Museum, VCVB, VFDA, Administration Division

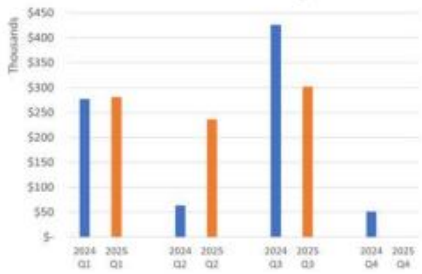
October 27, 2025

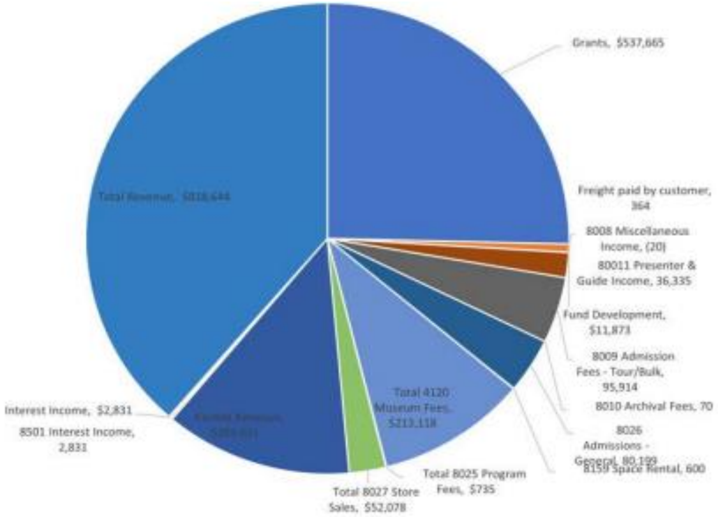
City of Valdez 2026 Budget Work Session

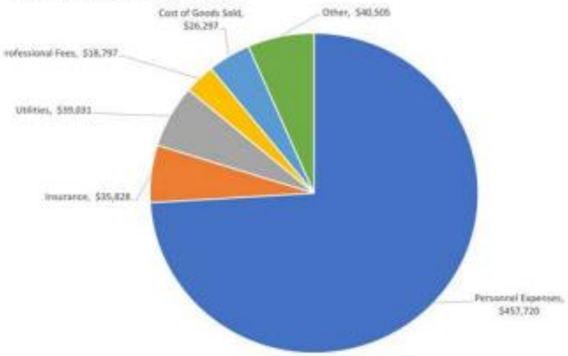
Museum

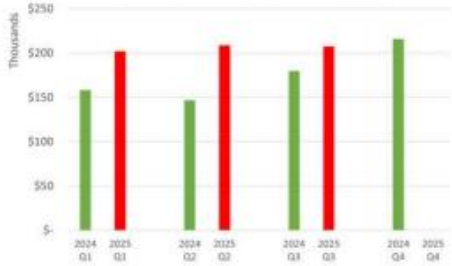
See VMHA Corporation Annual Meeting page 18

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.

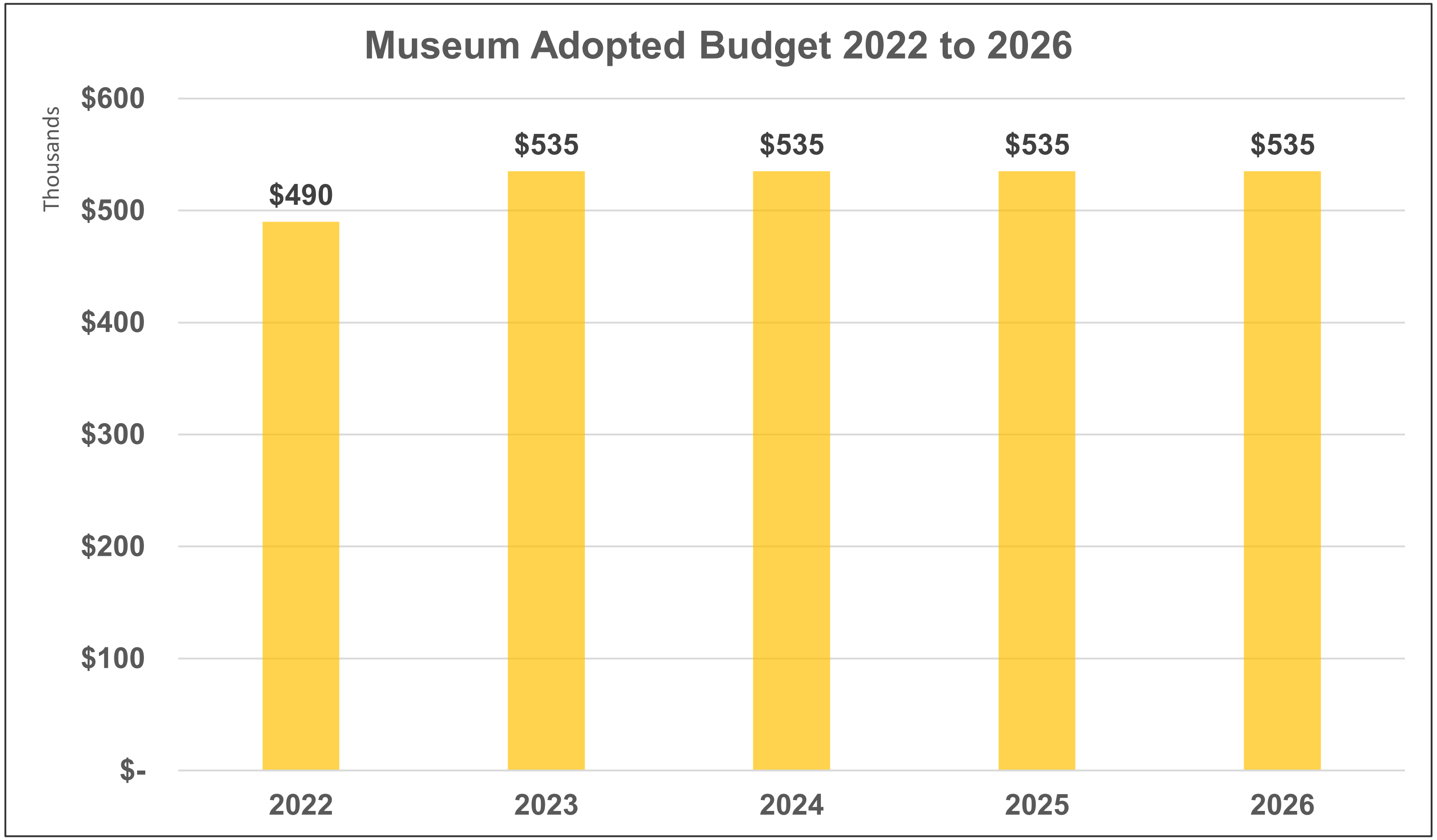
EST 2026 BUDGET TOTALS

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

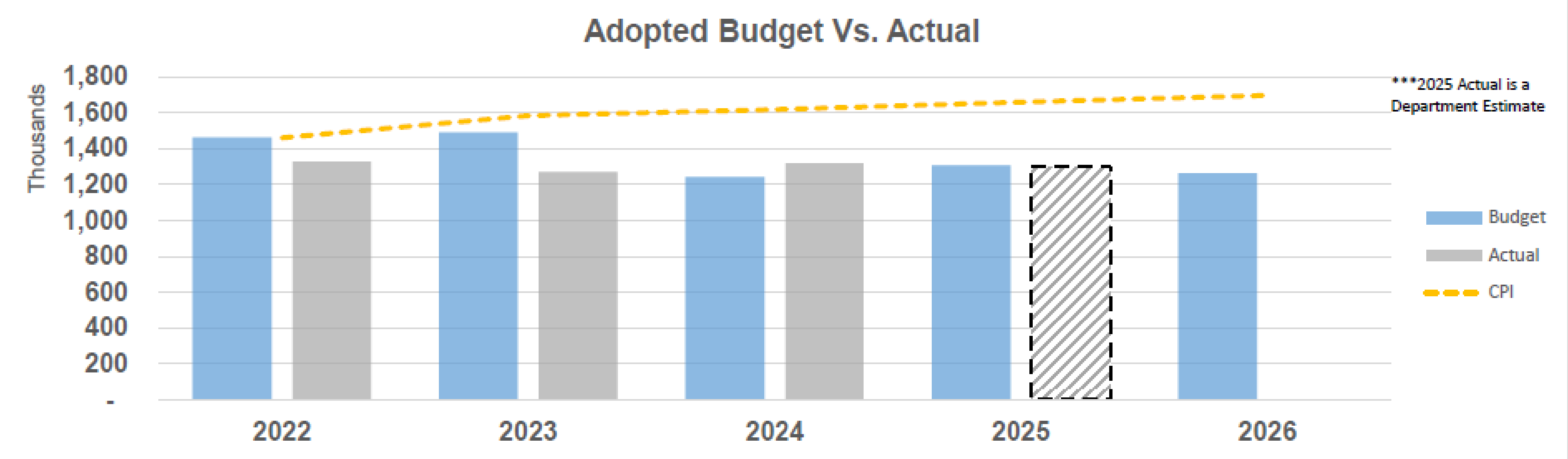
Museum

2026 Requested Budget

$535,000



ECONOMIC DEVELOPMENT



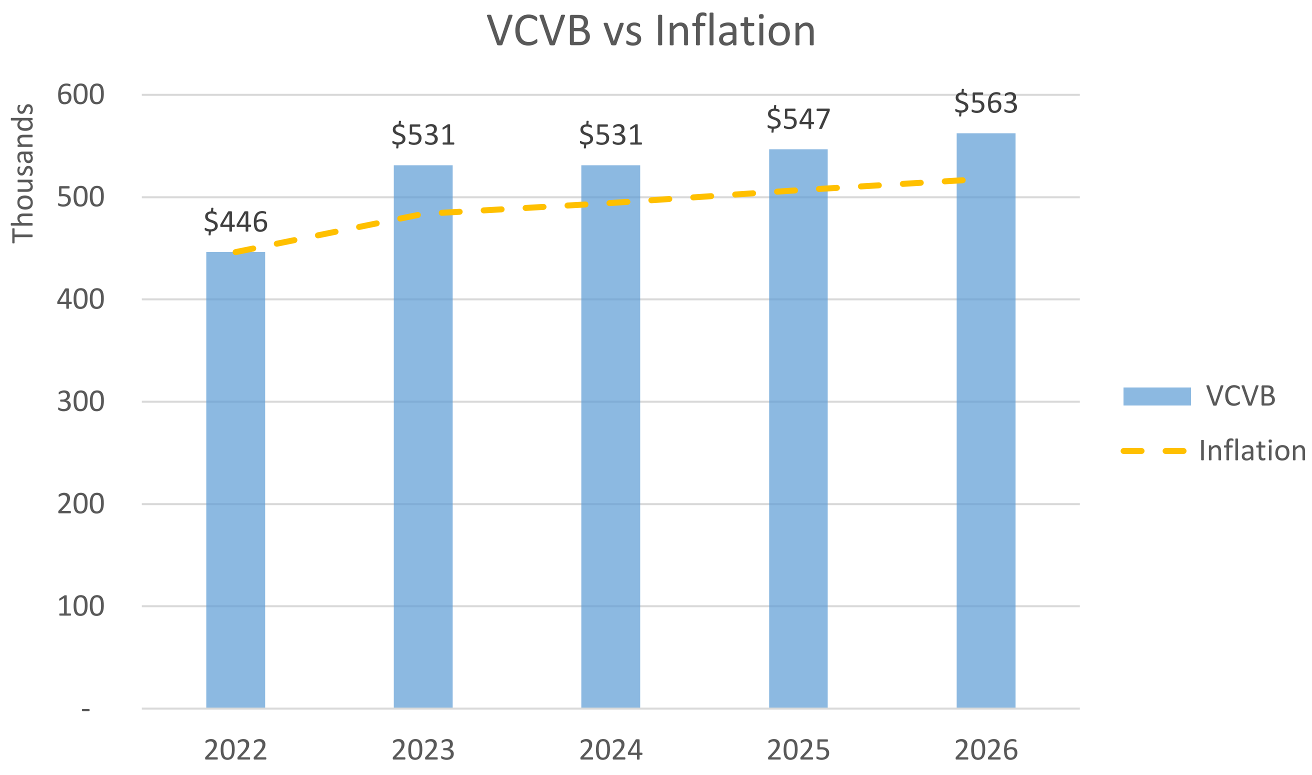
FTE Payroll Expense Category	*All Other Expense Categories*
Over 7.6%	Over 2.3%
2.3-7.6%	0-2.3%
Below 2.3%	Below 0%

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%**

Valdez Convention and Visitors Bureau (VCVB)

