



# City of Pearland FY22 Proposed Budget “Adapting to Change”



# Budget Schedule

~~2/7/21 – Early Budget Input Session~~

~~8/6/21 – Budget Delivered to City Council and Mayor~~

~~8/14/21 – Budget Discussion #1~~

~~8/23/21 – Budget Discussion #2~~

8/30/21 – Public Hearing & Budget Discussion #3

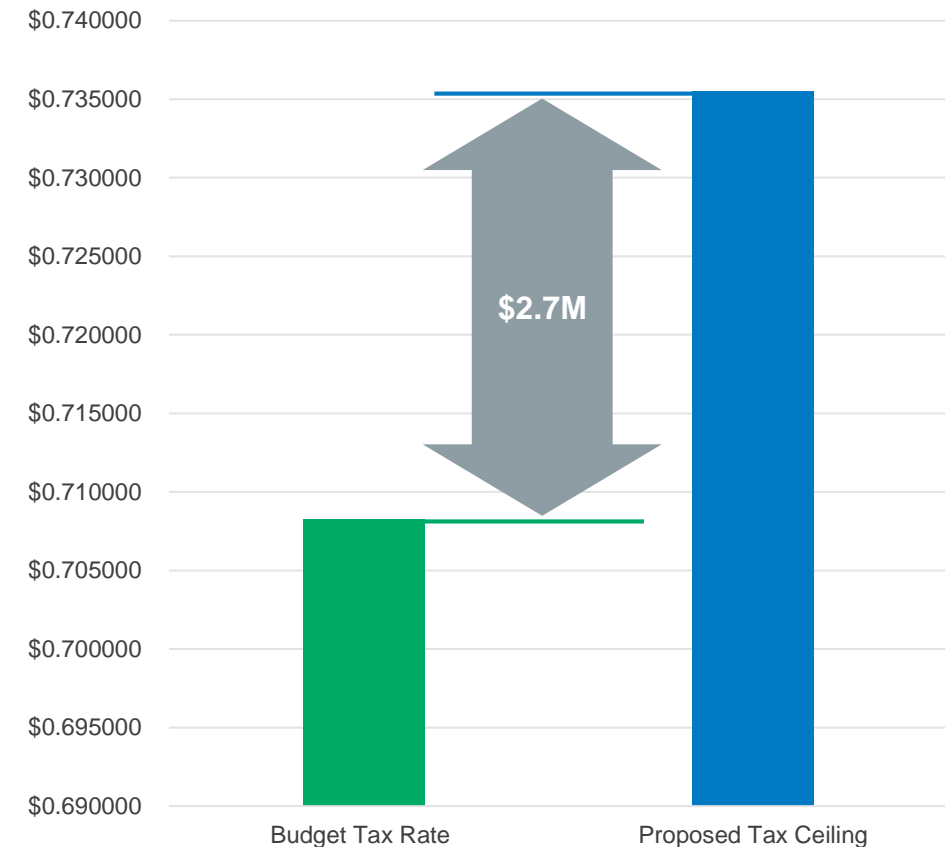
9/13/21 – Budget Reading #1 & 1<sup>st</sup> vote on tax rate and fee ordinances, pay plans, and updated Financial Policies

9/27/21 – Budget Reading #2 & 2<sup>nd</sup> vote on tax rate and fee ordinances, pay plans, and updated Financial Policies



# CFO Intro/Overview of Budget “Wins”

- Proposed tax rate ceiling of \$0.735484
- Recommended Budget tax rate of \$0.708250
- Provides room for Council to choose where/how to fund their priorities (\$2,702,941 in M&O dollars between the two rates)







# How Far We've Come

- Started with Budget Workshop in February
- \$1,264,395 in one-time supplemental requests (GF), down to \$685,695 requests, with a tax rate decrease
- 61 Positions requested in General Fund, down to 7.5 with a tax rate decrease
- Every funded request can be tied back to Council Priorities



# Staff Efforts

- Brought budget in on time, working incredible hours with staffing down 60%
- New Finance MTM team, still learning to navigate the process, our staff, our team
- Tried very hard to deliver answers in advance and thoroughly researched, answered over 50 Council inquiries
- All the work brought us to tonight, where we hold our Public Hearing as required under State Law

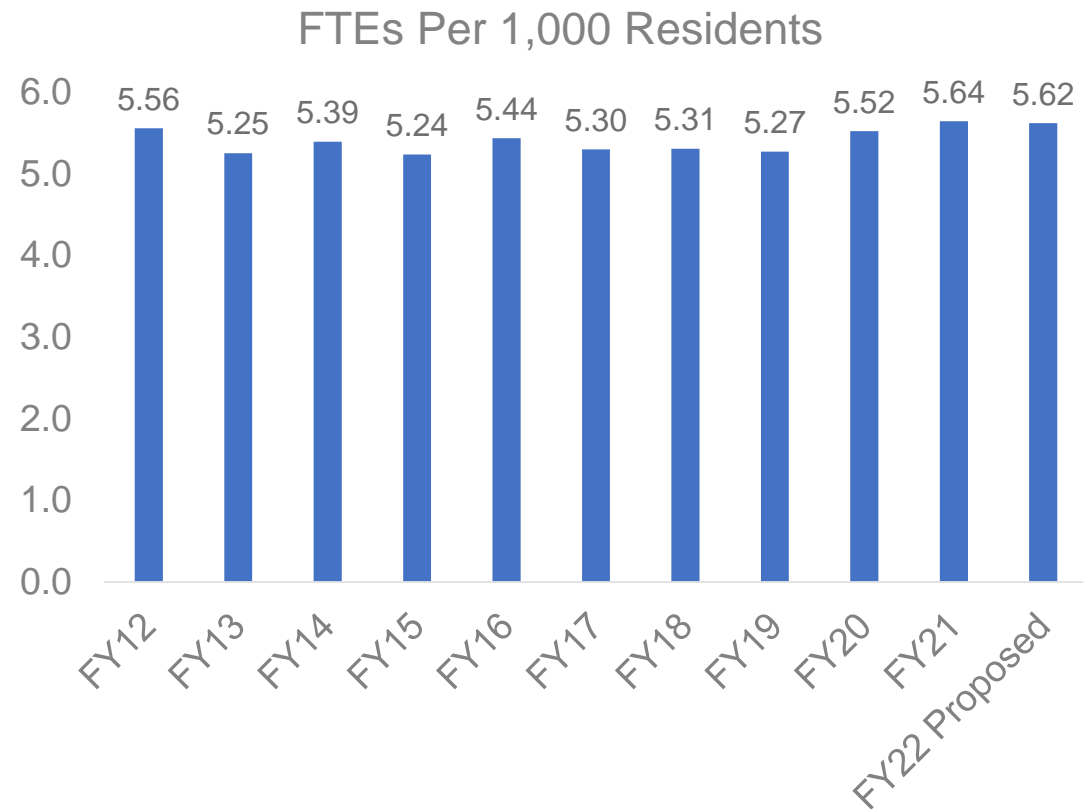
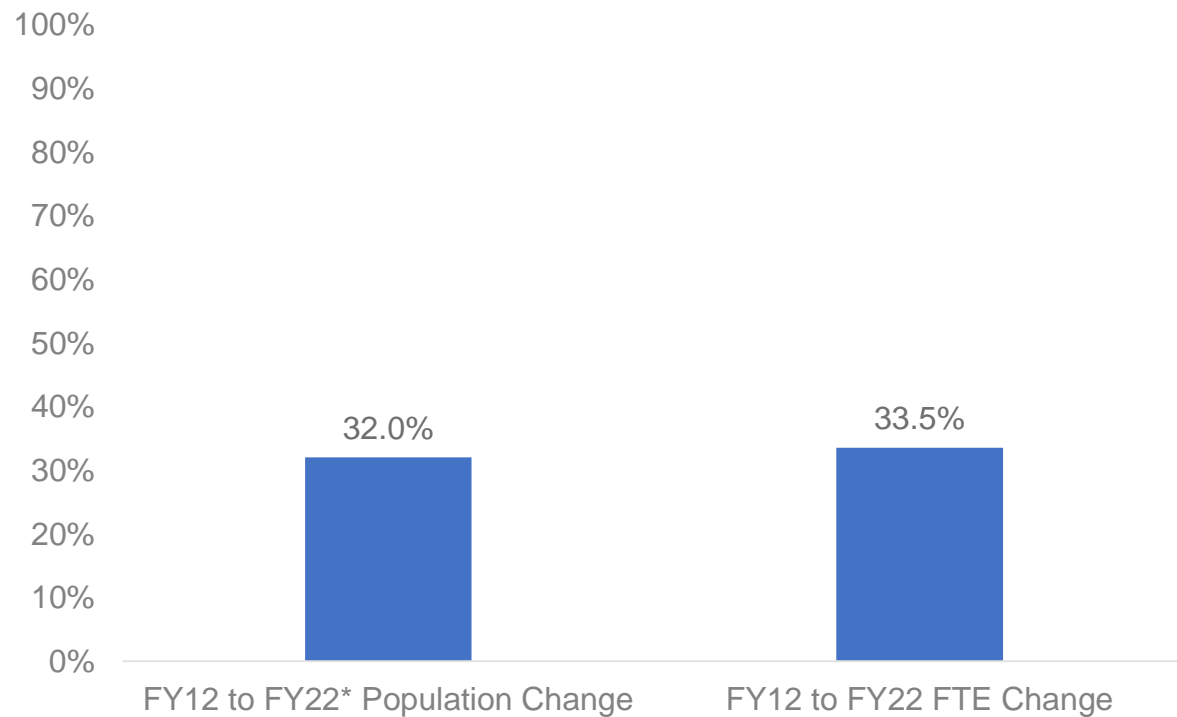


