



2017 BUDGET WORKSHOP #1

July 20, 2016, 5:00 PM

Room 404, City Hall

2016 BUDGET PROCESS
COUNCIL / STAFF WORKSHOP #1
July 20, 2016, 5:00 PM
Room 404, City Hall

AGENDA

1. Overall Economic Picture

- A. State Budget (2nd Year of the Biennial budget)
 - i. State Aids
 - i. Potential Re-Interpretation of Expenditure Restraint Program (ERP)
 - ii. Restoration of Recycling Grant funding
 - ii. State Impact on Local Revenue
 - iii. Local Revenues / Limitations

- B. General Economy

2. Historical Look at Overall Taxes, Revenues, and Expenditures

3. Expenditures

- A. History of Personnel to Non-Personnel Costs

- B. 2017 Basic Assumptions given to Departments
 - i. Wages
 - i. New Positions, will be included as an enhancement
 - ii. Benefits
 - iii. Utilities and Fuel
 - iv. Preliminary Direction for departments-
 - i. Total Operating Costs will not exceed 2% over previous year's budget. However, this calculation will exclude costs related to Wages, Benefits, Utilities, and Fuel.

- C. Personnel Costs
 - i. Estimated cost of 2% Raise Non Rep and Transit and 2.75% Protective Services for 2017 Budget
 - ii. Estimated cost for Health (Anticipated 8% increase) and Dental (0% increase) Insurance for 2017 Budget
 - iii. Projected retiree payouts for 2016

4. Debt

- A. Current Status/Projections

5. Workshop #2 – August 30, 2016 5 p.m.

A. Tentative Topics include:

- i. Five Year Historical Numbers – Oshkosh / Comparison Spending to Other WI Communities –
- ii. 2015 Audit presentation
- iii. TIF #7 Closure/Cash Balance Impact
- iv. Fund Balance update
- v. 2016 Six-Month (January – June) Financials
- vi. 2017 Financial Model (5 year projection of Revenue and Expenses)

ITEM #2 - HISTORICAL LOOK AT OVERALL TAXES, REVENUES, AND EXPENDITURES

LOCAL TAX RATE HISTORY 1999/2000-2015/2016				
TAX YEAR/ YEAR COLLECTED	ASSESSED RATE	PRIOR YEAR ASSESSED RATE	CHANGE INC / (DEC)	% INC / (DEC)
1999/2000	8.190	8.110	0.080	0.99%
2000/2001	8.960	8.190	0.770	9.40%
2001/2002	9.770	8.960	0.810	9.04%
2002/2003	10.000	9.770	0.230	2.35%
2003/2004	10.000	10.000	0.000	0.00%
2004/2005	10.570	10.000	0.570	5.70%
2005/2006	7.610	10.570	(2.960)	-28.00%
2006/2007	7.820	7.610	0.210	2.76%
2007/2008	7.980	7.820	0.160	2.05%
2008/2009	8.226	7.980	0.246	3.08%
2009/2010	8.399	8.226	0.173	2.10%
2010/2011	8.608	8.399	0.209	2.49%
2011/2012	8.796	8.608	0.188	2.18%
2012/2013	8.937	8.796	0.141	1.60%
2013/2014	9.281	8.937	0.344	3.85%
2014/2015	9.562	9.281	0.281	3.03%
2015/2016	9.787	9.562	0.225	2.35%

LOCAL EQUALIZED RATE HISTORY 1999/2000-2015/2016				
TAX YEAR/ YEAR COLLECTED	EQUALIZED VALUE RATE	PRIOR YEAR EQUALIZED VALUE	CHANGE INC / (DEC)	% INC / (DEC)
1999/2000	7.491	7.699	(0.209)	-2.710%
2000/2001	7.885	7.491	0.395	5.268%
2001/2002	8.370	7.885	0.485	6.147%
2002/2003	8.247	8.370	(0.123)	-1.468%
2003/2004	7.969	8.247	(0.278)	-3.367%
2004/2005	7.966	7.969	(0.003)	-0.038%
2005/2006	7.748	7.966	(0.218)	-2.734%
2006/2007	7.658	7.748	(0.091)	-1.170%
2007/2008	7.656	7.658	(0.002)	-0.025%
2008/2009	7.814	7.656	0.158	2.061%
2009/2010	8.191	7.814	0.378	4.832%
2010/2011	8.445	8.191	0.254	3.104%
2011/2012	8.692	8.445	0.247	2.925%
2012/2013	8.864	8.692	0.172	1.974%
2013/2014	9.281	8.864	0.417	4.704%
2014/2015	9.629	9.281	0.348	3.755%
2015/2016	9.884	9.629	0.255	2.646%

