

COUNCIL MINUTES  
SPECIAL WORKSHOP MEETING

June 7, 2011

A special workshop meeting of the City Council of the City of Jacksonville was held Tuesday, June 7, 2011 beginning at 5:00 PM in Meeting Rooms A & B of the Jacksonville City Hall. Present were: Mayor Sammy Phillips, presiding; Mayor Pro-Tem Michael Lazzara and Council Members: Jerry A. Bittner, Fannie K. Coleman, Randy Thomas, Bob Warden, and Councilman Jerome Willingham arrived at 5:17 PM. Also present were: Richard Woodruff, City Manager; Ron Massey, Assistant City Manager; Gayle Maides, Interim Finance Director; Glenn Hargett, Communications and Community Affairs Director; Mike Yaniero, Police Chief; Rick McIntyre, Fire Chief; Tim Chesnutt, Recreation and Parks Director; Earl Bunting, ITS Director; Grant Sparks, Public Services Director; Reggie Goodson, Planning and Development Services Director; Bill Ratliff, Human Resources Director; Carmen Miracle, City Clerk; and John Carter, City Attorney. \*An audio recording of the Council Meeting is presently available for review in the City Clerk's Office.

CALL TO ORDER

Mayor Sammy Phillips called the meeting to order at 5:00 PM.

ADOPTION OF AGENDA

A motion was made by Mayor Pro-Tem Lazzara, seconded by Councilman Bittner, and unanimously approved to adopt the agenda as presented.

CHILDREN'S MUSEUM OF JACKSONVILLE PRESENTATION

Using the PowerPoint presentation herein attached to the official minutes as Exhibit A, Liz Owens and Lani Bauerman provided a presentation on the needs and vision of the Zing Zumm Children's Museum of Jacksonville. They also distributed a brochure which shall be retained in the Council exhibit file and a table model was displayed depicting the project. Following the review, Ms. Bauerman said that the Board had come to the City to request assistance, specifically in the form of the donation of five acres of land or donation of a building with a minimum of 5,000 square feet, preferably 10,000 square feet or more. She added that previously the group had met with the Library Trustees to present the idea of the Museum's physical connection to the new Library, which was greeted with great enthusiasm by the Trustees.

Mayor Phillips asked if the group had studied similar facilities located nearby in Wilmington in terms of gathering data, such as interest and attendance. Ms. Bauerman said they had looked at many facilities. Wilmington was the closest to our area and they had very good attendance.

Mayor Pro-Tem Lazzara asked if the facility would be self sufficient once it was established and if so, would that be through attendance fees. Ms. Bauerman said it would be self supported. She said they expected to hold fundraisers, but once they had a program in place, they would also be able to submit for grant funding.

Councilman Bittner asked about the future Library on Commons Drive North, which he believed the City had provided the acreage to the County for this purpose under a long term lease. Mr. Carter said the City deeded the property to the County for a set number of years so that if they did not use it in that time for Library purposes, then the land reverted back to the City. He said he would review the deed and report specific details back to Council.

Councilman Warden asked about fundraising results to this point. The group reported that they had about \$10,000 to \$12,000 in the bank and Marine Federal had pledged \$25,000 and Jones Onslow had pledged \$5,000 specific to a building (bricks and mortar.)

Following a brief discussion, it was the consensus of Council to direct staff to work with the Museum Board on gathering the detailed data and analysis that Council would need before considering the request. In particular Mayor Pro-Tem Lazzara requested that the information include a proforma/business plan showing operating expenses, employees required, etc. It was agreed this was a non-committal step in that it was a request for more information at this point.

Councilman Thomas asked if this project was something the Jacksonville Tourism Development Authority (JTDA) could also help support. Mayor Pro-Tem Lazzara, JTDA member, said that once the information had been gathered, the JTDA could also review it.

Mr. Woodruff said he thought it was important from the beginning to place on the record that if the participation of the City was eventually approved, it should be looked at as seed money only, and not as operational funds so that there was no expectation of a future commitment as an annual sponsor of day to day operations.

