

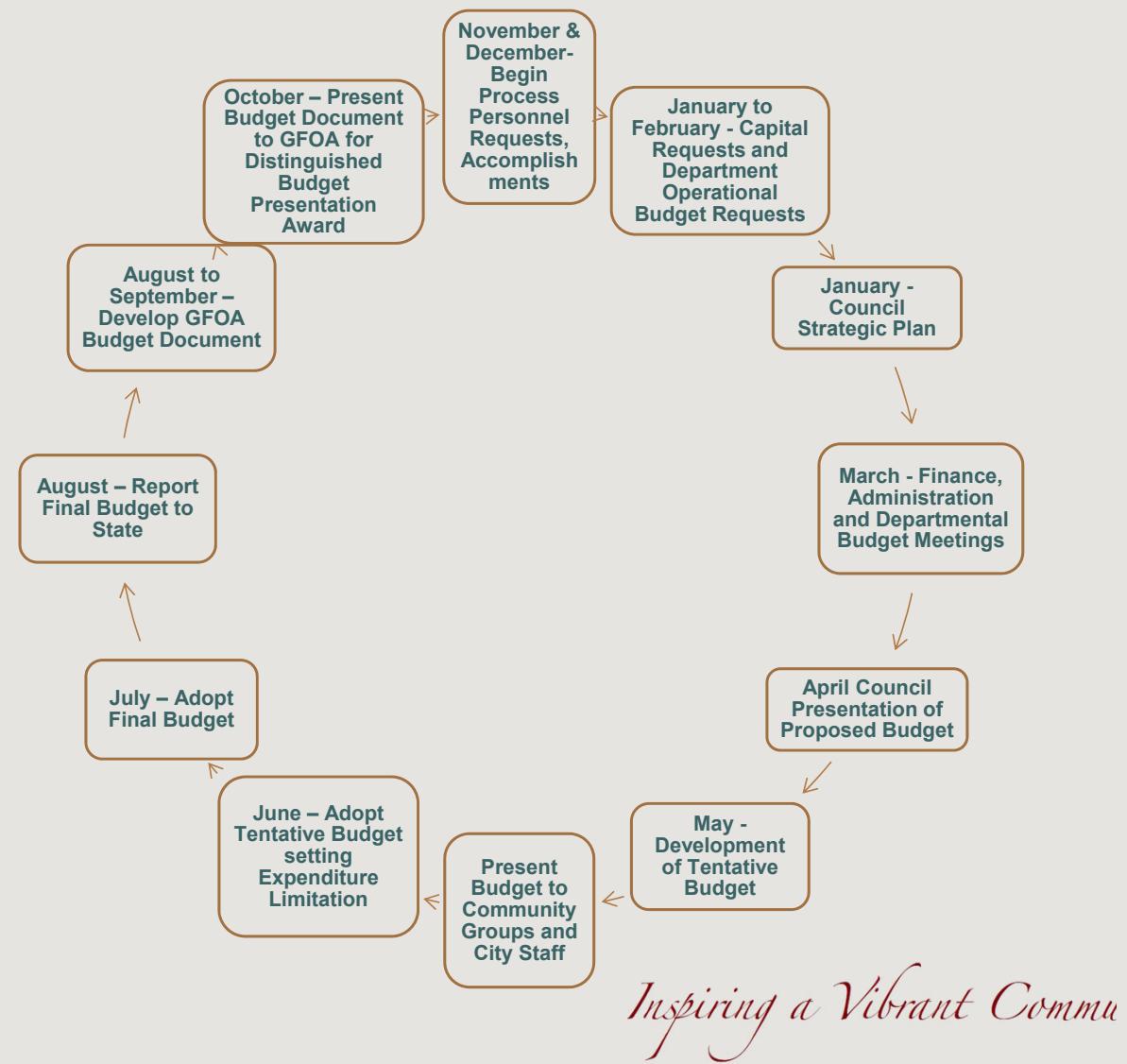


Budget FY 2025

Kirsten L. Lennon, Financial Services Director

Helen Bartels, Budget Analyst

Inspiring a Vibrant Community



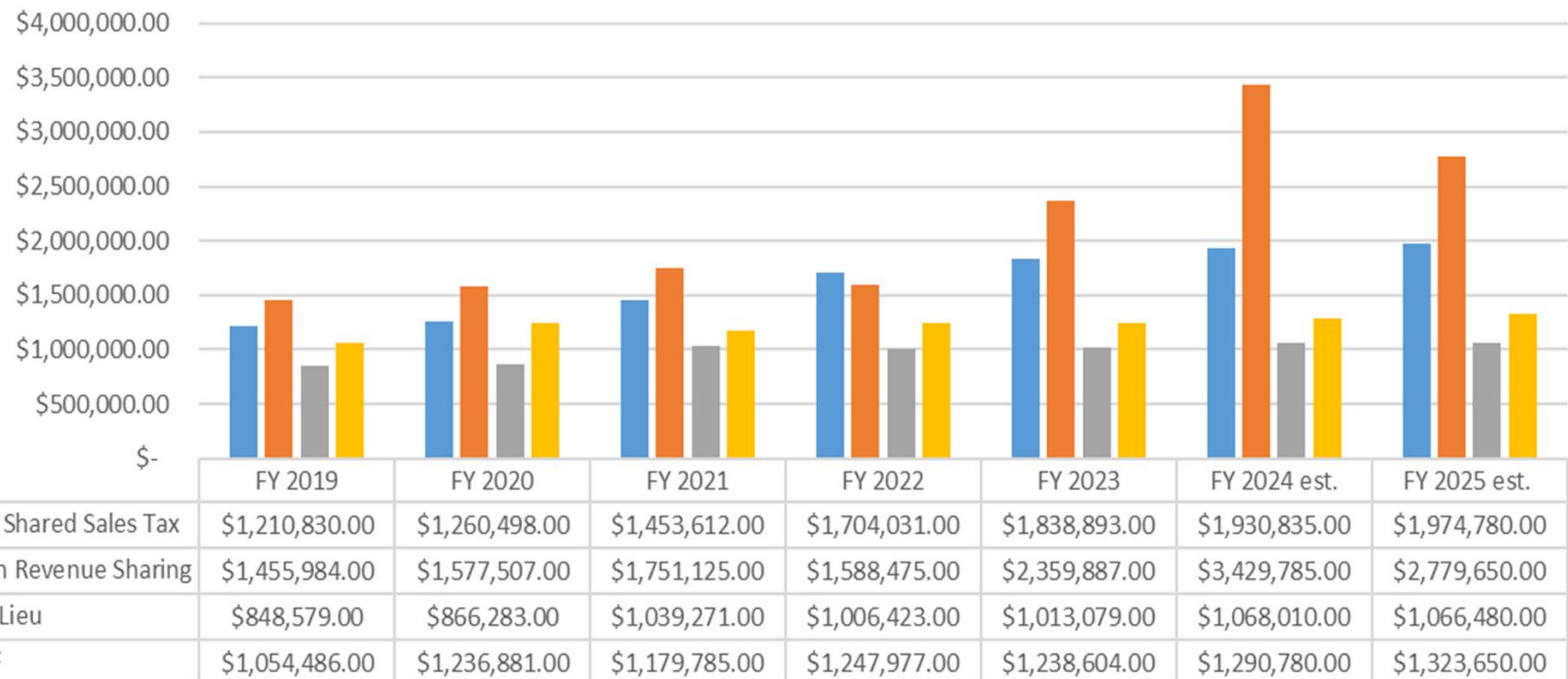
TENTATIVE BUDGET CALENDAR FOR FISCAL YEAR 2025	
This budget calendar illustrates the progression of the budget process and allows for adequate coordination of budget activities, which will result in a balanced budget and a sound fiscal, and capital plan. This calendar remains subject to change.	
December 2023	<ul style="list-style-type: none"> 5 Begin FY 2025 Personnel and Reclassification Requests [in OpenGov] 5 Begin FY 2024 Accomplishments and Performance Indicators [in MS Word] 6 Executive Team Meeting - Budget Discussion/Implementation/Importance 15 Begin Departmental 5-year Capital Improvement Plans [in OpenGov] Include Carryovers and New Plans [in OpenGov]
January 2024	<ul style="list-style-type: none"> 8 Due: FY 2025 Personnel and Reclassification Requests [in OpenGov] 8 Due: FY 2024 Accomplishments and FY 2024 Performance Indicators [in MS Word] TBD Internal Department Staff/Director Meetings - Caring, Collaborative, 'Can Do' 12-13 City Council & Staff - Strategic Planning Retreat
February 2024	<ul style="list-style-type: none"> 3 Begin FY 2025 Goals and FY 2025 Performance Indicators - CCC [in MS Word] 13 Council Work Session: Departmental Presentations of FY 2024 Anticipated Accomplishments 13 Begin Input for FY 2025 Departmental Expenditures [in OpenGov] 29 Due: FY 2025 Goals and FY 2025 Performance Indicators [in MS Word]
March 2024	<ul style="list-style-type: none"> 1 Due: Departmental 5-year Capital Improvement Plans [in OpenGov] 29 Meeting between City Manager with Finance Services Director and Human Resources Director regarding personnel and compensation TBD Meetings with Finance and Departmental Staff Regarding Departmental CIPs (Optional) 4-29 Budget Meetings with City Manager, Finance and Departmental Staff: Operational Budget and Goals
April 2024	<ul style="list-style-type: none"> 30 Council Work Session - Presentation of FY 2025 Departmental Goals and Preliminary Budget Information All of April Budget Discussion between Mayor & Council and Administration/Finance Staff TBD Employee Staff Meeting 30 Council Work Session - Presentation of Revenue Projections and Changes 30 Council Work Session - Overview of the FY 2025 Budget
May 2024	<ul style="list-style-type: none"> 21 Council Regular Meeting - Formal Presentation of Proposed FY 2025 Budget 21 Council Regular Meeting - Final Day for Changes to Proposed FY 2025 Budget 21 Council Regular Meeting - Adoption of Proposed FY 2025 Budget TBD Employee Staff Meeting TBD Budget Meetings with Staff and Individual Council Members (Optional) 31st Town Hall Meeting - Presentation of Proposed FY 2025 Budget TBD Informal Public Meeting - Presentation of Proposed FY 2025 Budget
June 2024	<ul style="list-style-type: none"> 4 Council Regular Meeting - Formal Presentation of Tentative FY 2025 Budget 4 Council Regular Meeting - Public Hearing on Tentative FY 2025 Budget 4 Council Regular Meeting - Final Day for Changes Tentative FY 2025 Budget 4 Council Regular Meeting - Adoption of Tentative FY 2025 Budget 4 Council Regular Meeting - Setting Expenditure Limitation 19 Informal Public Meeting - Presentation of Proposed FY 2025 Budget
July 2024	<ul style="list-style-type: none"> 16 Council Regular Meeting - Formal Presentation of Final FY 2025 Budget 16 Council Regular Meeting - Public Hearing on Final FY 2025 Budget 16 Council Regular Meeting - Final Day for Changes Final FY 2025 Budget 16 Council Regular Meeting - Adoption of Final FY 2025 Budget
October 2024	14 Submission of Adopted FY 2025 Budget Document for the Distinguished Budget Presentation Award of the Government Finance Officers Association (GFOA)

