

Citywide



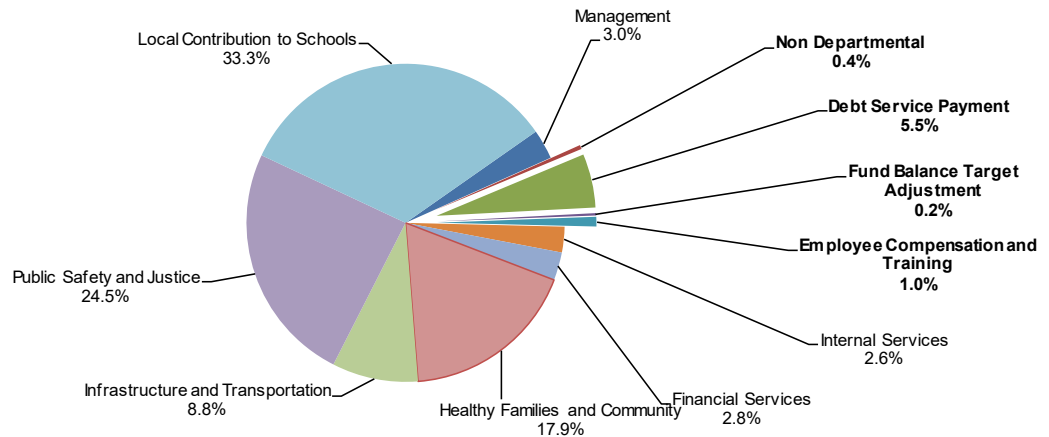
Non Departmental

Debt Service Payment

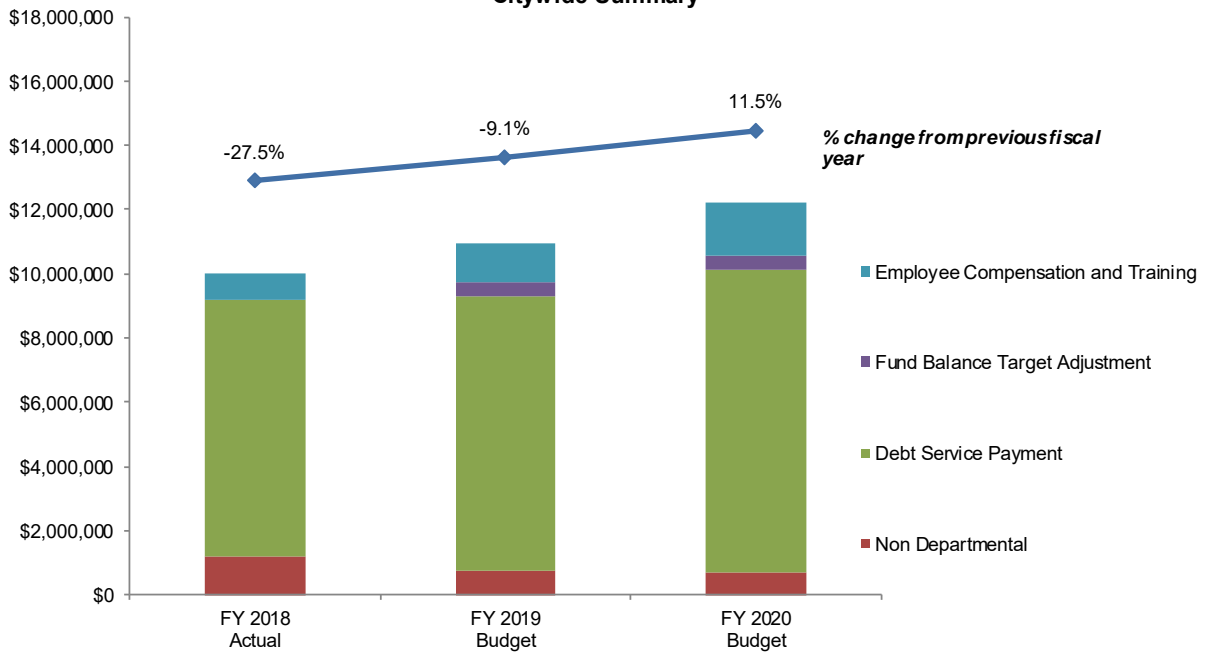
Fund Balance Target Adjustment

Employee Compensation and Training

Citywide
% of General Fund Operating Budget



Citywide Summary





Non Departmental

Non Departmental expenditures comprise 0.4% 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 20 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 20 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 solicit innovative ideas from employees with opportunities for implementation and evaluation.

