

# Citywide



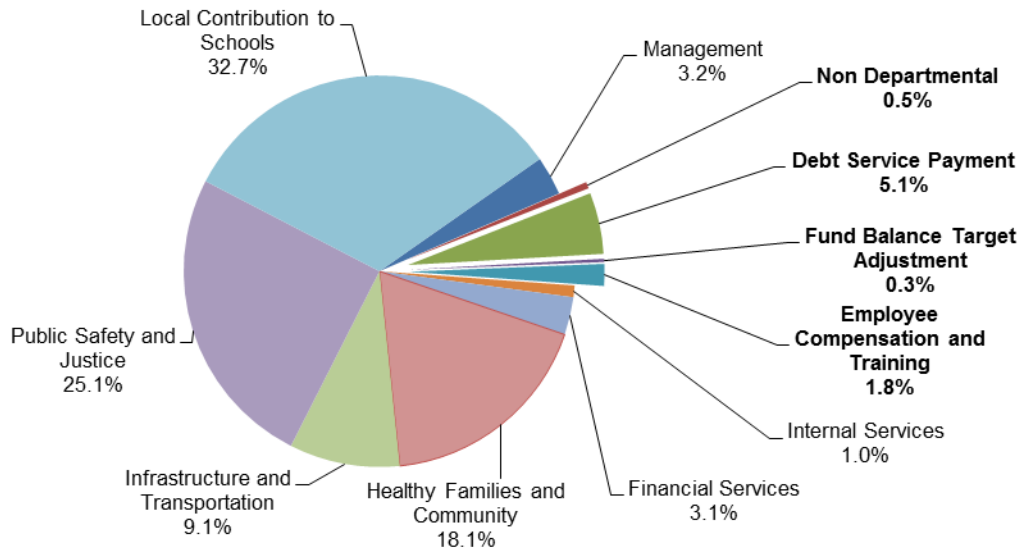
Non Departmental

Debt Service Payment

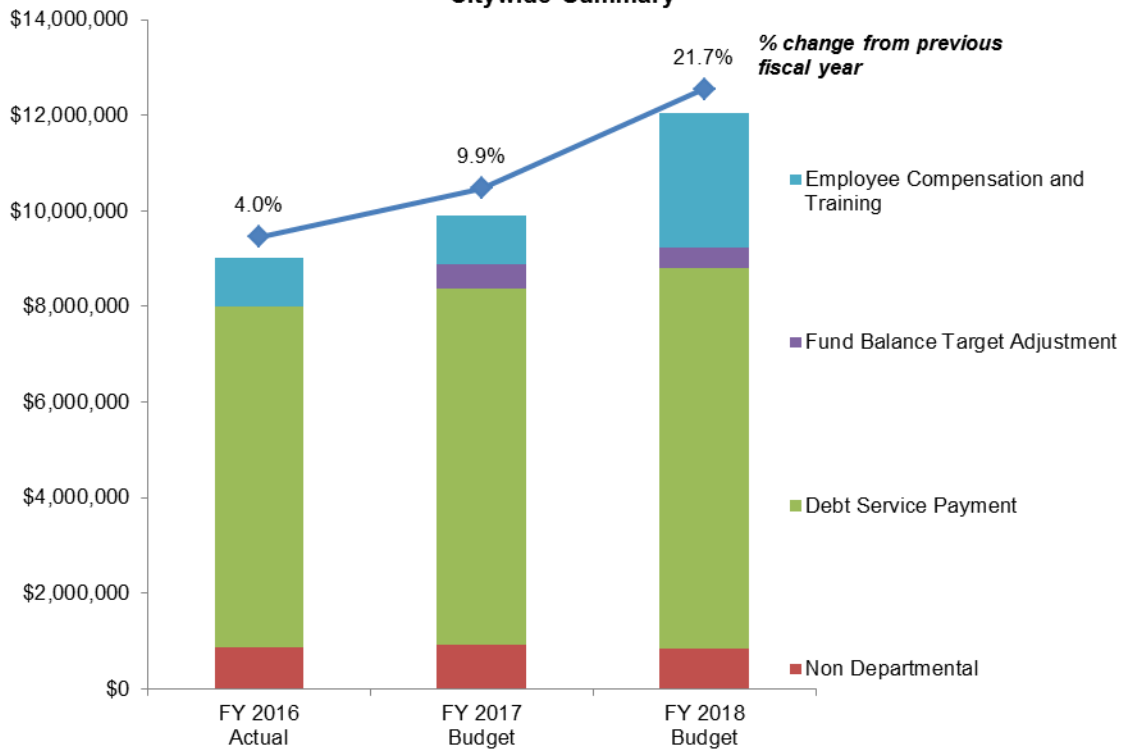
Fund Balance Target Adjustment

Employee Compensation and Training

### Citywide % of General Fund Operating Budget



### Citywide Summary





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## Non Departmental

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*Non Departmental expenditures comprise 0.5% of the General Fund Operating Budget. They are multi-purpose appropriations that cannot be assigned to a specific City Department or that span across departmental functions.*

