



Finance and Administration Committee of the Whole Record of Proceeding October 1, 2024

The Finance & Administration Committee of the Whole met on October 1, 2024. Those in attendance included: Chairperson Barbara McGuinness, Ward I; Council Committee Member Aaron Wahl, Ward II; Council Committee Member Michael Moore, Ward III; Council Committee Member Gary Budoor, Ward IV; City Administrator Mike Geisel; and Director of Finance Jeannette Kelly. Those also in attendance included: Mayor Bob Nation; Councilmember Mary Monachella, Ward I; Councilmember Mary Ann Mastorakos, Ward II; Councilmember Merrell Hansen, Ward IV; Director of Public Works/City Engineer Jim Eckrich; Assistant City Administrator Elliot Brown; Chief Cheryl Funkhouser; Captain Dan Dunn; Captain Teresa Koebbe; Director of Information Technology Matt Haug; Assistant Director of Finance Cathy Pagella; and City Clerk Vickie McGownd. There was 1 other attendee.

Chairperson Barbara McGuinness called the meeting to order at 5:00 p.m.

Approval of Minutes

Chairperson McGuinness asked if there were any comments or changes to the July 23, 2024 F&A Committee of the Whole minutes. Hearing none, Councilmember Moore made a motion, seconded by Councilmember Budoor, to approve the July 23, 2024 F&A Committee of the Whole minutes. A voice vote was taken with a unanimous affirmative result (7-0) and the motion was declared passed.

[Councilmember Dan Hurt, Ward III, arrived at 5:02 p.m.]

Budget Presentation

City Administrator Mike Geisel and Director of Finance Jeannette Kelly presented the proposed 2025 Budget to the Committee of the Whole (presentation attached).

Mr. Geisel indicated that this budget shows \$2.09 million net revenues over expenditures in the General Fund and the Parks Fund, which are the only two funds intended to carry a fund balance.

Mr. Geisel and Ms. Kelly indicated that the projections include the Fraternal Order of Police (FOP) compensation step increases (currently contracted at 4%) for officers and sergeants. The projections also include a merit increase for non-FOP employees at the rate of 3.75% (per the Salary Administration Manual). The 3.75% for non-FOP employees is included as a starting point to make the proposed budget more representative of the total cost; however, Mr. Geisel recommended setting the merit pool at 4% to match the FOP agreement for 2025.

Questions were asked and discussion ensued throughout the presentation.

Councilmember Wahl made a motion, seconded by Councilmember McGuinness, to recommend approval of a budget transfer in the amount of \$1.8 million (\$1 million from the Parks Fund – Fund Reserve and \$800,000 from the General Fund – Fund Reserve) to the Debt Pre-Payment Fund. A voice vote was taken with a unanimous affirmative result (8-0) and the motion was declared passed.

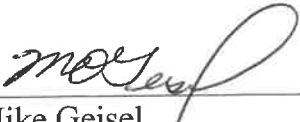
Councilmember McGuinness made a motion, seconded by Councilmember Moore, to set the merit pool for non-FOP employees at 4% for 2025. A voice vote was taken with a unanimous affirmative result (8-0) and the motion was declared passed.

Councilmember Moore made a motion seconded by Councilmember Monachella, to recommend approval of the proposed budget for 2025. A voice vote was taken with a unanimous affirmative result (8-0) and the motion was declared passed.

Adjournment

The meeting was adjourned at 7:20 p.m.

Respectfully submitted:



Mike Geisel
City Administrator



Vickie McGownd
City Clerk

APPROVED: 10/21/2024

Finance Committee of the Whole
2025 Budget Discussion
Budget Workshop #1
10/1/2024
5:00 pm



2025 Proposed Budget Review

- Review four major funds
 - General
 - Public Safety
 - Capital
 - Parks
- Other Funds
 - Police Forfeiture
 - Sewer Lateral
 - Chesterfield Valley Special Allocation
 - American Rescue Plan Act (ARPA)
- Discuss Merit Pool
- Identify issues & concerns

Magic 8 Ball



The budgetary approach and process is as accurate and precise as the data allows, but it is also inherently conservative.

Our managers attempt to accurately predict revenues and estimate expenditures based upon the accuracy and timing of data, their experience and their ability to control operations.

We start halfway through the year, immediately after the prior year is audited, with data that lags at least two months.

We make projections about what will be earned and spent through the remainder of the year, **FOR THE BEGINNING VALUES OF THE 2025 BUDGET YEAR.**

So the budget proposal starting point is an estimated number.

Understanding the accuracy of the beginning values, we **HAVE** to be conservative.

The Budget as a roadmap for operations

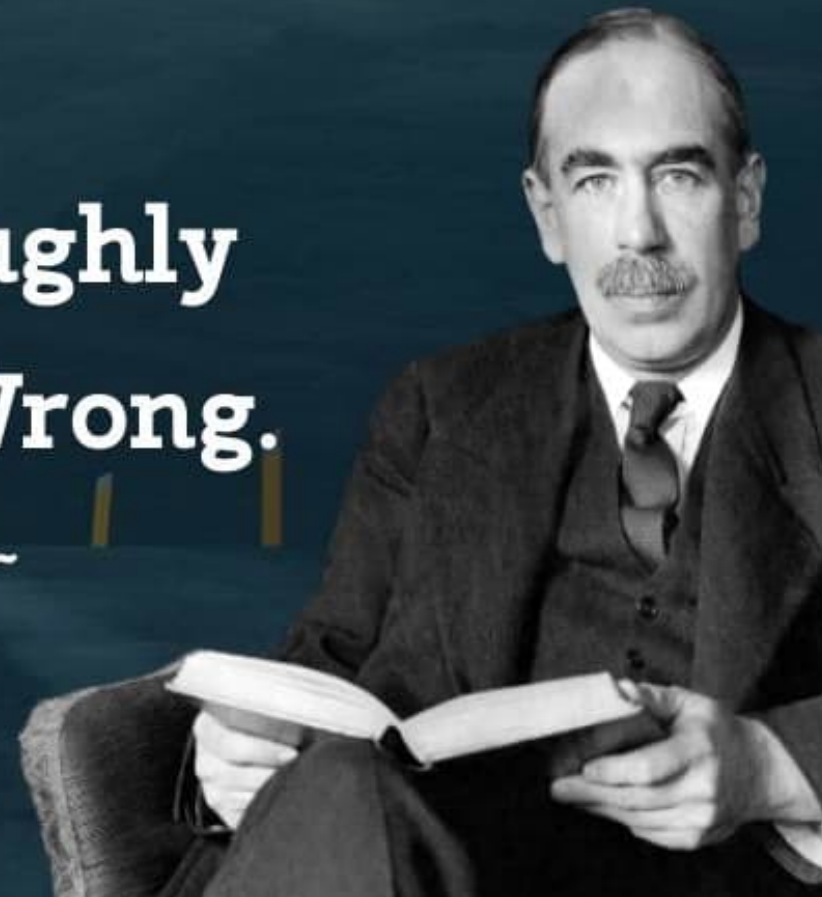
The 2025 Draft budget proposal represents the 37th annual fiscal year for the City of Chesterfield. The annual budget is, in essence, the roadmap for City operations. It reflects the City's priorities, initiatives, and environmental concerns. The 2025 budget reflects these issues. As such, it is important to share with you, the issues/concerns that our department heads have, which shape the 2025 draft budget request. In the narrative that follows, I have provided independent short paragraphs of key projects, efforts, initiatives, problems or issues and strategies that either impact the 2025 draft budget directly, or those that impact/concern our management staff to an extent that it influences their actions. Accordingly, it is not only appropriate, but necessary to share these with the entire council for your awareness.

Retirements
Debt Service
Tech & Cybersecurity
Utility costs
Facilities

Growth & Development
Service needs - Capacity
TIF and SBD
Equipment and tools
Competition

**It Is Better To Be Roughly
Right Than Precisely Wrong.**

~ JOHN MAYNARD KEYNES ~



2025 Budget Assumptions

Revenues

2% increase above 2024 Estimate

- Sales Tax
- Utility Tax Electric
- Utility Tax Gas
- Utility Tax Water
- Road and Bridge Tax
- Motor Fuel Tax
- Motor Vehicle Sales Tax

- Gas Tax
 - 2.5 cent increase each July through 2025 (this is the final annual increase)

- Franchise Fees
 - 10% decrease due to state legislative reductions

Expenditures

- Health, dental, life and disability insurance increases 7-10%
 - effective 7/1
- Work Comp Rate increase 15%
 - effective 7/1
- General Liability and Property insurance increase 20%
 - effective 7/1
- Add one full-time Project Manager
- *Merit increases (3.75%) are included in this budget for non-FOP employees*
PER POLICY, CA recommends other
- *FOP step increases (4.0% per contract) are included in proposed budget*



FIVE YEAR FORECAST ASSUMPTIONS HIGHLIGHTS

The five-year forecast was created based on several assumptions related to revenues and expenditures including:

Revenues

- Sales Tax revenues projected to increase 2% per year which takes into account the increase in inflation that is offset by the increase in online sales
- Telephone utility revenues expected to be flat
- All other utility revenues projected to increase 1% per year
- Motor Fuel tax revenues scheduled to increase 2.5 cents per year through 2025 per Missouri legislation that went into effect in October 2021.
- County Road and Bridge tax includes an increase for completion of Wildhorse Village in 2025
- Franchise fees projected to decrease 13 to 17% per year due to phase out per legislation (License fee decrease 0.5% each year beginning 8/28/2022 to 8/28/2027 when the license fee will be 2.5%; down from the 5.0% prior to the legislation enacted.
- Matching grant revenues were not forecasted
- Clarkson Valley Court Services based on CPI were estimated at 2.5% increase per year
- Anticipate full closure of the Aquatics facility in 2027 and 2028
- User CVAC license fees and concession revenues forecasted per agreement with Perfect Game
- All other license, permit, courts, and charges for services were forecasted with no increase

Expenditures

- Forecast includes no additional increases in headcount 2026 - 2030 for General Fund.
- Salary merit increases were forecast at 4% per year. FOP step increases were proposed at 4% for 2026 through 2030
- City benefits including medical, dental, life, and long term disability were projected to increase 4% per year
- Workers compensation insurance forecast to increase 10% through 2026 based on significant increases during the past few years. 5% increase projected for 2027-2030.
- Part-time/seasonal staff increases forecast at 5% for 2026 due to changes in minimum wage; 2% increase 2027-2030
- General insurance forecast to increase 5% per year 2026-2030. Increase in deductibles effective August 2024.
- Maintenance and repairs contractual services forecast at 3% annual increase
- Utilities and other contractual services forecast at 3% annual increase
- Gasoline and oil forecast at 5% annual increase
- All other commodities forecast at 3% annual increase
- MSD Impervious charge - \$30,000 per year
- Capital forecast based on the 10 year plan based on estimated life of current assets
- Debt service payments including principal, interest, and trustee / agent fees forecast based on scheduled debt payments and planned usage of pre-paid debt reserves.

The five-year forecast is included on the statement of revenues and expenditures for each fund. On the left is the 2021-2023 actual, 2024 projected, and 2025 proposed budget. On the right is the forecast for 2026 - 2030.