Participatory Budgeting Pilot

FY 20 Budget - \$0

Participatory budgeting is a decision-making process for residents to decide how to allocate a portion of the City's budget. Funds were included in the FY19 budget for a pilot program and the unspent balance of those funds will be used in FY 20 to continue this effort.

Reserve / Performance Agreement Payments to Waterhouse and CFA

FY 20 Budget - \$250,000

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. One of the agreements was paid in full in FY19 with only one agreement remaining to be paid in FY 20.

Sister City Committee

FY 20 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 20 Budget - \$105,000

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.

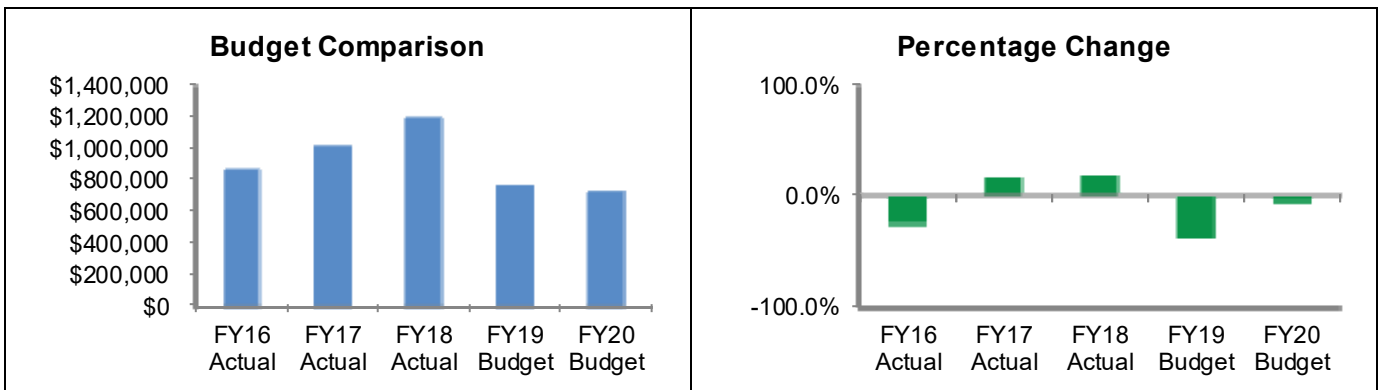
Virginia Juvenile Community Crime Control Act (VJCCCA)

FY 20 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.

Non Departmental Funding Summary

Funding Summary	FY 2016 Actual	FY 2017 Actual	FY 2018 Actual	FY 2019 Budget	FY 2020 Budget	Increase/ (Decrease)	% Change
Citizen Engagement Opportunities	\$6,624	\$14,244	\$5,019	\$15,000	\$15,000	\$0	0.0%
Community Dialogue on Race	34	15	12,305	0	0	0	NA
Innovation Fund	0	0	3,215	20,000	20,000	0	0.0%
Ivy Landfill Contribution	290,206	237,515	180,264	0	210,000	210,000	NA
Participatory Budgeting Pilot	0	0	0	100,000	0	(100,000)	-100.0%
Reserve / Performance Agreement Payments	355,498	565,620	761,288	400,000	250,000	(150,000)	-37.5%
Sister City Committee	5,668	22,309	10,629	15,000	15,000	0	0.0%
Strategic Planning - P3: Plan, Perform, Perfect	54,222	60,627	93,564	105,000	105,000	0	0.0%
Virginia Juvenile Community Crime Control Act (Local Match)	108,415	108,415	108,415	108,415	108,415	0	0.0%
Transfer to Miscellaneous Funds	<u>49,498</u>	<u>3,145</u>	<u>25,374</u>	<u>0</u>	<u>0</u>	<u>0</u>	NA
General Fund Total	\$870,164	\$1,011,891	\$1,200,074	\$763,415	\$723,415	(\$40,000)	-5.2%



Explanation of FY 20 Changes

The Ivy Landfill contribution has not been included in the budget as it has been funded using fund previously set aside in the landfill reserve. Costs leading into FY 20 are expected to increase by more than 100% so funds are included in the budget to cover half of the increase and the other half will be funded from the reserve. In FY 20, one of two of the performance agreements was paid in full in FY 19, thus funds only budget in FY 20 for the one remaining agreement. The funds budgeted for the Participatory Budgeting Pilot in FY 19 will be carried over and used to continue the funding in FY 20.