LEVY HISTORY 1999/2000 - 2015/2016				
TAX YEAR/ YEAR COLLECTED	LEVY	PRIOR YEAR LEVY	CHANGE INC / (DEC)	% INC / (DEC)
1999/2000	16,325,304	15,989,768	335,536	2.10%
2000/2001	18,379,870	16,325,304	2,054,566	12.59%
2001/2002	20,505,009	18,379,870	2,125,139	11.56%
2002/2003	21,488,047	20,505,009	983,038	4.79%
2003/2004	21,965,939	21,488,047	477,892	2.22%
2004/2005	23,554,616	21,965,939	1,588,677	7.23%
2005/2006	24,322,868	23,554,616	768,252	3.26%
2006/2007	25,597,997	24,322,868	1,275,129	5.24%
2007/2008	26,605,671	25,597,997	1,007,674	3.94%
2008/2009	27,885,268	26,605,671	1,279,597	4.81%
2009/2010	28,786,800	27,885,268	901,532	3.23%
2010/2011	29,488,165	28,786,800	701,365	2.44%
2011/2012	30,118,300	29,488,165	630,135	2.14%
2012/2013	30,604,908	30,118,300	486,608	1.62%
2013/2014	32,031,000	30,604,908	1,426,092	4.66%
2014/2015	33,334,300	32,031,000	1,303,300	4.07%
2015/2016	34,286,700	33,334,300	952,400	2.86%

EXPENDITURE HISTORY 1999/2000 - 2015/2016 PER BUDGET				
TAX YEAR / YEAR COLLECTED	EXPENDITURE AMOUNT	PRIOR YEAR EXPENDITURE	CHANGE INC / (DEC)	% INC / (DEC)
1999/2000	44,792,679	43,295,543	1,497,136	3.46%
2000/2001	48,504,965	44,792,679	3,712,286	8.29%
2001/2002	51,426,911	48,504,965	2,921,946	6.02%
2002/2003	53,984,146	51,426,911	2,557,235	4.97%
2003/2004	56,212,410	53,984,146	2,228,264	4.13%
2004/2005	58,173,740	56,212,410	1,961,330	3.49%
2005/2006	59,856,035	58,173,740	1,682,295	2.89%
2006/2007	60,634,540	59,856,035	778,505	1.30%
2007/2008	62,719,472	60,634,540	2,084,932	3.44%
2008/2009	64,628,462	62,719,472	1,908,990	3.04%
2009/2010	65,764,000	64,628,462	1,135,538	1.76%
2010/2011	65,806,965	65,764,000	42,965	0.07%
2011/2012	64,729,400	65,806,965	-1,077,565	-1.64%
2012/2013	65,896,300	64,729,400	1,166,900	1.80%
2013/2014	67,871,800	65,896,300	1,975,500	3.00%
2014/2015	70,121,500	67,871,800	2,249,700	3.31%
2015/2016	71,020,200	70,121,500	898,700	1.28%

REVENUE HISTORY 1999/2000 - 2015/2016 PER BUDGET				
TAX YEAR / YEAR COLLECTED	REVENUE AMOUNT	PRIOR YEAR REVENUE	CHANGE INC / (DEC)	% INC / (DEC)
1999/2000	28,467,375	27,305,775	1,161,600	4.25%
2000/2001	30,125,095	28,467,375	1,657,720	5.82%
2001/2002	30,921,902	30,125,095	796,807	2.64%
2002/2003	32,496,099	30,921,902	1,574,197	5.09%
2003/2004	34,246,971	32,496,099	1,750,872	5.39%
2004/2005	34,619,124	34,246,971	372,153	1.09%
2005/2006	35,533,167	34,619,124	914,043	2.64%
2006/2007	35,036,543	35,533,167	(496,624)	-1.40%
2007/2008	36,113,801	35,036,543	1,077,258	3.07%
2008/2009	36,743,194	36,113,801	629,393	1.74%
2009/2010	36,977,200	36,743,194	234,006	0.64%
2010/2011	36,318,800	36,977,200	(658,400)	-1.78%
2011/2012	34,611,100	36,318,800	(1,707,700)	-4.70%
2012/2013	35,422,200	34,611,100	811,100	2.34%
2013/2014	35,840,800	35,422,200	418,600	1.18%
2014/2015	36,787,200	35,840,800	946,400	2.64%
2015/2016	36,733,500	36,787,200	(53,700)	-0.15%

