

City of Ramsey
Agenda
Revised
City Council Work Session
Tuesday, July 8, 2025
5:30 pm
Lake Itasca Room, 7550 Sunwood Drive NW

Remote Attendance available at www.cityoframsey.com/meetings.
Those joining remotely and requesting to speak are asked to use a webcam when speaking.

1. **Call to Order**

2. **Topics for Discussion**
 1. Discuss Paid Family Medical Leave, Administrative Options and Cost Sharing
 2. Preliminary 2026 General Fund Budget/Levy Review - **Please Note:** at the meeting the consensus was to move this case to 2.2.

3. **Topics for Future Discussion**
 1. Review Future Topics/Calendar

4. **Mayor/Council/Staff Input**

5. **Adjournment***

***Note: the City Council may motion to recess this Work Session meeting and reconvene after the regular City Council meeting if items on the agenda are not completed.**

CC Work Session**Meeting Date:** 07/08/2025**Primary Strategic Plan Initiative:****Information****Title:**

Discuss Paid Family Medical Leave, Administrative Options and Cost Sharing

Purpose/Background:

This case, as shown below, provides additional information in an attempt to provide a general overview of the new Paid Family Medical Leave law and processes. Specifically, staff will need the City Council's direction regarding 1) consensus direction to opt for a private vendor, and 2) consensus direction regarding cost sharing. One private vendor, Met Life, is approximately \$10,000 less expensive than the State of Minnesota and has experience administering the program in other states.

Background of the Program

Paid Family Medical Leave will have an administrative impact on the City's Human Resources staff and Finance Department staff in terms of overseeing the program; how much of an impact is yet to be seen. According to the State of Minnesota, it created its Paid Family and Medical Leave (PFML) program to ensure that workers can take time off for major life events without sacrificing their income or job security. The program has many similarities to the Federal Family Medical Leave Act, but that program can be paid or unpaid and is more narrow in its eligibility. The new program, launching in 2026, is rooted in a few key goals:

- Support for Families: It allows people to care for a new child, a seriously ill loved one, or recover from their own health issues—without financial strain.
- Economic Stability: By providing partial wage replacement, the program helps families stay afloat during difficult times, reducing reliance on emergency aid or debt.
- Workforce Retention: Employees are more likely to return to work after leave, which benefits employers by reducing turnover and training costs.
- Equity and Access: Not all workers have access to paid leave through their employers. This state-run program levels the playing field, especially for part-time, low-wage, or gig workers.
- Public Health and Well-being: Encouraging people to take time off when needed can lead to better health outcomes and stronger family bonds.

The program is funded through a shared premium between employers and employees, and it covers up to 20 weeks of leave per year for qualifying events

Plans Equivalent to the State plans for Paid Leave

Employers can choose to meet their responsibilities under Minnesota Paid Leave by providing employees with an equivalent plan that meets or exceeds the coverage offered by the state. There are two types of paid leave equivalent plans: 1) Insurance carrier plans and 2) Self-insured plans. An equivalent plan must offer the same or better coverage than Minnesota Paid Leave, and it must not cost your workers more than they would be required to contribute under the state plan. It must also provide job protections equal to those in the state plan. There is a one-time \$500 fee payable to the State if a private vendor option is implemented.

Employers approved for an equivalent plan will not pay premiums to the state, but will have other obligations under Minnesota Paid Leave. Employers must still submit wage detail reports to the state each quarter and comply with requirements to notify employees about paid leave coverage.

Minnesota Paid Leave provides both Medical Leave, for an employee's own healthcare needs, and Family Leave,

to care for others. Workers can take up to 12 weeks of Family or Medical Leave in one benefit year, or up to 20 weeks total if they qualify for both types of leave in the same year.

An approved equivalent plan can cover both Family and Medical Leave, or only one leave type. Employers who offer an equivalent plan for only one type of leave must pay premiums and participate in Minnesota Paid Leave to provide coverage for the other type.

Equivalent plans for Family or Medical Leave must meet the following conditions:

- All employees who are covered under the state plan must be covered under the equivalent plan.
- Eligibility requirements cannot be stricter than those in the state plan.
- Weekly payments must be at least equal to those provided by the state plan and separate from other benefits.
- The total amount of leave available must be at least equal to the amount provided by the state plan.
- Job protections must be at least equal to those provided by the state plan.
- Costs to employees cannot be more than what their premiums would be under the state plan.
- For Medical Leave, the equivalent plan must cover any serious health condition, or medical care related to pregnancy, that would be covered under the state plan.
- For Family Leave, the equivalent plan must cover any care for a family member with a serious health condition, bonding with a child, a family member called to active duty military service, or any safety leave event that would be covered under the state plan.
- The equivalent plan must offer intermittent leave or reduced schedules consistent with the state plan.
- The equivalent plan cannot impose any additional conditions or restrictions on the use of leave beyond those in the state plan.
- Coverage must continue for 26 weeks after employee separation, or until the individual is hired by a new employer.
- If a leave application is filed by a former employee, the equivalent plan must pay benefits for the full time of leave. Equivalent plans may not cut off eligibility for a former employee during an approved leave.

Key Dates for the Program

- The first quarterly wage detail reports were due on October 31, 2024. These reports are submitted by employers and detail the wages paid to employees between July 1, 2024, and September 30, 2024.
- Paid Leave is paid for by premiums on employee wages, split between the employer and employees. Employers can begin to deduct the employee share of the premium on January 1, 2026, when benefits become available. Employers will pay the first premiums to the State of Minnesota's Department of Employment and Economic Development by April 30, 2026. First premiums will be based on wages paid from January 1, 2026 to March 31, 2026.

PFML and Whole Compensation

PFML will only cover a portion of employee's wages. In order for employees to be made whole, they will need to utilize other accrued leave benefits to supplement PFML, not to exceed 100% of the regular wage. This will be a shared function between HR and payroll.

Request for Proposals (RFP)/Private Vendor Options

The City's benefit broker for ancillary benefits is Integrity Benefits. Staff requested to be included in the RFP put out by Integrity Benefits. A summary of the results is attached. The plans shown on the summary meet or exceed the State's plan.

Why MetLife as a Private Vendor with Integrity Benefits

There are three major considerations for PFML. For years, staff has successfully partnered with Integrity Benefits and has confidence in them to assist with administering this new mandatory Minnesota PFML benefit. Integrity Benefits provided the following summary regarding Met Life, a possible private vendor:

- 1) Price – The savings with MetLife would be \$10,000 per year as compared to the state and the runner up vendor, New York Life.
- 2) Rate guarantee – MetLife will offer a 2 year rate guarantee if the City has 2 fully insured products with them (Life, STD, LTD, Dental, Vision or Supplemental Health). This would drop to a 1 year rate guarantee if the City can only transfer one fully insured product. Note, at the time of this writing, staff is still looking into this matter.

3) Administration – The expected turnaround time for claims for the State is 55-60 days. The turnaround time for MetLife is around 2-5 business days once all the information has been gathered. Integrity Benefits would be the city's service contact for the MetLife service team. Unlike the State of Minnesota, Met Life has experience administering PFML.

Cost Sharing

Based on staff's findings, most cities are planning to split the costs with employees 50/50. This is a matter that requires negotiation with the unions and an update to the Personnel Policy. As a reminder, the city's current union contracts expire on December 31, 2026. Staff will be seeking City Council feedback regarding cost-sharing with non-union employees and would require a closed session to discuss cost-sharing for union employees. At this time, staff is only seeking general direction on cost-sharing based on a 50/50 split; pursuant to Minn. Stat. 268B.14.

Time Frame/Observations/Alternatives:

Approximately 20 minutes.

Funding Source:

The required funding for this program will be accounted for in the 2026 budget.

Recommendation:

Based on discussion.

Outcome/Action:

Based on discussion.

Attachments

LMC Memo
RFP Summary
Flyer
Statute

Form Review

Inbox	Reviewed By	Date
Brian Hagen	Brian Hagen	07/03/2025 02:38 PM
Form Started By: Colleen Lasher		Started On: 06/27/2025 08:52 AM
Final Approval Date: 07/03/2025		

Minnesota Paid Leave Law

Published: May 25, 2023

Updated June 12, 2025

Get answers to frequently asked questions (FAQs) about the Minnesota Paid Leave law, also known as the Minnesota Paid Family and Medical Leave law.

A new Minnesota law will create a state-administered mandatory paid family and medical leave insurance program beginning Jan. 1, 2026. Minnesota will be the 13th state to launch a statewide paid leave program.

- The program will provide job protections and partial wage replacement per benefit year up to a maximum of 20 weeks for family and medical leave funded through a payroll tax applied to all employers. For each program leave type (broadly categorized as family/caregiving leave and medical leave) an employee can take 12 weeks of leave, up to a combined total of 20 weeks under the program. For more information on the types of leave the law provides for [see Q3](#)).
- The program will be administered by the Minnesota Department of Employment and Economic Development (DEED).

[Read more about the new law](#)

The following frequently asked questions (FAQs) aim to provide information to cities on the new law. The League will update this information as necessary.

Get answers to FAQs regarding the new Minnesota Paid Leave law

[Q1. Are all cities covered by this new law and when does it become effective?](#) *(Updated June 12, 2025)*

[Q2. Which employees are covered by this new law and which are exempted?](#) *(Updated June 12, 2025)*

[Q3. What paid leave benefits will employees receive under this new state plan?](#) *(Updated June 12, 2025)*

[Q4. What job protections does this law provide to employees?](#)

[Q5. How much will this new program cost and how is it funded?](#) *(Updated June 12, 2025)*

[Q6. Will there be annual cost increases?](#) *(Updated Feb. 27, 2025)*

[Q7. Is there a “reimbursement employer” public sector option available, similar to unemployment compensation?](#) *(Updated June 12, 2025)*

- Q8. What is the role of the city in administering this program? *(Updated June 12, 2025)*
- Q9. How will we find out if an employee has applied for this benefit and been approved?
(Updated June 12, 2025)
- Q10. How does intermittent leave work? *(Updated June 12, 2025)*
- Q11. Can the employer require proof of the need for the leave? *(Updated June 12, 2025)*
- Q12. Does this run concurrently with federal and state family and medical leave programs?
(Updated June 12, 2025)
- Q13. How does this new law interact with the new law on earned sick and safe time (ESST)?
(Updated June 12, 2025)
- Q14. How can the city apply for an exemption from this program — i.e., establish a “private plan?” *(Updated June 12, 2025)*
- Q15. Can the city require employees to use other paid leave to supplement the Minnesota Paid Leave program benefits? *(Updated June 12, 2025)*
- Q16. Can the city require the employee to use city leave first before accessing this program?
(Updated Dec. 30, 2024)
- Q17. How will this impact collective bargaining agreements (CBAs)? *(Updated Oct. 8, 2024)*
- Q18. What if the employee is using workers’ compensation benefits; can they use this leave in addition to that? *(Updated Oct. 8, 2024)*
- Q19. Does the city have to continue its contribution to health insurance while an employee is on this leave?
- Q20. How does this program impact short-term disability and long-term disability benefits we currently provide to employees? *(Updated June 12, 2025)*
- Q21. What if we allow the employee to supplement the benefit by taking paid leave in addition to the leave under this program; can the employee exceed their normal wages? *(Updated Oct. 8, 2024)*
- Q22. What should our city do to prepare for this new law, now and in preparation for Jan. 1, 2026? *(Updated June 12, 2025)*
- Q23. Will the state paid leave/wages that employees receive under the new family and medical leave state program administered by DEED be subject to PERA withholding? *(Updated June 12, 2025)*
- Q24. How will premiums be treated on an employee’s W-2? *(Added June 12, 2025)*

Q1. Are all cities covered by this new law and when does it become effective?

A1. Yes, all cities are covered, including joint powers entities, however premiums will vary depending on city size. The paid family and medical leave coverage and premiums do not begin until Jan. 1, 2026; however, there are some actions employers should take now to prepare ([see Q8](#)).

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Q2. Which employees are covered by this new law and which are exempted?

A2. Self-employed individuals and contractors are not covered by the law but as of 2025 they can opt into coverage for paid leave benefits beginning on Jan. 1, 2026. All other city employees are likely to be covered.

Minnesota Paid Leave law defines Minnesota employees as:

- Employees who worked 50% or more of the prior year in Minnesota.
- For employees who performed some work in Minnesota but did not work 50% or more of the year in Minnesota or any one state, coverage applies if they live in Minnesota during 50% or more of the calendar year.

As the definition reflects, there is no specific exemption for part-time employees, paid on-call firefighters, or elected officials. However, the city should consult with their city attorney to decide whether these paid on-call firefighters or elected official positions would be considered “employees” of the city for the purpose of this law.

Applicants are ineligible for Minnesota Paid Leave benefits for any portion of a typical workweek for which they are incarcerated or are receiving or have received unemployment insurance benefits.

In 2024, the Legislature added a seasonal employee exception for those “who are employed no more than 150 days during any consecutive 52-week period in **hospitality** by an employer whose average receipts during any six months of the preceding calendar year were not more than 44% of ties average receipts for the other six months of year.” While some city golf restaurants may fall under this exception, under the current law and guidance, other nonfood oriented seasonal positions may not fall under this narrow exception. Thus, full time, part time, temporary, and most seasonal workers are covered and subject to Minnesota Paid Leave. DEED is in a rulemaking process and may provide additional guidance.

To receive benefits under this new law, the employee must have wage credits of at least 5.3% of the state’s average annual wage (SAAW) rounded down to the next lower \$100. For 2024, the state reported this threshold at \$3,700.

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Q3. What paid leave benefits will employees receive under this new state plan?

A3. The law provides paid family and medical leave to employees who apply for the benefits and meet eligibility requirements.

The following types of leave qualify under state law are similar to, but not an exact match, to the federal Family and Medical Leave Act (FMLA). Due to the differences between FMLA and Minnesota Paid Leave, an employee may qualify for paid leave, even if they do not qualify for FMLA leave. Employer policies can require that leave taken under paid leave runs concurrently with leave taken for the same purpose under FMLA.

- Bonding after birth, adoption, or foster parenting.
- A “qualifying exigency,” such as a need associated with a military member’s active-duty service or has been notified of an impending call or order to active duty in the Armed Forces.

- Safety leave, which is leave from work because of domestic abuse, sexual assault, or stalking when the leave is associated with seeking medical, victim services, psychological, or legal assistance, as well as relocation due to the event.
- A serious health condition of self or family member.

A family member is defined as:

- A spouse or domestic partner.
- A child, including a biological, adopted, or foster child, a stepchild, a child of a domestic partner, or a child to whom the applicant stands in loco parentis, is a legal guardian, or is a de facto custodian.
- A parent or legal guardian of the applicant.
- A sibling.
- A grandchild.
- A grandparent or spouse's grandparent.
- A son-in-law or daughter-in-law.
- An individual who has a personal relationship with the applicant that creates an expectation and reliance that the applicant care for the individual without compensation, whether or not the applicant and the individual reside together.

Except for benefits for bonding leave, the state law will limit the paid family and medical leave benefits to those certified by a health care provider or designated professional and with a single qualifying event of at least seven days duration, which must be consecutive unless the leave is intermittent (see Q10 for more information on intermittent leave). This seven-day waiting period is not an unpaid period for Minnesota Paid Leave for leaves due to family care, medical care related to pregnancy, serious health condition, qualifying exigency, or safety leave. For intermittent leave, the initial paid week means seven consecutive, nonconsecutive, or a combination of consecutive and nonconsecutive calendar days from the effective date of leave to be paid retroactively after the applicant has met the seven-day qualifying event in the first benefits payment to the applicant.

Generally, bonding leave must end within 12 months of the birth, adoption, or placement of a foster child. The new law sets out circumstances that allow for exceptions to this rule.

The benefit amount of paid leave is progressive and will vary based on an employee's weekly wages, such that lower-income employees will receive a higher percentage of income with a sliding scale of lower percentages as employees earn more. Generally, employees will receive:

- 90% of the portion of their weekly wages that is less than or equal to 50% of the state's average weekly wage (the state's average weekly wage is posted by DEED annually), plus:
- 66% of the portion of their weekly wages that is more than 50% of the state average weekly wage but not 100% weekly wage, plus:
- 55% of the portion of their weekly wages that exceed 100% of the state average weekly wage.

Benefits will be capped at 100% of the state average weekly wage.

Benefits will begin the Sunday of the calendar week in which a benefit application is filed.

The total number of weeks that an employee may take benefits in a single benefit year for a serious health condition is the lesser of 12, or 12 weeks minus the number of weeks that the employee received benefits for bonding, safety leave, family care, and qualifying exigency within the same benefit year, for a maximum of 20 weeks.

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Q4. What job protections does this law provide to employees?

A4. An employer cannot retaliate against an employee for requesting or obtaining Minnesota Paid Leave, nor can it obstruct or interfere with an employee applying for the paid leave. An employee must be returned to the same position they held when the leave started, with equivalent benefits, pay, and other terms and conditions of employment.

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Q5. How much will this new program cost and how is it funded?

A5. The program is funded in large part by employer premiums and, in some cases, employee contributions. DEED will collect quarterly electronic premium payments, in the form of a percentage of payroll taxes, from Minnesota employers.

Beginning January 2026, employers will contribute a minimum of 50% of the total premium, though they may choose to pay up to 100% of the premium. Employers may, in some cases, deduct the remainder from employees' pay, up to a maximum 50% of the premium ([refer to Q17](#)), but such cost sharing likely requires negotiation for represented employees. The first payroll deductions begin on Jan. 1, 2026, with premiums due to DEED by April 30, 2026, based on wage detail reported between Jan. 1, 2026, and March 31, 2026.

For reference, initially, Minnesota Paid Leave provided for a 0.7% payroll tax for premiums. On May 13, 2024, an actuarial and consulting firm, Milliman, presented to the state the rate may need to be increased to 0.88% to sufficiently fund the paid leave program. On Feb. 21, 2025, DEED posted on its website, the premium rate for 2026 will be 0.88%. Premiums are capped at the Old-Age, Survivors and Disability Insurance (OASDI) limit (\$176,100 for 2025); the same wage used by the Social Security program. Effective Aug. 1, 2025, there is a cap of 1.1% of taxable wages on the premium rate in the paid leave law. Prior to 2025, this cap was 1.2% but was reduced to 1.1% in the 2025 special session.

DEED includes a [premium calculator](#) on its Minnesota Paid Leave webpage so applicants can better estimate their benefits. Please refer to [Q4](#) for details on taxes.

Going forward, premium rate adjustments will be made by July 31, 2026, and then by July 31 each year thereafter for the following calendar year based on program historical experience and sound actuarial principles so the projected fund balance as a percentage of total program expenditure does not fall below 25%. DEED will contract with a qualified independent actuarial consultant to conduct an actuarial study for this purpose every year.

A [new calculator tool](#) to help employers and individuals estimate costs under paid leave is now on the DEED website.

There are some reductions in cost for employers with fewer than 30 employees.

Small employers

Effective Jan. 1, 2026, a reduced premium rate of 75% of the annual calculated premium rate will be available for small employers with:

- 30 or fewer employees, and
- The city's employees' average employee wage falls under 150% of the statewide average annual wage (SAAW) for the basis period (\$107,016 in 2025).

The state will notify small employers later in 2025 if they qualify for this small employer rate in 2026 (equivalent to .22% of payroll for 2025, compared to the typical large employer minimum rate of .44%).

The employee premium remains the same for both large and small employers at up to 50% of the full premium.

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Q6. Will there be annual cost increases?

A6. The premium plan rate will be calculated annually for the following calendar year based on program historical experience and sound actuarial principles so the projected fund balance as a percentage of total program expenditure does not fall below 25%. DEED will contract with a qualified independent actuarial consultant to conduct an actuarial study for this purpose every year. As outlined in [Q5](#), cities budgeting for 2026 will want to include .88% of taxable wages paid to each employee based on DEED's release of 2026 premium rates. Pursuant to [Q17](#), there may be a cost sharing option on premiums with employees, but such cost sharing likely requires negotiation for represented employees.

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Q7. Is there a “reimbursement employer” public sector option available, similar to unemployment compensation?

A7. There is no option to become a “reimbursement employer” as is the case with unemployment compensation. All city employers are covered by this new law unless they apply for an exemption through an application process to demonstrate they provide employees with an equivalent plan that meets or exceeds the coverage offered through the state. ([see Q14](#)).

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Q8. What is the role of the city in administering this program?

A8. Employers will have essentially three categories of responsibilities under the Minnesota Paid Leave program: (1) notification requirements, including educating and informing employees (2) reporting wages and paying premiums to fund the program and (3) coordinating benefits and leaves during an absence.

- **Notification requirements, including educating and informing employees.** The city must display DEED's uniform workforce poster in a conspicuous place and provide written information provided by DEED to employees about the paid leave program 30 days before

premium collection begins (December 2025), as well as to newly hired employees. [Minnesota Statute, section 268B.26](#) states DEED will provide the model notice for employers. The information will include an explanation of the available benefits provided under the new law, instructions on how to file a claim, and other specified information. Cities will want to ensure they have an employee's written or electronic acknowledgement of receipt of the written notification because they may be asked by the state to prove they notified employees. While thinking through your notification process, ensure you are able to demonstrate the way the employee had been notified in the event an employee refuses to acknowledge receipt. If five or more employees speak a different language as their primary language, notices must be provided in that language if it is made available by DEED.

- **Reporting wages and in 2026, submitting paid leave premiums.** Much like unemployment compensation, employers are required to submit quarterly wage detail reports, including the total wages paid to an employee and the total number of paid hours worked. While the first premiums are not due until 2026, the good news is wage detail reporting is already underway with the first reports due beginning back on Oct. 31, 2024. When cities submitted their typical wage detail for July through September 2024 in October 2024, the city was meeting BOTH their unemployment insurance (UI) and Minnesota Paid Leave wage reporting requirements for many positions. Employees whom cities do not report for UI, like elected officials or election judges, will need to be kept separate from those that are covered by UI, but submitted by establishing a "Paid Leave Only" account through another process as [outlined on the Minnesota UI webpage](#). There are fees associated with late reporting, but DEED can cancel the fee if the report is submitted within 30 calendar days after DEED issues notice. There are also fees for reports with missing or erroneous information.
- **Coordinating benefits and leaves during an absence.** The 2024 legislative session classified Minnesota Paid Leave data as private, pursuant to some exceptions for exchanging information with certain state and federal agencies, employers and health care providers. Thus, cities will want to begin thinking through processes to ensure reports and submittals for Minnesota Paid Leave are retained in a secured manner. Also see [Q22](#).

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Q9. How will we find out if an employee has applied for this benefit and been approved?

A9. DEED guidance suggests employees cannot apply for Minnesota Paid Leave until they first notify their employer. Per statute, DEED is required to notify all employers from which the applicant is taking leave, either in writing or electronically, not more than five business days after a claim for benefits has been filed by the employee or former employee.

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Q10. How does intermittent leave work?

A10. Generally, any leave under the law is eligible for intermittent. All intermittent leaves will result in a prorated benefit. Intermittent leave counts toward the maximum leave allowed by the law.

An employee taking leave on an intermittent schedule must provide the employer with a schedule of the needed workdays off as soon as practicable, taking into account all circumstances.

Employees can use intermittent leave in increments the city allows for other forms of leave, as long as the city's policy permits a minimum increment of at most one calendar day. An applicant may not apply for payment of intermittent Minnesota Paid Leave until the applicant has accumulated eight hours of leave, unless more than 30 calendar days have passed since the initial taking of leave.

Employers must provide a minimum of 480 hours of intermittent leave in any 12-month period for qualifying leave. Although not required, employers can choose to provide the total amount of leave available under Minnesota Paid Leave as intermittent leave. If an employer limits the hours of intermittent leave to 480 hours, the employee is entitled to take the remaining leave continuously, provided the leave does not exceed the maximum 20-weeks in a single benefit year.

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Q11. Can the employer require proof of the need for the leave?

A11. The employer can require an employee to provide a copy of the certification required by DEED to apply for the benefits. The certification required depends upon the type of leave requested but generally will substantiate the need for the leave and where applicable, the duration and timing of the leave.

Examples of required documentation employees will submit to DEED include the following:

- For **medical leave**, a health care provider will need to complete a certification form that demonstrated the employee's serious health care condition prevents the employee from performing their regular job and the amount of time needed.
- For **caring leave**, for an employee to care for their family member, their family member's health care provider will need to complete a certification form that demonstrates that the employee's care is medically necessary, and the amount of time needed.
- For **bonding leave**, the employee will need documentation completed by a health care professional, adoption agency, or foster care agency that demonstrates the child has arrived or been placed in the employee's home.
- For **military family leave**, the employee will need a copy of the active duty orders or other official military document showing their family member is about to be deployed for duty.
- For **safety leave**, the employee will need documentation that includes proof of the need for leave. This could include a letter from a qualified professional (such as a domestic violence advocate, counselor, or attorney), a police report, restraining order, or other court order. This document does not require detailed information about what happened, only that safety leave is required.

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Q12. Does this run concurrently with federal and state family and medical leave programs?

A12. Yes. The law specifically states an employer may require this leave to run concurrently with the federal Family and Medical Leave Act or the leave required under [Minnesota Statutes, section 181.941](#) when the leave is taken for the same purpose. Cities must follow both laws

when both apply to the employment situation; they must ensure the employee is receiving the highest level of benefits available under both laws when both apply.

Based on unofficial guidance the League received from DEED in fall 2024, in instances where the employee first takes an unpaid FMLA leave and then subsequently applies for Minnesota Paid Leave as a result of the same condition, employers may designate the FMLA time as qualified leave under [268B](#). Although an eligibility determination is reserved for the state to decide in response to an application for Minnesota Paid Leave program benefits, this designation may reduce the amount of leave available to the employee through the Minnesota Paid Leave program.

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Q13. How does this new law interact with the new law on earned sick and safe time (ESST)?

A13. In general, ESST is meant to cover employees in situations such as a brief illness, when they have sick children who cannot attend daycare, etc. ESST is also administered by the employer, so there is no requirement to get approval from DEED or, in many cases, a medical professional, for less than two consecutive business days. However, generally speaking, ESST can be used by employees in place of, or in addition to Minnesota Paid Leave, in different situations.

The Minnesota Paid Leave program, in contrast, is for long-term extended leave, and requires DEED approval based on necessity and eligibility. It is intended to cover more extreme accidents or illnesses, maternity/paternity leave, qualified exigency leave, safety leave, or care for a family member.

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Q14. How can the city apply for an exemption from this program — i.e., establish a “private plan?”

A14. Employers may apply for approval to be exempted from the state plan by providing a “private plan,” which offers at least the same rights, protections, and benefits as employees are entitled to receive under the state plan. Employers who wish to provide an equivalent plan to their workforce will have the option to either purchase a plan from a private carrier or create their own self-insured plan. Employers can apply to be exempted from the medical benefit program only, or the family benefit program only, or both. Employers with an approved private plan are not subject to the program premium cost ([see Q5](#)), however, they will need to pay an oversight fee and possibly a surety bond depending on the plan.

[Learn more about the State’s application for equivalent plans.](#)

Later in 2025, employers can apply to have an equivalent plan recognized to meet at least the minimum requirements of Minnesota Paid Leave, and applications will be accepted on an ongoing basis. Equivalent plans will require a surety bond and are subject to approval by the Minnesota Department of Commerce. The Minnesota Department of Commerce will also be certifying qualifying plans offered by licensed insurance carriers, so employers who purchase these plans will know they meet the requirements of Minnesota Paid Leave.

[View the Minnesota Department of Commerce equivalent medical leave plan checklist.](#)

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Q15. Can the city require employees to use other paid leave to supplement the Minnesota Paid Leave program benefits?

A15. No. The law explicitly states that employers cannot require employees use their accrued paid time off to supplement any benefits they receive from the Minnesota Paid Leave program. However, the law allows, but does not require, the city to supplement the payments available under this program by allowing the employee to use paid leave in addition to the paid benefits available under the new program. Recall in [Q3](#), the Minnesota Paid Leave benefit is progressive and varies based on an employee's weekly wages. A city allowing employees to use supplemental benefits (such as sick leave, vacation, PTO and short-term disability) to "top off" Minnesota Paid Leave payments provides employees with the opportunity to be made "whole" in many cases through much of their leave period, and simultaneously draws down accrued leave liabilities for a city. That said, an employee's supplemental benefits combined with Minnesota Paid Leave may not exceed the employees' pre-leave wages. For additional information on short-term disability/long-term disability impacts, refer to [Q20](#). The city should consult with the city attorney to determine if there are other policies, collective bargaining agreements, or state or federal laws that might require or prohibit this. Also see [Q17](#).

In some cases, if an employer provides an employee wage replacement during an absence, and the total of Minnesota Paid Leave benefits and any supplemental benefits exceed the employee's usual salary, the employee must refund the excess to either the employer or DEED. If an employer provides wage replacement benefits to an employee for a week that should have been paid by DEED, then DEED may reimburse the employer directly.

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Q16. Can the city require the employee to use city leave first before accessing this program?

A16. No. The city cannot require the employee to use paid leave first before applying for benefits under this new program. However, an employee can choose to use vacation, sick, or paid time off, or disability insurance payments in lieu of the state paid leave program. During the period of time the employee is using city paid leaves instead of the Minnesota Paid Leave program, they are entitled to the employment protections of the law.

If the city runs FMLA concurrently with paid leave under this program, that time would likely reduce the amount of leave available to the employee under the state's paid leave benefits, although the state is ultimately responsible for making an eligibility determination decision. In response to an application for benefits under the Minnesota Paid Leave program, the state is responsible for issuing an eligibility determination regarding the amount of benefits available to the applicant. Cities must exercise caution to not interfere with or retaliate against an employee for exercising their rights under the Minnesota Paid Leave law.

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Q17. How will this impact collective bargaining agreements (CBAs)?

A17. The law does not preclude employers from bargaining with unions with respect to leave benefits and related procedures and employee protections, as long as they meet or exceed, and do not otherwise conflict with, the minimum standards and requirements in the law. Many

labor experts state there is a negotiation obligation to establish a 50% employer / 50% employee premium split for represented employees.

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Q18. What if the employee is using workers' compensation benefits or receiving severance benefits; can they use this leave in addition to that?

A18. It depends; an applicant is not eligible to receive benefits for any portion of a week in which the applicant is receiving or has received compensation for loss of wages equal to or in excess of the applicant's weekly family or medical leave benefit amount under:

- The Minnesota workers' compensation law.
- The workers' compensation law of any other state or similar federal law.

Generally, if the amount of workers' compensation for any week is less than the applicant's weekly family or medical leave benefit amount, benefits requested for that week are reduced by the amount of that compensation payment.

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Q19. Does the city have to continue its contribution to health insurance while an employee is on this leave?

A19. Yes. Like the federal Family and Medical Leave Act, this law requires the employer to maintain health insurance coverage as if the employee was not on leave. The employee must continue to pay their share of the cost.

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Q20. How does this program impact short-term disability and long-term disability benefits we currently provide to employees?

A20. An employee may receive disability insurance payments in addition to Minnesota Paid Leave benefits, provided the employee is eligible for both benefits at the same time. Disability insurance benefits may be offset by family and medical leave benefits paid to the employee pursuant to the terms of a disability insurance policy. Minnesota Paid Leave will be the primary in most circumstances, so short-term disability claims may be offset by Minnesota Paid Leave benefits.

Cities will want to discuss how their own short-term disability plan will be impacted by Minnesota Paid Leave with their carriers for 2026. Some carriers highlight a short-term disability plan may be especially attractive to higher wage earners, again due to the progressive nature of the Minnesota Paid Leave plan that provides greater benefits to lower wage earners (refer to Q3).

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Q21. What if we allow the employee to supplement the benefit by taking paid leave in addition to the leave under this program; can the employee exceed their normal wages?

A21. No, an employee cannot make more not working than they would actively working. Employers may designate certain benefits as a supplemental benefit, including but not limited to salary continuation, vacation leave, sick leave, or other paid time off. Payments designated as “supplemental benefits” can make up the difference between partial and full wage replacement. Even if supplemental benefits are offered, the choice to receive supplemental benefits lies with the employee. However, Minnesota Paid Leave law specifically prohibits a situation where a supplemental benefit payment combined with any leave benefit under this program exceeds the regular wage or salary of the employee.

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Q22. What should our city do to prepare for this new law, now and in preparation for Jan. 1, 2026?

