe and healthy work environment for all employees, and to minimize the adverse effects of unexpected losses. Ensuring that a Comprehensive Risk Management Program is in place that best protects the interests of the Town and its employees.

MAIN ACTIVITIES

The most important things we do to fulfill the mission are:

- Identify exposures and address resolutions
- Determine proper method for insurance coverage by analyzing options
- Manage claims in a manner that serves both the interests of the claimant, as well as the Town
- Apply a variety of approaches to control loss and improve personal safety through the following:
  - Safety training, committees, newsletters, and the Town-wide safety manual
  - Periodic safety inspections of Town facilities and property
  - Conducting motor vehicle report checks
  - Create and update various manuals and procedures as needed

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Revenues						
Risk Funding	2,274,106	2,329,817	2,329,817	2,329,817	2,329,817	-%
Insurance Proceeds	190,684	52,582	-	125,000	-	-%
Interest on Investments	227,401	461,728	150,000	225,000	150,000	-%
TOTALS	**2,692,191**	**2,844,126**	**2,479,817**	**2,679,817**	**2,479,817**	**-%**
Expenses						
Salaries and Wages	135,346	128,217	146,942	100,000	151,608	3.18%
Employee Benefits	371,906	352,674	722,062	427,927	767,780	6.33%
Contractual	1,750,914	2,926,345	3,079,810	3,288,550	2,903,545	(5.72%)
Commodities	2,385	1,222	3,631	2,295	3,251	(10.47%)
Capital Outlay	-	-	-	-	-	-%
Depreciation	-	-	-	-	-	-%
Other (Contingency)	-	-	3,000,000	-	3,000,000	-%
TOTALS	**2,260,551**	**3,408,459**	**6,952,445**	**3,818,772**	**6,826,184**	**(1.82%)**
Total Revenues Over/(Under) Expenses	431,640	(564,333)	(4,472,628)	(1,138,955)	(4,346,367)	
Gain/(Loss) on disposal of assets	-	-	-	-	-	
Beginning Net Assets	5,751,084	6,182,724	5,618,392	5,618,392	4,479,437	
ENDING NET ASSETS	**6,182,724**	**5,618,392**	**1,145,764**	**4,479,437**	**133,070**	

REVENUES

Risk Funding

Amount transferred from the general fund

Miscellaneous

Insurance Proceeds are from the subrogation of claims received from at fault 3rd parties

Interest on Investment

The interest revenue is based on the financial market conditions and funds available for investment

EXPENSES

Salaries and Wages

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY26 budget includes a lump sum COLA and pay for performance increases.

Employee Benefits

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and performance bonuses. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

Contractual

The decrease is mainly due to lower property insurance premiums. This decrease offset some of the increases in other premiums including liability. Contractual expenses also include the unfunded mandate for PTSD training for public safety.

Commodities

Includes membership dues, office supplies and training registrations.

Contingency

Contingency policies for Risk were adopted October 1, 2001 via Resolution #55-01 to ensure financial stabilization.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Deputy Town Manager	0.000	0.000	0.000	0.075	0.075
Assistant Town Manager	0.100	0.000	0.000	0.000	0.000
Director of Finance	0.000	0.100	0.000	0.000	0.000
People & Culture Division Director	0.200	0.000	0.000	0.000	0.000
Risk Manager	0.900	1.000	1.000	1.000	1.000
Accountant I	0.000	0.000	0.050	0.000	0.000
Accounting Technician	0.000	0.050	0.000	0.000	0.000
Administrative Assistant	0.200	0.000	0.000	0.000	0.000
	1.400	1.150	1.050	1.075	1.075

Performance Measures	FY22 Actual	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Projected
Annual insurance premiums	$1,021,772	$1,033,144	$1,090,136	$1,090,136	$1,859,376
Total claims processed	131	135	183	183	148

*Includes Hurricanes Matthew and Irma

Performance Measures	FY22 Actual	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Projected
Total number of safety violations found town wide during the annual facility safety inspections	96	81	76	76	93
Safety bulletins distributed	12	12	12	12	12

FUND 502: SELF INSURANCE (HEALTH BENEFIT)

This program provides for the management of the employee health insurance program. Responsibilities include: designing, planning, organizing, implementing, and directing the self-insurance fund of the Town's Health Insurance Program.

In FY23, the Town of Palm Beach re-established a Town Clinic, located at Public Works, on Old Okeechobee Road in West Palm Beach.

The overall Employee Health budget is expected to increase due to annual increases in claims and stop loss and fixed rate premiums for health and dental. Rates for Stop Loss coverage will increase by an estimated 15%, thus increasing the overall fixed rates for health insurance in FY26. Costs for health insurance claims increased in FY25. Contracted to Concentra, the Town increased Clinic services in FY24, providing employees with access to minor urgent care and primary care services, which is expected to ultimately impact and reduce the health plan claims expense in future years.

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Revenues						
Employer Contributions	4,415,710	4,858,224	5,644,278	5,644,280	8,200,000	45.28%
Employee Contributions	892,173	935,912	881,000	897,800	881,000	-%
Insurance Recoveries	2,709	-	-	-	-	-%
Miscellaneous Revenue	-	-	-	375,000	250,000	100.00%
Interest Income	182,378	277,487	100,000	225,000	100,000	-%
TOTALS	**5,492,969**	**6,071,623**	**6,625,278**	**7,142,080**	**9,431,000**	**42.35%**
Expenses						
Salaries and Wages	91,988	93,125	96,501	95,194	94,128	(2.46%)
Employee Benefits	6,143,568	7,099,242	6,919,770	7,531,593	7,695,062	11.20%
Contractual	484,810	521,910	540,996	559,192	576,281	6.52%
Commodities	3,172	2,717	2,428	2,150	3,352	38.06%
Capital Outlay	-	-	-	-	-	-%
Other (Contingency)	-	-	500,000	-	500,000	-%
TOTALS	**6,723,539**	**7,716,994**	**8,059,695**	**8,188,129**	**8,868,823**	**10.04%**
Total Revenues Over/ (Under) Expenses	(1,230,570)	(1,645,370)	(1,434,417)	(1,046,049)	562,177	
Beginning Net Assets	5,794,779	4,564,209	2,918,839	2,918,839	1,872,790	
ENDING NET ASSETS	**4,564,209**	**2,918,839**	**1,484,422**	**1,872,790**	**2,434,967**	

REVENUES

Employer Contributions

Town's portion of health care expenses; plan funding requirements are determined by experience and actuarial analysis conducted by the Gehring Group. The Town contribution will increase 45% in FY26. There was a 20% increase in FY23 and a 10% increase in FY24.

Employee Contributions

The employee portion of health care expenses are calculated based on experience and actuarial analysis by the Gehring Group.

Interest Income

This amount consists of interest earnings

EXPENSES

Salaries and Wages

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY2026 budget includes a lump sum COLA and pay for performance increases.

Employee Benefits

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

Contractual

Includes professional and other contracted services for the Town's Clinic, contracted services for a 1094-C/1095-C filing program, and off-site document and record storage services.

Commodities

Commodities include office supplies and training expenses associated with professional development.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Director of People & Culture	0.000	0.000	0.100	0.100	0.100
People & Culture Division Director	0.100	0.150	0.000	0.000	0.000
Risk Manager	0.100	0.000	0.000	0.000	0.000
People & Culture Manager	0.000	0.050	0.050	0.050	0.050
Senior People & Culture Generalist	0.000	0.000	0.000	0.000	0.300
Talent Development Officer	0.000	0.000	0.050	0.050	0.050
People & Culture Generalist	0.050	0.300	0.300	0.300	0.000
People & Culture Coordinator	0.050	0.050	0.350	0.050	0.320
People and Culture Analyst	0.250	0.050	0.000	0.320	0.050
Administrative Assistant	0.100	0.050	0.050	0.050	0.000
People and Culture Specialist	0.000	0.300	0.000	0.000	0.000
	0.650	0.950	0.900	0.920	0.870

FUND 320: EQUIPMENT REPLACEMENT FUND

This fund was established to provide a means to replace capital and computer equipment, excluding enterprise fund equipment, when the end of its useful life has been reached.

Equipment is replaced when it is determined that due to its age, condition, operation and maintenance costs, obsolescence, and depreciation, it is no longer economical to maintain. Depreciation is funded annually with a transfer from the various departments to the Equipment Replacement Fund based on the economic life and replacement cost of the equipment utilized by each department. The calculation for funding was modified in FY2006 to use replacement cost rather than original cost to ensure sufficient funds are available when the asset is replaced.

Depreciation for fixed assets is calculated using the straight line method which takes replacement cost less anticipated salvage value divided by the expected useful life of the asset.

The established asset value threshold for inclusion in the Equipment Replacement Fund is: $5,000 for fixed assets, and $3,000 for computer assets.

Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Revenues						
Interest on Investments	670,470	1,374,047	200,000	500,000	300,000	50.00%
Surplus Equipment Proceeds	6,311	15,910	75,000	50,000	75,000	-%
Transfer from Gen and Other Funds	2,527,687	4,560,904	4,425,018	2,625,018	2,261,112	(48.90%)
Donations/Grants	-	74,999	-	75,000	-	-%
Miscellaneous	2,650	444,977	-	-	-	-%
TOTALS	**3,207,118**	**6,470,837**	**4,700,018**	**3,250,018**	**2,636,112**	**(6.37%)**
Expenses						
Salaries and Wages	-	-	102,552	102,000	127,932	24.75%
Employee Benefits	-	-	50,912	45,489	59,449	16.77%
Transfer to Enterprise Funds	-	-	-	-	-	-%
Contractual	165,794	115,915	-	298,000	195,000	100.00%
Capital Leases	-	-	-	-	-	-%
Capital Outlay - Equipment	1,122,567	1,938,512	1,459,755	2,214,085	1,759,242	20.52%
Capital Outlay - IT Equipment	652,698	99,597	3,320,223	2,078,014	896,408	(73.00%)
TOTALS	**1,941,059**	**2,154,024**	**4,933,442**	**4,737,588**	**3,038,031**	**(38.42%)**
Total Revenues Over/(Under) Expenses	1,266,059	4,316,813	(233,424)	(1,487,570)	(401,919)	
Contingency	-	-	(500,000)	-	(500,000)	
Beg Investment in Capital Assets	9,262,576	9,068,497	14,001,939	14,001,939	16,657,589	
Beg Unrestricted Net Assets	20,666,619	22,126,757	21,510,128	21,510,128	17,366,908	
ENDING NET ASSETS	**31,195,254**	**35,512,067**	**34,778,643**	**34,024,497**	**33,122,578**	

REVENUE

Interest on Investments

The interest revenue is based upon the financial market conditions and funds available for investment

Surplus Equipment Proceeds

This revenue source represents the sale of surplus equipment

Transfer from General and Other Funds

This transfer represents the depreciation expense charged to General Fund program budgets and transferred to the Equipment Replacement Fund on an annual basis

EXPENSES

Salaries and Wages

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table on the following page. The FY2025 budget includes a lump sum COLA and pay for performance increases.

Employee Benefits

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

Capital Outlay – Equipment

This represents the budget for the replacement of vehicles, machinery and office equipment

Capital Outlay – IT Equipment

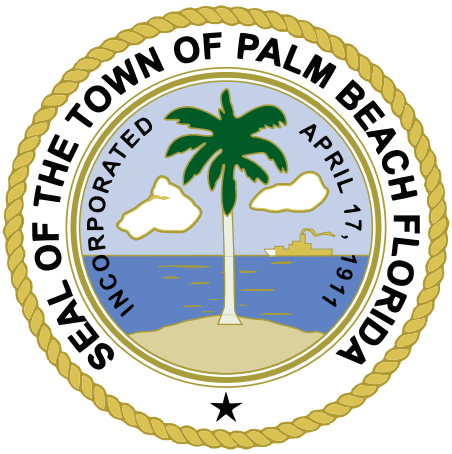
This represents the budget for the replacement of computer equipment

Depreciation Charges by Department
FY 2026

Department		Depreciation
Town Manager's Office	$	-
Information Technology		161,568
Town Clerk		-
Finance		-
Planning and Zoning		-
Recreation		48,744
Fire Rescue		686,431
Police		479,732
Public Works		884,636
Coastal Fund		-
Total Depreciation	**$**	**2,261,111**

Replacement Equipment
FY 2026

Department		Cost
Police		
Surveillance Camera Equipment		195,000
Ford Bronco - 1		29,800
SIU Vehicles - 2		74,000
Guardian 200 Fingerprint ID System		18,597
Ford Interceptors - 2		130,000
Harley Davidson Motorcycles - 2		52,000
Boat Engines - 2		59,569
AED's		58,573
Radar Signs - 2		9,057
Detective Bureau Vehicles - 4		125,700
Recreation		
Fitness Center Equipment		30,000
Fire Rescue		
Ford Explorer - 1		37,007
SCBA		415,053
Bunker Gear		309,870
Defibrillator - 8		410,016
Information Technology		
Enterprise Resource Planning Software		200,000
Computer Equipment		696,408
Total Equipment Replacement Expenditures	**$**	**2,850,650**


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



Trust and Agency Funds

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

FUND 600: RETIREMENT FUND

The Town provides pension benefits for General Employees, Police Officers and Firefighters. Approximately 328 active employees and 442 retirees are covered by the three Plans.

The Town of Palm Beach Retirement System Board of Trustees is responsible for the administration of all of the Town's pension assets and retirement programs. An outside pension consultant serves the board as retirement system administrator. Details of the pension benefits are outlined later in this section.

The Town's Retirement Plan Administration consists of Town Staff in Finance and People and Culture and an external provider, GRS Consulting. In FY20, a Defined Contribution Committee was formed. This committee is involved in the oversight of the fiduciary obligation for management of the DC retirement plans and is managed by People and Culture.

The contribution requirements of the Plan members are established and may be amended by the Town Council. Plan members are required to contribute a percentage of their pensionable earnings.

Benefit Group	Defined Benefit Plan Employee Contribution	401(a) Defined Contribution Plan			
		Mandatory Contribution		Voluntary Contribution (post tax)	
		Employee	Employer	Employee	Employer
General Employees - Hybrid Plan	3.5%	3.0%	3.0%	Voluntary up to the maximum allowable under IRS regulations	Up to 2.0%
Lifeguard Employees - Hybrid Plan	3.5%	3.0%	3.0%		Up to 2.0%
General/Lifeguard DC Only		3.0%	10.0%		0.0%
Public Safety DC Only		3.0%	16.0%		0.0%
Firefighter Union	8.5%				
Firefighter Non-Union	8.5%				
Police Officer	8.5%				

The FY26 actuarially determined contribution to the defined benefit plan totals $16,252,401. Due to concerns about the rising unfunded liability in the pension fund, a funding policy was adopted that would require annual appropriations of the annual required contribution plus $5,420,000. The Retirement Board approved a reduction in the UAAL amortization period from 25 years to a hybrid amortization of 15 years for experience gains/losses and plan changes and 20 years for assumption/method changes.

The Town began contributing the entire contribution in October of each fiscal year beginning in FY17. This early contribution allows for a reduction for interest savings due to the earlier than expected payment timing.

The funded ratio history for the each of the pension plans is shown in the chart below.

As of Fiscal Year End	FY2020	FY2021	FY2022	FY2023	FY2024
General Employees	74.60%	77.70%	77.30%	76.20%	75.30%
Lifeguards	69.80%	73.70%	72.50%	70.90%	71.50%
Police	75.60%	78.80%	77.00%	75.20%	75.00%
Fire-Rescue	68.20%	71.90%	71.50%	70.80%	71.30%

The actuarial determined employer contribution history for the defined benefit pension and extraordinary contributions since FY2022 is shown in the table below:

Actuarially Determined Employer Contribution	2022	2023	2024	2025	2026
General	$ 3,636,738	$ 3,493,970	$ 3,819,225	$ 4,617,624	$ 5,176,588
Lifeguards	$ 195,379	$ 182,855	$ 202,223	$ 225,986	$ 241,219
Police	$ 3,521,362	$ 3,446,777	$ 3,928,198	$ 4,497,745	$ 5,177,219
Fire-Rescue	$ 4,392,526	$ 4,333,641	$ 4,701,232	$ 5,318,898	$ 5,657,375
Total	$ 11,746,005	$ 11,457,243	$ 12,650,878	$ 14,660,253	$ 16,252,401
Extraordinary Contributions	$ 5,420,000	$ 5,420,000	$ 5,420,000	$ 5,420,000	$ 5,420,000
Total Town Contributions	$ 17,166,005	$ 16,877,243	$ 18,070,878	$ 20,080,253	$ 21,672,401

The Town's total contribution for the defined benefit and defined contribution plans for FY26 and FY25 is shown below. The FY26 total below increased due mainly to unfavorable investment performance.

Town Retirement Contributions	FY2025	FY2025	$ Change	% Change
General Employees DB	$ 4,617,624	5,176,588	$ 558,964	12.11%
Lifeguards DB	225,986	241,219	15,233	6.74%
Police DB	4,497,745	5,177,219	679,474	15.11%
Fire-Rescue DB	5,318,898	5,657,375	338,477	6.36%
Total DB Contribution	14,660,253	16,252,401	1,592,148	10.86%
DC Contributions	845,445	994,556	149,111	17.64%
Total Town DB And DC Contribution	**$ 15,505,698**	**$ 17,246,957**	**$ 1,741,259**	**11.23%**

The DC hybrid plan is available to General Employees and Lifeguards. The Town contributes a mandatory match of 3% and an optional match of 2% to the Defined Contribution (DC) plan. With 2024 pension changes, new employess may opt in to a DC only plan. For general employees and lifeguards the mandatory contribution for this plan is 3% with an employer match of 10%. Sworn and certified public safety employees opting in for the DC only plan contribute 3% and the Town will match 16%. Total employer contributions to the DC plans per year are shown below:

DC Contributions	FY2022 Actual	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2026 Budget
General	$ 504,896	$ 562,798	$ 738,462	$ 836,210	$ 978,189
Lifeguards	1,393	2,441	$ 11,805	9,234	16,367
Total	**$ 506,289**	**$ 565,239**	**$ 750,267**	**$ 845,444**	**$ 994,556**

The table below shows the breakdown in costs between Normal Cost and the amortization of the UAAL by benefit tier (Plan B and Legacy), for the plan as a whole and each employee group.

Actuarially Determined Contribution Breakdown by Benefit Tier
Valuation Date: September 30, 2024

	Total Plan	General	Ocean Rescue	Police	Firefighters
Participants	328	189	3	69	67
Total Plan					
Employer Normal Cost	18.02%	13.05%	13.34%	23.42%	23.36%
Amortization of UAAL	38.77%	22.08%	177.07%	52.45%	58.23%
Total	**56.79%**	**35.13%**	**190.41%**	**75.87%**	**81.59%**
Town Contribution	$ 16,252,401	$ 5,176,588	$ 241,219	$ 5,177,219	$ 5,657,375
Plan B - Ongoing Plan					
Employer Normal Cost	18.02%	13.05%	13.34%	23.42%	23.36%
Amortization of UAAL	4.00%	2.80%	1.41%	4.94%	5.68%
Total	**22.02%**	**15.85%**	**14.75%**	**28.36%**	**29.04%**
Town Contribution	$ 6,303,103	$ 2,335,580	$ 18,686	$ 1,935,230	$ 2,013,607
Plan A - Legacy Plan					
Employer Normal Cost	-	-	-	-	-
Amortization of UAAL	34.77%	19.28%	175.66%	47.51%	52.55%
Total	**34.77%**	**19.28%**	**175.66%**	**47.51%**	**52.55%**
Town Contribution	$ 9,949,298	$ 2,841,008	$ 222,533	$ 3,241,989	$ 3,643,768
Legacy cost	**61.2%**	**54.9%**	**92.3%**	**62.6%**	**64.4%**

UNFUNDED ACTUARIAL ACCRUED LIABILITY (UAAL)

The UAAL as of September 30, 2024, for all pension groups is $104,135,219. The table below summarizes the causes for the increase since 2009.