Revenue Update

Major Revenue Sources – General Fund



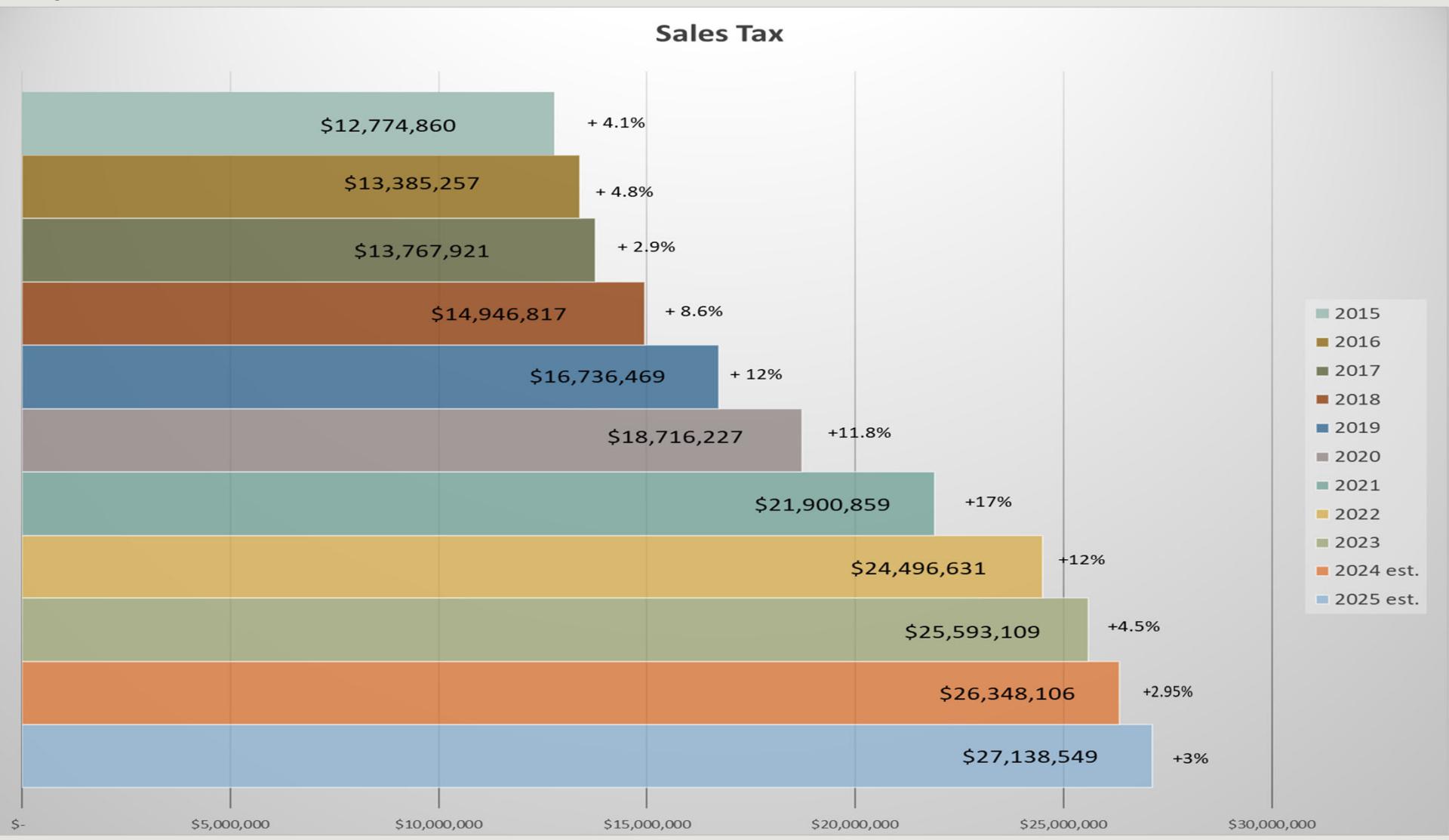
State Shared Revenues



Revenue Update

Major Revenue Sources – General Fund

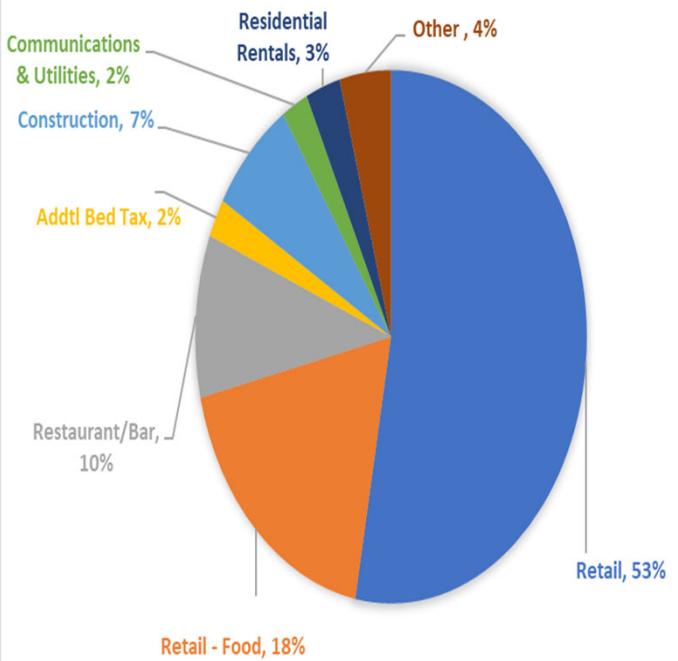
Sales Tax



Revenue Update

Major Revenue Sources – Transaction Privilege tax (TPT)

