

**CITY OF ALBANY  
CITY COUNCIL AGENDA  
STAFF REPORT**

Agenda Date: June 15, 2020  
Reviewed by: NA

**SUBJECT:** Year to Date Financial Update and FY 2020-21 Budget Overview  
**REPORT BY:** Heather Rowden, Finance Director

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**SUMMARY**

This report provides an update on the City's finances compared to budgeted amounts for the current fiscal year. The Actual column includes amounts that have already been paid out, as well as all expenses that have been incurred by the City. This report covers the City's finances for fiscal year (FY) 2019-20 through May 31, 2020. A summary of FY 2020-21 is also provided.

**STAFF RECOMMENDATION**

That the Council receive a presentation on the current and next year budgets and adopt Resolution No. 2020-53 approving the updated salary schedule.

**BACKGROUND**

Quarterly the City Council reviews the status of the City's finances. This includes revenues, expenditures, and transfers, compared to the adopted budget for the fiscal year.

**DISCUSSION**

On June 17, 2019, the Council adopted Resolution No. 2019-49, adopting the City of Albany Biennial Operating Budget for fiscal years 2019-20 and 2020-21. The attached Budget to Actuals Report shows the City's spending compared to the approved FY 2019-20 budget through May 31, 2020. Page 1 includes a summary of each department, breaking out Expenses and Revenues. Expenses are shown by Department and category on Pages 2 through 10. Starting on Page 11, the City's revenues are shown by Department and category.

Each line lists the approved budget in the first column followed by the actual expenses by fiscal quarter and then the amount of budget remaining to be spent. The last column shows the percentage of approved budget that has been spent.

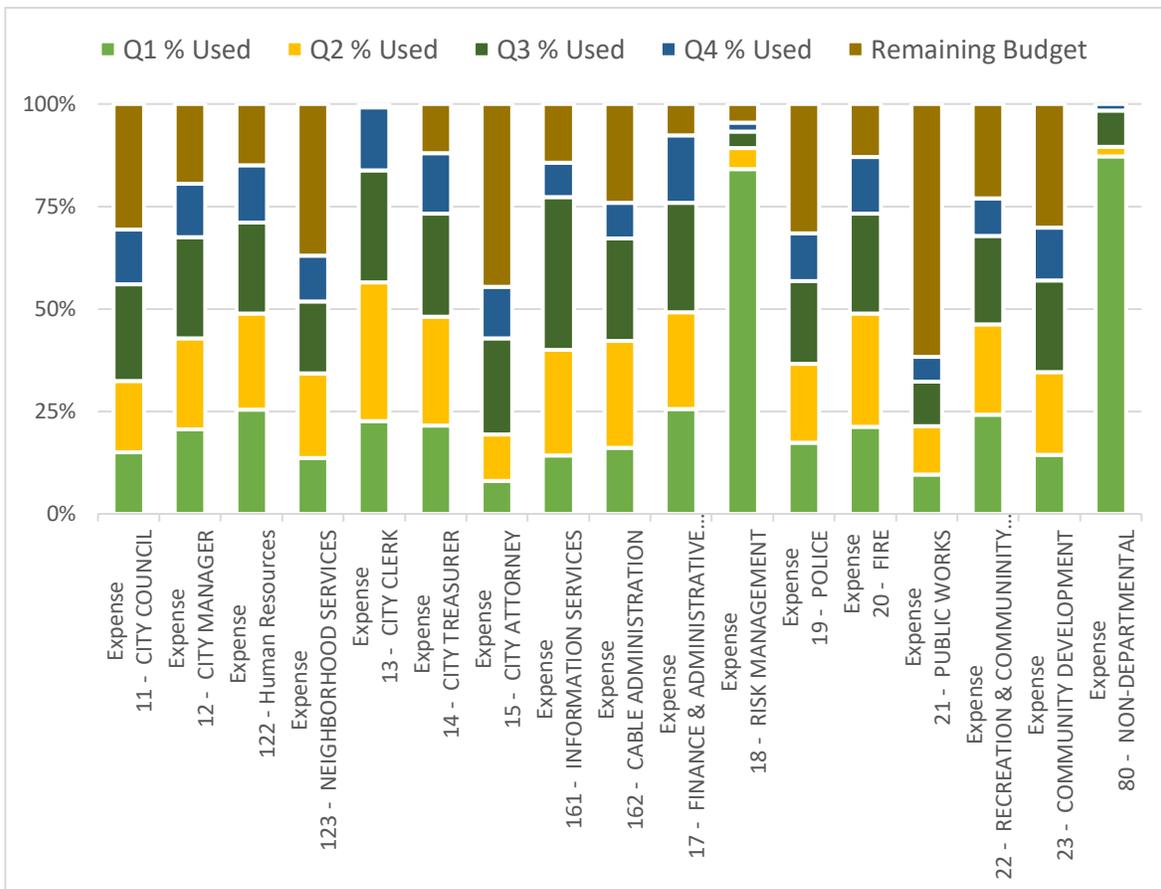
**Expenses**

With one month of FY2019-20 left, general fund expenses are at 77.18% of total budgeted expenditures. While expenses are under budget at this point, there are still two payroll

cycles, all year end contract payments and invoices, and the transfer to the EMS Fund to process. A typical month of City payroll costs approximately \$1 million. This number is expected to increase due to recent events, discussed later in this section. As of May 31, 2020, the transfer to the EMS Fund will be just over \$500,000, however the same adjustments mentioned previously may increase this transfer.

Staff has been working diligently to keep purchasing down while not sacrificing service levels. In addition to closely monitoring contracts, some purchasing responsibilities have been centralized to ensure the City is making use of bulk purchasing options in addition to ensuring supplies are used effectively and efficiently.

In addition to overall City spending, it is important to look at each department’s spending individually. The following chart shows department spending each quarter in addition to the remaining budget amounts:



While the chart above may make it appear that some departments have significantly underspent, this is not due to overbudgeting. For example, the Police Department has only spent 68.45% of their budget. Approximately \$2m of the \$2.48m remaining budget is attributed to unfilled police officer positions (salaries and benefits). While this amount is a “savings” to the City, these positions should be filled as soon as possible, and, therefore, should be budgeted.

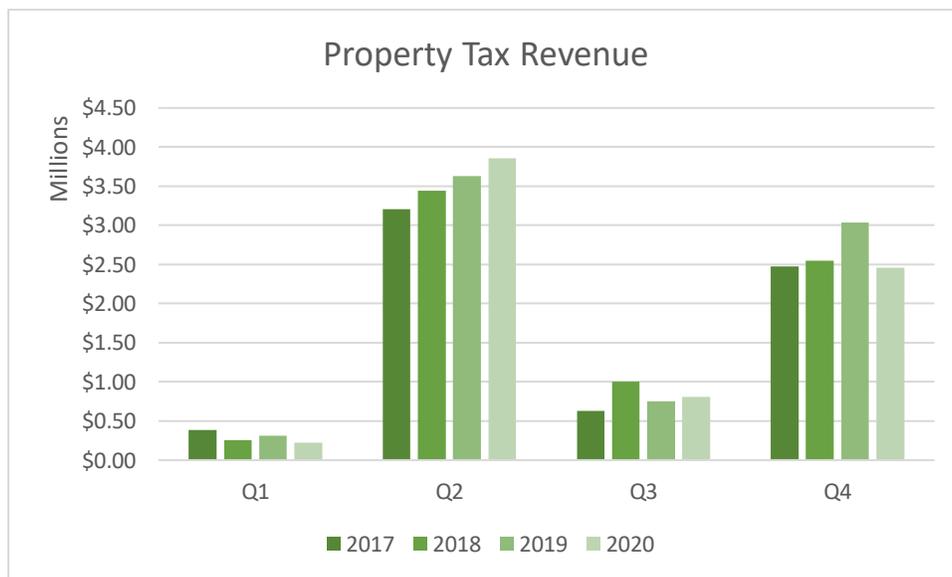
Another example is City Attorney spending. This category contains all general legal expenses the City incurs, not just the City Attorney contract. Spending in this category varies significantly year to year. While the City Attorney’s contract is stable, with only small year to year changes, other legal expenses, such as litigation and settlements, are unexpected. Budgeting for these expenses involves averaging these expenses over several years, however staff has little to no control over actual costs.

Recreation spending is significantly under budget; however, this is due to the shelter in place order, discussed in detail later in this section. The chart above makes this clear as the first three quarters’ spending is consistent while the fourth quarter spending is much less, even considering there is a month left in the quarter.

Revenues

The City has received 73.79% of budgeted revenues, however no transfers (just over 17% of budgeted revenues) have been processed. Budgeted transfers are directly related to budgeted expenses and therefore may not equal the total budgeted when actually processed. If the City did not spend as much as anticipated, the transfer will only be enough to cover actual costs.

The City has now received 103% of budgeted property tax revenue. The chart below shows the trend in property tax payments quarter over quarter. A small payment, consisting of delinquent tax payments, is generally received in June and is not represented in the chart for 2020.

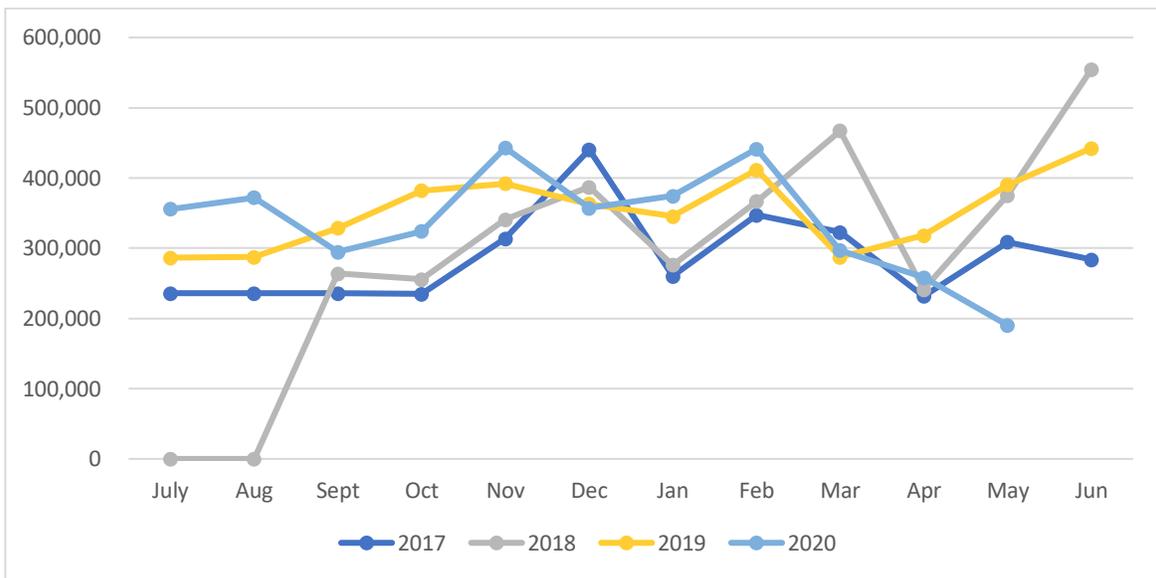


*Effects of Recent Events*

With the increased costs and loss of revenue due to COVID-19 pandemic, it is hard to estimate where the City will end the fiscal year. The City has needed to purchase personal protective equipment (masks, gloves, counter screens) and additional cleaning services and supplies. While these expenses have been able to fit within current budget allocations, any

savings departments had worked for over the year to help mitigate the budgeted deficit are affected. These costs are being tracked with the hope that reimbursement from State or Federal sources may be available later and total just over \$53,000 as of May 31, 2020.

Revenues are also affected by the COVID-19 pandemic and associated shelter in place order issued by Alameda County Public Health. The chart below shows sales, use, and transaction tax revenues for the past four years. While the chart shows normal ups and downs related to cyclical spending, it also shows that collections had been increasing year over year prior to the COVID-19 pandemic shelter in place order. The light blue line below shows May 2020 revenues significantly lower than prior years.



A portion of this decrease may be attributed to the Governor’s sales tax deferral programs, meaning it will be received by the City later; however, the exact amount is unknown at this point.

Additional revenues such as Hotel Occupancy Taxes (which includes the short-term rentals in the City) and Recreation Fees have also decreased due to pandemic closures. Recreation expenses have decreased to offset the majority of the Recreation revenue losses, and the other tax and fee losses are de minimus compared to the loss of sales tax.

**ANALYSIS**

The City’s revenues have reduced significantly in association with the COVID-19 pandemic. While expenses have also increased, they are still within budgeted amounts and it is anticipated that some of these expenses will be recovered over time.

**SUSTAINABILITY CONSIDERATIONS**

Not applicable.

## CITY COUNCIL STRATEGIC PLAN INITIATIVES

Goal 5, Objective 1: Sound and Transparent Management of City Financial Resources.

### FINANCIAL CONSIDERATIONS/NEXT STEPS

#### FY 2020-21 Budget

On June 17, 2019 Council adopted a two-year budget with Resolution 2019-49. The second attachment to this staff report is an updated copy of the adopted biennial budget. In addition to a small number of corrections to totals on the department detail sheets, the FY 2020-21 budget summary has been added to the summary page. As seen on the summary page, the adopted budget increased the budgeted deficit from \$811,890 to \$1,130,694.

The FY2018-19 audited financials provide for a \$3.25m fund balance in the General Fund. In June 2019 Council adopted a General Fund Reserve Policy that requires a 25% fund balance except under certain conditions (policy included as Attachment 3 to the staff report). 25% of the adopted FY 2020-21 budgeted General Fund expenditures is \$6,153,570. After closing the Internal Service Funds, creating Capital Reserve Funds to plan for future capital needs, and considering the budgeted use of fund balance in FY 2019-20, the City's fund balance at the end of FY2019-20 is anticipated to be approximately \$6m.

#### *COVID-19 Pandemic Impacts*

Two of the conditions set out for use of reserves in the General Fund Reserve Policy are interrupted cash flows and emergencies/disaster spending to protect public health and safety. We are seeing both conditions play out in the current and upcoming budget years. As mentioned earlier in this report, increased spending related to public and employee health and safety has been, and will continue to be, required due to the pandemic.

For interrupted cash flows, all expert guidance suggests that cities will lose approximately 25% of sales tax revenues in the next fiscal year. The City's approved FY2020-21 budget plans \$4.3m in sales and use tax revenue. 25% of that amount is just over \$1m. In addition to sales and use taxes, the City stands to lose hotel tax revenue, as well as fees such as parking tickets and Recreation class fees. These losses are above and beyond the \$1.1m budgeted deficit. The following table outlines these projections, however it should be noted that the total losses remain a projection only, and actual losses remain yet to be determined.

| <b>Revenue Source</b>        | <b>FY2019-20<br/>Budgeted<br/>Revenue</b> | <b>Projected<br/>FY2020-21<br/>Loss</b> | <b>% of<br/>Revenue</b> |
|------------------------------|---|---|-------------------------|
| Property Tax                 | \$7,205,901                               | \$0                                     | 0.00%                   |
| Sales and Use Taxes          | \$4,330,100                               | \$1,082,525                             | 4.62%                   |
| Franchise and Other<br>Taxes | \$4,632,480                               | \$200,000                               | 0.85%                   |
| Charges for Services         | \$2,287,200                               | \$500,000                               | 2.14%                   |
| All Other                    | \$4,951,731                               | \$0                                     | 0.00%                   |
| <b>Total Revenue</b>         | <b>\$23,407,412</b>                       | <b>\$1,782,525</b>                      | <b>7.62%</b>            |

## Moving Forward

While the General Fund Reserve Policy allows the City to use a part of the fund balance to make up for the loss in revenues associated with COVID, it requires that the City prepare a plan to rebuild the fund balance reserve within three years.

In addition to the expense mitigation items listed in the Discussion section of this report, the following measures have been issued by the City Manager administratively to address the budgeted deficit:

- Limiting trainings and travel to mandated trainings and recertifications.
- Minimizing purchases of materials and supplies unless critical to essential business needs.
- Implementing a hiring freeze, filling only essential positions such as public safety and other positions critical to the continuity of local government.
- Review for all new contracts and renewals, limiting new projects and purchases that use General Fund monies.

As part of the hiring freeze, department structures are being reviewed to ensure the City can provide current service levels in the most efficient and cost-effective ways. Part of this review involves reclassifying and consolidating positions, as proposed with the attached salary schedule.

### *Finance Manager*

The Finance Department is seeking to establish a salary range for a newly created classification of Finance Manager to further enhance the level of oversight and accountability of all functions of the department. This action does not create a new position and will not change the number of authorized positions in the department. Rather, it will allow for the reclassification of the incumbent Accounting Supervisor to the level of Finance Manager, providing additional supervisory and technical responsibilities. In addition, the department will also be downgrading a separate, vacant Finance Supervisor position to the Finance Coordinator level.

The proposed salary range for the Finance Manager classification is reflected in the attached salary schedule update and is benchmarked with the Public Works Manager classification due to the similarity in the level of responsibility, knowledge, skills, and abilities required for these positions.

The reclassification of the Finance Manager will be effective July 1, 2020 and, in conjunction with the downgrade of the separate, vacant Finance Supervisor position, is expected to save approximately \$10,000 from current budgeted personnel costs for the department.

### *Fire Inspector*

The California Health & Safety Code Section 13146.4, and California Health & Safety Code Sections 13146.2 and 13146.3 mandates annual inspections in every building used as a public or private school, hotel, motel, lodging house, apartment house, and certain residential care facilities in compliance with building standards. The Fire Department is also required to inspect the storm drain water runoff program and all commercial businesses. In addition, the Fire Department is also responsible for review of all new construction and building modifications that require fire protection and alerting systems. This equates to approximately 2,000 inspections per year (including needed re-inspections).

Since 2013, these essential public services have been assigned to multiple part-time, hourly fire inspectors. In recent years, the Department has experienced challenges in maintaining consistent staffing, including high rates of turnover, increased scrutiny by CalPERS in hiring retired annuitants, and difficulty attracting qualified candidates. Converting fire inspection services to a full-time staffing model is expected to increase the City's ability to provide and maintain quality public services to the community by reducing turnover, allowing the City to attract qualified candidates, and improving internal and external communication and efficiency.

The salary range for a full-time Fire Inspector is reflected in the attached salary schedule update and is benchmarked with the Building Inspector II classification due to the similarity in knowledge, skills, and abilities of each position. This change will be effective July 1, 2020 and will not result in an increase to the Operating Budget as the cost is covered by the reduction in part time staff and contract services associated with inspections.

### *Miscellaneous Correction to the Salary Schedule*

The updated salary schedule also reflects a correction to the salary range of the Recreation Supervisor classification. During the last salary schedule update effective February 10, 2020 for the Management/Confidential group, this position was inadvertently omitted from the draft that was presented to City Council. Due CalPERS requirements for a duly approved salary schedule, it is necessary to make this correction.

### Ongoing Budget Updates

Given the unprecedented situation that we are experiencing as a City, particularly the ongoing impacts associated with the COVID-19 pandemic, it is critical that the conversation regarding overall budget remain ongoing with the City Council and focused on additional opportunities to manage expenses while working to identify additional revenue sources. An update will be provided to the Council in September which provides for additional time to monitor revenue losses. The update will include a refreshed projection on overall anticipated losses and begin to address the budget deficit including options for Council consideration to help ensure long term financial stability. This will include considerations such as administrative items already implemented (as noted in the discussion above), as well as other service and program areas that may require adjustments to decrease the overall deficit.

It is also anticipated that a budget update will be provided to the Council in December 2020 following the November 2020 election. At present, the Council is considering three revenue measures for the ballot. As such, the budget update in December will include updated analysis based on the outcome of these ballot measures and propose additional budget adjustments based on the updated projections.

**Attachments**

1. Fiscal Year 2019-20 Year to Date Budget to Actuals Report
2. Fiscal Years 2019-20 and 2020-21 Biennial Budget Adopted June 17, 2019
3. General Fund Reserve Policy
4. Resolution No. 2020-53 with Exhibit A - Salary Schedule Update July 1, 2020



## Fiscal Year 2019-20 Year to Date Budget to Actuals

| Department                                    | Budget         | Q1 Actual  | Q2 Actual | Q3 Actual | Q4 Actual | Total     | Remaining  | % Used      |         |
|---|----------------|------------|-----------|-----------|-----------|-----------|------------|-------------|---------|
| <b>11 - CITY COUNCIL</b>                      | <b>Expense</b> | 98,155     | 14,830    | 16,995    | 23,210    | 13,095    | 68,130     | 30,025      | 69.41%  |
|   | <b>Revenue</b> |            |           |           |           |           |            |             |         |
| <b>12 - CITY MANAGER</b>                      | <b>Expense</b> | 751,541    | 154,531   | 167,006   | 186,198   | 98,029    | 605,764    | 145,778     | 80.60%  |
|   | <b>Revenue</b> | 66,000     | 12,740    | 4,250     | 12,670    | 0         | 29,660     | 36,340      | 44.94%  |
| <b>122 - Human Resources</b>                  | <b>Expense</b> | 444,903    | 113,448   | 103,814   | 98,618    | 62,305    | 378,186    | 66,717      | 85.00%  |
|   | <b>Revenue</b> |            |           |           |           |           |            |             |         |
| <b>123 - NEIGHBORHOOD SERVICES</b>            | <b>Expense</b> | 424,106    | 57,994    | 87,369    | 74,380    | 47,322    | 267,064    | 157,042     | 62.97%  |
|   | <b>Revenue</b> | 125,000    | 6,459     | 1,485     | 115,399   | 46,222    | 169,565    | (44,565)    | 135.65% |
| <b>13 - CITY CLERK</b>                        | <b>Expense</b> | 183,761    | 41,698    | 61,992    | 50,256    | 28,236    | 182,182    | 1,579       | 99.14%  |
|   | <b>Revenue</b> | 13,150     | 118       | 102       | 41        | 0         | 261        | 12,889      | 1.98%   |
| <b>14 - CITY TREASURER</b>                    | <b>Expense</b> | 77,416     | 16,646    | 20,609    | 19,404    | 11,413    | 68,071     | 9,345       | 87.93%  |
|   | <b>Revenue</b> |            |           |           |           |           |            |             |         |
| <b>15 - CITY ATTORNEY</b>                     | <b>Expense</b> | 340,000    | 27,428    | 38,512    | 79,434    | 42,776    | 188,149    | 151,851     | 55.34%  |
|   | <b>Revenue</b> |            |           |           |           |           |            |             |         |
| <b>161 - INFORMATION SERVICES</b>             | <b>Expense</b> | 445,436    | 63,562    | 114,585   | 165,845   | 37,668    | 381,661    | 63,775      | 85.68%  |
|   | <b>Revenue</b> |            |           |           |           |           |            |             |         |
| <b>162 - CABLE ADMINISTRATION</b>             | <b>Expense</b> | 264,193    | 42,427    | 68,986    | 66,027    | 22,980    | 200,420    | 63,773      | 75.86%  |
|   | <b>Revenue</b> | 35,000     | 16,513    | 2,384     | 12,500    | 1,700     | 33,097     | 1,903       | 94.56%  |
| <b>17 - FINANCE &amp; ADMINISTRATIVE SVCS</b> | <b>Expense</b> | 1,018,939  | 260,861   | 240,841   | 271,674   | 167,565   | 940,942    | 77,997      | 92.35%  |
|   | <b>Revenue</b> | 14,800     | 559       | 780       | 559       | 391       | 2,288      | 12,512      | 15.46%  |
| <b>18 - RISK MANAGEMENT</b>                   | <b>Expense</b> | 1,152,602  | 968,909   | 59,633    | 46,089    | 26,040    | 1,100,672  | 51,930      | 95.49%  |
|   | <b>Revenue</b> |            |           |           |           |           |            |             |         |
| <b>19 - POLICE</b>                            | <b>Expense</b> | 7,878,148  | 1,367,895 | 1,519,195 | 1,581,748 | 923,820   | 5,392,658  | 2,485,490   | 68.45%  |
|   | <b>Revenue</b> | 279,100    | 157,324   | 62,508    | 60,191    | 5,099     | 285,121    | (6,021)     | 102.16% |
| <b>20 - FIRE</b>                              | <b>Expense</b> | 2,792,792  | 595,101   | 767,716   | 684,152   | 385,690   | 2,432,660  | 360,133     | 87.10%  |
|   | <b>Revenue</b> | 257,725    | 18,297    | 16,601    | 157,780   | 4,503     | 197,182    | 60,543      | 76.51%  |
| <b>21 - PUBLIC WORKS</b>                      | <b>Expense</b> | 3,193,916  | 306,074   | 377,511   | 345,223   | 193,001   | 1,221,809  | 1,972,107   | 38.25%  |
|   | <b>Revenue</b> | 1,366,132  | 4,590     | 1,761     | 888       | 0         | 7,239      | 1,358,893   | 0.53%   |
| <b>22 - RECREATION &amp; COMMUNITY SERVI</b>  | <b>Expense</b> | 2,406,719  | 581,649   | 531,130   | 520,484   | 218,036   | 1,851,298  | 555,421     | 76.92%  |
|   | <b>Revenue</b> | 1,262,680  | 217,310   | 133,571   | 200,594   | 6,992     | 558,467    | 704,213     | 44.23%  |
| <b>23 - COMMUNITY DEVELOPMENT</b>             | <b>Expense</b> | 1,865,324  | 269,459   | 376,914   | 416,347   | 240,620   | 1,303,340  | 561,984     | 69.87%  |
|   | <b>Revenue</b> | 731,271    | 132,899   | 221,470   | 132,015   | 39,030    | 525,413    | 205,858     | 71.85%  |
| <b>80 - NON-DEPARTMENTAL</b>                  | <b>Expense</b> | 883,902    | 1,840,736 | 49,621    | 186,892   | 34,343    | 2,111,593  | (1,227,691) | 238.89% |
|   | <b>Revenue</b> | 19,256,554 | 2,194,015 | 6,098,177 | 3,743,545 | 3,428,705 | 15,464,443 | 3,792,111   | 80.31%  |
| <b>City Wide</b>                              | <b>Expense</b> | 24,221,854 | 6,723,247 | 4,602,430 | 4,815,980 | 2,552,941 | 18,694,597 | 5,527,257   | 77.18%  |
|   | <b>Revenue</b> | 23,407,412 | 2,760,824 | 6,543,089 | 4,436,181 | 3,532,642 | 17,272,737 | 6,134,675   | 73.79%  |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