Experience (Gain)/Loss include demographic experience due to salary increases, retirements, terminations, mortality experience and other census changes that differ from the actuarial assumptions. In addition, it also includes the gains/losses from investments.

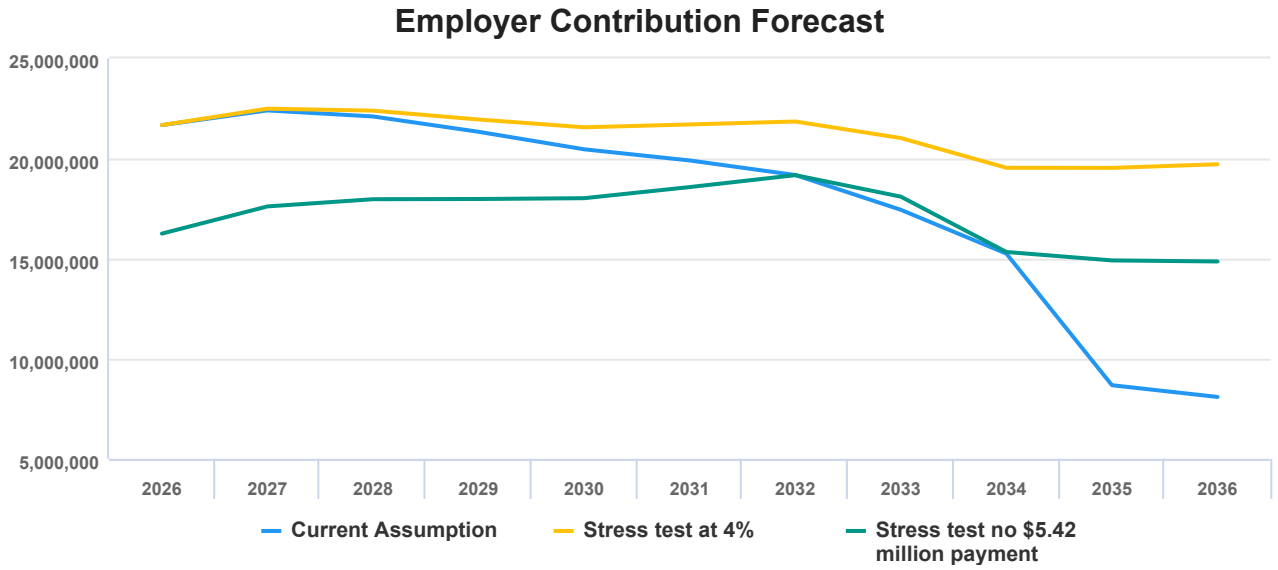
Assumption changes include reductions in the investment assumption, changes in several demographic assumptions after an experience study and changes in the mortality tables. Benefit changes include the reduction in benefits in 2012 offset by benefit improvements made since 2012.

Date		General	Lifeguard	Police	Firefighter	Total
2009	**Initial Unfunded**	**7,441,657**	**425,942**	**1,503,090**	**8,515,940**	**17,886,629**
	Experience (Gain)/Loss					
2010	Experience (Gain)/Loss	749,502	40,912	521,888	827,467	2,139,769
2011	Experience (Gain)/Loss	(2,288,078)	69,868	246,750	(668,243)	(2,639,703)
2012	Experience (Gain)/Loss	2,518,438	159,825	3,533,740	3,036,511	9,248,514
2013	Experience (Gain)/Loss	(520,393)	13,782	1,351,635	1,163,388	2,008,412
2014	Experience (Gain)/Loss	(44,803)	(10,498)	569,331	107,446	621,476
2015	Experience (Gain)/Loss	1,528,288	55,717	1,453,564	1,335,753	4,373,322
2016	Experience (Gain)/Loss	20,365	(7,634)	(356,884)	1,807,932	1,463,779
2017	Experience (Gain)/Loss	117,978	48,405	185,082	337,152	688,617
2018	Experience (Gain)/Loss	1,176,253	47,266	437,197	780,668	2,441,384
2019	Experience (Gain)/Loss	673,082	15,071	939,769	1,003,144	2,631,066
2020	Experience (Gain)/Loss	140,581	(14,977)	(286,834)	(3,289)	(164,519)
2021	Experience (Gain)/Loss	(2,214,892)	(57,057)	(1,192,715)	(1,788,763)	(5,253,427)
2022	Experience (Gain)/Loss	832,542	181,965	2,947,924	2,053,713	6,016,144
2023	Experience (Gain)/Loss	1,559,379	215,720	2,746,458	2,062,898	6,584,455
2024	Experience (Gain)/Loss	765,683	58,244	1,285,636	187,121	2,296,684
	Total Experience (Gain)/Loss	**5,013,925**	**816,609**	**14,382,541**	**12,242,898**	**32,455,973**
	Benefit Changes					
2010	Benefit Changes	(2,740,908)	(126,825)	(2,419,082)	(4,194,698)	(9,481,513)
2013	Benefit Changes	43,920	-	-	-	43,920
2014	Benefit Changes	22,814	884	49,148	20,300	93,146
2015	Benefit Changes	-	-	500,127	234,488	734,615
2016	Benefit Changes	861,716	11,901	-	476,862	1,350,479
2023	Benefit Changes	1,275,616	1,786	49,082	845,277	2,171,761
	Total Benefit Changes	**(536,842)**	**(112,254)**	**(1,820,725)**	**(2,617,771)**	**(5,087,592)**
	Assumption Method Changes					
2010	Assumption Method Changes	(1,213,079)	(32,009)	(434,811)	(527,611)	(2,207,510)
2011	Assumption Method Changes	(76,581)	41,793	266,953	133,290	365,455
2012	Assumption Method Changes	3,049,689	162,492	3,011,383	3,069,963	9,293,527
2015	Assumption Method Changes	4,247,768	114,220	1,208,582	1,560,860	7,131,430
2016	Assumption Method Changes	1,666,798	105,412	2,049,749	2,090,200	5,912,159
2017	Assumption Method Changes	781,386	39,477	722,448	765,541	2,308,852
2018	Assumption Method Changes	812,826	40,739	748,974	802,406	2,404,945
2019	Assumption Method Changes	829,626	35,056	491,553	869,650	2,225,885
2020	Assumption Method Changes	1,311,073	(18,037)	(201,806)	88,618	1,179,848
2021	Assumption Method Changes	2,155,972	102,673	1,573,071	2,153,598	5,985,314
2022	Assumption Method Changes	2,416,707	114,578	2,252,991	2,472,285	7,256,561
2023	Assumption Method Changes	2,665,265	125,723	2,494,771	2,788,302	8,074,061
2024	Assumption Method Changes	2,944,041	134,784	2,755,515	3,115,342	8,949,682
	Total Assumption Method Changes	**21,591,491**	**966,901**	**16,939,373**	**19,382,444**	**58,880,209**
	UAAL as of September 30, 2024	**33,510,231**	**2,097,198**	**31,004,279**	**37,523,511**	**104,135,219**
	Membership - Retirees	218	12	109	103	442
	Membership - Active	189	3	69	67	328
	Membership - Terminated/Vested	44	3	17	22	86
	Ratio of Total Membership to UAAL	**74,302**	**116,511**	**158,996**	**195,435**	**121,653**

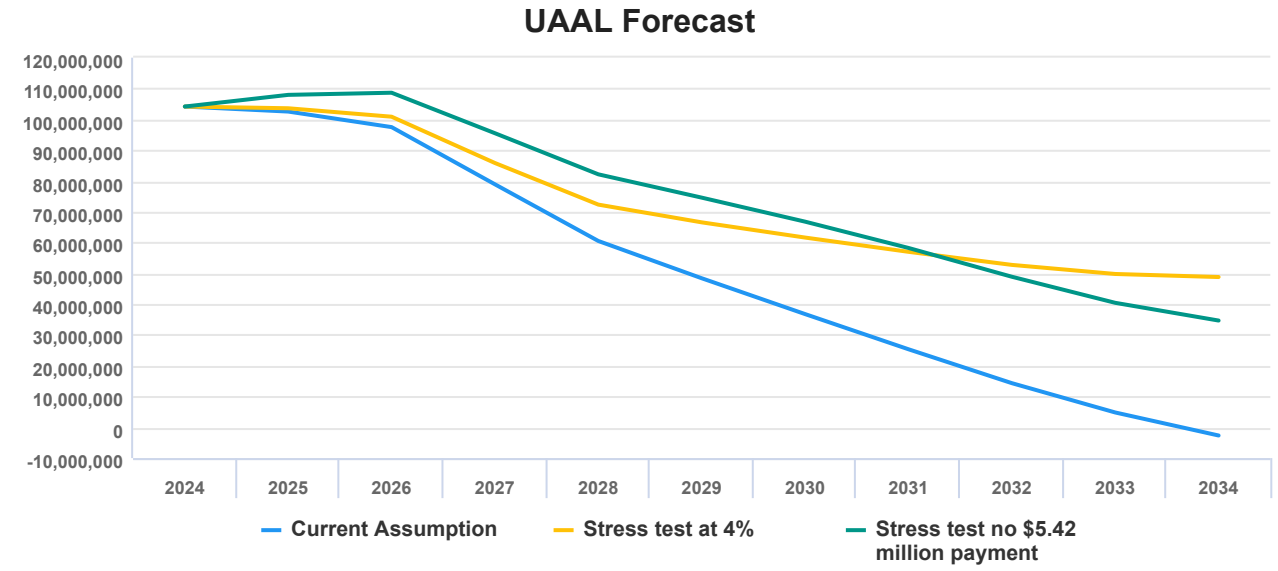
UAAL AND EMPLOYER CONTRIBUTION FORECAST

A ten-year forecast of the Unfunded Actuarial Accrued Liability (UAAL) and Employer Contribution has been prepared by the actuary. The baseline assumptions include an investment return of 6.0%.

This forecast was stress tested using an estimated actual return on the market value of assets of 4% per year and with the same assumptions as the baseline, but not reflecting extra payments of $5.42 million towards the unfunded actuarial liability each year. The results are shown on the following charts for UAAL and Employer Contribution.



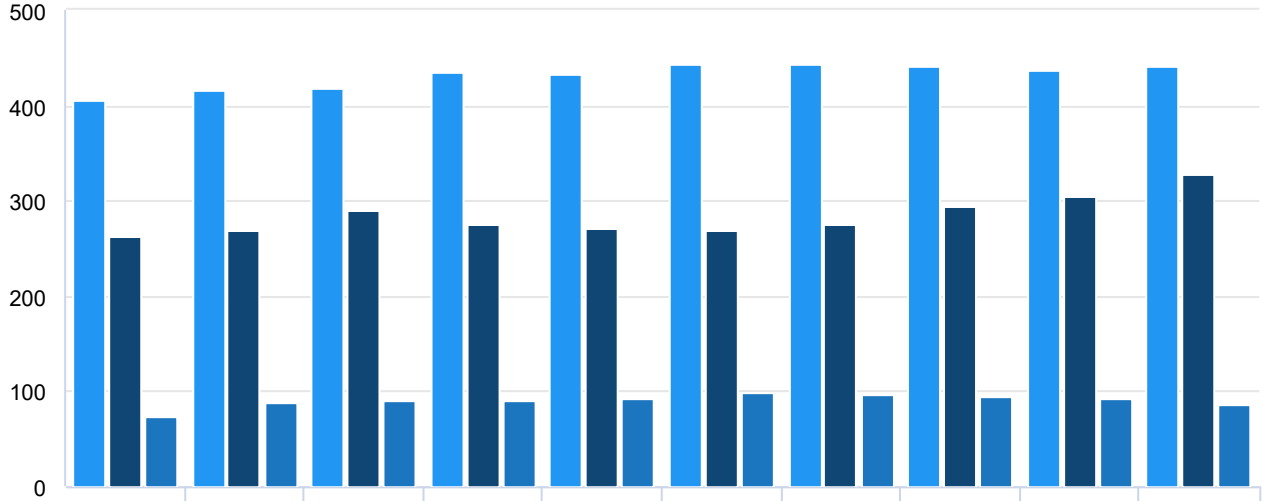
The 10-year projection from GRS has the Retirement Fund 94.4% funded, with current assumptions, in FY31.



DEMOGRAPHIC INFORMATION

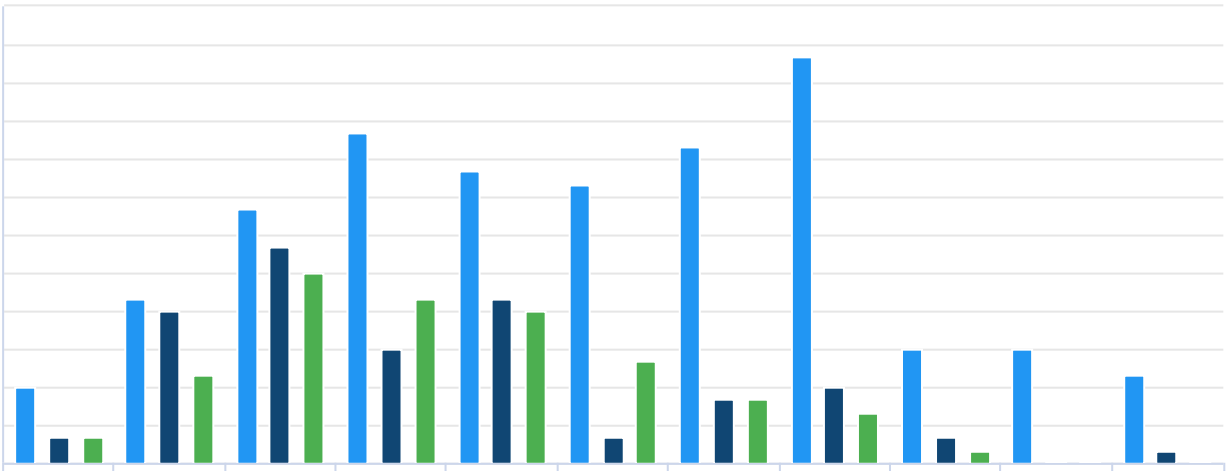
The following charts depict the System membership (Active, Retired and Vested Terminated Members) for the past 10 years. The first chart shows the total membership for all three funds. It is followed by charts depicting the membership for each separate benefit group. Information extracted from the September 30, 2024, Actuarial Report.

Total Member Profile



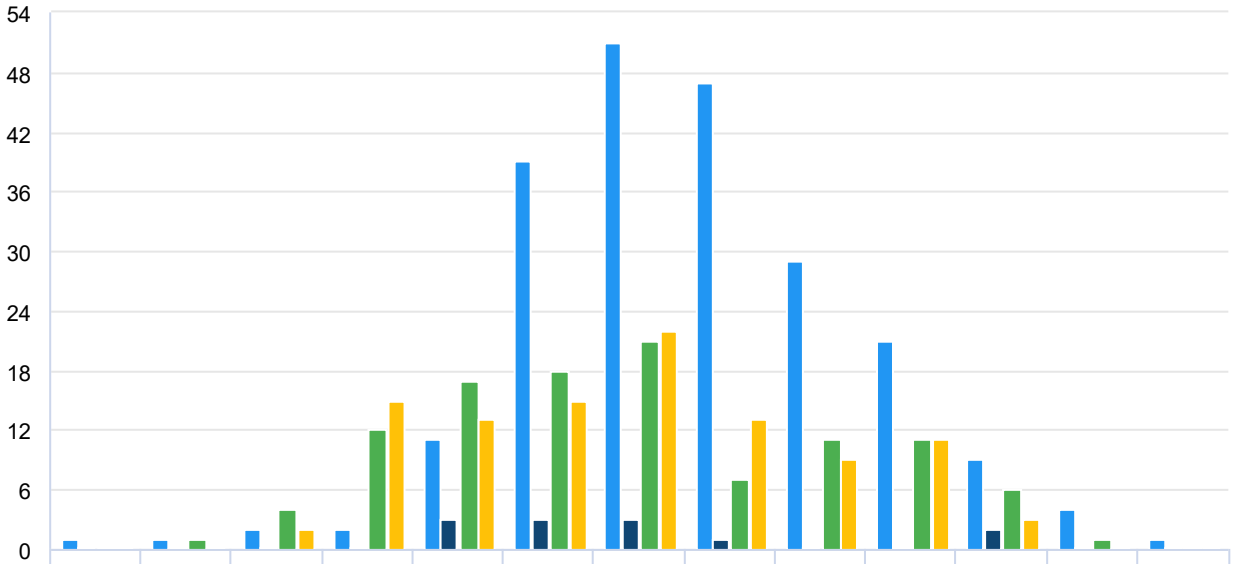
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Retired	406	415	418	435	433	444	443	441	437	442
Active	263	268	290	275	272	268	275	295	304	328
Vested/Term	74	88	90	91	93	99	97	95	93	86

Distribution of Active Members by Age



	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-62	63-65	66+
General	6	13	20	26	23	22	25	32	9	9	7
Police	2	12	17	9	13	2	5	6	2	0	1
Fire	2	7	15	13	12	8	5	4	1	0	0

Distribution of Retirees & Beneficiaries by Age



	Under 40	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80-84	85-89	90-94	95-99
General	1	1	2	2	11	39	51	47	29	21	9	4	1
Ocean Rescue	0	0	0	0	3	3	3	1	0	0	2	0	0
Police	0	1	4	12	17	18	21	7	11	11	6	1	0
Firefighters	0	0	2	15	13	15	22	13	9	11	3	0	0

SUMMARY OF DEFINED BENEFIT PLAN PROVISIONS

Grandfathered Benefits: The benefits consist of the old defined benefit plan (Plan A - see below) including future accruals in Plan A for employees that were eligible to retire on or before May 1, 2012 (grandfather).

Plan A Benefits: The accrued benefits prior to May 1, 2012 in the old defined benefit plan (frozen benefits).

Plan B Benefits: The accrued benefits on and after May 1, 2012.

Normal Retirement:

ELIGIBILITY

Plan A

1. General: 30 or more years of service, regardless of age; or age 55 with 10 or more years of service
2. Ocean Rescue: Age 50 with 10 or more years of service. Or 10 or more years of service and age plus credited service totals 65 years or more.
3. Police and Firefighters: 20 or more years of service, regardless of age; or, age 50 with 10 or more years of service; or, at least 10 years of service and age plus credited service totals 65 years or more.
4. Immediate vesting was granted to all employees who on May 1, 2012, were active contributing plan participants.

Plan B

General and Ocean Rescue: Effective June 1, 2024, age 62 with 5 or more years of service. If not employed or participating in DROP on June 1, 2024, age 62 with 10 or more years of service. If not employed or participating in DROP on May 1, 2017, retirement eligibility age is 65 with 10 or more years of service.