#### MPO REQUESTED CITY REVIEW OF TRANSPORTATION PROJECTS

Using Exhibit A, Anthony Prinz, MPO Administrator, provided a detailed overview of the State Transportation Improvement Program (STIP). He distributed copies of the JUMPO Transportation Priority List also, which will be retained in the Council exhibit file. Mr. Prinz

pointed out the very aggressive schedule (due July 21) they were under to develop their list of transportation projects for submission to DOT for consideration of integrating into the STIP.

Councilman Thomas asked about the significance of the SPOT Quantitative Score. Mr. Prinz said the score indicated how each project fell out in the statewide ranking. The higher the number, the better the project ranked in relation to all of the other projects in the State. He pointed out that a few of the projects did not receive any ranking so if there was interest in moving those projects forward, they needed to work on making them more competitive.

Following a detailed review and discussion of the highlights of the 2009 priority list, Mr. Prinz said that the 2009 list would serve as the basis to move forward to create a 2011 list. DOT had allotted them 15 new slots in addition to the projects from the 2009 list. Projects would be pulled from adopted transportation plans, but ideas could also come from the public. Mr. Prinz reviewed the process once all of the ideas had been submitted, from creation of the Draft 2011 Project List to submitting to DOT to run through their strategic prioritization model. At the conclusion of the review, he asked Council to contact him to review any potential projects they had in mind for inclusion.

In response to a concern from Councilman Bittner, Mr. Prinz stated that if a project was identified by Council or others, then staff would compile the necessary data for the project for DOT prioritization. Councilman Bittner thought it would be difficult for Council to reasonably get involved in a transportation planning process without more information from staff such as areas of concern, especially in terms of safety or ideas for flow improvements, etc.

Mr. Woodruff said that staff was working to identify such areas and the next step was to bring forward those projects that had merit. Staff welcomed Council ideas as they traveled around town and suggestions could include projects such as pedestrian crossings, crosswalks, sidewalks, dangerous areas they may have noticed around town, etc. that could be explored further.

Mayor Pro-Tem Lazzara commended the staff for all their hard work and said as a member of the Transportation Advisory Committee (TAC), he had felt it was important for Council to have input in the initiatives and the process.

#### RECESS/RECONVENE

Mayor Phillips recessed the meeting at 5:49 PM for a short break. Mayor Phillips reconvened the meeting at 6:05 PM.

2012 BUDGET DISCUSSIONS - Continued

Fee Schedule - Using Exhibit A, Mr. Woodruff reviewed each of the proposed changes to the Fee Schedule. In particular on page 37, Mr. Woodruff pointed out that the commercial dumpster disposal rates had not been updated to include the 1.4% Waste Management increase. He said that he had explained to Ms. Dodd, from Waste Management, that in order to move the rate increase forward, they would need to provide additional data within the next week or so for Council to consider the request. Council could either approve or not approve the request when they consider the budget for adoption; however, it was Waste Management's responsibility to convince the Council that a rate increase was needed. Also, on page 42, Mr. Woodruff pointed out that a proposed new section entitled Grease Inspections ETJ (every 3 months) was not recommended for approval and should be deleted. He explained that water and sewer customers outside the corporate limits already paid a surcharge so should not have a different schedule for Grease Traps. Following a review of each item, Council made no additional suggestions or changes to the fee schedule at this time.

Follow Up Report and Recommendations: A copy of the June 6, 2011 Budget Workshop Follow Up was provided to Council earlier in the day and copies were distributed at this meeting. A copy is herein attached to these minutes as Exhibit B.

At the June 6, 2011 Budget Meeting, Council had requested the Manager prioritize all of the CIP Items proposed for Parks as Recreation. Mr. Woodruff reviewed the prioritization and proposed funding as shown in Exhibit B. He said that the funding for the projects included transferring \$200,000 from the Recreation Reserve Fund, which currently contained about \$214,000.