| Expense  | Budget            | Q1 Actual        | Q2 Actual        | Q3 Actual        | Q4 Actual        | Remaining        | % Used        |
|--|-------------------|------------------|------------------|------------------|------------------|------------------|---------------|
| <b>0001 - GENERAL FUND</b>                     | <b>24,221,854</b> | <b>6,723,247</b> | <b>4,602,430</b> | <b>4,815,980</b> | <b>2,552,941</b> | <b>5,527,257</b> | <b>77.18%</b> |
| <b>11 - CITY COUNCIL</b>                       | <b>98,155</b>     | <b>14,830</b>    | <b>16,995</b>    | <b>23,210</b>    | <b>13,095</b>    | <b>30,025</b>    | <b>69.41%</b> |
| <b>Salaries and Wages</b>                      | <b>20,400</b>     | <b>4,800</b>     | <b>4,800</b>     | <b>4,800</b>     | <b>3,200</b>     | <b>2,800</b>     | <b>86.27%</b> |
| <b>Benefits</b>                                | <b>39,855</b>     | <b>9,963</b>     | <b>9,963</b>     | <b>10,042</b>    | <b>6,723</b>     | <b>3,164</b>     | <b>92.06%</b> |
| Insurance                                      | 37,896            | 9,473            | 9,473            | 9,552            | 6,396            | 3,003            | 92.08%        |
| Retirement                                     | 494               | 126              | 126              | 126              | 84               | 33               | 93.34%        |
| Taxes  | 1,465             | 365              | 365              | 365              | 243              | 128              | 91.27%        |
| <b>Other Expenses</b>                          | <b>37,900</b>     | <b>67</b>        | <b>2,232</b>     | <b>8,368</b>     | <b>3,172</b>     | <b>24,061</b>    | <b>36.51%</b> |
| Dues, Memberships, Publications, and Trainings | 13,400            | 0                | 2,033            | 6,084            | (1,729)          | 7,011            | 47.68%        |
| Administrative and Office Expenses             | 1,000             | 67               | 199              | 225              | 0                | 510              | 49.02%        |
| Professional Services                          | 2,500             | 0                | 0                | 0                | 0                | 2,500            | 0.00%         |
| Misc Expenses                                  | 21,000            | 0                | 0                | 2,059            | 4,901            | 14,040           | 33.14%        |
| <b>12 - CITY MANAGER</b>                       | <b>751,541</b>    | <b>154,531</b>   | <b>167,006</b>   | <b>186,198</b>   | <b>98,029</b>    | <b>145,778</b>   | <b>80.60%</b> |
| <b>Salaries and Wages</b>                      | <b>511,258</b>    | <b>116,414</b>   | <b>114,828</b>   | <b>128,785</b>   | <b>60,674</b>    | <b>90,557</b>    | <b>82.29%</b> |
| <b>Benefits</b>                                | <b>116,518</b>    | <b>23,540</b>    | <b>21,616</b>    | <b>35,452</b>    | <b>16,657</b>    | <b>19,254</b>    | <b>83.48%</b> |
| Insurance                                      | 15,940            | 3,051            | 3,577            | 9,808            | 3,769            | (4,265)          | 126.76%       |
| Retirement                                     | 69,370            | 15,073           | 14,894           | 15,933           | 8,311            | 15,157           | 78.15%        |
| Taxes  | 31,209            | 5,416            | 3,145            | 9,710            | 4,577            | 8,361            | 73.21%        |
| <b>Other Expenses</b>                          | <b>123,765</b>    | <b>14,578</b>    | <b>30,562</b>    | <b>21,961</b>    | <b>20,698</b>    | <b>35,966</b>    | <b>70.94%</b> |
| Dues, Memberships, Publications, and Trainings | 6,100             | 810              | 625              | 1,142            | 360              | 3,164            | 48.14%        |
| Administrative and Office Expenses             | 5,500             | 1,268            | 966              | 882              | 32               | 2,352            | 57.23%        |
| Advertising & Promotions                       | 4,500             | 0                | 0                | 0                | 0                | 4,500            | 0.00%         |
| Professional Services                          | 80,000            | 11,466           | 22,419           | 17,959           | 19,254           | 8,903            | 88.87%        |
| Utilities                                      | 27,165            | 1,033            | 6,553            | 1,964            | 1,052            | 16,562           | 39.03%        |
| Misc Expenses                                  | 500               | 0                | 0                | 14               | 0                | 486              | 2.75%         |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

|  | Budget         | Q1 Actual      | Q2 Actual      | Q3 Actual     | Q4 Actual     | Remaining       | % Used         |
|--|----------------|----------------|----------------|---------------|---------------|-----------------|----------------|
| <b>122 - Human Resources</b>                   | <b>444,903</b> | <b>113,448</b> | <b>103,814</b> | <b>98,618</b> | <b>62,305</b> | <b>66,717</b>   | <b>85.00%</b>  |
| <b>Salaries and Wages</b>                      | <b>225,146</b> | <b>54,019</b>  | <b>54,177</b>  | <b>63,732</b> | <b>36,049</b> | <b>17,169</b>   | <b>92.37%</b>  |
| <b>Benefits</b>                                | <b>58,784</b>  | <b>13,748</b>  | <b>13,209</b>  | <b>16,253</b> | <b>9,973</b>  | <b>5,601</b>    | <b>90.47%</b>  |
| Insurance                                      | 27,482         | 5,725          | 6,870          | 6,778         | 4,533         | 3,576           | 86.99%         |
| Retirement                                     | 16,432         | 3,972          | 3,972          | 4,715         | 2,759         | 1,013           | 93.84%         |
| Taxes  | 14,870         | 4,051          | 2,367          | 4,760         | 2,681         | 1,012           | 93.19%         |
| <b>Citywide Benefits</b>                       | <b>8,323</b>   | <b>15,265</b>  | <b>13,851</b>  | <b>15,397</b> | <b>4,717</b>  | <b>(49,230)</b> |                |
| <b>Other Expenses</b>                          | <b>152,650</b> | <b>30,416</b>  | <b>22,577</b>  | <b>3,236</b>  | <b>11,566</b> | <b>84,855</b>   | <b>44.41%</b>  |
| Dues, Memberships, Publications, and Trainings | 8,500          | 6,330          | 3,661          | 0             | 0             | (1,491)         | 117.54%        |
| Administrative and Office Expenses             | 12,100         | 5,039          | 2,738          | 574           | 0             | 3,748           | 69.02%         |
| Advertising & Promotions                       | 1,000          | 0              | 0              | 237           | 0             | 763             | 23.71%         |
| Professional Services                          | 130,550        | 19,046         | 16,178         | 1,908         | 11,566        | 81,852          | 37.30%         |
| Misc Expenses                                  | 500            | 0              | 0              | 517           | 0             | (17)            | 103.41%        |
| <b>123 - NEIGHBORHOOD SERVICES</b>             | <b>424,106</b> | <b>57,994</b>  | <b>87,369</b>  | <b>74,380</b> | <b>47,322</b> | <b>157,042</b>  | <b>62.97%</b>  |
| <b>Salaries and Wages</b>                      | <b>157,517</b> | <b>44,398</b>  | <b>43,053</b>  | <b>50,256</b> | <b>32,222</b> | <b>(12,412)</b> | <b>107.88%</b> |
| <b>Benefits</b>                                | <b>68,789</b>  | <b>11,613</b>  | <b>12,690</b>  | <b>12,312</b> | <b>8,876</b>  | <b>23,299</b>   | <b>66.13%</b>  |
| Insurance                                      | 39,743         | 5,436          | 6,523          | 5,437         | 4,362         | 17,986          | 54.74%         |
| Retirement                                     | 17,030         | 2,786          | 2,879          | 3,035         | 2,053         | 6,277           | 63.14%         |
| Taxes  | 12,017         | 3,392          | 3,288          | 3,840         | 2,461         | (964)           | 108.02%        |
| <b>Other Expenses</b>                          | <b>197,800</b> | <b>1,983</b>   | <b>31,625</b>  | <b>11,812</b> | <b>6,224</b>  | <b>146,155</b>  | <b>26.11%</b>  |
| Administrative and Office Expenses             | 800            | 0              | 0              | 0             | 0             | 800             | 0.00%          |
| Advertising & Promotions                       | 9,000          | 508            | 743            | 50            | 0             | 7,699           | 14.46%         |
| Supplies                                       | 8,000          | 1,475          | 1,681          | 510           | 0             | 4,333           | 45.83%         |
| Professional Services                          | 130,000        | 0              | 2,340          | 2,152         | 3,749         | 121,759         | 6.34%          |
| Rental Expense                                 | 50,000         | 0              | 26,861         | 9,100         | 2,475         | 11,564          | 76.87%         |
| Equipment Purchases                            | 0              | 0              | 0              | 0             | 0             | 0               |                |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

|  | Budget         | Q1 Actual     | Q2 Actual     | Q3 Actual     | Q4 Actual     | Remaining      | % Used         |
|--|----------------|---------------|---------------|---------------|---------------|----------------|----------------|
| <b>13 - CITY CLERK</b>                         | <b>183,761</b> | <b>41,698</b> | <b>61,992</b> | <b>50,256</b> | <b>28,236</b> | <b>1,579</b>   | <b>99.14%</b>  |
| <b>Salaries and Wages</b>                      | <b>105,558</b> | <b>24,942</b> | <b>35,193</b> | <b>35,917</b> | <b>18,891</b> | <b>(9,385)</b> | <b>108.89%</b> |
| <b>Benefits</b>                                | <b>44,503</b>  | <b>12,148</b> | <b>11,849</b> | <b>12,554</b> | <b>7,809</b>  | <b>143</b>     | <b>99.68%</b>  |
| Insurance                                      | 26,007         | 5,504         | 6,495         | 6,522         | 4,358         | 3,128          | 87.97%         |
| Retirement                                     | 10,489         | 4,230         | 2,679         | 3,321         | 2,028         | (1,770)        | 116.87%        |
| Taxes  | 8,007          | 2,413         | 2,675         | 2,712         | 1,423         | (1,216)        | 115.18%        |
| <b>Other Expenses</b>                          | <b>33,700</b>  | <b>4,608</b>  | <b>14,950</b> | <b>1,785</b>  | <b>1,535</b>  | <b>10,822</b>  | <b>67.89%</b>  |
| Dues, Memberships, Publications, and Trainings | 11,600         | 2,466         | 2,934         | 854           | 0             | 5,346          | 53.92%         |
| Administrative and Office Expenses             | 2,300          | 22            | 198           | 45            | 155           | 1,881          | 18.23%         |
| Advertising & Promotions                       | 1,000          | 0             | 0             | 0             | 0             | 1,000          | 0.00%          |
| Professional Services                          | 18,800         | 2,121         | 11,818        | 885           | 1,381         | 2,595          | 86.20%         |
| Misc Expenses                                  | 0              | 0             | 0             | 0             | 0             | 0              |                |
| <b>14 - CITY TREASURER</b>                     | <b>77,416</b>  | <b>16,646</b> | <b>20,609</b> | <b>19,404</b> | <b>11,413</b> | <b>9,345</b>   | <b>87.93%</b>  |
| <b>Salaries and Wages</b>                      | <b>46,807</b>  | <b>10,446</b> | <b>13,740</b> | <b>12,252</b> | <b>7,001</b>  | <b>3,368</b>   | <b>92.81%</b>  |
| <b>Benefits</b>                                | <b>26,988</b>  | <b>5,807</b>  | <b>6,869</b>  | <b>6,887</b>  | <b>4,412</b>  | <b>3,014</b>   | <b>88.83%</b>  |
| Insurance                                      | 19,967         | 4,154         | 4,985         | 4,973         | 3,322         | 2,533          | 87.32%         |
| Retirement                                     | 4,109          | 997           | 997           | 1,164         | 665           | 285            | 93.05%         |
| Taxes  | 2,912          | 655           | 886           | 750           | 425           | 196            | 93.28%         |
| <b>Other Expenses</b>                          | <b>3,621</b>   | <b>392</b>    | <b>0</b>      | <b>265</b>    | <b>0</b>      | <b>2,964</b>   | <b>18.15%</b>  |
| Dues, Memberships, Publications, and Trainings | 3,000          | 0             | 0             | 95            | 0             | 2,905          | 3.17%          |
| Administrative and Office Expenses             | 621            | 392           | 0             | 170           | 0             | 59             | 90.56%         |
| <b>15 - CITY ATTORNEY</b>                      | <b>340,000</b> | <b>27,428</b> | <b>38,512</b> | <b>79,434</b> | <b>42,776</b> | <b>151,851</b> | <b>55.34%</b>  |
| <b>Other Expenses</b>                          | <b>340,000</b> | <b>27,428</b> | <b>38,512</b> | <b>79,434</b> | <b>42,776</b> | <b>151,851</b> | <b>55.34%</b>  |
| Professional Services                          | 340,000        | 27,428        | 38,512        | 79,434        | 42,776        | 151,851        | 55.34%         |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

|  | Budget         | Q1 Actual     | Q2 Actual      | Q3 Actual      | Q4 Actual     | Remaining     | % Used        |
|--|----------------|---------------|----------------|----------------|---------------|---------------|---------------|
| <b>161 - INFORMATION SERVICES</b>              | <b>445,436</b> | <b>63,562</b> | <b>114,585</b> | <b>165,845</b> | <b>37,668</b> | <b>63,775</b> | <b>85.68%</b> |
| Salaries and Wages                             | 124,446        | 28,469        | 36,820         | 34,861         | 20,278        | 4,018         | 96.77%        |
| Benefits                                       | 53,190         | 11,621        | 13,622         | 12,152         | 7,550         | 8,245         | 84.50%        |
| Insurance                                      | 30,098         | 6,265         | 7,517          | 5,568          | 3,724         | 7,024         | 76.66%        |
| Retirement                                     | 13,983         | 3,272         | 3,385          | 3,999          | 2,324         | 1,004         | 92.82%        |
| Taxes  | 9,109          | 2,085         | 2,720          | 2,585          | 1,502         | 217           | 97.61%        |
| Other Expenses                                 | 267,800        | 23,472        | 64,143         | 118,832        | 9,841         | 51,511        | 80.76%        |
| Dues, Memberships, Publications, and Trainings | 6,300          | 668           | 564            | 794            | 0             | 4,274         | 32.16%        |
| Professional Services                          | 231,500        | 20,549        | 54,434         | 113,879        | 9,841         | 32,797        | 85.83%        |
| Equipment                                      | 30,000         | 2,255         | 9,145          | 4,159          | 0             | 14,440        | 51.87%        |
| <b>162 - CABLE ADMINISTRATION</b>              | <b>264,193</b> | <b>42,427</b> | <b>68,986</b>  | <b>66,027</b>  | <b>22,980</b> | <b>63,773</b> | <b>75.86%</b> |
| Salaries and Wages                             | 115,560        | 23,802        | 27,465         | 28,875         | 16,090        | 19,327        | 83.28%        |
| Benefits                                       | 42,808         | 9,632         | 10,592         | 11,475         | 7,070         | 4,040         | 90.56%        |
| Insurance                                      | 21,111         | 4,394         | 5,272          | 5,228          | 3,493         | 2,724         | 87.10%        |
| Retirement                                     | 14,048         | 3,427         | 3,427          | 4,049          | 2,353         | 793           | 94.36%        |
| Taxes  | 7,649          | 1,812         | 1,893          | 2,198          | 1,224         | 523           | 93.16%        |
| Other Expenses                                 | 105,825        | 8,993         | 30,930         | 25,677         | (180)         | 40,406        | 61.82%        |
| Dues, Memberships, Publications, and Trainings | 19,775         | 787           | 1,351          | 5,213          | 0             | 12,425        | 37.17%        |
| Administrative and Office Expenses             | 3,875          | 478           | 117            | 129            | 0             | 3,151         | 18.68%        |
| Advertising & Promotions                       | 27,075         | 2,635         | 0              | 8,973          | (819)         | 16,286        | 39.85%        |
| Professional Services                          | 35,000         | 1,143         | 26,307         | 9,502          | 135           | (2,087)       | 105.96%       |
| Rental Expense                                 | 6,950          | 0             | 0              | 100            | 0             | 6,850         | 1.44%         |
| Utilities                                      | 3,800          | 869           | 1,174          | 1,760          | 505           | (509)         | 113.38%       |
| Misc Expenses                                  | 250            | 50            | 0              | 0              | 0             | 200           | 20.18%        |
| Equipment                                      | 9,100          | 3,030         | 1,980          | 0              | 0             | 4,089         | 55.06%        |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

|  | Budget           | Q1 Actual        | Q2 Actual        | Q3 Actual        | Q4 Actual      | Remaining        | % Used        |
|--|------------------|------------------|------------------|------------------|----------------|------------------|---------------|
| <b>17 - FINANCE &amp; ADMINISTRATIVE SVCS</b>  | <b>1,018,939</b> | <b>260,861</b>   | <b>240,841</b>   | <b>271,674</b>   | <b>167,565</b> | <b>77,997</b>    | <b>92.35%</b> |
| <b>Salaries and Wages</b>                      | <b>535,030</b>   | <b>126,883</b>   | <b>130,435</b>   | <b>150,677</b>   | <b>87,038</b>  | <b>39,997</b>    | <b>92.52%</b> |
| <b>Benefits</b>                                | <b>162,459</b>   | <b>36,746</b>    | <b>36,362</b>    | <b>42,896</b>    | <b>27,036</b>  | <b>19,420</b>    | <b>88.05%</b> |
| Insurance                                      | 89,066           | 18,524           | 22,112           | 21,690           | 14,494         | 12,245           | 86.25%        |
| Retirement                                     | 35,857           | 8,667            | 6,564            | 9,847            | 5,986          | 4,793            | 86.63%        |
| Taxes  | 37,536           | 9,555            | 7,685            | 11,358           | 6,556          | 2,382            | 93.65%        |
| <b>Other Expenses</b>                          | <b>321,450</b>   | <b>97,232</b>    | <b>74,045</b>    | <b>78,102</b>    | <b>53,491</b>  | <b>18,580</b>    | <b>94.22%</b> |
| Dues, Memberships, Publications, and Trainings | 10,500           | 8,704            | 9,496            | 4,423            | 6,180          | (18,302)         | 274.31%       |
| Administrative and Office Expenses             | 75,500           | 6,275            | 9,147            | 10,059           | 2,977          | 47,043           | 37.69%        |
| Professional Services                          | 200,000          | 75,822           | 43,336           | 54,795           | 40,642         | (14,595)         | 107.30%       |
| Rental Expense                                 | 6,000            | 1,428            | 1,552            | 1,580            | 0              | 1,439            | 76.01%        |
| Utilities                                      | 27,450           | 5,004            | 10,514           | 7,245            | 3,692          | 995              | 96.37%        |
| Misc Expenses                                  | 500              | 0                | 0                | 0                | 0              | 500              | 0.00%         |
| Equipment                                      | 1,500            | 0                | 0                | 0                | 0              | 1,500            | 0.00%         |
| <b>18 - RISK MANAGEMENT</b>                    | <b>1,152,602</b> | <b>968,909</b>   | <b>59,633</b>    | <b>46,089</b>    | <b>26,040</b>  | <b>51,930</b>    | <b>95.49%</b> |
| <b>Other Expenses</b>                          | <b>1,152,602</b> | <b>968,909</b>   | <b>59,633</b>    | <b>46,089</b>    | <b>26,040</b>  | <b>51,930</b>    | <b>95.49%</b> |
| Dues, Memberships, Publications, and Trainings | 20,000           | 0                | 0                | 0                | 0              | 20,000           | 0.00%         |
| Administrative and Office Expenses             | 3,000            | 0                | 0                | 10,509           | 52,081         | (59,590)         | 2086.32%      |
| Insurance                                      | 1,129,602        | 968,909          | 59,633           | 35,580           | 26,040         | 39,439           | 96.51%        |
| <b>19 - POLICE</b>                             | <b>7,878,148</b> | <b>1,367,895</b> | <b>1,519,195</b> | <b>1,581,748</b> | <b>923,820</b> | <b>2,485,490</b> | <b>68.45%</b> |
| <b>Salaries and Wages</b>                      | <b>5,611,243</b> | <b>1,048,670</b> | <b>1,071,977</b> | <b>1,128,996</b> | <b>611,320</b> | <b>1,750,280</b> | <b>68.81%</b> |
| <b>Benefits</b>                                | <b>1,283,325</b> | <b>259,459</b>   | <b>274,432</b>   | <b>299,193</b>   | <b>189,338</b> | <b>260,904</b>   | <b>79.67%</b> |
| Insurance                                      | 499,296          | 101,078          | 112,836          | 111,522          | 70,423         | 103,436          | 79.28%        |
| Retirement                                     | 653,744          | 132,580          | 134,516          | 159,328          | 103,971        | 123,348          | 81.13%        |
| Taxes  | 130,286          | 25,801           | 27,080           | 28,342           | 14,944         | 34,120           | 73.81%        |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

|  | Budget           | Q1 Actual      | Q2 Actual      | Q3 Actual      | Q4 Actual      | Remaining      | % Used        |
|--|------------------|----------------|----------------|----------------|----------------|----------------|---------------|
| <b>Other Expenses</b>                          | <b>983,580</b>   | <b>59,766</b>  | <b>172,786</b> | <b>153,559</b> | <b>123,163</b> | <b>474,306</b> | <b>51.78%</b> |
| Dues, Memberships, Publications, and Trainings | 148,000          | 8,062          | 34,673         | 29,789         | 6,256          | 69,220         | 53.23%        |
| Administrative and Office Expenses             | 56,500           | 8,424          | 6,221          | 5,947          | 5,551          | 30,357         | 46.27%        |
| Supplies                                       | 72,000           | 1,404          | 19,638         | 9,470          | 6,131          | 35,357         | 50.89%        |
| Professional Services                          | 406,630          | 12,738         | 69,755         | 56,293         | 91,397         | 176,446        | 56.61%        |
| Rental Expense                                 | 47,350           | 4,293          | 4,280          | 4,804          | 2,862          | 31,111         | 34.30%        |
| Utilities                                      | 48,400           | 7,520          | 22,983         | 11,613         | 6,165          | 119            | 99.75%        |
| Safety Supplies                                | 42,200           | 4,272          | 1,755          | 15,902         | 1,416          | 18,856         | 55.32%        |
| Equipment                                      | 66,000           | (521)          | 0              | 0              | 55             | 66,467         | -0.71%        |
| Vehicle/Equipment Maintenance                  | 96,500           | 13,574         | 13,480         | 19,742         | 3,330          | 46,373         | 51.94%        |
| Misc Expenses                                  | 0                | 0              | 0              | 0              | 0              | 0              |               |
| <b>20 - FIRE</b>                               | <b>2,792,792</b> | <b>595,101</b> | <b>767,716</b> | <b>684,152</b> | <b>385,690</b> | <b>360,133</b> | <b>87.10%</b> |
| <b>Salaries and Wages</b>                      | <b>1,957,958</b> | <b>451,553</b> | <b>561,982</b> | <b>513,698</b> | <b>271,628</b> | <b>159,097</b> | <b>91.87%</b> |
| <b>Benefits</b>                                | <b>518,641</b>   | <b>102,278</b> | <b>123,494</b> | <b>122,395</b> | <b>76,570</b>  | <b>93,904</b>  | <b>81.89%</b> |
| Insurance                                      | 194,931          | 38,094         | 45,440         | 48,182         | 33,631         | 29,585         | 84.82%        |
| Retirement                                     | 291,328          | 56,513         | 68,714         | 65,896         | 38,656         | 61,550         | 78.87%        |
| Taxes  | 32,382           | 7,672          | 9,340          | 8,317          | 4,284          | 2,769          | 91.45%        |
| <b>Other Expenses</b>                          | <b>316,193</b>   | <b>41,270</b>  | <b>82,240</b>  | <b>48,059</b>  | <b>37,493</b>  | <b>107,131</b> | <b>66.12%</b> |
| Dues, Memberships, Publications, and Trainings | 21,700           | 2,533          | 16,268         | 8,132          | 610            | (5,843)        | 126.93%       |
| Administrative and Office Expenses             | 27,485           | 4,331          | 2,264          | 11,290         | 1,130          | 8,470          | 69.18%        |
| Advertising & Promotions                       | 600              | 159            | 0              | 480            | 0              | (39)           | 106.55%       |
| Supplies                                       | 43,700           | 4,075          | 4,368          | 3,016          | 2,309          | 29,932         | 31.51%        |
| Professional Services                          | 57,000           | 8,704          | 3,905          | 5,245          | 0              | 39,146         | 31.32%        |
| Rental Expense                                 | 8,480            | 2,062          | 2,035          | 2,035          | 1,357          | 991            | 88.32%        |
| Utilities                                      | 44,578           | 14,033         | 22,274         | 8,166          | 4,205          | (4,100)        | 109.20%       |
| Misc Expenses                                  | 26,400           | 643            | 3,609          | 955            | 2,318          | 18,875         | 28.50%        |
| Equipment                                      | 30,000           | 447            | 1,383          | 145            | 8,707          | 19,318         | 35.61%        |
| Vehicle/Equipment Maintenance                  | 56,250           | 4,282          | 26,134         | 8,596          | 16,856         | 382            | 99.32%        |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