Forecast Assumptions (5 year)							
as of August 29, 2024							
		2026	2027	2028	2029	2030	
		Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Comments / Explanations
Revenues							Acct #
Sales Tax		2.0%	2.0%	2.0%	2.0%	2.0%	Projected 2% annual increase
Utility Tax							
Non-Telephone		1.0%	1.0%	1.0%	1.0%	1.0%	
Water		1.0%	1.0%	1.0%	1.0%	1.0%	30% increase occurred (Split between July 2023/January 2024); not anticipating any major increase in next five years
Telephone		0.0%	0.0%	0.0%	0.0%	0.0%	Projected flat as a result of the Charter court case
Intergovernmental							
Motor Fuel Tax		2.0%	1.0%	1.0%	1.0%	1.0%	2.5 cent increase for 5 years (2021 - 2025) - fluctuations in gas prices
Vehicle Sales		2.0%	2.0%	2.0%	2.0%	2.0%	increase in vehicle sale prices offset by sluggish sales
Cigarette Tax		-0.5%	-0.5%	-0.5%	-0.5%	-0.5%	declining
County Road and Bridge		1.0%	1.0%	1.0%	1.0%	1.0%	completion of Wildhorse Village in 2024 will increase 2025
Other Intergovernmental (flat)		0.0%	0.0%	0.0%	0.0%	0.0%	
Grants		\$ -	\$ -	\$ -	\$ -	\$ -	assume no grants in subsequent years
Licenses and Permits							
Franchise Fees		-13.0%	-14.0%	-17.0%	0.0%	0.0%	8/28/2022 (5% fee); 8/28/2023 (4.5% fee); 8/28/2024 (4% fee); 8/28/2025 (3.5% fee); 8/28/2026 (3% fee); 8/28/2027 (2.5% fee)
Business Licenses		1.0%	1.0%	1.0%	1.0%	1.0%	timing of development WHV/Mall redevelopment is unknown
All other licenses (flat)		0.0%	0.0%	0.0%	0.0%	0.0%	all other 44xx accounts
Charges for Services							
Parkway SRO agreement		0.0%	0.0%	0.0%	0.0%	0.0%	
Rockwood SRO agreement		0.0%	0.0%	0.0%	0.0%	0.0%	
Clarkson Valley Police Services		0.0%	0.0%	0.0%	0.0%	0.0%	
Concession revenues		0.0%	0.0%	0.0%	0.0%	0.0%	PG MOU/agreement shown in User CVAC accounts
Pool revenues		-0.5%	-100.0%	0.0%	100.0%	0.0%	Anticipate full closure in 2027 & 2028; reopen in 2029
Field rentals		0.0%	0.0%	0.0%	0.0%	0.0%	PG MOU/agreement shown in User CVAC accounts
Amphitheater rentals		0.0%	0.0%	0.0%	0.0%	0.0%	
Sewer Lateral		0.0%	0.0%	0.0%	0.0%	0.0%	
All other Services (flat)		0.0%	0.0%	0.0%	0.0%	0.0%	all other 45xx-46xx accounts
User CVAC License Fees		\$ 175,000	\$ 225,000	\$ 300,000	\$ 350,000	\$ 400,000	per PG MOU/agreement signed June 2022
User CVAC Concession Revenues		\$ 85,000	\$ 85,000	\$ 85,000	\$ 85,000	\$ 85,000	no increase from 2024 estimate/2025 proposed budget
User CVAC Contributions		\$ -	\$ -	\$ -	\$ -	\$ -	
User CVAC Advertising & Sponsorships		\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	Not enough information to increase projections at this time
Court Receipts (other)		0.0%	0.0%	0.0%	0.0%	0.0%	
Court Fines & Fees		0.0%	0.0%	0.0%	0.0%	0.0%	Projected 2024 to be approximately the same as 2023 actual
Clarkson Valley Court Services		2.5%	2.5%	2.5%	2.5%	2.5%	based on CPI (estimated at 2.5% on average)
Property Taxes		0.0%	0.0%	0.0%	0.0%	0.0%	no City of Chesterfield property tax at this time
Other Revenues							
Investment Income		0.0%	0.0%	0.0%	0.0%	0.0%	although rates changes are anticipated, timing is unknown
Miscellaneous Revenues							
NID Reimbursement		0.0%	0.0%	0.0%	0.0%	0.0%	assumes no one pays off in full during the year
Grant Revenues							
120-079		\$ 1,960,720	\$ 1,661,000	\$ 2,260,400	\$ 45,000	\$ 45,000	per Jim's Capital forecast details (Capital Improvement plan)
Other Miscellaneous (flat)		0.0%	0.0%	0.0%	0.0%	0.0%	all other 49xx accounts
Chesterfield Regional TIF Fund		0.0%	0.0%	0.0%	0.0%	0.0%	conservatively assumes no increase as timing is still being determined
Special Business District-Wildhorse Village Fund		0.0%	0.0%	0.0%	0.0%	0.0%	conservatively assumes no increase as timing is still being determined
Expenditures							
Personnel Services							
Headcount Increases		0.0%	0.0%	0.0%	0.0%	0.0%	Assumes no headcount increase 2025-2029 in General and Parks Funds
One Project Manager (Capital)							Project manager added in 2025 for Capital Fund; no change 2026-2030
Salaries							
Full-time/job share		4.0%	4.0%	4.0%	4.0%	4.0%	historically Council has approved 2.5% until 2022; using 4% based on current wage market conditions
FOP salaries		4.0%	4.0%	4.0%	4.0%	4.0%	current FOP contract includes 4.0% step increases annually thru 2027; assume the same for 2028 and 2029

Forecast Assumptions (5 year)							
as of August 29, 2024							
	2026	2027	2028	2029	2030		
	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Comments / Explanations	Acct #
						adjusted for changes in minimum wage (2024-\$12.30; 2025-\$13.75; 2026-\$15.00). Some positions will be affected; others are above \$15 currently, but assumes an increase year over year for all positions	
Part-time/seasonal	5.0%	2.0%	2.0%	2.0%	2.0%		5112
Overtime & Elected Officials	0.0%	0.0%	0.0%	0.0%	0.0%		5113/5114
Benefits							
Health, Dental, Life, LTD	4.0%	4.0%	4.0%	4.0%	4.0%	on average the increase over the past few years	5124-5127
401a, SS/Medicare	4.0%	4.0%	4.0%	4.0%	4.0%	based on the increase to salaries (no other impact)	5130 5120
Workers compensation	10.0%	5.0%	5.0%	5.0%	5.0%	significant increases past few years expect it to continue for 2 years	5122
Retiree Bridge to Medicare	4.0%	4.0%	4.0%	4.0%	4.0%	Change to premiums only; not including additional retirees	5124 5126
Health reimb/Ref. Forfeitures	0.0%	0.0%	0.0%	0.0%	0.0%		
All other personnel related	2.5%	2.5%	2.5%	2.5%	2.5%		all other 51xx accounts
Contractual Services							
Advertising	1.0%	1.0%	1.0%	1.0%	1.0%		5210
						based on RFP in 2021; 2026-2029 is estimated; however it is outside contract term; included additional beginning in 2025 due to TIF/SBD creation and additional services to be added	
Audit Services	5.0%	5.0%	5.0%	5.0%	5.0%		5211
Education Reimb/Training	0.0%	0.0%	0.0%	0.0%	0.0%	no planned increases at this time	5222
Election Expense	0.0%	0.0%	0.0%	0.0%	0.0%	actual expense based on number of ballot items	5223
						significant increase in 2024 due to changing labor market; additional recruitment efforts will continue	
Employee recruitment	4.0%	4.0%	4.0%	4.0%	4.0%		5224
Environmental Expenses	0.0%	0.0%	0.0%	0.0%	0.0%		5227
Parks Fund (CC fees)	3.0%	3.0%	3.0%	3.0%	3.0%		5233
General Fund (CC fees)	3.0%	3.0%	3.0%	3.0%	3.0%	increase due to transition to online license, permitting, and zoning processes based on past couple of year increases (anticipate in 2026 it becomes more stable than prior couple of years with 10% increases)	5233
General Insurance	5.0%	5.0%	5.0%	5.0%	5.0%		5240
Residential Street Tree Program	0.0%	0.0%	0.0%	0.0%	0.0%		5242
Memberships & subscriptions	1.5%	1.5%	1.5%	1.5%	1.5%		5249
Contractual							
120-079	\$ 110,000	\$ 160,000	\$ 160,000	\$ 160,000	\$ 160,000	per Jim's Capital forecast details (Capital Improvement plan)	5251
115-220	0.0%	0.0%	0.0%	0.0%	0.0%	conservatively assumes no increase as timing is still being determined	
Printing & binding	1.0%	1.0%	1.0%	1.0%	1.0%		5260
Professional services	1.0%	1.0%	1.0%	1.0%	1.0%		5261
120-079	\$ 379,250	\$ 161,800	\$ 191,800	\$ 125,000	\$ 125,000	per Jim's Capital forecast details (Capital Improvement plan)	5261
115-220	0.0%	0.0%	0.0%	0.0%	0.0%	conservatively assumes no increase as timing is still being determined	
150-220	0.0%	0.0%	0.0%	0.0%	0.0%	conservatively assumes no increase as timing is still being determined	
Public Relations	1.0%	1.0%	1.0%	1.0%	1.0%		5262
Subdivision beautification	0.0%	0.0%	0.0%	0.0%	0.0%		5263
Legal services	4.0%	4.0%	4.0%	4.0%	4.0%		5264
Rental equipment (Central Services only)	3.0%	3.0%	25.0%	3.0%	3.0%	copiers owned after 2022; anticipate replacements (lease) in 2028	5268
Inmate Security	0.0%	0.0%	0.0%	0.0%	0.0%		5273
Telephone	1.0%	1.0%	1.0%	1.0%	1.0%		5276
Training/continuing ed	2.0%	2.0%	2.0%	2.0%	2.0%		5277
Training Post commission	0.0%	0.0%	0.0%	0.0%	0.0%		5279
Maintenance & repairs	3.0%	3.0%	3.0%	3.0%	3.0%		5245 - 5248
Street lighting	1.0%	1.0%	1.0%	1.0%	1.0%		5274
Taxes	0.0%	0.0%	0.0%	0.0%	0.0%		5275
Utilities	3.0%	3.0%	3.0%	3.0%	3.0%		5285 5286 5288
Utilities - water	3.0%	3.0%	3.0%	3.0%	3.0%	No additional increases anticipated after 30% increase announced in May 2023	5287
Snow removal reimbursement							
001-072 (Non-ARPA funding)	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	\$ 170,000	private street snow removal reimbursements (annual Council approval)	5254
Data Processing							
001-034	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000		
Special Projects - Parks	\$ -	\$ -	\$ -	\$ -	\$ -	identify through one-off programs (none estimated)	5299
Turfed Infield Replacement reserve	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000	Annual reserve for future replacement of turfed infields (restricted)	5299
Special Projects - Capital Fund	\$ -	\$ -	\$ -	\$ -	\$ -	identify through one-off programs	5299
Sewer Lateral maint. repairs	0.5%	0.5%	0.5%	0.5%	0.5%	Fund 110	
Allocations	0.0%	0.0%	0.0%	0.0%	0.0%	to ensure allocations balance to zero each year forecasted	5975
Other contractual services	3.0%	3.0%	3.0%	3.0%	3.0%		all other 52xx accounts