2026 Requested Budget

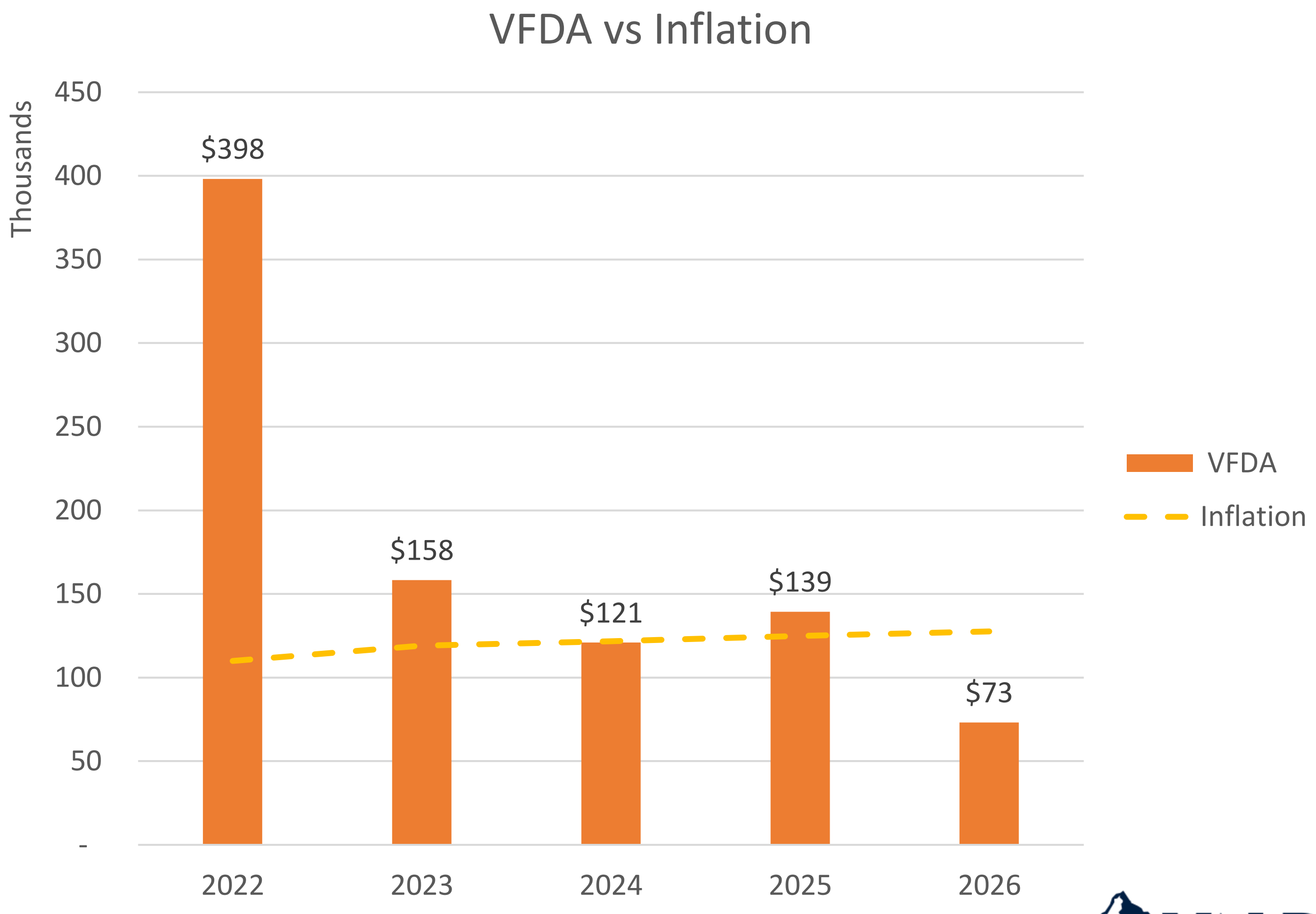
$562,500



Valdez Fisheries Development Association (VFDA)

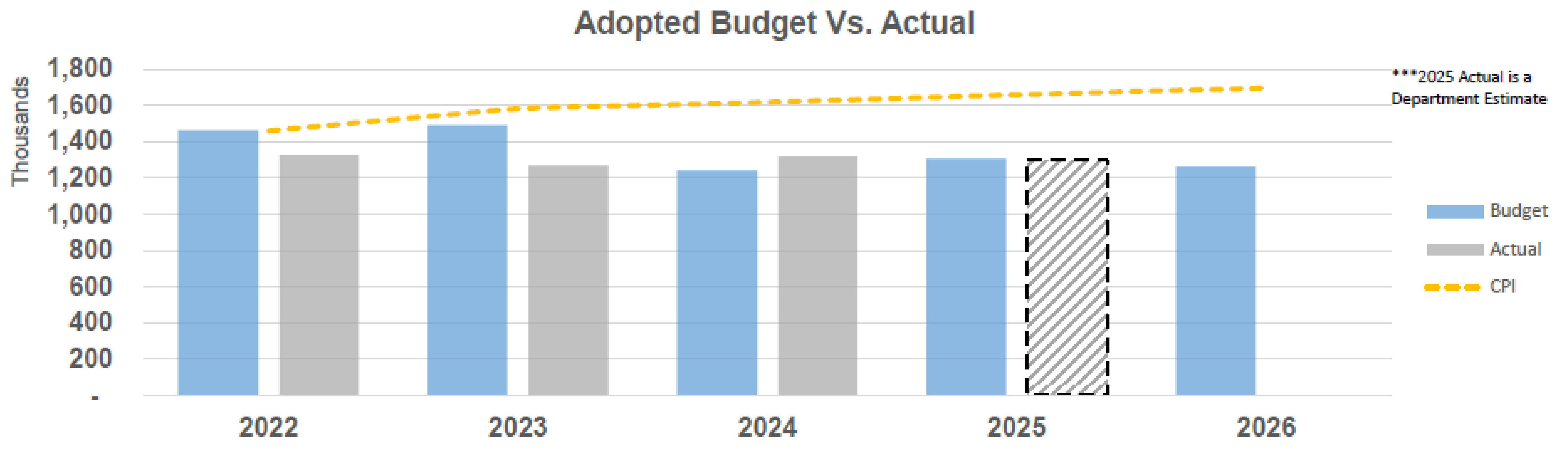
2026 Requested Budget

$73,242



**inflation benchmark reflects operations. 2022 included additional $290K for one-time Capital Equipment purchase*

ECONOMIC DEVELOPMENT



FTE Payroll Expense Category	All Other Expense Categories
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Expenses	Actual Expenditure			Estimate	Adopted Budget		2025 to 2026 Budget Changes	
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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%
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Agenda

See Packet for 2026 Event Sponsorship Applications

Sponsored Event Appropriations: $128,998

Reduced 1.4% from 2025 amount: $130,796

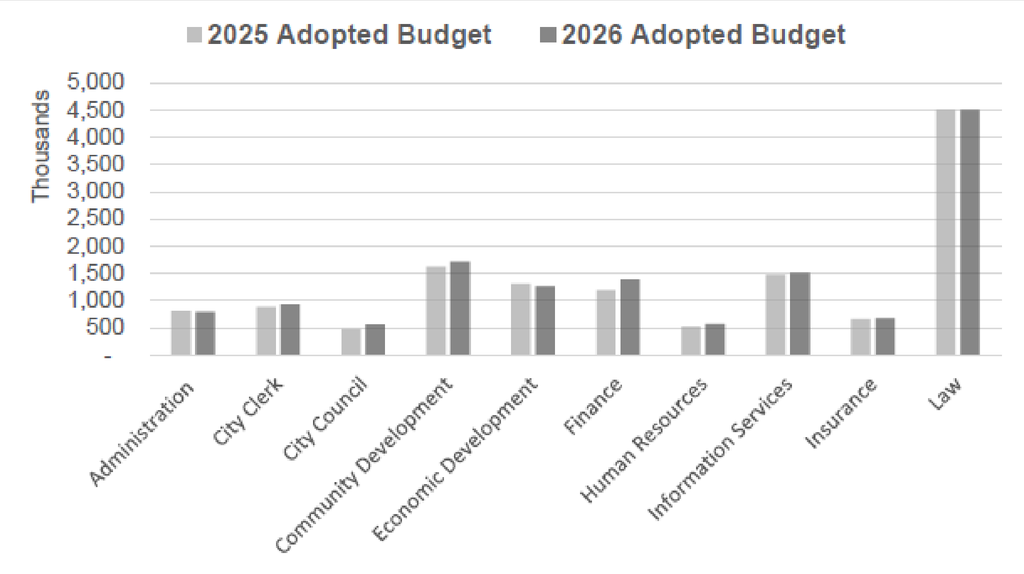
	2025 Adopted Budget	2026 Requested Budget	Percent Change	Page Number
Sponsored Event				
Advocates for Victims of Violence, Inc.				**2**
AVV Women of Distinction	5,000	5,000	0%	
Valdez Adventure Alliance				**10**
Odyssey Off-Trail race	6,996	7,498	7%	
Valdez Fat Bike	5,800	5,000	-14%	
Valdez Fly-in Corporation				**28**
Valdez Fly-in & Air Show	40,000	40,000	0%	
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%	
End Of The Road Ren Fair				**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	**130,796**	**128,998**	**-1.4%**	

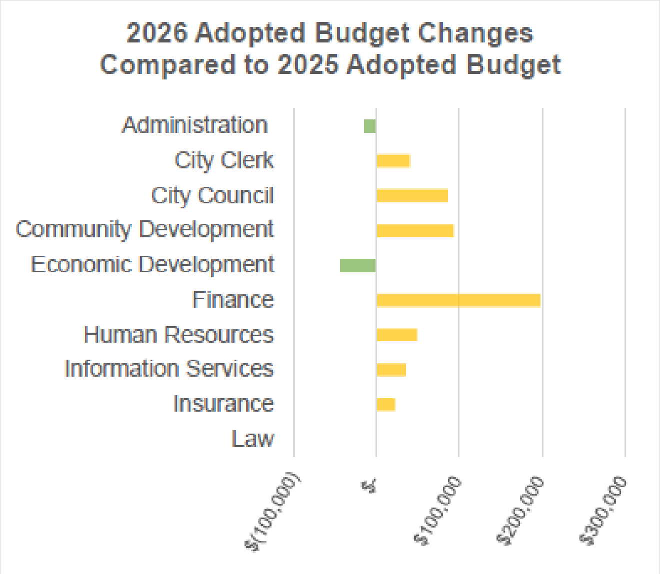
Administration Division

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

Administration

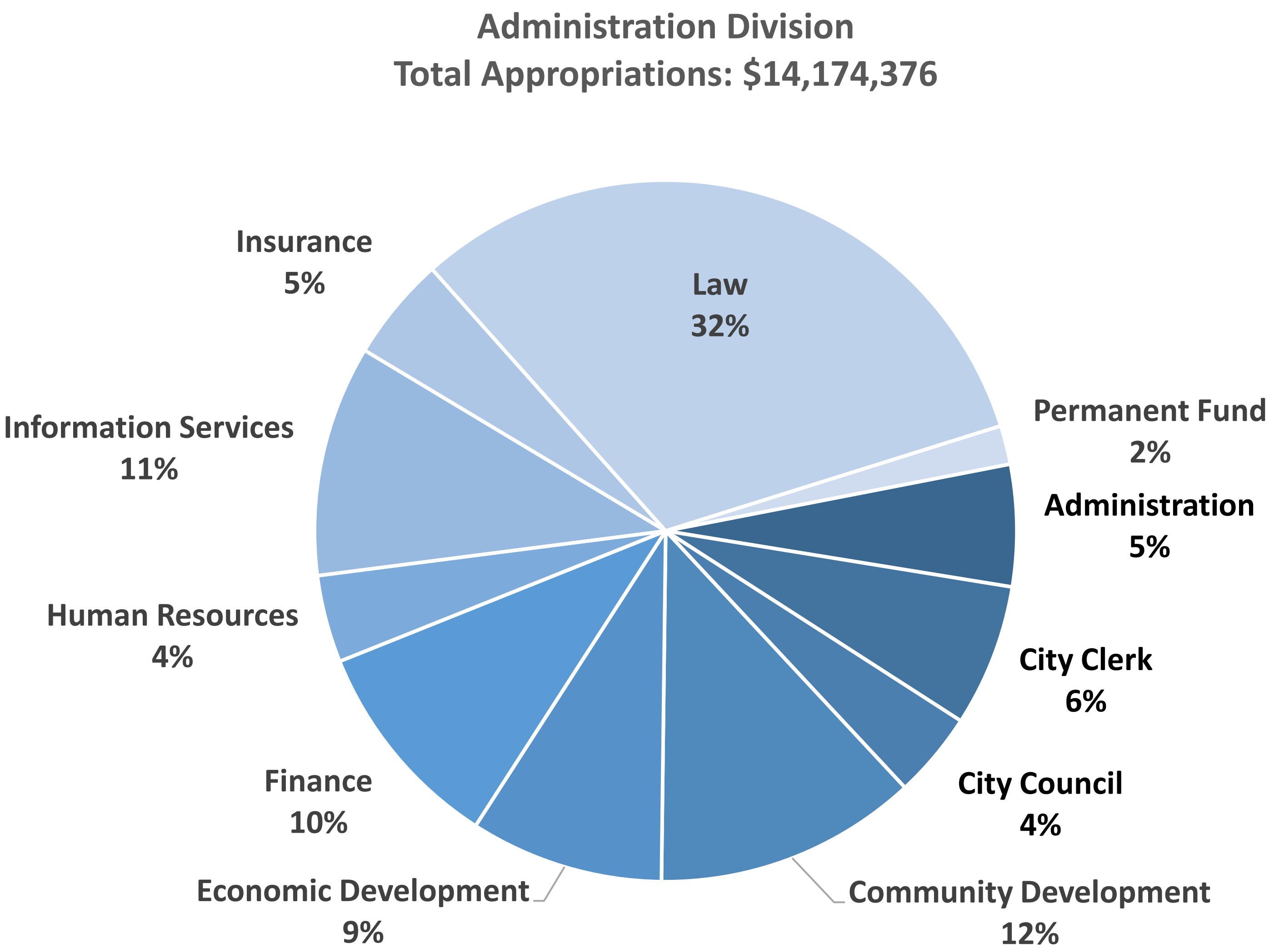




Adopted Budget History	2022	2023	2024	2025	2026	2022 through 2026 Adopted Budget Trendline
Administration	660,479	723,290	685,276	809,848	795,702	
City Clerk	756,446	818,390	838,608	889,044	928,779	
City Council	350,276	352,992	421,550	475,000	560,787	
Community Development	1,619,885	1,924,472	1,701,360	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	