|  | Budget           | Q1 Actual      | Q2 Actual      | Q3 Actual      | Q4 Actual      | Remaining        | % Used        |
|--|------------------|----------------|----------------|----------------|----------------|------------------|---------------|
| <b>21 - PUBLIC WORKS</b>                       | <b>3,193,916</b> | <b>306,074</b> | <b>377,511</b> | <b>345,223</b> | <b>193,001</b> | <b>1,972,107</b> | <b>38.25%</b> |
| <b>Salaries and Wages</b>                      | <b>1,630,863</b> | <b>152,641</b> | <b>165,711</b> | <b>134,814</b> | <b>91,937</b>  | <b>1,085,760</b> | <b>33.42%</b> |
| <b>Benefits</b>                                | <b>510,140</b>   | <b>28,037</b>  | <b>30,642</b>  | <b>15,204</b>  | <b>15,701</b>  | <b>420,555</b>   | <b>17.56%</b> |
| Insurance                                      | 180,063          | 15,099         | 17,605         | 7,755          | 8,754          | 130,849          | 27.33%        |
| Retirement                                     | 91,103           | 6,071          | 6,488          | 3,263          | 3,493          | 71,788           | 21.20%        |
| Taxes  | 85,523           | 6,867          | 6,549          | 4,186          | 3,454          | 64,467           | 24.62%        |
| <b>Other Expenses</b>                          | <b>1,052,913</b> | <b>125,395</b> | <b>181,158</b> | <b>195,205</b> | <b>85,363</b>  | <b>465,791</b>   | <b>55.76%</b> |
| Dues, Memberships, Publications, and Trainings | 86,995           | 3,311          | 3,992          | 3,703          | 4,125          | 71,864           | 17.39%        |
| Administrative and Office Expenses             | 29,885           | 2,028          | 11,021         | 23,249         | 1,624          | (8,037)          | 126.89%       |
| Supplies                                       | 352,795          | 15,963         | 14,758         | 20,546         | 7,365          | 294,163          | 16.62%        |
| Professional Services                          | 307,020          | 50,980         | 100,152        | 78,866         | 40,193         | 36,829           | 88.00%        |
| Rental Expense                                 | 136,180          | 30,318         | 20,168         | 39,065         | 19,532         | 27,097           | 80.10%        |
| Utilities                                      | 73,413           | 15,977         | 22,974         | 21,150         | 11,308         | 2,003            | 97.27%        |
| Equipment                                      | 38,300           | 0              | 0              | 0              | 0              | 38,300           | 0.00%         |
| Vehicle/Equipment Maintenance                  | 28,325           | 6,818          | 8,093          | 8,625          | 1,216          | 3,573            | 87.39%        |
| <b>22 - RECREATION &amp; COMMUNITY SERVI</b>   | <b>2,406,719</b> | <b>581,649</b> | <b>531,130</b> | <b>520,484</b> | <b>218,036</b> | <b>555,421</b>   | <b>76.92%</b> |
| <b>Salaries and Wages</b>                      | <b>1,116,483</b> | <b>272,013</b> | <b>254,157</b> | <b>283,321</b> | <b>127,694</b> | <b>179,298</b>   | <b>83.94%</b> |
| <b>Benefits</b>                                | <b>360,031</b>   | <b>76,759</b>  | <b>86,064</b>  | <b>86,876</b>  | <b>53,460</b>  | <b>56,872</b>    | <b>84.20%</b> |
| Insurance                                      | 201,449          | 39,322         | 51,404         | 44,866         | 32,401         | 33,456           | 83.39%        |
| Retirement                                     | 84,357           | 18,262         | 17,987         | 20,806         | 11,408         | 15,895           | 81.16%        |
| Taxes  | 74,225           | 19,175         | 16,673         | 21,204         | 9,652          | 7,521            | 89.87%        |
| <b>Other Expenses</b>                          | <b>930,205</b>   | <b>232,876</b> | <b>190,909</b> | <b>150,287</b> | <b>36,882</b>  | <b>319,251</b>   | <b>65.68%</b> |
| Dues, Memberships, Publications, and Trainings | 15,100           | 734            | 2,235          | 168            | 0              | 11,963           | 20.78%        |
| Administrative and Office Expenses             | 135,900          | 31,691         | 25,851         | 16,230         | 3,491          | 58,638           | 56.85%        |
| Advertising & Promotions                       | 48,600           | 15,397         | 3,928          | 675            | 0              | 28,600           | 41.15%        |
| Supplies                                       | 69,000           | 13,226         | 6,943          | 10,427         | 1,020          | 37,384           | 45.82%        |
| Professional Services                          | 455,500          | 138,182        | 111,599        | 78,692         | 12,799         | 114,229          | 74.92%        |
| Rental Expense                                 | 44,750           | 7,786          | 7,538          | 6,646          | 3,681          | 19,100           | 57.32%        |
| Utilities                                      | 120,155          | 23,836         | 28,668         | 34,924         | 15,674         | 17,054           | 85.81%        |
| Equipment                                      | 21,000           | 1,224          | 3,362          | 0              | 0              | 16,414           | 21.84%        |
| Vehicle/Equipment Maintenance                  | 20,200           | 801            | 786            | 2,525          | 219            | 15,870           | 21.44%        |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

|  | Budget           | Q1 Actual        | Q2 Actual      | Q3 Actual      | Q4 Actual      | Remaining          | % Used          |
|--|------------------|------------------|----------------|----------------|----------------|--------------------|-----------------|
| <b>23 - COMMUNITY DEVELOPMENT</b>              | <b>1,865,324</b> | <b>269,459</b>   | <b>376,914</b> | <b>416,347</b> | <b>240,620</b> | <b>561,984</b>     | <b>69.87%</b>   |
| Salaries and Wages                             | 1,036,033        | 176,265          | 199,203        | 235,478        | 130,370        | 294,718            | 71.55%          |
| <b>Benefits</b>                                | <b>269,241</b>   | <b>48,306</b>    | <b>49,973</b>  | <b>65,889</b>  | <b>37,790</b>  | <b>67,283</b>      | <b>75.01%</b>   |
| Insurance                                      | 113,926          | 18,423           | 22,757         | 30,354         | 16,854         | 25,538             | 77.58%          |
| Retirement                                     | 82,475           | 17,473           | 16,311         | 18,077         | 11,609         | 19,005             | 76.96%          |
| Taxes  | 72,840           | 12,411           | 10,905         | 17,458         | 9,327          | 22,740             | 68.78%          |
| <b>Other Expenses</b>                          | <b>560,050</b>   | <b>44,888</b>    | <b>127,739</b> | <b>114,980</b> | <b>72,460</b>  | <b>199,983</b>     | <b>64.29%</b>   |
| Dues, Memberships, Publications, and Trainings | 41,200           | 2,133            | 21,999         | 16,446         | 16,988         | (16,366)           | 139.72%         |
| Administrative and Office Expenses             | 27,600           | 2,108            | 10,859         | 11,469         | 9,133          | (5,970)            | 121.63%         |
| Advertising & Promotions                       | 1,000            | 0                | 0              | 166            | (166)          | 1,000              | 0.00%           |
| Professional Services                          | 445,000          | 39,487           | 88,302         | 81,840         | 45,602         | 189,769            | 57.36%          |
| Utilities                                      | 9,350            | 931              | 5,662          | 1,678          | 903            | 176                | 98.12%          |
| Misc Expenses                                  | 34,200           | 132              | 916            | 3,265          | 0              | 29,887             | 12.61%          |
| Equipment                                      | 1,000            | 0                | 0              | 0              | 0              | 1,000              | 0.00%           |
| Vehicle/Equipment Maintenance                  | 700              | 98               | 0              | 115            | 0              | 488                | 30.34%          |
| <b>80 - NON-DEPARTMENTAL</b>                   | <b>883,902</b>   | <b>1,840,736</b> | <b>49,621</b>  | <b>186,892</b> | <b>34,343</b>  | <b>(1,227,691)</b> | <b>238.89%</b>  |
| <b>Benefits</b>                                | <b>21,000</b>    | <b>1,809,553</b> | <b>8,433</b>   | <b>12,607</b>  | <b>3,855</b>   | <b>(1,813,448)</b> | <b>8735.47%</b> |
| Insurance                                      | 21,000           | 8,850            | 8,433          | 12,607         | 3,855          | (12,745)           | 160.69%         |
| Retirement                                     | 0                | 1,800,703        | 0              | 0              | 0              | (1,800,703)        |                 |
| <b>Other Expenses</b>                          | <b>862,902</b>   | <b>31,183</b>    | <b>41,188</b>  | <b>174,285</b> | <b>30,488</b>  | <b>585,757</b>     | <b>32.12%</b>   |
| Dues, Memberships, Publications, and Trainings | 16,000           | 9,301            | (35)           | 7,640          | 0              | (906)              | 105.66%         |
| Administrative and Office Expenses             | 71,770           | 7,886            | 25,835         | 151,845        | 25,258         | (139,054)          | 293.75%         |
| Advertising & Promotions                       | 5,000            | 5,000            | 0              | 0              | 0              | 0                  | 100.00%         |
| Professional Services                          | 20,000           | 0                | 8,880          | 6,412          | 0              | 4,708              | 76.46%          |
| Utilities                                      | 37,075           | 7,288            | 6,476          | 8,387          | 5,231          | 9,693              | 73.86%          |
| Misc Expenses                                  | 3,000            | 1,708            | 32             | 0              | 0              | 1,260              | 57.99%          |
| Vehicle/Equipment                              | 2,000            | 0                | 0              | 0              | 0              | 2,000              | 0.00%           |
| Transfers Out                                  | 708,057          | 0                | 0              | 0              | 0              | 708,057            | 0.00%           |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

|  | Budget         | Q1 Actual     | Q2 Actual     | Q3 Actual | Q4 Actual | Remaining      | % Used        |
|--|----------------|---------------|---------------|-----------|-----------|----------------|---------------|
| <b>0002 - GF-RECREATION PROGRAM RESERVE</b>  |                |               |               |           |           |                |               |
| <b>22 - RECREATION &amp; COMMUNITY SERVI</b> | <b>269,816</b> | <b>14,026</b> | <b>14,164</b> | <b>0</b>  | <b>0</b>  | <b>241,626</b> | <b>10.45%</b> |
| <b>Other Expenses</b>                        | <b>269,816</b> | <b>14,026</b> | <b>14,164</b> | <b>0</b>  | <b>0</b>  | <b>241,626</b> | <b>10.45%</b> |
| Professional Services                        | 244,816        | 14,026        | 14,164        | 0         | 0         | 216,626        | 11.51%        |
| Equipment                                    | 25,000         | 0             | 0             | 0         | 0         | 25,000         | 0.00%         |
| <b>0003 - GF-SR CENTER PROGRAM RESERVE</b>   |                |               |               |           |           |                |               |
| <b>22 - RECREATION &amp; COMMUNITY SERVI</b> | <b>15,000</b>  | <b>575</b>    | <b>0</b>      | <b>0</b>  | <b>0</b>  | <b>14,425</b>  | <b>3.83%</b>  |
| <b>Other Expenses</b>                        | <b>15,000</b>  | <b>575</b>    | <b>0</b>      | <b>0</b>  | <b>0</b>  | <b>14,425</b>  | <b>3.83%</b>  |
| Equipment                                    | 15,000         | 575           | 0             | 0         | 0         | 14,425         | 3.83%         |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

|   | Budget            | Q1 Actual        | Q2 Actual        | Q3 Actual        | Q4 Actual        | Remaining        | % Used         |
|---|-------------------|------------------|------------------|------------------|------------------|------------------|----------------|
| <b>Revenue</b>                                |                   |                  |                  |                  |                  |                  |                |
| <b>0001 - GENERAL FUND</b>                    | <b>23,407,412</b> | <b>2,760,824</b> | <b>6,543,089</b> | <b>4,436,181</b> | <b>3,532,642</b> | <b>6,134,675</b> | <b>73.79%</b>  |
| <b>12 - CITY MANAGER</b>                      | <b>66,000</b>     | <b>12,740</b>    | <b>4,250</b>     | <b>12,670</b>    | <b>0</b>         | <b>36,340</b>    | <b>44.94%</b>  |
| Current Service Charges                       | 66,000            | 12,740           | 4,250            | 12,670           | 0                | 36,340           | 44.94%         |
| <b>123 - Neighborhood Services</b>            | <b>125,000</b>    | <b>6,459</b>     | <b>1,485</b>     | <b>115,399</b>   | <b>46,222</b>    | <b>(44,565)</b>  | <b>135.65%</b> |
| Revenues from Other Agencies                  | 100,000           | 6,009            | 0                | 83,055           | 45,652           | (34,716)         | 134.72%        |
| Other Revenue                                 | 25,000            | 450              | 1,485            | 32,344           | 570              | (9,849)          | 139.40%        |
| <b>13 - CITY CLERK</b>                        | <b>13,150</b>     | <b>118</b>       | <b>102</b>       | <b>41</b>        | <b>0</b>         | <b>12,889</b>    | <b>1.98%</b>   |
| Current Service Charges                       | 3,000             | 0                | 0                | 0                | 0                | 3,000            | 0.00%          |
| Other Revenue                                 | 10,150            | 118              | 102              | 41               | 0                | 9,889            | 2.57%          |
| <b>162 - CABLE ADMIN</b>                      | <b>35,000</b>     | <b>16,513</b>    | <b>2,384</b>     | <b>12,500</b>    | <b>1,700</b>     | <b>1,903</b>     | <b>94.56%</b>  |
| Current Service Charges                       | 23,000            | 16,125           | 2,384            | 0                | 0                | 4,491            | 80.47%         |
| Other Revenue                                 | 12,000            | 388              | 0                | 12,500           | 1,700            | (2,588)          | 121.57%        |
| <b>17 - FINANCE &amp; ADMINISTRATIVE SVCS</b> | <b>14,800</b>     | <b>559</b>       | <b>780</b>       | <b>559</b>       | <b>391</b>       | <b>12,512</b>    | <b>15.46%</b>  |
| Current Service Charges                       | 14,800            | 559              | 780              | 559              | 391              | 12,512           | 15.46%         |
| <b>19 - POLICE</b>                            | <b>279,100</b>    | <b>157,324</b>   | <b>62,508</b>    | <b>60,191</b>    | <b>5,099</b>     | <b>(6,021)</b>   | <b>102.16%</b> |
| Licenses and Permits                          | 3,000             | 1,750            | 0                | 0                | 0                | 1,250            | 58.33%         |
| Fines and Forfeitures                         | 270,000           | 52,435           | 48,236           | 55,185           | 4,922            | 109,222          | 59.55%         |
| Revenues from Other Agencies                  | 5,000             | 4,086            | 13,506           | 4,918            | 169              | (17,680)         | 453.61%        |
| Current Service Charges                       | 500               | 98,940           | 0                | 0                | 0                | (98,440)         | 19788.00%      |
| Other Revenue                                 | 600               | 113              | 765              | 87               | 7                | (373)            | 162.12%        |
| <b>20 - FIRE</b>                              | <b>257,725</b>    | <b>18,297</b>    | <b>16,601</b>    | <b>157,780</b>   | <b>4,503</b>     | <b>60,543</b>    | <b>76.51%</b>  |
| Licenses and Permits                          | 31,000            | 12,252           | 8,478            | 5,669            | 1,799            | 2,803            | 90.96%         |
| Current Service Charges                       | 166,600           | 5,608            | 6,827            | 151,323          | 1,695            | 1,148            | 99.31%         |
| Other Revenue                                 | 60,125            | 438              | 1,297            | 789              | 1,009            | 56,592           | 5.88%          |
| <b>21 - PUBLIC WORKS</b>                      | <b>1,366,132</b>  | <b>4,590</b>     | <b>1,761</b>     | <b>888</b>       | <b>0</b>         | <b>1,358,893</b> | <b>0.53%</b>   |
| Current Service Charges                       | 0                 | 1,575            | 1,761            | 888              | 0                | (4,224)          |                |
| Reimbursements                                | 0                 | 3,015            | 0                | 0                | 0                | (3,015)          |                |
| Transfers In                                  | 1,366,132         | 0                | 0                | 0                | 0                | 1,366,132        | 0.00%          |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

|  | Budget            | Q1 Actual        | Q2 Actual        | Q3 Actual        | Q4 Actual        | Remaining        | % Used        |
|--|-------------------|------------------|------------------|------------------|------------------|------------------|---------------|
| <b>22 - RECREATION &amp; COMMUNINITY SERVI</b> | <b>1,262,680</b>  | <b>217,310</b>   | <b>133,571</b>   | <b>200,594</b>   | <b>6,992</b>     | <b>704,213</b>   | <b>44.23%</b> |
| Current Service Charges                        | 1,203,000         | 206,695          | 121,416          | 194,959          | (137)            | 680,066          | 43.47%        |
| Other Revenue                                  | 59,680            | 10,615           | 12,154           | 5,635            | 7,129            | 24,147           | 59.54%        |
| <b>23 - COMMUNITY DEVELOPMENT</b>              | <b>731,271</b>    | <b>132,899</b>   | <b>221,470</b>   | <b>132,015</b>   | <b>39,030</b>    | <b>205,858</b>   | <b>71.85%</b> |
| Licenses and Permits                           | 415,000           | 104,435          | 120,694          | 101,515          | 26,921           | 61,436           | 85.20%        |
| Current Service Charges                        | 200,600           | 28,433           | 46,749           | 30,486           | 12,106           | 82,827           | 58.71%        |
| Other Revenue                                  | 54,200            | 31               | 54,027           | 15               | 3                | 124              | 99.77%        |
| Transfers In                                   | 61,471            | 0                | 0                | 0                | 0                | 61,471           | 0.00%         |
| <b>80 - NON-DEPARTMENTAL</b>                   | <b>19,256,554</b> | <b>2,194,015</b> | <b>6,098,177</b> | <b>3,743,545</b> | <b>3,428,705</b> | <b>3,792,111</b> | <b>80.31%</b> |
| Property Taxes                                 | 7,205,901         | 224,360          | 3,855,683        | 789,431          | 2,582,521        | (246,093)        | 103.42%       |
| Sales Taxes                                    | 4,330,100         | 1,085,222        | 1,178,829        | 1,206,300        | 285,615          | 574,134          | 86.74%        |
| Franchise and Other Taxes                      | 4,632,480         | 835,454          | 1,022,580        | 1,638,034        | 549,258          | 587,154          | 87.33%        |
| Licenses and Permits                           | 1,200             | 381              | 373              | 252              | 9                | 185              | 84.56%        |
| Earnings on Investments                        | 300,000           | 0                | 0                | 0                | 0                | 300,000          | 0.00%         |
| Revenues from Other Agencies                   | 130,000           | 36,317           | 37,297           | 39,810           | 11,007           | 5,569            | 95.72%        |
| Current Service Charges                        | 5,000             | 1,410            | 1,702            | 3,469            | 162              | (1,743)          | 134.87%       |
| Other Revenue                                  | 13,410            | 10,871           | 1,715            | 66,248           | 133              | (65,557)         | 588.86%       |
| Transfers In                                   | 2,638,463         | 0                | 0                | 0                | 0                | 2,638,463        | 0.00%         |
| 391901 - TRANSFER IN/Operating Xfer In         | (2,638,463)       | 0                | 0                | 0                | 0                | (2,638,463)      |               |

## Fiscal Year 2019-20 Year to Date Budget to Actuals

|  | Budget         | Q1 Actual     | Q2 Actual     | Q3 Actual       | Q4 Actual    | Remaining     | % Used        |
|--|----------------|---------------|---------------|-----------------|--------------|---------------|---------------|
| <b>0002 - GF-RECREATION PROGRAM RESERVE</b>  |                |               |               |                 |              |               |               |
| <b>22 - RECREATION &amp; COMMUNITY SERVI</b> | <b>117,000</b> | <b>29,237</b> | <b>29,309</b> | <b>(29,291)</b> | <b>6,000</b> | <b>81,745</b> | <b>30.13%</b> |
| Current Service Charges                      | 117,000        | 29,237        | 29,309        | (29,291)        | 6,000        | 81,745        | 30.13%        |
| <b>0003 - GF-SR CENTER PROGRAM RESERVE</b>   |                |               |               |                 |              |               |               |
| <b>22 - RECREATION &amp; COMMUNITY SERVI</b> | <b>15,000</b>  | <b>3,646</b>  | <b>6,398</b>  | <b>3,188</b>    | <b>0</b>     | <b>1,768</b>  | <b>88.21%</b> |
| Current Service Charges                      | 15,000         | 3,646         | 6,398         | 3,188           | 0            | 1,768         | 88.21%        |
| <b>0004 - GF-GENERAL PLAN</b>                |                |               |               |                 |              |               |               |
| <b>23 - COMMUNITY DEVELOPMENT</b>            | <b>5,000</b>   | <b>1,504</b>  | <b>1,672</b>  | <b>1,208</b>    | <b>272</b>   | <b>344</b>    | <b>93.12%</b> |
| Current Service Charges                      | 5,000          | 1,504         | 1,672         | 1,208           | 272          | 344           | 93.12%        |
| <b>0005 - GF-DESIGNATED DONATIONS</b>        |                |               |               |                 |              |               |               |
| <b>123 - Neighborhood Services</b>           | <b>0</b>       | <b>710</b>    | <b>0</b>      | <b>0</b>        | <b>0</b>     | <b>(710)</b>  |               |
| Donations                                    | 0              | 710           | 0             | 0               | 0            | (710)         |               |
| <b>80 - NON-DEPARTMENTAL</b>                 | <b>554</b>     | <b>177</b>    | <b>268</b>    | <b>1</b>        | <b>0</b>     | <b>109</b>    | <b>80.37%</b> |
| Other Revenue                                | 554            | 177           | 268           | 1               | 0            | 109           | 80.37%        |



**City of Albany  
Biennial Budget  
2019-20 2020-21**

|  | Actual<br>General Fund<br>2018-19 | Approved<br>General Fund<br>2019-2020 | Approved<br>General Fund<br>2020-2021 | Approved<br>EMS<br>2019-2020 | Approved<br>EMS<br>2020-2021 | Total Approved<br>2019-2020 | Total Approved<br>2020-2021 |
|--|-----------------------------------|---------------------------------------|---------------------------------------|------------------------------|------------------------------|-----------------------------|-----------------------------|
| <b>Revenues</b>  |                                   |                                       |                                       |                              |                              |                             |                             |
| Property Tax   | \$7,740,253                       | \$7,205,901                           | \$7,205,901                           | \$785,000                    | \$785,000                    | \$7,990,901                 | \$7,990,901                 |
| Sales and Use Taxes                                      | \$4,501,322                       | \$4,330,100                           | \$4,330,100                           | \$0                          | \$0                          | \$4,330,100                 | \$4,330,100                 |
| Franchise and Other Taxes                                | \$4,874,354                       | \$4,632,480                           | \$4,632,480                           | \$0                          | \$0                          | \$4,632,480                 | \$4,632,480                 |
| Licenses and Permits                                     | \$518,638                         | \$450,200                             | \$450,700                             | \$0                          | \$0                          | \$450,200                   | \$450,700                   |
| Fines and Forfeitures                                    | \$203,854                         | \$270,000                             | \$270,000                             | \$0                          | \$0                          | \$270,000                   | \$270,000                   |
| Earnings on Investments                                  | \$483,175                         | \$300,000                             | \$300,000                             | \$0                          | \$0                          | \$300,000                   | \$300,000                   |
| Revenues from Other Agencies                             | \$489,613                         | \$235,000                             | \$235,000                             | \$0                          | \$0                          | \$235,000                   | \$235,000                   |
| Current Service Charges                                  | \$1,280,477                       | \$1,567,000                           | \$1,628,250                           | \$718,232                    | \$718,232                    | \$2,285,232                 | \$2,346,482                 |
| Other Revenue  | \$389,319                         | \$350,665                             | \$365,090                             | \$0                          | \$0                          | \$350,665                   | \$365,090                   |
| Transfers In   | \$1,148,478                       | \$4,066,066                           | \$4,066,066                           | \$708,057                    | \$723,057                    | \$4,774,123                 | \$4,789,123                 |
| <b>Total Revenues</b>                                    | <b>\$21,629,483</b>               | <b>\$23,407,412</b>                   | <b>\$23,483,587</b>                   | <b>\$2,211,289</b>           | <b>\$2,226,289</b>           | <b>\$25,618,701</b>         | <b>\$25,709,876</b>         |
| <b>Expenditures</b>                                      |                                   |                                       |                                       |                              |                              |                             |                             |
| General Government                                       | \$6,127,672                       | \$6,091,755                           | \$6,439,001                           |                              |                              | \$6,091,755                 | \$6,439,001                 |
| Police   | \$6,232,741                       | \$7,878,148                           | \$7,874,648                           |                              |                              | \$7,878,148                 | \$7,874,648                 |
| Fire   | \$2,901,621                       | \$2,792,792                           | \$2,779,029                           | \$2,211,289                  | \$2,226,289                  | \$5,004,081                 | \$5,005,318                 |
| Public Works   | \$2,015,918                       | \$3,193,916                           | \$3,073,059                           |                              |                              | \$3,193,916                 | \$3,073,059                 |
| Recreation & Community Services                          | \$2,227,819                       | \$2,397,369                           | \$2,491,687                           |                              |                              | \$2,397,369                 | \$2,491,687                 |
| Community Development                                    | \$1,219,308                       | \$1,865,322                           | \$1,956,857                           |                              |                              | \$1,865,322                 | \$1,956,857                 |
| <b>Total Expenditures</b>                                | <b>\$20,725,079</b>               | <b>\$24,219,302</b>                   | <b>\$24,614,281</b>                   | <b>\$2,211,289</b>           | <b>\$2,226,289</b>           | <b>\$26,430,591</b>         | <b>\$26,840,570</b>         |
| <b>Excess (Deficiency) of Revenues Over Expenditures</b> | <b>\$904,404</b>                  | <b>(\$811,890)</b>                    | <b>(\$1,130,694)</b>                  | <b>\$0</b>                   | <b>\$0</b>                   | <b>(\$811,890)</b>          | <b>(\$1,130,694)</b>        |

| Account  | 2018 Actual     | 2019 revised   | 2020 City Manager Proposed | \$ Change       | % Change      | 2021 City Manager Proposed |
|--|-----------------|----------------|----------------------------|-----------------|---------------|----------------------------|
| <b>111 - CITY COUNCIL/ADMINISTRATION</b>       |                 |                |                            |                 |               |                            |
| <b>Expenses</b>                                | <b>249,751</b>  | <b>118,571</b> | <b>98,155</b>              | <b>(20,416)</b> | <b>-20.8%</b> | <b>98,155</b>              |
| <b>Salaries and Wages</b>                      | <b>20,800</b>   | <b>18,100</b>  | <b>20,400</b>              | <b>2,300</b>    | <b>11.3%</b>  | <b>20,400</b>              |
| <b>Benefits</b>                                | <b>285,996</b>  | <b>62,571</b>  | <b>39,855</b>              | <b>(22,716)</b> | <b>-57.0%</b> | <b>39,855</b>              |
| Insurance                                      | 65,325          | 60,784         | 37,896                     | (22,888)        | -60.4%        | 37,896                     |
| Retirement                                     | 219,233         | 472            | 494                        | 22              | 4.5%          | 494                        |
| Taxes  | 1,438           | 1,315          | 1,465                      | 150             | 10.2%         | 1,465                      |
| <b>Other Expenses</b>                          | <b>(57,045)</b> | <b>37,900</b>  | <b>37,900</b>              | <b>0</b>        | <b>0.0%</b>   | <b>37,900</b>              |
| Dues, Memberships, Publications, and Trainings | 7,090           | 13,400         | 13,400                     | 0               | 0.0%          | 13,400                     |
| Administrative and Office Expenses             | 1,208           | 1,000          | 1,000                      | 0               | 0.0%          | 1,000                      |
| Professional Services                          | 381             | 2,500          | 2,500                      | 0               | 0.0%          | 2,500                      |
| Misc Expense                                   | (65,724)        | 21,000         | 21,000                     | 0               | 0.0%          | 21,000                     |



