Museum, VCVB, VFDA, Administration Division

October 27, 2025 City of Valdez 2026 Budget Work Session



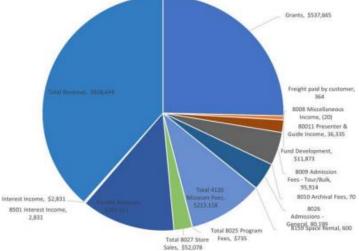
Museum

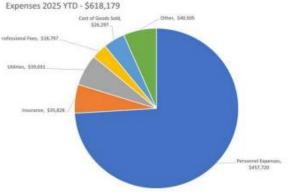
See VMHA Corporation Annual Meeting page 18

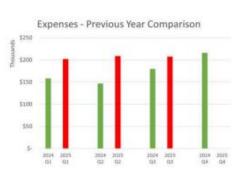


FINANCIALS









The VMHA requests \$535,000 from the City of Valdez, as reflected in the Board approved 2026 budget to sustain full operations and work more closely with the corporate board on steering the direction of the museum's growth.

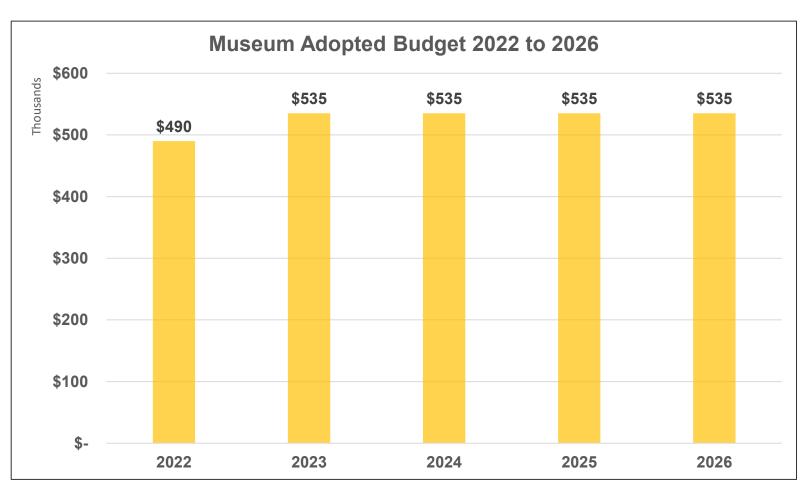
EST 2026 BUDGET TOTALS

TOTAL REVENUE \$883,100.00 TOTAL EXPENDITURES \$881,992.95 NET REVENUE \$1,107.05

Museum

2026 Requested Budget

\$535,000





ECONOMIC DEVELOPMENT Adopted Budget Vs. Actual 1,800 ***2025 Actual is a Department Estimate 1,600 1,400 1,200 1,000 Budget 800 Actual 600 --- CPI 400 200 2022 2024 2023 2025 2026

					2.3-7.6% Below 2.3%		0-2.3% == Below 0% <	
Expenses	Actual Expenditure			Estimate	Adopted Budget		2025 to 2026 Budget Changes	
	2022	2023	2024	2025	2025	2026	Dollar Change	Percent Change
FTE Payroll	214,309	236,506	230,892	268,033	262,305	273,866	11,561 —	4.4%
Other Personnel	14,692	19,635	25,630	28,150	35,150	43,100	7,950	22.6%
Other Operating	24,868	43,822	22,180	25,250	30,250	63,700	33,450	110.6%
Contracts	30,350	89,778	264,861	162,000	162,000	118,000	(44,000)	-27.2%
Support	844,529	689,626	652,151	686,065	686,065	635,742	(50,323)	-7.3%
Events	198,463	190,169	123,400	130,796	130,796	128,998	(1,798) 🕢	-1.4%
Grand Total	1,327,210	1,269,535	1,319,115	1,300,294	1,306,566	1,263,406	(43,160)	-3.3%

FTE Payroll Expense Category

Over 7.6%

All Other Expense Categories

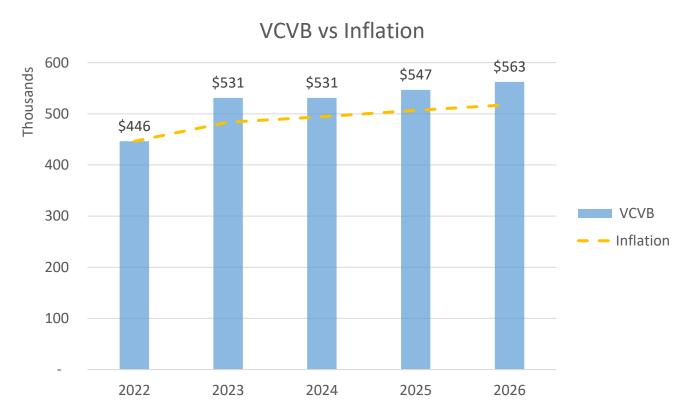
Over 2.3%



Valdez Convention and Visitors Bureau (VCVB)

2026 Requested Budget

\$562,500



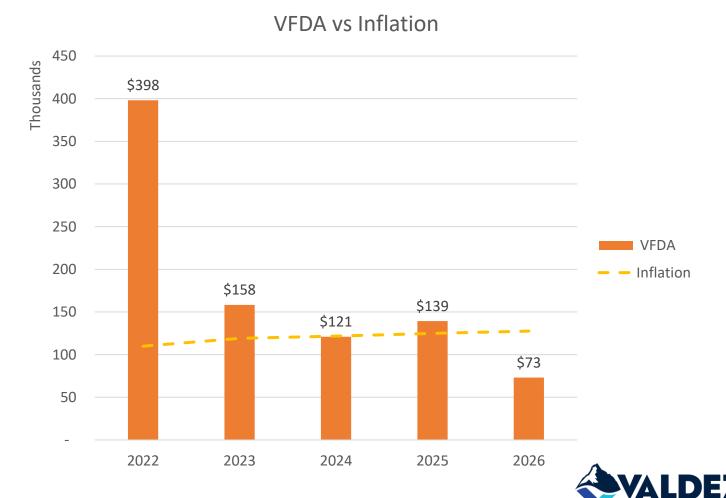


Valdez Fisheries Development Association (VFDA)

2026 Requested Budget

\$73,242

*inflation benchmark reflects operations. 2022 included additional \$290K for onetime Capital Equipment purchase



ECONOMIC DEVELOPMENT Adopted Budget Vs. Actual .800 ***2025 Actual is a 1,600 Department Estimate 1,400 1,200 1,000 Budget 800 Actual 600 --- CPI 400 200 2022 2023 2024 2025 2026

				ſ	Over 7.6%	, ,	Over 2.3%		
					2.3-7.6% =	1	0-2.3% —		
					Below 2.3% 🐶)	Below 0% 🕢		
Evnoncos		Actual			Adopted		2025 to 2026		
Expenses	Expenditure			Estimate	Budget		Budget Chai	nges	
							Dollar	Percent	
	2022	2023	2024	2025	2025	2026	Change	Change	
FTE Payroll	214,309	236,506	230,892	268,033	262,305	273,866	11,561 —	4.4%	
Other Personnel	14,692	19,635	25,630	28,150	35,150	43,100	7,950	22.6%	
Other Operating	24,868	43,822	22,180	25,250	30,250	63,700	33,450	110.6%	
Contracts	30,350	89,778	264,861	162,000	162,000	118,000	(44,000)	-27.2%	

686,065

130,796

1,300,294

FTE Payroll Expense Category

686,065

130,796

1,306,566

635,742

128,998

1,263,406



All Other Expense Categories

(50,323)

(1,798)

(43,160)

