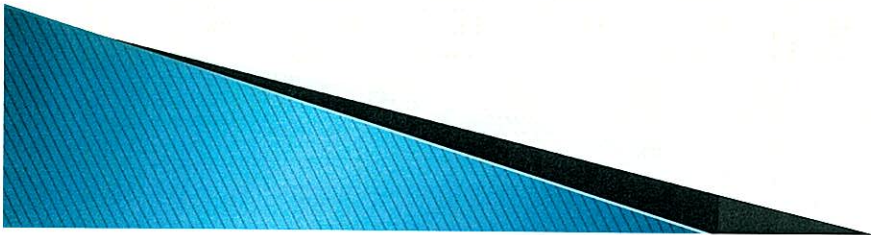


# **City of Suffolk**

## **FY 13' Proposed Operating & Capital Budget**

**May 2, 2012**

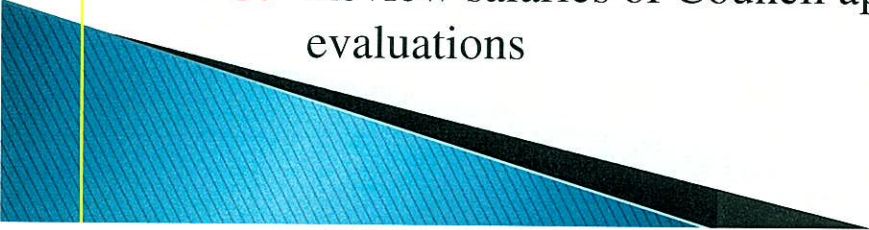


# FY 13' Proposed Budget - Overview

Covers **17 Operating & Capital Funds** of the City

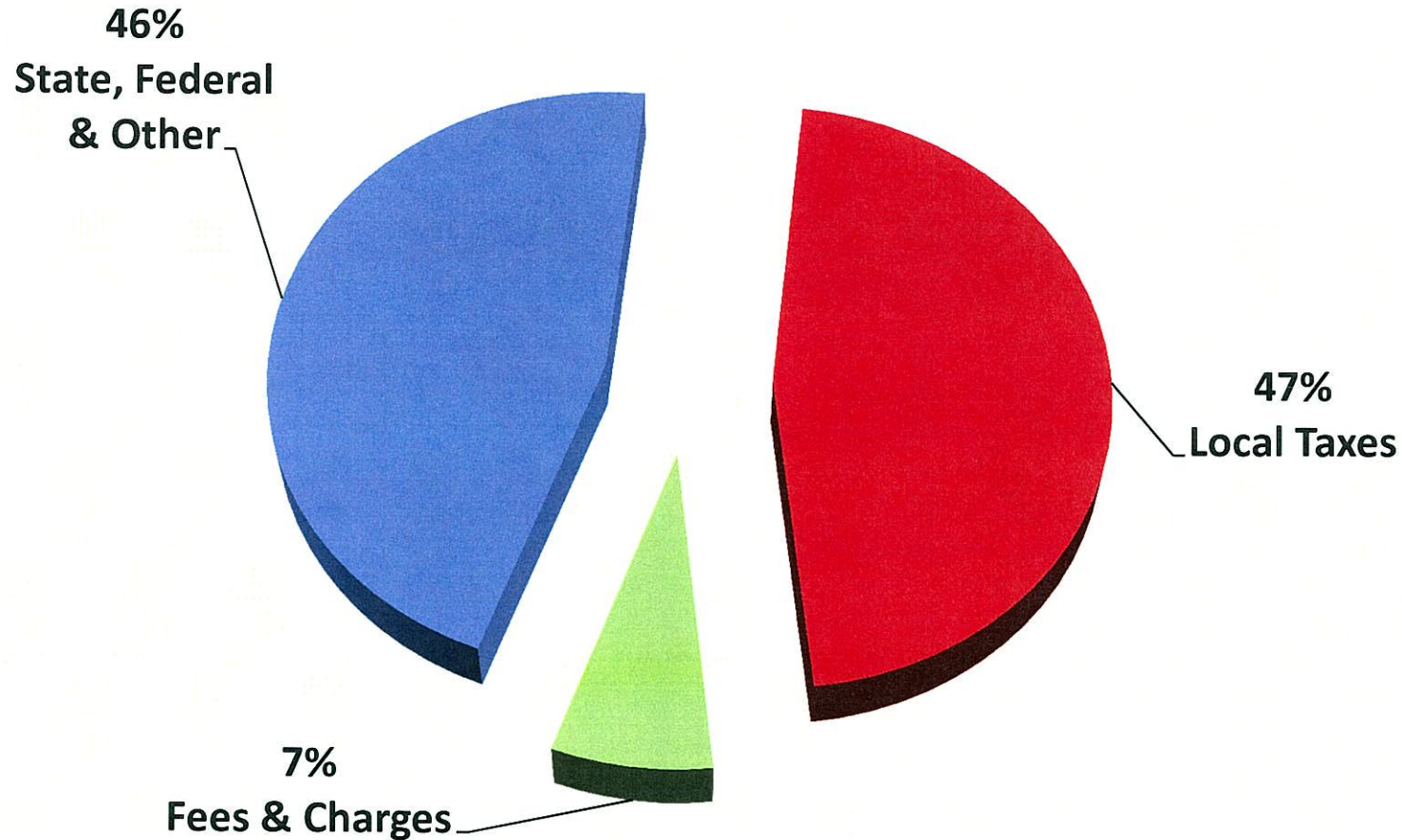
Original Total of all funds - **\$507,887,125**