| Account  | 2018 Actual   | 2019 revised  | 2020 City Manager<br>Proposed | \$ Change    | %<br>Change  | 2021 City Manager<br>Proposed |
|--|---------------|---------------|-------------------------------|--------------|--------------|-------------------------------|
| <b>141 - TREASURER/ADMINISTRATION</b>          |               |               |                               |              |              |                               |
| <b>Expenses</b>                                | <b>80,958</b> | <b>70,555</b> | <b>77,416</b>                 | <b>6,861</b> | <b>8.9%</b>  | <b>77,416</b>                 |
| <b>Salaries and Wages</b>                      | <b>47,989</b> | <b>39,949</b> | <b>46,807</b>                 | <b>6,858</b> | <b>14.7%</b> | <b>46,807</b>                 |
| <b>Benefits</b>                                | <b>32,762</b> | <b>26,985</b> | <b>26,988</b>                 | <b>3</b>     | <b>0.0%</b>  | <b>26,988</b>                 |
| Insurance                                      | 25,257        | 20,218        | 19,942                        | (276)        | -1.4%        | 19,942                        |
| Retirement                                     | 3,976         | 3,810         | 4,109                         | 299          | 7.3%         | 4,109                         |
| Employee Benefits                              | 18            | 25            | 25                            | 0            | 0.0%         | 25                            |
| Taxes  | 3,511         | 2,932         | 2,912                         | (20)         | -0.7%        | 2,912                         |
| <b>Other Expenses</b>                          | <b>208</b>    | <b>3,621</b>  | <b>3,621</b>                  | <b>0</b>     | <b>0.0%</b>  | <b>3,621</b>                  |
| Dues, Memberships, Publications, and Trainings | 0             | 3,000         | 3,000                         | 0            | 0.0%         | 3,000                         |
| Administrative and Office Expenses             | 208           | 621           | 621                           | 0            | 0.0%         | 621                           |



| Account  | 2018 Actual    | 2019 revised   | 2020 City Manager Proposed | \$ Change     | % Change     | 2021 City Manager Proposed |
|--|----------------|----------------|----------------------------|---------------|--------------|----------------------------|
| <b>121 - CITY MANAGER/ADMINISTRATION</b>       |                |                |                            |               |              |                            |
| <b>Expenses</b>                                | <b>549,375</b> | <b>670,625</b> | <b>751,541</b>             | <b>80,916</b> | <b>10.8%</b> | <b>751,541</b>             |
| Salaries and Wages                             | 378,723        | 487,912        | 511,258                    | 23,346        | 4.6%         | 511,258                    |
| Benefits                                       | 89,544         | 110,113        | 116,518                    | 6,405         | 14.9%        | 116,518                    |
| Insurance                                      | 18,776         | 15,207         | 15,865                     | 658           | 4.1%         | 15,865                     |
| Retirement                                     | 46,735         | 64,246         | 69,370                     | 5,124         | 7.4%         | 69,370                     |
| Employee Benefits                              | 45             | 74             | 75                         | 1             | 1.3%         | 75                         |
| Taxes  | 23,988         | 30,586         | 31,209                     | 623           | 2.0%         | 31,209                     |
| Other Expenses                                 | 81,108         | 72,600         | 123,765                    | 51,165        | 127.4%       | 123,765                    |
| Dues, Memberships, Publications, and Trainings | 360            | 6,100          | 6,100                      | 0             | 0.0%         | 6,100                      |
| Administrative and Office Expenses             | 4,524          | 3,000          | 5,500                      | 2,500         | 45.5%        | 5,500                      |
| Advertising and Promotions                     | 0              | 4,500          | 4,500                      | 0             | 0.0%         | 4,500                      |
| Supplies                                       | 35             | 0              |                            |               |              | 0                          |
| Professional Services                          | 66,045         | 40,000         | 80,000                     | 40,000        | 50.0%        | 80,000                     |
| Utilities                                      | 9,595          | 18,500         | 27,165                     | 8,665         | 31.9%        | 27,165                     |
| Misc Expense                                   | 550            | 500            | 500                        | 0             | 0.0%         | 500                        |
| <b>Revenues</b>                                | <b>51,120</b>  | <b>66,000</b>  | <b>66,000</b>              | <b>0</b>      | <b>0.0%</b>  | <b>66,000</b>              |
| Current Service Charges                        | 51,120         | 66,000         | 66,000                     | 0             | 0.0%         | 66,000                     |



| Account  | 2018 Actual    | 2019 revised   | 2020 City Manager<br>Proposed | \$ Change       | %<br>Change   | 2021 City Manager<br>Proposed |
|--|----------------|----------------|-------------------------------|-----------------|---------------|-------------------------------|
| <b>161 - INFORMATION SERVICES/I.T.ADMIN</b>    |                |                |                               |                 |               |                               |
| <b>Expenses</b>                                | <b>328,331</b> | <b>472,241</b> | <b>445,436</b>                | <b>(26,805)</b> | <b>-6.0%</b>  | <b>731,382</b>                |
| <b>Salaries and Wages</b>                      | <b>121,536</b> | <b>139,877</b> | <b>124,446</b>                | <b>(15,431)</b> | <b>-12.4%</b> | <b>124,446</b>                |
| <b>Benefits</b>                                | <b>52,916</b>  | <b>56,164</b>  | <b>53,190</b>                 | <b>(2,974)</b>  | <b>-5.6%</b>  | <b>197,828</b>                |
| Insurance                                      | 31,338         | 30,480         | 30,070                        | (410)           | -1.4%         | 161,500                       |
| Retirement                                     | 12,629         | 15,276         | 13,983                        | (1,293)         | -9.2%         | 6,300                         |
| Employee Benefits                              | 21             | 28             | 28                            | 0               | 0.0%          | 28                            |
| Taxes  | 8,929          | 10,380         | 9,109                         | (1,271)         | -14.0%        | 30,000                        |
| <b>Other Expenses</b>                          | <b>153,879</b> | <b>276,200</b> | <b>267,800</b>                | <b>(8,400)</b>  | <b>-3.1%</b>  | <b>409,108</b>                |
| Dues, Memberships, Publications, and Trainings | 6,449          | 6,300          | 6,300                         | 0               | 0.0%          | 30,070                        |
| Administrative and Office Expenses             | 135,812        | 189,900        | 161,500                       | (28,400)        | -17.6%        | 161,500                       |
| Professional Services                          | 7,445          | 30,000         | 70,000                        | 40,000          | 57.1%         | 70,000                        |
| Misc Expense                                   | 38             | 0              |                               |                 |               | 13,983                        |
| Transfer Out                                   | 4,135          | 50,000         | 30,000                        | (20,000)        | -66.7%        | 124,446                       |
| Utilities                                      | 0              | 0              |                               |                 |               | 9,109                         |



| Account  | 2018 Actual    | 2019 revised   | 2020 City Manager Proposed | \$ Change     | % Change     | 2021 City Manager Proposed |
|--|----------------|----------------|----------------------------|---------------|--------------|----------------------------|
| <b>162 - KALB</b>                              |                |                |                            |               |              |                            |
| <b>Expenses</b>                                | <b>202,559</b> | <b>238,939</b> | <b>264,193</b>             | <b>25,254</b> | <b>9.6%</b>  | <b>260,393</b>             |
| <b>Salaries and Wages</b>                      | <b>101,178</b> | <b>110,112</b> | <b>115,560</b>             | <b>5,448</b>  | <b>4.7%</b>  | <b>115,560</b>             |
| <b>Benefits</b>                                | <b>44,402</b>  | <b>42,002</b>  | <b>42,808</b>              | <b>806</b>    | <b>1.9%</b>  | <b>42,808</b>              |
| Insurance                                      | 21,978         | 21,376         | 21,091                     | (285)         | -1.4%        | 21,091                     |
| Retirement                                     | 13,506         | 13,172         | 14,048                     | 876           | 6.2%         | 14,048                     |
| Employee Benefits                              | 14             | 20             | 20                         | 0             | 0.0%         | 20                         |
| Taxes  | 8,903          | 7,434          | 7,649                      | 215           | 2.8%         | 7,649                      |
| <b>Other Expenses</b>                          | <b>56,980</b>  | <b>86,825</b>  | <b>105,825</b>             | <b>19,000</b> | <b>18.0%</b> | <b>102,025</b>             |
| Dues, Memberships, Publications, and Trainings | 4,119          | 19,775         | 19,775                     | 0             | 0.0%         | 19,775                     |
| Administrative and Office Expenses             | 3,203          | 3,875          | 3,875                      | 0             | 0.0%         | 3,875                      |
| Advertising and Promotions                     | 6,469          | 27,075         | 27,075                     | 0             | 0.0%         | 27,075                     |
| Professional Services                          | 25,817         | 16,000         | 35,000                     | 19,000        | 54.3%        | 35,000                     |
| Rental Expense                                 | 2,439          | 6,950          | 6,950                      | 0             | 0.0%         | 6,950                      |
| Misc Expense                                   | 82             | 250            | 250                        | 0             | 0.0%         | 250                        |
| Equipment                                      | 11,035         | 9,100          | 9,100                      | 0             | 0.0%         | 9,100                      |
| Utilities                                      | 3,817          | 3,800          | 3,800                      | 0             | 0.0%         | 0                          |
| <b>Revenues</b>                                | <b>32,994</b>  | <b>35,000</b>  | <b>35,000</b>              | <b>0</b>      | <b>0.0%</b>  | <b>35,000</b>              |
| Current Service Charges                        | 20,797         | 23,000         | 23,000                     | 0             | 0.0%         | 23,000                     |
| Other Revenue                                  | 12,197         | 12,000         | 12,000                     | 0             | 0.0%         | 12,000                     |



| Account                                 | 2018 Actual    | 2019 revised   | 2020 City Manager Proposed | \$ Change      | % Change     | 2021 City Manager Proposed |
|---|----------------|----------------|----------------------------|----------------|--------------|----------------------------|
| <b>123 - NEIGHBORHOOD SERVICES PRGM</b> |                |                |                            |                |              |                            |
| <b>Expenses</b>                         | <b>413,267</b> | <b>390,930</b> | <b>424,106</b>             | <b>33,176</b>  | <b>7.8%</b>  | <b>424,106</b>             |
| Salaries and Wages                      | 135,195        | 166,596        | 157,517                    | (9,079)        | -5.8%        | 157,517                    |
| Benefits                                | 25,111         | 17,534         | 68,789                     | 51,255         | 74.5%        | 68,789                     |
| Insurance                               | 7,172          | 286            | 39,705                     | 39,419         | 99.3%        | 39,705                     |
| Retirement                              | 11,121         | 7,945          | 17,030                     | 9,085          | 53.3%        | 17,030                     |
| Employee Benefits                       | 18             | 0              | 38                         | 38             | 100.0%       | 38                         |
| Taxes                                   | 6,799          | 9,303          | 12,016                     | 2,713          | 22.6%        | 12,016                     |
| <b>Other Expenses</b>                   | <b>252,962</b> | <b>206,800</b> | <b>197,800</b>             | <b>(9,000)</b> | <b>-4.6%</b> | <b>197,800</b>             |
| Administrative and Office Expenses      | 157            | 800            | 800                        | 0              | 0.0%         | 800                        |
| Advertising and Promotions              | 17,838         | 16,000         | 9,000                      | (7,000)        | -77.8%       | 9,000                      |
| Supplies                                | 11,519         | 10,000         | 8,000                      | (2,000)        | -25.0%       | 8,000                      |
| Professional Services                   | 142,738        | 130,000        | 130,000                    | 0              | 0.0%         | 130,000                    |
| Rental Expense                          | 80,710         | 50,000         | 50,000                     | 0              | 0.0%         | 50,000                     |
| <b>Revenues</b>                         | <b>64,000</b>  | <b>100,000</b> | <b>125,000</b>             | <b>25,000</b>  | <b>20.0%</b> | <b>125,000</b>             |
| Current Service Charges                 | 0              | 0              | 25,000                     | 25,000         | 100.0%       | 25,000                     |
| Revenues from Other Agencies            | 64,000         | 100,000        | 100,000                    | 0              | 0.0%         | 100,000                    |



| Account  | 2018 Actual    | 2019 revised   | 2020 City Manager Proposed | \$ Change     | % Change     | 2021 City Manager Proposed |
|--|----------------|----------------|----------------------------|---------------|--------------|----------------------------|
| <b>182 - RISK MANAGEMENT/GENERAL LIAB</b>      |                |                |                            |               |              |                            |
| <b>Expenses</b>                                | <b>401,670</b> | <b>654,739</b> | <b>657,739</b>             | <b>3,000</b>  | <b>0.5%</b>  | <b>654,739</b>             |
| Dues, Memberships, Publications, and Trainings | 0              | 20,000         | 20,000                     | 0             | 0.0%         | 20,000                     |
| City Insurance                                 | 401,670        | 634,739        | 634,739                    | 0             | 0.0%         | 634,739                    |
| Misc Expense                                   | 0              | 0              | 3,000                      | 3,000         | 100.0%       | 0                          |
| <b>183 - RISK MANAGEMENT/WORKER'S COMP</b>     |                |                |                            |               |              |                            |
| <b>Expenses</b>                                | <b>548,168</b> | <b>414,863</b> | <b>494,863</b>             | <b>80,000</b> | <b>16.2%</b> | <b>494,863</b>             |
| City Insurance                                 | 548,168        | 414,863        | 414,863                    | 0             | 0.0%         | 414,863                    |
| Misc Expense                                   | 0              | 0              | 80,000                     | 80,000        | 100.0%       | 80,000                     |
| <b>151 - CITY ATTORNEY/ADMINISTRATION</b>      |                |                |                            |               |              |                            |
| <b>Expenses</b>                                | <b>305,695</b> | <b>340,000</b> | <b>340,000</b>             | <b>0</b>      | <b>0.0%</b>  | <b>340,000</b>             |
| Professional Services                          | 305,695        | 340,000        | 340,000                    | 0             | 0.0%         | 340,000                    |
| Utilities                                      | 0              | 0              | 0                          | 0             |              | 0                          |



| Account  | 2018 Actual       | 2019 revised      | 2020 City Manager<br>Proposed | \$ Change        | %<br>Change   | 2021 City Manager<br>Proposed |
|--|-------------------|-------------------|-------------------------------|------------------|---------------|-------------------------------|
| <b>801 - NON-DEPARTMENTAL/NON-DPRTMNTL</b>     |                   |                   |                               |                  |               |                               |
| <b>Expenses</b>                                | <b>144,269</b>    | <b>1,019,146</b>  | <b>889,702</b>                | <b>(129,444)</b> | <b>-14.5%</b> | <b>889,702</b>                |
| Insurance                                      | (63)              | 21,000            | 21,000                        | 0                | 0.0%          | 21,000                        |
| Employee Benefits                              | 6,659             | 5,800             | 5,800                         | 0                | 0.0%          | 5,800                         |
| Dues, Memberships, Publications, and Trainings | 11,936            | 16,000            | 16,000                        | 0                | 0.0%          | 16,000                        |
| Administrative and Office Expenses             | 63,006            | 71,770            | 71,770                        | 0                | 0.0%          | 71,770                        |
| Advertising and Promotions                     | 8,368             | 5,000             | 5,000                         | 0                | 0.0%          | 5,000                         |
| Supplies                                       | 0                 | 0                 |                               |                  |               | 0                             |
| Professional Services                          | 15,705            | 20,000            | 20,000                        | 0                | 0.0%          | 20,000                        |
| Utilities                                      | 38,296            | 25,000            | 37,075                        | 12,075           | 32.6%         | 37,075                        |
| Misc Expense                                   | 362               | 3,000             | 3,000                         | 0                | 0.0%          | 3,000                         |
| Equipment                                      | 0                 | 0                 |                               |                  |               | 0                             |
| Vehicle/Equipment Maintenance                  | 0                 | 2,000             | 2,000                         | 0                | 0.0%          | 2,000                         |
| City Insurance                                 | 0                 | 0                 |                               |                  |               | 0                             |
| Transfers Out                                  | 0                 | 849,576           | 708,057                       | (141,519)        | -20.0%        | 708,057                       |
| <b>Revenues</b>                                | <b>17,346,510</b> | <b>17,148,676</b> | <b>19,256,554</b>             | <b>2,107,878</b> | <b>10.9%</b>  | <b>19,256,554</b>             |
| Property Tax                                   | 7,254,857         | 7,205,901         | 7,205,901                     | 0                | 0.0%          | 7,205,901                     |
| Sales and Use Taxes                            | 3,798,743         | 4,330,100         | 4,330,100                     | 0                | 0.0%          | 4,330,100                     |
| Franchise and Other Taxes                      | 4,596,697         | 4,557,480         | 4,632,480                     | 75,000           | 1.6%          | 4,632,480                     |
| Licenses and Permits                           | 2,035             | 1,200             | 1,200                         | 0                | 0.0%          | 1,200                         |
| Fines and Forfeitures                          | 0                 | 0                 |                               |                  |               | 0                             |
| Earnings on Investments                        | 277,354           | 14,485            | 300,000                       | 285,515          | 95.2%         | 300,000                       |
| Revenues from Other Agencies                   | 138,259           | 130,000           | 130,000                       | 0                | 0.0%          | 130,000                       |
| Current Service Charges                        | 5,958             | 5,000             | 5,000                         | 0                | 0.0%          | 5,000                         |
| Other Revenue                                  | 9,722             | 13,410            | 13,410                        | 0                | 0.0%          | 13,410                        |
| Transfers In                                   | 1,262,885         | 891,100           | 2,638,463                     | 1,747,363        | 66.2%         | 2,638,463                     |



| Account  | 2018 Actual    | 2019 revised   | 2020 City Manager<br>Proposed | \$ Change       | %<br>Change  | 2021 City Manager<br>Proposed |
|--|----------------|----------------|-------------------------------|-----------------|--------------|-------------------------------|
| <b>122 - HUMAN RESOURCES</b>                   |                |                |                               |                 |              |                               |
| <b>Expenses</b>                                | <b>258,622</b> | <b>440,907</b> | <b>444,903</b>                | <b>3,996</b>    | <b>0.9%</b>  | <b>444,903</b>                |
| <b>Salaries and Wages</b>                      | <b>102,480</b> | <b>238,266</b> | <b>225,146</b>                | <b>(13,120)</b> | <b>-5.8%</b> | <b>225,146</b>                |
| <b>Benefits</b>                                | <b>36,963</b>  | <b>59,291</b>  | <b>67,107</b>                 | <b>7,816</b>    | <b>11.6%</b> | <b>67,107</b>                 |
| Insurance                                      | 22,040         | 27,033         | 27,482                        | 449             | 1.6%         | 27,482                        |
| Retirement                                     | 7,198          | 16,701         | 16,432                        | (269)           | -1.6%        | 16,432                        |
| Employee Benefits                              | 0              | 0              | 8,323                         | 8,323           | 100.0%       | 8,323                         |
| Taxes  | 7,725          | 15,557         | 14,870                        | (687)           | -4.6%        | 14,870                        |
| <b>Other Expenses</b>                          | <b>119,179</b> | <b>143,350</b> | <b>152,650</b>                | <b>9,300</b>    | <b>6.1%</b>  | <b>152,650</b>                |
| Dues, Memberships, Publications, and Trainings | 1,367          | 3,250          | 12,000                        | 8,750           | 72.9%        | 12,000                        |
| Administrative and Office Expenses             | 9,491          | 8,300          | 8,600                         | 300             | 3.5%         | 8,600                         |
| Advertising and Promotions                     | 975            | 1,000          | 1,000                         | 0               | 0.0%         | 1,000                         |
| Professional Services                          | 106,182        | 130,300        | 130,550                       | 250             | 0.2%         | 130,550                       |
| Misc Expense                                   | 1,164          | 500            | 500                           | 0               | 0.0%         | 500                           |



| Account  | 2018 Actual    | 2019 revised   | 2020 City Manager<br>Proposed | \$ Change       | %<br>Change   | 2021 City Manager<br>Proposed |
|--|----------------|----------------|-------------------------------|-----------------|---------------|-------------------------------|
| <b>131 - CITY CLERK/ADMINISTRATION</b>         |                |                |                               |                 |               |                               |
| <b>Expenses</b>                                | <b>220,145</b> | <b>209,892</b> | <b>184,761</b>                | <b>(25,131)</b> | <b>-13.6%</b> | <b>184,761</b>                |
| Salaries and Wages                             | 159,246        | 128,370        | 105,558                       | (22,812)        | -21.6%        | 105,558                       |
| <b>Benefits</b>                                | <b>38,792</b>  | <b>46,822</b>  | <b>44,503</b>                 | <b>(2,319)</b>  | <b>-5.2%</b>  | <b>44,503</b>                 |
| Insurance                                      | 12,574         | 26,001         | 25,982                        | (19)            | -0.1%         | 25,982                        |
| Retirement                                     | 16,249         | 11,545         | 10,489                        | (1,056)         | -10.1%        | 10,489                        |
| Employee Benefits                              | 17             | 23             | 25                            | 2               | 8.0%          | 25                            |
| Taxes  | 9,952          | 9,253          | 8,007                         | (1,246)         | -15.6%        | 8,007                         |
| <b>Other Expenses</b>                          | <b>22,107</b>  | <b>34,700</b>  | <b>34,700</b>                 | <b>0</b>        | <b>0.0%</b>   | <b>34,700</b>                 |
| Dues, Memberships, Publications, and Trainings | 4,765          | 3,400          | 11,600                        | 8,200           | 70.7%         | 11,600                        |
| Administrative and Office Expenses             | 1,714          | 2,300          | 2,300                         | 0               | 0.0%          | 2,300                         |
| Advertising and Promotions                     | 580            | 4,000          | 1,000                         | (3,000)         | -300.0%       | 1,000                         |
| Professional Services                          | 15,048         | 25,000         | 18,800                        | (6,200)         | -33.0%        | 18,800                        |
| Misc Expense                                   | 0              | 0              | 1,000                         | 1,000           | 100.0%        | 1,000                         |
| <b>Revenues</b>                                | <b>238</b>     | <b>13,150</b>  | <b>3,150</b>                  | <b>10,000</b>   | <b>317.5%</b> | <b>3,150</b>                  |
| Current Service Charges                        | 0              | 3,000          | 3,000                         | 0               | 0.0%          | 3,000                         |
| Other Revenue                                  | 238            | 10,150         | 150                           | (10,000)        | -6666.7%      | 150                           |
| <b>132 - CITY CLERK/ELECTIONS</b>              |                |                |                               |                 |               |                               |
| <b>Expenses</b>                                | <b>5,092</b>   | <b>68,100</b>  | <b>0</b>                      | <b>(68,100)</b> |               | <b>68,100</b>                 |
| Dues, Memberships, Publications, and Trainings | 1,081          | 1,300          | 0                             | (1,300)         |               | 1,300                         |
| Administrative and Office Expenses             | 0              | 55,100         | 0                             | (55,100)        |               | 55,100                        |
| Professional Services                          | 4,012          | 11,500         | 0                             | (11,500)        |               | 11,500                        |
| Misc Expense                                   | 0              | 200            | 0                             | (200)           |               | 200                           |
| <b>Revenues</b>                                | <b>50</b>      | <b>10,000</b>  | <b>10,000</b>                 | <b>0</b>        | <b>0.0%</b>   | <b>10,000</b>                 |
| Other Revenue                                  | 50             | 10,000         | 10,000                        | 0               | 0.0%          | 10,000                        |



| Account  | 2018 Actual      | 2019 revised     | 2020 City Manager Proposed | \$ Change       | % Change     | 2021 City Manager Proposed |
|--|------------------|------------------|----------------------------|-----------------|--------------|----------------------------|
| <b>171 - FINANCE/ADMINISTRATION</b>            |                  |                  |                            |                 |              |                            |
| <b>Expenses</b>                                | <b>2,072,229</b> | <b>1,042,978</b> | <b>1,018,939</b>           | <b>(24,039)</b> | <b>-2.4%</b> | <b>1,018,939</b>           |
| Salaries and Wages                             | 1,502,244        | 556,250          | 535,030                    | (21,220)        | -4.0%        | 535,030                    |
| Benefits                                       | 199,513          | 158,453          | 162,459                    | 4,006           | 2.5%         | 162,459                    |
| Insurance                                      | 119,883          | 79,173           | 88,926                     | 9,753           | 11.0%        | 88,926                     |
| Retirement                                     | 42,352           | 40,057           | 35,857                     | (4,200)         | -11.7%       | 35,857                     |
| Employee Benefits                              | 71               | 69               | 140                        | 71              | 50.7%        | 140                        |
| Taxes  | 37,208           | 39,154           | 37,536                     | (1,618)         | -4.3%        | 37,536                     |
| Other Expenses                                 | 370,472          | 328,275          | 321,450                    | (6,825)         | -2.1%        | 321,450                    |
| Dues, Memberships, Publications, and Trainings | 12,500           | 10,500           | 10,500                     | 0               | 0.0%         | 10,500                     |
| Administrative and Office Expenses             | 77,523           | 75,325           | 75,500                     | 175             | 0.2%         | 75,500                     |
| Advertising and Promotions                     | 0                | 3,000            | 0                          | (3,000)         |              | 0                          |
| Professional Services                          | 246,492          | 205,000          | 200,000                    | (5,000)         | -2.5%        | 200,000                    |
| Rental Expense                                 | 6,622            | 4,400            | 6,000                      | 1,600           | 26.7%        | 6,000                      |
| Misc Expense                                   | 1,102            | 1,300            | 500                        | (800)           | -160.0%      | 500                        |
| Equipment                                      | 0                | 1,500            | 1,500                      | 0               | 0.0%         | 1,500                      |
| Utilities                                      | 26,233           | 27,250           | 27,450                     | 200             | 0.7%         | 27,450                     |
| <b>Revenues</b>                                | <b>1,958</b>     | <b>19,220</b>    | <b>14,800</b>              | <b>4,420</b>    | <b>29.9%</b> | <b>14,800</b>              |
| Current Service Charges                        | 1,958            | 19,220           | 14,800                     | (4,420)         | -29.9%       | 14,800                     |



