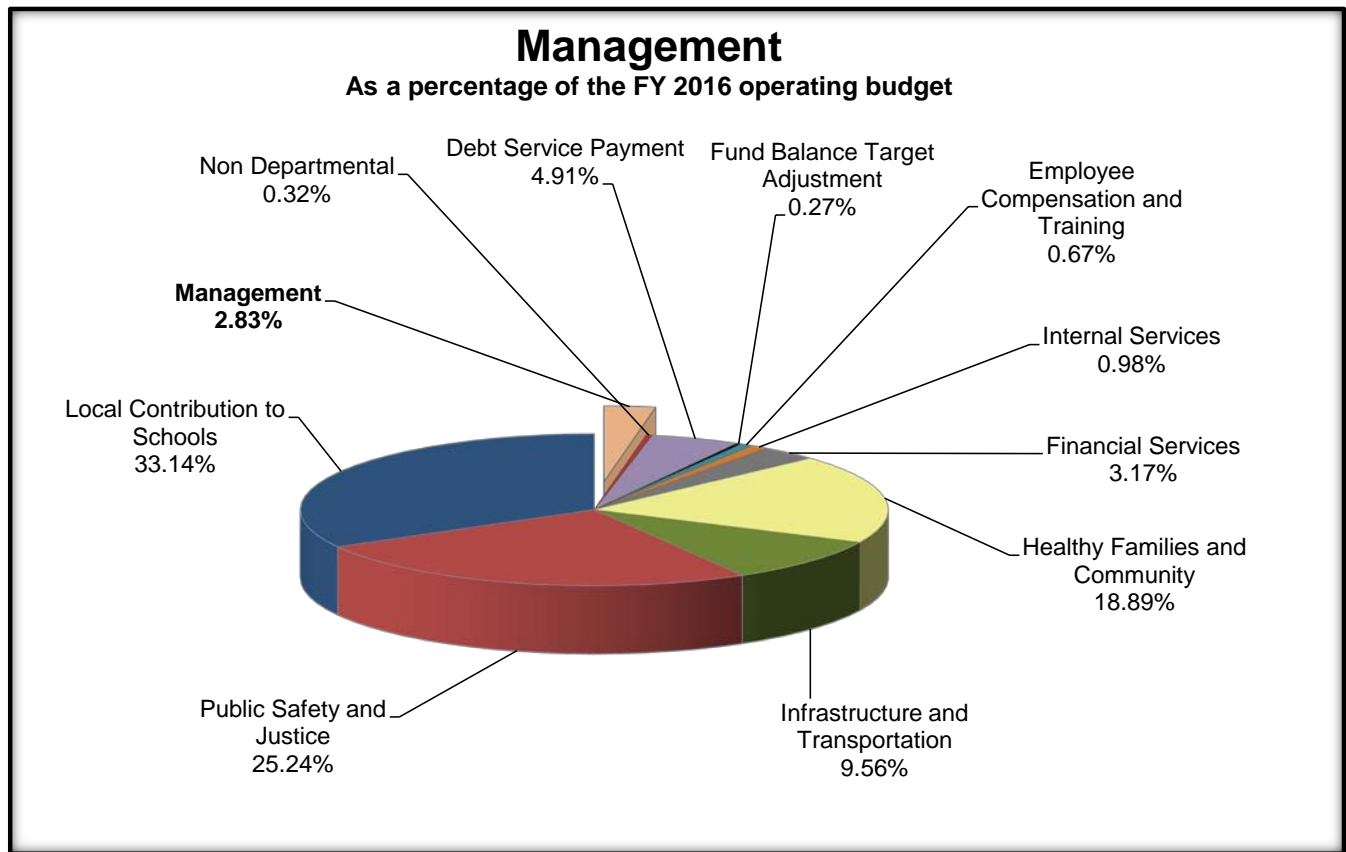


Management Summary	FY2013-2014	FY2014-2015	FY2015-2016	FY2013-2014	FY2014-2015	FY2015-2016
	General Fund Actual	General Fund Budget	General Fund Budget	Other Funds Actual	Other Funds Budget	Other Funds Budget
MANAGEMENT						
Council Strategic Initiatives	\$34,204	\$70,486	\$127,860	\$0	\$0	\$0
Homelessness Collaborative	25,000	0	0	0	0	0
Needs Assessment Implementation	35,000	0	0	0	0	0
City Council/Clerk of Council	229,141	251,673	251,323	0	0	0
City Manager's Office: Administration, Communications, and Economic Development	1,951,286	2,111,866	2,122,645	0	0	0
City Attorney	793,354	864,764	836,821	0	0	0
General Registrar	442,223	515,855	509,375	0	0	0
Organizational Memberships and Workforce Development Agencies	178,253	183,707	192,952	0	0	0
MANAGEMENT SUBTOTAL	\$3,688,461	\$3,998,351	\$4,040,976	\$0	\$0	\$0

2015-16 General Fund Budget	\$4,040,976
2014-15 General Fund Budget	\$3,998,351
Increase/(Decrease)	\$42,625
Percentage Change	1.07%



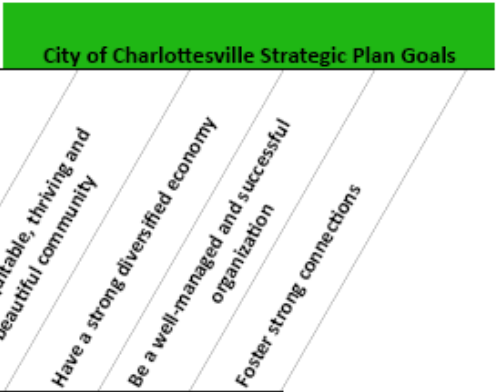
City Strategic Goals Key

- Goal 1: Enhance the self-sufficiency of our residents
- Goal 2: Be a safe, equitable, thriving and beautiful community
- Goal 3: Have a strong diversified economy
- Goal 4: Be a well-managed and successful organization
- Goal 5: Foster Strong Connections

City Council Strategic Initiatives

City Council Strategic Initiatives provide a means for Council to initiate new programs or expand existing programs to address the community vision and priorities established by Council as part of the City’s Strategic Plan. Examples of programs that Council could consider include youth development opportunities, community engagement, job development services, workforce development, transit enhancements, pedestrian safety, education programs, diversity initiatives, green city initiatives, infrastructure improvement, housing, sustainability and other programs that help achieve Council’s goals, those of the City’s Strategic Plan, and the overall vision for the City.