Amended Total of all funds - **\$508,797,156**

- **Increases State School Aid by \$910,029 per GA action and School request**
  - **Per City Council action of April 18, 2012:**
    1. Direct \$2M in FY 12' "one-time" funds from Transportation to Schools
    2. Provide 2% COLA effective 7-1-2012 to all city employees, Constitutional Officers, and Council Appointees
    3. Provide 1% salary increase with 1% VRS employee contribution shift to employee effective 7-1-2012 per State mandate
    4. Provide 1/3<sup>rd</sup> funding per compensation plan to employees ~~to include career ladders and job titles effective 7-1-2012~~ **effective January 1, 2012**
    5. Review salaries of Council appointees upon completion of annual performance evaluations
- 

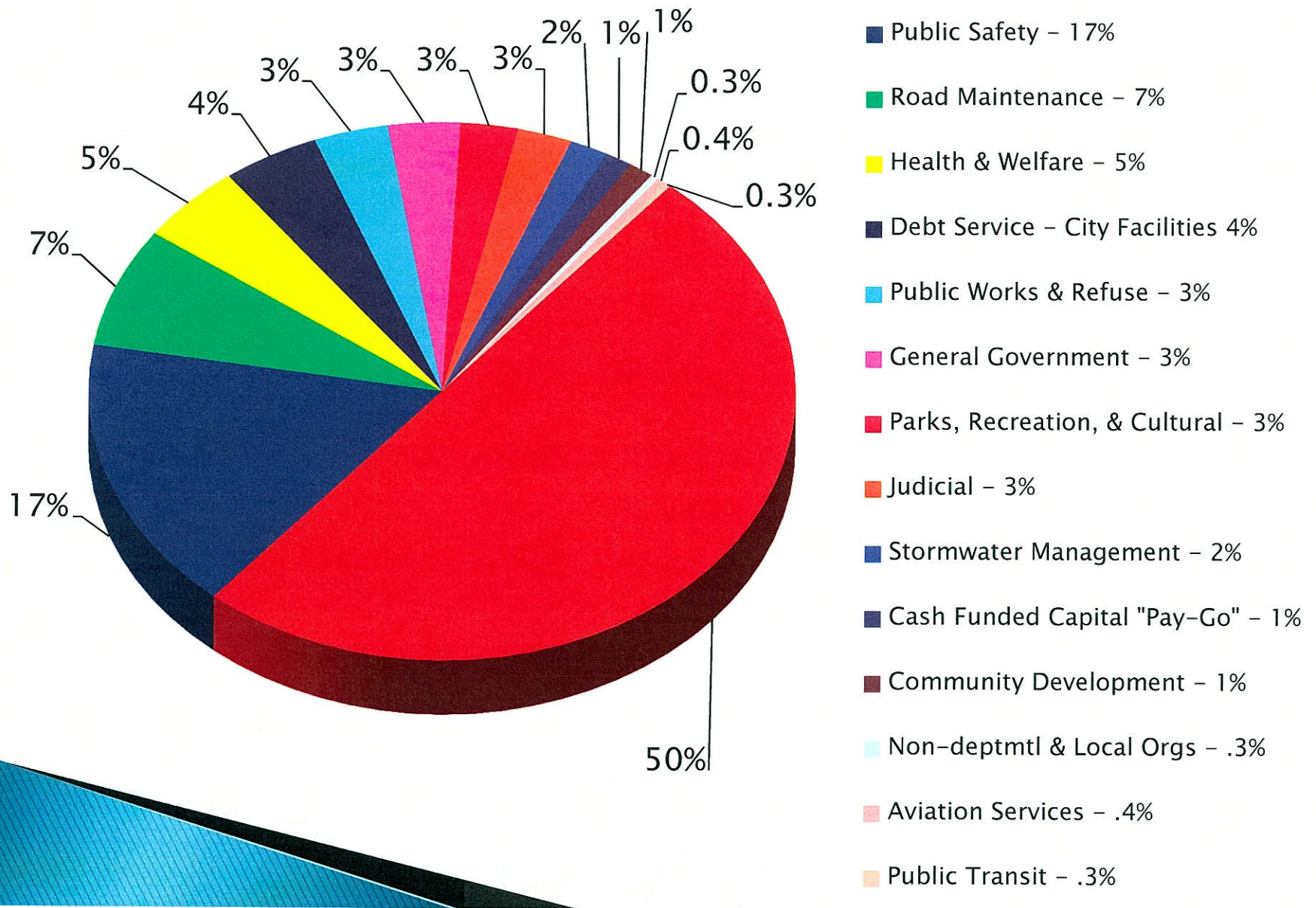
# FY 13' Proposed Citywide Budget - Overview