| Account  | 2018 Actual      | 2019 revised     | 2020 City Manager<br>Proposed | \$ Change        | %<br>Change  | 2021 City Manager<br>Proposed |
|--|------------------|------------------|-------------------------------|------------------|--------------|-------------------------------|
| <b>191 - POLICE/ADMINISTRATION</b>             |                  |                  |                               |                  |              |                               |
| <b>Expenses</b>                                | <b>1,692,139</b> | <b>1,623,442</b> | <b>1,508,094</b>              | <b>(115,348)</b> | <b>-7.6%</b> | <b>1,508,094</b>              |
| Salaries and Wages                             | 948,530          | 797,490          | 785,668                       | (11,822)         | -1.5%        | 785,668                       |
| Benefits                                       | 274,042          | 259,250          | 202,224                       | (57,026)         | -28.2%       | 202,224                       |
| Insurance                                      | 113,086          | 108,406          | 80,096                        | (28,310)         | -35.3%       | 80,096                        |
| Retirement                                     | 146,209          | 135,589          | 111,274                       | (24,315)         | -21.9%       | 111,274                       |
| Employee Benefits                              | 76               | 186              | 91                            | (95)             | -104.0%      | 91                            |
| Taxes  | 14,672           | 15,069           | 10,762                        | (4,307)          | -40.0%       | 10,762                        |
| Other Expenses                                 | 469,567          | 566,702          | 520,202                       | (46,500)         | -8.9%        | 520,202                       |
| Dues, Memberships, Publications, and Trainings | 77,600           | 148,000          | 148,000                       | 0                | 0.0%         | 148,000                       |
| Administrative and Office Expenses             | 98,617           | 51,500           | 51,500                        | 0                | 0.0%         | 51,500                        |
| Advertising and Promotions                     | 0                | 0                | 5,000                         | 5,000            | 100.0%       | 5,000                         |
| Supplies                                       | 69,019           | 22,200           | 4,500                         | (17,700)         | -393.3%      | 4,500                         |
| Professional Services                          | 86,498           | 151,302          | 151,302                       | 0                | 0.0%         | 151,302                       |
| Rental Expense                                 | 0                | 1,000            | 1,000                         | 0                | 0.0%         | 1,000                         |
| Utilities                                      | 78,444           | 80,000           | 46,200                        | (33,800)         | -73.2%       | 46,200                        |
| Misc Expense                                   | 1,828            | 0                |                               |                  |              | 0                             |
| Equipment                                      | 16,441           | 66,000           | 66,000                        | 0                | 0.0%         | 66,000                        |
| Vehicle/Equipment Maintenance                  | 7,252            | 4,500            | 4,500                         | 0                | 0.0%         | 4,500                         |
| Safety Supplies                                | 32,431           | 39,200           | 39,200                        | 0                | 0.0%         | 39,200                        |
| Building Maintenance                           | 1,438            | 3,000            | 3,000                         | 0                | 0.0%         | 3,000                         |
| <b>Revenues</b>                                | <b>296,440</b>   | <b>279,100</b>   | <b>279,100</b>                | <b>0</b>         | <b>0.0%</b>  | <b>279,100</b>                |
| Licenses and Permits                           | 2,750            | 3,000            | 3,000                         | 0                | 0.0%         | 3,000                         |
| Fines and Forfeitures                          | 189,426          | 270,000          | 270,000                       | 0                | 0.0%         | 270,000                       |
| Revenues from Other Agencies                   | 5,755            | 5,000            | 5,000                         | 0                | 0.0%         | 5,000                         |
| Current Service Charges                        | 97,289           | 500              | 500                           | 0                | 0.0%         | 500                           |
| Other Revenue                                  | 1,221            | 600              | 600                           | 0                | 0.0%         | 600                           |



| Account  | 2018 Actual      | 2019 revised     | 2020 City Manager Proposed | \$ Change      | % Change     | 2021 City Manager Proposed |
|--|------------------|------------------|----------------------------|----------------|--------------|----------------------------|
| <b>192 - POLICE/OPERATIONS</b>                 |                  |                  |                            |                |              |                            |
| <b>Expenses</b>                                | <b>4,106,658</b> | <b>4,615,850</b> | <b>5,114,861</b>           | <b>499,011</b> | <b>9.8%</b>  | <b>5,111,361</b>           |
| <b>Salaries and Wages</b>                      | <b>3,094,131</b> | <b>3,393,127</b> | <b>3,804,188</b>           | <b>411,061</b> | <b>10.8%</b> | <b>3,804,188</b>           |
| <b>Benefits</b>                                | <b>812,686</b>   | <b>842,545</b>   | <b>857,295</b>             | <b>14,750</b>  | <b>1.7%</b>  | <b>857,295</b>             |
| Insurance                                      | 368,402          | 360,401          | 322,754                    | (37,647)       | -11.7%       | 322,754                    |
| Retirement                                     | 394,972          | 438,467          | 479,426                    | 40,959         | 8.5%         | 479,426                    |
| Employee Benefits                              | 352              | 498              | 573                        | 75             | 13.1%        | 573                        |
| Taxes  | 48,961           | 43,179           | 54,542                     | 11,363         | 20.8%        | 54,542                     |
| <b>Other Expenses</b>                          | <b>199,840</b>   | <b>380,178</b>   | <b>453,378</b>             | <b>73,200</b>  | <b>16.1%</b> | <b>449,878</b>             |
| Dues, Memberships, Publications, and Trainings | (549)            | 0                | 0                          | 0              |              | 0                          |
| Supplies                                       | 202              | 0                | 67,500                     | 67,500         | 100.0%       | 67,500                     |
| Professional Services                          | 96,815           | 252,328          | 252,328                    | 0              | 0.0%         | 252,328                    |
| Rental Expense                                 | 34,166           | 37,850           | 39,350                     | 1,500          | 3.8%         | 37,850                     |
| Utilities                                      | 2,541            | 0                | 2,200                      | 2,200          | 100.0%       | 2,200                      |
| Vehicle/Equipment Maintenance                  | 66,665           | 90,000           | 92,000                     | 2,000          | 2.2%         | 90,000                     |



| Account                              | 2018 Actual    | 2019 revised     | 2020 City Manager Proposed | \$ Change      | % Change     | 2021 City Manager Proposed |
|--------------------------------------|----------------|------------------|----------------------------|----------------|--------------|----------------------------|
| <b>193 - POLICE/SUPPORT SERVICES</b> |                |                  |                            |                |              |                            |
| <b>Expenses</b>                      | <b>956,027</b> | <b>1,177,264</b> | <b>1,255,194</b>           | <b>77,930</b>  | <b>6.2%</b>  | <b>1,255,194</b>           |
| <b>Salaries and Wages</b>            | <b>759,325</b> | <b>940,170</b>   | <b>1,021,387</b>           | <b>81,217</b>  | <b>8.0%</b>  | <b>1,021,387</b>           |
| <b>Benefits</b>                      | <b>191,014</b> | <b>231,094</b>   | <b>223,807</b>             | <b>(7,287)</b> | <b>-3.3%</b> | <b>223,807</b>             |
| Insurance                            | 90,895         | 106,030          | 95,560                     | (10,470)       | -11.0%       | 95,560                     |
| Retirement                           | 42,726         | 53,863           | 63,043                     | 9,180          | 14.6%        | 63,043                     |
| Employee Benefits                    | 145            | 223              | 221                        | (2)            | -0.7%        | 221                        |
| Taxes                                | 57,249         | 70,978           | 64,982                     | (5,996)        | -9.2%        | 64,982                     |
| <b>Other Expenses</b>                | <b>5,688</b>   | <b>6,000</b>     | <b>10,000</b>              | <b>4,000</b>   | <b>40.0%</b> | <b>10,000</b>              |
| Rental Expense                       | 5,688          | 6,000            | 7,000                      | 1,000          | 14.3%        | 7,000                      |
| Safety Supplies                      | 0              | 0                | 3,000                      | 3,000          | 100.0%       | 3,000                      |



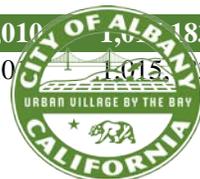
| Account  | 2018 Actual    | 2019 revised   | 2020 City Manager<br>Proposed | \$ Change      | %<br>Change  | 2021 City Manager<br>Proposed |
|--|----------------|----------------|-------------------------------|----------------|--------------|-------------------------------|
| <b>General Fund</b>                            |                |                |                               |                |              |                               |
| <b>201 - FIRE ADMINISTRATION</b>               |                |                |                               |                |              |                               |
| <b>Expenses</b>                                | <b>157,982</b> | <b>147,872</b> | <b>161,601</b>                | <b>13,729</b>  | <b>8.5%</b>  | <b>164,241</b>                |
| Salaries and Wages                             | 80,555         | 80,000         | 94,000                        | 14,000         | 14.9%        | 94,000                        |
| Benefits                                       | 2,290          | 0              | 7,191                         | 7,191          | 100.0%       | 7,191                         |
| Taxes  | 2,290          | 0              | 7,191                         | 7,191          | 100.0%       | 7,191                         |
| Other Expenses                                 | 75,136         | 67,872         | 60,410                        | (7,462)        | -12.4%       | 63,050                        |
| Dues, Memberships, Publications, and Trainings | 0              | 3,500          | 0                             | (3,500)        |              | 0                             |
| Administrative and Office Expenses             | 16,986         | 18,672         | 12,810                        | (5,862)        | -45.8%       | 13,450                        |
| Advertising and Promotions                     | 840            | 500            | 600                           | 100            | 16.7%        | 600                           |
| Professional Services                          | 52,226         | 41,500         | 43,000                        | 1,500          | 3.5%         | 45,000                        |
| Utilities                                      | 585            | 700            | 0                             | (700)          |              | 0                             |
| Equipment                                      | 4,499          | 3,000          | 2,000                         | (1,000)        | -50.0%       | 2,000                         |
| Safety Supplies                                | 0              | 0              | 2,000                         | 2,000          | 100.0%       | 2,000                         |
| <b>Revenues</b>                                | <b>592,237</b> | <b>262,700</b> | <b>257,725</b>                | <b>(4,975)</b> | <b>-1.9%</b> | <b>257,750</b>                |
| Licenses and Permits                           | 34,887         | 36,000         | 31,000                        | (5,000)        | -16.1%       | 31,500                        |
| Revenues from Other Agencies                   | 74,964         | 0              | 0                             | 0              |              | 0                             |
| Current Service Charges                        | 176,823        | 166,600        | 166,600                       | 0              | 0.0%         | 166,100                       |
| Other Revenue                                  | 305,563        | 60,100         | 60,125                        | 25             | 0.0%         | 60,150                        |



| Account  | 2018 Actual      | 2019 revised     | 2020 City Manager Proposed | \$ Change      | % Change     | 2021 City Manager Proposed |
|--|------------------|------------------|----------------------------|----------------|--------------|----------------------------|
| <b>202 - FIRE/SUPPRESSION</b>                  |                  |                  |                            |                |              |                            |
| <b>Expenses</b>                                | <b>2,598,441</b> | <b>2,530,677</b> | <b>2,631,191</b>           | <b>100,514</b> | <b>3.8%</b>  | <b>2,614,788</b>           |
| <b>Salaries and Wages</b>                      | <b>1,916,149</b> | <b>1,860,714</b> | <b>1,863,958</b>           | <b>3,244</b>   | <b>0.2%</b>  | <b>1,863,958</b>           |
| <b>Benefits</b>                                | <b>490,431</b>   | <b>452,598</b>   | <b>511,450</b>             | <b>58,852</b>  | <b>11.5%</b> | <b>511,450</b>             |
| Insurance                                      | 198,396          | 195,233          | 194,702                    | (531)          | -0.3%        | 194,702                    |
| Retirement                                     | 264,290          | 235,707          | 291,328                    | 55,621         | 19.1%        | 291,328                    |
| Employee Benefits                              | 163              | 221              | 229                        | 8              | 3.5%         | 229                        |
| Taxes  | 27,581           | 21,437           | 25,191                     | 3,754          | 14.9%        | 25,191                     |
| <b>Other Expenses</b>                          | <b>191,861</b>   | <b>217,365</b>   | <b>255,783</b>             | <b>38,418</b>  | <b>15.0%</b> | <b>239,380</b>             |
| Dues, Memberships, Publications, and Trainings | 11,808           | 16,162           | 21,700                     | 5,538          | 25.5%        | 24,700                     |
| Administrative and Office Expenses             | 6,572            | 9,475            | 14,675                     | 5,200          | 35.4%        | 12,800                     |
| Supplies                                       | 25,956           | 35,700           | 40,700                     | 5,000          | 12.3%        | 37,600                     |
| Professional Services                          | 9,121            | 4,000            | 4,000                      | 0              | 0.0%         | 4,200                      |
| Rental Expense                                 | 8,969            | 8,480            | 8,480                      | 0              | 0.0%         | 8,480                      |
| Utilities                                      | 37,237           | 44,048           | 44,578                     | 530            | 1.2%         | 46,400                     |
| Misc Expense                                   | 15,490           | 26,000           | 26,400                     | 400            | 1.5%         | 26,800                     |
| Equipment                                      | 20,310           | 17,000           | 28,000                     | 11,000         | 39.3%        | 21,000                     |
| Vehicle/Equipment Maintenance                  | 48,031           | 50,500           | 56,250                     | 5,750          | 10.2%        | 48,400                     |
| Safety Supplies                                | 1,522            | 1,000            | 1,000                      | 0              | 0.0%         | 1,000                      |
| Building Maintenance                           | 6,847            | 5,000            | 10,000                     | 5,000          | 50.0%        | 8,000                      |



| Account  | 2018 Actual      | 2019 revised     | 2020 City Manager Proposed | \$ Change        | % Change      | 2021 City Manager Proposed |
|--|------------------|------------------|----------------------------|------------------|---------------|----------------------------|
| <b>EMS Fund</b>                                |                  |                  |                            |                  |               |                            |
| <b>201 - FIRE ADMINISTRATION</b>               |                  |                  |                            |                  |               |                            |
| <b>Expenses</b>                                | <b>13,455</b>    | <b>17,426</b>    | <b>17,426</b>              | <b>0</b>         | <b>0.0%</b>   | <b>17,426</b>              |
| Administrative and Office Expenses             | 13,455           | 17,426           | 17,426                     | 0                | 0.0%          | 17,426                     |
| <b>Revenues</b>                                | <b>1,412,312</b> | <b>1,503,232</b> | <b>1,503,232</b>           | <b>0</b>         | <b>0.0%</b>   | <b>1,503,232</b>           |
| Current Service Charges                        | 532,293          | 718,232          | 718,232                    | 0                | 0.0%          | 718,232                    |
| Property Tax                                   | 813,754          | 785,000          | 785,000                    | 0                | 0.0%          | 785,000                    |
| Revenues from Other Agencies                   | 63,877           | 0                | 0                          | 0                |               | 0                          |
| Transfers In                                   | 2,388            | 0                | 0                          | 0                |               | 0                          |
| <b>203 - FIRE/EMS</b>                          |                  |                  |                            |                  |               |                            |
| <b>Expenses</b>                                | <b>2,483,278</b> | <b>2,500,989</b> | <b>2,193,863</b>           | <b>(307,126)</b> | <b>-14.0%</b> | <b>2,208,863</b>           |
| <b>Salaries and Wages</b>                      | <b>1,802,530</b> | <b>1,774,068</b> | <b>1,437,043</b>           | <b>(337,025)</b> | <b>-23.5%</b> | <b>1,437,043</b>           |
| <b>Benefits</b>                                | <b>448,755</b>   | <b>417,572</b>   | <b>437,310</b>             | <b>19,738</b>    | <b>4.5%</b>   | <b>437,310</b>             |
| Insurance                                      | 187,592          | 183,013          | 207,676                    | 24,663           | 11.9%         | 207,676                    |
| Retirement                                     | 235,265          | 214,273          | 210,102                    | (4,171)          | -2.0%         | 210,102                    |
| Employee Benefits                              | 155              | 204              | 242                        | 38               | 15.7%         | 242                        |
| Taxes  | 25,743           | 20,082           | 19,290                     | (792)            | -4.1%         | 19,290                     |
| <b>Other Expense</b>                           | <b>231,993</b>   | <b>309,349</b>   | <b>319,510</b>             | <b>10,161</b>    | <b>3.2%</b>   | <b>334,510</b>             |
| Dues, Memberships, Publications, and Trainings | 13,546           | 13,678           | 15,550                     | 1,872            | 12.0%         | 16,150                     |
| Administrative and Office Expenses             | 1,917            | 5,550            | 10,500                     | 4,950            | 47.1%         | 8,800                      |
| Supplies                                       | 1,391            | 1,500            | 1,500                      | 0                | 0.0%          | 1,600                      |
| Professional Services                          | 57,420           | 111,160          | 107,360                    | (3,800)          | -3.5%         | 107,460                    |
| Utilities                                      | 36,457           | 37,700           | 32,900                     | (4,800)          | -14.6%        | 34,000                     |
| Equipment                                      | 26,092           | 28,500           | 36,000                     | 7,500            | 20.8%         | 38,000                     |
| Vehicle/Equipment Maintenance                  | 18,152           | 30,261           | 36,200                     | 5,939            | 16.4%         | 41,500                     |
| Safety Supplies                                | 37,513           | 44,000           | 44,500                     | 500              | 1.1%          | 45,000                     |
| Building Maintenance                           | 4,223            | 3,000            | 1,000                      | (2,000)          | -200.0%       | 8,000                      |
| City Insurance                                 | 35,281           | 34,000           | 34,000                     | 0                | 0.0%          | 34,000                     |
| <b>Revenues</b>                                | <b>278,010</b>   | <b>1,015,183</b> | <b>708,057</b>             | <b>(307,126)</b> | <b>-43.4%</b> | <b>723,057</b>             |
| Transfers In                                   | 278,010          | 1,015,183        | 708,057                    | (307,126)        | -43.4%        | 723,057                    |



| Account  | 2018 Actual    | 2019 revised   | 2020 City Manager<br>Proposed | \$ Change      | %<br>Change   | 2021 City Manager<br>Proposed |
|--|----------------|----------------|-------------------------------|----------------|---------------|-------------------------------|
| <b>211 - PUBLIC WORKS/ADMINISTRATION</b>       |                |                |                               |                |               |                               |
| <b>Expenses</b>                                | <b>344,373</b> | <b>343,195</b> | <b>666,811</b>                | <b>323,616</b> | <b>48.5%</b>  | <b>660,695</b>                |
| Salaries and Wages                             | 125,727        | 107,622        | 301,118                       | 193,496        | 64.3%         | 301,118                       |
| <b>Benefits</b>                                | <b>34,836</b>  | <b>28,658</b>  | <b>93,227</b>                 | <b>64,569</b>  | <b>69.3%</b>  | <b>87,111</b>                 |
| Insurance                                      | 17,395         | 12,878         | 49,118                        | 36,240         | 73.8%         | 45,737                        |
| Retirement                                     | 8,404          | 7,602          | 21,217                        | 13,615         | 64.2%         | 19,931                        |
| Employee Benefits                              | 26             | 29             | 37                            | 8              | 21.6%         | 26                            |
| Taxes  | 9,011          | 8,149          | 22,855                        | 14,706         | 64.3%         | 21,417                        |
| <b>Other Expenses</b>                          | <b>183,810</b> | <b>206,915</b> | <b>272,466</b>                | <b>65,551</b>  | <b>24.1%</b>  | <b>272,466</b>                |
| Dues, Memberships, Publications, and Trainings | 16,913         | 38,850         | 85,450                        | 46,600         | 54.5%         | 85,450                        |
| Administrative and Office Expenses             | 14,543         | 14,950         | 14,950                        | 0              | 0.0%          | 14,950                        |
| Professional Services                          | 10,848         | 0              | 19,200                        | 19,200         | 100.0%        | 19,200                        |
| Rental Expense                                 | 112,920        | 130,000        | 130,000                       | 0              | 0.0%          | 130,000                       |
| Utilities                                      | 28,586         | 23,115         | 22,866                        | (249)          | -1.1%         | 22,866                        |
| <b>Revenues</b>                                | <b>6,960</b>   | <b>0</b>       | <b>25,001</b>                 | <b>25,001</b>  | <b>100.0%</b> | <b>25,001</b>                 |
| Licenses and Permits                           | 0              | 0              | 0                             | 0              |               | 0                             |
| Current Service Charges                        | 6,960          | 0              | 0                             | 0              |               | 0                             |
| Other Revenue                                  | 0              | 0              | 0                             | 0              |               | 0                             |
| Transfers In                                   | 0              | 0              | 25,001                        | 25,001         | 100.0%        | 25,001                        |



| Account  | 2018 Actual    | 2019 revised     | 2020 City Manager Proposed | \$ Change      | % Change      | 2021 City Manager Proposed |
|--|----------------|------------------|----------------------------|----------------|---------------|----------------------------|
| <b>212 - PUBLIC WORKS/MAINTENANCE</b>          |                |                  |                            |                |               |                            |
| <b>Expenses</b>                                | <b>890,695</b> | <b>1,227,452</b> | <b>1,681,254</b>           | <b>453,802</b> | <b>27.0%</b>  | <b>1,566,513</b>           |
| Salaries and Wages                             | 220,344        | 371,495          | 691,805                    | 320,310        | 46.3%         | 691,805                    |
| <b>Benefits</b>                                | <b>81,049</b>  | <b>106,777</b>   | <b>209,002</b>             | <b>102,225</b> | <b>48.9%</b>  | <b>94,261</b>              |
| Insurance                                      | 47,929         | 61,665           | 100,064                    | 38,399         | 38.4%         | 52,824                     |
| Retirement                                     | 16,696         | 17,572           | 57,516                     | 39,944         | 69.4%         | 18,378                     |
| Employee Benefits                              | 46             | 73               | 119                        | 46             | 38.7%         | 45                         |
| Taxes  | 16,378         | 27,467           | 51,303                     | 23,836         | 46.5%         | 23,014                     |
| <b>Other Expenses</b>                          | <b>589,302</b> | <b>749,180</b>   | <b>780,447</b>             | <b>31,267</b>  | <b>4.0%</b>   | <b>780,447</b>             |
| Dues, Memberships, Publications, and Trainings | 390            | 1,545            | 1,545                      | 0              | 0.0%          | 1,545                      |
| Administrative and Office Expenses             | 49,888         | 14,935           | 14,935                     | 0              | 0.0%          | 14,935                     |
| Supplies                                       | 116,584        | 202,930          | 202,930                    | 0              | 0.0%          | 202,930                    |
| Professional Services                          | 179,951        | 268,620          | 287,820                    | 19,200         | 6.7%          | 287,820                    |
| Rental Expense                                 | 7,840          | 6,180            | 6,180                      | 0              | 0.0%          | 6,180                      |
| Utilities                                      | 66,124         | 38,480           | 50,547                     | 12,067         | 23.9%         | 50,547                     |
| Equipment                                      | 0              | 38,300           | 38,300                     | 0              | 0.0%          | 38,300                     |
| Vehicle/Equipment Maintenance                  | 32,763         | 28,325           | 28,325                     | 0              | 0.0%          | 28,325                     |
| Building Maintenance                           | 135,762        | 149,865          | 149,865                    | 0              | 0.0%          | 149,865                    |
| <b>Revenues</b>                                | <b>131</b>     | <b>0</b>         | <b>495,280</b>             | <b>495,280</b> | <b>100.0%</b> | <b>495,280</b>             |
| Other Revenue                                  | 11             | 0                | 0                          | 0              |               | 0                          |
| Transfers In                                   | 0              | 0                | 495,280                    | 495,280        | 100.0%        | 495,280                    |
| Debt Service                                   | 120            | 0                | 0                          | 0              |               | 0                          |



| Account                         | 2018 Actual | 2019 revised | 2020 City Manager Proposed | \$ Change      | % Change      | 2021 City Manager Proposed |
|---------------------------------|-------------|--------------|----------------------------|----------------|---------------|----------------------------|
| <b>213 - PUBLIC WORKS/SEWER</b> |             |              |                            |                |               |                            |
| <b>Expenses</b>                 | <b>0</b>    | <b>0</b>     | <b>475,955</b>             | <b>475,955</b> | <b>100.0%</b> | <b>475,955</b>             |
| Salaries and Wages              | 0           | 0            | 358,558                    | 358,558        | 100.0%        | 358,558                    |
| Benefits                        | 0           | 0            | 117,397                    | 117,397        | 100.0%        | 117,397                    |
| Insurance                       | 0           | 0            | 65,076                     | 65,076         | 100.0%        | 65,076                     |
| Retirement                      | 0           | 0            | 26,606                     | 26,606         | 100.0%        | 26,606                     |
| Employee Benefits               | 0           | 0            | 74                         | 74             | 100.0%        | 74                         |
| Taxes                           | 0           | 0            | 25,641                     | 25,641         | 100.0%        | 25,641                     |
| <b>Revenues</b>                 | <b>0</b>    | <b>0</b>     | <b>475,955</b>             | <b>475,955</b> | <b>100.0%</b> | <b>475,955</b>             |
| Transfers In                    | 0           | 0            | 475,955                    | 475,955        | 100.0%        | 475,955                    |



| Account                               | 2018 Actual | 2019 revised | 2020 City Manager Proposed | \$ Change      | % Change      | 2021 City Manager Proposed |
|---------------------------------------|-------------|--------------|----------------------------|----------------|---------------|----------------------------|
| <b>215 - PUBLIC WORKS/STORM DRAIN</b> |             |              |                            |                |               |                            |
| <b>Expenses</b>                       | <b>0</b>    | <b>0</b>     | <b>369,896</b>             | <b>369,896</b> | <b>100.0%</b> | <b>369,896</b>             |
| Salaries and Wages                    | 0           | 0            | 279,382                    | 279,382        | 100.0%        | 279,382                    |
| <b>Benefits</b>                       | <b>0</b>    | <b>0</b>     | <b>90,514</b>              | <b>90,514</b>  | <b>100.0%</b> | <b>90,514</b>              |
| Insurance                             | 0           | 0            | 49,037                     | 49,037         | 100.0%        | 49,037                     |
| Retirement                            | 0           | 0            | 21,816                     | 21,816         | 100.0%        | 21,816                     |
| Employee Benefits                     | 0           | 0            | 51                         | 51             | 100.0%        | 51                         |
| Taxes                                 | 0           | 0            | 19,610                     | 19,610         | 100.0%        | 19,610                     |
| <b>Revenues</b>                       | <b>0</b>    | <b>0</b>     | <b>369,896</b>             | <b>369,896</b> | <b>100.0%</b> | <b>369,896</b>             |
| Transfers In                          | 0           | 0            | 369,896                    | 369,896        | 100.0%        | 369,896                    |