EXPENDITURE LEVEL HISTORY 1999/2000 - 2015/2016				
TAX YEAR / YEAR COLLECTED	EXPENDITURE AMOUNT	PRIOR YEAR EXPENDITURE	CHANGE INC / (DEC)	% INC / (DEC)
1999/2000	44,792,679	43,295,543	1,497,136	3.46%
General Fund	29,884,951	28,940,974	943,977	3.26%
Other Funds	5,706,956	5,111,046	595,910	11.66%
Debt Service	9,163,772	9,191,523	(27,751)	-0.30%
Agency Funds	37,000	52,000	(15,000)	-28.85%
	44,792,679	43,295,543	1,497,136	3.46%
2000/2001	48,504,965	44,792,679	3,712,286	8.29%
General Fund	31,378,714	29,884,951	1,493,763	5.00%
Other Funds	6,052,107	5,706,956	345,151	6.05%
Debt Service	11,040,144	9,163,772	1,876,372	20.48%
Agency Funds	34,000	37,000	(3,000)	-8.11%
	48,504,965	44,792,679	3,712,286	8.29%
2001/2002	51,426,911	48,504,965	2,921,946	6.02%
General Fund	32,952,165	31,378,714	1,573,451	5.01%
Other Funds	6,407,880	6,052,107	355,773	5.88%
Debt Service	12,037,866	11,040,144	997,722	9.04%
Agency Funds	29,000	34,000	(5,000)	-14.71%
	51,426,911	48,504,965	2,921,946	6.02%
2002/2003	53,984,146	51,426,911	2,557,235	4.97%
General Fund	34,065,349	32,952,165	1,113,184	3.38%
Other Funds	6,205,746	6,407,880	(202,134)	-3.15%
Debt Service	13,685,051	12,037,866	1,647,185	13.68%
Agency Funds	28,000	29,000	(1,000)	-3.45%
	53,984,146	51,426,911	2,557,235	4.97%
2003/2004	56,212,410	53,984,146	2,228,264	4.13%
General Fund	35,480,998	34,065,349	1,415,649	4.16%
Other Funds	5,876,862	6,205,746	(328,884)	-5.30%
Debt Service	14,836,550	13,685,051	1,151,499	8.41%
Agency Funds	18,000	28,000	(10,000)	-35.71%
	56,212,410	53,984,146	2,228,264	4.13%
2004/2005	58,173,740	56,212,410	1,961,330	3.49%
General Fund	36,739,549	35,480,998	1,258,551	3.55%
Other Funds	6,320,401	5,876,862	443,539	7.55%
Debt Service	15,098,790	14,836,550	262,240	1.77%
Agency Funds	15,000	18,000	(3,000)	-16.67%
	58,173,740	56,212,410	1,961,330	3.49%
2005/2006	59,856,035	58,173,740	1,682,295	2.89%
General Fund	38,071,622	36,739,549	1,332,073	3.63%
Other Funds	6,319,124	6,320,401	(1,277)	-0.02%
Debt Service	15,416,614	15,098,790	317,824	2.10%
Agency Funds	48,675	15,000	33,675	224.50%
	59,856,035	58,173,740	1,682,295	2.89%