A22. Action areas cities may want to begin considering in preparation for the new law include:

- **Review how employees’ accrued leave benefits will interact with the Minnesota Paid Leave plan.** The League is currently developing tools to help cities work through how common existing leaves may work with Minnesota Paid Leave absences, especially for cities considering permitting employees to “topping off” Minnesota Paid Leave benefits with other benefits such as accrued leave. Begin working on personnel policy updates for nonunion employees regarding paid leave policies and other aspects of this program. Part of this review may include the following strategic planning questions:
 - Will the city pay 50% of the premium or more? Refer to [Q5](#) and [Q17](#).
 - Review your time and attendance procedures. Cities can require employees to follow city notification policies for their leave, but those notifications must be outlined in policy and compliant with the Minnesota Paid Leave law.
 - Think through whether your city wishes to allow employees to use other benefits like short-term disability, long-term disability, and accrued city leave to top off/make their salary “whole.” Refer to [Q15](#) and [Q20](#) to review offsets with your short-term disability or long-term disability carriers.
 - Review city policies to determine the minimum increment of time you will allow workers to take leave (i.e., 30 minutes, one hour, a half day, a full day?).
 - Be familiar with [ADA](#) and [MHRA](#) laws to be aware how reasonable accommodations can come into play once an employee’s Minnesota Paid Leave expires. Cities can reach out to the League to learn more.
- **Determine a paid leave administrator**, especially with respect to logging into the state’s portal for Minnesota Paid Leave administration. Per DEED, the paid leave administrator is the point of contact who will:
 - Manage the city’s account with paid leave.
 - Review applications submitted by employees.

- Coordinate paid leave with other city benefits.
- **Budget impact in fiscal year 2025** for the premiums beginning on Jan. 1, 2026.
- **Bargaining with unions** with multiple year contracts, especially for employee cost sharing of premiums, and if the city wishes to establish a private plan or come to agreement on how to handle other aspects of the law.
- **Consult with providers** and prepare payroll and other computer systems for any additional tracking required to report to DEED under the new law.
- **Outline an internal communication plan to employees**, which should include posting the required DEED poster and providing the required detailed information about the program to employees. See Q8.

Prepare to implement wage theft notification requirement changes, effective Jan. 1, 2026, by beginning to follow the new requirements added for keeping statements for three years and preparing to include payroll systems for reporting premium employee deductions and contributions by the employer on wage statements.

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Q23. Will the state paid leave/wages that employees receive under the new family and medical leave state program administered by DEED be subject to PERA withholding?

A23: Per PERA, state paid family and medical leave program payments are not eligible salary for PERA contributions or service credit. However, employer-paid leave, including sick and vacation, used to supplement paid family and medical leave is eligible salary for PERA contributions and reporting provided the employee is on *medical leave* and the employer-paid leave represents **at least 50%** of the average earnings that the person had received during the first six-months immediately prior to the medical leave. On the other hand, if the employee's medical leave paid time off is less than one-half of the average earnings the individual received in the six months of covered employment prior to the leave, then the pay is not eligible salary for pension purposes and may not be reported to PERA. PERA members may purchase salary and service credit lost during a period of authorized leave. Keep in mind, cities are required to complete an annual leave report listing authorized leaves taken during the prior year that resulted in any unpaid time. Refer to [Chapter 5 of the PERA Employer Manual \(pdf\)](#) pages 5-9 through 5-10.

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Q24. How will premiums be treated on an employee's W-2?

A24: On Jan. 15, 2025, the Internal Revenue Service (IRS) issued [Revenue Ruling 2025-4](#), which explains how the federal government will approach income taxes for premiums and benefits received from a program like Minnesota Paid Leave. Minnesota follows federal law to determine when income is included or excluded from a taxpayer's gross income. This means Minnesota will generally conform to the IRS conclusions about federal gross income.

For cities paying the minimum employer contribution (i.e., generally in 2026, .44 % of the total premium rate of .88%) and collect premiums from employees, the employee portion of the

contribution should be included on the employee's W-2 and does not reduce federal or state taxable wages.

If a city chooses to pay more than the required minimum share of the premium (i.e., generally in 2026 more than .44% of the total premium rate of .88%), this is additional compensation to the employee and is included in the employee's federal gross income as wages.

Medical leave benefits will be treated two different ways for federal tax purposes. Half of the benefit (the amount attributable to the employer contribution) will be treated as wages. The remaining half (the portion attributable to the employee contribution) are excluded from the employee's federal gross income and are not taxable. As the state outlines, the share of medical leave benefits the state will pay Minnesota Paid Leave applicants counting as wages will be treated as third-party sick pay, as described by the IRS in Notice 2015-16. For medical leave benefits, the state will provide information to the city on a frequent basis so the city can pay their portion of Social Security and Medicare taxes. Again, cities will include these payments as wages on the Form W-2 issued to employees.

When employees apply for paid leave, they will have the option to withhold state and federal taxes from their weekly benefit. If an employee chooses this option, Minnesota Paid Leave will withhold 5% for state taxes and 10% for federal taxes.

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Your LMC Resource

Joyce Hottinger

Assistant Human Resources Director

(651) 281-1216 or (800) 925-1122

jhottinger@lmc.org

Company
Dearborn
Guardian
Hartford
Lincoln Financial
Met Life
Mutual of Omaha
New York Life
NIS / Madison National
Principal
Prudential
Reliance
Standard
Sun Life
Symetra
United Health Care
Unum
VOYA/ING

Paid Family and Medical Leave			
City of Ramsey	State of MN Plan	MetLife	New York Life
Covered Monthly Payroll	\$959,945	\$959,945	\$959,945
Rate	0.88%	0.79%	0.88%
Total Premium Per Month	\$8,448	\$7,584	\$8,448
Total Premium Per Year	\$101,370	\$91,003	\$101,370
Difference Per Year		(\$10,367)	\$0
Rate Guarantee	1 Year	2 Years*	2 Years

Company	State of MN Plan	MetLife	New York Life
Rate Guarantee Considerations Note: Current inforce coverage does count toward the coverage requirements	<p>The premium rate will be set each year, based on how the program is running and best budgeting practices to keep the fund at a healthy level.</p>	<p>*2 Year Rate Guarantee Needs to be sold with two other fully insured products (STD, LTD, Life, Dental, Vision, or Supplemental Health)</p> <p>1 Year Rate Guarantee Needs to be sold with one other fully insured product (STD, LTD, Life, Dental, Vision or Supplemental Health)</p>	<p>Needs to be sold with one disability product (STD, LTD)</p>
Plan Design	State PFML Plan	Match State PFML Plan	Match State PFML Plan
State Filing Fee	None	\$250 for groups 0-49, \$500 for groups 50-499, \$1,000 for groups 500+. This is a one time fee unless there are changes to the private plan in the future	\$250 for groups 0-49, \$500 for groups 50-499, \$1,000 for groups 500+. This is a one time fee unless there are changes to the private plan in the future
How many Private PFML cases do you currently in-force in other States (outside of MN)?	None	Over 3,000 PFML groups, awarded New Hampshire State plan administration contract	547 PFML Groups
What is the average PFML claim payment timeline once all needed information is submitted?	Unknown for MN. The turnaround time in other states has been about 60 days for payment.	Claims turnaround is 2 business days once all of the information has been gathered.	Claims turnaround is 7 business days once all of the information has been gathered.
Integration with other lines of coverage	None	One claims examiner for all coverages (STD, LTD, Supplemental Health)	One claims examiner for all coverages (STD, LTD, Supplemental Health)
Ongoing Administration	Work directly with the State for service issues. 300 new employees, new systems and new processes.	Integrity will be your contact for service inquiries and advocacy. We have a dedicated MetLife service team for Integrity groups that that has yielded good results for other coverages.	Integrity will be your contact for service inquiries and advocacy.

Paid Family and Medical Leave			
City of Ramsey	State of MN Plan	Madison National	Lincoln Financial
Covered Monthly Payroll	\$959,945	\$959,945	\$959,945
Rate	0.88%	0.88%	1.08%
Total Premium Per Month	\$8,448	\$8,448	\$10,367
Total Premium Per Year	\$101,370	\$101,370	\$124,409
Difference Per Year		\$0	\$23,039
Rate Guarantee	1 Year	1 Year	2 Years

Company	State of MN Plan	Madison National	Lincoln Financial
Rate Guarantee Considerations Note: Current inforce coverage does count toward the coverage requirements	The premium rate will be set each year, based on how the program is running and best budgeting practices to keep the fund at a healthy level.	Rate Subject to Revision with Program Development. Needs to be sold with one disability product (STD, LTD)	Needs to be sold with one other fully insured product (STD, LTD, Life, Dental, or Supplemental Health)
Plan Design	State PFML Plan	Match State PFML Plan	Match State PFML Plan
State Filing Fee	None	\$250 for groups 0-49, \$500 for groups 50-499, \$1,000 for groups 500+. This is a one time fee unless there are changes to the private plan in the future	\$500 for groups 250-499, \$1,000 for groups 500+. This is a one time fee unless there are changes to the private plan in the future
How many Private PFML cases do you currently in-force in other States (outside of MN)?	None	None	1,922 PFML Groups
What is the average PFML claim payment timeline once all needed information is submitted?	Unknown for MN. The turnaround time in other states has been about 60 days for payment.	Claims turnaround is 5 business days once all of the information has been gathered.	Claims turnaround is 3 business days once all of the information has been gathered.
Integration with other lines of coverage	None	One claims examiner for all coverages (STD, LTD)	One claims examiner for all coverages (STD, LTD, Supplemental Health)
Ongoing Administration	Work directly with the State for service issues. 300 new employees, new systems and new processes.	Integrity will be your contact for service inquiries and advocacy.	Integrity will be your contact for service inquiries and advocacy. We have established a service team through the Sourcewell relationship that has yielded good results.

Paid Family and Medical Leave		
City of Ramsey	State of MN Plan	Hartford
Covered Monthly Payroll	\$959,945	\$959,945
Rate	0.88%	1.50%
Total Premium Per Month	\$8,448	\$14,399
Total Premium Per Year	\$101,370	\$172,790
Difference Per Year		\$71,420
Rate Guarantee	1 Year	1 Year

Company	State of MN Plan	Hartford
Rate Guarantee Considerations Note: Current inforce coverage does count toward the coverage requirements	The premium rate will be set each year, based on how the program is running and best budgeting practices to keep the fund at a healthy level.	Needs to be sold with one other fully insured product (STD, LTD, Life, Dental, or Supplemental Health)
Plan Design	State PFML Plan	Match State PFML Plan
State Filing Fee	None	\$500 for groups 250-499, \$1,000 for groups 500+. This is a one time fee unless there are changes to the private plan in the future
How many Private PFML cases do you currently in-force in other States (outside of MN)?	None	Over 3,000 PFML groups
What is the average PFML claim payment timeline once all needed information is submitted?	Unknown for MN. The turnaround time in other states has been about 60 days for payment.	Claims turnaround is 3 business days once all of the information has been gathered.
Integration with other lines of coverage	None	One claims examiner for all coverages (STD, LTD, Supplemental Health)
Ongoing Administration	Work directly with the State for service issues. 300 new employees, new systems and new processes.	Integrity will be your contact for service inquiries and advocacy. We have a dedicated service contact that spends most of her time on the Integrity block.

Minnesota Paid Leave makes time for the moments that matter



Minnesotans take care of one another. Starting in January 2026, Paid Leave will ensure Minnesotans can take the time they need to be there for some of life's most important moments—like welcoming a child, recovering from a serious illness, or caring for a loved one.

Paid Leave coverage

Paid Leave will provide payments and job protection for:

Medical Leave

1-12 weeks



Someone's own serious health condition

Family Leave

1-12 weeks



Bonding with a new child



Caring for a loved one



Managing military leave



Certain personal safety issues

Maximum of 20 weeks combined in one year if someone qualifies for both medical and family leave.

Almost all employers and individuals that work in Minnesota will be covered by Paid Leave.

Paid Leave payments

Benefit payments will cover a portion of an individual's usual pay during a qualified leave. Eligibility for payments will be based on earnings in the previous year.

Paid Leave job protection

Paid Leave will ensure that employees are able to return to their job after taking leave. If someone has worked at their job for at least 90 days, their job will be protected when they return from leave.

Paid Leave funding

Paid Leave is a social insurance program. Both employers and employees will contribute premiums to the fund.

Learn more about Paid Leave eligibility, coverage, premiums and more at info.paidleave.mn.gov



268B.14 PREMIUMS.

Subdivision 1. **Payments.** (a) Family and medical leave premiums accrue and become payable by each employer, except for an employer with an approved private plan under section 268B.10, for each calendar year on the taxable wages that the employer paid to employees in covered employment.

Each employer must pay premiums quarterly, at the premium rate defined under this section, on the taxable wages paid to each employee. The commissioner must compute the premium due from the wage detail report required under section 268B.12 and notify the employer of the premium due. The premiums must be paid to the family and medical benefit insurance account and must be received by the department on or before the last day of the month following the end of the calendar quarter.

(b) If for any reason the wages on the wage detail report under section 268B.12 are adjusted for any quarter, the commissioner must recompute the premiums due for that quarter and assess the employer for any amount due or credit the employer as appropriate.

Subd. 2. **Payments by electronic payment required.** (a) Every employer must make any payments due under this chapter by electronic payment.

(b) All third-party processors, paying on behalf of a client company, must make any payments due under this chapter by electronic payment.

(c) Regardless of paragraph (a) or (b), the commissioner has the discretion to accept payment by other means.

Subd. 3. **Employee charge back.** Notwithstanding section 177.24, subdivision 4, or 181.06, subdivision 1, and subject to subdivision 6, employers must pay a minimum of 50 percent of the annual premiums paid under this section. Employees, through a deduction in their wages to the employer, must pay the remaining portion, if any, of the premium not paid by the employer. Such deductions for any given employee must be in equal proportion to the premiums paid based on the wages of that employee. Deductions under this section must not cause an employee's wage, after the deduction, to fall below the rate required to be paid to the employee by any applicable statute, regulation, rule, ordinance, or government resolution or policy, whichever rate of pay is greater.

[See Note.]

Subd. 4. **Wages and payments subject to premium.** The maximum wages subject to premium in a calendar year is equal to the maximum earnings in that year subject to the FICA Old-Age, Survivors, and Disability Insurance tax.

Subd. 5. [Never effective, 2024 c 127 art 73 s 51]

[See Note.]

Subd. 5a. **Small employer premium rate.** (a) Small employers are eligible for the premium rates provided by this subdivision if the employer:

(1) has 30 or fewer employees pursuant to subdivision 5b; and

(2) the average wage for that employer as calculated in subdivision 5c is less than or equal to 150 percent of the state's average wage in covered employment for the basis period.

(b) The premium rate for small employers eligible under this subdivision is 75 percent of the annual premium rate calculated in subdivisions 6 and 7, as follows:

(1) employers must pay a minimum of 25 percent of the rate calculated in subdivisions 6 and 7. Employers shall not deduct from any employees' pay to fund the employer portion of the premium; and

(2) employees must pay the remaining portion due under this subdivision, if any, of the premium not paid by the employer. The employer must make wage deductions as necessary under this subdivision to fund the employee portion of the premium.

Subd. 5b. **Employee count.** (a) The basis period for determining premiums under:

(1) subdivision 5a;

(2) average employer wages under subdivision 5c; and

(3) eligibility for small employer assistance grants under section 268B.29 for any tax year shall be the four-quarter period ending September 30 of the prior year.

(b) For each employer that has been covered for the entirety of the basis period, the maximum number of quarterly wage records reported by the employer during the basis period shall be used to determine premiums under subdivision 5a and eligibility for small employer assistance grants under section 268B.29.

(c) For any employer not covered for the entirety of the basis period, the number of employees used to determine premiums under subdivision 5a and eligibility for small employer assistance grants under section 268B.29 shall be based on the number of employees working in Minnesota the employer estimates they will employ in the following calendar year.

(d) If upon a review of the actual number of wage records reported, it is found that a new employer's estimate at time of registration was ten percent or more less than the actual number of records reported, the employer's premiums under subdivision 5a and eligibility for small employer assistance grants under section 268B.29 shall be recalculated based on the wage records reported.

Subd. 5c. **Average wage for employer.** (a) For each employer that has been covered for the entirety of the basis period, the employer's average wage shall be calculated by dividing the maximum amount of covered wages reported by the employer in a single quarterly wage record during the basis period by the maximum number of quarterly wage records reported by the employer during the basis period.

(b) For any employer not covered for the entirety of the basis period, the employer's average wage shall be calculated by dividing the employer's estimated amount of covered wages in the following tax year by the employer's estimated number of employees working in Minnesota the employer will employ in the following calendar year.

(c) If upon a review of the actual amount of covered wages reported it is found that a new employer's estimate at time of registration was ten percent or more less than the actual amount of covered wages, the employer's premiums under subdivision 5a and eligibility for small employer assistance grants under section 268B.29 shall be recalculated based on the wage records reported.

Subd. 6. **Annual employer premium rates.** The employer premium rates beginning January 1, 2026, shall be as follows:

(1) for an employer participating in both family and medical benefit programs, 0.7 percent;

(2) for an employer participating in only the medical benefit program and with an approved private plan for the family benefit program, 0.4 percent; and

(3) for an employer participating in only the family benefit program and with an approved private plan for the medical benefit program, 0.3 percent.

Subd. 7. Premium rate adjustments. The commissioner may adjust the annual premium rates pursuant to this section prior to January 1, 2026. By July 31, 2026, and then by July 31 of each year thereafter, the commissioner must adjust the annual premium rates for the following calendar year based on program historical experience and sound actuarial principles and so that the projected fund balance as a percentage of total program expenditure does not fall below 25 percent. The commissioner shall contract with a qualified independent actuarial consultant to conduct an actuarial study for this purpose no less than every year. A copy of all actuarial studies, and any revisions or other documents received that relate to an actuarial study, must be provided promptly to the chairs and ranking minority members of the legislative committees with jurisdiction over this chapter. All actuarial studies, and any revisions or other documents received that relate to an actuarial study, must also be filed with the Legislative Reference Library in compliance with section 3.195. A qualified independent actuarial consultant is one who is a Fellow of the Society of Actuaries (FSA) and a Member of the American Academy of Actuaries (MAAA) and who has experience directly relevant to the analysis required. In no year shall the annual premium rate exceed 1.2 percent of taxable wages paid to each employee.

Subd. 8. Deposit of premiums. All premiums collected under this section must be deposited into the family and medical benefit insurance account.

Subd. 9. Nonpayment of premiums by employer. The failure of an employer to pay premiums does not impact the right of an employee to benefits, or any other right, under this chapter.

History: 2023 c 59 art 1 s 23; 2024 c 127 art 73 s 38-42

NOTE: This section, as added by Laws 2023, chapter 59, article 1, section 23, is effective January 1, 2026. Laws 2023, chapter 59, article 1, section 23, the effective date.

NOTE: The amendment to subdivision 3 by Laws 2024, chapter 127, article 73, section 38, is effective January 1, 2026. Laws 2024, chapter 127, article 73, section 38, the effective date.

NOTE: Subdivision 5, as added by Laws 2023, chapter 59, article 1, section 23, is effective November 1, 2025. Laws 2023, chapter 59, article 1, section 23, the effective date. Subdivision 5 was repealed by Laws 2024, chapter 127, article 73, section 51.

CC Work Session

Meeting Date: 07/08/2025

Primary Strategic Plan Initiative: Identify and implement operational efficiencies, cost savings and additional funding sources.

Information

Title:

Preliminary 2026 General Fund Budget/Levy Review - **Please Note:** at the meeting the consensus was to move this case to 2.2.

Purpose/Background:

First review of the proposed 2026 General Fund Budget and respective tax levies. The numbers presented reflect all department requests as of July 3, 2025.

Tax capacity values are not yet available from the County. For purposes of current reporting, staff is proposing a slight increase in value of 1%.

Several items are attached for review:

1. Tax Capacity Rate Calculation Estimate
2. 2026 Personnel Requests
3. 2026 Capital Equipment Requests
4. 2026 Requested General Fund Budget
5. 2026 Requested EDA Budget
6. Summary of items removed from original budget requests (June 2025) and Personnel/Capital/Large line item increases still included in the budget as of July 3.

Additional items will be handed out at the meeting: For example: Further detailed budget/levy notes.

Time Frame/Observations/Alternatives:

60-90 minutes

Recommendation:

First review of preliminary levy/budget

Outcome/Action:

First review of preliminary levy/budget

Attachments

- Tax Capacity Estimated
- 2026 Personnel Requests
- 2026 Capital Equipment Requests
- 2026 General Fund Budget Requests
- 2026 EDA Proposed Budget
- 2026 Budget Reductions & Remaining Requests

Form Review

Inbox

Brian Hagen

Form Started By: Diana Lund

Final Approval Date: 07/03/2025

Reviewed By

Brian Hagen

Date

07/03/2025 02:45 PM

Started On: 07/01/2025 07:11 AM

2026 - With Reductions

7/2/2025

	Certified		Estimated Fiscal Disp Dist	Local Levy	1.00 Est% Taxable Value	Estimated Tax Capacity
General	19,550,859	*	1,792,494	17,758,365	42,894,930	41.400%
Pavement Levy	2,033,819	**	205,067	1,828,751	42,894,930	4.263%
EDA	86,367	***	9,144	77,223	42,894,930	0.180%
Bonds	2,969,981	****	317,220	2,652,761	42,894,930	6.184%
Total Levy	24,641,026	*****	2,323,925	22,317,101		52.028%

***** Total Levy increase of 12.26% over 2025 adopted -\$2,690,332 increase 12.26% 2,690,332

* General Fund Levy increase of 15.47% over 2024 adopted - \$2,619,813 increase

** Pavement Levy = 5% increase over prior year pavement levy \$96,849 increase

**** Bond Levy - \$26,330 decrease or -.88%

*** EDA Levy - (\$0) increase over 2025 adopted

2026 - ALL REQUESTS 6-12-25

	Certified		Estimated Fiscal Disp Dist	Local Levy	1.00 Est% Taxable Value	Estimated Tax Capacity
General	20,544,733	*	1,792,494	18,752,239	42,894,930	43.717%
Pavement Levy	2,033,819	**	205,067	1,828,751	42,894,930	4.263%
EDA	86,367	***	9,144	77,223	42,894,930	0.180%
Bonds	3,189,981	****	317,220	2,872,761	42,894,930	6.697%
Total Levy	25,854,900	*****	2,323,925	23,530,975		54.858%

***** Total Levy increase of 17.79% over 2025 adopted -\$3,904,206 increase 17.79% 3,904,206

* General Fund Levy increase of 21.34% over 2024 adopted - \$3,613,687 increase

** Pavement Levy = 5% increase over prior year pavement levy \$96,849 increase

**** Bond Levy - \$193,670 Increase or 6.46%

*** EDA Levy - (\$0) increase over 2025 adopted

2025-Adopted

	Certified		Estimated Fiscal Disp Dist	Local Levy	-3.21% Taxable Value	Estimated Tax Capacity
General	16,931,046	*	1,792,494	15,138,552	42,470,228	35.645%
Pavement Levy	1,936,970	**	205,067	1,731,903	42,470,228	4.078%
EDA	86,367	***	9,144	77,223	42,470,228	0.182%
Bonds	2,996,311	****	317,220	2,679,091	42,470,228	6.308%
Total Levy	21,950,694	*****	2,323,925	19,626,769		46.214%

***** Total Levy increase of 8.24% over 2024 adopted -\$1,670,993 increase

* General Fund Levy increase of 13.16% over 2024 adopted - \$1,968,826 increase

** Pavement Levy = 5% increase over prior year pavement levy \$92,237 increase

**** Bond Levy - (\$389,047 decrease). 2014 Cap Equip cert done & used \$300,000 from AUAR bond county paid

*** EDA Levy - (\$1,023) decrease over 2024 adopted

2026 PERSONNEL REQUESTS												6/16/2025
		INCREASE IN HOURS	NEW POSITION	NEW POSITION	NEW POSITION	NEW POSITION	NEW POSITION	NEW POSITION	NEW POSITION	NEW POSITION	NEW POSITION	NEW POSITION
2026 Cost Center	Budget	Police 211	Admin 130 Part-Time	Police 211 Full-Time	Fire 220 Full-Time	Building Insp 240 Full-Time	Engineering 301 Full-Time	Engineering 301 Full-Time	Parks 452 Full-Time	Building Maint 194 Seasonal	Parks 452 Seasonal	
		Police Records Technician	Communications Specialist	Investigator/Police Officer	Firefighter/Fire Technician	Building Inspector/Plans Examiner	City Engineer	Engineering Tech II	Parks Maintenance Worker	Building Seasonal Worker	Recreation & Volunteer Assistant(Seasonal)	
												TOTALS
6102	Full-Time Regular/Holiday BB	25,278	-	70,845	52,262	68,313	148,079	58,082	48,883	-	-	471,742
6104	Part-Time Regular	-	26,701	-	-	-	-	-	-	-	-	26,701
6105	Temp										16,667	34,717
6121	Pera	1,895	2,003	12,540	9,250	5,123	11,106	4,356	3,666	-	-	49,939
6122	FICA/Medicare	1,934	2,042	1,208	938	5,226	11,328	4,443	3,740	1,275	1,381	33,515
6131	Group Insurance (Single Coverage)Fam	14,928	-	12,440	12,440	11,196	28,524	11,196	11,196	-	-	101,920
6133	Workers Comp	109	115	5,746	4,176	547	1,185	465	2,825	618	78	15,864
6135	Paid Family Medical Leave	112	117	366	285	350	777	305	264	83	79	2,738
Total Funding Required		44,256	30,978	103,145	79,351	90,755	200,999	78,847	70,574	18,643	19,588	737,136
Additional Expense:												-
Investigative Stipend				3,830								-
Commercial Drivers License Vehicle									4,000			4,000
Add'l Net Funding Required		44,256	30,978	106,975	79,351	90,755	200,999	78,847	74,574	18,643	19,588	741,136
Offset Funding:												-
Pavement Mgmt Fund							(40,233)					(40,233)
Utility Funds							(120,533)	(23,663)				(144,196)
Net Funding Required - General Fund		44,256	30,978	106,975	79,351	90,755	40,233	55,184	74,574	18,643	19,588	596,940
Funding Required - Enterprise Funds												-
STATUS OF REQUEST												
		INCREASE IN HOURS	NEW	NEW	NEW	NEW	NEW	NEW	NEW	NEW	NEW	NEW
		(Step 2/3)	(Step 3)	(Step 1)	(Step 1)	(Step 3)	(Step 3)	(Step 3)	(Step 1)	(Step 1)	(Step 1)	
Annual hours for 2025		2080 hours	788 Hours	1752 Hours	1752 Hours	1576 Hours	2088 Hours	1576 Hours	1576 Hours	760 Hours	800 Hours	
		(From 25 to 40 hours week)	Starts April 1, 2026	Starts March 1, 2026	Starts March 1, 2026	Starts April 1, 2026	Starts January 1, 2026	Starts April 1, 2026	Starts April 1, 2026	Starts April 1, 2026	5/11/26-9/18/26	5/4/26-9/18/26
		775 hours added										
		Starts January 1, 2026										
Full-Time Equivalent		..625 to 1	0.5	1	1	1	1	1	1	0.365	0.365	
		Step 2/3 - \$31.142/\$32.624	Step 3 - \$33.884	Step 1 - \$38.171	Step 1 - \$29.83	Step 3 - \$43.346	Step 3 - \$70.919	Step 3 - \$36.854	Step 1 - \$31.017	Step 1 - \$21.93 (80% Step 1 Bld	Step 1 - \$22.562 (80% Step 1 admin asst)	
PERSONNEL JUSTIFICATION for Reclassifications, New Positions, Additional Hours		The PD would like to move a PT Police Technician to FT status due to moving a FT Police Tech to Crime Data Analyst. This position is necessary due to the increase in data requests to the public, law enforcement, and attorney's offices. The position is responsible for processing reports, data requests, data entry, permits, criminal investigation checks, and communications (phone and email).	This position will support the Communications Coordinator in the development of engaging written and visual content to help grow the awareness and presence of the City of Ramsey brand. Duties include assisting with all aspects of City social media - create schedules, monitor postings, maintain content inventory, maintain consistent communications and messaging; synchronizing website & social media content; assist with development of graphics, including fliers, ads and other promotional materials; and special events or projects.	Based on estimated growth and actual calls for service/response times. Strategic Goals: Improve and maintain the safety of the community, create a strong positive image, and enhance customer service. A licensed Peace Officer position can be assigned to patrol, investigations, community resources and drug task force based on department needs at the time.	Continued growth of the city has resulted in an increase in calls for service and additional administrative duties. This is a full-time responder position that would assist with daytime call response, perform all administrative functions and oversee the administrative operations of the Fire Department. Key responsibilities include, maintaining the Records Management System (RMS) and associated software programs, preparing personnel payroll, completing and verifying fire incident reports to ensure compliance, compiling and analyzing statistical data to produce annual reports and support departmental planning and evaluation.	The city consults with RRC for one full-time inspector. The RRC inspector only conducts basic inspections and does not complete plan review. The new position will eliminate the need for inspection services from RRC. The position will complete inspections for all new and existing structures, review of building permits, sewer/septic, and mechanical permits. If the position is not approved, there will be no change to the budget since consulting fees are already factored into the number and the city will need to retain the existing services.	This position will fill the vacancy of the City Engineer when the reclass of the current position occurs. This position manages the Engineering department. Council gave go ahead to fill at May 27, 2025 CC worksession	Due to the retirement of the Civil Engineer IV in 2025, the Engineering team requires the support of a full-time Engineering Technician II. This position will support the Engineering team by assisting with preparing plans and specifications for the Pavement Management Program projects, other public improvement projects, inspecting construction of city improvement and private development projects, reviewing building permits and private development plans, and preparing and submitting annual updates to the MnDOT Municipal State Aid office.	The Parks Department is facing an increased work load due to the favorable expansion of parks and trails along with increased facilities use. In addition the day-to-day maintenance activity has increased due to an aging infrastructure within the park system. There are many park components that have an on-going need for repairs or replacement. The water play phase of The Waterfront is also expected to open to the public mid-summer and this will be a minimum of 4 hours of new maintenance activity each day.	This position will support the Building Maintenance department from mid-May through mid-September with general groundskeeping duties at city hall, the parking ramp and cemeteries. This will allow building maintenance duties to be completed in a timely manner.	The Rec and Volunteer Asst would help increase programming for our residents. The assistant would also help in supporting events like Happy Days and new initiatives like a Farmer's Market for 2026. This position will support the Recreation Coordinator during the busiest times of the year, assisting with program and event set-up/tear down, data entry, program tracking and planning and responding to resident inquiries. This position will also help develop an on-going volunteer engagement program for Council consideration, (see 2025 Strategic Plan Strategy 2., Objective 4.).	
2027 General Fund Impact		\$ 47,567	\$ 43,724	\$ 137,135	\$ 100,915	\$ 127,566	\$ 43,284	\$ 78,013	\$ 100,061	\$ 19,193	\$ 20,175	\$ 717,633
Addl funding needed 2026 to 2027		\$ 3,311	\$ 12,746	\$ 33,990	\$ 21,564	\$ 36,811	\$ 3,051	\$ 22,829	\$ 29,487	\$ 550	\$ 587	\$ 164,926
										Assumes new person @ step 1		
											Assumes new person @ step 1	