-7.3%

-1.4%

-3.3%

Support

Grand Total

Events

844,529

198,463

1,327,210

689,626

190,169

1,269,535

652,151

123,400

1,319,115

Agenda

See Packet for 2026 Event Sponsorship Applications

Sponsored Event Appropriations: \$128,998

Reduced 1.4% from 2025 amount: \$130,796

	2025	2026		
	Adopted	Requested	Percent	Page
	Budget	Budget	Change	Number
Sponsored Event				
Advocates for Victims of Violence, Inc.				2
AVV Women of Distinction	5,000	5,000	0%	
Valdez Adventure Alliance				10
Odyssey Off-Trail race	6,996	7,498	7%	
Valdez Fat Bike	5,800	5,000	-14%	
Valdez Fly-in Corporation				28
Valdez Fly-in & Air Show	40,000	40,000	0%	
Value2 Try III & All Show	40,000	40,000	070	
Valdez Gold Rush Days, Inc.				38
Gold Rush Days	10,000	10,000	0%	
Valdez Motor Sports Lions Club				49
Mayors Cup	26,500	25,000	-6%	
Mountain Man Hillclimb	13,500	13,500	0%	
Youth Snow-X	3,000	3,000	0%	
S. J. O.C.T. D. J. D. J. S. J.				70
End Of The Road Ren Fair	20.000	20.000		78
End of Road Rennaisance Fair	20,000	20,000	0%	
Prince William Sound College				89
Theater Conference	-	-	In-Kind Only	
Valdez Convention and Visitor's Bureau				96
Oktoberfest	-	-	In-Kind Only	
Grand Total	120 700	120 000	-1.4%	
Grand Total	130,796	128,998	-1.4%	



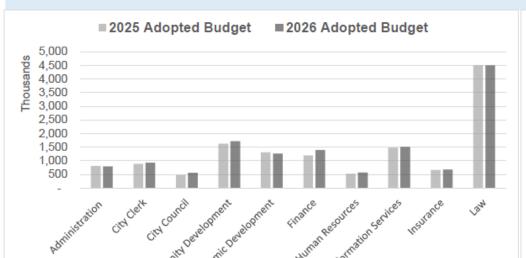


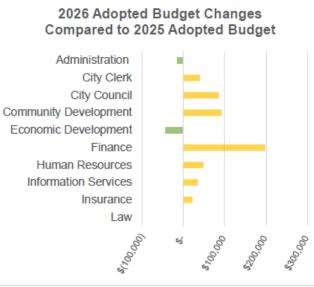
Administration Division



Administration Division

- Budget Parameters Resolution
- Additional Travel for State and Federal coordination
- Expanded Employee Wellness benefits
- Pursuing Professional Grant Management Program
- Separating Legal expenses
 - City Operations \$450K
 - Litigation Issues \$4.05M





Adopted Budget History					
	2022	2023	2024	2025	2026
Administration	660,479	723,290	685,276	809,848	795,702
City Clerk	756,446	818,390	838,608	889,044	928,779
City Council	350,276	352,992	421,550	475,000	560,787
Community Development	1,619,885	1,924,472	1,701,360	1,626,050	1,718,652
Economic Development	1,460,268	1,490,767	1,242,756	1,306,566	1,263,406
Finance	996,869	1,089,238	1,128,736	1,196,228	1,393,341
Human Resources	426,633	508,874	511,615	522,370	570,632
Information Services	1,259,061	1,491,783	1,524,256	1,474,371	1,509,301
Insurance	463,537	511,391	573,147	658,967	680,776
Law	1,650,000	1,950,000	3,600,000	4,500,000	4,500,000
Permanent Fund	265,000	265,000	273,300	272,800	253,000
Grand Total	9,908,453	11.126.198	12.500.604	13.731.243	14,174,376

Administration

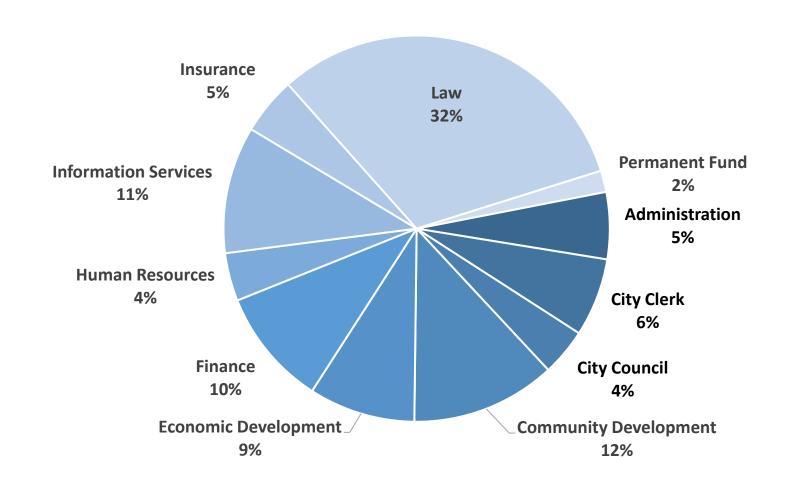


2022 through 2026 Adopted Budget Trendline



Administration Total Appropriations

Administration Division
Total Appropriations: \$14,174,376



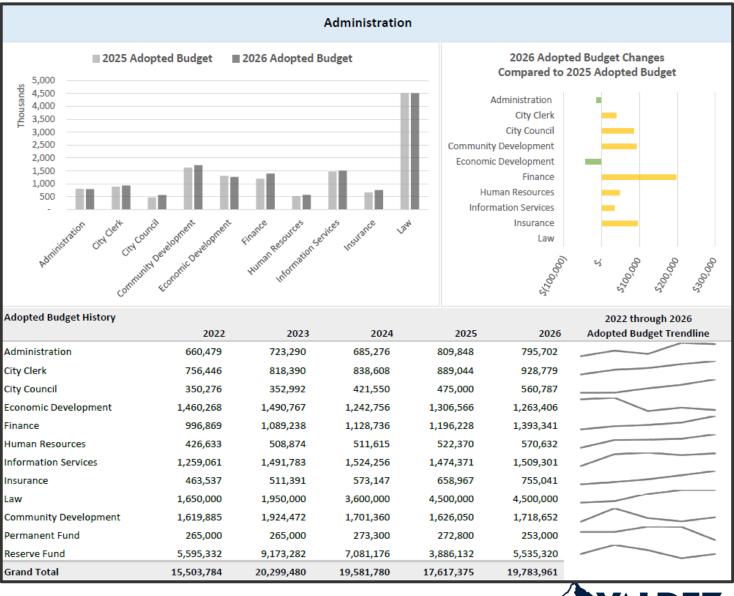


Administration Division – What's in each expense category?

FTE PayrollSalariesBenefits	39.7% 59.8% 40.2%	Employee RecognitionVehicle & Equipment FuelsData Processing	0.2% 0.1% 0.1%
• Legal	31.7%	• Contracts	9.9%
Other OperatingInsurance	9.9% 47.6%	Professional Fees and ServicesContractual Services	55.2% 44.8%
Com/postageAdvertisingContingencies	21.9% 12.7% 5.0%	SupportVCVBVFDA	4.4% 88.5% 11.5%
SuppliesInsurance ContingenciesOffice Supplies	2.7% 2.3% 1.4%	 Other Personnel Travel and Transportation Training 	3.3% 54.0% 18.4%
StipendsRecruitmentParts & Supplies for Equipment	1.2% 1.0% 1.0%	Wellness ProgramOvertime	7.9% 7.1%
 Elections Records Management	0.9% 0.8%	Temporary WagesDues and SubscriptionsClothing	5.6% 5.0% 2.1%
Reproduction and CopyingSafety Recognition	0.7% 0.4%	• Events	0.9%