EXPENDITURE LEVEL HISTORY 1999/2000 - 2015/2016				
TAX YEAR / YEAR COLLECTED	EXPENDITURE AMOUNT	PRIOR YEAR EXPENDITURE	CHANGE INC / (DEC)	% INC / (DEC)
2006/2007	60,634,540	59,856,035	778,505	1.30%
General Fund	37,797,115	38,071,622	(274,507)	-0.72%
Other Funds	6,782,039	6,319,124	462,915	7.33%
Debt Service	16,013,767	15,416,614	597,153	3.87%
Agency Funds	41,619	48,675	(7,056)	-14.50%
	60,634,540	59,856,035	778,505	1.30%
2007/2008	63,518,741	60,634,540	2,884,201	4.76%
General Fund	39,818,991	37,797,115	2,021,876	5.35%
Other Funds	7,176,376	6,782,039	394,337	5.81%
Debt Service	16,490,651	16,013,767	476,884	2.98%
Agency Funds	32,723	41,619	(8,896)	-21.37%
	63,518,741	60,634,540	2,884,201	4.76%
2008/2009	64,624,886	62,719,472	1,905,414	3.04%
General Fund	40,243,166	39,232,838	1,010,328	2.58%
Other Funds	7,105,137	7,176,376	(71,239)	-0.99%
Debt Service	17,242,800	16,277,535	965,265	5.93%
Agency Funds	33,783	32,723	1,060	3.24%
	64,624,886	62,719,472	1,905,414	3.04%
2009/2010	64,932,944	64,624,886	308,058	0.48%
General Fund	40,585,805	40,243,166	342,639	0.85%
Other Funds	6,866,500	7,105,137	(238,637)	-3.36%
Debt Service	17,458,239	17,242,800	215,439	1.25%
Agency Funds	22,400	33,783	(11,383)	-33.69%
	64,932,944	64,624,886	308,058	0.48%
2010/2011	65,698,000	64,932,944	765,056	1.18%
General Fund	42,673,600	40,585,805	2,087,795	5.14%
Other Funds	6,350,600	6,866,500	(515,900)	-7.51%
Debt Service	16,762,400	17,458,239	(695,839)	-3.99%
Agency Funds	20,365	22,400	(2,035)	-9.08%
	65,806,965	64,932,944	874,021	1.35%
2011/2012	64,729,400	65,698,000	(968,600)	-1.47%
General Fund	41,246,800	42,673,600	(1,426,800)	-3.34%
Other Funds	6,354,000	6,350,600	3,400	0.05%
Debt Service	17,108,200	16,762,400	345,800	2.06%
Agency Funds	20,400	20,365	35	0.17%
	64,729,400	65,806,965	(1,077,565)	-1.64%

EXPENDITURE LEVEL HISTORY 1999/2000 - 2015/2016				
TAX YEAR / YEAR COLLECTED	EXPENDITURE AMOUNT	PRIOR YEAR EXPENDITURE	CHANGE INC / (DEC)	% INC / (DEC)
2012/2013	65,896,300	64,729,400	1,166,900	1.80%
General Fund	41,268,600	41,246,800	21,800	0.05%
Other Funds	7,172,100	6,354,000	818,100	12.88%
Debt Service	17,435,200	17,108,200	327,000	1.91%
Agency Funds	20,400	20,400	0	0.00%
	<u>65,896,300</u>	<u>64,729,400</u>	<u>1,166,900</u>	<u>1.80%</u>
2013/2014	67,871,800	65,896,300	1,975,500	3.00%
General Fund	42,094,000	41,268,600	825,400	2.00%
Other Funds	7,703,100	7,172,100	531,000	7.40%
Debt Service	18,054,300	17,435,200	619,100	3.55%
Agency Funds	20,400	20,400	0	0.00%
	<u>67,871,800</u>	<u>65,896,300</u>	<u>1,975,500</u>	<u>3.00%</u>
2014/2015	69,533,100	67,871,800	1,661,300	2.45%
General Fund	43,003,100	42,094,000	909,100	2.16%
Other Funds	8,044,300	7,703,100	341,200	4.43%
Debt Service	19,053,700	18,054,300	999,400	5.54%
Agency Funds	20,400	20,400	0	0.00%
	<u>70,121,500</u>	<u>67,871,800</u>	<u>2,249,700</u>	<u>3.31%</u>
2015/2016	70,652,500	69,533,100	1,119,400	1.61%
General Fund	43,217,800	43,003,100	214,700	0.50%
Other Funds	8,219,000	8,044,300	174,700	2.17%
Debt Service	19,565,700	19,053,700	512,000	2.69%
Agency Funds	17,700	20,400	(2,700)	-13.24%
	<u>71,020,200</u>	<u>70,121,500</u>	<u>898,700</u>	<u>1.28%</u>

