



Finance and Administration Committee of the Whole Record of Proceeding September 3, 2019

The Finance and Administration Committee of the Whole met on September 3, 2019. Those in attendance included: Chairperson Michael Moore, Ward III; Council Committee Member Ben Keathley, Ward II; Council Committee Member Barbara McGuinness, Ward I; Council Committee Member Michelle Ohley, Ward IV; City Administrator Mike Geisel; and Acting Finance Director John Hughes. Those also in attendance included: Mayor Bob Nation; Councilmember Mary Monachella, Ward I; Councilmember Mary Ann Mastorakos, Ward II; Councilmember Dan Hurt, Ward III; Councilmember Tom DeCampi, Ward IV; Director of Public Works/City Engineer Jim Eckrich; Director of Planning and Development Services Justin Wyse; Police Chief Ray Johnson; Police Captain Mike Thompson; Police Captain Dan Dunn; Director of Parks, Recreation and Arts Thomas McCarthy; IT Director Matt Haug and City Clerk Vickie McGownd.

Chairperson Michael Moore called the meeting to order at 5:30 p.m.

Approval of Minutes

Chairperson Moore asked if there were any comments or changes to the August 12, 2019 Finance and Administration Committee Minutes. Hearing none, Councilmember Ohley made a motion, seconded by Councilmember McGuinness, to approve the August 12, 2019 Finance and Administration Committee minutes. A voice vote was taken with a unanimous affirmative result and the motion was declared passed.

City Council Policy No. 10 – Speakers

City Administrator Mike Geisel submitted proposed revisions to City Council Policy No. 10 (Speakers – City Council Meetings) as instructed by the Finance and Administration Committee. Councilmember Moore made a motion, seconded by Councilmember McGuinness, to amend the policy as suggested by Councilmember McGuinness. Discussion ensued and a voice vote was taken with a negative result (1-3 – Councilmember Keathley voted “Aye”). Staff was instructed to further revise City Council Policy No. 10 (Speakers – City Council Meetings) based on the discussion and bring it back to the F&A Committee for review and approval.

Budget Workshop - Overview

City Administrator Mike Geisel explained that the 2020 proposed budget shows net revenue over expenses of \$1,656,592. The proposed budget was prepared with 2020 revenues equivalent to the current projected 2019 revenues. That includes reductions in the sales tax revenues and what staff believes to be more accurate revenues from other sources. The draft budget includes 2.43% and 2.51% compensation increases for Fraternal Order of Police (FOP) Officers and Sergeants respectively; however, the merit pool is yet to be included for non-FOP employees. In addition, there are two personnel requests pending approval from their respective committees of Council, one in the Parks Fund and one in the Public Safety Fund. These items could impact the proposed budget by approximately \$200,000-\$250,000. The budget as submitted also includes revenues and expenditures related to the Information Technologies contract with adjacent cities (Frontenac and Town & Country).

Projections for 2019 sales tax revenues and 2020 projected sales tax revenues for Parks and Capital Projects have been reduced by almost 5% from the 2019 budget levels. The Parks Fund balance is expected to increase by \$104,600 at the end of 2020, not including the potential of the additional employee and impacts of the merit pool. Since the Proposition R&S debt was fully retired in 2019, the Capital Projects proposed 2020 budgeted project expenditures are up \$1,808,838. The Capital Projects Fund balance is expected to decrease by \$72,094 at the end of 2020.

For the General Fund, the pooled sales tax projection for 2019 is lower than the 2019 budget. Sales tax revenues for 2020 are budgeted \$277,033 lower than 2019 sales tax revenues; however, total revenues are budgeted \$724,242 higher than 2019 total revenues. Total 2020 expenditures are budgeted \$330,975 higher than 2019 expenditures, recognizing that there were roughly \$750,000 worth of one-time reductions in 2019 (police vehicles, forfeiture for body cameras, and various other itemized one-time reductions). The early estimate for the General Fund balance is expected to increase by \$1,624,086 at the end of 2020, which will be adjusted after the personnel and merit pool discussions have been completed.

The budget reflects the City's strategy for a level debt service using previous set-asides for debt pre-payment. More than \$4 million has previously been set aside to reduce annual debt service payments and to retire debt earlier than scheduled. The Capital Projects Fund debt was completely retired in 2019. There is no debt service payment for Propositions R&S in the 2020 budget. Those funds have remained in the Capital Projects fund, somewhat offsetting decreased sales tax revenues, funding the scheduled expansion of capital projects. The final year of debt service for City Hall (2022) has been completely funded and annual debt payments in 2020 and 2021 have been reduced to \$1,073,880 per year. The Parks Fund debt service has been reduced from \$3,296,278 to \$2,991,699 annually through 2025. Thereafter, the annual debt service for Parks remains below \$970,000 through 2031. Should Council elect to set aside additional funds from the excess Fund Reserves above the 40% policy threshold, the remaining annual debt

payments could be further reduced. Acting Finance Director John Hughes confirmed that the City has no ability to actually retire the debt earlier than scheduled, as the bonds were not structured to allow an early payoff.