Forecast Assumptions (5 year)							
as of August 29, 2024							
	2026	2027	2028	2029	2030		
	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Comments / Explanations	Acct #
Commodities							
Gasoline & oil	5.0%	5.0%	5.0%	5.0%	5.0%		5318
DOJ Forf Expense	\$ 100,000	\$ 33,947	\$ -	\$ -	\$ -		5322
Treasury Forf Expense	\$ -	\$ -	\$ -	\$ -	\$ -		5323
Office Supplies	1.0%	1.0%	1.0%	1.0%	1.0%		5330
Salt & Abrasives	2.0%	2.0%	2.0%	2.0%	2.0%		5340
Tools	1.0%	1.0%	1.0%	1.0%	1.0%		5342
Uniforms	1.0%	1.0%	1.0%	1.0%	1.0%		5343
Computers Under \$5k	1.0%	1.0%	1.0%	1.0%	1.0%		5350
Department Supplies							5313
General Fund	1.0%	1.0%	1.0%	1.0%	1.0%		
115-220	0.0%	0.0%	0.0%	0.0%	0.0%	conservatively assumes no increase as timing is still being determined	
Miscellaneous supplies							5325
General Fund	1.0%	1.0%	1.0%	1.0%	1.0%		
Other commodities	3.0%	3.0%	3.0%	3.0%	3.0%		all other 53xx accounts
Capital							
Computer equipment							5410
Furniture							5420
Machinery & equipment							5440
General Fund							
072 - Streets	\$ 312,600	\$ 380,900	\$ 244,200	\$ 221,000	\$ 245,300	per Jim's Capital forecast details (Capital Improvement plan)	
073 - Fleet	\$ 18,000	\$ 23,000	\$ 13,000	\$ 40,000	\$ 87,500	per Jim's Capital forecast details (Capital Improvement plan)	
076 - Bldg Maint	\$ 127,000	\$ 317,000	\$ 175,000	\$ 355,000	\$ 955,000	per Jim's Capital forecast details (Capital Improvement plan)	
Capital Fund							
079 - Capital	\$ -	\$ -	\$ -	\$ -	\$ -	per Jim's Capital forecast details (Capital Improvement plan)	
Parks Fund							
Parks	\$ 263,834	\$ 207,756	\$ 312,843	\$ 191,085	\$ 170,197	per Park's Capital forecast details (Capital Improvement plan)	
Automobiles & trucks							5460
General Fund							
072 - Streets	\$ -	\$ -	\$ -	\$ -	\$ -	per Jim's Capital forecast details (Capital Improvement plan)	
073 - Fleet	\$ 86,000	\$ 88,000	\$ 119,000	\$ 92,000	\$ 94,000	per Jim's Capital forecast details (Capital Improvement plan)	
076 - Bldg Maint						per Jim's Capital forecast details (Capital Improvement plan)	
Capital Fund							
079 - Capital	\$ 616,000	\$ 463,000	\$ 421,000	\$ 424,000	\$ 427,000	per Jim's Capital forecast details (Capital Improvement plan)	
Parks Fund							
Parks	\$ 284,871	\$ 251,663	\$ 105,933	\$ 55,000	\$ 178,200	per Park's Capital forecast details (Capital Improvement plan)	
Improvements building & grounds							5470
079 - Capital	\$ 320,000	\$ 1,200,000	\$ -	\$ -	\$ -	per Jim's Capital forecast details (Capital Improvement plan)	
Parks						per TW's capital forecast	
Land							5475
Improvements other than building							5480
NID projects	0.0%	0.0%	0.0%	0.0%	0.0%	none planned at this time	5489
Capital Fund							
Street Improvements							5490
079 - Capital	\$ 6,945,100	\$ 6,086,000	\$ 7,421,000	\$ 5,820,000	\$ 5,530,000	per Jim's Capital forecast details (Capital Improvement plan)	
Storm sewer improvements							5495
079 - Capital	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	per Jim's Capital forecast details (Capital Improvement plan)	
Sidewalks improvements							5497
079 - Capital	\$ 550,000	\$ 550,000	\$ 550,000	\$ 550,000	\$ 550,000	per Jim's Capital forecast details (Capital Improvement plan)	
Other capital	3.0%	3.0%	3.0%	3.0%	3.0%		all other 54xx accounts
Public Safety Restricted Fund Usage							
Inmate Security	\$ -	\$ 11,287	\$ 11,398			balance of the restricted fund (4815/5273; 3000_006)	
Post Commission Training						balance of the restricted fund (4375/5279; 3000_004)	

Forecast Assumptions (5 year)							
as of August 29, 2024							
	2026	2027	2028	2029	2030		
	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Comments / Explanations	Acct #
Commodities							
Gasoline & oil	5.0%	5.0%	5.0%	5.0%	5.0%		5318
DOJ Forf Expense	\$ 100,000	\$ 33,947	\$ -	\$ -	\$ -		5322
Treasury Forf Expense	\$ -	\$ -	\$ -	\$ -	\$ -		5323
Office Supplies	1.0%	1.0%	1.0%	1.0%	1.0%		5330
Salt & Abrasives	2.0%	2.0%	2.0%	2.0%	2.0%		5340
Tools	1.0%	1.0%	1.0%	1.0%	1.0%		5342
Uniforms	1.0%	1.0%	1.0%	1.0%	1.0%		5343
Computers Under \$5k	1.0%	1.0%	1.0%	1.0%	1.0%		5350
Department Supplies							5313
General Fund	1.0%	1.0%	1.0%	1.0%	1.0%		
115-220	0.0%	0.0%	0.0%	0.0%	0.0%	conservatively assumes no increase as timing is still being determined	
Miscellaneous supplies							5325
General Fund	1.0%	1.0%	1.0%	1.0%	1.0%		
Other commodities	3.0%	3.0%	3.0%	3.0%	3.0%		all other 53xx accounts
Capital							
Computer equipment							5410
Furniture							5420
Machinery & equipment							5440
General Fund							
072 - Streets	\$ 312,600	\$ 380,900	\$ 244,200	\$ 221,000	\$ 245,300	per Jim's Capital forecast details (Capital Improvement plan)	
073 - Fleet	\$ 18,000	\$ 23,000	\$ 13,000	\$ 40,000	\$ 87,500	per Jim's Capital forecast details (Capital Improvement plan)	
076 - Bldg Maint	\$ 127,000	\$ 317,000	\$ 175,000	\$ 355,000	\$ 955,000	per Jim's Capital forecast details (Capital Improvement plan)	
Capital Fund							
079 - Capital	\$ -	\$ -	\$ -	\$ -	\$ -	per Jim's Capital forecast details (Capital Improvement plan)	
Parks Fund							
Parks	\$ 263,834	\$ 207,756	\$ 312,843	\$ 191,085	\$ 170,197	per Park's Capital forecast details (Capital Improvement plan)	
Automobiles & trucks							5460
General Fund							
072 - Streets	\$ -	\$ -	\$ -	\$ -	\$ -	per Jim's Capital forecast details (Capital Improvement plan)	
073 - Fleet	\$ 86,000	\$ 88,000	\$ 119,000	\$ 92,000	\$ 94,000	per Jim's Capital forecast details (Capital Improvement plan)	
076 - Bldg Maint						per Jim's Capital forecast details (Capital Improvement plan)	
Capital Fund							
079 - Capital	\$ 616,000	\$ 463,000	\$ 421,000	\$ 424,000	\$ 427,000	per Jim's Capital forecast details (Capital Improvement plan)	
Parks Fund							
Parks	\$ 284,871	\$ 251,663	\$ 105,933	\$ 55,000	\$ 178,200	per Park's Capital forecast details (Capital Improvement plan)	
Improvements building & grounds							5470
079 - Capital	\$ 320,000	\$ 1,200,000	\$ -	\$ -	\$ -	per Jim's Capital forecast details (Capital Improvement plan)	
Parks						per TW's capital forecast	
Land							5475
Improvements other than building							5480
NID projects	0.0%	0.0%	0.0%	0.0%	0.0%	none planned at this time	5489
Capital Fund							
Street Improvements							5490
079 - Capital	\$ 6,945,100	\$ 6,086,000	\$ 7,421,000	\$ 5,820,000	\$ 5,530,000	per Jim's Capital forecast details (Capital Improvement plan)	
Storm sewer improvements							5495
079 - Capital	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	per Jim's Capital forecast details (Capital Improvement plan)	
Sidewalks improvements							5497
079 - Capital	\$ 550,000	\$ 550,000	\$ 550,000	\$ 550,000	\$ 550,000	per Jim's Capital forecast details (Capital Improvement plan)	
Other capital	3.0%	3.0%	3.0%	3.0%	3.0%		all other 54xx accounts
Public Safety Restricted Fund Usage							does not include unfunded projects list in Jim's spreadsheet
Inmate Security	\$ -	\$ 11,287	\$ 11,398			balance of the restricted fund (4815/5273; 3000_006)	
Post Commission Training						balance of the restricted fund (4375/5279; 3000_004)	



Revenue Summary – 4 Major Funds Without Transfers and Grants

CITY OF CHESTERFIELD **REVENUE (WITHOUT TRANSFERS AND GRANTS)**

Fund	2022 Amended Budget Revenues	2023 Amended Budget Revenues	2024 Adopted Budget Revenues	2024 Amended Budget Revenues	2024 Estimated Revenues	2025 Proposed Budget Revenues
General	20,182,655	21,185,945	23,432,786	23,432,786	23,978,236	24,033,657
Parks	8,870,160	9,278,515	9,476,465	9,476,465	10,074,384	9,995,965
Capital	5,502,900	6,005,000	6,660,000	6,660,000	6,800,000	6,936,000
Public Safety	3,673,206	4,009,878	4,299,300	4,299,300	4,389,392	4,480,700
TOTAL	38,228,921	40,479,338	43,868,551	43,868,551	45,242,012	45,446,322
% Increase YoY		5.9%	8.4%	8.4%	11.8%	0.5%

FUND BALANCES (unrestricted)

	ACTUAL 12/31/2023	PROJECTED 12/31/2024	PROPOSED 12/31/2025	*
General Fund	\$16,549,304	\$16,956,185	\$18,291,399	*
Capital Improvements Fund	\$4,893,814	\$1,869,796	\$1,496,226	*
Parks Sales Tax Fund	\$5,273,523	\$6,218,079	\$6,972,469	*
Public Safety Fund	\$0	\$0	\$0	*
Sewer Lateral Fund	\$397,008	\$392,008	\$392,008	*
Police Forfeiture Fund	\$347,757	\$180,397	\$133,947	*
ARPA Fund	\$195,090	\$0	\$0	*
Chesterfield Regional TIF Fund	\$27,530	\$371,440	\$715,350	
Special Business District - Wildhorse Village	\$0	\$0	\$0	
Chesterfield Valley Special Allocation Fund	\$3,802,550	\$3,829,898	\$2,598,398	*
Parks Construction Fund 2020	\$1,019,460	\$40,129	\$40,129	*
Brandywine NID Funds	\$74,801	\$73,690	\$72,579	
COPS 2013 Debt Service Fund	\$2,099	\$2,099	0	
COPS 2016 Debt Service Fund	\$433	\$433	\$0	
COPS 2020A Debt Service Fund	\$63	\$63	\$0	
COPS 2020B Debt Service Fund	\$2,029	\$2,029	\$0	
Prepaid Debt Service Fund	\$11,165,779	\$8,190,772	\$5,525,795	*

* Included in presentation materials

Table does not reflect trust in agency funds, e.g. escrows



SAMPLE

Budget Workshop #1

Budget Year 2025

Account	Account Description	2023 Actual Amount	2023 Adopted Budget	2024 Adopted Budget	2024 Amended Budget	2025 F and A Director
Fund 001 - General Fund	FUND 001-GENERAL FUND					
EXPENSE						
Division 061 - Planning	DIVISION 061-PLANNING					
Personnel Services						
Salaries						
5111	Salaries regular/full-time	622,405.86	661,401.00	736,670.00	736,670.00	730,975.00
5113	Salaries overtime	3,878.65	2,000.00	7,420.00	7,420.00	4,800.00
5199	Personnel Expenditure Budgetary Savings	.00	(6,000.00)	(7,500.00)	(7,500.00)	(7,500.00)
	Salaries Totals	\$626,284.51	\$657,401.00	\$736,590.00	\$736,590.00	\$728,275.00
Benefits						
5120	Social security	45,556.65	50,751.00	56,930.00	56,930.00	56,290.00
5122	Workers compensation	1,822.00	1,822.00	1,880.00	1,880.00	1,870.00
5124	Insurance health	80,200.86	97,951.00	105,680.00	105,680.00	90,135.00
5125	Insurance life	1,603.40	1,937.00	2,050.00	2,050.00	2,100.00
5126	Insurance-dental	4,325.84	5,210.00	5,740.00	5,740.00	5,515.00
5127	Insurance disability	1,701.57	2,265.00	2,540.00	2,540.00	2,600.00
5130	Retirement program	50,554.19	52,913.00	59,530.00	59,530.00	58,865.00
	Benefits Totals	\$185,764.51	\$212,849.00	\$234,350.00	\$234,350.00	\$217,375.00
	Personnel Services Totals	\$812,049.02	\$870,250.00	\$970,940.00	\$970,940.00	\$945,650.00
Contractual Services						
5210	Advertising	1,493.37	3,000.00	3,000.00	3,000.00	3,000.00
	Budget Transactions					
	Level	Transaction	Number of Units	Cost Per Unit	Total Amount	
	F and A Director	Public Hearing Notices	1.0000	3,000.00	3,000.00	
						F and A Director Totals \$3,000.00
5247	Maintenance & repair-equipment	.00	250.00	250.00	250.00	250.00
	Budget Transactions					
	Level	Transaction	Number of Units	Cost Per Unit	Total Amount	
	F and A Director	PDS maintenance and repairs	1.0000	250.00	250.00	
						F and A Director Totals \$250.00
5249	Memberships & subscriptions	8,191.40	10,700.00	11,000.00	11,000.00	4,000.00
	Budget Transactions					
	Level	Transaction	Number of Units	Cost Per Unit	Total Amount	
	F and A Director	TEAM	2.0000	50.00	100.00	
	F and A Director	Institute of Transportation Engineers (Dept)	1.0000	300.00	300.00	
	F and A Director	APA, Local (Planners & Director)	6.0000	100.00	600.00	
	F and A Director	AICP	4.0000	325.00	1,300.00	
	F and A Director	APA, National & State (4 planners, PDS Director)	5.0000	340.00	1,700.00	
						F and A Director Totals \$4,000.00