# FTE Growth vs Population Growth in the General Fund



# Pearland staffing has tracked population growth

Population vs General Fund Growth  
\*Assumes 2% population growth in FY22

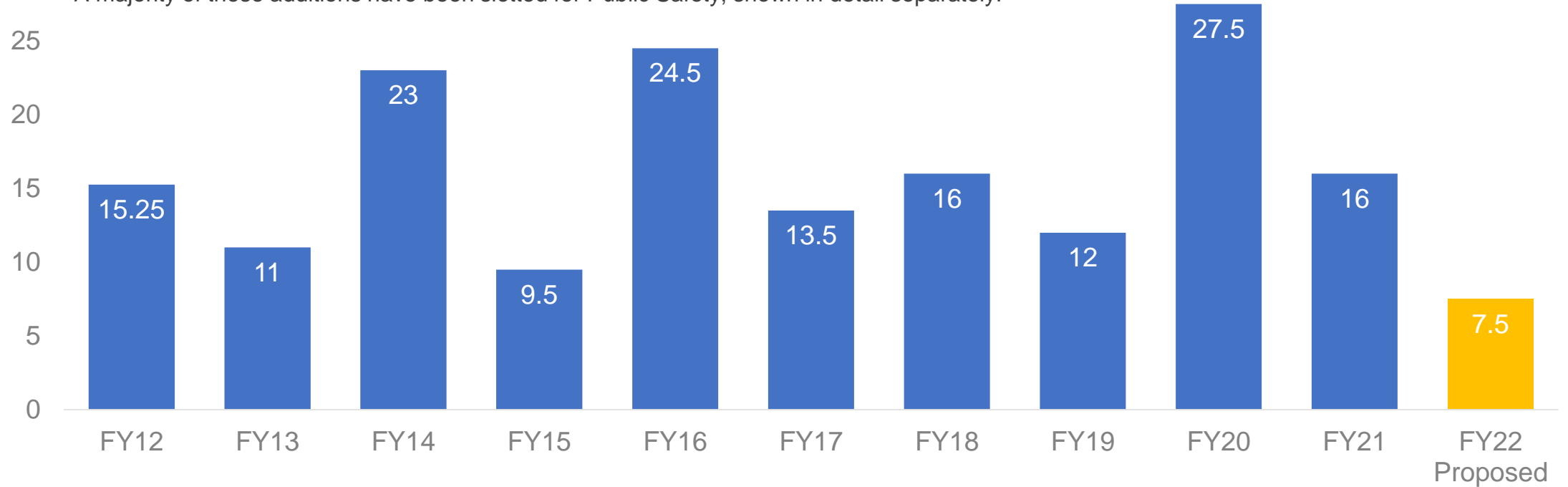


# Adding 7.5 FTEs in the General Fund is the smallest addition in over a decade



General Fund FTEs Added by Fiscal Year

30 168.25 positions have been added over the last 10 years, with 7.5 additional proposed for FY22. A majority of these additions have been slotted for Public Safety, shown in detail separately.