| <b>Account</b> | <b>2018 Actual</b> | <b>2019 revised</b> | <b>2020 City Manager<br/>Proposed</b> | <b>\$ Change</b> | <b>%<br/>Change</b> | <b>2021 City Manager<br/>Proposed</b> |
|----------------|--------------------|---------------------|---------------------------------------|------------------|---------------------|---------------------------------------|
|----------------|--------------------|---------------------|---------------------------------------|------------------|---------------------|---------------------------------------|



| Account   | 2018 Actual    | 2019 revised   | 2020 City Manager<br>Proposed | \$ Change     | %<br>Change  | 2021 City Manager<br>Proposed |
|---|----------------|----------------|-------------------------------|---------------|--------------|-------------------------------|
| <b>221 - REC &amp; COMMUNITY SVCS ADMIN DIV</b> |                |                |                               |               |              |                               |
| <b>Expenses</b>                                 | <b>387,342</b> | <b>395,234</b> | <b>452,255</b>                | <b>57,021</b> | <b>12.6%</b> | <b>468,716</b>                |
| Salaries and Wages                              | 221,278        | 250,000        | 251,317                       | 1,317         | 0.5%         | 263,883                       |
| <b>Benefits</b>                                 | <b>62,916</b>  | <b>62,234</b>  | <b>77,908</b>                 | <b>15,674</b> | <b>20.1%</b> | <b>81,803</b>                 |
| Insurance                                       | 25,516         | 28,367         | 36,282                        | 7,915         | 21.8%        | 38,096                        |
| Retirement                                      | 23,175         | 22,731         | 28,266                        | 5,535         | 19.6%        | 29,679                        |
| Employee Benefits                               | 18             | 22             | 29                            | 7             | 24.1%        | 30                            |
| Taxes   | 14,207         | 11,115         | 13,331                        | 2,216         | 16.6%        | 13,998                        |
| <b>Other Expenses</b>                           | <b>103,148</b> | <b>83,000</b>  | <b>123,030</b>                | <b>40,030</b> | <b>32.5%</b> | <b>123,030</b>                |
| Dues, Memberships, Publications, and Trainings  | 5,668          | 9,000          | 9,000                         | 0             | 0.0%         | 9,000                         |
| Administrative and Office Expenses              | 62,047         | 59,500         | 94,350                        | 34,850        | 36.9%        | 94,350                        |
| Supplies  | 3,210          | 2,500          | 2,000                         | (500)         | -25.0%       | 2,000                         |
| Rental Expense                                  | 8,125          | 9,000          | 9,000                         | 0             | 0.0%         | 9,000                         |
| Utilities                                       | 21,906         | 0              | 8,680                         | 8,680         | 100.0%       | 8,680                         |
| Equipment                                       | 2,192          | 3,000          | 0                             | (3,000)       |              | 0                             |
| <b>Revenues</b>                                 | <b>8,168</b>   | <b>17,100</b>  | <b>17,680</b>                 | <b>580</b>    | <b>3.3%</b>  | <b>20,080</b>                 |
| Other Revenue                                   | 8,168          | 17,100         | 17,680                        | 580           | 3.3%         | 20,080                        |



| Account  | 2018 Actual      | 2019 revised     | 2020 City Manager<br>Proposed | \$ Change     | %<br>Change  | 2021 City Manager<br>Proposed |
|--|------------------|------------------|-------------------------------|---------------|--------------|-------------------------------|
| <b>222 - REC &amp; CMTY SVC/RECREATION DIV</b> |                  |                  |                               |               |              |                               |
| <b>Expenses</b>                                | <b>1,041,349</b> | <b>1,062,357</b> | <b>1,073,720</b>              | <b>11,363</b> | <b>1.1%</b>  | <b>1,138,075</b>              |
| Salaries and Wages                             | 368,597          | 420,224          | 396,037                       | (24,187)      | -6.1%        | 412,444                       |
| <b>Benefits</b>                                | <b>127,508</b>   | <b>143,908</b>   | <b>170,833</b>                | <b>26,925</b> | <b>15.8%</b> | <b>179,281</b>                |
| Insurance                                      | 78,827           | 85,559           | 109,327                       | 23,768        | 21.7%        | 114,793                       |
| Retirement                                     | 23,391           | 30,339           | 32,083                        | 1,744         | 5.4%         | 33,687                        |
| Employee Benefits                              | 71               | 103              | 101                           | (2)           | -2.2%        | 101                           |
| Taxes  | 25,220           | 27,907           | 29,322                        | 1,415         | 4.8%         | 30,700                        |
| <b>Other Expenses</b>                          | <b>545,244</b>   | <b>498,225</b>   | <b>506,850</b>                | <b>8,625</b>  | <b>1.7%</b>  | <b>546,350</b>                |
| Administrative and Office Expenses             | 15,870           | 22,400           | 15,500                        | (6,900)       | -44.5%       | 16,000                        |
| Advertising and Promotions                     | 17,213           | 44,475           | 40,100                        | (4,375)       | -10.9%       | 50,100                        |
| Supplies                                       | 54,780           | 35,000           | 37,000                        | 2,000         | 5.4%         | 41,000                        |
| Professional Services                          | 373,512          | 343,000          | 320,000                       | (23,000)      | -7.2%        | 320,000                       |
| Rental Expense                                 | 20,270           | 34,250           | 10,250                        | (24,000)      | -234.1%      | 35,250                        |
| Utilities                                      | 51,375           | 0                | 68,900                        | 68,900        | 100.0%       | 68,900                        |
| Equipment                                      | 11,212           | 17,000           | 13,000                        | (4,000)       | -30.8%       | 13,000                        |
| Vehicle/Equipment Maintenance                  | 1,012            | 2,100            | 2,100                         | 0             | 0.0%         | 2,100                         |
| <b>Revenues</b>                                | <b>950,566</b>   | <b>657,500</b>   | <b>646,500</b>                | <b>11,000</b> | <b>1.7%</b>  | <b>680,500</b>                |
| Revenues from Other Agencies                   | 25,000           | 0                |                               |               |              |                               |
| Current Service Charges                        | 741,413          | 533,500          | 504,000                       | (29,500)      | -5.9%        | 526,000                       |
| Other Revenue                                  | 184,153          | 124,000          | 142,500                       | 18,500        | 13.0%        | 154,500                       |



| Account   | 2018 Actual    | 2019 revised   | 2020 City Manager<br>Proposed | \$ Change      | %<br>Change  | 2021 City Manager<br>Proposed |
|---|----------------|----------------|-------------------------------|----------------|--------------|-------------------------------|
| <b>224 - REC &amp; CMTY SVCS/YTH&amp;SNR SVCS</b> |                |                |                               |                |              |                               |
| <b>Expenses</b>                                   | <b>861,359</b> | <b>706,427</b> | <b>848,514</b>                | <b>142,087</b> | <b>16.7%</b> | <b>864,016</b>                |
| Salaries and Wages                                | 511,196        | 409,652        | 455,180                       | 45,528         | 10.0%        | 467,839                       |
| Benefits  | 126,486        | 75,750         | 104,859                       | 29,109         | 27.8%        | 110,102                       |
| Insurance   | 60,805         | 27,414         | 51,926                        | 24,512         | 47.2%        | 54,522                        |
| Retirement  | 34,031         | 19,309         | 22,502                        | 3,193          | 14.2%        | 23,627                        |
| Employee Benefits                                 | 70             | 50             | 116                           | 66             | 56.6%        | 122                           |
| Taxes   | 31,580         | 28,977         | 30,315                        | 1,338          | 4.4%         | 31,831                        |
| Other Expenses                                    | 223,677        | 221,025        | 288,475                       | 67,450         | 23.4%        | 286,075                       |
| Dues, Memberships, Publications, and Trainings    | 164            | 4,400          | 6,100                         | 1,700          | 27.9%        | 6,100                         |
| Administrative and Office Expenses                | 29,393         | 25,800         | 16,450                        | (9,350)        | -56.8%       | 19,450                        |
| Advertising and Promotions                        | 750            | 1,000          | 8,250                         | 7,250          | 87.9%        | 8,250                         |
| Supplies  | 19,387         | 18,000         | 30,000                        | 12,000         | 40.0%        | 30,000                        |
| Professional Services                             | 129,254        | 141,100        | 133,500                       | (7,600)        | -5.7%        | 133,500                       |
| Rental Expense                                    | 7,435          | 9,000          | 25,500                        | 16,500         | 64.7%        | 19,000                        |
| Utilities   | 31,786         | 5,125          | 42,575                        | 37,450         | 88.0%        | 42,575                        |
| Equipment   | 776            | 5,000          | 8,000                         | 3,000          | 37.5%        | 8,000                         |
| Vehicle/Equipment Maintenance                     | 4,734          | 10,600         | 18,100                        | 7,500          | 41.4%        | 19,200                        |
| Safety Supplies                                   | 0              | 1,000          | 0                             | (1,000)        |              | 0                             |
| <b>Revenues</b>                                   | <b>552,426</b> | <b>542,800</b> | <b>598,000</b>                | <b>55,200</b>  | <b>9.2%</b>  | <b>637,750</b>                |
| Revenues from Other Agencies                      | 21,079         | 21,800         | 0                             | (21,800)       |              | 0                             |
| Current Service Charges                           | 513,624        | 485,000        | 558,000                       | 73,000         | 13.1%        | 597,750                       |
| Other Revenue                                     | 17,724         | 36,000         | 40,000                        | 4,000          | 10.0%        | 40,000                        |



| Account                                   | 2018 Actual  | 2019 revised | 2020 City Manager Proposed | \$ Change     | % Change     | 2021 City Manager Proposed |
|---|--------------|--------------|----------------------------|---------------|--------------|----------------------------|
| <b>225 - REC &amp; CMTY SVCS/ARTS DIV</b> |              |              |                            |               |              |                            |
| <b>Expenses</b>                           | <b>8,704</b> | <b>9,341</b> | <b>22,880</b>              | <b>13,539</b> | <b>59.2%</b> | <b>20,880</b>              |
| Salaries and Wages                        | 5,106        | 5,490        | 13,949                     | 8,459         | 60.6%        | 13,949                     |
| <b>Benefits</b>                           | <b>3,343</b> | <b>3,351</b> | <b>6,431</b>               | <b>3,080</b>  | <b>47.9%</b> | <b>6,431</b>               |
| Insurance                                 | 2,628        | 2,583        | 3,914                      | 1,331         | 34.0%        | 3,914                      |
| Retirement                                | 330          | 352          | 1,506                      | 1,154         | 76.6%        | 1,506                      |
| Employee Benefits                         | 2            | 3            | 4                          | 1             | 25.0%        | 4                          |
| Taxes                                     | 383          | 413          | 1,007                      | 594           | 59.0%        | 1,007                      |
| <b>Other Expenses</b>                     | <b>255</b>   | <b>500</b>   | <b>2,500</b>               | <b>2,000</b>  | <b>80.0%</b> | <b>500</b>                 |
| Administrative and Office Expenses        | 185          | 250          | 250                        | 0             | 0.0%         | 250                        |
| Advertising and Promotions                | 35           | 250          | 250                        | 0             | 0.0%         | 250                        |
| Professional Services                     | 35           | 0            | 2,000                      | 2,000         | 100.0%       | 0                          |
| <b>Revenues</b>                           | <b>218</b>   | <b>500</b>   | <b>500</b>                 | <b>0</b>      | <b>0.0%</b>  | <b>500</b>                 |
| Current Service Charges                   | 218          | 500          | 500                        | 0             | 0.0%         | 500                        |



| Account  | 2018 Actual    | 2019 revised   | 2020 City Manager Proposed | \$ Change        | % Change       | 2021 City Manager Proposed |
|--|----------------|----------------|----------------------------|------------------|----------------|----------------------------|
| <b>231 - COMMUNITY DEV/ ADMINISTRATION</b>     |                |                |                            |                  |                |                            |
| <b>Expenses</b>                                | <b>525,728</b> | <b>604,813</b> | <b>230,535</b>             | <b>(374,278)</b> | <b>-162.4%</b> | <b>230,535</b>             |
| Salaries and Wages                             | 283,027        | 355,693        | 148,192                    | (207,501)        | -140.0%        | 148,192                    |
| Benefits                                       | 98,094         | 76,910         | 36,342                     | (40,568)         | -111.6%        | 36,342                     |
| Insurance                                      | 49,577         | 27,360         | 15,026                     | (12,334)         | -82.1%         | 15,026                     |
| Retirement                                     | 28,393         | 23,150         | 11,383                     | (11,767)         | -103.4%        | 11,383                     |
| Employee Benefits                              | 41             | 33             | 18                         | (15)             | -79.9%         | 18                         |
| Taxes  | 20,082         | 26,367         | 9,915                      | (16,452)         | -165.9%        | 9,915                      |
| Other Expenses                                 | 23,257         | 47,650         | 46,000                     | (1,650)          | -3.6%          | 46,000                     |
| Dues, Memberships, Publications, and Trainings | 1,458          | 19,500         | 19,500                     | 0                | 0.0%           | 19,500                     |
| Administrative and Office Expenses             | 8,455          | 12,850         | 12,750                     | (100)            | -0.8%          | 12,750                     |
| Advertising and Promotions                     | 146            | 0              | 0                          | 0                |                | 0                          |
| Professional Services                          | 4,489          | 0              | 5,000                      | 5,000            | 100.0%         | 5,000                      |
| Utilities                                      | 8,457          | 15,000         | 8,050                      | (6,950)          | -86.3%         | 8,050                      |
| Misc Expense                                   | 92             | 100            | 500                        | 400              | 80.0%          | 500                        |
| Vehicle/Equipment Maintenance                  | 160            | 200            | 200                        | 0                | 0.0%           | 200                        |
| <b>Revenues</b>                                | <b>852,619</b> | <b>615,800</b> | <b>615,800</b>             | <b>0</b>         | <b>0.0%</b>    | <b>615,800</b>             |
| Licenses and Permits                           | 420,603        | 415,000        | 415,000                    | 0                | 0.0%           | 415,000                    |
| Current Service Charges                        | 177,620        | 200,600        | 200,600                    | 0                | 0.0%           | 200,600                    |
| Other Revenue                                  | 254,395        | 200            | 200                        | 0                | 0.0%           | 200                        |



| Account  | 2018 Actual    | 2019 revised   | 2020 City Manager<br>Proposed | \$ Change        | %<br>Change    | 2021 City Manager<br>Proposed |
|--|----------------|----------------|-------------------------------|------------------|----------------|-------------------------------|
| <b>232 - COMMUNITY DEV/ BUILDING DIV</b>       |                |                |                               |                  |                |                               |
| <b>Expenses</b>                                | <b>695,852</b> | <b>871,546</b> | <b>550,752</b>                | <b>(320,794)</b> | <b>-58.2%</b>  | <b>680,752</b>                |
| Salaries and Wages                             | 427,783        | 433,338        | 316,117                       | (117,221)        | -37.1%         | 316,117                       |
| <b>Benefits</b>                                | <b>125,820</b> | <b>122,158</b> | <b>84,785</b>                 | <b>(37,373)</b>  | <b>-44.1%</b>  | <b>84,785</b>                 |
| Insurance                                      | 55,438         | 50,988         | 37,802                        | (13,186)         | -34.9%         | 37,802                        |
| Retirement                                     | 40,490         | 40,117         | 24,561                        | (15,556)         | -63.3%         | 24,561                        |
| Employee Benefits                              | 66             | 83             | 37                            | (46)             | -126.3%        | 37                            |
| Taxes  | 29,826         | 30,970         | 22,385                        | (8,585)          | -38.4%         | 22,385                        |
| <b>Other Expenses</b>                          | <b>142,249</b> | <b>316,050</b> | <b>149,850</b>                | <b>(166,200)</b> | <b>-110.9%</b> | <b>279,850</b>                |
| Dues, Memberships, Publications, and Trainings | 3,420          | 5,000          | 8,000                         | 3,000            | 37.5%          | 8,000                         |
| Administrative and Office Expenses             | 469            | 11,850         | 1,350                         | (10,500)         | -777.8%        | 1,350                         |
| Advertising and Promotions                     | 105            | 3,700          | 0                             | (3,700)          |                | 0                             |
| Professional Services                          | 137,743        | 290,000        | 135,000                       | (155,000)        | -114.8%        | 265,000                       |
| Misc Expense                                   | 0              | 3,700          | 3,700                         | 0                | 0.0%           | 3,700                         |
| Utilities                                      | 165            | 1,300          | 1,300                         | 0                | 0.0%           | 1,300                         |
| Vehicle/Equipment Maintenance                  | 347            | 500            | 500                           | 0                | 0.0%           | 500                           |
| <b>Revenues</b>                                | <b>0</b>       | <b>0</b>       | <b>47,833</b>                 | <b>47,833</b>    | <b>100.0%</b>  | <b>47,833</b>                 |
| Transfers In                                   | 0              | 0              | 47,833                        | 47,833           | 100.0%         | 47,833                        |



| Account  | 2018 Actual   | 2019 revised  | 2020 City Manager Proposed | \$ Change      | % Change      | 2021 City Manager Proposed |
|--|---------------|---------------|----------------------------|----------------|---------------|----------------------------|
| <b>233 - COMMUNITY DEV/ PLANNING DIV</b>       |               |               |                            |                |               |                            |
| <b>Expenses</b>                                | <b>19,421</b> | <b>27,750</b> | <b>406,233</b>             | <b>378,483</b> | <b>93.2%</b>  | <b>452,768</b>             |
| <b>Salaries and Wages</b>                      | <b>0</b>      | <b>0</b>      | <b>204,873</b>             | <b>204,873</b> | <b>100.0%</b> | <b>204,873</b>             |
| <b>Benefits</b>                                | <b>0</b>      | <b>0</b>      | <b>53,110</b>              | <b>53,110</b>  | <b>100.0%</b> | <b>49,645</b>              |
| Insurance                                      | 0             | 0             | 21,959                     | 21,959         | 100.0%        | 21,959                     |
| Retirement                                     | 0             | 0             | 16,635                     | 16,635         | 100.0%        | 13,170                     |
| Employee Benefits                              | 0             | 0             | 27                         | 27             | 100.0%        | 27                         |
| Taxes  | 0             | 0             | 14,489                     | 14,489         | 100.0%        | 14,489                     |
| <b>Other Expenses</b>                          | <b>19,421</b> | <b>27,750</b> | <b>148,250</b>             | <b>120,500</b> | <b>81.3%</b>  | <b>198,250</b>             |
| Dues, Memberships, Publications, and Trainings | 2,010         | 4,000         | 6,000                      | 2,000          | 33.3%         | 6,000                      |
| Administrative and Office Expenses             | 449           | 6,250         | 11,250                     | 5,000          | 44.4%         | 11,250                     |
| Advertising and Promotions                     | 271           | 0             | 1,000                      | 1,000          | 100.0%        | 1,000                      |
| Professional Services                          | 16,605        | 17,500        | 130,000                    | 112,500        | 86.5%         | 180,000                    |
| Utilities                                      | 86            | 0             | 0                          | 0              |               | 0                          |



| Account  | 2018 Actual   | 2019 revised  | 2020 City Manager Proposed | \$ Change      | % Change      | 2021 City Manager Proposed |
|--|---------------|---------------|----------------------------|----------------|---------------|----------------------------|
| <b>234 - COMMUNITY DEV/ TRANSPORTATION</b>     |               |               |                            |                |               |                            |
| <b>Expenses</b>                                | <b>38,936</b> | <b>39,450</b> | <b>312,933</b>             | <b>273,483</b> | <b>87.4%</b>  | <b>312,933</b>             |
| <b>Salaries and Wages</b>                      | <b>15,051</b> | <b>0</b>      | <b>204,873</b>             | <b>204,873</b> | <b>100.0%</b> | <b>204,873</b>             |
| <b>Benefits</b>                                | <b>1,236</b>  | <b>0</b>      | <b>53,110</b>              | <b>53,110</b>  | <b>100.0%</b> | <b>53,110</b>              |
| Insurance                                      | 85            | 0             | 21,959                     | 21,959         | 100.0%        | 21,959                     |
| Retirement                                     | 0             | 0             | 16,635                     | 16,635         | 100.0%        | 16,635                     |
| Employee Benefits                              | 0             | 0             | 27                         | 27             | 100.0%        | 27                         |
| Taxes  | 1,151         | 0             | 14,489                     | 14,489         | 100.0%        | 14,489                     |
| <b>Other Expenses</b>                          | <b>22,649</b> | <b>39,450</b> | <b>54,950</b>              | <b>15,500</b>  | <b>28.2%</b>  | <b>54,950</b>              |
| Dues, Memberships, Publications, and Trainings | (19)          | 2,000         | 2,700                      | 700            | 25.9%         | 2,700                      |
| Administrative and Office Expenses             | 1,973         | 2,450         | 2,250                      | (200)          | -8.9%         | 2,250                      |
| Advertising and Promotions                     | 417           | 0             |                            |                |               |                            |
| Professional Services                          | 20,278        | 35,000        | 50,000                     | 15,000         | 30.0%         | 50,000                     |



| Account  | 2018 Actual   | 2019 revised  | 2020 City Manager Proposed | \$ Change     | % Change      | 2021 City Manager Proposed |
|--|---------------|---------------|----------------------------|---------------|---------------|----------------------------|
| <b>235 - COMMUNITY DEV/ ECONOMIC DEV</b>       |               |               |                            |               |               |                            |
| <b>Expenses</b>                                | <b>30,954</b> | <b>54,000</b> | <b>108,299</b>             | <b>54,299</b> | <b>50.1%</b>  | <b>93,299</b>              |
| <b>Salaries and Wages</b>                      | <b>0</b>      | <b>0</b>      | <b>43,121</b>              | <b>43,121</b> | <b>100.0%</b> | <b>43,121</b>              |
| <b>Benefits</b>                                | <b>0</b>      | <b>0</b>      | <b>11,178</b>              | <b>11,178</b> | <b>100.0%</b> | <b>11,178</b>              |
| Insurance                                      | 0             | 0             | 4,622                      | 4,622         | 100.0%        | 4,622                      |
| Retirement                                     | 0             | 0             | 3,501                      | 3,501         | 100.0%        | 3,501                      |
| Employee Benefits                              | 0             | 0             | 6                          | 6             | 100.0%        | 6                          |
| Taxes  | 0             | 0             | 3,050                      | 3,050         | 100.0%        | 3,050                      |
| <b>Other Expenses</b>                          | <b>30,954</b> | <b>54,000</b> | <b>54,000</b>              | <b>0</b>      | <b>0.0%</b>   | <b>39,000</b>              |
| Dues, Memberships, Publications, and Trainings | 5,515         | 3,000         | 3,000                      | 0             | 0.0%          | 3,000                      |
| Professional Services                          | 15,439        | 20,000        | 20,000                     | 0             | 0.0%          | 5,000                      |
| Equipment                                      | 0             | 1,000         | 1,000                      | 0             | 0.0%          | 1,000                      |
| Misc Expense                                   | 10,000        | 30,000        | 30,000                     | 0             | 0.0%          | 30,000                     |



| Account  | 2018 Actual   | 2019 revised  | 2020 City Manager<br>Proposed | \$ Change      | %<br>Change  | 2021 City Manager<br>Proposed |
|--|---------------|---------------|-------------------------------|----------------|--------------|-------------------------------|
| <b>236 - COM DV/ENVIRONMENTAL RESOURCES</b>    |               |               |                               |                |              |                               |
| <b>Expenses</b>                                | <b>32,531</b> | <b>48,222</b> | <b>256,571</b>                | <b>208,349</b> | <b>81.2%</b> | <b>186,571</b>                |
| Salaries and Wages                             | 18,826        | 17,184        | 118,857                       | 101,673        | 85.5%        | 118,857                       |
| <b>Benefits</b>                                | <b>3,798</b>  | <b>3,538</b>  | <b>30,714</b>                 | <b>27,176</b>  | <b>88.5%</b> | <b>30,714</b>                 |
| Insurance                                      | 267           | 253           | 12,558                        | 12,305         | 98.0%        | 12,558                        |
| Retirement                                     | 2,379         | 2,235         | 9,760                         | 7,525          | 77.1%        | 9,760                         |
| Employee Benefits                              | 2             | 3             | 16                            | 13             | 80.8%        | 16                            |
| Taxes  | 1,150         | 1,047         | 8,381                         | 7,334          | 87.5%        | 8,381                         |
| <b>Other Expenses</b>                          | <b>9,907</b>  | <b>27,500</b> | <b>107,000</b>                | <b>79,500</b>  | <b>74.3%</b> | <b>37,000</b>                 |
| Dues, Memberships, Publications, and Trainings | 113           | 2,500         | 2,000                         | (500)          | -25.0%       | 2,000                         |
| Administrative and Office Expenses             | 70            | 0             | 0                             | 0              |              | 0                             |
| Advertising and Promotions                     | 639           | 0             | 0                             | 0              |              | 0                             |
| Professional Services                          | 9,086         | 25,000        | 105,000                       | 80,000         | 76.2%        | 35,000                        |
| <b>Revenues</b>                                | <b>55,600</b> | <b>54,000</b> | <b>67,638</b>                 | <b>13,638</b>  | <b>20.2%</b> | <b>67,638</b>                 |
| Other Revenue                                  | 55,600        | 54,000        | 54,000                        | 0              | 0.0%         | 54,000                        |
| Transfers In                                   | 0             | 0             | 13,638                        | 13,638         | 100.0%       | 13,638                        |



# *City of Albany*

## GENERAL FUND RESERVE POLICY



1000 San Pablo Avenue  
Albany, CA 94706  
510.528.5710

[www.albanyca.org](http://www.albanyca.org)  
[cityhall@albanyca.org](mailto:cityhall@albanyca.org)

Resolution No. 2019-47, Exhibit A  
Adopted June 17, 2019

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## TABLE OF CONTENTS

|  |   |
|--|---|
| SECTION 1: PURPOSE.....  | 5 |
| SECTION 2: TARGET RESERVE LEVELS .....                         | 5 |
| SECTION 3: FUNDING TARGET BALANCE .....                        | 5 |
| SECTION 4: CONDITIONS FOR USE OF RESERVES .....                | 5 |
| SECTION 5: USE OF BALANCES EXCEEDING THE MINIMUM BALANCE ..... | 5 |
| SECTION 6: REVIEW .....  | 6 |

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## **SECTION 1: PURPOSE**

The purpose of this policy is to establish adequate financial reserves in order to prepare for the impact of economic cycles, natural disasters, and other events that may influence essential City services. For purposes of this Policy, the definition of “reserves” is limited to the portion of fund balance that is unreserved. Unreserved is to mean not set aside for existing legal obligations of the City, or other Council directed purposes (capital/equipment reserve accounts, special projects, etc.).