Item #3 A. History of Personnel to Non-Personnel Costs

**Breakdown of Expenditures
City of Oshkosh Budget
2007 - 2016**

<u>2007</u>			<u>2012</u>		
	<u>Amount</u>	<u>Percentage of Total</u>		<u>Amount</u>	<u>Percentage of Total</u>
<i>Personnel Expenditures</i>	\$38,962,534	76.10%	<i>Personnel Expenditures</i>	\$40,446,100	74.61%
<i>Other Expenditures</i>	\$12,237,103	23.90%	<i>Other Expenditures</i>	\$13,761,500	25.39%
<i>Total Expenditures</i>	<u>\$51,199,637</u>	<u>100.00%</u>	<i>Total Expenditures</i>	<u>\$54,207,600</u>	<u>100.00%</u>
<u>2008</u>			<u>2013</u>		
	<u>Amount</u>	<u>Percentage of Total</u>		<u>Amount</u>	<u>Percentage of Total</u>
<i>Personnel Expenditures</i>	\$40,570,506	76.44%	<i>Personnel Expenditures</i>	\$40,478,700	73.66%
<i>Other Expenditures</i>	\$12,503,762	23.56%	<i>Other Expenditures</i>	\$14,475,700	26.34%
<i>Total Expenditures</i>	<u>\$53,074,268</u>	<u>100.00%</u>	<i>Total Expenditures</i>	<u>\$54,954,400</u>	<u>100.00%</u>
<u>2009</u>			<u>2014</u>		
	<u>Amount</u>	<u>Percentage of Total</u>		<u>Amount</u>	<u>Percentage of Total</u>
<i>Personnel Expenditures</i>	\$41,133,908	74.46%	<i>Personnel Expenditures</i>	\$42,386,900	74.35%
<i>Other Expenditures</i>	\$14,107,075	25.54%	<i>Other Expenditures</i>	\$14,620,400	25.65%
<i>Total Expenditures</i>	<u>\$55,240,983</u>	<u>100.00%</u>	<i>Total Expenditures</i>	<u>\$57,007,300</u>	<u>100.00%</u>
<u>2010</u>			<u>2015</u>		
	<u>Amount</u>	<u>Percentage of Total</u>		<u>Amount</u>	<u>Percentage of Total</u>
<i>Personnel Expenditures</i>	\$42,038,000	75.40%	<i>Personnel Expenditures</i>	\$43,147,000	74.36%
<i>Other Expenditures</i>	\$13,716,400	24.60%	<i>Other Expenditures</i>	\$14,878,800	25.64%
<i>Total Expenditures</i>	<u>\$55,754,400</u>	<u>100.00%</u>	<i>Total Expenditures</i>	<u>\$58,025,800</u>	<u>100.00%</u>
<u>2011</u>			<u>2016</u>		
	<u>Amount</u>	<u>Percentage of Total</u>		<u>Amount</u>	<u>Percentage of Total</u>
<i>Personnel Expenditures</i>	\$42,906,000	76.14%	<i>Personnel Expenditures</i>	\$42,984,000	73.73%
<i>Other Expenditures</i>	\$13,443,500	23.86%	<i>Other Expenditures</i>	\$15,313,700	26.27%
<i>Total Expenditures</i>	<u>\$56,349,500</u>	<u>100.00%</u>	<i>Total Expenditures</i>	<u>\$58,297,700</u>	<u>100.00%</u>

2017 PRELIMINARY BUDGET ASSUMPTIONS Exhibit 3B

Personnel Costs

Wages– An assumption for a 2% wage increase will be applied in the Personnel Spreadsheet for all non-represented employees. Represented employees wage increase will be calculated based on their collective bargaining agreement.

Benefits – These costs will automatically calculate for you when you use the Excel spreadsheet from Karen.

- Health Insurance (#6306) (For All Employees)
 - (2017) 8% Increase in Premiums
 - 12% Employee Premium Sharing with HRA Participation
 - 15% Employee Premium Sharing non HRA Participation

- Income Continuation Insurance (ICI) (#6312) – Calculation has been entered in the Personnel Spreadsheet for this benefit.

- Life Insurance (#6310) – 1% Increase

- Retirement (#6304)

General	14.70%-2013 Employer Share 8.05%
	<u>15.40%-2014 Employer Share 8.40%</u>
	<u>13.60%-2015 Employer Share 6.80%</u>
	<u>13.20%-2016 Employer Share 6.60%</u>
	<u>13.60%-2017 Employer Share 6.80%</u>

Protective w/Social Security (OPD)	<u>20.10%-2013 Employer Share 13.45%</u>
	<u>18.61%-2014 Employer Share 11.61%</u>
	<u>16.43%-2015 Employer Share 9.63</u>
	<u>16.09%-2016 Employer Share 9.49%</u>
	<u>17.60%-2017 Employer Share 10.80%</u>

Protective w/o Social Security (OFD)	<u>22.80%-2013 Employer Share 16.15%</u>
	<u>22.31%-2014 Employer Share 15.31%</u>
	<u>20.03%-2015 Employer Share 13.23%</u>
	<u>19.89%-2016 Employer Share 13.29%</u>
	<u>21.90%-2017 Employer Share 15.10%</u>