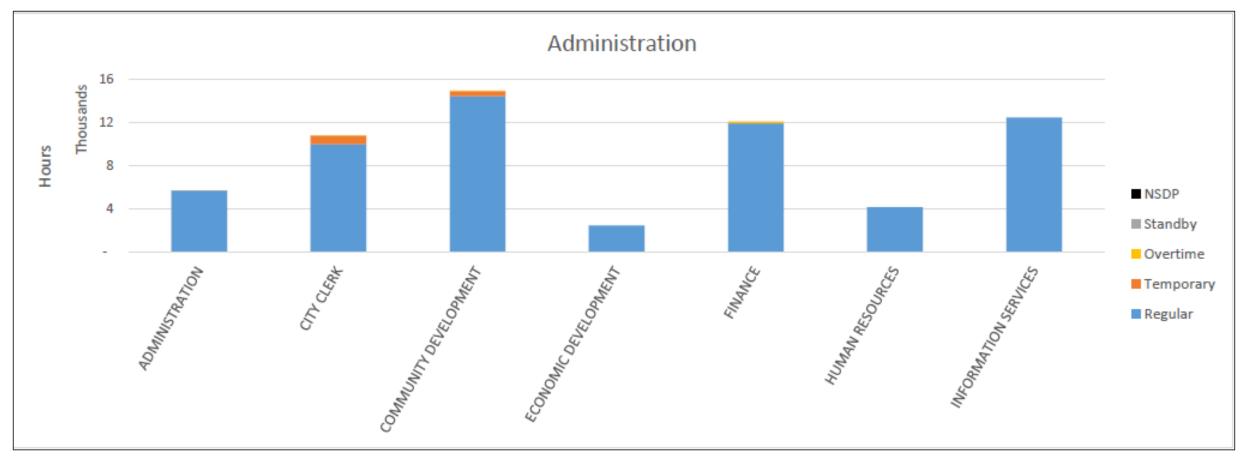
Administration Division

With Reserve Funding





Administration Division Total Hours







Administration



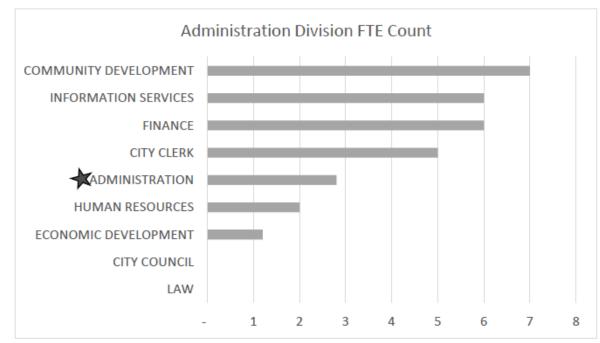
Administration

ADMINISTRATION

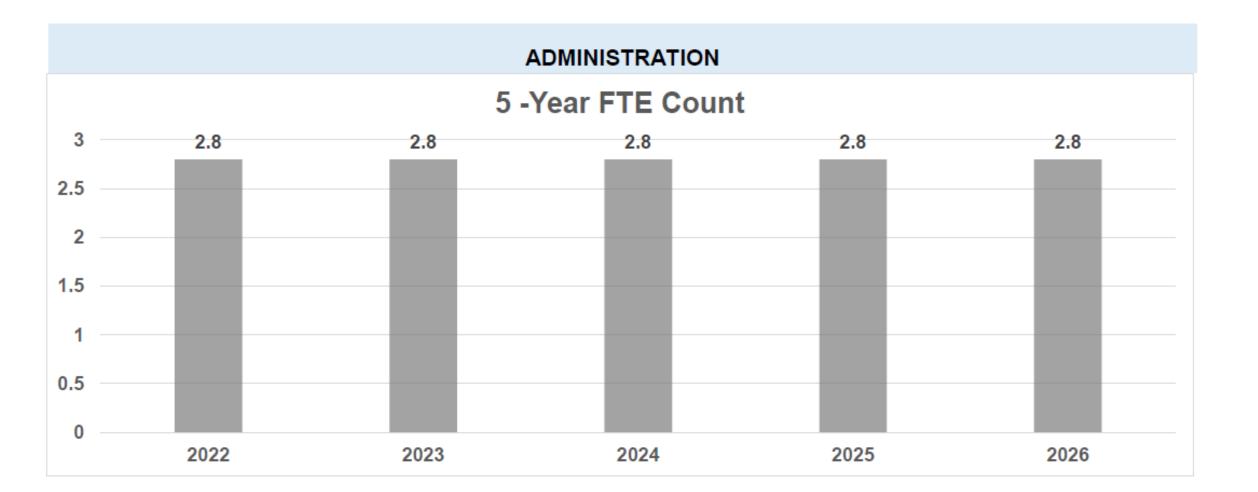
Mission:

To cultivate an environment of opportunity, sustained prosperity, and well-being for all people of Valdez.

	FTE
CITY MANAGER	1.00
COMMUNICATIONS MANAGER	1.00
EXECUTIVE OFFICE MANAGER	0.80
EXECUTIVE OFFICE WANAGER	0.80
Grand Total	2.80
Grana rotar	2.00

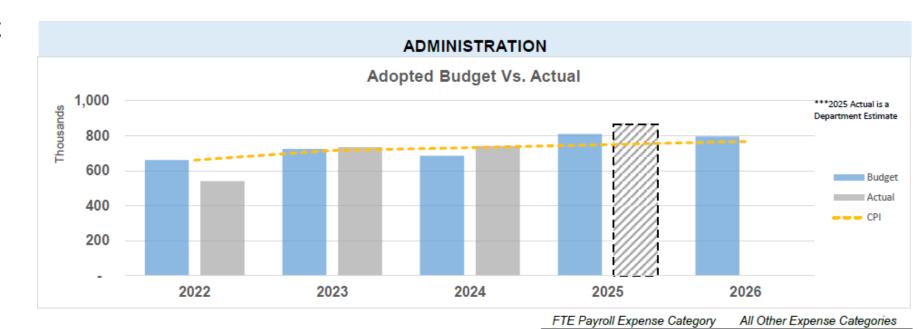








- Eliminate branding contract \$50K
- Reduce Dues and Subscriptions \$7K
- Communications Manager (2025)
- Increased Travel Budget \$23.5K
 - 2x DC
 - 1x Juneau
 - Communication Manager \$9K
- Reduced City Manager Contingency \$10K



					Below 2.3% 💟)	Below 0% 💟	
Expenses	Actual Expenditure			Estimate	Adopted Budget		2025 to 2026 Budget Changes	
	_	Apondituro		Lotimato	Daag	•	Dollar	Percent
	2022	2023	2024	2025	2025	2026	Change	Change
FTE Payroll	406,935	574,218	579,977	662,209	574,179	598,932	24,753 —	4.3%
Other Personnel	18,945	21,686	48,973	21,000	49,180	61,031	11,851	24.1%
Other Operating	68,379	58,012	55,225	69,800	102,889	99,639	(3,250)	-3.2%
Contracts	46,262	80,278	57,077	113,600	83,600	36,100	(47,500)	-56.8%
Grand Total	540,521	734,194	741,251	866,609	809,848	795,702	(14,146)	-1.7%

Over 7.6%

2.3-7.6% =



Over 2.3%

0-2.3% =



ADMINISTRATION

Programs and related measures Program: 2026 Department Goals Focus: Mondernize aging infrasturcure Update City Personnel regulations and Pay Structure Program: Expand Outdoor recreation, Tourism, Matitime & Community Focus: Implement dedicated defered maintenance program Maximize current facility usage Pursue options with Sea Otter waterfront development Program: Increase Housing Stock Focus: Oversee and follow up on a housing needs assessment. Implement changes to permiting and zoning and allocate funding to housing upgrades. Work with State and Federal delegations to increase housing opprtunities Program: Maintenance

Focus: Annually appropriate funds towards Deferred Maintenance

Work with Department staffs to refine building cost factors



City Clerk



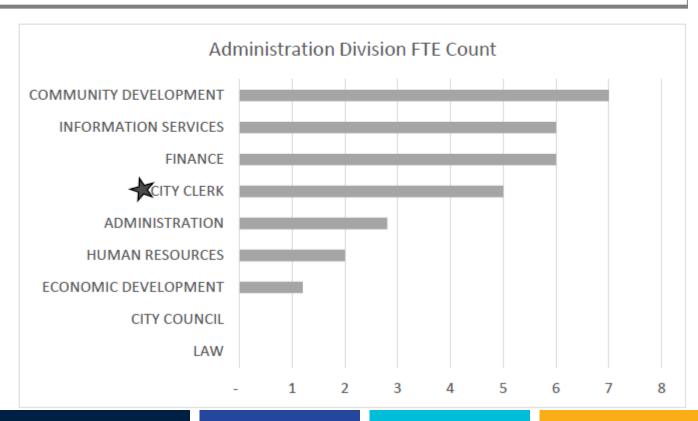
City Clerk

CITY CLERK

Mission:

Provide municipal election services, maintain official records of City Council proceedings, and perform State and Municipal statutory duties for elected officials, voters, city departments and the public.