Councilman Bittner expressed concern about the removal of the funding (\$36,250) for Richard Ray Park. It had been removed the previous year also. He reviewed the many accomplishments of Mr. Ray as a Jacksonville developer and a community leader and pointed out the private funds the community had raised to help honor Mr. Ray's legacy. Mr. Woodruff said if Council concurred, the \$36,250 could be added back in using the \$14,000 balance from the Recreation Reserve and General Funds for the difference. Following discussion on the work to be completed for this phase of the project, which included benches and picnic shelter improvements, it was the consensus of Council to add the \$36,250 back to the budget in support of the project.

Also at the June 6, 2011 Budget Meeting, Council had requested that the Manager list all departmental issues which were not recommended for inclusion in the budget, prioritize those items, and explain why they were not recommended this year. Mr. Woodruff had completed that request as shown by Note 40 of Exhibit B.

Mayor Pro-Tem Lazzara said that he would like to review Planning's request for an Electronic Plan Submittal program. He pointed out that he thought the program would move the City forward electronically and offer the next level of customer service. Discussions were held and the cost savings, in time and money, was compared to hard copy plan submissions. Electronic storage and the ability to track notes and plan revisions electronically were also mentioned as benefits. The program was a one-time cost with a recurring annual maintenance fee. Because the program would provide for cost reductions for the businesses and participants involved, an increase in fees for this service would be appropriate to help offset cost.

Mr. Woodruff pointed out that it was possible to place the initial cost on a three year payment program as shown on Exhibit B.

Discussions were held on other towns using the program and the benefits they had achieved. Following discussion, it was the consensus of Council to support adding the project to the budget with a fee increase to help defray the cost.

Following a brief review, Council indicated they were comfortable with all of the remaining recommendations within Exhibit B. (Note 44 COLA section discussed below.)

#### COST OF LIVING ADJUSTMENT (COLA)

At the June 6, 2011 Budget Meeting, Council had requested the Manager provide a comparison showing the impact of a COLA in various increments which was reported in Exhibit B. Council reviewed the data provided and various options. Due to their scheduled regular meeting beginning at 7 PM Council agreed to recess the workshop and to reconvene following the regular meeting.

#### RECESS/RECONVENE

Mayor Phillips recessed the meeting at 6:49 PM. Mayor Phillips reconvened the meeting at 7:54 PM.

#### COST OF LIVING ADJUSTMENT (COLA) – “continued”

Council members proposed and discussed various options. Data was provided as to the number of City employees, grades, compression, and current salaries. The current CPI and the

COLA being provided by competing organizations (ONWASA, Onslow County) were also reviewed.

Considerable discussion was held on various proposals. Following discussion it was the consensus of Council to award a two percent COLA for all employees and a \$200 one time lump sum payment to all employees making less than \$50,000.

Mr. Woodruff stated that staff would work on finalizing the budget with the changes agreed upon by Council and would present it for Council consideration of adoption at their June 21, 2011 meeting.

Council complimented the Manager and the Staff for their hard work in reducing the originally proposed budget and for the timely response to Council questions and concerns.

Mr. Woodruff thanked the Council on behalf of the staff and stated that after the final budget adoption, he would be sending out an evaluation and welcomed Council ideas and suggestions on improving the budget and the process.

ADJOURNMENT

A motion was made by Mayor Pro-Tem Lazzara, seconded by Councilman Thomas, and unanimously adopted to adjourn the meeting at 8:17 PM.

Adopted by the Jacksonville City Council in regular session this 21<sup>st</sup> day of June, 2011.

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Sammy Phillips, Mayor

ATTEST:

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Carmen K. Miracle, City Clerk

Exhibit "A"

**Jacksonville City Council**



**Special Workshop Meeting**  
**June 7, 2011**



**Agenda**

- 1. Children's Museum of Jacksonville**
- 2. MPO Review of Transportation Priority List**
- 3. Budget Discussion Resumption**



**Children's Museum of Jacksonville Inc**



**AMAZING MUSEUM**

**CHILDREN'S MUSEUM OF JACKSONVILLE**

### MISSION STATEMENT

The Children’s Museum of Jacksonville is  
A Special Place  
To Play  
To Imagine  
To Create  
To Explore and  
To Learn

### BENEFITS

- An investment in the education of our children
- An extension of the classroom
- A place with and for children
- A place to provide quality leisure time for families
- A safe, nurturing environment for families
- A place serving at risk children
- An added tourist attraction for visitors
- A stimulus to the economy & quality of life
- An asset to the city, county and region

### 2010 DEMOGRAPHICS

- Population of Onslow County – 177,772
- 64.5% under the age of 35
- 18.3% in the 20-24 year age range
- 9.6% under the age of 5 (16,991)
- 6.6% in ages 5-9 (11,821)

The population in Onslow County  
Is the youngest in the area.