CATEGORY

100 SERIES - PERSONNEL
200 SERIES - CONTRACTUAL
300 SERIES - COMMODITIES
400 SERIES - CAPITAL

TRANSACTIONS

DIVISION TOTAL EXPENSES



SAMPLE
AT THE END OF EACH FUND, THERE IS
A CUMULATIVE FUND SUMMARY

Budget Workshop #1

Budget Year 2025

Account	Account Description	2023 Actual Amount	2023 Adopted Budget	2024 Adopted Budget	2024 Amended Budget	2025 F and A Director
Fund 001 - General Fund						
EXPENSE						
Division 076 - Facility Maintenance						
Contractual Services						
F and A Director Totals						\$67,500.00
5268	Rental equipment	.00	750.00	750.00	750.00	750.00
5277	Training & continuing education	.00	1,000.00	1,000.00	1,000.00	1,000.00
5285	Utilities-electric	167,714.79	149,000.00	157,000.00	157,000.00	169,000.00
5286	Utilities-gas	72,641.54	48,000.00	48,000.00	48,000.00	60,000.00
5287	Utilities-water	43,762.65	28,000.00	32,000.00	32,000.00	40,000.00
5288	Utilities-sewer	5,631.33	8,000.00	8,000.00	8,000.00	8,000.00
Contractual Services Totals		\$416,218.05	\$367,950.00	\$379,950.00	\$379,950.00	\$420,450.00
Commodities						
5313	Department supplies	53,617.45	51,000.00	51,000.00	51,000.00	51,000.00
5340	Salt & abrasives	.00	1,000.00	1,000.00	1,000.00	1,000.00
5342	Tools	3,734.29	4,000.00	4,000.00	4,000.00	4,000.00
5343	Uniforms	2,290.85	3,600.00	3,600.00	3,600.00	4,000.00
Commodities Totals		\$59,642.59	\$59,600.00	\$59,600.00	\$59,600.00	\$60,000.00
Capital Outlay						
5470	Improvements building & grounds	38,132.58	47,400.00	12,500.00	14,946.00	10,000.00
Capital Outlay Totals		\$38,132.58	\$47,400.00	\$12,500.00	\$14,946.00	\$10,000.00
Division 076 - Facility Maintenance Totals		\$1,089,700.39	\$1,061,489.00	\$1,098,660.00	\$1,101,106.00	\$1,161,775.00
EXPENSE TOTALS		\$23,058,912.28	\$20,626,174.00	\$21,983,218.00	\$24,883,034.00	\$22,698,443.00
DIVISION TOTAL EXPENSES						
Fund 001 - General Fund Totals						
REVENUE TOTALS		\$26,211,609.49	\$21,185,945.00	\$23,432,786.00	\$23,432,786.00	\$24,033,657.00
EXPENSE TOTALS		\$23,058,912.28	\$20,626,174.00	\$21,983,218.00	\$24,883,034.00	\$22,698,443.00
Fund 001 - General Fund Totals		\$3,152,697.21	\$559,771.00	\$1,449,568.00	(\$1,450,248.00)	\$1,335,214.00

FUND TOTAL REVENUES
FUND TOTAL EXPENSES
FUND NET VALUE:
THE GENERAL FUND IS
\$1,335,214 NET REVENUE
OVER EXPENSES



2025 DRAFT Budget Summary

Net Revenue over Expenditures of \$2,089,604

- General Fund \$1,335,214 Revenues exceed Expenditures
 - Parks Fund \$ 754,390 Revenues exceed Expenditures
 - Public Safety Fund \$0 Revenues = Expenditures (by Fund definition)

 - Capital Projects (\$373,570) Expenditures exceed Revenues *
- * Capital Projects Fund Reserve balance projected to be \$1.9M at 12/31/2024
- 2025 Capital Projects Budget includes:
 - \$303k for Highcroft Drive design (professional services)
 - \$255k Pathway on Parkway design (professional services)
 - \$750k for equipment and truck replacements
 - \$5.1M for street improvements
 - The 2025 budget submission includes currently contracted step increases at 4% for FOP
 - The 2025 budget submission includes 3.75% merit for non-FOP per Salary Administration Plan THIS IS NOT INTENDED TO BE A FINAL VALUE

CITY OF CHESTERFIELD
2025 BUDGET - MAJOR FUNDS
(in Thousands (000's) of Dollars)

	General Fund	Public Safety	Capital Improvements	Parks Fund	ARPA Fund	Total
Fund Balance, January 1	\$16,956	(\$0)	\$1,870	\$6,218	\$0	\$25,044
REVENUES						
Sales Tax	9,129	3,341	6,936	8,160	-	27,566
Utility Taxes	7,293	-	-	-	-	7,293
Intergovernmental	4,895	636	-	-	-	5,531
Licenses and Permits	1,181	-	-	-	-	1,181
Other Revenues	601	-	519	125	-	1,244
TOTAL REVENUES	\$ 24,034	\$ 4,481	\$ 7,455	\$ 9,996	\$ -	\$ 45,965
EXPENDITURES						
General Government	5,075	-	-	-	-	5,075
Public Safety	-	13,189	-	-	-	13,189
Public Works	7,775	-	1,359	-	-	9,134
Parks	-	-	-	7,728	-	7,728
Capital	267	440	6,470	383	-	7,559
Debt Service	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 13,117	\$ 13,628	\$ 7,829	\$ 8,111	\$ -	\$ 42,684
TRANSFERS TO/FROM OTHER FUNDS						
Transfers From	-	9,144	-	-	-	9,144
Transfers To	(9,582)	-	-	(1,131)	-	(10,712)
TOTAL TRANSFERS TO/FROM	\$ (9,582)	\$ 9,144	\$ -	\$ (1,131)	\$ -	\$ (1,569)
NET INCREASE / (DECREASE)	\$ 1,335	\$ (4)	\$ (374)	\$ 754	\$ -	\$ 1,712
Contribution Restricted Funds	-			(400)		(400)
Fund Balance, December 31	\$18,291	(\$4)	\$1,496	\$6,572	\$0	\$26,356

Major Funds only

Scheduled & Planned Effective Debt Service

Scheduled Debt Service:

	Principal & Interest		
	General Fund - Land Acquisition	Parks Sales Tax Fund	Total Scheduled Debt Service
2025	768,625	3,525,928	4,294,553
2026	546,312	1,361,591	1,907,903
2027	550,863	1,363,040	1,913,903
2028	551,299	1,365,736	1,917,035
2029	172,038	1,397,337	1,569,375
	2,589,137	9,013,632	
	TOTAL	11,602,769	

Effective Debt Service:

	Principal & Interest		
	General Fund - Land Acquisition	Parks Sales Tax Fund	Total Scheduled Debt Service
2025	438,145	1,131,431	1,569,576
2026	438,145	707,788	1,145,933
2027	-	696,488	696,488
2028	-	-	-
2029	-	-	-
	876,290	2,535,707	
	TOTAL	3,411,997	

- \$8.2 million in Prepaid Debt Reserve as of 12/31/2024
- **FINAL DEBT PAYMENT CURRENTLY SCHEDULED FOR 2029**
- Debt service effectively reduced from \$4.3M to \$1.6M in 2025
- Effective Debt Schedule anticipates exercising first call for all bond issuances

Scheduled & Planned Effective Debt Service

Scheduled Debt Service:

	Principal & Interest		
	General Fund - Land Acquisition	Parks Sales Tax Fund	Total Scheduled Debt Service
2025	768,625	3,525,928	4,294,553
2026	546,312	1,361,591	1,907,903
2027	550,863	1,363,040	1,913,903
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2029	172,038	1,397,337	1,569,375
	2,589,137	9,013,632	
	TOTAL	11,602,769	

Effective Debt Service:

	Principal & Interest		
	General Fund - Land Acquisition	Parks Sales Tax Fund	Total Scheduled Debt Service
2025	438,145	1,131,431	1,569,576
2026	438,145	707,788	1,145,933
2027	-	696,488	696,488
2028	-	-	-
2029	-	-	-
	876,290	2,535,707	
	TOTAL	3,411,997	

If Council desires to make such a transfer to the prepaid debt, I suggest that approximately \$1 million be transferred from the Parks Fund – Fund Reserve, approximately \$800,000 be transferred from the General Fund – Fund Reserve, with any remaining debt amount being paid from interest earnings within the pre-paid debt funds, INTEREST AVAILABLE CURRENTLY ESTIMATED TO BE \$42,421. **First call in 2027**

GENERAL FUND





General Fund FUND RESERVES ESTIMATE (AS SUBMITTED)

12/31/2024 FUND BALANCE (ESTIMATED)	\$16,956,185
2025 NET ACTIVITY	<u>\$ 1,335,214</u>
PROJECTED 12/31/2025 GENERAL FUND – FUND RESERVES (UNRESTRICTED)	\$18,291,399
40% RESERVE REQUIREMENT (\$22,698,443 * .40)	<u>(\$9,079,377)</u>
TOTAL AVAILABLE ABOVE 40% REQUIREMENT	\$ 9,212,022