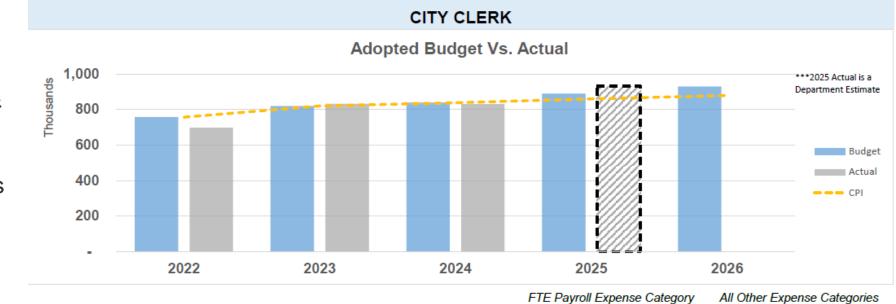
	FTE
CITY CLERK	1.00
DEPUTY CLERK	1.00
RECORDS MANAGER	1.00
CUSTOMER SERVICE REP	2.00
Grand Total	5.00



CITY CLERK **5 -Year FTE Count**



- Increased Temporary Wages for Records Digitization \$14.5K
- Reduce Code Publishing Fees & Services \$4K
- Reduction in Elections Expenses \$5K
- Increase in training budget \$5K



					Below 2.3% @		Below 0% 🕗	
Evnances		Actual			Adopt	ted	2025 to 20	26
Expenses	E	xpenditure		Estimate	Budg	jet	Budget Cha	nges
							Dollar	Percent
	2022	2023	2024	2025	2025	2026	Change	Change
FTE Payroll	652,105	756,668	762,524	831,716	784,465	814,486	30,021 —	3.8%
Other Personnel	19,610	36,497	36,151	39,700	43,657	66,206	22,549	51.6%
Other Operating	17,147	30,222	18,732	40,797	41,535	32,700	(8,835)	-21.3%
Contracts	7,835	7,550	12,477	19,387	19,387	15,387	(4,000)	-20.6%
Grand Total	696,697	830,937	829,884	931,600	889,044	928,779	39,735	4.5%

Over 7.6%

2.3-7.6% ==



Over 2.3%

0-2.3% ==



CITY CLERK

Programs and related measures

Program	2026 Department Goals
Focus	: Conduct a full organization wide records inventory and purge.
	Create regular training scheudle for administrative staff who assist with boards and commissions.
	Develop and implement a public outreach and education program (citizen's academy) to encourage more public engagement.
	Prioirize training of city staff on records management principles and software.
	Review all forms for clarity, accessiblity and ease of use.
Program	: City Meeting Facilitiation
Focus	: Train City Council and Commissions in use of Roberts Rules of Order and guide meeting processes as needed.
Program	: City Council Advising and Assistance
Focus	: Train City Council and Commissions in use of Roberts Rules of Order and guide meeting processes as needed.
	Provide staff support and logistics for all City Council meetings.
	Swear in Council Members and Commissioner. Ensure that employees, elected officials and appointed officials acknowledge at
	understand the COV Code of Ethics.
Program	: Public Records Program Management
Focus	Oversee all official records of the city and ensure that Alaska Public Records Act Requests are processed in a timely manner.
	Ensuring that records are retained correctly/ digitizing records.
Program	: Municipal Election Oversight
Focus	: Assist with State of Alaska elections and absentee voting.
	It is anticipated that there will be 1 regular municipal election in 2026- no special elections are anticipated at this time.



CITY CLERK

Programs and related measures

Program: Legislative Research and Assistance

Focus: Assist with drafting of state and federal legislative priorities, travel with Council Member to Juneau, Coordinate Council travel and manage contracts with state and federal lobbyist.

Program: Licensing of for hire vehicles and massage establiments

Focus: Review all forms for clarity, accessiblity and ease of use.

Review applications for and issue For Hire Vehicle and Massage Establishment permits in accordance with code.

Program: Public Notice and Legal Processes Oversight

Focus: Review applications for and issue For Hire Vehicle and Massage Establishment permits in accordance with code.

Program: Custody of Seal

Focus: Maintain online notice webpage and physical bulleting board. Ensure Open Meetings Act is followed and that all state or federally required public notices are given.

Program: Property tax exemptions and appeals

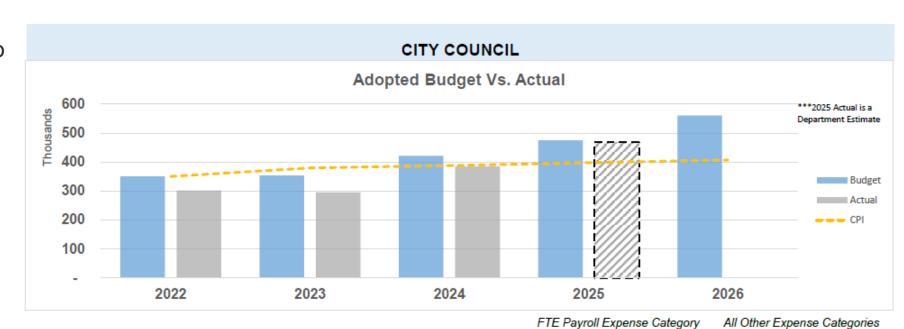
Focus: Review and process applications for annual tax exemptions and tax appeals process. Keep records of actions for the Board of Equalization.



City Council



- Increased Federal lobbying contract \$50K/ \$10K increase to State Lobbyist Contract
- \$10K for 125 Year Celebration
- \$10K for Boards and Commission Dinner
- \$5.5K for Coast Guard Foundation Dinner
- \$50K Council Contingencies



				L	Below 2.3% 🐶		Below 0% 🕢	
Evnonoso		Actual			Adopte	ed	0 to 0	
Expenses	E	xpenditure		Estimate	Budge	et	Budget Cha	nges
							Dollar	Percent
	2022	2023	2024	2025	2025	2026	Change	Change
Other Personnel	25,085	39,398	60,383	59,050	59,600	59,887	287 📀	0.5%
Other Operating	96,958	78,172	93,666	141,800	161,600	182,200	20,600	12.7%
Contracts	179,698	177,528	230,359	267,291	253,800	318,700	64,900	25.6%
Grand Total	301,741	295,099	384,408	468,141	475,000	560,787	85,787	18.1%

Over 7.6%

2.3-7.6% =



Over 2.3% |

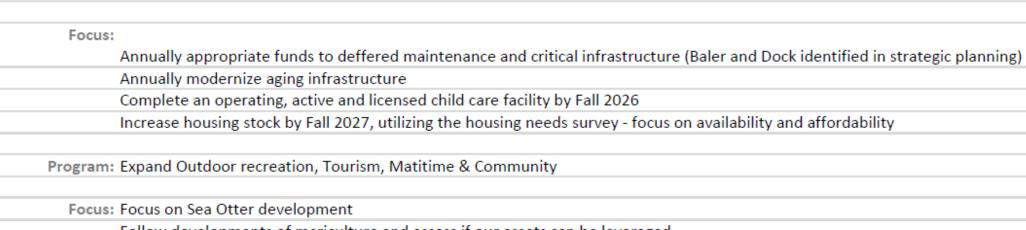
0-2.3% =



CITY COUNCIL

Programs and related measures

Program: 2026 Department Goals



Follow developments of mariculture and assess if our assets can be leveraged Identify key projects in parks and recreation and waterfront master plans

Look at town center infrastructure for cruise ships

Maximize current facility usage
Modernize aging schools

Program: Govern the City

Focus: Ensure annual budget is adopted and proprer oversight of appropriations

Program: Personnel

Focus: Oversee work of 3 appointed officers and evaluate annually Uphold legal responsabilities of local governing body.