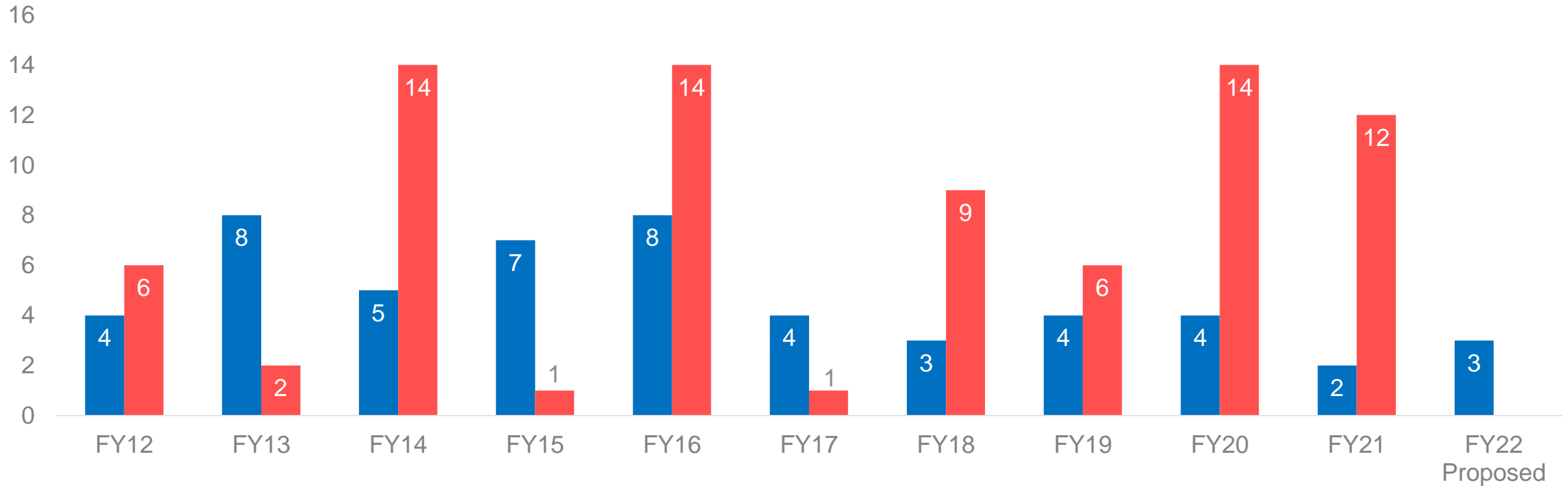


# Of the 175.75 employees added in the General Fund, 75%, or 131 FTEs, were for Public Safety

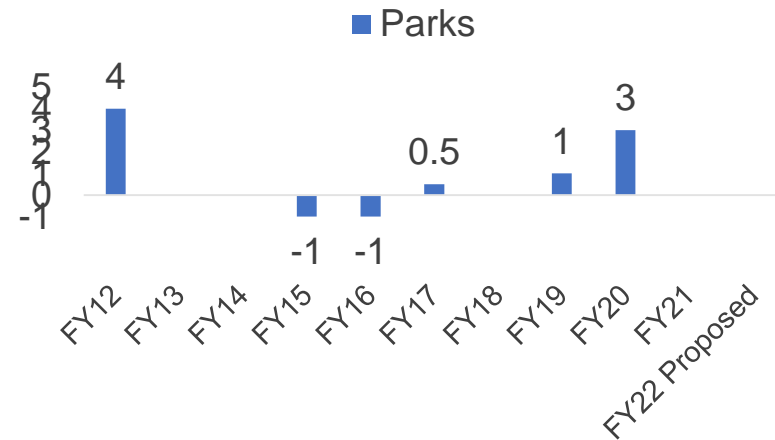
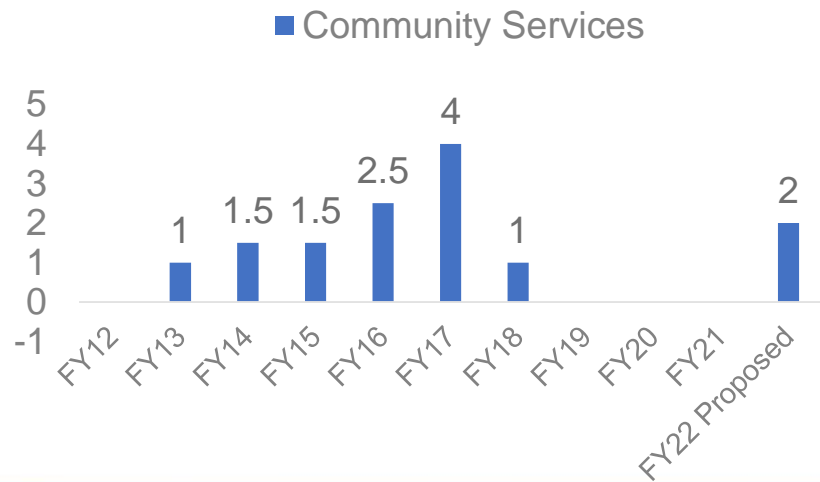
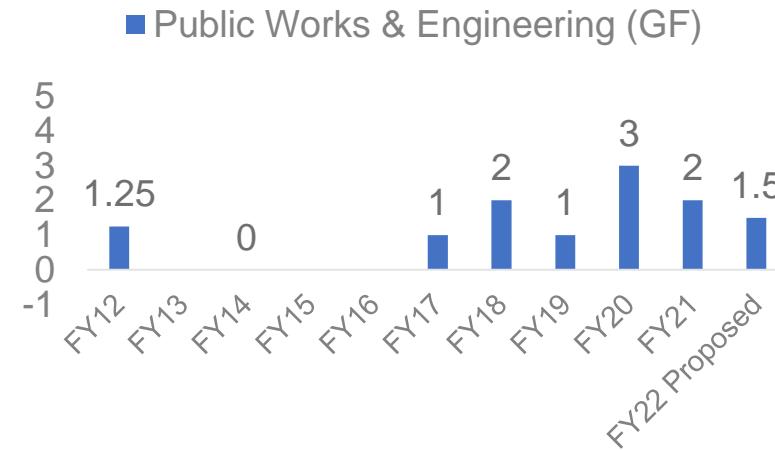
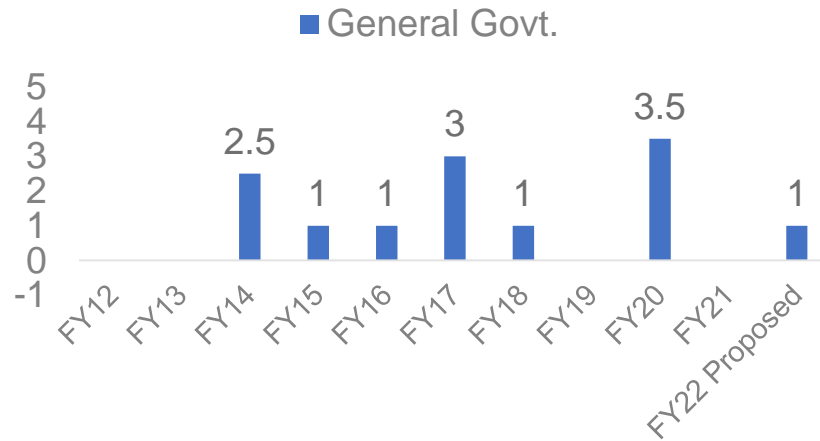


## Annual Positions Added (FTEs) in Public Safety

■ Police ■ Fire



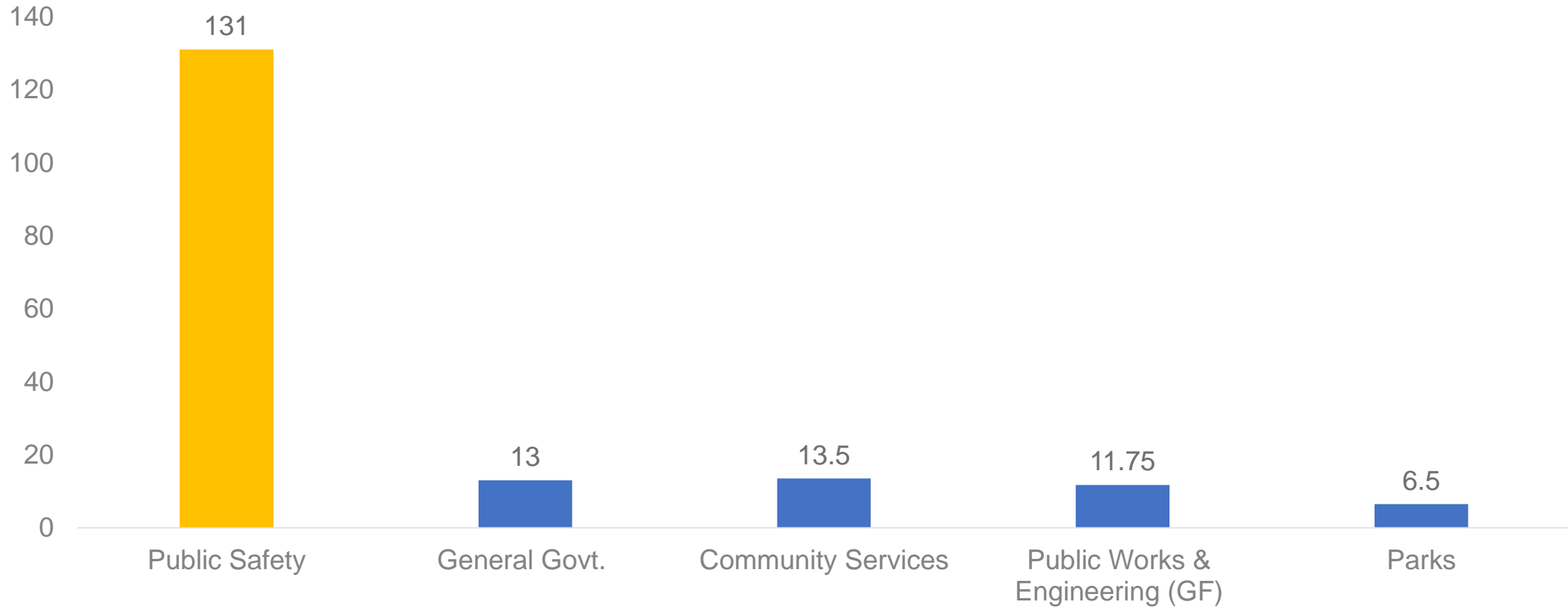
# The other 25% of General Fund employees were added to different groups