TPT - SALES TAX ALLOCATION

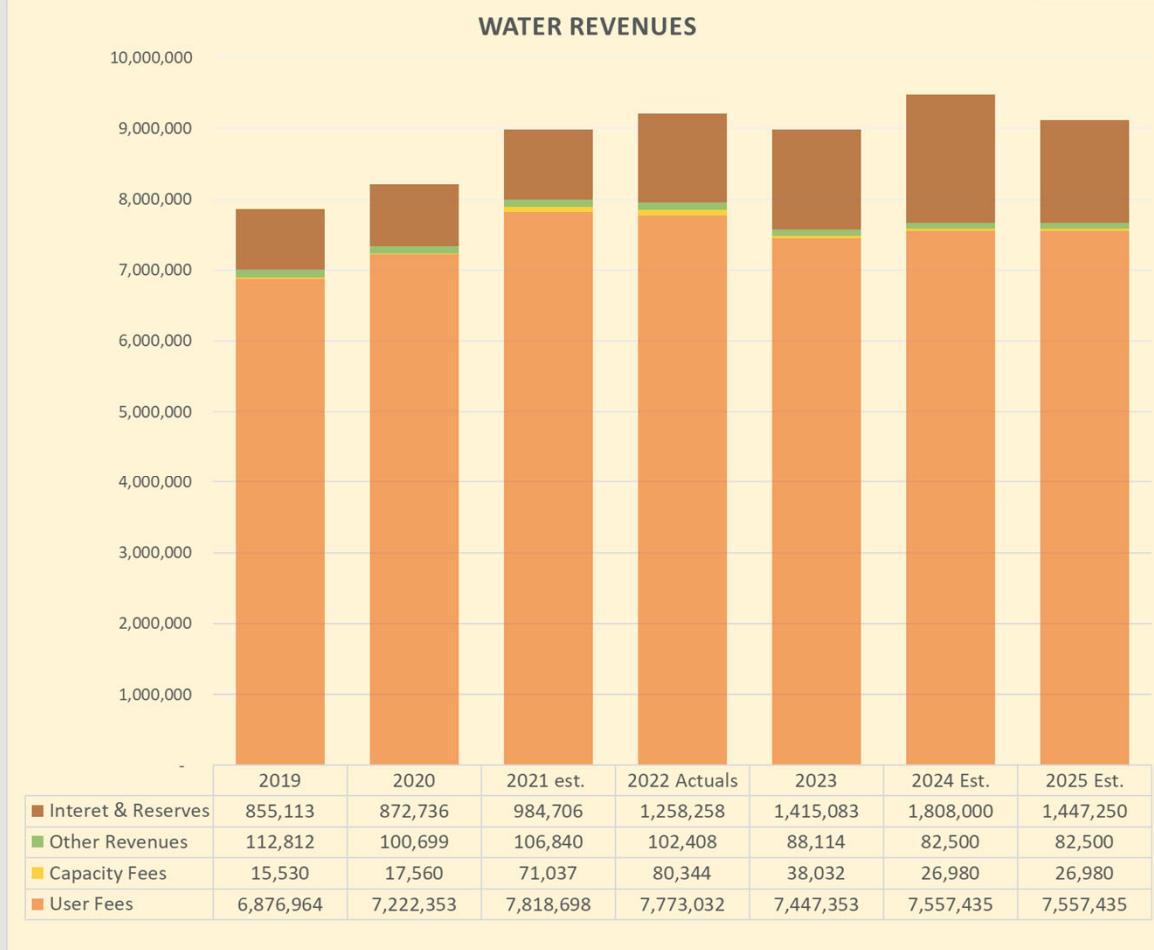


Month	Sales Tax Revenues									Fiscal Year Total	
	Retail	Retail - Food for Home Consumption			Additional Hotel/Motel	Construction	Communications & Utilities	Residential Rental	Amusement & Others		
		Restaurant & Bar	Additional Hotel/Motel	Construction							
Jul-22	1,194,543	360,207	184,967	52,011	150,808	47,945	47,110	95,765	2,133,357		
Aug-22	1,098,864	337,464	167,135	45,222	295,716	47,510	49,668	92,765	2,134,344		
Sep-22	1,087,802	350,896	157,997	43,103	170,533	48,274	36,877	112,869	2,008,352		
Oct-22	1,121,808	338,433	195,986	53,464	79,556	48,328	89,857	89,313	2,016,745		
Nov-22	1,195,125	355,240	210,258	66,053	93,253	40,450	38,436	93,769	2,092,585		
Dec-22	1,155,213	372,176	194,125	52,685	208,118	40,106	57,638	90,312	2,170,373		
Jan-23	1,251,433	484,145	213,515	43,389	113,302	46,801	77,756	110,689	2,341,031		
Feb-23	1,051,297	349,921	187,432	39,614	94,096	47,296	47,004	91,657	1,908,316		
Mar-23	1,012,268	347,881	209,912	47,088	94,096	42,629	66,784	81,529	1,902,186		
Apr-23	1,202,005	393,307	249,726	62,232	153,408	53,533	52,045	111,341	2,277,597		
May-23	1,350,500	376,215	249,726	75,893	124,043	33,547	48,766	64,517	2,323,206		
Jun-23	1,253,354	396,190	237,802	54,924	145,915	42,659	53,025	101,149	2,285,018		
	\$ 13,974,211	\$ 4,462,076	\$ 2,458,581	\$ 635,677	\$ 1,722,842	\$ 539,077	\$ 664,967	\$ 1,135,677	\$ 25,593,109		
Jul-23	1,146,191	357,788	206,700	46,108	99,018	43,856	52,550	112,274	2,064,485		
Aug-23	1,149,377	367,566	204,972	42,597	148,736	46,765	50,031	89,037	2,099,082		
Sep-23	1,081,505	377,825	196,566	38,660	164,544	59,435	48,580	87,088	2,054,202		
Oct-23	1,155,843	359,211	210,340	58,724	208,669	45,521	56,278	51,557	2,146,141		
Nov-23	1,160,753	405,915	219,767	64,954	117,885	46,062	50,709	69,736	2,135,781		
Dec-23	1,189,890	405,915	205,564	62,845	174,086	41,471	66,862	115,595	2,262,228		
Jan-24	1,221,912	490,478	247,527	45,394	142,629	44,411	85,125	105,579	2,383,053		
Feb-24	1,044,136	405,888	196,013	44,519	143,726	48,799	73,223	102,135	2,058,440		
Mar-24	1,023,820	364,950	206,287	47,007	181,721	46,091	64,954	81,294	2,016,125		
Apr-24									-		
May-24									-		
Jun-24									-		
	\$ 10,173,427	\$ 3,535,534	\$ 1,893,737	\$ 450,807	\$ 1,381,013	\$ 422,410	\$ 548,313	\$ 814,295	\$ 19,219,537		
Current Month Comparison Same Month Last year											
March	11,552	17,069	(3,625)	(81)	87,626	3,462	(1,830)	(234)	113,939		
% Change	1%	5%	-2%	0%	58%	7%	-4%	0%	5%		
Year to Date vs. Year to date last year											
Year	5,075	239,171	172,409	8,179	81,536	13,072	37,182	(44,374)	512,249		
% Change	0%	67%	83%	18%	82%	30%	71%	-40%	25%		