### **Citizen Engagement Opportunities FY 18 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.

### **Innovation Fund FY 18 Budget - \$20,000**

The Innovation Fund will provide a source of funds for employee driven ideas and programs that will enhance organizational efficiencies and public services. *Create the Day* idea pitch events will solicit innovative ideas from employees with opportunities for implementation and evaluation.

### **Performance Agreement Payments to Waterhouse and CFA FY 18 Budget - \$400,000**

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 18 reflects the fourth year of grant payments.

### **Sister City Committee FY 18 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 18 Budget - \$85,000**

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. New funding is included for a citywide budget planning system, a recommendation of the Efficiency Study that will improve the analytical abilities and efficiencies of the Office of Budget and Performance Management.

### **Virginia Juvenile Community Crime Control Act (VJCCCA) FY 18 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.

### **Transfer to Capital Improvement Program Contingency FY 18 Budget - \$203,239**

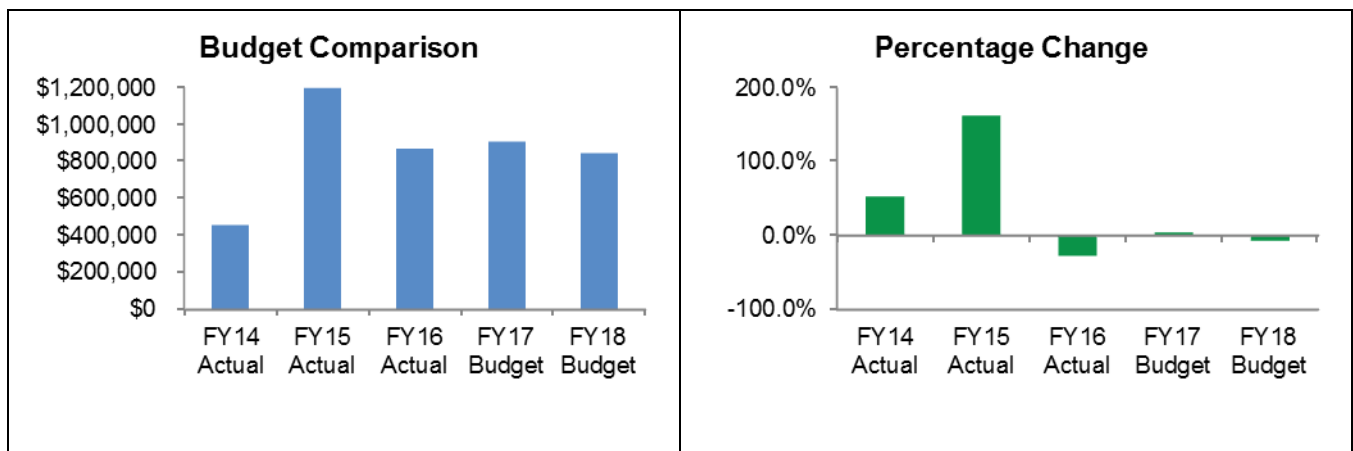
The CIP Contingency fund carries over from year to year and was established as a reserve to fund unforeseen capital projects in any given year or other priorities that are initiated by City Council and staff.