# Public Safety, by far, is where the City has added General Fund FTEs

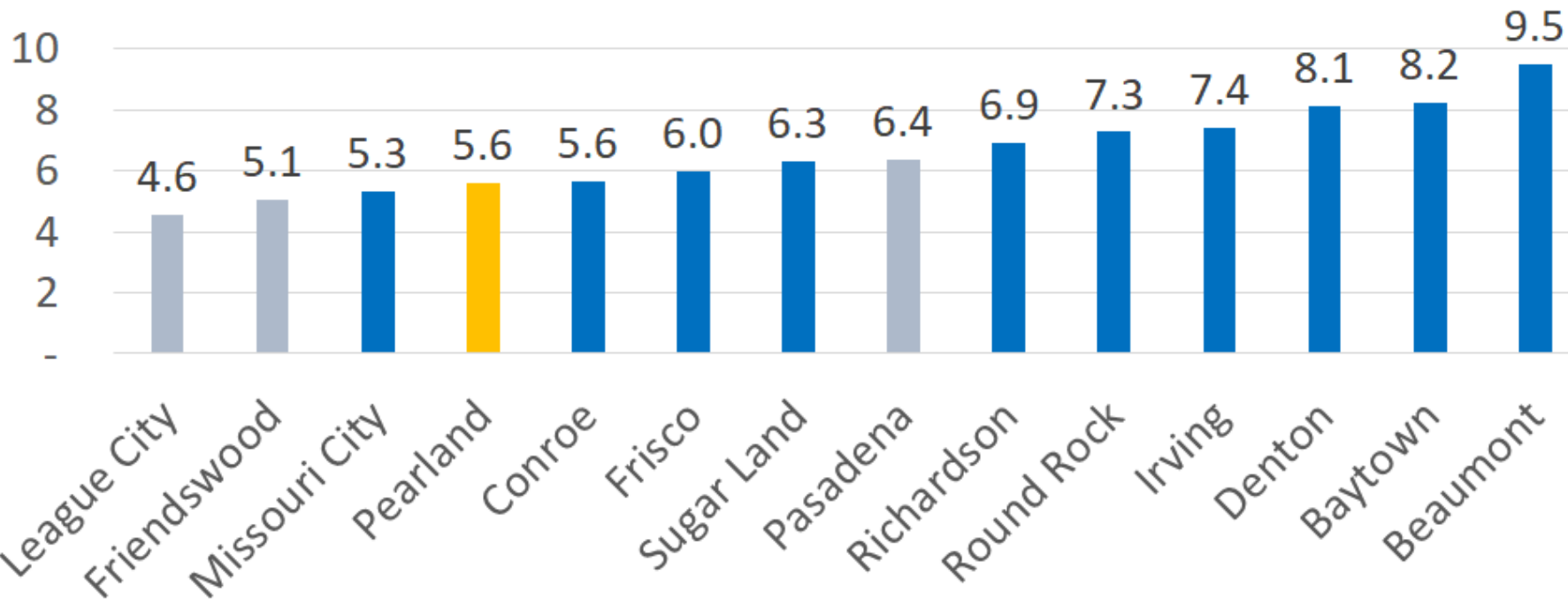
General Fund Employees (FTEs) Added FY12 through FY22 Proposed



# Pearland has fewer General Fund employees per capita than many other cities.



General Fund Employees Per 1,000 Residents



- Friendswood, League City, and Pasadena have volunteer fire departments.
- Not all cities have data at a detailed enough level to break their FTE counts into Service Areas or Departments.

# General Fund Staffing Trends Conclusion



- Pearland is a lean organization overall
- Where Pearland has added staff in the General Fund, the vast majority are for Public Safety
- The 7.5 new FTEs proposed for FY22 is the smallest increase in FTE's we've had in over a decade





# General Fund New Position Priorities

# New General Fund Positions in FY22



Department/Division	Position Title	Cost In GF	FY22 FTEs (in GF)	Note	Priority
Public Works-Admin	Asset Manager	\$23,660	.25	Other 0.75 of FTE is in Enterprise Fund. Small effect on General Fund.	High Priority
Communications	Communications Specialist	\$56,539	1.0		High Priority
Finance	Payroll Technician	\$63,489	1.0	No backup in this position currently.	High Priority
Information Technology	Database Administrator	\$53,352	.5	Other 0.75 of FTE is in Enterprise Fund. Less of a GF budget impact.	High Priority
Police-Patrol	Police Officer	\$184,783	1.0		High Priority
Engineering-Capital Projects	Senior Construction Manager	\$0	1.0	Charges to Projects, <b>no General Fund impact.</b>	High Priority
Police-Animal Services	Animal Shelter Attendant	\$55,255	1.0		Medium Priority – Could be delayed to mid-year
Information Technology	GIS Analyst	\$41,716	.5	Other 0.5 of FTE is in Enterprise Fund. Less of a GF budget impact.	Can wait until mid-year
Public Works-Admin	GIS Technician	\$16,952	.25	Other 0.75 of FTE is in Enterprise Fund. Small effect on General Fund.	Can wait until mid-year
Police-Community Services	Senior Office Assistant	\$54,439	1.0		Lower Priority
<b>Total FTE's</b>			<b>7.5</b>		



# Compensation and Classification Implementation



# Compensation and Classification

The Comp & Class study **helps the city to structure roles and pay plans competitively so** we can retain the best talent. The City has been on an open pay plan for decades with exception to the Police who are Civil Service. Based on City Council's feedback, we are presenting "step pay plans" for all non-exempt employees. This transition is an huge investment for our biggest asset, our staff.

We are presenting two options:

- 100% Market with 10% Cap on Tenure Transition
- 100% Market – No Cap for Tenure Transition



# Clarifying What FY22 Currently Includes

- \$4,385,872 in straight Salary Increases including comp & class and overtime.
  - Additional \$379,166 salary increase for new positions.
- \$500,000 for Sick Leave Buyback and Bilingual Pay
- Increased salaries also increased benefits cost by \$1,089,591
  - Additional Benefit increase for new positions \$149,567

General Fund Changes in Personnel				
	FY21 Adopted	FY22 Proposed	\$ Difference	% Increase
Salaries	47,809,688	52,195,560	4,385,872	9%
Salaries-New Positions	-	379,166	379,166	
Sick Buyback and Bi-Lingual		500,000	500,000	
Benefits	16,639,125	16,980,463	341,338	2%
Benefits-New Positions	-	149,567	149,567	
<b>Total</b>	<b>\$ 64,448,813</b>	<b>\$ 70,204,756</b>	<b>\$ 5,755,943</b>	<b>9%</b>





# Comp & Class options

## 100% Market with 10% Cap on Tenure Transition

- Council asked staff to prepare this option in the budget, with the understanding that further discussions would be had when costs became more understood.
- The 10% cap is a recognition that a lot of changes are being made, and not all strategic changes can be made in the same year.
- Fire Department employees moving to step 1 on the plan would receive additional increases in future years, beginning in FY23, to move them to their market rate.
  - This was done to smooth the cost of the increase out over a few fiscal years, rather than absorb it all in one budget.

## 100% Market – No Cap for Tenure Transition

- On 8/23/21 Council gave staff direction to return with a plan to fully fund the Tenure Parity plan without the 10% cap.
- The removal of the 10% cap directly addresses the concerns we heard from employees and adjusts every employee to market rate according a 3<sup>rd</sup> party, unbiased, and data-driven study.
- The update will place employees in the step based on experience

# Fire Department Lieutenant W2 Salary 2020



Gross Income	Regular Pay	Overtime Pay	Certification Pay
\$ 102,691	\$ 74,119	\$ 18,329	\$ 10,243
\$ 96,921	\$ 78,486	\$ 15,258	\$ 3,176
\$ 96,887	\$ 73,359	\$ 19,606	\$ 3,921
\$ 106,440	\$ 77,890	\$ 18,569	\$ 9,979
\$ 92,819	\$ 74,193	\$ 16,131	\$ 2,494
\$ 100,034	\$ 73,222	\$ 25,564	\$ 1,247
\$ 103,414	\$ 78,367	\$ 21,301	\$ 3,745
\$ 115,448	\$ 72,745	\$ 37,709	\$ 4,993
\$ 98,249	\$ 79,023	\$ 15,169	\$ 4,055
\$ 110,506	\$ 69,882	\$ 28,888	\$ 11,734
\$ 96,988	\$ 72,516	\$ 21,473	\$ 2,998
\$ 87,118	\$ 79,318	\$ 6,552	\$ 1,247
\$ 99,757	\$ 89,494	\$ 8,078	\$ 2,184
\$ 96,364	\$ 70,235	\$ 18,786	\$ 7,343