### Pre-Construction Model



### OUR REQUEST

5 acres of land in a safe, hi-visibility area

OR

A building with a minimum of 5,000 sq feet,  
preferably 10,000 sq feet or more





## MPO Requested City Review of Transportation Projects

## What is the STIP?

### State Transportation Improvement Program

- Statewide transportation improvement budget
- 10-year scope
- More than \$500,000



## Who is involved?

- NCDOT local/Raleigh
- MPOs and RPOs
- Adopted by NC Board of Transportation
  - Updated every 2 years
  - FY 2011-2020 (current)
  - FY 2013-2022 (in progress)



## What is the MPO's role?

- Identify projects
  - Adopted transportation plans
  - Open call for projects
- Create prioritized list
- Advertise for public comment
- TAC adoption
- Submit to NCDOT (SPOT 2.0)



## STIP update schedule

- NCDOT notification - mid-May
- 30-day public comment
- List due from MPO – July 2011
- Draft STIP - Spring 2012



## 2009 project list

- Western Boulevard improvements
- Piney Green Road widening
- Curtis Road interchange
- Northwest Corridor
- Gum Branch/Western interchange
- NC 24 Corridor improvements



### 2009 project list

#### Western Boulevard Improvements

- Landscaped median
- Intersection improvements



### 2009 project list

#### Piney Green Road widening

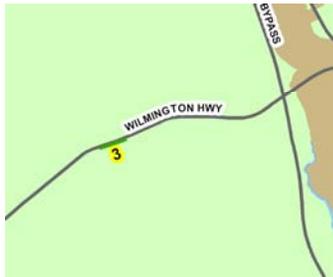
- Funded project
- Remove from priority list



### 2009 project list

#### Curtis Road Interchange

- Grade-separated interchange
- Remove signals



### 2009 project list

#### Northwest Corridor

- New facility
- Gum Branch/Western interchange



### 2009 project list

#### NC 24 Corridor improvements



### 2009 project list

- Western/US 17 interchange
- Pine Valley/NC 24 improvements
- Jacksonville Parkway extension
- Gum Branch widening
- Gum Branch/Bell Fork improvements
- New Bridge improvements
- Johnson Improvements
- Brynn Marr Road widening



### Next steps

- Identify new projects (15 max.)
- Create 2011 project list
- Assemble TCC subcommittee
- Public outreach
- MPO adoption
- FY 2013-2022 STIP



## Budget Discussion

Resumed

### Recreation & Parks Department

Expenditures	Base Budget	Proposed
<b>Capital Improvement Projects</b>		
Jack Amyette Recreation Center	300,000	300,000
Northeast Creek Boat Ramp/Bulkhead	298,350	213,000
Playground Resurfacing Kerr & Northwoods	65,000	65,000
Wooten Park (Was all, now BB Court)	111,500	35,000
Jacksonville Commons Park III	135,000	70,000
Wooten Park Playground		28,500
Richard Ray Phase II	36,250	0
<b>Totals</b>	<b>946,100</b>	<b>711,500</b>



### Modification Recreation CIP Plan

Funding for Modification	Reduction
General Fund	500,000
Recreation Reserve Fund	211,500
<b>Total</b>	<b>711,500</b>



### Modification 9 Employee Cost of Living

- Other Governments:  
– 2-3% Range

1%	270,369
2%	540,308
3%	810,460



### Modification 9 Employee Cost of Living

	Impact
Option 1 No Wage Increase	0
Option 2 Cost of Living to match FY11 1.5% effective July 11 1.5% Paid as equal dollar Jan 12	~610,000
Option 3 2% Effective July 11	540,308
Option 4 Any percentage or combination	