## Revenue Sources for Citywide Services



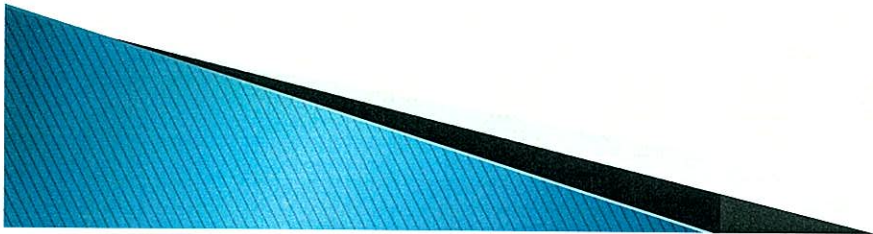


# FY 13' Proposed Citywide Budget - Overview



# FY 13' Budget Priorities & Recommendations

1. **Balances Competing Demands with Minimal Tax Impact**
  - **Maintains citywide real estate tax rate of \$.97**
  - **Equivalent to \$.02 tax rate decline**
  - **Reduces real estate tax rate by \$.01 for DBOD & Rt. 17 Tax**
2. **Protects Financial Progress & “Best Management Practices”**
  - **Achieves compliance requirements of Financial Policies**
3. **Funds Increased Costs of State Mandated Expenses**
  - **Provides for VRS mandated rate increase and 1% employee contribution shift July 1, 2012**