## **SECTION 2: TARGET RESERVE LEVELS**

The target level for total General Fund Reserves shall be at a minimum level of 25% of the adopted expenses.

## **SECTION 3: FUNDING TARGET BALANCE**

As of June 30, 2018, the City has enough reserve to cover the reserve amounts outlined in Section 2. However, if the City’s reserves should fall below that amount, the City will strive to restore these balances within a three-year period. Actions that may be considered to restore the balance include:

- Strategically reducing general fund operating budgets;
- Conduct a revenue study to update General Fund revenue sources which may have fallen behind;
- Conduct an analysis of general fund cost allocation to plan and ensure other City funds are paying the appropriate fees for administration.

## **SECTION 4: CONDITIONS FOR USE OF RESERVES**

The use of reserves shall be limited to unanticipated, non-recurring needs, or anticipated future obligations. Fund balances shall not be used for normal or recurring annual operating expenditures. Uses may include, but are not limited to:

- Interrupted cash flows;
- Emergencies/disaster;
- Capital and infrastructure needs which lack other funding sources.

The City Manager is authorized to make recommendations to the City Council for use of reserves. Any recommendation shall be accompanied by a proposal for the replenishment of the reserves to the City Council.

## **SECTION 5: USE OF BALANCES EXCEEDING THE MINIMUM BALANCE**

Amounts in excess of the reserve amount set in Section 2, including year-end surplus, should not be relied on in future budget periods and should only be used to stabilize existing revenues in times of economic downturn and for nonrecurring expenditures. The City Manager is authorized to make recommendations to the City Council to use any funds exceeding the minimum balance at any time to fund nonrecurring expenditures such as:

- Unfunded pension liabilities;
- Capital improvements;
- Equipment purchases;
- Other, one-time expenditures that are non-recurring in nature and which will not require additional future expense outlay for maintenance, additional staffing or other recurring expenditures.

#### **SECTION 6: REVIEW**

This policy shall be reviewed by the Finance Director each year during the preparation of the operating budget, and at least every 5 years by the City Council.



CITY OF ALBANY SALARY SCHEDULE  
FY 2019-20 and 2020-21

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10), February 10, 2020 (Reso. 2020-16),  
July 1, 2020 (Reso. 2020-53)

**Regular Full-Time and Part-Time Classifications**

| CLASSIFICATION                   | Unit | Effective  | Pay Basis | STEPS WITHIN RANGE |            |            |            |            |   |   |
|----------------------------------|------|------------|-----------|--------------------|------------|------------|------------|------------|---|---|
|                                  |      |            |           | 1                  | 2          | 3          | 4          | 5          | 6 | 7 |
| Accountant                       | MGMT | 02-10-2020 | Hourly    | \$ 35.9654         | \$ 37.7654 | \$ 39.6519 | \$ 41.6365 | \$ 43.7192 |   |   |
|                                  |      |            | Monthly   | \$ 6,234           | \$ 6,546   | \$ 6,873   | \$ 7,217   | \$ 7,578   |   |   |
|                                  |      |            | Annual    | \$ 74,808          | \$ 78,552  | \$ 82,476  | \$ 86,604  | \$ 90,936  |   |   |
| Accounting Supervisor            | MGMT | 02-10-2020 | Hourly    | \$ 41.5500         | \$ 43.6269 | \$ 45.8078 | \$ 48.0981 | \$ 50.5039 |   |   |
|                                  |      |            | Monthly   | \$ 7,202           | \$ 7,562   | \$ 7,940   | \$ 8,337   | \$ 8,754   |   |   |
|                                  |      |            | Annual    | \$ 86,424          | \$ 90,744  | \$ 95,280  | \$ 100,044 | \$ 105,048 |   |   |
| Accounting Technician I          | SEIU | 10-07-2019 | Hourly    | \$ 21.9519         | \$ 23.0481 | \$ 24.2019 | \$ 25.4135 | \$ 26.6828 |   |   |
|                                  |      |            | Monthly   | \$ 3,805           | \$ 3,995   | \$ 4,195   | \$ 4,405   | \$ 4,625   |   |   |
|                                  |      |            | Annual    | \$ 45,660          | \$ 47,940  | \$ 50,340  | \$ 52,860  | \$ 55,500  |   |   |
| Accounting Technician II         | SEIU | 10-07-2019 | Hourly    | \$ 24.2019         | \$ 25.4135 | \$ 26.6828 | \$ 28.0154 | \$ 29.4173 |   |   |
|                                  |      |            | Monthly   | \$ 4,195           | \$ 4,405   | \$ 4,625   | \$ 4,856   | \$ 5,099   |   |   |
|                                  |      |            | Annual    | \$ 50,340          | \$ 52,860  | \$ 55,500  | \$ 58,272  | \$ 61,188  |   |   |
| Administrative Assistant         | SEIU | 10-07-2019 | Hourly    | \$ 26.6885         | \$ 28.0211 | \$ 29.4231 | \$ 30.8943 | \$ 32.4404 |   |   |
|                                  |      |            | Monthly   | \$ 4,626           | \$ 4,857   | \$ 5,100   | \$ 5,355   | \$ 5,623   |   |   |
|                                  |      |            | Annual    | \$ 55,512          | \$ 58,284  | \$ 61,200  | \$ 64,260  | \$ 67,476  |   |   |
| Assistant City Manager           | MGMT | 02-10-2020 | Hourly    | \$ 71.9135         | \$ 75.5078 | \$ 79.2808 | \$ 83.2443 | \$ 87.4039 |   |   |
|                                  |      |            | Monthly   | \$ 12,465          | \$ 13,088  | \$ 13,742  | \$ 14,429  | \$ 15,150  |   |   |
|                                  |      |            | Annual    | \$ 149,580         | \$ 157,056 | \$ 164,904 | \$ 173,148 | \$ 181,800 |   |   |
| Assistant Engineer               | MGMT | 02-10-2020 | Hourly    | \$ 38.4289         | \$ 40.3500 | \$ 42.3693 | \$ 44.4865 | \$ 46.7135 |   |   |
|                                  |      |            | Monthly   | \$ 6,661           | \$ 6,994   | \$ 7,344   | \$ 7,711   | \$ 8,097   |   |   |
|                                  |      |            | Annual    | \$ 79,932          | \$ 83,928  | \$ 88,128  | \$ 92,532  | \$ 97,164  |   |   |
| Assistant Planner                | SEIU | 10-07-2019 | Hourly    | \$ 30.7385         | \$ 32.2731 | \$ 33.8885 | \$ 35.5846 | \$ 37.3615 |   |   |
|                                  |      |            | Monthly   | \$ 5,328           | \$ 5,594   | \$ 5,874   | \$ 6,168   | \$ 6,476   |   |   |
|                                  |      |            | Annual    | \$ 63,936          | \$ 67,128  | \$ 70,488  | \$ 74,016  | \$ 77,712  |   |   |
| Assistant to the City Manager    | MGMT | 02-10-2020 | Hourly    | \$ 49.3558         | \$ 51.8250 | \$ 54.4154 | \$ 57.1385 | \$ 59.9943 |   |   |
|                                  |      |            | Monthly   | \$ 8,555           | \$ 8,983   | \$ 9,432   | \$ 9,904   | \$ 10,399  |   |   |
|                                  |      |            | Annual    | \$ 102,660         | \$ 107,796 | \$ 113,184 | \$ 118,848 | \$ 124,788 |   |   |
| Assistant Transportation Planner | SEIU | 10-07-2019 | Hourly    | \$ 30.7385         | \$ 32.2731 | \$ 33.8885 | \$ 35.5846 | \$ 37.3615 |   |   |
|                                  |      |            | Monthly   | \$ 5,328           | \$ 5,594   | \$ 5,874   | \$ 6,168   | \$ 6,476   |   |   |
|                                  |      |            | Annual    | \$ 63,936          | \$ 67,128  | \$ 70,488  | \$ 74,016  | \$ 77,712  |   |   |
| Associate Engineer               | MGMT | 02-10-2020 | Hourly    | \$ 43.6443         | \$ 45.8250 | \$ 48.1154 | \$ 50.5211 | \$ 53.0481 |   |   |
|                                  |      |            | Monthly   | \$ 7,565           | \$ 7,943   | \$ 8,340   | \$ 8,757   | \$ 9,195   |   |   |
|                                  |      |            | Annual    | \$ 90,780          | \$ 95,316  | \$ 100,080 | \$ 105,084 | \$ 110,340 |   |   |

CITY OF ALBANY SALARY SCHEDULE  
FY 2019-20 and 2020-21

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10), February 10, 2020 (Reso. 2020-16),  
July 1, 2020 (Reso. 2020-53)

**Regular Full-Time and Part-Time Classifications**

| CLASSIFICATION                           | Unit  | Effective  | Pay Basis | STEPS WITHIN RANGE |            |            |            |            |   |   |
|--|-------|------------|-----------|--------------------|------------|------------|------------|------------|---|---|
|  |       |            |           | 1                  | 2          | 3          | 4          | 5          | 6 | 7 |
| Associate Planner                        | MGMT  | 02-10-2020 | Hourly    | \$ 38.3308         | \$ 40.2461 | \$ 42.2596 | \$ 44.3711 | \$ 46.5923 |   |   |
|  |       |            | Monthly   | \$ 6,644           | \$ 6,976   | \$ 7,325   | \$ 7,691   | \$ 8,076   |   |   |
|  |       |            | Annual    | \$ 79,728          | \$ 83,712  | \$ 87,900  | \$ 92,292  | \$ 96,912  |   |   |
| Associate Transportation Planner         | MGMT  | 02-10-2020 | Hourly    | \$ 38.3308         | \$ 40.2461 | \$ 42.2596 | \$ 44.3711 | \$ 46.5923 |   |   |
|  |       |            | Monthly   | \$ 6,644           | \$ 6,976   | \$ 7,325   | \$ 7,691   | \$ 8,076   |   |   |
|  |       |            | Annual    | \$ 79,728          | \$ 83,712  | \$ 87,900  | \$ 92,292  | \$ 96,912  |   |   |
| Building Inspector I                     | SEIU  | 10-07-2019 | Hourly    | \$ 30.7385         | \$ 32.2731 | \$ 33.8885 | \$ 35.5846 | \$ 37.3615 |   |   |
|  |       |            | Monthly   | \$ 5,328           | \$ 5,594   | \$ 5,874   | \$ 6,168   | \$ 6,476   |   |   |
|  |       |            | Annual    | \$ 63,936          | \$ 67,128  | \$ 70,488  | \$ 74,016  | \$ 77,712  |   |   |
| Building Inspector II                    | SEIU  | 10-07-2019 | Hourly    | \$ 33.8943         | \$ 35.5904 | \$ 37.3673 | \$ 39.2365 | \$ 41.1981 |   |   |
|  |       |            | Monthly   | \$ 5,875           | \$ 6,169   | \$ 6,477   | \$ 6,801   | \$ 7,141   |   |   |
|  |       |            | Annual    | \$ 70,500          | \$ 74,028  | \$ 77,724  | \$ 81,612  | \$ 85,692  |   |   |
| Building Plans Examiner                  | MGMT  | 02-11-2019 | Hourly    | \$ 37.1596         | \$ 39.0173 | \$ 40.9673 | \$ 43.0154 | \$ 45.1673 |   |   |
|  |       |            | Monthly   | \$ 6,441           | \$ 6,763   | \$ 7,101   | \$ 7,456   | \$ 7,829   |   |   |
|  |       |            | Annual    | \$ 77,292          | \$ 81,156  | \$ 85,212  | \$ 89,472  | \$ 93,948  |   |   |
| CIP Program Manager                      | MGMT  | 02-10-2020 | Hourly    | \$ 54.0808         | \$ 56.7865 | \$ 59.6250 | \$ 62.6078 | \$ 65.7404 |   |   |
|  |       |            | Monthly   | \$ 9,374           | \$ 9,843   | \$ 10,335  | \$ 10,852  | \$ 11,395  |   |   |
|  |       |            | Annual    | \$ 112,488         | \$ 118,116 | \$ 124,020 | \$ 130,224 | \$ 136,740 |   |   |
| City Clerk                               | MGMT  | 02-10-2020 | Hourly    | \$ 49.3558         | \$ 51.8250 | \$ 54.4154 | \$ 57.1385 | \$ 59.9943 |   |   |
|  |       |            | Monthly   | \$ 8,555           | \$ 8,983   | \$ 9,432   | \$ 9,904   | \$ 10,399  |   |   |
|  |       |            | Annual    | \$ 102,660         | \$ 107,796 | \$ 113,184 | \$ 118,848 | \$ 124,788 |   |   |
| City Clerk/Assistant City Manager        | MGMT  | 02-10-2020 | Hourly    | \$ 68.4865         | \$ 71.9135 | \$ 75.5078 | \$ 79.2808 | \$ 83.2443 |   |   |
|  |       |            | Monthly   | \$ 11,871          | \$ 12,465  | \$ 13,088  | \$ 13,742  | \$ 14,429  |   |   |
|  |       |            | Annual    | \$ 142,452         | \$ 149,580 | \$ 157,056 | \$ 164,904 | \$ 173,148 |   |   |
| City Manager                             | MGMT  | 02-10-2020 | Hourly    |                    |            |            |            | \$ 99.7269 |   |   |
|  |       |            | Monthly   |                    |            |            |            | \$ 17,286  |   |   |
|  |       |            | Annual    |                    |            |            |            | \$ 207,432 |   |   |
| City Treasurer (0.4FTE - 832 hours/year) | ELECT | 04-19-2018 | Hourly    |                    |            |            |            | \$ 48.0000 |   |   |
|  |       |            | Monthly   |                    |            |            |            | \$ 3,328   |   |   |
|  |       |            | Annual    |                    |            |            |            | \$ 39,936  |   |   |
| Community Development Director           | MGMT  | 02-10-2020 | Hourly    | \$ 68.4865         | \$ 71.9135 | \$ 75.5078 | \$ 79.2808 | \$ 83.2443 |   |   |
|  |       |            | Monthly   | \$ 11,871          | \$ 12,465  | \$ 13,088  | \$ 13,742  | \$ 14,429  |   |   |
|  |       |            | Annual    | \$ 142,452         | \$ 149,580 | \$ 157,056 | \$ 164,904 | \$ 173,148 |   |   |

CITY OF ALBANY SALARY SCHEDULE  
FY 2019-20 and 2020-21

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10), February 10, 2020 (Reso. 2020-16),  
July 1, 2020 (Reso. 2020-53)

**Regular Full-Time and Part-Time Classifications**

| CLASSIFICATION                   | Unit               | Effective                | Pay Basis             | STEPS WITHIN RANGE       |                          |                          |                          |                          |            |            |
|----------------------------------|--------------------|--------------------------|-----------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|------------|------------|
|                                  |                    |                          |                       | 1                        | 2                        | 3                        | 4                        | 5                        | 6          | 7          |
| Community Development Technician | SEIU               | 10-07-2019               | Hourly                | \$ 27.6750               | \$ 29.0596               | \$ 30.5135               | \$ 32.0365               | \$ 33.6404               |            |            |
|                                  |                    |                          | Monthly               | \$ 4,797                 | \$ 5,037                 | \$ 5,289                 | \$ 5,553                 | \$ 5,831                 |            |            |
|                                  |                    |                          | Annual                | \$ 57,564                | \$ 60,444                | \$ 63,468                | \$ 66,636                | \$ 69,972                |            |            |
| Community Engagement Specialist  | MGMT               | 02-10-2020               | Hourly                | \$ 28.0039               | \$ 29.4058               | \$ 30.8769               | \$ 32.4231               | \$ 34.0443               |            |            |
|                                  |                    |                          | Monthly               | \$ 4,854                 | \$ 5,097                 | \$ 5,352                 | \$ 5,620                 | \$ 5,901                 |            |            |
|                                  |                    |                          | Annual                | \$ 58,248                | \$ 61,164                | \$ 64,224                | \$ 67,440                | \$ 70,812                |            |            |
| Council Member                   | ELECT              | 12-15-2010               | Monthly               | \$300.00                 |                          |                          |                          |                          |            |            |
| Executive Assistant              | MGMT               | 02-10-2020               | Hourly                | \$ 28.8461               | \$ 30.2885               | \$ 31.8058               | \$ 33.3981               | \$ 35.0654               |            |            |
|                                  |                    |                          | Monthly               | \$ 5,000                 | \$ 5,250                 | \$ 5,513                 | \$ 5,789                 | \$ 6,078                 |            |            |
|                                  |                    |                          | Annual                | \$ 60,000                | \$ 63,000                | \$ 66,156                | \$ 69,468                | \$ 72,936                |            |            |
| Finance Director                 | MGMT               | 02-10-2020               | Hourly                | \$ 68.4865               | \$ 71.9135               | \$ 75.5078               | \$ 79.2808               | \$ 83.2443               |            |            |
|                                  |                    |                          | Monthly               | \$ 11,871                | \$ 12,465                | \$ 13,088                | \$ 13,742                | \$ 14,429                |            |            |
|                                  |                    |                          | Annual                | \$ 142,452               | \$ 149,580               | \$ 157,056               | \$ 164,904               | \$ 173,148               |            |            |
| Financial Analyst                | MGMT               | 02-10-2020               | Hourly                | \$ 35.9654               | \$ 37.7654               | \$ 39.6519               | \$ 41.6365               | \$ 43.7193               |            |            |
|                                  |                    |                          | Monthly               | \$ 6,234                 | \$ 6,546                 | \$ 6,873                 | \$ 7,217                 | \$ 7,578                 |            |            |
|                                  |                    |                          | Annual                | \$ 74,808                | \$ 78,552                | \$ 82,476                | \$ 86,604                | \$ 90,936                |            |            |
| Financial Coordinator            | MGMT               | 02-10-2020               | Hourly                | \$ 32.6193               | \$ 34.2519               | \$ 35.9654               | \$ 37.7654               | \$ 39.6519               |            |            |
|                                  |                    |                          | Monthly               | \$ 5,654                 | \$ 5,937                 | \$ 6,234                 | \$ 6,546                 | \$ 6,873                 |            |            |
|                                  |                    |                          | Annual                | \$ 67,848                | \$ 71,244                | \$ 74,808                | \$ 78,552                | \$ 82,476                |            |            |
| <b><u>Finance Manager</u></b>    | <b><u>MGMT</u></b> | <b><u>07-01-2020</u></b> | <b><u>Hourly</u></b>  | <b><u>\$ 54.1269</u></b> | <b><u>\$ 56.8328</u></b> | <b><u>\$ 59.6769</u></b> | <b><u>\$ 62.6596</u></b> | <b><u>\$ 65.7923</u></b> |            |            |
|                                  |                    |                          | <b><u>Monthly</u></b> | <b><u>\$ 9,382</u></b>   | <b><u>\$ 9,851</u></b>   | <b><u>\$ 10,344</u></b>  | <b><u>\$ 10,861</u></b>  | <b><u>\$ 11,404</u></b>  |            |            |
|                                  |                    |                          | <b><u>Annual</u></b>  | <b><u>\$ 112,584</u></b> | <b><u>\$ 118,212</u></b> | <b><u>\$ 124,128</u></b> | <b><u>\$ 130,332</u></b> | <b><u>\$ 136,848</u></b> |            |            |
| Finance Supervisor               | MGMT               | 02-10-2020               | Hourly                | \$ 41.5500               | \$ 43.6269               | \$ 45.8078               | \$ 48.0981               | \$ 50.5039               |            |            |
|                                  |                    |                          | Monthly               | \$ 7,202                 | \$ 7,562                 | \$ 7,940                 | \$ 8,337                 | \$ 8,754                 |            |            |
|                                  |                    |                          | Annual                | \$ 86,424                | \$ 90,744                | \$ 95,280                | \$ 100,044               | \$ 105,048               |            |            |
| Fire Captain                     | AFFA               | 01-14-2019               | Hourly                | \$ 38.2665               | \$ 40.1786               | \$ 42.1896               | \$ 44.2995               | \$ 46.5165               | \$ 48.8406 | \$ 51.2844 |
|                                  |                    |                          | Monthly               | \$ 9,286                 | \$ 9,750                 | \$ 10,238                | \$ 10,750                | \$ 11,288                | \$ 11,852  | \$ 12,445  |
|                                  |                    |                          | Annual                | \$ 111,432               | \$ 117,000               | \$ 122,856               | \$ 129,000               | \$ 135,456               | \$ 142,224 | \$ 149,340 |
| Fire Chief                       | UNSFT              | 02-10-2020               | Hourly                | \$ 77.7058               | \$ 81.5885               | \$ 85.6673               | \$ 89.9481               | \$ 94.4481               |            |            |
|                                  |                    |                          | Monthly               | \$ 13,469                | \$ 14,142                | \$ 14,849                | \$ 15,591                | \$ 16,371                |            |            |
|                                  |                    |                          | Annual                | \$ 161,628               | \$ 169,704               | \$ 178,188               | \$ 187,092               | \$ 196,452               |            |            |
| Fire Engineer                    | AFFA               | 01-14-2019               | Hourly                | \$ 31.4794               | \$ 33.0536               | \$ 34.7102               | \$ 36.4451               | \$ 38.2665               | \$ 40.1786 | \$ 42.1896 |
|                                  |                    |                          | Monthly               | \$ 7,639                 | \$ 8,021                 | \$ 8,423                 | \$ 8,844                 | \$ 9,286                 | \$ 9,750   | \$ 10,238  |
|                                  |                    |                          | Annual                | \$ 91,668                | \$ 96,252                | \$ 101,076               | \$ 106,128               | \$ 111,432               | \$ 117,000 | \$ 122,856 |

CITY OF ALBANY SALARY SCHEDULE  
FY 2019-20 and 2020-21

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10), February 10, 2020 (Reso. 2020-16),  
July 1, 2020 (Reso. 2020-53)

**Regular Full-Time and Part-Time Classifications**

| CLASSIFICATION                 | Unit        | Effective         | Pay Basis      | STEPS WITHIN RANGE |                   |                   |                   |                   |            |            |
|--------------------------------|-------------|-------------------|----------------|--------------------|-------------------|-------------------|-------------------|-------------------|------------|------------|
|                                |             |                   |                | 1                  | 2                 | 3                 | 4                 | 5                 | 6          | 7          |
| Fire Fighter                   | AFFA        | 01-14-2019        | Hourly         | \$ 28.5495         | \$ 29.9794        | \$ 31.4794        | \$ 33.0536        | \$ 34.7102        | \$ 36.4451 | \$ 38.2665 |
|                                |             |                   | Monthly        | \$ 6,928           | \$ 7,275          | \$ 7,639          | \$ 8,021          | \$ 8,423          | \$ 8,844   | \$ 9,286   |
|                                |             |                   | Annual         | \$ 83,136          | \$ 87,300         | \$ 91,668         | \$ 96,252         | \$ 101,076        | \$ 106,128 | \$ 111,432 |
| <u>Fire Inspector</u>          | <u>MGMT</u> | <u>07-01-2020</u> | <u>Hourly</u>  | <u>\$ 35.5904</u>  | <u>\$ 37.3673</u> | <u>\$ 39.2365</u> | <u>\$ 41.1981</u> | <u>\$ 43.2578</u> |            |            |
|                                |             |                   | <u>Monthly</u> | <u>\$ 6,169</u>    | <u>\$ 6,477</u>   | <u>\$ 6,801</u>   | <u>\$ 7,141</u>   | <u>\$ 7,498</u>   |            |            |
|                                |             |                   | <u>Annual</u>  | <u>\$ 74,028</u>   | <u>\$ 77,724</u>  | <u>\$ 81,612</u>  | <u>\$ 85,692</u>  | <u>\$ 89,976</u>  |            |            |
| Fire Lieutenant                | AFFA        | 01-14-2019        | Hourly         | \$ 34.7102         | \$ 36.4451        | \$ 38.2665        | \$ 40.1786        | \$ 42.1896        | \$ 44.2995 | \$ 46.5165 |
|                                |             |                   | Monthly        | \$ 8,423           | \$ 8,844          | \$ 9,286          | \$ 9,750          | \$ 10,238         | \$ 10,750  | \$ 11,288  |
|                                |             |                   | Annual         | \$ 101,076         | \$ 106,128        | \$ 111,432        | \$ 117,000        | \$ 122,856        | \$ 129,000 | \$ 135,456 |
| Human Resources Analyst        | MGMT        | 02-10-2020        | Hourly         | \$ 37.1596         | \$ 39.0173        | \$ 40.9673        | \$ 43.0154        | \$ 45.1673        |            |            |
|                                |             |                   | Monthly        | \$ 6,441           | \$ 6,763          | \$ 7,101          | \$ 7,456          | \$ 7,829          |            |            |
|                                |             |                   | Annual         | \$ 77,292          | \$ 81,156         | \$ 85,212         | \$ 89,472         | \$ 93,948         |            |            |
| Human Resources Director       | MGMT        | 02-10-2020        | Hourly         | \$ 68.4865         | \$ 71.9135        | \$ 75.5078        | \$ 79.2808        | \$ 83.2443        |            |            |
|                                |             |                   | Monthly        | \$ 11,871          | \$ 12,465         | \$ 13,088         | \$ 13,742         | \$ 14,429         |            |            |
|                                |             |                   | Annual         | \$ 142,452         | \$ 149,580        | \$ 157,056        | \$ 164,904        | \$ 173,148        |            |            |
| Human Resources Technician     | MGMT        | 02-10-2020        | Hourly         | \$ 26.6885         | \$ 28.0211        | \$ 29.4231        | \$ 30.8943        | \$ 32.4404        |            |            |
|                                |             |                   | Monthly        | \$ 4,626           | \$ 4,857          | \$ 5,100          | \$ 5,355          | \$ 5,623          |            |            |
|                                |             |                   | Annual         | \$ 55,512          | \$ 58,284         | \$ 61,200         | \$ 64,260         | \$ 67,476         |            |            |
| Information Technology Analyst | MGMT        | 02-10-2020        | Hourly         | \$ 35.9193         | \$ 37.7135        | \$ 39.6000        | \$ 41.5789        | \$ 43.6558        |            |            |
|                                |             |                   | Monthly        | \$ 6,226           | \$ 6,537          | \$ 6,864          | \$ 7,207          | \$ 7,567          |            |            |
|                                |             |                   | Annual         | \$ 74,712          | \$ 78,444         | \$ 82,368         | \$ 86,484         | \$ 90,804         |            |            |
| Information Technology Manager | MGMT        | 02-10-2020        | Hourly         | \$ 48.5828         | \$ 51.0115        | \$ 53.5615        | \$ 56.2385        | \$ 59.0481        |            |            |
|                                |             |                   | Monthly        | \$ 8,421           | \$ 8,842          | \$ 9,284          | \$ 9,748          | \$ 10,235         |            |            |
|                                |             |                   | Annual         | \$ 101,052         | \$ 106,104        | \$ 111,408        | \$ 116,976        | \$ 122,820        |            |            |
| Lead Maintenance Worker        | SEIU        | 10-07-2019        | Hourly         | \$ 25.5865         | \$ 26.8673        | \$ 28.2115        | \$ 29.6250        | \$ 31.1078        |            |            |
|                                |             |                   | Monthly        | \$ 4,435           | \$ 4,657          | \$ 4,890          | \$ 5,135          | \$ 5,392          |            |            |
|                                |             |                   | Annual         | \$ 53,220          | \$ 55,884         | \$ 58,680         | \$ 61,620         | \$ 64,704         |            |            |
| Maintenance Worker I           | SEIU        | 10-07-2019        | Hourly         | \$ 21.9115         | \$ 23.0078        | \$ 24.1558        | \$ 25.3615        | \$ 26.6308        |            |            |
|                                |             |                   | Monthly        | \$ 3,798           | \$ 3,988          | \$ 4,187          | \$ 4,396          | \$ 4,616          |            |            |
|                                |             |                   | Annual         | \$ 45,576          | \$ 47,856         | \$ 50,244         | \$ 52,752         | \$ 55,392         |            |            |
| Maintenance Worker II          | SEIU        | 10-07-2019        | Hourly         | \$ 23.9019         | \$ 25.0961        | \$ 26.3539        | \$ 27.6693        | \$ 29.0539        |            |            |
|                                |             |                   | Monthly        | \$ 4,143           | \$ 4,350          | \$ 4,568          | \$ 4,796          | \$ 5,036          |            |            |
|                                |             |                   | Annual         | \$ 49,716          | \$ 52,200         | \$ 54,816         | \$ 57,552         | \$ 60,432         |            |            |