Police: Effective June 1, 2024, age 55 with at least 8 years of service or 25 years of service regardless of age. If not employed or participating in DROP on June 1, 2024, age 55 with 10 or more years of service

or age 52 with at least 25 years of service. Members whose employment terminated between October 1, 2016 to May 31, 2024 are eligible to retire or enter the DROP at the earlier of age 55 with 10 or more years of service or age 52 with 25 or more years of service.

Non-union Firefighters: Effective June 1, 2024, age 55 with at least 8 years of service or 25 years of service regardless of age. If not employed or participating in DROP on June 1, 2024, age 55 with 10 or more years of service or age 52 with at least 25 years of service. Members whose employment terminated between October 1, 2016 to May 31, 2024 are eligible to retire or enter the DROP at the earlier of age 55 with 10 or more years of service or age 52 with 25 or more years of service.

Union Firefighters: Effective June 1, 2024, age 55 with at least 8 years of service or 25 years of service regardless of age. If not employed or participating in DROP on June 1, 2024, age 55 with 10 or more years of service or age 52 with at least 25 years of service. If not employed or participating in DROP on August 12, 2017, age 65 with 10 or more years of service.

Firefighters hired on or after August 12, 2017 are eligible to retire at age 56 with 10 or more years of service. If not employed or participating in DROP on August 12, 2017, retirement eligibility age of 65 with 10 or more years of service.

Pension Amount

Plan A

1. General: Average final compensation (AFC) times the sum of a) 2.75% for service earned after September 30, 1990, to a maximum of 82.5%, plus 2.35% for service earned on or before September 30, 1990 for the first 30 years of service, plus, b) 1.0% for service in excess of 30 years.
2. Ocean Rescue: AFC times the sum of a) 2.85% for the first 25 years of service with a maximum of 71.25%, plus, b) 1.0% for service in excess of 25 years.
3. Police Officers and Firefighters: AFC multiplied by the sum of a) 3.5% per year of credited service to a maximum of 87.5 percent, plus, b) 2.0% per year of credited service, if any, in excess of 43.75 years.

Plan B

General and Ocean Rescue: The normal form of pension is a pension payable for life. Also see Automatic Death Benefit. AFC multiplied by 1.25% per year of credited service from May 1, 2012, through April 30, 2017 and multiplied by 1.70% per year between May 1, 2017 and May 31, 2024, plus 2.0% per year of credited service on and after June 1, 2024.

Union Firefighters: The normal form of pension is a pension payable for life. Also see Automatic Death Benefit. AFC multiplied by 1.25% per year of credited service from May 1, 2012 through September 30, 2017. AFC multiplied by 2.75% per year of credited service between October 1, 2016 and May 31, 2024, plus 3.0% per year of credited service on and after June 1, 2024.

Police and non-union Firefighters: The normal form of pension is a pension payable for life. Also see Automatic Death Benefit. AFC multiplied by 1.25% per year of credited service from May 1, 2012 through September 30, 2016. AFC multiplied by 2.75% per year of credited service between October 1, 2016 and May 31, 2024,, plus 3.0% of credited service on and after June 1, 2024.

Members can elect an optional **survivorship benefit with an actuarial reduction in benefit.**

Average Final Compensation (AFC):

Plan A: Average of the highest 2 consecutive years within the member's last 5 years of credited service.

Plan B: AFC after April 30, 2012, is the average of the final 5 years of credited service.

DROP Retirement: Both Plan A and Plan B

Eligibility - Same as Normal Retirement. Participation must be terminated within 8 years or 96 months of DROP commencement.

Pension Amount

General and Ocean Rescue: 100% of member's accrued benefit at the date of election to participate in DROP.

Police and Firefighters: 100% of the member's accrued benefit at the date of election to participate in DROP.

The rate of return credit for the DROP and Share accounts is calculated based on a five-year trailing average annual return of the plan. There is a two-quarter lag for what is applied to the DROP Plan balances at the end of each quarter on the average daily balance for a given quarter. For example, the rate used for a quarter ending June 30, will be based on the five-year trailing average determined as of Dec 31, two-quarters prior. This allows a full distribution to be made without having to wait to calculate the final investment earnings during the quarter of distribution.

Early Retirement (General Employees Only):

ELIGIBILITY

Plan A: Age 50 with 10 or more years of credited service based on a monthly reduction from normal retirement date as explained below.

Plan B: Early retirement at age 60 and vested, based on a monthly reduction from normal retirement date based on actuarial equivalency.

PENSION AMOUNT

Plan A: Computed as a normal retirement benefit but reduced 6/10 of 1% (3/10 of 1% if service credit is 20 or more years) for each month early retirement precedes the member's normal retirement date.

Deferred Retirement (Vested Termination Benefit): Both Plan A and Plan B

Eligibility - 5 or more years of service for general and ocean rescue employees, 8 or more years of service for police officers and firefighters. Pension begins upon meeting requirements for normal retirement. Contributions must be left on deposit in the System; failure to do so results in forfeiture of the vested benefit. Frozen accrued benefits as of April 30, 2012 are vested immediately.

Pension Amount - Computed as for normal retirement, based upon Plan A frozen benefit, and/or Plan B service and AFC at time of termination.

Duty Disability Retirement: Both Plan A and Plan B

Eligibility - No age or service requirements.

General Employees and Ocean Rescue: Payment of sixty percent of the monthly AFC (greater of Plan A or B); or if the member retires prior to attaining the age for normal retirement, the amount of the monthly pension shall be computed as if the member has continued to accrue credited service until the date the member would have attained the age for normal retirement provided that the member has been in receipt of the disability benefit for at least five years.

Police Officers and Firefighters: Payment of sixty percent of the monthly AFC (greater of Plan A or B); or if the member retires prior to attaining the age for normal retirement, the amount of the monthly pension

shall be computed as if the member has continued to accrue credited service until the date the member would have attained the age for normal retirement provided that the member has been in receipt of the disability benefit for at least five years.

Non-Duty Disability Before Retirement: Plan A

Eligibility - 10 or more years of service (waived for frozen benefit).

Pension Amount - Computed as for normal retirement. For Police and Firefighter benefit groups, the disability pension benefit shall not be less than a payment of 30 percent of the member's AFC at the time of disability.

Elective Survivor Benefits Eligibility – The member dies while in the employ of the Town with at least 10 years of credited service and not participating in the DROP. Survivor beneficiary shall be in writing and filed with People and Culture Department.

Non-Duty Disability Before Retirement: Plan B

General Employees and Ocean Rescue Employees: Eligibility - 5 or more years of service.

Pension Amount - Computed as for normal retirement.

Elective Survivor Benefits Eligibility – The member dies while in the employ of the Town with at least 5 years of credited service and not participating in the DROP. Survivor beneficiary shall be in writing and filed with People and Culture Department.

Police Officers and Firefighters: Eligibility - 8 or more years of service.

Pension Amount - Computed as for normal retirement. For Police and Firefighter benefit groups, the disability pension benefit shall not be less than a payment of 30 percent of the member's AFC at the time of disability.

Elective Survivor Benefits Eligibility – The member dies while in the employ of the Town with at least 10 years of credited service and not participating in the DROP. Survivor beneficiary shall be in writing and filed with People and Culture Department.

Duty Death Special Provision: Both Plan A and Plan B

Eligibility – Death while actuarially performing duty for the Town or was the natural and proximate result, independent of all other causes, of a personal injury or disease arising out of and in the course of the actual performance of duty for the town.

1. 5-year (General and Ocean Rescue Employees), 8-year (Police Officer and Firefighter) vesting requirement waived
2. Surviving children is 25% of deceased member's AFC, not to exceed 75% of AFC when four or more surviving children.
3. Surviving spouse is paid difference between 75% of deceased AFC and aggregate amount paid surviving children.

Automatic Death After Retirement Pension:

Plan A: To Surviving Child(ren): 25% of the retiree's pension payable to age 18, not to exceed an equal share of 75% of the retiree's pension. Payments to surviving children may be paid to age 25 if retirement if no surviving spouse.

To Surviving Spouse: The difference, if any, between 75% of the deceased retiree's pension and the aggregate amount paid to any surviving children for the month.

Plan B: Reduced option forms of payment are available for survivorship benefits.

Post-Retirement Cost-of-Living Adjustments:

Plan A: Pensions are increased 2.0% annually based on the total pension payable subsequent to an initial 3-year deferral period.

Plan B: None.

Purchase of Service Credit: Both Plan A and Plan B

A vested member who has not purchased service credit under Prior Governmental Service, including Military Service elsewhere may purchase years or fractional parts of years of service, not to exceed 5 years, to be added to years of credited service provided that the member contributes the sum that would have been contributed to the retirement plan to pay the full actuarial cost.

Purchase of service by members of benefit group firefighter may only be based upon actual prior service as a firefighter or service in the military and purchase of service by a member of benefit group police officer may only be based upon actual prior service as a police officer or service in the military.

FUND 600: EMPLOYEES RETIREMENT FUND

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Revenues						
Employer Contributions	11,457,243	12,650,878	14,660,253	14,660,253	16,252,401	10.86%
Employee Contributions	1,468,808	1,643,742	1,600,000	2,277,500	1,600,000	-%
Use of Prepaid Contributions	-	-	-	-	-	-%
Gain/(Loss) on Investments	12,983,656	38,836,342	2,500,000	12,000,000	4,500,000	80.00%
Miscellaneous	5,538	1	-	-	-	-%
Investment Income	8,582,858	10,254,249	15,070,000	4,500,000	15,070,000	-%
Transfer from General Fund	5,420,000	5,420,000	5,420,000	5,420,000	5,420,000	-%
TOTALS	**39,918,104**	**68,805,212**	**39,250,253**	**38,857,753**	**42,842,401**	**9.15%**
Expenses						
Salaries and Wages	54,449	70,361	72,352	75,000	73,565	1.68%
Employee Benefits	36,325	39,941	33,832	34,314	36,142	6.83%
Contractual	25,350,548	24,833,977	25,166,500	23,550,000	29,114,550	15.69%
TOTALS	**25,441,321**	**24,944,279**	**25,272,684**	**23,659,314**	**29,224,257**	**15.64%**
Total Revenues Over/(Under) Expenses	14,476,783	43,860,933	13,977,569	15,198,439	13,618,144	
Beginning Net Assets	237,505,807	251,982,590	295,843,522	295,843,522	311,041,961	
ENDING NET ASSETS	**251,982,590**	**295,843,522**	**309,821,091**	**311,041,961**	**324,660,106**	

REVENUES

Employer Contributions

The employer contributions are actuarially determined for the hybrid pension plan.

Employee Contributions

Employee contributions are calculated based on the eligible employee's salary multiplied by a contribution rate.

Gain/(Loss) on Investments

Estimated gains on the sale of equities. Projections reflect the 6.0% return assumption for the fund.

Interest on Investments

The budgeted amount represents the anticipated interest to be earned on fixed income investments.

Transfer from the General Fund

Extraordinary transfer from General Fund fund balance to improve the unfunded status.

EXPENSES

Salaries and Wages

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table on the following page. The FY2025 budget includes a lump sum COLA and pay for performance increases.

Employee Benefits

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

Contractual

This line item reflects anticipated pension payments and operating costs.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Deputy Town Manager	0.000	0.000	0.000	0.025	0.025
Director of Finance	0.100	0.100	0.000	0.000	0.000
Director of People & Culture	0.000	0.000	0.100	0.100	0.100
People & Culture Division Director	0.100	0.100	0.000	0.000	0.000
Controller	0.000	0.000	0.025	0.000	0.000
Assistant Director of Finance	0.025	0.025	0.000	0.000	0.000
Budget & Payroll Manager	0.000	0.000	0.000	0.050	0.050
Budget Manager	0.000	0.000	0.100	0.050	0.000
Senior People & Culture Generalist	0.000	0.000	0.000	0.000	0.250
Accountant III	0.000	0.000	0.100	0.100	0.100
People & Culture Generalist	0.000	0.250	0.250	0.250	0.000
Budget Analyst	0.100	0.100	0.000	0.000	0.000
People & Culture Coordinator	0.000	0.000	0.250	0.000	0.000
Accountant I	0.000	0.000	0.036	0.050	0.050
Administrative Assistant	0.000	0.050	0.050	0.050	0.000
Accounting Technician	0.036	0.036	0.000	0.000	0.000
People and Culture Analyst	0.500	0.000	0.000	0.000	0.000
People and Culture Specialist	0.000	0.250	0.000	0.000	0.000
	0.861	0.911	0.911	0.675	0.575

FUND 610: HEALTH INSURANCE TRUST (OPEB)

The Town makes post-employment health care benefits available to retirees and funds a portion of the retiree health insurance benefits. In FY2007, the Town established a Health Insurance Trust for the funding of these benefits. The trust was established with an initial deposit of $16,000,000 transferred from the reserves from the Health Insurance Fund. The Town's Investment Advisory Committee oversees the investment of the assets of this trust.

An actuarial valuation of the retiree health plan was conducted as of October 1, 2024. The Town's Actuarial Accrued Liability as of October 1, 2024 was determined to be $39,804,598 using a 5.0% discount rate and return on assets and resulting in a funded ratio of 112.3%. The annual budgeted contribution for FY26 is $896,608.

Retirees have the ability to elect health and prescription coverage and/or dental insurance through the Town's self-insured plans administered by Cigna.

SUMMARY OF PLAN PROVISIONS

Eligibility

Employees must separate employment with the Town and be eligible to retire under the Town's retirement system. If a retiree does not choose the Town's plan at time of retirement eligibility or drops coverage at any time, they are not eligible to rejoin the Town's plan.

Plan Design

Eligible retirees can choose from one of two Cigna plans: Open Access Plus (OAP) or Open Access Plus In-Network (OAPIN). A summary of the significant plan provisions for the plan year that begins on January 1, 2025 are provided below:

Cigna Open Access Plus

	In-Network
Deductible	$500 Ind/$1,500 Family
Coinsurance	10%
Out of Pocket Maximum	$1,500 Ind/$4,500 Family
Office Visit Copay	$25
Prescription Drugs	$100 Ded for Non-generic drugs
Retail/Mail Order Copayment	Generic-$10, Preferred-$30, Non-Preferred-50% of Cost
Lifetime Maximum	Unlimited

Cigna Open Access Plus In-Network*

	In-Network
Deductible	N/A
Coinsurance	N/A
Out of Pocket Maximum	$1,500 Individual, $3,000 Family
Office Visit Copay	$20
Inpatient Copay	$500 per admission
Emergency Room Copay	$150
Prescription Drugs	$100 Ded for Non-generic drugs
Retail/Mail Order Copayment	Generic-$10, Preferred-$30, Non-Preferred-50% of Cost
Lifetime Maximum	Unlimited

*Out of network services are not covered under the In-Network plan.

Discount Rate

The actuarial analysis assumes a 5.0% annual discount rate.

Required Monthly Contributions

Contribution amounts are determined by the medical plan chosen. Contributions are required to both retiree and dependent coverage. The premium cost sharing between retirees and the Town ranges from 50% to the maximum charge allowable per state statute for the non-Medicare group.

FUND 610: HEALTH INSURANCE TRUST (OPEB)
Revenue and Expense Summary

	FY2023 Actual	FY2024 Actual	FY2025 Budget	FY2025 Projected	FY2026 Budget	% Change
Revenues						
Town Funding	331,217	789,128	828,584	828,584	896,607	8.21%
Retiree Funding	1,051,447	957,555	1,010,000	970,000	1,010,000	-%
Miscellaneous Revenue	117,320	18,780	-	300,000	-	-%
Investment Income	3,187,253	7,560,133	1,900,000	15,000	1,900,000	-%
TOTALS	**4,687,237**	**9,325,596**	**3,738,584**	**2,113,584**	**3,806,607**	**1.82%**
Expenses						
Salaries and Wages	89,872	90,999	97,343	95,902	94,838	(2.57%)
Employee Benefits	1,961,242	2,222,088	2,717,067	3,044,781	3,132,318	15.28%
Contractual	157,507	131,074	90,147	150,580	135,292	50.08%
Commodities	557	1,337	1,923	2,615	3,252	69.11%
TOTALS	**2,209,177**	**2,445,498**	**2,906,480**	**3,293,878**	**3,365,700**	**15.80%**
Total Revenues Over/(Under) Expenses	2,478,060	6,880,098	832,104	(1,180,294)	440,907	
Beginning Net Assets	34,407,603	36,885,663	43,765,761	43,765,761	42,585,467	
ENDING NET ASSETS	**36,885,663**	**43,765,761**	**44,597,865**	**42,585,467**	**43,026,374**	

REVENUES

Town Funding

Town's portion of retiree health care expenses; plan funding requirements are determined by experience and actuarial analysis conducted by the Gehring Group

Retiree Funding

The FY26 projected budget for Retiree Funding is based on trending and actual contributions for FY25

Gain/(Loss) On Investments

Gain/Loss on investments represents revenue earned or investment losses on the investments in the trust

EXPENSES

Salaries And Wages

The salary budget is derived from the payroll data for the Full Time Equivalent Employees (FTE) listed in the table below. The FY26 budget includes a lump sum COLA and pay for performance increase.

Employee Benefits

The employee benefit costs include FICA, health insurance, retirement costs, any paid incentives and allowances, and the performance bonus. The health insurance and retirement costs are based on an allocation of the total Town costs by FTE per program.

Contractual

Includes professional and other contracted services.

Commodities

Commodities include office supplies and training expenses associated with professional development.