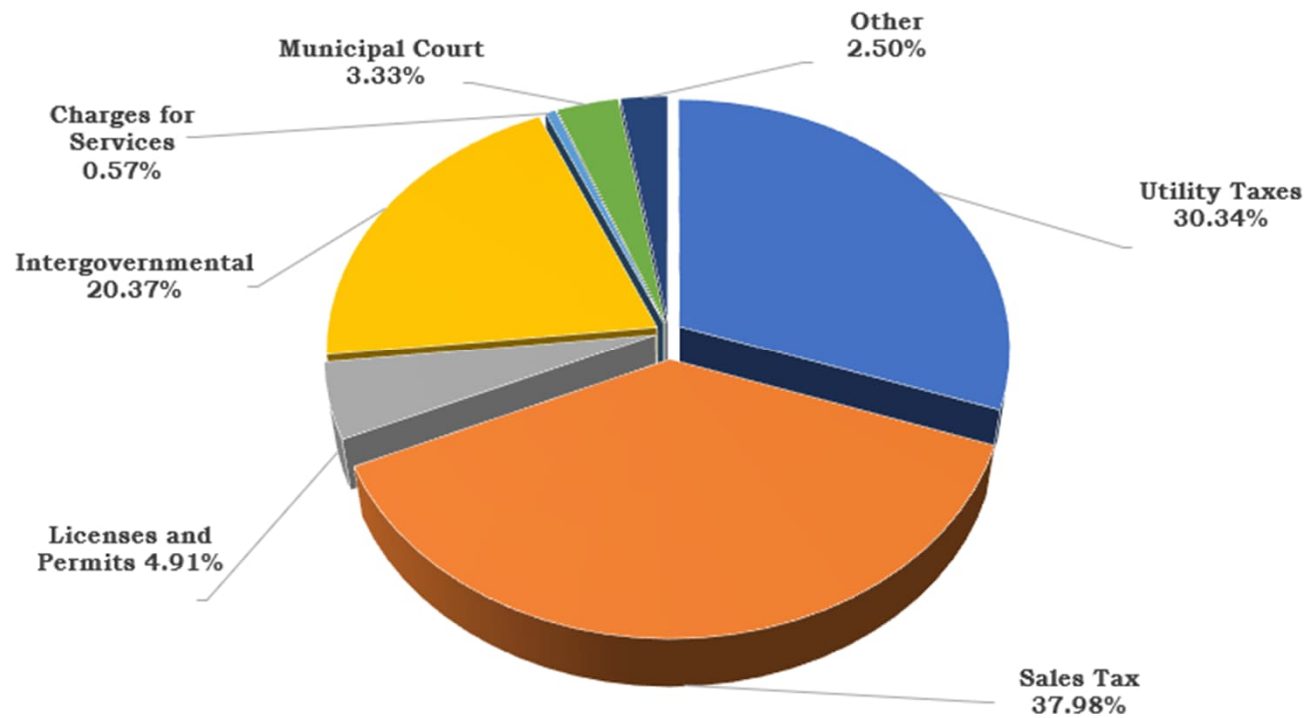
	2021 ACTUAL (AUDITED)	2022 ACTUAL (AUDITED)	2023 ACTUAL (AUDITED)	2024 PROJECTED	2025 BUDGET (PROPOSED)	Increase/(Decrease) 2025 Budget vs 2024 Projected
FUND BALANCE, JANUARY 1	\$ 10,043,646	\$ 11,487,049	\$ 13,896,607	\$ 16,543,304	\$ 16,956,185	
REVENUES:						
Sales Tax	\$7,516,503	\$8,569,905	\$8,566,741	\$8,950,000	\$9,129,000	\$179,000 2.0%
Utility Taxes	6,551,257	7,007,908	9,096,545	7,150,000	7,293,000	\$143,000 2.0%
Intergovernmental	4,279,837	4,575,438	4,658,883	4,800,000	4,894,500	\$94,500 2.0%
Licenses and Permits	1,430,736	1,485,720	1,437,782	1,231,000	1,181,000	(\$50,000) -4.1%
Charges for Services	143,147	141,431	138,850	132,067	136,318	\$4,251 3.2%
Court Receipts	740,150	846,570	801,453	799,300	799,300	\$0 0.0%
Other Revenues	549,025	270,002	1,511,356	915,869	600,539	(\$315,330) -34.4%
TOTAL REVENUE	\$ 21,210,654	\$ 22,896,973	\$ 26,211,609	\$ 23,978,236	\$ 24,033,657	\$ 55,421 0.2%
EXPENDITURES:						
Executive & Legislative	\$69,565	\$70,146	\$69,131	\$73,070	\$76,075	\$3,005 4.1%
Department of Administration						
City Administrator	460,817	437,232	532,713	704,072	907,910	\$203,838 29.0%
Finance	591,297	636,293	646,690	709,590	826,160	\$116,570 16.4%
Information Technology	843,546	1,018,547	1,160,554	1,202,440	1,279,268	\$76,828 6.4%
Courts	273,289	276,262	301,759	339,245	347,570	\$8,325 2.5%
Central Services	1,222,295	1,229,227	1,376,081	1,629,720	1,523,557	(\$106,163) -6.5%
Customer Service	70,385	83,264	94,950	107,905	114,410	\$6,505 6.0%
Public Services						
Planning and Development	743,177	740,790	840,202	939,620	993,350	\$53,730 5.7%
Public Works	5,077,876	5,473,056	5,566,634	6,582,210	6,781,805	\$199,595 3.0%
Capital Items for All Departments	230,498	380,323	230,496	266,833	266,500	(\$333) -0.1%
TOTAL EXPENDITURES	\$ 9,582,745	\$ 10,345,146	\$ 10,819,211	\$ 12,554,705	\$ 13,116,605	\$ 561,900 4.5%
TRANSFERS TO / (FROM) OTHER FUNDS	10,190,507 ⁺	10,142,268 ⁺	12,239,702 ⁺	11,016,650	9,581,838	(1,434,812) -13.0%
TOTAL EXPENDITURES AND TRANSFERS	\$ 19,773,252	\$ 20,487,414	\$ 23,058,912	\$ 23,571,355	\$ 22,698,443	\$ (872,912) -3.7%
Net Change in Fund Balance	1,437,402	2,409,558	3,152,697	406,881	1,335,214	
Contribution to Restricted Fund - Pickleball Construction			(500,000)			
FUND BALANCE, DECEMBER 31 (Unrestricted)	\$ 11,487,049	\$ 13,896,607	\$ 16,549,304	\$ 16,956,185	\$ 18,291,399	
40% GENERAL FUND RESERVE POLICY REQUIREMENT (UNRESTRICTED)				\$ 9,428,542	\$ 9,079,377	
Restricted Fund Balance - Pickleball Construction - \$500,000 as of 12/30/2024						



GENERAL FUND REVENUES BY SOURCE

	Actual 2021	Actual 2022	Actual 2023	Amended Budget 2024	Projected 2024	Adopted 2025	% Change 2024 to 2025	% of Total
Utility Taxes	\$ 6,551,257	\$ 7,007,908	\$ 9,096,545	\$ 6,972,000	\$ 7,150,000	\$ 7,293,000	2.00%	30.34%
Sales Tax	7,516,503	8,569,905	8,566,741	8,740,000	8,950,000	9,129,000	2.00%	37.98%
Licenses and Permits	1,430,736	1,485,720	1,437,782	1,381,000	1,231,000	1,181,000	-4.06%	4.91%
Intergovernmental	4,279,837	4,575,438	4,658,883	4,805,000	4,800,000	4,894,500	1.97%	20.37%
Charges for Services	143,147	141,431	138,850	135,067	132,067	136,318	3.22%	0.57%
Municipal Court	740,150	846,570	801,453	776,750	799,300	799,300	0.00%	3.33%
Other	549,025	270,002	1,511,356	622,969	915,869	600,539	-34.43%	2.50%
TOTAL	\$21,210,654	\$22,896,973	\$26,211,609	\$23,432,786	\$23,978,236	\$24,033,657	0.23%	

General Fund Revenue by Source





GENERAL FUND

DETAIL OF CAPITAL EXPENDITURES

DEPARTMENT/ACTIVITY	DESCRIPTION	AMOUNT	ACTIVITY TOTAL
<u>INFORMATION TECHNOLOGY</u>			
	Replacement Server Hardware (qty 3)	\$ 75,000	\$ 75,000
<u>PUBLIC WORKS</u>			
Street Maintenance	Skid Steer S-272 (net \$8k trade-in)	\$ 47,000	
	Planer Attachment ML-14 (net \$1k trade-in)	19,000	
	Equipment Trailer S-312	12,500	\$ 78,500
Vehicle Maintenance	1/2 Ton Truck replace E15	\$ 49,000	
	1/2 Ton Truck for new Project Manager (FA2)	49,000	
	Other Vehicle Maintenance equipment	5,000	\$ 103,000
Facility Maintenance	Other improvements building & grounds	\$ 10,000	\$ 10,000
TOTAL CAPITAL EXPENDITURES			\$ 266,500



PUBLIC SAFETY FUND



Fund Balance includes restricted funds of \$30,466 as of 12/31/2024 for POST Commission and Inmate Security

Anticipate restricted balance to be used by 12/31/2028. All future years forecasted to consume restricted funds in year revenues earned

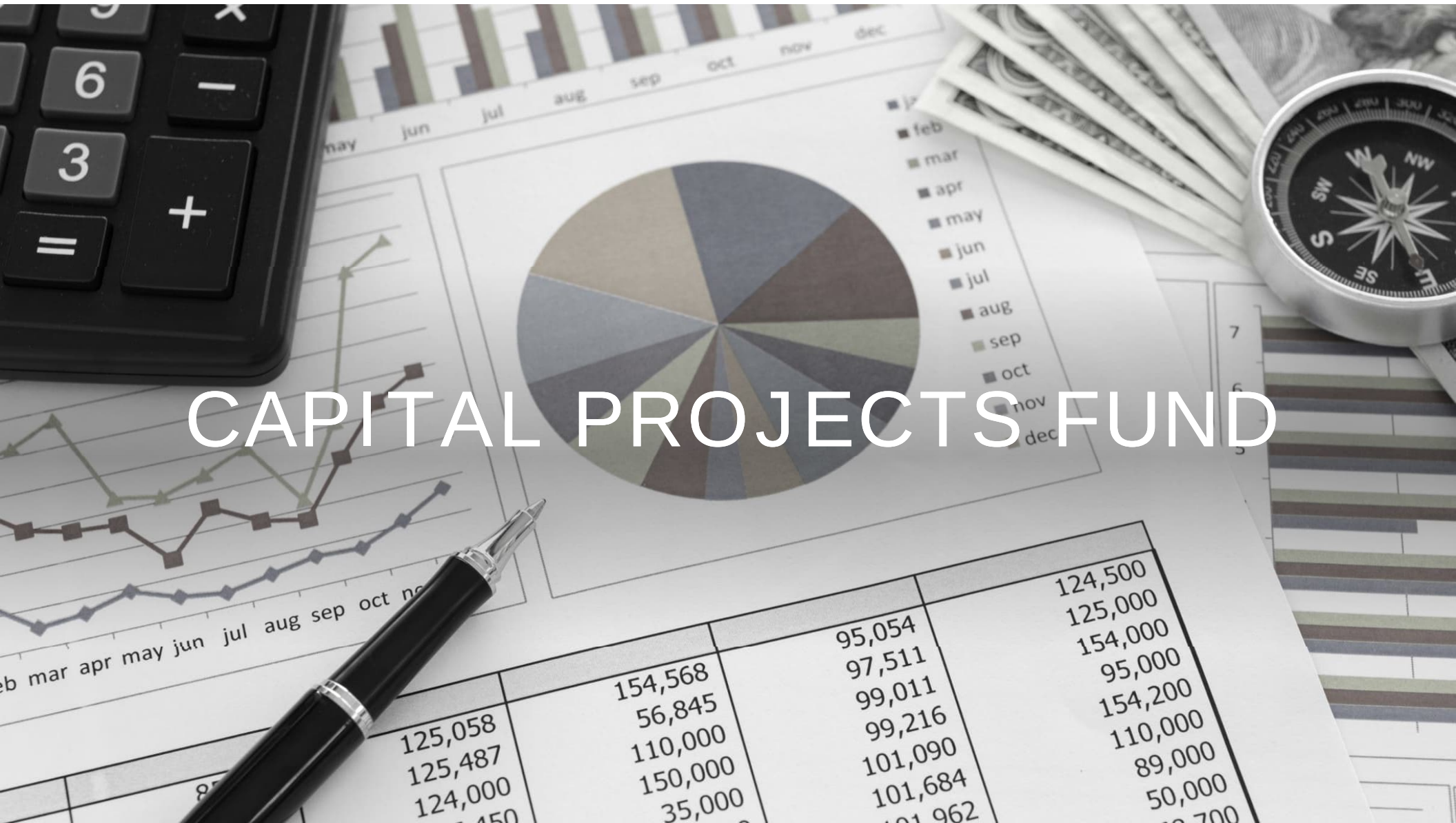


PUBLIC SAFETY FUND DETAIL OF CAPITAL EXPENDITURES

DEPARTMENT/ACTIVITY	DESCRIPTION	AMOUNT	ACTIVITY TOTAL
<u>POLICE DEPARTMENT</u>			
	Fleet of 10 Police Vehicles	\$ 439,500	\$ 439,500
TOTAL CAPITAL EXPENDITURES			\$ 439,500

One additional PD vehicle is included in the Police Forfeiture Fund
Forfeiture Fund detail provided later in presentation