Revenue Update

Water Utilities – Increasing Rates for FY 2025

WATER RATES						
Base Charge	CURRENT RATES		07/2024-06/2025		07/2025-06/2026	
	in limits	out of limits	in limits	out of limits	in limits	out of limits
5/8"	\$27.05	\$35.17	\$27.59	\$35.87	\$28.14	\$36.59
1"	\$43.77	\$56.90	\$44.65	\$58.04	\$45.54	\$59.20
1 1/2"	\$89.11	\$115.84	\$90.89	\$118.16	\$92.71	\$120.52
2"	\$140.69	\$182.91	\$143.50	\$186.57	\$146.37	\$190.30
3"	\$281.39	\$365.79	\$287.02	\$373.11	\$292.76	\$380.57
4"	\$437.70	\$569.02	\$446.45	\$580.40	\$455.38	\$592.01
6"	\$891.05	\$1,158.37	\$908.87	\$1,181.54	\$927.05	\$1,205.17
<u>Volume Charge (per 1,000 gal)</u>						
0 – 1,000	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1,000 - 5,000	\$3.35	\$4.37	\$3.42	\$4.46	\$3.49	\$4.55
5,001 - 10,000	\$4.62	\$6.02	\$4.71	\$6.14	\$4.80	\$6.26
10,000 - 15,000	\$6.59	\$8.56	\$6.72	\$8.73	\$6.85	\$8.90
15,001+	\$9.38	\$12.19	\$9.57	\$12.43	\$9.76	\$12.68
<u>Water Resource Development Fee</u>						
Water Resource Development	\$4.32	\$4.32	\$4.32	\$4.32	\$4.32	\$4.32
Water Source Assurance	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35
Gila River Adjudication	\$0.44	\$0.44	\$0.44	\$0.44	\$0.44	\$0.44
Water Conservation	\$0.27	\$0.27	\$0.27	\$0.27	\$0.27	\$0.27
<u>Total Development Fee</u>	\$5.38	\$5.38	\$5.38	\$5.38	\$5.38	\$5.38
Connection Fees	\$46.00	\$46.00	\$47.00	\$47.00	\$48.00	\$48.00



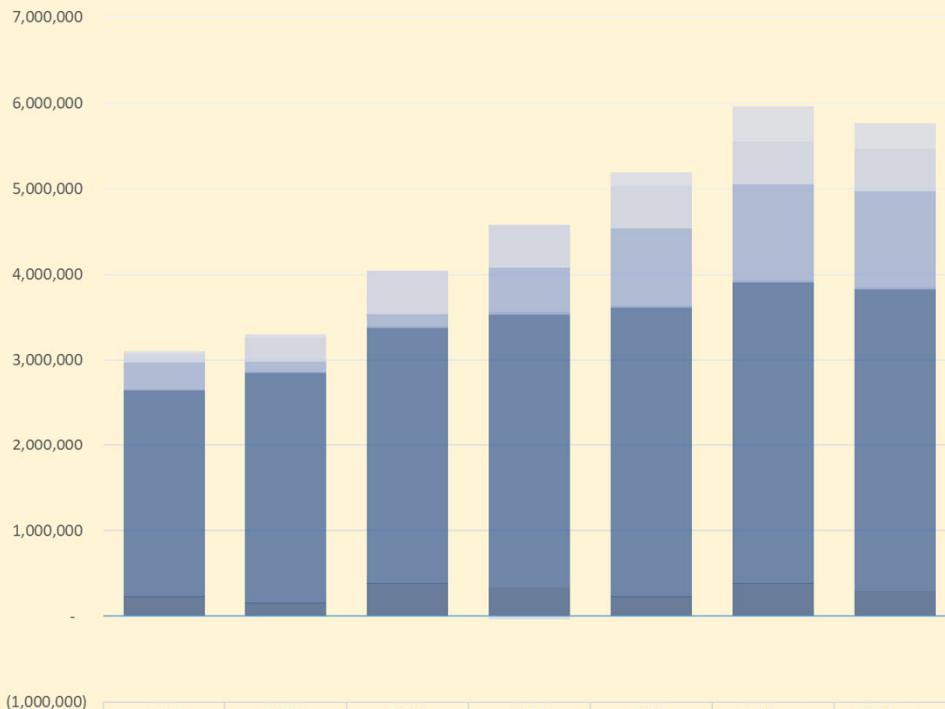
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Revenue Update



Wastewater Utilities –
Final Approved Rate
increase was done in
FY2024.

WASTEWATER REVENUES



	2019	2020	2021	2022	2023	2024 est.	2025 est.
INTEREST INCOME	28,628	39,924	1,638	(33,293)	152,673	413,000	300,000
DEBT SERVICE RATE REVENUE	102,529	281,501	493,716	497,329	496,800	496,800	496,800
RESERVE FOR EQUIP	312,865	114,336	144,096	523,136	903,424	1,122,440	1,122,440
EFFLUENT REVENUE	12,907	16,555	21,654	27,068	19,547	25,000	25,000
USER FEES	2,420,761	2,702,339	2,997,032	3,196,875	3,393,931	3,523,795	3,523,795
CONNECTION FEES	315	200	695	570	485	500	
CAPACITY FEES	226,841	148,221	378,237	335,114	221,018	380,260	300,000

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Waste Water Residential Rate	
	07/2023-06/2024
Administrative Rate	\$14.15
Depreciation Rate	11.90
O&M Rate	26.10
DS Rate	6.70
	\$58.85
Waste Water Commercial Rate	
	07/2023-06/2024
Administrative Rate	\$14.15
Depreciation Rate (per 5,000 gals. water used)	11.90
O&M Rate (per 5,000 gals of water used)	26.10
DS Rate	6.70
	\$58.85

Reserves & Fund Balance General Fund



	BUDGETED						
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Carry-Over (Fund Balance)	\$ 4,449,550	\$ 4,082,985	\$ 5,599,715	\$ 11,790,640	\$ 18,251,425	\$ 25,398,830	\$ 31,085,978
Budget Reserve	\$ 3,114,065	\$ 3,434,090	\$ 3,501,010	\$ 5,771,120	\$ 7,308,240	\$ 7,645,450	\$ 8,390,365
Budget Reserve - Accumulation	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000	\$ 1,000,000
Budget Reserve - General Fund	\$ 50,000	\$ 388,770	\$ 356,120	\$ 446,300	\$ 368,250	\$ 382,980	\$ 387,695
Budget Reserve - Undesignated	\$ -	\$ 43,880	\$ 62,520	\$ 4,864,945	\$ 9,155,570	\$ 7,482,930	\$ 15,033,122
Budget Reserve - GF CIP	\$ -	\$ 259,180	\$ -	\$ 634,825	\$ 803,910	\$ 841,000	\$ 922,940
Budget Reserve-Salary Plan	\$ -	\$ -	\$ -	\$ 600,000	\$ -	\$ 650,000	\$ -
Budget Reserve - Affordable Housing Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000,000	\$ 1,000,000
	\$ 4,164,065	\$ 5,125,920	\$ 4,919,650	\$ 13,317,190	\$ 18,635,970	\$ 19,002,360	\$ 26,734,122
Increase Fund Balance (Decrease)	\$ (285,485)	\$ 1,042,935	\$ (680,065)	\$ 1,526,550	\$ 384,545	\$ (6,396,470)	\$ (4,351,856)



Inspiring a Vibrant Community

Interfund Transfers

FY 2025 Interfund Transfers from General Fund



	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 Dept. Head Est.	FY 2025 Proposed	% of GF Total Budget
Transfers Out - From GF to Library	\$ 846,293.81	\$ 817,022.27	\$ 897,579.00	\$ 1,001,039	\$ 1,004,495	\$ 1,184,480	\$ 1,052,095	1.51%
Transfers Out - From GF to Cemetery	\$ 43,222.69	\$ 53,472.62	\$ 91,159.00	\$ -	\$ 138,339	\$ 55,040	\$ 58,320	0.08%
Transfers Out - From GF to Airport	\$ 8,618.32		\$ 65,826.00	\$ 60,757	\$ 89,413	\$ 236,430	\$ 564,121	0.81%
Transfers Out - From GF to HURF				\$ 4,876,424	\$ -	\$ -	\$ 5,759,411	8.27%
Transfers Out - From GF to Capital Improvements				\$ 2,520,885	\$ -	\$ -	\$ -	0.00%
Transfers Out - From GF to Grants Fund		\$ 5,500.00	\$ 25,340.00					
Transfers Out - GF to CDBG	\$ 419.86	\$ 3,444.92	\$ 5,185.00					
Transfers Out - GF to Transit	\$ 25,091.91	\$ 3,447.67	\$ 76,298.00					
	\$ 923,647	\$ 882,887	\$ 1,161,387	\$ 8,459,105	\$ 1,232,247	\$ 1,475,950	\$ 7,433,947	10.67%

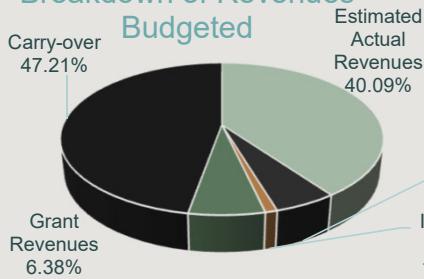
	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024 Dept. Head Est.	FY 2025 Proposed	% of Airport Budget
Transfers Out - From Airport to Grants	\$ -	\$ 4,234	\$ 30,695	\$ 60,426	\$ -	\$ 87,920	\$ 299,145	29.68%