Funding Summary	FY 11-12 Actual	FY 12-13 Actual	FY 13-14 Actual	FY 14-15 Budget	FY 15-16 Budget	Increase/ (Decrease)	% Change
Council Strategic Initiatives	\$57,448	\$128,778	\$34,204	\$70,486	\$127,860	\$57,374	81%
Summer Youth Program	0	44,000	0	0	0	0	N/A
Workforce Initiatives	41,758	0	0	0	0	0	N/A
Homelessness Collaborative RFP	0	0	25,000	0	0	0	N/A
Needs Assessment Implementation	0	0	35,000	0	0	0	N/A
General Fund Total	\$99,206	\$172,778	\$94,204	\$70,486	\$127,860	\$57,374	81.40%



City Council 2025 Vision Statements	ECONOMIC SUSTAINABILITY	•	•	•	•	•
	A CENTER FOR LIFELONG LEARNING	•			•	•
	QUALITY HOUSING OPPORTUNITIES FOR ALL	•			•	•
	C'VILLE ARTS AND CULTURE		•	•		•
	A GREEN CITY		•		•	•
	AMERICA'S HEALTHIEST CITY	•	•			•
	A CONNECTED COMMUNITY	•	•	•		•
	COMMUNITY OF MUTUAL RESPECT	•	•		•	•
	SMART, CITIZEN-FOCUSED GOVERNMENT				•	•



City Council/Clerk of Council

Vision 2025

Charlottesville: A Great Place to Live for All of Our Citizens

- A leader in innovation, environmental sustainability, social and economic justice, and healthy race relations
- Flexible and progressive in anticipating and responding to the needs of our Citizens
- Cultural and creative capital of Central Virginia
- United community that treasures diversity



City Council/Clerk of Council FY 16 Budget - \$251,323



City Council establishes major policies for the City government. The five-member Council is responsible for adopting the annual budget, changing City Code, and passing laws to ensure the public's safety and welfare. City Council receives minimal compensation for their service, which is reflected in Salaries and Benefits. The Council appoints members to over 30 boards and commissions, including governing boards for many community agencies. The Mayor (or the Vice-Mayor in the Mayor's absence) presides over and sets the agenda for meetings, calls special meetings, and serves as the ceremonial head of government. Regular Council meetings are held twice a month, typically on the first and third Monday. Councilors participate in joint public hearings with the Planning Commission once a month, meet with the School Board once a month, and hold special meetings and work sessions as needed. In 2011 and 2013, Councilors held several Town Hall meetings in every neighborhood across the City. Town Hall meetings started again on a monthly basis in September 2014 and the current schedule of meetings will be completed in July 2015.

The Clerk of Council serves as staff to the City Council, maintains official Council records, serves as a liaison between Council and the public, notifies citizens of Council meetings and action, and coordinates Council meetings and appointments to boards and commissions. The Clerk is involved in a variety of efforts to provide public information about City government to citizens and represents the City on certain boards and commissions.

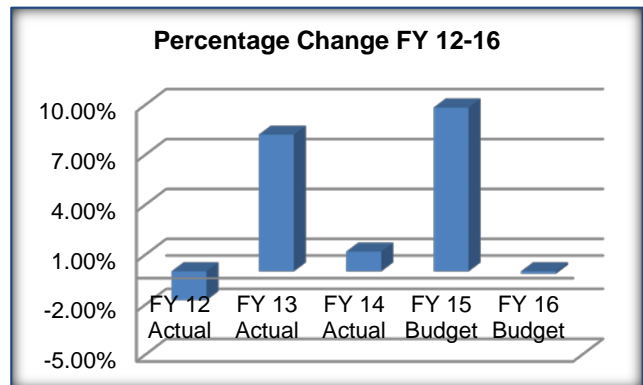
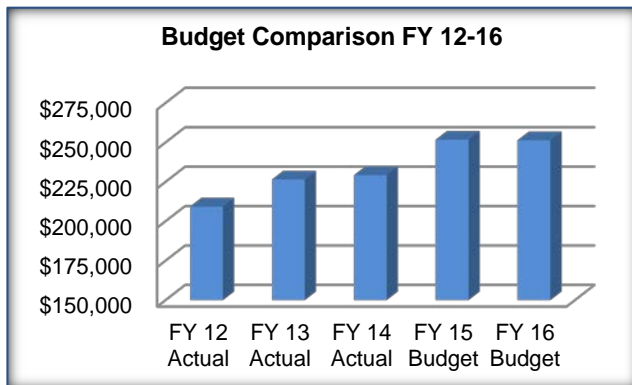
City Council/Clerk of Council

Funding and Staffing Summary

Funding Summary	FY 11-12 Actual	FY 12-13 Actual	FY 13-14 Actual	FY 14-15 Budget	FY 15-16 Budget	Increase/ (Decrease)	% Change
Salaries and Benefits	\$155,209	\$163,823	\$167,587	\$191,326	\$193,861	\$2,535	1.32%
Other Expenditures	54,063	62,630	61,554	60,347	57,462	(\$2,885)	-4.78%
General Fund Total	\$209,272	\$226,453	\$229,141	\$251,673	\$251,323	(\$350)	-0.14%

Staffing Summary (Full Time Equivalents)	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	Increase/ (Decrease)
General Fund FTEs	1.0	1.0	1.0	1.0	1.0	0.0

Explanation of Changes: The net change in Salaries and Benefits reflects the 2% salary increase provided in FY 15, a 3% increase in health care costs and a reduction in retirement rates. Other Expenditures are decreasing as a result of suspending new payments into the computer replacement pool for a year and the elimination of HVAC charges to General Fund departments.



Office of the City Manager Administration – Department of Communications – Office of Economic Development

Mission

Effectively and efficiently lead and manage city government



Administration FY 16 Budget - \$1,149,354

The City Manager, appointed by the City Council, is the Chief Executive Officer for the City. This office is responsible for implementing the policies and directives of the City Council throughout the various City departments and agencies. The City Manager's Office is also charged with recommending, implementing, and monitoring policies and procedures that maintain the financial well-being of City government. The City Manager's Office directs, monitors, reviews, and evaluates a wide array of programs and services conducted on behalf of the City, is responsible for the development of the City's operating and capital budgets and implementation of the City's strategic plan and performance management and measurement initiative (*P3: Plan, Perform, Perfect*) through the Office of Budget and Performance Management, and internal and external communications to employees and citizens through the Department of Communications. In the coming year, the City Manager's Office will continue emphasizing citizen involvement and the quality delivery and efficiency of City services.



Department of Communications FY 16 Budget - \$391,772

The Office of Communications serves as a liaison between the City and our citizens by coordinating media, public and community relations, and by encouraging citizen engagement in their government through a variety of informational sources including, but not limited to, the region's media outlets, the City's quarterly newsletter "City Notes," the City's website www.charlottesville.org, news and social media outlets, print advertisements, public appearances, and public service announcements. The office also serves as the main vehicle for internal employee communications between the City Manager and City staff. This office manages and operates Government Access Channel 10, Public Access Channel 13, and Educational Access Channel 14.

Mission

We are the catalyst for public and private initiatives that create employment opportunities and a vibrant and sustainable economy



Office of Economic Development FY 16 Budget - \$469,434

The Office of Economic Development (OED) is the City's primary vehicle for economic development services. The OED team works to enhance Charlottesville's economy, create quality jobs, increase per capita income, and improve the quality of life for residents. Economic Development staff promotes Charlottesville as a premier location for business and regularly works with entrepreneurs and existing businesses seeking to grow here. Staff members provide unique assistance at the municipal level, acting as facilitators between the business community and City, state agencies, private and public sector, academia, and more. It is the intent of the team to craft business-driven strategies that enhance workforce and business development throughout Charlottesville and the region. The Office also coordinates and administers the functions of the Charlottesville Economic Development Authority (CEDA). CEDA issues tax exempt revenue bonds for manufacturing and nonprofit expansions and assists with public private partnerships.