CAPITAL PROJECTS FUND





CAPITAL IMPROVEMENTS FUND

STATEMENT OF REVENUES AND EXPENDITURES

	2021 ACTUAL (AUDITED)	2022 ACTUAL (AUDITED)	2023 ACTUAL (AUDITED)	2024 PROJECTED	2025 BUDGET (PROPOSED)	Increase / (Decrease) 2025 Budget vs 2024 Projected
FUND BALANCE, JANUARY 1	\$ 247,996	\$ 2,237,356	\$ 4,483,054	\$ 4,893,814	\$ 1,869,796	
REVENUES:						
Sales Tax	\$5,871,160	\$6,520,217	\$6,609,572	\$6,800,000	\$6,936,000	\$136,000 2.0%
Other Revenues	157,052	1,027,660	62,417	43,000	518,950	\$475,950 1106.9%
TOTAL REVENUE	\$ 6,028,213	\$ 7,547,876	\$ 6,671,988	\$ 6,843,000	\$ 7,454,950	\$ 611,950 8.9%
EXPENDITURES:						
Public Services						
Public Works	865,588	689,069	831,005	3,273,240	1,358,520	(\$1,914,720) -58.5%
Capital Items	4,019,198	4,888,109	5,430,224	8,718,778	6,470,000	(\$2,248,778) -25.8%
TOTAL EXPENDITURES	\$ 4,884,786	\$ 5,577,178	\$ 6,261,229	\$ 11,992,018	\$ 7,828,520	\$ (4,163,498) -34.7%
TRANSFERS TO / (FROM) OTHER FUNDS	(845,934)	(275,000)	-	(2,125,000)	-	\$2,125,000 0.0%
TOTAL EXPENDITURES AND TRANSFERS	\$ 4,038,852	\$ 5,302,178	\$ 6,261,229	\$ 9,867,018	\$ 7,828,520	\$ (2,038,498) -20.7%
Net Change in Fund Balance	1,989,360	2,245,699	410,759	(3,024,018)	(373,570)	
FUND BALANCE, DECEMBER 31	<u>\$ 2,237,356</u>	<u>\$ 4,483,054</u>	<u>\$ 4,893,814</u>	<u>\$ 1,869,796</u>	<u>\$ 1,496,226</u>	

Spending down
Fund Balance by
\$373,570



CAPITAL IMPROVEMENT SALES TAX FUND

DETAIL OF CAPITAL EXPENDITURES

DEPARTMENT/ACTIVITY	DESCRIPTION	AMOUNT	ACTIVITY TOTAL
<u>PUBLIC WORKS</u>			
Capital Expenditures	Concrete Slab Replacement Project	\$ 5,100,000	
	Annual Sidewalk Replacement Program	500,000	
	2.5 ton Flatbed Truck replacement S-115	235,000	
	2.5 Ton Dump Truck replacement S-116	235,000	
	Front End Loader replacement ML-14	185,000	
	CDBG Project (reimbursement of \$84k)	110,000	
	Replace 3 HVAC Units at Amphitheater	60,000	
	HVAC Unit at PWF	35,000	
	Storm sewer improvements	10,000	\$ 6,470,000
Personnel	Salaries / Benefits		\$ 451,520
Contractual	Highcroft Drive Design (\$212.1k grant)	\$ 303,000	
	Pathway on Parkway design (\$204k grant)	255,000	
	Inspection / Testing (Slab, Sidewalk, Asphalt)	110,000	
	Semi-Annual Crack Sealing	100,000	
	RHL Culvert design	75,000	
	Schoettler SW Right of Way (\$18.85k grant)	29,000	
	Grant Applications - Ladue Farm Bridge	15,000	
	Capital Contracts	10,000	
	Capital Project Design	10,000	\$ 907,000
TOTAL EXPENDITURES			\$ 7,828,520

A blurred background image of a park. In the foreground, a colorful plaid blanket is spread out on the grass. The middle ground shows a lush green lawn with small white daisies. In the background, several people are walking or standing, and there are dense green trees. The overall scene is bright and sunny.

PARKS FUND



Parks Fund FUND RESERVES ESTIMATE (AS SUBMITTED)

12/31/2024 FUND BALANCE (Estimate-Unrestricted) \$ 6,218,079

2025 NET ACTIVITY \$ 754,390

Includes \$400k Contribution to Synthetic Fields (restricted)

PROJECTED 12/31/2025 (Estimate - Unrestricted)
PARKS FUND – FUND RESERVES \$ 6,972,469

RESTRICTED Fund Balance as of 12/31/2025
FOR SYNTHETIC FIELD REPLACEMENT \$ 1,300,000
FOR CVAC IMPROVEMENTS \$ 290,475
TOTAL RESTRICTED \$ 1,590,475

Note: The proposed budget does not include any contributions to replace the Aquatics Center tentatively planned for closure in 2027 and 2028.

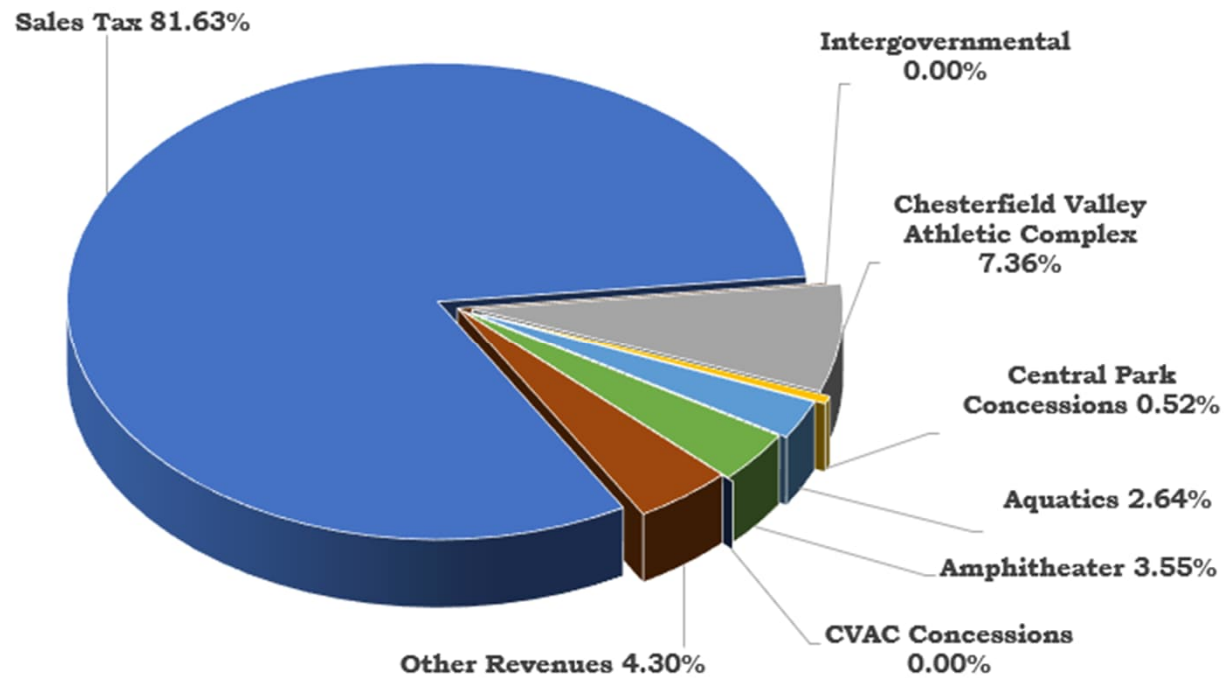


PARKS SALES TAX FUND REVENUES BY SOURCE

	Actual 2021	Actual 2022	Actual 2023	Amended Budget 2024	Projected 2024	Proposed 2025	% Change 2024 to 2025	% of Total
Sales Tax	\$ 6,907,181	\$ 7,670,843	\$ 7,770,378	\$ 7,135,650	\$ 8,000,000	\$ 8,160,000	2.00%	81.63%
Intergovernmental (Grants)	6,400	-	1,050,000	750,000	546,250	-	-100.00%	0.00%
Chesterfield Valley Athletic Complex	465,596	758,054	1,133,149	810,000	745,693	735,500	-1.37%	7.36%
Central Park Concessions	53,568	50,876	61,038	52,000	52,000	52,000	0.00%	0.52%
Aquatics	257,020	244,743	273,698	257,600	267,471	264,000	-1.30%	2.64%
Amphitheater	518,184	321,474	485,992	327,000	348,000	355,000	2.01%	3.55%
CVAC Concessions	426,454	406,650	6,086	5,500	-	-	#DIV/0!	0.00%
Other Revenues	517,904	502,421	918,213	690,765	661,220	429,465	-35.05%	4.30%
TOTAL	\$9,152,308	\$9,955,060	\$11,698,555	\$10,028,515	\$10,620,634	\$9,995,965	-5.88%	

Other revenue includes investment income, dog tags, parks contributions, and other miscellaneous parks revenues

Park Sales Tax Fund Revenue by Source





PARKS FUND

STATEMENT OF REVENUES AND EXPENDITURES

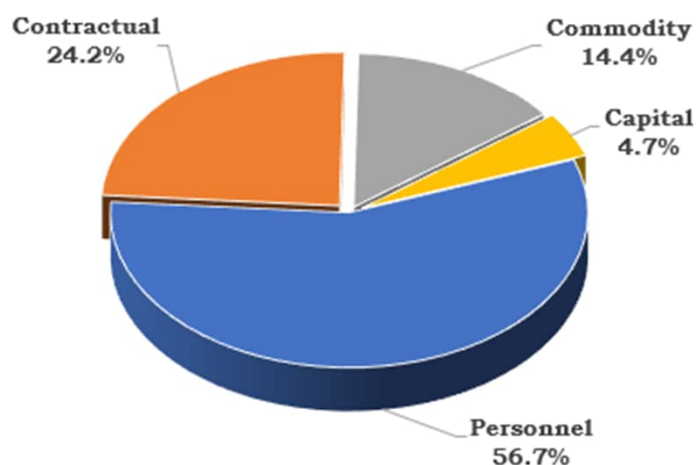
	2021 ACTUAL (AUDITED)	2022 ACTUAL (AUDITED)	2023 ACTUAL (AUDITED)	2024 PROJECTED	2025 BUDGET (PROPOSED)	Increase/(Decrease) 2025 Budget vs 2024 Projected
FUND BALANCE, JANUARY 1	\$ 1,545,482	\$ 2,407,472	\$ 2,765,153	\$ 5,273,523	\$ 6,218,079	
REVENUES:						
Sales Tax	\$6,907,181	\$7,670,843	\$7,770,378	\$8,000,000	\$8,160,000	\$160,000 2.0%
Intergovernmental	6,400	-	1,050,000	546,250	-	(\$546,250) -100.0%
Charges for Services	2,210,479	2,139,579	2,244,205	1,720,355	1,710,965	(\$9,390) -0.5%
Other Revenues	28,247	144,638	633,972	354,029	125,000	(\$229,029) -64.7%
TOTAL REVENUE	\$ 9,152,308	\$ 9,955,060	\$ 11,698,555	\$ 10,620,634	\$ 9,995,965	\$ (624,669) -5.9%
EXPENDITURES:						
Parks Department						
Parks and Recreation	\$3,787,596	\$6,270,551	\$5,254,754	\$5,998,773	\$5,564,222	(\$434,551) -7.2%
Arts and Entertainment	540,720	564,923	708,907	760,710	887,986	\$127,276 16.7%
Aquatics	346,659	356,061	376,331	555,446	565,835	\$10,389 1.9%
CVAC Concession	323,582	332,827	3,410	-	-	\$0 #DIV/0!
Central Park Concession	69,493	72,254	76,186	87,167	92,445	\$5,278 6.1%
Sports and Wellness	332,888	369,540	491,248	572,345	617,390	\$45,045 7.9%
Capital Items for All Departments	74,385	371,549	41,023	326,897	383,040	\$56,143 17.2%
TOTAL EXPENDITURES	\$ 5,475,323	\$ 8,337,705	\$ 6,951,860	\$ 8,301,338	\$ 8,110,918	\$ (190,420) -2.3%
TRANSFERS TO / (FROM) OTHER FUNDS	2,714,394	1,159,674	1,797,850	\$374,740	1,130,657	\$155,917 16.0%
TOTAL EXPENDITURES AND TRANSFERS	\$ 8,190,318	\$ 9,497,379	\$ 8,749,710	\$ 9,276,078	\$ 9,241,575	\$ (34,503) -0.4%
Net Change in Fund Balance	961,990	457,681	2,948,845	1,344,556	754,390	
Contribution to Restricted Fund - Synthetic Field Replacement	(100,000)	(100,000)	(150,000)	(400,000)	(400,000)	
Contribution to Restricted Fund - CVAC Improvements			(290,475)			
FUND BALANCE, DECEMBER 31	\$ 2,407,472	\$ 2,765,153	\$ 5,273,523	\$ 6,218,079	\$ 6,972,469	
(Unrestricted)						
Restricted Fund Balance - Synthetic Field Replacement - \$900,000 as of 12/30/2024						
Restricted Fund Balance - CVAC Improvements - \$290,475 as of 12/30/2024						