VALDEZ

Administration Total Appropriations



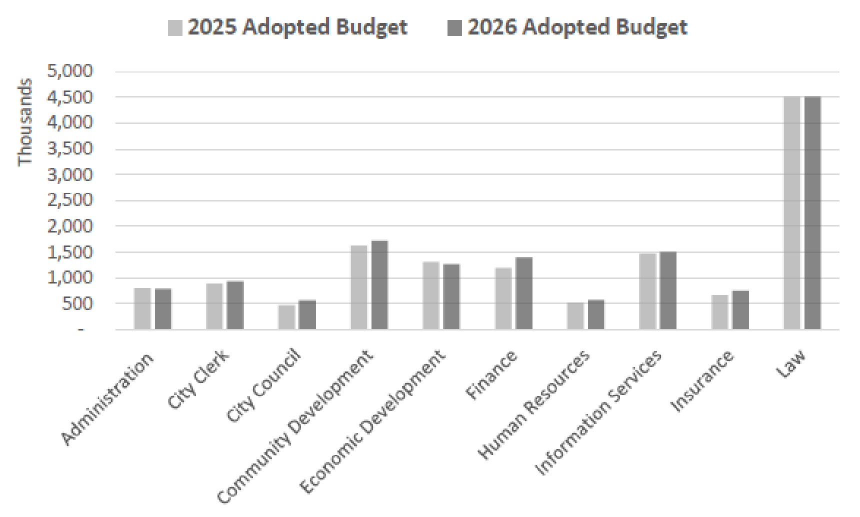
Administration Division – What's in each expense category?

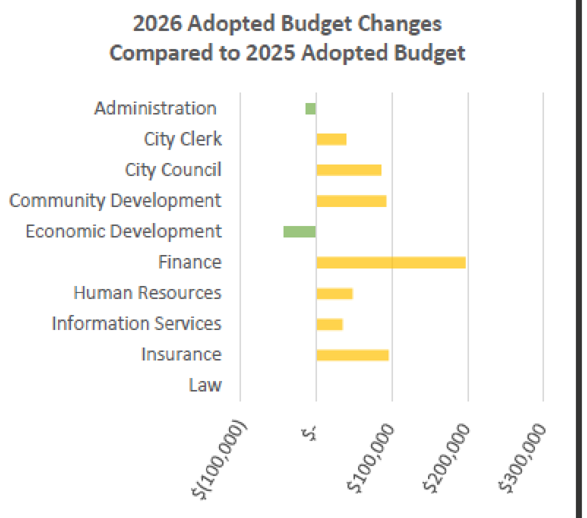
- **FTE Payroll** **39.7%**
  - Salaries 59.8%
  - Benefits 40.2%
- **Legal** **31.7%**
- **Other Operating** **9.9%**
  - Insurance 47.6%
  - Com/postage 21.9%
  - Advertising 12.7%
  - Contingencies 5.0%
  - Supplies 2.7%
  - Insurance Contingencies 2.3%
  - Office Supplies 1.4%
  - Stipends 1.2%
  - Recruitment 1.0%
  - Parts & Supplies for Equipment 1.0%
  - Elections 0.9%
  - Records Management 0.8%
  - Reproduction and Copying 0.7%
  - Safety Recognition 0.4%
  - Employee Recognition 0.2%
  - Vehicle & Equipment Fuels 0.1%
  - Data Processing 0.1%
- **Contracts** **9.9%**
  - Professional Fees and Services 55.2%
  - Contractual Services 44.8%
- **Support** **4.4%**
  - VCVB 88.5%
  - VFDA 11.5%
- **Other Personnel** **3.3%**
  - Travel and Transportation 54.0%
  - Training 18.4%
  - Wellness Program 7.9%
  - Overtime 7.1%
  - Temporary Wages 5.6%
  - Dues and Subscriptions 5.0%
  - Clothing 2.1%
- **Events** **0.9%**

Administration Division

- With Reserve Funding

Administration





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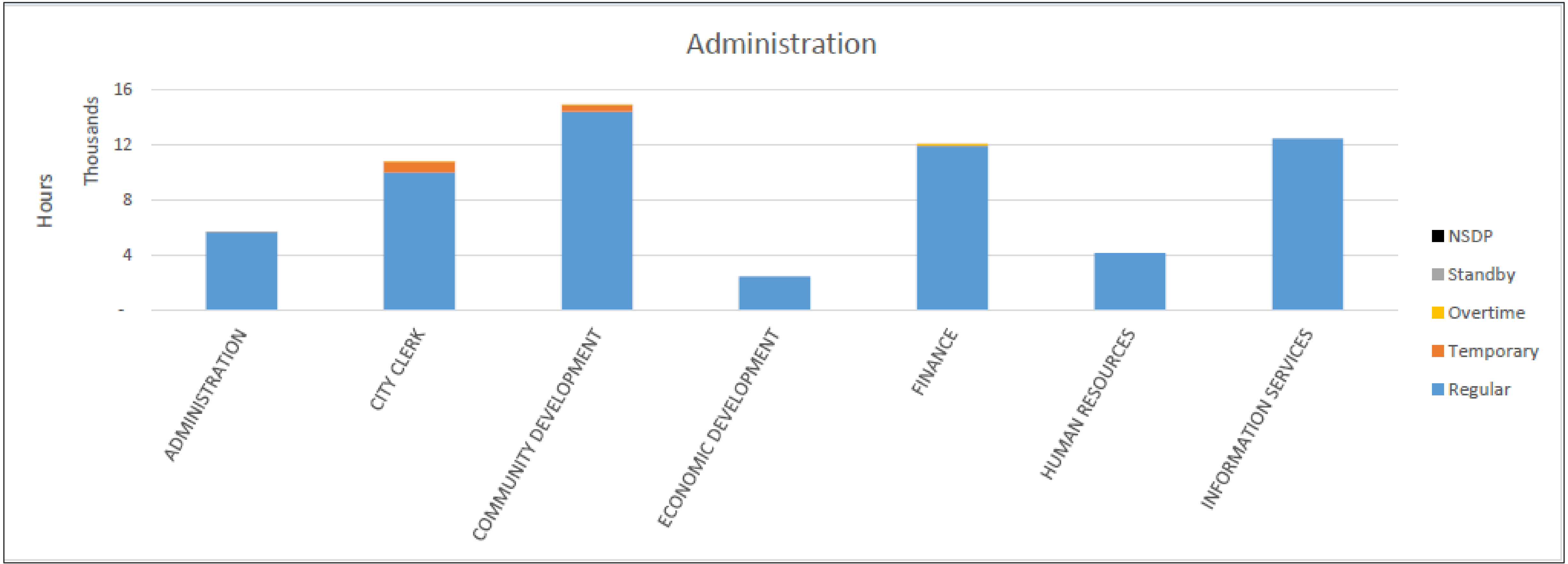
City Clerk	756,446	818,390	838,608	889,044	928,779	
City Council	350,276	352,992	421,550	475,000	560,787	
Economic Development	1,460,268	1,490,767	1,242,756	1,306,566	1,263,406	
Finance	996,869	1,089,238	1,128,736	1,196,228	1,393,341	
Human Resources	426,633	508,874	511,615	522,370	570,632	
Information 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	755,041	
Law	1,650,000	1,950,000	3,600,000	4,500,000	4,500,000	
Community Development	1,619,885	1,924,472	1,701,360	1,626,050	1,718,652	
Permanent Fund	265,000	265,000	273,300	272,800	253,000	
Reserve Fund	5,595,332	9,173,282	7,081,176	3,886,132	5,535,320	
Grand Total	**15,503,784**	**20,299,480**	**19,581,780**	**17,617,375**	**19,783,961**	

VALDEZ

Administration Division Total Hours



Administration

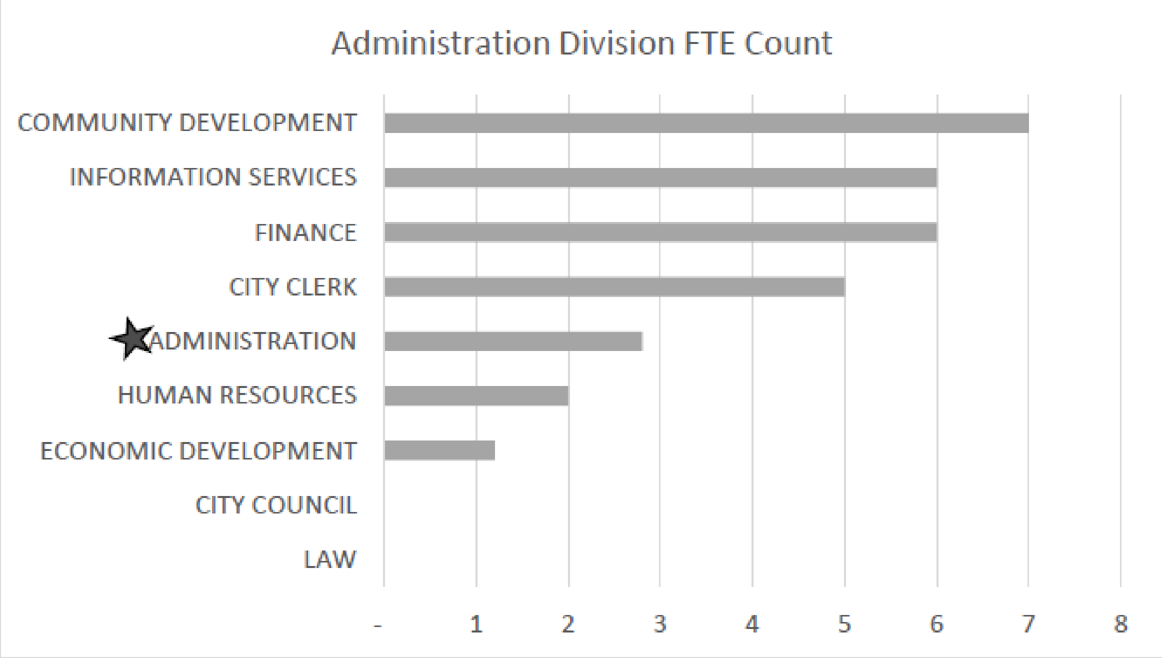
Administration

ADMINISTRATION

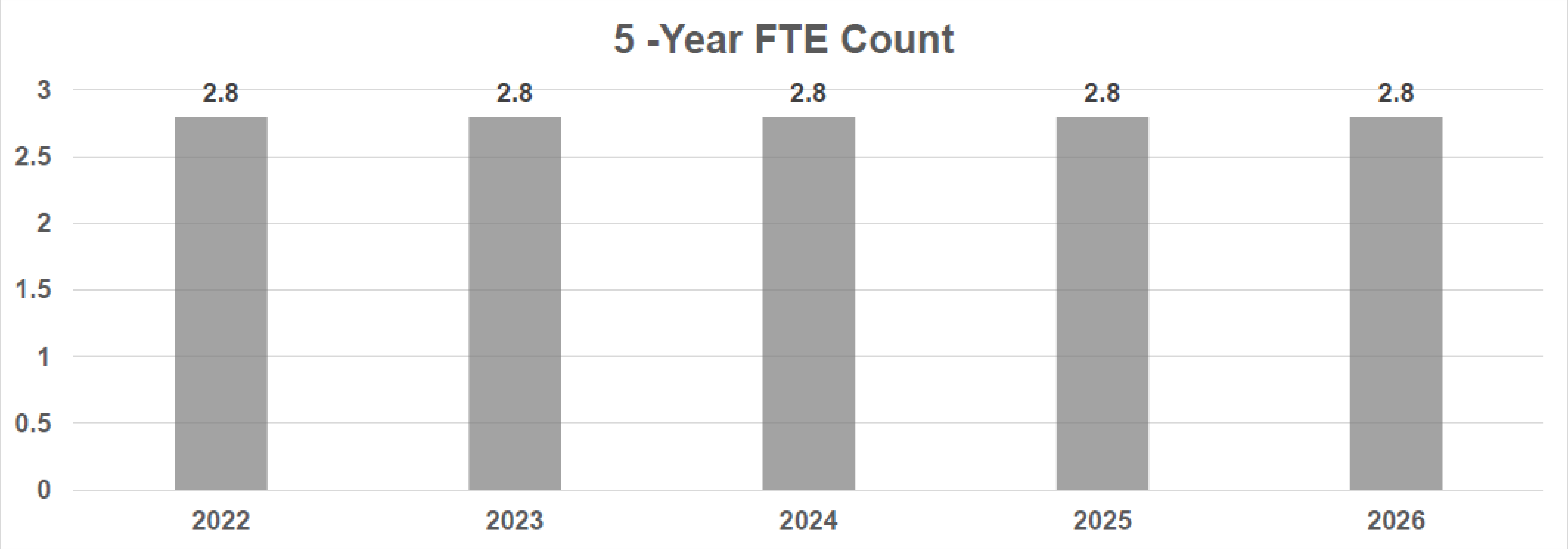
Mission:

