

FY 2017-2018 Council Budget Discussion



May 31, 2017

FY 17-18 Council Budget Discussion

Discussion Items:

- Water / Sewer Rate Options
- Police / Fire Compensation
- Others Items to Review?



Water/Sewer Rate Options with Average Monthly Residential Bill

Option 1	FY 17	FY 18	FY 19
Inside %	4.50%	3.50%	3.75%
Inside Bill	\$42.39	\$43.87	\$45.52
\$ Increase		\$1.48	\$1.65
Outside %	4.50%	3.50%	3.75%
Outside Bill	\$103.45	\$107.07	\$111.09
\$ Increase		\$3.62	\$4.02
Outside/Inside	2.44	2.44	2.44

Option 2	FY 17	FY 18	FY 19
Inside %	4.50%	3.25%	3.25%
Inside Bill	\$42.39	\$43.77	\$45.19
\$ Increase		\$1.38	\$1.42
Outside %	4.50%	5.50%	5.50%
Outside Bill	\$103.45	\$109.14	\$115.14
\$ Increase		\$5.69	\$6.00
Outside/Inside	2.44	2.49	2.55



* Avg. residential bill is calculated at 6 units; 1 unit = 748 gallons

FY 17-18 Recommended Budget

- **Competitive Employee Pay / Benefits Package (May 23):**
 - General Work Force:
 - 3.0% average merit and 2% structure adjustment for employees (including non-sworn public safety employees)
 - 3.0% average merit for eligible employees effective Dec. 1st
 - 2.0% salary structure adjustment
 - Budget Impacts - General Workforce
 - FY 17-18 Cost Estimate - \$1,900,000
 - Annualized Cost Estimate - \$2,700,000
 - Sworn Police / Fire:
 - 5.0% merit for eligible sworn Police / Fire employees and comparable step plan adjustments
 - All eligible employees receive July step ranging from 1.9% to 2.8%
 - All eligible employees receive step structure increase of 4.0% effective Dec. 1st
 - All eligible employees receive 5.0% merit effective Dec. 1st
 - Cumulative step increases - 5.9% (1.9+4.0) to 6.8% (2.8+4.0)



FY 17-18 Recommended Budget

- **Competitive Employee Pay / Benefits Package (May 23):**
 - New market competitive starting salaries:
 - Police: \$37,334 (current \$35,556)
 - Fire: \$35,157 (current \$33,483)
 - Budget Impacts (5% option) – Police/Fire
 - FY 17-18 Cost Estimate - \$2,150,000
 - Annualized Cost Estimate - \$3,000,000
- **Other Items:**
 - Minimum wage increases (Council directed goal of \$15/hr by 2020):
 - \$13.00/hr for FT/PT benefitted employees (currently \$12.50/hr)
 - \$11.50/hr for Roster employees (currently \$10.50/hr)
 - Continues in-range salary program
 - Continue to provide significant City contributions to health, dental and retirement programs



FY 17-18 Recommended Budget

- **Competitive Employee Pay / Benefits Package (May 23):**
 - General Work Force:
 - 3.0% average merit and 2% structure adjustment for employees (including non-sworn public safety employees)
 - 3.0% average merit for eligible employees effective Dec. 1st
 - 2.0% salary structure adjustment
 - Budget Impacts - General Workforce
 - FY 17-18 Cost Estimate - \$1,900,000
 - Annualized Cost Estimate - \$2,700,000
 - Sworn Police / Fire:
 - 7.5% merit for eligible sworn Police / Fire employees and comparable step plan adjustments
 - All eligible employees receive July step ranging from 1.9% to 2.8%
 - All eligible employees receive step structure increase of 5.6% effective Dec. 1st
 - All eligible employees receive 7.5% merit effective Dec. 1st
 - Cumulative step increases – 7.5% (1.9+5.6) to 8.4% (2.8+5.6)



FY 17-18 Recommended Budget

- **Competitive Employee Pay / Benefits Package (May 23):**
 - New market competitive starting salaries:
 - Police: \$38,223 (current \$35,556)
 - Fire: \$35,994 (current \$33,483)
 - Budget Impacts (7.5% option) – Police/Fire
 - FY 17-18 Cost Estimate - \$3,450,000 (+\$1.3 million)
 - Annualized Cost Estimate - \$4,800,000 (+\$1.8 million)
- **Other Items:**
 - Minimum wage increases (Council directed goal of \$15/hr by 2020):
 - \$13.00/hr for FT/PT benefitted employees (currently \$12.50/hr)
 - \$11.50/hr for Roster employees (currently \$10.50/hr)
 - Continues in-range salary program
 - Continue to provide significant City contributions to health, dental and retirement programs



FY 17-18 Recommended Budget

- General Fund Proposed Reductions:**

Department	Reduction	Savings
Executive	Reduce Incentives Budget	\$110,000
Debt Service	Reduce property tax allocation for debt service transfer from 9.75 cents to 9.50 cents	\$682,000
All General Fund Departments; Cemeteries Fund, Solid Waste Fund, Metro 911 Fund	Selected Maintenance/Operations Reductions	\$489,000
Total		\$1,281,000



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