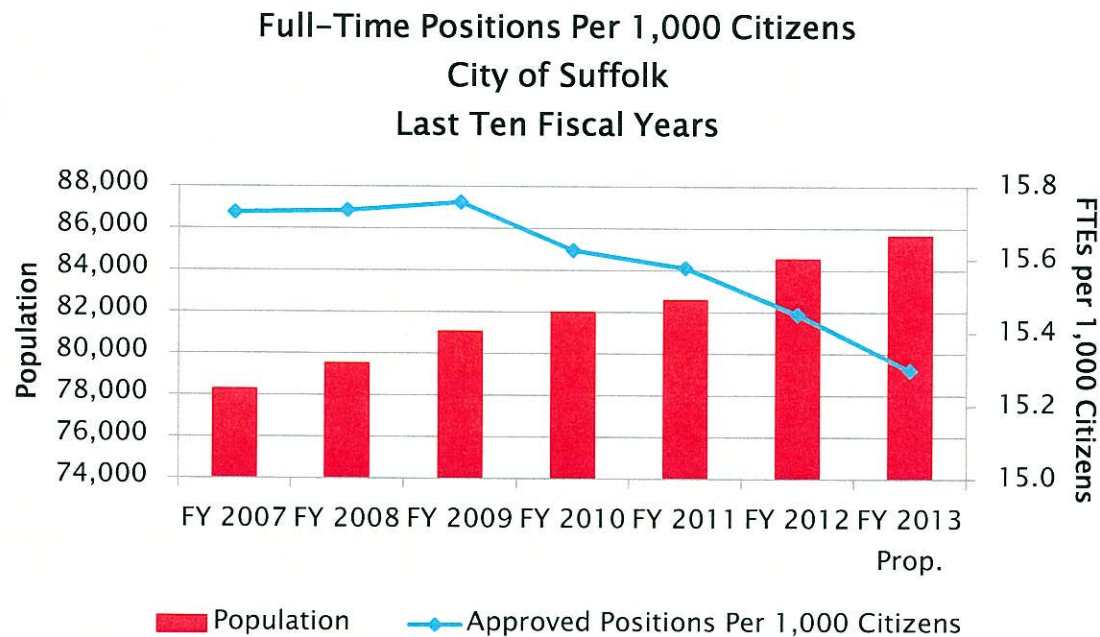




# FY 13' Budget Priorities & Recommendations

## 4. Maintains Critical Personnel Resources to Serve Citizens

- No layoffs or furloughs
- Freezes 11 positions
- Vacancy savings requirements of \$260,000

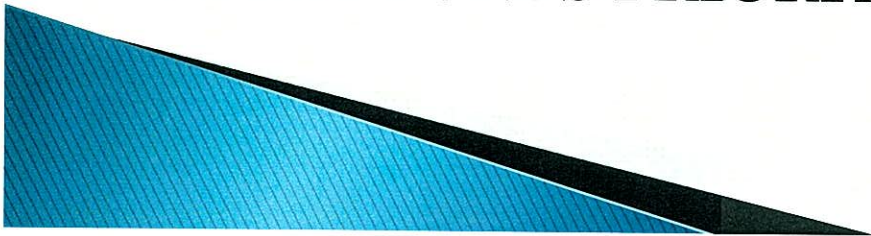


# FY 13' Budget Priorities & Recommendations

## 5. Provides Significant New Revenue to Support Education

- **\$3M of all new FY 13' revenue** of \$4.2M (75%) to the Schools for FY 13'
- **\$2M of FY 12' new revenue** will be provided by Ordinance to the Schools for FY 13'
- **TOTAL = \$5M (11.3%) increase in local funding** for FY 13'
- **\$60M in local funding** support in FY 13' (includes debt)
- **Local operating contribution is \$19M or 56% above State funding requirement**
- **50% of the citywide budget** is allocated to School Division

**FULLY FUNDS PRIORITIES of FY 13' SCHOOL REQUEST**

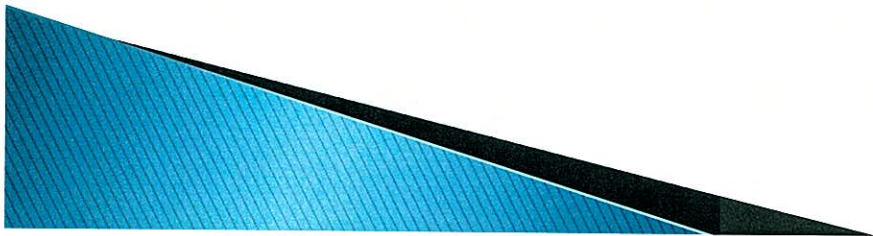




# FY 13' Budget Priorities & Recommendations

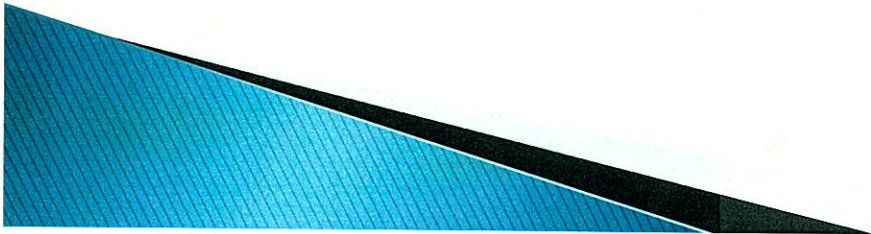
## 6. **Compensates Employees in Accordance with the Revised Compensation Plan**

