

Proposal for Pay Increases and New Hire Recommendations.

Fund Balance and Revenue Forecast

- Fund balance for fiscal year end of 2013 increased by \$719,872 and was \$2,590,494. This is 25% of General Fund revenue which is the maximum allowed by state law.
- Anticipated 2014 fund balance increase to General Fund revenues is \$825,000 Of which \$11,000 was included as part of the 2014 budget. Leaving a total of \$814,000

Proposed Pay Increases for Employees

We propose that depending on years of service and satisfactory performance scores, employees will be moved to their proper place in the compa-ratio, i.e. 1 year 85%, 2 years 90%, 3 years 95%, and 4 years 100%.

All employees at or over 100% would receive 2% pay adjustment.

- ° The cost to the General Fund for this would be \$149,798¹
- ° The cost to the Proprietary Funds would be \$371,862

Proposed New Hires

| | <u>Total GF Payroll</u> | <u>Total Payroll</u> |
|---------------------------------|-------------------------|-----------------------|
| Community Development Inspector | \$22,331 | \$37,218 |
| HR Tech | \$8,397 | \$20,992 |
| Utility Clerk | \$0 | \$20,992 |
| IT (2) | \$14,883 | \$42,522 |
| Police Officer (2) | \$97,056 | \$97,056 ² |
| Total | \$142,667 | \$218,780 |

Anticipated Future Expenditures

- Fire fighter Safer grant liability. 2015 GF budget = \$62,500 then \$250,000 every year thereafter.
- COPS grant obligation (1 officer), 2015 = \$18,394, 2016 = \$29,431, 2017= \$35,318 then \$73,577 every year thereafter.

¹ This includes the shifting of \$196,674 from the Shop department in the GF to the Fleet department in the proprietary funds.

² This consists of pay and benefits for an officer based upon the following ratio: 1st year-75%, 2nd year-50%, and 3rd year-25%, with one year of obligation beyond that.