Employee Share –	2014 = 7.00%
	2015 = 6.80%
	2016 = 6.60%
	2017 = 6.80%

2017 PRELIMINARY BUDGET ASSUMPTIONS Exhibit 3B

- Solid Waste (#6445)
 - 2013 - \$37.00 / Ton, \$34.00 with rebate
 - 2014 - \$39.00 / Ton, \$36.00 with rebate
 - 2015 - \$40.00 / Ton, \$37.00 with rebate
 - 2016 - \$41.00 / Ton, \$38.00 with rebate – estimate**
 - 2017 - \$42.00 / Ton, \$39.00 with rebate – estimate**

*** City receives a \$3.00 per ton rebate from Winnebago County**

- Sewer (#6472)
 - 2013 - None
 - 2014 - 11% Increase
 - 2015 - None
 - 2016 - 10% Increase**
 - 2017 –10% Increase**
- Water (#6473)
 - 2013 - 15% Increase for 1/4 of Year (Q4)
 - 2014 - 20% Increase for ¾ of Year (Q2, Q3, Q4)
 - 2015 - None
 - 2016 – 8.3% Increase for 5 months**
 - 2017 – None**
- Storm (#6476)
 - 2013 - 15% Increase for ¾ of Year (Q2, Q3, Q4)
 - 2014 - 14% Increase for ¾ of year (Q2, Q3, Q4)
 - 2015 - 11% Increase for ¾ of Year (Q2, Q3, Q4)
 - 2016 – 9% Increase (Q2, Q3, Q4)**
 - 2017 – 10% Increase**

2016 General Fund	2016 Total General Fund				2016 General Fund Supported	Total General Fund Supported			2016 Total General Fund & General Fund Supported	2016 Other Non General Fund Supported		2016 Total Other Non General Fund Supported		2016 Grand Totals
	Non Repts ¹	Fire ²	Police ³	Fund		Non Reps	Fund Supported	General Fund Supported		Non Reps	Transit ⁴	Fund Supported	Fund Supported	
EOY 2015 Wages	9,484,840.43	6,826,390.48	6,291,729.86	22,602,960.77	EOY 2015 Wages	1,641,417.60	1,641,417.60	24,244,378.37	EOY 2015 Wages	4,917,769.45	1,194,834.56	6,112,604.01	30,356,982.38	
ATB	189,639.47	207,602.24	171,971.22	569,212.93	ATB	32,828.35	32,828.35	602,041.28	ATB	98,415.65	23,428.22	121,843.87	723,885.15	
Steps	40,375.08	30,323.67	38,035.83	108,734.58	Steps	12,339.48	12,339.48	121,074.06	Steps	17,535.44	562.94	18,098.38	139,172.44	
PFP	99,000.00	-	-	99,000.00	PFP	16,000.00	16,000.00	115,000.00	PFP	56,000.00	-	56,000.00	171,000.00	
Overtime	146,268.00	315,032.00	390,400.00	851,700.00	Overtime	303,000.00	303,000.00	1,154,700.00	Overtime	89,910.00	91,000.00	180,910.00	1,335,610.00	
Holiday/Paramedic	-	496,400.00	216,000.00	712,400.00	Holiday/Paramedic	-	-	712,400.00	Holiday/Paramedic	-	-	-	712,400.00	
2016 Wages	9,960,122.98	7,875,748.39	7,108,136.92	24,944,008.29	2016 Wages	2,005,585.42	2,005,585.42	26,949,593.71	2016 Wages	5,179,630.53	1,309,825.72	6,489,456.26	33,439,049.97	
FICA	617,527.62	-	440,704.49	1,058,232.11	FICA	124,346.30	124,346.30	1,182,578.41	FICA	321,137.09	81,209.19	402,346.29	1,584,924.70	
Medicare	144,421.78	114,198.35	103,067.99	361,688.12	Medicare	29,080.99	29,080.99	390,769.11	Medicare	75,104.64	18,992.47	94,097.12	484,866.22	
WRS	657,368.12	1,046,686.96	674,562.19	2,378,617.27	WRS	132,368.64	132,368.64	2,510,985.91	WRS	341,855.62	86,448.50	428,304.11	2,939,290.02	
TL Wages & Benefits	11,379,440.50	9,036,633.70	8,326,471.58	28,742,545.79	TL Wages & Benefits	2,291,381.35	2,291,381.35	31,033,927.14	TL Wages & Benefits	5,917,727.89	1,496,475.89	7,414,203.78	38,448,130.91	