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
Grand Total	**2.80**

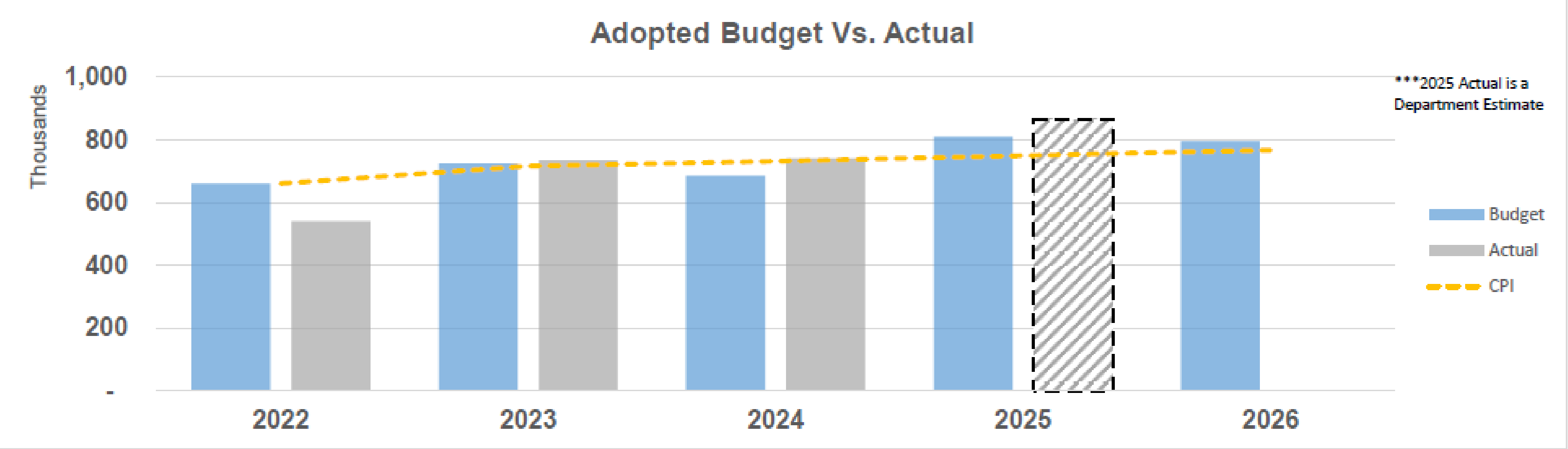


ADMINISTRATION



- 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

ADMINISTRATION



FTE Payroll Expense Category	All Other Expense Categories
Over 7.6%	Over 2.3%
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Below 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	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%**

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

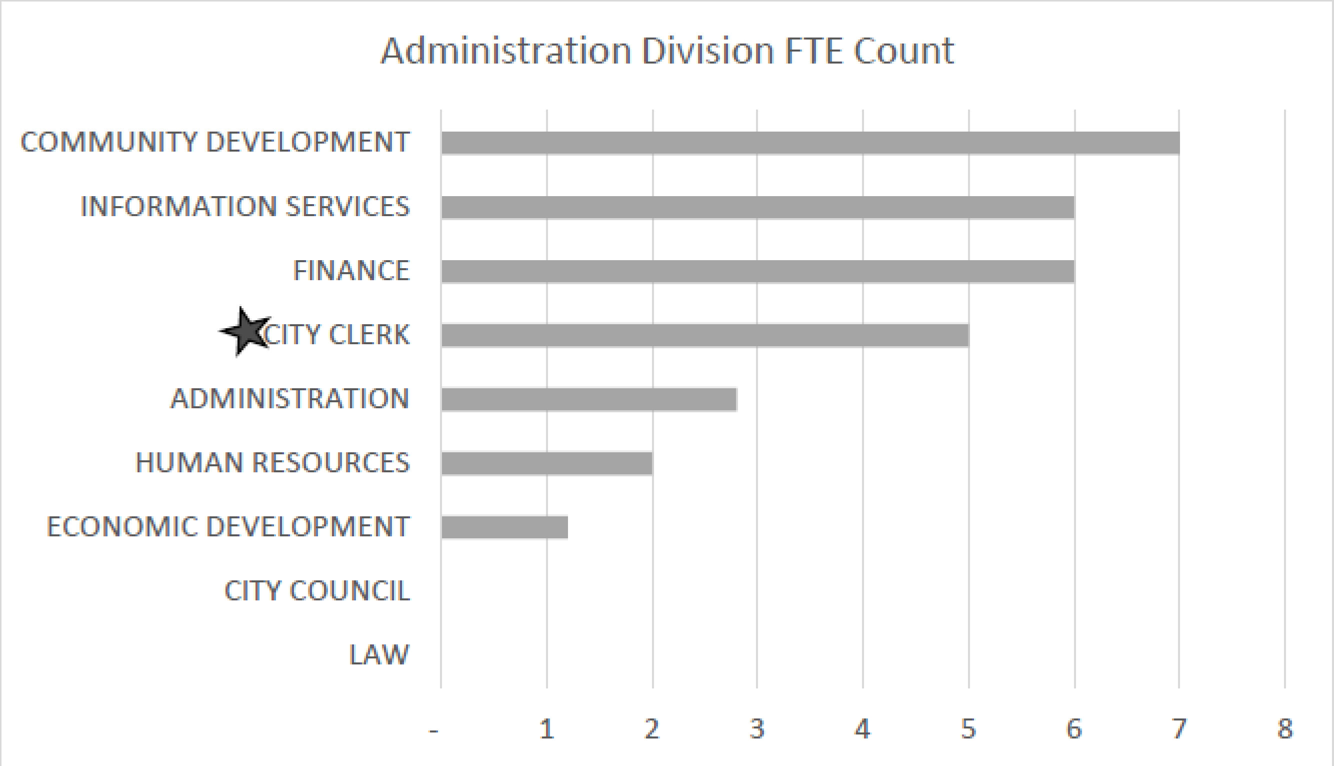
City Clerk

CITY CLERK

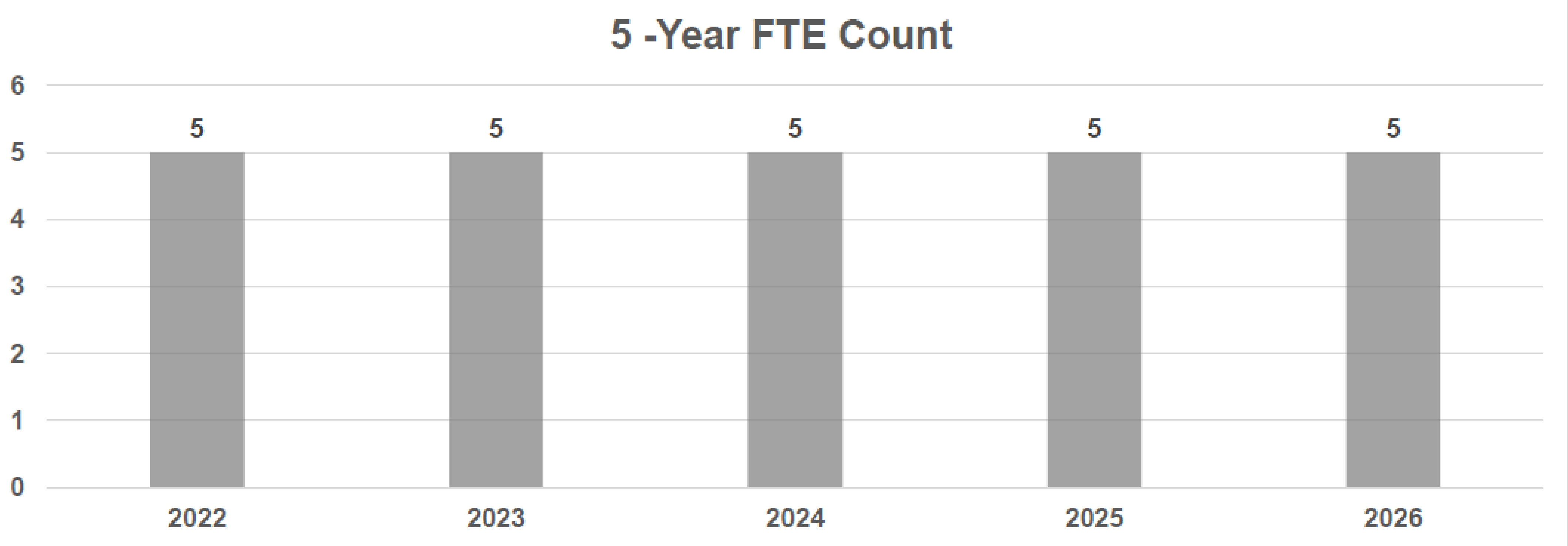
Mission:

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**

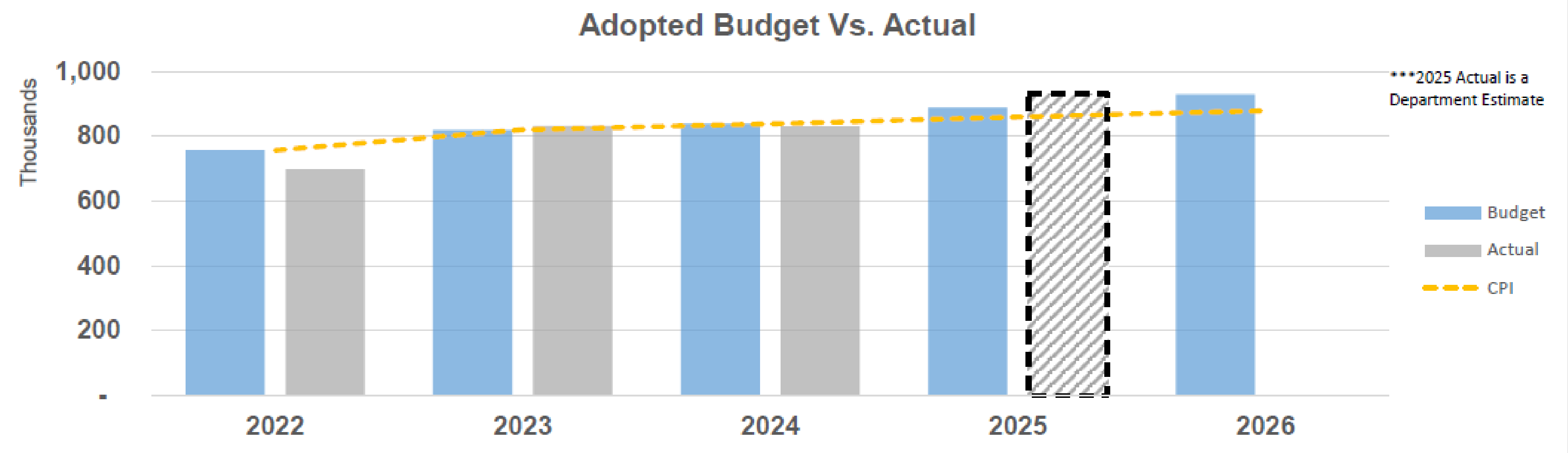


CITY CLERK



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

CITY CLERK



FTE Payroll Expense Category	All Other Expense Categories
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2.3-7.6%	0-2.3%
Below 2.3%	Below 0%

Expenses	Actual Expenditure 2022	2023	2024	Estimate 2025	Adopted Budget 2025	2026	2025 to 2026 Budget Changes Dollar Change	Percent 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%**

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 and 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.