### Modifications Thus Far Impact per fund

Impact	Increase	Reduction
General Fund	382,075	1,429,658
Water & Sewer Fund	477,171	455,444
Solid Waste	15,410	65,410
Stormwater	9,924	160,090



### Modifications Thus Far Summary

Options	General Fund	Water & Sewer Fund	Solid Waste	Stormwater
Net Change	-1,047,583	21,727	-50,000	-150,166
Revised Budget	45,780,464	27,667,193	5,814,643	3,253,662
Original FB Used	4,712,999	2,002,641	170	1,013,833
Revised FB Used	3,665,416	2,024,368	-49,830	863,667



### Discussion Employee Cost of Living

Options	General Fund	Water & Sewer Fund	Other Funds	Total
1%	281,179	53,293	71,083	405,555
2%	374,472	71,059	94,775	540,306
2.5%	468,091	88,823	118,471	810,461
3%	561,709	106,587	142,165	810,461



### Summary Without Salary Adjustment

General Fund Balance	
Original FY12 Use	4,700,000
After Modification	3,869,586
Net Impact	Reduction: 830,414

\*149,000 from Parks CIP can also be applied if desired



### Discussion Employee Cost of Living

	Impact
Option 1 No Wage Increase	0
Option 2 Cost of Living to match FY11 1.5% effective July 11 1.5% Paid as equal dollar Jan 12	~610,000
Option 3 2% Effective July 11	540,308
Option 4 Any percentage or combination	



**FY 12 Budget  
June 6 workshop follow-up**

**Introduction**

Based upon the FY 12 Budget workshop of June 6 the following budget notes and follow-up information is provided.

**Note 39 -- Recreation -- Prioritize all of the CIP items proposed for Recreation and Parks.**

CIP	Base Budget	Proposed
1. Jack Amyette	\$300,000	\$300,000
2. Northeast Creek boat ramp/bulkhead	\$298,350	\$213,000
3. Playground resurfacing Kerr/Northwoods	\$65,000	\$65,000
4. Wooten Park (total rehab)	\$111,500	BB Court \$35,000
5. Jacksonville Commons Park III	\$135,000	\$70,000
6. Wooten Park Playground	See #4.	\$28,500
7. Richard Ray	\$36,250	\$0
Total	\$946,100	\$711,500

The total of \$711,500 is greater than the \$646,100 shown in the June 3 email M-4. This is due to a larger transfer of funds from the Recreation Reserve Fund.

The senior management recommends this larger transfer, thereby allowing more parks improvements.

**Note 40 -- Departmental issues -- List all departmental issues which were not recommended by the City Manager for inclusion in the budget, prioritize those items, and explain why they are not in the proposed budget. These items are shown as Not Funding (NF) priority:**

NF 1. Planning e-mail submittal -- \$150,000 cost

Commentary - There is no question that the E-plan program will be beneficial to the construction industry as well as beneficial to the city.

THE PROS: 1. Benefit/cost savings to the industry and to the city,  
2. Easy tracking of changes,  
3. If the development pace slows, now is a good time for implementation,

THE CONS: 1. The cost of \$150,000.  
2. If the industry slows, then the fees will be reduced and the payments will fall to the General Fund.  
3. Will require a fee increase of 3 to 5 % to offset cost.

It is possible to combine this with a 3-year payment program which would result in moderate payments. FY 12=\$45,000 FY13 and FY14=\$70,000 (\$54K =\$16 K service)

NF 2. IT call center/311 center -- cost \$60,000

Commentary - It is recommended that the City study the establishment of a call center including the potential for a 311 number. Over the course of the next several months, the management will study the potentials that this would provide. The primary purpose of this center would be to improve customer service and to improve the efficient and effective delivery of services. Based upon the outcome of the study Council can determine whether funding would occur during the FY 12 or in future fiscal years.