Current LT Base Pay	
Min	Max
\$65,838	\$98,758
\$23.89	\$35.83

Proposed LT Base Pay	
Min	Max
\$85,429	\$93,350
\$31.00	\$33.87

*\*Average gross salary is \$100,260 for full-time LTs*

# Fire - Lieutenants



Evergreen's Recommendation (100% Market with 10% Cap)					City Council Request (100% No Cap for Tenure)			
Current Annual Base Salary	100% Market with 10% Cap on Tenure Transition (Base Salary Only)	Assigned Step (Base Salary)	Cost	Difference of Current Base vs. Proposed Step (Base Only)	Step (time in current position)	100% Market - No Cap for Tenure Transition (Base Salary Only)	Cost	Difference of Current Base pay vs Proposed Step (Base Only)
\$ 72,786	\$ 85,429	\$ 85,429	\$ 12,643	14.80%	4	\$93,351	\$20,565	28.25%
\$ 72,786	\$ 85,429	\$ 85,429	\$ 12,643	14.80%	4	\$93,351	\$20,565	28.25%
\$ 72,758	\$ 85,429	\$ 85,429	\$ 12,671	14.83%	1	\$85,429	\$12,671	17.41%
\$ 72,180	\$ 85,429	\$ 85,429	\$ 13,249	15.51%	4	\$93,351	\$21,171	29.33%
\$ 71,766	\$ 85,429	\$ 85,429	\$ 13,663	15.99%	4	\$93,351	\$21,584	30.08%
\$ 71,380	\$ 85,429	\$ 85,429	\$ 14,049	16.44%	4	\$93,351	\$21,970	30.78%
\$ 69,313	\$ 85,429	\$ 85,429	\$ 16,116	18.86%	4	\$93,351	\$24,037	34.68%
\$ 69,203	\$ 85,429	\$ 85,429	\$ 16,226	18.99%	4	\$93,351	\$24,148	34.89%
\$ 69,176	\$ 85,429	\$ 85,429	\$ 16,254	19.03%	4	\$93,351	\$24,175	34.95%
\$ 69,176	\$ 85,429	\$ 85,429	\$ 16,254	19.03%	4	\$93,351	\$24,175	34.95%
\$ 67,825	\$ 85,429	\$ 85,429	\$ 17,604	20.61%	1	\$85,429	\$17,604	25.95%
\$ 67,798	\$ 85,429	\$ 85,429	\$ 17,632	20.64%	4	\$93,351	\$25,553	37.69%
\$ 67,798	\$ 85,429	\$ 85,429	\$ 17,632	20.64%	4	\$93,351	\$25,553	37.69%
\$ 67,798	\$ 85,429	\$ 85,429	\$ 17,632	20.64%	4	\$93,351	\$25,553	37.69%
\$ 67,522	\$ 85,429	\$ 85,429	\$ 17,907	20.96%	4	\$93,351	\$25,829	38.25%
\$ 67,164	\$ 85,429	\$ 85,429	\$ 18,265	21.38%	4	\$93,351	\$26,187	38.99%
\$ 65,841	\$ 85,429	\$ 85,429	\$ 19,588	22.93%	1	\$85,429	\$19,588	29.75%
<b>\$ 1,182,269</b>	<b>\$ 1,452,295</b>	<b>\$ 1,452,295</b>	<b>\$ 270,026</b>	<b>18.59%</b>		<b>\$1,563,197</b>	<b>\$380,928</b>	<b>32.33%</b>

**Evergreen's Recommendation = \$270,025 (base salary) City Council Request = \$380,929 (base salary).**



# Driver Operator Position

- Evergreen reviewed the data and increased the difference from 5% to 10% for Driver Operator duties with a 10 step plan.
- The Driver Operator Position is a Fire Fighter with added responsibilities.
- The additional responsibilities is granted up to a 10% increase for “lead” tasks.
- The DO does not have the responsibility for hiring, corrective action or termination.
- Staff reviewed the market adjustments and supports the update from Evergreen Solutions. Further changes will impact other positions in the department.

Current (Base Rate Only 30 year plan)		
Driver Operation	Minimum	Maximum
Annual	\$59,718	\$89,576
*2756 hours	\$21.66	\$32.50

Proposed (Base Rate Only 10 step plan)		
Driver Operator	Minimum	Maximum
Annual	\$62,975.00	\$82,168.09
*2756 hours	\$22.85	\$29.81



# Paramedic

- The City has 1 full-time and 2 part-time remaining in the Fire Department. The city no longer hires Paramedics since we've combined the role to a Fire Fighter with Paramedic/EMT certifications. All Paramedics are able to transition towards a full-time Fire Fighter position. Upon departure of any Paramedic, the city will backfill as a Fire Fighter.
- PFFA requested a review of the Paramedic position to ensure it was competitive with the market. Evergreen recommended a 12 step plan based on the data below.

Current Plan			Proposed by Evergreen	
	Minimum	Maximum	Minimum	Maximum
Paramedic	\$33,253	\$49,878	\$47,500	\$65,751
	\$15.99	\$23.98	\$22.84	\$31.61

*\*There is one Paramedic currently testing for Fire Fighter leaving one full-time paramedic on staff.*





# Evergreen Solutions Market Data for Police Officers

City of Pearland Current (FY 21)      Adjust for Geography Cost of Living      City of Pearland Current (FY 21) *AFTER* Index Adjustment

Peers	Minimum	Midpoint	Maximum	index	Minimum	Midpoint	Maximum
<b>Pearland</b>	<b>\$59,675</b>	<b>\$71,386</b>	<b>\$83,096</b>	-	<b>\$59,675</b>	<b>\$71,386</b>	<b>\$83,096</b>
Baytown, TX	\$69,260	\$79,893	\$90,525	1.003	\$69,440	\$80,100	\$90,760
Beaumont, TX	\$63,864	\$72,864	\$81,864	1.083	\$69,163	\$78,910	\$88,657
Conroe, TX	\$59,884	\$71,393	\$82,902	1.004	\$60,150	\$71,711	\$83,271
Denton, TX	\$70,282	\$80,641	\$91,000	0.967	\$67,961	\$77,978	\$87,995
Friendswood, TX	\$63,500	\$71,759	\$80,018	1.009	\$64,083	\$72,417	\$80,752
Frisco, TX	\$68,130	\$78,483	\$88,836	0.927	\$63,166	\$72,765	\$82,364
Irving, TX	\$66,324	\$77,580	\$88,836	0.881	\$58,453	\$68,374	\$78,294
League City, TX	\$66,385	\$75,815	\$85,246	1.009	\$66,994	\$76,511	\$86,028
Missouri City, TX	\$55,580	\$66,696	\$77,811	1.000	\$55,580	\$66,696	\$77,811
Pasadena, TX	\$65,936	\$78,988	\$92,040	0.875	\$57,683	\$69,101	\$80,519
Richardson, TX	\$64,056	\$74,166	\$84,276	0.927	\$59,389	\$68,763	\$78,136
Round Rock, TX	\$49,595	\$61,704	\$73,813	0.997	\$49,454	\$61,529	\$73,603
Sugarland, TX	\$60,341	\$70,897	\$81,453	1.000	\$60,341	\$70,897	\$81,453
<b>Average</b>	<b>\$63,318</b>	<b>\$73,914</b>	<b>\$84,509</b>	-	<b>\$61,681</b>	<b>\$71,981</b>	<b>\$82,280</b>
<b>Differential</b>	<b>-6.1%</b>	<b>-3.5%</b>	<b>-1.7%</b>	-	<b>-3.4%</b>	<b>-0.8%</b>	<b>1.0%</b>

- The 13 Peer Cities were agreed with PPOA for the Comp & Class Study of which 9 were on the initial recommendation.
- The data is as of June 2021
- The largest differential is 6.1% without the adjustment for geographical cost of living.



# Police ahead of market

City of Pearland Recommendation for FY22			
Recommended Title	Minimum	Midpoint	Maximum
City of Pearland <b>Police Officer</b> FY 22 Recommended	\$62,361	\$74,598	\$86,835
Class and Comp Study Average	\$61,681	\$71,981	\$82,280
<b>Differential between CoP Class and Compensation Study and FY 22 recommended</b>	<b>1.1%</b>	<b>3.5%</b>	<b>5.2%</b>

City of Pearland Recommendation for FY22			
Recommended Title	Minimum	Midpoint	Maximum
City of Pearland <b>Sergeant</b> FY 22 Recommended	\$88,726	\$96,008	\$103,289
Class and Comp Study Average	\$85,753	\$90,652	\$95,551
<b>Differential between CoP Class and Compensation Study and FY 22 recommended</b>	<b>3.35%</b>	<b>5.58%</b>	<b>7.49%</b>

City of Pearland Recommendation for FY22			
Recommended Title	Minimum	Midpoint	Maximum
City of Pearland <b>Lieutenant</b> FY 22 Recommended	\$106,485	\$111,354	\$116,222
Class and Comp Study Average	\$99,576	\$104,734	\$109,892
<b>Differential between CoP Class and Compensation Study and FY 22 recommended</b>	<b>6.9%</b>	<b>6.3%</b>	<b>5.8%</b>

City of Pearland Recommendation for FY22			
Recommended Title	Minimum	Midpoint	Maximum
City of Pearland <b>Captain</b> FY 22 Recommended	\$119,635	\$123,265	\$126,895
Class and Comp Study Average	\$110,164	\$115,555	\$120,946
<b>Differential between CoP Class and Compensation Study and FY 22 recommended</b>	<b>7.9%</b>	<b>6.3%</b>	<b>4.7%</b>



# General Fund Cost Comparisons Between Two Plans

## 100% Market with 10% Cap on Tenure Transition

- An additional \$2,494,178 in salaries
- Total salary + benefits cost of **\$3,242,431**
- Provides room in budget to add staff that are needed by departments
- Included in FY22 Proposed Budget

## 100% Market – No Cap for Tenure Transition

- An additional \$3,953,754 in salaries
- Total salary + benefit cost of **\$5,137,274**
- **\$1,894,843 more in recurring costs than in proposed budget**



# Needed From Council Tonight

- Final Determination of Class and Comp Plan for FY22. Which plan does the Council want to enact?