Mr. Geisel provided an early estimate of the General Fund balance at the end of 2020 to be \$4.28 million over the 40% requirement in accordance with policy. This amount includes funding of the Emerald Ash Borer (EAB) program as well as the Snow Removal Reimbursement program and restricted Court funds.

Councilmember McGuinness made a motion to set-aside \$2.28 million for early debt retirement. Discussion ensued and the motion died due to lack of a second. It was agreed that a set-aside at this point would be premature and should be determined after the budget is discussed in more detail by line item.

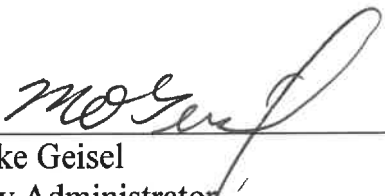
Budget Workshop – Merit Pool

City Administrator Geisel provided information from the Consumer Price Index and the Bureau of Labor Statistics, as well as Chesterfield FOP increases and information gathered from surrounding communities regarding their compensation increase budgets. He also provided a list of cumulative costs for non-FOP employees as a guideline for determining the impact of a potential merit increase for 2020.

Adjournment

The meeting was adjourned at 7:15 p.m.

Respectfully submitted:



Mike Geisel
City Administrator



Vickie McGownd
City Clerk

APPROVED: 10/1/2019



Finance
Committee of
the Whole
Initial Budget
Discussion
2020





Budget Notes (2020)

- 1ST of 3 Scheduled Public budget workshops
- Net Revenue over Expenses of \$1,656,592
- General Fund \$1,624,086 Revenues exceed Expenditures
- Parks Fund \$104,600 Revenues exceed Expenditures
- Public Safety Fund \$0 Revenues equal Expenditures (by Fund definition)
- Capital Projects Fund **\$72,094** Expenditures exceed Revenues
- The 2020 budget submission already includes 2.43% and 2.51% compensation increases for FOP Officers & Sergeants respectively.
- Merit pool yet to be included for NON-FOP employees
- Personnel requests pending



2019 Parks Fund

Projected Fund Activity

WITH DECREASED SALES TAX REVENUE

	<u>From 2019 Budget</u>	<u>CURRENT PROJECTED</u>	<u>Difference</u>
Fund Balance as of 12/31/2018	\$1,530,763	\$1,819,290	\$288,527
Estimated 2019 Revenues Sales Tax	\$7,027,193	\$6,674,640	\$352,553*
Estimated 2019 Revenues Other	\$1,974,462	\$2,211,532	
Estimated 2019 Expenditures	\$5,872,083	\$6,234,661**	Incl. Rollovers
Transfers Out 2019	\$3,009,914	\$3,009,914	Debt Service
Fund Balance 12/31/2019	\$1,650,421***	\$1,460,887	

* \$352,553 reflects only decrease in Parks Sales Tax Receipts

** Assumes expending 100% of budgeted expenditures.

*** Fund Balance is after \$1 million transfer to debt pre-pay

\$66,708 Roll-over purchase orders



Capital Improvement Sales Tax Fund

Projected Fund Activity

WITH DECREASED SALES TAX REVENUE

	From 2019 <u>Budget</u>	CURRENT <u>PROJECTED</u>	<u>Difference</u>
Fund Balance as of 12/31/2018	\$17,726	\$1,861,729*	\$1,833,003 \$577,980
Estimated 2019 Revenues	\$5,973,114	\$5,679,178	(-\$293,936)
Estimated 2019 Expenditures	\$3,942,434	\$5,595,430*	Incl. Rollovers 100% Exp.**
Transfers Out 2019	\$1,885,169	\$1,944,250	Debt Service
Fund Balance 12/31/2019	\$163,237	\$1,227	

* Roll Over purchase orders
increase fund reserve in prior year,
increase expenditures in new year

\$1,255,023 Roll-over purchase orders

** Assumes expending 100% of budgeted expenditures.
2% variance ~\$112,000



General Fund Projected Fund Activity WITH DECREASED SALES TAX REVENUE

	From 2019 <u>Budget</u>	CURRENT <u>PROJECTED</u>	<u>Difference</u>
Fund Balance as of 12/31/2018	\$7,277,444	\$11,829,032	\$4,551,588 \$3,631,176 rollovers \$834,916 Exp. Savings
Estimated 2019 Revenues	\$20,475,966	\$20,160,400	-\$277,033 Sales Tax
Estimated 2019 Expenditures	\$10,064,606	\$11,295,415**	\$1,230,809 Incl. Rollovers
Transfers Out 2019	\$9,180,551	\$8,293,011 \$887,540	-\$238,500* PD Transfer Debt Service
Fund Balance 12/31/2019	\$9,689,062	\$11,513,466	\$1,824,404 Better than projected in Dec. 2018

* \$238,500 reflects only increase in PS sales tax receipts

** Assumes expending 100% of budgeted expenditures.

\$920,412 Roll-over purchase orders

\$3,681,176 Delta minus Rollovers

\$310,397 Expense minus rollovers



General Fund EARLY 2020 - FUND BALANCE ESTIMATE (AS SUBMITTED)