NF 3. Fire equipment technician -- cost \$20,085

Commentary - The Fire Department currently has a full-time fire equipment officer who is responsible for the primary maintenance of fire equipment. Additionally, part-time repair occurs through the use of on duty/off-duty firefighters. The request is for a fire equipment technician at a pay grade 10. In theory this position would eliminate the overtime pay for firefighters. However the addition of \$20,085 in addition to the current \$15,000 in overtime cannot be supported at this time due to tight budgetary conditions. Furthermore, the current system while not perfect, does work to a large degree.

NF 4. Recreation and Parks -- Carolina Forest recreation program assistant -- cost \$17,445

Commentary - While it is certainly correct that all but two of the programs for afterschool activities are operated by full-time benefitted positions is not clear that the current program at Carolina Forest suffers due to the lack of having a full time position versus part-time position. While we try to be proactive to avoid turnover, it is not clear that the program has suffered from the current staffing approach. Due to budgetary constraints, we do not recommend moving this to a full-time position at this time.

NF 5. Recreation program assistant youth center -- cost \$7,289

Commentary-Same as NF4.

NF 6. Fleet maintenance -- Small engine mechanic -- cost \$42,033

Commentary - Due to budgetary concerns, we did not feel that there is a priority for funding this position. Additionally, maintenance currently occurs in the Recreation and Parks maintenance facility for a number of their small engines. It is recommended that we further study the best approach for the City to take on small engine repairs prior to additional staff.

NF 7. HR -- Online benefits enrollment -- costs \$19,335

Commentary -- The HR Department currently provides excellent benefit enrollment. In time, the City can move to become more efficient and effective by converting this to an online system. However, given tight budgetary concerns, we do not believe this is a priority for this year.

NF 8. Stipends -- cost \$15,000

Commentary -- Due to tight budgetary concerns, we did not feel this was a priority for the coming year.

NF 9. Video media specialist part-time -- cost \$16,657

Commentary -- Two positions were requested in the media area. With the funding of one position, we did not feel that the second position should be filled without further documentation and experience. This matter could be revisited in future years.

## Water & Waste Water

NF1. Line maintenance I & I technician -- cost \$50,565

Commentary -- The majority of the I & I work is currently conducted by contract for improvements and sealing of the lines and manholes. While I & I is a major concern, we must also balance the benefit versus additional employees at this time. With additional staff needed in other areas, the priority was given to wastewater treatment versus I & I.

NF 2. I & I maintenance worker -- cost \$35,330

Commentary -- The majority of the I & I work is currently conducted by contract for improvements and sealing of the lines and manholes. While I & I is a major concern, we must also balance the benefit versus additional employees at this time. With additional staff needed in other areas, the priority was given to wastewater treatment versus I & I.

## **Note 41 -- Media -- provide a history of the staffing of the Media Services and the workload over the last several years**

### Response: Media Services Staffing History

- Project authorized FY04
- December 2004 Media Services (Communications Director) assumes production of all utility inserts
- Began video recording County meetings January 2005
- **Hire #1** Alan Covey hired 9/12/2005
- Work includes building material for non-meeting programming on the Government Channel while Time Warner works on connection. Jacksonville's Most Wanted, Development documentary, County shows and other items are being produced.
- December 2005 Communications Director produces 90 print publications during year
- January 2006 City meetings added to recorded meetings; City begins to meet in County Courthouse
- Jacksonville-Onslow Government Television begins broadcasting March 3, 2006
- **Hire #2** Additional Media Specialist authorized April 2006 due to increased workload. County logs 26 hours of budget meetings. City begins regular workshop meeting in addition to regular meetings.
- May 2006 City begins additional City shows including "Ask the Manager"
- October 2006, City begins limited use of Council Chambers after partial completion of building.
- December 2006 Communications Director produces 149 print publications during year
- July 2007 City begins recording County magazine programming
- June 2008 City begins regular broadcast of City Planning Board
- January 2009: Media Services begins recording ONWASA meetings