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Director of Finance	0.050	0.050	0.000	0.000	0.000
Director of People & Culture	0.000	0.000	0.100	0.100	0.100
People & Culture Division Director	0.100	0.150	0.000	0.000	0.000
People & Culture Manager	0.000	0.050	0.050	0.050	0.050
Senior People & Culture Generalist	0.000	0.000	0.000	0.000	0.300
Talent Development Officer	0.000	0.000	0.050	0.050	0.050
People & Culture Generalist	0.050	0.300	0.300	0.300	0.000
People & Culture Coordinator	0.050	0.050	0.350	0.050	0.330
People and Culture Analyst	0.250	0.050	0.000	0.330	0.050
Administrative Assistant	0.050	0.050	0.050	0.050	0.000
People and Culture Specialist	0.000	0.300	0.000	0.000	0.000
	0.550	1.000	0.900	0.930	0.880

OAP Seabreeze Plan

(Previously the PPO Plan)

Retiree Sliding Scale Monthly Insurance Premium Rates 2023

Years of Service		Q1		Q2		Q3		Q4	
25 + years		50%		51%		52%		Maximum	
		Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare
	Retiree	$ 618.63	$ 305.24	$ 631.00	$ 311.34	$ 643.37	$ 317.45	$ 665.24	$ 328.24
	Retiree +1 Dependent	$ 1,305.30	$ 646.15	$ 1,331.41	$ 659.07	$ 1,357.51	$ 671.99	$ 1,409.93	$ 697.94
	Retiree +2 Dependents	$ 1,662.06		$ 1,695.30		$ 1,728.54		$ 1,977.22	
	Retiree +3 Dependents	$ 2,018.83		$ 2,059.21		$ 2,099.58		$ 2,544.52	
20 - 24 years		50%		51%		52%		Maximum	
		Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare
	Retiree	$ 618.63	$ 305.24	$ 631.00	$ 311.34	$ 643.37	$ 317.45	$ 665.24	$ 328.24
	Retiree +1 Dependent	$ 1,305.30	$ 646.15	$ 1,331.41	$ 659.07	$ 1,357.51	$ 671.99	$ 1,409.93	$ 697.94
	Retiree +2 Dependents	$ 1,662.06		$ 1,695.30		$ 1,728.54		$ 1,977.22	
	Retiree +3 Dependents	$ 2,018.83		$ 2,059.21		$ 2,099.58		$ 2,544.52	
15 - 19 years		50%		51%		52%		Maximum	
		Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare
	Retiree	$ 618.63	$ 305.24	$ 631.00	$ 311.34	$ 643.37	$ 317.45	$ 665.24	$ 328.24
	Retiree +1 Dependent	$ 1,305.30	$ 646.15	$ 1,331.41	$ 659.07	$ 1,357.51	$ 671.99	$ 1,409.93	$ 697.94
	Retiree +2 Dependents	$ 1,662.06		$ 1,695.30		$ 1,728.54		$ 1,977.22	
	Retiree +3 Dependents	$ 2,018.83		$ 2,059.21		$ 2,099.58		$ 2,544.52	
10 - 14 years		Maximum		Maximum		Maximum		Maximum	
		Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare
	Retiree	$ 665.24	$ 328.24	$ 665.24	$ 328.24	$ 665.24	$ 328.24	$ 665.24	$ 328.24
	Retiree +1 Dependent	$ 1,409.93	$ 697.94	$ 1,409.93	$ 697.94	$ 1,409.93	$ 697.94	$ 1,409.93	$ 697.94
	Retiree +2 Dependents	$ 1,977.22		$ 1,977.22		$ 1,977.22		$ 1,977.22	
	Retiree +3 Dependents	$ 2,544.52		$ 2,544.52		$ 2,544.52		$ 2,544.52	

Monthly Pension Earnings		
Quartile	Minimum	Maximum
Q1	$ -	$ 1,928.69
Q2	$ 1,928.70	$ 3,428.21
Q3	$ 3,428.22	$ 5,384.04
Q4	$ 5,384.05	or greater

* Rates are base on the commingled experience of the retiree group with the claims experience of the active employees in accordance with F.S. 112.0801.

** Employees hired after October 1, 2009 will be charged the maximum allowable per state statute.

OAPIN - Seaview Plan

(Previously the HMO Plan)

Retiree Sliding Scale Monthly Insurance Premium Rates 2023

Years of Service		Q1		Q2		Q3		Q4	
25 + years		50%		51%		51%		Maximum	
		Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare
	Retiree	$ 532.61	$ 260.29	$ 543.26	$ 265.49	$ 543.26	$ 265.49	$ 552.84	$ 270.17
	Retiree +1 Dependent	$ 1,124.82	$ 551.73	$ 1,147.32	$ 562.76	$ 1,147.32	$ 562.76	$ 1,172.76	$ 575.24
	Retiree +2 Dependents	$ 1,411.25		$ 1,439.48		$ 1,439.48		$ 1,628.29	
	Retiree +3 Dependents	$ 1,697.78		$ 1,731.73		$ 1,731.73		$ 2,083.83	
20 - 24 years		50%		51%		51%		Maximum	
		Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare
	Retiree	$ 532.61	$ 260.29	$ 543.26	$ 265.49	$ 543.26	$ 265.49	$ 552.84	$ 270.17
	Retiree +1 Dependent	$ 1,124.82	$ 551.73	$ 1,147.32	$ 562.76	$ 1,147.32	$ 562.76	$ 1,172.76	$ 575.24
	Retiree +2 Dependents	$ 1,411.25		$ 1,439.48		$ 1,439.48		$ 1,628.29	
	Retiree +3 Dependents	$ 1,697.78		$ 1,731.73		$ 1,731.73		$ 2,083.83	
15 - 19 years		50%		51%		51%		Maximum	
		Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare
	Retiree	$ 532.61	$ 260.29	$ 543.26	$ 265.49	$ 543.26	$ 265.49	$ 552.84	$ 270.17
	Retiree +1 Dependent	$ 1,124.82	$ 551.73	$ 1,147.32	$ 562.76	$ 1,147.32	$ 562.76	$ 1,172.76	$ 575.24
	Retiree +2 Dependents	$ 1,411.25		$ 1,439.48		$ 1,439.48		$ 1,628.29	
	Retiree +3 Dependents	$ 1,697.78		$ 1,731.73		$ 1,731.73		$ 2,083.83	
10 - 14 years		Maximum		Maximum		Maximum		Maximum	
		Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare	Non-Medicare	Medicare
	Retiree	$ 552.84	$ 270.17	$ 552.84	$ 270.17	$ 552.84	$ 270.17	$ 552.84	$ 270.17
	Retiree +1 Dependent	$ 1,172.76	$ 575.24	$ 1,172.76	$ 575.24	$ 1,172.76	$ 575.24	$ 1,172.76	$ 575.24
	Retiree +2 Dependents	$ 1,628.29		$ 1,628.29		$ 1,628.29		$ 1,628.29	
	Retiree +3 Dependents	$ 2,083.83		$ 2,083.83		$ 2,083.83		$ 2,083.83	

Monthly Pension Earnings		
Quartile	Minimum	Maximum
Q1	$ -	$ 1,928.69
Q2	$ 1,928.70	$ 3,428.21
Q3	$ 3,428.22	$ 5,384.04
Q4	$ 5,384.05	or greater

* Rates are base on the commingled experience of the retiree group with the claims experience of the active employees in accordance with F.S. 112.0801.

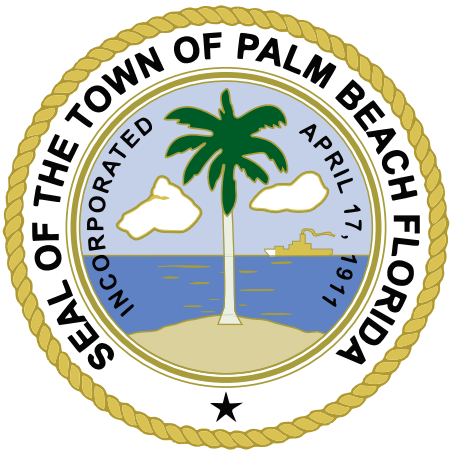
** Employees hired after October 1, 2009 will be charged the maximum allowable per state statute.



Appendix

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



Authorized Positions

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

Authorized positions

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Town Manager's Office					
Town Manager	1.000	1.000	1.000	1.000	1.000
Deputy Town Manager	1.000	1.000	1.750	1.650	1.650
Assistant Town Manager	0.200	0.250	-	-	-
Administrative & Communications Manager	-	-	-	-	1.000
Town Clerk	1.000	1.000	0.500	0.500	0.500
Administrative Manager	1.000	1.000	1.000	1.000	-
Communications Coordinator	-	-	-	0.500	1.000
Communications Specialist	0.500	0.500	0.500	-	-
Deputy Town Clerk	1.000	1.500	1.000	1.000	1.000
Clerk Support Specialist	-	-	-	-	1.000
Administrative & Policy Support Assistant	-	-	-	-	2.000
Administrative Assistant	2.000	2.000	1.000	1.000	-
Clerk Support Assistant	-	-	1.000	1.000	-
Administrative Clerk	-	-	1.000	1.000	-
	7.700	**8.250**	**8.750**	**8.650**	**9.150**
Information Systems					
CIO & Director of Information Technology	-	-	-	1.000	1.000
Director of Information Technology	-	-	1.000	-	-
Division Director of Information Technology	-	1.000	-	-	-
GIS Manager	-	-	1.000	1.000	1.000
Information Technology Manager	1.000	1.000	1.000	1.000	1.000
Information Technology Security Lead	-	-	-	1.000	1.000
IT Project Manager	-	-	-	1.000	1.000
Systems Administrator	2.000	2.000	2.000	1.000	1.000
Information Technology Analyst	-	-	1.000	-	-
Information Technology Applications Analyst	-	-	1.000	1.000	1.000
Information Technology Solutions Analyst	-	-	-	1.000	1.000
IT Solutions Analyst	-	-	1.000	-	-
IT Business Analyst	-	-	-	-	1.000
GIS Technician	-	-	1.000	1.000	1.000
GIS Specialist	-	-	1.000	-	-
Information Technology Business Analyst	-	-	-	1.000	-
Information Technology Public Safety Specialist	-	1.000	1.000	1.000	1.000
Information Technology Specialist	3.000	1.000	-	1.000	1.000
Information Technology Services Coordinator	-	1.000	1.000	1.000	1.000
Assistant IT Director	1.000	-	-	-	-
GIS Coordinator	1.000	1.000	-	-	-
Information Technology Applications Specialist	-	1.000	-	-	-
	8.000	**9.000**	**12.000**	**13.000**	**13.000**
Human Resources					
Assistant Town Manager	0.200	0.250	-	-	-
Director of People & Culture	-	-	0.700	0.700	0.700
People & Culture Division Director	0.500	0.600	-	-	-
People & Culture Manager	-	0.900	0.900	0.900	0.900
Senior People & Culture Generalist	-	-	-	-	0.150
Talent Development Officer	-	-	0.900	0.900	0.900
Communications Coordinator	-	-	-	0.500	-

Authorized positions (continued)

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Communications Specialist	0.500	0.500	0.500	-	-
People & Culture Generalist	0.900	0.150	0.150	0.150	-
People & Culture Coordinator	0.900	0.900	1.050	0.900	0.350
People and Culture Analyst	1.000	0.900	-	0.350	0.900
Administrative Assistant	0.400	0.850	0.850	1.850	1.000
People and Culture Specialist	-	0.150	-	-	-
	4.400	**5.200**	**5.050**	**6.250**	**4.900**
Finance					
Director of Finance	0.850	0.750	-	-	-
Controller	-	-	0.975	1.000	1.000
Assistant Director of Finance	0.975	0.975	-	-	-
Procurement & Contracts Manager	1.000	1.000	1.000	1.000	1.000
Budget & Payroll Manager	-	-	-	-	0.950
Budget Manager	-	-	0.900	0.950	-
Assistant Procurement & Contracts Manager	1.000	1.000	1.000	1.000	1.000
Accountant III	-	-	2.900	2.900	2.900
Senior Procurement & Contracts Agent	-	-	1.000	1.000	1.000
Budget Analyst	0.900	0.900	-	-	-
Procurement & Contracts Agent	-	-	2.000	2.000	2.000
Accountant	2.000	2.000	-	-	-
Accountant I	-	-	2.914	2.950	2.950
Warehouse Coordinator	1.000	1.000	1.000	1.000	1.000
Accounting Technician	2.964	2.914	-	-	-
Buyer	1.000	1.000	-	-	-
Junior Buyer	1.000	1.000	-	-	-
Senior Buyer	1.000	1.000	-	-	-
	13.689	**13.539**	**13.689**	**13.800**	**13.800**
Planning and Zoning					
Director of Planning Zoning & Building	0.750	0.750	0.750	0.500	0.500
Assistant Director of PZB	0.400	0.400	0.400	0.500	0.500
Fire Marshal	1.000	1.000	1.000	1.000	1.000
Design & Preservation Manager	-	-	-	0.750	0.750
Planner III	-	1.000	1.000	1.000	1.000
Zoning Manager	1.000	-	-	-	-
Design & Preservation Planner	-	-	1.400	2.350	2.100
Planner I	0.500	0.500	0.500	0.500	0.500
Fire Inspector	1.000	1.000	1.000	2.000	2.000
Office Manager	-	-	-	0.500	1.250
Administrative Specialist	0.500	0.500	0.500	0.500	0.500
Lead Code Compliance Officer	-	-	1.000	-	-
Lead Code Enforcement Officer	-	-	-	1.000	1.000
Zoning Technician	-	0.500	0.500	0.750	0.750
Administrative Assistant	0.500	-	0.500	1.000	1.000
Code Compliance Officer I	2.000	2.000	1.000	-	-
Code Enforcement Officer	-	-	-	1.000	1.000
Parking/Code Enforcement Specialist	0.750	0.750	0.750	0.750	-
Historic Preservation Planner	0.700	0.700	-	-	-

Authorized positions (continued)

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Administrative Assistant (Part Time)	0.375	0.375	0.375	-	-
	9.475	**9.475**	**10.675**	**14.100**	**13.850**
Recreation					
Assistant Town Manager	0.250	0.250	-	-	-
Director of Recreation	-	-	0.750	0.750	0.750
Division Director of Recreation	0.750	0.750	-	-	-
Assistant Director of Recreation	0.800	0.800	0.800	0.800	0.800
Tennis Manager	-	-	-	1.000	1.000
Fitness Supervisor	-	-	-	-	1.000
Program Manager	-	1.000	1.000	1.000	1.000
Office Manager	-	-	1.000	1.000	1.000
Recreation Facilities Maintenance Supervisor	0.800	0.800	0.800	0.800	0.800
Administrative Specialist	-	-	-	-	0.800
Recreation Supervisor	2.000	1.000	1.000	1.000	-
Administrative Assistant	0.800	1.800	0.800	0.800	-
Recreation Specialist	2.000	2.000	1.000	1.000	2.000
Pro-Shop Assistant	-	-	1.000	1.000	1.000
Maintenance Worker	-	-	1.000	1.000	1.000
Crew Foreman	-	-	-	-	1.000
Park Attendant	-	-	-	-	2.000
Maintenance Worker (Part Time)	1.119	1.140	0.137	0.097	-
Bus Driver (Part Time)	0.304	0.304	0.304	0.304	-
Activity Leader (Part Time)	0.530	0.550	0.552	0.552	-
Recreation Center Attendants (Part Time)	0.425	0.207	0.216	0.216	-
Tennis Attendant (Part Time)	0.991	0.845	0.835	0.835	0.835
	10.769	**11.446**	**11.194**	**12.154**	**14.985**
Fire-Rescue					
Fire-Rescue Chief	1.000	1.000	1.000	1.000	1.000
Assistant Fire-Rescue Chief	1.000	1.000	1.000	1.000	1.000
Division Chief - EMS Coordinator	1.000	1.000	1.000	1.000	1.000
Division Chief - Training/Safety	1.000	1.000	1.000	1.000	1.000
Battalion Chief	-	-	-	3.000	3.000
Battalion/Division Chief	3.000	3.000	3.000	-	-
Lieutenant/Paramedic	21.000	21.000	21.000	21.000	21.000
FF Driver/Engineer Paramedic	10.000	10.000	8.000	9.000	9.000
Firefighter Emt	-	-	9.000	6.000	9.000
Firefighter Paramedic	-	-	24.000	30.000	27.000
FF Driver/Engineer Emt	-	-	1.000	1.000	1.000
Fleet Manager	0.200	0.200	0.200	0.200	0.200
Supervisor Lifeguard	1.000	1.000	1.000	1.000	1.000
Administrative Specialist	1.000	1.000	1.000	1.000	1.000
Mechanic/PD	0.200	0.200	0.200	0.200	0.200
Administrative Assistant	1.000	1.000	1.000	1.000	1.000
Lifeguard	5.000	5.000	5.000	5.000	5.000
Lifeguard On-Call	3.000	3.000	3.000	3.000	3.000
Firefighter, Paramedic or EMT	32.000	32.000	-	-	-
	81.400	**81.400**	**81.400**	**85.400**	**85.400**
Police					

Authorized positions (continued)

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Police Chief	1.000	1.000	1.000	1.000	1.000
Police Major	1.000	1.000	1.000	1.000	1.000
Police Captain	3.000	3.000	3.000	3.000	3.000
Police Lieutenant	3.000	4.000	3.000	3.000	3.000
Police Lieutenant Prof Standards	-	-	1.000	1.000	1.000
Police Sergeant	10.000	10.000	10.000	12.000	12.000
Police Officer	40.000	43.000	46.000	55.000	60.000
Police Officer/Detective	9.000	9.000	8.000	-	-
Civilian Services Division Manager	1.000	1.000	1.000	1.000	1.000
Telecommunications Supervisor Lead	1.000	1.000	1.000	1.000	1.000
Fleet Manager	0.800	0.800	0.800	0.800	0.800
Crime Scene Evidence Manager	1.000	1.000	1.000	-	-
Telecommunicator Supervisor	4.000	4.000	4.000	4.000	4.000
Telecommunicator	10.000	10.000	10.000	10.000	10.000
Crime Scene Evidence Tech I	-	-	-	1.000	1.000
Crime Scene Evidence Technician	1.000	1.000	1.000	-	-
Crime Intelligence Analyst	1.000	1.000	1.000	1.000	1.000
Office Manager	-	-	-	-	0.250
Administrative Specialist	1.000	1.000	1.000	1.000	1.000
Mechanic/PD	0.800	0.800	0.800	0.800	0.800
Police Service Aide	-	-	-	-	6.000
Digital Crime Scene Tech	-	-	1.000	-	-
Digital Evidence Tech	-	-	-	1.000	1.000
Administrative Assistant	2.000	3.000	3.000	3.000	3.000
Parking/Code Enforcement Specialist	0.250	0.250	0.250	0.250	-
Lead Parking Control Officer	1.000	1.000	1.000	-	-
Parking Enforcement Officer Lead	-	-	-	1.000	1.000
Police Records Specialist	2.000	2.000	2.000	2.000	2.000
Parking Enforcement Officer	2.000	4.000	4.000	7.000	3.500
Police Planner	1.000	-	-	-	-
	96.850	**102.850**	**105.850**	**110.850**	**118.350**
Public Works					
Sanitation Supervisor	1.000	1.000	1.000	1.000	1.000
Trash Supervisor	1.000	1.000	1.000	1.000	1.000
Crane Operator	3.000	3.000	3.000	3.000	3.000
Landfill Operator	1.000	1.000	1.000	1.000	1.000
Transfer Station Operator	1.000	1.000	1.000	1.000	1.000
Commercial Recycling Operator	-	-	-	1.000	1.000
Equipment Operator II	4.000	4.000	4.000	4.000	3.000
Equipment Operator I	17.000	17.000	17.000	17.000	17.000
Director of Public Works	1.000	1.000	1.000	1.000	1.000
Assistant Director of Public Works	1.000	1.000	1.000	1.000	1.000
Town Engineer	1.000	1.000	1.000	1.000	1.000
Deputy Town Engineer	-	-	-	-	1.000
Project Engineer Senior	1.000	1.000	1.000	1.000	1.000
Water Resources Division Manager	1.000	1.000	1.000	1.000	1.000
Project Engineer	2.000	2.000	2.000	2.000	2.000
Project Engineer Coordinator	-	-	1.000	-	1.000

Authorized positions (continued)