12/31/2019 FUND BALANCE	\$11,513,466	
2020 NET ACTIVITY	<u>\$ 1,500,000</u>	(REDUCED TO INCLUDE MERIT POOL)
PROJECTED 12/31/2020 GENERAL FUND – FUND RESERVES	\$13,013,466	
DEDUCT FUNDING FOR		
RESTRICTED FUNDS (COURT)	\$130,000	
EAB	\$560,000	
SNOW REMOVAL REIMB.	<u>\$163,012</u>	
PROJECTED UNRESERVED FUND RESERVES	\$12,160,454	
LESS 40% RESERVE REQUIREMENT (\$19,700,218 * .40)		\$7,880,087

GENERAL FUND – FUND RESERVE END OF YEAR 12/31/2020
AVAILABLE OVER 40% POLICY THRESHOLD \$4,280,366 (estimated)

2020 Major Budget Assumptions

- Includes revenues/expenditures related to the Information Technologies contract with adjacent Cities
- We have realized increased investment income from having more than \$4 million in pre-paid debt
- The Capital Projects fund Debt was completely retired in 2019. There is no debt service payments for Propositions R & S in the 2020 budget. Those funds have remained in the Capital Projects fund, somewhat offsetting decreased sales tax revenues, funding the scheduled expansion of capital projects.
- Includes the 2020 compensation increases for the FOP employees, which is 2.43% for Police Officers and 2.51% for Sergeants.
- The proposed budget DOES NOT YET INCLUDE any merit increases for non-FOP employees.

2020 Major Budget Assumptions

The budget reflects the City's strategy for a level debt service using previous set-asides for debt pre-payment. More than \$4 million has been set aside to reduce annual debt service payments and to retire debt earlier than scheduled.

- The last year (2022) of debt service for City Hall Certificates of Participation has been completely funded.
- Annual debt payments in 2020 and 2021 have been reduced to \$1,073,880. We have only ONE additional year (2021) to fund the remaining City Hall debt.
- Parks Fund debt service has been reduced to \$2,984,200 annually through 2025. Thereafter, the annual debt service remains below \$970,000 through 2031.
- Should Council elect to set aside additional funds from the excess Fund Reserves above the 40% policy threshold, the annual debt payments above, could be further reduced.

2020 Budget Assumptions

EFFECTIVE DEBT SCHEDULE

Effective Debt Service - Principal & Interest (7/1/2019)				
Year		General Fund - City Hall Debt		Parks Sales Tax Fund
2020		\$1,073,870		\$2,984,200
2021		\$1,073,870		\$2,984,200
2022		\$0		\$2,984,200
2023		\$0		\$2,984,200
2024		\$0		\$2,984,200
2025		\$0		\$2,984,454
2026		\$0		\$932,528
2027		\$0		\$933,978
2028		\$0		\$936,673
2029		\$0		\$968,275
2030		\$0		\$964,350
2031		\$0		\$751,900

- 1) Pay off the final year of City Hall debt (2022)
- 2) Use pre-paid funds to provide uniform annual debt service

Substantially reduced the projections for Parks and Capital Projects Sales Tax revenues by roughly 5% each, \$352,553 and \$238,500 respectively, from the 2019 budgeted values.

Reduced the General Fund Pooled Sales Tax revenues by \$277,033

Parks Sales Tax Revenues \$6,674,640

REDUCED \$352,553 FROM 2019 BUDGET

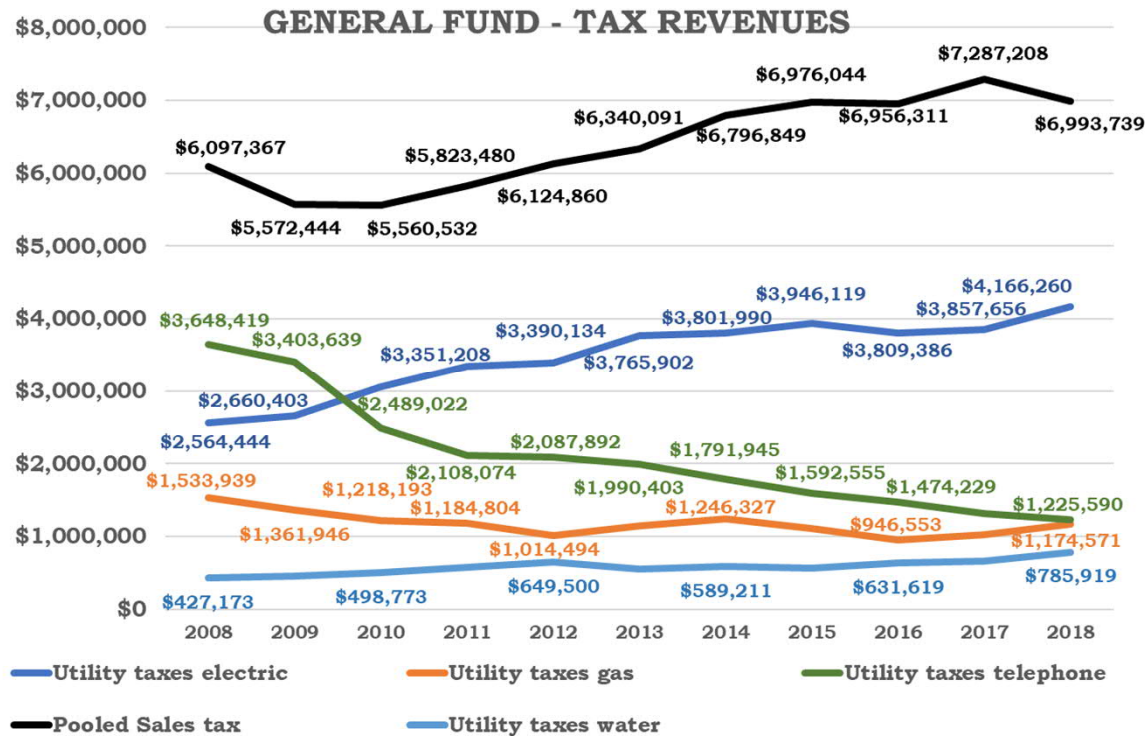
Like the Capital Projects Fund, Projected sales tax revenues currently lag budget by 4.6%. The values for the Parks Sales tax parallel those of the Capital Projects receipts. We are projecting Parks Fund sales tax receipts of \$6,674,640, which represents 95.3% or \$352,553 below the 2019 budget, and 97.81% of the 2018 actual receipts.