Inspiring a Vibrant Community

Grants

	FY 2024	FY 2025
Revenues		
ADOT - Transit	2,598,445	1,919,350
Police Department	538,000	364,585
Police Department - SRO	208,000	249,340
Police Department - Pant	76,075	75,000
Animal Control		5,000
Fire Department	2,500	1,349,000
IT Department		300,000
Library	75,000	35,000
Community Development	12,000	87,000
Airport Grants		
State	1,240,205	1,615,285
Federal	-	1,064,570
Yavapai County - Flood Control	400,000	400,000
Streets - ADOT Sidewalk		1,488,460
Revenues	5,150,225	8,952,590
Expenses		
	FY 2024	FY 2025
ADOT - Transit	4,256,990	3,602,735
Police Department	538,000	364,585
Animal Control	5,000	5,000
Fire Department	2,500	1,349,000
IT Department		300,000
Library	116,885	35,000
Community Development	20,000	95,000
Airport Grants	1,358,125	2,979,000
Yavapai County - Flood Control	400,000	400,000
Streets - ADOT Sidewalk		1,578,435
Total Expenses	6,697,500	10,708,755
City Matching	(1,547,275)	(1,756,165)

Breakdown of Revenues Budgeted



Budgeted Grant Revenues and Expenses

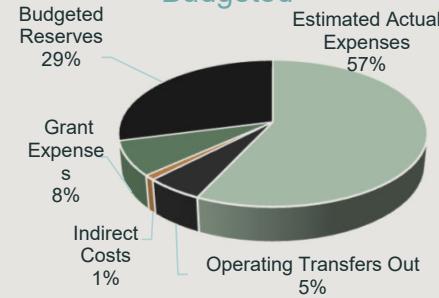
<i>Included in the Budget as a Revenue</i>	
Carryover / Fund Balances	FY 2025
General Fund Carryover	31,085,978
HURF Carryover	4,097,444
Grants Carryover	1,406,725
Transit Carryover	477,325
Employee Benefit & Vol Fire	-
CIP Carryover	1,413,590
Debt Service Carryover	372,455
Water Carryover	18,194,437
Wastewater Carryover	9,183,530
BUDGETED AS REVENUES	66,231,484
<i>Included in the Budget as an Expense</i>	
General Fund Reserve	387,695
Budget Reserve 25%	8,390,365
Reserves - Accumulation	1,000,000
Undesignated	15,033,122
General Fund - CIP Replcmnt 2.75%	922,940
Housing	1,000,000
HURF Budget Reserve	-
Transit Reserve	442,794
Employee Benefit & Vol. Fire	-
CIP Budget Reserve	952,290
Debt Service Budget Reserve	373,455
Water Budget Reserve	10,607,172
Wastewater Budget Reserve	1,658,540
BUDGETED AS EXPENSES	40,768,373



FY 2025

<i>Estimated Actual Revenues</i>	\$ 56,236,295
Operating Transfers IN	\$ 7,433,947
Indirect Costs	\$ 1,435,590
Grant Revenues	\$ 8,952,590
Carry-over	\$ 66,231,484
Total Budgeted Revenues	\$ 140,289,906
<i>FY 2025</i>	
<i>Estimated Actual Expenses</i>	\$ 79,943,241
Operating Transfers OUT	\$ 7,433,947
Indirect Costs	\$ 1,435,590
Grant Expenses	\$ 10,708,755
Budgeted Reserves	\$ 40,768,373
Total Budgeted Expenses	\$ 140,289,906
Carry-Over	\$ -

Breakdown of Expenses Budgeted



Inspiring a Vibrant Community

Budgets FY 2024 & FY 2025

Account Name	FY 22 Actuals	FY23 Actuals	FY 2024 Budget	FY 2024 Dept Head Estimate	FY 2025 Proposed	
Revenues						
General Fund	30,481,184	33,658,304	63,986,500	64,516,760	69,678,853	8.90%
Library	1,239,134	1,210,494	1,492,100	1,402,380	1,225,530	-17.87%
Cemetery	76,975	142,239	72,300	62,340	62,470	-13.60%
Airport	481,460	506,869	1,026,870	680,320	1,007,916	-1.85%
Highway User Revenue Fund	7,936,796	3,068,638	14,385,835	8,047,159	14,574,390	1.31%
Grants	534,185	122,191	5,883,620	1,358,125	2,979,000	-49.37%
CDBG	269,636	147,612	1,150,000	775,000	302,000	-73.74%
Transit	2,150,863	2,634,925	3,714,885	4,256,990	3,602,735	-3.02%
Debt Service	1,651,549	1,648,153	2,016,960	2,017,325	2,021,905	0.25%
Capital Improvements	2,957,298	461,532	1,626,985	1,935,390	2,206,290	35.61%
Water	8,593,660	9,035,300	33,775,130	39,014,965	27,320,712	-19.11%
Wastewater	8,612,552	5,185,052	24,733,295	17,119,015	14,951,915	-39.55%
Employee Benefit Trust	(882)	975	64,370	68,050	66,550	3.39%
Volunteer Firefighter	(60,872)	50,393	300,060	294,240	289,640	-3.47%
	64,923,540	57,872,677	154,228,910	141,548,059	140,289,906	-9.04%
Expenses						
Account Name	FY 22 Actuals	FY23 Actuals	FY 2024 Budget	FY 2024 Dept Head Estimate	FY 2025 Proposed	
General Fund	30,565,081	26,424,681	63,986,500	33,430,782	69,678,853	8.90%
Library	1,239,134	1,210,494	1,492,100	1,402,380	1,225,530	-17.87%
Cemetery	64,640	142,239	72,300	62,340	62,470	-13.60%
Airport	481,461	506,869	1,026,870	680,320	1,007,916	-1.85%
Highway User Revenue Fund	5,768,488	3,385,636	14,385,835	8,047,159	14,574,390	1.31%
Grants	534,185	121,982	5,883,620	1,358,125	2,979,000	-49.37%
CDBG	266,628	144,612	1,150,000	775,000	302,000	-73.74%
Transit	2,048,880	2,451,956	3,714,885	4,256,990	3,602,735	-3.02%
Debt Service	1,643,849	1,648,225	2,016,960	2,017,325	2,021,905	0.25%
Capital Improvements	2,957,298	450,597	1,626,985	1,935,390	2,206,290	35.61%
Water	5,946,469	7,168,148	33,775,130	39,014,965	27,320,712	-19.11%
Wastewater	3,314,066	3,444,751	24,733,295	17,119,015	14,951,915	-39.55%
Employee Benefit Trust	-	330	64,370	68,050	66,550	3.39%
Volunteer Firefighter	6,360	10,259	300,060	294,240	289,640	-3.47%
	54,836,539	47,110,779	154,228,910	110,462,081	140,289,906	-9.04%
	10,087,000	10,761,898	0	31,085,978	0	