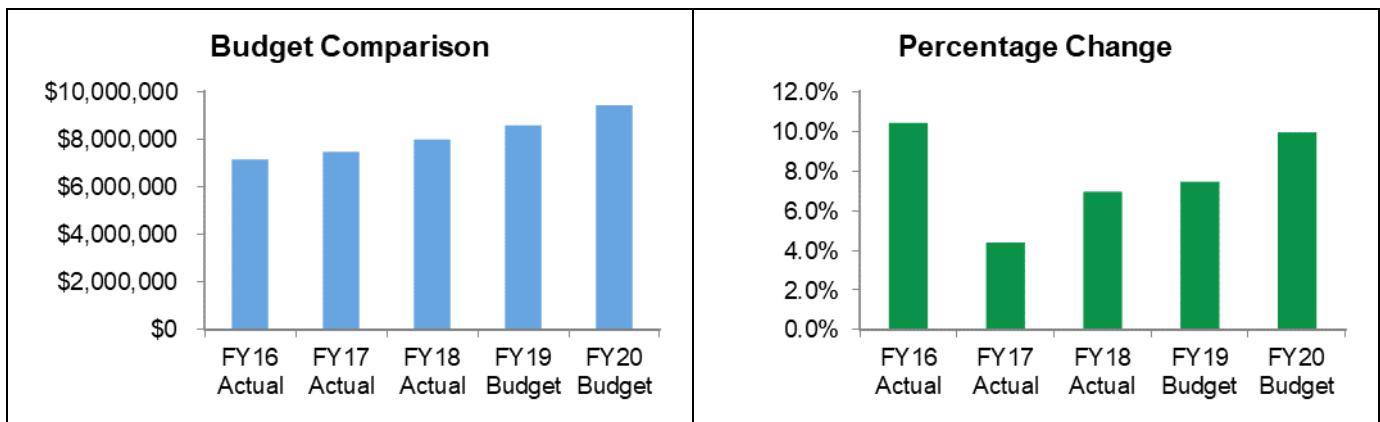
Debt Service Payment

The Debt Service Payment comprises 5.5% 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 2016 Actual	FY 2017 Actual	FY 2018 Actual	FY 2019 Budget	FY 2020 Budget	Increase/ (Decrease)	% Change
General Fund Contribution	\$6,787,578	\$7,100,497	\$7,618,000	\$8,210,788	\$9,060,788	\$850,000	10.4%
General Fund Contribution - Fire Apparatus	350,000	350,000	350,000	350,000	350,000	0	0.0%
General Fund Total	\$7,137,578	\$7,450,497	\$7,968,000	\$8,560,788	\$9,410,788	\$850,000	9.9%

In addition to the funding shown above, there is **\$2.5 million in Meals Tax Revenue** allocated to this fund, which appears under the Designated Expenditures portion of the General Fund.