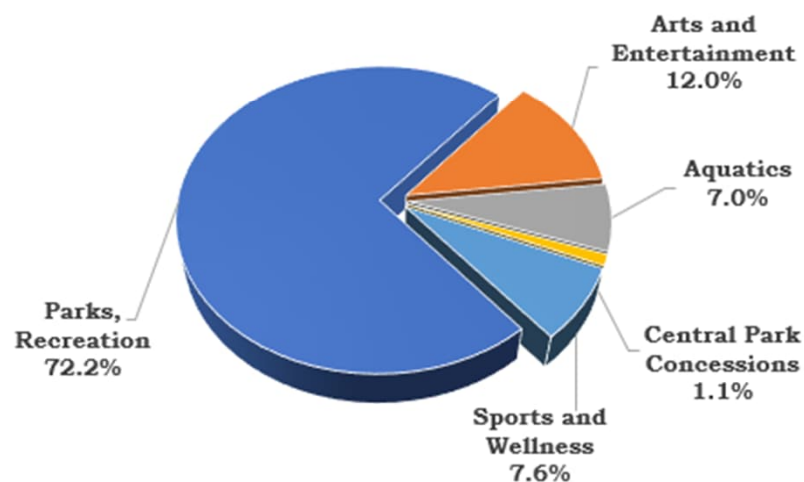
PARKS, RECREATION AND ARTS APPROPRIATIONS

Division	Personnel	Contractual	Commodity	Capital	Division Total
Parks, Recreation	\$3,469,570	\$1,526,717	\$567,935	\$294,040	\$5,858,262
Arts and Entertainment	\$297,290	\$266,445	\$324,251	\$89,000	\$976,986
Aquatics	\$382,160	\$122,305	\$61,370	\$0	\$565,835
Central Park Concessions	\$62,595	\$3,850	\$26,000	\$0	\$92,445
Sports and Wellness	\$383,745	\$45,295	\$188,350	\$0	\$617,390
TOTAL	\$4,595,360	\$1,964,612	\$1,167,906	\$383,040	\$8,110,918
	56.7%	24.2%	14.4%	4.7%	

By Element:



By Division:





PARKS SALES TAX FUND

DETAIL OF CAPITAL EXPENDITURES

DEPARTMENT/ACTIVITY	DESCRIPTION	AMOUNT	ACTIVITY TOTAL
<u>PARKS AND RECREATION</u>			
Parks Maintenance	3/4 Ton Truck King cab (PK-22) replacement	\$ 56,000	
	1/2 Ton Truck Crew cab (PK-17) replacement	48,490	
	Compact Excavator (PK-407) replacement	32,000	
	Compact SUV for Parks Director (PK-21)	31,830	
	Compact SUV (PK-3) replacement	31,830	
	Ride-on Painter (PK-241) replacement	19,900	
	Zero Turn Mower (PK-281) replacement	15,200	
	Utility Cart (PK-260) replacement	9,830	
	Drinking Fountains for CVAC (qty 3)	9,000	
	Utility Cart (PK-288) replacement	8,430	
	ADA stair for Competition Pool required by STL Co.	7,700	
	Walk Behind Mower (PK-266) replacement	6,900	
	Arrow Board (PK-230) replacement	6,000	
	Utility Cart (PK-226) replacement	5,530	
	Equipment Trailer (PK-303) replacement	5,400	\$ 294,040
Arts and Entertainment	Amphitheater perimeter fencing for security	\$ 85,000	
	Amphitheater camera upgrades	4,000	\$ 89,000
TOTAL CAPITAL EXPENDITURES			\$ 383,040

POLICE FORFEITURES FUND





POLICE FORFEITURES FUND

STATEMENT OF REVENUES AND EXPENDITURES

	2021 ACTUAL (AUDITED)	2022 ACTUAL (AUDITED)	2023 ACTUAL (AUDITED)	2024 PROJECTED	2025 BUDGET (PROPOSED)	FORECAST 2026	FORECAST 2027
FUND BALANCE, JANUARY 1	\$ 26,366	\$ 11,249	\$ 41,781	\$ 347,757	\$ 180,397	\$ 133,947	\$ 33,947
REVENUES:							
Sales Tax	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Intergovernmental	-	30,533	317,987	-	3,000	-	-
TOTAL REVENUE	\$ -	\$ 30,533	\$ 317,987	\$ -	\$ 3,000	\$ -	\$ -
EXPENDITURES:							
Police Department	15,117	-	12,011	64,742	5,500	100,000	33,947
Capital Items for All Departments	-	-	-	102,618	43,950	-	-
TOTAL EXPENDITURES	\$ 15,117	\$ -	\$ 12,011	\$ 167,360	\$ 49,450	\$ 100,000	\$ 33,947
TRANSFERS TO / (FROM) OTHER FUNDS	-	-	-	-	-	-	-
TOTAL EXPENDITURES AND TRANSFERS	\$ 15,117	\$ -	\$ 12,011	\$ 167,360	\$ 49,450	\$ 100,000	\$ 33,947
Net Change in Fund Balance	(15,117)	30,533	305,976	(167,360)	(46,450)	(100,000)	(33,947)
FUND BALANCE, DECEMBER 31	<u>\$ 11,249</u>	<u>\$ 41,781</u>	<u>\$ 347,757</u>	<u>\$ 180,397</u>	<u>\$ 133,947</u>	<u>\$ 33,947</u>	<u>\$ 0</u>



SEWER LATERAL FUND



SEWER LATERAL FUND

STATEMENT OF REVENUES AND EXPENDITURES

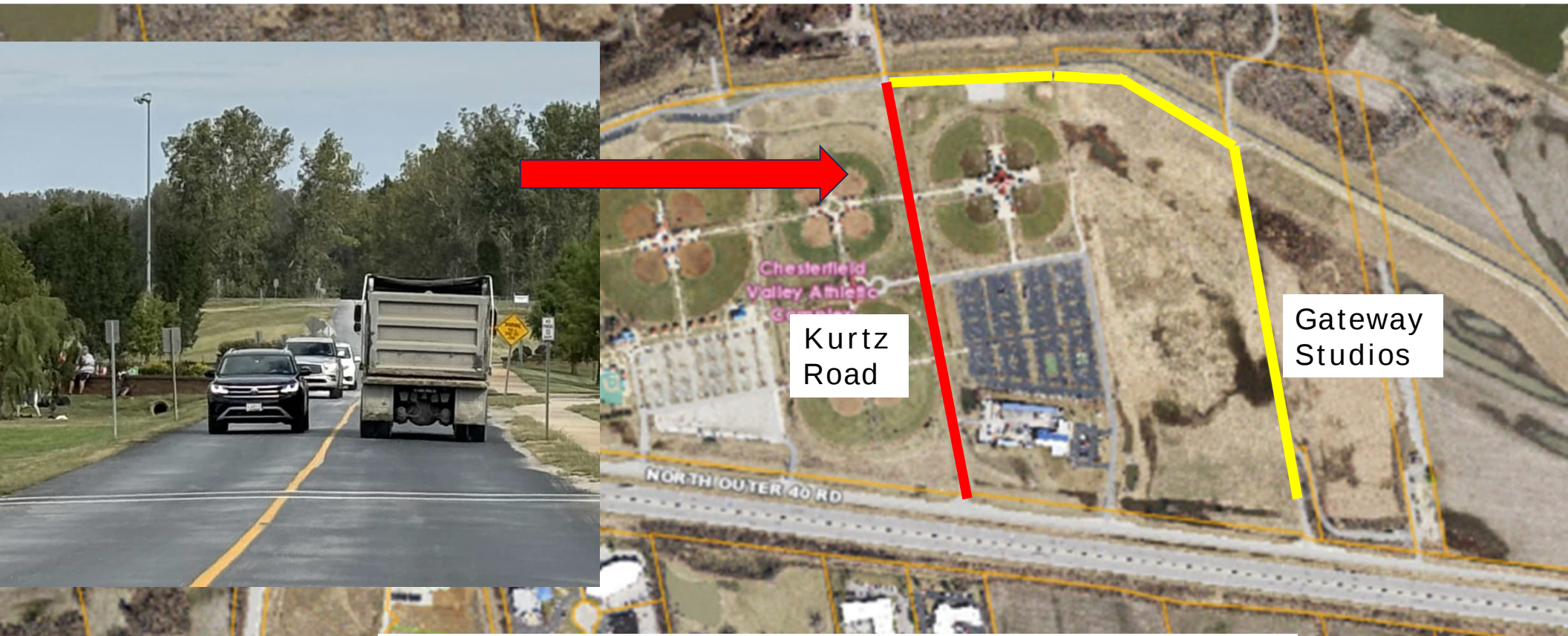
	2021 ACTUAL (AUDITED)	2022 ACTUAL (AUDITED)	2023 ACTUAL (AUDITED)	2024 PROJECTED	2025 BUDGET (PROPOSED)
FUND BALANCE, JANUARY 1	\$ 373,587	\$ 411,351	\$ 362,097	\$ 397,008	\$ 392,008
REVENUES:					
Sales Tax	\$0	\$0	\$0	\$0	\$0
Charges for Services	437,762	426,636	422,343	425,000	430,000
TOTAL REVENUE	\$ 437,762	\$ 426,636	\$ 422,343	\$ 425,000	\$ 430,000
EXPENDITURES:					
Public Services					
Public Works	\$ 399,998	\$ 475,890	\$ 387,432	\$ 430,000	\$ 430,000
Capital Items for All Departments	-	-	-	-	-
TOTAL EXPENDITURES	\$ 399,998	\$ 475,890	\$ 387,432	\$ 430,000	\$ 430,000
TRANSFERS TO / (FROM) OTHER FUNDS					
TOTAL EXPENDITURES AND TRANSFERS	\$ 399,998	\$ 475,890	\$ 387,432	\$ 430,000	\$ 430,000
Net Change in Fund Balance	37,764	(49,254)	34,911	(5,000)	-
FUND BALANCE, DECEMBER 31	<u>\$ 411,351</u>	<u>\$ 362,097</u>	<u>\$ 397,008</u>	<u>\$ 392,008</u>	<u>\$ 392,008</u>

A collage of financial and business-related items including a calculator, a pie chart, a line graph, a compass, and a pen, all set against a background of various charts and tables.