Budgets FY 2024 & FY 2025

General Fund Expense

General Fund								
Account Code	Account Name	FY 22 Actuals	FY23 Actuals	FY 2024 Actual	FY 2024 Budget	FY 2024 Dept Head Estimate	FY 2025 Proposed	
	Revenues	30,481,184	33,658,304	12,611,143	63,986,500	64,516,760	69,678,853	8.90%
		30,481,184	33,658,304		63,986,500	64,516,760	69,566,853	
01-1000	Council	271,911	282,547	160,646	19,567,710	309,715	27,121,827	38.61%
01-1010	City Clerk	265,883	297,738	170,262	282,740	257,920	273,595	-3.23%
01-1100	Administration	586,253	542,312	482,379	734,175	710,070	1,010,322	37.61%
01-1200	Finance	502,334	626,760	571,013	944,645	957,680	964,166	2.07%
01-1210	Human Resources	242,415	522,507	381,878	560,760	519,670	712,315	27.03%
01-1220	IT	1,494,707	1,357,873	884,363	1,781,005	1,683,975	2,321,060	30.32%
01-1230	Purchasing	123,040	190,529	134,255	0	0	0	0.00%
01-1300	Legal	393,712	567,105	344,400	477,025	442,105	778,694	63.24%
01-1310	Municipal Court	552,753	660,092	471,001	737,115	776,515	847,599	14.99%
01-1400	Community Development	781,203	1,055,185	748,263	1,114,240	1,470,695	1,684,152	51.15%
01-1410	Engineering	354,772	624,039	348,855	527,590	468,860	441,017	-16.41%
01-1600	Public Works	188,371	141,076	100,825	315,220	210,540	324,082	2.81%
01-1610	Parks & Building Maintenan	722,869	987,677	597,125	1,126,020	1,068,775	1,261,091	12.00%
01-1800	Non-Departmental	969,494	1,089,750	828,579	1,434,625	1,255,355	1,656,895	15.49%
01-00XX	Transfers Out	8,459,105	1,232,247	476,956	8,724,345	1,475,950	7,433,947	-14.79%
01-2000	Police Department	6,446,713	7,170,118	5,606,820	10,911,500	10,244,240	9,021,309	-17.32%
01-2010	Communications	1,707,824	1,862,214	1,440,594	2,245,665	2,090,853	2,576,039	14.71%
01-2200	Animal Control	213,551	253,097	156,662	214,250	235,130	294,304	37.36%
01-2100	Fire Department	3,915,654	4,106,777	3,576,364	7,538,620	5,568,995	6,905,591	-8.40%
01-4100	Parks & Recreation	517,080	603,480	460,752	1,163,465	620,295	1,256,526	8.00%
01-4110	Recreation Center	1,190,706	1,444,944	988,104	1,833,025	1,961,145	1,392,162	-24.05%
01-4120	Pool	145,626	148,289	115,012	183,825	183,774	186,910	1.68%
01-4140	Youth Center	84,657	86,163	62,241	158,750	133,425	176,086	10.92%
01-6000	Economic Development	385,595	507,218	366,399	670,165	636,400	739,164	10.30%
01-6200	Housing	48,853	64,944	88,183	740,020	148,700	300,000	-59.46%
	Total Expenses	30,565,081	26,424,681	19,561,930	63,986,500	33,430,782	69,678,853	8.90%
		-83,897	7,233,623	-6,950,787	0	31,085,978	0	

Employees & Benefits

Included in Budget total:

- 7 new employees and reclassification of 9 positions
- 3.2% Cost of Living Adjustment
- Wage Adjustment of \$2080 upon anniversary with passing evaluation
- Previously budgeted Certification Pay programs
- Shift Differential Pay Program
- Tuition Reimbursement
- Employee Referral Pay

AUTHORIZED POSITIONS BY FISCAL YEAR					
Authorized Positions	2021	2022	2023	2024	2025
Job Classifications					
City Council	7.00	7.00	7.00	7.00	7.00
Administration Department	4.00	3.50	4.50	4.50	5.50
City Clerk's Office	2.00	2.00	2.00	2.00	2.00
Economic Development	3.00	1.75	1.50	1.50	2.50
Finance & Purchasing Department	4.50	4.50	5.50	5.50	5.50
Human Resources Department	2.50	2.50	3.50	3.50	4.50
IT Services	7.00	7.00	7.00	7.00	8.00
Legal Department	1.00	1.00	1.00	1.00	1.00
Natural Resources	0.00	0.00	0.00	0.00	0.00
Municipal Court	4.80	4.80	4.80	4.80	4.80
Community Development	7.00	8.00	9.00	10.00	10.00
Engineering Services Department	4.00	3.00	4.00	4.00	4.00
Public Works	2.25	3.00	1.50	2.50	2.50
Parks & Bldg Maintenance Dept	7.00	9.00	9.00	9.00	10.00
Parks & Recreation, Recreation Center	6.00	6.75	10.75	11.00	11.00
Police Department	39.00	43.00	44.00	45.00	45.00
Communications Division	21.00	21.00	21.00	21.00	22.00
Animal Control/Ordinance Enforcement	2.00	2.00	2.00	2.00	2.00
Fire & Medical Services Department	28.00	28.00	28.00	29.00	30.00
General Fund Totals	145.05	150.80	159.05	163.30	170.30
Streets Maintenance	4.75	5.75	6.50	6.50	6.50
CAT/LYNX	19.00	19.00	21.00	21.00	21.00
Cottonwood Public Library	8.00	8.00	8.00	8.00	6.00
Municipal Airport	0.00	1.25	1.25	2.00	2.00
Special Revenue Funds	31.75	34.00	36.75	37.50	35.50
Wastewater Facility	11.40	11.40	11.40	11.40	13.40
Water System Facility	23.60	24.60	24.60	25.60	25.60
Enterprise Funds	35.00	36.00	36.00	37.00	39.00
Total City-wide Authorized Full-Time Equivalents	211.80	220.80	231.80	237.80	244.80
With Council	218.80	227.80	238.80	244.80	251.80
	-1.80	9.00	11.00	6.00	7.00

Personnel Services							
	2020-21 Actual	2021-22 Actual	2022-23 Actual	2023-24 Actual	2023-24 Budget	2024 Dept. Head Est.	2025 Tentative Budget
General Fund	12,335,994	14,617,692	16,125,682	14,175,128	17,765,475	17,572,010	20,140,688
Water System Fund	1,706,397	1,953,996	2,172,144	1,917,545	2,417,275	2,408,610	2,680,510
Wastewater System Fund	821,245	861,162	891,003	867,716	977,700	1,061,580	1,270,845
Transit Fund	1,333,360	1,247,609	1,578,551	1,390,002	1,655,190	1,735,365	1,820,016
Library Fund	604,174	591,111	622,640	591,765	648,790	730,105	530,445
Highway User Revenue Fund	384,385	438,995	545,050	491,231	531,925	616,415	611,860
Airport Fund	0	111,913	143,288	154,472	211,070	194,525	201,966
Volunteer Fire Pension Fund	1,800	1,800	1,650	778	1,800	780	0
	17,187,355	19,824,278	22,080,008	19,588,637	24,209,225	24,319,390	27,256,330

Employees & Benefits Position Requests



FY 2025 - REQUESTED NEW FULL-TIME POSITIONS

Department	Job Title	Requested Range	Range Parameters			Est. Salary (min. + 5%)	Est. Benefits	Est. Annual Costs for 2025
			min	mid	max			
Information Technology	IT Radio Trainee (Communications Spec currently training as Radio Tech)	23	51,047.00	63,808.75	76,570.50	53,599.35	26,799.68	80,399.03
Human Resources	HR Specialist III	28	65,150.00	81,438.00	97,725.00	68,407.50	34,203.75	102,611.25
Utilities - Wastewater	Wastewater Operator	19	41,997.00	52,496.00	62,996.00	44,096.85	22,048.43	66,145.28
Utilities - Wastewater	Wastewater Operator	19	41,997.00	52,496.00	62,996.00	44,096.85	22,048.43	66,145.28
Utilities - Water	Water Treatment Forman (reducing WOPIIs by 1)	26	59,093.00	73,866.00	88,640.00	62,047.65	31,023.83	93,071.48
Information Technology	AV/Media/Website IT Tech I (Equipment Costs Needed)	23	51,047.00	63,809.00	76,571.00	53,599.35	26,799.68	80,399.03
Maintenance	Public Works Facilities/Park Maintenance Tech I	17	38,092.00	47,615.00	57,138.00	39,996.60	19,998.30	59,994.90
Engineering	Public Works & Utility Inspector	23	51,047.00	63,809.00	76,571.00	53,599.35	26,799.68	80,399.03
Police/Fire	Training & Accreditation Coordinator	23	51,047.00	63,809.00	76,571.00	53,599.35	26,799.68	80,399.03
Public Works/Airport	Public Works/Airport Administrative Assistant	16	36,278.00	45,348.00	54,417.00	38,091.90	19,045.95	57,137.85
Clerk Department	Records Manager/Legal Assistant (Combine with Legal Assistant)	22	48,616.00	60,770.00	72,924.00	51,046.80	25,523.40	76,570.20
Communications	Senior Administrative Assistant	18	39,997.00	49,996.00	59,996.00	41,996.85	20,998.43	62,995.28
Fire & Medical	Fire Captain	29	68,408.00	85,510.00	102,612.00	71,828.40	35,914.20	107,742.60
Tourism & Econ. Dev.	Communications Manager (PIO?) Maybe 25?	25	56,279.00	70,349.00	84,419.00	59,092.95	29,546.48	88,639.43
Housing & Development	Housing Manager	25	56,279.00	70,349.00	84,419.00	59,092.95	29,546.48	88,639.43
Transit (CAT)	Maintenance, Tech. for Fleet & Facility (58% Feds/42% City match)	17	38,092.00	47,615.00	57,138.00	39,996.60	19,998.30	59,994.90
Comm. Dev/Fire & Med	Plans Examiner	25	56,279.00	70,349.00	84,419.00	59,092.95	29,546.48	88,639.43
Fire & Medical	Fire Department Services Division Chief (not needed if Training & Accreditation Position split)	33	83,150.00	103,938.00	124,725.00	87,307.50	43,653.75	130,961.25
Legal	Legal Assistant	23	51,047.00	63,809.00	76,571.00	53,599.35	26,799.68	80,399.03
			Total	1,034,189.10	1,517,094.55	1,551,283.65		