Capital Sales Tax Revenues \$5,679,178

REDUCED \$293,936 FROM 2019 BUDGET

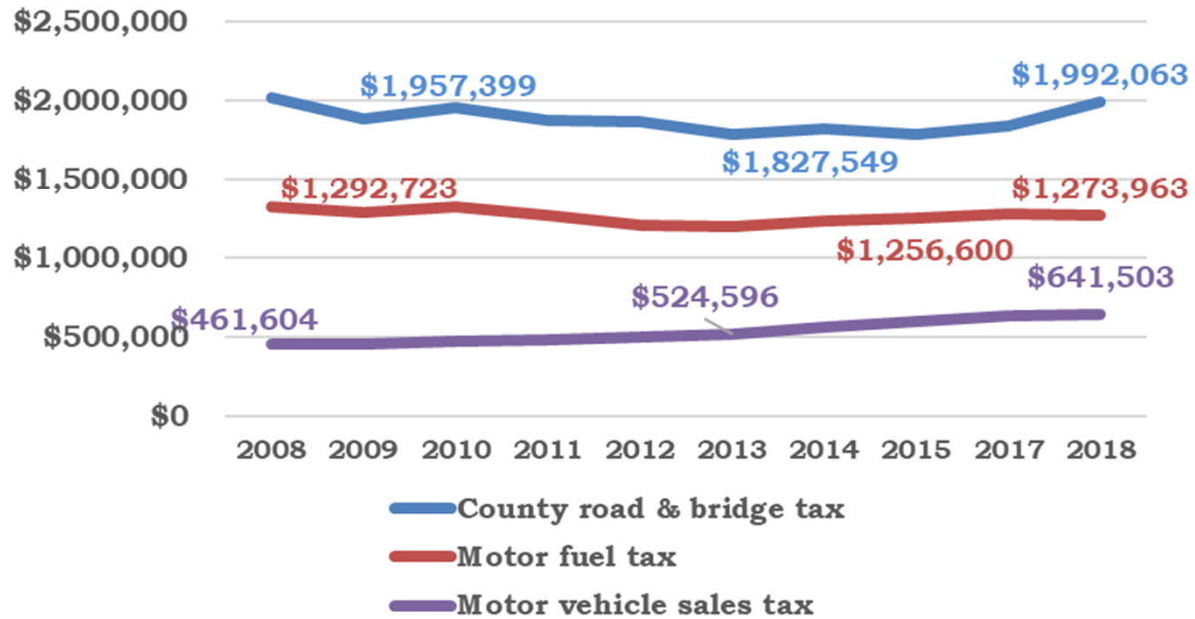
The 2019 budget provides \$5,973,114 for the Capital Sales Tax revenues. Year to date, collections are lagging at 95.34% of budget, and 97.81% of the 2018 receipts. We have interpolated these two data points and estimated the 2020 revenues to be \$5,679,178, which is \$293,936 below the 2019 budgeted revenue level.