ITEM #	COST CNTR	DESCRIPTION	ESTIMATED PURCHASE PRICE	USEFUL LIFE	TOTAL OF PURCH PRC	JUSTIFICATION From Respective Department For Purchase/Replacement	NOTES	Mileage/Hours 5/16/2025	OTHER FUND AVAILABLE	OTHER FUND SOURCE	Fund	Net 2026 FUNDING REQUIRED
2026 CAPITAL OUTLAY												
Building Inspections #240												
6550	240	New Chevy Equinox	\$ _____	10	\$ _____	Building Insp Vehicle for New Insp/Plan Examiner Position						\$ _____
Total Building Inspections #240			\$ -		\$ -			0.00	\$ -			\$ -
Data Processing #192												
6585	192	Replace Core Switch	\$ 38,000	7	\$ 38,000	Most important piece in city network. Replace every 7 years to prevent hardware failures.	Original Purchase Sept 2019 - \$40,399					\$ 38,000
6585	192	Virtual Server Refresh	\$ 33,000	7	\$ 33,000	Part of city's replacement rotation. Replace servers to reduce risk of failure.	Original Purchase Sept 2019					\$ 33,000
Total Data Processing #192			\$ 71,000		\$ 71,000				\$ -			\$ 71,000
Government Buildings #194												
6550	194	Replace 2012 Ford F-250 Pickup With 2026 Ford F-250 With Plow Equipment	\$ 85,000	10	\$ 85,000	Using Replacement Guidelines: 32 points. Above 28 points rated Condition IV: Suggests vehicle requires immediate consideration for replacement	Replace 2012 -#410 Ford F-250 with plow - Purchased August 2012 - \$25,865 (Vehicle) \$31,709 (With Plow)	58,420	\$ 10,000	Resale		\$ 75,000
6540	194	Replace 2015 toolcat with 2026 toolcat	\$ _____	10	\$ _____	Utility Vehicle used by building maintenance. Used as a tool carrier and fork lift	Replace 2015 -#687 bobcat. Purchased January 2015 - \$52,684	2081 hours	\$ _____	Resale		\$ _____
Total Government Buildings #194			\$ 85,000		\$ 85,000				\$ 10,000			\$ 75,000
POLICE PROTECTION #211												
6550	211	Replace 2021 Dodge Charger with 2026 Ford Explorer & Set Up	\$ 72,000	5	\$ 72,000	Maintain vehicle rotation schedule- Includes Vehicle Purchase & \$18,500 set up	Replace 2021 Squad #311 Dodge Charger. Purchased Sept 2021: \$28,429 (Vehicle)	74,700				\$ 72,000
6550	211	Replace 2016 Acadia with 2026 Durango (Police Captain)	\$ 54,500	5	\$ 54,500	Maintain vehicle rotation schedule	Replace 2016 - #367 Acadia. Purchased March 2016: \$31,621	77,900				\$ 54,500
6580	211	NEW Unmanned Aerial Vehicle (Drone)	\$ 18,000	10	\$ 18,000	Locating missing/lost persons, locating suspects & emergencies - threat to life. (Non surveillance without a search warrant.						\$ 18,000
6580	211	Resurface Garage Floor - technically maint but large \$ item	\$ _____	10	\$ _____	Garage floor received a protective coating. Coating is flaking in areas. Maintain the floor from wear and extend life from damage.	Was \$38,100 for 2025 budget. Increased to \$55,750.					\$ _____
6580	211	Replace 5 radars	\$ _____	10	\$ _____	Replace outdated radars in 5 squads						\$ _____
6580	211	NEW 3 additional flock cameras	\$ 10,000	10	\$ 10,000	Public Safety	First flock cameras were purchased in 2025					\$ 10,000
6580	211	NEW Axon Automatic License Plate Reader (ALPR)	\$ _____	10	\$ _____	Public Safety						\$ _____
Total Police Protection #211			\$ 154,500		\$ 154,500				\$ -			\$ 154,500
FIRE #220												
6550	220	Replace 2019 Chev Tahoe With 2026 Chev Tahoe (Asst Fire Chief Vehicle)	\$ _____	7	\$ _____	Primary emergency vehicle during workday hours and one of three fire response vehicles that serve the city. Also equipped to function as a mobile command post.	Replace 2019 - 571 Chev Tahoe. Purchased May 2019: \$36,059 (Vehicle) \$44,634 (with Set up)			Trade in		\$ _____
6550	220	Replace 2017 Ford Explorer with 2026 Ford Explorer (Duty Officer Vehicle)	\$ 50,000	8	\$ 50,000	Primary emergency vehicle during evening weekend hours and one of three fire response vehicles that serve the city	Replace 2017 - 569 Ford Explorer. Purchased July 2017: \$29,787(vehicle) \$43,397(with setup)		\$ 5,000	Trade in		\$ 45,000
6550	220	Replace 2013 Chev Tahoe with 2026 Chev Tahoe (Admin Captain Vehicle)	\$ 50,000	8	\$ 50,000	One of three fire response vehicles that serve the city. Equipped to function as mobile command post during emergencies.	Replace 2013 #333 Chev Tahoe. Purchased August 2013: \$32,596		\$ 5,000	Trade in		\$ 45,000
6580	220	Replace 2011 Thermal Image Cameras (3)	\$ 25,000	15	\$ 25,000	Aid firefighters in operations at hasmat incidents, trapped victims, missing persons	Replace 2011 Thermal Image Cameras (4)					\$ 25,000
6550	220	Replace 2008 Rosenbauer Fire Engine with 2026 model (Received 2027) - This is the second year of 3-year funding. Total Cost is \$1.2M. \$300,000 for 2025 was originally a loan from PIR, but Equipment fund will be used instead	\$ 300,000	15	\$ 300,000	Engine is one of two engines serves city. Approved with 2025 budget	Replace 2008 - 565 Rosenbauer Fire Engine, est resale value \$135,000 \$35,000 Discount if Chassis paid in full \$600,000K. Purchased June 2008: \$374,116					\$ 300,000

6580	220	Replace 2011 Self Contained Breathing Apparatus (SCBA's) bottles	\$ 45,000	15	\$ 45,000	FF's most important personal protection	Replace 2011 SCBA's (3 packs & 15 bottles)				\$ 45,000
Total Fire #220			\$ 470,000		\$ 470,000					\$ 10,000	\$ 460,000
CIVIL DEFENSE #250											
6580	250	Replace 2 emergency sirens	\$ 35,000	15	\$ 35,000	Replacing 17 sirens installed between 2003 and 2008. 2 every year				\$ -	\$ 35,000
Total Civil Defense #250			\$ 35,000		\$ 35,000					\$ -	\$ 35,000
PUBLIC WORKS #311											
6550	311	Replace 2013 Ford F350 with Dump & Plow Equipment with Ford F350 dump & Plow	\$ 114,000	10	\$ 114,000	Replace with "Hook-lift" system capable of interchanging multiple bodies. Give versatility. Replacement Guidelines: 31 points	Replace 2013 #680 Ford 350 with Dump & Plow Equipment: Purchased April 2013: \$47,268 (with plow)	67,531	\$ 10,000	Resale	\$ 104,000
6550	311	NEW reconfigure 2013 Ford F350 with Dump & Plow Equipment (listed directly above) into a Hook Truck	\$ 55,000	10	\$ 55,000	Replace with "Hook-lift" system capable of interchanging multiple bodies. Give versatility. Replacement Guidelines: 31 points					\$ 55,000
6550	311	Replace 2016-Sterling single axle with Dump & Plow Equipment with 2026 Western Star Single Axle with dump & plow	\$ 343,000	10	\$ 343,000	Oldest plow truck in city fleet. Replacement guidelines: 34 Points	Replace 2009 #672 Sterling with Dump & Plow. Purchased September 2008: \$153,740 (With plow)	52,828	\$ 15,000	Trade In	\$ 328,000
6540	311	Replace 2015 Kubota Tractor with Kubota M6-111 Tractor	\$	20	\$	Vital Year-round piece of equipment: Snow removal & ditch/lot/storm pond mowing in the summer. Replacement Guidelines: 38 points	Replace 2015 - #686 Kubota Tractor. Purchased	3,336 hours	\$	Trade In	\$
6550	311	Replace 2016 Ford One-Ton with Dump & Plow Equipment with Ford Crew Cab F 550 with Dump & plow	\$	10	\$	Using Replacement Guidelines: 26 points. 23 to 27 points rated Condition III. Suggests vehicle qualifies for replacement.	Replace 2016 #692 Ford one-ton with Dump & Plow. Purchased April 2016 - \$64,480 (with plow)	55,460	\$	Resale	\$
6540	311	Replace 2004 Snogo Blower with Larue D40 Series Snow Blower attachment	\$	20	\$	Attaches to front-end loader. Loads trucks to eliminate tall snowbanks for greater visibility. Fleet capital points of 35.	Replace 2004 - #647 Snogo. Purchased June 2004: \$69,901		\$	Trade In	\$
Total Public Works #311			\$ 512,000		\$ 512,000				\$ 25,000		\$ 487,000
PARK & RECREATION #452											
6550	452	Replace 2007 Chevy Half Ton Pickup with Ford F250 With Topper & Plow Equipment	\$ 85,000	10	\$ 85,000	Using Replacement Guidelines: 30 points. Above 28 points rated Condition IV: Suggests vehicle requires immediate consideration for replacement.	Replace 2007 #665 Chevy Half Ton Purchased June 2007: \$27,705 (without plow)	52,965	\$ 5,000	Resale	\$ 80,000
6550	452	Replace 2008 International Water Truck (1/4 cost) See Enterprise funds below \$82,500 each Total Cost \$336,000	\$ 82,500	15	\$ 82,500	Truck has reached its life expectancy and maintenance costs/repairs increasing as its aging. Replacement Guidelines: 36 points	Replace 2008 #669 International Water Truck : Purchased September 2007: \$122,314	58,764	\$ 3,000	Trade in	\$ 79,500
6550	452	Replace 2013 Ford one ton with dump & plow With F550 4x4 with plow equipment	\$ 110,000	10	\$ 110,000	Truck has reached its life expectancy in point system. Used daily in parks. Replacement Guidelines: 34 points	Replace 2013 #678 Ford One Ton: Purchased July 2012: \$47,300 (Truck & Plow)	84,664	\$ 6,000	Resale	\$ 104,000
Total Park & Recreation #452			\$ 277,500		\$ 277,500				\$ 14,000		\$ 263,500
TOTAL GENERAL FUND - 2026			\$ 1,605,000		\$ 1,605,000				\$ 59,000		\$ 1,546,000

Funding:	
Equipment Fund	\$ 108,000
Equipment Fund (QCTV)	\$ 71,000
General Tax Levy	\$ 1,367,000
Total Funding	\$ 1,546,000

ENTERPRISE FUNDED											
1740	9601-Water, 9602-Sewer, 9605-Storm	Replace 2008 International Water Truck (3/4 cost) See General Fund Above \$82,500 each	\$ 247,500	15	\$ 247,500	Truck has reached its life expectancy and maintenance costs/repairs increasing as its aging. Replacement Guidelines: 36 points	Replace 2008 International Water Truck # 669: Purchased September 2007: \$122,314	58,764	\$ 9,000	Trade in	\$ 238,500
1740	9605-Storm	New 60-Inch Mulcher	\$ 45,000	20	\$ 45,000	New Stormwater Maintenance Policy maintain draining by clearing brush/vegetation from ponds, ditches, row.					\$ 45,000

TOTAL ENTERPRISE FUNDS - 2026	\$	292,500		\$	292,500				\$	-			\$	283,500
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7/3/25

GENERAL FUND 101 - BUDGET SUMMARY

REVENUES

	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-	% Change
TAXES	11,184,493	11,961,591	12,827,463	14,751,073	16,874,046	19,473,859	13.35%
LICENSES AND PERMITS	917,645	843,010	1,058,097	1,610,437	960,870	992,850	3.22%
INTERGOVERNMENTAL REVENUES	513,730	885,575	1,508,405	920,634	756,000	805,500	6.15%
CHARGES FOR SERVICES	760,740	814,985	1,067,192	1,227,700	780,700	808,700	3.46%
FINES AND FORFEITS	51,153	45,717	39,681	8,603	48,000	48,000	0.00%
SPECIAL ASSESSMENTS	-	-	-	26,103	-	-	
MISCELLANEOUS	29,201	235,737	27,875	34,247	20,600	21,050	2.14%
INVESTMENT EARNINGS	(29,897)	(57,081)	312,520	295,273	50,000	75,000	33.33%
OTHER FINANCING SOURCES	1,321,201	659,892	1,700,265	4,031,473	883,394	811,750	-8.83%
TOTAL REVENUES	14,748,266	15,389,426	18,541,497	22,905,543	20,373,610	23,036,709	11.56%

EXPENDITURES

	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Adopted-	-2025 Adopted-	-2026 Requested-	% Change
GENERAL GOVERNMENT	3,540,820	3,814,959	4,053,311	4,663,423	5,219,599	5,872,859	11.12%
PUBLIC SAFETY	6,526,621	6,822,296	7,876,060	9,504,535	9,491,948	10,396,445	8.70%
PUBLIC WORKS	2,393,459	2,153,946	3,451,351	4,325,197	3,300,689	3,916,649	15.73%
PARKS AND RECREATION	1,481,802	1,445,077	1,628,641	2,298,424	2,224,661	2,645,383	15.90%
MISCELLANEOUS/CONTINGENCY	474,396	334,541	154,609	61,853	136,713	205,373	33.43%
TOTAL EXPENDITURES	14,417,097	14,570,820	17,163,971	20,853,433	20,373,610	23,036,709	11.56%

2025 GENERAL FUND REVENUES

GENERAL FUND 101 - REVENUE SUMMARY	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-	% Change
TAXES	11,184,493	11,961,591	12,827,463	14,751,073	16,874,046	19,473,859	13.35%
LICENSES AND PERMITS	917,645	843,010	1,058,097	1,610,437	960,870	992,850	3.22%
INTERGOVERNMENTAL REVENUES	513,730	885,575	1,508,405	920,634	756,000	805,500	6.15%
CHARGES FOR SERVICES	760,740	814,985	1,067,192	1,227,700	780,700	808,700	3.46%
FINES AND FORFEITS	51,153	45,717	39,681	8,603	48,000	48,000	0.00%
SPECIAL ASSESSMENTS	-	-	-	26,103	-	-	-
MISCELLANEOUS	29,201	235,737	27,875	34,247	20,600	21,050	2.14%
INVESTMENT EARNINGS	(29,897)	(57,081)	312,520	295,273	50,000	75,000	33.33%
OTHER FINANCING SOURCES	1,321,201	659,892	1,700,265	4,031,473	883,394	811,750	-8.83%
TOTAL REVENUES	14,748,266	15,389,426	18,541,497	22,905,543	20,373,610	23,036,709	11.56%

HISTORICAL LEVY AMOUNTS

2021 LEVY	\$	11,060,589	3.65%
2022 LEVY	\$	11,712,590	5.89%
2023 LEVY	\$	13,145,820	12.24%
2024 LEVY	\$	14,962,220	13.82%
2025 LEVY	\$	16,931,046	13.16%
2026 Levy	\$	19,550,859	15.47%
			\$ 2,619,813 Increase

GENERAL FUND 101 - REVENUE BY SOURCE	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-
TAXES						
4011 CURRENT-AD VALOREM TAXES	9,415,148	10,068,520	11,454,193	13,286,680	15,188,217	17,808,030
401A CURRENT-UNCOLLECTED ALLOWANCE	-	-	-	-	(100,000)	(100,000)
4012 DELINQUENT-AD VALOREM TAXES	112,159	50,370	(127,723)	(92,345)	40,000	20,000
4014 FISCAL DISPARITIES	1,645,441	1,535,653	1,505,453	1,537,812	1,742,829	1,742,829
4015 EXCESS TAX INCREMENTS	-	304,151	144	16,725	-	-
4018 PENALTY/INT-AD VALOREM TAXES	11,745	2,742	(9,611)	2,202	3,000	3,000
4019 FORFEITED TAX SALE APPROPRIATION	-	153	5,006	-	-	-
TAXES Total	11,184,493	11,961,591	12,827,463	14,751,073	16,874,046	19,473,859

LICENSES AND PERMITS

- BUSINESS LICENSES/PERMITS

4140 CREDIT CARD PROCESSING FEES	(2,994)	(3,967)	(2,465)	(3,921)	(1,000)	(2,000)
4155 LIQUOR-ON SALE	47,360	48,185	44,620	46,220	50,000	50,000
4156 LIQUOR-OFF SALE	-	-	-	-	-	-
4159 MECHANICAL LICENSE	13,850	18,265	15,525	21,250	15,000	15,000
4163 PAWNSHOP LICENSE	4,250	4,000	4,000	4,000	4,000	4,000
4164 CIGARETTE SALES LICENSE	3,700	3,988	3,525	3,450	4,000	4,000
4165 REFUSE HAULERS LICENSE	350	400	350	350	350	350
4168 PEDDLERS LICENSE	6,500	4,100	4,500	24,150	6,000	10,000
4170 OTHER BUSINESS LICENSES & PERM	1,360	2,210	4,105	8,075	5,000	5,000
4171 INVESTIGATIVE FEES	2,684	2,441	2,415	3,475	3,000	3,000

- NON-BUSINESS LICENSES/PERMITS

4205 BUILDING PERMIT	566,419	520,770	637,240	849,543	450,000	450,000
4206 PLUMBING PERMIT	52,806	46,037	74,144	97,393	55,000	60,000
4207 ANIMAL LICENSE	1,930	2,000	500	2,750	-	-
4208 HEATING PERMIT	69,045	53,494	75,098	118,275	65,000	75,000
4209 CONDITIONAL USE PERMIT	8,450	9,600	22,150	14,000	15,000	15,000
4211 SIGN PERMITS	1,550	1,500	2,900	3,000	2,500	2,500
4212 RENTAL LICENSE	5,135	4,010	10,250	201,555	141,020	141,000
4213 FIRE PERMIT	7,550	10,750	21,044	16,695	12,000	14,000
4214 ELECTRICAL INSPECTION PERMIT	90,306	80,988	95,787	135,326	95,000	100,000
4220 SEPTIC SYSTEM PERMIT	21,310	21,685	22,433	26,890	20,000	20,000
4221 URBAN SEWER PERMIT	4,350	6,025	8,550	17,800	8,000	12,000
4222 URBAN WATER PERMIT	5,050	6,925	9,150	17,800	8,000	12,000
4230 OTHER NON-BUSINESS LIC & PERM	6,685	(395)	2,275	2,361	3,000	2,000

LICENSES AND PERMITS Total	917,645	843,010	1,058,097	1,610,437	960,870	992,850
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INTERGOVERNMENTAL REVENUES

- FEDERAL INTERGOVERNMENTAL

4253 FEDERAL EXCISE TAX REFUND	9,310	1,333	324	-	500	-
4252 FEDERAL GRANTS	-	-	70,000	-	-	-

- STATE INTERGOVERNMENTAL

4255 FEDERAL CARES ACT	-	55,624	650,000	-	-	-
4263 MARKET VALUE HOMESTEAD CREDIT	2,963	3,644	3,223	3,759	-	-
4268 MSA FOR STREETS	180,000	302,316	210,000	240,000	240,000	260,000
4269 POLICE - INSURANCE PREMIUM TAX	248,199	277,956	296,737	346,825	260,000	280,000
4271 POST BOARD REIMBURSEMENT	27,820	29,430	26,265	29,396	25,000	25,000
4272 STATE EXCISE TAX REFUND	571	525	566	793	500	500
4273 OTHER STATE GRANTS & AIDS	28,867	214,747	251,290	299,860	230,000	240,000

- LOCAL INTERGOVERNMENTAL

4287 OTHER LOCAL GOVERNMENT GRANTS	16,000	-	-	-	-	-
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INTERGOVERNMENTAL REVENUES Total	513,730	885,575	1,508,405	920,634	756,000	805,500
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CHARGES FOR SERVICES							
4304	RENTAL FEES - REAL PROPERTY	156,109	160,542	173,489	247,971	160,000	180,000
4305	RENTAL FEES	12,224	13,672	19,325	27,400	25,000	25,000
4306	ZONING & SUBDIVISION FEES	2,585	2,490	1,530	275	-	-
4307	PLAN CHECKING FEES	199,008	249,663	309,777	347,737	225,000	225,000
4308	SALES OF MAPS & PUBLICATIONS	123	137	235	171	100	100
4309	ASSESSMENT SEARCHES	540	270	360	300	100	100
4310	SPECIAL MEETING FEES	-	-	-	350	-	-
4312	GENERAL GOVERNMENT STAFF TIME	31,870	36,184	19,513	23,312	17,000	15,000
4313	OTHER GENERAL GOVERNMENT	-	-	-	125	-	-
4326	SPECIAL POLICE SERVICES	7,808	15,939	5,000	10,152	5,000	5,000
4327	SPECIAL FIRE PROTECTION SERVIC	23,144	130	30	-	-	-
4328	ACCIDENT REPORTS	1,033	763	857	914	1,000	1,000
4329	OPEN BURN PERMIT FEES	500	1,000	675	975	500	500
4330	OTHER PUBLIC SAFETY	5,370	4,325	4,195	3,060	2,000	2,000
4337	ENGINEERING	302,408	299,006	446,839	474,669	300,000	310,000
4338	PLAN & SPECIFICATION FEES	-	-	-	-	-	-
4339	OTHER PUBLIC WORKS	7,860	16,994	47,893	34,413	25,000	20,000
4347	OTHER CULTURE-RECREATION	10,159	13,869	37,474	55,875	20,000	25,000
CHARGES FOR SERVICES Total		760,740	814,985	1,067,192	1,227,700	780,700	808,700

FINES AND FORFEITS							
4452	COURT FINES	46,250	40,563	37,225	52,891	45,000	45,000
4453	OTHER FINES & FORFEITS	-	-	-	-	-	-
4454	ADMINISTRATIVE FINES	4,903	5,155	2,456	(44,288)	3,000	3,000
FINES AND FORFEITS Total		51,153	45,717	39,681	8,603	48,000	48,000

SPECIAL ASSESSMENTS							
4502	PRINCIPAL-SPECIAL ASSESSMENT	-	-	-	26,103	-	1,000
SPECIAL ASSESSMENTS Total		-	-	-	26,103	-	1,000

MISCELLANEOUS							
4601	MISCELLANEOUS REVENUE	-	-	-	(12)	-	-
4604	SURCHARGES	675	708	959	1,216	600	1,000
4605	ELECTION FILING FEES	-	30	-	40	-	50
4609	OTHER MISCELLANEOUS REVENUES	28,526	234,999	26,915	33,004	20,000	20,000
4608	CONTRIBUTIONS & DONATIONS	-	-	-	-	-	-
MISCELLANEOUS Total		29,201	235,737	27,875	34,247	20,600	21,050

INVESTMENT EARNINGS							
4701	INTEREST ON INVESTMENTS	(29,897)	(57,081)	312,520	295,273	50,000	75,000
INVESTMENT EARNINGS Total		(29,897)	(57,081)	312,520	295,273	50,000	75,000

OTHER FINANCING SOURCES							
4722	SALE OF GENERAL FIXED ASSETS	-	-	-	94,090	-	-
FIXED ASSET DISPOSITION Total		-	-	-	94,090	-	-

OTHER FINANCING SOURCES							
TRANSFERS IN							
4901	TRANSFER IN FROM OTHER FUNDS	1,321,201	659,892	1,700,265	3,937,383	883,394	811,750
OTHER FINANCING SOURCES Total		1,321,201	659,892	1,700,265	3,937,383	883,394	811,750

TOTAL REVENUE		14,748,266	15,389,426	18,541,497	22,905,543	20,373,610	23,036,709
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GENERAL FUND 101 - LINE ITEM DETAIL	-2021 Actual-	-2022 Actual-	-2023 Adopted-	-2024 Actual-	-2025 Adopted-	-2026 Requested-
4901 Other Finance Sources						
Water Fund Administrative Transfer	47,000	49,000	51,000	55,000	59,000	63,000
Sewer Fund Administrative Transfer	41,000	43,000	45,000	49,000	53,000	57,000
St. Lighting Fund Administrative Transfer	23,000	25,000	27,000	29,000	31,000	34,000
Recycling Fund Administrative Transfer	-	-	-	-	-	-
Storm Water Utility Fund Administrative Transfer	36,000	38,000	40,000	44,000	49,000	53,000
PW Campus Fund	-	-	167,931	571,972	-	-
ARPA Funds	-	-	-	-	-	-
2023 Legislative Funds	-	-	-	1,200,000	23,394	-
Landfill Fund	989,201	63,000	-	-	-	-
Capital Maintenance Fund - For Trail Maintenance	60,000	60,000	70,000	70,000	70,000	70,000
Capital Maintenance Fund - For Capital Improvements	-	29,710	-	16,500	-	55,750
Facility Fund (Building Improvements)	-	-	-	36,000	-	100,000
Pavement Management Fund	-	-	-	60,104	-	-
Fleet Vehicle Fund	-	17,800	93,066	59,244	30,000	-
PIR Fund-Street Maintenance	125,000	150,000	597,595	200,000	200,000	200,000
PIR Fund - Loan for Fire Truck	-	-	-	-	300,000	-
Equipment Revolving Fund - QCTV Funds	-	-	-	-	-	71,000
Capital Bonding	-	-	-	1,509,275	-	-
Equipment Revolving Fund	-	184,382	608,673	73,288	68,000	108,000
	1,321,201	659,892	1,700,265	3,973,383	883,394	811,750

2025 GENERAL FUND EXPENDITURES

EXPENDITURE BY OBJECT SUMMARY	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-	% Change
PERSONNEL SERVICES	9,471,467	10,181,456	11,319,181	12,588,749	14,484,111	15,935,723	10.02%
SUPPLIES	915,467	1,237,507	1,232,853	1,241,320	1,603,766	1,604,459	0.07%
OTHER SERVICES & CHARGES	2,577,958	2,521,359	3,555,551	3,337,053	3,602,860	3,844,154	6.70%
CAPITAL OUTLAY	977,809	295,957	901,777	3,624,458	577,000	1,546,000	167.94%
TRANSFERS OUT	409,801	272,688	92,756	61,853	106,373	106,373	0.00%
DEBT SERVICE	61,853	61,853	61,853	-	-	-	-
TOTAL EXPENDITURE BY OBJECT	14,414,356	14,570,820	17,163,971	20,853,433	20,373,610	23,036,709	13.07%

SUMMARY:

OPERATING EXPENSE:	12,964,892	13,940,322	16,107,585	17,167,122	19,690,237	21,384,336	8.60%
CAPITAL OUTLAY:	977,809	295,957	901,777	3,624,458	577,000	1,546,000	167.94%
TRANSFERS OUT/DEBT SERVICE:	471,654	334,541	154,609	61,853	106,373	106,373	0.00%
TOTAL EXPENDITURES	\$ 14,414,356	\$ 14,570,820	\$ 17,163,971	\$ 20,853,433	\$ 20,373,610	\$ 23,036,709	13.07%

EXPENDITURE BY OBJECT RECAP ALL SUB-FUNCTIONS	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-	% Change
GENERAL GOVERNMENT							
0111 MAYOR AND COUNCIL	100,563	106,114	107,719	106,831	104,844	98,999	-5.57%
0114 CHARTER/PLAN/HORSE COMMISSIONS	3,666	2,709	2,467	2,521	3,929	3,275	-16.65%
0130 ADMINISTRATION	852,730	913,981	977,369	1,030,356	1,195,412	1,308,696	9.48%
0141 ELECTIONS	7,784	44,689	6,357	95,352	3,639	51,226	1307.68%
0153 FINANCE	408,717	362,854	370,861	448,446	533,692	557,679	4.49%
0155 ASSESSING	120,463	125,272	126,096	129,777	133,000	138,000	3.76%
0161 LEGAL	125,477	121,422	116,142	121,605	126,797	133,150	5.01%
0191 PLANNING & ZONING	733,882	665,874	818,640	951,445	1,149,903	1,209,871	5.22%
0192 DATA PROCESSING	606,281	773,912	840,343	958,559	1,097,132	1,261,128	14.95%
0194 GENERAL GOVERNMENT BUILDINGS	529,125	643,514	629,571	759,196	804,616	1,041,188	29.40%
0195 NEWSLETTER	52,132	54,618	57,746	59,337	66,635	69,649	4.52%
GENERAL GOVERNMENT Total	3,540,820	3,814,959	4,053,311	4,663,423	5,219,599	5,872,859	
PUBLIC SAFETY							
0211 POLICE PROTECTION	4,547,484	4,726,260	5,196,605	6,135,488	6,328,180	6,789,381	7.29%
0220 FIRE PROTECTION	1,352,166	1,427,516	1,785,989	2,314,915	2,050,000	2,436,948	18.88%
0240 PROTECTIVE INSPECTIONS	538,198	564,838	718,231	876,090	888,040	928,174	4.52%
0250 CIVIL DEFENSE	3,287	9,637	67,325	38,541	46,484	47,000	1.11%
0260 TRAFFIC ENGINEERING	71,628	79,873	85,061	112,316	150,724	162,493	7.81%
0270 ANIMAL CONTROL	743	1,399	8,175	10,039	9,250	10,250	10.81%
0280 COMMUNITY ORIENTING POLICING	13,115	12,774	14,673	17,147	19,270	22,200	15.20%
PUBLIC SAFETY Total	6,526,621	6,822,296	7,876,060	9,504,535	9,491,948	10,396,445	
PUBLIC WORKS							
0301 ENGINEERING	381,476	446,849	566,809	674,634	644,812	650,865	0.94%
0311 STREET MAINTENANCE	1,747,168	1,332,827	2,510,567	3,314,818	2,183,029	2,790,494	27.83%
0312 SNOW & ICE REMOVAL	264,815	374,270	373,975	335,746	472,848	475,290	0.52%
PUBLIC WORKS Total	2,393,459	2,153,946	3,451,351	4,325,197	3,300,689	3,916,649	
PARKS AND RECREATION							
0452 PARK & RECREATION	1,481,802	1,445,077	1,628,641	2,298,424	2,224,661	2,645,383	18.91%
PARKS AND RECREATION Total	1,481,802	1,445,077	1,628,641	2,298,424	2,224,661	2,645,383	
MISCELLANEOUS/CONTINGENCY							
0892 EXPENDITURE RESERVE	474,396	334,541	154,609	61,853	136,713	205,373	50.22%
MISCELLANEOUS/CONTINGENCY Total	474,396	334,541	154,609	61,853	136,713	205,373	
TOTAL EXPENDITURES & OTHER FINANCING	14,417,097	14,570,820	17,163,971	20,853,433	20,373,610	23,036,709	

EXPENDITURE BY OBJECT RECAP ALL SUB-FUNCTIONS	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-
PERSONNEL SERVICES						
WAGES AND SALARIES						
6102 F.T. REGULAR-WAGES & SALARIES	6,275,314	6,528,037	7,445,527	8,278,948	9,537,478	10,689,845
6103 FULL TIME-REGULAR-OVERTIME	166,477	183,834	180,095	199,100	183,000	173,000
6104 PART TIME-WAGES & SALARIES	577,699	746,543	773,014	871,155	990,357	944,894
6105 TEMPORARY-WAGES & SALARIES	133,432	179,828	88,117	134,959	137,708	193,123
6106 OVERTIME-TEMPORARY	878	636	-	-	-	-
6107 OVERTIME-PART TIME	-	-	-	-	-	-
WAGES AND SALARIES	7,153,800	7,638,878	8,486,752	9,484,162	10,848,543	12,000,862
OTHER GROSS EARNINGS						
6108 SEVERANCE PAY	67,884	108,460	52,334	82,751	-	50,000
OTHER GROSS EARNINGS	67,884	108,460	52,334	82,751	-	50,000
EMPLOYER CONTRIBUTIONS						
6121 PERA CONTRIBUTIONS	807,601	839,838	929,059	1,019,017	1,155,927	1,279,235
6122 FICA/MEDICARE CONTRIBUTIONS	350,762	367,731	416,569	464,185	581,211	641,538
6123 ICMA RETIREMENT TRUST	2,000	800	-	-	-	-
6131 GROUP INSURANCE	848,602	878,018	1,049,605	1,165,820	1,383,039	1,535,893
6132 DISABILITY INSURANCE	1,313	1,313	1,313	1,313	1,313	1,313
6133 WORKERS COMP INSURANCE PREMIUM	239,505	346,417	383,549	371,500	514,078	368,509
6135 PAID FAMILY MEDICAL LEAVE	-	-	-	-	-	58,373
EMPLOYER CONTRIBUTIONS	2,249,783	2,434,117	2,780,095	3,021,835	3,635,568	3,884,861
PERSONNEL SERVICES Total	9,471,467	10,181,456	11,319,181	12,588,749	14,484,111	15,935,723

SUPPLIES

OFFICE SUPPLIES							
6203	DUPLICATING SUPPLY & COPY PAPER	2,174	2,198	4,594	1,267	5,000	4,500
6204	STATIONERY, ENVELOPES & FORMS	3,872	9,542	8,707	7,744	7,850	9,700
6205	DRAFTING SUPPLIES	-	-	-	-	-	-
6206	FILM, MICROFILM, TAPES, DISKS	568	370	208	128	1,400	800
6207	TRAINING SUPPLIES	3,154	3,562	10,165	8,170	10,500	10,500
6208	MISCELLANEOUS OFFICE SUPPLIES	8,460	9,670	12,230	13,452	14,800	14,125
OFFICE SUPPLIES		18,228	25,343	35,904	30,762	39,550	39,625

