

General Fund Expenditure Highlights

Strategic Plan Priority Areas



Affordable Housing

- This budget includes \$10.3M in FY 20, and over \$32.5M in the five year capital program for several affordable housing initiatives, including redevelopment of public housing sites, housing rehabilitation, supplemental rental assistance and Friendship Court infrastructure improvements and Phase I redevelopment.
- \$285,500 in additional funding is budgeted for the Charlottesville Housing Affordability Program (CHAP) that will provide the following relief for these income ranges and adjusts the top income threshold from \$50,000 to \$65,000/year.
- In addition, the Tax Relief for Elderly and Disabled programs income threshold will also increase to \$65,000.

Income	Relief Amount
\$0-\$12,500	Full Relief
\$12,501-\$20,000	\$1,000
\$20,001-\$35,000	\$750
\$35,001-\$55,000	\$500
\$55,001-\$65,000	\$375



Race and Equity

- The City Manager’s Advisory Workgroup on Organizational Equity has convened to review an internal equity assessment by department and to create recommendations to the City Manager’s Office. Recommendations are expected in April 2019 with a final report in May 2019. Should these recommendations have budget impact, City Council will be provided with guidance on how any initiatives should be funded and the timeline of such actions.



Workforce Development and Economic Development

- The FY 20 Proposed Budget continues to invest in the various programs that support both of these priorities, including the Downtown Job Center, Growing Opportunities (GO) workforce development programs, job fairs and community events, and work done by staff to promote Charlottesville as a premier location for business and collaborate with entrepreneurs and existing businesses seeking to grow here.



Safety and Security

- Centralized Safety Coordinator (Risk Management) – effective January 1, 2020 at a cost of \$43,020 (\$25,382 General Fund; \$17,638 Risk Management Fund) - This position is critical to bringing the City into compliance with requirements for providing safe work environments for employees and to allow the City to identify and then mitigate existing risks and hazards within City workplaces. The Centralized Safety Coordinator would report directly to the Risk Management Specialist within the Procurement and Risk Management division of the Finance Department. The Centralized Safety Coordinator would be responsible for developing citywide safety programs and implementing associated training and ensuring compliance across the various work divisions and departments of the City.
- Security Manager (Police Department) – effective July 1, 2019 at a cost of \$132,729 – This position is vital to improving the City’s security management profile and making the City’s infrastructure more secure. The Security Manager would be responsible for developing and executing the City’s security plan, security operations policies, procedures, and protocols. Responsibilities also include implementing programs that improve the City’s security management profile, and involvement in the City’s Capital Improvement Process as it relates to infrastructure security. The position would also serve as the security expert for the City’s Committee on Safety and Emergency Preparedness.



Other Budget Areas

Compensation and Benefits

- Effective July 1, 2019, the living wage will increase from \$14.40 to \$15.00 an hour. This budget also provides a 4.17% cost of living adjustment (COLA) to all employees which is necessary in order to remain competitive in the region and reduces the cost of providing additional compression adjustments as a result of increasing the living wage in FY 19. The total cost for these adjustments is \$2.6M in addition to another \$95,000 to increase the living wage for temporary employees to \$15.00 an hour. Finally, this budget covers a full year of a FY 19 midyear 4.83% salary increase provided to all sworn police officers.
- The Health Care Fund is showing a savings for FY 20 due to a favorable claims year. Actual claims have been lower than projected and therefore the budget shows a savings of \$400,000 in health care costs. Employees will see no change in premiums.
- The City's Human Resources Department has contracted with BenefitFocus to provide an online employees benefits and self-service portal. Initial funding to implement this system was allocated as part of the FY 2017 year end appropriation, and in FY 20 funding is included in the amount of \$55,000 to cover the annual operating cost.

City Schools

- This budget continues a very strong commitment to the City Schools, providing \$3.37 million in new operating funding, which is the largest single increase in over a decade.
- Through the City's Capital Improvement Program (CIP), this budget continues funding \$1.25 million a year in an unallocated fund that the schools can use for priority capital improvement initiatives of their choice, in addition to the over \$1.9 million for general capital improvement dollars and HVAC replacement funds a year. In addition, the FY 20 CIP includes \$3 million in pre-construction funds for the schools reconfiguration project, which will prepare architecture and engineering services and determine preliminary designs and costs.

General Fund Transfers to Debt Service and Capital Improvement Program (CIP)

- The General Fund contribution to the Debt Service Fund is increasing by \$850,000 to support the five year CIP and to keep the City within its debt limit policies.
- The City's cash contribution from the General Fund to the CIP is increasing by over \$1.3 million, in addition to the FY 18 year end surplus in the amount of \$3.2 million. Combined this meets the City's financial policy target of 3% General Fund as cash to the CIP, and is actually over 5%.

Service Enhancements and Efficiencies

- **DMV Select (City Treasurer's Office)** for an additional \$25,099 and projected \$31,374 in revenue. Across the State, the Virginia Department of Motor Vehicles partners with public and private entities to open DMV Select offices to better serve residents. These offices perform services such as as vehicle registrations, license plate renewal, and vehicle transfers. The Charlottesville DMV Office is the second busiest in the State and they approached the City to create a DMV Select in the lobby of City Hall. The additional funds cover the reclassification of a part time position to full time to help cover the work of additional transactions expected.

- **Support Services Manager Position (Neighborhood Development Services)** effective January 1, 2020 with an additional cost of \$56,670. The NDS Efficiency Study recommended adjustments to NDS's supervisory structure and function assignments. Recommendation #1 calls for the creation of a "Support Services Manager position" to help relieve management pressure from the Assistant Director. The study noted that it is unusual for an Assistant Director to be responsible for supervising so many positions (15), particularly when these positions are front-line and not middle managers. By reassigning internal services functions to Support Services Manager, it will create the capacity for the Assistant Director to provide enhanced services in a variety of ways. The Assistant Director will be able to provide a much better and greater oversight for the development review process and special projects, as well as assist the Director with broad strategic decision-making process.
- **Transfer of General Fund Stormwater Operations to Utilities Department** resulting in \$373,563 in savings to the General Fund. When the stormwater fee was implemented in 2013, a portion of the operations remained in the General Fund within Public Works. This budget proposes moving those costs and personnel to the Utilities Department which will allow the department to fund all operational expenses through fee collection without requesting additional General Fund dollars. No stormwater fee increase is forecast in the coming year as a result of this change and the level of service provided to residents will be improved with the change and additional staff persons.
- **Conversion of four Relief Transit Drivers to Regular FTE's** (Charlottesville Area Transit) at a cost of \$34,118. Adding more regular drivers will allow the transit system to have better consistency in terms of keeping buses on the roads and routes on time.

Outside and Nonprofit Agencies

- For FY 20, the funding for all agencies that would have been evaluated through Agency Budget Review Team are frozen at FY 2019 levels due to the City reevaluating their process during this time.
- There is funding for Offender Aid and Restoration's Therapeutic Docket diversion initiative, \$55,000, which was funded the previous year outside the regular budget process. There is an offsetting revenue of \$44,000 which represents the remainder of funds set aside in the City Council Strategic Initiatives account for diversion initiatives.
- Of the agencies evaluated by the Office of Budget and Performance Management, major changes are summarized below:
 - JAUNT – increase of \$173,869
 - Jefferson Madison Regional Library – increase of \$89,861
 - Albemarle/Charlottesville Regional Jail – decrease of \$125,212
 - Blue Ridge Juvenile Detention Center (BRJDC) – decrease of \$128,709
 - Emergency Communications Center – decrease of \$41,613