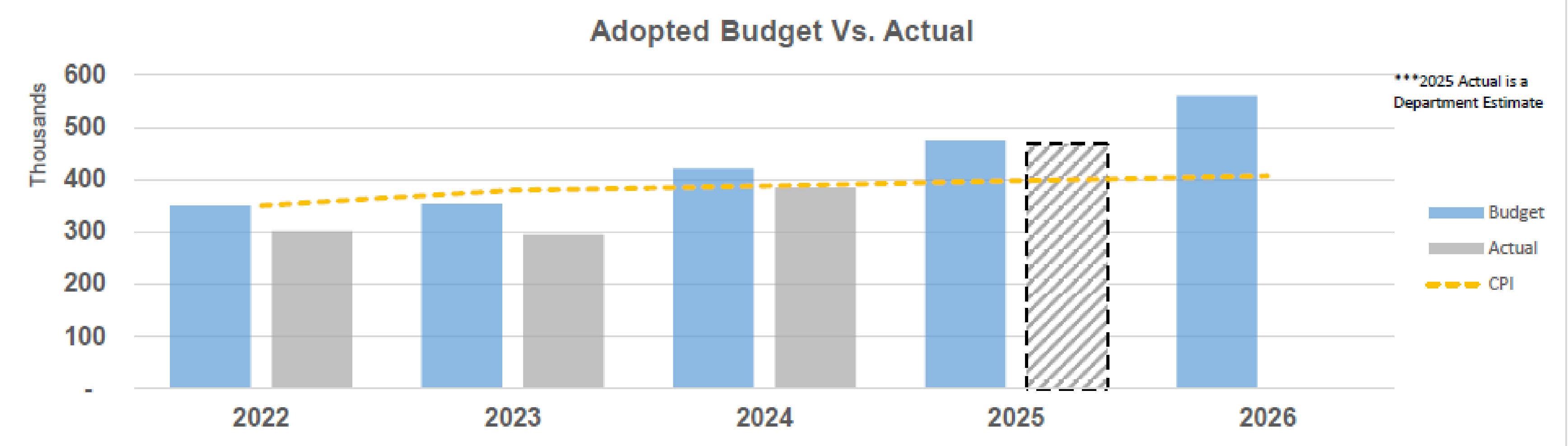
Program: Property tax exemptions and appeals

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

CITY COUNCIL



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Expenses	Actual Expenditure			Estimate	Adopted Budget		0 to 0 Budget Changes	
	2022	2023	2024	2025	2025	2026	Dollar Change	Percent 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%**

VALDEZ

CITY COUNCIL

Programs and related measures

Program: 2026 Department Goals

Focus:
- Annually appropriate funds to deffered maintenance and critical infrastructure (Baler and Dock identified in strategic planning)
- Annually modernize aging infrastructure
- Complete an operating, active and licensed child care facility by Fall 2026
- Increase housing stock by Fall 2027, utilizing the housing needs survey - focus on availability and affordability

Program: Expand Outdoor recreation, Tourism, Matitime & Community

Focus:
- Focus on Sea Otter development
- 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

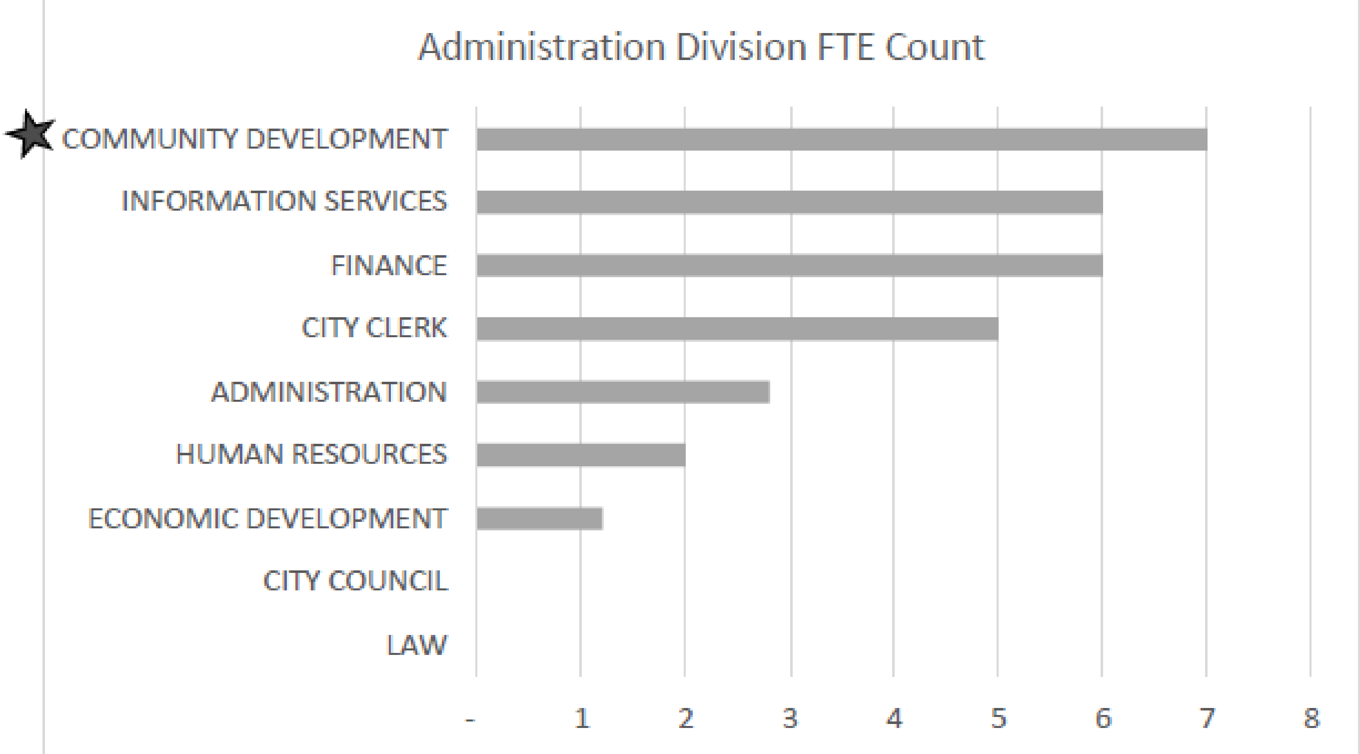
Community Development

COMMUNITY DEVELOPMENT

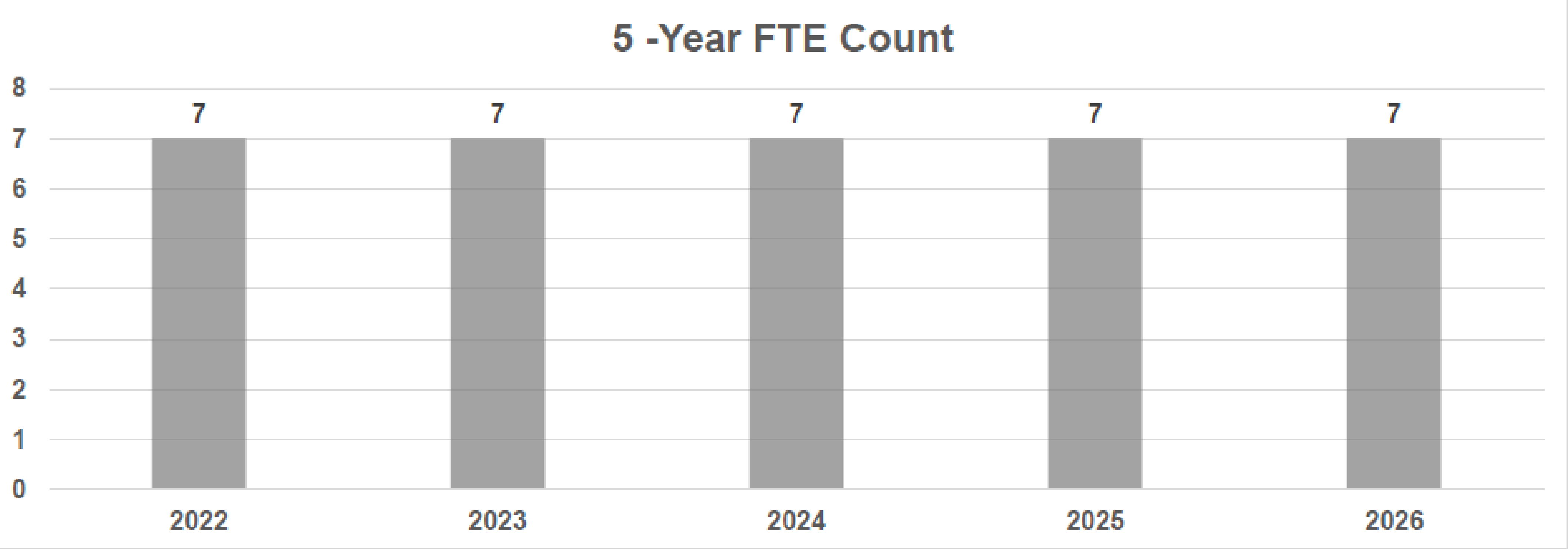
Mission:

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
GIS MANAGER	1.00
ADMINISTRATIVE ASSISTANT	1.00
Grand Total	7.00

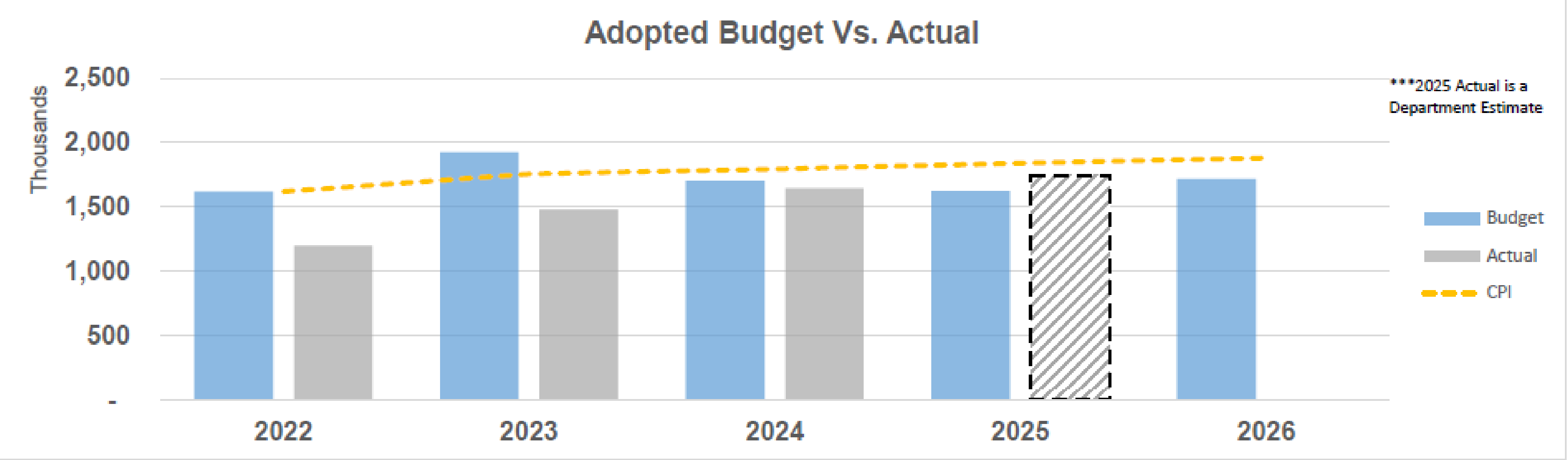


COMMUNITY DEVELOPMENT



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

COMMUNITY DEVELOPMENT



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2.3-7.6%	0-2.3%
Below 2.3%	Below 0%

Expenses	Actual Expenditure 2022	Actual Expenditure 2023	Actual Expenditure 2024	Estimate 2025	Adopted Budget 2025	Adopted Budget 2026	2025 to 2026 Budget Changes: Dollar Change	2025 to 2026 Budget Changes: Percent 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%**