OPERATING SUPPLIES							
6221	CLEANING SUPPLIES	2,496	1,910	4,025	4,759	4,000	5,000
6223	GASOLINE	129,654	156,406	134,883	125,471	181,500	159,000
6225	DIESEL FUEL	42,031	73,397	65,682	49,086	89,500	84,000
6227	LUBRICANTS & ADDITIVES	7,580	7,730	9,014	8,082	10,500	12,000
6229	SHOP MATERIALS	5,781	8,830	5,539	10,843	8,000	9,100
6231	UNIFORMS & TURN-OUT GEAR	92,594	124,187	132,811	166,428	167,300	174,200
6233	BATTERIES	1,262	2,013	1,940	435	2,000	5,000
6235	AMMUNITION	1,700	13,725	13,274	14,827	15,000	15,000
6237	CRIME SCENE KIT MATERIALS	1,843	-	509	495	1,500	1,500
6239	FIRST AID SUPPLIES	5,922	5,444	6,005	5,425	11,000	11,000
6241	COMMUNITY POLICING SUPPLIES	9,190	9,967	10,351	14,111	12,500	15,000
6247	HAPPY DAYS SUPPLIES	7,000	7,000	12,000	12,000	12,000	7,000
6249	MISCELLANEOUS OPERATING SUPPLY	100,912	143,977	123,827	162,790	156,875	172,625
6246	MARKETING	1,051	198	2,951	2,986	3,000	3,000
OPERATING SUPPLIES		409,016	554,783	522,811	577,737	674,675	673,425

REPAIR AND MAINTENANCE SUPPLIES							
6251	BATTERIES	516	-	829	922	2,500	2,500
6253	BRAKES	3,466	3,238	4,045	1,739	4,000	4,000
6255	TIRES	10,708	6,616	7,315	6,529	9,500	9,500
6257	OTHER VEHICLE PARTS	77,127	122,472	146,373	156,213	131,600	156,500
6259	BUILDING MAINT/REPAIR SUPPLIES	20,639	51,453	23,188	55,456	63,600	61,200
6261	SAND & GRAVEL	-	2,300	2,779	-	5,300	5,300
6263	SALT	68,800	129,704	68,426	117,442	147,053	135,000
6265	ASPHALT	134,086	104,227	142,180	117,072	161,000	185,000
6266	SCBA-PARTS	4,055	5,899	23,874	25,450	20,000	25,000
6267	OTHER STREET MAINTENANCE SUPPL	5,303	10,675	14,920	17,050	16,500	17,500
6269	LANDSCAPE MATERIALS	12,623	17,795	24,599	9,489	57,500	64,500
6271	SIGN REPAIR MATERIALS	-	1,148	1,464	3,103	5,000	6,000
6275	OTHER EQUIPMENT PARTS	3,074	2,933	945	554	4,500	3,000
6268	IRRIGATION SUPPLIES	6,025	16,118	20,540	10,881	13,000	15,000
REPAIR AND MAINTENANCE SUPPLIES		346,421	474,577	481,476	521,899	641,053	690,000

SMALL TOOLS AND MINOR EQUIPMENT							
6282	EMERGENCY SUPPLIES - COVID	-	-	-	-	-	-
6281	SMALL TOOLS & MINOR EQUIPMENT	141,803	182,804	192,347	110,815	247,588	201,009
SMALL TOOLS AND MINOR EQUIPMENT		141,803	182,804	192,347	110,815	247,588	201,009

MERCHANDISE FOR RESALE							
6291	CULVERTS, SIGNS, STREET SUPPLY	-	-	316	107	400	400
MERCHANDISE FOR RESALE		-	-	316	107	400	400
SUPPLIES Total		915,467	1,237,507	1,232,853	1,241,320	1,603,266	1,604,459

OTHER SERVICES & CHARGES

PROFESSIONAL SERVICES							
6302	AUDITING & ACCOUNTING SERVICES	42,501	39,128	45,174	46,421	57,500	60,000
6304	LEGAL FEES	124,320	120,510	115,288	120,849	126,000	156,300
6305	MEDICAL/PSYCHOLOGICAL FEES	-	-	-	-	-	-
6306	PERSONNEL TESTING & RECRUITMT	16,825	24,634	14,849	26,235	30,000	33,000
6315	MISCELLANEOUS PROFESSIONAL SER	289,515	273,357	224,706	555,366	422,640	373,647
PROFESSIONAL SERVICES		473,160	457,629	400,017	748,871	636,140	622,947

COMMUNICATION							
6321	TELEPHONE	15,624	13,675	13,945	13,095	15,600	17,750
6322	POSTAGE	19,170	17,806	19,369	21,796	25,660	27,800
6323	CELLULAR PHONES	39,185	43,623	50,176	52,295	60,000	64,032
6325	LONG DISTANCE CHARGES	-	-	-	-	-	-
COMMUNICATION		73,979	75,103	83,490	87,186	101,260	109,582

EMPLOYEE REIMBURSEMENTS							
6331	TRAVEL & LODGING	6,500	9,975	9,898	10,895	20,450	27,100
6334	MILEAGE REIMBURSEMENT	93	559	429	198	1,000	1,100
6335	TRAINING	95,871	107,609	114,653	128,414	198,800	192,760
EMPLOYEE REIMBURSEMENTS		102,463	118,143	124,980	139,506	220,250	220,960
ADVERTISING AND PUBLISHING							
6352	GENERAL NOTICE & PUBLIC INFOR	35,265	38,966	42,257	42,270	47,550	48,600
6353	ORDINANCE PUBLICATION	1,301	2,322	1,430	1,403	2,000	2,000
6354	HELP WANTED ADVERTISEMENTS	3,276	7,302	549	38	2,000	2,000
ADVERTISING AND PUBLISHING		39,841	48,591	44,235	43,710	51,550	52,600
INSURANCE							
6361	GENERAL LIABILITY/PROPERTY INS	154,910	175,764	232,341	235,256	263,638	253,937
INSURANCE		154,910	175,764	232,341	235,256	263,638	253,937
UTILITIES							
6371	ELECTRIC UTILITIES	170,313	172,305	172,445	175,874	197,600	206,000
6372	WATER/IRRIGATION	24,446	18,053	24,680	19,406	27,700	66,000
6373	GAS	51,899	72,127	66,293	67,558	80,000	83,500
6374	REFUSE/RECYCLING	15,322	16,853	15,458	18,809	19,250	24,500
UTILITIES		261,980	279,338	278,876	281,647	324,550	380,000
REPAIRS AND MAINTENANCE - LABOR							
6381	BUILDING & STRUCTURE REPAIR	23,340	33,095	11,746	62,519	97,170	132,000
6382	MACHINERY & EQUIPMENT REPAIR	34,588	48,494	56,936	45,517	60,000	112,000
6383	OFFICE EQUIPMENT REPAIR	-	-	-	-	-	-
6386	BRAKE REPAIR	-	-	-	-	-	-
6387	TIRE MOUNTING & BALANCING	255	60	-	-	400	400
6388	OTHER VEHICLE REPAIR	73,784	78,514	71,913	79,128	99,500	110,000
6389	TOWING SERVICES	240	3,096	345	526	3,000	3,000
REPAIRS AND MAINTENANCE - LABOR		132,207	163,259	140,940	187,689	260,070	357,400
REPAIRS AND MAINTENANCE - CONTRACTS							
6404	MACHINERY & EQUIPMENT	1,221	3,458	-	2,880	3,500	4,000
6405	OFFICE & DATA PROCESSING EQUIP	415,748	434,785	437,303	491,800	564,894	614,420
REPAIRS AND MAINTENANCE - CONTRACTS		416,969	438,243	437,303	494,680	568,394	618,420
RENTALS							
6413	OFFICE EQUIPMENT RENTAL	5,265	3,483	5,265	5,160	7,500	7,500
6415	OTHER EQUIPMENT RENTAL	46,406	41,405	41,583	52,281	50,000	57,250
6416	MACHINERY RENTAL	-	-	-	-	-	350
6417	UNIFORM RENTAL	1,841	913	1,233	2,404	1,550	1,850
RENTALS		53,512	45,800	48,080	59,845	59,050	66,950
DUES, SUBSCRIPTIONS, AND REGISTRATION FEES							
6451	MEMBERSHIP DUES	44,801	47,023	47,587	32,699	58,658	57,288
6452	SUBSCRIPTIONS	1,216	1,458	1,511	931	1,700	1,770
DUES, SUBSCRIPTIONS, AND REGISTRATION FEES		46,017	48,481	49,098	33,630	60,358	59,058
BOOKS AND PAMPHLETS							
6471	BOOKS & PAMPHLETS	1,132	2,384	1,963	3,267	3,800	5,300
BOOKS AND PAMPHLETS		1,132	2,384	1,963	3,267	3,800	5,300
CONTRACTED SERVICES							
6488	STREET MAINTENANCE CONTRACT	462,784	294,998	1,272,595	571,622	600,000	650,000
6489	OTHER CONTRACTED SERVICES	359,004	373,625	441,631	450,143	453,800	447,000
CONTRACTED SERVICES		821,788	668,623	1,714,226	1,021,765	1,053,800	1,097,000
OTHER SERVICES & CHARGES Total		2,577,958	2,521,359	3,555,551	3,337,053	3,602,860	3,844,154
CAPITAL OUTLAY							
CAPITAL OUTLAY							
6520	BUILDINGS	-	-	-	-	-	-
6540	HEAVY MACHINERY	116,891	103,199	266,007	1,529,889	-	-
6550	MOTOR VEHICLES	477,246	47,226	512,086	1,348,000	348,000	1,342,000
6580	OTHER EQUIPMENT	383,672	118,639	123,685	682,521	204,000	133,000
6585	COMPUTER HARDWARE/SOFTWARE	-	26,894	-	64,048	25,000	71,000
CAPITAL OUTLAY		977,809	295,957	901,777	3,624,458	577,000	1,546,000
CAPITAL OUTLAY Total		977,809	295,957	901,777	3,624,458	577,000	1,546,000
TRANSFERS OUT							
OPERATING TRANSFERS							
6820	OPERATING TRANSFERS TO OTHER F	409,801	272,688	92,756	61,853	106,373	106,373
OPERATING TRANSFERS		409,801	272,688	92,756	61,853	106,373	106,373
TRANSFERS OUT Total		409,801	272,688	92,756	61,853	106,373	106,373
DEBT SERVICE							
DEBT SERVICE							
6603	OTHER LT. OBLIGATION PRINCIPA	61,853	61,853	61,853	-	-	-
DEBT SERVICE		61,853	61,853	61,853	-	-	-
DEBT SERVICE Total		61,853	61,853	61,853	-	-	-
TOTAL EXPENDITURES & OTHER FINANCING		14,414,356	14,570,820	17,163,971	20,853,433	20,373,610	23,036,709

SUMMARY:

OPERATING EXPENSE(Includes Transfers Out & Debt Service):	13,436,547	14,274,863	16,262,194	17,228,975	19,796,610	21,490,709
CAPITAL OUTLAY:	977,809	295,957	901,777	3,624,458	577,000	1,546,000
TOTAL EXPENDITURES	\$ 14,414,356	\$ 14,570,820	\$ 17,163,971	\$ 20,853,433	\$ 20,373,610	\$ 23,036,709

FUND: GENERAL

Business Unit	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
REVENUE						
9101 - GENERAL FUND REVENUE	14,748,266	15,389,426	18,541,497	22,905,543	20,373,610	-
TOTAL REVENUE	14,748,266	15,389,426	18,541,497	22,905,543	20,373,610	-

EXPENDITURES	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
111 - MAYOR AND COUNCIL	100,563	106,114	107,719	106,831	104,844	98,999
114 - COMMISSIONS	3,666	2,709	2,467	2,521	3,929	3,275
130 - ADMINISTRATION	852,730	913,981	977,369	1,030,356	1,195,412	1,308,696
141 - ELECTIONS	7,784	44,689	6,357	95,352	3,639	51,226
153 - FINANCE	408,717	362,854	370,861	448,446	533,692	557,679
155 - ASSESSING	120,463	125,272	126,096	129,777	133,000	138,000
161 - LEGAL SERVICES	125,477	121,422	116,142	121,605	126,797	133,150
191 - PLANNING AND ZONING	733,882	665,874	818,640	951,445	1,149,903	1,209,871
192 - DATA PROCESSING	606,281	773,912	840,343	958,559	1,097,132	1,261,128
194 - GENERAL GOVERNMENT BUILDINGS	529,125	643,514	629,571	759,196	804,616	1,041,188
195 - NEWSLETTER	52,132	54,618	57,746	59,337	66,635	69,649
211 - POLICE PROTECTION	4,547,484	4,726,260	5,196,605	6,135,488	6,328,180	6,789,381
220 - FIRE PROTECTION	1,352,166	1,427,516	1,785,989	2,314,915	2,050,000	2,436,948
240 - BUILDING INSPECTION	538,198	564,838	718,231	876,090	888,040	928,174
250 - CIVIL DEFENSE	3,287	9,637	67,325	38,541	46,484	47,000
260 - TRAFFIC ENGINEERING	71,628	79,873	85,061	112,316	150,724	162,493
270 - ANIMAL CONTROL	743	1,399	8,175	10,039	9,250	10,250
280 - COMMUNITY ORIENTING POLICING	13,115	12,774	14,673	17,147	19,270	22,200
301 - ENGINEERING	381,476	446,849	566,809	674,634	644,812	650,865
311 - STREET MAINTENANCE	1,747,168	1,332,827	2,510,567	3,314,818	2,183,029	2,790,494
312 - SNOW AND ICE REMOVAL	264,815	374,270	373,975	335,746	472,848	475,290
452 - PARK AND RECREATION	1,481,802	1,445,077	1,628,641	2,298,424	2,224,661	2,645,383
892 - MISCELLANEOUS/CONTINGENCY	474,396	334,541	154,609	61,853	136,713	205,373
TOTAL EXPENDITURES	14,417,097	14,570,820	17,163,971	20,853,433	20,373,610	23,036,709

GENERAL FUND 101 - GENERAL GOVERNMENT

GENERAL GOVERNMENT	111-195
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EXPENDITURE BY OBJECT SUMMARY	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-
PERSONNEL SERVICES	2,289,527	2,349,661	2,663,698	3,043,567	3,503,948	3,769,896
SUPPLIES	112,475	150,454	140,016	131,541	162,763	165,634
OTHER SERVICES & CHARGES	1,138,818	1,240,724	1,249,598	1,347,076	1,527,888	1,791,329
CAPITAL OUTLAY	-	74,120	-	141,240	25,000	146,000
TOTAL EXPENDITURE BY OBJECT	3,540,820	3,814,959	4,053,311	4,663,423	5,219,599	5,872,859

LINE ITEM DETAIL BY COST CENTER OR SUB-FUNCTION

GENERAL GOVERNMENT	111-195
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EXPENDITURE BY OBJECT RECAP ALL SUB-FUNCTIONS	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-
PERSONNEL SERVICES						
WAGES AND SALARIES						
6102 F.T. REGULAR-WAGES & SALARIES	1,599,305	1,618,640	1,887,389	2,150,142	2,469,996	2,651,840
6103 FULL TIME-REGULAR-OVERTIME	2,051	4,477	2,842	7,732	-	-
6104 PART TIME-WAGES & SALARIES	124,988	144,822	171,229	178,115	220,196	208,947
6105 TEMPORARY-WAGES & SALARIES	20,245	62,028	2,285	46,874	3,500	36,871
6107 OVERTIME-PART TIME	-	-	-	-	-	-
TOTAL WAGES AND SALARIES	1,746,589	1,829,967	2,063,745	2,382,863	2,693,692	2,897,658
OTHER GROSS EARNINGS						
6108 SEVERANCE PAY	63,330	20,888	22,959	2,705	-	-
TOTAL OTHER GROSS EARNINGS	63,330	20,888	22,959	2,705	-	-
EMPLOYER CONTRIBUTIONS						
6121 PERA CONTRIBUTIONS	124,210	129,895	151,796	169,704	196,326	207,973
6122 FICA/MEDICARE CONTRIBUTIONS	128,509	133,584	155,758	172,137	220,264	236,462
6123 ICMA RETIREMENT TRUST	2,000	800	-	-	-	-
6131 GROUP INSURANCE	209,243	215,835	247,981	294,909	358,708	393,943
6133 WORKERS COMP INSURANCE PREMIUM	15,646	18,693	21,459	21,249	34,958	19,470
6135 PAID FAMILY MEDICAL LEAVE	-	-	-	-	-	14,390
TOTAL EMPLOYER CONTRIBUTIONS	479,608	498,806	576,994	657,999	810,256	872,238
Total PERSONNEL SERVICES	2,289,527	2,349,661	2,663,698	3,043,567	3,503,948	3,769,896
SUPPLIES						
OFFICE SUPPLIES						
6203 DUPLICATING SUPPLY & COPY PAPER	2,174	2,198	4,594	1,267	5,000	4,500
6204 STATIONERY, ENVELOPES & FORMS	1,579	5,830	2,899	2,489	3,500	3,700
6206 FILM, MICROFILM, TAPES, DISKS	-	-	-	-	-	-
6208 MISCELLANEOUS OFFICE SUPPLIES	4,710	4,680	5,396	7,604	6,300	6,850
TOTAL OFFICE SUPPLIES	8,464	12,708	12,889	11,361	14,800	15,050
OPERATING SUPPLIES						
6221 CLEANING SUPPLIES	2,496	1,910	4,025	4,759	4,000	5,000
6223 GASOLINE	2,455	3,390	3,347	3,522	4,000	4,500
6225 DIESEL FUEL	451	2,172	563	1,304	2,000	2,500
6231 UNIFORMS & TURN-OUT GEAR	1,575	2,199	1,695	3,020	3,000	3,500
6247 HAPPY DAYS SUPPLIES	7,000	7,000	12,000	12,000	12,000	7,000
6249 MISCELLANEOUS OPERATING SUPPLY	35,526	53,046	32,725	44,632	33,475	38,475
6246 MARKETING	1,051	198	2,951	2,986	3,000	3,000
TOTAL OPERATING SUPPLIES	50,553	69,915	57,306	72,222	61,475	63,975
REPAIR AND MAINTENANCE SUPPLIES						
6257 OTHER VEHICLE PARTS	280	3,200	2,136	8,517	2,500	2,500
6259 BUILDING MAINT/REPAIR SUPPLIES	4,036	5,313	5,329	8,335	8,000	10,000
TOTAL REPAIR AND MAINTENANCE SUPPLIES	4,316	8,513	7,464	16,852	10,500	12,500
SMALL TOOLS AND MINOR EQUIPMENT						
6281 SMALL TOOLS & MINOR EQUIPMENT	49,142	59,318	62,356	31,106	75,988	74,109
TOTAL SMALL TOOLS AND MINOR EQUIPMENT	49,142	59,318	62,356	31,106	75,988	74,109
Total SUPPLIES	112,475	150,454	140,016	131,541	162,763	165,634

OTHER SERVICES & CHARGES

PROFESSIONAL SERVICES							
6302	AUDITING & ACCOUNTING SERVICES	38,260	34,712	40,216	40,870	50,000	52,000
6304	LEGAL FEES	124,320	120,510	115,288	120,849	126,000	132,300
6305	MEDICAL/PSYCHOLOGICAL FEES	-	-	-	-	-	-
6306	PERSONNEL TESTING & RECRUITMT	16,825	24,634	14,849	26,235	30,000	33,000
6315	MISCELLANEOUS PROFESSIONAL SER	60,556	64,693	57,420	76,338	79,600	146,647
TOTAL PROFESSIONAL SERVICES		239,961	244,549	227,773	264,292	285,600	363,947
COMMUNICATION							
6321	TELEPHONE	9,368	13,675	13,945	13,095	15,600	17,750
6322	POSTAGE	14,529	14,867	15,582	18,004	18,650	21,100
6323	CELLULAR PHONES	5,815	43,623	50,176	52,295	60,000	64,032
6325	LONG DISTANCE CHARGES	-	-	-	-	-	-
TOTAL COMMUNICATION		29,712	72,165	79,703	83,394	94,250	102,882
EMPLOYEE REIMBURSEMENTS							
6331	TRAVEL & LODGING	804	1,460	2,086	1,716	6,950	7,400
6334	MILEAGE REIMBURSEMENT	-	84	230	-	500	500
6335	TRAINING	16,580	17,959	23,534	25,383	40,000	47,875
TOTAL EMPLOYEE REIMBURSEMENTS		17,385	19,504	25,850	27,099	47,450	55,775
ADVERTISING AND PUBLISHING							
6352	GENERAL NOTICE & PUBLIC INFOR	35,265	38,966	42,257	42,270	47,550	48,600
6353	ORDINANCE PUBLICATION	1,301	2,322	1,430	1,403	2,000	2,000
6354	HELP WANTED ADVERTISEMENTS	3,276	7,302	549	38	2,000	2,000
TOTAL ADVERTISING AND PUBLISHING		39,841	48,591	44,235	43,710	51,550	52,600
INSURANCE							
6361	GENERAL LIABILITY/PROPERTY INS	35,616	30,378	30,050	29,652	31,036	30,757
TOTAL INSURANCE		35,616	30,378	30,050	29,652	31,036	30,757
UTILITIES							
6371	ELECTRIC UTILITIES	99,184	99,439	102,932	102,872	112,000	120,000
6372	WATER/IRRIGATION	2,412	2,928	3,358	2,676	3,700	4,000
6373	GAS	30,273	40,961	38,397	36,661	44,000	44,000
6374	REFUSE/RECYCLING	4,852	5,569	5,681	6,803	6,450	8,000
TOTAL UTILITIES		136,723	148,896	150,369	149,013	166,150	176,000
REPAIRS AND MAINTENANCE - LABOR							
6381	BUILDING & STRUCTURE REPAIR	7,747	9,127	3,272	13,457	25,000	75,000
6382	MACHINERY & EQUIPMENT REPAIR	13,193	19,344	20,262	24,393	25,000	75,000
6388	OTHER VEHICLE REPAIR	2,043	241	71	-	2,500	3,000
TOTAL REPAIRS AND MAINTENANCE - LABOR		22,982	28,712	23,606	37,850	52,500	153,000
REPAIRS AND MAINTENANCE - CONTRACTS							
6405	OFFICE & DATA PROCESSING EQUIP	366,111	387,787	395,677	456,285	512,894	559,870
TOTAL REPAIRS AND MAINTENANCE - CONTRACTS		366,111	387,787	395,677	456,285	512,894	559,870
RENTALS							
6415	OTHER EQUIPMENT RENTAL	-	-	-	-	-	-
TOTAL RENTALS		-	-	-	-	-	-
DUES, SUBSCRIPTIONS, AND REGISTRATION FEES							
6451	MEMBERSHIP DUES	38,598	38,014	38,494	24,240	44,758	45,728
6452	SUBSCRIPTIONS	589	1,458	1,511	931	1,700	1,770
TOTAL DUES, SUBSCRIPTIONS, AND REGISTRATION FEES		39,187	39,472	40,005	25,171	46,458	47,498
BOOKS AND PAMPHLETS							
6471	BOOKS & PAMPHLETS	-	-	-	-	-	-
TOTAL BOOKS AND PAMPHLETS		-	-	-	-	-	-
CONTRACTED SERVICES							
6489	OTHER CONTRACTED SERVICES	211,300	220,670	232,330	230,609	240,000	249,000
TOTAL CONTRACTED SERVICES		211,300	220,670	232,330	230,609	240,000	249,000
Total OTHER SERVICES & CHARGES		1,138,818	1,240,724	1,249,598	1,347,076	1,527,888	1,791,329

CAPITAL OUTLAY

CAPITAL OUTLAY							
6520	BUILDINGS	-	-	-	-	-	-
6550	MOTOR VEHICLES	-	47,226	-	60,692	-	75,000
6580	OTHER EQUIPMENT	-	-	-	16,500	-	-
6585	COMPUTER HARDWARE/SOFTWARE	-	26,894	-	64,048	25,000	71,000
TOTAL CAPITAL OUTLAY		-	74,120	-	141,240	25,000	146,000
Total CAPITAL OUTLAY		-	74,120	-	141,240	25,000	146,000
TOTAL EXPENDITURES & OTHER FINANCING		3,540,820	3,814,959	4,053,311	4,663,423	5,219,599	5,872,859

SUMMARY:

OPERATING EXPENSE:	3,540,820	3,740,839	4,053,311	4,522,183	5,194,599	5,726,859
CAPITAL OUTLAY:	-	74,120	-	141,240	25,000	146,000
TOTAL EXPENDITURES	\$ 3,540,820	\$ 3,814,959	\$ 4,053,311	\$ 4,663,423	\$ 5,219,599	\$ 5,872,859

BUDGET SUMMARY:

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0111	6104	PART TIME-WAGES & SALARIES	40,350	38,000	46,050	44,000	44,000	44,000
0111	6121	PERA CONTRIBUTIONS	1,300	1,300	1,600	1,600	1,600	1,600
0111	6122	FICA/MEDICARE CONTRIBUTIONS	3,093	2,907	3,523	3,366	3,366	3,366
0111	6131	GROUP INSURANCE						
0111	6133	WORKERS COMP INSURANCE PREMIUM	242	116	144	137	233	189
0111	6247	HAPPY DAYS	7,000	7,000	12,000	12,000	12,000	7,000
0111	6249	MISCELLANEOUS OPERATING SUPPLY	13,684	21,308	6,736	7,041	2,150	1,000
0111	6315	MISCELLANEOUS PROFESSIONAL SER		-	-	16,840		-
0111	6331	TRAVEL & LODGING	-	-	166	-	1,000	1,000
0111	6335	TRAINING	175	-	1,135	773	1,400	1,400
0111	6361	GENERAL LIABILITY/PROPERTY INS	1,011	823	875	746	787	787
0111	6451	MEMBERSHIP DUES	33,708	34,661	35,491	20,328	38,308	38,657
Total Expenditure			100,563	106,114	107,719	106,831	104,844	98,999

SUMMARY:

OPERATING EXPENSE:	100,563	106,114	107,719	106,831	104,844	98,999
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 100,563	\$ 106,114	\$ 107,719	\$ 106,831	\$ 104,844	\$ 98,999

PERSONNEL COMPLEMENT

Mayor	1.00	1.00	1.00	1.00	1.00	1.00
Council	6.00	6.00	6.00	6.00	6.00	6.00
Mayor and Council Total	7.00	7.00	7.00	7.00	7.00	7.00

6249 Miscellaneous Operating Supplies

Mayor's Prayer Breakfast	270	340	78	648	648	
Meals for Council Work sessions	3,364	2,353	3,586	3,208	-	-
Employee Recognition Event (January Event)	-	4,047	3,010	3,114	-	-
Tree Lighting/Outside Lights & Light Contest	8,932	10,438	-	-	-	-
Gala/Fundraising Events	225	805	-	-	1,000	-
Miscellaneous	893	3,325	62	70	-	1,000
	13,684	21,308	6,736	7,041	1,648	1,000

6315 Miscellaneous Professional Services

Candidate Forum Recording				200		
Citizen Survey				16,640		
	-	-	-	16,840	-	-

6451 Dues

North Metro Mayors Association	11,533	11,417	11,303	11,303	11,575	11,575
North Metro Chamber (EDA)	-	-	-	-	-	-
Mississippi/Champlin Streamgange Agreement	620	620	620	675	675	750
Anoka Area Chamber of Commerce (EDA)	-	-	-	-	-	-
League of Minnesota Cities	21,525	22,594	23,538	8,350	26,028	26,302
MN Mayors Assoc	30	30	30		30	30
National League of Cities	-	-	-	-	-	-
	33,708	34,661	35,491	20,328	38,308	38,657

DESCRIPTION OF SERVICES:

The Mayor and Council budget provides for legislative and policy making activities of the city on behalf of the citizens of Ramsey. They provide for the planning and control of all financial activities including approving the tax levy, rates and charges, and approval of expenditures.