Downtown Job Center FY 16 Budget - \$112,085

The establishment of the Downtown Job Center has strengthened the City's partnership with the Virginia Workforce Center – Charlottesville and the workforce services providers collocated at the Job Center, while ensuring that City residents have access to training opportunities and resources that will help them meet local employers' workforce needs. By having the Job Center centrally located downtown, at the central branch of the Jefferson-Madison Regional Library, residents now have access to place-based, customized assistance that is proximate to complementary services. The Job Center also assists local employers by offering services that aid in the recruitment and retention of a high quality workforce.

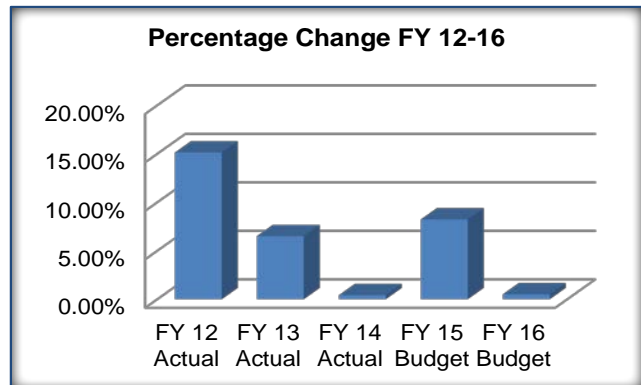
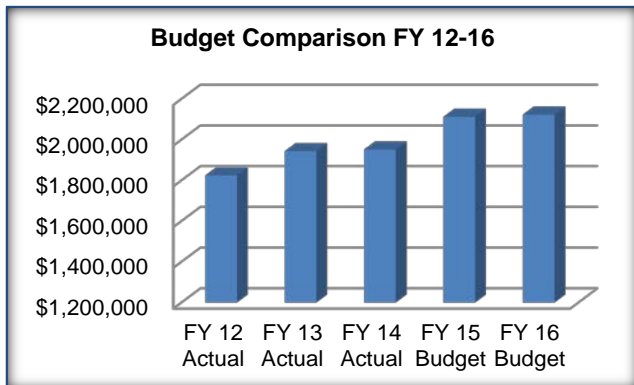
Office of the City Manager Administration – Department of Communications – Office of Economic Development

Funding and Staffing Summary

Funding Summary	FY 11-12 Actual	FY 12-13 Actual	FY 13-14 Actual	FY 14-15 Budget	FY 15-16 Budget	Increase/ (Decrease)	% Change
Salaries and Benefits	\$1,517,701	\$1,707,535	\$1,725,733	\$1,848,475	\$1,880,340	\$31,865	1.72%
Other Expenditures	<u>306,667</u>	<u>235,600</u>	<u>225,553</u>	<u>263,391</u>	<u>242,305</u>	<u>(21,086)</u>	<u>-8.01%</u>
General Fund Total	\$1,824,368	\$1,943,135	\$1,951,286	\$2,111,866	\$2,122,645	\$10,779	0.51%

Staffing Summary (Full Time Equivalents)	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	Increase/ (Decrease)
General Fund FTEs	12.0	12.0	12.0	13.5	13.5	0.0
Other Funded FTEs	1.0	1.0	1.0	1.0	1.0	0.0

Explanation of Changes: The increase in Salaries and Benefits reflects the 2% cost of living increase provided in FY 15, a 3% increase in health care costs and a slight decrease in retirement rates. In Other Expenditures, new payments to the computer replacement pool have been suspended, HVAC fees are eliminated and the Department of Communications budget includes the full cost of the contract for Granicus, the City’s Council agenda management and streaming software. The Office of Economic Development also absorbed additional budget reductions in the areas of office supplies, postage, books, professional services and service contracts.



**Office of the City Manager
Administration – Department of Communications –
Office of Economic Development**

Performance Measures

Visit www.charlottesville.org/measuresup for a complete department scorecard.

City Manager's Office/Department of Communications	2009	2010	2011	2012	2013	2014
Well Engaged and Informed Community						
# of press releases sent out ensuring that residents and citizens have important and timely information	118	69	107	177	140	170
# of Website Hits	929,261	1,083,973	1,156,918	1,217,508	1,118,469	1,187,147
Meetings streamed, broadcast & archived (Council, Planning, BAR, CRHA)	N/A	N/A	60	60	66	59
# of participants on the Neighborhood Leadership Institute	30	35	32	29	30	16
Well Addressed Council Priorities						
# of City Council Worksessions (outside regular City Council meetings)	8	11	9	10	14	21
# of Town Hall Participants (Town Hall Meetings were held during 2011, 2013 and started again in Sept 2014)	N/A	N/A	429	N/A	373	151
Well Run City						
% of Citizen Budget Survey respondents who feel city services are worth tax dollars spent	56%	56%	62%	54%	N/A	58%
% or Citizen Budget Survey respondents who want City services and taxes to remain the same	62%	62%	61%	66%	N/A	69%
	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
% of Proficient and Outstanding rating scores for the GFOA Budget Presentation Award	90%	96%	98%	95%	99%	93%

Notes: There were no Town Hall meetings held in 2012; A Citizen Budget Survey was not conducted in 2013.

Office of Economic Development	Dec-13	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15
Create an Entrepreneurial Environment						
# of inquires from businesses and entrepreneurs processed	128	146	185	163	133	176
	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	
Improve Opportunities to Retain Existing Business						
# of business visitations		19	29	17	17	17
	Dec-13	Mar-14	Jul-14	Oct-14	Dec-14	Mar-15
Market Charlottesville as Premier Business Location						
Open rate of monthly electronic newsletter	33.5%	33.4%	31.7%	36.0%	32.9%	32.8%
	2010	2011	2012	2013	2014	
Maximize Capital Investment in the City						
Change in value of commercial property		0.97%	0.22%	1.88%	8.10%	3.67%
Commercial real estate ratio as compared to residential real estate		34.0%	34.0%	35.0%	37.0%	39.0%
# of commercial building permits		392	490	477	581	482
\$ value of commercial building permits (in millions)		\$24.20	\$49.80	\$52.84	\$66.66	\$51.37
	Jan-13	Jul-13	Jan-14	Jul-14	Jan-15	
% of commercial vacancies (citywide)		2.80%	3.6%	3.3%	3.2%	3.9%
				May-13	Oct-13	May-14
Serve as Workforce Development Liaison						
# of employers participating in City sponsored job fairs (in October, there is a career conference in place of the job fair, with fewer participating employers)				73	60	68
# of attendees at City sponsored job fairs				1,100	675	1,500
	Sep-14	Oct-14	Nov-14	Dec-14	Apr-15	
# of visitors to Downtown Job Center		148	280	147	153	157
# of City residents visiting the Downtown Job Center		115	119	77	94	70

City Attorney

Mission

Provide excellent legal services, consistent with the highest professional and ethical standards, to the City and agency stakeholders



City Attorney FY 16 Budget - \$836,821

The City Attorney's Office is staffed with four attorneys and two paralegal positions. Formal and informal opinions, reports, ordinances, resolutions, and City contracts are drafted, reviewed, and negotiated by this office. Zoning, procurement, insurance, and Freedom of Information Act (FOIA) matters are handled by the office, and personnel issues (workers' compensation, terminations, and grievances) account for an large share of the workload. Social Services and other litigation continue to demand significant attorney time. The City Attorney's Office also provides legal counsel to the City Council, Planning Commission, Airport Authority, Charlottesville Economic Development Authority, and Charlottesville Redevelopment and Housing Authority, their managers and employees.