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

VALDEZ

Economic Development

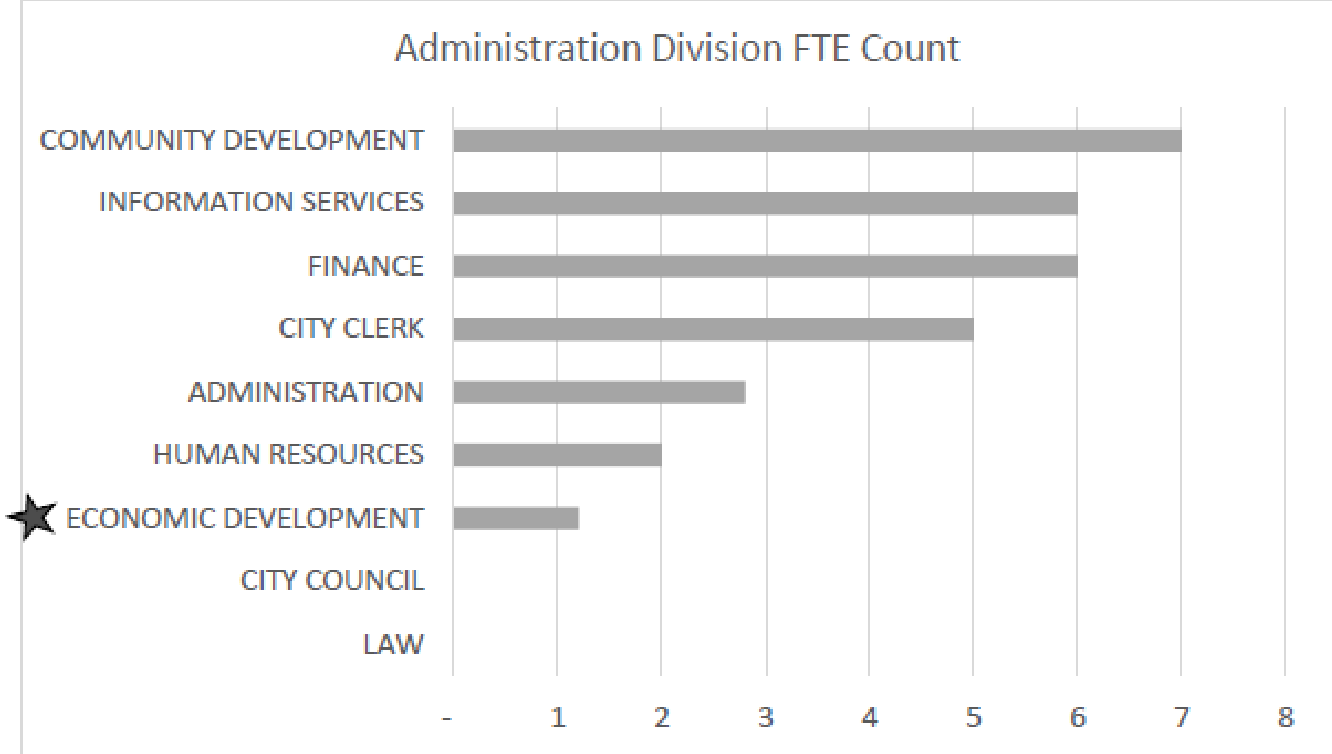
Economic Development

ECONOMIC DEVELOPMENT

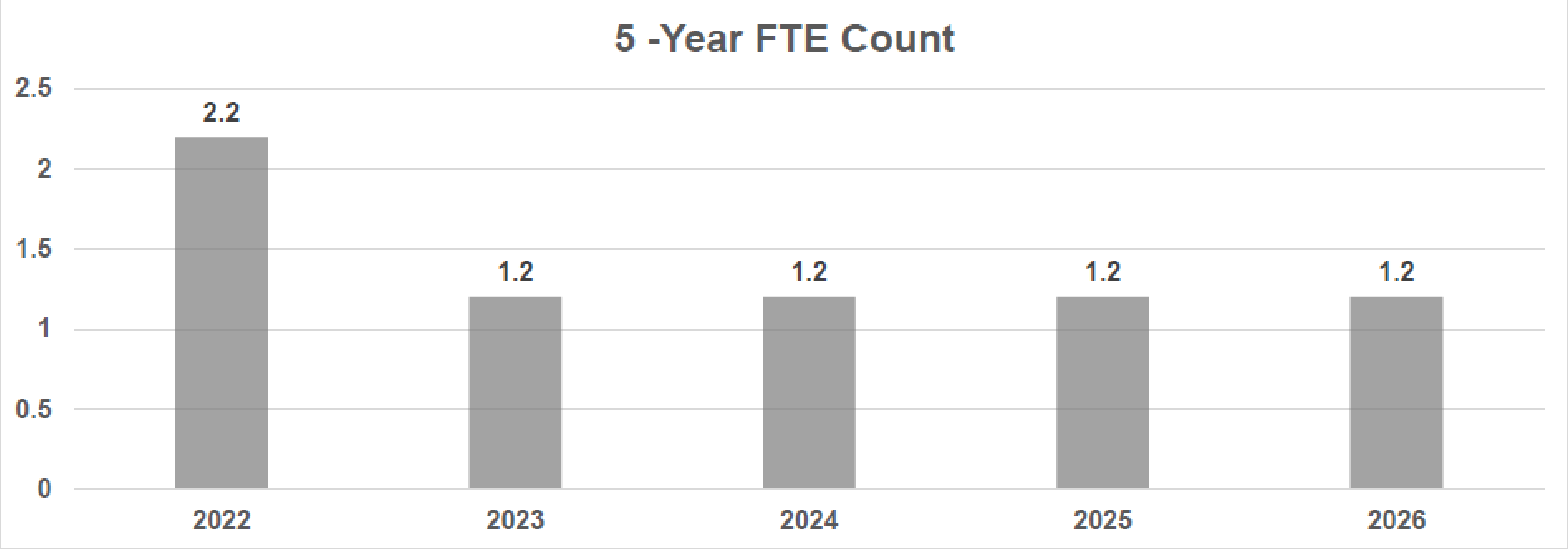
Mission:

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



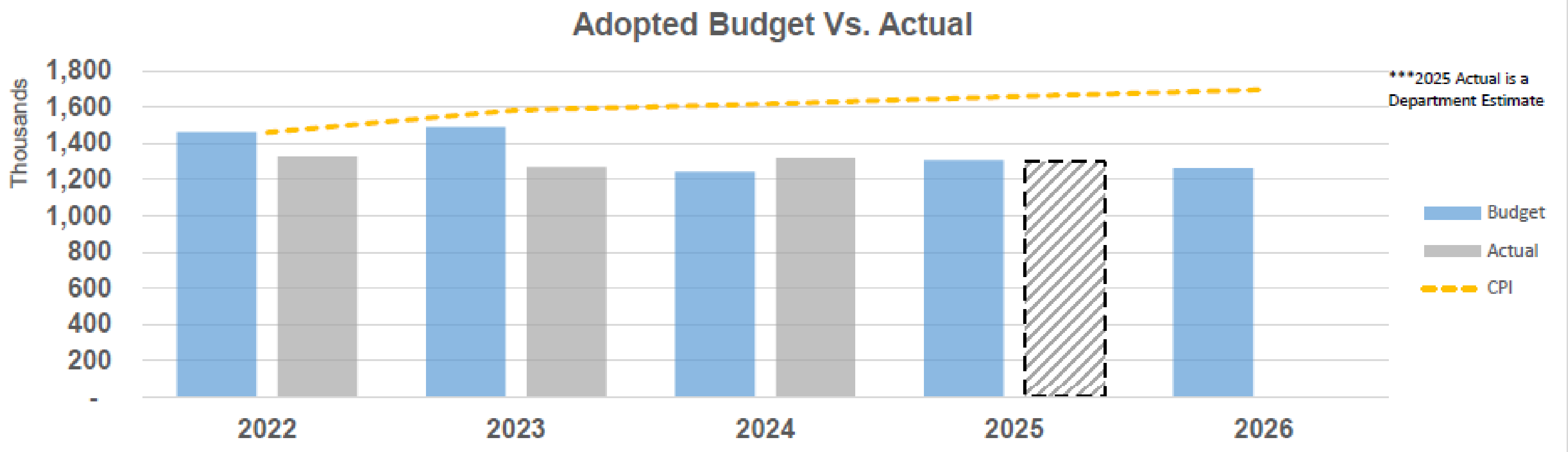
ECONOMIC DEVELOPMENT



VALDEZ

- 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

ECONOMIC DEVELOPMENT



FTE Payroll Expense Category	All Other Expense Categories
Over 7.6%	Over 2.3%
2.3-7.6%	0-2.3%
Below 2.3%	Below 0%

Expenses	Actual Expenditure 2022	2023	2024	Estimate 2025	Adopted Budget 2025	2026	2025 to 2026 Budget Changes: 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%**

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

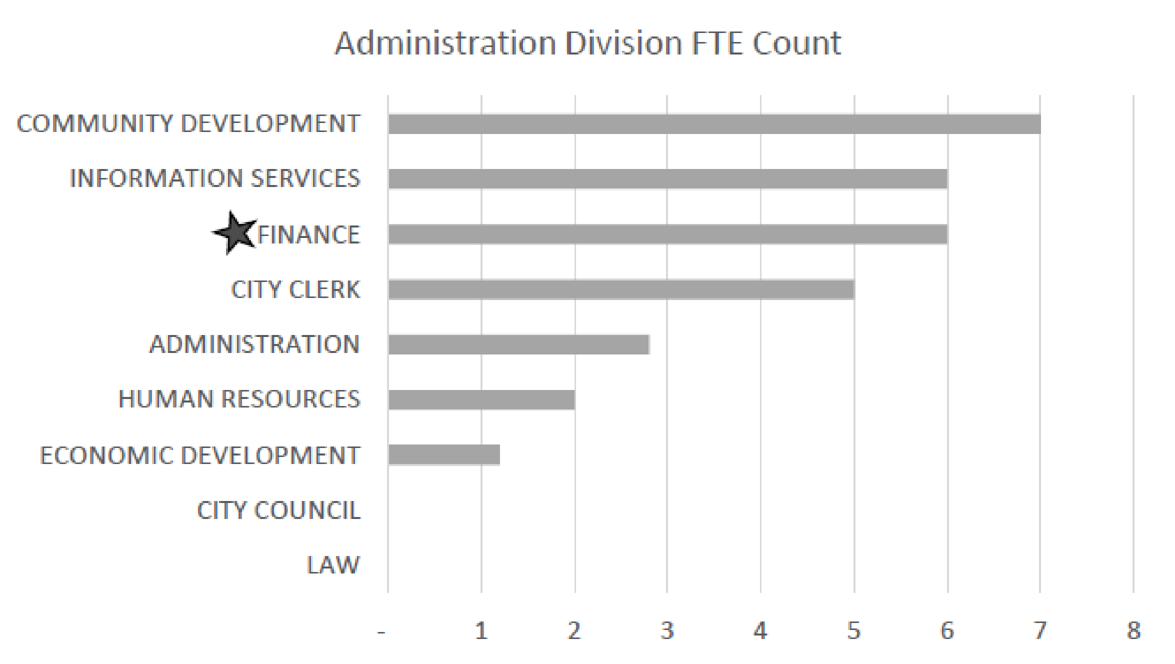
Finance

FINANCE

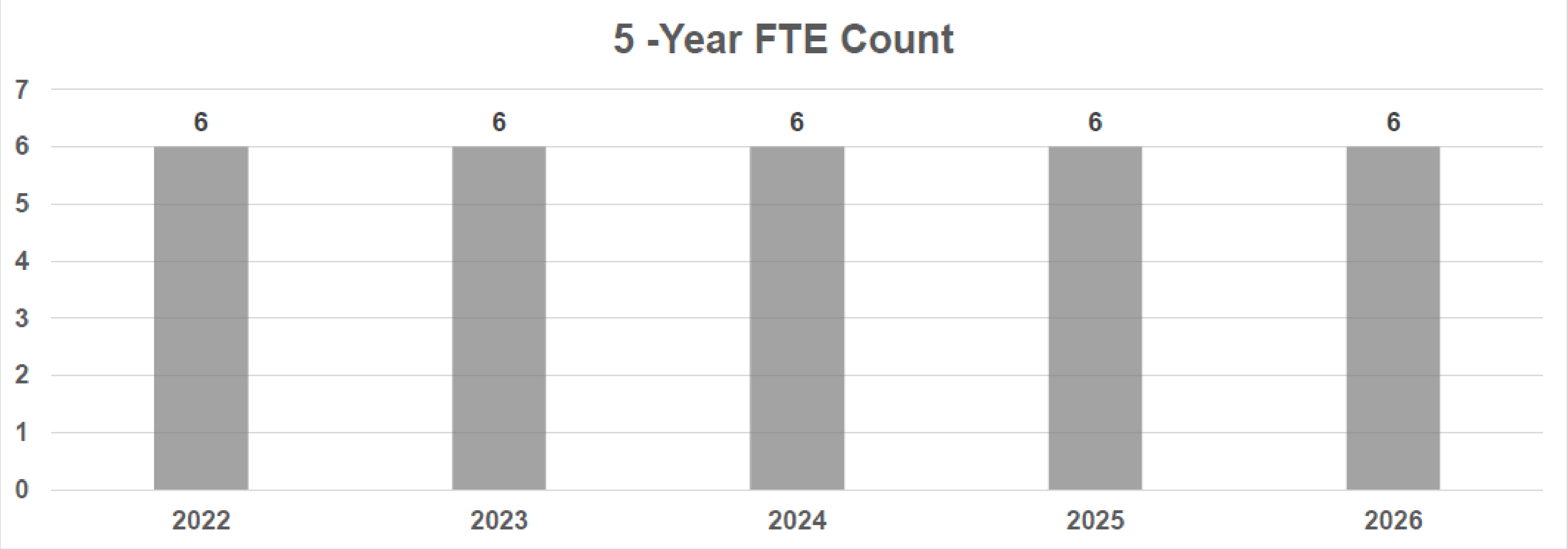
Mission:

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

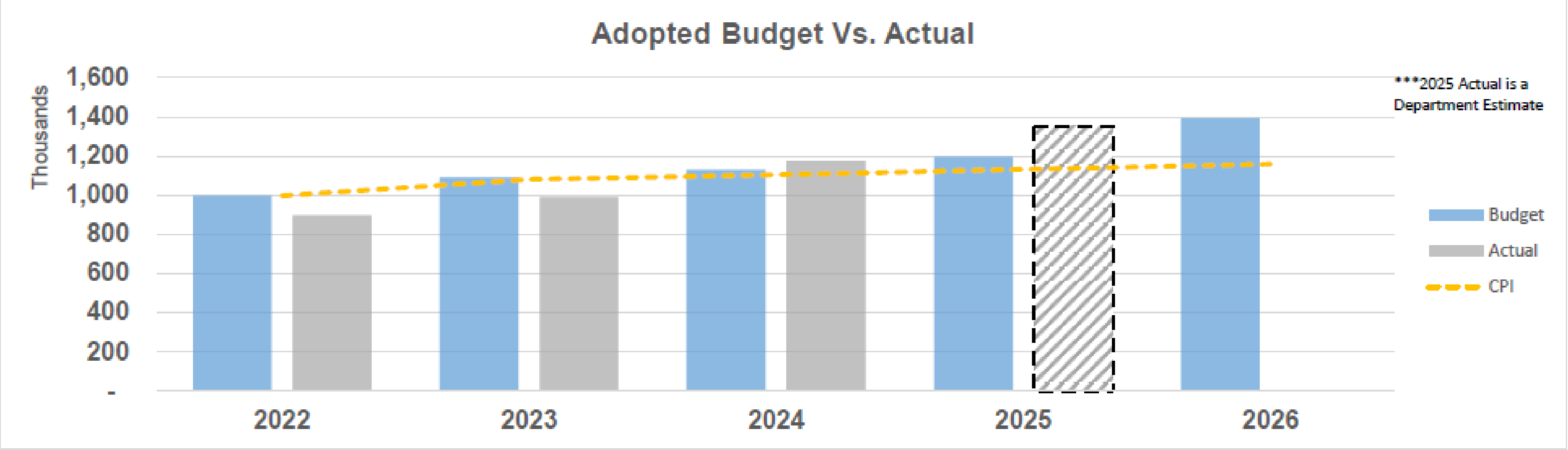


FINANCE



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

FINANCE



FTE Payroll Expense Category	*All Other Expense Categories*
Over 7.6%	Over 2.3%
2.3-7.6%	0-2.3%
Below 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	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%**

VALDEZ

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

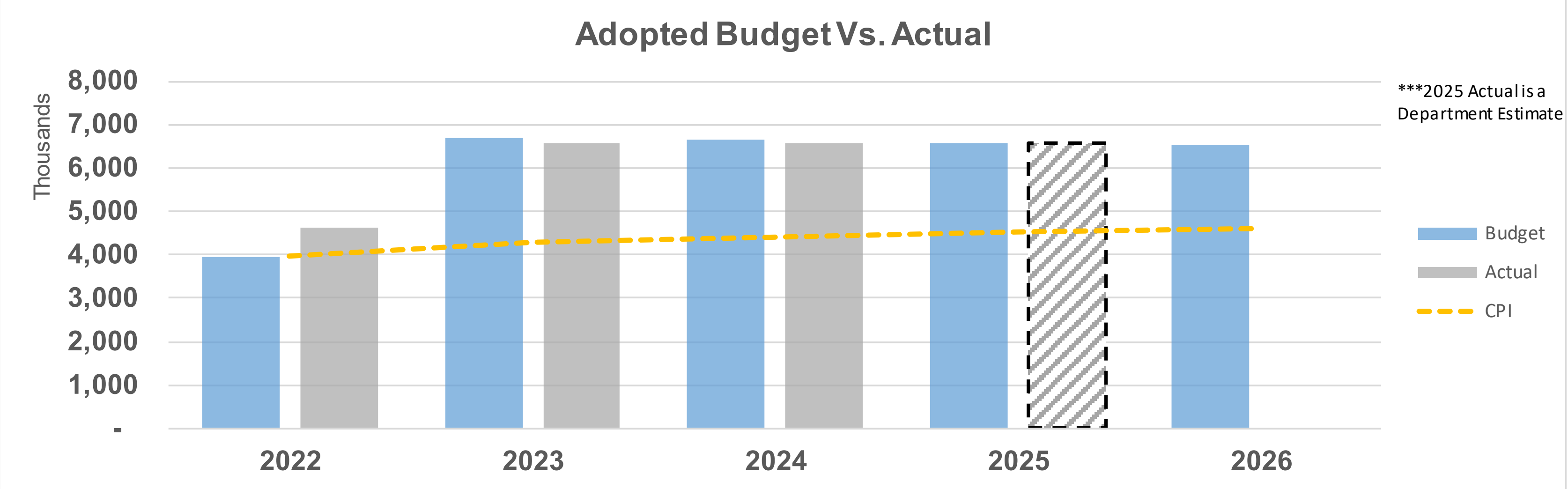
Program: Audit

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

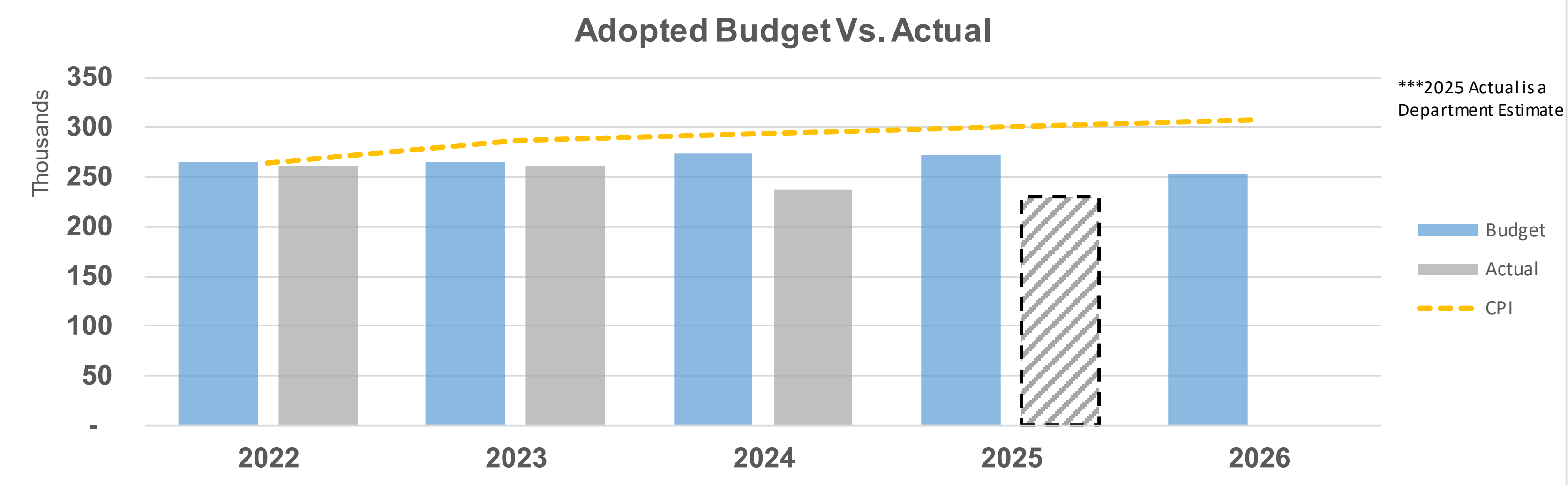
All Other Expense Categories

Over 2.3%	red flag
0-2.3%	yellow
Below 0%	green check

Expenses	Actual Expenditure			Estimate	Adopted Budget		2025 to 2026 Budget Changes	
	2022	2023	2024	2025	2025	2026	Dollar Change	Percent 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%**

VALDEZ

Permanent Fund



Revenues	Actual Revenue			Estimate	Adopted Budget		2025 to 2026 Budget Changes	
							Dollar Change	Percent Change
	2022	2023	2024	2025	2025	2026		
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%

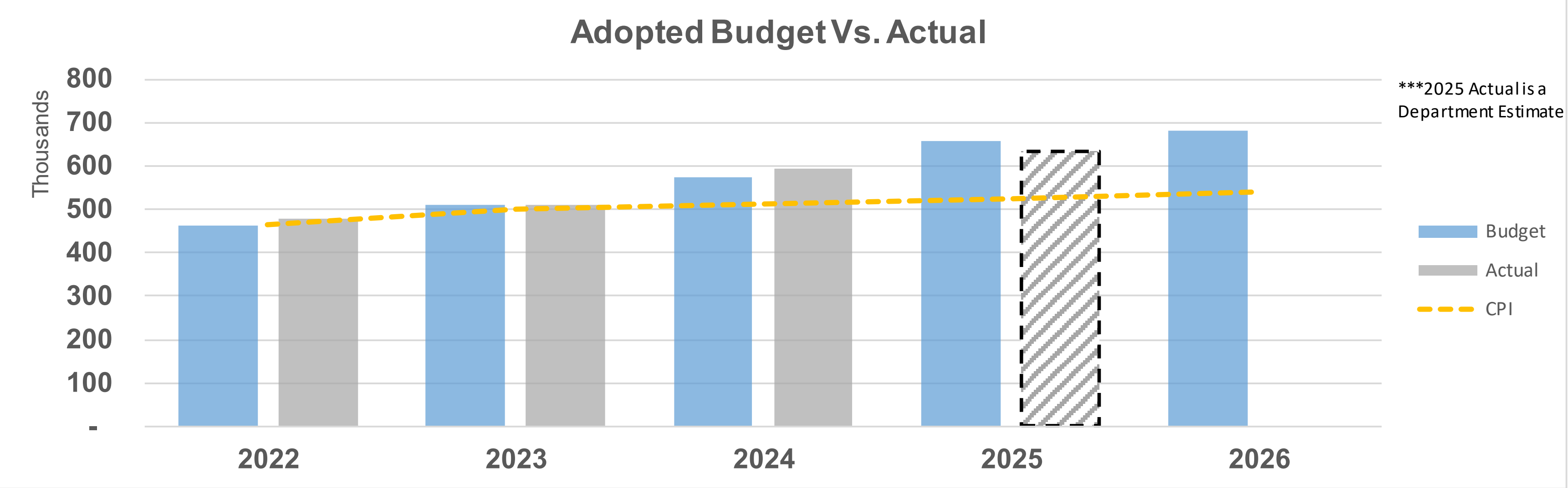
All Other Expense Categories

Over 2.3%
0-2.3%
Below 0%

Expenses	Actual Expenditure			Estimate	Adopted Budget		2025 to 2026 Budget Changes	
	Sum of ACTUAL			Sum of Estir	Sum of Adopted Budget			
							Dollar Change	Percent Change
	2022	2023	2024	2025	2025	2026		
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%**

VALDEZ

Insurance



All Other Expense Categories

Over 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
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