BUDGET HIGHLIGHTS

Citizen Survey - \$30,000
Happy Days offset with Lodging Tax - (-5,000)

GOALS OF CURRENT YEAR BUDGET:

- Establish and implement a Strategic Action Plan
- Establish legislative priorities for the City
- Maintain a stable tax levy rate

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Projected	2026 Projected
Tax Levy Rate	39.25%	42.24%	40.43%	41.43%	46.00%	TBD

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0114	6105	TEMPORARY-WAGES & SALARIES	3,360	2,490	2,285	2,330	3,500	3,000
0114	6122	FICA/MEDICARE CONTRIBUTIONS	257	191	175	168	383	230
0114	6133	WORKERS COMP INSURANCE PREMIUM	12	7	7	11	34	25
0114	6361	GENERAL LIABILITY/PROPERTY INS	36	21	-	12	12	20
Total Expenditure			3,666	2,709	2,467	2,521	3,929	3,275

SUMMARY:

OPERATING EXPENSE:	3,666	2,709	2,467	2,521	3,929	3,275
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 3,666	\$ 2,709	\$ 2,467	\$ 2,521	\$ 3,929	\$ 3,275

PERSONNEL COMPLEMENT

Charter Commission Members	9.00	9.00	9.00	9.00	9.00	9.00
Planning Commission Members	7.00	7.00	7.00	7.00	7.00	7.00
Commission Total	16.00	16.00	16.00	16.00	16.00	16.00

DESCRIPTION OF SERVICES:

The Commissions budget provides council-appointed committee members tasked to review and provide

BUDGET HIGHLIGHTS

No major changes

GOALS OF CURRENT YEAR BUDGET:

- Assist the City Council in the implementation of the City's 3-Year Strategic Action Plan
- Implement individual commissions' work plans and missions
- Implement and manage individual commissions' budgets

Performance Measurements:

	2021 Projected	2022 Projected	2023 Projected	2024 Projected	2025 Projected	2026 Projected
# of Meetings: Charter Commission	2	2	2	2	2	2
# of Meetings: Economic Development Authority Commission	12	12	12	12	12	12
# of Meetings: Environmental Policy Board Commission	11	11	11	11	11	11
# of Meetings: Parks and Recreation Commission	10	10	10	10	10	10
# of Meetings: Planning Commission	17	17	17	17	17	17
# of Meetings: City Council Regular Session	23	23	23	23	23	23
# of Meetings: City Council Work Session	25	25	25	25	25	25
# of Meetings: Public Works Committee	8	8	8	8	8	8

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0130	6102	F.T. REGULAR-WAGES & SALARIES	554,618	562,006	651,397	678,132	768,795	804,067
0130	6103	FULL TIME-REGULAR-OVERTIME						
0130	6104	PART TIME-WAGES & SALARIES		16,383	24,686	24,764	28,591	54,509
0130	6105	TEMPORARY-WAGES & SALARIES	9,394	37,276				
0130	6108	SEVERANCE						-
0130	6121	PERA CONTRIBUTIONS	40,765	42,721	50,252	51,848	59,804	64,393
0130	6122	FICA/MEDICARE CONTRIBUTIONS	40,080	43,360	51,500	52,292	66,988	71,926
0130	6123	ICMA RETIREMENT TRUST	2,000	800	-			
0130	6131	GROUP INSURANCE	80,105	71,806	75,814	85,737	97,621	101,706
0130	6133	WORKERS COMP INSURANCE PREMIUM	2,447	3,077	3,504	3,045	4,958	2,378
0130	6135	PAID FAMILY MEDICAL LEAVE						4,204
0130	6203	DUPLICATING SUPPLY & COPY PAPE	2,174	2,198	4,594	1,267	5,000	4,500
0130	6204	STATIONERY, ENVELOPES & FORMS	738	5,458	1,890	1,350	2,500	2,500
0130	6208	MISCELLANEOUS OFFICE SUPPLIES	2,570	3,413	3,515	4,900	4,500	4,950
0130	6246	MARKETING	1,051	198	2,951	2,986	3,000	3,000
0130	6249	MISCELLANEOUS OPERATING SUPPLY	2,707	4,204	3,536	5,727	5,500	6,600
0130	6306	PERSONNEL TESTING	16,825	24,634	14,849	26,235	30,000	33,000
0130	6315	MISCELLANEOUS PROFESSIONAL SER	57,453	63,894	57,243	59,152	69,600	101,647
0130	6321	TELEPHONE	1,082	-	-	-	-	-
0130	6322	POSTAGE	385	121	67	52	600	600
0130	6323	CELLULAR PHONES	933	-	-	-	-	-
0130	6331	TRAVEL & LODGING	804	491	1,765	1,716	4,000	4,000
0130	6334	MILEAGE REIMBURSEMENT	-	84	-	-	-	-
0130	6335	TRAINING	11,598	10,128	16,760	18,648	25,000	27,875
0130	6352	GENERAL NOTICE & PUBLIC INFOR	188	172	102	108	1,000	1,000
0130	6353	ORDINANCE PUBLICATION	1,301	2,322	1,430	1,403	2,000	2,000
0130	6354	HELP WANTED ADVERTISEMENTS	3,276	7,302	549	38	2,000	2,000
0130	6361	GENERAL LIABILITY/PROPERTY INS	8,410	7,067	6,883	6,309	6,655	6,700
0130	6405	OFFICE & DATA PROCESSING EQUIP	9,130	2,231	1,897	1,897	4,400	2,000
0130	6451	MEMBERSHIP DUES	2,109	1,919	1,525	2,543	2,200	2,371
0130	6452	SUBSCRIPTIONS	589	714	659	208	700	770
Total Expenditure			852,730	913,981	977,369	1,030,356	1,195,412	1,308,696

SUMMARY:

OPERATING EXPENSE:	852,730	913,981	977,369	1,030,356	1,195,412	1,308,696
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 852,730	\$ 913,981	\$ 977,369	\$ 1,030,356	\$ 1,195,412	\$ 1,308,696

PERSONNEL COMPLEMENT

City Administrator	1.00	1.00	1.00	1.00	1.00	1.00
Director of Administrative Services	1.00	1.00	1.00	1.00	1.00	1.00
City Clerk	-	1.00	0.80	0.80	0.80	0.80
Secretary						
Deputy City Clerk	1.00	-	-	-	-	-
HR Generalist	1.00	1.00	1.00	1.00	1.00	1.00
HR Specialist	-	1.00	1.00	1.00	1.00	1.00
Administrative Clerks	1.00	1.00	1.00	1.00	1.00	1.00
Mgmt Intern	0.50	-	-	-	-	-
Administrative Assistant	-	-	-	-	-	-
Public Information & Events Specialist	1.00	-	-	-	-	-
Communications Coordinator	-	1.00	1.00	1.00	1.00	1.00
Communications Specialist						0.50
Receptionist	1.00	1.50	1.50	1.50	1.50	1.50
Administration Total	7.50	8.50	8.30	8.30	8.30	8.80

6249 Miscellaneous Operating Supplies

Employee Recognition (Spring & Fall)	1,713	2,253	2,605	4,856	2,900	3,600
Expenses for staff workshops and other misc. operating supplies.	994	1,951	931	871	2,600	3,000
	<u>2,707</u>	<u>4,204</u>	<u>3,536</u>	<u>5,727</u>	<u>5,500</u>	<u>6,600</u>

6315 Miscellaneous Professional Services

Insurance Agent of Record Annual Fee	7,000	7,000	7,000	7,000	8,000	8,500
Flex Spending/HRA(admin & deposit)	5,436	3,621	4,514	3,004	3,500	3,500
Employee Assistance Program-Cobra/HSA/Group Health	3,468	3,687	4,198	8,972	4,500	4,500
City Code Codification	8,266	6,363	5,905	9,377	8,000	8,000
Miscellaneous department charges-WC Deduction/Unemployment	5,193	12,039	11,879	4,826	15,000	19,380
Recruiting Software (Insight)	3,681	3,920	4,670	4,997	5,000	5,560
HRIS Software						25,535
Minute Taking	24,410	27,263	19,077	20,976	25,600	26,672
	<u>57,453</u>	<u>63,894</u>	<u>57,243</u>	<u>59,152</u>	<u>69,600</u>	<u>101,647</u>

6451 Dues

IPMA - National	-		150	-		
ICMA	1,259	1,356			1,200	1,200
MCCMA	188	174	257	199	210	226
MAMA	-					
Miscellaneous	524	389	504	1,944	301	185
HR organizations-misc	138		614		489	760
Notary Fees	-	-		400		
	<u>2,109</u>	<u>1,919</u>	<u>1,525</u>	<u>2,543</u>	<u>2,200</u>	<u>2,371</u>

DESCRIPTION OF SERVICES:

The Administration Department is generally responsible for the execution of city policy/ strategic plan as adopted by the City Council, prepares and maintains official records, provides for the licensing of local businesses and activities as required by state law or city ordinance, provides Human Resource services, and generally oversees the coordination of events and communications for the City.

BUDGET HIGHLIGHTS

- Part-time Communications Specialist - \$30,978
- HR Software - \$25,535

GOALS OF CURRENT YEAR BUDGET:

- Oversee implementation of the Council Strategic Action Plan and Legislative Priorities
- Optimize use of non-city funding through joint projects, grants, and partnerships

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0141	6102	F.T. REGULAR-WAGES & SALARIES	388	8,041	-	32,996		8,883
0141	6103	FULL TIME-REGULAR-OVERTIME		1,095	-	2,450		-
0141	6104	PART TIME-WAGES & SALARIES	128		-	2,874		-
0141	6105	TEMPORARY-WAGES & SALARIES	1,583	22,261	-	44,544		33,871
0141	6121	PERA CONTRIBUTIONS	39	706	-	2,821		897
0141	6122	FICA/MEDICARE CONTRIBUTIONS	36	642	-	2,900		3,271
0141	6133	WORKERS COMP INSURANCE PREMIUM	7	130	-	158		271
0130	6135	PAID FAMILY MEDICAL LEAVE						324
0141	6208	MISCELLANEOUS OFFICE SUPPLIES	-	-	-			
0141	6249	MISCELLANEOUS OPERATING SUPPLY	-	5,631	203	6,195		2,000
0141	6281	SMALL TOOLS & MINOR EQUIPMENT	5,524	5,717	6,083	-	3,500	1,309
0141	6322	POSTAGE	3	120	26	91	50	100
0141	6361	GENERAL LIABILITY/PROPERTY INS	77	346	45	321	89	300
Total Expenditure			7,784	44,689	6,357	95,352	3,639	51,226

SUMMARY:

OPERATING EXPENSE:	7,784	44,689	6,357	95,352	3,639	51,226
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 7,784	\$ 44,689	\$ 6,357	\$ 95,352	\$ 3,639	\$ 51,226

DESCRIPTION OF SERVICES:
The Elections budget provides funds needed to conduct the national, state, and local elections in accordance with statutory requirements.

BUDGET HIGHLIGHTS
• Election Year

Performance Measurements:	2020	2022	2024	2026
Number of Votes	16483	12318	16991	
Number of Voters registered Election Day	17428	18059	18849	
Percent (votes/registered)	94.58%	68.21%	90.14%	
Number of Wards	4	4	4	
Number of Precincts	8	9	9	

Business Unit	Object Account	Description	2021	2022	2023	2024	2025	2026
			Actual	Actual	Actual	Actual	Adopted Budget	Requested Budget
0153	6102	F.T. REGULAR-WAGES & SALARIES	276,264	247,373	255,114	308,032	361,124	368,103
0153	6108	SEVERANCE PAY	11,013	8,699				
0153	6121	PERA CONTRIBUTIONS	20,428	18,501	18,890	22,344	23,346	23,741
0153	6122	FICA/MEDICARE CONTRIBUTIONS	20,511	19,299	19,179	21,672	30,403	31,097
0153	6131	GROUP INSURANCE	26,242	19,708	26,186	41,342	50,743	61,333
0153	6133	WORKERS COMP INSURANCE PREMIUM	1,190	1,246	1,308	527	2,202	2,115
0153	6135	PAID FAMILY MEDICAL LEAVE						1,890
0153	6204	STATIONERY, ENVELOPES & FORMS	841	372	1,009	1,139	1,000	1,200
0153	6208	MISCELLANEOUS OFFICE SUPPLIES	264	312	225	746	400	500
0153	6302	AUDITING & ACCOUNTING SERVICES	38,260	34,712	40,216	40,870	50,000	52,000
0153	6321	TELEPHONE	443	-	-			
0153	6322	POSTAGE	1,571	1,716	1,543	1,899	2,000	2,200
0153	6335	TRAINING	3,002	2,218	-	681	3,000	3,000
0153	6352	GENERAL NOTICE & PUBLIC INFOR	409	306	505	580	550	600
0153	6361	GENERAL LIABILITY/PROPERTY INS	4,052	2,800	2,612	2,582	2,724	2,700
0153	6451	MEMBERSHIP DUES	777	640	365	365	1,200	1,200
0153	6489	OTHER CONTRACTED SERVICES	3,450	4,952	3,709	5,667	5,000	6,000
Total Expenditure			408,717	362,854	370,861	448,446	533,692	557,679

SUMMARY:

OPERATING EXPENSE:	408,717	362,854	370,861	448,446	533,692	557,679
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 408,717	\$ 362,854	\$ 370,861	\$ 448,446	\$ 533,692	\$ 557,679

PERSONNEL COMPLEMENT

Finance Director	1.00	1.00	1.00	1.00	1.00	1.00
Asst. Finance Director	1.00	1.00	1.00	1.00	1.00	1.00
Accountant I	-	-	1.00	1.00	1.00	1.00
Accountant II	-	-	-	1.00	1.00	1.00
Accountant III	1.00	1.00	-	-	-	-
Accounting Clerk	-	1.00	1.00	1.00	1.00	1.00
Sr. Accounting Clerk	1.00	-	-	-	-	-
Finance Total	4.00	4.00	4.00	5.00	5.00	5.00

DESCRIPTION OF SERVICES:

The Finance Department is responsible for financial reporting and budgeting, assessments, cash receipts, accounts receivable, accounts payable, payroll processing, debt service management and investment of all city funds.

BUDGET HIGHLIGHTS

- Personnel Costs - Change in Health Insurance

GOALS OF CURRENT YEAR BUDGET:

- Continued long-term financial planning (5-Year Budget & 10-Year CIP)
- Continued CAFR award recognition
- Ensure compliance with state and federal laws

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Projected	2026 Projected
Average Rate of Return	1.53%	1.64%	3.05%	3.39%	2.00%	2.00%
Bond Rating	AA+	AA+	AA+	AA+	AA+	AA+

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0155	6489	OTHER CONTRACTED SERVICES	120,463	125,272	126,096	129,777	133,000	138,000
Total Expenditure			120,463	125,272	126,096	129,777	133,000	138,000

SUMMARY:

OPERATING EXPENSE:	120,463	125,272	126,096	129,777	133,000	138,000
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 120,463	\$ 125,272	\$ 126,096	\$ 129,777	\$ 133,000	\$ 138,000

DESCRIPTION OF SERVICES:
 The Assessing budget provides contractual assessing services provided by Anoka County.

BUDGET HIGHLIGHTS
 No major changes

GOALS OF CURRENT YEAR BUDGET:

- Increase number of in-person assessment appraisals to better reflect market values

Performance Measurements:						
	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Projected	2026 Projected
Number of Assessed Parcels - Residential Properties	8,987	9,347	9,475	9,642	9,617	9,853
Number of Assessed Parcels - Commercial Properties	387	402	396	385	402	387

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0161	6304	LEGAL FEES	124,320	120,510	115,288	120,849	126,000	132,300
0161	6361	GENERAL LIABILITY/PROPERTY INS	1,157	913	855	755	797	850
Total Expenditure			125,477	121,422	116,142	121,605	126,797	133,150

SUMMARY:

OPERATING EXPENSE:	125,477	121,422	116,142	121,605	126,797	133,150
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 125,477	\$ 121,422	\$ 116,142	\$ 121,605	\$ 126,797	\$ 133,150

DESCRIPTION OF SERVICES:
 The Legal budget provides for legal counsel to the City Council and city staff, reviews ordinances, resolutions, contracts and other legal documents. The budget also provides for prosecution services. The City's prosecution services are provided by Eckberg, Lammers Attorneys at Law and other legal services are provided by Holstad & Knaak, PLC

BUDGET HIGHLIGHTS
 No major changes

GOALS OF CURRENT YEAR BUDGET:

- Ensure city compliance with all laws

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0191	6102	F.T. REGULAR-WAGES & SALARIES	486,561	442,889	556,589	658,500	742,334	839,459
0191	6104	PART-TIME WAGES & SALARIES	40,016	62,985	71,849	73,059	108,322	51,527
0191	6105	TEMPORARY-WAGES & SALARIES	5,908	-	-	-	-	-
0191	6108	SEVERANCE PAY	47,657	7,504	4,934	-	-	-
0191	6121	PERA CONTRIBUTIONS	37,293	37,800	47,023	54,103	63,799	66,824
0191	6122	FICA/MEDICARE CONTRIBUTIONS	40,393	38,380	46,887	53,627	70,392	73,768
0191	6131	GROUP INSURANCE	49,990	56,284	71,843	90,547	120,541	127,140
0191	6133	WORKERS COMP INSURANCE PREMIUM	2,350	2,566	3,279	3,095	6,317	5,173
0191	6135	PAID FAMILY MEDICAL LEAVE	-	-	-	-	-	4,480
0191	6208	MISCELLANEOUS OFFICE SUPPLIES	1,805	542	1,276	1,596	1,000	1,000
0191	6249	MISCELLANEOUS OPERATING SUPPLY	2,374	1,347	2,304	2,346	3,000	3,000
0191	6315	MISCELLANEOUS PROFESSIONAL SER	3,103	799	177	346	10,000	10,000
0191	6321	TELEPHONE	637	-	-	-	-	-
0191	6322	POSTAGE	851	565	876	878	1,000	1,500
0191	6323	CELLULAR PHONES	3,139	-	-	-	-	-
0191	6331	TRAVEL & LODGING	-	969	155	-	1,950	2,400
0191	6334	MILEAGE REIMBURSEMENT	-	-	230	-	500	500
0191	6335	TRAINING	1,805	4,260	1,831	5,128	7,400	9,300
0191	6352	GENERAL NOTICE & PUBLIC INFOR	581	2,079	1,408	527	3,000	3,000
0191	6361	GENERAL LIABILITY/PROPERTY INS	7,415	5,366	6,016	5,967	6,298	6,300
0191	6451	MEMBERSHIP DUES	2,004	794	1,113	1,004	3,050	3,500
0191	6452	SUBSCRIPTIONS	-	744	852	723	1,000	1,000
Total Expenditure			733,882	665,874	818,640	951,445	1,149,903	1,209,871

SUMMARY:

OPERATING EXPENSE:	733,882	665,874	818,640	951,445	1,149,903	1,209,871
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 733,882	\$ 665,874	\$ 818,640	\$ 951,445	\$ 1,149,903	\$ 1,209,871

PERSONNEL COMPLEMENT

City Planner	1.00	-	1.00	1.00	1.00	1.00
Planning Manager	-	1.00	1.00	1.00	1.00	1.00
Senior City Planner	1.00	1.00	1.00	1.00	1.00	1.00
Rental Housing Inspector	-	-	-	1.00	1.00	1.00
Zoning Code Enforcement Officer	1.00	1.00	1.00	1.00	1.00	1.00
Deputy City Administrator/Community Development Director	1.00	1.00	-	-	-	-
Community Development Director	-	-	1.00	1.00	1.00	1.00
Planning Technician	1.00	1.00	-	-	-	-
Economic Development Manager	1.00	1.00	1.00	1.00	1.00	1.00
Community Development Assistant	0.40	0.50	0.50	0.63	0.63	0.63
Planning Intern	0.50	-	-	-	-	-
Administrative Assistant	0.73	0.73	0.73	0.73	1.00	1.00
Planning & Zoning Total	7.63	7.23	7.23	8.36	8.63	8.63

DESCRIPTION OF SERVICES:

The mission of the Community Development Department is to guide residential and commercial growth through comprehensive planning processes and administer the city's building and zoning codes in a equitable and professional manner to promote and sustain public safety, quality of life, and the health and well being of the whole community.

The Planning Division's function is to prepare and implement the City's Comprehensive Plan (the City's land use guide) which comprises of two (2) major functions: long-range land use planning and zoning administration, code enforcement and rental housing inspections program.

BUDGET HIGHLIGHTS

- Personnel Costs - COLA & Steps

GOALS OF CURRENT YEAR BUDGET:

- All Land Use Applications processed with 60 days.
- Standard plan review completed within 5 business day (previously 10 business days).
- Improve Responsiveness to Code Violation Complaints
- Improve image of key nodes/corridors and be proactive on site plans due to Ramsey Gateway Project.
- Improve the application process for land use applications.

Performance Measurements:

	2021 Projected	2022 Actual	2023 Actual	2024 Actual	2025 Projected	2026 Projected
Number of Land Use Applications	40	44	25	40	40	40
Number of Rental Inspections Completed						
Number of Code Enforcement Cases	300	470	817	400	400	400

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0192	6102	F.T. REGULAR-WAGES & SALARIES	146,476	189,159	246,057	267,133	317,795	336,817
0192	6108	SEVERANCE PAY	4,660					
0192	6121	PERA CONTRIBUTIONS	10,880	13,959	18,402	19,824	23,835	25,261
0192	6122	FICA/MEDICARE CONTRIBUTIONS	11,118	14,080	18,460	19,839	24,311	25,767
0192	6131	GROUP INSURANCE	22,400	28,513	37,695	40,137	43,227	45,824
0192	6133	WORKERS COMP INSURANCE PREMIUM	691	976	1,316	1,218	2,161	1,448
0192	6135	PAID FAMILY MEDICAL LEAVE						1,684
0192	6208	MISCELLANEOUS OFFICE SUPPLIES	71	414	380	362	400	400
0192	6249	MISCELLANEOUS OPERATING SUPPLY	299	542	162	1,456	825	875
0192	6281	SMALL TOOLS & MINOR EQUIPMENT	39,098	49,366	50,158	18,594	65,488	64,800
0192	6315	MISCELLANEOUS PROFESSIONAL SER	-	-	-	-	-	35,000
0192	6321	TELEPHONE	7,206	13,675	13,945	13,095	15,600	17,750
0192	6323	CELLULAR PHONES	72	43,623	50,176	52,295	60,000	64,032
0192	6335	TRAINING	-	1,354	3,809	154	3,200	6,300
0192	6361	GENERAL LIABILITY/PROPERTY INS	6,329	5,802	5,526	6,016	6,346	6,300
0192	6374	REFUSE/RECYCLING	-	-	479	-	450	-
0192	6405	OFFICE & DATA PROCESSING EQUIP	356,981	385,556	393,779	454,388	508,494	557,870
0192	6585	COMPUTER HARDWARE/SOFTWARE	-	26,894	-	64,048	25,000	71,000
Total Expenditure			606,281	773,912	840,343	958,559	1,097,132	1,261,128

SUMMARY:

OPERATING EXPENSE:	606,281	747,018	840,343	894,511	1,072,132	1,190,128
CAPITAL OUTLAY:	-	26,894	-	64,048	25,000	71,000
TOTAL EXPENDITURES	\$ 606,281	\$ 773,912	\$ 840,343	\$ 958,559	\$ 1,097,132	\$ 1,261,128

PERSONNEL COMPLEMENT

IT Manager	1.00	1	1	1	1	1
Systems & Security		1	1	1	1	1
IT Tech	1.00	1	1	1	1	1
Data Processing Total	2.00	3.00	3.00	3.00	3.00	3.00

6405 Office Equipment Contracts

Support & Licensing (LOGIS)	7,519	6,470			10,800	12,500
Financial Support (General Ledger, P/R, S/A, F/A & System Dev) (LOGIS)	108,545	96,110		104,530	108,260	112,730
PIMS becomes Accella System Support (LOGIS)	46,115	47,875		67,126	53,425	83,735
Tungsten (LOGIS)	5,000	3,860		4,260	4,475	4,700
GIS (LOGIS)	48,415	50,115		55,251	58,000	60,900
Laserfiche Licensing (LOGIS)	8,000	6,423		23,940	28,137	16,500
Licensing/maintenance through Logis	57,290	37,247		24,088	27,308	47,365
Malware Bytes (3-Year Renewal)		10,411			10,932	-
Digital Signage		5,870		4,733	3,380	3,448
Other Licensing/Maintenance (Civic Rec/Engineering-Autocad)	10,877	17,055		50,502	78,127	82,000
Internet (Included in LOGIS Support)	16,660	17,560		19,360	20,330	21,145
Server Backup/Hosting LOGIS	35,975	39,790		53,030	55,950	48,021
Copier/Printer Support	4,772	13,595		15,449	16,685	17,562
Agenda Quick		3,500		6,800	6,700	6,900
Phone Support		6,041		10,869	6,343	16,602
Miscellaneous		15,430		5,404	5,404	7,912
Website Annual Fee	7,814	8,205		9,046	15,098	15,850
	356,981	385,556	393,779	454,388	509,355	557,870

6585 Computer Hardware / Software

Server Virtualization	-					33,000
Universal Power Supply		26,894	-	-	-	
City Hall Copier Replacements					25,000	
computer purchases				26,821		
Networking Switches				37,227		38,000
	-	26,894	-	64,048	25,000	71,000

DESCRIPTION OF SERVICES:

The Information Technology Department manages and maintains all voice, network, and data systems for the city. They also handle long-term project planning, technology implementations and helpdesk support for city staff.

BUDGET HIGHLIGHTS

- Personnel Costs - COLA & Steps
- Server refresh project- renew all server hardware located onsite/offsite - \$33,000
- Core switch refresh - replacing the core switch at City Hall. - \$38,000
- Allocated extra support dollars for Phone System virtualization project - \$10,000
- Accela Building Software Changeover from PIMS & Projectdox
- Website Redesign - \$35,000

GOALS OF CURRENT YEAR BUDGET:

- Ensure staff access to tools and resources in order to provide effective services to citizens.
- Identify efficiency, security, and cost-saving opportunities that improve/maintain city services using technology & staff

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Projected	2025 Actual	2026 Projected
Number of Physical Servers	2	3	3	3	3	3
Number of Virtualized Servers	12	14	13	13	17	13
Number of Desktop PCs / Laptops	173	177	180	180	174	170
Number of Phones	105	109	112	112	114	114
Number of Mobile Phones	62	65	65	65	81	85
Number of Other Cell Devices (hot spots, cameras, etc.)					48	49
Number of Tablets	20	23	30	30	7	8
Number of Wireless Access Points	11	18	28	28	29	31

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0194	6102	F.T. REGULAR-WAGES & SALARIES	130,000	164,491	174,759	202,928	272,829	287,143
0194	6103	FULL TIME-REGULAR-OVERTIME	2,051	3,382	2,842	5,281		
0194	6104	PART TIME-WAGES & SALARIES	44,495	27,454	28,644	33,418	39,283	58,911
0194	6108	SEVERANCE PAY		4,686	18,025	2,705		
0194	6121	PERA CONTRIBUTIONS	13,130	14,556	15,369	16,983	23,408	24,704
0194	6122	FICA/MEDICARE CONTRIBUTIONS	12,608	14,339	15,749	18,072	23,877	26,473
0194	6131	GROUP INSURANCE	30,506	39,524	36,444	37,147	46,576	57,940
0194	6133	WORKERS COMP INSURANCE PREMIUM	8,687	10,552	11,885	13,033	19,005	7,839
0194	6135	PAID FAMILY MEDICAL LEAVE						1,778
0194	6221	CLEANING SUPPLIES	2,496	1,910	4,025	4,759	4,000	5,000
0194	6223	GASOLINE	2,455	3,390	3,347	3,522	4,000	4,500
0194	6225	DIESEL FUEL	451	2,172	563	1,304	2,000	2,500
0194	6231	UNIFORMS & TURN-OUT GEAR	1,575	2,199	1,695	3,020	3,000	3,500
0194	6249	MISCELLANEOUS OPERATING SUPPLY	16,462	20,014	19,784	21,867	22,000	25,000
0194	6257	OTHER VEHICLE PARTS	280	3,200	2,136	8,517	2,500	2,500
0194	6259	BUILDING MAINT/REPAIR SUPPLIES	4,036	5,313	5,329	8,335	8,000	10,000
0194	6281	SMALL TOOLS & MINOR EQUIPMENT	4,520	4,235	6,115	12,512	7,000	8,000
0194	6323	CELLULAR PHONES	1,671	-	-	-	-	-
0194	6361	GENERAL LIABILITY/PROPERTY INS	6,609	6,816	6,841	6,574	6,938	6,400
0194	6371	ELECTRIC UTILITIES	99,184	99,439	102,932	102,872	112,000	120,000
0194	6372	WATER/IRRIGATION	2,412	2,928	3,358	2,676	3,700	4,000
0194	6373	GAS	30,273	40,961	38,397	36,661	44,000	44,000
0194	6374	REFUSE/RECYCLING	4,852	5,569	5,203	6,803	6,000	8,000
0194	6381	BUILDING & STRUCTURE REPAIR	7,747	9,127	3,272	13,457	25,000	75,000
0194	6382	MACHINERY & EQUIPMENT REPAIR	13,193	19,344	20,262	24,393	25,000	75,000
0194	6388	OTHER VEHICLE REPAIR	2,043	241	71	-	2,500	3,000
0194	6489	OTHER CONTRACTED SERVICES	87,387	90,445	102,525	95,165	102,000	105,000
0194	6550	MOTOR VEHICLES	-	47,226	-	60,692	-	75,000
0194	6580	OTHER EQUIPMENT	-	-	-	16,500	-	-
Total Expenditure			529,125	643,514	629,571	759,196	804,616	1,041,188

SUMMARY:

OPERATING EXPENSE:	529,125	596,288	629,571	682,004	804,616	966,188
CAPITAL OUTLAY:	-	47,226	-	77,192	-	75,000
TOTAL EXPENDITURES	\$ 529,125	\$ 643,514	\$ 629,571	\$ 759,196	\$ 804,616	\$ 1,041,188

PERSONNEL COMPLEMENT

Gen. Gov't. Bldgs.						
Building Maintenance	3.13	3.50	3.50	4.50	4.50	4.50
Gen Govt Bldgs Total	3.13	3.50	3.50	4.50	4.50	4.50

DESCRIPTION OF SERVICES:

The General Government Buildings Department is responsible for cleaning city buildings and the repair and maintenance of all building systems, as well as two cemeteries.

BUDGET HIGHLIGHTS

- Building Maintenance Seasonal Worker - May - Sept -\$18,643
- Replace 2012 Ford F-250 (#410) - \$75,000 (net of \$10K auction)
- Building Repairs (6381) - Increase \$50,000 Funded Via Facility Fund
- Equipment Repairs (6382) - Increase \$50,000 - Funded Via Facility Fund

GOALS OF CURRENT YEAR BUDGET:

- Clean and maintain our municipal buildings to the highest level possible
- Continue to prepare and support voting precincts during elections
- Respond to all maintenance requests in a timely manner

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Projected	2025 Projected	2026 Projected
Buildings Maintained	13	13	13	13	13	14
Rooms Prepared for Meetings Annually	1210	1210	1210	1250	1250	1270
Maintenance Request Cleared	45	45	45	50	50	53

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0195	6102	F.T. REGULAR-WAGES & SALARIES	4,997	4,682	3,474	2,422	7,119	7,368
0195	6121	PERA CONTRIBUTIONS	375	351	261	182	534	553
0195	6122	FICA/MEDICARE CONTRIBUTIONS	413	386	286	199	544	564
0195	6133	WORKERS COMP INSURANCE PREMIUM	19	22	15	26	48	32
0195	6135	PAID FAMILY MEDICAL LEAVE						32
0195	6322	POSTAGE	11,721	12,345	13,069	15,084	15,000	16,700
0195	6352	GENERAL NOTICE & PUBLIC INFOR	34,088	36,409	40,241	41,055	43,000	44,000
0195	6361	GENERAL LIABILITY/PROPERTY INS	519	424	399	370	390	400
Total Expenditure			52,132	54,618	57,746	59,337	66,635	69,649

SUMMARY:

OPERATING EXPENSE:	52,132	54,618	57,746	59,337	66,635	69,649
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 52,132	\$ 54,618	\$ 57,746	\$ 59,337	\$ 66,635	\$ 69,649

DESCRIPTION OF SERVICES:

The community newsletter, The Ramsey Resident, is distributed to residential homes every two months. It is intended to provide public information about community events and local government.