- **Hire #3** FY10 Media Specialist who will concentrate on print, web and social media authorized. City Media Services assumes design for all City publications. January 2010 Media Specialist (Web & Print) hired. More than 389 publications have been produced. Website has been updated regularly and social media launched and maintained.
- One person principally meetings and productions, another meeting and post production, and the third principally print, web, social media and meetings rotation. Director also in rotation for City connected events to relieve other staff.
- July 2010: Jacksonville Tourism Development Authority added to meetings being recorded and broadcast live.
- April-May 2011: Twelve productions including meetings of the Jacksonville Redistricting Committee are recorded and meetings of the Committee are recorded and broadcast live

**Current situation:**

- About 222 hours are spent with meetings each year
- 95% of all meetings are after normal business hours
- 289 activities are recorded or produced each year
- 70% of activities are after normal business hours
- About 24 hours of Community Forums are recorded yearly
- About 40 other hours of community events are recorded yearly including Beirut Memorial, Patriot Day, Arbor Day, Police Memorial Day, etc.
- About 289 hours of production are done yearly including County and City shows, special in house productions and other items recorded for broadcast.

**Purpose of additional position:**

- Work principally work nights and weekends to give senior staff more time for involved productions.
- Would be available for special productions and presentations
- Would be available for additional post production duties to increase throughput for division

**Benefit:**

- Allows senior staff to concentrate on larger, more involved projects
- Adds additional person to rotation of night meetings and weekend events
- Provides backup for vacations, sickness and other interruptions
- Supports branding effort underway

**Note 42 -- Land application site -- provide a history on the staffing since the land application site was established. Specifically show the staff levels in the land application site when phase 1 was operational and again when phase 2 was operational.**

Response: When the City last operated the Wilson Bay Waste Water Treatment facility, the staff was 10 full time employees. When the LAS was opened (1998), there was no staff increase. FY 00/01 1 added for total of 11, FY01/02 1 added for total of 12. Phase 2 expansion in 2007. FY 08/09

added 3 for total of 15, FY 10/11 added 1.5 for total of 16.5, and FY 11/12 requested 1.5 for total of 18.

**Note 43 -- Police staffing -- clarify the issue of a police captain, public safety officer, and additional police officers.**

Response: Currently, the Police Department has 4 captains and 7 lieutenants. Under the proposal, there will be 3 captains and 8 lieutenants and we will add 1 public safety officer. There will be a \$20,000+- budget impact. This is due to the off set of not hiring the captain at this time. When the captain position is filled, the lieutenants will return to 7 authorized positions and the PSO will be deleted.

**Note 44 -- Cost-of-living increase -- provide a comparison that shows the end impact of the cost-of-living increase in the following increments: 1.5%, 2%, 2.5%, 3%. Additionally, show direct wages, retirement, FICA, and benefits.**

Response:

FY 12 COLA Budget Scenarios

	COLA 1.5%	FICA 0.0765	Worker's Comp	Ret'ment 0.0696	401k Reg 0.02	PD Ret 0.0694	PD Supp 0.05	Total Salaries & Bnfts
General Fund	232,727	17,804	7,730	11,287	3,244	4,875	3,512	281,179
Water/Sewer Fund	44,387	3,396	1,533	3,089	888			53,293
Solid Waste Fund	18,575	1,421	1,300	1,293	372			22,961
Storm water Fund	10,248	784	629	713	205			12,579
Internal Service Funds	19,499	1,492	307	1,357	390			23,045
Grant Funds	10,268	786	412	453	130	261	188	12,498
Totals for 1.5% increase	335,704	25,683	11,911	18,192	5,229	5,136	3,700	405,555

	COLA 2.0%	FICA 0.0765	Worker's Comp	Ret'ment 0.0696	401k Reg 0.02	PD Ret 0.0694	PD Supp 0.05	Total Salaries & Bnfts
General Fund	309,900	23,707	10,307	15,050	4,325	6,500	4,683	374,472
Water/Sewer Fund	59,183	4,528	2,045	4,119	1,184			71,059
Solid Waste Fund	24,767	1,895	1,734	1,724	495			30,615
Storm water Fund	13,664	1,045	838	951	273			16,771
Internal Service Funds	25,999	1,989	409	1,810	520			30,727
Grant Funds	13,691	1,047	549	604	174	347	250	16,662
Totals for 2% increase	447,204	34,211	15,882	24,258	6,971	6,847	4,933	540,306