Community Development



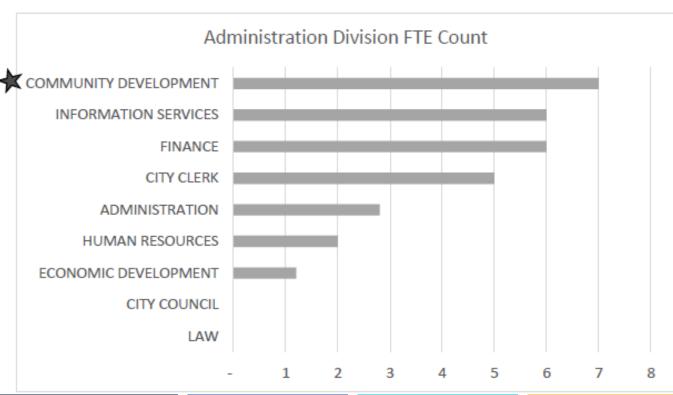
Community Development

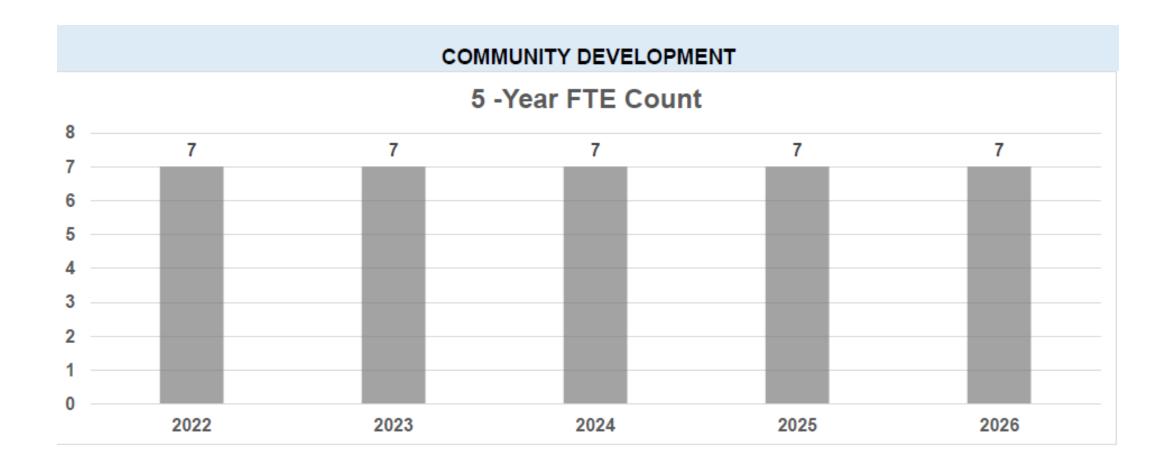
COMMUNITY DEVELOPMENT

Mission:

The mission of the Community Development Department is to protect public health, safety, and welfare by guiding development, providing outstanding public service, and managing land for the benefit of all Valdez residents

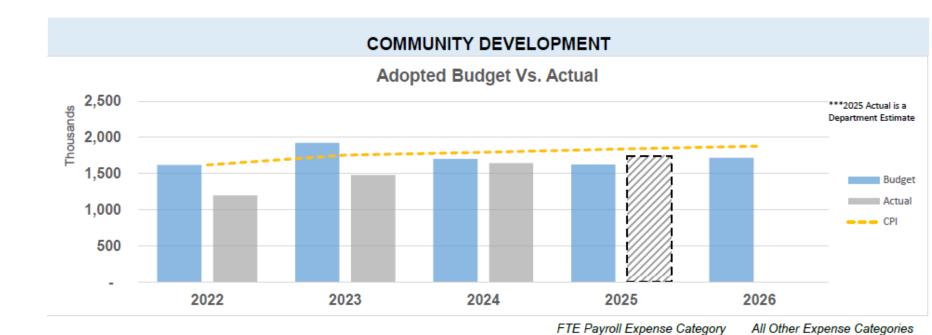
	FTE
DIRECTOR	1.00
BUILDING INSPECTOR	1.00
SENIOR PLANNER	2.00
,	
SENIOR PLANNER/GIS TECH	1.00
	4.00
GIS MANAGER	1.00
A DRAINICTE ATIVE ACCICTANT	1.00
ADMINISTRATIVE ASSISTANT	1.00
Grand Total	7.00
Granu Total	7.00







- Increased Overtime Hours (backup Building Inspector) \$17K
- Mobile Home Replacement Program \$50K
- Reduction Travel and Transportation \$7K



					2.3-7.6% =		0-2.3% ==	
					Below 2.3% (Below 0% 🕢	
Expenses	Actual Expenditure				Adopted Budget		2025 to 2026 Budget Changes	
Expenses				Estimate				
							Dollar	Percent
	2022	2023	2024	2025	2025	2026	Change	Change
FTE Payroll	950,622	1,089,892	1,221,334	1,309,737	1,293,005	1,383,594	90,589 —	7.0%
Other Personnel	61,352	29,497	43,318	50,760	71,083	83,096	12,013	16.9%
Other Operating	18,254	19,451	38,988	29,712	30,962	30,962	- 🕢	0.0%
Contracts	165,453	340,896	342,138	356,318	231,000	221,000	(10,000)	-4.3%
Grand Total	1,195,681	1,479,736	1,645,778	1,746,527	1,626,050	1,718,652	92,602	5.7%

Over 7.6%



Over 2.3%



COMMUNITY DEVELOPMENT

Programs and related measures

Program: 2026 Department Goals

Focus: Begin Revision of 2021 Comprhensive Plan (late 2026)

Update Property Management Policy and Establish New Procudures for Sale of Public Lands

Program: Buidling Department/Permitting

Focus: Provide public with assistance in navigating the development process

Provide Public with Educational Materials Related to Building Code Updates

Provide Public with Educational Materials Related to Subdivision Code Updates

Program: Current Planning (Zoning/Land Use)

Focus: Continue to Monitor Implementation of Existing Adopted Plans

Program: Hazard Mitigation Planning

Focus: Secure State and FEMA Approval of Hazard Mitigation Plan



Economic Development



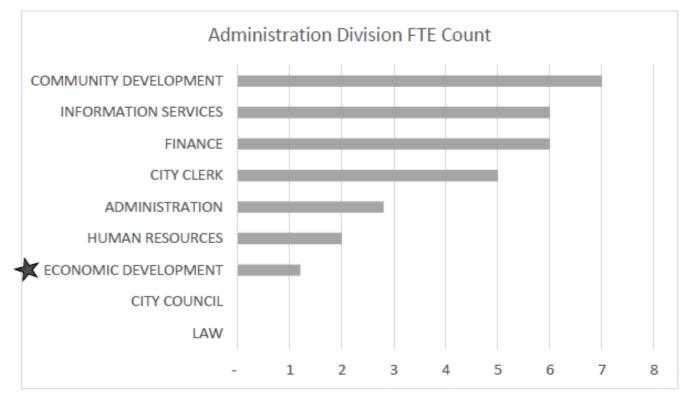
Economic Development

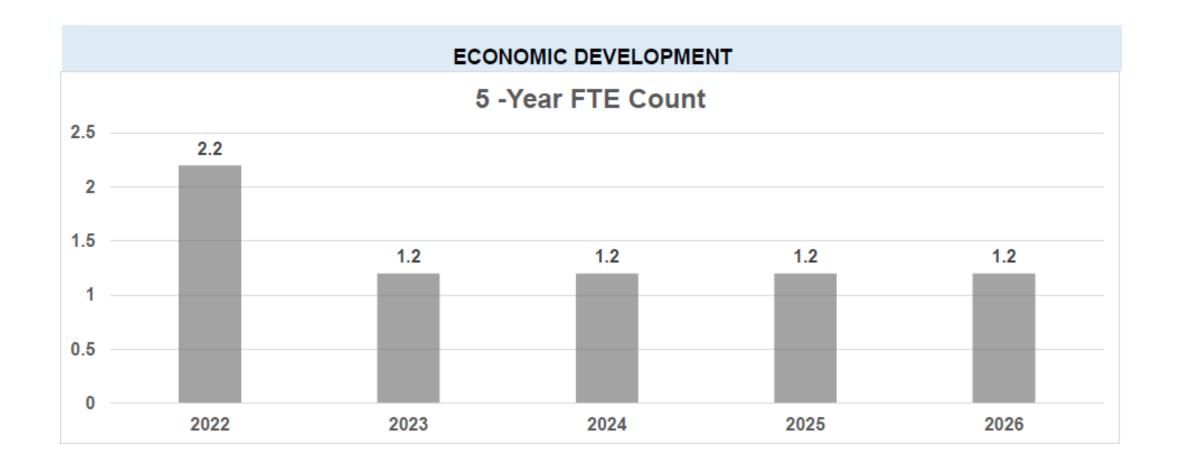
ECONOMIC DEVELOPMENT

Mission:

To promote an environment of opportunity through the attraction of new businesses and retention of existing businesses, by providing the resources thatenable asnd advance the wellbeing for all citizens of Valdez.