PARKS FUND Description	2016	2017	2018	2019 Original	2019 Amended	2020	OVER/UNDER
	Actual	Actual	Actual	Budget	Budget	Proposed	2019 Amended
Sales tax	\$7,228,099	\$6,842,838	\$6,812,227	\$7,027,193	\$7,027,193	\$6,674,640	(\$352,553)
General rev concession-cvac	\$643,487	\$653,908	\$656,331	\$660,000	\$660,000	\$678,000	\$18,000
Field rentals	\$520,103	\$490,545	\$451,531	\$470,000	\$470,000	\$447,000	(\$23,000)
Gen Revenue - concession - amph	\$22,995	\$106,513	\$226,679	\$110,000	\$110,000	\$250,000	\$140,000
Pool revenue	\$239,366	\$250,781	\$229,788	\$223,800	\$223,800	\$216,250	(\$7,550)
Parks charges & fees	\$97,149	\$109,913	\$102,634	\$156,980	\$156,980	\$187,400	\$30,420
Amphitheater Rental	\$130,912	\$152,760	\$94,699	\$178,300	\$178,300	\$182,500	\$4,200
Interest on investments	(\$1,517)	\$27,213	\$53,922	\$0	\$0	\$75,000	\$75,000



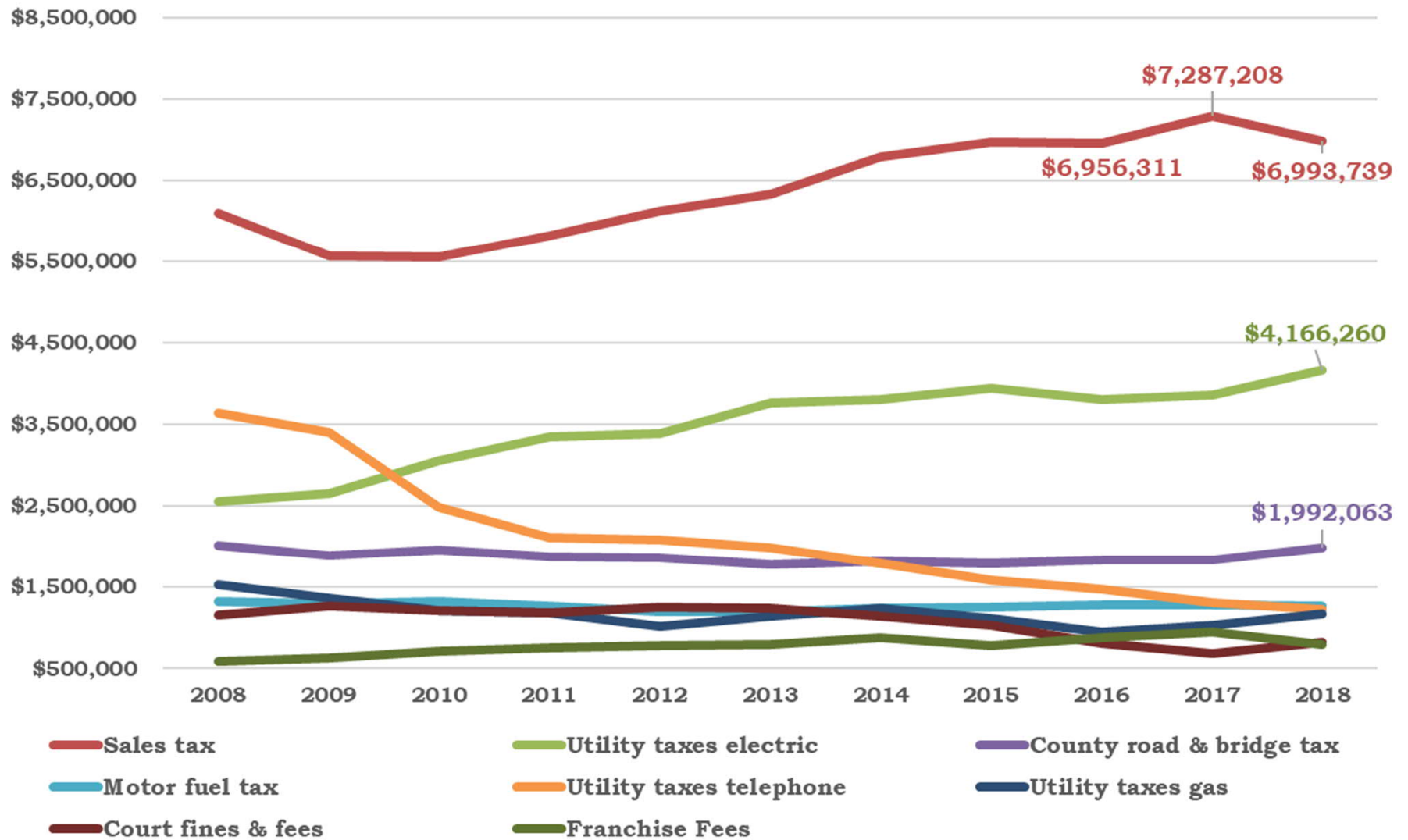
GENERAL FUND Description	2016	2017	2018	2019 Amended	2020	OVER / UNDER
	Actual	Actual	Actual	Budget	Proposed	2019 Amended
Sales tax	\$6,956,311	\$7,287,208	\$6,993,739	\$7,177,000	\$6,899,967	(\$277,033)
Utility taxes electric	\$3,809,386	\$3,857,656	\$4,166,260	\$3,801,000	\$3,963,825	\$162,825
Utility taxes gas	\$946,553	\$1,024,969	\$1,174,571	\$1,000,000	\$1,200,929	\$200,929
Utility taxes telephone	\$1,474,229	\$1,309,258	\$1,225,590	\$1,166,000	\$1,110,831	(\$55,169)
Utility taxes water	\$631,619	\$666,281	\$785,919	\$615,000	\$786,000	\$171,000
	\$13,818,098	\$14,346,499	\$14,346,079	\$13,759,000	\$13,961,552	\$202,552