- Option 1 - 100% Market with 10% Cap on Tenure Transition

This adjustment changes employee salaries based on the amount of time an employee has spent at the City overall. The exception is that no salary is recommended to increase more than 10%\* as a result of the parity adjustment. \*In an open range plan, the adjustment is capped at exactly 10%. In a step plan, the projected salary increase is capped at 10%, but then the salary must be rounded up to the next step, so the actual adjustment will be slightly more than 10%.\* **No salaries are decreased as part of this adjustment**

**City will develop a plan to move employees towards market rate in the future budget plan.**

- Option 2 - 100% Market – No Cap for Tenure Transition

This adjustment changes employee salaries based on the amount of time an employee has spent at the City overall. The Tenure Parity option calculates a “projected salary” for employees based on an assumed progression through their pay ranges from minimum to maximum over the course of a 30-year career. If an employee's salary is above this projected salary, they will receive a 2% increase. **No salaries are decreased as part of this adjustment.**

- Other Questions and Comments



# Enterprise Fund



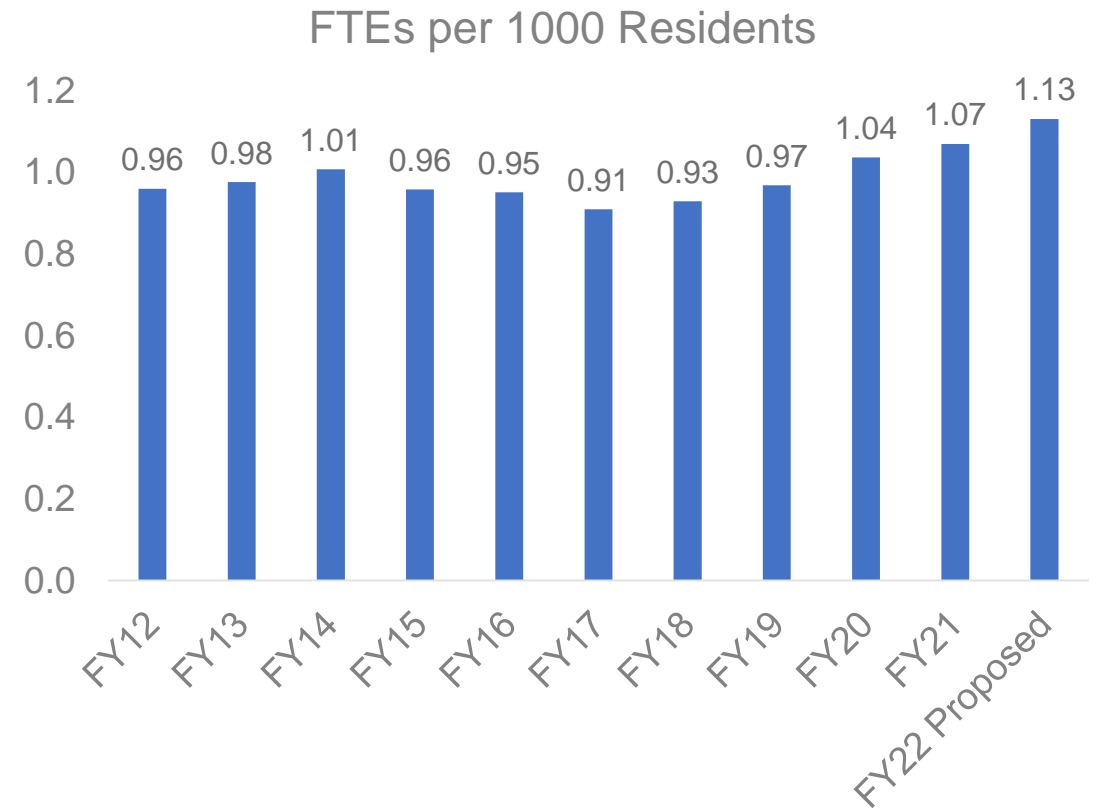
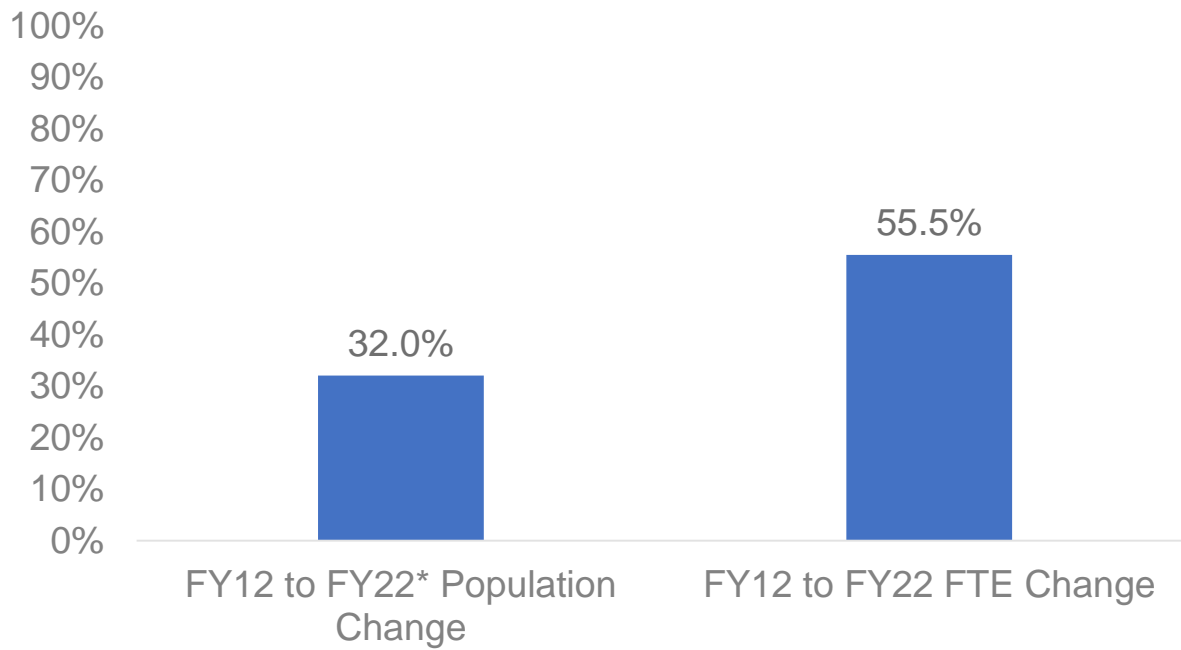