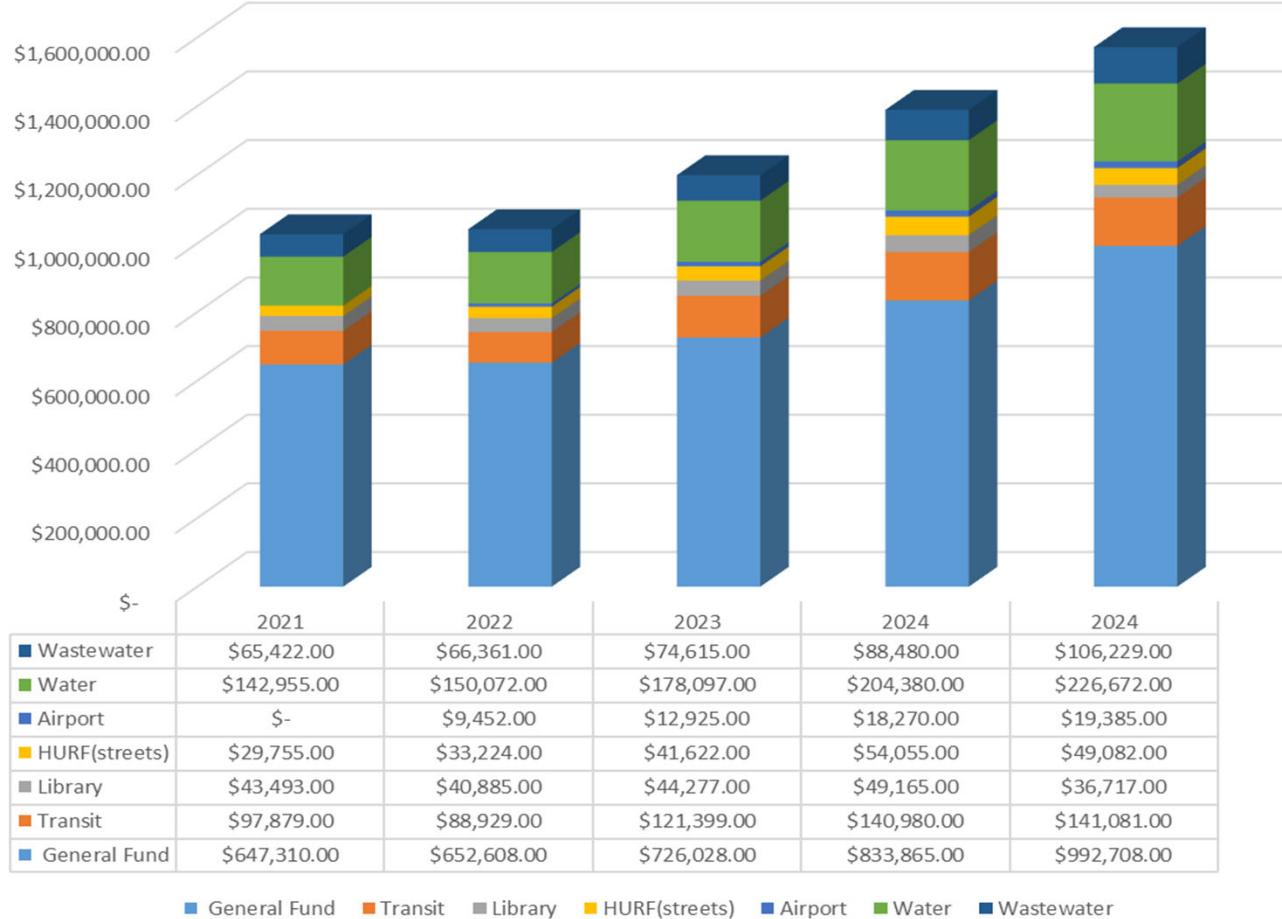
19 requests

FY 2025 PROPOSED NEW FULL TIME POSITIONS BUDGETED

Department	Job Title	Requested Range	Range Parameters			Est. Salary (min. + 5%)	Est. Benefits	Est. Annual Costs for 2025
			min	mid	max			
Human Resources	HR Specialist III	28	65,150.00	81,437.50	97,725.00	68,407.50	34,203.75	102,611.25
Maintenance	Public Works Facilities/Park Maintenance Tech I	17	38,092.00	47,615.00	57,138.00	39,996.60	19,998.30	59,994.90
Communications	Senior Administrative Assistant	18	39,997.00	49,996.25	59,995.50	41,996.85	20,998.43	62,995.28
Fire & Medical	Fire Captain	29	68,408.00	85,510.00	102,612.00	71,828.40	35,914.20	107,742.60
Tourism & Econ. Dev.	Economic Development/Tourism Assistant?	20	44,096.00	55,120.00	66,144.00	46,300.80	23,150.40	69,451.20
Utilities - Wastewater	Wastewater Operator	19	41,997.00	52,496.25	62,995.50	44,096.85	22,048.43	66,145.28
Utilities - Wastewater	Wastewater Operator	19	41,997.00	52,496.25	62,995.50	44,096.85	22,048.43	66,145.28
			Total	356,723.85	478,361.93	535,085.78		

Employees & Benefits

Arizona State Retirement



Arizona State Retirement & Long Term Disability Rates

Year	Rate
2020	12.11%
2021	12.22%
2022	12.41%
2023	12.17%
2024	12.29%
2025	12.27%

Employees & Benefits

Public Safety Retirement Contributions

Public Safety Retirement	Retirement Contributions	Debt Service Payment
FY 2019-20	1,625,464	
FY 2020-21*	18,759,612	
FY 2021-22	520,305	702,294
FY 2022-23	501,952	1,109,267
FY 2023-24	609,570	1,311,420
FY 2024-25	652,631	1,470,740
*Fully Funded through bonding		
Total Accrued Liability		\$39,493,725
Total Value of Assets		\$39,277,563
Total Funded Status		99.4%



Tier 1 Plan				
	Police		Fire	
	Employee	Employer	Employee	Employer
FY 2020	7.65%	48.94%	7.65%	25.93%
FY 2021*	7.65%	58.39%	7.65%	27.10%
FY 2022	7.65%	11.64%	7.65%	13.77%
FY 2023	7.65%	9.84%	7.65%	13.34%
FY 2024	7.65%	10.75%	7.65%	13.18%
FY 2025	7.65%	11.85%	7.65%	13.38%
Tier 2 Plan				
	Police		Fire	
	Employee	Employer	Employee	Employer
FY 2020	11.65%	48.9%	11.65%	25.93%
FY 2021*	11.65%	58.4%	11.65%	27.10%
FY 2022	11.65%	11.6%	11.65%	13.77%
FY 2023	7.65%	9.8%	8.11%	13.34%
FY 2024	7.65%	10.8%	7.65%	13.18%
FY 2025	7.65%	11.85%	7.65%	13.38%
Tier 3 Plan				
	Police		Fire	
	Employee	Employer	Employee	Employer
FY 2020	10.51%	46.11%	10.51%	23.27%
FY 2021*	9.00%	46.49%	9.00%	21.69%
FY 2022	9.00%	9.00%	9.00%	9.00%
FY 2023	9.00%	9.00%	9.00%	9.00%
FY 2024	9.56%	9.56%	9.78%	9.78%
FY 2025	10.62%	10.62%	10.73%	10.73%

Employees & Benefits – KAIROS

Rates Increased for FY 2025 by an average of 7% depending on the plan.