INTERGOVERNMENTAL REVENUES (GENERAL FUND)

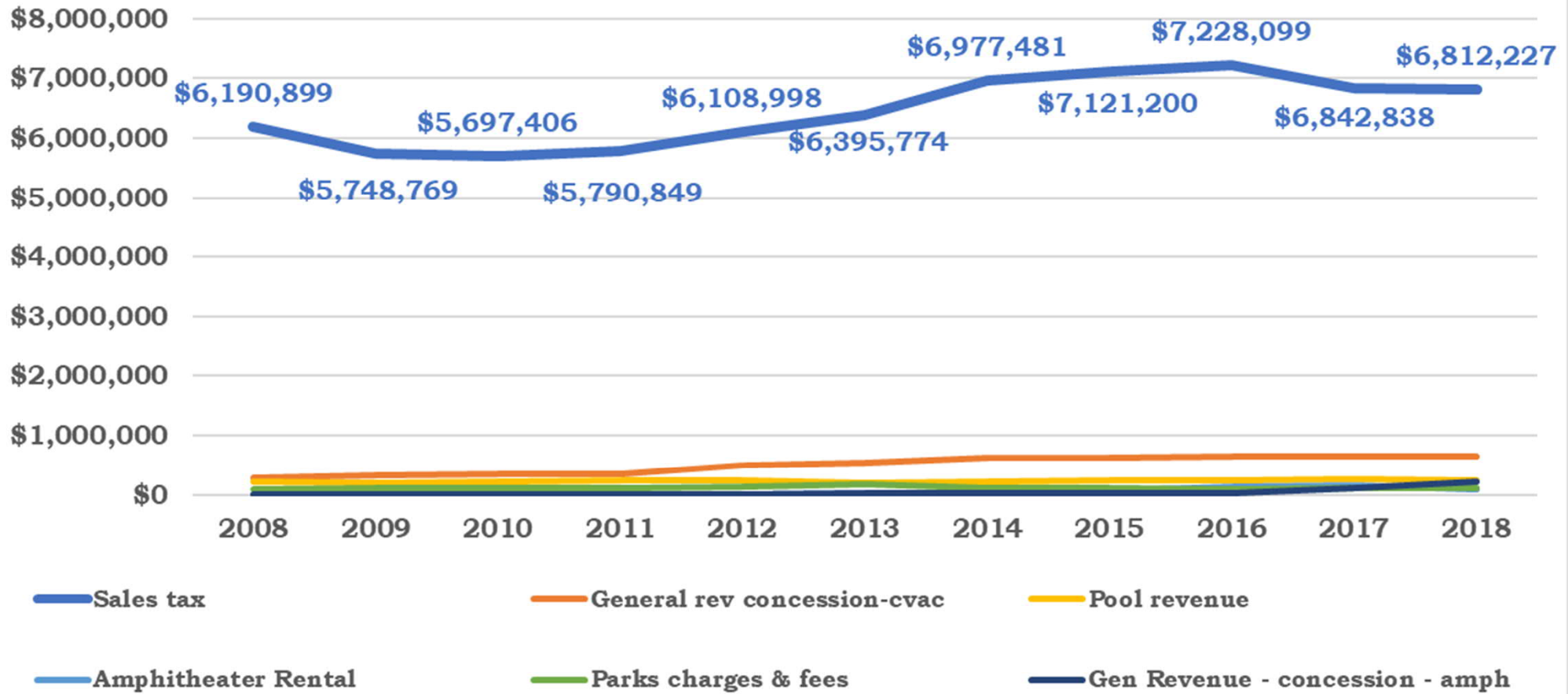


GENERAL FUND Description	2016	2017	2018	2019 Amended	2020	OVER / UNDER
	Actual	Actual	Actual	Budget	Proposed	2019 Amended
County road & bridge tax	\$1,841,931	\$1,841,024	\$1,992,063	\$1,878,000	\$2,000,000	\$122,000
Motor fuel tax	\$1,275,892	\$1,279,868	\$1,273,963	\$1,258,000	\$1,258,000	\$0
Motor vehicle sales tax	\$619,378	\$637,027	\$641,503	\$638,000	\$650,000	\$12,000

GF REVENUES OVER \$800K ANNUALLY



PARKS FUND - MAJOR REVENUE SOURCES



Top Golf revenues began October 2018

The budget submission projects Revenues in excess of Expenditures in the amount of \$1,656,592, as follows:

General Fund	\$1,624,086
Parks Fund	\$104,600
Public Safety	\$0
Capital Projects	<u>-\$72,094</u>
	\$1,656,592