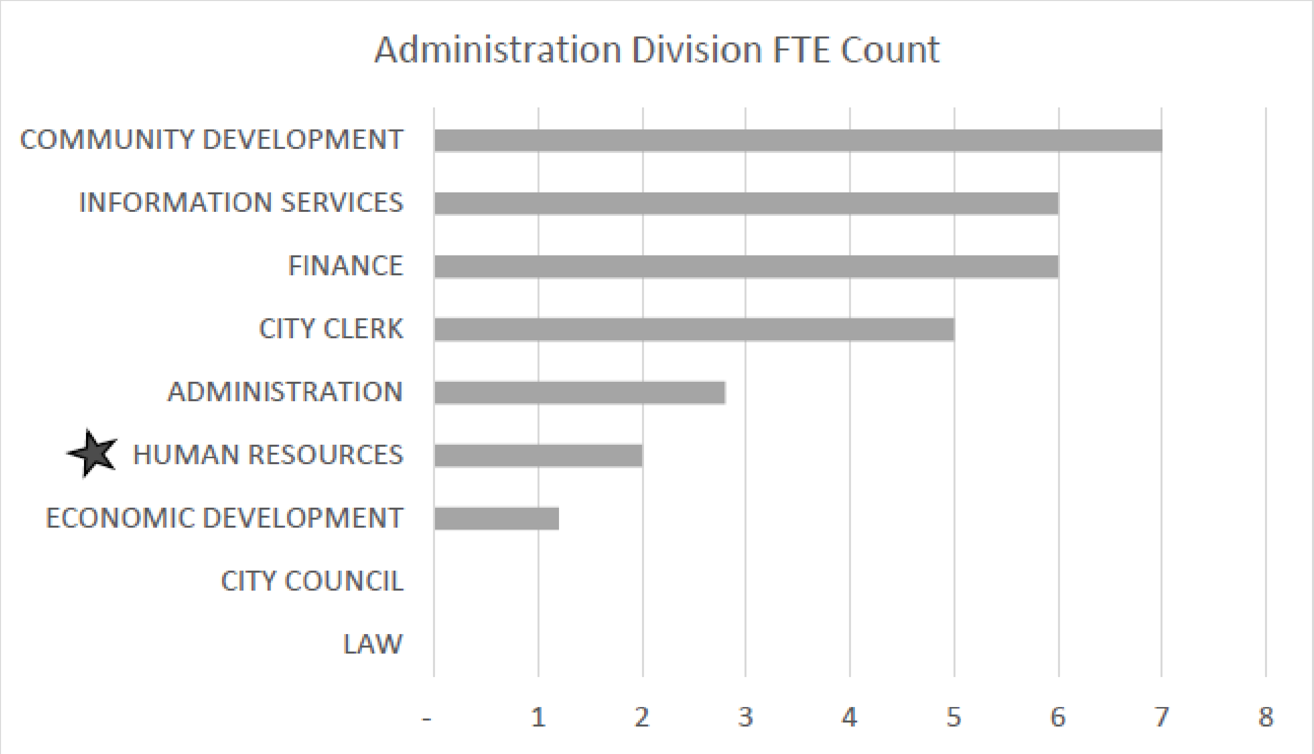
Human Resources

HUMAN RESOURCES

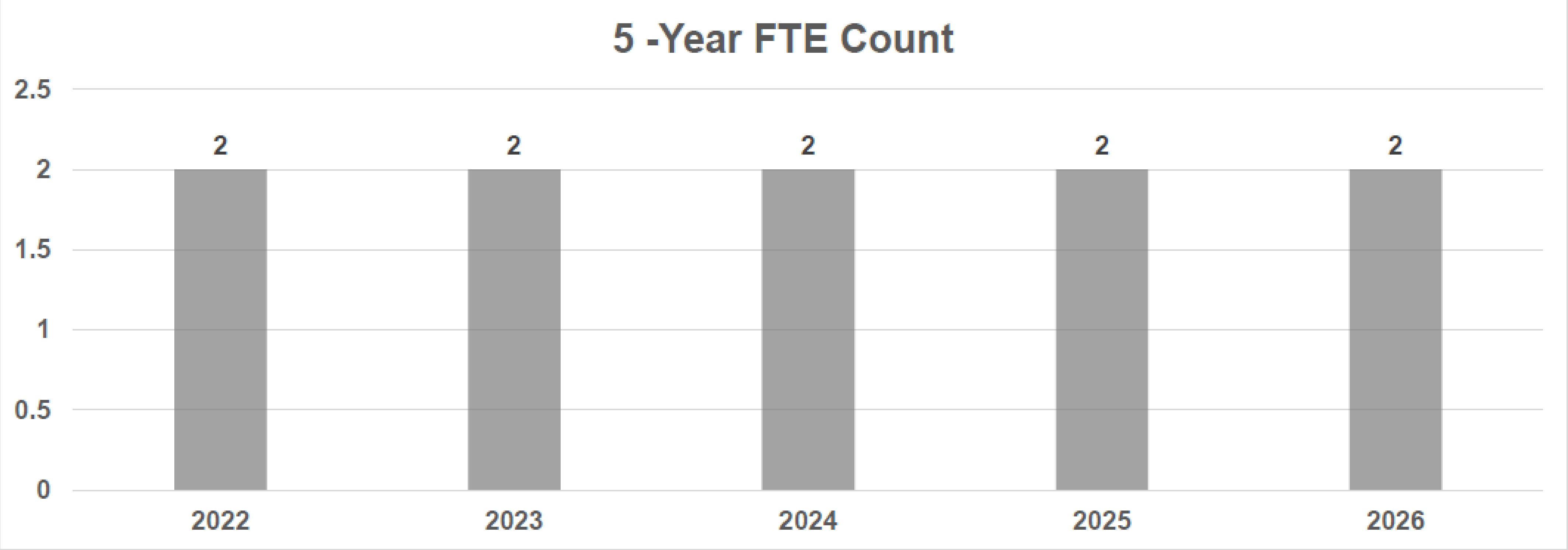
Mission:

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**

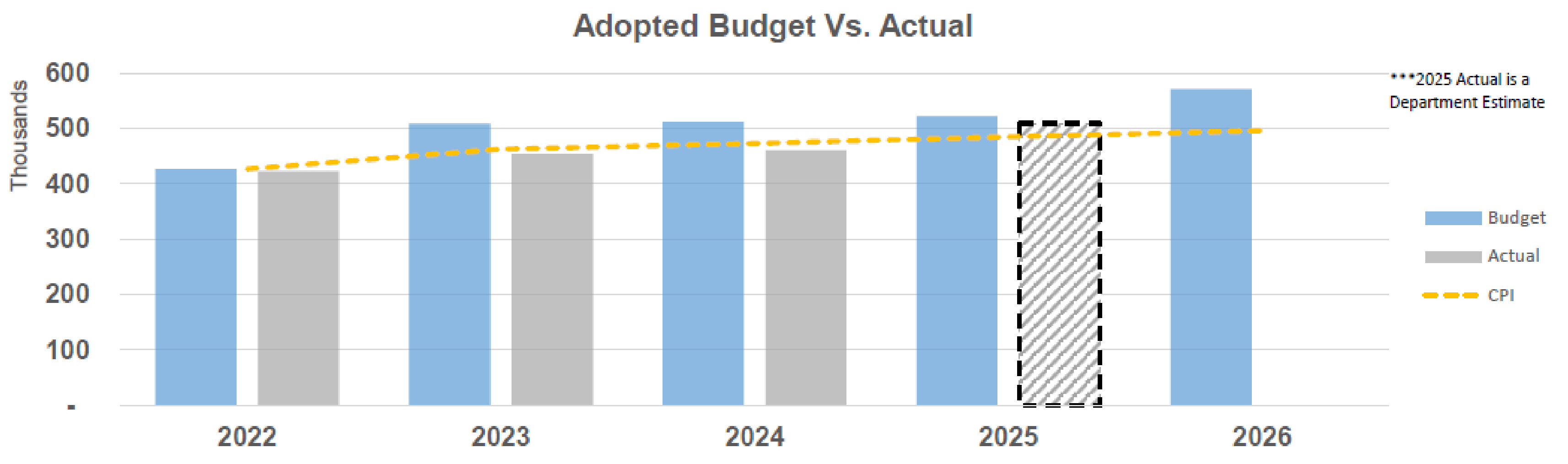


HUMAN RESOURCES



- 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

HUMAN RESOURCES



FTE Payroll Expense Category	*All Other Expense Categories*
Over 7.6%	Over 2.3%
2.3-7.6%	0-2.3%
Below 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	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%**

VALDEZ

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

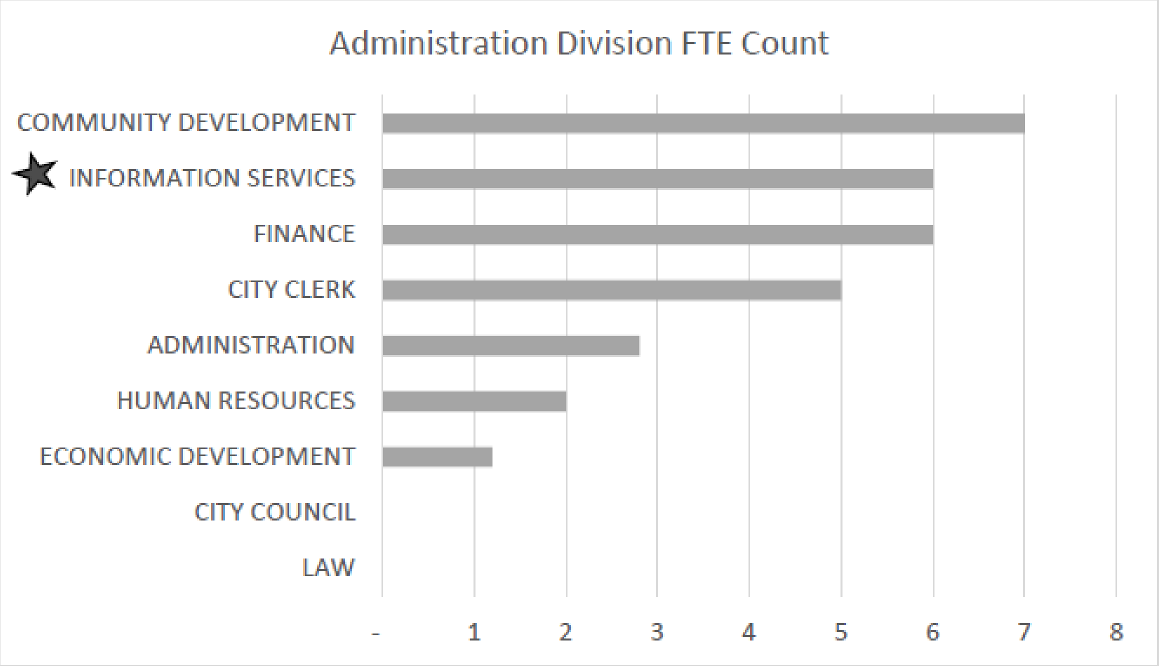
Information Services

INFORMATION SERVICES

Mission:

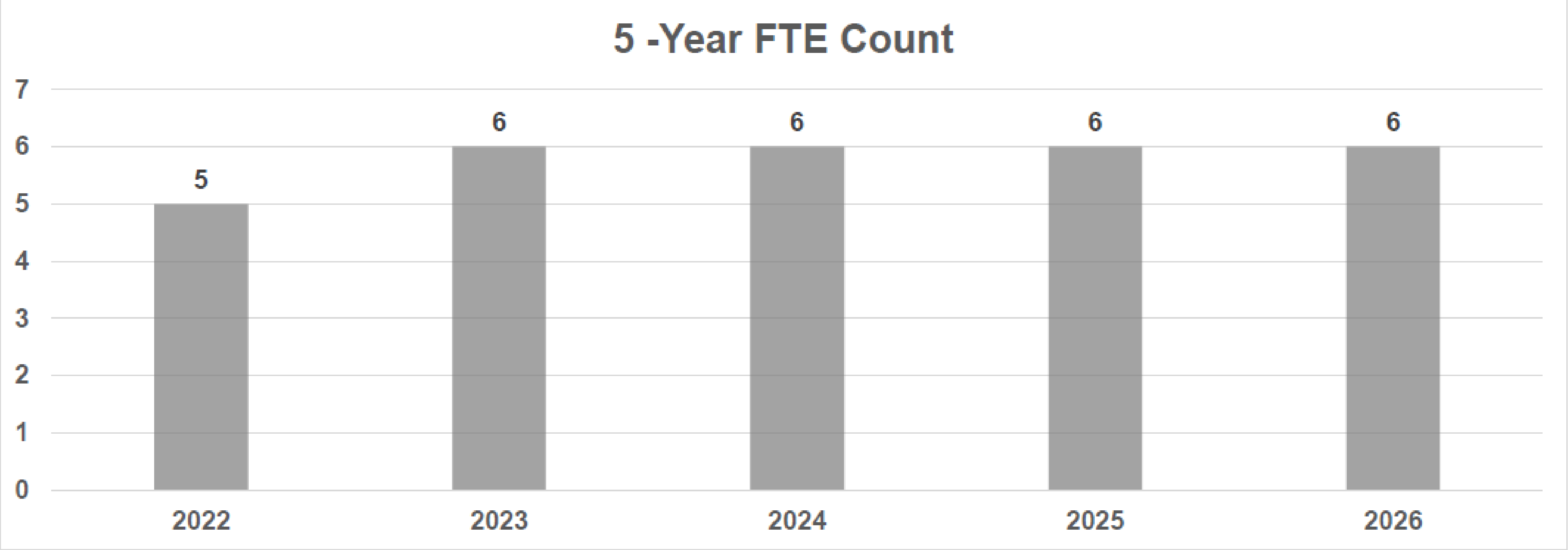
Innovative IT for a connected community.

	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**



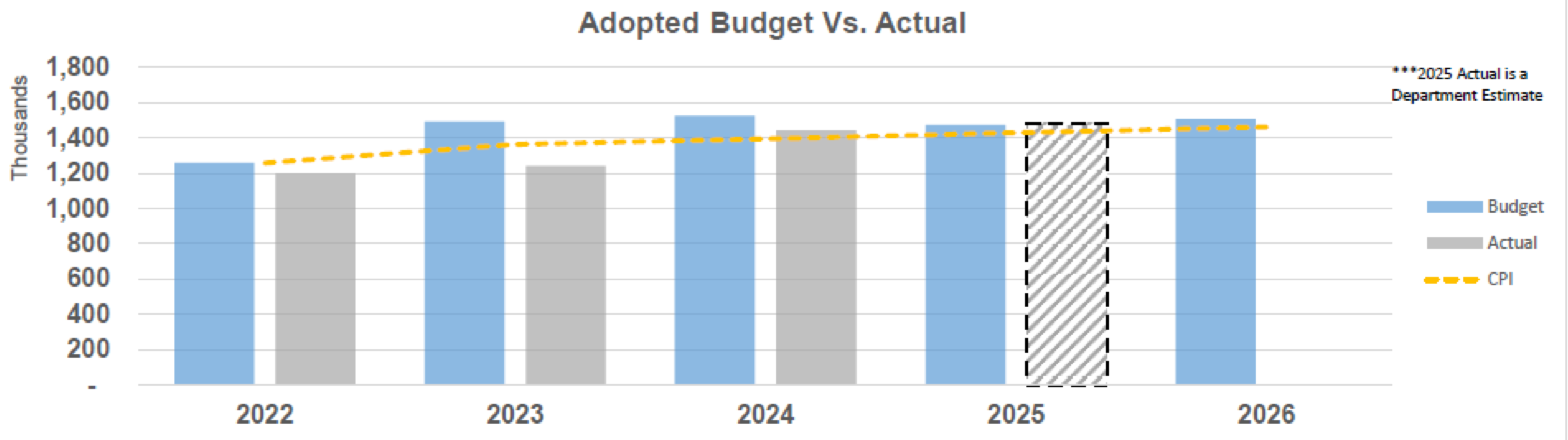
VALDEZ

INFORMATION SERVICES



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

INFORMATION SERVICES



FTE Payroll Expense Category	All Other Expense Categories
Over 7.6%	Over 2.3%
2.3-7.6%	0-2.3%
Below 2.3%	Below 0%

Expenses	Actual Expenditure 2022	2023	2024	Estimate 2025	Adopted Budget 2025	2026	2025 to 2026 Budget Changes: Dollar Change	Percent 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%**

2026 Tech Reserve Funding

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

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