2017 General Fund	2017 Total General Fund				2017 General Fund Supported	Total General Fund Supported			2017 Total General Fund & General Fund Supported	2017 Other Non General Fund Supported		2017 Total Other Non General Fund Supported		2017 Grand Totals
	Non Repts ⁵	Fire ⁶	Police ⁷	Fund		Non Reps	Fund Supported	General Fund Supported		Non Reps	Transit ⁸	Fund Supported	Fund Supported	
EOY 2016 Wages	9,777,213.90	7,037,308.98	6,463,394.60	23,277,917.48	EOY 2016 Wages	1,652,713.17	1,652,713.17	24,930,630.65	EOY 2016 Wages	5,396,454.49	1,194,023.48	6,590,477.97	31,521,108.62	
ATB	195,544.28	193,531.99	177,752.64	566,828.90	ATB	33,054.26	33,054.26	599,883.17	ATB	107,929.09	23,878.66	131,807.75	731,690.92	
Steps	40,984.59	32,591.31	35,537.97	109,113.87	Steps	12,856.00	12,856.00	121,969.87	Steps	22,329.33	1,212.20	23,541.53	145,511.39	
PFP	110,140.00	-	-	110,140.00	PFP	16,360.00	16,360.00	126,500.00	PFP	59,850.00	-	59,850.00	186,350.00	
⁹ Overtime	149,193.36	323,695.38	401,136.00	874,024.74	⁹ Overtime	309,060.00	309,060.00	1,183,084.74	⁹ Overtime	91,708.20	92,820.00	184,528.20	1,367,612.94	
⁹ Holiday/Paramedic	-	510,051.00	221,940.00	731,991.00	⁹ Holiday/Paramedic	-	-	731,991.00	⁹ Holiday/Paramedic	-	-	-	731,991.00	
2017 Wages	10,273,076.13	8,097,178.66	7,299,761.21	25,670,016.00	2017 Wages	2,024,043.43	2,024,043.43	27,694,059.42	2017 Wages	5,678,271.11	1,311,934.34	6,990,205.45	34,684,264.87	
FICA	636,930.72	-	452,585.20	1,089,515.92	FICA	125,490.69	125,490.69	1,215,006.61	FICA	352,052.81	81,339.93	433,392.74	1,648,399.35	
Medicare	148,959.60	117,409.09	105,846.54	372,215.23	Medicare	29,348.63	29,348.63	401,563.86	Medicare	82,334.93	19,023.05	101,357.98	502,921.84	
WRS	698,569.18	1,222,673.98	788,374.21	2,709,617.36	WRS	137,634.95	137,634.95	2,847,252.32	WRS	386,122.44	89,211.54	475,333.97	3,322,586.29	
TL Wages & Benefits	11,757,535.63	9,437,261.72	8,646,567.16	29,841,364.51	TL Wages & Benefits	2,316,517.70	2,316,517.70	32,157,882.21	TL Wages & Benefits	6,498,781.28	1,501,508.85	8,000,290.14	40,158,172.35	

Difference	378,095.12	400,628.02	320,095.57	1,098,818.72	25,136.36	25,136.36	1,123,955.07	581,053.40	5,032.96	586,086.36	1,710,041.43
% Change	3.32%	4.43%	3.84%	3.82%	1.10%	1.10%	3.62%	9.82%	0.34%	7.90%	4.45%

¹ Non Rep 2016 ATB = 2%

² Fire 2016 ATB = 2.75%

³ Police 2016 ATB = 2.75%

⁴ Transit 2016 = 2%

⁵ Non Rep 2017 ATB = 2.0%

⁶ Fire 2017 ATB = 2.75%

⁷ Police 2017 ATB = 2.75%

⁸ Transit 2017 ATB = 2%

⁹ OT & Holiday based on previous year budget amount

WRS Rates for Non Rep 2016 = 6.6%

WRS Rates for Fire 2016 = 13.29%

WRS Rates for Police 2016 = 9.49%

WRS Rates for Non Rep 2017 = 6.8%

WRS Rates for Fire 2017 = 15.1%

WRS Rates for Police 2017 = 10.8%

** All calculations are impacted by the following variables:

Employee vacancies, staffing turnover (replacing tenure employee with entry step employee)

Carlson & Detiman comp class study, department restructures and contracted services in lieu of labor.