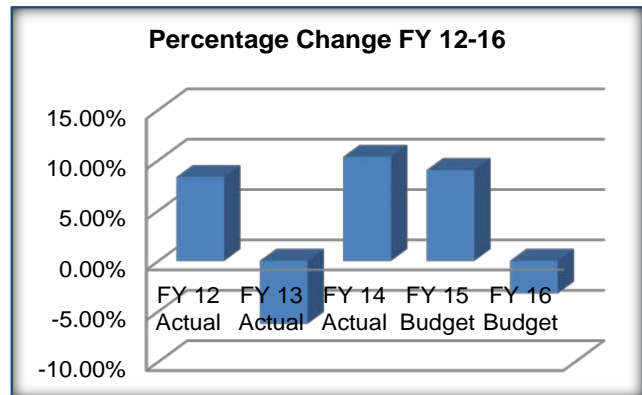
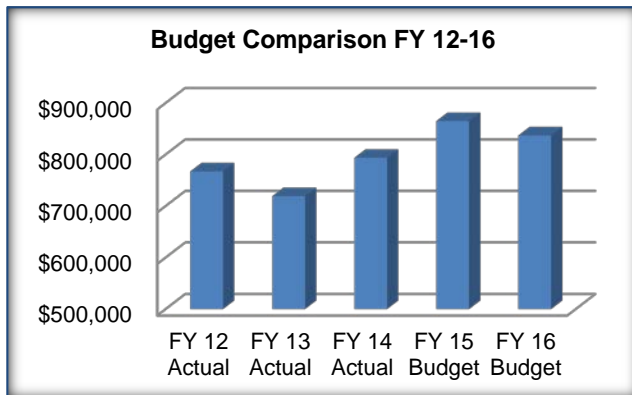
City Attorney

Funding and Staffing Summary

Funding Summary	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	Increase/ (Decrease)	% Change
	Actual	Actual	Actual	Budget	Budget		
Salaries and Benefits	\$690,129	\$649,607	\$711,451	\$786,207	\$764,345	(\$21,862)	-2.78%
Other Expenditures	76,897	69,512	81,903	78,557	72,476	(6,081)	-7.74%
General Fund Total	\$767,026	\$719,119	\$793,354	\$864,764	\$836,821	(\$27,943)	-3.23%

Staffing Summary (Full Time Equivalents)	FY 11-12	FY 12-13	FY 13-14	FY 14-15	FY 15-16	Increase/ (Decrease)
General Fund FTEs	6.0	6.0	6.0	6.0	6.0	0.0

Explanation of Changes: The net change in Salaries and Benefits reflects the 2% salary increase provided in FY 15, a 3% increase in health care costs, a small decrease in retirement rates and salary savings resulting from staff turnover. In Other Expenditures, HVAC fees are eliminated as well as funds to the computer replacement pool for one year.



General Registrar

Mission

Promote and ensure uniformity, legality, fairness, accuracy, purity and, integrity of the vote in all elections in the City of Charlottesville



General Registrar FY 16 Budget - \$509,375

The Charlottesville Office of General Registrar is responsible for matters pertaining to: voter registration and comprehensive list maintenance; certification of candidate declarations and campaign finance management; ballot development and administration of absentee voting; Officer of Election database management; maintenance and preparation of voting equipment and supplies; polling place management; public engagement and education on ballot and registration issues; media relations related to the electoral process; and effective implementation of legislative mandates and policy directives within the scope of operations.

In addition, this office administers primary and special elections, as called. Officer of Election appointments, polling place recommendations, and certifications of election results are conducted by the Charlottesville Electoral Board, for which this office provides all administrative support.

The Office of the General Registrar and its employees are located in the City Hall Annex. Additionally, a number of assistant registrars, election officials and part time election workers are employed as required by the State Board of Elections.

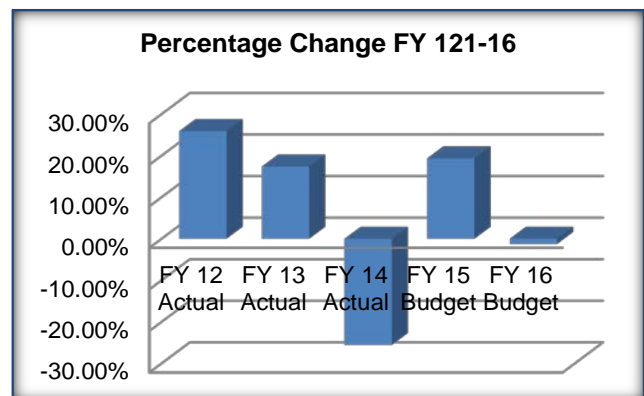
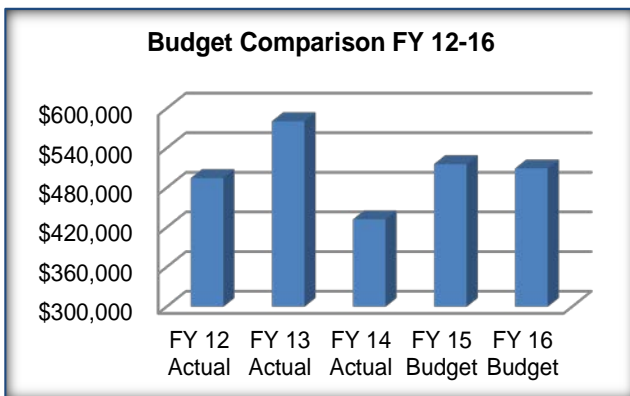
General Registrar

Funding and Staffing Summary

Funding Summary	FY 11-12 Actual	FY 12-13 Actual	FY 13-14 Actual	FY 14-15 Budget	FY 15-16 Budget	Increase/ (Decrease)	% Change
Salaries and Benefits	\$338,074	\$409,229	\$322,254	\$353,233	\$358,345	\$5,112	1.45%
Other Expenditures	156,679	171,497	109,969	162,622	151,030	(11,592)	-7.13%
General Fund Total	\$494,753	\$580,726	\$432,223	\$515,855	\$509,375	(\$6,480)	-1.26%
General Fund FTEs	3.0	3.0	3.0	3.0	3.0	0.0	

Explanation of Changes: The change in Salaries and Benefits reflects the 2% salary increase provided in FY 15, a 3% increase in health care costs and a small reduction in retirement rates. In Other Expenses, reductions were made in advertising and cell phone usage to better align with future needs of the department; as well as the elimination of HVAC fees and additional funds to the computer replacement pool.