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Underground Utilities Easement Acquisition Manager	-	-	-	1.000	-
Facilities Maint Div Manager	1.000	1.000	1.000	1.000	1.000
Services Division Manager	1.000	1.000	1.000	1.000	1.000
Utilities Maintenance Supervisor	1.000	1.000	1.000	1.000	1.000
Utilities Operations Supervisor	-	-	-	-	1.000
Electrician Supervisor	1.000	1.000	1.000	1.000	1.000
Fleet Mechanic Supervisor	1.000	1.000	1.000	1.000	1.000
General Maintenance Supervisor	1.000	1.000	1.000	1.000	1.000
Grounds Supervisor	1.000	1.000	1.000	1.000	1.000
Construction & Right-A-Way Manager	-	-	1.000	1.000	1.000
Industrial Electrician Senior	1.000	1.000	-	-	-
GIS Specialist	1.000	1.000	-	-	-
Industrial Electrician	1.000	1.000	2.000	2.000	2.000
Right of Way Inspector	1.000	1.000	-	-	-
Office Manager	1.000	1.000	1.000	1.000	1.000
Public Works Project Coordinator	2.000	2.000	2.000	2.000	2.000
Water Resources Technician II	3.000	4.000	5.000	4.000	4.000
Administrative Specialist	-	-	-	1.000	-
CMMS Coordinator	1.000	1.000	-	-	1.000
Engineering Support Coordinator	-	-	1.000	1.000	1.000
Fleet Mechanic	3.000	3.000	3.000	3.000	3.000
Administrative Assistant	4.000	4.000	4.000	3.000	4.000
Water Resources Technician I	10.000	9.000	8.000	9.000	8.000
Streets/grounds Maint Tech II	-	-	-	-	1.000
Building Maintenance Worker	2.000	2.000	2.000	2.000	2.000
Equipment Operator III	1.000	1.000	1.000	-	-
Irrigation and Spray Technician	1.000	1.000	1.000	1.000	1.000
Sanitation and Trash Worker	7.000	7.000	7.000	7.000	7.000
	81.000	**81.000**	**81.000**	**81.000**	**83.000**
Townwide Underground Utilities					
Underground Utilities Easement Acquisition Manager	1.000	1.000	-	-	-
Administrative Assistant (Part Time)	0.750	0.750	-	-	-
	1.750	**1.750**	**-**	**-**	**-**
Coastal Management					
Coastal Coordinator	-	-	-	-	1.000
Coastal Program Manager	1.000	1.000	1.000	1.000	-
	1.000	**1.000**	**1.000**	**1.000**	**1.000**
Marina Enterprise Fund					
Deputy Town Manager	-	-	0.250	0.250	0.250
Assistant Town Manager	0.250	0.250	-	-	-
Marina Manager	-	-	1.000	1.000	1.000
Assistant Director of Recreation	0.100	0.100	0.100	0.100	0.100
Dockmaster	1.000	1.000	1.000	1.000	1.000
Office Manager	-	-	-	1.000	1.000
Administrative Assistant	1.100	1.100	1.100	0.100	-
Facilities Maintenance Worker	1.000	1.000	1.000	1.000	-
Marina Facilities Maintenance Supervisor	-	-	-	-	1.000
Recreation Facilities Maintenance Supervisor	0.100	0.100	0.100	0.100	0.100

Authorized positions (continued)

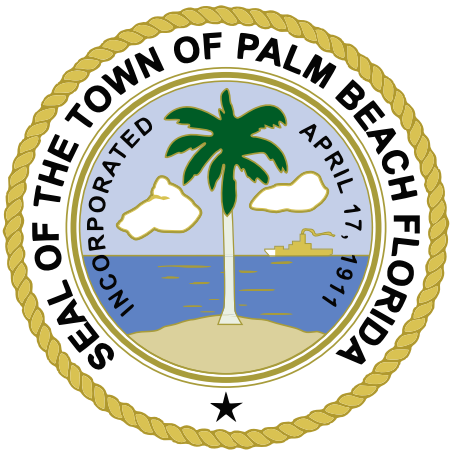
Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Administrative Specialist	-	-	-	-	0.100
Assistant Dockmaster	1.000	1.000	-	-	-
Dock Attendant (Part Time)		-	1.125	1.125	1.800
	4.550	**4.550**	**5.675**	**5.675**	**6.350**
Par 3 Golf Course					
Director of Recreation	-	-	0.250	0.250	0.250
Division Director of Recreation	0.250	0.250	-	-	-
Golf Manager	1.000	1.000	1.000	1.000	1.000
Assistant Director of Recreation	0.100	0.100	0.100	0.100	0.100
Golf Course Superintendent	1.000	1.000	1.000	1.000	1.000
Assistant Golf Manager	-	-	-	1.000	1.000
Assistant Golf Course Superintendent	-	-	-	1.000	1.000
Crew Foreman/Irrigation Specialist	1.000	1.000	1.000	-	-
Recreation Facilities Maintenance Supervisor	0.100	0.100	0.100	0.100	0.100
Administrative Specialist	-	-	-	-	0.100
Golf Operations Supervisor	1.000	1.000	1.000	-	-
Golf Course Mechanic	1.000	1.000	1.000	1.000	1.000
Administrative Assistant	0.100	0.100	0.100	0.100	-
Irrigation and Spray Technician	-	-	1.000	1.000	1.000
Pro-Shop Assistant	-	1.000	2.000	2.000	2.000
Maintenance Associate	-	1.000	-	-	-
Senior Golf Associate	1.000	-	-	-	-
Golf Course Associate (Part Time)	0.309	0.290	-	-	-
Maintenance Associate (Part Time)	0.750	0.750	-	-	-
	7.609	**8.590**	**8.550**	**8.550**	**8.550**
Building Enterprise Fund					
Director of Planning Zoning & Building	0.250	0.250	0.250	0.500	0.500
Assistant Director of PZB	0.600	0.600	0.600	0.500	0.500
Civil Engineer	1.000	1.000	1.000	1.000	1.000
Project Engineer	-	-	-	-	1.000
Town Clerk	-	-	0.500	0.500	0.500
Design & Preservation Manager	-	-	1.000	0.250	0.250
Planner II	1.000	1.000	1.000	-	-
Building Inspector III	1.000	1.000	1.000	1.000	1.000
Building Inspector II	3.000	3.000	3.000	3.000	3.000
Design & Preservation Planner	-	-	0.600	0.650	0.900
GIS Analyst	-	-	1.000	1.000	1.000
Combination Plan Reviewer Sr	1.000	1.000	1.000	1.000	1.000
Planner I	0.500	0.500	0.500	0.500	0.500
Office Manager	-	-	-	0.500	0.500
Business Services Supervisor	1.000	1.000	1.000	1.000	1.000
Deputy Town Clerk	-	0.500	-	-	-
Administrative Specialist	0.500	0.500	0.500	0.500	0.500
Development Geoprocessor Technician	1.000	1.000	1.000	-	-
Document Management Coordinator	-	-	-	1.000	1.000
Zoning Technician	-	0.500	0.500	0.250	0.250
Administrative Assistant	0.875	1.000	0.500	1.000	1.000
Code Enforcement Officer	-	-	-	4.000	4.000

Authorized positions (continued)

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
Construction Site Monitor	1.750	4.000	4.000	-	-
Development Permit Tech Sr	1.000	1.000	1.000	1.000	1.000
Development Permit Technician	2.000	2.000	2.000	1.000	1.000
Building Inspector I	1.000	-	-	-	-
Combination Plan Reviewer	1.000	-	-	-	-
Historic Preservation Planner	0.300	0.300	-	-	-
Administrative Assistant (Part Time)	-	0.375	0.375	-	-
	18.775	**20.525**	**22.325**	**20.150**	**21.400**
Self Insurance Fund - Risk					
Deputy Town Manager	-	-	-	0.075	0.075
Assistant Town Manager	0.100	-	-	-	-
Director of Finance	-	0.100	-	-	-
People & Culture Division Director	0.200	-	-	-	-
Risk Manager	0.900	1.000	1.000	1.000	1.000
Accountant I	-	-	0.050	-	-
Accounting Technician	-	0.050	-	-	-
Administrative Assistant	0.200	-	-	-	-
	1.400	**1.150**	**1.050**	**1.075**	**1.075**
Self Insurance Fund - Health					
Director of People & Culture	-	-	0.100	0.100	0.100
People & Culture Division Director	0.100	0.150	-	-	-
Risk Manager	0.100	-	-	-	-
People & Culture Manager	-	0.050	0.050	0.050	0.050
Senior People & Culture Generalist	-	-	-	-	0.300
Talent Development Officer	-	-	0.050	0.050	0.050
People & Culture Generalist	0.050	0.300	0.300	0.300	-
People & Culture Coordinator	0.050	0.050	0.350	0.050	0.320
People and Culture Analyst	0.250	0.050	-	0.320	0.050
Administrative Assistant	0.100	0.050	0.050	0.050	-
People and Culture Specialist	-	0.300	-	-	-
	0.650	**0.950**	**0.900**	**0.920**	**0.870**
Retirement Fund					
Deputy Town Manager	-	-	-	0.025	0.025
Director of Finance	0.100	0.100	-	-	-
Director of People & Culture	-	-	0.100	0.100	0.100
People & Culture Division Director	0.100	0.100	-	-	-
Controller	-	-	0.025	-	-
Assistant Director of Finance	0.025	0.025	-	-	-
Budget & Payroll Manager	-	-	-	-	0.050
Budget Manager	-	-	0.100	0.050	-
Senior People & Culture Generalist	-	-	-	-	0.250
Accountant III	-	-	0.100	0.100	0.100
People & Culture Generalist	-	0.250	0.250	0.250	-
Budget Analyst	0.100	0.100	-	-	-
People & Culture Coordinator	-	-	0.250	-	-
Accountant I	-	-	0.036	0.050	0.050
Administrative Assistant	-	0.050	0.050	0.050	-
Accounting Technician	0.036	0.036	-	-	-

Authorized positions (continued)

Full Time Equivalent Employees	FY2022	FY2023	FY2024	FY2025	FY2026
People and Culture Analyst	0.500	-	-	-	-
People and Culture Specialist	-	0.250	-	-	-
	0.861	**0.911**	**0.911**	**0.625**	**0.575**
OPEB Trust					
Director of Finance	0.050	0.050	-	-	-
Director of People & Culture	-	-	0.100	0.100	0.100
People & Culture Division Director	0.100	0.150	-	-	-
People & Culture Manager	-	0.050	0.050	0.050	0.050
Senior People & Culture Generalist	-	-	-	-	0.300
Talent Development Officer	-	-	0.050	0.050	0.050
People & Culture Generalist	0.050	0.300	0.300	0.300	-
People & Culture Coordinator	0.050	0.050	0.350	0.050	0.330
People and Culture Analyst	0.250	0.050	-	0.330	0.050
Administrative Assistant	0.050	0.050	0.050	0.050	-
People and Culture Specialist	-	0.300	-	-	-
	0.550	**1.000**	**0.900**	**0.930**	**0.880**
Grand Total	**350.428**	**362.586**	**370.919**	**384.129**	**397.135**


SEAL OF THE TOWN OF PALM BEACH FLORIDA
INCORPORATED
APRIL 17, 1911



Donation Reserve

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

Donation Reserve Account Summary

Donation Account	Balance at 10/1/24	Adjustment Made to Reserve	Revenues FY2025	Expenditures FY2025	Encumbrances	Balance at 9/30/26
Finance	44.97					44.97
Fire-Rescue	266,753.66	(2,500)	149,108	313,306	40,078	59,977.00
Fire Public Education	14,895.99			3,173		11,723.49
Co-Worker Recognition Program	75,464.55			42,336		33,128.25
Employee of the Year Award			3,500			3,500.00
Town Scholarship Fund	3,000.00					3,000.00
Employee Wellness	109,386.42			253		109,133.12
Thomas Mettler Memorial Scholarship	75,459.35			3,500		71,959.35
Goldsmith Scholar Award Fund	3,750.00		7,500	7,500		3,750.00
Police Department	610,122.15	5,392	209,450	584,721	70,241	170,001.65
DuPont Training	2,323.01			82		2,241.02
Police Vehicles	276.27			276		-
Community Camera & Security Ptrshp	273,827.64		413,100	293,105	385,900	7,922.64
PB Public Holiday Boxes	1,342.04		14,566	10,356		5,551.99
Police Firearms Range	2,220.48			2,147		73.97
Public Works Department	691.26			621		70.63
Town Beautification	(1,774.46)		22,805	6,081	1,097	13,853.04
Tangier/N. County Road Improvement	2,415.36					2,415.36
S County Rd Beautification	1,958.08					1,958.08
MidTown Bathrooms	31,716.96					31,716.96
LW Lagoon Dredging	109,285.00					109,285.00
Lake Drive Park Improvement Project			5,000			5,000.00
Yong McDonald Memorial Fund	500.00					500.00
Planning, Zoning & Building	50.00					50.00
Recreation Department	79,739.43		36,518	23,205	14,799	78,253.42
PW - Safety Program	4,884.27		1,467	7,107	11	(765.82)
Employee Fitness Center	1,576.21	5,000		3,606	790	2,180.56
Undesignated Donations	(10,964.41)			(25,752)		14,788.05
Holiday Decorations	52,588.76					52,588.76
Employee Events	14,315.95					14,315.95
PB Towers ROW Maintenance	2,000.00					2,000.00
Retiree/Employee Relief Fund	19,999.00					19,999.00
Administrative Donations	75,025.87					75,025.87
Road Safety Grant						-
Mayor's Appreciation Fund	120,100.00		75,700	175,420		20,379.92
Technology Fund	50,000.00					50,000.00
Total	**1,992,973.81**	**7,892**	**938,714**	**1,451,041**	**512,917**	**975,622.23**



Financial Policies

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

Subject Policy: Fund Balance

Approved: August 9, 2011

Update: July 12, 2012

Purpose: The Town hereby establishes and will maintain Fund Balance, as defined herein, in accordance with Governmental Accounting and Financial Standards Board Statement No. 54, Fund Balance Reporting and Governmental Fund Type Definitions. Fund Balance shall be composed of non-spendable, restricted, committed, assigned and unassigned amounts.

A Fund Balance Policy is adopted to establish a level of funding that protects against unanticipated events that would adversely affect the financial condition of the Town and jeopardize the continuation of necessary public services. The policy also is established to secure and maintain investment-grade credit ratings, meet seasonal shortfalls in cash flow, and guard against revenue shortfalls. Fund balance information is used to identify the available resources for tax stabilization or enhance the financial position of the Town, in accordance with policies established by the Town Council.

a. This Fund Balance Policy establishes:
b. Fund balance policy for the general fund;
c. Reservations of fund balance for the general fund;
d. The method of budgeting the amount of estimated unrestricted fund balance available for appropriation during the annual budget adoption process (prior to the actual, audited fund balance being known); and
e. Establish a spending order of fund balances.

Fund Balance Policy:

1. Restricted Fund Balance – Amounts that can be spent only for specific purposes stipulated by (a) external resource providers such as creditors (by debt covenants), grantors, contributors, or laws or regulations of other governments; or (b) imposed by law through constitutional provisions or enabling legislation will be budgeted and reported in special revenue funds, capital project funds or debt service funds. There is no restricted fund balance in the General Fund.
2. Committed Fund Balance – Commitment of fund balance may be made for such purposes including, but not limited to, a) major maintenance and repair projects; b) meeting future obligations resulting from a natural disaster; c) accumulating resources pursuant to stabilization arrangements; d) establishing reserves for disasters; and/or e) for setting aside amounts for specific projects or purposes. Commitment of fund balance may be made from time-to-time by ordinance of the Town Council. Commitments may be changed or lifted only by the Town Council taking the same formal action that imposed the constraint originally (ordinance). The use of committed fund balances will be considered in conjunction with the annual budget adoption process or by budget amendment approved by Ordinance of the Town Council during the fiscal year.
3. Assigned Fund Balance – Assignment of fund balance may be a) made for a specific purpose that is narrower than the general purposes of the government itself; and/or b) used to reflect the appropriation of a portion of existing unassigned fund balance to eliminate a projected deficit in the subsequent year's budget in an amount no greater than the projected excess of expected expenditures over expected revenues. Assigned fund balance shall reflect management's intended use of resources as set forth in the annual budget (and any amendments thereto). Assigned fund balance may or may not be appropriated for expenditure in the subsequent year depending on the timing of the project/reserve for which it was assigned.
4. Non-Spendable Fund Balance – Non-spendable fund balance is established to report items that are not expected to be converted to cash such as inventory and prepaid items; items not currently in cash form such as the long-term amount of loans and notes receivable; and, items legally or contractually required to be maintained intact.

5. Minimum Level of Unassigned Fund Balance – Unassigned fund balance is the residual classification for the general fund and represents fund balance that has not been restricted, committed or assigned to specific purposes within the general fund. The Town will maintain a minimum level of 30% of general fund operating expenditures.

   If after the annual audit, prior committed or assigned fund balance causes the unassigned fund balance to fall below 30% of general fund operating expenditures, the Town Manager will so advise the Town Council in order for necessary action to be taken to restore the unassigned fund balance to 30% of General Fund operating expenditures.

   The Town Manager will prepare and submit a plan to the Town Council, that may include expenditure reductions, revenue increases, use of non-recurring revenues, budget surpluses and excess resources in other funds to restore fund balance to the minimum level. The Town shall take action necessary to restore the unassigned fund balance to acceptable levels within two years.

   When an expenditure is incurred for purposes for which both restricted and unrestricted (committed, assigned, or unassigned) amounts are available, it is the Town's policy to reduce restricted amounts first. When an expenditure is incurred for purposes for which amounts in any of the unrestricted fund balance classifications could be used, it is the Town's policy to reduce committed amounts first, followed by assigned amounts, then unassigned amounts.

Reservations of Fund Balance (General Fund)

Committed Fund Balance – There are no current commitments of fund balance in the General Fund.

Assigned Fund Balance

The Town Council hereby establishes the following assignment of fund balance in the General Fund:

1. East Central Regional Wastewater Treatment Facility Debt Service – A reserve equal to the Town's portion of the future debt service on the 1993 loan for the improvements to the East Central Regional Wastewater Treatment Facility. The reserve will be adjusted annually to reflect the outstanding debt service.
2. Compensated Absence Reserve – To fund the value of accrued compensated absences. The reserve includes accrued vacation, sick time and compensatory time and related payroll tax liability. The reserve will be adjusted annually during the year-end process and will be funded at a rate of 100% of the fiscal year end accrued balance. The Town Council will annually give consideration to appropriate funds from this reserve based upon estimated pay-outs of eligible accrued vacation, sick and compensatory time and the related payroll tax liability.
3. Assignment to Subsequent Year's Budget – The subsequent year's budget fund balance is assigned by the Town management as set forth in the annual budget (and any amendments thereto) to appropriate a portion of existing unassigned fund balance to eliminate projected deficit in the subsequent year's budget in an amount no greater than the projected excess of expected expenditures over expected revenues.

Budgeting

1. Appropriation of Unrestricted Fund Balance – The actual amount of unrestricted fund balance (total of committed fund balance assigned fund balance and unassigned fund balance) is not known until the completion of the annual audit which takes place within six months after the end of the fiscal year being audited. However, an estimate of unrestricted fund balance (also called estimated beginning fund balance) will be made and reported during the annual budget adoption process (June through September) which is prior to the end of the fiscal year, September 30th.
2. Estimated Beginning Fund Balance – In order to achieve the most accurate estimate possible, the Finance Department shall project both Sources of Funds (revenues, prior years unrestricted fund balances carried forward and other financing sources) and Uses of Funds (operating and non-operating expenditures), including accruals, for each governmental fund through September 30th of the current

fiscal year. These projections will be shown for each fund in the proposed and final budget documents. The difference between the estimated actual sources of funds and estimated actual uses of funds is the calculated estimated beginning fund balance for the subsequent fiscal year. If planned for use in the subsequent fiscal year, committed and assigned fund balance may be included in the estimated beginning fund balance.