# FTE Growth vs Population Growth in the Enterprise Fund



# Pearland's Enterprise Staffing has remained fairly steady over time

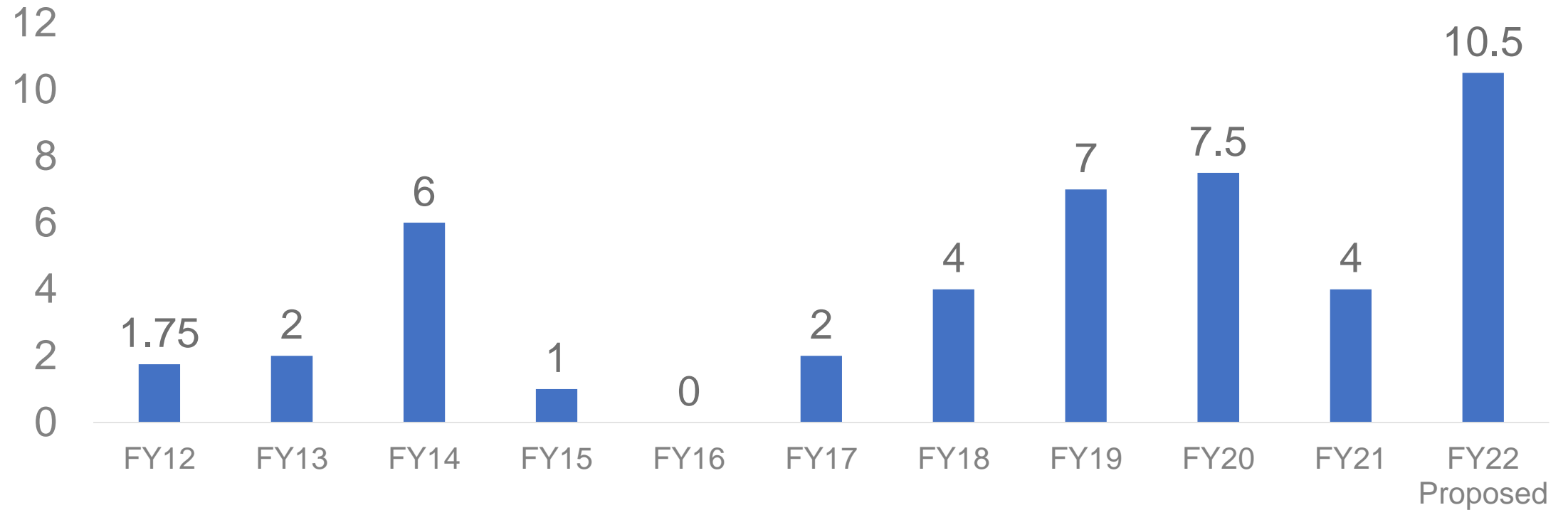
Population vs Enterprise Fund Growth  
\*Assumes 2% population growth in FY22





# The Enterprise FTE Trend reflects a growing operation

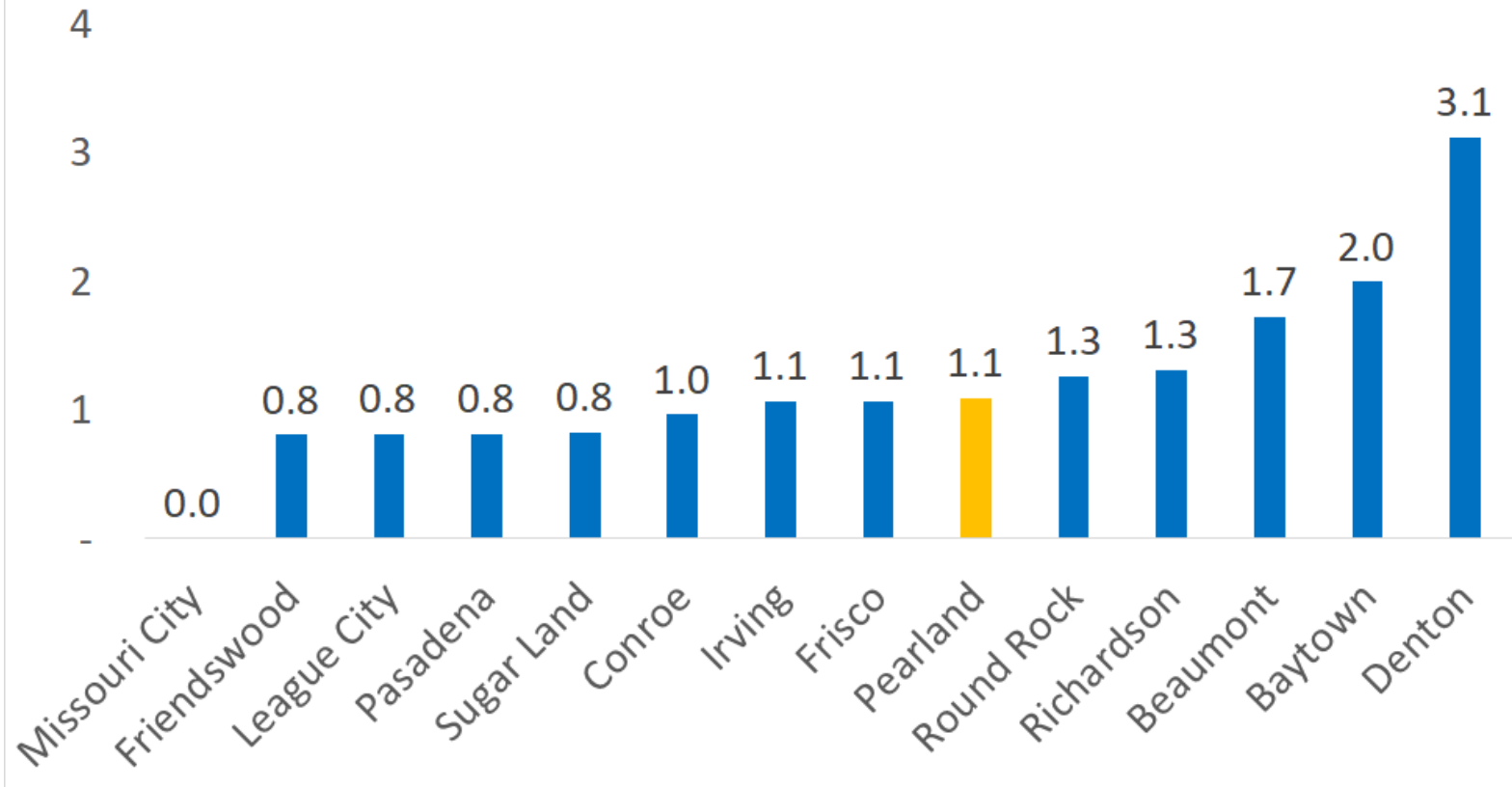
Total FTEs



# Enterprise Fund Comparison



Employees per 1,000 Residents



Enterprise Fund contains Water and Sewer components of Public Works.

Pearland has approximately the same number of FTE's per 1,000 residents as Frisco and Irving.

Missouri City water provided by MUDs.



# SWTP Operations

# Water/Sewer Enterprise Maintenance Team

FY22 Plan is to bring on the Maintenance Coordinator and Instrumentation Technician to start this team



- A team to provide preventative maintenance and repairs to all of our water and wastewater infrastructure
- **Anticipated minimum savings of \$200,000/year with a full maintenance team**
- Current estimates for outsourcing including the Maintenance Team:
  - In-house: \$1,145,825 Annual salaries including benefits
  - Outsourced: \$1,571,760 annual contract costs
- Estimates for outsourcing SWP Operations only (excludes the Maintenance Team that will serve the entire system):
  - In-house: \$741,790 Annual salaries including benefits
  - Outsourced: \$924,880
- The size of our system warrants full time employees to accomplish a significant portion of outsourced services for electrical, mechanical, and instrumentation maintenance and repairs
- The team will improve our preventative maintenance utilizing Asset Management to extend the life of equipment and reduce long term repair costs
- Additional future team members include an Electrician and two Plant Mechanics
- Important to bring these positions on during the final months of plant construction and startup





# Surface Water Plant Operations

- Staff recommends the City issue a Request for Proposals (RFP) for a Public/Private partnership for initial plant operations
- Initially outsourcing plant operations is a proven successful option for cities to ramp up operations for a new Surface Water Plant
- Initial outsourcing allows actual costs to be compared to outsource vs in-house
- A City operated plant provides more internal career opportunities, which will attract better, long-term employees
- Outsourcing includes the contractors Corporate Overhead and Profit
- Emergency Operations: In-house Operations provides redundancy, additional capacity, and full buy-in/participation in emergencies



# Comp and Class Enterprise Fund Discussion



# Enterprise Fund Cost Comparisons Between Two Plans

## 100% Market with 10% Cap on Tenure Transition

- An additional \$290,701 in salaries.
- Total salary + benefits cost of \$377,911.
- Provides room in budget to add staff and equipment that are needed by departments.