BUDGET HIGHLIGHTS

No major changes

GOALS OF CURRENT YEAR BUDGET:

- Implement refreshed Ramsey branding items into the newsletter

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Projected	2026 Projected
Number of newsletters completed annually	6	6	6	6	6	6
Number of full color newsletters completed annually	6	6	6	6	6	6
Number of pages published annually	100	100	100	100	100	100
Annual quantity of paid ads	60	60	60	60	60	60

PUBLIC SAFETY 211-280

EXPENDITURE BY OBJECT SUMMARY	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-
PERSONNEL SERVICES	5,155,607	5,636,560	6,231,938	6,663,698	7,552,812	8,384,995
SUPPLIES	369,266	503,417	524,930	545,425	681,700	640,050
OTHER SERVICES & CHARGES	587,273	604,391	601,831	881,388	859,936	721,900
CAPITAL OUTLAY	414,474	77,929	517,361	1,414,024	397,500	649,500
DEBT SERVICE	-	-	-	-	-	-
TOTAL EXPENDITURE BY OBJECT	6,526,621	6,822,296	7,876,060	9,504,535	9,491,948	10,396,445

LINE ITEM DETAIL BY COST CENTER OR SUB-FUNCTION

PUBLIC SAFETY 211-280

EXPENDITURE BY OBJECT RECAP ALL SUB-FUNCTIONS	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-
PERSONNEL SERVICES						
WAGES AND SALARIES						
6102 F.T. REGULAR-WAGES & SALARIES	3,322,106	3,495,004	3,916,991	4,150,959	4,743,528	5,465,279
6103 FULL TIME-REGULAR-OVERTIME	124,171	135,588	128,145	137,910	130,000	130,000
6104 PART TIME-WAGES & SALARIES	452,711	601,722	601,786	693,040	770,161	735,947
6105 TEMPORARY-WAGES & SALARIES	2,964	270	45	5,638	-	-
6107 OVERTIME-PART TIME	-	-	-	-	-	-
TOTAL WAGES AND SALARIES	3,901,953	4,232,583	4,646,966	4,987,547	5,643,689	6,331,226
OTHER GROSS EARNINGS						
6108 SEVERANCE PAY	-	21,943	20,251	78,603	-	-
TOTAL OTHER GROSS EARNINGS	-	21,943	20,251	78,603	-	-
EMPLOYER CONTRIBUTIONS						
6121 PERA CONTRIBUTIONS	577,818	598,194	651,108	699,964	783,137	877,045
6122 FICA/MEDICARE CONTRIBUTIONS	109,484	115,980	127,619	136,414	167,517	191,646
6131 GROUP INSURANCE	404,748	421,109	512,677	503,629	603,240	681,313
6132 DISABILITY INSURANCE	1,313	1,313	1,313	1,313	1,313	1,313
6133 WORKERS COMP INSURANCE PREMIUM	160,291	245,437	272,004	256,228	353,916	272,693
6135 PAID FAMILY MEDICAL LEAVE	-	-	-	-	-	29,759
TOTAL EMPLOYER CONTRIBUTIONS	1,253,655	1,382,034	1,564,721	1,597,549	1,909,123	2,053,769
Total PERSONNEL SERVICES	5,155,607	5,636,560	6,231,938	6,663,698	7,552,812	8,384,995
SUPPLIES						
OFFICE SUPPLIES						
6204 STATIONERY, ENVELOPES & FORMS	2,293	3,712	5,808	5,255	4,350	6,000
6206 FILM, MICROFILM, TAPES, DISKS	568	370	208	128	1,400	800
6207 TRAINING SUPPLIES	3,154	3,562	10,165	8,170	10,500	10,500
6208 MISCELLANEOUS OFFICE SUPPLIES	2,152	1,800	2,991	3,515	5,500	3,700
TOTAL OFFICE SUPPLIES	8,167	9,444	19,172	17,068	21,750	21,000
OPERATING SUPPLIES						
6223 GASOLINE	90,220	109,192	94,580	80,769	115,000	90,000
6225 DIESEL FUEL	5,959	7,163	9,858	14,266	12,000	15,000
6227 LUBRICANTS & ADDITIVES	1,312	1,624	2,709	2,382	1,500	3,000
6229 SHOP MATERIALS	3,149	1,538	1,425	2,282	1,500	2,000
6231 UNIFORMS & TURN-OUT GEAR	79,822	108,626	115,974	144,578	145,800	146,200
6233 BATTERIES	1,262	2,013	1,940	435	2,000	5,000
6235 AMMUNITION	1,700	13,725	13,274	14,827	15,000	15,000
6237 CRIME SCENE KIT MATERIALS	1,843	-	509	495	1,500	1,500
6239 FIRST AID SUPPLIES	5,922	5,444	6,005	5,425	11,000	11,000
6241 COMMUNITY POLICING SUPPLIES	9,190	9,967	10,351	14,111	12,500	15,000
6249 MISCELLANEOUS OPERATING SUPPLY	27,675	48,417	51,315	69,159	78,250	84,250
TOTAL OPERATING SUPPLIES	228,054	307,710	307,939	348,729	396,050	387,950
REPAIR AND MAINTENANCE SUPPLIES						
6251 BATTERIES	516	-	829	922	2,500	2,500
6253 BRAKES	3,466	3,238	4,045	1,739	4,000	4,000
6255 TIRES	10,708	6,616	7,315	6,529	9,500	9,500
6257 OTHER VEHICLE PARTS	17,590	18,440	41,515	40,784	26,000	43,000
6259 BUILDING MAINT/REPAIR SUPPLIES	16,040	43,518	14,241	47,031	52,900	48,500
6266 SCBA-PARTS	4,055	5,899	23,874	25,450	20,000	25,000
6271 SIGN REPAIR MATERIALS	-	1,148	1,464	3,103	5,000	6,000
6275 OTHER EQUIPMENT PARTS	3,074	2,933	945	554	4,500	3,000
TOTAL REPAIR AND MAINTENANCE SUPPLIES	55,448	81,792	94,227	126,110	124,400	141,500
SMALL TOOLS AND MINOR EQUIPMENT						
6281 SMALL TOOLS & MINOR EQUIPMENT	77,596	104,472	103,276	53,410	139,100	89,200
TOTAL SMALL TOOLS AND MINOR EQUIPMENT	77,596	104,472	103,276	53,410	139,100	89,200
MERCHANDISE FOR RESALE						
6291 CULVERTS, SIGNS, STREET SUPPLY	-	-	316	107	400	400
TOTAL MERCHANDISE FOR RESALE	-	-	316	107	400	400
Total SUPPLIES	369,266	503,417	524,930	545,425	681,700	640,050

OTHER SERVICES & CHARGES

PROFESSIONAL SERVICES							
6302	AUDITING & ACCOUNTING SERVICES	4,241	4,416	4,958	5,551	7,500	8,000
6315	MISCELLANEOUS PROFESSIONAL SER	170,096	150,362	134,615	413,781	252,700	132,000
TOTAL PROFESSIONAL SERVICES		174,337	154,778	139,573	419,332	260,200	140,000
COMMUNICATION							
6321	TELEPHONE	4,045	-	-	-	-	-
6322	POSTAGE	4,547	2,584	2,603	2,584	4,250	4,300
6323	CELLULAR PHONES	24,384	-	-	-	-	-
TOTAL COMMUNICATION		32,975	2,584	2,603	2,584	4,250	4,300
EMPLOYEE REIMBURSEMENTS							
6331	TRAVEL & LODGING	5,695	8,515	7,685	9,179	13,500	18,700
6334	MILEAGE REIMBURSEMENT	93	474	199	198	500	600
6335	TRAINING	72,214	81,528	75,342	75,269	132,100	110,500
TOTAL EMPLOYEE REIMBURSEMENTS		78,002	90,517	83,225	84,645	146,100	129,800
INSURANCE							
6361	GENERAL LIABILITY/PROPERTY INS	75,223	106,710	133,713	130,366	148,386	141,250
TOTAL INSURANCE		75,223	106,710	133,713	130,366	148,386	141,250
UTILITIES							
6371	ELECTRIC UTILITIES	31,983	31,828	29,147	32,984	35,600	37,000
6372	WATER/IRRIGATION	3,847	2,117	2,791	2,166	3,500	3,000
6373	GAS	8,552	11,838	9,987	16,603	12,000	18,500
6374	REFUSE/RECYCLING	1,431	1,571	1,718	1,773	1,800	2,000
TOTAL UTILITIES		45,813	47,354	43,642	53,526	52,900	60,500
REPAIRS AND MAINTENANCE - LABOR							
6382	MACHINERY & EQUIPMENT REPAIR	15,907	15,015	14,124	13,489	23,000	24,000
6383	OFFICE EQUIPMENT REPAIR	-	-	-	-	-	-
6386	BRAKE REPAIR	-	-	-	-	-	-
6388	OTHER VEHICLE REPAIR	53,322	68,786	52,534	69,794	67,000	77,000
6389	TOWING SERVICES	240	3,096	345	526	3,000	3,000
TOTAL REPAIRS AND MAINTENANCE - LABOR		69,470	86,897	67,004	83,809	93,000	104,000
REPAIRS AND MAINTENANCE - CONTRACTS							
6405	OFFICE & DATA PROCESSING EQUIP	49,637	43,253	41,626	35,515	52,000	49,000
TOTAL REPAIRS AND MAINTENANCE - CONTRACTS		49,637	43,253	41,626	35,515	52,000	49,000
RENTALS							
6413	OFFICE EQUIPMENT RENTAL	5,265	3,483	5,265	5,160	7,500	7,500
6415	OTHER EQUIPMENT RENTAL	37,295	38,215	37,867	42,640	43,000	50,250
TOTAL RENTALS		42,560	41,698	43,132	47,800	50,500	57,750
DUES, SUBSCRIPTIONS, AND REGISTRATION FEES							
6451	MEMBERSHIP DUES	4,887	7,039	7,596	6,843	10,000	9,000
6452	SUBSCRIPTIONS	627	-	-	-	-	-
TOTAL DUES, SUBSCRIPTIONS, AND REGISTRATION FEES		5,514	7,039	7,596	6,843	10,000	9,000
BOOKS AND PAMPHLETS							
6471	BOOKS & PAMPHLETS	1,132	2,384	1,963	3,267	3,800	5,300
TOTAL BOOKS AND PAMPHLETS		1,132	2,384	1,963	3,267	3,800	5,300
CONTRACTED SERVICES							
6489	OTHER CONTRACTED SERVICES	12,611	21,177	37,754	13,702	38,800	21,000
TOTAL CONTRACTED SERVICES		12,611	21,177	37,754	13,702	38,800	21,000
Total OTHER SERVICES & CHARGES		587,273	604,391	601,831	881,388	859,936	721,900

CAPITAL OUTLAY

CAPITAL OUTLAY							
6540	HEAVY MACHINERY	-	-	-	-	-	-
6550	MOTOR VEHICLES	414,474	-	417,176	1,102,015	348,000	516,500
6580	OTHER EQUIPMENT	-	77,929	100,185	312,009	49,500	133,000
TOTAL CAPITAL OUTLAY		414,474	77,929	517,361	1,414,024	397,500	649,500
Total CAPITAL OUTLAY		414,474	77,929	517,361	1,414,024	397,500	649,500

DEBT SERVICE

DEBT SERVICE							
6603	OTHER L.T. OBLIGATION PRINCIPA	-	-	-	-	-	-
TOTAL DEBT SERVICE		-	-	-	-	-	-
TOTAL DEBT SERVICE		-	-	-	-	-	-

TOTAL EXPENDITURES & OTHER FINANCING		6,526,621	6,822,296	7,876,060	9,504,535	9,491,948	10,396,445
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SUMMARY:

OPERATING EXPENSE:	6,112,146	6,744,368	7,358,699	8,090,511	9,094,448	9,746,945
CAPITAL OUTLAY:	414,474	77,929	517,361	1,414,024	397,500	649,500
TOTAL EXPENDITURES	\$ 6,526,621	\$ 6,822,296	\$ 7,876,060	\$ 9,504,535	\$ 9,491,948	\$ 10,396,445

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0211	6102	F.T. REGULAR-WAGES & SALARIES	2,778,260	2,865,943	3,108,329	3,364,368	3,759,037	4,179,752
0211	6103	FULL TIME-REGULAR-OVERTIME	117,561	131,945	126,091	126,294	130,000	130,000
0211	6104	PART TIME-WAGES & SALARIES	115,637	90,750	72,089	99,259	190,368	163,792
0211	6108	SEVERANCE PAY		14,582	20,251	59,252		
0211	6121	PERA CONTRIBUTIONS	499,077	511,012	542,373	588,572	646,718	709,591
0211	6122	FICA/MEDICARE CONTRIBUTIONS	62,071	66,062	71,967	79,784	97,995	107,587
0211	6131	GROUP INSURANCE	336,074	339,894	377,986	385,895	428,843	455,332
0211	6133	WORKERS COMP INSURANCE PREMIUM	129,942	191,818	209,520	204,207	293,271	222,206
0211	6135	PAID FAMILY MEDICAL LEAVE						21,621
0211	6204	STATIONERY, ENVELOPES & FORMS	1,602	3,134	4,692	4,962	3,100	4,500
0211	6206	FILM, MICROFILM, TAPES, DISKS	568	370	208	128	1,100	500
0211	6207	TRAINING SUPPLIES	3,154	3,562	10,165	8,170	10,500	10,500
0211	6208	MISCELLANEOUS OFFICE SUPPLIES	1,718	1,271	2,605	2,430	4,500	2,500
0211	6223	GASOLINE	72,247	85,351	74,806	67,842	91,000	72,000
0211	6227	LUBRICANTS & ADDITIVES	1,312	1,624	2,709	2,382	1,500	3,000
0211	6229	SHOP MATERIALS	3,149	1,538	1,425	2,282	1,500	2,000
0211	6231	UNIFORMS & TURN-OUT GEAR	40,663	48,896	63,393	71,023	80,000	80,000
0211	6233	BATTERIES	1,262	2,013	1,940	435	2,000	2,000
0211	6235	AMMUNITION	1,700	13,725	13,274	14,827	15,000	15,000
0211	6237	CRIME SCENE KIT MATERIALS	1,843	-	509	495	1,500	1,500
0211	6239	FIRST AID SUPPLIES	2,488	4,287	4,252	4,287	8,000	8,000
0211	6249	MISCELLANEOUS OPERATING SUPPLY	7,865	10,886	14,510	22,506	25,500	25,500
0211	6251	BATTERIES	516	-	829	647	1,500	1,500
0211	6253	BRAKES	3,466	3,238	4,045	1,739	4,000	4,000
0211	6255	TIRES	10,708	6,616	7,315	6,529	9,500	9,500
0211	6257	OTHER VEHICLE PARTS	13,015	13,425	20,154	21,950	15,000	23,000
0211	6259	BUILDING MAINT/REPAIR SUPPLIES	16,040	13,502	512	14,715	12,900	18,500
0211	6275	OTHER EQUIPMENT PARTS	1,770	220	550	554	2,500	1,000
0211	6281	SMALL TOOLS & MINOR EQUIPMENT	56,920	76,843	69,237	19,643	101,000	48,000
0211	6315	MISCELLANEOUS PROFESSIONAL SER	6,198	11,892	7,840	50,070	14,500	22,000
0211	6321	TELEPHONE	2,072	-				
0211	6322	POSTAGE	3,141	1,182	1,204	1,208	2,600	2,600
0211	6323	CELLULAR PHONES	15,313	-				
0211	6331	TRAVEL & LODGING	5,421	5,159	5,706	8,212	10,000	12,000
0211	6335	TRAINING	32,990	28,335	31,667	36,762	72,000	50,000
0211	6361	GENERAL LIABILITY/PROPERTY INS	52,507	86,707	105,032	102,814	119,348	110,000
0211	6371	ELECTRIC UTILITIES				2,307		2,500
0211	6373	GAS				6,086		6,500
0211	6382	MACHINERY & EQUIPMENT REPAIR	1,244	509	187	1,975	2,000	2,000
0211	6388	OTHER VEHICLE REPAIR	16,616	10,675	13,287	10,709	17,000	17,000
0211	6389	TOWING SERVICES	240	3,096	345	526	3,000	3,000
0211	6405	OFFICE & DATA PROCESSING EQUIP	7,856	9,179	2,706	2,695	12,000	22,000
0211	6413	OFFICE EQUIPMENT RENTAL	5,265	3,483	5,265	5,160	7,500	7,500
0211	6415	OTHER EQUIPMENT RENTAL	37,295	38,215	37,867	42,530	43,000	50,000
0211	6451	MEMBERSHIP DUES	2,757	3,246	3,822	3,447	4,400	4,400
0211	6489	OTHER CONTRACTED SERVICES	8,942	12,625	25,079	373	20,000	1,000
0211	6550	MOTOR VEHICLES	69,000	-	115,083	428,959	48,000	126,500
0211	6580	OTHER EQUIPMENT		9,453	15,780	256,477	15,000	28,000
Total Expenditure			4,547,484	4,726,260	5,196,605	6,135,488	6,328,180	6,789,381

SUMMARY:

OPERATING EXPENSE:	4,478,484	4,716,807	5,065,742	5,450,053	6,265,180	6,634,881
CAPITAL OUTLAY:	69,000	9,453	130,863	685,436	63,000	154,500
TOTAL EXPENDITURES	\$ 4,547,484	\$ 4,726,260	\$ 5,196,605	\$ 6,135,488	\$ 6,328,180	\$ 6,789,381

PERSONNEL COMPLEMENT

Police Chief	1.00	1.00	1.00	1.00	1.00	1.00
Captain	2.00	2.00	2.00	2.00	2.00	2.00
Sergeant	4.00	4.00	4.00	4.00	5.00	5.00
Drug Task Force Officer	1.00	1.00	1.00	1.00	1.00	1.00
Patrol Officer	21.00	21.00	22.00	21.00	21.00	22.00
Lead CSO/Community Service Officer	1.26	1.26	2.00	3.07	3.07	3.07
Police Office Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
Clerical/Support Personnel	3.26	3.64	3.64	3.64	4.27	4.64
Public Safety Total	34.52	34.90	36.64	37.71	38.34	39.71

6550 Motor Vehicles

Chev Silverado				66,957		
Dodge Durango (2 in 2024)				119,173	48,000	54,500
Malibu	28,479					
Ford Explorers (3 in 2024)	40,521			180,455		
2 Chargers			73,400			
Ford Explorer with set up	-					72,000
Tahoe			41,683	62,375		
	69,000	-	115,083	428,959	48,000	126,500

6580 Other Equipment

Axon Squad Car Cameras	-	-	-	219,708		
Radios				36,769		
Drone						18,000
3 flock cameras						10,000
Audio/Video Recorder in Interview Rooms	-	9,453			15,000	
	-	9,453	-	256,477	15,000	28,000

DESCRIPTION OF SERVICES:

The Police Department is responsible for the protection of life and property and a sense of community security and responds to all emergencies in the city. The Police Department will deter criminal activity by visible patrols; the enforcement of traffic laws; and the apprehension of criminal offenders. The department investigates criminal incidents and apprehends offenders through the gathering, analysis, preservation and presentation of evidence. The Police department provides other community services such as code enforcement, animal control, crime prevention, and school liaison.

BUDGET HIGHLIGHTS

- Personnel Costs - COLA & Steps
- Full-time Investigator/Patrol Officer (Mar 1) - \$106,975
- Part time to Full-time Police Records Tech - \$44,256
- Vektor Software (6405) - \$10,000
- Office Moves (6259) - \$6,500
- Replace 2021 Dodge Charger (#311) - \$72,000 (includes set up)
- Replace 2016 Acadia (Police Captain #367) - \$54,500
- Set up Police Captain Vehicle #367 (6281) - \$20,000
- New Unmanned Aerial Vehicle (Drone) - \$18,000
- New 3 additional flock cameras - \$10,000

GOALS OF CURRENT YEAR BUDGET:

- Reduce criminal activity in the community
- Adequately staff public safety based on changing demographics and needs
- Leverage technology to create operational efficiencies
- Enhance traffic safety in the community

Performance Measurements:

Police Department Activity	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Projected	2026 Projected
Dispatched Calls for Service	16258	15609	15172	16,069	16500	17000
Motor Vehicle Accidents	443	465	384	390	376	400
Citations and Warnings	1340	1042	968	1649	807	1700
Criminal	988	869	798	709	642	725
Non-Criminal	8500	9000	6914	7675	8800	9000
State CPM Performance Measurement Results	2021	2022	2023	2024	2025	2026
Total Reported Crimes Rate (per 100,000 population)	20.39	17.78	16.81	15.13	19	20
Crime Clearance Rates (per 100,000 population)	24%	19%	27%	28%	25%	25%

Average police response time - highest priority calls	5:54	6:08	5:46	5:46	under 7 min	under 7 minutes
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Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0220	6102	F.T. REGULAR-WAGES & SALARIES	305,378	352,050	440,276	471,515	555,452	676,388
0220	6103	FULL TIME-REGULAR-OVERTIME	6,610	3,373				
0220	6104	PART TIME-WAGES & SALARIES	283,535	459,516	469,149	518,151	489,069	532,794
0220	6108	SEVERANCE PAY		6,400				
0220	6121	PERA CONTRIBUTIONS	56,867	62,760	76,554	81,484	97,437	118,817
0220	6122	FICA/MEDICARE CONTRIBUTIONS	25,281	25,178	24,861	26,254	29,759	34,449
0220	6131	GROUP INSURANCE	39,920	45,603	64,206	67,860	88,942	114,020
0220	6132	DISABILITY INSURANCE	1,313	1,313	1,313	1,313	1,313	1,313
0220	6133	WORKERS COMP INSURANCE PREMIUM	27,527	49,688	56,968	44,564	52,033	43,575
0220	6135	PAID FAMILY MEDICAL LEAVE						4,792
0220	6208	MISCELLANEOUS OFFICE SUPPLIES	393	316	289	673	500	700
0220	6223	GASOLINE	15,187	21,492	17,844	11,797	20,000	14,000
0220	6225	DIESEL FUEL	5,959	7,163	9,858	14,266	12,000	15,000
0220	6231	UNIFORMS & TURN-OUT GEAR	38,926	57,894	51,594	70,591	65,000	65,000
0220	6239	FIRST AID SUPPLIES	3,434	1,157	1,752	1,137	3,000	3,000
0220	6249	MISCELLANEOUS OPERATING SUPPLY	12,117	16,920	19,922	18,936	24,000	24,000
0220	6257	OTHER VEHICLE PARTS	4,575	5,016	21,361	18,834	11,000	20,000
0220	6259	BUILDING MAINT/REPAIR SUPPLIES		30,016	13,729	32,315	40,000	30,000
0220	6266	SCBA-PARTS	4,055	5,899	23,874	25,450	20,000	25,000
0220	6275	OTHER EQUIPMENT PARTS						
0220	6281	SMALL TOOLS & MINOR EQUIPMENT	20,676	26,684	32,303	32,012	37,000	40,000
0220	6302	AUDITING & ACCOUNTING SERVICES	4,241	4,416	4,958	5,551	7,500	8,000
0220	6321	TELEPHONE	1,624	-				
0220	6322	POSTAGE	70	4	81	76	100	100
0220	6323	CELLULAR PHONES	6,448	-				
0220	6335	TRAINING	36,629	47,504	37,255	34,025	50,000	50,000
0220	6361	GENERAL LIABILITY/PROPERTY INS	16,241	14,421	21,296	20,208	21,295	23,000
0220	6371	ELECTRIC UTILITIES	17,688	17,091	14,515	16,702	18,000	17,000
0220	6372	WATER/IRRIGATION	3,847	2,117	2,791	2,166	3,500	3,000
0220	6373	GAS	8,552	11,838	9,987	10,517	12,000	12,000
0220	6374	REFUSE/RECYCLING	1,431	1,571	1,718	1,773	1,800	2,000
0220	6388	OTHER VEHICLE REPAIR	36,706	58,111	39,247	59,085	50,000	60,000
0220	6405	OFFICE & DATA PROCESSING EQUIP	17,298	18,183	18,920	22,820	30,000	27,000
0220	6451	MEMBERSHIP DUES	1,214	2,029	2,929	1,635	3,000	2,000
0220	6452	SUBSCRIPTIONS	627					
0220	6471	BOOKS & PAMPHLETS	280	1,052	1,282	1,609	1,500	2,000
0220	6489	OTHER CONTRACTED SERVICES	2,045	2,266	4,724	5,011	4,800	5,000
0220	6550	MOTOR VEHICLES	345,474		275,027	673,056	300,000	390,000
0220	6580	OTHER EQUIPMENT		68,475	25,405	23,532	-	70,000
Total Expenditure			1,352,166	1,427,516	1,785,989	2,314,915	2,050,000	2,436,948

SUMMARY:

OPERATING EXPENSE:	1,006,692	1,359,041	1,485,557	1,618,326	1,750,000	1,976,948
CAPITAL OUTLAY:	345,474	68,475	300,432	696,588	300,000	460,000
TOTAL EXPENDITURES	\$ 1,352,166	\$ 1,427,516	\$ 1,785,989	\$ 2,314,915	\$ 2,050,000	\$ 2,436,948

PERSONNEL COMPLEMENT

Fire Chief	1.00	1.00	1.00	1.00	1.00	1.00
Fire Secretary	0.70	0.70	-	-	-	-
Fire Captain of Administration	-	1.00	1.00	1.00	1.00	1.00
Fire Inspector	1.00	1.00	1.00	-	1.00	1.00
Assistant Fire Chief/Fire Marshall	1.00	1.00	1.00	2.00	2.00	2.00
Firefighter/Fire Technician						1.00
Firefighters	7.58	7.58	7.58	7.58	7.58	7.58
Fire Total	11.28	12.28	11.58	11.58	12.58	13.58

6550 Motor Vehicles

1st half funding Replace 1999 Fire Engine #556	-				
2nd half funding Replace 1999 Fire Engine #556	345,474				
1/4 of funding Replace 2008 Fire Engine #565 (1.2M)-\$300K 2026 & \$600K 2027				300,000	300,000
Replace 2017 Ford Explorer #569 (net \$5,000 sale proceeds)					45,000
Replace 2013 Chev Tahoe #333 net \$5,000 sale proceeds)					45,000
Replace Tanker #III Veh #501			372,027		
Replace Rescue #21		275,027			
Rescue 2 replacement				301,029	
	345,474	-	275,027	673,056	390,000

6580 Other Equipment

SCBA Compressor	-		24,405		
SCBA bottles					45,000
Fire Training Room Table & Chairs	21,039				
Extrication Tools	47,436				
Thermal Imaging Camera	-				25,000
radios				23,532	
	-	68,475	24,405	23,532	70,000

BUDGET HIGHLIGHTS

- Personnel Costs - COLA & Steps
- Full-time Firefighter/Fire Technician (Mar 1) - \$79,351
- 3% COLA increase for on-call firefighters - \$33,725
- 2nd Payment Fire Engine #565 (\$300,000-2025 & \$600,000-2027) - \$300,000
- Replace 2017 Ford Explorer (Duty Officer #569) - \$45,000 (net of \$5k trade in)
- Replace 2013 Chev Tahoe (Admin Captain #333) - \$45,000 (net of \$5k trade in)
- Replace 2011 Thermal Imaging Cameras (4) - \$25,000
- Replace 2011 SCBA's bottles (3 packs & 15 bottles) - \$45,000

GOALS OF CURRENT YEAR BUDGET:

- Establish and maintain outreach programs that enhance fire safety within community
- Ensure adequate staff numbers to meet increased demand of calls for service
- Research/plan for space needs and staffing over next 5 year period.

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Projected	2026 Projected
Number of Calls for Service	1301	1381	1735	2016	2500	3000
Mutual Aid	35	66	75	80	80	85
Given	20	44	54	51	55	55
Received	15	22	21	29	25	30
Number of firefighters	42	47	49	57	60	60
Prevention:						
# of Public Education contacts	38	45	34	40	50	60
# of commercial property inspections	304	320	319	394	500	550
# of permits issued	70	106	286	250	300	350
State CPM Performance Measurement Results	2021	2022	2023	2024	2025 Estimated	2026 Estimated
Insurance industry rating of fire services	4/7	4/7	4/7	4/7	4/7	4/7
Fire calls per 1,000 population	14	13	21	25	27	29
Average response times	6:20	6:15	6:58	6:30	6:30	6:30
EMS calls per 1,000 population	33	36	39	42	45	48

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0240	6102	F.T. REGULAR-WAGES & SALARIES	209,127	253,395	332,414	266,839	362,917	538,390
0240	6103	FULL TIME-REGULAR-OVERTIME			2,053	11,616		
0240	6104	PART TIME-WAGES & SALARIES	53,539	51,455	60,547	75,630	90,724	39,361
0240	6105	TEMPORARY-WAGES & SALARIES	2,964			4,543		
0240	6108	SEVERANCE PAY		961		19,351		
0240	6121	PERA CONTRIBUTIONS	19,644	22,626	29,547	26,304	34,023	43,331
0240	6122	FICA/MEDICARE CONTRIBUTIONS	19,869	22,794	27,975	26,627	34,704	44,198
0240	6131	GROUP INSURANCE	28,754	35,612	70,485	49,209	85,455	111,961
0240	6133	WORKERS COMP INSURANCE PREMIUM	1,124	1,911	2,684	2,479	3,570	3,898
0240	6135	PAID FAMILY MEDICAL LEAVE						3,035
0240	6204	STATIONERY, ENVELOPES & FORMS	330	552	609	292	750	1,000
0240	6208	MISCELLANEOUS OFFICE SUPPLIES	41	213	98	412	500	500
0240	6223	GASOLINE	2,787	2,349	1,930	1,131	4,000	4,000
0240	6231	UNIFORMS & TURN-OUT GEAR	234	1,836	987	2,965	800	1,200
0240	6249	MISCELLANEOUS OPERATING SUPPLY	176	630	1,020	2,158	2,000	2,000
0240	6315	MISCELLANEOUS PROFESSIONAL SER	163,898	138,470	126,775	363,711	238,200	110,000
0240	6321	TELEPHONE	349	-				
0240	6322	POSTAGE	1,334	1,399	1,102	1,201	1,500	1,500
0240	6323	CELLULAR PHONES	1,505	-				
0240	6331	TRAVEL AND LODGING	274	2,710	1,797	764	2,000	5,200
0240	6334	MILEAGE REIMBURSEMENT	93	474	199	198	500	600
0240	6335	TRAINING	940	5,509	5,250	3,162	8,100	8,500
0240	6361	GENERAL LIABILITY/PROPERTY INS	5,668	4,809	5,161	4,916	5,197	5,400
0240	6405	OFFICE & DATA PROCESSING EQUIP	24,484	15,891	20,000	10,000	10,000	-
0240	6451	MEMBERSHIP DUES	470	245	100	925	1,100	1,100
0240	6471	BOOKS & PAMPHLETS	595	997	435	1,658	2,000	3,000
0240	6550	MOTOR VEHICLES			27,066			
Total Expenditure			538,198	564,838	718,231	876,090	888,040	928,174

SUMMARY:

OPERATING EXPENSE:	538,198	564,838	691,166	876,090	888,040	928,174
CAPITAL OUTLAY:	-	-	27,066	-	-	-
TOTAL EXPENDITURES	\$ 538,198	\$ 564,838	\$ 718,231	\$ 876,090	\$ 888,040	\$ 928,174

PERSONNEL COMPLEMENT

Building Official	1.00	1.00	1.00	1.00	1.00	1.00
Building Inspector	1.00	2.00	2.00	2.00	2.00	3.00
Admin Assistant	0.70	0.70	0.70	0.70	1.00	1.00
Permit Technicians	1.10	1.10	1.10	1.50	1.50	1.50
Inspectors	0.25	0.25	-	-	-	-
Building Inspection Total	4.05	5.05	4.80	5.20	5.50	6.50

6550 Motor Vehicles

New Vehicle for building inspector			27,066	-	-	-
	-	-	27,066	-	-	-

DESCRIPTION OF SERVICES:

The mission of the Community Development Department is to guide residential and commercial growth through comprehensive planning processes and administer the city's building and zoning codes in a equitable and professional manner to promote and sustain public safety, quality of life, and the health and well being of the whole community.

The purpose of the Building Division is to help ensure all your construction projects meet the requirements of both the Minnesota State Building Code and the City Zoning regulations.

BUDGET HIGHLIGHTS

- Personnel Costs - COLA & Steps
- Full-time Building Inspector/Plans Examiner (Apr 1) - \$90,755

GOALS OF CURRENT YEAR BUDGET:

- Complete standard residential plan review within 10 business days.
- Complete standard commercial plan review within 30 business days.
- Allow for inspection availability within 48 hours.

Performance Measurements:						
	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Projected	2026 Projected
New Residential Units (single family, townhome, multi family)	183	125	190	244	190	190
Total Building Permits	3,458	2,932	3,700	3,358	3,700	3,700
Number of Inspections	12449-Est.	7,356	6,593	7,459	9,000	9,000

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0250	6251	BATTERIES	-	-	-	275	1,000	1,000
0250	6275	OTHER EQUIPMENT PARTS	1,303	2,713	395	-	2,000	2,000
0250	6361	GENERAL LIABILITY/PROPERTY INS	23	75	1,664	1,808	1,884	2,000
0250	6371	ELECTRIC UTILITIES	1,020	1,020	1,071	935	1,100	1,000
0250	6382	MACHINERY & EQUIPMENT REPAIR	940	5,829	5,195	3,523	6,000	6,000
0250	6580	OTHER CAPITAL EQUIPMENT	-	-	59,000	32,000	34,500	35,000
Total Expenditure			3,287	9,637	67,325	38,541	46,484	47,000

SUMMARY:

OPERATING EXPENSE:	3,287	9,637	67,325	38,541	46,484	47,000
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 3,287	\$ 9,637	\$ 67,325	\$ 38,541	\$ 46,484	\$ 47,000

DESCRIPTION OF SERVICES:

The Civil Defence budget funds expenditures related to the city-wide emergency siren notification system.

BUDGET HIGHLIGHTS

- Replace 2 emergency sirens - \$35,000

GOALS OF CURRENT YEAR BUDGET:

- Maintain infrastructure of siren warning system

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Projected	2026 Projected
Number of Sirens	17	17	17	17	17	

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0260	6102	F.T. REGULAR-WAGES & SALARIES	29,341	23,616	35,972	48,237	66,122	70,749
0260	6103	FULL TIME-REGULAR-OVERTIME		270				
0260	6105	TEMPORARY-WAGES & SALARIES		270	45	1,095		
0260	6121	PERA CONTRIBUTIONS	2,231	1,797	2,634	3,603	4,959	5,306
0260	6122	FICA/MEDICARE CONTRIBUTIONS	2,264	1,946	2,816	3,749	5,059	5,412
0260	6131	GROUP INSURANCE				666		
0260	6133	WORKERS COMP INSURANCE PREMIUM	1,699	2,020	2,832	4,978	5,042	3,014
0260	6135	PAID FAMILY MEDICAL LEAVE						312
0260	6249	MISCELLANEOUS OPERATING SUPPLY	7,108	19,641	15,756	25,346	26,000	32,000
0260	6271	SIGN REPAIR MATERIALS	-	1,148	1,464	3,103	5,000	6,000
0260	6361	GENERAL LIABILITY/PROPERTY INS	697	599	452	507	542	700
0260	6371	ELECTRIC UTILITIES	13,275	13,717	13,560	13,041	16,500	16,500
0260	6382	MACHINERY & EQUIPMENT REPAIR	13,723	8,677	8,743	7,991	15,000	16,000
0260	6489	CONTRACTED SERVICES	1,291	6,172	787	-	6,500	6,500
Total Expenditure			71,628	79,873	85,061	112,316	150,724	162,493

SUMMARY:

OPERATING EXPENSE:	71,628	79,873	85,061	112,316	150,724	162,493
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 71,628	\$ 79,873	\$ 85,061	\$ 112,316	\$ 150,724	\$ 162,493

DESCRIPTION OF SERVICES:

The Traffic Engineering budget funds the installation and maintenance of traffic signage on, above, and/or near city streets.

BUDGET HIGHLIGHTS

- No major changes. Staff time redistributed between streets, traffic engr, snow plowing & utilities.