3. Estimated Ending Fund Balance – For the year being budgeted, a calculation of estimated ending fund balance shall be made. This calculation shall be the difference between the budgeted sources of funds and the budgeted uses of funds as described above.

   If after the annual audit, the actual general fund unassigned fund balance is greater than 30% of operating expenditures in the general fund, the excess may be used in one or a combination of the following ways:

   a. Left in the general fund to earn interest and roll forward into the subsequent year's beginning fund balance;
   b. Appropriated by the Town Council for a one-time expenditure or opportunity that does not increase recurring operating costs; or
   c. Temporary revenue shortfalls or unpredicted one-time expenditures due to a severe economic downturn or other major event(s) affecting the General Fund.

Spending Order of Fund Balances: The Town will use excess unassigned fund balance first before spending any of the unassigned fund balance below 30%.

Annual Review and Determination of Fund Balance Policy: Compliance with the provisions of this policy shall be reviewed as a part of the annual budget adoption process, and the estimated amounts of restricted, committed assigned, non-spendable and minimum level of unassigned fund balance shall be determined during this process. The Town Manager will report the preliminary status of fund balance in the annual budget.

Responsibility: It will be the responsibility of the Town Manager and the Finance Director to implement this policy.

Effective Date: This policy shall take effect immediately upon adoption and will be applied beginning with the preparation of the Town's September 30, 2012 Comprehensive Annual Financial Report and adoption of the Town's Fiscal Year 2012-2013 Budget.

Update: Update shall take effect immediately upon adoption and will be applied with the preparation of the Town's September 30, 2013 Comprehensive Annual Financial Report.

DEFINITIONS

FUND BALANCE: As defined by the Governmental Accounting, Auditing and Financial Reporting of the Government Finance Officers Association, fund balance is "The difference between assets and liabilities reported in a governmental fund."

NON-SPENDABLE FUND BALANCE: Amounts that are (a) not in a spendable form or (b) legally or contractually required to be maintained intact. "Not in spendable form" includes items that are not expected to be converted to cash (such as inventories and prepaid amounts) and items such as long-term amount of loans and notes receivable, as well as property acquired for resale. The principal of a permanent fund is an example of an amount that is legally or contractually required to be maintained intact.

RESTRICTED FUND BALANCE: Amounts that can be spent only for specific purposes stipulated by (a) external resource providers such as creditors (by debt covenants), grantors, contributors, or laws or regulations or other governments; or (b) imposed by law through constitutional provisions or enabling legislation.

COMMITTED FUND BALANCE: Amounts that can be used only for the specific purposes determined by a formal action (ordinance) of the Town Council. Commitments may be changed of lifted only by the Town Council taking the same formal action (ordinance or resolution) that imposed the constraint originally. Resources accumulated pursuant to stabilization arrangements sometimes are reported in this category.

ASSIGNED FUND BALANCE: Includes spendable fund balance amounts established by management of the Town that are intended to be used for specific purposes that are neither considered restricted or committed.

UNASSIGNED FUND BALANCE: Unassigned fund balance is the residual classification for the general fund and represents fund balance that has not been assigned to other funds and that has not been restricted, committed or assigned to specific purposes within the general fund. Unassigned fund balance may also include negative balances for any governmental fund if expenditures exceed amounts restricted, committed, or assigned for those specific purposes.

UNRESTRICTED FUND BALANCE: The total of committed fund balance, assigned fund balance and unassigned fund balance.

RESERVATION OF FUND BALANCE: Reserves established by the Town Council or by Town Management.

Subject Policy: Budgetary Control

Effective Date: October 1, 2001

Purpose: The purpose of this policy is to formalize the Town's level of budgetary control, and to provide for the administrative realignments of funds by the Town Manager and Finance Director to deal with unexpected needs as long as service to the public is not negatively impacted.

Policy: It is the policy of the Town of Palm Beach that the budget be controlled at the program level within each department by the applicable department head. Budget amendment requests, transferring funds between programs will originate from the applicable department head and the Finance Director and shall be subject to the approval of the Town Manager. The Town Manager may authorize transfers between departments if the action is deemed necessary to meet the obligations of the Town.

Reserves and new revenues may not be appropriated through this process, interfund transfers may not be made, and total appropriations of the Town shall not be changed, without prior affirmative action of the Town Council.

Responsibility: It is the responsibility of the Finance Director, under the direction of the Town Manager, to implement this policy.

Approval Date: August 14, 2001

Subject Policy: Designation of General Fund – Fund Balance for Payment of Liability Related to Compensated Absences Leave Balances

Effective Date: September 30, 2004

Purpose: The purpose of this policy is to designate a portion of the General Fund - Fund Balance to create a reserve to fund the value of accrued compensated absences. The reserve will significantly reduce the budgetary fluctuations due to the payout of accrued leave time to terminated or retired employees. The reserve will also fund Retirement Health Savings Plan contributions of vacation and sick time, and any expenditures relating to the plan.

Policy: It is the policy of the Town of Palm Beach to designate a portion of the Town's General Fund - Unassigned Fund Balance as a reserve for funding the value of accrued compensated absences. The reserve includes accrued vacation, sick time and compensatory time and related payroll tax liability. The designation will be adjusted annually during the year end process and will be funded at a rate of 100% of the fiscal year end accrued balance. The Town Council will annually give consideration to appropriate funds from this reserve based upon estimates of pay- outs of eligible accrued vacation, sick and compensatory time and the related payroll tax liability. In addition, funds may be appropriated from this reserve for employees that elect to use their vacation or sick time as a contribution to the Retirement Health Savings Plan. The reserve fund will be increased or decreased annually based upon the fiscal year end accrued balance. The annual appropriation for estimated pay-outs will be shown in the General Government program of the General Fund budget.

Responsibility: It is the responsibility of the Town Manager and the Finance Director to advise the Town Council annually during the budget process of the amount to be appropriated from this fund. In addition, the full reserve value will be shown as a designation of General Fund - Fund Balance in the Comprehensive Annual Financial Report. The Town Council has the authority to annually appropriate funds during the budget process for this purpose.

Approval Date: August 10, 2004

Subject Policy: Contingency Reserve – General Fund

Effective Date: October 1, 2001

Revised: October 1, 2005

Revised: October 1, 2007

Revised: October 1, 2018

Purpose: The purpose of this policy is to provide for a Contingency Reserve that will be appropriated annually for unanticipated expenditures of a nonrecurring nature and/or to meet unexpected increases in costs and provide a clear guideline restricting the use of the Contingency Reserve within the General Fund.

Policy: It is the policy of the Town of Palm Beach to annually appropriate a Contingency Reserve of 1% of the proposed General Fund budget from the Fund Balance of the General Fund, to address unexpected needs that occur throughout the year, subject to the formal affirmative vote of the Town Council. Examples of the use of this reserve may include:

1. Requests that could not be reasonably anticipated during the budget process for the current year and without funding would result in a detriment to the Town;
2. Unfunded federal/state mandates that require immediate funding;
3. Expenses that are offset by unbudgeted revenues that cannot be appropriated in the current year.

All requests will require a detailed justification to be submitted to the Town Manager, including a statement as to why it is in the Town's best interests to provide the requested funding prior to the next budget cycle.

Responsibility: It is the responsibility of the Town Manager and/or Finance Director to advise the Town Council when it may be appropriate to draw down this reserve, identifying the need(s) being met and the reason(s) that the expenditures cannot or should not wait until the next budget cycle.

Original Approval Date: August 14, 2001

Revision Approved: July 12, 2005

Second Revision Approved: August 6, 2007

Third Revision Approved: September 12, 2017

Subject Policy: Reserve for Encumbrances, Continuing Appropriations, and Prepaid Expenses

Effective Date: October 1, 2001

Purpose: In order to honor unpaid obligations, unfinished projects and prepaid expenses for the budget period, a reserve of fund balance will be established at the end of the fiscal year for encumbrances, continuing appropriations and prepaid expenses.

Policy: It is the policy of the Town of Palm Beach that at the end of every fiscal year a reserve will be established to designate fund balance in the amount equal to the Town's unpaid obligations, unfinished projects and prepaid expenses that carry over from one fiscal year to into the next. Departments shall encumber funds with a purchase order or with written approval by the Town Manager in a memorandum making the request.

Responsibility: It is the responsibility of the Town Manager and the Finance Director to implement this policy.

Approval Date: August 14, 2001

Subject Policy: Revenue Shortfall Plan

Effective Date: October 1, 2002

Purpose: To establish a plan to address financial conditions which could result in a net shortfall of revenues as compared to expenditures. The plan is divided into the following three components:

Indicators, which serve as warnings that potential budgetary impacts are increasing in probability. Indicators will be shown as a percentage reduction in revenues. The Town will monitor key revenue sources as well as inflation factors and national and state trends.

Phases, which will serve to classify and communicate the severity of the situation, as well as identify the actions to be taken at the given phase.

Actions, which are the preplanned steps to be taken in order to prudently address and counteract the anticipated shortfall.

The recession plan and classification of the severity of the economic downturn, will be used in conjunction with the Town's policy regarding the importance of maintaining the Unassigned Fund Balance reserves to address economic uncertainties.

The following is a summary of the phase classifications, indicators and the corresponding actions to be taken:

Phase 1

Alert: An anticipated net reduction in budgeted revenue vs. actual receipts of 1% up to 5%. The actions associated with this phase are as follows:

Actions:

a. Delaying expenditures where reasonably possible, while maintaining the same level of service.
b. Departments shall monitor their individual budgets to ensure that only essential expenditures are made to maintain service levels.
c. Non-essential capital expenditures may be deferred.
d. Hiring for vacant positions will be closely scrutinized and may result in delaying the recruitment process and using temporary help where possible.

Phase 2

Minor: A reduction in total budgeted revenues vs. actual receipts in excess of 5% to 9%. The objective at this level is still to maintain the same level of service where possible. Actions associated with this level may be:

Actions:

a. Intensifying the review process for large items such as contract services, consulting services, and capital expenditures including capital improvements.
b. Hiring to fill vacant positions only with special justification and authorization.
c. Closely monitoring and reducing expenditures for travel and seminars.

Phase 3

Moderate: A reduction in total budgeted revenues vs. actual receipts of 10% to 15% Initiating cuts of service levels by:

Actions:

a. Deferring large expenditures.

b. Deferring capital expenditures.
c. Reducing CIP appropriations from the General Fund and deferring projects.
d. Institute a hiring freeze.
e. Eliminate expenditures for travel and seminars.
f. Consider across the board departmental budget cuts.

Phase 4

Major: A reduction in total budgeted revenues vs. actual receipts of 16% to 25% implementation of major service cuts may include:

Actions:

a. Reducing the temporary work force.
b. Deferring merit wage increases.
c. Further reducing capital expenditures.
d. Preparing a strategy for reduction in work force.
e. Instituting across the board departmental budget cuts.
f. Draw on excess unassigned fund balance to compensate for lost revenue.

Phase 5

Crisis: A reduction in total budgeted revenues vs. actual receipts of over 25%. Actions may include:

Actions:

a. Implementing reduction in work force or other personnel cost reduction strategies.
b. Eliminate programs.
c. Eliminate capital improvement projects.
d. Draw on unassigned fund balance to compensate for lost revenue.

Responsibility: It is the responsibility of the Town Manager and the Finance Director to advise the Town Council of a revenue shortfall as soon as it is apparent based upon the established indicators. The Town Manager and Finance Director will recommend actions based upon the Phase classifications.

Approval Date: August 13, 2002

Subject Policy: Debt Management Policy

Effective Date: October 1, 2001

Purpose: To establish parameters and guidance for the issuance, management, monitoring, assessment and evaluation of all Debt Obligations (defined below) issued by the Town of Palm Beach.

Policy: It is the policy of the Town of Palm Beach:

1. To periodically approve the issuance of Debt Obligations on behalf of the Town to finance the construction or acquisition of infrastructure and other assets for the purpose of meeting its governmental obligations to its residents;
2. To approve the issuance of Debt Obligations to refund outstanding debt when indicated by market conditions or management of Debt Obligations to refund outstanding debt when indicated by market conditions or management considerations;
3. That such Debt Obligations are issued and administered in such a manner as to ensure and sustain the long-term financial integrity of the Town, to achieve the highest possible credit rating and to preserve and enhance the quality of life, safety and welfare of its citizens;
4. That such Debt Obligations shall not be issued or debt proceeds used to finance current operations of the Town except as provided herein;
5. To minimize the impact of construction or acquisition of infrastructure and other assets on the budget of the Town;
6. That the Town will consider long-term financing for the acquisition, maintenance, replacement, or expansion of physical assets (including land) only if they have an economic/useful life of at least five years;
7. That the Town will not issue debt for periods exceeding the useful life or average useful lives of the project or projects to be financed;
8. That the Town normally will rely on internally generated funds and/or grants to finance its capital needs. Debt will be issued for a capital project only in the case of emergency, or when inclusion of a project in the Town's pay-as-you-go Capital program will preclude the construction of smaller necessary capital improvements;
9. That the Town will keep outstanding debt within the limits prescribed by Section 7.01 of the Town Charter.

Debt Obligations shall mean bonds, notes, letters and lines of credit, lease purchases, or other securities issued by the Town against a pledge of a specific revenue source or sources, the proceeds of which are used to fund a capital project providing a public benefit.

Responsibility: It is the responsibility of the Finance Director under the direction of the Town Manager, to implement this policy. Departments should submit requests to use debt obligations for financing and submit to the Town Manager for review and approval.

Approval Date: August 14, 2001

Subject Policy: Contingency Reserve – Capital Fund

Effective Date: October 1, 2001

Purpose: The purpose of this policy is to provide for a Contingency Reserve that will be appropriated annually for unanticipated expenditures of a nonrecurring nature and/or to meet unexpected increases in costs and provide a clear guideline for the use of the Contingency Reserve within the Capital Fund.

Policy: It is the policy of the Town of Palm Beach to annually appropriate a Contingency Reserve of 10% of the proposed Capital budget to address unexpected needs that occur throughout the year, subject to the formal affirmative vote of the Town Council. Examples of the use of this reserve may include:

1. Requests that could not be reasonably anticipated during the budget process for the current year and without funding would result in a detriment to the Town;
2. Expenses that are offset by unbudgeted revenues that cannot be appropriated in the current year;
3. Unforeseen expenses that would be more cost effective to be completed with a current project;
4. Expenses in excess of the budgeted contingency for any budgeted capital improvement project.

All requests will require a detailed justification to be submitted to the Town Manager, including a statement as to why it is in the Town's best interests to provide the requested funding prior to the next budget cycle.

Responsibility: It is the responsibility of the Town Manager and/or Finance Director to advise the Town Council when it may be appropriate to draw down this reserve, identifying the need(s) being met and the reason(s) that the expenditures cannot or should not wait until the next budget cycle.

Approval Date: August 14, 2001

Subject Policy: Contingency Reserve – Equipment Replacement Fund

Effective Date: October 1, 2007

Revised: October 1, 2009

Purpose: The purpose of this policy is to provide for a Contingency Reserve that will be appropriated annually for unanticipated expenditures of a nonrecurring nature and/or to meet unexpected increases in costs and provide a clear guideline for the use of the Contingency Reserve within the Equipment Replacement Fund.

Policy: It is the policy of the Town of Palm Beach to annually appropriate a Contingency Reserve of $500,000, or an amount deemed necessary and prudent by the Town Manager as indicated in his/her annual budget proposal, from the net assets of the fund to address unexpected needs that may occur throughout the year. Examples of the use of this reserve may include:

1. Requests that could not be reasonably anticipated during the budget process for the current year.
2. Expenditures to replace unbudgeted equipment purchases that has been damaged or has become inoperable prior to the end of the useful life.

All requests for expenditures from this reserve will require a detailed justification to be submitted to the Town Manager for his/her prior approval, and the subsequent approval of the Town Council.

Responsibility: It is the responsibility of the Town Manager and/or Finance Director to advise the Town Council annually or as necessary on the use of this contingency reserve.

Approval Date: August 6, 2007

Revision Approved: July 14, 2009

Subject Policy: Equipment Replacement Reserve

Effective Date: October 1, 2001

Revised: September 30, 2006

Purpose: The purpose of this policy is to create a reserve to fund the replacement cost of existing equipment, vehicles and computers when they reach the end of their useful lives. The reserve will significantly reduce the budgetary fluctuations due to the purchase of large costly pieces of equipment. The reserve also established the fixed asset inventory and depreciation schedule as required by GASB34.

Policy: It is the policy of the Town of Palm Beach to maintain a reserve for funding the replacement costs of existing equipment, vehicles, and computers when they reach the end of their useful lives. The fund is to be maintained at a rate of 100% of accumulated depreciation based upon the estimated replacement cost of the assets in the fund. Funds will be drawn from this reserve to purchase replacement equipment that has been fully depreciated and must be replaced. New purchases (non-replacement items) shall be appropriated in the requesting department's budget and added to the fixed asset listing when purchased. They will then be depreciated annually for replacement upon the end of the asset's useful life. The fund will receive an annual appropriated transfer from the General Fund equal to the annual depreciation amount on the assets held in the fund. The annual depreciation amount will be allocated to each department as an appropriated expenditure based on the assets held by the department.

The proceeds, net of costs, from the sale of surplus equipment from the equipment replacement fund shall be deposited in the equipment replacement fund.

Requests for replacement of equipment should be made annually through the budget process and should coincide with the 5 year equipment replacement plan. All requests will be reviewed for approval by the Town Manager.

Excess reserves in the fund that have built up over time may be used to fund new purchases (non-replacement items). Distribution of the excess reserves for new purchases shall be a decision of the Town Manager and the requesting department's proportionate share of the fund's assets will be a consideration in making distribution decisions.

Responsibility: It is the responsibility of the Town Manager and the Finance Director to advise the Town Council annually through the budget process of the items and dollar amount for each that will be purchased from the equipment replacement fund and to advise to the adequacy of the funding level of this reserve.

Approval Date: July 12, 2006

Subject Policy: Enterprise Funds – Contingency Reserve

Effective Date: October 1, 2018

Purpose: The purpose of this policy is to provide for a Contingency Reserve that will be appropriated annually for unanticipated expenditures of a nonrecurring nature and provide a clear guideline restricting the use of the Contingency Reserve within the Town Docks, Golf Course and Building Enterprise Funds.

Policy: It is the policy of the Town of Palm Beach to annually appropriate a Contingency Reserve of 5% of the proposed Town Docks, Golf Course and Building Enterprise Funds operating expense budgets to address unexpected needs that occur throughout the year, subject to the formal affirmative vote of the Town Council. Examples of the use of this reserve may include:

1. Requests that could not be reasonably anticipated during the budget process for the current year and without funding would result in a detriment to the Town and/or the activities of the fund and,
2. Expenses that are offset by unbudgeted revenues that cannot be appropriated in the current year.

All requests will require a detailed justification to be submitted to the Town Manager, including a statement as to why it is in the Town's best interests to provide the requested funding prior to the next budget cycle.

Responsibility: It is the responsibility of the Town Manager and/or Finance Director to advise the Town Council when it may be appropriate to draw down this reserve, identifying the need(s) being met and the reason(s) that the expenditures cannot or should not wait until the next budget cycle.