This budget will cover the costs for three elections that will take place during FY 16: November 2015 local/state election, February 2016 Presidential primary and a June 2016 Federal primary.



Organizational Memberships & Workforce Development Agencies

Virginia Municipal League FY 16 Budget - \$15,852

The Virginia Municipal League is an advocate for Virginia towns and cities. It represents the City's interests before the General Assembly and provides legal, technical, and management information.

Charlottesville Regional Chamber of Commerce FY 16 Budget - \$1,575

The Chamber of Commerce is the local organization that represents the business community on issues pertaining to relations between the public and businesses.

Thomas Jefferson Planning District Commission (TJPDC) FY 16 Budget - \$56,771*

TJPDC is the regional planning agency created by Charlottesville and the counties of Albemarle, Fluvanna, Louisa, Greene, and Nelson, under the Virginia Area Development Act, which provides planning and technical assistance to member governments through planning on a regional level.

Piedmont Workforce Network FY 16 Budget - \$6,993*

The Piedmont Workforce Network (PWN) responds to business needs for a skilled workforce, works with specific industry sectors to assist with increasing their productivity and competitiveness. PWN aims to position the workforce development system to become part of the economic and community development initiatives for the Region.

Virginia Institute of Government (VIG) FY 16 Budget - \$2,500

Established in 1994 by the Virginia General Assembly, VIG provides programs that increase the training, technical services, and information resources available to the Commonwealth's local governments.

Alliance for Innovation FY 16 Budget - \$2,550

The Alliance for Innovation, a nonprofit organization that partners with the International City/County Management Association and Arizona State University, is inspiring innovation to advance communities. Guided by research and real-world experience, the Alliance impacts organizations and communities, changing the way local government performs.

Virginia First Cities Coalition FY 16 Budget - \$18,000

The Virginia First Cities is a statewide coalition of 13 cities that provides lobbying services and fiscal analysis for its member cities.

Central Virginia Partnership for Economic Development (CVPED) FY 16 Budget - \$23,311*

CVPED is a public/private organization committed to retaining business, expanding employment opportunities and "growing" the economy of the region in a manner consistent with local plans and policies.

Thomas Jefferson Soil and Water Conservation District FY 16 Budget - \$12,300*

The Soil and Water District works in partnership with various local, state, and federal agencies to provide comprehensive and efficient natural resource assistance.

*Reviewed as a contractual agency by the Office of Budget and Performance Management

Organizational Memberships & Workforce Development Agencies

Streamwatch FY 16 Budget - \$10,000*

Streamwatch collects data and assesses stream conditions to assist watershed management efforts in the Rivanna Basin. Their monitoring is designed to support a “whole watershed” approach.

Central Virginia Small Business Development Center FY 16 Budget - \$12,000*

The SBDC provides management, marketing, planning, operational, financial, and other assistance to existing and pre-venture small and mid-sized businesses in the region.

National League of Cities FY 16 Budget - \$5,000

The National League of Cities represents and serves as a resource to and an advocate for more than 19,000 cities, villages, and towns.

Center for Nonprofit Excellence FY 16 Budget - \$600

The Center for Nonprofit Excellence is a membership organization that brings the most relevant trainings, education, tools and resources to thousands of nonprofit boards, staff and volunteers. As a government entity that supports various nonprofits in our area, membership to the CNE keeps the City informed about the nonprofit sector’s best practices and helps ensure that the area’s nonprofits have the tools they need to perform their services in most effective and efficient means possible.

Community Investment Collaborative (CIC) FY 16 Budget - \$25,500**

The CIC leverages community resources in order to provide capital through staged microloans. The CIC offers education opportunities to entrepreneurs who have difficulty accessing funding from traditional sources and who seek a support system that is relevant to their business needs.

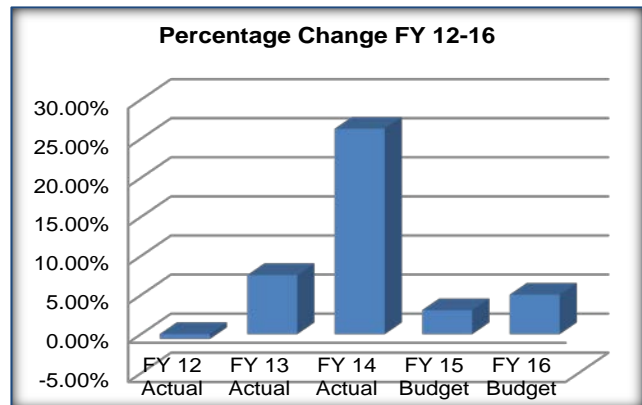
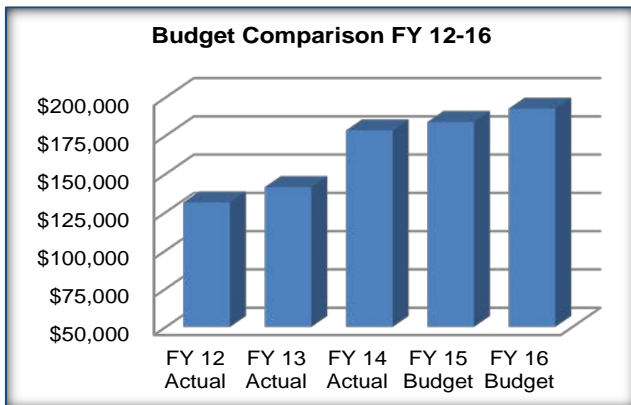
*Reviewed as a contractual agency by the Office of Budget and Performance Management

** Reviewed by the Agency Budget Review Team

Organizational Memberships & Workforce Development Agencies

Funding Summary

Funding Summary	FY11-12 Actual	FY12-13 Actual	FY 13-14 Actual	FY 14-15 Budget	FY 15-16 Budget	Increase/ (Decrease)	% Change
Virginia Municipal League	\$13,664	\$14,607	\$15,192	\$15,500	\$15,852	\$352	2.27%
Chamber of Commerce	0	1,260	1,400	1,450	1,575	125	8.62%
Thomas Jefferson Planning District Commission	46,860	52,261	54,728	54,728	56,771	2,043	3.73%
Piedmont Workforce Network	6,047	6,047	6,047	6,521	6,993	472	7.24%
Virginia Institute of Government	2,500	2,500	2,500	2,500	2,500	0	0.00%
Alliance for Innovation	2,500	2,500	2,500	2,550	2,550	0	0.00%
Virginia First Cities Coalition	17,194	17,194	17,194	18,000	18,000	0	0.00%
Central Virginia Partnership for Economic Development	12,500	12,500	15,579	18,658	23,311	4,653	24.94%
Thomas Jefferson Soil and Water Conservation District	10,000	10,300	12,300	12,300	12,300	0	0.00%
Streamwatch	10,000	10,000	10,000	10,000	10,000	0	0.00%
Central Virginia Small Business Development Center	10,000	12,000	12,000	12,000	12,000	0	0.00%
National League of Cities	0	0	3,813	4,000	5,000	1,000	25.00%
Center for Nonprofit Excellence	0	0	0	500	600	100	20.00%
Community Investment Collaborative	<u>0</u>	<u>0</u>	<u>25,000</u>	<u>25,000</u>	<u>25,500</u>	<u>500</u>	<u>2.00%</u>
General Fund Total Contributions	\$131,265	\$141,169	\$178,253	\$183,707	\$192,952	\$9,245	5.19%



NON DEPARTMENTAL ACTIVITIES



Non Departmental

Non Departmental expenditures are multi-purpose appropriations that cannot be assigned to a specific City Department or that span across departmental functions.