GOALS OF CURRENT YEAR BUDGET:

- Continue to meet FHWA guidelines for traffic signage
- Replace damaged or defective signs within 48 hours
- Bring signage up to current standards on all reconstruct and overlay projects
- Continue to support Engineering and Community Development departments with traffic issues

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Projected	2025 Projected	2026 Projected
Total Hours				2080	2080	2080
Number of Traffic Signs in System						
Number of Traffic Counts Performed						

Business Unit	Object Account	Description	2021		2022		2023		2024		2025	2026
			Actual	Actual	Actual	Actual	Actual	Actual	Adopted Budget	Requested Budget		
0270	6249	MISCELLANEOUS OPERATING SUPPLY	411	340		108		213		750	750	
0270	6281	SMALL TOOLS & MINOR EQUIPMENT		945		903		1,509		1,000	1,000	
0270	6489	OTHER CONTRACTED SERVICES	332	114		7,164		8,317		7,500	8,500	
Total Expenditure			743	1,399		8,175		10,039		9,250	10,250	

SUMMARY:

OPERATING EXPENSE:	743	1,399	8,175	10,039	9,250	10,250
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 743	\$ 1,399	\$ 8,175	\$ 10,039	\$ 9,250	\$ 10,250

DESCRIPTION OF SERVICES:

This fund covers expenditures related to animal control. Ramsey PD provides animal containment services and incurs expenses for boarding animals at Anoka PD.

BUDGET HIGHLIGHTS

No major changes

GOALS OF CURRENT YEAR BUDGET:

- Provide animal containment services to residents

Performance Measurements:

	2021 Projected	2022 Actual	2023 Actual	2024 Actual	2025 Projected	2026 Projected
Animal Complaints	390	270	377	667	450	650
Number of Animals Impounded	45	20	30	46	45	55
Number of Animals Released to Owners	45	15	24	26	40	50
Number of Euthanizations	0	0	1	0	2	2

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0280	6204	STATIONERY, ENVELOPES & FORMS	361	27	508	-	500	500
0280	6206	FILM, MICROFILM, TAPES, DISKS	-	-	-	-	300	300
0280	6241	COMMUNITY POLICING SUPPLIES	9,190	9,967	10,351	14,111	12,500	15,000
0280	6281	SMALL TOOLS & MINOR EQUIPMENT	-	-	832	247	100	200
0280	6291	CULVERTS, SIGNS, STREET SUPPLY	-	-	316	107	400	400
0280	6322	POSTAGE	1	-	216	99	50	100
0280	6323	CELLULAR PHONES	1,118	-	-	-	-	-
0280	6331	TRAVEL & LODGING	-	646	182	203	1,500	1,500
0280	6335	TRAINING	1,655	180	1,170	1,320	2,000	2,000
0280	6361	GENERAL LIABILITY/PROPERTY INS	88	99	109	114	120	150
0280	6415	OTHER EQUIPMENT RENTAL	-	-	-	110	-	250
0280	6451	MEMBERSHIP DUES	446	1,520	745	836	1,500	1,500
0280	6471	BOOKS & PAMPHLETS	257	335	246	-	300	300
Total Expenditure			13,115	12,774	14,673	17,147	19,270	22,200

SUMMARY:

OPERATING EXPENSE:	13,115	12,774	14,673	17,147	19,270	22,200
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 13,115	\$ 12,774	\$ 14,673	\$ 17,147	\$ 19,270	\$ 22,200

DESCRIPTION OF SERVICES:

The Community Orientating Policing funds expenditures related to community programs such as: Kids Safety Camp, Car Seat Inspections, Night to Unite, Pet Clinics, Bike Helmet Fitting and Sale, Police Explorers, and Drug Take Back Program

BUDGET HIGHLIGHTS

No major changes

GOALS OF CURRENT YEAR BUDGET:

- Increase participation in community based programs

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Projected	2026 Projected
# of participants attending Kids Safety Camp	0	121	107	140	144	300
# of car seat inspections	15	12	12	15	15	15
Night to Unite - # of Parties	50	48	45	45	45	45
# participants in Citizens Academy	10	8	12	16	16	15

GENERAL FUND 101 - GENERAL GOVERNMENT

PUBLIC WORKS 301-312

EXPENDITURE BY OBJECT SUMMARY	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-
PERSONNEL SERVICES	1,096,459	1,232,690	1,334,945	1,629,459	1,940,238	2,070,049
SUPPLIES	247,499	383,218	325,477	354,996	472,403	471,275
OTHER SERVICES & CHARGES	598,537	410,981	1,406,511	738,509	843,548	888,325
CAPITAL OUTLAY	450,964	127,057	384,417	1,602,233	44,500	487,000
TOTAL EXPENDITURE BY OBJECT	2,393,459	2,153,946	3,451,351	4,325,197	3,300,689	3,916,649

LINE ITEM DETAIL BY COST CENTER OR SUB-FUNCTION

PUBLIC WORKS 301-312

EXPENDITURE BY OBJECT RECAP ALL SUB-FUNCTIONS	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-
PERSONNEL SERVICES						
WAGES AND SALARIES						
6102 F.T. REGULAR-WAGES & SALARIES	735,374	797,269	910,184	1,138,970	1,347,009	1,473,761
6103 FULL TIME-REGULAR-OVERTIME	38,417	42,299	48,290	51,473	52,000	42,000
6105 TEMPORARY-WAGES & SALARIES	24,632	30,256	20,426	13,574	34,208	34,874
6106 OVERTIME-TEMPORARY	878	636	-	-	-	-
TOTAL WAGES AND SALARIES	799,301	870,461	978,901	1,204,017	1,433,217	1,550,635
OTHER GROSS EARNINGS						
6108 SEVERANCE PAY	4,555	65,629	9,124	-	-	-
TOTAL OTHER GROSS EARNINGS	4,555	65,629	9,124	-	-	-
EMPLOYER CONTRIBUTIONS						
6121 PERA CONTRIBUTIONS	57,508	62,881	72,058	86,828	104,926	113,682
6122 FICA/MEDICARE CONTRIBUTIONS	58,852	64,665	73,407	87,825	110,967	119,998
6131 GROUP INSURANCE	140,084	124,889	155,962	201,033	224,301	241,603
6133 WORKERS COMP INSURANCE PREMIUM	36,159	44,165	45,494	49,757	66,827	36,245
6135 PAID FAMILY MEDICAL LEAVE	-	-	-	-	-	7,886
TOTAL EMPLOYER CONTRIBUTIONS	292,604	296,601	346,921	425,443	507,021	519,414
Total PERSONNEL SERVICES	1,096,459	1,232,690	1,334,945	1,629,459	1,940,238	2,070,049
SUPPLIES						
OFFICE SUPPLIES						
6205 DRAFTING SUPPLIES	-	-	-	-	-	-
6208 MISCELLANEOUS OFFICE SUPPLIES	1,096	2,006	2,922	1,717	2,100	2,575
TOTAL OFFICE SUPPLIES	1,096	2,006	2,922	1,717	2,100	2,575
OPERATING SUPPLIES						
6221 CLEANING SUPPLIES	-	-	-	-	-	-
6223 GASOLINE	17,420	21,314	24,531	19,753	39,500	40,500
6225 DIESEL FUEL	32,384	54,169	48,950	26,444	65,000	55,000
6227 LUBRICANTS & ADDITIVES	6,269	6,106	6,305	5,700	9,000	9,000
6229 SHOP MATERIALS	1,692	3,825	2,915	6,624	4,000	4,600
6231 UNIFORMS & TURN-OUT GEAR	6,315	7,231	9,036	10,754	12,500	18,000
6249 MISCELLANEOUS OPERATING SUPPLY	7,331	10,983	9,825	14,480	12,150	15,900
TOTAL OPERATING SUPPLIES	71,411	103,627	101,563	83,754	142,150	143,000
REPAIR AND MAINTENANCE SUPPLIES						
6257 OTHER VEHICLE PARTS	52,237	83,858	77,135	82,963	85,600	92,000
6259 BUILDING MAINT/REPAIR SUPPLIES	563	2,622	3,619	91	2,700	2,700
6261 SAND & GRAVEL	-	2,300	2,779	-	5,300	5,300
6263 SALT	68,800	129,704	68,426	117,442	147,053	135,000
6265 ASPHALT	32,491	32,311	31,135	26,560	35,000	35,000
6267 OTHER STREET MAINTENANCE SUPPL	5,303	10,675	14,920	17,050	16,500	17,500
6269 LANDSCAPE MATERIALS	1,174	952	1,076	942	7,500	4,500
6275 OTHER EQUIPMENT PARTS	-	-	-	-	-	-
TOTAL REPAIR AND MAINTENANCE SUPPLIES	160,568	262,422	199,090	245,048	299,653	292,000
SMALL TOOLS AND MINOR EQUIPMENT						
6281 SMALL TOOLS & MINOR EQUIPMENT	14,424	15,163	21,903	24,478	28,500	33,700
TOTAL SMALL TOOLS AND MINOR EQUIPMENT	14,424	15,163	21,903	24,478	28,500	33,700
Total SUPPLIES	247,499	383,218	325,477	354,996	472,403	471,275

OTHER SERVICES & CHARGES							
PROFESSIONAL SERVICES							
6315	MISCELLANEOUS PROFESSIONAL SER	28,146	29,897	31,744	39,496	40,000	50,000
TOTAL PROFESSIONAL SERVICES		28,146	29,897	31,744	39,496	40,000	50,000
COMMUNICATION							
6321	TELEPHONE	2,211	-	-	-	-	-
6322	POSTAGE	40	143	1,161	1,180	2,600	2,300
6323	CELLULAR PHONES	5,816	-	-	-	-	-
TOTAL COMMUNICATION		8,067	143	1,161	1,180	2,600	2,300
EMPLOYEE REIMBURSEMENTS							
6331	TRAVEL & LODGING	-	-	127	-	-	1,000
6335	TRAINING	6,623	6,952	12,983	18,863	20,400	24,385
TOTAL EMPLOYEE REIMBURSEMENTS		6,623	6,952	13,110	18,863	20,400	25,385
INSURANCE							
6361	GENERAL LIABILITY/PROPERTY INS	26,966	25,801	26,788	29,217	36,078	31,930
TOTAL INSURANCE		26,966	25,801	26,788	29,217	36,078	31,930
UTILITIES							
6371	ELECTRIC UTILITIES	8,153	8,319	8,411	9,991	15,000	13,000
6372	WATER/IRRIGATION	7,020	2,238	2,207	2,384	2,500	3,000
6373	GAS	6,001	6,924	6,150	4,400	10,000	6,000
6374	REFUSE/RECYCLING	3,611	2,180	975	1,101	2,500	2,500
TOTAL UTILITIES		24,785	19,662	17,743	17,876	30,000	24,500
REPAIRS AND MAINTENANCE - LABOR							
6381	BUILDING & STRUCTURE REPAIR	1,248	1,582	3,747	11,173	37,170	20,000
6382	MACHINERY & EQUIPMENT REPAIR	4,944	5,172	6,447	1,184	6,000	6,000
6387	TIRE MOUNTING & BALANCING	255	60	-	-	400	400
6388	OTHER VEHICLE REPAIR	15,242	9,487	16,320	6,353	27,000	27,000
TOTAL REPAIRS AND MAINTENANCE - LABOR		21,689	16,300	26,514	18,710	70,570	53,400
REPAIRS AND MAINTENANCE - CONTRACTS							
6404	MACHINERY & EQUIPMENT	1,221	3,458	-	2,880	3,500	4,000
6405	OFFICE & DATA PROCESSING EQUIP	-	3,745	-	-	-	5,550
TOTAL REPAIRS AND MAINTENANCE - CONTRACTS		1,221	7,203	-	2,880	3,500	9,550
RENTALS							
6415	OTHER EQUIPMENT RENTAL	8,333	2,205	2,838	8,444	6,000	6,000
6417	UNIFORM RENTAL	1,583	689	1,233	1,890	1,200	1,500
TOTAL RENTALS		9,916	2,894	4,071	10,334	7,200	7,500
DUES, SUBSCRIPTIONS, AND REGISTRATION FEES							
6451	MEMBERSHIP DUES	1,017	1,670	964	834	3,200	1,760
TOTAL DUES, SUBSCRIPTIONS, AND REGISTRATION FEES		1,017	1,670	964	834	3,200	1,760
BOOKS AND PAMPHLETS							
6471	BOOKS & PAMPHLETS	-	-	-	-	-	-
TOTAL BOOKS AND PAMPHLETS		-	-	-	-	-	-
CONTRACTED SERVICES							
6488	STREET MAINTENANCE CONTRACT	462,784	294,998	1,272,595	571,622	600,000	650,000
6489	OTHER CONTRACTED SERVICES	7,324	5,461	11,822	27,498	30,000	32,000
TOTAL CONTRACTED SERVICES		470,108	300,459	1,284,417	599,119	630,000	682,000
Total OTHER SERVICES & CHARGES		598,537	410,981	1,406,511	738,509	843,548	888,325
CAPITAL OUTLAY							
CAPITAL OUTLAY							
6540	HEAVY MACHINERY	116,891	103,199	266,007	1,250,996	-	-
6550	MOTOR VEHICLES	62,772	-	94,910	122,698	-	487,000
6580	OTHER EQUIPMENT	271,302	23,858	23,500	228,538	44,500	-
TOTAL CAPITAL OUTLAY		450,964	127,057	384,417	1,602,233	44,500	487,000
Total CAPITAL OUTLAY		450,964	127,057	384,417	1,602,233	44,500	487,000
TOTAL EXPENDITURES & OTHER FINANCING		2,393,459	2,153,946	3,451,351	4,325,197	3,300,689	3,916,649

SUMMARY:

OPERATING EXPENSE:	1,942,495	2,026,889	3,066,934	2,722,964	3,256,189	3,429,649
CAPITAL OUTLAY:	450,964	127,057	384,417	1,602,233	44,500	487,000
TOTAL EXPENDITURES	\$ 2,393,459	\$ 2,153,946	\$ 3,451,351	\$ 4,325,197	\$ 3,300,689	\$ 3,916,649

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0301	6102	F.T. REGULAR-WAGES & SALARIES	240,248	293,930	368,610	383,360	413,954	416,211
0301	6103	FULL TIME-REGULAR-OVERTIME	20,287	23,675	28,461	46,444	40,000	30,000
0301	6105	TEMPORARY-WAGES & SALARIES	14,550	14,752	-			
0301	6106	OVERTIME-TEMPORARY	878	636				
0301	6121	PERA CONTRIBUTIONS	19,411	23,597	29,340	31,457	34,047	33,466
0301	6122	FICA/MEDICARE CONTRIBUTIONS	19,849	23,812	28,270	30,591	34,727	34,135
0301	6131	GROUP INSURANCE	42,747	40,296	51,158	52,266	71,806	72,850
0301	6133	WORKERS COMP INSURANCE PREMIUM	1,198	2,078	2,581	2,035	3,776	3,374
0301	6135	PAID FAMILY MEDICAL LEAVE						2,284
0301	6208	MISCELLANEOUS OFFICE SUPPLIES	795	1,279	2,316	1,001	1,400	1,850
0301	6223	GASOLINE	4,789	5,650	6,823	8,079	9,500	10,500
0301	6231	UNIFORMS & TURN-OUT GEAR	1,170	1,331	2,774	2,276	2,500	3,000
0301	6249	MISCELLANEOUS OPERATING SUPPLY	-	854	408	403	650	900
0301	6257	OTHER VEHICLE PARTS	2,108	1,397	1,905	1,990	600	2,000
0301	6281	SMALL TOOLS & MINOR EQUIPMENT	-	-	1,143	1,994	3,500	1,700
0301	6315	MISCELLANEOUS PROFESSIONAL SER	197	1,288	1,000	2,173	12,000	15,000
0301	6321	TELEPHONE	1,239	-	-			
0301	6322	POSTAGE	7	87	1,107	1,175	2,400	2,200
0301	6323	CELLULAR PHONES	3,427	-	-			
0301	6331	TRAVEL & LODGING	-	-	127			1,000
0301	6335	TRAINING	3,699	3,059	4,906	5,260	6,400	8,385
0301	6361	GENERAL LIABILITY/PROPERTY INS	4,131	3,990	4,172	4,303	4,552	4,700
0301	6405	OFFICE & DATA PROCESSING EQUIP	-	3,745	-			5,550
0301	6451	MEMBERSHIP DUES	748	1,393	864	734	3,000	1,760
0301	6580	OTHER EQUIPMENT	-	-	-	38,989		
0301	6550	MOTOR VEHICLES			30,844	60,104		
Total Expenditure			381,476	446,849	566,809	674,634	644,812	650,865

SUMMARY:

OPERATING EXPENSE:	381,476	446,849	535,965	575,540	644,812	650,865
CAPITAL OUTLAY:	-	-	30,844	99,094	-	-
TOTAL EXPENDITURES	\$ 381,476	\$ 446,849	\$ 566,809	\$ 674,634	\$ 644,812	\$ 650,865

PERSONNEL COMPLEMENT

PW Director/City Engineer	-	-	1.00	1.00	1.00	0.00
City Engineer	1.00	1.00	-	-	-	1.00
Assistant City Engineer	-	0.50	1.00	1.00	1.00	1.00
Engineering Tech IV	1.00	1.00				
Engineering Tech II	1.00	1.00	1.00	2.00	2.00	3.00
Engineering Tech III	-	-	1.00	1.00	1.00	1.00
Senior Engineering Technician			1.00	1.00	1.00	1.00
Civil Engineer IV	1.00	1.00	1.00	1.00	1.00	
Water Resources Technician						1.00
Civil Engineer II	1.00	0.50	0.00			
Administrative Assistant	1.00	1.00	1.00	1.00	1.00	1.00
Interns (2)	1.00	1.00	1.00			
Engineering Total	7.00	7.00	8.00	8.00	8.00	9.00

DESCRIPTION OF SERVICES:

The Engineering budget covers engineering functions not charged to specific projects. The City Engineer oversees all engineering including working with the Minnesota Department of Transportation, Anoka County, other cities and regulating agencies, maintaining mapping and GIS data, managing stormwater runoff, responding to citizen and staff requests, and general engineering functions.

BUDGET HIGHLIGHTS

- Full-time City Engineer - \$40,233 (\$200,999 full salary)\$160,766 funded Enterprise & Pavement Mgmt Fund
- Full-time Engineering Tech II (Apr 1) - \$55,184 (\$78,847 full salary (\$23,633 Enterprise
- Civil Engineer IV included in budget for 2024, Water Resources Technician replaced. Funding for this position funded 100% from Storm Water Utility Fund

GOALS OF CURRENT YEAR BUDGET:

- Ensure stable and sustainable funding exists for Pavement Management Program.
- Support construction of Water Treatment Plant.
- Support improvements identified in Anoka County CSAH 5/Nowthen Blvd. transportation study.
- Conduct well siting study for new municipal well #9.
- Develop and plan for key infrastructure improvements (AUAR, utilities, transportation).
- Support construction of Ramsey Gateway Highway 10 improvements.
- Investigate improved pavement condition rating systems.
- Continue pavement rejuvenation program to replace suspended sealcoat program.

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Projected	2025 Projected	2026 Projected
Active Engineering Projects	13	14	18	24	22	
Completed Engineering Projects	11	11	14	17	16	
Infrastructure Asset Management System Upgrades	0	0	0	0	0	

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0311	6102	F.T. REGULAR-WAGES & SALARIES	403,503	393,338	423,207	652,737	789,491	899,625
0311	6103	FULL TIME-REGULAR-OVERTIME	1,008	1,220	3,624	1,361	2,000	2,000
0311	6105	TEMPORARY-WAGES & SALARIES	5,160	6,422	14,738	10,392	22,208	22,874
0311	6108	SEVERANCE PAY	4,555	65,629	9,124			
0311	6121	PERA CONTRIBUTIONS	30,100	30,106	31,119	48,510	59,362	67,622
0311	6122	FICA/MEDICARE CONTRIBUTIONS	30,462	30,807	32,704	49,993	63,574	72,099
0311	6131	GROUP INSURANCE	97,338	84,593	104,804	145,897	152,495	168,753
0311	6133	WORKERS COMP INSURANCE PREMIUM	28,331	30,800	32,158	37,828	49,930	26,286
0311	6135	PAID FAMILY MEDICAL LEAVE						4,810
0311	6208	MISCELLANEOUS OFFICE SUPPLIES	301	727	606	715	700	725
0311	6221	CLEANING SUPPLIES						
0311	6223	GASOLINE	10,759	15,664	5,227	10,241	18,000	18,000
0311	6225	DIESEL FUEL	13,194	31,077	11,394	11,396	30,000	20,000
0311	6227	LUBRICANTS & ADDITIVES	6,269	6,106	6,305	5,700	9,000	9,000
0311	6229	SHOP MATERIALS	1,548	3,825	2,671	6,054	3,500	4,000
0311	6231	UNIFORMS & TURN-OUT GEAR	5,145	5,900	6,262	8,478	10,000	15,000
0311	6249	MISCELLANEOUS OPERATING SUPPLY	7,331	10,129	9,417	14,077	11,500	15,000
0311	6257	OTHER VEHICLE PARTS	21,869	39,496	28,244	34,270	43,000	45,000
0311	6259	BUILDING MAINT/REPAIR SUPPLIES	563	2,622	3,619	91	2,700	2,700
0311	6261	SAND & GRAVEL	-	-	-	-	1,500	1,500
0311	6265	ASPHALT	32,491	32,311	31,135	26,560	35,000	35,000
0311	6267	OTHER STREET MAINTENANCE SUPPL	1,019	9,599	992	3,716	4,000	4,500
0311	6269	LANDSCAPE MATERIALS	1,174	952	1,076	942	7,500	4,500
0311	6281	SMALL TOOLS & MINOR EQUIPMENT	14,424	15,163	20,760	22,484	25,000	32,000
0311	6315	MISCELLANEOUS PROFESSIONAL SER	27,948	28,610	30,744	37,323	28,000	35,000
0311	6321	TELEPHONE	973	-	-			
0311	6322	POSTAGE	33	56	54	5	200	100
0311	6323	CELLULAR PHONES	2,389	-	-			
0311	6335	TRAINING	2,924	3,893	8,077	13,603	14,000	16,000
0311	6361	GENERAL LIABILITY/PROPERTY INS	20,250	18,960	20,712	22,913	29,399	25,000
0311	6371	ELECTRIC UTILITIES	8,153	8,319	8,411	9,991	15,000	13,000
0311	6372	WATER/IRRIGATION	7,020	2,238	2,207	2,384	2,500	3,000
0311	6373	GAS	6,001	6,924	6,150	4,400	10,000	6,000
0311	6374	REFUSE/RECYCLING	3,611	2,180	975	1,101	2,500	2,500
0311	6381	BUILDING & STRUCTURE REPAIR	1,248	1,582	3,747	11,173	37,170	20,000
0311	6382	MACHINERY & EQUIPMENT REPAIR	4,944	5,172	6,447	1,184	6,000	6,000
0311	6387	TIRE MOUNTING & BALANCING	255	60	-	-	400	400
0311	6388	OTHER VEHICLE REPAIR	12,400	4,205	1,699	3,726	12,000	12,000
0311	6404	MACHINERY & EQUIPMENT	1,221	3,458		2,880	3,500	4,000
0311	6415	OTHER EQUIPMENT RENTAL	8,333	2,205	2,838	8,444	6,000	6,000
0311	6417	UNIFORM RENTAL	1,583	689	1,233	1,890	1,200	1,500
0311	6451	MEMBERSHIP DUES	269	278	100	100	200	
0311	6488	STREET MAINTENANCE CONTRACT	462,784	294,998	1,272,595	571,622	600,000	650,000
0311	6489	OTHER CONTRACTED SERVICES	7,324	5,461	11,822	27,498	30,000	32,000
0311	6540	HEAVY MACHINERY	116,891	103,199	266,007	1,250,996		-
0311	6550	MOTOR VEHICLES	62,772		64,066	62,594	-	487,000
0311	6580	OTHER EQUIPMENT	271,302	23,858	23,500	189,549	44,500	
Total Expenditure			1,747,168	1,332,827	2,510,567	3,314,818	2,183,029	2,790,494

SUMMARY:

OPERATING EXPENSE:	1,296,204	1,205,770	2,156,994	1,811,678	2,138,529	2,303,494
CAPITAL OUTLAY:	450,964	127,057	353,573	1,503,139	44,500	487,000
TOTAL EXPENDITURES	\$ 1,747,168	\$ 1,332,827	\$ 2,510,567	\$ 3,314,818	\$ 2,183,029	\$ 2,790,494

PERSONNEL COMPLEMENT

Public Works Superintendent	1.00	1.00	1.00	1.00	1.00	1.00
Secretary (Formerly under Engineering)	1.00	1.00	1.00	1.00	1.00	1.00
Lead Mechanic/Mechanic	2.00	2.00	2.00	3.00	3.00	3.00
Street Supervisor	-	1.00	1.00	1.00	1.00	1.00
Streets Lead Worker	1.00	1.00	1.00	1.00	1.00	1.00
PW Maintenance Worker	5.00	5.00	5.00	8.00	8.00	8.00
Temporary - Streets	0.50	0.50	0.50	0.50	0.50	0.50
Street Maintenance Total	10.50	11.50	11.50	15.50	15.50	15.50

6488/6489 Other Contracted Services

Pavement Management Program Funding (Transfer to Pavement Manager)	300,000	-	-	-	-	-
Cracksealing/Rejuvenation/Pothole Patching	162,784	200,000	1,272,595	571,622	580,000	630,000
Curb Repair/Tree Removal	-	15,000	-	23,255	20,000	20,000
Misc	-	-	-	4,243	-	-
	462,784	215,000	1,272,595	599,119	600,000	650,000

6540 - Heavy Machinery

F350 truck with plow (2021 & 2022 total cost)	116,891	103,199	-	-	-	-
2-Single Axle Plow Trucks	-	-	-	917,389	-	-
Tandem Axle Truck with Plow less trade in \$15,000	-	-	266,007	-	-	-
Kubota Tractor less trade in \$23,000 (Replace #686)	-	-	-	-	-	-
Snow Blower less trade in \$15,000 (Replace #647)	-	-	-	-	-	-
F550 4x4 Truck with 9' 2" V-plow (New) with lift gate	-	-	-	101,176	-	-
721 G Front End Loader	-	-	-	232,432	-	-
	116,891	103,199	266,007	1,250,996	-	-

6550-Motor Vehicle

1-ton truck	62,772	-	-	-	-	-
2-3/4 ton trucks with plows (1 new & 1 replacement)	-	-	64,066	62,594	-	-
Single Axle with dump & Plow less trade in \$15,000 (Replace #672)	-	-	-	-	-	328,000
F550 Truck less resale \$10,000 (Replace #680)	-	-	-	-	-	104,000
Repurpose Veh #680 Replacement into a Hook Truck	-	-	-	-	-	55,000
	62,772	-	64,066	62,594	-	487,000

6580 - Other Equipment

Sidewalk Machine	162,723	-	-	-	-	-
Snow Pusher Box for Front End Loader	-	-	23,500	-	-	-
Trailer for skidsteer	15,102	-	-	-	-	-
Toolcat	36,105	-	-	-	-	-
Skidsteer	57,372	-	-	-	-	-
Tire balancer (1/2 cost other 1/2 police)	-	9,453	-	-	-	-
Asphalt floater	-	14,405	-	-	-	-
ExMark Mower (less \$2,500 trade in)	-	-	-	-	17,500	-
Pull behind PTO Mower (Less \$1,000 trade in)	-	-	-	-	27,000	-
Trailer Mounted Boom Lift	-	-	-	57,250	-	-
Bobcat T66 Skidsteer	-	-	-	79,248	-	-
Scissor Lift JLG 2646	-	-	-	26,500	-	-
10-Foot Slide in Removable Salt/Sander Spreader (Truck Mounted)	-	-	-	13,386	-	-
Hydraulic hose Crimping Machine	-	-	-	13,165	-	-
	271,302	23,858	23,500	189,549	44,500	-

DESCRIPTION OF SERVICES:

The Street Maintenance Department is responsible for maintaining city streets, sidewalks, traffic signs, boulevards, ROW mowing and the storm water collection system.

BUDGET HIGHLIGHTS

- Staff time redistributed between streets, traffic engr, snow plowing & utilities.
- Street Maintenance Improvements (Ex: Rejuvenation) - \$50,000 increase
- Replace 2013 Ford F350 with Plow & Equip (#680) - \$104,000 (net of \$10k resale)
- Upgrade 2013 Ford F350 with Plow & Equip To a Hook Truck (#680) - \$55,000
- Replace 2016 Sterling Single axle (#672) - \$328,000 (net of \$15K trade in)

GOALS OF CURRENT YEAR BUDGET:

- Maintain and improve city's rating of 7.0 average of road condition
- Increase use of contracted services on pothole repair (velocity patching)
- Increase prevenative maintenace to prolong the life of our public streets
- Maintain our city vehicles and equipment to the highest level possible

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Projected	2025 Projected	2026 Projected
Crack filling (miles)	20.88	10.37	15	19	19	
Sealcoating (miles)	0	0	0	0	0	
Asphalt patching (tons)		380	385	390	390	

Business Unit	Object Account	Description	2021	2022	2023	2024	2025	2026
			Actual	Actual	Actual	Actual	Adopted Budget	Requested Budget
0312	6102	F.T. REGULAR-WAGES & SALARIES	91,623	110,001	118,368	102,873	143,564	157,925
0312	6103	FULL TIME-REGULAR-OVERTIME	17,122	17,405	16,205	3,668	10,000	10,000
0312	6105	TEMPORARY-WAGES & SALARIES	4,922	9,082	5,689	3,182	12,000	12,000
0312	6121	PERA CONTRIBUTIONS	7,997	9,179	11,599	6,861	11,517	12,594
0312	6122	FICA/MEDICARE CONTRIBUTIONS	8,541	10,046	12,434	7,241	12,666	13,764
0312	6131	GROUP INSURANCE				2,870		
0312	6133	WORKERS COMP INSURANCE PREMIUM	6,629	11,287	10,755	9,893	13,121	6,585
0312	6135	PAID FAMILY MEDICAL LEAVE						792
0312	6223	GASOLINE	1,873		12,481	1,433	12,000	12,000
0312	6225	DIESEL FUEL	19,191	23,092	37,557	15,048	35,000	35,000
0312	6229	SHOP MATERIALS	144	-	244	570	500	600
0312	6257	OTHER VEHICLE PARTS	28,260	42,965	46,987	46,702	42,000	45,000
0312	6261	SAND & GRAVEL	-	2,300	2,779	-	3,800	3,800
0312	6263	SALT	68,800	129,704	68,426	117,442	147,053	135,000
0312	6267	OTHER STREET MAINTENANCE SUPPL	4,284	1,076	13,928	13,335	12,500	13,000
0312	6361	GENERAL LIABILITY/PROPERTY INS	2,586	2,851	1,903	2,001	2,127	2,230
0312	6388	OTHER VEHICLE REPAIR	2,842	5,282	14,621	2,627	15,000	15,000
Total Expenditure			264,815	374,270	373,975	335,746	472,848	475,290

SUMMARY:

OPERATING EXPENSE:	264,815	374,270	373,975	335,746	472,848	475,290
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 264,815	\$ 374,270	\$ 373,975	\$ 335,746	\$ 472,848	\$ 475,290

DESCRIPTION OF SERVICES:

The Snow and Ice Removal budget provides for snow removal and for ice control on city streets, parking lots, and pathways.

BUDGET HIGHLIGHTS

- Staff time redistributed between streets, traffic engr, snow plowing & utilities.