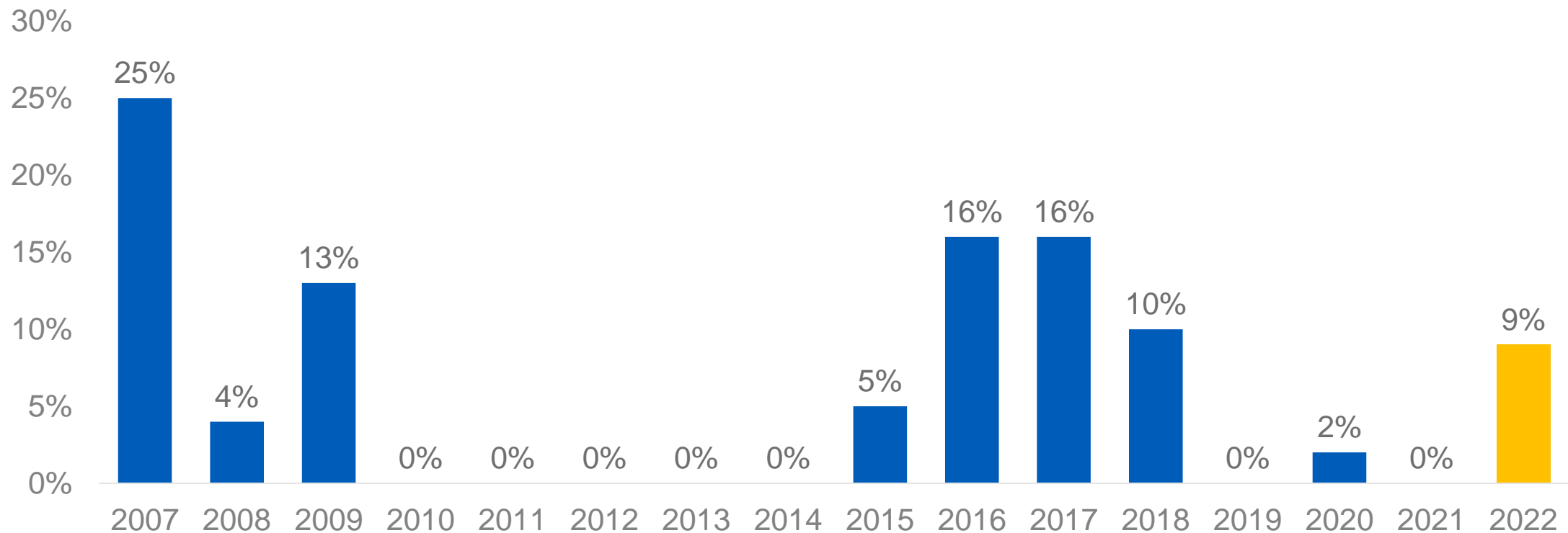
## 100% Market – No Cap for Tenure Transition

- An additional \$454,794 in salaries.
- Total salary + benefit cost of \$591,232
- \$213,321 more in recurring costs than in proposed budget.



# It's been four years since the City enacted a significant rate increase

Historical Pearland Utility Rate Increases





# 32/30's Impact on Rates

- Water and sewer revenue is recorded based on read date not billed date.
- At the end of every fiscal year, accounting ensures that water and sewer revenue has 365 days of usage and 12 base charges, which is accomplished through the year-end accrual process.
- The 365 days of water and sewer revenue is reported in the City's Annual Comprehensive Financial Report and reviewed by the Attorney General as the City issues new Bonds.
- Therefore, collapsing 32/30 and billing everybody at once will not bring in significant amounts of new revenue. It will help the City catch up with outstanding receivables and close the gap between the read date and bill date.



# 9% Rate Scenario (As Proposed)

- A 9% rate increase would bring in \$62,752,397 in revenue.
- Bond Coverage Ratio of 1.45. Minimum is 1.40.
- The extra 0.05 is a safety margin that allows for unplanned operational expenses.
- A household using 6,000 gallons of water in a month, would see their bills increase by approximately \$6.65 per month compares to their FY 21 bills.





# 8% Rate Scenario

- An 8% rate increase would create a total estimated revenue stream of \$62,242,962.
  - The 8% is a decrease in revenue of \$509,435 compared to the 9% scenario.
  - This results in a bond coverage ratio of 1.42 – a smaller safety margin (assuming no expenditure cuts).
- A household using 6,000 gallons of water in a month, would see their bills increase approximately \$5.87 per month compares to their FY 21 bills. A one percent rate reduction from the recommended 9% saves an average homeowner \$0.78 per month and reduces the City's revenue by \$509,435.



# 7% Rate Scenario

- A 7% rate increase would create a total estimated revenue stream of \$61,743,682.
  - This is a decrease in revenue of \$1,008,715 compared to the 9% scenario.
  - Without adjusting expenditures down this would result in a bond coverage ratio of 1.402 just a hair above the minimum 1.40 requirement.
- A household using 6,000 gallons of water in a month, would see their bills increase approximately \$5.13 per month compares to their FY 21 bills. A two percent rate reduction from the recommended 9% saves an average homeowner \$1.52 per month and reduces the City's revenue by \$1,008,715.



# 7% Rate Scenario

- To meet the requirements of a 7% rate increase significant cuts are required.
- Removing \$424,998 in expenditures would result in a Bond Coverage Ratio of 1.43 (min 1.40 required).
- No additional cuts are needed to meet the 7% rate scenario
- The Enterprise Fund needs a 7% rate increase to remain structurally healthy. Reducing it much more is not financially responsible and will result in much higher rate increases in the future.

## \$424,998 in Reduced Expenditures

- Remove Treatment Plant Operator I – 96,442
- Remove Utility Billing Specialist I - \$48,506
- Remove Two Public Works Message Boards - \$40,050
- Reduce Replacement Vehicles/Equipment spend from \$540K to \$300K (\$240K cut)



# Enterprise Fund New Position Priorities

# Enterprise Fund Staffing Highlights



Division	Position Title	Cost	FTE (in EF)	Notes	Priority
Information Technology	Database Administrator	\$106,704	.5	Other 0.5 FTE in GF. Less of a budget impact.	High Priority
Public Works-Administration	Asset Manager	\$94,640	.75	Other 0.25 FTE in GF. Less of a budget impact.	High Priority
Public Works-Wastewater	Treatment Plant Operator II (with vehicle)*	\$106,499	1.0		High Priority
Public Works-Wastewater	Treatment Plant Operator I	\$54,452	1.0		High Priority
Public Works-Surface Water Treatment Plant	Process Control Supervisor	\$104,153	1.0		Medium Priority – <i>Could</i> be delayed to mid-year
Public Works-Surface Water Treatment Plant	Maintenance Coordinator (with vehicle)*	\$158,125	1.0		Medium Priority – <i>Could</i> be delayed to mid-year
Public Works-Surface Water Treatment Plant	Instrumentation Technician (with vehicle)*	\$140,853	1.0		Medium Priority – <i>Could</i> be delayed to mid-year
Public Works-Distribution & Collections	Utility Maintenance Worker	\$48,356	1.0		Can wait until mid year
Public Works-Administration	GIS Technician	\$67,807	.75	Other 0.25 FTE in GF. Less of a budget impact.	Can wait until mid year
Information Technology	GIS Analyst	\$83,432	.5	Other 0.5 FTE in GF. Less of a budget impact.	Can wait until mid year
Public Works-Water Production	Treatment Plant Operator I (with vehicle)*	\$96,442	1.0		Lower Priority
Utility Billing	Billing Specialist I	\$48,506	1.0		Lower Priority
	<b>Total Impact to Enterprise Fund</b>	<b>\$974,289</b>	<b>10.5</b>		

\*Position include cost include one-time vehicle purchase



# Needed from Council

- Consensus on Rate Increase
- Other Questions and/or Comments?





# Budget Schedule

~~2/7/21 – Early Budget Input Session~~

~~8/6/21 – Budget Delivered to City Council and Mayor~~

~~8/14/21 – Budget Discussion #1~~

~~8/23/21 – Budget Discussion #2~~

8/30/21 – Public Hearing & Budget Discussion #3

9/13/21 – Budget Reading #1 & 1<sup>st</sup> vote on tax rate and fee ordinances

9/27/21 – Budget Reading #2 & 2<sup>nd</sup> vote on tax rate and fee ordinances