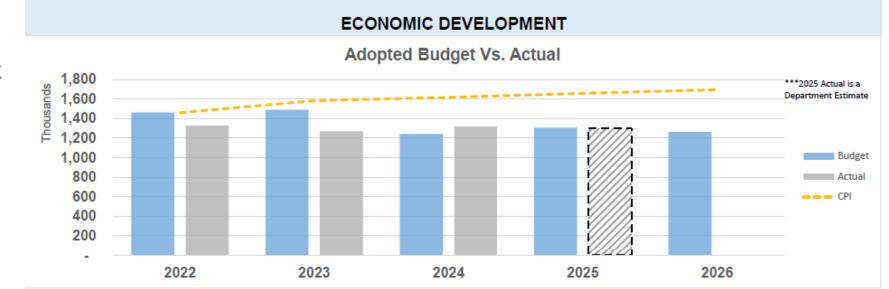
	FTE
DIRECTOR	1.00
ADMINISTRATIVE ASSISTANT	0.20
Grand Total	1.20







- Reduction in Budgeted Revenue from Public Accommodations Tax
- Eliminate Mariculture Garden Contract \$40K
- Increase in Women's Development Center \$15K
- Increase in Advertising & Promotion \$39K and Travel \$8K



					2.3-7.6% = Below 2.3% (0-2.3% — Below 0% 🕢		
Expenses	Actual Expenditure			Estimate	Adop Budg		2025 to 2026 Budget Changes		
	2022	2023	2024	2025	2025	2026	Dollar Change	Percent Change	
FTE Payroll	214,309	236,506	230,892	268,033	262,305	273,866	11,561 —	4.4%	
Other Personnel	14,692	19,635	25,630	28,150	35,150	43,100	7,950	22.6%	
Other Operating	24,868	43,822	22,180	25,250	30,250	63,700	33,450	110.6%	
Contracts	30,350	89,778	264,861	162,000	162,000	118,000	(44,000)	-27.2%	
Support	844,529	689,626	652,151	686,065	686,065	635,742	(50,323)	-7.3%	
Events	198,463	190,169	123,400	130,796	130,796	128,998	(1,798)	-1.4%	
Grand Total	1,327,210	1,269,535	1,319,115	1,300,294	1,306,566	1,263,406	(43,160)	-3.3%	

FTE Payroll Expense Category

Over 7.6%



All Other Expense Categories



ECONOMIC DEVELOPMENT

Programs and related measures

Program: 2026 Department Goals

Focus: 2 licensed Childcare facilities

Collaborate with PRCS &Ports and Harbor to attract 1 new cruiseline

encourage new businesses, recruit new industry

Support Existing Businesses

Program: Business Retention & Expansion

Focus: 30 attendees for fall workshops

60 attendees 2nd annual Small business conference

help 10 business with funding/grants coaching

Offer 7 workshops, seminars, and one-on-one consulting to help small businesses with marketing, financial planning, digital

transformation, and other critical areas.

Program: City Sponsored Events

Focus: 9 successful CSO events

Program: Industry Marketing

Focus: Attend 3 industry conferences to promote Valdez

Collaboratre with Parks & Recreation to attract small conferences

Continue to work with businesses and the VCVB on tourism issues as well as offering support

Program: Workforce Development

Focus: 2 T3 Allaince workforce development workshops for high schoolers

Offer CDL licensing class in Valdez with scholarship



Finance



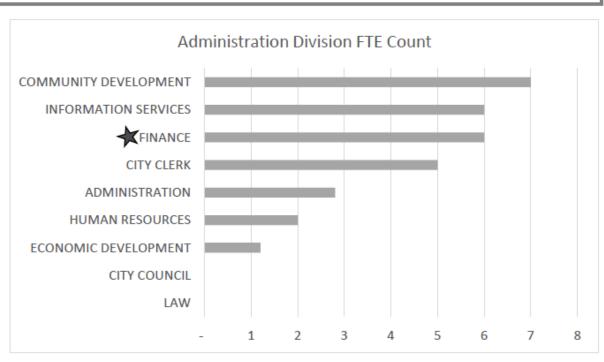
Finance

FINANCE

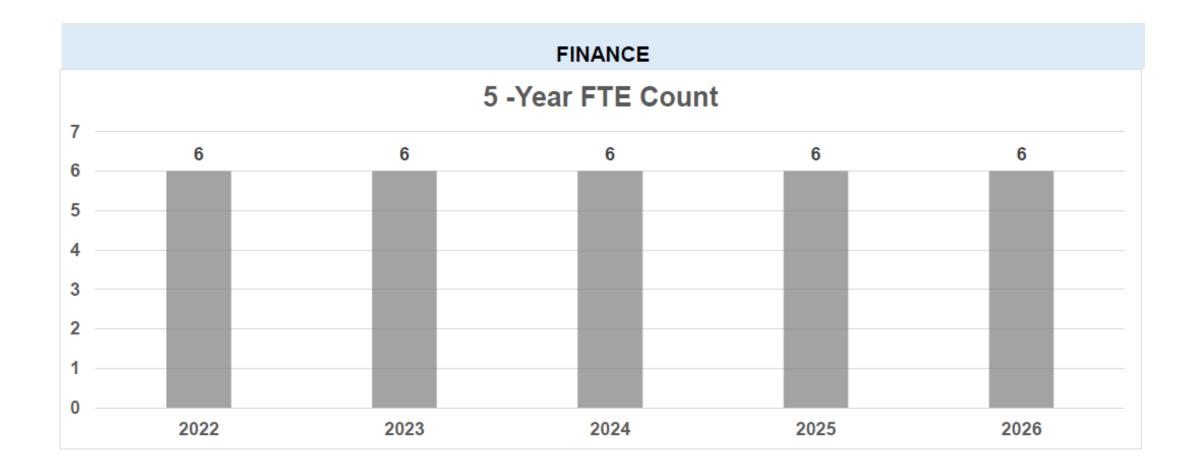
Mission:

Optimize and preserve the City's financial resources.

	FTE
DIRECTOR	1.00
COMPTROLLER	1.00
ACCOUNTANT II	2.00
ACCOUNTANT	1.00
BUDGET AND POLICY ANALYST	1.00
Grand Total	6.00

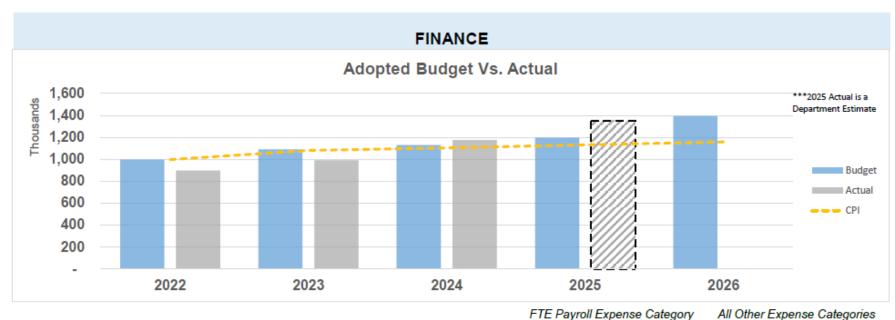








- Increased Property Tax Roll \$4.2MM revenue
- Assessment Assistance Contract \$100K
- Professional Grant Management Program \$45K



					2.3-7.6%	_	0-2.3% —		
					Below 2.3% (Below 0% 🕢		
Expenses		Actual			Adop		2025 to 20		
Expenses	E	xpenditure		Estimate	Budget		Budget Changes		
							Dollar	Percent	
	2022	2023	2024	2025	2025	2026	Change	Change	
FTE Payroll	654,211	819,647	916,900	966,974	960,409	1,027,293	66,884 —	7.0%	
Other Personnel	20,738	18,689	19,740	26,047	32,869	30,748	(2,121)	-6.5%	
Other Operating	8,185	19,336	12,274	15,700	13,300	13,500	200 —	1.5%	
Contracts	213,053	132,985	226,885	343,800	189,650	321,800	132,150	69.7%	
Grand Total	896,187	990,656	1,175,799	1,352,521	1,196,228	1,393,341	197,113	16.5%	