CHESTERFIELD VALLEY SPECIAL ALLOCATION FUND

125,058	154,568	95,054	124,500
125,487	56,845	97,511	125,000
124,000	110,000	99,011	154,000
450	150,000	99,216	95,000
	35,000	101,090	154,200
		101,684	110,000
		101,962	89,000
			50,000
			700

CHESTERFIELD VALLEY ATHLETIC COMPLEX



complete Ring Road,
eliminate commercial Kurtz Access



Replace temporary fencing at A1 & A2 CVAC Fields





ARPA FUND



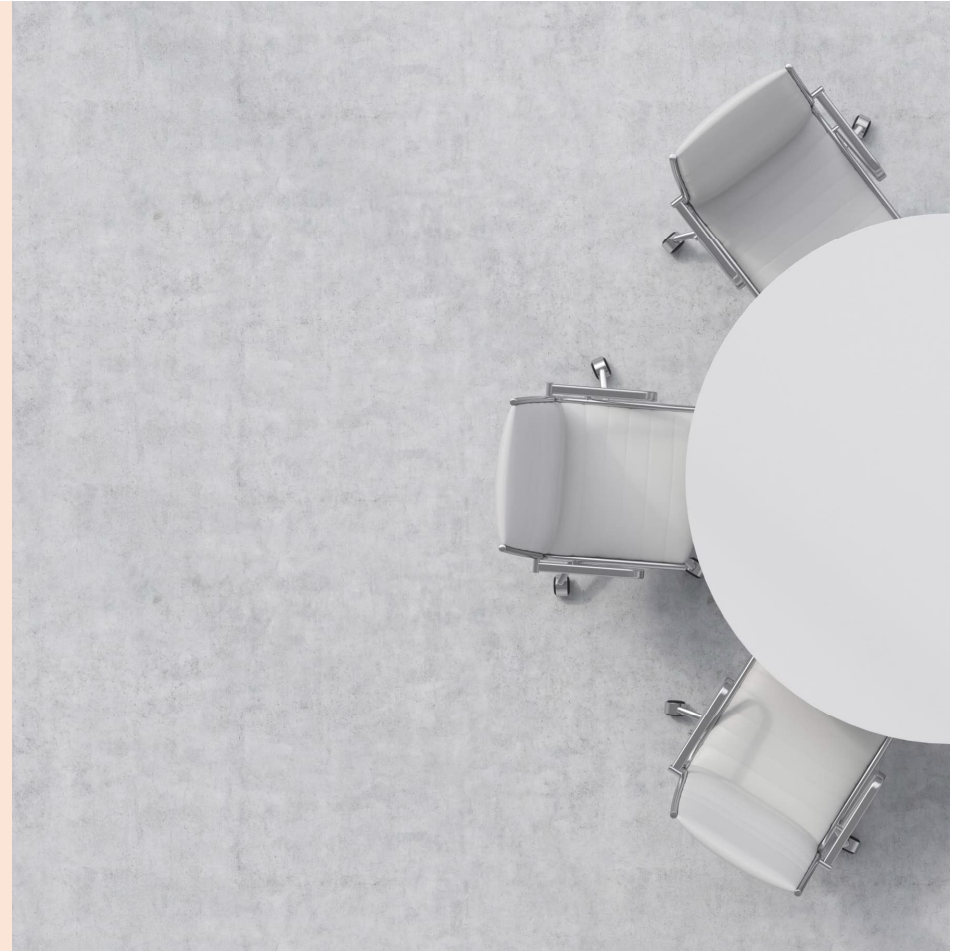
ARPA FUND

STATEMENT OF REVENUES AND EXPENDITURES

	2021 ACTUAL (AUDITED)	2022 ACTUAL (AUDITED)	2023 ACTUAL (AUDITED)	2024 PROJECTED	2025 BUDGET (PROPOSED)
FUND BALANCE, JANUARY 1	\$ -	\$ 3,416	\$ 47,989	\$ 195,090	\$ 0
REVENUES:					
Intergovernmental	\$2,055,100	\$3,559,069	\$2,368,389	\$1,702,358	\$0
Other Revenues	3,417	44,573	147,101	60,000	-
TOTAL REVENUE	\$ 2,058,517	\$ 3,603,642	\$ 2,515,490	\$ 1,762,358	\$ -
EXPENDITURES:					
Department of Administration					
Information Technology	12,500	-	-	-	-
Police Department	-	110,714	-	-	-
Public Services					
Public Works	-	139,477	98,392	-	-
Capital Improvements	-	-	-	-	-
Parks Department					
Parks and Recreation	20,233	117,417	126,657	14,252	-
Arts and Entertainment	7,798	51,095	98,062	1,284,702	-
Aquatics	-	19,809	1,348	-	-
Sports and Wellness	-	500,000	-	-	-
Capital Items for All Departments	13,913	1,620,541	1,043,825	658,494	-
TOTAL EXPENDITURES	\$ 54,444	\$ 2,559,054	\$ 1,368,284	\$ 1,957,448	\$ -
TRANSFERS TO / (FROM) OTHER FUNDS	2,000,656	1,000,015	1,000,105	-	-
TOTAL EXPENDITURES AND TRANSFERS	\$ 2,055,100	\$ 3,559,069	\$ 2,368,389	\$ 1,957,448	\$ -
Net Change in Fund Balance	3,416	44,573	147,101	(195,090)	-
FUND BALANCE, DECEMBER 31	\$ 3,416	\$ 47,989	\$ 195,090	\$ 0	\$ 0

\$1,702,358.67 deferred revenue as of 12/31/2023.
Per Guidelines we recognize revenue as expenditures are incurred. Investment Interest recognized as received.

MERIT POOL DISCUSSION



Section 3. Determination of Annual Budget for Performance Based (Merit) Increases

As part of the initial Annual Budget submittal, the City Staff will include a merit-based increase of 1.5 times the CPI-U referenced in Chapter IV, Section 2, with a minimum of three percent and a maximum of eight percent. It is understood that this value is included in the initial draft in order to present a more realistic draft budget and that Council will consider the value of the merit compensation increase pool and value and provide direction to staff as to a final value to include in the final budget submission. While it is imperative that the maximum and minimum compensation rates are adjusted to keep the City competitive in the labor markets, it is equally important that the merit pool exceed these adjustments to avoid compression and sufficiently compensate the existing employees.

The Finance and Administration Committee of Council of the Whole will review the value of the merit pool for compensation increases and provide direction as to what value is to be included in the final budget submission.

CPI - U
June 2024
2.5%

Historical CPI-U

CPI-U, Midwest Region, 12-Month Percent Change

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2015	-0.3	-0.5	-0.9	-1.1	-0.8	-0.7	-0.5	-0.3	-0.8	-0.3	-0.2	0.0
2016	0.8	0.4	0.5	0.8	0.8	0.8	0.4	0.6	1.1	1.0	1.2	1.8
2017	2.2	2.4	1.9	1.8	1.4	0.9	1.3	1.5	1.5	1.5	1.9	1.7
2018	1.6	1.7	1.8	1.8	2.3	2.5	2.4	2.1	1.9	2.2	1.4	1.3
2019	0.8	1.3	1.7	1.5	1.3	1.2	1.5	1.5	1.4	1.5	1.9	2.3
2020	2.5	2.1	1.0	-0.4	-0.4	0.4	0.7	1.1	1.3	1.0	1.0	1.1
2021	1.2	1.7	3.0	4.9	5.6	5.8	5.9	5.7	5.7	6.6	7.3	7.5
2022	7.9	8.0	8.6	8.2	8.8	9.5	8.6	8.1	8.1	7.4	6.8	6.0
2023	6.0	5.6	4.9	4.9	3.7	2.4	2.9	3.4	3.2	2.9	2.9	3.2
2024	2.7	2.8	2.8	2.8	2.7	2.5	2.7					

Merit Pool for 2025 proposed budget submission: $2.5\% \times 1.5 = 3.75\%$

City Administrator recommended Council consider 4%

The impact of 0.25% merit increase (fully loaded) is \$30,063 across all funds



CBIZ Compensation Consulting
721 Emerson Rd., Suite 400
St. Louis, Missouri 63141



September 4, 2024

Michael Geisel
City Administrator
City of Chesterfield
690 Chesterfield Parkway West
Chesterfield, MO 63017

Dear Michael:

This letter documents our annual recommendations regarding salary structure updates and salary increase budgets. The below table outlines our recommendations. The remaining letter provides the rationale and data behind the updates as well as an exploration of broader trends to consider and keep in mind.

Recommendations	
Structure Update:	3.3%
Salary Increase Budget:	4.7%

Structure Update

Adjusting your salary structure annually will help ensure that your salary range minimums remain competitive to the market and that your salary range maximums remain appropriate. This is an annual best practice but is only a short-term fix as jobs move in the labor market independently from the overall labor market trend. Some jobs might be considered "hot jobs" and see pay escalate quickly while other jobs may stagnate in the labor market. For this reason, it's important to reassess market-competitive pay every three to five years.

Our sources for structure update data include the U.S. Bureau of Labor Statistics *Employment Cost Index (ECI)*, which measures wage growth over the prior 12-months. ECI is a valuable in understanding broad wage movement in the labor market, making it a good metric to consider when evaluating pay structure adjustments should be based. The relevant data in our recommendation comes from the reported wages and salaries data for civilian workers (i.e., all private and state and local government), which is 4.2% from the June 2024 report¹. We also consider the WorldatWork 2024-2025 Salary Budget Survey, which is a historically trusted survey source for structure update forecasts. The current survey reports an overall average structure update of 2.4%.

Please note minimum wage increase changes may exceed your current salary structure minimums. Additional evaluation and structure adjustment may be needed to ensure all employees are paid at or above the new required minimum wage.

Salary Increase Budget

Matching market trends for annual salary adjustments ensures that wages remain competitive to the market. Meritorious employees should be recognized with increases that advance their pay through the pay range, not simply match the market movement.

Data sources considered when determining our salary increase budget recommendation include the WorldatWork 2024-2025 Salary Budget Survey, which reported average planned overall increases of 3.8%. The Atlanta Fed Wage Growth Tracker², which tracks the median percent change in hourly wages of the same U.S.

workers year-over-year, reported 4.5% in their report for job stayers. Job stayers is a category in the report that refers to the subset of workers who have remained in the same job over the observed year. By focusing on this group, the tracker provides a more stable and controlled measure of wage growth, as it eliminates the variability introduced by job changes, promotions, or transitions between industries.

FLSA Overtime Changes

The Department of Labor (DOL) issued a final rule on April 23, 2024, that substantially increases the salary thresholds for overtime exemptions under the Fair Labor Standards Act (FLSA). As of July 1, 2024, the salary level required for exempt status rose from \$35,568 per year to \$43,888 per year. A further increase to \$58,656 is set for January 1, 2025. These adjustments aim to expand overtime eligibility to millions of workers. Employers now need to decide whether to increase pay for exempt employees paid below the new salary threshold to maintain the exemption or to reclassify these employees to non-exempt, track hours, and pay overtime to comply.

CBIZ Compensation Bulletin

We are excited to announce the launch of our new quarterly newsletter, designed to provide you with valuable insights and guidance throughout the year. The Compensation Bulletin Newsletter will cover a broad range of topics related to compensation, ensuring you stay informed about the latest trends, strategies, and regulatory updates. We invite you to sign up for the newsletter on our website at [Compensation Bulletin Newsletter Sign-Up \(cbiz.com\)](#).

Sincerely,

Joe Rice
Director, Compensation Consulting
(314) 590-4070
jrice@cbiz.com

CBIZ is a business and financial advisory firm providing a vast array of services, including compensation consulting. Our professionals perform compensation valuations on a regular basis and are qualified to provide such.

Recommendations	
Structure Update:	3.3%
Salary Increase Budget:	4.7%

¹ Employment Cost Index Summary; June. [Employment Cost Index Summary \(bls.gov\)](#)

² Wage Growth Tracker, June. [Federal Reserve Bank of Atlanta](#)

2025 CUMULATIVE COST OF MERIT POOL NON-FOP EMPLOYEES

Fully Loaded Cost Impact of Merit Pool						
	General Fund		Parks Fund		Capital Fund	Total
3.00%	\$248,808		\$127,191		\$8,763	\$384,762
3.25%	\$270,154		\$135,176		\$9,496	\$414,825
3.50%	\$291,499		\$143,160		\$10,229	\$444,889
3.75%	\$312,844		\$151,145		\$10,963	\$474,952
4.00%	\$334,190		\$159,130		\$11,696	\$505,015
4.25%	\$355,535		\$167,114		\$12,429	\$535,078
4.50%	\$376,880		\$175,099		\$13,162	\$565,142
4.75%	\$398,226		\$183,084		\$13,895	\$595,205
5.00%	\$419,571		\$191,068		\$14,629	\$625,268

Public Safety merit increase is included in General Fund due to subsidy

3.75% merit is included in 2025 proposed budget as presented

City Administrator recommended Council consider 4%
The impact of 0.25% merit increase (fully loaded) is \$30,063 across all funds

QUESTIONS



DECISIONS REQUESTED:

- MERIT POOL VALUE
- PRE-PAID DEBT
- ANY NEW QUESTIONS ?

Budget Workshop #2
Tuesday, October 29th, 5 pm
IF NEEDED