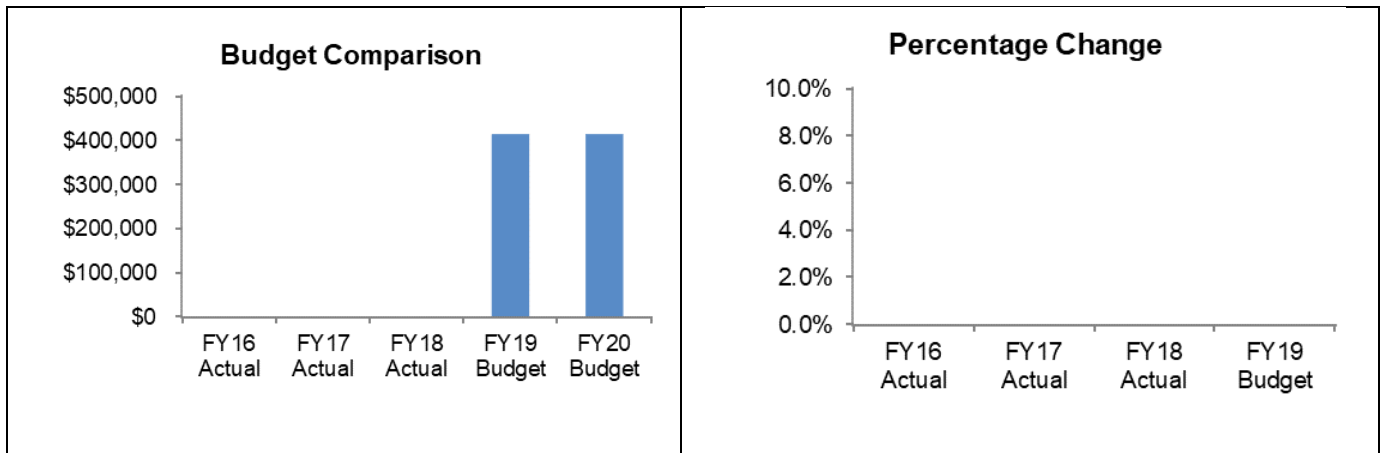


Fund Balance Target Adjustment

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 2016 Actual	FY 2017 Actual	FY 2018 Actual	FY 2019 Budget	FY 2020 Budget	Increase/ (Decrease)	% Change
Fund Balance Target Adjustment	\$0	\$0	\$0	\$413,148	\$413,148	\$0	0.0%
General Fund Total	\$0	\$0	\$0	\$413,148	\$413,148	\$0	0.0%



Employee Compensation and Training

Employee Compensation and Training expenditures comprise 1.0% of the General Fund Operating Budget. They are citywide appropriations and may be allocated to individual departments throughout the fiscal year.

4.17% COLA Salary Increase	<i>FY 20 Budget - \$2,123,527</i>
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This reflects a 4.17% cost of living adjustment for all eligible employees starting on July 1, 2019.

4.83% COLA Salary Increase – Police FY 19 Mid-Year Adjustment	<i>FY 20 Budget - \$518,410</i>
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In FY 19, a 4.83% mid-year pay adjustment was added to all sworn positions in the Police Department at a cost of \$518,410. The FY 19 adjustment was funded with vacancy savings and is included here to address the base salary change.

Living Wage Adjustments	<i>FY 20 Budget Savings – \$95,000</i>
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The Living Wage rate will increase to \$15.00/hour in FY 20 from \$14.40/hour in FY 19. Funding of \$95,000 is included to address wage increases for temporary employees.

Attrition Savings	<i>FY 20 Budget Savings – (\$1,000,000)</i>
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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	<i>FY 20 Budget - \$50,000</i>
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Unemployment insurance provides temporary wage replacement benefits to qualified individuals who are out of work through no fault of their own.

Misc. Expenses	<i>FY 20 Budget - \$234,950</i>
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This supports the employee parking subsidy, leadership development activities and employee educational opportunities, employee recognition initiatives, tenure recognitions, and employee appreciation events. This also funds a full year of an enterprise benefits management platform that will streamline employee enrollment, benefit plan administration and Affordable Health Act compliance. All benefit enrollments will be online eliminating the manual, paper-based enrollment currently in place.

Employee Compensation and Training Funding Summary

Funding Summary	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	Increase/ (Decrease)	% Change
	Actual	Actual	Actual	Budget	Budget		
Compensation and Benefits							
(4.17% salary increase July 1, 2019)	\$0	\$0	\$0	\$1,400,000	\$2,123,527	\$723,527	51.7%
(4.83% Police mid-year Police increase)	0	0	0	0	518,410	\$518,410	NA
Contribution to Retirement Fund	700,000	0	506,000	0	0	0	NA
CityWide Attrition Savings	0	0	0	(750,000)	(1,000,000)	(250,000)	33.3%
Living Wage Adjustments	0	0	0	274,884	95,000	(179,884)	-65.4%
Healthcare Savings	0	0	0	0	(400,000)	(400,000)	NA
Unemployment Compensation	13,499	30,940	41,923	50,000	50,000	0	0.0%
Corporate Training Fund	21,725	22,779	46,069	0	55,860	55,860	NA
Miscellaneous Expenses	<u>272,563</u>	<u>218,501</u>	<u>260,490</u>	<u>250,000</u>	<u>234,950</u>	<u>(15,050)</u>	<u>-6.0%</u>
General Fund Total	\$1,007,787	\$272,220	\$854,482	\$1,224,884	\$1,677,747	\$452,863	37.0%