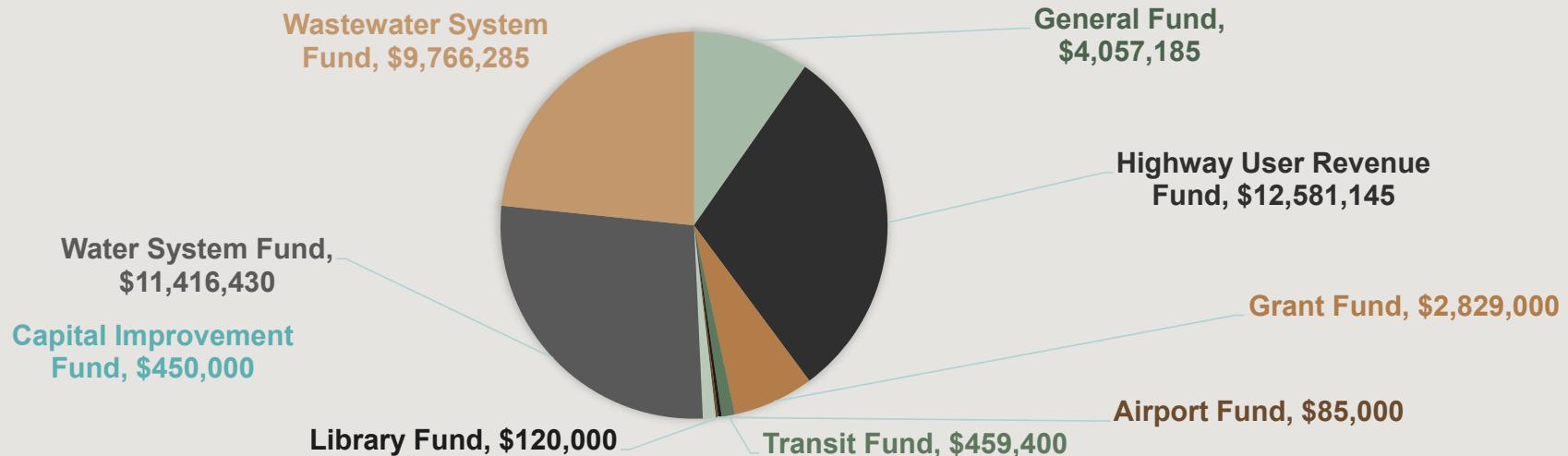
FY 2025 Est.
Costs – \$3.6M

Insurance Rates FY 2024-25											
Core Plan				Co - Pay Plan				PPO 1200			
Employee	Spouse	Children	Family	Employee	Spouse	Children	Family	Employee	Spouse	Children	Family
1,153.00	1,239.00	846.00	1,848.00	1,070.00	1,073.00	709.00	1,638.00	974.00	973.00	643.00	1,486.00
Core Plan											
Core Plan	Employer Cost	Employee Cost Monthly	Employee Cost Bi-Monthly	Core Plan	Employer Cost	Employee Cost Monthly	Employee Cost Bi-Monthly	Core Plan	Employer Cost	Employee Cost Monthly	Employee Cost Bi-Monthly
Employee	1,070.00	83.00	41.50	Employee	1,070.00	-	-	Employee	974.00	-	-
Spouse	867.30	371.70	185.85	Spouse	751.10	321.90	160.95	Spouse	681.10	291.90	145.95
Children	676.80	169.20	84.60	Children	567.20	141.80	70.90	Children	514.40	128.60	64.30
Family	1,108.80	739.20	369.60	Family	982.80	655.20	327.60	Family	891.60	594.40	297.20
Employee	1,070.00	1,153.00		Employee	1,070.00	1,070.00		Employee	974.00	974.00	
Spouse	1,937.30	2,309.00		Spouse	1,821.10	2,143.00		Spouse	1,655.10	1,947.00	
Children	1,746.80	1,916.00		Children	1,637.20	1,779.00		Children	1,488.40	1,617.00	
Family	2,178.80	2,918.00		Family	2,052.80	2,708.00		Family	1,865.60	2,460.00	
HDHP \$1500											
Employee	Spouse	Children	Family	Employee	Spouse	Children	Family	Employee	Spouse	Children	Family
785.00	785.00	517.00	1,201.00	707.00	704.00	464.00	1,080.00	590.00	588.00	388.00	899.00
HDHP \$1500 W/OUT DENTAL											
HDHP \$1500	Employer Cost	Employee Cost Monthly	Employee Cost Bi-Monthly	HDHP \$2500	Employer Cost	Employee Cost Monthly	Employee Cost Bi-Monthly* Max IRS Contribution is \$4150 Annually	HDHP \$1500	Employer Cost	Employee Cost Monthly	Employee Cost Bi-Monthly* Max IRS Contribution is \$4150 Annually
Employee	785.00	(285.00)	(142.50)	Employee	707.00	(345.83)	(172.92)	Employee	590.00	(345.83)	(172.92)
Spouse	549.50	235.50	117.75	Spouse	492.80	211.20	105.60	Spouse	411.60	176.40	88.20
Children	413.60	103.40	51.70	Children	371.20	92.80	46.40	Children	310.40	77.60	38.80
Family	720.60	480.40	240.20	Family	648.00	432.00	216.00	Family	539.40	359.60	179.80
Employee	785.00	-		Employee	707.00	-		Employee	590.00	-	
Spouse	1,334.50	1,570.00		Spouse	1,199.80	1,411.00		Spouse	1,001.60	1,178.00	
Children	1,198.60	1,302.00		Children	1,078.20	1,171.00		Children	900.40	978.00	
Family	1,505.60	1,986.00		Family	1,355.00	1,787.00		Family	1,129.40	1,489.00	
Dental											
	Employer Cost	Employee Cost Monthly	Employee Cost Bi-monthly	Vision Insurance							
Employee	43.00	-		Vision	Employer Cost	Employee Cost Monthly	Employee Bi-Monthly	Employee	7.19	3.60	
Spouse	74.50	13.50	6.75	Spouse	-	14.39	7.20	Spouse	-		
Children	67.00	6.00	3.00	Children	-	15.39	7.70	Children	-		
Family	85.00	28.00	14.00	Family	-	24.60	12.30	Family	-		

	2024-25 Budget	2025-26 Budget	2026-27 Budget	2027-28 Budget	2028-29 Budget	2029-30 Budget	2030-31 Budget
General Fund	4,057,185	5,707,000	2,350,000	2,109,000	2,379,000	1,589,000	1,589,000
Highway User Revenue Fund	12,581,145	10,859,945	2,925,810	1,319,530	582,115	1,410,080	623,430
Grant Fund	2,829,000	8,520,000	1,400,000	1,100,000	1,500,000	1,550,000	0
Transit Fund	459,400	450,000	450,000	450,000	450,000	450,000	450,000
Library Fund	120,000	65,000	0	0	0	0	0
Airport Fund	85,000	25,000	0	0	0	0	0
Capital Improvement Fund	450,000	8,438,140	4,805,000	14,600,000	100,000	100,000	100,000
Water System Fund	11,416,430	6,450,000	650,000	650,000	650,000	650,000	650,000
Wastewater System Fund	9,766,285	5,100,000	300,000	0	0	0	0
	41,764,445	45,615,085	12,880,810	20,228,530	5,661,115	5,749,080	3,412,430



2024-25 CAPITAL BUDGET



Inspiring a Vibrant Community

Major Capital Items-

General Fund

Enterprise Vehicles – \$ 55k New Vehicle for Maintenance

Fire Truck Carryover - \$738,055

Develop River Walk - \$25k

Update Facility at Police and Fire - \$ 138,700

IT- Radios - PD & Fire – \$65,000

Resurface Pickleball & Tennis Courts - \$40k

New Playground Equipment Riverfront - \$240k

Special Revenue Funds

Main Street Design/Construction - \$9,364,710

Main Street ADA Improvements - \$1,578,435

Airport Obstruction Mitigation - \$559k

Taxi Way Rehab (Grant) - \$1,000,000

Library ADA Door Improvements - \$24,000

Library Bathrooms - \$60k



Enterprise Funds – Water & Wastewater Utilities

HWY 260 Water Line \$2,093,430

System Upgrades - \$2,847,500

Meter Replacement Program - \$1.3M

Water Master Plan - \$250k

Blower/Aeration Improvements Mingus Plant – \$6,016,685

Wastewater Line Upgrades - \$900,000

Lift Station 3 - \$300k

Wastewater Master Plan - \$250k

Inspiring a Vibrant Community



Any Questions?