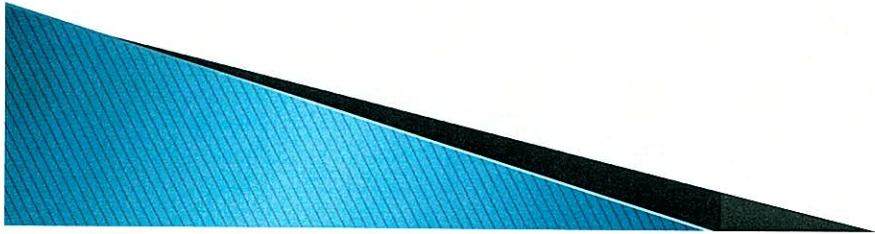
- **Funding is provided by departmental reductions** and staffing
- **Excludes City Council Appointees** which will be addressed after performance evaluations
- **Implements the revised compensation plan effective January 1, 2013 with 1/3<sup>rd</sup> funding** of a 3 phased funding approach





# Questions from Council







## **Compensation Study Proposed Implementation**

Phase 1: Implement 1/3rd of the recommended compensation adjustments.



Phase 2: Implement 1/3rd of the recommended compensation adjustments.



Phase 3: Implement 1/3rd of the recommended compensation adjustments to include career ladders, recommended job titles, new pay ranges and grades.

# Communications Plan

- Impact Meetings
- City Manager informational meetings
- Group and One on One informational/impact sessions

To include an overview on the Compensation Study, Cost of Living Increases (COLA) and VRS changes





## Hypothetical Scenario – Battalion Chief

Current Salary:\$68,991  
\$75,293

Full Comp Study New Salary:

In job since 2003 = \$6,302 increase – 1/3 adjustment = \$2,101

Original range 64,915-84,390-103,864

New Range 64,375-72,744-103,296

Current Salary	\$68,991
----------------	----------

+ 3% (2% COLA & 1% VRS raise)	2,069
-------------------------------	-------

+ 1/3 of compensation adjustment	<u>2,101</u>
----------------------------------	--------------

**\$73,160 = PHASE 1 Salary**

**Battalion Chief supervises a Captain paid \$74,493 in 2011 or  
\$5,502 more than his supervisor.**



## Hypothetical Scenario – Police Officer II

Current Salary:\$36,722  
\$42,047

Full Comp Study New Salary:

In job since 2008 = \$5,325 increase – **1/3 adjustment = \$1,775**

Original range 36,722-45,903-55,083

New Range 39,480-44,613-62,904

Current Salary	\$36,722
----------------	----------

+ 3% (2% COLA & 1% VRS raise)	1,101
-------------------------------	-------

+ 1/3 of compensation adjustment	<u>1,775</u>
----------------------------------	--------------

**\$41,781\* = PHASE 1 Salary**

\* includes shift differential pay

# Hypothetical Scenario – Communications Operator

## *New Title: Communications Operator II*

Current Salary:\$35,044  
\$44,137

Full Comp Study New Salary:

In job since 2001 = \$9,093 increase – **1/3 adjustment = \$3,031**

Original range 33,503-41,878-50,254

New Range 36,898-41,695-58,790

Current Salary	\$35,044
----------------	----------

+ 3% (2% COLA & 1% VRS raise)	1,051
-------------------------------	-------

+ 1/3 of compensation adjustment	<u>3,031</u>
----------------------------------	--------------

**\$39,126 = PHASE 1 Salary**

## Hypothetical Scenario – Custodial Supervisor

Current Salary:\$25,293  
\$33,719

Full Comp Study New Salary:

In job since 2005 = \$8,426 increase – **1/3 adjustment = \$2,808**

Original range 25,094-31,368-37,642

New Range 30,120-34,035-47,989

Current Salary	\$25,293
----------------	----------

+ 3% (2% COLA & 1% VRS raise)	758
-------------------------------	-----

+ 1/3 of compensation adjustment	<u>2,808</u>
----------------------------------	--------------

**\$28,859 = PHASE 1 Salary**