## Non Departmental

### Funding Summary

Funding Summary	FY 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Budget	FY 2018 Budget	Increase/ (Decrease)	% Change
Citizen Engagement Opportunities	\$0	\$0	\$6,624	\$15,000	\$15,000	\$0	0.0%
City of Promise Grant (Local Match)	9,390	39,155	0	0	0	0	NA
Citywide Reserve	6,815	573,894	0	0	0	0	NA
Community Dialogue on Race	0	34	34	0	0	0	NA
Innovation Fund	0	0	0	0	20,000	20,000	NA
Ivy Landfill Contribution	269,702	323,123	290,206	300,000	0	(300,000)	-100.0%
Performance Agreement Payments (Waterhouse and CFA)	0	84,054	355,498	400,000	400,000	0	0.0%
Sister City Committee	9,488	10,303	5,668	15,000	15,000	0	0.0%
Strategic Planning - P3: Plan, Perform, Perfect	53,269	56,687	54,222	70,000	85,000	15,000	21.4%
Virginia Juvenile Community Crime Control Act (Local Match)	108,415	108,415	108,415	108,415	108,415	0	0.0%
Transfer to CIP Contingency	0	0	0	0	203,239	203,239	NA
Transfer to Miscellaneous Funds	<u>0</u>	<u>2,182</u>	<u>49,498</u>	<u>0</u>	<u>0</u>	<u>0</u>	NA
<b>General Fund Total</b>	<b>\$457,079</b>	<b>\$1,197,846</b>	<b>\$870,164</b>	<b>\$908,415</b>	<b>\$846,654</b>	<b>(\$61,761)</b>	<b>-6.8%</b>

**Explanation of Changes:** There are no additional funds provided as part of the FY18 budget for the Ivy Landfill Remediation. Contributions from previous fiscal years have built up a funding reserve that is sufficient to cover the anticipated remediation needs for FY18. Future remediation needs will be examined and addressed in with additional funding in future budgets if necessary.



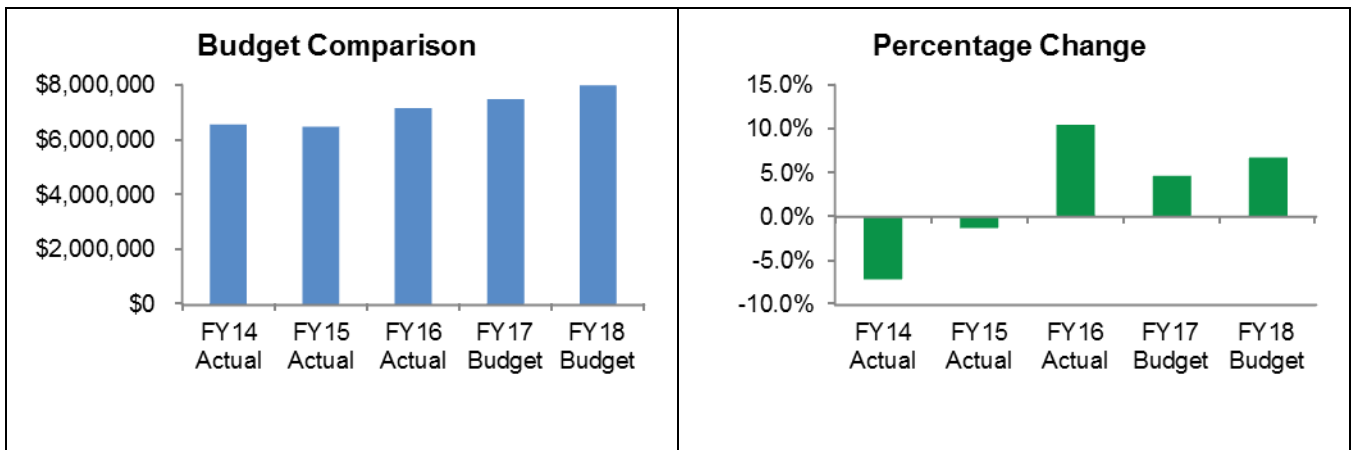
## Debt Service Payment

The Debt Service Payment comprises 5.1% of the General Fund Operating Budget.

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. L-1** and Debt Service Fund detail on **pg. M-3**).

Funding Summary	FY 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Budget	FY 2018 Budget	Increase/ (Decrease)	% Change
General Fund Contribution	\$5,750,000	\$6,115,000	\$6,787,578	\$7,118,000	\$7,618,000	\$500,000	7.0%
General Fund Contribution - Fire							
Apparatus	350,000	350,000	350,000	350,000	350,000	0	0.0%
General Fund Contribution - County							
Fire Service Fee	<u>450,000</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>NA</u>
<b>General Fund Total</b>	<b>\$6,550,000</b>	<b>\$6,465,000</b>	<b>\$7,137,578</b>	<b>\$7,468,000</b>	<b>\$7,968,000</b>	<b>\$500,000</b>	<b>6.7%</b>

In addition to the funding shown above, there is **\$2.4 million in Meals Tax Revenue** allocated to this fund, which appears under the Designated Expenditures portion of the General Fund.