GENERAL FUND – FUND RESERVE
END OF YEAR 12/31/2020

\$4,280,366 AVAILABLE OVER 40% POLICY



HIGHLIGHTS 2020 PARKS SALES TAX FUND

- Funded by ½ cent sales tax. No sharing with other jurisdictions
- Normal Debt Schedule - \$3,296,278
- Adjusted Debt Service - \$2,991,699
- Uniform Debt Service through 2025
- Sales Tax revenues are budgeted at \$6,674,640 in 2020 vs \$7,027,193 in 2019. Down \$352,553.
- Proposed 2020 budgeted expenditures are down from 2019 by \$96,710 (constrained by revenues)
- Fund Balance is expected to increase \$104,600



HIGHLIGHTS 2020 CAPITAL PROJECTS FUND

- Funded by ½ cent sales tax. 15% Is shared with the County Pool. Parallel Parks revenues, but 15% less.
- Proposition R&S Debt was fully retired in 2019. No debt payments in 2020
- Sales Tax revenues are budgeted at \$5,679,178 in 2020 vs \$5,973,114 in 2019. Down \$293,936.
- Proposed 2020 budgeted expenditures are up \$1,808,838 without debt service.
- Fund Balance is expected to decrease by \$72,094



HIGHLIGHTS 2020 GENERAL FUND

- Funded by three general categories:
 - Pooled sales tax.
 - Utility Taxes
 - Other
- Normal Debt Schedule (City Hall) - \$1,657,500
- Last year of Debt, 2022 (fully funded)
- Adjusted Debt Service - \$1,073,870
- Sales Tax revenues are budgeted at \$6,899,967 in 2020 vs \$7,177,000 in 2019. Down \$277,033
- Total revenues are budgeted at \$21,200,218 in 2020, up \$724,242 from 2019
- Total Expenditures are budgeted at \$19,576,132, up \$330,975 from 2019. (note \$750,000 one-time reductions in 2019):
 - Police vehicles \$340,000
 - Forfeiture for Body Cameras \$140,000
 - Various itemized one-time reductions \$250,000
- Fund Balance is expected to increase \$1,624,086

MERIT POOL DISCUSSION

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

The Finance and Administration Committee of Council will annually make a recommendation to the full City Council with regard to what amount to budget for performance based compensation adjustments in the upcoming budget. Staff will provide information to the Finance and Administration Committee including but not limited to; CPI, Cost of Labor indexes, and City Revenues such that the Committee can provide the recommendation for the value of the merit pool budget.

Should the City Council elect to fund an annual merit increase, the amount allocated to the annual budget will be based on the following, and any other factors the Council chooses to consider.

- A) A percentage stipulated and approved by City Council based upon CPI, economic factors, and revenues available to the City.
- B) Actual salaries of all current and eligible employees who were on the payroll as of September 1 of current year. This will exclude the salaries of employees who are at the maximum of the range for their job position, but may include a dollar sum adjustment to account for employees who may be near the maximum salary for their respective range and otherwise eligible for less than the approved percentage that has been allocated to the annual budget.
- C) It is anticipated that any merit increase dollars not used for employees who may have left the payroll prior to September 1 of the following year will be sufficient to allow and award partial year increases for those employees who may join the payroll after September 1 of the current year.
- D) There will be no allocation made for vacant positions as of September 1st of the current year or positions that are forecast to be vacant or eliminated. A dollar figure will be calculated based upon the above criteria, and this amount will be forwarded to the City Council as a recommended value to be included in the proposed budget.



2020 Merit Pool Information

Surrounding Communities Compensation Increase Budget

- Ballwin – 3%
 - Creve Coeur - 3%
 - Des Peres – no response
 - Ellisville - 3%
 - Town and Country – 3% last year, 2.5% - 3% this year anticipated
 - Manchester – Currently in three year program to bring all employees to midpoint
 - Maryland Heights – 2.8%
-
- Chesterfield FOP, 2020 Compensation increases
 - OFFICERS 2.43%
 - SERGEANTS 2.51%

NEWS RELEASE
BUREAU OF LABOR STATISTICS
U. S. DEPARTMENT OF LABOR



**Transmission of material in this release is embargoed until
8:30 a.m. (EDT) July 11, 2019**

USDL-19-1250

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CONSUMER PRICE INDEX – JUNE 2019

**CPI
June 2019
1.6%**

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.1 percent in June on a seasonally adjusted basis, the same increase as in May, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 1.6 percent before seasonal adjustment.

Increases in the indexes for shelter, apparel, and used cars and trucks more than offset declines in energy indexes to result in the seasonally adjusted all items monthly increase in June. The energy index fell 2.3 percent as all of the major energy component indexes declined. The food index was unchanged as the index for food away from home rose but the index for food at home declined.

The index for all items less food and energy rose 0.3 in June, its largest monthly increase since January 2018. Along with the indexes for shelter, used cars and trucks, and apparel, the indexes for household furnishings and operations, medical care, and motor vehicle insurance were among the indexes that increased in June. The indexes for recreation, airline fares, and personal care all declined in June.

The all items index increased 1.6 percent for the 12 months ending June, a smaller increase than the 1.8-percent rise for the period ending May. The index for all items less food and energy rose 2.1 percent over the last 12 months, and the food index increased 1.9 percent. The energy index, in contrast, declined 3.4 percent over the last 12 months.