Approval Date: September 13, 2018

Modified to Add Building Enterprise Fund: October 1, 2020

Subject Policy: Golf Course Enterprise Fund – Repair and Replacement Reserve

Effective Date: September 30, 2018

Purpose: The purpose of this policy is to create separate reserves within the Golf Course Enterprise Fund to fund the costs of non-routine maintenance and improvement (M&I) projects at the Par 3 Golf Course and Clubhouse. These reserves will significantly reduce the budgetary fluctuations due to the varying costs of these projects.

Policy: It is the policy of the Town of Palm Beach to maintain reserves for funding maintenance and improvement projects at the Par 3 Golf Course and clubhouse. Funds will be drawn from these reserves to fund the cost of non-routine maintenance and improvement projects.

The reserve will be originally funded as follows:

The balances of the Golf Course and Golf Course Clubhouse maintenance and improvement reserves as of September 30, 2018, will be transferred into the Golf Course Enterprise Fund Repair and Replacement Reserve.

Annual Funding of Reserve:

A transfer equal to ½ of the annual depreciation on the clubhouse and golf course will be added to the reserve each year.

Requests for the use of these reserves should be made annually through the budget process, and approved by the Town Manager prior to Town Council consideration. In such a situation when the use of these reserves may be unexpectedly needed during the fiscal year, approval from the Town Council shall be required.

Responsibility: It is the responsibility of the Town Manager and the Director of Finance to advise the Town Council annually through the budget process of the projects and dollar amount of expenses charged to the reserves and to advise to the adequacy of the funding level of these reserves.

Approval Date: September 13, 2018

Subject Policy: Golf Course Enterprise Fund – Equipment Replacement Reserve

Effective Date: October 1, 2018

Purpose: The purpose of this policy is to create a reserve within the Golf Course Enterprise Fund to fund the replacement cost of existing equipment, vehicles and computers when they reach the end of their useful lives. The reserve will significantly reduce the budgetary fluctuations due to the purchase of large costly pieces of equipment.

Policy: It is the policy of the Town of Palm Beach to maintain a reserve for funding the replacement costs of existing equipment, vehicles, and computers within the Golf Course Enterprise Fund when they reach the end of their useful lives. The fund is to be maintained at a rate of 100% of accumulated depreciation based upon the estimated replacement cost of the assets in the fund. Funds will be drawn from this reserve to purchase replacement equipment that has been fully depreciated and must be replaced. New purchases (non replacement items) shall be appropriated in the fund's budget and added to the fixed asset listing when purchased. These assets will then be depreciated annually for replacement upon the end of the asset's useful life. The reserve fund will be increased by an annual appropriation equal to the annual depreciation. Any interest earned on the reserve will be allocated to the account. The annual depreciation amount will be allocated to the fund as an appropriated expense based on the assets held.

The proceeds, net of costs, from the sale of surplus equipment from the Golf Course Enterprise Fund shall be added to the reserve fund.

Requests for replacement of equipment should be made annually through the budget process and should coincide with the estimated useful life of the asset. All requests will be reviewed for approval by the Town Manager.

Excess reserves in the fund that have built up over time may be used to fund new purchases (non replacement items). Distribution of the excess reserves for new purchases shall be a decision of the Town Manager.

Responsibility: It is the responsibility of the Town Manager and the Finance Director to advise the Town Council annually through the budget process of the items and dollar amount for each asset that will be purchased from the equipment replacement fund and to advise to the adequacy of the funding level of this reserve.

Approval Date: September 13, 2018

Subject Policy: Contingency Reserve – Risk Fund

Effective Date: October 1, 2001

Purpose: The purpose of this policy is to provide for a Contingency Reserve that will be appropriated annually for unanticipated expenditures of a nonrecurring nature and/or to meet unexpected increases in costs and provide a clear guideline for the use of the Contingency Reserve within the Risk Fund.

Policy: It is the policy of the Town of Palm Beach to annually appropriate a Contingency Reserve of $500,000 to address unexpected needs that occur throughout the year, subject to the formal affirmative vote of the Town Council. Examples of the use of this reserve may include:

1. Uninsured losses of $500,000 or less or,
2. Rate increases which exceed forecasted, budgeted amounts.

All requests will require a detailed justification to be submitted to the Town Manager, including a statement as to why it is in the Town's best interests to provide the requested funding prior to the next budget cycle.

Responsibility: It is the responsibility of the Town Manager and/or Finance Director to advise the Town Council when it may be appropriate to draw down this reserve, identifying the need(s) being met and the reason(s) that the expenditures cannot or should not wait until the next budget cycle.

Approval Date: August 14, 2001

Subject Policy: Reserve for Catastrophic Exposures/Emergencies – Risk Fund

Effective Date: October 1, 2001

Revised: October 1, 2002

Purpose: The purpose of this policy is to set aside emergency reserves that will protect the Town of Palm Beach against the potentially disastrous financial impacts of response to and recovery from a man-made or natural emergency situation.

Policy: It is the policy of the Town of Palm Beach to maintain a Reserve for Catastrophic Exposures/ Emergencies within the Town's Self Insurance - Risk Fund for events of such magnitude that they could not otherwise be covered by available budgeted funds. This reserve shall be used only for one or more of the following events:

1. Local disaster response and recovery costs resulting from a natural or man-made disaster requiring Town expenditures not reimbursable from insurance carriers or the Federal and State governments;
2. Local disaster response and recovery costs resulting from a natural or man-made disaster that are paid up-front to expedite effective emergency management prior to reimbursement by insurance carriers or the Federal and State governments, with reimbursements, if any, paid back to the reserve;
3. Large judgments in excess of insurance coverage, or uninsured claims not covered by policies;
4. Budget stabilization purposes in response to increases in premium rates and/or loss fund increases.

The amount of the reserve will be maintained at a minimum level of $2,500,000, and may be adjusted annually based on market conditions, inflation rates, insured retention levels, and potential claims. This amount will be appropriated annually from Net Assets, in order to avoid amending the budget in case of an emergency.

Responsibility: It is the responsibility of the Town Manager and/or the Finance Director to advise the Town Council when it may be necessary to draw down this reserve, identifying the criterion which has been met. The Town Manager may draw down this reserve without Town Council approval if necessary to aid in the payment of local disaster response and recovery costs.

Approval Date: August 14, 2001

Town of Palm Beach, Florida

Subject Policy: Contingency Reserve – Health Insurance Fund

Effective Date: October 1, 2003

Purpose: The purpose of this policy is to provide for a Contingency Reserve that will be appropriated annually for unanticipated expenditures of a nonrecurring nature and/or to meet unexpected increases in health insurance costs and claims exposure, and provide a clear guideline for the use of the Contingency Reserve within the Health Insurance Fund.

Policy: It is the policy of the Town of Palm Beach to annually appropriate a Contingency Reserve of $500,000, or an amount deemed necessary and prudent by the Town Manager as indicated in his/her annual budget proposal, from the Retained Earnings of the fund to address unexpected needs that may occur throughout the year. Examples of the use of this reserve may include:

1. A large volume of claims that exceed the forecasted, budgeted amounts;
2. Rate increases which exceed forecasted, budgeted amounts.

All requests for expenditures from this reserve will require a detailed justification to be submitted to the Town Manager for his/her prior approval.

Responsibility: It is the responsibility of the Town Manager and/or Finance Director to advise the Town Council annually or as necessary on the use of this contingency reserve.

Approval Date: August 12, 2003

Subject Policy: Funding Policy for the Town of Palm Beach Retirement System

Effective Date: October 1, 2017

Approved: September 30, 2019

Revised: March 12, 2024

Purpose: The Mayor and Town Council along with the Retirement Board recognizes its fiduciary duty to set prudent funding policies that promote benefit security and intergenerational equity in compliance with all federal, state and local statutes, ordinances and regulations. This Funding Policy constitutes the Town's intentions that the Retirement Systems benefit obligations be funded on a systematic and actuarially sound basis in accordance with State Statutes.

This Funding Policy is intended to guide the Town, the Board members, and the plan's actuary in the discharge of their respective services to the Plan.

Policy: Each year the Town of Palm Beach will budget and contribute an amount equal to the Actuarially Determined Employer Contribution (ADEC). The contribution will be made to the Retirement Fund in either one annual payment during the first month of the fiscal year or quarterly installments throughout the fiscal year, depending on what is in the best interest of the Town. The ADEC amount will be derived from the annual valuation report and determined based on the current actuarial assumptions in place each year that is adjusted by the Board and/or the Town Council.

In addition, the Town of Palm Beach will contribute additional funds over and above the ADEC during the first month of the fiscal year. These additional funds serve to reduce the Town's Unfunded Actuarially Accrued Liability (UAAL) and will be reflected as receivable contributions in the actuarial valuation for the year ending September 30th immediately preceding the deposit date of the additional funds. An additional amount of $5,420,000 will be paid annually until the Plan is fully funded, subject to the funds being budgeted annually.

When deemed appropriate, the Town Council may authorize an additional one-time contribution to the Plan to further reduce the UAAL. Such contributions shall be made on a case-by case basis.

It is the intent of this policy that the additional contribution will be budgeted and paid each year unless one of the following circumstances are met:

1. A force majeure, including a catastrophic storm or other unforeseen event that would prohibit the Town from meeting this obligation.
2. A financial circumstance such as a severe recession or other unforeseen financial event that would cause the Town to not be able to meet this obligation.
3. The Retirement Fund achieves the 100% actuarial funding objective.

Responsibility: It is the responsibility of the Town Manager and the Deputy Town Manager - Finance and Administration to, appropriate funds for this contribution in the Town's annual budget process.

Initial Approval Date: October 10, 2017

Revision Date: September 10, 2019

Reference Document: Refer to GRS Retirement Consulting Report dated August 31, 2017 for the basis of the minimum amount.

Subject Policy: Building Enterprise Fund Unrestricted Net Position

Effective Date: September 30, 2021

Purpose: The purpose of this policy is to establish an appropriate level of unrestricted net position in the Building Enterprise Fund. Adequate levels of net position will provide for unanticipated financial impacts.

Policy: It is the policy of the Town of Palm Beach that the Town maintain minimum unrestricted net position levels equal to or less than a four year average of the Fund's operating budget. These costs include the costs that were used in the cost allocation model prepared by the consultant. Any excess balance will be used to reduce fees as part of an update to the cost allocation and fee determination study in compliance with Florida Statutes section 553.80.

Each year all of the costs associated with enforcing the Florida Building Code will be estimated prior to the issuance of the annual budget and will be recalculated at fiscal year-end with actual year end expenditures.

Responsibility: It is the responsibility of the Town Manager and the Finance Director to implement this policy. The Finance Director will report regarding the status of the net position in the Comprehensive Annual Financial Report.

Approval Date: August 10, 2021

Subject Policy: Town Marina Enterprise Fund – Maintenance and Improvement Reserve

Effective Date: October 1, 2021

Purpose: The purpose of this policy is to create a reserve to fund the costs of non-routine maintenance and improvement projects ($50,000 or more) to the infrastructure and major equipment at the each of the docks. These reserves will significantly reduce the budgetary fluctuations due to the varying costs of these projects.

Policy: It is the policy of the Town of Palm Beach to maintain a reserve for funding the costs on non-routine maintenance and improvement projects of the Town Marina. The reserve fund is to be funded at a rate of 1% of annual revenues calculated at fiscal year-end. An estimate for the annual reserve amount be annually appropriated and any interest earned on the reserve will be allocated to the account. The Town Council must approve all expenditures from this reserve.

Responsibility: It is the responsibility of the Town Manager and the Finance Director to advise the Town Council as to the adequacy of the funding level of this reserve. The Town Manager and Finance Director will recommend an appropriation of funds from this reserve to the Town Council whenever it is necessary for improvements to be made.

Approval Date: August 10, 2021

Subject Policy: Town Marina Enterprise Fund – Depreciation Replacement Reserve

Effective Date: October 1, 2021

Purpose: The purpose of this policy is to create a reserve to partially fund the replacement cost for Town's marina when it reaches the end of its useful life. The reserve will reduce the amount needed for borrowing funds to finance the future reconstruction of the marina.

Policy: It is the policy of the Town of Palm Beach to maintain a reserve for partial funding the replacement cost of the Town Marina. The reserve fund is to be maintained at a rate of 100% accumulated depreciation based upon the cost of construction for the marina built in 2021. Funds will be drawn from this reserve for the construction of new docks whenever it is determined that they must be replaced or are in need of significant repairs. The reserve fund will be increased by an annual appropriation equal to the estimated depreciation and any interest earned on the reserve will be allocated to the account. The depreciation will be calculated using the straight-line method with an estimated useful life of 30 years as recommended by the engineers. This reserve will accrue interest on the average balance in the fund. The Town Council must approve the used of these funds. If funds are used from this reserve, it should be replenished to the minimum level as soon as practical.

Responsibility: It is the responsibility of the Town Manager and the Finance Director to advise the Town Council as to the adequacy of the funding level of this reserve. The Town Manager and Finance Director will recommend an appropriation of funds from this reserve to the Town Council whenever it is necessary for construction of a replacement dock(s) is to take place.

Approval Date: August 10, 2021

Subject Policy: Town Marina Enterprise Fund Unrestricted Net Position

Effective Date: September 30, 2021

Purpose: The purpose of this policy is to establish an appropriate level of unrestricted net position in the Town Marina Enterprise Fund. Adequate levels of net position will provide for unanticipated financial impacts.

Policy: It is the policy of the Town of Palm Beach that the Town maintain minimum unrestricted net position levels equal to one year of operating expenses plus one year of debt service. This reserve would be sufficient to pay operating costs and debt service in case of a severe storm event that may close the marina for an extended period of time.

Amounts in excess of the minimum unrestricted net position will be partially used to fund the project cost deficits in the Townwide Underground Utility Project Fund. An amount of $2,600,000 will be appropriated in the annual FY22 through FY26 budgets. This amount may be adjusted as the project continues in order to fund the project deficit.

Additional excess balance after the aforementioned appropriation may be used for one-time expenditures after review and approval by the Town Council. This review will occur each year during the budget process in order for appropriations to be made in the upcoming fiscal year budget. During the course of the fiscal year, if an expenditure from fund balance is deemed necessary and approved by the Town Council, a budget amendment will be prepared to appropriate funds from the marina reserves. The excess balance could also be used to prepay the marina construction loan in part or in full upon approval by the Town Council.

Responsibility: It is the responsibility of the Town Manager and the Finance Director to implement this policy. The Finance Director will report regarding the status of the net position in the Comprehensive Annual Financial Report.

Approval Date: August 10, 2021



Glossary

Town of Palm Beach / FY 2026 Adopted Annual Budget

360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com

GLOSSARY

The definition of terms listed are provided to assist the user in the understanding of terminology used throughout the text of the budget document. For your convenience and reading ease, the following is a list of acronyms that are used by the Town of Palm Beach

ACIP: Accelerated Capital Improvement Program

ALS: Advanced Life Support

ARC: Annual Required Contribution

CAFR: Comprehensive Annual Financial Report

CDBG: Community Development Block Grant

CIP: Capital Improvement Program

EMS: Emergency Medical Services

FY: Fiscal Year

FTE: Full-Time Equivalent

GAAP: Generally Accepted Accounting Principals

GASB: Governmental Accounting Standards Board

GIS: Geographic Information System

ICMA: International City/County Management Association

MDT: Mobile Data Terminals

OPEB: Other Post Employment Benefits

POTUS: President of the United States

REF: Recreation Enterprise Fund

ROW: Right of Way

TRIM: Truth in Millage

UAAL: Unfunded Actuarial Accrued Liability

UUTF: Underground Utilities Task Force

ACCOUNT NUMBER: A system of designating accounts, entries, invoices, vouchers that quickly references certain required information.

ACCOUNTING PERIOD: A period at the end of which and for which financial statements are prepared. The Town's accounting period is from October 1 through September 30.

ACCOUNTING PROCEDURES: All processes that discover, record, classify and summarize financial information to produce financial reports and provide internal control.

ACCOUNTING SYSTEM: The total structure of records and procedures which discover, record, classify, summarize, and report information on the financial position and results of operations of a government or any of its funds, fund types, balanced account groups, or organizational components.

ACCOUNTS PAYABLE: A liability account reflecting amounts on open accounts owing to private persons or organizations for goods and services received by a government.

ACCOUNTS RECEIVABLE: An asset account reflecting amounts owing on open accounts from private persons or organizations for goods and services provided by a government.

ACCRUAL BASIS: The basis of accounting under which transactions are recognized when they occur regardless of the timing of related cash flow.

ACTUARIAL: A person or methodology that makes determinations of required contributions to achieve future funding levels that addresses risk and time.

ACCUMULATED DEPRECIATION: Accumulated depreciation is the total depreciation taken for an asset since it was placed in service. Also known as life-to-date depreciation and depreciation reserve.

ACTIVITY CLASSIFICATION: A grouping of expenditures on the basis of specific lines of work performed by organizational units. For example: sewage treatment and disposal, solid waste collection, and street cleaning are activities performed in carrying out the function of sanitation and the segregation of the expenditures is made for each of these activities constitutes an activity classification.

AD VALOREM: A tax levied in proportion to value of the property against which it is levied.

ADOPTED BUDGET: The budget as it is approved by the Town Council prior to the beginning of each fiscal year.

AMENDED BUDGET: The amended budget is the working budget. It is the adopted budget that incorporates all operating transfers and approved budget amendments (changes in the budget total that are approved subsequent to initial adoption).

AMORTIZATION: (1) Gradual reduction, redemption or liquidation of the balance of account according to a specific schedule of times and amounts. (2) Provision for the extinguishment of a debt by means of a Debt Service Fund.

ANNUAL BUDGET: A plan for the coordination of resources and expenditures. The budget is the financial plan for the Town's allocation of resources to provide services, accomplish the Town's goals and objectives, and perform activities.

APPRAISE: To make an estimate of value, particularly of the value of property. If the property is valued for purposes of taxation, the less-inclusive term "assess" is substituted for this term.

APPROPRIATION: A legal authorization granted by a legislative body to make expenditures and to incur obligations for specific purposes. An appropriation is usually limited in amount and as to the time when it may be expended.

ASSESSED VALUATION: A valuation set upon real estate or other property by a government as a basis for levying taxes.

ASSESSMENT ROLL: In the case of real property, the official list containing the legal description of each parcel of property and its assessed valuation. The name and address of the last known owner are also usually shown. In the case of personal property, the assessment roll is the official list containing the name and address of the owner, a description of the personal property and its assessed value.

ASSETS: Resources owned or held by a government, which have monetary value.

AUDIT: A methodical examination of utilization of resources. It concludes in a written opinion of its findings. An audit is a test of management's accounting system to determine the extent to which internal accounting controls are both available and being used.

AUTHORITY: A government or public agency created to perform a single function or a restricted group of related activities. Usually such units are financed from service charges, fees and tolls, but in some instances, they also have taxing powers. An authority may be completely independent of other governments or partially dependent upon other governments for its creation, its financing or the exercise of certain powers

AVAILABLE FUND BALANCE: This refers to the funds remaining from the prior year that are available for appropriation and expenditure in the current year.

BALANCED BUDGET: A budget in which planned funds available equal planned expenditures.

BEGINNING FUND BALANCE: The unexpended amount in a fund at fiscal yearend, which is available for appropriation in the next fiscal year.

BENEFITS: Payments to which participants may be entitled under a pension plan, including pension benefits, death benefits, and benefits due on termination of employment.