Over 7.6%





FINANCE

Programs and related measures

Program: 2026 Department Goals

Focus: Adopt way forward on professional grant management program

Modernize Finance Functions, Contracts processing, Electronic Leave requests

Program: Treasury Managmenent

Focus: \$90MM in Central Treasury

3.5% Yield on citywide funds

Program: Audit

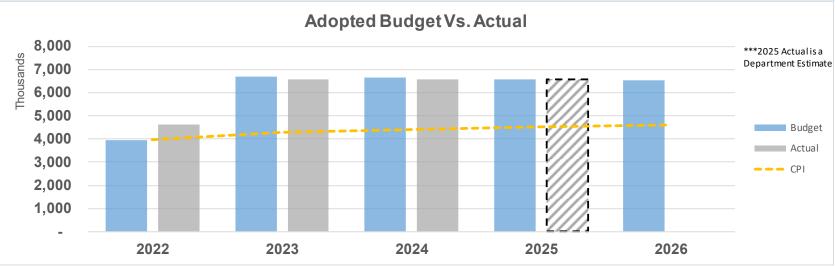
Focus: 0 Audit Findings

Program: Accounting Functions

Focus: 11,000 P-Card Transactions

4000 payroll Checks Processed

Debt Service



Revenues		Actual Revenue		Estimate	Adopted Budget		2025 to 2026 Budget Changes	
							Dollar	Percent
	2022	2023	2024	2025	2025	2026	Change	Change
Finance	(4,801,495)	(2,152,427)	(1,947,991)	(1,588,541)	(1,519,745)	(1,049,272)	(68,796)	-31.0%

All Other Expense Categories

Over 2.3% - 0-2.3% - Below 0% - 2025 to 2026

Expenses		Actual Expenditure			Adopted Budget		2025 to 2026 Budget Changes	
		·					Dollar	Percent
	2022	2023	2024	2025	2025	2026	Change	Change
Debt Service	4,582,138	6,572,522	6,570,682	6,564,029	6,564,029	6,527,067	(36,962)	-0.6%
Contracts	47,250	-	-	-	-	-	- 🗸	0.0%
Grand Total	4,629,388	6,572,522	6,570,682	6,564,029	6,564,029	6,527,067	(36,962) 🕗	-0.6%



Permanent Fund Adopted Budget Vs. Actual 350 ***2025 Actualis a Thousands Department Estimate 300 250 200 Budget _____ Actual 150 --- CPI 100 50 2024 2022 2023 2025 2026

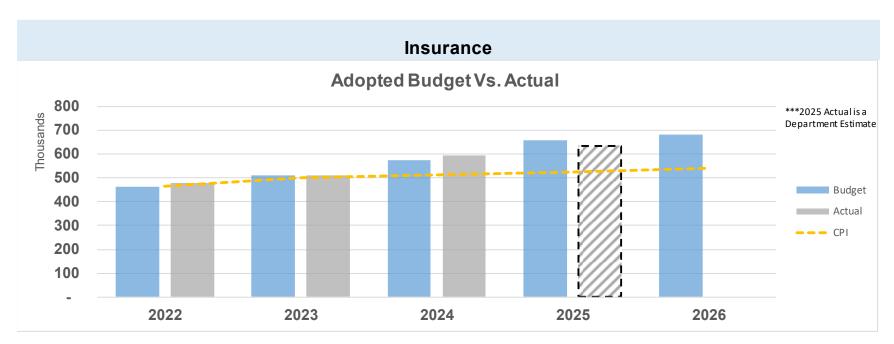
Revenues	Actual Revenue		Estimate	Adopted Budget		2025 to 2026 Budget Changes		
							Dollar	Percent
	2022	2023	2024	2025	2025	2026	Change	Change
1.5% Appropriation	(3,781,779)	(4,193,836)	(3,674,781)	(4,043,459)	(4,043,459)	(4,351,750)	308,291	7.6%

All Other Expense Categories

Over 2.3% ►
0-2.3% —
Below 0% 🕗
22254 2222

							D 010 11 0 70	
Evnance		Actual			Adopted		2025 to 2026	
Expenses	Expenditure			Estimate	Budg	jet	Budget Changes	
	Sum of ACTU	AL		Sum of Estir	Sum of Estir Sum of Adopted Budget			
							Dollar	Percent
	2022	2023	2024	2025	2025	2026	Change	Change
Other Operating	1,057	3,392	585	3,100	5,000	3,000	(2,000)	-40.0%
Contracts	260,769	258,313	237,106	227,797	267,800	250,000	(17,800) 🕗	-6.6%
Grand Total	261,826	261,705	237,691	230,897	272,800	253,000	(19,800) 🕗	-7.3%





All Other Expense Categories

All Other Expense dategories
Over 2.3% ►
0-2.3% —
Below 0% 🕗

Expenses	Actual Expenditure			Estimate	Adopted Budget		2025 to 2026 Budget Changes	
							Dollar	Percent
	2022	2023	2024	2025	2025	2026	Change	Change
Other Operating	441,809	475,362	557,304	596,467	621,467	643,276	21,809	3.5%
Contracts	36,000	36,000	36,000	37,500	37,500	37,500	- 🕢	0.0%
Grand Total	477,809	511,362	593,304	633,967	658,967	680,776	21,809	3.3%





Human Resources



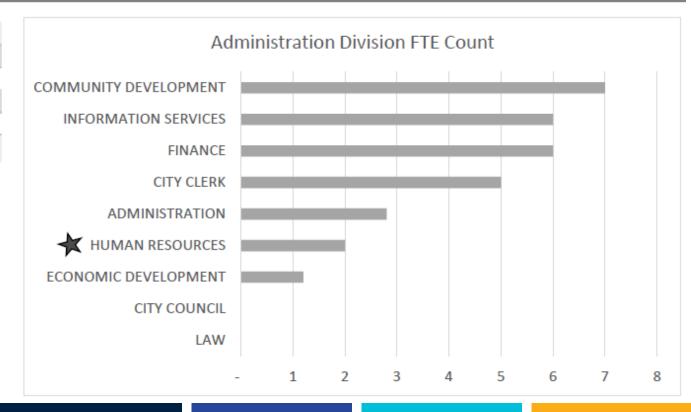
Human Resources

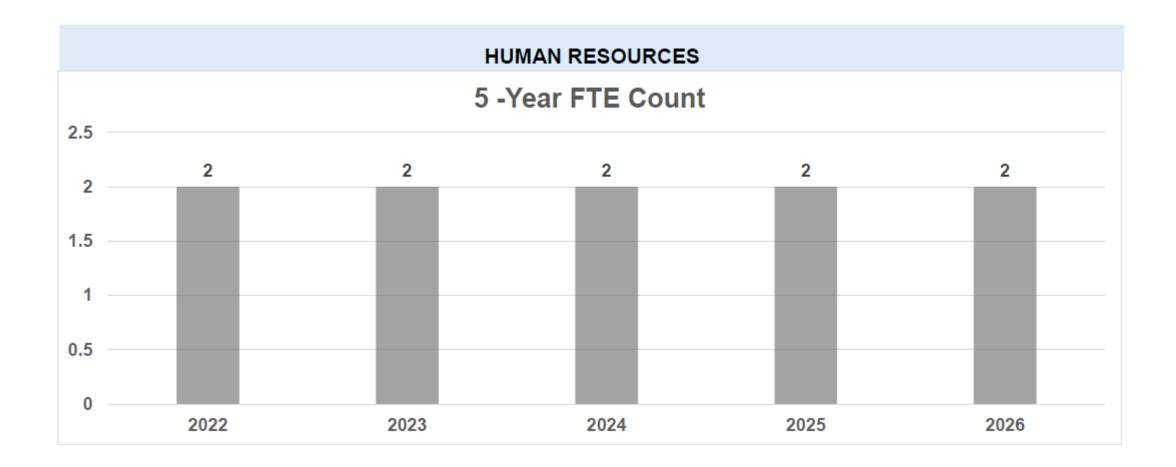
HUMAN RESOURCES

Mission:

To support our employees with compassion and integrity while protecting the organization through ethical and informed business practices.