BUREAU OF LABOR STATISTICS

Employment Cost Index (NAICS)
Original Data Value

Series Title: [Wages and salaries for State and local government workers](#)
Ownership: State and local government workers
Component: Wages and salaries
Periodicity: 12-month percent change

Year	Period	Estimate	Standard
		Value	Error
2016	Qtr1	1.8	0.1
2016	Qtr2	1.7	0.1
2016	Qtr3	2.0	0.2
2016	Qtr4	2.1	0.1
2017	Qtr1	2.2	0.1
2017	Qtr2	2.1	0.1
2017	Qtr3	2.0	0.1
2017	Qtr4	2.1	0.1
2018	Qtr1	1.8	0.1
2018	Qtr2	1.9	0.1
2018	Qtr3	2.3	0.2
2018	Qtr4	2.4	0.1
2019	Qtr1	2.5	0.1
2019	Qtr2	2.5	0.1

BLS
Employment
Cost Index 2019
2.5-3.0%

BUREAU OF LABOR STATISTICS

Employment Cost Index (NAICS)
Original Data Value

Series Title: [Total compensation for State and local government workers](#)
Ownership: State and local government workers
Component: Total compensation
Periodicity: 12-month percent change

Year	Period	Estimate	Standard
		Value	Error
2016	Qtr1	2.4	0.1
2016	Qtr2	2.3	0.1
2016	Qtr3	2.6	0.1
2016	Qtr4	2.4	0.1
2017	Qtr1	2.6	0.1
2017	Qtr2	2.6	0.1
2017	Qtr3	2.4	0.1
2017	Qtr4	2.5	0.1
2018	Qtr1	2.2	0.1
2018	Qtr2	2.3	0.1
2018	Qtr3	2.5	0.1
2018	Qtr4	2.6	0.1
2019	Qtr1	3.0	0.1
2019	Qtr2	3.0	0.1



2019 Merit Pool

CPI - W
June 2019
1.4%

CPI-Urban Wage Earners and Clerical Workers

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2009	-0.50	-0.30	-0.90	-1.30	-1.90	-2.00	-2.70	-1.90	-1.70	-0.30	2.30	3.40
2010	3.30	2.80	3.00	2.90	2.60	1.40	1.60	1.40	1.40	1.50	1.30	1.70
2011	1.80	2.30	3.00	3.60	4.10	4.10	4.10	4.30	4.40	3.90	3.80	3.20
2012	3.10	3.10	2.90	2.40	1.60	1.60	1.30	1.70	2.00	2.20	1.70	1.70
2013	1.50	1.90	1.30	0.90	1.20	1.80	2.00	1.50	1.00	0.80	1.10	1.50
2014	1.60	1.00	1.40	2.00	2.10	2.00	1.90	1.60	1.60	1.50	1.10	0.30
2015	-0.80	-0.60	-0.60	-0.80	-0.60	-0.40	-0.30	-0.30	-0.60	-0.40	0.10	0.40
2016	1.20	0.70	0.50	0.80	0.70	0.60	0.40	0.70	1.20	1.40	1.50	2.00
2017	2.50	2.80	2.30	2.10	1.80	1.50	1.60	1.90	2.30	2.10	2.30	2.20
2018	2.10	2.30	2.40	2.60	3.00	3.10	3.20	2.90	2.30	2.70	2.20	1.80
2019	1.30	1.30	1.80	1.90	1.70	1.40	1.70					

This is the index used for the annual increment of the overall compensation plan. June, lags one year.



2020 CUMULATIVE COST OF MERIT POOL NON-FOP EMPLOYEES

	2020 Budget Impact of Merit Pool	2020 Budget Impact of Merit Pool (Loaded Cost)		G e n e r a l	F u n d s	P a r k s	F u n d s	C a p i t a l	F u n d s	P S u a l e n d i t c y		12 Month Impact of Merit Pool (Salaries)	12 Month Impact of Merit Pool (Loaded Cost)
0.5%	\$21,736	\$28,416		\$12,123	\$5,357	\$543	\$3,713		\$43,472	\$56,833			
1%	\$43,472	\$56,833		\$24,245	\$10,714	\$1,086	\$7,426		\$86,943	\$113,666			
1.50%	\$65,207	\$85,249		\$36,368	\$16,071	\$1,629	\$11,139		\$130,415	\$170,498			
2%	\$86,943	\$113,666		\$48,491	\$21,428	\$2,173	\$14,852		\$173,886	\$227,331			
2.50%	\$108,679	\$142,082		\$60,613	\$26,785	\$2,716	\$18,565		\$217,358	\$284,164			
3%	\$130,415	\$170,498		\$72,736	\$32,142	\$3,259	\$22,278		\$260,829	\$340,997			
3.50%	\$152,150	\$198,915		\$84,858	\$37,499	\$3,802	\$25,991		\$304,301	\$397,830			
4%	\$173,886	\$227,331		\$96,981	\$42,856	\$4,345	\$29,704		\$347,773	\$454,663			