Sister City Committee FY 16 Budget - \$15,000

This supports the City’s activities to enhance and develop relationships with its Sister Cities: Poggio a Caiano, Italy; Besancon, France; Winneba, Ghana; and Plevin, Bulgaria.

Strategic Planning/P3: Plan, Perform, Perfect FY 16 Budget - \$55,000

P3 is the City’s strategic plan and performance management and measurement initiative, designed to build on the City’s internal capacity to develop and implement (1) a citywide 3 year strategic plan, (2) departmental strategic business plans that align with the strategic plan, (3) a performance measurement and management system, and (4) a means of reporting results to staff, City management, Council and the public, all of which will guide the organization towards intentional application of strategies and techniques to achieve desired results.

Virginia Juvenile Community Crime Control Act (VJCCCA) FY 16 Budget - \$108,415

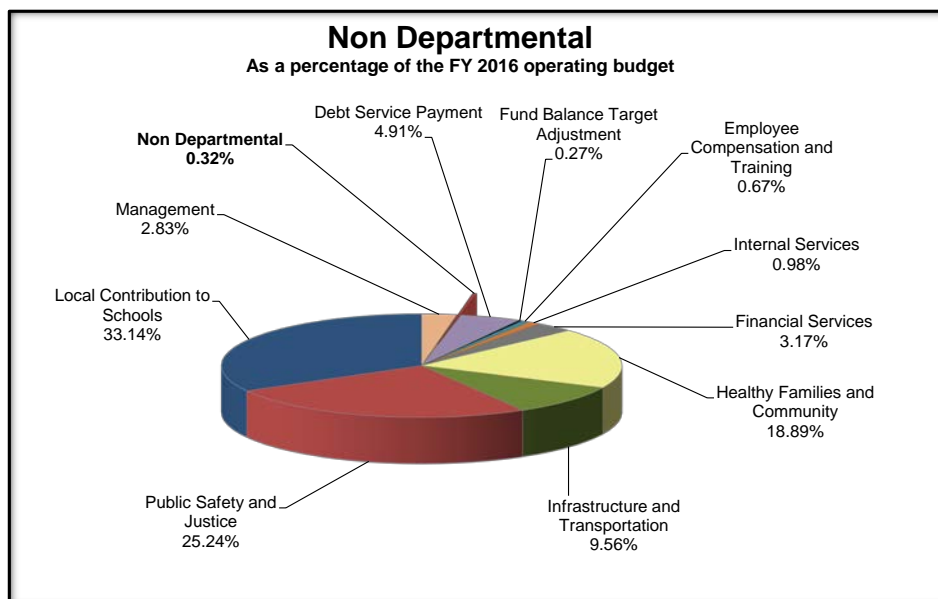
VJCCCA aims to deter crime by providing immediate, effective punishment that emphasizes accountability of the juvenile offender for his/her actions as well as reduce the pattern of repeat offending. The budget represents the City’s required match for this regional grant. Albemarle County also participates in this grant and includes a local match in their budget.

Citizen Engagement Opportunities FY 16 Budget - \$15,000

These funds will provide a dedicated source for the various engagement opportunities offered by the City, including Town Hall meetings, Neighborhood Leadership Institute, and worksessions that seek input from the public on specific issues of importance.

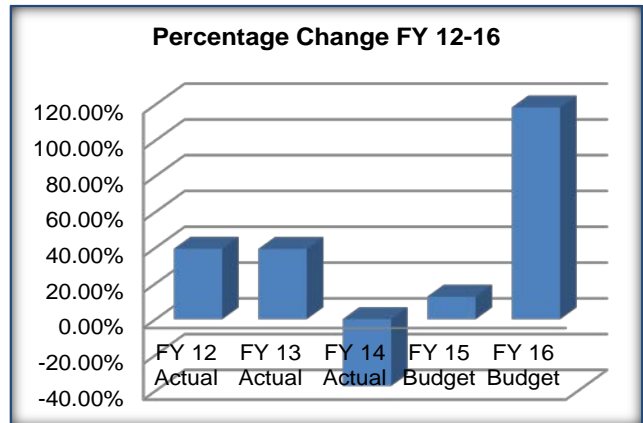
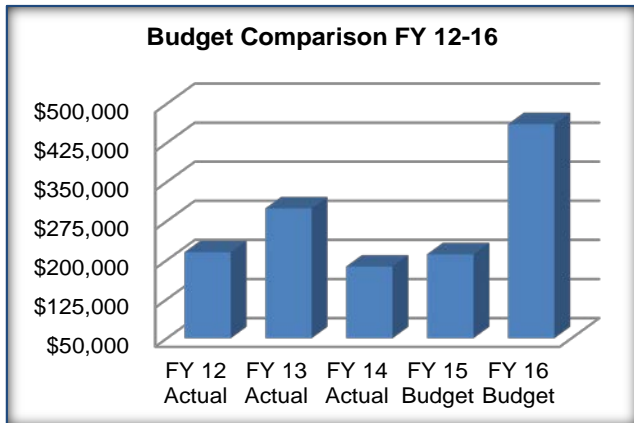
Performance Agreement Payments to Waterhouse and CFA FY 16 Budget - \$267,000

In 2010 and 2011, the City and the Economic Development Authority entered into two performance agreements with local developers for the purpose of inducing significant capital investment and job creation in the City. Once the agreement criteria have been met, the City and the Authority will grant an amount equal to 50% of the real estate tax increment created by the investment to the developer for a period of time. FY 2016 reflects the second year of grant payments.