	COLA	FICA	Worker's	Ret'ment	401k Reg	PD Ret	PD Supp	Total Salaries & Bnfts
	2.5%	0.0765	Comp	0.0696	0.02	0.0694	0.05	
General Fund	387,375	29,634	12,884	18,812	5,406	8,126	5,854	468,091
Water/Sewer Fund	73,979	5,659	2,556	5,149	1,480			88,823
Solid Waste Fund	30,959	2,368	2,167	2,155	619			38,268
Storm water Fund	17,080	1,307	1,048	1,189	342			20,966
Internal Service Funds	32,498	2,486	511	2,262	650			38,407
Grant Funds	17,114	1,309	687	755	218	434	313	20,830
Totals for 2.5% increase	559,005	42,763	19,853	30,322	8,715	8,560	6,167	675,385

	COLA	FICA	Worker's	Ret'ment	401k Reg	PD Ret	PD Supp	Total Salaries & Bnfts
	3.0%	0.0765	Comp	0.0696	0.02	0.0694	0.05	
General Fund	464,850	35,561	15,460	22,575	6,487	9,751	7,025	561,709
Water/Sewer Fund	88,775	6,791	3,067	6,179	1,775			106,587
Solid Waste Fund	37,151	2,842	2,601	2,586	743			45,923
Storm water Fund	20,496	1,568	1,258	1,427	410			25,159
Internal Service Funds	38,998	2,983	614	2,714	780			46,089
Grant Funds	20,536	1,571	824	906	261	521	375	24,994
Totals for 3% increase	670,806	51,316	23,824	36,387	10,456	10,272	7,400	810,461

**Note 45 -- Budget summary -- provide Council with the bottom line of each proposed budget/fund budget based upon directions authorized by Council to date.**

Response:

	<b>General Fund</b>	<b>Water/Sewer</b>	<b>Solid Waste</b>	<b>Stormwater</b>
<b>Original Recommendation</b>	46,828,047	27,645,466	5,864,643	3,403,828
Health and Dental Decrease	(279,661)	(428,444)	(15,000)	
Worker's Comp	(98,000)	(27,000)	(40,000)	(11,000)
Recreation CIP	(400,000)			
Overhead Allocation	(262,064)			
Fire station #5	(190,933)			
Rails to Trails	(149,000)			
Solid Waste	(50,000)		(10,410)	
Downtown Central Stwtr Proj				(149,090)
<b>TOTAL REDUCTIONS</b>	<b>(1,429,658)</b>	<b>(455,444)</b>	<b>(65,410)</b>	<b>(160,090)</b>
Fuel increase	45,760	13,254	14,419	5,463
Police Department PSO	20,063			
2 Telecommunicator PT to FT	39,152			
COPS grant associated equipment	80,425			
Media Specialist	31,017	1,359	991	4,461
Increase Building Maintenance	50,000			
Miscellaneous Adjustments	23,658			
Increase in Police Firing Range	92,000			
Overhead Allocation		262,064		
Instrumentation Specialist		50,565		
Plant Operator I		44,025		
Equipment Operator I PT to FT		12,590		
Positrac equipment		93,314		
<b>TOTAL INCREASES</b>	<b>382,075</b>	<b>477,171</b>	<b>15,410</b>	<b>9,924</b>
<b>NET CHANGE</b>	<b>(1,047,583)</b>	<b>21,727</b>	<b>(50,000)</b>	<b>(150,166)</b>
<b>REVISED BUDGET</b>	<b>45,780,464</b>	<b>27,667,193</b>	<b>5,814,643</b>	<b>3,253,662</b>
<b>ORIGINAL FUND BALANCE USED</b>	<b>4,712,999</b>	<b>2,002,641</b>	<b>170</b>	<b>1,013,833</b>
<b>REVISED FUND BALANCE USED</b>	<b>3,665,416</b>	<b>2,024,368</b>	<b>(49,830)</b>	<b>863,667</b>