GOALS OF CURRENT YEAR BUDGET:

- Clearing of parking ramp utilizing PW Staff (full time, temp on call, & seasonal staff) See PUMA Budget
- Continue to monitor and reduce salt usage
- Continue to complete citywide plowing in 8 hours or less
- Upgrade weather service to MDSS (maintenance decision support software)
- Equip cul-de-sac trucks and sidewalk plowing equipment with AVL to track snow removal operations

Performance Measurements:

	2021 Actual	2022 Actual	2023 Actual	2024 Projected	2025 Projected	2026 Projected
Miles of Streets Plowed	183	185	187	189	190	190
Cul-de-sacs	287	291	295	299	303	305
Salt/Sand Purchased (tons)	1400	1600	2300	1,400	1,200	1,440
Snow Removal Hours	1700	1750	2600	950	840	1,500
Full Scale Plowing Events	12	13	23	5	5	10

PARKS AND RECREATION 452-455

EXPENDITURE BY OBJECT SUMMARY	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-
PERSONNEL SERVICES	929,874	962,545	1,088,600	1,252,025	1,487,113	1,660,783
SUPPLIES	186,228	200,417	242,430	209,358	286,400	327,500
OTHER SERVICES & CHARGES	253,330	265,263	297,610	370,080	341,148	393,600
CAPITAL OUTLAY	112,370	16,852	-	466,961	110,000	263,500
TOTAL EXPENDITURE BY OBJECT	1,481,802	1,445,077	1,628,641	2,298,424	2,224,661	2,645,383

LINE ITEM DETAIL BY COST CENTER OR SUB-FUNCTION

PARKS AND RECREATION 452-455

EXPENDITURE BY OBJECT RECAP ALL SUB-FUNCTIONS	-2021 Actual-	-2022 Actual-	-2023 Actual-	-2024 Actual-	-2025 Adopted-	-2026 Requested-
PERSONNEL SERVICES						
WAGES AND SALARIES						
6102 F.T. REGULAR-WAGES & SALARIES	618,528	617,124	730,962	838,878	976,945	1,098,965
6103 FULL TIME-REGULAR-OVERTIME	1,837	1,469	818	1,985	1,000	1,000
6105 TEMPORARY-WAGES & SALARIES	85,592	87,275	65,361	68,874	100,000	121,378
TOTAL WAGES AND SALARIES	705,957	705,868	797,141	909,736	1,077,945	1,221,343
OTHER GROSS EARNINGS						
6108 SEVERANCE PAY	-	-	-	1,444	-	-
TOTAL OTHER GROSS EARNINGS	-	-	-	1,444	-	-
EMPLOYER CONTRIBUTIONS						
6121 PERA CONTRIBUTIONS	48,065	48,867	54,097	62,522	71,538	80,535
6122 FICA/MEDICARE CONTRIBUTIONS	53,916	53,502	59,784	67,809	82,463	93,432
6131 GROUP INSURANCE	94,527	116,186	132,986	166,248	196,790	219,034
6133 WORKERS COMP INSURANCE PREMIUM	27,409	38,121	44,593	44,265	58,377	40,101
6135 PAID FAMILY MEDICAL LEAVE	-	-	-	-	-	6,338
TOTAL EMPLOYER CONTRIBUTIONS	223,916	256,677	291,459	340,845	409,168	439,440
Total PERSONNEL SERVICES	929,874	962,545	1,088,600	1,252,025	1,487,113	1,660,783
SUPPLIES						
OFFICE SUPPLIES						
6208 MISCELLANEOUS OFFICE SUPPLIES	501	1,185	921	616	900	1,000
TOTAL OFFICE SUPPLIES	501	1,185	921	616	900	1,000
OPERATING SUPPLIES						
6223 GASOLINE	19,559	22,510	12,425	21,427	23,000	24,000
6225 DIESEL FUEL	3,238	9,893	6,311	7,072	10,500	11,500
6229 SHOP MATERIALS	939	3,467	1,198	1,937	2,500	2,500
6231 UNIFORMS & TURN-OUT GEAR	4,882	6,130	6,106	8,077	6,000	6,500
6249 MISCELLANEOUS OPERATING SUPPLY	30,380	31,531	29,962	34,520	33,000	34,000
TOTAL OPERATING SUPPLIES	58,998	73,531	56,002	73,033	75,000	78,500
REPAIR AND MAINTENANCE SUPPLIES						
6257 OTHER VEHICLE PARTS	7,020	16,974	25,587	23,949	17,500	19,000
6265 ASPHALT	101,594	71,915	111,045	90,512	126,000	150,000
6269 LANDSCAPE MATERIALS	11,449	16,843	23,522	8,547	50,000	60,000
6268 IRRIGATION SUPPLIES	6,025	16,118	20,540	10,881	13,000	15,000
TOTAL REPAIR AND MAINTENANCE SUPPLIES	126,088	121,851	180,694	133,889	206,500	244,000
SMALL TOOLS AND MINOR EQUIPMENT						
6281 SMALL TOOLS & MINOR EQUIPMENT	641	3,851	4,813	1,820	4,000	4,000
TOTAL SMALL TOOLS AND MINOR EQUIPMENT	641	3,851	4,813	1,820	4,000	4,000
Total SUPPLIES	186,228	200,417	242,430	209,358	286,400	327,500

OTHER SERVICES & CHARGES							
PROFESSIONAL SERVICES							
6315	MISCELLANEOUS PROFESSIONAL SER	30,717	28,405	927	25,751	20,000	20,000
TOTAL PROFESSIONAL SERVICES		30,717	28,405	927	25,751	20,000	20,000
COMMUNICATION							
6321	TELEPHONE	-	-	-	-	-	-
6322	POSTAGE	54	211	23	29	160	100
6323	CELLULAR PHONES	3,171	-	-	-	-	-
TOTAL COMMUNICATION		3,225	211	23	29	160	100
EMPLOYEE REIMBURSEMENTS							
6331	TRAVEL & LODGING	-	-	-	-	-	-
6334	MILEAGE REIMBURSEMENT	-	-	-	-	-	-
6335	TRAINING	453	1,169	2,794	8,899	6,300	10,000
TOTAL EMPLOYEE REIMBURSEMENTS		453	1,169	2,794	8,899	6,300	10,000
ADVERTISING AND PUBLISHING							
6352	GENERAL NOTICE & PUBLIC INFOR	-	-	-	-	-	-
TOTAL ADVERTISING AND PUBLISHING		-	-	-	-	-	-
INSURANCE							
6361	GENERAL LIABILITY/PROPERTY INS	17,104	12,875	41,790	46,020	48,138	50,000
TOTAL INSURANCE		17,104	12,875	41,790	46,020	48,138	50,000
UTILITIES							
6371	ELECTRIC UTILITIES	30,992	32,719	31,956	30,027	35,000	36,000
6372	WATER/IRRIGATION	11,167	10,771	16,324	12,180	18,000	56,000
6373	GAS	7,073	12,404	11,759	9,894	14,000	15,000
6374	REFUSE/RECYCLING	5,428	7,533	7,083	9,131	8,500	12,000
TOTAL UTILITIES		54,660	63,427	67,122	61,233	75,500	119,000
REPAIRS AND MAINTENANCE - LABOR							
6381	BUILDING & STRUCTURE REPAIR	14,346	22,387	4,726	37,888	35,000	37,000
6382	MACHINERY & EQUIPMENT REPAIR	543	8,964	16,104	6,451	6,000	7,000
6388	OTHER VEHICLE REPAIR	3,177	-	2,988	2,981	3,000	3,000
TOTAL REPAIRS AND MAINTENANCE - LABOR		18,066	31,350	23,818	47,321	44,000	47,000
RENTALS							
6415	OTHER EQUIPMENT RENTAL	777	985	878	1,197	1,000	1,000
6416	MACHINERY RENTAL	-	-	-	-	-	350
6417	UNIFORM RENTAL	258	224	-	514	350	350
TOTAL RENTALS		1,036	1,209	878	1,711	1,350	1,700
DUES, SUBSCRIPTIONS, AND REGISTRATION FEES							
6451	MEMBERSHIP DUES	300	300	534	782	700	800
TOTAL DUES, SUBSCRIPTIONS, AND REGISTRATION FEES		300	300	534	782	700	800
CONTRACTED SERVICES							
6489	OTHER CONTRACTED SERVICES	127,769	126,317	159,725	178,335	145,000	145,000
TOTAL CONTRACTED SERVICES		127,769	126,317	159,725	178,335	145,000	145,000
Total OTHER SERVICES & CHARGES		253,330	265,263	297,610	370,080	341,148	393,600

CAPITAL OUTLAY							
CAPITAL OUTLAY							
6540	HEAVY MACHINERY	-	-	-	278,893	-	-
6550	VEHICLES	-	-	-	62,594	-	263,500
6580	OTHER EQUIPMENT	112,370	16,852	-	125,474	110,000	-
TOTAL CAPITAL OUTLAY		112,370	16,852	-	466,961	110,000	263,500
Total CAPITAL OUTLAY		112,370	16,852	-	466,961	110,000	263,500

TOTAL EXPENDITURES & OTHER FINANCING		1,481,802	1,445,077	1,628,641	2,298,424	2,224,661	2,645,383
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SUMMARY:

OPERATING EXPENSE:	1,369,432	1,428,225	1,628,641	1,831,463	2,114,661	2,381,883
CAPITAL OUTLAY:	112,370	16,852	-	466,961	110,000	263,500
TOTAL EXPENDITURES	\$ 1,481,802	\$ 1,445,077	\$ 1,628,641	\$ 2,298,424	\$ 2,224,661	\$ 2,645,383

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0452	6102	F.T. REGULAR-WAGES & SALARIES	618,528	617,124	730,962	838,878	976,945	1,098,965
0452	6103	FULL TIME-REGULAR-OVERTIME	1,837	1,469	818	1,985	1,000	1,000
0452	6104	PART TIME-WAGES & SALARIES	17,113	36,452				
0452	6105	TEMPORARY-WAGES & SALARIES	68,479	50,823	65,361	68,874	100,000	121,378
0452	6108	SEVERANCE PAY				1,444		
0452	6121	PERA CONTRIBUTIONS	48,065	48,867	54,097	62,522	71,538	80,535
0452	6122	FICA/MEDICARE CONTRIBUTIONS	53,916	53,502	59,784	67,809	82,463	93,432
0452	6131	GROUP INSURANCE	94,527	116,186	132,986	166,248	196,790	219,034
0452	6133	WORKERS COMP INSURANCE PREMIUM	27,409	38,121	44,593	44,265	58,377	40,101
0452	6135	PAID FAMILY MEDICAL LEAVE						6,338
0452	6208	MISCELLANEOUS OFFICE SUPPLIES	501	1,185	921	616	900	1,000
0452	6223	GASOLINE	19,559	22,510	12,425	21,427	23,000	24,000
0452	6225	DIESEL FUEL	3,238	9,893	6,311	7,072	10,500	11,500
0452	6229	SHOP MATERIALS	939	3,467	1,198	1,937	2,500	2,500
0452	6231	UNIFORMS & TURN-OUT GEAR	4,882	6,130	6,106	8,077	6,000	6,500
0452	6249	MISCELLANEOUS OPERATING SUPPLY	30,380	31,531	29,962	34,520	33,000	34,000
0452	6257	OTHER VEHICLE PARTS	7,020	16,974	25,587	23,949	17,500	19,000
0452	6265	ASPHALT	101,594	71,915	111,045	90,512	126,000	150,000
0452	6268	IRRIGATION SUPPLIES	6,025	16,118	20,540	10,881	13,000	15,000
0452	6269	LANDSCAPE MATERIALS	11,449	16,843	23,522	8,547	50,000	60,000
0452	6281	SMALL TOOLS & MINOR EQUIPMENT	641	3,851	4,813	1,820	4,000	4,000
0452	6315	MISCELLANEOUS PROFESSIONAL SER	30,717	28,405	927	25,751	20,000	20,000
0452	6321	TELEPHONE	-	-	-	-	-	-
0452	6322	POSTAGE	54	211	23	29	160	100
0452	6323	CELLULAR PHONES	3,171	-	-	-	-	-
0452	6335	TRAINING	453	1,169	2,794	8,899	6,300	10,000
0452	6361	GENERAL LIABILITY/PROPERTY INS	17,104	12,875	41,790	46,020	48,138	50,000
0452	6371	ELECTRIC UTILITIES	30,992	32,719	31,956	30,027	35,000	36,000
0452	6372	WATER/IRRIGATION	11,167	10,771	16,324	12,180	18,000	56,000
0452	6373	GAS	7,073	12,404	11,759	9,894	14,000	15,000
0452	6374	REFUSE/RECYCLING	5,428	7,533	7,083	9,131	8,500	12,000
0452	6381	BUILDING & STRUCTURE REPAIR	14,346	22,387	4,726	37,888	35,000	37,000
0452	6382	MACHINERY & EQUIPMENT REPAIR	543	8,964	16,104	6,451	6,000	7,000
0452	6388	OTHER VEHICLE REPAIR	3,177	-	2,988	2,981	3,000	3,000
0452	6415	OTHER EQUIPMENT RENTAL	777	985	878	1,197	1,000	1,000
0452	6417	UNIFORM RENTAL	258	224	-	514	350	350
0452	6451	MEMBERSHIP DUES	300	300	534	782	700	800
0452	6489	OTHER CONTRACTED SERVICES	127,769	126,317	159,725	178,335	145,000	145,000
0452	6540	HEAVY MACHINERY				278,893		
0452	6550	MOTOR VEHICLES	-	-	-	62,594		263,500
0452	6580	OTHER EQUIPMENT	112,370	16,852		125,474	110,000	
Total Expenditure			1,481,802	1,445,077	1,628,641	2,298,424	2,224,661	2,645,383

SUMMARY:

OPERATING EXPENSE:	1,369,432	1,428,225	1,628,641	1,831,463	2,114,661	2,381,883
CAPITAL OUTLAY:	112,370	16,852	-	466,961	110,000	263,500
TOTAL EXPENDITURES	\$ 1,481,802	\$ 1,445,077	\$ 1,628,641	\$ 2,298,424	\$ 2,224,661	\$ 2,645,383

PERSONNEL COMPLEMENT

Park Maintenance Worker	5.00	6.00	6.00	7.00	7.00	8.00
Utilities Maintenance Worker (Enterprise Funded)	3.00	3.00	3.00	4.00	4.00	4.00
Utilities Supervisor (Enterprise Funded)	1.00	1.00	1.00	1.00	1.00	1.00
Parks/Assistant PW Director	1.00	1.00	1.00	1.00	1.00	1.00
Park Supervisor	1.00	1.00	1.00	1.00	1.00	1.00
Parks Lead Worker	1.00	1.00	1.00	1.00	1.00	1.00
Recreation and Special Event Coord.				1.00	1.00	1.00
Recreation Specialist	0.50	0.50	1.00	-	-	-
Temporary - Parks	3.62	3.62	3.62	3.62	3.62	3.62
Admin Assistant	-	-	-	1.00	1.00	1.00
	16.12	17.12	17.62	20.62	20.62	21.62

6489 Other Contracted Services

Portable Toilets Rental	5,269	5,907	5,117	6,157	8,000
Photo Contest Winners	460	-	-	460	600
Recreation Programming (Art, Hiking, YOGA, 55+ Trips/Classes)	10,596	7,879	8,480	29,438	30,000
Fertilizing	26,472	19,466	13,379	27,217	29,000
Irrigation (Anderson Irrigation/Great Northern Landscape)	12,824	10,769	40,045	29,077	-
Mowing of The Draw/Fire Station, Weeding (SpeedCutters/Best Outdoor S	39,193	26,962	28,715	28,315	35,000
Vegetation Management (Prairie Restorations)	25,743	20,761	25,419	27,000	35,000
Clean Park Buildings (Christian Pte-Green Tech)	-	4,075	14,800	21,600	-
Park Improvements - Wood Fiber/Turf/Fence/Striping	-	27,314	3,872	7,265	7,400
Holiday Lights	3,325	-	11,588	-	-
EAB Tree Removal	-	-	5,000	-	-
Misc	3,887	3,183	3,310	1,804	-
	<u>127,769</u>	<u>126,317</u>	<u>159,725</u>	<u>178,335</u>	<u>145,000</u>

6540/6550 Heavy Machinery

3/4 ton 4/4 Truck	-	-	-	-	-
Mow truck	-	-	-	68,093	-
F550 4/4 truck with plow	-	-	-	100,692	-
F350	-	-	-	62,594	-
Bobcat loader	-	-	-	110,108	-
F250 With topper & Plow less resale \$5,000 (Replace #665)	-	-	-	-	80,000
Water Truck (1/4 cost) \$82,500 less trade in \$3,000 (Replace #669)	-	-	-	-	79,500
One Ton with Dump & plow less resale \$6,000 (Replace #678)	-	-	-	-	104,000
	<u>-</u>	<u>-</u>	<u>-</u>	<u>341,487</u>	<u>263,500</u>

6580 Other Equipment

Kubota UTV 4X4 Field Maintenance/Snow Removal	-	-	-	-	25,000
Kubota Tractor Attachment	-	-	-	-	-
Large Area Mower	101,509	-	-	-	-
Line Striper	-	19,000	-	-	-
John Deere Mower	10,861	-	-	-	-
3-Zero-Turn Mowers	-	-	-	71,604	-
Chipper (new)	-	-	-	-	85,000
Turbine debris blower	-	-	-	31,346	-
Snowquip snowblower	-	-	-	22,524	-
	<u>112,370</u>	<u>19,000</u>	<u>-</u>	<u>125,474</u>	<u>110,000</u>

DESCRIPTION OF SERVICES:

The Park and Recreation Department is responsible for the outdoor maintenance of all municipal grounds, including the Municipal Center, fire stations, parks, trails and streetscapes. Parks facilities include bulidings, playgrounds, shelters, ballfields.

BUDGET HIGHLIGHTS

- Staff time redistributed between streets, traffic engr, snow plowing & utilities.
- Full-time Park Maintenance Worker (Apr 1) - \$74,574
- Seasonal Recreation Aide (May-Sept - \$19,588
- 3% COLA increase seasonal workers
- Increase in Asphalt (6265) pursuant to Trail Maintenance Plan - \$24,000.
- Landscape (6269) \$10,000 for street trees and EAB replacements
- Irrigation Repairs (6382) - \$40,000 (Recorded previously (6489) always overbudget
- Replace 2007 Chevy Half Ton (#665) - \$80,000 (net of \$5k resale)
- Replace 2008 International Water Truck (#669) - \$79,500 (net of \$3k trade in) Total truck cost - \$318,000 (net \$12K trade in) Remainder utility funded
- Replace 2013 Ford one ton with dump & Plow (#678) - \$104,000 (net of \$6K resale)
~ No increase to 6489, recognizing additional Parks Maint. Worker proposed.

GOALS OF CURRENT YEAR BUDGET:

- Address bituminous trails, pursuant to the Trail Maintenance Policy adopted in 2024.
- Continue to expand the diversity and opportunities of recreation programs.
- Continue to work year-round with the athletic associations (and PACT) in the provision of youth athletic fields.
- Strive to adequately address formal landscape maintenance and reduce mowing in unneeded areas.
- Attempt to adequately address boulevard tree replacements (Emerald Ash Borer and car kills)

Performance Measurements:						
	2021 Actual	2022 Actual	2023 Actual	2024 Projected	2025 Projected	2026 Projected
Number of City Parks	26	26	26	27	28	
Number of Athletic Fields Maintained	42	42	42	42	42	
Number of Playgrounds Maintained	17	17	17	17	18	
Miles of Trails Maintained	70	70	70	70	75	
Total Acreage Mowed	150.11	150.11	150.11	150.11	150.11	

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Requested Budget
0892	6108	SEVERANCE PAY	-					50,000
0892	6304	LEGAL FEES	2,741					24,000
0892	6315	MISCELLANEOUS PROFESSIONAL SER	-	-			30,340	25,000
0892	6603	OTHER L.T. OBLIGATION PRINCIPA	61,853	61,853	61,853			
0892	6820	OPERATING TRANSFERS TO OTHER F	409,801	272,688	92,756	61,853	106,373	106,373
Total Expenditure			474,396	334,541	154,609	61,853	136,713	205,373

SUMMARY:

OPERATING EXPENSE:	474,396	334,541	154,609	61,853	136,713	205,373
CAPITAL OUTLAY:	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 474,396	\$ 334,541	\$ 154,609	\$ 61,853	\$ 136,713	\$ 205,373

6603/6820 Principal & Transfers						
Bury Carlson Internal Loan (PIR Fund)*	44,520	44,520	44,520	44,520	44,520	44,520
Municipal Center debt transfer interfund	61,853	61,853	61,853	61,853	61,853	61,853
	<u>106,373</u>	<u>106,373</u>	<u>106,373</u>	<u>106,373</u>	<u>106,373</u>	<u>106,373</u>

*Coded directly against property tax when collected

6820 Transfers to Other Funds			
Excess Revenue Transfer	409,801	272,688	92,756
	<u>-</u>	<u>-</u>	<u>-</u>
	409,801	272,688	92,756

DESCRIPTION OF SERVICES:
The Contingency budget is to be used for unforeseen expenditures or for anticipated

BUDGET HIGHLIGHTS

GOALS OF CURRENT YEAR BUDGET:
Minimize unbudgeted/unallocated expenses

BUDGET SUMMARY:								
Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Adopted Budget
9230	4011	CURRENT-AD VALOREM TAXES	63,927	66,843	72,192	78,150	86,367	86,367
9230	4012	DELINQUENT-AD VALOREM TAXES	1,060	348	(989)	(593)		
9230	4014	FISCAL DISPARITIES	11,146	9,838	9,407	8,998		
9230	4273	OTHER STATE GRANTS & AIDS						
9230	4609	OTHER MISCELLANEOUS REVENUES	10	198,638	275	30,000		
9230	4701	INTEREST ON INVESTMENTS	(3,673)	(11,202)	64,554	69,212	5,000	4,800
9230	4901	TRANSFER IN FROM OTHER FUNDS						
Total Revenue			72,470	264,465	145,440	185,766	91,367	91,167

Business Unit	Object Account	Description	2021 Actual	2022 Actual	2023 Actual	2024 Actual	2025 Adopted Budget	2026 Adopted Budget
9230	6102	F.T. REGULAR-WAGES & SALARIES						
9230	6105	TEMPORARY-WAGES & SALARIES	560	660	435	350	1,000	1,000
9230	6121	PERA CONTRIBUTIONS	-					
9230	6122	FICA/MEDICARE CONTRIBUTIONS	43	50	33	27	80	80
9230	6131	GROUP INSURANCE						
9230	6133	WORKERS COMP INSURANCE PREMIUM	2	4	2	5		
9230	6246	MARKETING	7,190	24,154	6,626	10,698	25,000	23,000
9230	6249	MISCELLANEOUS OPERATING SUPPLY	2,364	8,769	12,007	11,770	19,000	21,000
9230	6304	LEGAL FEES						
9230	6315	MISCELLANEOUS PROFESSIONAL SER	46,082	43,193	1,010	44,130	36,200	36,000
9230	6322	POSTAGE						
9230	6323	CELLULAR PHONES						
9230	6331	TRAVEL & LODGING	312	449	483	157	2,500	2,500
9230	6335	TRAINING	575	660	1,125	385	5,100	5,100
9230	6361	GENERAL LIABILITY/PROPERTY INS	3,242	624	313	268	287	287
9230	6371	ELECTRIC UTILITIES						
9230	6433	REFUNDS/REIMBURSEMENTS	250,000					
9230	6530	IMPROVEMENTS OTHER THAN BUILDINGS	15,151					
9230	6451	MEMBERSHIP DUES	1,121	1,798	1,593	2,366	2,200	2,200
9230	6452	SUBSCRIPTIONS	5	17	-			
9230	6530	IMPROVEMENTS OTHER THAN BUILDINGS	-	20,143	-			
9230	6580	OTHER EQUIPMENT				23,634		
Total Expenditure			326,645	100,521	23,627	93,789	91,367	91,167

DESCRIPTION OF SERVICES:
 The primary objective of the Economic Development Authority is to aid, assist and promote the growth and expansion of commercial, retail and industrial development in the City of Ramsey.

- GOALS OF CURRENT YEAR BUDGET:**
- Enhance Business Retention and Expansion Program and EDA events
 - Increase number of jobs
 - Increase retail tax base
 - Reduce the amount of land owned by City for development
 - Facilitate development along Hwy 10 corridor

Dept	Items Removed:	Amount
Mayor-0111	Council Meals (6249)	\$ (4,000)
Mayor-0111	City Survey (6315)	\$ (30,000)
Govt Bldg-194	Replace Toolcat (6580)	\$ (48,000)
Building-240	New Inspection Vehicle (6550)	\$ (35,000)
Police-211	Misc Office Supplies (6208)	\$ (2,000)
Police-211	Guns (6231)	\$ (5,000)
Police-211	Office Rebuild (cut 1/2) (6259)	\$ (6,500)
Police-211	New Axon Lic Plate Reader (6580)	\$ (50,000)
Police-211	Resurface Garage Floor (6580)	\$ (55,750)
Police-211	Building Needs Study (6580)	\$ (50,000)
Police-211	Increase line item 6281-Captain sq (Small tools)	\$ 18,000
Police-211	Reduce new flock request from 6 to 3	\$ (10,000)
Police-211	Replace 5 radars	\$ (18,000)
Fire-220	Replace 2019 Chev Tahoe	\$ (45,000)
Streets-311	Replace 2015 Kubota Tractor	\$ (109,000)
Streets-311	Replace 2016 Ford one-ton with dump& plow	\$ (99,000)
Streets-311	Replace 2004 Snogo Blower	\$ (235,000)
Streets-311	Reduce line item 6488 (street maintenance)	\$ (50,000)
Snow & Ice-312	Reduce line item 6263 (salt)	\$ (51,624)
Park & Rec-452	Reduce line item 6315 (Prof Services)	\$ (15,000)
Park & Rec-452	Increase line item #6382 Irrigation Maintenance	\$ 40,000
Govt Bldg-194	Equipment & Building Repair (6381 & 6382) Facility Fund	\$ (100,000)
	Reduce Debt Levy Funds by funds in debt serv	\$ (220,000)
	Increase Transfers in- QCTV equip funds virtual server	\$ (33,000)
	Total	\$ (1,213,874)
	 Net Levy Remaining	 \$ 24,641,026
	 2025 Adopted Levy	 \$ 21,950,694
	 2026 Levy Increase	 \$ 2,690,332
	% Increase	12.26%

Amount needed to get to % Levy Increase:		
Levy Amount		Additional Levy Reduction
5%	\$ 23,048,229	\$ 1,592,797
6%	\$ 23,267,736	\$ 1,373,290
7%	\$ 23,487,243	\$ 1,153,783
8%	\$ 23,706,750	\$ 934,276
9%	\$ 23,926,256	\$ 714,770
10%	\$ 24,145,763	\$ 495,263
11%	\$ 24,365,270	\$ 275,756

Dept	Line Item #	Items /Large \$ increases over 2025 adopted (All new personnel & capital requests noted)	Amount
Admin-130	6315	HRIS Software	\$ 25,535
Admin-130	6103	New PT Communications Specialist (Apr 1)	\$ 30,978
Elections-141	6105	Election Judges	\$ 33,871
Data Processing-192	6405	Phone Support	\$ 10,000
Data Processing-192	6405	LOGIS Apps-Accela (was budgeted 2025-PIMS)	\$ 20,854
Data Processing-192	6405	Licensing	\$ 8,400
Data Processing-192	6315	Website Redesign	\$ 35,000
Govt Buildings-194	6104	New Building Seasonal Worker (May-Sept)	\$ 18,643
Govt Buildings-194	6550	Replace 2012 Ford F250-+ add plow	\$ 75,000 Net \$10K resale
Police-211	6102	New FT Investigative/Patrol Officer (Mar 1)	\$ 106,975
Police-211	6102	PT to FT current Police Records Tech	\$ 44,256
Police-211	6259	Office Moves	\$ 6,500
Police-211	6405	Vektor Software	\$ 10,000
Police-211	6550	Replace 2021 Dodge Charger Squad & Set up	\$ 72,000
Police-211	6550	Replace 2016 Acadia -Police Captain	\$ 54,500
Police-211	6281	Set up Police Captain Vehicle	\$ 20,000
Police-211	6580	New Unmanned Aerial Vehicle (Drone)	\$ 18,000
Police-211	6580	New 3 additional flock cameras	\$ 10,000
Fire-220	6102	New FT Firefighter/Fire Technician (Mar 1)	\$ 79,351
Fire-220	6104	3% COLA Increase on-call firefighters	\$ 33,725
Fire-220	6550	2nd Payment 2008 Fire Engine (\$1.2M total)	\$ 300,000
Fire-220	6550	Replace 2017 Ford Explorer - Duty Officer	\$ 45,000 Net \$5k trade in
Fire-220	6550	Replace 2013 Chev Tahoe - Admin Captain	\$ 45,000 Net \$5k trade in
Fire-220	6580	Replace 2011 Thermal Imaging Cameras (4)	\$ 25,000
Fire-220	6580	Replace SCBA bottles (3 packs & 15 bottles)	\$ 45,000
Civil-250	6580	Replace 2 Civil Defense Sirens	\$ 35,000
Building-240	6102	New Building Inspector/Plans Examiner (April 1)	\$ 90,755
Engineering-301	6102	New FT City Engineer (Jan 1) -\$200,999 Total Wages	\$ 40,233
Engineering-301	6102	New FT Engineering Tech II (Apr 1) - \$78,847 Total Wages	\$ 55,184
Streets-311	6488	Street Main-Cracksealing, Rejuvenation,Pothole	\$ 50,000 \$650K slated for 2027
Streets-311	6550	Replace 2013 Ford F350 Dump/Plow With a Hook Truck	\$ 104,000 Net \$10K resale
Streets-311	6550	New Reconfigure 2013 Ford into a Hook Truck	\$ 55,000
Streets-311	6550	Replace 2016 Sterling Single Axle Dump & Plow	\$ 328,000 Net \$15k trade in
Park & Rec-452	6102	New Park & Rec Maintenance Worker (Apr 1)	\$ 74,574
Park & Rec-452	6105	New Recreation & Volunter Asst-Seasonal (May-Sept)	\$ 19,588
Park & Rec-452	6265	Asphalt	\$ 24,000
Park & Rec-452	6269	Landscape Materials	\$ 10,000
Park & Rec-452	6382	Water/Irrigation	\$ 40,000
Park & Rec-452	6550	Replace 2007 Chevy Hold ton - add plow	\$ 80,000 Net \$5K resale
Park & Rec-452	6550	Replace 2008 Water Truck (\$336,000) - 1/4 cost	\$ 79,500 Net \$3k trade in
Park & Rec-452	6550	Replace 2013 Ford one ton with dump & plow	\$ 104,000 Net \$6K resale
Contingency-892	6108	Severance	\$ 50,000
Contingency-892	6304	Legal	\$ 24,000
		Total	\$ 2,437,422

CC Work Session

Meeting Date: 07/08/2025

Primary Strategic Plan Initiative: Enhance City’s communication through transparency and accountability.

Information

Title:

Review Future Topics/Calendar

Purpose/Background:

The first attachment is the current list of future topics for work session discussions. Items are drawn from Council requests at meetings, or are related to topics that have been identified in the City's strategic plan. Tentative dates have been assigned. The second attachment includes Councilmember initiatives for future work session topics. Those items are up for discussion and, with consensus, will be added to the future topics list.

Recommendation:

For Council review - no formal action necessary.

Outcome/Action:

For Council review.

Attachments

Future Topics List

Councilmember Topic Requests

Form Review

Inbox

Brian Hagen

Form Started By: Katie Schmidt

Final Approval Date: 07/03/2025

Reviewed By

Brian Hagen

Date

07/03/2025 02:15 PM

Started On: 07/01/2025 01:42 PM

	<u><i>Tentative City Council Future Work Session Topics</i></u>	
Proposed Date	Topic	Minutes (Estimate)
2025		
7/22	Budget	
8/12	Budget	
8/26	Budget	
8/26	Consider Accepting Community Art Plan Donation	
9/09	Budget	
Sept	Discuss Commercial Property Public Utility Connection Program	
Sept	Improve the Image of Ramsey Along the Hwy 10 Corridor Discussion	
TBD	Animal Ordinance	
TBD	Pollpad Update	
TBD	Fire Department Staffing	
TBD	Subdivision Code	
TBD	Hwy 10 Pedestrian Overpass	
TBD	City Facility Safety Improvements	
TBD	Prevailing Wage Policy – CM: KB, EP	
TBD	Veterans Park Discussion – CM: KB, EP	
TBD	Quarterly Police & Fire Updates – CM: KB, CR	
TBD	Public Safety Deep Dive – CM: KB, CR	

	<u><i>Councilmember Initiatives for Future Work Session Topics</i></u>
Proposed by CM	Topic
Buscher	Wage Theft Enforcement
Heineman	Ramsey Christmas Market
Heineman	Waterfront Venue Ideas