2016 General Fund	Non Repts	Fire	Police	Total General Fund	General Fund Supported	Non Repts	Total General Fund Supported	Total General Fund & General Fund Supported	Other Non General Fund Supported	Non Repts	Transit	Total Other Non General Fund Supported	Grand Totals
Health and Dental Insurance	2,279,700.00	1,744,400.00	1,904,900.00	5,929,000.00		907,000.00	907,000.00	6,836,000.00		1,677,671.00	486,200.00	2,163,871.00	8,999,871.00
2017 (Projected)													
Health and Dental Insurance	2,379,743.00	1,934,078.00	1,965,589.00	6,279,410.00		886,958.00	886,958.00	7,166,368.00		1,536,208.00	490,585.00	2,026,793.00	9,193,161.00
Difference	100,043.00	189,678.00	60,689.00	350,410.00		(20,042.00)	(20,042.00)	330,368.00		(141,463.00)	4,385.00	(137,078.00)	193,290.00
% Change	4.39%	10.87%	3.19%	5.91%		-2.21%	-2.21%	4.83%		-8.43%	0.90%	-6.33%	2.15%

** 2017 Rates Include an assumption of an 8% increase in employer contributions

** Represented groups are not eligible to participate in the Dental plan

DEBT Projection
Debt Analysis
Updated 7/17/16

EXHIBIT 4. A

General Obligation Debt

<u>Year</u>	<u>Existing Debt</u>	<u>Future Debt</u>	<u>Debt Principal Retired</u>	<u>Debt Principal Taken On</u>	<u>Net Balance as of 12/31</u>	<u>Increase from Previous Year</u>	Equalized Value	Debt Limit	Percentage of Debt Limit Used
2009	\$11,827,948		\$11,827,948	\$21,800,396	\$129,657,253		\$3,801,817,900	\$190,090,895	68.21%
2010	\$32,290,444		\$32,290,444	\$34,586,068	\$131,952,877	\$2,295,624	\$3,779,437,800	\$188,971,890	69.83%
2011	\$11,181,016		\$11,181,016	\$12,860,000	\$133,631,861	\$1,678,984	\$3,776,085,900	\$188,804,295	70.78%
2012	\$11,912,605		\$11,912,605	\$16,140,000	\$137,859,256	\$4,227,395	\$3,762,601,100	\$188,130,055	73.28%
2013	\$12,518,429		\$12,518,429	\$16,054,100	\$141,394,927	\$3,535,671	\$3,759,269,500	\$187,963,475	75.22%
2014	\$21,469,770		\$21,469,770	\$27,303,802	\$147,228,959	\$5,834,032	\$3,748,827,600	\$187,441,380	78.55%
2015	\$26,028,424		\$26,028,424	\$24,210,000	\$145,410,535	(\$1,818,424)	\$3,743,645,000	\$187,182,250	77.68%
2016	\$28,310,510		\$28,310,510	\$23,211,300	\$140,311,325	(\$5,099,210)	\$3,743,645,000 *	\$187,182,250	74.96%
2017	\$14,949,875		\$14,949,875 **	\$11,400,000	\$136,761,450	(\$3,549,875)	\$3,743,645,000 *	\$187,182,250	73.06%
2018	\$14,666,958	\$255,000	\$14,921,958 **	\$11,400,000	\$133,239,492	(\$3,521,958)	\$3,743,645,000 *	\$187,182,250	71.18%
2019	\$14,369,697	\$620,000	\$14,989,697 **	\$11,400,000	\$129,649,795	(\$3,589,697)	\$3,743,645,000 *	\$187,182,250	69.26%
2020	\$13,977,817	\$1,005,000	\$14,982,817 **	\$11,400,000	\$126,066,978	(\$3,582,817)	\$3,743,645,000 *	\$187,182,250	67.35%
2021	\$12,877,216	\$1,405,000	\$14,282,216 **	\$11,400,000	\$123,184,762	(\$2,882,216)	\$3,743,645,000 *	\$187,182,250	65.81%
2022	\$10,697,114	\$1,825,000	\$12,522,114 **	\$11,400,000	\$122,062,648	(\$1,122,114)	\$3,743,645,000 *	\$187,182,250	65.21%
2023	\$9,633,085	\$2,270,000	\$11,903,085 **	\$11,400,000	\$121,559,563	(\$503,085)	\$3,743,645,000 *	\$187,182,250	64.94%
2024	\$8,259,849	\$2,735,000	\$10,994,849 **	\$11,400,000	\$121,964,714	\$405,151	\$3,743,645,000 *	\$187,182,250	65.16%

* Assumes no future increases in Equalized Value over current January 1, 2015 actual.

** Includes future principal payments on additional debt issued in 2017 and beyond assuming a 5.0% interest rate and level payments with 20 year amortization.