BOND: A written promise to pay a specified sum of money, called the face value or principal amount, at a specified date or dates in the future, called the maturity date(s), together with periodic interest at a specified rate.

BOND RATING: An evaluation of credit worthiness performed by an independent rating service. The Town maintains a AAA rating from both Moody's and Standard & Poor's.

BUDGET: A plan of financial operation embodying an estimate of proposed expenditures for a given period and the proposed means of financing them. Used without any modifier, the term usually indicates a financial plan for a single fiscal year. The term "budget" is used in two senses in practice. Sometimes it designates the financial plan presented to the appropriating body for adoption and sometimes the plan is finally approved by that body. It is either usually necessary to specify whether the budget under consideration is preliminary and tentative or whether it has been approved by the appropriating body.

BUDGET AMENDMENT: The process by which unanticipated changes in revenue or expenditures are made a part of the budget, thereby amending it.

BUDGET CALENDAR: A schedule of key dates that the Town follows in the preparation, adoption and administration of the budget.

BUDGET MESSAGE: A general discussion of the proposed budget as presented in writing by the budget-making authority to the legislative body.

BUDGET TRANSFER: An action which changes budgeted amounts at the department, division, and/or object code level of control with offsetting increases and decreases in budgeted line items.

BUDGETARY BASIS: This refers to the basis of accounting used to estimate financing sources and uses in the budget. This generally takes one of three forms: GAAP, cash or modified accrual.

BUDGETARY CONTROL: The control or management of a government or enterprise in accordance with an approved budget for the purpose of keeping expenditures within the limitations of available appropriations and available revenues.

BUSINESS PLAN: A written document outlining how Town sources will be applied to achieve the objectives determined for the Leisure Services Enterprise Fund.

CAPITAL EQUIPMENT: Equipment with an expected life of more than one year and a value of more than $2,500 for vehicles and equipment and $1,500 for computer equipment.

CAPITAL LEASE: An agreement conveying the right to use property, plant or equipment usually for a stated period of time where the lessee assumes all the risks and rewards of ownership.

CAPITAL OUTLAYS: Expenditures that result in the acquisition or addition of fixed assets.

CAPITAL PROGRAM: A plan for capital expenditures to be incurred each year over a fixed period of years to meet capital needs arising from the long-term work program. It sets forth each project or other contemplated expenditure in which the government is to have a part and specifies the full resources estimated to be available to finance the projected expenditures. The minimum threshold used to qualify a project for the Capital Improvement Program is $50,000.

CAPITAL PROJECT: Major construction, acquisition, or renovation activities that add value to a government's physical assets or significantly increase their useful life; also called capital improvements.

CAPITAL PROJECT FUNDS: One or more governmental type of funds established to account for resources used for the acquisition of large capital improvements, other than those accounted for in proprietary or trust funds.

COMPREHENSIVE ANNUAL FINANCIAL REPORT (CAFR): This official annual report presents the status of the Town's finances in a standardized format. The CAFR is organized by fund and contains two basic types of information: a balance sheet that compares assets with liabilities and fund balance; and an operating statement that compares revenues and expenditures.

CONTINGENCY: A budgeted reserve set-aside for possible emergencies, revenue shortfalls, or unforeseen expenditures not otherwise budgeted for.

CURRENT ASSETS: Those assets that are available or can be made readily available to finance current operations or to pay current liabilities. Those assets that will be used upon or converted into cash within one year. Some examples are cash, temporary investments and taxes receivable which will be collected within one year.

DEBT LIMIT: The maximum amount of gross or net debt that is legally permitted.

DEBT SERVICE: The payment of principal and interest on borrowed funds, such as bonds.

DEBT SERVICE FUNDS: One or more funds established to account for revenues and expenditures used to repay the principal and interest on debt.

DEBT SERVICE REQUIREMENT: The amount of money required to pay the principal and interest on outstanding debt, serial maturities of principal for serial bonds and required contributions to accumulate monies for future retirement of term bonds.

DEFICIT: An excess of liabilities and reserves of a fund over its assets.

DEPARTMENT: A basic organizational unit of government that is functionally unique in its delivery of services.

DEPRECIATION: The decrease in value of physical assets due to use and the passage of time.

DESIGNATED FUND BALANCE: Funds that have been identified for a specific purpose. This differs from reserved funds, in that there is no legal requirement for funds that have been designated.

DISTINGUISHED BUDGET PRESENTATION PROGRAM: A voluntary program administered by the Government Finance Officers Association to encourage governments to publish efficiently organized and easily readable budget documents and to provide peer recognition and technical assistance to the fiscal officers preparing them.

ENCUMBRANCE: An amount of money committed for the payment of goods and services not yet received or pair for.

ENTERPRISE FUND: A self-supporting fund designed to account for activities supported by user charges. Examples are Water, Solid Waste, Marina and Par 3 Golf funds.

EXPENDITURES: Decreases in net current financial resources. Expenditures include current operating expenses, which require the current or future use of net current assets, debt service, and capital outlays.

EXPENSES: Decrease in net total assets. Expenses represent the total cost of operations during a period regardless of the timing of related expenditures.

FIDUCIARY FUNDS: Trust and/or agency funds used to account for assets held by the Town in a trustee capacity, or as an agent for individuals, private organizations, other governments, and/or other funds.

FISCAL YEAR: A 12-month period to which the annual operating budget applies and at the end of which a government determines its financial position and the results of its operations. By State Law, the fiscal year for the Town of Palm Beach, and all Florida local governments, is October 1 to September 30.

FIXED ASSETS: Assets of a long-term character which are intended to continue to be held or used, such as land, buildings, improvements other than buildings, and machinery and equipment.

FRANCHISE: A special privilege granted by a government regulating the continuing use of public property such as city streets and usually involving the elements of monopoly and regulation.

FULL FAITH AND CREDIT: A pledge of the general taxing power for the payment of debt obligations. Bonds carrying such pledges are referred to as general obligation bonds or full faith and credit bonds.

FULL-TIME EQUIVALENT (FTE): Number of positions calculated on the basis that one FTE equates to a 40-hour workweek for twelve months. For example, two part-time positions working 20 hours for twelve months also equals one FTE.

FULL-TIME POSITION: A position which qualifies for full Town benefits, usually required to work 40 hours per week. Full-time fire personnel work 50.4 hours per week and all part-time personnel working in excess of 35 hours per week are granted benefits as full-time employees.

FUNCTIONAL CLASSIFICATION: Expenditures classification according to the principal purposes for which expenditures are made. Examples are public safety, general government, culture/recreation, etc.

FUND: A fiscal and accounting entity with a self-balancing set of accounts recording cash and other financial resources, together with all related liabilities and residual equities or balances, and changes therein, which are segregated for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions, or limitations.

FUND BALANCE: The fund equity of governmental funds. Changes in fund balances are the result of the difference of revenues to expenditures. When revenues exceed expenditures in a given period, fund balance increase and when expenditures exceed revenue, fund balance decreases.

FUND TYPE: In governmental accounting, all funds are classified into eight generic fund types; General, Special Revenue, Debt Service, Capital Projects, Special Assessment, Enterprise, Internal Service, and Trust and Agency.

GASB: Governmental Accounting Standards Board - an established national board, which governs financial reporting standards on state and local government levels throughout the United States of America, with its main headquarters in Chicago, IL.

GASB 34: Statement 34 of the Governmental Accounting Standards Board - Basic Financial Statements and Management's Discussion and Analysis for State and Local Governments - establishes new financial reporting standards for state and local governments throughout the United States.

GENERAL FUND: A fund containing revenues such as property taxes not designated by law for a special purpose. Some of the departments that are part of the General Fund include Fire, Police, Public Works, Administration and Recreation.

GENERAL OBLIGATION BONDS: Bonds for the payment of which the full faith and credit of the issuing government are pledged.

GENERALLY ACCEPTED ACCOUNTING PRINCIPLES (GAAP): Uniform minimum standards of/and guidelines for financial accounting and reporting. They govern the form and content of the basic financial statement of an entity. GAAP encompasses the conventions, rules, and procedures necessary to define accepted accounting practices at a particular time. They include not only broad guidelines of general application, but also detailed practices and procedures. GAAP provides a standard to measure financial presentations. The primary authoritative statement of the application of GAAP to state and local governments are NCGA pronouncements. Every government should prepare and publish financial statements in conformity with GAAP. The objectives of government GAAP financial reports are different from and much broader than, the objective of business GAAP financial reports.

GEOGRAPHIC INFORMATION SYSTEM (GIS): A GIS is a specialized data management system designed for the entry, analyses, and display of data commonly found on maps. GIS integrates maps with a database and allows analyses to be performed using location relationships of map features to the database.

GOAL: A statement of broad direction, purpose or intent based on the needs of the community. A goal is general and timeless.

GOVERNMENTAL FUNDS: Governmental funds account for the activities of a typical state or local government's operations (e.g. public safety, public health). Governmental funds can be further classified into four generic fund types - general fund, special revenue funds, capital projects funds, and debt service funds.

GRANTS: Contributions or gifts of cash or other assets from another government to be used or expended for a specific purpose, activity or facility.

HOMESTEAD EXEMPTION: Pursuant to the Florida State Constitution, the first $25,000 of assessed value of a home which the owner occupies as principal residence is exempt from the property tax.

INFLATION: A rise in price levels caused by an increase in available funds beyond the proportion of available goods.

INFRASTRUCTURE: Assets which are immovable and of value only to the governmental unit (e.g. sidewalks, gutters, bridges.)

INTERFUND TRANSFERS: The movement of moneys between the funds of a governmental entity.

INTERGOVERNMENTAL REVENUE: Revenue collected by one government and distributed (usually through some predetermined formula) to another level of government(s).

INTERLOCAL AGREEMENT: A written agreement between the Town and other units of government to share in similar services, projects, emergency assistance, support, funding, etc., to the mutual benefit of all parties.

INTERNAL SERVICE FUNDS: One or more funds that accounts for the goods and services provided by one department to another within government on a cost-reimbursement basis.

INVESTMENTS: Securities and real estate held for the production of revenues in the form of interest, dividends, rentals or lease payments. The term does not include fixed assets used in government operations.

LEVY: (Verb) To impose taxes, special assessments or service charges for the support of governmental activities. (Noun) The total amount of taxes, special assessments or service charges imposed by a government.

LIABILITIES: Debt or other legal obligations arising out of transactions in the past which must be liquidated, renewed, or refunded at some future date. This term does not include encumbrances.

MILL: A taxation unit equal to one dollar of tax obligation for every $1,000 of assessed valuation of property.

MILLAGE RATE: The tax rate applied to each thousand dollars of taxable assessed valuation which results in the tax levy. Example: A 4.0 millage rate applied to property with a taxable valuation of $500,000 would generate tax in the amount of $2,000.00 (4.0 x 500) of ad valorem revenue.

MISSION STATEMENT: The statement that identifies the particular purpose and function of a department.

MODIFIED ACCRUAL BASIS: The accrual basis of accounting adopted for the governmental fund type. In this basis of accounting, expenditures are recognized when the goods or services are received and revenues, such as taxes, are recognized when measurable and available to pay expenditures in the current accounting period.

NON-EXPENDABLE TRUST FUNDS: When a government uses a non-expendable trust fund, the principal must remain intact, but it can expend the earnings.

OBJECTIVE: A simply stated, readily measurable statement of the aim of expected accomplishment within the fiscal year. A good statement of objective should imply a specific standard of performance for a given program:

a. An operational objective focuses on service delivery.

b. A managerial objective focuses on those aspects of management that help staff achieve operational objectives, i.e., staff training, work plan development, etc.

OBLIGATIONS: Amounts that a government may be required legally to meet out of its resources. They include not only actual liabilities, but also unliquidated encumbrances.

OPERATING BUDGET: Plans of current expenditures and the proposed means of financing them. The annual operating budget is the primary means by which most of the financing acquisition, spending and service delivery activities of a government are controlled. The use of an annual operating budget is required by law.

OPERATING COSTS: Expenses for such items such as expendable supplies, contractual services, and utilities.

ORDINANCE: A formal legislative enactment by the governing board of a municipality. If it is not in conflict with any higher form of law, such as a state statute or constitutional provision, it has the full force and effect of law within the boundaries of the municipality to which it applies.

OTHER COSTS: Costs which are not personnel, operating or capital in nature, such as debt service and transfers between funds.

OUTSIDE AGENCY: Governmental or not-for-profit entities that provide services to Town residents or to the Town under terms of a contract or agreement. Example: The Town of Palm Beach administers the financial and parking enforcement operations for Kreusler Park which is utilized by Town residents and visitors, but is owned by Palm Beach County.

PART-TIME: Part-time employees work less than 35 hours per week and are not entitled to full-time employee benefits.

PAY-AS-YOU-GO BASIS: A term used to describe the financial policy of a governmental unit which finances all of its capital outlays from current revenues rather than by long-term borrowing.

PENSION FUND: The pension funds account for the accumulation of resources to be used for retirement benefit payments to the Town's employees.

PER CAPITA: A measurement of the proportion of some statistic to an individual resident determined by dividing the statistic by the current population.

PERFORMANCE BUDGET: A budget wherein expenditures are based primarily upon measurable performance of activities and work programs.

PERFORMANCE MEASURE: Data collected to determine how effective and/or efficient a program is in achieving its objectives.

PERSONAL SERVICES: A general category of operating expenses that includes salaries and wages, pensions, health insurance and other fringe benefits.

PERSONNEL COSTS: Costs directly associated with employees, including salaries and fringe benefits.

POST-EMPLOYMENT BENEFITS: A form of deferred compensation that includes healthcare and any type of post-employment benefit that is not an integral part of a pension plan.

PROGRAM: A distinct, clearly identifiable activity, function, cost center, or organizational unit which is budgeted as a sub-unit of a department. A program budget utilizes the separate programs as its basic component.

PROGRAM BUDGET: A budget with expenditures that are based primarily on programs of work. Each individual program is established as a separate cost center.

PROPERTY TAX: A tax levied on the assessed value of real property. This tax is also known as ad valorem tax.

PROPRIETARY FUND TYPES: Proprietary funds account for activities that are common in the private sector, which the government operates in a manner similar to their counterparts in the commercial world. The primary source of revenues for this fund type is user charges. Proprietary funds can by further classified into two fund types - enterprise funds and internal service funds.

PURCHASE ORDER: A document which authorizes the delivery of specified merchandise or the rendering of certain services.

RECLASSIFICATION: The moving of an existing position from one personnel classification (title) to another based upon the different performance of duties.

REQUISITION: A written demand or request, usually from one department to the purchasing officer or to another department, for specified articles or services.

RESERVES: a portion of the fund balance or retained earnings legally segregated for specific purposes.

RESERVE FOR CONTINGENCIES: An amount set aside that can subsequently be appropriated by the Town Council to meet unexpected needs.

RESOLUTION: A special or temporary order of a legislative body; an order of a legislative body requiring less legal formality than an ordinance or statute.

RETAINED EARNINGS: An equity account reflecting the accumulated earnings of an Enterprise or Internal Service Fund.

REVENUE BONDS: A particular kind of bond in which the revenue to pay back the bond and interest comes from the project that the borrowed money was used to create, expand, or improve. Pledged revenues may be derived from operation of the financed project, grants, and excise or other non-ad valorem taxes. Generally, no election is required prior to issuance or validation of such obligations.

REVENUES: Increases in governmental fund-type net current assets from other than expenditure refunds and residual equity transfers. Under NCGA Statement 1, general long-term debt proceeds and operating transfers-in are classified as "other financing sources" rather than revenues.

ROLLED BACK RATE: That tax rate which when applied to the current year's adjusted taxable value, generates the same ad valorem tax revenue as the prior year.

SAVE OUR HOMES: Provisions in Florida Statutes, Section 193.155(1) limit the annual increase in the taxable value of a homesteaded property. Beginning in 1995, or the year after the property receives homestead exemption, an annual increase in assessment shall not exceed the lower of the following:

a. Three percent of the assessed value of the property for the prior year; or

b. The percentage change in the Consumer Price Index (CPI) for all urban consumers, U.S. city average, all items 1967 = 100 or successor reports* for the preceding calendar year as initially reported by the U.S. Department of Labor, Bureau of Labor Statistics.

STATUTE: A written law enacted by a duly organized and constituted legislative body.

TAX RATE: The amount of tax stated in terms of a unit of a tax base. The State of Florida uses a mill as its tax rate. A mill is the rate applied to each thousand dollars of taxable appraised value. For example, 3.170 mills applied to property valued at $150,000 would generate taxes of $475.50 (3.170 x 150) of ad valorem revenue. In accordance with Florida Statute, 200.071, except as otherwise provided herein, no ad valorem tax millage shall be levied against real property and tangible personal property by counties in excess of 10 mills, except for voted levies.

TAX RATE LIMIT: The maximum rate at which a government may levy a tax. The limit may apply to taxes raised for a particular purpose, or to taxes imposed for all purposes, and may apply to a single government, to a class of governments or to all governments operating in a particular area. Overall tax rate limits usually restrict levies for all purposes and of all governments, state and local, having jurisdiction in a given area.

TAX ROLL: The official list showing the amount of taxes levied against each taxpayer or property. Frequently, the tax roll and the assessment roll are combined, but even in these cases the two can be distinguished.

TAXABLE VALUE: The assessed value of property minus the homestead exemption and any other exemptions that may be applicable.

TAXES: Compulsory charges levied by a government for the purpose of financing services performed for the common benefit. This term does not include specific charges made against particular persons or property for current or permanent benefits such as special assessments. Neither does the term include charges for service rendered only to those paying such charges as, for example, development fees.

TEMPORARY POSITION: A temporary position is filled for a specific period of time, is not permanent in nature, and does not qualify for regular town benefits.

TRANSFERS IN/OUT (INTER-FUND TRANSFERS): Amounts transferred from one fund to another to assist in financing the services of the recipient fund. Transfers do not constitute revenues or expenditures of the governmental unit. Thus, they are budgeted and accounted for separately from other revenues and expenditures as other financing sources or uses.

TRUST FUNDS: Funds used to account for assets held by a government in a trustee capacity for individuals, private organizations, other government and/or other funds.

TRUTH IN MILLAGE: The Florida Truth in Millage Act (TRIM) serves to formalize the property tax levying process by requiring a specific method of tax rate calculation, form of notice, public hearing requirements and advertisement specifications prior to the adoption of a budget tax rate.

The effect of TRIM is to inform taxpayers that their property taxes are changing (up or down), the cause (a change in the assessed value of their property and/or an increase in the proposed spending level) and how the proposed new tax rate compares to the rate that would generate the same property tax dollars as the current year (the “rolled back” rate).

UNENCUMBERED: The portion of an allotment not yet expended or encumbered.

UNDESIGNATED/UNRESERVED FUND BALANCE: Unrestricted funds available to be designated as a budget-funding source.

USEFUL LIFE: The period of time that a fixed asset is able to be used. This can refer to a budgeted period of time for an equipment class or the actual amount of time for a particular item.

USER CHARGES: The payment of a fee for direct receipt of a public service by the party benefiting from the service.

WORKLOAD INDICATORS: Statistical and historical measures of the services level provided or workload completed by each department within the Town.



360 South County Road I Palm Beach, FL 33480 Phone: 561-838-5400 https://www.townofpalmbeach.com