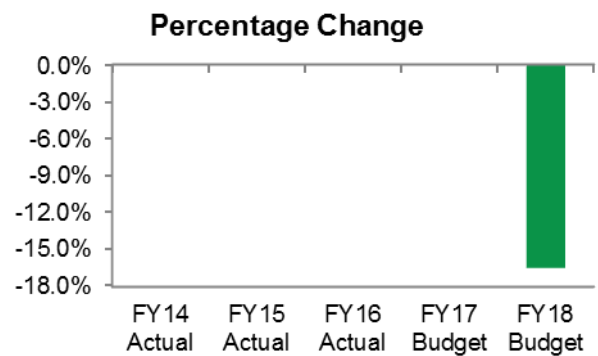
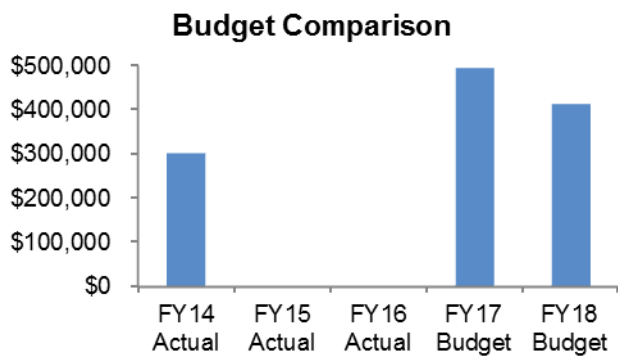


## Fund Balance Target Adjustment

*The Fund Balance Target Adjustment comprises 0.3% of the General Fund Operating Budget.*

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.

Funding Summary	FY 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Budget	FY 2018 Budget	Increase/ (Decrease)	% Change
Fund Balance Target Adjustment	\$302,000	\$0	\$0	\$494,611	\$413,148	(\$81,463)	-16.5%
<b>General Fund Total</b>	<b>\$302,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$494,611</b>	<b>\$413,148</b>	<b>(\$81,463)</b>	<b>-16.5%</b>



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## Employee Compensation and Training

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*Employee Compensation and Training expenditures comprise 1.8% of the General Fund Operating Budget. They are citywide appropriations and may be allocated to individual departments throughout the fiscal year.*

### **2% Salary Increase FY 18 Budget - \$870,000**

This reflects a 2% cost of living adjustment for all eligible employees starting on July 1, 2017.

### **Citywide Attrition Savings FY 18 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.

### **Living Wage Adjustments FY 18 Budget - \$510,000**

This represents salary adjustments to raise the wages of city and contracted employees to the city's living wage of \$13.79 per hour as of July 1, 2017.

### **Market Study Salary Adjustments FY 18 Budget - \$578,000**

As a result of a salary market study conducted in 2016, many salaries were adjusted in the second half of FY 17 using year end funds in order to remain competitive and retain our employees.

### **Salary Equity Adjustments FY 18 Budget - \$733,822**

Over the last few years, public safety salaries have been reviewed as a result of significant compression and equity issues. This adjustment will help recruit and retain qualified personnel.

### **Unemployment Compensation FY 18 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 18 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 18 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 2014 Actual	FY 2015 Actual	FY 2016 Actual	FY 2017 Budget	FY 2018 Budget	Increase/ (Decrease)	% Change
Compensation and Benefits							
(2% salary increase July 1, 2017)	\$0	\$0	\$0	\$850,000	\$870,000	\$20,000	2.4%
Contribution to Retirement Fund	700,000	700,000	700,000	0	0	0	NA
CityWide Attrition Savings	0	0	0	(250,000)	(250,000)	0	0.0%
Living Wage Adjustments	0	0	0	50,000	510,000	460,000	920.0%
Market Study Salary Adjustments	0	0	0	0	578,000	578,000	NA
Salary Equity Adjustments	0	0	0	0	733,822	733,822	NA
Unemployment Compensation	46,415	41,756	13,499	50,000	50,000	0	0.0%
Corporate Training Fund	36,375	21,803	21,725	35,000	35,000	0	0.0%
Miscellaneous Expenses	<u>146,361</u>	<u>241,725</u>	<u>272,563</u>	<u>300,000</u>	<u>300,000</u>	<u>0</u>	<u>0.0%</u>
<b>General Fund Total</b>	<b>\$929,151</b>	<b>\$1,005,284</b>	<b>\$1,007,787</b>	<b>\$1,035,000</b>	<b>\$2,826,822</b>	<b>\$1,791,822</b>	<b>173.1%</b>