**CITY OF ALBANY SALARY SCHEDULE  
FY 2019-20 and 2020-21**

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10), February 10, 2020 (Reso. 2020-16),  
July 1, 2020 (Reso. 2020-53)

**Regular Full-Time and Part-Time Classifications**

| CLASSIFICATION                       | Unit  | Effective  | Pay Basis | STEPS WITHIN RANGE |            |            |            |            |            |            |
|--------------------------------------|-------|------------|-----------|--------------------|------------|------------|------------|------------|------------|------------|
|                                      |       |            |           | 1                  | 2          | 3          | 4          | 5          | 6          | 7          |
| Management Analyst                   | MGMT  | 02-10-2020 | Hourly    | \$ 37.1596         | \$ 39.0173 | \$ 40.9673 | \$ 43.0154 | \$ 45.1673 |            |            |
|                                      |       |            | Monthly   | \$ 6,441           | \$ 6,763   | \$ 7,101   | \$ 7,456   | \$ 7,829   |            |            |
|                                      |       |            | Annual    | \$ 77,292          | \$ 81,156  | \$ 85,212  | \$ 89,472  | \$ 93,948  |            |            |
| Media & Communications Administrator | MGMT  | 02-10-2020 | Hourly    | \$ 48.5828         | \$ 51.0115 | \$ 53.5615 | \$ 56.2385 | \$ 59.0481 |            |            |
|                                      |       |            | Monthly   | \$ 8,421           | \$ 8,842   | \$ 9,284   | \$ 9,748   | \$ 10,235  |            |            |
|                                      |       |            | Annual    | \$ 101,052         | \$ 106,104 | \$ 111,408 | \$ 116,976 | \$ 122,820 |            |            |
| Neighborhood Services Manager        | MGMT  | 02-10-2020 | Hourly    | \$ 48.5828         | \$ 51.0115 | \$ 53.5615 | \$ 56.2385 | \$ 59.0481 |            |            |
|                                      |       |            | Monthly   | \$ 8,421           | \$ 8,842   | \$ 9,284   | \$ 9,748   | \$ 10,235  |            |            |
|                                      |       |            | Annual    | \$ 101,052         | \$ 106,104 | \$ 111,408 | \$ 116,976 | \$ 122,820 |            |            |
| Office Assistant I                   | SEIU  | 10-07-2019 | Hourly    | \$ 18.0289         | \$ 18.9289 | \$ 19.8750 | \$ 20.8673 | \$ 21.9115 |            |            |
|                                      |       |            | Monthly   | \$ 3,125           | \$ 3,281   | \$ 3,445   | \$ 3,617   | \$ 3,798   |            |            |
|                                      |       |            | Annual    | \$ 37,500          | \$ 39,372  | \$ 41,340  | \$ 43,404  | \$ 45,576  |            |            |
| Office Assistant II                  | SEIU  | 10-07-2019 | Hourly    | \$ 19.8923         | \$ 20.8846 | \$ 21.9289 | \$ 23.0250 | \$ 24.1789 |            |            |
|                                      |       |            | Monthly   | \$ 3,448           | \$ 3,620   | \$ 3,801   | \$ 3,991   | \$ 4,191   |            |            |
|                                      |       |            | Annual    | \$ 41,376          | \$ 43,440  | \$ 45,612  | \$ 47,892  | \$ 50,292  |            |            |
| Payroll Technician                   | SEIU  | 10-07-2019 | Hourly    | \$ 26.6885         | \$ 28.0211 | \$ 29.4231 | \$ 30.8943 | \$ 32.4404 |            |            |
|                                      |       |            | Monthly   | \$ 4,626           | \$ 4,857   | \$ 5,100   | \$ 5,355   | \$ 5,623   |            |            |
|                                      |       |            | Annual    | \$ 55,512          | \$ 58,284  | \$ 61,200  | \$ 64,260  | \$ 67,476  |            |            |
| Planning Manager                     | MGMT  | 02-10-2020 | Hourly    | \$ 52.4711         | \$ 55.0961 | \$ 57.8539 | \$ 60.7443 | \$ 63.7789 |            |            |
|                                      |       |            | Monthly   | \$ 9,095           | \$ 9,550   | \$ 10,028  | \$ 10,529  | \$ 11,055  |            |            |
|                                      |       |            | Annual    | \$ 109,140         | \$ 114,600 | \$ 120,336 | \$ 126,348 | \$ 132,660 |            |            |
| Police Administrative Specialist     | SEIU  | 10-07-2019 | Hourly    | \$ 28.8115         | \$ 30.2539 | \$ 31.7654 | \$ 33.3519 | \$ 35.0193 |            |            |
|                                      |       |            | Monthly   | \$ 4,994           | \$ 5,244   | \$ 5,506   | \$ 5,781   | \$ 6,070   |            |            |
|                                      |       |            | Annual    | \$ 59,928          | \$ 62,928  | \$ 66,072  | \$ 69,372  | \$ 72,840  |            |            |
| Police Chief                         | UNSFT | 02-10-2020 | Hourly    | \$ 77.7058         | \$ 81.5885 | \$ 85.6673 | \$ 89.9481 | \$ 94.4481 |            |            |
|                                      |       |            | Monthly   | \$ 13,469          | \$ 14,142  | \$ 14,849  | \$ 15,591  | \$ 16,371  |            |            |
|                                      |       |            | Annual    | \$ 161,628         | \$ 169,704 | \$ 178,188 | \$ 187,092 | \$ 196,452 |            |            |
| Police Lieutenant                    | APOA  | 11-04-2019 | Hourly    | \$ 63.1385         | \$ 66.2943 | \$ 69.6115 | \$ 73.0904 | \$ 76.7423 | \$ 80.5789 | \$ 84.6058 |
|                                      |       |            | Monthly   | \$ 10,944          | \$ 11,491  | \$ 12,066  | \$ 12,669  | \$ 13,302  | \$ 13,967  | \$ 14,665  |
|                                      |       |            | Annual    | \$ 131,328         | \$ 137,892 | \$ 144,792 | \$ 152,028 | \$ 159,624 | \$ 167,604 | \$ 175,980 |
| Police Officer                       | APOA  | 11-04-2019 | Hourly    | \$ 42.4096         | \$ 44.5328 | \$ 46.7596 | \$ 49.0961 | \$ 51.5539 | \$ 54.1328 | \$ 56.8385 |
|                                      |       |            | Monthly   | \$ 7,351           | \$ 7,719   | \$ 8,105   | \$ 8,510   | \$ 8,936   | \$ 9,383   | \$ 9,852   |
|                                      |       |            | Annual    | \$ 88,212          | \$ 92,628  | \$ 97,260  | \$ 102,120 | \$ 107,232 | \$ 112,596 | \$ 118,224 |

**CITY OF ALBANY SALARY SCHEDULE  
FY 2019-20 and 2020-21**

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10), February 10, 2020 (Reso. 2020-16),  
July 1, 2020 (Reso. 2020-53)

**Regular Full-Time and Part-Time Classifications**

| CLASSIFICATION                           | Unit | Effective  | Pay Basis | STEPS WITHIN RANGE |            |            |            |            |            |            |
|--|------|------------|-----------|--------------------|------------|------------|------------|------------|------------|------------|
|  |      |            |           | 1                  | 2          | 3          | 4          | 5          | 6          | 7          |
| Police Records Assistant                 | SEIU | 02-10-2020 | Hourly    | \$ 24,2019         | \$ 25,4135 | \$ 26,6828 | \$ 28,0154 | \$ 29,4173 |            |            |
|  |      |            | Monthly   | \$ 4,195           | \$ 4,405   | \$ 4,625   | \$ 4,856   | \$ 5,099   |            |            |
|  |      |            | Annual    | \$ 50,340          | \$ 52,860  | \$ 55,500  | \$ 58,272  | \$ 61,188  |            |            |
| Police Records Specialist                | SEIU | 02-10-2020 | Hourly    | \$ 26,6250         | \$ 27,9578 | \$ 29,3539 | \$ 30,8193 | \$ 32,3596 |            |            |
|  |      |            | Monthly   | \$ 4,615           | \$ 4,846   | \$ 5,088   | \$ 5,342   | \$ 5,609   |            |            |
|  |      |            | Annual    | \$ 55,380          | \$ 58,152  | \$ 61,056  | \$ 64,104  | \$ 67,308  |            |            |
| Public Safety Dispatcher                 | APOA | 11-04-2019 | Hourly    | \$ 31,5519         | \$ 33,1269 | \$ 34,7828 | \$ 36,5193 | \$ 38,3481 | \$ 40,2635 | \$ 42,2769 |
|  |      |            | Monthly   | \$ 5,469           | \$ 5,742   | \$ 6,029   | \$ 6,330   | \$ 6,647   | \$ 6,979   | \$ 7,328   |
|  |      |            | Annual    | \$ 65,628          | \$ 68,904  | \$ 72,348  | \$ 75,960  | \$ 79,764  | \$ 83,748  | \$ 87,936  |
| Police Sergeant                          | APOA | 11-04-2019 | Hourly    | \$ 50,0654         | \$ 52,5693 | \$ 55,2000 | \$ 57,9578 | \$ 60,8539 | \$ 63,8943 | \$ 67,0904 |
|  |      |            | Monthly   | \$ 8,678           | \$ 9,112   | \$ 9,568   | \$ 10,046  | \$ 10,548  | \$ 11,075  | \$ 11,629  |
|  |      |            | Annual    | \$ 104,136         | \$ 109,344 | \$ 114,816 | \$ 120,552 | \$ 126,576 | \$ 132,900 | \$ 139,548 |
| Police Services Technician I             | APOA | 11-04-2019 | Hourly    | \$ 25,6211         | \$ 26,9019 | \$ 28,2461 | \$ 29,6596 | \$ 31,1423 | \$ 32,7000 | \$ 34,3328 |
|  |      |            | Monthly   | \$ 4,441           | \$ 4,663   | \$ 4,896   | \$ 5,141   | \$ 5,398   | \$ 5,668   | \$ 5,951   |
|  |      |            | Annual    | \$ 53,292          | \$ 55,956  | \$ 58,752  | \$ 61,692  | \$ 64,776  | \$ 68,016  | \$ 71,412  |
| Police Services Technician II            | APOA | 11-04-2019 | Hourly    | \$ 28,4308         | \$ 29,8500 | \$ 31,3443 | \$ 32,9135 | \$ 34,5578 | \$ 36,2885 | \$ 38,1058 |
|  |      |            | Monthly   | \$ 4,928           | \$ 5,174   | \$ 5,433   | \$ 5,705   | \$ 5,990   | \$ 6,290   | \$ 6,605   |
|  |      |            | Annual    | \$ 59,136          | \$ 62,088  | \$ 65,196  | \$ 68,460  | \$ 71,880  | \$ 75,480  | \$ 79,260  |
| Program Manager                          | MGMT | 02-10-2020 | Hourly    | \$ 48,5828         | \$ 51,0115 | \$ 53,5615 | \$ 56,2385 | \$ 59,0481 |            |            |
|  |      |            | Monthly   | \$ 8,421           | \$ 8,842   | \$ 9,284   | \$ 9,748   | \$ 10,235  |            |            |
|  |      |            | Annual    | \$ 101,052         | \$ 106,104 | \$ 111,408 | \$ 116,976 | \$ 122,820 |            |            |
| Project Manager                          | MGMT | 02-10-2020 | Hourly    | \$ 48,5828         | \$ 51,0115 | \$ 53,5615 | \$ 56,2385 | \$ 59,0481 |            |            |
|  |      |            | Monthly   | \$ 8,421           | \$ 8,842   | \$ 9,284   | \$ 9,748   | \$ 10,235  |            |            |
|  |      |            | Annual    | \$ 101,052         | \$ 106,104 | \$ 111,408 | \$ 116,976 | \$ 122,820 |            |            |
| Public Works Director/City Engineer      | MGMT | 02-10-2020 | Hourly    | \$ 71,3769         | \$ 74,9481 | \$ 78,6981 | \$ 82,6328 | \$ 86,7635 |            |            |
|  |      |            | Monthly   | \$ 12,372          | \$ 12,991  | \$ 13,641  | \$ 14,323  | \$ 15,039  |            |            |
|  |      |            | Annual    | \$ 148,464         | \$ 155,892 | \$ 163,692 | \$ 171,876 | \$ 180,468 |            |            |
| Public Works Manager                     | MGMT | 02-10-2020 | Hourly    | \$ 54,1269         | \$ 56,8328 | \$ 59,6769 | \$ 62,6596 | \$ 65,7923 |            |            |
|  |      |            | Monthly   | \$ 9,382           | \$ 9,851   | \$ 10,344  | \$ 10,861  | \$ 11,404  |            |            |
|  |      |            | Annual    | \$ 112,584         | \$ 118,212 | \$ 124,128 | \$ 130,332 | \$ 136,848 |            |            |
| Recreation & Community Services Director | MGMT | 02-10-2020 | Hourly    | \$ 68,4865         | \$ 71,9135 | \$ 75,5078 | \$ 79,2808 | \$ 83,2443 |            |            |
|  |      |            | Monthly   | \$ 11,871          | \$ 12,465  | \$ 13,088  | \$ 13,742  | \$ 14,429  |            |            |
|  |      |            | Annual    | \$ 142,452         | \$ 149,580 | \$ 157,056 | \$ 164,904 | \$ 173,148 |            |            |

CITY OF ALBANY SALARY SCHEDULE

FY 2019-20 and 2020-21

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10), February 10, 2020 (Reso. 2020-16), July 1, 2020 (Reso. 2020-53)

**Regular Full-Time and Part-Time Classifications**

| CLASSIFICATION                          | Unit | Effective  | Pay Basis | STEPS WITHIN RANGE |            |            |            |            |   |   |
|---|------|------------|-----------|--------------------|------------|------------|------------|------------|---|---|
|   |      |            |           | 1                  | 2          | 3          | 4          | 5          | 6 | 7 |
| Recreation & Community Services Manager | MGMT | 02-10-2020 | Hourly    | \$ 50.4578         | \$ 52.9789 | \$ 55.6269 | \$ 58.4078 | \$ 61.3269 |   |   |
|   |      |            | Monthly   | \$ 8,746           | \$ 9,183   | \$ 9,642   | \$ 10,124  | \$ 10,630  |   |   |
|   |      |            | Annual    | \$ 104,952         | \$ 110,196 | \$ 115,704 | \$ 121,488 | \$ 127,560 |   |   |
| Recreation Coordinator I                | SEIU | 10-07-2019 | Hourly    | \$ 19.2000         | \$ 20.1578 | \$ 21.1673 | \$ 22.2231 | \$ 23.3365 |   |   |
|   |      |            | Monthly   | \$ 3,328           | \$ 3,494   | \$ 3,669   | \$ 3,852   | \$ 4,045   |   |   |
|   |      |            | Annual    | \$ 39,936          | \$ 41,928  | \$ 44,028  | \$ 46,224  | \$ 48,540  |   |   |
| Recreation Coordinator II               | SEIU | 10-07-2019 | Hourly    | \$ 22.6039         | \$ 23.7346 | \$ 24.9231 | \$ 26.1693 | \$ 27.4789 |   |   |
|   |      |            | Monthly   | \$ 3,918           | \$ 4,114   | \$ 4,320   | \$ 4,536   | \$ 4,763   |   |   |
|   |      |            | Annual    | \$ 47,016          | \$ 49,368  | \$ 51,840  | \$ 54,432  | \$ 57,156  |   |   |
| Recreation Supervisor                   | MGMT | 02-10-2020 | Hourly    | \$ 33.9058         | \$ 35.6019 | \$ 37.3846 | \$ 39.2539 | \$ 41.2154 |   |   |
|   |      |            | Monthly   | \$ 5,877           | \$ 6,171   | \$ 6,480   | \$ 6,804   | \$ 7,144   |   |   |
|   |      |            | Annual    | \$ 70,524          | \$ 74,052  | \$ 77,760  | \$ 81,648  | \$ 85,728  |   |   |
| Senior & Human Services Director        | MGMT | 02-10-2020 | Hourly    | \$ 68.4865         | \$ 71.9135 | \$ 75.5078 | \$ 79.2808 | \$ 83.2443 |   |   |
|   |      |            | Monthly   | \$ 11,871          | \$ 12,465  | \$ 13,088  | \$ 13,742  | \$ 14,429  |   |   |
|   |      |            | Annual    | \$ 142,452         | \$ 149,580 | \$ 157,056 | \$ 164,904 | \$ 173,148 |   |   |
| Senior Accountant                       | MGMT | 02-10-2020 | Hourly    | \$ 41.5500         | \$ 43.6269 | \$ 45.8078 | \$ 48.0981 | \$ 50.5039 |   |   |
|   |      |            | Monthly   | \$ 7,202           | \$ 7,562   | \$ 7,940   | \$ 8,337   | \$ 8,754   |   |   |
|   |      |            | Annual    | \$ 86,424          | \$ 90,744  | \$ 95,280  | \$ 100,044 | \$ 105,048 |   |   |
| Senior Engineer                         | MGMT | 02-10-2020 | Hourly    | \$ 54.0808         | \$ 56.7865 | \$ 59.6250 | \$ 62.6078 | \$ 65.7404 |   |   |
|   |      |            | Monthly   | \$ 9,374           | \$ 9,843   | \$ 10,335  | \$ 10,852  | \$ 11,395  |   |   |
|   |      |            | Annual    | \$ 112,488         | \$ 118,116 | \$ 124,020 | \$ 130,224 | \$ 136,740 |   |   |
| Senior Planner                          | MGMT | 02-10-2020 | Hourly    | \$ 44.3828         | \$ 46.6039 | \$ 48.9346 | \$ 51.3808 | \$ 53.9481 |   |   |
|   |      |            | Monthly   | \$ 7,693           | \$ 8,078   | \$ 8,482   | \$ 8,906   | \$ 9,351   |   |   |
|   |      |            | Annual    | \$ 92,316          | \$ 96,936  | \$ 101,784 | \$ 106,872 | \$ 112,212 |   |   |
| Senior Recreation Supervisor            | MGMT | 02-10-2020 | Hourly    | \$ 41.5500         | \$ 43.6269 | \$ 45.8078 | \$ 48.0981 | \$ 50.5039 |   |   |
|   |      |            | Monthly   | \$ 7,202           | \$ 7,562   | \$ 7,940   | \$ 8,337   | \$ 8,754   |   |   |
|   |      |            | Annual    | \$ 86,424          | \$ 90,744  | \$ 95,280  | \$ 100,044 | \$ 105,048 |   |   |
| Senior Van Driver                       | SEIU | 10-07-2019 | Hourly    | \$ 15.3058         | \$ 16.0731 | \$ 16.8750 | \$ 17.7173 | \$ 18.6058 |   |   |
|   |      |            | Monthly   | \$ 2,653           | \$ 2,786   | \$ 2,925   | \$ 3,071   | \$ 3,225   |   |   |
|   |      |            | Annual    | \$ 31,836          | \$ 33,432  | \$ 35,100  | \$ 36,852  | \$ 38,700  |   |   |
| Urban Forestry Coordinator              | MGMT | 02-10-2020 | Hourly    | \$ 36.4500         | \$ 38.2731 | \$ 40.1885 | \$ 42.1961 | \$ 44.3078 |   |   |
|   |      |            | Monthly   | \$ 6,318           | \$ 6,634   | \$ 6,966   | \$ 7,314   | \$ 7,680   |   |   |
|   |      |            | Annual    | \$ 75,816          | \$ 79,608  | \$ 83,592  | \$ 87,768  | \$ 92,160  |   |   |

CITY OF ALBANY SALARY SCHEDULE  
FY 2019-20 and 2020-21

Revised: July 1, 2019 (Reso. 2019-62), October 7, 2019 (Reso. 2019-80), November 4, 2019 (Reso. 2019-89), January 1, 2020 (Reso. 2020-10), February 10, 2020 (Reso. 2020-16),  
July 1, 2020 (Reso. 2020-53)

**Hourly Classifications**

| CLASSIFICATION                                      | Unit | Effective  | Pay Basis | STEPS WITHIN RANGE |            |            |            |            |
|---|------|------------|-----------|--------------------|------------|------------|------------|------------|
|   |      |            |           | 1                  | 2          | 3          | 4          | 5          |
| On-Call Fire Inspector                              | HRLY | 11-18-2013 | Hourly    | \$ 30.0000         | \$ 31.5000 | \$ 33.0800 | \$ 34.7300 | \$ 36.4700 |
| Intern  | HRLY | 01-01-2020 | Hourly    | \$ 13.9996         | \$ 14.6996 | \$ 15.4346 | \$ 16.2063 | \$ 17.0166 |
| Library Board Liaison                               | HRLY | 08-21-2013 | Hourly    | \$ 37.0300         | \$ 38.8800 | \$ 40.8200 | \$ 42.8600 | \$ 45.0000 |
| Neighborhood Services Coordinator                   | HRLY | 07-03-2017 | Hourly    | \$ 25.0000         | \$ 26.2500 | \$ 27.5600 | \$ 28.9400 | \$ 30.3900 |
| On-Call Public Safety Dispatcher                    | HRLY | 08-21-2013 | Hourly    | \$ 26.9400         | \$ 28.2900 | \$ 29.7000 | \$ 31.1900 | \$ 32.7500 |
| Parking Enforcement &<br>Traffic Control Technician | HRLY | 10-07-2019 | Hourly    | \$ 25.0000         | \$ 26.2500 | \$ 27.5600 | \$ 28.9400 | \$ 30.3900 |
| Part-Time, On-Call Police Records Assistant         | HRLY | 01-01-2020 | Hourly    | \$ 14.6769         | \$ 15.4096 | \$ 16.1828 | \$ 16.9904 | \$ 17.8385 |
| Police Cadet  | HRLY | 11-06-2017 | Hourly    | \$ 16.3600         | \$ 17.1800 | \$ 18.0400 | \$ 18.9400 | \$ 19.8900 |
| Police Officer Recruit                              | HRLY | 11-06-2017 | Hourly    | \$ 27.4300         |            |            |            |            |
| Recreation Aide                                     | HRLY | 01-01-2020 | Hourly    | \$ 13.0000         | \$ 13.6500 | \$ 14.3325 | \$ 15.0491 | \$ 15.8016 |
| Recreation Assistant                                | HRLY | 01-01-2020 | Hourly    | \$ 13.3250         | \$ 13.9913 | \$ 14.6909 | \$ 15.4254 | \$ 16.1967 |
| Recreation Leader I                                 | HRLY | 01-01-2020 | Hourly    | \$ 13.6581         | \$ 14.3410 | \$ 15.0581 | \$ 15.8110 | \$ 16.6016 |
| Recreation Leader II                                | HRLY | 01-01-2020 | Hourly    | \$ 13.9996         | \$ 14.6996 | \$ 15.4346 | \$ 16.2063 | \$ 17.0166 |
| Recreation Leader III                               | HRLY | 01-01-2017 | Hourly    | \$ 14.8600         | \$ 15.5800 | \$ 16.3300 | \$ 17.1200 | \$ 17.9500 |

**Notes to the Salary Schedule**

Monthly rate for City Treasurer is based on 832 hours worked per year (0.4 FTE).

Annual rate is based on 2,912 hours worked per year for AFFA employees. Unless indicated otherwise, annual rate is based on 2,080 hours worked per year for all other employee groups.