Non Departmental Funding Summary

Funding Summary	FY 11-12 Actual	FY 12-13 Actual	FY 13-14 Actual	FY 14-15 Budget	FY 15-16 Budget	Increase/ (Decrease)	% Change
Sister City Committee	\$9,787	\$9,681	\$9,488	\$15,000	\$15,000	\$0	0.00%
Community Dialogue on Race	59,705	113,786	0	0	0	0	N/A
Strategic Planning - P3: Plan, Perform, Perfect	8,954	45,747	53,269	55,000	55,000	0	0.00%
Virginia Juvenile Community Crime							
Control Act (Local Match)	108,415	108,415	108,415	108,415	108,415	0	0.00%
City of Promise Grant (Local Match)	0	0	9,390	32,500	0	(32,500)	-100.00%
Citizen Engagement Opportunities	0	0	0	0	15,000	15,000	N/A
Performance Agreement Payments (Waterhouse and CFA)	0	0	0	0	267,000	267,000	N/A
Citywide Reserve	<u>27,770</u>	<u>21,142</u>	<u>6,815</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>N/A</u>
General Fund Total	\$214,631	\$298,771	\$187,377	\$210,915	\$460,415	\$249,500	118.29%





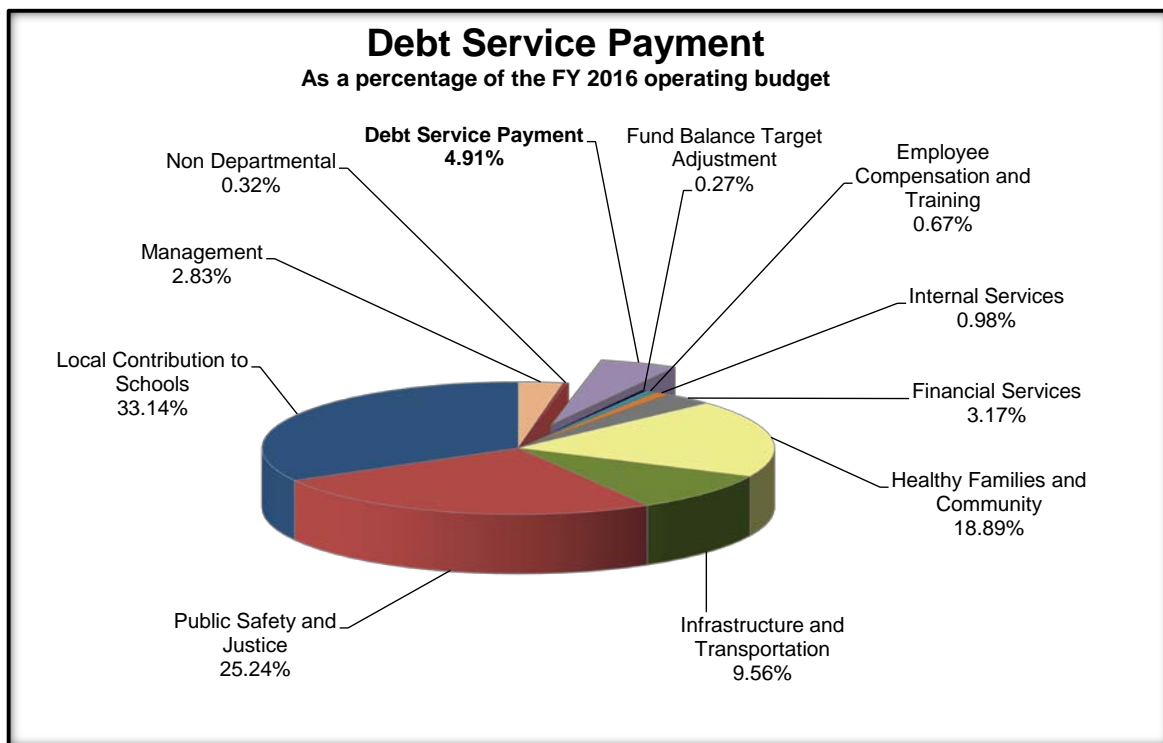
DEBT SERVICE

Debt Service Payment

The General Fund contribution to the City's annual debt service payments on general obligation bonds and literary loans are shown in this part of the budget. The City has several major, long-term capital needs, such as School and City building maintenance, neighborhood improvements, transportation needs, and Parks and Recreation improvements. (See Capital Improvement Program Fund on **pg. 143** and Debt Service Fund detail on **pg. 157**).

Funding Summary	FY 11-12 Actual	FY 12-13 Actual	FY 13-14 Actual	FY 14-15 Budget	FY 15-16 Budget	Increase/ (Decrease)	% Change
General Fund Contribution	\$6,250,000	\$6,250,000	\$5,750,000	\$6,115,000	\$6,668,000	\$553,000	9.04%
General Fund Contribution - Fire Apparatus	350,000	350,000	350,000	350,000	350,000	0	0.00%
General Fund Contribution - County	<u>450,000</u>	<u>450,000</u>	<u>450,000</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>N/A</u>
Fire Service Fee							
General Fund Total	\$7,050,000	\$7,050,000	\$6,550,000	\$6,465,000	\$7,018,000	\$553,000	8.55%

Explanation of Changes: In addition to the funding shown above, there is **\$2.14 million** in **Meals Tax Revenue** allocated to this fund, which appears under the Designated Expenditures portion of the General Fund.