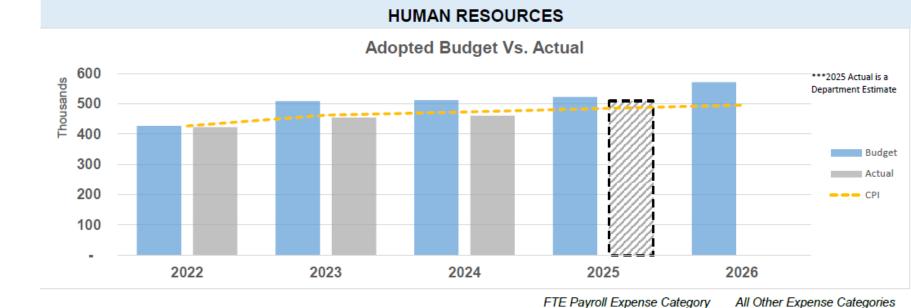
	FTE
DIRECTOR	1.00
HR MANAGER	1.00
Grand Total	2.00







- Focused Leadership Development Program \$30K
- Employee Gym Membership, Wellness Program \$16.5K
- Reduction in Travel and Transportation -\$13K
- Reduction in Recruitment -\$5K
- Employee Engagement \$7,500



				,	2.3-7.6% =	_	0-2.3% —	7
				,	Below 2.3% (>	Below 0% 📀	
Evnoncoc		Actual		I I	Adopt	ted	2025 to 2	026
Expenses	F	Expenditure		Estimate	Budg	get	Budget Cha	inges
							Dollar	Percent
	2022	2023	2024	2025	2025	2026	Change	Change
FTE Payroll	322,481	366,428	387,550	423,699	407,635	426,198	18,564 —	4.6%
Other Personnel	31,801	39,842	41,583	43,900	62,435	65,134	2,699	4.3%
Other Operating	40,869	29,480	7,212	26,200	32,300	27,800	(4,500)	-13.9%
Contracts	27,250	18,289	24,170	15,500	20,000	51,500	31,500	157.5%
Grand Total	422,401	454,039	460,514	509,299	522,370	570,632	48,263	9.2%

Over 7.6%



All Other Expense Categories



HUMAN RESOURCES

Programs and related measures

Program: 2026 Department Goals

Focus: Develop/identify Leadership & Development Training Programs: for New Director training and development, and employee career development

Implement an electronic HR processing format for efficiency, data accuracy, and sustainability

Modify Pay Grid for better retention, recruitment, and equity to incentivize both longevity and performance.

Program: Health and Wellness

Focus: Implement employee gym membership program

Program: Risk Management and Safety

Focus: Meet the new APRA Loss Incentive Control Program requirements for a full discount on dues.

Reducing our Worker Compensation claims and improving our experience mod – maintain below 1.0 rating.

Program: Compliance

Focus: Completion and timely filing of all Federal and State reporting: EOC, OSHA300, ACA, etc.



Information Services / Tech Reserve



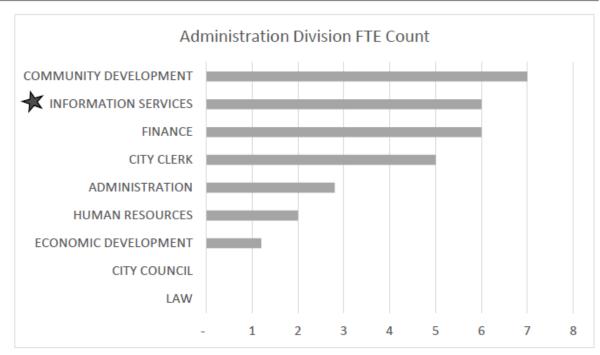
Information Services

INFORMATION SERVICES

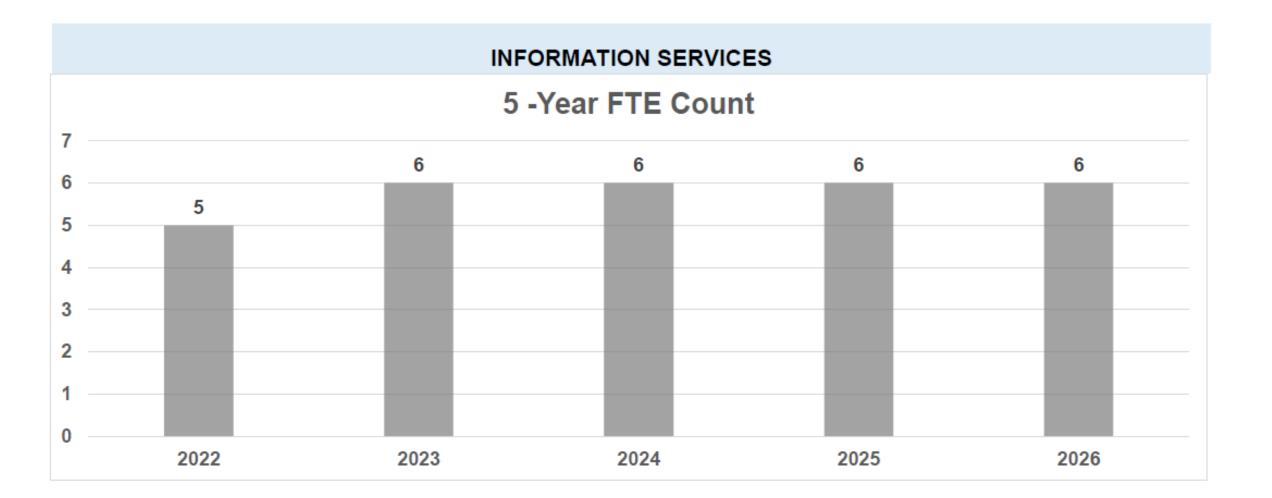
Mission:

Innovative IT for a connected community.

	FTE
DIRECTOR	1.00
SYSTEMS ADMIN	1.00
EM. SERVICES SYSTEMS ADMIN.	1.00
IT TECH III	2.00
IT TECH I	1.00
Grand Total	6.00

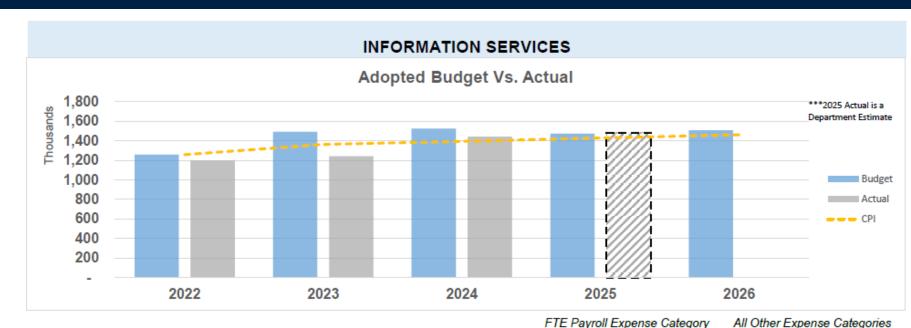








- Removed Project Support from Contractual Services -\$10K
- Reduced Travel & Transportation -\$5K
- Reduced Training -\$5K



					2.3-7.6% = Below 2.3% (0-2.3% — Below 0% 🐶	
Expenses	Actual Expenditure		Estimate	Adopted Budget		2025 to 2026 Budget Changes		
							Dollar	Percent
	2022	2023	2024	2025	2025	2026	Change	Change
FTE Payroll	819,748	850,108	928,085	1,105,117	1,056,271	1,107,001	50,731 —	4.8%
Other Personnel	46,664	48,996	41,170	23,100	63,100	54,000	(9,100)	-14.4%
Other Operating	300,084	292,376	296,864	297,150	305,000	308,300	3,300 —	1.1%
Contracts	32,413	51,374	177,655	60,000	50,000	40,000	(10,000)	-20.0%
Grand Total	1.198.909	1.242.853	1.443.775	1.485.367	1.474.371	1.509.301	34.931	2.4%

Over 7.6% |





2026 Tech Reserve Funding



- 2% Inflation
- Increasing hardware in the Tech Reserve
- Elimination of duplicate / Underutilized software

Tech Schedule	2026
Hardware	\$178K
Servers	\$50K
Network	\$95K
Software	\$807K

Tech Reserve, Budget 2022-2026