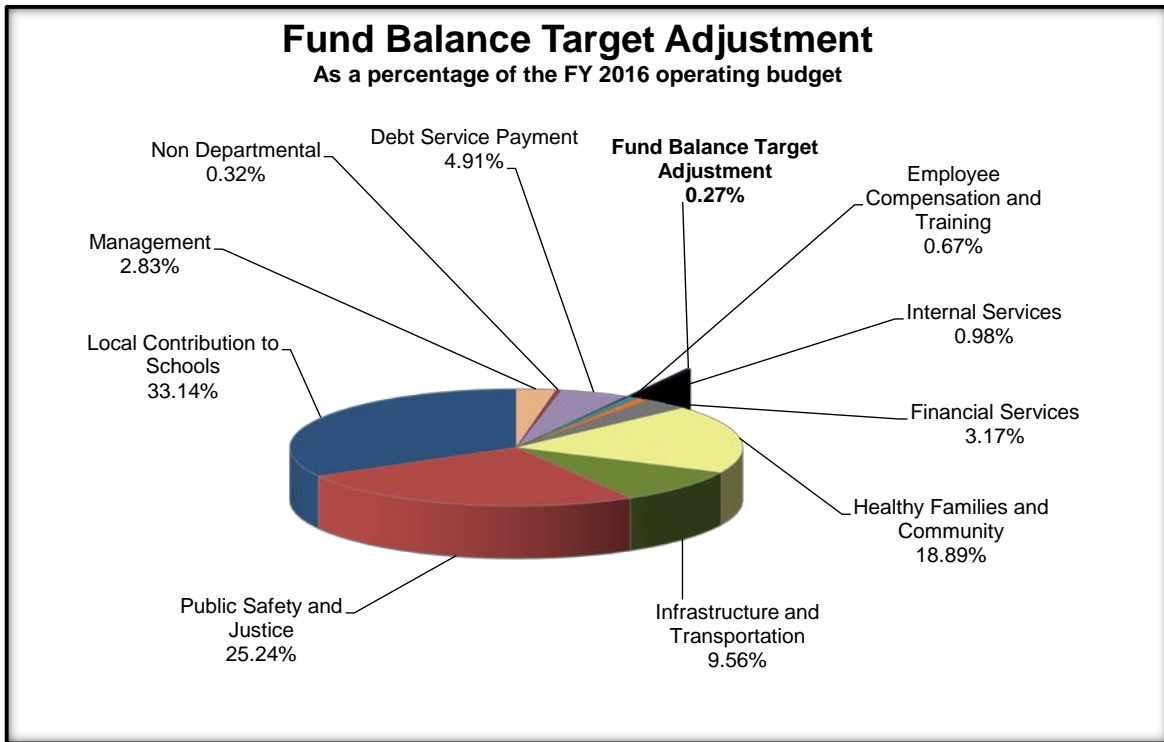
**FUND BALANCE
TARGET ADJUSTMENT**



Fund Balance Target Adjustment

One of the key factors in retaining the City's AAA bond rating is the City's 17% fund balance policy. This policy states that the City will maintain an unappropriated fund balance in the General Fund equal to 14% of the City's operating budget plus a 3% Downturn Reserve Fund. As the operating budget grows over time, this target fund balance must be adjusted. This account, created in FY 05, is included each year to help ensure that the City continues to meet this important financial policy. Fund Balance policies and can be found on **pg. 12**.

Funding Summary	FY 11-12 Actual	FY 12-13 Actual	FY 13-14 Actual	FY 14-15 Budget	FY 15-16 Budget	Increase/ (Decrease)	% Change
Fund Balance Target Adjustment	\$0	\$0	\$302,000	\$300,000	\$390,159	\$90,159	30.05%
General Fund Total	\$0	\$0	\$302,000	\$300,000	\$390,159	\$90,159	30.05%





EMPLOYEE COMPENSATION AND TRAINING



Employee Compensation and Training

2% Salary Increase FY 16 Budget - \$824,105

This reflects a 2% salary increase for all eligible employees starting on July 1, 2015.

Citywide Attrition Savings FY 16 Budget Savings - (\$250,000)

This represents anticipated salary and benefits savings achieved when a vacancy occurs and remains vacant for some period of time in between hires.

Unemployment Compensation FY 16 Budget - \$50,000

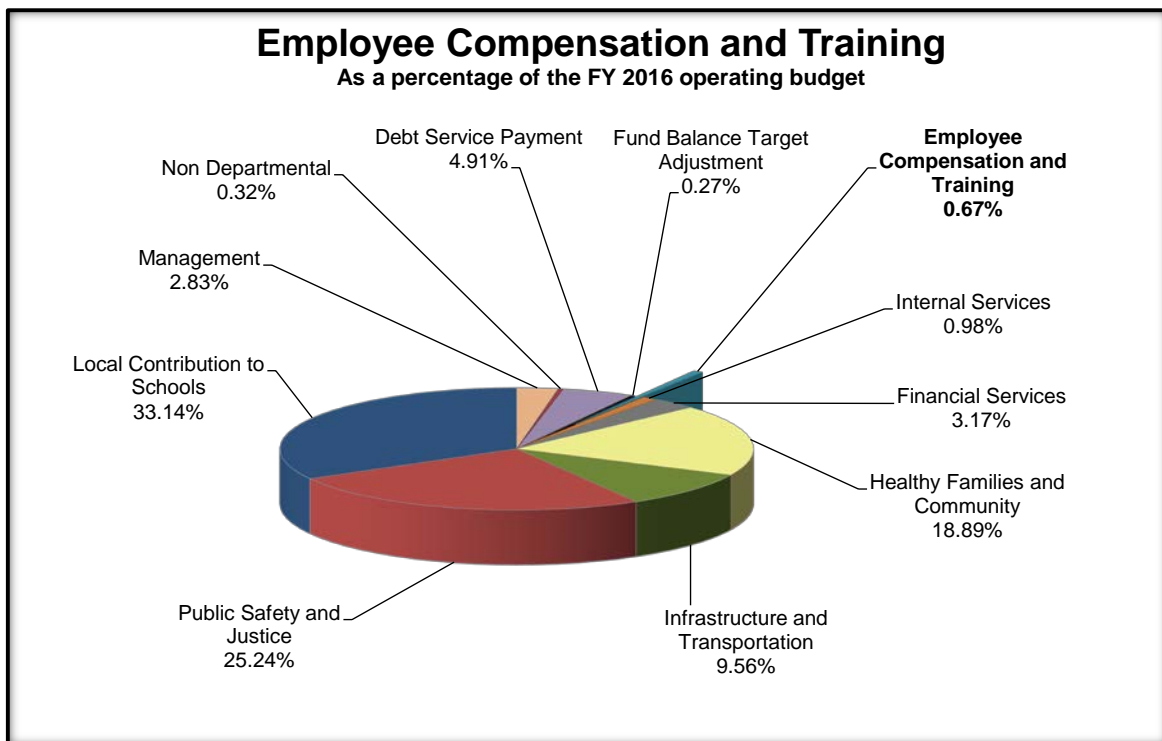
Unemployment insurance provides temporary wage replacement benefits to qualified individuals who are out of work through no fault of their own.

Corporate Training Fund FY 16 Budget - \$35,000

This supports employee development training programs offered by Human Resources and partnering organizations such as PVCC and the Chamber of Commerce.

Misc. Expenses FY 16 Budget - \$300,000

This supports the employee parking subsidy, leadership development activities and employee educational opportunities, employee recognition initiatives, tenure recognitions, and employee appreciation events.

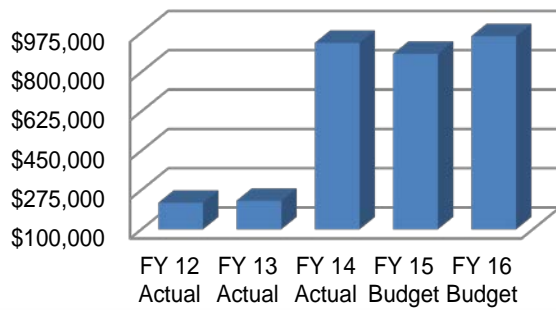


Employee Compensation and Training

Funding Summary

Funding Summary	FY 11-12 Actual	FY 12-13 Actual	FY 13-14 Actual	FY 14-15 Budget	FY 15-16 Budget	Increase/ (Decrease)	% Change
Compensation and Benefits (2% salary increase in FY16)	\$2,325	\$0	\$0	\$830,260	\$824,105	(\$6,155)	-0.74%
Citywide Attrition Savings	0	0	0	(300,000)	(250,000)	50,000	-16.67%
Unemployment Compensation	35,999	48,832	46,415	50,000	50,000	0	0.00%
Corporate Training Fund	41,100	31,883	36,375	35,000	35,000	0	0.00%
Miscellaneous Expenses	137,908	145,940	146,361	265,000	300,000	35,000	13.21%
Contribution to Retirement Fund	0	0	700,000	0	0	0	N/A
General Fund Total	\$217,332	\$226,655	\$929,151	\$880,260	\$959,105	\$78,845	8.96%

Budget Comparison FY 12-16



Percentage Change FY 12-16

